



Regulated Nurses:  
Canadian Trends, 2006 to 2010



## Who We Are

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

## Our Vision

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, 2006 to 2010* 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 354,910 regulated nurses working in nursing in Canada in 2010, 75.7% of whom were RNs, 22.9% of whom were LPNs and 1.5% of whom were RPNs. These proportions remained relatively steady over the last five years.

In 2010, as in previous years, the number of regulated nurses in the workforce grew, with an annual percentage change of 1.8% contributing to an overall growth rate of 8.8% for the 2006 to 2010 period.

## Regulated Nursing Workforce Across Age Groups

In each of the regulated nursing professions, the average age of entry into the workforce increased during the period 2006 to 2010. Regulated nurses are now often age 30 or older when they graduate and begin their nursing careers. In 2010, the age range 40 to 59 dominated the nursing professions; this age group constituted 55.9% of the RN workforce, 52.0% of the LPN workforce and 62.0% of the RPN workforce.

## Mobility Trends of Regulated Nursing Graduates

Within Canada, the top three destinations for work for Canadian-educated regulated nursing graduates who moved away from their 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 2010, 7.3% of the regulated nursing workforce was educated outside of Canada.

## Registered Nurses

The Canadian RN workforce grew by less than 2% each year since 2006 to a total of 268,512 RNs in 2010. The proportion of females remained high, at 93.6%.

The average age of an RN, in 2010, was 45.4. RNs worked most often in hospitals (63.0%) and in the community health sector (14.0%).

In 2010, 32.4% of internationally educated RN graduates were educated in the Philippines and 16.3% were educated in the United Kingdom. A total of 8.6% of the RN workforce graduated from an international RN program, which represents the highest proportion of international graduates among the Canadian nursing professions.

Between 2006 and 2010, the number of licensed nurse practitioners (NPs) in the workforce more than doubled, from 1,129 in 2006 to 2,486 in 2010. As of 2007, all territories and provinces except Yukon had licensed NP programs.

## Licensed Practical Nurses

The Canadian LPN workforce grew to 81,224 in 2010. This represents an increase of 20.7% since 2006. The proportion of females remained steady at 92.5%.

The average age of an LPN was 43.2 in 2010, a decrease of nearly one year, from 44.1, in 2006. This is the only nursing profession of the three that showed a decrease in average age over the time period studied.

LPNs worked primarily in hospitals (45.1%) and in long-term care facilities (38.1%) in 2010. These proportions remained relatively consistent over the last five years.

Of the LPNs educated outside Canada who specified a location of graduation in 2010, 35.2% were educated in the Philippines and 16.2% were educated in the United Kingdom. A total of 2.7% of the LPN workforce in 2010 was educated outside Canada, an increase from the 2.3% observed in 2009; this represents a substantially smaller proportion than that observed for RPNs and RNs.



## Registered Psychiatric Nurses

The total Canadian RPN workforce was 5,174 in 2010. The growth rate increased each year, except in 2010, over the five-year period for an overall rate of 2.4% from 2006 to 2010.

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 47.7 in 2010.

RPNs worked primarily in the hospital sector in 2010 (45.2%).

Overall, 7.8% of the RPN workforce in 2010 was educated outside of Canada, the majority having been educated in the United Kingdom (82.6%).



# 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, 2006 to 2010*.

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 workforce per 100,000 population by jurisdiction has been introduced in this year's publication for the years 2006 to 2010.

## Want to Know More?

Other Nursing Database (NDB) documents that may be of interest:

- 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
- Data tables

For more information, please contact

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- Julie Goulet, Program Lead
- Danny Zhang, Intern

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 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.

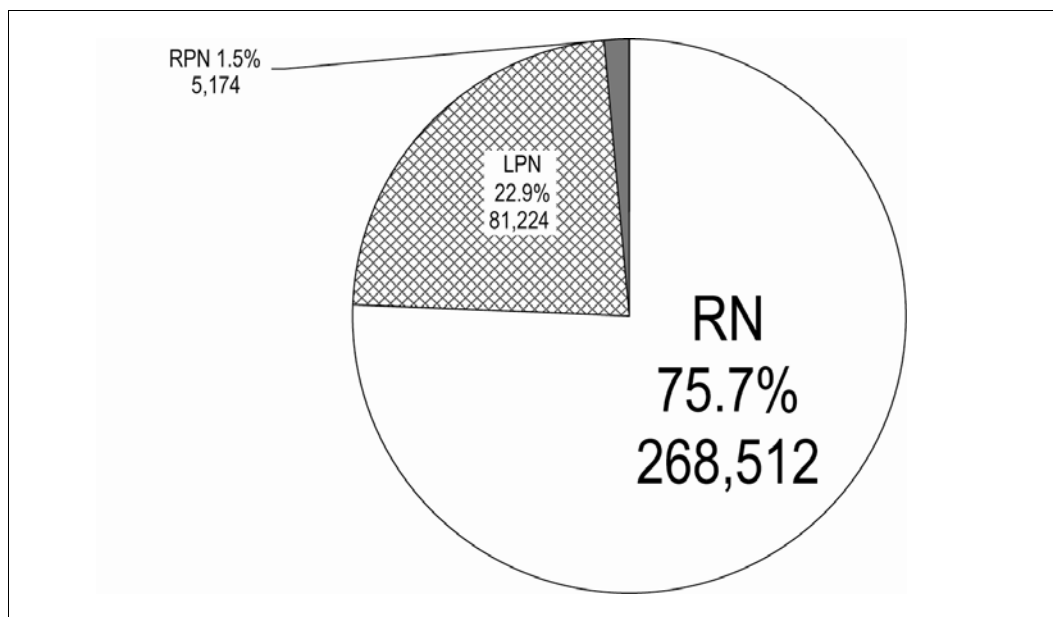


# Introduction

## The Canadian Regulated Nursing Workforce

In Canada, the largest group within the paid health care workforce is regulated nurses, with a total workforce of 354,910 in 2010. 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) (see Figure 1). 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 1: Regulated Nursing Workforce (Employed in Nursing), Canada, 2010

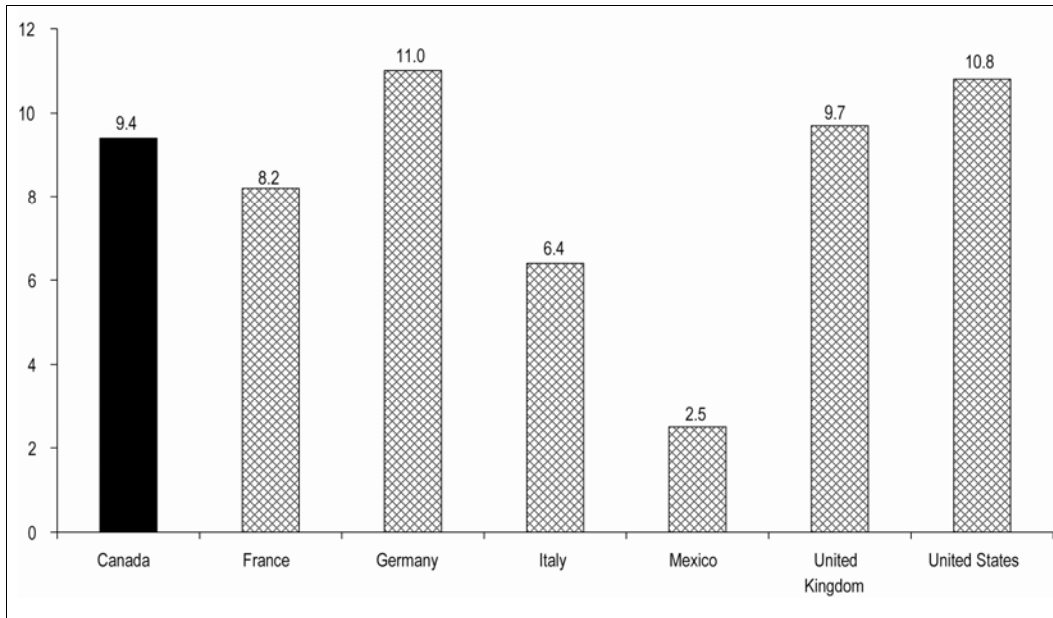


**Source**

Nursing Database, Canadian Institute for Health Information.

Figure 2 shows that, in 2009, Canada had one of the highest numbers of practising nurses per 1,000 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 1,000 Population, Selected Countries, 2009



**Note**

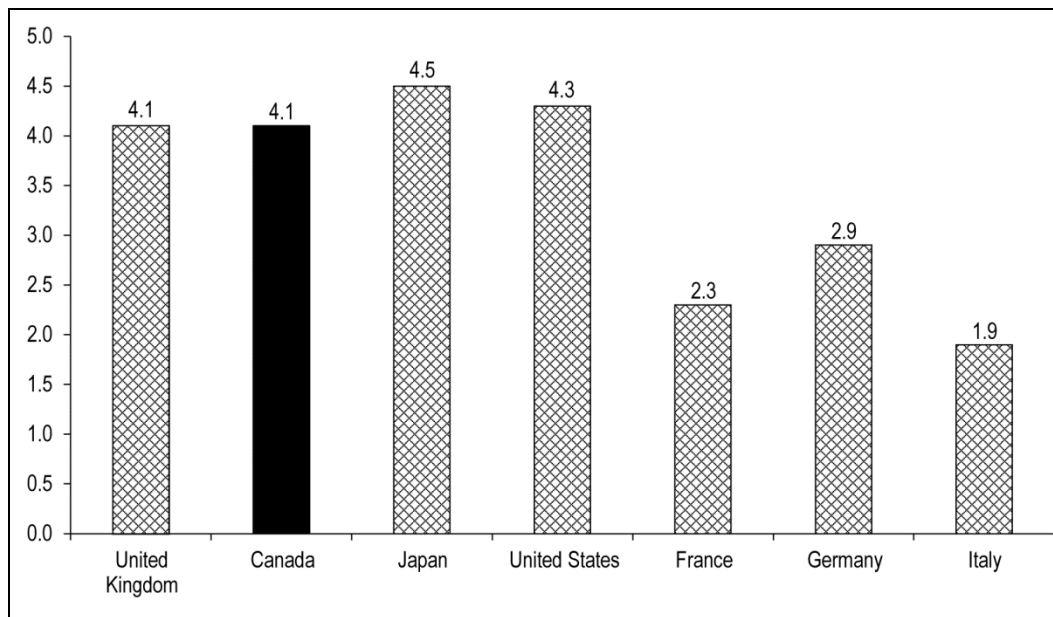
Data presented is from 2009 (the most recent year for which full data was available).

**Source**

Organisation for Economic Co-operation and Development, *OECD Health Data 2011*, June 2011, accessed from <[http://www.oecd.org/document/30/0,3746,en\\_2649\\_37407\\_12968734\\_1\\_1\\_1\\_37407,00.html](http://www.oecd.org/document/30/0,3746,en_2649_37407_12968734_1_1_1_37407,00.html)>.

Figure 3 presents the ratio of practising nurses to practising physicians among selected countries.

**Figure 3: Ratio of Practising Nurses to Practising Physicians, Selected Countries, 2006**



**Note**

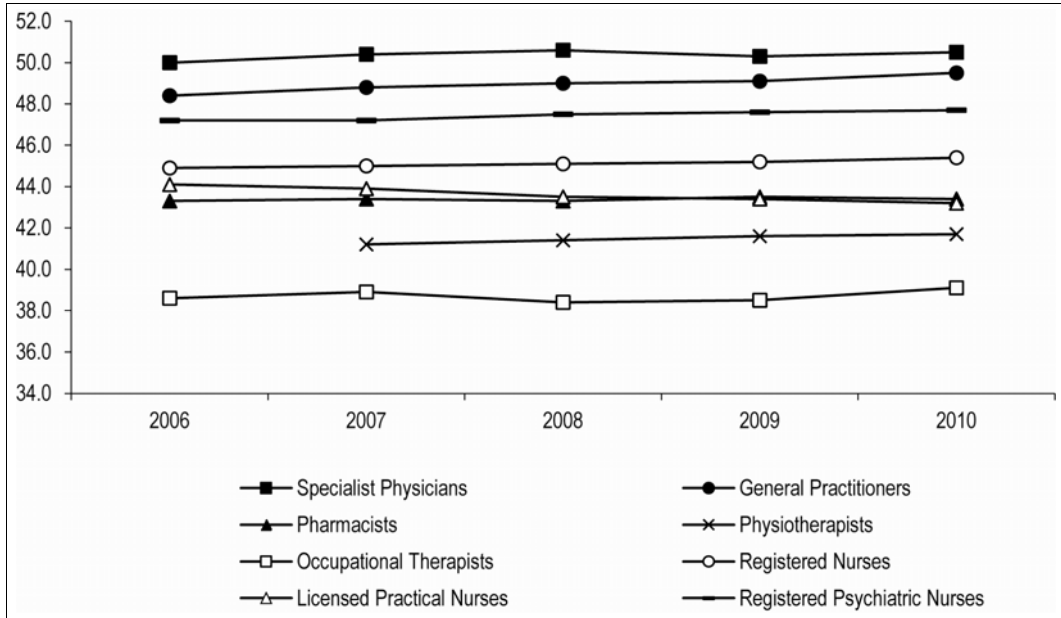
Data presented is from 2006 (the most recent year for which full data was available).

**Source**

Organisation for Economic Co-operation and Development, *OECD Health Data 2011*, June 2011, accessed from <[http://www.oecd.org/document/30/0,3746,en\\_2649\\_37407\\_12968734\\_1\\_1\\_1\\_37407,00.html](http://www.oecd.org/document/30/0,3746,en_2649_37407_12968734_1_1_1_37407,00.html)>.

The average age may be used to describe trends and to make comparisons between the nursing workforce and other professions. Figure 4 shows the average age of selected health occupations over the period 2006 to 2010.

**Figure 4: Average Age of Workforce, Regulated Nursing and Selected Health Occupations, Canada, 2006 to 2010**



**Notes**

The RPN workforce of the four western provinces represents the total RPN workforce in Canada. For 2007, 2008, 2009 and 2010, 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.

**Sources**

Nursing Database, Occupational Therapist Database, Pharmacist Database, Physiotherapist Database and Scott’s Medical Database, Canadian Institute for Health Information.

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.

## Registered Nurses

Registered nurses (RNs) work both autonomously and in collaboration with other health care providers. 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.

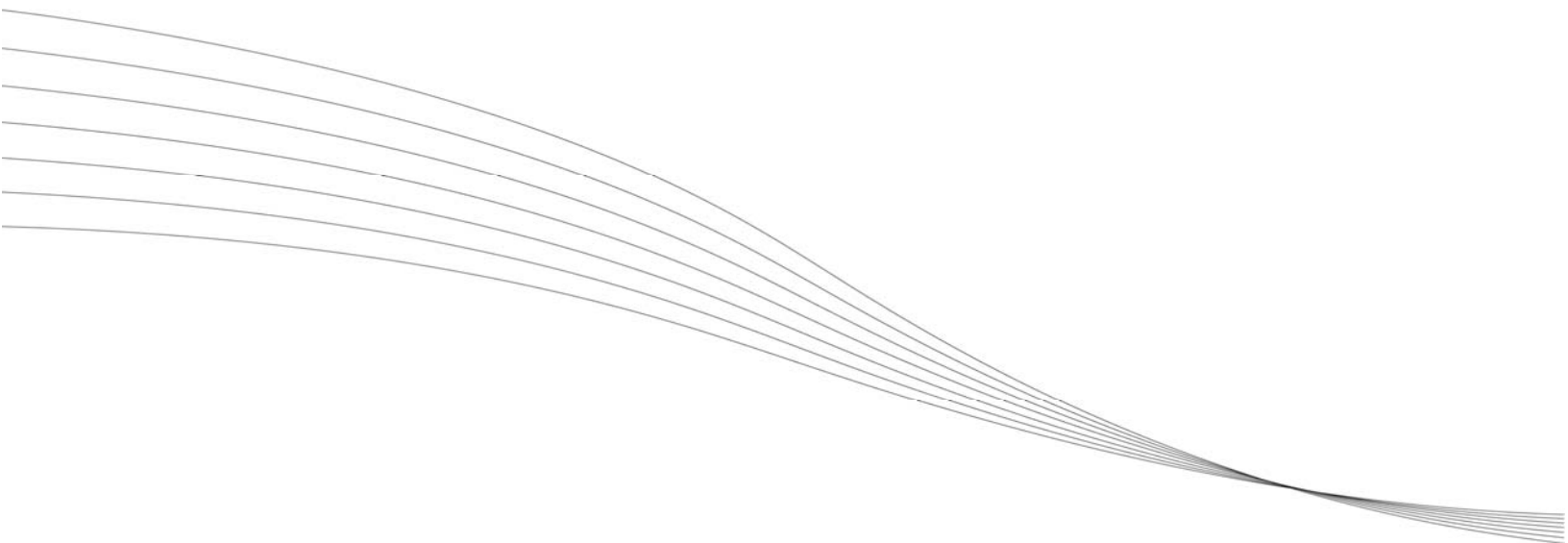
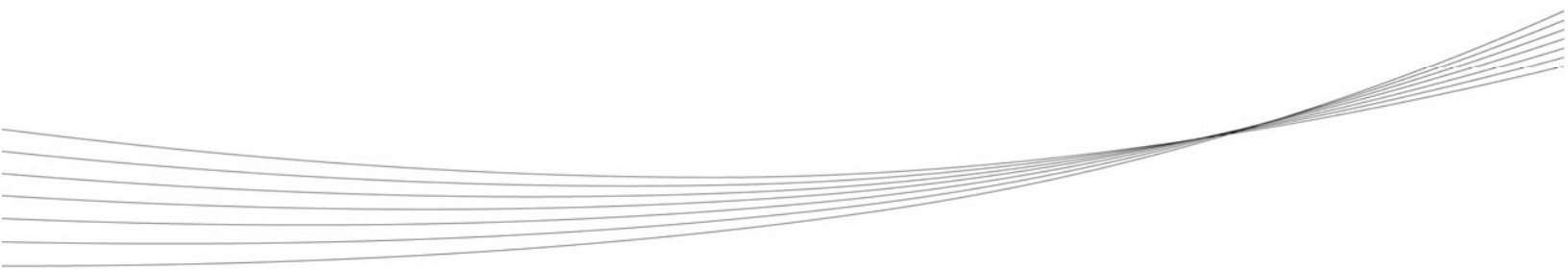
Nurse practitioners (NPs) are RNs with additional educational preparation and experience. NPs may order and interpret diagnostic tests, prescribe pharmaceuticals, medical devices and other therapies and perform procedures. NPs often work in primary care settings, such as community health centres or remote 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 Yukon.

## Licensed Practical Nurses

Licensed practical nurses (LPNs) work independently or in collaboration with other members of a 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 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.





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





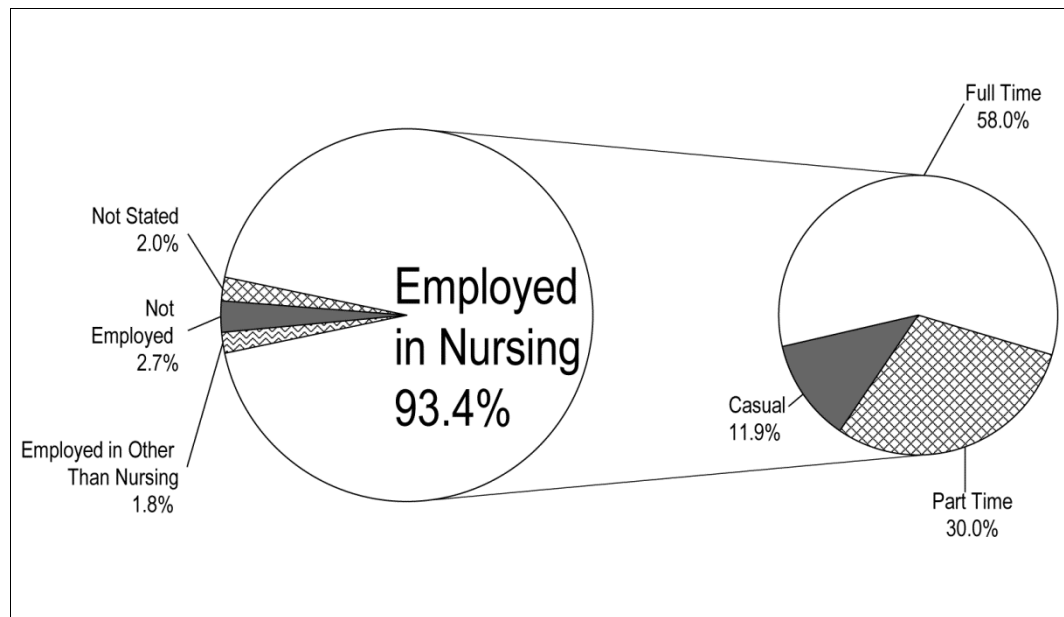


## Workforce Trends: How Many Registered Nurses?

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 2010, 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 75.7% of the total regulated nursing workforce in 2010. As illustrated in Figure 5, 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 (58.0%).

