OhioPHP

The Impact of the COVID-19 Pandemic on the Health and Well-being of Ohio's Healthcare Workers©

Ohio Board of Nursing Summary



Preliminary research completed by:

MIGHTY CROW

INTRODUCTION

In October of 2020, the Ohio Physicians Health Program (OhioPHP), in partnership with Mighty Crow Media, put forth a proposal to conduct a statewide assessment of lessons learned from the COVID-19 pandemic as it related to the impact the pandemic had on the health and well-being of healthcare professionals.

The COVID-19 pandemic exacerbated existing challenges within our healthcare system for patients and for healthcare professionals. Fear, loss, lack of personal protective equipment, ongoing surges, and much more have impacted everyone in ways we cannot even begin to understand. Preexisting levels of stress and burnout were further elevated as healthcare professionals faced this unknown and ever-challenging pandemic. Recognizing the need to know more about how to support our healthcare professionals in these fields, especially as it relates to their emotional welfare, became readily apparent.

OhioPHP received a grant from the Federation of State Medical Boards Foundation that supported the development of an online survey targeted at healthcare professionals across the state of Ohio to gauge their pandemic-related experiences, levels of stress, overall well-being, and knowledge and use of supportive resources. OhioPHP, in collaboration with 13 of Ohio's Professional Licensing Boards, launched the survey in July 2021. Between July 7, 2021, and August 20, 2021, 13,532 professionals responded to the survey. This report provides an overview of the findings.

OVERVIEW

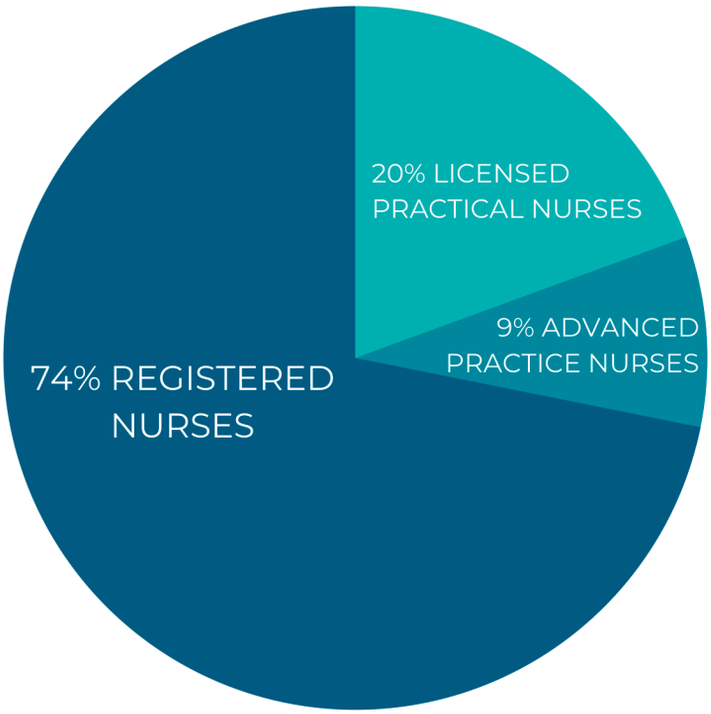
This report summarizes data collected from 4,299 respondents from the Ohio Board of Nursing (OBN), which represents 32% of total survey respondents. Data was collected via an online survey administered statewide between July 7, 2021 and August 20, 2021.



OBN LICENSE TYPES:

Registered Nurse
Licensed Practical Nurse
Advanced Practice Nurse
Dialysis Technician
Community Health Worker
Medication Aide

TOP PARTICIPATION BY SPECIALTY:



