

## Regulated Nurses: Canadian Trends, 2004 to 2008

Updated February 2010

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Established in 1994, CIHI is an independent, not-for-profit corporation that provides essential information on Canada's health system and the health of Canadians. Funded by federal, provincial and territorial governments, we are guided by a Board of Directors made up of health leaders across the country.

## Our Vision

CIHI's vision is to help improve Canada's health system and the well-being of Canadians by being a leading source of unbiased, credible and comparable information that will enable health leaders to make better-informed decisions.

# Regulated Nurses: Canadian Trends, 2004 to 2008

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## Executive Summary

*Regulated Nurses: Canadian Trends, 2004 to 2008* draws on data from the Canadian Institute for Health Information's Nursing Database, which covers the three regulated nursing professions in Canada: registered nurses (RNs), licensed practical nurses (LPNs) and registered psychiatric nurses (RPNs). This report presents five-year workforce trends across Canada, across regulated nursing professions and across a variety of demographic, education, mobility and employment characteristics, in order to inform health human resource planning in Canada.

### Regulated Nursing Workforce Continues to Grow

There were 341,431 regulated nurses working in nursing in Canada in 2008, 76.7% of whom were RNs, 21.8% of whom were LPNs and 1.5% of whom were RPNs. These proportions remained relatively steady over the last five years.

In 2008, as in previous years, the number of regulated nurses in the workforce grew, with an annual percentage change of close to 2% every year since 2004. Both the RN and LPN workforces grew at rates exceeding that of the Canadian population, and RPN workforce growth kept pace with population growth in the western provinces over the five-year period from 2004 to 2008.

### Regulated Nursing Workforce Across Age Groups

In each of the regulated nursing professions, the average age of entry into the workforce increased. Regulated nurses are now often age 30 or older when they graduate and begin their nursing careers. In 2008, those age 40 to 60 dominated the nursing professions; this age group constituted 58.3% of the RN workforce, 55.2% of the LPN workforce and 63.0% of the RPN workforce.

### Mobility Trends of Regulated Nursing Graduates

Within Canada, the top three destinations for work for Canadian-educated regulated nursing graduates who moved away from their province of graduation were British Columbia, Alberta and Ontario. As RPNs are regulated in only the four western provinces, their top two destinations for work were Alberta and British Columbia.

The proportion of regulated nurses educated internationally grew slightly over the last five years. Overall, in 2008, 7.2% of the regulated nursing workforce was educated outside of Canada.

### Registered Nurses

The Canadian RN workforce grew by close to 2% each year since 2004, to a total of 261,889 RNs in 2008. The proportion of females remained high, at 94.0%.

The average age of an RN in 2008 was 45.1, a slight increase of less than one year (0.6 years) over the average age observed in 2004.

RNs worked most often in hospitals (62.7%) in 2008; the community health sector employed 14.2% of RNs.

In 2008, 30.2% of internationally educated RN graduates were educated in the Philippines and 17.9% were educated in the United Kingdom. A total of 8.2% of the RN workforce graduated from an international RN program, which represents the highest proportion of international graduates among the Canadian nursing professions.

Between 2004 and 2008, the number of licensed nurse practitioners (NPs) in the workforce more than doubled, from 800 in 2004, to 1,626 in 2008. As of 2007, all territories and provinces except the Yukon had licensed NP programs.

## **Licensed Practical Nurses**

The Canadian LPN workforce grew to 74,380 in 2008. This represents an increase of 17.2% since 2004. The proportion of females remained steady at 92.8%.

The average age of an LPN was 43.4 in 2008, a decrease of one year, from 44.4, in 2004. This is the only nursing profession of the three that showed a decrease in average age over the time period studied. For LPNs who graduated between 2005 and 2008 and were in the workforce in 2008, the average age of graduation was 31.0.

LPNs worked mostly in hospitals (45.8%) and in long-term care facilities (38.6%) in 2008. This proportion remained relatively consistent over the last five years.

Of the LPNs educated outside Canada who specified a location of graduation in 2008, 26.5% were educated in the United Kingdom and 19.4% were educated in the Philippines. A total of 2.0% of the LPN workforce in 2008 was educated outside Canada, an increase from the 1.9% observed in 2007; this represents a substantially smaller proportion than that observed for RPNs and RNs.

## **Registered Psychiatric Nurses**

The total Canadian RPN workforce grew to 5,162 in 2008. This number fluctuated over the five-year period; however, the percentage change was less than one percent from 2004 to 2008. Of the three nursing professions, RPNs have the highest proportion of males, at close to 22.5%. This ratio has not changed substantially over the last five years.

The average age of an RPN was the highest of the three workforces, at 47.5 in 2008, an increase approaching one year above the average age of an RPN in 2004.

RPNs worked mostly in the hospital sector in 2008 (41.0%).

Overall, 6.7% of the RPN workforce in 2008 was educated outside of Canada, the majority of whom were educated in the United Kingdom (80.8%).

## About the Canadian Institute for Health Information

The Canadian Institute for Health Information (CIHI) collects and analyzes information on health and health care in Canada and makes it publicly available. Canada's federal, provincial and territorial governments created CIHI as a not-for-profit, independent organization dedicated to forging a common approach to Canadian health information. CIHI's goal: to provide timely, accurate and comparable information. CIHI's data and reports inform health policies, support the effective delivery of health services and raise awareness among Canadians of the factors that contribute to good health.

One of many databases maintained at CIHI is the Nursing Database (NDB), which holds administrative data on each of the three regulated nursing professions in Canada. Regulated nurses include registered nurses (including nurse practitioners), licensed practical nurses and registered psychiatric nurses.

Any questions or requests regarding this publication or the data should be directed to:

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## About This Report

The Health Human Resources team at CIHI is pleased to present *Regulated Nurses: Canadian Trends, 2004 to 2008*.

The data contained in this report, related to the supply and distribution of the regulated nursing workforces, is a key component of health human resource planning in Canada and is published annually by CIHI. This information has been used by governments, researchers, stakeholders and advocacy groups, as well as private and public organizations, media and regulated nurses. CIHI has been providing comprehensive data on the supply and distribution of regulated nurses in Canada since 2002, and on registered nurses since 1999.

## One Report for Three Nursing Professions

As of the 2007 publication year, information on each of the three regulated nursing professions is in one publication.

## What's New This Year?

In addition to the profile tables, Appendix A—Provincial/Territorial Nursing Workforce Profiles, now provides provincial, territorial and national workforce highlights.





# Acknowledgements

The Canadian Institute for Health Information (CIHI) wishes to acknowledge and thank the following individuals from the Health Human Resources—Nursing team at CIHI for their contribution to this report:

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- Robyn Hastie, Analyst

CIHI would also like to thank the following organizations. A national database of regulated nursing data could not exist without their effort, commitment and collaboration.

## **Regulatory Authorities for the Registered Nursing Profession**

- Association of Registered Nurses of Newfoundland and Labrador
- Association of Registered Nurses of Prince Edward Island
- College of Registered Nurses of Nova Scotia
- Nurses Association of New Brunswick / Association des infirmières et infirmiers du Nouveau-Brunswick
- Ordre des infirmières et infirmiers du Québec
- College of Nurses of Ontario / Ordre des infirmières et infirmiers de l'Ontario
- College of Registered Nurses of Manitoba
- Saskatchewan Registered Nurses' Association
- College & Association of Registered Nurses of Alberta
- College of Registered Nurses of British Columbia
- Yukon Registered Nurses Association
- Registered Nurses Association of Northwest Territories and Nunavut

### **Regulatory Authorities for the Licensed Practical Nursing Profession**

- College of Licensed Practical Nurses of Newfoundland and Labrador
- Prince Edward Island Licensed Practical Nurses Registration Board
- College of Licensed Practical Nurses of Nova Scotia
- Association of New Brunswick Licensed Practical Nurses / Association des infirmier(ère)s auxiliaires autorisé(e)s du Nouveau-Brunswick
- Ordre des infirmières et infirmiers auxiliaires du Québec
- College of Nurses of Ontario / Ordre des infirmières et infirmiers de l'Ontario
- College of Licensed Practical Nurses of Manitoba
- Saskatchewan Association of Licensed Practical Nurses
- College of Licensed Practical Nurses of Alberta
- College of Licensed Practical Nurses of British Columbia
- Yukon Licensed Practical Nurses, Yukon Consumer Services
- Northwest Territories Licensed Practical Nurses, Department of Health and Social Services, Government of the Northwest Territories

### **Regulatory Authorities for the Registered Psychiatric Nursing Profession**

- College of Registered Psychiatric Nurses of Manitoba
- Registered Psychiatric Nurses Association of Saskatchewan
- College of Registered Psychiatric Nurses of Alberta
- College of Registered Psychiatric Nurses of British Columbia

Note: Registered psychiatric nurses are educated and regulated in the four western provinces in Canada.

### **National Organizations**

- Canadian Nurses Association / Association des infirmières et infirmiers du Canada

Please note: The analyses and conclusions in this document do not necessarily reflect those of the individuals or organizations mentioned above.

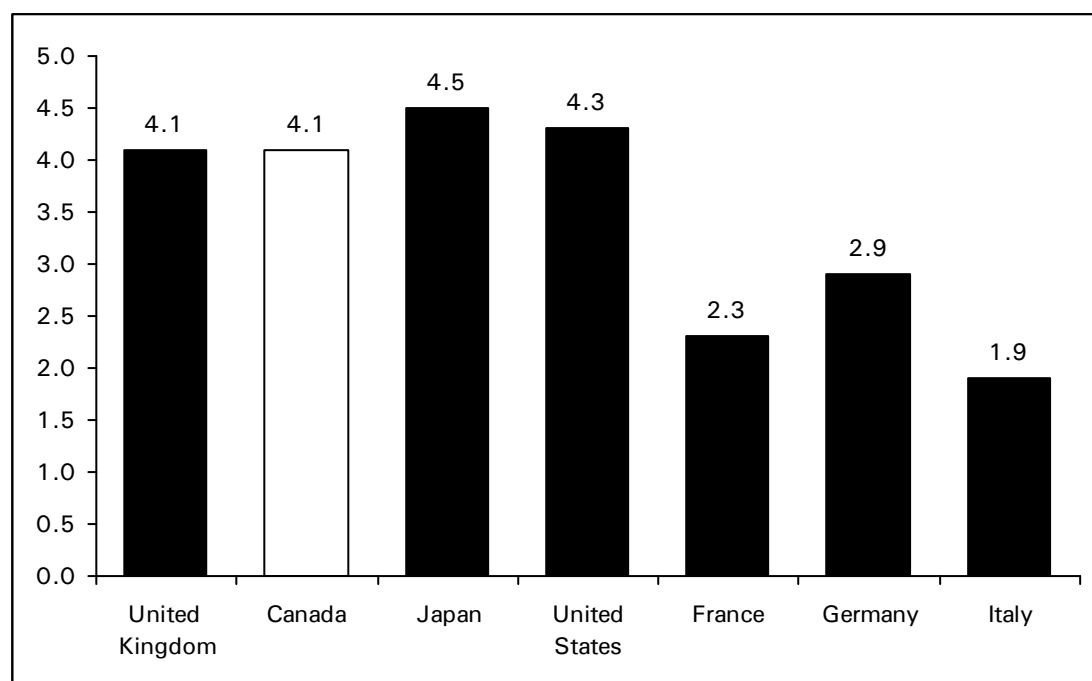
Finally, we wish to extend our thanks and gratitude to all regulated nurses caring for and improving the lives of Canadians.

# Introduction

The provision of high-quality health care services requires a workforce that is well equipped not only to respond to current needs but also to face future challenges. We often hear sentiments and questions about the supply and availability of health care professionals: “Are there enough regulated nurses in Canada? Will they be there when I need them?” These questions highlight the public’s perspective on health care and remind us that health human resource planning affects all of us.

Health care planners anticipate needs by comparing the existing health workforce supply with expected future health care needs of the population. The gaps can then inform the development and implementation of policies to ensure that the right people, with the right skills, in the right settings are providing high-quality care. This report provides baseline data for health human resource planners on the supply and selected characteristics of the regulated nursing workforce across the country. Figure 1 compares the ratio of practising nurses to practising physicians among selected countries.

**Figure 1 Ratio of Practising Nurses to Practising Physicians Within Selected Countries, 2006**



## Notes

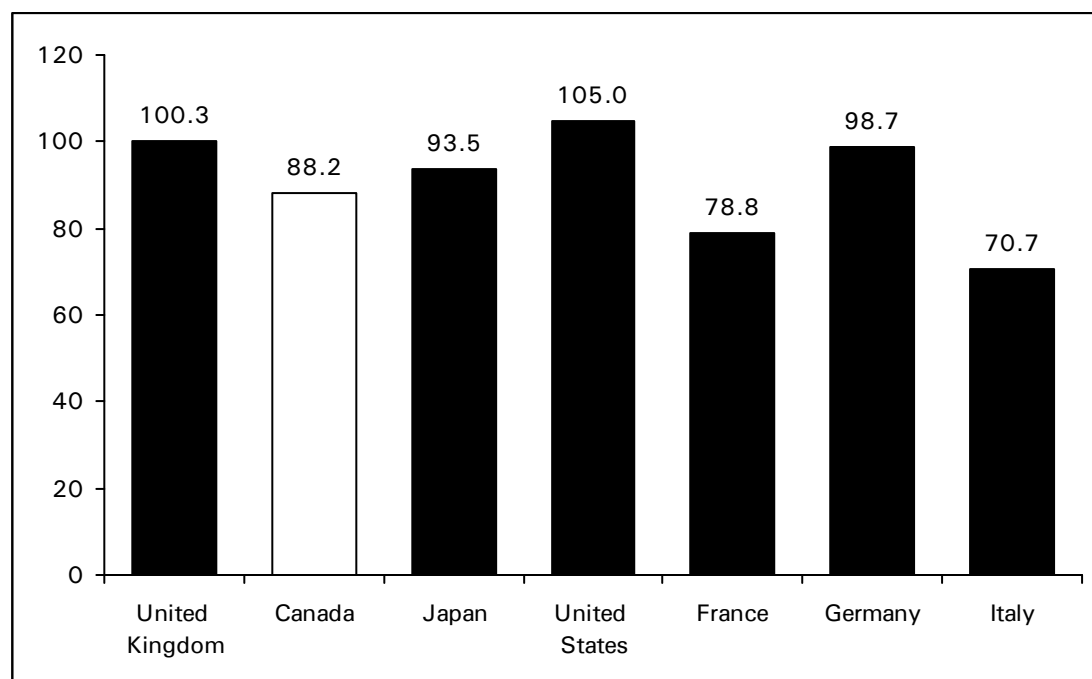
Data presented is from 2006 (the most recent year for which full data was available). Refer to source for additional information regarding definitions.

## Source

Organisation for Economic Co-operation and Development, *OECD Health Data, 2009 Version: June 09* (Paris, France: OECD, 2009), accessed from [www.ecosante.org/index2.php?base=OCDE&langs=ENG&langh=ENG](http://www.ecosante.org/index2.php?base=OCDE&langs=ENG&langh=ENG).

Figure 2 shows that Canada had the fifth-highest number of practising nurses per 10,000 population among selected countries. Similar to other countries, Canada faces various health human resource challenges. Geography in particular may influence the distribution of, and demand for, health resources, including health care providers.

**Figure 2 Practising Nurses per 10,000 Population Within Selected Countries, 2006**



**Notes**

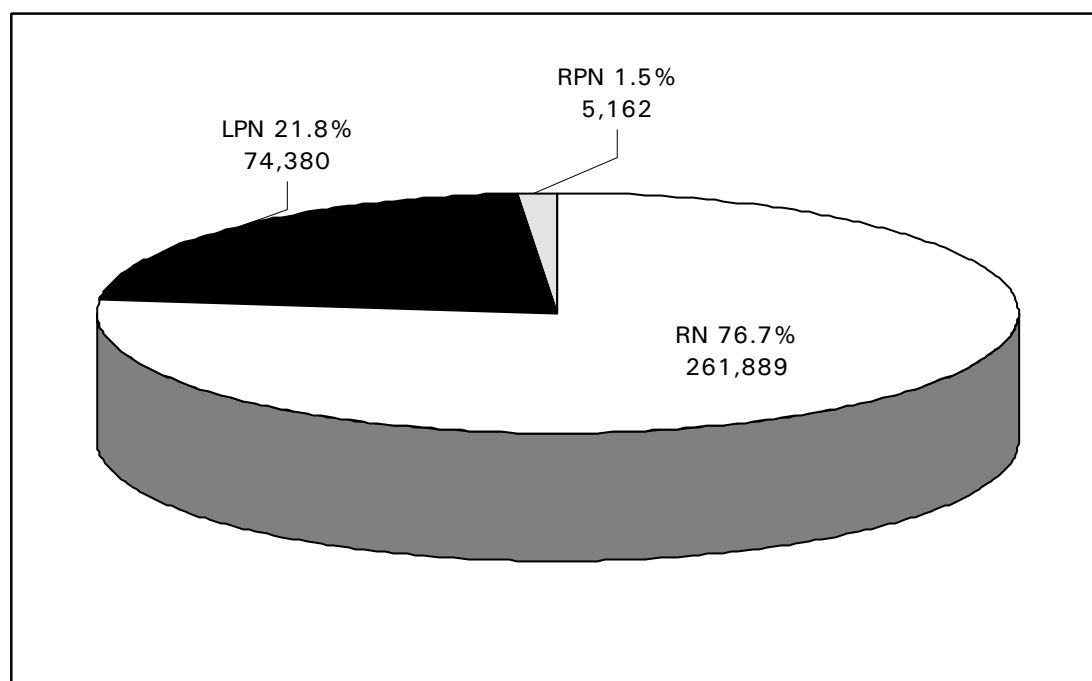
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## The Canadian Regulated Nursing Workforce

In Canada, the largest group within the paid health care workforce is regulated nurses, with a total workforce of 341,431 in 2008. The regulated nursing workforce is made up of three types of health care professionals: registered nurses (including nurse practitioners), registered psychiatric nurses and licensed practical nurses. Each provincial and territorial jurisdiction in Canada is responsible for the legislation covering the regulated nursing professions, and each jurisdiction has its own regulatory body for each profession for the regulation and licensing of its members.

**Figure 3 Regulated Nursing Workforce (Employed in Nursing), Canada, 2008****Note**

Totals may not sum to 100% due to rounding.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Registered Nurses

Registered nurses (RNs) work both autonomously and in collaboration with others. RNs coordinate health care, deliver direct services and support clients in their self-care decisions and actions in health, illness, injury and disability in all stages of life. RNs contribute to the health care system through their work in direct practice, education, administration, research and policy in a wide array of settings.

Nurse practitioners (NPs) are RNs with additional educational preparation and experience. NPs may order and interpret diagnostic tests, prescribe pharmaceuticals, medical devices and other therapies and perform procedures. NPs often work in primary care settings, such as community health centres or remote nursing stations. As well, NPs may work in other work locations, including clinics, long-term care facilities and hospitals. Nurse practitioners are licensed in all provinces and territories in Canada except the Yukon.

## Licensed Practical Nurses

Licensed practical nurses (LPNs) work independently or in collaboration with other members of the health care team. LPNs assess clients and work in health promotion and illness prevention. They assess, plan, implement and evaluate care for clients. LPNs practise in a variety of settings, such as hospitals, homes for the aged, public health units, community nursing agencies, private practices, clinics, doctors' offices, schools, adult day care centres, private homes, community health centres, child care centres and children's camps.

## Registered Psychiatric Nurses

Registered psychiatric nurses (RPNs) are regulated separately from other regulated nursing professionals in four provinces: Manitoba, Saskatchewan, Alberta and British Columbia. RPNs provide services to clients whose primary care needs relate to mental and developmental health. RPN duties include planning, implementing and evaluating therapies and programs on the basis of psychiatric nursing assessments. They often work in acute psychiatry, long-term geriatric care and home care, residential and community programs for the developmentally handicapped, forensic psychiatry, institutional and community-based corrections and community mental health programs.

## Notes to Readers

1. The statistics presented in this publication and on the CIHI website were reviewed and authorized by representatives of the provincial/territorial regulatory authorities responsible for the regulation and licensure of regulated nurses, as listed in Appendix B of this publication.
2. The term “regulated nursing workforce,” as used in this publication and accompanying documents, includes members of the licensed practical nurse (LPN), registered nurse (RN) and registered psychiatric nurse (RPN) workforces who reported being employed in their profession at the time of annual registration.
3. CIHI statistics will differ from those published by provincial/territorial regulatory authorities for the following reasons:
  - i. Collection period—CIHI collects data after the first 6 months of the 12-month registration period, in an effort to ensure timely information. The resulting under-coverage has typically been only 1% to 5%; the counts released by CIHI are generally lower than provincial/territorial statistics.
  - ii. Differences in definition—regulatory authorities typically report the total number of active registrations received during the registration year. CIHI divides the active total into four categories: *employed in nursing*, *employed in other than nursing*, *not employed* and *not stated*. Regulated nurses employed in nursing are the focus of this report, and those falling into the other categories are excluded from most analyses.
  - iii. Exclusions from CIHI data—CIHI statistics do not necessarily include regulated nurses who were on leave at the time of annual registration or first-time registrants. These regulated nurses may be included in statistics published by provincial/territorial regulatory authorities.
  - iv. CIHI editing and processing—CIHI applies methodologies to standardize the information about each regulated nursing workforce across the country. For example, potential duplicate records are removed when the province of registration is not the same as the province of employment. The footnotes and Chapter 5 provide more information regarding the specific methodologies used and their application.
4. Because CIHI and the provincial/territorial regulatory authorities are continually working to improve data quality, these figures may not be comparable to historical data. Historical changes for each profession are listed at the end of each chapter.

See Chapter 5 (Methodological Notes) for more detailed explanations of these concepts.

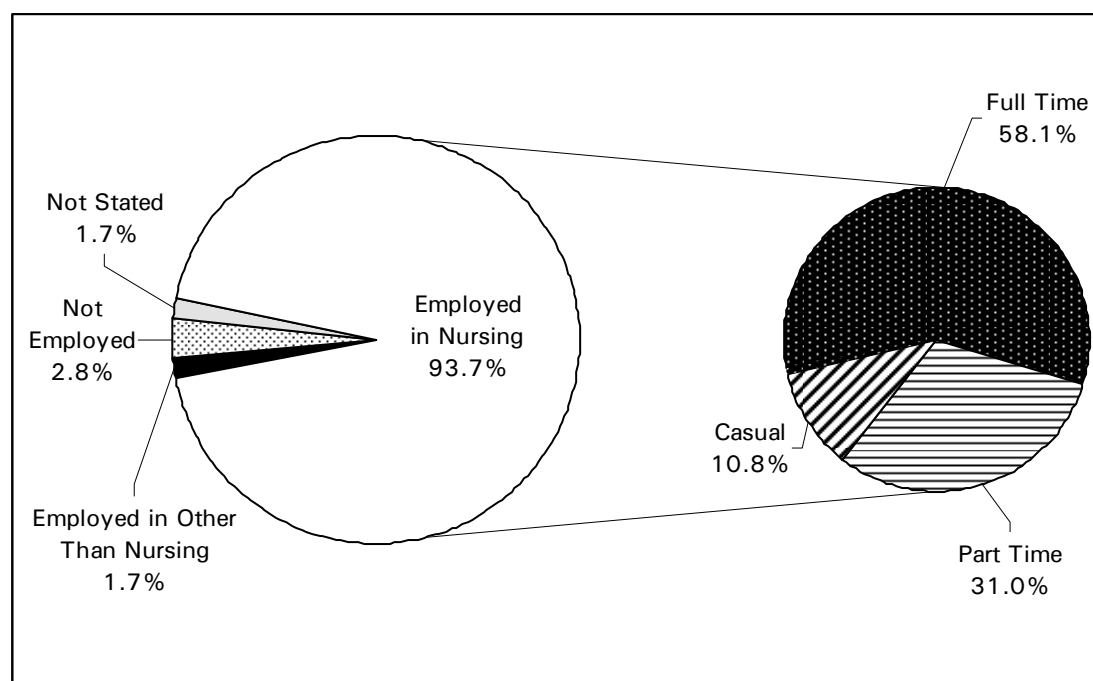
# Chapter 1—Regulated Nurses in Canada: Trends of Registered Nurses

## Workforce Trends: How Many Registered Nurses?

The regulated nursing workforce is of critical importance to the health of Canadians and thus to health human resource planners. This chapter presents data on registered nurses (RNs), including nurse practitioners (NPs), in Canada in 2008, and illustrates key trends over the last five years. A section specific to NPs is included at the end of this chapter.

The RN workforce is defined as those RNs (including NPs) employed in nursing within Canada. These nurses represented 76.7% of the total regulated nursing workforce in 2008. The Employment Status indicator classifies RNs as either *working in nursing*, *working outside of nursing* or *not working*. The indicator further classifies RNs in the workforce as working in part-time, full-time or casual positions. As illustrated in Figure 4, the vast majority of RNs who register in Canada are in the RN workforce, with more than half of those employed in full-time positions (58.1%).

**Figure 4 Registered Nurses, by Employment Status, Canada, 2008**



### Notes

Totals may not sum to 100% due to rounding.

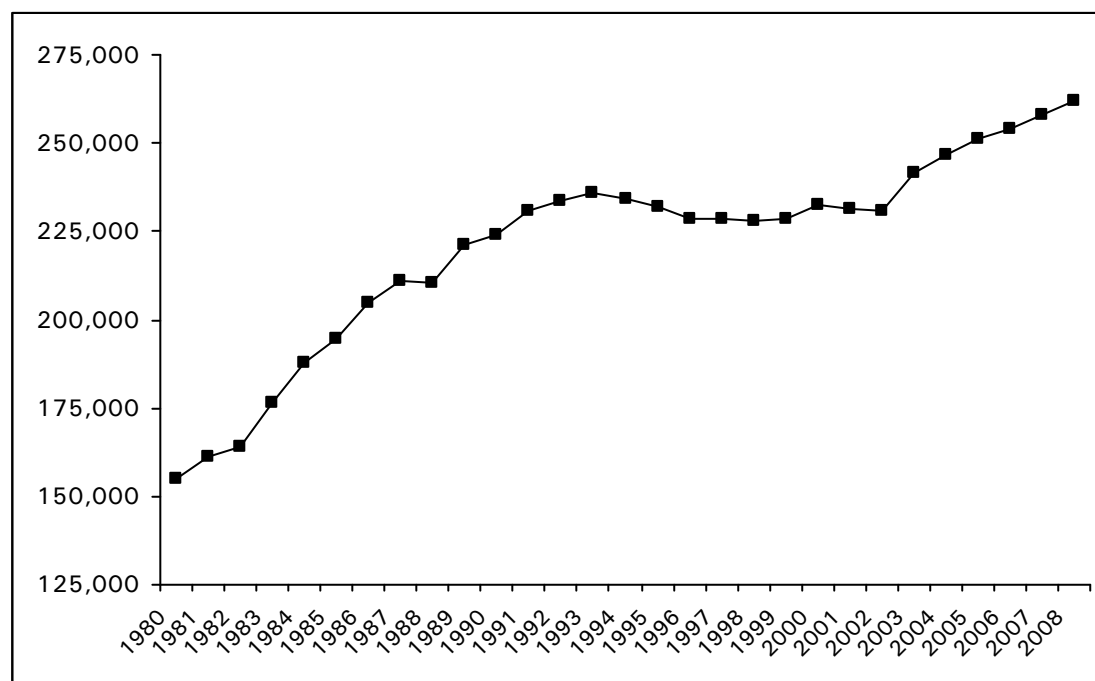
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

The size of the RN workforce has increased relatively steadily since 1980, when data first became available. Figure 5 illustrates the growth trend of the RN workforce over time.

**Figure 5 Registered Nursing Workforce, Canada, 1980 to 2008**



#### Notes

In 1988, the decrease is largely attributed to a substantial increase in the number of Employment Status *not stated* records in the Ontario data for that year.

In 2000, the increase is partially attributed to the identification of comparatively fewer duplicates in the Ontario and Quebec data that year.

In 2003, the increase is partially attributed to methodological changes in the submission of data that year.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

#### Source

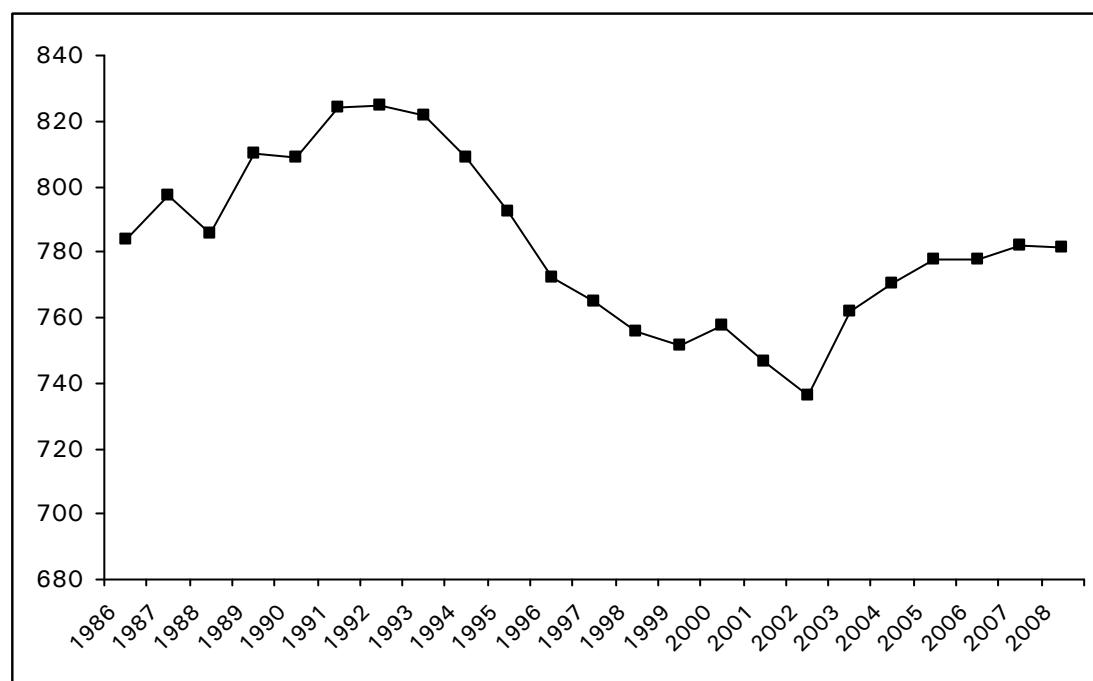
Nursing Database, Canadian Institute for Health Information.

Three distinct trends are evident in Figure 5:

1. The average annual growth rate<sup>i</sup> of the RN workforce was approximately 3.3% between 1980 and 1993. A flattening of the growth curve was seen between 1993 and 2002, reflecting a period of fiscal restraint in health care spending that also affected the growth in the number of health care providers, resulting in an average annual growth rate of the registered nursing workforce of approximately -0.2%.
2. The average annual growth rate between 2002 and 2008 was approximately 2.1%. The previous high of 235,738 RNs in Canada in 1993 was surpassed in 2003. The positive trend since 2002 may be due, in part, to reinvestment in health care, resulting in an increase in the number of RNs in the workforce.
3. The number of RNs per 100,000 population shows a similar trend over the three time periods (see Figure 6); however, the high ratio of the early 1990s (825 RNs per 100,000 population) has not been reached since. In 2008, there were 782 RNs per 100,000 population in Canada.

i. See Chapter 5 (Methodological Notes) for average annual growth rate formula.



**Figure 6 Registered Nursing Workforce per 100,000 Population, Canada, 1986 to 2008****Notes**

In 1988, the decrease is largely attributed to a substantial increase in the number of Employment Status *not stated* records in the Ontario data for that year.

In 2000, the increase is partially attributed to the identification of comparatively fewer duplicates in the Ontario and Quebec data that year.

In 2003, the increase is partially attributed to methodological changes in the submission of data that year.

In 2008, projected population estimates were used. Refer to Analytical Methods in the Methodological Notes section.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Employment Trends: Is the Workforce Changing?

Table 1 shows the supply of all registered nurses (including nurse practitioners) over the period 2004 to 2008. The total supply of RNs in Canada was 279,399 in 2008. This represents an increase of 1.9% from 2007. Although the increase in the number of RNs employed in nursing was not uniform across the country (see Table 2), each year between 2004 and 2008 saw an increase in the Canadian RN workforce of between 1% and 2%, for an overall increase of 6.2% in the RN workforce over the period. Additional information on RNs by jurisdiction is available in the data tables on CIHI's website.

**Table 1 Registered Nurses, by Employment Status, Canada, 2004 to 2008**

	Employed in Nursing					Not Employed in Nursing						Grand Total
	Regular Basis, Full Time	Regular Basis, Part Time	Casual Basis	Regular Basis, Status Unknown	Sub-Total	Employed in Other Than Nursing		Not Employed		Not Stated	Sub-Total	
						Seeking Employment	Not Seeking Employment	Seeking Employment in Nursing	Not Seeking Employment in Nursing			
A	B	C	D	E = A + B + C + D	F	G	H	I	J	K = F + G + H + I + J	L = E + K	
	(Count)											
2004	125,791	79,252	24,818	16,710	246,571	549	4,487	2,349	6,820	2,561	16,766	263,337
2005	137,045	82,224	28,043	3,930	251,242	432	4,598	2,767	6,145	3,213	17,155	268,397
2006	141,047	82,120	27,366	3,286	253,819	377	4,399	2,396	6,155	3,699	17,026	270,845
2007	146,052	81,929	27,197	2,783	257,961	365	4,540	2,428	6,025	2,955	16,313	274,274
2008	151,420	80,879	28,219	1,371	261,889	354	4,542	2,268	5,643	4,703	17,510	279,399
	(Annual Percentage Change)											
2004	-	-	-	-	-	-	-	-	-	-	-	-
2005	8.9%	3.8%	13.0%	-76.5%	1.9%	-21.3%	2.5%	17.8%	-9.9%	25.5%	2.3%	1.9%
2006	2.9%	-0.1%	-2.4%	-16.4%	1.0%	-12.7%	-4.3%	-13.4%	0.2%	15.1%	-0.8%	0.9%
2007	3.5%	-0.2%	-0.6%	-15.3%	1.6%	-3.2%	3.2%	1.3%	-2.1%	-20.1%	-4.2%	1.3%
2008	3.7%	-1.3%	3.8%	-50.7%	1.5%	-3.0%	0.0%	-6.6%	-6.3%	59.2%	7.3%	1.9%
	(Percentage Distribution)											
2004	47.8%	30.1%	9.4%	6.3%	93.6%	0.2%	1.7%	0.9%	2.6%	1.0%	6.4%	100.0%
2005	51.1%	30.6%	10.4%	1.5%	93.6%	0.2%	1.7%	1.0%	2.3%	1.2%	6.4%	100.0%
2006	52.1%	30.3%	10.1%	1.2%	93.7%	0.1%	1.6%	0.9%	2.3%	1.4%	6.3%	100.0%
2007	53.3%	29.9%	9.9%	1.0%	94.1%	0.1%	1.7%	0.9%	2.2%	1.1%	5.9%	100.0%
2008	54.2%	28.9%	10.1%	0.5%	93.7%	0.1%	1.6%	0.8%	2.0%	1.7%	6.3%	100.0%

### Notes

— Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

RNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

RNs employed in nursing but reported as *employed—status unknown* are those who reported employment data but who failed to indicate their status as full time, part time or casual. Accordingly, they are included in the workforce but are excluded from some analyses in the report, as indicated in table footnotes. The number of RNs whose Employment Status is reported as *employed—status unknown* decreased every year since 2004 and represented only 0.5% of the workforce by 2008.

**Table 2 Registered Nursing Workforce, by Jurisdiction and Canada, 2004 to 2008**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
	(Count)												
2004	5,452	1,377	8,602	7,375	63,455	86,099	10,628	8,481	25,600	28,289	283	930	246,571
2005	5,496	1,443	8,733	7,526	63,827	89,429	10,811	8,549	26,355	27,814	302	957	251,242
2006	5,515	1,428	8,790	7,680	64,014	90,061	10,902	8,480	26,752	28,840	324	1,033	253,819
2007	5,574	1,435	8,843	7,726	64,955	90,978	10,825	8,669	27,527	30,059	322	1,048	257,961
2008	5,724	1,479	8,871	7,757	65,531	92,884	10,902	8,823	28,501	29,863	334	1,220	261,889
	(Annual Percentage Change)												
2004	—	—	—	—	—	—	—	—	—	—	—	—	—
2005	0.8%	4.8%	1.5%	2.0%	0.6%	3.9%	1.7%	0.8%	2.9%	-1.7%	6.7%	2.9%	1.9%
2006	0.3%	-1.0%	0.7%	2.0%	0.3%	0.7%	0.8%	-0.8%	1.5%	3.7%	7.3%	7.9%	1.0%
2007	1.1%	0.5%	0.6%	0.6%	1.5%	1.0%	-0.7%	2.2%	2.9%	4.2%	-0.6%	1.5%	1.6%
2008	2.7%	3.1%	0.3%	0.4%	0.9%	2.1%	0.7%	1.8%	3.5%	-0.7%	3.7%	16.4%	1.5%
	(Percentage Distribution)												
2004	2.2%	0.6%	3.5%	3.0%	25.7%	34.9%	4.3%	3.4%	10.4%	11.5%	0.1%	0.4%	100.0%
2005	2.2%	0.6%	3.5%	3.0%	25.4%	35.6%	4.3%	3.4%	10.5%	11.1%	0.1%	0.4%	100.0%
2006	2.2%	0.6%	3.5%	3.0%	25.2%	35.5%	4.3%	3.3%	10.5%	11.4%	0.1%	0.4%	100.0%
2007	2.2%	0.6%	3.4%	3.0%	25.2%	35.3%	4.2%	3.4%	10.7%	11.7%	0.1%	0.4%	100.0%
2008	2.2%	0.6%	3.4%	3.0%	25.0%	35.5%	4.2%	3.4%	10.9%	11.4%	0.1%	0.5%	100.0%

#### Notes

— Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

In 2004, data collection in the Northwest Territories/Nunavut improved, increasing the number of registrations.

Northwest Territories and Nunavut data is combined, as RNs did not specify in which territory they worked the majority of the time.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

#### Source

Nursing Database, Canadian Institute for Health Information.

## Registered Nurses Not Employed in Nursing

Effective health human resource planning requires an understanding of both the current and the potential workforce. While the analysis in this chapter focuses on registered nurses currently employed in nursing, it is also important to understand the profile of the RN profession as a whole and to investigate trends with respect to RNs who register but do not work in nursing.

As shown in Table 3, RNs in the 50+ age groups account for the largest proportion of RNs who were not seeking employment between 2004 and 2008. RNs who were seeking employment were distributed across all age groups.

**Table 3 Registered Nurses Not Employed in Nursing, by Employment Status, by Age Group, Canada, 2004 to 2008**

		<30	30-39	40-49	50-59	60+	Canada
		(Count)					
Not Employed in Nursing But Seeking Nursing Employment	2004	390	654	748	767	339	2,898
	2005	450	793	758	772	425	3,198
	2006	339	640	645	725	424	2,773
	2007	324	611	705	672	480	2,792
	2008	309	504	598	683	528	2,622
Not Employed in Nursing and Not Seeking Nursing Employment	2004	318	1,753	2,843	3,917	2,476	11,307
	2005	262	1,500	2,534	3,779	2,668	10,743
	2006	228	1,365	2,329	3,691	2,941	10,554
	2007	202	1,208	2,215	3,670	3,270	10,565
	2008	178	1,100	2,065	3,446	3,396	10,185
		(Annual Percentage Change)					
Not Employed in Nursing But Seeking Nursing Employment	2004	—	—	—	—	—	—
	2005	15.4%	21.3%	1.3%	0.7%	25.4%	10.4%
	2006	-24.7%	-19.3%	-14.9%	-6.1%	-0.2%	-13.3%
	2007	-4.4%	-4.5%	9.3%	-7.3%	13.2%	0.7%
	2008	-4.6%	-17.5%	-15.2%	1.6%	10.0%	-6.1%
Not Employed in Nursing and Not Seeking Nursing Employment	2004	—	—	—	—	—	—
	2005	-17.6%	-14.4%	-10.9%	-3.5%	7.8%	-5.0%
	2006	-13.0%	-9.0%	-8.1%	-2.3%	10.2%	-1.8%
	2007	-11.4%	-11.5%	-4.9%	-0.6%	11.2%	0.1%
	2008	-11.9%	-8.9%	-6.8%	-6.1%	3.9%	-3.6%
		(Percentage Distribution)					
Not Employed in Nursing But Seeking Nursing Employment	2004	13.5%	22.6%	25.8%	26.5%	11.7%	100.0%
	2005	14.1%	24.8%	23.7%	24.1%	13.3%	100.0%
	2006	12.2%	23.1%	23.3%	26.1%	15.3%	100.0%
	2007	11.6%	21.9%	25.3%	24.1%	17.2%	100.0%
	2008	11.8%	19.2%	22.8%	26.0%	20.1%	100.0%
Not Employed in Nursing and Not Seeking Nursing Employment	2004	2.8%	15.5%	25.1%	34.6%	21.9%	100.0%
	2005	2.4%	14.0%	23.6%	35.2%	24.8%	100.0%
	2006	2.2%	12.9%	22.1%	35.0%	27.9%	100.0%
	2007	1.9%	11.4%	21.0%	34.7%	31.0%	100.0%
	2008	1.7%	10.8%	20.3%	33.8%	33.3%	100.0%

**Notes**

— Data is not applicable or does not exist.

Employment Status *not employed in nursing* includes RNs who are not working or working in positions outside of nursing.

Totals may not sum to 100% due to rounding.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

**Employment Status**

Table 4 shows that the majority of registered nurses employed in nursing are employed on a regular basis in full-time positions, and that their number steadily increased over the past five years. In 2008, 151,420 (58.1% of the workforce) RNs were working in full-time positions.

**Table 4 Registered Nursing Workforce, by Employment Status, by Jurisdiction and Canada, 2004 to 2008**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
		(Count)												
Employed, Full Time	2004	3,909	691	5,321	4,682	32,842	44,566	4,963	4,622	9,950	14,122	123	–	125,791
	2005	3,853	770	5,446	4,806	34,081	53,696	5,184	4,685	10,074	14,316	134	–	137,045
	2006	3,794	729	5,565	4,865	35,172	55,462	5,204	4,713	10,286	15,119	138	–	141,047
	2007	3,946	695	5,656	4,890	36,111	57,403	5,146	4,845	10,711	16,499	150	–	146,052
	2008	4,229	779	5,685	4,987	36,755	60,236	5,190	5,054	11,196	16,531	160	618	151,420
Employed, Part Time	2004	963	640	2,371	2,215	20,312	24,123	4,876	2,957	12,176	8,525	94	–	79,252
	2005	979	532	2,377	2,195	20,637	27,846	4,800	2,859	11,548	8,351	100	–	82,224
	2006	982	546	2,346	2,235	20,684	27,218	4,871	2,819	11,782	8,535	102	–	82,120
	2007	932	554	2,353	2,260	20,903	26,308	4,867	2,783	12,118	8,762	89	–	81,929
	2008	876	547	2,290	2,222	20,948	25,208	4,850	2,649	12,582	8,609	98	–	80,879
Employed, Casual	2004	580	29	910	478	6,752	6,480	694	902	2,786	5,143	64	–	24,818
	2005	664	140	910	525	7,035	7,887	767	978	3,923	5,147	67	–	28,043
	2006	739	153	879	580	7,376	7,381	788	948	3,813	4,625	84	–	27,366
	2007	696	183	834	576	7,433	7,267	788	1,024	3,700	4,617	79	–	27,197
	2008	619	153	895	548	7,459	7,440	862	1,119	3,725	4,723	74	602	28,219
Employed, Status Unknown	2004	–	17	–	–	3,549	10,930	95	–	688	499	2	930	16,710
	2005	–	1	–	–	2,074	–	60	27	810	–	1	957	3,930
	2006	–	–	–	–	782	–	39	–	871	561	–	1,033	3,286
	2007	–	3	–	–	508	–	24	17	998	181	4	1,048	2,783
	2008	–	–	1	–	369	–	–	1	998	–	2	–	1,371
		(Annual Percentage Change)												
Employed, Full Time	2004	–	–	–	–	–	–	–	–	–	–	–	–	–
	2005	-1.4%	11.4%	2.3%	2.6%	3.8%	20.5%	4.5%	1.4%	1.2%	1.4%	8.9%	–	8.9%
	2006	-1.5%	-5.3%	2.2%	1.2%	3.2%	3.3%	0.4%	0.6%	2.1%	5.6%	3.0%	–	2.9%
	2007	4.0%	-4.7%	1.6%	0.5%	2.7%	3.5%	-1.1%	2.8%	4.1%	9.1%	8.7%	–	3.5%
	2008	7.2%	12.1%	0.5%	2.0%	1.8%	4.9%	0.9%	4.3%	4.5%	0.2%	6.7%	–	3.7%
Employed, Part Time	2004	–	–	–	–	–	–	–	–	–	–	–	–	–
	2005	1.7%	-16.9%	0.3%	-0.9%	1.6%	15.4%	-1.6%	-3.3%	-5.2%	-2.0%	6.4%	–	3.8%
	2006	0.3%	2.6%	-1.3%	1.8%	0.2%	-2.3%	1.5%	-1.4%	2.0%	2.2%	2.0%	–	-0.1%
	2007	-5.1%	1.5%	0.3%	1.1%	1.1%	-3.3%	-0.1%	-1.3%	2.9%	2.7%	-12.7%	–	-0.2%
	2008	-6.0%	-1.3%	-2.7%	-1.7%	0.2%	-4.2%	-0.3%	-4.8%	3.8%	-1.7%	10.1%	–	-1.3%
Employed, Casual	2004	–	–	–	–	–	–	–	–	–	–	–	–	–
	2005	14.5%	382.8%	0.0%	9.8%	4.2%	21.7%	10.5%	8.4%	40.8%	0.1%	4.7%	–	13.0%
	2006	11.3%	9.3%	-3.4%	10.5%	4.8%	-6.4%	2.7%	-3.1%	-2.8%	-10.1%	25.4%	–	-2.4%
	2007	-5.8%	19.6%	-5.1%	-0.7%	0.8%	-1.5%	0.0%	8.0%	-3.0%	-0.2%	-6.0%	–	-0.6%
	2008	-11.1%	-16.4%	7.3%	-4.9%	0.3%	2.4%	9.4%	9.3%	0.7%	2.3%	-6.3%	–	3.8%
		(Percentage Distribution)												
Employed, Full Time	2004	71.7%	50.8%	61.9%	63.5%	54.8%	59.3%	47.1%	54.5%	39.9%	50.8%	43.8%	–	54.7%
	2005	70.1%	53.4%	62.4%	63.9%	55.2%	60.0%	48.2%	55.0%	39.4%	51.5%	44.5%	–	55.4%
	2006	68.8%	51.1%	63.3%	63.3%	55.6%	61.6%	47.9%	55.6%	39.7%	53.5%	42.6%	–	56.3%
	2007	70.8%	48.5%	64.0%	63.3%	56.0%	63.1%	47.6%	56.0%	40.4%	55.2%	47.2%	–	57.2%
	2008	73.9%	52.7%	64.1%	64.3%	56.4%	64.9%	47.6%	57.3%	40.7%	55.4%	48.2%	50.7%	58.1%
Employed, Part Time	2004	17.7%	47.1%	27.6%	30.0%	33.9%	32.1%	46.3%	34.9%	48.9%	30.7%	33.5%	–	34.5%
	2005	17.8%	36.9%	27.2%	29.2%	33.4%	31.1%	44.6%	33.5%	45.2%	30.0%	33.2%	–	33.2%
	2006	17.8%	38.2%	26.7%	29.1%	32.7%	30.2%	44.8%	33.2%	45.5%	30.2%	31.5%	–	32.8%
	2007	16.7%	38.7%	26.6%	29.3%	32.4%	28.9%	45.1%	32.2%	45.7%	29.3%	28.0%	–	32.1%
	2008	15.3%	37.0%	25.8%	28.6%	32.1%	27.1%	44.5%	30.0%	45.7%	28.8%	29.5%	–	31.0%
Employed, Casual	2004	10.6%	2.1%	10.6%	6.5%	11.3%	8.6%	6.6%	10.6%	11.2%	18.5%	22.8%	–	10.8%
	2005	12.1%	9.7%	10.4%	7.0%	11.4%	8.8%	7.1%	11.5%	15.4%	18.5%	22.3%	–	11.3%
	2006	13.4%	10.7%	10.0%	7.6%	11.7%	8.2%	7.3%	11.2%	14.7%	16.4%	25.9%	–	10.9%
	2007	12.5%	12.8%	9.4%	7.5%	11.5%	8.0%	7.3%	11.8%	13.9%	15.5%	24.8%	–	10.7%
	2008	10.8%	10.3%	10.1%	7.1%	11.4%	8.0%	7.9%	12.7%	13.5%	15.8%	22.3%	49.3%	10.8%

**Notes**

– Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

Employed RNs with *employed—status unknown* are excluded from the percentage distribution.From 2004 to 2007, the Northwest Territories/Nunavut submitted all Employment Status records as *unknown*.

In 2004, data collection in the Northwest Territories/Nunavut improved, increasing the number of registrations.

Northwest Territories and Nunavut data is combined, as RNs did not specify in which territory they worked the majority of the time.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

As Table 4 demonstrates, the percentage of the RN workforce employed on a full-time basis varied across jurisdictions in 2008, from 73.9% in Newfoundland and Labrador and 64.9% in Ontario to 40.7% in Alberta and 47.6% in Manitoba. The proportion of RNs in part-time positions ranged from 45.8% in Alberta and 44.5% in Manitoba to 15.3% in Newfoundland and Labrador and 25.8% in Nova Scotia. The average age of full-time RNs was 44.9, the average age of part-time workers was 45.1 and the average age of casual worker RNs was 47.0.

There was a larger proportion of male RNs employed in full-time positions in 2008 than of female RNs. In that year, 73.7% of male RNs were employed full time, compared to 57.6% of female RNs. Only 17.6% of male RNs had part-time employment, compared to 31.3% of female RNs. Casual employment rates followed a similar pattern, with 11.0% of female RNs and 8.7% of male RNs employed on a casual basis.

### **Multiple Employment**

It is not uncommon for RNs to have more than one nursing job, often with multiple employers. In 2008, 13.4% of the RN workforce reported having more than one employer in nursing, and the proportion was consistently higher for those working on a part-time or casual basis. Although 41.8% of the 2008 workforce reported working in part-time or casual positions, the total number of hours worked by those in multiple positions may equal or exceed the total of a full-time position.

**Table 5 Registered Nurses Employed in Nursing With Multiple Employers, by Employment Status With Primary Employer, Canada, 2004 to 2008**

	Employed, Full Time	Employed, Part Time	Employed, Casual	Employed, Position Status Unknown	Total With Multiple Employers
(Count)					
2004	11,773	12,510	5,632	851	30,766
2005	13,321	13,795	6,270	653	34,039
2006	13,271	13,129	5,399	299	32,098
2007	15,408	13,752	5,335	439	34,934
2008	16,170	13,155	5,344	204	34,873
(Annual Percentage Change)					
2004	—	—	—	—	—
2005	13.1%	10.3%	11.3%	—	10.6%
2006	-0.4%	-4.8%	-13.9%	—	-5.7%
2007	16.1%	4.7%	-1.2%	—	8.8%
2008	4.9%	-4.3%	0.2%	—	-0.2%
(Percentage Distribution)					
2004	39.4%	41.8%	18.8%	—	100.0%
2005	39.9%	41.3%	18.8%	—	100.0%
2006	41.7%	41.3%	17.0%	—	100.0%
2007	44.7%	39.9%	15.5%	—	100.0%
2008	46.6%	37.9%	15.4%	—	100.0%

**Notes**

— Data is not applicable or does not exist.

Non-response for Multiple Employment (% of RN workforce): 2004, n = 680 (0.3%); 2005, n = 1,156 (0.5%); 2006, n = 1,944 (0.8%); 2007, n = 872 (0.3%); 2008, n = 1,833 (0.7%).

Totals may not sum to 100% due to rounding.

RNs with Multiple Employment and Employment Status *unknown* are excluded from percentage distribution.

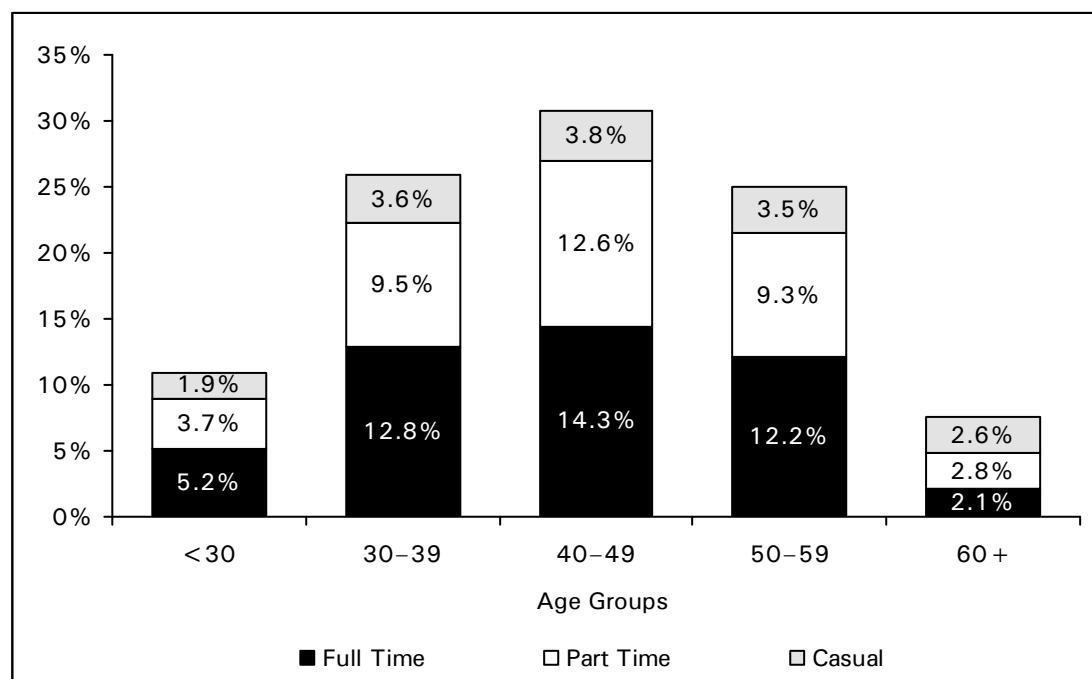
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

Figure 7 shows the distribution by age group of RNs working for multiple employers; RNs age 40 to 49 comprised the largest group in 2008. Further breakdown by Employment Status indicates that, in 2008, a high number of full-time RNs in each age group was working in multiple positions.

**Figure 7 Registered Nurses Employed in Nursing With Multiple Employers, by Employment Status, by Age Group, Canada, 2008**



**Notes**

Non-response for Multiple Employment (% of RN workforce): 2008, n = 1,833 (0.7%).

In 2007 and 2008, the College of Registered Nurses of Manitoba submitted aggregate tables for age group. See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

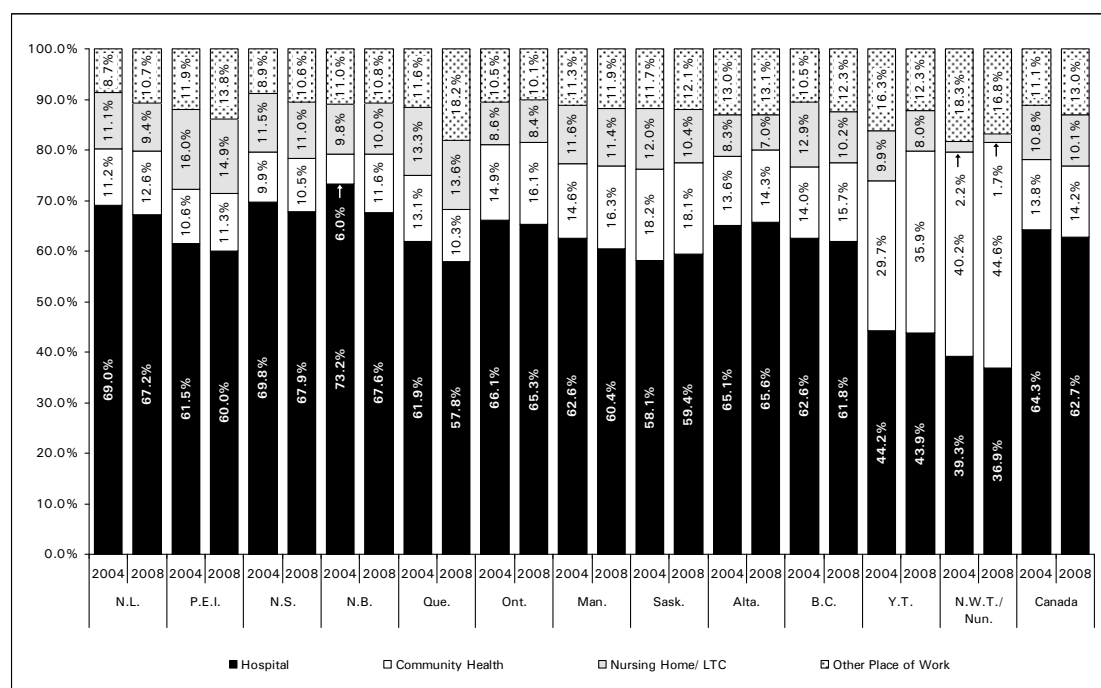
Nursing Database, Canadian Institute for Health Information.

## Place of Work

The hospital sector employed 62.7% of the RN workforce in Canada in 2008. Figure 8 shows a slight increase in the proportion of RNs employed in the community health sector in Canada, from 13.8% in 2004, to 14.2% in 2008. The greatest proportion of nurses working in this sector in 2008 was in the Northwest Territories and Nunavut, at 44.6%. Employment in the nursing home/long-term care sector fluctuated in Canada between 10.8% and 10.1% over the five-year period.