**Figure 5: Registered Nurses, by Employment Status, Canada, 2010**



**Note**

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

**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 6 illustrates the growth trend of the RN workforce over time.



**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.

**Source**

Nursing Database, Canadian Institute for Health Information.

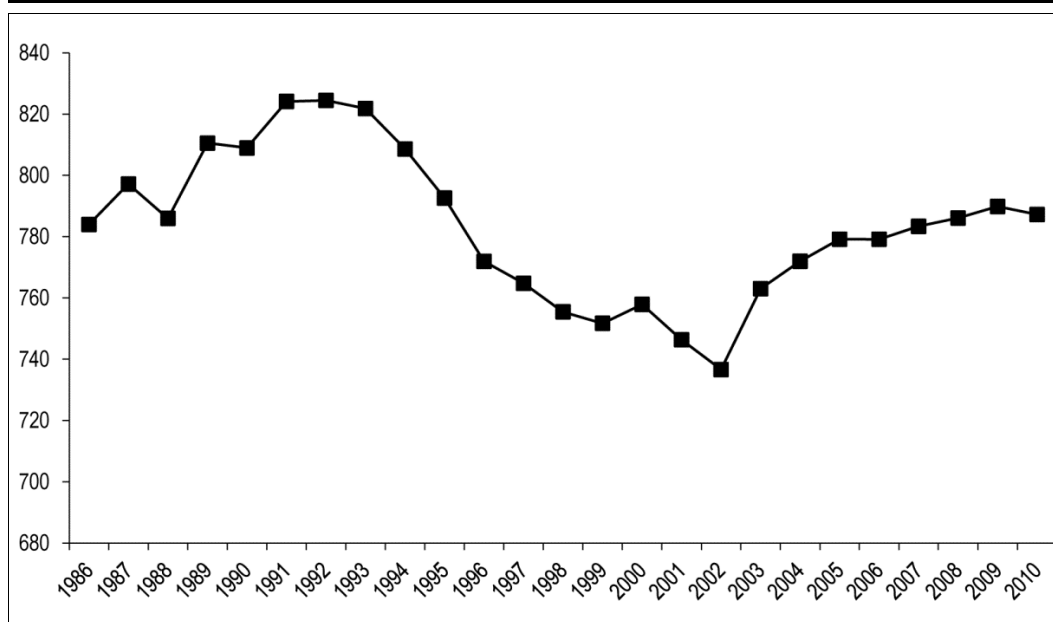
Three distinct periods of growth for the nursing workforce are evident in Figure 6:

- 1980 to 1993: The average annual growth rate<sup>i</sup> of the RN workforce was approximately 3.3% during this period.
- 1993 to 2002: A flattening of the growth curve occurred, reflecting a period of fiscal restraint in health care spending that also affected growth in the number of health care providers. The average annual growth rate for RNs during this period decreased by 0.2%.

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

- 2002 to 2010: The average annual growth rate during this period was approximately 1.9%. The number of RNs in Canada in 1993 (235,738) was surpassed in 2003 (241,415). 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.
- The number of RNs per 100,000 population shows a similar trend over the three time periods (see Figure 7); however, the high ratio of the early 1990s (824 RNs per 100,000 population) has not been reached since. In 2010, there were 787 RNs per 100,000 population in Canada.

**Figure 7: Registered Nursing Workforce per 100,000 Population, Canada, 1986 to 2010**



#### 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.

#### Sources

Nursing Database, Canadian Institute for Health Information; Statistics Canada, Demography Division, accessed from <[http://cansim2.statcan.gc.ca/cgi-win/cnsmcgi.pgm?Lang=E&RootDir=CII/&Array\\_Pick=1&ArrayId=109-5325&C2DB=PRD&ResultTemplate=CII%2FCII](http://cansim2.statcan.gc.ca/cgi-win/cnsmcgi.pgm?Lang=E&RootDir=CII/&Array_Pick=1&ArrayId=109-5325&C2DB=PRD&ResultTemplate=CII%2FCII)>.

## Demographic Trends

### Sex of the Workforce

The majority of RNs (93.6%) in the Canadian workforce were female in 2010. The proportions of female and male have not changed substantially over the previous five years (see Table 1).

**Table 1: Registered Nursing Workforce, by Sex and Jurisdiction, Canada, 2006 to 2010**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./Nun.	Canada
<b>Count</b>														
<b>Female</b>	<b>2006</b>	5,271	1,390	8,479	7,354	58,166	86,093	10,290	8,180	25,704	27,361	289	943	239,520
	<b>2007</b>	5,311	1,396	8,513	7,392	58,915	86,854	10,209	8,347	26,366	28,410	291	955	242,959
	<b>2008</b>	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
	<b>2009</b>	5,533	1,372	8,569	7,513	59,678	89,753	10,456	8,699	28,060	28,984	328	921	249,866
	<b>2010</b>	5,699	1,436	8,794	7,731	59,836	90,438	10,870	9,020	27,312	28,895	320	998	251,349
<b>Male</b>	<b>2006</b>	244	38	311	326	5,848	3,968	612	300	1,048	1,479	35	90	14,299
	<b>2007</b>	263	39	330	334	6,040	4,124	616	322	1,161	1,649	31	93	15,002
	<b>2008</b>	279	37	358	339	6,210	4,309	636	350	1,233	1,717	34	119	15,621
	<b>2009</b>	292	34	360	353	6,377	4,543	697	418	1,345	1,916	39	101	16,475
	<b>2010</b>	314	36	379	371	6,497	4,747	760	518	1,369	2,024	37	111	17,163
<b>Percentage Change</b>														
<b>Female</b>	<b>2006–2010</b>	8.1%	3.3%	3.7%	5.1%	2.9%	5.0%	5.6%	10.3%	6.3%	5.6%	10.7%	5.8%	4.9%
	<b>2009–2010</b>	3.0%	4.7%	2.6%	2.9%	0.3%	0.8%	4.0%	3.7%	-2.7%	-0.3%	-2.4%	8.4%	0.6%
<b>Male</b>	<b>2006–2010</b>	28.7%	-5.3%	21.9%	13.8%	11.1%	19.6%	24.2%	72.7%	30.6%	36.8%	5.7%	23.3%	20.0%
	<b>2009–2010</b>	7.5%	5.9%	5.3%	5.1%	1.9%	4.5%	9.0%	23.9%	1.8%	5.6%	-5.1%	9.9%	4.2%
<b>Percentage Distribution</b>														
<b>Female</b>	<b>2006</b>	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%
	<b>2009</b>	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%
	<b>2010</b>	94.8%	97.6%	95.9%	95.4%	90.2%	95.0%	93.5%	94.6%	95.2%	93.5%	89.6%	90.0%	93.6%
<b>Male</b>	<b>2006</b>	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%
	<b>2009</b>	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%
	<b>2010</b>	5.2%	2.4%	4.1%	4.6%	9.8%	5.0%	6.5%	5.4%	4.8%	6.5%	10.4%	10.0%	6.4%

**Source**

Nursing Database, Canadian Institute for Health Information.

## Age of the Workforce

Table 2 shows the average age of RNs across Canada from 2006 to 2010.

**Table 2: Average Age of the Registered Nursing Workforce, by Jurisdiction, Canada, 2006 to 2010**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
<b>Average Age</b>													
<b>2006</b>	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
<b>2007</b>	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
<b>2008</b>	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
<b>2009</b>	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
<b>2010</b>	43.0	47.2	46.8	45.2	43.5	46.5	46.3	45.3	45.0	46.2	45.1	45.3	45.4
<b>Increase/Decrease in Average Age</b>													
<b>2006–2010</b>	0.8	1.4	1.0	1.0	0.0	0.9	0.9	-0.6	0.2	-0.2	0.4	1.0	0.5
<b>2009–2010</b>	0.1	-0.2	0.0	0.2	0.1	0.2	0.1	-0.5	0.4	-0.2	0.7	0.0	0.2

**Source**

Nursing Database, Canadian Institute for Health Information.

Table 3 highlights the distribution of the RN workforce by age group.

**Table 3: Registered Nursing Workforce, by Age Group and Jurisdiction, Canada, 2010**

Age Groups	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
<b>&lt;30</b>	13.4%	9.0%	9.3%	11.0%	15.8%	9.6%	8.7%	14.5%	12.8%	10.1%	10.6%	11.1%	11.8%
<b>30–34</b>	11.0%	8.1%	7.0%	8.8%	11.5%	8.7%	9.3%	9.3%	11.2%	9.9%	10.9%	14.2%	9.9%
<b>35–39</b>	13.1%	9.0%	9.3%	10.5%	11.3%	11.0%	10.9%	9.9%	11.7%	11.1%	13.4%	11.2%	11.1%
<b>40–44</b>	16.5%	13.4%	12.1%	14.6%	12.4%	12.5%	13.0%	10.5%	12.2%	11.5%	10.1%	10.2%	12.4%
<b>45–49</b>	16.7%	16.2%	17.8%	16.9%	13.6%	15.2%	15.6%	13.4%	13.2%	13.7%	15.1%	12.7%	14.5%
<b>50–54</b>	13.5%	13.3%	17.7%	15.7%	15.9%	14.1%	15.6%	15.2%	13.2%	15.4%	15.7%	13.1%	14.8%
<b>55–59</b>	10.4%	15.3%	15.2%	13.7%	12.2%	15.1%	15.6%	15.7%	13.4%	15.2%	14.0%	13.8%	14.1%
<b>60+</b>	5.5%	15.8%	11.7%	8.8%	7.4%	13.7%	11.4%	11.5%	12.3%	13.1%	10.1%	13.8%	11.4%

**Note**

Totals may not sum to 100% due to rounding.

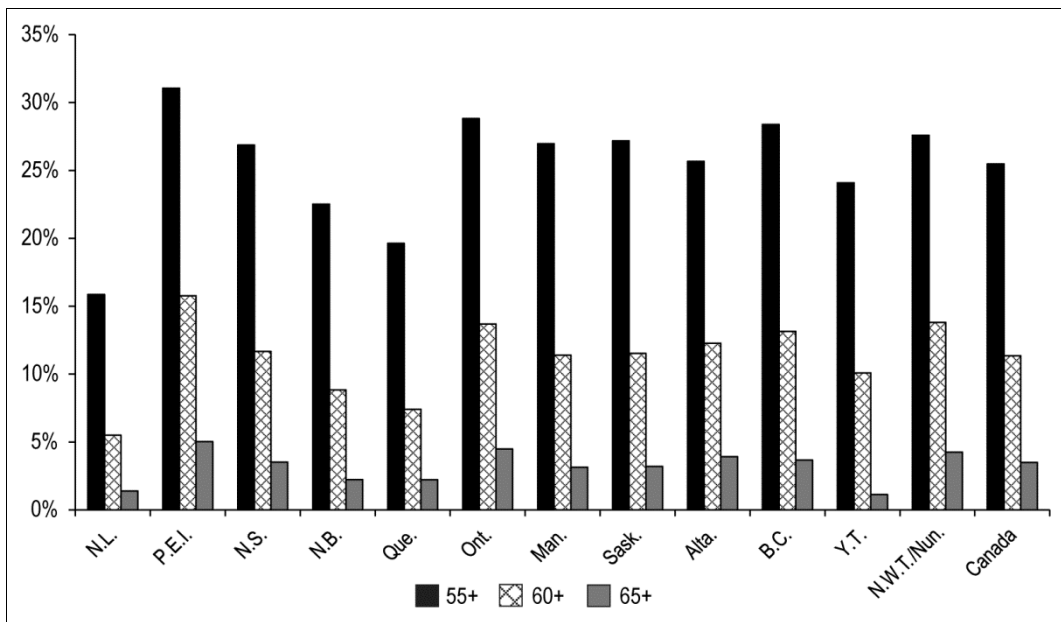
**Source**

Nursing Database, Canadian Institute for Health Information.

Figure 8 highlights the proportion of the RN workforce in each province/territory at or above three typical ages of retirement in 2010: 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 proportion of nurses within these age groups (55 and older, at 25.5%, 60 and older, at 11.4%, and 65 and older, at 3.5%) may be preparing for retirement in the near future.

**Figure 8: Registered Nursing Workforce, by Age Group (55+, 60+, 65+) and Jurisdiction, Canada, 2010**



**Source**  
Nursing Database, Canadian Institute for Health Information.

## Employment Trends

Table 4 shows the supply of all RNs (including NPs) over the period 2006 to 2010. The total supply of RNs in Canada was 287,344 in 2010. This represents an increase of 0.9% from 2009 and 6.1% from 2006.

**Table 4: Registered Nurses, Total Supply and Employment Status, Canada, 2006 to 2010**

	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	
	A	B	C	D	E = A + B + C + D	Seeking Employment	Not Seeking Employment	Seeking Employment in Nursing	Not Seeking Employment in Nursing	J	K = F + G + H + I + J	
<b>Count</b>												
<b>2006</b>	141,047	82,120	27,366	3,286	<b>253,819</b>	377	4,399	2,396	6,155	3,699	<b>17,026</b>	<b>270,845</b>
<b>2007</b>	146,052	81,929	27,197	2,783	<b>257,961</b>	365	4,540	2,428	6,025	2,955	<b>16,313</b>	<b>274,274</b>
<b>2008</b>	151,420	80,879	28,219	1,371	<b>261,889</b>	351	4,519	2,263	5,625	4,699	<b>17,457</b>	<b>279,346</b>
<b>2009</b>	156,178	81,442	28,533	188	<b>266,341</b>	422	4,668	2,295	5,898	5,066	<b>18,349</b>	<b>284,690</b>
<b>2010</b>	155,355	80,331	31,937	889	<b>268,512</b>	393	4,776	2,129	5,655	5,879	<b>18,832</b>	<b>287,344</b>
<b>Percentage Change</b>												
<b>2006–2010</b>	10.1%	-2.2%	16.7%	-72.9%	<b>5.8%</b>	4.2%	8.6%	-11.1%	-8.1%	58.9%	<b>10.6%</b>	<b>6.1%</b>
<b>2009–2010</b>	-0.5%	-1.4%	11.9%	372.9%	<b>0.8%</b>	-6.9%	2.3%	-7.2%	-4.1%	16.0%	<b>2.6%</b>	<b>0.9%</b>
<b>Percentage Distribution</b>												
<b>2006</b>	52.1%	30.3%	10.1%	1.2%	<b>93.7%</b>	0.1%	1.6%	0.9%	2.3%	1.4%	<b>6.3%</b>	<b>100.0%</b>
<b>2009</b>	54.9%	28.6%	10.0%	0.1%	<b>93.6%</b>	0.1%	1.6%	0.8%	2.1%	1.8%	<b>6.4%</b>	<b>100.0%</b>
<b>2010</b>	54.1%	28.0%	11.1%	0.3%	<b>93.4%</b>	0.1%	1.7%	0.7%	2.0%	2.0%	<b>6.6%</b>	<b>100.0%</b>

### Source

Nursing Database, Canadian Institute for Health Information.

**Table 5: Registered Nursing Workforce, by Jurisdiction, Canada, 2006 to 2010**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
<b>Count</b>													
<b>2006</b>	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
<b>2007</b>	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
<b>2008</b>	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
<b>2009</b>	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
<b>2010</b>	6,013	1,472	9,173	8,102	66,333	95,185	11,630	9,538	28,681	30,919	357	1,109	268,512
<b>Percentage Change</b>													
<b>2006– 2010</b>	9.0%	3.1%	4.4%	5.5%	3.6%	5.7%	6.7%	12.5%	7.2%	7.2%	10.2%	7.4%	5.8%
<b>2009– 2010</b>	3.2%	4.7%	2.7%	3.0%	0.4%	0.9%	4.3%	4.6%	-2.5%	0.1%	-2.7%	8.5%	0.8%
<b>Percentage Distribution</b>													
<b>2006</b>	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%
<b>2009</b>	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%
<b>2010</b>	2.2%	0.5%	3.4%	3.0%	24.7%	35.4%	4.3%	3.6%	10.7%	11.5%	0.1%	0.4%	100.0%

**Source**

Nursing Database, Canadian Institute for Health Information.

**Table 6: Registered Nursing Workforce per 100,000 Population, by Jurisdiction, Canada, 2006 to 2010**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
<b>Count</b>													
<b>2006</b>	1,081	1,035	937	1,030	839	711	921	855	782	680	1,004	1,396	779
<b>2007</b>	1,101	1,039	945	1,036	845	711	907	867	784	697	989	1,401	783
<b>2008</b>	1,131	1,060	947	1,039	845	718	904	870	794	681	1,009	1,620	786
<b>2009</b>	1,146	996	951	1,050	844	722	915	886	801	693	1,091	1,347	790
<b>2010</b>	1,180	1,035	973	1,078	839	721	941	912	771	682	1,034	1,441	787
<b>Percentage Change</b>													
<b>2006– 2010</b>	9.2%	0.0%	3.8%	4.7%	0.0%	1.4%	2.2%	6.7%	-1.4%	0.3%	3.0%	3.2%	1.0%
<b>2009– 2010</b>	3.0%	3.9%	2.3%	2.7%	-0.6%	-0.1%	2.8%	2.9%	-3.7%	-1.6%	-5.2%	7.0%	-0.3%

**Source**

Nursing Database, Canadian Institute for Health Information.



## Employment Status

Table 7 shows that the majority of RNs employed in nursing were employed on a regular basis in a full-time position. In 2010, 155,355 RNs (58.0% of the workforce) were working in full-time positions.

The average age of full-time RNs was 44.8, the average age of part-time RNs was 45.3 and the average age of casual RNs was 48.6.

Keeping in mind that 93.6% of RNs in the Canadian workforce in 2010 were female, there was a larger proportion of full-time positions among male RNs than among female RNs. That year, in Canada (excluding Manitoba), 72.4% of male RNs were employed full time, compared with 57.4% of female RNs. Only 17.7% of male RNs had part-time employment, compared with 30.1% of female RNs. Casual employment rates followed a similar pattern, with 12.2% of female RNs and 9.6% of male RNs employed on a casual basis.

