

Over two in five union members are considering or somewhat considering leaving their current position in the next year.



The research gauged the opinions of members of the Canadian Union of Public Employees (CUPE) and the Ontario Council of Hospital Unions (OCHU) on current satisfaction at their jobs, current welfare in relation to their position, and their level of confidence in improvements to working conditions in the coming year.

Nanos conducted telephone survey of 775 CUPE and OCHU members, between October 16<sup>th</sup> to 19<sup>th</sup>, 2023 from a list provided by CUPE and OCHU.

The overall response rate was 3.0%.

The research was commissioned by CUPE and OCHU and was conducted by Nanos Research.

# Key Findings



## CONSIDERING LEAVING CURRENT POSITION

Just over two in five union members are considering ([26%](#)) or somewhat considering ([17%](#)) leaving their current position in the next year. Those who are considering or somewhat considering leaving cite the job being stressful/ hard ([19%](#)) and being understaffed/not enough help ([19%](#)) as the top reasons for consideration.



## UNSATISFACTORY WORKPLACE CONDITIONS

Just under seven in ten union workers disagree ([58%](#)) or somewhat disagree ([11%](#)) that there are enough staff in their workplace to deliver high quality of patient care. Compared to before the pandemic, one in three union members say that rates of violence in their workplace have increased ([22%](#)) or somewhat increased ([11%](#)).



## LACK OF CONFIDENCE IN IMPROVEMENT OF HEALTHCARE INDUSTRY

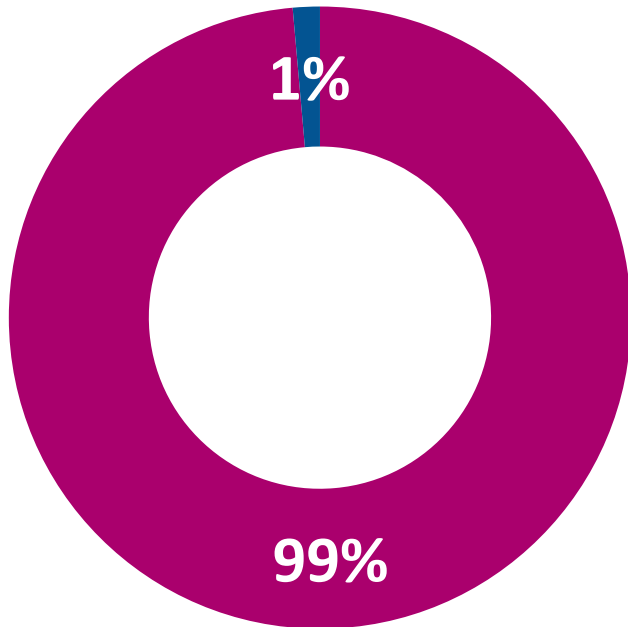
A majority of OCHU-CUPE union members are not confident ([72%](#)) or somewhat not confident ([seven per cent](#)) that the government will improve the public health system in the next year. Additionally, union members are more likely to say they are not confident ([56%](#)) or somewhat not confident ([eight per cent](#)) that work conditions will improve rather than confident ([14%](#)) or somewhat confident ([16%](#)).



## NEGATIVE EFFECTS OF CURRENT POSITION ON MENTAL HEALTH

The most common negative side effects OCHU-CUPE members report they have experienced due to their position are exhaustion ([62%](#)) and high stress ([62%](#)), followed by anxiety ([49%](#)), trouble sleeping ([44%](#)), dread going to work ([41%](#)), and sadness ([37%](#)). Only [20%](#) of members reported not having experienced any of the listed side effects.

# CUPE and OCHU members



■ I am a member of CUPE   ■ I am a member of OCHU

Over **9 in 10** respondents

are members of CUPE while only one percent of respondents were members of OCHU.

\*Weighted to the true population proportion.  
\*Charts may not add up to 100 due to rounding.

Q – Are you a member of CUPE or OCHU?

Source: Nanos Research, member telephone survey, October 16<sup>th</sup> to 19<sup>th</sup>, 2023, n=775.

# Negative experiences as a result of current position

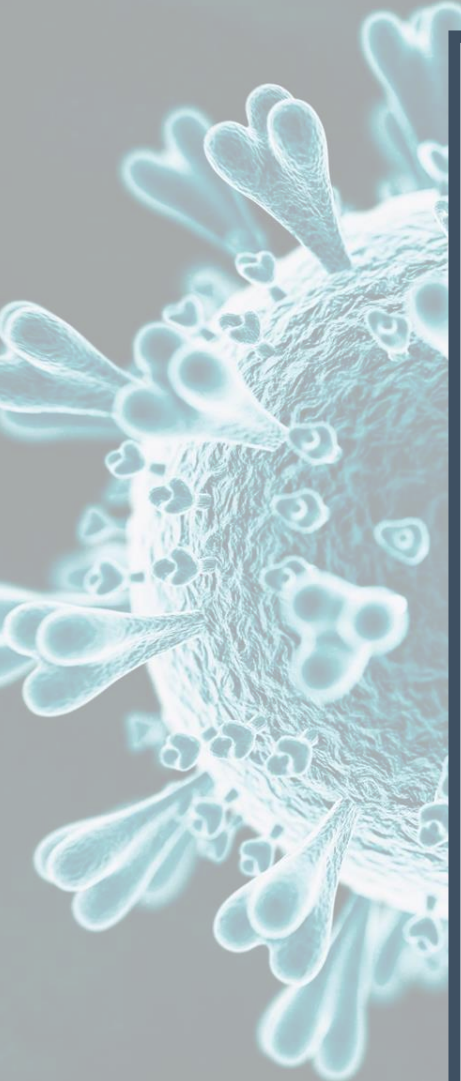
Q – Do you experience any of the following as a result of your job?  
[RANDOMIZE] [Select as many as apply]

		Frequency (n=775)*
TOP RESPONSES	Exhaustion	61.7%
	High stress	61.6%
	Anxiety	49.1%
	Trouble sleeping	44.3%
	Dread going to work	40.9%
	Sadness	37.4%
	Depression	25.5%
	None of the above	19.9%
	Prefer not to answer	0.7%

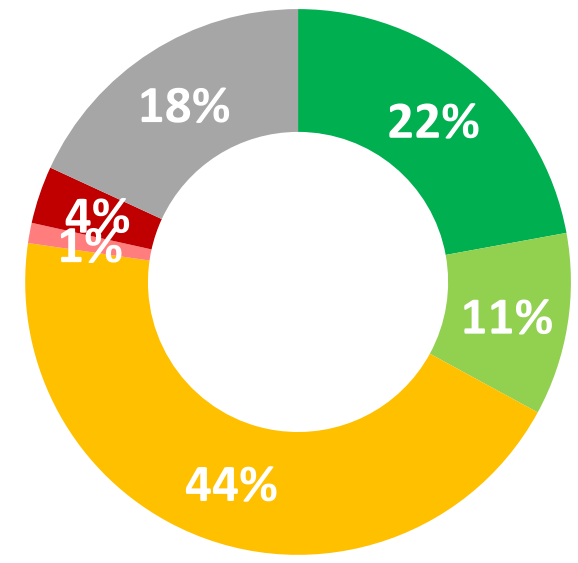
\*Based on multiple responses.

Source: Nanos Research, member telephone survey, October 16th to 19th, 2023, n=775.

# Effects of the pandemic on the rate of workplace violence



Q – Compared to before the COVID-19 pandemic, has the rate of violence at your workplace increased, somewhat increased, somewhat decreased, decreased, or has it stayed about the same?



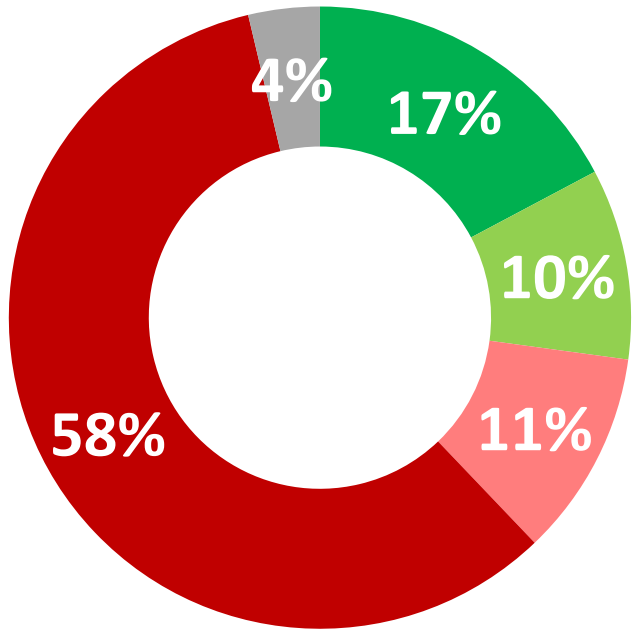
- Increased
- Stayed the same
- Decreased
- Somewhat increased
- Somewhat decreased
- Unsure

\*Weighted to the true population proportion.  
 \*Charts may not add up to 100 due to rounding.

## 1 in 3 union members

say that rates of violence in their workplace have increased (22%) or somewhat increased (11%) compared to before the pandemic.

# Agreement on current staffing needs in the workplace



- Agree
- Somewhat agree
- Somewhat disagree
- Disagree
- Unsure

More than **1 in 2** union members

disagree with the statement that there are enough staff at their place of work to deliver high quality care to patients.

