

To: SEIU Healthcare 1199NW, UFCW 3000, WSNA

From: GBAO

Date: February 13, 2023

Healthcare Workers: Poll Analysis

Members of three unions representing healthcare workers in Washington [SEIU Healthcare 1199NW, UFCW 3000 (healthcare employees), and the Washington State Nurses Association] report feeling burned out by their jobs in healthcare. Nearly half report that they are likely to leave the healthcare profession in the next few years, with many citing short-staffing and concerns about workplace safety as reasons they would consider leaving.

The following are key findings from a survey of 1,200 healthcare workers in Washington, including 400 members of SEIU Healthcare 1199NW, 400 members of UFCW 3000 who work in healthcare, and 400 members of WSNA. The survey was conducted February 2-6, 2023, members were interviewed online or via text-to-web, and the survey was weighted to be demographically representative of the three unions' membership. The survey carries a +/- 2.8 percentage point margin of error at the 95 percent confidence level.

- **Half of healthcare workers say they are likely to leave the healthcare profession in the next few years.** Forty-nine percent of healthcare workers say they are likely to leave the healthcare profession in the next few years (24% very likely, 25% somewhat likely), while only 19% say they are not at all likely.
- **Nearly 80% of healthcare workers report feeling burned out by their jobs.** Overall, 79% of healthcare workers say they feel very or somewhat burned out. Only 20% say they feel not very burned out or not at all burned out.
- **Short-staffing and workplace safety are among the top reasons healthcare workers are considering leaving the healthcare profession.** Healthcare workers who said they were likely to leave the healthcare profession in the next few years were asked to choose the biggest reasons they are considering leaving from a list of seven reasons, including issues with the job (short-staffing, lack of pay, and workplace safety) as well as life transitions (retirement, entering another field, family reasons, or furthering their education). By far the top reasons cited were short-staffing (chosen by 68%), lack of pay (57%), and workplace safety (50%), with retirement far behind at 25%.
- **Nearly half of healthcare workers report feeling unsafe at their jobs.** While 54% of healthcare workers report that they feel safe at their jobs, 45% say that they feel unsafe.
- **Healthcare workers overwhelmingly support safe staffing standards.** Ninety-four percent of healthcare workers support establishing minimum staffing standards that limit the number of patients any one nurse or health care worker is taking care of at a time, with 81% of healthcare workers strongly in favor. Only 4% of healthcare workers oppose this proposal.



- **Nearly half of healthcare workers report patient harm at their hospitals that they believe was due to short staffing.** Forty-eight percent of healthcare workers report that in the past year their hospital experienced a sentinel event or adverse health event, meaning a patient safety event that could have been avoided and caused serious harm or death, that they believe was due to short staffing.