

PROFILE OF THE NZ ADDICTION WORKFORCE AND THEIR LEVELS OF WELLBEING

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Introduction and Aims: Addiction work can be highly rewarding. However, workers face significant demands. This study profiled the addiction workforce in New Zealand (NZ), and identified personal and professional predictors of work engagement, quality of life (QoL), and burnout among workers.

Design and Methods: An online survey was administered to addiction workers in NZ (N=349). The survey contained 72 questions that examined workers' demographic profile, health, and wellbeing. Stepwise multiple linear regressions were conducted to identify factors that predicted engagement QoL, and burnout.

Results: Respondents were primarily women (71%) aged 40-59 years (60%). Most (59%) had been in their current role for less than five years. Sixteen percent identified as Māori. Levels of QoL, resilience, engagement, and job satisfaction were high. However, dissatisfaction was reported with workloads, job security, and remuneration. The strongest predictor of engagement was supervisor support, accounting for 15% of the variance. Other predictors were resilience, health and time spent on social activities. The strongest predictor of burnout was resilience, accounting for 32% of the variance. Other predictors included a workload, health, and performance feedback. The strongest predictor of QoL was health, accounting for 49% of the variance. Other predictors were resilience and work/life balance.

Discussions and Conclusions: Levels of wellbeing in the NZ addiction workforce are generally high, however dissatisfaction with some aspects of working conditions was reported. Enhancing worker wellbeing is a priority, in order to enhance client outcomes, fulfil duty of care obligations, and support, maintain and retain workers.