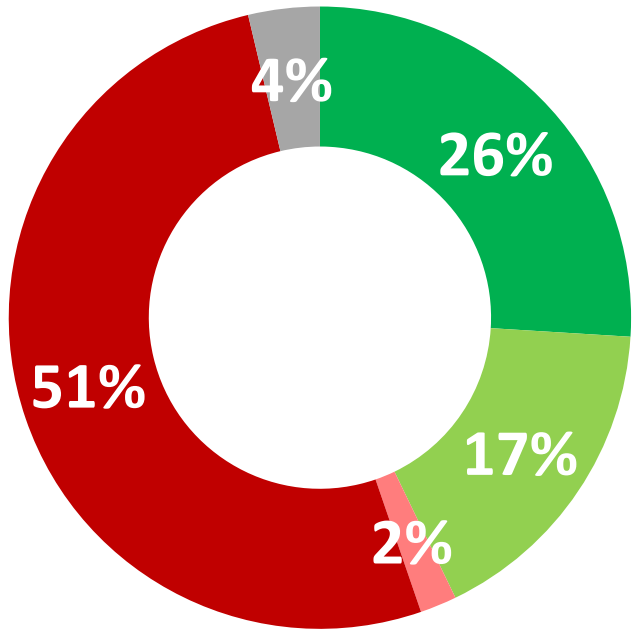


\*Weighted to the true population proportion.  
 \*Charts may not add up to 100 due to rounding.

Q – Do you agree, somewhat agree, somewhat disagree or disagree with the following statement: There are enough staff at my workplace to deliver high quality of patient care.

Source: Nanos Research, member telephone survey, October 16<sup>th</sup> to 19<sup>th</sup>, 2023, n=774.

# Considering leaving current position



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

\*Weighted to the true population proportion.  
 \*Charts may not add up to 100 due to rounding.

**1 in 5** union members

are considering (26%) or somewhat considering (17%) leaving their current position in the next year.

Source: Nanos Research, member telephone survey, October 16<sup>th</sup> to 19<sup>th</sup>, 2023, n=773.

Q – Are you considering, somewhat considering, somewhat not considering or not considering leaving your job in the next year?



# Factors contributing to thoughts of leaving current position

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

	Considering/ Somewhat considering (n=312)	Not considering/ Somewhat not considering (n=334)	Unsure (n=10) <sup>+</sup>	
TOP RESPONSES	Stressful/hard	18.9%	0.3%	
	Understaffed/not enough help	18.6%	1.2%	
	Overworked/asked to do work outside of my job	13.8%	0.3%	
	The pay/salary	13.1%	5.7%	
	Poor management/ lack of communication/ not supportive	9.6%	-	
	Am nearing retirement/ want pension	6.4%	8.7%	
	The work hours/ schedule/ work-life balance	5.8%	2.4%	
	Negative/toxic environment/bullying	4.5%	-	
	Need the work/ need the money	1.3%	10.8%	
	I like my job/ enjoy my work	1.0%	41.3%	

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

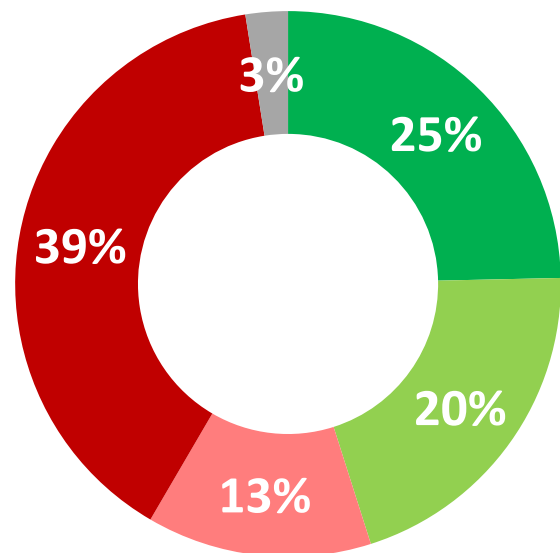
\*\*Multifrequency tab based on multiple responses

+ Shaded due to small sample size

Source: Nanos Research, member telephone survey, October 16<sup>th</sup> to 19<sup>th</sup>, 2023, n=656.

# Satisfaction with current wage

Q – Are you satisfied, somewhat satisfied, somewhat dissatisfied or dissatisfied with your current rate of pay?



\*Weighted to the true population proportion.

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

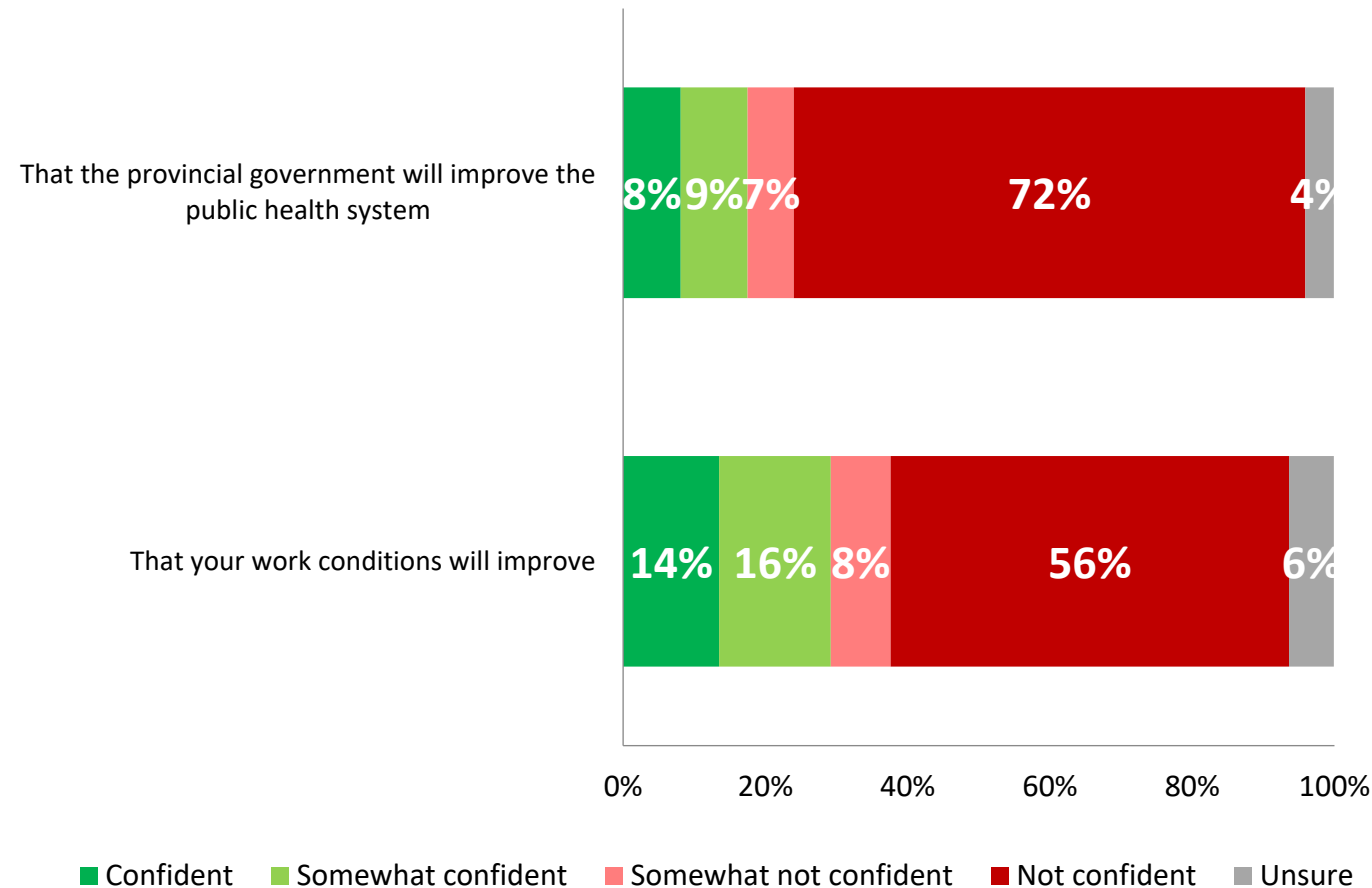
Over **1 in 2** union members

are dissatisfied (39%) or somewhat dissatisfied (13%) with their current rate of pay.

Source: Nanos Research, member telephone survey, October 16th to 19th, 2023, n=773.

A majority of union members are not confident that the provincial government will improve public health care (72%) or that their own working conditions will improve (56%) in the next year.

## Confidence in improvements to the healthcare industry in the next year



\*Weighted to the true population proportion.

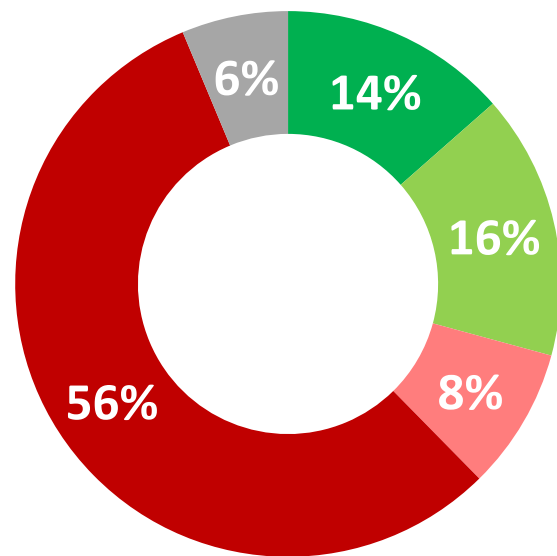
\*Charts may not add up to 100 due to rounding.

