Six in ten Registered Practical Nurses (RPNs) are considering or somewhat considering leaving the profession – Three in four RPNs say a wage increase to $35/hour would make them more likely or somewhat more likely to stay in the profession.

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Key Findings

1

A majority of Registered Practical Nurses are considering or somewhat considering leaving the profession – One in four have a second job

Over six in ten Registered Practical Nurses say they are considering (45%) or somewhat considering (17%) leaving the profession. One in four (26%) RPNs also report having a second job. When asked why they would consider leaving or not, over four in ten say it's because the pay doesn't match the high workload caused by being short staffed and that they do the same work as a Registered Nurse for a much lower pay (41%).

2

Over three in four say a wage increase would make them more likely or somewhat more likely to stay in the profession

Although most are considering or somewhat considering leaving the profession, over three in four Registered Practical Nurses say a wage increase to $35/hour (before a general wage increase) would make them more likely (51%) or somewhat more likely (27%) to stay in the profession.

3

Four in five registered practical nurses experience high stress because of their job

A little over four in five registered practical nurses mentioned that they deal with high stress (82%) as a result of their job. Those that are considering or somewhat considering leaving are considerably more likely to be experiencing this (74%) compared to those that are not considering or somewhat not considering leaving (46%). Close to two in three also report they are having trouble sleeping (64%) and that they dread going to work (63%).

4

A majority of registered practical nurses regularly work short shifts

Three in four Registered Practical Nurses say they work short shifts at least three to four times a week (74%) with over one in two of them saying this happens every day (53%). They mention they are usually short about two people on average (mean of 1.93 people).
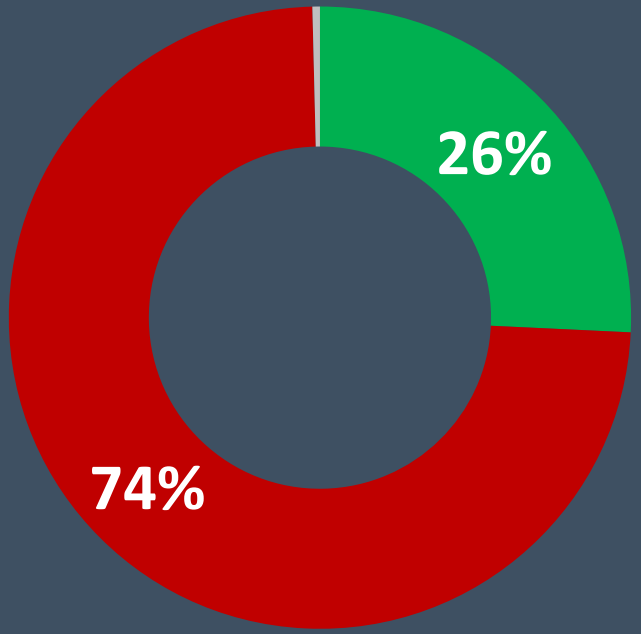
Hospital participants work at

Q – What hospital do you currently work at? [OPEN] [ALLOW UP TO TWO MENTIONS]

		Frequency (n=1029)
TOP RESPONSES	Trillium/Mississauga Health	6.0%
	William Osler/Brampton civic	5.5%
	Lakeridge house/Lakeridge health/Lakeridge garden	5.1%
	Peterborough Regional health centre/PRHC	5.0%
	Sunnybrook	4.5%
	St Joseph	4.0%
	Hamilton health science/Juravinski	4.0%
	KHSC Kingston General Hospital	3.9%
	Other	13.7%

Having a second job and years working as registered practical nurse

- I have a second job
- I do not have a second job
- Prefer not to say

TOP RESPONSES		Frequency (n=1029)
	Mean	9.89 years
	Median	7 years
	1 years	9.0%
	2 years	8.5%
	5 years	7.6%
	10 years	5.6%
	6 years	5.4%
	8 years	5.4%
	3 years	5.0%
	4 years	4.6%
	7 years	4.4%
	12 years	4.2%

*Charts may not add up to 100 due to rounding.

Source: Nanos Research, telephone survey to a list from the client, March 12th to 18th, 2023, n=1029 Registered Practical Nurses

Q – Do you currently have a second job?
Q – In general, how long have you worked as a registered practical nurse? ____ years

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Unit(s) worked at primary hospital job

Q – What unit(s) do you work on at your primary hospital job? [SELECT ALL THAT APPLY][RANDOMIZE]

TOP RESPONSES	Frequency (n=1029)
Medical/Surgical	56.5%
Complex Continuing Care/Rehabilitation	22.3%
Long term care	13.2%
Mental health	11.5%
Emergency	7.9%
Other	6.4%

Source: Nanos Research, telephone survey to a list from the client, March 12th to 18th, 2023, n=1029 Registered Practical Nurses

Areas registered practical nurses have been moved into in the last three years
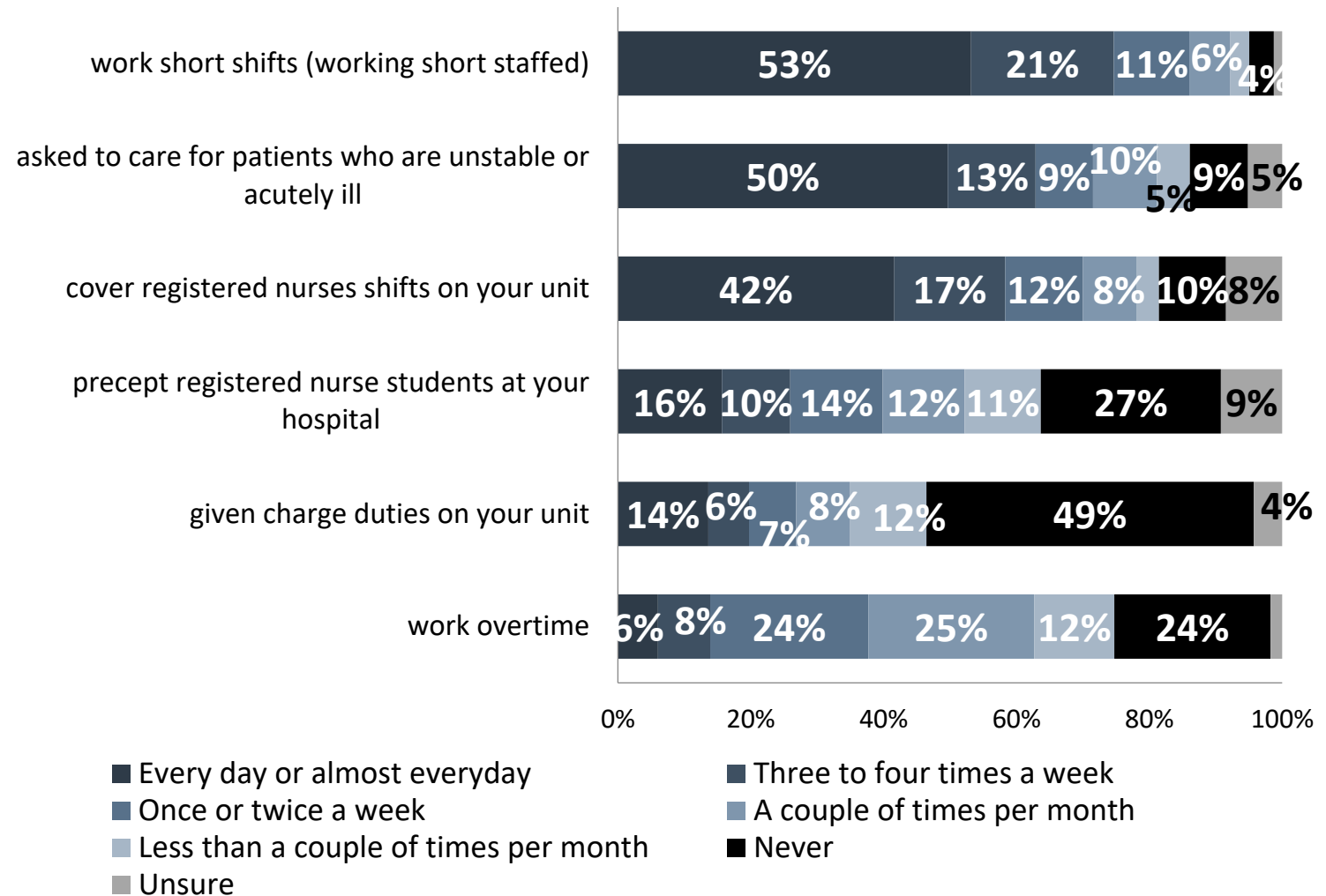
Q – At your hospital, what areas have registered practical nurses been moved into in the last three years that previously did not include registered practical nurses? [OPEN] [ALLOW UP TO TWO MENTIONS]

	Frequency (n=1029)
Emergency	17.9%
Acute/intensive/critical care	12.8%
None	10.4%
Most/all units have RPNs	6.5%
Other	8.0%
Unsure	37.0%

TOP RESPONSES

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Frequency of registered practical nurses...

A majority of registered practical nurses say they work short shifts or are asked to care for patients who are unstable or acutely ill every day or almost every day. Over four in ten also say they cover registered nurses shifts on their unit every day or almost every day

work short shifts (working short staffed) 53% | 21% | 11% | 6% | 4%

asked to care for patients who are unstable or acutely ill 50% | 13% | 9% | 10% | 5% | 9% | 5%

cover registered nurses shifts on your unit 42% | 17% | 12% | 8% | 10% | 8%

precept registered nurse students at your hospital 16% | 10% | 14% | 12% | 11% | 27% | 9%

given charge duties on your unit 14% | 6% | 7% | 8% | 12% | 49% | 4%

work overtime 6% | 8% | 24% | 25% | 12% | 24%

0% 20% 40% 60% 80% 100%

■ Every day or almost everyday ■ Three to four times a week
■ Once or twice a week ■ A couple of times per month
■ Less than a couple of times per month ■ Never
■ Unsure

*Charts may not add up to 100 due to rounding.

Source: Nanos Research, telephone survey to a list from the client, March 12th to 18th, 2023, n=1029 Registered Practical Nurses

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Registered practical nurses working short shifts

Q – How many people are you usually short? _____ people

		Frequency (n=962)
TOP RESPONSES	**Mean**	**1.93 people**
	Median	**2 people**
	2 people	45.2%
	1 people	36.9%
	3 people	12.0%
	4 people	2.9%
	5 people	1.9%

Source: Nanos Research, telephone survey to a list from the client, March 12th to 18th, 2023, n=962 Registered Practical Nurses
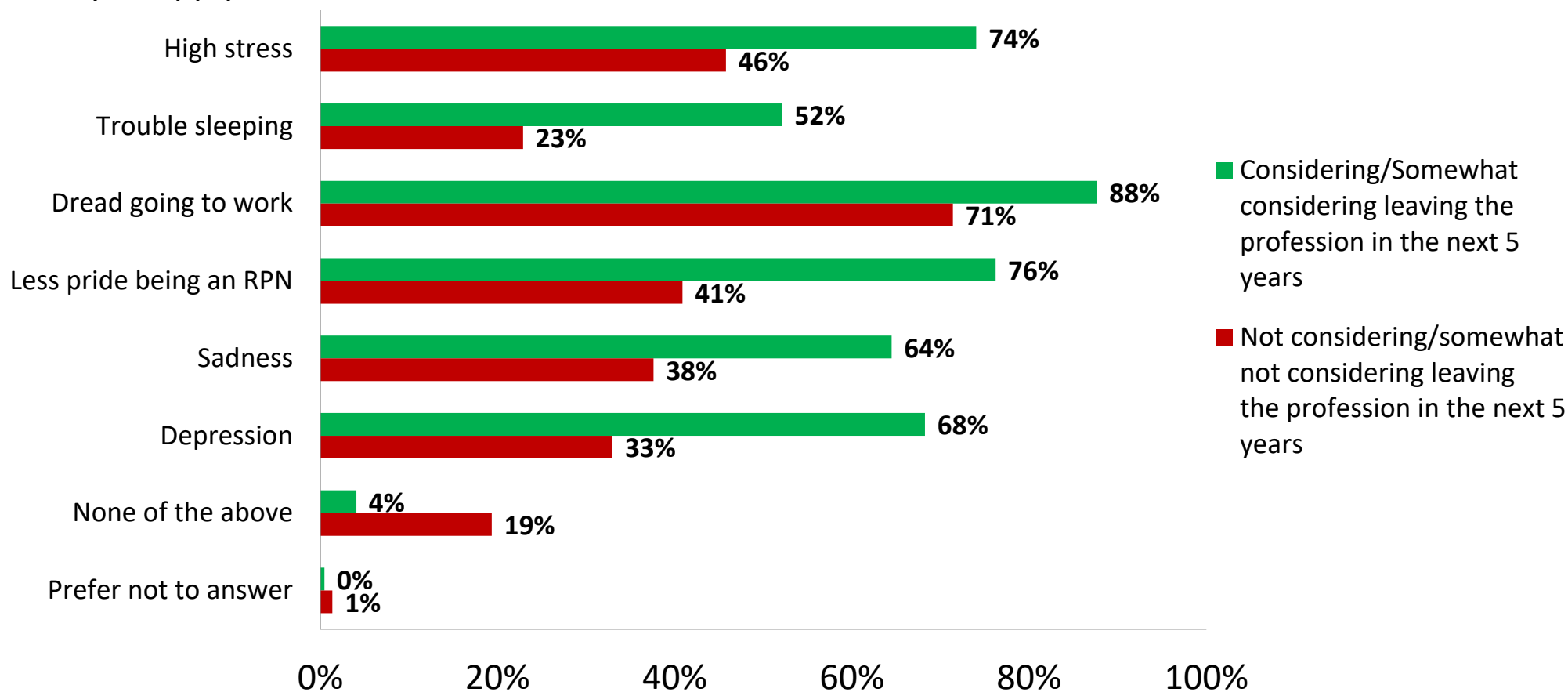
Effects of the job on Registered Practical Nurses

Q – Do you experience any of the following as a result of your job? [RANDOMIZE] [Select as many as apply]

	Frequency (n=1029)
High stress	81.6%
Trouble sleeping	63.8%
Dread going to work	63.4%
Less pride being an RPN	55.5%
Sadness	54.8%
Depression	42.0%
None of the above	9.3%
Prefer not to answer	1.0%