Table 7: Registered Nursing Workforce, by Employment Status and Jurisdiction, Canada, 2006 to 2010

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
<b>Count</b>														
<b>Employed, Full Time</b>	<b>2006</b>	3,794	729	5,565	4,865	35,172	55,462	5,204	4,713	10,286	15,119	138	–	141,047
	<b>2007</b>	3,946	695	5,656	4,890	36,111	57,403	5,146	4,845	10,711	16,499	150	–	146,052
	<b>2008</b>	4,229	779	5,685	4,987	36,755	60,236	5,190	5,054	11,196	16,531	160	618	151,420
	<b>2009</b>	4,362	747	5,797	5,127	37,458	61,840	5,263	5,350	12,119	17,353	185	577	156,178
	<b>2010</b>	4,494	744	6,001	5,225	37,675	62,602	5,344	5,753	11,593	15,123	176	625	155,355
<b>Employed, Part Time</b>	<b>2006</b>	982	546	2,346	2,235	20,684	27,218	4,871	2,819	11,782	8,535	102	–	82,120
	<b>2007</b>	932	554	2,353	2,260	20,903	26,308	4,867	2,783	12,118	8,762	89	–	81,929
	<b>2008</b>	876	547	2,290	2,222	20,948	25,208	4,850	2,649	12,582	8,609	98	–	80,879
	<b>2009</b>	835	525	2,216	2,135	21,403	24,795	4,884	2,591	13,221	8,734	103	–	81,442
	<b>2010</b>	842	538	2,228	2,093	21,588	24,742	5,074	2,612	13,247	7,253	114	–	80,331
<b>Employed, Casual</b>	<b>2006</b>	739	153	879	580	7,376	7,381	788	948	3,813	4,625	84	–	27,366
	<b>2007</b>	696	183	834	576	7,433	7,267	788	1,024	3,700	4,617	79	–	27,197
	<b>2008</b>	619	153	895	548	7,459	7,440	862	1,119	3,725	4,723	74	602	28,219
	<b>2009</b>	628	134	916	604	7,022	7,661	992	1,176	4,065	4,813	77	445	28,533
	<b>2010</b>	677	190	943	784	6,925	7,841	1,086	1,173	3,841	7,926	67	484	31,937
<b>Employed, Status Unknown</b>	<b>2006</b>	–	–	–	–	782	–	39	–	871	561	–	1,033	3,286
	<b>2007</b>	–	3	–	–	508	–	24	17	998	181	4	1,048	2,783
	<b>2008</b>	–	–	1	–	369	–	–	1	998	–	2	–	1,371
	<b>2009</b>	–	–	–	–	172	–	14	–	–	–	2	–	188
	<b>2010</b>	–	–	1	–	145	–	126	–	–	617	–	–	889
<b>Percentage Change</b>														
<b>Employed, Full Time</b>	<b>2006– 2010</b>	18.5%	2.1%	7.8%	7.4%	7.1%	12.9%	2.7%	22.1%	12.7%	0.0%	27.5%	–	10.1%
	<b>2009– 2010</b>	3.0%	-0.4%	3.5%	1.9%	0.6%	1.2%	1.5%	7.5%	-4.3%	-12.9%	-4.9%	8.3%	-0.5%
<b>Employed, Part Time</b>	<b>2006– 2010</b>	-14.3%	-1.5%	-5.0%	-6.4%	4.4%	-9.1%	4.2%	-7.3%	12.4%	-15.0%	11.8%	–	-2.2%
	<b>2009– 2010</b>	0.8%	2.5%	0.5%	-2.0%	0.9%	-0.2%	3.9%	0.8%	0.2%	-17.0%	10.7%	–	-1.4%
<b>Employed, Casual</b>	<b>2006– 2010</b>	-8.4%	24.2%	7.3%	35.2%	-6.1%	6.2%	37.8%	23.7%	0.7%	71.4%	-20.2%	–	16.7%
	<b>2009– 2010</b>	7.8%	41.8%	2.9%	29.8%	-1.4%	2.3%	9.5%	-0.3%	-5.5%	64.7%	-13.0%	8.8%	11.9%
<b>Percentage Distribution</b>														
<b>Employed, Full Time</b>	<b>2006</b>	68.8%	51.1%	63.3%	63.3%	55.6%	61.6%	47.9%	55.6%	39.7%	53.5%	42.6%	–	56.3%
	<b>2009</b>	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%
	<b>2010</b>	74.7%	50.5%	65.4%	64.5%	56.9%	65.8%	46.5%	60.3%	40.4%	49.9%	49.3%	56.4%	58.0%
<b>Employed, Part Time</b>	<b>2006</b>	17.8%	38.2%	26.7%	29.1%	32.7%	30.2%	44.8%	33.2%	45.5%	30.2%	31.5%	–	32.8%
	<b>2009</b>	14.3%	37.3%	24.8%	27.1%	32.5%	26.3%	43.8%	28.4%	45.0%	28.3%	28.2%	–	30.6%
	<b>2010</b>	14.0%	36.5%	24.3%	25.8%	32.6%	26.0%	44.1%	27.4%	46.2%	23.9%	31.9%	–	30.0%
<b>Employed, Casual</b>	<b>2006</b>	13.4%	10.7%	10.0%	7.6%	11.7%	8.2%	7.3%	11.2%	14.7%	16.4%	25.9%	–	10.9%
	<b>2009</b>	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%
	<b>2010</b>	11.3%	12.9%	10.3%	9.7%	10.5%	8.2%	9.4%	12.3%	13.4%	26.2%	18.8%	43.6%	11.9%

**Notes**

– Data is not applicable or does not exist.

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

 From 2006 to 2007, the Northwest Territories/Nunavut submitted all Employment Status records as *unknown*.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Place of Work

In 2010, 63.0% of the RN workforce in Canada were employed in the hospital sector, 14.0% in the community health sector and 9.6% in the nursing home/long-term care (LTC) sector.

The average age of registered nurses working in these sectors in 2010 was as follows: 43.7 (hospital sector), 47.4 (community health sector) and 49.4 (nursing home/long-term care sector).

**Table 8: Registered Nursing Workforce, by Place of Work and Jurisdiction, Canada, 2006 to 2010**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./Nun.	Canada
<b>Count</b>														
<b>Hospital</b>	<b>2006</b>	3,819	857	6,040	5,177	38,121	56,597	6,640	4,956	16,845	18,109	147	391	157,699
	<b>2007</b>	3,764	862	6,059	5,217	38,215	57,720	6,511	5,074	18,005	18,717	145	364	160,653
	<b>2008</b>	3,844	887	6,021	5,242	37,906	59,774	6,555	5,214	18,402	18,393	143	439	162,820
	<b>2009</b>	3,930	844	6,003	5,280	38,040	60,938	2,621	5,093	18,759	19,037	169	382	161,096
	<b>2010</b>	4,074	854	6,117	5,455	37,563	61,449	6,878	5,404	18,735	16,417	148	420	163,514
<b>Community Health</b>	<b>2006</b>	609	158	916	879	6,582	13,734	1,614	1,556	3,646	4,245	99	439	34,477
	<b>2007</b>	666	160	922	881	6,642	14,546	1,679	1,600	3,866	4,504	108	450	36,024
	<b>2008</b>	723	167	932	900	6,778	14,729	1,771	1,590	4,002	4,668	117	531	36,908
	<b>2009</b>	733	159	930	934	6,991	14,958	786	1,666	4,041	4,859	128	420	36,605
	<b>2010</b>	758	46	937	939	6,916	15,374	2,041	1,702	4,012	2,907	135	460	36,227
<b>Nursing Home/LTC</b>	<b>2006</b>	595	222	984	814	9,586	8,026	1,312	970	2,005	3,183	32	25	27,754
	<b>2007</b>	560	222	983	804	9,162	7,923	1,267	947	2,035	3,161	28	19	27,111
	<b>2008</b>	539	221	975	775	8,926	7,691	1,233	912	1,963	3,028	26	20	26,309
	<b>2009</b>	526	212	963	790	8,529	7,645	678	1,062	1,951	3,038	26	12	25,432
	<b>2010</b>	509	219	1,007	798	8,103	7,854	1,304	1,108	2,012	1,936	27	14	24,891
<b>Other Place of Work</b>	<b>2006</b>	492	190	846	810	9,725	8,714	1,295	990	3,349	3,129	43	168	29,751
	<b>2007</b>	579	190	877	824	10,936	9,039	1,320	1,046	3,593	3,449	41	193	32,087
	<b>2008</b>	614	204	941	840	11,921	9,279	1,287	1,059	3,671	3,666	40	200	33,722
	<b>2009</b>	633	191	1,032	862	12,495	9,433	495	1,193	3,770	3,923	40	199	34,266
	<b>2010</b>	670	353	1,106	910	13,751	9,465	1,276	1,214	3,871	2,008	41	199	34,864
<b>Percentage Change</b>														
<b>Hospital</b>	<b>2006–2010</b>	6.7%	-0.4%	1.3%	5.4%	-1.5%	8.6%	3.6%	9.0%	11.2%	-9.3%	0.7%	7.4%	3.7%
	<b>2009–2010</b>	3.7%	1.2%	1.9%	3.3%	-1.3%	0.8%	162.4%	6.1%	-0.1%	-13.8%	-12.4%	9.9%	1.5%
<b>Community Health</b>	<b>2006–2010</b>	24.5%	-70.9%	2.3%	6.8%	5.1%	11.9%	26.5%	9.4%	10.0%	-31.5%	36.4%	4.8%	5.1%
	<b>2009–2010</b>	3.4%	-71.1%	0.8%	0.5%	-1.1%	2.8%	159.7%	2.2%	-0.7%	-40.2%	5.5%	9.5%	-1.0%
<b>Nursing Home/LTC</b>	<b>2006–2010</b>	-14.5%	-1.4%	2.3%	-2.0%	-15.5%	-2.1%	-0.6%	14.2%	0.3%	-39.2%	-15.6%	-44.0%	-10.3%
	<b>2009–2010</b>	-3.2%	3.3%	4.6%	1.0%	-5.0%	2.7%	92.3%	4.3%	3.1%	-36.3%	3.8%	16.7%	-2.1%
<b>Other Place of Work</b>	<b>2006–2010</b>	36.2%	85.8%	30.7%	12.3%	41.4%	8.6%	-1.5%	22.6%	15.6%	-35.8%	-4.7%	18.5%	17.2%
	<b>2009–2010</b>	5.8%	84.8%	7.2%	5.6%	10.1%	0.3%	157.8%	1.8%	2.7%	-48.8%	2.5%	0.0%	1.7%

(continued)

**Table 8: Registered Nursing Workforce, by Place of Work and Jurisdiction, Canada, 2006 to 2010 (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
<b>Percentage Distribution</b>														
<b>Hospital</b>	<b>2006</b>	69.2%	60.1%	68.7%	67.4%	59.6%	65.0%	61.1%	58.5%	65.2%	63.2%	45.8%	38.2%	63.2%
	<b>2009</b>	67.5%	60.0%	67.2%	67.1%	57.6%	65.5%	57.2%	56.5%	65.8%	61.7%	46.6%	37.7%	62.6%
	<b>2010</b>	67.8%	58.0%	66.7%	67.3%	56.6%	65.3%	59.8%	57.3%	65.4%	70.6%	42.2%	38.4%	63.0%
<b>Community Health</b>	<b>2006</b>	11.0%	11.1%	10.4%	11.4%	10.3%	15.8%	14.9%	18.4%	14.1%	14.8%	30.8%	42.9%	13.8%
	<b>2009</b>	12.6%	11.3%	10.4%	11.9%	10.6%	16.1%	17.2%	18.5%	14.2%	15.7%	35.3%	41.5%	14.2%
	<b>2010</b>	12.6%	3.1%	10.2%	11.6%	10.4%	16.3%	17.7%	18.1%	14.0%	12.5%	38.5%	42.1%	14.0%
<b>Nursing Home/LTC</b>	<b>2006</b>	10.8%	15.6%	11.2%	10.6%	15.0%	9.2%	12.1%	11.4%	7.8%	11.1%	10.0%	2.4%	11.1%
	<b>2009</b>	9.0%	15.1%	10.8%	10.0%	12.9%	8.2%	14.8%	11.8%	6.8%	9.8%	7.2%	1.2%	9.9%
	<b>2010</b>	8.5%	14.9%	11.0%	9.8%	12.2%	8.3%	11.3%	11.8%	7.0%	8.3%	7.7%	1.3%	9.6%
<b>Other Place of Work</b>	<b>2006</b>	8.9%	13.3%	9.6%	10.5%	15.2%	10.0%	11.9%	11.7%	13.0%	10.9%	13.4%	16.4%	11.9%
	<b>2009</b>	10.9%	13.6%	11.6%	11.0%	18.9%	10.1%	10.8%	13.2%	13.2%	12.7%	11.0%	19.6%	13.3%
	<b>2010</b>	11.1%	24.0%	12.1%	11.2%	20.7%	10.1%	11.1%	12.9%	13.5%	8.6%	11.7%	18.2%	13.4%

**Notes**

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/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.*

**Source**

Nursing Database, Canadian Institute for Health Information.

## Position

In 2010, 205,471 RNs (77.9%) were employed as staff nurses/community health nurses in Canada, an increase of 5.2% from 2006 (see Table 9).

**Table 9: Registered Nursing Workforce, by Position, by Jurisdiction and Canada, 2006 to 2010**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
<b>Count</b>														
<b>Staff Nurse</b>	<b>2006</b>	4,380	1,090	6,935	6,241	49,763	67,514	8,190	6,872	20,574	22,673	236	782	195,250
	<b>2007</b>	4,332	1,084	6,934	6,239	51,149	68,699	8,148	6,957	21,814	23,391	239	766	199,752
	<b>2008</b>	4,440	1,131	6,855	6,230	51,800	70,308	8,187	7,066	22,193	22,913	249	886	202,258
	<b>2009</b>	4,464	1,073	6,818	6,285	52,847	71,364	8,203	6,989	22,347	23,639	295	745	205,069
	<b>2010</b>	4,615	1,092	6,938	6,423	52,988	72,249	8,573	7,369	22,199	21,934	288	803	205,471
<b>Manager</b>	<b>2006</b>	558	180	996	877	4,214	5,493	821	701	1,693	2,225	26	81	17,865
	<b>2007</b>	580	175	967	900	4,256	5,525	842	734	1,843	2,343	29	89	18,283
	<b>2008</b>	597	167	979	896	4,068	5,529	841	729	1,913	2,468	31	136	18,354
	<b>2009</b>	646	161	989	934	3,954	5,612	818	673	1,997	2,611	41	110	18,546
	<b>2010</b>	666	158	967	941	3,897	5,522	846	656	2,017	2,296	37	125	18,128
<b>Other Positions</b>	<b>2006</b>	573	157	855	562	8,349	14,624	1,850	899	3,554	3,447	56	135	35,061
	<b>2007</b>	652	175	934	587	8,634	15,407	1,782	976	3,822	3,772	54	162	36,957
	<b>2008</b>	686	181	1,026	631	8,472	15,942	1,846	1,001	3,852	4,356	45	168	38,206
	<b>2009</b>	713	172	1,110	647	8,857	16,431	1,903	1,350	3,895	4,594	26	142	39,840
	<b>2010</b>	730	218	1,248	738	9,179	16,715	2,052	1,402	4,029	3,825	28	146	40,310
<b>Annual Percentage Change</b>														
<b>Staff Nurse</b>	<b>2006–2010</b>	5.4%	0.2%	0.0%	2.9%	6.5%	7.0%	4.7%	7.2%	7.9%	-3.3%	22.0%	2.7%	5.2%
	<b>2009–2010</b>	3.4%	1.8%	1.8%	2.2%	0.3%	1.2%	4.5%	5.4%	-0.7%	-7.2%	-2.4%	7.8%	0.2%
<b>Manager</b>	<b>2006–2010</b>	19.4%	-12.2%	-2.9%	7.3%	-7.5%	0.5%	3.0%	-6.4%	19.1%	3.2%	42.3%	54.3%	1.5%
	<b>2009–2010</b>	3.1%	-1.9%	-2.2%	0.7%	-1.4%	-1.6%	3.4%	-2.5%	1.0%	-12.1%	-9.8%	13.6%	-2.3%
<b>Other Positions</b>	<b>2006–2010</b>	27.4%	38.9%	46.0%	31.3%	9.9%	14.3%	10.9%	56.0%	13.4%	11.0%	-50.0%	8.1%	15.0%
	<b>2009–2010</b>	2.4%	26.7%	12.4%	14.1%	3.6%	1.7%	7.8%	3.9%	3.4%	-16.7%	7.7%	2.8%	1.2%

(continued)

**Table 9: Registered Nursing Workforce, by Position, by Jurisdiction and Canada, 2006 to 2010 (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
<b>Percentage Distribution</b>														
<b>Staff Nurse</b>	<b>2006</b>	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%
	<b>2009</b>	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%
	<b>2010</b>	76.8%	74.4%	75.8%	79.3%	80.2%	76.5%	74.7%	78.2%	78.6%	78.2%	81.6%	74.8%	77.9%
<b>Manager</b>	<b>2006</b>	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%
	<b>2009</b>	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%
	<b>2010</b>	11.1%	10.8%	10.6%	11.6%	5.9%	5.8%	7.4%	7.0%	7.1%	8.2%	10.5%	11.6%	6.9%
<b>Other Positions</b>	<b>2006</b>	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%
	<b>2009</b>	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%
	<b>2010</b>	12.1%	14.9%	13.6%	9.1%	13.9%	17.7%	17.9%	14.9%	14.3%	13.6%	7.9%	13.6%	15.3%

**Notes**

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*.

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

**Source**

Nursing Database, Canadian Institute for Health Information.

## Area of Responsibility

Many health human resource planners are interested in the proportion of the registered nursing workforce employed in direct care, 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.

In terms of average age by the broad categories of direct care, administration, education and research, in 2010, the average age was 44.9 for RNs working in direct care, 49.8 for RNs working in administration, 49.1 for RNs working in education and 47.3 for RNs working in research.

**Table 10: Registered Nursing Workforce, by Area of Responsibility, Canada, 2010**

	2010 (Count)	2010 (Percentage Distribution)	2006–2010 (Percentage Change)	2009–2010 (Percentage Change)
<b>Direct Care</b>				
Medical/Surgical	44,646	17.0%	4.0%	0.5%
Psychiatric/Mental Health	13,503	5.1%	4.1%	0.2%
Pediatric	7,402	2.8%	9.8%	0.7%
Maternal/Newborn	15,010	5.7%	8.6%	0.3%
Geriatric/Long-Term Care	25,591	9.7%	-3.5%	0.1%
Critical Care	19,472	7.4%	7.3%	2.0%
Community Health	14,133	5.4%	29.7%	2.0%
Ambulatory Care	6,614	2.5%	-13.9%	6.4%
Home Care	7,362	2.8%	3.1%	-0.7%
Occupational Health	2,746	1.0%	-6.8%	-5.2%
Operating Room/Recovery Room	12,797	4.9%	11.6%	-0.7%
Emergency Care	17,645	6.7%	15.0%	2.2%
Nursing in Several Clinical Areas	8,705	3.3%	-10.7%	-2.4%
Oncology	3,593	1.4%	20.8%	3.0%
Rehabilitation	4,019	1.5%	4.7%	-0.1%
Public Health	7,482	2.8%	41.2%	6.6%
Telehealth	1,236	0.5%	56.5%	0.3%
Other Direct Care	23,056	8.8%	17.9%	-3.7%
<b>Total Direct Care</b>	<b>235,012</b>	<b>89.3%</b>	<b>7.4%</b>	<b>0.4%</b>
<b>Administration</b>				
Nursing Services	10,866	4.1%	-0.4%	-0.5%
Nursing Education	517	0.2%	37.5%	-5.3%
Other Administration	5,664	2.2%	5.0%	1.7%
<b>Total Administration</b>	<b>17,047</b>	<b>6.5%</b>	<b>2.2%</b>	<b>0.0%</b>

(continued)

**Table 10: Registered Nursing Workforce, by Area of Responsibility, Canada, 2010 (cont'd)**

	2010 (Count)	2010 (Percentage Distribution)	2006–2010 (Percentage Change)	2009–2010 (Percentage Change)
<b>Education</b>				
Teaching—Students	4,812	1.8%	10.0%	3.6%
Teaching—Employees	869	0.3%	7.3%	-0.6%
Teaching—Employees	745	0.3%	16.0%	3.5%
Other Education	2,947	1.1%	5.9%	3.1%
<b>Total Education</b>	<b>9,373</b>	<b>3.6%</b>	<b>8.9%</b>	<b>3.0%</b>
<b>Research</b>				
Nursing Research Only	930	0.4%	3.9%	-0.3%
Other Research	907	0.3%	-7.7%	-14.6%
<b>Total Research</b>	<b>1,837</b>	<b>0.7%</b>	<b>-2.2%</b>	<b>-7.9%</b>
<b>Total</b>	<b>263,269</b>	<b>100.0%</b>	<b>7.0%</b>	<b>0.4%</b>

**Notes**

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.