Source: Nanos Research, member telephone survey, October 16th to 19th, 2023, n=775.

Q – Are you confident, somewhat confident, somewhat not confident or not confident that the following will happen within the next year: [ROTATE]

# Confidence in improvement of working conditions in the next year

Q - Are you confident, somewhat confident, somewhat not confident or not confident that the following will happen within the next year: [ROTATE] **That your work conditions will improve**



- Confident
- Somewhat confident
- Somewhat not confident
- Not confident
- Unsure

Just under **2 in 3** union members

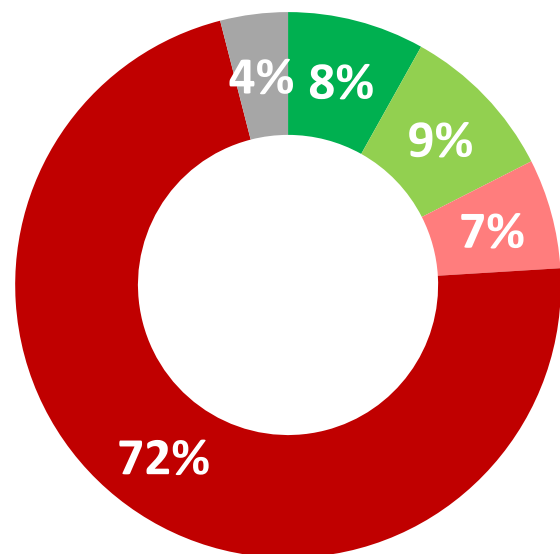
are not confident (56%) or somewhat not confident (8%) that their work conditions will improve in the next year.

\*Weighted to the true population proportion.

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

# Confidence in the improvement of the public health system in the next year

Q - Are you confident, somewhat confident, somewhat not confident or not confident that the following will happen within the next year: [ROTATE] **That the provincial government will improve the public health system**



■ Confident                      ■ Somewhat confident  
■ Somewhat not confident   ■ Not confident  
■ Unsure

\*Weighted to the true population proportion.

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

## 7 in 10 union members

are not confident (72%) that the provincial government will improve the public health system in the next year.

Source: Nanos Research, member telephone survey, October 16th to 19th, 2023, n=745.

# METHODOLOGY

On behalf of CUPE-OCHU, Nanos conducted a membership survey of 775 members between October 16<sup>th</sup> to 19<sup>th</sup>, 2023. Participants were recruited by telephone using a list provided by CUPE-OCHU. No margin of error applies to this data.

The overall response rate was 3.0%.

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



Element	Description
Research sponsor	CUPE-OCHU
Population and Final Sample Size	764 CUPE and 11 OCHU members
Source of Sample	Client Supplied List
Margin of Error	No margin of error applies to this research.
Mode of Survey	Telephone survey
Sampling Method Base	Telephone
Demographics (Captured)	Ontario, Men and Women; 18 years or older. Six digit postal code was used to validate geography.
Demographics (Other)	Age, gender, education, income
Field Dates	October 16 <sup>th</sup> to 19 <sup>th</sup> , 2023.
Language of Survey	The survey was conducted English only.
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. <a href="https://canadianresearchinsightscouncil.ca/standards/">https://canadianresearchinsightscouncil.ca/standards/</a>

Element	Description
Weighting of Data	Not applicable.
Screening	Screening ensured potential respondents were a member of OCHU or CUPE prior to completing the survey questions.
Excluded Demographics	Individuals younger than 18 years old; individuals without a telephone; individuals who are not members of OCHU or CUPE could not participate.
Stratification	Not applicable.
Estimated Response Rate	Three 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. <a href="http://www.nanos.co">http://www.nanos.co</a> Telephone:(613) 234-4666 ext. 237 Email: <a href="mailto:info@nanosresearch.com">info@nanosresearch.com</a> .



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# Any questions?

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# TABULATIONS



2023-2465 – CUPE-OCHU – CUPE-OCHU Members Survey – STAT SHEET

		Frequency	Percent	Valid Percent	Cumulative Percent
Question - Are you a member of CUPE or OCHU?	I am a member of CUPE	764	98.6	98.6	98.6
	I am a member of OCHU	11	1.4	1.4	100.0
	Total	775	100.0	100.0	

		Responses		
		Frequency	Percent	Percent of Cases
Question - Do you experience any of the following as a result of your job? [RANDOMIZE] [Select as many as apply]	Trouble sleeping	340	13.0%	44.3%
	Depression	196	7.5%	25.5%
	High stress	473	18.1%	61.6%
	Dread going to work	314	12.0%	40.9%
	Sadness	287	11.0%	37.4%
	Exhaustion	474	18.1%	61.7%
	Anxiety	377	14.4%	49.1%
	None of the above	153	5.8%	19.9%
	Prefer not to answer	5	0.2%	0.7%
Total	2619	100.0%	341.0%	

		Frequency	Percent	Valid Percent	Cumulative Percent
Question - Compared to before the COVID-19 pandemic, has the rate of violence at your workplace increased, somewhat increased, somewhat decreased, decreased, or has it stayed about the same?	Increased	171	22.1	22.1	22.1
	Somewhat increased	84	10.8	10.9	33.0
	Somewhat decreased	9	1.2	1.2	34.2
	Decreased	26	3.4	3.4	37.5
	Stayed about the same	343	44.3	44.4	81.9
	Unsure	140	18.1	18.1	100.0
	Total	773	99.7	100.0	
	No answer	2	0.3		
Total	775	100.0			

		Frequency	Percent	Valid Percent	Cumulative Percent
Question - Do you agree, somewhat agree, somewhat disagree or disagree with the following statement: There are enough staff at my workplace to deliver high quality of patient care.	Agree	133	17.2	17.2	17.2
	Somewhat agree	77	9.9	9.9	27.1
	Somewhat disagree	83	10.7	10.7	37.9
	Disagree	452	58.3	58.4	96.3
	Unsure	29	3.7	3.7	100.0
	Total	774	99.9	100.0	
No answer	1	0.1			
Total	775	100.0			



2023-2465 – CUPE-OCHU – CUPE-OCHU Members Survey – STAT SHEET

		Frequency	Percent	Valid Percent	Cumulative Percent
Question - Are you considering, somewhat considering, somewhat not considering or not considering leaving your job in the next year?	Considering	201	25.9	26.0	26.0
	Somewhat considering	130	16.8	16.8	42.8
	Somewhat not considering	15	1.9	1.9	44.8
	Not considering	398	51.4	51.5	96.2
	Unsure	29	3.7	3.8	100.0
	Total	773	99.7	100.0	
Total	No answer	2	0.3		
		775	100.0		

Question - Why do you have that opinion? [OPEN]		Responses		Percent of Cases
		Frequency	Percent	
	I like my job/enjoy the work	141	17.2%	21.5%
	Am nearing retirement/want pension	49	6.0%	7.5%
	Change up my environment/do something different	6	0.7%	0.9%
	No other options/cannot find anything else	16	2.0%	2.4%
	Understaffed/not enough help	63	7.7%	9.6%
	Already left/am making plans to leave/applying elsewhere	21	2.6%	3.2%
	Unsafe/abusive	9	1.1%	1.4%
	Overworked/asked to do work outside my job	45	5.5%	6.9%
	The pay/salary	60	7.3%	9.1%
	I would leave if I had an offer/another opportunity	10	1.2%	1.5%
	Stressful/hard	62	7.6%	9.5%
	Need the work/need the money	41	5.0%	6.3%
	Poor management/lack of communication/not supportive	30	3.7%	4.6%
	Going back to school/want more education	12	1.5%	1.8%
	Just started/am new/young	11	1.3%	1.7%
	The work hours/schedule/work-life balance	26	3.2%	4.0%
	Still a student/studying	6	0.7%	0.9%
	Want to grow/progress/move up	14	1.7%	2.1%
	I am comfortable/secure here	14	1.7%	2.1%
	Other	30	3.7%	4.6%
	Just do not want to/want to stay	16	2.0%	2.4%
	I love my coworkers/management	20	2.4%	3.0%
	Been here a long time/have seniority	18	2.2%	2.7%
	Not appreciated/respected	13	1.6%	2.0%
	Negative/toxic environment/bullying	14	1.7%	2.1%
	The union	6	0.7%	0.9%
	Am casual/part-time now	11	1.3%	1.7%
	I am on leave/not working	8	1.0%	1.2%
	Depression/anxiety	7	0.9%	1.1%
	State of healthcare system/profession	7	0.9%	1.1%
	Laid off/likely will be laid off/pushed out	3	0.4%	0.5%
	Different location/more convenient/work from home	5	0.6%	0.8%
	Things are getting worse/no signs of improving	9	1.1%	1.4%
	Too soon to retire	2	0.2%	0.3%
	Patients need me	2	0.2%	0.3%
	Unsure	13	1.6%	2.0%
Total		820	100.0%	125.0%



**2023-2465 – CUPE-OCHU – CUPE-OCHU Members Survey – STAT SHEET**

		Frequency	Percent	Valid Percent	Cumulative Percent
Question - Are you satisfied, somewhat satisfied, somewhat dissatisfied or dissatisfied with your current rate of pay?	Satisfied	191	24.6	24.7	24.7
	Somewhat satisfied	158	20.4	20.4	45.1
	Somewhat dissatisfied	103	13.3	13.3	58.5
	Dissatisfied	302	39.0	39.1	97.5
	Unsure	19	2.5	2.5	100.0
	Total	773	99.7	100.0	
Total	No answer	2	0.3		
		775	100.0		

