



Regulated Nurses: Canadian Trends, 2005 to 2009

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Our Vision

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

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Executive Summary

Regulated Nurses: Canadian Trends, 2005 to 2009 draws on data from the Canadian Institute for Health Information's Nursing Database, which covers the three regulated nursing professions in Canada: registered nurses (RNs), licensed practical nurses (LPNs) and registered psychiatric nurses (RPNs). This report presents five-year workforce trends across Canada, across regulated nursing professions and across a variety of demographic, education, mobility and employment characteristics, in order to inform health human resource planning in Canada.

Regulated Nursing Workforce Continues to Grow

There were 348,499 regulated nurses working in nursing in Canada in 2009, 76.4% of whom were RNs, 22.1% of whom were LPNs and 1.5% of whom were RPNs. These proportions remained relatively steady over the last five years.

In 2009, as in previous years, the number of regulated nurses in the workforce grew, with an annual percentage change of 2.0% contributing to an overall growth rate of 8.5% for the 2005 to 2009 period. Both the RN and LPN workforces grew at rates exceeding that of the Canadian population, and RPN workforce growth kept pace with population growth in the western provinces over the five-year period from 2005 to 2009.

Regulated Nursing Workforce Across Age Groups

In each of the regulated nursing professions, the average age of entry into the workforce increased. Regulated nurses are now often age 30 or older when they graduate and begin their nursing careers. In 2009, the ages 40 to 59 dominated the nursing professions; this age group constituted 57.1% of the RN workforce, 54.1% of the LPN workforce and 62.1% of the RPN workforce.

Mobility Trends of Regulated Nursing Graduates

Within Canada, the top three destinations for work for Canadian-educated regulated nursing graduates who moved away from their jurisdiction of graduation were British Columbia, Alberta and Ontario.

The proportion of regulated nurses educated internationally grew slightly over the last five years. Overall, in 2009, 7.0% of the regulated nursing workforce was educated outside of Canada.

Registered Nurses

The Canadian RN workforce grew by less than 2% each year since 2005 to a total of 266,341 RNs in 2009. The proportion of females remained high, at 93.8%.

The average age of an RN in 2009 was 45.2, a slight increase of less than one year (0.5 years) over the average age observed in 2005.

RNs worked most often in hospitals (62.6%) in 2009; the community health sector employed 14.2% of RNs.

In 2009, 31.6% of internationally educated RN graduates were educated in the Philippines and 17.6% were educated in the United Kingdom. A total of 8.3% of the RN workforce graduated from an international RN program, which represents the highest proportion of international graduates among the Canadian nursing professions.

Between 2005 and 2009, the number of licensed nurse practitioners (NPs) in the workforce more than doubled, from 943 in 2005 to 1,990 in 2009. As of 2007, all territories and provinces except the Yukon had licensed NP programs.

Licensed Practical Nurses

The Canadian LPN workforce grew to 76,944 in 2009. This represents an increase of 18.5% since 2005. The proportion of females remained steady at 92.7%.

The average age of an LPN was 43.4 in 2009, a decrease of nearly one year, from 44.3, in 2005. This is the only nursing profession of the three that showed a decrease in average age over the time period studied. For LPNs who graduated between 2005 and 2009 and were in the workforce in 2009, the average age of graduation was 30.9.

LPNs worked mostly in hospitals (45.6%) and in long-term care facilities (39.1%) in 2009. This proportion remained relatively consistent over the last five years.

Of the LPNs educated outside Canada who specified a location of graduation in 2009, 28.3% were educated in the Philippines and 21.0% were educated in the United Kingdom. A total of 2.3% of the LPN workforce in 2009 was educated outside Canada, an increase from the 2.0% observed in 2008; this represents a substantially smaller proportion than that observed for RPNs and RNs.

Registered Psychiatric Nurses

The total Canadian RPN workforce grew to 5,214 in 2009. The growth rate increased each year over the five-year period for an overall rate of 5.0% from 2005 to 2009. Of the three nursing professions, RPNs have the highest proportion of males, at 22.5%. This ratio has not changed substantially over the last five years.

The average age of an RPN was the highest of the three workforces, at 47.6 in 2009. This represents an increase of 0.6 years above the average age of an RPN in 2005.

RPNs worked mostly in the hospital sector in 2009 (43.9%).

Overall, 7.8% of the RPN workforce in 2009 was educated outside of Canada, the majority having been educated in the United Kingdom (82.2%).

About the Canadian Institute for Health Information

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

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

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

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About This Report

The Health Human Resources team at CIHI is pleased to present *Regulated Nurses: Canadian Trends, 2005 to 2009*.

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

One Report for Three Nursing Professions

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

What's New This Year?

Chapters 1 to 3 contain data on each of the regulated nursing professions. Within these chapters, the age group tables were re-introduced in this year's publication for the year 2009.

Chapter 5 contains the registered nurses, the licensed practical nurses and the registered psychiatric nurses Methodological Notes.

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

Regulatory Authorities for the Registered Nursing Profession

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

Regulatory Authorities for the Licensed Practical Nursing Profession

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

Regulatory Authorities for the Registered Psychiatric Nursing Profession

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

Note: Registered psychiatric nurses are regulated in five jurisdictions in Canada: Manitoba, Saskatchewan, Alberta, British Columbia and the Yukon.

National Organizations

- Canadian Nurses Association / Association des infirmières et infirmiers du Canada
- Canadian Association of Schools of Nursing / Association canadienne des écoles de sciences infirmières

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

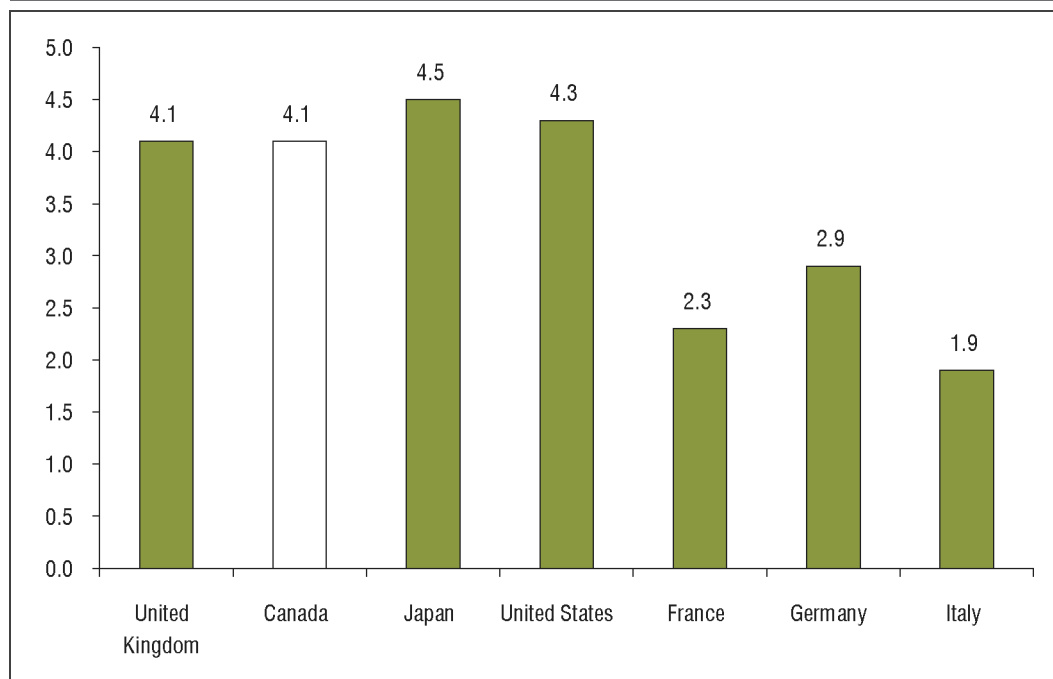
Finally, we wish to extend our thanks and gratitude to all regulated nurses caring for and improving the lives of Canadians.

Introduction

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

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

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



Notes

Data presented is from 2006 (the most recent year for which full data was available).

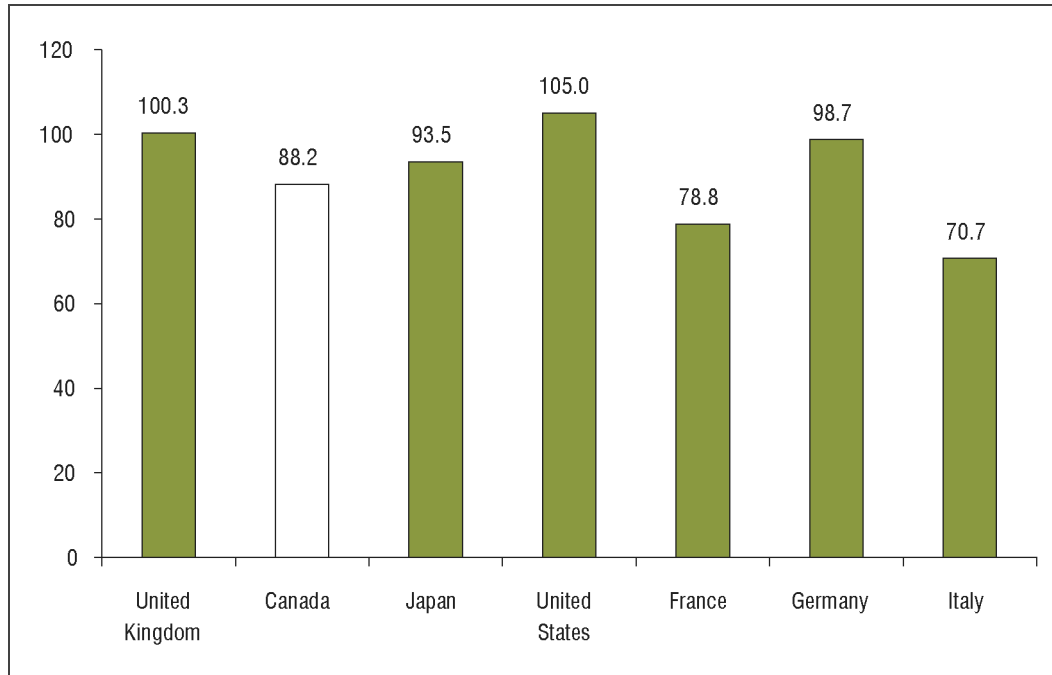
Refer to source for additional information regarding definitions.

Source

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

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

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



Notes

Data presented is from 2006 (the most recent year for which full data was available).

Refer to source for additional information regarding definitions.

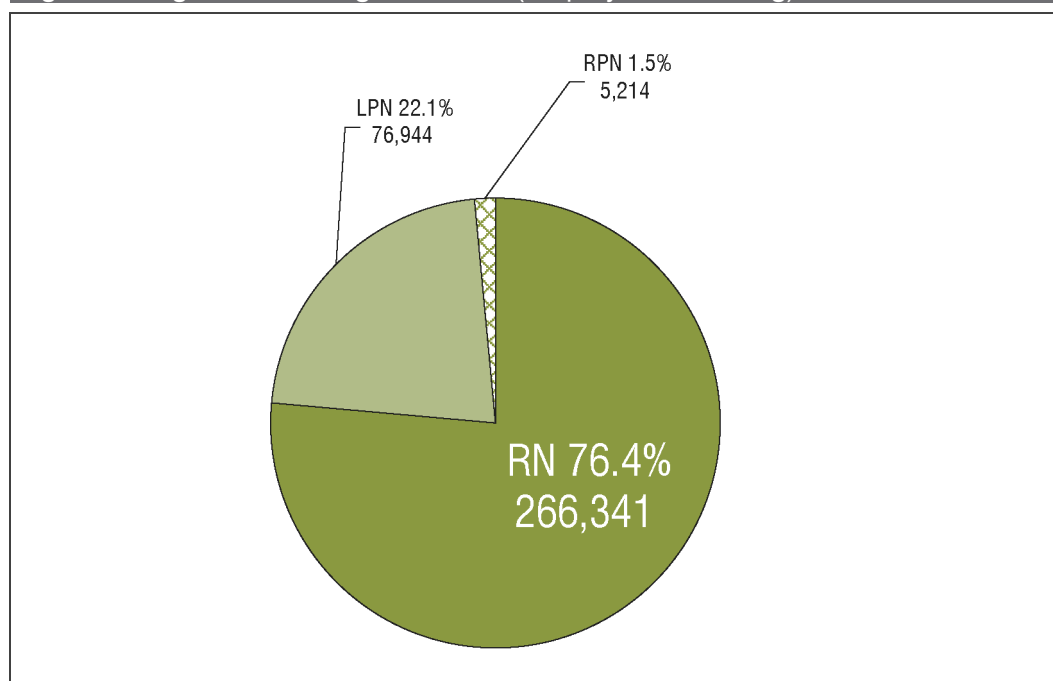
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Organisation for Economic Co-operation and Development, *OECD Health Data 2009 Version: November 09* (Paris, France: OECD, 2009), accessed from www.ecosante.org/index2.php?base=OCDE&langs=ENG&langh=ENG.

The Canadian Regulated Nursing Workforce

In Canada, the largest group within the paid health care workforce is regulated nurses, with a total workforce of 348,499 in 2009. The regulated nursing workforce is made up of three types of health care professionals: registered nurses (RNs) (including nurse practitioners), registered psychiatric nurses (RPNs) and licensed practical nurses (LPNs). Each provincial and territorial jurisdiction in Canada is responsible for the legislation covering the regulated nursing professions, and each jurisdiction has its own regulatory body for each profession for the regulation and licensing of its members.

Figure 3: Regulated Nursing Workforce (Employed in Nursing), Canada, 2009



Note

Totals may not sum to 100% due to rounding.

Source

Nursing Database, Canadian Institute for Health Information.

Registered Nurses

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

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

Licensed Practical Nurses

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

Registered Psychiatric Nurses

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

Notes to Readers

1. The statistics presented in this publication and on the CIHI website were reviewed and authorized by representatives of the provincial/territorial regulatory authorities responsible for the regulation and licensure of regulated nurses, as listed in the Contact Information section of this publication.
2. The term "regulated nursing workforce," as used in this publication and accompanying documents, includes members of the LPN, RN and RPN workforces who reported being employed in their profession at the time of annual registration.

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

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



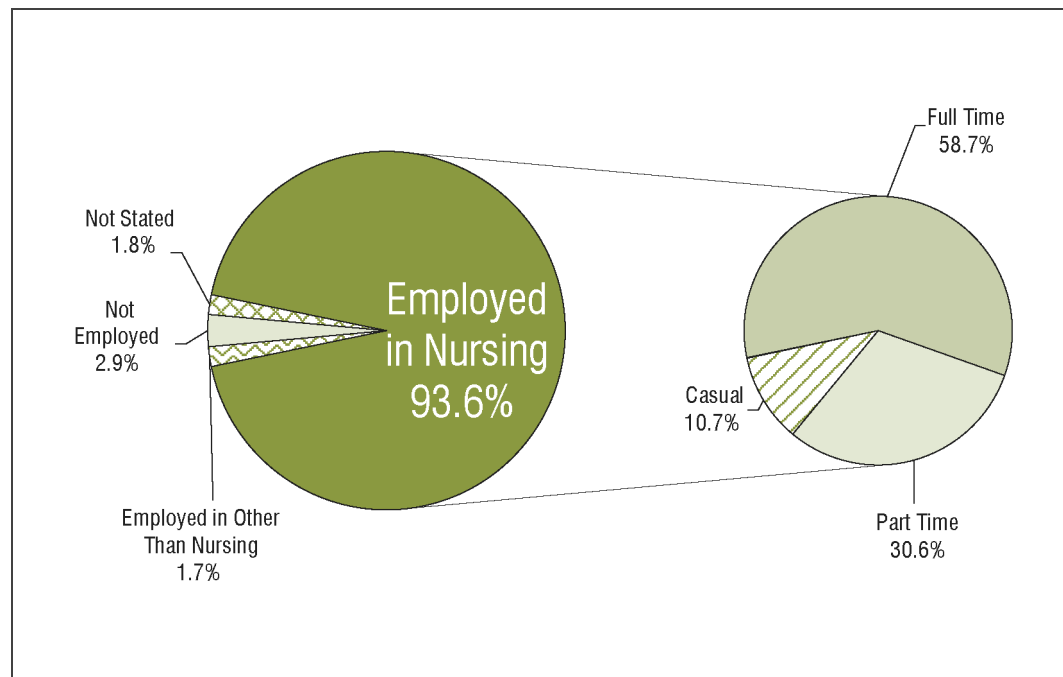
Chapter 1—Regulated Nurses in Canada: Trends of Registered Nurses

Workforce Trends: How Many Registered Nurses?

The regulated nursing workforce is of critical importance to the health of Canadians and thus to health human resource planners. This chapter presents data on registered nurses (RNs), including nurse practitioners (NPs), in Canada in 2009, and illustrates key trends over the last five years. A section specific to NPs is included at the end of this chapter.

The RN workforce is defined as those RNs (including NPs) employed in nursing within Canada. These nurses represented 76.4% of the total regulated nursing workforce in 2009. The Employment Status indicator classifies RNs as either *working in nursing*, *working outside of nursing* or *not working*. The indicator further classifies RNs in the workforce as working in part-time, full-time or casual positions. As illustrated in Figure 4, the vast majority of RNs who register in Canada are in the RN workforce, with more than half of those employed in full-time positions (58.7%).

Figure 4: Registered Nurses, by Employment Status, Canada, 2009



Notes

Totals may not sum to 100% due to rounding.

Employed RNs with *employed—status unknown* are excluded from the percentage distribution of *full time*, *part time* and *casual*.

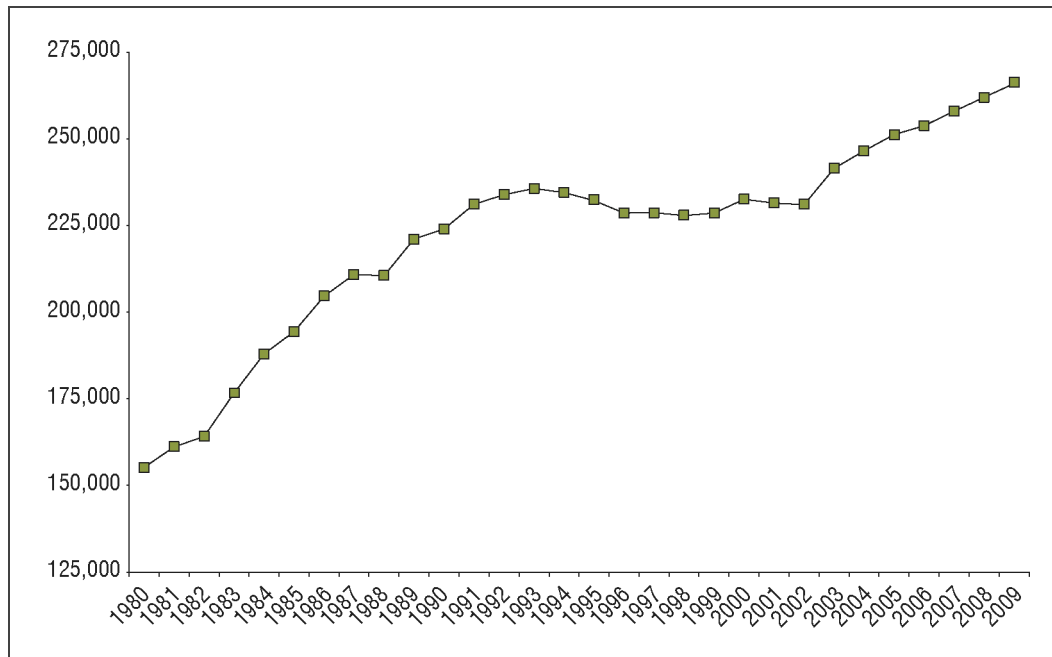
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source

Nursing Database, Canadian Institute for Health Information.

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

Figure 5: Registered Nursing Workforce, Canada, 1980 to 2009



Notes

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

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

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

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

Source

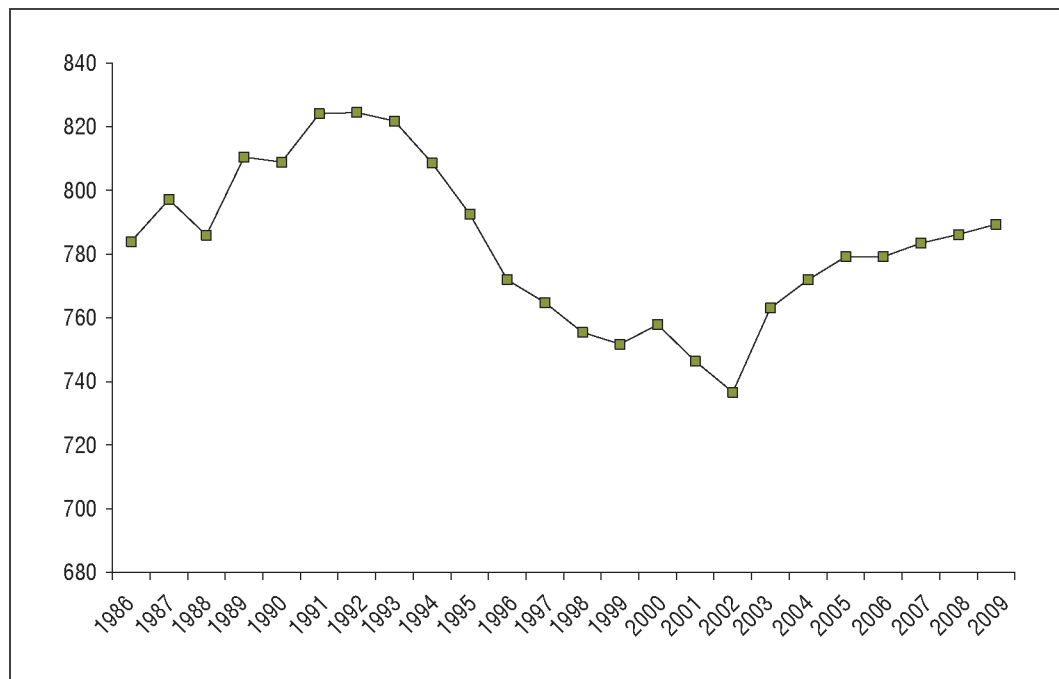
Nursing Database, Canadian Institute for Health Information.

Three distinct trends are evident in Figure 5:

1. The average annual growth rateⁱ of the RN workforce was approximately 3.3% between 1980 and 1993. A flattening of the growth curve was seen between 1993 and 2002, reflecting a period of fiscal restraint in health care spending that also affected the growth in the number of health care providers, resulting in an average annual growth rate of the registered nursing workforce of approximately -0.2%.
2. The average annual growth rate between 2002 and 2009 was approximately 2.1%. The previous high of 235,738 RNs in Canada in 1993 was surpassed in 2003. The positive trend since 2002 may be due, in part, to reinvestment in health care, resulting in an increase in the number of RNs in the workforce.
3. The number of RNs per 100,000 population shows a similar trend over the three time periods (see Figure 6); however, the high ratio of the early 1990s (824 RNs per 100,000 population) has not been reached since. In 2009, there were 789 RNs per 100,000 population in Canada.

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

Figure 6: Registered Nursing Workforce per 100,000 Population, Canada, 1986 to 2009



Notes

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

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

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

The population estimates used in this publication are from Statistics Canada, Demography Division, and are based on Canadian Demographic Estimates, 2008–2009, preliminary postcensal (PP) estimates of the population counted on July 1, 2009, Canada, provinces and territories.

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

Source

Nursing Database, Canadian Institute for Health Information.

Employment Trends: Is the Workforce Changing?

Table 1 shows the supply of all RNs (including NPs) over the period 2005 to 2009. The total supply of RNs in Canada was 284,690 in 2009. This represents an increase of 1.9% from 2008. Although the increase in the number of RNs employed in nursing was not uniform across the country (see Table 2), each year between 2005 and 2009 saw an increase in the Canadian RN workforce of less than 2%, for an overall increase of 6.0% in the RN workforce over the period. Additional information on RNs by jurisdiction is available in the data tables on CIHI's website.

Table 1: Registered Nurses, by Employment Status, Canada, 2005 to 2009

Employed in Nursing						Not Employed in Nursing						Grand Total
	Regular Basis, Full Time	Regular Basis, Part Time	Casual Basis	Regular Basis, Status Unknown	Subtotal	Employed in Other Than Nursing		Not Employed		Not Stated	Subtotal	
						Seeking Employment	Not Seeking Employment	Seeking Employment in Nursing	Not Seeking Employment in Nursing			
	A	B	C	D	E = A+B+C+D	F	G	H	I	J	K = F+G+H+I+J	L = E+K
Count												
2005	137,045	82,224	28,043	3,930	251,242	432	4,598	2,767	6,145	3,213	17,155	268,397
2006	141,047	82,120	27,366	3,286	253,819	377	4,399	2,396	6,155	3,699	17,026	270,845
2007	146,052	81,929	27,197	2,783	257,961	365	4,540	2,428	6,025	2,955	16,313	274,274
2008	151,420	80,879	28,219	1,371	261,889	351	4,519	2,263	5,625	4,699	17,457	279,346
2009	156,178	81,442	28,533	188	266,341	422	4,668	2,295	5,898	5,066	18,349	284,690
Annual Percentage Change												
2005	—	—	—	—	—	—	—	—	—	—	—	—
2006	2.9%	-0.1%	-2.4%	-16.4%	1.0%	-12.7%	-4.3%	-13.4%	0.2%	15.1%	-0.8%	0.9%
2007	3.5%	-0.2%	-0.6%	-15.3%	1.6%	-3.2%	3.2%	1.3%	-2.1%	-20.1%	-4.2%	1.3%
2008	3.7%	-1.3%	3.8%	-50.7%	1.5%	-3.8%	-0.5%	-6.8%	-6.6%	59.0%	7.0%	1.8%
2009	3.1%	0.7%	1.1%	-86.3%	1.7%	20.2%	3.3%	1.4%	4.9%	7.8%	5.1%	1.9%
Percentage Distribution												
2005	51.1%	30.6%	10.4%	1.5%	93.6%	0.2%	1.7%	1.0%	2.3%	1.2%	6.4%	100.0%
2006	52.1%	30.3%	10.1%	1.2%	93.7%	0.1%	1.6%	0.9%	2.3%	1.4%	6.3%	100.0%
2007	53.3%	29.9%	9.9%	1.0%	94.1%	0.1%	1.7%	0.9%	2.2%	1.1%	5.9%	100.0%
2008	54.2%	29.0%	10.1%	0.5%	93.8%	0.1%	1.6%	0.8%	2.0%	1.7%	6.2%	100.0%
2009	54.9%	28.6%	10.0%	0.1%	93.6%	0.1%	1.6%	0.8%	2.1%	1.8%	6.4%	100.0%

Notes

— Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

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

Source

Nursing Database, Canadian Institute for Health Information.

RNs employed in nursing but reported as *employed—status unknown* are those who reported employment data but who failed to indicate their status as full time, part time or casual. Accordingly, they are included in the workforce but are excluded from some analyses in the report, as indicated in table footnotes.

Table 2: Registered Nursing Workforce, by Jurisdiction and Canada, 2005 to 2009

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
Count													
2005	5,496	1,443	8,733	7,526	63,827	89,429	10,811	8,549	26,355	27,814	302	957	251,242
2006	5,515	1,428	8,790	7,680	64,014	90,061	10,902	8,480	26,752	28,840	324	1,033	253,819
2007	5,574	1,435	8,843	7,726	64,955	90,978	10,825	8,669	27,527	30,059	322	1,048	257,961
2008	5,724	1,479	8,871	7,757	65,531	92,884	10,902	8,823	28,501	29,863	334	1,220	261,889
2009	5,825	1,406	8,929	7,866	66,055	94,296	11,153	9,117	29,405	30,900	367	1,022	266,341
Annual Percentage Change													
2005	—	—	—	—	—	—	—	—	—	—	—	—	—
2006	0.3%	-1.0%	0.7%	2.0%	0.3%	0.7%	0.8%	-0.8%	1.5%	3.7%	7.3%	7.9%	1.0%
2007	1.1%	0.5%	0.6%	0.6%	1.5%	1.0%	-0.7%	2.2%	2.9%	4.2%	-0.6%	1.5%	1.6%
2008	2.7%	3.1%	0.3%	0.4%	0.9%	2.1%	0.7%	1.8%	3.5%	-0.7%	3.7%	16.4%	1.5%
2009	1.8%	-4.9%	0.7%	1.4%	0.8%	1.5%	2.3%	3.3%	3.2%	3.5%	9.9%	-16.2%	1.7%
Percentage Distribution													
2005	2.2%	0.6%	3.5%	3.0%	25.4%	35.6%	4.3%	3.4%	10.5%	11.1%	0.1%	0.4%	100.0%
2006	2.2%	0.6%	3.5%	3.0%	25.2%	35.5%	4.3%	3.3%	10.5%	11.4%	0.1%	0.4%	100.0%
2007	2.2%	0.6%	3.4%	3.0%	25.2%	35.3%	4.2%	3.4%	10.7%	11.7%	0.1%	0.4%	100.0%
2008	2.2%	0.6%	3.4%	3.0%	25.0%	35.5%	4.2%	3.4%	10.9%	11.4%	0.1%	0.5%	100.0%
2009	2.2%	0.5%	3.4%	3.0%	24.8%	35.4%	4.2%	3.4%	11.0%	11.6%	0.1%	0.4%	100.0%

Notes

— Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

Source

Nursing Database, Canadian Institute for Health Information.

Registered Nurses Not Employed in Nursing

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

As shown in Table 3, RNs in the 50 and older age groups account for the largest proportion of RNs who were not seeking employment between 2005 and 2009. For nurses seeking employment in 2009, there was a smaller proportion seeking employment in nursing compared with 2005 for the age groups younger than 30, 30 to 39 and 40 to 49. In contrast, the 50 to 59 and 60 and older age groups had a higher proportion of nurses seeking employment in nursing compared with 2005.

Table 3: Registered Nurses Not Employed in Nursing, by Employment Status, by Age Group, Canada, 2005 to 2009

		<30	30–39	40–49	50–59	60+	Canada
Count							
Employed (Not in Nursing) but Seeking Nursing Employment	2005	450	793	758	772	425	3,198
	2006	339	640	645	725	424	2,773
	2007	324	611	705	672	480	2,792
	2008	308	504	596	679	527	2,614
	2009	301	495	584	738	599	2,717
Employed (Not in Nursing) but Not Seeking Nursing Employment	2005	262	1,500	2,534	3,779	2,668	10,743
	2006	228	1,365	2,329	3,691	2,941	10,554
	2007	202	1,208	2,215	3,670	3,270	10,565
	2008	176	1,094	2,053	3,432	3,389	10,144
	2009	227	1,073	1,993	3,412	3,861	10,566
Annual Percentage Change							
Employed (Not in Nursing) but Seeking Nursing Employment	2005	–	–	–	–	–	–
	2006	-24.7%	-19.3%	-14.9%	-6.1%	-0.2%	-13.3%
	2007	-4.4%	-4.5%	9.3%	-7.3%	13.2%	0.7%
	2008	-4.9%	-17.5%	-15.5%	1.0%	9.8%	-6.4%
	2009	-2.3%	-1.8%	-2.0%	8.7%	13.7%	3.9%
Employed (Not in Nursing) but Not Seeking Nursing Employment	2005	–	–	–	–	–	–
	2006	-13.0%	-9.0%	-8.1%	-2.3%	10.2%	-1.8%
	2007	-11.4%	-11.5%	-4.9%	-0.6%	11.2%	0.1%
	2008	-12.9%	-9.4%	-7.3%	-6.5%	3.6%	-4.0%
	2009	29.0%	-1.9%	-2.9%	-0.6%	13.9%	4.2%
Percentage Distribution							
Employed (Not in Nursing) but Seeking Nursing Employment	2005	14.1%	24.8%	23.7%	24.1%	13.3%	100.0%
	2006	12.2%	23.1%	23.3%	26.1%	15.3%	100.0%
	2007	11.6%	21.9%	25.3%	24.1%	17.2%	100.0%
	2008	11.8%	19.3%	22.8%	26.0%	20.2%	100.0%
	2009	11.1%	18.2%	21.5%	27.2%	22.0%	100.0%

Table 3: Registered Nurses Not Employed in Nursing, by Employment Status, by Age Group, Canada, 2005 to 2009 (cont'd)

		<30	30–39	40–49	50–59	60+	Canada
Employed (Not in Nursing) but Not Seeking Nursing Employment	2005	2.4%	14.0%	23.6%	35.2%	24.8%	100.0%
	2006	2.2%	12.9%	22.1%	35.0%	27.9%	100.0%
	2007	1.9%	11.4%	21.0%	34.7%	31.0%	100.0%
	2008	1.7%	10.8%	20.2%	33.8%	33.4%	100.0%
	2009	2.1%	10.2%	18.9%	32.3%	36.5%	100.0%

Notes

– Data is not applicable or does not exist.

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

Totals may not sum to 100% due to rounding.

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

Source

Nursing Database, Canadian Institute for Health Information.

Employment Status

Table 4 shows that the majority of RNs employed in nursing were employed on a regular basis in full-time positions and that their number steadily increased over the previous five years. In 2009, 156,178 RNs (58.7% of the workforce) were working in full-time positions.

Table 4: Registered Nursing Workforce, by Employment Status, by Jurisdiction and Canada, 2005 to 2009

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./Nun.	Canada
Count														
Employed, Full Time	2005	3,853	770	5,446	4,806	34,081	53,696	5,184	4,685	10,074	14,316	134	–	137,045
	2006	3,794	729	5,565	4,865	35,172	55,462	5,204	4,713	10,286	15,119	138	–	141,047
	2007	3,946	695	5,656	4,890	36,111	57,403	5,146	4,845	10,711	16,499	150	–	146,052
	2008	4,229	779	5,685	4,987	36,755	60,236	5,190	5,054	11,196	16,531	160	618	151,420
	2009	4,362	747	5,797	5,127	37,458	61,840	5,263	5,350	12,119	17,353	185	577	156,178
Employed, Part Time	2005	979	532	2,377	2,195	20,637	27,846	4,800	2,859	11,548	8,351	100	–	82,224
	2006	982	546	2,346	2,235	20,684	27,218	4,871	2,819	11,782	8,535	102	–	82,120
	2007	932	554	2,353	2,260	20,903	26,308	4,867	2,783	12,118	8,762	89	–	81,929
	2008	876	547	2,290	2,222	20,948	25,208	4,850	2,649	12,582	8,609	98	–	80,879
	2009	835	525	2,216	2,135	21,403	24,795	4,884	2,591	13,221	8,734	103	–	81,442
Employed, Casual	2005	664	140	910	525	7,035	7,887	767	978	3,923	5,147	67	–	28,043
	2006	739	153	879	580	7,376	7,381	788	948	3,813	4,625	84	–	27,366
	2007	696	183	834	576	7,433	7,267	788	1,024	3,700	4,617	79	–	27,197
	2008	619	153	895	548	7,459	7,440	862	1,119	3,725	4,723	74	602	28,219
	2009	628	134	916	604	7,022	7,661	992	1,176	4,065	4,813	77	445	28,533
Employed, Status Unknown	2005	–	1	–	–	2,074	–	60	27	810	–	1	957	3,930
	2006	–	–	–	–	782	–	39	–	871	561	–	1,033	3,286
	2007	–	3	–	–	508	–	24	17	998	181	4	1,048	2,783
	2008	–	–	1	–	369	–	–	1	998	–	2	–	1,371
	2009	–	–	–	–	172	–	14	–	–	–	2	–	188

(continued)

Table 4: Registered Nursing Workforce, by Employment Status, by Jurisdiction and Canada, 2005 to 2009 (cont'd)

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./Nun.	Canada
Annual Percentage Change														
Employed, Full Time	2005	–	–	–	–	–	–	–	–	–	–	–	–	–
	2006	-1.5%	-5.3%	2.2%	1.2%	3.2%	3.3%	0.4%	0.6%	2.1%	5.6%	3.0%	–	2.9%
	2007	4.0%	-4.7%	1.6%	0.5%	2.7%	3.5%	-1.1%	2.8%	4.1%	9.1%	8.7%	–	3.5%
	2008	7.2%	12.1%	0.5%	2.0%	1.8%	4.9%	0.9%	4.3%	4.5%	0.2%	6.7%	–	3.7%
	2009	3.1%	-4.1%	2.0%	2.8%	1.9%	2.7%	1.4%	5.9%	8.2%	5.0%	15.6%	-6.6%	3.1%
Employed, Part Time	2005	–	–	–	–	–	–	–	–	–	–	–	–	–
	2006	0.3%	2.6%	-1.3%	1.8%	0.2%	-2.3%	1.5%	-1.4%	2.0%	2.2%	2.0%	–	-0.1%
	2007	-5.1%	1.5%	0.3%	1.1%	1.1%	-3.3%	-0.1%	-1.3%	2.9%	2.7%	12.7%	–	-0.2%
	2008	-6.0%	-1.3%	-2.7%	-1.7%	0.2%	-4.2%	-0.3%	-4.8%	3.8%	-1.7%	10.1%	–	-1.3%
	2009	-4.7%	-4.0%	-3.2%	-3.9%	2.2%	-1.6%	0.7%	-2.2%	5.1%	1.5%	5.1%	–	0.7%
Employed, Casual	2005	–	–	–	–	–	–	–	–	–	–	–	–	–
	2006	11.3%	9.3%	-3.4%	10.5%	4.8%	-6.4%	2.7%	-3.1%	-2.8%	-10.1%	25.4%	–	-2.4%
	2007	-5.8%	19.6%	-5.1%	-0.7%	0.8%	-1.5%	0.0%	8.0%	-3.0%	-0.2%	-6.0%	–	-0.6%
	2008	-11.1%	-16.4%	7.3%	-4.9%	0.3%	2.4%	9.4%	9.3%	0.7%	2.3%	-6.3%	–	3.8%
	2009	1.5%	-12.4%	2.3%	10.2%	-5.9%	3.0%	15.1%	5.1%	9.1%	1.9%	4.1%	-26.1%	1.1%
Percentage Distribution														
Employed, Full Time	2005	70.1%	53.4%	62.4%	63.9%	55.2%	60.0%	48.2%	55.0%	39.4%	51.5%	44.5%	–	55.4%
	2006	68.8%	51.1%	63.3%	63.3%	55.6%	61.6%	47.9%	55.6%	39.7%	53.5%	42.6%	–	56.3%
	2007	70.8%	48.5%	64.0%	63.3%	56.0%	63.1%	47.6%	56.0%	40.4%	55.2%	47.2%	–	57.2%
	2008	73.9%	52.7%	64.1%	64.3%	56.4%	64.9%	47.6%	57.3%	40.7%	55.4%	48.2%	50.7%	58.1%
	2009	74.9%	53.1%	64.9%	65.2%	56.9%	65.6%	47.2%	58.7%	41.2%	56.2%	50.7%	56.5%	58.7%
Employed, Part Time	2005	17.8%	36.9%	27.2%	29.2%	33.4%	31.1%	44.6%	33.5%	45.2%	30.0%	33.2%	–	33.2%
	2006	17.8%	38.2%	26.7%	29.1%	32.7%	30.2%	44.8%	33.2%	45.5%	30.2%	31.5%	–	32.8%
	2007	16.7%	38.7%	26.6%	29.3%	32.4%	28.9%	45.1%	32.2%	45.7%	29.3%	28.0%	–	32.1%
	2008	15.3%	37.0%	25.8%	28.6%	32.1%	27.1%	44.5%	30.0%	45.7%	28.8%	29.5%	–	31.0%
	2009	14.3%	37.3%	24.8%	27.1%	32.5%	26.3%	43.8%	28.4%	45.0%	28.3%	28.2%	–	30.6%

(continued)

Table 4: Registered Nursing Workforce, by Employment Status, by Jurisdiction and Canada, 2005 to 2009 (cont'd)

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
Employed, Casual	2005	12.1%	9.7%	10.4%	7.0%	11.4%	8.8%	7.1%	11.5%	15.4%	18.5%	22.3%	–	11.3%
	2006	13.4%	10.7%	10.0%	7.6%	11.7%	8.2%	7.3%	11.2%	14.7%	16.4%	25.9%	–	10.9%
	2007	12.5%	12.8%	9.4%	7.5%	11.5%	8.0%	7.3%	11.8%	13.9%	15.5%	24.8%	–	10.7%
	2008	10.8%	10.3%	10.1%	7.1%	11.4%	8.0%	7.9%	12.7%	13.5%	15.8%	22.3%	49.3%	10.8%
	2009	10.8%	9.5%	10.3%	7.7%	10.7%	8.1%	8.9%	12.9%	13.8%	15.6%	21.1%	43.5%	10.7%

Notes

– Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

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

From 2005 to 2007, the Northwest Territories/Nunavut submitted all Employment Status records as *unknown*.

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

Source

Nursing Database, Canadian Institute for Health Information.

As Table 4 demonstrates, the percentage of the RN workforce employed on a full-time basis varied across jurisdictions in 2009, from 74.9% in Newfoundland and Labrador and 65.6% in Ontario to 41.2% in Alberta and 47.2% in Manitoba. The proportion of RNs in part-time positions ranged from 45.0% in Alberta and 43.8% in Manitoba to 14.3% in Newfoundland and Labrador and 24.8% in Nova Scotia.

The average age of full-time RNs was 44.7, the average age of part-time RNs was 45.2 and the average age of casual worker RNs was 48.1.

There was a larger proportion of male RNs employed in full-time positions in 2009 than of female RNs. In that year, 73.8% of male RNs were employed full time, compared to 58.2% of female RNs. Only 17.9% of male RNs had part-time employment, compared to 30.8% of female RNs. Casual employment rates followed a similar pattern, with 11.0% of female RNs and 8.2% of male RNs employed on a casual basis.

Multiple Employment

It is not uncommon for RNs to have more than one nursing job, often with multiple employers. In 2009, 13.2% of the RN workforce who reported on their multiple employment status had more than one employer in nursing. The proportion of nurses with multiple employment who reported working in full-time positions increased over the five-year period from 39.9% in 2005 to 47.9% in 2009. In contrast, as shown in Table 5, both the part-time and casual categories demonstrated decreasing proportions over the same five-year period.

Table 5: Registered Nurses Employed in Nursing With Multiple Employers, by Employment Status With Primary Employer, Canada, 2005 to 2009

	Employed, Full Time	Employed, Part Time	Employed, Casual	Employed, Status Unknown	Total With Multiple Employers
Count					
2005	13,321	13,795	6,270	653	34,039
2006	13,271	13,129	5,399	299	32,098
2007	15,408	13,752	5,335	439	34,934
2008	16,170	13,155	5,344	204	34,873
2009	16,668	12,872	5,253	29	34,822
Annual Percentage Change					
2005	–	–	–	–	–
2006	-0.4%	-4.8%	-13.9%	–	-5.7%
2007	16.1%	4.7%	-1.2%	–	8.8%
2008	4.9%	-4.3%	0.2%	–	-0.2%
2009	3.1%	-2.2%	-1.7%	–	-0.1%
Percentage Distribution					
2005	39.9%	41.3%	18.8%	–	100.0%
2006	41.7%	41.3%	17.0%	–	100.0%
2007	44.7%	39.9%	15.5%	–	100.0%
2008	46.6%	37.9%	15.4%	–	100.0%
2009	47.9%	37.0%	15.1%	–	100.0%

Notes

– Data is not applicable or does not exist.

Non-response for Multiple Employment (% of RN workforce): 2005, n = 1,156 (0.5%); 2006, n = 1,944 (0.8%); 2007, n = 872 (0.3%); 2008, n = 1,833 (0.7%); 2009, n = 1,574 (0.6%).

Totals may not sum to 100% due to rounding.

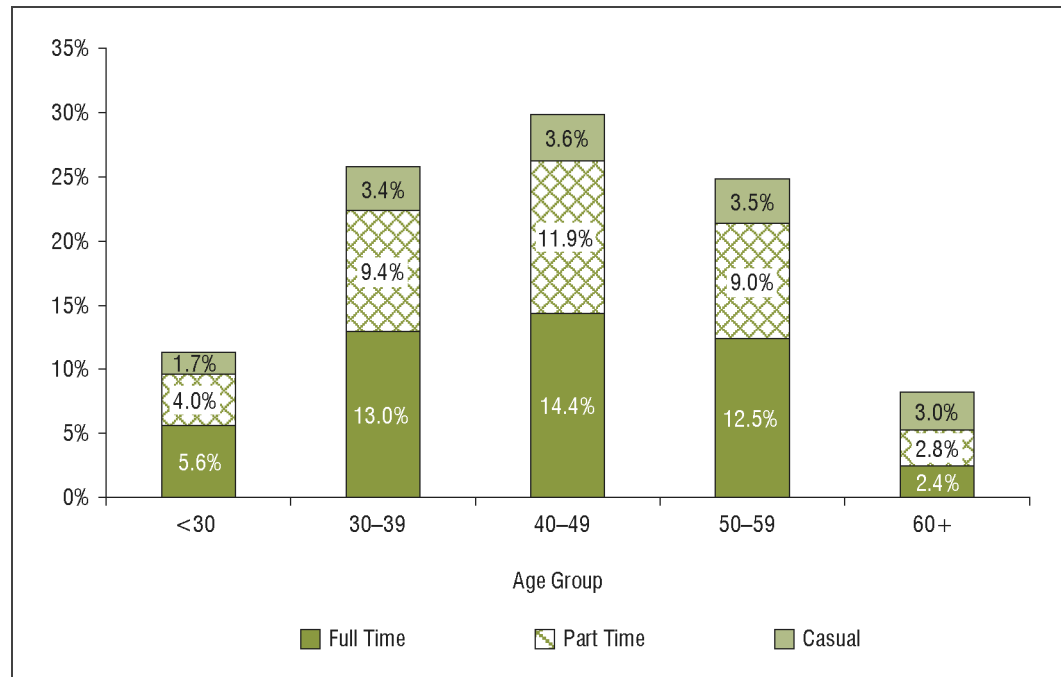
RNs with Multiple Employment and Employment Status *unknown* are excluded from percentage distribution. See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source

Nursing Database, Canadian Institute for Health Information.

Figure 7 shows the distribution by age group of RNs working for multiple employers; RNs age 40 to 49 comprised the largest group working for multiple employers in 2009. Further breakdown by Employment Status indicates that, in 2009, a higher proportion of full-time RNs were working in multiple positions for all age groups (with the exception of 60 and older) compared to the part-time and casual categories.

Figure 7: Registered Nurses Employed in Nursing With Multiple Employers, by Employment Status, by Age Group, Canada, 2009



Notes

Non-response for Multiple Employment (% of RN workforce): n = 1,574 (0.6%).

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

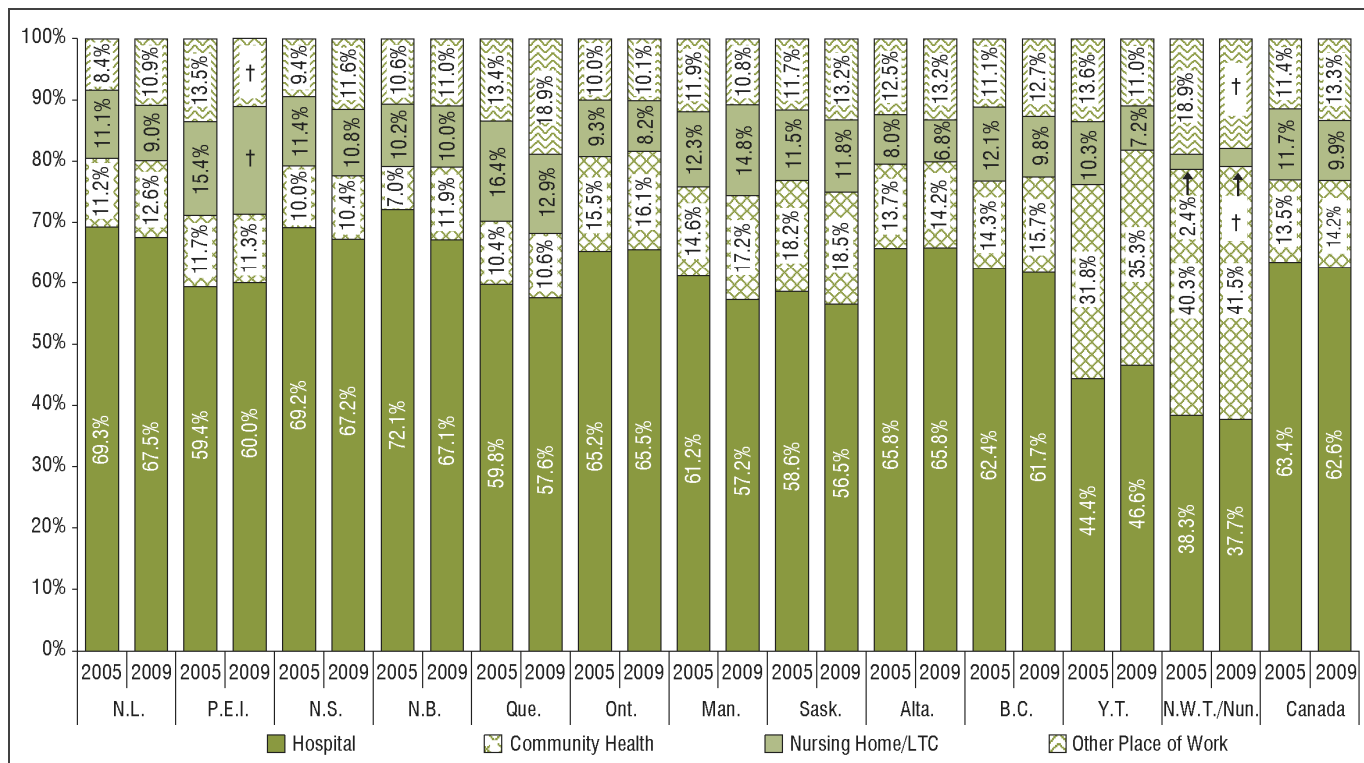
Source

Nursing Database, Canadian Institute for Health Information.

Place of Work

The hospital sector employed 62.6% of the RN workforce in Canada in 2009. Figure 8 shows a slight increase in the proportion of RNs employed in the community health sector in Canada, from 13.5% in 2005, to 14.2% in 2009. The greatest proportion of nurses working in this sector in 2009 was in the Northwest Territories and Nunavut, at 41.5%. Employment in the nursing home/long-term care (LTC) sector fluctuated in Canada between 11.7% and 9.9% (in 2009) over the five-year period.

Figure 8: Registered Nursing Workforce, by Place of Work, by Jurisdiction and Canada, 2005 and 2009



Notes

† Digit suppressed to ensure confidentiality.

The percentage has been removed for Place of Work *community health* and *nursing home/LTC* in accordance with CIHI privacy policy.

Non-response for Place of Work (% of RN workforce): 2005, n = 2,988 (1.2%); 2009, n = 8,942 (3.4%).

In 2009, Manitoba had an extensive increase of non-responses due to the result of registered nurses and nurse practitioners who failed to indicate their primary place of work.

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

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

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

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

Totals may not sum to 100% due to rounding.

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

Source

Nursing Database, Canadian Institute for Health Information.

In 2009, the average age of RNs working in the hospital sector was 43.5, compared to the average age of 47.1 for RNs employed in community health and 49.2 for RNs employed in the nursing home/long-term care sector.

Position

In 2009, 205,069 RNs (77.8%) were employed as staff nurses/community health nurses in Canada, an increase of 1.4% from 202,258 in 2008 (see Table 6).