TOP RESPONSES

Source: Nanos Research, telephone survey to a list from the client, March 12th to 18th, 2023, n=1029 Registered Practical Nurses

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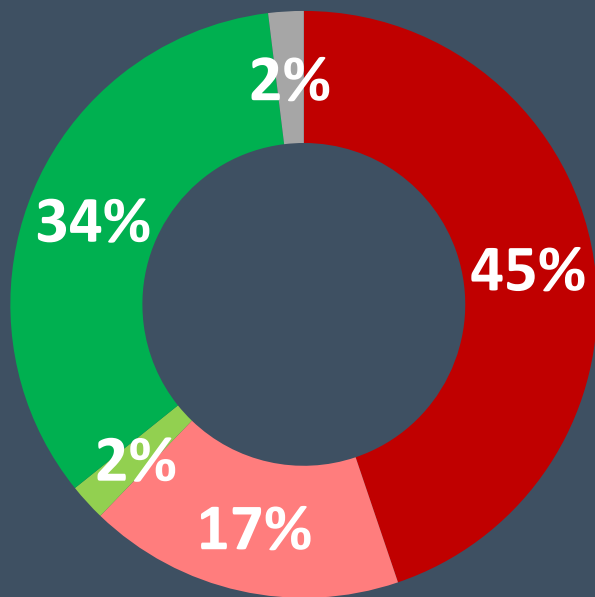
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Effects of the job on registered practical nurses

Q – Do you experience any of the following as a result of your job? [RANDOMIZE] [Select as many as apply]

Legend:
- ■ Considering/Somewhat considering leaving the profession in the next 5 years
- ■ Not considering/somewhat not considering leaving the profession in the next 5 years

	Considering/Somewhat considering leaving	Not considering/somewhat not considering leaving
High stress	74%	46%
Trouble sleeping	52%	23%
Dread going to work	88%	71%
Less pride being an RPN	76%	41%
Sadness	64%	38%
Depression	68%	33%
None of the above	4%	19%
Prefer not to answer	0%	1%

Considering leaving the profession in the next five years

- Considering
- Somewhat considering
- Somewhat not considering
- Not considering
- Unsure

*Charts may not add up to 100 due to rounding

	Total (n=998)	Considering (n=459)	Somewhat considering (n=175)	Somewhat not considering (n=20)*	Not considering (n=342)
Pay doesn't match high workload caused by short staffing/Same work as RN but lower pay	41.0%	58.6%	58.9%		8.8%
Stressful/mentally and physically draining/Long hours	24.0%	32.2%	39.4%		5.3%
I love what I do	17.5%	1.1%	2.9%		47.4%
Not treated well/Not appreciated/lack of respect	15.1%	25.1%	17.7%		1.2%
Planning to move to Registered Nurse/other role/going back to school	13.6%	9.8%	9.7%		20.8%
Close to retiring/retired/casual	8.1%	10.9%	2.9%		7.0%
I have no choice (need the money)/can't go in a new field	5.0%	0.7%	2.3%		-

TOP RESPONSES

*Shaded due to small sample size

Q – Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?
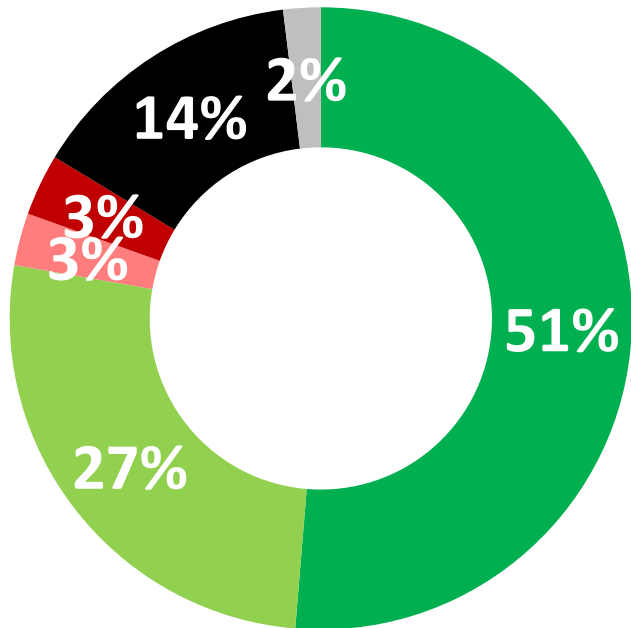Q – Why do you have that opinion? [OPEN]

Source: Nanos Research, telephone survey to a list from the client, March 12th to 18th, 2023, n=998 Registered Practical Nurses

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Impact of wage increase on likelihood of staying in the profession

2%
14%
51%
27%
3%
3%

- ■ More likely
- ■ Somewhat more likely
- ■ Somewhat less likely
- ■ Less likely
- ■ No impact on likelihood to stay in profession
- ■ Unsure

*Charts may not add up to 100 due to rounding.
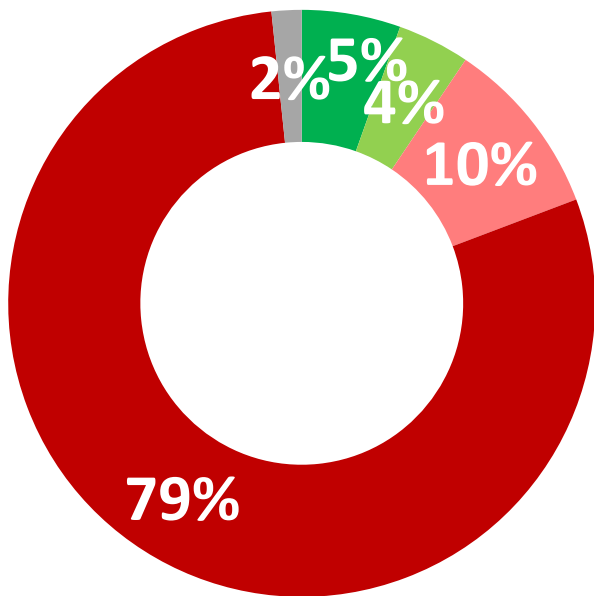
About **4 in 5**

registered practical nurses

say a wage increase to $35/hour (before a general wage increase) would make them more likely or somewhat more likely to stay in the profession.

Q – Would a wage increase to $35/hour (before a general wage increase) make you more likely, somewhat more likely, somewhat less likely, less likely or would it have no impact on your likelihood to stay in the profession?

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Fairness of PSW only increase

2% 5% 4%

10%

79%

- ■ Fair
- ■ Somewhat fair
- ■ Somewhat unfair
- ■ Unfair
- ■ Unsure

*Charts may not add up to 100 due to rounding.

9 in 10 registered practical nurses

think that it is unfair or somewhat unfair that personal support workers received a $2 increase while registered practical nurses have not.

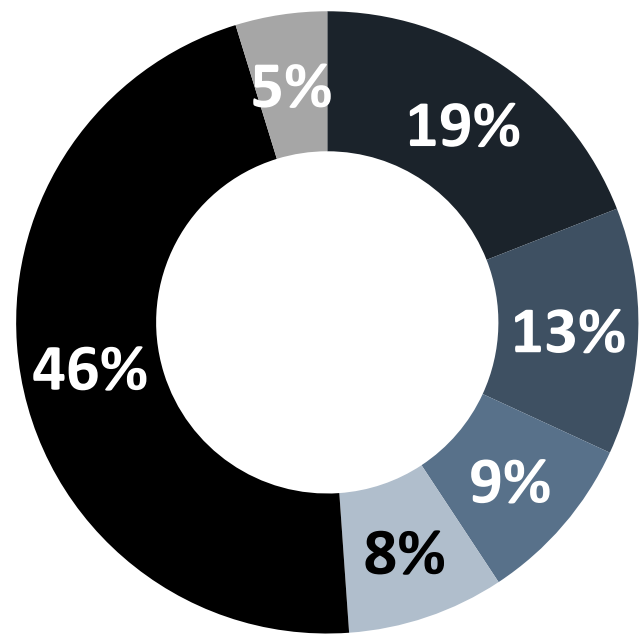Q – Do you think it is fair, somewhat fair, somewhat unfair or unfair that personal support workers received a $2 increase and registered practical nurses have not?

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Frequency of use of agency workers

19%

13%

9%

8%

46%

5%

- ■ Every day
- ■ Every few days
- ■ Once a week
- ■ Once a month
- ■ Never
- ■ Unsure

1 in 3 registered practical nurses

say agency workers are used in their unit at least every few days, with one in five saying agency workers are used every day.

*Charts may not add up to 100 due to rounding.

Q – How often are agency workers used on your unit?

Source: Nanos Research, telephone survey to a list from the client, March 12th to 18th, 2023, n=1029 Registered Practical Nurses

Nanos conducted a telephone survey using live agents of 1,029 registered practical nurses that are members of OCHU-CUPE or SEIU, from March 12th to 18th, 2023, from a list provided by the client.

The research was commissioned by OCHU-CUPE and was conducted by Nanos Research using live agents.

Note: Charts may not add up to 100 due to rounding.

METHODOLOGY

	Response Rate	TOTAL
A	Number of Contacts Provided by Client	11,544
B	Number of Completed Interviews	1,039
C	**Response Rate (Completed Interviews)(C=B/A)**	**9.0%**

Element	Description
Research sponsor	OCHU-CUPE
Population and Final Sample Size	1,029 registered practical nurses that are members of OCHU or SEIU
Source of Sample	List from the client
Margin of Error	No margin of error applies to this research.
Mode of Survey	Telephone survey using live agents
Sampling Method Base	Census survey
Demographics (Captured)	Ontario; Men and Women. Six digit postal code was used to validate geography.
Demographics (Other)	Gender, ethnicity
Field Dates	March 12th to 18th, 2023.
Language of Survey	The survey was conducted in English.
Standards	Nanos Research is a member of the Canadian Research Insights Council (CRIC) and confirms that this research fully complies with all CRIC Standards including the CRIC Public Opinion Research Standards and Disclosure Requirements. https://canadianresearchinsightscouncil.ca/standards/

Element	Description
Screening	Screening ensured potential respondents were registered practical nurses that are members of OCHU or SEIU
Excluded Demographics	Individuals younger than 18 years old and individuals who are not registered practical nurses members of OCHU or SEIU.
Response rate	Nine per cent
Question Order	Question order in the preceding report reflects the order in which they appeared in the original questionnaire.
Question Content	All questions asked are contained in the report.
Question Wording	The questions in the preceding report are written exactly as they were asked to individuals.
Research/Data Collection Supplier	Nanos Research
Contact	Contact Nanos Research for more information or with any concerns or questions. http://www.nanos.co Telephone:(613) 234-4666 ext. 237 Email: info@nanosresearch.com.

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Any questions?

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2023-2646 – OCHU-CUPE – Member Survey – STAT SHEET

Question – What hospital do you currently work at? [OPEN] [ALLOW UP TO TWO MENTIONS]

		Responses		Percent of Cases
		N	Percent	
Question – What hospital do you currently work at? [OPEN] [ALLOW UP TO TWO MENTIONS]	St Joseph	41	3.7%	4.0%
	University Health Network - Toronto Rehab	30	2.7%	3.0%
	St. Michael's hospital	7	0.6%	0.7%
	Niagara health	25	2.3%	2.5%
	Sunnybrook	46	4.2%	4.5%
	Hamilton health science/Juravinski	41	3.7%	4.0%
	Blue Water health	15	1.4%	1.5%
	Scarborough General Hospital	2	0.2%	0.2%
	Thunder Bay Regional Health Science Center	15	1.4%	1.5%
	Providence/ Unity Health	17	1.5%	1.7%
	Pembroke regional hospital	17	1.5%	1.7%
	Nursing home (non-specified)	3	0.3%	0.3%
	Peterborough Regional health centre/PRHC	51	4.6%	5.0%
	Trillium/Mississauga Health	61	5.5%	6.0%
	Hotel du shaver/Hotel Dieu Shaver	13	1.2%	1.3%
	Credit Valley	23	2.1%	2.3%
	Lakeridge house/Lakeridge health/Lakeridge garden	52	4.7%	5.1%
	Ross Memorial hospital	19	1.7%	1.9%
	General hospital (non-specified)	4	0.4%	0.4%
	Other	139	12.6%	13.7%
	Michael Garron Hospital	5	0.5%	0.5%
	Royal Victoria regional health centre , BC	22	2.0%	2.2%
	Arnprior regional health	4	0.4%	0.4%
	Winchester District Memorial Hospital	7	0.6%	0.7%
	Southlake regional hospital/health centre	24	2.2%	2.4%
	Baycrest hospital	13	1.2%	1.3%
	Runnymede	8	0.7%	0.8%
	West Lincoln Memorial hospital	7	0.6%	0.7%
	William Osler/Brampton civic	56	5.1%	5.5%
	Orelia soldiers memorial	15	1.4%	1.5%
	St Peter's hospital	10	0.9%	1.0%
	west park healthcare	4	0.4%	0.4%
	riverside Health care	7	0.6%	0.7%
	Queensway health centre	4	0.4%	0.4%
	Empire hospital	3	0.3%	0.3%
	cambridge memorial hospital	12	1.1%	1.2%
	Northumberland Hills Hospital	8	0.7%	0.8%
	The Royal Ottawa hospital	16	1.4%	1.6%
	Cornwall community hospital	11	1.0%	1.1%
	renfrew victoria hospital	6	0.5%	0.6%
	health sciences north	14	1.3%	1.4%
	Long term care (non-specified)	7	0.6%	0.7%
	The Arnprior Memorial Hospital	2	0.2%	0.2%
	Muskoka Algonquin Healthcare	4	0.4%	0.4%
	Branford General hospital	16	1.4%	1.6%
	Ajax hospital	3	0.3%	0.3%
	mcmaster	7	0.6%	0.7%
	Etobicoke General Hospital	17	1.5%	1.7%
	Georgian Bay general hospital	8	0.7%	0.8%
	Guelph general	12	1.1%	1.2%
	Hamilton general hospital	27	2.4%	2.7%
	KHSC Kingston General Hospital	40	3.6%	3.9%
	Mississauga Hospital	5	0.5%	0.5%
	North York General	7	0.6%	0.7%
	Centre Bay Regional	2	0.2%	0.2%
	Welland County General Hospital	4	0.4%	0.4%
	St Catherine's Hospital	19	1.7%	1.9%
	Toronto General Hospital	18	1.6%	1.8%
	Port Colborne General	2	0.2%	0.2%
	wellington hospital	1	0.1%	0.1%
	West Park Healthcare Center	4	0.4%	0.4%
	Branford general hospital	2	0.2%	0.2%
	Emo Health Centre	2	0.2%	0.2%
	Glengarry Memorial Hospital	2	0.2%	0.2%

2023-2646 – OCHU-CUPE – Member Survey – STAT SHEET

Question –What hospital do you currently work at? [OPEN] [ALLOW UP TO TWO MENTIONS]

		Responses		Percent of Cases
		N	Percent	
	Grand river	3	0.3%	0.3%
	HeadWater Hospital	2	0.2%	0.2%
	Humber River	2	0.2%	0.2%
	Joseph brant hospital	3	0.3%	0.3%
	Unsure	9	0.8%	0.9%
Total		1107	100.0%	109.0%

		Frequency	Valid Percent
Question – Do you have a second job?	I have a second job	265	25.8
	I do not have a second job	760	73.9
	Prefer not to say	4	0.4
	Total	1029	100.0

Statistics
In general, how long have you worked as a registered practical nurse?

