



**LPNDB**

Licensed Practical  
Nurses Database

# Workforce Trends of Licensed Practical Nurses in Canada, 2002



Canadian Institute  
for Health Information

Institut canadien  
d'information sur la santé



**Workforce Trends of  
Licensed Practical Nurses  
in Canada, 2002**

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# Note to the Reader

The Canadian Institute for Health Information (CIHI) is an independent, not-for-profit organization that plays a central role in the development of Canada's health information system. CIHI's mandate is to provide accurate and timely data and information to support sound health policy and effective management of the Canadian health system, and to promote public awareness of the factors affecting good health.

To meet this mandate, CIHI's core functions include the coordination and promotion of national health information standards and health indicators, the development and management of health databases and registries, the funding and facilitation of population health research and analysis, the coordination and development of education sessions and conferences, and the production and dissemination of health information research and analysis.

The Licensed Practical Nurses Database (LPNDB) is one example of a health database maintained by CIHI. The LPNDB contains demographic, education and employment information on licensed practical nurses (LPNs) in Canada. The data collected for the LPNDB are in accordance with an agreement between the provincial and territorial regulatory authorities responsible for LPN registration/licensure and CIHI.

Under the terms of the agreement, each provincial/territorial regulatory authority submits to CIHI a sub-set of the data collected from each member during the annual registration/licensure period. The regulatory authorities for licensed practical nurses remain the owners of the data; CIHI manages the Licensed Practical Nurses Database.

CIHI processes and edits the standardized data received from the regulatory authorities. Each regulatory authority reviews, amends and approves their provincial/territorial data during and after CIHI processing. CIHI does not release any information until final approval is obtained from the regulatory authority. CIHI safeguards LPN data in accordance with organizational policies on privacy and confidentiality.

Any questions or requests regarding this publication or the Licensed Practical Nurses Database should be directed to:

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# Preface and Acknowledgements

The Health Human Resources team of the Canadian Institute for Health Information (CIHI) is pleased to present the first report *Workforce Trends of Licensed Practical Nurses in Canada, 2002*.

This new publication offers a comprehensive view of the Canadian Licensed Practical Nursing workforce. The presentation of clear, objective data and data analysis enables informed decision-making and policy formulation. The Licensed Practical Nurses Database will facilitate regulated nursing resource planning activities. As of the year 2002, CIHI will annually capture data on the majority of licensed practical nurses employed in practical nursing in Canada. It can be used by all levels of government, researchers, stakeholders and advocacy groups, private and public organizations and licensed practical nurses as a comprehensive data source on the supply and distribution of licensed practical nurses in Canada.

The collection, editing, processing and analysis of Licensed Practical Nursing data is a significant annual initiative requiring the collaboration of several key stakeholders and would not be possible without the efforts of the provincial/territorial regulatory authorities for licensed practical nurses and CIHI.

The *Workforce Trends of Licensed Practical Nurses in Canada* is based on data from the Licensed Practical Nurses Database (LPNDB) and has been prepared by the following:

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CIHI wishes to thank the following associations/colleges/councils and individuals without whom the Licensed Practical Nurses Database and this publication would not be possible:

- Council for Licensed Practical Nurses of Newfoundland and Labrador, especially Paul Fisher, Barbara Barclay and Jonathan Miller;
- Prince Edward Island Licensed Practical Nurses Registration Board, especially Genevieve Poole;
- College of Licensed Practical Nurses of Nova Scotia, especially Ann Mann;
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The Health Human Resources team wishes to extend their appreciation to the following:

- The Canadian Federation of Nurses Unions for LPN salary information;
- Statistics Canada for population estimates;
- The (U.S.) National Council of State Boards of Nursing Inc. for LPN examination data;
- Pauline Chua and the Production Systems department at CIHI;
- Ann Brown, Sarah Gregory, and the Data Quality department at CIHI; and,
- The Publications, Translation and Communications teams at CIHI.

This publication series presents licensed practical nurses data only. To provide a broader picture of regulated nursing in Canada, CIHI also publishes *Workforce Trends of Registered Nurses in Canada* and *Workforce Trends of Registered Psychiatric Nurses in Canada*.

Effective health human planning requires that the data be enhanced with supplemental data sources, to provide a more comprehensive picture of existing and future health personnel requirements. We hope that this report provides a strong base for the future work of those with an interest in nursing resources in Canada.

In conclusion, CIHI would like to acknowledge and extend their appreciation to the Licensed Practical Nurses Advisory Group for their guidance, expertise, and support throughout the development phases of the Licensed Practical Nurses Database, from January 2000 to April 2001. The members of the Advisory Group played an important role in the creation of this new health human resources database.

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\* The titles reflect the Advisory Group Member positions, at the time of the project (2000–2001).

CIHI wish to extend our thanks and gratitude to all licensed practical nurses caring for and improving the lives of Canadians.





# Introduction

This is the first publication produced by CIHI in the series *Workforce Trends of Licensed Practical Nurses in Canada*. The development of the Licensed Practical Nurses Database began in 2000 with the goal to collect Licensed Practical Nurse (LPN) demographic, employment and education information at the provincial/territorial level in a standardized, comparable format.

The first collection and processing cycle for the LPN data was completed for the 2002 data year. In order to guide data collection, each jurisdiction submits an agreed upon data set, which is outlined in the *Licensed Practical Nurses System Data Dictionary and Data Submission Specifications* manual. A copy of this manual is available upon request to the Consultant, Nursing Databases.

This publication features:

- A detailed methodological notes section;
- A background information section on the Licensed Practical Nursing Profession;
- A descriptive analysis of the 2002 LPN data;
- A highlights section based on the 2002 data;
- Provincial/Territorial profiles of selected variables; and,
- A comprehensive year 2002 data tables.

Any questions or requests regarding this publication or the Licensed Practical Nurses Database should be directed to:

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# Highlights

The focus of the report is to highlight the workforce characteristics of Licensed Practical Nurses (LPNs). This will help to better understand the need to pursue development of information relevant to the management of nursing resources and to support current and future work in health human resources planning, policies and research. Where possible, the information from the Licensed Practical Nurses Database (LPNDB) is supplemented with external information to add context and provide more comprehensive information. Since this is the first year of data collection for LPNs, trending cannot be done. All data relate to 2002, except where otherwise indicated.

## Supply of Licensed Practical Nurses

Licensed Practical Nurses are the second largest regulated health care provider group in Canada.

- There were 60,123 LPNs employed in nursing in Canada.
- The province of Ontario and Quebec make up 63.8% of the total LPNs employed this profession in Canada.
- There are 19.1 LPNs for every 10,000 Canadians. Only British Columbia (10.3) and Alberta (14.2) were below the national rate.

## Demographics of Licensed Practical Nurses

- 93.2% of LPNs were female and 6.8% were male. Almost half of all male LPNs were employed in Quebec.
- The average age of LPNs employed in this profession in Canada is 44.2 years.
- Of Canada's LPN workforce, 15.1% are 55 years or greater.

## Education of Licensed Practical Nurses

- Of the 60,123 LPNs employed in practical nursing in Canada, only 1.6% obtained their education from a foreign country.

## Employment of Licensed Practical Nurses

- Of the 60,123 LPNs employed in this profession in Canada, 47.9% of LPNs worked in a hospital setting and 36.4% of LPNs worked in a nursing home setting.
- LPNs employed in this profession had an employment status of full-time (42.2%) and part-time (35.7%). Casual employment status (16.6%) varies among provinces/territories. Manitoba shows 8.0% of their LPNs with a casual employment status, whereas Saskatchewan reports 38.7% working with a status of casual.
- Of LPNs in their first five years of practical nursing, 39.3% worked in Geriatric/Long-term Care, the highest rate.

## Methodological Notes

The following information should be used to ensure a clear understanding of the basic concepts that define the data provided in this publication, of the underlying methodology of the data collection, and of key aspects of the data quality. This information will provide a better understanding of the strengths and limitations of the data, and of how they can be effectively used and analyzed. The information is of particular importance when making comparisons with other data sources.

## Background

The Canadian nursing workforce consists of three regulated professions: Licensed Practical Nurses (LPNs), Registered Nurses (RNs) and Registered Psychiatric Nurses (RPNs). Members of these distinct professions work in a variety of roles and settings across the continuum of health services.

Since 1980, the Registered Nurses Database (RNDB) has collected the supply and distribution of registered nurses in Canada. Under the Roadmap Initiative set by CIHI together with Statistics Canada and Health Canada, new funding was made available to improve the comprehensiveness of the national regulated nursing information. This new initiative helped develop collaborative relationships in 1999 and 2002 with the Provincial/Territorial Licensed Practical Nursing and Registered Psychiatric Nursing Regulatory Authorities.

In 2001, the LPN representatives approved the establishment of a standardized minimum data set for the collection of LPN data starting in the 2002 year. The *Licensed Practical Nurses System Data Dictionary and Data Submission Specifications* contains the list of the agreed-upon elements and is available upon request from CIHI.

The Licensed Practical Nurses Database (LPNDB) contains supply and distribution information for licensed practical nurses in Canada for the year 2002 and is managed by the Canadian Institute for Health Information (CIHI). Since this is the first year of data collection for LPNs, historical data is not available.

It is anticipated that the degree and extent of information on LPNs will increase in future years. The year 2002 is the first year where comprehensive information is available in a national standardized and comparable format.

Previous to the new LPNDB, minimal information on Licensed Practical Nurses was available. The publication *Health Personnel in Canada*, produced by CIHI, included national and provincial/territorial figures for the period of 1988 to 2000. Specific historical information included:

- Number of LPNs by Province/Territory
- Population per Licensed Practical Nurse
- Number of Graduates of Provincially Approved LPN Programs, by Province/Territory

The data produced in the *Health Personnel in Canada* publication is not directly comparable to the data presented in this publication due to different collection methodologies.

Data elements included in the LPNDB are: Registration Number, Province/Territory of Registration, Gender, Year of Birth, Province/Territory of Residence, Province/Territory of Employment, Postal Code of Residence, Entry/Initial Licensed Practical Nursing Education, Year of Graduation, Province/Territory/Country of Graduation, Other Education in Licensed Practical Nursing, Other Education in Nursing—Non LPN, Education in Other than Nursing, Practice Status, Employment Status (including regular/casual employment in practical nursing), Multiple Employment, Full-time/Part-time Status, Place of Work (primary, second, and third employers), Primary Area of Responsibility (primary, second, and third employers), Position (primary, second, and third employers) and Postal Code of Employer (primary, second, and third employers).

## General Methodology

### Target Population

The target population for the LPNDB is all licensed practical nurses submitting active-practising registration/licensure in a Canadian province/territory in the first six months of a jurisdiction's registration/licensure year. A standardized minimum data set is collected for each active-practising licensed practical nurse registering in this period.

### *Excluded from the Target Population*

Data are not collected for licensed practical nurses maintaining associate or non-practising registration (e.g. maternity/paternity leave, long-term disability, LOA or education leave). In addition, data are not collected for Canadian-born LPNs currently working outside of Canada (unless the LPN maintains a Canadian registration), or for those who have left the workforce. In addition, the LPNDB does not contain data on registered nurses (RNs) or on registered psychiatric nurses<sup>1</sup> (RPNs).

### Registration Periods

The 12-month registration period varies among provinces/territories, as each jurisdiction is responsible for setting the start and end dates of the registration period. Although most jurisdictions follow either a January–December or April–March registration year, it is not possible for CIHI to collect comparable data at one date in the calendar year. For example, collecting data on June 30 each year would represent eight months of registration in Nova Scotia, but only three months of registration in Quebec. And although most registration renewals occur 1–2 months before the start of the registration year, it is still not possible to select one calendar date.

---

<sup>1</sup> Registered psychiatric nurses are educated and regulated as a separate profession in British Columbia, Alberta, Saskatchewan and Manitoba only.

The registration periods for each provincial/territorial jurisdiction are presented in Table 1. This table represents the 2002 registration year.

**Table 1. LPN Registration/Licensure Period by Province/Territory, 2002**

Province/Territory	12-month Registration/ Licensure Period	Six-month Cut-off Submission of Data to CIHI
Newfoundland and Labrador	April to March	September 30
Prince Edward Island	April to March	September 30
Nova Scotia	November to October	April 30
New Brunswick	January to December	June 30
Quebec	April to March	September 30
Ontario	January to December	June 30
Manitoba	January to December	June 30
Saskatchewan	January to December	June 30
Alberta	January to December	June 30
British Columbia	January to December	June 30
Yukon Territory	January to December	June 30
Northwest Territory	January to December	June 30

## Data Sources and Collection

The collection and submission of LPN data is governed by specifications and requirements found in the *Licensed Practical Nurses System Data Dictionary and Data Submission Specifications*. Each year, licensed practical nursing provincial/territorial regulatory authorities and CIHI review the core set of elements each province/territory includes on the registration/licensure forms. For the 2002 data year, the LPNDB contains 29 data elements for collection.

Collecting data from individual LPNs is the responsibility of the regulatory authority. The data are manually entered in a system, and a provincial/territorial file is submitted to CIHI in a standardized format. Not all data elements collected from the registration/licensure forms are sent to CIHI; each regulatory authority collects additional information for its own administrative and/or research purposes, apart from the elements outlined in the *Licensed Practical Nurses System Data Dictionary and Data Submission Specifications*.

Refer to Appendix A for copies of the year 2002 provincial registration/licensure forms. In addition, contact information for each jurisdiction is provided in Appendix B. For the first year of collection, not all LPN data elements were collected. For a complete listing of data elements collected for the 2002 data year, refer to Appendix C—*Summary Data Elements*.

Table 2 outlines the Provincial/Territorial Regulatory Authority participating in the Licensed Practical Nurses Database.

**Table 2. LPN Provincial/Territorial Regulatory Authorities Participating in the LPNDB, 2002**

Province/Territory	Provincial/Territorial Regulatory Authority
Newfoundland and Labrador	Council for Licensed Practical Nurses of Newfoundland and Labrador
Prince Edward Island	Prince Edward Island Licensed Practical Nurses Registration Board
Nova Scotia	College of Licensed Practical Nurses of Nova Scotia
New Brunswick	Association of New Brunswick Licensed Practical Nurses / Association des infirmières et infirmiers auxiliaires du Nouveau-Brunswick
Quebec	Ordre des infirmières et infirmiers auxiliaires du Québec
Ontario	College of Nurses of Ontario / Ordre des infirmières et infirmiers de l'Ontario
Manitoba	College of Licensed Practical Nurses of Manitoba
Saskatchewan	Saskatchewan Association of Licensed Practical Nurses
Alberta	College of Licensed Practical Nurses of Alberta
British Columbia	College of Licensed Practical Nurses of British Columbia
Yukon	Yukon Licensed Practical Nurses, Yukon Government
Northwest Territories	Northwest Territories Licensed Practical Nurses, Department of Health and Social Services, Government of Northwest Territories

## File Processing

Once provincial/territorial data files are received by CIHI, all records undergo two stages of processing before inclusion in the total LPN file.

The first stage of processing ensures that the data are in the proper format, and that all responses pass specific validity and logic tests. Should submitted codes not match the standardized CIHI codes, an exception report is produced that identifies the error. In addition, the data also undergo tests to check for a logical relationship between specific fields. For example, an error is identified in the exception report if *Year of Graduation* is less than *Year of Birth*. Contact the Consultant, Nursing Databases for a complete description of all validation and logical edits performed on licensed practical nursing data.

Errors are reviewed jointly by CIHI and the respective provincial/territorial representative, and corrected where possible. If a correction cannot be made, the code is changed to the appropriate default value.



Once the file has passed all validity and logic tests and the first stage was completed, the second stage of processing begins. As licensed practical nurses are able to register simultaneously in more than one jurisdiction, a methodology was developed to identify (or “flag”) LPNs living outside of Canada or LPNs registered in more than one province/territory.

### **Flagging and Removal of LPNs Living Abroad and Interprovincial Duplicates**

To accurately count the number of LPNs registered and working in Canada, it is necessary to identify records that do not reflect the primary jurisdiction of employment.

For instance, there are administrative incentives for LPNs to maintain their Canadian LPN license while living and/or working outside of the country. Therefore, an LPN living abroad may continue to register with a Canadian LPN regulatory authority each year, even though she/he may have no intention of returning to Canada in the next 12 months. CIHI must identify these LPNs living abroad and remove their data from analysis, as CIHI only reports on the LPN workforce in Canada.

For those living and working in Canada, CIHI must also identify registrations/licensures that do not reflect the primary jurisdiction of practice. For example, similar to the international situation identified above, there are administrative incentives for LPNs to maintain their provincial/territorial LPN license while living and/or working in another Canadian jurisdiction. Therefore, an LPN may continue to register in one province while living and/or working in another. To include both of these registrations/licensures in analyses would be double-counting. Therefore, CIHI evaluates each registration/licensure to ensure that it reflects the primary jurisdiction of practice. These secondary registrations/licensures are termed “interprovincial duplicates”.

All data received from the provinces/territories are kept in the LPNDB, however only non-duplicate records are presented in the publication, media release, and ad hoc queries. Non-duplicates are defined as records meeting the following conditions:

- (1) *Province/Territory/Country of Residence* is either in Canada, or “Not Stated”.
- (2) For LPNs employed in practical nursing, the *Province/Territory of Employment* equals *Province/Territory of Registration*; if *Province/Territory of Employment* is “Not Stated”, then *Province/Territory of Residence* equals *Province/Territory of Registration*; or,

For LPNs not employed in practical nursing (or for LPNs with *Employment Status* of “Not Stated”), *Province/Territory of Residence* equals *Province/Territory of Registration*; if *Province/Territory of Residence* is “Not Stated”, then the *Province/Territory of Registration* is accepted.

*A flow chart that visually illustrates the duplicate identification process is presented in Appendix D. If additional information is required, contact the Consultant, Nursing Databases.*

Such a method for eliminating LPNs living abroad and inter-provincial duplicates does introduce certain errors. For example,

- (1) An LPN living in the United States but working in Canada will be erroneously removed as "living abroad".
- (2) An LPN living and registering in one province/territory at the beginning of the year moves to and registers in another province/territory one to six months later. This obvious duplicate will not be detected.
- (3) An LPN not working in practical nursing registers in a province/territory other than her/his province/territory of residence. This registration/licensure will be identified erroneously as a duplicate.

Theoretically, an LPN who registers and works in more than one province/territory simultaneously would be double-counted in the LPNDB, as the *Province/Territory of Employment* would match the *Province/Territory of Registration* in each jurisdiction.

The methodology for the removal of interprovincial duplicates has been developed by Statistics Canada in the early 1980's for the Registered Nurses Database and has proven to be of great value. The methodology was then reviewed and adapted to the specific needs of the new Licensed Practical Nurses Database.

### **Yukon Data**

For 2002 data, the Yukon Licensed Practical Nurses did not submit the *Employment Status* element. It is impossible to identify if the LPN is employed in practical nursing or not. For 2002, the total number of LPNs in Yukon will include all LPNs with an active-practising registration/license, employed and not employed in practical nursing. This will cause an over coverage estimated at between 2 to 8% for 2002. Caution is required when interpreting and comparing the data from Yukon. In the future, a review will be conducted to make adjustments and/or corrections.

The Yukon Territory Licensed Practical Nurses will be including the *Employment Status* field for future submissions.

### **Nunavut Data**

Nunavut Territory did not participate for the 2002 year. CIHI is working towards having Nunavut data available for future publications.

## Summary of Records Received by CIHI

Table 3 provides a summary of the records received by CIHI from each provincial/territorial regulatory authority in 2002. Historical data are not available since 2002 data is the first year of collection.

From all the records submitted by the provincial/territorial regulatory authorities, 720 records were identified as "Duplicate Records". Those 720 records will be excluded from all the counts/percentage presented in this CIHI publication and ad hoc requests.

**Table 3. Number of Records Submitted to CIHI by Province/Territory, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>2002</b>													
Duplicate Records	4	0	17	3	57	503	12	10	58	40	0	16	720
Non-Duplicate Records	2,807	603	3,205	2,491	16,016	30,292	2,375	2,056	4,829	4,545	64	91	69,374
Employed in Practical Nursing	<b>2,759</b>	<b>593</b>	<b>2,950</b>	<b>2,333</b>	<b>14,560</b>	<b>23,827</b>	<b>2,250</b>	<b>2,011</b>	<b>4,435</b>	<b>4,262</b>	<b>64</b>	<b>79</b>	<b>60,123</b>
Other	46	8	215	0	18	4,167	4	29	387	280	0	0	5,154
Not Stated	2	2	40	158	1,438	2,298	121	16	7	3	0	12	4,097
<i>Total Records Submitted</i>	<b>2,811</b>	<b>603</b>	<b>3,222</b>	<b>2,494</b>	<b>16,073</b>	<b>30,795</b>	<b>2,387</b>	<b>2,066</b>	<b>4,887</b>	<b>4,585</b>	<b>64</b>	<b>107</b>	<b>70,094</b>

Source: LPNDB/CIHI

### Notes

"Other" includes LPNs employed in Other than Practical Nursing and Not Employed.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing. Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

The provinces of Quebec and Ontario reported a high number of Not Stated values. When performing analysis, caution should be applied when interpreting this information.

## Computations

All counts, unless otherwise noted, are based on licensed practical nurses employed in practical nursing. These figures exclude LPNs that are not employed in practical nursing, LPNs that are employed in other than practical nursing, and LPNs that do not state their employment status. Reporting on the LPNs employed in practical nursing most accurately reflects the actual workforce of licensed practical nurses in Canada.

The number of LPNs per population is computed for each province/territory. The calculation is as follows:

$$\frac{\text{NUMBER OF LPNs EMPLOYED IN PRACTICAL NURSING}}{\text{POPULATION BY PROVINCE/TERRITORY}} \times 10,000$$

Population data are updated annually based on general population estimates from Statistics Canada. All ratios are per 10,000 population, unless otherwise noted.

## Data Suppression

To safeguard the privacy and confidentiality of data received by CIHI; guidelines have been developed to govern the publication and release of information. For further information, refer to the *Privacy and Confidentiality of Health Information at CIHI: Principles and Policies for the Protection of Personal Health Information and Policies for Institution-Identifiable Information* document on the website [www.cihi.ca](http://www.cihi.ca).

To ensure the anonymity of individual licensed practical nurses, data tables presented in this publication with cell counts from one to four are suppressed. While this may seem unnecessary for populous provinces/territories, CIHI is committed to protecting the confidential information from each licensed practical nurse.

Cell suppression does not apply, however, to “Not Stated” and “Unknown” values in the data tables. The intent of cell suppression is to ensure anonymity: as it is impossible to “link” Not Stated data and “Unknown” data between tables, there is minimal risk of residual disclosure. Therefore, the suppression of “Not Stated” and “Unknown” values is not necessary.

In the tables presented in both the Descriptive Analysis and Data Tables sections, cells with a value from one to four have been replaced by a single asterisk (\*). However, presenting accurate row and column totals necessitates the suppression of a second value as well, to prevent the reader from determining the suppressed value through subtraction. Therefore, in each row and column with a suppressed value, a second value is suppressed as well. Generally, the next smallest value is chosen for additional suppression. However, if the second value suppressed is greater than four, it must be replaced by a different symbol. For this, the LPN publication uses a double asterisk (\*\*). A value of “zero” is not suppressed.

Therefore, single asterisks (\*) designate suppressed values from one to four; double asterisks (\*\*) designate suppressed values greater than four. The following footnotes are included in tables where data suppression was necessary:

- \* Value suppressed in accordance with CIHI privacy policy
- \*\* Value suppressed to ensure confidentiality

These policies also govern CIHI’s release of data through ad hoc queries and special analytical studies.

## Data Quality

To ensure a high level of accuracy and usefulness in data dissemination, the Data Quality department at CIHI has developed a framework for assessing and reporting the quality of data contained in CIHI's databases and registries. The framework focuses upon the five dimensions of data quality: Timeliness, Accuracy, Usability, Comparability, and Relevance. Timeliness, Usability and Relevance are described briefly in the following paragraph. Accuracy and Comparability are then described in further detail as they relate more closely to the data processing routine.

Timeliness of data is achieved through the use of collection cut-off dates to ensure that information is available for analysis and consequently released quickly after the data submission. Usability comprises the availability of the data, its documentation, and the ease of its interpretation. Efforts have been made to ensure that these characteristics are at a high standard for this release. As feedback is received on what information would be most useful to our users, this dimension will continue to be revised. The Relevance of the dataset includes its adaptability and value. The decision to collect information on Licensed Practical Nurses was made based on high values in these areas.

## Accuracy

Accuracy is an assessment of how well the data reflects reality. For the LPNDB, this is an assessment of how closely the data presented in this publication reflect the target population of all LPNs registering for active-practicing membership in Canada.

Provincial/Territorial regulatory authorities collect the data for administrative purposes through an agreement wherein a sub-set of the data is submitted to CIHI for research and analysis purposes. Consequently, it is important to note that while the level of accuracy and completeness necessary to meet the financial and administrative requirements of a registry may be less stringent than that for research, it is still high. Improvements in data collection systems and a jurisdictional-wide acknowledgement of the importance of data quality ensure that the level of accuracy will remain high.

The following section outlines where caution must be applied when analyzing data presented in *Workforce Trends of Licensed Practical Nurses in Canada, 2002*.

## Under-Coverage

Under-coverage results when data that should be collected for the database are not included. The LPNDB annually undercounts the actual number of active-practicing LPNs because data is submitted to CIHI after only the first six months of each jurisdiction's 12-month registration/licensure period to ensure timely results. Almost all LPNs renew before the registration/licensure period begins, as there are financial penalties and possible liability repercussions for those failing to renew by year-end. Although the impact is minor, the six-month cut-off results in CIHI's release of figures that do not correspond with year-end provincial/territorial figures, which can cause confusion and/or controversy.

*Defining Licensed Practical Nurses in CIHI's Licensed Practical Nurses Database (LPNDB)* document provides a comprehensive perspective of the difference between the regulatory authorities and CIHI figures. For further reference, see "*Defining Licensed Practical Nurse*" in the Description Analysis section.

## Over-Coverage

Over-coverage is the inclusion of data beyond the target population, like the inclusion in the LPNDB of non-practising LPNs and all LPNs registering for active-practising status within the first six months of the jurisdiction's registration/licensure year.

### *Non-practising*

For the LPNDB, over-coverage can occur if the data in the file submission include non-practising licensed practical nurses (associate or retired members). Some jurisdictions like Prince Edward Island, New Brunswick, Ontario, Manitoba, Saskatchewan, Alberta and British Columbia offer different options of registration/licensure to their members (including active-practising and non-practising status).

When a licensed practical nurse submits her/his annual registration/licensure form in those provinces/territories, there is a choice between active-practising and non-practising status. For jurisdictions that provide the option of active-practising or non-practising, those LPNs wishing to work as an LPN must choose active-practising (target population for the LPNDB). Those maintaining a membership without the required registration/license to practice (e.g. LPNs temporarily out of the country, retired LPNs, LPNs on maternity/paternity leave), select non-active status. As CIHI wishes to report only those LPNs employed in practical nursing (active-practising) for the current workforce, non-practising LPNs are outside of the target population for the LPNDB.

For 2002 data, the Yukon Licensed Practical Nurses did not submit the *Employment Status* element. It is impossible to identify if the LPN is employed in practical nursing or not. For 2002, the total number of LPNs in Yukon will include all LPNs with an active-practising registration/license, employed and not employed in practical nursing. This will cause an over coverage estimated at between 2 to 8% for 2002. Caution is required when interpreting and comparing the data from Yukon. In the future, a review will be conducted to make adjustments and/or corrections.

### *Six Month Cut-off*

As indicated, due to CIHI's aim to provide timely data, each province/territory submits data to CIHI after the first six months of its registration/licensure period. The result of this strategy is that the LPNDB systematically undercounts the number of licensed practical nurses in Canada. Counts in the LPNDB will differ from year-end provincial/territorial data sources; analyses of year-end provincial/territorial data will need to be completed, an overview indicated that CIHI counts represent typically 94.9% of year-end figures.

As the target population for the LPNDB is all LPNs registering for active-practising status within the first six months of the jurisdiction's registration/licensure year, CIHI should not receive any data from LPNs registering after the six-month mark. A validation procedure, designed to check the registration/licensure date of records submitted to CIHI, is included in the data processing. The registration/licensure date of each record is checked to ensure it fell within the first six months of the registration/licensure year. Records beyond the six-month mark were deleted. Therefore, a total of 212 records were removed from the 2002 data files prior to editing and analysis. It was not possible to check Ontario, Yukon or Northwest Territory data.

Not all of these 212 LPNs would have been reported by CIHI in the final statistics. Presumably, some of these LPNs would have been identified as duplicates, while others may have been employed in other than practical nursing or not employed. A detailed analysis of these records has not been completed. However, using data presented in Table 3 it is possible to estimate the number of LPNs "employed in practical nursing" that were removed from the final statistics. Table 4 breaks down each provincial/territorial submission, illustrating that approximately 85.8% of all records are eventually identified as non-duplicates who are employed in practical nursing. Assuming a similar ratio, approximately 182 LPNs could have been reported in CIHI's final statistics. However, this is only a rough estimate.

### **Non-response**

In the LPNDB, item non-response is the percentage of "Not Stated" responses for each data element, as presented in Table 4.

The LPNDB data specifications state that all employment-related fields are coded as "Not Stated" for LPNs not currently employed in practical nursing. In other words, for LPNs not currently employed in practical nursing, "Not Stated" is the accurate response for employment-related data elements. Therefore, to determine the actual degree of non-response, only records where the LPN is currently employed may be included.

**Table 4. Percentage of Records with “Not Stated” Responses by Data Element and Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
Gender	0.0%	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.2%
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%
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%
Year of Graduation	0.0%	0.0%	0.0%	0.0%	0.0%	2.0%	0.0%	0.0%	0.0%	0.0%	6.3%	0.0%	0.8%
Province/Country of Graduation	28.6%	0.0%	0.0%	0.0%	100.0%	0.1%	0.0%	0.0%	0.2%	5.0%	3.1%	0.0%	26.0%
Other Education in Licensed Practical Nursing	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%	13.5%	0.0%	6.5%	100.0%	100.0%	65.0%
Other Education in Nursing - Non LPN	0.0%	0.0%	86.3%	100.0%	97.6%	58.3%	0.0%	55.1%	0.0%	45.8%	100.0%	100.0%	60.2%
Education in Other Than Nursing	100.0%	0.0%	81.1%	100.0%	85.1%	0.0%	0.0%	57.8%	0.0%	47.0%	100.0%	100.0%	38.6%
Employment Status	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%
Full-time/Part-time Status	0.0%	0.0%	0.5%	0.0%	0.0%	0.0%	0.0%	0.2%	0.2%	100.0%	100.0%	0.0%	7.2%
Multiple Employment	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	21.7%	0.0%	1.0%	0.0%	100.0%	0.9%
Province/Territory of Employment	1.7%	0.0%	8.8%	0.0%	5.2%	6.0%	0.0%	0.0%	0.1%	0.3%	9.4%	0.0%	4.2%
Place of Work - Primary	1.6%	0.2%	0.2%	0.0%	0.5%	4.1%	0.0%	0.2%	0.2%	0.0%	7.8%	1.3%	1.9%
Place of Work - Second	3.9%	0.3%	0.7%	0.0%	2.0%	5.0%	1.6%	0.2%	0.2%	0.0%	21.9%	32.9%	2.9%
Place of Work - Third	0.6%	0.3%	2.4%	0.3%	0.7%	1.2%	0.1%	0.6%	0.5%	0.2%	100.0%	100.0%	1.1%
Area of Responsibility - Primary	2.8%	1.2%	10.3%	4.9%	5.2%	6.4%	0.5%	0.1%	0.2%	2.6%	100.0%	59.5%	5.1%
Area of Responsibility - Second	0.0%	0.0%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%
Area of Responsibility - Third	0.0%	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.5%	0.0%	0.4%	0.0%	1.3%	0.1%
Position - Primary	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.8%	0.0%
Position - Second	100.0%	81.8%	100.0%	87.4%	87.2%	100.0%	73.8%	81.0%	78.4%	81.0%	87.5%	100.0%	91.7%
Position - Third	100.0%	96.6%	100.0%	100.0%	98.5%	100.0%	93.3%	96.3%	96.5%	96.6%	100.0%	100.0%	98.7%
Province/Country of Residence	100.0%	82.1%	100.0%	87.4%	87.8%	100.0%	74.4%	81.0%	78.4%	81.0%	100.0%	100.0%	91.9%
Postal Code of Residence	100.0%	96.5%	100.0%	100.0%	98.7%	100.0%	93.4%	96.3%	96.5%	96.6%	100.0%	100.0%	98.8%
Postal Code of Employer - Primary	100.0%	81.8%	100.0%	87.4%	87.5%	100.0%	73.7%	81.0%	78.3%	80.9%	100.0%	100.0%	91.7%
Postal Code of Employer - Second	100.0%	96.3%	100.0%	100.0%	98.6%	100.0%	93.3%	96.3%	96.5%	96.6%	100.0%	100.0%	98.7%
Postal Code of Employer - Third	100.0%	82.3%	92.6%	90.7%	86.2%	100.0%	73.8%	81.0%	78.4%	81.8%	100.0%	100.0%	91.3%
Date of Registration	100.0%	96.5%	98.8%	100.0%	98.2%	100.0%	93.3%	96.3%	96.6%	96.8%	100.0%	100.0%	98.6%

Source: LPNDB/CIHI

**Notes**

Includes only LPNs employed in practical nursing

Values of 100.0 indicate a data element that was not submitted for the 2002 data year.