**Are you confident, somewhat confident, somewhat not confident or not confident that the following will happen within the next year: [ROTATE]**

		Frequency	Percent	Valid Percent	Cumulative Percent
Question - That your work conditions will improve	Confident	105	13.5	13.5	13.5
	Somewhat confident	122	15.7	15.7	29.3
	Somewhat not confident	65	8.4	8.4	37.7
	Not confident	434	56.0	56.0	93.7
	Unsure	49	6.3	6.3	100.0
Total	775	100.0	100.0		

**Are you confident, somewhat confident, somewhat not confident or not confident that the following will happen within the next year: [ROTATE]**

		Frequency	Percent	Valid Percent	Cumulative Percent
Question - That the provincial government will improve the public health system	Confident	63	8.1	8.1	8.1
	Somewhat confident	73	9.4	9.4	17.6
	Somewhat not confident	50	6.5	6.5	24.0
	Not confident	557	71.9	72.0	96.0
	Unsure	31	4.0	4.0	100.0
	Total	774	99.9	100.0	
Total	No answer	1	0.1		
		775	100.0		



**2023-2465 – CUPE-OCHU – CUPE-OCHU Members Survey – STAT SHEET**

		Frequency	Percent	Valid Percent	Cumulative Percent
Question - What is your current occupation?	Registered Practical Nurse (RPN)	213	27.5	27.8	27.8
	Registered Nurse (RN)	6	0.8	0.8	28.6
	Personal Support Worker (PSW)	95	12.3	12.4	41.0
	Housekeeper	101	13.0	13.2	54.2
	Administration/clerical	125	16.1	16.3	70.5
	Pharmacy technician	8	1.0	1.0	71.5
	Porter	21	2.7	2.7	74.3
	Food service/ Nutrition	39	5.0	5.1	79.4
	Patient care/Personal care worker	14	1.8	1.8	81.2
	Clinical extern	3	0.4	0.4	81.6
	Aid/orderly/attendant	12	1.5	1.6	83.2
	Ward clerk	7	0.9	0.9	84.1
	Maintenance	32	4.1	4.2	88.3
	Telecommunications	4	0.5	0.5	88.8
	Non health care	8	1.0	1.0	89.8
	Psychiatric care	2	0.3	0.3	90.1
	Nursing assistant	7	0.9	0.9	91.0
	MDRD/ Sterilization	22	2.8	2.9	93.9
	Other	14	1.8	1.8	95.7
	Social work/outreach	5	0.6	0.7	96.3
	Physical/Occupational Therapist	13	1.7	1.7	98.0
	Laboratory worker	6	0.8	0.8	98.8
	None/prefer not to say	2	0.3	0.3	99.1
Operating Room Attendant	5	0.6	0.7	99.7	
Hospitality associate	2	0.3	0.3	100.0	
Total	766	98.8	100.0		
Total	No answer	9	1.2		
		775	100.0		



2023-2465 – CUPE-OCHU – CUPE-OCHU Members Survey – STAT SHEET

	Frequency	Percent	Valid Percent	Cumulative Percent
Question - How long have you been working as a [INSERT OCCUPATION] ? ____ years	.100	1	0.1	0.1
	.200	1	0.1	0.3
	.500	5	0.6	0.9
	.600	3	0.4	1.3
	.800	2	0.3	1.6
	.833	1	0.1	1.7
	.900	1	0.1	1.9
	1.000	61	7.9	10.0
	1.400	1	0.1	10.1
	1.500	17	2.2	12.4
	1.600	1	0.1	12.5
	2.000	68	8.8	21.5
	2.500	3	0.4	21.9
	3.000	79	10.2	32.4
	4.000	33	4.3	36.8
	4.500	3	0.4	37.2
	5.000	51	6.6	44.0
	5.500	2	0.3	44.2
	6.000	34	4.4	48.7
	6.500	1	0.1	48.9
	7.000	32	4.1	53.1
	8.000	28	3.6	56.8
	9.000	19	2.5	59.4
	9.500	1	0.1	59.5
	10.000	32	4.1	63.7
	10.500	1	0.1	63.9
	11.000	18	2.3	66.3
	12.000	22	2.8	69.2
	12.500	1	0.1	69.3
	13.000	26	3.4	72.8
	14.000	20	2.6	75.4
	14.500	1	0.1	75.6
	15.000	27	3.5	79.2
	16.000	13	1.7	80.9
	17.000	18	2.3	83.3
	18.000	10	1.3	84.6
	19.000	8	1.0	85.7
	20.000	22	2.8	88.6
	21.000	6	0.8	89.4
	22.000	8	1.0	90.4
	23.000	11	1.4	91.9
	24.000	7	0.9	92.8
	25.000	7	0.9	93.8
	26.000	3	0.4	94.2
	27.000	5	0.6	94.8
	28.000	2	0.3	95.1
	30.000	6	0.8	95.9
	31.000	3	0.4	96.3
	32.000	3	0.4	96.7
	33.000	3	0.4	97.1
	34.000	3	0.4	97.5
	35.000	3	0.4	97.9
	36.000	1	0.1	98.0
	37.000	3	0.4	98.4
	38.000	1	0.1	98.5
	40.000	4	0.5	99.1
	42.000	2	0.3	99.3
	43.000	1	0.1	99.5
	45.000	1	0.1	99.6
	46.000	1	0.1	99.7
	47.000	1	0.1	99.9
	50.000	1	0.1	100.0
Total		753	97.2	100.0
	No answer	22	2.8	
Total		775	100.0	

Nanos conducted a telephone survey from client provided list of 775 CUPE/OCHU members, between October 16<sup>th</sup> and 19<sup>th</sup>, 2023.

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**2023-2465 – CUPE-OCHU – CUPE-OCHU Members Survey – STAT SHEET**

		Frequency	Percent	Valid Percent	Cumulative Percent
Question - Which of the following best describes your work arrangement as a [INSERT OCCUPATION]?	Full-time (30 hours/week or more)	477	61.5	61.8	61.8
	Part time (Less than 30 hours/week)	241	31.1	31.2	93.0
	Casual worker (hired for specific periods of times with no guarantee of future work)	54	7.0	7.0	100.0
	Total	772	99.6	100.0	
	No answer	3	0.4		
<b>Total</b>		<b>775</b>	<b>100.0</b>		

		Responses		
		Frequency	Percent	Percent of Cases
Question - With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]	White	420	53.4%	54.5%
	Asian (East, West, South)	152	19.3%	19.7%
	Black	91	11.6%	11.8%
	First Nations, Metis or Inuk	17	2.2%	2.2%
	Prefer not to say	59	7.5%	7.7%
	Other	48	6.1%	6.2%
<b>Total</b>		<b>787</b>	<b>100.0%</b>	<b>102.1%</b>

		Frequency	Percent	Valid Percent	Cumulative Percent
Question - Gender	Male	182	23.5	23.5	23.5
	Female	593	76.5	76.5	100.0
	Total	775	100.0	100.0	



2023-2465 – CUPE-OCHU –CUPE-OCHU Member Survey – By Ethnicity

			With which of the following do you best identify yourself?						
			Aggregate 2023-10	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say	Other
Question - Are you a member of CUPE or OCHU?	Total	Unwgt N	771	420	152	91	17	59	48
	I am a member of CUPE	%	98.6	99.5	98.0	98.9		93.2	97.9
	I am a member of OCHU	%	1.4	0.5	2.0	1.1		6.8	2.1

			With which of the following do you best identify yourself?						
			Aggregate 2023-10	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say	Other
Question -Do you experience any of the following as a result of your job? [RANDOMIZE] [Select as many as apply]	Total	Unwgt N	765	418	149	91	17	58	47
	Trouble sleeping	%	44.3	45.2	43.0	48.4		37.9	42.6
	Depression	%	25.6	27.3	22.8	26.4		31.0	19.1
	High stress	%	61.6	66.3	49.7	63.7		55.2	53.2
	Dread going to work	%	40.8	46.4	28.2	49.5		31.0	29.8
	Sadness	%	37.4	41.4	28.9	41.8		37.9	25.5
	Exhaustion	%	61.7	63.4	58.4	67.0		58.6	55.3
	Anxiety	%	49.0	51.9	39.6	52.7		46.6	42.6
	None of the above	%	19.9	18.7	24.8	18.7		17.2	25.5
	Prefer not to answer	%	0.7	0.5	1.3	0.0		1.7	0.0

			With which of the following do you best identify yourself?						
			Aggregate 2023-10	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say	Other
Question - Compared to before the COVID-19 pandemic, has the rate of violence at your workplace increased, somewhat increased, somewhat decreased, decreased, or has it stayed about the same?	Total	Unwgt N	769	419	151	91	17	59	48
	Increased	%	22.1	24.3	15.9	26.4		18.6	20.8
	Somewhat increased	%	10.9	10.7	9.3	9.9		15.3	14.6
	Somewhat decreased	%	1.2	0.5	4.6	0.0		0.0	0.0
	Decreased	%	3.3	1.9	4.0	7.7		3.4	4.2
	Stayed about the same	%	44.3	45.8	45.0	38.5		35.6	43.8
	Unsure	%	18.2	16.7	21.2	17.6		27.1	16.7

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2023-2465 – CUPE-OCHU –CUPE-OCHU Member Survey – By Ethnicity