**Figure 8 Registered Nursing Workforce, by Place of Work, by Jurisdiction and Canada, 2004 and 2008**



#### Notes

Non-response for Place of Work (% of RN workforce): 2004, n = 6,990 (2.9%); 2008, n = 2,130 (0.8%).

Hospital includes data from *hospital (general, maternal, pediatric, psychiatric), mental health centre and rehabilitation/convalescent centre*. Community Health includes data from *community health centre, home care agency, nursing station (outpost or clinic) and public health department/unit*.

Nursing Home/LTC includes data from *nursing home/long-term care facility*.

Other Place of Work includes data from *business/industry/occupational health office, private nursing agency/private duty, self-employed, physician's office/family practice unit, educational institution, association/government and other*.

Totals may not sum to 100% due to rounding.

Northwest Territories and Nunavut data is combined, as RNs did not specify in which territory they worked the majority of the time.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

#### Source

Nursing Database, Canadian Institute for Health Information.

In 2008, the average age of RNs working in the hospital sector was 43.4, compared to the average age of 46.9 for RNs employed in community health and 48.8 for RNs employed in the nursing home/long-term care sector.

## Position

In 2008, 202,258 (78.1%) RNs were employed as staff nurses/community health nurses in Canada, an increase of 1.3% from 199,752 in 2007 (see Table 6).

**Table 6 Registered Nursing Workforce, by Position, by Jurisdiction and Canada, 2004 to 2008**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
		(Count)												
Staff Nurse	2004	4,345	994	6,861	5,962	48,148	61,084	7,853	6,887	20,302	22,411	202	702	185,751
	2005	4,369	1,074	6,941	6,120	47,990	67,418	8,091	6,913	21,043	21,965	218	679	192,821
	2006	4,380	1,090	6,935	6,241	49,763	67,514	8,190	6,872	20,574	22,673	236	782	195,250
	2007	4,332	1,084	6,934	6,239	51,149	68,699	8,148	6,957	21,814	23,391	239	766	199,752
	2008	4,440	1,131	6,855	6,230	51,800	70,308	8,187	7,066	22,193	22,913	249	886	202,258
Manager	2004	566	254	1,044	793	4,104	5,380	877	771	1,640	2,118	22	79	17,648
	2005	580	211	1,005	836	4,066	5,326	837	750	1,643	2,119	26	86	17,485
	2006	558	180	996	877	4,214	5,493	821	701	1,693	2,225	26	81	17,865
	2007	580	175	967	900	4,256	5,525	842	734	1,843	2,343	29	89	18,283
	2008	597	167	979	896	4,068	5,529	841	729	1,913	2,468	31	136	18,354
Other Positions	2004	541	129	697	619	4,651	13,109	1,809	806	3,432	3,317	59	118	29,287
	2005	526	158	782	570	7,071	14,182	1,859	872	3,450	3,286	58	151	32,965
	2006	573	157	855	562	8,349	14,624	1,850	899	3,554	3,447	56	135	35,061
	2007	652	175	934	587	8,634	15,407	1,782	976	3,822	3,772	54	162	36,957
	2008	686	181	1,026	631	8,472	15,942	1,846	1,001	3,852	4,356	45	168	38,206
		(Annual Percentage Change)												
Staff Nurse	2004	-	-	-	-	-	-	-	-	-	-	-	-	-
	2005	0.6%	8.0%	1.2%	2.7%	-0.3%	10.4%	3.0%	0.4%	3.6%	-2.0%	7.9%	-3.3%	3.8%
	2006	0.3%	1.5%	-0.1%	2.0%	3.7%	0.1%	1.2%	-0.6%	-2.2%	3.2%	8.3%	15.2%	1.3%
	2007	-1.1%	-0.6%	0.0%	0.0%	2.8%	1.8%	-0.5%	1.2%	6.0%	3.2%	1.3%	-2.0%	2.3%
	2008	2.5%	4.3%	-1.1%	-0.1%	1.3%	2.3%	0.5%	1.6%	1.7%	-2.0%	4.2%	15.7%	1.3%
Manager	2004	-	-	-	-	-	-	-	-	-	-	-	-	-
	2005	2.5%	-16.9%	-3.7%	5.4%	-0.9%	-1.0%	-4.6%	-2.7%	0.2%	0.0%	18.2%	8.9%	-0.9%
	2006	-3.8%	-14.7%	-0.9%	4.9%	3.6%	3.1%	-1.9%	-6.5%	3.0%	5.0%	0.0%	-5.8%	2.2%
	2007	3.9%	-2.8%	-2.9%	2.6%	1.0%	0.6%	2.6%	4.7%	8.9%	5.3%	11.5%	9.9%	2.3%
	2008	2.9%	-4.6%	1.2%	-0.4%	-4.4%	0.1%	-0.1%	-0.7%	3.8%	5.3%	6.9%	52.8%	0.4%
Other Positions	2004	-	-	-	-	-	-	-	-	-	-	-	-	-
	2005	-2.8%	22.5%	12.2%	-7.9%	52.0%	8.2%	2.8%	8.2%	0.5%	-0.9%	-1.7%	28.0%	12.6%
	2006	8.9%	-0.6%	9.3%	-1.4%	18.1%	3.1%	-0.5%	3.1%	3.0%	4.9%	-3.4%	-10.6%	6.4%
	2007	13.8%	11.5%	9.2%	4.4%	3.4%	5.4%	-3.7%	8.6%	7.5%	9.4%	-3.6%	20.0%	5.4%
	2008	5.2%	3.4%	9.9%	7.5%	-1.9%	3.5%	3.6%	2.6%	0.8%	15.5%	-16.7%	3.7%	3.4%
		(Percentage Distribution)												
Staff Nurse	2004	79.7%	72.2%	79.8%	80.9%	84.6%	76.8%	74.5%	81.4%	80.0%	80.5%	71.4%	78.1%	79.8%
	2005	79.8%	74.4%	79.5%	81.3%	81.2%	77.6%	75.0%	81.0%	80.5%	80.3%	72.2%	74.1%	79.3%
	2006	79.5%	76.4%	78.9%	81.3%	79.8%	77.0%	75.4%	81.1%	79.7%	80.0%	74.2%	78.4%	78.7%
	2007	77.9%	75.6%	78.5%	80.8%	79.9%	76.6%	75.6%	80.3%	79.4%	79.3%	74.2%	75.3%	78.3%
	2008	77.6%	76.5%	77.4%	80.3%	80.5%	76.6%	75.3%	80.3%	79.4%	77.1%	76.6%	74.5%	78.1%
Manager	2004	10.4%	18.4%	12.1%	10.8%	7.2%	6.8%	8.3%	9.1%	6.5%	7.6%	7.8%	8.8%	7.6%
	2005	10.6%	14.6%	11.5%	11.1%	6.9%	6.1%	7.8%	8.8%	6.3%	7.7%	8.6%	9.4%	7.2%
	2006	10.1%	12.6%	11.3%	11.4%	6.8%	6.3%	7.6%	8.3%	6.6%	7.8%	8.2%	8.1%	7.2%
	2007	10.4%	12.2%	10.9%	11.6%	6.6%	6.2%	7.8%	8.5%	6.7%	7.9%	9.0%	8.8%	7.2%
	2008	10.4%	11.3%	11.0%	11.6%	6.3%	6.0%	7.7%	8.3%	6.8%	8.3%	9.5%	11.4%	7.1%
Other Positions	2004	9.9%	9.4%	8.1%	8.4%	8.2%	16.5%	17.2%	9.5%	13.5%	11.9%	20.8%	13.1%	12.6%
	2005	9.6%	10.9%	9.0%	7.6%	12.0%	16.3%	17.2%	10.2%	13.2%	12.0%	19.2%	16.5%	13.6%
	2006	10.4%	11.0%	9.7%	7.3%	13.4%	16.7%	17.0%	10.6%	13.8%	12.2%	17.6%	13.5%	14.1%
	2007	11.7%	12.2%	10.6%	7.6%	13.5%	17.2%	16.5%	11.3%	13.9%	12.8%	16.8%	15.9%	14.5%
	2008	12.0%	12.2%	11.6%	8.1%	13.2%	17.4%	17.0%	11.4%	13.8%	14.6%	13.8%	14.1%	14.8%

**Notes**

– Data is not applicable or does not exist.

Non-response for Position (% of RN workforce): 2004, n = 13,885 (5.6%); 2005, n = 7,971 (3.2%); 2006, n = 5,643 (2.2%); 2007, n = 2,969 (1.2%); 2008, n = 3,071 (1.2%).

Staff Nurse includes *staff nurse/community health nurse*.

Manager includes *chief nursing officer/chief executive officer, director/assistant director and manager/assistant manager*.

Other Positions includes *instructor/professor/educator, researcher, consultant, clinical specialist, nurse midwife, nurse practitioner and other*.

Totals may not sum to 100% due to rounding.

In 2006, in the Northwest Territories and Nunavut, relief nurses identified themselves under the category *other positions*.

Northwest Territories and Nunavut data is combined, as the RNs did not specify in which territory they worked the majority of the time.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

**Area of Responsibility**

The proportion of the registered nursing workforce in direct care ranged from 91.8% in Alberta and 91.2% in the Northwest Territories to 86.7% in Quebec and 86.8% in Manitoba. Many health human resource planners are interested in these totals, as the numbers represent RNs providing services directly to patients.

Areas of responsibility covered by RNs that fall outside of direct care include administration, education and research. The proportion of RNs employed in administration in 2008 was highest in the Yukon (8.4%) and Quebec (8.2%) and lowest in Alberta, British Columbia and Newfoundland and Labrador (less than 5.0%).

Overall, RNs who provide direct care to patients are younger than RNs in administration, education and research. In 2008, the average age was 44.6 for RNs in direct care, 49.4 for RNs working in administration, 48.7 for RNs working in education and 46.5 for RNs working in research.

**Table 7 Registered Nursing Workforce, by Area of Responsibility, Canada, 2008**

	Count	Percentage
<b>Direct Care</b>		
Medical/Surgical	44,068	17.2%
Geriatric/Long-Term Care	25,413	9.9%
Critical Care (Burn)	18,440	7.2%
Emergency Room	16,640	6.5%
Maternal/Newborn	14,463	5.6%
Psychiatric/Mental Health	13,220	5.1%
Community Health	13,151	5.1%
Operating Room	12,583	4.9%
Nursing in Several Clinical Areas	9,298	3.6%
Home Care	7,351	2.9%
Pediatric	7,234	2.8%
Public Health	6,488	2.5%
Ambulatory Care	5,948	2.3%
Rehabilitation	3,956	1.5%
Oncology	3,351	1.3%
Occupational Health	2,952	1.1%
Telehealth	1,074	0.4%
Other Patient Care	23,210	9.0%
<b>Total Direct Care</b>	<b>228,840</b>	<b>89.1%</b>
<b>Administration</b>		
Nursing Service	11,048	4.3%
Nursing Education	429	0.2%
Other Administration	5,495	2.1%
<b>Total Administration</b>	<b>16,972</b>	<b>6.6%</b>
<b>Education</b>		
Teaching—Students	4,657	1.8%
Teaching—Employees	896	0.3%
Teaching—Patients/Clients	691	0.3%
Other Education	2,903	1.1%
<b>Total Education</b>	<b>9,147</b>	<b>3.6%</b>
<b>Research</b>		
Nursing Research Only	923	0.4%
Other Research	1,017	0.4%
<b>Total Research</b>	<b>1,940</b>	<b>0.8%</b>
<b>Total</b>	<b>256,899</b>	<b>100.0%</b>

**Notes**

Non-response for Area of Responsibility (% of RN workforce): n = 4,990 (1.9%).

Totals may not sum to 100% due to rounding.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

In 2008, consistent with past trends, the greatest proportion of RNs worked in medicine/surgery and geriatric/long-term care. The area of responsibility with the most RNs, medicine/surgery, also attracted the most recent graduates. In 2008, RNs in their first five years of nursing accounted for 33.4% of the RNs working in medicine/surgery. RNs who graduated more than 30 years ago represented 11.1% of medical/surgical RNs in 2008. The areas of responsibility most frequently identified by males in 2008 were medicine/surgery (17.4%) and psychiatric/mental health (13.3%).

## Demographic Trends: Sex and Age Composition of the Registered Nursing Workforce

Almost all RNs (94.0%) in the Canadian workforce were female in 2008, a proportion that has not changed substantially over five years. The proportion of males increased by slightly more than one-half of one percentage point over the five-year period (see Table 8).

Additional information on RN demographic characteristics and trends by jurisdiction is available in the data tables on the CIHI website.

**Table 8 Registered Nursing Workforce, by Sex, by Jurisdiction and Canada, 2004 to 2008**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
		(Count)												
Female	2004	5,215	1,342	8,338	7,086	57,673	82,557	10,065	8,208	24,678	26,938	263	829	233,192
	2005	5,252	1,405	8,447	7,220	58,008	85,553	10,215	8,255	25,351	26,415	276	860	237,257
	2006	5,271	1,390	8,479	7,354	58,166	86,093	10,290	8,180	25,704	27,361	289	943	239,520
	2007	5,311	1,396	8,513	7,392	58,915	86,854	10,240	8,347	26,366	28,410	291	955	242,990
	2008	5,445	1,442	8,513	7,418	59,321	88,575	10,266	8,473	27,268	28,146	300	1,101	246,268
Male	2004	237	35	264	289	5,782	3,542	563	273	922	1,351	20	101	13,379
	2005	244	38	286	306	5,819	3,876	596	294	1,004	1,399	26	97	13,985
	2006	244	38	311	326	5,848	3,968	612	300	1,048	1,479	35	90	14,299
	2007	263	39	330	334	6,040	4,124	617	322	1,161	1,649	31	93	15,003
	2008	279	37	358	339	6,210	4,309	636	350	1,233	1,717	34	119	15,621
		(Annual Percentage Change)												
Female	2004	—	—	—	—	—	—	—	—	—	—	—	—	—
	2005	0.7%	4.7%	1.3%	1.9%	0.6%	3.6%	1.5%	0.6%	2.7%	-1.9%	4.9%	3.7%	1.7%
	2006	0.4%	-1.1%	0.4%	1.9%	0.3%	0.6%	0.7%	-0.9%	1.4%	3.6%	4.7%	9.7%	1.0%
	2007	0.8%	0.4%	0.4%	0.5%	1.3%	0.9%	-0.5%	2.0%	2.6%	3.8%	0.7%	1.3%	1.4%
	2008	2.5%	3.3%	0.0%	0.4%	0.7%	2.0%	0.3%	1.5%	3.4%	-0.9%	3.1%	15.3%	1.3%
Male	2004	—	—	—	—	—	—	—	—	—	—	—	—	—
	2005	3.0%	8.6%	8.3%	5.9%	0.6%	9.4%	5.9%	7.7%	8.9%	3.6%	30.0%	-4.0%	4.5%
	2006	0.0%	0.0%	8.7%	6.5%	0.5%	2.4%	2.7%	2.0%	4.4%	5.7%	34.6%	-7.2%	2.2%
	2007	7.8%	2.6%	6.1%	2.5%	3.3%	3.9%	0.8%	7.3%	10.8%	11.5%	-11.4%	3.3%	4.9%
	2008	6.1%	-5.1%	8.5%	1.5%	2.8%	4.5%	3.1%	8.7%	6.2%	4.1%	9.7%	28.0%	4.1%
		(Percentage Distribution)												
Female	2004	95.7%	97.5%	96.9%	96.1%	90.9%	95.9%	94.7%	96.8%	96.4%	95.2%	92.9%	89.1%	94.6%
	2005	95.6%	97.4%	96.7%	95.9%	90.9%	95.7%	94.5%	96.6%	96.2%	95.0%	91.4%	89.9%	94.4%
	2006	95.6%	97.3%	96.5%	95.8%	90.9%	95.6%	94.4%	96.5%	96.1%	94.9%	89.2%	91.3%	94.4%
	2007	95.3%	97.3%	96.3%	95.7%	90.7%	95.5%	94.3%	96.3%	95.8%	94.5%	90.4%	91.1%	94.2%
	2008	95.1%	97.5%	96.0%	95.6%	90.5%	95.4%	94.2%	96.0%	95.7%	94.3%	89.8%	90.2%	94.0%
Male	2004	4.3%	2.5%	3.1%	3.9%	9.1%	4.1%	5.3%	3.2%	3.6%	4.8%	7.1%	10.9%	5.4%
	2005	4.4%	2.6%	3.3%	4.1%	9.1%	4.3%	5.5%	3.4%	3.8%	5.0%	8.6%	10.1%	5.6%
	2006	4.4%	2.7%	3.5%	4.2%	9.1%	4.4%	5.6%	3.5%	3.9%	5.1%	10.8%	8.7%	5.6%
	2007	4.7%	2.7%	3.7%	4.3%	9.3%	4.5%	5.7%	3.7%	4.2%	5.5%	9.6%	8.9%	5.8%
	2008	4.9%	2.5%	4.0%	4.4%	9.5%	4.6%	5.8%	4.0%	4.3%	5.7%	10.2%	9.8%	6.0%

### Notes

— Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

In 2007 and 2008, the College of Registered Nurses of Manitoba submitted aggregate tables for sex.

Northwest Territories and Nunavut data is combined, as the RNs did not specify in which territory they worked the majority of the time.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

More than one-third of all male RNs in the workforce were employed in Quebec in 2008. In that year, 6,210 males accounted for 9.5% of the province's workforce. The territories had similar ratios of males in the workforce. In contrast, 2.5% of Prince Edward Island's RNs and 4.0% of the workforce in Nova Scotia and Saskatchewan were male. The average age of male RNs was 42.6 in 2008, compared to 45.3 for females.

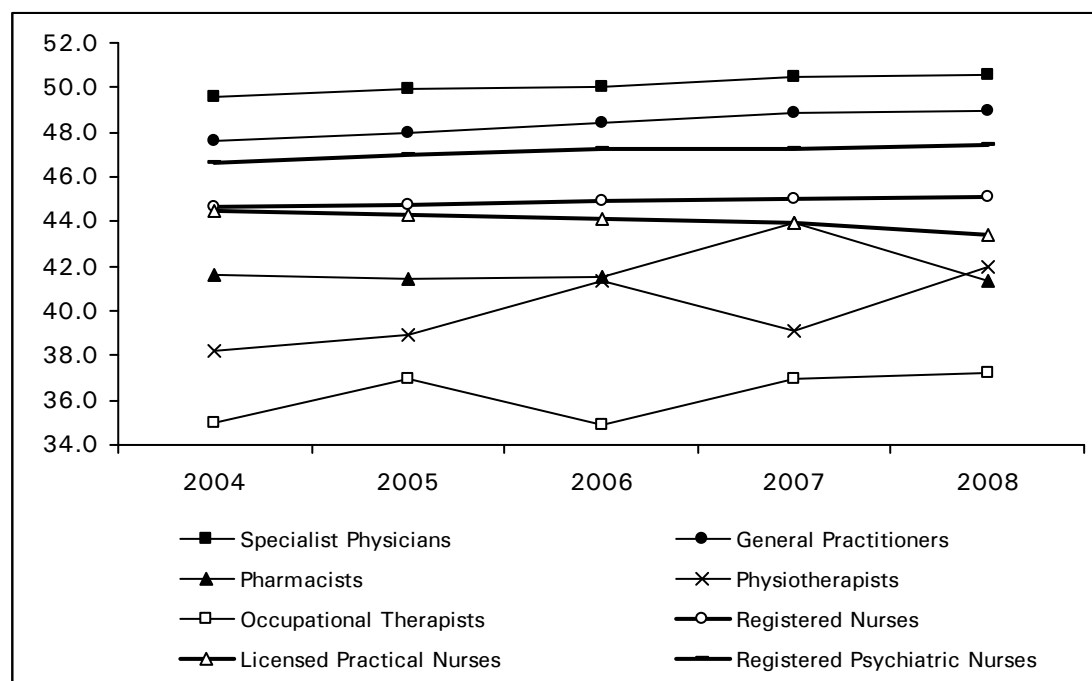
Although male RNs constituted only 6.0% of the RN workforce in 2008, they accounted for 17.4% of all RNs employed in medicine/surgery.

## Average Age of the Workforce

Average age may be used in addition to age groupings to describe trends and to make comparisons between the RN workforce and other professions. As Figure 9 shows, the average age of selected health occupations increased over the period 2004 to 2008. The average age of the RN workforce increased over this period as well, but at a slower rate (less than one year change over five years).

In addition to the aging of each worker, several variables affect the rate at which the average age of the workforce changes. They include the rates of entry into and exit from the workforce and the ages of the workers entering and exiting the workforce.

**Figure 9 Average Age of Registered Nursing Workforce Compared to Selected Health Occupations, Canada, 2004 to 2008**



### Notes

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

For 2007, Manitoba RN data was excluded from average age calculation for Canada, as the College of Registered Nurses of Manitoba submitted aggregate tables for average age.

For 2008, Manitoba RN and LPN data was excluded from average age calculation for Canada, as the College of Registered Nurses of Manitoba and the College of Licensed Practical Nurses of Manitoba submitted aggregate tables for average age.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Sources

Nursing Database and Scott's Medical Database, Canadian Institute for Health Information; and Labour Force Survey, Statistics Canada.

Table 9 shows the range of average ages across the country from 2004 to 2008. In each case, the change from the previous year was relatively small; over five years, the average age increased by half a year for all Canadian RNs. The largest increases were in Nova Scotia, at 1.4 years, and Newfoundland and Labrador and Manitoba, where the average age increased by 1.1 years from 2004, followed closely by Ontario (1.0 years). The average age fell slightly in Quebec over the period.

**Table 9 Average Age of the Registered Nursing Workforce, by Jurisdiction and Canada, 2004 to 2008**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
Average Age													
2004	41.6	45.6	45.2	43.7	43.5	45.1	45.0	45.4	44.6	45.8	45.1	43.7	44.6
2005	41.9	45.6	45.5	43.9	43.4	45.2	45.2	45.6	44.6	46.4	44.7	43.8	44.7
2006	42.2	45.8	45.8	44.2	43.5	45.6	45.4	45.9	44.8	46.4	44.7	44.3	44.9
2007	42.5	46.2	46.2	44.5	43.4	45.9	45.9	46.0	44.6	46.2	45.6	44.6	45.0
2008	42.7	46.3	46.6	44.7	43.3	46.1	46.1	45.9	44.6	46.5	45.3	44.5	45.1
Annual Increase/Decrease in Average Age													
2004	—	—	—	—	—	—	—	—	—	—	—	—	—
2005	0.3	0.0	0.3	0.2	0.0	0.1	0.2	0.2	0.0	0.5	-0.3	0.1	0.1
2006	0.3	0.2	0.3	0.3	0.0	0.3	0.2	0.2	0.1	0.0	0.0	0.4	0.2
2007	0.3	0.4	0.3	0.2	-0.1	0.4	0.5	0.1	-0.2	-0.1	0.9	0.3	0.1
2008	0.2	0.1	0.4	0.3	-0.1	0.2	0.2	-0.1	0.0	0.3	-0.3	-0.1	0.1

#### Notes

— Data is not applicable or does not exist.

In 2007 and 2008, the College of Registered Nurses of Manitoba submitted aggregate tables for average age.

Northern territories data may include inter-jurisdictional duplicates.

Northwest Territories and Nunavut data is combined, as RNs did not specify in which territory they worked the majority of the time.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

#### Source

Nursing Database, Canadian Institute for Health Information.

## Exiting and Entering the Workforce

Table 10 represents all RNs who registered with a specific jurisdiction, not only the workforce. A new registrant may be a new graduate, an immigrant, an interprovincial migrant or an RN re-registering following an absence of one year or more. An exit may be an RN who left the profession (either permanently or temporarily) or retired, or an RN who is registered in another jurisdiction or country in year "x" and may still be practising nursing in another province, territory or country.

Table 10 shows new registration rates and exit rates by jurisdiction and by age group. Exit rates show that RNs in the 60 and older age group had the highest prevalence of leaving nursing across all regions in Canada (with the exception of Nova Scotia) in 2008. The highest exit rates were seen with RNs age 60 and older in the Yukon (38.1%), Quebec (20.7%) and Newfoundland and Labrador (20.6%). Higher exit rates were also seen in the youngest age group, with high exit rates in RNs younger than 30 in the Yukon (24.0%), the Northwest Territories (17.2%) and Nova Scotia (16.4%). Given the low registration rates for the group of RNs age 60 and older, it is plausible that a sizable portion of RNs age 60 and older who did not re-register in 2008 (2007 exits) retired from nursing. The RNs younger than 30 who did not re-register may have moved to another jurisdiction within or outside of Canada to continue practising nursing, left the profession temporarily to pursue education, taken a leave of absence or left the profession permanently. Note that many RNs who take a leave of absence or pursue further education maintain their registration and are thus not counted as exits.

**Table 10 Registered Nurses: Rate of New Registrations and Exit Rates, by Age Group, by Jurisdiction, 2004 to 2008**

	Age Group		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.
New Registration Rates	0–29	2005	25.9%	44.7%	38.8%	38.0%	24.1%	30.3%	31.9%	33.4%	34.0%	20.9%	53.8%	47.2%
		2006	26.8%	30.1%	39.0%	29.9%	23.0%	22.3%	31.0%	27.3%	31.5%	34.4%	45.5%	46.8%
		2007	29.3%	27.4%	31.4%	29.5%	24.4%	23.8%	17.3%	28.1%	34.7%	40.2%	44.0%	51.7%
		2008	29.1%	30.4%	31.7%	30.9%	22.6%	30.1%	28.3%	30.9%	31.4%	26.0%	48.4%	53.3%
	30–39	2005	8.2%	11.6%	11.8%	13.0%	5.7%	12.5%	9.7%	7.8%	12.6%	12.0%	18.2%	23.8%
		2006	8.4%	10.4%	12.4%	13.9%	6.0%	7.8%	10.1%	6.8%	11.4%	18.1%	16.2%	28.4%
		2007	9.3%	15.3%	15.2%	13.0%	8.1%	6.6%	6.6%	10.1%	14.1%	17.7%	16.4%	21.9%
		2008	10.4%	12.5%	14.4%	10.3%	8.2%	6.3%	10.1%	10.0%	15.0%	12.0%	28.2%	27.7%
	40–49	2005	1.9%	4.9%	4.2%	4.0%	2.0%	7.3%	3.7%	2.6%	4.7%	4.2%	12.5%	20.7%
		2006	1.7%	4.2%	3.7%	4.7%	1.8%	5.0%	3.2%	3.1%	4.2%	6.0%	13.1%	20.8%
		2007	1.9%	4.8%	4.4%	3.2%	2.8%	4.3%	2.6%	3.1%	6.1%	5.2%	12.0%	15.4%
		2008	2.3%	4.1%	3.6%	3.7%	2.7%	3.7%	3.5%	2.7%	5.7%	4.5%	8.4%	27.6%
	50–59	2005	0.9%	4.5%	3.0%	3.9%	1.2%	5.0%	2.2%	1.9%	2.5%	2.9%	9.6%	18.0%
		2006	2.0%	1.9%	3.4%	3.9%	1.4%	3.6%	1.9%	1.6%	2.7%	3.8%	17.9%	18.5%
		2007	1.8%	4.0%	2.7%	2.5%	1.7%	3.7%	1.2%	2.4%	3.5%	3.4%	9.9%	18.2%
		2008	2.3%	3.3%	2.5%	3.2%	1.5%	3.5%	1.7%	2.1%	3.6%	2.3%	12.9%	19.8%
	60+	2005	1.1%	3.9%	3.9%	2.9%	3.0%	6.3%	1.7%	1.0%	1.9%	3.2%	8.7%	13.0%
		2006	5.4%	2.2%	3.1%	4.9%	5.1%	5.2%	2.2%	1.2%	2.1%	4.8%	13.0%	23.2%
		2007	4.9%	6.1%	3.4%	2.5%	4.0%	5.3%	1.7%	3.4%	2.9%	4.4%	4.8%	17.9%
		2008	3.8%	6.0%	4.1%	6.2%	5.0%	4.9%	1.6%	2.1%	3.2%	3.1%	26.9%	23.9%
Exit Rates	0–29	2004	11.9%	8.4%	16.6%	16.8%	5.3%	6.0%	6.9%	9.8%	9.6%	12.8%	15.8%	26.5%
		2005	14.7%	18.2%	17.4%	13.9%	6.3%	6.3%	9.8%	8.5%	12.1%	11.2%	15.4%	24.5%
		2006	14.5%	19.1%	18.2%	15.0%	6.5%	5.6%	6.5%	6.5%	11.5%	11.4%	36.4%	22.9%
		2007	10.0%	8.1%	16.4%	14.7%	6.3%	4.4%	9.1%	6.9%	11.0%	10.8%	24.0%	17.2%
	30–39	2004	4.9%	7.4%	7.2%	8.8%	3.5%	4.7%	5.6%	5.9%	7.8%	11.6%	8.3%	19.7%
		2005	5.1%	6.9%	10.2%	8.7%	4.0%	4.4%	6.8%	6.6%	8.3%	7.8%	7.6%	23.4%
		2006	5.8%	9.3%	9.8%	7.2%	4.2%	3.9%	4.3%	4.2%	9.7%	8.1%	18.9%	24.4%
		2007	6.1%	4.0%	10.5%	8.7%	4.1%	3.3%	5.4%	4.9%	9.8%	10.2%	15.1%	18.6%
	40–49	2004	2.7%	3.5%	3.0%	3.6%	1.7%	4.1%	2.3%	2.7%	3.5%	3.6%	6.7%	19.9%
		2005	2.0%	3.7%	4.1%	3.2%	1.8%	3.8%	3.1%	2.9%	4.0%	3.0%	11.5%	18.3%
		2006	2.4%	5.6%	3.0%	4.1%	1.7%	3.3%	2.4%	2.1%	3.9%	3.0%	10.1%	21.5%
		2007	1.6%	3.5%	3.1%	2.8%	2.0%	2.8%	2.6%	2.3%	3.7%	3.9%	15.2%	16.9%
	50–59	2004	5.6%	5.2%	5.6%	6.3%	7.5%	6.5%	5.0%	3.7%	4.6%	6.0%	12.9%	16.1%
		2005	7.4%	7.6%	5.1%	6.7%	7.7%	5.9%	4.3%	4.8%	4.7%	4.8%	10.8%	15.6%
		2006	6.1%	6.3%	5.3%	6.0%	7.2%	5.3%	4.3%	3.5%	5.7%	4.1%	8.4%	14.8%
		2007	4.9%	4.9%	5.0%	6.9%	8.2%	4.6%	4.6%	4.3%	5.1%	5.4%	13.5%	13.4%
	60+	2004	19.9%	7.1%	15.4%	19.2%	21.9%	17.5%	15.2%	13.9%	12.6%	18.8%	26.7%	27.8%
		2005	26.8%	15.5%	14.4%	17.1%	21.0%	17.9%	16.2%	19.8%	14.2%	17.5%	34.8%	13.0%
		2006	20.3%	13.8%	16.4%	17.5%	21.5%	15.0%	14.7%	16.2%	17.6%	16.2%	17.4%	25.3%
		2007	20.6%	12.9%	14.1%	20.1%	20.7%	13.1%	14.3%	16.0%	12.5%	16.2%	38.1%	18.8%

**Notes**

Rates will not sum to 100%.

CIHI collects data after the first 6 months of the 12-month registration period. This may result in 1% to 5% under-coverage (loss of new registrants who registered after month 6 of the registration period).

Northern territories data may include inter-jurisdictional duplicates.

Northwest Territories and Nunavut data is combined, as the RNs did not specify in which territory they worked the majority of the time.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

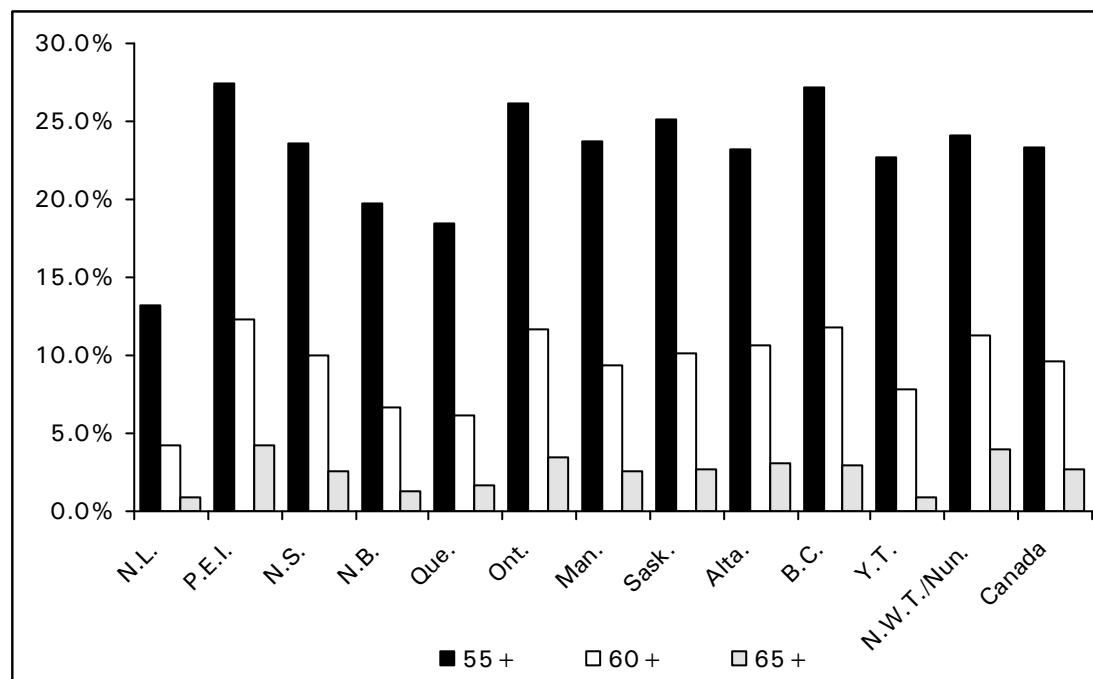
Nursing Database, Canadian Institute for Health Information.

**Aging of the Workforce**

Figure 10 highlights the proportion of the RN workforce in each province/territory at or above three typical ages of retirement in 2008: 55, 60 and 65. Note that this illustration is cumulative. An RN at age 65 is counted in all three categories and an RN at age 60 is counted in two categories.

Information on the age of the RN workforce across Canada shows that a large portion of nurses within these age groups (55 and older, at 23.3%, 60 and older, at 9.7%, and 65 and older, at 2.7%) may be preparing for retirement in the near future.

**Figure 10 Registered Nursing Workforce, by Age Groups 55+, 60+ and 65+, by Jurisdiction and Canada, 2008**



**Notes**

Totals may not sum to 100% due to rounding.

Northwest Territories and Nunavut data is combined, as the RNs did not specify in which territory they worked the majority of the time.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

In 2007 and 2008, the College of Registered Nurses of Manitoba submitted aggregate tables for age group.

Northern territories data may include inter-jurisdictional duplicates.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

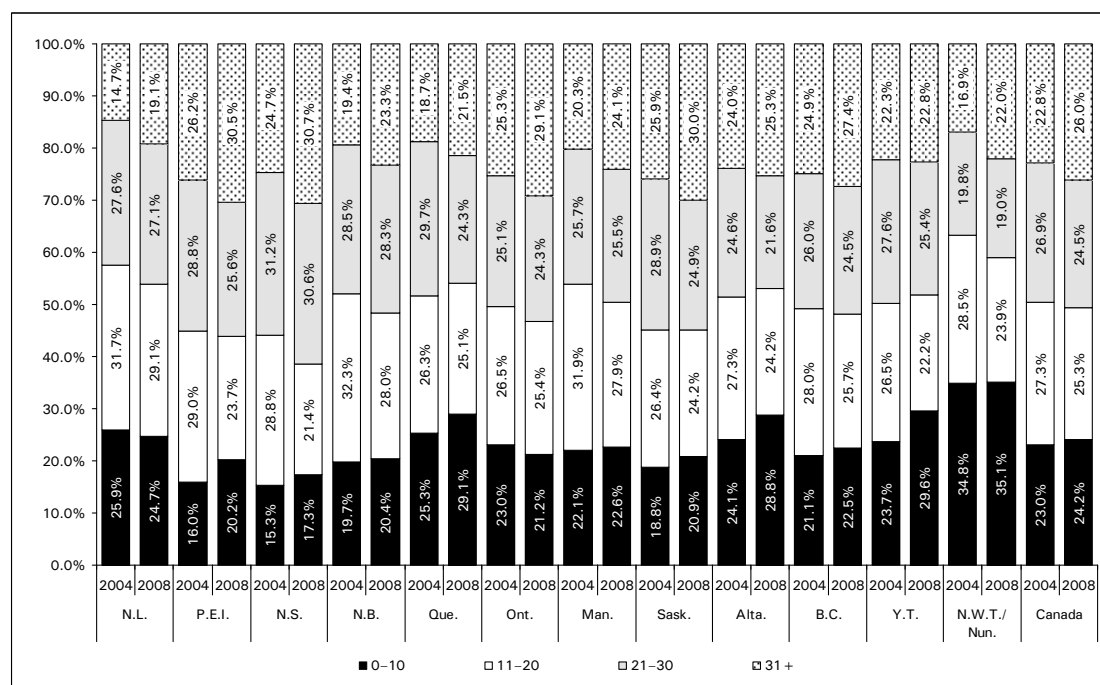


## Years Since Graduation

Since employment patterns of RNs change as their careers evolve, assumptions and analyses based on age indicators alone may be incomplete. It may be useful as well to consider the number of years since graduation from an RN program.

Figure 11 illustrates the distribution of RNs by number of years since graduation. Note that this indicates the maximum number of years an RN could have been in the workforce and does not necessarily reflect the actual number of years worked, because time spent out of the workforce (such as in continuing education or family leave) is not accounted for.

**Figure 11 Registered Nursing Workforce, by Years Since RN Graduation, by Jurisdiction and Canada, 2004 and 2008**



### Notes

Non-response for Year of Graduation (% of RN workforce): 2004, n = 52 (<0.1%); 2008, n = 55 (<0.1%).

Totals may not sum to 100% due to rounding.

Northwest Territories and Nunavut data is combined, as the RNs did not specify in which territory they worked the majority of the time.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

The trend from 2004 to 2008 shows an increase in every province in the *31+ years since graduation* group. The cohort *0 to 10 years since graduation* increased noticeably more in Quebec, Alberta and the Yukon than in other jurisdictions, and the proportion of RNs in this youngest cohort decreased in Newfoundland and Labrador and Ontario.

## Education Trends: Lifelong Learning

### Entry-to-Practice Education

The education programs that qualify individuals to become registered nurses in Canada, and those available to RNs, have evolved over the past five decades. During the 1960s and 1970s, many nursing students graduated from a two- or three-year hospital-based program, earning a diploma in nursing. By the 1990s, most education programs in Canada were offered either at community colleges (three-year diploma) or at universities (four-year baccalaureate). In addition to completing the entry-to-practice education requirements, all RNs, except those registering in Quebec, must pass a national exam administered by the Canadian Nurses Association.

Table 11 shows the different stages of the transition from diploma to baccalaureate entry-to-practice requirements for RNs in each jurisdiction. Additional information on RN education characteristics and trends by jurisdiction is available in the data tables on the CIHI website.

**Table 11     Status of Baccalaureate Entry-to-Practice Requirements for Registered Nurses, Canada**

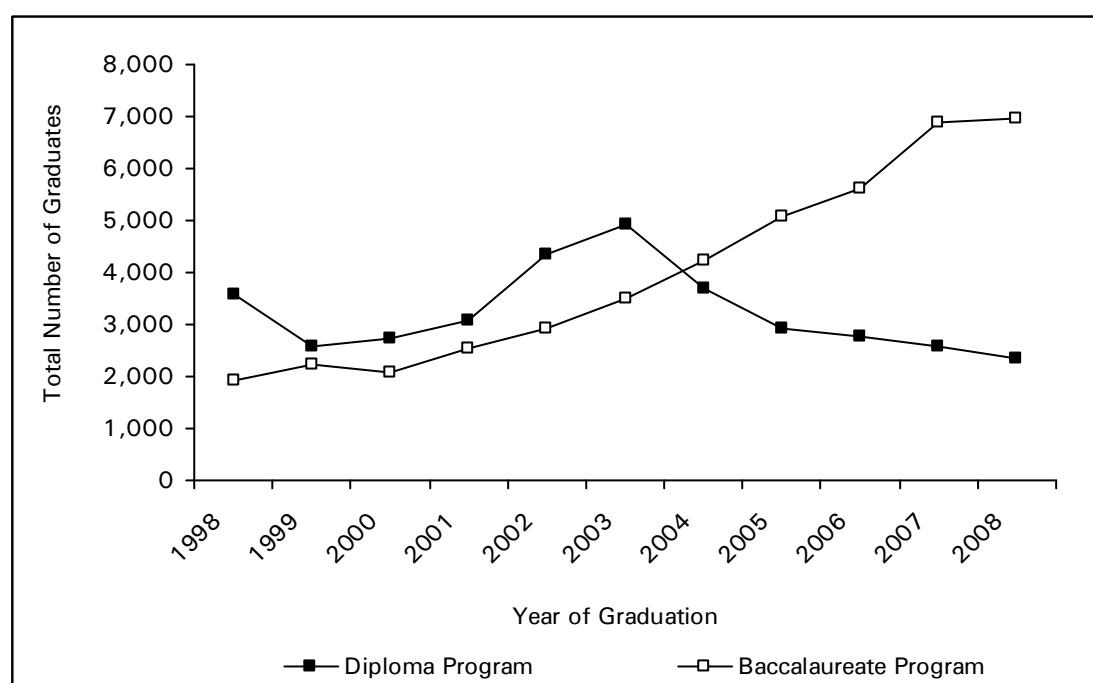
Jurisdiction	Target Year and Status
Atlantic Provinces (Prince Edward Island, Newfoundland and Labrador, New Brunswick and Nova Scotia)	1998 completed
Saskatchewan	2000 completed
Ontario	2005 completed
British Columbia	2006 completed
Manitoba	In progress: a few diploma programs remain in Manitoba
Alberta	2009 in progress: Alberta converted to degree programs with a diploma exit option for some students and has proposed that the transition to baccalaureate be complete by the end of December 2009
Northwest Territories and Nunavut	2010 in progress: the Registered Nurses Association of the Northwest Territories and Nunavut will complete the transition to baccalaureate as entry to practice by the year 2010
Quebec	In progress: Quebec continues to provide diploma programs while supporting the development of baccalaureate partnerships between Collèges d'enseignement général et professionnel (CEGEP) and universities
Yukon	Yukon has no entry-level educational programs

**Source**  
Canadian Nurses Association, 2008.

Of the 261,889 RNs employed in nursing in Canada in 2008, 21.5% earned a baccalaureate before entering practice. The percentage of RNs entering practice with a diploma decreased to 78.4% in 2008, from 84.8% in 2004, while the percentage that earned a master's degree before entering practice climbed from 0.04% in 2004 to 0.05% in 2008.

Graduation data collected through the National Student and Faculty Survey of Canadian Schools of Nursing, released by the Canadian Nurses Association (CNA) and the Canadian Association of Schools of Nursing (CASN), illustrates the trend toward baccalaureate education in nursing, as the number of students graduating from nursing diploma programs continues to decrease (see Figure 12).

**Figure 12 Registered Nurses Graduating From Diploma and Baccalaureate Programs, Canada, 1998 to 2008**



#### Notes

*Graduate* refers to the number of students who successfully graduated from the program. Graduate data is collected on a calendar-year basis.

*Diploma* includes diploma, diploma exit, diploma bridge to RN and DEC.

*Baccalaureate* includes standard, generic, collaborative, accelerated, fast track, advanced, compressed, technology in nursing and psychiatric nurse to RN baccalaureate.

For more detailed notes, please refer to the Student and Faculty Survey of Canadian Schools of Nursing Survey methodology document, available from the CNA and CASN.

#### Sources

Canadian Nurses Association and Canadian Association of Schools of Nursing.

## Higher Education for Registered Nurses

In 2008, a total of 90,965 (34.7%) RNs in the workforce had obtained a baccalaureate as their highest education in nursing (see Table 12).

**Table 12 Registered Nursing Workforce, by Highest Education in Nursing, by Jurisdiction and Canada, 2004 to 2008**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
		(Count)												
Diploma	2004	3,867	945	5,889	4,436	40,231	64,508	7,227	6,013	15,511	18,034	158	594	167,413
	2005	3,788	928	5,813	4,367	38,375	65,850	7,205	5,826	15,436	17,293	159	678	165,718
	2006	3,678	884	5,578	4,317	38,179	64,319	7,055	5,576	15,142	17,299	163	706	162,896
	2007	3,575	868	5,438	4,162	38,141	62,025	6,905	5,497	15,019	16,653	156	686	159,125
	2008	3,518	1,061	5,258	3,986	45,033	60,439	6,730	5,306	14,957	15,799	150	742	162,979
Baccalaureate	2004	1,478	409	2,502	2,787	21,852	19,651	3,168	2,366	9,340	9,417	121	313	73,407
	2005	1,594	486	2,698	2,998	23,803	21,432	3,385	2,596	10,110	9,666	138	265	79,171
	2006	1,706	517	2,954	3,175	24,156	23,384	3,595	2,763	10,820	10,618	152	312	84,152
	2007	1,852	531	3,137	3,378	25,064	26,325	3,668	3,005	11,715	12,332	158	344	91,509
	2008	2,040	418	3,323	3,541	18,704	29,506	3,900	3,332	12,624	12,942	178	457	90,965
Master's/Doctorate	2004	107	23	211	152	1,372	1,931	233	96	744	838	*	20	5,736
	2005	113	29	222	161	1,649	2,147	221	121	801	855	5	12	6,336
	2006	131	27	258	188	1,679	2,358	252	136	781	923	9	14	6,756
	2007	147	32	268	186	1,750	2,628	252	163	781	1,069	8	18	7,302
	2008	166	—	290	230	1,794	2,939	272	185	920	1,122	6	21	7,945
		(Annual Percentage Change)												
Diploma	2004	—	—	—	—	—	—	—	—	—	—	—	—	—
	2005	-2.0%	-1.8%	-1.3%	-1.6%	-4.6%	2.1%	-0.3%	-3.1%	-0.5%	-4.1%	0.6%	14.1%	-1.0%
	2006	-2.9%	-4.7%	-4.0%	-1.1%	-0.5%	-2.3%	-2.1%	-4.3%	-1.9%	0.0%	2.5%	4.1%	-1.7%
	2007	-2.8%	-1.8%	-2.5%	-3.6%	-0.1%	-3.6%	-2.1%	-1.4%	-0.8%	-3.7%	-4.3%	-2.8%	-2.3%
	2008	-1.6%	22.2%	-3.3%	-4.2%	18.1%	-2.6%	-2.5%	-3.5%	-0.4%	-5.1%	-3.8%	8.2%	2.4%
Baccalaureate	2004	—	—	—	—	—	—	—	—	—	—	—	—	—
	2005	7.8%	18.8%	7.8%	7.6%	8.9%	†	6.8%	9.7%	8.2%	2.6%	†	-15.3%	7.9%
	2006	7.0%	6.4%	9.5%	5.9%	1.5%	†	6.2%	6.4%	7.0%	9.8%	†	17.7%	6.3%
	2007	8.6%	2.7%	6.2%	6.4%	3.8%	12.6%	2.0%	8.8%	8.3%	16.1%	3.9%	10.3%	8.7%
	2008	10.2%	-21.3%	5.9%	4.8%	-25.4%	12.1%	6.3%	10.9%	7.8%	4.9%	12.7%	32.8%	-0.6%
Master's/Doctorate	2004	—	—	—	—	—	—	—	—	—	—	—	—	—
	2005	5.6%	26.1%	5.2%	5.9%	20.2%	†	-5.2%	26.0%	7.7%	2.0%	†	-40.0%	10.5%
	2006	15.9%	-6.9%	16.2%	16.8%	1.8%	†	14.0%	12.4%	-2.5%	8.0%	†	16.7%	6.6%
	2007	12.2%	18.5%	3.9%	-1.1%	4.2%	11.5%	0.0%	19.9%	0.0%	15.8%	-11.1%	28.6%	8.1%
	2008	12.9%	—	8.2%	23.7%	2.5%	11.8%	7.9%	13.5%	17.8%	5.0%	-25.0%	16.7%	8.8%
		(Percentage Distribution)												
Diploma	2004	70.9%	68.6%	68.5%	60.1%	63.4%	74.9%	68.0%	70.9%	60.6%	63.7%	56.0%	64.1%	67.9%
	2005	68.9%	64.3%	66.6%	58.0%	60.1%	73.6%	66.6%	68.2%	58.6%	62.2%	52.6%	71.0%	66.0%
	2006	66.7%	61.9%	63.5%	56.2%	59.6%	71.4%	64.7%	65.8%	56.6%	60.0%	50.3%	68.4%	64.2%
	2007	64.1%	60.7%	61.5%	53.9%	58.7%	68.2%	63.8%	63.4%	54.6%	55.4%	48.4%	65.5%	61.7%
	2008	61.5%	71.7%	59.3%	51.4%	68.7%	65.1%	61.7%	60.1%	52.5%	52.9%	44.9%	60.8%	62.2%
Baccalaureate	2004	27.1%	29.7%	29.1%	37.8%	34.4%	†	29.8%	27.9%	36.5%	33.3%	†	33.8%	29.8%
	2005	29.0%	33.7%	30.9%	39.8%	37.3%	24.0%	31.3%	30.4%	38.4%	34.8%	45.7%	27.7%	31.5%
	2006	30.9%	36.2%	33.6%	41.3%	37.7%	26.0%	33.0%	32.6%	40.5%	36.8%	46.9%	30.2%	33.2%
	2007	33.2%	37.1%	35.5%	43.7%	38.6%	28.9%	33.9%	34.7%	42.6%	41.0%	49.1%	32.8%	35.5%
	2008	35.6%	28.3%	37.5%	45.6%	28.5%	31.8%	35.8%	37.8%	44.3%	43.3%	53.3%	37.5%	34.7%
Master's/Doctorate	2004	2.0%	1.7%	2.5%	2.1%	2.2%	†	2.2%	1.1%	2.9%	3.0%	†	2.2%	2.3%
	2005	2.1%	2.0%	2.5%	2.1%	2.6%	2.4%	2.0%	1.4%	3.0%	3.1%	1.7%	1.3%	2.5%
	2006	2.4%	1.9%	2.9%	2.4%	2.6%	2.6%	2.3%	1.6%	2.9%	3.2%	2.8%	1.4%	2.7%
	2007	2.6%	2.2%	3.0%	2.4%	2.7%	2.9%	2.3%	1.9%	2.8%	3.6%	2.5%	1.7%	2.8%
	2008	2.9%	—	3.3%	3.0%	2.7%	3.2%	2.5%	2.1%	3.2%	3.8%	1.8%	1.7%	3.0%

### Notes

— Data is not applicable or does not exist.

\* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.

† Digit suppressed to ensure confidentiality; digit value is from 0 to 9 and corresponding percentage value.

Non-response for Highest Education in Registered Nursing (% of RN workforce): 2004, n = 15 (<0.1%); 2005, n = 17 (<0.1%); 2006, n = 15 (<0.1%); 2007, n = 25 (<0.1%).

Master's/doctorate are combined to avoid cell suppression due to small values.

Totals may not sum to 100% due to rounding.

Northwest Territories and Nunavut data is combined, as RNs did not specify in which territory they worked the majority of the time.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

How many RNs generally return to school after completing their entry-to-practice education?

In 2008, the largest proportion of the workforce seeking advanced education, following entry-to-practice education, were those returning for a post-diploma baccalaureate. Of these, 41.6% (37,841) initially earned a diploma in nursing, then returned to school for a baccalaureate; 56,331 RNs had already earned a baccalaureate before entering nursing practice, bringing the total number of RNs in the workforce holding baccalaureates to 34.7% (90,965). In addition, a total of 7,945 RNs obtained either a master's degree or doctorate as their highest education in nursing following entry-to-practice education (this includes RNs who initially obtained a diploma).

### Average Age at Graduation

The age at which a student graduates from a nursing program and is eligible to enter the RN workforce is an important indicator of the number of years the average RN will contribute to the workforce.

The trend of increasing age at graduation slowed since the changes seen in the early 1990s. However, the proportion of RNs graduating and entering the workforce at age 30 or older remained stable since 2004. In 2008, 28.5% of the workforce that had graduated in the previous four years were age 30 or older when they graduated.

**Table 13 Registered Nursing Graduates and Average Age at Graduation, by Range of Graduation Years, Canada, 1980 to 2008**

Graduation Year	Number of Graduates	Average Age at Graduation
1980–1984	30,723	23.0
1985–1989	34,496	24.6
1990–1994	34,121	26.1
1995–1999	27,697	26.1
2000–2004	31,025	26.8
2005–2008	22,664	26.4

#### Notes

Manitoba RN graduate age data for 2007 and 2008 is excluded from average age at graduation calculation; graduate counts include Manitoba RN graduates to reflect total RN workforce.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

#### Source

Nursing Database, Canadian Institute for Health Information.

### Canadian Nurses Association Certification Program

Since 2003, the CNA has offered a voluntary national certification program in a broad selection of specialties. The certification program has grown both in the number of programs available and in the number of RNs writing the qualifying examinations.

When looking at Table 14, keep in mind that certification is not mandatory, that all areas of specialty do not have certification programs and that RNs may have more than one specialty. Accordingly, the total number certified does not represent all RNs working in a specific area of responsibility.

**Table 14 Registered Nurses With Valid CNA Certification, by Specialty, Canada, 2004 to 2008**

	2004	2005	2006	2007	2008
Cardiovascular	546	660	713	722	774
Community Health	–	–	148	216	338
Critical Care	1,235	1,263	1,223	1,166	1,190
Critical Care—Pediatrics	46	61	94	104	100
Emergency	1,305	1,353	1,307	1,323	1,345
Gastroenterology	87	147	171	205	235
Gerontology	1,628	1,822	1,937	1,988	2,104
Hospice Palliative Care	491	756	916	1,103	1,247
Nephrology	921	963	1,019	1,052	1,080
Neuroscience	192	207	223	237	258
Occupational Health	988	952	926	908	888
Oncology	1,137	1,231	1,332	1,323	1,360
Orthopedics	–	–	73	125	153
Perinatal	578	619	621	642	665
Perioperative	1,777	1,672	1,585	1,552	1,566
Psychiatric/Mental Health	1,763	1,761	1,729	1,734	1,750
Rehabilitation	–	–	71	121	172
<b>Total</b>	<b>12,694</b>	<b>13,467</b>	<b>14,088</b>	<b>14,521</b>	<b>15,225</b>

**Note**

– Data is not applicable or does not exist.

**Source**

Canadian Nurses Association, Regulatory Policy Department.

## Mobility Trends: A Mobile Workforce

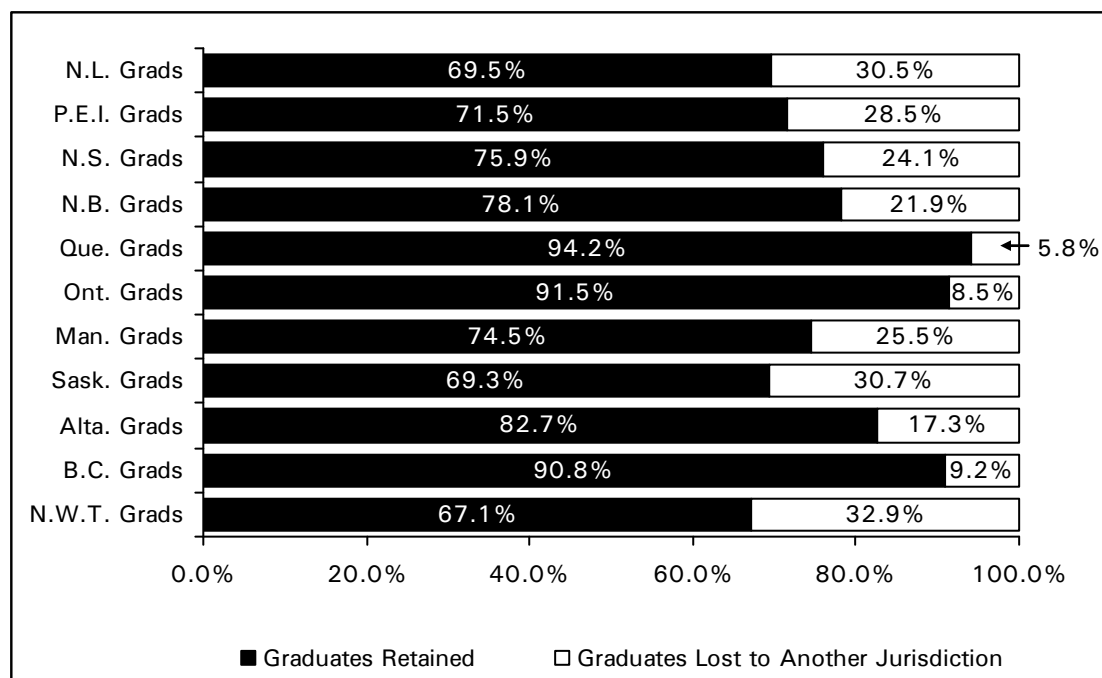
Regulated nurses are in demand in Canada and around the world. As a result, graduates from regulated nursing programs often have numerous options as to where they will practise. Canadian graduates may choose to remain in their current province or territory, to migrate to another Canadian province or territory or to emigrate to another country. International graduates may choose to immigrate to Canada, either through their own initiative or through a provincial nursing recruitment program.

As CIHI does not collect citizenship or immigration data, the mobility trends in this chapter related to interprovincial and international mobility are based on indicators developed by CIHI using data on employment, location of residence and location of graduation. Additional information on RN mobility trends is available in the data tables on the CIHI website.

## Migration Within Canada

Each provincial and territorial workforce combines registered nursing graduates from within the jurisdiction, graduates from other Canadian jurisdictions and graduates from outside the country. Overall, nearly 9 out of 10 graduates (87.6%) of Canadian registered nursing programs who were working in Canada in 2008 either did not move after graduation or eventually returned to their jurisdiction of graduation.