For the fields *Postal Code of Residence* and *Postal Code of Employer (primary, second, third)*, non-response was defined as a postal code that did not successfully match the January 2003 release of the Statistics Canada Postal Code Conversion File (PCCF).

Nunavut data are not available for the year 2002.

The degree of non-response varies among elements, with the largest percentages occurring in Other Education in Licensed Practical Nursing (65.0%) and Other Education in Nursing—Non LPN (60.2%). Second and Third Employer fields (Place of Work, Area of Responsibility, Position, Postal Code) show a percentage of non-response over 90.0%. This is due to the fact that majority of LPNs do not have multiple employers. Not all LPN jurisdictions collected this information for the first year of data collection. The development of a new database and mechanisms for reporting data required major efforts from data providers. It is expected that the degree of non-response in these fields will decrease with time. The fields *Postal Code of Residence* and *Postal Code of Employer (primary, second, third)* each have a high percentage of non-response. In part, this is due to the definition of non-response; for the four postal code fields, non-response is defined as a postal code that does not successfully match at the six digit level to the postal codes contained in the January, 2003 release of the Postal Code Conversion File (PCCF) by Statistics Canada.

CIHI did not impute any missing values for year 2002 data. Instead, many of the elements with a large percentage of “Not Stated” values were not included in the Descriptive Analysis and Data Tables sections; in other cases, the number of “Not Stated” values were clearly identified in the analysis.



## Collection and Capture

When information is self-reported, as is the case with licensed practical nurses completing their own registration/licensure forms, reliability can be an issue. However each regulatory authority supplies supporting documentation to their membership to assist in the completion of the registration/licensure form. Consequently, the data received by each jurisdiction is considered reliable.

Data entry also impacts the accuracy of the data, as information may not be classified or coded properly. At present, an audit of data entry accuracy has not been completed; consequently, data entry accuracy is unknown.

## Comparability

Comparability measures how well the current year data compare to data from previous years, plus how data from the LPNDB compare to licensed practical nurse data found in other sources.

The comparability refers to LPNDB data over time (such as intraprovincial and interprovincial comparisons), and LPNDB data to similar sources. This is the first year of LPN data collection for the LPNDB. For this reason, it is not possible to compare data with previous years.

### *Year 2002 Data*

For a complete listing of data elements submitted by the regulatory authorities, refer to Appendix C—*Summary Data Elements*.

When reviewing the data presented in the Descriptive Analysis and Data Tables sections of this publication, note the following comparability limitations in year 2002 data:

### **Newfoundland and Labrador data**

- The following data elements were not submitted in 2002:
  - Other Education in Nursing—Non LPN
  - Place of Work (Second and Third Employer)
  - Area of Responsibility (Second and Third Employer)
  - Position (Second and Third Employer)
  - Employer Postal Code (Second and Third Employer)

### **Nova Scotia data**

- The following data elements were not submitted in 2002:
  - Place of Work (Second and Third Employer)
  - Area of Responsibility (Second and Third Employer)
  - Position (Second and Third Employer)
- Entry/Initial Licensed Practical Nursing Education—Those who selected “Certificate” on the registration/licensure form are mapped to “1 = Diploma”

### New Brunswick data

- The following data elements were not submitted in 2002:
  - Other Education in Nursing—Non LPN
  - Education in Other than Nursing
  - Place of Work (Third Employer)
  - Area of Responsibility (Third Employer)
  - Position (Third Employer)
  - Employer Postal Code (Third Employer)

### Quebec data

- The following data element was not submitted in 2002: Other Education in Licensed Practical Nursing.
- For the field “Entry/Initial Licensed Practical Nursing Education”, all records were defaulted to 1 = Diploma. At this time, OIIAQ is not able to differentiate between those who have a diploma and those who have an equivalency.
- For the field “Province of Graduation”, all records were defaulted to Quebec for the submission to CIHI. For the 2002 data year, this field was removed from analysis.
- Place of Work (Primary, Second and Third Employers)—Data for the sub-element “Mental Health Centre” was not submitted because this type of institution as defined by the Licensed Practical Nurses System Data Dictionary and Data Submission Specifications does not exist in the province of Quebec.

### Ontario Data

- *Area of Responsibility*—The CNO’s structure of this field on the 2002 registration/licensure form contains four categories: Direct Care, Administration, Education and Research. Within each category is a mutually exclusive list of sub-elements, as shown in Table 5. This registration/licensure form gives LPNs the opportunity to identify any sub-element for any of the form categories (e.g. Education—Geriatric/Long-term Care).

To meet the CIHI data submission specifications, the CNO made the following calculations:

1. A record identifying “Direct Care” on the CNO form was coded in accordance with CIHI’s “Direct Care” codes.
2. A record identifying “Administration” and “Nursing” on the CNO form was coded “Administration/Nursing Service” for CIHI;
3. A record identifying “Administration” and “Nursing Education Program” on the CNO form was coded “Administration/Nursing Education” for CIHI;

**Table 5. Sub-elements of the Field Area of Responsibility**

Direct Care	Administration
Medical/Surgical	Nursing Service
Psychiatric/Mental Health	Nursing Education
Paediatrics	Other Administration
Maternal/Newborn	
Geriatric/Long-term Care	<b>Education</b>
Critical Care	Teaching – students
Community Health	Teaching – employees
Ambulatory Care	Teaching – patients/clients
Home Care	Other Education
Occupational Health	
Operating Room/Recovery Room	<b>Research</b>
Emergency Room	Research only
Several Clinical Areas	Other Research
Oncology	
Rehabilitation	<b>Not Stated</b>
Palliative Care	
Other Direct Care	

4. Any other record identifying "Administration" on the CNO form was coded "Administration/Other Administration" for CIHI;
  5. A record identifying "Education" and "Nursing Education Program" on the CNO form was coded "Education/Teaching—students" for CIHI;
  6. A record identifying "Education" and "Nursing" on the CNO form was coded "Education/Teaching—employees" for CIHI;
  7. A record identifying "Education" and "Community/Public Health" OR "Education" and "Health Promotion" OR "Education" and "Patient/Client Education" on the CNO form was coded "Education/Teaching—patients/clients" for CIHI;
  8. Any other record identifying "Education" on the CNO form was coded "Education/Other Education" for CIHI;
  9. Any record identifying "Research" and "Nursing" on the CNO form was coded "Research/Research Only" for CIHI;
  10. Any other record identifying "Research" on the CNO form was coded "Research/Other Research" for CIHI.
- For the 2002 data year, the following data elements were not submitted:
    - Other Education in Licensed Practical Nursing
    - Place of Work (Second and Third Employer)
    - Area of Responsibility (Second and Third Employer)
    - Position (Second and Third Employer)
    - Employer Postal Code (Second and Third Employer).
  - *Entry/Initial Licensed Practical Nursing Education*—Those LPN's who have had formal training as an LPN or are recognized through experience as an LPN are coded under the sub-element of "Diploma" for CIHI. Those LPN's without any formal training are coded under the sub-element of "Equivalency" for CIHI.

### **Saskatchewan data**

- *Entry/Initial Licensed Practical Nursing Education*—For this field, the SALPN include the options "Certificate" or "Diploma" of education completed in the last 12 months on the registration/licensure form. For the 2002 data year, a low percent of initial registrants indicated "Diploma" status and a high percent (32.6%) indicated "Not Stated" on the registration/licensure form. The SALPN suspects that this field on the form was not clear and some members may have selected "Not Stated" instead of "Diploma". For future years, further documentation will accompany the registration/licensure form. For the 2002 data year, the "diploma" category in the field Entry/Initial Licensed Practical Nursing is under-represented.

### **British Columbia data**

- The following data element was not submitted for the 2002 data year: *Full-time/Part-time Status*. The CLPN does not specifically request whether a nurse is working full-time or part-time on the registration/licensure form. For future data collection year's, the full-time/part-time field will be added to the CLPN's registration/licensure form.

**Yukon data**

- The following data elements were not submitted in 2002:
  - Gender
  - Year of Birth
  - Other Education in Licensed Practical Nursing
  - Other Education in Nursing—Non LPN
  - Education in Other than Nursing
  - Employment Status
  - Full-time/Part-time Status
  - Place of Work (Second and Third Employers)
  - Area of Responsibility (Second and Third Employers)
  - Position (Primary, Second and Third Employers)
  - Employer Postal Code (Primary, Second and Third Employers)
- *Employment Status*—Because Employment Status data was not collected in 2002, it is not possible to differentiate between LPNs employed in practical nursing (the target population), and those not employed in practical nursing. This means all active-practising LPNs registered in Yukon in the first six month of the registration/licensure period (all records submitted to CIHI) are considered to be practising practical nursing, resulting in a potential over-coverage between 2 to 8% because of the inclusion of LPNs employed in other than practical nursing and not employed.
- *Province/Territory or Country of Employment*—For the 2002 data year, this field was derived from the fields “Postal Code of Residence” and “Place of Employment.”
- *Province/Territory or Country of Residence*—For the 2002 data year, this field was derived from the Postal Code of Residence.
- *Area of Responsibility*—Any records indicating more than one area of responsibility, were coded under the sub-element “13=Several Clinical Areas” for CIHI.

**Northwest Territories data**

- The following data elements were not submitted in 2002:
  - Other Education in Licensed Practical Nursing
  - Other Education in Nursing—Non LPN
  - Education in Other than Nursing
  - Place of Work (Second and Third Employers)
  - Area of Responsibility (Second and Third Employers)
  - Position (Primary, Second and Third Employers)
  - Employer Postal Code (Second and Third Employers)

**Historical Data**

This publication presents LPN data for 2002 only. Previous data on LPNs were presented in the *Health Personnel Database* publication and reported total counts including active and non-active practicing LPNs and graduate counts from 1988 to 2000.

The data is not comparable and cannot be used for trending purposes or for comparability.

## Comparability with Other Sources

LPNDB data used in publications, media releases, ad hoc requests and special studies will vary from data provided by provincial/territorial regulatory authorities for the following reasons:

- **Collection Period**—The statistics released by provincial/territorial authorities are year-end statistics that include all registrations/licenses received during the 12-month registration/licensure period. In contrast, CIHI collects data after the first six months of the 12-month registration period, in an effort to ensure timely information. Although the resulting under-coverage is typically only 5.1%, the figures released by CIHI will be less than provincial/territorial figures.
- **CIHI Editing and Processing**—The CIHI database is not an amalgamation of provincial/territorial data: when data files are submitted, CIHI removes from analysis records that do not reflect the primary jurisdiction of employment. This is done so that CIHI can accurately determine the size of the LPN workforce in Canada. Provincial/territorial associations/colleges/councils typically do not identify or remove these secondary registrations (also termed “interprovincial duplicates”).
- **Differences in Definition**—Regulatory authorities typically report the total number of “Active” registrations received during the registration year. An active registration enables the LPN to work in that jurisdiction, but does not distinguish between those employed in practical nursing and those not employed in practical nursing: the active total represents the *maximum* number of LPNs eligible to work in a particular jurisdiction in that year. In contrast, CIHI divides the active total into four categories: Employed in Practical Nursing, Employed in Other Than Practical Nursing, Not Employed and Not Stated. CIHI only reports the number of LPNs employed in practical nursing at the time of registration; LPNs employed in other than practical nursing, not employed, and those failing to state their employment status are removed from most CIHI analyses.
- **Provincial/Territorial Data Cleaning**—Many jurisdictions review the registration data at year-end and “clean” potential data quality issues. As CIHI receives the data at the six-month mark, this cleaning has not yet occurred. Therefore, if a jurisdiction reduces the number of “Not Stated” records in a particular field, that correction will not be reflected in the CIHI database.

Comparing similar data between different data sources provides a “check” on observed trends. For LPNDB data, comparisons may not be made with Statistics Canada’s Labour Force Survey (LFS), as the LFS definition for Licensed Practical Nurse differs from that of CIHI.

CIHI is not aware of any other data sources for LPN information.

## Concepts and Variables

### Key Concepts

The unique methodology and content of the LPNDB make it useful for practical nursing resource planning and research. The LPNDB is the first and only national database of licensed practical nursing data in Canada.

Data collection for the LPNDB is not done by survey. Registration/Licensure is mandatory for LPN registration/licensure and each licensed practical nurse is required to complete the appropriate provincial/territorial registration/licensure form to practice. As data from the LPNDB are not extrapolated from a small sample of the population, the results are not prone to particular types of sampling error, and confidence intervals are not necessary to calculate the accuracy of the sample.

The flagging and removal of interprovincial duplicates enhances the utility of the LPNDB, as it is not simply an amalgamation of provincial/territorial results. Removing LPNs simultaneously registered in multiple jurisdictions greatly reduces double-counting, allowing for more accurate national and interprovincial comparisons.

In addition, the inclusion of an “employment status” variable allows for data analysis of only those LPNs employed in practical nursing. Removing LPNs not currently employed in practical nursing from the analysis more accurately reflects the actual number providing practical nursing care in Canada, and allows for a separate analysis of those registered, but not employed, in practical nursing.

The comprehensive set of demographic, employment, and education data collected for the LPNDB supports in-depth analysis of many supply and distribution variables not otherwise available. In addition, the collection of postal code information permits geographic comparisons and over time will allow for spatial analysis. Trending is currently not feasible due to only one year of data collected for 2002.

### Data Definitions

Each of the data elements listed corresponds to a field on the licensed practical nurse record. Only data elements used in tabulations for *Workforce Trends of Licensed Practical Nurses in Canada, 2002* are described below. For a complete list of data elements present in LPNDB and for a copy of the data dictionary, contact the Consultant, Nursing Databases.

#### *Data Year*

Refers to data year. LPNs register in the present year (reference year) to work in the following year (data year).

#### *Province/Territory of Registration*

The province/territory in which an LPN is licensed to practice practical nursing. Statistics Canada province/country codes are used.

*Registration Number*

A serial number that is unique to a particular LPN within a particular province/territory of registration/licensure.

*Gender*

Values of Male, Female, and Not Stated are submitted to CIHI. All *Not Stated* values are converted to *Female* in the editing process.

*Year of Birth*

Four-digit year of birth.

*Actual Age*

Generated from *Year of Birth*. If Year of Birth is valid then Actual Age = Data Year — Year of Birth.

*Entry/Initial Practical Nursing Education*

Basic education program or assessment of equivalency used to prepare a practical nurse for entry into practice, leading to initial registration/licensure as a LPN. Accepted responses include:

- Diploma
- Equivalency for Initial Education:  
*Assessment of equivalency by LPN regulatory authorities permits initial registration/licensure as an LPN.*
- Not Stated

*Province/Territory or Country of Graduation*

Province/territory/country in which entry/initial practical nursing education was completed. Statistics Canada province/country codes are used.

*Other Education in Licensed Practical Nursing*

Practical Nursing education/Specialized LPN education within the past 12 months, other than entry/initial practical nursing education or equivalency, which resulted in a non-degree certificate or diploma. Accepted responses include:

- No
- Yes
- Not Stated

*Other Education in Nursing—Non LPN*

Highest education achieved in a nursing related field, other than Practical Nursing. Accepted responses include:

- Diploma in nursing
- Bachelor's degree in nursing

- Master's degree in nursing
- Doctorate in nursing
- None
- Not Stated

### *Education in Other Than Nursing*

Highest education achieved in a program/field other than nursing. Accepted responses include:

- Diploma
- Bachelor's degree
- Master's degree
- Doctorate
- None
- Not Stated

### *Multiple Employment*

Currently employed as an LPN by more than one employer. Accepted responses include:

- No
- Yes
- Not Stated

### *Employment Status*

Current employment in a field(s) directly related to practical nursing practice: direct care, administration, education or research. Reflects employment status as of time registrant is completing form or at time registration/licensure comes into effect. Accepted responses include:

- Employed in Practical Nursing—Regular Basis  
Reflects employment schedule that guarantees a fixed number of hours of work per pay period. May be defined by the employer as full-time or part-time, but reflects permanent employment even though it may be time limited.
- Employed in Practical Nursing—Casual Basis  
Reflects employment that does not guarantee a fixed number of hours of work per pay period.
- Employed in other than practical nursing seeking employment in practical nursing  
Employed in other than practical nursing not seeking employment in practical nursing
- Not employed and seeking employment in practical nursing
- Not employed and not seeking employment in practical nursing
- Not Stated



### *Full-time/Part-time Status*

Status is self-reported and based on hiring practices of employer and/or union contract. Based on “official status” with the primary employer. Accepted responses include:

- Full-time Employment  
Employed for a fixed number of hours per pay period that equal full-time hours.
- Part-time Employment  
Employed for a fixed or flexible number of hours per pay period that usually do not equal or exceed full-time hours.
- Not Stated

### *Derived Employment Status*

Derived by combining *Employment Status* and *Full-time/Part-time Status* to provide a comparison of full-time, part-time and casual data in one table.

Derived categories include\*:

- Full-time  
*Employment Status* = Regular and *Full-time/Part-time Status* = Full-time
- Part-time  
*Employment Status* = Regular and *Full-time/Part-time Status* = Part-time
- Casual  
*Employment Status* = Casual and *Full-time/Part-time Status* = Full-time OR Part-time OR Not Stated
- Unknown  
*Employment Status* = Regular and *Full-time/Part-time Status* = Not Stated

\* This is a partial list that applies only to LPNs employed in practical nursing. For a complete description, review the *Derived Employment Status* section of the methodological notes.

### *Place of Work*

Primary place of employment, based on primary, second and third employer. Accepted responses include:

- Hospital (general, maternal, paediatric, psychiatric)
- Mental Health Centre
- Nursing Station (outpost or clinic)
- Rehabilitation/Convalescent Centre
- Nursing Home/Long-term Care Facility
- Home Care Agency
- Community Health/Health Centre
- Business/Industry/Occupational Health Office
- Private Nursing Agency/Private Duty
- Self-employed
- Physician’s Office/Family Practice Unit

- Educational Institution
- Association/Government
- Other
- Not Stated

### *Province/Territory or Country of Employment*

Province/territory or country of primary employment. Statistics Canada province/country codes are used.

### *Primary Area of Responsibility*

Within agency/facility of employment, the major focus of activities. Based on primary, second and third employers. Four primary practical nursing practice areas (direct care, administration, education, and research). Accepted responses include:

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>• <b>Direct Care</b> <ul style="list-style-type: none"> <li>Medical/Surgical</li> <li>Psychiatric/Mental Health</li> <li>Paediatric</li> <li>Maternal/Newborn</li> <li>Geriatric/Long-term Care</li> <li>Critical Care</li> <li>Community Health</li> <li>Ambulatory Care</li> <li>Home Care</li> <li>Occupational Health</li> <li>Operating Room/Recovery Room</li> <li>Emergency Room</li> <li>Several Clinical Areas</li> <li>Oncology</li> <li>Rehabilitation</li> <li>Palliative Care</li> <li>Other Direct Care</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>• <b>Administration</b> <ul style="list-style-type: none"> <li>Nursing Service</li> <li>Nursing Education</li> <li>Other Administration</li> </ul> </li> <li>• <b>Education</b> <ul style="list-style-type: none"> <li>Teaching—Students</li> <li>Teaching—Employees</li> <li>Teaching—Patients/clients</li> <li>Other Education</li> </ul> </li> <li>• <b>Research</b> <ul style="list-style-type: none"> <li>Nursing Research only</li> <li>Other Research</li> </ul> </li> <li>• <b>Not Stated</b></li> </ul> |
|---|---|

### *Position*

Current assigned role at place of employment as per title/job description. Based on primary, second and third employers. Accepted responses include:

- LPN Staff Nurse/Community Health Nurse
- Instructor/Professor/Educator
- Coordinator/Care Manager
- LPN Specialty
- Other
- Not Stated

### *Province/Territory/Country of Residence*

Province/territory or country of primary residence. Statistics Canada province/country codes are used.

### **Derived Employment Status**

CIHI has developed a method to combine the data contained in the fields *Employment Status* and *Full-time/Part-time Status*. This method allows full-time, part-time and casual data to be accurately combined into a single table, greatly increasing analytical potential.

To accomplish this, CIHI combined each element of *Employment Status* with each element of *Full-time/Part-time Status*. The field *Employment Status* consists of seven categories of employment as illustrated in Table 6. It is important to note that none of the statistics presented in the field *Derived Employment Status* are estimated. The number of "Casual" LPNs exactly matches the number of "Casual" LPNs identified in the field *Employment Status*.

Of the seven categories, only two—"Regular" and "Casual"—apply to LPNs employed in practical nursing; the remaining categories better identify LPNs not employed in practical nursing. The category "Regular" includes LPNs employed full-time and LPNs employed part-time.

The field *Full-time/Part-time Status* consists of three categories: "Full-time", "Part-time" and "Not Stated". In this field, the category "Part-time" includes LPNs employed part-time and LPNs employed on a casual basis.

**Table 6. Conversion Table, Derived Employment Status**

<i>Employment Status</i>		<i>FT/PT Status</i>		<i>Derived Employment Status</i>
Regular	+	Full-time	=	Full-time
Regular	+	Part-time	=	Part-time
Regular	+	Not Stated	=	Unknown
Casual	+	Full-time	=	Casual
Casual	+	Part-time	=	Casual
Casual	+	Not Stated	=	Casual
Employed in Other, Seeking Employment	+	Not Stated	=	Employed in Other, Seeking Employment
Employed in Other, Not Seeking Employment	+	Not Stated	=	Employed in Other, Not Seeking Employment
Not Employed, Seeking Employment	+	Not Stated	=	Not Employed, Seeking Employment
Not Employed, Not Seeking Employment	+	Not Stated	=	Not Employed, Not Seeking Employment
Not Stated	+	Full-time	=	Not Stated
Not Stated	+	Part-time	=	Not Stated
Not Stated	+	Not Stated	=	Not Stated

**Notes**

CIHI statistics include only LPNs employed in practical nursing, unless otherwise noted. In the field *Derived Employment Status*, LPNs employed in practical nursing are categorized as either "full-time", "part-time", "casual" or "unknown". The remaining categories are only used for LPNs not employed in practical nursing, or LPNs failing to state their employment status.

CIHI defaults all employment information to "Not Stated" when an LPN is not employed in practical nursing.

It was necessary to create a category titled "Unknown" for the field *Derived Employment Status* because in this situation there is not enough information to accurately identify the LPN as full-time or part-time. A response of "Regular" in the field *Employment Status* could indicate either full-time or part-time employment; failing to indicate either in the field *Full-time/Part-time Status* leaves the employment unknown.

The field *Derived Employment Status* is used throughout this publication, in the accompanying media release, on the CIHI website and in ad hoc requests. More information regarding the methodology of this field is available upon request to the Consultant, Nursing Databases.

## External Data Sources

Data presented in this publication are derived primarily from the LPNDB; however, supplemental data are included to provide a more detailed picture of licensed practical nursing in Canada. Additional information includes: LPN salary information from the Canadian Federation of Nurses Unions (CFNU); population estimates from Statistics Canada; and, the (United States) National Council of State Boards of Nursing Inc.

### *LPN Salary Data*

The Canadian Federation of Nurses Unions (CFNU) provided partial data on the hourly and yearly salaries of LPNs. The data represents 2002 hourly and yearly salaries. This data is included to provide a more detailed picture of licensed practical nursing in Canada. For further information, refer to *Appendix E: Salary Information for Licensed Practical Nurses*.

The Canadian Federation of Nurses Unions has given CIHI permission to use the 2002 data for this publication. More information on the Canadian Federation of Nurses Unions may be obtained at <http://www.nursesunions.ca>.

### *Population Data*

All population data used in this document are from the Statistics Canada publication *Quarterly Demographic Statistics July–September 2002* (Catalogue no. 91-002-XIB, Volume 16, no. 3). These data represent the most current estimates available, and all population sources are footnoted where applicable. Refer to Appendix F for population data used to generate LPN per 10,000 population ratios used in this publication.

#### *Note to Readers:*

*Statistics Canada information is used with the permission of the Minister of Industry, as Minister responsible for Statistics Canada. Information on the availability of the wide range of data from the Statistics Canada can be obtained from Statistics Canada's Regional Offices, its World Wide Web site at <http://www.statcan.ca>, and its toll-free access number 1-800-263-1136.*

### ***U.S. National Exam Data***

The National Council of State Boards of Nursing Inc. has provided data regarding the number of Canadian practical nurses writing the U.S. national exam for practical nursing registration/licensure. Though not a measure of the number of Canadian LPNs currently employed in the U.S., the number of Canadians pursuing the exam is an indicator of the number of LPNs interested in obtaining the right to practice practical nursing in the United States.

### **Privacy and Confidentiality**

The Privacy Secretariat at CIHI has developed a set of guidelines to safeguard the privacy and confidentiality of data received by CIHI. The document *Privacy and Confidentiality of Health Information at CIHI: Principles and Policies for the Protection of Personal Information and Policies for Institution-Identifiable Information* document may be obtained from either the CIHI web site ([http://secure.cihi.ca/cihiweb/en/downloads/privacy\\_policy\\_priv2002\\_e.pdf](http://secure.cihi.ca/cihiweb/en/downloads/privacy_policy_priv2002_e.pdf)), or upon request to the Consultant, Nursing Databases. These policies govern the release of data in publications, media releases, the CIHI website and through ad hoc requests and special studies.

In compliance with these guidelines, CIHI prevents residual disclosure by aggregating LPNDB data for release in publications and ad hoc requests. Cells with counts from 1 to 4, for which further aggregation is either inappropriate or unfeasible, are suppressed before release. These policies ensure the confidentiality of all LPNs regardless of province/territory size or place of work.

Special analytical studies often require the disclosure of person-level data. For LPNDB data, this is the most detailed level of data provided by provincial/territorial regulatory authorities, and contains sensitive data. Requests for person-level data must be submitted in writing and will be subject to a prescribed review process. Identifiers are typically stripped from data or encrypted by CIHI before disclosure. In addition, requests for person-level LPNDB data must also receive approval from the respective provincial/territorial representative before CIHI can release the data. Each regulatory authority representative reserves the right to request further information from researchers before authorizing the release of her/his provincial/territorial data.

### **LPNDB Publications and Products**

The CIHI publication *Workforce Trends of Licensed Practical Nurses in Canada, 2002* may be purchased either on-line at <http://www.cihi.ca>, or by contacting the CIHI Order Desk at (613) 241-7860. Both paper and electronic (.pdf) copies are available.

The document *Licensed Practical Nurses System Data Dictionary and Data Submission Specifications* is available upon request to the Consultant, Nursing Databases. This document outlines the data elements (and definitions) collected for the LPNDB, as well as the file specifications sent to the provincial/territorial regulatory authorities for data submission.

Many of the tables and figures presented in the Descriptive Analysis section of this publication are available for viewing and download from the CIHI website in the "Media Releases" section (<http://www.cihi.ca/medrls/rls1.shtml>), and "Facts and Figures" section (<http://www.cihi.ca/facts/fac.shtml>).

## **Request Services**

CIHI completes ad hoc requests and special analytical projects on a cost-recovery basis using data from the LPNDB. Ad hoc requests are short queries that generally can be handled through standard reports, and do not require major programming resources. Special analytical projects require project planning and the commitment of extra resources. For an estimate of the costs associated with these products and services, contact:

Consultant, Nursing Databases  
Canadian Institute for Health Information  
200-377 Dalhousie Street  
Ottawa, Ontario K1N 9N8  
Tel: 613-241-7860  
Fax: 613-241-8120  
E-mail: [nursing@cihi.ca](mailto:nursing@cihi.ca)  
Web: <http://www.cihi.ca>

# Descriptive Analysis

## Notes to the Reader

1. The statistics presented in this publication have been reviewed and authorized for release by representatives of the provincial/territorial licensed practical nursing associations/colleges/councils responsible for the regulation and licensure of licensed practical nurses.
2. CIHI figures will not be the same as figures published by provincial/territorial licensed practical nursing associations/colleges/councils for the following reasons:
  - (1) **Collection Period**—The statistics released by provincial/territorial authorities are year-end statistics that include all registrations/licenses received during the 12-month registration/licensure period. In contrast, CIHI collects data after the first six months of the 12-month registration period, in an effort to ensure timely information. Although the resulting under-coverage is typically only 5.1%, the figures released by CIHI will be less than provincial/territorial figures.
  - (2) **CIHI Editing and Processing**—The CIHI database is not an amalgamation of provincial/territorial data: when data files are submitted, CIHI removes from analysis records that do not reflect the primary jurisdiction of employment. This is done so that CIHI can accurately determine the size of the LPN workforce in Canada. Provincial/territorial associations/colleges/councils typically do not identify or remove these secondary registrations (also termed “interprovincial duplicates”).
  - (3) **Differences in Definition**—Regulatory authorities typically report the total number of “Active” registrations received during the registration year. An active registration enables the LPN to work in that jurisdiction, but does not distinguish between those employed in practical nursing and those not employed in practical nursing: the active total represents the *maximum* number of LPNs eligible to work in a particular jurisdiction in that year. In contrast, CIHI divides the active total into four categories: Employed in Practical Nursing, Employed in Other Than Practical Nursing, Not Employed and Not Stated. CIHI only reports the number of LPNs employed in practical nursing at the time of registration; LPNs employed in other than practical nursing, not employed, and those failing to state their employment status are removed from most CIHI analyses.
  - (4) **Provincial/Territorial Data Cleaning**—Many jurisdictions review the registration data at year-end and “clean” potential data quality issues. As CIHI receives the data at the six-month mark, this cleaning has not yet occurred. Therefore, if a jurisdiction reduces the number of “Not Stated” records in a particular field, that correction will not be reflected in the CIHI database.
3. Historical data are not available for comparisons as this is the first year of standardized data collection for LPNs in Canada.



## Defining Licensed Practical Nurse

As the value of data and information increases, so too does the level of scrutiny. Discrepancies between data sources for the same information can lead to questions concerning accuracy (which figure is “right” and which is “wrong”?) and reliability. This confusion can be particularly challenging for those answering to decision-makers.

How data are defined greatly affects the information collected and analyzed. Typically, it is differences in definition—and not a question of “right” versus “wrong”—that explain discrepancies. That something as apparently black-and-white as the number of licensed practical nurses varies by definition is difficult for those not used to working with data.