			With which of the following do you best identify yourself?						
			Aggregate 2023-10	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say	Other
Question - Do you agree, somewhat agree, somewhat disagree or disagree with the following statement: There are enough staff at my workplace to deliver high quality of patient care.	Total	Unwgt N	770	420	152	91	17	58	48
	Agree	%	17.0	12.1	30.3	16.5		15.5	22.9
	Somewhat agree	%	10.0	7.9	10.5	13.2		15.5	14.6
	Somewhat disagree	%	10.8	10.7	13.2	13.2		1.7	8.3
	Disagree	%	58.4	65.2	40.8	56.0		62.1	54.2
	Unsure	%	3.8	4.0	5.3	1.1		5.2	0.0

			With which of the following do you best identify yourself?						
			Aggregate 2023-10	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say	Other
Question - Are you considering, somewhat considering, somewhat not considering or not considering leaving your job in the next year?	Total	Unwgt N	769	419	152	91	17	58	48
	Considering	%	26.0	29.6	21.1	26.4		20.7	16.7
	Somewhat considering	%	16.9	16.5	17.1	17.6		13.8	22.9
	Somewhat not considering	%	2.0	1.9	2.0	3.3		0.0	2.1
	Not considering	%	51.4	48.2	56.6	48.4		62.1	54.2
	Unsure	%	3.8	3.8	3.3	4.4		3.4	4.2

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2023-2465 – CUPE-OCHU –CUPE-OCHU Member Survey – By Ethnicity

Question	Total	Unwgt N	With which of the following do you best identify yourself?						
			Aggregate 2023-10	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say	Other
- Why do you have that opinion? [OPEN]			653	364	123	76	15	46	43
I like my job/enjoy the work	%		21.6	21.4	23.6	18.4		19.6	25.6
Am nearing retirement/want pension	%		7.5	9.3	2.4	5.3		15.2	7.0
Change up my environment/do something different	%		0.9	0.3	1.6	3.9		0.0	0.0
No other options/cannot find anything else	%		2.5	1.6	2.4	5.3		4.3	0.0
Understaffed/not enough help	%		9.6	10.4	6.5	10.5		6.5	11.6
Already left/am making plans to leave/applying elsewhere	%		3.1	3.6	3.3	1.3		4.3	0.0
Unsafe/abusive	%		1.4	1.1	1.6	2.6		0.0	2.3
Overworked/asked to do work outside my job	%		6.7	7.7	3.3	6.6		6.5	7.0
The pay/salary	%		9.2	11.3	8.1	6.6		8.7	2.3
I would leave if I had an offer/another opportunity	%		1.5	1.4	1.6	2.6		2.2	0.0
Stressful/hard	%		9.5	7.1	11.4	17.1		6.5	11.6
Need the work/need the money	%		6.1	3.8	10.6	5.3		8.7	7.0
Poor management/lack of communication/not supportive	%		4.6	4.9	4.1	3.9		4.3	2.3
Going back to school/want more education	%		1.8	1.6	2.4	2.6		0.0	2.3
Just started/am new/young	%		1.7	1.6	2.4	1.3		2.2	0.0
The work hours/schedule/work-life balance	%		4.0	3.8	4.9	3.9		2.2	4.7
Still a student/studying	%		0.9	0.5	0.8	2.6		2.2	0.0
Want to grow/progress/move up	%		2.1	1.9	2.4	2.6		2.2	0.0
I am comfortable/secure here	%		2.0	1.4	5.7	0.0		2.2	0.0
Other	%		4.6	5.2	5.7	0.0		8.7	4.7
Just do not want to/want to stay	%		2.3	1.6	4.9	1.3		0.0	7.0
I love my coworkers/management	%		3.1	3.8	3.3	2.6		0.0	0.0
Been here a long time/have seniority	%		2.8	1.9	3.3	5.3		4.3	4.7
Not appreciated/respected	%		2.0	2.2	0.0	3.9		0.0	0.0
Negative/toxic environment/bullying	%		2.1	1.9	3.3	2.6		2.2	2.3
The union	%		0.9	1.1	0.0	1.3		0.0	2.3
Am casual/part-time now	%		1.7	1.9	0.8	1.3		0.0	4.7
I am on leave/not working	%		1.2	2.2	0.0	0.0		0.0	0.0
Depression/anxiety	%		1.1	1.4	0.8	0.0		0.0	2.3
State of healthcare system/profession	%		1.1	1.6	0.0	1.3		0.0	0.0
Laid off/likely will be laid off/pushed out	%		0.5	0.3	0.0	0.0		0.0	4.7
Different location/more convenient/work from home	%		0.8	0.5	0.0	0.0		2.2	4.7
Things are getting worse/no signs of improving	%		1.4	1.9	1.6	1.3		0.0	0.0
Too soon to retire	%		0.3	0.3	0.0	0.0		0.0	2.3
Patients need me	%		0.3	0.0	0.0	0.0		2.2	0.0
Unsure	%		2.0	2.5	1.6	2.6		0.0	0.0

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

\*\*Multifrequency tab based on multiple responses

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2023-2465 – CUPE-OCHU –CUPE-OCHU Member Survey – By Ethnicity

		With which of the following do you best identify yourself?							
		Aggregate 2023-10	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say	Other	
Question	Total	Unwgt N	815	457	153	96	19	54	53
- Why do you have that opinion? [OPEN]		Wgt N	815	457	153	96	19	54	53
	I like my job/enjoy the work	%	17.3	17.1	19.0	14.6		16.7	20.8
	Am nearing retirement/want pension	%	6.0	7.4	2.0	4.2		13.0	5.7
	Change up my environment/do something different	%	0.7	0.2	1.3	3.1		0.0	0.0
	No other options/cannot find anything else	%	2.0	1.3	2.0	4.2		3.7	0.0
	Understaffed/not enough help	%	7.7	8.3	5.2	8.3		5.6	9.4
	Already left/am making plans to leave/applying elsewhere	%	2.5	2.8	2.6	1.0		3.7	0.0
	Unsafe/abusive	%	1.1	0.9	1.3	2.1		0.0	1.9
	Overworked/asked to do work outside my job	%	5.4	6.1	2.6	5.2		5.6	5.7
	The pay/salary	%	7.4	9.0	6.5	5.2		7.4	1.9
	I would leave if I had an offer/another opportunity	%	1.2	1.1	1.3	2.1		1.9	0.0
	Stressful/hard	%	7.6	5.7	9.2	13.5		5.6	9.4
	Need the work/need the money	%	4.9	3.1	8.5	4.2		7.4	5.7
	Poor management/lack of communication/not supportive	%	3.7	3.9	3.3	3.1		3.7	1.9
	Going back to school/want more education	%	1.5	1.3	2.0	2.1		0.0	1.9
	Just started/am new/young	%	1.3	1.3	2.0	1.0		1.9	0.0
	The work hours/schedule/work-life balance	%	3.2	3.1	3.9	3.1		1.9	3.8
	Still a student/studying	%	0.7	0.4	0.7	2.1		1.9	0.0
	Want to grow/progress/move up	%	1.7	1.5	2.0	2.1		1.9	0.0
	I am comfortable/secure here	%	1.6	1.1	4.6	0.0		1.9	0.0
	Other	%	3.7	4.2	4.6	0.0		7.4	3.8
	Just do not want to/want to stay	%	1.8	1.3	3.9	1.0		0.0	5.7
	I love my coworkers/management	%	2.5	3.1	2.6	2.1		0.0	0.0
	Been here a long time/have seniority	%	2.2	1.5	2.6	4.2		3.7	3.8
	Not appreciated/respected	%	1.6	1.8	0.0	3.1		0.0	0.0
	Negative/toxic environment/bullying	%	1.7	1.5	2.6	2.1		1.9	1.9
	The union	%	0.7	0.9	0.0	1.0		0.0	1.9
	Am casual/part-time now	%	1.3	1.5	0.7	1.0		0.0	3.8
	I am on leave/not working	%	1.0	1.8	0.0	0.0		0.0	0.0
	Depression/anxiety	%	0.9	1.1	0.7	0.0		0.0	1.9
	State of healthcare system/profession	%	0.9	1.3	0.0	1.0		0.0	0.0
	Laid off/likely will be laid off/pushed out	%	0.4	0.2	0.0	0.0		0.0	3.8
	Different location/more convenient/work from home	%	0.6	0.4	0.0	0.0		1.9	3.8
	Things are getting worse/no signs of improving	%	1.1	1.5	1.3	1.0		0.0	0.0
	Too soon to retire	%	0.2	0.2	0.0	0.0		0.0	1.9
	Patients need me	%	0.2	0.0	0.0	0.0		1.9	0.0
	Unsure	%	1.6	2.0	1.3	2.1		0.0	0.0

\*Values are based on the proportion an activity represents of all response options (columns add up to 100%).

