



The Impact of Caregiving on Worker Health

Investigations with Personal Support Workers

DATE: OCTOBER 26, 2017 PRESENTED BY: KELSEY PARKER, PHD



Personal Support Workers

- Intellectual and Developmental Disabilities
- Across the lifespan
- Medicaid



Challenges and Hazards of Personal Support Work

- Physical demands
- Challenging Behaviors
- Isolation
- Low wage
- Lack of institutional support system

Research Study 1: Hazard Survey

Hazard Survey

- Online survey distributed using REDCap
- N=248
 - 45 years old ($SD=15.16$)
 - 91% female
 - 84% white
 - 6.46 years as a personal support worker ($SD=7.45$)
- Survey topics: Work tasks, challenging behaviors, injuries, pain

Hazard Survey – Pain

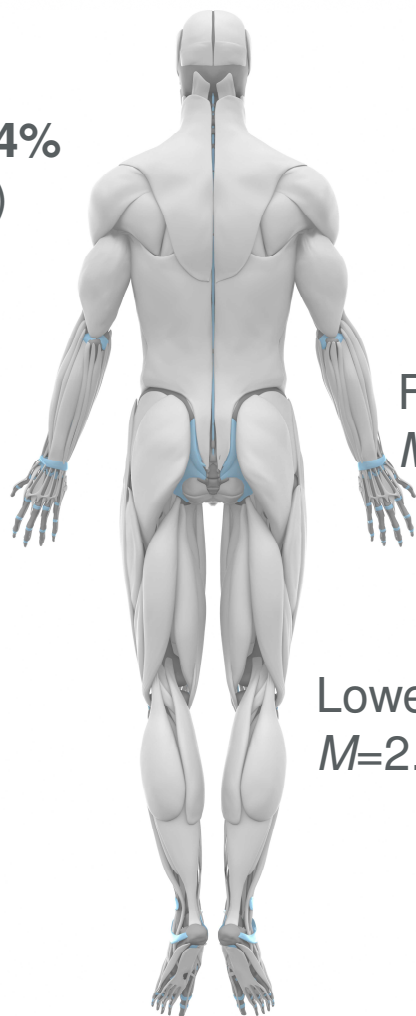
Neck/Shoulders **64%**
 $M=2.70$ ($SD=2.53$)

Lower Back **59%**
 $M=2.76$ ($SD=2.8$)

Forearm/Wrist **32%**
 $M=1.34$ ($SD=2.06$)