**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.

Table 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.

**Table 11: Registered Nursing Workforce, by Years Since Graduation and Jurisdiction, Canada, 2006 to 2010**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./Nun.	Canada
<b>Count</b>														
0–10	2006	1,371	260	1,318	1,498	17,307	19,365	2,395	1,586	6,943	5,968	88	352	58,451
	2007	1,362	269	1,414	1,477	18,325	19,032	2,336	1,685	7,660	6,725	82	352	60,719
	2008	1,413	299	1,531	1,585	19,038	19,702	2,461	1,841	8,215	6,706	99	428	63,318
	2009	1,436	251	1,671	1,700	19,649	20,401	2,633	2,164	8,935	7,549	126	355	66,870
	2010	1,650	314	1,884	1,861	20,649	21,214	3,024	2,640	8,678	7,634	110	379	70,037
11–20	2006	1,665	376	2,301	2,382	16,302	23,521	3,338	2,137	6,931	7,979	76	280	67,288
	2007	1,653	353	2,115	2,381	16,317	24,198	3,190	2,145	6,832	8,000	74	269	67,527
	2008	1,667	351	1,898	2,170	16,452	23,620	3,041	2,138	6,904	7,680	74	291	66,286
	2009	1,705	313	1,784	2,016	16,190	23,248	2,987	2,047	6,777	7,643	79	226	65,015
	2010	1,581	281	1,682	1,922	15,373	22,721	2,830	1,966	6,344	7,304	87	261	62,352
21–30	2006	1,556	392	2,739	2,148	16,938	22,675	2,757	2,337	6,105	7,292	87	197	65,223
	2007	1,549	383	2,746	2,125	16,258	21,885	2,751	2,279	6,109	7,316	88	196	63,685
	2008	1,549	378	2,718	2,196	15,944	22,525	2,775	2,201	6,166	7,308	85	232	64,077
	2009	1,525	376	2,667	2,217	15,470	22,912	2,806	2,161	6,225	7,325	81	189	63,954
	2010	1,545	394	2,681	2,305	15,334	23,077	2,894	2,134	6,193	7,095	76	197	63,925
31+	2006	923	400	2,432	1,652	13,467	24,456	2,412	2,420	6,773	7,601	73	204	62,813
	2007	1,010	430	2,568	1,743	14,055	25,806	2,548	2,560	6,926	8,002	78	231	65,957
	2008	1,095	451	2,724	1,806	14,097	26,982	2,625	2,643	7,216	8,169	76	269	68,153
	2009	1,159	466	2,807	1,933	14,746	27,700	2,727	2,740	7,468	8,383	81	252	70,462
	2010	1,228	483	2,926	2,014	14,977	28,134	2,882	2,798	7,466	8,281	84	272	71,545
<b>Percentage Change</b>														
0–10	2006–2010	20.4%	20.8%	42.9%	24.2%	19.3%	9.5%	26.3%	66.5%	25.0%	27.9%	25.0%	7.7%	19.8%
	2009–2010	14.9%	25.1%	12.7%	9.5%	5.1%	4.0%	14.8%	22.0%	-2.9%	1.1%	-12.7%	6.8%	4.7%
11–20	2006–2010	-5.0%	-25.3%	-26.9%	-19.3%	-5.7%	-3.4%	-15.2%	-8.0%	-8.5%	-8.5%	14.5%	-6.8%	-7.3%
	2009–2010	-7.3%	-10.2%	-5.7%	-4.7%	-5.0%	-2.3%	-5.3%	-4.0%	-6.4%	-4.4%	10.1%	15.5%	-4.1%
21–30	2006–2010	-0.7%	0.5%	-2.1%	7.3%	-9.5%	1.8%	5.0%	-8.7%	1.4%	-2.7%	-12.6%	0.0%	-2.0%
	2009–2010	1.3%	4.8%	0.5%	4.0%	-0.9%	0.7%	3.1%	-1.2%	-0.5%	-3.1%	-6.2%	4.2%	0.0%
31+	2006–2010	33.0%	20.8%	20.3%	21.9%	11.2%	15.0%	19.5%	15.6%	10.2%	8.9%	15.1%	33.3%	13.9%
	2009–2010	6.0%	3.6%	4.2%	4.2%	1.6%	1.6%	5.7%	2.1%	0.0%	-1.2%	3.7%	7.9%	1.5%

(continued)

**Table 11: Registered Nursing Workforce, by Years Since Graduation and Jurisdiction, Canada, 2006 to 2010 (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														
<b>0-10</b>	<b>2006</b>	24.9%	18.2%	15.0%	19.5%	27.0%	21.5%	22.0%	18.7%	26.0%	20.7%	27.2%	34.1%	23.0%
	<b>2009</b>	24.7%	17.9%	18.7%	21.6%	29.7%	21.6%	23.6%	23.7%	30.4%	24.4%	34.3%	34.7%	25.1%
	<b>2010</b>	27.5%	21.3%	20.5%	23.0%	31.1%	22.3%	26.0%	27.7%	30.3%	25.2%	30.8%	34.2%	26.1%
<b>11-20</b>	<b>2006</b>	30.2%	26.3%	26.2%	31.0%	25.5%	26.1%	30.6%	25.2%	25.9%	27.7%	23.5%	27.1%	26.5%
	<b>2009</b>	29.3%	22.3%	20.0%	25.6%	24.5%	24.7%	26.8%	22.5%	23.0%	24.7%	21.5%	22.1%	24.4%
	<b>2010</b>	26.3%	19.1%	18.3%	23.7%	23.2%	23.9%	24.3%	20.6%	22.1%	24.1%	24.4%	23.5%	23.3%
<b>21-30</b>	<b>2006</b>	28.2%	27.5%	31.2%	28.0%	26.5%	25.2%	25.3%	27.6%	22.8%	25.3%	26.9%	19.1%	25.7%
	<b>2009</b>	26.2%	26.7%	29.9%	28.2%	23.4%	24.3%	25.2%	23.7%	21.2%	23.7%	22.1%	18.5%	24.0%
	<b>2010</b>	25.7%	26.8%	29.2%	28.4%	23.1%	24.3%	24.9%	22.4%	21.6%	23.4%	21.3%	17.8%	23.9%
<b>31+</b>	<b>2006</b>	16.7%	28.0%	27.7%	21.5%	21.0%	27.2%	22.1%	28.5%	25.3%	26.4%	22.5%	19.7%	24.8%
	<b>2009</b>	19.9%	33.1%	31.4%	24.6%	22.3%	29.4%	24.5%	30.1%	25.4%	27.1%	22.1%	24.7%	26.5%
	<b>2010</b>	20.5%	32.8%	31.9%	24.9%	22.6%	29.6%	24.8%	29.3%	26.0%	27.3%	23.5%	24.5%	26.7%

**Source**

Nursing Database, Canadian Institute for Health Information.

## Education Trends

### Higher Education for Registered Nurses

In 2010, a total of 104,105 (38.8%) RNs in the workforce had obtained a baccalaureate as their highest education in nursing (see Table 12).

How many RNs generally return to school after completing their entry-to-practice education? In 2010, those returning for a post-diploma baccalaureate constituted the largest proportion of the workforce seeking advanced education, following entry-to-practice education. Of these, 37.7% (39,253) initially earned a diploma in nursing, then returned to school for a baccalaureate; 68,847 RNs had already earned a baccalaureate before entering nursing practice. In addition, a total of 9,508 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).

**Table 12: Registered Nursing Workforce, by Highest Education in Nursing and Jurisdiction, Canada, 2006 to 2010**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./Nun.	Canada
<b>Count</b>														
<b>Diploma</b>	<b>2006</b>	3,678	884	5,578	4,317	38,179	64,319	7,055	5,576	15,142	17,299	163	706	162,896
	<b>2007</b>	3,575	868	5,438	4,162	38,141	62,025	6,905	5,497	15,019	16,653	156	686	159,125
	<b>2008</b>	3,518	1,061	5,258	3,986	45,033	60,439	6,730	5,306	14,957	15,799	150	742	162,979
	<b>2009</b>	3,442	1,02†	5,097	3,906	44,810	58,501	6,678	5,668	14,887	15,389	15†	550	160,111
	<b>2010</b>	3,357	1,015	4,983	3,831	44,405	56,405	6,691	4,911	14,231	14,230	145	546	154,750
<b>Baccalaureate</b>	<b>2006</b>	1,706	517	2,954	3,175	24,156	23,384	3,595	2,763	10,820	10,618	152	312	84,152
	<b>2007</b>	1,852	531	3,137	3,378	25,064	26,325	3,668	3,005	11,715	12,332	158	344	91,509
	<b>2008</b>	2,040	418	3,323	3,541	18,704	29,506	3,900	3,332	12,624	12,942	178	457	90,965
	<b>2009</b>	2,211	380	3,526	3,745	19,406	32,506	4,183	3,230	13,521	14,315	200	428	97,651
	<b>2010</b>	2,467	457	3,846	4,028	19,991	35,169	4,603	4,359	13,422	15,061	200	502	104,105
<b>Master's/Doctorate</b>	<b>2006</b>	131	27	258	188	1,679	2,358	252	136	781	923	9	14	6,756
	<b>2007</b>	147	32	268	186	1,750	2,628	252	163	781	1,069	8	18	7,302
	<b>2008</b>	166	–	290	230	1,794	2,939	272	185	920	1,122	6	21	7,945
	<b>2009</b>	172	†	306	215	1,839	3,289	292	218	997	1,194	†	44	8,576
	<b>2010</b>	189	–	344	243	1,937	3,611	336	267	1,028	1,480	12	61	9,508
<b>Percentage Change</b>														
<b>Diploma</b>	<b>2006–2010</b>	-8.7%	14.8%	-10.7%	-11.3%	16.3%	-12.3%	-5.2%	-11.9%	-6.0%	-17.7%	-11.0%	-22.7%	-5.0%
	<b>2009–2010</b>	-2.5%	†	-2.2%	-1.9%	-0.9%	-3.6%	0.2%	-13.4%	-4.4%	-7.5%	†	-0.7%	-3.3%
<b>Baccalaureate</b>	<b>2006–2010</b>	44.6%	-11.6%	30.2%	26.9%	-17.2%	50.4%	28.0%	57.8%	24.0%	41.8%	31.6%	60.9%	23.7%
	<b>2009–2010</b>	11.6%	20.3%	9.1%	7.6%	3.0%	8.2%	10.0%	35.0%	-0.7%	5.2%	0.0%	17.3%	6.6%
<b>Master's/Doctorate</b>	<b>2006–2010</b>	44.3%	–	33.3%	29.3%	15.4%	53.1%	33.3%	96.3%	31.6%	60.3%	33.3%	335.7%	40.7%
	<b>2009–2010</b>	9.9%	–	12.4%	13.0%	5.3%	9.8%	15.1%	22.5%	3.1%	24.0%	†	38.6%	10.9%

(continued)

**Table 12: Registered Nursing Workforce, by Highest Education in Nursing and Jurisdiction, Canada, 2006 to 2010 (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
<b>Percentage Distribution</b>														
<b>Diploma</b>	<b>2006</b>	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%
	<b>2009</b>	59.1%	†	57.1%	49.7%	67.8%	62.0%	59.9%	62.2%	50.6%	49.8%	†	53.8%	60.1%
	<b>2010</b>	55.8%	69.0%	54.3%	47.3%	66.9%	59.3%	57.5%	51.5%	49.6%	46.2%	40.6%	49.2%	57.7%
<b>Baccalaureate</b>	<b>2006</b>	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%
	<b>2009</b>	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%
	<b>2010</b>	41.0%	31.0%	41.9%	49.7%	30.1%	36.9%	39.6%	45.7%	46.8%	48.9%	56.0%	45.3%	38.8%
<b>Master's/Doctorate</b>	<b>2006</b>	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%
	<b>2009</b>	3.0%	†	3.4%	2.7%	2.8%	3.5%	2.6%	2.4%	3.4%	3.9%	†	4.3%	3.2%
	<b>2010</b>	3.1%	–	3.8%	3.0%	2.9%	3.8%	2.9%	2.8%	3.6%	4.8%	3.4%	5.5%	3.5%

**Notes**

† Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.

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

**Source**

Nursing Database, Canadian Institute for Health Information.

## Migration Trends

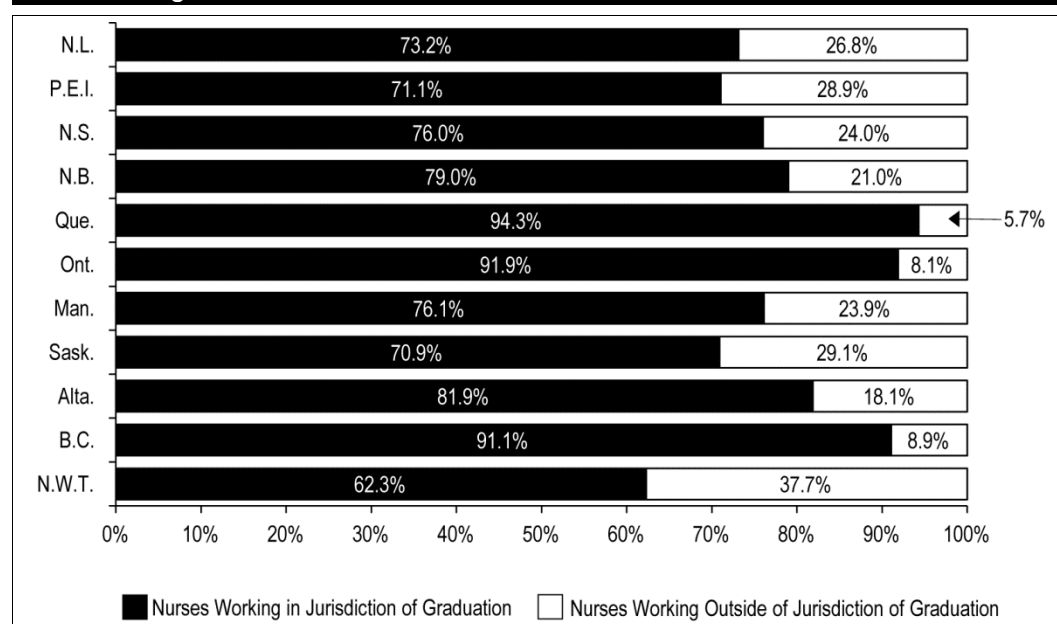
Regulated nurses are in demand in Canada and around the world. As a result, graduates from regulated nursing programs often have numerous options as to where they will practise. Canadian graduates may choose to remain in their current province or territory, to migrate to another Canadian province or 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.

## 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 (88.1%) registered nurses who graduated from Canadian registered nursing programs who were working in Canada in 2010 either did not move after graduation or eventually returned to their jurisdiction of graduation.

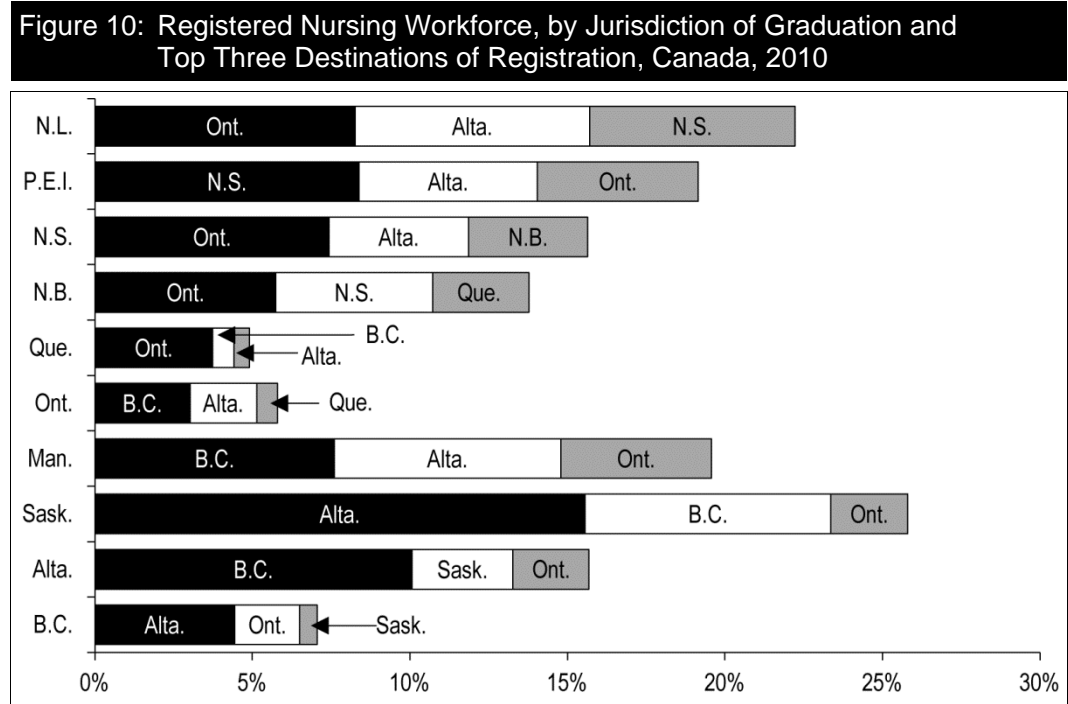
**Figure 9: Registered Nursing Workforce, by Jurisdiction of Graduation and Registration, Canada, 2010**



### Source

Nursing Database, Canadian Institute for Health Information.

Figure 10 shows the top three destinations for nurses who moved between their graduation year and 2010, 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.



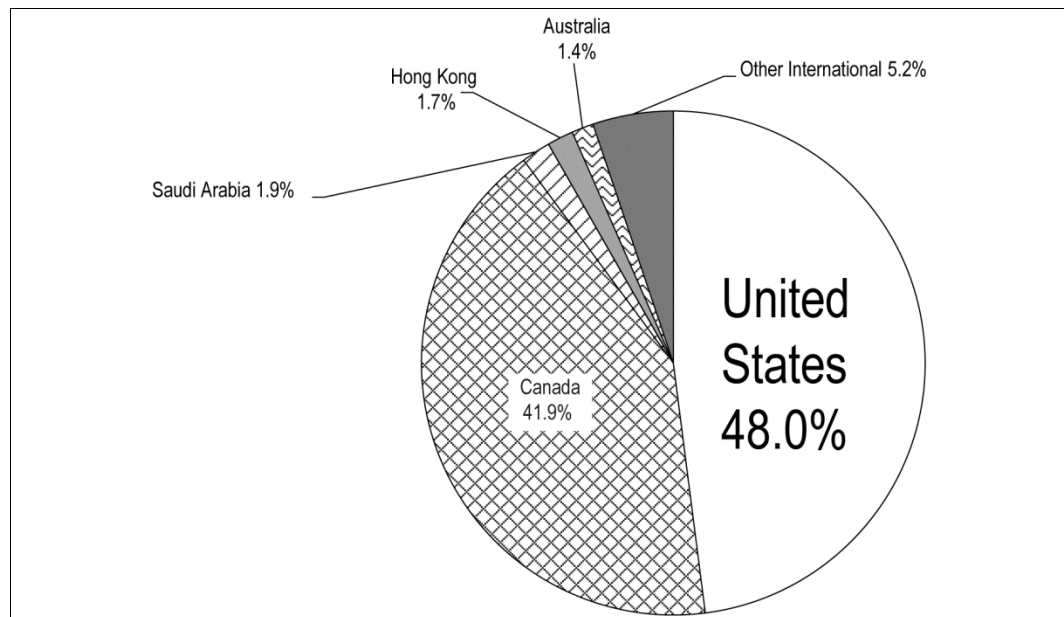
**Source**  
Nursing Database, Canadian Institute for Health Information.