For the Licensed Practical Nurses Database (LPNDB), CIHI in consultation with practical nursing stakeholders, developed a definition of a licensed practical nurse (LPN) that is most relevant for Health Human Resources planning purposes while satisfying the need for timely national data. This definition does not focus on the duties and responsibilities of a practising LPN, but instead defines the *limits* of who are included in the final statistics.

The CIHI definition is consistent with existing definitions of *registered nurse* and *registered psychiatric nurse*, and meets the research needs of the organization and its clients. The CIHI definition does not necessarily need to be consistent with the definitions of provincial/territorial regulatory authorities, as the primary goal of provincial/territorial registration/licensing bodies (LPN registration/licensure) differs from that of CIHI (Health Human Resources research).

Unfortunately, these differences in definition can lead to confusion, particularly when one set of figures are consistently lower than another set. This can lead to different (and in extreme cases, conflicting) trends in the data, again leading to questions of accuracy as differing trends can greatly impact current and future planning.

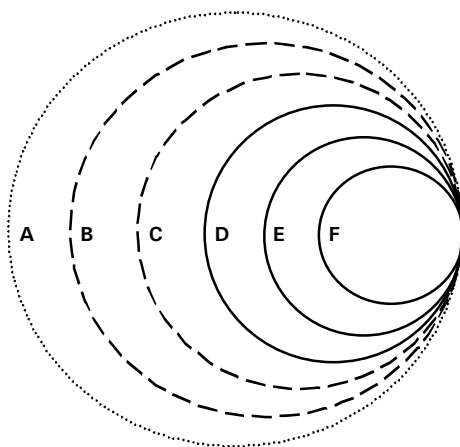
In an effort to minimize this confusion, following is a summary of *how* provincial/territorial figures will contrast with CIHI figures, and how CIHI narrows the definition used in published reports.

In general, provincial/territorial regulatory authorities report the *total number of active-practising registrations/licensures*, a method that is most appropriate for a licensing authority. In contrast, the CIHI definition is much narrower, choosing to report only the *number of LPNs currently in the workforce*. This is a more appropriate method for a study of the LPN workforce, as it eliminates those LPNs outside of the workforce. Again, it is a matter of definition rather than “right” or “wrong”.

For health human resource (HHR) planning and research, however, data and information on registered/licensed LPNs currently outside of the workforce is very important. This information provides a better understanding of the potential supply to the LPN workforce.

### How the Definition Narrows

The figure presented below is a series of six circles, each smaller than the previous. This represents the “narrowing” of data by CIHI prior to analysis and publication. Each lettered circle is explained.



Note: The circles are for illustrative purposes only, and are not to scale.

#### A “Potential Supply”: Total Cannot be Calculated

Circle A includes all persons with practical nursing education and training, of working age, living in Canada. Total includes *both* those currently registered/licensed and those who have left the profession (either due to career change or retirement). This represents the total *potential* supply of LPNs in Canada this year.

This total cannot be calculated as LPNs who have left the profession and/or who are not registered/licensed cannot be accurately tracked and counted.

#### B “Current Supply”: Sum of all Provincial/Territorial Registrations/Licenses

Circle B represents the “current supply” of LPNs, as only practical nurses registering/licensing with provincial/territorial regulatory authorities are included. Total includes all active-practising and non-practising registrations/licenses received during the 12-month registration period.

CIHI cannot calculate this total, in part because non-practising registrations/licenses are not submitted to CIHI.

#### C “Active Supply”: Sum of All Provincial/Territorial “Active-Practising” Registrations/Licenses

Circle C includes only those practical nurses registering/licensing for active-practising status; non-practising registrations/licenses are excluded. All active-practising registrations/licenses received during the 12-month registration period are included.

This is typically the figure released at year-end by provincial/territorial regulatory authorities. CIHI typically cannot calculate this total, in part because CIHI receives data at the 6-month mark of the 12-month registration/licensure period.

**D “CIHI (All Records)”**

Circle D is the total number of records submitted to CIHI and represents the *target population* of the LPNDB. This total includes only active-practising registrations/licenses received by the provincial/territorial regulatory authorities within the first six months of the 12-month registration year.

This is the “raw” total received by CIHI, prior to editing and validation procedures.

**E “CIHI (After File Processing)”**

Circle E represents the provincial/territorial data after editing and validation. During file processing, CIHI identifies and removes “secondary registrations” (also termed *interprovincial duplicates*) from the dataset. This is done to prevent double counting during analysis.

This total includes LPNs currently practising practical nursing, LPNs employed in other than practical nursing, LPNs not employed, and LPNs failing to state their employment status (“Not Stated”).

**F “CIHI (Reported)”**

Circle F is the final figure released by CIHI in its reports, media releases, website, and in ad-hoc requests. This total includes *only* LPNs currently practising practical nursing. LPNs currently employed in other than practical nursing, LPNs not employed, and LPNs failing to state their employment status (“Not Stated”) are excluded from analysis.

Therefore, CIHI figures include only those employed in practical nursing—CIHI figures do not represent the current supply (or potential supply) of LPNs in a particular jurisdiction.

The table below compares the criteria of provincial/territorial regulatory authority statistics to those released by CIHI\*:

	Provincial/Territorial Regulatory Authority	CIHI
<i>Registration/Licensure Period</i>	12 months (all registrations/licenses received during the year)	6 months (jurisdictions submit data to CIHI at mid-year)
<i>Registration/Licensure Status</i>	Active-practising only	Active-practising only
<i>“Secondary” Registrations/Licensures</i>	Included in analysis	Excluded from analysis
<i>Employment Status</i>	Employed in Practical Nursing, Employed in Other Than Practical Nursing, Not Employed, Not Stated	Employed in Practical Nursing only

\* The criteria listed above are typical, but do not necessarily apply to all jurisdictions. For example, some jurisdictions may include *non-practising* registration/licensure status in reported totals.

## Supply of Licensed Practical Nurses

During the Second World War, Licensed Practical Nurses (LPNs) were first introduced as an “auxiliary worker”. The first LPN education program was introduced in 1945 in Manitoba. Today, LPNs are educated and regulated as a distinct and separate nursing profession in all provinces and territories, with the exception of Ontario where both RNs and LPNs are under the same regulatory body.

Licensed practical nursing is a profession, which is the second largest regulated health care provider group in Canada. The role of the licensed practical nurse has evolved with time. Prior to 1945, the “auxiliary workers” were employed and trained on the job to meet nursing service needs in hospitals and nursing homes. These “auxiliary workers” became so important to the health care system; it was necessary to provide special training to fulfil their role.

LPNs can assist in encouraging health professionals to work as members of a team dedicated to providing patients the care from the professional most appropriate to meet those needs. The Licensed Practical Nursing profession’s purpose is to assess and treat health conditions, promoting health, preventing illness, and assisting individuals, families and groups to achieve an optimal state of health.

LPNs are accountable to a professional regulatory body that ensures the registration/ licensure and discipline of its members and works with government and key stakeholders to set education and practice standards and approve educational programs. As regulated professionals, they work within established Standards of Practice and Codes of Ethics.

In Ontario, Licensed Practical Nurses are also referred to as *Registered Practical Nurses*.

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**Sources:** Licensed Practical Nurses: A Practical Solution to the Alberta Nursing Shortage. Prepared for the Standing Senate Committee on Social Affairs, Sciences and Technology. Canadian Practical Nurses Association. October 2001.  
An article from the Council for Licensed Practical Nurses of Newfoundland.

## Number of Licensed Practical Nurses

In the year 2002, the number of LPNs practicing in practical nursing was 60,123 in Canada.

**Table 7. Number of Records Submitted to CIHI by Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>2002</b>													
Duplicate Records	4	0	17	3	57	503	12	10	58	40	0	16	720
Non-Duplicate Records	2,807	603	3,205	2,491	16,016	30,292	2,375	2,056	4,829	4,545	64	91	69,374
Employed in Practical Nursing	<b>2,759</b>	<b>593</b>	<b>2,950</b>	<b>2,333</b>	<b>14,560</b>	<b>23,827</b>	<b>2,250</b>	<b>2,011</b>	<b>4,435</b>	<b>4,262</b>	<b>64</b>	<b>79</b>	<b>60,123</b>
Other	46	8	215	0	18	4,167	4	29	387	280	0	0	5,154
Not Stated	2	2	40	158	1,438	2,298	121	16	7	3	0	12	4,097
<i>Total Records Submitted</i>	<b>2,811</b>	<b>603</b>	<b>3,222</b>	<b>2,494</b>	<b>16,073</b>	<b>30,795</b>	<b>2,387</b>	<b>2,066</b>	<b>4,887</b>	<b>4,585</b>	<b>64</b>	<b>107</b>	<b>70,094</b>

Source: LPNDB/CIHI

### Notes

"Other" includes LPNs employed in Other than Practical Nursing and Not Employed.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

As shown in Table 7 above, not all LPNs submitting a registration/licensure form each year are currently employed in practical nursing. Some may be actively looking for work, while others may retain their membership while temporarily out of the workforce. Reasons for temporarily leaving the workforce may include continuing education, maternity/paternity leave, family reasons, or temporarily living and/or working abroad. Provincial/Territorial figures are presented in Table 8.

**Table 8. Number and Percentage Distribution of LPNs Employed in Practical Nursing by Province/Territory of Registration/Licensure, Canada, 2002**

	2002	
	Counts	%
Newfoundland & Labrador	2,759	4.6%
Prince Edward Island	593	1.0%
Nova Scotia	2,950	4.9%
New Brunswick	2,333	3.9%
Quebec	14,560	24.2%
Ontario	23,827	39.6%
Manitoba	2,250	3.7%
Saskatchewan	2,011	3.3%
Alberta	4,435	7.4%
British Columbia	4,262	7.1%
Yukon	64	0.1%
Northwest Territories	79	0.1%
<b>Canada</b>	<b>60,123</b>	<b>100%</b>

Source: LPNDB/CIHI

### Notes

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology.

Please review the methodological notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.

Nunavut data are not available for the year 2002.

## Number of LPNs per 10,000 Population

The number of LPNs employed in practical nursing in a province/territory offers an idea of the number of professionals providing practical nursing care to the Canadian population. Another perspective about availability of LPNs can be obtained by looking at the number of LPNs per 10,000 population. Provincial/Territorial figures are presented in Table 9.

The ratio for every 10,000 people shows how many LPNs are providing practical nursing care and how readily available services are from an LPN. For example, to obtain the services provided by an LPN would theoretically be easier in Newfoundland and Labrador with 51.9 LPNs/10,000 people, than in British Columbia with only 10.3 LPNs/10,000 people available.

**Table 9. Number of LPNs Employed in Practical Nursing per 10,000 Population by Province/Territory of Registration/Licensure, Canada, 2002**

	2002	
	Counts	Ratio per 10,000
Newfoundland & Labrador	2,759	51.9
Prince Edward Island	593	42.3
Nova Scotia	2,950	31.2
New Brunswick	2,333	30.8
Quebec	14,560	19.5
Ontario	23,827	19.7
Manitoba	2,250	19.6
Saskatchewan	2,011	19.9
Alberta	4,435	14.2
British Columbia	4,262	10.3
Yukon	64	21.5
Northwest Territories	79	19.1
<b>Canada</b>	<b>60,123</b>	<b>19.1</b>

Sources: LPNDB/CIHI, Statistics Canada

### Notes

The number of LPNs per 10,000 population is calculated annually using the most recent Statistics Canada population estimates.

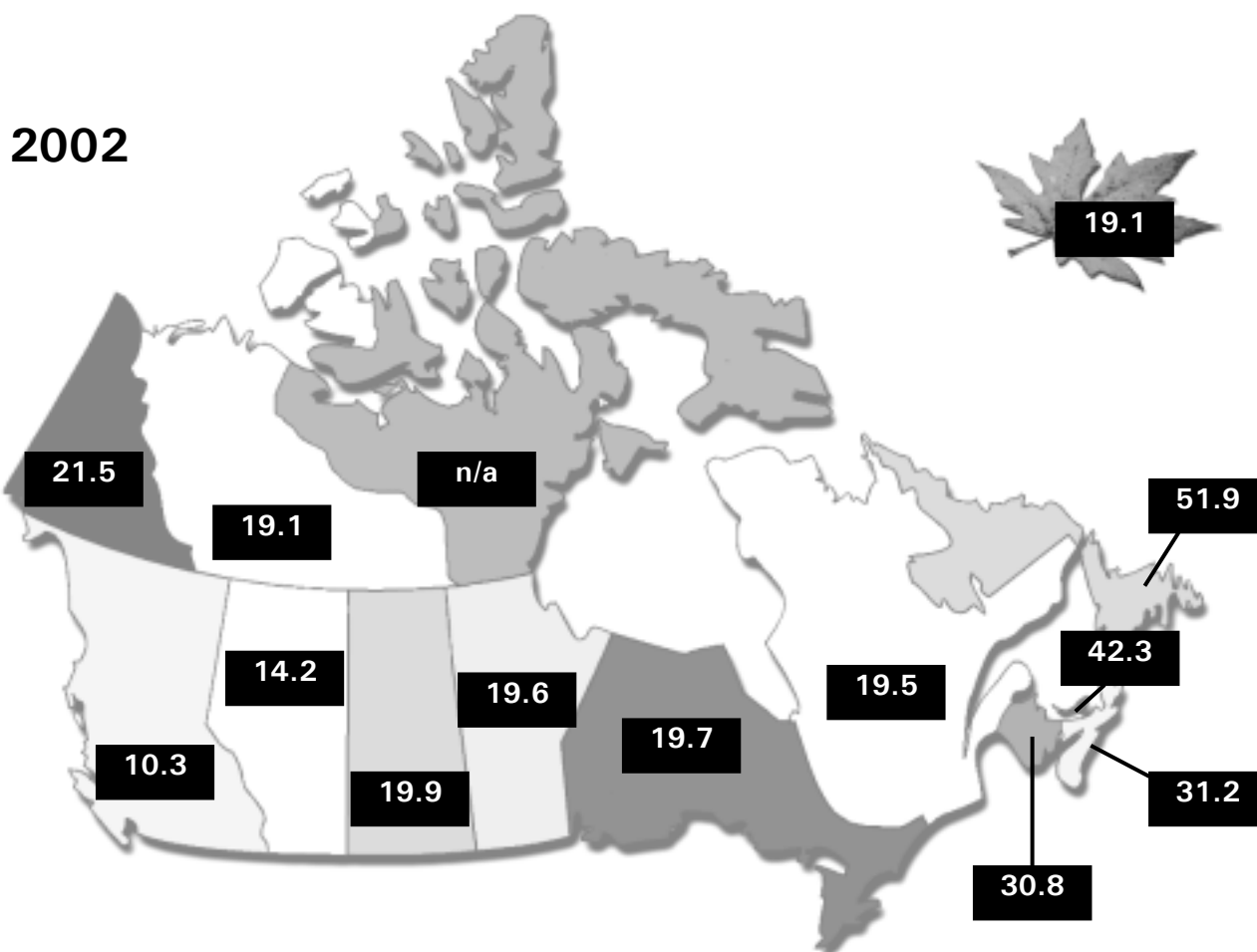
Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.

Please review the methodological notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

## LPN per Population Rates

The interpretation of the licensed practical nurse to population ratios requires an understanding of the role of a LPN, the multidisciplinary team and staff mix components, the service requirements and environment before a comprehensive measure can be presented. This is beyond the scope of this report.



## Notes

Yukon did not submit “Employment Status”, therefore all LPNs in Yukon are considered employed in practical nursing. Please review the methodological notes for more comprehensive information regarding the collection and comparability of LPNDB data.

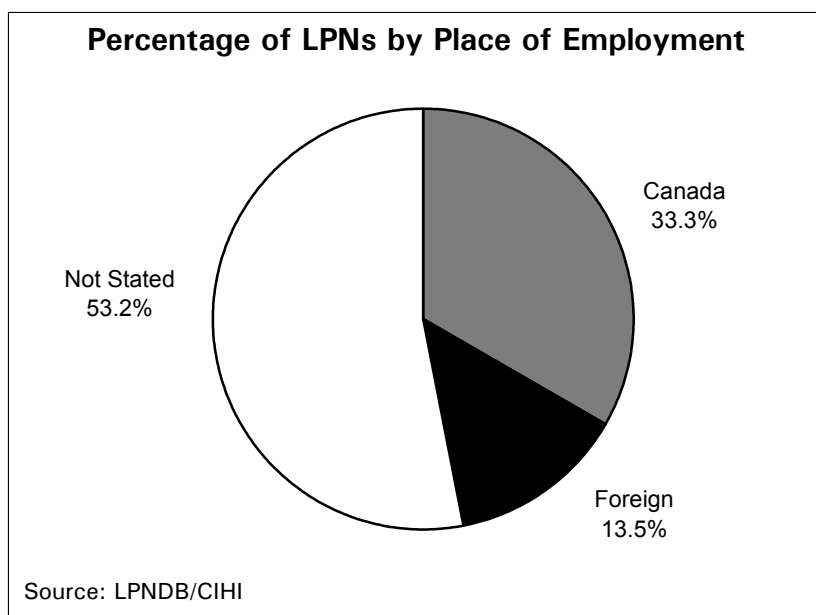
Nunavut data are not available for the year 2002.

Figure 1 shows the number of LPNs employed in practical nursing per 10,000 population by province/territory of registration. Interprovincial comparisons, particularly for the number of LPNs per 10,000 population, do not account for varying nursing service requirements which may occur in northern, rural and remote communities. Reporting at the provincial/territorial level reduces this disparity throughout Canada. However, licensed practical nurses service requirements differ within each province/territory. In addition, the roles and responsibilities of LPNs in rural/remote areas differ from LPNs in urban facilities and must also be considered during analysis.

## Secondary Registrations

The CIHI editing process identifies secondary registrations that do not reflect the primary jurisdiction on LPN employment. The data from these secondary registrations (also termed *interprovincial duplicates*) are then excluded from further analysis, as CIHI aims to report accurate head counts for the LPN workforce in Canada.

These secondary registrations identify LPNs that are living outside of Canada or LPNs employed (or living) in a Canadian jurisdiction different from the province/territory of registration/licensure. While these records are typically excluded from CIHI analyses, they provide useful information to better understand current employment (and migration) patterns.



Of all duplicate registrations in Canada, 69.9% are found in the Ontario data.

Of the 720 secondary registrations identified in the 2002 data, 85 (11.8%) are employed in the United States, with an additional 1.7% employed in other foreign countries such as Hong Kong, New Zealand and the United Kingdom.

A total of 240 (33.3%) are employed in other jurisdictions in Canada. More than half (53.2%) failed to state the province of employment.

**Figure 2. Percentage of LPNs with Secondary Registrations by Place of Employment, Canada, 2002**

Most LPNs with secondary registrations are employed inside of Canada. However, the statistics presented in Figure 2 do not include all LPNs currently outside of the country; but rather those LPNs choosing to maintain their Canadian registration while abroad.



## Demographics of Licensed Practical Nurses

### Gender

The number of female LPNs employed in practical nursing represents a sizeable percentage of the LPN workforce. Excluding Yukon, which did not report gender information, females make up 93.2% of the workforce. The proportion of male LPNs employed in practical nursing is 6.8% in 2002.

Almost half of all male LPNs employed in practical nursing in Canada are employed in Quebec, where the 1,184 males account for 8.1% of the province's workforce. 13.8% of Newfoundland and Labrador's LPNs are male, a difference of 7.0% compared to the Canadian average. Table 10 provides a province and territory breakdown by gender for LPNs in Canada.

**Table 10. Number and Percentage Distribution of LPNs Employed in Practical Nursing by Gender and Province/Territory of Registration/Licensure, Canada, 2002**

	2002				
	Males		Females		Total
	Counts	%	Counts	%	
<b>N.L.</b>	382	13.8	2,377	86.2	2,759
<b>P.E.I.</b>	45	7.6	548	92.4	593
<b>N.S.</b>	140	4.7	2,810	95.3	2,950
<b>N.B.</b>	221	9.5	2,112	90.5	2,333
<b>Que.</b>	1,184	8.1	13,376	91.9	14,560
<b>Ont.</b>	1,421	6.0	22,406	94.0	23,827
<b>Man.</b>	71	3.2	2,179	96.8	2,250
<b>Sask.</b>	53	2.6	1,958	97.4	2,011
<b>Alta.</b>	219	4.9	4,216	95.1	4,435
<b>B.C.</b>	351	8.2	3,911	91.8	4,262
<b>Y.T.</b>	n/s	n/s	n/s	n/s	n/s
<b>N.W.T.</b>	9	11.4	70	88.6	79
<b>Canada</b>	<b>4,096</b>	<b>6.8</b>	<b>55,963</b>	<b>93.2</b>	<b>60,059</b>

Source: LPNDB/CIHI

#### Notes

Percentages for Canada are based on reported values, and do not include 64 LPNs that did not report their gender. CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology. Please review the methodological notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing. Nunavut data are not available for the year 2002.

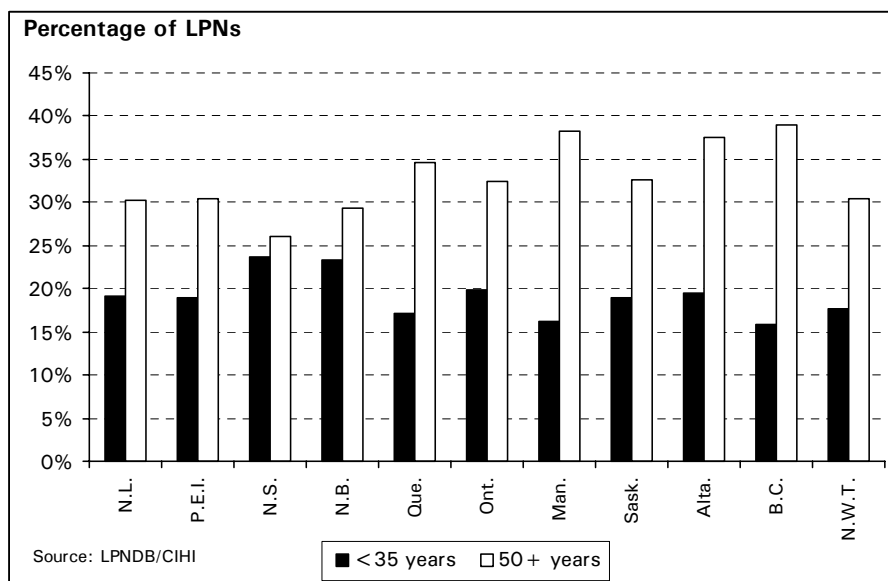
n/s = Data not submitted.

## Age Distribution

Across Canada, the distribution of LPNs by age group varies greatly, as illustrated in Figure 3.

Each jurisdiction has a greater percentage of LPNs over the age of 50. For example, Manitoba and British Columbia's percentage of LPNs over the age of 50, are 38.3% and 38.9% respectively.

Some jurisdictions, such as Nova Scotia and New Brunswick demonstrate a more even split between these two age groups in their current workforce.

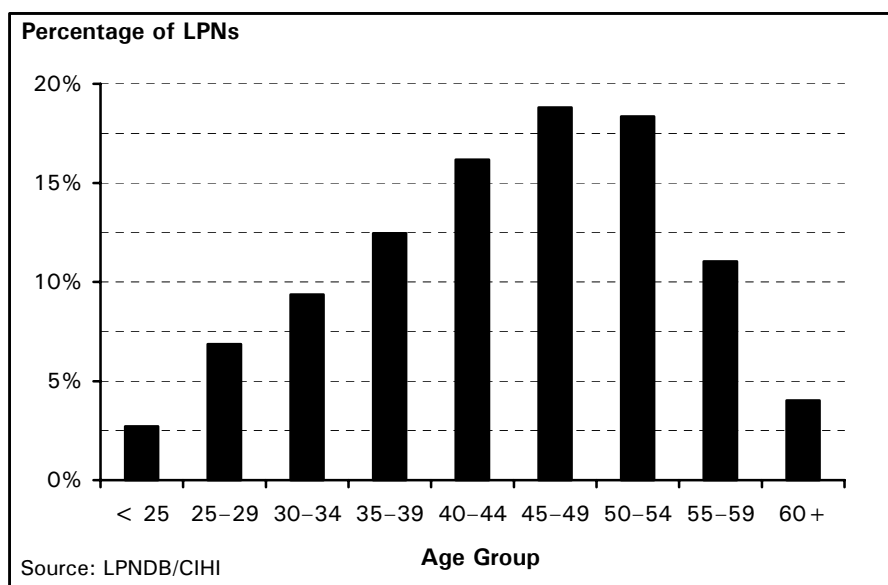


**Figure 3. Percentage of LPNs by Age Group and Province/Territory of Registration, 2002**

### Age Distribution of LPNs

There are 1.8 LPNs 50+ for every one LPN less than 35 in Canada.

Figure 4 provides a breakdown by five-year age group of LPNs within Canada.



**Figure 4. Percentage of LPNs Employed in Practical Nursing by Five-year Age Group, Canada, 2002**

## Average Age

The average age of LPNs employed in practical nursing in Canada is 44.2 years.

Table 11 shows the LPN workforce in Nova Scotia is generally younger than those in the rest of Canada, at an average age of 42.5 years. In British Columbia, the average age of LPNs is 45.6 years, a difference of 1.4 years from the Canadian average.

This difference is further emphasized when looking at the eligibility ages for retirement in the following section.

All jurisdictions show an average age of over 40.

## Eligibility Age for Retirement

Capturing retirement data on the annual registration/licensure form would be difficult because, presumably, some LPNs no longer interested in practising will stop submitting their annual form for renewal of their registration/license.

Very little research has investigated the age at which Canadian LPNs retire and whether the average retirement age has changed over time.

Calculating a national retirement age would be difficult, in part because the definition of "retirement" varies among jurisdictions and among individuals. For example, some LPNs who are officially "retired" still pay the full registration/licensure fee, maintaining an active registration/license and the right to practice. Some even continue to work afterwards.

In the absence of accurate "retirement" data from the LPNDB, different retirement scenarios were estimated based on the age of the current workforce. The calculations presented in Figures 5 and 6 are based solely on age, and do not factor in pension eligibility or years of experience. Nor do the calculations consider other factors such as early retirement, death, migration, or other provincial/territorial policies that affect the Human Resources system. The results are only an estimate, but contribute a contextual perspective to the aging of the LPN workforce.

**Table 11. Average Age of LPNs Employed in Practical Nursing by Province/Territory of Registration, Canada, 2002**

	2002	
	Average Age (years)	Difference from Canada
N.L.	43.4	-0.8
P.E.I.	43.8	-0.4
N.S.	42.5	-1.7
N.B.	42.9	-1.3
Que.	44.3	0.1
Ont.	44.0	-0.2
Man.	45.4	1.2
Sask.	44.2	0.0
Alta.	44.9	0.7
B.C.	45.6	1.4
Y.T.	n/s	n/s
N.W.T.	43.3	-0.9
<b>Canada</b>	<b>44.2</b>	

Source: LPNDB/CIHI

### Notes

LPNs not stating *Year of Birth* are not included in average age calculations. 119 LPNs employed in nursing did not state their year of birth.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing. Please review the methodological notes for more comprehensive information regarding the collection and comparability of LPNDB data.

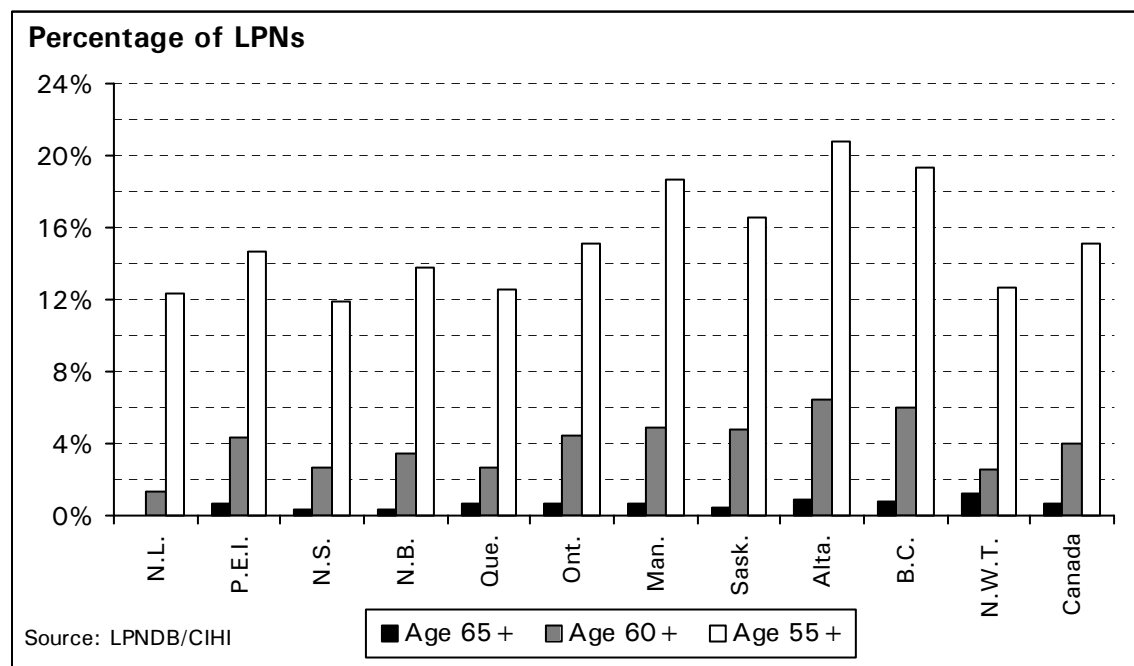
Nunavut data are not available for the year 2002.

n/s = Data not submitted to CIHI.

Two scenarios are presented: the current picture in 2002 and a 10-year picture calculated from current age data. For each scenario, three retirement ages are presented—at 55 years, at 60 years and at 65 years.

Figure 5 illustrates the current percentage of LPNs employed in practical nursing that have already reached the typical age for retirement. Percentages for Yukon are not represented, as Yukon did not report their birth year.

### Current Picture

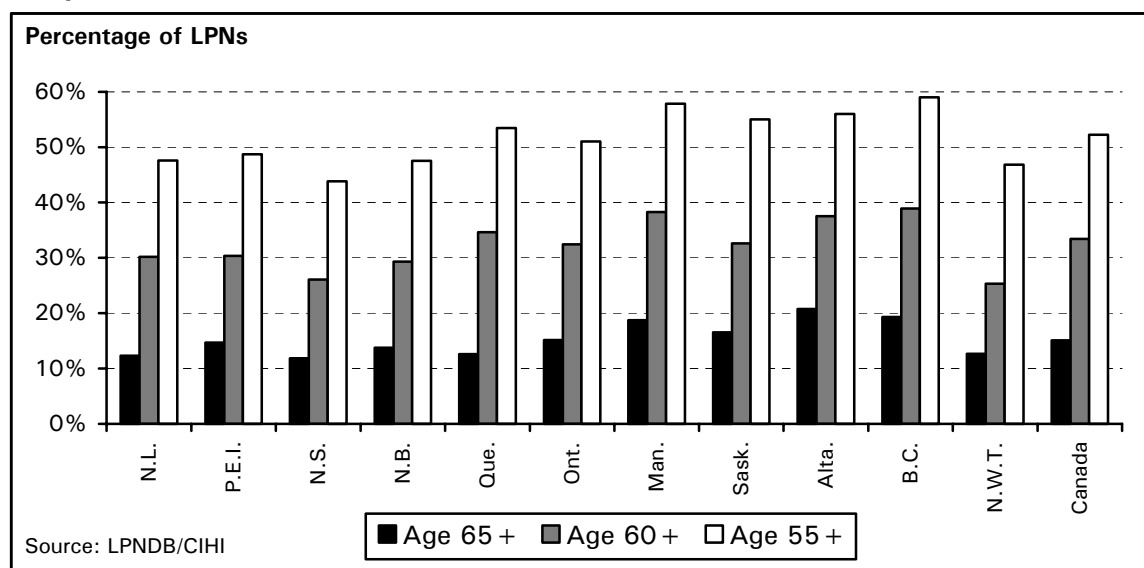


**Figure 5. Percentage Distribution of LPNs Currently at Eligibility Age for Retirement by Retirement Age and Province/Territory of Registration/Licensure, Canada, 2002**

Currently, 15.1% of Canada's LPN workforce is aged 55 years old or greater, with 4.0% aged 60 or greater. Nova Scotia currently has the smallest percentage of nurses over the age of 55, at only 11.9%. Alberta has the most with 20.7% of its LPN workforce over age 55.

