



# 2024 MAHCP Central Table Bargaining Survey

Survey Conducted: May 3-13, 2024

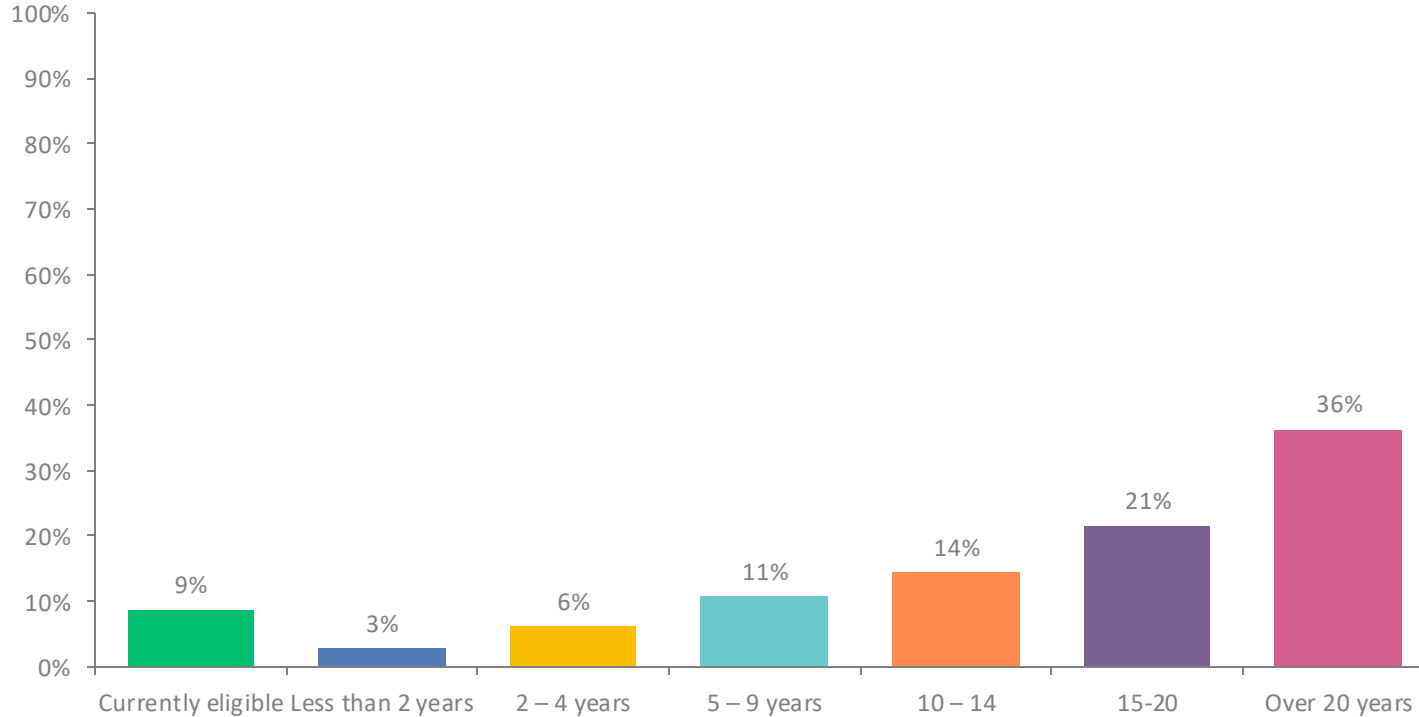
Methodology: Online via Survey Monkey

Response Rate: 31% of Central Table membership

Completed Responses: 1868

# How many more years until you are eligible for full retirement? 'Full retirement' means that you will meet the 'Rule of 80' (years of service + age = 80) AND minimum age of 55.

Answered: 1844

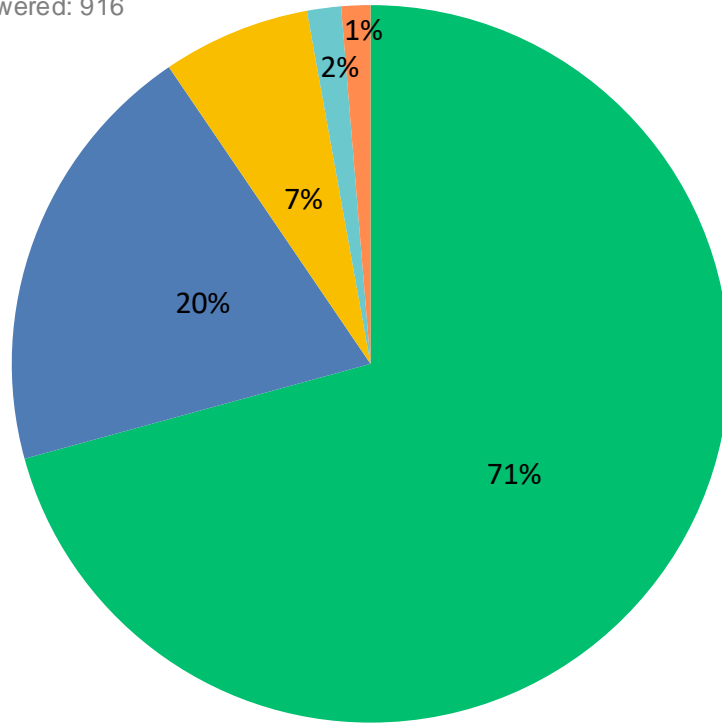


**How many more years until you are eligible for full retirement? ‘Full retirement’ means that you will meet the ‘Rule of 80’ (years of service + age = 80) AND minimum age of 55.** Answered: 1844

ANSWER CHOICES	RESPONSES	
Currently eligible	8.62%	159
Less than 2 years	2.66%	49
2 – 4 years	6.07%	112
5 – 9 years	10.63%	196
10 – 14	14.32%	264
15-20	21.48%	396
Over 20 years	36.23%	668
<b>TOTAL</b>		<b>1844</b>