## 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 11 illustrates the top destinations for RNs who were registered in a Canadian province or territory in 2010 but worked either abroad or in another jurisdiction in Canada. Of the 6,708 RNs who were not working in their province/territory of registration, 3,218 (48.0%) were employed in the United States, with an additional 10.1% employed in other locations.

**Figure 11: Registered Nurses Working Outside of Jurisdiction of Registration, by Country of Employment, Canada, 2010**



**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 13: Registered Nursing Workforce, by Location of Graduation in Canada and International, by Jurisdiction, Canada, 2006 to 2010**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
<b>Count</b>														
<b>Canada</b>	<b>2006</b>	5,411	1,396	8,573	7,579	62,489	78,687	10,169	8,169	23,921	24,297	298	930	231,919
	<b>2007</b>	5,481	1,404	8,631	7,613	63,425	79,521	10,103	8,341	24,628	25,247	296	946	235,636
	<b>2008</b>	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
	<b>2009</b>	5,733	1,378	8,694	7,748	64,371	82,697	10,419	8,639	26,374	25,731	336	934	243,054
	<b>2010</b>	5,913	1,437	8,900	7,970	64,553	83,572	10,836	8,786	25,507	25,385	331	1,016	244,206
<b>International</b>	<b>2006</b>	96	30	217	100	1,525	11,231	733	224	1,190	4,414	26	101	19,887
	<b>2007</b>	91	29	212	107	1,528	11,320	722	240	1,259	4,686	25	100	20,319
	<b>2008</b>	85	29	221	115	1,586	11,430	715	247	2,726	4,695	25	106	21,980
	<b>2009</b>	91	26	235	117	1,683	10,850	734	180	2,924	5,066	30	87	22,023
	<b>2010</b>	96	27	273	131	1,780	11,492	794	649	3,076	4,643	25	90	23,076
<b>Percentage Change</b>														
<b>Canada</b>	<b>2006–2010</b>	9.3%	2.9%	3.8%	5.2%	3.3%	6.2%	6.6%	7.6%	6.6%	4.5%	11.1%	9.2%	5.3%
	<b>2009–2010</b>	3.1%	4.3%	2.4%	2.9%	0.3%	1.1%	4.0%	1.7%	-3.3%	-1.3%	-1.5%	8.8%	0.5%
<b>International</b>	<b>2006–2010</b>	0.0%	-10.0%	25.8%	31.0%	16.7%	2.3%	8.3%	189.7%	158.5%	5.2%	-3.8%	-10.9%	16.0%
	<b>2009–2010</b>	5.5%	3.8%	16.2%	12.0%	5.8%	5.9%	8.2%	260.6%	5.2%	-8.3%	-16.7%	3.4%	4.8%
<b>Percentage Distribution</b>														
<b>Canada</b>	<b>2006</b>	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%
	<b>2009</b>	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%
	<b>2010</b>	98.4%	98.2%	97.0%	98.4%	97.3%	87.9%	93.2%	93.1%	89.2%	84.5%	93.0%	91.9%	91.4%
<b>International</b>	<b>2006</b>	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%
	<b>2009</b>	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%
	<b>2010</b>	1.6%	1.8%	3.0%	1.6%	2.7%	12.1%	6.8%	6.9%	10.8%	15.5%	7.0%	8.1%	8.6%

### Source

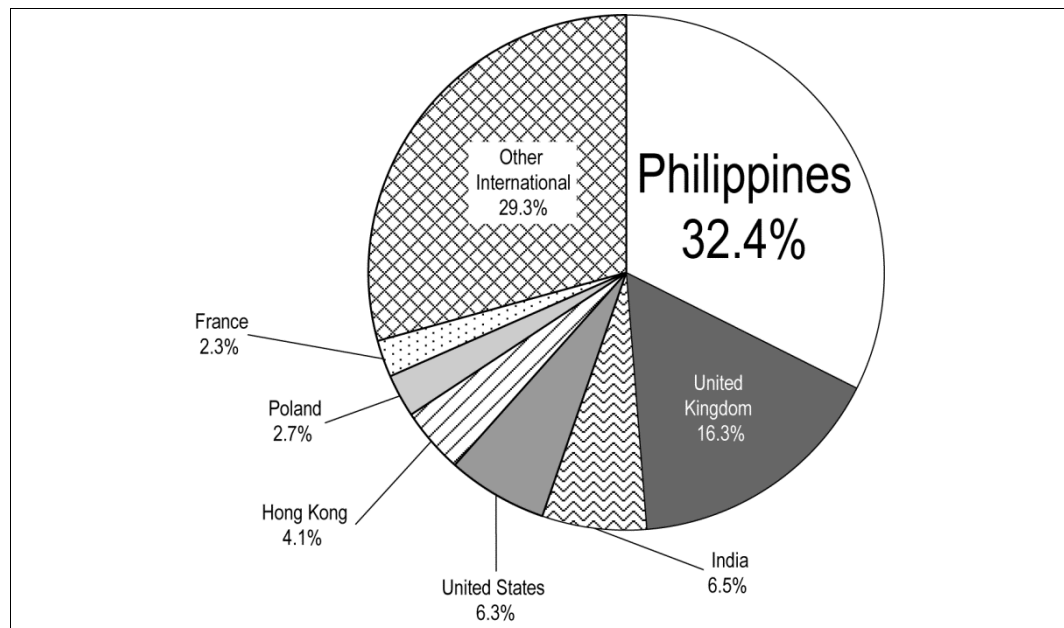
Nursing Database, Canadian Institute for Health Information.



Of the RNs employed in Canada who reported their location of graduation in 2010, 91.4% (244,206) graduated from a nursing program in Canada and 8.6% (23,076) graduated from an international nursing program.

For the 23,076 RNs in Canada who graduated from an international nursing program in 2010, the seven most frequently identified countries of graduation are shown in Figure 12. Almost half of all international graduates attended nursing programs in the Philippines or United Kingdom. Graduates from the United States represented 6.3% of all internationally educated graduates in the RN workforce.

**Figure 12: Internationally Educated Registered Nurses in the Workforce, by Country of Graduation, Canada, 2010**



**Source**

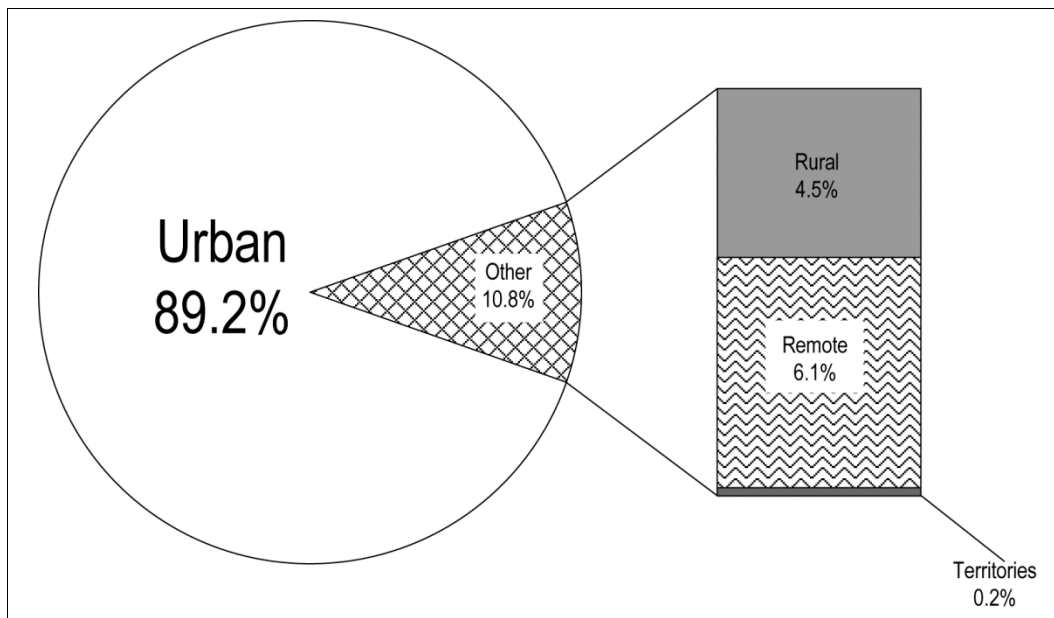
Nursing Database, Canadian Institute for Health Information.

## 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.

Figures 13 and 14 illustrate the urban/rural/remote/territories distribution of the RN workforce in Canada in 2010. In 2010, 89.2% of the RN workforce worked in urban areas of Canada.

Figure 13: Registered Nursing Workforce, by Urban/Rural/Remote/Territories Designation, Canada, 2010



### Notes

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.

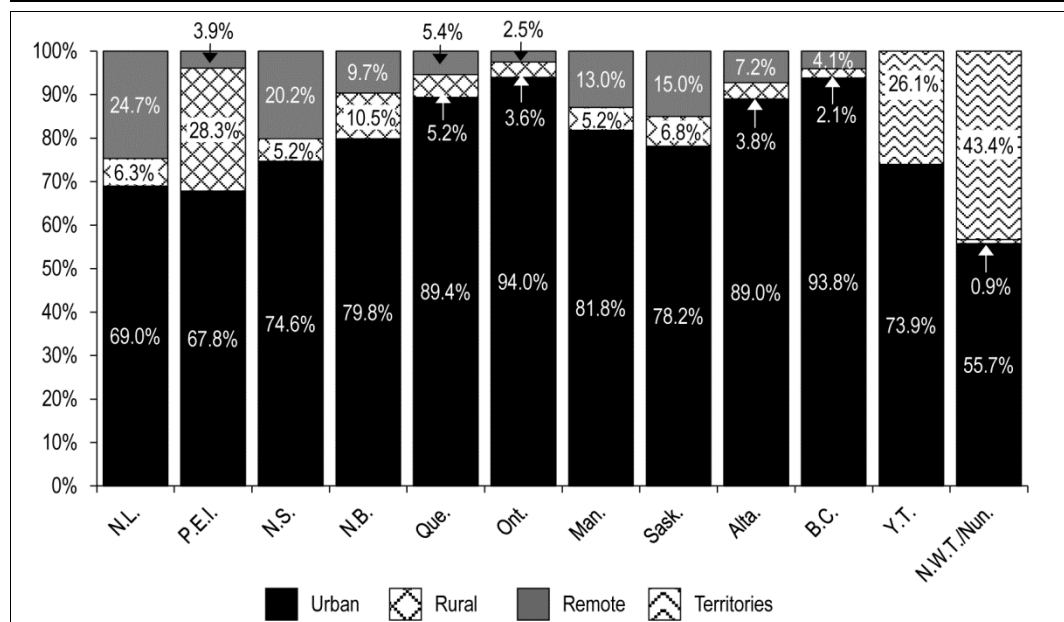
Remote areas are defined as those communities with relatively little social and economic interaction with urban areas.

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

### Source

Nursing Database, Canadian Institute for Health Information.

**Figure 14: Registered Nursing Workforce, by Urban/Rural/Remote/Territories Designation and Jurisdiction, 2010**



**Notes**

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

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

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

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

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

**Source**

Nursing Database, Canadian Institute for Health Information.

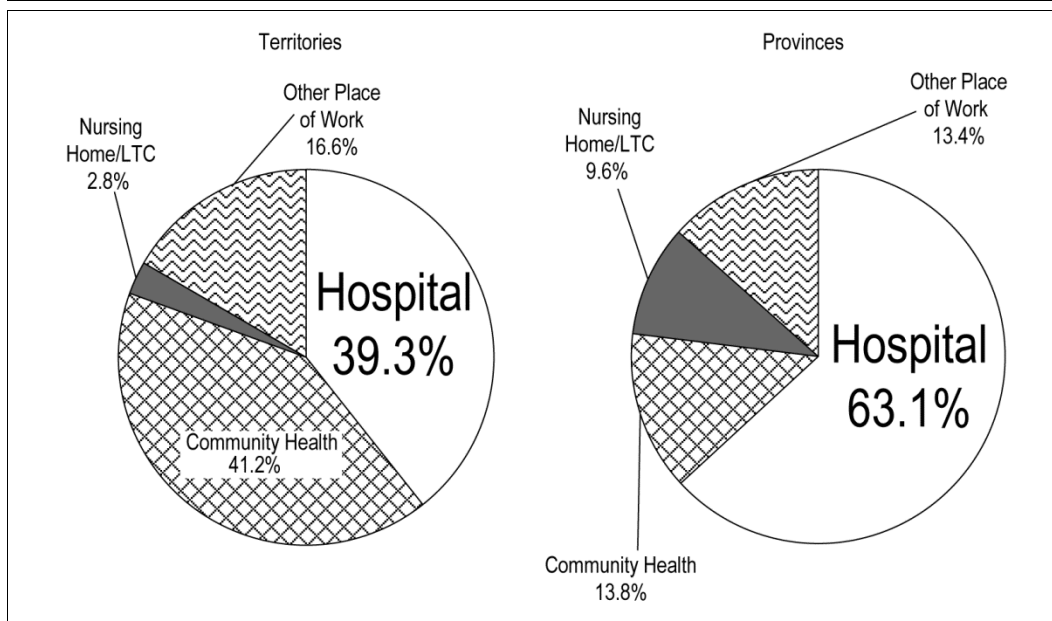
## Registered Nurses in the Territories: Characteristics of the Northern Workforce

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 15 shows that the majority of RNs working in the territories worked in health centres, home care agencies or nursing stations (outpost or clinic) and public health departments/units (41.2%). In contrast, 13.8% of RNs employed in the provinces worked in these types of facilities.

**Figure 15: Registered Nursing Workforce, by Place of Work and Provincial/Territorial Level, Canada, 2010**



**Notes**

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.*

**Source**

Nursing Database, Canadian Institute for Health Information.

Among RNs employed in the territories, the three most frequently identified areas of responsibility were community health (27.3%), emergency care (9.4%) and medicine/surgery (9.0%). RNs employed in the provinces most frequently identified medicine/surgery (17.0%), geriatric/long-term care (9.8%) and other patient care (8.8%) as their area of responsibility. More than 75% of RNs in both the territories (76.5%) and the provinces (77.9%) identified their position as staff nurse/community health nurse.

## Nurse Practitioner Demographic Trends

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. A 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.<sup>1</sup> NPs have been regulated in all provinces and territories since 2006, except Yukon.

### Sex of the Workforce

The majority of NPs in the Canadian workforce (94.9%) were female in 2010, a proportion similar to that for the RN workforce as a whole, and one that has not changed substantially over the last five years (see Table 14).

**Table 14: Nurse Practitioner Workforce, by Sex, Canada, 2006 to 2010**

	Female	Male	Total
<b>Count</b>			
<b>2006</b>	1,064	65	1,129
<b>2007</b>	1,266	78	1,344
<b>2008</b>	1,536	90	1,626
<b>2009</b>	1,871	119	1,990
<b>2010</b>	2,358	128	2,486
<b>Percentage Change</b>			
<b>2006–2010</b>	121.6%	96.9%	120.2%
<b>2009–2010</b>	26.0%	7.6%	24.9%
<b>Percentage Distribution</b>			
<b>2006</b>	94.2%	5.8%	100.0%
<b>2009</b>	94.0%	6.0%	100.0%
<b>2010</b>	94.9%	5.1%	100.0%

**Note**

Number of jurisdictions submitting NP data: 9 in 2005; 10 in 2006; 11 in 2007, 2008, 2009 and 2010. Therefore, caution is warranted in interpreting annual percentage change values secondary to variability of number of jurisdictions submitting NP data.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Age of the Workforce

In 2010, the average age of NPs was 45.3, and for the majority of jurisdictions, the highest proportion of NPs was in the 45-to-49 age group.

**Table 15: Nurse Practitioner Workforce, by Age Group, Canada, 2010**

Age Groups	Canada
<30	1.9%
30-34	12.2%
35-39	13.6%
40-44	17.5%
45-49	21.8%
50-54	16.1%
55-59	12.4%
60+	4.5%

**Source**

Nursing Database, Canadian Institute for Health Information.

## Nurse Practitioner Employment Trends

Table 16 illustrates the supply trends of all NPs between 2006 and 2010. The total number of NPs employed in nursing in Canada was 2,486 in 2010, an increase of 24.9% since 2009, and represents 0.9% of the total RN workforce. The NP workforce in Canada doubled between 2006 and 2010. It is important to note that the percentage change must be interpreted with caution as the overall number of NPs is small.

**Table 16: Nurse Practitioner: Total Supply and Employment Status, Canada, 2006 to 2010**

	Employed in Nursing				Subtotal	Not Employed in Nursing		Subtotal	Grand Total
	Regular Basis, Full Time	Regular Basis, Part Time	Casual Basis	Regular Basis, Status Unknown		Employed in Other Than Nursing or Not Employed	Not Stated		
<b>Count</b>									
<b>2006</b>	858	198	47	26	<b>1,129</b>	24	9	<b>33</b>	<b>1,162</b>
<b>2007</b>	964	273	62	45	<b>1,344</b>	42	7	<b>49</b>	<b>1,393</b>
<b>2008</b>	1,275	267	75	9	<b>1,626</b>	28	15	<b>43</b>	<b>1,669</b>
<b>2009</b>	1,599	298	93	0	<b>1,990</b>	44	14	<b>58</b>	<b>2,048</b>
<b>2010</b>	1,980	357	144	5	<b>2,486</b>	37	31	<b>68</b>	<b>2,554</b>
<b>Percentage Change</b>									
<b>2006–2010</b>	130.8%	80.3%	206.4%	-80.8%	<b>120.2%</b>	54.2%	244.4%	<b>106.1%</b>	<b>119.8%</b>
<b>2009–2010</b>	23.8%	19.8%	54.8%	–	<b>24.9%</b>	-15.9%	121.4%	<b>17.2%</b>	<b>24.7%</b>
<b>Percentage Distribution</b>									
<b>2006</b>	73.8%	17.0%	4.0%	2.2%	<b>97.2%</b>	2.1%	0.8%	<b>2.8%</b>	<b>100.0%</b>
<b>2009</b>	78.1%	14.6%	4.5%	0.0%	<b>97.2%</b>	2.1%	0.7%	<b>2.8%</b>	<b>100.0%</b>
<b>2010</b>	77.5%	14.0%	5.6%	0.2%	<b>97.3%</b>	1.4%	1.2%	<b>2.7%</b>	<b>100.0%</b>

### Note

Number of jurisdictions submitting NP data: 10 in 2006; 11 in 2007, 2008, 2009 and 2010. Therefore, caution is warranted in interpreting annual percentage change values secondary to variability of number of jurisdictions submitting NP data.

### Source

Nursing Database, Canadian Institute for Health Information.

The majority of NPs working in nursing were employed on a regular basis in full-time positions; this number increased steadily from 2006 to 2010. In 2010, 1,980 (79.6%) NPs were working in regular full-time positions.

As Table 17 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 2010, Yukon did not have legislation regulating nurse practitioners.

**Table 17: Nurse Practitioner Workforce, by Jurisdiction, Canada, 2006 to 2010**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./Nun.	Canada
<b>Count</b>													
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
2010	96	†	106	69	64	1,482	9†	122	263	129	–	56	2,486
<b>Percentage Change</b>													
2006–2010	7.9%	–	73.8%	187.5%	276.5%	131.9%	†	38.6%	68.6%	†	–	250.0%	120.2%
2009–2010	2.1%	†	24.7%	25.5%	68.4%	31.9%	†	9.9%	4.8%	8.4%	–	21.7%	24.9%
<b>Percentage Distribution</b>													
2006	7.9%	–	5.4%	2.1%	1.5%	56.6%	†	7.8%	13.8%	†	–	1.4%	100.0%
2009	4.7%	†	4.3%	2.8%	1.9%	56.5%	†	5.6%	12.6%	6.0%	–	2.3%	100.0%
2010	3.9%	†	4.3%	2.8%	2.6%	59.6%	†	4.9%	10.6%	5.2%	–	2.3%	100.0%

**Notes**

† Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.

– Data is not applicable or does not exist.