Under “status quo” conditions, Figure 6 illustrates the percentage of LPNs that will reach the eligibility age for retirement within the next 10 years.

### 10-year Picture



**Figure 6. Percentage Distribution of LPNs at Eligibility Age for Retirement in Next Ten Years by Retirement Age and Province/Territory of Registration/Licensure, Canada, 2002**

The most striking conclusion is that if LPNs were to retire at age 55, over one-half (52.3%) of Canada’s entire LPN workforce will be eligible for retirement within the next 10 years. Even in the best-case scenario, in which LPNs retire at age 65, 15.1% of Canada’s LPN workforce will be eligible within 10 years.

As expected, the provinces with the highest average age would be most affected by retirement, with almost 60% of British Columbia’s LPN workforce eligible for retirement in 10 years. Currently, Nova Scotia has the lowest average age for its LPNs (42.5 years) and has the smallest proportion of LPNs over 55 years of age, at 11.9%.

Over half of all LPNs currently employed in practical nursing in Canada will reach the eligibility age for retirement by the year 2012.

## Education of Licensed Practical Nurses

The first formal LPN training program was delivered in 1945 in Manitoba and was followed promptly by the delivery of similar programs in other jurisdictions. These programs were tailored to meet jurisdictional needs and, subsequently, offered much variation in content and expectations.

Over the years, the roles of the LPN have changed. These changes have demanded revision to the LPN educational program, scope of practice and role. Educational programs for LPNs are offered in most Canadian jurisdictions. Once delivered primarily in hospitals, practical nursing education is now offered in post-secondary institutions. More importantly, the education of the LPN has moved from a skills base to a knowledge base.

Graduates of an approved program are eligible to write national examinations and, if they achieve a passing grade, are eligible for licensure. The national exam is based on competencies related to client care, communication and professional responsibility. The national exam is written in all jurisdictions except Quebec, where they are required to write a provincial examination.

While LPN educational programs are far more consistent across jurisdictions today than they ever have been, they are not consistent in their content and delivery to the degree that the full range of LPN competencies is taught in all jurisdictions. For example, in some provinces, educational components to permit LPNs to perform additional services have not been introduced into the basic education program such as a *Initiating of IV's* program. In others, the educational program has been revised to include them.

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**Sources:** Licensed Practical Nurses: A Practical Solution to the Alberta Nursing Shortage. Prepared for the Standing Senate Committee on Social Affairs, Sciences and Technology. Canadian Practical Nurses Association. October 2001.

An article from the Council for Licensed Practical Nurses of Newfoundland.

## Initial Education in Practical Nursing

LPNs in Canada graduate from an approved LPN program and receive a diploma or equivalency. Equivalency status is granted to an individual coming from another LPN program or educated in another country. An assessment of equivalency by LPN regulatory authorities would permit initial registration/licensure as an LPN.

All provinces/territories reported 90% or higher of their LPNs having an initial education of diploma, as opposed to equivalency status in 2002.

## Age at Graduation

Data from the LPNDB indicate that the average age of practical nursing graduates has increased in recent years, resulting in a greater percentage of graduates aged 25 years or older.

Part of this increase can be attributed to the method used in the calculations. In the absence of demographic data for each graduating class, demographic data from LPNs currently in the workforce must be used as an indicator. Some LPNs who graduated in the 1970s will have since left the profession and/or the country, while others will have retired. Those that remain in the workforce in 2002 and graduated during the 1970s were generally the youngest graduates.

Among the current workforce, the average age of LPNs at the time of their initial nursing graduation increased from 21.6 years for those graduating in the 1970s to 29.9 years for those graduating since 1990, shown in Table 12.

The percentage of graduates aged 30 years or older at the time of graduation has increased.

Among the current LPN workforce, 5.9% of those graduating in the 1970s were aged 30 years or older at the time of graduation. This compares to 25.1% of graduates from the 1980s, and 44.4% of graduates from the 1990s.

**Table 12. Number of Graduates and Average Age at Initial Graduation by Initial Nursing Education and Decade of Graduation, Current LPN Workforce, Canada, 2002**

	Diploma/Equivalency	
	Counts	Avg Age
<b>1970s</b>	16,908	21.6
<b>1980s</b>	13,544	25.4
<b>1990s +</b>	21,040	29.9

Source: LPNDB/CIHI

### Notes

Counts do not include 476 LPNs that did not state *Graduation Year*, and 119 LPNs that did not state *Year of Birth*.

Yukon data are not included, since they did not submit the fields *Graduation Year* and *Year of Birth*.

Please review the methodological notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available.

Excludes 8,039 LPNs graduating before 1970.

It is unknown whether LPNs who start their career later (e.g. at age 30), still retire at the same age as other LPNs. If so, then LPNs beginning their career later in life will spend fewer years in the workforce than younger LPN graduates.

## Employment of Licensed Practical Nurses

### Derived Employment Status

*Derived Employment Status* combines the fields of *Employment Status* and *Full-time/Part-time Status* to present full-time, part-time and casual data together.

As Table 13 illustrates, the majority of LPNs employed in practical nursing are working in a full-time position. Just under half (42.2%) are working in full-time positions, and only 16.6% work on a casual basis.

**Table 13. Number and Percent Distribution of LPNs Employed in Practical Nursing by Derived Employment Status and Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	YT.	N.W.T.	Canada
Full-time	1,672	211	1,426	1,097	5,781	11,558	804	1,012	1,749	n/s	n/s	58	25,368
Part-time	160	251	784	715	6,666	9,275	1,266	219	2,117	n/s	n/s	10	21,463
Casual	927	131	732	521	2,113	2,994	180	778	561	1,054	n/s	11	10,002
Unknown	0	0	8	0	0	0	0	2	8	3,208	64	0	3,290
<b>Total</b>	<b>2,759</b>	<b>593</b>	<b>2,950</b>	<b>2,333</b>	<b>14,560</b>	<b>23,827</b>	<b>2,250</b>	<b>2,011</b>	<b>4,435</b>	<b>4,262</b>	<b>64</b>	<b>79</b>	<b>60,123</b>

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	YT.	N.W.T.	Canada
Percent Full-time	60.6%	35.6%	48.3%	47.0%	39.7%	48.5%	35.7%	50.3%	39.4%	n/s	n/s	73.4%	42.2%
Percent Part-time	5.8%	42.3%	26.6%	30.6%	45.8%	38.9%	56.3%	10.9%	47.7%	n/s	n/s	12.7%	35.7%
Percent Casual	33.6%	22.1%	24.8%	22.3%	14.5%	12.6%	8.0%	38.7%	12.6%	24.7%	n/s	13.9%	16.6%
Percent Unknown	0.0%	0.0%	0.3%	0.0%	0.0%	0.0%	0.0%	0.1%	0.2%	75.3%	100.0%	0.0%	5.5%
<b>Total</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>	<b>100.0%</b>

Source: LPNDB/CIHI

#### Notes

British Columbia did not submit "Full-time/Part-time Status".

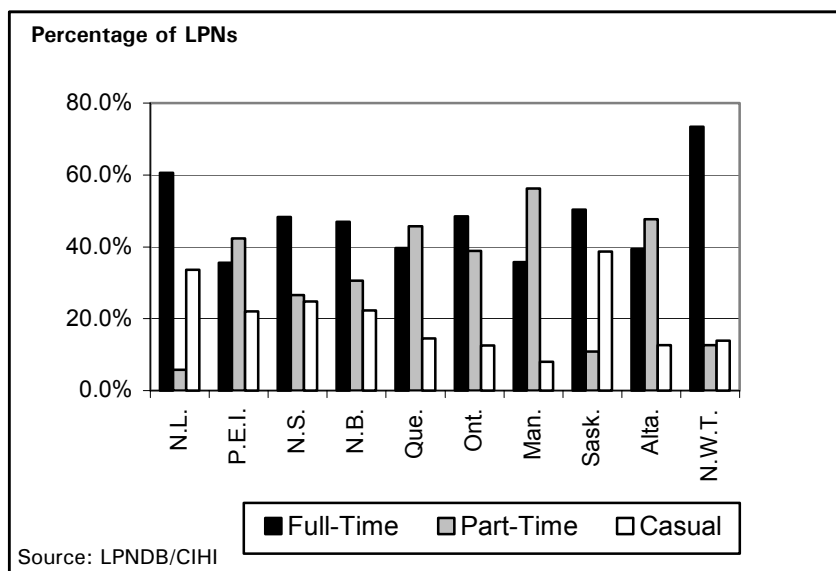
Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing. Please review the methodological notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Review the *Derived Employment Status* section of the methodological notes for more information regarding the development and conversion of this element.

Nunavut data are not available for the year 2002.

ns = Data not submitted

Among the ten-provinces/territories that reported information regarding employment status, casual rates varied widely among the provinces/territories. From a low rate of 8.0% in Manitoba to a high rate of 38.7% in Saskatchewan. A comparison of the provinces/territories can be seen in Figure 7. "Not Stated" cases were excluded from the calculations. Percentages for British Columbia and Yukon are not represented, as they did not report Full-time/Part-time Status.

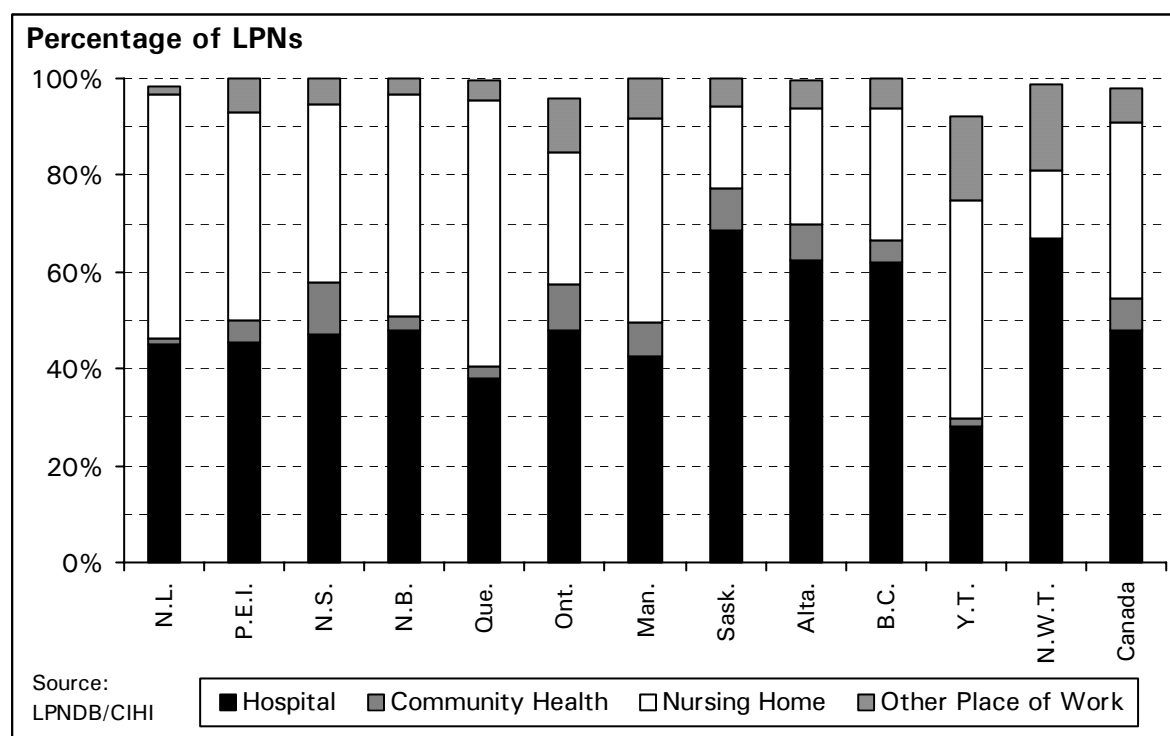


**Figure 7. Percentage Distribution of LPNs by Derived Employment Status and Province/Territory of Registration/Licensure, 2002**



## Place of Work

The percentage distribution for LPNs' place of work tends to vary throughout Canada, as shown in Figure 8 below. For instance in Quebec, 38.2% of LPNs work in a hospital setting, while 55.0% work in a nursing home setting. On the other end of the scale, 68.7% of Saskatchewan's LPNs are employed in a hospital setting, with only 17.0% of the work force working in a nursing home setting. On average, 47.9% of LPNs in Canada work in a hospital setting, 6.5% in a community health setting, 36.4% in a nursing home setting, and 7.3% in other settings. These percentages were calculated with "Not Stated" included; "Not Stated" figures are not shown in Figure 8.



**Figure 8. Percentage Distribution of LPNs Employed in Practical Nursing by Grouped Place of Work and Province/Territory of Registration/Licensure, Canada, 2002**

### Notes

*Hospital* includes data from: Hospital (General, Maternal, Paediatric, Psychiatric), Mental Health Centre, Rehabilitation/Convalescent Centre.

*Community Health* includes data from: Nursing Station (outpost or clinic), Home Care Agency, Community Health/Health Centre.

*Nursing Home* 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, Physician's Office/Family Practice Unit, Self-employed/Private Practice, Educational Institution, Association/Government, Other.

Not Stated data are not shown in Figure 8.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology. Please review the methodological notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

## Area of Responsibility

**Table 14. Percentage Distribution of LPNs Employed in Practical Nursing by Area of Responsibility and Province/Territory of Registration/Licensure, Canada, 2002**

	Direct Care	Administration/ Education/ Research	Not Stated	Total
N.L.	96.0	*	*	100.0
P.E.I.	98.7	1.0	0.3	100.0
N.S.	98.5	0.8	0.7	100.0
N.B.	95.9	4.1	0.0	100.0
Que.	97.8	0.2	2.0	100.0
Ont.	92.0	3.0	5.0	100.0
Man.	97.6	0.8	1.6	100.0
Sask.	98.7	1.1	0.2	100.0
Alta.	98.6	1.2	0.2	100.0
B.C.	98.7	1.3	0.0	100.0
Y.T.	76.6	*	**	100.0
N.W.T.	67.1	0.0	32.9	100.0
<b>Canada</b>	<b>95.4</b>	<b>1.7</b>	<b>2.9</b>	<b>100.0</b>

Source: LPNDB/CIHI

### Notes

\* Value suppressed in accordance with CIHI privacy policy.

\*\* Value suppressed to ensure confidentiality.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology. Please review the methodological notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

Table 14 presents the percentage distribution of LPNs by area of responsibility for each province/territory in 2002. LPNs working in Direct Care ranged from a high of 98.7% in Prince Edward Island, Saskatchewan and British Columbia to a low of 67.1% in Northwest Territories.

New Brunswick had the largest percentage of LPNs working in Administration, with a total of 4.0% in 2002. The "Education" and "Research" general areas of responsibility had the smallest percentage of LPNs.

LPNs that provide Direct Care to patients tend to be younger than LPNs in Administration, Education and Research. In 2002, the average ages of LPNs in Direct Care at 44.2 years, Administration at 44.8 years and Other Positions (Research and Education) at 45.9 years.

Among all areas of responsibility in 2002, the average ages were highest in "Other Education" at 46.9 years, "Ambulatory Care" at 46.8 years, and "Maternal/Newborn" at 46.6 years. The average ages were lowest for LPNs working in "Geriatric/Long-term Care" at 43.5 years, "Research" at 43.4 years, and "Nursing Education" at 42.2 years.

**Table 15. Number and Percentage Distribution of LPNs Employed in Practical Nursing by Area of Responsibility, Canada, 2002**

	Counts	%
<b>Direct Care</b>	<b>57,378</b>	<b>95.4</b>
Medical/Surgical	11,025	18.3
Psychiatric/Mental Health	3,184	5.3
Paediatric	522	0.9
Maternal/Newborn	727	1.2
Geriatric/Long-term Care	23,686	39.4
Critical Care	112	0.2
Community Health	697	1.2
Ambulatory Care	748	1.2
Home Care	2,180	3.6
Occupational Health	89	0.1
Operating Room/Recovery Room	834	1.4
Emergency Room	497	0.8
Several Clinical Areas	5,588	9.3
Oncology	142	0.2
Rehabilitation	1,902	3.2
Palliative Care	758	1.3
Other Direct Care	4,687	7.8
<b>Administration</b>	<b>466</b>	<b>0.8</b>
<b>Education</b>	<b>525</b>	<b>0.9</b>
<b>Research</b>	<b>37</b>	<b>0.1</b>
<b>Not Stated</b>	<b>1,717</b>	<b>2.9</b>
<b>Total</b>	<b>60,123</b>	<b>100.0</b>

Source: LPNDB/CIHI

**Notes**

*Administration* includes data from: Service, Education, Other Administration.

*Education* includes data from: Teaching Students, Teaching Employees, Teaching Patients/Clients, Other Education

*Research* includes data from: Practical Nursing Research Only, Other Research.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing. CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology. Please review the methodological notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

Among all areas of responsibility, the most commonly identified areas in 2002 were Geriatric/Long-term Care (39.4%) and Medical/Surgical (18.3%), as shown in Table 15.

The area of responsibility with the most LPNs, Geriatric/Long-term Care (23,686), also attracted the most recent graduates. In 2002, 39.3% of LPNs in their first five years of practical nursing worked in Geriatric/Long-term Care, the highest rate. In contrast, fewer LPNs in the latter stages of their career were currently employed in Geriatric/Long-term Care. In 2002, LPNs that graduated more than 35 years ago represented only 5.8% of LPNs with a primary area of responsibility of Geriatric/Long-term care.

Among male LPNs, the most frequently identified areas of responsibility in 2002 were Geriatric/Long-term Care (32.3%), Psychiatric/Mental Health (19.9%) and Medical/Surgical (16.4%). Despite the fact that males comprise 6.8% of the LPN workforce, they account for 25.7% of LPNs employed in Psychiatric/Mental Health that reported their gender.

Among female LPNs, the most frequently identified areas of responsibility in 2002 were Geriatric/Long-term Care (40.0%) and Medical/Surgical (18.5%). In more than three-quarters of the areas of responsibility, over 90% of those LPNs were female.

## Position

The distribution of LPNs in various practical nursing positions can be seen in Table 16. In 2002, there was a very small percentage of the LPNs working in a manager position. In contrast, 90.2% of LPNs worked in the position of a Staff Nurse. Manitoba and Newfoundland and Labrador had the highest number of LPN Staff Nurses, with 99.2% and 96.0%, respectively.

The average age of LPN managers was 46.1 years in 2002, compared to an average age of 44.0 years for LPN staff nurses.

**Table 16. Percentage Distribution of LPNs by Grouped Position and Province/Territory of Registration/Licensure, Canada, 2002**

	Managers	LPN Staff Nurses	Other Positions	Not Stated	Total
<b>N.L.</b>	0.0	96.0	3.4	0.6	100.0
<b>P.E.I.</b>	1.7	86.8	11.1	0.3	100.0
<b>N.S.</b>	1.0	93.8	2.8	2.4	100.0
<b>N.B.</b>	1.4	86.5	11.9	0.3	100.0
<b>Que.</b>	0.1	92.5	6.7	0.7	100.0
<b>Ont.</b>	1.8	88.8	8.1	1.2	100.0
<b>Man.</b>	0.4	99.2	0.3	0.1	100.0
<b>Sask.</b>	0.7	87.1	11.5	0.6	100.0
<b>Alta.</b>	1.7	94.1	3.7	0.5	100.0
<b>B.C.</b>	2.5	82.3	15.0	0.2	100.0
<b>Y.T.</b>	n/s	n/s	n/s	100.0	100.0
<b>N.W.T.</b>	n/s	n/s	n/s	100.0	100.0
<b>Canada</b>	<b>1.2</b>	<b>90.2</b>	<b>7.5</b>	<b>1.1</b>	<b>100.0</b>

Source: LPNDB/CIHI

## Notes

*Other Positions* includes data from: Instructor/Professor/Educator, LPN Specialty, Other.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology. Please review the methodological notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

Yukon did not submit "Position".

n/s = Data not submitted

## Mobility of Licensed Practical Nurses

### Background

At present, licensed practical nurses in Canada do not have registration numbers that are unique at the national level. Existing provincial/territorial registration numbers are only unique within a particular jurisdiction; when an LPN moves to another jurisdiction a new registration number is issued and the “old” registration number discontinued. Without the ability to follow a single registration number over time, it is not possible to accurately track the migration and movement of LPNs within Canada.

Therefore, in the absence of national registration numbers, the place of graduation is the foremost indicator of LPN mobility. A comparison of the *Province/Territory of Graduation* to the current *Province/Territory of Registration* indicates whether LPNs are still in the same jurisdiction from which they graduated. If the two jurisdictions are different, then the LPN has moved within the country.

The place of graduation is only an indicator of mobility, and not an accurate measure. This method does not account for those attending practical nursing school out-of-province/territory with the intention of returning “home” to work, nor will it account for time spent in another jurisdiction. For example, if an LPN who initially graduated in Nova Scotia were to return to that province after 10 years in another Province/Territory, there would be no indication of migration, as the *Province of Graduation* (Nova Scotia) would match the current *Province of Registration* (Nova Scotia).

In addition, this indicator is unable to track mobility within a jurisdiction. Intraprovincial migration is particularly relevant for rural and/or remote populations.

#### Canadian graduates vs. Canadians

In this analysis, students from foreign countries who graduate from a nursing school in Canada are considered “Canadian graduates” ... Similarly, Canadians who attend nursing school outside of Canada but return to work are termed “Foreign graduates”. Citizenship and Place of Graduation are not the same.

## Distribution Analysis

This analysis of the mobility of LPNs in Canada includes three components: (1) an examination of each provincial/territorial workforce, to determine the percentage of “home-grown” graduates that still remain registered in that province/territory; (2) an analysis of the distribution of Canadian graduates throughout the country; and, (3) the presentation of international migration statistics, including the number of foreign LPNs entering Canada.

## Graduates of Foreign and Canadian Practical Nursing Programs

Table 17 provides a breakdown of the place of graduation data for LPNs in Canada. It provides additional information on migration between the provinces/territories by showing the percentage of LPNs employed in practical nursing that have graduated within their province/territory of employment, those that graduated from another province/territory, as well as those that have graduated outside of the country (Figure 9).

Of the 60,123 LPNs employed in practical nursing in Canada in 2002 with the exception of Quebec (data was not available), 72.4% (43,530) graduated from a practical nursing program in Canada, 1.6% (986) graduated from a foreign nursing program, and 26.0% (15,607) did not state where they received their education.

**Table 17. Percentage Distribution of LPNs Employed in Practical Nursing by Place of Graduation and Province/Territory of Registration/Licensure, Canada, 2002**

	Canada		Foreign		Unknown		Total
	Counts	%	Counts	%	Counts	%	
<b>N.L.</b>	1,971	71.4%	0	0.0%	788	28.6%	2,759
<b>P.E.I.</b>	**	**	*	*	0	0.0%	593
<b>N.S.</b>	2,942	99.7%	8	0.3%	0	0.0%	2,950
<b>N.B.</b>	2,322	99.5%	11	0.5%	0	0.0%	2,333
<b>Que.</b>	n/s	n/s	n/s	n/s	14,560	100.0%	14,560
<b>Ont.</b>	23,025	96.6%	767	3.2%	35	0.1%	23,827
<b>Man.</b>	2,193	97.5%	57	2.5%	0	0.0%	2,250
<b>Sask.</b>	1,976	98.3%	35	1.7%	0	0.0%	2,011
<b>Alta.</b>	4,324	97.5%	104	2.3%	7	0.2%	4,435
<b>B.C.</b>	4,047	95.0%	0	0.0%	215	5.0%	4,262
<b>Y.T.</b>	62	96.9%	0	0.0%	2	3.1%	64
<b>N.W.T.</b>	**	**	*	*	0	0.0%	79
<b>Canada</b>	<b>43,530</b>	<b>72.4%</b>	<b>986</b>	<b>1.6%</b>	<b>15,607</b>	<b>26.0%</b>	<b>60,123</b>

Source: LPNDB/CIHI

### Notes

\* Value suppressed in accordance with CIHI privacy policy.

\*\* Value suppressed to ensure confidentiality.

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology. Please review the methodological notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

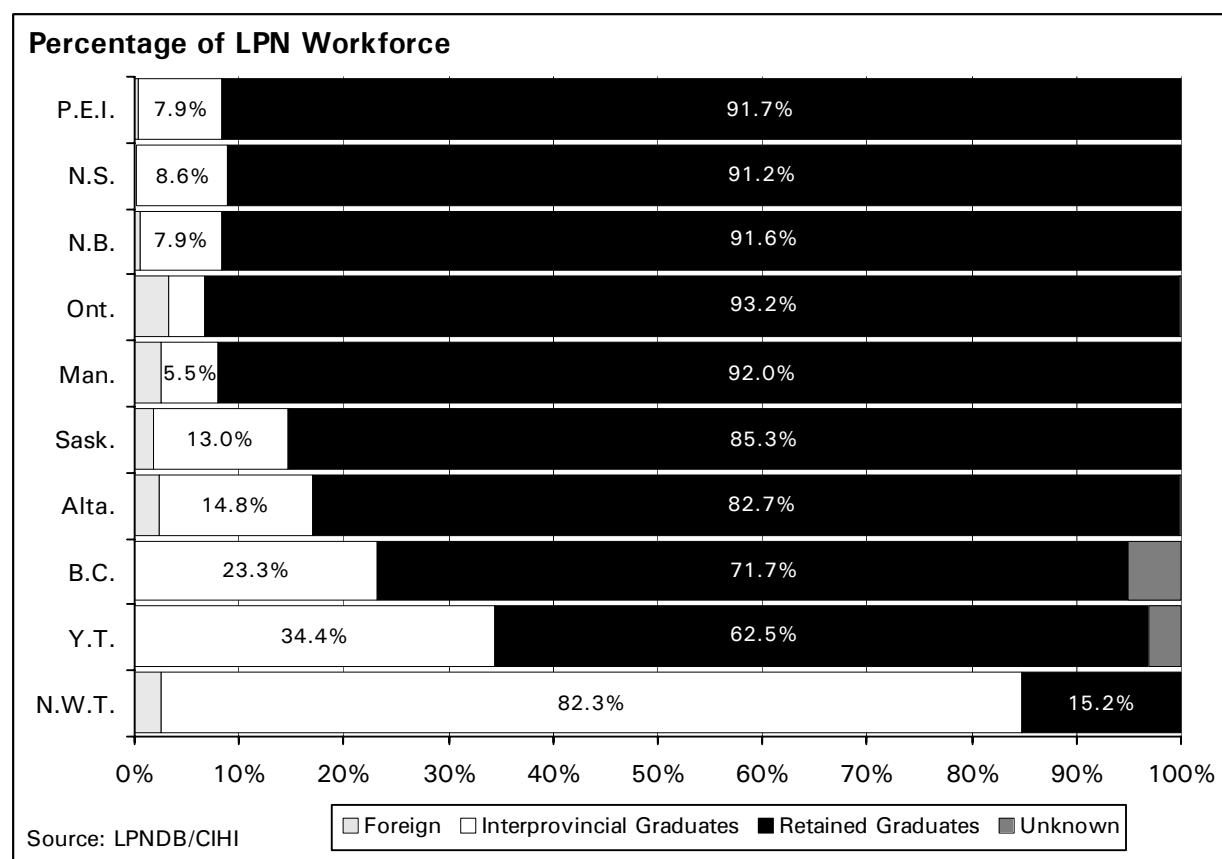
n/s = Data not submitted

# Workforce Composition

Based on the information presented in Table 17, the *Place of Graduation* indicator was used to further divide each workforce into four categories: foreign graduates, graduates of practical nursing schools from other provinces/territories (termed “interprovincial graduates”), graduates of practical nursing schools from within the province (termed “retained graduates”), and those for which the place of graduation was unknown.

Figure 9 shows the percentage distribution of Canadian and Foreign LPN graduates by province/territory. Of the 60,123 LPNs employed in practical nursing in Canada, 72.4% obtained their education in Canada, 1.6% from a foreign country, and 26.0% did not state where they received their education.

Among the provinces and territories outlined below, the LPN workforces are predominately composed of retained LPNs, those that graduated in the outlined province. Five of the provinces reported a percentage higher than 90% of LPNs that graduated within their respective province.



**Figure 9. Percentage Distribution of LPNs Employed in Practical Nursing by Place of Graduation and Province/Territory of Registration/Licensure, 2002**

## Notes

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology. Please review the methodological notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

Data for Quebec and Newfoundland and Labrador are not available.

As Yukon and the Northwest Territories offer the LPN education program only on an occasional basis (every 2–3 years), the majority of the territorial workforce comes from migration, either foreign or from within Canada.

### **Out-of-province Graduates**

A high rate of out-of-province and/or out-of-country graduates may reflect; the number of nursing programs (and/or seats) available in the province/territory, the migration patterns of the general population, better job availability and/or career opportunities than in neighbouring jurisdictions, or that people in that particular jurisdiction are more likely to attend school in another province/country before returning home to work.

### **Graduate Retention**

By comparing the current province/territory of registration/licensure to the province/territory of graduation (for graduates of Canadian practical nursing programs), it is possible to identify the proportion of graduates who have moved since graduation.

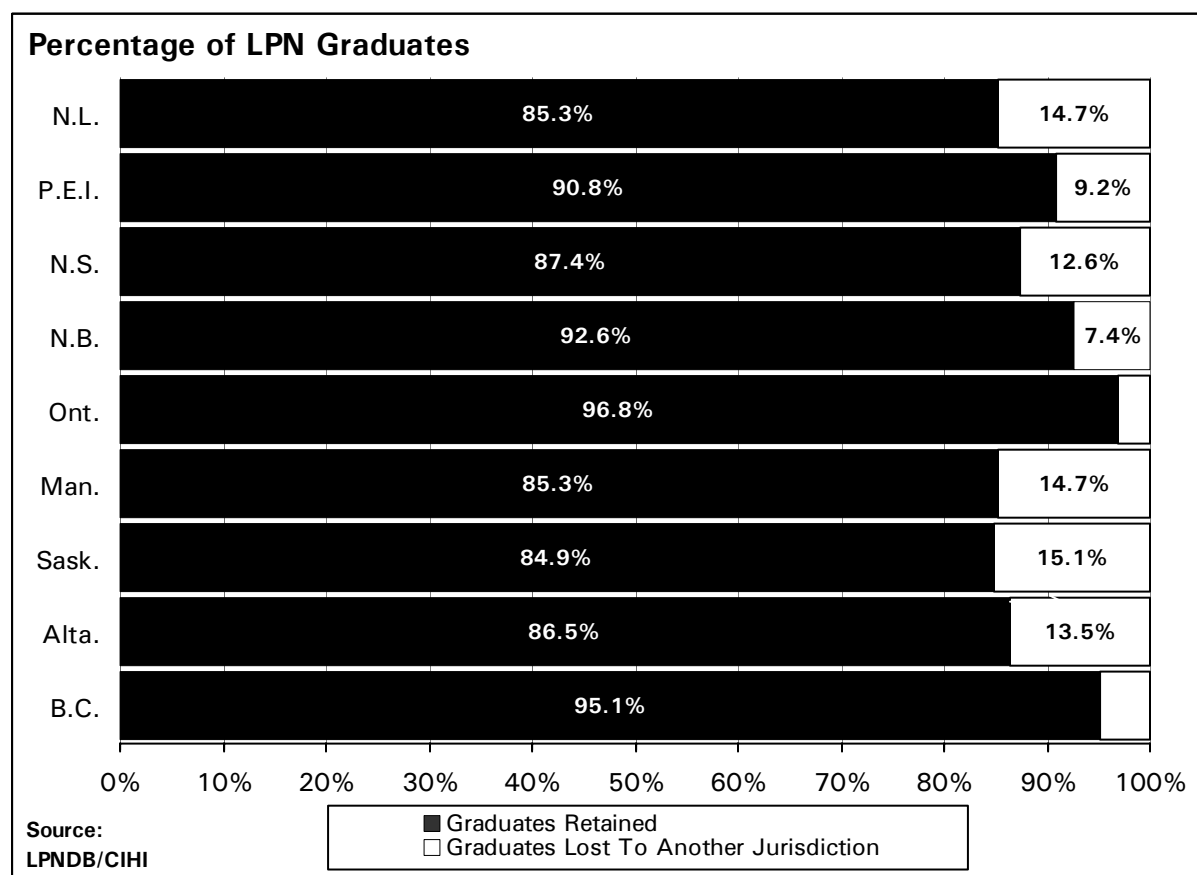
This method is only an indicator of mobility, not an absolute measure. This method cannot track all graduates, only those in the 2002 workforce, and it cannot identify when or why the interprovincial migration occurred. Further, it compares only two points in time: the year of graduation to the 2002 registration year. Multiple moves during the period in-between cannot be identified.