# How important is having a repeating schedule to you (including for those who don't have one currently)?

Answered: 916



Very important

Somewhat important

Neither important nor unimportant

Somewhat unimportant

Very unimportant

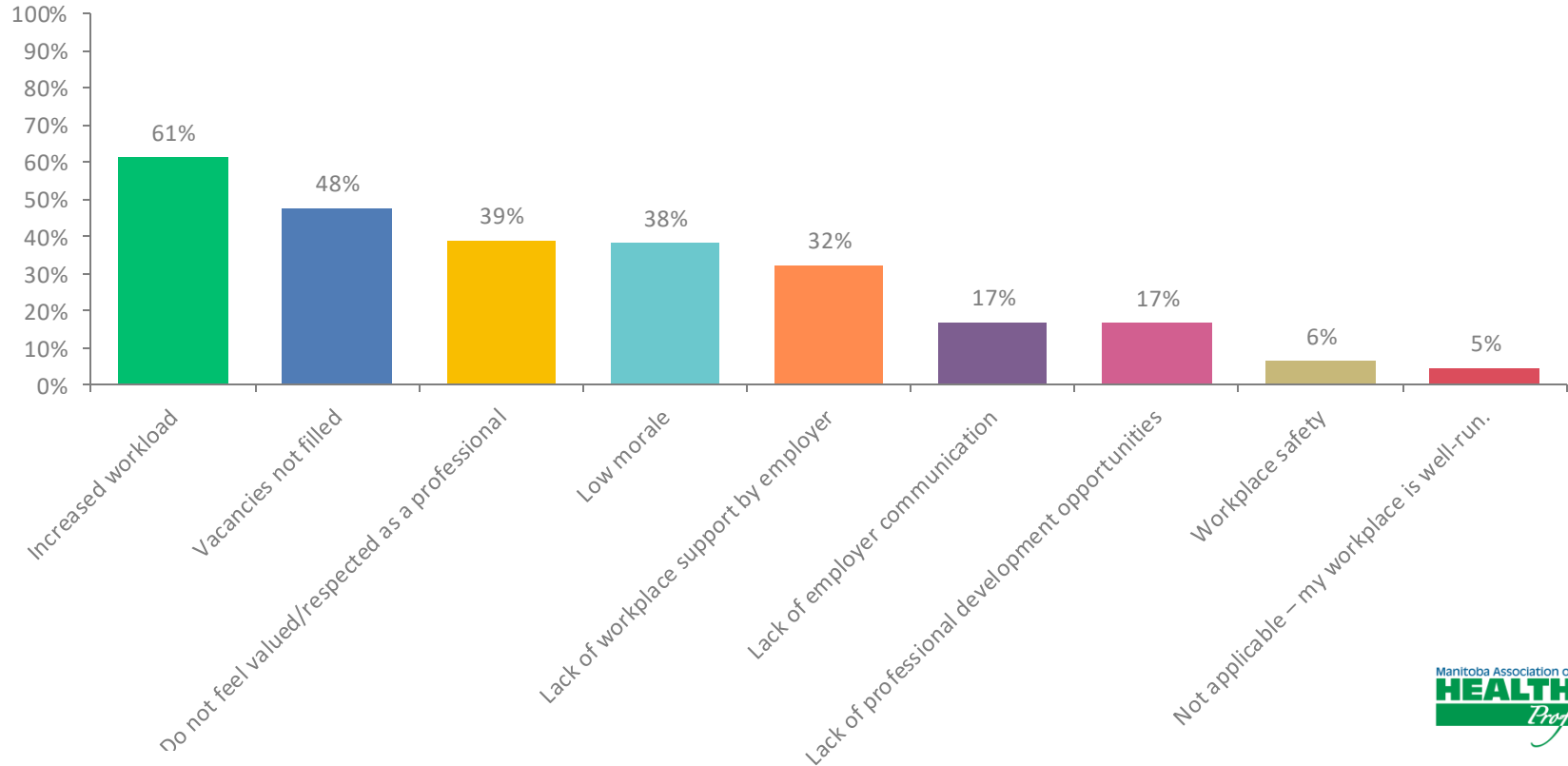
## How important is having a repeating schedule to you (including for those who don't have one currently)?

Answered: 916

ANSWER CHOICES	RESPONSES	
Very important	70.74%	648
Somewhat important	19.76%	181
Neither important nor unimportant	6.66%	61
Somewhat unimportant	1.53%	14
Very unimportant	1.31%	12
TOTAL		916

# What are the top three (3) issues currently affecting your workplace? (select up to three)

Answered: 1815



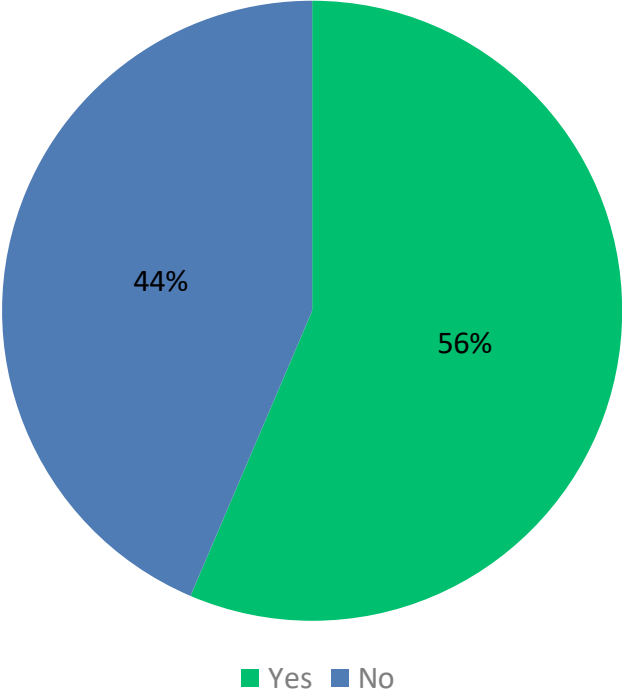
# What are the top three (3) issues currently affecting your workplace? (select up to three)

