

# THE STATE OF HEALTH CARE

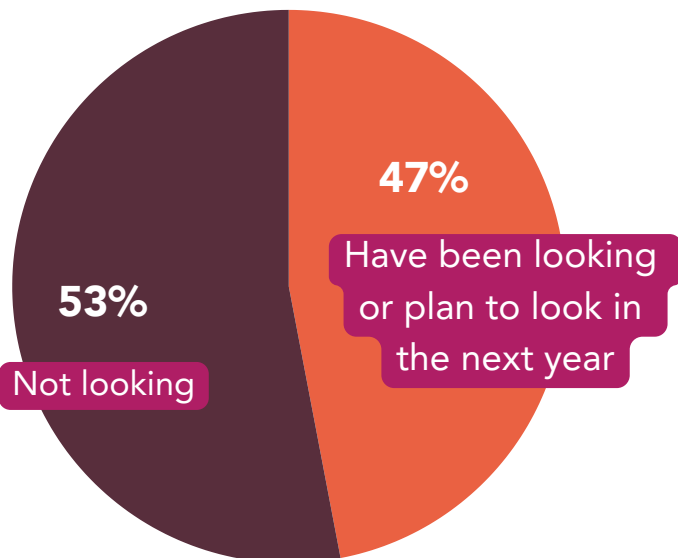


## HEALTH CARE IN CRISIS

Health care support workers in Manitoba have been through some extremely difficult times over the past several years.

Health care support workers continue to be asked to do more with less, while their incomes are eroded by skyrocketing grocery and housing costs.

### Looking for alternate employment?



### NEARLY 50% OF HEALTH CARE SUPPORT WORKERS LOOKING FOR A NEW JOB

Health care support workers in Manitoba have faced incredible challenges. This is evident in the fact that so many have considered a different career path.

**47% of health care support workers have either been looking, or plan to look, for a new job.**

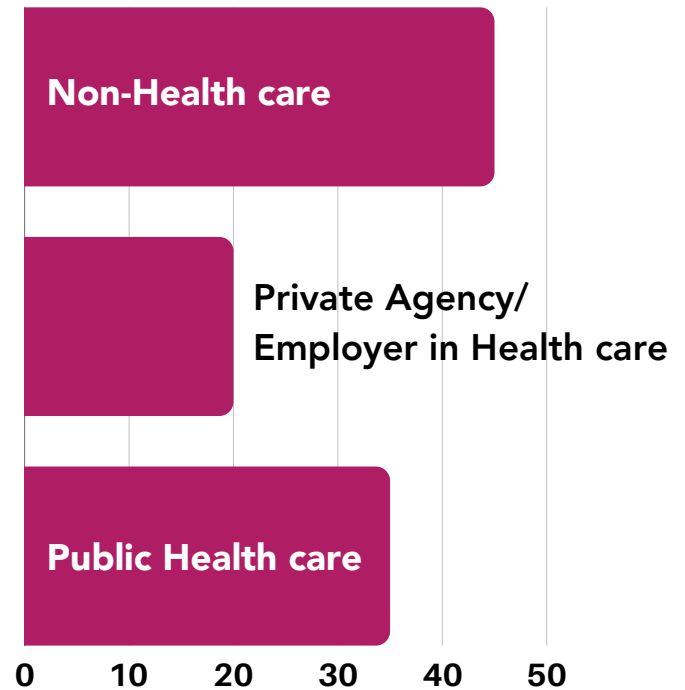
# HEALTH CARE WORKERS LEAVING HEALTH CARE

When those who are looking to find alternative employment were asked what kind of job they were looking for, **over 45% of respondents said they were looking for a non-health care job.**

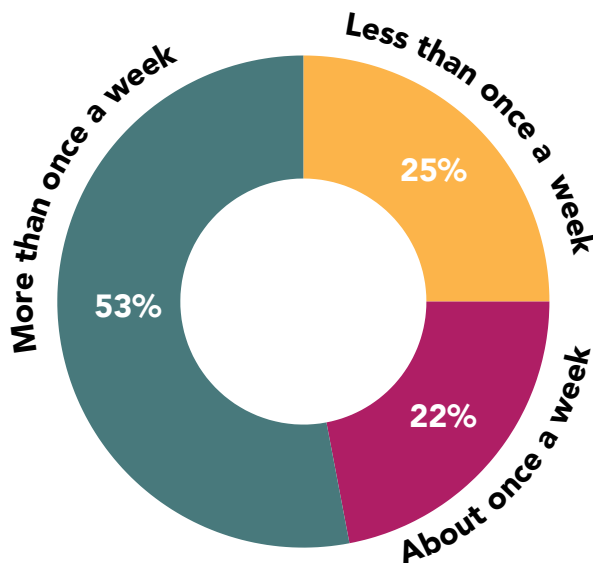
Another 20% said they were looking at private agency/employer health care options.

Only 35% said they were looking at other jobs in public health care.

## What kind of job?



## How often do you work short?



## STAFFING SHORTAGES

Manitoba has a staffing crisis.

While the government has committed to hiring more support workers, the reality is more needs to be done to keep health care support workers in the system.

Health Care Aides were asked how often they worked short – that is that their unit had less than the regular staffing levels – and **over 50% reported working short more than once a week.**

Another 22% reported working short about once a week.

# THE IMPACT ON CARE

Chronic understaffing in Manitoba has a direct impact on patient care.

**Only 28% of Health Care Aides report** that staffing levels in their unit was sufficient to provide proper care to patients, residents, or clients.

This means that despite their best efforts, health care support workers are struggling to keep up.

# CUPE RESEARCH REPORT

This is the first in a series of brief reports sharing real stories and experiences from front-line health care support workers in Manitoba.

Stories and data come directly from CUPE health care support workers in 2024 in a membership survey.

## WORKER TESTIMONIES

Hearing directly from front line health care workers is important. But even more important is taking action and making real change for those who serve our community.

"Our staffing shortages and heavy workload is the problem. It makes it so some of us don't want to even come in anymore. Our stress and workload is too heavy, we need more staff."

"Something needs to be done because home care workers do not feel respected, and they're leaving at alarming rates."

"There are many staff that have been there for over 10 plus years, some even 20 years and have even been thinking of leaving because they don't feel appreciated or valued anymore."

"I am retiring as I don't feel like we are getting paid like we should and will look for a different job outside of healthcare and feel more valued."

Data from this survey came from over 5,000 health care support workers in the WRHA, Shared Health, Northern Regional Health Authority, and Southern Health-Sante Sud.

The questions were part of the CUPE bargaining survey in March 2024, conducted to identify priorities for front line health care support workers in Manitoba. Workers submitted their own stories as part of this survey.

# ALL IN for HEALTH CARE



**CUPE**

Take action for better health care  
Sign the petition at [allinforhealthcare.ca](http://allinforhealthcare.ca)