N	Valid	1012
Mean		9.8927
Median		7.0000

Question - In general, how long have you worked as a registered practical nurse?

	Frequency	Percent	Cumulative Percent
.33	1	0.1	0.1
.40	2	0.2	0.3
.50	8	0.8	1.1
.60	1	0.1	1.2
.66	1	0.1	1.3
.70	2	0.2	1.5
.85	1	0.1	1.6
1.00	91	8.8	10.6
1.30	2	0.2	10.8
1.50	16	1.6	12.4
1.90	1	0.1	12.5
2.00	86	8.4	20.9
2.30	1	0.1	21.0
2.50	7	0.7	21.7
3.00	51	5.0	26.8
3.50	7	0.7	27.5
4.00	47	4.6	32.1
4.50	4	0.4	32.5
5.00	77	7.5	40.1
5.50	5	0.5	40.6
6.00	55	5.3	46.0
7.00	45	4.4	50.5
7.50	2	0.2	50.7
8.00	55	5.3	56.1
9.00	32	3.1	59.3
9.50	1	0.1	59.4
10.00	57	5.5	65.0
11.00	28	2.7	67.8
12.00	43	4.2	72.0
13.00	26	2.5	74.6
13.50	1	0.1	74.7
14.00	21	2.0	76.8
15.00	34	3.3	80.1

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Question - In general, how long have you worked as a registered practical nurse?

	Frequency	Percent	Cumulative Percent
16.00	26	2.5	82.7
17.00	18	1.7	84.5
18.00	12	1.2	85.7
19.00	8	0.8	86.5
20.00	30	2.9	89.4
21.00	8	0.8	90.2
21.50	1	0.1	90.3
22.00	7	0.7	91.0
23.00	7	0.7	91.7
24.00	4	0.4	92.1
25.00	9	0.9	93.0
26.00	2	0.2	93.2
27.00	2	0.2	93.4
28.00	6	0.6	94.0
29.00	5	0.5	94.5
30.00	14	1.4	95.8
31.00	1	0.1	95.9
32.00	8	0.8	96.7
33.00	5	0.5	97.2
34.00	1	0.1	97.3
35.00	5	0.5	97.8
36.00	1	0.1	97.9
37.00	3	0.3	98.2
38.00	2	0.2	98.4
39.00	1	0.1	98.5
40.00	2	0.2	98.7
41.00	2	0.2	98.9
42.00	2	0.2	99.1
44.00	3	0.3	99.4
45.00	2	0.2	99.6
47.00	1	0.1	99.7
48.00	1	0.1	99.8
50.00	1	0.1	99.9
58.00	1	0.1	100.0
Total	1012	98.3	
No answer	17	1.7	
Total	1029	100.0	

Nanos conducted a telephone survey of 1029 Registered Practical Nurses that are Members of CUPE or SEIU from a list between March 12th and 18th, 2023. A total of 1029 Registered Practical Nurses participated in the survey with an estimated response rate of nine per cent. * Some cells have been shaded due to small sample size

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Page 3

2023-2646 – OCHU-CUPE – Member Survey – STAT SHEET

Question – What unit(s) do you work on at your primary hospital job? [SELECT ALL THAT APPLY][RANDOMIZE]

		Responses		Percent of Cases
		N	Percent	
Question – What unit(s) do you work on at your primary hospital job? [SELECT ALL THAT APPLY][RANDOMIZE]	Medical/Surgical	450	37.5%	56.5%
	Complex Continuing Care/Rehab	178	14.8%	22.3%
	Long term Care/Geriatric	105	8.8%	13.2%
	Mental health	92	7.7%	11.5%
	Acute care	49	4.1%	6.1%
	Ambulatory care/outpatient clinic	11	0.9%	1.4%
	Oncology/Cancer care	25	2.1%	3.1%
	Cardiology	20	1.7%	2.5%
	Clinic	5	0.4%	0.6%
	Covid Testing Assessment	5	0.4%	0.6%
	Dialysis/Hematology/Hemo dialysis	26	2.2%	3.3%
	Emergency	63	5.3%	7.9%
	Endoscopy	3	0.3%	0.4%
	Float Nurse	12	1.0%	1.5%
	Research	3	0.3%	0.4%
	Veteran Centre	4	0.3%	0.5%
	Labour & Delivery/maternal/obstetrics and Gynecology	44	3.7%	5.5%
	Neurology	5	0.4%	0.6%
	Orthopedics	6	0.5%	0.8%
	Other	51	4.3%	6.4%
	Transitional Care	4	0.3%	0.5%
	Pediatric	5	0.4%	0.6%
	resource (work everywhere)	11	0.9%	1.4%
	Respirology	7	0.6%	0.9%
	Stroke unit	14	1.2%	1.8%
	Unsure	1	0.1%	0.1%
Total		1199	100.0%	150.4%

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Question – At your hospital, what areas have registered practical nurses been moved into in the last three years that previously did not include registered practical nurses?
[OPEN] [ALLOW UP TO TWO MENTIONS]

		Responses		Percent of Cases
		N	Percent	
Question – At your hospital, what areas have registered practical nurses been moved into in the last three years that previously did not include registered practical nurses? [OPEN] [ALLOW UP TO TWO MENTIONS]	Acute/Intensive/Critical Care	107	10.4%	12.8%
	Most/all units have RPNs	54	5.3%	6.5%
	Blood transfusions/Hematology	11	1.1%	1.3%
	Oncology/chemotherapy	16	1.6%	1.9%
	Cardiology	23	2.2%	2.8%
	Charge nurse position	5	0.5%	0.6%
	Day surgery	3	0.3%	0.4%
	Dialysis	17	1.7%	2.0%
	Emergency	149	14.5%	17.9%
	Forensic Rehab	5	0.5%	0.6%
	Surgery	20	2.0%	2.4%
	IV medication	4	0.4%	0.5%
	Maternity/labour and delivery	22	2.1%	2.6%
	long term care	13	1.3%	1.6%
	Medical	23	2.2%	2.8%
	Mental health	6	0.6%	0.7%
	None	87	8.5%	10.4%
	Obstetrics	2	0.2%	0.2%
	Other	67	6.5%	8.0%
	Operating Room	28	2.7%	3.4%
	Pediatrics	31	3.0%	3.7%
	Covid unit	3	0.3%	0.4%
	Step-Down Unit	5	0.5%	0.6%
	stroke unit	3	0.3%	0.4%
	Trauma	2	0.2%	0.2%
	assessment centre	2	0.2%	0.2%
	Clinical positions	4	0.4%	0.5%
	Occupational health/ rehabilitation	5	0.5%	0.6%
	Unsure	308	30.0%	37.0%
Total		1025	100.0%	123.0%

Question - How often do registered practical nurses cover registered nurses shifts on your unit?

	Frequency	Percent
Every day or almost everyday	428	41.6
Three to four times a week	172	16.7
Once or twice a week	120	11.7
A couple of times per month	83	8.1
Less than a couple of times per month	35	3.4
Never	104	10.1
Unsure	87	8.5
Total	1029	100.0

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2023-2646 – OCHU-CUPE – Member Survey – STAT SHEET

Question - How often are registered practical nurses given charge duties on your unit?

	Frequency	Percent
Every day or almost everyday	140	13.6
Three to four times a week	63	6.1
Once or twice a week	73	7.1
A couple of times per month	83	8.1
Less than a couple of times per month	119	11.6
Never	507	49.3
Unsure	44	4.3
Total	1029	100.0

Question - How often are registered practical nurses asked to care for patients who are unstable or acutely ill?

	Frequency	Percent
Every day or almost everyday	511	49.7
Three to four times a week	136	13.2
Once or twice a week	89	8.6
A couple of times per month	99	9.6
Less than a couple of times per month	51	5.0
Never	90	8.7
Unsure	53	5.2
Total	1029	100.0

Question - How often do registered practical nurses precept registered nurse students at your hospital?

	Frequency	Percent
Every day or almost everyday	161	15.6
Three to four times a week	106	10.3
Once or twice a week	143	13.9
A couple of times per month	127	12.3
Less than a couple of times per month	118	11.5
Never	279	27.1
Unsure	95	9.2
Total	1029	100.0

Question - How often do you work short shifts (working short staffed)?

	Frequency	Percent
Every day or almost everyday	547	53.2
Three to four times a week	221	21.5
Once or twice a week	117	11.4
A couple of times per month	63	6.1
Less than a couple of times per month	30	2.9
Never	38	3.7
Unsure	13	1.3
Total	1029	100.0

Statistics

Question – How many people are you usually short? ___people		
N	Valid	962
	No answer	67
Mean		1.931
Median		2.000

		Frequency	Percent	Valid Percent
Question – [IF WORKS SHORT SHIFTS] How many people are you usually short? ___people	1.0	355	34.5	36.9
	2.0	435	42.3	45.2
	2.5	1	0.1	0.1
	3.0	115	11.2	12.0
	4.0	28	2.7	2.9
	5.0	18	1.7	1.9
	6.0	4	0.4	0.4
	7.0	2	0.2	0.2
	10.0	3	0.3	0.3
	15.0	1	0.1	0.1
	Total	962	93.5	100.0
	No answer	67	6.5	
Total		1029	100.0	

		Frequency	Percent
Question - How often do you work overtime?	Every day or almost everyday	62	6.0
	Three to four times a week	81	7.9
	Once or twice a week	245	23.8
	A couple of times per month	257	25.0
	Less than a couple of times per month	124	12.1
	Never	242	23.5
	Unsure	18	1.7
	Total	1029	100.0

		Responses		Percent of Cases
		N	Percent	
Question - Do you experience any of the following as a result of your job? [RANDOMIZE] [Select as many as apply]	Trouble sleeping	655	17.2%	63.8%
	Depression	431	11.3%	42.0%
	High stress	837	22.0%	81.6%
	Dread going to work	650	17.0%	63.4%
	Sadness	562	14.7%	54.8%
	Less pride being an RPN	569	14.9%	55.5%
	None of the above	99	2.6%	9.6%
	Prefer not to answer	10	0.3%	1.0%
Total		3813	100.0%	371.6%

		Frequency	Percent
Question - Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?	Considering	461	44.8
	Somewhat considering	179	17.4
	Somewhat not considering	21	2.0
	Not considering	348	33.8
	Unsure	20	1.9
	Total	1029	100.0

Question – Why do you have that opinion? [OPEN]

		Responses		Percent of Cases
		N	Percent	
Question – Why do you have that opinion? [OPEN]	I love what I do	177	13.3%	17.5%
	Close to retiring/retired/casual	82	6.1%	8.1%
	Not treated well/Not appreciated/lack of respect	153	11.5%	15.1%
	Pay doesn't match high workload caused by short staffing/Same work as RN but lower pay	414	31.0%	41.0%
	Stressful/mentally and physically draining/Long hours	242	18.1%	24.0%
	Planning to move to RN/going back to school/other role	137	10.3%	13.6%
	I have no choice (need the money)/can't go in a new field	51	3.8%	5.0%
	I just started	21	1.6%	2.1%
	There are a lot of politics involved	4	0.3%	0.4%
	I don't want to leave/worked hard to get here	11	0.8%	1.1%
	Other	40	3.0%	4.0%
	Unsure	3	0.2%	0.3%
Total		1335	100.0%	132.2%

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| | | | Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years? | | | | | |
			Considering	Somewhat considering	Somewhat not considering	Not considering	Unsure	Total
Question – Why do you have that opinion? [OPEN]	I love what I do	Count	5	5		162		177
		% within q14	1.1%	2.9%		47.4%		
	Close to retiring/retired/casual	Count	50	5		24		82
		% within q14	10.9%	2.9%		7.0%		
	Not treated well/Not appreciated/lack of respect	Count	115	31		4		153
		% within q14	25.1%	17.7%		1.2%		
	Pay doesn't match high workload caused by short staffing/Same work as RN but lower pay	Count	269	103		30		414
		% within q14	58.6%	58.9%		8.8%		
	Stressful/mentally and physically draining/Long hours	Count	148	69		18		242
		% within q14	32.2%	39.4%		5.3%		
	Planning to move to RN/going back to school/other role	Count	45	17		71		137
		% within q14	9.8%	9.7%		20.8%		
	I have no choice (need the money)/can't go in a new field	Count	3	4		40		51
		% within q14	0.7%	2.3%		11.7%		
	I just started	Count	2	1		18		21
		% within q14	0.4%	0.6%		5.3%		
	There are a lot of politics involved	Count	1	2		1		4
		% within q14	0.2%	1.1%		0.3%		
	I don't want to leave/worked hard to get here	Count	0	0		10		11
		% within q14	0.0%	0.0%		2.9%		
	Other	Count	21	4		11		40
		% within q14	4.6%	2.3%		3.2%		
	Unsure	Count	0	3		0		3
		% within q14	0.0%	1.7%		0.0%		
Total		Count	459	175	20	342	14	1010

Percentages and totals are based on respondents.