Table 6: Registered Nursing Workforce, by Position, by Jurisdiction and Canada, 2005 to 2009

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./Nun.	Canada
Count														
Staff Nurse	2005	4,369	1,074	6,941	6,120	47,990	67,418	8,091	6,913	21,043	21,965	218	679	192,821
	2006	4,380	1,090	6,935	6,241	49,763	67,514	8,190	6,872	20,574	22,673	236	782	195,250
	2007	4,332	1,084	6,934	6,239	51,149	68,699	8,148	6,957	21,814	23,391	239	766	199,752
	2008	4,440	1,131	6,855	6,230	51,800	70,308	8,187	7,066	22,193	22,913	249	886	202,258
	2009	4,464	1,073	6,818	6,285	52,847	71,364	8,203	6,989	22,347	23,639	295	745	205,069
Manager	2005	580	211	1,005	836	4,066	5,326	837	750	1,643	2,119	26	86	17,485
	2006	558	180	996	877	4,214	5,493	821	701	1,693	2,225	26	81	17,865
	2007	580	175	967	900	4,256	5,525	842	734	1,843	2,343	29	89	18,283
	2008	597	167	979	896	4,068	5,529	841	729	1,913	2,468	31	136	18,354
	2009	646	161	989	934	3,954	5,612	818	673	1,997	2,611	41	110	18,546
Other Positions	2005	526	158	782	570	7,071	14,182	1,859	872	3,450	3,286	58	151	32,965
	2006	573	157	855	562	8,349	14,624	1,850	899	3,554	3,447	56	135	35,061
	2007	652	175	934	587	8,634	15,407	1,782	976	3,822	3,772	54	162	36,957
	2008	686	181	1,026	631	8,472	15,942	1,846	1,001	3,852	4,356	45	168	38,206
	2009	713	172	1,110	647	8,857	16,431	1,903	1,350	3,895	4,594	26	142	39,840
Annual Percentage Change														
Staff Nurse	2005	–	–	–	–	–	–	–	–	–	–	–	–	–
	2006	0.3%	1.5%	-0.1%	2.0%	3.7%	0.1%	1.2%	-0.6%	-2.2%	3.2%	8.3%	15.2%	1.3%
	2007	-1.1%	-0.6%	0.0%	0.0%	2.8%	1.8%	-0.5%	1.2%	6.0%	3.2%	1.3%	-2.0%	2.3%
	2008	2.5%	4.3%	-1.1%	-0.1%	1.3%	2.3%	0.5%	1.6%	1.7%	-2.0%	4.2%	15.7%	1.3%
	2009	0.5%	-5.1%	-0.5%	0.9%	2.0%	1.5%	0.2%	-1.1%	0.7%	3.2%	18.5%	-15.9%	1.4%
Manager	2005	–	–	–	–	–	–	–	–	–	–	–	–	–
	2006	-3.8%	-14.7%	-0.9%	4.9%	3.6%	3.1%	-1.9%	-6.5%	3.0%	5.0%	0.0%	-5.8%	2.2%
	2007	3.9%	-2.8%	-2.9%	2.6%	1.0%	0.6%	2.6%	4.7%	8.9%	5.3%	11.5%	9.9%	2.3%
	2008	2.9%	-4.6%	1.2%	-0.4%	-4.4%	0.1%	-0.1%	-0.7%	3.8%	5.3%	6.9%	52.8%	0.4%
	2009	8.2%	-3.6%	1.0%	4.2%	-2.8%	1.5%	-2.7%	-7.7%	4.4%	5.8%	32.3%	-19.1%	1.0%

(continued)

Table 6: Registered Nursing Workforce, by Position, by Jurisdiction and Canada, 2005 to 2009 (cont'd)

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./Nun.	Canada
Other Positions	2005	–	–	–	–	–	–	–	–	–	–	–	–	–
	2006	8.9%	-0.6%	9.3%	-1.4%	18.1%	3.1%	-0.5%	3.1%	3.0%	4.9%	-3.4%	-10.6%	6.4%
	2007	13.8%	11.5%	9.2%	4.4%	3.4%	5.4%	-3.7%	8.6%	7.5%	9.4%	-3.6%	20.0%	5.4%
	2008	5.2%	3.4%	9.9%	7.5%	-1.9%	3.5%	3.6%	2.6%	0.8%	15.5%	-16.7%	3.7%	3.4%
	2009	3.9%	-5.0%	8.2%	2.5%	4.5%	3.1%	3.1%	34.9%	1.1%	5.5%	-42.2%	-15.5%	4.3%
Percentage Distribution														
Staff Nurse	2005	79.8%	74.4%	79.5%	81.3%	81.2%	77.6%	75.0%	81.0%	80.5%	80.3%	72.2%	74.1%	79.3%
	2006	79.5%	76.4%	78.9%	81.3%	79.8%	77.0%	75.4%	81.1%	79.7%	80.0%	74.2%	78.4%	78.7%
	2007	77.9%	75.6%	78.5%	80.8%	79.9%	76.6%	75.6%	80.3%	79.4%	79.3%	74.2%	75.3%	78.3%
	2008	77.6%	76.5%	77.4%	80.3%	80.5%	76.6%	75.3%	80.3%	79.4%	77.1%	76.6%	74.5%	78.1%
	2009	76.7%	76.3%	76.5%	79.9%	80.5%	76.4%	75.1%	77.6%	79.1%	76.6%	81.5%	74.7%	77.8%
Manager	2005	10.6%	14.6%	11.5%	11.1%	6.9%	6.1%	7.8%	8.8%	6.3%	7.7%	8.6%	9.4%	7.2%
	2006	10.1%	12.6%	11.3%	11.4%	6.8%	6.3%	7.6%	8.3%	6.6%	7.8%	8.2%	8.1%	7.2%
	2007	10.4%	12.2%	10.9%	11.6%	6.6%	6.2%	7.8%	8.5%	6.7%	7.9%	9.0%	8.8%	7.2%
	2008	10.4%	11.3%	11.0%	11.6%	6.3%	6.0%	7.7%	8.3%	6.8%	8.3%	9.5%	11.4%	7.1%
	2009	11.1%	11.5%	11.1%	11.9%	6.0%	6.0%	7.5%	7.5%	7.1%	8.5%	11.3%	11.0%	7.0%
Other Positions	2005	9.6%	10.9%	9.0%	7.6%	12.0%	16.3%	17.2%	10.2%	13.2%	12.0%	19.2%	16.5%	13.6%
	2006	10.4%	11.0%	9.7%	7.3%	13.4%	16.7%	17.0%	10.6%	13.8%	12.2%	17.6%	13.5%	14.1%
	2007	11.7%	12.2%	10.6%	7.6%	13.5%	17.2%	16.5%	11.3%	13.9%	12.8%	16.8%	15.9%	14.5%
	2008	12.0%	12.2%	11.6%	8.1%	13.2%	17.4%	17.0%	11.4%	13.8%	14.6%	13.8%	14.1%	14.8%
	2009	12.2%	12.2%	12.4%	8.2%	13.5%	17.6%	17.4%	15.0%	13.8%	14.9%	7.2%	14.2%	15.1%

Notes

– Data is not applicable or does not exist.

Non-response for Position (% of RN workforce): 2005, n = 7,971 (3.2%); 2006, n = 5,643 (2.2%); 2007, n = 2,969 (1.2%); 2008, n = 3,071 (1.2%); 2009, n = 2,886 (1.1%).

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

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

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

Totals may not sum to 100% due to rounding.

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

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

Source

Nursing Database, Canadian Institute for Health Information.

Area of Responsibility

The proportion of the registered nursing workforce in direct care ranged from 91.7% in Alberta and 90.9% in the Northwest Territories and Nunavut to 86.8% in Quebec and 87.8% in Manitoba. Many health human resource planners are interested in these totals, as the numbers represent RNs providing services directly to patients.

Areas of responsibility covered by RNs that fall outside of direct care include administration, education and research. The proportion of RNs employed in administration in 2009 was highest in the Yukon (8.3%) and Quebec (8.0%) and lowest in Alberta, British Columbia and Saskatchewan (less than 5.0%).

Overall, RNs who provide direct care to patients are younger than RNs in administration, education and research. In 2009, the average age was 44.8 for RNs in direct care, 49.5 for RNs working in administration, 48.8 for RNs working in education and 47.2 for RNs working in research.

Table 7: Registered Nursing Workforce, by Area of Responsibility, Canada, 2009

	Count	Percentage
Direct Care		
Medical/Surgical	44,409	16.9%
Geriatric/Long-Term Care	25,573	9.8%
Critical Care (Burn)	19,096	7.3%
Emergency Room	17,262	6.6%
Maternal/Newborn	14,969	5.7%
Community Health	13,862	5.3%
Psychiatric/Mental Health	13,478	5.1%
Operating Room	12,883	4.9%
Nursing in Several Clinical Areas	8,916	3.4%
Home Care	7,411	2.8%
Pediatric	7,352	2.8%
Public Health	7,017	2.7%
Ambulatory Care	6,216	2.4%
Rehabilitation	4,024	1.5%
Oncology	3,488	1.3%
Occupational Health	2,898	1.1%
Telehealth	1,232	0.5%
Other Patient Care	23,945	9.1%
Total Direct Care	234,031	89.3%
Total Administration	17,039	6.5%
Total Education	9,098	3.5%
Total Research	1,995	0.8%
Total	262,163	100.0%

Notes

Non-response for Area of Responsibility (% of RN workforce): n = 4,178 (1.6%).

Totals may not sum to 100% due to rounding.

Direct Care includes data from *medical/surgical, psychiatric/mental health, pediatric, maternal/newborn, geriatric/long-term care, critical care, community health, ambulatory care, home care, occupational health, operating room, emergency room, nursing in several clinical areas, oncology, rehabilitation, public health, telehealth* and *other patient care*. Administration includes data from *nursing services, nursing education* and *other administration*.

Education includes data from *teaching students, teaching employees, teaching patients/clients* and *other education*.

Research includes data from *nursing research* and *other research*.

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

Source

Nursing Database, Canadian Institute for Health Information.

In 2009, consistent with past trends, the greatest proportion of RNs worked in medicine/surgery and geriatric/long-term care. The area of responsibility with the most RNs, medicine/surgery, also attracted the most recent graduates. In 2009, 32.7% of RNs in their first five years of nursing chose to work in medicine/surgery. These nurses accounted for 28.1% of all RNs working in medicine/surgery. Among male RNs, the most frequently identified areas of responsibility in 2009 were medicine/surgery (17.2%) and psychiatric/mental health (12.9%).

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

Almost all RNs (93.8%) in the Canadian workforce were female in 2009, a proportion that had not changed substantially over the previous five years. The proportion of males increased by slightly more than one-half of one percentage point over the five-year period (see Table 8).

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

Table 8: Registered Nursing Workforce, by Sex, by Jurisdiction and Canada, 2005 to 2009

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./Nun.	Canada
Count														
Female	2005	5,252	1,405	8,447	7,220	58,008	85,553	10,215	8,255	25,351	26,415	276	860	237,257
	2006	5,271	1,390	8,479	7,354	58,166	86,093	10,290	8,180	25,704	27,361	289	943	239,520
	2007	5,311	1,396	8,513	7,392	58,915	86,854	10,209	8,347	26,366	28,410	291	955	242,959
	2008	5,445	1,442	8,513	7,418	59,321	88,575	10,266	8,473	27,268	28,146	300	1,101	246,268
	2009	5,533	1,372	8,569	7,513	59,678	89,753	10,456	8,699	28,060	28,984	328	921	249,866
Male	2005	244	38	286	306	5,819	3,876	596	294	1,004	1,399	26	97	13,985
	2006	244	38	311	326	5,848	3,968	612	300	1,048	1,479	35	90	14,299
	2007	263	39	330	334	6,040	4,124	616	322	1,161	1,649	31	93	15,002
	2008	279	37	358	339	6,210	4,309	636	350	1,233	1,717	34	119	15,621
	2009	292	34	360	353	6,377	4,543	697	418	1,345	1,916	39	101	16,475
Annual Percentage Change														
Female	2005	—	—	—	—	—	—	—	—	—	—	—	—	—
	2006	0.4%	-1.1%	0.4%	1.9%	0.3%	0.6%	0.7%	-0.9%	1.4%	3.6%	4.7%	9.7%	1.0%
	2007	0.8%	0.4%	0.4%	0.5%	1.3%	0.9%	-0.8%	2.0%	2.6%	3.8%	0.7%	1.3%	1.4%
	2008	2.5%	3.3%	0.0%	0.4%	0.7%	2.0%	0.6%	1.5%	3.4%	-0.9%	3.1%	15.3%	1.4%
	2009	1.6%	-4.9%	0.7%	1.3%	0.6%	1.3%	1.9%	2.7%	2.9%	3.0%	9.3%	-16.3%	1.5%
Male	2005	—	—	—	—	—	—	—	—	—	—	—	—	—
	2006	0.0%	0.0%	8.7%	6.5%	0.5%	2.4%	2.7%	2.0%	4.4%	5.7%	34.6%	-7.2%	2.2%
	2007	7.8%	2.6%	6.1%	2.5%	3.3%	3.9%	0.7%	7.3%	10.8%	11.5%	-11.4%	3.3%	4.9%
	2008	6.1%	-5.1%	8.5%	1.5%	2.8%	4.5%	3.2%	8.7%	6.2%	4.1%	9.7%	28.0%	4.1%
	2009	4.7%	-8.1%	0.6%	4.1%	2.7%	5.4%	9.6%	19.4%	9.1%	11.6%	14.7%	-15.1%	5.5%

(continued)

Table 8: Registered Nursing Workforce, by Sex, by Jurisdiction and Canada, 2005 to 2009 (cont'd)

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./Nun.	Canada
Percentage Distribution														
Female	2005	95.6%	97.4%	96.7%	95.9%	90.9%	95.7%	94.5%	96.6%	96.2%	95.0%	91.4%	89.9%	94.4%
	2006	95.6%	97.3%	96.5%	95.8%	90.9%	95.6%	94.4%	96.5%	96.1%	94.9%	89.2%	91.3%	94.4%
	2007	95.3%	97.3%	96.3%	95.7%	90.7%	95.5%	94.3%	96.3%	95.8%	94.5%	90.4%	91.1%	94.2%
	2008	95.1%	97.5%	96.0%	95.6%	90.5%	95.4%	94.2%	96.0%	95.7%	94.3%	89.8%	90.2%	94.0%
	2009	95.0%	97.6%	96.0%	95.5%	90.3%	95.2%	93.8%	95.4%	95.4%	93.8%	89.4%	90.1%	93.8%
Male	2005	4.4%	2.6%	3.3%	4.1%	9.1%	4.3%	5.5%	3.4%	3.8%	5.0%	8.6%	10.1%	5.6%
	2006	4.4%	2.7%	3.5%	4.2%	9.1%	4.4%	5.6%	3.5%	3.9%	5.1%	10.8%	8.7%	5.6%
	2007	4.7%	2.7%	3.7%	4.3%	9.3%	4.5%	5.7%	3.7%	4.2%	5.5%	9.6%	8.9%	5.8%
	2008	4.9%	2.5%	4.0%	4.4%	9.5%	4.6%	5.8%	4.0%	4.3%	5.7%	10.2%	9.8%	6.0%
	2009	5.0%	2.4%	4.0%	4.5%	9.7%	4.8%	6.2%	4.6%	4.6%	6.2%	10.6%	9.9%	6.2%

Notes

– Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

In 2007, 2008 and 2009, the College of Registered Nurses of Manitoba submitted aggregate tables for sex.

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

Source

Nursing Database, Canadian Institute for Health Information.

More than one-third of all male RNs in the workforce were employed in Quebec in 2009. In that year, 6,377 males accounted for 9.7% of the province's workforce. The territories had similar ratios of males in the workforce. In contrast, 2.4% of the workforce in Prince Edward Island, 4.0% of the workforce in Nova Scotia and 4.6% of the workforce in Saskatchewan were male. The average age of male RNs was 42.7 in 2009, compared to 45.4 for females.

Although male RNs constituted only 6.2% of the RN workforce in 2009, they accounted for 17.2% of all RNs employed in medicine/surgery.

Age Group of the Workforce

In 2009, the majority of jurisdictions had their highest proportion of RNs in the 45-to-49 age group. These included Prince Edward Island, Nova Scotia, New Brunswick, Ontario, Manitoba, the Northwest Territories and Nunavut. In Canada as a whole, the top four age groups were 40 to 44 (12.8%), 45 to 49 (14.9%), 50 to 54 (15.4%) and 55 to 59 (14.0%), which account for 57.1% of the RN workforce.

Table 9: Registered Nursing Workforce, by Age Group, by Jurisdiction and Canada, 2009

Age Group	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./Nun.	Canada
<30	12.5%	7.4%	8.3%	10.7%	15.9%	9.3%	8.0%	12.3%	14.1%	9.3%	13.4%	11.4%	11.6%
30–34	10.9%	7.0%	6.8%	8.4%	11.2%	8.8%	9.1%	8.6%	10.7%	9.5%	11.7%	13.6%	9.7%
35–39	14.1%	11.0%	9.6%	10.9%	10.9%	11.4%	11.1%	10.1%	11.7%	11.2%	10.1%	11.1%	11.2%
40–44	17.4%	13.7%	13.5%	16.0%	12.7%	13.0%	13.5%	11.0%	12.2%	11.5%	11.4%	10.0%	12.8%
45–49	16.6%	16.4%	18.4%	17.3%	14.0%	15.3%	16.5%	15.1%	13.3%	14.4%	14.7%	13.7%	14.9%
50–54	13.9%	14.3%	18.2%	15.5%	16.1%	14.7%	16.4%	16.3%	13.9%	16.3%	16.1%	13.3%	15.4%
55–59	9.7%	15.8%	14.3%	13.6%	12.5%	14.9%	15.1%	15.7%	12.8%	15.3%	13.4%	13.6%	14.0%
60+	5.0%	14.4%	10.9%	7.6%	6.7%	12.6%	10.2%	10.9%	11.3%	12.5%	9.3%	13.4%	10.5%

Notes

Totals may not sum to 100% due to rounding.

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

Source

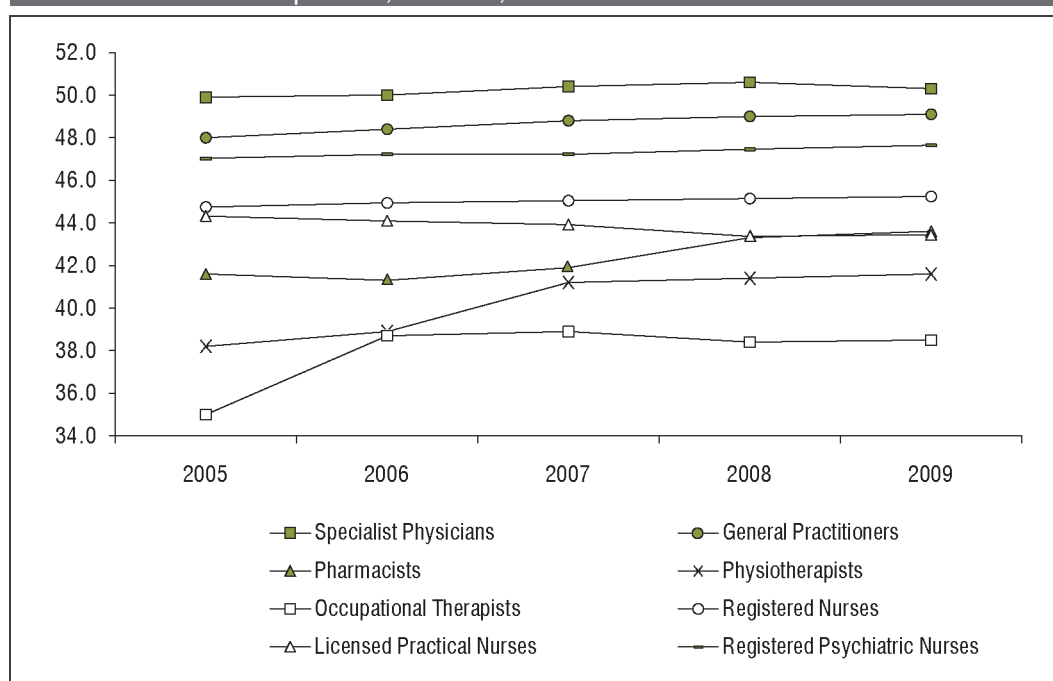
Nursing Database, Canadian Institute for Health Information.

Average Age of the Workforce

Average age may be used in addition to age groupings to describe trends and to make comparisons between the RN workforce and other professions. As Figure 9 shows, the average age of selected health occupations increased over the period 2005 to 2009. The average age of the RN workforce increased over this period as well, but at a slower rate (less than one year change over five years).

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

Figure 9: Average Age of Regulated Nursing Workforce Compared to Selected Health Occupations, Canada, 2005 to 2009



Notes

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

For 2007, 2008 and 2009, Manitoba RN data was excluded from average age calculation for Canada, as the College of Registered Nurses of Manitoba submitted aggregate tables for average age.

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

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

Sources

Nursing Database, Occupational Therapist Database, Pharmacist Database, Physiotherapist Database and Scott's Medical Database, Canadian Institute for Health Information; for 2005 occupational therapist, physiotherapist and pharmacist values and 2006 physiotherapist value, Labour Force Survey, Statistics Canada.

Table 10 shows the range of average ages across the country from 2005 to 2009. In each case, the change from the previous year was relatively small; over five years, the average age increased by half a year for all Canadian RNs. The largest average increases were in Prince Edward Island at 1.8 years, the Northwest Territories and Nunavut at 1.5 years and Nova Scotia at 1.3 years. The average age fell slightly in the Yukon over the period.

Table 10: Average Age of the Registered Nursing Workforce, by Jurisdiction and Canada, 2005 to 2009

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
Average Age													
2005	41.9	45.6	45.5	43.9	43.4	45.2	45.2	45.6	44.6	46.4	44.7	43.8	44.7
2006	42.2	45.8	45.8	44.2	43.5	45.6	45.4	45.9	44.8	46.4	44.7	44.3	44.9
2007	42.5	46.2	46.2	44.5	43.4	45.9	45.9	46.0	44.6	46.2	45.6	44.6	45.0
2008	42.7	46.3	46.6	44.7	43.3	46.1	46.1	45.9	44.6	46.5	45.3	44.5	45.1
2009	42.9	47.4	46.8	45.0	43.4	46.3	46.2	45.8	44.6	46.4	44.4	45.3	45.2
Annual Increase/Decrease in Average Age													
2005	–	–	–	–	–	–	–	–	–	–	–	–	–
2006	0.3	0.2	0.3	0.3	0.1	0.4	0.2	0.3	0.2	0.0	0.0	0.5	0.2
2007	0.3	0.4	0.4	0.3	-0.1	0.3	0.5	0.1	-0.2	-0.2	0.9	0.3	0.1
2008	0.2	0.1	0.4	0.2	-0.1	0.2	0.2	-0.1	0.0	0.3	-0.3	-0.1	0.1
2009	0.2	1.1	0.2	0.3	0.1	0.2	0.1	-0.1	0.0	-0.1	-0.9	0.8	0.1

Notes

– Data is not applicable or does not exist.

For 2007, 2008 and 2009, Manitoba RN data was excluded from average age calculation for Canada, as the College of Registered Nurses of Manitoba submitted aggregate tables for average age.

Northern territories data may include inter-jurisdictional duplicates.

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

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

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

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

Source

Nursing Database, Canadian Institute for Health Information.

Exiting and Entering the Workforce

Table 11 represents not only the workforce but all RNs who registered with a specific jurisdiction. A new registrant may be a new graduate, an immigrant, an interprovincial migrant or an RN re-registering following an absence of one year or more. An exit may be an RN who left the profession (either permanently or temporarily) or retired, or an RN who is registered in another jurisdiction or country in year “x” and may still be practising nursing in another province, territory or country.

Table 11 shows new registration rates and exit rates by jurisdiction and by age group. Exit rates show that RNs in the 60 and older age group had the highest prevalence of leaving nursing across all regions in Canada (with the exception of Prince Edward Island, New Brunswick and the Northwest Territories and Nunavut) in 2009 (2008 exits). The highest exit rates were seen with RNs age 60 and older in the Yukon (38.5%), the Northwest Territories and Nunavut (26.1%) and Quebec (18.4%). Higher exit rates were also seen in the youngest age group, with high exit rates in RNs younger than 30 in the Northwest Territories and Nunavut (32.9%), the Yukon (25.8%) and New Brunswick (15.5%). Given the low registration rates for the group of RNs age 60 and older, it is plausible that a sizable portion of RNs age 60 and older who did not re-register in 2009 (2008 exits) retired from nursing. The RNs younger than 30 who did not re-register may have moved to another jurisdiction within or outside of Canada to continue practising nursing, left the profession temporarily to pursue education, taken a leave of absence or left the profession permanently. Note that many RNs who take a leave of absence or pursue further education maintain their registration and are thus not counted as exits.

Table 11: Registered Nurses: Rate of New Registrations and Exit Rates, by Age Group, by Jurisdiction, 2005 to 2009

	Age Group		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./Nun.
New Registration Rates	<30	2006	26.8%	30.1%	39.0%	29.9%	23.0%	22.3%	31.0%	27.3%	31.5%	34.4%	45.5%	46.8%
		2007	29.3%	27.4%	31.4%	29.5%	24.4%	23.8%	17.3%	28.1%	34.7%	40.2%	44.0%	51.7%
		2008	29.1%	30.4%	31.7%	30.9%	22.6%	30.1%	28.3%	30.9%	31.4%	26.0%	48.4%	53.3%
		2009	27.4%	2.9%	33.8%	29.6%	18.7%	26.4%	30.6%	34.0%	30.8%	36.3%	57.1%	27.6%
	30–39	2006	8.4%	10.4%	12.4%	13.9%	6.0%	7.8%	10.1%	6.8%	11.4%	18.1%	16.2%	28.4%
		2007	9.3%	15.3%	15.2%	13.0%	8.1%	6.6%	6.6%	10.1%	14.1%	17.7%	16.4%	21.9%
		2008	10.4%	12.5%	14.4%	10.3%	8.2%	6.3%	10.1%	10.0%	15.0%	12.0%	28.2%	27.7%
		2009	9.8%	0.4%	15.0%	15.0%	8.2%	6.2%	12.5%	11.3%	14.1%	18.9%	30.0%	12.7%
	40–49	2006	1.7%	4.2%	3.7%	4.7%	1.8%	5.0%	3.2%	3.1%	4.2%	6.0%	13.1%	20.8%
		2007	1.9%	4.8%	4.4%	3.2%	2.8%	4.3%	2.6%	3.1%	6.1%	5.2%	12.0%	15.4%
		2008	2.3%	4.1%	3.6%	3.7%	2.7%	3.7%	3.5%	2.7%	5.7%	4.5%	8.4%	27.6%
		2009	1.7%	0.2%	4.3%	3.0%	2.6%	3.8%	4.6%	3.6%	5.1%	6.4%	20.8%	13.6%
	50–59	2006	2.0%	1.9%	3.4%	3.9%	1.4%	3.6%	1.9%	1.6%	2.7%	3.8%	17.9%	18.5%
		2007	1.8%	4.0%	2.7%	2.5%	1.7%	3.7%	1.2%	2.4%	3.5%	3.4%	9.9%	18.2%
		2008	2.3%	3.3%	2.5%	3.2%	1.5%	3.5%	1.7%	2.1%	3.6%	2.3%	12.9%	19.8%
		2009	1.7%	0.2%	2.5%	2.8%	1.6%	2.8%	2.8%	1.9%	2.8%	3.2%	10.2%	9.1%

(continued)

Table 11: Registered Nurses: Rate of New Registrations and Exit Rates, by Age Group, by Jurisdiction, 2005 to 2009 (cont'd)

	Age Group		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T/ Nun.
	60+	2006	5.4%	2.2%	3.1%	4.9%	5.1%	5.2%	2.2%	1.2%	2.1%	4.8%	13.0%	23.2%
		2007	4.9%	6.1%	3.4%	2.5%	4.0%	5.3%	1.7%	3.4%	2.9%	4.4%	4.8%	17.9%
		2008	3.8%	6.0%	4.1%	6.2%	5.0%	4.9%	1.6%	2.1%	3.2%	3.1%	26.9%	23.9%
		2009	4.5%	0.5%	4.0%	6.4%	5.7%	4.0%	3.2%	3.2%	2.9%	3.8%	14.7%	7.3%
Exit Rates	<30	2005	14.7%	18.2%	17.4%	13.9%	6.3%	6.3%	9.8%	8.5%	12.1%	11.2%	15.4%	24.5%
		2006	14.5%	19.1%	18.2%	15.0%	6.5%	5.6%	6.5%	6.5%	11.5%	11.4%	36.4%	22.9%
		2007	10.0%	8.1%	16.4%	14.7%	6.3%	4.4%	9.1%	6.9%	11.0%	10.8%	24.0%	17.2%
		2008	9.6%	14.9%	14.8%	15.5%	5.8%	4.0%	8.3%	6.9%	10.8%	11.9%	25.8%	32.9%
	30-39	2005	5.1%	6.9%	10.2%	8.7%	4.0%	4.4%	6.8%	6.6%	8.3%	7.8%	7.6%	23.4%
		2006	5.8%	9.3%	9.8%	7.2%	4.2%	3.9%	4.3%	4.2%	9.7%	8.1%	18.9%	24.4%
		2007	6.1%	4.0%	10.5%	8.7%	4.1%	3.3%	5.4%	4.9%	9.8%	10.2%	15.1%	18.6%
		2008	6.2%	6.1%	10.7%	8.5%	4.1%	3.4%	6.1%	5.6%	9.7%	9.4%	23.1%	30.2%
	40-49	2005	2.0%	3.7%	4.1%	3.2%	1.8%	3.8%	3.1%	2.9%	4.0%	3.0%	11.5%	18.3%
		2006	2.4%	5.6%	3.0%	4.1%	1.7%	3.3%	2.4%	2.1%	3.9%	3.0%	10.1%	21.5%
		2007	1.6%	3.5%	3.1%	2.8%	2.0%	2.8%	2.6%	2.3%	3.7%	3.9%	15.2%	16.9%
		2008	1.5%	1.6%	3.6%	3.3%	1.7%	2.7%	2.3%	2.7%	3.3%	3.3%	4.8%	27.9%
	50-59	2005	7.4%	7.6%	5.1%	6.7%	7.7%	5.9%	4.3%	4.8%	4.7%	4.8%	10.8%	15.6%
		2006	6.1%	6.3%	5.3%	6.0%	7.2%	5.3%	4.3%	3.5%	5.7%	4.1%	8.4%	14.8%
		2007	4.9%	4.9%	5.0%	6.9%	8.2%	4.6%	4.6%	4.3%	5.1%	5.4%	13.5%	13.4%
		2008	6.3%	2.6%	4.6%	5.8%	7.5%	4.5%	4.8%	3.8%	4.7%	5.5%	12.9%	20.8%
	60+	2005	26.8%	15.5%	14.4%	17.1%	21.0%	17.9%	16.2%	19.8%	14.2%	17.5%	34.8%	13.0%
		2006	20.3%	13.8%	16.4%	17.5%	21.5%	15.0%	14.7%	16.2%	17.6%	16.2%	17.4%	25.3%
		2007	20.6%	12.9%	14.1%	20.1%	20.7%	13.1%	14.3%	16.0%	12.5%	16.2%	38.1%	18.8%
		2008	15.0%	12.6%	16.3%	14.7%	18.4%	13.1%	14.1%	12.9%	11.6%	14.9%	38.5%	26.1%

Notes

Rates will not sum to 100%.

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

Northern territories data may include inter-jurisdictional duplicates.

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

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

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

Source

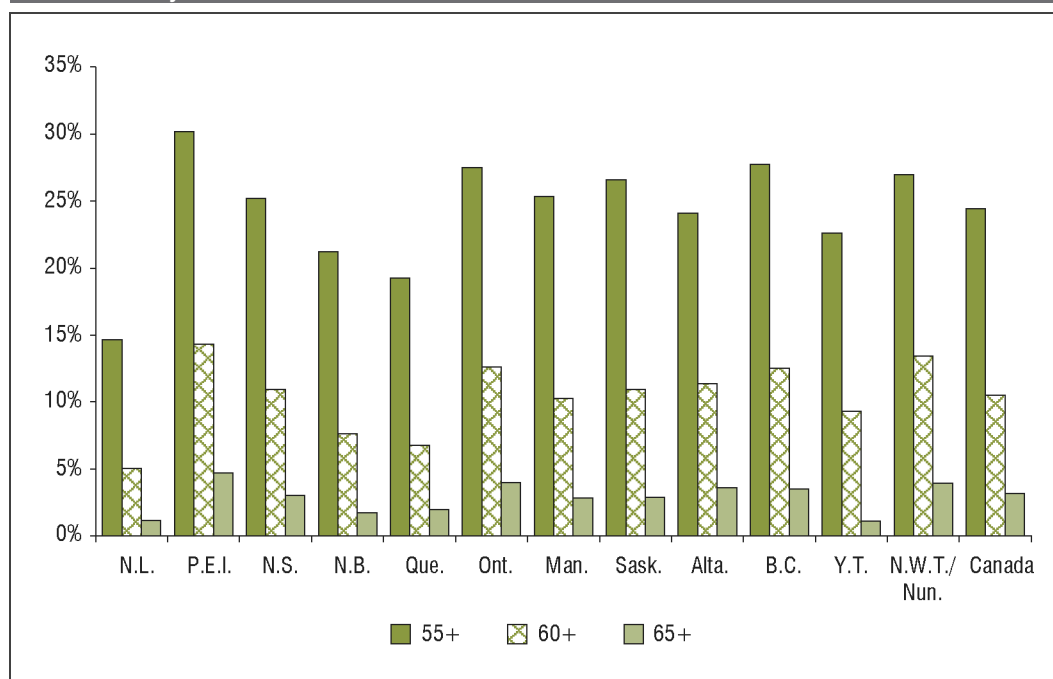
Nursing Database, Canadian Institute for Health Information.

Age of the Workforce

Figure 10 highlights the proportion of the RN workforce in each province/territory at or above three typical ages of retirement in 2009: 55, 60 and 65. Note that this illustration is cumulative. An RN at age 65 is counted in all three categories and an RN at age 60 is counted in two categories.

Information on the age of the RN workforce across Canada shows that a large portion of nurses within these age groups (55 and older, at 24.5%, 60 and older, at 10.5%, and 65 and older, at 3.1%) may be preparing for retirement in the near future.

Figure 10: Registered Nursing Workforce, by Age Groups 55+, 60+ and 65+, by Jurisdiction and Canada, 2009



Notes

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

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology. RNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

In 2007, 2008 and 2009, the College of Registered Nurses of Manitoba submitted aggregate tables for age group. Northern territories data may include inter-jurisdictional duplicates.

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

Source

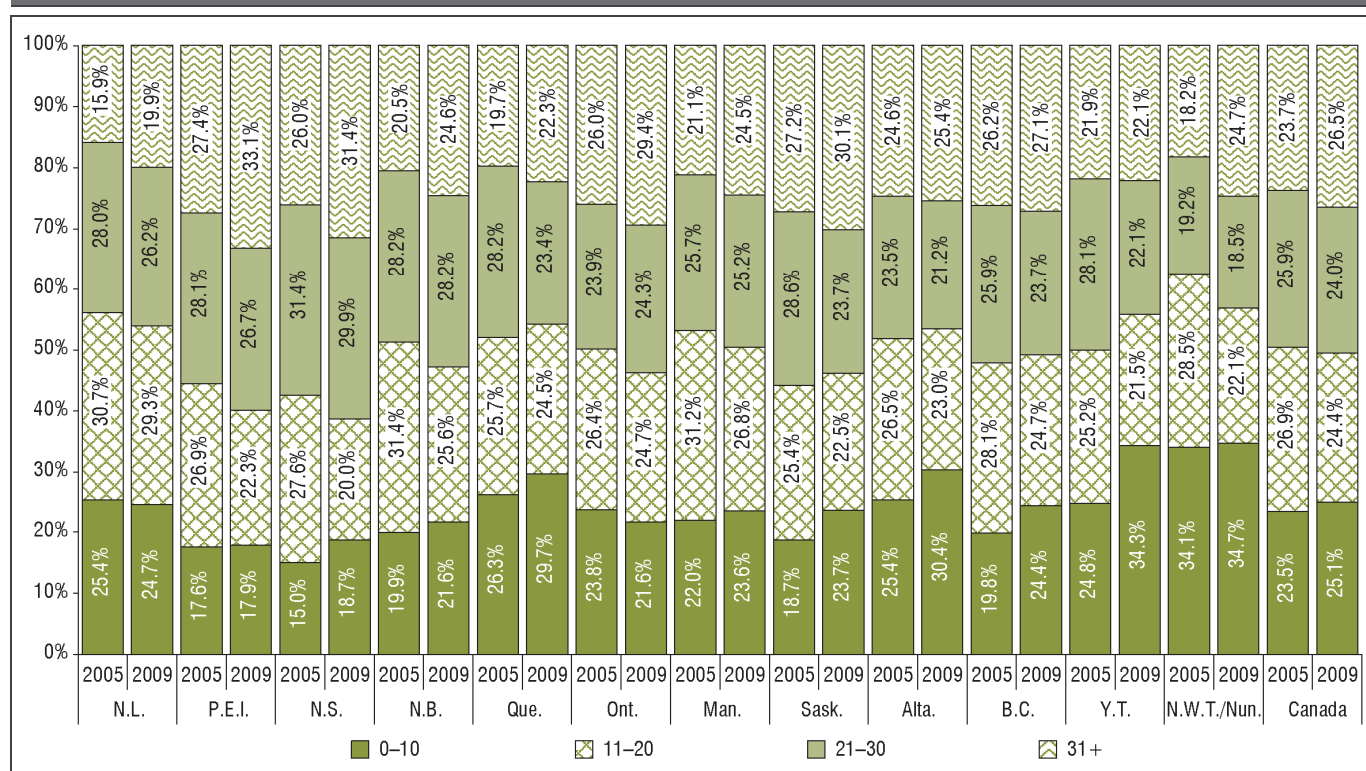
Nursing Database, Canadian Institute for Health Information.

Years Since Graduation

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

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

Figure 11: Registered Nursing Workforce, by Years Since Graduation, by Jurisdiction and Canada, 2005 and 2009



Notes

Non-response for Year of Graduation (% of RN workforce): 2005, n = 45 (<0.1%); 2009, n = 40 (<0.1%).

Totals may not sum to 100% due to rounding.

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

Source

Nursing Database, Canadian Institute for Health Information.

The trend from 2005 and 2009 shows an increase in every province in the *31+ years since graduation* group. The cohort *0 to 10 years since graduation* increased noticeably more in Saskatchewan, Alberta and the Yukon than in other jurisdictions, and the proportion of RNs in this youngest cohort decreased in Newfoundland and Labrador and Ontario.

Education Trends

Entry-to-Practice Education

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

Table 12 shows the different stages of the transition from diploma to baccalaureate entry-to-practice requirements for RNs in each jurisdiction. Additional information on RN education characteristics and trends by jurisdiction is available in the data tables on the CIHI website.

Table 12: Status of Baccalaureate Entry-to-Practice Requirements for Registered Nurses, Canada

Jurisdiction	Target Year and Status
Atlantic Provinces (Prince Edward Island, Newfoundland and Labrador, New Brunswick and Nova Scotia)	1998 completed
Saskatchewan	2000 completed
Ontario	2005 completed
British Columbia	2006 completed
Manitoba	In progress: the final intake of diploma students took place in 2010. Transition will be completed in 2013.
Alberta	2009 completed
Northwest Territories and Nunavut	2010 completed
Quebec	In progress: Quebec continues to offer diploma programs while supporting the development of baccalaureate partnerships between Collèges d'enseignement général et professionnel (CEGEP) and universities.
The Yukon	The Yukon has no entry-level educational programs.

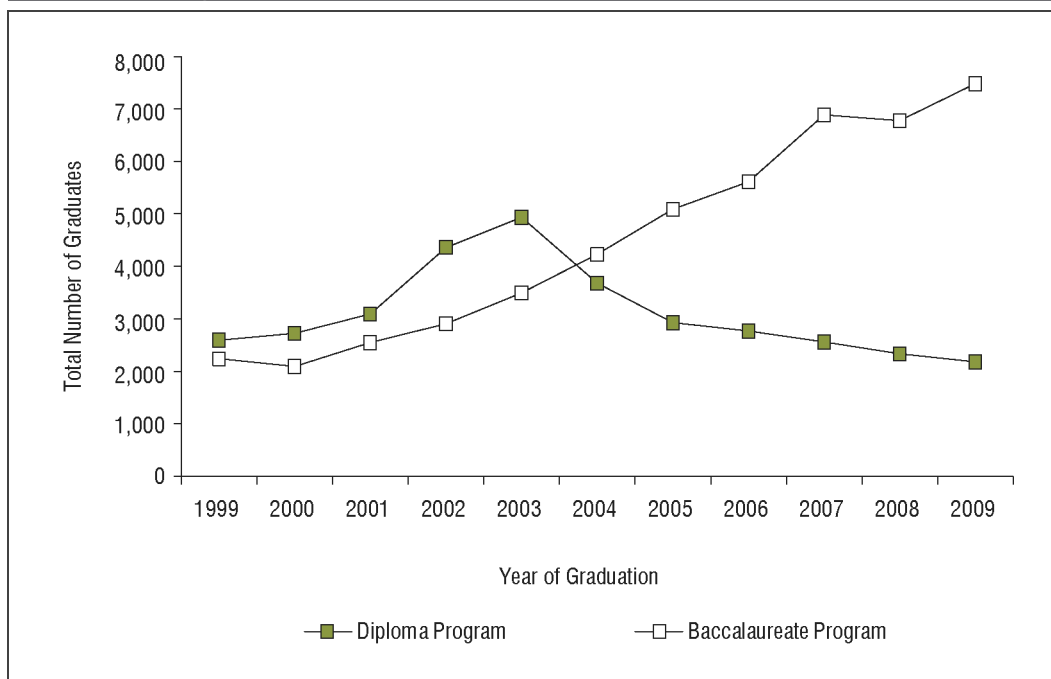
Source

Canadian Nurses Association, 2009.

Of the 266,341 RNs employed in nursing in Canada in 2009, 23.7% earned a baccalaureate before entering practice. The percentage of RNs entering practice with a diploma decreased to 76.3% in 2009, while the percentage who earned a master's degree before entering practice climbed to 0.05% in 2009.

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

Figure 12: Registered Nurses Graduating From Diploma and Baccalaureate Programs, Canada, 1999 to 2009



Notes

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

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

Baccalaureate includes *standard*, *generic*, *collaborative*, *accelerated*, *fast track*, *advanced*, *second degree entry*, *compressed* and *technology in nursing*, *psychiatric nurse to RN baccalaureate*, *practical nurse to RN baccalaureate*. For more detailed notes, please refer to the Student and Faculty Survey of Canadian Schools of Nursing Survey methodology document, available from the CNA and CASN.

Sources

Canadian Nurses Association and Canadian Association Schools of Nursing.

Higher Education for Registered Nurses

In 2009, a total of 97,651 (36.7%) RNs in the workforce had obtained a baccalaureate as their highest education in nursing (see Table 13).

Table 13: Registered Nursing Workforce, by Highest Education in Nursing, by Jurisdiction and Canada, 2005 to 2009

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./Nun.	Canada
Count														
Diploma	2005	3,788	928	5,813	4,367	38,375	65,850	7,205	5,826	15,436	17,293	159	678	165,718
	2006	3,678	884	5,578	4,317	38,179	64,319	7,055	5,576	15,142	17,299	163	706	162,896
	2007	3,575	868	5,438	4,162	38,141	62,025	6,905	5,497	15,019	16,653	156	686	159,125
	2008	3,518	1,061	5,258	3,986	45,033	60,439	6,730	5,306	14,957	15,799	150	742	162,979
	2009	3,442	1,02†	5,097	3,906	44,810	58,501	6,678	5,668	14,887	15,389	15†	550	160,111
Baccalaureate	2005	1,594	486	2,698	2,998	23,803	21,432	3,385	2,596	10,110	9,666	138	265	79,171
	2006	1,706	517	2,954	3,175	24,156	23,384	3,595	2,763	10,820	10,618	152	312	84,152
	2007	1,852	531	3,137	3,378	25,064	26,325	3,668	3,005	11,715	12,332	158	344	91,509
	2008	2,040	418	3,323	3,541	18,704	29,506	3,900	3,332	12,624	12,942	178	457	90,965
	2009	2,211	380	3,526	3,745	19,406	32,506	4,183	3,230	13,521	14,315	200	428	97,651
Master's/ Doctorate	2005	113	29	222	161	1,649	2,147	221	121	801	855	5	12	6,336
	2006	131	27	258	188	1,679	2,358	252	136	781	923	9	14	6,756
	2007	147	32	268	186	1,750	2,628	252	163	781	1,069	8	18	7,302
	2008	166	—	290	230	1,794	2,939	272	185	920	1,122	6	21	7,945
	2009	172	*	306	215	1,839	3,289	292	218	997	1,194	†	44	8,576
Annual Percentage Change														
Diploma	2005	—	—	—	—	—	—	—	—	—	—	—	—	—
	2006	-2.9%	-4.7%	-4.0%	-1.1%	-0.5%	-2.3%	-2.1%	-4.3%	-1.9%	0.0%	2.5%	4.1%	-1.7%
	2007	-2.8%	-1.8%	-2.5%	-3.6%	-0.1%	-3.6%	-2.1%	-1.4%	-0.8%	-3.7%	-4.3%	-2.8%	-2.3%
	2008	-1.6%	22.2%	-3.3%	-4.2%	18.1%	-2.6%	-2.5%	-3.5%	-0.4%	-5.1%	-3.8%	8.2%	2.4%
	2009	-2.2%	†	-3.1%	-2.0%	-0.5%	-3.2%	-0.8%	6.8%	-0.5%	-2.6%	†	-25.9%	-1.8%
Baccalaureate	2005	—	—	—	—	—	—	—	—	—	—	—	—	—
	2006	7.0%	6.4%	9.5%	5.9%	1.5%	9.1%	6.2%	6.4%	7.0%	9.8%	10.1%	17.7%	6.3%
	2007	8.6%	2.7%	6.2%	6.4%	3.8%	12.6%	2.0%	8.8%	8.3%	16.1%	3.9%	10.3%	8.7%
	2008	10.2%	-21.3%	5.9%	4.8%	-25.4%	12.1%	6.3%	10.9%	7.8%	4.9%	12.7%	32.8%	-0.6%
	2009	8.4%	-9.1%	6.1%	5.8%	3.8%	10.2%	7.3%	-3.1%	7.1%	10.6%	12.4%	-6.3%	7.4%
Master's/ Doctorate	2005	—	—	—	—	—	—	—	—	—	—	—	—	—
	2006	15.9%	-6.9%	16.2%	16.8%	1.8%	9.8%	14.0%	12.4%	-2.5%	8.0%	80.0%	16.7%	6.6%
	2007	12.2%	18.5%	3.9%	-1.1%	4.2%	11.5%	0.0%	19.9%	0.0%	15.8%	-11.1%	28.6%	8.1%
	2008	12.9%	—	8.2%	23.7%	2.5%	11.8%	7.9%	13.5%	17.8%	5.0%	-25.0%	16.7%	8.8%
	2009	3.6%	—	5.5%	-6.5%	2.5%	11.9%	7.4%	17.8%	8.4%	6.4%	†	109.5%	7.9%

(continued)

Table 13: Registered Nursing Workforce, by Highest Education in Nursing, by Jurisdiction and Canada, 2005 to 2009 (cont'd)

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./Nun.	Canada
Percentage Distribution														
Diploma	2005	68.9%	64.3%	66.6%	58.0%	60.1%	73.6%	66.6%	68.2%	58.6%	62.2%	52.6%	71.0%	66.0%
	2006	66.7%	61.9%	63.5%	56.2%	59.6%	71.4%	64.7%	65.8%	56.6%	60.0%	50.3%	68.4%	64.2%
	2007	64.1%	60.7%	61.5%	53.9%	58.7%	68.2%	63.8%	63.4%	54.6%	55.4%	48.4%	65.5%	61.7%
	2008	61.5%	71.7%	59.3%	51.4%	68.7%	65.1%	61.7%	60.1%	52.5%	52.9%	44.9%	60.8%	62.2%
	2009	59.1%	†	57.1%	49.7%	67.8%	62.0%	59.9%	62.2%	50.6%	49.8%	†	53.8%	60.1%
Baccalaureate	2005	29.0%	33.7%	30.9%	39.8%	37.3%	24.0%	31.3%	30.4%	38.4%	34.8%	45.7%	27.7%	31.5%
	2006	30.9%	36.2%	33.6%	41.3%	37.7%	26.0%	33.0%	32.6%	40.5%	36.8%	46.9%	30.2%	33.2%
	2007	33.2%	37.1%	35.5%	43.7%	38.6%	28.9%	33.9%	34.7%	42.6%	41.0%	49.1%	32.8%	35.5%
	2008	35.6%	28.3%	37.5%	45.6%	28.5%	31.8%	35.8%	37.8%	44.3%	43.3%	53.3%	37.5%	34.7%
	2009	38.0%	27.0%	39.5%	47.6%	29.4%	34.5%	37.5%	35.4%	46.0%	46.3%	54.5%	41.9%	36.7%
Master's/ Doctorate	2005	2.1%	2.0%	2.5%	2.1%	2.6%	2.4%	2.0%	1.4%	3.0%	3.1%	1.7%	1.3%	2.5%
	2006	2.4%	1.9%	2.9%	2.4%	2.6%	2.6%	2.3%	1.6%	2.9%	3.2%	2.8%	1.4%	2.7%
	2007	2.6%	2.2%	3.0%	2.4%	2.7%	2.9%	2.3%	1.9%	2.8%	3.6%	2.5%	1.7%	2.8%
	2008	2.9%	–	3.3%	3.0%	2.7%	3.2%	2.5%	2.1%	3.2%	3.8%	1.8%	1.7%	3.0%
	2009	3.0%	†	3.4%	2.7%	2.8%	3.5%	2.6%	2.4%	3.4%	3.9%	†	4.3%	3.2%

Notes

– Data is not applicable or does not exist.

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

† Digit suppressed to ensure confidentiality.

Non-response for Highest Education in Registered Nursing (% of RN workforce): 2005, n = 17 (<0.1%); 2006, n = 15 (<0.1%); 2007, n = 25 (<0.1%); 2009, n = 3 (<0.1%).

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

Totals may not sum to 100% due to rounding.

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

Source

Nursing Database, Canadian Institute for Health Information.

How many RNs generally return to school after completing their entry-to-practice education? In 2009, the largest proportion of the workforce seeking advanced education, following entry-to-practice education, were those returning for a post-diploma baccalaureate. Of these, 39.1% (38,219) initially earned a diploma in nursing, then returned to school for a baccalaureate; 62,980 RNs had already earned a baccalaureate before entering nursing practice, bringing the total number of RNs in the workforce holding baccalaureates to 97,651 (36.7%). In addition, a total of 8,576 RNs obtained either a master's degree or doctorate as their highest education in nursing following entry-to-practice education (this includes RNs who initially obtained a diploma).

Average Age at Graduation

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

Table 14: Registered Nursing Graduates and Average Age at Graduation, by Range of Graduation Years, Canada, 1980 to 2009

Graduation Year	Number of Graduates	Average Age at Graduation
1980–1984	30,522	22.9
1985–1989	34,344	24.6
1990–1994	34,375	26.0
1995–1999	28,022	26.0
2000–2004	31,209	26.8
2005–2009	31,227	26.5

Notes

Manitoba RN graduate age data for 2007, 2008 and 2009 is excluded from average age at graduation calculation for Canada, as the College of Registered Nurses of Manitoba submitted aggregate tables for average age; number of graduates includes Manitoba RN graduates to reflect total RN workforce.

RN graduates to reflect total RN workforce.

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

Source

Nursing Database, Canadian Institute for Health Information.

The trend of increasing age at graduation has slowed since the early 1990s. In 2009, 32.2% of the workforce that had graduated in the previous five years was age 30 or older at graduation.

Canadian Nurses Association Certification Program

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

When looking at Table 15, keep in mind that certification is not mandatory, that all areas of specialty do not have certification programs and that RNs may have more than one specialty. Accordingly, the total number certified does not represent all RNs working in a specific area of responsibility.

Table 15: Registered Nurses With Valid CNA Certification, by Specialty, Canada, 2005 to 2009

	2005	2006	2007	2008	2009
Cardiovascular	660	713	722	774	793
Community Health	–	148	216	338	460
Critical Care	1,263	1,223	1,166	1,190	1,191
Critical Care—Pediatrics	61	94	104	100	113
Emergency	1,353	1,307	1,323	1,345	1,333
Enterostomal Therapy	–	–	–	–	66
Gastroenterology	147	171	205	235	231
Gerontology	1,822	1,937	1,988	2,104	2,073
Hospice Palliative Care	756	916	1,103	1,247	1,232
Nephrology	963	1,019	1,052	1,080	1,103
Neuroscience	207	223	237	258	269
Occupational Health	952	926	908	888	879
Oncology	1,231	1,332	1,323	1,360	1,431
Orthopedics	–	73	125	153	169
Perinatal	619	621	642	665	719
Perioperative	1,672	1,585	1,552	1,566	1,560
Psychiatric/Mental Health	1,761	1,729	1,734	1,750	1,765
Rehabilitation	–	71	121	172	216
Total	13,467	14,088	14,521	15,225	15,603

Notes

– Data is not applicable or does not exist.

The overall total is inclusive of occupational health nursing reciprocity candidates; however, these candidates are not included in the total count for this particular area of specialty.

Source

Canadian Nurses Association Department of Regulatory Policy.

Mobility Trends: A Mobile Workforce

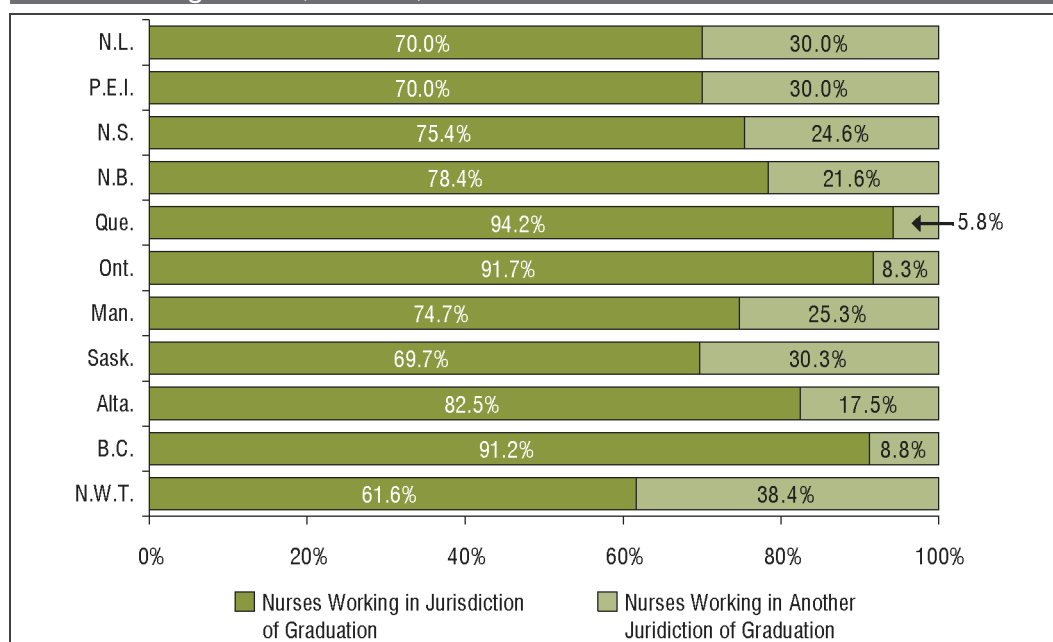
Regulated nurses are in demand in Canada and around the world. As a result, graduates from regulated nursing programs often have numerous options as to where they will practise. Canadian graduates may choose to remain in their current province or territory, to migrate to another Canadian province or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

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

Migration Within Canada

Each provincial and territorial workforce combines registered nurses who originally graduated from within the jurisdiction, those who graduated from other Canadian jurisdictions and those who graduated from outside the country. Overall, nearly 9 out of 10 (87.8%) registered nurses who graduated from Canadian registered nursing programs who were working in Canada in 2009 either did not move after graduation or eventually returned to their jurisdiction of graduation.

Figure 13: Registered Nursing Workforce, by Jurisdiction of Graduation and Registration, Canada, 2009



Notes

Includes only RNs educated in Canadian nursing programs employed in Canada, in 2009 (N = 242,968).

Totals may not sum to 100% due to rounding.