Answered: 1815

ANSWER CHOICES	RESPONSES	
Increased workload	61.21%	1111
Vacancies not filled	47.55%	863
Do not feel valued/respected as a professional	38.84%	705
Low morale	38.18%	693
Lack of workplace support by employer	32.12%	583
Lack of employer communication	16.80%	305
Lack of professional development opportunities	16.53%	300
Workplace safety	6.34%	115
Not applicable – my workplace is well-run.	4.52%	82
<b>TOTAL</b>		<b>4757</b>

# In the past year, have you been either fully or partially responsible for the precepting of students?

Answered: 1815



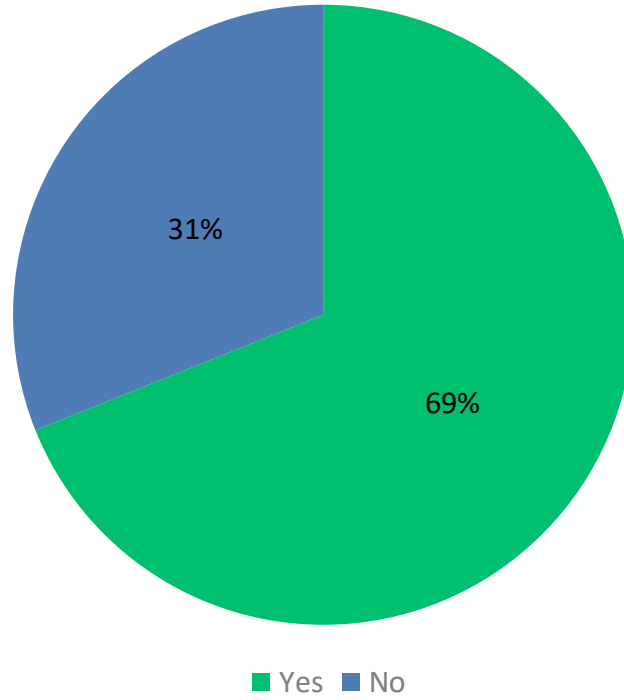


## In the past year, have you been either fully or partially responsible for the precepting of students? Answered: 1815

ANSWER CHOICES	RESPONSES	
Yes	56.42%	1024
No	43.58%	791
TOTAL		1815

# In the past year, have you been either fully or partially responsible for the training of new employees?

Answered: 1815

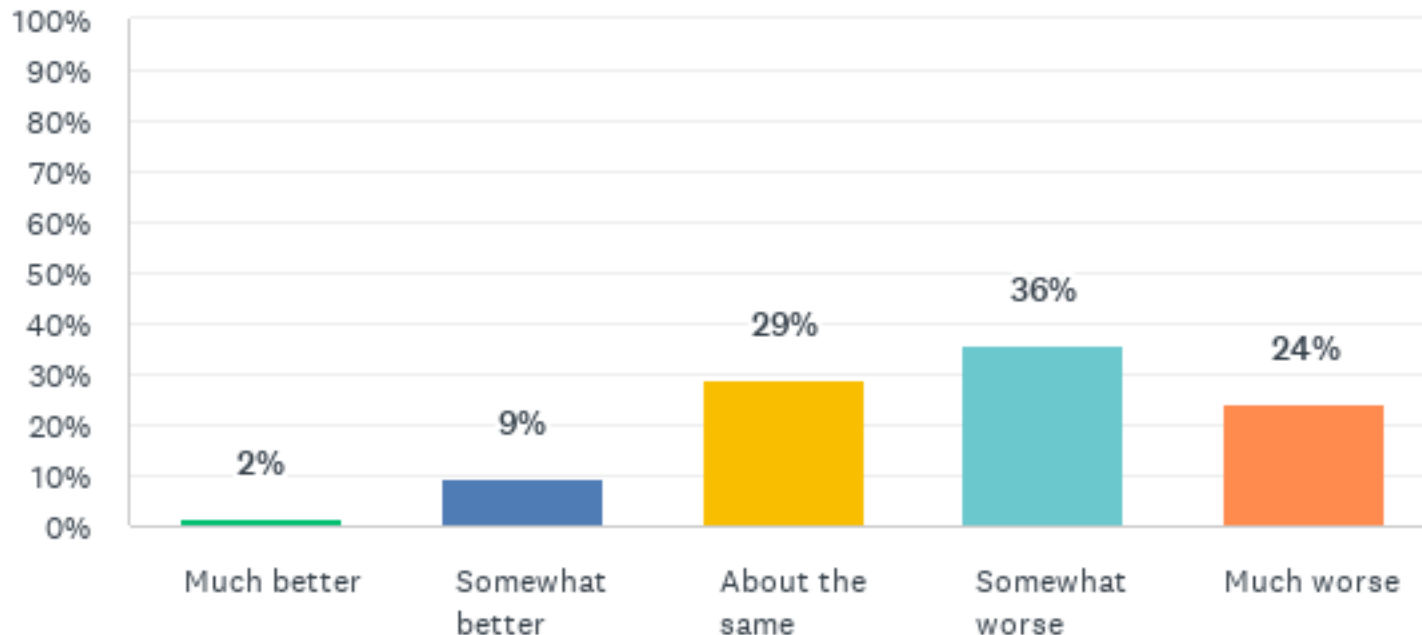


# In the past year, have you been either fully or partially responsible for the training of new employees?

Answered: 1815

ANSWER CHOICES	RESPONSES	
Yes	68.93%	1251
No	31.07%	564
TOTAL		1815

## How has the quality of service provided to patients/clients/residents changed over the last five (5) years? Answered: 1808