**Figure 13 Registered Nursing Workforce by Jurisdiction of Graduation and Registration, Canada, 2008**



### Notes

Includes only graduates of Canadian nursing programs employed in Canada in 2008 (N = 239,460).

Totals may not sum to 100% due to rounding.

Northwest Territories and Nunavut data is combined, as RNs did not specify in which territory they worked the majority of the time.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

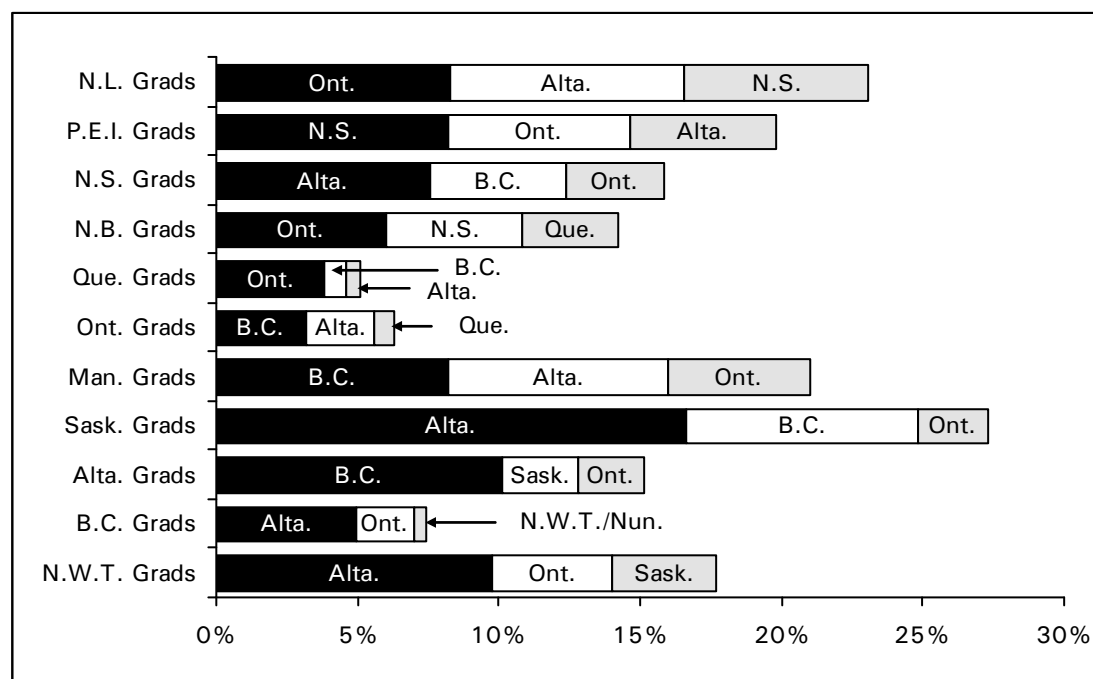
Nursing Database, Canadian Institute for Health Information.

Among Canadian graduates employed in 2008, those graduating from registered nursing programs in Quebec (94.2%), Ontario (91.6%) and British Columbia (90.8%) were the most likely to be employed in their province of graduation (see Figure 13).

In contrast, among the in-province graduates from registered nursing programs in Saskatchewan who were employed in Canada in 2008, 69.3% were employed in the province. Similarly, 69.5% of Newfoundland and Labrador graduates and 69.5% of Prince Edward Island graduates remained in those provinces.

Figure 14 shows the top three destinations for those who moved some time between their graduation year and 2008, as a comparison of the jurisdiction of graduation to the jurisdiction of current registration. The data does not account for mobility and migration in the intervening years.

**Figure 14 Top Three Destinations for Registered Nursing Graduates by Jurisdiction of Graduation, Canada, 2008**



#### Notes

Includes only graduates of Canadian nursing programs employed in Canada in 2008 (N = 239,460).

Totals may not sum to 100% due to rounding.

Northwest Territories and Nunavut data is combined, as the RNs did not specify in which territory they worked the majority of the time.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

#### Source

Nursing Database, Canadian Institute for Health Information.

Overall, the provinces of British Columbia, Alberta and Ontario figure prominently as destinations for migrant graduates from across the country. In contrast, only 1.0% of the RN workforce in the Yukon and 1.2% in Newfoundland and Labrador graduated from Canadian nursing programs outside their province of registration, the lowest rates in the country.

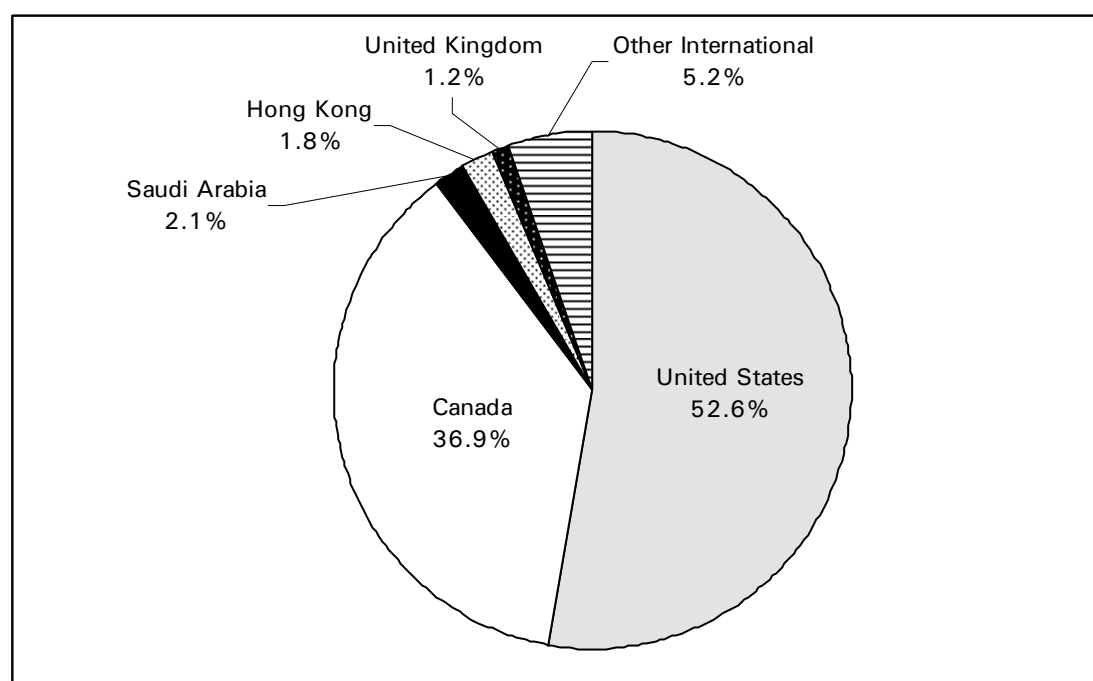


## Working Outside Province/Territory of Registration

RNs who work outside their province or territory of registration may be working outside Canada or in another jurisdiction within Canada. Note that CIHI can report on RNs working outside Canada only if they maintain registration with a Canadian province or territory.

Figure 15 illustrates the top destinations for RNs who are registered in a Canadian province or territory but working either abroad or in another jurisdiction in Canada. Of the 6,607 RNs who are not working in their province/territory of registration, 3,478 (52.6%) are employed in the United States, with an additional 10.3% employed in other locations.

**Figure 15 Registered Nurses Working Outside of Jurisdiction of Registration, by Country of Employment, Canada, 2008**



### Notes

Includes only those who worked outside of their jurisdiction of registration (N = 6,607) in 2008.

Totals may not sum to 100% due to rounding.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

## International Registered Nursing Graduates

In the absence of citizenship and immigration data, CIHI uses the location of graduation as an indicator of trends in immigration. The assumption is made that a registered nurse who studied outside of Canada immigrated, but the total number also includes Canadian citizens and residents who studied abroad.

**Table 15 Registered Nursing Workforce, by Location of Graduation, by Jurisdiction, by Canada and International, 2004 to 2008**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
		(Count)												
Canada	2004	5,346	1,343	8,395	7,277	61,872	76,121	9,957	8,124	22,726	23,915	261	827	226,164
	2005	5,390	1,409	8,526	7,436	62,268	78,507	10,087	8,209	23,511	23,420	278	865	229,906
	2006	5,411	1,396	8,573	7,579	62,489	78,687	10,169	8,169	23,921	24,297	298	930	231,919
	2007	5,481	1,404	8,631	7,613	63,425	79,521	10,103	8,341	24,628	25,247	296	946	235,636
	2008	5,630	1,447	8,650	7,641	63,943	81,315	10,187	8,482	25,698	25,051	304	1,112	239,460
International	2004	106	30	207	98	1,583	9,878	671	251	1,090	4,234	22	98	18,268
	2005	103	32	207	90	1,559	10,684	724	239	1,167	4,258	24	90	19,177
	2006	96	30	217	100	1,525	11,231	733	224	1,190	4,414	26	101	19,887
	2007	91	29	212	107	1,528	11,320	722	240	1,259	4,686	25	100	20,319
	2008	85	29	221	115	1,586	11,430	715	247	2,726	4,695	25	106	21,980
		(Annual Percentage Change)												
Canada	2004	—	—	—	—	—	—	—	—	—	—	—	—	—
	2005	0.8%	4.9%	1.6%	2.2%	0.6%	3.1%	1.3%	1.0%	3.5%	-2.1%	6.5%	4.6%	1.7%
	2006	0.4%	-0.9%	0.6%	1.9%	0.4%	0.2%	0.8%	-0.5%	1.7%	3.7%	7.2%	7.5%	0.9%
	2007	1.3%	0.6%	0.7%	0.4%	1.5%	1.1%	-0.6%	2.1%	3.0%	3.9%	-0.7%	1.7%	1.6%
	2008	2.7%	3.1%	0.2%	0.4%	0.8%	2.3%	0.8%	1.7%	4.3%	-0.8%	2.7%	17.5%	1.6%
International	2004	—	—	—	—	—	—	—	—	—	—	—	—	—
	2005	-2.8%	6.7%	0.0%	-8.2%	-1.5%	8.2%	7.9%	-4.8%	7.1%	0.6%	9.1%	-8.2%	5.0%
	2006	-6.8%	-6.3%	4.8%	11.1%	-2.2%	5.1%	1.2%	-6.3%	2.0%	3.7%	8.3%	12.2%	3.7%
	2007	-5.2%	-3.3%	-2.3%	7.0%	0.2%	0.8%	-1.5%	7.1%	5.8%	6.2%	-3.8%	-1.0%	2.2%
	2008	-6.6%	0.0%	4.2%	7.5%	3.8%	1.0%	-1.0%	2.9%	116.5%	0.2%	0.0%	6.0%	8.2%
		(Percentage Distribution)												
Canada	2004	98.1%	97.8%	97.6%	98.7%	97.5%	88.5%	93.7%	97.0%	95.4%	85.0%	92.2%	89.4%	92.5%
	2005	98.1%	97.8%	97.6%	98.8%	97.6%	88.0%	93.3%	97.2%	95.3%	84.6%	92.1%	90.6%	92.3%
	2006	98.3%	97.9%	97.5%	98.7%	97.6%	87.5%	93.3%	97.3%	95.3%	84.6%	92.0%	90.2%	92.1%
	2007	98.4%	98.0%	97.6%	98.6%	97.6%	87.5%	93.3%	97.2%	95.1%	84.3%	92.2%	90.4%	92.1%
	2008	98.5%	98.0%	97.5%	98.5%	97.6%	87.7%	93.4%	97.2%	90.4%	84.2%	92.4%	91.3%	91.6%
International	2004	1.9%	2.2%	2.4%	1.3%	2.5%	11.5%	6.3%	3.0%	4.6%	15.0%	7.8%	10.6%	7.5%
	2005	1.9%	2.2%	2.4%	1.2%	2.4%	12.0%	6.7%	2.8%	4.7%	15.4%	7.9%	9.4%	7.7%
	2006	1.7%	2.1%	2.5%	1.3%	2.4%	12.5%	6.7%	2.7%	4.7%	15.4%	8.0%	9.8%	7.9%
	2007	1.6%	2.0%	2.4%	1.4%	2.4%	12.5%	6.7%	2.8%	4.9%	15.7%	7.8%	9.6%	7.9%
	2008	1.5%	2.0%	2.5%	1.5%	2.4%	12.3%	6.6%	2.8%	9.6%	15.8%	7.6%	8.7%	8.4%

### Notes

— Data is not applicable or does not exist.

Non response for Location of Graduation (% of RN workforce): 2004, n = 2,139 (0.9%); 2005, n = 2,159 (0.9%); 2006, n = 2,013 (0.8%); 2007, n = 2,006 (0.8%); 2008, n = 449 (0.2%).

Totals may not sum to 100% due to rounding.

Northwest Territories and Nunavut data is combined, as the RNs did not specify in which territory they worked the majority of the time.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

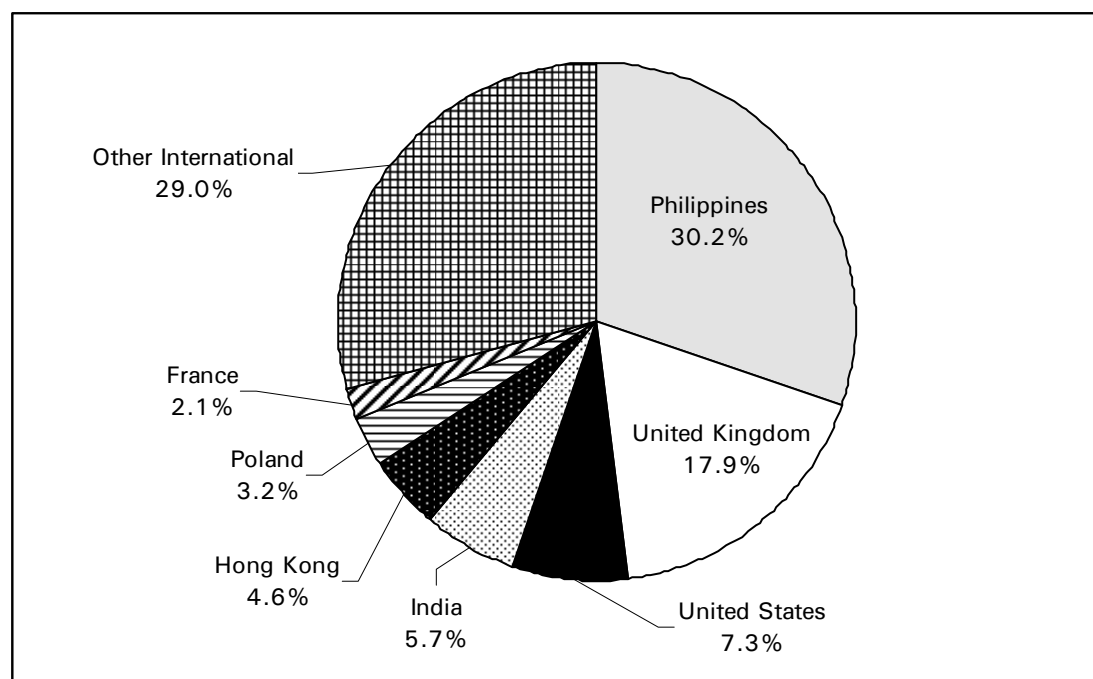
### Source

Nursing Database, Canadian Institute for Health Information.

Of the RNs employed in Canada who reported their location of graduation in 2008, 91.6% (239,460) graduated from a nursing program in Canada and 8.4% (21,980) graduated from an international nursing program.

Table 15 shows that the RN workforces of British Columbia (15.8%), Ontario (12.3%) and Alberta (9.6%) had the highest concentrations of internationally educated graduates in 2008. In contrast, only 1.5% of the RN workforce in New Brunswick, as well as in Newfoundland and Labrador, graduated from an international nursing school.

**Figure 16 Internationally Educated Registered Nurses in the Workforce, by Country of Graduation, 2008**



**Notes**

Includes only RNs who were educated outside of Canada (N = 21,980) in 2008.

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

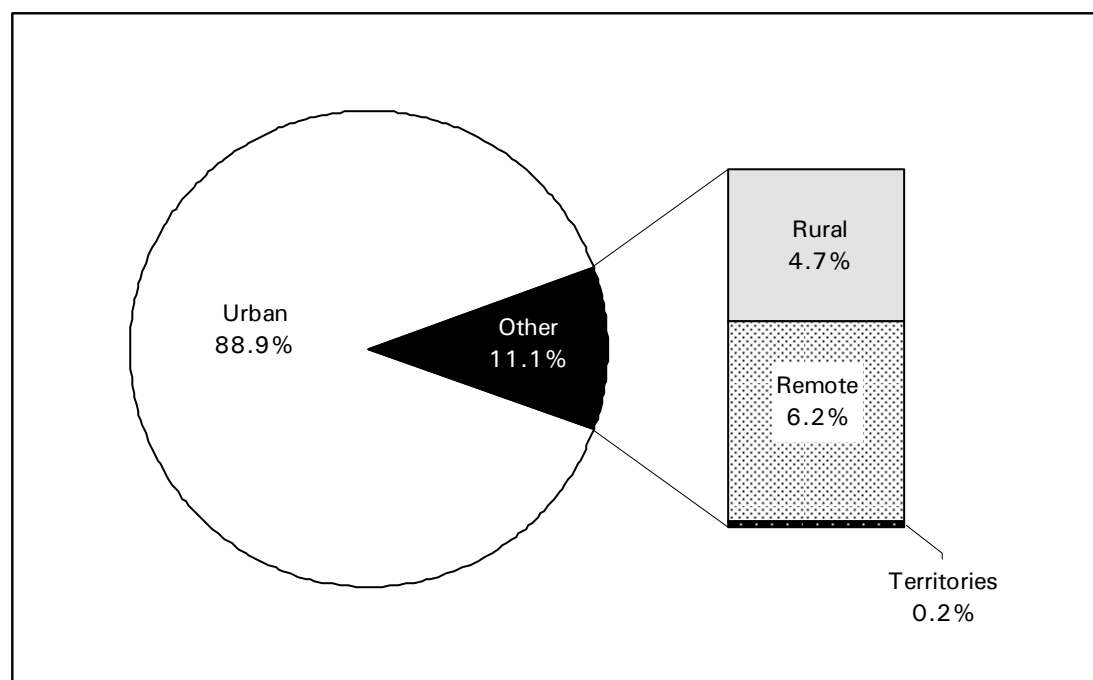
For the 21,980 registered nurses in Canada who graduated from an international nursing program in 2008, the seven most frequently identified countries of graduation are identified in Figure 16. Almost half of all international graduates attended nursing programs in the Philippines or the United Kingdom. Graduates from the United States comprised 7.3% of all internationally educated graduates in the RN workforce.

## Urban/Rural Distribution of the Workforce

Geographical differences in Canada create numerous challenges for health care providers and planners. The urban/rural distribution of the population is a challenge not only in the northern territories but also in each of the provinces.

To determine if RNs were practising in a rural or an urban setting, a postal code analysis was performed. In most cases, the postal code used was that of the workplace; however, where the postal code of the workplace was not submitted to CIHI, the postal code of residence was used.<sup>ii</sup> Figures 17 and 18 illustrate the urban/rural/remote distribution of the RN workforce in Canada in 2008. In 2008, 88.9% of the RN workforce worked in urban areas of Canada, ranging from highs of 99.1% in the Yukon and 93.8% in Ontario to lows of 56.6% in the Northwest Territories/Nunavut and 68.2% in Newfoundland and Labrador.

**Figure 17 Registered Nursing Workforce, by Urban/Rural/Remote Designation, Canada, 2008**



### Notes

Totals may not sum to 100% due to rounding.

Urban areas are defined as communities with populations greater than 10,000 persons.

Rural areas are defined as communities in relatively close proximity to urban areas.

Remote areas are defined as those communities with relatively little social and economic interaction with urban areas.

Territories are defined as areas outside of Whitehorse and Yellowknife in the northern territories.

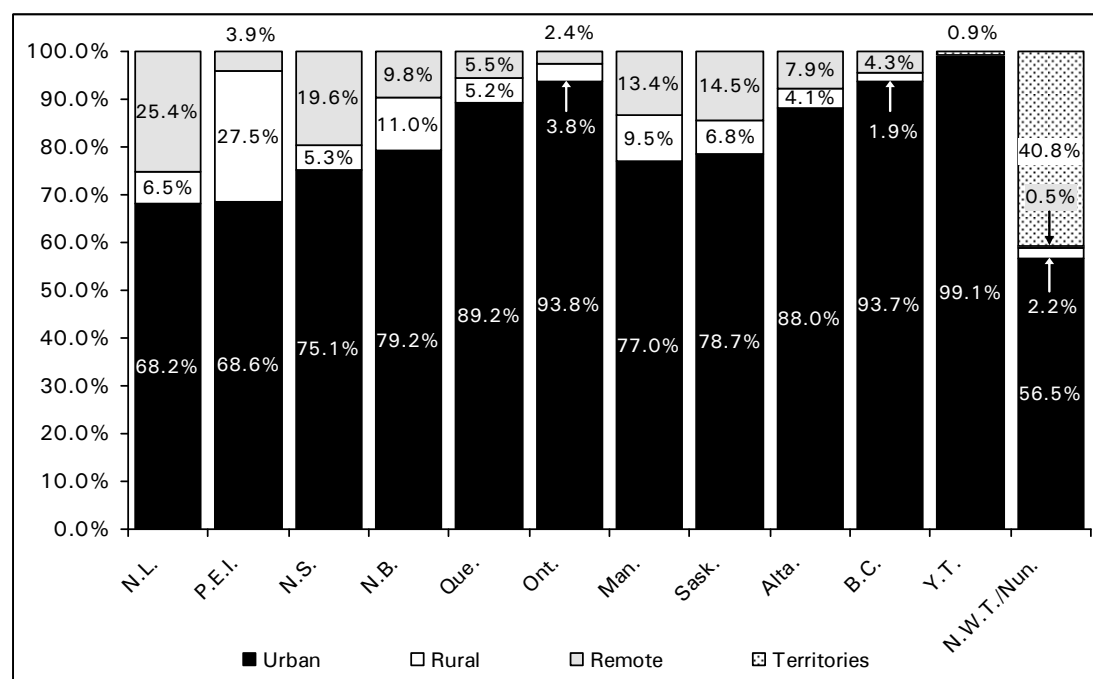
Postal code analysis for Quebec RN workforce provided by l'Ordre des infirmières et infirmiers du Québec.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

ii. See Chapter 5 (Methodological Notes) for a description of the postal code analysis.

**Figure 18 Registered Nursing Workforce, by Urban/Rural/Remote Designation, by Jurisdiction, 2008****Notes**

Totals may not sum to 100% due to rounding.

Urban areas are defined as communities with populations greater than 10,000 persons.

Rural areas are defined as communities in relatively close proximity to urban areas.

Remote areas are defined as those communities with relatively little social and economic interaction with urban areas.

Territories are defined as areas outside of Whitehorse and Yellowknife in the northern territories.

Northwest Territories and Nunavut data is combined, as RNs did not specify in which territory they worked the majority of the time.

Postal code analysis for Quebec RN workforce provided by l'Ordre des infirmières et infirmiers du Québec.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

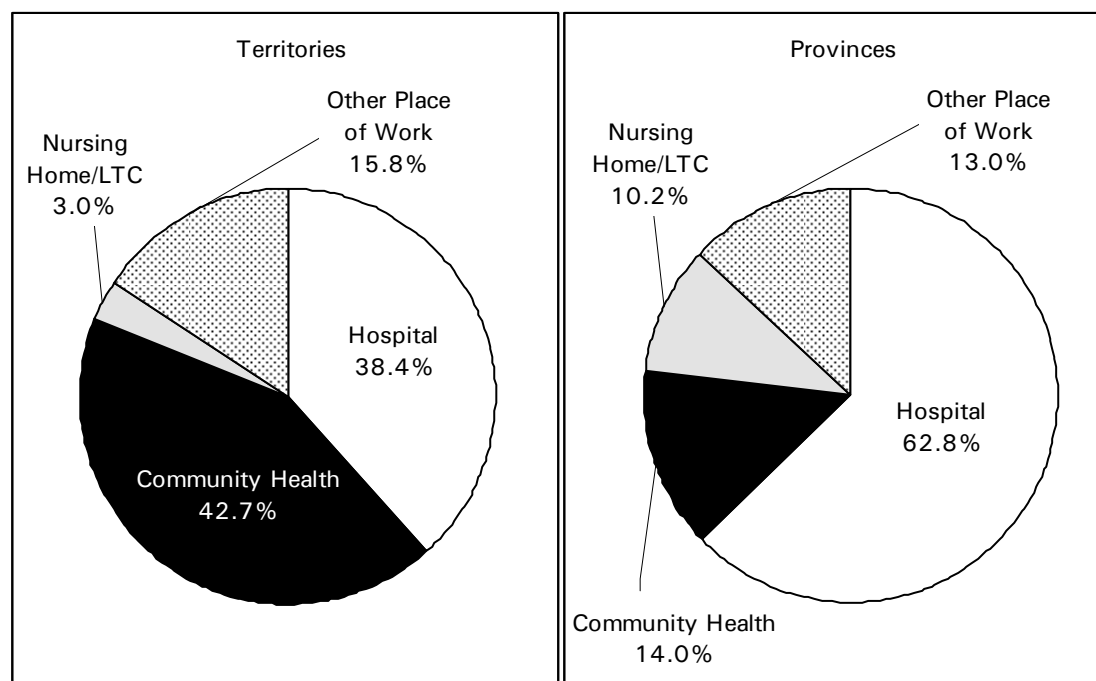
## Registered Nurses in the Territories: Characteristics of the Northern Workforce

The nature and delivery of nursing services in the northern territories differ from those in the Canadian provinces. It is not uncommon for registered nurses to travel north on short-term work contracts and to return to their home province for the remainder of the year. Therefore, in addition to the RNs who are registered and working only in the northern territories, those RNs who are registered in a territory and another jurisdiction are also included in the northern RN workforce.

Some of the employment patterns described in this section also exist in northern or rural areas of each Canadian province. The health region analysis in Chapter 4 of this report provides insight into some of the characteristics and services of each health region.

Figure 19 shows that the majority of RNs working in the territories worked at the community level. Notably, 42.7% of RNs in the territories were employed at community health centres, home care agencies or nursing stations. In contrast, 14.0% of RNs employed in the provinces worked in these types of facilities.

**Figure 19 Registered Nursing Workforce, by Place of Work, by Provincial or Territorial Level, Canada, 2008**



**Notes**

Non-response for Place of Work (% of RN workforce): n = 2,130 (0.8%).

Hospital includes data from *hospital (general, maternal, pediatric, psychiatric), mental health centre and rehabilitation/convalescent centre*.

Community Health includes data from *community health centre, home care agency, nursing station (outpost or clinic) and public health department/unit*.

Nursing Home includes data from *nursing home/long-term care facility*.

Other includes data from *business/industry/occupational health office, private nursing agency/private duty, self-employed, physician's office/family practice unit, educational institution, association/government and other*.

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

In 2008, 36.9% of the RN workforce in the Northwest Territories and Nunavut and 43.9% of the Yukon RN workforce were employed in the hospital sector. The community health sector accounted for 44.6% of the RN workforce in the Northwest Territories and Nunavut and 35.9% of the Yukon RN workforce.

Among RNs employed in the territories, the three most frequently identified areas of responsibility were community health (28.5%), medicine/surgery (9.9%) and emergency care (9.1%). Registered nurses employed in the provinces most frequently identified medicine/surgery (17.2%), geriatric/long-term care (9.9%) and other patient care (9.1%) as their area of responsibility. More than 70% of RNs in both the territories (74.9%) and the provinces (78.2%) identified their position as staff nurse/community health nurse.

In 2008, 40.9% of the territorial workforce had a baccalaureate, with an additional 1.7% having a master's degree or doctorate in nursing, compared to 34.7% and 2.9%, respectively, in the provinces.

Internationally educated RNs comprised a similar percentage of the territorial workforce (8.5%) as the provincial workforce (8.4%).

Among the Canadian-trained RN workforce, Ontario graduates comprised more than one-quarter (26.8%) of the workforce in the northern territories, while Alberta graduates comprised 13.3% and British Columbia graduates comprised 10.7%. With only one RN education program in the territories, graduates from the north accounted for only 8.7% of Canadian-trained RNs in the territorial workforce.

## Nurse Practitioner Employment Trends: Is the Workforce Changing?

The previous section on registered nurses included data on nurse practitioners (NPs). In this section, a selection of data is presented only for NPs, to illustrate some trends relevant to this emerging specialty. A nurse practitioner is an advanced practice registered nurse with additional education in health assessment, diagnosis and management of illness and injuries, including ordering tests and prescribing drugs.<sup>1</sup> Nurse practitioners have been regulated in all provinces and territories except the Yukon since 2006.

**Table 16** Year of Implementation of Nurse Practitioner Legislation by Jurisdiction

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.
First Year of Regulation	1997	2006	2002	2002	2003	1997	2005	2003	1996	2005	RP	2004	2004

### Notes

RP: regulation pending.

From 1996 to 2002, NPs in Alberta were referred to as registered nurses providing extended services. In June 2002, regulations were changed to refer to these nurses as nurse practitioners. Refer to the College and Association of Registered Nurses of Alberta for additional information.

Table 17 illustrates the supply trends of all NPs between 2004 and 2008. The total number of NPs employed in nursing in Canada was 1,626 in 2008, representing an increase of 21.0% since 2007, but representing only 0.6% of the total RN workforce. The years between 2004 and 2008 saw a doubling of the NP workforce in Canada. The percentage change must be interpreted with caution as the number of NPs is small.

**Table 17 Nurse Practitioner Workforce, by Employment Status, Canada, 2004 to 2008**

	Employed in Nursing					Not Employed in Nursing			Grand Total
	Regular Basis, Full Time	Regular Basis, Part Time	Casual Basis	Regular Basis, Status Unknown	Sub-Total	Employed in Other Than Nursing or Not Employed	Not Stated	Sub-Total	
	(Count)								
2004	554	123	25	98	800	27	4	31	831
2005	720	168	31	24	943	24	9	33	976
2006	858	198	47	26	1,129	24	9	33	1,162
2007	964	273	62	45	1,344	42	7	49	1,393
2008	1,275	267	75	9	1,626	28	15	43	1,669
	(Annual Percentage Change)								
2004	—	—	—	—	—	—	—	—	—
2005	30.0%	36.6%	24.0%	-75.5%	17.9%	-11.1%	125.0%	6.5%	17.4%
2006	19.2%	17.9%	51.6%	8.3%	19.7%	0.0%	0.0%	0.0%	19.1%
2007	12.4%	37.9%	31.9%	73.1%	19.0%	75.0%	-22.2%	48.5%	19.9%
2008	32.3%	-2.2%	21.0%	-80.0%	21.0%	-33.3%	114.3%	-12.2%	19.8%
	(Percentage Distribution)								
2004	66.7%	14.8%	3.0%	11.8%	96.3%	3.2%	0.5%	3.7%	100.0%
2005	73.8%	17.2%	3.2%	2.5%	96.6%	2.5%	0.9%	3.4%	100.0%
2006	73.8%	17.0%	4.0%	2.2%	97.2%	2.1%	0.8%	2.8%	100.0%
2007	69.2%	19.6%	4.5%	3.2%	96.5%	3.0%	0.5%	3.5%	100.0%
2008	76.4%	16.0%	4.5%	0.5%	97.4%	1.7%	0.9%	2.6%	100.0%

#### Notes

— Data is not applicable or does not exist.

Number of jurisdictions submitting NP data: 7 in 2004; 9 in 2005; 10 in 2006; 11 in 2007 and 2008.

Totals may not sum to 100% due to rounding.

For the Northwest Territories and Nunavut in 2005, 2006 and 2007, full time, part time and casual are included in Employment Status *employed—status unknown*.

NPs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

#### Source

Nursing Database, Canadian Institute for Health Information.

Nurse practitioners employed in nursing but reported as *employed—status unknown* are those who reported a workplace but failed to indicate their status (full time, part time or casual). Accordingly, they are included in the workforce but are excluded from some analyses in the report, as indicated in table footnotes. The number of NPs reported as *employed—status unknown* decreased every year since 2004. They represented 0.5% of the NP workforce in 2008.



The majority of NPs working in nursing are employed on a regular basis in full-time positions; this number steadily increased over the past five years. In 2008, 1,275, or 78.9%, NPs were working in regular full-time positions.

**Table 18 Nurse Practitioner Workforce, by Jurisdiction and Canada, 2004 to 2008**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
	(Count)												
2004	61	–	30	14	–	536	–	41	106	–	–	12	800
2005	66	–	37	19	–	590	*	74	130	*	–	19	943
2006	89	–	61	24	17	639	*	88	156	3†	–	16	1,129
2007	96	*	72	29	17	731	3†	97	176	50	–	42	1,344
2008	99	*	80	49	29	872	4†	98	210	88	–	52	1,626
	(Annual Percentage Change)												
2004	–	–	–	–	–	–	–	–	–	–	–	–	–
2005	8.2%	–	23.3%	35.7%	–	10.1%	–	80.5%	22.6%	–	–	58.3%	17.9%
2006	34.8%	–	64.9%	26.3%	–	8.3%	†	18.9%	20.0%	†	–	-15.8%	19.7%
2007	7.9%	–	18.0%	20.8%	0.0%	14.4%	†	10.2%	12.8%	†	–	162.5%	19.0%
2008	3.1%	†	11.1%	69.0%	70.6%	19.3%	†	1.0%	19.3%	76.0%	–	23.8%	21.0%
	(Percentage Distribution)												
2004	7.6%	–	3.8%	1.8%	–	67.0%	–	5.1%	13.3%	–	–	1.5%	100.0%
2005	7.0%	–	3.9%	2.0%	–	62.6%	†	7.8%	13.8%	†	–	2.0%	100.0%
2006	7.9%	–	5.4%	2.1%	1.5%	56.6%	†	7.8%	13.8%	†	–	1.4%	100.0%
2007	7.1%	†	5.4%	2.2%	1.3%	54.4%	†	7.2%	13.1%	3.7%	–	3.1%	100.0%
2008	6.1%	†	4.9%	3.0%	1.8%	53.6%	†	6.0%	12.9%	5.4%	–	3.2%	100.0%

**Notes**

– Data is not applicable or does not exist.

\* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.

† Digit suppressed to ensure confidentiality; digit value is from 0 to 9 and corresponding percentage value.

Number of jurisdictions submitting NP data: 7 in 2004; 9 in 2005; 10 in 2006; 11 in 2007 and 2008.

Totals may not sum to 100% due to rounding.

Northwest Territories and Nunavut data is combined, as NPs did not specify in which territory they worked the majority of the time.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

NPs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

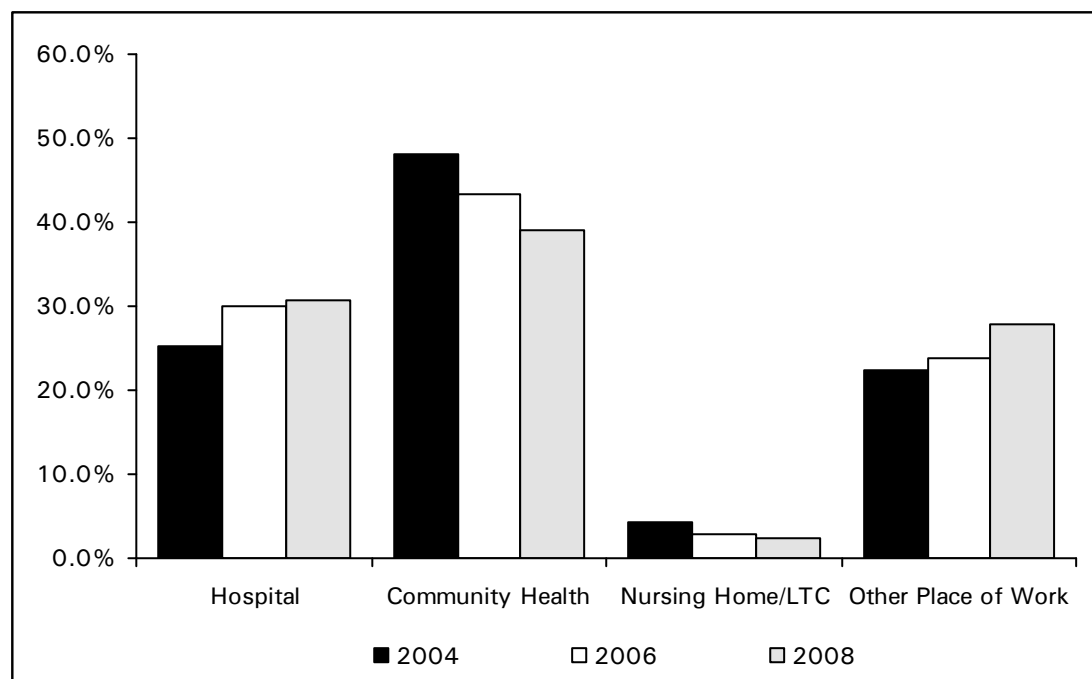
Nursing Database, Canadian Institute for Health Information.

As Table 18 shows, the size of the nurse practitioner workforce varies substantially by jurisdiction, and no data is available for the Yukon. This variability is likely due to the timing of the implementation of nurse practitioner legislation in each Canadian jurisdiction. As of 2008, the Yukon did not have legislation regulating nurse practitioners.

## Place of Work

The most commonly reported location of work by NPs is in community health, including community health centres, home care agencies, nursing stations and public health units. Figure 20 shows that, while community health has historically been the main employer for NPs, the proportion of NPs employed in the hospital sector has increased.

**Figure 20 Nurse Practitioner Workforce, by Place of Work, Canada, 2004, 2006 and 2008**



### Notes

Number of jurisdictions submitting NP data: 7 in 2004; 9 in 2005; 10 in 2006; 11 in 2007 and 2008.

Non-response for Place of Work (% of NP workforce): 2004, n = 57 (7.1%); 2006, n = 66 (5.8%); 2008, n = 37 (2.3%).

Hospital includes data from *hospital (general, maternal, pediatric, psychiatric), mental health centre and rehabilitation/convalescent centre*.

Community Health includes data from *community health centre, home care agency, nursing station (outpost or clinic) and public health department/unit*.

Nursing Home/LTC includes data from *nursing home/long-term care facility*.

Other Place of Work includes data from *business/industry/occupational health office, private nursing agency/private duty, self-employed, physician's office/family practice unit, educational institution, association/government and other*.

Totals may not sum to 100% due to rounding.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

## Area of Responsibility

The highest proportion of NPs, 51.0%, reported their area of responsibility as other patient care in 2008.

**Table 19 Nurse Practitioner Workforce, by Area of Responsibility, Canada, 2008**

	Count	Percentage
<b>Direct Care</b>		
Community Health	111	7.1%
Medical/Surgical	94	6.0%
Emergency Room	82	5.2%
Ambulatory Care	71	4.5%
Nursing in Several Clinical Areas	64	4.1%
Geriatric/Long-Term Care	63	4.0%
Critical Care (Burn)	48	3.0%
Pediatric	36	2.3%
Public Health	33	2.1%
Maternal/Newborn	19	1.2%
Psychiatric/Mental Health	16	1.0%
Oncology	14	0.9%
Occupational Health	12	0.8%
Rehabilitation	8	0.5%
Home Care	†	†
Operating Room	*	†
Other Patient Care	803	51.0%
<b>Total Direct Care</b>	<b>1,480</b>	<b>94.0%</b>
<b>Administration</b>		
Nursing Service	21	1.3%
Nursing Education	*	†
Other Administration	1†	†
<b>Total Administration</b>	<b>3†</b>	<b>†</b>
<b>Education</b>		
Teaching—Students	34	2.2%
Teaching—Employees	*	†
Teaching—Patients/Clients	—	—
Other Education	1†	†
<b>Total Education</b>	<b>55</b>	<b>3.5%</b>
<b>Research</b>		
Nursing Research Only	*	†
Other Research	*	†
<b>Total Research</b>	<b>*</b>	<b>†</b>
<b>Total</b>	<b>1,574</b>	<b>100.0%</b>

### Notes

— Data is not applicable or does not exist.

\* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.

† Digit suppressed to ensure confidentiality; digit value is from 0 to 9 and corresponding percentage value.

Number of jurisdictions licensing NPs: 11 in 2008.

Non-response for Area of Responsibility (% of all NPs): n = 52 (3.2%).

Totals may not sum to 100% due to rounding.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

## Nurse Practitioner Demographic Trends: Sex Composition

Almost all NPs in the Canadian workforce (94.6%) were female in 2008, a proportion that has not changed substantially over five years (see Table 20). This resembles the pattern in the RN workforce as a whole.

**Table 20 Nurse Practitioner Workforce, by Sex, Canada, 2004 to 2008**

	Female	Male
	(Count)	
2004	757	43
2005	887	56
2006	1,064	65
2007	1,236	77
2008	1,582	90
	(Annual Percentage Change)	
2004	—	—
2005	17.2%	30.2%
2006	20.0%	16.1%
2007	16.2%	18.5%
2008	28.0%	16.9%
	(Percentage Distribution)	
2004	94.6%	5.4%
2005	94.1%	5.9%
2006	94.2%	5.8%
2007	94.1%	5.9%
2008	94.6%	5.4%

### Notes

— Data is not applicable or does not exist.

Number of jurisdictions submitting NP data: 7 in 2004; 9 in 2005; 10 in 2006; 11 in 2007 and 2008.

Totals may not sum to 100% due to rounding.

In 2007 and 2008, the College of Registered Nurses of Manitoba submitted aggregate tables for sex.

NPs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

## Nurse Practitioner Education Trends: Lifelong Learning

In the 2008 nurse practitioner workforce, more than half of the NPs in Canada had obtained a baccalaureate as their highest education in nursing (see Table 21). More than 36% of the NP workforce held a master's degree or doctorate, substantially more than the proportion of RNs in the workforce with either degree (3.0%).

**Table 21 Nurse Practitioner Workforce, by Highest Education in Nursing, Canada, 2004 to 2008**

	Diploma	Baccalaureate	Master's/Doctorate	Canada
	(Count)			
2004	151	494	154	799
2005	157	587	199	943
2006	160	652	317	1,129
2007	182	731	431	1,344
2008	195	834	597	1,626
	(Annual Percentage Change)			
2004	—	—	—	—
2005	4.0%	18.8%	29.2%	18.0%
2006	1.9%	11.1%	59.3%	19.7%
2007	13.8%	12.1%	36.0%	19.0%
2008	7.1%	14.1%	38.5%	21.0%
	(Percentage Distribution)			
2004	18.9%	61.8%	19.3%	100.0%
2005	16.6%	62.2%	21.1%	100.0%
2006	14.2%	57.8%	28.1%	100.0%
2007	13.5%	54.4%	32.1%	100.0%
2008	12.0%	51.3%	36.7%	100.0%

### Notes

— Data is not applicable or does not exist.

Number of jurisdictions submitting NP data: 7 in 2004; 9 in 2005; 10 in 2006; 11 in 2007 and 2008.

Totals may not sum to 100% due to rounding.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

## Nurse Practitioner Mobility Trends: A Mobile Workforce

Of the nurse practitioners employed in Canada who reported their location of graduation in 2008, Table 22 shows that 95.7%, or 1,460, graduated from a nursing program in Canada, and 4.3%, or 66, graduated from an international nursing program. Since 2004, the proportion of internationally educated graduates in the Canadian NP workforce remained stable at close to 4.0%.

**Table 22 Nurse Practitioner Workforce, by Location of Graduation, by Canada and International, 2004 to 2008**

	Canada	International
	(Count)	
2004	727	28
2005	824	36
2006	991	42
2007	1,189	50
2008	1,460	66
	(Annual Percentage Change)	
2004	—	—
2005	13.3%	28.6%
2006	20.3%	16.7%
2007	20.0%	19.0%
2008	22.8%	32.0%
	(Percentage Distribution)	
2004	96.3%	3.7%
2005	95.8%	4.2%
2006	95.9%	4.1%
2007	96.0%	4.0%
2008	95.7%	4.3%

### Notes

— Data is not applicable or does not exist.

Saskatchewan NP counts are not included in totals, as Location of Graduation was not provided.

Number of jurisdictions submitting NP data: 7 in 2004; 9 in 2005; 10 in 2006; 11 in 2007 and 2008.

Non-response for Location of Graduation (% of NP workforce): 2004, n = 4 (0.5%); 2005, n = 9 (1.0%); 2006, n = 8 (0.7%); 2007, n = 8 (0.6%); 2008, n = 2 (0.1%).

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

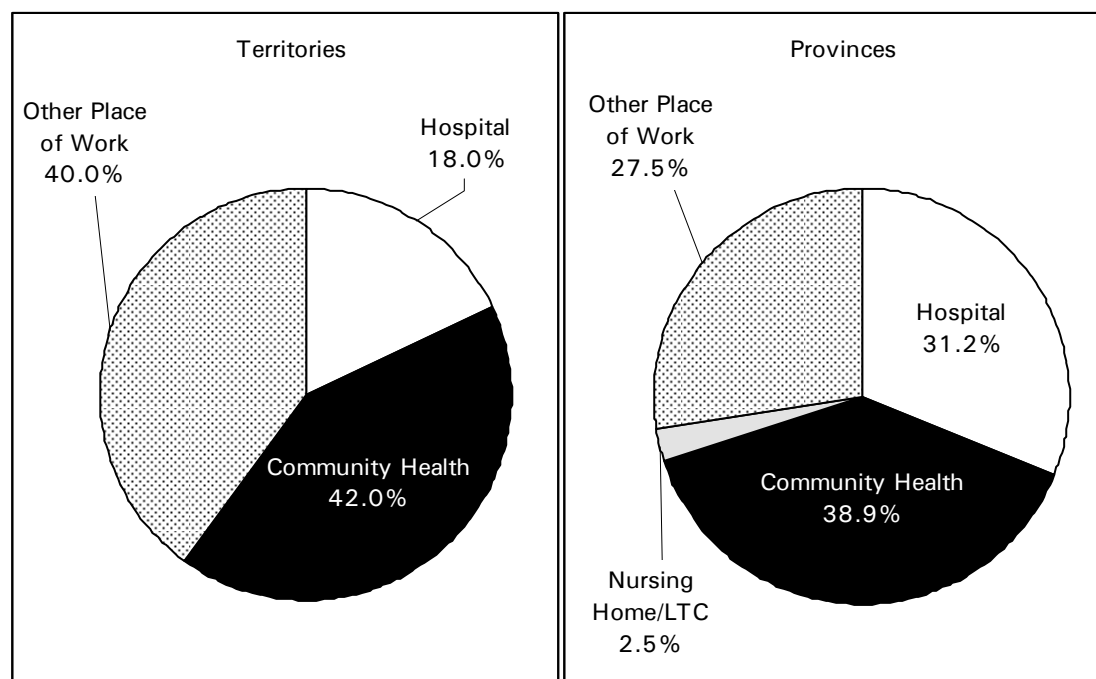
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

Figure 21 shows that the majority of NPs working in the territories worked at the community level. Notably, 42.0% of NPs in the territories were employed at community health centres, home care agencies or nursing stations (outposts or clinics). In contrast, 38.9% of NPs employed in the provinces worked in these types of facilities.

**Figure 21 Nurse Practitioner Workforce, by Place of Work, by Provincial or Territorial Level, Canada, 2008**



#### Notes

Number of jurisdictions licensing NPs: 11 in 2008.

Non-response for Place of Work (% of NP workforce): n = 37 (2.3%).

Hospital includes data from *hospital (general, maternal, pediatric, psychiatric), mental health centre and rehabilitation/convalescent centre*.

Community Health includes data from *community health centre, home care agency, nursing station (outpost or clinic) and public health department/unit*.

Nursing Home includes data from *nursing home/long-term care facility*.

Other includes data from *business/industry/occupational health office, private nursing agency/private duty, self-employed, physician's office/family practice unit, educational institution, association/government and other*.

Totals may not sum to 100% due to rounding.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

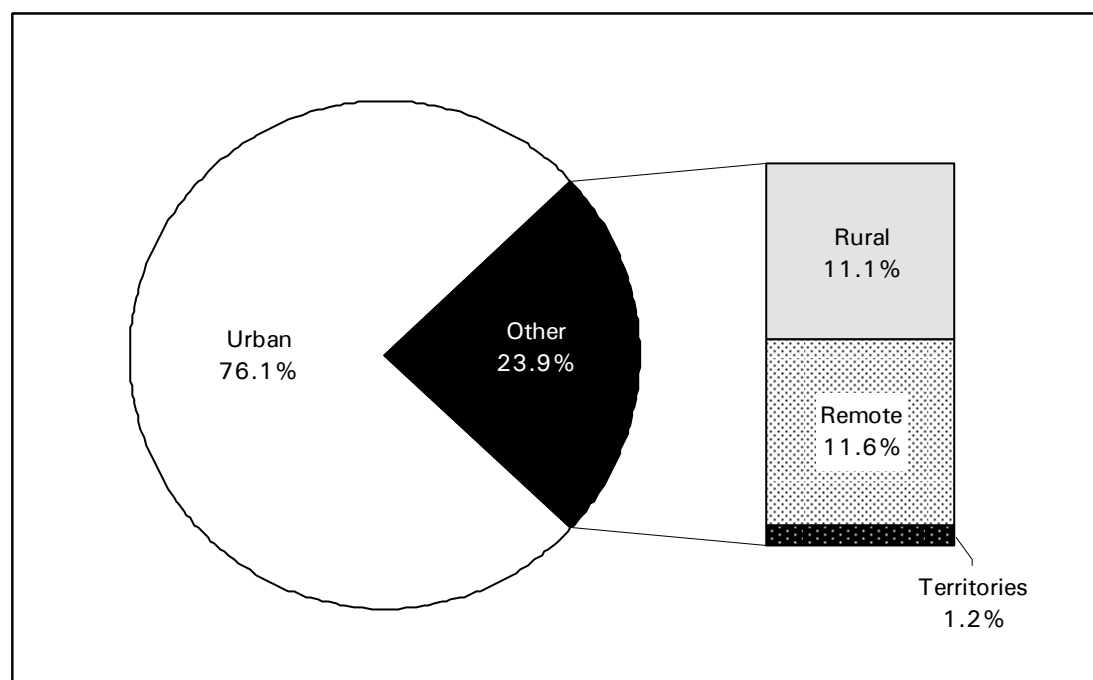
#### Source

Nursing Database, Canadian Institute for Health Information.

## Urban/Rural Distribution of the Nurse Practitioner Workforce

Figure 22 illustrates the urban/rural distribution of the NP workforce in Canada. In 2008, 76.1% of NPs worked in urban Canada, 11.1% worked in rural settings, 11.6% worked in remote settings and 1.2% worked in the territories. The distribution was different than for the RN workforce: 88.9% of RNs worked in urban settings, 4.7% worked in rural settings, 6.2% worked in remote settings and 0.2% worked in the territories.

**Figure 22 Nurse Practitioner Workforce, by Urban/Rural/Remote Designation, Canada, 2008**



### Notes

Number of jurisdictions licensing NPs: 11 in 2008.

Totals may not sum to 100% due to rounding.

Urban areas are defined as communities with populations greater than 10,000 persons.

Rural areas are defined as communities in relatively close proximity to urban areas.

Remote areas are defined as those communities with relatively little social and economic interaction with urban areas.

Territories are defined as areas outside of Whitehorse and Yellowknife in the northern territories.

Postal code analysis for Quebec NP workforce provided by l'Ordre des infirmières et infirmiers du Québec.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.



## Methodological and Historical Changes to Registered Nursing Data, 2004 to 2008

Methodological and historical changes to the data make it difficult to compare data across time. CIHI and the regulatory authorities are continually striving to improve data quality; therefore, the following information must be taken into consideration when making historical comparisons and consulting previous CIHI publications. In all cases, comparisons should be made with caution and in consideration of the historical and methodological changes made.

RN data for the years 1994 to 2001 was published in the CIHI series *Supply and Distribution of Registered Nurses*, and RN data for the 2002 data year was published in the report *Workforce Trends of Registered Nurses, 2002*.

### Historical Review and Data Limitations

For a complete list of the data elements related to RNs, please access the *Registered Nurses System Data Dictionary and Processing Manual* on the CIHI website at [www.cihi.ca](http://www.cihi.ca).

#### *Nurse Practitioner*

In 2008, the nurse practitioner data was incorporated into the Nursing Database, back to data year 2003. Consistent methodology was applied to the NP records, including the removal of duplicates and the six-month cut-off for data collection, resulting in a change from NP totals published in previous reports.<sup>iii</sup>

#### *Employment*

##### **British Columbia—Employment Status**

For the 2005 data year, Employment Status was not re-coded to *unknown*, thus leading to an under-reporting of the workforce.

##### **Northwest Territories and Nunavut—Employment Status**

The RN workforce relies on a core of full-time resident RNs plus a large number of short-term relief staff from across Canada each year. While some RNs will return each year, some will register in the northern territories only once. This lack of stability in the workforce will result in greater variability in the data.

Data for the Northwest Territories and Nunavut is provided by the Registered Nurses Association of Northwest Territories and Nunavut (RNANT/NU). For the 2005 to 2008 data years, it is not possible to accurately divide registered nurses between the two territories; as a result, data for the Northwest Territories and Nunavut is combined under a single set of statistics.

For the data years 2005 to 2007, all RNs and NPs employed in registered nursing in the Northwest Territories and Nunavut were coded as *employed in nursing—status unknown*. In 2008, the RNANT/NU provided data for the RN and NP full-time and casual categories, while in the past, years 2004 to 2007, they were reported under *employed in nursing—status unknown*.

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iii. See Chapter 5 (Methodological Notes) for more information on the re-coding of the Employment Status element.

### **Prince Edward Island—Employment Status**

According to the Association of Registered Nurses of Prince Edward Island (ARNPEI), P.E.I. has made an effort to increase the number of full-time nurses. This resulted in a decrease in the number of part-time nurses for data year 2006. Additionally, the province has seen an increase in formerly retired RNs who have re-entered the workforce on a casual basis.

### **Ontario—Employment Status**

According to the College of Nurses of Ontario (CNO), for data year 2006, the changes in the variable Employment Status were a result of refinements in the renewal process and resulted in changes to those *employed in nursing—status unknown*.

### **Quebec—Place of Work, Area of Responsibility, Position**

L'Ordre des infirmières et infirmiers du Québec (OIIQ) made changes to its registration form in 2005, resulting in changes to the employment fields. The OIIQ campaign for an increase in accuracy of the information reported resulted in a decrease in the category *not stated* for these fields.

The *ambulatory care* sub-component was removed from the list of practice areas on the 2008 registration form. The vast majority of registered nurses who reported in that area are now reporting under *primary care*. After discussion with various Quebec stakeholders, it was agreed that the registered nurses who reported under *primary care* would be counted under the *community health* practice area. This explains the large increase in this sub-component.

### **Ontario—Place of Work, Area of Responsibility, Position**

In 2004, the CNO implemented the CNO Practice and Employment Definition to aid members in providing information. These definitions added granularity to the data but resulted in shifts in values for these categories.

### **Quebec—Multiple Employment Status**

The number of nurses with multiple employers decreased in Quebec as a result of the creation of the health and social service centres (CSSSs). Nurses identifying a CSSS as their employer may be working in more than one facility operated by the CSSS; while they may be working in multiple facilities, they have only one employer.

### **Ontario—Place of Work**

According to the CNO, refinements in the renewal process for data year 2006 enabled the CNO to reduce the number of *not stated* responses to this category.

### **New Brunswick—Place of Work**

The decrease in the number of RNs selecting *hospital* for the field Place of Work (Primary Employer) is the result of a coding change. Extramural nurses, previously coded in the field *hospital*, are now coded under *community health centre*.

During 2005–2006, the government of New Brunswick changed a number of small hospitals into community health centres (CHCs). This resulted in an initial increase of RNs reported in CHCs in 2005 and a subsequent decrease reported in 2006 as the RN staff was realigned to reflect staffing levels appropriate to CHCs.

**Quebec—Place of Work**

The Quebec Ministère de la santé et des services sociaux merged most of the province's public-sector hospitals, long-term care facilities and community health centres into 95 CSSSs. In 2006, more than 800 nurses identified CSSSs as their place of work. CIHI does not have an element in its data dictionary that corresponds to this element. As a result, the Place of Work for these RNs was defaulted to *other*.

**Saskatchewan—Place of Work**

In 2006, the decrease in the field *community health centre* was the result of the addition of the new field *public health department/unit*.

**Ontario—Position**

In 2008, the number of nurses selecting NP under the Position field increased substantially. This resulted in a concomitant decrease in the number of nurses selecting *other* under the Position field.

**Northwest Territories and Nunavut—Position**

According to the RNANT/NU, relief nurses are identifying themselves under the category *other position* rather than *staff or community health nurse*. This was reflected in the 2006 data.

**Newfoundland and Labrador—Position**

According to the Association of Registered Nurses of Newfoundland and Labrador (ARNNL), nine NP registrants should have been categorized as *nurse practitioner* under the Primary Position field and not *senior manager, staff or community health nurse, instructor/professor/educator* and *other positions* categories, for the year 2007.

**Demographics****Manitoba—Birth Year and Sex**

In 2007 and 2008, the College of Registered Nurses of Manitoba (CRNM) submitted age groups and aggregate tables instead of Birth Year and Sex as a result of changes to provincial privacy legislation.

**Manitoba—Age Group**

In 2007, the CRNM did not provide Age Group information for NPs.

**Education****Prince Edward Island—Other Education in Nursing and Education in Other Than Nursing**

Since 2006, the ARNPEI has continued to emphasize the need for increased accuracy in regard to the information reported by registrants of the province. This has resulted in a decrease in the responses under the category *not stated* and an increase in the responses under the category *none* in the Other Education in Nursing and Education in Other Than Nursing fields.

### **Manitoba—Other Education in Nursing**

In 2006, the CRNM made a substantial correction to the 2005 data for the field Other Education in Nursing. This reduced the number of RNs in the category *baccalaureate*.