\*\*Multifrequency tab based on multiple responses

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2023-2465 – CUPE-OCHU –CUPE-OCHU Member Survey – By Ethnicity

			With which of the following do you best identify yourself?						
			Aggregate 2023-10	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say	Other
Question - Are you satisfied, somewhat satisfied, somewhat dissatisfied or dissatisfied with your current rate of pay?	Total	Unwgt N	769	419	152	91	17	58	48
	Satisfied	%	24.6	25.8	25.0	18.7		17.2	33.3
	Somewhat satisfied	%	20.5	19.1	21.1	20.9		24.1	25.0
	Somewhat dissatisfied	%	13.4	15.0	15.1	13.2		3.4	4.2
	Dissatisfied	%	39.0	37.2	36.8	46.2		50.0	37.5
	Unsure	%	2.5	2.9	2.0	1.1		5.2	0.0

Are you confident, somewhat confident, somewhat not confident or not confident that the following will happen within the next year: [ROTATE]

			With which of the following do you best identify yourself?						
			Aggregate 2023-10	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say	Other
Question - That your work conditions will improve	Total	Unwgt N	771	420	152	91	17	59	48
	Confident	%	13.5	8.3	22.4	16.5		18.6	16.7
	Somewhat confident	%	15.7	13.3	20.4	17.6		15.3	14.6
	Somewhat not confident	%	8.4	8.1	9.2	7.7		5.1	12.5
	Not confident	%	56.0	65.2	40.8	49.5		50.8	50.0
	Unsure	%	6.4	5.0	7.2	8.8		10.2	6.3

Are you confident, somewhat confident, somewhat not confident or not confident that the following will happen within the next year: [ROTATE]

			With which of the following do you best identify yourself?						
			Aggregate 2023-10	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say	Other
Question - That the provincial government will improve the public health system	Total	Unwgt N	770	419	152	91	17	59	48
	Confident	%	8.1	4.8	14.5	9.9		6.8	14.6
	Somewhat confident	%	9.4	6.0	15.1	13.2		8.5	10.4
	Somewhat not confident	%	6.5	5.0	10.5	8.8		3.4	4.2
	Not confident	%	72.1	82.1	53.9	63.7		67.8	66.7
	Unsure	%	4.0	2.1	5.9	4.4		13.6	4.2

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2023-2465 – CUPE-OCHU –CUPE-OCHU Member Survey – By Ethnicity

Question -	Total	Unwgt N	With which of the following do you best identify yourself?						
			Aggregate 2023-10	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say	Other
What is your current occupation?			764	416	152	91	17	57	47
	Registered Practical Nurse (RPN)	%	27.9	26.7	32.2	24.2		33.3	23.4
	Registered Nurse (RN)	%	0.8	0.5	2.0	0.0		0.0	2.1
	Personal Support Worker (PSW)	%	12.4	7.7	16.4	29.7		15.8	4.3
	Housekeeper	%	13.2	11.3	15.1	12.1		15.8	21.3
	Administration/clerical	%	16.1	21.2	7.9	8.8		7.0	14.9
	Pharmacy technician	%	1.0	1.9	0.0	0.0		0.0	0.0
	Porter	%	2.7	2.9	2.0	3.3		0.0	6.4
	Food service/ Nutrition	%	5.1	4.6	8.6	3.3		5.3	4.3
	Patient care/Personal care worker	%	1.8	1.4	3.3	2.2		0.0	4.3
	Clinical extern	%	0.4	0.2	0.7	1.1		0.0	0.0
	Aid/orderly/attendant	%	1.6	1.4	1.3	3.3		1.8	0.0
	Ward clerk	%	0.9	1.4	0.7	0.0		0.0	0.0
	Maintenance	%	4.2	5.0	1.3	0.0		8.8	10.6
	Telecommunications	%	0.5	0.7	0.0	1.1		0.0	0.0
	Non health care	%	1.0	1.2	2.0	0.0		0.0	0.0
	Psychiatric care	%	0.3	0.5	0.0	0.0		0.0	0.0
	Nursing assistant	%	0.9	1.4	0.0	1.1		0.0	0.0
	MDRD/ Sterilization	%	2.9	2.9	3.9	3.3		1.8	2.1
	Other	%	1.8	2.4	0.7	0.0		5.3	0.0
	Social work/outreach	%	0.7	0.7	0.0	2.2		0.0	0.0
	Physical/Occupational Therapist	%	1.7	1.7	0.7	2.2		3.5	4.3
	Laboratory worker	%	0.8	1.2	0.0	1.1		0.0	0.0
	None/prefer not to say	%	0.3	0.2	0.0	1.1		0.0	0.0
	Operating Room Attendant	%	0.7	0.7	0.0	0.0		1.8	2.1
	Hospitality Associate	%	0.3	0.0	1.3	0.0		0.0	0.0

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2023-2465 – CUPE-OCHU –CUPE-OCHU Member Survey – By Ethnicity

		With which of the following do you best identify yourself?							
		Aggregate 2023-10	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say	Other	
Question - How long have you been working as a [INSERT OCCUPATION] ? ____ years	Total	Unwgt N	752	410	148	90	16	56	47
		Mean	9.7	11.6	6.0	7.6		9.9	9.3
		Median	7.0	9.0	4.0	5.5		7.0	5.0
	.100	%	0.1	0.2	0.0	0.0		0.0	0.0
	.200	%	0.1	0.2	0.0	0.0		0.0	0.0
	.500	%	0.7	0.7	0.0	1.1		0.0	2.1
	.600	%	0.4	0.2	1.4	0.0		0.0	0.0
	.800	%	0.3	0.2	0.7	0.0		0.0	0.0
	.833	%	0.1	0.0	0.0	0.0		0.0	2.1
	.900	%	0.1	0.2	0.0	0.0		0.0	0.0
	1.000	%	8.1	7.1	11.5	8.9		5.4	4.3
	1.400	%	0.1	0.0	0.7	0.0		0.0	0.0
	1.500	%	2.3	1.5	4.1	2.2		5.4	0.0
	1.600	%	0.1	0.2	0.0	0.0		0.0	0.0
	2.000	%	9.0	7.1	12.2	11.1		14.3	10.6
	2.500	%	0.4	0.2	1.4	0.0		0.0	0.0
	3.000	%	10.5	7.1	17.6	13.3		5.4	21.3
	4.000	%	4.4	4.9	4.7	2.2		1.8	6.4
	4.500	%	0.4	0.0	0.0	1.1		1.8	2.1
	5.000	%	6.8	6.3	6.8	10.0		7.1	4.3
	5.500	%	0.3	0.5	0.0	0.0		0.0	0.0
	6.000	%	4.5	3.7	3.4	8.9		7.1	6.4
	6.500	%	0.1	0.2	0.0	0.0		0.0	0.0
	7.000	%	4.3	4.4	4.7	4.4		5.4	0.0
	8.000	%	3.7	3.7	5.4	3.3		5.4	0.0
	9.000	%	2.5	2.7	2.0	2.2		1.8	0.0
	9.500	%	0.1	0.2	0.0	0.0		0.0	0.0
	10.000	%	4.3	4.9	6.1	2.2		1.8	0.0
	10.500	%	0.1	0.2	0.0	0.0		0.0	0.0
	11.000	%	2.4	2.2	2.7	3.3		1.8	2.1
	12.000	%	2.9	2.2	3.4	4.4		3.6	6.4
	12.500	%	0.1	0.2	0.0	0.0		0.0	0.0
	13.000	%	3.5	4.1	0.7	4.4		3.6	2.1
	14.000	%	2.7	2.7	3.4	1.1		1.8	0.0
	14.500	%	0.1	0.2	0.0	0.0		0.0	0.0
	15.000	%	3.6	4.1	1.4	2.2		1.8	4.3
	16.000	%	1.7	2.0	0.0	2.2		1.8	4.3
	17.000	%	2.4	2.7	2.7	1.1		1.8	2.1
	18.000	%	1.3	2.0	0.7	1.1		0.0	0.0
	19.000	%	1.1	1.5	0.7	0.0		0.0	2.1
	20.000	%	2.9	3.2	0.0	1.1		7.1	8.5
	21.000	%	0.8	1.2	0.0	1.1		1.8	2.1
	22.000	%	1.1	1.0	0.0	1.1		5.4	0.0
	23.000	%	1.5	2.0	0.0	3.3		1.8	0.0
	24.000	%	0.9	0.7	0.7	2.2		1.8	0.0
	25.000	%	0.9	1.7	0.0	0.0		0.0	0.0
	26.000	%	0.4	0.5	0.0	0.0		0.0	2.1
	27.000	%	0.7	1.0	0.7	0.0		0.0	0.0
	28.000	%	0.3	0.2	0.0	0.0		1.8	0.0
	30.000	%	0.8	1.5	0.0	0.0		0.0	0.0

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2023-2465 – CUPE-OCHU –CUPE-OCHU Member Survey – By Ethnicity

		With which of the following do you best identify yourself?						
		Aggregate 2023-10	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say	Other
31.000	%	0.4	0.2	0.0	0.0		0.0	4.3
32.000	%	0.4	0.7	0.0	0.0		0.0	0.0
33.000	%	0.3	0.5	0.0	0.0		0.0	0.0
34.000	%	0.4	0.5	0.7	0.0		0.0	0.0
35.000	%	0.4	0.7	0.0	0.0		0.0	0.0
36.000	%	0.1	0.2	0.0	0.0		0.0	0.0
37.000	%	0.4	0.7	0.0	0.0		0.0	0.0
38.000	%	0.1	0.0	0.0	0.0		1.8	0.0
40.000	%	0.5	1.0	0.0	0.0		0.0	0.0
42.000	%	0.3	0.5	0.0	0.0		0.0	0.0
43.000	%	0.1	0.2	0.0	0.0		0.0	0.0
45.000	%	0.1	0.2	0.0	0.0		0.0	0.0
46.000	%	0.1	0.2	0.0	0.0		0.0	0.0
47.000	%	0.1	0.2	0.0	0.0		0.0	0.0
50.000	%	0.1	0.2	0.0	0.0		0.0	0.0

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2023-2465 – CUPE-OCHU –CUPE-OCHU Member Survey – By Ethnicity

			With which of the following do you best identify yourself?						
			Aggregate 2023-10	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say	Other
Question - Which of the following best describes your work arrangement as a [INSERT OCCUPATION]?	Total	Unwgt N	770	419	152	91	17	59	48
	Full-time (30 hours/week or more)	%	61.8	63.5	57.2	56.0		71.2	75.0
	Part time (Less than 30 hours/week)	%	31.2	29.6	37.5	33.0		23.7	18.8
	Casual worker (hired for specific periods of times with no guarantee of future work)	%	7.0	6.9	5.3	11.0		5.1	6.3

