



Mind the gap: Is the Canadian long-term care workforce ready for a palliative care mandate?

Lead Author

Paulette V. Hunter, University of Saskatchewan

Co-authors

Lynn McCleary, Brock University
Noori Akhtar-Danesh, McMaster University

Donna Goodridge, University of Saskatchewan

Thomas Hadjistavropoulos, University of Regina

Sharon Kaasalainen, McMaster University

Tamara Sussman, McGill University

Genevieve Thompson, University of Manitoba

Laurie Venturato, University of Calgary

Abigail Wickson-Griffiths, University of Regina

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SUMMARY POINTS

- The last several years have seen a global movement calling for a palliative approach to long-term care (LTC)
- Currently, such an approach remains uncommon despite its obvious need
- The aim of this paper is to explore the readiness of Canadian LTC homes for a palliative care mandate by exploring (1) efficacy for palliative care, (2) self-reported patient-centered behaviour relevant to palliative care, and (3) quality of work life at LTC homes in four Canadian provinces

HOW WAS THE STUDY DONE?

- We relied on a cross-sectional design and gathered self-report data
 - A survey was conducted in four separate long-term care homes in the provinces of Alberta, Saskatchewan, Manitoba, and Ontario
 - Each employee working regularly at the home was invited to participate either personally or by workplace mail

KEY FINDINGS

- Some strengths in readiness are a fairly robust quality in work experience, with those involved in patient care somewhat more likely to experience satisfaction at work
- Our results also suggest that staff involved in patient care are feeling more efficacious in palliative care as they gain experience
- Some identified weaknesses included an apparent failure to make gains in the practice of patient-centered care with increased work experience, a relatively greater vulnerability to burnout symptoms among direct care staff, and a higher (though still infrequent) risk of experiencing trauma for staff involved most directly in patient care
- We also documented the existence of some systematic differences in self-reported patient-centered behaviour and work satisfaction across the four participating homes