### **Northwest Territories/Nunavut—Other Education in Nursing**

In 2008, the RNANT/NU provided data for the field Other Education in Nursing for the category *baccalaureate*. This reduced the number of RNs in the category *none*.

### **Alberta—Education in Other Than Nursing**

The College & Association of Registered Nurses of Alberta (CARNA) made a substantial change to the 2008 data for the field Education in Other Than Nursing. This reduced the number of RNs in the category *none* and increased the number in the *baccalaureate* and *master's* categories.

### **Alberta—Location of Graduation**

In the 2008 data, there was an increase for the categories of *United Kingdom*, *United States*, *Hong Kong* and *other foreign* for the field Location of Graduation. This reduced the number of RNs in the category *not stated*.

### **Saskatchewan—Location of Graduation**

The SRNA nurse practitioners did not provide a Location of Graduation for 2008.

### **Quebec—Postal Code**

For all data years, postal codes were not submitted to CIHI for the fields Postal Code of Employer (Worksite) and Postal Code of Residence by the OIIQ.

### **Manitoba—Postal Code**

For all data years, postal codes were not submitted to CIHI by the CRNM. In addition, only partial postal codes were submitted for the field Postal Code of Residence.

### **Alberta—Postal Code**

Until (and including) 2006, partial postal codes were submitted to CIHI for the field Postal Code of Employer (Worksite) by the CARNA.

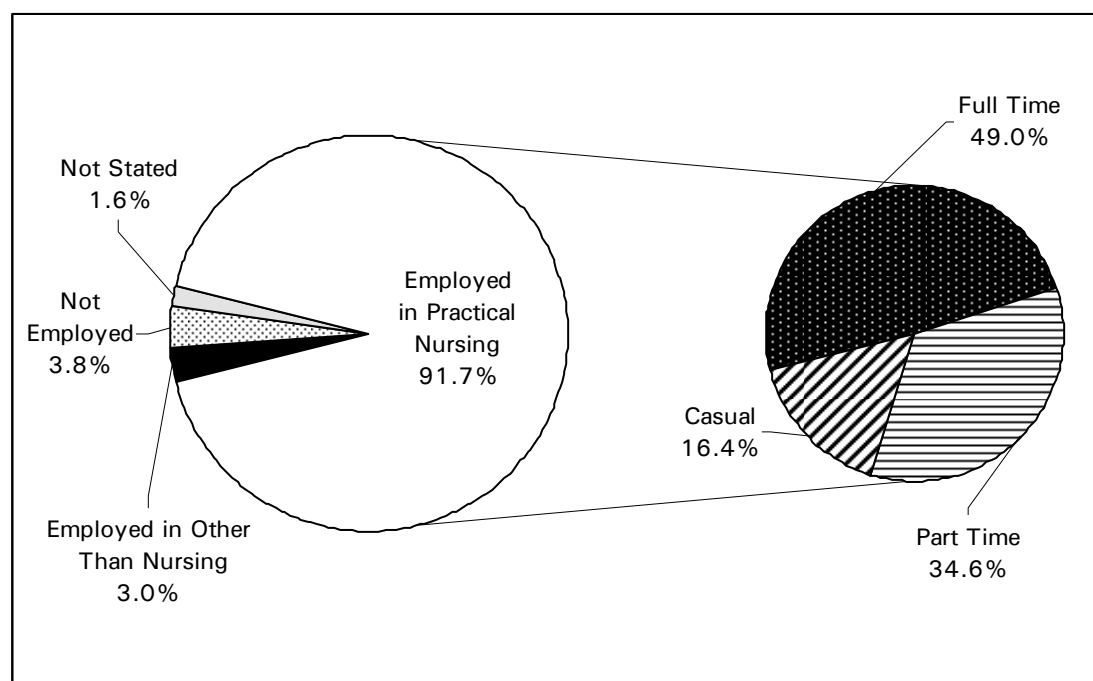
## Chapter 2—Regulated Nurses in Canada: Trends of Licensed Practical Nurses

### Workforce Trends: How Many Licensed Practical Nurses?

The regulated nursing workforce is of critical importance to the health of Canadians, and thus to health human resource planners. This chapter presents data on licensed practical nurses (LPNs) working in Canada in 2008 and illustrates key trends over the last five years.

The LPN workforce is defined as LPNs employed in practical nursing within Canada. They represented 21.8% of the total regulated nursing workforce in 2008. The Employment Status indicator classifies LPNs as working either in nursing or outside of nursing, or as not working. The indicator further classifies LPNs in the workforce as working in part-time, full-time or casual positions. As Figure 23 shows, the vast majority of LPNs who register in Canada are in the LPN workforce, and close to half (49.0%) are employed in full-time positions.

**Figure 23 Licensed Practical Nurses, by Employment Status, Canada, 2008**



#### Notes

Totals may not sum to 100% due to rounding.

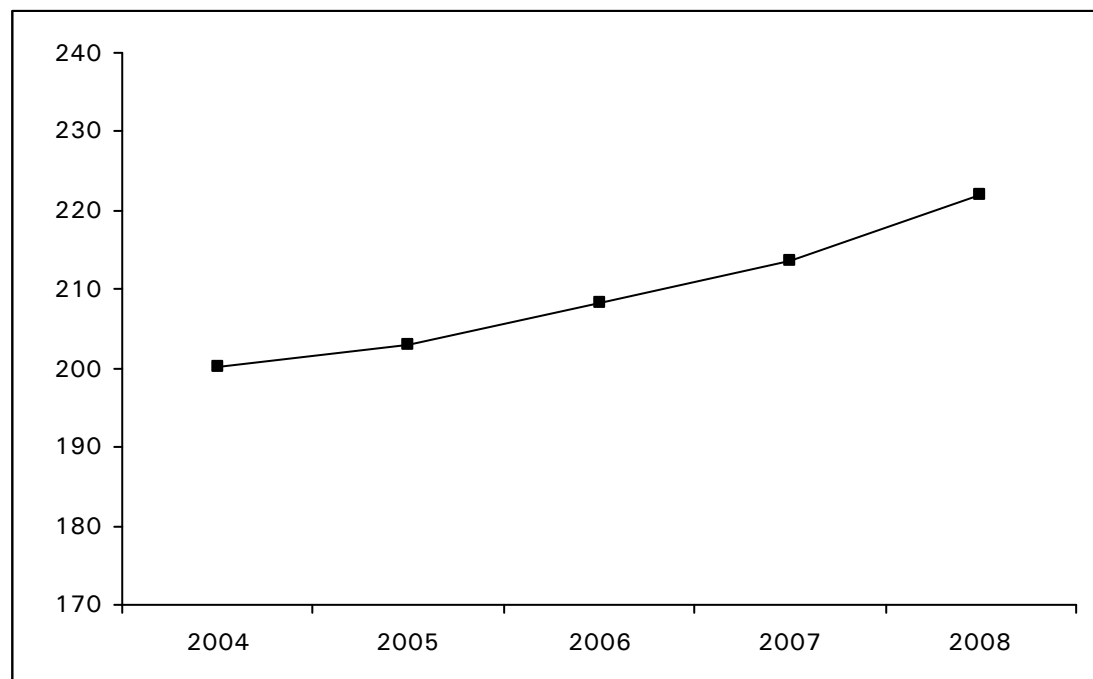
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

#### Source

Nursing Database, Canadian Institute for Health Information.

Figure 24 illustrates the growth trend of the LPN workforce per 100,000 population between 2004 and 2008, when there were 222 LPNs per 100,000 population in Canada. Since 2004, the growth of the LPN workforce has consistently been higher than the rate of population growth.

**Figure 24 Licensed Practical Nursing Workforce per 100,000 Population, Canada, 2004 to 2008**



**Notes**

In 2008, projected population estimates were used. Refer to Analytical Methods in the Methodological Notes section. See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Employment Trends: Is the Workforce Changing?

Table 23 shows the supply of licensed practical nurses in Canada over the period 2004 to 2008, when there were 81,121 LPNs in Canada, 3.9% more than in 2007, and 13.8% more than in 2004. The number of LPNs employed in nursing increased every year between 2004 and 2008, though the increase was not uniform across the country (see Table 24). Additional information on LPNs by jurisdiction is available in the data tables on the CIHI website.

**Table 23 Licensed Practical Nurses, by Employment Status, Canada, 2004 to 2008**

	Employed in Practical Nursing					Not Employed in Practical Nursing						Grand Total
	Regular Basis, Full Time	Regular Basis, Part Time	Casual Basis	Regular Basis, Status Unknown	Sub-Total	Employed in Other Than Practical Nursing		Not Employed		Not Stated	Sub-Total	
						Seeking Employment	Not Seeking Employment	Seeking Employment in Practical Nursing	Not Seeking Employment in Practical Nursing			
	A	B	C	D	E = A + B + C + D	F	G	H	I	J	K = F + G + H + I + J	L = E + K
	(Count)											
2004	27,958	22,281	9,165	4,039	63,443	285	2,242	1,113	1,804	2,394	7,838	71,281
2005	30,217	23,395	10,754	587	64,953	229	2,434	1,140	1,606	2,059	7,468	72,421
2006	31,282	23,991	11,485	542	67,300	214	2,216	1,522	1,553	2,163	7,668	74,968
2007	32,909	23,927	12,535	338	69,709	201	2,232	1,402	1,584	2,952	8,371	78,080
2008	36,408	25,751	12,185	36	74,380	223	2,150	1,630	1,434	1,304	6,741	81,121
	(Annual Percentage Change)											
2004	—	—	—	—	—	—	—	—	—	—	—	—
2005	8.1%	5.0%	17.3%	-85.5%	2.4%	-19.6%	8.6%	2.4%	-11.0%	-14.0%	-4.7%	1.6%
2006	3.5%	2.5%	6.8%	-7.7%	3.6%	-6.8%	-9.0%	33.5%	-3.3%	5.1%	2.7%	3.5%
2007	5.2%	-0.3%	9.1%	-37.6%	3.6%	-6.1%	0.7%	-7.9%	2.0%	36.5%	9.2%	4.2%
2008	10.6%	7.6%	-2.8%	-89.3%	6.7%	10.9%	-3.7%	16.3%	-9.5%	-55.8%	-19.5%	3.9%
	(Percentage Distribution)											
2004	39.2%	31.3%	12.9%	5.7%	89.0%	0.4%	3.1%	1.6%	2.5%	3.4%	11.0%	100.0%
2005	41.7%	32.3%	14.8%	0.8%	89.7%	0.3%	3.4%	1.6%	2.2%	2.8%	10.3%	100.0%
2006	41.7%	32.0%	15.3%	0.7%	89.8%	0.3%	3.0%	1.6%	2.1%	2.9%	10.2%	100.0%
2007	42.1%	30.6%	16.1%	0.4%	89.3%	0.3%	2.9%	1.8%	2.0%	3.8%	10.7%	100.0%
2008	44.9%	31.7%	15.0%	0.0%	91.7%	0.3%	2.7%	2.0%	1.8%	1.6%	8.3%	100.0%

**Notes**

— Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

LPNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

LPNs employed in nursing but reported as *employed—status unknown* are those who reported employment data but who failed to indicate their status as full time, part time or casual. Accordingly, they are included in the workforce but are excluded from some analyses in the report, as indicated in table footnotes. The number of LPNs reported as *employed—status unknown* decreased every year since 2004, and represented only 0.05% of the total number by 2008.

**Table 24 Licensed Practical Nursing Workforce, by Jurisdiction and Canada, 2004 to 2008**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
	(Count)												
2004	2,710	628	3,058	2,556	15,472	24,467	2,415	2,131	5,051	4,811	53	91	63,443
2005	2,698	606	3,127	2,633	16,293	24,458	2,590	2,194	5,313	4,884	56	101	64,953
2006	2,639	599	3,174	2,646	17,104	25,084	2,652	2,224	5,614	5,412	60	92	67,300
2007	2,598	623	3,160	2,734	17,492	26,126	2,671	2,381	5,986	5,791	59	88	69,709
2008	2,530	631	3,250	2,731	19,581	27,435	2,615	2,514	6,232	6,705	62	94	74,380
	(Annual Percentage Change)												
2004	—	—	—	—	—	—	—	—	—	—	—	—	—
2005	-0.4%	-3.5%	2.3%	3.0%	5.3%	0.0%	7.2%	3.0%	5.2%	1.5%	5.7%	11.0%	2.4%
2006	-2.2%	-1.2%	1.5%	0.5%	5.0%	2.6%	2.4%	1.4%	5.7%	10.8%	7.1%	-8.9%	3.6%
2007	-1.6%	4.0%	-0.4%	3.3%	2.3%	4.2%	0.7%	7.1%	6.6%	7.0%	-1.7%	-4.3%	3.6%
2008	-2.6%	1.3%	2.8%	-0.1%	11.9%	5.0%	-2.1%	5.6%	4.1%	15.8%	5.1%	6.8%	6.7%
	(Percentage Distribution)												
2004	4.3%	1.0%	4.8%	4.0%	24.4%	38.6%	3.8%	3.4%	8.0%	7.6%	0.1%	0.1%	100.0%
2005	4.2%	0.9%	4.8%	4.1%	25.1%	37.7%	4.0%	3.4%	8.2%	7.5%	0.1%	0.2%	100.0%
2006	3.9%	0.9%	4.7%	3.9%	25.4%	37.3%	3.9%	3.3%	8.3%	8.0%	0.1%	0.1%	100.0%
2007	3.7%	0.9%	4.5%	3.9%	25.1%	37.5%	3.8%	3.4%	8.6%	8.3%	0.1%	0.1%	100.0%
2008	3.4%	0.8%	4.4%	3.7%	26.3%	36.9%	3.5%	3.4%	8.4%	9.0%	0.1%	0.1%	100.0%

**Notes**

— Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

LPNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Licensed Practical Nurses Not Employed in Nursing

Effective health human resource planning requires an understanding of both the current and the potential workforce. While this report focuses on licensed practical nurses currently employed in nursing, it is also important to understand the profile of the LPN profession as a whole and to investigate trends with respect to LPNs who register but do not work in nursing.

Table 25 shows that the largest proportion of LPNs who were seeking employment were younger than 30. The majority of LPNs not employed in nursing who were age 50 to 59 were not seeking employment between 2004 and 2008.

**Table 25 Licensed Practical Nurses Not Employed in Nursing, by Employment Status, by Age Group, Canada, 2004 to 2008**

		<30	30-39	40-49	50-59	60+	Canada
		(Count)					
Not Employed in Nursing But Seeking Nursing Employment	2004	312	329	380	312	65	1,398
	2005	368	297	326	304	74	1,369
	2006	477	398	410	341	110	1,736
	2007	424	353	369	316	140	1,602
	2008	504	437	419	340	153	1,853
Not Employed in Nursing and Not Seeking Nursing Employment	2004	182	676	1,246	1,503	438	4,045
	2005	142	630	1,238	1,561	469	4,040
	2006	132	557	1,087	1,466	527	3,769
	2007	166	577	1,026	1,432	614	3,815
	2008	134	477	918	1,403	652	3,584
		(Annual Percentage Change)					
Not Employed in Nursing But Seeking Nursing Employment	2004	—	—	—	—	—	—
	2005	17.9%	-9.7%	-14.2%	-2.6%	13.8%	-2.1%
	2006	29.6%	34.0%	25.8%	12.2%	48.6%	26.8%
	2007	-11.1%	-11.3%	-10.0%	-7.3%	27.3%	-7.7%
	2008	18.9%	23.8%	13.6%	7.6%	9.3%	15.7%
Not Employed in Nursing and Not Seeking Nursing Employment	2004	—	—	—	—	—	—
	2005	-22.0%	-6.8%	-0.6%	3.9%	7.1%	-0.1%
	2006	-7.0%	-11.6%	-12.2%	-6.1%	12.4%	-6.7%
	2007	25.8%	3.6%	-5.6%	-2.3%	16.5%	1.2%
	2008	-19.3%	-17.3%	-10.5%	-2.0%	6.2%	-6.1%
		(Percentage Distribution)					
Not Employed in Nursing But Seeking Nursing Employment	2004	22.3%	23.5%	27.2%	22.3%	4.6%	100.0%
	2005	26.9%	21.7%	23.8%	22.2%	5.4%	100.0%
	2006	27.5%	22.9%	23.6%	19.6%	6.3%	100.0%
	2007	26.5%	22.0%	23.0%	19.7%	8.7%	100.0%
	2008	27.2%	23.6%	22.6%	18.3%	8.3%	100.0%
Not Employed in Nursing and Not Seeking Nursing Employment	2004	4.5%	16.7%	30.8%	37.2%	10.8%	100.0%
	2005	3.5%	15.6%	30.6%	38.6%	11.6%	100.0%
	2006	3.5%	14.8%	28.8%	38.9%	14.0%	100.0%
	2007	4.4%	15.1%	26.9%	37.5%	16.1%	100.0%
	2008	3.7%	13.3%	25.6%	39.1%	18.2%	100.0%

### Notes

— Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

Employment Status *not employed in nursing* includes LPNs who are not working or working in positions outside of nursing.

In 2008, the College of Licensed Practical Nurses of Manitoba submitted aggregate tables for age group.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.



## Employment Status

The majority of licensed practical nurses employed in nursing were employed on a regular basis in full-time positions, with 36,408, or 49.0% of the workforce, working in full-time positions in 2008.

**Table 26 Licensed Practical Nursing Workforce, by Employment Status, by Jurisdiction and Canada, 2004 to 2008**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
		(Count)												
Employed, Full Time	2004	1,552	287	1,523	1,244	6,008	11,194	832	1,091	1,984	2,134	37	72	27,958
	2005	1,508	250	1,544	1,306	5,992	13,448	863	1,043	2,093	2,052	39	79	30,217
	2006	1,434	253	1,587	1,274	6,187	13,765	867	1,015	2,244	2,542	40	74	31,282
	2007	1,466	272	1,602	1,368	6,493	14,357	873	1,178	2,454	2,737	37	72	32,909
	2008	1,489	285	1,676	1,366	7,860	15,451	908	1,365	2,696	3,192	40	80	36,408
Employed, Part Time	2004	162	223	672	785	7,032	7,860	1,367	637	2,359	1,171	7	6	22,281
	2005	181	236	716	785	7,181	8,748	1,393	441	2,450	1,252	7	5	23,395
	2006	170	229	786	795	7,470	9,027	1,414	750	2,568	768	8	6	23,991
	2007	152	232	852	817	7,627	9,391	1,438	622	2,671	112	8	*	23,927
	2008	150	238	869	855	9,079	9,627	1,432	707	2,703	75	11	5	25,751
Employed, Casual	2004	996	118	820	526	2,176	1,912	216	375	708	1,296	9	13	9,165
	2005	1,009	120	863	542	2,768	2,262	257	668	770	1,468	10	17	10,754
	2006	1,032	117	798	575	3,045	2,292	285	456	802	2,060	12	11	11,485
	2007	979	119	696	548	3,372	2,378	274	427	851	2,857	14	11	12,535
	2008	891	108	703	510	2,642	2,357	275	433	833	3,413	11	9	12,185
Employed, Status Unknown	2004	—	—	43	1	256	3,501	—	28	—	210	—	—	4,039
	2005	—	—	4	—	352	—	77	42	—	112	—	—	587
	2006	3	—	3	2	402	—	86	3	—	42	—	1	542
	2007	1	—	10	1	—	—	86	154	—	85	—	1	338
	2008	—	—	2	—	—	—	—	9	—	25	—	—	36
		(Annual Percentage Change)												
Employed, Full Time	2004	—	—	—	—	—	—	—	—	—	—	—	—	—
	2005	-2.8%	-12.9%	1.4%	5.0%	-0.3%	20.1%	3.7%	-4.4%	5.5%	-3.8%	5.4%	9.7%	8.1%
	2006	-4.9%	1.2%	2.8%	-2.5%	3.3%	2.4%	0.5%	-2.7%	7.2%	23.9%	2.6%	-6.3%	3.5%
	2007	2.2%	7.5%	0.9%	7.4%	4.9%	4.3%	0.7%	16.1%	9.4%	7.7%	-7.5%	-2.7%	5.2%
	2008	1.6%	4.8%	4.6%	-0.1%	21.1%	7.6%	4.0%	15.9%	9.9%	16.6%	8.1%	11.1%	10.6%
Employed, Part Time	2004	—	—	—	—	—	—	—	—	—	—	—	—	—
	2005	11.7%	5.8%	6.5%	0.0%	2.1%	11.3%	1.9%	-30.8%	3.9%	6.9%	0.0%	-16.7%	5.0%
	2006	-6.1%	-3.0%	9.8%	1.3%	4.0%	3.2%	1.5%	70.1%	4.8%	-38.7%	14.3%	20.0%	2.5%
	2007	-10.6%	1.3%	8.4%	2.8%	2.1%	4.0%	1.7%	-17.1%	†	-85.4%	0.0%	†	-0.3%
	2008	-1.3%	2.6%	2.0%	4.7%	19.0%	2.5%	-0.4%	13.7%	†	-33.0%	37.5%	†	7.6%
Employed, Casual	2004	—	—	—	—	—	—	—	—	—	—	—	—	—
	2005	1.3%	1.7%	5.2%	3.0%	27.2%	18.3%	19.0%	78.1%	8.8%	13.3%	11.1%	30.8%	17.3%
	2006	2.3%	-2.5%	-7.5%	6.1%	10.0%	1.3%	10.9%	-31.7%	4.2%	40.3%	20.0%	-35.3%	6.8%
	2007	-5.1%	1.7%	-12.8%	-4.7%	10.7%	3.8%	-3.9%	-6.4%	†	38.7%	16.7%	†	9.1%
	2008	-9.0%	-9.2%	1.0%	-6.9%	-21.6%	-0.9%	0.4%	1.4%	†	19.5%	-21.4%	†	-2.8%
		(Percentage Distribution)												
Employed, Full Time	2004	57.3%	45.7%	50.5%	48.7%	39.5%	53.4%	34.5%	51.9%	39.3%	46.4%	69.8%	79.1%	47.1%
	2005	55.9%	41.3%	49.4%	49.6%	37.6%	55.0%	34.3%	48.5%	39.4%	43.0%	69.6%	78.2%	46.9%
	2006	54.4%	42.2%	50.0%	48.2%	37.0%	54.9%	33.8%	45.7%	40.0%	47.3%	66.7%	81.3%	46.9%
	2007	56.4%	43.7%	50.9%	50.1%	37.1%	55.0%	33.8%	52.9%	41.0%	48.0%	62.7%	82.8%	47.4%
	2008	58.9%	45.2%	51.6%	50.0%	40.1%	56.3%	34.7%	54.5%	43.3%	47.8%	64.5%	85.1%	49.0%
Employed, Part Time	2004	6.0%	35.5%	22.3%	30.7%	46.2%	37.5%	56.6%	30.3%	46.7%	25.5%	13.2%	6.6%	37.5%
	2005	6.7%	38.9%	22.9%	29.8%	45.0%	35.8%	55.4%	20.5%	46.1%	26.2%	12.5%	5.0%	36.3%
	2006	6.4%	38.2%	24.8%	30.1%	44.7%	36.0%	55.1%	33.8%	45.7%	14.3%	13.3%	6.6%	35.9%
	2007	5.9%	37.2%	27.0%	29.9%	43.6%	35.9%	55.6%	27.9%	†	2.0%	13.6%	†	34.5%
	2008	5.9%	37.7%	26.8%	31.3%	46.4%	35.1%	54.8%	28.2%	43.4%	1.1%	17.7%	5.3%	34.6%
Employed, Casual	2004	36.8%	18.8%	27.2%	20.6%	14.3%	9.1%	8.9%	17.8%	14.0%	28.2%	17.0%	14.3%	15.4%
	2005	37.4%	19.8%	27.6%	20.6%	17.4%	9.2%	10.2%	31.0%	14.5%	30.8%	17.9%	16.8%	16.7%
	2006	39.2%	19.5%	25.2%	21.7%	18.2%	9.1%	11.1%	20.5%	14.3%	38.4%	20.0%	12.1%	17.2%
	2007	37.7%	19.1%	22.1%	20.1%	19.3%	9.1%	10.6%	19.2%	†	50.1%	23.7%	†	18.1%
	2008	35.2%	17.1%	21.6%	18.7%	13.5%	8.6%	10.5%	17.3%	13.4%	51.1%	17.7%	9.6%	16.4%

### Notes

— Data is not applicable or does not exist.

\* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.

† Digit suppressed to ensure confidentiality; digit value is from 0 to 9 and corresponding percentage value.

Totals may not sum to 100% due to rounding.

The data submission method was modified for the 2004 data, contributing to substantial increases in the number of LPNs with Employment Status *unknown*.

Employed LPNs with *employed—status unknown* are excluded from the percentage distributions.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

LPNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

As Table 26 demonstrates, the percentage of the LPN workforce employed on a full-time basis varied across jurisdictions in 2008, from 34.7% in Manitoba and 43.3% in Alberta to 85.1% in the Northwest Territories and 64.5% in the Yukon. The proportion of LPNs in part-time positions ranged from 1.1% in British Columbia and 5.3% in the Northwest Territories to 54.8% in Manitoba and 46.8% in Quebec. The average age of LPNs was 45.3 for full-time workers, 42.0 for part-time workers and 40.3 for casual workers.

A higher proportion of male LPNs (59.6%) than female LPNs (48.7%) were employed in full-time positions in 2008. Only 23.7% of male LPNs had part-time employment, compared to 34.7% of female LPNs. There were 16.8% of male LPNs and 16.6% of female LPNs employed on a casual basis.

## Multiple Employment

It is not uncommon for LPNs to have more than one nursing job, often with multiple employers. In 2008, 17.7% of the LPN workforce reported having more than one employer in nursing, and the proportion was consistently higher for those working on a part-time or casual basis. Although 51.0% of the 2008 workforce reported working in part-time or casual positions, the total number of hours worked by those in multiple positions may in fact equal or exceed the total of a full-time position.

**Table 27 Licensed Practical Nurses Employed in Nursing With Multiple Employers, by Employment Status With Primary Employer, Canada, 2004 to 2008**

	Employed, Full Time	Employed, Part Time	Employed, Casual	Employed, Status Unknown	Total With Multiple Employers
(Count)					
2004	2,460	3,880	2,297	132	8,769
2005	2,922	4,389	2,799	164	10,274
2006	3,293	4,534	3,085	140	11,052
2007	3,913	4,760	3,564	64	12,301
2008	4,628	5,116	3,150	5	12,899
(Annual Percentage Change)					
2004	—	—	—	—	—
2005	18.8%	13.1%	21.9%	—	17.2%
2006	12.7%	3.3%	10.2%	—	7.6%
2007	18.8%	5.0%	15.5%	—	11.3%
2008	18.3%	7.5%	-11.6%	—	4.9%
(Percentage Distribution)					
2004	28.5%	44.9%	26.6%	—	100.0%
2005	28.9%	43.4%	27.7%	—	100.0%
2006	30.2%	41.6%	28.3%	—	100.0%
2007	32.0%	38.9%	29.1%	—	100.0%
2008	35.9%	39.7%	24.4%	—	100.0%

### Notes

— Data is not applicable or does not exist.

Non-response for Multiple Employment (% of LPN workforce): 2004, n = 436 (0.7%); 2005, n = 249 (0.4%); 2006, n = 175 (0.3%); 2007, n = 159 (0.2%); 2008, n = 1,638 (2.2%).

Employed LPNs with Employment Status *employed—status unknown* are excluded from percentage distribution.

Totals may not sum to 100% due to rounding.

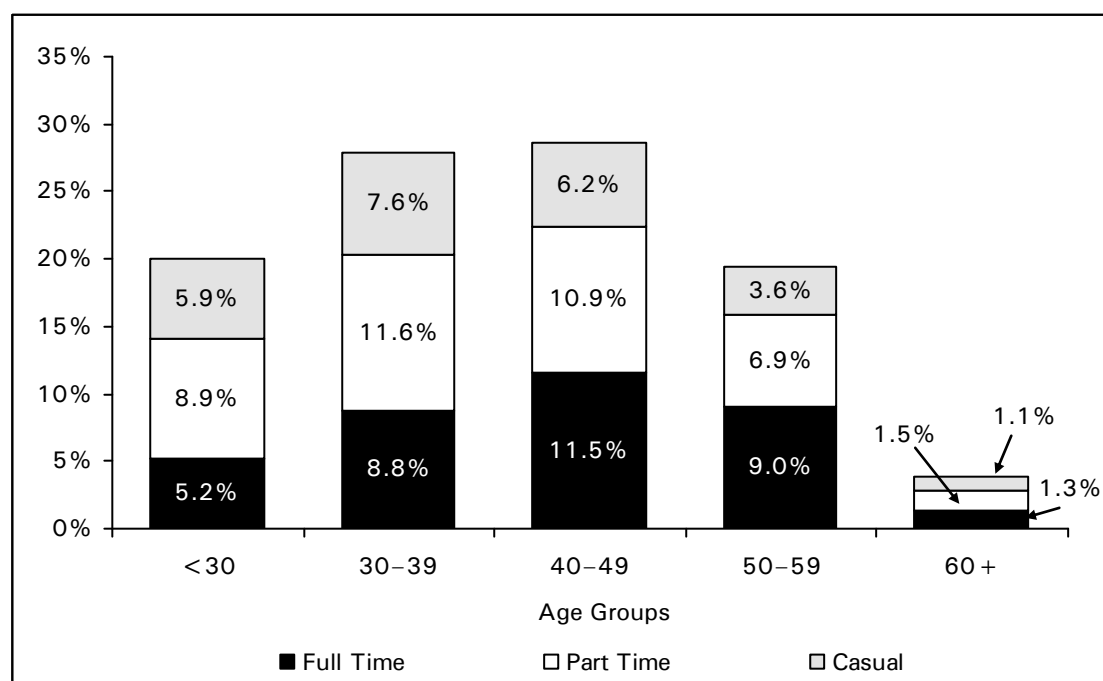
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

Figure 25 shows the distribution by age group of LPNs working for multiple employers; LPNs age 30 to 49 comprised the largest group in 2008. Further breakdown by Employment Status indicates that, in 2008, a high number of part-time LPNs was working in multiple positions.

**Figure 25 Licensed Practical Nurses Employed in Nursing With Multiple Employers, by Employment Status, by Age Group, Canada, 2008**



**Notes**

Non-response for Multiple Employment (% of LPN workforce): 2008, n = 1,638 (2.2%).

In 2008, the College of Licensed Practical Nurses of Manitoba submitted aggregate tables for age group.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

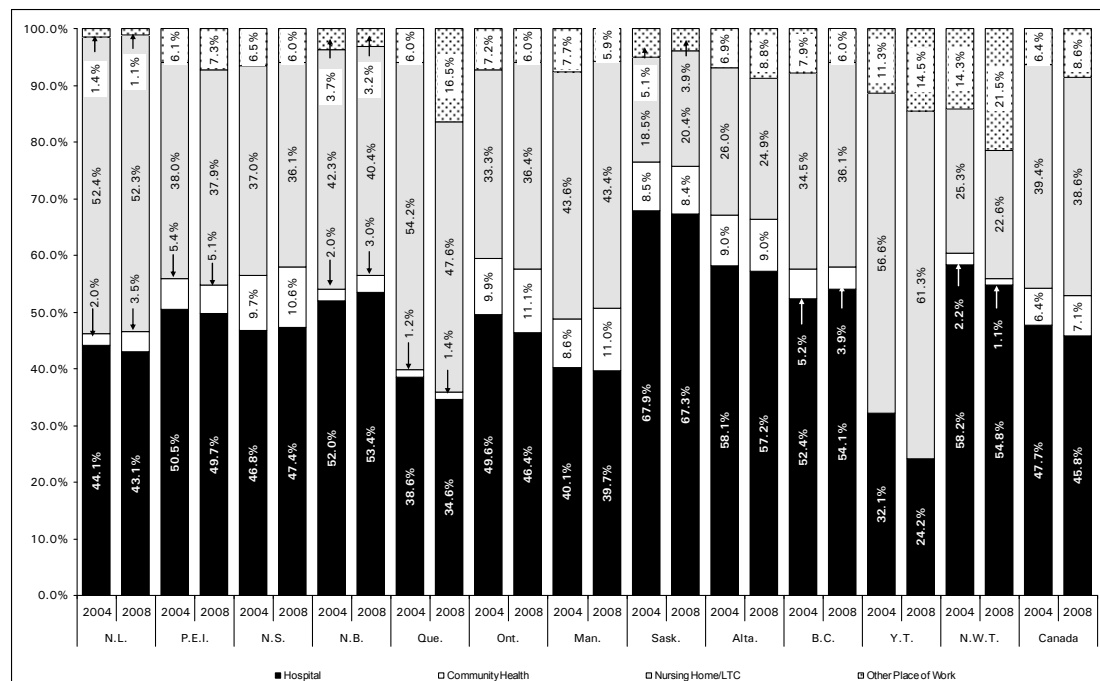
**Source**

Nursing Database, Canadian Institute for Health Information.

## Place of Work

The hospital sector employed just less than half of the LPN workforce in Canada (45.8%). The sector that grew the most in Canada from 2004 to 2008 was community health, growing from 6.4% to 7.1%.

**Figure 26 Licensed Practical Nursing Workforce, by Place of Work, by Jurisdiction and Canada, 2004 and 2008**



### Notes

Non-response for Place of Work (% of LPN workforce): 2004, n = 3,285 (5.2%); 2008, n = 2,430 (3.3%).

Hospital includes data from *hospital (general, maternal, pediatric, psychiatric), mental health centre and rehabilitation/convalescent centre*.

Community Health includes data from *community health centre, home care agency, nursing station (outpost or clinic) and public health department/unit*.

Nursing Home/LTC includes data from *nursing home/long-term care facility*.

Other Place of Work includes data from *business/industry/occupational health office, private nursing agency/private duty, self-employed, physician's office/family practice unit, educational institution, association/government and other*.

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

LPNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

In 2008, the average age of LPNs working in the hospital sector was 43.6, compared to the average age of 45.1 for LPNs employed in community health and 43.6 for LPNs in the nursing home/long-term care sector.

## Position

In 2008, 66,452 LPNs (92.4%) were employed as staff practical nurses/community health practical nurses in Canada, an increase of 4.3% from 63,718 in 2007, shown in Table 28.

**Table 28 Licensed Practical Nursing Workforce, by Position, by Jurisdiction and Canada, 2004 to 2008**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
		(Count)												
Staff Nurse	2004	2,578	545	2,781	2,168	14,163	19,161	2,303	1,894	4,710	4,05†	–	8†	54,446
	2005	2,570	555	2,868	2,233	15,454	20,858	2,450	1,996	4,936	4,47†	–	9†	58,496
	2006	2,511	546	2,906	2,344	16,125	21,533	2,498	2,039	5,245	4,99†	–	8†	60,831
	2007	2,460	564	2,864	2,448	16,819	22,892	2,519	2,188	5,560	5,31†	–	8†	63,718
	2008	2,400	565	2,954	2,471	17,448	23,863	2,446	2,260	5,767	6,18†	–	9†	66,451
Manager	2004	–	9	53	50	30	522	22	16	51	76	–	–	829
	2005	–	7	67	57	6	504	46	14	55	54	–	–	810
	2006	–	10	69	52	–	548	51	17	49	57	–	–	853
	2007	–	6	75	53	–	568	46	15	68	6†	–	*	895
	2008	–	8	89	52	–	636	42	15	78	86	–	–	1,006
Other Positions	2004	121	71	142	336	968	1,839	90	214	289	66†	–	*	4,734
	2005	122	43	148	343	603	1,993	94	178	322	34†	–	*	4,199
	2006	120	39	144	250	649	1,887	103	164	320	34†	–	*	4,024
	2007	128	52	157	230	638	2,057	106	176	358	40†	–	*	4,308
	2008	122	56	160	207	345	2,381	127	239	387	43†	–	*	4,456
		(Annual Percentage Change)												
Staff Nurse	2004	–	–	–	–	–	–	–	–	–	†	–	†	–
	2005	-0.3%	1.8%	3.1%	3.0%	9.1%	8.9%	6.4%	5.4%	4.8%	†	–	†	7.4%
	2006	-2.3%	-1.6%	1.3%	5.0%	4.3%	3.2%	2.0%	2.2%	6.3%	†	–	†	4.0%
	2007	-2.0%	3.3%	-1.4%	4.4%	4.3%	6.3%	0.8%	7.3%	6.0%	†	–	†	4.7%
	2008	-2.4%	0.2%	3.1%	0.9%	3.7%	4.2%	-2.9%	3.3%	3.7%	†	–	†	4.3%
Manager	2004	–	–	–	–	–	–	–	–	–	–	–	–	–
	2005	–	-22.2%	26.4%	14.0%	-80.0%	-3.4%	109.1%	-12.5%	7.8%	-28.9%	–	–	-2.3%
	2006	–	42.9%	3.0%	-8.8%	–	8.7%	10.9%	21.4%	-10.9%	5.6%	–	–	5.3%
	2007	–	-40.0%	8.7%	1.9%	–	3.6%	-9.8%	-11.8%	38.8%	†	–	–	4.9%
	2008	–	33.3%	18.7%	-1.9%	–	12.0%	-8.7%	0.0%	14.7%	†	–	–	12.4%
Other Positions	2004	–	–	–	–	–	–	–	–	–	†	–	†	–
	2005	0.8%	-39.4%	4.2%	2.1%	-37.7%	8.4%	4.4%	-16.8%	11.4%	†	–	†	-11.3%
	2006	-1.6%	-9.3%	-2.7%	-27.1%	7.6%	-5.3%	9.6%	-7.9%	-0.6%	†	–	†	-4.2%
	2007	6.7%	33.3%	9.0%	-8.0%	-1.7%	9.0%	2.9%	7.3%	11.9%	†	–	†	7.1%
	2008	-4.7%	7.7%	1.9%	-10.0%	-45.9%	15.8%	19.8%	35.8%	8.1%	†	–	†	3.4%
		(Percentage Distribution)												
Staff Nurse	2004	95.5%	87.2%	93.4%	84.9%	93.4%	89.0%	95.4%	89.2%	93.3%	†	–	†	90.7%
	2005	95.5%	91.7%	93.0%	84.8%	96.2%	89.3%	94.6%	91.2%	92.9%	†	–	†	92.1%
	2006	95.4%	91.8%	93.2%	88.6%	96.1%	89.8%	94.2%	91.8%	93.4%	†	–	†	92.6%
	2007	95.1%	90.7%	92.5%	89.6%	96.3%	89.7%	94.3%	92.0%	92.9%	†	–	†	92.5%
	2008	95.2%	89.8%	92.2%	90.5%	98.1%	88.8%	93.5%	89.9%	92.5%	†	–	†	92.4%
Manager	2004	–	1.4%	1.8%	2.0%	0.2%	2.4%	0.9%	0.8%	1.0%	1.6%	–	–	1.4%
	2005	–	1.2%	2.2%	2.2%	0.0%	2.2%	1.8%	0.6%	1.0%	1.1%	–	–	1.3%
	2006	–	1.7%	2.2%	2.0%	–	2.3%	1.9%	0.8%	0.9%	1.1%	–	–	1.3%
	2007	–	1.0%	2.4%	1.9%	–	2.2%	1.7%	0.6%	1.1%	†	–	†	1.3%
	2008	–	1.3%	2.8%	1.9%	–	2.4%	1.6%	0.6%	1.3%	1.3%	–	–	1.4%
Other Positions	2004	4.5%	11.4%	4.8%	13.2%	6.4%	8.5%	3.7%	10.1%	5.7%	†	–	†	7.9%
	2005	4.5%	7.1%	4.8%	13.0%	3.8%	8.5%	3.6%	8.1%	6.1%	†	–	†	6.6%
	2006	4.6%	6.6%	4.6%	9.4%	3.9%	7.9%	3.9%	7.4%	5.7%	†	–	†	6.1%
	2007	4.9%	8.4%	5.1%	8.4%	3.7%	8.1%	4.0%	7.4%	6.0%	†	–	†	6.3%
	2008	4.8%	8.9%	5.0%	7.6%	1.9%	8.9%	4.9%	9.5%	6.2%	†	–	†	6.2%

**Notes**

– Data is not applicable or does not exist.

\* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.

† Digit suppressed to ensure confidentiality; digit value is from 0 to 9 and corresponding percentage value.

Non-response for Position Type (% of LPN workforce): 2004, n = 3,434 (5.4%); 2005, n = 1,448 (2.2%); 2006, n = 1,592 (2.4%); 2007, n = 788 (1.1%); 2008, n = 2,467 (3.3%).

Position Type data from the Yukon was not submitted to CIHI.

Staff Nurse includes *LPN staff nurse/community health nurse*.Manager includes *coordinator/care manager*.Other Positions includes *instructor/professor/educator, LPN specialty and other*.

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

LPNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Area of Responsibility

The proportion of the licensed practical nursing workforce in direct care ranged from 95.2% in the Yukon and New Brunswick to 99.8% in Newfoundland and Labrador and 100% in the Northwest Territories. Many health human resource planners are interested in these totals, as these numbers represent the LPNs providing services directly to patients. Areas of responsibility covered by LPNs that fall outside of direct care include administration, education and research.

Overall, LPNs who provide direct care to patients are younger than those working in administration, education or research. In 2008, the average age was 43.5 for LPNs in direct care, 46.7 for LPNs working in administration, 43.8 for LPNs working in education and 45.0 for those working in research.

**Table 29 Licensed Practical Nursing Workforce, by Area of Responsibility, Canada, 2008**

	Count	Percentage
<b>Direct Care</b>		
Geriatric/Long-Term Care	32,094	44.5%
Medical/Surgical	13,731	19.0%
Psychiatric/Mental Health	3,646	5.1%
Nursing in Several Clinical Areas	2,991	4.1%
Rehabilitation	2,793	3.9%
Community Health	2,421	3.4%
Home Care	1,264	1.8%
Ambulatory Care	1,152	1.6%
Palliative Care	1,136	1.6%
Maternal/Newborn	865	1.2%
Emergency Room	840	1.2%
Operating Room	802	1.1%
Pediatric	697	1.0%
Public Health	179	0.2%
Occupational Health	164	0.2%
Critical Care (Burn)	132	0.2%
Oncology	78	0.1%
Other Patient Care	6,072	8.4%
<b>Total Direct Care</b>	<b>71,057</b>	<b>98.5%</b>
<b>Administration</b>		
Nursing Service	180	0.2%
Nursing Education	10	<0.1%
Other Administration	404	0.6%
<b>Total Administration</b>	<b>594</b>	<b>0.8%</b>
<b>Education</b>		
Teaching—Students	256	0.4%
Teaching—Employees	23	<0.1%
Teaching—Patients/Clients	19	<0.1%
Other Education	200	0.3%
<b>Total Education</b>	<b>498</b>	<b>0.7%</b>
<b>Research</b>		
Nursing Research Only	9	<0.1%
Other Research	15	<0.1%
<b>Total Research</b>	<b>24</b>	<b>&lt;0.1%</b>
<b>Total</b>	<b>72,173</b>	<b>100.0%</b>

### Notes

<0.1: Value is less than 0.05%; value is replaced to prevent displaying cells of 0.0 that are not true zero values.

Non-response for Area of Responsibility (% of LPN workforce): n = 2,207 (3.0%).

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

In 2008, the greatest proportion of LPNs worked in geriatric/long-term care and medical/surgical areas. These areas are typically among the most frequently identified each year. The area of responsibility with the most LPNs, geriatric/long-term care, also attracted the most recent graduates. In 2008, LPNs in their first five years of nursing accounted for 44.0% of all LPNs working in geriatric/long-term care. LPNs who graduated more than 30 years ago represented 39.8% of geriatric/long-term care LPNs in 2008. Among male LPNs, the most frequently identified areas of responsibility in 2008 were geriatric/long-term care (37.7%) and medicine/surgery (18.4%).

## Demographic Trends: Sex and Age Composition of the Licensed Practical Nursing Workforce

Almost all LPNs (92.8%) in the Canadian workforce were female in 2008. This proportion has not changed substantially for the past five years (see Table 30). Additional information on LPN demographic characteristic trends by jurisdiction is available in the data tables on the CIHI website.

**Table 30 Licensed Practical Nursing Workforce, by Sex, by Jurisdiction and Canada, 2004 to 2008**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
(Count)														
Female	2004	2,346	579	2,899	2,303	14,240	22,987	2,315	2,074	4,826	4,386	5†	7†	59,084
	2005	2,353	555	2,968	2,364	15,002	23,033	2,472	2,128	5,076	4,442	5†	8†	60,530
	2006	2,307	548	3,011	2,366	15,712	23,596	2,522	2,157	5,361	4,906	5†	7†	62,621
	2007	2,268	567	2,995	2,444	16,068	24,543	2,537	2,305	5,718	5,239	5†	7†	64,818
	2008	2,216	572	3,076	2,429	17,887	25,744	2,482	2,428	5,959	6,069	5†	7†	68,999
Male	2004	364	49	159	253	1,232	1,480	100	57	225	425	*	1†	4,359
	2005	345	51	159	269	1,291	1,425	118	66	237	442	*	1†	4,423
	2006	332	51	163	280	1,392	1,488	130	67	253	506	*	1†	4,679
	2007	330	56	165	290	1,424	1,583	134	76	268	552	*	1†	4,891
	2008	314	59	174	302	1,694	1,691	133	86	273	636	*	1†	5,381
(Annual Percentage Change)														
Female	2004	—	—	—	—	—	—	—	—	—	—	—	—	—
	2005	0.3%	-4.1%	2.4%	2.6%	5.4%	0.2%	6.8%	2.6%	5.2%	1.3%	†	†	2.4%
	2006	-2.0%	-1.3%	1.4%	0.1%	4.7%	2.4%	2.0%	1.4%	5.6%	10.4%	†	†	3.5%
	2007	-1.7%	3.5%	-0.5%	3.3%	2.3%	4.0%	0.6%	6.9%	6.7%	6.8%	†	†	3.5%
	2008	-2.3%	0.9%	2.7%	-0.6%	11.3%	4.9%	-2.2%	5.3%	4.2%	15.8%	†	†	6.5%
Male	2004	—	—	—	—	—	—	—	—	—	—	—	—	—
	2005	-5.2%	4.1%	0.0%	6.3%	4.8%	-3.7%	18.0%	15.8%	5.3%	4.0%	†	†	1.5%
	2006	-3.8%	0.0%	2.5%	4.1%	7.8%	4.4%	10.2%	1.5%	6.8%	14.5%	†	†	5.8%
	2007	-0.6%	9.8%	1.2%	3.6%	2.3%	6.4%	3.1%	13.4%	5.9%	9.1%	†	†	4.5%
	2008	-4.8%	5.4%	5.5%	4.1%	19.0%	6.8%	-0.7%	13.2%	1.9%	15.2%	†	†	10.0%
(Percentage Distribution)														
Female	2004	86.6%	92.2%	94.8%	90.1%	92.0%	94.0%	95.9%	97.3%	95.5%	91.2%	†	†	93.1%
	2005	87.2%	91.6%	94.9%	89.8%	92.1%	94.2%	95.4%	97.0%	95.5%	91.0%	†	†	93.2%
	2006	87.4%	91.5%	94.9%	89.4%	91.9%	94.1%	95.1%	97.0%	95.5%	90.7%	†	†	93.0%
	2007	87.3%	91.0%	94.8%	89.4%	91.9%	93.9%	95.0%	96.8%	95.5%	90.5%	†	†	93.0%
	2008	87.6%	90.6%	94.6%	88.9%	91.3%	93.8%	94.9%	96.6%	95.6%	90.5%	†	†	92.8%
Male	2004	13.4%	7.8%	5.2%	9.9%	8.0%	6.0%	4.1%	2.7%	4.5%	8.8%	†	†	6.9%
	2005	12.8%	8.4%	5.1%	10.2%	7.9%	5.8%	4.6%	3.0%	4.5%	9.0%	†	†	6.8%
	2006	12.6%	8.5%	5.1%	10.6%	8.1%	5.9%	4.9%	3.0%	4.5%	9.3%	†	†	7.0%
	2007	12.7%	9.0%	5.2%	10.6%	8.1%	6.1%	5.0%	3.2%	4.5%	9.5%	†	†	7.0%
	2008	12.4%	9.4%	5.4%	11.1%	8.7%	6.2%	5.1%	3.4%	4.4%	9.5%	†	†	7.2%

### Notes

— Data is not applicable or does not exist.

\* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.

† Digit suppressed to ensure confidentiality; digit value is from 0 to 9 and corresponding percentage value.

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

LPNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

In 2008, the College of Licensed Practical Nurses of Manitoba submitted aggregate tables for sex.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

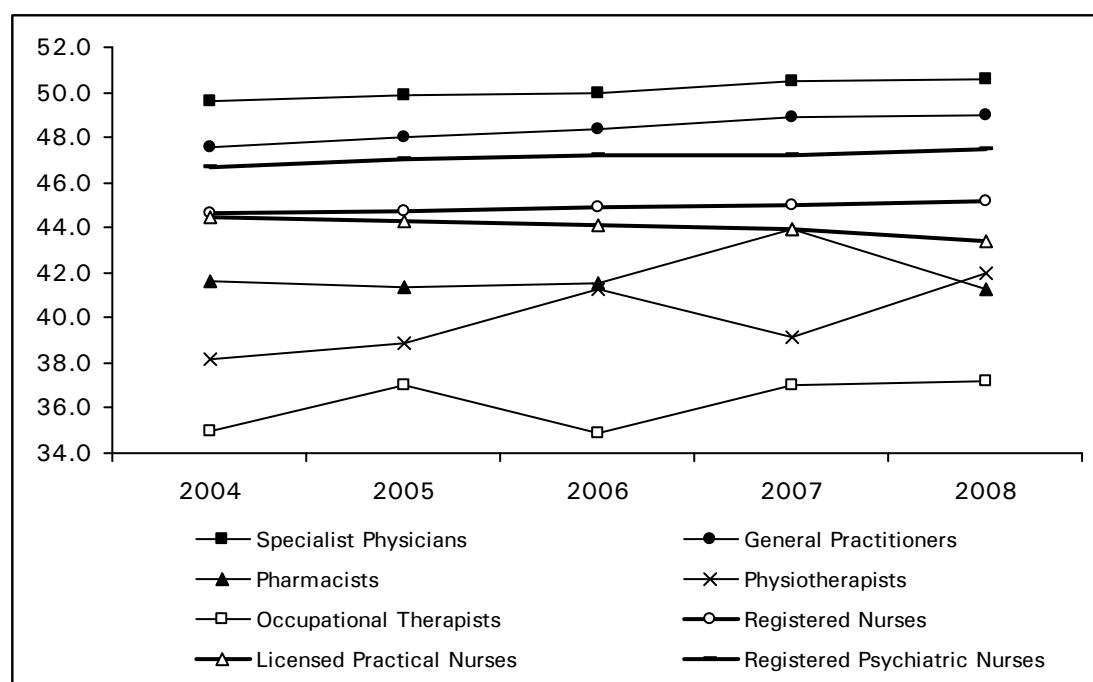
More than half of all male LPNs in the workforce (62.9%) were employed in two provinces, Ontario and Quebec, in 2008. Jurisdictions with the highest proportions of male LPNs were the Northwest Territories, at 16.0%, and Newfoundland and Labrador, at 12.4%. In contrast, 3.4% of Saskatchewan's LPNs were male. While representing only 7.2% of the overall LPN workforce in 2008, males accounted for 37.7% of LPNs employed in geriatrics/long-term care.

### Average Age of the Workforce

Average age may be used in addition to age groupings to describe trends and to make comparisons between the LPN workforce and other professions. As Figure 27 shows, the average age of selected health occupations increased between the years 2004 and 2008.

In addition to the aging of each worker, several variables affect the rate at which the average age of the workforce changes. They include the rates of entry into and exit from the workforce and the ages of the workers entering and exiting the workforce.

**Figure 27 Average Age of Licensed Practical Nursing Workforce Compared to Selected Health Occupations, Canada, 2004 to 2008**



#### Notes

Totals may not sum to 100% due to rounding.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

For 2007, Manitoba RN data was excluded from average age calculation for Canada, as the College of Registered Nurses of Manitoba submitted aggregate tables for average age.

For 2008, Manitoba RN and LPN data was excluded from average age calculation for Canada, as the College of Registered Nurses of Manitoba and the College of Licensed Practical Nurses of Manitoba submitted aggregate tables for average age.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

#### Sources

Nursing Database and Scott's Medical Database, Canadian Institute for Health Information; and Labour Force Survey, Statistics Canada.



Table 31 shows the range of average ages across the country from 2004 to 2008. In each case, the change from the previous year was relatively small. The average age for Canadian LPNs declined from 44.4 in 2004, to 43.4 in 2008. The largest increases were in Nova Scotia and Manitoba, where the average age rose by 1.2 years. The largest decreases were seen in Quebec and British Columbia, where the average age decreased by 2.6 and 2.9 years, respectively.

**Table 31 Average Age of the Licensed Practical Nursing Workforce, by Jurisdiction and Canada, 2004 to 2008**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
Average Age													
2004	44.2	44.8	43.7	42.7	44.1	44.9	45.0	44.4	44.2	44.7	46.6	44.1	44.4
2005	44.4	45.0	44.1	42.8	43.6	45.2	44.9	44.0	43.8	43.5	47.1	43.5	44.3
2006	44.5	45.0	44.4	43.0	43.0	45.1	45.2	44.1	43.5	42.9	47.6	44.9	44.1
2007	44.8	45.5	44.9	43.2	42.7	44.9	45.4	43.5	43.3	42.3	48.3	45.6	43.9
2008	45.0	45.9	44.9	43.1	41.5	44.7	46.2	43.2	43.2	41.8	47.3	44.8	43.4
Annual Increase/Decrease in Average Age													
2004	—	—	—	—	—	—	—	—	—	—	—	—	—
2005	0.3	0.1	0.4	0.1	-0.5	0.4	-0.1	-0.4	-0.5	-1.2	0.5	-0.6	-0.1
2006	0.1	0.0	0.4	0.1	-0.5	-0.1	0.3	0.1	-0.3	-0.6	0.5	1.5	-0.2
2007	0.3	0.5	0.5	0.3	-0.3	-0.2	0.2	-0.6	-0.2	-0.5	0.7	0.7	-0.2
2008	0.1	0.4	0.0	-0.1	-1.2	-0.2	0.8	-0.3	-0.1	-0.6	-1.0	-0.8	-0.6

**Notes**

— Data is not applicable or does not exist.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

Data is not collected for Nunavut.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Exiting and Entering the Workforce

Table 32 represents all LPNs who registered with a specific jurisdiction, not only the workforce. A new registrant may be a new graduate, an immigrant, an interprovincial mover or an LPN re-registering following an absence of one year or more. An exit may be an LPN who has left the profession (either temporarily or permanently) or retired, or an LPN who is registered in another jurisdiction or country in year "x" and may still be practising nursing in another province, territory or country.

Table 32 shows new registration rates and exit rates by jurisdiction and by age group. Exit rates show that LPNs in the 60 and older age group had the highest prevalence of leaving nursing across all regions in Canada (with the exception of Manitoba and Alberta) in 2008. The highest exit rates by jurisdiction were seen with LPNs age 60 and older in Quebec (64.7%), Newfoundland and Labrador (29.9%) and the territories (25.0%). Higher exit rates were also seen in the youngest age group, with high exit rates in LPNs younger than age 30 in Manitoba (19.6%), Alberta (16.1%) and Prince Edward Island (13.1%). Given the low registration rates for the group of LPNs age 60 and older across all regions of Canada, it is plausible that a large portion of LPNs age 60 and older who did not re-register in 2008 (2007 exits) retired from nursing. The LPNs younger than 30 who did not re-register may have moved to another jurisdiction within or outside of Canada to continue practising nursing, left the profession temporarily to pursue education, taken a leave of absence or left the profession permanently. Note that many LPNs who take a leave of absence or pursue further education maintain their registration and are thus not counted as exits.

