



## Social Worker Well-being: A Large Mixed-Methods Study

Ravalier, J., Mc Fadden, P., Boichat, C., Clabburn, O., & Moriarty, J. (2021). Social Worker Well-being: A Large Mixed-Methods Study. *The British Journal of Social Work*, 51(1), 297-317. <https://doi.org/10.1093/bjsw/bcaa078>

[Link to publication record in Ulster University Research Portal](#)

**Published in:**

The British Journal of Social Work

**Publication Status:**

Published (in print/issue): 31/01/2021

**DOI:**

[10.1093/bjsw/bcaa078](https://doi.org/10.1093/bjsw/bcaa078)

**Document Version**

Author Accepted version

**General rights**

Copyright for the publications made accessible via Ulster University's Research Portal is retained by the author(s) and / or other copyright owners and it is a condition of accessing these publications that users recognise and abide by the legal requirements associated with these rights.

**Take down policy**

The Research Portal is Ulster University's institutional repository that provides access to Ulster's research outputs. Every effort has been made to ensure that content in the Research Portal does not infringe any person's rights, or applicable UK laws. If you discover content in the Research Portal that you believe breaches copyright or violates any law, please contact [pure-support@ulster.ac.uk](mailto:pure-support@ulster.ac.uk).

**Table 1:** demographic breakdown of survey respondents.

	Mean Age (SD)	Gender		Median Role Experience
		Male	Female	
<b>All respondents</b> (n = 3421)	40.64 (10.9)	384 (11.2%)	3031 (88.5%)	8-10 years
<b>Child &amp; Family</b> (n = 1953)	38.72 (10.5)	181 (9.2%)	1776 (90.7%)	5-8 years
<b>Adult</b> (n = 586)	41.72 (10.7)	80 (13.6%)	506 (86.1%)	8-10 years
<b>Mental Health</b> (n = 130)	42.34 (11.3)	15 (11.5)	113 (86.9%)	8-10 years
<b>Other</b> (n = 747)	44.98 (11.8)	108 (14.5%)	636 (85.1%)	8-10 years

**Table 2:** Mean (SD) and percentile scoring on MSIT factors.

	<b>Demands (SD)</b>	<b>Control (SD)</b>	<b>Managerial Support (SD)</b>	<b>Peer Support (SD)</b>	<b>Relationships (SD)</b>	<b>Role (SD)</b>	<b>Change (SD)</b>
<b>All Respondents</b> (Percentile)	2.29 (.83) <5 <sup>th</sup>	2.96 (.82) 5 <sup>th</sup>	3.18 (.93) 10 <sup>th</sup>	3.77 (.72) 25 <sup>th</sup>	3.81 (.89) 5 <sup>th</sup>	3.72 (.81) <5 <sup>th</sup>	2.44 (.85) <5 <sup>th</sup>
<b>Child &amp; Family</b> (Percentile)	2.11 (.77) <5 <sup>th</sup>	2.87 (.78) <5 <sup>th</sup>	3.19 (.92) 10 <sup>th</sup>	3.78 (.69) 25 <sup>th</sup>	3.76 (.88) 5 <sup>th</sup>	3.74 (.79) 5 <sup>th</sup>	2.43 (.83) <5 <sup>th</sup>
<b>Adult</b> (Percentile)	2.52 (.84) <5 <sup>th</sup>	3.02 (.79) 5 <sup>th</sup>	3.15 (.93) 10 <sup>th</sup>	3.85 (.71) 50 <sup>th</sup>	3.90 (.88) 5 <sup>th</sup>	3.62 (.81) <5 <sup>th</sup>	2.36 (.87) <5 <sup>th</sup>
<b>Mental Health</b> (Percentile)	2.46 (.83) <5 <sup>th</sup>	3.05 (.84) 5 <sup>th</sup>	3.16 (.99) 10 <sup>th</sup>	3.70 (.76) 25 <sup>th</sup>	3.79 (.86) 5 <sup>th</sup>	3.52 (.78) <5 <sup>th</sup>	2.31 (.81) <5 <sup>th</sup>
<b>Other</b> (Percentile)	2.54 (.89) <5 <sup>th</sup>	3.13 (.88) 10 <sup>th</sup>	3.18 (.98) 10 <sup>th</sup>	3.70 (.76) 25 <sup>th</sup>	3.88 (.91) 5 <sup>th</sup>	3.79 (.85) 5 <sup>th</sup>	2.31(.81) <5 <sup>th</sup>

**Table 3:** Descriptive statistics for PSS, satisfaction, migration, attrition, and service user behaviour.

	<b>All Respondents</b>	<b>Child &amp; Family</b>	<b>Adult</b>	<b>Mental Health</b>	<b>Other</b>	
<b>Mean Perceived Stress (SD)</b>	8.54 (3.06)	8.70 (3.04)	8.72 (3.03)	8.06 (2.75)	8.04 (3.11)	
<b>Job Satisfaction</b>	41.9%	40.8%	39.5%	41.1%	46.9%	
<b>Migration</b>	<b>%</b>	60.5%	62.0%	60.6%	62.3%	54.2%
	<b>Mean Length</b>	1 year, 8 months	9.7 months	10.9 months	11.6 months	11.5 months
<b>Attrition</b>	<b>%</b>	37.6%	37.3%	41.3%	36.2%	35.1%
	<b>Mean Length</b>	11 months	18.9 months	21.8 months	18.3 months	33.9 months
<b>Service User Behaviour</b>	<b>Online (%)</b>	28.2%	29.9%	28.6%	26.9%	23.9%
	<b>In Person Words (%)</b>	64.5%	72.9%	54.4%	62.3%	50.9%
	<b>In Person Behaviour (%)</b>	42.7%	50.7%	29.1%	36.5%	33.5%

**Table 4:** Regression analyses of the influence of working conditions and service user behaviour on perceived stress.

<b>Outcome</b>	<b>Significantly Related Factors</b>	<b>Coefficient Estimate (B)</b>	<b>t</b>	<b>P</b>	<b>Adjusted R<sup>2</sup></b>
<b>Perceived Stress</b>	Demands	-.25	-17.30	<.001	.28
	Control	-.08	-5.09	<.001	
	Managerial Support	-.13	-9.25	<.001	
	Role	-.07	-4.56	<.001	
	Change	-.05	-3.04	<.001	

**Table 5:** Regression analyses of the influence of working conditions and service user behaviour on satisfaction, attrition, and migration.

<b>Outcome</b>	<b>Significantly Related Factors</b>	<b>Coefficient Estimate (B)</b>	<b>t</b>	<b>P</b>	<b>Adjusted R<sup>2</sup></b>
<b>Satisfaction</b>	Demands	.39	15.75	<.001	.42
	Control	.16	5.75	<.001	
	Managerial Support	.37	13.84	<.001	
	Peer Support	.18	6.19	<.001	
	Role	.20	7.76	<.001	
	Change	.11	4.02	<.001	
<b>Migration</b>	Demands	.14	14.13	<.001	.25
	Managerial Support	.14	14.15	<.001	
	Relationships	.04	3.69	<.001	
	Role	.05	4.88	<.001	
<b>Attrition</b>	Demands	.08	7.28	<.001	.12
	Control	.06	5.35	<.001	
	Managerial Support	.07	6.52	<.001	
	Peer Support	.05	4.08	<.001	