



## Characteristics of Occupational Therapists and Physiotherapists who work full-time versus ones who work equivalent to full-time

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## Background

- Health care restructuring has increased the number of part-time and casually employed health care workers
- Consequently, health care professionals who want to work full-time hours may need to work for more than one employer



## Background

- Other research on part-time and casually employed workers, and multiple jobs has focused on nurses (Baumann and Blythe, 2003; Baumann, Blythe, Underwood and Dzuiba, 2004; Grinspun, 2002, 2003).



## Study Objectives:

- To examine the similarities and differences between those who work:
  1. full-time for one employer;
  2. full-time hours but work for multiple employers.



## Definition of full-time:

- Because there is a range, we define full-time as working more than thirty hours per week for the purpose of the analysis.



## Data Source:

- Results are based on a “Rehabilitation Services Survey for Occupational Therapists and Physiotherapists 2003” conducted at the University of Toronto
- College of Physiotherapists of Ontario
- College of Occupational Therapists of Ontario
- Systematic Sampling of 1/5 PTs; 1/3 OTs



## Methods:

- Chi-square ( $\chi^2$ ) tests
  - OTs who work for one employer ( $n=348$ ) and those who work for multiple employers ( $n=82$ ) in terms of their
  - PTs who work for one employer ( $n=320$ ) and those who work for multiple employers ( $n=93$ ) in terms of their
    - demographic characteristics
    - employment characteristics
    - employment satisfaction
- Independent Sample  $t$ -Tests
  - compare the two groups on
    - net income
    - number of hours worked in the last week



## Variables used:

### Demographic Characteristics

- Age Group
- Education
- Gender
- Hours
- Income



### Employment Characteristics

- Category of employer
- Work setting
- Employment status
- Employer's source of revenue
- Collective agreement

### Employment Satisfaction

- Clinical decision-making
- Relationship with clients
- Integration of current innovations and evidence into practice
- Income
- Employment benefits
- Employment security
- Employment overall
- Work life balance



## Results for Occupational Therapists

### Demographic Characteristics:

- No significant differences between the Single employer group and Multiple employer group;
- $p > 0.05$  for all variables.



### Employment Characteristics:

- Significant differences between the Single employer group and Multiple employer group on all variables;
- $p < .0001$  for all variables.



## Results for Occupational Therapists

### Employment Satisfaction Ratings

- The Multiple employer group of OTs had lower satisfaction ratings for:
  - employment benefits ( $p < .0001$ )
  - employment security ( $p = .0003$ )
  - ability to balance work with personal life ( $p = .0254$ )
- Within the Multiple employer group of OTs:
  - OTs less satisfied with their secondary employer for employment benefits and employment security



## Results for Physiotherapists



### Demographic Characteristics:

- No significant differences between the Single employer group and the Multiple employer group with regard to Age, Gender, Education, and Income ( $p > 0.05$ );
- Significant differences between the two groups on “Hours worked in the last week” with those working for multiple employers working more hours ( $p = .02662$ ).

### Employment Characteristics:

- Significant differences between the Single employer group and the Multiple employer group on all variables;
- $p < .0001$  for all variables.



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## Results for Physiotherapists

### Employment Satisfaction Ratings

- PTs working for multiple employers have lower satisfaction ratings for employment benefits ( $p < .0001$ )
- Within Multiple employer group:
  - No significant differences between Primary employer and Secondary employer ( $p < .0001$ );
  - Multiple employer group less satisfied with their secondary employer for employment benefits.



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## Limitations:

- The study uses a cross-sectional design collected through self-report data
  - A longitudinal design could enable us to determine long-term trends
- Study was not designed to explain if working multiple jobs would affect client care or outcomes
- The reason for working multiple jobs was not explored



## Conclusion

- The recognition that differences do exist between OTs/PTs who work for one versus multiple employers can better inform HHR recruitment and retention.
- OTs/PTs who hold multiple jobs to meet the threshold of full-time hours should not be viewed in the same manner as OTs who work full-time for one employer.
- It is important to consider each employer separately for OTs/PTs working for multiple employers.
- Further research needs to be conducted on how part-time and casual employees, and multiple jobs affect client outcomes.

