MOTIVATORS AND STRESSORS FOR CANADIAN RESEARCH COORDINATORS IN CRITICAL CARE: THE MOTIVATE SURVEY

McDonald, Ellen; Zytaruk, Nicole; Borges, Debbie; Bennardo, Michael; Clarke, France; Heels-Ansdell, Diane; Hand, Lori; Meade, Maureen; Nassar, Aussama; Cook, Deborah

1Critical Care Research, McMaster University, Hamilton, Canada; 2Critical Care Research, St. Joseph's Healthcare Hamilton, Hamilton, Canada; 3School of Nursing, McMaster University, Hamilton, Canada; 4Research, Hamilton Health Sciences, Hamilton, Canada; 5C E & B, McMaster University, Hamilton, Canada; 6Critical Care Research, Hamilton Health Sciences, Hamilton, Canada; 7Critical Care, Hamilton Health Sciences, Hamilton, Canada

Introduction: Critical Care Research Coordinators (CCRCs) implement study protocols in the complex setting of the intensive care unit (ICU). Retention of CCRCs is pivotal to research productivity, as years of experience correlates with consent rates and the rapidity of study completion. The diverse skills, breadth of knowledge, and range of responsibilities of CCRCs underscore how crucial they are to the research enterprise.

Objectives: The aim of this survey was to identify the stressors, motivators, responsibilities and job satisfaction of CCRCs in Canada.

Methods: We conducted a self-administered survey (1) of CCRCs in the Canadian Critical Care Trials Group (CCCTG). Our multidisciplinary research team generated items in 5 domains (stressors, motivators, responsibilities, job satisfaction and demographics(2)). Response options were grounded in 5 point Likert scales. The instrument was pre-tested by 9 RCs and underwent Clinical Sensibility testing. The survey was administered in hard copy at a CCRC Workshop in November 2012. An email invitation was sent to those CCRCs not present at the workshop, and email reminders were sent to non-responders. Responses were de-identified to ensure anonymity.

Results: The response rate was 66/85 (77%). Overall, 48.5% of respondents were nurse CCRCs and 71.2% were employed full time. Respondent CCRCs were engaged in an average of 9 ongoing studies (7 academic, 2 industry) at the time of survey participation. Clinical Sensibility score was 4.5 out of 5. The highest rated stressors were unrealistic workload and deadlines, scoring 3.2 and 3.0, respectively out of 5. The highest rated motivators were a positive work environment and team spirit, scoring 4.5 and 4.4 respectively out of 5. CCRCs reported an average of 18 responsibilities, most frequently REB applications (89%), data entry (89%) and meetings (87%). Interestingly, remuneration factored fairly low as a motivator, ranking 13th on the list with a score of 3.8 out of 5. The overall job satisfaction was rated as 3.9 on a 5 point satisfaction scale.

Conclusion: Unrealistic workload and deadlines were identified as the major stressors for CCRCs of the CCCTG. However they are motivated by a positive work environment and team spirit, reporting their job satisfaction as high.