73%
of respondents were 35-64 years old

93%
of respondents were employed during the pandemic

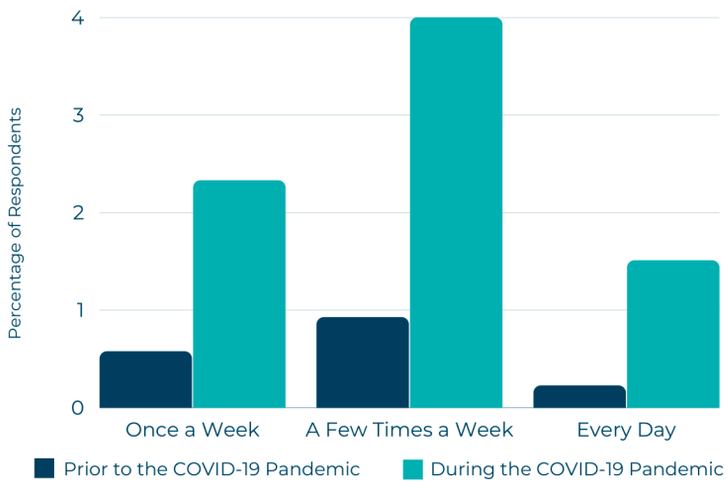
22
average number of years in the field

CONSEQUENCES OF BURNOUT AMONG NURSES

Already a well-known issue among healthcare workers, burnout has dramatically accelerated during the pandemic. Depersonalization of patients is an aspect of burnout. Specifically, depersonalization is when a healthcare worker is unfeeling and impersonal towards the recipients of their service, care, or treatment.

Respondents were asked, “How often did you feel you did not really care what happens to patients?” Despite the essential nature of healthcare work, many nursing professionals are finding less meaning in their jobs and feel apathetic while caring for patients.

APATHY TOWARDS PATIENTS



550%

increase in the number of nurses that reported not caring what happens to patients ***every day*** during the pandemic.

*Survey results indicate that respondents from the OBN were **1.6 times more likely to show apathy towards patients** than other healthcare professionals.*

Consequences of burnout include:

- Suboptimal patient care
- Double the risk of medical error
- Decreased professionalism
- Lower patient satisfaction
- Increased rates of intent to leave the profession
- Increased rates of substance use, suicide, and mental health disorders

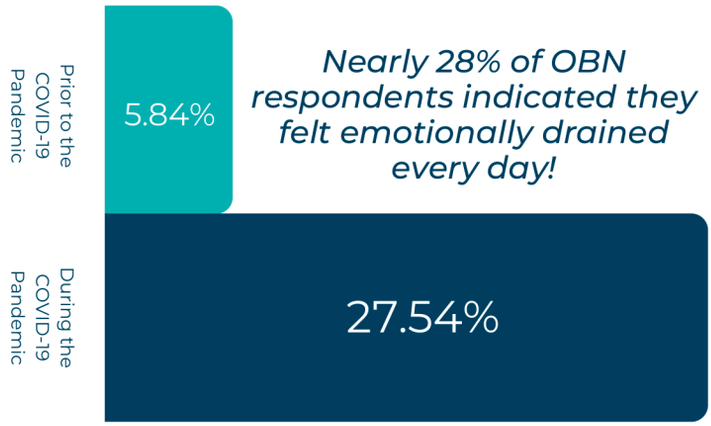
CONSEQUENCES OF BURNOUT AMONG NURSES

Far more workers reported feeling emotionally drained on a daily basis during the pandemic when compared to how they felt prior to the pandemic. The following data illustrates the degree to which nursing professionals were feeling overextended and exhausted.

FEELING EMOTIONALLY DRAINED FROM WORK

372%

increase in the number of OBN respondents that reported ***feeling emotionally drained every day*** during the pandemic



Nearly 28% of OBN respondents indicated they felt emotionally drained every day!

ACCOMPLISHING WORTHWHILE THINGS

When a worker lacks personal accomplishments and the accompanying feeling of competence and success there is an increased chance of burnout. Respondents were asked how often they felt they accomplished worthwhile things in their job.

424%

increase in the number of OBN respondents who never felt like they were accomplishing worthwhile things during the pandemic versus prior to the pandemic



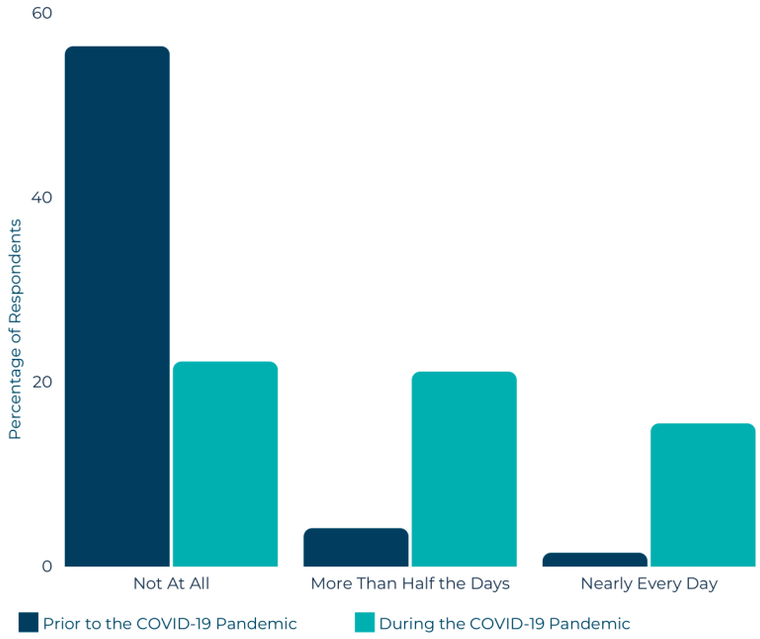
A LOOK INTO MENTAL HEALTH & SUBSTANCE USE

