

The Facts: What our research shows

- Of 1,264 participants as of February 21, 2023
- 32.8% of healthcare providers in Canada meet criteria for a probable diagnosis of PTSD
- 63.4% reported clinically significant levels of depression
- 56% reported clinically significant anxiety
- 59.7% reported clinically significant symptoms of stress
- PTSD symptoms are highly associated with moral injury and moral distress symptoms
- Increased organizational support and spiritual/religious coping are associated with decreased moral injury symptoms

The Risks: What healthcare providers have told us

- 3 in 5 healthcare workers likely to leave their organization
- 2 in 5 healthcare workers likely to leave their profession altogether
- Many cited lack of workplace supports, specifically mental health supports

The Support: Healthcare Salute

- Mental health literacy
- Public awareness campaign video series
- Mental health and resiliency tools for healthcare providers
- Clinical skills resources
- Organizational support recommendations
- Research and evidence



We're so good at caring for other people, we're just terrible at caring for ourselves. 65RT

A lot of times I've gone without food at work or we're not drinking enough so we just keep going, going, going, going. We certainly do put our jobs ahead of our own selves. 22RT

The pandemic made it impossible for me to continue working. 198HCP

We lost so many staff. People were burnt out and stressed—just fed up with the whole thing. 225HCP

If you want to talk about wellness, here's what it is: working in conditions that are humane and allow you to do your job properly. That's wellness. 125HCP

I felt like we were dispensable... that there was no thought to our lives, there was no thought to our families. 30HCP

The night before a shift, I would be up all night dreading going to work. I was having heart palpitations and all sorts of stuff... 256HCP

Our teams have been stressed. As more experienced nurses leave, it becomes a lot more challenging to manage our teams. 125HCP

I knew what I was getting into when I became a nurse. It's not always a safe or a pleasant environment to be in. But where that was and where we are now are two different places. 246HCP

There should be, and should have been all along, psychologists that were hired to those units. 257HCP

It would be nice if management had our backs... when people are being abusive to us. You can tell them they're wrong and back us up more, you know? 256HCP



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