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2023-2646 – OCHU-CUPE – Member Survey – STAT SHEET

Question - Would a wage increase to $35/hour (before a general wage increase) make you more likely, somewhat more likely, somewhat less likely, less likely or would it have no impact on your likelihood to stay in the profession?

	Frequency	Percent
More likely	528	51.3
Somewhat more likely	272	26.4
Somewhat less likely	28	2.7
Less likely	33	3.2
No impact on likelihood to stay in profession	148	14.4
Unsure	20	1.9
Total	1029	100.0

Question - Do you think it is fair, somewhat fair, somewhat unfair or unfair that personal support workers received a $2 increase and registered practical nurses have not?

	Frequency	Percent
Fair	56	5.4
Somewhat fair	41	4.0
Somewhat unfair	101	9.8
Unfair	814	79.1
Unsure	17	1.7
Total	1029	100.0

Question - How often are agency workers used on your unit?

	Frequency	Percent
Every day	196	19.0
Every few days	132	12.8
Once a week	91	8.8
Once a month	84	8.2
Never	477	46.4
Unsure	49	4.8
Total	1029	100.0

		Responses		Percent of Cases
		N	Percent	
Question - Our last few questions will help us group your responses. With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]	White	575	57.8%	58.7%
	Asian (East, West, South)	215	21.6%	21.9%
	Black	129	13.0%	13.2%
	First Nations, Metis or Inuk	18	1.8%	1.8%
	Prefer not to say	57	5.7%	5.8%
Total		994	100.0%	101.4%

a. Dichotomy group tabulated at value 1.

Question - Gender (by observation - do not ask)

	Frequency	Percent
Male	106	10.3
Female	923	89.7
Total	1029	100.0

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2023-2646 – OCHU-CUPE – Member Survey – STAT SHEET by considering leaving the profession or not

			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
Question – What hospital do you currently work at? [OPEN] [ALLOW UP TO TWO MENTIONS]	Total	Total N	1016	632	364	20
	St Joseph	%	4.0	3.8	4.4	
	University Health Network - Toronto Rehab	%	3.0	3.5	1.9	
	St. Michael's hospital	%	0.7	0.8	0.5	
	Niagara health	%	2.4	3.5	0.3	
	Sunnybrook	%	4.5	4.1	5.2	
	Hamilton health science/Juravinski	%	4.0	3.8	4.7	
	Blue Water health	%	1.5	1.6	1.4	
	Scarborough General Hospital	%	0.2	0.3	0.0	
	Thunder Bay Regional Health Science Center	%	1.5	1.7	1.1	
	Providence/ Unity Health	%	1.7	1.6	1.6	
	Pembroke regional hospital	%	1.7	1.9	1.1	
	Nursing home (non-specified)	%	0.3	0.0	0.8	
	Peterborough Regional health centre/PRHC	%	5.0	6.6	2.5	
	Trillium/Mississauga Health	%	6.0	5.2	6.6	
	Hotel du shaver/Hotel Dieu Shaver	%	1.3	1.4	1.1	
	Credit Valley	%	2.3	1.9	3.0	
	Lakeridge house/Lakeridge health/Lakeridge garden	%	5.1	5.1	5.2	
	Ross Memorial hospital	%	1.9	1.6	1.9	
	General hospital (non-specified)	%	0.4	0.5	0.3	
	Other	%	13.3	13.3	13.2	
	Michael Garron Hospital	%	0.5	0.3	0.8	
	Royal Victoria regional health centre , BC	%	2.2	1.9	2.7	
	Arnprior regional health	%	0.4	0.3	0.5	
	Winchester District Memorial Hospital	%	0.7	0.6	0.8	
	Southlake regional hospital/health centre	%	2.4	1.1	4.7	
	Baycrest hospital	%	1.3	1.3	1.1	
	Runnymede	%	0.8	0.8	0.5	
	West Lincoln Memorial hospital	%	0.7	0.3	1.4	
	William Osler/Brampton civic	%	5.4	5.2	5.8	
	Orelia soldiers memorial	%	1.5	1.4	1.6	
	St Peter's hospital	%	1.0	0.9	1.1	
	west park healthcare	%	0.4	0.5	0.3	
	riverside Health care	%	0.7	0.9	0.3	
	Queensway health centre	%	0.4	0.6	0.0	
	Empire hospital	%	0.3	0.3	0.3	
	Cambridge memorial hospital	%	1.2	1.1	1.4	
	Northumberland Hills Hospital	%	0.8	0.9	0.5	
	The Royal Ottawa hospital	%	1.6	2.2	0.5	
	Cornwall community hospital	%	1.1	0.9	1.4	
	Renfrew Victoria hospital	%	0.6	0.5	0.8	
	health sciences north	%	1.4	1.3	1.6	

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		Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
		Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
Long term care (non-specified)	%	0.6	0.5	0.8	
The Arnprior Memorial Hospital	%	0.2	0.3	0.0	
Muskoka Algonquin Healthcare	%	0.4	0.5	0.3	
Branford General hospital	%	1.6	1.6	1.6	
Ajax hospital	%	0.3	0.2	0.5	
Mcmaster	%	0.7	0.8	0.5	
Etobicoke General Hospital	%	1.7	0.9	3.0	
Georgian Bay general hospital	%	0.8	0.8	0.8	
Guelph general	%	1.2	1.3	1.1	
Hamilton general hospital	%	2.7	1.7	4.1	
KHSC Kingston General Hospital	%	3.9	5.1	2.2	
Mississauga Hospital	%	0.5	0.5	0.5	
North York General	%	0.7	0.6	0.8	
Centre Bay Regional	%	0.2	0.3	0.0	
Welland County General Hospital	%	0.4	0.6	0.0	
St Catherine's Hospital	%	1.9	2.2	1.4	
Toronto General Hospital	%	1.8	1.7	1.6	
Port Colborne General	%	0.2	0.3	0.0	
wellington hospital	%	0.1	0.2	0.0	
West Park Healthcare Center	%	0.4	0.5	0.0	
Branford general hospital	%	0.2	0.2	0.3	
Emo Health Centre	%	0.2	0.3	0.0	
Glengarry Memorial Hospital	%	0.2	0.3	0.0	
Grand river	%	0.3	0.3	0.3	
HeadWater Hospital	%	0.2	0.0	0.5	
Humber River	%	0.2	0.0	0.3	
Joseph brant hospital	%	0.3	0.3	0.3	
Unsure	%	0.9	0.6	1.4	

*Values are based on the percentage of positive responses to a specific response (columns exceed 100%)

**Multifrequency tab based on multiple responses

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2023-2646 – OCHU-CUPE – Member Survey – STAT SHEET by considering leaving the profession or not

			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
Question – What hospital do you currently work at? [OPEN] [ALLOW UP TO TWO MENTIONS]	Total	Total N	1100	685	392	23
	St Joseph	%	3.7	3.5	4.1	
	University Health Network - Toronto Rehab	%	2.7	3.2	1.8	
	St. Michael's hospital	%	0.6	0.7	0.5	
	Niagara health	%	2.2	3.2	0.3	
	Sunnybrook	%	4.2	3.8	4.8	
	Hamilton health science/Juravinski	%	3.7	3.5	4.3	
	Blue Water health	%	1.4	1.5	1.3	
	Scarborough General Hospital	%	0.2	0.3	0.0	
	Thunder Bay Regional Health Science Center	%	1.4	1.6	1.0	
	Providence/ Unity Health	%	1.5	1.5	1.5	
	Pembroke regional hospital	%	1.5	1.8	1.0	
	Nursing home (non-specified)	%	0.3	0.0	0.8	
	Peterborough Regional health centre/PRHC	%	4.6	6.1	2.3	
	Trillium/Mississauga Health	%	5.5	4.8	6.1	
	Hotel du shaver/Hotel Dieu Shaver	%	1.2	1.3	1.0	
	Credit Valley	%	2.1	1.8	2.8	
	Lakeridge house/Lakeridge health/Lakeridge garden	%	4.7	4.7	4.8	
	Ross Memorial hospital	%	1.7	1.5	1.8	
	General hospital (non-specified)	%	0.4	0.4	0.3	
	Other	%	12.3	12.3	12.2	
	Michael Garron Hospital	%	0.5	0.3	0.8	
	Royal Victoria regional health centre , BC	%	2.0	1.8	2.6	
	Arnprior regional health	%	0.4	0.3	0.5	
	Winchester District Memorial Hospital	%	0.6	0.6	0.8	
	Southlake regional hospital/health centre	%	2.2	1.0	4.3	
	Baycrest hospital	%	1.2	1.2	1.0	
	Runnymede	%	0.7	0.7	0.5	
	West Lincoln Memorial hospital	%	0.6	0.3	1.3	
	William Osler/Brampton civic	%	5.0	4.8	5.4	
	Orelia soldiers memorial	%	1.4	1.3	1.5	
	St Peter's hospital	%	0.9	0.9	1.0	
	west park healthcare	%	0.4	0.4	0.3	
	riverside Health care	%	0.6	0.9	0.3	
	Queensway health centre	%	0.4	0.6	0.0	
	Empire hospital	%	0.3	0.3	0.3	
	cambridge memorial hospital	%	1.1	1.0	1.3	
	Northumberland Hills Hospital	%	0.7	0.9	0.5	
	The Royal Ottawa hospital	%	1.5	2.0	0.5	
	Cornwall community hospital	%	1.0	0.9	1.3	
	Renfrew victoria hospital	%	0.5	0.4	0.8	
	health sciences north	%	1.3	1.2	1.5	

Long term care (non-specified)	%	0.5	0.4	0.8
The Arnprior Memorial Hospital	%	0.2	0.3	0.0
Muskoka Algonquin Healthcare	%	0.4	0.4	0.3
Branford General hospital	%	1.5	1.5	1.5
Ajax hospital	%	0.3	0.1	0.5
Mcmaster	%	0.6	0.7	0.5
Etobicoke General Hospital	%	1.5	0.9	2.8
Georgian Bay general hospital	%	0.7	0.7	0.8
Guelph general	%	1.1	1.2	1.0
Hamilton general hospital	%	2.5	1.6	3.8
KHSC Kingston General Hospital	%	3.6	4.7	2.0
Mississauga Hospital	%	0.5	0.4	0.5
North York General	%	0.6	0.6	0.8
Centre Bay Regional	%	0.2	0.3	0.0
Welland County General Hospital	%	0.4	0.6	0.0
St Catherine's Hospital	%	1.7	2.0	1.3
Toronto General Hospital	%	1.6	1.6	1.5
Port Colborne General	%	0.2	0.3	0.0
wellington hospital	%	0.1	0.1	0.0
West Park Healthcare Center	%	0.4	0.4	0.0
Branford general hospital	%	0.2	0.1	0.3
Emo Health Centre	%	0.2	0.3	0.0
Glengarry Memorial Hospital	%	0.2	0.3	0.0
Grand river	%	0.3	0.3	0.3
HeadWater Hospital	%	0.2	0.0	0.5
Humber River	%	0.2	0.0	0.3
Joseph brant hospital	%	0.3	0.3	0.3
Unsure	%	0.8	0.6	1.3

*Values are based on the proportion a response represents of all responses (columns add up to 100%)

**Multifrequency tab based on multiple responses

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			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
Question – Do you currently have a second job?	Total	Total N	1029	640	369	20
	I have a second job	%	25.8	27.8	22.0	
	I do not have a second job	%	73.9	71.9	77.8	
	Prefer not to say	%	0.4	0.3	0.3	

			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
Question – In general, how long have you worked as a registered practical nurse? _____years	Total	Total N	1012	634	358	20
		Mean	9.9	11.0	7.8	
		Median	7.0	8.0	5.0	
	.33	%	0.1	0.0	0.3	
	.40	%	0.2	0.0	0.6	
	.50	%	0.8	0.5	1.4	
	.60	%	0.1	0.2	0.0	
	.66	%	0.1	0.2	0.0	
	.70	%	0.2	0.0	0.6	
	.85	%	0.1	0.2	0.0	
	1.00	%	9.0	6.5	13.4	
	1.30	%	0.2	0.2	0.3	
	1.50	%	1.6	1.4	2.0	
	1.90	%	0.1	0.2	0.0	
	2.00	%	8.5	7.1	10.9	
	2.30	%	0.1	0.0	0.3	
	2.50	%	0.7	0.3	1.4	
	3.00	%	5.0	4.9	5.3	
	3.50	%	0.7	0.5	1.1	
	4.00	%	4.6	4.4	5.3	
	4.50	%	0.4	0.3	0.3	
	5.00	%	7.6	6.9	9.2	
	5.50	%	0.5	0.8	0.0	
	6.00	%	5.4	5.7	5.0	
	7.00	%	4.4	4.1	5.0	
	7.50	%	0.2	0.3	0.0	
	8.00	%	5.4	5.8	5.0	
	9.00	%	3.2	2.8	3.9	
	9.50	%	0.1	0.2	0.0	
	10.00	%	5.6	6.8	3.6	
	11.00	%	2.8	3.5	1.4	
	12.00	%	4.2	4.1	4.2	
	13.00	%	2.6	3.0	2.0	
	13.50	%	0.1	0.0	0.3	
	14.00	%	2.1	2.8	0.8	
	15.00	%	3.4	4.3	1.4	

Nanos conducted a telephone survey of 1029 Registered Practical Nurses that are Members of OCHU-CUPE or SEIU from a list between March 12th and 18th, 2023. A total of 1029 Registered Practical Nurses participated in the survey with an estimated response rate of nine per cent. * Some cells have been shaded due to small sample size.