Recent studies have shown that during the pandemic healthcare workers faced aggravated psychological pressure and mental health concerns. Therefore, our survey included a series of questions focused on these issues. Respondents were asked to evaluate core aspects of mental well-being including feeling down, depressed, or hopeless, thoughts of suicide or death, and concerns about their consumption of substances. Respondents rated each question based on how they were feeling prior to the pandemic and during the pandemic to allow for comparison.

936% increase in OBN respondents feeling down, depressed, or hopeless ***nearly every day*** during the pandemic

OBN respondents overwhelmingly indicated they had an exacerbation of feeling down, depressed, and hopeless. Many respondents also indicated more concern for their own use of alcohol and other substances during the pandemic and some reported an increase in thoughts of suicide.

HOW OFTEN HAVE YOU FELT DOWN, DEPRESSED, OR HOPELESS?



Respondents from the OBN felt hopeless during the pandemic more than most other healthcare professionals.

A LOOK INTO MENTAL HEALTH & SUBSTANCE USE

STRATEGIES FOR COPING WITH STRESS

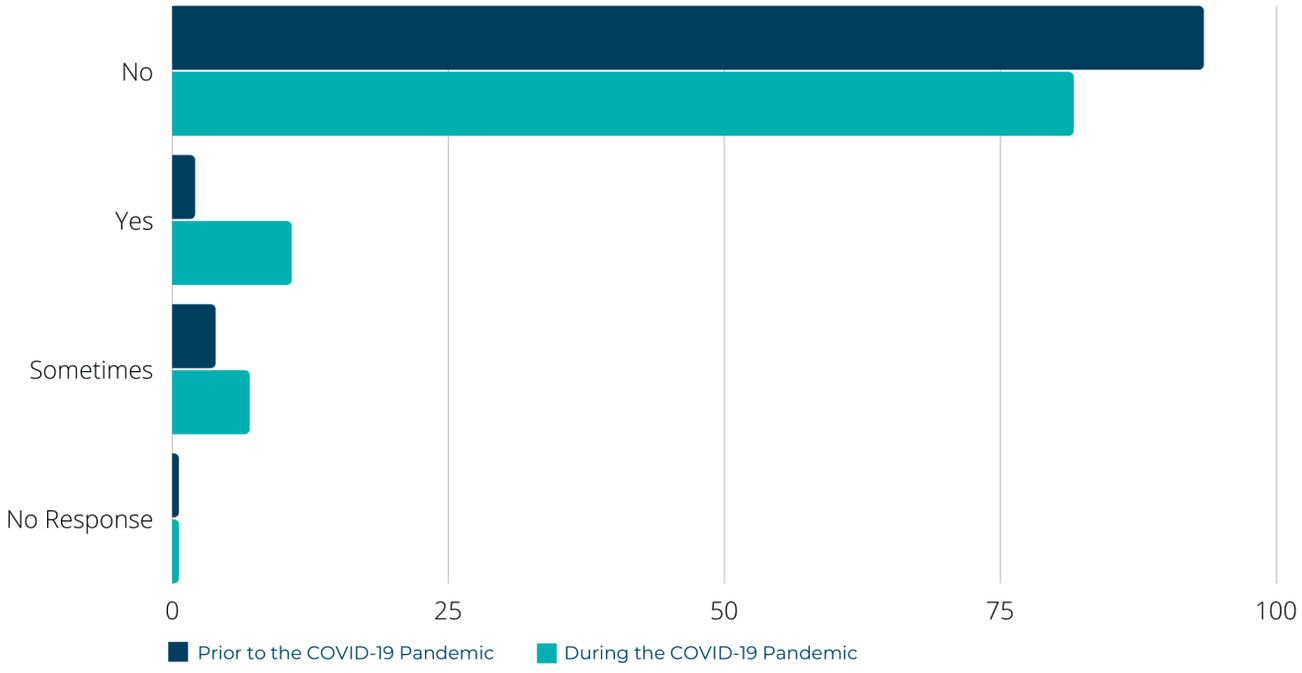
Respondents' alcohol and substance use as a strategy for coping with work stress, burnout, compassion fatigue, etc., is of concern due to the negative impact it may have on one's mental health. Therefore, respondents were asked if they were concerned about their own alcohol consumption or substance use prior to the pandemic and then during the pandemic. They were also asked if there were changes in their alcohol or substance use since the pandemic began.