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

Source

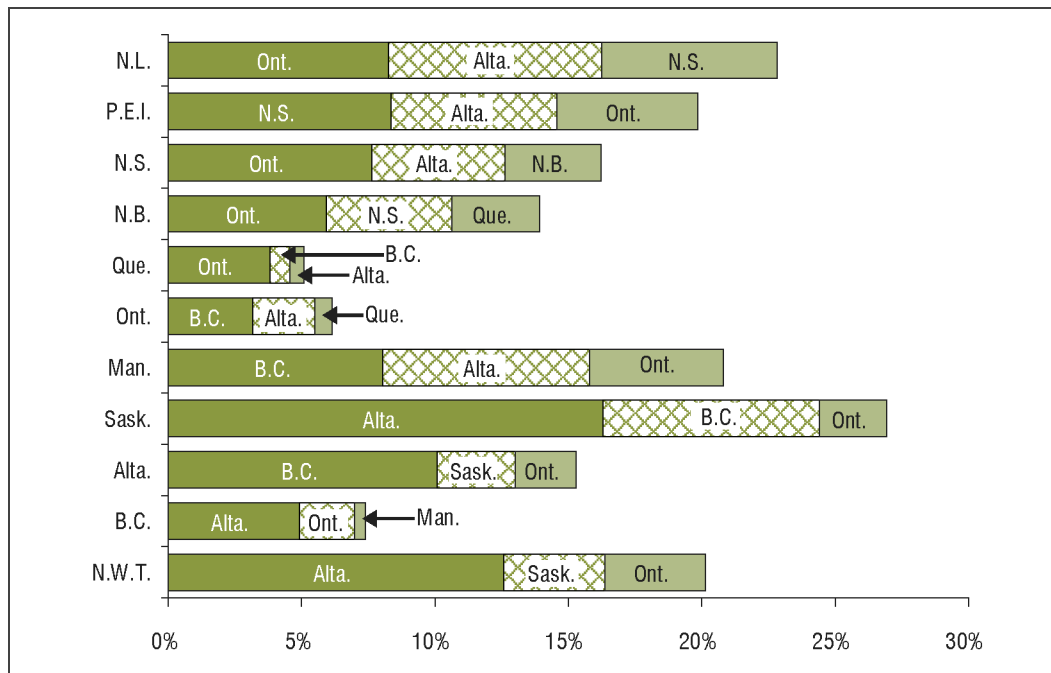
Nursing Database, Canadian Institute for Health Information.

Among registered nurses employed in 2009, those graduating from registered nursing programs in Quebec (94.2%), Ontario (91.7%) and British Columbia (91.2%) were the most likely to be employed in their province of graduation (see Figure 13).

In contrast, among registered nurses who originally graduated from registered nursing programs in Saskatchewan who were employed in Canada in 2009, 69.7% were employed in the province. Similarly, 70.0% of RNs who originally graduated from Newfoundland and Labrador and 70.0% of RNs who originally graduated from Prince Edward Island remained in those provinces.

Figure 14 shows the top three destinations for those who moved some time between their graduation year and 2009, as a comparison of the jurisdiction of graduation to the jurisdiction of current registration. The data does not account for mobility and migration in the intervening years.

Figure 14: Registered Nursing Workforce, by Jurisdiction of Registration and Top Three Destinations of Graduation, Canada, 2009



Notes

Includes only RNs educated in of Canadian nursing programs employed in Canada, in 2009 (N = 242,968). Northwest Territories and Nunavut data is combined, as the RNs did not specify in which territory they worked the majority of the time.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology. RNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication. Northern territories data may include inter-jurisdictional duplicates.

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

Source

Nursing Database, Canadian Institute for Health Information.

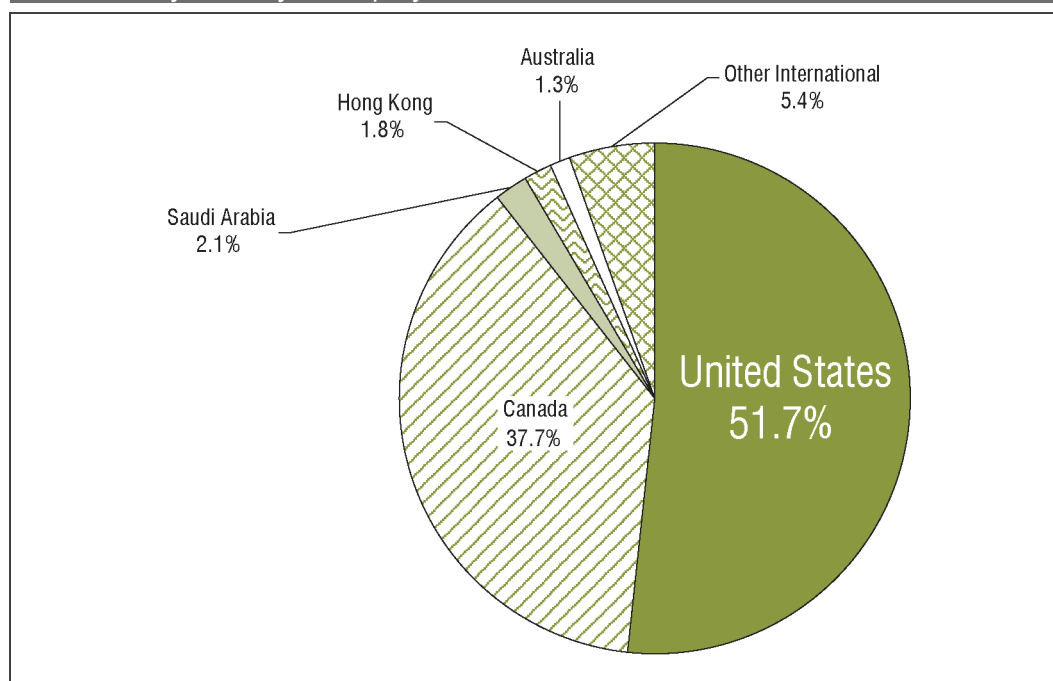
Overall, the provinces of British Columbia, Alberta and Ontario figure prominently as destinations for migrating nurses from across the country. In contrast, the Yukon (1.1%) and Newfoundland and Labrador (1.2%) received the least number of migrating nurses.

Working Outside Province/Territory of Registration

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

Figure 15 illustrates the top destinations for RNs who were registered in a Canadian province or territory in 2009 but working either abroad or in another jurisdiction in Canada. Of the 6,257 RNs who were not working in their province/territory of registration, 3,235 (51.7%) were employed in the United States, with an additional 10.6% employed in other locations.

Figure 15: Registered Nurses Working Outside of Jurisdiction of Registration, by Country of Employment, Canada, 2009



Notes

Includes only those who worked outside of their jurisdiction of registration, in 2009 (N = 6,257).

Totals may not sum to 100% due to rounding.

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

Source

Nursing Database, Canadian Institute for Health Information.

Internationally Educated Registered Nurses

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

Table 16: Registered Nursing Workforce, by Location of Graduation in Canada and International, by Jurisdiction and Canada, 2005 to 2009

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./Nun.	Canada
Count														
Canada	2005	5,390	1,409	8,526	7,436	62,268	78,507	10,087	8,209	23,511	23,420	278	865	229,906
	2006	5,411	1,396	8,573	7,579	62,489	78,687	10,169	8,169	23,921	24,297	298	930	231,919
	2007	5,481	1,404	8,631	7,613	63,425	79,521	10,103	8,341	24,628	25,247	296	946	235,636
	2008	5,630	1,447	8,650	7,641	63,943	81,315	10,187	8,482	25,698	25,051	304	1,112	239,460
	2009	5,733	1,378	8,694	7,748	64,371	82,697	10,419	8,639	26,374	25,731	336	934	243,054
International	2005	103	32	207	90	1,559	10,684	724	239	1,167	4,258	24	90	19,177
	2006	96	30	217	100	1,525	11,231	733	224	1,190	4,414	26	101	19,887
	2007	91	29	212	107	1,528	11,320	722	240	1,259	4,686	25	100	20,319
	2008	85	29	221	115	1,586	11,430	715	247	2,726	4,695	25	106	21,980
	2009	91	26	235	117	1,683	10,850	734	180	2,924	5,066	30	87	22,023
Annual Percentage Change														
Canada	2005	—	—	—	—	—	—	—	—	—	—	—	—	—
	2006	0.4%	-0.9%	0.6%	1.9%	0.4%	0.2%	0.8%	-0.5%	1.7%	3.7%	7.2%	7.5%	0.9%
	2007	1.3%	0.6%	0.7%	0.4%	1.5%	1.1%	-0.6%	2.1%	3.0%	3.9%	-0.7%	1.7%	1.6%
	2008	2.7%	3.1%	0.2%	0.4%	0.8%	2.3%	0.8%	1.7%	4.3%	-0.8%	2.7%	17.5%	1.6%
	2009	1.8%	-4.8%	0.5%	1.4%	0.7%	1.7%	2.3%	1.9%	2.6%	2.7%	10.5%	-16.0%	1.5%
International	2005	—	—	—	—	—	—	—	—	—	—	—	—	—
	2006	-6.8%	-6.3%	4.8%	11.1%	-2.2%	5.1%	1.2%	-6.3%	2.0%	3.7%	8.3%	12.2%	3.7%
	2007	-5.2%	-3.3%	-2.3%	7.0%	0.2%	0.8%	-1.5%	7.1%	5.8%	6.2%	-3.8%	-1.0%	2.2%
	2008	-6.6%	0.0%	4.2%	7.5%	3.8%	1.0%	-1.0%	2.9%	116.5%	0.2%	0.0%	6.0%	8.2%
	2009	7.1%	-10.3%	6.3%	1.7%	6.1%	-5.1%	2.7%	-27.1%	7.3%	7.9%	20.0%	-17.9%	0.2%
Percentage Distribution														
Canada	2005	98.1%	97.8%	97.6%	98.8%	97.6%	88.0%	93.3%	97.2%	95.3%	84.6%	92.1%	90.6%	92.3%
	2006	98.3%	97.9%	97.5%	98.7%	97.6%	87.5%	93.3%	97.3%	95.3%	84.6%	92.0%	90.2%	92.1%
	2007	98.4%	98.0%	97.6%	98.6%	97.6%	87.5%	93.3%	97.2%	95.1%	84.3%	92.2%	90.4%	92.1%
	2008	98.5%	98.0%	97.5%	98.5%	97.6%	87.7%	93.4%	97.2%	90.4%	84.2%	92.4%	91.3%	91.6%
	2009	98.4%	98.1%	97.4%	98.5%	97.5%	88.4%	93.4%	98.0%	90.0%	83.6%	91.8%	91.5%	91.7%
International	2005	1.9%	2.2%	2.4%	1.2%	2.4%	12.0%	6.7%	2.8%	4.7%	15.4%	7.9%	9.4%	7.7%
	2006	1.7%	2.1%	2.5%	1.3%	2.4%	12.5%	6.7%	2.7%	4.7%	15.4%	8.0%	9.8%	7.9%
	2007	1.6%	2.0%	2.4%	1.4%	2.4%	12.5%	6.7%	2.8%	4.9%	15.7%	7.8%	9.6%	7.9%
	2008	1.5%	2.0%	2.5%	1.5%	2.4%	12.3%	6.6%	2.8%	9.6%	15.8%	7.6%	8.7%	8.4%
	2009	1.6%	1.9%	2.6%	1.5%	2.5%	11.6%	6.6%	2.0%	10.0%	16.4%	8.2%	8.5%	8.3%

Notes

— Data is not applicable or does not exist.

Non-response for Location of Graduation (% of RN workforce): 2005, n = 2,159 (0.9%); 2006, n = 2,013 (0.8%); 2007, n = 2,006 (0.8%); 2008, n = 449 (0.2%); 2009, n = 1,264 (0.5%).

Totals may not sum to 100% due to rounding.

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

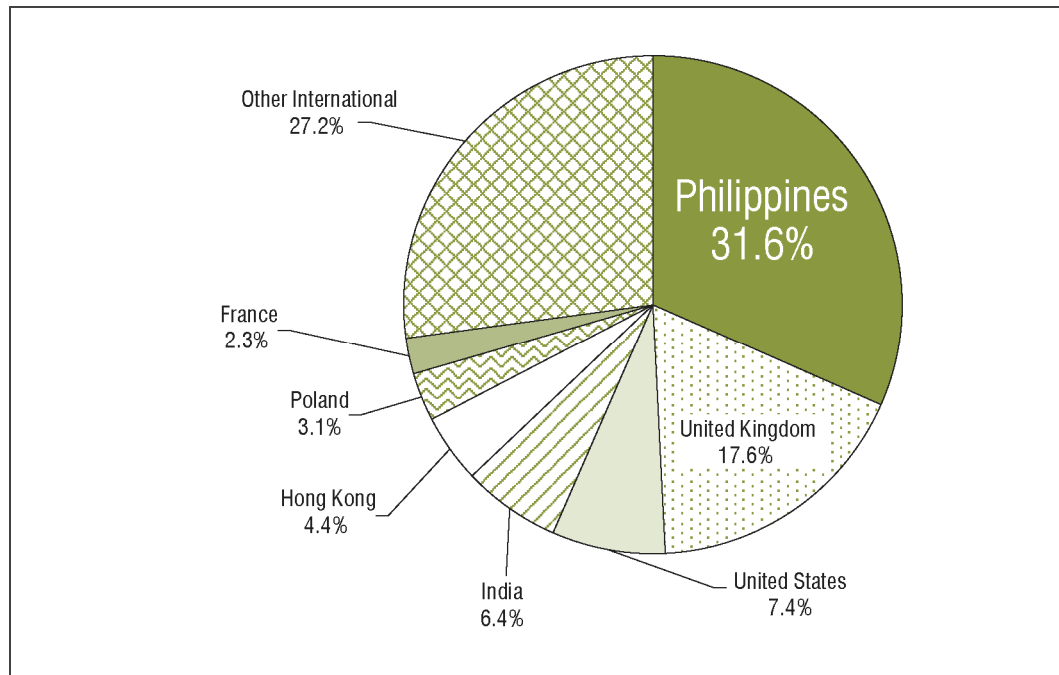
Source

Nursing Database, Canadian Institute for Health Information.

Of the RNs employed in Canada who reported their location of graduation in 2009, 91.7% (243,054) graduated from a nursing program in Canada and 8.3% (22,023) graduated from an international nursing program.

Table 16 shows that the RN workforces of British Columbia (16.4%), Ontario (11.6%) and Alberta (10.0%) had the highest concentrations of internationally educated RNs in 2009. In contrast, only 1.5% of the RN workforce in New Brunswick, as well as 1.6% in Newfoundland and Labrador, graduated from an international nursing school.

Figure 16: Internationally Educated Registered Nurses in the Workforce, by Country of Graduation, 2009



Notes

Includes only RNs who were educated outside of Canada, in 2009 (N = 22,023).

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology. See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source

Nursing Database, Canadian Institute for Health Information.

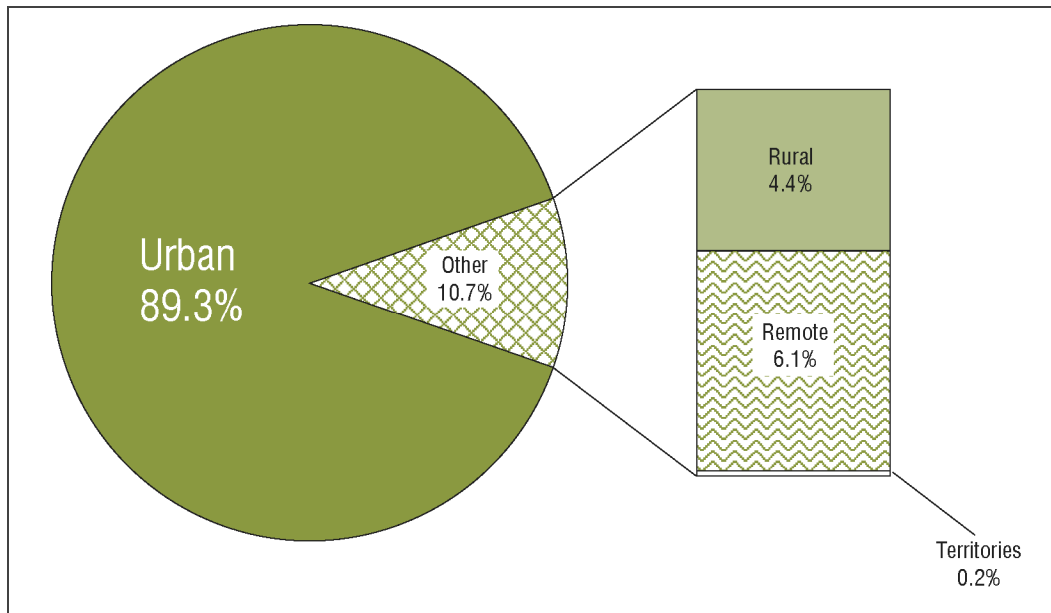
For the 22,023 RNs in Canada who graduated from an international nursing program in 2009, the seven most frequently identified countries of graduation are identified in Figure 16. Almost half of all international graduates attended nursing programs in the Philippines or the United Kingdom. Graduates from the United States comprised 7.4% of all internationally educated graduates in the RN workforce.

Urban/Rural Distribution of the Workforce

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

To determine if RNs were practising in a rural or an urban setting, a postal code analysis was performed. In most cases, the postal code used was that of the workplace; however, where the postal code of the workplace was not submitted to CIHI, the postal code of residence was used.ⁱⁱ Figures 17 and 18 illustrate the urban/rural/remote/territories distribution of the RN workforce in Canada in 2009. In 2009, 89.3% of the RN workforce worked in urban areas of Canada, ranging from highs of 94.1% in British Columbia and in Ontario to lows of 57.5% in the Northwest Territories/Nunavut and 67.8% in Newfoundland and Labrador.

Figure 17: Registered Nursing Workforce, by Urban/Rural/Remote/Territories Designation, Canada, 2009



Notes

Totals may not sum to 100% due to rounding.

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

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

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

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

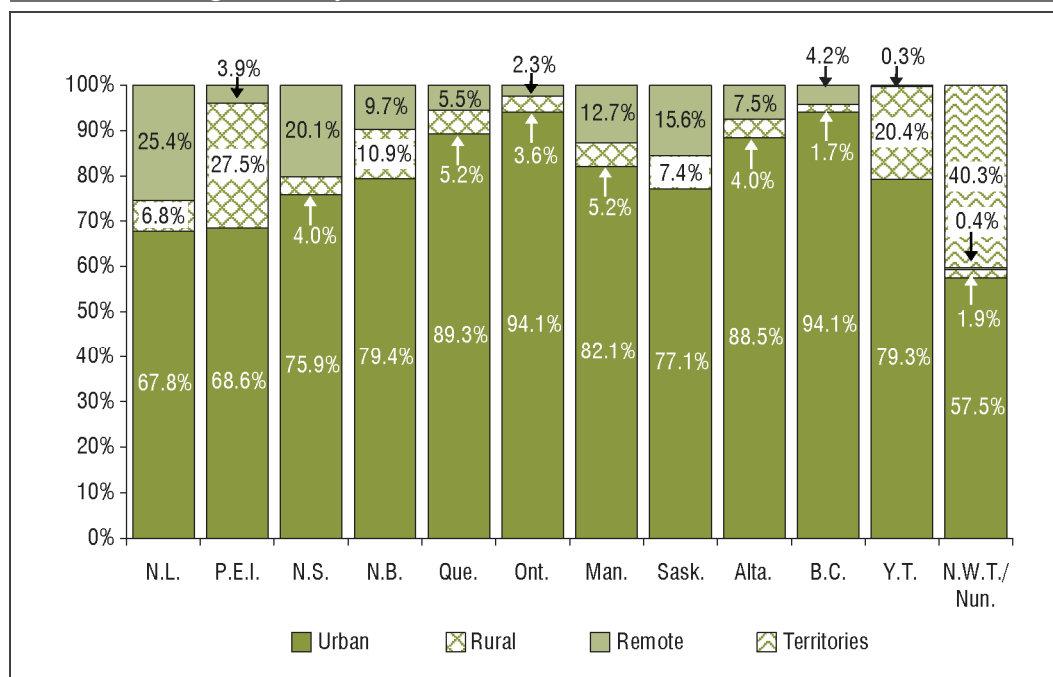
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source

Nursing Database, Canadian Institute for Health Information.

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

Figure 18: Registered Nursing Workforce, by Urban/Rural/Remote/Territories Designation, by Jurisdiction, 2009



Notes

Totals may not sum to 100% due to rounding.

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

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

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

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

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

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

Postal code analysis for the Manitoba RN workforce was provided by the College of Registered Psychiatric Nurses of Manitoba.

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

Source

Nursing Database, Canadian Institute for Health Information.

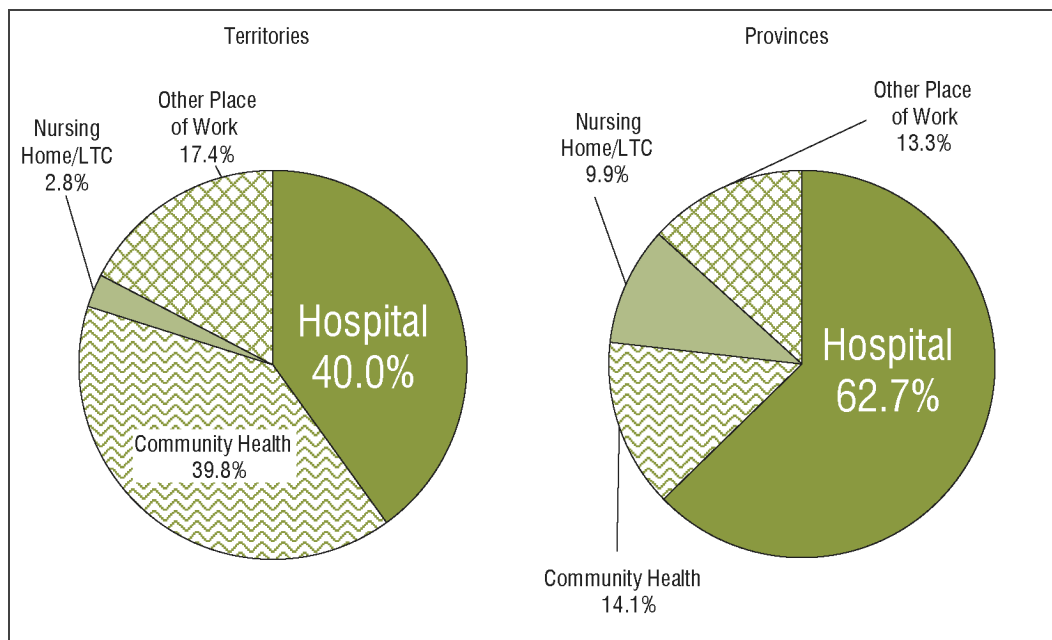
Registered Nurses in the Territories: Characteristics of the Northern Workforce

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

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

Figure 19 shows that the majority of RNs working in the territories worked in hospitals (40.0%). Notably, 39.8% of RNs in the territories were employed in community health centres, home care agencies or nursing stations (outpost or clinic) and public health departments/units. In contrast, 14.1% of RNs employed in the provinces worked in these types of facilities.

Figure 19: Registered Nursing Workforce, by Place of Work, by Provincial or Territorial Level, Canada, 2009



Notes

Non-response for Place of Work (% of RN workforce): n = 8,942 (3.4%).

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

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

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

Other Place of Work includes data from *business/industry/occupational health office, private nursing agency/private duty, self-employed, physician's office/family practice unit, educational institution, association/government and other*. Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology. See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source

Nursing Database, Canadian Institute for Health Information.

In 2009, 37.7% of the RN workforce in the Northwest Territories and Nunavut and 46.6% of the Yukon RN workforce were employed in the hospital sector. The community health sector accounted for 41.5% of the RN workforce in the Northwest Territories and Nunavut and 35.3% of the Yukon RN workforce.

Among RNs employed in the territories, the three most frequently identified areas of responsibility were community health (26.9%), medicine/surgery (9.9%) and emergency care (8.5%). RNs employed in the provinces most frequently identified medicine/surgery (17.0%), geriatric/long-term care (9.8%) and other patient care (9.2%) as their area of responsibility. More than 70% of RNs in both the territories (76.5%) and the provinces (77.9%) identified their position as staff nurse/community health nurse.

Internationally educated RNs comprised a similar percentage of the territorial workforce (8.4%) as the provincial workforce (8.3%).

Among the Canadian-trained RN workforce, Ontario graduates comprised more than one-quarter (25.4%) of the workforce in the northern territories, while Alberta graduates comprised 13.6% and British Columbia graduates comprised 11.2%. With only one RN education program in the territories, graduates from the north accounted for only 8.5% of Canadian-trained RNs in the territorial workforce.

Nurse Practitioner Employment Trends: Is the Workforce Changing?

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

Table 17: Year of Implementation of Nurse Practitioner Legislation, by Jurisdiction

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

Notes

RP: regulation pending.

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

Table 18 illustrates the supply trends of all NPs between 2005 and 2009. The total number of NPs employed in nursing in Canada was 1,990 in 2009, representing an increase of 22.4% since 2008, but representing only 0.7% of the total RN workforce. The years between 2005 and 2009 saw a doubling of the NP workforce in Canada. The percentage change must be interpreted with caution as the number of NPs is small.

Table 18: Nurse Practitioner Workforce, by Employment Status, Canada, 2005 to 2009

	Employed in Nursing					Not Employed in Nursing			Grand Total
	Regular Basis, Full Time	Regular Basis, Part Time	Casual Basis	Regular Basis, Status Unknown	Subtotal	Employed in Other Than Nursing or Not Employed	Not Stated	Subtotal	
Count									
2005	720	168	31	24	943	24	9	33	976
2006	858	198	47	26	1,129	24	9	33	1,162
2007	964	273	62	45	1,344	42	7	49	1,393
2008	1,275	267	75	9	1,626	28	15	43	1,669
2009	1,599	298	93	0	1,990	44	14	58	2,048
Annual Percentage Change									
2005	–	–	–	–	–	–	–	–	–
2006	19.2%	17.9%	51.6%	8.3%	19.7%	0.0%	0.0%	0.0%	19.1%
2007	12.4%	37.9%	31.9%	73.1%	19.0%	75.0%	-22.2%	48.5%	19.9%
2008	32.3%	-2.2%	21.0%	-80.0%	21.0%	-33.3%	114.3%	-12.2%	19.8%
2009	25.4%	11.6%	24.0%	-100.0%	22.4%	57.1%	-6.7%	34.9%	22.7%
Percentage Distribution									
2005	73.8%	17.2%	3.2%	2.5%	96.6%	2.5%	0.9%	3.4%	100.0%
2006	73.8%	17.0%	4.0%	2.2%	97.2%	2.1%	0.8%	2.8%	100.0%
2007	69.2%	19.6%	4.5%	3.2%	96.5%	3.0%	0.5%	3.5%	100.0%
2008	76.4%	16.0%	4.5%	0.5%	97.4%	1.7%	0.9%	2.6%	100.0%
2009	78.1%	14.6%	4.5%	0.0%	97.2%	2.1%	0.7%	2.8%	100.0%

Notes

– Data is not applicable or does not exist.

Number of jurisdictions submitting NP data: 9 in 2005; 10 in 2006; 11 in 2007, 2008 and 2009. Therefore, caution is warranted in interpreting annual percentage change values secondary to variability of number of jurisdictions submitting NP data.

Totals may not sum to 100% due to rounding.

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

Source

Nursing Database, Canadian Institute for Health Information.

NPs employed in nursing but reported as *employed—status unknown* are those who reported a workplace but failed to indicate their status (full time, part time or casual). Accordingly, they are included in the workforce but are excluded from some analyses in the report, as indicated in table footnotes. The number of NPs reported as *employed—status unknown* decreased every year since 2005.

The majority of NPs working in nursing were employed on a regular basis in full-time positions; this number steadily increased from 2005 to 2009. In 2009, 1,599 (80.4%) NPs were working in regular full-time positions.

Table 19: Nurse Practitioner Workforce, by Jurisdiction and Canada, 2005 to 2009

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
Count													
2005	66	—	37	19	—	590	*	74	130	*	—	19	943
2006	89	—	61	24	17	639	*	88	156	3†	—	16	1,129
2007	96	*	72	29	17	731	3†	97	176	50	—	42	1,344
2008	99	*	80	49	29	872	4†	98	210	88	—	52	1,626
2009	94	*	85	55	38	1,124	6†	111	251	119	—	46	1,990
Annual Percentage Change													
2005	—	—	—	—	—	—	—	—	—	—	—	—	—
2006	34.8%	—	64.9%	26.3%	—	8.3%	†	18.9%	20.0%	†	—	-15.8%	19.7%
2007	7.9%	—	18.0%	20.8%	0.0%	14.4%	†	10.2%	12.8%	†	—	162.5%	19.0%
2008	3.1%	†	11.1%	69.0%	70.6%	19.3%	†	1.0%	19.3%	76.0%	—	23.8%	21.0%
2009	-5.1%	†	6.3%	12.2%	31.0%	28.9%	†	13.3%	19.5%	35.2%	—	-11.5%	22.4%
Percentage Distribution													
2005	7.0%	—	3.9%	2.0%	—	62.6%	†	7.8%	13.8%	†	—	2.0%	100.0%
2006	7.9%	—	5.4%	2.1%	1.5%	56.6%	†	7.8%	13.8%	†	—	1.4%	100.0%
2007	7.1%	†	5.4%	2.2%	1.3%	54.4%	†	7.2%	13.1%	3.7%	—	3.1%	100.0%
2008	6.1%	†	4.9%	3.0%	1.8%	53.6%	†	6.0%	12.9%	5.4%	—	3.2%	100.0%
2009	4.7%	†	4.3%	2.8%	1.9%	56.5%	†	5.6%	12.6%	6.0%	—	2.3%	100.0%

Notes

— Data is not applicable or does not exist.

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

† Digit suppressed to ensure confidentiality.

Number of jurisdictions submitting NP data: 9 in 2005; 10 in 2006; 11 in 2007, 2008 and 2009. Therefore, caution is warranted in interpreting annual percentage change values secondary to variability of number of jurisdictions submitting NP data.

Totals may not sum to 100% due to rounding.

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

Source

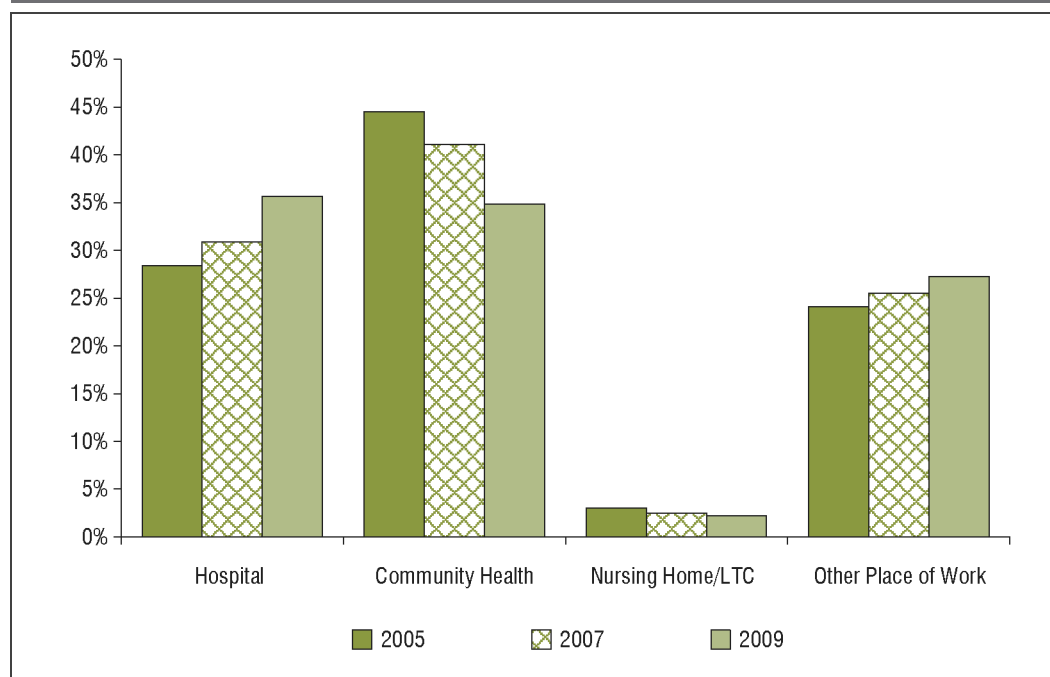
Nursing Database, Canadian Institute for Health Information.

As Table 19 shows, the size of the NP workforce varies substantially by jurisdiction. This variability is likely due to the timing of the implementation of NP legislation in each Canadian jurisdiction. As of 2009, the Yukon did not have legislation regulating nurse practitioners.

Place of Work

Figure 20 shows that, while the proportion of NPs employed in the community health sector has decreased, the proportion in the hospital sector has increased.

Figure 20: Nurse Practitioner Workforce, by Place of Work, Canada, 2005, 2007 and 2009



Notes

Number of jurisdictions submitting NP data: 9 in 2005; 11 in 2007 and 2009.

Non-response for Place of Work (% of NP workforce): 2005, n = 38 (4.0%); 2007, n = 48 (3.6%); 2009, n = 80 (4.0%).

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

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

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

Other Place of Work includes data from *business/industry/occupational health office, private nursing agency/private duty, self-employed, physician's office/family practice unit, educational institution, association/government and other*. See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source

Nursing Database, Canadian Institute for Health Information.

Area of Responsibility

The highest proportion of NPs, 48.0%, reported their area of responsibility as *other patient care* in 2009.

Table 20: Nurse Practitioner Workforce, by Area of Responsibility, Canada, 2009

	Count	Percentage
Direct Care		
Medical/Surgical	137	7.1%
Community Health	137	7.1%
Geriatric/Long-Term Care	93	4.8%
Ambulatory Care	89	4.6%
Emergency Room	87	4.5%
Pediatric	86	4.4%
Nursing in Several Clinical Areas	74	3.8%
Critical Care (Burn)	57	2.9%
Public Health	32	1.6%
Psychiatric/Mental Health	21	1.1%
Maternal/Newborn	21	1.1%
Oncology	19	1.0%
Occupational Health	15	0.8%
Rehabilitation	†	†
Home Care	7	0.4%
Operating Room	*	†
Telehealth	*	†
Other Patient Care	932	48.0%
Total Direct Care	1,817	93.7%
Total Administration	45	2.3%
Total Education	71	3.7%
Total Research	7	0.4%
Total	1,940	100.0%

Notes

– Data is not applicable or does not exist.

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

† Digit suppressed to ensure confidentiality.

Number of jurisdictions licensing NPs: 11 in 2009.

Non-response for Area of Responsibility (% of all NPs): n = 50 (2.5%).

Totals may not sum to 100% due to rounding.

Direct Care includes data from *medical/surgical, psychiatric/mental health, pediatric, maternal/newborn, geriatric/long-term care, critical care, community health, ambulatory care, home care, occupational health, operating room, emergency room, nursing in several clinical areas, oncology, rehabilitation, public health, telehealth* and *other patient care*.

Administration includes data from *nursing services, nursing education* and *other administration*.

Education includes data from *teaching students, teaching employees, teaching patients/clients* and *other education*.

Research includes data from *nursing research* and *other research*.

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

Source

Nursing Database, Canadian Institute for Health Information.

Nurse Practitioner Demographic Trends: Sex Composition

Almost all NPs in the Canadian workforce (94.0%) were female in 2009, a proportion that had not changed substantially over five years (see Table 21). This resembles the pattern in the RN workforce as a whole.

Table 21: Nurse Practitioner Workforce, by Sex, Canada, 2005 to 2009

	Female	Male	Total
Count			
2005	887	56	943
2006	1,064	65	1,129
2007	1,267	78	1,345
2008	1,536	90	1,626
2009	1,871	119	1,990
Annual Percentage Change			
2005	–	–	–
2006	20.0%	16.1%	19.7%
2007	19.1%	20.0%	19.1%
2008	21.2%	15.4%	20.9%
2009	21.8%	32.2%	22.4%
Percentage Distribution			
2005	94.1%	5.9%	100.0%
2006	94.2%	5.8%	100.0%
2007	94.2%	5.8%	100.0%
2008	94.5%	5.5%	100.0%
2009	94.0%	6.0%	100.0%

Notes

– Data is not applicable or does not exist.

Number of jurisdictions submitting NP data: 9 in 2005; 10 in 2006; 11 in 2007, 2008 and 2009. Therefore, caution is warranted in interpreting annual percentage change values secondary to variability of number of jurisdictions submitting NP data.

Totals may not sum to 100% due to rounding.

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

Source

Nursing Database, Canadian Institute for Health Information.

Age of the Workforce

In 2009, the average age of NPs was 45.5 (excluding Manitoba) and the majority of jurisdictions had their highest proportion of NPs in the 45-to-49 age group. In Canada as a whole, the top four age groups were 35 to 39 (13.5%), 40 to 44 (18.6%), 45 to 49 (23.2%) and 50 to 54 (16.6%), which accounts for 71.9% of the NP workforce.

Table 22: Nurse Practitioner Workforce, by Age Group, Canada, 2009

Age Groups	Canada
<30	2.0%
30–34	10.6%
35–39	13.5%
40–44	18.6%
45–49	23.2%
50–54	16.6%
55–59	11.5%
60+	4.1%

Notes

Number of jurisdictions submitting NP data: 11 in 2009.

Totals may not sum to 100% due to rounding.

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

Source

Nursing Database, Canadian Institute for Health Information.

Nurse Practitioner Mobility Trends

Of the NPs employed in Canada who reported their location of graduation in 2009, Table 23 shows that 95.9% (1,900), graduated from a nursing program in Canada, and 4.1% (81) graduated from an international nursing program. Since 2005, the proportion of internationally educated nurses in the Canadian NP workforce remained stable at close to 4.0%.

Table 23: Nurse Practitioner Workforce, by Location of Graduation, by Canada and International, 2005 to 2009

	Canada	International	Total
Count			
2005	824	36	860
2006	991	42	1,033
2007	1,189	50	1,239
2008	1,460	66	1,526
2009	1,900	81	1,981
Annual Percentage Change			
2005	–	–	–
2006	20.3%	16.7%	20.1%
2007	20.0%	19.0%	19.9%
2008	22.8%	32.0%	23.2%
2009	30.1%	22.7%	29.8%
Percentage Distribution			
2005	95.8%	4.2%	100.0%
2006	95.9%	4.1%	100.0%
2007	96.0%	4.0%	100.0%
2008	95.7%	4.3%	100.0%
2009	95.9%	4.1%	100.0%

Notes

– Data is not applicable or does not exist.

Saskatchewan NP counts are not included in totals, as Location of Graduation was not provided in 2008.

Number of jurisdictions submitting NP data: 9 in 2005; 10 in 2006; 11 in 2007, 2008 and 2009. Therefore, caution is warranted in interpreting annual percentage change values secondary to variability of number of jurisdictions submitting NP data.

Non-response for Location of Graduation (% of NP workforce): 2005, n = 9 (1.0%); 2006, n = 8 (0.7%); 2007, n = 8 (0.6%); 2008, n = 2 (0.1%); 2009, n = 2 (<0.1%).

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology. See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

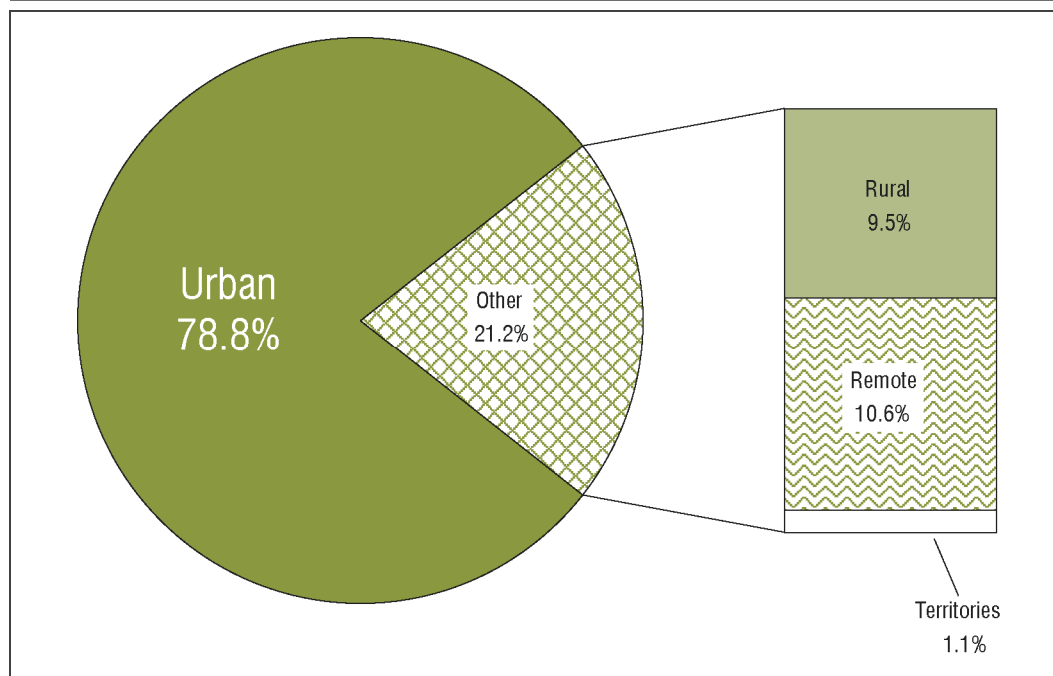
Source

Nursing Database, Canadian Institute for Health Information.

Urban/Rural Distribution of the Nurse Practitioner Workforce

Figure 21 illustrates the urban/rural distribution of the NP workforce in Canada. In 2009, 78.8% of NPs worked in urban Canada, 9.5% worked in rural settings, 10.6% worked in remote settings and 1.1% worked in the territories. The distribution was different for the RN workforce: 89.3% of RNs worked in urban settings, 4.4% worked in rural settings, 6.1% worked in remote settings and 0.2% worked in the territories.

Figure 21: Nurse Practitioner Workforce, by Urban/Rural/Remote/Territories Designation, Canada, 2009



Notes

Number of jurisdictions licensing NPs: 11 in 2009.

Totals may not sum to 100% due to rounding.

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

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

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

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

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

Source

Nursing Database, Canadian Institute for Health Information.



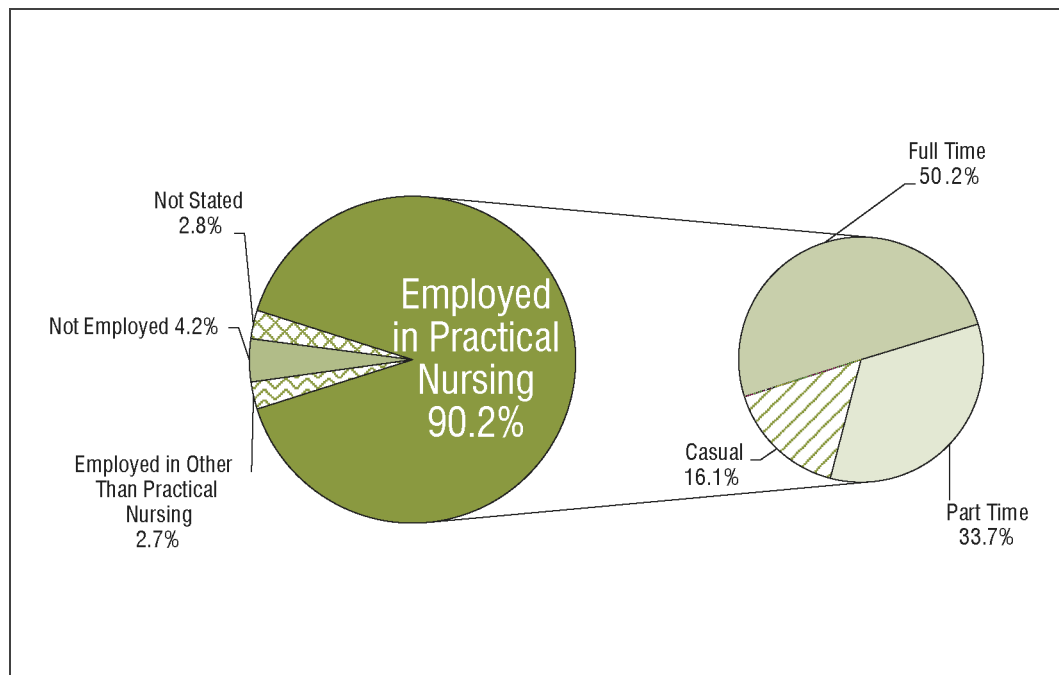
Chapter 2—Regulated Nurses in Canada: Trends of Licensed Practical Nurses

Workforce Trends: How Many Licensed Practical Nurses?

The regulated nursing workforce is of critical importance to the health of Canadians, and thus to health human resource planners. This chapter presents data on licensed practical nurses (LPNs) working in Canada in 2009 and illustrates key trends over the last five years.

The LPN workforce is defined as LPNs employed in practical nursing within Canada. They represented 22.1% of the total regulated nursing workforce in 2009. The Employment Status indicator classifies LPNs as working either in nursing or outside of nursing, or as not working. The indicator further classifies LPNs in the workforce as working in part-time, full-time or casual positions. As shown in Figure 22, the vast majority of LPNs who registered in Canada were in the LPN workforce, and close to half (50.2%) were employed in full-time positions.

Figure 22: Licensed Practical Nurses, by Employment Status, Canada, 2009



Notes

Totals may not sum to 100% due to rounding.

Employed LPNs with *employed—status unknown* are excluded from the percentage distribution of *full time*, *part time* and *casual*.

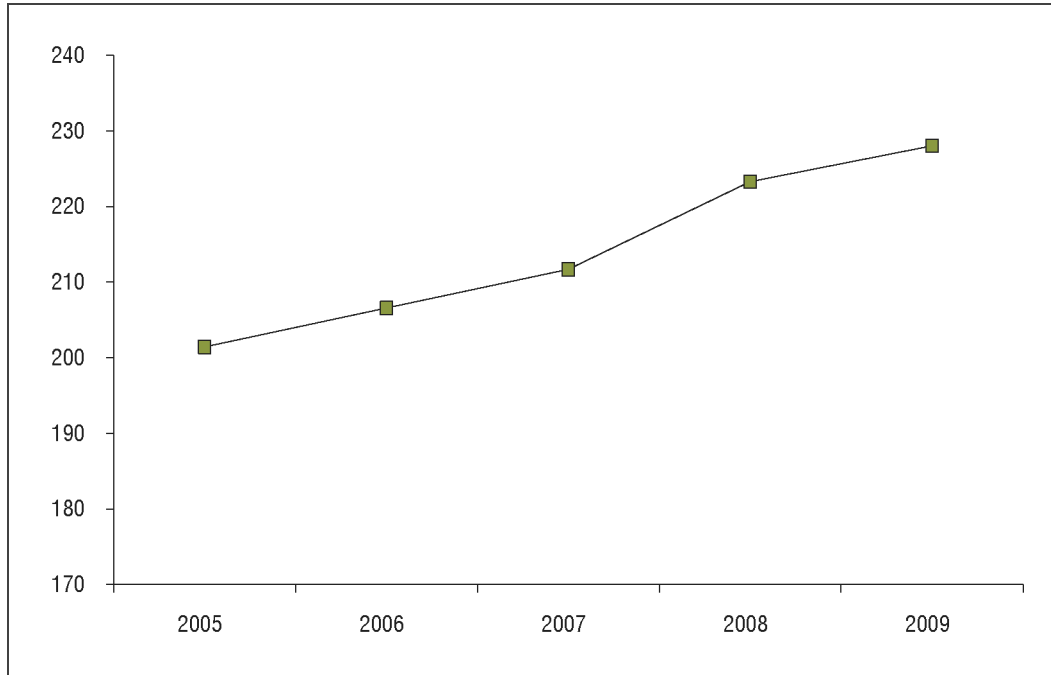
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source

Nursing Database, Canadian Institute for Health Information.

Figure 23 illustrates the growth trend of the LPN workforce per 100,000 population between 2005 and 2009. There were 228 LPNs per 100,000 population in Canada for 2009. Since 2005, the growth of the LPN workforce was consistently higher than the rate of population growth.

Figure 23: Licensed Practical Nursing Workforce per 100,000 Population, Canada, 2005 to 2009



Notes

The population estimates used in this publication are from Statistics Canada, Demography Division, and are based on Canadian Demographic Estimates, 2008–2009, preliminary postcensal (PP) estimates of the population counted on July 1, 2009, Canada, provinces and territories.

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

Source

Nursing Database, Canadian Institute for Health Information.

Employment Trends: Is the Workforce Changing?

Table 24 shows the supply of LPNs in Canada over the period 2005 to 2009. In 2009 there were 85,277 LPNs in Canada, 5.2% more than in 2008, and 17.8% more than in 2005. The number of LPNs employed in nursing increased every year between 2005 and 2009, though the increase was not uniform across the country (see Table 25). Additional information on LPNs by jurisdiction is available in the data tables on the CIHI website.

Table 24: Licensed Practical Nurses, by Employment Status, Canada, 2005 to 2009

Employed in Practical Nursing						Not Employed in Practical Nursing						Grand Total
	Regular Basis, Full Time	Regular Basis, Part Time	Casual Basis	Regular Basis, Status Unknown	Subtotal	Employed in Other Than Practical Nursing		Not Employed		Not Stated	Subtotal	
	A	B	C	D	E = A+B+C+D	Seeking Employment	Not Seeking Employment	Seeking Employment in Practical Nursing	Not Seeking Employment in Practical Nursing	J	K = F+G+H+I+J	
						F	G	H	I			
Count												
2005	30,217	23,395	10,754	587	64,953	229	2,434	1,140	1,606	2,059	7,468	72,421
2006	31,282	23,991	11,485	542	67,300	214	2,216	1,522	1,553	2,163	7,668	74,968
2007	32,909	23,927	12,535	338	69,709	201	2,232	1,402	1,584	2,952	8,371	78,080
2008	36,408	25,751	12,185	36	74,380	221	2,140	1,626	1,429	1,303	6,719	81,099
2009	38,623	25,952	12,356	13	76,944	201	2,097	2,220	1,399	2,416	8,333	85,277
Annual Percentage Change												
2005	-	-	-	-	-	-	-	-	-	-	-	-
2006	3.5%	2.5%	6.8%	-7.7%	3.6%	-6.6%	-9.0%	33.5%	-3.3%	5.1%	2.7%	3.5%
2007	5.2%	-0.3%	9.1%	-37.6%	3.6%	-6.1%	0.7%	-7.9%	2.0%	36.5%	9.2%	4.2%
2008	10.6%	7.6%	-2.8%	-89.3%	6.7%	10.0%	-4.1%	16.0%	-9.8%	-55.9%	-19.7%	3.9%
2009	6.1%	0.8%	1.4%	-63.9%	3.4%	-9.0%	-2.0%	36.5%	-2.1%	85.4%	24.0%	5.2%
Percentage Distribution												
2005	41.7%	32.3%	14.8%	0.8%	89.7%	0.3%	3.4%	1.6%	2.2%	2.8%	10.3%	100.0%
2006	41.7%	32.0%	15.3%	0.7%	89.8%	0.3%	3.0%	2.0%	2.1%	2.9%	10.2%	100.0%
2007	42.1%	30.6%	16.1%	0.4%	89.3%	0.3%	2.9%	1.8%	2.0%	3.8%	10.7%	100.0%
2008	44.9%	31.8%	15.0%	0.0%	91.7%	0.3%	2.6%	2.0%	1.8%	1.6%	8.3%	100.0%
2009	45.3%	30.4%	14.5%	0.0%	90.2%	0.2%	2.5%	2.6%	1.6%	2.8%	9.8%	100.0%

Notes

— Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

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

Source

Nursing Database, Canadian Institute for Health Information.

LPNs employed in nursing but reported as *employed—status unknown* are those who reported employment data but who failed to indicate their status as full time, part time or casual. Accordingly, they are included in the workforce but are excluded from some analyses in the report, as indicated in table footnotes.

Table 25: Licensed Practical Nursing Workforce, by Jurisdiction and Canada, 2005 to 2009

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
Count													
2005	2,698	606	3,127	2,633	16,293	24,458	2,590	2,194	5,313	4,884	56	101	64,953
2006	2,639	599	3,174	2,646	17,104	25,084	2,652	2,224	5,614	5,412	60	92	67,300
2007	2,598	623	3,160	2,734	17,492	26,126	2,671	2,381	5,986	5,791	59	88	69,709
2008	2,530	631	3,250	2,731	19,581	27,435	2,615	2,514	6,232	6,705	62	94	74,380
2009	2,521	665	3,357	2,729	19,184	28,804	2,651	2,629	6,669	7,577	64	94	76,944
Annual Percentage Change													
2005	—	—	—	—	—	—	—	—	—	—	—	—	—
2006	-2.2%	-1.2%	1.5%	0.5%	5.0%	2.6%	2.4%	1.4%	5.7%	10.8%	7.1%	-8.9%	3.6%
2007	-1.6%	4.0%	-0.4%	3.3%	2.3%	4.2%	0.7%	7.1%	6.6%	7.0%	-1.7%	-4.3%	3.6%
2008	-2.6%	1.3%	2.8%	-0.1%	11.9%	5.0%	-2.1%	5.6%	4.1%	15.8%	5.1%	6.8%	6.7%
2009	-0.4%	5.4%	3.3%	-0.1%	-2.0%	5.0%	1.4%	4.6%	7.0%	13.0%	3.2%	0.0%	3.4%
Percentage Distribution													
2005	4.2%	0.9%	4.8%	4.1%	25.1%	37.7%	4.0%	3.4%	8.2%	7.5%	0.1%	0.2%	100.0%
2006	3.9%	0.9%	4.7%	3.9%	25.4%	37.3%	3.9%	3.3%	8.3%	8.0%	0.1%	0.1%	100.0%
2007	3.7%	0.9%	4.5%	3.9%	25.1%	37.5%	3.8%	3.4%	8.6%	8.3%	0.1%	0.1%	100.0%
2008	3.4%	0.8%	4.4%	3.7%	26.3%	36.9%	3.5%	3.4%	8.4%	9.0%	0.1%	0.1%	100.0%
2009	3.3%	0.9%	4.4%	3.5%	24.9%	37.4%	3.4%	3.4%	8.7%	9.8%	0.1%	0.1%	100.0%

Notes

— Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

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

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

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

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

Source

Nursing Database, Canadian Institute for Health Information.

Licensed Practical Nurses Not Employed in Nursing

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

Table 26 shows that the largest proportion of LPNs who were seeking employment were younger than 30. The majority of LPNs not employed in nursing and not seeking employment between 2005 and 2009 were age 50 to 59.