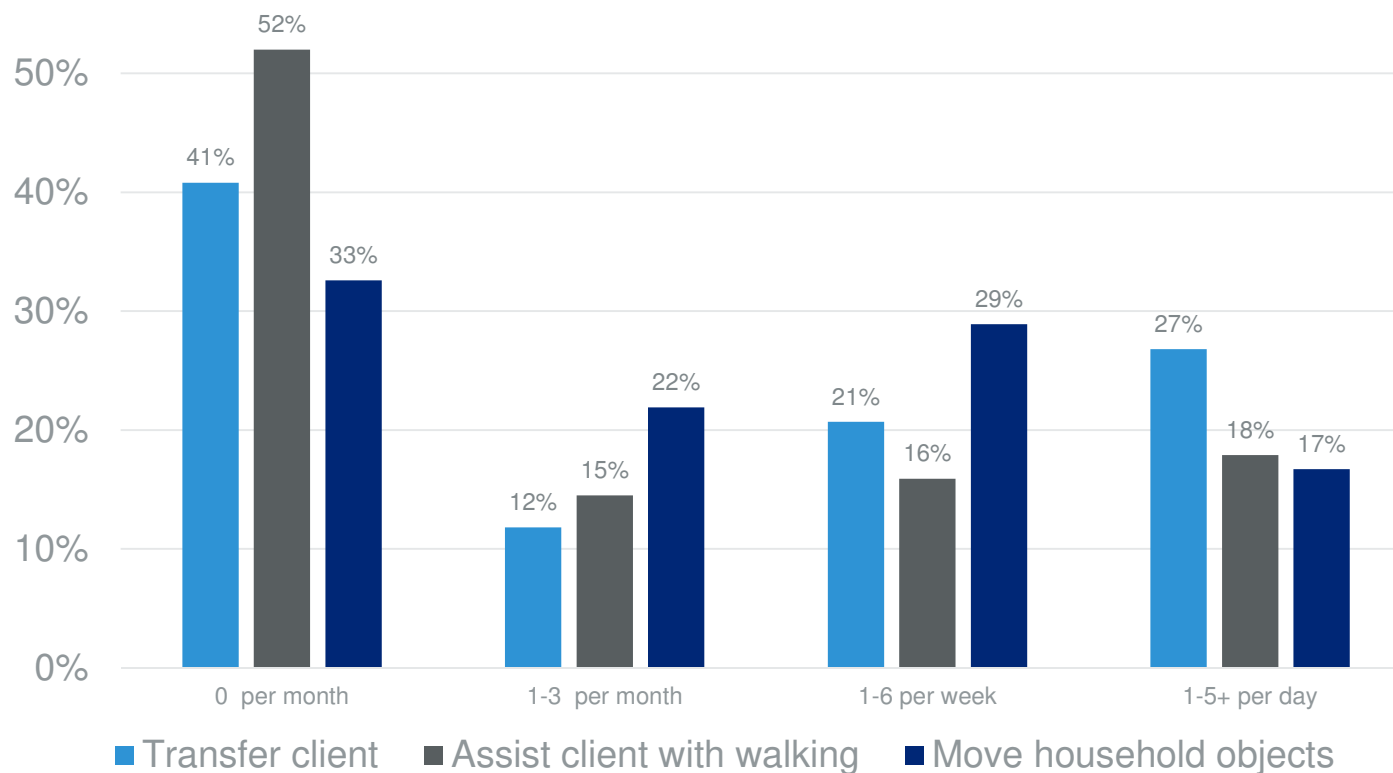
Lower extremities **51%**
 $M=2.38$ ($SD=2.75$)

% = 3 months
Mean = 7 days (0-10
scale)



Hazard Survey - Tasks

Frequency of Hazardous Task Exposure



Hazard Survey – Challenging Behaviors

Behavior (12 months)	% Experienced	% injured
Had someone smash something in your presence or display a loss of control?	38.3%	5.3%
Been bumped with unnecessary force?	26.6%	42.0%
Been pushed, grabbed, or shoved?	26.2%	43.1%
Had something thrown at you, or had someone threaten to throw something at you?	22.6%	21.4%
Been bitten, kicked, or hit with a fist?	18.5%	71.7%
Been spat on?	14.9%	n/a
Been slapped?	12.9%	65.6%
Been threatened with a knife, or had someone handle a knife near you in a threatening manner?	3.6%	0.0%
Been choked?	1.2%	33.3%

Research Study 2: Daily Diary Study

Daily Diary Study

- Online survey distributed using REDCap
 - Baseline Survey
 - 14 days Post-work and Evening surveys
- N=29
 - 38 years old ($SD=13.56$)
 - 3.59 years as a personal support worker ($SD=2.84$)
 - 97% female
 - 100% white
 - 24% rural
 - 45% caring for a family member

Daily Diary Study - Hypotheses

- **Hypothesis 1**: There will be a high prevalence of financial strain among personal support workers
- **Hypothesis 2**: Experiencing daily stressors will be associated with higher need for recovery, poorer sleep, higher physical symptoms (e.g. pain), poorer mood, and poorer diet (*day-level*)
- **Hypothesis 3**: Daily stressors will have a stronger negative impact when financial stress (*person-level*) is high and when relationship quality is poor (*person-level*)
- **Hypothesis 4**: The negative relationship between daily stressors and daily well-being will be weakened by positive work experiences (*day-level*) and after-work recovery experiences (*day-level*)