There was a 421% increase in respondents who were concerned about their alcohol consumption or substance use, moving from 2% prior to the pandemic to 11% during the pandemic. Those who were "sometimes" concerned saw a percentage increase of 79%.

421%

INCREASE IN OBN RESPONDENTS WHO WERE CONCERNED ABOUT THEIR ALCOHOL CONSUMPTION OR SUBSTANCE USE

CONCERNS ABOUT ALCOHOL CONSUMPTION OR SUBSTANCE USE



THE STATUS OF NURSES' WELL-BEING

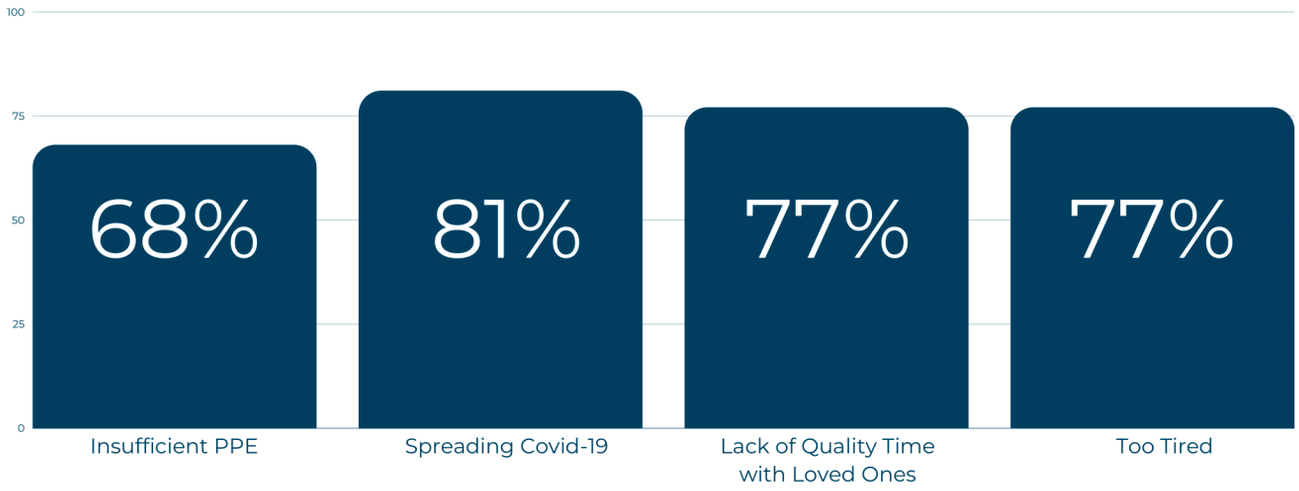
WELL-BEING ASSESSMENT

Survey respondents were asked about various stressors brought about by the pandemic. Our intention was to assess overall well-being and to see which factors played the biggest role in increasing the stress of healthcare workers.

