# The Quality of Worklife of Medical Laboratory Professionals in Canada

**Description:** A national review of the quality of worklife of employed medical laboratory professionals who are members of the [Canadian Society for Medical Laboratory Science](https://www.csmls.org/Research/Grants-and-Resources/Support-Mental-Health-Awareness-and-Stop-Stigma-in.aspx) (CSMLS). These [medical laboratory professionals](https://www.csmls.org/Medical-Laboratory-Professionals/About/Who-are-Lab-Professionals.aspx) (MLPs) include medical laboratory assistants/technicians (MLAs) and medical laboratory technologists (MLTs).

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| --- | --- | --- | --- |
|  | All MLPs | MLT | MLA |
| Survey Year | 2016 | 2018 | 2016 | 2018 | 2016 | 2018 |
| My job lets me use my skills and abilities | 90% | 91% | 91% | 91% | 80% | 85% |
| I have too much work to do everything well | 58% | 58% | 59% | 59% | 48% | 51% |
| At the place where I work, I am treated with respect | 75% | 77% | 76% | 76% | 71% | 84% |
| I trust management at the place where I work | 46% | 52% | 45% | 51% | 50% | 59% |
| The safety of workers is a high priority with management where I work | 76% | 75% | 76% | 75% | 73% | 81% |
| There are no significant compromises or shortcuts taken when worker safety is at stake | 76% | 78% | 75% | 78% | 76% | 81% |

*\*All values represent the percentage of positive responses (agree to strongly agree)*

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| --- | --- | --- | --- |
|  | All MLPs | MLT | MLA |
| Survey Year | 2016 | 2018 | 2016 | 2018 | 2016 | 2018 |
| How often do you find your work stressful?(often or always) | 57% | 55% | 57% | 55% | 56% | 50% |
| Do you have access to stress management or stress reduction programs at your current workplace? (no or unsure) | 61% | 62% | 59% | 61% | 82% | 71% |
| How often are there not enough people or staff to get all the work done? (often) | 53% | 54% | 52% | 53% | 60% | 61% |
| The job security is good (somewhat to very true) | 86% | 90% | 87% | 90% | 68% | 84% |
| How likely is it you will look for a new job with another employer in the next year? (somewhat to very likely) | 34% | 34% | 32% | 32% | 57% | 53% |
| Do you feel discriminated against on your job? (yes) | 26% | 23% | 26% | 24% | 32% | 20% |
| All in all, how satisfied would you say you are with your job? (somewhat to very satisfied) | 79% | 79% | 79% | 79% | 82% | 83% |

# Indicator Information

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| --- | --- | --- | --- |
| N Value | All MLPs | MLT | MLA |
| Survey Year | 2016 | 2018 | 2016 | 2018 | 2016 | 2018 |
| Participants | 802 | 1414 | 718 | 1234 | 84 | 180 |

**Distribution:** The survey is disseminated biannually, with the inaugural survey completed in 2016.

**Methodology:** The CSMLS National Mental Health Survey is electronically distributed to all active members. The survey is available in French and English. The quality of worklife indicators from this survey are included in this dashboard.

**Participants:** Survey responses include employed MLAs and MLTs who are CSMLS members. Requests for additional data associated with the remaining membership can be made (i.e., management, educators and others).

**Analysis:** If you have questions regarding the analysis or survey scoring criteria, please email research@csmls.org.

**Legend:** The colour coding system to monitor the National Indicators represents the stability or movement (increase or decrease) in each question. The data compares the most recent year to the second most recent.

* Green = Greater than 3% positive change
* Yellow = + or – 3%, no significant change
* Red = Greater than 3% negative change