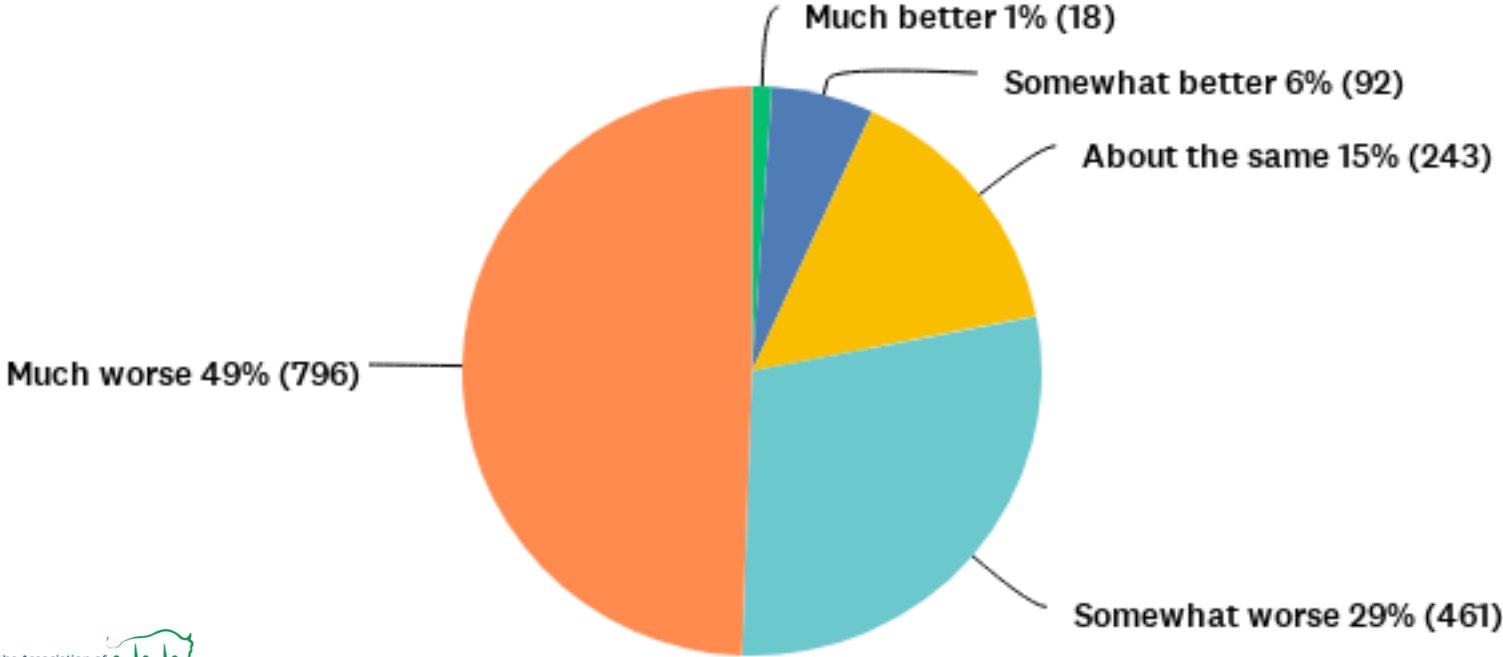
## How has the quality of service provided to patients/clients/residents changed over the last five (5) years?

Answered: 1808

ANSWER CHOICES	RESPONSES	
Much better	2%	28
Somewhat better	9%	150
About the same	29%	463
Somewhat worse	36%	570
Much worse	24%	389
<b>TOTAL</b>		<b>1,600</b>

# How has the morale at your workplace changed over the last five (5) years?

Answered: 1808



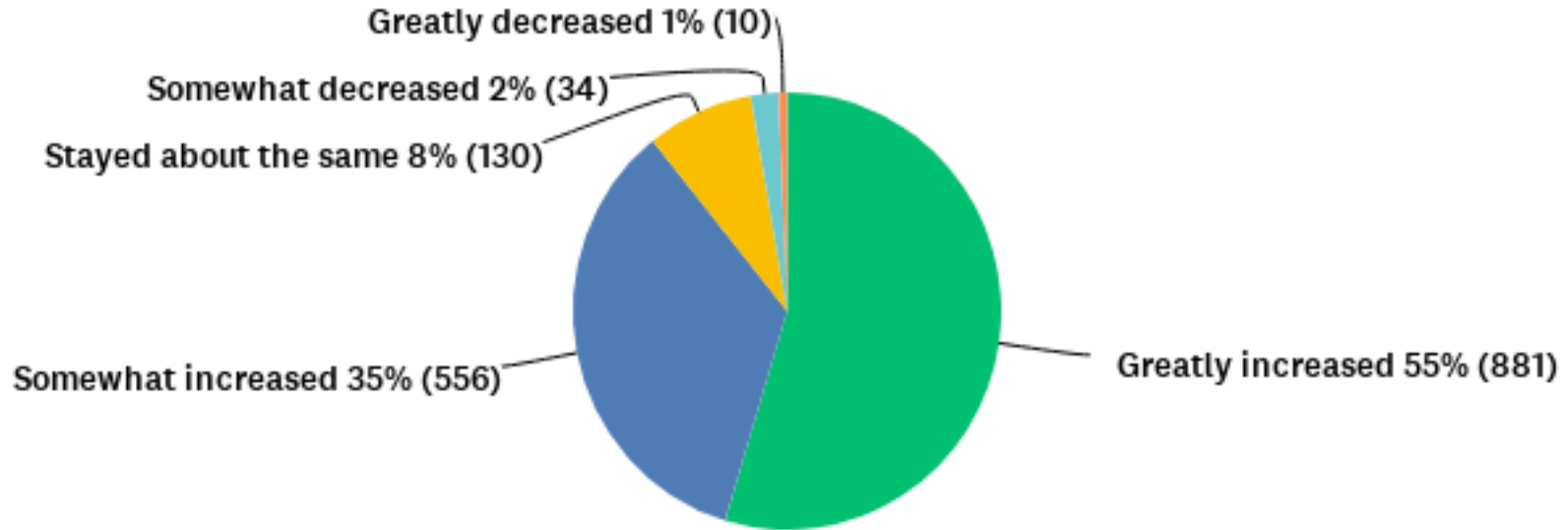
## How has the morale at your workplace changed over the last five (5) years?