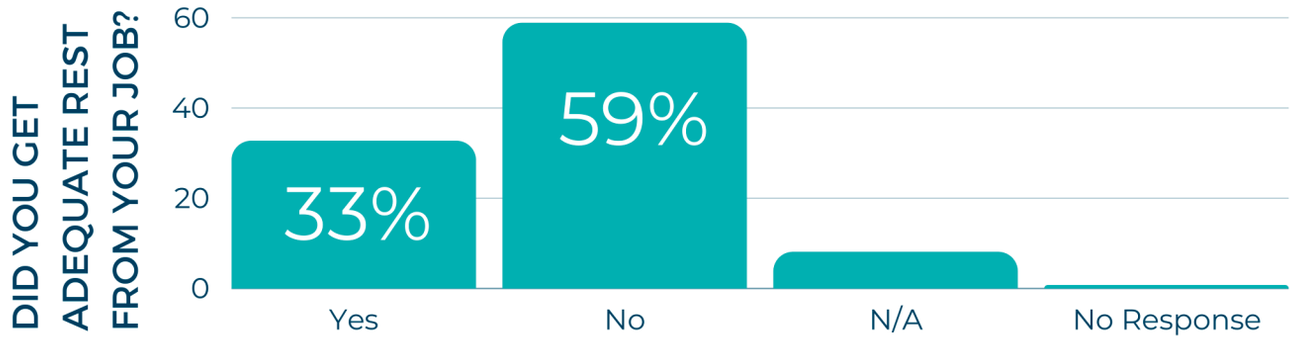
Some of the top stressors for OBN respondents during the pandemic were:

- Insufficient personal protective equipment (PPE)
- Fear of spreading COVID-19
- Lack of quality time with loved ones
- Being too tired

STRESSORS DURING THE PANDEMIC



60% OF OBN RESPONDENTS HAD AN INCREASE IN THEIR WORKLOAD



THE STATUS OF NURSES' WELL-BEING

ACCESSING SUPPORTS AND SERVICES

Respondents were asked a series of questions about the types of supports they may have accessed during the pandemic. Supports included:

- Screening, assessment, or monitoring at work regarding the stressors they faced
- Personal acknowledgement in the workplace
- Adequate rest from the job
- Emotional services for any mental health concerns (e.g., burnout, stress, substance use, depression, unstable mood, etc.)

60% *OF OBN RESPONDENTS DID NOT FEEL PERSONALLY ACKNOWLEDGED FOR THE CHALLENGES THEY FACED DUE TO THE PANDEMIC*

ASSISTANCE PROGRAMS

66% of OBN respondents reported that they were unsure whether their state professional organization offered a program for mental health support; 15% said no such program existed.

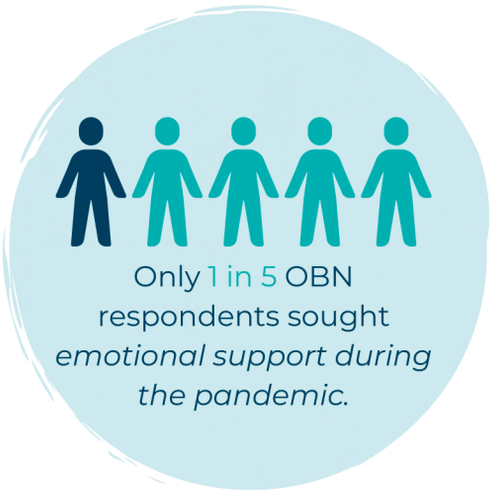


77% *of OBN respondents indicated that they did not receive any type of screening, assessment, or monitoring at work regarding the stressors they faced specifically due to the pandemic.*

CONCLUSION

OhioPHP supports the health and wellness of healthcare professionals to enhance patient care and safety through connection to resources and services. OhioPHP aims for healthcare professionals to receive confidential and compassionate support to improve their health and well-being. Survey results provided insight into how few professionals accessed such support despite indicating mental health concerns.

Survey results indicate that healthcare providers are exhausted both physically and mentally. They are stressed both at work and home. Survey respondents indicated an increase in depression and hopelessness during the pandemic as well as thoughts of suicide and concerns about substance use. Yet only 1 in 5 (21%) OBN respondents sought emotional or mental health support.



Respondents who indicated that they did not seek emotional services during the pandemic were asked to identify obstacles to seeking assistance. Below are examples of obstacles identified.

55%	41%	40%
Time commitment	Cost of counseling or treatment	Did not know where to turn for support

Survey results indicate that respondents from the OBN were less likely to seek emotional or mental health support than other healthcare professionals.

SUMMARY

As expected, overall well-being worsened during the pandemic. But results show that many healthcare professionals were already experiencing significant health and well-being challenges prior to the pandemic. We hope these findings can be used to find ways to support and improve the lives of healthcare professionals during both pandemic and non-pandemic times.

ACKNOWLEDGEMENTS

We must thank those who worked tirelessly on this project and afforded us the ability to collect and capture the stories of Ohio's healthcare workers.

OhioPHP's Board of Directors

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Without you, this would not be possible.

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OhioPHP

Supporting Ohio's Healthcare Professionals since 1995