Daily Diary Study – Baseline Survey

- Financial strain
- Burnout
- Work engagement
- Stress
- Health
- Pain
- Relationship quality

Daily Diary Study – Financial Strain

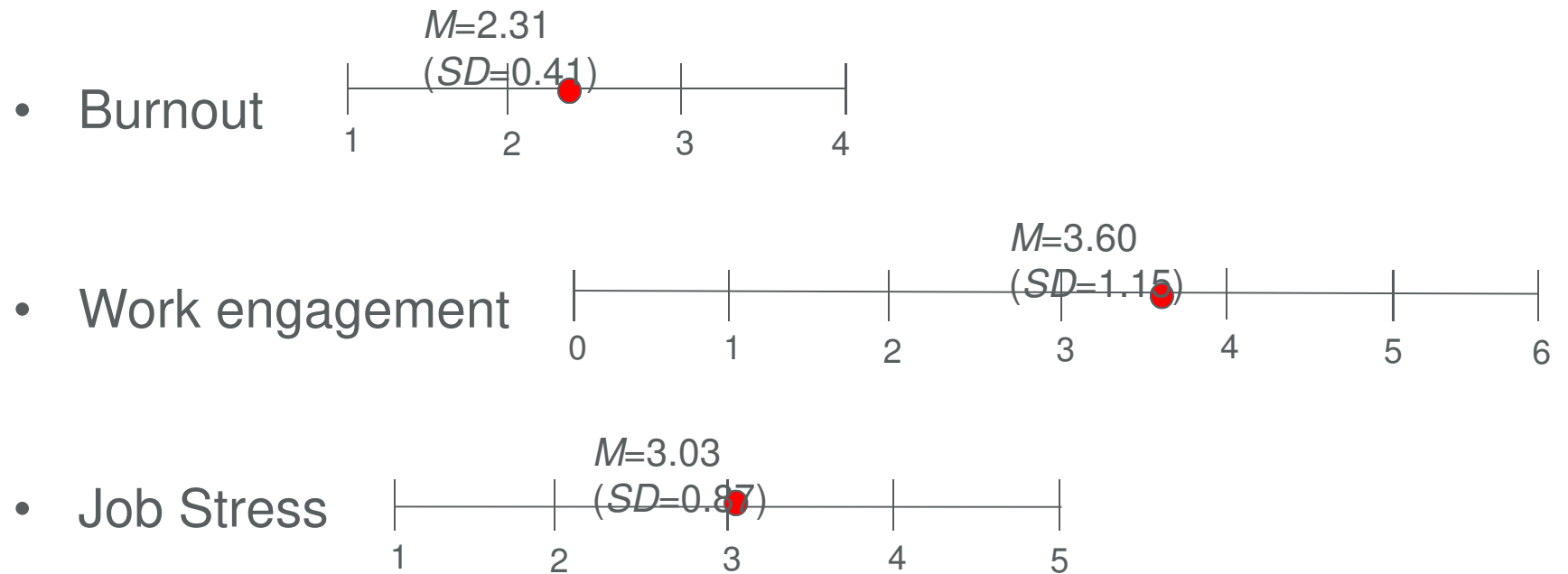
Hypothesis 1: There will be a high prevalence of financial strain among personal support workers

Are you able to afford...	No
Leisure activities	66%
Furniture or household equipment	41%
Clothing	35%
Kind of car you need	28%
Food	28%
Suitable home	17%

Daily Diary Study – Financial Strain

At the end of the month how much money do you end up with?	%
Some money left over	35%
Just enough to make ends meet	41%
Not enough to make ends meet	24%

Daily Diary Study – Work Well-being



Daily Diary Study – Diary Surveys

Post-Work (Daytime)

- Sleep
- Work tasks
- Work stress
- Positive mood

Bedtime

- Need for recovery
- Recovery
- Home stress
- Health behaviors
- Pain
- Mood



Future Directions

- Complete hypothesis testing for daily diary
- Qualitative data collection
- COMPASS intervention adaptation

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Thank You