			With which of the following do you best identify yourself?						
			Aggregate 2023-10	White	Asian (East, West, South)	Black	First Nations, Metis or Inuk	Prefer not to say	Other
Question - Gender	Total	Unwgt N	771	420	152	91	17	59	48
	Male	%	23.5	23.1	23.7	14.3		32.2	37.5
	Female	%	76.5	76.9	76.3	85.7		67.8	62.5

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**2023-2465 – CUPE-OCHU –CUPE-OCHU Member Survey – By considering leaving job**

		Are you considering, somewhat considering, somewhat not considering or not considering leaving your job in the next year?				
		Aggregate 2023-10	Considering/somewhat considering	Somewhat not considering/not considering	Unsure	
Question - Are you a member of CUPE or OCHU?	Total	Unwgt N	773	331	413	29
	I am a member of CUPE	%	98.6	98.5	98.5	
	I am a member of OCHU	%	1.4	1.5	1.5	

		Are you considering, somewhat considering, somewhat not considering or not considering leaving your job in the next year?				
		Aggregate 2023-10	Considering/somewhat considering	Somewhat not considering/not considering	Unsure	
Question -Do you experience any of the following as a result of your job? [RANDOMIZE] [Select as many as apply]	Total	Unwgt N	766	329	408	29
	Trouble sleeping	%	44.3	62.0	30.6	
	Depression	%	25.5	38.0	15.4	
	High stress	%	61.6	77.2	49.8	
	Dread going to work	%	40.9	59.0	26.7	
	Sadness	%	37.3	53.2	25.2	
	Exhaustion	%	61.7	74.2	52.0	
	Anxiety	%	49.0	66.3	36.0	
	None of the above	%	20.0	10.0	27.9	
	Prefer not to answer	%	0.7	0.3	0.7	

		Are you considering, somewhat considering, somewhat not considering or not considering leaving your job in the next year?				
		Aggregate 2023-10	Considering/somewhat considering	Somewhat not considering/not considering	Unsure	
Question - Compared to before the COVID-19 pandemic, has the rate of violence at your workplace increased, somewhat increased, somewhat decreased, decreased, or has it stayed about the same?	Total	Unwgt N	771	330	412	29
	Increased	%	22.2	28.2	18.0	
	Somewhat increased	%	10.9	13.3	9.0	
	Somewhat decreased	%	1.2	0.6	1.7	
	Decreased	%	3.4	1.5	4.9	
	Stayed about the same	%	44.5	41.2	49.3	
	Unsure	%	17.9	15.2	17.2	

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**2023-2465 – CUPE-OCHU –CUPE-OCHU Member Survey – By considering leaving job**

			Are you considering, somewhat considering, somewhat not considering or not considering leaving your job in the next year?			
			Aggregate 2023-10	Considering/somewhat considering	Somewhat not considering/not considering	Unsure
Question - Do you agree, somewhat agree, somewhat disagree or disagree with the following statement:	Total	Unwgt N	773	331	413	29
There are enough staff at my workplace to deliver high quality of patient care.	Agree	%	17.2	11.8	22.3	
	Somewhat agree	%	10.0	5.7	13.8	
	Somewhat disagree	%	10.7	8.2	13.1	
	Disagree	%	58.5	72.5	49.4	
	Unsure	%	3.6	1.8	1.5	

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**2023-2465 – CUPE-OCHU –CUPE-OCHU Member Survey – By considering leaving job**

			Are you considering, somewhat considering, somewhat not considering or not considering leaving your job in the next year?			
			Aggregate 2023-10	Considering/somewhat considering	Somewhat not considering/not considering	Unsure
Question - Why do you have that opinion? [OPEN]	Total	Unwgt N	656	312	334	10
	I like my job/enjoy the work	%	21.5	1.0	41.3	
	Am nearing retirement/want pension	%	7.5	6.4	8.7	
	Change up my environment/do something different	%	0.9	1.9	0.0	
	No other options/cannot find anything else	%	2.4	0.6	4.2	
	Understaffed/not enough help	%	9.6	18.6	1.2	
	Already left/am making plans to leave/applying elsewhere	%	3.2	5.8	0.9	
	Unsafe/abusive	%	1.4	2.6	0.0	
	Overworked/asked to do work outside my job	%	6.7	13.8	0.3	
	The pay/salary	%	9.1	13.1	5.7	
	I would leave if I had an offer/another opportunity	%	1.5	1.9	1.2	
	Stressful/hard	%	9.5	18.9	0.3	
	Need the work/need the money	%	6.3	1.3	10.8	
	Poor management/lack of communication/not supportive	%	4.6	9.6	0.0	
	Going back to school/want more education	%	1.8	3.5	0.3	
	Just started/am new/young	%	1.7	0.6	2.7	
	The work hours/schedule/work-life balance	%	4.0	5.8	2.4	
	Still a student/studying	%	0.9	0.6	1.2	
	Want to grow/progress/move up	%	2.1	2.9	1.5	
	I am comfortable/secure here	%	2.1	0.0	4.2	
	Other	%	4.6	5.8	3.6	
	Just do not want to/want to stay	%	2.4	0.0	4.8	
	I love my coworkers/management	%	3.0	0.3	5.7	
	Been here a long time/have seniority	%	2.7	0.3	5.1	
	Not appreciated/respected	%	2.0	4.2	0.0	
	Negative/toxic environment/bullying	%	2.1	4.5	0.0	
	The union	%	0.9	1.3	0.6	
	Am casual/part-time now	%	1.7	1.9	0.9	
	I am on leave/not working	%	1.2	0.3	1.5	
	Depression/anxiety	%	1.1	2.2	0.0	
	State of healthcare system/profession	%	1.1	1.9	0.3	
	Laid off/likely will be laid off/pushed out	%	0.5	1.0	0.0	
	Different location/more convenient/work from home	%	0.8	0.3	1.2	
	Things are getting worse/no signs of improving	%	1.4	2.2	0.6	
	Too soon to retire	%	0.3	0.0	0.6	
	Patients need me	%	0.3	0.0	0.6	
	Unsure	%	2.0	1.0	2.7	

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

\*\*Multifrequency tab based on multiple responses



**2023-2465 – CUPE-OCHU –CUPE-OCHU Member Survey – By considering leaving job**

		Are you considering, somewhat considering, somewhat not considering or not considering leaving your job in the next year?			
		Aggregate 2023-10	Considering/somewhat considering	Somewhat not considering/not considering	Unsure
Question - Why do you have that opinion? [OPEN]	Total	Unwgt N 819	425	384	10
		Wgt N 819	425	384	10
	I like my job/enjoy the work	% 17.2	0.7	35.9	
	Am nearing retirement/want pension	% 6.0	4.7	7.6	
	Change up my environment/do something different	% 0.7	1.4	0.0	
	No other options/cannot find anything else	% 2.0	0.5	3.6	
	Understaffed/not enough help	% 7.7	13.6	1.0	
	Already left/am making plans to leave/applying elsewhere	% 2.6	4.2	0.8	
	Unsafe/abusive	% 1.1	1.9	0.0	
	Overworked/asked to do work outside my job	% 5.4	10.1	0.3	
	The pay/salary	% 7.3	9.6	4.9	
	I would leave if I had an offer/another opportunity	% 1.2	1.4	1.0	
	Stressful/hard	% 7.6	13.9	0.3	
	Need the work/need the money	% 5.0	0.9	9.4	
	Poor management/lack of communication/not supportive	% 3.7	7.1	0.0	
	Going back to school/want more education	% 1.5	2.6	0.3	
	Just started/am new/young	% 1.3	0.5	2.3	
	The work hours/schedule/work-life balance	% 3.2	4.2	2.1	
	Still a student/studying	% 0.7	0.5	1.0	
	Want to grow/progress/move up	% 1.7	2.1	1.3	
	I am comfortable/secure here	% 1.7	0.0	3.6	
	Other	% 3.7	4.2	3.1	
	Just do not want to/want to stay	% 2.0	0.0	4.2	
	I love my coworkers/management	% 2.4	0.2	4.9	
	Been here a long time/have seniority	% 2.2	0.2	4.4	
	Not appreciated/respected	% 1.6	3.1	0.0	
	Negative/toxic environment/bullying	% 1.7	3.3	0.0	
	The union	% 0.7	0.9	0.5	
	Am casual/part-time now	% 1.3	1.4	0.8	
	I am on leave/not working	% 1.0	0.2	1.3	
	Depression/anxiety	% 0.9	1.6	0.0	
	State of healthcare system/profession	% 0.9	1.4	0.3	
	Laid off/likely will be laid off/pushed out	% 0.4	0.7	0.0	
	Different location/more convenient/work from home	% 0.6	0.2	1.0	
	Things are getting worse/no signs of improving	% 1.1	1.6	0.5	
	Too soon to retire	% 0.2	0.0	0.5	
	Patients need me	% 0.2	0.0	0.5	
	Unsure	% 1.6	0.7	2.3	

\*Values are based on the proportion an activity represents of all response options (columns add up to 100%).

\*\*Multifrequency tab based on multiple responses

Are you considering, somewhat considering, somewhat not considering or not considering leaving your job in the next year?