Number of jurisdictions submitting NP data: 10 in 2006; 11 in 2007, 2008, 2009 and 2010. Therefore, caution is warranted in interpreting annual percentage change values secondary to variability of number of jurisdictions submitting NP data.

**Source**

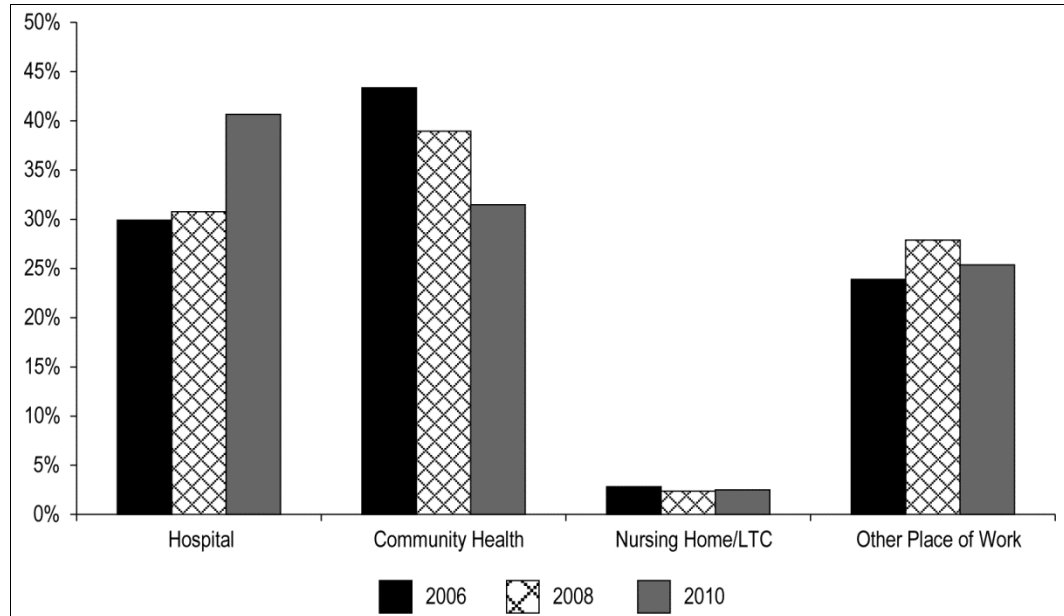
Nursing Database, Canadian Institute for Health Information.



## Place of Work

Figure 16 shows that, while the proportion of NPs employed in the community health sector has decreased, the proportion in the hospital sector has increased.

**Figure 16: Nurse Practitioner Workforce, by Place of Work, Canada, 2006, 2008 and 2010**



### Notes

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*.

### Source

Nursing Database, Canadian Institute for Health Information.

## Area of Responsibility

The highest proportion of NPs, 42.5%, reported their area of responsibility as “other patient care” in 2010.

**Table 18: Nurse Practitioner Workforce, by Area of Responsibility, Canada, 2010**

	2010 (Count)	2010 (Percentage Distribution)	2006–2010 (Percentage Change)	2009–2010 (Percentage Change)
<b>Direct Care</b>				
Medical/Surgical	195	8.0%	275.0%	42.3%
Psychiatric/Mental Health	32	1.3%	128.6%	52.4%
Pediatric	127	5.2%	504.8%	47.7%
Maternal/Newborn	41	1.7%	156.3%	95.2%
Geriatric/Long-Term Care	133	5.4%	183.0%	43.0%
Critical Care	82	3.3%	127.8%	43.9%
Community Health	199	8.1%	155.1%	45.3%
Ambulatory Care	14†	†	†	†
Home Care	7	0.3%	250.0%	0.0%
Occupational Health	14	0.6%	55.6%	-6.7%
Operating Room/Recovery Room	11	0.4%	–	1000.0%
Emergency Care	94	3.8%	123.8%	8.0%
Nursing in Several Clinical Areas	101	4.1%	68.3%	36.5%
Oncology	20	0.8%	400.0%	5.3%
Rehabilitation	14	0.6%	180.0%	75.0%
Public Health	41	1.7%	46.4%	28.1%
Telehealth	†	†	–	†
Other Direct Care	1,041	42.5%	94.6%	11.7%
<b>Total Direct Care</b>	<b>2,298</b>	<b>93.8%</b>	<b>129.3%</b>	<b>26.5%</b>
<b>Total Administration</b>	<b>67</b>	<b>2.7%</b>	<b>139.3%</b>	<b>48.9%</b>
<b>Total Education</b>	<b>79</b>	<b>3.2%</b>	<b>83.7%</b>	<b>11.3%</b>
<b>Total Research</b>	<b>7</b>	<b>0.3%</b>	<b>75.0%</b>	<b>0.0%</b>
<b>Total</b>	<b>2,451</b>	<b>100.0%</b>	<b>127.6%</b>	<b>26.3%</b>

### Notes

† Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.

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*.

Number of jurisdictions submitting NP data: 10 in 2006; 11 in 2007, 2008, 2009 and 2010. Therefore, caution is warranted in interpreting annual percentage change values secondary to variability of number of jurisdictions submitting NP data.

### Source

Nursing Database, Canadian Institute for Health Information.

## Nurse Practitioner Mobility Trends

Table 19 shows that, of the NPs employed in Canada who reported their location of graduation in 2010, 95.8% (2,352), graduated from a nursing program in Canada, and 4.2% (102) graduated from an international nursing program. Since 2006, the proportion of internationally educated nurses in the Canadian NP workforce has remained stable at close to 4.0%.

**Table 19: Nurse Practitioner Workforce, by Location of Graduation (Canada and International), Canada, 2006 to 2010**

	Canada	International	Total
<b>Count</b>			
<b>2006</b>	991	42	1,033
<b>2007</b>	1,189	50	1,239
<b>2008</b>	1,460	66	1,526
<b>2009</b>	1,900	81	1,981
<b>2010</b>	2,352	102	2,454
<b>Percentage Change</b>			
<b>2006–2010</b>	137.3%	142.9%	137.6%
<b>2009–2010</b>	23.8%	25.9%	23.9%
<b>Percentage Distribution</b>			
<b>2006</b>	95.9%	4.1%	100.0%
<b>2009</b>	95.9%	4.1%	100.0%
<b>2010</b>	95.8%	4.2%	100.0%

**Note**

Number of jurisdictions submitting NP data: 10 in 2006; 11 in 2007, 2008, 2009 and 2010. Therefore, caution is warranted in interpreting annual percentage change values secondary to variability of number of jurisdictions submitting NP data.

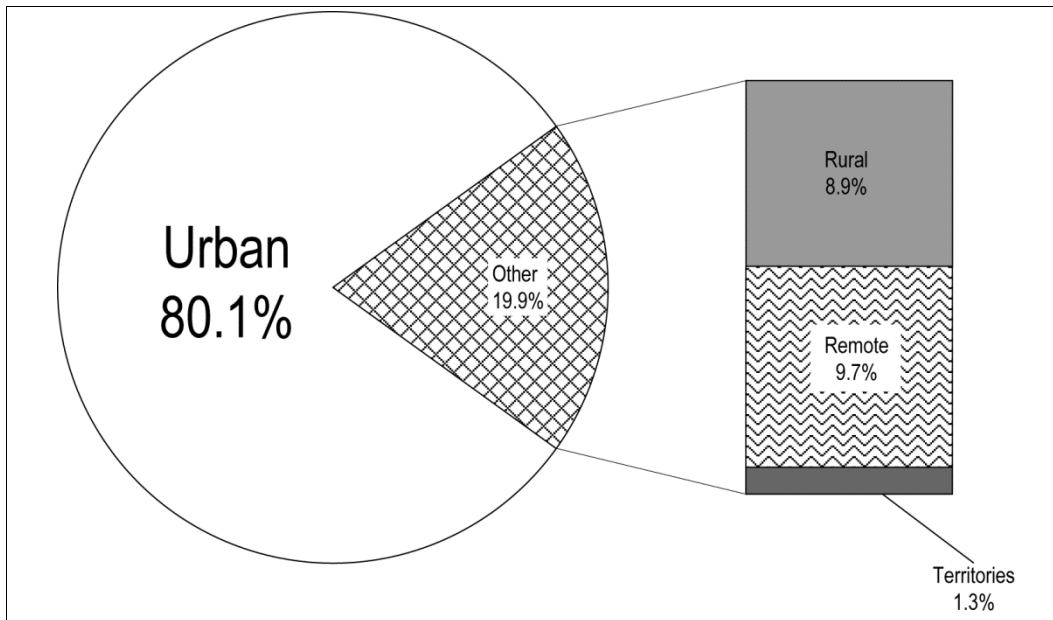
**Source**

Nursing Database, Canadian Institute for Health Information.

## Urban/Rural Distribution of the Nurse Practitioner Workforce

Figure 17 illustrates the urban/rural distribution of the NP workforce in Canada. In 2010, 80.1% of NPs worked in urban Canada, 8.9% in rural settings, 9.7% in remote settings and 1.3% worked in the territories.

Figure 17: Nurse Practitioner Workforce, by Urban/Rural/Remote/Territories Designation, Canada, 2010



### Notes

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 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.

### Source

Nursing Database, Canadian Institute for Health Information.



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



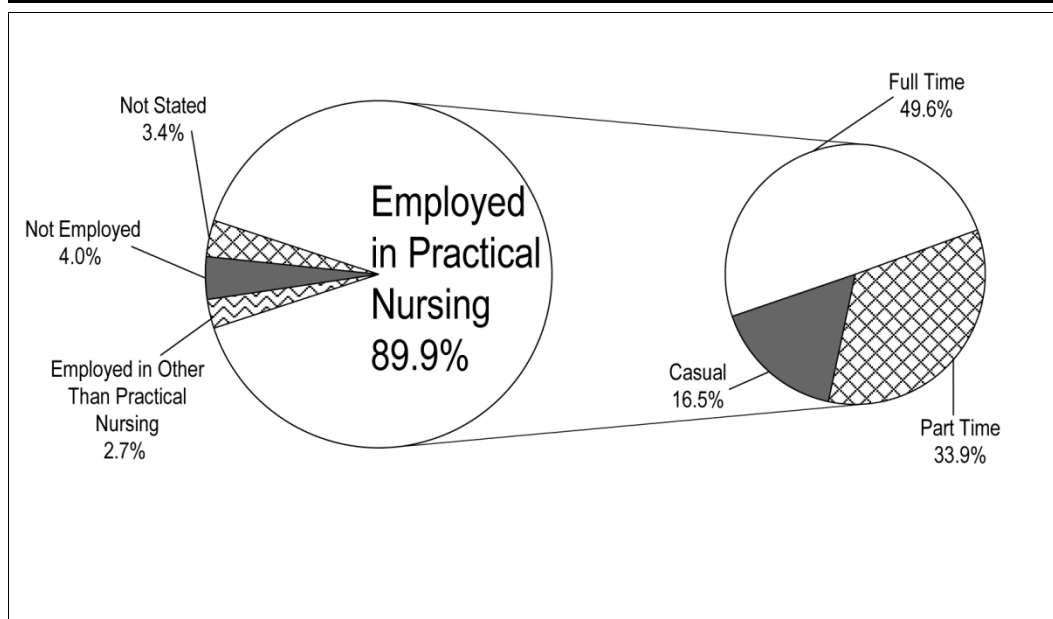


## Workforce Trends: How Many Licensed Practical Nurses?

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 2010 and illustrates key trends over the last five years.

The LPN workforce is defined as LPNs employed in practical nursing within Canada. They represented 22.9% of the total regulated nursing workforce in 2010. As illustrated in Figure 18, the vast majority of LPNs who registered in Canada were in the LPN workforce, and close to half (49.6%) were employed in full-time positions.

Figure 18: Licensed Practical Nurses, by Employment Status, Canada, 2010



### Notes

Totals may not sum to 100% due to rounding.

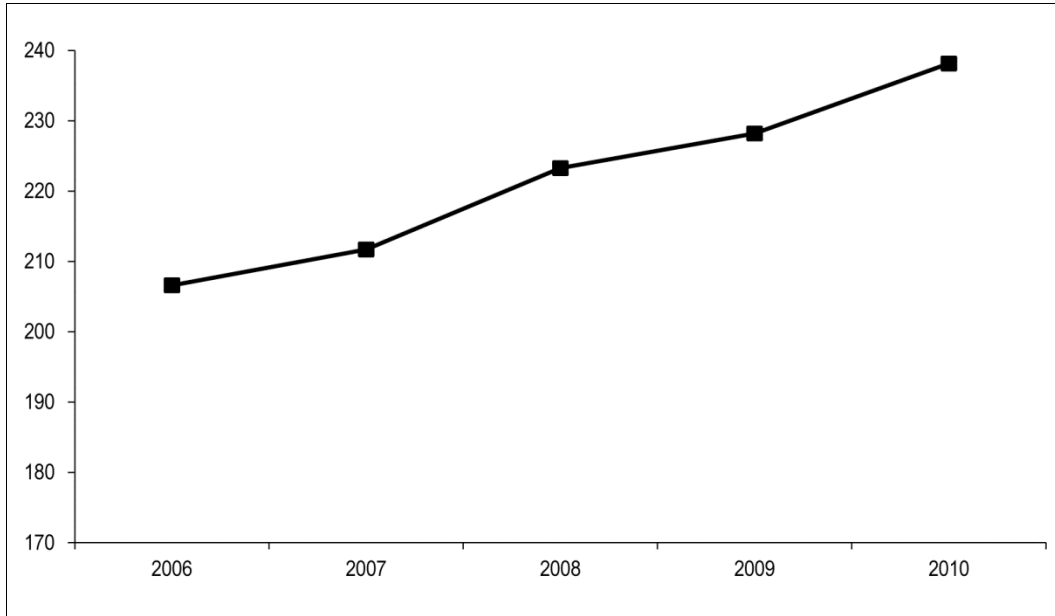
Employed LPNs with *employed—status unknown* are excluded from the percentage distribution of *full time*, *part time* and *casual*.

### Source

Nursing Database, Canadian Institute for Health Information.

Figure 19 illustrates the growth trend of the LPN workforce per 100,000 population between 2006 and 2010. The growth rate of the LPN workforce was consistently higher than that of the population.

**Figure 19: Licensed Practical Nursing Workforce per 100,000 Population, Canada, 2006 to 2010**



**Sources**

Nursing Database, Canadian Institute for Health Information; Statistics Canada, Demography Division, accessed from <[http://cansim2.statcan.gc.ca/cgi-win/cnsmcgi.pgm?Lang=E&RootDir=CII/&Array\\_Pick=1&ArrayId=109-5325&C2DB=PRD&ResultTemplate=CII%2FCII](http://cansim2.statcan.gc.ca/cgi-win/cnsmcgi.pgm?Lang=E&RootDir=CII/&Array_Pick=1&ArrayId=109-5325&C2DB=PRD&ResultTemplate=CII%2FCII)>.



## Demographic Trends

### Sex of the Workforce

The majority of LPNs (92.5%) in the Canadian workforce were female in 2010. This proportion has not changed substantially over the previous five years (see Table 20). The average age of male LPNs was 42.8 in 2010, compared with 43.2 for females. The area of responsibility that attracted the highest proportion of the male LPN workforce was geriatric/long-term care at 37.3%. The male LPN workforce represents 7.5% of the total LPN workforce.

Table 20: Licensed Practical Nursing Workforce, by Sex and Jurisdiction, Canada, 2006 to 2010

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Count</b>														
<b>Female</b>	<b>2006</b>	2,307	548	3,011	2,366	15,712	23,596	2,522	2,157	5,361	4,906	5†	7†	62,621
	<b>2007</b>	2,268	567	2,995	2,444	16,068	24,543	2,537	2,305	5,718	5,239	5†	7†	64,818
	<b>2008</b>	2,216	572	3,076	2,429	17,887	25,744	2,482	2,428	5,959	6,069	5†	7†	68,999
	<b>2009</b>	2,222	607	3,187	2,419	17,517	26,949	2,509	2,538	6,322	6,912	6†	8†	71,326
	<b>2010</b>	2,205	540	3,350	2,492	18,425	28,407	2,569	2,624	6,888	7,516	6†	7†	75,153
<b>Male</b>	<b>2006</b>	332	51	163	280	1,392	1,488	130	67	253	506	†	1†	4,679
	<b>2007</b>	330	56	165	290	1,424	1,583	134	76	268	552	†	1†	4,891
	<b>2008</b>	314	59	174	302	1,694	1,691	133	86	273	636	†	1†	5,381
	<b>2009</b>	299	58	170	310	1,667	1,855	142	91	347	665	†	1†	5,618
	<b>2010</b>	290	50	180	310	1,819	2,016	163	99	413	719	†	†	6,071
<b>Percentage Change</b>														
<b>Female</b>	<b>2006–2010</b>	-4.4%	-1.5%	11.3%	5.3%	17.3%	20.4%	1.9%	21.7%	28.5%	53.2%	†	†	20.0%
	<b>2009–2010</b>	-0.8%	-11.0%	5.1%	3.0%	5.2%	5.4%	2.4%	3.4%	9.0%	8.7%	†	†	5.4%
<b>Male</b>	<b>2006–2010</b>	-12.7%	-2.0%	10.4%	10.7%	30.7%	35.5%	25.4%	47.8%	63.2%	42.1%	†	†	29.7%
	<b>2009–2010</b>	-3.0%	-13.8%	5.9%	0.0%	9.1%	8.7%	14.8%	8.8%	19.0%	8.1%	†	†	8.1%
<b>Percentage Distribution</b>														
<b>Female</b>	<b>2006</b>	87.4%	91.5%	94.9%	89.4%	91.9%	94.1%	95.1%	97.0%	95.5%	90.7%	†	†	93.0%
	<b>2009</b>	88.1%	91.3%	94.9%	88.6%	91.3%	93.6%	94.6%	96.5%	94.8%	91.2%	†	†	92.7%
	<b>2010</b>	88.4%	91.5%	94.9%	88.9%	91.0%	93.4%	94.0%	96.4%	94.3%	91.3%	†	†	92.5%
<b>Male</b>	<b>2006</b>	12.6%	8.5%	5.1%	10.6%	8.1%	5.9%	4.9%	3.0%	4.5%	9.3%	†	†	7.0%
	<b>2009</b>	11.9%	8.7%	5.1%	11.4%	8.7%	6.4%	5.4%	3.5%	5.2%	8.8%	†	†	7.3%
	<b>2010</b>	11.6%	8.5%	5.1%	11.1%	9.0%	6.6%	6.0%	3.6%	5.7%	8.7%	†	†	7.5%

**Note**

† Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Age of the Workforce

Table 21 shows the average age of LPNs across the country from 2006 to 2010.

**Table 21: Average Age of the Licensed Practical Nursing Workforce, by Jurisdiction, Canada, 2006 to 2010**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Average Age</b>													
<b>2006</b>	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
<b>2007</b>	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
<b>2008</b>	45.0	45.9	44.9	43.1	41.5	44.7	46.2	43.2	43.2	41.8	47.3	44.8	43.5
<b>2009</b>	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
<b>2010</b>	45.0	47.3	45.2	43.7	41.6	44.2	46.1	42.8	42.2	41.2	46.4	46.1	43.2
<b>Increase/Decrease in Average Age</b>													
<b>2006–2010</b>	0.5	2.3	0.8	0.7	-1.4	-0.9	0.9	-1.3	-1.3	-1.7	-1.2	1.2	-0.9
<b>2009–2010</b>	-0.2	1.0	0.4	0.0	-0.3	-0.3	0.0	-0.1	-0.7	-0.2	-0.3	1.0	-0.2

**Source**

Nursing Database, Canadian Institute for Health Information.

Table 22 highlights the distribution of the LPN workforce by age group.