Table 26: Licensed Practical Nurses Not Employed in Nursing, by Employment Status, by Age Group, Canada, 2005 to 2009

		<30	30–39	40–49	50–59	60+	Canada
Count							
Employed (Not in Nursing) but Seeking Nursing Employment	2005	368	297	326	304	74	1,369
	2006	477	398	410	341	110	1,736
	2007	424	353	369	316	140	1,602
	2008	502	435	417	340	153	1,847
	2009	755	651	483	373	159	2,421
Employed (Not in Nursing) but Not Seeking Nursing Employment	2005	142	630	1,238	1,561	469	4,040
	2006	132	557	1,087	1,466	527	3,769
	2007	166	577	1,026	1,432	614	3,815
	2008	133	473	918	1,395	650	3,569
	2009	127	445	806	1,365	753	3,496
Annual Percentage Change							
Employed (Not in Nursing) but Seeking Nursing Employment	2005	–	–	–	–	–	–
	2006	29.6%	34.0%	25.8%	12.2%	48.6%	26.8%
	2007	-11.1%	-11.3%	-10.0%	-7.3%	27.3%	-7.7%
	2008	18.4%	23.2%	13.0%	7.6%	9.3%	15.3%
	2009	50.4%	49.7%	15.8%	9.7%	3.9%	31.1%
Employed (Not in Nursing) but Not Seeking Nursing Employment	2005	–	–	–	–	–	–
	2006	-7.0%	-11.6%	-12.2%	-6.1%	12.4%	-6.7%
	2007	25.8%	3.6%	-5.6%	-2.3%	16.5%	1.2%
	2008	-19.9%	-18.0%	-10.5%	-2.6%	5.9%	-6.4%
	2009	-4.5%	-5.9%	-12.2%	-2.2%	15.8%	-2.0%
Percentage Distribution							
Employed (Not in Nursing) but Seeking Nursing Employment	2005	26.9%	21.7%	23.8%	22.2%	5.4%	100.0%
	2006	27.5%	22.9%	23.6%	19.6%	6.3%	100.0%
	2007	26.5%	22.0%	23.0%	19.7%	8.7%	100.0%
	2008	27.2%	23.6%	22.6%	18.4%	8.3%	100.0%
	2009	31.2%	26.9%	20.0%	15.4%	6.6%	100.0%
Employed (Not in Nursing) but Not Seeking Nursing Employment	2005	3.5%	15.6%	30.6%	38.6%	11.6%	100.0%
	2006	3.5%	14.8%	28.8%	38.9%	14.0%	100.0%
	2007	4.4%	15.1%	26.9%	37.5%	16.1%	100.0%
	2008	3.7%	13.3%	25.7%	39.1%	18.2%	100.0%
	2009	3.6%	12.7%	23.1%	39.0%	21.5%	100.0%

Notes

– Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

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

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

Source

Nursing Database, Canadian Institute for Health Information.

Employment Status

The majority of LPNs employed in nursing were employed on a regular basis in full-time positions, with 38,623 (50.2%) of the workforce working in full-time positions in 2009.

Table 27: Licensed Practical Nursing Workforce, by Employment Status, by Jurisdiction and Canada, 2005 to 2009

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
Count														
Employed, Full Time	2005	1,508	250	1,544	1,306	5,992	13,448	863	1,043	2,093	2,052	39	79	30,217
	2006	1,434	253	1,587	1,274	6,187	13,765	867	1,015	2,244	2,542	40	74	31,282
	2007	1,466	272	1,602	1,368	6,493	14,357	873	1,178	2,454	2,737	37	72	32,909
	2008	1,489	285	1,676	1,366	7,860	15,451	908	1,365	2,696	3,192	40	80	36,408
	2009	1,633	261	1,780	1,462	7,556	16,873	936	1,471	3,030	3,492	48	81	38,623
Employed, Part Time	2005	181	236	716	785	7,181	8,748	1,393	441	2,450	1,252	7	5	23,395
	2006	170	229	786	795	7,470	9,027	1,414	750	2,568	768	8	6	23,991
	2007	152	232	852	817	7,627	9,391	1,438	622	2,67 [†]	112	8	*	23,927
	2008	150	238	869	855	9,079	9,627	1,432	707	2,703	75	11	5	25,751
	2009	125	249	1,024	852	8,958	9,577	1,450	761	2,720	222	9	5	25,952
Employed, Casual	2005	1,009	120	863	542	2,768	2,262	257	668	770	1,468	10	17	10,754
	2006	1,032	117	798	575	3,045	2,292	285	456	802	2,060	12	11	11,485
	2007	979	119	696	548	3,372	2,378	274	427	85 [†]	2,857	14	1 [†]	12,535
	2008	891	108	703	510	2,642	2,357	275	433	833	3,413	11	9	12,185
	2009	763	155	551	415	2,670	2,354	265	396	919	3,853	7	8	12,356
Employed, Status Unknown	2005	—	—	4	—	352	—	77	42	—	112	—	—	587
	2006	3	—	3	2	402	—	86	3	—	42	—	1	542
	2007	1	—	10	1	—	—	86	154	—	85	—	1	338
	2008	—	—	2	—	—	—	—	9	—	25	—	—	36
	2009	—	—	2	—	—	—	—	1	—	10	—	—	13
Annual Percentage Change														
Employed, Full Time	2005	—	—	—	—	—	—	—	—	—	—	—	—	—
	2006	-4.9%	1.2%	2.8%	-2.5%	3.3%	2.4%	0.5%	-2.7%	7.2%	23.9%	2.6%	-6.3%	3.5%
	2007	2.2%	7.5%	0.9%	7.4%	4.9%	4.3%	0.7%	16.1%	9.4%	7.7%	-7.5%	-2.7%	5.2%
	2008	1.6%	4.8%	4.6%	-0.1%	21.1%	7.6%	4.0%	15.9%	9.9%	16.6%	8.1%	11.1%	10.6%
	2009	9.7%	-8.4%	6.2%	7.0%	-3.9%	9.2%	3.1%	7.8%	12.4%	9.4%	20.0%	1.3%	6.1%

(continued)

Table 27: Licensed Practical Nursing Workforce, by Employment Status, by Jurisdiction and Canada, 2005 to 2009 (cont'd)

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
Employed, Part Time	2005	—	—	—	—	—	—	—	—	—	—	—	—	—
	2006	-6.1%	-3.0%	9.8%	1.3%	4.0%	3.2%	1.5%	70.1%	4.8%	-38.7%	14.3%	20.0%	2.5%
	2007	-10.6%	1.3%	8.4%	2.8%	2.1%	4.0%	1.7%	-17.1%	†	-85.4%	0.0%	†	-0.3%
	2008	-1.3%	2.6%	2.0%	4.7%	19.0%	2.5%	-0.4%	13.7%	†	-33.0%	37.5%	†	7.6%
	2009	-16.7%	4.6%	17.8%	-0.4%	-1.3%	-0.5%	1.3%	7.6%	0.6%	196.0%	-18.2%	0.0%	0.8%
Employed, Casual	2005	—	—	—	—	—	—	—	—	—	—	—	—	—
	2006	2.3%	-2.5%	-7.5%	6.1%	10.0%	1.3%	10.9%	-31.7%	4.2%	40.3%	20.0%	-35.3%	6.8%
	2007	-5.1%	1.7%	-12.8%	-4.7%	10.7%	3.8%	-3.9%	-6.4%	†	38.7%	16.7%	†	9.1%
	2008	-9.0%	-9.2%	1.0%	-6.9%	-21.6%	-0.9%	0.4%	1.4%	†	19.5%	-21.4%	†	-2.8%
	2009	-14.4%	43.5%	-21.6%	-18.6%	1.1%	-0.1%	-3.6%	-8.5%	10.3%	12.9%	-36.4%	-11.1%	1.4%
Percentage Distribution														
Employed, Full Time	2005	55.9%	41.3%	49.4%	49.6%	37.6%	55.0%	34.3%	48.5%	39.4%	43.0%	69.6%	78.2%	46.9%
	2006	54.4%	42.2%	50.0%	48.2%	37.0%	54.9%	33.8%	45.7%	40.0%	47.3%	66.7%	81.3%	46.9%
	2007	56.4%	43.7%	50.9%	50.1%	37.1%	55.0%	33.8%	52.9%	41.0%	48.0%	62.7%	82.8%	47.4%
	2008	58.9%	45.2%	51.6%	50.0%	40.1%	56.3%	34.7%	54.5%	43.3%	47.8%	64.5%	85.1%	49.0%
	2009	64.8%	39.2%	53.1%	53.6%	39.4%	58.6%	35.3%	56.0%	45.4%	46.1%	75.0%	86.2%	50.2%
Employed, Part Time	2005	6.7%	38.9%	22.9%	29.8%	45.0%	35.8%	55.4%	20.5%	46.1%	26.2%	12.5%	5.0%	36.3%
	2006	6.4%	38.2%	24.8%	30.1%	44.7%	36.0%	55.1%	33.8%	45.7%	14.3%	13.3%	6.6%	35.9%
	2007	5.9%	37.2%	27.0%	29.9%	43.6%	35.9%	55.6%	27.9%	†	2.0%	13.6%	†	34.5%
	2008	5.9%	37.7%	26.8%	31.3%	46.4%	35.1%	54.8%	28.2%	43.4%	1.1%	17.7%	5.3%	34.6%
	2009	5.0%	37.4%	30.5%	31.2%	46.7%	33.2%	54.7%	29.0%	40.8%	2.9%	14.1%	5.3%	33.7%
Employed, Casual	2005	37.4%	19.8%	27.6%	20.6%	17.4%	9.2%	10.2%	31.0%	14.5%	30.8%	17.9%	16.8%	16.7%
	2006	39.2%	19.5%	25.2%	21.7%	18.2%	9.1%	11.1%	20.5%	14.3%	38.4%	20.0%	12.1%	17.2%
	2007	37.7%	19.1%	22.1%	20.1%	19.3%	9.1%	10.6%	19.2%	†	50.1%	23.7%	†	18.1%
	2008	35.2%	17.1%	21.6%	18.7%	13.5%	8.6%	10.5%	17.3%	13.4%	51.1%	17.7%	9.6%	16.4%
	2009	30.3%	23.3%	16.4%	15.2%	13.9%	8.2%	10.0%	15.1%	13.8%	50.9%	10.9%	8.5%	16.1%

Notes

— Data is not applicable or does not exist.

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

† Digit suppressed to ensure confidentiality.

Totals may not sum to 100% due to rounding.

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

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

Source

Nursing Database, Canadian Institute for Health Information.

As Table 27 demonstrates, the percentage of the LPN workforce employed on a full-time basis varied across jurisdictions in 2009, from 35.3% in Manitoba and 45.4% in Alberta to 86.2% in the Northwest Territories and 75.0% in the Yukon. The proportion of LPNs in part-time positions ranged from 2.9% in British Columbia and 5.3% in the Northwest Territories to 54.7% in Manitoba and 46.7% in Quebec.

The average age of LPNs was 45.1 for full-time workers, 42.3 for part-time workers and 40.7 for casual workers.

A higher proportion of male LPNs (60.1%) than female LPNs (49.4%) were employed in full-time positions in 2009. Only 25.1% of male LPNs had part-time employment, compared to 34.4% of female LPNs. There were 14.8% of male LPNs and 16.2% of female LPNs employed on a casual basis.

Multiple Employment

It is not uncommon for LPNs to have more than one nursing job, often with multiple employers. In 2009, 17.5% of the LPN workforce who reported on their multiple employment status had more than one employer in nursing. The proportion of nurses with multiple employment who reported working in full-time positions increased over the five-year period from 28.9% in 2005 to 37.8% in 2009. In contrast, as shown in Table 28, both the part-time and casual categories demonstrated decreasing proportions over the same five-year period.

Table 28: Licensed Practical Nurses Employed in Nursing With Multiple Employers, by Employment Status With Primary Employer, Canada, 2005 to 2009

	Employed, Full Time	Employed, Part Time	Employed, Casual	Employed, Status Unknown	Total With Multiple Employers
Count					
2005	2,922	4,389	2,799	164	10,274
2006	3,293	4,534	3,085	140	11,052
2007	3,913	4,760	3,564	64	12,301
2008	4,628	5,116	3,150	5	12,899
2009	5,070	5,072	3,282	2	13,426
Annual Percentage Change					
2005	–	–	–	–	–
2006	12.7%	3.3%	10.2%	–	7.6%
2007	18.8%	5.0%	15.5%	–	11.3%
2008	18.3%	7.5%	-11.6%	–	4.9%
2009	9.6%	-0.9%	4.2%	–	4.1%
Percentage Distribution					
2005	28.9%	43.4%	27.7%	–	100.0%
2006	30.2%	41.6%	28.3%	–	100.0%
2007	32.0%	38.9%	29.1%	–	100.0%
2008	35.9%	39.7%	24.4%	–	100.0%
2009	37.8%	37.8%	24.4%	–	100.0%

Notes

– Data is not applicable or does not exist.

Non-response for Multiple Employment (% of LPN workforce): 2005, n = 249 (0.4%); 2006, n = 175 (0.3%); 2007, n = 159 (0.2%); 2008, n = 1,638 (2.2%); 2009, n = 106 (0.1%).

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

Totals may not sum to 100% due to rounding.

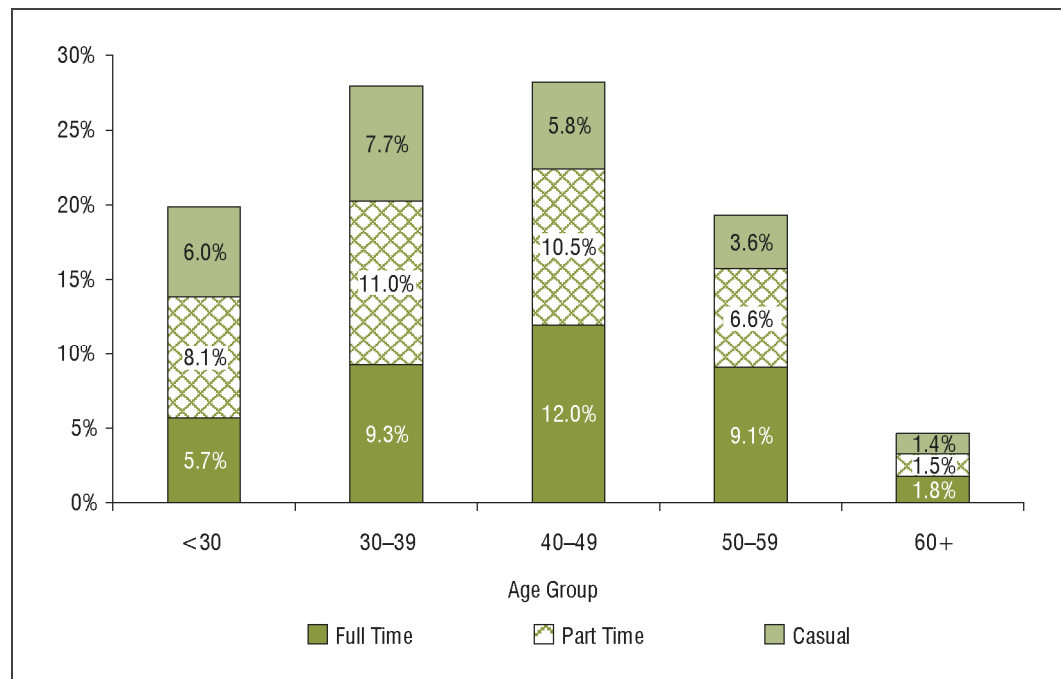
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source

Nursing Database, Canadian Institute for Health Information.

Figure 24 shows the distribution by age group of LPNs working for multiple employers; LPN age groups 30 to 39 and 40 to 49 comprised the largest groups working for multiple employers in 2009. Further breakdown by Employment Status indicates that, in 2009, the highest proportion of nurses working full time for multiple employers was in the 40-to-49 age group.

Figure 24: Licensed Practical Nurses Employed in Nursing With Multiple Employers, by Employment Status, by Age Group, Canada, 2009



Notes

Non-response for Multiple Employment (% of LPN workforce): n = 106 (0.1%)

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

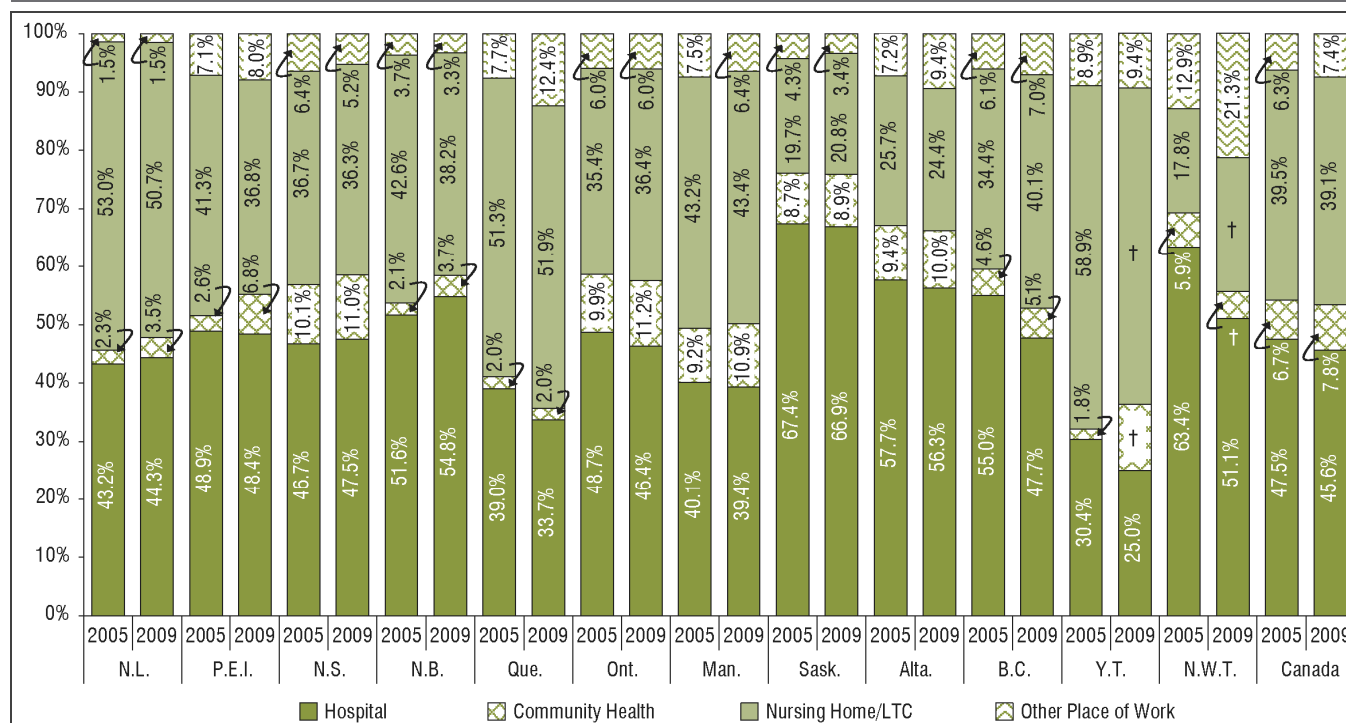
Source

Nursing Database, Canadian Institute for Health Information.

Place of Work

The proportion of LPNs working in the hospital sector decreased between 2005 and 2009, from 47.5% to 45.6%. This was accompanied by an increase of LPNs working in the community health sector (from 6.7% to 7.8%) and in other places of work (from 6.3% to 7.4%).

Figure 25: Licensed Practical Nursing Workforce, by Place of Work, by Jurisdiction and Canada, 2005 and 2009



Notes

† Digit suppressed to ensure confidentiality.

The percentage has been removed for Place of Work *community health* and *nursing home/LTC* in accordance with CIHI privacy policy.

Non-response for Place of Work (% of LPN workforce): 2005, n = 1,512 (2.3%); 2009, n = 5,252 (6.8%).

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

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

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

Other Place of Work includes data from *business/industry/occupational health office, private nursing agency/private duty, self-employed, physician's office/family practice unit, educational institution, association/government and other*. Totals may not sum to 100% due to rounding.

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

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

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

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

Source

Nursing Database, Canadian Institute for Health Information.

In 2009, the average age of LPNs working in the hospital sector was 43.2, compared to the average age of 45.1 for LPNs employed in community health and 43.8 for LPNs in the nursing home/long-term care sector.

Position

In 2009, 70,138 LPNs (92.0%) were employed as staff practical nurses/community health practical nurses in Canada, an increase of 5.5% from 66,451 in 2008, shown in Table 29.

Table 29: Licensed Practical Nursing Workforce, by Position, by Jurisdiction and Canada, 2005 to 2009

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
Count														
Staff Nurse	2005	2,570	555	2,868	2,233	15,454	20,858	2,450	1,996	4,936	4,47 [†]	–	9 [†]	58,496
	2006	2,511	546	2,906	2,344	16,125	21,533	2,498	2,039	5,245	4,99 [†]	–	8 [†]	60,831
	2007	2,460	564	2,864	2,448	16,819	22,892	2,519	2,188	5,560	5,31 [†]	–	8 [†]	63,718
	2008	2,400	565	2,954	2,471	17,448	23,863	2,446	2,260	5,767	6,18 [†]	–	9 [†]	66,451
	2009	2,398	606	3,086	2,448	18,517	25,141	2,468	2,301	6,127	6,959	–	87	70,138
Manager	2005	–	7	67	57	6	504	46	14	55	54	–	–	810
	2006	–	10	69	52	0	548	51	17	49	57	–	–	853
	2007	–	6	75	53	–	568	46	15	68	6 [†]	–	*	895
	2008	–	8	89	52	–	636	42	15	78	86	–	0	1,006
	2009	–	8	85	50	–	663	47	16	95	10 [†]	–	*	1,066
Other Positions	2005	122	43	148	343	603	1,993	94	178	322	34 [†]	–	*	4,199
	2006	120	39	144	250	649	1,887	103	164	320	34 [†]	–	*	4,024
	2007	128	52	157	230	638	2,057	106	176	358	40 [†]	–	*	4,308
	2008	122	56	160	207	345	2,381	127	239	387	43 [†]	–	*	4,456
	2009	120	49	155	231	633	2,458	136	309	447	47 [†]	–	†	5,022
Annual Percentage Change														
Staff Nurse	2005	–	–	–	–	–	–	–	–	–	–	–	–	–
	2006	-2.3%	-1.6%	1.3%	5.0%	4.3%	3.2%	2.0%	2.2%	6.3%	†	–	†	4.0%
	2007	-2.0%	3.3%	-1.4%	4.4%	4.3%	6.3%	0.8%	7.3%	6.0%	†	–	†	4.7%
	2008	-2.4%	0.2%	3.1%	0.9%	3.7%	4.2%	-2.9%	3.3%	3.7%	†	–	†	4.3%
	2009	-0.1%	7.3%	4.5%	-0.9%	6.1%	5.4%	0.9%	1.8%	6.2%	†	–	†	5.5%
Manager	2005	–	–	–	–	–	–	–	–	–	–	–	–	–
	2006	–	42.9%	3.0%	-8.8%	-100.0%	8.7%	10.9%	21.4%	-10.9%	5.6%	–	–	5.3%
	2007	–	-40.0%	8.7%	1.9%	–	3.6%	-9.8%	-11.8%	38.8%	†	–	†	4.9%
	2008	–	33.3%	18.7%	-1.9%	–	12.0%	-8.7%	0.0%	14.7%	†	–	†	12.4%
	2009	–	0.0%	-4.5%	-3.8%	–	4.2%	11.9%	6.7%	21.8%	†	–	†	6.0%

(continued)

Table 29: Licensed Practical Nursing Workforce, by Position, by Jurisdiction and Canada, 2005 to 2009 (cont'd)

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
Other Positions	2005	–	–	–	–	–	–	–	–	–	†	–	†	–
	2006	-1.6%	-9.3%	-2.7%	-27.1%	7.6%	-5.3%	9.6%	-7.9%	-0.6%	†	–	†	-4.2%
	2007	6.7%	33.3%	9.0%	-8.0%	-1.7%	9.0%	2.9%	7.3%	11.9%	†	–	†	7.1%
	2008	-4.7%	7.7%	1.9%	-10.0%	-45.9%	15.8%	19.8%	35.8%	8.1%	†	–	†	3.4%
	2009	-1.6%	-12.5%	-3.1%	11.6%	83.5%	3.2%	7.1%	29.3%	15.5%	†	–	†	12.7%
Percentage Distribution														
Staff Nurse	2005	95.5%	91.7%	93.0%	84.8%	96.2%	89.3%	94.6%	91.2%	92.9%	†	–	†	92.1%
	2006	95.4%	91.8%	93.2%	88.6%	96.1%	89.8%	94.2%	91.8%	93.4%	†	–	†	92.6%
	2007	95.1%	90.7%	92.5%	89.6%	96.3%	89.7%	94.3%	92.0%	92.9%	†	–	†	92.5%
	2008	95.2%	89.8%	92.2%	90.5%	98.1%	88.8%	93.5%	89.9%	92.5%	†	–	†	92.4%
	2009	95.2%	91.4%	92.8%	89.7%	96.7%	89.0%	93.1%	87.6%	91.9%	92.3%	–	92.6%	92.0%
Manager	2005	–	1.2%	2.2%	2.2%	0.0%	2.2%	1.8%	0.6%	1.0%	1.1%	–	–	1.3%
	2006	–	1.7%	2.2%	2.0%	0.0%	2.3%	1.9%	0.8%	0.9%	1.1%	–	–	1.3%
	2007	–	1.0%	2.4%	1.9%	–	2.2%	1.7%	0.6%	1.1%	†	–	†	1.3%
	2008	–	1.3%	2.8%	1.9%	–	2.4%	1.6%	0.6%	1.3%	1.3%	–	0.0%	1.4%
	2009	–	1.2%	2.6%	1.8%	–	2.3%	1.8%	0.6%	1.4%	†	–	†	1.4%
Other Positions	2005	4.5%	7.1%	4.8%	13.0%	3.8%	8.5%	3.6%	8.1%	6.1%	†	–	†	6.6%
	2006	4.6%	6.6%	4.6%	9.4%	3.9%	7.9%	3.9%	7.4%	5.7%	†	–	†	6.1%
	2007	4.9%	8.4%	5.1%	8.4%	3.7%	8.1%	4.0%	7.4%	6.0%	†	–	†	6.3%
	2008	4.8%	8.9%	5.0%	7.6%	1.9%	8.9%	4.9%	9.5%	6.2%	†	–	†	6.2%
	2009	4.8%	7.4%	4.7%	8.5%	3.3%	8.7%	5.1%	11.8%	6.7%	†	–	†	6.6%

Notes

– Data is not applicable or does not exist.

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

† Digit suppressed to ensure confidentiality.

Non-response for Position (% of LPN workforce): 2005, n = 1,448 (2.2%); 2006, n = 1,592 (2.4%); 2007, n = 788 (1.1%); 2008, n = 2,467 (3.3%); 2009, n = 718 (1.0%).

Position data from the Yukon was not submitted to CIHI.

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

Totals may not sum to 100% due to rounding.

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

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

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

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

Source

Nursing Database, Canadian Institute for Health Information.

Area of Responsibility

The proportion of the licensed practical nursing workforce in direct care ranged from 95.3% in the Yukon and 95.7% in New Brunswick to 99.6% in Newfoundland and Labrador and 100.0% in the Northwest Territories. Many health human resource planners are interested in these totals, as these numbers represent the LPNs providing services directly to patients. Areas of responsibility covered by LPNs that fall outside of direct care include administration, education and research.

Overall, LPNs who provide direct care to patients or who are involved in research are younger than those working in administration or education. In 2009, the average age was 43.4 for LPNs in direct care, 45.3 for LPNs working in administration, 43.6 for LPNs working in education and 39.6 for those working in research.

Table 30: Licensed Practical Nursing Workforce, by Area of Responsibility, Canada, 2009

	Count	Percentage
Direct Care		
Geriatric/Long-Term Care	33,087	43.4%
Medical/Surgical	13,860	18.2%
Nursing in Several Clinical Areas	5,090	6.7%
Psychiatric/Mental Health	3,674	4.8%
Rehabilitation	2,885	3.8%
Community Health	2,787	3.7%
Home Care	1,622	2.1%
Ambulatory Care	1,230	1.6%
Palliative Care	1,229	1.6%
Emergency Room	1,091	1.4%
Operating Room	985	1.3%
Maternal/Newborn	897	1.2%
Pediatric	820	1.1%
Public Health	253	0.3%
Critical Care (Burn)	240	0.3%
Occupational Health	176	0.2%
Oncology	149	0.2%
Other Patient Care	4,730	6.2%
Total Direct Care	74,805	98.1%
Total Administration	745	1.0%
Total Education	657	0.9%
Total Research	33	<0.1%
Total	76,240	100.0%

Notes

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

Non-response for Area of Responsibility (% of LPN workforce): n = 704 (1.0%).

Totals may not sum to 100% due to rounding.

Direct Care includes data from *medical/surgical, psychiatric/mental health, pediatric, maternal/newborn, geriatric/long-term care, critical care, community health, ambulatory care, home care, occupational health, operating room, emergency room, nursing in several clinical areas, oncology, rehabilitation, palliative care, public health* and *other patient care*.

Administration/Education/Research includes data from *nursing services, nursing education, other administration, teaching students, teaching employees, teaching patients/clients, other education, nursing research only* and *other research*.

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

Source

Nursing Database, Canadian Institute for Health Information.

In 2009, the greatest proportion of LPNs worked in geriatric/long-term care and medical/surgical areas. Each year, these were typically among the most frequently identified areas of responsibility. The area of responsibility with the most LPNs, geriatric/long-term care, also attracted the most recent graduates. In 2009, 41.9% of LPNs in their first five years of nursing chose to work in geriatric/long-term care. These nurses accounted for 31.1% of all LPNs working in geriatric/long-term care. Among male LPNs, the most frequently identified areas of responsibility in 2009 were geriatric/long-term care (36.9%) and medicine/surgery (17.5%).

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

Almost all LPNs (92.7%) in the Canadian workforce were female in 2009. This proportion had not changed substantially for the previous five years (see Table 31). Additional information on LPN demographic characteristic trends by jurisdiction is available in the data tables on the CIHI website.

Table 31: Licensed Practical Nursing Workforce, by Sex, by Jurisdiction and Canada, 2005 to 2009

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
Count														
Female	2005	2,353	555	2,968	2,364	15,002	23,033	2,472	2,128	5,076	4,442	52	85	60,530
	2006	2,307	548	3,011	2,366	15,712	23,596	2,522	2,157	5,361	4,906	56	79	62,621
	2007	2,268	567	2,995	2,444	16,068	24,543	2,537	2,305	5,718	5,239	57	77	64,818
	2008	2,216	572	3,076	2,429	17,887	25,744	2,482	2,428	5,959	6,069	58	79	68,999
	2009	2,222	607	3,187	2,419	17,517	26,949	2,509	2,538	6,322	6,912	6 [†]	8 [†]	71,326
Male	2005	345	51	159	269	1,291	1,425	118	66	237	442	*	1 [†]	4,423
	2006	332	51	163	280	1,392	1,488	130	67	253	506	*	1 [†]	4,679
	2007	330	56	165	290	1,424	1,583	134	76	268	552	*	1 [†]	4,891
	2008	314	59	174	302	1,694	1,691	133	86	273	636	*	1 [†]	5,381
	2009	299	58	170	310	1,667	1,855	142	91	347	665	*	1 [†]	5,618
Annual Percentage Change														
Female	2005	—	—	—	—	—	—	—	—	—	—	—	—	—
	2006	-2.0%	-1.3%	1.4%	0.1%	4.7%	2.4%	2.0%	1.4%	5.6%	10.4%	7.7%	-7.1%	3.5%
	2007	-1.7%	3.5%	-0.5%	3.3%	2.3%	4.0%	0.6%	6.9%	6.7%	6.8%	1.8%	-2.5%	3.5%
	2008	-2.3%	0.9%	2.7%	-0.6%	11.3%	4.9%	-2.2%	5.3%	4.2%	15.8%	1.8%	2.6%	6.5%
	2009	0.3%	6.1%	3.6%	-0.4%	-2.1%	4.7%	1.1%	4.5%	6.1%	13.9%	†	†	3.4%
Male	2005	—	—	—	—	—	—	—	—	—	—	—	—	—
	2006	-3.8%	0.0%	2.5%	4.1%	7.8%	4.4%	10.2%	1.5%	6.8%	14.5%	†	†	5.8%
	2007	-0.6%	9.8%	1.2%	3.6%	2.3%	6.4%	3.1%	13.4%	5.9%	9.1%	†	†	4.5%
	2008	-4.8%	5.4%	5.5%	4.1%	19.0%	6.8%	-0.7%	13.2%	1.9%	15.2%	†	†	10.0%
	2009	-4.8%	-1.7%	-2.3%	2.6%	-1.6%	9.7%	6.8%	5.8%	27.1%	4.6%	†	†	4.4%

(continued)

Table 31: Licensed Practical Nursing Workforce, by Sex, by Jurisdiction and Canada, 2005 to 2009 (cont'd)

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
Percentage Distribution														
Female	2005	87.2%	91.6%	94.9%	89.8%	92.1%	94.2%	95.4%	97.0%	95.5%	91.0%	92.9%	84.2%	93.2%
	2006	87.4%	91.5%	94.9%	89.4%	91.9%	94.1%	95.1%	97.0%	95.5%	90.7%	93.3%	85.9%	93.0%
	2007	87.3%	91.0%	94.8%	89.4%	91.9%	93.9%	95.0%	96.8%	95.5%	90.5%	96.6%	87.5%	93.0%
	2008	87.6%	90.6%	94.6%	88.9%	91.3%	93.8%	94.9%	96.6%	95.6%	90.5%	93.5%	84.0%	92.8%
	2009	88.1%	91.3%	94.9%	88.6%	91.3%	93.6%	94.6%	96.5%	94.8%	91.2%	†	†	92.7%
Male	2005	12.8%	8.4%	5.1%	10.2%	7.9%	5.8%	4.6%	3.0%	4.5%	9.0%	†	†	6.8%
	2006	12.6%	8.5%	5.1%	10.6%	8.1%	5.9%	4.9%	3.0%	4.5%	9.3%	†	†	7.0%
	2007	12.7%	9.0%	5.2%	10.6%	8.1%	6.1%	5.0%	3.2%	4.5%	9.5%	†	†	7.0%
	2008	12.4%	9.4%	5.4%	11.1%	8.7%	6.2%	5.1%	3.4%	4.4%	9.5%	†	†	7.2%
	2009	11.9%	8.7%	5.1%	11.4%	8.7%	6.4%	5.4%	3.5%	5.2%	8.8%	†	†	7.3%

Notes

— Data is not applicable or does not exist.

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

† Digit suppressed to ensure confidentiality.

Totals may not sum to 100% due to rounding.

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

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

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

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

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

Source

Nursing Database, Canadian Institute for Health Information.

In 2009, jurisdictions with the highest proportions of male LPNs were Newfoundland and Labrador, at 11.9%, the Northwest Territories, at 11.7%, and New Brunswick, at 11.4%. In contrast, 3.5% of Saskatchewan's LPNs were male. The average age of male LPNs was 43.1 in 2009, compared to 43.4 for females. The area of responsibility that attracted the highest proportion of the male workforce was geriatric/long-term care at 36.6%. The male LPN workforce represents 7.3% of the total LPN workforce.

Age Group of the Workforce

In 2009, the majority of jurisdictions had their highest proportion of LPNs in the 50-to-54 age group. These included Prince Edward Island, New Brunswick, Ontario, Manitoba and the Northwest Territories. In Canada as a whole, the top four age groups were younger than 30 (15.7%), 40 to 44 (12.7%), 45 to 49 (14.5%) and 50 to 54 (15.1%), which account for 58.0% of the LPN workforce.

Table 32: Licensed Practical Nursing Workforce, by Age Group, by Jurisdiction and Canada, 2009

Age Group	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<30	8.3%	8.6%	9.3%	11.6%	17.2%	14.5%	9.2%	19.6%	20.9%	20.2%	9.4%	11.7%	15.7%
30–34	9.2%	8.7%	10.0%	11.5%	12.1%	9.3%	9.7%	12.3%	10.9%	12.7%	†	†	10.7%
35–39	11.0%	7.2%	13.3%	13.2%	12.9%	11.1%	11.7%	9.7%	10.8%	12.2%	†	†	11.8%
40–44	15.2%	16.7%	14.3%	14.3%	13.5%	12.4%	12.3%	8.9%	10.0%	12.9%	†	†	12.7%
45–49	19.8%	16.4%	16.6%	15.8%	14.8%	14.3%	14.6%	12.8%	12.4%	13.2%	25.0%	10.6%	14.5%
50–54	17.7%	17.7%	16.5%	15.9%	15.8%	14.9%	15.6%	15.6%	12.6%	13.7%	12.5%	21.3%	15.1%
55–59	12.3%	14.6%	11.5%	10.8%	9.4%	13.3%	14.4%	13.0%	11.6%	9.7%	20.3%	9.6%	11.7%
60+	6.7%	10.1%	8.5%	6.8%	4.2%	10.1%	12.4%	8.1%	10.9%	5.4%	9.4%	10.6%	8.0%

Notes

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

† Digit suppressed to ensure confidentiality.

Non-response for Age Group (% of LPN workforce): n = 1 (<0.1%).

Totals may not sum to 100% due to rounding.

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

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

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

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

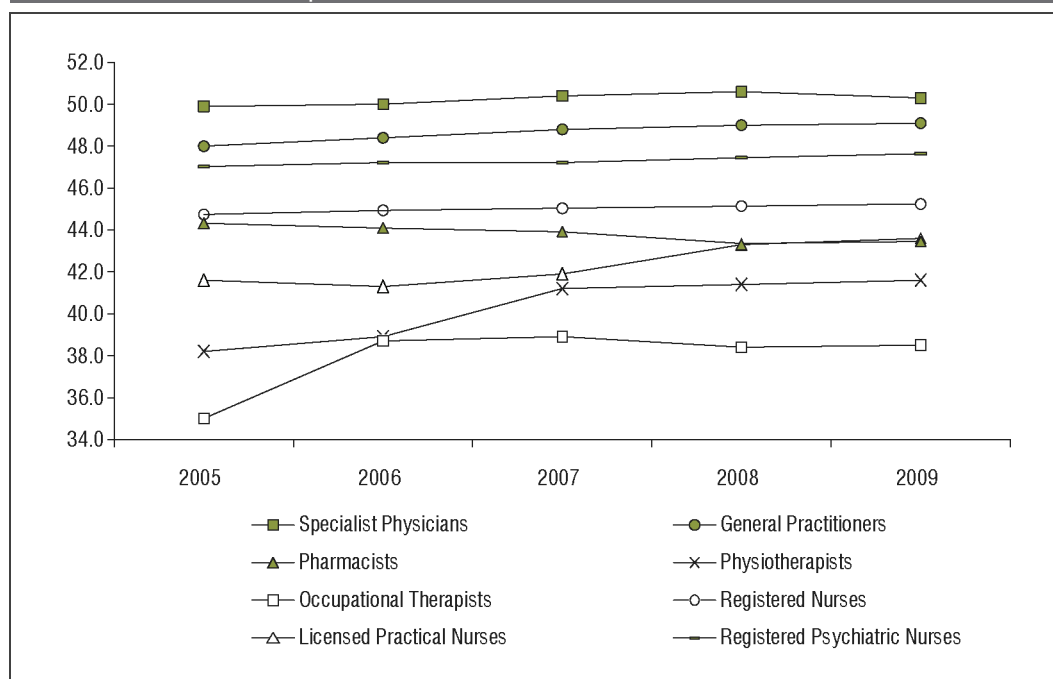
Source

Nursing Database, Canadian Institute for Health Information.

Average Age of the Workforce

Average age may be used in addition to age groupings to describe trends and to make comparisons between the LPN workforce and other professions. As Figure 26 shows, the average age of selected health occupations increased between the years 2005 and 2009. In addition to the aging of each worker, several variables affect the rate at which the average age of the workforce changes. They include the rates of entry into and exit from the workforce and the ages of the workers entering and exiting the workforce.

Figure 26: Average Age of Regulated Nursing Workforce Compared to Selected Health Occupations, Canada, 2005 to 2009



Notes

Totals may not sum to 100% due to rounding.

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

For 2007, 2008 and 2009, Manitoba RN data was excluded from average age calculation for Canada, as the College of Registered Nurses of Manitoba submitted aggregate tables for average age.

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

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

Sources

Nursing Database, Occupational Therapist Database, Pharmacist Database, Physiotherapist Database and Scott's Medical Database, Canadian Institute for Health Information; for 2005 occupational therapist, physiotherapist and pharmacist values and 2006 physiotherapist value, Labour Force Survey, Statistics Canada.

Table 33 shows the range of average ages across the country from 2005 to 2009. The average age for Canadian LPNs declined from 44.3 in 2005 to 43.4 in 2009. The largest increases were in the Northwest Territories and Prince Edward Island, where the average age rose by 1.6 and 1.3 years. The largest decreases were seen in Quebec and British Columbia, where the average age decreased by 1.7 and 2.1 years, respectively.

Table 33: Average Age of the Licensed Practical Nursing Workforce, by Jurisdiction and Canada, 2005 to 2009

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
Average Age													
2005	44.4	45.0	44.1	42.8	43.6	45.2	44.9	44.0	43.8	43.5	47.1	43.5	44.3
2006	44.5	45.0	44.4	43.0	43.0	45.1	45.2	44.1	43.5	42.9	47.6	44.9	44.1
2007	44.8	45.5	44.9	43.2	42.7	44.9	45.4	43.5	43.3	42.3	48.3	45.6	43.9
2008	45.0	45.9	44.9	43.1	41.5	44.7	46.2	43.2	43.2	41.8	47.3	44.8	43.4
2009	45.2	46.3	44.8	43.7	41.9	44.5	46.1	42.9	42.9	41.4	46.7	45.1	43.4
Annual Increase/Decrease in Average Age													
2005	—	—	—	—	—	—	—	—	—	—	—	—	—
2006	0.1	0.0	0.3	0.2	-0.6	-0.1	0.3	0.1	-0.3	-0.6	0.5	1.4	-0.2
2007	0.3	0.5	0.5	0.2	-0.3	-0.2	0.2	-0.6	-0.2	-0.6	0.7	0.7	-0.2
2008	0.2	0.4	0.0	-0.1	-1.2	-0.2	0.8	-0.3	-0.1	-0.5	-1.0	-0.8	-0.5
2009	0.2	0.4	-0.1	0.6	0.4	-0.2	-0.1	-0.3	-0.3	-0.4	-0.6	0.3	0.0

Notes

— Data is not applicable or does not exist.

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

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

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

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

Source

Nursing Database, Canadian Institute for Health Information.

Exiting and Entering the Workforce

Table 34 represents all LPNs who registered with a specific jurisdiction, not only the workforce. A new registrant may be a new graduate, an immigrant, an interprovincial mover or an LPN re-registering following an absence of one year or more. An exit may be an LPN who has left the profession (either temporarily or permanently) or retired, or an LPN who is registered in another jurisdiction or country in year “x” and may still be practising nursing in another province, territory or country.

Table 34 shows new registration rates and exit rates by jurisdiction and by age group. Exit rates show that LPNs in the 60 and older age group had the highest prevalence of leaving nursing across all regions in Canada (with the exception of Prince Edward Island, Manitoba, Alberta and the territories) in 2009. The highest exit rates by jurisdiction were seen with LPNs age 60 and older in Newfoundland and Labrador (22.5%), Quebec (20.4%) and New Brunswick (17.0%). Higher exit rates were also seen in the youngest age group, with high exit rates in LPNs younger than age 30 in Manitoba (16.0%), Newfoundland and Labrador (11.7%), New Brunswick (11.7%) and Quebec (11.6%). Given the low registration rates for the group of LPNs age 60 and older across all regions of Canada, it is plausible that a large portion of LPNs age 60 and older who did not re-register in 2009 (2008 exits) retired from nursing. The LPNs younger than 30 who did not re-register may have moved to another jurisdiction within or outside of Canada to continue practising nursing, left the profession temporarily to pursue education, taken a leave of absence or left the profession permanently. Note that many LPNs who take a leave of absence or pursue further education maintain their registration and are thus not counted as exits.

Table 34: Licensed Practical Nurses: Rate of New Registrations and Exit Rates, by Age Group, by Jurisdiction, 2005 to 2009

	Age Group		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Territories
New Registration Rates	<30	2006	22.8%	29.6%	28.9%	22.7%	32.2%	35.6%	26.9%	20.8%	31.4%	40.3%	50.0%
		2007	21.4%	31.1%	31.1%	19.7%	27.7%	33.3%	25.0%	33.5%	30.0%	33.5%	75.0%
		2008	25.7%	20.0%	41.7%	27.6%	42.2%	29.1%	30.5%	28.7%	29.8%	40.7%	70.0%
		2009	29.7%	31.6%	38.3%	14.8%	14.8%	29.5%	31.0%	29.6%	30.6%	37.3%	52.9%
	30–39	2006	6.1%	10.2%	11.5%	13.8%	19.7%	13.0%	11.2%	16.0%	18.5%	25.8%	10.7%
		2007	7.5%	12.8%	11.7%	14.1%	18.1%	13.5%	12.7%	21.2%	20.1%	19.3%	35.5%
		2008	6.8%	15.8%	13.5%	10.3%	27.7%	13.8%	10.4%	15.3%	18.1%	22.9%	17.1%
		2009	8.3%	14.2%	14.7%	10.5%	8.9%	13.9%	16.7%	12.4%	18.2%	19.0%	12.1%
	40–49	2006	2.6%	9.4%	4.9%	6.8%	8.5%	8.5%	6.2%	4.2%	9.5%	16.9%	12.3%
		2007	2.1%	9.3%	4.1%	6.0%	6.5%	8.4%	6.7%	7.9%	10.7%	14.5%	13.5%
		2008	2.4%	8.7%	7.2%	6.7%	12.7%	8.1%	7.6%	5.1%	8.9%	15.6%	8.2%
		2009	2.7%	5.0%	6.8%	5.4%	3.4%	7.8%	8.3%	6.8%	9.7%	14.8%	9.5%

(continued)

Table 34: Licensed Practical Nurses: Rate of New Registrations and Exit Rates, by Age Group, by Jurisdiction, 2005 to 2009 (cont'd)

	Age Group		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Territories
New Registration Rates (cont'd)	50–59	2006	0.8%	3.5%	4.1%	2.0%	2.4%	5.4%	3.1%	1.9%	3.5%	12.6%	7.8%
		2007	1.2%	9.4%	3.8%	3.7%	44.8%	5.5%	1.4%	2.2%	6.6%	9.3%	4.3%
		2008	1.9%	3.6%	2.8%	3.4%	36.2%	4.6%	2.6%	2.7%	4.8%	6.8%	8.5%
		2009	1.6%	4.7%	4.0%	5.1%	1.1%	4.4%	3.0%	2.7%	3.9%	6.7%	10.0%
	60+	2006	2.7%	11.1%	1.6%	6.4%	2.6%	5.7%	1.4%	1.3%	3.6%	8.7%	12.5%
		2007	2.1%	2.1%	2.8%	3.5%	54.0%	4.9%	1.2%	3.4%	2.6%	6.3%	8.3%
		2008	0.7%	3.9%	4.4%	2.4%	56.4%	5.7%	0.7%	1.7%	2.0%	4.3%	7.7%
		2009	1.8%	7.5%	2.8%	3.8%	1.6%	4.3%	2.7%	2.4%	1.7%	3.2%	12.5%
Exit Rates	<30	2005	4.0%	9.6%	10.3%	11.1%	9.8%	8.8%	11.2%	8.6%	11.6%	14.8%	44.4%
		2006	9.1%	9.3%	14.5%	8.0%	12.2%	6.1%	10.4%	11.3%	13.0%	10.4%	83.3%
		2007	9.4%	13.1%	12.9%	9.8%	12.4%	4.8%	19.6%	7.8%	16.1%	10.3%	0.0%
		2008	11.7%	8.0%	11.1%	11.7%	11.6%	6.0%	16.0%	10.3%	10.9%	10.4%	10.0%
	30–39	2005	4.5%	9.1%	7.8%	9.7%	7.0%	7.0%	5.9%	8.0%	10.5%	9.1%	14.3%
		2006	4.3%	14.1%	11.0%	6.3%	8.3%	6.8%	8.9%	6.4%	10.9%	8.1%	37.5%
		2007	6.6%	10.3%	7.7%	7.7%	8.1%	5.3%	12.9%	6.6%	11.2%	7.4%	11.1%
		2008	3.8%	6.1%	7.6%	8.3%	8.3%	5.5%	11.0%	6.4%	9.7%	7.5%	36.4%
	40–49	2005	3.0%	8.0%	4.9%	5.4%	3.0%	7.2%	3.6%	3.7%	5.5%	9.9%	11.3%
		2006	3.4%	5.4%	4.8%	3.3%	4.4%	5.8%	5.7%	3.3%	5.5%	9.0%	17.5%
		2007	3.4%	2.9%	5.3%	6.8%	4.3%	4.5%	5.6%	2.2%	6.0%	4.5%	5.8%
		2008	2.9%	3.2%	4.2%	3.8%	3.3%	4.8%	6.5%	3.6%	5.1%	4.8%	22.4%
	50–59	2005	10.9%	11.6%	5.4%	9.5%	11.5%	8.8%	4.8%	6.0%	6.1%	13.4%	11.4%
		2006	7.7%	4.1%	6.2%	5.8%	55.3%	7.5%	4.5%	4.5%	5.3%	12.9%	9.8%
		2007	8.4%	6.3%	6.3%	10.2%	47.6%	7.2%	6.9%	4.1%	5.8%	5.0%	10.9%
		2008	6.2%	2.0%	7.6%	7.0%	8.3%	6.3%	6.2%	5.4%	4.3%	5.9%	8.5%
	60+	2005	30.6%	29.3%	14.0%	20.8%	25.2%	20.0%	11.6%	16.8%	11.6%	30.8%	0.0%
		2006	21.6%	15.6%	17.5%	15.6%	64.8%	17.8%	12.8%	22.3%	14.4%	34.5%	25.0%
		2007	29.9%	20.8%	17.0%	24.6%	66.2%	13.6%	14.8%	16.1%	12.2%	10.7%	25.0%
		2008	22.5%	5.9%	16.5%	17.0%	20.4%	14.2%	10.5%	16.3%	10.3%	12.5%	7.7%

Notes

Rates will not sum to 100%.

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

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

Source

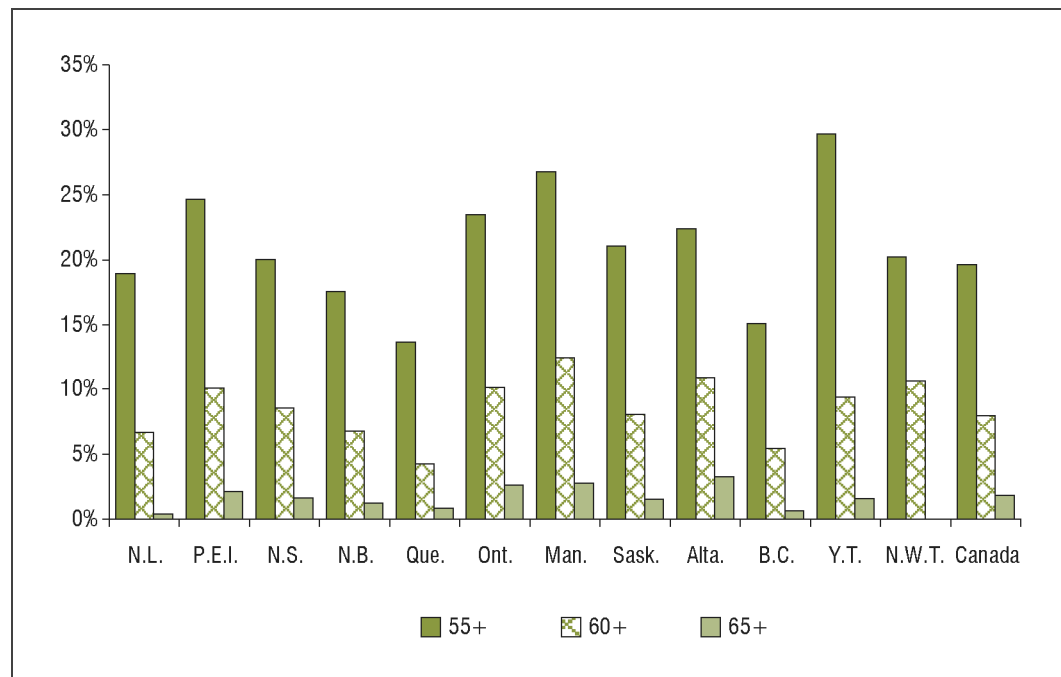
Nursing Database, Canadian Institute for Health Information.

Age of the Workforce

Figure 27 highlights the proportion of the LPN workforce in each province/territory at or above three typical ages of retirement in 2009: 55, 60 and 65. Note that this illustration is cumulative. An LPN at age 65 is counted in all three categories, and an LPN at age 60 is counted in two categories.

Information on the age of the LPN workforce across Canada shows that a large portion of practical nurses within these age groups (55 and older, at 19.6%, 60 and older, at 8.0%, and 65 and older, at 1.8%) may be preparing for retirement in the near future.

Figure 27: Licensed Practical Nursing Workforce, by Age Groups 55+, 60+ and 65+, by Jurisdiction and Canada, 2009



Notes

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology. LPNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication. Northern territories data may include inter-jurisdictional duplicates. Data is not collected for Nunavut.

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

Source

Nursing Database, Canadian Institute for Health Information.

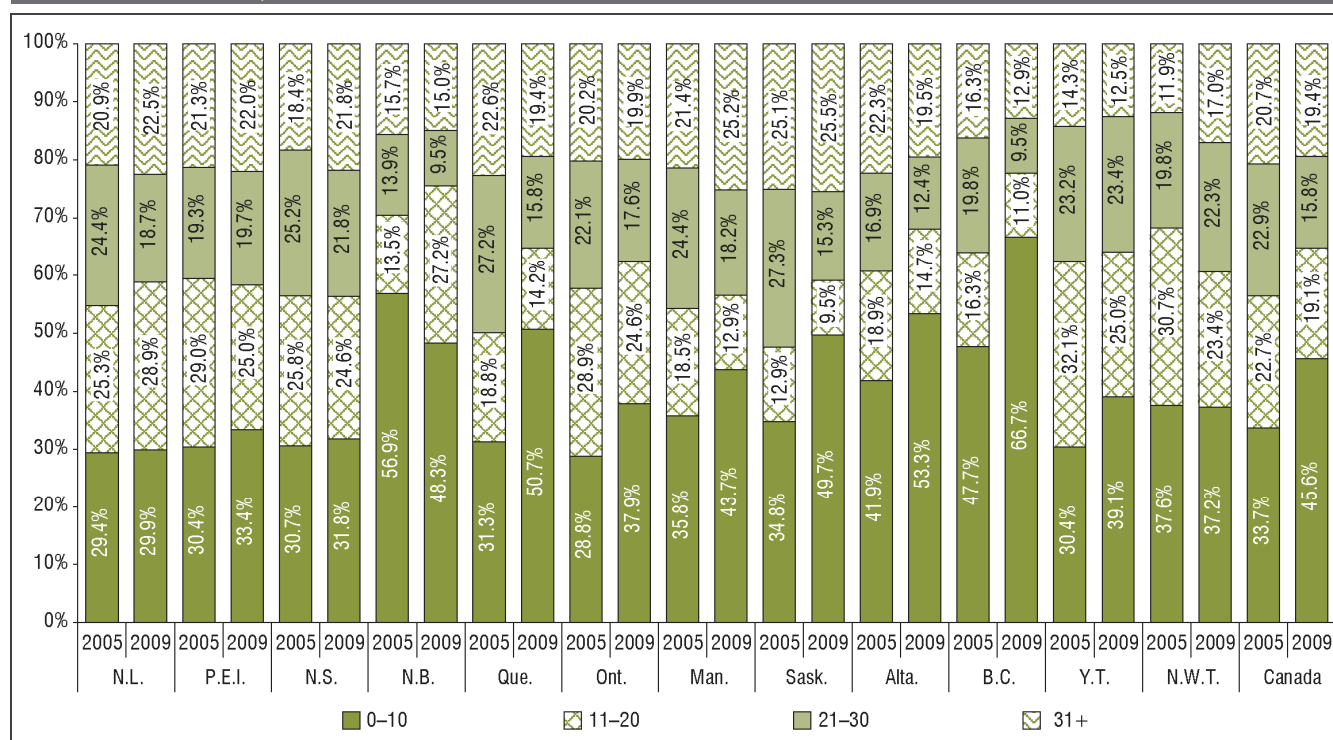
Years Since Graduation

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

Figure 28 illustrates the distribution of LPNs by number of years since graduation. Note that this indicates the maximum number of years an LPN could have been in the workforce, and does not necessarily reflect the actual number of years worked, because time spent out of the workforce (such as in continuing education or family leave) is not accounted for.