**Table 32 Licensed Practical Nurses: Rate of New Registrations and Exit Rates, by Age Group, by Jurisdiction, 2004 to 2008**

	Age Group		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Territories
New Registration Rates	0–29	2005	23.3%	28.8%	31.3%	23.3%	34.2%	31.0%	31.0%	29.6%	35.5%	43.4%	44.4%
		2006	22.8%	29.6%	28.9%	22.7%	32.2%	35.6%	26.9%	20.8%	31.4%	40.3%	50.0%
		2007	21.4%	31.1%	31.1%	19.7%	27.7%	33.3%	25.0%	33.5%	30.0%	33.5%	75.0%
		2008	25.7%	20.0%	41.7%	27.6%	42.2%	29.1%	30.5%	28.7%	29.8%	40.7%	70.0%
	30–39	2005	6.4%	7.6%	12.6%	12.1%	18.4%	12.7%	18.0%	17.5%	19.4%	23.6%	33.3%
		2006	6.1%	10.2%	11.5%	13.8%	19.7%	13.0%	11.2%	16.0%	18.5%	25.8%	10.7%
		2007	7.5%	12.8%	11.7%	14.1%	18.1%	13.5%	12.7%	21.2%	20.1%	19.3%	35.5%
		2008	6.8%	15.8%	13.5%	10.3%	27.7%	13.8%	10.4%	15.3%	18.1%	22.9%	17.1%
	40–49	2005	3.2%	4.5%	7.2%	6.4%	7.2%	8.9%	9.6%	5.7%	8.7%	15.3%	19.4%
		2006	2.6%	9.4%	4.9%	6.8%	8.5%	6.2%	4.2%	4.2%	9.5%	16.9%	12.3%
		2007	2.1%	9.3%	4.1%	6.0%	6.5%	8.4%	6.7%	7.9%	10.7%	14.5%	13.5%
		2008	2.4%	8.7%	7.2%	6.7%	12.7%	8.1%	7.6%	5.1%	8.9%	15.6%	8.2%
	50–59	2005	0.7%	3.3%	3.8%	4.1%	3.1%	7.5%	3.4%	3.2%	3.2%	7.3%	6.8%
		2006	0.8%	3.5%	4.1%	2.0%	2.4%	5.4%	3.1%	1.9%	3.5%	12.6%	7.8%
		2007	1.2%	9.4%	3.8%	3.7%	44.8%	5.5%	1.4%	2.2%	6.6%	9.3%	4.3%
		2008	1.9%	3.6%	2.8%	3.4%	36.2%	4.6%	2.6%	2.7%	4.8%	6.8%	8.5%
	60+	2005	1.2%	2.4%	4.5%	1.7%	4.2%	10.6%	3.3%	1.4%	1.1%	3.1%	0.0%
		2006	2.7%	11.1%	1.6%	6.4%	2.6%	5.7%	1.4%	1.3%	3.6%	8.7%	12.5%
		2007	2.1%	2.1%	2.8%	3.5%	54.0%	4.9%	1.2%	3.4%	2.6%	6.3%	8.3%
		2008	0.7%	3.9%	4.4%	2.4%	56.4%	5.7%	0.7%	1.7%	2.0%	4.3%	7.7%
Exit Rates	0–29	2004	6.3%	13.7%	14.3%	8.4%	7.4%	13.2%	6.1%	9.3%	14.6%	15.1%	22.2%
		2005	4.0%	9.6%	10.3%	11.1%	9.8%	8.8%	11.2%	8.6%	11.6%	14.8%	44.4%
		2006	9.1%	9.3%	14.5%	8.0%	12.2%	6.1%	10.4%	11.3%	13.0%	10.4%	83.3%
		2007	9.4%	13.1%	12.9%	9.8%	11.3%	4.8%	19.6%	7.8%	16.1%	10.3%	0.0%
	30–39	2004	3.8%	7.7%	8.0%	7.1%	5.4%	12.2%	4.9%	8.8%	9.0%	13.3%	14.3%
		2005	4.5%	9.1%	7.8%	9.7%	7.0%	7.0%	5.9%	8.0%	10.5%	9.1%	14.3%
		2006	4.3%	14.1%	11.0%	6.3%	8.3%	6.8%	8.9%	6.4%	10.9%	8.1%	37.5%
		2007	6.6%	10.3%	7.7%	7.7%	7.4%	5.3%	12.9%	6.6%	11.2%	7.4%	11.1%
	40–49	2004	2.2%	7.8%	4.8%	2.9%	3.3%	9.2%	3.8%	4.6%	5.2%	11.3%	10.7%
		2005	3.0%	8.0%	4.9%	5.4%	3.0%	7.2%	3.6%	3.7%	5.5%	9.9%	11.3%
		2006	3.4%	5.4%	4.8%	3.3%	4.4%	5.8%	5.7%	3.3%	5.5%	9.0%	17.5%
		2007	3.4%	2.9%	5.3%	6.8%	3.8%	4.5%	5.6%	2.2%	6.0%	4.5%	5.8%
	50–59	2004	7.5%	8.6%	6.9%	7.5%	10.4%	10.7%	4.6%	6.8%	6.5%	20.7%	13.0%
		2005	10.9%	11.6%	5.4%	9.5%	11.5%	8.8%	4.8%	6.0%	6.1%	13.4%	11.4%
		2006	7.7%	4.1%	6.2%	5.8%	55.3%	7.5%	4.5%	4.5%	5.3%	12.9%	9.8%
		2007	8.4%	6.3%	6.3%	10.2%	46.7%	7.2%	6.9%	4.1%	5.8%	5.0%	10.9%
	60+	2004	33.3%	29.5%	15.2%	21.1%	22.6%	20.5%	9.9%	22.0%	14.6%	43.4%	0.0%
		2005	30.6%	29.3%	14.0%	20.8%	25.2%	20.0%	11.6%	16.8%	11.6%	30.8%	0.0%
		2006	21.6%	15.6%	17.5%	15.6%	64.8%	17.8%	12.8%	22.3%	14.4%	34.5%	25.0%
		2007	29.9%	20.8%	17.0%	24.6%	64.7%	13.6%	14.8%	16.1%	12.2%	10.7%	25.0%

**Notes**

Rates will not sum to 100%.

CIHI collects data after the first 6 months of the 12-month registration period. This may result in 1% to 5% under-coverage (loss of new registrants who registered after month 6 of the registration period).

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

Data is not collected for Nunavut.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

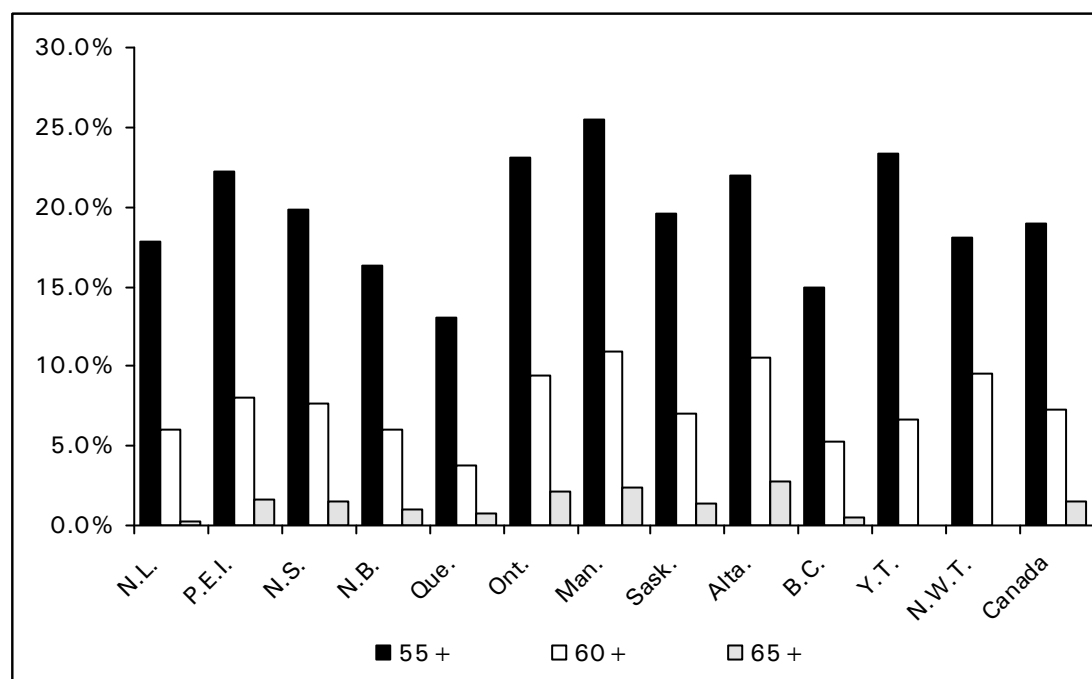
Nursing Database, Canadian Institute for Health Information.

## Aging of the Workforce

Figure 28 highlights the proportion of the LPN workforce in each province/territory at or above three typical ages of retirement in 2008: 55, 60 and 65. Note that this illustration is cumulative. An LPN at age 65 is counted in all three categories, and an LPN at age 60 is counted in two categories.

Information on the age of the LPN workforce across Canada shows that a large portion of practical nurses within these age groups (55 and older, at 19.2%, 60 and older, at 7.4%, and 65 and older at 1.5%) may be preparing for retirement in the near future.

**Figure 28 Licensed Practical Nursing Workforce, by Age Groups 55 + , 60 + and 65 + , by Jurisdiction and Canada, 2008**



### Notes

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

LPNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

In 2008, the College of Licensed Practical Nurses of Manitoba submitted aggregate tables for age group.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

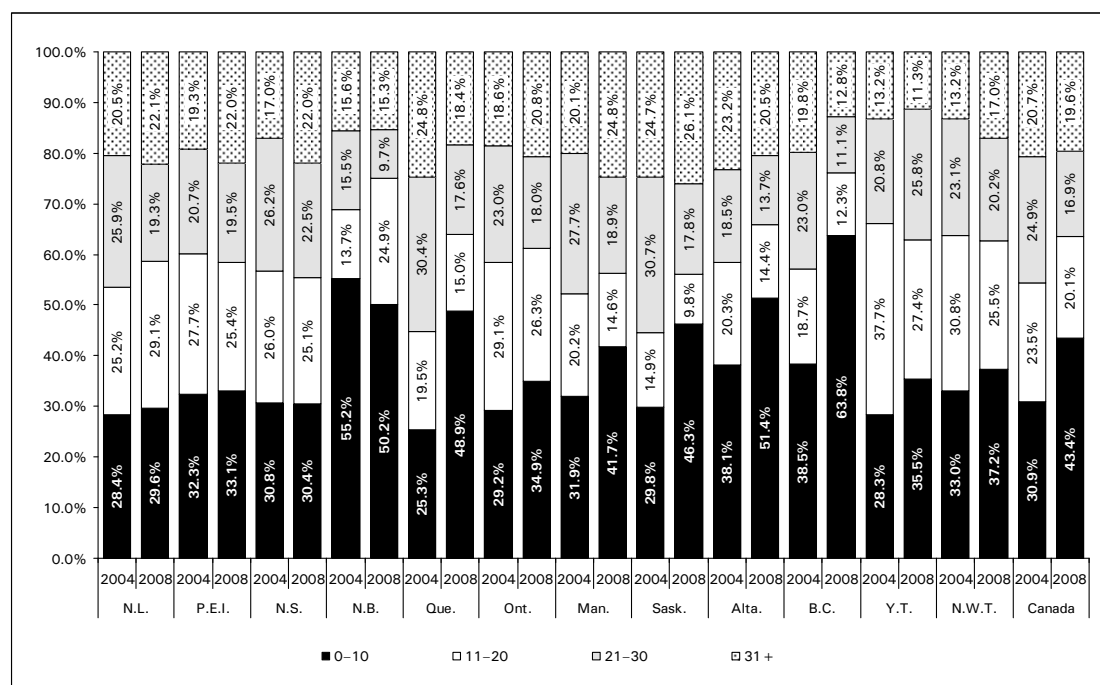
Nursing Database, Canadian Institute for Health Information.

## Years Since Graduation

As employment patterns of LPNs change as their careers evolve, assumptions and analyses based on age indicators alone may be incomplete. It may be useful as well to consider the number of years since graduation from an LPN program.

Figure 29 illustrates the distribution of LPNs by number of years since graduation. Note that this indicates the maximum number of years an LPN could have been in the workforce, and does not necessarily reflect the actual number of years worked, because time spent out of the workforce (such as in continuing education or family leave) is not accounted for.

**Figure 29 Licensed Practical Nursing Workforce, by Years Since LPN Graduation, by Jurisdiction and Canada, 2004 and 2008**



### Notes

Non-response for Year of Graduation (% of LPN workforce): 2004, n = 251 (0.4%); 2008, n = 80 (0.1%).

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

LPNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

The trend from 2004 to 2008 shows an increase in most provinces in the proportion of LPNs in the group *31+ years since graduation*, but a decrease in New Brunswick, Quebec, Alberta, British Columbia and the Yukon. In Quebec, Manitoba, Saskatchewan, Alberta and British Columbia, the cohort *0 to 10 years since graduation* increased more quickly than in other jurisdictions.

## **Education Trends: Lifelong Learning**

### **Entry-to-Practice Education**

Educational programs for licensed practical nurses are offered in most Canadian jurisdictions. The first formal LPN training program was offered in 1945 in Manitoba. Other jurisdictions followed by delivering similar programs tailored to meet jurisdictional needs while offering variation in content and expectations. Once delivered primarily in hospitals, practical nursing education is now offered in postsecondary institutions.

LPNs in Canada graduate from an approved program with a diploma or equivalency. Equivalency status is granted to an individual coming from another jurisdictional LPN program or educated in another country. An assessment of equivalency by LPN regulatory bodies can permit initial registration as an LPN.

Graduates of an approved program are eligible to write national examinations and are eligible for licensure if they achieve a passing grade. The national exam is written in all jurisdictions except Quebec, which administers a provincial examination.

In the 2008 LPN workforce, a total of 72,657, or 97.7%, LPNs had obtained a diploma as their education in practical nursing (see Table 33). The remaining 2.3% had equivalencies.

**Table 33 Licensed Practical Nursing Workforce, by Education in Practical Nursing, by Jurisdiction and Canada, 2004 to 2008**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
(Count)														
Diploma/ Certificate	2004	2,662	619	3,005	2,538	15,081	24,46†	2,220	2,075	4,94†	4,449	53	91	62,198
	2005	2,651	601	3,077	2,615	15,916	24,45†	2,401	2,142	5,20†	4,425	56	101	63,647
	2006	2,591	594	3,125	2,629	16,655	25,08†	2,457	2,172	5,51†	4,990	60	92	65,955
	2007	2,551	616	3,112	2,718	16,967	26,126	2,467	2,329	5,890	5,406	59	88	68,329
	2008	2,487	624	3,204	2,731	18,880	27,435	2,374	2,462	6,127	6,177	62	94	72,657
Equivalency	2004	48	9	53	18	391	*	195	56	11†	362	–	–	1,245
	2005	47	5	50	18	377	*	189	52	10†	459	–	–	1,306
	2006	48	5	49	17	449	*	195	52	10†	422	–	–	1,345
	2007	47	7	48	16	525	–	204	52	96	385	–	–	1,380
	2008	43	7	46	–	701	–	241	52	105	528	–	–	1,723
(Annual Percentage Change)														
Diploma/ Certificate	2004	–	–	–	–	–	–	–	–	–	–	–	–	–
	2005	-0.4%	-2.9%	2.4%	3.0%	5.5%	†	8.2%	3.2%	†	-0.5%	5.7%	11.0%	2.3%
	2006	-2.3%	-1.2%	1.6%	0.5%	4.6%	†	2.3%	1.4%	†	12.8%	7.1%	-8.9%	3.6%
	2007	-1.5%	3.7%	-0.4%	3.4%	1.9%	†	0.4%	7.2%	†	8.3%	-1.7%	-4.3%	3.6%
	2008	-2.5%	1.3%	3.0%	0.5%	11.3%	5.0%	-3.8%	5.7%	4.0%	14.3%	5.1%	6.8%	6.3%
Equivalency	2004	–	–	–	–	–	–	–	–	–	–	–	–	–
	2005	-2.1%	-44.4%	-5.7%	0.0%	-3.6%	†	-3.1%	-7.1%	†	26.8%	–	–	4.9%
	2006	2.1%	0.0%	-2.0%	-5.6%	19.1%	†	3.2%	0.0%	†	-8.1%	–	–	3.0%
	2007	-2.1%	40.0%	-2.0%	-5.9%	16.9%	–	4.6%	0.0%	†	-8.8%	–	–	2.6%
	2008	-8.5%	0.0%	-4.2%	–	33.5%	–	18.1%	0.0%	9.4%	37.1%	–	–	24.9%
(Percentage Distribution)														
Diploma/ Certificate	2004	98.2%	98.6%	98.3%	99.3%	97.5%	†	91.9%	97.4%	†	92.5%	–	–	98.0%
	2005	98.3%	99.2%	98.4%	99.3%	97.7%	†	92.7%	97.6%	†	90.6%	–	–	98.0%
	2006	98.2%	99.2%	98.5%	99.4%	97.4%	†	92.6%	97.7%	†	92.2%	–	–	98.0%
	2007	98.2%	98.9%	98.5%	99.4%	97.0%	–	92.4%	97.8%	98.4%	93.4%	–	–	98.0%
	2008	98.3%	98.9%	98.6%	–	96.4%	–	90.8%	97.9%	98.3%	92.1%	–	–	97.7%
Equivalency	2004	1.8%	1.4%	1.7%	0.7%	2.5%	†	8.1%	2.6%	†	7.5%	–	–	2.0%
	2005	1.7%	0.8%	1.6%	0.7%	2.3%	†	7.3%	2.4%	†	9.4%	–	–	2.0%
	2006	1.8%	0.8%	1.5%	0.6%	2.6%	†	7.4%	2.3%	†	7.8%	–	–	2.0%
	2007	1.8%	1.1%	1.5%	0.6%	3.0%	–	7.6%	2.2%	1.6%	6.6%	–	–	2.0%
	2008	1.7%	1.1%	1.4%	–	3.6%	–	9.2%	2.1%	1.7%	7.9%	–	–	2.3%

**Notes**

– Data is not applicable or does not exist.

\* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.

† Digit suppressed to ensure confidentiality; digit value is from 0 to 9 and corresponding percentage value.

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

LPNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Average Age at Graduation

The age at which a student graduates from a nursing program and is eligible to enter the LPN workforce is an important indicator of the number of years an average LPN will contribute to the workforce. As Table 34 illustrates, practical nurses have been entering the workforce later; thus, unless they stay later at the end of their careers, their years of service will be reduced.

**Table 34 Licensed Practical Nursing Graduates and Average Age at Graduation, by Range of Graduation Years, Canada, 1980 to 2008**

Graduation Year	Number of Graduates	Average Age at Graduation
1980–1984	6,191	22.9
1985–1989	6,060	25.9
1990–1994	7,875	28.9
1995–1999	7,135	29.9
2000–2004	13,254	30.9
2005–2008	16,395	31.0

### Notes

Manitoba LPN graduate age data for 2008 is excluded from average age at graduation calculation; graduate counts include Manitoba LPN graduates to reflect total RN workforce. In 2008, the College of Licensed Practical Nurses of Manitoba submitted aggregate tables for average age. See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

The trend of increasing age at graduation slowed since the changes seen prior to the early 1990s. However, the proportion of LPNs graduating and entering the workforce at age 30 or older increased since 2004. In 2008, 55.3% of the workforce that had graduated in the previous four years was older than 30 when they graduated.

## Mobility Trends: A Mobile Workforce

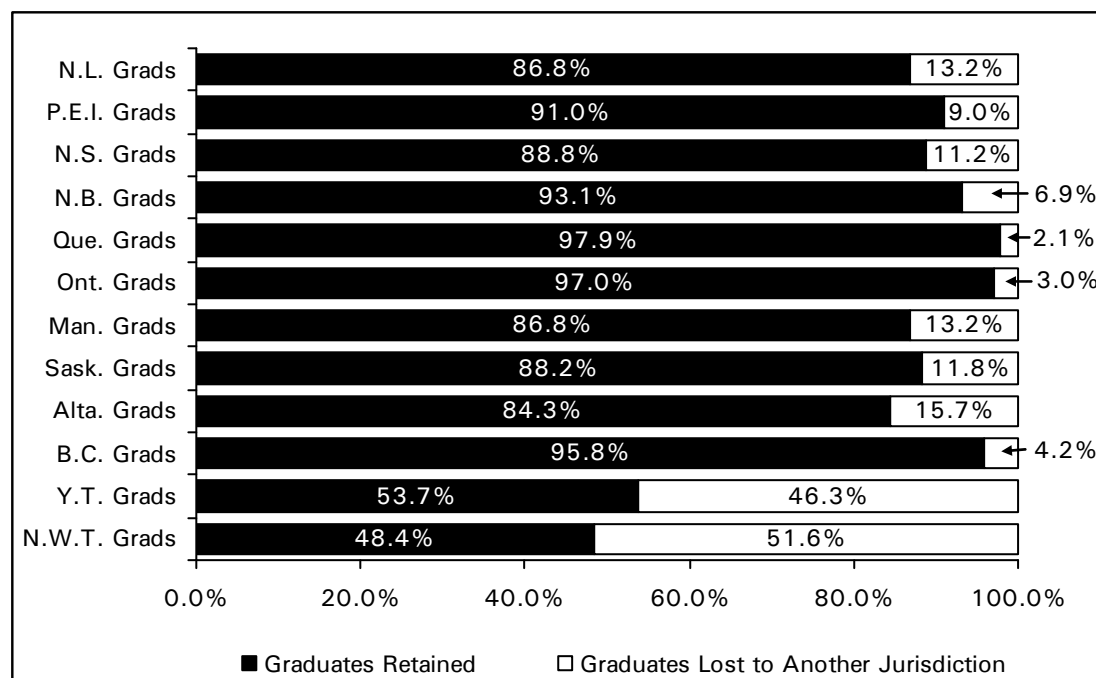
Regulated nurses are in demand in Canada and around the world. As a result, graduates from regulated nursing programs often have numerous options as to where they will practise. Canadian graduates may choose to remain in their current province or territory, to migrate to another Canadian province or territory or to emigrate to another country. International graduates may choose to immigrate to Canada, either through their own initiative or through a provincial nursing recruitment program.

As CIHI does not collect citizenship or immigration data, the mobility trends in this chapter related to interprovincial, territorial and international mobility are based on indicators developed by CIHI using data on employment, location of residence and location of graduation. Additional information on LPN mobility trends is available in the data tables on the CIHI website.

## Migration Within Canada

Each provincial/territorial workforce combines licensed practical nursing graduates from within the jurisdiction, graduates from other Canadian jurisdictions and graduates from outside the country. Overall, more than 9 out of 10 graduates (94.4%) from Canadian licensed practical nursing programs who were working in Canada in 2008 either did not move after graduation or eventually returned to their jurisdiction of graduation.

**Figure 30 Licensed Practical Nursing Workforce by Jurisdiction of Graduation and Registration, Canada, 2008**



### Notes

Includes only graduates from Canadian LPN programs (N = 72,665).

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

LPNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

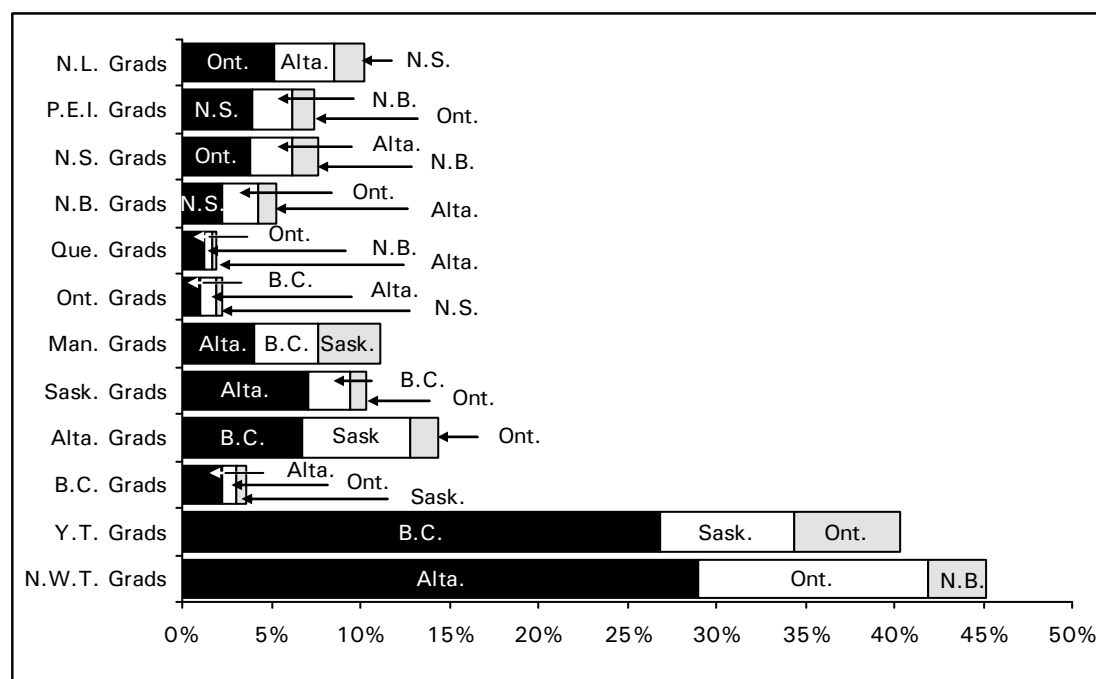
### Source

Nursing Database, Canadian Institute for Health Information.

Figure 31 shows the top three destinations for those who moved sometime between their graduation year and 2008, comparing the jurisdiction of graduation to the current jurisdiction of registration. The data does not account for mobility and migration in the intervening years.



**Figure 31 Top Three Destinations for Licensed Practical Nursing Graduates, by Jurisdiction of Graduation, Canada, 2008**



**Notes**

Includes only graduates from Canadian LPN programs (N = 72,665).

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

LPNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

Overall, the provinces of Saskatchewan, British Columbia and Alberta figure prominently as destinations for migrant graduates from across the country.

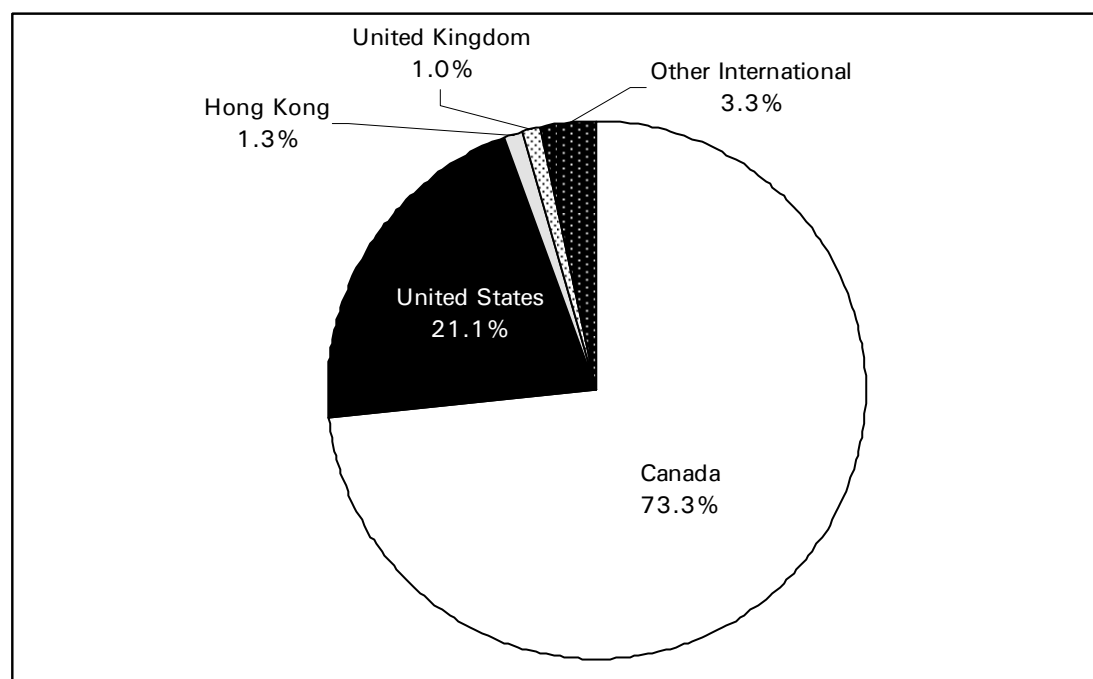
In contrast, none of Quebec's, 0.6% of the Yukon's and 1.3% of Prince Edward Island's LPN workforces graduated from Canadian practical nursing programs outside their province of registration, the lowest rates in the country.

## Working Outside Province/Territory of Registration

LPNs who work outside of their province or territory of registration may be working outside Canada or in another jurisdiction within Canada. Note that CIHI can report on LPNs working outside Canada only if they maintain registration with a Canadian province or territory.

Figure 32 illustrates the top destinations for LPNs registered in a Canadian province or territory who are working either abroad or in another jurisdiction in Canada. Of the 389 LPNs who are not working in their province/territory of registration, 82 (21.1%) are employed in the United States; an additional 5.6% are employed in other locations.

**Figure 32 Licensed Practical Nurses Working Outside of Jurisdiction of Registration, by Country of Employment, Canada, 2008**



### Notes

Includes only those LPNs who worked outside of their jurisdiction of registration (N = 389) in 2008.

Totals may not sum to 100% due to rounding.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

## International Licensed Practical Nursing Graduates

In the absence of citizenship and immigration data, CIHI uses the location of graduation as an indicator of trends in immigration. The assumption is made that a licensed practical nurse who studied outside of Canada immigrated, but the total number does include Canadian citizens who studied abroad.

**Table 35 Licensed Practical Nursing Workforce, by Location of Graduation, Canada and International, 2004 to 2008**

	Canada	International
	(Count)	
2004	46,726	1,188
2005	47,386	1,216
2006	48,933	1,231
2007	67,804	1,321
2008	72,665	1,485
	(Annual Percentage Change)	
2004	—	—
2005	1.4%	2.4%
2006	3.3%	1.2%
2007	38.6%	7.3%
2008	7.2%	12.4%
	(Percentage Distribution)	
2004	97.5%	2.5%
2005	97.5%	2.5%
2006	97.5%	2.5%
2007	98.1%	1.9%
2008	98.0%	2.0%

**Notes**

— Data is not applicable or does not exist.

Non-response for Location of Graduation (% of all LPNs): 2004, n = 15,529 (24.5%); 2005, n = 16,351 (25.2%); 2006, n = 17,136 (25.5%); 2007, n = 585 (0.8%); 2008, n = 43 (0.1%).

From 2004 to 2006, for Quebec data, Location of Graduation data was not submitted and was defaulted to *not stated*.

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

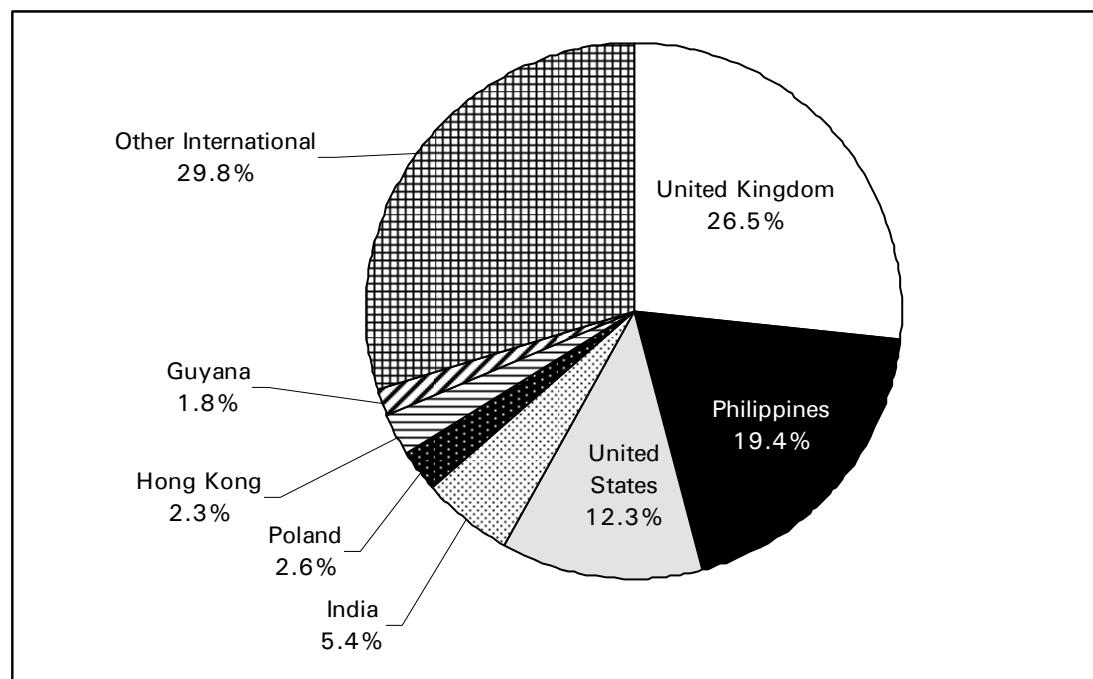
Nursing Database, Canadian Institute for Health Information.

Of the LPNs employed in Canada who reported their location of graduation in 2008, 98.0% (72,852) graduated from a practical nursing program in Canada and 2.0% (1,485) graduated from an international practical nursing program.

The workforces of Manitoba and Ontario had the highest concentrations of internationally educated LPN graduates, with 3.6% and 3.8%, respectively. The four eastern provinces all had very low concentrations of internationally educated graduates.

For the 1,485 licensed practical nurses in Canada who graduated from an international practical nursing program, the seven most frequently identified countries of graduation are identified in Figure 33. Close to half of all international graduates attended nursing programs in the United Kingdom or the Philippines. Another 12.3% were graduates from programs in the United States.

**Figure 33 Internationally Educated Licensed Practical Nurses in the Workforce, by Country of Graduation, 2008**



**Notes**

Includes only those LPNs who were educated outside of Canada (N = 1,485) in 2008.

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

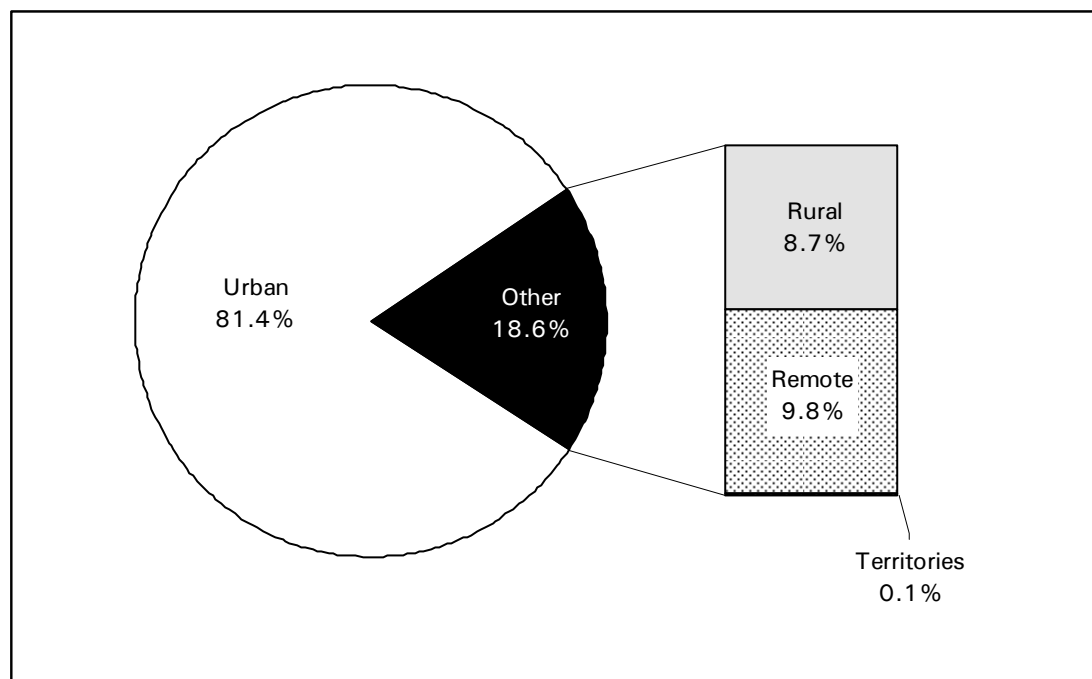
## Urban/Rural Distribution of the Workforce

Geographical differences in Canada create numerous challenges to health care providers and planners. The urban/rural distribution of the population is a challenge not only in the northern territories but also in each of the provinces.

To determine if LPNs were practising in a rural or an urban setting, a postal code analysis was performed. In most cases, the postal code used was that of the workplace; however, when Postal Code of Employer (Worksite) was not submitted to CIHI, Postal Code of Residence was used.<sup>iv</sup> Figures 34 and 35 illustrate the urban/rural/remote distribution of the LPN workforce in Canada in 2008. In 2008, 81.4% of the LPN workforce worked in urban areas of Canada, ranging from highs of 100% in the Yukon and 90.3% in British Columbia to lows of 38.3% in the Northwest Territories and 54.2% in Newfoundland and Labrador.

iv. See Chapter 5 (Methodological Notes) for a description of the postal code analysis.

**Figure 34 Licensed Practical Nursing Workforce, by Urban/Rural/Remote Designation, Canada, 2008**



**Notes**

Totals may not sum to 100% due to rounding.

Urban areas are defined as communities with populations greater than 10,000 persons.

Rural areas are defined as communities in relatively close proximity to urban areas.

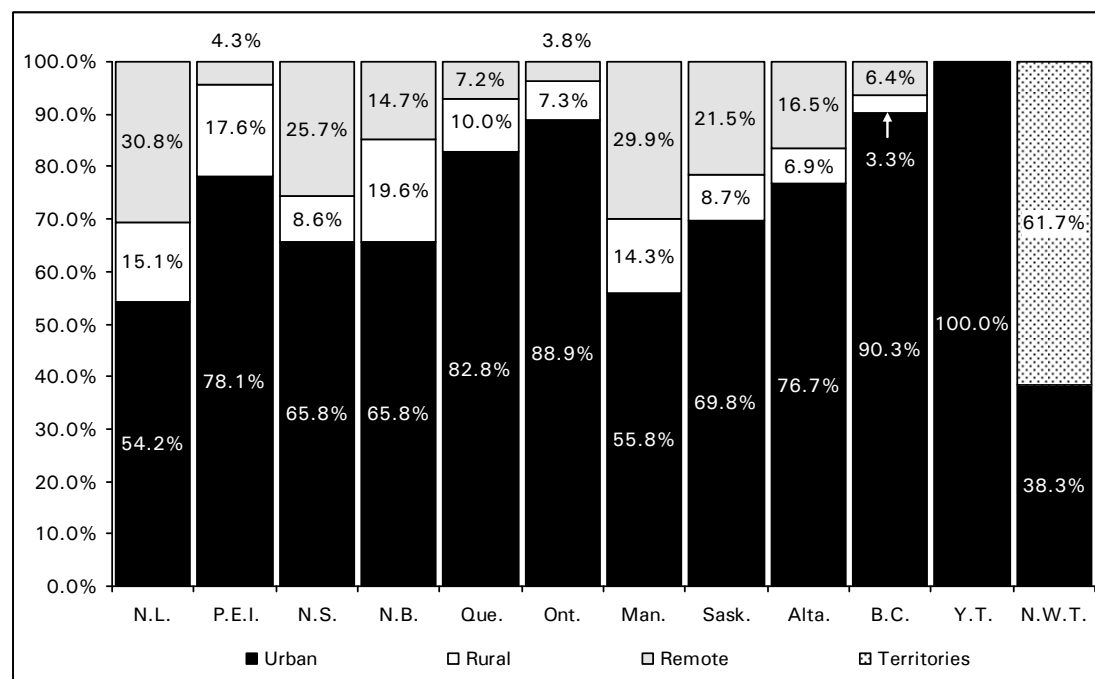
Remote areas are defined as those communities with relatively little social and economic interaction with urban areas.

Territories are defined as areas outside of Whitehorse and Yellowknife in the northern territories.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

**Figure 35 Licensed Practical Nursing Workforce, by Urban/Rural/Remote Designation, by Jurisdiction, 2008****Notes**

Totals may not sum to 100% due to rounding.

Urban areas are defined as communities with populations greater than 10,000 persons.

Rural areas are defined as communities in relatively close proximity to urban areas.

Remote areas are defined as those communities with relatively little social and economic interaction with urban areas.

Territories are defined as areas outside of Whitehorse and Yellowknife in the northern territories.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

LPNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

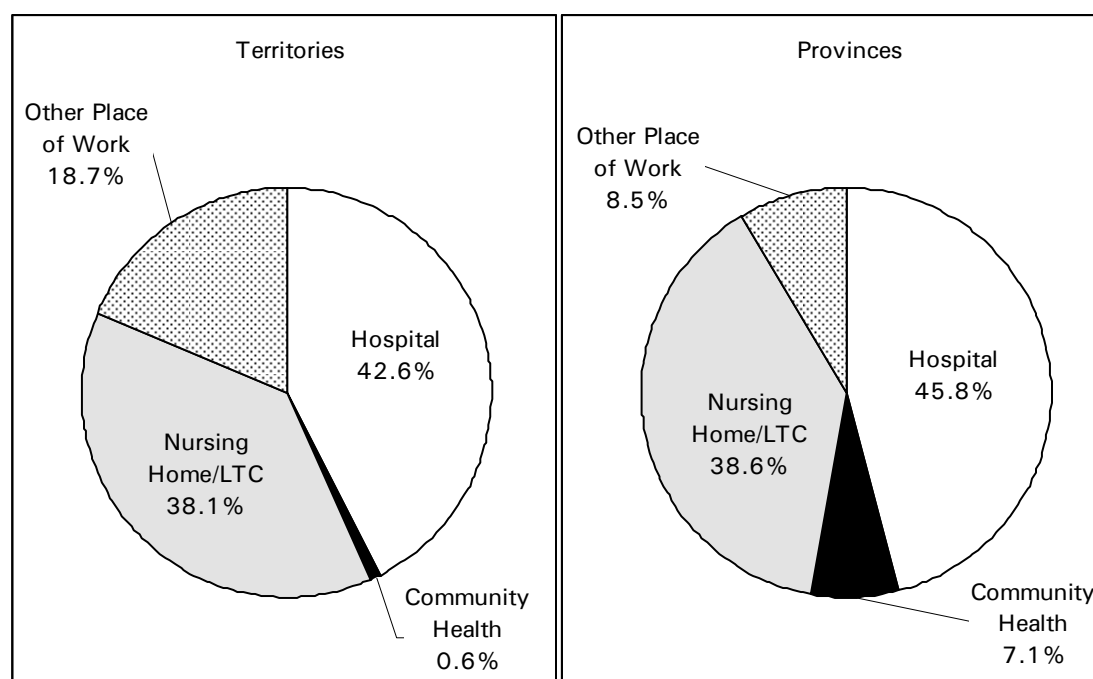
## Licensed Practical Nurses in the Territories: Characteristics of the Northern Workforce

The nature and delivery of nursing services in the northern territories differ from those in the Canadian provinces. It is not uncommon for licensed practical nurses to travel north on short-term work contracts and to return to their home province for the remainder of the year. Therefore, in addition to the LPNs who are registered and working only in the northern territories, those LPNs who are registered in a territory and another jurisdiction are also included in the northern LPN workforce.

Some of the employment patterns described in this section also exist in northern or rural areas of each Canadian province. The health region analysis in Chapter 4 of this report provides some insight on the characteristics and services in each health region.

In 2008, the majority of LPNs worked in hospitals and nursing homes or long-term care facilities. Figure 36 shows that 38.1% of LPNs employed in the territories worked in nursing homes and long-term care facilities and 42.6% worked in hospitals. Of those LPNs working in the provinces, 45.8% worked in hospitals and 38.6% worked in nursing homes or long-term care facilities.

**Figure 36 Licensed Practical Nursing Workforce, by Place of Work, by Provincial or Territorial Level, Canada, 2008**



#### Notes

Non-response for Place of Work (% of LPN workforce): n = 2,430 (3.3%).

Hospital includes data from *hospital (general, maternal, pediatric, psychiatric), mental health centre and rehabilitation/convalescent centre*.

Community Health includes data from *community health centre, home care agency, nursing station (outpost or clinic) and public health department/unit*.

Nursing Home includes data from *nursing home/long-term care facility*.

Other includes data from *business/industry/occupational health office, private nursing agency/private duty, self-employed, physician's office/family practice unit, educational institution, association/government and other*.

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

LPNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Data is not collected for Nunavut.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

#### Source

Nursing Database, Canadian Institute for Health Information.

Among LPNs employed in the territories, the most frequently identified areas of responsibility were geriatric/long-term care (52.3%), medicine/surgery and ambulatory care (12.9%) and several clinical areas (7.0%). Licensed practical nurses employed in the provinces most frequently identified geriatric/long-term care (44.5%) medicine/surgery (19.0%) and other patient care (8.4%) as their area of responsibility. Most LPNs in the territories (98.9%) and almost all LPNs in the provinces (92.4%) identified their position as staff nurse/community health nurse.

## Methodological and Historical Changes to Licensed Practical Nursing Data, 2004 to 2008

Methodological and historical changes to the data make it difficult to compare data across time. CIHI and the regulatory authorities are continually striving to improve data quality; therefore, the following information must be taken into consideration when making historical comparisons and consulting previous CIHI publications. In all cases, comparisons should be made with caution and in consideration of the historical and methodological changes made.

LPN data for the years 1993 to 2001 was published in the CIHI series *Health Personnel Trends in Canada*, and LPN data for the 2002 data year was published in the report *Workforce Trends of Licensed Practical Nurses, 2002*.

### Historical Revisions and Data Limitations

For a complete list of the data elements related to LPNs, please access the *Licensed Practical Nurses System Data Dictionary and Processing Manual* on the CIHI website at [www.cihi.ca](http://www.cihi.ca).

#### *Employment*

##### **Ontario—Place of Work, Area of Responsibility, Position**

In 2004, the CNO implemented the CNO Practice and Employment Definition to aid members in providing information and to enhance the quality of data collected.

##### **Yukon—Multiple Employment Status**

This data element was not available in the data years 2002 and 2004.

##### **Northwest Territories—Multiple Employment Status**

This data element was not collected for the data years 2002 to 2008.

##### **Yukon—Location of Employment**

For the data years 2002 to 2008, this field was derived from the fields Postal Code of Residence and Place of Employment.

##### **Quebec—Place of Work**

Data for the sub-element *mental health centre* was not collected for the data years 2002 to 2008, because this type of institution, as defined by CIHI, does not exist in the province of Quebec. Over the last three years, the Quebec Ministère de la santé et des services sociaux merged most of the province's public-sector hospitals, long-term care facilities and community health centres into 95 CSSSs. Since the merger, the Ordre des infirmières et infirmiers auxiliaires du Québec (OIIAQ) has reclassified its definitions for the field Place of Work.

##### **Ontario—Place of Work**

According to the CNO, refinements in the renewal process in 2004 enabled it to reduce the number of *not stated* responses to this category.

##### **Ontario—Area of Responsibility**

According to the CNO, refinements in the renewal process in 2004 enabled it to reduce the number of *not stated* responses to this category.



### **Northwest Territories—Area of Responsibility**

For the data years 2006 to 2008, any records indicating more than one area of responsibility were coded under the sub-element *several clinical areas*.

### **New Brunswick—Position**

For the data year 2006, the Association of New Brunswick Licensed Practical Nurses educated members on how to complete the Position section of the annual renewal registration form. As a result, the number of registrants selecting the category *other* for the element Position decreased.

### *Demographics*

#### **Manitoba—Birth Year and Sex**

In 2008, the College of Licensed Practical Nurses of Manitoba submitted age groups and aggregate tables instead of Birth Year and Sex as a result of changes to provincial privacy legislation.

#### **Yukon—Location of Residence**

For the data years 2002 to 2008, this field was derived from the field Postal Code of Residence.

### *Education*

#### **Nova Scotia—Initial Education in Practical Nursing**

For the 2006 data year, the College of Licensed Practical Nurses of Nova Scotia included the options *certificate* and *diploma* as collected on the annual renewal registration form.

#### **British Columbia—Initial Education in Practical Nursing**

In 2006 and 2007, the responses under this field increased due to updates to the category *equivalency*. This reduced the number of LPNs reported under the category *not stated*.

#### **Saskatchewan—Initial Education in Practical Nursing**

The Saskatchewan Association of Licensed Practical Nurses included the options *certificate* and *diploma* for education completed in the last 12 months on the registration form.

#### **Quebec—Location of Graduation**

The OIIAQ did not submit data for this field for data years 2004 to 2006; all records were defaulted to *not stated*.

#### **Newfoundland and Labrador, New Brunswick, Northwest Territories—Other Education in Nursing—Non-Practical Nursing**

This data element was not collected for the data years 2002 to 2008.

#### **New Brunswick, Northwest Territories—Education in Other Than Nursing**

This data element was not collected for the data years 2002 to 2008.



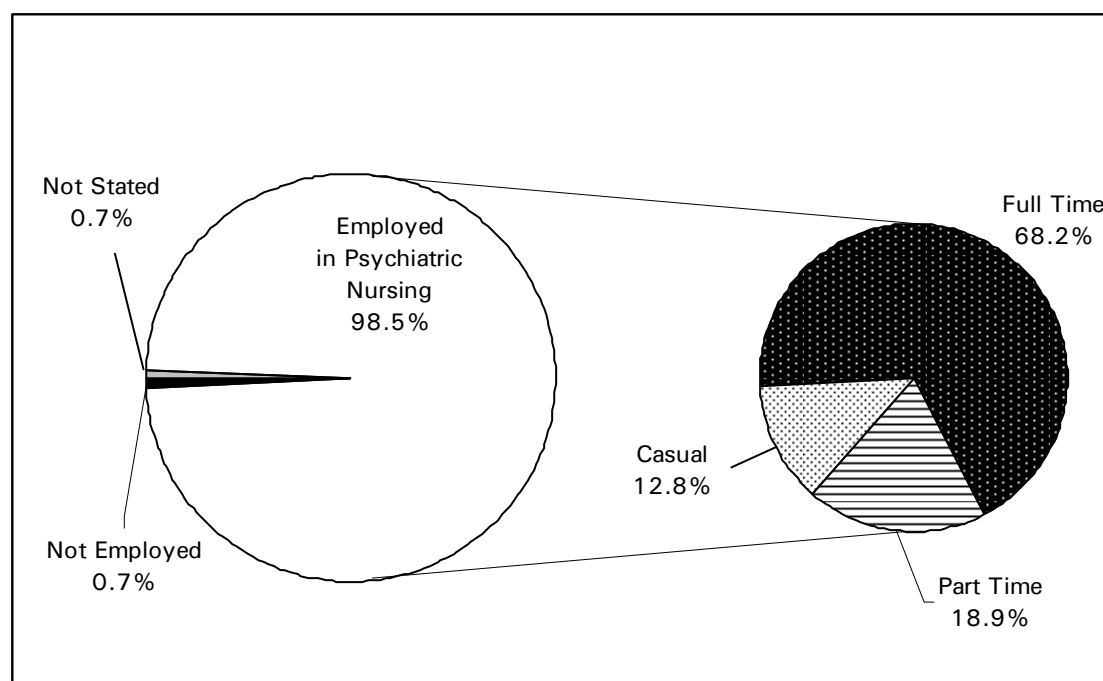
## Chapter 3—Regulated Nurses in Canada: Trends of Registered Psychiatric Nurses

### Workforce Trends: How Many Registered Psychiatric Nurses?

The regulated nursing workforce is of critical importance to the health of Canadians, and thus to health human resource planners. This chapter presents data on registered psychiatric nurses (RPNs) working in Canada in 2008 and illustrates key trends over the last five years. RPNs are regulated and educated as a separate profession in four provinces: Manitoba, Saskatchewan, Alberta and British Columbia. As well, there are RPNs practising in the territories (defined as locations outside of Whitehorse and Yellowknife in the northern territories).

The RPN workforce is defined as RPNs employed in psychiatric nursing within Canada. They represent 1.5% of the total regulated nursing workforce. The Employment Status indicator classifies RPNs as either working in psychiatric nursing, working outside of psychiatric nursing or not working. The indicator further classifies RPNs in the workforce as working in part-time, full-time or casual positions. As illustrated in Figure 37, the vast majority of RPNs who register in Canada are in the RPN workforce, with two-thirds employed in full-time positions (68.2%).

**Figure 37 Registered Psychiatric Nurses, by Employment Status, Western Provinces, 2008**



#### Notes

Totals may not sum to 100% due to rounding.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

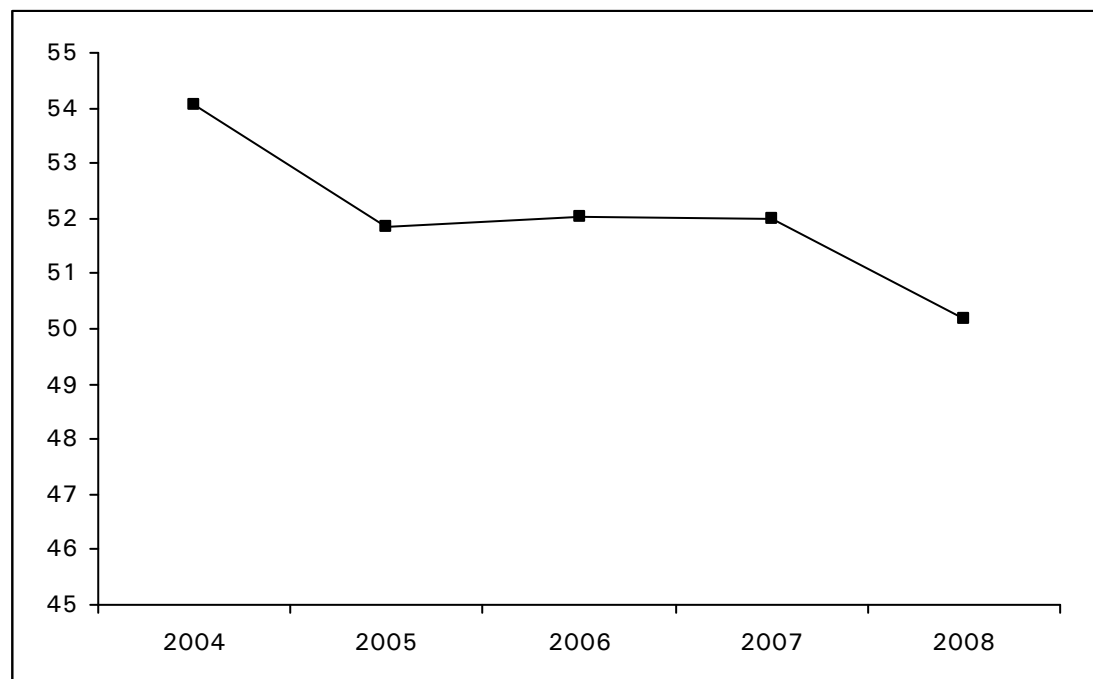
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

#### Source

Nursing Database, Canadian Institute for Health Information.

Within the provinces where RPNs provide care, the ratio of these nurses per person to the population decreased to approximately 50 RPNs per 100,000 population between 2006 and 2008. This ratio is affected by the population of the four western provinces, which recently grew more rapidly than the Canadian population as a whole.

**Figure 38 Registered Psychiatric Nursing Workforce per 100,000 Population, Western Provinces, 2004 to 2008**



**Notes**

The total population of the four western provinces (Manitoba, Saskatchewan, Alberta and British Columbia) was used in calculating the workforce per 100,000 population.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

In 2008, projected population estimates were used. Refer to Analytical Methods in the Methodological Notes section.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Employment Trends: Is the Workforce Changing?

Table 36 shows the supply of all registered psychiatric nurses over the period 2004 to 2008, when there were 5,241 RPNs in Canada, 0.2% more than in 2007 and 0.2% less than in 2004. Except for 2005, the number of RPNs employed in Canada remained relatively stable between the years 2004 and 2008. Additional information on RPNs by province is available in the data tables on the CIHI website.

**Table 36 Registered Psychiatric Nurses, by Employment Status, Western Provinces, 2004 to 2008**

Employed in Psychiatric Nursing						Not Employed in Psychiatric Nursing						Grand Total
Regular Basis, Full Time	Regular Basis, Part Time	Casual Basis	Regular Basis, Status Unknown	Sub-Total	Employed in Other Than Psychiatric Nursing	Not Employed		Not Stated	Sub-Total			
A	B	C	D	E = A + B + C + D	Seeking Employment	Not Seeking Employment	Seeking Employment in Psychiatric Nursing	Not Seeking Employment in Psychiatric Nursing	J	K = F + G + H + I + J	L = E + K	
(Count)												
2004	3,501	829	120	671	5,121	*	*	1†	*	116	133	5,254
2005	1,995	797	187	1,985	4,964	–	*	*	*	59	63	5,027
2006	3,407	958	631	55	5,051	9	6	22	13	134	184	5,235
2007	3,448	1,015	621	40	5,124	*	–	23	†	77	106	5,230
2008	3,480	965	655	62	5,162	*	*	28	7	39	79	5,241
(Annual Percentage Change)												
2004	–	–	–	–	–	–	–	–	–	–	–	–
2005	-43.0%	-3.9%	55.8%	195.8%	-3.1%	–	†	†	†	-49.1%	-52.6%	-4.3%
2006	70.8%	20.2%	237.4%	-97.2%	1.8%	–	†	†	†	127.1%	192.1%	4.1%
2007	1.2%	5.9%	-1.6%	-27.3%	1.4%	†	–	4.5%	†	-42.5%	-42.4%	-0.1%
2008	0.9%	-4.9%	5.5%	55.0%	0.7%	†	–	21.7%	†	-49.4%	-25.5%	0.2%
(Percentage Distribution)												
2004	66.6%	15.8%	2.3%	12.8%	97.5%	†	†	†	†	2.2%	2.5%	100.0%
2005	39.7%	15.9%	3.7%	39.5%	98.7%	–	†	†	†	1.2%	1.3%	100.0%
2006	65.1%	18.3%	12.1%	1.1%	96.5%	0.2%	0.1%	0.4%	0.2%	2.6%	3.5%	100.0%
2007	65.9%	19.4%	11.9%	0.8%	98.0%	†	–	0.4%	†	1.5%	2.0%	100.0%
2008	66.4%	18.4%	12.5%	1.2%	98.5%	†	†	0.5%	0.1%	0.7%	1.5%	100.0%

### Notes

– Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

In 2004, the data submission method was modified, contributing to increases in the number of RPNs with *employed—status unknown*.

Prior to 2005, for Saskatchewan data, RPNs not stating Employment Status were defaulted to *part time*; in 2006, changes to the registration form permitted selection of *part time* or *casual* for Employment Status.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

RPNs employed in a province different from their province of registration are excluded to avoid duplication.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

RPNs employed in psychiatric nursing but reported as *employed—status unknown* are those who reported employment data but who failed to indicate their status as full time, part time or casual. Accordingly, they are included in the workforce but are excluded from some analyses in the report, as indicated in table footnotes. The proportion of the RPN workforce reported as *employed—status unknown* was 1.2% in 2008.

**Table 37 Registered Psychiatric Nursing Workforce, by Province, 2004 to 2008**

	Man.	Sask.	Alta.	B.C.	Total
(Count)					
2004	963	935	1,123	2,100	5,121
2005	952	933	1,125	1,954	4,964
2006	956	900	1,144	2,051	5,051
2007	952	880	1,158	2,134	5,124
2008	935	892	1,157	2,178	5,162
(Annual Percentage Change)					
2004	—	—	—	—	—
2005	-1.1%	-0.2%	0.2%	-7.0%	-3.1%
2006	0.4%	-3.5%	1.7%	5.0%	1.8%
2007	-0.4%	-2.2%	1.2%	4.0%	1.4%
2008	-1.8%	1.4%	-0.1%	2.1%	0.7%
(Percentage Distribution)					
2004	18.8%	18.3%	21.9%	41.0%	100.0%
2005	19.2%	18.8%	22.7%	39.4%	100.0%
2006	18.9%	17.8%	22.6%	40.6%	100.0%
2007	18.6%	17.2%	22.6%	41.6%	100.0%
2008	18.1%	17.3%	22.4%	42.2%	100.0%

**Notes**

— Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

In 2004, the data submission method was modified, contributing to increases in the number of RPNs with *employed—status unknown*.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RPNs employed in a province different from their province of registration are excluded to avoid duplication.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Employment Status

Table 38 shows that the majority of registered psychiatric nurses employed in psychiatric nursing are employed on a regular basis in full-time positions (3,480, or 68.2%, in 2008).