**Table 22: Licensed Practical Nursing Workforce, by Age Group, by Jurisdiction and Canada, 2010**

Age Groups	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>&lt;30</b>	8.4%	6.1%	9.2%	11.8%	17.5%	16.0%	8.8%	19.3%	22.5%	20.2%	11.1%	10.5%	16.5%
<b>30–34</b>	10.6%	8.5%	9.7%	12.2%	12.8%	9.6%	10.4%	13.0%	12.2%	13.7%	†	†	11.3%
<b>35–39</b>	10.5%	7.1%	13.3%	13.0%	13.5%	11.0%	12.2%	10.2%	11.4%	12.2%	12.7%	14.0%	11.9%
<b>40–44</b>	14.7%	15.3%	13.9%	13.8%	13.6%	12.1%	11.9%	9.1%	9.7%	12.8%	†	†	12.4%
<b>45–49</b>	18.3%	17.3%	15.9%	15.8%	14.1%	13.7%	13.6%	12.2%	11.2%	13.1%	†	†	13.8%
<b>50–54</b>	18.4%	17.5%	16.1%	14.6%	15.2%	13.9%	16.0%	14.4%	12.1%	12.7%	17.5%	24.4%	14.3%
<b>55–59</b>	12.3%	15.8%	12.0%	11.7%	9.0%	13.1%	13.9%	12.9%	10.2%	9.5%	19.0%	14.0%	11.4%
<b>60+</b>	6.9%	12.5%	10.0%	6.9%	4.2%	10.6%	13.2%	8.8%	10.7%	5.8%	9.5%	8.1%	8.3%

**Note**

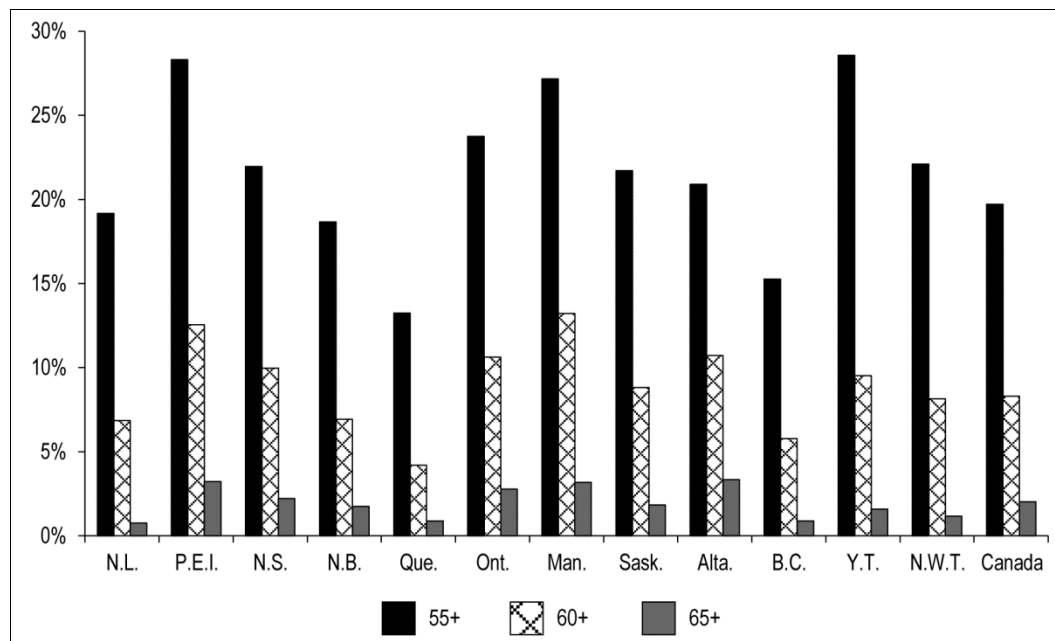
† Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.

**Source**

Nursing Database, Canadian Institute for Health Information.

Figure 20 highlights the proportion of the LPN workforce in each province/territory at or above three typical ages of retirement in 2010: 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.

**Figure 20: Licensed Practical Nursing Workforce, by Age Group (55+, 60+, 65+) and Jurisdiction, Canada, 2010**



**Source**  
Nursing Database, Canadian Institute for Health Information.

## Employment Trends

Table 23 shows the supply of LPNs in Canada over the period 2006 to 2010. In 2010, there were 90,306 LPNs in Canada, 5.9% more than in 2009, and 20.5% more than in 2006.

**Table 23: Licensed Practical Nurses, Total Supply and Employment Status, Canada, 2006 to 2010**

	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	
						Seeking Employment	Not Seeking Employment	Seeking Employment in Practical Nursing	Not Seeking Employment in Practical Nursing			
	A	B	C	D	E = A + B + C + D	F	G	H	I	J	K = F + G + H + I + J	
<b>Count</b>												
<b>2006</b>	31,282	23,991	11,485	542	<b>67,300</b>	214	2,216	1,522	1,553	2,163	<b>7,668</b>	<b>74,968</b>
<b>2007</b>	32,909	23,927	12,535	338	<b>69,709</b>	201	2,232	1,402	1,584	2,952	<b>8,371</b>	<b>78,080</b>
<b>2008</b>	36,408	25,751	12,185	36	<b>74,380</b>	221	2,140	1,626	1,429	1,303	<b>6,719</b>	<b>81,099</b>
<b>2009</b>	38,623	25,952	12,356	13	<b>76,944</b>	201	2,097	2,220	1,399	2,416	<b>8,333</b>	<b>85,277</b>
<b>2010</b>	40,197	27,497	13,354	176	<b>81,224</b>	443	1,992	2,238	1,342	3,067	<b>9,082</b>	<b>90,306</b>
<b>Percentage Change</b>												
<b>2006–2010</b>	28.5%	14.6%	16.3%	-67.5%	<b>20.7%</b>	107.0%	-10.1%	47.0%	-13.6%	41.8%	<b>18.4%</b>	<b>20.5%</b>
<b>2009–2010</b>	4.1%	6.0%	8.1%	1253.8%	<b>5.6%</b>	120.4%	-5.0%	0.8%	-4.1%	26.9%	<b>9.0%</b>	<b>5.9%</b>
<b>Percentage Distribution</b>												
<b>2006</b>	41.7%	32.0%	15.3%	0.7%	<b>89.8%</b>	0.3%	3.0%	2.0%	2.1%	2.9%	<b>10.2%</b>	<b>100.0%</b>
<b>2009</b>	45.3%	30.4%	14.5%	0.0%	<b>90.2%</b>	0.2%	2.5%	2.6%	1.6%	2.8%	<b>9.8%</b>	<b>100.0%</b>
<b>2010</b>	44.5%	30.4%	14.8%	0.2%	<b>89.9%</b>	0.5%	2.2%	2.5%	1.5%	3.4%	<b>10.1%</b>	<b>100.0%</b>

**Source**

Nursing Database, Canadian Institute for Health Information.

Table 24: Licensed Practical Nursing Workforce, by Jurisdiction, Canada, 2006 to 2010

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Count</b>													
<b>2006</b>	2,639	599	3,174	2,646	17,104	25,084	2,652	2,224	5,614	5,412	60	92	67,300
<b>2007</b>	2,598	623	3,160	2,734	17,492	26,126	2,671	2,381	5,986	5,791	59	88	69,709
<b>2008</b>	2,530	631	3,250	2,731	19,581	27,435	2,615	2,514	6,232	6,705	62	94	74,380
<b>2009</b>	2,521	665	3,357	2,729	19,184	28,804	2,651	2,629	6,669	7,577	64	94	76,944
<b>2010</b>	2,495	590	3,530	2,802	20,244	30,423	2,732	2,723	7,301	8,235	63	86	81,224
<b>Percentage Change</b>													
<b>2006–2010</b>	-5.5%	-1.5%	11.2%	5.9%	18.4%	21.3%	3.0%	22.4%	30.0%	52.2%	5.0%	-6.5%	20.7%
<b>2009–2010</b>	-1.0%	-11.3%	5.2%	2.7%	5.5%	5.6%	3.1%	3.6%	9.5%	8.7%	-1.6%	-8.5%	5.6%
<b>Percentage Distribution</b>													
<b>2006</b>	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%
<b>2009</b>	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%
<b>2010</b>	3.1%	0.7%	4.3%	3.4%	24.9%	37.5%	3.4%	3.4%	9.0%	10.1%	0.1%	0.1%	100.0%

**Source**

Nursing Database, Canadian Institute for Health Information.

Table 25: Licensed Practical Nursing Workforce per 100,000 Population, by Jurisdiction, Canada, 2006 to 2010

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Count</b>													
<b>2006</b>	517	434	338	355	224	198	224	224	164	128	186	124	207
<b>2007</b>	513	451	338	367	228	204	224	238	170	134	181	118	212
<b>2008</b>	500	452	347	366	253	212	217	248	174	153	187	125	223
<b>2009</b>	496	471	357	364	245	220	217	255	182	170	190	124	228
<b>2010</b>	489	415	375	373	256	230	221	260	196	182	182	112	238
<b>Percentage Change</b>													
<b>2006–2010</b>	-5.4%	-4.4%	10.9%	5.1%	14.3%	16.2%	-1.3%	16.1%	19.5%	42.2%	-2.2%	-9.7%	15.0%
<b>2009–2010</b>	-1.4%	-11.9%	5.0%	2.5%	4.5%	4.5%	1.8%	2.0%	7.7%	7.1%	-4.2%	-9.7%	4.4%

**Source**

Nursing Database, Canadian Institute for Health Information.

## Employment Status

In 2010, 49.6% (40,197 ) of LPNs employed in nursing were employed on a regular basis in a full-time position.

The average age of LPNs was 44.9 for full-time workers, 41.8 for part-time workers and 40.9 for casual workers. A higher proportion of male LPNs (58.2%) than female LPNs (48.8%) were employed in full-time positions in 2010. Twenty-six percent of male LPNs had part-time employment, compared with 34.5% of female LPNs. In 2010, 15.7% of male LPNs and 16.5% of female LPNs were employed on a casual basis.

**Table 26: Licensed Practical Nursing Workforce, by Employment Status, by Jurisdiction and Canada, 2006 to 2010**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Count</b>														
<b>Employed, Full Time</b>	<b>2006</b>	1,434	253	1,587	1,274	6,187	13,765	867	1,015	2,244	2,542	40	74	31,282
	<b>2007</b>	1,466	272	1,602	1,368	6,493	14,357	873	1,178	2,454	2,737	37	72	32,909
	<b>2008</b>	1,489	285	1,676	1,366	7,860	15,451	908	1,365	2,696	3,192	40	80	36,408
	<b>2009</b>	1,633	261	1,780	1,462	7,556	16,873	936	1,471	3,030	3,492	48	81	38,623
	<b>2010</b>	1,823	271	1,542	1,522	7,944	17,636	953	1,476	3,308	3,601	47	74	40,197
<b>Employed, Part Time</b>	<b>2006</b>	170	229	786	795	7,470	9,027	1,414	750	2,568	768	8	6	23,991
	<b>2007</b>	152	232	852	817	7,627	9,391	1,438	622	2,67†	112	8	†	23,927
	<b>2008</b>	150	238	869	855	9,079	9,627	1,432	707	2,703	75	11	5	25,751
	<b>2009</b>	125	249	1,024	852	8,958	9,577	1,450	761	2,720	222	9	5	25,952
	<b>2010</b>	107	225	1,157	884	9,691	10,132	1,49†	730	3,004	56	1†	†	27,497
<b>Employed, Casual</b>	<b>2006</b>	1,032	117	798	575	3,045	2,292	285	456	802	2,060	12	11	11,485
	<b>2007</b>	979	119	696	548	3,372	2,378	274	427	85†	2,857	14	1†	12,535
	<b>2008</b>	891	108	703	510	2,642	2,357	275	433	833	3,413	11	9	12,185
	<b>2009</b>	763	155	551	415	2,670	2,354	265	396	919	3,853	7	8	12,356
	<b>2010</b>	565	94	681	396	2,609	2,655	28†	510	989	4,559	†	†	13,354
<b>Employed, Status Unknown</b>	<b>2006</b>	3	–	3	2	402	–	86	3	–	42	–	1	542
	<b>2007</b>	1	–	10	1	–	–	86	154	–	85	–	1	338
	<b>2008</b>	–	–	2	–	–	–	–	9	–	25	–	–	36
	<b>2009</b>	–	–	2	–	–	–	–	1	–	10	–	–	13
	<b>2010</b>	–	–	150	–	–	–	–	7	–	19	–	–	176
<b>Percentage Change</b>														
<b>Employed, Full Time</b>	<b>2006–2010</b>	27.1%	7.1%	-2.8%	19.5%	28.4%	28.1%	9.9%	45.4%	47.4%	41.7%	17.5%	0.0%	28.5%
	<b>2009–2010</b>	11.6%	3.8%	-13.4%	4.1%	5.1%	4.5%	1.8%	0.3%	9.2%	3.1%	-2.1%	-8.6%	4.1%
<b>Employed, Part Time</b>	<b>2006–2010</b>	-37.1%	-1.7%	47.2%	11.2%	29.7%	12.2%	†	-2.7%	17.0%	-92.7%	†	†	14.6%
	<b>2009–2010</b>	-14.4%	-9.6%	13.0%	3.8%	8.2%	5.8%	†	-4.1%	10.4%	-74.8%	†	†	6.0%
<b>Employed, Casual</b>	<b>2006–2010</b>	-45.3%	-19.7%	-14.7%	-31.1%	-14.3%	15.8%	†	11.8%	23.3%	121.3%	†	†	16.3%
	<b>2009–2010</b>	-26.0%	-39.4%	23.6%	-4.6%	-2.3%	12.8%	†	28.8%	7.6%	18.3%	†	†	8.1%

(continued)

Table 26: Licensed Practical Nursing Workforce, by Employment Status, by Jurisdiction and Canada, 2006 to 2010 (cont'd)

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Percentage Distribution</b>														
<b>Employed, Full Time</b>	<b>2006</b>	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%
	<b>2009</b>	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%
	<b>2010</b>	73.1%	45.9%	45.6%	54.3%	39.2%	58.0%	34.9%	54.3%	45.3%	43.8%	74.6%	86.0%	49.6%
<b>Employed, Part Time</b>	<b>2006</b>	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%
	<b>2009</b>	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%
	<b>2010</b>	4.3%	38.1%	34.2%	31.5%	47.9%	33.3%	†	26.9%	41.1%	0.7%	†	†	33.9%
<b>Employed, Casual</b>	<b>2006</b>	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%
	<b>2009</b>	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%
	<b>2010</b>	22.6%	15.9%	20.1%	14.1%	12.9%	8.7%	†	18.8%	13.5%	55.5%	†	†	16.5%

**Notes**

† Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.

– Data is not applicable or does not exist.

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

**Source**

Nursing Database, Canadian Institute for Health Information.

## Place of Work

In 2010, 45.1% of the LPN workforce in Canada were employed in the hospital sector.

The average age of LPNs working in the hospital sector was 42.6, compared with 44.7 for LPNs employed in community health and 43.6 for LPNs in the nursing home/long-term care sector.

**Table 27: Licensed Practical Nursing Workforce, by Place of Work and Jurisdiction, Canada, 2006 to 2010**

Count		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
Hospital	2006	1,141	297	1,492	1,375	6,166	11,202	1,055	1,500	3,163	2,945	17	49	30,402
	2007	1,092	303	1,488	1,435	6,026	11,611	1,081	1,606	3,385	3,199	14	36	31,276
	2008	1,088	313	1,531	1,459	6,224	12,360	1,029	1,692	3,567	3,617	15	51	32,946
	2009	1,117	322	1,579	1,495	5,021	12,983	1,033	1,757	3,754	3,577	16	48	32,702
	2010	1,110	288	1,423	1,552	7,101	13,373	1,100	1,805	3,030	3,770	21	46	34,619
Community Health	2006	74	10	320	50	193	2,273	242	194	520	230	†	†	4,111
	2007	78	30	337	56	219	2,711	266	195	546	214	†	1†	4,665
	2008	88	3†	341	81	246	2,967	285	210	563	259	0	†	5,073
	2009	88	45	364	100	293	3,145	285	235	667	385	†	†	5,616
	2010	86	3†	446	112	328	3,418	281	251	1,890	466	†	0	7,317
Nursing Home/LTC	2006	1,379	245	1,130	1,126	9,019	8,489	1,162	440	1,516	1,901	37	24	26,468
	2007	1,381	248	1,119	1,133	8,941	9,365	1,147	483	1,555	2,045	36	24	27,477
	2008	1,322	239	1,167	1,104	8,562	9,708	1,126	513	1,552	2,412	38	21	27,764
	2009	1,278	245	1,204	1,043	7,728	10,184	1,139	546	1,624	3,005	36	23	28,055
	2010	1,260	211	1,117	1,055	7,619	11,164	1,165	586	1,707	3,352	39	20	29,295
Other Place of Work	2006	37	43	182	95	1,355	1,528	181	86	415	318	†	1†	4,260
	2007	35	41	187	100	2,306	1,528	163	95	500	326	†	1†	5,305
	2008	28	4†	193	86	2,970	1,612	152	99	550	402	9	2†	6,167
	2009	37	53	174	91	1,843	1,688	168	88	624	527	†	2†	5,319
	2010	39	5†	80	83	2,013	1,855	163	76	674	539	†	20	5,597
<b>Percentage Change</b>														
Hospital	2006–2010	-2.7%	-3.0%	-4.6%	12.9%	15.2%	19.4%	4.3%	20.3%	-4.2%	28.0%	23.5%	-6.1%	13.9%
	2009–2010	-0.6%	-10.6%	-9.9%	3.8%	41.4%	3.0%	6.5%	2.7%	-19.3%	5.4%	31.3%	-4.2%	5.9%
Community Health	2006–2010	16.2%	†	39.4%	124.0%	69.9%	50.4%	16.1%	29.4%	263.5%	102.6%	†	†	78.0%
	2009–2010	-2.3%	†	22.5%	12.0%	11.9%	8.7%	-1.4%	6.8%	183.4%	21.0%	†	†	30.3%
Nursing Home/LTC	2006–2010	-8.6%	-13.9%	-1.2%	-6.3%	-15.5%	31.5%	0.3%	33.2%	12.6%	76.3%	5.4%	-16.7%	10.7%
	2009–2010	-1.4%	-13.9%	-7.2%	1.2%	-1.4%	9.6%	2.3%	7.3%	5.1%	11.5%	8.3%	-13.0%	4.4%
Other Place of Work	2006–2010	5.4%	†	-56.0%	-12.6%	48.6%	21.4%	-9.9%	-11.6%	62.4%	69.5%	†	†	31.4%
	2009–2010	5.4%	†	-54.0%	-8.8%	9.2%	9.9%	-3.0%	-13.6%	8.0%	2.3%	†	†	5.2%

(continued)



Table 27: Licensed Practical Nursing Workforce, by Place of Work and Jurisdiction, Canada, 2006 to 2010 (cont'd)

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Percentage Distribution</b>														
<b>Hospital</b>	<b>2006</b>	43.4%	49.9%	47.8%	52.0%	36.8%	47.7%	40.0%	67.6%	56.3%	54.6%	28.3%	53.3%	46.6%
	<b>2009</b>	44.3%	48.4%	47.5%	54.8%	33.7%	46.4%	39.4%	66.9%	56.3%	47.7%	25.0%	51.1%	45.6%
	<b>2010</b>	44.5%	48.8%	46.4%	55.4%	41.6%	44.9%	40.6%	66.4%	41.5%	46.4%	33.3%	53.5%	45.1%
<b>Community Health</b>	<b>2006</b>	2.8%	1.7%	10.2%	1.9%	1.2%	9.7%	9.2%	8.7%	9.3%	4.3%	†	†	6.3%
	<b>2009</b>	3.5%	6.8%	11.0%	3.7%	2.0%	11.2%	10.9%	8.9%	10.0%	5.1%	†	†	7.8%
	<b>2010</b>	3.4%	†	14.5%	4.0%	1.9%	11.5%	10.4%	9.2%	25.9%	5.7%	†	†	9.5%
<b>Nursing Home/LTC</b>	<b>2006</b>	52.4%	41.2%	36.2%	42.6%	53.9%	36.1%	44.0%	19.8%	27.0%	35.2%	61.7%	26.1%	40.6%
	<b>2009</b>	50.7%	36.8%	36.3%	38.2%	51.9%	36.4%	43.4%	20.8%	24.4%	40.1%	56.3%	24.5%	39.1%
	<b>2010</b>	50.5%	35.8%	36.4%	37.7%	44.7%	37.5%	43.0%	21.6%	23.4%	41.2%	61.9%	23.3%	38.1%
<b>Other Place of Work</b>	<b>2006</b>	1.4%	7.2%	5.8%	3.6%	8.1%	6.5%	6.9%	3.9%	7.4%	5.9%	†	†	6.5%
	<b>2009</b>	1.5%	8.0%	5.2%	3.3%	12.4%	6.0%	6.4%	3.4%	9.4%	7.0%	†	†	7.4%
	<b>2010</b>	1.6%	†	2.6%	3.0%	11.8%	6.2%	6.0%	2.8%	9.2%	6.6%	†	†	7.3%

**Notes**

† Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.