The trend for Canada, from 2005 to 2009, shows an increase in the cohort 0 to 10 years since graduation, while all other cohorts show a decrease.

Figure 28: Licensed Practical Nursing Workforce, by Years Since Graduation, by Jurisdiction and Canada, 2005 and 2009



Notes

Non-response for Year of Graduation (% of LPN workforce): 2005, n = 33 (<0.1%); 2009, n = 115 (0.2%).

Totals may not sum to 100% due to rounding.

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

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

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

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

Source

Nursing Database, Canadian Institute for Health Information.

Education Trends

Entry-to-Practice Education

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

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

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

In the 2009 LPN workforce, a total of 75,055 (97.5%) LPNs had obtained a diploma/certificate as their education in practical nursing (see Table 35). The remaining 2.5% had equivalencies.

Table 35: Licensed Practical Nursing Workforce, by Education in Practical Nursing, by Jurisdiction and Canada, 2005 to 2009

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
Count														
Diploma/ Certificate	2005	2,651	601	3,077	2,615	15,916	24,45 [†]	2,401	2,142	5,20 [†]	4,425	56	101	63,647
	2006	2,591	594	3,125	2,629	16,655	25,08 [†]	2,457	2,172	5,51 [†]	4,990	60	92	65,955
	2007	2,551	616	3,112	2,718	16,967	26,126	2,467	2,329	5,890	5,406	59	88	68,329
	2008	2,487	624	3,204	2,731	18,880	27,435	2,374	2,462	6,127	6,177	62	94	72,657
	2009	2,480	659	3,317	2,729	18,464	28,804	2,399	2,579	6,385	7,081	64	94	75,055
Equivalency	2005	47	5	50	18	377	*	189	52	10 [†]	459	–	–	1,306
	2006	48	5	49	17	449	*	195	52	10 [†]	422	–	–	1,345
	2007	47	7	48	16	525	0	204	52	96	385	–	–	1,380
	2008	43	7	46	0	701	–	241	52	105	528	–	–	1,723
	2009	41	6	40	–	720	–	252	50	284	496	–	–	1,889
Annual Percentage Change														
Diploma/ Certificate	2005	–	–	–	–	–	–	–	–	–	–	–	–	–
	2006	-2.3%	-1.2%	1.6%	0.5%	4.6%	[†]	2.3%	1.4%	[†]	12.8%	7.1%	-8.9%	3.6%
	2007	-1.5%	3.7%	-0.4%	3.4%	1.9%	[†]	0.4%	7.2%	[†]	8.3%	-1.7%	-4.3%	3.6%
	2008	-2.5%	1.3%	3.0%	0.5%	11.3%	5.0%	-3.8%	5.7%	4.0%	14.3%	5.1%	6.8%	6.3%
	2009	-0.3%	5.6%	3.5%	-0.1%	-2.2%	5.0%	1.1%	4.8%	4.2%	14.6%	3.2%	0.0%	3.3%

(continued)

Table 35: Licensed Practical Nursing Workforce, by Education in Practical Nursing, by Jurisdiction and Canada, 2005 to 2009 (cont'd)

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
Equivalency	2005	–	–	–	–	–	–	–	–	–	–	–	–	–
	2006	2.1%	0.0%	-2.0%	-5.6%	19.1%	†	3.2%	0.0%	†	-8.1%	–	–	3.0%
	2007	-2.1%	40.0%	-2.0%	-5.9%	16.9%	†	4.6%	0.0%	†	-8.8%	–	–	2.6%
	2008	-8.5%	0.0%	-4.2%	-100.0%	33.5%	–	18.1%	0.0%	9.4%	37.1%	–	–	24.9%
	2009	-4.7%	-14.3%	-13.0%	–	2.7%	–	4.6%	-3.8%	170.5%	-6.1%	–	–	9.6%
Percentage Distribution														
Diploma/ Certificate	2005	98.3%	99.2%	98.4%	99.3%	97.7%	†	92.7%	97.6%	†	90.6%	–	–	98.0%
	2006	98.2%	99.2%	98.5%	99.4%	97.4%	†	92.6%	97.7%	†	92.2%	–	–	98.0%
	2007	98.2%	98.9%	98.5%	99.4%	97.0%	100.0%	92.4%	97.8%	98.4%	93.4%	–	–	98.0%
	2008	98.3%	98.9%	98.6%	100.0%	96.4%	–	90.8%	97.9%	98.3%	92.1%	–	–	97.7%
	2009	98.4%	99.1%	98.8%	–	96.2%	–	90.5%	98.1%	95.7%	93.5%	–	–	97.5%
Equivalency	2005	1.7%	0.8%	1.6%	0.7%	2.3%	†	7.3%	2.4%	†	9.4%	–	–	2.0%
	2006	1.8%	0.8%	1.5%	0.6%	2.6%	†	7.4%	2.3%	†	7.8%	–	–	2.0%
	2007	1.8%	1.1%	1.5%	0.6%	3.0%	0.0%	7.6%	2.2%	1.6%	6.6%	–	–	2.0%
	2008	1.7%	1.1%	1.4%	0.0%	3.6%	–	9.2%	2.1%	1.7%	7.9%	–	–	2.3%
	2009	1.6%	0.9%	1.2%	–	3.8%	–	9.5%	1.9%	4.3%	6.5%	–	–	2.5%

Notes

– Data is not applicable or does not exist.

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

† Digit suppressed to ensure confidentiality.

Totals may not sum to 100% due to rounding.

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

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

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

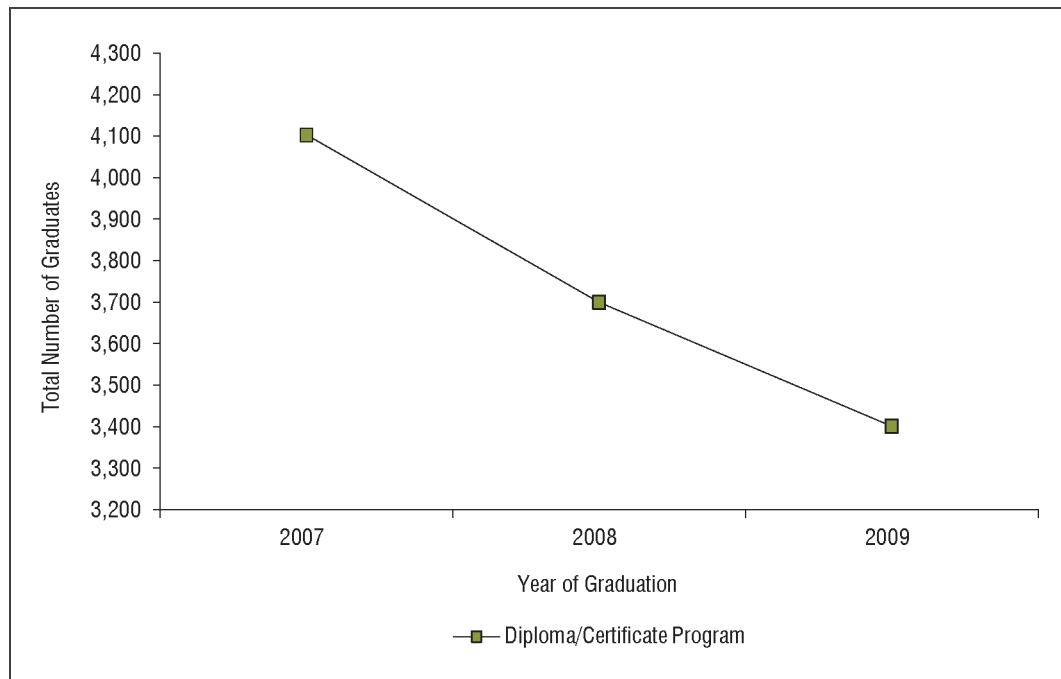
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source

Nursing Database, Canadian Institute for Health Information.

Figure 29 illustrates the trends of graduates from diploma/certificate programs from 2007 to 2009.

Figure 29: Licensed Practical Nurses Graduating From Diploma/Certificate Programs, Canada, 2007 to 2009



Notes

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

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

Sources

Canadian Nurses Association and Canadian Association Schools of Nursing.

Average Age at Graduation

The age at which a student graduates from a nursing program and is eligible to enter the LPN workforce is an important indicator of the number of years an average LPN will contribute to the workforce. As Table 36 illustrates, practical nurses have been entering the workforce later; thus, unless they stay later at the end of their careers, their years of service will be reduced.

Table 36: Licensed Practical Nursing Graduates and Average Age at Graduation, by Range of Graduation Years, Canada, 1985 to 2009

Graduation Year	Number of Graduates	Average Age at Graduation
1985–1989	5,947	25.8
1990–1994	7,726	28.7
1995–1999	7,026	29.8
2000–2004	13,011	31.0
2005–2009	20,822	30.9

Notes

Manitoba LPN graduate age data for 2008 is excluded from average age at graduation calculation for Canada, as the College of Licensed Practical Nurses of Manitoba submitted aggregate tables for average age; number of graduates includes Manitoba LPN graduates to reflect total LPN workforce.

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

Source

Nursing Database, Canadian Institute for Health Information.

The trend of increasing age at graduation has slowed since the early 1990s. In 2009, 56.8% of the workforce who had graduated in the previous five years were older than 30 when they graduated.

Mobility Trends: A Mobile Workforce

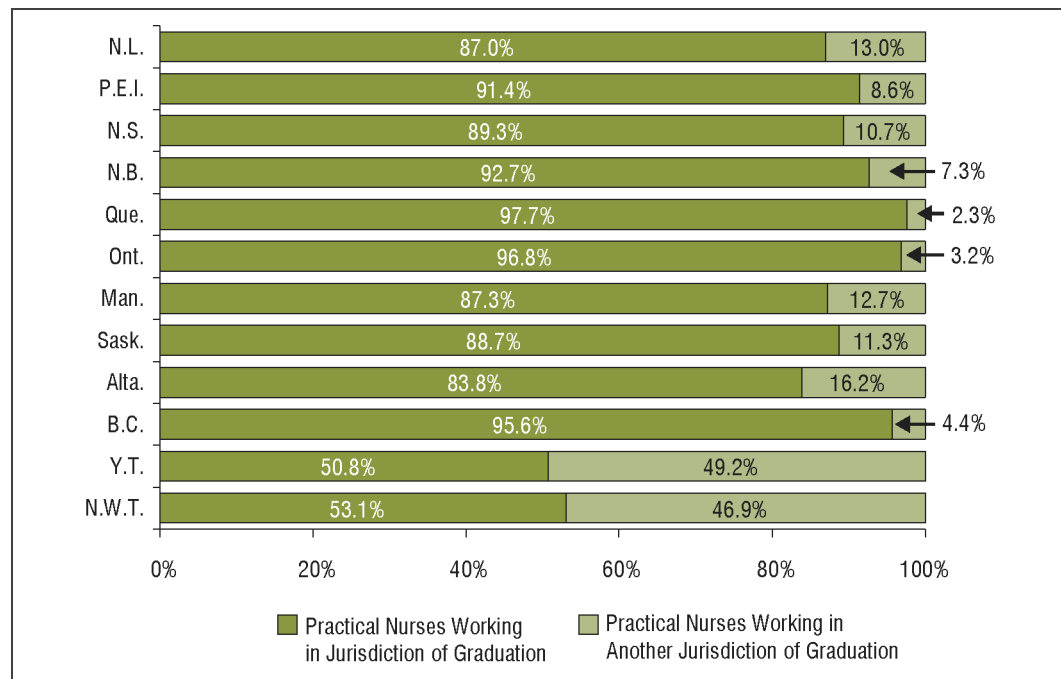
Regulated nurses are in demand in Canada and around the world. As a result, graduates from regulated nursing programs often have numerous options as to where they will practise. Canadian graduates may choose to remain in their current province or territory, to migrate to another Canadian province or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

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

Migration Within Canada

Each provincial/territorial workforce combines licensed practical nurses who originally graduated from within the jurisdiction, those who graduated from other Canadian jurisdictions and those who graduated from outside the country. Overall, more than 9 out of 10 (94.3%) licensed practical nurses who graduated from Canadian licensed practical nursing programs who were working in Canada in 2009 either did not move after graduation or eventually returned to their jurisdiction of graduation.

Figure 30: Licensed Practical Nursing Workforce, by Jurisdiction of Graduation and Registration, Canada, 2009



Notes

Includes only LPNs educated in Canadian LPN programs employed in Canada, in 2009 (N = 75,061).

Totals may not sum to 100% due to rounding.

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

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

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

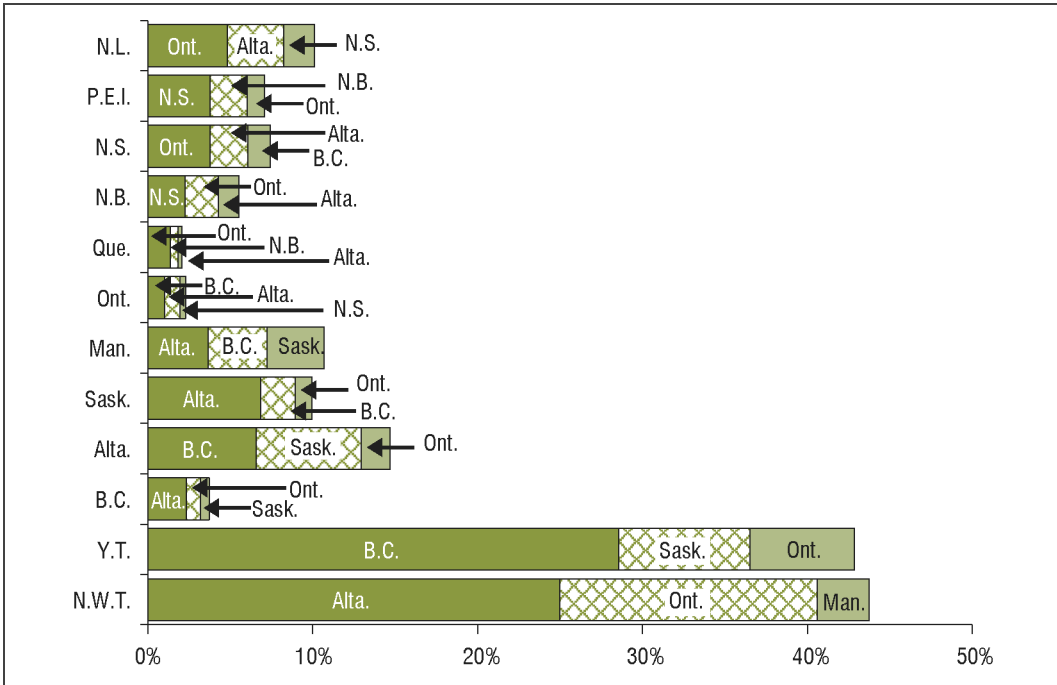
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source

Nursing Database, Canadian Institute for Health Information.

Figure 31 shows the top three destinations for those who moved sometime between their graduation year and 2009, comparing the jurisdiction of graduation to the current jurisdiction of registration. The data does not account for mobility and migration in the intervening years.

Figure 31: Licensed Practical Nursing Workforce, by Jurisdiction of Registration and Top Three Destinations of Graduation, Canada, 2009



Notes
Includes only LPNs educated in Canadian LPN programs employed in Canada, in 2009 (N = 75,061).
Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.
LPNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.
Northern territories data may include inter-jurisdictional duplicates.
Data is not collected for Nunavut.
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source
Nursing Database, Canadian Institute for Health Information.

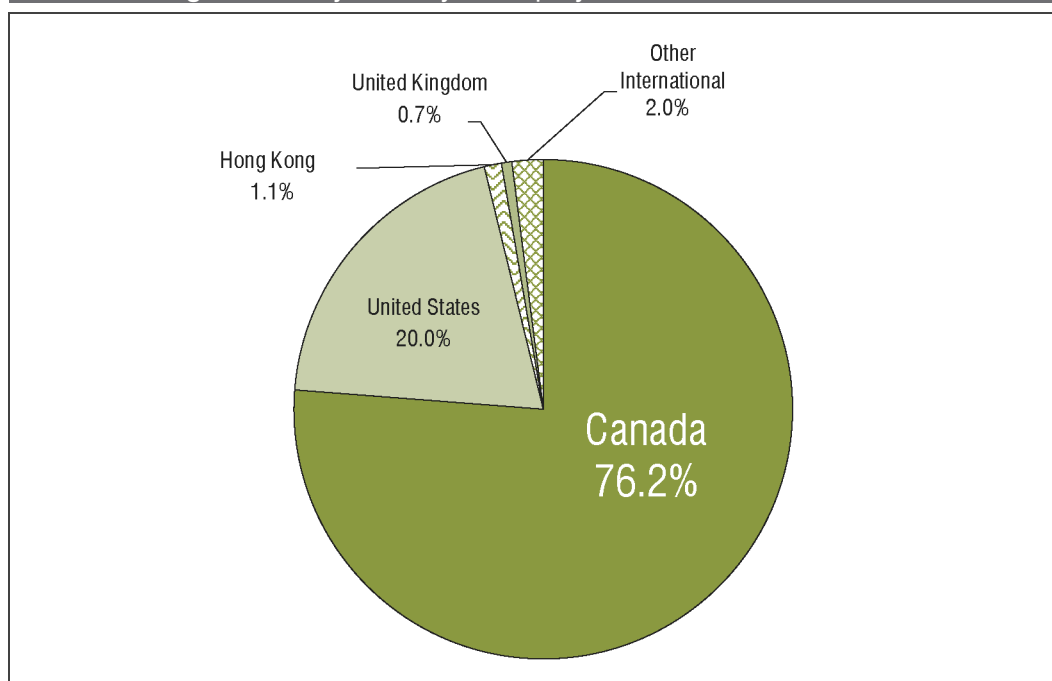
Overall, the provinces of Ontario, British Columbia and Alberta figure prominently as destinations for migrating practical nurses from across the country. In contrast, the Yukon (0.7%) and Prince Edward Island (1.3%) received very low numbers of migrating practical nurses, while Quebec received none.

Working Outside Province/Territory of Registration

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

Figure 32 illustrates the top destinations for LPNs registered in a Canadian province or territory who were working either abroad or in another jurisdiction in Canada. Of the 446 LPNs who were not working in their province/territory of registration, 89 (20.0%) were employed in the United States; an additional 3.8% were employed in other locations.

Figure 32: Licensed Practical Nurses Working Outside of Jurisdiction of Registration, by Country of Employment, Canada, 2009



Notes

Includes only those LPNs who worked outside of their jurisdiction of registration, in 2009 (N = 446).

Totals may not sum to 100% due to rounding.

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

Source

Nursing Database, Canadian Institute for Health Information.

Internationally Educated Licensed Practical Nurses

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

Table 37: Licensed Practical Nursing Workforce, by Location of Graduation, by Canada and International, 2005 to 2009

	Canada	International	Total
Count			
2005	47,386	1,216	48,602
2006	48,933	1,231	50,164
2007	67,804	1,321	69,125
2008	72,852	1,485	74,337
2009	75,062	1,805	76,867
Percentage Distribution			
2005	97.5%	2.5%	100.0%
2006	97.5%	2.5%	100.0%
2007	98.1%	1.9%	100.0%
2008	98.0%	2.0%	100.0%
2009	97.7%	2.3%	100.0%

Notes

– Data is not applicable or does not exist.

Non-response for Location of Graduation (% of all LPNs): 2005, n = 16,351 (25.2%); 2006, n = 17,136 (25.5%); 2007, n = 584 (0.8%); 2008, n = 43 (0.1%); 2009, n = 77 (0.1%).

For 2005 and 2006, Quebec did not submit any data for Location of Graduation all records were defaulted to *not stated*.

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology. See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source

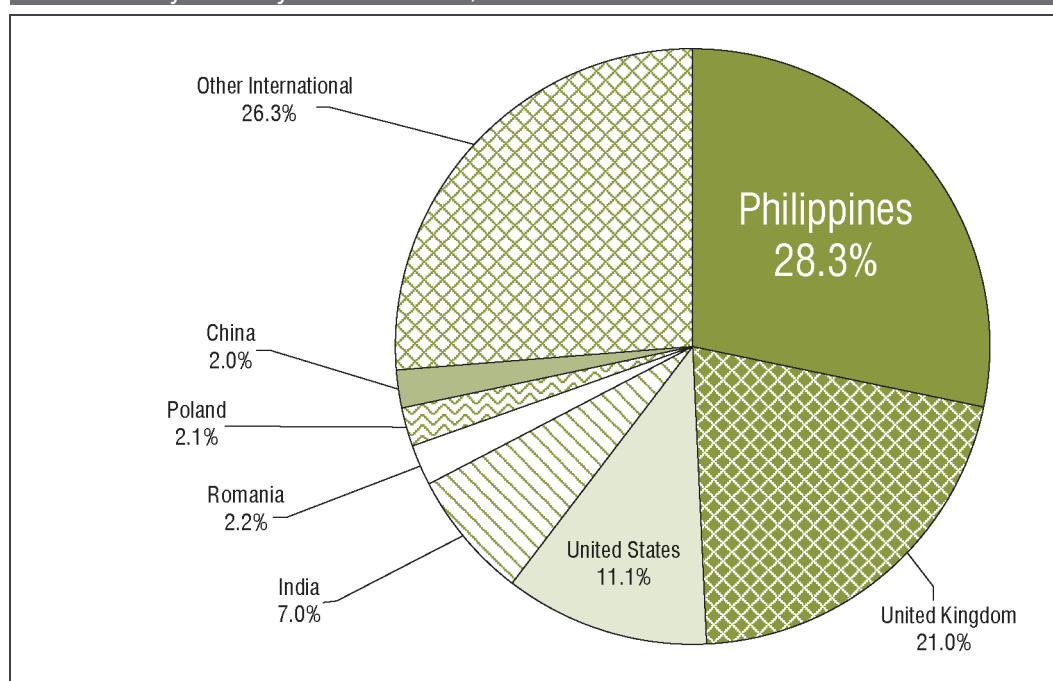
Nursing Database, Canadian Institute for Health Information.

Of the LPNs employed in Canada who reported their location of graduation in 2009, 97.7% (75,062) graduated from a practical nursing program in Canada and 2.3% (1,805) graduated from an international practical nursing program.

The workforces of Alberta and Ontario had the highest concentrations of internationally educated LPNs, with 4.2% and 4.1%, respectively. The four eastern provinces all had very low concentrations of internationally educated LPNs.

For the 1,805 LPNs in Canada who graduated from an international practical nursing program, the seven most frequently identified countries of graduation are identified in Figure 33. Close to half of all international graduates attended nursing programs in the United Kingdom or the Philippines. Additionally, 11.1% were graduates from programs in the United States.

Figure 33: Internationally Educated Licensed Practical Nurses in the Workforce, by Country of Graduation, 2009



Notes

Includes only those LPNs who were educated outside of Canada, in 2009 (N = 1,805).

Totals may not sum to 100% due to rounding.

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology. See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source

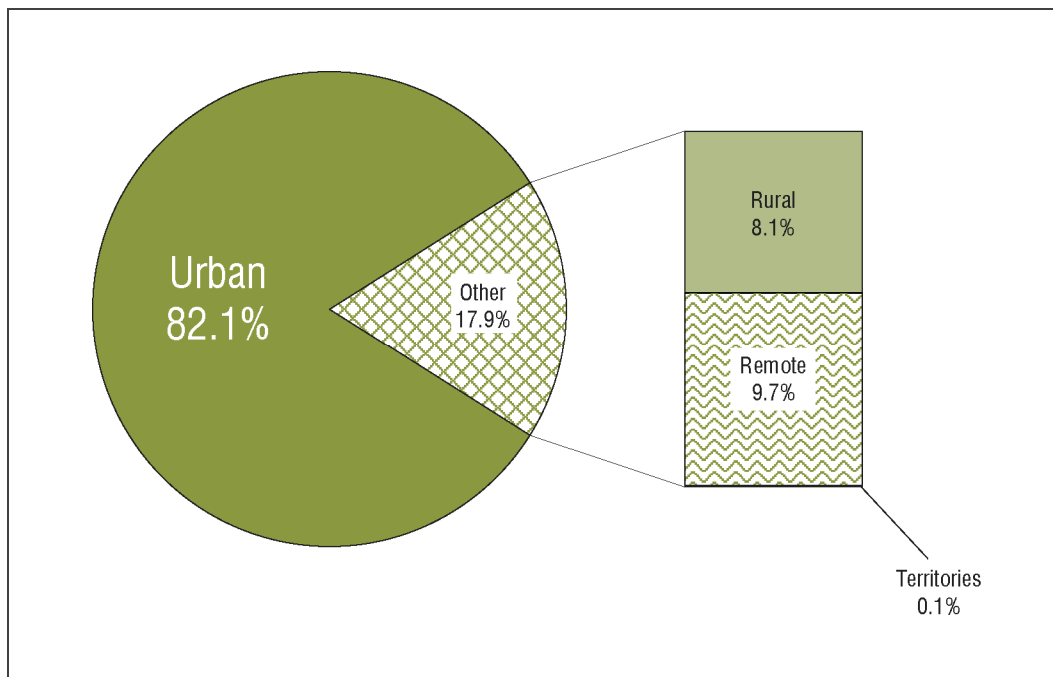
Nursing Database, Canadian Institute for Health Information.

Urban/Rural Distribution of the Workforce

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

To determine if LPNs were practising in a rural or an urban setting, a postal code analysis was performed. In most cases, the postal code used was that of the workplace; however, when Postal Code of Employer (Worksite) was not submitted to CIHI, Postal Code of Residence was used.ⁱⁱⁱ Figures 34 and 35 illustrate the urban/rural/remote/territories distribution of the LPN workforce in Canada in 2009. In 2009, 82.1% of the LPN workforce worked in urban areas of Canada, ranging from highs of 98.4% in the Yukon and 90.6% in British Columbia to lows of 39.4% in the Northwest Territories and 53.9% in Newfoundland and Labrador.

Figure 34: Licensed Practical Nursing Workforce, by Urban/Rural/Remote/Territories Designation, Canada, 2009



Notes

Totals may not sum to 100% due to rounding.

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

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

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

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

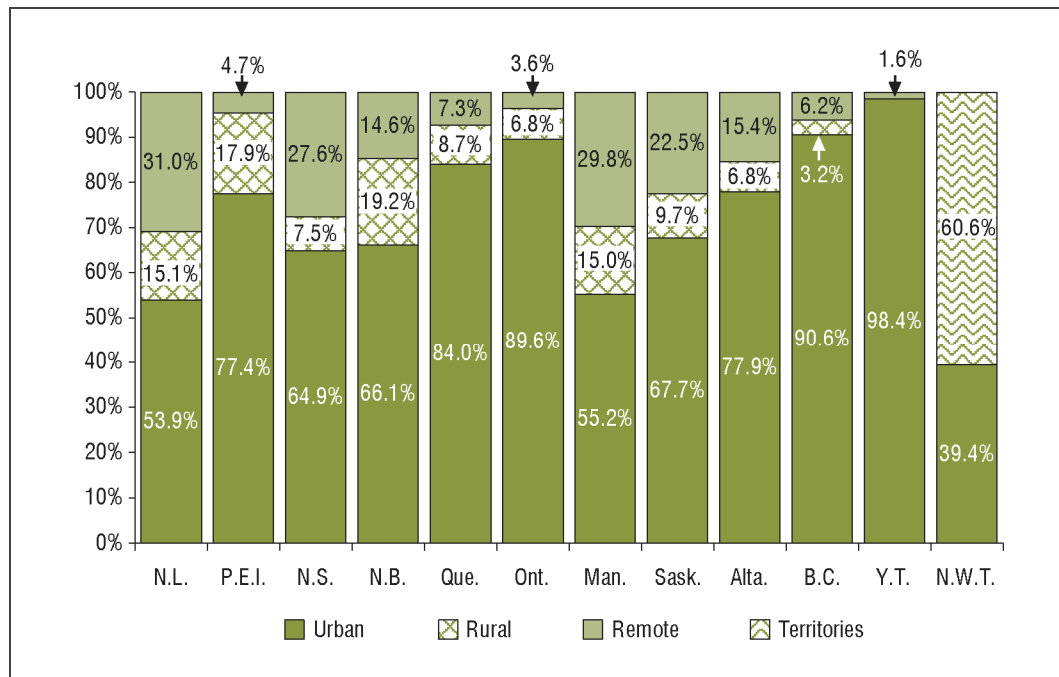
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source

Nursing Database, Canadian Institute for Health Information.

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

Figure 35: Licensed Practical Nursing Workforce, by Urban/Rural/Remote/Territories Designation, by Jurisdiction, 2009



Notes

Totals may not sum to 100% due to rounding.

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

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

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

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for Nunavut.

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

Source

Nursing Database, Canadian Institute for Health Information.

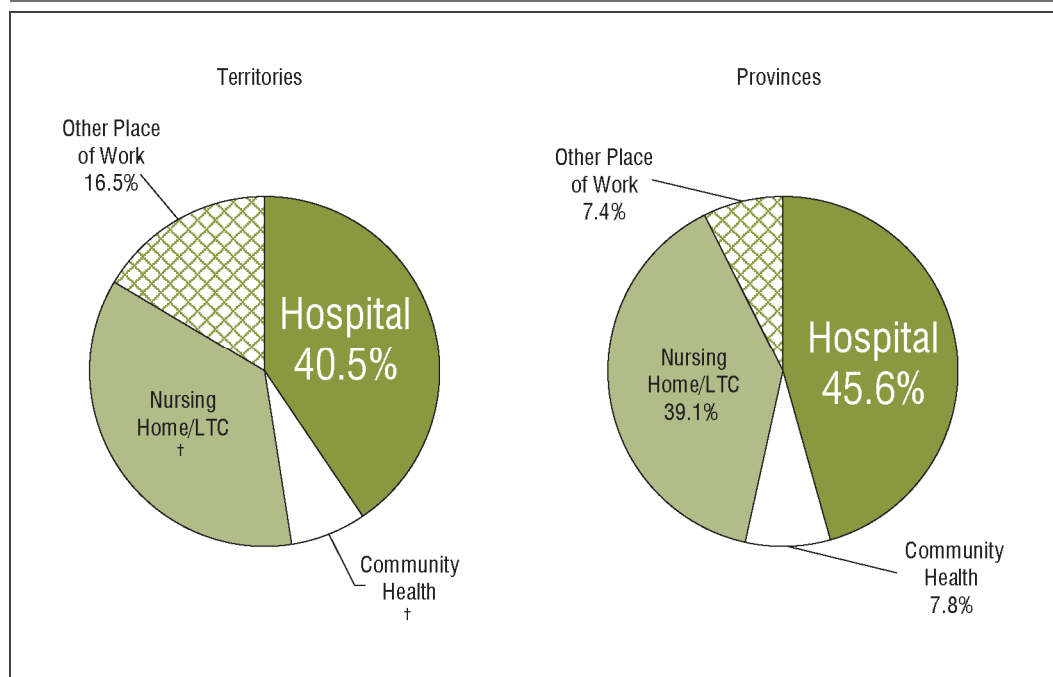
Licensed Practical Nurses in the Territories: Characteristics of the Northern Workforce

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

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

Figure 36 shows that the majority of LPNs working in the territories worked in hospitals (40.5%). Notably, LPNs in the territories were also employed in nursing homes or long-term care facilities and community health centres. Of those LPNs working in the provinces, 45.6% worked in hospitals, 39.1% worked in nursing homes or long-term care facilities and 7.8% worked in community health centres.

Figure 36: Licensed Practical Nursing Workforce, by Place of Work, by Provincial or Territorial Level, Canada, 2009



Notes

† Digit suppressed to ensure confidentiality.

The territories Place of Work *community health* and *nursing home/LTC* percentage has been removed in accordance with CIHI privacy policy.\

Non-response for Place of Work (% of LPN workforce): n = 5,252 (6.8%).

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

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

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

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

Totals may not sum to 100% due to rounding.
Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology. See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source

Nursing Database, Canadian Institute for Health Information.

Among LPNs employed in the territories, the most frequently identified areas of responsibility were geriatric/long-term care (50.6%), medicine/surgery (12.7%), ambulatory care (12.7%) and several clinical areas (5.1%). LPNs employed in the provinces most frequently identified geriatric/long-term care (43.4%), medicine/surgery (18.2%) and other patient care (6.2%) as their area of responsibility. Most LPNs in the territories (92.6%) and almost all LPNs in the provinces (92.0%) identified their position as staff nurse/community health nurse.



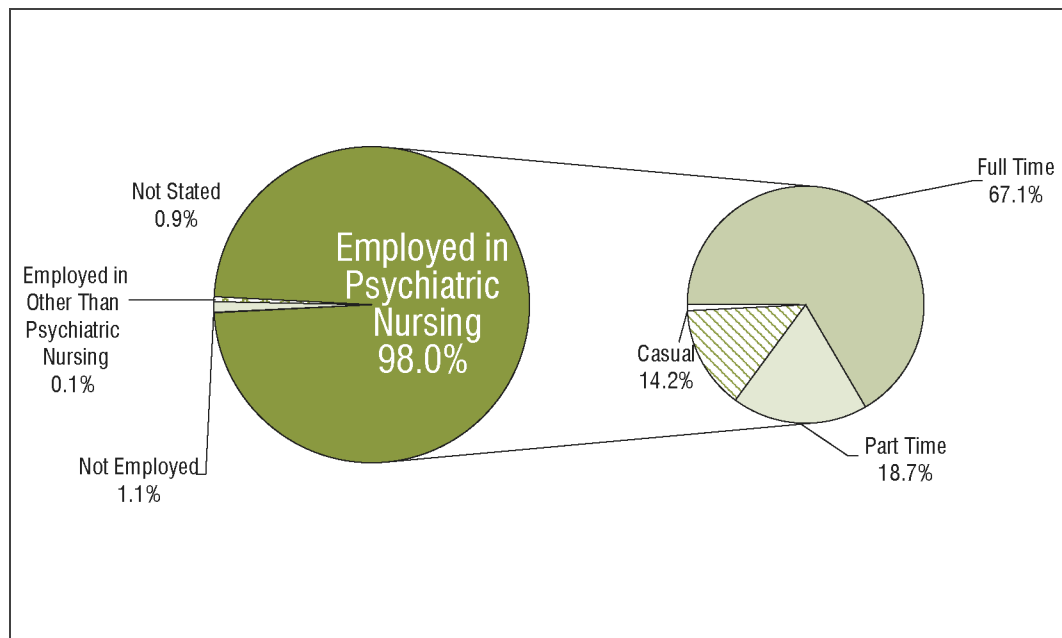
Chapter 3—Regulated Nurses in Canada: Trends of Registered Psychiatric Nurses

Workforce Trends: How Many Registered Psychiatric Nurses?

The regulated nursing workforce is of critical importance to the health of Canadians, and thus to health human resource planners. Registered psychiatric nurses (RPNs) are regulated as a separate profession in four provinces and one territory: Manitoba, Saskatchewan, Alberta, British Columbia and the Yukon. This chapter presents data on RPNs working in the four western provinces in 2009 and illustrates key trends over the last five years. Yukon data is not presented in this report as current numbers would require suppression in accordance with the CIHI privacy policy.

The RPN workforce is defined as RPNs employed in psychiatric nursing in the western provinces. They represent 1.5% of the total regulated nursing workforce. The Employment Status indicator classifies RPNs as either working in psychiatric nursing, working outside of psychiatric nursing or not working. The indicator further classifies RPNs in the workforce as working in part-time, full-time or casual positions. As illustrated in Figure 37, the vast majority of RPNs who registered in the western provinces in 2009 were in the RPN workforce, with two-thirds employed in full-time positions (67.1%).

Figure 37: Registered Psychiatric Nurses, by Employment Status, Western Provinces, 2009



Notes

Totals may not sum to 100% due to rounding.

Employed RPNs with *employed—status unknown* are excluded from the percentage distribution of *full time*, *part time* and *casual*.

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

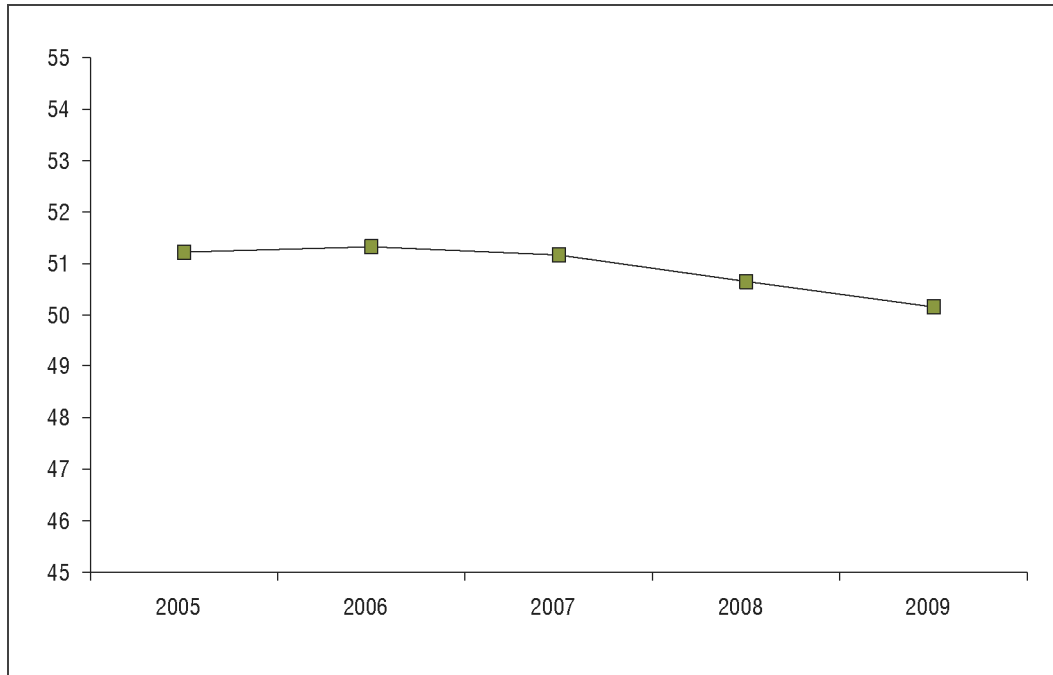
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source

Nursing Database, Canadian Institute for Health Information.

Within the provinces where RPNs provide care, the ratio of these nurses per person to the population decreased to approximately 50 RPNs per 100,000 population between 2005 and 2009.

Figure 38: Registered Psychiatric Nursing Workforce per 100,000 Population, Western Provinces, 2005 to 2009



Notes

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

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

The population estimates used in this publication are from Statistics Canada, Demography Division, and are based on Canadian Demographic Estimates, 2008–2009, preliminary postcensal (PP) estimates of the population counted on July 1, 2009, Canada, provinces and territories.

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

Source

Nursing Database, Canadian Institute for Health Information.

Employment Trends: Is the Workforce Changing?

Table 38 shows the supply of all RPNs over the period 2005 to 2009. In 2009, there were 5,321 RPNs in the western provinces, 1.5% more than in 2008 and 5.8% more than in 2005. Except for 2005, the number of RPNs employed in the western provinces remained relatively stable between the years 2005 and 2009. Additional information on RPNs by province is available in the data tables on the CIHI website.

Table 38: Registered Psychiatric Nurses, by Employment Status, Western Provinces, 2005 to 2009

Employed in Psychiatric Nursing						Not Employed in Psychiatric Nursing						Grand Total
	Regular Basis, Full Time	Regular Basis, Part Time	Casual Basis	Regular Basis, Status Unknown	Subtotal	Employed in Other Than Psychiatric Nursing		Not Employed		Not Stated	Subtotal	
						Seeking Employment	Not Seeking Employment	Seeking Employment in Psychiatric Nursing	Not Seeking Employment in Psychiatric Nursing			
	A	B	C	D	E = A+B+C+D	F	G	H	I	J	K = F+G+H+I+J	L = E+K
Count												
2005	1,995	797	187	1,985	4,964	0	*	*	*	59	63	5,027
2006	3,407	958	631	55	5,051	9	6	22	13	134	184	5,235
2007	3,448	1,015	621	40	5,124	*	0	23	†	77	106	5,230
2008	3,480	965	655	62	5,162	*	*	28	7	39	79	5,241
2009	3,479	971	736	28	5,214	0	*	36	22	4†	107	5,321
Annual Percentage Change												
2005	—	—	—	—	—	—	—	—	—	—	—	—
2006	70.8%	20.2%	237.4%	-97.2%	1.8%	—	†	†	†	127.1%	192.1%	4.1%
2007	1.2%	5.9%	-1.6%	-27.3%	1.4%	†	-100.0%	4.5%	†	-42.5%	-42.4%	-0.1%
2008	0.9%	-4.9%	5.5%	55.0%	0.7%	†	—	21.7%	†	-49.4%	-25.5%	0.2%
2009	0.0%	0.6%	12.4%	-54.8%	1.0%	†	†	28.6%	214.3%	†	35.4%	1.5%
Percentage Distribution												
2005	39.7%	15.9%	3.7%	39.5%	98.7%	0.0%	†	†	†	1.2%	1.3%	100.0%
2006	65.1%	18.3%	12.1%	1.1%	96.5%	0.2%	0.1%	0.4%	0.2%	2.6%	3.5%	100.0%
2007	65.9%	19.4%	11.9%	0.8%	98.0%	†	0.0%	0.4%	†	1.5%	2.0%	100.0%
2008	66.4%	18.4%	12.5%	1.2%	98.5%	†	†	0.5%	0.1%	0.7%	1.5%	100.0%
2009	65.4%	18.2%	13.8%	0.5%	98.0%	0.0%	†	0.7%	0.4%	†	2.0%	100.0%

Notes

— Data is not applicable or does not exist.

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

† Digit suppressed to ensure confidentiality.

Totals may not sum to 100% due to rounding.

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

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

Source

Nursing Database, Canadian Institute for Health Information.

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

Table 39: Registered Psychiatric Nursing Workforce, by Province and Western Provinces, 2005 to 2009

	Man.	Sask.	Alta.	B.C.	Western Provinces
Count					
2005	952	933	1,125	1,954	4,964
2006	956	900	1,144	2,051	5,051
2007	952	880	1,158	2,134	5,124
2008	935	892	1,157	2,178	5,162
2009	949	866	1,202	2,197	5,214
Annual Percentage Change					
2005	—	—	—	—	—
2006	0.4%	-3.5%	1.7%	5.0%	1.8%
2007	-0.4%	-2.2%	1.2%	4.0%	1.4%
2008	-1.8%	1.4%	-0.1%	2.1%	0.7%
2009	1.5%	-2.9%	3.9%	0.9%	1.0%
Percentage Distribution					
2005	19.2%	18.8%	22.7%	39.4%	100.0%
2006	18.9%	17.8%	22.6%	40.6%	100.0%
2007	18.6%	17.2%	22.6%	41.6%	100.0%
2008	18.1%	17.3%	22.4%	42.2%	100.0%
2009	18.2%	16.6%	23.1%	42.1%	100.0%

Notes

— Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

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

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

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

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

Source

Nursing Database, Canadian Institute for Health Information.

Employment Status

Table 40 shows that the majority of RPNs employed in psychiatric nursing were employed on a regular basis in full-time positions (3,479 or 67.1% in 2009).

Table 40: Registered Psychiatric Nursing Workforce, by Employment Status, by Province and Western Provinces, 2005 to 2009

		Man.	Sask.	Alta.	B.C.	Western Provinces
Count						
Employed, Full Time	2005	601	724	670	–	1,995
	2006	599	708	663	1,437	3,407
	2007	599	698	664	1,487	3,448
	2008	586	697	656	1,541	3,480
	2009	530	675	706	1,568	3,479
Employed, Part Time	2005	286	146	365	–	797
	2006	293	127	366	172	958
	2007	283	120	377	235	1,015
	2008	277	100	370	218	965
	2009	254	126	379	212	971
Employed, Casual	2005	48	62	77	–	187
	2006	53	46	108	424	631
	2007	68	49	114	390	621
	2008	63	70	120	402	655
	2009	152	53	117	414	736
Employed, Status Unknown	2005	17	1	13	1,954	1,985
	2006	11	19	7	18	55
	2007	2	13	3	22	40
	2008	9	25	11	17	62
	2009	13	12	–	3	28
Annual Percentage Change						
Employed, Full Time	2005	–	–	–	–	–
	2006	-0.3%	-2.2%	-1.0%	–	†
	2007	0.0%	-1.4%	0.2%	3.5%	1.2%
	2008	-2.2%	-0.1%	-1.2%	3.6%	0.9%
	2009	-9.6%	-3.2%	7.6%	1.8%	0.0%
Employed, Part Time	2005	–	–	–	–	–
	2006	2.4%	-13.0%	0.3%	–	†
	2007	-3.4%	-5.5%	3.0%	36.6%	5.9%
	2008	-2.1%	-16.7%	-1.9%	-7.2%	-4.9%
	2009	-8.3%	26.0%	2.4%	-2.8%	0.6%

(continued)

Table 40: Registered Psychiatric Nursing Workforce, by Employment Status, by Province and Western Provinces, 2005 to 2009 (cont'd)

		Man.	Sask.	Alta.	B.C.	Western Provinces
Employed, Casual	2005	–	–	–	–	–
	2006	10.4%	-25.8%	40.3%	–	‡
	2007	28.3%	6.5%	5.6%	-8.0%	-1.6%
	2008	-7.4%	42.9%	5.3%	3.1%	5.5%
	2009	141.3%	-24.3%	-2.5%	3.0%	12.4%
Percentage Distribution						
Employed, Full Time	2005	64.3%	77.7%	60.3%	–	‡
	2006	63.4%	80.4%	58.3%	70.7%	68.2%
	2007	63.1%	80.5%	57.5%	70.4%	67.8%
	2008	63.3%	80.4%	57.2%	71.3%	68.2%
	2009	56.6%	79.0%	58.7%	71.5%	67.1%
Employed, Part Time	2005	30.6%	15.7%	32.8%	–	‡
	2006	31.0%	14.4%	32.2%	8.5%	19.2%
	2007	29.8%	13.8%	32.6%	11.1%	20.0%
	2008	29.9%	11.5%	32.3%	10.1%	18.9%
	2009	27.1%	14.8%	31.5%	9.7%	18.7%
Employed, Casual	2005	5.1%	6.7%	6.9%	–	‡
	2006	5.6%	5.2%	9.5%	20.9%	12.6%
	2007	7.2%	5.7%	9.9%	18.5%	12.2%
	2008	6.8%	8.1%	10.5%	18.6%	12.8%
	2009	16.2%	6.2%	9.7%	18.9%	14.2%

Notes

– Data is not applicable or does not exist.

‡ As a result of British Columbia defaulting all RPN Employment Status to *employed in psychiatric nursing—status unknown* in 2005, value is not reported as it is not representative of all western provinces.

Totals may not sum to 100% due to rounding.

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

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

In 2006, for Saskatchewan data, changes to the registration form permitted selection of *part time* or *casual* for Employment Status.

The differences between Manitoba's 2008 and 2009 Employment Status were the result of a database change in 2009.

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

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

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

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

Source

Nursing Database, Canadian Institute for Health Information.

As Table 40 demonstrates, the percentage of the RPN workforce employed in full-time positions varied across the provinces in 2009, from 56.6% in Manitoba to 79.0% in Saskatchewan.

The average age of RPNs working full time was 47.6, that of RPNs working part time was 46.9 and that of RPNs working on a casual basis was 48.9.

There was a larger proportion of male RPNs employed in full-time positions in 2009 than of female RPNs. In that year, 78.7% of male RPNs were employed full time, compared to 63.7% of female RPNs. Only 10.2% of male RPNs had part-time employment, compared to 21.2% of female RPNs. Casual employment rates followed a similar pattern, with 11.1% of male RPNs and 15.1% of female RPNs employed on a casual basis.

Multiple Employment

It is not uncommon for RPNs to have more than one psychiatric nursing job, often with multiple employers. In 2009, 20.8% of the RPN workforce who reported on their multiple employment status had more than one employer in psychiatric nursing. The proportion of psychiatric nurses with multiple employment who reported working in part-time positions decreased over the five-year period from 38.0% in 2005 to 21.2% in 2009.

Table 41: Registered Psychiatric Nurses Employed in Psychiatric Nursing With Multiple Employers, by Employment Status With Primary Employer, Western Provinces, 2005 to 2009

	Employed, Full Time	Employed, Part Time	Employed, Casual	Employed, Status Unknown	Total With Multiple Employers
Count					
2005	276	200	50	481	1,007
2006	571	248	215	16	1,050
2007	667	297	203	3	1,170
2008	617	240	171	6	1,034
2009	579	227	266	6	1,078
Annual Percentage Change					
2005	—	—	—	—	—
2006	‡	‡	‡	—	‡
2007	16.8%	19.8%	-5.6%	—	11.4%
2008	-7.5%	-19.2%	-15.8%	—	-11.6%
2009	-6.2%	-5.4%	55.6%	—	4.3%
Percentage Distribution					
2005	‡	‡	‡	—	‡
2006	55.2%	24.0%	20.8%	—	100.0%
2007	57.2%	25.4%	17.4%	—	100.0%
2008	60.0%	23.3%	16.6%	—	100.0%
2009	54.0%	21.2%	24.8%	—	100.0%

Notes

— Data is not applicable or does not exist.

‡ As a result of British Columbia defaulting all RPN Employment Status to *employed in psychiatric nursing—status unknown* in 2005, value is not reported as it is not representative of all western provinces.

Non-response for Multiple Employment (% of RPN workforce): 2005, n = 27 (0.5%); 2006, n = 13 (0.3%); 2007, n = 44 (0.9%); 2008, n = 94 (1.8%); 2009, n = 42 (0.8%).

Totals may not sum to 100% due to rounding.

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

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

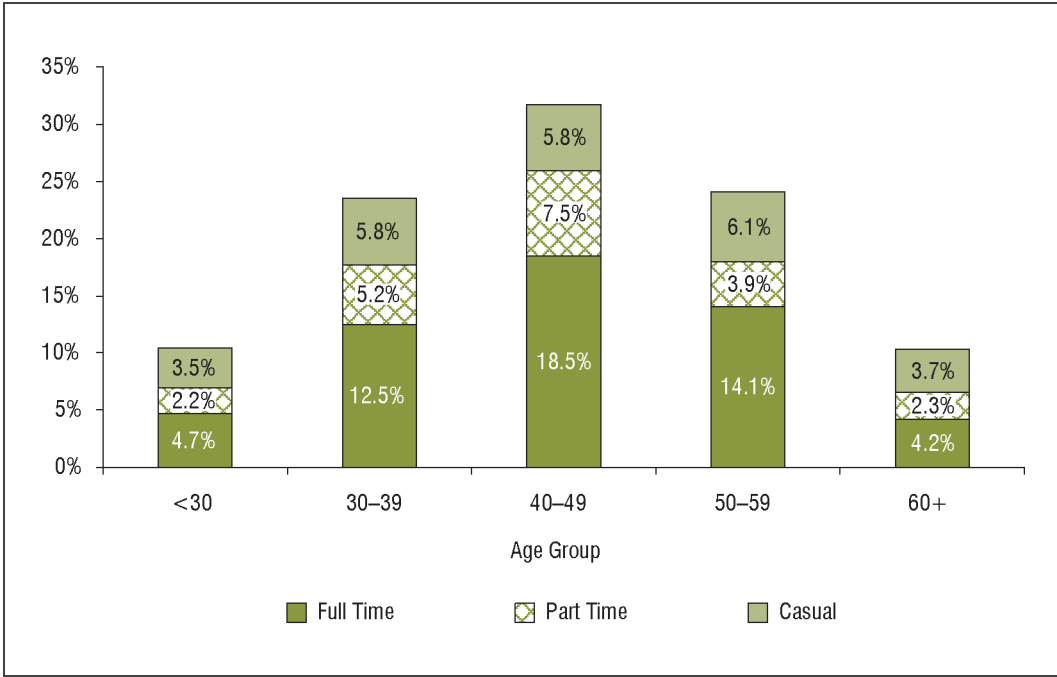
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source

Nursing Database, Canadian Institute for Health Information.

Figure 39 shows the distribution by age group of RPNs working for multiple employers; RPNs age 40 to 49 comprised the largest group in 2009. Breakdown by Employment Status indicates that in 2009, a higher proportion of full-time RPNs were working in multiple positions for all age groups compared to the part-time and casual categories.