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2023-2646 – OCHU-CUPE – Member Survey – STAT SHEET by considering leaving the profession or not

		Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
		Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
16.00	%	2.6	2.2	2.8	
17.00	%	1.8	2.1	1.4	
18.00	%	1.2	1.4	0.8	
19.00	%	0.8	0.6	0.8	
20.00	%	3.0	3.0	2.8	
21.00	%	0.8	0.9	0.6	
21.50	%	0.1	0.2	0.0	
22.00	%	0.7	0.8	0.6	
23.00	%	0.7	0.8	0.6	
24.00	%	0.4	0.6	0.0	
25.00	%	0.9	0.6	1.4	
26.00	%	0.2	0.2	0.3	
27.00	%	0.2	0.3	0.0	
28.00	%	0.6	0.9	0.0	
29.00	%	0.5	0.8	0.0	
30.00	%	1.4	1.6	0.8	
31.00	%	0.1	0.2	0.0	
32.00	%	0.8	0.6	1.1	
33.00	%	0.5	0.8	0.0	
34.00	%	0.1	0.2	0.0	
35.00	%	0.5	0.5	0.3	
36.00	%	0.1	0.2	0.0	
37.00	%	0.3	0.5	0.0	
38.00	%	0.2	0.2	0.3	
39.00	%	0.1	0.2	0.0	
40.00	%	0.2	0.3	0.0	
41.00	%	0.2	0.3	0.0	
42.00	%	0.2	0.2	0.3	
44.00	%	0.3	0.3	0.3	
45.00	%	0.2	0.3	0.0	
47.00	%	0.1	0.2	0.0	
48.00	%	0.1	0.2	0.0	
50.00	%	0.1	0.2	0.0	
58.00	%	0.1	0.2	0.0	

			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
Question – What unit(s) do you work on at your primary hospital job? [SELECT ALL THAT APPLY][RANDOMIZE]	Total	Total N	797	501	278	18
	Medical/Surgical	%	53.2	53.7	52.5	
	Complex Continuing Care/Rehab	%	22.1	21.6	21.9	
	Long term Care/Geriatric	%	13.0	13.2	11.9	
	Mental health	%	11.5	13.0	9.4	
	Acute care	%	6.1	6.6	5.0	
	Ambulatory care/outpatient clinic	%	1.4	1.0	2.2	
	Oncology/Cancer care	%	3.1	3.0	3.2	
	Cardiology	%	2.5	3.0	1.4	
	Clinic	%	0.6	0.4	1.1	
	Covid Testing Assessment	%	0.6	0.6	0.7	
	Dialysis/Hematology/Hemo dialysis	%	3.3	3.4	3.2	
	Emergency	%	7.9	7.4	8.3	
	Endoscopy	%	0.4	0.4	0.4	
	Float Nurse	%	1.5	1.8	1.1	
	Research	%	0.4	0.4	0.4	
	Veteran Centre	%	0.5	0.2	1.1	
	Labour & Delivery/maternal/obstetrics and Gynecology	%	5.5	5.2	6.5	
	Neurology	%	0.6	0.4	1.1	
	Orthopedics	%	0.8	0.2	1.4	
	Other	%	6.4	6.6	6.1	
	Transitional Care	%	0.5	0.2	1.1	
	Pediatric	%	0.6	1.0	0.0	
	resource (work everywhere)	%	1.4	1.8	0.7	
	Respirology	%	0.9	0.6	1.4	
	Stroke unit	%	1.8	2.0	1.4	
	Unsure	%	0.1	0.2	0.0	

*Values are based on the percentage of positive responses to a specific response (columns exceed 100%)

**Multifrequency tab based on multiple responses

Nanos conducted a telephone survey of 1029 Registered Practical Nurses that are Members of OCHU-CUPE or SEIU from a list between March 12th and 18th, 2023. A total of 1029 Registered Practical Nurses participated in the survey with an estimated response rate of nine per cent. * Some cells have been shaded due to small sample size.

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			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?		
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
Question – What unit(s) do you work on at your primary hospital job? [SELECT ALL THAT APPLY][RANDOMIZE]	Total	Total N	1170	740	399	31
	Medical/Surgical	%	36.2	36.4	36.6	29.0
	Complex Continuing Care/Rehab	%	15.0	14.6	15.3	22.6
	Long term Care/Geriatric	%	8.9	8.9	8.3	16.1
	Mental health	%	7.9	8.8	6.5	3.2
	Acute care	%	4.2	4.5	3.5	6.5
	Ambulatory care/outpatient clinic	%	0.9	0.7	1.5	0.0
	Oncology/Cancer care	%	2.1	2.0	2.3	3.2
	Cardiology	%	1.7	2.0	1.0	3.2
	Clinic	%	0.4	0.3	0.8	0.0
	Covid Testing Assessment	%	0.4	0.4	0.5	0.0
	Dialysis/Hematology/Hemo dialysis	%	2.2	2.3	2.3	0.0
	Emergency	%	5.4	5.0	5.8	9.7
	Endoscopy	%	0.3	0.3	0.3	0.0
	Float Nurse	%	1.0	1.2	0.8	0.0
	Research	%	0.3	0.3	0.3	0.0
	Veteran Centre	%	0.3	0.1	0.8	0.0
	Labour & Delivery/maternal/obstetrics and Gynecology	%	3.8	3.5	4.5	0.0
	Neurology	%	0.4	0.3	0.8	0.0
	Orthopedics	%	0.5	0.1	1.0	3.2
	Other	%	4.4	4.5	4.3	3.2
	Transitional Care	%	0.3	0.1	0.8	0.0
	Pediatric	%	0.4	0.7	0.0	0.0
	resource (work everywhere)	%	0.9	1.2	0.5	0.0
	Respirology	%	0.6	0.4	1.0	0.0
	Stroke unit	%	1.2	1.4	1.0	0.0
	Unsure	%	0.1	0.1	0.0	0.0

*Values are based on the proportion a response represents of all responses (columns add up to 100%)

**Multifrequency tab based on multiple responses

2023-2646 – OCHU-CUPE – Member Survey – STAT SHEET by considering leaving the profession or not

			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
Question – At your hospital, what areas have registered practical nurses been moved into in the last three years that previously did not include registered practical nurses? [OPEN] [ALLOW UP TO TWO MENTIONS]	Total	Total N	833	529	289	15
	Acute/Intensive/Critical Care	%	12.6	14.6	9.3	
	Most/all units have RPNs	%	6.5	7.0	5.2	
	Blood transfusions/Hematology	%	1.2	1.1	1.0	
	Oncology/chemotherapy	%	1.9	2.5	1.0	
	Cardiology	%	2.8	1.9	4.5	
	Charge nurse position	%	0.6	0.8	0.3	
	Day surgery	%	0.4	0.6	0.0	
	Dialysis	%	2.0	2.6	1.0	
	Emergency	%	17.9	17.6	19.0	
	Forensic Rehab	%	0.6	0.9	0.0	
	Surgery	%	2.4	1.7	3.8	
	IV medication	%	0.5	0.4	0.7	
	Maternity/labour and delivery	%	2.5	2.8	2.1	
	long term care	%	1.6	0.9	2.8	
	Medical	%	2.8	2.6	3.1	
	Mental health	%	0.7	1.1	0.0	
	None	%	10.4	10.0	10.7	
	Obstetrics	%	0.2	0.4	0.0	
	Other	%	7.6	8.3	6.6	
	Operating Room	%	3.4	4.2	2.1	
	Pediatrics	%	3.7	3.2	4.5	
	Covid unit	%	0.4	0.4	0.3	
	Step-Down Unit	%	0.6	0.6	0.7	
	stroke unit	%	0.4	0.2	0.7	
	Trauma	%	0.2	0.4	0.0	
	assessment centre	%	0.2	0.4	0.0	
	Clinical positions	%	0.5	0.8	0.0	
	Occupational health/ rehabilitation	%	0.6	0.8	0.3	
	Unsure	%	34.8	32.1	39.4	

*Values are based on the percentage of positive responses to a specific response (columns exceed 100%)

**Multifrequency tab based on multiple responses

2023-2646 – OCHU-CUPE – Member Survey – STAT SHEET by considering leaving the profession or not

			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
Question – At your hospital, what areas have registered practical nurses been moved into in the last three years that previously did not include registered practical nurses? [OPEN] [ALLOW UP TO TWO MENTIONS]	Total	Total N	999	639	345	15
	Acute/Intensive/Critical Care	%	10.5	12.1	7.8	
	Most/all units have RPNs	%	5.4	5.8	4.3	
	Blood transfusions/Hematology	%	1.0	0.9	0.9	
	Oncology/chemotherapy	%	1.6	2.0	0.9	
	Cardiology	%	2.3	1.6	3.8	
	Charge nurse position	%	0.5	0.6	0.3	
	Day surgery	%	0.3	0.5	0.0	
	Dialysis	%	1.7	2.2	0.9	
	Emergency	%	14.9	14.6	15.9	
	Forensic Rehab	%	0.5	0.8	0.0	
	Surgery	%	2.0	1.4	3.2	
	IV medication	%	0.4	0.3	0.6	
	Maternity/labour and delivery	%	2.1	2.3	1.7	
	long term care	%	1.3	0.8	2.3	
	Medical	%	2.3	2.2	2.6	
	Mental health	%	0.6	0.9	0.0	
	None	%	8.7	8.3	9.0	
	Obstetrics	%	0.2	0.3	0.0	
	Other	%	6.3	6.9	5.5	
	Operating Room	%	2.8	3.4	1.7	
	Pediatrics	%	3.1	2.7	3.8	
	Covid unit	%	0.3	0.3	0.3	
	Step-Down Unit	%	0.5	0.5	0.6	
	stroke unit	%	0.3	0.2	0.6	
	Trauma	%	0.2	0.3	0.0	
	assessment centre	%	0.2	0.3	0.0	
	Clinical positions	%	0.4	0.6	0.0	
	Occupational health/ rehabilitation	%	0.5	0.6	0.3	
	Unsure	%	29.0	26.6	33.0	

*Values are based on the proportion a response represents of all responses (columns add up to 100%)
**Multifrequency tab based on multiple responses

2023-2646 – OCHU-CUPE – Member Survey – STAT SHEET by considering leaving the profession or not

			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
Question – How often do registered practical nurses cover registered nurses shifts on your unit?	Total	Total N	1029	640	369	20
	Every day or almost everyday	%	41.6	45.0	36.0	
	Three to four times a week	%	16.7	16.1	17.6	
	Once or twice a week	%	11.7	11.7	11.9	
	A couple of times per month	%	8.1	7.5	8.9	
	Less than a couple of times per month	%	3.4	2.7	4.6	
	Never	%	10.1	9.2	11.9	
	Unsure	%	8.5	7.8	8.9	

			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
Question – How often are registered practical nurses given charge duties on your unit?	Total	Total N	1029	640	369	20
	Every day or almost everyday	%	13.6	16.9	8.1	
	Three to four times a week	%	6.1	6.7	5.4	
	Once or twice a week	%	7.1	8.1	5.1	
	A couple of times per month	%	8.1	8.8	6.5	
	Less than a couple of times per month	%	11.6	11.6	12.2	
	Never	%	49.3	44.4	58.3	
	Unsure	%	4.3	3.6	4.3	

			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
Question – How often are registered practical nurses asked to care for patients who are unstable or acutely ill?	Total	Total N	1029	640	369	20
	Every day or almost everyday	%	49.7	55.0	40.7	
	Three to four times a week	%	13.2	13.1	13.8	
	Once or twice a week	%	8.6	7.2	11.4	
	A couple of times per month	%	9.6	8.4	11.4	
	Less than a couple of times per month	%	5.0	3.9	7.0	
	Never	%	8.7	7.5	10.6	
	Unsure	%	5.2	4.8	5.1	

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Question – How often do registered practical nurses precept registered nurse students at your hospital?			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
	Total	Total N	1029	640	369	20
	Every day or almost everyday	%	15.6	17.3	13.3	
	Three to four times a week	%	10.3	11.3	8.9	
	Once or twice a week	%	13.9	15.2	11.7	
	A couple of times per month	%	12.3	13.0	11.4	
	Less than a couple of times per month	%	11.5	11.3	11.7	
	Never	%	27.1	23.8	32.8	
	Unsure	%	9.2	8.3	10.3	

Question – How often do you work short shifts (working short staffed)?			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
	Total	Total N	1029	640	369	20
	Every day or almost everyday	%	53.2	58.1	45.3	
	Three to four times a week	%	21.5	21.6	22.2	
	Once or twice a week	%	11.4	10.2	13.3	
	A couple of times per month	%	6.1	4.8	7.9	
	Less than a couple of times per month	%	2.9	1.9	4.6	
	Never	%	3.7	2.7	5.1	
	Unsure	%	1.3	0.8	1.6	

Question – [IF WORKS SHORT SHIFTS] How many people are you usually short? _____people			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
	Total	Total N	962	606	341	15
		Mean	1.9	2.0	1.9	
		Median	2.0	2.0	2.0	
	1.0	%	36.9	34.7	40.5	
	2.0	%	45.2	46.5	43.1	
	2.5	%	0.1	0.2	0.0	
	3.0	%	12.0	12.7	11.1	
	4.0	%	2.9	3.3	2.1	
	5.0	%	1.9	1.7	2.3	
	6.0	%	0.4	0.5	0.3	
	7.0	%	0.2	0.2	0.0	
	10.0	%	0.3	0.2	0.6	
	15.0	%	0.1	0.2	0.0	

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Question – How often do you work overtime?			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
	Total	Total N	1029	640	369	20
	Every day or almost everyday	%	6.0	6.7	4.9	
	Three to four times a week	%	7.9	9.1	5.7	
	Once or twice a week	%	23.8	24.2	23.0	
	A couple of times per month	%	25.0	22.5	29.8	
	Less than a couple of times per month	%	12.1	11.7	13.0	
	Never	%	23.5	23.6	22.8	
	Unsure	%	1.7	2.2	0.8	

Question – Do you experience any of the following as a result of your job? [RANDOMIZE] [Select as many as apply]			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
	Total	Total N	1026	639	367	20
	Trouble sleeping	%	63.8	74.0	45.8	
	Depression	%	42.0	52.1	22.9	
	High stress	%	81.6	87.6	71.4	
	Dread going to work	%	63.4	76.2	40.9	
	Sadness	%	54.8	64.5	37.6	
	Less pride being an RPN	%	55.5	68.2	33.0	
	None of the above	%	9.6	4.1	19.3	
	Prefer not to answer	%	1.0	0.5	1.4	

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2023-2646 – OCHU-CUPE – Member Survey – STAT SHEET by considering leaving the profession or not

			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
Question – Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?	Total	Total N	1029	640	369	20
	Considering	%	44.8	72.0	0.0	
	Somewhat considering	%	17.4	28.0	0.0	
	Somewhat not considering	%	2.0	0.0	5.7	
	Not considering	%	33.8	0.0	94.3	
	Unsure	%	1.9	0.0	0.0	

