

Employment Patterns Among Ontario's Allied Health Professionals

Brenda Gamble, PhD

This project is funded by CIHR grant # 79849

Allied Health Professionals

Projects:

- 1) Registered Respiratory Therapists (RTs)
- 2) Medical Laboratory Technologists (MLTs)

Team research partners:

- College of Respiratory Therapists of Ontario, Ania Walsh
- College of Medical Laboratory Technologists of Ontario, Kathy Wilkie

Team researchers:

- Brenda Gamble (Project Lead)
- Audrey Laporte, Raisa Deber

Graduate students:

- Frieda Waisberg and Robyn Hastie

Research goals:

- To study resource shifts of RTs and MLTs across sub-sectors, with an emphasis on shifts from hospital to community; and
- To analyze the factors which are associated with retention of these workers, both within their profession, and within their sub-sector.

Case of Medical Laboratory Technologists

Coming in July 2008.....

Respiratory Therapy

“Respiratory Therapists (RTs) specialize in caring for people with breathing difficulties. They help to monitor, evaluate and treat individuals with respiratory and cardio-respiratory disorders.”

(College of Respiratory Therapists of Ontario web site)

Overview of Ontario RTs from 1996 to 2007:

- Increased # CRTO registrants (1628 in 1996 to 2300 in 2007)
- Predominant place of employment for RTs remains hospital sub-sector (80% to 85%)
- Department of Cardio-pulmonary/respiratory therapy (73% to 79%)

Descriptive statistics continued.....

- Majority of RTs work full time (61.2% to 70%)
- RTs work for one employer (72% to 82%)
- However, there has been increase in the percentage of RTs that work for more than one employer (17.3% to 26%).

Stickiness-retention overtime:

- The hospital sector has the highest retention
- Home care has lower retention even when delivered from the hospital
- Both part-time and casual employment have lower retention than full time employment

Survival analysis results:

Who is more likely to leave?

- The youngest age group (20-34 years)*; and
- Casual employees**

Who is less likely to leave?

- The age group 45-53 years*; and
- Those working for more than one employer***.

*Compared to a baseline of RTs age 35-44 years

** Compared to those working full time

***Compared to those working for one employer

What is the significance of the results?

- The policy direction that supports the shift of the site of care from the hospital to the community has had little impact on where RTs work.
- The majority of RTs still continue to work in hospitals, even in terms of delivering home care.
- Does this reflect both the content of work as well as the conditions of work?

Link to other studies in the CIHR team:

- Labour market survey
- Results provided will be used to better understand the working conditions, educational needs and skill mix of RTs
- As well as the number of FT/PT/Casual positions including those filled and vacant
- Results will help to better understand why 1/5 of those eligible to work have more than one employer.

Employment Patterns Among Ontario's Allied Health Professionals

Brenda Gamble, PhD

This project is funded by CIHR grant # 79849