Regardless, this comparison still provides valuable information to understand the mobility of graduates. For example, increasing the number of seats available in practical nursing schools may have a greater effect on future practical nursing supply for jurisdictions that retain a substantial proportion of their graduates than for jurisdictions that retain fewer of their own LPN graduates.

Among Canadian graduates in the 2002 LPN workforce excluding Quebec (data are not available), those graduating from practical nursing programs in New Brunswick (92.6%), Ontario (96.8%) and British Columbia (95.1%) were the most likely to be employed in their province of graduation.

Of all Canadian graduates working in Canada in 2002, 92.0% were employed in the same jurisdiction as their initial graduation in nursing. These figures do not include Quebec since they were not able to provide information on the *Province of Graduation*.





**Figure 10. Percentage of LPNs Where Jurisdictions of Registration/Licensure and Graduation Match by Province/Territory of Registration/Licensure, 2002**

**Notes**

Figure 10 includes only graduates of Canadian nursing programs (n = 43,530).

Quebec are not included in this figure, as the field "Province of Graduation" was not available.

Yukon and Northwest Territories are not included in this figure, as nursing programs take place on an occasional basis.

Nunavut data are not available for the year 2002.

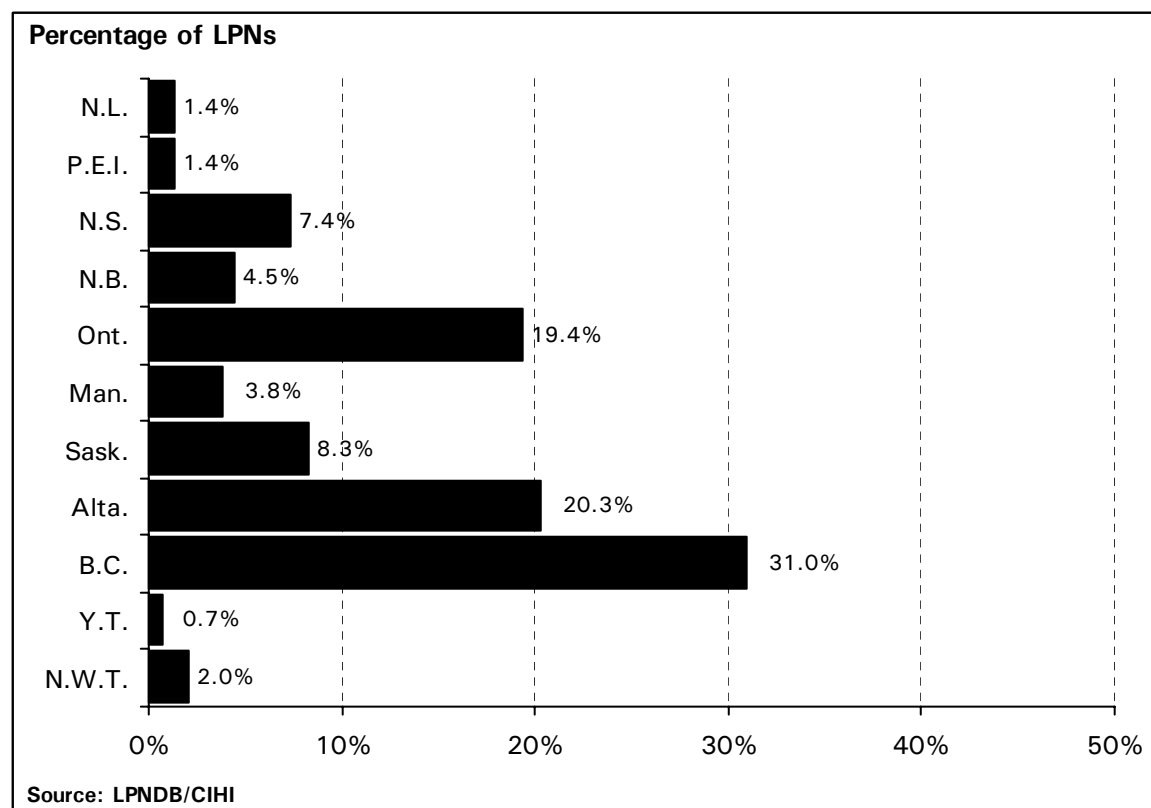
**The Internal Migration of LPNs**

Some reasons why Canadian-trained LPNs may choose to re-locate to another province/territory after LPN graduation include: availability of jobs, greater income/benefits, availability of full-time employment, family reasons, and personal growth or development.

## Graduate Mobility

For those graduates of Canadian practical nursing programs who have moved since graduation, to where have they re-located?

As shown in Figure 11, there is little movement to other provinces/territories for LPNs. The provinces of British Columbia (31.0%), Alberta (20.3%) and Ontario (19.4%) attract the most graduates.



**Figure 11. Province/Territory of Destination for LPNs Re-Locating After Graduation by Province/Territory of Registration/Licensure, 2002**

### Notes

Figure 11 includes only LPNs for whom Province/Territory of Registration in 2002 does not match Province/Territory of Graduation (n = 3,111). Re-location occurred sometime between year of graduation and year 2002; please see text for full description.

Quebec is not included in this figure, as the field "Province of Graduation" was not available.

Nunavut data are not available for the year 2002.

## Migration to the United States

It is very difficult to accurately count the number of licensed practical nurses leaving Canada for the United States. No comprehensive data source exists, either in the U.S. or in Canada, to track the number of Canadian LPNs currently employed in the U.S.

One measure used in recent years is the number of first-time candidates from Canada writing the NCLEX-LPN exam. Under the terms of the North American Free Trade Agreement (NAFTA), Canadian LPNs wishing to work in the United States obtain either an H-1C visa (a non-immigrant visa for LPNs allowing the opportunity to work in “health care shortage areas”), or any temporary visa. To obtain either of these visas, Canadian LPNs must have pre-arranged employment, have received their education in English, and have passed the National Council Licensure Examination for licensed practical nurses (NCLEX-LPN), the same exam U.S. citizens must pass before earning their nursing registration/license. There is a fee to write this examination.

However, due to recruitment efforts, two U.S. states no longer require the NCLEX-LPN exam for Canadian LPNs. Each state has unique admission criteria based on the Canadian LPN Examination. This recruitment strategy will obviously impact the number of Canadian LPNs writing the NCLEX-LPN exam annually, and will increase the difficulty of tracking and recording the number of Canadian LPNs in the United States.

**Table 18. Number of First-time Candidates From Canada Writing the NCLEX-LPN Exam, 1997–2000**

	Writing NCLEX- LPN	Passing NCLEX- LPN	Pass Rate
<b>1997</b>	75	49	65.3%
<b>1998</b>	42	29	69.0%
<b>1999</b>	50	29	58.0%
<b>2000</b>	33	16	48.5%

Source: NCSBN

NCLEX-LPN: National Council Licensure Exam —  
Licensed Practical Nurses

### Source

National Council of State Boards of Nursing, Inc.,  
United States, 2002  
<http://www.ncsbn.org>

Therefore, it is difficult to interpret the figures presented in Table 18. The apparent decline of those actually writing the NCLEX-LPN exam may be due to fewer LPNs looking to leave Canada or that greater job opportunities exist within Canada. There are differences in the program content in each jurisdiction, which could be attributed to the significant decline in the passing rate.





## **Provincial and Territorial Profiles**



# NEWFOUNDLAND & LABRADOR



Licensed Practical Nurses		2002	Newfoundland and Labrador	Canada
Number of LPNs Employed in Nursing			2,759	60,123
Number of LPNs per 10,000 Population			51.9	19.1
Average Age	YEARS		43.4	44.2
Gender	MALE		382	4,096
	FEMALE		2,377	55,963
	NOT STATED		0	64
Currently at Eligibility Age for Retirement	AGE 55 AND +		340	9,049
	AGE 60 AND +		**	2,417
	AGE 65 AND +		*	373
Eligibility Age for Retirement in 10 years	AT AGE 55 AND +		1,312	31,393
	AT AGE 60 AND +		832	20,083
	AT AGE 65 AND +		340	9,049
Place of Work	HOSPITAL		1,245	28,780
	COMMUNITY HEALTH		31	3,922
	NURSING HOME		1,392	21,913
	OTHER		47	4,389
	NOT STATED		44	1,119
Primary Area of Responsibility	DIRECT CARE		2,648	57,378
	ADMIN/EDUCATION/RESEARCH		*	466
	NOT STATED		**	1,717
Full-time/Part-time/Casual Status	FULL-TIME		1,672	25,368
	PART-TIME		160	21,463
	CASUAL		927	10,002
	UNKNOWN		0	3,290
Position	COORDINATOR/CARE MANAGER		0	734
	STAFF NURSE		2,648	54,239
	OTHER		95	4,480
	NOT STATED		16	670
Initial Education in Practical Nursing	EQUIVALENCY		52	859
	DIPLOMA		2,707	59,264
Workforce Place of Graduation	CANADA		1,971	43,530
	FOREIGN		0	986
	NOT STATED		788	15,607

\* Value suppressed in accordance with CIHI privacy policy

\*\* Value suppressed to ensure confidentiality

Yukon data are not included in Canada Average Age, Currently at Eligibility Age for Retirement, Eligibility Age for Retirement in 10 years, and Position.

Nunavut data are not available for the year 2002.

Source: Licensed Practical Nurses Database/Canadian Institute for Health Information



# PRINCE EDWARD ISLAND

Licensed Practical Nurses		2002	Prince Edward Island	Canada
Number of LPNs Employed in Nursing			593	60,123
Number of LPNs per 10,000 Population			42.3	19.1
Average Age	YEARS		43.8	44.2
Gender	MALE		45	4,096
	FEMALE		548	55,963
	NOT STATED		0	64
Currently at Eligibility Age for Retirement	AGE 55 AND +		87	9,049
	AGE 60 AND +		* *	2,417
	AGE 65 AND +		*	373
Eligibility Age for Retirement in 10 years	AT AGE 55 AND +		289	31,393
	AT AGE 60 AND +		180	20,083
	AT AGE 65 AND +		87	9,049
Place of Work	HOSPITAL		270	28,780
	COMMUNITY HEALTH		27	3,922
	NURSING HOME		254	21,913
	OTHER		41	4,389
	NOT STATED		1	1,119
Primary Area of Responsibility	DIRECT CARE		585	57,378
	ADMIN/EDUCATION/RESEARCH		6	466
	NOT STATED		2	1,717
Full-time/Part-time/Casual Status	FULL-TIME		211	25,368
	PART-TIME		251	21,463
	CASUAL		131	10,002
	UNKNOWN		0	3,290
Position	COORDINATOR/CARE MANAGER		10	734
	STAFF NURSE		515	54,239
	OTHER		66	4,480
	NOT STATED		2	670
Initial Education in Practical Nursing	EQUIVALENCY		0	859
	DIPLOMA		593	59,264
Workforce Place of Graduation	CANADA		* *	43,530
	FOREIGN		*	986
	NOT STATED		0	15,607

\* Value suppressed in accordance with CIHI privacy policy

\* \* Value suppressed to ensure confidentiality

Yukon data are not included in Canada Average Age, Currently at Eligibility Age for Retirement, Eligibility Age for Retirement in 10 years, and Position.

Nunavut data are not available for the year 2002.

Source: Licensed Practical Nurses Database/Canadian Institute for Health Information



# NOVA SCOTIA



Licensed Practical Nurses		2002	Nova Scotia	Canada
Number of LPNs Employed in Nursing			2,950	60,123
Number of LPNs per 10,000 Population			31.2	19.1
Average Age	YEARS		42.5	44.2
Gender	MALE		140	4,096
	FEMALE		2,810	55,963
	NOT STATED		0	64
Currently at Eligibility Age for Retirement	AGE 55 AND +		350	9,049
	AGE 60 AND +		80	2,417
	AGE 65 AND +		11	373
Eligibility Age for Retirement in 10 years	AT AGE 55 AND +		1,293	31,393
	AT AGE 60 AND +		769	20,083
	AT AGE 65 AND +		350	9,049
Place of Work	HOSPITAL		1,394	28,780
	COMMUNITY HEALTH		307	3,922
	NURSING HOME		1,092	21,913
	OTHER		152	4,389
	NOT STATED		5	1,119
Primary Area of Responsibility	DIRECT CARE		2,905	57,378
	ADMIN/EDUCATION/RESEARCH		23	466
	NOT STATED		22	1,717
Full-time/Part-time/Casual Status	FULL-TIME		1,426	25,368
	PART-TIME		784	21,463
	CASUAL		732	10,002
	UNKNOWN		8	3,290
Position	COORDINATOR/CARE MANAGER		29	734
	STAFF NURSE		2,767	54,239
	OTHER		83	4,480
	NOT STATED		71	670
Initial Education in Practical Nursing	EQUIVALENCY		60	859
	DIPLOMA		2,890	59,264
Workforce Place of Graduation	CANADA		2,942	43,530
	FOREIGN		8	986
	NOT STATED		0	15,607

Yukon data are not included in Canada Average Age, Currently at Eligibility Age for Retirement, Eligibility Age for Retirement in 10 years, and Position.

Nunavut data are not available for the year 2002.

**Source: Licensed Practical Nurses Database/Canadian Institute for Health Information**



# NEW BRUNSWICK

Licensed Practical Nurses		2002	New Brunswick	Canada
Number of LPNs Employed in Nursing			2,333	60,123
Number of LPNs per 10,000 Population			30.8	19.1
Average Age	YEARS		42.9	44.2
Gender	MALE		221	4,096
	FEMALE		2,112	55,963
	NOT STATED		0	64
Currently at Eligibility Age for Retirement	AGE 55 AND +		321	9,049
	AGE 60 AND +		81	2,417
	AGE 65 AND +		7	373
Eligibility Age for Retirement in 10 years	AT AGE 55 AND +		1,108	31,393
	AT AGE 60 AND +		684	20,083
	AT AGE 65 AND +		321	9,049
Place of Work	HOSPITAL		1,115	28,780
	COMMUNITY HEALTH		70	3,922
	NURSING HOME		1,074	21,913
	OTHER		74	4,389
	NOT STATED		0	1,119
Primary Area of Responsibility	DIRECT CARE		2,237	57,378
	ADMIN/EDUCATION/RESEARCH		96	466
	NOT STATED		0	1,717
Full-time/Part-time/Casual Status	FULL-TIME		1,097	25,368
	PART-TIME		715	21,463
	CASUAL		521	10,002
	UNKNOWN		0	3,290
Position	COORDINATOR/CARE MANAGER		32	734
	STAFF NURSE		2,017	54,239
	OTHER		278	4,480
	NOT STATED		6	670
Initial Education in Practical Nursing	EQUIVALENCY		35	859
	DIPLOMA		2,298	59,264
Workforce Place of Graduation	CANADA		2,322	43,530
	FOREIGN		11	986
	NOT STATED		0	15,607

Yukon data are not included in Canada Average Age, Currently at Eligibility Age for Retirement, Eligibility Age for Retirement in 10 years, and Position.

Nunavut data are not available for the year 2002.

**Source: Licensed Practical Nurses Database/Canadian Institute for Health Information**

# QUEBEC



Licensed Practical Nurses		2002	Quebec	Canada
Number of LPNs Employed in Nursing			14,560	60,123
Number of LPNs per 10,000 Population			19.5	19.1
Average Age	YEARS		44.3	44.2
Gender	MALE		1,184	4,096
	FEMALE		13,376	55,963
	NOT STATED		0	64
Currently at Eligibility Age for Retirement	AGE 55 AND +		1,832	9,049
	AGE 60 AND +		391	2,417
	AGE 65 AND +		95	373
Eligibility Age for Retirement in 10 years	AT AGE 55 AND +		7,781	31,393
	AT AGE 60 AND +		5,038	20,083
	AT AGE 65 AND +		1,832	9,049
Place of Work	HOSPITAL		5,564	28,780
	COMMUNITY HEALTH		342	3,922
	NURSING HOME		8,009	21,913
	OTHER		578	4,389
	NOT STATED		67	1,119
Primary Area of Responsibility	DIRECT CARE		14,234	57,378
	ADMIN/EDUCATION/RESEARCH		30	466
	NOT STATED		296	1,717
Full-time/Part-time/Casual Status	FULL-TIME		5,781	25,368
	PART-TIME		6,666	21,463
	CASUAL		2,113	10,002
	UNKNOWN		0	3,290
Position	COORDINATOR/CARE MANAGER		20	734
	STAFF NURSE		13,463	54,239
	OTHER		981	4,480
	NOT STATED		96	670
Initial Education in Practical Nursing	EQUIVALENCY		n/s	859
	DIPLOMA		14,560	59,264
Workforce Place of Graduation	CANADA		n/s	43,530
	FOREIGN		n/s	986
	NOT STATED		14,560	15,607

Yukon data are not included in Canada Average Age, Currently at Eligibility Age for Retirement, Eligibility Age for Retirement in 10 years, and Position.

Nunavut data are not available for the year 2002.

n/s = Data not submitted to CIHI

Source: Licensed Practical Nurses Database/Canadian Institute for Health Information



# ONTARIO

Licensed Practical Nurses		2002	Ontario	Canada
Number of LPNs Employed in Nursing			23,827	60,123
Number of LPNs per 10,000 Population			19.7	19.1
Average Age	YEARS		44.0	44.2
Gender	MALE		1,421	4,096
	FEMALE		22,406	55,963
	NOT STATED		0	64
Currently at Eligibility Age for Retirement	AGE 55 AND +		3,612	9,049
	AGE 60 AND +		1,047	2,417
	AGE 65 AND +		160	373
Eligibility Age for Retirement in 10 years	AT AGE 55 AND +		12,164	31,393
	AT AGE 60 AND +		7,720	20,083
	AT AGE 65 AND +		3,612	9,049
Place of Work	HOSPITAL		11,374	28,780
	COMMUNITY HEALTH		2,283	3,922
	NURSING HOME		6,547	21,913
	OTHER		2,642	4,389
	NOT STATED		981	1,119
Primary Area of Responsibility	DIRECT CARE		21,909	57,378
	ADMIN/EDUCATION/RESEARCH		718	466
	NOT STATED		1,200	1,717
Full-time/Part-time/Casual Status	FULL-TIME		11,558	25,368
	PART-TIME		9,275	21,463
	CASUAL		2,994	10,002
	UNKNOWN		0	3,290
Position	COORDINATOR/CARE MANAGER		440	734
	STAFF NURSE		21,164	54,239
	OTHER		1,934	4,480
	NOT STATED		289	670
Initial Education in Practical Nursing	EQUIVALENCY		*	859
	DIPLOMA		**	59,264
Workforce Place of Graduation	CANADA		23,025	43,530
	FOREIGN		767	986
	NOT STATED		35	15,607

\* Value suppressed in accordance with CIHI privacy policy

\*\* Value suppressed to ensure confidentiality

Yukon data are not included in Canada Average Age, Currently at Eligibility Age for Retirement, Eligibility Age for Retirement in 10 years, and Position.

Nunavut data are not available for the year 2002.

Source: Licensed Practical Nurses Database/Canadian Institute for Health Information

# MANITOBA



Licensed Practical Nurses		2002	Manitoba	Canada
Number of LPNs Employed in Nursing			2,250	60,123
Number of LPNs per 10,000 Population			19.6	19.1
Average Age	YEARS		45.4	44.2
Gender	MALE		71	4,096
	FEMALE		2,179	55,963
	NOT STATED		0	64
Currently at Eligibility Age for Retirement	AGE 55 AND +		421	9,049
	AGE 60 AND +		111	2,417
	AGE 65 AND +		15	373
Eligibility Age for Retirement in 10 years	AT AGE 55 AND +		1,302	31,393
	AT AGE 60 AND +		861	20,083
	AT AGE 65 AND +		421	9,049
Place of Work	HOSPITAL		953	28,780
	COMMUNITY HEALTH		165	3,922
	NURSING HOME		947	21,913
	OTHER		185	4,389
	NOT STATED		0	1,119
Primary Area of Responsibility	DIRECT CARE		2,196	57,378
	ADMIN/EDUCATION/RESEARCH		17	466
	NOT STATED		37	1,717
Full-time/Part-time/Casual Status	FULL-TIME		804	25,368
	PART-TIME		1,266	21,463
	CASUAL		180	10,002
	UNKNOWN		0	3,290
Position	COORDINATOR/CARE MANAGER		8	734
	STAFF NURSE		2,233	54,239
	OTHER		6	4,480
	NOT STATED		3	670
Initial Education in Practical Nursing	EQUIVALENCY		188	859
	DIPLOMA		2,062	59,264
Workforce Place of Graduation	CANADA		2,193	43,530
	FOREIGN		57	986
	NOT STATED		0	15,607

Yukon data are not included in Canada Average Age, Currently at Eligibility Age for Retirement, Eligibility Age for Retirement in 10 years, and Position.

Nunavut data are not available for the year 2002.

**Source: Licensed Practical Nurses Database/Canadian Institute for Health Information**



# SASKATCHEWAN

Licensed Practical Nurses		2002	Saskatchewan	Canada
Number of LPNs Employed in Nursing			2,011	60,123
Number of LPNs per 10,000 Population			19.9	19.1
Average Age	YEARS		44.2	44.2
Gender	MALE		53	4,096
	FEMALE		1,958	55,963
	NOT STATED		0	64
Currently at Eligibility Age for Retirement	AGE 55 AND +		333	9,049
	AGE 60 AND +		95	2,417
	AGE 65 AND +		9	373
Eligibility Age for Retirement in 10 years	AT AGE 55 AND +		1,107	31,393
	AT AGE 60 AND +		656	20,083
	AT AGE 65 AND +		333	9,049
Place of Work	HOSPITAL		1,381	28,780
	COMMUNITY HEALTH		171	3,922
	NURSING HOME		342	21,913
	OTHER		113	4,389
	NOT STATED		4	1,119
Primary Area of Responsibility	DIRECT CARE		1,984	57,378
	ADMIN/EDUCATION/RESEARCH		23	466
	NOT STATED		4	1,717
Full-time/Part-time/Casual Status	FULL-TIME		1,012	25,368
	PART-TIME		219	21,463
	CASUAL		778	10,002
	UNKNOWN		2	3,290
Position	COORDINATOR/CARE MANAGER		15	734
	STAFF NURSE		1,752	54,239
	OTHER		232	4,480
	NOT STATED		12	670
Initial Education in Practical Nursing	EQUIVALENCY		**	859
	DIPLOMA		**	59,264
Workforce Place of Graduation	CANADA		1,976	43,530
	FOREIGN		35	986
	NOT STATED		0	15,607

\* Value suppressed in accordance with CIHI privacy policy

\*\* Value suppressed to ensure confidentiality

Yukon data are not included in Canada Average Age, Currently at Eligibility Age for Retirement, Eligibility Age for Retirement in 10 years, and Position.

Nunavut data are not available for the year 2002.

Source: Licensed Practical Nurses Database/Canadian Institute for Health Information

# ALBERTA



Licensed Practical Nurses		2002	Alberta	Canada
Number of LPNs Employed in Nursing			4,435	60,123
Number of LPNs per 10,000 Population			14.2	19.1
Average Age	YEARS		44.9	44.2
Gender	MALE		219	4,096
	FEMALE		4,216	55,963
	NOT STATED		0	64
Currently at Eligibility Age for Retirement	AGE 55 AND +		920	9,049
	AGE 60 AND +		288	2,417
	AGE 65 AND +		37	373
Eligibility Age for Retirement in 10 years	AT AGE 55 AND +		2,484	31,393
	AT AGE 60 AND +		1,665	20,083
	AT AGE 65 AND +		920	9,049
Place of Work	HOSPITAL		2,774	28,780
	COMMUNITY HEALTH		330	3,922
	NURSING HOME		1,058	21,913
	OTHER		262	4,389
	NOT STATED		11	1,119
Primary Area of Responsibility	DIRECT CARE		4,373	57,378
	ADMIN/EDUCATION/RESEARCH		55	466
	NOT STATED		7	1,717
Full-time/Part-time/Casual Status	FULL-TIME		1,749	25,368
	PART-TIME		2,117	21,463
	CASUAL		561	10,002
	UNKNOWN		8	3,290
Position	COORDINATOR/CARE MANAGER		74	734
	STAFF NURSE		4,173	54,239
	OTHER		166	4,480
	NOT STATED		22	670
Initial Education in Practical Nursing	EQUIVALENCY		119	859
	DIPLOMA		4,316	59,264
Workforce Place of Graduation	CANADA		4,324	43,530
	FOREIGN		104	986
	NOT STATED		7	15,607

Yukon data are not included in Canada Average Age, Currently at Eligibility Age for Retirement, Eligibility Age for Retirement in 10 years, and Position.

Nunavut data are not available for the year 2002.

Source: Licensed Practical Nurses Database/Canadian Institute for Health Information



# BRITISH COLUMBIA

Licensed Practical Nurses		2002	British Columbia	Canada
Number of LPNs Employed in Nursing			4,262	60,123
Number of LPNs per 10,000 Population			10.3	19.1
Average Age	YEARS		45.6	44.2
Gender	MALE		351	4,096
	FEMALE		3,911	55,963
	NOT STATED		0	64
Currently at Eligibility Age for Retirement	AGE 55 AND +		823	9,049
	AGE 60 AND +		258	2,417
	AGE 65 AND +		33	373
Eligibility Age for Retirement in 10 years	AT AGE 55 AND +		2,516	31,393
	AT AGE 60 AND +		1,658	20,083
	AT AGE 65 AND +		823	9,049
Place of Work	HOSPITAL		2,639	28,780
	COMMUNITY HEALTH		195	3,922
	NURSING HOME		1,158	21,913
	OTHER		270	4,389
	NOT STATED		0	1,119
Primary Area of Responsibility	DIRECT CARE		4,205	57,378
	ADMIN/EDUCATION/RESEARCH		55	466
	NOT STATED		2	1,717
Full-time/Part-time/Casual Status	FULL-TIME		n/s	25,368
	PART-TIME		n/s	21,463
	CASUAL		1,054	10,002
	UNKNOWN		3,208	3,290
Position	COORDINATOR/CARE MANAGER		106	734
	STAFF NURSE		3,507	54,239
	OTHER		639	4,480
	NOT STATED		10	670
Initial Education in Practical Nursing	EQUIVALENCY		364	859
	DIPLOMA		3,898	59,264
Workforce Place of Graduation	CANADA		4,047	43,530
	FOREIGN		0	986
	NOT STATED		215	15,607

Yukon data are not included in Canada Average Age, Currently at Eligibility Age for Retirement, Eligibility Age for Retirement in 10 years, and Position.

Nunavut data are not available for the year 2002.

n/s = Data not submitted to CIHI.

**Source: Licensed Practical Nurses Database/Canadian Institute for Health Information**



# YUKON



Licensed Practical Nurses		2002	Yukon	Canada
Number of LPNs Employed in Nursing			64	60,123
Number of LPNs per 10,000 Population			21.5	19.1
Average Age	YEARS		n/s	44.2
Gender	MALE		n/s	4,096
	FEMALE		n/s	55,963
	NOT STATED		64	64
Currently at Eligibility Age for Retirement	AGE 55 AND +		n/s	9,049
	AGE 60 AND +		n/s	2,417
	AGE 65 AND +		n/s	373
Eligibility Age for Retirement in 10 years	AT AGE 55 AND +		n/s	31,393
	AT AGE 60 AND +		n/s	20,083
	AT AGE 65 AND +		n/s	9,049
Place of Work	HOSPITAL		18	28,780
	COMMUNITY HEALTH		*	3,922
	NURSING HOME		29	21,913
	OTHER		11	4,389
	NOT STATED		**	1,119
Primary Area of Responsibility	DIRECT CARE		49	57,378
	ADMIN/EDUCATION/RESEARCH		*	466
	NOT STATED		**	1,717
Full-time/Part-time/Casual Status	FULL-TIME		n/s	25,368
	PART-TIME		n/s	21,463
	CASUAL		n/s	10,002
	UNKNOWN		64	3,290
Position	COORDINATOR/CARE MANAGER		n/s	734
	STAFF NURSE		n/s	54,239
	OTHER		n/s	4,480
	NOT STATED		64	670
Initial Education in Practical Nursing	EQUIVALENCY		n/s	859
	DIPLOMA		64	59,264
Workforce Place of Graduation	CANADA		62	43,530
	FOREIGN		0	986
	NOT STATED		2	15,607

\* Value suppressed in accordance with CIHI privacy policy

\*\* Value suppressed to ensure confidentiality

Yukon data are not included in Canada Average Age, Currently at Eligibility Age for Retirement, Eligibility Age for Retirement in 10 years, and Position.

Nunavut data are not available for the year 2002.

n/s = Data not submitted to CIHI.

Source: Licensed Practical Nurses Database/Canadian Institute for Health Information



# NORTHWEST TERRITORIES

Licensed Practical Nurses		2002	Northwest Territories	Canada
Number of LPNs Employed in Nursing			79	60,123
Number of LPNs Per 10,000 Population			19.1	19.1
Average Age	YEARS		43.3	44.2
Gender	MALE		9	4,096
	FEMALE		70	55,963
	NOT STATED		0	64
Currently at Eligibility Age for Retirement	AGE 55 AND +		10	9,049
	AGE 60 AND +		*	2,417
	AGE 65 AND +		*	373
Eligibility Age for Retirement in 10 years	AT AGE 55 AND +		37	31,393
	AT AGE 60 AND +		20	20,083
	AT AGE 65 AND +		10	9,049
Place of Work	HOSPITAL		53	28,780
	COMMUNITY HEALTH		0	3,922
	NURSING HOME		11	21,913
	OTHER		14	4,389
	NOT STATED		1	1,119
Primary Area of Responsibility	DIRECT CARE		53	57,378
	ADMIN/EDUCATION/RESEARCH		0	466
	NOT STATED		26	1,717
Full-time/Part-time/Casual Status	FULL-TIME		58	25,368
	PART-TIME		10	21,463
	CASUAL		11	10,002
	UNKNOWN		0	3,290
Position	COORDINATOR/CARE MANAGER		n/s	734
	STAFF NURSE		n/s	54,239
	OTHER		n/s	4,480
	NOT STATED		79	670
Initial Education in Practical Nursing	EQUIVALENCY		n/s	859
	DIPLOMA		79	59,264
Workforce Place of Graduation	CANADA		**	43,530
	FOREIGN		*	986
	NOT STATED		0	15,607

\* Value suppressed in accordance with CIHI privacy policy

\*\* Value suppressed to ensure confidentiality

Yukon data are not included in Canada Average Age, Currently at Eligibility Age for Retirement, Eligibility Age for Retirement in 10 years, and Position. Nunavut data are not available for the year 2002.

n/s = Data not submitted to CIHI.