Answered: 1808

ANSWER CHOICES	RESPONSES	
Much better	1%	18
Somewhat better	6%	92
About the same	15%	243
Somewhat worse	29%	461
Much worse	49%	796
TOTAL		1,610

# How has your workload changed over the last five (5) years?

Answered: 1808





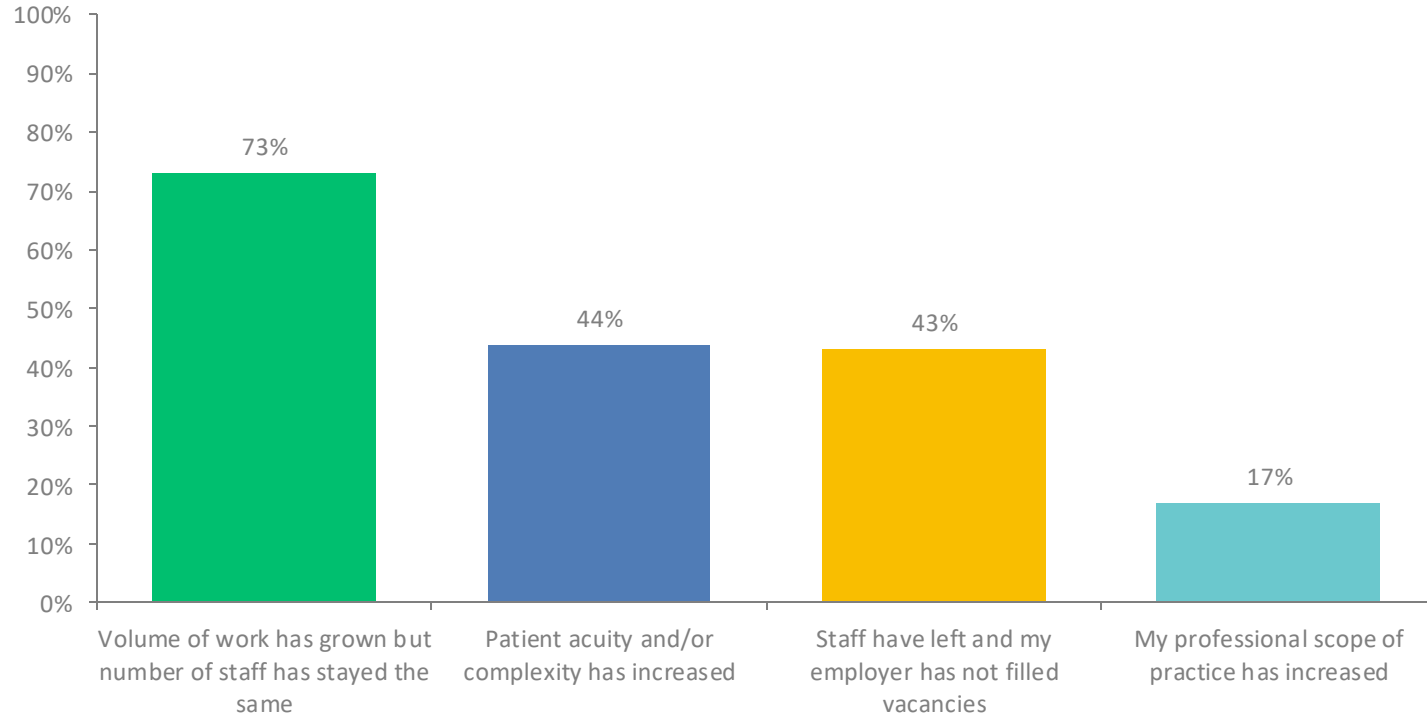
# How has your workload changed over the last five (5) years?

Answered: 1808

ANSWER CHOICES	RESPONSES	
Greatly increased	55%	881
Somewhat increased	35%	556
Stayed about the same	8%	130
Somewhat decreased	2%	34
Greatly decreased	1%	10
TOTAL		1,611

# What are the main reasons for the workload increase? (select up to two)

Answered: 1435



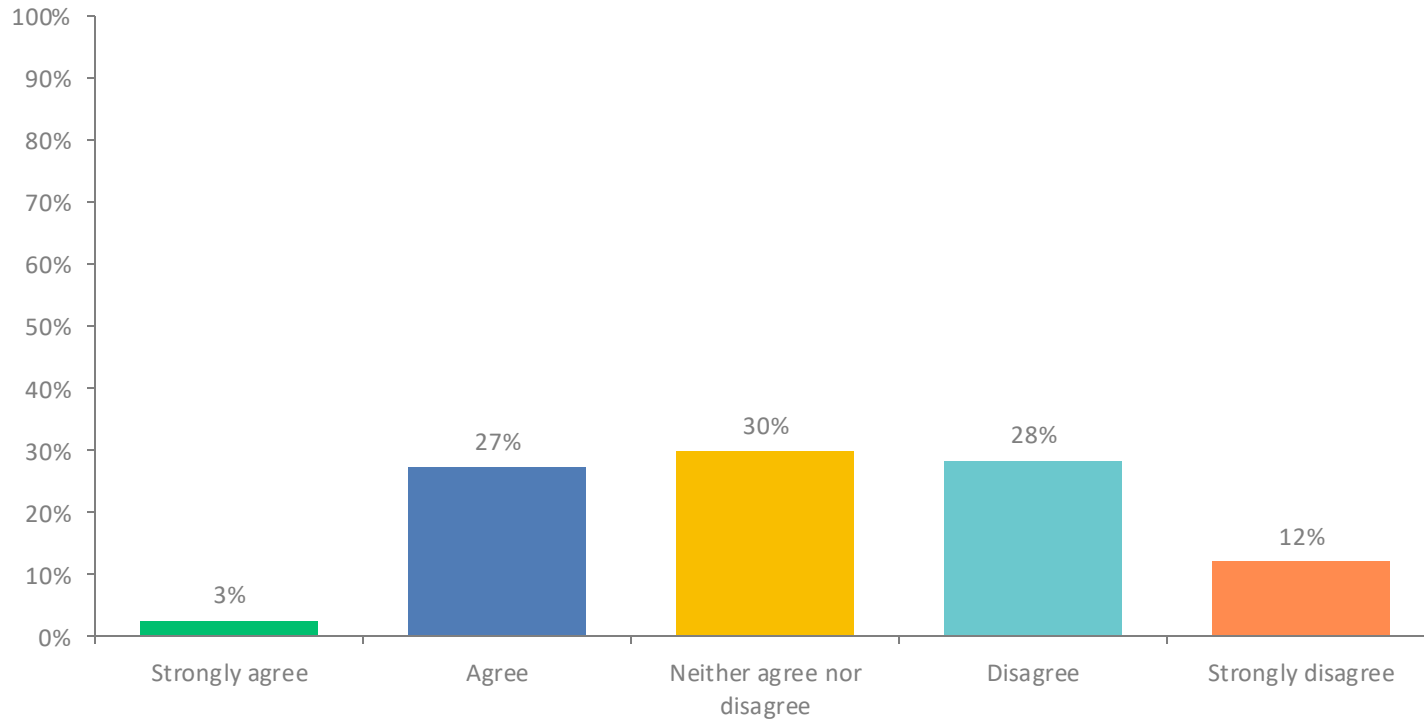
## What are the main reasons for the workload increase? (select up to two)