Figure 39: Registered Psychiatric Nurses Employed in Psychiatric Nursing With Multiple Employers, by Employment Status, by Age Group, Western Provinces, 2009



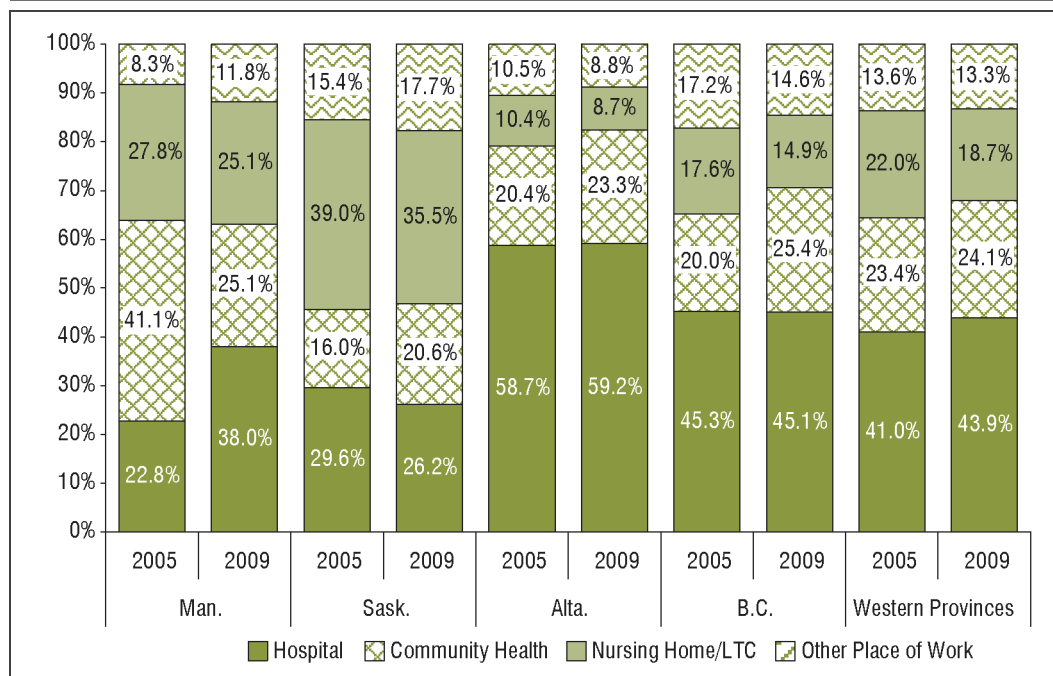
Notes
Non-response for Multiple Employment (% of RPN workforce): 2005, n = 27 (0.5%); 2006, n = 13 (0.3%); 2007, n = 44 (0.9%); 2008, n = 94 (1.8%); 2009, n = 42 (0.8%).
The RPN workforce of the four western provinces represents the total RPN workforce in Canada.
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source
Nursing Database, Canadian Institute for Health Information.

Place of Work

The hospital sector employed 43.9% of the RPN workforce in the western provinces. The greatest proportion of psychiatric nurses working in this sector in 2009 was found in Alberta, at 59.3%, and British Columbia, at 45.1%. Employment in the community health sector was largest in British Columbia; in Saskatchewan the nursing home/long-term care sector was the largest.

Figure 40: Registered Psychiatric Nursing Workforce, by Place of Work, by Province and Western Provinces, 2005 and 2009



Notes

Non-response for Place of Work (% of RPN workforce): 2005, n = 45 (0.9%); 2009, n = 34 (0.7%).

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

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

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

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

Totals may not sum to 100% due to rounding.

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

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

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

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

Source

Nursing Database, Canadian Institute for Health Information.

In 2009, the average age of RPNs working in the hospital sector was 45.8, compared to the average age of 47.7 for RPNs employed in community health and 50.5 for RPNs employed in the nursing home/long-term care sector.

Position

In 2009, 4,103 RPNs (79.0%) were employed as staff psychiatric nurses/community health nurses in the western provinces, an increase of 2.2% from 4,013 in 2008 (see Table 42).

Table 42: Registered Psychiatric Nursing Workforce, by Position, by Province and Western Provinces, 2005 to 2009

		Man.	Sask.	Alta.	B.C.	Western Provinces
Count						
Staff Nurse	2005	748	737	908	1,504	3,897
	2006	743	717	938	1,601	3,999
	2007	736	668	944	1,684	4,032
	2008	702	658	936	1,717	4,013
	2009	728	662	969	1,744	4,103
Manager	2005	101	114	88	297	600
	2006	100	110	89	297	596
	2007	105	99	88	264	556
	2008	93	108	90	257	548
	2009	92	103	88	264	547
Other Positions	2005	99	82	118	117	416
	2006	113	73	111	132	429
	2007	109	98	120	169	496
	2008	126	95	125	184	530
	2009	129	89	141	184	543
Annual Percentage Change						
Staff Nurse	2005	–	–	–	–	–
	2006	-0.7%	-2.7%	3.3%	6.4%	2.6%
	2007	-0.9%	-6.8%	0.6%	5.2%	0.8%
	2008	-4.6%	-1.5%	-0.8%	2.0%	-0.5%
	2009	3.7%	0.6%	3.5%	1.6%	2.2%
Manager	2005	–	–	–	–	–
	2006	-1.0%	-3.5%	1.1%	0.0%	-0.7%
	2007	5.0%	-10.0%	-1.1%	-11.1%	-6.7%
	2008	-11.4%	9.1%	2.3%	-2.7%	-1.4%
	2009	-1.1%	-4.6%	-2.2%	2.7%	-0.2%
Other Positions	2005	–	–	–	–	–
	2006	14.1%	-11.0%	-5.9%	12.8%	3.1%
	2007	-3.5%	34.2%	8.1%	28.0%	15.6%
	2008	15.6%	-3.1%	4.2%	8.9%	6.9%
	2009	2.4%	-6.3%	12.8%	0.0%	2.5%

(continued)

Table 42: Registered Psychiatric Nursing Workforce, by Position, by Province and Western Provinces, 2005 to 2009 (cont'd)

		Man.	Sask.	Alta.	B.C.	Western Provinces
Percentage Distribution						
Staff Nurse	2005	78.9%	79.0%	81.5%	78.4%	79.3%
	2006	77.7%	79.7%	82.4%	78.9%	79.6%
	2007	77.5%	77.2%	81.9%	79.5%	79.3%
	2008	76.2%	76.4%	81.3%	79.6%	78.8%
	2009	76.7%	77.5%	80.9%	79.6%	79.0%
Manager	2005	10.7%	12.2%	7.9%	15.5%	12.2%
	2006	10.5%	12.2%	7.8%	14.6%	11.9%
	2007	11.1%	11.4%	7.6%	12.5%	10.9%
	2008	10.1%	12.5%	7.8%	11.9%	10.8%
	2009	9.7%	12.1%	7.3%	12.0%	10.5%
Other Positions	2005	10.4%	8.8%	10.6%	6.1%	8.5%
	2006	11.8%	8.1%	9.8%	6.5%	8.5%
	2007	11.5%	11.3%	10.4%	8.0%	9.8%
	2008	13.7%	11.0%	10.9%	8.5%	10.4%
	2009	13.6%	10.4%	11.8%	8.4%	10.5%

Notes

— Data is not applicable or does not exist.

Non-response for Position (% of RPN workforce): 2005, n = 51 (1.0%); 2006, n = 27 (0.5%); 2007, n = 40 (0.8%); 2008, n = 71 (1.4%); 2009, n = 21 (0.4%).

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

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

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

Totals may not sum to 100% due to rounding.

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

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

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

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

Source

Nursing Database, Canadian Institute for Health Information.

Area of Responsibility

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

Areas of responsibility covered by RPNs that fall outside of direct care include administration, education and research. The proportion of RPNs employed in administration in 2009 was highest in Manitoba (10.6%) and Alberta (6.8%).

Overall, RPNs who provide direct care to patients are younger than RPNs in administration and education while similar to those in research. In 2009, the average age was 47.4 for RPNs in direct care, 50.6 for RPNs working in administration, 50.9 for RPNs working in education and 47.5 for those working in research.

Table 43: Registered Psychiatric Nursing Workforce, by Area of Responsibility, Western Provinces, 2009

	Count	Percentage
Direct Care		
Acute Services	1,175	23.1%
Geriatric/Long-Term Care	880	17.3%
Rehabilitation	490	9.6%
Forensic Services	399	7.8%
Children & Adolescent Services	284	5.6%
Crisis/Emergency Services	265	5.2%
Developmental Habilitation/Disabilities	183	3.6%
Addiction Services	168	3.3%
Medical/Surgical	30	0.6%
Pediatric	17	0.3%
Palliative Care	13	0.3%
Occupational Health	1 [†]	†
Oncology	*	†
Other Patient Care	689	13.5%
Total Direct Care	4,607	90.4%
Total Administration	328	6.4%
Total Education	150	2.9%
Total Research	11	0.2%
Total	5,096	100.0%

Notes

– Data is not applicable or does not exist.

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

† Digit suppressed to ensure confidentiality.

Non-response for Area of Responsibility (% of all RPNs): n = 118 (2.3%).

Totals may not sum to 100% due to rounding.

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

Direct Care includes data from *medical/surgical, pediatric, geriatric/long-term care, crisis/emergency services, occupational health, oncology, rehabilitation, palliative care, children & adolescent services, developmental habilitation/disabilities, addiction services, acute services, forensic services* and *other patient care*.

Administration includes data from *nursing services, nursing education* and *other administration*.

Education/Research includes data from *teaching students, teaching employees, teaching patients/clients, other education, psychiatric nursing research only* and *other research*.

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

Source

Nursing Database, Canadian Institute for Health Information.

In 2009, the greatest proportion of RPNs worked in acute services and geriatric/long-term care. The area of responsibility with the most RPNs, acute services, also attracted the most recent graduates. In 2009, 32.8% of RPNs in their first five years of psychiatric nursing chose to work in acute services. These nurses accounted for 19.6% of all RPNs working in acute services. The area of responsibility that attracted the highest proportion of the male workforce was acute services at 21.5%. The male RPN workforce represents 22.5% of the total RPN workforce.

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

Slightly more than three-quarters of RPNs (77.5%) in the Canadian workforce were female in 2009. This proportion has not changed substantially over five years (see Table 44). Notably, there was a substantially higher proportion of males working in psychiatric nursing (22.5%) than in the other regulated nursing professions (registered nursing and licensed practical nursing).

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

Table 44: Registered Psychiatric Nursing Workforce, by Sex, by Province and Western Provinces, 2005 to 2009

		Man.	Sask.	Alta.	B.C.	Western Provinces
Count						
Female	2005	723	792	831	1,498	3,844
	2006	733	764	850	1,570	3,917
	2007	736	747	859	1,630	3,972
	2008	722	751	866	1,663	4,002
	2009	738	733	900	1,669	4,040
Male	2005	229	141	294	456	1,120
	2006	223	136	294	481	1,134
	2007	216	133	299	504	1,152
	2008	213	141	291	515	1,160
	2009	211	133	302	528	1,174
Annual Percentage Change						
Female	2005	–	–	–	–	–
	2006	1.4%	-3.5%	2.3%	4.8%	1.9%
	2007	0.4%	-2.2%	1.1%	3.8%	1.4%
	2008	-1.9%	0.5%	0.8%	2.0%	0.8%
	2009	2.2%	-2.4%	3.9%	0.4%	0.9%
Male	2005	–	–	–	–	–
	2006	-2.6%	-3.5%	0.0%	5.5%	1.3%
	2007	-3.1%	-2.2%	1.7%	4.8%	1.6%
	2008	-1.4%	6.0%	-2.7%	2.2%	0.7%
	2009	-0.9%	-5.7%	3.8%	2.5%	1.2%

(continued)

Table 44: Registered Psychiatric Nursing Workforce, by Sex, by Province and Western Provinces, 2005 to 2009 (cont'd)

		Man.	Sask.	Alta.	B.C.	Western Provinces
Percentage Distribution						
Female	2005	75.9%	84.9%	73.9%	76.7%	77.4%
	2006	76.7%	84.9%	74.3%	76.5%	77.5%
	2007	77.3%	84.9%	74.2%	76.4%	77.5%
	2008	77.2%	84.2%	74.8%	76.4%	77.5%
	2009	77.8%	84.6%	74.9%	76.0%	77.5%
Male	2005	24.1%	15.1%	26.1%	23.3%	22.6%
	2006	23.3%	15.1%	25.7%	23.5%	22.5%
	2007	22.7%	15.1%	25.8%	23.6%	22.5%
	2008	22.8%	15.8%	25.2%	23.6%	22.5%
	2009	22.2%	15.4%	25.1%	24.0%	22.5%

Notes

– Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

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

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

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

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

Source

Nursing Database, Canadian Institute for Health Information.

The average age of male RPNs (49.9) was higher than that of female RPNs (47.0) in 2009. In that year, males accounted for about one-quarter of the RPN workforce in Manitoba (22.2%), Alberta (25.1%) and British Columbia (24.0%), whereas in Saskatchewan males accounted for 15.4%.

Age Group of the Workforce

In 2009, for the western provinces as a whole, the highest proportion of RPNs was in the 50 to 54 age group (17.2%), followed by 45 to 49 (16.6%) and 60 and older (14.6%).

Table 45: Registered Psychiatric Nursing Workforce, by Age Group, by Province and Western Provinces, 2009

Age Group	Man.	Sask.	Alta.	B.C.	Western Provinces
<30	8.0%	1.7%	9.5%	6.1%	6.5%
30–34	6.5%	3.6%	6.4%	8.2%	6.7%
35–39	7.7%	11.7%	7.2%	12.0%	10.0%
40–44	10.7%	16.8%	14.3%	13.9%	13.9%
45–49	18.7%	19.6%	15.8%	15.0%	16.6%
50–54	22.1%	18.8%	16.4%	14.8%	17.2%
55–59	16.9%	14.7%	14.2%	13.4%	14.4%
60+	9.4%	13.1%	16.2%	16.5%	14.6%

Notes

Non-response for Age Group (% of RPN workforce): n = 3 (<0.1%).

Totals may not sum to 100% due to rounding.

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

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

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

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

Source

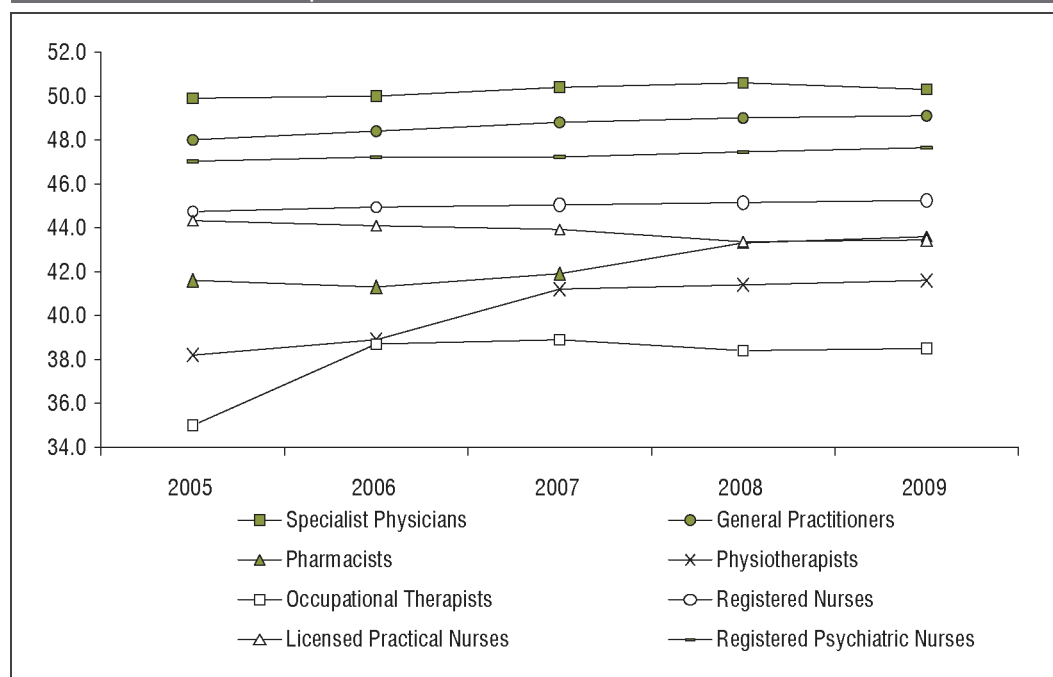
Nursing Database, Canadian Institute for Health Information.

Average Age of the Workforce

Average age may be used in addition to age groupings to describe trends and to make comparisons between the RPN workforce and other professions. As Figure 41 shows, the average age of selected health occupations increased over the period from 2005 to 2009.

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

Figure 41: Average Age of Regulated Nursing Workforce Compared to Selected Health Occupations, Canada, 2005 to 2009



Notes

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

For 2007, 2008 and 2009, Manitoba RN data was excluded from average age calculation for Canada, as the College of Registered Nurses of Manitoba submitted aggregate tables for average age.

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

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

Sources

Nursing Database, Occupational Therapist Database, Pharmacist Database, Physiotherapist Database and Scott's Medical Database, Canadian Institute for Health Information; for 2005 occupational therapist, physiotherapist and pharmacist values and 2006 physiotherapist value, Labour Force Survey, Statistics Canada.

Table 46 shows the range of average ages across the four provinces from 2005 to 2009. In most cases, the change from the previous year was relatively small; over five years the average age increased by 0.6 years for all Canadian RPNs. The largest increase in the average age was in Saskatchewan, at 2.2 years. There was a rise of 0.9 years in Manitoba and 0.5 years in Alberta. The average age decreased in British Columbia, by 0.2 years.

Table 46: Average Age of the Registered Psychiatric Nursing Workforce, by Province and Western Provinces, 2005 to 2009

	Man.	Sask.	Alta.	B.C.	Western Provinces
Average Age					
2005	46.5	46.5	47.0	47.6	47.0
2006	46.9	47.0	47.1	47.5	47.2
2007	46.9	47.6	47.2	47.2	47.2
2008	47.4	47.9	47.7	47.2	47.5
2009	47.4	48.7	47.5	47.4	47.6
Annual Increase/Decrease in Average Age					
2005	–	–	–	–	–
2006	0.4	0.5	0.1	-0.1	0.2
2007	0.0	0.6	0.1	-0.3	0.0
2008	0.5	0.3	0.5	0.0	0.3
2009	0.0	0.8	-0.2	0.2	0.1

Notes

– Data is not applicable or does not exist.

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

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Source

Nursing Database, Canadian Institute for Health Information.

Exiting and Entering the Workforce

Table 47 represents all RPNs who registered with a specific province, not only the workforce. A new registrant may be a new graduate, an immigrant, an interprovincial mover or an RPN re-registering following an absence of one year or more. An exit may be an RPN who has left the profession (either temporarily or permanently) or retired, or an RPN who is registered in another province or country in year “x” and may still be practising psychiatric nursing in another province, territory or country.

Table 47 shows new registration rates and exit rates by province and by age group. The highest exit rates by provinces for RPNs were seen in psychiatric nurses age 60 and older in British Columbia (16.0%), Manitoba (12.3%) and Saskatchewan (9.1%). Also, the highest exit rates of RPNs were seen in the age groups of younger than 30 in Alberta (10.8%). It should be considered that a large portion of RPNs age 60 and older who did not re-register in 2009 (2008 exits) retired from nursing.

Note that many RPNs who take a leave of absence or pursue further education maintain their registration and are thus not counted as exits.

Table 47: Registered Psychiatric Nurses: Rate of New Registrations and Exit Rates, by Age Group, by Province, 2005 to 2009

	Age Group		Man.	Sask.	Alta.	B.C.
New Registration Rates	<30	2006	34.4%	33.3%	41.2%	34.5%
		2007	34.2%	60.0%	33.0%	50.3%
		2008	27.5%	73.3%	24.7%	24.1%
		2009	35.5%	13.3%	35.1%	23.1%
	30–39	2007	12.6%	8.2%	8.3%	15.3%
		2008	15.1%	8.2%	8.3%	15.3%
		2009	14.1%	9.8%	13.9%	17.1%
		2006	2.7%	5.3%	19.0%	12.2%
	40–49	2006	2.7%	3.5%	3.5%	9.2%
		2007	2.1%	2.4%	3.5%	8.2%
		2008	2.9%	6.1%	5.3%	7.8%
		2009	4.3%	2.9%	7.5%	7.4%
	50–59	2006	1.8%	0.7%	1.8%	7.5%
		2007	1.4%	1.5%	1.4%	5.0%
		2008	1.7%	2.5%	3.6%	3.5%
		2009	1.6%	1.7%	2.2%	4.2%
	60+	2006	0.0%	0.0%	3.2%	6.7%
		2007	2.9%	3.2%	1.9%	4.0%
		2008	4.1%	2.0%	4.3%	3.3%
		2009	3.4%	0.9%	1.5%	3.6%

(continued)

Table 47: Registered Psychiatric Nurses: Rate of New Registrations and Exit Rates, by Age Group, by Province, 2005 to 2009 (cont'd)

	Age Group		Man.	Sask.	Alta.	B.C.
Exit Rates	<30	2005	16.4%	11.8%	15.7%	10.6%
		2006	9.8%	0.0%	7.1%	9.1%
		2007	21.9%	20.0%	14.9%	9.7%
		2008	8.7%	6.7%	10.8%	9.2%
	30–39	2005	8.8%	7.0%	6.3%	5.0%
		2006	4.8%	4.7%	3.9%	8.1%
		2007	9.4%	6.6%	8.9%	4.7%
		2008	7.1%	6.7%	8.2%	7.1%
	40–49	2005	1.3%	2.5%	4.3%	3.3%
		2006	3.5%	4.1%	3.0%	2.6%
		2007	3.0%	2.1%	4.9%	4.0%
		2008	1.9%	4.8%	3.1%	1.6%
	50–59	2005	5.0%	5.9%	3.9%	5.4%
		2006	6.9%	6.7%	4.2%	6.8%
		2007	6.8%	5.3%	5.7%	6.0%
		2008	6.4%	3.3%	3.9%	6.9%
	60+	2005	13.0%	20.5%	12.1%	21.5%
		2006	16.7%	13.1%	9.5%	16.7%
		2007	15.7%	14.9%	11.5%	16.5%
		2008	12.3%	9.1%	8.6%	16.0%

Notes

Rates will not sum to 100%.

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

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

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

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

Source

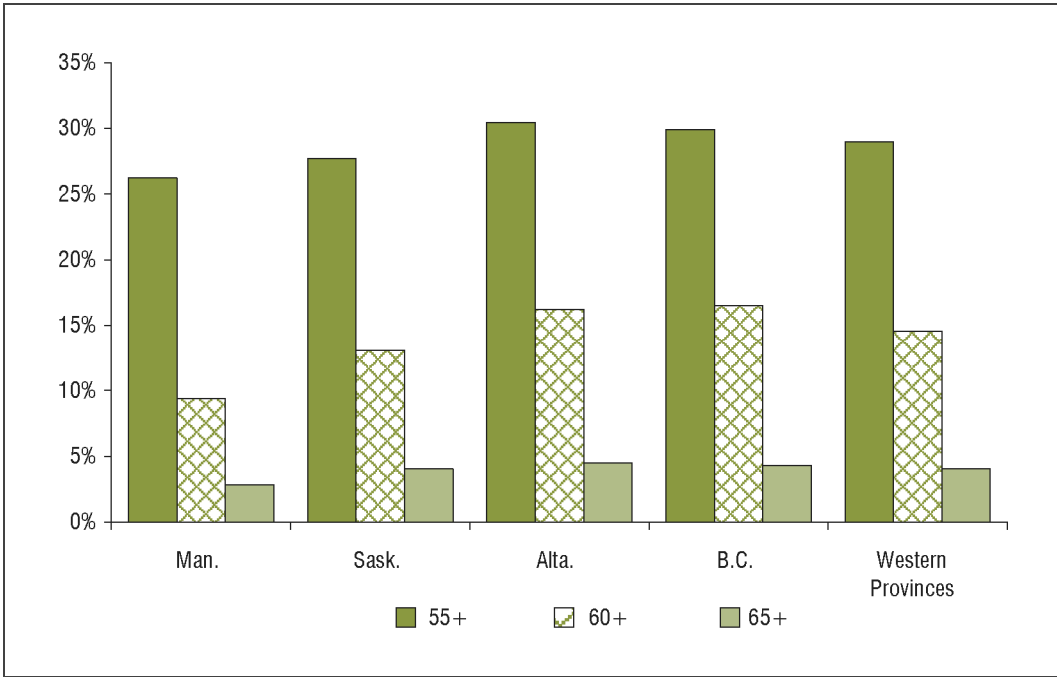
Nursing Database, Canadian Institute for Health Information.

Age of the Workforce

Figure 42 highlights the proportion of the RPN workforce in each province at or above three typical ages of retirement in 2009: 55, 60 and 65. Note that this illustration is cumulative. An RPN at age 65 is counted in all three categories, and an RPN at age 60 is counted in two categories.

Information on the age of the RPN workforce across the western provinces shows a large portion of psychiatric nurses within these age groups (55 and older at 29.0%, 60 and older at 14.6%, and 65 and older at 4.0%) may be preparing for retirement in the near future.

Figure 42: Registered Psychiatric Nursing Workforce, by Age Groups 55+, 60+ and 65+, by Province and Western Provinces, 2009



Notes
The RPN workforce of the four western provinces represents the total RPN workforce in Canada. Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology. RPNs employed in a province different from their province of registration are excluded to avoid duplication. See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

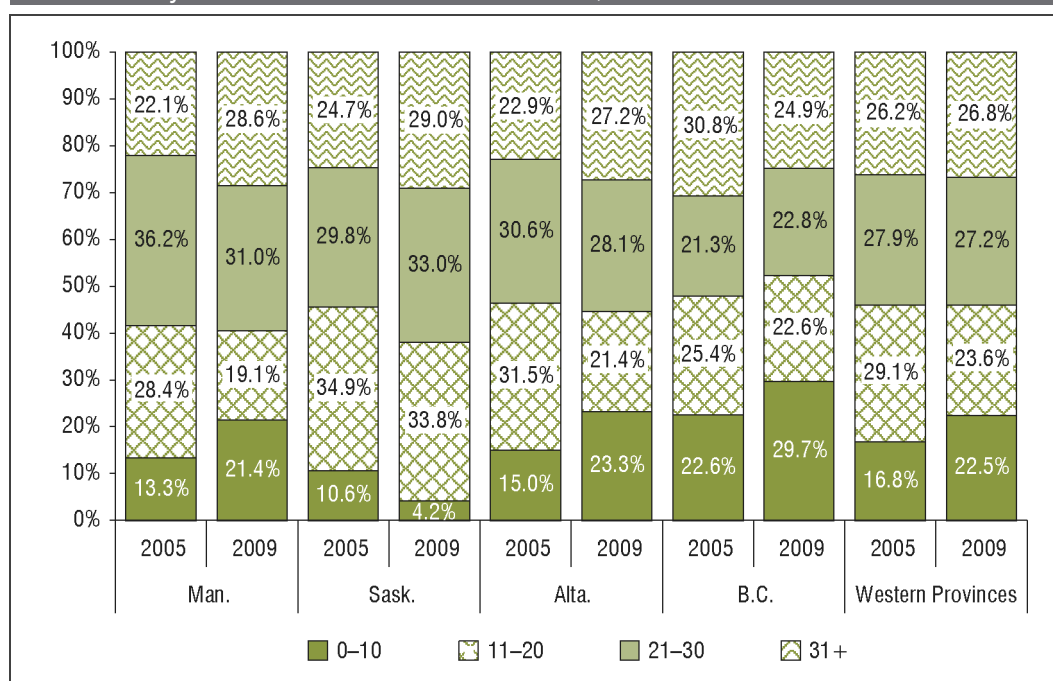
Source
Nursing Database, Canadian Institute for Health Information.

Years Since Graduation

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

Figure 43 illustrates the distribution of RPNs by number of years since graduation. Note that this indicates the maximum number of years an RPN could have been in the workforce and does not necessarily reflect the actual number of years worked, because time spent out of the workforce (such as in continuing education or family leave) is not accounted for.

Figure 43: Registered Psychiatric Nursing Workforce, by Years Since Graduation, by Province and Western Provinces, 2005 and 2009



Notes

Totals may not sum to 100% due to rounding.

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

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

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

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

Source

Nursing Database, Canadian Institute for Health Information.

The trend from 2005 to 2009 shows the proportion of RPNs *31+ years since graduation* increased in every province with the exception of British Columbia. In the western provinces as a whole, the cohort *31+ years since graduation* increased from 26.2% to 26.8% between 2005 and 2009. The proportion of RPNs in the group *0 to 10 years since graduation* increased to 22.5% of the workforce in 2009, from 16.8% in 2005.

Education Trends

Entry-to-Practice Education

RPNs are graduates of recognized and approved post-secondary education programs. They must meet standards for psychiatric nursing, a code of ethics and a set of expected competencies. Although psychiatric nursing programs are now available at both the diploma and baccalaureate levels in the western provinces, most RPNs in the current workforce entered practice as graduates of a two- or three-year diploma program.

Higher Education for Registered Psychiatric Nurses

In the 2009 RPN workforce, a total of 462 RPNs (8.9%) had obtained a baccalaureate as their highest education in psychiatric nursing (see Table 48), compared to 4,738 (90.9%) who had earned a diploma. As Manitoba was the first province to offer a baccalaureate program, in 1998, the percentage of RPNs in that province with a baccalaureate as the highest educational level was 23.1%.

Table 48: Registered Psychiatric Nursing Workforce, by Highest Level of Education in Psychiatric Nursing, Western Provinces, 2005 to 2009

	Diploma	Baccalaureate	Master's/Doctorate	Total
Count				
2005	4,707	241	16	4,964
2006	4,760	276	15	5,051
2007	4,747	368	9	5,124
2008	4,755	399	8	5,162
2009	4,738	462	14	5,214
Annual Percentage Change				
2005	–	–	–	–
2006	1.1%	14.5%	-6.3%	1.8%
2007	-0.3%	33.3%	-40.0%	1.4%
2008	0.2%	8.4%	-11.1%	0.7%
2009	-0.4%	15.8%	75.0%	1.0%
Percentage Distribution				
2005	94.8%	4.9%	0.3%	100.0%
2006	94.2%	5.5%	0.3%	100.0%
2007	92.6%	7.2%	0.2%	100.0%
2008	92.1%	7.7%	0.2%	100.0%
2009	90.9%	8.9%	0.3%	100.0%

Notes

– Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

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

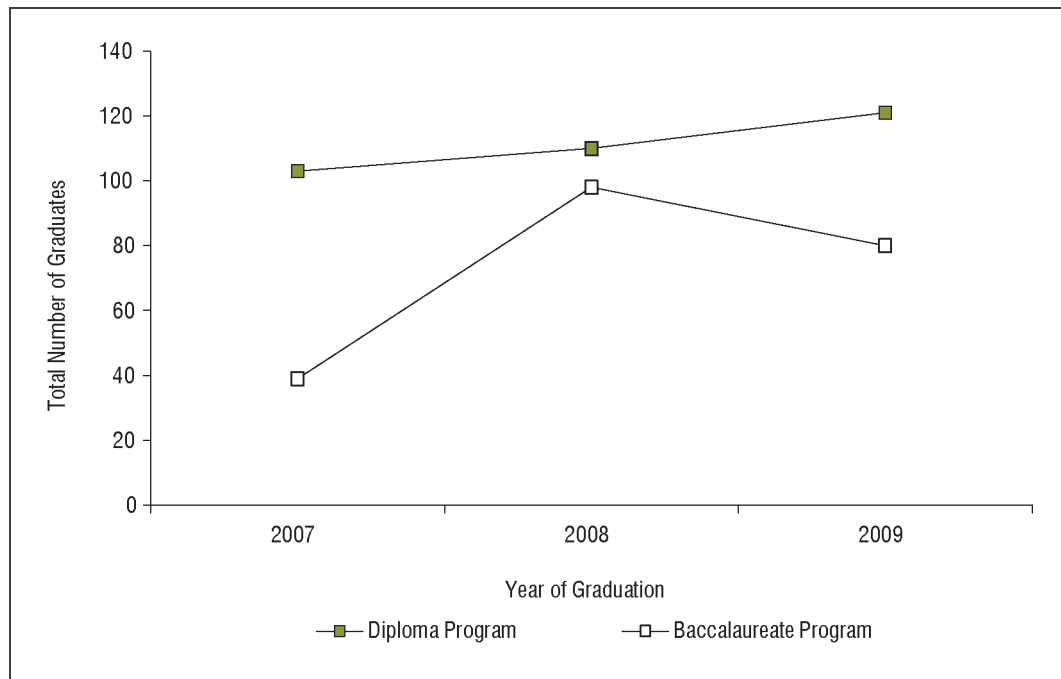
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source

Nursing Database, Canadian Institute for Health Information.

Figure 44 illustrates the trends of graduates from a diploma program and baccalaureate program from 2007 to 2009.

Figure 44: Registered Psychiatric Nurses Graduating From Diploma and Baccalaureate Programs, Western Provinces, 2007 to 2009



Notes

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

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

Sources

Canadian Nurses Association and Canadian Association Schools of Nursing.

Average Age at Graduation

The age at which a student graduates from a psychiatric nursing program and is eligible to enter the RPN workforce is an important indicator of the number of years an average RPN will contribute to the workforce. As Table 49 illustrates, as psychiatric nurses enter the workforce later, their years of service will be reduced unless they stay later at the end of their careers.

Table 49: Registered Psychiatric Nursing Graduates and Average Age at Graduation, by Range of Graduation Years, Western Provinces, 1985 to 2009

Graduation Year	Number of Graduates	Average Age at Graduation
1985–1989	710	25.1
1990–1994	722	28.2
1995–1999	428	28.8
2000–2004	486	30.3
2005–2009	620	30.9

Notes

The total RPN workforce of the four western provinces represents the total RPN workforce in Canada. See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source

Nursing Database, Canadian Institute for Health Information.

The trend of increasing age at graduation has slowed since the early 1990s. However, in 2009, 54.8% of the workforce who had graduated in the previous five years were older than 30 when they graduated.

Mobility Trends: A Mobile Workforce

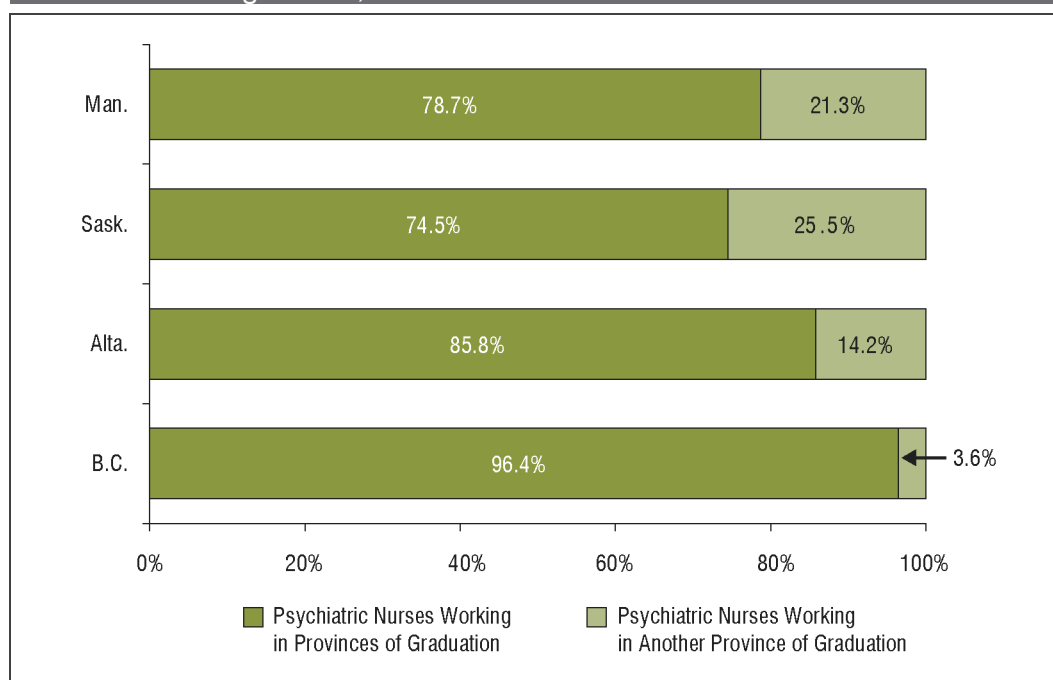
Regulated nurses are in demand in Canada and around the world. As a result, graduates from regulated nursing programs often have numerous options as to where they will practise. Canadian graduates may choose to remain in their current province or territory, to migrate to another Canadian province or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

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

Migration in the Western Provinces

Each provincial workforce combines registered psychiatric nurses who originally graduated from within the province, those who graduated from other Canadian provinces and those who graduated from outside the country. Overall, more than 8 out of 10 (84.2%) registered psychiatric nurses who graduated from Canadian registered psychiatric nursing programs who were working in the western provinces in 2009 either did not move after graduation or eventually returned to their province of graduation.

Figure 45: Registered Psychiatric Nursing Workforce, by Province of Graduation and Registration, 2009



Notes

Includes only RPNs educated in Canadian nursing programs employed in the western provinces, in 2009 (N = 4,298). Totals may not sum to 100% due to rounding.

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

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

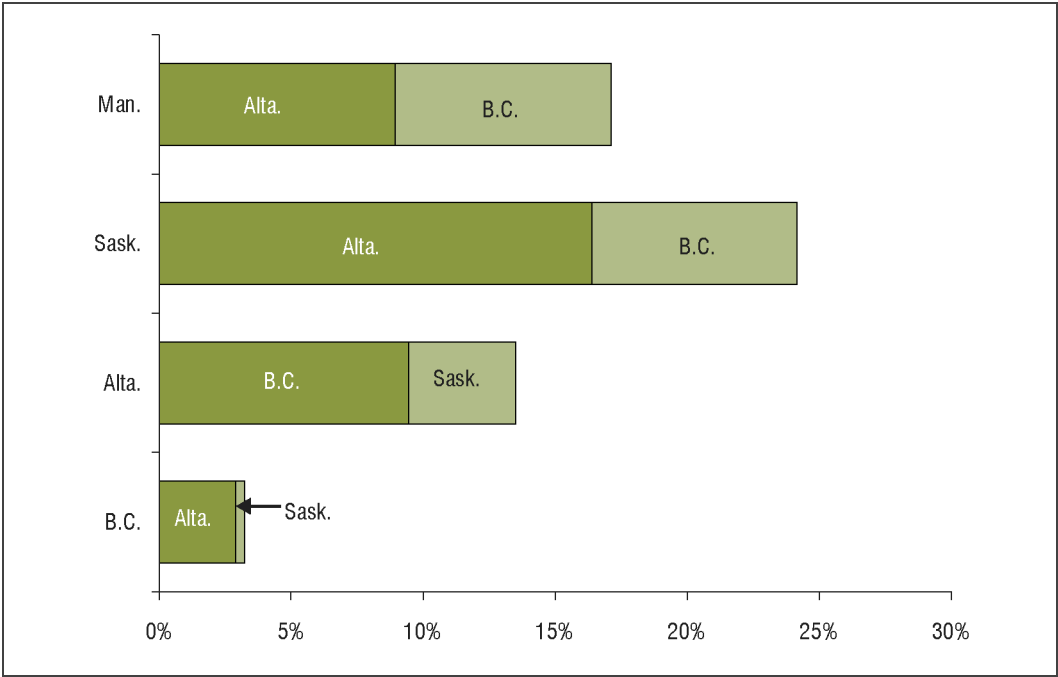
RPNs employed in a province different from their province of registration are excluded to avoid duplication.

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

Source

Nursing Database, Canadian Institute for Health Information.

Figure 46: Registered Psychiatric Nursing Workforce, by Province of Registration and Top Two Destinations of Graduation, Western Provinces, 2009



Notes
Includes only RPNs educated in Canadian nursing programs employed in the western provinces, in 2009 (N = 4,298).
The RPN workforce of the four western provinces represents the total RPN workforce in Canada.
Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.
RPNs employed in a province different from their province of registration are excluded to avoid duplication.
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source
Nursing Database, Canadian Institute for Health Information.

The provinces of British Columbia and Alberta figure most prominently as destinations for migrating psychiatric nurses. In contrast, Manitoba (3.5%) and Saskatchewan (13.0%) received the least number of migrating psychiatric nurses, the lowest rates in the country. The data does not account for mobility and migration in the intervening years.

Internationally Educated Registered Psychiatric Nurses

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

Table 50: Registered Psychiatric Nursing Workforce, by Location of Graduation in Western Provinces and International, by Province and Western Provinces, 2005 to 2009

		Man.	Sask.	Alta.	B.C.	Western Provinces
Count						
Western Provinces	2005	942	921	1,024	1,650	4,537
	2006	945	890	1,047	1,726	4,608
	2007	942	870	1,062	1,786	4,660
	2008	925	880	1,046	1,429	4,280
	2009	939	856	1,053	1,450	4,298
International	2005	10	12	100	220	342
	2006	11	10	97	209	327
	2007	10	10	96	235	351
	2008	10	11	111	175	307
	2009	10	10	144	202	366
Annual Percentage Change						
Western Provinces	2005	—	—	—	—	—
	2006	0.3%	-3.4%	2.2%	4.6%	1.6%
	2007	-0.3%	-2.2%	1.4%	3.5%	1.1%
	2008	-1.8%	1.1%	-1.5%	-20.0%	-8.2%
	2009	1.5%	-2.7%	0.7%	1.5%	0.4%
International	2005	—	—	—	—	—
	2006	10.0%	-16.7%	-3.0%	-5.0%	-4.4%
	2007	-9.1%	0.0%	-1.0%	12.4%	7.3%
	2008	0.0%	10.0%	15.6%	-25.5%	-12.5%
	2009	0.0%	-9.1%	29.7%	15.4%	19.2%

(continued)

Table 50: Registered Psychiatric Nursing Workforce, by Location of Graduation in Western Provinces and International, by Province and Western Provinces, 2005 to 2009 (cont'd)

		Man.	Sask.	Alta.	B.C.	Western Provinces
Percentage Distribution						
Western Provinces	2005	98.9%	98.7%	91.1%	88.2%	93.0%
	2006	98.8%	98.9%	91.5%	89.2%	93.4%
	2007	98.9%	98.9%	91.7%	88.4%	93.0%
	2008	98.9%	98.8%	90.4%	89.1%	93.3%
	2009	98.9%	98.8%	88.0%	87.8%	92.2%
International	2005	1.1%	1.3%	8.9%	11.8%	7.0%
	2006	1.2%	1.1%	8.5%	10.8%	6.6%
	2007	1.1%	1.1%	8.3%	11.6%	7.0%
	2008	1.1%	1.2%	9.6%	10.9%	6.7%
	2009	1.1%	1.2%	12.0%	12.2%	7.8%

Notes

– Data is not applicable or does not exist.

Non-response for Location of Graduation (% RPN workforce): 2005, n = 85 (1.7%); 2006, n = 116 (2.3%); 2008, n = 575 (11.1%); 2009, n = 550 (10.6%).

Totals may not sum to 100% due to rounding.

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

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

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

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

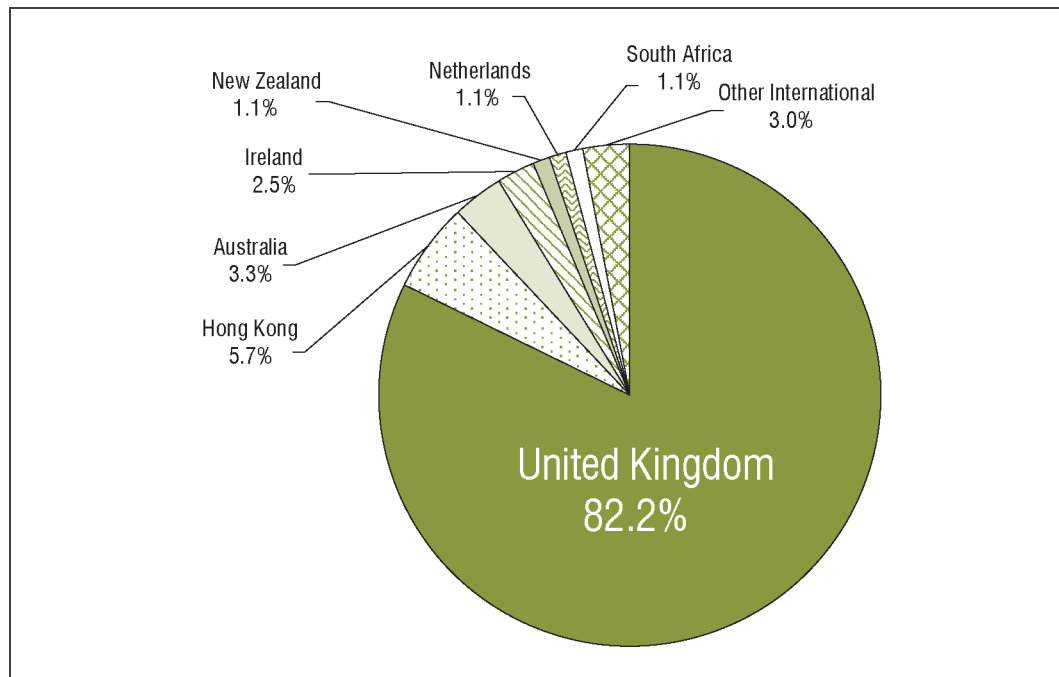
Source

Nursing Database, Canadian Institute for Health Information.

Table 50 shows that the RPN workforces of British Columbia (12.2%) and Alberta (12.0%) had the highest concentration of internationally educated RPNs in 2009. In contrast, 1.1% of the RPN workforce in Manitoba and 1.2% of that in Saskatchewan graduated from an international psychiatric nursing school with respect to the 2009 data year.

Of the RPNs employed in the western provinces who reported their location of graduation in 2009, 92.2% (4,298) graduated from a psychiatric nursing program in Canada and 7.8% (366) graduated from an international psychiatric nursing program. Since 2005, the proportion of internationally educated RPNs in the Canadian RPN workforce has remained between 6.6% and 7.8%.

Figure 47: Internationally Educated Registered Psychiatric Nurses in the Workforce, by Country of Graduation, 2009



Notes

Includes only those who were educated outside of the western provinces in the workforce, in 2009 (N = 366).

Totals may not sum to 100% due to rounding.

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

Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology. See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source

Nursing Database, Canadian Institute for Health Information.

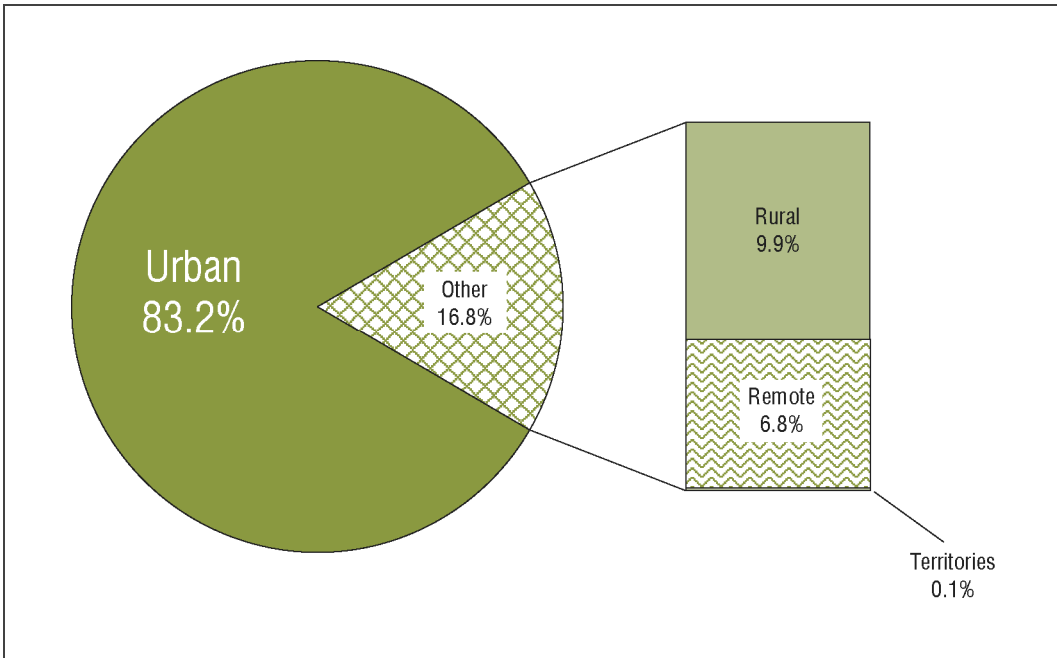
For the 366 RPNs in the western provinces who graduated from an international psychiatric nursing program, the seven most frequently identified countries of graduation are identified in Figure 47. Most (82.2%) graduates graduated from psychiatric nursing programs in the United Kingdom, while those educated in Hong Kong comprised the next largest group, at 5.7%.

Urban/Rural Distribution of the Workforce

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

To determine if RPNs were practising in a rural or an urban setting, a postal code analysis was performed. In most cases, the postal code used was that of the workplace; however, when Postal Code of Employer (Work Site) was not submitted to CIHI, Postal Code of Residence was used.^{iv} Figures 48 and 49 illustrate the urban/rural/remote/territories distribution of the RPN workforce in the western provinces in 2009. In 2009, 83.2% of the RPN workforce worked in urban areas of the four western provinces.

Figure 48: Registered Psychiatric Nursing Workforce, by Urban/Rural/Remote/Territories Designation, Western Provinces, 2009



Notes

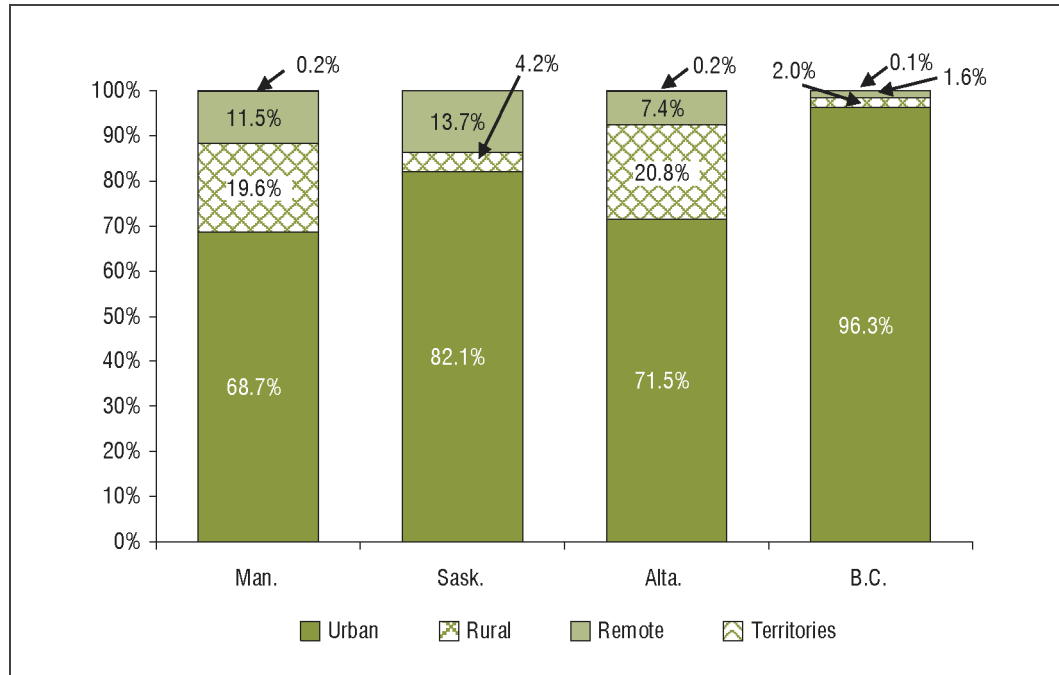
Totals may not sum to 100% due to rounding.
Urban areas are defined as communities with populations greater than 10,000 persons.
Rural areas are defined as communities in relatively close proximity to urban areas.
Remote areas are defined as those communities with relatively little social and economic interaction with urban areas.
Territories are defined as areas outside of Whitehorse and Yellowknife in the northern territories.
The total RPN workforce of the four western provinces represents the total RPN workforce in Canada.
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

Source

Nursing Database, Canadian Institute for Health Information.

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

Figure 49: Registered Psychiatric Nursing Workforce, by Urban/Rural/Remote/Territories Designation, by Province, 2009



Notes

Totals may not sum to 100% due to rounding.

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

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

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

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

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

RPNs employed in a province different from their province of registration are excluded to avoid duplication (except where one is a territory).

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

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

Source

Nursing Database, Canadian Institute for Health Information.



Chapter 4—Regulated Nursing Workforce by Health Region

This chapter presents information on the regulated nursing workforce by health region and by distinct nursing profession: registered nursing, licensed practical nursing and registered psychiatric nursing. Provincial and territorial analysis by health region was integrated into this publication as a result of increasing demand for health information at a regional level.

Health regions are legislated administrative areas defined by provincial ministries of health. These administrative areas represent geographic areas of responsibility for hospital boards or regional health authorities. Health regions, being provincial administrative areas, are subject to change.⁵

Health region boundaries presented here correspond to the health regions as of 2007 (the most recent year available from Statistics Canada).

The health region data presented in this publication includes only regulated nurses who worked in direct patient care and whose postal code was within the province or territory of analysis; those employed in administration, education or research are excluded from the health region totals. There were 311,885 individuals in the regulated nursing direct care workforce, representing 89.5% of the total regulated nursing workforce.

Assigning the Regulated Nursing Workforce to Health Regions

Postal code data and Statistics Canada's Postal Code Conversion File (PCCF) were used to assign the regulated nursing workforce to health regions. The six-digit Postal Code of Employer (Work Site) was used first; when this postal code was missing or invalid, the six-digit Postal Code of Residence was used.

CIHI would like to acknowledge the cooperation of l'Ordre des infirmières et infirmiers du Québec, which provided CIHI with the number of RNs working in direct care employed or living in each Quebec health region.

Health Region Peer Groups

In order to facilitate comparison between health regions, Statistics Canada developed a methodology that groups health regions with similar socio-economic and socio-demographic characteristics into peer groups. The health region peer groups defined by Statistics Canada are listed in Table 52.

Rates per 100,000 Population by Health Region

Using 2009 calendar year population estimates from Statistics Canada, rates were calculated for RNs, LPNs, RPNs and the regulated nursing workforce (all three regulated nursing professions) employed in direct care, per 100,000 population for each health region.

The rates were not adjusted to account for differences in population that may change health status, such as age or sex. While adjusted rates can be quite useful for certain types of analysis, this report presents the actual number of nurses providing direct care who work in each health region.