Source: Licensed Practical Nurses Database/Canadian Institute for Health Information

## **Data Tables**



**Table 1.0 Number of LPNs by Employment Status and Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>ALL LPNs</b>	<b>2,807</b>	<b>603</b>	<b>3,205</b>	<b>2,491</b>	<b>16,016</b>	<b>30,292</b>	<b>2,375</b>	<b>2,056</b>	<b>4,829</b>	<b>4,545</b>	<b>64</b>	<b>91</b>	<b>69,374</b>
Employed in practical nursing	2,759	593	2,950	2,333	14,560	23,827	2,250	2,011	4,435	4,262	64	79	60,123
Employed in other than practical nursing	6	*	36	0	0	2,378	0	*	32	202	0	0	2,661
Not employed	40	**	179	0	18	1,789	*	25	355	78	0	0	2,493
Not stated	2	2	40	158	1,438	2,298	**	**	7	3	0	12	4,097

Source: LPNDB/CIHI

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

\*\* Value suppressed to ensure confidentiality; cell value is 5 or greater

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.

Nunavut data are not available for the year 2002.

**Table 1.0a Percentage Distribution of LPNs by Employment Status and Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>ALL LPNs</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Employed in practical nursing	98.3	98.3	92.0	93.7	90.9	78.7	94.7	97.8	91.8	93.8	100.0	86.8	86.7
Employed in other than practical nursing	0.2	*	1.1	0.0	0.0	7.9	0.0	*	0.7	4.4	0.0	0.0	3.8
Not employed	1.4	**	5.6	0.0	0.1	5.9	*	1.2	7.4	1.7	0.0	0.0	3.6
Not stated	0.1	0.3	1.2	6.3	9.0	7.6	**	**	0.1	0.1	0.0	13.2	5.9

Source: LPNDB/CIHI

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

\*\* Value suppressed to ensure confidentiality; cell value is 5 or greater

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

Totals may not sum to 100 percent due to rounding.

**Table 1.1 Number of LPNs per 10,000 Population by Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>ALL LPNs</b>	<b>52.8</b>	<b>43.0</b>	<b>33.9</b>	<b>32.9</b>	<b>21.5</b>	<b>25.0</b>	<b>20.6</b>	<b>20.4</b>	<b>15.4</b>	<b>10.9</b>	<b>21.5</b>	<b>22.0</b>	<b>22.0</b>
Employed in practical nursing	51.9	42.3	31.2	30.8	19.5	19.7	19.6	19.9	14.2	10.3	21.5	19.1	19.1

Source: LPNDB/CIHI

Population data used with permission from Statistics Canada. Please review the Methodological Notes for more information.

Population figures presented in Appendix F.

**Table 2.0 Number of LPNs Employed in Practical Nursing by Age Group and Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Employed in practical nursing</b>	<b>2,759</b>	<b>593</b>	<b>2,950</b>	<b>2,333</b>	<b>14,560</b>	<b>23,827</b>	<b>2,250</b>	<b>2,011</b>	<b>4,435</b>	<b>4,262</b>	<b>64</b>	<b>79</b>	<b>60,123</b>
<30 years	228	**	329	296	1,351	2,226	181	247	504	346	n/s	**	5,763
30-39 years	714	146	791	562	2,892	5,671	418	351	796	766	n/s	18	13,125
40-49 years	985	220	1,061	791	5,226	8,208	790	757	1,470	1,492	n/s	33	21,033
50-59 years	794	154	689	603	4,647	6,673	750	561	1,377	1,400	n/s	18	17,666
60+ years	38	**	80	81	391	1,047	111	95	288	258	n/s	*	2,417
Not Stated	0	0	0	0	53	2	0	0	0	0	64	0	119

Source: LPNDB/CIHI

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

\*\* Value suppressed to ensure confidentiality; cell value is 5 or greater

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.

Nunavut data are not available for the year 2002.

n/s = Data not submitted to CIHI.

**Table 2.0a Percentage Distribution of LPNs Employed in Practical Nursing by Age Group and Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Employed in practical nursing</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<30 years	8.3	**	11.2	12.7	9.3	9.3	8.0	12.3	11.4	8.1	n/s	**	9.6
30-39 years	25.9	24.6	26.8	24.1	19.9	23.8	18.6	17.5	17.9	18.0	n/s	22.8	21.8
40-49 years	35.7	37.1	36.0	33.9	35.9	34.4	35.1	37.6	33.1	35.0	n/s	41.8	35.0
50-59 years	28.8	26.0	23.4	25.8	31.9	28.0	33.3	27.9	31.0	32.8	n/s	22.8	29.4
60+ years	1.4	**	2.7	3.5	2.7	4.4	4.9	4.7	6.5	6.1	n/s	*	4.0
Not Stated	0.0	0.0	0.0	0.0	0.4	-	0.0	0.0	0.0	0.0	100.0	0.0	0.2

Source: LPNDB/CIHI

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

\*\* Value suppressed to ensure confidentiality; cell value is 5 or greater

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

Totals may not sum to 100 percent due to rounding.

n/s = Data not submitted to CIHI.

**Table 3.0 Number of LPNs Employed in Practical Nursing by Gender and Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Employed in practical nursing</b>	<b>2,759</b>	<b>593</b>	<b>2,950</b>	<b>2,333</b>	<b>14,560</b>	<b>23,827</b>	<b>2,250</b>	<b>2,011</b>	<b>4,435</b>	<b>4,262</b>	<b>64</b>	<b>79</b>	<b>60,123</b>
Female	2,377	548	2,810	2,112	13,376	22,406	2,179	1,958	4,216	3,911	n/s	70	55,963
Male	382	45	140	221	1,184	1,421	71	53	219	351	n/s	9	4,096
Not Stated	0	0	0	0	0	0	0	0	0	0	64	0	64

Source: LPNDB/CIHI

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.

Nunavut data are not available for the year 2002.

n/s = Data not submitted to CIHI.

**Table 3.0a Percentage Distribution of LPNs Employed in Practical Nursing by Gender and Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Employed in practical nursing</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Female	86.2	92.4	95.3	90.5	91.9	94.0	96.8	97.4	95.1	91.8	n/s	88.6	93.1
Male	13.8	7.6	4.7	9.5	8.1	6.0	3.2	2.6	4.9	8.2	n/s	11.4	6.8
Not Stated	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.1

Source: LPNDB/CIHI

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

n/s = Data not submitted to CIHI.

**Table 4.0 Number of LPNs Employed in Practical Nursing by Derived Employment Status and Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Employed in practical nursing</b>	<b>2,759</b>	<b>593</b>	<b>2,950</b>	<b>2,333</b>	<b>14,560</b>	<b>23,827</b>	<b>2,250</b>	<b>2,011</b>	<b>4,435</b>	<b>4,262</b>	<b>64</b>	<b>79</b>	<b>60,123</b>
Full-time	1,672	211	1,426	1,097	5,781	11,558	804	1,012	1,749	n/s	n/s	58	25,368
Part-time	160	251	784	715	6,666	9,275	1,266	219	2,117	n/s	n/s	10	21,463
Casual	927	131	732	521	2,113	2,994	180	778	561	1,054	n/s	11	10,002
Unknown	0	0	8	0	0	0	0	2	8	3,208	64	0	3,290

Source: LPNDB/CIHI

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.

British Columbia did not submit "Full-time/Part-time Status" for 2002.

Nunavut data are not available for the year 2002.

n/s = Data not submitted to CIHI.

**Table 4.0a Percentage Distribution of LPNs Employed in Practical Nursing by Derived Employment Status and Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Employed in practical nursing</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Full-time	60.6	35.6	48.3	47.0	39.7	48.5	35.7	50.3	39.4	n/s	n/s	73.4	42.2
Part-time	5.8	42.3	26.6	30.6	45.8	38.9	56.3	10.9	47.7	n/s	n/s	12.7	35.7
Casual	33.6	22.1	24.8	22.3	14.5	12.6	8.0	38.7	12.6	24.7	n/s	13.9	16.6
Unknown	0.0	0.0	0.3	0.0	0.0	0.0	0.0	0.1	0.2	75.3	100.0	0.0	5.5

Source: LPNDB/CIHI

n/s Data not submitted to CIHI

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

n/s = Data not submitted to CIHI.



**Table 5.0 Number of LPNs Employed in Practical Nursing by Multiple Employment and Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Employed in practical nursing</b>	<b>2,759</b>	<b>593</b>	<b>2,950</b>	<b>2,333</b>	<b>14,560</b>	<b>23,827</b>	<b>2,250</b>	<b>2,011</b>	<b>4,435</b>	<b>4,262</b>	<b>64</b>	<b>79</b>	<b>60,123</b>
Single employer	2,553	485	2,522	2,038	12,718	19,251	1,659	1,271	3,475	3,422	56	n/s	49,450
Multiple employers	206	108	428	295	1,842	4,576	591	303	960	797	8	n/s	10,114
Not Stated	0	0	0	0	0	0	0	437	0	43	0	79	559

Source: LPNDB/CIHI

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.

Nunavut data are not available for the year 2002.

n/s = Data not submitted to CIHI.

**Table 5.0a Percentage Distribution of LPNs Employed in Practical Nursing by Multiple Employment and Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Employed in practical nursing</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Single employers	92.5	81.8	85.5	87.4	87.3	80.8	73.7	63.2	78.4	80.3	87.5	n/s	82.2
Multiple employers	7.5	18.2	14.5	12.6	12.7	19.2	26.3	15.1	21.6	18.7	12.5	n/s	16.8
Not Stated	0.0	0.0	0.0	0.0	0.0	0.0	0.0	21.7	0.0	1.0	0.0	100.0	0.9

Source: LPNDB/CIHI

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

n/s = Data not submitted to CIHI.

**Table 6.0 Number of LPNs Employed in Practical Nursing by Place of Work and Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>ALL PLACES OF WORK</b>	<b>2,759</b>	<b>593</b>	<b>2,950</b>	<b>2,333</b>	<b>14,560</b>	<b>23,827</b>	<b>2,250</b>	<b>2,011</b>	<b>4,435</b>	<b>4,262</b>	<b>64</b>	<b>79</b>	<b>60,123</b>
<b>Hospital</b>	<b>1,245</b>	<b>270</b>	<b>1,394</b>	<b>1,115</b>	<b>5,564</b>	<b>11,374</b>	<b>953</b>	<b>1,381</b>	<b>2,774</b>	<b>2,639</b>	<b>18</b>	<b>53</b>	<b>28,780</b>
Hospital (general, maternal, paediatric, psychiatric)	1,207	247	1,138	1,086	5,180	10,532	900	1,280	2,658	2,510	18	53	26,809
Mental Health Centre	0	16	148	20	0	396	48	8	7	12	0	0	655
Rehabilitation/Convalescent Centre	38	7	108	9	384	446	5	93	109	117	0	0	1,316
<b>Community Health</b>	<b>**</b>	<b>27</b>	<b>307</b>	<b>70</b>	<b>342</b>	<b>2,283</b>	<b>165</b>	<b>171</b>	<b>330</b>	<b>195</b>	<b>*</b>	<b>0</b>	<b>3,922</b>
Community Health/Health Centre	22	*	153	5	147	784	165	105	140	48	*	0	1,572
Home Care Agency	*	23	148	65	195	1,486	0	**	183	123	0	0	2,291
Nursing Station (outpost or clinic)	5	*	6	0	0	13	0	*	7	24	0	0	59
<b>Nursing Home/Long-term Care</b>	<b>1,392</b>	<b>254</b>	<b>1,092</b>	<b>1,074</b>	<b>8,009</b>	<b>6,547</b>	<b>947</b>	<b>342</b>	<b>1,058</b>	<b>1,158</b>	<b>29</b>	<b>11</b>	<b>21,913</b>
<b>Other Place of Work</b>	<b>47</b>	<b>41</b>	<b>152</b>	<b>74</b>	<b>578</b>	<b>2,642</b>	<b>185</b>	<b>113</b>	<b>262</b>	<b>270</b>	<b>11</b>	<b>14</b>	<b>4,389</b>
Business/Industry/Occupational Health Office	0	*	*	0	21	83	*	*	12	*	0	0	130
Private Nursing Agency/Private Duty	**	*	55	0	0	452	69	20	7	31	0	0	645
Self-employed	*	*	32	0	96	223	12	7	11	42	0	0	426
Physician's Office/Family Practice Unit	12	27	25	34	135	748	82	48	188	50	*	**	1,364
Educational Institution	0	*	13	*	45	112	*	8	30	33	0	0	245
Association/Government	0	*	*	**	61	96	12	*	6	**	**	0	212
Other	27	*	21	32	220	928	6	22	8	97	0	*	1,367
<b>Not Stated</b>	<b>**</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>67</b>	<b>981</b>	<b>0</b>	<b>4</b>	<b>11</b>	<b>0</b>	<b>**</b>	<b>1</b>	<b>1,119</b>

Source: LPNDB/CIHI

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

\*\* Value suppressed to ensure confidentiality; cell value is 5 or greater

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.

Nunavut data are not available for the year 2002.

Table 6.0a Percentage Distribution of LPNs Employed in Practical Nursing by Place of Work and Province/Territory of Registration/Licensure, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>ALL PLACES OF WORK</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Hospital</b>	<b>45.1</b>	<b>45.5</b>	<b>47.3</b>	<b>47.8</b>	<b>38.2</b>	<b>47.7</b>	<b>42.4</b>	<b>68.7</b>	<b>62.5</b>	<b>61.9</b>	<b>28.1</b>	<b>67.1</b>	<b>47.9</b>
Hospital (general, maternal, paediatric, psychiatric)	43.7	41.7	38.6	46.5	35.6	44.2	40.0	63.6	59.9	58.9	28.1	67.1	44.6
Mental Health Centre	0.0	2.7	5.0	0.9	0.0	1.7	2.1	0.4	0.2	0.3	0.0	0.0	1.1
Rehabilitation/Convalescent Centre	1.4	1.2	3.7	0.4	2.6	1.9	0.2	4.6	2.5	2.7	0.0	0.0	2.2
<b>Community Health</b>	<b>**</b>	<b>4.6</b>	<b>10.4</b>	<b>3.0</b>	<b>2.3</b>	<b>9.6</b>	<b>7.3</b>	<b>8.5</b>	<b>7.4</b>	<b>4.6</b>	<b>*</b>	<b>0.0</b>	<b>6.5</b>
Community Health/Health Centre	0.8	*	5.2	0.2	1.0	3.3	7.3	5.2	3.2	1.1	*	0.0	2.6
Home Care Agency	*	3.9	5.0	2.8	1.3	6.2	0.0	**	4.1	2.9	0.0	0.0	3.8
Nursing Station (outpost or clinic)	0.2	*	0.2	0.0	0.0	0.1	0.0	*	0.2	0.6	0.0	0.0	0.1
<b>Nursing Home/Long-term Care</b>	<b>50.5</b>	<b>42.8</b>	<b>37.0</b>	<b>46.0</b>	<b>55.0</b>	<b>27.5</b>	<b>42.1</b>	<b>17.0</b>	<b>23.9</b>	<b>27.2</b>	<b>45.3</b>	<b>13.9</b>	<b>36.4</b>
<b>Other Place of Work</b>	<b>1.7</b>	<b>6.9</b>	<b>5.2</b>	<b>3.2</b>	<b>4.0</b>	<b>11.1</b>	<b>8.2</b>	<b>5.6</b>	<b>5.9</b>	<b>6.3</b>	<b>17.2</b>	<b>17.7</b>	<b>7.3</b>
Business/Industry/Occupational Health Office	0.0	*	*	0.0	0.1	0.3	*	*	0.3	*	0.0	0.0	0.2
Private Nursing Agency/Private Duty	**	*	1.9	0.0	0.0	1.9	3.1	1.0	0.2	0.7	0.0	0.0	1.1
Self-employed	*	*	1.1	0.0	0.7	0.9	0.5	0.3	0.2	1.0	0.0	0.0	0.7
Physician's Office/Family Practice Unit	0.4	4.6	0.8	1.5	0.9	3.1	3.6	2.4	4.2	1.2	*	**	2.3
Educational Institution	0.0	*	0.4	*	0.3	0.5	*	0.4	0.7	0.8	0.0	0.0	0.4
Association/Government	0.0	*	*	**	0.4	0.4	0.5	*	0.1	**	**	0.0	0.4
Other	1.0	*	0.7	1.4	1.5	3.9	0.3	1.1	0.2	2.3	0.0	*	2.3
<b>Not Stated</b>	<b>**</b>	<b>0.2</b>	<b>0.2</b>	<b>0.0</b>	<b>0.5</b>	<b>4.1</b>	<b>0.0</b>	<b>0.2</b>	<b>0.2</b>	<b>0.0</b>	<b>**</b>	<b>1.3</b>	<b>1.9</b>

Source: LPNDB/CIHI

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

\*\* Value suppressed to ensure confidentiality; cell value is 5 or greater

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

Totals may not sum to 100 percent due to rounding.

Table 7.0 Number of LPNs Employed in Practical Nursing by Place of Work, Age Group and Province/Territory of Registration/Licensure, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>ALL PLACES OF WORK</b>	<b>2,759</b>	<b>593</b>	<b>2,950</b>	<b>2,333</b>	<b>14,560</b>	<b>23,827</b>	<b>2,250</b>	<b>2,011</b>	<b>4,435</b>	<b>4,262</b>	<b>64</b>	<b>79</b>	<b>60,123</b>
< 30 years	228	**	329	296	1,351	2,226	181	247	504	346	n/s	**	5,763
30-39 years	714	146	791	562	2,892	5,671	418	351	796	766	n/s	18	13,125
40-49 years	985	220	1,061	791	5,226	8,208	790	757	1,470	1,492	n/s	33	21,033
50-59 years	794	154	689	603	4,647	6,673	750	561	1,377	1,400	n/s	18	17,666
60+ years	38	**	80	81	391	1,047	111	95	288	258	n/s	*	2,417
Not Stated	0	0	0	0	53	2	0	0	0	0	64	0	119
<b>HOSPITAL</b>	<b>1,245</b>	<b>270</b>	<b>1,394</b>	<b>1,115</b>	<b>5,564</b>	<b>11,374</b>	<b>953</b>	<b>1,381</b>	<b>2,774</b>	<b>2,639</b>	<b>18</b>	<b>53</b>	<b>28,780</b>
< 30 years	102	**	122	162	431	807	84	161	320	210	n/s	**	2,428
30-39 years	275	51	335	232	853	2,551	175	215	486	441	n/s	13	5,627
40-49 years	478	107	551	346	2,112	4,121	351	528	893	935	n/s	22	10,444
50-59 years	373	82	357	336	2,060	3,418	308	409	891	883	n/s	11	9,128
60+ years	17	**	29	39	94	475	35	68	184	170	n/s	*	1,119
Not Stated	0	0	0	0	14	2	0	0	0	0	18	0	34
<b>COMMUNITY HEALTH</b>	<b>**</b>	<b>27</b>	<b>307</b>	<b>70</b>	<b>342</b>	<b>2,283</b>	<b>165</b>	<b>171</b>	<b>330</b>	<b>195</b>	<b>*</b>	<b>0</b>	<b>3,922</b>
< 30 years	*	*	32	9	43	219	6	**	42	15	n/s	0	385
30-39 years	**	5	90	**	78	580	33	30	61	27	n/s	0	927
40-49 years	14	12	100	28	103	765	68	74	107	68	n/s	0	1,339
50-59 years	10	6	75	12	101	618	49	48	96	73	n/s	0	1,088
60+ years	0	*	10	*	**	101	9	*	24	12	n/s	0	175
Not Stated	0	0	0	0	**	0	0	0	0	0	*	0	8
<b>NURSING HOME/LONG-TERM CARE</b>	<b>1,392</b>	<b>254</b>	<b>1,092</b>	<b>1,074</b>	<b>8,009</b>	<b>6,547</b>	<b>947</b>	<b>342</b>	<b>1,058</b>	<b>1,158</b>	<b>29</b>	<b>11</b>	<b>21,913</b>
< 30 years	111	**	159	120	825	917	75	66	106	107	n/s	*	2,508
30-39 years	407	80	325	291	1,838	1,720	172	**	187	248	n/s	*	5,359
40-49 years	462	**	361	401	2,818	2,034	316	113	359	398	n/s	*	7,349
50-59 years	392	**	216	232	2,241	1,606	329	63	332	354	n/s	*	5,825
60+ years	20	13	31	30	258	270	55	**	74	51	n/s	*	814
Not Stated	0	0	0	0	29	0	0	0	0	0	29	0	58
<b>OTHER PLACE OF WORK</b>	<b>47</b>	<b>41</b>	<b>152</b>	<b>74</b>	<b>578</b>	<b>2,642</b>	<b>185</b>	<b>113</b>	<b>262</b>	<b>270</b>	<b>11</b>	<b>14</b>	<b>4,389</b>
< 30 years	*	*	16	5	47	212	16	*	35	14	n/s	*	355
30-39 years	**	10	38	21	111	610	38	17	58	50	n/s	*	965
40-49 years	21	17	48	16	168	950	55	40	106	91	n/s	8	1,520
50-59 years	11	**	40	23	224	737	64	41	57	90	n/s	*	1,299
60+ years	*	*	10	9	26	133	12	**	6	25	n/s	0	237
Not Stated	0	0	0	0	2	0	0	0	0	0	11	0	13
<b>NOT STATED</b>	<b>**</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>67</b>	<b>981</b>	<b>0</b>	<b>4</b>	<b>11</b>	<b>0</b>	<b>**</b>	<b>1</b>	<b>1,119</b>
< 30 years													87
30-39 years													247
40-49 years													381
50-59 years													326
60+ years													72
Not Stated													6

Source: LPNDB/CIHI

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

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Hospital includes data from: Hospital (general, maternal, paediatric, psychiatric), Mental Health Centre, Rehabilitation/Convalescent Centre.

Community Health includes data from: Community Health/Health Centre, Home Care Agency, Nursing Station (outpost or clinic).

Nursing Home 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, Physician's Office/Family Practice Unit, Self-employed/Private Practice, Educational Institution, Association/Government, Other.

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.

Nunavut data are not available for the year 2002.

Table 8.0 Number of LPNs Employed in Practical Nursing by Place of Work, Derived Employment Status and Province/Territory of Registration/Licensure, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>ALL PLACES OF WORK</b>	<b>2,759</b>	<b>593</b>	<b>2,950</b>	<b>2,333</b>	<b>14,560</b>	<b>23,827</b>	<b>2,250</b>	<b>2,011</b>	<b>4,435</b>	<b>4,262</b>	<b>64</b>	<b>79</b>	<b>60,123</b>
Full-time	1,672	211	1,426	1,097	5,781	11,558	804	1,012	1,749	n/s	n/s	58	25,368
Part-time	160	251	784	715	6,666	9,275	1,266	219	2,117	n/s	n/s	10	21,463
Casual	927	131	732	521	2,113	2,994	180	778	561	1,054	n/s	11	10,002
Unknown	0	0	8	0	0	0	0	2	8	3,208	64	0	3,290
<b>HOSPITAL</b>	<b>1,245</b>	<b>270</b>	<b>1,394</b>	<b>1,115</b>	<b>5,564</b>	<b>11,374</b>	<b>953</b>	<b>1,381</b>	<b>2,774</b>	<b>2,639</b>	<b>18</b>	<b>53</b>	<b>28,780</b>
Full-time	746	105	694	505	2,429	5,772	325	726	998	n/s	n/s	35	12,335
Part-time	44	83	300	301	2,393	4,303	562	134	1,367	n/s	n/s	8	9,495
Casual	455	82	395	309	742	1,299	66	519	408	707	n/s	10	4,992
Unknown	0	0	5	0	0	0	0	2	1	1,932	18	0	1,958
<b>COMMUNITY HEALTH</b>	<b>**</b>	<b>27</b>	<b>307</b>	<b>70</b>	<b>342</b>	<b>2,283</b>	<b>165</b>	<b>171</b>	<b>330</b>	<b>195</b>	<b>*</b>	<b>0</b>	<b>3,922</b>
Full-time	13	7	120	27	137	860	57	78	154	n/s	n/s	0	1,453
Part-time	*	10	102	27	125	984	82	19	**	n/s	n/s	0	1,478
Casual	14	10	84	16	80	439	26	74	50	60	n/s	0	853
Unknown	0	0	1	0	0	0	0	0	*	135	*	0	138
<b>NURSING HOME/LONG-TERM CARE</b>	<b>1,392</b>	<b>254</b>	<b>1,092</b>	<b>1,074</b>	<b>8,009</b>	<b>6,547</b>	<b>947</b>	<b>342</b>	<b>1,058</b>	<b>1,158</b>	<b>29</b>	<b>11</b>	<b>21,913</b>
Full-time	872	**	531	524	2,891	3,180	328	145	430	n/s	n/s	**	8,987
Part-time	106	142	345	365	3,913	2,698	560	**	540	n/s	n/s	*	8,722
Casual	414	**	215	185	1,205	669	59	**	88	212	n/s	*	3,228
Unknown	0	0	1	0	0	0	0	0	0	946	29	0	976
<b>OTHER PLACE OF WORK</b>	<b>47</b>	<b>41</b>	<b>152</b>	<b>74</b>	<b>578</b>	<b>2,642</b>	<b>185</b>	<b>113</b>	<b>262</b>	<b>270</b>	<b>11</b>	<b>14</b>	<b>4,389</b>
Full-time	33	**	79	41	305	1,240	94	61	166	n/s	n/s	**	2,053
Part-time	*	16	36	22	207	942	62	14	83	n/s	n/s	*	1,385
Casual	**	*	37	11	66	460	29	38	13	75	n/s	0	745
Unknown	0	0	0	0	0	0	0	0	0	195	11	0	206
<b>NOT STATED</b>	<b>**</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>67</b>	<b>981</b>	<b>0</b>	<b>4</b>	<b>11</b>	<b>0</b>	<b>**</b>	<b>1</b>	<b>1,119</b>
Full-time													540
Part-time													383
Casual													184
Unknown													12

Source: LPNDB/CIHI

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

\*\* Value suppressed to ensure confidentiality; cell value is 5 or greater

*Hospital* includes data from: Hospital (general, maternal, paediatric, psychiatric), Mental Health Centre, Rehabilitation/Convalescent Centre.*Community Health* includes data from: Community Health/Health Centre, Home Care Agency, Nursing Station (outpost or clinic).*Nursing Home* 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, Physician's Office/Family Practice Unit, Self-employed/Private Practice, Educational Institution, Association/Government, Other.

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Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.

Nunavut data are not available for the year 2002.

n/s = Data not submitted to CIHI.

Table 8.0a Percentage Distribution of LPNs Employed in Practical Nursing by Place of Work, Derived Employment Status and Province/Territory of Registration/Licensure, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>ALL PLACES OF WORK</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Full-time	60.6	35.6	48.3	47.0	39.7	48.5	35.7	50.3	39.4	n/s	n/s	73.4	42.2
Part-time	5.8	42.3	26.6	30.6	45.8	38.9	56.3	10.9	47.7	n/s	n/s	12.7	35.7
Casual	33.6	22.1	24.8	22.3	14.5	12.6	8.0	38.7	12.6	24.7	n/s	13.9	16.6
Unknown	0.0	0.0	0.3	0.0	0.0	0.0	0.0	0.1	0.2	75.3	100.0	0.0	5.5
<b>HOSPITAL</b>	<b>45.1</b>	<b>45.5</b>	<b>47.3</b>	<b>47.8</b>	<b>38.2</b>	<b>47.7</b>	<b>42.4</b>	<b>68.7</b>	<b>62.5</b>	<b>61.9</b>	<b>28.1</b>	<b>67.1</b>	<b>47.9</b>
Full-time	27.0	17.7	23.5	21.6	16.7	24.2	14.4	36.1	22.5	n/s	n/s	44.3	20.5
Part-time	1.6	14.0	10.2	12.9	16.4	18.1	25.0	6.7	30.8	n/s	n/s	10.1	15.8
Casual	16.5	13.8	13.4	13.2	5.1	5.5	2.9	25.8	9.2	16.6	n/s	12.7	8.3
Unknown	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.1	0.0	45.3	28.1	0.0	3.3
<b>COMMUNITY HEALTH</b>	<b>**</b>	<b>4.6</b>	<b>10.4</b>	<b>3.0</b>	<b>2.3</b>	<b>9.6</b>	<b>7.3</b>	<b>8.5</b>	<b>7.4</b>	<b>4.6</b>	<b>*</b>	<b>0.0</b>	<b>6.5</b>
Full-time	0.5	1.2	4.1	1.2	0.9	3.6	2.5	3.9	3.5	n/s	n/s	0.0	2.4
Part-time	*	1.7	3.5	1.2	0.9	4.1	3.6	0.9	**	n/s	n/s	0.0	2.5
Casual	0.5	1.7	2.8	0.7	0.5	1.8	1.2	3.7	1.1	1.4	n/s	0.0	1.4
Unknown	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	*	3.2	*	0.0	0.2
<b>NURSING HOME/LONG-TERM CARE</b>	<b>50.5</b>	<b>42.8</b>	<b>37.0</b>	<b>46.0</b>	<b>55.0</b>	<b>27.5</b>	<b>42.1</b>	<b>17.0</b>	<b>23.9</b>	<b>27.2</b>	<b>45.3</b>	<b>13.9</b>	<b>36.4</b>
Full-time	31.6	**	18.0	22.5	19.9	13.3	14.6	7.2	9.7	n/s	n/s	**	14.9
Part-time	3.8	23.9	11.7	15.6	26.9	11.3	24.9	**	12.2	n/s	n/s	*	14.5
Casual	15.0	**	7.3	7.9	8.3	2.8	2.6	**	2.0	5.0	n/s	*	5.4
Unknown	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	22.2	45.3	0.0	1.6
<b>OTHER PLACE OF WORK</b>	<b>1.7</b>	<b>6.9</b>	<b>5.2</b>	<b>3.2</b>	<b>4.0</b>	<b>11.1</b>	<b>8.2</b>	<b>5.6</b>	<b>5.9</b>	<b>6.3</b>	<b>17.2</b>	<b>17.7</b>	<b>7.3</b>
Full-time	1.2	**	2.7	1.8	2.1	5.2	4.2	3.0	3.7	n/s	n/s	**	3.4
Part-time	*	2.7	1.2	0.9	1.4	4.0	2.8	0.7	1.9	n/s	n/s	*	2.3
Casual	**	*	1.3	0.5	0.5	1.9	1.3	1.9	0.3	1.8	n/s	0.0	1.2
Unknown	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.6	17.2	0.0	0.3
<b>NOT STATED</b>	<b>**</b>	<b>0.2</b>	<b>0.2</b>	<b>0.0</b>	<b>0.5</b>	<b>4.1</b>	<b>0.0</b>	<b>0.2</b>	<b>0.2</b>	<b>0.0</b>	<b>**</b>	<b>1.3</b>	<b>1.9</b>
Full-time													0.9
Part-time													0.6
Casual													0.3
Unknown													-

Source: LPNDB/CIHI

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

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Nunavut data are not available for the year 2002.

Totals may not sum to 100 percent due to rounding.

n/s = Data not submitted to CIHI.