Answered: 1435

ANSWER CHOICES	RESPONSES	
Volume of work has grown but number of staff has stayed the same	73.03%	1048
Patient acuity and/or complexity has increased	43.90%	630
Staff have left and my employer has not filled vacancies	43.28%	621
My professional scope of practice has increased	17.00%	244
<b>TOTAL</b>		<b>2543</b>

# Do you agree with the following statement? “My employer provides me with the resources I need to do my job well.”

Answered: 1781



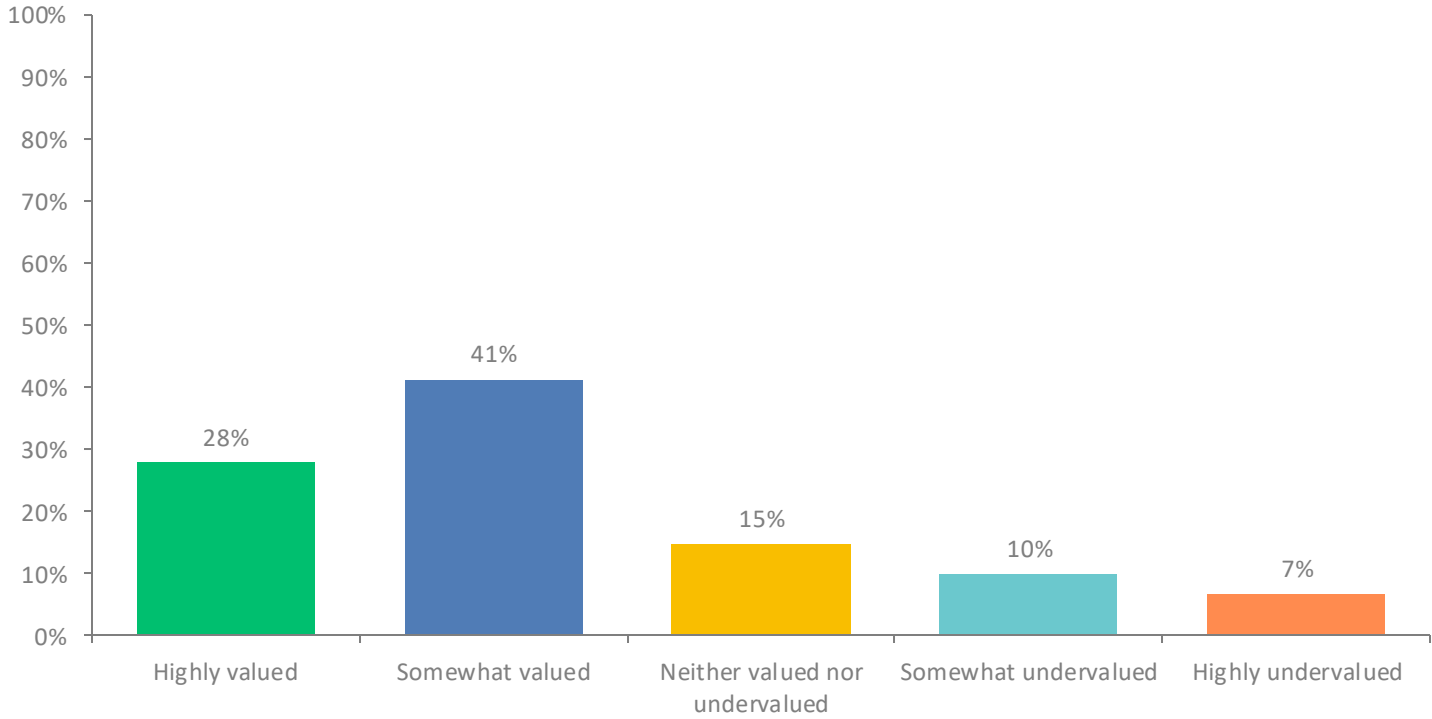
# Do you agree with the following statement? “My employer provides me with the resources I need to do my job well.”

Answered: 1781

ANSWER CHOICES	RESPONSES	
Strongly agree	2.58%	46
Agree	27.23%	485
Neither agree nor disagree	29.87%	532
Disagree	28.30%	504
Strongly disagree	12.02%	214
TOTAL		1781

# To what extent do you feel valued in the work that you do by your patients/clients/residents?

Answered: 1781



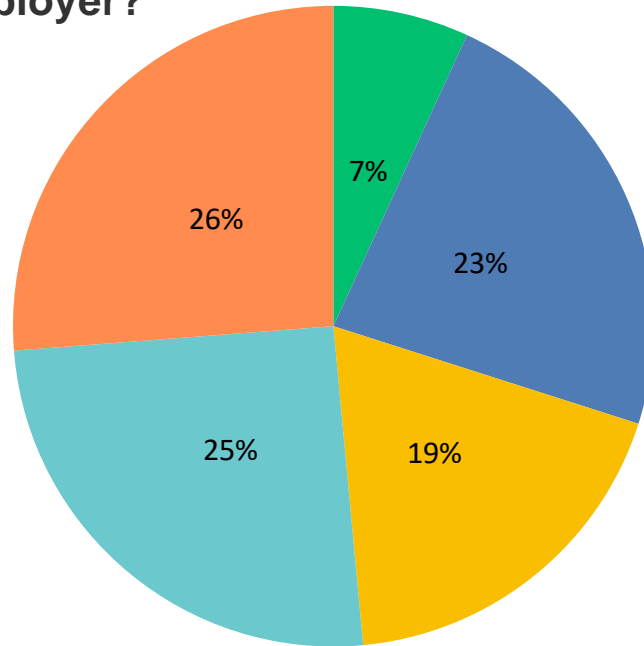
## To what extent do you feel valued in the work that you do by your patients/clients/residents?