Table 51: Regulated Nursing Workforce, by Health Region, Canada, 2009

Peer Group	Health Region Code	Health Region Name	Population Estimate	Registered Nurses		Licensed Practical Nurses		Registered Psychiatric Nurses		All Regulated Nurses	
				Direct Care Count	Per 100,000 Population	Direct Care Count	Per 100,000 Population	Direct Care Count	Per 100,000 Population	Count	Per 100,000 Population
Newfoundland and Labrador											
C	1011	Eastern Regional Integrated Health Authority	300,920	3,345	1,112	1,339	445	—	—	4,684	1,557
I	1012	Central Regional Integrated Health Authority	93,538	715	764	529	566	—	—	1,244	1,330
I	1013	Western Regional Integrated Health Authority	77,630	751	967	464	598	—	—	1,215	1,565
H	1014	Labrador-Grenfell Regional Integrated Health Authority	36,837	365	991	150	407	—	—	515	1,398
		Newfoundland and Labrador (Direct Care Total)	508,925	5,176	1,017	2,482	488	—	—	7,658	1,505
Prince Edward Island											
C	1101	Kings County (Census Division)	18,225	71	390	42	230	—	—	113	620
A	1102	Queens County (Census Division)	77,999	772	990	455	583	—	—	1,227	1,573
C	1103	Prince County (Census Division)	44,761	394	880	148	331	—	—	542	1,211
		Prince Edward Island (Direct Care Total)	140,985	1,237	877	645	457	—	—	1,882	1,335
Nova Scotia											
C	1201	Zone 1	117,819	718	609	559	474	—	—	1,277	1,084
C	1202	Zone 2	82,263	517	628	306	372	—	—	823	1,000
C	1203	Zone 3	106,511	670	629	355	333	—	—	1,025	962
C	1204	Zone 4	90,711	725	799	279	308	—	—	1,004	1,107
I	1205	Zone 5	123,873	1,169	944	689	556	—	—	1,858	1,500
A	1206	Zone 6	417,006	3,640	873	1,095	263	—	—	4,735	1,135
		Nova Scotia (Direct Care Total)	938,183	7,439	793	3,283	350	—	—	10,722	1,143
New Brunswick											
C	1301	Region 1	201,771	1,982	982	559	277	—	—	2,541	1,259
C	1302	Region 2	174,853	1,686	964	630	360	—	—	2,316	1,325
C	1303	Region 3	173,062	1,365	789	513	296	—	—	1,878	1,085

(continued)

Table 51: Regulated Nursing Workforce, by Health Region, Canada, 2009 (cont'd)

Peer Group	Health Region Code	Health Region Name	Population Estimate	Registered Nurses		Licensed Practical Nurses		Registered Psychiatric Nurses		All Regulated Nurses	
				Direct Care Count	Per 100,000 Population	Direct Care Count	Per 100,000 Population	Direct Care Count	Per 100,000 Population	Count	Per 100,000 Population
C	1304	Region 4	49,425	534	1,080	183	370	–	–	717	1,451
I	1305	Region 5	26,929	379	1,407	167	620	–	–	546	2,028
I	1306	Region 6	78,205	705	901	362	463	–	–	1,067	1,364
I	1307	Region 7	45,223	388	858	154	341	–	–	542	1,199
		New Brunswick (Direct Care Total)	749,468	7,039	939	2,568	343	–	–	9,607	1,282
Quebec (régions sociosanitaires [RSS])											
C	2401	Bas-Saint-Laurent	200,756	1,641	817	672	335	–	–	2,313	1,152
C	2402	Saguenay–Lac-Saint-Jean	273,264	2,156	789	966	354	–	–	3,122	1,142
A	2403	Capitale-Nationale	687,810	7,668	1,115	2,019	294	–	–	9,687	1,408
C	2404	Mauricie et du Centre-du-Québec	493,084	3,426	695	1,278	259	–	–	4,704	954
A	2405	Estrie	307,389	2,428	790	780	254	–	–	3,208	1,044
G	2406	Montréal	1,906,811	18,221	956	5,639	296	–	–	23,860	1,251
A	2407	Outaouais	358,872	1,711	477	558	155	–	–	2,269	632
C	2408	Abitibi-Témiscamingue	145,886	1,123	770	309	212	–	–	1,432	982
H	2409	Côte-Nord	95,704	819	856	185	193	–	–	1,004	1,049
H	2410	Nord-du-Québec	15,492	145	936	32	207	–	–	177	1,143
I	2411	Gaspésie–Îles-de-la-Madeleine	94,067	822	874	381	405	–	–	1,203	1,279
D	2412	Chaudière-Appalaches	403,011	2,417	600	1,031	256	–	–	3,448	856
A	2413	Laval	391,893	2,035	519	639	163	–	–	2,674	682
A	2414	Lanaudière	457,962	2,089	456	737	161	–	–	2,826	617
A	2415	Laurentides	542,416	2,713	500	1,169	216	–	–	3,882	716
A	2416	Montréal	1,428,475	6,690	468	2,469	173	–	–	9,159	641
F	2417	Nunavik	11,266	15 [†]	1,34 [†]	*	1 [†]	–	–	153	1,358
F	2418	Terre-Cries-de-la-Baie-James	14,721	13 [†]	92 [†]	†	†	–	–	136	924
		Quebec (Direct Care Total)	7,828,879	56,391	720	18,866	241	–	–	75,257	961
Ontario (Public Health Units)											
C	3526	District of Algoma	118,931	950	799	497	418	–	–	1,447	1,217
A	3527	Brant County	138,250	734	531	334	242	–	–	1,068	773
B	3530	Durham Regional	613,655	2,535	413	1,022	167	–	–	3,557	580
A	3531	Elgin-St. Thomas	90,007	512	569	284	316	–	–	796	884
D	3533	Grey Bruce	163,243	1,019	624	484	296	–	–	1,503	921
A	3534	Haldimand-Norfolk	111,751	432	387	244	218	–	–	676	605
A	3535	Haliburton, Kawartha, Pine Ridge District	177,441	875	493	478	269	–	–	1,353	763
B	3536	Halton Regional	492,304	2,174	442	696	141	–	–	2,870	583
A	3537	City of Hamilton	530,420	5,356	1,010	1,483	280	–	–	6,839	1,289
A	3538	Hastings and Prince Edward Counties	162,725	978	601	462	284	–	–	1,440	885

(continued)

Table 51: Regulated Nursing Workforce, by Health Region, Canada, 2009 (cont'd)

Peer Group	Health Region Code	Health Region Name	Population Estimate	Registered Nurses		Licensed Practical Nurses		Registered Psychiatric Nurses		All Regulated Nurses	
				Direct Care Count	Per 100,000 Population	Direct Care Count	Per 100,000 Population	Direct Care Count	Per 100,000 Population	Count	Per 100,000 Population
D	3539	Huron County	60,639	345	569	193	318	–	–	538	887
C	3540	Chatham-Kent	110,283	720	653	349	316	–	–	1,069	969
A	3541	Kingston, Frontenac and Lennox and Addington	194,179	2,172	1,119	730	376	–	–	2,902	1,494
A	3542	Lambton Health Unit	132,142	847	641	358	271	–	–	1,205	912
A	3543	Leeds, Grenville and Lanark District	168,324	1,007	598	603	358	–	–	1,610	956
A	3544	Middlesex-London	452,222	5,118	1,132	1,319	292	–	–	6,437	1,423
A	3546	Niagara Regional Area	442,908	2,296	518	1,093	247	–	–	3,389	765
C	3547	North Bay Parry Sound District	126,057	964	765	593	470	–	–	1,557	1,235
H	3549	Northwestern	83,019	562	677	327	394	–	–	889	1,071
B	3551	City of Ottawa	882,477	7,559	857	1,963	222	–	–	9,522	1,079
A	3552	Oxford County	106,837	532	498	272	255	–	–	804	753
J	3553	Peel Regional	1,313,748	4,867	370	1,095	83	–	–	5,962	454
D	3554	Perth District	76,774	524	683	207	270	–	–	731	952
A	3555	Peterborough County-City	138,569	1,124	811	528	381	–	–	1,652	1,192
C	3556	Porcupine	86,249	697	808	342	397	–	–	1,039	1,205
D	3557	Renfrew County and District	103,265	604	585	395	383	–	–	999	967
A	3558	Eastern Ontario	199,061	921	463	492	247	–	–	1,413	710
B	3560	Simcoe Muskoka District	513,904	2,906	565	1,319	257	–	–	4,225	822
C	3561	Sudbury and District	200,228	1,793	895	600	300	–	–	2,393	1,195
C	3562	Thunder Bay District	156,565	1,623	1,037	707	452	–	–	2,330	1,488
C	3563	Timiskaming	34,599	251	725	119	344	–	–	370	1,069
B	3565	Waterloo	518,203	2,614	504	1,060	205	–	–	3,674	709
B	3566	Wellington-Dufferin-Guelph	272,403	1,272	467	624	229	–	–	1,896	696
A	3568	Windsor-Essex County	403,707	2,551	632	861	213	–	–	3,412	845
J	3570	York Regional	1,016,379	3,328	327	1,073	106	–	–	4,401	433
G	3595	City of Toronto	2,677,714	21,382	799	4,503	168	–	–	25,885	967
		Ontario (Direct Care Total)	13,069,182	84,144	644	27,709	212	–	–	111,853	856
Manitoba (Regional Health Authorities)											
A	4610	Winnipeg	689,384	6,414	930	1,053	153	277	40	7,744	1,123
A	4615	Brandon	50,395	444	881	207	411	165	327	816	1,619
D	4620	North Eastman	43,439	117	269	68	157	17	39	202	465
E	4625	South Eastman	66,484	186	280	105	158	9	14	300	451
D	4630	Interlake	82,544	264	320	191	231	135	164	590	715
D	4640	Central	107,325	442	412	316	294	115	107	873	813
D	4645	Assiniboine	69,635	302	434	325	467	31	45	658	945
H	4660	Parkland	40,278	242	601	190	472	38	94	470	1,167

(continued)

Table 51: Regulated Nursing Workforce, by Health Region, Canada, 2009 (cont'd)

Peer Group	Health Region Code	Health Region Name	Population Estimate	Registered Nurses		Licensed Practical Nurses		Registered Psychiatric Nurses		All Regulated Nurses	
				Direct Care Count	Per 100,000 Population	Direct Care Count	Per 100,000 Population	Direct Care Count	Per 100,000 Population	Count	Per 100,000 Population
H	4670	Norman	23,540	164	697	88	374	11	47	263	1,117
F	4685	Burntwood/Churchill	48,940	146	298	67	137	6	12	219	447
		Manitoba (Direct Care Total)	1,221,964	8,721	714	2,610	214	804	66	12,135	993
Saskatchewan (Regional Health Authorities)											
D	4701	Sun Country	53,200	275	517	104	195	44	83	423	795
D	4702	Five Hills	53,214	324	609	114	214	108	203	546	1,026
D	4703	Cypress	42,897	279	650	118	275	18	42	415	967
A	4704	Regina Qu'Appelle	253,546	2,307	910	704	278	239	94	3,250	1,282
D	4705	Sunrise	54,254	434	800	189	348	66	122	689	1,270
A	4706	Saskatoon	307,198	2,903	945	596	194	110	36	3,609	1,175
D	4707	Heartland	42,731	248	580	100	234	34	80	382	894
D	4708	Kelsey Trail	40,236	241	599	111	276	16	40	368	915
H	4709	Prince Albert Parkland	77,461	472	609	253	327	61	79	786	1,015
H	4710	Prairie North	70,612	452	640	250	354	73	103	775	1,098
F	4714	Mamawetan Churchill River/ Keewatin Yatthé/ Athabasca	34,780	123	354	59	170	5	14	187	538
		Saskatchewan (Direct Care Total)	1,030,129	8,058	782	2,598	252	774	75	11,430	1,110
Alberta (Regional Health Authorities)											
A	4821	Chinook	169,989	1,184	697	378	222	34	20	1,596	939
E	4822	Palliser Health Region	111,931	688	615	265	237	22	20	975	871
B	4823	Calgary Health Region	1,372,755	9,412	686	1,594	116	229	17	11,235	818
E	4824	David Thompson	330,113	2,123	643	766	232	287	87	3,176	962
D	4825	East Central Health	119,198	573	481	311	261	40	34	924	775
B	4826	Capital Health	1,156,839	9,972	862	2,401	208	414	36	12,787	1,105
E	4827	Aspen	190,306	797	419	347	182	18	9	1,162	611
E	4828	Peace Country Health	148,576	770	518	337	227	29	20	1,136	765
E	4829	Northern Lights Health Region	87,955	423	481	113	128	5	6	541	615
		Alberta (Direct Care Total)	3,687,662	25,942	703	6,512	177	1,078	29	33,532	909
British Columbia (Health Service Delivery Areas)											
D	5911	East Kootenay	79,996	383	479	195	244	11	14	589	736
D	5912	Kootenay-Boundary	79,305	497	627	162	204	16	20	675	851
A	5913	Okanagan	350,945	2,397	683	971	277	137	39	3,505	999
A	5914	Thompson/Cariboo	223,039	1,235	554	455	204	69	31	1,759	789

(continued)

Table 51: Regulated Nursing Workforce, by Health Region, Canada, 2009 (cont'd)

Peer Group	Health Region Code	Health Region Name	Population Estimate	Registered Nurses		Licensed Practical Nurses		Registered Psychiatric Nurses		All Regulated Nurses	
				Direct Care Count	Per 100,000 Population	Direct Care Count	Per 100,000 Population	Direct Care Count	Per 100,000 Population	Count	Per 100,000 Population
A	5921	Fraser East	279,993	1,294	462	423	151	159	57	1,876	670
J	5922	Fraser North	596,647	3,149	528	748	125	628	105	4,525	758
J	5923	Fraser South	695,983	2,998	431	875	126	261	38	4,134	594
J	5931	Richmond	193,255	607	314	179	93	37	19	823	426
G	5932	Vancouver	643,208	6,745	1,049	830	129	265	41	7,840	1,219
J	5933	North Shore/Coast Garibaldi	277,974	1,274	458	340	122	74	27	1,688	607
A	5941	South Vancouver Island	367,578	3,200	871	706	192	110	30	4,016	1,093
A	5942	Central Vancouver Island	261,476	1,413	540	656	251	74	28	2,143	820
A	5943	North Vancouver Island	120,315	721	599	213	177	25	21	959	797
H	5951	Northwest	75,007	353	471	151	201	12	16	516	688
H	5952	Northern Interior	142,581	1,030	722	292	205	28	20	1,350	947
E	5953	Northeast	67,905	211	311	114	168	20	29	345	508
		British Columbia (Direct Care Total)	4,455,207	27,507	617	7,310	164	1,926	43	36,743	825
Northern Territories											
E	6001	Yukon	33,653	283	841	59	175	–	–	342	1,016
E	6101	Northwest Territories	43,439	455	1,047	94	216	–	–	549	1,264
F	6201	Nunavut	32,183	175	544	0	0	–	–	175	544
		Northern Territories (Direct Care Total)	109,275	913	836	153	140	–	–	1,066	976
Canada											
		Canada (Direct Care Total)	33,739,859	232,567	689	74,736	222	4,582	44	311,885	924

Notes

– Data is not applicable or does not exist.

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

† Digit suppressed to ensure confidentiality.

The health region data presented in this publication includes only regulated nurses who work in direct patient care and whose postal code was within the province or territory of analysis; those employed in administration, education or research are excluded from the health region totals.

The population estimates used in this publication are from Statistics Canada, Demography Division, and are based on Canadian Demographic Estimates, 2008–2009, preliminary postcensal (PP) estimates of the population counted on July 1, 2009, Canada, provinces and territories.

In order to assign counts to health regions, postal codes were matched to the July 2009 release of the Statistics Canada Postal Code Conversion File (PCCF).

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

The Canada registered psychiatric nurse (RPN) per 100,000 population rate was calculated using the population estimate for the four western provinces (Manitoba, Saskatchewan, Alberta and British Columbia).

L'Ordre des infirmières et infirmiers du Québec (OIIQ) contributed the Quebec data presented in this table.

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

Sources

Nursing Database, Canadian Institute for Health Information; Statistics Canada, *Table 3: Health Regions 2007 by Peer Group* (data modified: April 9, 2010). Accessed June 21, 2010, from <<http://www.statcan.gc.ca/pub/82-221-x/2009001/regions/hrt3-eng.htm>>.

Table 52: Principal Characteristics of Each Peer Group as Defined by Statistics Canada

This table lists the principal characteristics for each peer group.[†]

Peer Group	Number of Health Regions	Percentage of Population	Principal Characteristics
A	35	33.5%	Urban–rural mix from coast to coast
			Average percentage of Aboriginal population
			Average percentage of immigrant population
B	8	16.7%	Mainly urban centres in Ontario and Alberta with moderately high population density
			Low percentage of Aboriginal population
			Very high employment rate
C	22	10.3%	Higher than average percentage of immigrant population
			Sparsely populated urban–rural mix in eastern and central provinces
			Average percentage of Aboriginal population
D	18	5.1%	Average employment rate
			Low percentage of immigrant population
			Mainly rural regions from Quebec to British Columbia
E	9	3.1%	Average percentage of Aboriginal population
			High employment rate
			Mainly rural and remote regions in the western provinces and the territories
F	5	0.4%	High proportion of Aboriginal population
			Average percentage of immigrant population
			Northern and remote regions
G	3	15.6%	Very high proportion of Aboriginal population
			Very low employment rate
			Low proportion of immigrants
H	10	2.0%	Low proportion of immigrants
			Largest metro centres with an average population density of 4,065 people per square kilometre
			Very low proportion of Aboriginal population
			Average employment rate
			Very high proportion of immigrant population
			Rural northern regions from coast to coast
			High proportion of Aboriginal population
			Low proportion of immigrants

(continued)

Table 52: Principal Characteristics of Each Peer Group as Defined by Statistics Canada (cont'd)

Peer Group	Number of Health Regions	Percentage of Population	Principal Characteristics
I	7	1.7%	Mainly rural eastern regions
			Average percentage of Aboriginal population
			Low employment rate
			Very low percentage of immigrant population
J	6	11.6%	Mainly urban centres in Ontario and British Columbia with high population density
			Low proportion of Aboriginal population
			High proportion of immigrants

Notes

Percentage of population refers to the percentage of the Canadian population living in a specific type of peer group. The full publication and cluster analysis methodology are available from the Statistics Canada^{§, **} website.

Sources

‡ Statistics Canada, *Table 4: Summary Table of Peer Groups and Principal Characteristics* (date modified: April 9, 2010). Accessed June 21, 2010, from <<http://www.statcan.gc.ca/pub/82-221-x/2009001/regions/hrt4-eng.htm>>.

§ Statistics Canada, *Health Region Peer Groups—User Guide* (date modified: April 9, 2010). Accessed June 22, 2010, from <<http://www.statcan.gc.ca/pub/82-221-x/2009001/regions/hrpg2007-eng.htm>>.

** Statistics Canada, *Health Region Peer Groups*. Accessed June 22, 2010, from <<http://www.statcan.gc.ca/pub/82-221-x/2009001/regions/hrpg2000-eng.pdf>>.

§§ Statistics Canada, *Health Region Peer Groups, 2003*. Accessed June 22, 2010, from <http://www.statcan.gc.ca/pub/82-221-x/2009001/regions/hrpg2003-eng.pdf>.



Chapter 5—Methodological Notes

This chapter will provide a better understanding of the strengths and limitations of the nursing data and of how it can be effectively used and analyzed. The information is particularly important when making comparisons with other data sources and when drawing conclusions regarding changes over time.

Data Quality

CIHI is founded upon the principles of data quality, privacy and confidentiality. Data collection, processing, analysis and dissemination are guided by CIHI's commitment to ensuring high-quality data in a privacy-sensitive manner. This section outlines methodologies used to maximize the accuracy, comparability, timeliness, usability and relevance of the Nursing Database.

Privacy and Confidentiality

To safeguard the privacy and confidentiality of data received by CIHI, guidelines have been developed to govern the publication and release of health information in accordance with provincial privacy legislation.

Data Collection

To practise as a regulated nurse in Canada, annual registration with the respective provincial or territorial regulatory authority is mandatory, requiring the completion of a registration form. The completed registration form is the property of the provincial/territorial regulatory authority. Through an agreement with CIHI, each regulatory authority (and, in the case of RNs, the Canadian Nurses Association) includes a standardized set of questions on registration forms. These questions pertain to demographic, education/training and employment characteristics.

By agreement, regulatory authorities submit responses to the standardized questions once per year, in accordance with an established schedule. CIHI and the regulatory authorities jointly review and scrutinize the submitted data, applying the principles of data quality. Once the regulatory authority and CIHI approve the final data, it is added to the Nursing Database at CIHI for analysis and reporting.

Note that the statistics reported by CIHI may differ from the statistics reported by the regulatory authorities, even though the source of the data (annual registration forms) is the same. The differences are due to the population of reference, the collection period, exclusions from CIHI data and CIHI editing and processing methodologies based on data quality principles.

Population of Interest

The population of interest includes all regulated nurses submitting active practising registration in a Canadian province or territory. The population of interest is also further refined to include only regulated nurses who fit the definition formulated by CIHI in consultation with regulated nursing stakeholders to best serve health human resource planning and research needs on a national level. As a result, there are some regulated nurses whose data is not collected by CIHI. These include regulated nurses submitting non-practising registrations (where available from the provincial/territorial regulatory authority) and regulated nurses living or working outside Canada who have not maintained a Canadian licence.

Population of Reference and Collection Period

CIHI takes steps to manipulate the population of reference of the Nursing Database to more closely represent the population of interest. So that it can meet data quality guidelines for timeliness, CIHI does not wait for the end of the 12-month registration period in each jurisdiction before collecting data. Therefore, the population of reference for the Nursing Database is all regulated nurses submitting active practising registration in a Canadian province or territory in the first six months of the registration year. The 12-month registration period varies among the provinces and territories, as each jurisdiction is responsible for setting the start and end dates of its own registration period.

The difference between the population of interest and the population of reference enables CIHI to produce more timely data. Analyses completed annually by CIHI indicate that fewer than 4.0% of regulated nurses register after the six-month mark, thus ensuring that CIHI's trends are consistent with provincial/territorial trends that include those registering after the six-month mark.

The population of reference includes the following definitions:

Non-Practising Registrations

The target population includes regulated nurses submitting active practising registrations; those submitting non-practising registrations are excluded. At present, Quebec and Ontario are the only jurisdictions that do not offer the option of active practising or non-practising registration status to RNs and LPNs (in the case of Ontario); there is only one type of registration. Therefore, Quebec submits data on RNs who are not practising, and Ontario submits data on RNs and LPNs who are not currently practising. While this is not technically a source of over-coverage—because all registrations in these provinces are considered active practising—the result is that some data fields will have a higher proportion of *not stated* values.

First-Time Registrants

The jurisdictions of Nova Scotia and Ontario do not submit data from first-time RN registrants, and Ontario and Prince Edward Island do not submit data from first-time LPN registrants, whether they are new graduates or individuals new to the jurisdiction. As many first-time registrants are also active practising, this is a source of under-coverage.

The Yukon and the Northwest Territories do submit information on some first-time LPN registrants; the Yukon and the Northwest Territories do not submit data for registrants coming from other countries. Because many first-time registrants are also active practising LPNs, this is a source of under-coverage.

All four jurisdictions submitting RPN data include data on first-time registrants, whether they are new graduates or individuals new to the jurisdiction. However, the initial registration form for the jurisdictions does not consistently ask for employment information. This may create some under-coverage or a higher number of non-responses.

Nurses on Leave

The target population excludes any regulated nurse not currently practising at the time of registration. This creates some confusion for regulated nurses on leave (such as maternity/paternity leave, education leave or short-term illness or injury), as they may or may not be returning to work during the registration period. Therefore, they may submit an active practising registration (where the option exists) but may not actually be practising at the time of registration.

Therefore, the assumption is made that regulated nurses on temporary leave submit active practising registrations with full employment information (when possible) with the intent of returning to that position when the temporary leave ends. While this is not a source of over-coverage, the fact is that some regulated nurses are not practising for the full year of registration.

Non-Response

Table 53 presents the item non-response, or the percentage of *not stated* responses, for each data element. Only responses for regulated nurses in the workforce are included in this report.

Many of the tables and figures throughout the report have the non-response rates included in the footnotes.

Tableau 53 : Pourcentage d'enregistrements indiquant *travail en soins infirmiers* avec des réponses *non précisé*, par élément de données et province ou territoire d'inscription, Canada, 2009

	T.-N.-L.		Î.-P.-É.		N.-É.		N.-B.		Qc		Ont.		Man.		Sask.		Alb.		C.-B.		Yn		T.N.-O./Nun.		Canada						
	IA	IAA	IA	IAA	IA	IAA	IA	IAA	IA	IAA	IA	IAA	IA	IAA	IA	IAA	IA	IAA	IA	IAA	IA	IAA	IA	IAA	IA	IAA	IPA				
Sexe	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	100,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	4,2	0,0	0,0			
Année de naissance	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	100,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	4,2	0,0	0,1			
Formation initiale en soins infirmiers	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	< 0,1	0,0	0,0	0,0	0,1	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0			
Année d'obtention du diplôme	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	< 0,1	0,1	0,0	0,0	0,0	0,1	0,0	0,0	0,0	0,0	1,1	0,0	0,0	0,0	< 0,1	0,1	0,0	0,0			
Province/pays d'obtention du diplôme	< 0,1	1,1	0,1	0,2	0,0	< 0,1	0,2	< 0,1	0,0	0,8	0,1	0,0	0,0	0,0	3,3	0,0	0,0	0,4	0,0	0,3	0,2	24,8	0,3	0,0	0,1	0,0	0,5	0,1	10,5		
Autre formation en soins infirmiers	0,0	100,0	0,0	99,1	0,0	21,7	0,0	100,0	0,0	97,2	0,0	0,0	0,0	10,3	92,2	0,0	16,4	0,0	0,0	86,4	0,0	52,1	5,7	0,0	3,1	0,0	100,0	0,0	39,1		
Formation dans un domaine autre que les soins infirmiers	0,0	0,0	100,0	99,2	< 0,1	22,5	0,0	100,0	84,9	99,5	56,2	40,0	0,0	9,8	83,6	1,0	13,0	0,0	0,0	75,7	0,0	46,5	5,7	0,0	3,1	69,6	100,0	41,8	50,7	35,1	
Travail en soins infirmiers	0,0	0,1	5,8	1,2	0,8	1,4	1,7	2,6	1,8	9,0	0,4	0,5	7,1	5,1	0,9	0,1	0,6	1,4	0,8	1,8	1,2	6,9	1,6	0,5	0,3	4,7	3,0	0,0	1,9	0,9	0,9
Plusieurs emplois	0,2	0,0	0,0	0,0	0,0	0,1	< 0,1	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,5	0,3	0,2	2,6	0,0	0,0	0,0	1,8	0,0	0,0	74,1	100,0	0,6	0,1	0,8	
Province/territoire d'emploi	2,1	1,3	0,0	0,5	0,1	14,1	0,3	0,1	0,0	< 0,1	0,1	0,1	1,7	0,2	0,3	0,6	0,2	0,0	2,8	0,0	0,0	7,5	0,1	< 0,1	0,3	0,0	0,0	1,4	0,7	0,1	
Milieu de travail (premier employeur)	0,1	< 0,1	0,0	0,0	< 0,1	1,1	0,0	0,0	0,0	22,4	1,4	2,8	58,9	1,0	0,0	1,1	0,1	0,8	3,0	0,0	0,1	1,1	1,2	1,1	0,0	0,9	0,0	3,4	6,8	0,7	
Champ d'activité (premier employeur)	0,1	1,2	0,0	2,1	4,2	0,9	0,0	1,0	1,7	0,0	1,2	1,9	2,1	0,0	0,4	0,9	0,1	1,7	3,7	0,0	0,2	0,9	4,4	11,7	0,0	3,4	0,0	1,6	0,9	2,3	
Poste (premier employeur)	< 0,1	0,1	0,0	0,3	0,1	0,9	0,0	0,0	0,6	0,2	0,9	1,9	2,1	0,0	0,0	1,2	0,1	1,4	4,0	0,0	0,3	0,2	0,5	0,2	1,4	100,0	2,4	0,0	1,1	0,9	0,4
Province/pays de résidence	0,2	0,0	0,0	0,0	< 0,1	0,0	0,0	1,2	0,0	0,0	0,0	0,0	0,0	< 0,1	0,1	0,0	0,0	0,0	0,0	0,0	0,0	0,0	0,0	3,8	0,0	0,0	< 0,1	< 0,1	< 0,1	< 0,1	< 0,1

Remarques

< 0,1 : pourcentage inférieur à 0,05 %; la valeur est remplacée pour éviter l'affichage des cellules 0,0 qui ne sont pas de vraies valeurs nulles.

Les données des Territoires du Nord-Ouest et du Nunavut sont combinées parce que les IA n'ont pas précisé dans quel territoire elles travaillaient la majorité du temps. Les données sur les IAA ne sont pas recueillies au Nunavut.

Source

Base de données sur les infirmières et infirmiers, Institut canadien d'information sur la santé.

Duplicate Records

It is necessary to identify and remove duplicate records within the database. Duplicates may arise when regulated nurses register in more than one jurisdiction. A comparison is done between the jurisdictions of registration and employment for each record; when they are not equal, the record is excluded. When the jurisdiction of residence is not stated, the jurisdiction of employment is defaulted to the jurisdiction of registration and the record is not excluded.

It is common for regulated nurses to work in the territories on a temporary basis and to return to their home province for part of the year. In these cases, where the province of employment is a territory, the duplicates are not excluded so that the nursing workforce in the north will not be underestimated.

There are some cases where double-counting cannot be avoided. For example, a regulated nurse who registers and works in more than one province/territory simultaneously would be double-counted in the Nursing Database, as the province of employment would match the province of registration in each jurisdiction.

The data for RNs for Nunavut and the Northwest Territories is presented as a combined total throughout this report. The RNs in these territories are governed by the same regulatory authority, and the territory in which RNs usually worked was not available, so combined data was submitted to CIHI. Therefore, any duplicates between the Northwest Territories and Nunavut cannot be resolved.

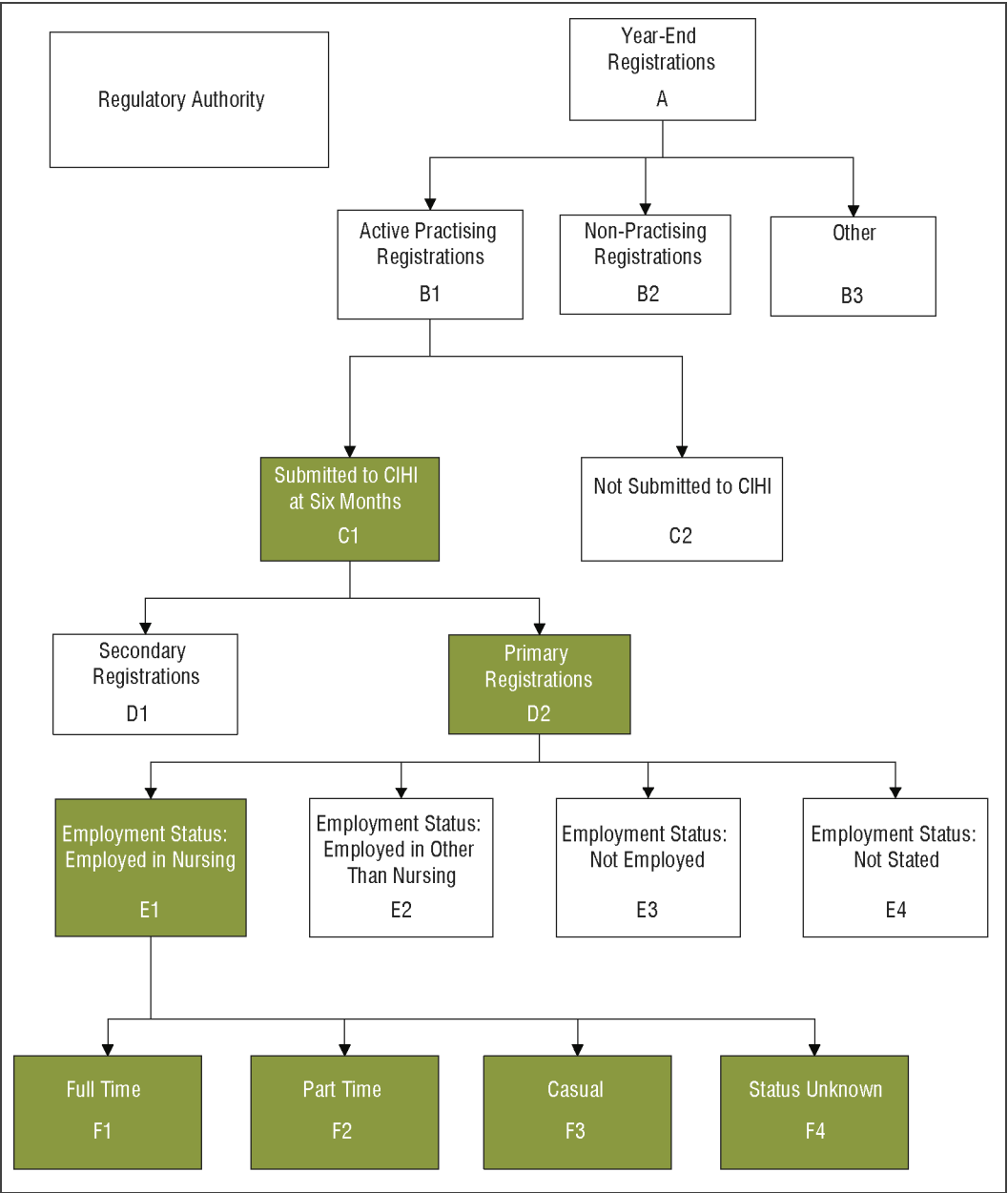
Defining the Workforce

Note the difference between the Nursing Database and the workforce. While the database contains all records in the population of reference, the Employment Status indicator is used to exclude from the workforce regulated nurses who are not working in nursing (see Figure 50). Throughout this report and other CIHI publications, the focus is on regulated nurses who are working in nursing, or the regulated nursing workforce.

Re-Coding Employment Status

Regulated nurses who fail to provide their Position Status (that is, as full time, part time or casual) on their registration risk being excluded from the workforce. However, in cases where Position Status was not stated but employment information was provided, CIHI, in consultation with the regulatory authority, will change Employment Status to *employed in nursing* and Position Status to *employment status unknown* in order to ensure that the record is included in the workforce. This methodology has been applied to all nursing types since 2003, with the exception of B.C. RNs in 2005.

Figure 50: Tracking Regulatory Authority Data to CIHI: The Regulated Nursing Workforce



A: ALL REGISTRATIONS

Number of registrations submitted to a regulatory authority for nursing.

B: TYPES OF REGISTRATIONS

Box B1 is the number of active practising registrations received by the regulatory authority.

Box B2 is the number of non-practising registrations received by the regulatory authority.

Box B3 is the number of other registrations received by the regulatory authority.

C: RECORDS SUBMITTED TO CIHI

Box C1 is the number of active practising registrations submitted during the first six months of the registration year.

Box C2 is the number of registrants not submitted to CIHI.

D: PRIMARY AND SECONDARY REGISTRATION

Box D1 is the number of regulated nurses whose jurisdiction of registration is different from the jurisdiction of employment. These records are outside of the population of reference, except where either the jurisdiction of registration or employment is a territory.

Box D2 is the number of regulated nurses whose jurisdiction of registration is the same as the jurisdiction of employment.

E: EMPLOYMENT STATUS

Box E1 is the number of regulated nurses whose Employment Status is submitted as *employed in nursing*. These regulated nurses are included in the workforce.

Boxes E2 to E4 are the numbers of regulated nurses who are excluded from the workforce, as they are not reported as *employed in nursing*.

F: POSITION STATUS

Boxes F1 to F4 represent the number of regulated nurses included in the nursing workforce. A regulated nurse may have a Position Status of *full time*, *part time*, *casual* or *unknown*.

The boxes in black are included in the workforce, and the boxes in white are either not submitted or are excluded by CIHI.

Analytical Methods

Formula for Average Annual Increase

Chapters 1 to 3 (supply of nurses): average annual growth rate

$$\text{Average Annual Growth Rate (\%)} = (FV / PV)^{(1/t)} - 1$$

where FV = future value; PV = present value; t = time period;

T_{k+1} = end period; T_1 = start period

This formula represents the average annual growth rate over a defined time period ($t = T_{k+1} - T_1$). The population of each regulated nursing profession is compared at two points in time. PV is the population of regulated nurses at the beginning of the time period, and FV is the population at the end of the time period, or t years later.

2009 Health Region Populations

Chapters 1 to 4 (regulated nursing workforce by health region): rates per 100,000 population by health region

Using 2009 calendar year population estimates from Statistics Canada, rates were calculated for RNs, LPNs, RPNs and the regulated nursing workforce (all three regulated nursing professions) employed in direct care, per 100,000 population for each health region.

Urban/Rural Statistics

Urban areas are defined (in part) as communities with populations greater than 10,000 people and are labelled by Statistics Canada as either a census metropolitan area (CMA) or a census agglomeration (CA); rural/remote is equated with communities outside the CMA/CA boundaries and is referred to as rural and small town (RST) by Statistics Canada.

RST communities are further subdivided by identifying the degree to which they are influenced in terms of social and economic integration with larger urban centres (that is, CMAs and CAs). Metropolitan influenced zone (MIZ) categories disaggregate the RST population into four subgroups: strong MIZ, moderate MIZ, weak MIZ and no MIZ. These urban/rural/remote categories are applied to communities (such as cities, towns and villages) that can be equated with the Statistics Canada designation census subdivision (CSD).

The CMA/CA and MIZ categories were collapsed. These categories may be interpreted in the following simple manner: CMA/CA = large urban centre (urban); strong/moderate MIZ = small towns and rural areas located relatively close to larger urban centres (rural); weak/no MIZ = small towns, rural and remote communities distant from large urban centres (remote).

Details of the RST and MIZ classification schemes can be found in McNiven et al. (2000),² du Plessis et al. (2001)³ and CIHI (2002).⁴

Comparability of Data

CIHI would like to acknowledge that each regulatory authority has been extremely cooperative and helpful in improving its data collection methods and in helping CIHI develop methodologies to enhance data quality. As part of the data submission process, the regulatory authorities submit to CIHI the changes that have been made to their databases for inclusion in this publication. A review of this information is helpful when looking at trends over time and comparing jurisdictions.

Data prior to 2002 for LPNs and RPNs was published in the CIHI publication series *Health Personnel Trends in Canada* (formerly *Health Personnel in Canada*). The 1993 to 2001 data produced in *Health Personnel Trends* is not directly comparable to the data presented in this publication because the collection methodologies have changed. LPN and RPN data from 2002 to the present in the *Health Personnel Trends* series is consistent with the figures presented in this series of publications.

For a complete listing of data elements in the Nursing Database, see the data dictionaries on the CIHI nursing website:

- *Registered Nurses System Data Dictionary and Processing Manual*
- *Licensed Practical Nurses System Data Dictionary and Processing Manual*
- *Registered Psychiatric Nurses Data Dictionary and Processing Manual*

Methodological and Historical Changes to Registered Nursing Data, 2005 to 2009

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

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

Historical Review and Data Limitations

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

Nurse Practitioner

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

In the 2009 data year, the Saskatchewan Registered Nurses Association (SRNA) provided all data elements related to NPs. Refer to the *Registered Nurses System Data Dictionary and Processing Manual* on the CIHI website at www.cihi.ca.

Employment

British Columbia—Employment Status

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

Northwest Territories and Nunavut—Employment Status

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

Data for the Northwest Territories and Nunavut is provided by the Registered Nurses Association of the Northwest Territories and Nunavut (RNANT/NU). For the 2005 to 2009 data years, it is not possible to accurately divide RNs between the two territories; as a result, data for the Northwest Territories and Nunavut is combined under a single set of statistics.

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

Prince Edward Island—Employment Status

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

Ontario—Employment Status

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

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

Quebec—Place of Work, Area of Responsibility, Position

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

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

Quebec—Multiple Employment Status

Since the 2006 data year, the number of nurses with multiple employers decreased in Quebec as a result of the creation of the health and social service centres (CSSSs). Nurses identifying a CSSS as their employer may be working in more than one facility operated by the CSSS; while they may be working in multiple facilities, they have only one employer.

Ontario—Place of Work

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

New Brunswick—Place of Work

As of the 2008 data year, the decrease in the number of RNs selecting *hospital* for the field Place of Work (Primary Employer) is the result of a coding change. Extramural nurses, previously coded in the field *hospital*, are now coded under *community health centre*.

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

Quebec—Place of Work

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

Saskatchewan—Place of Work

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

Manitoba—Place of Work

In the 2009 data year, the decrease of the Place of Work (Primary Employer) data element was the result of RNs and NPs failing to indicate their place of work; this resulted in an extensive increase of *not stated*.

Ontario—Position

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

Northwest Territories and Nunavut—Position

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

Newfoundland and Labrador—Position

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

Demographics

Manitoba—Birth Year and Sex

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

Manitoba—Age Group

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

Education

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

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

Manitoba—Other Education in Nursing

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

Northwest Territories/Nunavut—Other Education in Nursing

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

Alberta—Education in Other Than Nursing

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

Alberta—Location of Graduation

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

Saskatchewan—Location of Graduation

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

Quebec—Postal Code

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

Manitoba—Postal Code

In the 2009 data year, the CRNM provided the fields Postal Code of Employer (Worksite) and partial Postal Code of Residence. While in past years Postal Code of Employer (Worksite) was not submitted to CIHI by the CRNM, they did provide partial Postal Code of Residence.

Alberta—Postal Code

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

Yukon—Postal Code

In the 2009 data year, 75 RNs were employed in small Yukon communities outside of Whitehorse, but were reported under the employer's Whitehorse office postal code. CIHI has moved those 75 RNs from urban area to rural area.

Methodological and Historical Changes to Licensed Practical Nursing Data, 2005 to 2009

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

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

Historical Revisions and Data Limitations

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

Employment

Northwest Territories—Multiple Employment Status

This data element was not collected for the data years 2002 to 2009.

Quebec—Place of Work

Data for the sub-element *mental health centre* was not collected for the data years 2002 to 2009, because this type of institution, as defined by CIHI, does not exist in the province of Quebec. Over the last three years, the Quebec Ministère de la santé et des services sociaux merged most of the province's public-sector hospitals, long-term care facilities and community health centres into 95 CSSSs. Since the merger, the Ordre des infirmières et infirmiers auxiliaires du Québec (OIIAQ) has reclassified its definitions for the field Place of Work.

New Brunswick—Position

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

Demographics

Manitoba—Birth Year and Sex

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

Education

Nova Scotia—Initial Education in Practical Nursing

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

British Columbia—Initial Education in Practical Nursing

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

Quebec—Location of Graduation

The OIIAQ did not submit data for this field for data years 2005 to 2006; all records were defaulted to *not stated*.

Alberta—Location of Graduation

In data year 2009, there was a substantial increase in the category of *Philippines* for the field Location of Graduation, as there was a larger number of practical nurses who had graduated in this country.

Other Education in Nursing—Non-Practical Nursing

For data years 2006 to 2009, this data element was not collected by all jurisdictions, and for data years 2004 and 2005, this was not collected from Ontario and the Northwest Territories.

New Brunswick, Northwest Territories—Education in Other Than Nursing

This data element was not collected for the data years 2002 to 2009.

Methodological and Historical Changes to Registered Psychiatric Nursing Data, 2005 to 2009

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

RPN data for the years 1993 to 2001 was published in the series *Health Personnel Trends in Canada*, and RPN data for the 2002 data year was published in the report *Workforce Trends of Registered Psychiatric Nurses, 2002*.

Historical Revisions and Data Limitations

For a complete list of the data elements related to RPNs, please access the *Registered Psychiatric Nurses System Data Dictionary and Processing Manual* on the CIHI website at www.cihi.ca.

Employment

British Columbia—Employment Status

For the 2005 data year, the College of Registered Psychiatric Nurses of British Columbia (CRPNBC) defaulted this field, for all registrants, to *employed in psychiatric nursing—status unknown*. For the 2006 data year, the CRPNBC and CIHI worked together to improve the reporting of Employment Status information collected on the CRPNBC's registration form.

Saskatchewan—Employment Status

Starting in the 2005 data year, the Registered Psychiatric Nurses Association of Saskatchewan (RPNAS) registration form separates part-time and casual employment into two options. In previous years, part-time and casual employment were grouped as one option, and all RPNs who selected this were defaulted to *part time* unless the RPN specifically indicated casual employment.

Manitoba—Employment Status

In the 2009 data year, the College of Registered Psychiatric Nurses of Manitoba (CRPNM) converted/migrated to a new database. The database change was done prior to the CIHI data collection, and it was noticed at the registration renewal period that a high volume of the employment status data was converted incorrectly. Although, the full-time and casual numbers did fluctuate slightly, the differences between data years 2008 and 2009 are more likely a product of these conversions.

Manitoba—Place of Work, Area of Responsibility, Position

In the 2005 data year, CRPNM began to collect and submit data for the following fields to CIHI:

- Place of Work (second and third employer)
- Area of Responsibility (second and third employer)
- Position (second and third employer)
- Postal Code of Employer (second and third employer)

In data year 2009, CRPNM reported that the variations for Place of Work (Primary Employer) were another instance where, prior to the CIHI data collection, the new database seemed to have replaced some of the primary employer data with the secondary employer data. Although CRPNM does see many (most) of its new graduates employed in hospitals or personal care homes, there were not enough of them to account for the large increase in the *hospital* category. Likewise, for retirees leaving a community mental health agency/centre, the decrease was relatively high compared to the number who retired.

Education

Manitoba—Initial Education in Psychiatric Nursing and Other Education in Psychiatric Nursing

In the 2005 data year, the CRPNM asked members to complete the entire education section of the registration form even if they had reported education information previously. This may have resulted in the capture of education data that was not previously reported or not previously entered in the database.

According to the CRPNM, the variances for Other Education in Psychiatric Nursing are based on coding changes, in the 2009 data year. Although *not stated* probably equals *none*, it is more accurate to code these in the category *not stated* based on the way the question is asked on CRPNM's registration renewal form.

British Columbia—Location of Graduation

In data year 2008 and 2009, the number of RPNs selecting *not stated* under the Location of Graduation field increased substantially. There was a concomitant decrease in the number of RPNs selecting *British Columbia* under the Location of Graduation field.



Provincial/Territorial Nursing Workforce Highlights and Profiles

Regulated Nursing Workforce Highlights, Newfoundland and Labrador, 2009

- The number of registrations submitted for regulated nurses in Newfoundland and Labrador (including both employed and unemployed) increased 1.7% from 2005 to 2009, from 8,317 to 8,456.
- In 2009, there were 8,346 regulated nurses working in Newfoundland and Labrador, 69.8% of whom were RNs and 30.2% of whom were LPNs.
- In 2009, the proportion of the Newfoundland and Labrador workforce that was female continued to be high, at 95.0% for RNs and 88.1% for LPNs.
- The average age of regulated nurses in Newfoundland and Labrador increased. The average age of regulated nurses was 43.6 in 2009, compared to 42.7 in 2005. In 2009, the average age of RNs was 42.9 and the average age of LPNs was 45.2.
- The proportion of full-time regulated nurses in Newfoundland and Labrador increased from 65.4% in 2005 to 71.8% in 2009. The percentage of nurses in full-time positions in 2009 was 74.9% for RNs and 64.8% for LPNs.
- In 2009, Newfoundland and Labrador's regulated nurses worked most often in hospitals, at 67.5% for RNs and 44.3% for LPNs; the community health sector attracted 12.6% of RNs and 3.5% of LPNs.
- The proportion of regulated nurses educated internationally in Newfoundland and Labrador decreased. Overall, in 2009, 1.1% of the regulated nursing workforce in Newfoundland and Labrador was educated outside of Canada, compared to 1.3% in 2005.

Regulated Nursing Workforce Profile, Newfoundland and Labrador, 2009

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
Employed in Nursing Workforce		5,825	–	–	2,521	–	–	–	–	–
Sex	Male	292	5.0	6.2	299	11.9	7.3	–	–	22.5
	Female	5,533	95.0	93.8	2,222	88.1	92.7	–	–	77.5
Average Age	Years	42.9	–	–	45.2	–	–	–	–	–
Age Breakdown	<35	1,362	23.4	21.3	440	17.5	26.4	–	–	13.2
	35–49	2,796	48.0	38.9	1,159	46.0	38.9	–	–	40.6
	50+	1,667	28.6	39.9	922	36.6	34.7	–	–	46.2
Employment Status	Full Time	4,362	74.9	58.7	1,633	64.8	50.2	–	–	67.1
	Part Time	835	14.3	30.6	125	5.0	33.7	–	–	18.7
	Casual	628	10.8	10.7	763	30.3	16.1	–	–	14.2
	Employed—Status Unknown	0	–	–	0	–	–	–	–	–
Place of Work	Hospital	3,930	67.5	62.6	1,117	44.3	45.6	–	–	44.0
	Community Health Agency	733	12.6	14.2	88	3.5	7.8	–	–	24.0
	Nursing Home/LTC Facility	526	9.0	9.9	1,278	50.7	39.1	–	–	18.7
	Other Place of Work	633	10.9	13.3	37	1.5	7.4	–	–	13.3
Area of Responsibility	Direct Care	5,184	89.1	89.3	2,482	99.6	98.1	–	–	90.4
	Administration/Educ./Research	636	10.9	10.7	10	0.4	1.9	–	–	9.6
Position	Managerial Positions	646	11.1	7.0	0	0.0	1.4	–	–	10.5
	Staff/Community Health Nurse	4,464	76.7	77.8	2,398	95.2	92.0	–	–	79.0
	Other Positions	713	12.2	15.1	120	4.8	6.6	–	–	10.5
Multiple Employment Status	Single Employer	5,117	88.0	86.8	2,143	85.0	82.5	–	–	79.2
	Multiple Employers	699	12.0	13.2	378	15.0	17.5	–	–	20.8
Highest Education in Nursing Discipline	Diploma	3,442	59.1	60.1	2,521	100.0	100.0	–	–	90.9
	Baccalaureate	2,211	38.0	36.7	0	0.0	0.0	–	–	8.9
	Master's/Doctorate	172	3.0	3.2	0	0.0	0.0	–	–	0.3
Location of Graduation	Canadian-Trained	5,733	98.4	91.7	2,49†	†	97.7	–	–	92.2
	Internationally Educated	91	1.6	8.3	*	†	2.3	–	–	7.8

Notes

– Data is not applicable or does not exist.

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

† Digit suppressed to ensure confidentiality.

Totals may not sum to 100% due to rounding.

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

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

Diploma includes equivalency for entry-level education.

Employed—status unknown are excluded from percentage distributions.

Not stated are excluded from percentage distributions.

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

Source

Nursing Database, Canadian Institute for Health Information.

Regulated Nursing Workforce Highlights, Prince Edward Island, 2009

- The number of registrations submitted for regulated nurses in Prince Edward Island (including both employed and unemployed) increased 4.2% from 2005 to 2009, from 2,103 to 2,192.
- In 2009, there were 2,071 regulated nurses working in Prince Edward Island, 67.9% of whom were RNs and 32.1% of whom were LPNs.
- In 2009, the proportion of the Prince Edward Island workforce that was female continued to be high. Almost all RNs (97.6%) and LPNs (91.3%) were women.
- The average age of regulated nurses in Prince Edward Island increased. In 2009, regulated nurses were 47.0, compared to 45.4 in 2005. In 2009, the average age of RNs was 47.4 and that of LPNs was 46.3.
- The proportion of full-time regulated nurses in Prince Edward Island decreased slightly from 49.8% in 2005 to 48.7% in 2009. The percentage of nurses in full-time positions in 2009 was 53.1% for RNs and 39.2% for LPNs.
- In 2009, Prince Edward Island's regulated nurses worked most often in hospitals, at 60.0% for RNs and 48.4% for LPNs; the community health sector attracted 11.3% of RNs and 6.8% of LPNs.
- The proportion of regulated nurses educated internationally in Prince Edward Island decreased. Overall, in 2009, 1.3% of the regulated nursing workforce in Prince Edward Island was educated outside of Canada, compared to 1.7% in 2005.

Regulated Nursing Workforce Profile, Prince Edward Island, 2009

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
Employed in Nursing Workforce		1,406	–	–	665	–	–	–	–	–
Sex	Male	34	2.4	6.2	58	8.7	7.3	–	–	22.5
	Female	1,372	97.6	93.8	607	91.3	92.7	–	–	77.5
Average Age	Years	47.4	–	–	46.3	–	–	–	–	–
Age Breakdown	<35	202	14.4	21.3	115	17.3	26.4	–	–	13.2
	35–49	579	41.2	38.9	268	40.3	38.9	–	–	40.6
	50+	625	44.5	39.9	282	42.4	34.7	–	–	46.2
Employment Status	Full Time	747	53.1	58.7	261	39.2	50.2	–	–	67.1
	Part Time	525	37.3	30.6	249	37.4	33.7	–	–	18.7
	Casual	134	9.5	10.7	155	23.3	16.1	–	–	14.2
	Employed—Status Unknown	0	–	–	0	–	–	–	–	–
Place of Work	Hospital	844	60.0	62.6	322	48.4	45.6	–	–	44.0
	Community Health Agency	159	11.3	14.2	45	6.8	7.8	–	–	24.0
	Nursing Home/LTC Facility	212	15.1	9.9	245	36.8	39.1	–	–	18.7
	Other Place of Work	191	13.6	13.3	53	8.0	7.4	–	–	13.3
Area of Responsibility	Direct Care	1,248	88.8	89.3	645	99.1	98.1	–	–	90.4
	Administration/Educ./Research	158	11.2	10.7	6	0.9	1.9	–	–	9.6
Position	Managerial Positions	161	11.5	7.0	8	1.2	1.4	–	–	10.5
	Staff/Community Health Nurse	1,073	76.3	77.8	606	91.4	92.0	–	–	79.0
	Other Positions	172	12.2	15.1	49	7.4	6.6	–	–	10.5
Multiple Employment Status	Single Employer	1,401	99.6	86.8	530	79.7	82.5	–	–	79.2
	Multiple Employers	5	0.4	13.2	135	20.3	17.5	–	–	20.8
Highest Education in Nursing Discipline	Diploma	1,025	72.9	60.1	665	100.0	100.0	–	–	90.9
	Baccalaureate	38†	†	36.7	0	0.0	0.0	–	–	8.9
	Master's/Doctorate	*	†	3.2	0	0.0	0.0	–	–	0.3
Location of Graduation	Canadian-Trained	1,378	98.1	91.7	66†	†	97.7	–	–	92.2
	Internationally Educated	26	1.9	8.3	*	†	2.3	–	–	7.8

Notes

– Data is not applicable or does not exist.

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

† Digit suppressed to ensure confidentiality.

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

Diploma includes equivalency for entry-level education.

Employed—status unknown are excluded from percentage distributions.

Not stated are excluded from percentage distributions.

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

Source

Nursing Database, Canadian Institute for Health Information.