**Table 9.0 Number of LPNs Employed in Practical Nursing by Area of Responsibility and Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>ALL AREAS OF RESPONSIBILITY</b>	<b>2,759</b>	<b>593</b>	<b>2,950</b>	<b>2,333</b>	<b>14,560</b>	<b>23,827</b>	<b>2,250</b>	<b>2,011</b>	<b>4,435</b>	<b>4,262</b>	<b>64</b>	<b>79</b>	<b>60,123</b>
<b>Direct Care</b>	<b>2,648</b>	<b>585</b>	<b>2,905</b>	<b>2,237</b>	<b>14,234</b>	<b>21,909</b>	<b>2,196</b>	<b>1,984</b>	<b>4,373</b>	<b>4,205</b>	<b>49</b>	<b>53</b>	<b>57,378</b>
Medical/Surgical	253	51	870	424	2,632	3,025	355	594	1,158	1,651	0	12	11,025
Psychiatric/Mental Health	171	56	200	51	752	1,793	**	29	76	49	*	0	3,184
Paediatric	*	10	21	30	74	196	10	52	86	38	0	*	522
Maternal/Newborn	10	*	*	22	129	348	16	70	105	18	*	0	727
Geriatric/Long-term Care	1,569	237	1,275	1,096	8,861	6,484	1,209	437	1,068	1,438	*	**	23,686
Critical Care	0	*	**	*	5	35	8	18	16	17	0	0	112
Community Health/Health Centre	8	*	61	*	0	403	46	53	50	73	0	0	697
Ambulatory Care	7	30	7	15	0	422	6	19	207	28	7	0	748
Home Care Agency	7	28	257	0	274	1,041	118	65	252	121	17	0	2,180
Occupational Health	*	*	5	0	0	60	*	0	10	8	0	0	89
Operating Room/Recovery Room	8	11	35	39	94	428	**	67	101	45	*	0	834
Emergency Care	9	0	*	25	92	149	*	37	108	69	0	0	497
Several Clinical Areas	0	109	0	218	96	3,393	317	417	834	168	17	19	5,588
Oncology	0	0	11	*	0	94	*	17	6	9	0	0	142
Rehabilitation	43	**	103	73	321	908	33	46	156	199	*	0	1,902
Palliative Care	0	6	16	154	209	271	0	17	31	54	0	0	758
Other Direct Care	557	23	25	84	695	2,859	59	46	109	220	*	**	4,687
<b>Administration/Education/Research</b>	<b>*</b>	<b>6</b>	<b>23</b>	<b>96</b>	<b>30</b>	<b>718</b>	<b>17</b>	<b>23</b>	<b>55</b>	<b>55</b>	<b>*</b>	<b>0</b>	<b>1,028</b>
<b>Not Stated</b>	<b>**</b>	<b>2</b>	<b>22</b>	<b>0</b>	<b>296</b>	<b>1,200</b>	<b>37</b>	<b>4</b>	<b>7</b>	<b>2</b>	<b>**</b>	<b>26</b>	<b>1,717</b>

Source: LPNDB/CIHI

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Nunavut data are not available for the year 2002.

**Table 9.0a Percentage Distribution of LPNs Employed in Practical Nursing by Area of Responsibility and Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>All Areas</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Direct Patient Care</b>	<b>96.0</b>	<b>98.7</b>	<b>98.5</b>	<b>95.9</b>	<b>97.8</b>	<b>92.0</b>	<b>97.6</b>	<b>98.7</b>	<b>98.6</b>	<b>98.7</b>	<b>76.6</b>	<b>67.1</b>	<b>95.4</b>
Medical/Surgical	9.2	8.6	29.5	18.2	18.1	12.7	15.8	29.5	26.1	38.7	0.0	15.2	18.3
Psychiatric/Mental health	6.2	9.4	6.8	2.2	5.2	7.5	**	1.4	1.7	1.1	*	0.0	5.3
Paediatric	*	1.7	0.7	1.3	0.5	0.8	0.4	2.6	1.9	0.9	0.0	*	0.9
Maternal/Newborn	0.4	*	*	0.9	0.9	1.5	0.7	3.5	2.4	0.4	*	0.0	1.2
Geriatric/Long-term Care	56.9	40.0	43.2	47.0	60.9	27.2	53.7	21.7	24.1	33.7	*	**	39.4
Critical care	0.0	*	**	*	-	0.1	0.4	0.9	0.4	0.4	0.0	0.0	0.2
Community Health/Health Centre	0.3	*	2.1	*	0.0	1.7	2.0	2.6	1.1	1.7	0.0	0.0	1.2
Ambulatory care	0.3	5.1	0.2	0.6	0.0	1.8	0.3	0.9	4.7	0.7	10.9	0.0	1.2
Home Care Agency	0.3	4.7	8.7	0.0	1.9	4.4	5.2	3.2	5.7	2.8	26.6	0.0	3.6
Occupational health	*	*	0.2	0.0	0.0	0.3	*	0.0	0.2	0.2	0.0	0.0	0.1
Operating room/Recovery Room	0.3	1.9	1.2	1.7	0.6	1.8	**	3.3	2.3	1.1	*	0.0	1.4
Emergency Care	0.3	0.0	*	1.1	0.6	0.6	*	1.8	2.4	1.6	0.0	0.0	0.8
Nursing in several clinical areas	0.0	18.4	0.0	9.3	0.7	14.2	14.1	20.7	18.8	3.9	26.6	24.1	9.3
Oncology	0.0	0.0	0.4	*	0.0	0.4	*	0.8	0.1	0.2	0.0	0.0	0.2
Rehabilitation	1.6	**	3.5	3.1	2.2	3.8	1.5	2.3	3.5	4.7	*	0.0	3.2
Palliative Care	0.0	1.0	0.5	6.6	1.4	1.1	0.0	0.8	0.7	1.3	0.0	0.0	1.3
Other patient care	20.2	3.9	0.8	3.6	4.8	12.0	2.6	2.3	2.5	5.2	*	**	7.8
<b>Administration/Education/Research</b>	<b>*</b>	<b>1.0</b>	<b>0.8</b>	<b>4.1</b>	<b>0.2</b>	<b>3.0</b>	<b>0.8</b>	<b>1.1</b>	<b>1.2</b>	<b>1.3</b>	<b>*</b>	<b>0.0</b>	<b>1.7</b>
<b>Not Stated</b>	<b>**</b>	<b>0.3</b>	<b>0.7</b>	<b>0.0</b>	<b>2.0</b>	<b>5.0</b>	<b>1.6</b>	<b>0.2</b>	<b>0.2</b>	<b>-</b>	<b>**</b>	<b>32.9</b>	<b>2.9</b>

Source: LPNDB/CIHI

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

\*\* Value suppressed to ensure confidentiality; cell value is 5 or greater

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

Totals may not sum to 100 percent due to rounding.



Table 10.0 Number of LPNs Employed in Practical Nursing by Area of Responsibility, Age Group and Province/Territory of Registration/Licensure, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>ALL AREAS OF RESPONSIBILITY</b>	<b>2,759</b>	<b>593</b>	<b>2,950</b>	<b>2,333</b>	<b>14,560</b>	<b>23,827</b>	<b>2,250</b>	<b>2,011</b>	<b>4,435</b>	<b>4,262</b>	<b>64</b>	<b>79</b>	<b>60,123</b>
< 30 years	228	**	329	296	1,351	2,226	181	247	504	346	n/s	**	5,763
30-39 years	714	146	791	562	2,892	5,671	418	351	796	766	n/s	18	13,125
40-49 years	985	220	1,061	791	5,226	8,208	790	757	1,470	1,492	n/s	33	21,033
50-59 years	794	154	689	603	4,647	6,673	750	561	1,377	1,400	n/s	18	17,666
60+ years	38	**	80	81	391	1,047	111	95	288	258	n/s	*	2,417
Not Stated	0	0	0	0	53	2	0	0	0	0	64	0	119
<b>Direct Care</b>	<b>2,648</b>	<b>585</b>	<b>2,905</b>	<b>2,237</b>	<b>14,234</b>	<b>21,909</b>	<b>2,196</b>	<b>1,984</b>	<b>4,373</b>	<b>4,205</b>	<b>49</b>	<b>53</b>	<b>57,378</b>
< 30 years	222	**	328	284	1,300	1,930	178	246	502	345	n/s	**	5,388
30-39 years	696	142	777	539	2,814	5,183	410	343	779	756	n/s	13	12,452
40-49 years	943	218	1,050	770	5,137	7,605	764	747	1,440	1,471	n/s	22	20,167
50-59 years	749	152	674	568	4,558	6,231	735	556	1,366	1,376	n/s	11	16,976
60+ years	38	**	76	76	375	958	109	92	286	257	n/s	*	2,294
Not Stated	0	0	0	0	50	2	0	0	0	0	49	0	101
<b>Administration/Education/Research</b>	<b>*</b>	<b>6</b>	<b>23</b>	<b>96</b>	<b>30</b>	<b>718</b>	<b>17</b>	<b>23</b>	<b>55</b>	<b>55</b>	<b>*</b>	<b>0</b>	<b>1,028</b>
< 30 years	0	0	0	**	*	45	0	0	0	*	n/s	0	59
30-39 years	*	*	**	23	10	149	*	8	15	9	n/s	0	229
40-49 years	*	*	6	**	10	263	8	8	27	20	n/s	0	365
50-59 years	*	*	8	35	8	220	5	**	**	24	n/s	0	318
60+ years	0	0	*	5	*	41	*	*	*	*	n/s	0	**
Not Stated	0	0	0	0	0	0	0	0	0	0	*	0	*
<b>Not Stated</b>	<b>**</b>	<b>2</b>	<b>22</b>	<b>0</b>	<b>296</b>	<b>1,200</b>	<b>37</b>	<b>4</b>	<b>7</b>	<b>2</b>	<b>**</b>	<b>26</b>	<b>1,717</b>
< 30 years													316
30-39 years													444
40-49 years													501
50-59 years													372
60+ years													67
Not Stated													17

Values suppressed to ensure confidentiality

Source: LPNDB/CIHI

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

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Administration/Education/Research includes data from: Administration (Service, Education, Other Administration); Education (Teaching Students, Teaching Employees, Teaching Patients/Clients, Other Education); Research (Practical Nursing Research Only, Other Research).

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.

Nunavut data are not available for the year 2002.

Table 11.0 Number of LPNs Employed in Practical Nursing by Derived Employment Status, Age Group and Province/Territory of Registration/Licensure, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>ALL LPNs EMPLOYED IN PRACTICAL NURSING</b>	<b>2,759</b>	<b>593</b>	<b>2,950</b>	<b>2,333</b>	<b>14,560</b>	<b>23,827</b>	<b>2,250</b>	<b>2,011</b>	<b>4,435</b>	<b>4,262</b>	<b>64</b>	<b>79</b>	<b>60,123</b>
< 30 years	228	**	329	296	1,351	2,226	181	247	504	346	n/s	**	5,763
30-39 years	714	146	791	562	2,892	5,671	418	351	796	766	n/s	18	13,125
40-49 years	985	220	1,061	791	5,226	8,208	790	757	1,470	1,492	n/s	33	21,033
50-59 years	794	154	689	603	4,647	6,673	750	561	1,377	1,400	n/s	18	17,666
60+ years	38	**	80	81	391	1,047	111	95	288	258	n/s	*	2,417
Not Stated	0	0	0	0	53	2	0	0	0	0	64	0	119
<b>Full-time</b>	<b>1,672</b>	<b>211</b>	<b>1,426</b>	<b>1,097</b>	<b>5,781</b>	<b>11,558</b>	<b>804</b>	<b>1,012</b>	<b>1,749</b>	<b>n/s</b>	<b>n/s</b>	<b>58</b>	<b>25,368</b>
< 30 years	**	*	90	56	222	619	59	115	164	n/s	n/s	5	1,349
30-39 years	381	49	325	225	729	2,263	128	148	269	n/s	n/s	15	4,532
40-49 years	637	81	579	425	2,344	4,227	266	378	559	n/s	n/s	22	9,518
50-59 years	610	73	393	352	2,304	3,956	312	322	626	n/s	n/s	16	8,964
60+ years	**	*	39	39	172	493	39	49	131	n/s	n/s	0	995
Not Stated	0	0	0	0	10	0	0	0	0	n/s	n/s	0	10
<b>Part-time</b>	<b>160</b>	<b>251</b>	<b>784</b>	<b>715</b>	<b>6,666</b>	<b>9,275</b>	<b>1,266</b>	<b>219</b>	<b>2,117</b>	<b>n/s</b>	<b>n/s</b>	<b>10</b>	<b>21,463</b>
< 30 years	**	23	94	96	579	1,207	105	31	240	n/s	n/s	*	2,386
30-39 years	32	62	232	201	1,578	2,554	255	53	400	n/s	n/s	0	5,367
40-49 years	67	95	266	225	2,337	3,044	481	90	721	n/s	n/s	6	7,332
50-59 years	**	59	172	166	1,981	2,095	377	37	635	n/s	n/s	*	5,572
60+ years	*	12	20	27	161	374	48	8	121	n/s	n/s	*	775
Not Stated	0	0	0	0	30	1	0	0	0	n/s	n/s	0	31
<b>Casual</b>	<b>927</b>	<b>131</b>	<b>732</b>	<b>521</b>	<b>2,113</b>	<b>2,994</b>	<b>180</b>	<b>778</b>	<b>561</b>	<b>1,054</b>	<b>n/s</b>	<b>11</b>	<b>10,002</b>
< 30 years	204	20	143	144	550	400	**	100	99	177	n/s	*	1,855
30-39 years	301	35	231	136	585	854	**	150	125	229	n/s	*	2,684
40-49 years	281	44	215	141	545	937	43	288	186	342	n/s	5	3,027
50-59 years	135	**	122	85	362	622	61	202	115	237	n/s	*	1,964
60+ years	6	**	21	15	58	180	24	38	36	69	n/s	*	458
Not Stated	0	0	0	0	13	1	0	0	0	0	n/s	0	14
<b>Unknown</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>8</b>	<b>3,208</b>	<b>64</b>	<b>0</b>	<b>3,290</b>
< 30 years													173
30-39 years													542
40-49 years													1,156
50-59 years													1,166
60+ years													189
Not Stated													64

Source: LPNDB/CIHI

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

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CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.

Nunavut data are not available for the year 2002.

British Columbia did not submit "Full-time/Part-time Status".

n/s = Data not submitted to CIHI.

Table 11.0a Percentage Distribution of LPNs Employed in Practical Nursing by Derived Employment Status, Age Group and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>ALL LPNs EMPLOYED IN PRACTICAL NURSING</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
< 30 years	8.3	**	11.2	12.7	9.3	9.3	8.0	12.3	11.4	8.1	n/s	**	9.6
30-39 years	25.9	24.6	26.8	24.1	19.9	23.8	18.6	17.5	17.9	18.0	n/s	22.8	21.8
40-49 years	35.7	37.1	36.0	33.9	35.9	34.4	35.1	37.6	33.1	35.0	n/s	41.8	35.0
50-59 years	28.8	26.0	23.4	25.8	31.9	28.0	33.3	27.9	31.0	32.8	n/s	22.8	29.4
60+ years	1.4	**	2.7	3.5	2.7	4.4	4.9	4.7	6.5	6.1	n/s	*	4.0
Not Stated	0.0	0.0	0.0	0.0	0.4	-	0.0	0.0	0.0	0.0	100.0	0.0	0.2
<b>Full-time</b>	<b>60.6</b>	<b>35.6</b>	<b>48.3</b>	<b>47.0</b>	<b>39.7</b>	<b>48.5</b>	<b>35.7</b>	<b>50.3</b>	<b>39.4</b>	<b>n/s</b>	<b>n/s</b>	<b>73.4</b>	<b>42.2</b>
< 30 years	**	*	3.1	2.4	1.5	2.6	2.6	5.7	3.7	n/s	n/s	6.3	2.2
30-39 years	13.8	8.3	11.0	9.6	5.0	9.5	5.7	7.4	6.1	n/s	n/s	19.0	7.5
40-49 years	23.1	13.7	19.6	18.2	16.1	17.7	11.8	18.8	12.6	n/s	n/s	27.8	15.8
50-59 years	22.1	12.3	13.3	15.1	15.8	16.6	13.9	16.0	14.1	n/s	n/s	20.3	14.9
60+ years	**	*	1.3	1.7	1.2	2.1	1.7	2.4	3.0	n/s	n/s	0.0	1.7
Not Stated	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	n/s	n/s	0.0	-
<b>Part-time</b>	<b>5.8</b>	<b>42.3</b>	<b>26.6</b>	<b>30.6</b>	<b>45.8</b>	<b>38.9</b>	<b>56.3</b>	<b>10.9</b>	<b>47.7</b>	<b>n/s</b>	<b>n/s</b>	<b>12.7</b>	<b>35.7</b>
< 30 years	**	3.9	3.2	4.1	4.0	5.1	4.7	1.5	5.4	n/s	n/s	*	4.0
30-39 years	1.2	10.5	7.9	8.6	10.8	10.7	11.3	2.6	9.0	n/s	n/s	0.0	8.9
40-49 years	2.4	16.0	9.0	9.6	16.1	12.8	21.4	4.5	16.3	n/s	n/s	7.6	12.2
50-59 years	**	9.9	5.8	7.1	13.6	8.8	16.8	1.8	14.3	n/s	n/s	*	9.3
60+ years	*	2.0	0.7	1.2	1.1	1.6	2.1	0.4	2.7	n/s	n/s	*	1.3
Not Stated	0.0	0.0	0.0	0.0	0.2	-	0.0	0.0	0.0	n/s	n/s	0.0	0.1
<b>Casual</b>	<b>33.6</b>	<b>22.1</b>	<b>24.8</b>	<b>22.3</b>	<b>14.5</b>	<b>12.6</b>	<b>8.0</b>	<b>38.7</b>	<b>12.6</b>	<b>24.7</b>	<b>n/s</b>	<b>13.9</b>	<b>16.6</b>
< 30 years	7.4	3.4	4.8	6.2	3.8	1.7	**	5.0	2.2	4.2	n/s	*	3.1
30-39 years	10.9	5.9	7.8	5.8	4.0	3.6	**	7.5	2.8	5.4	n/s	*	4.5
40-49 years	10.2	7.4	7.3	6.0	3.7	3.9	1.9	14.3	4.2	8.0	n/s	6.3	5.0
50-59 years	4.9	**	4.1	3.6	2.5	2.6	2.7	10.0	2.6	5.6	n/s	*	3.3
60+ years	0.2	**	0.7	0.6	0.4	0.8	1.1	1.9	0.8	1.6	n/s	*	0.8
Not Stated	0.0	0.0	0.0	0.0	0.1	-	0.0	0.0	0.0	0.0	n/s	0.0	-
<b>Unknown</b>	<b>0.0</b>	<b>0.0</b>	<b>0.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.1</b>	<b>0.2</b>	<b>75.3</b>	<b>100.0</b>	<b>0.0</b>	<b>5.5</b>
< 30 years													0.3
30-39 years													0.9
40-49 years													1.9
50-59 years													1.9
60+ years													0.3
Not Stated													0.1

Values suppressed to ensure confidentiality

Source: LPNDB/CIHI

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

Totals may not sum to 100 percent due to rounding.

n/s = Data not submitted to CIHI.

Table 12.0 Number of LPNs Employed in Practical Nursing by Derived Employment Status, Multiple Employment and Province/Territory of Registration/Licensure, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>ALL LPNs EMPLOYED IN PRACTICAL NURSING</b>	<b>2,759</b>	<b>593</b>	<b>2,950</b>	<b>2,333</b>	<b>14,560</b>	<b>23,827</b>	<b>2,250</b>	<b>2,011</b>	<b>4,435</b>	<b>4,262</b>	<b>64</b>	<b>79</b>	<b>60,123</b>
Single employer	2,553	485	2,522	2,038	12,718	19,251	1,659	1,271	3,475	3,422	56	n/s	49,450
Multiple employers	206	108	428	295	1,842	4,576	591	303	960	797	8	n/s	10,114
Not Stated	0	0	0	0	0	0	0	437	0	43	0	79	559
<b>Full-time</b>	<b>1,672</b>	<b>211</b>	<b>1,426</b>	<b>1,097</b>	<b>5,781</b>	<b>11,558</b>	<b>804</b>	<b>1,012</b>	<b>1,749</b>	<b>n/s</b>	<b>n/s</b>	<b>58</b>	<b>25,368</b>
Single employer	1,644	**	1,318	1,030	5,390	10,229	641	**	1,455	n/s	n/s	n/s	22,564
Multiple employers	28	*	108	67	391	1,329	163	**	294	n/s	n/s	n/s	2,503
Not Stated	0	0	0	0	0	0	0	243	0	n/s	n/s	58	301
<b>Part-time</b>	<b>160</b>	<b>251</b>	<b>784</b>	<b>715</b>	<b>6,666</b>	<b>9,275</b>	<b>1,266</b>	<b>219</b>	<b>2,117</b>	<b>n/s</b>	<b>n/s</b>	<b>10</b>	<b>21,463</b>
Single employer	153	191	661	620	5,782	7,059	902	158	1,610	n/s	n/s	n/s	17,136
Multiple employers	7	60	123	95	884	2,216	364	31	507	n/s	n/s	n/s	4,287
Not Stated	0	0	0	0	0	0	0	30	0	n/s	n/s	10	40
<b>Casual</b>	<b>927</b>	<b>131</b>	<b>732</b>	<b>521</b>	<b>2,113</b>	<b>2,994</b>	<b>180</b>	<b>778</b>	<b>561</b>	<b>1,054</b>	<b>n/s</b>	<b>11</b>	<b>10,002</b>
Single employer	756	86	536	388	1,546	1,963	116	464	403	735	n/s	n/s	6,993
Multiple employers	171	45	196	133	567	1,031	64	152	158	305	n/s	n/s	2,822
Not Stated	0	0	0	0	0	0	0	162	0	14	n/s	11	187
<b>Unknown</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>8</b>	<b>3,208</b>	<b>64</b>	<b>0</b>	<b>3,290</b>
Single employer													2,757
Multiple employers													502
Not Stated													31

Source: LPNDB/CIHI

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Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.

Nunavut data is not available for the year 2002.

n/s Data not submitted to CIHI.

Values suppressed to ensure confidentiality

**Table 12.0a Percentage Distribution of LPNs Employed in Practical Nursing by Derived Employment Status, Multiple Employment and Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>ALL LPNs EMPLOYED IN PRACTICAL NURSING</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Single employer	92.5	81.8	85.5	87.4	87.3	80.8	73.7	63.2	78.4	80.3	87.5	n/s	82.2
Multiple employers	7.5	18.2	14.5	12.6	12.7	19.2	26.3	15.1	21.6	18.7	12.5	n/s	16.8
Not Stated	0.0	0.0	0.0	0.0	0.0	0.0	0.0	21.7	0.0	1.0	0.0	100.0	0.9
<b>Full-time</b>	<b>60.6</b>	<b>35.6</b>	<b>48.3</b>	<b>47.0</b>	<b>39.7</b>	<b>48.5</b>	<b>35.7</b>	<b>50.3</b>	<b>39.4</b>	<b>n/s</b>	<b>n/s</b>	<b>73.4</b>	<b>42.2</b>
Single employer	59.6	**	44.7	44.1	37.0	42.9	28.5	**	32.8	n/s	n/s	n/s	37.5
Multiple employers	1.0	*	3.7	2.9	2.7	5.6	7.2	**	6.6	n/s	n/s	n/s	4.2
Not Stated	0.0	0.0	0.0	0.0	0.0	0.0	0.0	12.1	0.0	n/s	n/s	73.4	0.5
<b>Part-time</b>	<b>5.8</b>	<b>42.3</b>	<b>26.6</b>	<b>30.6</b>	<b>45.8</b>	<b>38.9</b>	<b>56.3</b>	<b>10.9</b>	<b>47.7</b>	<b>n/s</b>	<b>n/s</b>	<b>12.7</b>	<b>35.7</b>
Single employer	5.5	32.2	22.4	26.6	39.7	29.6	40.1	7.9	36.3	n/s	n/s	n/s	28.5
Multiple employers	0.3	10.1	4.2	4.1	6.1	9.3	16.2	1.5	11.4	n/s	n/s	n/s	7.1
Not Stated	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.5	0.0	n/s	n/s	12.7	0.1
<b>Casual</b>	<b>33.6</b>	<b>22.1</b>	<b>24.8</b>	<b>22.3</b>	<b>14.5</b>	<b>12.6</b>	<b>8.0</b>	<b>38.7</b>	<b>12.6</b>	<b>24.7</b>	<b>n/s</b>	<b>13.9</b>	<b>16.6</b>
Single employer	27.4	14.5	18.2	16.6	10.6	8.2	5.2	23.1	9.1	17.2	n/s	n/s	11.6
Multiple employers	6.2	7.6	6.6	5.7	3.9	4.3	2.8	7.6	3.6	7.2	n/s	n/s	4.7
Not Stated	0.0	0.0	0.0	0.0	0.0	0.0	0.0	8.1	0.0	0.3	n/s	13.9	0.3
<b>Unknown</b>	<b>0.0</b>	<b>0.0</b>	<b>0.3</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.0</b>	<b>0.1</b>	<b>0.2</b>	<b>75.3</b>	<b>100.0</b>	<b>0.0</b>	<b>5.5</b>
Single employer													4.6
Multiple employers													0.8
Not Stated													0.1

Values suppressed to ensure confidentiality

Source: LPNDB/CIHI

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

\*\* Value suppressed to ensure confidentiality; cell value is 5 or greater

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

Totals may not sum to 100 percent due to rounding.

n/s = Data not submitted to CIHI.

**Table 13.0 Number of LPNs Employed in Practical Nursing by Position and Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>ALL POSITIONS</b>	<b>2,759</b>	<b>593</b>	<b>2,950</b>	<b>2,333</b>	<b>14,560</b>	<b>23,827</b>	<b>2,250</b>	<b>2,011</b>	<b>4,435</b>	<b>4,262</b>	<b>64</b>	<b>79</b>	<b>60,123</b>
<b>Managerial Positions</b>	<b>0</b>	<b>10</b>	<b>29</b>	<b>32</b>	<b>20</b>	<b>440</b>	<b>8</b>	<b>15</b>	<b>74</b>	<b>106</b>	<b>n/s</b>	<b>n/s</b>	<b>734</b>
Coordinator/Care Manager	0	10	29	32	20	440	8	15	74	106	n/s	n/s	734
<b>LPN/Staff Nurse/Community Health Nurse</b>	<b>2,648</b>	<b>515</b>	<b>2,767</b>	<b>2,017</b>	<b>13,463</b>	<b>21,164</b>	<b>2,233</b>	<b>1,752</b>	<b>4,173</b>	<b>3,507</b>	<b>n/s</b>	<b>n/s</b>	<b>54,239</b>
<b>Other Positions</b>	<b>95</b>	<b>66</b>	<b>83</b>	<b>278</b>	<b>981</b>	<b>1,934</b>	<b>6</b>	<b>232</b>	<b>166</b>	<b>639</b>	<b>n/s</b>	<b>n/s</b>	<b>4,480</b>
LPN Specialty	0	25	**	78	0	18	*	104	126	31	n/s	n/s	391
Instructor/Professor/Educator	0	0	*	*	0	53	*	*	23	16	n/s	n/s	97
Other	95	41	77	**	981	1,863	*	**	17	592	n/s	n/s	3,992
<b>Not Stated</b>	<b>16</b>	<b>2</b>	<b>71</b>	<b>6</b>	<b>96</b>	<b>289</b>	<b>3</b>	<b>12</b>	<b>22</b>	<b>10</b>	<b>64</b>	<b>79</b>	<b>670</b>

Source: LPNDB/CIHI

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

\*\* Value suppressed to ensure confidentiality; cell value is 5 or greater

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.

Yukon did not submit "Position".

Nunavut data are not available for the year 2002.

n/s = Data not submitted to CIHI.

**Table 13.0a Percentage Distribution of LPNs Employed in Practical Nursing by Position and Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>ALL POSITIONS</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<b>Managerial Positions</b>	<b>0.0</b>	<b>1.7</b>	<b>1.0</b>	<b>1.4</b>	<b>0.1</b>	<b>1.8</b>	<b>0.4</b>	<b>0.7</b>	<b>1.7</b>	<b>2.5</b>	<b>n/s</b>	<b>n/s</b>	<b>1.2</b>
Coordinator/Care Manager	0.0	1.7	1.0	1.4	0.1	1.8	0.4	0.7	1.7	2.5	n/s	n/s	1.2
<b>LPN/Staff Nurse/Community Health Nurse</b>	<b>96.0</b>	<b>86.8</b>	<b>93.8</b>	<b>86.5</b>	<b>92.5</b>	<b>88.8</b>	<b>99.2</b>	<b>87.1</b>	<b>94.1</b>	<b>82.3</b>	<b>n/s</b>	<b>n/s</b>	<b>90.2</b>
<b>Other Positions</b>	<b>3.4</b>	<b>11.1</b>	<b>2.8</b>	<b>11.9</b>	<b>6.7</b>	<b>8.1</b>	<b>0.3</b>	<b>11.5</b>	<b>3.7</b>	<b>15.0</b>	<b>n/s</b>	<b>n/s</b>	<b>7.5</b>
Nurse Specialty	0.0	4.2	**	3.3	0.0	0.1	*	5.2	2.8	0.7	n/s	n/s	0.7
Instructor/Professor/Educator	0.0	0.0	*	*	0.0	0.2	*	*	0.5	0.4	n/s	n/s	0.2
Other	3.4	6.9	2.6	**	6.7	7.8	*	**	0.4	13.9	n/s	n/s	6.6
<b>Not Stated</b>	<b>0.6</b>	<b>0.3</b>	<b>2.4</b>	<b>0.3</b>	<b>0.7</b>	<b>1.2</b>	<b>0.1</b>	<b>0.6</b>	<b>0.5</b>	<b>0.2</b>	<b>100.0</b>	<b>100.0</b>	<b>1.1</b>

Source: LPNDB/CIHI

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

\*\* Value suppressed to ensure confidentiality; cell value is 5 or greater

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

Totals may not sum to 100 percent due to rounding.

n/s = Data not submitted to CIHI.

