



Non-regular jobs,  
burnout, anxiety and  
stress are wreaking  
havoc among employees  
in health care and  
social services.

Mr. Charest,  
it is urgent  
to improve the  
quality of life  
at work!

As employees in health care and social services,

**WE'RE AT THE END OF OUR ROPE**

overwork

uncertain  
jobs

burnout

stress

## Why are so many people at the end of their rope?

There are twice as many absences on sick leave in health care and social services as there are in all other sectors of work.

More than half of the people who work in the health and social services system have contingent, precarious jobs, given that they work part-time or on-call. With an average annual salary of \$28,300, it's obvious why we're at the end of our rope.

All too often, employees who are absent are not replaced. The remaining employees have to take on their work and jeopardize their own health.

As well, workloads are more demanding. The organization of work is poor and staff lack support and recognition, which affects the quality of services.

## When work makes you sick... and affects the quality of services

Our health and social services system is stretched to the limit. Working conditions are deteriorating and the quality of care is being affected.

It is unacceptable that so many people are being made sick by their work. A change of course is needed to lessen the pressure on employees in health care.

It's the future of the health and social services system that's at stake. Staff shortages will get worse if working conditions continue to deteriorate.

## We deserve better: the quality of life at work has to be improved

Our demands are legitimate. They are aimed at reducing health problems through a better organization of work, less exhausting workloads and recognition of the importance of preventive measures.

The members of the **Fédération de la santé  
et des services sociaux - CSN**



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# WE'RE AT THE END OF OUR ROPE