Regulated Nursing Workforce Highlights, Nova Scotia, 2009

- The number of registrations submitted for regulated nurses in Nova Scotia (including both employed and unemployed) increased 3.5% from 2005 to 2009, from 12,227 to 12,661.
- In 2009, there were 12,286 regulated nurses working in Nova Scotia, 72.7% of whom were RNs and 27.3% of whom were LPNs.
- In 2009, the proportion of the Nova Scotia workforce that was female continued to be high, at 96.0% for RNs and 94.9% for LPNs.
- The average age of regulated nurses in Nova Scotia increased. Regulated nurses were 46.2 in 2009, compared to 45.1 in 2005. In 2009, the average age of RNs was 46.8 and that of LPNs was 44.8.
- The proportion of full-time regulated nurses in Nova Scotia increased from 59.0% in 2005 to 61.7% in 2009. The percentage of nurses in full-time positions in 2009 was 64.9% for RNs and 53.1% for LPNs.
- In 2009, Nova Scotia's regulated nurses worked most often in hospitals, at 67.2% for RNs and 47.5% for LPNs; the community health sector attracted 10.4% of RNs and 11.0% of LPNs.
- The proportion of regulated nurses educated internationally in Nova Scotia increased. Overall, in 2009, 2.0% of the regulated nursing workforce in Nova Scotia was educated outside of Canada, compared to 1.8% in 2005. A total of 2.6% of the RN workforce and 0.4% of the LPN workforce were internationally educated.

Regulated Nursing Workforce Profile, Nova Scotia, 2009

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
Employed in Nursing Workforce		8,929	–	–	3,357	–	–	–	–	–
Sex	Male	360	4.0	6.2	170	5.1	7.3	–	–	22.5
	Female	8,569	96.0	93.8	3,187	94.9	92.7	–	–	77.5
Average Age	Years	46.8	–	–	44.8	–	–	–	–	–
Age Breakdown	<35	1,350	15.1	21.3	648	19.3	26.4	–	–	13.2
	35–49	3,702	41.5	38.9	1,482	44.1	38.9	–	–	40.6
	50+	3,877	43.4	39.9	1,227	36.6	34.7	–	–	46.2
Employment Status	Full Time	5,797	64.9	58.7	1,780	53.1	50.2	–	–	67.1
	Part Time	2,216	24.8	30.6	1,024	30.5	33.7	–	–	18.7
	Casual	916	10.3	10.7	551	16.4	16.1	–	–	14.2
	Employed—Status Unknown	0	–	–	2	–	–	–	–	–
Place of Work	Hospital	6,003	67.2	62.6	1,579	47.5	45.6	–	–	44.0
	Community Health Agency	930	10.4	14.2	364	11.0	7.8	–	–	24.0
	Nursing Home/LTC Facility	963	10.8	9.9	1,204	36.3	39.1	–	–	18.7
	Other Place of Work	1,032	11.6	13.3	174	5.2	7.4	–	–	13.3
Area of Responsibility	Direct Care	7,457	87.2	89.3	3,284	98.7	98.1	–	–	90.4
	Administration/Educ./Research	1,096	12.8	10.7	42	1.3	1.9	–	–	9.6
Position	Managerial Positions	989	11.1	7.0	85	2.6	1.4	–	–	10.5
	Staff/Community Health Nurse	6,818	76.5	77.8	3,086	92.8	92.0	–	–	79.0
	Other Positions	1,110	12.4	15.1	155	4.7	6.6	–	–	10.5
Multiple Employment Status	Single Employer	8,135	91.1	86.8	2,832	84.4	82.5	–	–	79.2
	Multiple Employers	794	8.9	13.2	522	15.6	17.5	–	–	20.8
Highest Education in Nursing Discipline	Diploma	5,097	57.1	60.1	3,357	100.0	100.0	–	–	90.9
	Baccalaureate	3,526	39.5	36.7	0	0.0	0.0	–	–	8.9
	Master's/Doctorate	306	3.4	3.2	0	0.0	0.0	–	–	0.3
Location of Graduation	Canadian-Trained	8,694	97.4	91.7	3,344	99.6	97.7	–	–	92.2
	Internationally Educated	235	2.6	8.3	12	0.4	2.3	–	–	7.8

Notes

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Diploma includes *equivalency for entry-level education*.

Employed—status unknown are excluded from percentage distributions.

Not stated are excluded from percentage distributions.

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

Source

Nursing Database, Canadian Institute for Health Information.

Regulated Nursing Workforce Highlights, New Brunswick, 2009

- The number of registrations submitted for regulated nurses in New Brunswick (including both employed and unemployed) increased 3.4% from 2005 to 2009, from 10,695 to 11,063.
- In 2009, there were 10,595 regulated nurses working in New Brunswick, 74.2% of whom were RNs and 25.8% of whom were LPNs.
- In 2009, the proportion of the New Brunswick workforce that was female continued to be high, at 95.5% of RNs and 88.6% of LPNs.
- The average age of regulated nurses in New Brunswick increased. The average age of regulated nurses was 44.7 in 2009, compared to 43.6 in 2005. In 2009, the average age of RNs was 45.0 and the average age of LPNs was 43.7.
- The proportion of full-time regulated nurses in New Brunswick increased from 60.2% in 2005 to 62.2% in 2009. The percentage of nurses in full-time positions in 2009 was 65.2% for RNs and 53.6% for LPNs.
- In 2009, New Brunswick's regulated nurses worked most often in hospitals, at 67.1% for RNs and 54.8% for LPNs; the community health sector attracted 11.9% of RNs and 3.7% of LPNs.
- The proportion of regulated nurses educated internationally in New Brunswick increased. Overall, in 2009, 1.2% of the regulated nursing workforce in New Brunswick was educated outside of Canada, compared to 0.9% in 2005. A total of 1.5% of the RN workforce and 0.4% of the LPN workforce were internationally educated.

Regulated Nursing Workforce Profile, New Brunswick, 2009

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
Employed in Nursing Workforce		7,866	–	–	2,729	–	–	–	–	–
Sex	Male	353	4.5	6.2	310	11.4	7.3	–	–	22.5
	Female	7,513	95.5	93.8	2,419	88.6	92.7	–	–	77.5
Average Age	Years	45.0	–	–	43.7	–	–	–	–	–
Age Breakdown	<35	1,502	19.1	21.3	632	23.2	26.4	–	–	13.2
	35–49	3,477	44.2	38.9	1,183	43.3	38.9	–	–	40.6
	50+	2,887	36.7	39.9	914	33.5	34.7	–	–	46.2
Employment Status	Full Time	5,127	65.2	58.7	1,462	53.6	50.2	–	–	67.1
	Part Time	2,135	27.1	30.6	852	31.2	33.7	–	–	18.7
	Casual	604	7.7	10.7	415	15.2	16.1	–	–	14.2
	Employed—Status Unknown	0	–	–	0	–	–	–	–	–
Place of Work	Hospital	5,280	67.1	62.6	1,495	54.8	45.6	–	–	44.0
	Community Health Agency	934	11.9	14.2	100	3.7	7.8	–	–	24.0
	Nursing Home/LTC Facility	790	10.0	9.9	1,043	38.2	39.1	–	–	18.7
	Other Place of Work	862	11.0	13.3	91	3.3	7.4	–	–	13.3
Area of Responsibility	Direct Care	7,039	89.5	89.3	2,587	95.7	98.1	–	–	90.4
	Administration/Educ./Research	827	10.5	10.7	115	4.3	1.9	–	–	9.6
Position	Managerial Positions	934	11.9	7.0	50	1.8	1.4	–	–	10.5
	Staff/Community Health Nurse	6,285	79.9	77.8	2,448	89.7	92.0	–	–	79.0
	Other Positions	647	8.2	15.1	231	8.5	6.6	–	–	10.5
Multiple Employment Status	Single Employer	7,141	90.8	86.8	2,519	92.3	82.5	–	–	79.2
	Multiple Employers	724	9.2	13.2	210	7.7	17.5	–	–	20.8
Highest Education in Nursing Discipline	Diploma	3,906	49.7	60.1	2,729	100.0	100.0	–	–	90.9
	Baccalaureate	3,745	47.6	36.7	0	0.0	0.0	–	–	8.9
	Master's/Doctorate	215	2.7	3.2	0	0.0	0.0	–	–	0.3
Location of Graduation	Canadian-Trained	7,748	98.5	91.7	2,713	99.6	97.7	–	–	92.2
	Internationally Educated	117	1.5	8.3	11	0.4	2.3	–	–	7.8

Notes

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Diploma includes equivalency for entry-level education.

Employed—status unknown are excluded from percentage distributions.

Not stated are excluded from percentage distributions.

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

Source

Nursing Database, Canadian Institute for Health Information.

Regulated Nursing Workforce Highlights, Quebec, 2009

- The number of registrations submitted for regulated nurses in Quebec (including both employed and unemployed) increased 7.0% from 2005 to 2009, from 83,159 to 88,943.
- In 2009, there were 85,239 regulated nurses working in Quebec, 77.5% of whom were RNs and 22.5% of whom were LPNs.
- In 2009, the proportion of the Quebec workforce that was female continued to be high, at 90.3% for RNs and 91.3% for LPNs.
- The average age of regulated nurses in Quebec decreased. The average age of regulated nurses was 43.1 in 2009, compared to 43.5 in 2005. In 2009, the average age of RNs was 43.4 and the average age of LPNs was 41.9.
- The proportion of full-time regulated nurses in Quebec increased from 51.6% in 2005 to 52.9% in 2009. The percentage of nurses in full-time positions in 2009 was 56.9% for RNs and 39.4% for LPNs.
- In 2009, Quebec's regulated nurses worked most often in hospitals, at 57.6% of RNs and 33.7% of LPNs. The community health sector attracted 10.6% of RNs and 2.0% of LPNs.
- The proportion of regulated nurses educated internationally in Quebec decreased. Overall, in 2009, 2.0% of the regulated nursing workforce in Quebec was educated outside of Canada, compared to 2.4% in 2005, all of whom were RNs; this represented 2.5% of the RN workforce.

Regulated Nursing Workforce Profile, Quebec, 2009

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
Employed in Nursing Workforce		66,055	–	–	19,184	–	–	–	–	–
Sex	Male	6,377	9.7	6.2	1,667	8.7	7.3	–	–	22.5
	Female	59,678	90.3	93.8	17,517	91.3	92.7	–	–	77.5
Average Age	Years	43.4	–	–	41.9	–	–	–	–	–
Age Breakdown	<35	17,867	27.0	21.3	5,626	29.3	26.4	–	–	13.2
	35–49	24,810	37.6	38.9	7,902	41.2	38.9	–	–	40.6
	50+	23,378	35.4	39.9	5,656	29.5	34.7	–	–	46.2
Employment Status	Full Time	37,458	56.9	58.7	7,556	39.4	50.2	–	–	67.1
	Part Time	21,403	32.5	30.6	8,958	46.7	33.7	–	–	18.7
	Casual	7,022	10.7	10.7	2,670	13.9	16.1	–	–	14.2
	Employed—Status Unknown	172	–	–	0	–	–	–	–	–
Place of Work	Hospital	38,040	57.6	62.6	5,021	33.7	45.6	–	–	44.0
	Community Health Agency	6,990	10.6	14.2	293	2.0	7.8	–	–	24.0
	Nursing Home/LTC Facility	8,530	12.9	9.9	7,728	51.9	39.1	–	–	18.7
	Other Place of Work	12,495	18.9	13.3	1,843	12.4	7.4	–	–	13.3
Area of Responsibility	Direct Care	56,391	86.8	89.3	18,867	98.3	98.1	–	–	90.4
	Administration/Educ./Research	8,563	13.2	10.7	317	1.7	1.9	–	–	9.6
Position	Managerial Positions	3,954	6.0	7.0	0	0.0	1.4	–	–	10.5
	Staff/Community Health Nurse	52,847	80.5	77.8	18,517	96.7	92.0	–	–	79.0
	Other Positions	8,857	13.5	15.1	633	3.3	6.6	–	–	10.5
Multiple Employment Status	Single Employer	59,933	90.7	86.8	16,201	84.5	82.5	–	–	79.2
	Multiple Employers	6,122	9.3	13.2	2,983	15.5	17.5	–	–	20.8
Highest Education in Nursing Discipline	Diploma	44,810	67.8	60.1	19,184	100.0	100.0	–	–	90.9
	Baccalaureate	19,406	29.4	36.7	0	0.0	0.0	–	–	8.9
	Master's/Doctorate	1,839	2.8	3.2	0	0.0	0.0	–	–	0.3
Location of Graduation	Canadian-Trained	64,371	97.5	91.7	19,184	100.0	97.7	–	–	92.2
	Internationally Educated	1,683	2.5	8.3	0	0.0	2.3	–	–	7.8

Notes

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Diploma includes equivalency for entry-level education.

Employed—status unknown are excluded from percentage distributions.

Not stated are excluded from percentage distributions.

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Source

Nursing Database, Canadian Institute for Health Information.

Regulated Nursing Workforce Highlights, Ontario, 2009

- The number of registrations submitted for regulated nurses in Ontario (including both employed and unemployed) increased 6.2% from 2005 to 2009, from 131,015 to 139,171.
- In 2009, there were 123,100 regulated nurses working in Ontario, 76.6% of whom were RNs and 23.4% of whom were LPNs.
- In 2009, the proportion of the Ontario workforce that was female continued to be high, at 95.2% for RNs and 93.6% for LPNs.
- The average age of regulated nurses in Ontario increased. Regulated nurses were 45.9 in 2009, compared to 45.2 in 2005. In 2009, the average age of RNs was 46.3; for LPNs, the average age was 44.5.
- The proportion of full-time regulated nurses in Ontario increased from 59.0% in 2005 to 63.9% in 2009. The percentage of nurses in full-time positions in 2009 was 65.6% for RNs and 58.6% for LPNs.
- In 2009, Ontario's regulated nurses worked most often in hospitals, at 65.5% for RNs and 46.4% for LPNs; the community health sector attracted 16.1% of RNs and 11.2% of LPNs.
- The proportion of regulated nurses educated internationally in Ontario decreased. Overall, in 2009, 9.8% of the regulated nursing workforce in Ontario was educated outside of Canada, compared to 10.1% in 2005. A total of 11.6% of the RN workforce and 4.1% of the LPN workforce were internationally educated.

Regulated Nursing Workforce Profile, Ontario, 2009

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
Employed in Nursing Workforce		94,296	–	–	28,804	–	–	–	–	–
Sex	Male	4,543	4.8	6.2	1,855	6.4	7.3	–	–	22.5
	Female	89,753	95.2	93.8	26,949	93.6	92.7	–	–	77.5
Average Age	Years	46.3	–	–	44.5	–	–	–	–	–
Age Breakdown	<35	17,072	18.1	21.3	6,858	23.8	26.4	–	–	13.2
	35–49	37,409	39.7	38.9	10,883	37.8	38.9	–	–	40.6
	50+	39,815	42.2	39.9	11,062	38.4	34.7	–	–	46.2
Employment Status	Full Time	61,840	65.6	58.7	16,873	58.6	50.2	–	–	67.1
	Part Time	24,795	26.3	30.6	9,577	33.2	33.7	–	–	18.7
	Casual	7,661	8.1	10.7	2,354	8.2	16.1	–	–	14.2
	Employed—Status Unknown	0	–	–	0	–	–	–	–	–
Place of Work	Hospital	60,938	65.5	62.6	12,983	46.4	45.6	–	–	44.0
	Community Health Agency	14,958	16.1	14.2	3,145	11.2	7.8	–	–	24.0
	Nursing Home/LTC Facility	7,645	8.2	9.9	10,184	36.4	39.1	–	–	18.7
	Other Place of Work	9,433	10.1	13.3	1,688	6.0	7.4	–	–	13.3
Area of Responsibility	Direct Care	84,285	90.5	89.3	27,724	98.1	98.1	–	–	90.4
	Administration/Educ./Research	8,859	9.5	10.7	545	1.9	1.9	–	–	9.6
Position	Managerial Positions	5,612	6.0	7.0	663	2.3	1.4	–	–	10.5
	Staff/Community Health Nurse	71,364	76.4	77.8	25,141	89.0	92.0	–	–	79.0
	Other Positions	16,431	17.6	15.1	2,458	8.7	6.6	–	–	10.5
Multiple Employment Status	Single Employer	82,689	87.7	86.8	24,417	84.8	82.5	–	–	79.2
	Multiple Employers	11,607	12.3	13.2	4,387	15.2	17.5	–	–	20.8
Highest Education in Nursing Discipline	Diploma	58,501	62.0	60.1	28,804	100.0	100.0	–	–	90.9
	Baccalaureate	32,506	34.5	36.7	0	0.0	0.0	–	–	8.9
	Master's/Doctorate	3,289	3.5	3.2	0	0.0	0.0	–	–	0.3
Location of Graduation	Canadian-Trained	82,697	88.4	91.7	27,591	95.9	97.7	–	–	92.2
	Internationally Educated	10,850	11.6	8.3	1,183	4.1	2.3	–	–	7.8

Notes

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Diploma includes equivalency for entry-level education.

Employed—status unknown are excluded from percentage distributions.

Not stated are excluded from percentage distributions.

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Source

Nursing Database, Canadian Institute for Health Information.

Regulated Nursing Workforce Highlights, Manitoba, 2009

- The number of registrations submitted for regulated nurses in Manitoba (including both employed and unemployed) increased 5.8% from 2005 to 2009, from 14,863 to 15,719.
- In 2009, there were 14,753 regulated nurses working in Manitoba, 75.6% of whom were RNs, 18.0% of whom were LPNs and 6.4% of whom were RPNs.
- In 2009, the proportion of the Manitoba workforce that was female continued to be high; 93.8% of RNs, 94.6% of LPNs and 77.8% of RPNs were women.
- In 2009, the average age of RNs was 46.2, that of LPNs was 46.1 and that of RPNs was 47.4.
- The proportion of full-time regulated nurses in Manitoba decreased from 46.8% in 2005 to 45.7% in 2009. The percentage of regulated nurses in full-time positions in 2009 was 47.2% for RNs, 35.3% for LPNs and 56.6% for RPNs.
- In 2009, Manitoba's regulated nurses worked most often in hospitals, at 57.2% for RNs, 39.4% for LPNs and 38.0% for RPNs; the community health sector attracted 17.2% of RNs, 10.9% of LPNs and 25.1% of RPNs.
- The proportion of regulated nurses educated internationally in Manitoba increased slightly. Overall, in 2009, 5.7% of the regulated nursing workforce in Manitoba was educated outside of Canada, compared to 5.6% in 2005. A total of 6.6% of the RN workforce, 3.5% of the LPN workforce and 1.1% of the RPN workforce were internationally educated.

Regulated Nursing Workforce Profile, Manitoba, 2009

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
Employed in Nursing Workforce		11,153	–	–	2,651	–	–	949	–	–
Sex	Male	697	6.2	6.2	142	5.4	7.3	211	22.2	22.5
	Female	10,456	93.8	93.8	2,509	94.6	92.7	738	77.8	77.5
Average Age	Years	46.2	–	–	46.1	–	–	47.4	–	–
Age Breakdown	<35	1,908	17.1	21.3	502	18.9	26.4	138	14.5	13.2
	35–49	4,584	41.1	38.9	1,025	38.7	38.9	352	37.1	40.6
	50+	4,661	41.8	39.9	1,124	42.4	34.7	459	48.4	46.2
Employment Status	Full Time	5,263	47.2	58.7	936	35.3	50.2	530	56.6	67.1
	Part Time	4,884	43.8	30.6	1,450	54.7	33.7	254	27.1	18.7
	Casual	992	8.9	10.7	265	10.0	16.1	152	16.2	14.2
	Employed—Status Unknown	14	–	–	0	–	–	13	–	–
Place of Work	Hospital	2,621	57.2	62.6	1,033	39.4	45.6	361	38.0	44.0
	Community Health Agency	786	17.2	14.2	285	10.9	7.8	238	25.1	24.0
	Nursing Home/LTC Facility	678	14.8	9.9	1,139	43.4	39.1	238	25.1	18.7
	Other Place of Work	495	10.8	13.3	168	6.4	7.4	112	11.8	13.3
Area of Responsibility	Direct Care	9,588	87.8	89.3	2,612	98.5	98.1	811	85.8	90.4
	Administration/Educ./Research	1,334	12.2	10.7	39	1.5	1.9	134	14.2	9.6
Position	Managerial Positions	818	7.5	7.0	47	1.8	1.4	92	9.7	10.5
	Staff/Community Health Nurse	8,203	75.1	77.8	2,468	93.1	92.0	728	76.7	79.0
	Other Positions	1,903	17.4	15.1	136	5.1	6.6	129	13.6	10.5
Multiple Employment Status	Single Employer	9,546	85.6	86.8	1,976	74.5	82.5	806	84.9	79.2
	Multiple Employers	1,607	14.4	13.2	675	25.5	17.5	143	15.1	20.8
Highest Education in Nursing Discipline	Diploma	6,678	59.9	60.1	2,651	100.0	100.0	730	76.9	90.9
	Baccalaureate	4,183	37.5	36.7	0	0.0	0.0	219	23.1	8.9
	Master's/Doctorate	292	2.6	3.2	0	0.0	0.0	0	0.0	0.3
Location of Graduation	Canadian-Trained	10,419	93.4	91.7	2,557	96.5	97.7	939	98.9	92.2
	Internationally Educated	734	6.6	8.3	94	3.5	2.3	10	1.1	7.8

Notes

– Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

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

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

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

In 2009, the College of Registered Nurses of Manitoba submitted aggregate tables for sex and average age.

Diploma includes equivalency for entry-level education.

Employed—status unknown are excluded from percentage distributions.

Not stated are excluded from percentage distributions.

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

Source

Nursing Database, Canadian Institute for Health Information.

Regulated Nursing Workforce Highlights, Saskatchewan, 2009

- The number of registrations submitted for regulated nurses in Saskatchewan (including both employed and unemployed) increased 8.0% from 2005 to 2009, from 11,857 to 12,810.
- In 2009, there were 12,612 regulated nurses working in Saskatchewan, 72.3% of whom were RNs, 20.8% of whom were LPNs and 6.9% of whom were RPNs.
- In 2009, the proportion of the Saskatchewan workforce that was female continued to be high, at 95.4% for RNs, 96.5% for LPNs and 84.6% for RPNs.
- The average age of regulated nurses in Saskatchewan remained unchanged. Regulated nurses were 45.4 in 2009, compared to 45.4 in 2005. In 2009, the average age of RNs was 45.8, that of LPNs was 42.9 and that of RPNs was 48.7.
- The proportion of full-time regulated nurses in Saskatchewan increased from 55.6% in 2005 to 59.5% in 2009. The percentage of regulated nurses in full-time positions in 2009 was 58.7% for RNs, 56.0% for LPNs and 79.0% for RPNs.
- In 2009, Saskatchewan's regulated nurses worked most often in hospitals, at 56.5% for RNs, 66.9% for LPNs and 26.2% for RPNs; the community health sector attracted 18.5% of RNs, 8.9% of LPNs and 20.6% of RPNs.
- The proportion of regulated nurses educated internationally in Saskatchewan decreased. Overall, in 2009, 1.8% of the regulated nursing workforce in Saskatchewan was educated outside of Canada, compared to 2.4% in 2005. A total of 2.0% of the RN workforce, 1.3% of the LPN workforce and 1.2% of the RPN workforce were internationally educated.

Regulated Nursing Workforce Profile, Saskatchewan, 2009

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
Employed in Nursing Workforce		9,117	–	–	2,629	–	–	866	–	–
Sex	Male	418	4.6	6.2	91	3.5	7.3	133	15.4	22.5
	Female	8,699	95.4	93.8	2,538	96.5	92.7	733	84.6	77.5
Average Age	Years	45.8	–	–	42.9	–	–	48.7	–	–
Age Breakdown	<35	1,906	20.9	21.3	838	31.9	26.4	46	5.3	13.2
	35–49	3,299	36.2	38.9	826	31.4	38.9	415	48.1	40.6
	50+	3,912	42.9	39.9	965	36.7	34.7	402	46.6	46.2
Employment Status	Full Time	5,350	58.7	58.7	1,471	56.0	50.2	675	79.0	67.1
	Part Time	2,591	28.4	30.6	761	29.0	33.7	126	14.8	18.7
	Casual	1,176	12.9	10.7	396	15.1	16.1	53	6.2	14.2
	Employed—Status Unknown	0	–	–	1	–	–	12	–	–
Place of Work	Hospital	5,093	56.5	62.6	1,757	66.9	45.6	225	26.2	44.0
	Community Health Agency	1,666	18.5	14.2	235	8.9	7.8	177	20.6	24.0
	Nursing Home/LTC Facility	1,062	11.8	9.9	546	20.8	39.1	305	35.5	18.7
	Other Place of Work	1,193	13.2	13.3	88	3.4	7.4	152	17.7	13.3
Area of Responsibility	Direct Care	8,185	90.6	89.3	2,598	98.9	98.1	782	91.9	90.4
	Administration/Educ./Research	850	9.4	10.7	28	1.1	1.9	69	8.1	9.6
Position	Managerial Positions	673	7.5	7.0	16	0.6	1.4	103	12.1	10.5
	Staff/Community Health Nurse	6,989	77.6	77.8	2,301	87.6	92.0	662	77.5	79.0
	Other Positions	1,350	15.0	15.1	309	11.8	6.6	89	10.4	10.5
Multiple Employment Status	Single Employer	7,122	78.5	86.8	2,066	78.9	82.5	688	79.6	79.2
	Multiple Employers	1,945	21.5	13.2	554	21.1	17.5	176	20.4	20.8
Highest Education in Nursing Discipline	Diploma	5,668	62.2	60.1	2,629	100.0	100.0	838	96.8	90.9
	Baccalaureate	3,230	35.4	36.7	0	0.0	0.0	28	3.2	8.9
	Master's/Doctorate	218	2.4	3.2	0	0.0	0.0	0	0.0	0.3
Location of Graduation	Canadian-Trained	8,639	98.0	91.7	2,596	98.7	97.7	856	98.8	92.2
	Internationally Educated	180	2.0	8.3	33	1.3	2.3	10	1.2	7.8

Notes

– Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

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

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

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

Diploma includes equivalency for entry-level education.

Employed—status unknown are excluded from percentage distributions.

Not stated are excluded from percentage distributions.

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

Source

Nursing Database, Canadian Institute for Health Information.

Regulated Nursing Workforce Highlights, Alberta, 2009

- The number of registrations submitted for regulated nurses in Alberta (including both employed and unemployed) increased 14.4% from 2005 to 2009, from 33,897 to 38,768.
- In 2009, there were 37,276 regulated nurses working in Alberta, 78.9% of whom were RNs, 17.9% of whom were LPNs and 3.2% of whom were RPNs.
- In 2009, the proportion of the Alberta workforce that was female continued to be high, at 95.4% of RNs, 94.8% LPNs and 74.9% of RPNs.
- The average age of regulated nurses in Alberta decreased. Regulated nurses were 44.4 in 2009, compared to 44.6 in 2005. In 2009, the average age of RNs was 44.6, that of LPNs was 42.9 and that of RPNs was 47.5.
- The proportion of full-time regulated nurses in Alberta increased from 40.2% in 2005 to 42.5% in 2009. The percentage of regulated nurses in full-time positions in 2009 was 41.2% for RNs, 45.4% for LPNs and 58.7% for RPNs.
- In 2009, Alberta's regulated nurses worked most often in hospitals, at 65.8% for RNs, 56.3% for LPNs and 59.4% for RPNs; the community health sector attracted 14.2% of RNs, 10.0% of LPNs and 23.0% of RPNs.
- The proportion of regulated nurses educated internationally in Alberta increased. Overall, in 2009, 9.0% of the regulated nursing workforce in Alberta was educated outside of Canada, compared to 4.4% in 2005. A total of 10.0% of the RN workforce, 4.2% of the LPN workforce and 12.0% of the RPN workforce were internationally educated.

Regulated Nursing Workforce Profile, Alberta, 2009

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
Employed in Nursing Workforce		29,405	–	–	6,669	–	–	1,202	–	–
Sex	Male	1,345	4.6	6.2	347	5.2	7.3	302	25.1	22.5
	Female	28,060	95.4	93.8	6,322	94.8	92.7	900	74.9	77.5
Average Age	Years	44.6	–	–	42.9	–	–	47.5	–	–
Age Breakdown	<35	7,283	24.8	21.3	2,119	31.8	26.4	191	15.9	13.2
	35–49	10,957	37.3	38.9	2,216	33.2	38.9	448	37.3	40.6
	50+	11,165	38.0	39.9	2,334	35.0	34.7	563	46.8	46.2
Employment Status	Full Time	12,119	41.2	58.7	3,030	45.4	50.2	706	58.7	67.1
	Part Time	13,221	45.0	30.6	2,720	40.8	33.7	379	31.5	18.7
	Casual	4,065	13.8	10.7	919	13.8	16.1	117	9.7	14.2
	Employed—Status Unknown	0	–	–	0	–	–	0	–	–
Place of Work	Hospital	18,759	65.8	62.6	3,754	56.3	45.6	714	59.4	44.0
	Community Health Agency	4,041	14.2	14.2	667	10.0	7.8	277	23.0	24.0
	Nursing Home/LTC Facility	1,951	6.8	9.9	1,624	24.4	39.1	105	8.7	18.7
	Other Place of Work	3,770	13.2	13.3	624	9.4	7.4	106	8.8	13.3
Area of Responsibility	Direct Care	25,962	91.7	89.3	6,518	97.7	98.1	1,084	90.4	90.4
	Administration/Educ./Research	2,344	8.3	10.7	151	2.3	1.9	115	9.6	9.6
Position	Managerial Positions	1,997	7.1	7.0	95	1.4	1.4	88	7.3	10.5
	Staff/Community Health Nurse	22,347	79.1	77.8	6,127	91.9	92.0	969	80.9	79.0
	Other Positions	3,895	13.8	15.1	447	6.7	6.6	141	11.8	10.5
Multiple Employment Status	Single Employer	24,565	85.7	86.8	5,245	78.6	82.5	1,005	83.6	79.2
	Multiple Employers	4,083	14.3	13.2	1,424	21.4	17.5	197	16.4	20.8
Highest Education in Nursing Discipline	Diploma	14,887	50.6	60.1	6,669	100.0	100.0	1,162	96.7	90.9
	Baccalaureate	13,521	46.0	36.7	0	0.0	0.0	35	2.9	8.9
	Master's/Doctorate	997	3.4	3.2	0	0.0	0.0	5	0.4	0.3
Location of Graduation	Canadian-Trained	26,374	90.0	91.7	6,392	95.8	97.7	1,053	88.0	92.2
	Internationally Educated	2,924	10.0	8.3	277	4.2	2.3	144	12.0	7.8

Notes

– Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

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

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

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

Diploma includes equivalency for entry-level education.

Employed—status unknown are excluded from percentage distributions.

Not stated are excluded from percentage distributions.

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

Source

Nursing Database, Canadian Institute for Health Information.

Regulated Nursing Workforce Highlights, British Columbia, 2009

- The number of registrations submitted for regulated nurses in British Columbia (including both employed and unemployed) increased 21.1% from 2005 to 2009, from 36,271 to 43,915.
- In 2009, there were 40,674 regulated nurses working in British Columbia, 76.0% of whom were RNs, 18.6% of whom were LPNs and 5.4% of whom were RPNs.
- In 2009, the proportion of the British Columbia workforce that was female continued to be high, at 93.8% of RNs, 91.2% of LPNs and 76.0% of RPNs.
- The average age of regulated nurses in British Columbia decreased. Regulated nurses were 45.5 in 2009, compared to 46.0 in 2005. In 2009, the average age of RNs was 46.4, that of LPNs was 41.4 and that of RPNs was 47.4.
- The proportion of full-time regulated nurses in British Columbia increased from 50.2% in 2005 to 55.1% in 2009. The percentage of regulated nurses in full-time positions in 2009 was 56.2% for RNs, 46.1% for LPNs and 71.5% for RPNs.
- In 2009, British Columbia's regulated nurses worked most often in hospitals, at 61.7% for RNs, 47.7% for LPNs and 45.1% for RPNs; the community health sector attracted 15.7% of RNs, 5.1% of LPNs and 25.4% of RPNs.
- The proportion of regulated nurses educated internationally in British Columbia increased slightly. Overall, in 2009, 13.6% of the regulated nursing workforce in British Columbia was educated outside of Canada, compared to 13.5% in 2005. A total of 16.4% of the RN workforce, 2.6% of the LPN workforce and 12.2% of the RPN workforce were internationally educated.

Regulated Nursing Workforce Profile, British Columbia, 2009

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
Employed in Nursing Workforce		30,900	–	–	7,577	–	–	2,197	–	–
Sex	Male	1,916	6.2	6.2	665	8.8	7.3	528	24.0	22.5
	Female	28,984	93.8	93.8	6,912	91.2	92.7	1,669	76.0	77.5
Average Age	Years	46.4	–	–	41.4	–	–	47.4	–	–
Age Breakdown	<35	5,818	18.8	21.3	2,491	32.9	26.4	315	14.3	13.2
	35–49	11,453	37.1	38.9	2,905	38.3	38.9	899	40.9	40.6
	50+	13,629	44.1	39.9	2,181	28.8	34.7	983	44.7	46.2
Employment Status	Full Time	17,353	56.2	58.7	3,492	46.1	50.2	1,568	71.5	67.1
	Part Time	8,734	28.3	30.6	222	2.9	33.7	212	9.7	18.7
	Casual	4,813	15.6	10.7	3,853	50.9	16.1	414	18.9	14.2
	Employed—Status Unknown	0	–	–	10	–	–	3	–	–
Place of Work	Hospital	19,037	61.7	62.6	3,577	47.7	45.6	978	45.1	44.0
	Community Health Agency	4,859	15.7	14.2	385	5.1	7.8	552	25.4	24.0
	Nursing Home/LTC Facility	3,038	9.8	9.9	3,005	40.1	39.1	323	14.9	18.7
	Other Place of Work	3,923	12.7	13.3	527	7.0	7.4	317	14.6	13.3
Area of Responsibility	Direct Care	27,511	89.2	89.3	7,333	97.6	98.1	1,931	91.9	90.4
	Administration/Educ./Research	3,335	10.8	10.7	179	2.4	1.9	170	8.1	9.6
Position	Managerial Positions	2,611	8.5	7.0	100	1.3	1.4	264	12.0	10.5
	Staff/Community Health Nurse	23,639	76.6	77.8	6,959	92.3	92.0	1,744	79.6	79.0
	Other Positions	4,594	14.9	15.1	479	6.4	6.6	184	8.4	10.5
Multiple Employment Status	Single Employer	23,892	77.3	86.8	5,424	71.6	82.5	1,595	73.9	79.2
	Multiple Employers	7,008	22.7	13.2	2,153	28.4	17.5	562	26.1	20.8
Highest Education in Nursing Discipline	Diploma	15,389	49.8	60.1	7,577	100.0	100.0	2,008	91.4	90.9
	Baccalaureate	14,315	46.3	36.7	0	0.0	0.0	180	8.2	8.9
	Master's/Doctorate	1,194	3.9	3.2	0	0.0	0.0	9	0.4	0.3
Location of Graduation	Canadian-Trained	25,731	83.6	91.7	7,371	97.4	97.7	1,450	87.8	92.2
	Internationally Educated	5,066	16.4	8.3	193	2.6	2.3	202	12.2	7.8

Notes

– Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

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

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

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

Diploma includes equivalency for entry-level education.

Employed—status unknown are excluded from percentage distributions.

Not stated are excluded from percentage distributions.

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

Source

Nursing Database, Canadian Institute for Health Information.

Regulated Nursing Workforce Highlights, Yukon, 2009

- The number of registrations submitted for regulated nurses in the Yukon (including both employed and unemployed) increased 22.4% from 2005 to 2009, from 361 to 442.
- In 2009, there were 431 regulated nurses working in the Yukon, of whom 85.1% were RNs and 14.8% were LPNs.
- In 2009, the proportion of the Yukon workforce that was female continued to be high, at 89.4% of RNs.
- The average age of regulated nurses in the Yukon decreased. Regulated nurses were 44.8 in 2009, compared to 45.1 in 2005. In 2009, the average age of RNs was 44.4 and that of LPNs was 46.7.
- The proportion of full-time regulated nurses in the Yukon increased from 48.5% in 2005 to 54.3% in 2009. The percentage of regulated nurses in full-time positions in 2009 was 50.7% for RNs and 75.0% for LPNs.
- In 2009, the Yukon's regulated nurses worked most often in hospitals and nursing homes; 46.6% of RNs worked in hospitals and 56.3% of LPNs worked in nursing homes. The community health sector attracted 35.3% of RNs and 9.4% of LPNs.
- The proportion of regulated nurses educated internationally in the Yukon increased. Overall, in 2009, 7.0% of the regulated nursing workforce in the Yukon was educated outside of Canada, compared to 6.7% in 2005, all of whom were RNs; this represented 8.2% of the RN workforce.

Regulated Nursing Workforce Profile, Yukon, 2009

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
Employed in Nursing Workforce		367	–	–	64	–	–	–	–	–
Sex	Male	39	10.6	6.2	*	†	7.3	–	–	22.5
	Female	328	89.4	93.8	6†	†	92.7	–	–	77.5
Average Age	Years	44.4	–	–	46.7	–	–	–	–	–
Age Breakdown	<35	92	25.1	21.3	10	15.6	26.4	–	–	13.2
	35–49	133	36.2	38.9	27	42.2	38.9	–	–	40.6
	50+	142	38.7	39.9	27	42.2	34.7	–	–	46.2
Employment Status	Full Time	185	50.7	58.7	48	75.0	50.2	–	–	67.1
	Part Time	103	28.2	30.6	9	14.1	33.7	–	–	18.7
	Casual	77	21.1	10.7	7	10.9	16.1	–	–	14.2
	Employed—Status Unknown	2	–	–	0	–	–	–	–	–
Place of Work	Hospital	169	46.6	62.6	16	25.0	45.6	–	–	44.0
	Community Health Agency	128	35.3	14.2	6	9.4	7.8	–	–	24.0
	Nursing Home/LTC Facility	26	7.2	9.9	36	56.3	39.1	–	–	18.7
	Other Place of Work	40	11.0	13.3	6	9.4	7.4	–	–	13.3
Area of Responsibility	Direct Care	284	87.7	89.3	6†	†	98.1	–	–	90.4
	Administration/Educ./Research	40	12.3	10.7	*	†	1.9	–	–	9.6
Position	Managerial Positions	41	11.3	7.0	0	0.0	1.4	–	–	10.5
	Staff/Community Health Nurse	295	81.5	77.8	0	0.0	92.0	–	–	79.0
	Other Positions	26	7.2	15.1	0	0.0	6.6	–	–	10.5
Multiple Employment Status	Single Employer	268	73.0	86.8	59	92.2	82.5	–	–	79.2
	Multiple Employers	99	27.0	13.2	5	7.8	17.5	–	–	20.8
Highest Education in Nursing Discipline	Diploma	158	43.1	60.1	64	100.0	100.0	–	–	90.9
	Baccalaureate	200	54.5	36.7	0	0.0	0.0	–	–	8.9
	Master's/Doctorate	9	2.5	3.2	0	0.0	0.0	–	–	0.3
Location of Graduation	Canadian-Trained	336	91.8	91.7	64	100.0	97.7	–	–	92.2
	Internationally Educated	30	8.2	8.3	0	0.0	2.3	–	–	7.8

Notes

– Data is not applicable or does not exist.

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

† Digit suppressed to ensure confidentiality.

Totals may not sum to 100% due to rounding.

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

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

Northern territories data may include inter-jurisdictional duplicates.

Diploma includes equivalency for entry-level education.

Employed—status unknown are excluded from percentage distributions.

Not stated are excluded from percentage distributions.

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

Source

Nursing Database, Canadian Institute for Health Information.

Regulated Nursing Workforce Highlights, Northwest Territories and Nunavut, 2009

- The number of registrations submitted for regulated nurses in the Northwest Territories and Nunavut (including both employed and unemployed) increased 6.3% from 2005 to 2009, from 1,080 to 1,148. These numbers include short-term assignments from the provinces.
- In 2009, there were 1,116 regulated nurses working in the Northwest Territories and Nunavut, 91.6% of whom were RNs and 8.4% of whom were LPNs.
- In 2009, the proportion of the Northwest Territories and Nunavut workforce that was female continued to be high, at 90.1% for RNs and 88.3% for LPNs.
- The average age of regulated nurses in the Northwest Territories and Nunavut increased. The average age of regulated nurses was 45.3 in 2009, compared to 43.8 in 2005. In 2009, the average age of RNs was 45.3 and that of LPNs was 45.1.
- The proportion of full-time regulated nurses in the Northwest Territories and Nunavut decreased from 78.2% in 2005 to 59.0% in 2009. The percentage of regulated nurses in full-time positions in 2009 was 56.5% for RNs and 86.2% for LPNs.
- In 2009, the Northwest Territories' and Nunavut's regulated nurses worked most often in the community health and hospital sectors: 41.5% of RNs worked in community health while 37.7% of RNs and 51.1% of LPNs worked in hospitals.
- The proportion of regulated nurses educated internationally in the Northwest Territories and Nunavut decreased. Overall, in 2009, 7.8% of the regulated nursing workforce in the Northwest Territories and Nunavut was educated outside of Canada, compared to 8.6% in 2005, all of whom were RNs; this represented 8.5% of the RN workforce.

Regulated Nursing Workforce Profile, Northwest Territories and Nunavut, 2009

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
Employed in Nursing Workforce		1,022	–	–	94	–	–	–	–	–
Sex	Male	101	9.9	6.2	11	11.7	7.3	–	–	22.5
	Female	921	90.1	93.8	83	88.3	92.7	–	–	77.5
Average Age	Years	45.3	–	–	45.1	–	–	–	–	–
Age Breakdown	<35	255	25.0	21.3	17	18.1	26.4	–	–	13.2
	35–49	355	34.7	38.9	38	40.4	38.9	–	–	40.6
	50+	412	40.3	39.9	39	41.5	34.7	–	–	46.2
Employment Status	Full Time	577	56.5	58.7	81	86.2	50.2	–	–	67.1
	Part Time	0	–	30.6	5	5.3	33.7	–	–	18.7
	Casual	445	43.5	10.7	8	8.5	16.1	–	–	14.2
	Employed—Status Unknown	0	–	–	0	–	–	–	–	–
Place of Work	Hospital	382	37.7	62.6	48	51.1	45.6	–	–	44.0
	Community Health Agency	420	41.5	14.2	*	†	7.8	–	–	24.0
	Nursing Home/LTC Facility	12	1.2	9.9	2†	†	39.1	–	–	18.7
	Other Place of Work	199	19.6	13.3	20	21.3	7.4	–	–	13.3
Area of Responsibility	Direct Care	897	90.9	89.3	94	100.0	98.1	–	–	90.4
	Administration/Educ./Research	90	9.1	10.7	0	0.0	1.9	–	–	9.6
Position	Managerial Positions	110	11.0	7.0	*	†	1.4	–	–	10.5
	Staff/Community Health Nurse	745	74.7	77.8	8†	†	92.0	–	–	79.0
	Other Positions	142	14.2	15.1	5	5.3	6.6	–	–	10.5
Multiple Employment Status	Single Employer	136	51.3	86.8	0	0.0	82.5	–	–	79.2
	Multiple Employers	129	48.7	13.2	0	0.0	17.5	–	–	20.8
Highest Education in Nursing Discipline	Diploma	550	53.8	60.1	94	100.0	100.0	–	–	90.9
	Baccalaureate	428	41.9	36.7	0	0.0	0.0	–	–	8.9
	Master's/Doctorate	44	4.3	3.2	0	0.0	0.0	–	–	0.3
Location of Graduation	Canadian-Trained	934	91.5	91.7	94	100.0	97.7	–	–	92.2
	Internationally Educated	87	8.5	8.3	0	0.0	2.3	–	–	7.8

Notes

– Data is not applicable or does not exist.

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

† Digit suppressed to ensure confidentiality.

Totals may not sum to 100% due to rounding.

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

Data is not collected for LPNs in Nunavut.

Diploma includes equivalency for entry-level education.

Employed—status unknown are excluded from percentage distributions.

Not stated are excluded from percentage distributions.

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

Source

Nursing Database, Canadian Institute for Health Information.

Regulated Nursing Workforce Highlights, Canada, 2009

- The number of registrations submitted for regulated nurses in Canada (including both employed and unemployed) increased 8.5% from 2005 to 2009, from 345,845 to 375,288.
- In 2009, there were 348,499 regulated nurses working in Canada, 76.4% of whom were RNs, 22.1% of whom were LPNs and 1.5% of whom were RPNs.
- In 2009, the proportion of Canada's workforce that was female continued to be high, at 93.3% of the total workforce. A total of 93.8% of RNs, 92.7% of LPNs and 77.5% of RPNs were women.
- The average age of regulated nurses in Canada increased. Regulated nurses were 44.9 in 2009, compared to 44.7 in 2005. In 2009, the average age of RNs was 45.2, that of LPNs was 43.4 and that of RPNs was 47.6.
- The proportion of full-time regulated nurses in Canada increased from 53.8% in 2005 to 56.9% in 2009. The percentage of regulated nurses in full-time positions in 2009 was 58.7% for RNs, 50.2% for LPNs and 67.1% for RPNs.
- In 2009, Canada's regulated nurses worked most often in hospitals, at 62.6% for RNs, 45.6% for LPNs and 44.0% of RPNs; the community health sector attracted 14.2% of RNs, 7.8% of LPNs and 24.0% of RPNs.
- The proportion of regulated nurses educated internationally in Canada increased. Overall, in 2009, 7.0% of the regulated nursing workforce in Canada was educated outside of Canada, compared to 6.9% in 2005. A total of 8.3% were RNs, 2.3% were LPNs and 7.8% were RPNs.

Regulated Nursing Workforce Profile, Canada, 2009

		Registered Nurses		Licensed Practical Nurses		Registered Psychiatric Nurses	
		RN	%	LPN	%	RPN	%
Employed in Nursing Workforce		266,341	—	76,944	—	5214	—
Sex	Male	16,475	6.2	5,618	7.3	1,174	22.5
	Female	249,866	93.8	71,326	92.7	4,040	77.5
Average Age	Years	45.2	—	43.4	—	47.6	—
Age Breakdown	<35	56,617	21.3	20,296	26.4	690	13.2
	35–49	103,554	38.9	29,914	38.9	2,114	40.6
	50+	106,170	39.9	26,733	34.7	2,407	46.2
Employment Status	Full Time	156,178	58.7	38,623	50.2	3,479	67.1
	Part Time	81,442	30.6	25,952	33.7	971	18.7
	Casual	28,533	10.7	12,356	16.1	736	14.2
	Employed—Status Unknown	188	—	13	—	28	—
Place of Work	Hospital	161,096	62.6	32,702	45.6	2,278	44.0
	Community Health Agency	36,604	14.2	5,616	7.8	1,244	24.0
	Nursing Home/LTC Facility	25,433	9.9	28,055	39.1	971	18.7
	Other Place of Work	34,266	13.3	5,319	7.4	687	13.3
Area of Responsibility	Direct Care	234,031	89.3	74,805	98.1	4,608	90.4
	Administration/Educ./Research	28,132	10.7	1,435	1.9	488	9.6
Position	Managerial Positions	18,546	7.0	1,066	1.4	547	10.5
	Staff/Community Health Nurse	205,069	77.8	70,138	92.0	4,103	79.0
	Other Positions	39,840	15.1	5,022	6.6	543	10.5
Multiple Employment Status	Single Employer	229,945	86.8	63,412	82.5	4,094	79.2
	Multiple Employers	34,822	13.2	13,426	17.5	1,078	20.8
Highest Education in Nursing Discipline	Diploma	160,111	60.1	76,944	100.0	4,738	90.9
	Baccalaureate	97,651	36.7	0	0.0	462	8.9
	Master's/Doctorate	8,576	3.2	0	0.0	14	0.3
Location of Graduation	Canadian-Trained	243,054	91.7	75,062	97.7	4,298	92.2
	Internationally Educated	22,023	8.3	1,805	2.3	366	7.8

Notes

— Data is not applicable or does not exist.

Totals may not sum to 100% due to rounding.

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

In 2009, the College of Registered Nurses of Manitoba submitted aggregate tables for sex and average age.

Data is not collected for LPNs in Nunavut.

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

Diploma includes *equivalency for entry-level education*.

Employed—status unknown are excluded from percentage distributions.

Not stated are excluded from percentage distributions.

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

Source

Nursing Database, Canadian Institute for Health Information.



Regulated Nursing Contact Information

Provincial/Territorial Regulatory Authorities

Newfoundland and Labrador

College of Licensed Practical Nurses of Newfoundland and Labrador

9 Paton Street

St. John's, Newfoundland and Labrador A1B 4S8

Website: www.clpnnl.ca

Association of Registered Nurses of Newfoundland and Labrador

55 Military Road

P.O. Box 6116

St. John's, Newfoundland and Labrador A1C 2C5

Website: www.arnnl.nf.ca

Prince Edward Island

Licensed Practical Nurses Association of Prince Edward Island

161 St. Peters Road

P.O. Box 20058

Charlottetown, Prince Edward Island C1A 1E9

Website: www.lpna.ca

Association of Registered Nurses of Prince Edward Island

53 Grafton Street

Charlottetown, Prince Edward Island C1A 1K8

Website: www.arnpei.ca

Nova Scotia

College of Licensed Practical Nurses of Nova Scotia

Cogswell Tower

2000 Barrington Street, Suite 1212

Halifax, Nova Scotia B3J 3K1

Website: www.clpnns.ca

College of Registered Nurses of Nova Scotia

Barrington Tower

7071 Bayers Road, Suite 4005

Halifax, Nova Scotia B3L 2C2

Website: www.crnns.ca

New Brunswick

Association of New Brunswick Licensed Practical Nurses / Association des infirmier(ère)s auxiliaires autorisé(e)s du Nouveau-Brunswick

384 Smythe Street

Fredericton, New Brunswick E3B 3E4

Website: www.anblpn.ca

Nurses Association of New Brunswick / Association des infirmières et infirmiers du Nouveau-Brunswick

165 Regent Street

Fredericton, New Brunswick E3B 7B4

Website: www.nanb.nb.ca

Quebec

Ordre des infirmières et infirmiers auxiliaires du Québec

531 rue Sherbrooke Est

Montréal, Quebec H2L 1K2

Website: www.oiiq.org

Ordre des infirmières et infirmiers du Québec

4200 boulevard Dorchester Ouest

Montréal, Quebec H3Z 1V4

Website: www.oiiq.org

Ontario^{vi}

College of Nurses of Ontario / Ordre des infirmières et infirmiers de l'Ontario

101 Davenport Road

Toronto, Ontario M5R 3P1

Website: www.cno.org

Manitoba

College of Licensed Practical Nurses of Manitoba

463 St. Anne's Road

Winnipeg, Manitoba R2M 3C9

Website: www.clpnm.ca

College of Registered Nurses of Manitoba

890 Pembina Highway

Winnipeg, Manitoba R3M 2M8

Website: www.crnmb.ca

vi. The College of Nurses of Ontario is the provincial regulatory authority for both licensed practical nurses and registered nurses. In Ontario, licensed practical nurses are termed "registered practical nurses."

College of Registered Psychiatric Nurses of Manitoba

1854 Portage Avenue
Winnipeg, Manitoba R3J 0G9
Website: www.crpnm.mb.ca

Saskatchewan**Saskatchewan Association of Licensed Practical Nurses**

100–2216 Lorne Street
Regina, Saskatchewan S4P 2M7
Website: www.salpn.com

Saskatchewan Registered Nurses' Association

2066 Retallack Street
Regina, Saskatchewan S4T 7X5
Website: www.srna.org

Registered Psychiatric Nurses Association of Saskatchewan

2055 Lorne Street
Regina, Saskatchewan S4P 2M4
Website: www.rpnas.com

Alberta**College of Licensed Practical Nurses of Alberta**

St. Albert Trail Place
13163, 146th Street
Edmonton, Alberta T5L 4S8
Website: www.clpna.com

College and Association of Registered Nurses of Alberta

11620, 168th Street
Edmonton, Alberta T5M 4A6
Website: www.nurses.ab.ca

College of Registered Psychiatric Nurses of Alberta

9711, 45th Avenue, Suite 201
Edmonton, Alberta T6E 5V8
Website: www.crpna.ab.ca

British Columbia**College of Licensed Practical Nurses of British Columbia**

3480 Gilmore Way, Suite 260
Burnaby, British Columbia V5G 4Y1
Website: www.clpnbc.org

College of Registered Nurses of British Columbia

2855 Arbutus Street
Vancouver, British Columbia V6J 3Y8
Website: www.crnbc.ca

College of Registered Psychiatric Nurses of British Columbia

307–2502 Saint Johns Street
Port Moody, British Columbia V3H 2B4
Website: www.crpnb.ca

Yukon

Yukon Consumer Services

P.O. Box 2703
Whitehorse, Yukon Y1A 2C6
Website: www.gov.yk.ca

Yukon Registered Nurses Association

204–4133 Fourth Avenue
Whitehorse, Yukon Y1A 1H8
Website: www.yrna.ca

Northwest Territories and Nunavut

Licensed Practical Nurses of the Northwest Territories and Nunavut

Department of Health and Social Services, Government of the
Northwest Territories
P.O. Box 1320
Yellowknife, Northwest Territories X1A 2L9
Website: www.hlthss.gov.nt.ca

Registered Nurses Association of the Northwest Territories and Nunavut

P.O. Box 2757
483 Range Lake Road
Yellowknife, Northwest Territories X1A 2R1
Website: www.rnantnu.ca

Other Nursing Associations

Practical Nurses Canada

55 St. Clair Avenue West, Suite 255
Toronto, Ontario M4V 2Y7
Website: www.pncanada.ca

Canadian Council for Practical Nurse Regulators / Conseil canadien de réglementation des soins infirmiers auxiliaires

Website: www.ccpnr.ca

Canadian Nurses Association / Association des infirmières et infirmiers du Canada

50 The Driveway
Ottawa, Ontario K2P 1E2
Website: www.cna-aiic.ca

Registered Psychiatric Nurses of Canada

Website: www.rpnc.ca

Canadian Association of Schools of Nursing / Association canadienne des écoles de sciences infirmières

99 Fifth Avenue, Suite 15
Ottawa, Ontario K1S 5K4
Website: www.casn.ca

Canadian Federation of Nurses Unions / Fédération canadienne des syndicats d'infirmières et d'infirmiers

2841 Riverside Drive
Ottawa, Ontario K1V 8X7
Website: www.nursesunions.ca

Aboriginal Nurses Association of Canada

56 Sparks Street, Suite 502
Ottawa, Ontario K1P 5A7
Website: www.anac.on.ca

References

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