Answered: 1781

ANSWER CHOICES	RESPONSES	
Highly valued	27.74%	494
Somewhat valued	41.21%	734
Neither valued nor undervalued	14.71%	262
Somewhat undervalued	9.77%	174
Highly undervalued	6.57%	117
TOTAL		1781

# To what extent do you feel valued in the work that you do by your management/employer?

Answered: 1781



Highly valued

Somewhat valued

Neither valued nor undervalued

Somewhat undervalued

Highly undervalued



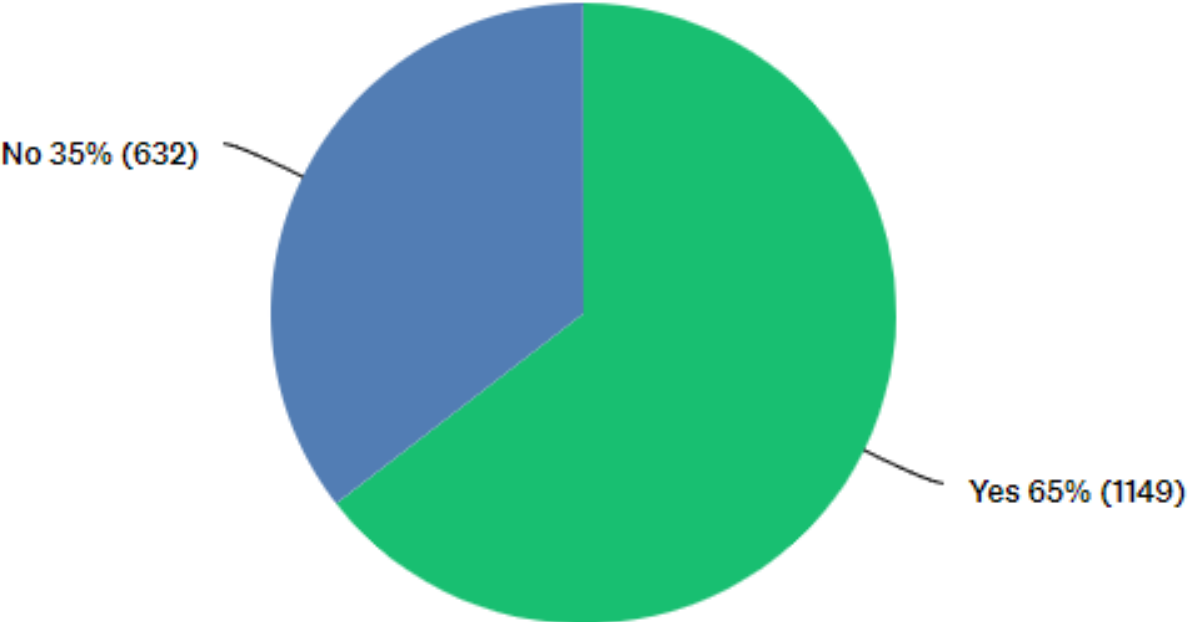
## To what extent do you feel valued in the work that you do by your management/employer?

Answered: 1781

ANSWER CHOICES	RESPONSES	
Highly valued	6.85%	122
Somewhat valued	23.08%	411
Neither valued nor undervalued	18.59%	331
Somewhat undervalued	25.27%	450
Highly undervalued	26.22%	467
TOTAL		1781

# In the past year, have you seriously considered leaving your current employer?

Answered: 1781



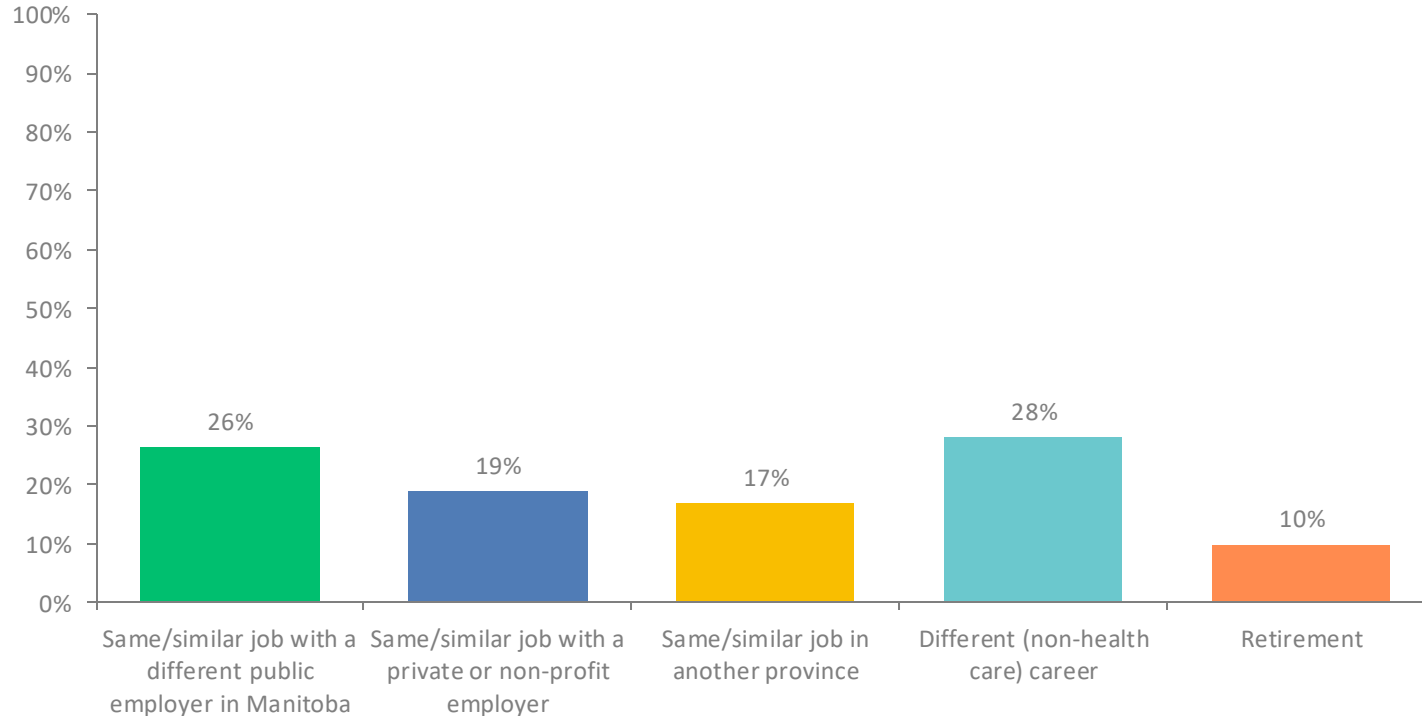
# In the past year, have you seriously considered leaving your current employer?