**Table 38 Registered Psychiatric Nursing Workforce, by Employment Status, by Province, 2004 to 2008**

		Man.	Sask.	Alta.	B.C.	Total
		(Count)				
Employed, Full Time	2004	614	737	696	1,454	3,501
	2005	601	724	670	—	1,995
	2006	599	708	663	1,437	3,407
	2007	599	698	664	1,487	3,448
	2008	586	697	656	1,541	3,480
Employed, Part Time	2004	291	194	344	—	829
	2005	286	146	365	—	797
	2006	293	127	366	172	958
	2007	283	120	377	235	1,015
	2008	277	100	370	218	965
Employed, Casual	2004	44	—	76	—	120
	2005	48	62	77	—	187
	2006	53	46	108	424	631
	2007	68	49	114	390	621
	2008	63	70	120	402	655
Employed, Status Unknown	2004	14	4	7	646	671
	2005	17	1	13	1,954	1,985
	2006	11	19	7	18	55
	2007	2	13	3	22	40
	2008	9	25	11	17	62
		(Annual Percentage Change)				
Employed, Full Time	2004	—	—	—	—	—
	2005	-2.1%	-1.8%	-3.7%	—	-43.0%
	2006	-0.3%	-2.2%	-1.0%	—	70.8%
	2007	0.0%	-1.4%	0.2%	3.5%	1.2%
	2008	-2.2%	-0.1%	-1.2%	3.6%	0.9%
Employed, Part Time	2004	—	—	—	—	—
	2005	-1.7%	-24.7%	6.1%	—	-3.9%
	2006	2.4%	-13.0%	0.3%	—	20.2%
	2007	-3.4%	-5.5%	3.0%	36.6%	5.9%
	2008	-2.1%	-16.7%	-1.9%	-7.2%	-4.9%
Employed, Casual	2004	—	—	—	—	—
	2005	9.1%	—	1.3%	—	55.8%
	2006	10.4%	-25.8%	40.3%	—	237.4%
	2007	28.3%	6.5%	5.6%	-8.0%	-1.6%
	2008	-7.4%	42.9%	5.3%	3.1%	5.5%
		(Percentage Distribution)				
Employed, Full Time	2004	64.7%	79.2%	62.4%	100.0%	78.7%
	2005	64.3%	77.7%	60.3%	—	67.0%
	2006	63.4%	80.4%	58.3%	70.7%	68.2%
	2007	63.1%	80.5%	57.5%	70.4%	67.8%
	2008	63.3%	80.4%	57.2%	71.3%	68.2%
Employed, Part Time	2004	30.7%	20.8%	30.8%	—	18.6%
	2005	30.6%	15.7%	32.8%	—	26.8%
	2006	31.0%	14.4%	32.2%	8.5%	19.2%
	2007	29.8%	13.8%	32.6%	11.1%	20.0%
	2008	29.9%	11.5%	32.3%	10.1%	18.9%
Employed, Casual	2004	4.6%	—	6.8%	—	2.7%
	2005	5.1%	6.7%	6.9%	—	6.3%
	2006	5.6%	5.2%	9.5%	20.9%	12.6%
	2007	7.2%	5.7%	9.9%	18.5%	12.2%
	2008	6.8%	8.1%	10.5%	18.6%	12.8%

**Notes**

— Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

Employed RPNs with *employed—status unknown* are excluded from the percentage distribution.

In 2004, British Columbia defaulted all RPNs with *part-time* and *casual* employment to *employed in psychiatric nursing—status unknown*.

In 2005, British Columbia defaulted all RPNs to Employment Status *employed in psychiatric nursing—status unknown*.

Prior to 2005, for Saskatchewan data, RPNs not stating Employment Status were defaulted to *part time*; in 2006, changes to the registration form permitted selection of *part time* or *casual* for Employment Status.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RPNs employed in a province different from their province of registration are excluded to avoid duplication.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

As Table 38 demonstrates, the percentage of the RPN workforce employed in full-time positions varied across the provinces in 2008, from 57.2% in Alberta and 63.3% in Manitoba to 80.4% in Saskatchewan and 71.3% in British Columbia. The average age of RPNs working full time was 47.5, that of RPNs working part time was 46.3 and that of RPNs working on a casual basis was 49.6.

There were a larger proportion of male RPNs employed in full-time positions in 2008 than of female RPNs. In that year, 80.0% of male RPNs were employed full time, compared to 64.8% of female RPNs. Only 10.1% of male RPNs had part-time employment, compared to 21.5% of female RPNs. Casual employment rates followed a similar pattern, with 9.9% of male RPNs and 13.7% of female RPNs employed on a casual basis.

### **Multiple Employment**

It is not uncommon for RPNs to have more than one psychiatric nursing job, often with multiple employers. In 2008, 20.4% of the RPN workforce reported having more than one employer in psychiatric nursing; the proportion has been consistently higher for those working on a part-time or casual basis. Although 31.8% of the 2008 workforce reported working in part-time or casual positions, the total number of hours worked by those in multiple positions may in fact equal or exceed the total of a full-time position.



**Table 39 Registered Psychiatric Nurses Employed in Psychiatric Nursing With Multiple Employers, by Employment Status With Primary Employer, Western Provinces, 2004 to 2008**

	Employed, Full Time	Employed, Part Time	Employed, Casual	Employed, Status Unknown	Total With Multiple Employers
(Count)					
2004	582	210	41	190	1,023
2005	276	200	50	481	1,007
2006	571	248	215	16	1,050
2007	667	297	203	3	1,170
2008	617	240	171	6	1,034
(Annual Percentage Change)					
2004	—	—	—	—	—
2005	-52.6%	-4.8%	22.0%	—	-1.6%
2006	106.9%	24.0%	330.0%	—	4.3%
2007	16.8%	19.8%	-5.6%	—	11.4%
2008	-7.5%	-19.2%	-15.8%	—	-11.6%
(Percentage Distribution)					
2004	69.9%	25.2%	4.9%	—	100.0%
2005	52.5%	38.0%	9.5%	—	100.0%
2006	55.2%	24.0%	20.8%	—	100.0%
2007	57.2%	25.4%	17.4%	—	100.0%
2008	60.0%	23.3%	16.6%	—	100.0%

**Notes**

— Data is not applicable or does not exist.

Non-response for Multiple Employment (% of RPN workforce): 2005, n = 27 (0.5%); 2006, n = 13 (0.3%); 2007, n = 44 (0.9%); 2008, n = 94 (1.8%).

Totals may not sum to 100% due to rounding.

Employed RPNs with Employment Status *employed—status unknown* are excluded from percentage distribution.

In 2004, British Columbia defaulted all RPNs with part-time and casual employment to Employment Status *employed in psychiatric nursing—status unknown*.

In 2005, British Columbia defaulted all RPNs to Employment Status *employed in psychiatric nursing—status unknown*.

Prior to 2005, for Saskatchewan data, RPNs not stating Employment Status were defaulted to *part time*; in 2006, changes to the registration form permitted selection of *part time* or *casual* for Employment Status.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

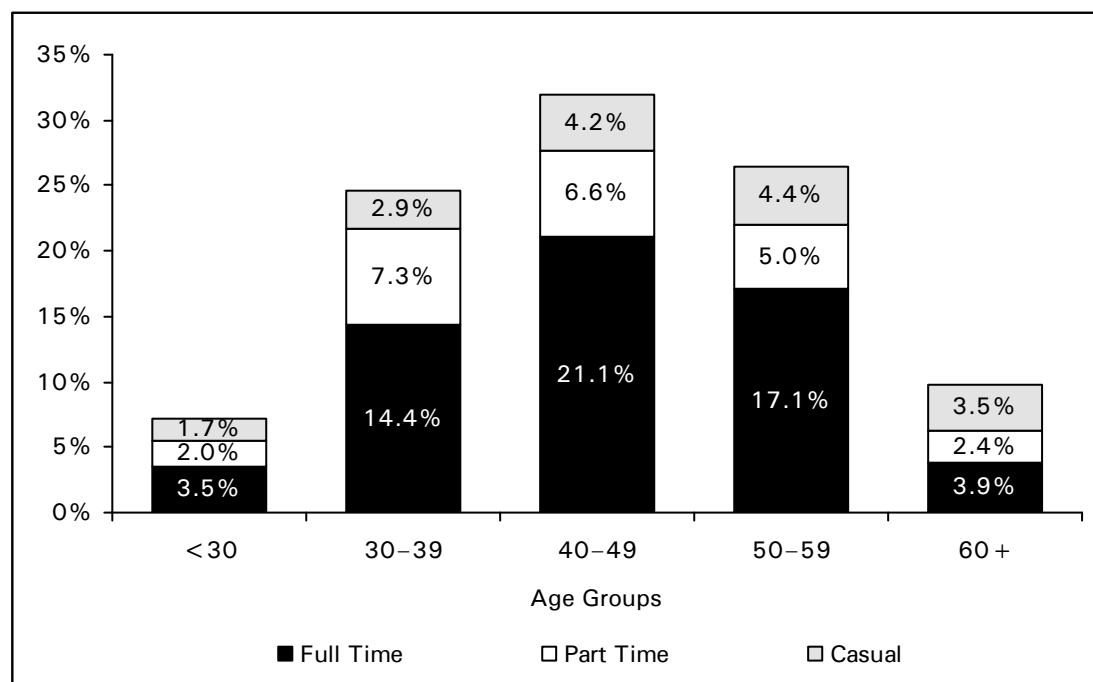
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

Figure 39 shows the distribution by age group of RPNs working for multiple employers; RPNs age 40 to 49 comprised the largest group in 2008. Further breakdown by Employment Status indicates that in 2008, a high number of full-time RPNs were working in multiple positions.

**Figure 39 Registered Psychiatric Nurses Employed in Psychiatric Nursing With Multiple Employers, by Employment Status, by Age Group, Western Provinces, 2008**



**Notes**

Non-response for Multiple Employment (% of RPN workforce): 2005, n = 27 (0.5%); 2006, n = 13 (0.3%); 2007, n = 44 (0.9%); 2008, n = 94 (1.8%).

Totals may not sum to 100% due to rounding.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

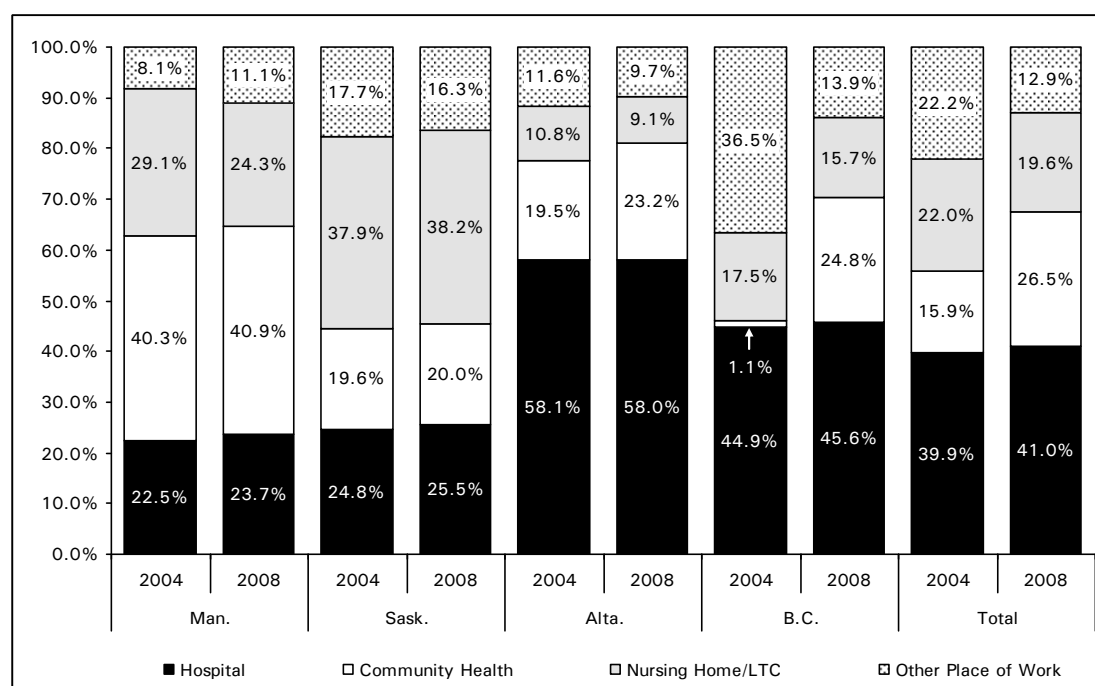
**Source**

Nursing Database, Canadian Institute for Health Information.

## Place of Work

The hospital sector employed 41.0% of the RPN workforce in Canada. The greatest proportion of psychiatric nurses working in this sector in 2008 was found in Alberta, at 58.0%, and British Columbia, at 45.6%. Employment in the community health sector was largest in Manitoba; in Saskatchewan the nursing home/long-term care sector was the largest.

**Figure 40 Registered Psychiatric Nursing Workforce, by Place of Work, by Province, 2004 and 2008**



### Notes

Non-response for Place of Work (% of RPN workforce): 2004, n = 39 (0.8%); 2008, n = 83 (1.6%).

Hospital includes data from *hospital (general, maternal, pediatric, psychiatric)*.

Community Health includes data from *community mental health centre, home care agency and nursing station (outpost or clinic)*.

Nursing Home/LTC includes data from *nursing home/long-term care facility and residential care facility*.

Other Place of Work includes data from *business/industry/occupational health office, private nursing agency or psychiatric nursing agency/private duty, self-employed/private practice, physician's office/family practice unit, correctional agency, educational institution, association/government and other*.

Totals may not sum to 100% due to rounding.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RPNs employed in a province different from their province of registration are excluded to avoid duplication.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

In 2008, the average age of RPNs working in the hospital sector was 45.5, compared to the average age of 47.7 for RPNs employed in community health and 50.2 for RPNs employed in the nursing home/long-term care sector.

## Position

In 2008, 4,013 RPNs (78.8%) were employed as staff psychiatric nurses/community health nurses in Canada, a decrease of 0.5% from 4,032 in 2007 (see Table 40).

**Table 40 Registered Psychiatric Nursing Workforce, by Position, by Province, 2004 to 2008**

		Man.	Sask.	Alta.	B.C.	Total
		(Count)				
Staff Nurse	2004	731	734	899	1,593	3,957
	2005	748	737	908	1,504	3,897
	2006	743	717	938	1,601	3,999
	2007	736	668	944	1,684	4,032
	2008	702	658	936	1,717	4,013
Manager	2004	108	114	91	188	501
	2005	101	114	88	297	600
	2006	100	110	89	297	596
	2007	105	99	88	264	556
	2008	93	108	90	257	548
Other Positions	2004	116	76	121	301	614
	2005	99	82	118	117	416
	2006	113	73	111	132	429
	2007	109	98	120	169	496
	2008	126	95	125	184	530
		(Annual Percentage Change)				
Staff Nurse	2004	—	—	—	—	—
	2005	2.3%	0.4%	1.0%	-5.6%	-1.5%
	2006	-0.7%	-2.7%	3.3%	6.4%	2.6%
	2007	-0.9%	-6.8%	0.6%	5.2%	0.8%
	2008	-4.6%	-1.5%	-0.8%	2.0%	-0.5%
Manager	2004	—	—	—	—	—
	2005	-6.5%	0.0%	-3.3%	58.0%	19.8%
	2006	-1.0%	-3.5%	1.1%	0.0%	-0.7%
	2007	5.0%	-10.0%	-1.1%	-11.1%	-6.7%
	2008	-11.4%	9.1%	2.3%	-2.7%	-1.4%
Other Positions	2004	—	—	—	—	—
	2005	-14.7%	7.9%	-2.5%	-61.1%	-32.2%
	2006	14.1%	-11.0%	-5.9%	12.8%	3.1%
	2007	-3.5%	34.2%	8.1%	28.0%	15.6%
	2008	15.6%	-3.1%	4.2%	8.9%	6.9%
		(Percentage Distribution)				
Staff Nurse	2004	76.5%	79.4%	80.9%	76.5%	78.0%
	2005	78.9%	79.0%	81.5%	78.4%	79.3%
	2006	77.7%	79.7%	82.4%	78.9%	79.6%
	2007	77.5%	77.2%	81.9%	79.5%	79.3%
	2008	76.2%	76.4%	81.3%	79.6%	78.8%
Manager	2004	11.3%	12.3%	8.2%	9.0%	9.9%
	2005	10.7%	12.2%	7.9%	15.5%	12.2%
	2006	10.5%	12.2%	7.8%	14.6%	11.9%
	2007	11.1%	11.4%	7.6%	12.5%	10.9%
	2008	10.1%	12.5%	7.8%	11.9%	10.8%
Other Positions	2004	12.1%	8.2%	10.9%	14.5%	12.1%
	2005	10.4%	8.8%	10.6%	6.1%	8.5%
	2006	11.8%	8.1%	9.8%	6.5%	8.5%
	2007	11.5%	11.3%	10.4%	8.0%	9.8%
	2008	13.7%	11.0%	10.9%	8.5%	10.4%

**Notes**

— Data is not applicable or does not exist.

Non-response for Position (% of RPN workforce): 2004, n = 49 (1.0%); 2005, n = 51 (1.0%); 2006, n = 27 (0.5%); 2007, n = 40 (0.8%); 2008, n = 71 (1.4%).

Staff Nurse includes *staff psychiatric nurse/community health psychiatric nurse*.

Manager includes *chief executive officer, director/assistant director and manager/assistant manager*.

Other Positions includes *instructor/professor/educator, consultant, clinical specialist and other*.

In 2004, for British Columbia data, manager/assistant manager data was not submitted and was defaulted to *other positions*.

Totals may not sum to 100% due to rounding.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RPNs employed in a province different from their province of registration are excluded to avoid duplication.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Area of Responsibility

The proportion of the registered psychiatric nursing workforce in direct care was greater than 85% in all four regulated provinces. Many health human resource planners are interested in these totals, as these numbers represent RPNs providing services directly to patients.

Areas of responsibility covered by RPNs that fall outside of direct care include administration, education and research. The proportion of RPNs employed in administration in 2008 was highest in Manitoba (10.5%) and Alberta (7.4%).

Overall, RPNs who provide direct care to patients are younger than RPNs in administration and education. In 2008, the average age was 47.2 for RPNs in direct care, 50.6 for RPNs working in administration, 50.5 for RPNs working in education and 50.8 for those working in research.

**Table 41 Registered Psychiatric Nursing Workforce, by Area of Responsibility, Western Provinces, 2008**

	Count	Percentage
<b>Direct Care</b>		
Acute Services	1,164	23.3%
Geriatric/Long-Term Care	883	17.7%
Rehabilitation	480	9.6%
Forensic Services	399	8.0%
Children and Adolescent Services	276	5.5%
Crisis/Emergency Services	245	4.9%
Development Habilitation/Disabilities	200	4.0%
Addiction Services	159	3.2%
Medical/Surgical	32	0.6%
Pediatric	1†	†
Occupational Health	12	0.2%
Palliative Care	12	0.2%
Oncology	6	0.1%
Psychiatric/Mental Health	*	†
Other Patient Care	653	13.1%
<b>Total Direct Care</b>	<b>4,537</b>	<b>90.7%</b>
<b>Administration</b>		
Nursing Service	176	3.5%
Nursing Education	16	0.3%
Other Administration	126	2.5%
<b>Total Administration</b>	<b>318</b>	<b>6.4%</b>
<b>Education</b>		
Teaching—Students	70	1.4%
Teaching—Employees	35	0.7%
Teaching—Patients/Clients	9	0.2%
Other Education	25	0.5%
<b>Total Education</b>	<b>139</b>	<b>2.8%</b>
<b>Research</b>		
Psychiatric Nursing Research Only	—	—
Other Research	6	0.1%
<b>Total Research</b>	<b>6</b>	<b>0.1%</b>
<b>Total</b>	<b>5,000</b>	<b>100.0%</b>

### Notes

— Data is not applicable or does not exist.

\* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.

† Digit suppressed to ensure confidentiality; digit value is from 0 to 9 and corresponding percentage value.

Non-response for Area of Responsibility (% of all RPNs): n = 162 (3.1%).

Totals may not sum to 100% due to rounding.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

In 2008, the greatest proportion of RPNs worked in acute services and geriatric/long-term care. The area of responsibility with the most RPNs, acute services, also attracted the most recent graduates. In 2008, RPNs in their first five years of nursing accounted for 33.0% of all RPNs working in acute services. RPNs who graduated more than 30 years ago represented 20.9% of those in acute service in 2008. The areas of responsibility most frequently identified by male RPNs in 2008 were acute services (23.2%), forensic services (14.9%) and geriatric/long-term care (14.7%).

## **Demographic Trends: Sex and Age Composition of the Registered Psychiatric Nursing Workforce**

Just more than three-quarters of RPNs (77.5%) in the Canadian workforce were female in 2008. This proportion has not changed substantially over five years (see Table 42). Notably, there was a substantially higher proportion of males working in psychiatric nursing (22.5%) than in the other regulated nursing professions (registered nursing and licensed practical nursing).

Additional information on RPN demographic characteristics and trends by province is available in the data tables on the CIHI website.

**Table 42 Registered Psychiatric Nursing Workforce, by Sex, by Province, 2004 to 2008**

		Man.	Sask.	Alta.	B.C.	Total
(Count)						
Female	2004	729	792	833	1,605	3,959
	2005	723	792	831	1,498	3,844
	2006	733	764	850	1,570	3,917
	2007	736	747	859	1,630	3,972
	2008	722	751	866	1,663	4,002
Male	2004	234	143	290	495	1,162
	2005	229	141	294	456	1,120
	2006	223	136	294	481	1,134
	2007	216	133	299	504	1,152
	2008	213	141	291	515	1,160
(Annual Percentage Change)						
Female	2004	—	—	—	—	—
	2005	-0.8%	0.0%	-0.2%	-6.7%	-2.9%
	2006	1.4%	-3.5%	2.3%	4.8%	1.9%
	2007	0.4%	-2.2%	1.1%	3.8%	1.4%
	2008	-1.9%	0.5%	0.8%	2.0%	0.8%
Male	2004	—	—	—	—	—
	2005	-2.1%	-1.4%	1.4%	-7.9%	-3.6%
	2006	-2.6%	-3.5%	0.0%	5.5%	1.3%
	2007	-3.1%	-2.2%	1.7%	4.8%	1.6%
	2008	-1.4%	6.0%	-2.7%	2.2%	0.7%
(Percentage Distribution)						
Female	2004	75.7%	84.7%	74.2%	76.4%	77.3%
	2005	75.9%	84.9%	73.9%	76.7%	77.4%
	2006	76.7%	84.9%	74.3%	76.5%	77.5%
	2007	77.3%	84.9%	74.2%	76.4%	77.5%
	2008	77.2%	84.2%	74.8%	76.4%	77.5%
Male	2004	24.3%	15.3%	25.8%	23.6%	22.7%
	2005	24.1%	15.1%	26.1%	23.3%	22.6%
	2006	23.3%	15.1%	25.7%	23.5%	22.5%
	2007	22.7%	15.1%	25.8%	23.6%	22.5%
	2008	22.8%	15.8%	25.2%	23.6%	22.5%

**Notes**

— Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RPNs employed in a province different from their province of registration are excluded to avoid duplication.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

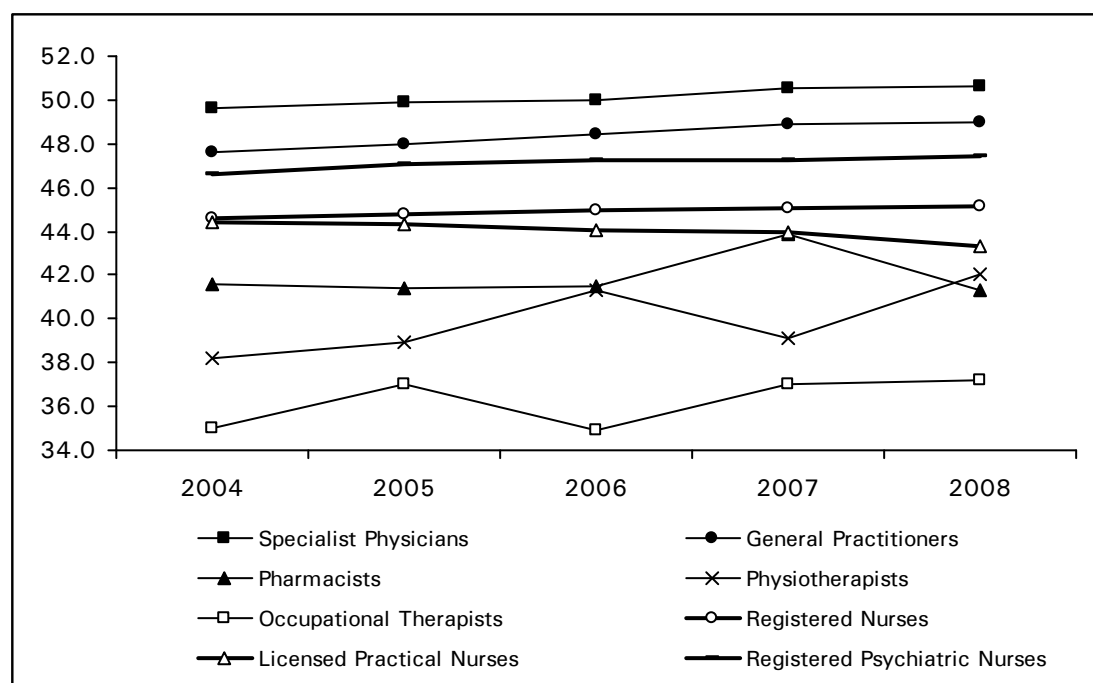
Nursing Database, Canadian Institute for Health Information.

The average age of male RPNs was higher (49.5) than that of female RPNs (46.8) in 2008. In that year, males accounted for about one-quarter of the RPN workforce in Manitoba (22.8%), Alberta (25.2%) and British Columbia (23.7%), whereas in Saskatchewan males accounted for 15.8%.

## Average Age of the Workforce

Average age may be used in addition to age groupings to describe trends and to make comparisons between the RPN workforce and other professions. As Figure 41 shows, the average age of selected health occupations increased over the period from 2004 to 2008. In addition to the aging of each worker, several variables affect the rate at which the average age of the workforce changes. They include the rates of entry into and exit from the workforce and the ages of the workers entering and exiting the workforce.

**Figure 41 Average Age of Registered Psychiatric Nursing Workforce Compared to Selected Health Occupations, Canada, 2004 to 2008**



### Notes

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

For 2007, Manitoba RN data was excluded from average age calculation for Canada, as the College of Registered Nurses of Manitoba submitted aggregate tables for average age.

For 2008, Manitoba RN and LPN data was excluded from average age calculation for Canada, as the College of Registered Nurses of Manitoba and the College of Licensed Practical Nurses of Manitoba submitted aggregate tables for average age.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Sources

Nursing Database and Scott's Medical Database, Canadian Institute for Health Information; and Labour Force Survey, Statistics Canada.



Table 43 shows the range of average ages across the four provinces from 2004 to 2008. In most cases, the change from the previous year was relatively small; over five years the average age increased by one year for all Canadians RPNs. The largest increase in the average age was in Saskatchewan, at 2.1 years. There was a rise of 1.2 years in Alberta and 1.1 years in Manitoba. The average age remained constant in British Columbia.

**Table 43 Average Age of the Registered Psychiatric Nursing Workforce, by Province, 2004 to 2008**

	<b>Man.</b>	<b>Sask.</b>	<b>Alta.</b>	<b>B.C.</b>	<b>Total</b>
<b>Average Age</b>					
2004	46.3	45.8	46.5	47.2	46.6
2005	46.5	46.5	47.0	47.6	47.0
2006	46.9	47.0	47.1	47.5	47.2
2007	46.9	47.6	47.2	47.2	47.2
2008	47.4	47.9	47.7	47.2	47.5
<b>Annual Increase/Decrease in Average Age</b>					
2004	—	—	—	—	—
2005	0.2	0.7	0.4	0.3	0.4
2006	0.4	0.5	0.1	0.0	0.2
2007	0.0	0.6	0.2	-0.3	0.0
2008	0.4	0.3	0.5	0.0	0.2

**Notes**

— Data is not applicable or does not exist.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

## **Exiting and Entering the Workforce**

Table 44 represents all RPNs who registered with a specific province, not only the workforce. A new registrant may be a new graduate, an immigrant, an interprovincial mover or an RPN re-registering following an absence of one year or more. An exit may be an RPN who has left the profession (either temporarily or permanently) or retired, or an RPN who is registered in another province or country in year “x” and may still be practising psychiatric nursing in another province, territory or country.

Table 44 shows new registration rates and exit rates by province and by age group. Exit rates show that RPNs in the 30 and younger group had the highest prevalence of leaving nursing across all four provinces where they provided care in 2008. Unlike the trend seen with RNs and LPNs, the highest exit rates for RPNs were seen in nurses younger than 30 in Manitoba (21.9%) and Saskatchewan (20.0%). However, the exit rate of RPNs in the age 60 and older group remained greater than the 50 to 59, 40 to 49 and 30 to 39 age groups, with the highest exit rates in British Columbia (16.5%) and Manitoba (15.7%). Based on these numbers, it should be considered that RPNs younger than 30 who did not re-register may have moved to another jurisdiction within or outside of Canada to continue practising nursing, left the profession temporarily to pursue education, taken a leave of absence or left the profession permanently. It should also be considered that a large portion of RPNs age 60 and older who did not re-register in 2008 (2007 exits) retired from nursing. Note that many RPNs who take a leave of absence or pursue further education maintain their registration and are thus not counted as exits.

**Table 44 Registered Psychiatric Nurses: Rate of New Registrations and Exit Rates, by Age Group, by Province, 2004 to 2008**

	Age Group		Man.	Sask.	Alta.	B.C.
New Registration Rates	0–29	2005	32.7%	23.5%	30.0%	26.0%
		2006	34.4%	33.3%	41.2%	34.5%
		2007	34.2%	60.0%	33.0%	50.3%
		2008	27.5%	73.3%	24.7%	24.1%
	30–39	2005	10.3%	5.1%	7.9%	6.8%
		2006	12.7%	5.7%	15.1%	17.2%
		2007	12.6%	8.2%	8.3%	15.3%
		2008	15.1%	9.8%	13.9%	17.1%
	40–49	2005	2.1%	5.3%	5.1%	3.7%
		2006	2.7%	3.5%	3.5%	9.2%
		2007	2.1%	2.4%	3.5%	8.2%
		2008	2.9%	6.1%	5.3%	7.8%
	50–59	2005	1.2%	2.2%	2.1%	2.3%
		2006	1.8%	0.7%	1.8%	7.5%
		2007	1.4%	1.5%	1.4%	5.0%
		2008	1.7%	2.5%	3.6%	3.5%
	60 +	2005	0.0%	4.8%	2.8%	3.1%
		2006	0.0%	0.0%	3.2%	6.7%
		2007	2.9%	3.2%	1.9%	4.0%
		2008	4.1%	2.0%	4.3%	3.3%
Exit Rates	0–29	2004	6.5%	8.3%	8.6%	5.7%
		2005	16.4%	11.8%	15.7%	10.6%
		2006	9.8%	0.0%	7.1%	9.1%
		2007	21.9%	20.0%	14.9%	9.7%
	30–39	2004	6.2%	5.0%	8.8%	11.2%
		2005	8.8%	7.0%	6.3%	5.0%
		2006	4.8%	4.7%	3.9%	8.1%
		2007	9.4%	6.6%	8.9%	4.7%
	40–49	2004	2.2%	2.5%	3.5%	9.5%
		2005	1.3%	2.5%	4.3%	3.3%
		2006	3.5%	4.1%	3.0%	2.6%
		2007	3.0%	2.1%	4.9%	4.0%
	50–59	2004	8.5%	4.4%	3.4%	12.0%
		2005	5.0%	5.9%	3.9%	5.4%
		2006	6.9%	6.7%	4.2%	6.8%
		2007	6.8%	5.3%	5.7%	6.0%
	60 +	2004	14.8%	12.0%	15.5%	18.8%
		2005	13.0%	20.5%	12.1%	21.5%
		2006	16.7%	13.1%	9.5%	16.7%
		2007	15.7%	14.9%	11.5%	16.5%

**Notes**

Rates will not sum to 100%.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

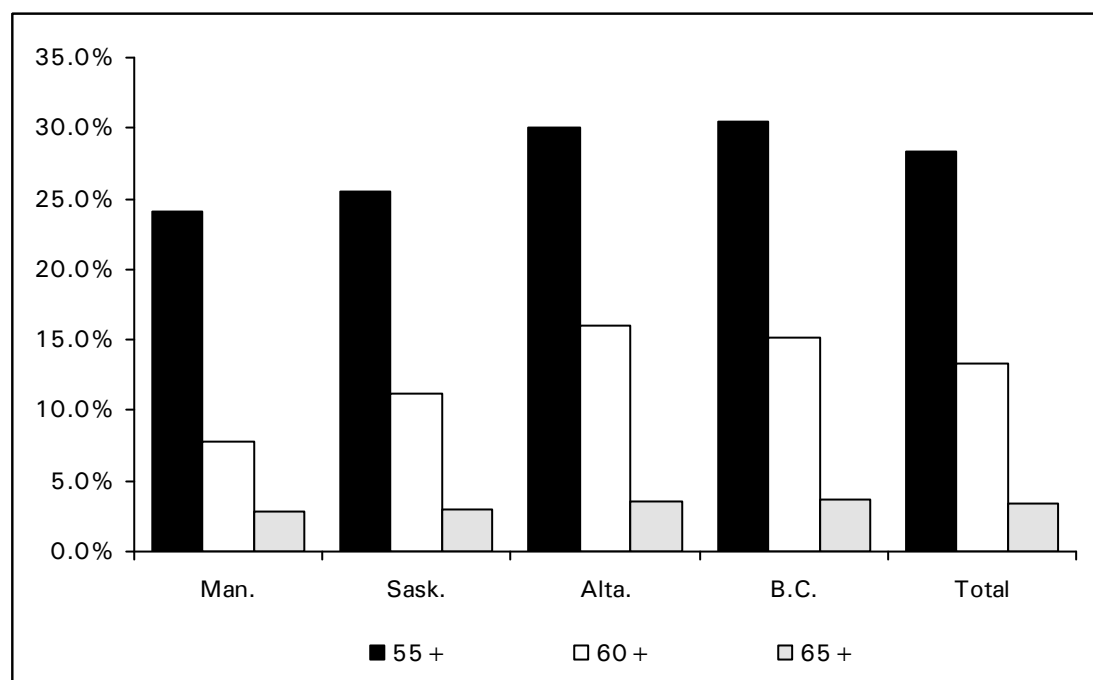
Nursing Database, Canadian Institute for Health Information.

## Aging of the Workforce

Figure 42 highlights the proportion of the RPN workforce in each province at or above three typical ages of retirement in 2008: 55, 60 and 65. Note that this illustration is cumulative. An RPN at age 65 is counted in all three categories, and a RPN at age 60 is counted in two categories.

Information on the age of the RPN workforce across Canada shows a large portion of psychiatric nurses within these age groups (55 and older, at 28.3%, 60 and older, at 13.4%, and 65 and older, at 3.4%) may be preparing for retirement in the near future.

**Figure 42 Registered Psychiatric Nursing Workforce, by Age Groups 55+, 60+ and 65+, by Province, 2008**



### Notes

Totals may not sum to 100% due to rounding.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RPNs employed in a province different from their province of registration are excluded to avoid duplication.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

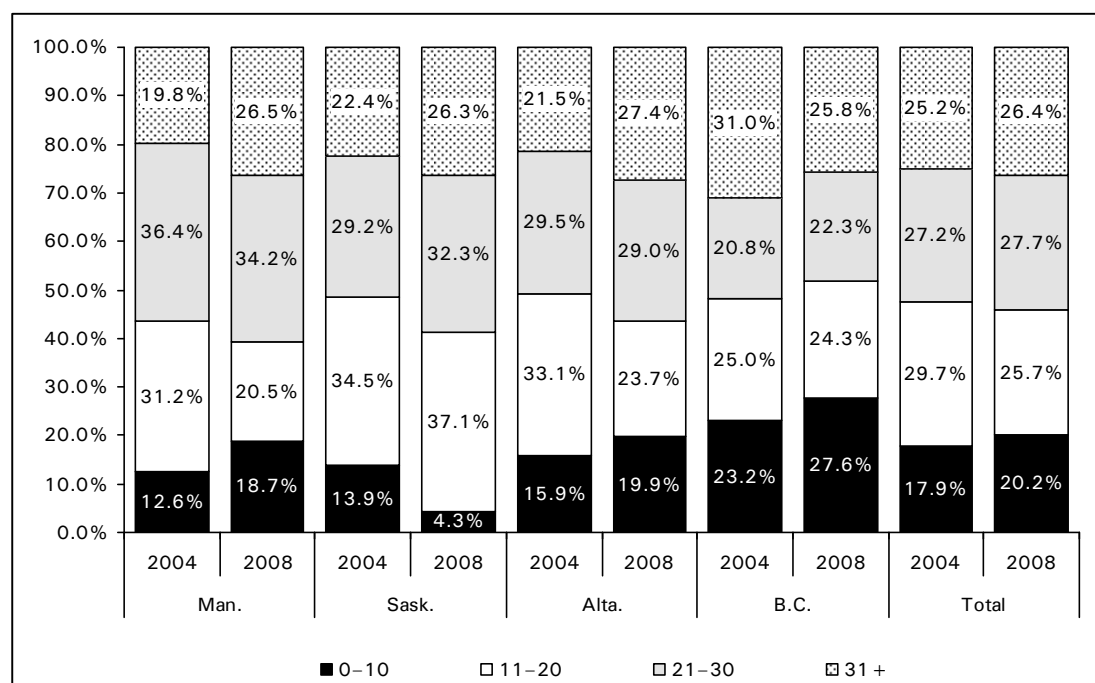
Nursing Database, Canadian Institute for Health Information.

## Years Since Graduation

As employment patterns of RPNs change as their careers evolve, assumptions and analyses based on age indicators alone may be incomplete. It may be useful as well to consider the number of years since graduation from an RPN program.

Figure 43 illustrates the distribution of RPNs by number of years since graduation. Note that this indicates the maximum number of years an RPN could have been in the workforce and does not necessarily reflect the actual number of years worked, because time spent out of the workforce (such as in continuing education or family leave) is not accounted for.

**Figure 43 Registered Psychiatric Nursing Workforce, by Years Since RPN Graduation, by Province, 2004 and 2008**



### Notes

Non-response for Year of Graduation (% of RPN workforce): 2004, n = 38 (0.7%).

Totals may not sum to 100% due to rounding.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RPNs employed in a province different from their province of registration are excluded to avoid duplication.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

The trend from 2004 to 2008 shows the proportion of RPNs *31+ years since graduation* increased in every province with the exception of British Columbia. In the western provinces overall, the cohort *31+ years since graduation* increased from 25.2% to 26.4% between 2004 and 2008. The proportion of RPNs in the group *0 to 10 years since graduation* increased to 20.2% of the workforce in 2008, from 17.9% in 2004.

## Education Trends: Lifelong Learning

### Entry-to-Practice Education

Registered psychiatric nurses are graduates of recognized and approved postsecondary education programs. They must meet standards for psychiatric nursing, a code of ethics and a set of expected competencies. Although psychiatric nursing programs are now available at both the diploma and baccalaureate levels in the western provinces, most RPNs in the current workforce entered practice as graduates of a two- or three-year diploma program.

### Higher Education for Registered Psychiatric Nurses

In the 2008 RPN workforce, a total of 399 RPNs (7.7%) had obtained a baccalaureate as their highest education in psychiatric nursing (see Table 45), compared to 4,755 (92.1%) who had earned a diploma. As Manitoba was the first province to offer a baccalaureate program in 1998, the percentage of RPNs in that province with a baccalaureate as the highest educational level was 19.0%.

**Table 45 Registered Psychiatric Nursing Workforce, by Highest Level of Education in Psychiatric Nursing, Western Provinces, 2004 to 2008**

	Diploma	Baccalaureate	Master's/Doctorate
	(Count)		
2004	4,876	227	18
2005	4,707	241	16
2006	4,760	276	15
2007	4,747	368	9
2008	4,755	399	8
	(Annual Percentage Change)		
2004	—	—	—
2005	-3.5%	6.2%	-11.1%
2006	1.1%	14.5%	-6.3%
2007	-0.3%	33.3%	-40.0%
2008	0.2%	8.4%	-11.1%
	(Percentage Distribution)		
2004	95.2%	4.4%	0.4%
2005	94.8%	4.9%	0.3%
2006	94.2%	5.5%	0.3%
2007	92.6%	7.2%	0.2%
2008	92.1%	7.7%	0.2%

#### Notes

— Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

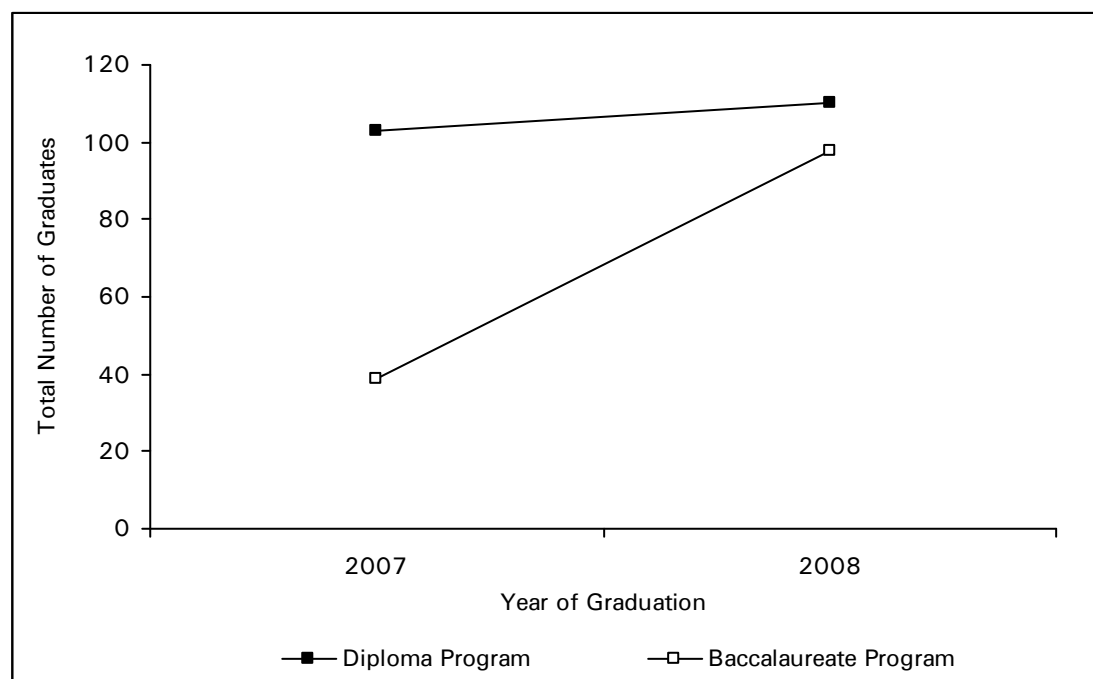
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

#### Source

Nursing Database, Canadian Institute for Health Information.

Figure 44 illustrates a substantial increase (151.3%) in baccalaureate program graduates and a decrease (6.8%) in the number of diploma program graduates in 2008, compared to 2007. The percentage change in both groups of graduates must be interpreted with caution as the number of RPNs is small.

**Figure 44 Registered Psychiatric Nurses Graduating From Diploma and Baccalaureate Programs, Western Provinces, 2007 to 2008**



**Notes**

*Graduate* refers to the number of students who successfully graduated from the program. Graduate data is collected on a calendar year basis. For more detailed notes refer to source information.

**Sources**

Canadian Nurses Association and Canadian Association of Schools of Nursing.

## Average Age at Graduation

The age at which a student graduates from a psychiatric nursing program and is eligible to enter the RPN workforce is an important indicator of the number of years an average RPN will contribute to the workforce. As Table 46 illustrates, as psychiatric nurses enter the workforce later, their years of service will be reduced unless they stay later at the end of their careers.

**Table 46 Registered Psychiatric Nursing Graduates and Average Age at Graduation, by Range of Graduation Years, Western Provinces, 1980 to 2008**

Graduation Year	Number of Graduates	Average Age at Graduation
1980–1984	731	24.1
1985–1989	718	25.2
1990–1994	726	28.2
1995–1999	423	28.6
2000–2004	463	30.4
2005–2008	468	30.5

**Notes**

The total RPN workforce of the four western provinces represents the total RPN workforce in Canada. See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

The trend of increasing age at graduation slowed since the changes seen prior to the early 1990s, as seen in Table 46. However, in 2008, 49.5% of the workforce who had graduated in the previous four years was older than 30 when they graduated.

## Mobility Trends: A Mobile Workforce

Regulated nurses are in demand in Canada and around the world. As a result, graduates from regulated nursing programs often have numerous options as to where they will practise. Canadian graduates may choose to remain in their current province or territory, to migrate to another Canadian province or territory or to emigrate to another country. International graduates may choose to immigrate to Canada, either through their own initiative or through a provincial nursing recruitment program.

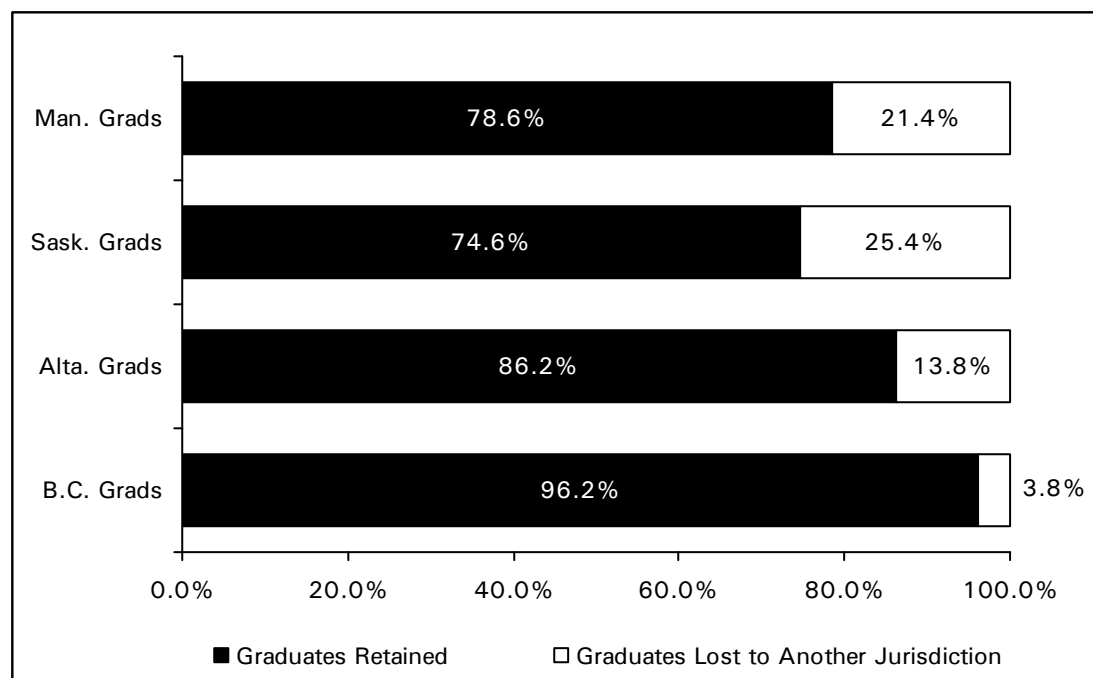
As CIHI does not collect citizenship or immigration data, the mobility trends in this chapter related to interprovincial and international mobility are based on indicators developed by CIHI using data on employment, location of residence and location of graduation. Additional information on RPN mobility trends is available in the data tables on the CIHI website.



## Migration Within Canada

Each provincial workforce combines registered psychiatric nursing graduates from within the province, graduates from other Canadian provinces and graduates from outside the country. Overall, more than 8 out of 10 graduates (84.1%) of Canadian registered psychiatric nursing programs who were working in Canada in 2008 either did not move after graduation or eventually returned to their province of graduation.

**Figure 45 Registered Psychiatric Nursing Workforce, by Province of Graduation and Registration, 2008**



### Notes

Includes only graduates of Canadian nursing programs employed in Canada in 2008 (N = 4,280).

Totals may not sum to 100% due to rounding.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

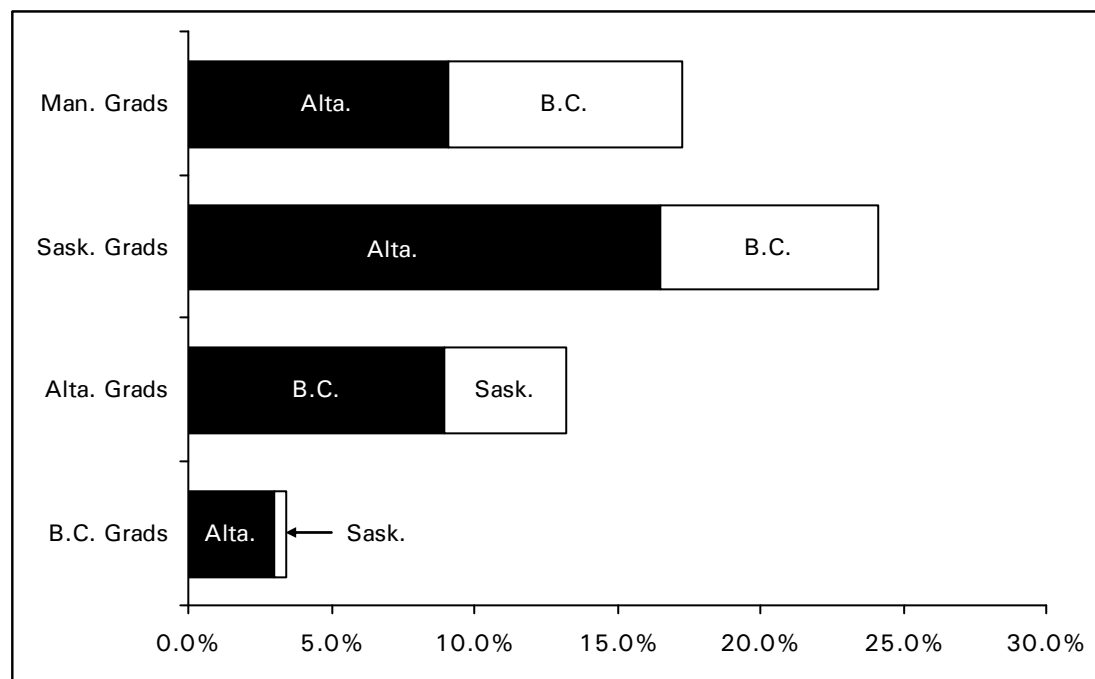
RPNs employed in a province different from their province of registration are excluded to avoid duplication.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

**Figure 46 Top Two Destinations for Registered Psychiatric Nursing Graduates, by Province of Graduation, Western Provinces, 2008**



**Notes**

Includes only graduates of Canadian nursing programs employed in Canada in 2008 (N = 4,280).

Totals may not sum to 100% due to rounding.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RPNs employed in a province different from their province of registration are excluded to avoid duplication.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

The provinces of British Columbia and Alberta figure most prominently as destinations for RPN migrant graduates. In contrast, only 3.4% of the RPN workforce in Manitoba and 13.1% of that in Saskatchewan graduated from Canadian psychiatric nursing programs outside their province of registration, the lowest rates in the country (see Figure 46). The data does not account for mobility and migration in the intervening years.

### International Registered Psychiatric Nursing Graduates

In the absence of citizenship and immigration data, CIHI uses the location of graduation as an indicator of trends in immigration. The assumption is made that a registered psychiatric nurse who studied outside of Canada immigrated, but the total number does include those Canadian citizens who studied abroad.

**Table 47 Registered Psychiatric Nursing Workforce, by Location of Graduation, by Province, 2004 to 2008**

		Man.	Sask.	Alta.	B.C.	Total
(Count)						
Western Provinces	2004	950	920	1,023	1,707	4,600
	2005	942	921	1,024	1,650	4,537
	2006	945	890	1,047	1,726	4,608
	2007	942	870	1,062	1,786	4,660
	2008	925	880	1,046	1,429	4,280
International	2004	13	15	100	238	366
	2005	10	12	100	220	342
	2006	11	10	97	209	327
	2007	10	10	96	235	351
	2008	10	11	111	175	307
(Annual Percentage Change)						
Western Provinces	2004	—	—	—	—	—
	2005	-0.8%	0.1%	0.1%	-3.3%	-1.4%
	2006	0.3%	-3.4%	2.2%	4.6%	1.6%
	2007	-0.3%	-2.2%	1.4%	3.5%	1.1%
	2008	-1.8%	1.1%	-1.5%	-20.0%	-8.2%
International	2004	—	—	—	—	—
	2005	-23.1%	-20.0%	0.0%	-7.6%	-6.6%
	2006	10.0%	-16.7%	-3.0%	-5.0%	-4.4%
	2007	-9.1%	0.0%	-1.0%	12.4%	7.3%
	2008	0.0%	10.0%	15.6%	-25.5%	-12.5%
(Percentage Distribution)						
Western Provinces	2004	98.7%	98.4%	91.1%	87.8%	92.6%
	2005	98.9%	98.7%	91.1%	88.2%	93.0%
	2006	98.8%	98.9%	91.5%	89.2%	93.4%
	2007	98.9%	98.9%	91.7%	88.4%	93.0%
	2008	98.9%	98.8%	90.4%	89.1%	93.3%
International	2004	1.3%	1.6%	8.9%	12.2%	7.4%
	2005	1.1%	1.3%	8.9%	11.8%	7.0%
	2006	1.2%	1.1%	8.5%	10.8%	6.6%
	2007	1.1%	1.1%	8.3%	11.6%	7.0%
	2008	1.1%	1.2%	9.6%	10.9%	6.7%

**Notes**

— Data is not applicable or does not exist.

Non-response for Location of Graduation (% RPN workforce): 2004, n = 155 (3.0%); 2005, n = 85 (1.7%), 2006, n = 116 (2.3%); 2008, n = 575 (11.1%).

Totals may not sum to 100% due to rounding.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RPNs employed in a province different from their province of registration are excluded to avoid duplication.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

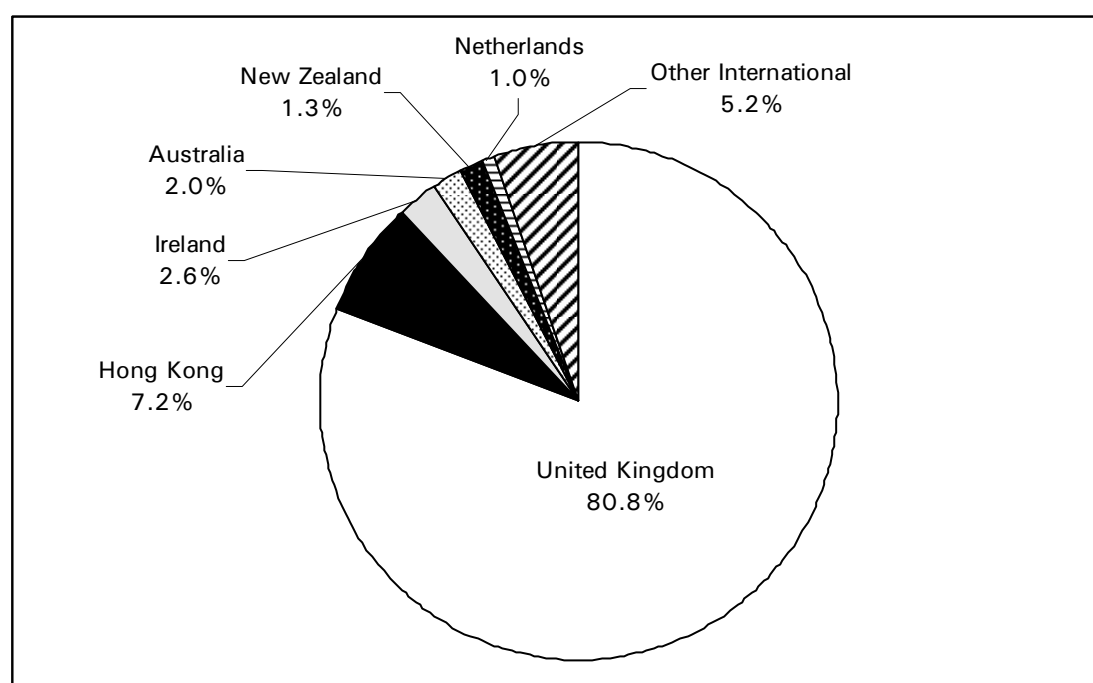
**Source**

Nursing Database, Canadian Institute for Health Information.

Table 47 shows that the RPN workforces of British Columbia (10.9%) and Alberta (9.6%) had the highest concentration of internationally educated graduates in 2008. In contrast, 1.1% of the RPN workforce in Manitoba and 1.2% of that in Saskatchewan graduated from an international psychiatric nursing school with respect to the 2008 data year.

Of the RPNs employed in Canada who reported their location of graduation in 2008, 93.3% (4,280) graduated from a psychiatric nursing program in Canada and 6.7% (307) graduated from an international psychiatric nursing program. Since 2004, the proportion of internationally educated graduates in the Canadian RPN workforce has remained between 6.6% and 7.5%.

**Figure 47 Internationally Educated Registered Psychiatric Nurses in the Workforce, by Country of Graduation, 2008**



**Notes**

Includes only those who were educated outside of Canada in the workforce in 2008 (N = 307).