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**2023-2465 – CUPE-OCHU –CUPE-OCHU Member Survey – By considering leaving job**

			Aggregate 2023-10	Considering/somewhat considering	Somewhat not considering/not considering	Unsure
Question - Are you satisfied, somewhat satisfied, somewhat dissatisfied or dissatisfied with your current rate of pay?	Total	Unwgt N	772	331	413	28
	Satisfied	%	24.7	18.1	30.3	
	Somewhat satisfied	%	20.5	16.6	24.5	
	Somewhat dissatisfied	%	13.3	14.5	13.1	
	Dissatisfied	%	39.1	50.5	31.2	
	Unsure	%	2.3	0.3	1.0	

**Are you confident, somewhat confident, somewhat not confident or not confident that the following will happen within the next year: [ROTATE]**

			Are you considering, somewhat considering, somewhat not considering or not considering leaving your job in the next year?			
			Aggregate 2023-10	Considering/somewhat considering	Somewhat not considering/not considering	Unsure
Question - That your work conditions will improve	Total	Unwgt N	773	331	413	29
	Confident	%	13.6	5.7	20.1	
	Somewhat confident	%	15.7	10.6	19.9	
	Somewhat not confident	%	8.4	7.6	9.4	
	Not confident	%	56.0	71.9	42.6	
	Unsure	%	6.3	4.2	8.0	

**Are you confident, somewhat confident, somewhat not confident or not confident that the following will happen within the next year: [ROTATE]**

			Are you considering, somewhat considering, somewhat not considering or not considering leaving your job in the next year?			
			Aggregate 2023-10	Considering/somewhat considering	Somewhat not considering/not considering	Unsure
Question - That the provincial government will improve the public health system	Total	Unwgt N	772	331	412	29
	Confident	%	8.2	3.6	11.7	
	Somewhat confident	%	9.3	6.3	11.9	
	Somewhat not confident	%	6.5	4.2	8.7	
	Not confident	%	72.0	84.0	62.1	
	Unsure	%	4.0	1.8	5.6	

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**2023-2465 – CUPE-OCHU –CUPE-OCHU Member Survey – By considering leaving job**

		Are you considering, somewhat considering, somewhat not considering or not considering leaving your job in the next year?				
		Aggregate 2023-10	Considering/somewhat considering	Somewhat not considering/not considering	Unsure	
Question - What is your current occupation?	Total	Unwgt N	764	330	405	29
	Registered Practical Nurse (RPN)	%	27.7	33.6	23.7	
	Registered Nurse (RN)	%	0.8	0.9	0.7	
	Personal Support Worker (PSW)	%	12.4	7.9	15.8	
	Housekeeper	%	13.2	11.5	14.6	
	Administration/clerical	%	16.4	14.8	16.8	
	Pharmacy technician	%	1.0	1.2	1.0	
	Porter	%	2.7	3.0	2.7	
	Food service/ Nutrition	%	5.1	5.5	4.9	
	Patient care/Personal care worker	%	1.8	1.5	2.2	
	Clinical extern	%	0.4	0.3	0.5	
	Aid/orderly/attendant	%	1.6	1.8	1.2	
	Ward clerk	%	0.9	0.9	1.0	
	Maintenance	%	4.1	3.3	4.9	
	Telecommunications	%	0.5	0.6	0.5	
	Non health care	%	1.0	1.2	0.7	
	Psychiatric care	%	0.3	0.3	0.2	
	Nursing assistant	%	0.9	1.2	0.7	
	MDRD/ Sterilization	%	2.9	3.0	2.7	
	Other	%	1.8	1.5	1.7	
	Social work/outreach	%	0.7	0.6	0.7	
	Physical/Occupational Therapist	%	1.7	2.4	1.2	
	Laboratory worker	%	0.8	1.2	0.5	
	None/prefer not to say	%	0.3	0.3	0.0	
	Operating Room Attendant	%	0.7	0.9	0.5	
	26	%	0.3	0.3	0.2	

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**2023-2465 – CUPE-OCHU –CUPE-OCHU Member Survey – By considering leaving job**

		Are you considering, somewhat considering, somewhat not considering or not considering leaving your job in the next year?				
		Aggregate 2023-10	Considering/somewhat considering	Somewhat not considering/not considering	Unsure	
Question - How long have you been working as a [INSERT OCCUPATION] ?	Total	Unwgt N	751	327	404	20
		Mean	9.7	10.0	9.4	13.5
		Median	7.0	7.0	7.0	13.0
_____ years						
	.100	%	0.1	0.0	0.2	
	.200	%	0.1	0.0	0.2	
	.500	%	0.7	0.0	1.2	
	.600	%	0.4	0.3	0.5	
	.800	%	0.3	0.0	0.5	
	.833	%	0.1	0.3	0.0	
	.900	%	0.1	0.3	0.0	
	1.000	%	8.1	7.0	8.9	
	1.400	%	0.1	0.0	0.2	
	1.500	%	2.3	2.1	2.5	
	1.600	%	0.1	0.0	0.0	
	2.000	%	9.1	8.3	9.7	
	2.500	%	0.4	0.6	0.2	
	3.000	%	10.5	13.1	8.7	
	4.000	%	4.4	4.0	4.5	
	4.500	%	0.4	0.0	0.7	
	5.000	%	6.8	7.3	6.7	
	5.500	%	0.3	0.3	0.2	
	6.000	%	4.5	5.2	4.2	
	6.500	%	0.1	0.3	0.0	
	7.000	%	4.3	4.9	4.0	
	8.000	%	3.7	4.3	3.5	
	9.000	%	2.5	2.4	2.7	
	9.500	%	0.1	0.3	0.0	
	10.000	%	4.1	2.4	5.4	
	10.500	%	0.1	0.3	0.0	
	11.000	%	2.4	1.2	3.5	
	12.000	%	2.9	3.1	2.7	
	12.500	%	0.1	0.3	0.0	
	13.000	%	3.5	3.1	4.0	
	14.000	%	2.7	2.4	2.7	
	14.500	%	0.1	0.0	0.2	
	15.000	%	3.6	3.7	3.5	
	16.000	%	1.7	2.4	1.2	
	17.000	%	2.4	2.4	2.5	
	18.000	%	1.3	0.9	1.7	
	19.000	%	1.1	1.2	0.7	
	20.000	%	2.9	2.4	2.5	
	21.000	%	0.8	0.6	1.0	
	22.000	%	1.1	1.2	0.7	
	23.000	%	1.5	1.2	1.7	
	24.000	%	0.9	1.2	0.7	
	25.000	%	0.9	1.8	0.2	
	26.000	%	0.4	0.3	0.5	
	27.000	%	0.7	0.9	0.5	
	28.000	%	0.3	0.3	0.2	

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**2023-2465 – CUPE-OCHU –CUPE-OCHU Member Survey – By considering leaving job**

		Are you considering, somewhat considering, somewhat not considering or not considering leaving your job in the next year?			
		Aggregate 2023-10	Considering/somewhat considering	Somewhat not considering/not considering	Unsure
30.000	%	0.8	1.5	0.2	
31.000	%	0.4	0.6	0.2	
32.000	%	0.4	0.0	0.7	
33.000	%	0.4	0.3	0.5	
34.000	%	0.4	0.6	0.0	
35.000	%	0.4	0.6	0.2	
36.000	%	0.1	0.3	0.0	
37.000	%	0.4	0.0	0.7	
40.000	%	0.5	0.3	0.7	
42.000	%	0.3	0.0	0.5	
43.000	%	0.1	0.3	0.0	
45.000	%	0.1	0.3	0.0	
46.000	%	0.1	0.0	0.0	
47.000	%	0.1	0.3	0.0	
50.000	%	0.1	0.0	0.2	

Nanos conducted a telephone survey of 775 CUPE/OCHU members selected from a list provided by client, between October 16<sup>th</sup> and 19<sup>th</sup>, 2023. \*Responses with small sample sizes have been shaded.



**2023-2465 – CUPE-OCHU –CUPE-OCHU Member Survey – By considering leaving job**

			Are you considering, somewhat considering, somewhat not considering or not considering leaving your job in the next year?			
			Aggregate 2023-10	Considering/somewhat considering	Somewhat not considering/not considering	Unsure
Question - Which of the following best describes your work arrangement as a [INSERT OCCUPATION]?	Total	Unwgt N	770	329	412	29
	Full-time (30 hours/week or more)	%	61.7	63.2	61.2	
	Part time (Less than 30 hours/week)	%	31.3	31.0	31.8	
	Casual worker (hired for specific periods of times with no guarantee of future work)	%	7.0	5.8	7.0	

			Are you considering, somewhat considering, somewhat not considering or not considering leaving your job in the next year?			
			Aggregate 2023-10	Considering/somewhat considering	Somewhat not considering/not considering	Unsure
Question - With which of the following do you best identify yourself? [SELECT ALL THAT APPLY]	Total	Unwgt N	769	330	410	29
	White	%	54.5	58.5	51.2	
	Asian (East, West, South)	%	19.8	17.6	21.7	
	Black	%	11.8	12.1	11.5	
	First Nations, Metis or Inuk	%	2.2	2.1	2.2	
	Prefer not to say	%	7.5	6.1	8.8	
	Other	%	6.2	5.8	6.6	

			Are you considering, somewhat considering, somewhat not considering or not considering leaving your job in the next year?			
			Aggregate 2023-10	Considering/somewhat considering	Somewhat not considering/not considering	Unsure
Question - Gender	Total	Unwgt N	773	331	413	29
	Male	%	23.4	23.6	24.0	
	Female	%	76.6	76.4	76.0	

Nanos conducted a telephone survey of 775 CUPE/OCHU members selected from a list provided by client, between October 16<sup>th</sup> and 19<sup>th</sup>, 2023. \*Responses with small sample sizes have been shaded.