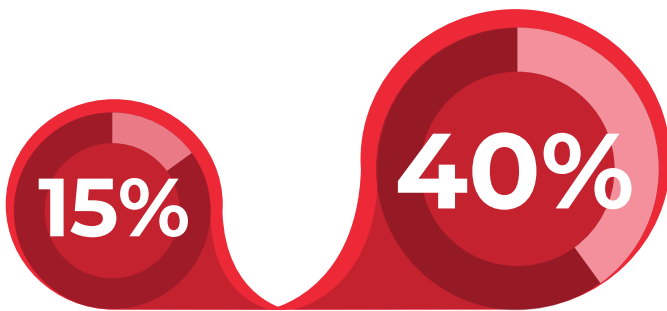


Health Human Resources (HHR) Survey Results

HEAL recently launched a Health and Human Resources Survey for our members. We received **5,000 responses** to the survey across all provinces and territories, from large urban centres to remote communities. As such it represents excellent new data and provides details of the perceptions and stresses of the full spectrum of the diverse health workforce.

76% of healthcare workers who responded identify as a woman.

LEAVING THE HEALTHCARE SECTOR



15% identified as being close to retirement.

40% of the 15% are considering leaving their field in less than 5 years.

The main reasons cited are the pandemic, poor working conditions, and healthcare worker shortages, mental health and well-being concerns and a lack of workplace resources.

RETAINING WORKERS



80% would remain in their position or return to work if the following supports were put in place:

- More workplace support and resources such as (stress reduction programs, and adequate staffing).
- Better leadership and management
- Better compensation & financial support in line with inflation.

Respondents cited the need to leverage the skills of internationally trained workers to address the staffing shortage. Regulatory bodies requirements vary across provinces and territories, so harmonizing these may be an important first step to better health care nation-wide.

DISCLAIMER

This survey was circulated to individual health professionals within HEAL membership. Collectively, HEAL represents over 650,000 health professionals in Canada. The response rate was less than 1%. For most health professions was low and, in some cases, absent. The professions for whom there were at least 200 responses included the medical radiation technologists, chiropractors, medical laboratory scientists, dental assistants, registered massage therapists, respiratory therapists and speech language pathologists and audiologists.