Table 14.0 Number of LPNs Employed in Practical Nursing by Position, Age Group and Province/Territory of Registration/Licensure, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>ALL POSITIONS</b>	<b>2,759</b>	<b>593</b>	<b>2,950</b>	<b>2,333</b>	<b>14,560</b>	<b>23,827</b>	<b>2,250</b>	<b>2,011</b>	<b>4,435</b>	<b>4,262</b>	<b>64</b>	<b>79</b>	<b>60,123</b>
< 30 years	228	**	329	296	1,351	2,226	181	247	504	346	n/s	**	5,763
30-39 years	714	146	791	562	2,892	5,671	418	351	796	766	n/s	18	13,125
40-49 years	985	220	1,061	791	5,226	8,208	790	757	1,470	1,492	n/s	33	21,033
50-59 years	794	154	689	603	4,647	6,673	750	561	1,377	1,400	n/s	18	17,666
60+ years	38	**	80	81	391	1,047	111	95	288	258	n/s	*	2,417
Not Stated	0	0	0	0	53	2	0	0	0	0	64	0	119
<b>COORDINATOR/CARE MANAGER</b>	<b>0</b>	<b>10</b>	<b>29</b>	<b>32</b>	<b>20</b>	<b>440</b>	<b>8</b>	<b>15</b>	<b>74</b>	<b>106</b>	<b>n/s</b>	<b>n/s</b>	<b>734</b>
< 30 years	0	0	6	*	0	16	*	0	6	9	n/s	n/s	40
30-39 years	0	*	9	7	5	81	*	*	20	12	n/s	n/s	139
40-49 years	0	*	7	17	*	163	*	*	18	43	n/s	n/s	257
50-59 years	0	7	7	**	9	154	*	7	25	36	n/s	n/s	254
60+ years	0	0	0	0	*	26	0	*	5	6	n/s	n/s	43
Not Stated	0	0	0	0	1	0	0	0	0	0	n/s	n/s	1
<b>LPN/STAFF NURSE/COMMUNITY HEALTH NURSE</b>	<b>2,648</b>	<b>515</b>	<b>2,767</b>	<b>2,017</b>	<b>13,463</b>	<b>21,164</b>	<b>2,233</b>	<b>1,752</b>	<b>4,173</b>	<b>3,507</b>	<b>n/s</b>	<b>n/s</b>	<b>54,239</b>
< 30 years	224	43	304	254	1,245	2,082	180	235	483	316	n/s	n/s	5,366
30-39 years	695	131	737	491	2,658	5,143	415	305	729	665	n/s	n/s	11,969
40-49 years	944	192	997	693	4,851	7,234	783	650	1,379	1,231	n/s	n/s	18,954
50-59 years	748	126	651	504	4,307	5,792	744	478	1,304	1,095	n/s	n/s	15,749
60+ years	37	23	78	75	353	911	111	84	278	200	n/s	n/s	2,150
Not Stated	0	0	0	0	49	2	0	0	0	0	n/s	n/s	51
<b>OTHER POSITIONS</b>	<b>95</b>	<b>66</b>	<b>83</b>	<b>278</b>	<b>981</b>	<b>1,934</b>	<b>6</b>	<b>232</b>	<b>166</b>	<b>639</b>	<b>n/s</b>	<b>n/s</b>	<b>4,480</b>
< 30 years	*	*	12	40	95	98	0	11	13	21	n/s	n/s	297
30-39 years	12	13	19	63	214	390	0	42	42	86	n/s	n/s	881
40-49 years	36	**	30	80	339	717	*	97	64	215	n/s	n/s	1,607
50-59 years	43	21	**	90	299	635	*	74	42	265	n/s	n/s	1,491
60+ years	*	*	*	5	31	94	0	8	5	52	n/s	n/s	201
Not Stated	0	0	0	0	3	0	0	0	0	0	n/s	n/s	3
<b>NOT STATED</b>	<b>16</b>	<b>2</b>	<b>71</b>	<b>6</b>	<b>96</b>	<b>289</b>	<b>3</b>	<b>12</b>	<b>22</b>	<b>10</b>	<b>64</b>	<b>79</b>	<b>670</b>
< 30 years													60
30-39 years													136
40-49 years													215
50-59 years													172
60+ years													23
Not Stated													64

Source: LPNDB/CIHI

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

\*\* Value suppressed to ensure confidentiality; cell value is 5 or greater

Coordinator/Care Manager includes data from: Coordinator/Care Manager.

LPN/Staff Nurse/Community Health Nurse includes data from: LPN/Staff Nurse/Community Health Nurse.

Other Positions includes data from: Instructor/Professor/Educator, LPN Specialty, Other.

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.

Yukon did not submit "Position".

Nunavut data are not available for the year 2002.

n/s = Data not submitted to CIHI.

Values suppressed to ensure confidentiality

Table 14.0a Percentage Distribution of LPNs Employed in Practical Nursing by Position, Age Group and Province/Territory of Registration/Licensure, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>ALL POSITIONS</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
<30 years	8.3	**	11.2	12.7	9.3	9.3	8.0	12.3	11.4	8.1	n/s	**	9.6
30-39 years	25.9	24.6	26.8	24.1	19.9	23.8	18.6	17.5	17.9	18.0	n/s	22.8	21.8
40-49 years	35.7	37.1	36.0	33.9	35.9	34.4	35.1	37.6	33.1	35.0	n/s	41.8	35.0
50-59 years	28.8	26.0	23.4	25.8	31.9	28.0	33.3	27.9	31.0	32.8	n/s	22.8	29.4
60+ years	1.4	**	2.7	3.5	2.7	4.4	4.9	4.7	6.5	6.1	n/s	*	4.0
Not Stated	0.0	0.0	0.0	0.0	0.4	-	0.0	0.0	0.0	0.0	100.0	0.0	0.2
<b>COORDINATOR/CARE MANAGER</b>	<b>0.0</b>	<b>1.7</b>	<b>1.0</b>	<b>1.4</b>	<b>0.1</b>	<b>1.8</b>	<b>0.4</b>	<b>0.7</b>	<b>1.7</b>	<b>2.5</b>	<b>n/s</b>	<b>n/s</b>	<b>1.2</b>
<30 years	0.0	0.0	0.2	*	0.0	0.1	*	0.0	0.1	0.2	n/s	n/s	0.1
30-39 years	0.0	*	0.3	0.3	-	0.3	*	*	0.5	0.3	n/s	n/s	0.2
40-49 years	0.0	*	0.2	0.7	*	0.7	*	*	0.4	1.0	n/s	n/s	0.4
50-59 years	0.0	1.2	0.2	**	0.1	0.6	*	0.3	0.6	0.8	n/s	n/s	0.4
60+ years	0.0	0.0	0.0	0.0	*	0.1	0.0	*	0.1	0.1	n/s	n/s	0.1
Not Stated	0.0	0.0	0.0	0.0	-	0.0	0.0	0.0	0.0	0.0	n/s	n/s	-
<b>LPN/STAFF NURSE/COMMUNITY HEALTH NURSE</b>	<b>96.0</b>	<b>86.8</b>	<b>93.8</b>	<b>86.5</b>	<b>92.5</b>	<b>88.8</b>	<b>99.2</b>	<b>87.1</b>	<b>94.1</b>	<b>82.3</b>	<b>n/s</b>	<b>n/s</b>	<b>90.2</b>
<30 years	8.1	7.3	10.3	10.9	8.6	8.7	8.0	11.7	10.9	7.4	n/s	n/s	8.9
30-39 years	25.2	22.1	25.0	21.0	18.3	21.6	18.4	15.2	16.4	15.6	n/s	n/s	19.9
40-49 years	34.2	32.4	33.8	29.7	33.3	30.4	34.8	32.3	31.1	28.9	n/s	n/s	31.5
50-59 years	27.1	21.2	22.1	21.6	29.6	24.3	33.1	23.8	29.4	25.7	n/s	n/s	26.2
60+ years	1.3	3.9	2.6	3.2	2.4	3.8	4.9	4.2	6.3	4.7	n/s	n/s	3.6
Not Stated	0.0	0.0	0.0	0.0	0.3	-	0.0	0.0	0.0	0.0	n/s	n/s	0.1
<b>OTHER POSITIONS</b>	<b>3.4</b>	<b>11.1</b>	<b>2.8</b>	<b>11.9</b>	<b>6.7</b>	<b>8.1</b>	<b>0.3</b>	<b>11.5</b>	<b>3.7</b>	<b>15.0</b>	<b>n/s</b>	<b>n/s</b>	<b>7.5</b>
<30 years	*	*	0.4	1.7	0.7	0.4	0.0	0.5	0.3	0.5	n/s	n/s	0.5
30-39 years	0.4	2.2	0.6	2.7	1.5	1.6	0.0	2.1	0.9	2.0	n/s	n/s	1.5
40-49 years	1.3	**	1.0	3.4	2.3	3.0	*	4.8	1.4	5.0	n/s	n/s	2.7
50-59 years	1.6	3.5	**	3.9	2.1	2.7	*	3.7	0.9	6.2	n/s	n/s	2.5
60+ years	*	*	*	0.2	0.2	0.4	0.0	0.4	0.1	1.2	n/s	n/s	0.3
Not Stated	0.0	0.0	0.0	0.0	-	0.0	0.0	0.0	0.0	0.0	n/s	n/s	-
<b>NOT STATED</b>	<b>0.6</b>	<b>0.3</b>	<b>2.4</b>	<b>0.3</b>	<b>0.7</b>	<b>1.2</b>	<b>0.1</b>	<b>0.6</b>	<b>0.5</b>	<b>0.2</b>	<b>100.0</b>	<b>100.0</b>	<b>1.1</b>
<30 years													0.1
30-39 years													0.2
40-49 years													0.4
50-59 years													0.3
60+ years													-
Not Stated													0.1

Source: LPNDB/CIHI

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

\*\* Value suppressed to ensure confidentiality; cell value is 5 or greater

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

Totals may not sum to 100 percent due to rounding.

n/s = Data not submitted to CIHI.



Table 15.0 Number of LPNs Employed in Practical Nursing by Position, Derived Employment Status and Province/Territory of Registration/Licensure, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>ALL POSITIONS</b>	<b>2,759</b>	<b>593</b>	<b>2,950</b>	<b>2,333</b>	<b>14,560</b>	<b>23,827</b>	<b>2,250</b>	<b>2,011</b>	<b>4,435</b>	<b>4,262</b>	<b>64</b>	<b>79</b>	<b>60,123</b>
Full-time	1,672	211	1,426	1,097	5,781	11,558	804	1,012	1,749	n/s	n/s	58	25,368
Part-time	160	251	784	715	6,666	9,275	1,266	219	2,117	n/s	n/s	10	21,463
Casual	927	131	732	521	2,113	2,994	180	778	561	1,054	n/s	11	10,002
Unknown	0	0	8	0	0	0	0	2	8	3,208	64	0	3,290
<b>COORDINATOR/CARE MANAGER</b>	<b>0</b>	<b>10</b>	<b>29</b>	<b>32</b>	<b>20</b>	<b>440</b>	<b>8</b>	<b>15</b>	<b>74</b>	<b>106</b>	n/s	n/s	<b>734</b>
Full-time	0	*	19	23	15	385	**	9	50	0	n/s	n/s	507
Part-time	0	**	**	*	5	44	*	*	**	0	n/s	n/s	95
Casual	0	*	*	**	0	11	0	*	*	21	n/s	n/s	47
Unknown	0	0	0	0	0	0	0	0	0	85	n/s	n/s	85
<b>LPN/STAFF NURSE/COMMUNITY HEALTH NURSE</b>	<b>2,648</b>	<b>515</b>	<b>2,767</b>	<b>2,017</b>	<b>13,463</b>	<b>21,164</b>	<b>2,233</b>	<b>1,752</b>	<b>4,173</b>	<b>3,507</b>	n/s	n/s	<b>54,239</b>
Full-time	1,589	182	1,336	924	5,315	10,051	792	875	1,603	0	n/s	n/s	22,667
Part-time	156	222	732	642	6,196	8,458	1,262	191	2,020	0	n/s	n/s	19,879
Casual	903	111	692	451	1,952	2,655	179	684	548	851	n/s	n/s	9,026
Unknown	0	0	7	0	0	0	0	2	2	2,656	n/s	n/s	2,667
<b>OTHER POSITIONS</b>	<b>95</b>	<b>66</b>	<b>83</b>	<b>278</b>	<b>981</b>	<b>1,934</b>	<b>6</b>	<b>232</b>	<b>166</b>	<b>639</b>	n/s	n/s	<b>4,480</b>
Full-time	**	26	44	146	423	1,009	**	120	87	0	n/s	n/s	1,940
Part-time	*	21	24	68	426	666	*	26	70	0	n/s	n/s	1,305
Casual	12	19	15	64	132	259	0	86	9	178	n/s	n/s	774
Unknown	0	0	0	0	0	0	0	0	0	461	n/s	n/s	461
<b>NOT STATED</b>	<b>16</b>	<b>2</b>	<b>71</b>	<b>6</b>	<b>96</b>	<b>289</b>	<b>3</b>	<b>12</b>	<b>22</b>	<b>10</b>	<b>64</b>	<b>79</b>	<b>670</b>
Full-time													254
Part-time													184
Casual													155
Unknown													77

Values suppressed to ensure confidentiality

Source: LPNDB/CIHI

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

\*\* Value suppressed to ensure confidentiality; cell value is 5 or greater

Coordinator/Care Manager includes data from: Coordinator/Care Manager.

LPN/Staff Nurse/Community Health Nurse includes data from: LPN/Staff Nurse/Community Health Nurse.

Other Positions includes data from: Instructor/Professor/Educator, LPN Specialty, Other.

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.

Yukon did not submit "Position".

Nunavut data are not available for the year 2002.

n/s = Data not submitted to CIHI.

Table 15.0a Percentage Distribution of LPNs Employed in Practical Nursing by Position, Derived Employment Status and Province/Territory of Registration/Licensure, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>ALL POSITIONS</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Full-time	60.6	35.6	48.3	47.0	39.7	48.5	35.7	50.3	39.4	n/s	n/s	73.4	42.2
Part-time	5.8	42.3	26.6	30.6	45.8	38.9	56.3	10.9	47.7	n/s	n/s	12.7	35.7
Casual	33.6	22.1	24.8	22.3	14.5	12.6	8.0	38.7	12.6	24.7	n/s	13.9	16.6
Unknown	0.0	0.0	0.3	0.0	0.0	0.0	0.0	0.1	0.2	75.3	100.0	0.0	5.5
<b>COORDINATOR/CARE MANAGER</b>	<b>0.0</b>	<b>1.7</b>	<b>1.0</b>	<b>1.4</b>	<b>0.1</b>	<b>1.8</b>	<b>0.4</b>	<b>0.7</b>	<b>1.7</b>	<b>2.5</b>	n/s	n/s	<b>1.2</b>
Full-time	0.0	*	0.6	1.0	0.1	1.6	**	0.4	1.1	0.0	n/s	n/s	0.8
Part-time	0.0	**	**	*	-	0.2	*	*	**	0.0	n/s	n/s	0.2
Casual	0.0	*	*	**	0.0	-	0.0	*	*	0.5	n/s	n/s	0.1
Unknown	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	n/s	n/s	0.1
<b>LPN/STAFF NURSE/COMMUNITY HEALTH NURSE</b>	<b>96.0</b>	<b>86.8</b>	<b>93.8</b>	<b>86.5</b>	<b>92.5</b>	<b>88.8</b>	<b>99.2</b>	<b>87.1</b>	<b>94.1</b>	<b>82.3</b>	n/s	n/s	<b>90.2</b>
Full-time	57.6	30.7	45.3	39.6	36.5	42.2	35.2	43.5	36.1	0.0	n/s	n/s	37.7
Part-time	5.7	37.4	24.8	27.5	42.6	35.5	56.1	9.5	45.5	0.0	n/s	n/s	33.1
Casual	32.7	18.7	23.5	19.3	13.4	11.1	8.0	34.0	12.4	20.0	n/s	n/s	15.0
Unknown	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.1	-	62.3	n/s	n/s	4.4
<b>OTHER POSITIONS</b>	<b>3.4</b>	<b>11.1</b>	<b>2.8</b>	<b>11.9</b>	<b>6.7</b>	<b>8.1</b>	<b>0.3</b>	<b>11.5</b>	<b>3.7</b>	<b>15.0</b>	n/s	n/s	<b>7.5</b>
Full-time	**	4.4	1.5	6.3	2.9	4.2	**	6.0	2.0	0.0	n/s	n/s	3.2
Part-time	*	3.5	0.8	2.9	2.9	2.8	*	1.3	1.6	0.0	n/s	n/s	2.2
Casual	0.4	3.2	0.5	2.7	0.9	1.1	0.0	4.3	0.2	4.2	n/s	n/s	1.3
Unknown	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	10.8	n/s	n/s	0.8
<b>NOT STATED</b>	<b>0.6</b>	<b>0.3</b>	<b>2.4</b>	<b>0.3</b>	<b>0.7</b>	<b>1.2</b>	<b>0.1</b>	<b>0.6</b>	<b>0.5</b>	<b>0.2</b>	<b>100.0</b>	<b>100.0</b>	<b>1.1</b>
Full-time													0.4
Part-time													0.3
Casual													0.3
Unknown													0.1

Values suppressed to ensure confidentiality

Source: LPNDB/CIHI

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

\*\* Value suppressed to ensure confidentiality; cell value is 5 or greater

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

Totals may not sum to 100 percent due to rounding.

n/s = Data not submitted to CIHI.

**Table 16.0 Number of LPNs Employed in Practical Nursing by Entry/Initial Licensed Practical Nursing Education and Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Employed in practical nursing</b>	<b>2,759</b>	<b>593</b>	<b>2,950</b>	<b>2,333</b>	<b>14,560</b>	<b>23,827</b>	<b>2,250</b>	<b>2,011</b>	<b>4,435</b>	<b>4,262</b>	<b>64</b>	<b>79</b>	<b>60,123</b>
Equivalency	52	0	60	35	n/s	*	188	**	119	364	n/s	n/s	859
Diploma	2,707	593	2,890	2,298	14,560	**	2,062	**	4,316	3,898	64	79	59,264

Source: LPNDB/CIHI

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

\*\* Value suppressed to ensure confidentiality; cell value is 5 or greater

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.

Quebec defaulted all records to Diploma, as they are not able to differentiate between Diploma and Equivalency.

Nunavut data are not available for the year 2002.

n/s = Data not submitted to CIHI.

**Table 16.0a Percentage Distribution of LPNs Employed in Practical Nursing by Entry/Initial Licensed Practical Nursing Education and Province/Territory of Registration/Licensure, Canada, 2002**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Employed in practical nursing</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>
Equivalency	1.9	0.0	2.0	1.5	n/s	*	8.4	**	2.7	8.5	n/s	n/s	1.4
Diploma	98.1	100.0	98.0	98.5	100.0	**	91.6	**	97.3	91.5	100.0	100.0	98.6

Source: LPNDB/CIHI

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

\*\* Value suppressed to ensure confidentiality; cell value is 5 or greater

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of LPNDB data.

Nunavut data are not available for the year 2002.

Totals may not sum to 100 percent due to rounding.

n/s = Data not submitted to CIHI.



## **Appendix A**

### **Provincial/Territorial LPN Registration/Licensure Forms**

**For further information or copy of the Provincial/Territorial LPN Registration Forms,  
please contact Provincial/Territorial Regulating Authorities. Find the  
Provincial/Territorial contact information in Appendix B.**



## **Appendix B**

### **Licensed Practical Nursing Contact Information**





# Licensed Practical Nursing Contact Information

## Provincial/Territorial Regulatory Authorities

### Newfoundland and Labrador

*Council for Licensed Practical Nurses, Newfoundland*  
9 Paton Street  
St-John's, Newfoundland, A1B 4S8  
Tel: (709) 579-3843  
Fax: (709) 579-8268  
E-mail: [clpn@nf.sympatico.ca](mailto:clpn@nf.sympatico.ca)

### Prince Edward Island

*Prince Edward Island Licensed Practical Nursing Registration Board*  
P.O. Box 3235  
Charlottetown, Prince Edward Island, C1A 7N9  
Tel: (902) 566-1512  
Fax: (902) 892-6315  
E-mail: [peilpn@pei.sympatico.ca](mailto:peilpn@pei.sympatico.ca)

### Nova Scotia

*College of Licensed Practical Nurses of Nova Scotia*  
2000 Barrington Street  
Suite #1212, Cogswell Tower  
Halifax, Nova Scotia, B3J 3K1  
Tel: (902) 423-8517  
Fax: (902) 425-6811  
E-mail: [info@clpnns.ca](mailto:info@clpnns.ca)  
Web site: [www.clpnns.ca](http://www.clpnns.ca)

### New Brunswick

*Association of New Brunswick Licensed Practical Nurses /  
Association des infirmiers(ères) auxiliaires autorisé(e)s du Nouveau Brunswick*  
384 Smythe Street  
Fredericton, New Brunswick, E3B 3E4  
Tel: (506) 453-0747  
Fax: (506) 459-0503  
E-mail: [general@anblpn.ca](mailto:general@anblpn.ca)  
Web site: [www.anblpn.com](http://www.anblpn.com)

### Quebec

*Ordre des infirmières et infirmiers auxiliaires du Québec*  
531, rue Sherbrooke Est  
Montréal (Quebec) H2L 1K2  
Tel: (514) 282-9511 ext. 222  
Fax: (514) 282-6308  
E-mail: [president@oiaaq.org](mailto:president@oiaaq.org)  
Web site: [www.oiaaq.org](http://www.oiaaq.org)

**Ontario**

*College of Nurses of Ontario /  
Ordre des infirmières et infirmiers de l'Ontario*  
101 Davenport Road  
Toronto, Ontario, M5R 3P1  
Tel: (416) 928-0900  
Fax: (416) 928-9643  
E-mail: [cno@cnomail.org](mailto:cno@cnomail.org)  
Web site: [www.cno.org](http://www.cno.org)

**Manitoba**

*College of Licensed Practical Nurses of Manitoba*  
463 St-Anne's Road  
Winnipeg, Manitoba, R2M 3C9  
Tel: (204) 663-1212  
Fax: (204) 663-1207  
E-mail: [info@clpnm.ca](mailto:info@clpnm.ca)  
Web site: [www.malpn.mb.ca](http://www.malpn.mb.ca)

**Saskatchewan**

*Saskatchewan Association of Licensed Practical Nurses*  
2310 Smith Street  
Regina, Saskatchewan, S4P 2P6  
Tel: (306) 525-1436 or 1-888-257-2576  
Fax: (306) 347-7784  
E-mail: [exdir@salpn.com](mailto:exdir@salpn.com)  
Web site: [www.salpn.com](http://www.salpn.com)

**Alberta**

*College of Licensed Practical Nurses of Alberta*  
Suite 230, 10403-172 Street  
Edmonton, Alberta, T5S 1K9  
Tel: (780) 484-8886  
Fax: (780) 484-9069  
E-mail: [pat@clpna.com](mailto:pat@clpna.com)  
Website: [www.clpna.com](http://www.clpna.com)

**British Columbia**

*College of Licensed Practical Nurses of British Columbia*  
#217-3823 Henning Drive  
Burnaby, British Columbia, V5C 6P3  
Tel: (604) 660-5750  
Fax: (604) 660-2899  
E-mail: [college\\_of\\_lpn@clpn.bc.ca](mailto:college_of_lpn@clpn.bc.ca)  
Web site: [www.clpn.bc.ca/](http://www.clpn.bc.ca/)

**Yukon**

*Registrar of Licensed Practical Nurses*  
*Department of Community Services, Yukon*  
P.O. Box 2703, C-5  
Whitehorse, Yukon, Y1A 2C6  
Tel: (867) 667-5111  
Fax: (867) 667-3609  
E-mail: [consumer@gov.yk.ca](mailto:consumer@gov.yk.ca)  
Web site: [www.gov.yk.ca/services/](http://www.gov.yk.ca/services/)

**Northwest Territories**

*Registrar of Licensed Practical Nurses*  
*Health and Social Services, Government of Northwest Territories*  
Box 1320–8th floor Centre Square Tower  
Yellowknife, Northwest Territories, X1A 2L9  
Tel: (867) 920-8058  
Fax: (867) 873-0484  
E-mail: [jeannette\\_hall@gov.nt.ca](mailto:jeannette_hall@gov.nt.ca)

**Other Nursing Associations**

*Canadian Practical Nurses Association*  
14–4218 Lawrence Avenue East, # 271  
Scarborough, Ontario, M1E 4X9  
Tel: (780) 484-8886  
Fax: (780) 484-9069  
E-mail: [cpna@interlog.com](mailto:cpna@interlog.com)  
Web site: [www.cpna.ca](http://www.cpna.ca)

*Canadian Federation of Nurses Unions / Fédération canadienne des syndicats d'infirmières et d'infirmiers*  
2841 Riverside Drive  
Ottawa, Ontario, K1V 8X7  
Tel: (613) 526-4661  
Fax: (613) 526-1023  
Web site: [www.nursesunions.ca](http://www.nursesunions.ca)



# **Appendix C**

## **Summary Data Elements**



## List of Agreed-upon Elements for LPNDB—Summary of 2002 Collection

Data Elements—2002	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.
<i>Practice Status</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Data Not Collected
<i>Jurisdictional Identification Number</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
<i>Gender</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	
<i>Year of birth</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	
<i>Entry/Initial Psychiatric Nursing Education</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
<i>Year of Graduation</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
<i>Province/Territory or Country of Graduation</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
<i>Other Education in Licensed Practical Nursing</i>	✓	✓	✓	✓			✓	✓	✓	✓			
<i>Other Education in Nursing—Non LPN</i>		✓	✓		✓	✓	✓	✓	✓	✓			
<i>Education in Other than Licensed Practical Nursing or Nursing</i>	✓	✓	✓		✓	✓	✓	✓	✓	✓			
<i>Employment Status</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	
<i>Full-time/Part-time Status</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	
<i>Multiple Employment</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
<i>Province/Territory or Country of Employment</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
<i>Place of Work (Primary Employer)</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
<i>Primary Area of Responsibility (Primary Employer)</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
<i>Position (Primary Employer)</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			
<i>Province/Territory or Country of Residence</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
<i>Postal Code (Residence)</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
<i>Postal Code (Primary Employer)</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	
<i>Date of Registration</i>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
<i>Place of Work (Second Employer)</i>		✓		✓	✓		✓	✓	✓	✓			
<i>Place of Work (Third Employer)</i>		✓			✓		✓	✓	✓	✓			
<i>Primary Area of Responsibility (Second Employer)</i>		✓		✓	✓		✓	✓	✓	✓			
<i>Primary Area of Responsibility (Third Employer)</i>		✓			✓		✓	✓	✓	✓			
<i>Position (Second Employer)</i>		✓		✓	✓		✓	✓	✓	✓			
<i>Position (Third Employer)</i>		✓			✓		✓	✓	✓	✓			
<i>Employer Postal Code (Second Employer)</i>		✓	✓	✓	✓		✓	✓	✓	✓			
<i>Employer Postal Code (Third Employer)</i>		✓	✓		✓		✓	✓	✓	✓			
<b>Total</b>	<b>20</b>	<b>29</b>	<b>23</b>	<b>23</b>	<b>28</b>	<b>20</b>	<b>29</b>	<b>29</b>	<b>29</b>	<b>28</b>	<b>12</b>	<b>17</b>	

✓ Information submitted to CIHI



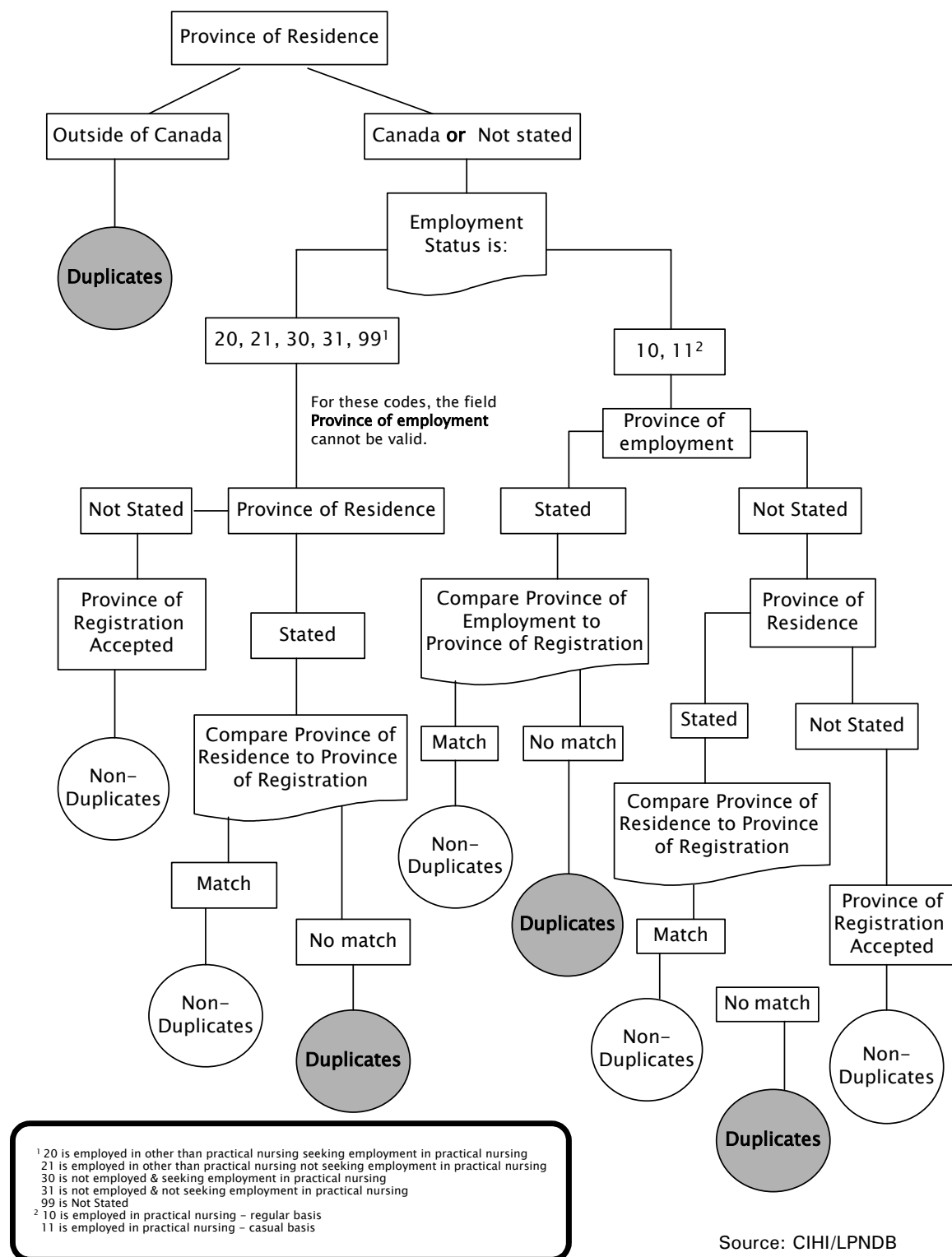


## **Appendix D**

### **CIHI Duplicate Methodology**



# LPN Duplicate Identification Process





**Appendix E**

**Salary Information for  
Licensed Practical Nurses**



**Table E-1. Salary Information for LPNs by Province, Canada, 2002**

	Dollars Per Hour		Annual Income	
	Min	Max	Min	Max
<b>Newfoundland/Labrador Nurses' Union</b>	\$ 16.370	\$ 18.160	\$ 31,930.660	\$ 35,406.610
<b>PEI Nurses' Union</b>	16.160	17.580	31,512.000	34,281.000
<b>Nova Scotia Nurses's Union</b>	15.163	17.035	29,569.000	33,220.000
<b>Quebec Nurses' Union</b>	14.440	18.960	27,324.090	35,877.060
<b>Manitoba Nurses' Union</b>	16.444	20.103	33,134.648	40,506.820
<b>United Nurses of Alberta</b>	14.570	17.630	28,411.500	34,378.500
<b>British Columbia Nurses' Union</b>	21.850	22.510	41,135.688	42,300.790

Source: CFNU

**Notes**

Data were provided with permission by the Canadian Federation of Nurses Unions (CFNU).

The data represented salaries, excluding premiums, paid to unionized Licensed Practical Nurses.

Please note that the pay scale grids presented are used throughout the hospital environments; while most provinces have parity between the Hospital rate and rates for Community Health and Long-term Care, some provinces use different pay scale grids for each of these environments.





# **Appendix F**

## **Population Estimates**



**Table F-1. Population Data**

	<b>2002</b> (PP)
<b>N.L.</b>	531,475
<b>P.E.I.</b>	140,336
<b>N.S.</b>	945,241
<b>N.B.</b>	756,633
<b>Que.</b>	7,464,182
<b>Ont.</b>	12,108,864
<b>Man.</b>	1,150,254
<b>Sask.</b>	1,010,007
<b>Alta.</b>	3,127,582
<b>B.C.</b>	4,151,041
<b>Y.T.</b>	29,789
<b>N.W.T.</b>	41,423
<b>Nun.</b>	28,796
<b>Canada</b>	<b>31,485,623</b>

Source: Statistics Canada

**Notes**

(PP) Preliminary postcensal estimates.

**Source:** Statistics Canada, Demography Division, Population Estimates Section.  
 Catalogue no. 91-002, Vol. 16, no. 3, January 2003