Totals may not sum to 100% due to rounding.

The total RPN workforce of the four western provinces represents the total RPN workforce in Canada.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

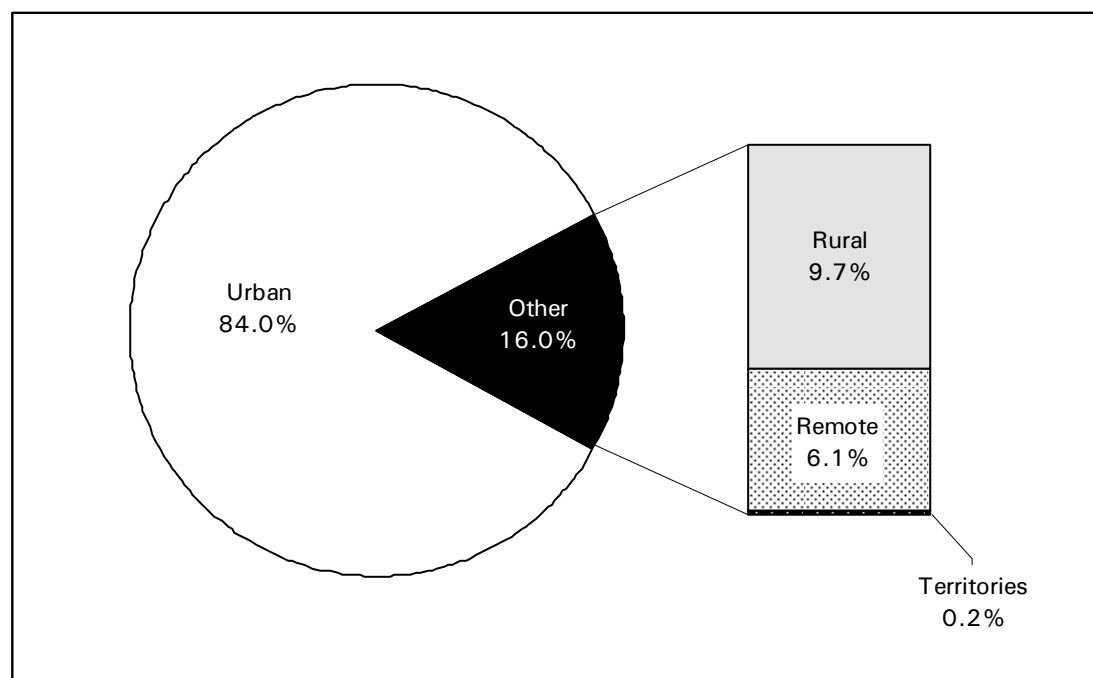
For the 307 registered psychiatric nurses in Canada who graduated from an international psychiatric nursing program, the six most frequently identified countries of graduation are identified in Figure 47. Most (80.8%) graduates graduated from psychiatric nursing programs in the United Kingdom, while those educated in Hong Kong comprised the next largest group, at 7.2%.

## Urban/Rural Distribution of the Workforce

Geographical differences in Canada create numerous challenges to health care providers and planners. The urban/rural distribution of the population is a challenge not only in the northern territories but also in each of the provinces.

To determine if RPNs were practising in a rural or an urban setting, a postal code analysis was performed. In most cases, the postal code used was that of the workplace; however, when Postal Code of Employer (Work Site) was not submitted to CIHI, Postal Code of Residence was used.<sup>v</sup> Figures 48 and 49 illustrate the urban/rural/remote distribution of the RPN workforce in Canada in 2008. In 2008, 84% of the RPN workforce worked in urban areas of the four western provinces.

**Figure 48 Registered Psychiatric Nursing Workforce, by Urban/Rural/Remote Designation, Western Provinces, 2008**



### Notes

Totals may not sum to 100% due to rounding.

Urban areas are defined as communities with populations greater than 10,000 persons.

Rural areas are defined as communities in relatively close proximity to urban areas.

Remote areas are defined as those communities with relatively little social and economic interaction with urban areas.

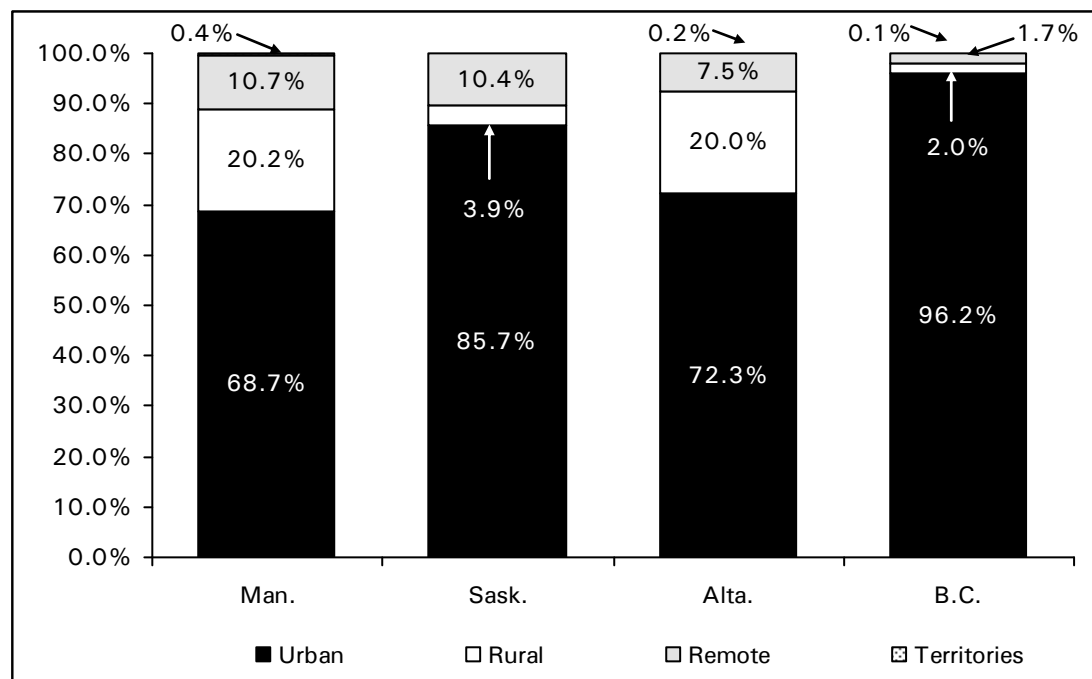
Territories are defined as areas outside of Whitehorse and Yellowknife in the northern territories.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Nursing Database, Canadian Institute for Health Information.

v. See Chapter 5 (Methodological Notes) for a description of the postal code analysis.

**Figure 49 Registered Psychiatric Nursing Workforce, by Urban/Rural/Remote Designation, by Province, 2008****Notes**

Totals may not sum to 100% due to rounding.

Urban areas are defined as communities with populations greater than 10,000 persons.

Rural areas are defined as communities in relatively close proximity to urban areas.

Remote areas are defined as those communities with relatively little social and economic interaction with urban areas.

Territories are defined as areas outside of Whitehorse and Yellowknife in the northern territories.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

RPNs employed in a province different from their province of registration are excluded to avoid duplication (except where one is a territory).

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Methodological and Historical Changes to Registered Psychiatric Nursing Data, 2004 to 2008

Methodological and historical changes to the data make it difficult to compare data across time. CIHI and the regulatory authorities are continually striving to improve data quality; therefore, the following information must be taken into consideration when making historical comparisons and consulting previous CIHI publications. In all cases, comparisons should be made with caution and in consideration of the historical and methodological changes made.

RPN data for the years 1993 to 2001 was published in the series *Health Personnel Trends in Canada*, and RPN data for the 2002 data year was published in the report *Workforce Trends of Registered Psychiatric Nurses, 2002*.

## Historical Revisions and Data Limitations

For a complete list of the data elements related to RPNs, please access the *Registered Psychiatric Nurses System Data Dictionary and Processing Manual* on the CIHI website at [www.cihi.ca](http://www.cihi.ca).

### Employment

#### All Provinces—Employment Status

In 2004, a methodology to more accurately account for the workforce was implemented.<sup>vi</sup> RPNs reporting an employer in psychiatric nursing but failing to state their Employment Status (full-time, part-time or casual positions with that employer) were re-coded by CIHI from *not stated* to *unknown*.

#### British Columbia—Employment Status

For the 2005 data year, the College of Registered Psychiatric Nurses of British Columbia (CRPNBC) defaulted this field, for all registrants, to *employed in psychiatric nursing—status unknown*. For the 2006 data year, the CRPNBC and CIHI worked together to improve the reporting of Employment Status information collected on the CRPNBC's registration form.

For the 2004 data year, the CRPNBC did not submit part-time or casual employment data to CIHI. Data for all RPNs without full-time employment was defaulted to *employed in psychiatric nursing—status unknown*.

#### Saskatchewan—Employment Status

Starting in the 2005 data year, the Registered Psychiatric Nurses Association of Saskatchewan (RPNAS) registration form separates part-time and casual employment into two options. In previous years, part-time and casual employment were grouped as one option, and all RPNs who selected this were defaulted to *part time* unless the RPN specifically indicated casual employment.

#### Manitoba—Place of Work, Area of Responsibility, Position

Starting in the 2005 data year, the College of Registered Psychiatric Nurses of Manitoba (CRPNM) began to collect and submit data for the following fields to CIHI:

- Place of Work (second and third employer)
- Area of Responsibility (second and third employer)
- Position (second and third employer)
- Postal Code of Employer (second and third employer)

#### British Columbia—Place of Work

For the 2004 data year, the CRPNBC did not submit community mental health-sector data to CIHI. Any data collected in this category was defaulted to *other place of work*.

For the 2004 data year, the CRPNBC did not submit senior manager data to CIHI. Any data collected in this category was defaulted to *other positions*.

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vi. See Chapter 5 (Methodological Notes) for more information on the re-coding of the Employment Status element.

## *Education*

### **Saskatchewan—Initial Education in Psychiatric Nursing**

The RPNAS did not submit data for this field prior to the 2004 data year.

### **Manitoba—Initial Education in Psychiatric Nursing and Other Education in Psychiatric Nursing**

In the 2005 data year, the CRPNM asked members to complete the entire education section of the registration form even if they had reported education information previously. This may have resulted in the capture of education data that was not previously reported or not previously entered in the database.

### **British Columbia—Location of Graduation**

In 2008, the number of RPNs selecting *Not Stated* under the Location of Graduation field increased substantially. There was a concomitant decrease in the number of RPNs selecting *British Columbia* under the Location of Graduation field.



## **Chapter 4—Regulated Nursing Workforce by Health Region**

### **Regulated Nursing Workforce by Health Region**

This chapter presents information on the regulated nursing workforce by health regions and by distinct nursing profession: registered nursing, licensed practical nursing and registered psychiatric nursing. Provincial and territorial analysis by health region was integrated into this publication as a result of increasing demand for health information at a regional level.

Health regions are legislated administrative areas defined by provincial ministries of health. These administrative areas represent geographic areas of responsibility for hospital boards or regional health authorities. Health regions, being provincial administrative areas, are subject to change.

To ensure consistency with the 2008 nursing data, health region boundaries presented correspond to the health regions as of 2008.

The health region data presented in this publication includes only regulated nurses who work in direct patient care; those employed in administration, education or research are excluded from the health region totals. There are 304,686 individuals in the regulated nursing direct care workforce, representing 89.2% of the total regulated nursing workforce.

### **Assigning the Regulated Nursing Workforce to Health Regions**

Postal code data and Statistics Canada's Postal Code Conversion File (PCCF) were used to assign the regulated nursing workforce to health regions. The six-digit Postal Code of Employer (Work Site) was used first; when this postal code was missing or invalid (3.6%), the six-digit Postal Code of Residence was used. This method accurately assigned 99.98% of the direct care regulated nursing workforce to a particular health region. The remaining 0.02% were excluded from the analysis.

CIHI would like to acknowledge the cooperation of l'Ordre des infirmières et infirmiers du Québec, which provided CIHI with the number of registered nurses working in direct care employed or living in each Quebec health region.

### **Health Region Peer Groups**

In order to facilitate comparison between health regions, Statistics Canada developed a methodology that groups health regions with similar socio-economic and socio-demographic characteristics into peer groups. The health region peer groups defined by Statistics Canada are listed in Table 49.

## Rates per 100,000 Population by Health Region

2008 health region population data was not available from Statistics Canada at the time of release. Thus, 2008 health region population was estimated using the following formula:

$$P_{2008 \text{ region}_a, \text{prov}_c} = \frac{P_{2008 \text{ prov}_c}}{P_{2007 \text{ prov}_c}} \times P_{2007 \text{ region}_a, \text{prov}_c}$$

P = population estimate

The rates were not adjusted to account for differences in population that may change health status, such as age or sex. While adjusted rates can be quite useful for certain types of analysis, this report presents the actual number of nurses providing direct care who work in each health region.

**Table 48 Regulated Nursing Workforce by Health Region, Canada, 2008**

			Registered Nurses		Licensed Practical Nurses		Registered Psychiatric Nurses		All Regulated Nurses	
Peer Group	Health Region Name	Population Estimates	Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population	Counts	Per 100,000 Population
Newfoundland and Labrador										
C	Eastern Regional Integrated Health Authority	297,562	3,322	1,116	1,340	450	–	–	4,662	1,567
I	Central Regional Integrated Health Authority	94,696	723	763	530	560	–	–	1,253	1,323
I	Western Regional Integrated Health Authority	79,013	743	940	462	585	–	–	1,205	1,525
H	Labrador-Grenfell Regional Integrated Health Authority	37,718	360	954	146	387	–	–	506	1,342
	Outside of Jurisdiction	–	1	–	0	–	–	–	1	–
	Newfoundland and Labrador (Direct Care Total)	508,990	5,149	1,012	2,478	487	–	–	7,627	1,498
Prince Edward Island										
D	Kings County	18,745	75	400	43	229	–	–	118	630
A	Queens County	75,820	830	1,095	454	599	–	–	1,284	1,693
C	Prince County	45,835	387	844	128	279	–	–	515	1,124
	Outside of Jurisdiction	–	20	–	0	–	–	–	20	–
	Prince Edward Island (Direct Care Total)	140,400	1,312	934	625	445	–	–	1,937	1,380
Nova Scotia										
C	Zone 1	122,168	721	590	501	410	–	–	1,222	1,000
C	Zone 2	82,965	537	647	283	341	–	–	820	988
C	Zone 3	106,811	563	527	242	227	–	–	805	754
C	Zone 4	93,139	716	769	250	268	–	–	966	1,037
I	Zone 5	127,163	1,156	909	610	480	–	–	1,766	1,389
A	Zone 6	407,285	3,768	925	1,273	313	–	–	5,041	1,238
	Outside of Jurisdiction	–	9	–	0	–	–	–	9	–
	Nova Scotia (Direct Care Total)	939,530	7,470	795	3,159	336	–	–	10,629	1,131
New Brunswick										
C	Region 1	197,317	1,921	974	581	294	–	–	2,502	1,268
C	Region 2	174,611	1,656	948	636	364	–	–	2,292	1,313
C	Region 3	171,844	1,359	791	520	303	–	–	1,879	1,093
C	Region 4	50,594	531	1,050	179	354	–	–	710	1,403
I	Region 5	28,226	388	1,375	140	496	–	–	528	1,871
I	Region 6	79,735	722	905	358	449	–	–	1,080	1,354
I	Region 7	45,992	377	820	161	350	–	–	538	1,170
	Outside of Jurisdiction	–	0	–	9	–	–	–	9	–
	New Brunswick (Direct Care Total)	748,320	6,954	929	2,584	345	–	–	9,538	1,275

**Table 48 Regulated Nursing Workforce by Health Region, Canada, 2008 (cont'd)**

			Registered Nurses		Licensed Practical Nurses		Registered Psychiatric Nurses		All Regulated Nurses	
Peer Group	Health Region Name	Population Estimates	Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population	Counts	Per 100,000 Population
Quebec										
C	Bas-Saint-Laurent	203,783	1,608	789	709	348	–	–	2,317	1,137
C	Saguenay –Lac-Saint-Jean	276,338	2,140	774	971	351	–	–	3,111	1,126
A	Capitale-Nationale	682,623	7,436	1,089	1,982	290	–	–	9,418	1,380
C	Mauricie et du Centre-du-Québec	495,266	3,262	659	1,263	255	–	–	4,525	914
C	Estrie	306,955	2,346	764	760	248	–	–	3,106	1,012
G	Montréal	1,891,723	17,770	939	5,134	271	–	–	22,904	1,211
A	Outaouais	353,087	1,667	472	523	148	–	–	2,190	620
C	Abitibi-Témiscamingue	146,733	1,089	742	294	200	–	–	1,383	943
H	Côte-Nord	96,684	782	809	174	180	–	–	956	989
H	Nord-du-Québec	17,481	148	847	35	200	–	–	183	1,047
I	Gaspésie–Îles-de-la-Madeleine	96,474	807	836	379	393	–	–	1,186	1,229
E	Chaudière-Appalaches	403,757	2,311	572	1,022	253	–	–	3,333	825
A	Laval	385,704	1,901	493	582	151	–	–	2,483	644
E	Lanaudière	449,915	2,004	445	665	148	–	–	2,669	593
E	Laurentides	533,928	2,584	484	1,130	212	–	–	3,714	696
A	Montréal	1,418,261	6,445	45†	2,33†	163	–	–	8,752	617
F	Nunavik	10,315	124	1,20†	*	10	–	–	125	1,212
F	Terre-Cries-de-la-Baie-James	13,533	115	85†	*	7	–	–	116	857
	Outside of Jurisdiction	–	0	–	0	–	–	–	0	–
	Quebec (Direct Care Total)	7,782,560	54,539	701	17,932	230	–	–	72,471	931
Ontario										
C	Algoma	120,765	935	774	468	388	–	–	1,403	1,162
A	Brant County	137,992	722	523	307	222	–	–	1,029	746
B	Durham	603,862	2,480	411	1,028	170	–	–	3,508	581
E	Elgin-St. Thomas	92,055	626	680	297	323	–	–	923	1,003
E	Grey Bruce	164,210	1,006	613	464	283	–	–	1,470	895
E	Haldimand-Norfolk	114,109	433	379	243	213	–	–	676	592
E	Haliburton, Kawartha, Pine Ridge	177,691	847	477	460	259	–	–	1,307	736
B	Halton	475,683	2,135	449	648	136	–	–	2,783	585
A	Hamilton	527,169	5,295	1,004	1,364	259	–	–	6,659	1,263
A	Hastings and Prince Edward Counties	165,451	915	553	420	254	–	–	1,335	807
E	Huron County	62,250	382	614	206	331	–	–	588	945
A	Chatham-Kent	111,179	728	655	331	298	–	–	1,059	953
A	Kingston, Frontenac and Lennox and Addington	190,528	2,190	1,149	703	369	–	–	2,893	1,518
A	Lambton Health Unit	134,118	833	621	336	251	–	–	1,169	872
E	Leeds, Grenville and Lanark	172,638	982	569	590	342	–	–	1,572	911
A	Middlesex-London	444,704	4,763	1,071	1,287	289	–	–	6,050	1,360
A	Niagara Regional Area	440,148	2,246	510	1,065	242	–	–	3,311	752
C	North Bay Parry Sound	127,223	952	748	577	454	–	–	1,529	1,202
H	Northwestern	81,850	562	687	325	397	–	–	887	1,084
B	Ottawa	858,262	7,395	862	1,893	221	–	–	9,288	1,082
E	Oxford County	108,097	581	537	253	234	–	–	834	772
B	Peel	1,315,034	4,717	359	925	70	–	–	5,642	429
E	Perth	78,259	523	668	208	266	–	–	731	934
A	Peterborough County-City	135,492	1,101	813	504	372	–	–	1,605	1,185
H	Porcupine	88,499	697	788	316	357	–	–	1,013	1,145

**Table 48 Regulated Nursing Workforce by Health Region, Canada, 2008 (cont'd)**

Peer Group	Health Region Name	Population Estimates	Registered Nurses		Licensed Practical Nurses		Registered Psychiatric Nurses		All Regulated Nurses	
			Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population	Counts	Per 100,000 Population
E	Renfrew County	101,962	628	616	416	408	–	–	1,044	1,024
E	Eastern Ontario	202,074	943	467	463	229	–	–	1,406	696
E	Simcoe Muskoka	501,143	2,873	573	1,243	248	–	–	4,116	821
C	Sudbury	201,099	1,729	860	573	285	–	–	2,302	1,145
C	Thunder Bay	156,840	1,567	999	704	449	–	–	2,271	1,448
C	Timiskaming	34,867	250	717	116	333	–	–	366	1,050
B	Waterloo	503,464	2,593	515	993	197	–	–	3,586	712
B	Wellington-Dufferin-Guelph	269,111	1,299	483	637	237	–	–	1,936	719
B	Windsor-Essex County	409,568	2,503	611	811	198	–	–	3,314	809
B	York Regional	989,853	3,178	321	939	95	–	–	4,117	416
G	Toronto	2,689,610	20,923	778	4,214	157	–	–	25,137	935
	Outside of Jurisdiction	–	158	–	15	–	–	–	173	–
	<b>Ontario (Direct Care Total)</b>	<b>12,986,860</b>	<b>82,690</b>	<b>637</b>	<b>26,342</b>	<b>203</b>	<b>–</b>	<b>–</b>	<b>109,032</b>	<b>840</b>
<b>Manitoba</b>										
A	Winnipeg	682,279	6,078	891	1,067	156	268	39	7,413	1,087
A	Brandon	50,031	444	887	199	398	160	320	803	1,605
E	North Eastman	42,398	253	597	71	167	21	50	345	814
E	South Eastman	66,080	336	508	101	153	11	17	448	678
E	Interlake	82,286	579	704	183	222	135	164	897	1,090
D	Central	106,459	663	623	334	314	113	106	1,110	1,043
D	Assiniboine	70,659	429	607	293	415	25	35	747	1,057
D	Parkland	41,855	262	626	187	447	38	91	487	1,164
H	Norman	22,651	168	742	83	36†	1†	49	262	1,157
F	Burntwood/Churchill	49,122	202	411	57	16†	*	8	263	535
	Outside of Jurisdiction	–	1	–	2	–	8	–	11	–
	<b>Manitoba (Direct Care Total)</b>	<b>1,213,820</b>	<b>9,415</b>	<b>776</b>	<b>2,577</b>	<b>212</b>	<b>794</b>	<b>65</b>	<b>12,786</b>	<b>1,053</b>
<b>Saskatchewan</b>										
D	Sun County	53,251	271	509	105	197	44	83	420	789
D	Five Hills	54,179	340	628	114	210	111	205	565	1,043
D	Cypress	43,596	269	617	116	266	18	41	403	924
A	Regina Qu'Appelle	250,255	2,250	899	713	285	249	99	3,212	1,283
D	Sunrise	56,462	338	599	157	278	57	101	552	978
A	Saskatoon	298,440	2,793	936	562	188	111	37	3,466	1,161
D	Heartland	44,903	237	528	94	209	9	20	340	757
D	Kelsey Trail	41,248	156	378	72	175	16	39	244	592
C	Prince Albert Parkland	76,604	529	691	264	345	58	76	851	1,111
H	Prairie North	70,039	446	637	240	34†	10†	154	794	1,134
F	Mamawetan/Keewatin/Athabasca	34,833	115	330	53	15†	*	9	171	491
	Outside of Jurisdiction	–	8	–	0	–	2	–	10	–
	<b>Saskatchewan (Direct Care Total)</b>	<b>1,023,810</b>	<b>7,752</b>	<b>757</b>	<b>2,490</b>	<b>243</b>	<b>786</b>	<b>77</b>	<b>11,028</b>	<b>1,077</b>
<b>Alberta</b>										
E	Chinook	170,107	1,166	685	342	201	34	20	1,542	906
E	Palliser	111,731	700	627	250	224	22	20	972	870
B	Calgary	1,333,087	9,539	716	1,502	113	228	17	11,269	845
E	David Thompson	331,285	2,114	638	728	220	273	82	3,115	940
E	East Central	123,653	602	487	309	250	39	32	950	768

**Table 48 Regulated Nursing Workforce by Health Region, Canada, 2008 (cont'd)**

Peer Group	Health Region Name	Population Estimates	Registered Nurses		Licensed Practical Nurses		Registered Psychiatric Nurses		All Regulated Nurses	
			Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population	Counts	Per 100,000 Population
B	Capital Health	1,135,178	9,485	836	2,201	194	385	34	12,071	1,063
E	Aspen	192,937	787	408	350	181	15	8	1,152	597
E	Peace Country	153,453	811	529	327	213	3†	2†	1,169	762
H	Northern Lights	81,048	434	535	107	132	*	*	544	671
	Outside of Jurisdiction	–	51	–	6	–	5	–	62	–
	<b>Alberta (Direct Care Total)</b>	<b>3,632,480</b>	<b>25,689</b>	<b>707</b>	<b>6,122</b>	<b>169</b>	<b>1,035</b>	<b>28</b>	<b>32,846</b>	<b>904</b>
<b>British Columbia</b>										
E	East Kootenay	79,730	373	468	183	230	8	10	564	707
C	Kootenay/Boundary	80,827	491	607	147	182	17	21	655	810
A	Okanagan	348,332	2,286	656	864	248	129	37	3,279	941
C	Thompson/Cariboo	224,138	1,208	539	419	187	63	28	1,690	754
A	Fraser East	277,003	1,202	434	393	142	134	48	1,729	624
B	Fraser North	583,980	3,004	514	631	108	657	113	4,292	735
B	Fraser South	679,227	2,834	417	726	107	271	40	3,831	564
B	Richmond	188,320	596	316	158	84	33	18	787	418
G	Vancouver	630,330	6,466	1,026	741	118	253	40	7,460	1,184
B	North Shore/Coast Garibaldi	278,374	1,239	445	300	108	79	28	1,618	581
A	South Vancouver Island	369,586	3,083	834	654	177	108	29	3,845	1,040
A	Central Vancouver Island	264,750	1,361	514	632	239	75	28	2,068	781
C	North Vancouver Island	122,087	725	594	183	150	26	21	934	765
H	Northwest	77,758	362	466	144	185	14	18	520	669
H	Northern Interior	146,534	1,004	685	298	203	30	20	1,332	909
H	Northeast	68,995	214	310	103	149	19	28	336	487
	Outside of Jurisdiction	–	3	–	2	–	3	–	8	–
	<b>British Columbia (Direct Care Total)</b>	<b>4,419,970</b>	<b>26,451</b>	<b>598</b>	<b>6,578</b>	<b>149</b>	<b>1,919</b>	<b>43</b>	<b>34,948</b>	<b>791</b>
<b>Northern Territories</b>										
H	Yukon	33,440	280	837	59	176	–	–	339	1,014
	Outside of Jurisdiction	0	5	0	0	0	–	–	5	0
H	Northwest Territories	42,940	544	1,267	93	217	–	–	637	1,483
F	Nunavut	31,560	225	713	0	0	–	–	225	713
	Outside of Jurisdiction (N.W.T. and Nunavut)	–	311	–	0	–	–	–	311	–
	<b>Northern Territories (Direct Care Total)</b>	<b>107,940</b>	<b>1,365</b>	<b>1,265</b>	<b>152</b>	<b>141</b>	<b>–</b>	<b>–</b>	<b>1,517</b>	<b>1,405</b>
<b>Canada</b>										
	<b>Canada (Direct Care Total)</b>	<b>33,504,680</b>	<b>228,786</b>	<b>683</b>	<b>71,039</b>	<b>212</b>	<b>4,534</b>	<b>44</b>	<b>304,359</b>	<b>908</b>

**Notes**

– Data is not applicable or does not exist.

\* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.

† Digit suppressed to ensure confidentiality; digit value is from 0 to 9 and corresponding percentage value.

The health region data presented in this publication includes only regulated nurses who work in direct patient care; those employed in administration, education or research are excluded from the health region totals.

*Outside of jurisdiction* includes nurses with a postal code outside the province or territory of analysis.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

The Canada registered psychiatric nurse (RPN) per 100,000 population rate was calculated using the population estimate for the four western provinces (Manitoba, Saskatchewan, Alberta and British Columbia).

Data for Ontario is categorized based on public health units with corresponding local health integration networks (LHINs).

L'Ordre des infirmières et infirmiers du Québec (OIIQ) contributed the Quebec data presented in this table.

See Chapter 5 (Methodological Notes) for more information regarding the collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

**Table 49 Principal Characteristics of Each Peer Group as Defined by Statistics Canada**

This table lists the principal characteristics for each peer group.<sup>‡</sup>

Peer Group	Number of Health Regions	Percentage of Population	Principal Characteristics
A	23	24.6%	Urban–rural mix from coast to coast Average percentage of Aboriginal population Low male population Slow population growth from 1996 to 2001
B	14	27.0%	Mainly urban centres with moderately high population density Low percentage of government transfer income Rapid population growth from 1996 to 2001
C	24	12.3%	Sparsely populated urban–rural mix from coast to coast Average percentage of Aboriginal population Negative population growth
D	10	1.7%	Rural regions mainly in the central Prairies Moderate Aboriginal population Moderately high percentage of government transfer income Almost equal numbers of men and women Negative population growth
E	24	13.3%	Mainly rural regions in Quebec, Ontario and the Prairies High proportion of people recently moved to or within these regions since 1996 Average percentage of Aboriginal population Moderate population growth
F	5	0.4%	Northern and remote regions Very high Aboriginal population Moderately high percentage of government transfer income Slightly higher male population Moderate population growth
G	3	16.2%	Largest metro centres with an average population density of 3,934 people per square kilometre Low Aboriginal population Moderate percentage of government transfer income High female population
H	13	2.7%	Rural northern regions High Aboriginal population High male population Negative population growth
I	8	1.9%	Mainly rural Eastern regions Very high percentage of government transfer income Negative population growth Low percentage of people having moved to or within these regions since 1996

**Notes**

Percentage of population refers to the percentage of the Canadian population living in a specific type of peer group.  
The full publication and cluster analysis methodology are available from the Statistics Canada<sup>‡, \*\*</sup> website.

**Sources**

‡ Statistics Canada, *Summary Table of Peer Groups and Principal Characteristics* (2008), accessed from <<http://www.statcan.ca/english/freepub/82-221-XIE/2008001/hregions/hrtable4-en.htm>>.

§ Statistics Canada, *Health Region Peer Groups* (2002), accessed from <<http://www.statcan.ca/english/freepub/82-221-XIE/2005001/pdf/hrpeergroup.pdf>>.

\*\* Statistics Canada, *Health Region Peer Groups 2003* (2004), accessed from <<http://www.statcan.ca/english/freepub/82-221-XIE/2005001/pdf/workingpaper.pdf>>.

## **Chapter 5—Methodological Notes**

This chapter will provide a better understanding of the strengths and limitations of the nursing data, and of how it can be effectively used and analyzed. The information is particularly important when making comparisons with other data sources and when drawing conclusions regarding changes over time.

### **Data Quality**

CIHI is founded upon the principles of data quality, privacy and confidentiality. Data collection, processing, analysis and dissemination are guided by CIHI's commitment to ensuring high-quality data in a privacy-sensitive manner. This section outlines methodologies used to maximize the accuracy, comparability, timeliness, usability and relevance of the Nursing Database.

### **Privacy and Confidentiality**

To safeguard the privacy and confidentiality of data received by CIHI, guidelines have been developed to govern the publication and release of health information in accordance with provincial privacy legislation.

### **Data Collection**

To practise as a regulated nurse in Canada, annual registration with the respective provincial or territorial regulatory authority is mandatory, requiring the completion of a registration form. The completed registration form is the property of the provincial/territorial regulatory authority. Through an agreement with CIHI, each regulatory authority (and, in the case of RNs, the Canadian Nurses Association) includes a standardized set of questions on registration forms. These questions pertain to demographic, education/training and employment characteristics.

By agreement, regulatory authorities submit responses to the standardized questions once per year, in accordance with an established schedule. CIHI and the regulatory authorities jointly review and scrutinize the submitted data, applying the principles of data quality. Once the regulatory authority and CIHI approve the final data, it is added to the Nursing Database at CIHI for analysis and reporting.

Note that the statistics reported by CIHI may differ from the statistics reported by the regulatory authorities, even though the source of the data (annual registration forms) is the same. The differences are due to the population of reference, the collection period, exclusions from CIHI data and CIHI editing and processing methodologies based on data quality principles.

## Population of Interest

The population of interest includes all regulated nurses submitting active practising registration in a Canadian province or territory. The population of interest is also further refined to include only regulated nurses who fit the definition formulated by CIHI in consultation with regulated nursing stakeholders to best serve health human resource planning and research needs on a national level. As a result, there are some regulated nurses whose data is not collected by CIHI. These include regulated nurses submitting non-practising registrations (where available from the provincial/territorial regulatory authority) and regulated nurses living or working outside Canada who have not maintained a Canadian license.

## Population of Reference and Collection Period

CIHI takes steps to manipulate the population of reference of the Nursing Database to more closely represent the population of interest. So that it can meet data quality guidelines for timeliness, CIHI does not wait for the end of the 12-month registration period in each jurisdiction before collecting data. Therefore, the population of reference for the Nursing Database is all regulated nurses submitting active practising registration in a Canadian province or territory in the first six months of the registration year. The 12-month registration period varies among the provinces and territories, as each jurisdiction is responsible for setting the start and end dates of its own registration period.

The difference between the population of interest and the population of reference enables CIHI to produce more timely data. Analyses completed annually by CIHI indicate that fewer than 4.0% of regulated nurses register after the six-month mark, thus ensuring that CIHI's trends are consistent with provincial/territorial trends that include those registering after the six-month mark.

The population of reference includes the following definitions:

## Non-Practising Registrations

The target population includes regulated nurses submitting active practising registrations; those submitting non-practising registrations are excluded. At present, Quebec and Ontario are the only jurisdictions that do not offer the option of active practising or non-practising registration status to registered nurses and licensed practical nurses (in the case of Ontario); there is only one type of registration. Therefore, Quebec submits data on RNs who are not practising, and Ontario submits data on RNs and LPNs who are not currently practising. While this is not technically a source of over-coverage—because all registrations in these provinces are considered active practising—the result is that some data fields will have a higher proportion of *not stated* values.

## First-Time Registrants

The jurisdictions of Nova Scotia and Ontario do not submit data from first-time RN registrants, and Ontario and Prince Edward Island do not submit data from first-time LPN registrants, whether they are new graduates or individuals new to the jurisdiction. As many first-time registrants are also active practising, this is a source of under-coverage.



The Yukon and the Northwest Territories do submit information on some first-time LPN registrants; the Yukon and the Northwest Territories do not submit data for registrants coming from other countries. Because many first-time registrants are also active practising LPNs, this is a source of under-coverage.

All four jurisdictions submitting RPN data include data on first-time registrants, whether they are new graduates or individuals new to the jurisdiction. However, the initial registration form for the jurisdictions does not consistently ask for employment information. This may create some under-coverage or a higher number of non-responses.

## Nurses on Leave

The target population excludes any regulated nurse not currently practising at the time of registration. This creates some confusion for regulated nurses on leave (such as maternity/paternity leave, education leave or short-term illness or injury), as they may or may not be returning to work during the registration period. Therefore, they may submit an active practising registration (where the option exists) but may not actually be practising at the time of registration.

Therefore, the assumption is made that regulated nurses on temporary leave submit active practising registrations with full employment information (when possible) with the intent of returning to that position when the temporary leave ends. While this is not a source of over-coverage, the fact is that some regulated nurses are not practising for the full year of registration.

## Non-Response

Table 50 presents the item non-response, or the percentage of *not stated* responses, for each data element. Only responses for regulated nurses in the workforce are included in this report.

Many of the tables and figures throughout the report have the non-response rates included in the footnotes.

**Table 50 Percentage of Records Employed in Nursing With Not Stated Responses, by Data Element and Province/Territory of Registration, Canada, 2008**

	N.L.		P.E.I.		N.S.		N.B.		Que.		Ont.		Man.			Sask.			Alta.			B.C.			Y.T.		N.W.T./Nun.		Canada				
	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RPN	RN	LPN	RPN	RN	LPN	RPN	RN	LPN	RPN	RN	LPN	RN	LPN	RN	LPN	RPN		
Gender	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Year of Birth	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.2	0.0	0.0	0.0	<0.1	0.2	0.0	
Initial/Entry Nurse Education	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Year of Graduation	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.0	0.0	0.1	0.3	0.0	0.0	0.0	0.0	<0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	<0.1	0.1	0.0	0.0	
Province/Country of Graduation	0.2	0.7	0.2	0.2	0.0	0.0	<0.1	0.3	0.0	0.0	0.1	<0.1	0.0	<0.1	0.0	1.1	0.0	0.1	0.3	0.0	0.0	0.4	0.1	26.4	1.5	0.0	0.2	0.0	0.2	0.1	11.1	0.0	
Other Education in Nursing	0.0	100.0	0.0	99.4	0.0	15.9	0.0	100.0	0.0	96.7	0.0	0.0	0.0	10.9	91.6	0.0	17.1	0.1	0.0	0.0	86.7	0.0	59.4	5.1	0.0	14.5	0.0	100.0	0.0	40.5	38.2	0.0	0.0
Education in Other Than Nursing	0.0	0.0	0.0	98.1	0.0	16.6	0.0	100.0	84.7	96.7	58.6	45.0	0.0	10.5	84.0	<0.1	15.6	0.0	0.0	0.0	77.4	0.0	48.6	5.1	0.0	16.1	93.0	100.0	42.4	52.7	34.7	0.0	
Employment in Nursing	<0.1	0.2	0.5	3.5	1.7	1.5	1.3	3.6	2.0	3.5	0.4	0.7	6.4	5.3	0.4	0.1	0.0	0.0	0.4	0.0	2.2	6.2	1.7	0.4	2.1	0.0	1.1	0.0	1.8	1.8	0.8	0.0	
Multiple Employment	0.1	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	7.7	0.0	0.0	0.0	0.0	0.0	0.3	0.6	2.8	2.9	0.0	0.1	<0.1	0.3	3.1	1.2	0.0	78.2	100.0	0.7	2.2	1.8	0.0	
Province/Territory of Employment	1.5	0.9	0.0	0.0	0.1	4.3	0.0	0.1	0.0	7.4	0.1	0.1	0.0	0.5	1.9	0.4	0.0	0.0	1.3	0.0	0.0	8.8	0.2	0.5	0.3	0.0	0.0	0.0	1.2	2.2	0.5	0.0	
Place of Work—Primary	0.1	0.2	0.0	0.2	<0.1	0.6	0.0	<0.1	0.0	8.1	1.5	2.9	0.5	0.9	1.5	0.5	0.0	2.4	1.6	0.0	0.2	0.4	0.2	2.1	2.4	0.0	2.5	1.1	0.8	3.3	1.6	0.0	
Area of Responsibility—Primary	0.0	1.8	0.0	0.5	3.7	1.4	0.0	<0.1	4.0	7.7	1.4	2.2	0.4	<0.1	1.6	0.7	0.0	4.1	1.8	0.0	0.7	0.4	0.1	4.7	3.3	0.0	2.7	1.1	1.9	3.0	3.1	0.0	
Position—Primary	<0.1	0.3	0.0	0.3	0.1	1.4	0.0	<0.1	1.8	9.1	1.2	2.0	0.3	0.0	1.5	0.3	0.0	3.5	1.9	0.0	0.5	0.4	<0.1	0.9	2.7	100.0	2.5	1.1	1.2	3.3	1.4	0.0	
Province/Country of Residence	0.2	0.0	0.0	0.0	<0.1	0.0	0.0	0.8	0.0	0.0	0.0	0.0	0.0	0.2	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	<0.1	<0.1	<0.1	<0.1	

### Notes

<0.1: value is less than 0.05%; value is replaced to prevent displaying cells of 0.0 that are not true zero values.

Data for the Northwest Territories and Nunavut is combined for 2008.

### Source

Nursing Database, Canadian Institute for Health Information.

## Duplicate Records

It is necessary to identify and remove duplicate records within the database. Duplicates may arise when regulated nurses register in more than one jurisdiction. A comparison is done between the jurisdictions of registration and employment for each record; when they are not equal, the record is excluded. When the jurisdiction of residence is not stated, the jurisdiction of employment is defaulted to the jurisdiction of registration and the record is not excluded.

It is common for regulated nurses to work in the territories on a temporary basis and to return to their home province for part of the year. In these cases, where the province of employment is a territory, the duplicates are not excluded so that the nursing workforce in the north will not be underestimated.

There are some cases where double counting cannot be avoided. For example, a regulated nurse who registers and works in more than one province/territory simultaneously would be double-counted in the Nursing Database, as the province of employment would match the province of registration in each jurisdiction.

The data for RNs for Nunavut and the Northwest Territories is presented as a combined total throughout this report. The registered nurses in these territories are governed by the same regulatory authority, and the territory in which RNs usually worked was not available, so combined data was submitted to CIHI. Therefore, any duplicates between the Northwest Territories and Nunavut cannot be resolved.

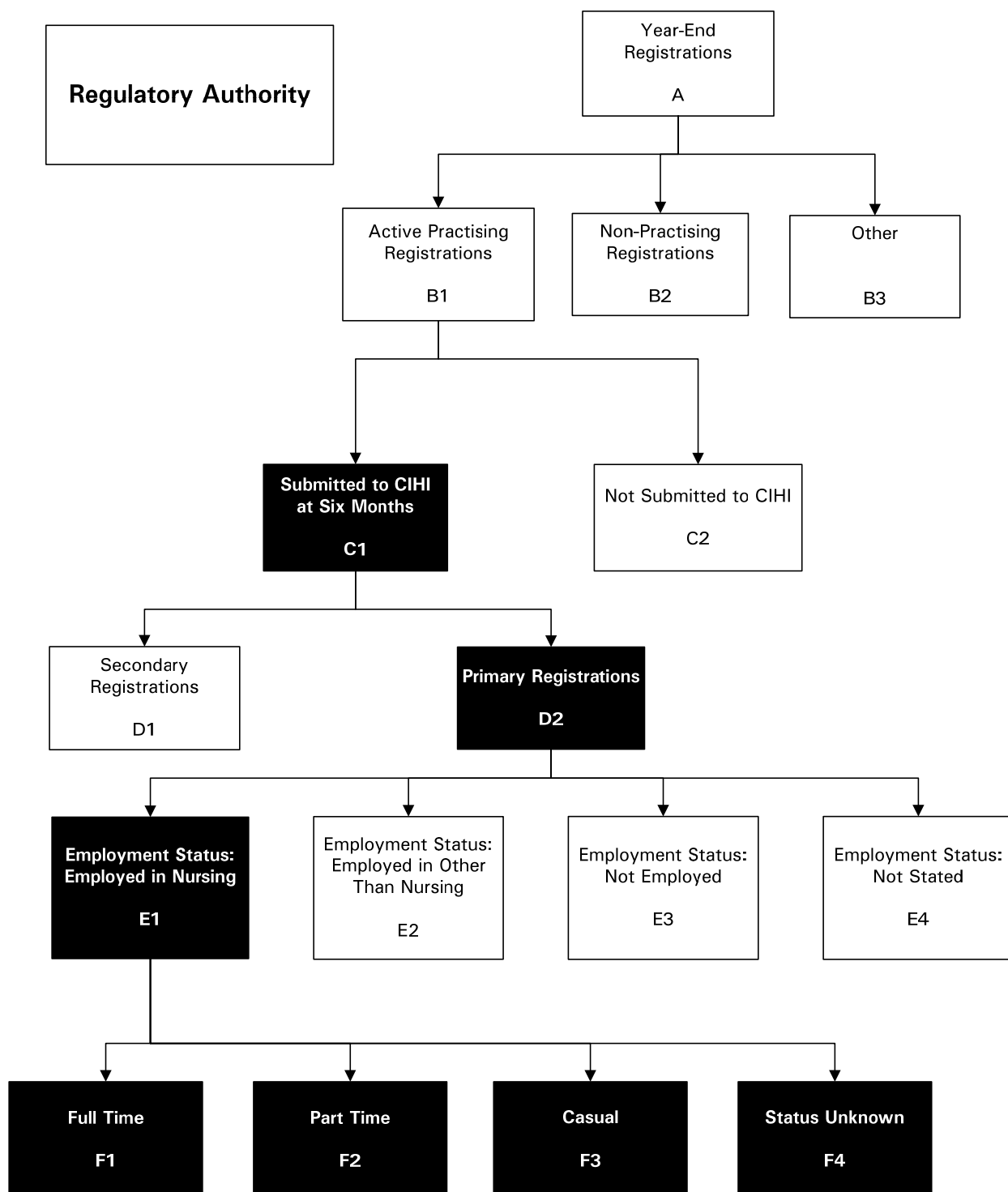
## Defining the Workforce

Note the difference between the Nursing Database and the workforce. While the database contains all records in the population of reference, the Employment Status indicator is used to exclude from the workforce regulated nurses who are not working in nursing (see Figure 50). Throughout this report and other CIHI publications, the focus is on regulated nurses who are working in nursing, or the regulated nursing workforce.

## Re-Coding Employment Status

Regulated nurses who fail to provide their Position Status (that is, as full time, part time or casual) on their registration risk being excluded from the workforce. However, in cases where Position Status was not stated but employment information was provided, CIHI, in consultation with the regulatory authority, will change Employment Status to *employed in nursing* and Position Status to *employment status unknown* in order to ensure that the record is included in the workforce. This methodology has been applied to all nursing types since 2003, with the exception of B.C. RNs in 2005.

Figure 50 Tracking Regulatory Authority Data to CIHI: The Regulated Nursing Workforce



**A: ALL REGISTRATIONS**

Number of registrations submitted to a regulatory authority for nursing.

**B: TYPES OF REGISTRATIONS**

Box B1 is the number of active practising registrations received by the regulatory authority.

Box B2 is the number of non-practising registrations received by the regulatory authority.

Box B3 is the number of other registrations received by the regulatory authority.

**C: RECORDS SUBMITTED TO CIHI**

Box C1 is the number of active practising registrations submitted during the first six months of the registration year.

Box C2 is the number of registrants not submitted to CIHI.

**D: PRIMARY AND SECONDARY REGISTRATION**

Box D1 is the number of regulated nurses whose jurisdiction of registration is different from the jurisdiction of employment. These records are outside of the population of reference, except where either the jurisdiction of registration or employment is a territory.

Box D2 is the number of regulated nurses whose jurisdiction of registration is the same as the jurisdiction of employment.

**E: EMPLOYMENT STATUS**

Box E1 is the number of regulated nurses whose Employment Status is submitted as *employed in nursing*. These regulated nurses are included in the workforce.

Boxes E2 to E4 are the numbers of regulated nurses who are excluded from the workforce, as they are not reported as *employed in nursing*.

**F: POSITION STATUS**

Boxes F1 to F4 represent the number of regulated nurses included in the nursing workforce. A regulated nurse may have a Position Status of *full time*, *part time*, *casual* or *unknown*.

The boxes in black are included in the workforce, and the boxes in white are either not submitted or are excluded by CIHI.

## Analytical Methods

### *Formula for Average Annual Increase*

Chapters 1 to 3 (supply of nurses): average annual growth rate

$$\text{Average Annual Growth Rate (\%)} = (FV / PV)^{(1/t)} - 1$$

where FV = future value; PV = present value; t = time period;

$T_{k+1}$  = end period;  $T_1$  = start period

This formula represents the average annual growth rate over a defined time period ( $t = T_{k+1} - T_1$ ). The population of each regulated nursing profession is compared at two points in time. PV is the population of regulated nurses at the beginning of the time period, and FV is the population at the end of the time period, or t years later.

### *2008 Health Region Populations*

Chapters 1 to 4 (regulated nursing workforce by health region): rates per 100,000 population by health region

2008 health region population data was not available from Statistics Canada at the time of release. Thus, 2008 health region population was estimated using the following formula:

$$P_{2008 \text{ region\_a, prov\_c}} = \frac{P_{2008 \text{ prov\_c}}}{P_{2007 \text{ prov\_c}}} \times P_{2007 \text{ region\_a, prov\_c}}$$

P = population estimate

## Urban/Rural Statistics

Urban areas are defined (in part) as communities with populations greater than 10,000 people and are labelled by Statistics Canada as either a census metropolitan area (CMA) or a census agglomeration (CA); rural/remote is equated with communities outside the CMA/CA boundaries and is referred to as rural and small town (RST) by Statistics Canada.

RST communities are further subdivided by identifying the degree to which they are influenced in terms of social and economic integration with larger urban centres (that is, CMAs and CAs). Metropolitan influenced zone (MIZ) categories disaggregate the RST population into four subgroups: strong MIZ, moderate MIZ, weak MIZ and no MIZ. These urban/rural/remote categories are applied to communities (such as cities, towns and villages) that can be equated with the Statistics Canada designation census subdivision (CSD).

The CMA/CA and MIZ categories were collapsed. These categories may be interpreted in the following simple manner: CMA/CA = large urban centre (urban); strong/moderate MIZ = small towns and rural areas located relatively close to larger urban centres (rural); weak/no MIZ = small towns, rural and remote communities distant from large urban centres (remote).

Details of the RST and MIZ classification schemes can be found in McNiven et al. (2000),<sup>2</sup> du Plessis et al. (2001)<sup>3</sup> and CIHI (2002).<sup>4</sup>

## Comparability of Data

CIHI would like to acknowledge that each regulatory authority has been extremely cooperative and helpful in improving its data collection methods and in helping CIHI develop methodologies to enhance data quality. As part of the data submission process, the regulatory authorities submit to CIHI the changes that have been made to their databases for inclusion in this publication. A review of this information is helpful when looking at trends over time and comparing jurisdictions.

Data prior to 2002 for LPNs and RPNs was published in the CIHI publication series *Health Personnel Trends in Canada* (formerly *Health Personnel in Canada*). The 1993 to 2001 data produced in *Health Personnel Trends* is not directly comparable to the data presented in this publication because the collection methodologies have changed. LPN and RPN data from 2002 to the present in the *Health Personnel Trends* series is consistent with the figures presented in this series of publications.

The historical and methodological changes for each regulated nursing profession can be found at the end of chapters 1 to 3.

For a complete listing of data elements in the Nursing Database, see the data dictionaries on the CIHI nursing website:

- *Registered Nurses System Data Dictionary and Processing Manual*
- *Licensed Practical Nurses System Data Dictionary and Processing Manual*
- *Registered Psychiatric Nurses Data Dictionary and Processing Manual*

**Appendix A**  
**Provincial/Territorial Nursing Workforce Highlights**  
**and Profiles**

## **Regulated Nursing Workforce Highlights, Newfoundland and Labrador, 2008**

- The number of registrations submitted for regulated nurses in Newfoundland and Labrador (including both employed and unemployed) increased 1.2% from 2004 to 2008, from 8,252 to 8,355.
- In 2008, there were 8,254 regulated nurses working in Newfoundland and Labrador, 69.3% of whom were RNs and 30.7% of whom were LPNs.
- In 2008, the proportion of the Newfoundland and Labrador workforce that was female continued to be high, at 95.1% for RNs and 87.6% for LPNs.
- The average age of regulated nurses in Newfoundland and Labrador increased. The average age of regulated nurses was 43.4 in 2008, compared to 42.4 in 2004. In 2008, the average age of RNs was 42.7 and the average age of LPNs was 45.0.
- The proportion of full-time regulated nurses in Newfoundland and Labrador increased from 66.9% in 2004, to 69.3% in 2008. The percentage of nurses in full-time positions in 2008 was 73.9% for RNs and 58.9% for LPNs.
- In 2008, Newfoundland and Labrador's regulated nurses worked most often in hospitals, at 67.2% for RNs and 43.1% for LPNs; the community health sector attracted 12.6% of RNs and 3.5% of LPNs.
- The proportion of regulated nurses educated internationally in Newfoundland and Labrador decreased. Overall, in 2008, 1.0% of the regulated nursing workforce in Newfoundland and Labrador was educated outside of Canada, compared to 1.3% in 2004.



## Regulated Nursing Workforce Profile, Newfoundland and Labrador, 2008

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
Employed in Nursing Workforce		5,724	—	—	2,530	—	—	—	—	—
Sex	Male	279	4.9	6.0	314	12.4	7.2	—	—	22.5
	Female	5,445	95.1	94.0	2,216	87.6	92.8	—	—	77.5
Average Age	Years	42.7	—	—	45.0	—	—	—	—	—
Age Breakdown	< 35	1,334	23.3	20.8	428	16.9	25.7	—	—	13.4
	35–49	2,794	48.8	39.7	1,197	47.3	39.6	—	—	41.6
	50 +	1,596	27.9	39.5	905	35.8	34.6	—	—	45.0
Employment Status	Full Time	4,229	73.9	58.1	1,489	58.9	49.0	—	—	68.2
	Part Time	876	15.3	31.0	150	5.9	34.6	—	—	18.9
	Casual	619	10.8	10.8	891	35.2	16.4	—	—	12.8
	Employed—Status Unknown	—	—	—	—	—	—	—	—	—
Place of Work	Hospital	3,844	67.2	62.7	1,088	43.1	45.8	—	—	41.0
	Community Health Agency	723	12.6	14.2	88	3.5	7.1	—	—	26.5
	Nursing Home/LTC Facility	539	9.4	10.1	1,322	52.3	38.6	—	—	19.6
	Other Place of Work	614	10.7	13.0	28	1.1	8.6	—	—	12.9
Area of Responsibility	Direct Care	5,154	90.0	89.1	2,478	99.8	98.5	—	—	90.7
	Administration/Education/Research	570	10.0	10.9	6	0.2	1.5	—	—	9.3
Position	Managerial Positions	597	10.4	7.1	—	—	1.4	—	—	10.8
	Staff/Community Health Nurse	4,440	77.6	78.1	2,400	95.2	92.4	—	—	78.8
	Other Positions	686	12.0	14.8	122	4.8	6.2	—	—	10.4
Multiple Employment Status	Single Employer	5,044	88.2	86.6	2,205	87.2	82.3	—	—	79.6
	Multiple Employers	677	11.8	13.4	324	12.8	17.7	—	—	20.4
Highest Education in Nursing Discipline	Diploma	3,518	61.5	62.2	2,530	100.0	100.0	—	—	92.1
	Baccalaureate	2,040	35.6	34.7	—	—	—	—	—	7.7
	Master's/Doctorate	166	2.9	3.0	—	—	—	—	—	0.2
Location of Graduation	Canadian-Trained	5,630	98.5	91.6	2,51†	†	98.0	—	—	93.3
	Internationally Educated	85	1.5	8.4	*	†	2.0	—	—	6.7

## Notes

— Data is not applicable or does not exist.

\* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.

† Digit suppressed to ensure confidentiality; digit value is from 0 to 9 and corresponding percentage value.

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

Regulated nurses employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Diploma includes *equivalency for entry-level education*.

Employed—status unknown are excluded from percentage distributions.

Not stated are excluded from percentage distributions.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

## Source

Nursing Database, Canadian Institute for Health Information.

## **Regulated Nursing Workforce Highlights, Prince Edward Island, 2008**

- The number of registrations submitted for regulated nurses in Prince Edward Island (including both employed and unemployed) increased 6.6% from 2004 to 2008, from 2,037 to 2,171.
- In 2008, there were 2,110 regulated nurses working in Prince Edward Island, 70.1% of whom were RNs and 29.9% of whom were LPNs.
- In 2008, the proportion of the Prince Edward Island workforce that was female continued to be high. Almost all RNs (97.5%) and LPNs (90.6%) were women.
- The average age of regulated nurses in Prince Edward Island increased. In 2008, regulated nurses were 46.2, compared to 45.3 in 2004. In 2008, the average age of RNs was 46.3 and that of LPNs was 45.9.
- The number of full-time regulated nurses in Prince Edward Island increased from 49.2% in 2004, to 50.4% in 2008. The percentage of nurses in full-time positions in 2008 was 52.7% for RNs and 45.2% for LPNs.
- In 2008, Prince Edward Island's regulated nurses worked most often in hospitals, at 60.0% for RNs and 49.7% for LPNs; the community health sector attracted 11.3% of RNs.
- The proportion of regulated nurses educated internationally in Prince Edward Island decreased. Overall, in 2008, 1.4% of the regulated nursing workforce in Prince Edward Island was educated outside of Canada, compared to 1.6% in 2004.

## Regulated Nursing Workforce Profile, Prince Edward Island, 2008

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		1,479	—	—	631	—	—	—	—	—
<b>Sex</b>	Male	37	2.5	6.0	59	9.4	7.2	—	—	22.5
	Female	1,442	97.5	94.0	572	90.6	92.8	—	—	77.5
<b>Average Age</b>	Years	46.3	—	—	45.9	—	—	—	—	—
<b>Age Breakdown</b>	<35	261	17.6	20.8	104	16.5	25.7	—	—	13.4
	35–49	606	41.0	39.7	279	44.2	39.6	—	—	41.6
	50+	612	41.4	39.5	248	39.3	34.6	—	—	45.0
<b>Employment Status</b>	Full Time	779	52.7	58.1	285	45.2	49.0	—	—	68.2
	Part Time	547	37.0	31.0	238	37.7	34.6	—	—	18.9
	Casual	153	10.3	10.8	108	17.1	16.4	—	—	12.8
	Employed—Status Unknown	—	—	—	—	—	—	—	—	—
<b>Place of Work</b>	Hospital	887	60.0	62.7	313	49.7	45.8	—	—	41.0
	Community Health Agency	167	11.3	14.2	3†	†	7.1	—	—	26.5
	Nursing Home/LTC Facility	221	14.9	10.1	239	37.9	38.6	—	—	19.6
	Other Place of Work	204	13.8	13.0	4†	†	8.6	—	—	12.9
<b>Area of Responsibility</b>	Direct Care	1,314	88.8	89.1	62†	†	98.5	—	—	90.7
	Administration/Education/Research	165	11.2	10.9	*	†	1.5	—	—	9.3
<b>Position</b>	Managerial Positions	167	11.3	7.1	8	1.3	1.4	—	—	10.8
	Staff/Community Health Nurse	1,131	76.5	78.1	565	89.8	92.4	—	—	78.8
	Other Positions	181	12.2	14.8	56	8.9	6.2	—	—	10.4
<b>Multiple Employment Status</b>	Single Employer	1,320	89.2	86.6	497	78.8	82.3	—	—	79.6
	Multiple Employers	159	10.8	13.4	134	21.2	17.7	—	—	20.4
<b>Highest Education in Nursing Discipline</b>	Diploma	1,061	71.7	62.2	631	100.0	100.0	—	—	92.1
	Baccalaureate	418	28.3	34.7	—	—	—	—	—	7.7
	Master's/Doctorate	—	—	3.0	—	—	—	—	—	0.2
<b>Location of Graduation</b>	Canadian-Trained	1,447	98.0	91.6	62†	†	98.0	—	—	93.3
	Internationally Educated	29	2.0	8.4	*	†	2.0	—	—	6.7

**Notes**

— Data is not applicable or does not exist.

\* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.

† Digit suppressed to ensure confidentiality; digit value is from 0 to 9 and corresponding percentage value.

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

Regulated nurses employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

*Diploma* includes *equivalency for entry-level education*.*Employed—status unknown* are excluded from percentage distributions.*Not stated* are excluded from percentage distributions.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

## **Regulated Nursing Workforce Highlights, Nova Scotia, 2008**

- The number of registrations submitted for regulated nurses in Nova Scotia (including both employed and unemployed) increased 3.1% from 2004 to 2008, from 12,071 to 12,451.
- In 2008, there were 12,121 regulated nurses working in Nova Scotia, 73.2% of whom were RNs and 26.8% of whom were LPNs.
- In 2008, the proportion of the Nova Scotia workforce that was female continued to be high, at 96.0% for RNs and 94.6% for LPNs.
- The average age of regulated nurses in Nova Scotia increased. Regulated nurses were 46.1 in 2008, compared to 44.8 in 2004. In 2008, the average age of RNs was 46.6 and that of LPNs was 44.9.
- The proportion of full-time regulated nurses in Nova Scotia increased from 58.9% in 2004, to 60.7% in 2008. The percentage of nurses in full-time positions in 2008 was 64.1% for RNs and 51.6% for LPNs.
- In 2008, Nova Scotia's regulated nurses worked most often in hospitals, at 67.9% for RNs and 47.4% for LPNs; the community health sector attracted 10.5% of RNs and 10.6% of LPNs.
- The proportion of regulated nurses educated internationally in Nova Scotia increased. Overall, in 2008, 1.9% of the regulated nursing workforce in Nova Scotia was educated outside of Canada, compared to 1.8% in 2004. A total of 2.5% of the RN workforce and 0.3% of the LPN workforce were internationally educated.

## Regulated Nursing Workforce Profile, Nova Scotia, 2008

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		8,871	—	—	3,250	—	—	—	—	—
<b>Sex</b>	Male	358	4.0	6.0	174	5.4	7.2	—	—	22.5
	Female	8,513	96.0	94.0	3,076	94.6	92.8	—	—	77.5
<b>Average Age</b>	Years	46.6	—	—	44.9	—	—	—	—	—
<b>Age Breakdown</b>	<35	1,311	14.8	20.8	616	19.0	25.7	—	—	13.4
	35–49	3,807	42.9	39.7	1,462	45.0	39.6	—	—	41.6
	50+	3,753	42.3	39.5	1,172	36.1	34.6	—	—	45.0
<b>Employment Status</b>	Full Time	5,685	64.1	58.1	1,676	51.6	49.0	—	—	68.2
	Part Time	2,290	25.8	31.0	869	26.8	34.6	—	—	18.9
	Casual	895	10.1	10.8	703	21.6	16.4	—	—	12.8
	Employed—Status Unknown	1	—	—	2	—	—	—	—	—
<b>Place of Work</b>	Hospital	6,021	67.9	62.7	1,531	47.4	45.8	—	—	41.0
	Community Health Agency	932	10.5	14.2	341	10.6	7.1	—	—	26.5
	Nursing Home/LTC Facility	975	11.0	10.1	1,167	36.1	38.6	—	—	19.6
	Other Place of Work	941	10.6	13.0	193	6.0	8.6	—	—	12.9
<b>Area of Responsibility</b>	Direct Care	7,471	87.4	89.1	3,159	98.6	98.5	—	—	90.7
	Administration/Education/Research	1,076	12.6	10.9	45	1.4	1.5	—	—	9.3
<b>Position</b>	Managerial Positions	979	11.0	7.1	89	2.8	1.4	—	—	10.8
	Staff/Community Health Nurse	6,855	77.4	78.1	2,954	92.2	92.4	—	—	78.8
	Other Positions	1,026	11.6	14.8	160	5.0	6.2	—	—	10.4
<b>Multiple Employment Status</b>	Single Employer	8,102	91.3	86.6	2,687	82.7	82.3	—	—	79.6
	Multiple Employers	769	8.7	13.4	561	17.3	17.7	—	—	20.4
<b>Highest Education in Nursing Discipline</b>	Diploma	5,258	59.3	62.2	3,250	100.0	100.0	—	—	92.1
	Baccalaureate	3,323	37.5	34.7	—	—	—	—	—	7.7
	Master's/Doctorate	290	3.3	3.0	—	—	—	—	—	0.2
<b>Location of Graduation</b>	Canadian-Trained	8,650	97.5	91.6	3,241	99.7	98.0	—	—	93.3
	Internationally Educated	221	2.5	8.4	9	0.3	2.0	—	—	6.7

**Notes**

— Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

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Regulated nurses employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

*Diploma* includes *equivalency for entry-level education*.

*Employed—status unknown* are excluded from percentage distributions.

*Not stated* are excluded from percentage distributions.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

## **Regulated Nursing Workforce Highlights, New Brunswick, 2008**

- The number of registrations submitted for regulated nurses in New Brunswick (including both employed and unemployed) increased 4.3% from 2004 to 2008, from 10,549 to 11,006.
- In 2008, there were 10,488 regulated nurses working in New Brunswick, 74.0% of whom were RNs and 26.0% of whom were LPNs.
- In 2008, the proportion of the New Brunswick workforce that was female continued to be high, at 95.6% of RNs and 88.9% of LPNs.
- The average age of regulated nurses in New Brunswick increased. The average age of regulated nurses was 44.3 in 2008, compared to 43.5 in 2004. In 2008, the average age of RNs was 44.7 and the average age of LPNs was 43.1.
- The proportion of full-time regulated nurses in New Brunswick increased from 59.7% in 2004, to 60.6% in 2008. The percentage of nurses in full-time positions in 2008 was 64.3% for RNs and 50.0% for LPNs.
- In 2008, New Brunswick's regulated nurses worked most often in hospitals, at 67.6% for RNs and 53.4% for LPNs; the community health sector attracted 11.6% of RNs and 3.0% of LPNs.
- The proportion of regulated nurses educated internationally in New Brunswick increased. Overall, in 2008, 1.2% of the regulated nursing workforce in New Brunswick was educated outside of Canada, compared to 1.1% in 2004. A total of 1.5% of the RN workforce and 0.4% of the LPN workforce were internationally educated.

## Regulated Nursing Workforce Profile, New Brunswick, 2008

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		7,757	—	—	2,731	—	—	—	—	—
<b>Sex</b>	Male	339	4.4	6.0	302	11.1	7.2	—	—	22.5
	Female	7,418	95.6	94.0	2,429	88.9	92.8	—	—	77.5
<b>Average Age</b>	Years	44.7	—	—	43.1	—	—	—	—	—
<b>Age Breakdown</b>	<35	1,470	19.0	20.8	685	25.1	25.7	—	—	13.4
	35–49	3,514	45.3	39.7	1,170	42.8	39.6	—	—	41.6
	50+	2,773	35.7	39.5	876	32.1	34.6	—	—	45.0
<b>Employment Status</b>	Full Time	4,987	64.3	58.1	1,366	50.0	49.0	—	—	68.2
	Part Time	2,222	28.6	31.0	855	31.3	34.6	—	—	18.9
	Casual	548	7.1	10.8	510	18.7	16.4	—	—	12.8
	Employed—Status Unknown	—	—	—	—	—	—	—	—	—
<b>Place of Work</b>	Hospital	5,242	67.6	62.7	1,459	53.4	45.8	—	—	41.0
	Community Health Agency	900	11.6	14.2	81	3.0	7.1	—	—	26.5
	Nursing Home/LTC Facility	775	10.0	10.1	1,104	40.4	38.6	—	—	19.6
	Other Place of Work	840	10.8	13.0	86	3.2	8.6	—	—	12.9
<b>Area of Responsibility</b>	Direct Care	6,954	89.6	89.1	2,599	95.2	98.5	—	—	90.7
	Administration/Education/Research	803	10.4	10.9	131	4.8	1.5	—	—	9.3
<b>Position</b>	Managerial Positions	896	11.6	7.1	52	1.9	1.4	—	—	10.8
	Staff/Community Health Nurse	6,230	80.3	78.1	2,471	90.5	92.4	—	—	78.8
	Other Positions	631	8.1	14.8	207	7.6	6.2	—	—	10.4
<b>Multiple Employment Status</b>	Single Employer	7,027	90.6	86.6	2,476	90.7	82.3	—	—	79.6
	Multiple Employers	730	9.4	13.4	255	9.3	17.7	—	—	20.4
<b>Highest Education in Nursing Discipline</b>	Diploma	3,986	51.4	62.2	2,731	100.0	100.0	—	—	92.1
	Baccalaureate	3,541	45.6	34.7	—	—	—	—	—	7.7
	Master's/Doctorate	230	3.0	3.0	—	—	—	—	—	0.2
<b>Location of Graduation</b>	Canadian-Trained	7,641	98.5	91.6	2,712	99.6	98.0	—	—	93.3
	Internationally Educated	115	1.5	8.4	10	0.4	2.0	—	—	6.7

**Notes**

— Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

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Regulated nurses employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

*Diploma* includes *equivalency for entry-level education*.

*Employed—status unknown* are excluded from percentage distributions.

*Not stated* are excluded from percentage distributions.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

## **Regulated Nursing Workforce Highlights, Quebec, 2008**

- The number of registrations submitted for regulated nurses in Quebec (including both employed and unemployed) increased 7.3% from 2004 to 2008, from 81,928 to 87,881.
- In 2008, there were 85,112 regulated nurses working in Quebec, 77.0% of whom were RNs and 23.0% of whom were LPNs.
- In 2008, the proportion of the Quebec workforce that was female continued to be high, at 90.5% for RNs and 91.3% for LPNs.
- The average age of regulated nurses in Quebec decreased. The average age of regulated nurses was 43.0 in 2008, compared to 43.6 in 2004. In 2008, the average age of RNs was 43.3 and the average age of LPNs was 41.5.
- The number of full-time regulated nurses in Quebec increased from 51.7% in 2004, to 52.7% in 2008. The percentage of nurses in full-time positions in 2008 was 56.4% for RNs and 40.1% for LPNs.
- In 2008, Quebec's regulated nurses worked most often in hospitals, at 57.8% of RNs and 34.6% of LPNs. The community health sector attracted 10.3% of RNs and 1.4% of LPNs.
- The proportion of regulated nurses educated internationally in Quebec decreased. Overall, in 2008, 1.9% of the regulated nursing workforce in Quebec was educated outside of Canada, compared to 2.5% in 2004. A total of 2.4% of the RN workforce and 0.0% of the LPN workforce were internationally educated.



## Regulated Nursing Workforce Profile, Quebec, 2008

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		65,531	—	—	19,581	—	—	—	—	—
<b>Sex</b>	Male	6,210	9.5	6.0	1,694	8.7	7.2	—	—	22.5
	Female	59,321	90.5	94.0	17,887	91.3	92.8	—	—	77.5
<b>Average Age</b>	Years	43.3	—	—	41.5	—	—	—	—	—
<b>Age Breakdown</b>	<35	17,502	26.7	20.8	6,050	30.9	25.7	—	—	13.4
	35–49	25,098	38.3	39.7	8,003	40.9	39.6	—	—	41.6
	50+	22,931	35.0	39.5	5,528	28.2	34.6	—	—	45.0
<b>Employment Status</b>	Full Time	36,755	56.4	58.1	7,860	40.1	49.0	—	—	68.2
	Part Time	20,948	32.1	31.0	9,079	46.4	34.6	—	—	18.9
	Casual	7,459	11.4	10.8	2,642	13.5	16.4	—	—	12.8
	Employed—Status Unknown	369	—	—	—	—	—	—	—	—
<b>Place of Work</b>	Hospital	37,906	57.8	62.7	6,224	34.6	45.8	—	—	41.0
	Community Health Agency	6,778	10.3	14.2	246	1.4	7.1	—	—	26.5
	Nursing Home/LTC Facility	8,926	13.6	10.1	8,562	47.6	38.6	—	—	19.6
	Other Place of Work	11,921	18.2	13.0	2,970	16.5	8.6	—	—	12.9
<b>Area of Responsibility</b>	Direct Care	54,541	86.7	89.1	17,932	99.2	98.5	—	—	90.7
	Administration/Education/Research	8,395	13.3	10.9	142	0.8	1.5	—	—	9.3
<b>Position</b>	Managerial Positions	4,068	6.3	7.1	—	—	1.4	—	—	10.8
	Staff/Community Health Nurse	51,800	80.5	78.1	17,448	98.1	92.4	—	—	78.8
	Other Positions	8,472	13.2	14.8	345	1.9	6.2	—	—	10.4
<b>Multiple Employment Status</b>	Single Employer	59,229	90.4	86.6	15,255	84.4	82.3	—	—	79.6
	Multiple Employers	6,302	9.6	13.4	2,820	15.6	17.7	—	—	20.4
<b>Highest Education in Nursing Discipline</b>	Diploma	45,033	68.7	62.2	19,581	100.0	100.0	—	—	92.1
	Baccalaureate	18,704	28.5	34.7	—	—	—	—	—	7.7
	Master's/Doctorate	1,794	2.7	3.0	—	—	—	—	—	0.2
<b>Location of Graduation</b>	Canadian-Trained	63,943	97.6	91.6	19,581	100.0	98.0	—	—	93.3
	Internationally Educated	1,586	2.4	8.4	—	—	2.0	—	—	6.7

**Notes**

— Data is not applicable or does not exist.

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Regulated nurses employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

*Diploma* includes *equivalency for entry-level education*.

*Employed—status unknown* are excluded from percentage distributions.

*Not stated* are excluded from percentage distributions.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

## **Regulated Nursing Workforce Highlights, Ontario, 2008**

- The number of registrations submitted for regulated nurses in Ontario (including both employed and unemployed) increased 6.1% from 2004 to 2008, from 128,317 to 136,124.
- In 2008, there were 120,319 regulated nurses working in Ontario, 77.2% of whom were RNs and 22.8% of whom were LPNs.
- In 2008, the proportion of the Ontario workforce that was female continued to be high, at 95.4% for RNs and 93.8% for LPNs.
- The average age of regulated nurses in Ontario increased. Regulated nurses were 45.8 in 2008, compared to 45.1 in 2004. In 2008, the average age of RNs was 46.1; for LPNs, the average age was 44.7.
- The proportion of full-time regulated nurses in Ontario increased from 58.0% in 2004, to 62.9% in 2008. The percentage of nurses in full-time positions in 2008 was 64.9% for RNs and 56.3% for LPNs.
- In 2008, Ontario's regulated nurses worked most often in hospitals, at 65.3% for RNs and 46.4% for LPNs; the community health sector attracted 16.1% of RNs and 11.1% of LPNs.
- The proportion of regulated nurses educated internationally in Ontario increased. Overall, in 2008, 10.4% of the regulated nursing workforce in Ontario was educated outside of Canada, compared to 9.6% in 2004. A total of 12.3% of the RN workforce and 3.8% of the LPN workforce were internationally educated.

## Regulated Nursing Workforce Profile, Ontario, 2008

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		92,884	—	—	27,435	—	—	—	—	—
<b>Sex</b>	Male	4,309	4.6	6.0	1,691	6.2	7.2	—	—	22.5
	Female	88,575	95.4	94.0	25,744	93.8	92.8	—	—	77.5
<b>Average Age</b>	Years	46.1	—	—	44.7	—	—	—	—	—
<b>Age Breakdown</b>	<35	16,592	17.9	20.8	6,031	22.0	25.7	—	—	13.4
	35–49	37,587	40.5	39.7	10,703	39.0	39.6	—	—	41.6
	50+	38,705	41.7	39.5	10,700	39.0	34.6	—	—	45.0
<b>Employment Status</b>	Full Time	60,236	64.9	58.1	15,451	56.3	49.0	—	—	68.2
	Part Time	25,208	27.1	31.0	9,627	35.1	34.6	—	—	18.9
	Casual	7,440	8.0	10.8	2,357	8.6	16.4	—	—	12.8
	Employed—Status Unknown	—	—	—	—	—	—	—	—	—
<b>Place of Work</b>	Hospital	59,774	65.3	62.7	12,360	46.4	45.8	—	—	41.0
	Community Health Agency	14,729	16.1	14.2	2,967	11.1	7.1	—	—	26.5
	Nursing Home/LTC Facility	7,691	8.4	10.1	9,708	36.4	38.6	—	—	19.6
	Other Place of Work	9,279	10.1	13.0	1,612	6.0	8.6	—	—	12.9
<b>Area of Responsibility</b>	Direct Care	82,690	90.3	89.1	26,342	98.1	98.5	—	—	90.7
	Administration/Education/Research	8,907	9.7	10.9	501	1.9	1.5	—	—	9.3
<b>Position</b>	Managerial Positions	5,529	6.0	7.1	636	2.4	1.4	—	—	10.8
	Staff/Community Health Nurse	70,308	76.6	78.1	23,863	88.8	92.4	—	—	78.8
	Other Positions	15,942	17.4	14.8	2,381	8.9	6.2	—	—	10.4
<b>Multiple Employment Status</b>	Single Employer	81,755	88.0	86.6	23,255	84.8	82.3	—	—	79.6
	Multiple Employers	11,129	12.0	13.4	4,180	15.2	17.7	—	—	20.4
<b>Highest Education in Nursing Discipline</b>	Diploma	60,439	65.1	62.2	27,435	100.0	100.0	—	—	92.1
	Baccalaureate	29,506	31.8	34.7	—	—	—	—	—	7.7
	Master's/Doctorate	2,939	3.2	3.0	—	—	—	—	—	0.2
<b>Location of Graduation</b>	Canadian-Trained	81,315	87.7	91.6	26,394	96.2	98.0	—	—	93.3
	Internationally Educated	11,430	12.3	8.4	1,036	3.8	2.0	—	—	6.7

**Notes**

— Data is not applicable or does not exist.

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Regulated nurses employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

*Diploma* includes *equivalency for entry-level education*.

*Employed—status unknown* are excluded from percentage distributions.

*Not stated* are excluded from percentage distributions.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

## **Regulated Nursing Workforce Highlights, Manitoba, 2008**

- The number of registrations submitted for regulated nurses in Manitoba (including both employed and unemployed) increased 5.6% from 2004 to 2008, from 14,533 to 15,340.
- In 2008, there were 14,452 regulated nurses working in Manitoba, 75.4% of whom were RNs, 18.1% of whom were LPNs and 6.5% of whom were RPNs.
- In 2008, the proportion of the Manitoba workforce that was female continued to be high; 94.2% of RNs, 95.0% of LPNs and 77.2% of RPNs were women.
- In 2008, the average age of RNs was 46.1, that of LPNs was 46.2 and that of RPNs was 47.4.
- The proportion of full-time regulated nurses in Manitoba increased from 46.1% in 2004, to 46.3% in 2008. The percentage of regulated nurses in full-time positions in 2008 was 47.6% for RNs, 34.7% for LPNs and 63.3% for RPNs.
- In 2008, Manitoba's regulated nurses worked most often in hospitals, at 60.4% for RNs, 39.7% for LPNs and 23.7% for RPNs; the community health sector attracted 16.3% of RNs, 11.0% of LPNs and 40.9% of RPNs.
- The proportion of regulated nurses educated internationally in Manitoba increased. Overall, in 2008, 5.7% of the regulated nursing workforce in Manitoba was educated outside of Canada, compared to 5.4% in 2004. A total of 6.6% of the RN workforce, 3.6% of the LPN workforce and 1.1% of the RPN workforce were internationally educated.

## Regulated Nursing Workforce Profile, Manitoba, 2008

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		10,902	—	—	2,615	—	—	935	—	—
<b>Sex</b>	Male	636	5.8	6.0	133	5.1	7.2	213	22.8	22.5
	Female	10,266	94.2	94.0	2,482	94.9	92.8	722	77.2	77.5
<b>Average Age</b>	Years	46.1	—	—	46.2	—	—	47.4	—	—
<b>Age Breakdown</b>	<35	1,812	16.6	20.8	513	19.6	25.7	123	13.2	13.4
	35–49	4,567	41.9	39.7	998	38.2	39.6	381	40.7	41.6
	50+	4,523	41.5	39.5	1,104	42.2	34.6	431	46.1	45.0
<b>Employment Status</b>	Full Time	5,190	47.6	58.1	908	34.7	49.0	586	63.3	68.2
	Part Time	4,850	44.5	31.0	1,432	54.8	34.6	277	29.9	18.9
	Casual	862	7.9	10.8	275	10.5	16.4	63	6.8	12.8
	Employed—Status Unknown	—	—	—	—	—	—	9	—	—
<b>Place of Work</b>	Hospital	6,555	60.4	62.7	1,029	39.7	45.8	218	23.7	41.0
	Community Health Agency	1,771	16.3	14.2	285	11.0	7.1	377	40.9	26.5
	Nursing Home/LTC Facility	1,233	11.4	10.1	1,126	43.4	38.6	224	24.3	19.6
	Other Place of Work	1,287	11.9	13.0	152	5.9	8.6	102	11.1	12.9
<b>Area of Responsibility</b>	Direct Care	9,429	86.8	89.1	2,580	98.7	98.5	795	86.4	90.7
	Administration/Education/Research	1,432	13.2	10.9	34	1.3	1.5	125	13.6	9.3
<b>Position</b>	Managerial Positions	841	7.7	7.1	42	1.6	1.4	93	10.1	10.8
	Staff/Community Health Nurse	8,187	75.3	78.1	2,446	93.5	92.4	702	76.2	78.8
	Other Positions	1,846	17.0	14.8	127	4.9	6.2	126	13.7	10.4
<b>Multiple Employment Status</b>	Single Employer	9,411	86.3	86.6	1,932	73.9	82.3	804	86.0	79.6
	Multiple Employers	1,491	13.7	13.4	683	26.1	17.7	131	14.0	20.4
<b>Highest Education in Nursing Discipline</b>	Diploma	6,730	61.7	62.2	2,615	100.0	100.0	757	81.0	92.1
	Baccalaureate	3,900	35.8	34.7	—	—	—	178	19.0	7.7
	Master's/Doctorate	272	2.5	3.0	—	—	—	—	—	0.2
<b>Location of Graduation</b>	Canadian-Trained	10,187	93.4	91.6	2,521	96.4	98.0	925	98.9	93.3
	Internationally Educated	715	6.6	8.4	93	3.6	2.0	10	1.1	6.7

**Notes**

— Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

Regulated nurses employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

*Diploma* includes *equivalency for entry-level education*.

In 2007 and 2008, the College of Registered Nurses of Manitoba submitted aggregate tables for sex.

In 2007 and 2008, the College of Registered Nurses of Manitoba submitted aggregate tables for average age.

In 2008, the College of Licensed Practical Nurses of Manitoba submitted aggregate tables for sex.

In 2008, the College of Licensed Practical Nurses of Manitoba submitted aggregate tables for average age.

*Employed—status unknown* are excluded from percentage distributions.

*Not stated* are excluded from percentage distributions.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

## **Regulated Nursing Workforce Highlights, Saskatchewan, 2008**

- The number of registrations submitted for regulated nurses in Saskatchewan (including both employed and unemployed) increased 4.8% from 2004 to 2008, from 11,741 to 12,310.
- In 2008, there were 12,229 regulated nurses working in Saskatchewan, 72.1% of whom were RNs, 20.6% of whom were LPNs and 7.3% of whom were RPNs.
- In 2008, the proportion of the Saskatchewan workforce that was female continued to be high, at 96.0% for RNs, 96.6% for LPNs and 84.2% for RPNs.
- The average age of regulated nurses in Saskatchewan increased. Regulated nurses were 45.5 in 2008, compared to 45.3 in 2004. In 2008, the average age of RNs was 45.9, that of LPNs was 43.2 and that of RPNs was 47.9.
- The proportion of full-time regulated nurses in Saskatchewan increased from 56.0% in 2004, to 58.4% in 2008. The percentage of regulated nurses in full-time positions in 2008 was 57.3% for RNs, 54.5% for LPNs and 80.4% for RPNs.
- In 2008, Saskatchewan's regulated nurses worked most often in hospitals, at 59.4% for RNs, 67.3% for LPNs and 25.5% for RPNs; the community health sector attracted 18.1% of RNs, 8.4% of LPNs and 20.0% of RPNs.
- The proportion of regulated nurses educated internationally in Saskatchewan decreased. Overall, in 2008, 2.4% of the regulated nursing workforce in Saskatchewan was educated outside of Canada, compared to 2.6% in 2004. A total of 2.8% of the RN workforce, 1.3% of the LPN workforce and 1.2% of the RPN workforce were internationally educated.

## Regulated Nursing Workforce Profile, Saskatchewan, 2008

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		8,823	—	—	2,514	—	—	892	—	—
<b>Sex</b>	Male	350	4.0	6.0	86	3.4	7.2	141	15.8	22.5
	Female	8,473	96.0	94.0	2,428	96.6	92.8	751	84.2	77.5
<b>Average Age</b>	Years	45.9	—	—	43.2	—	—	47.9	—	—
<b>Age Breakdown</b>	<35	1,647	18.7	20.8	754	30.0	25.7	56	6.3	13.4
	35–49	3,394	38.5	39.7	828	32.9	39.6	453	51.3	41.6
	50+	3,782	42.9	39.5	932	37.1	34.6	374	42.4	45.0
<b>Employment Status</b>	Full Time	5,054	57.3	58.1	1,365	54.5	49.0	697	80.4	68.2
	Part Time	2,649	30.0	31.0	707	28.2	34.6	100	11.5	18.9
	Casual	1,119	12.7	10.8	433	17.3	16.4	70	8.1	12.8
	Employed—Status Unknown	1	—	—	9	—	—	25	—	—
<b>Place of Work</b>	Hospital	5,214	59.4	62.7	1,692	67.3	45.8	222	25.5	41.0
	Community Health Agency	1,590	18.1	14.2	210	8.4	7.1	174	20.0	26.5
	Nursing Home/LTC Facility	912	10.4	10.1	513	20.4	38.6	333	38.2	19.6
	Other Place of Work	1,059	12.1	13.0	99	3.9	8.6	142	16.3	12.9
<b>Area of Responsibility</b>	Direct Care	7,753	88.5	89.1	2,490	99.0	98.5	786	91.9	90.7
	Administration/Education/Research	1,004	11.5	10.9	24	1.0	1.5	69	8.1	9.3
<b>Position</b>	Managerial Positions	729	8.3	7.1	15	0.6	1.4	108	12.5	10.8
	Staff/Community Health Nurse	7,066	80.3	78.1	2,260	89.9	92.4	658	76.4	78.8
	Other Positions	1,001	11.4	14.8	239	9.5	6.2	95	11.0	10.4
<b>Multiple Employment Status</b>	Single Employer	7,078	80.5	86.6	1,958	78.4	82.3	691	79.7	79.6
	Multiple Employers	1,719	19.5	13.4	541	21.6	17.7	176	20.3	20.4
<b>Highest Education in Nursing Discipline</b>	Diploma	5,306	60.1	62.2	2,514	100.0	100.0	864	96.9	92.1
	Baccalaureate	3,332	37.8	34.7	—	—	—	28	3.1	7.7
	Master's/Doctorate	185	2.1	3.0	—	—	—	—	—	0.2
<b>Location of Graduation</b>	Canadian-Trained	8,482	97.2	91.6	2,481	98.7	98.0	880	98.8	93.3
	Internationally Educated	247	2.8	8.4	33	1.3	2.0	11	1.2	6.7

**Notes**

— Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

Regulated nurses employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

*Diploma* includes *equivalency for entry-level education*.

*Employed—status unknown* are excluded from percentage distributions.

*Not stated* are excluded from percentage distributions.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

## **Regulated Nursing Workforce Highlights, Alberta, 2008**

- The number of registrations submitted for regulated nurses in Alberta (including both employed and unemployed) increased 13.1% from 2004 to 2008, from 32,735 to 37,035.
- In 2008, there were 35,890 regulated nurses working in Alberta, 79.4% of whom were RNs, 17.4% of whom were LPNs and 3.2% of whom were RPNs.
- In 2008, the proportion of the Alberta workforce that was female continued to be high, at 95.7% of RNs, 95.6% LPNs and 74.8% of RPNs.
- The average age of regulated nurses in Alberta decreased. Regulated nurses were 44.4 in 2008, compared to 44.6 in 2004. In 2008, the average age of RNs was 44.6, that of LPNs was 43.2 and that of RPNs was 47.7.
- The proportion of full-time regulated nurses in Alberta increased from 40.6% in 2004, to 41.7% in 2008. The percentage of regulated nurses in full-time positions in 2008 was 40.7% for RNs, 43.3% for LPNs and 57.2% for RPNs.
- In 2008, Alberta's regulated nurses worked most often in hospitals, at 65.6% for RNs, 57.2% for LPNs and 58.0% for RPNs; the community health sector attracted 14.3% of RNs, 9.0% of LPNs and 23.2% of RPNs.
- The proportion of regulated nurses educated internationally in Alberta increased. Overall, in 2008, 8.2% of the regulated nursing workforce in Alberta was educated outside of Canada, compared to 4.3% in 2004. A total of 9.6% of the RN workforce, 1.7% of the LPN workforce and 9.6% of the RPN workforce were internationally educated.



## Regulated Nursing Workforce Profile, Alberta, 2008

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		28,501	—	—	6,232	—	—	1,157	—	—
<b>Sex</b>	Male	1,233	4.3	6.0	273	4.4	7.2	291	25.2	22.5
	Female	27,268	95.7	94.0	5,959	95.6	92.8	866	74.8	77.5
<b>Average Age</b>	Years	44.6	—	—	43.2	—	—	47.7	—	—
<b>Age Breakdown</b>	<35	6,848	24.0	20.8	1,865	29.9	25.7	158	13.7	13.4
	35–49	10,809	37.9	39.7	2,140	34.3	39.6	451	39.0	41.6
	50+	10,844	38.0	39.5	2,227	35.7	34.6	548	47.4	45.0
<b>Employment Status</b>	Full Time	11,196	40.7	58.1	2,696	43.3	49.0	656	57.2	68.2
	Part Time	12,582	45.7	31.0	2,703	43.4	34.6	370	32.3	18.9
	Casual	3,725	13.5	10.8	833	13.4	16.4	120	10.5	12.8
	Employed—Status Unknown	998	—	—	—	—	—	11	—	—
<b>Place of Work</b>	Hospital	18,402	65.6	62.7	3,567	57.2	45.8	670	58.0	41.0
	Community Health Agency	4,002	14.3	14.2	563	9.0	7.1	268	23.2	26.5
	Nursing Home/LTC Facility	1,963	7.0	10.1	1,552	24.9	38.6	105	9.1	19.6
	Other Place of Work	3,671	13.1	13.0	550	8.8	8.6	112	9.7	12.9
<b>Area of Responsibility</b>	Direct Care	25,695	91.8	89.1	6,122	98.2	98.5	1,035	90.1	90.7
	Administration/Education/Research	2,291	8.2	10.9	110	1.8	1.5	114	9.9	9.3
<b>Position</b>	Managerial Positions	1,913	6.8	7.1	78	1.3	1.4	90	7.8	10.8
	Staff/Community Health Nurse	22,193	79.4	78.1	5,767	92.5	92.4	936	81.3	78.8
	Other Positions	3,852	13.8	14.8	387	6.2	6.2	125	10.9	10.4
<b>Multiple Employment Status</b>	Single Employer	23,096	83.5	86.6	4,837	77.6	82.3	950	82.2	79.6
	Multiple Employers	4,565	16.5	13.4	1,395	22.4	17.7	206	17.8	20.4
<b>Highest Education in Nursing Discipline</b>	Diploma	14,957	52.5	62.2	6,232	100.0	100.0	1,124	97.1	92.1
	Baccalaureate	12,624	44.3	34.7	—	—	—	3†	†	7.7
	Master's/Doctorate	920	3.2	3.0	—	—	—	*	†	0.2
<b>Location of Graduation</b>	Canadian-Trained	25,698	90.4	91.6	6,128	98.3	98.0	1,046	90.4	93.3
	Internationally Educated	2,726	9.6	8.4	104	1.7	2.0	111	9.6	6.7

## Notes

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Totals may not sum to 100% due to rounding.

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Regulated nurses employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

*Diploma* includes *equivalency for entry-level education*.

*Employed—status unknown* are excluded from percentage distributions.

*Not stated* are excluded from percentage distributions.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

## Source

Nursing Database, Canadian Institute for Health Information.

## **Regulated Nursing Workforce Highlights, British Columbia, 2008**

- The number of registrations submitted for regulated nurses in British Columbia (including both employed and unemployed) increased 13.8% from 2004 to 2008, from 36,312 to 41,338.
- In 2008, there were 38,746 regulated nurses working in British Columbia, 77.1% of whom were RNs, 17.3% of whom were LPNs and 5.6% of whom were RPNs.
- In 2008, the proportion of the British Columbia workforce that was female continued to be high, at 94.3% of RNs, 90.5% of LPNs and 76.4% of RPNs.
- The average age of regulated nurses in British Columbia decreased. Regulated nurses were 45.7 in 2008, compared to 45.8 in 2004. In 2008, the average age of RNs was 46.5, that of LPNs was 41.8 and that of RPNs was 47.2.
- The proportion of full-time regulated nurses in British Columbia increased from 52.3% in 2004, to 54.9% in 2008. The percentage of regulated nurses in full-time positions in 2008 was 55.4% for RNs, 47.8% for LPNs and 71.3% for RPNs.
- In 2008, British Columbia's regulated nurses worked most often in hospitals, at 61.8% for RNs, 54.1% for LPNs and 45.6% for RPNs; the community health sector attracted 15.7% of RNs, 3.9% of LPNs and 24.8% of RPNs.
- The proportion of regulated nurses educated internationally in British Columbia decreased. Overall, in 2008, 13.3% of the regulated nursing workforce in British Columbia was educated outside of Canada, compared to 13.4% in 2004. In 2008, 15.8% of the RN workforce, 2.9% of the LPN workforce and 10.9% of the RPN workforce were internationally educated.

## Regulated Nursing Workforce Profile, British Columbia, 2008

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		29,863	—	—	6,705	—	—	2,178	—	—
<b>Sex</b>	Male	1,717	5.7	6.0	636	9.5	7.2	515	23.6	22.5
	Female	28,146	94.3	94.0	6,069	90.5	92.8	1,663	76.4	77.5
<b>Average Age</b>	Years	46.5	—	—	41.8	—	—	47.2	—	—
<b>Age Breakdown</b>	<35	5,283	17.7	20.8	2,064	30.8	25.7	352	16.2	13.4
	35–49	11,244	37.7	39.7	2,635	39.3	39.6	859	39.4	41.6
	50+	13,336	44.7	39.5	2,006	29.9	34.6	967	44.4	45.0
<b>Employment Status</b>	Full Time	16,531	55.4	58.1	3,192	47.8	49.0	1,541	71.3	68.2
	Part Time	8,609	28.8	31.0	75	1.1	34.6	218	10.1	18.9
	Casual	4,723	15.8	10.8	3,413	51.1	16.4	402	18.6	12.8
	Employed—Status Unknown	—	—	—	25	—	—	17	—	—
<b>Place of Work</b>	Hospital	18,393	61.8	62.7	3,617	54.1	45.8	972	45.6	41.0
	Community Health Agency	4,668	15.7	14.2	259	3.9	7.1	529	24.8	26.5
	Nursing Home/LTC Facility	3,028	10.2	10.1	2,412	36.1	38.6	334	15.7	19.6
	Other Place of Work	3,666	12.3	13.0	402	6.0	8.6	297	13.9	12.9
<b>Area of Responsibility</b>	Direct Care	26,471	89.0	89.1	6,578	98.3	98.5	1,921	92.5	90.7
	Administration/Education/Research	3,274	11.0	10.9	117	1.7	1.5	155	7.5	9.3
<b>Position</b>	Managerial Positions	2,468	8.3	7.1	86	1.3	1.4	257	11.9	10.8
	Staff/Community Health Nurse	22,913	77.1	78.1	6,18†	†	92.4	1,717	79.6	78.8
	Other Positions	4,356	14.6	14.8	43†	†	6.2	184	8.5	10.4
<b>Multiple Employment Status</b>	Single Employer	22,749	76.2	86.6	4,688	70.1	82.3	1,589	75.3	79.6
	Multiple Employers	7,108	23.8	13.4	1,997	29.9	17.7	521	24.7	20.4
<b>Highest Education in Nursing Discipline</b>	Diploma	15,799	52.9	62.2	6,705	100.0	100.0	2,010	92.3	92.1
	Baccalaureate	12,942	43.3	34.7	—	—	—	16†	†	7.7
	Master's/Doctorate	1,122	3.8	3.0	—	—	—	†	†	0.2
<b>Location of Graduation</b>	Canadian-Trained	25,051	84.2	91.6	6,498	97.1	98.0	1,429	89.1	93.3
	Internationally Educated	4,695	15.8	8.4	197	2.9	2.0	175	10.9	6.7

**Notes**

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Regulated nurses employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

*Diploma includes equivalency for entry-level education.**Employed—status unknown* are excluded from percentage distributions.*Not stated* are excluded from percentage distributions.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

## **Regulated Nursing Workforce Highlights, Yukon, 2008**

- The number of registrations submitted for regulated nurses in the Yukon (including both employed and unemployed) increased 18.4% from 2004 to 2008, from 343 to 406.
- In 2008, there were 396 regulated nurses working in the Yukon, of whom 84.3% were RNs and 15.7% were LPNs.
- The average age of regulated nurses in the Yukon increased. Regulated nurses were 45.6 in 2008, compared to 45.3 in 2004. In 2008, the average age of RNs was 45.3 and that of LPNs was 47.3.
- The proportion of full-time regulated nurses in the Yukon increased from 47.9% in 2004, to 50.8% in 2008. The percentage of regulated nurses in full-time positions in 2008 was 48.2% for RNs and 64.5% for LPNs.
- In 2008, the Yukon's regulated nurses worked most often in hospitals and nursing homes; 43.9% of RNs worked in hospitals and 61.3% of LPNs worked in nursing homes. The community health sector attracted 35.9% of RNs.
- The proportion of regulated nurses educated internationally in the Yukon decreased. Overall, in 2008, 6.4% of the regulated nursing workforce in the Yukon was educated outside of Canada, compared to 6.5% in 2004, all of whom were RNs; this represented 7.6% of the RN workforce.

## Regulated Nursing Workforce Profile, Yukon, 2008

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		334	—	—	62	—	—	—	—	—
<b>Sex</b>	Male	34	10.2	6.0	*	†	7.2	—	—	22.5
	Female	300	89.8	94.0	5†	†	92.8	—	—	77.5
<b>Average Age</b>	Years	45.3	—	—	47.3	—	—	—	—	—
<b>Age Breakdown</b>	< 35	75	22.5	20.8	6	10.0	25.7	—	—	13.4
	35–49	117	35.0	39.7	29	48.3	39.6	—	—	41.6
	50 +	142	42.5	39.5	25	41.7	34.6	—	—	45.0
<b>Employment Status</b>	Full Time	160	48.2	58.1	40	64.5	49.0	—	—	68.2
	Part Time	98	29.5	31.0	11	17.7	34.6	—	—	18.9
	Casual	74	22.3	10.8	11	17.7	16.4	—	—	12.8
	Employed—Status Unknown	2	—	—	—	—	—	—	—	—
<b>Place of Work</b>	Hospital	143	43.9	62.7	15	24.2	45.8	—	—	41.0
	Community Health Agency	117	35.9	14.2	—	—	7.1	—	—	26.5
	Nursing Home/LTC Facility	26	8.0	10.1	38	61.3	38.6	—	—	19.6
	Other Place of Work	40	12.3	13.0	9	14.5	8.6	—	—	12.9
<b>Area of Responsibility</b>	Direct Care	285	88.2	89.1	5†	†	98.5	—	—	90.7
	Administration/Education/Research	38	11.8	10.9	*	†	1.5	—	—	9.3
<b>Position</b>	Managerial Positions	31	9.5	7.1	—	—	1.4	—	—	10.8
	Staff/Community Health Nurse	249	76.6	78.1	—	—	92.4	—	—	78.8
	Other Positions	45	13.8	14.8	—	—	6.2	—	—	10.4
<b>Multiple Employment Status</b>	Single Employer	261	79.1	86.6	53	85.5	82.3	—	—	79.6
	Multiple Employers	69	20.9	13.4	9	14.5	17.7	—	—	20.4
<b>Highest Education in Nursing Discipline</b>	Diploma	150	44.9	62.2	62	100.0	100.0	—	—	92.1
	Baccalaureate	178	53.3	34.7	—	—	—	—	—	7.7
	Master's/Doctorate	6	1.8	3.0	—	—	—	—	—	0.2
<b>Location of Graduation</b>	Canadian-Trained	304	92.4	91.6	62	100.0	98.0	—	—	93.3
	Internationally Educated	25	7.6	8.4	—	—	2.0	—	—	6.7

**Notes**

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Regulated nurses employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

*Diploma* includes *equivalency for entry-level education*.*Employed—status unknown* are excluded from percentage distributions.*Not stated* are excluded from percentage distributions.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.

## **Regulated Nursing Workforce Highlights, Northwest Territories and Nunavut, 2008**

- The number of registrations submitted for regulated nurses in the Northwest Territories and Nunavut (including both employed and unemployed) increased 27.5% from 2004 to 2008, from 1,054 to 1,344. These numbers include short-term assignments from the provinces.
- In 2008, there were 1,314 regulated nurses working in the Northwest Territories and Nunavut, 92.8% of whom were RNs and 7.2% of whom were LPNs.
- In 2008, the proportion of the Northwest Territories and Nunavut workforce that was female continued to be high, at 90.2% for RNs and 84.0% for LPNs.
- The average age of regulated nurses in the Northwest Territories and Nunavut increased. The average age of regulated nurses was 44.5 in 2008, compared to 43.8 in 2004. In 2008, the average age of RNs was 44.5 and that of LPNs was 44.8.
- In 2008, the Northwest Territories' and Nunavut's regulated nurses worked most often in the community health and hospital sectors: 44.6% of RNs worked in community health and 54.8% of LPNs worked in hospitals.
- The proportion of regulated nurses educated internationally in the Northwest Territories and Nunavut decreased. Overall, in 2008, 8.2% of the regulated nursing workforce in the Northwest Territories and Nunavut was educated outside of Canada, compared to 9.7% in 2004.

## Regulated Nursing Workforce Profile, Northwest Territories and Nunavut, 2008

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
Employed in Nursing Workforce		1,220	—	—	94	—	—	—	—	—
Sex	Male	119	9.8	6.0	1†	†	7.2	—	—	22.5
	Female	1,101	90.2	94.0	7†	†	92.8	—	—	77.5
Average Age	Years	44.5	—	—	44.8	—	—	—	—	—
Age Breakdown	<35	323	26.5	20.8	15	16.0	25.7	—	—	13.4
	35–49	441	36.1	39.7	44	46.8	39.6	—	—	41.6
	50+	456	37.4	39.5	35	37.2	34.6	—	—	45.0
Employment Status	Full Time	618	50.7	58.1	80	85.1	49.0	—	—	68.2
	Part Time	—	—	31.0	5	5.3	34.6	—	—	18.9
	Casual	602	49.3	10.8	9	9.6	16.4	—	—	12.8
	Employed—Status Unknown	—	—	—	—	—	—	—	—	—
Place of Work	Hospital	439	36.9	62.7	51	54.8	45.8	—	—	41.0
	Community Health Agency	531	44.6	14.2	*	†	7.1	—	—	26.5
	Nursing Home/LTC Facility	20	1.7	10.1	21	22.6	38.6	—	—	19.6
	Other Place of Work	200	16.8	13.0	2†	†	8.6	—	—	12.9
Area of Responsibility	Direct Care	1,083	91.2	89.1	93	100.0	98.5	—	—	90.7
	Administration/Education/Research	104	8.8	10.9	—	—	1.5	—	—	9.3
Position	Managerial Positions	136	11.4	7.1	—	—	1.4	—	—	10.8
	Staff/Community Health Nurse	886	74.5	78.1	9†	†	92.4	—	—	78.8
	Other Positions	168	14.1	14.8	*	†	6.2	—	—	10.4
Multiple Employment Status	Single Employer	111	41.7	86.6	—	—	82.3	—	—	79.6
	Multiple Employers	155	58.3	13.4	—	—	17.7	—	—	20.4
Highest Education in Nursing Discipline	Diploma	742	60.8	62.2	94	100.0	100.0	—	—	92.1
	Baccalaureate	457	37.5	34.7	—	—	—	—	—	7.7
	Master's/Doctorate	21	1.7	3.0	—	—	—	—	—	0.2
Location of Graduation	Canadian-Trained	1,112	91.3	91.6	9†	†	98.0	—	—	93.3
	Internationally Educated	106	8.7	8.4	*	†	2.0	—	—	6.7

## Notes

— Data is not applicable or does not exist.

\* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.

† Digit suppressed to ensure confidentiality; digit value is from 0 to 9 and corresponding percentage value.

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

Regulated nurses employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

*Diploma* includes *equivalency for entry-level education*.

*Employed—status unknown* are excluded from percentage distributions.

*Not stated* are excluded from percentage distributions.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

## Source

Nursing Database, Canadian Institute for Health Information.

## **Regulated Nursing Workforce Highlights, Canada, 2008**

- The number of registrations submitted for regulated nurses in Canada (including both employed and unemployed) increased 7.6% from 2004 to 2008, from 339,872 to 365,761.
- In 2008, there were 341,431 regulated nurses working in Canada, 76.7% of whom were RNs, 21.7% of whom were LPNs and 1.5% of whom were RPNs.
- In 2008, the proportion of Canada's workforce that was female continued to be high, at 93.5% of the total workforce. A total of 94.0% of RNs, 92.8% of LPNs and 77.5% of RPNs were women.
- The average age of regulated nurses in Canada increased. Regulated nurses were 44.8 in 2008, compared to 44.6 in 2004. In 2008, the average age of RNs was 45.1, that of LPNs was 43.4 and that of RPNs was 47.5.
- The proportion of full-time regulated nurses in Canada increased from 53.5% in 2004, to 56.5% in 2008.
- In 2008, Canada's regulated nurses worked most often in hospitals, at 62.7% for RNs, 45.7% for LPNs and 41.0% of RPNs; the community health sector attracted 14.2% of RNs, 7.0% of LPNs and 26.5% of RPNs.
- The proportion of regulated nurses educated internationally in Canada increased. Overall, in 2008, 7.0% of the regulated nursing workforce in Canada was educated outside of Canada, compared to 6.7% in 2004. A total of 8.4% were RNs, 2.0% were LPNs and 6.7% were RPNs.



## Regulated Nursing Workforce Profile, Canada, 2008

		Registered Nurses		Licensed Practical Nurses		Registered Psychiatric Nurses	
		RN	%	LPN	%	RPN	%
<b>Employed in Nursing Workforce</b>		261,889	–	74,380	–	5,162	–
<b>Sex</b>	Male	15,621	6.0	5,381	7.2	1,160	22.5
	Female	246,268	94.0	68,999	92.8	4,002	77.5
<b>Average Age</b>	Years	45.1	–	43.4	–	47.5	–
<b>Age Breakdown</b>	<35	54,458	20.8	19,131	25.7	689	13.4
	35–49	103,978	39.7	29,488	39.6	2,144	41.6
	50+	103,453	39.5	25,758	34.6	2,320	45.0
<b>Employment Status</b>	Full Time	151,420	58.1	36,408	49.0	3,480	68.2
	Part Time	80,879	31.0	25,751	34.6	965	18.9
	Casual	28,219	10.8	12,185	16.4	655	12.8
	Employed—Status Unknown	1,371	–	36	–	62	–
<b>Place of Work</b>	Hospital	162,820	62.7	32,946	45.8	2,082	41.0
	Community Health Agency	36,908	14.2	5,073	7.1	1,348	26.5
	Nursing Home/LTC Facility	26,309	10.1	27,764	38.6	996	19.6
	Other Place of Work	33,722	13.0	6,167	8.6	653	12.9
<b>Area of Responsibility</b>	Direct Care	228,840	89.1	71,057	98.5	4,537	90.7
	Administration/Education/Research	28,059	10.9	1,116	1.5	463	9.3
<b>Position</b>	Managerial Positions	18,354	7.1	1,006	1.4	548	10.8
	Staff/Community Health Nurse	202,258	78.1	66,451	92.4	4,013	78.8
	Other Positions	38,206	14.8	4,456	6.2	530	10.4
<b>Multiple Employment Status</b>	Single Employer	225,183	86.6	59,843	82.3	4,034	79.6
	Multiple Employers	34,873	13.4	12,899	17.7	1,034	20.4
<b>Highest Education in Nursing Discipline</b>	Diploma	162,979	62.2	74,380	100.0	4,755	92.1
	Baccalaureate	90,965	34.7	–	–	399	7.7
	Master's/Doctorate	7,945	3.0	–	–	8	0.2
<b>Location of Graduation</b>	Canadian-Trained	239,460	91.6	72,852	98.0	4,280	93.3
	Internationally Educated	21,980	8.4	1,485	2.0	307	6.7

**Notes**

– Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.

Regulated nurses employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

The RPN workforce of the four western provinces represents the total RPN workforce in Canada.

*Diploma* includes *equivalency for entry-level education*.

Manitoba RN and LPN data was excluded from average age calculation for Canada. In 2008, the College of Registered Nurses of Manitoba and the College of Licensed Practical Nurses of Manitoba submitted aggregate tables for average age.

*Employed—status unknown* are excluded from percentage distributions.

*Not stated* are excluded from percentage distributions.

See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Nursing Database, Canadian Institute for Health Information.



**Appendix B**  
**Regulated Nursing Contact Information**



## **Provincial/Territorial Regulatory Authorities**

### **Newfoundland and Labrador**

#### **College of Licensed Practical Nurses of Newfoundland and Labrador**

9 Paton Street

St. John's, Newfoundland and Labrador A1B 4S8

Website: [www.clpnnl.ca](http://www.clpnnl.ca)

#### **Association of Registered Nurses of Newfoundland and Labrador**

55 Military Road, PO Box 6116

St. John's, Newfoundland and Labrador A1C 5X8

Website: [www.arannl.nf.ca](http://www.arannl.nf.ca)

### **Prince Edward Island**

#### **Prince Edward Island Licensed Practical Nurses Registration Board**

161 St. Peters Road

PO Box 3235

Charlottetown, Prince Edward Island C1A 7N9

Website: [www.gov.pe.ca](http://www.gov.pe.ca)

#### **Association of Registered Nurses of Prince Edward Island**

53 Grafton Street

Charlottetown, Prince Edward Island C1A 1K8

Website: [www.arnpei.ca](http://www.arnpei.ca)

### **Nova Scotia**

#### **College of Licensed Practical Nurses of Nova Scotia**

Suite 1212, Cogswell Tower

2000 Barrington Street

Halifax, Nova Scotia B3J 3K1

Website: [www.clpnns.ca](http://www.clpnns.ca)

#### **College of Registered Nurses of Nova Scotia**

Suite 600, Barrington Tower

1894 Barrington Street

Halifax, Nova Scotia B3J 2A8

Website: [www.crnns.ca](http://www.crnns.ca)

### **New Brunswick**

#### **Association of New Brunswick Licensed Practical Nurses / Association des infirmier(ère)s auxiliaires autorisé(e)s du Nouveau-Brunswick**

384 Smythe Street

Fredericton, New Brunswick E3B 3E4

Website: [www.anblpn.ca](http://www.anblpn.ca)

**Nurses Association of New Brunswick / Association des infirmières et infirmiers du Nouveau-Brunswick**

165 Regent Street  
Fredericton, New Brunswick E3B 7B4  
Website: [www.nanb.nb.ca](http://www.nanb.nb.ca)

**Quebec**

**Ordre des infirmières et infirmiers auxiliaires du Québec**

531 rue Sherbrooke Est  
Montréal, Quebec H2L 1K2  
Website: [www.oiaq.org](http://www.oiaq.org)

**Ordre des infirmières et infirmiers du Québec**

4200 boulevard Dorchester ouest  
Montréal, Quebec H3Z 1V4  
Website: [www.oiiq.org](http://www.oiiq.org)

**Ontario<sup>vii</sup>**

**College of Nurses of Ontario / Ordre des infirmières et infirmiers de l'Ontario**

101 Davenport Road  
Toronto, Ontario M5R 3P1  
Website: [www.cno.org](http://www.cno.org)

**Manitoba**

**College of Licensed Practical Nurses of Manitoba**

463 St. Anne's Road  
Winnipeg, Manitoba R2M 3C9  
Website: [www.clpnm.ca](http://www.clpnm.ca)

**College of Registered Nurses of Manitoba**

890 Pembina Highway  
Winnipeg, Manitoba R3M 2M8  
Website: [www.crnmb.ca](http://www.crnmb.ca)

**College of Registered Psychiatric Nurses of Manitoba**

1854 Portage Avenue  
Winnipeg, Manitoba R3J 0G9  
Website: [www.crpnmb.ca](http://www.crpnmb.ca)

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vii. The College of Nurses of Ontario is the provincial regulatory authority for both licensed practical nurses and registered nurses. In Ontario, licensed practical nurses are termed "registered practical nurses."

## **Saskatchewan**

### **Saskatchewan Association of Licensed Practical Nurses**

100–2216 Lorne Street  
Regina, Saskatchewan S4P 2M7  
Website: [www.salpn.com](http://www.salpn.com)

### **Saskatchewan Registered Nurses' Association**

2066 Retallack Street  
Regina, Saskatchewan S4T 7X5  
Website: [www.srna.org](http://www.srna.org)

### **Registered Psychiatric Nurses Association of Saskatchewan**

2055 Lorne Street  
Regina, Saskatchewan S4P 2M4  
Website: [www.rpnas.com](http://www.rpnas.com)

## **Alberta**

### **College of Licensed Practical Nurses of Alberta**

St. Albert Trail Place  
13163–146 Street  
Edmonton, Alberta T5L 4S8  
Website: [www.clpna.com](http://www.clpna.com)

### **College and Association of Registered Nurses of Alberta**

11620–168 Street  
Edmonton, Alberta T5M 4A6  
Website: [www.nurses.ab.ca](http://www.nurses.ab.ca)

### **College of Registered Psychiatric Nurses of Alberta**

201–9711 45th Avenue  
Edmonton, Alberta T6E 5V8  
Website: [www.crpna.ab.ca](http://www.crpna.ab.ca)

## **British Columbia**

### **College of Licensed Practical Nurses of British Columbia**

3480 Gilmore Way, Suite 260  
Burnaby, British Columbia V5G 4Y1  
Website: [www.clpnbc.org](http://www.clpnbc.org)

### **College of Registered Nurses of British Columbia**

2855 Arbutus Street  
Vancouver, British Columbia V6J 3Y8  
Website: [www.crnbc.ca](http://www.crnbc.ca)

**College of Registered Psychiatric Nurses of British Columbia**

307–2502 Saint Johns Street  
Port Moody, British Columbia V3H 2B4  
Website: [www.crpnbc.ca](http://www.crpnbc.ca)

**Yukon**

**Registrar of Licensed Practical Nurses**

Yukon Consumer Services  
Box 2703  
Whitehorse, Yukon Y1A 2C6  
Website: [www.gov.yk.ca](http://www.gov.yk.ca)

**Yukon Registered Nurses Association**

204–4133 Fourth Avenue  
Whitehorse, Yukon Y1A 1H8  
Website: [www.yrna.ca](http://www.yrna.ca)

**Northwest Territories and Nunavut**

**Registrar of Licensed Practical Nurses**

Department of Health and Social Services, Government of the Northwest Territories  
Box 1320  
Yellowknife, Northwest Territories X1A 2L9  
Website: [www.hlthss.gov.nt.ca](http://www.hlthss.gov.nt.ca)

**Registered Nurses Association of the Northwest Territories and Nunavut**

Box 2757  
483 Range Lake Road  
Yellowknife, Northwest Territories X1A 2R1  
Website: [www.rnantnu.ca](http://www.rnantnu.ca)

**Other Nursing Associations**

**Practical Nurses Canada**

55 St. Clair Avenue West, Suite 255  
Toronto, Ontario M4V 2Y7  
Website: [www.pncanada.ca](http://www.pncanada.ca)

**Canadian Council for Practical Nurse Regulators / Conseil canadien de réglementation des soins infirmiers auxiliaires**

Website: [www.ccpnr.ca](http://www.ccpnr.ca)

**Canadian Nurses Association / Association des infirmières et infirmiers du Canada**

50 Driveway  
Ottawa, Ontario K2P 1E2  
Website: [www.cna-aiic.ca](http://www.cna-aiic.ca)



**Registered Psychiatric Nurses of Canada**

Website: [www.rpnc.ca](http://www.rpnc.ca)

**Canadian Association of Schools of Nursing / Association canadienne des écoles de sciences infirmières**

99 Fifth Avenue, Suite 15  
Ottawa, Ontario K1S 5K4  
Website: [www.casn.ca](http://www.casn.ca)

**Canadian Federation of Nurses Unions / Fédération canadienne des syndicats d'infirmières et d'infirmiers**

2841 Riverside Drive  
Ottawa, Ontario K1V 8X7  
Website: [www.nursesunions.ca](http://www.nursesunions.ca)

**Aboriginal Nurses Association of Canada**

56 Sparks Street, Suite 502  
Ottawa, Ontario K1P 5A7  
Website: [www.anac.on.ca](http://www.anac.on.ca)



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