			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
Question – Why do you have that opinion? [OPEN]	Total	Total N	1010	634	362	14
	I love what I do	%	17.5	1.6	45.6	
	Close to retiring/retired/casual	%	8.1	8.7	6.9	
	Not treated well/Not appreciated/lack of respect	%	15.1	23.0	1.7	
	Pay doesn't match high workload caused by short staffing/Same work as RN but lower pay	%	41.0	58.7	11.0	
	Stressful/mentally and physically draining/Long hours	%	24.0	34.2	5.2	
	Planning to move to RN/going back to school/other role	%	13.6	9.8	20.2	
	I have no choice (need the money)/can't go in a new field	%	5.0	1.1	12.2	
	I just started	%	2.1	0.5	5.0	
	There are a lot of politics involved	%	0.4	0.5	0.3	
	I don't want to leave/worked hard to get here	%	1.1	0.0	2.8	
	Other	%	4.0	3.9	3.6	
	Unsure	%	0.3	0.5	0.0	

*Values are based on the percentage of positive responses to a specific response (columns exceed 100%)

**Multifrequency tab based on multiple responses

			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
Question – Why do you have that opinion? [OPEN]	Total	Total N	1335	903	414	18
	I love what I do	%	13.3	1.1	39.9	
	Close to retiring/retired/casual	%	6.1	6.1	6.0	
	Not treated well/Not appreciated/lack of respect	%	11.5	16.2	1.4	
	Pay doesn't match high workload caused by short staffing/Same work as RN but lower pay	%	31.0	41.2	9.7	
	Stressful/mentally and physically draining/Long hours	%	18.1	24.0	4.6	
	Planning to move to RN/going back to school/other role	%	10.3	6.9	17.6	
	I have no choice (need the money)/can't go in a new field	%	3.8	0.8	10.6	
	I just started	%	1.6	0.3	4.3	
	There are a lot of politics involved	%	0.3	0.3	0.2	
	I don't want to leave/worked hard to get here	%	0.8	0.0	2.4	
	Other	%	3.0	2.8	3.1	
	Unsure	%	0.2	0.3	0.0	

*Values are based on the proportion a response represents of all responses (columns add up to 100%)

**Multifrequency tab based on multiple responses

			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
Question – Would a wage increase to $35/hour (before a general wage increase) make you more likely, somewhat more likely, somewhat less likely, less likely or would it have no impact on your likelihood to stay in the profession?	Total	Total N	1029	640	369	20
	More likely	%	51.3	35.6	77.5	
	Somewhat more likely	%	26.4	36.9	8.9	
	Somewhat less likely	%	2.7	3.9	0.8	
	Less likely	%	3.2	3.8	2.4	
	No impact on likelihood to stay in profession	%	14.4	17.3	10.0	
	Unsure	%	1.9	2.5	0.3	

			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
Question – Do you think it is fair, somewhat fair, somewhat unfair or unfair that personal support workers received a $2 increase and registered practical nurses have not?	Total	Total N	1029	640	369	20
	Fair	%	5.4	5.5	5.4	
	Somewhat fair	%	4.0	4.1	3.8	
	Somewhat unfair	%	9.8	8.9	11.4	
	Unfair	%	79.1	80.2	77.2	
	Unsure	%	1.7	1.4	2.2	

Nanos conducted a telephone survey of 1029 Registered Practical Nurses that are Members of OCHU-CUPE or SEIU from a list between March 12th and 18th, 2023. A total of 1029 Registered Practical Nurses participated in the survey with an estimated response rate of nine per cent. * Some cells have been shaded due to small sample size.
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2023-2646 – OCHU-CUPE – Member Survey – STAT SHEET by considering leaving the profession or not

			Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?			
			Aggregate 2023-03	Consider/somewhat consider	Somewhat not consider/not consider	Unsure
Question – How often are agency workers used on your unit?	Total	Total N	1029	640	369	20
	Every day	%	19.0	18.1	20.1	
	Every few days	%	12.8	13.0	12.7	
	Once a week	%	8.8	9.1	8.1	
	Once a month	%	8.2	7.7	9.2	
	Never	%	46.4	48.4	43.4	
	Unsure	%	4.8	3.8	6.5	

2023-2646 – OCHU-CUPE – Member Survey – STAT SHEET by ethnicity

			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]				
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
Question – What hospital do you currently work at? [OPEN] [ALLOW UP TO TWO MENTIONS]	Total	Total N	969	570	214	126	18	55
	St Joseph	%	4.1	2.1	6.5	9.5		3.6
	University Health Network - Toronto Rehab	%	3.0	1.6	6.1	4.8		1.8
	St. Michael's hospital	%	0.6	0.2	0.9	0.8		1.8
	Niagara health	%	2.5	3.5	0.9	0.0		3.6
	Sunnybrook	%	4.5	1.9	9.3	7.9		5.5
	Hamilton health science/Juravinski	%	4.1	4.7	3.3	4.8		1.8
	Blue Water health	%	1.5	2.6	0.0	0.0		0.0
	Scarborough General Hospital	%	0.2	0.0	0.0	0.8		1.8
	Thunder Bay Regional Health Science Center	%	1.5	2.6	0.0	0.0		0.0
	Providence/ Unity Health	%	1.7	0.4	2.8	2.4		9.1
	Pembroke regional hospital	%	1.7	2.8	0.0	0.0		0.0
	Nursing home (non-specified)	%	0.3	0.0	1.4	0.0		0.0
	Peterborough Regional health centre/PRHC	%	5.3	8.8	0.5	0.0		0.0
	Trillium/Mississauga Health	%	5.6	2.1	10.7	10.3		10.9
	Hotel du shaver/Hotel Dieu Shaver	%	1.2	1.9	0.0	0.0		1.8
	Credit Valley	%	2.3	1.1	5.1	4.0		1.8
	Lakeridge house/Lakeridge health/Lakeridge garden	%	5.2	5.1	3.7	7.1		5.5
	Ross Memorial hospital	%	1.9	3.2	0.0	0.0		0.0
	General hospital (non-specified)	%	0.3	0.4	0.0	0.8		0.0
	Other	%	13.2	14.7	9.8	8.7		12.7
	Michael Garron Hospital	%	0.4	0.2	0.0	1.6		1.8
	Royal Victoria regional health centre , BC	%	2.2	2.8	0.9	2.4		1.8
	Arnprior regional health	%	0.4	0.5	0.0	0.0		1.8
	Winchester District Memorial Hospital	%	0.7	1.2	0.0	0.0		0.0
	Southlake regional hospital/health centre	%	2.5	2.3	3.7	1.6		1.8
	Baycrest hospital	%	1.3	0.0	2.3	5.6		1.8
	Runnymede	%	0.8	0.2	2.3	2.4		0.0
	West Lincoln Memorial hospital	%	0.7	1.2	0.0	0.0		0.0
	William Osler/Brampton civic	%	5.5	1.6	14.0	7.9		9.1
	Orelia soldiers memorial	%	1.5	2.3	0.0	0.0		1.8
	St Peter's hospital	%	0.9	0.9	0.9	1.6		0.0
	west park healthcare	%	0.4	0.0	0.5	2.4		0.0
	riverside Health care	%	0.7	0.9	0.5	0.0		1.8
	Queensway health centre	%	0.4	0.4	0.5	0.0		1.8
	Empire hospital	%	0.3	0.5	0.0	0.0		0.0
	Cambridge memorial hospital	%	1.2	1.6	0.9	0.0		1.8
	Northumberland Hills Hospital	%	0.7	1.1	0.0	0.0		1.8
	The Royal Ottawa hospital	%	1.7	1.2	0.9	4.8		1.8
	Cornwall community hospital	%	1.1	1.2	0.9	0.8		1.8
	Renfrew Victoria hospital	%	0.4	0.5	0.0	0.0		0.0
	health sciences north	%	1.3	2.1	0.5	0.0		0.0

2023-2646 – OCHU-CUPE – Member Survey – STAT SHEET by ethnicity

		Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
		Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]					
Long term care (non-specified)	%	0.6	0.2	1.4	0.8		1.8
The Arnprior Memorial Hospital	%	0.2	0.2	0.0	0.0		0.0
Muskoka Algonquin Healthcare	%	0.4	0.7	0.0	0.0		0.0
Branford General hospital	%	1.5	1.9	0.0	0.8		3.6
Ajax hospital	%	0.3	0.4	0.5	0.0		0.0
Mcmaster	%	0.7	0.9	0.9	0.0		0.0
Etobicoke General Hospital	%	1.5	0.0	2.8	6.3		1.8
Georgian Bay general hospital	%	0.8	1.1	0.5	0.0		0.0
Guelph general	%	1.2	1.2	1.4	1.6		0.0
Hamilton general hospital	%	2.7	3.5	1.9	0.8		1.8
KHSC Kingston General Hospital	%	4.1	6.7	0.5	0.0		0.0
Mississauga Hospital	%	0.4	0.0	0.9	1.6		0.0
North York General	%	0.6	0.2	1.4	0.8		1.8
Centre Bay Regional	%	0.2	0.4	0.0	0.0		1.8
Welland County General Hospital	%	0.4	0.7	0.0	0.0		0.0
St Catherine's Hospital	%	1.8	2.3	1.4	0.0		1.8
Toronto General Hospital	%	1.7	0.7	3.7	2.4		1.8
Port Colborne General	%	0.2	0.4	0.5	0.8		0.0
wellington hospital	%	0.1	0.2	0.0	0.0		0.0
West Park Healthcare Center	%	0.4	0.0	0.9	1.6		0.0
Branford general hospital	%	0.2	0.4	0.0	0.0		0.0
Emo Health Centre	%	0.2	0.4	0.0	0.0		0.0
Glengarry Memorial Hospital	%	0.2	0.4	0.0	0.0		0.0
Grand river	%	0.2	0.4	0.0	0.0		0.0
HeadWater Hospital	%	0.2	0.4	0.0	0.0		0.0
Humber River	%	0.2	0.0	0.5	0.8		0.0
Joseph brant hospital	%	0.3	0.4	0.0	0.8		0.0
Unsure	%	0.9	0.7	1.9	0.0		1.8

*Values are based on the percentage of positive responses to a specific response (columns exceed 100%)

**Multifrequency tab based on multiple responses

Nanos conducted a telephone survey of 1029 Registered Practical Nurses that are Members of OCHU-CUPE or SEIU from a list between March 12th and 18th, 2023. A total of 1029 Registered Practical Nurses participated in the survey with an estimated response rate of nine per cent. * Some cells have been shaded due to small sample size.

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2023-2646 – OCHU-CUPE – Member Survey – STAT SHEET by ethnicity

			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]					
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
Question – What hospital do you currently work at? [OPEN] [ALLOW UP TO TWO MENTIONS]	Total	Total N	1052	607	238	141	19	61
	St Joseph	%	3.8	2.0	5.9	8.5		3.3
	University Health Network - Toronto Rehab	%	2.8	1.5	5.5	4.3		1.6
	St. Michael's hospital	%	0.6	0.2	0.8	0.7		1.6
	Niagara health	%	2.3	3.3	0.8	0.0		3.3
	Sunnybrook	%	4.2	1.8	8.4	7.1		4.9
	Hamilton health science/Juravinski	%	3.8	4.4	2.9	4.3		1.6
	Blue Water health	%	1.4	2.5	0.0	0.0		0.0
	Scarborough General Hospital	%	0.2	0.0	0.0	0.7		1.6
	Thunder Bay Regional Health Science Center	%	1.4	2.5	0.0	0.0		0.0
	Providence/ Unity Health	%	1.5	0.3	2.5	2.1		8.2
	Pembroke regional hospital	%	1.5	2.6	0.0	0.0		0.0
	Nursing home (non-specified)	%	0.3	0.0	1.3	0.0		0.0
	Peterborough Regional health centre/PRHC	%	4.8	8.2	0.4	0.0		0.0
	Trillium/Mississauga Health	%	5.1	2.0	9.7	9.2		9.8
	Hotel du shaver/Hotel Dieu Shaver	%	1.1	1.8	0.0	0.0		1.6
	Credit Valley	%	2.1	1.0	4.6	3.5		1.6
	Lakeridge house/Lakeridge health/Lakeridge garden	%	4.8	4.8	3.4	6.4		4.9
	Ross Memorial hospital	%	1.7	3.0	0.0	0.0		0.0
	General hospital (non-specified)	%	0.3	0.3	0.0	0.7		0.0
	Other	%	12.2	13.8	8.8	7.8		11.5
	Michael Garron Hospital	%	0.4	0.2	0.0	1.4		1.6
	Royal Victoria regional health centre , BC	%	2.0	2.6	0.8	2.1		1.6
	Arnprior regional health	%	0.4	0.5	0.0	0.0		1.6
	Winchester District Memorial Hospital	%	0.7	1.2	0.0	0.0		0.0
	Southlake regional hospital/health centre	%	2.3	2.1	3.4	1.4		1.6
	Baycrest hospital	%	1.2	0.0	2.1	5.0		1.6
	Runnymede	%	0.8	0.2	2.1	2.1		0.0
	West Lincoln Memorial hospital	%	0.7	1.2	0.0	0.0		0.0
	William Osler/Brampton civic	%	5.0	1.5	12.6	7.1		8.2
	Orelia soldiers memorial	%	1.4	2.1	0.0	0.0		1.6
	St Peter's hospital	%	0.9	0.8	0.8	1.4		0.0
	west park healthcare	%	0.4	0.0	0.4	2.1		0.0
	riverside Health care	%	0.7	0.8	0.4	0.0		1.6
	Queensway health centre	%	0.4	0.3	0.4	0.0		1.6
	Empire hospital	%	0.3	0.5	0.0	0.0		0.0
	Cambridge memorial hospital	%	1.1	1.5	0.8	0.0		1.6
	Northumberland Hills Hospital	%	0.7	1.0	0.0	0.0		1.6
	The Royal Ottawa hospital	%	1.5	1.2	0.8	4.3		1.6
	Cornwall community hospital	%	1.0	1.2	0.8	0.7		1.6
	Renfrew Victoria hospital	%	0.4	0.5	0.0	0.0		0.0
	health sciences north	%	1.2	2.0	0.4	0.0		0.0