Answered: 1781

ANSWER CHOICES	RESPONSES	
Yes	64.51%	1149
No	35.49%	632
TOTAL		1781

# Where would you go if you were to leave your current employer?

Answered: 1142



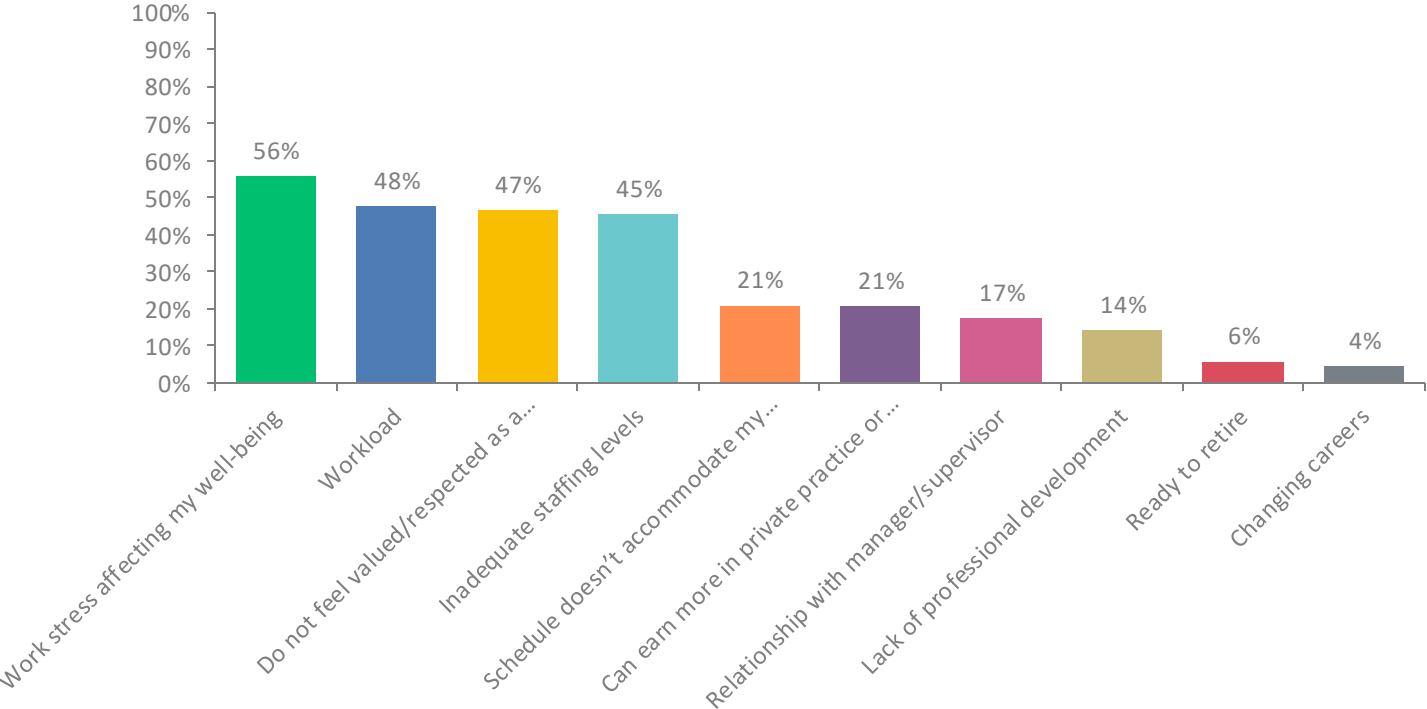
# Where would you go if you were to leave your current employer?

Answered: 1 142

ANSWER CHOICES	RESPONSES	
Same/similar job with a different public employer in Manitoba	26.36%	301
Same/similar job with a private or non-profit employer	18.83%	215
Same/similar job in another province	16.90%	193
Different (non-health care) career	28.11%	321
Retirement	9.81%	112
<b>TOTAL</b>		<b>1142</b>

# Please indicate the top three reasons why you are considering leaving your current employer (select up to three):

Answered: 1142



**Please indicate the top three reasons why you are considering leaving your current employer (select up to three):**    Answered: 1142

ANSWER CHOICES	RESPONSES	
Work stress affecting my well-being	55.60%	635
Workload	47.55%	543
Do not feel valued/respected as a professional	46.50%	531
Inadequate staffing levels	45.36%	518
Schedule doesn't accommodate my lifestyle	20.75%	237
Can earn more in private practice or another jurisdiction	20.58%	235
Relationship with manager/supervisor	17.34%	198
Lack of professional development	14.01%	160
Ready to retire	5.60%	64
Changing careers	4.47%	51
<b>TOTAL</b>		<b>3172</b>