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		Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]				
		Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
Long term care (non-specified)	%	0.6	0.2	1.3	0.7		1.6
The Arnprior Memorial Hospital	%	0.2	0.2	0.0	0.0		0.0
Muskoka Algonquin Healthcare	%	0.4	0.7	0.0	0.0		0.0
Branford General hospital	%	1.4	1.8	0.0	0.7		3.3
Ajax hospital	%	0.3	0.3	0.4	0.0		0.0
Mcmaster	%	0.7	0.8	0.8	0.0		0.0
Etobicoke General Hospital	%	1.4	0.0	2.5	5.7		1.6
Georgian Bay general hospital	%	0.8	1.0	0.4	0.0		0.0
Guelph general	%	1.1	1.2	1.3	1.4		0.0
Hamilton general hospital	%	2.5	3.3	1.7	0.7		1.6
KHSC Kingston General Hospital	%	3.8	6.3	0.4	0.0		0.0
Mississauga Hospital	%	0.4	0.0	0.8	1.4		0.0
North York General	%	0.6	0.2	1.3	0.7		1.6
Centre Bay Regional	%	0.2	0.3	0.0	0.0		1.6
Welland County General Hospital	%	0.4	0.7	0.0	0.0		0.0
St Catherine's Hospital	%	1.6	2.1	1.3	0.0		1.6
Toronto General Hospital	%	1.5	0.7	3.4	2.1		1.6
Port Colborne General	%	0.2	0.3	0.4	0.7		0.0
wellington hospital	%	0.1	0.2	0.0	0.0		0.0
West Park Healthcare Center	%	0.4	0.0	0.8	1.4		0.0
Branford general hospital	%	0.2	0.3	0.0	0.0		0.0
Emo Health Centre	%	0.2	0.3	0.0	0.0		0.0
Glengarry Memorial Hospital	%	0.2	0.3	0.0	0.0		0.0
Grand river	%	0.2	0.3	0.0	0.0		0.0
HeadWater Hospital	%	0.2	0.3	0.0	0.0		0.0
Humber River	%	0.2	0.0	0.4	0.7		0.0
Joseph brant hospital	%	0.3	0.3	0.0	0.7		0.0
Unsure	%	0.9	0.7	1.7	0.0		1.6

*Values are based on the proportion a response represents of all responses (columns add up to 100%)

**Multifrequency tab based on multiple responses

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Question – Do you currently have a second job?			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]					
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
	Total	Total N	980	575	215	129	18	57
	I have a second job	%	25.8	24.7	24.2	31.0		26.3
	I do not have a second job	%	73.8	75.0	75.3	69.0		71.9
	Prefer not to say	%	0.4	0.3	0.5	0.0		1.8

Question – In general, how long have you worked as a registered practical nurse? _____ years			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]					
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
	Total	Total N	966	570	210	127	18	55
		Mean	10.0	11.8	6.0	8.8		9.7
		Median	7.3	9.0	5.0	6.0		7.0
	.33	%	0.1	0.2	0.0	0.0		0.0
	.40	%	0.2	0.0	0.5	0.8		0.0
	.50	%	0.7	0.7	1.0	0.8		0.0
	.60	%	0.1	0.2	0.0	0.0		0.0
	.66	%	0.1	0.0	0.5	0.0		0.0
	.70	%	0.2	0.0	0.5	0.0		0.0
	.85	%	0.1	0.0	0.5	0.0		0.0
	1.00	%	9.0	4.4	20.5	8.7		16.4
	1.30	%	0.2	0.0	0.5	0.8		0.0
	1.50	%	1.4	1.4	1.0	3.1		0.0
	1.90	%	0.1	0.2	0.0	0.0		0.0
	2.00	%	8.4	7.2	8.1	14.2		7.3
	2.30	%	0.1	0.2	0.0	0.0		0.0
	2.50	%	0.7	0.9	1.0	0.0		0.0
	3.00	%	4.9	3.5	8.1	6.3		5.5
	3.50	%	0.7	0.4	1.4	0.8		0.0
	4.00	%	4.6	3.7	6.2	6.3		3.6
	4.50	%	0.4	0.7	0.0	0.0		0.0
	5.00	%	7.5	8.1	7.6	4.7		3.6
	5.50	%	0.5	0.7	0.0	0.0		0.0
	6.00	%	5.4	4.7	6.7	3.9		10.9
	7.00	%	4.6	3.9	5.7	3.9		7.3
	7.50	%	0.2	0.4	0.0	0.0		0.0
	8.00	%	5.6	5.8	4.8	6.3		5.5
	9.00	%	3.3	3.9	1.9	3.1		3.6
	9.50	%	0.1	0.2	0.0	0.0		0.0
	10.00	%	5.7	6.7	5.7	3.9		1.8
	11.00	%	2.6	2.6	3.3	1.6		1.8
	12.00	%	4.2	4.6	3.3	3.9		1.8
	13.00	%	2.5	2.6	1.9	3.9		3.6
	13.50	%	0.1	0.2	0.0	0.0		0.0
	14.00	%	2.2	2.8	1.0	2.4		0.0
	15.00	%	3.3	3.7	1.0	5.5		5.5
	16.00	%	2.7	2.8	2.9	2.4		1.8

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		Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]				
		Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
17.00	%	1.8	2.1	1.4	0.8		1.8
18.00	%	1.1	1.6	0.5	0.0		0.0
19.00	%	0.7	0.9	0.5	0.0		1.8
20.00	%	3.1	3.5	1.4	2.4		7.3
21.00	%	0.8	1.2	0.0	0.8		0.0
21.50	%	0.1	0.2	0.0	0.0		0.0
22.00	%	0.6	0.5	0.0	1.6		1.8
23.00	%	0.6	0.7	0.0	0.8		1.8
24.00	%	0.4	0.5	0.0	0.0		1.8
25.00	%	0.9	1.2	0.5	0.8		0.0
26.00	%	0.2	0.4	0.0	0.0		0.0
27.00	%	0.2	0.2	0.0	0.8		0.0
28.00	%	0.6	0.9	0.0	0.0		1.8
29.00	%	0.5	0.7	0.0	0.8		0.0
30.00	%	1.3	2.1	0.0	0.8		0.0
31.00	%	0.1	0.2	0.0	0.0		0.0
32.00	%	0.8	1.2	0.0	0.8		0.0
33.00	%	0.5	0.7	0.0	0.8		0.0
34.00	%	0.1	0.2	0.0	0.0		0.0
35.00	%	0.5	0.5	0.5	0.8		0.0
36.00	%	0.1	0.2	0.0	0.0		0.0
37.00	%	0.3	0.5	0.0	0.0		0.0
38.00	%	0.2	0.4	0.0	0.0		0.0
39.00	%	0.1	0.2	0.0	0.0		0.0
40.00	%	0.2	0.4	0.0	0.0		0.0
41.00	%	0.2	0.4	0.0	0.0		0.0
42.00	%	0.2	0.4	0.0	0.0		0.0
44.00	%	0.3	0.5	0.0	0.0		0.0
45.00	%	0.2	0.2	0.0	0.8		0.0
47.00	%	0.1	0.2	0.0	0.0		0.0
48.00	%	0.1	0.2	0.0	0.0		0.0
50.00	%	0.1	0.0	0.0	0.0		1.8
58.00	%	0.1	0.2	0.0	0.0		0.0

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2023-2646 – OCHU-CUPE – Member Survey – STAT SHEET by ethnicity

			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]					
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
Question – What unit(s) do you work on at your primary hospital job? [SELECT ALL THAT APPLY][RANDOMIZE]	Total	Total N	755	446	163	98	17	44
	Medical/Surgical	%	52.8	56.7	46.0	50.0		40.9
	Complex Continuing Care/Rehab	%	22.1	18.4	30.1	24.5		25.0
	Long term Care/Geriatric	%	13.1	11.9	16.0	16.3		11.4
	Mental health	%	10.7	10.5	11.0	12.2		9.1
	Acute care	%	6.0	7.0	4.3	4.1		6.8
	Ambulatory care/outpatient clinic	%	1.5	0.4	2.5	2.0		4.5
	Oncology/Cancer care	%	3.2	3.4	2.5	3.1		4.5
	Cardiology	%	2.6	3.4	2.5	0.0		2.3
	Clinic	%	0.7	0.7	1.2	0.0		0.0
	Covid Testing Assessment	%	0.7	0.9	0.6	0.0		0.0
	Dialysis/Hematology/Hemo dialysis	%	3.3	3.6	2.5	5.1		0.0
	Emergency	%	7.7	7.8	6.7	8.2		6.8
	Endoscopy	%	0.4	0.7	0.0	0.0		0.0
	Float Nurse	%	1.6	1.1	2.5	2.0		2.3
	Research	%	0.4	0.7	0.0	0.0		0.0
	Veteran Centre	%	0.5	0.0	2.5	0.0		0.0
	Labour & Delivery/maternal/obstetrics and Gynecology	%	5.8	5.2	6.7	3.1		13.6
	Neurology	%	0.5	0.7	0.6	0.0		0.0
	Orthopedics	%	0.8	1.1	0.6	0.0		0.0
	Other	%	6.1	6.5	4.9	5.1		6.8
	Transitional Care	%	0.5	0.7	0.6	0.0		0.0
	Pediatric	%	0.7	0.4	1.2	1.0		0.0
	resource (work everywhere)	%	1.5	1.6	0.6	3.1		0.0
	Respirology	%	0.9	1.1	0.6	0.0		0.0
	Stroke unit	%	1.9	2.0	3.1	0.0		0.0
	Unsure	%	0.1	0.0	0.6	0.0		0.0

*Values are based on the percentage of positive responses to a specific response (columns exceed 100%)

**Multifrequency tab based on multiple responses

2023-2646 – OCHU-CUPE – Member Survey – STAT SHEET by ethnicity

			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]					
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
Question – What unit(s) do you work on at your primary hospital job? [SELECT ALL THAT APPLY][RANDOMIZE]	Total	Total N	1103	653	245	137	26	59
	Medical/Surgical	%	36.2	38.7	30.6	35.8		30.5
	Complex Continuing Care/Rehab	%	15.1	12.6	20.0	17.5		18.6
	Long term Care/Geriatric	%	9.0	8.1	10.6	11.7		8.5
	Mental health	%	7.3	7.2	7.3	8.8		6.8
	Acute care	%	4.1	4.7	2.9	2.9		5.1
	Ambulatory care/outpatient clinic	%	1.0	0.3	1.6	1.5		3.4
	Oncology/Cancer care	%	2.2	2.3	1.6	2.2		3.4
	Cardiology	%	1.8	2.3	1.6	0.0		1.7
	Clinic	%	0.5	0.5	0.8	0.0		0.0
	Covid Testing Assessment	%	0.5	0.6	0.4	0.0		0.0
	Dialysis/Hematology/Hemo dialysis	%	2.3	2.5	1.6	3.6		0.0
	Emergency	%	5.3	5.4	4.5	5.8		5.1
	Endoscopy	%	0.3	0.5	0.0	0.0		0.0
	Float Nurse	%	1.1	0.8	1.6	1.5		1.7
	Research	%	0.3	0.5	0.0	0.0		0.0
	Veteran Centre	%	0.4	0.0	1.6	0.0		0.0
	Labour & Delivery/maternal/obstetrics and Gynecology	%	4.0	3.5	4.5	2.2		10.2
	Neurology	%	0.4	0.5	0.4	0.0		0.0
	Orthopedics	%	0.5	0.8	0.4	0.0		0.0
	Other	%	4.2	4.4	3.3	3.6		5.1
	Transitional Care	%	0.4	0.5	0.4	0.0		0.0
	Pediatric	%	0.5	0.3	0.8	0.7		0.0
	resource (work everywhere)	%	1.0	1.1	0.4	2.2		0.0
	Respirology	%	0.6	0.8	0.4	0.0		0.0
	Stroke unit	%	1.3	1.4	2.0	0.0		0.0
	Unsure	%	0.1	0.0	0.4	0.0		0.0

*Values are based on the proportion a response represents of all responses (columns add up to 100%)

**Multifrequency tab based on multiple responses

Nanos conducted a telephone survey of 1029 Registered Practical Nurses that are Members of OCHU-CUPE or SEIU from a list between March 12th and 18th, 2023. A total of 1029 Registered Practical Nurses participated in the survey with an estimated response rate of nine per cent. * Some cells have been shaded due to small sample size.

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			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]				
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
Question – At your hospital, what areas have registered practical nurses been moved into in the last three years that previously did not include registered practical nurses? [OPEN] [ALLOW UP TO TWO MENTIONS]	Total	Total N	793	486	156	103	15	42
	Acute/Intensive/Critical Care	%	13.0	14.6	10.9	13.6		2.4
	Most/all units have RPNs	%	6.2	4.7	7.1	7.8		16.7
	Blood transfusions/Hematology	%	1.3	1.0	1.9	1.9		0.0
	Oncology/chemotherapy	%	2.0	2.3	2.6	1.0		0.0
	Cardiology	%	2.9	2.9	3.2	2.9		0.0
	Charge nurse position	%	0.6	1.0	0.0	0.0		0.0
	Day surgery	%	0.3	0.4	0.0	0.0		0.0
	Dialysis	%	2.0	2.5	0.6	1.9		2.4
	Emergency	%	18.0	22.8	12.2	12.6		0.0
	Forensic Rehab	%	0.6	0.6	0.0	1.9		0.0
	Surgery	%	2.5	2.3	3.2	2.9		2.4
	IV medication	%	0.5	0.0	1.3	1.9		0.0
	Maternity/labour and delivery	%	2.5	3.5	0.6	1.0		2.4
	long term care	%	1.6	1.0	4.5	1.0		0.0
	Medical	%	2.8	1.9	3.2	5.8		4.8
	Mental health	%	0.8	0.8	0.0	1.9		0.0
	None	%	10.7	12.8	2.6	9.7		14.3
	Obstetrics	%	0.3	0.4	0.0	0.0		0.0
	Other	%	7.6	6.8	7.1	14.6		7.1
	Operating Room	%	3.4	3.9	1.3	3.9		2.4
	Pediatrics	%	3.8	4.1	4.5	1.9		2.4
	Covid unit	%	0.3	0.0	1.3	0.0		0.0
	Step-Down Unit	%	0.6	0.8	0.0	0.0		2.4
	stroke unit	%	0.4	0.0	1.3	1.0		0.0
	Trauma	%	0.3	0.4	0.0	0.0		0.0
	assessment centre	%	0.3	0.2	0.0	1.0		0.0
	Clinical positions	%	0.5	0.6	0.0	1.0		0.0
	Occupational health/ rehabilitation	%	0.6	0.6	0.6	1.0		0.0
	Unsure	%	34.3	28.4	50.6	32.0		47.6

*Values are based on the percentage of positive responses to a specific response (columns exceed 100%)

**Multifrequency tab based on multiple responses

Nanos conducted a telephone survey of 1029 Registered Practical Nurses that are Members of OCHU-CUPE or SEIU from a list between March 12th and 18th, 2023. A total of 1029 Registered Practical Nurses participated in the survey with an estimated response rate of nine per cent. * Some cells have been shaded due to small sample size.

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			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]					
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
Question – At your hospital, what areas have registered practical nurses been moved into in the last three years that previously did not include registered practical nurses? [OPEN] [ALLOW UP TO TWO MENTIONS]	Total	Total N	956	590	188	128	18	45
	Acute/Intensive/Critical Care	%	10.8	12.0	9.0	10.9		2.2
	Most/all units have RPNs	%	5.1	3.9	5.9	6.3		15.6
	Blood transfusions/Hematology	%	1.0	0.8	1.6	1.6		0.0
	Oncology/chemotherapy	%	1.7	1.9	2.1	0.8		0.0
	Cardiology	%	2.4	2.4	2.7	2.3		0.0
	Charge nurse position	%	0.5	0.8	0.0	0.0		0.0
	Day surgery	%	0.2	0.3	0.0	0.0		0.0
	Dialysis	%	1.7	2.0	0.5	1.6		2.2
	Emergency	%	15.0	18.8	10.1	10.2		0.0
	Forensic Rehab	%	0.5	0.5	0.0	1.6		0.0
	Surgery	%	2.1	1.9	2.7	2.3		2.2
	IV medication	%	0.4	0.0	1.1	1.6		0.0
	Maternity/labour and delivery	%	2.1	2.9	0.5	0.8		2.2
	long term care	%	1.4	0.8	3.7	0.8		0.0
	Medical	%	2.3	1.5	2.7	4.7		4.4
	Mental health	%	0.6	0.7	0.0	1.6		0.0
	None	%	8.9	10.5	2.1	7.8		13.3
	Obstetrics	%	0.2	0.3	0.0	0.0		0.0
	Other	%	6.3	5.6	5.9	11.7		6.7
	Operating Room	%	2.8	3.2	1.1	3.1		2.2
	Pediatrics	%	3.1	3.4	3.7	1.6		2.2
	Covid unit	%	0.2	0.0	1.1	0.0		0.0
	Step-Down Unit	%	0.5	0.7	0.0	0.0		2.2
	stroke unit	%	0.3	0.0	1.1	0.8		0.0
	Trauma	%	0.2	0.3	0.0	0.0		0.0
	assessment centre	%	0.2	0.2	0.0	0.8		0.0
	Clinical positions	%	0.4	0.5	0.0	0.8		0.0
	Occupational health/ rehabilitation	%	0.5	0.5	0.5	0.8		0.0
	Unsure	%	28.5	23.4	42.0	25.8		44.4

*Values are based on the proportion a response represents of all responses (columns add up to 100%)

**Multifrequency tab based on multiple responses

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			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]					
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
Question – How often do registered practical nurses cover registered nurses shifts on your unit?	Total	Total N	980	575	215	129	18	57
	Every day or almost everyday	%	41.6	43.1	38.6	45.0		38.6
	Three to four times a week	%	16.7	17.6	16.3	16.3		8.8
	Once or twice a week	%	11.4	10.1	16.3	9.3		10.5
	A couple of times per month	%	8.1	7.5	8.4	10.9		3.5
	Less than a couple of times per month	%	3.3	3.8	3.3	0.8		1.8
	Never	%	10.4	9.9	11.2	5.4		22.8
	Unsure	%	8.5	8.0	6.0	12.4		14.0

			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]					
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
Question – How often are registered practical nurses given charge duties on your unit?	Total	Total N	980	575	215	129	18	57
	Every day or almost everyday	%	13.7	14.3	12.6	14.0		12.3
	Three to four times a week	%	6.0	5.6	3.3	9.3		10.5
	Once or twice a week	%	7.1	7.0	7.9	5.4		10.5
	A couple of times per month	%	8.2	8.5	6.5	9.3		8.8
	Less than a couple of times per month	%	11.4	11.5	11.2	8.5		14.0
	Never	%	49.4	49.0	54.0	50.4		40.4
	Unsure	%	4.2	4.2	4.7	3.1		3.5

			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]					
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
Question – How often are registered practical nurses asked to care for patients who are unstable or acutely ill?	Total	Total N	980	575	215	129	18	57
	Every day or almost everyday	%	49.8	52.2	46.5	48.8		47.4
	Three to four times a week	%	13.2	13.4	9.3	16.3		12.3
	Once or twice a week	%	9.0	8.2	11.6	7.0		10.5
	A couple of times per month	%	9.6	7.3	13.0	15.5		7.0
	Less than a couple of times per month	%	5.0	4.5	6.0	4.7		5.3
	Never	%	8.5	10.3	6.5	4.7		8.8
	Unsure	%	5.0	4.2	7.0	3.1		8.8

Nanos conducted a telephone survey of 1029 Registered Practical Nurses that are Members of OCHU-CUPE or SEIU from a list between March 12th and 18th, 2023. A total of 1029 Registered Practical Nurses participated in the survey with an estimated response rate of nine per cent. * Some cells have been shaded due to small sample size.

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2023-2646 – OCHU-CUPE – Member Survey – STAT SHEET by ethnicity

			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]				
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
Question – How often do registered practical nurses precept registered nurse students at your hospital?	Total	Total N	980	575	215	129	18	57
	Every day or almost everyday	%	15.6	15.3	18.1	17.1		8.8
	Three to four times a week	%	10.5	11.0	10.2	10.1		8.8
	Once or twice a week	%	13.7	11.8	15.8	17.1		19.3
	A couple of times per month	%	12.2	13.2	9.8	9.3		17.5
	Less than a couple of times per month	%	11.6	12.3	10.2	10.9		8.8
	Never	%	27.2	27.8	24.7	27.9		26.3
	Unsure	%	9.1	8.5	11.2	7.8		10.5

			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]				
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
Question – How often do you work short shifts (working short staffed)?	Total	Total N	980	575	215	129	18	57
	Every day or almost everyday	%	52.8	58.6	39.5	55.0		45.6
	Three to four times a week	%	21.8	21.6	22.3	21.7		21.1
	Once or twice a week	%	11.4	11.3	13.0	8.5		14.0
	A couple of times per month	%	6.1	3.8	10.2	6.2		10.5
	Less than a couple of times per month	%	3.0	1.7	7.4	1.6		1.8
	Never	%	3.6	2.1	6.5	4.7		5.3
	Unsure	%	1.3	0.9	0.9	2.3		1.8

			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]				
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
Question – [IF WORKS SHORT SHIFTS] How many people are you usually short? ____people	Total	Total N	918	551	194	115	16	51
		Mean	1.9	1.9	1.8	2.1		1.9
		Median	2.0	2.0	2.0	2.0		2.0
	1.0	%	37.0	36.5	45.4	27.0		35.3
	2.0	%	45.4	46.3	38.7	53.0		43.1
	2.5	%	0.1	0.2	0.0	0.0		0.0
	3.0	%	11.9	11.6	9.3	15.7		15.7
	4.0	%	2.9	2.9	3.6	1.7		3.9
	5.0	%	1.6	1.6	2.1	0.9		2.0
	6.0	%	0.4	0.5	0.0	0.9		0.0
	7.0	%	0.2	0.2	0.5	0.0		0.0
	10.0	%	0.3	0.2	0.5	0.9		0.0

2023-2646 – OCHU-CUPE – Member Survey – STAT SHEET by ethnicity

			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]				
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
Question – How often do you work overtime?	Total	Total N	980	575	215	129	18	57
	Every day or almost everyday	%	6.2	5.0	7.4	9.3		7.0
	Three to four times a week	%	8.0	8.9	6.0	10.1		5.3
	Once or twice a week	%	23.1	25.0	20.9	20.9		15.8
	A couple of times per month	%	25.2	24.2	27.0	26.4		26.3
	Less than a couple of times per month	%	12.2	11.1	16.7	10.9		14.0
	Never	%	23.8	24.3	20.9	20.9		26.3
	Unsure	%	1.5	1.4	0.9	1.6		5.3

			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]				
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
Question – Do you experience any of the following as a result of your job? [RANDOMIZE] [Select as many as apply]	Total	Total N	978	574	214	129	18	57
	Trouble sleeping	%	63.9	69.9	52.3	60.5		57.9
	Depression	%	42.1	48.6	28.5	41.1		33.3
	High stress	%	81.6	83.1	78.0	79.8		82.5
	Dread going to work	%	63.4	69.0	49.1	62.0		59.6
	Sadness	%	54.9	59.6	44.4	54.3		50.9
	Less pride being an RPN	%	55.3	61.5	45.3	51.9		38.6
	None of the above	%	9.7	8.4	14.0	9.3		8.8
	Prefer not to answer	%	0.9	0.5	0.0	2.3		5.3

			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]				
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
Question – Are you considering, somewhat considering, somewhat not considering or not considering leaving the profession in the next five years?	Total	Total N	980	575	215	129	18	57
	Considering	%	44.8	47.0	31.2	55.8		50.9
	Somewhat considering	%	17.3	19.1	17.2	10.9		14.0
	Somewhat not considering	%	2.1	2.3	3.7	0.8		0.0
	Not considering	%	33.7	30.1	45.1	29.5		31.6
	Unsure	%	2.0	1.6	2.8	3.1		3.5

2023-2646 – OCHU-CUPE – Member Survey – STAT SHEET by ethnicity

			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]					
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
Question – Why do you have that opinion? [OPEN]	Total	Total N	962	568	210	127	18	52
	I love what I do	%	17.3	14.4	25.7	17.3		15.4
	Close to retiring/retired/casual	%	8.3	10.2	2.4	7.9		13.5
	Not treated well/Not appreciated/lack of respect	%	15.4	17.1	11.4	17.3		9.6
	Pay doesn't match high workload caused by short staffing/Same work as RN but lower pay	%	41.3	44.9	36.2	37.8		34.6
	Stressful/mentally and physically draining/Long hours	%	23.6	21.7	24.8	26.8		28.8
	Planning to move to RN/going back to school/other role	%	13.6	13.4	14.8	18.9		1.9
	I have no choice (need the money)/can't go in a new field	%	4.9	4.8	7.6	1.6		3.8
	I just started	%	2.0	1.6	2.9	2.4		1.9
	There are a lot of politics involved	%	0.4	0.7	0.0	0.0		0.0
	I don't want to leave/worked hard to get here	%	1.0	0.7	1.9	0.0		1.9
	Other	%	4.1	4.0	4.3	1.6		7.7
	Unsure	%	0.3	0.4	0.5	0.0		0.0

*Values are based on the percentage of positive responses to a specific response (columns exceed 100%)

**Multifrequency tab based on multiple responses

			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]					
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
Question – Why do you have that opinion? [OPEN]	Total	Total N	1271	760	278	167	22	62
	I love what I do	%	13.1	10.8	19.4	13.2		12.9
	Close to retiring/retired/casual	%	6.3	7.6	1.8	6.0		11.3
	Not treated well/Not appreciated/lack of respect	%	11.6	12.8	8.6	13.2		8.1
	Pay doesn't match high workload caused by short staffing/Same work as RN but lower pay	%	31.2	33.6	27.3	28.7		29.0
	Stressful/mentally and physically draining/Long hours	%	17.9	16.2	18.7	20.4		24.2
	Planning to move to RN/going back to school/other role	%	10.3	10.0	11.2	14.4		1.6
	I have no choice (need the money)/can't go in a new field	%	3.7	3.6	5.8	1.2		3.2
	I just started	%	1.5	1.2	2.2	1.8		1.6
	There are a lot of politics involved	%	0.3	0.5	0.0	0.0		0.0
	I don't want to leave/worked hard to get here	%	0.8	0.5	1.4	0.0		1.6
	Other	%	3.1	3.0	3.2	1.2		6.5
	Unsure	%	0.2	0.3	0.4	0.0		0.0

*Values are based on the proportion a response represents of all responses (columns add up to 100%)

**Multifrequency tab based on multiple responses

			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]					
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
Question – Would a wage increase to $35/hour (before a general wage increase) make you more likely, somewhat more likely, somewhat less likely, less likely or would it have no impact on your likelihood to stay in the profession?	Total	Total N	980	575	215	129	18	57
	More likely	%	51.1	48.2	60.9	50.4		45.6
	Somewhat more likely	%	26.5	29.7	21.4	25.6		15.8
	Somewhat less likely	%	2.8	3.0	1.4	2.3		7.0
	Less likely	%	3.3	2.6	4.2	3.9		5.3
	No impact on likelihood to stay in profession	%	14.4	14.3	11.2	17.1		21.1
	Unsure	%	1.9	2.3	0.9	0.8		5.3

			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]					
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
Question – Do you think it is fair, somewhat fair, somewhat unfair or unfair that personal support workers received a $2 increase and registered practical nurses have not?	Total	Total N	980	575	215	129	18	57
	Fair	%	5.3	5.2	5.1	6.2		5.3
	Somewhat fair	%	4.0	3.8	4.7	4.7		1.8
	Somewhat unfair	%	9.9	11.3	8.8	6.2		8.8
	Unfair	%	79.1	78.4	79.5	82.2		77.2
	Unsure	%	1.7	1.2	1.9	0.8		7.0

			Question – With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]					
			Aggregate 2023-03	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say
Question – How often are agency workers used on your unit?	Total	Total N	980	575	215	129	18	57
	Every day	%	18.8	16.2	21.4	20.9		24.6
	Every few days	%	12.7	9.0	17.7	21.7		10.5
	Once a week	%	8.6	6.4	12.1	10.9		12.3
	Once a month	%	8.3	6.1	13.0	9.3		8.8
	Never	%	46.8	57.6	31.2	33.3		35.1
	Unsure	%	4.9	4.7	4.7	3.9		8.8