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*.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Position

In 2010, 73,907 LPNs (91.7%) were employed as staff practical nurses/community health practical nurses in Canada, an increase of 21.5% from 60,831 in 2006 (see Table 28).

**Table 28: Licensed Practical Nursing Workforce, by Position and Jurisdiction, Canada, 2006 to 2010**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Count</b>														
<b>Staff Nurse</b>	<b>2006</b>	2,511	546	2,906	2,344	16,125	21,533	2,498	2,039	5,245	4,99†	–	8†	60,831
	<b>2007</b>	2,460	564	2,864	2,448	16,819	22,892	2,519	2,188	5,560	5,31†	–	8†	63,718
	<b>2008</b>	2,400	565	2,954	2,471	17,448	23,863	2,446	2,260	5,767	6,18†	–	9†	66,451
	<b>2009</b>	2,398	606	3,086	2,448	18,517	25,141	2,468	2,301	6,127	6,959	–	87	70,138
	<b>2010</b>	2,384	540	3,255	2,518	19,628	26,458	2,553	2,374	6,710	7,408	–	79	73,907
<b>Manager</b>	<b>2006</b>	–	10	69	52	0	548	51	17	49	57	–	–	853
	<b>2007</b>	–	6	75	53	0	568	46	15	68	6†	–	†	895
	<b>2008</b>	–	8	89	52	–	636	42	15	78	86	–	–	1,006
	<b>2009</b>	–	8	85	50	–	663	47	16	95	10†	–	†	1,066
	<b>2010</b>	–	8	88	52	–	704	43	21	100	118	–	–	1,134
<b>Other Positions</b>	<b>2006</b>	120	39	144	250	649	1,887	103	164	320	34†	–	†	4,024
	<b>2007</b>	128	52	157	230	638	2,057	106	176	358	40†	–	†	4,308
	<b>2008</b>	122	56	160	207	345	2,381	127	239	387	43†	–	†	4,456
	<b>2009</b>	120	49	155	231	633	2,458	136	309	447	47†	–	†	5,022
	<b>2010</b>	110	42	164	228	574	2,816	136	323	491	691	–	7	5,582
<b>Percentage Change</b>														
<b>Staff Nurse</b>	<b>2006–2010</b>	-5.1%	-1.1%	12.0%	7.4%	21.7%	22.9%	2.2%	16.4%	27.9%	†	–	†	21.5%
	<b>2009–2010</b>	-0.6%	-10.9%	5.5%	2.9%	6.0%	5.2%	3.4%	3.2%	9.5%	6.5%	–	-9.2%	5.4%
<b>Manager</b>	<b>2006–2010</b>	–	-20.0%	27.5%	0.0%	–	28.5%	-15.7%	23.5%	104.1%	107.0%	–	–	32.9%
	<b>2009–2010</b>	–	0.0%	3.5%	4.0%	–	6.2%	-8.5%	31.3%	5.3%	†	–	–	6.4%
<b>Other Positions</b>	<b>2006–2010</b>	-8.3%	7.7%	13.9%	-8.8%	-11.6%	49.2%	32.0%	97.0%	53.4%	†	–	†	38.7%
	<b>2006–2010</b>	-8.3%	-14.3%	5.8%	-1.3%	-9.3%	14.6%	0.0%	4.5%	9.8%	†	–	†	11.2%

(continued)

**Table 28: Licensed Practical Nursing Workforce, by Position and Jurisdiction, Canada, 2006 to 2010 (cont'd)**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Percentage Distribution</b>														
<b>Staff Nurse</b>	<b>2006</b>	95.4%	91.8%	93.2%	88.6%	96.1%	89.8%	94.2%	91.8%	93.4%	†	–	†	92.6%
	<b>2009</b>	95.2%	91.4%	92.8%	89.7%	96.7%	89.0%	93.1%	87.6%	91.9%	92.3%	–	92.6%	92.0%
	<b>2010</b>	95.6%	91.5%	92.8%	90.0%	97.2%	88.3%	93.4%	87.3%	91.9%	90.2%	–	91.9%	91.7%
<b>Manager</b>	<b>2006</b>	–	1.7%	2.2%	2.0%	0.0%	2.3%	1.9%	0.8%	0.9%	1.1%	–	–	1.3%
	<b>2009</b>	–	1.2%	2.6%	1.8%	–	2.3%	1.8%	0.6%	1.4%	†	–	†	1.4%
	<b>2010</b>	–	1.4%	2.5%	1.9%	–	2.3%	1.6%	0.8%	1.4%	1.4%	–	–	1.4%
<b>Other Positions</b>	<b>2006</b>	4.6%	6.6%	4.6%	9.4%	3.9%	7.9%	3.9%	7.4%	5.7%	†	–	†	6.1%
	<b>2009</b>	4.8%	7.4%	4.7%	8.5%	3.3%	8.7%	5.1%	11.8%	6.7%	†	–	†	6.6%
	<b>2010</b>	4.4%	7.1%	4.7%	8.1%	2.8%	9.4%	5.0%	11.9%	6.7%	8.4%	–	8.1%	6.9%

**Notes**

† Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.

– Data is not applicable or does not exist.

Position data from 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*.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Area of Responsibility

Many health human resource planners are interested in the proportion of the licensed practical nurse workforce in direct care as these numbers represent LPNs providing services directly to patients. Areas of responsibility covered by LPNs that fall outside of direct care include administration, education and research.

In terms of average age by the broad categories of direct care, administration, education and research, in 2010, the average age for LPNs working in direct care was 43.1, for LPNs working in administration, 45.8, LPNs working in education, 43.3, and those working in research, 47.3.

**Table 29: Licensed Practical Nursing Workforce, by Area of Responsibility, Canada, 2010**

	2010 (Count)	2010 (Percentage Distribution)	2006–2010 (Percentage Change)	2009–2010 (Percentage Change)
<b>Direct Care</b>				
Medical/Surgical	13,964	17.4%	11.0%	0.8%
Psychiatric/Mental Health	3,802	4.7%	11.1%	3.5%
Pediatric	951	1.2%	40.5%	16.0%
Maternal/Newborn	1,037	1.3%	35.2%	15.6%
Geriatric/Long-Term Care	34,977	43.5%	14.7%	5.7%
Critical Care	148	0.2%	-59.2%	-38.3%
Community Health	3,217	4.0%	59.0%	15.4%
Ambulatory Care	1,309	1.6%	15.5%	6.4%
Home Care	1,710	2.1%	49.1%	5.4%
Occupational Health	179	0.2%	22.6%	1.7%
Operating Room/Recovery Room	1,654	2.1%	152.1%	67.9%
Emergency Care	1,330	1.7%	128.5%	21.9%
Nursing in Several Clinical Areas	5,376	6.7%	114.8%	5.6%
Oncology	167	0.2%	145.6%	12.1%
Rehabilitation	2,823	3.5%	17.9%	-2.1%
Public Health	1,298	1.6%	23.3%	5.6%
Telehealth	271	0.3%	–	7.1%
Other Direct Care	4,763	5.9%	4.5%	0.7%
<b>Total Direct Care</b>	<b>78,976</b>	<b>98.2%</b>	<b>22.3%</b>	<b>5.6%</b>
<b>Administration</b>				
Nursing Services	345	0.4%	118.4%	5.5%
Nursing Education	13	<0.1%	44.4%	-7.1%
Other Administration	382	0.5%	-8.2%	-5.4%
<b>Total Administration</b>	<b>740</b>	<b>0.9%</b>	<b>26.9%</b>	<b>-0.7%</b>

(continued)

Table 29: Licensed Practical Nursing Workforce, by Area of Responsibility, Canada, 2010 (cont'd)

	2010 (Count)	2010 (Percentage Distribution)	2006–2010 (Percentage Change)	2009–2010 (Percentage Change)
<b>Education</b>				
Teaching—Students	391	0.5%	113.7%	4.0%
Teaching—Employees	39	<0.1%	69.6%	11.4%
Teaching—Employees	25	<0.1%	56.3%	13.6%
Other Education	268	0.3%	139.3%	19.6%
<b>Total Education</b>	<b>723</b>	<b>0.9%</b>	<b>116.5%</b>	<b>10.0%</b>
<b>Research</b>				
Nursing Research Only	11	<0.1%	22.2%	-47.6%
Other Research	14	<0.1%	40.0%	16.7%
<b>Total Research</b>	<b>25</b>	<b>&lt;0.1%</b>	<b>31.6%</b>	<b>-24.2%</b>
<b>Total</b>	<b>80,464</b>	<b>100.0%</b>	<b>22.8%</b>	<b>5.5%</b>

**Notes**

<0.1%: value is actually less than 0.05%; <0.1% is used to prevent the display of 0.0 cells that are not true zero values.

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.*

**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.

Table 30 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.

**Table 30: Licensed Practical Nursing Workforce, by Years Since Graduation and Jurisdiction, Canada, 2006 to 2010**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Count</b>														
<b>0-10</b>	<b>2006</b>	769	208	947	1,470	6,268	7,637	1,015	831	2,526	2,832	18	27	24,548
	<b>2007</b>	731	211	905	1,398	7,104	8,541	1,086	1,018	2,930	3,324	19	29	27,296
	<b>2008</b>	748	209	988	1,370	9,580	9,584	1,091	1,165	3,206	4,278	22	35	32,276
	<b>2009</b>	754	222	1,067	1,318	9,718	10,912	1,158	1,306	3,557	5,052	25	35	35,124
	<b>2010</b>	782	169	1,121	1,363	11,247	12,494	1,252	1,415	4,118	5,745	26	31	39,763
<b>11-20</b>	<b>2006</b>	708	149	817	436	3,042	6,987	451	262	993	843	21	34	14,743
	<b>2007</b>	758	158	826	595	2,974	7,103	424	254	940	817	20	27	14,896
	<b>2008</b>	735	160	816	680	2,941	7,204	382	246	899	823	17	24	14,927
	<b>2009</b>	728	166	826	743	2,715	7,081	342	250	981	832	16	22	14,702
	<b>2010</b>	718	154	877	781	2,584	6,960	358	272	1,089	817	15	20	14,645
<b>21-30</b>	<b>2006</b>	623	114	785	325	4,091	5,298	597	515	882	860	13	16	14,119
	<b>2007</b>	544	118	755	301	3,740	4,963	540	488	851	781	12	18	13,111
	<b>2008</b>	488	123	730	264	3,453	4,947	494	447	852	747	16	19	12,580
	<b>2009</b>	472	131	733	260	3,033	5,069	483	403	830	719	15	21	12,169
	<b>2010</b>	449	120	730	267	2,720	5,129	447	363	812	650	14	20	11,721
<b>31+</b>	<b>2006</b>	539	128	625	415	3,682	5,149	589	615	1,213	832	8	15	13,810
	<b>2007</b>	565	136	674	440	3,674	5,457	621	620	1,265	804	8	14	14,278
	<b>2008</b>	559	139	716	408	3,607	5,630	648	655	1,275	857	7	16	14,517
	<b>2009</b>	567	146	731	408	3,718	5,708	668	670	1,301	893	8	16	14,834
	<b>2010</b>	546	147	802	391	3,692	5,808	675	673	1,282	943	8	15	14,982
<b>Percentage Change</b>														
<b>0-10</b>	<b>2006-2010</b>	1.7%	-18.8%	18.4%	-7.3%	79.4%	63.6%	23.3%	70.3%	63.0%	102.9%	44.4%	14.8%	62.0%
	<b>2009-2010</b>	3.7%	-23.9%	5.1%	3.4%	15.7%	14.5%	8.1%	8.3%	15.8%	13.7%	4.0%	-11.4%	13.2%
<b>11-20</b>	<b>2006-2010</b>	1.4%	3.4%	7.3%	79.1%	-15.1%	-0.4%	-20.6%	3.8%	9.7%	-3.1%	-28.6%	-41.2%	-0.7%
	<b>2009-2010</b>	-1.4%	-7.2%	6.2%	5.1%	-4.8%	-1.7%	4.7%	8.8%	11.0%	-1.8%	-6.3%	-9.1%	-0.4%
<b>21-30</b>	<b>2006-2010</b>	-27.9%	5.3%	-7.0%	-17.8%	-33.5%	-3.2%	-25.1%	-29.5%	-7.9%	-24.4%	7.7%	25.0%	-17.0%
	<b>2009-2010</b>	-4.9%	-8.4%	-0.4%	2.7%	-10.3%	1.2%	-7.5%	-9.9%	-2.2%	-9.6%	-6.7%	-4.8%	-3.7%
<b>31+</b>	<b>2006-2010</b>	1.3%	14.8%	28.3%	-5.8%	0.3%	12.8%	14.6%	9.4%	5.7%	13.3%	0.0%	0.0%	8.5%
	<b>2009-2010</b>	-3.7%	0.7%	9.7%	-4.2%	-0.7%	1.8%	1.0%	0.4%	-1.5%	5.6%	0.0%	-6.3%	1.0%

(continued)

Table 30: Licensed Practical Nursing Workforce, by Years Since Graduation and Jurisdiction, Canada, 2006 to 2010 (cont'd)

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Percentage Distribution</b>														
<b>0–10</b>	<b>2006</b>	29.1%	34.7%	29.8%	55.6%	36.7%	30.5%	38.3%	37.4%	45.0%	52.8%	30.0%	29.3%	36.5%
	<b>2009</b>	29.9%	33.4%	31.8%	48.3%	50.7%	37.9%	43.7%	49.7%	53.3%	67.4%	39.1%	37.2%	45.7%
	<b>2010</b>	31.3%	28.6%	31.8%	48.6%	55.6%	41.1%	45.8%	52.0%	56.4%	70.4%	41.3%	36.0%	49.0%
<b>11–20</b>	<b>2006</b>	26.8%	24.9%	25.7%	16.5%	17.8%	27.9%	17.0%	11.8%	17.7%	15.7%	35.0%	37.0%	21.9%
	<b>2009</b>	28.9%	25.0%	24.6%	27.2%	14.2%	24.6%	12.9%	9.5%	14.7%	11.1%	25.0%	23.4%	19.1%
	<b>2010</b>	28.8%	26.1%	24.8%	27.9%	12.8%	22.9%	13.1%	10.0%	14.9%	10.0%	23.8%	23.3%	18.1%
<b>21–30</b>	<b>2006</b>	23.6%	19.0%	24.7%	12.3%	23.9%	21.1%	22.5%	23.2%	15.7%	16.0%	21.7%	17.4%	21.0%
	<b>2009</b>	18.7%	19.7%	21.8%	9.5%	15.8%	17.6%	18.2%	15.3%	12.4%	9.6%	23.4%	22.3%	15.8%
	<b>2010</b>	18.0%	20.3%	20.7%	9.5%	13.4%	16.9%	16.4%	13.3%	11.1%	8.0%	22.2%	23.3%	14.5%
<b>31+</b>	<b>2006</b>	20.4%	21.4%	19.7%	15.7%	21.6%	20.5%	22.2%	27.7%	21.6%	15.5%	13.3%	16.3%	20.5%
	<b>2009</b>	22.5%	22.0%	21.8%	15.0%	19.4%	19.8%	25.2%	25.5%	19.5%	11.9%	12.5%	17.0%	19.3%
	<b>2010</b>	21.9%	24.9%	22.7%	14.0%	18.2%	19.1%	24.7%	24.7%	17.6%	11.6%	12.7%	17.4%	18.5%

**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 2010 LPN workforce, a total of 79,258 (97.6%) LPNs had obtained a diploma/certificate as their education in practical nursing (see Table 31). The remaining 2.4% had equivalencies.

**Table 31: Licensed Practical Nursing Workforce, by Education in Practical Nursing and Jurisdiction, Canada, 2006 to 2010**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Count</b>														
<b>Diploma/ Certificate</b>	<b>2006</b>	2,591	594	3,125	2,629	16,655	25,08†	2,457	2,172	5,51†	4,990	60	92	65,955
	<b>2007</b>	2,551	616	3,112	2,718	16,967	26,126	2,467	2,329	5,890	5,406	59	88	68,329
	<b>2008</b>	2,487	624	3,204	2,731	18,880	27,435	2,374	2,462	6,127	6,177	62	94	72,657
	<b>2009</b>	2,480	659	3,317	2,729	18,464	28,804	2,399	2,579	6,385	7,081	64	94	75,055
	<b>2010</b>	2,454	585	3,530	2,802	19,573	30,423	2,462	2,674	6,86†	7,746	63	8†	79,258
<b>Equivalency</b>	<b>2006</b>	48	5	49	17	449	†	195	52	10†	422	–	–	1,345
	<b>2007</b>	47	7	48	16	525	0	204	52	96	385	–	–	1,380
	<b>2008</b>	43	7	46	0	701	0	241	52	105	528	–	–	1,723
	<b>2009</b>	41	6	40	0	720	–	252	50	284	496	–	–	1,889
	<b>2010</b>	41	5	0	–	671	–	270	49	43†	489	–	†	1,966
<b>Percentage Change</b>														
<b>Diploma/ Certificate</b>	<b>2006– 2010</b>	-5.3%	-1.5%	13.0%	6.6%	17.5%	†	0.2%	23.1%	†	55.2%	5.0%	-8.7%	20.2%
	<b>2009– 2010</b>	-1.0%	-11.2%	6.4%	2.7%	6.0%	5.6%	2.6%	3.7%	†	9.4%	-1.6%	†	5.6%
<b>Equivalency</b>	<b>2006– 2010</b>	-14.6%	0.0%	-100.0%	–	49.4%	–	38.5%	-5.8%	†	15.9%	–	–	46.2%
	<b>2009– 2010</b>	0.0%	-16.7%	-100.0%	–	-6.8%	–	7.1%	-2.0%	†	-1.4%	–	–	4.1%

(continued)



**Table 31: Licensed Practical Nursing Workforce, by Education in Practical Nursing and Jurisdiction, Canada, 2006 to 2010 (cont'd)**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>Percentage Distribution</b>														
<b>Diploma</b>	<b>2006</b>	98.2%	99.2%	98.5%	99.4%	97.4%	†	92.6%	97.7%	†	92.2%	100.0%	100.0%	98.0%
	<b>2009</b>	98.4%	99.1%	98.8%	100.0%	96.2%	100.0%	90.5%	98.1%	95.7%	93.5%	100.0%	100.0%	97.5%
	<b>2010</b>	98.4%	99.2%	100.0%	100.0%	96.7%	100.0%	90.1%	98.2%	†	94.1%	100.0%	†	97.6%
<b>Equivalency</b>	<b>2006</b>	1.8%	0.8%	1.5%	0.6%	2.6%	†	7.4%	2.3%	†	7.8%	–	–	2.0%
	<b>2009</b>	1.6%	0.9%	1.2%	0.0%	3.8%	–	9.5%	1.9%	4.3%	6.5%	–	–	2.5%
	<b>2010</b>	1.6%	0.8%	0.0%	–	3.3%	–	9.9%	1.8%	†	5.9%	–	†	2.4%

**Notes**

† Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.

– Data is not applicable or does not exist.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Migration Trends

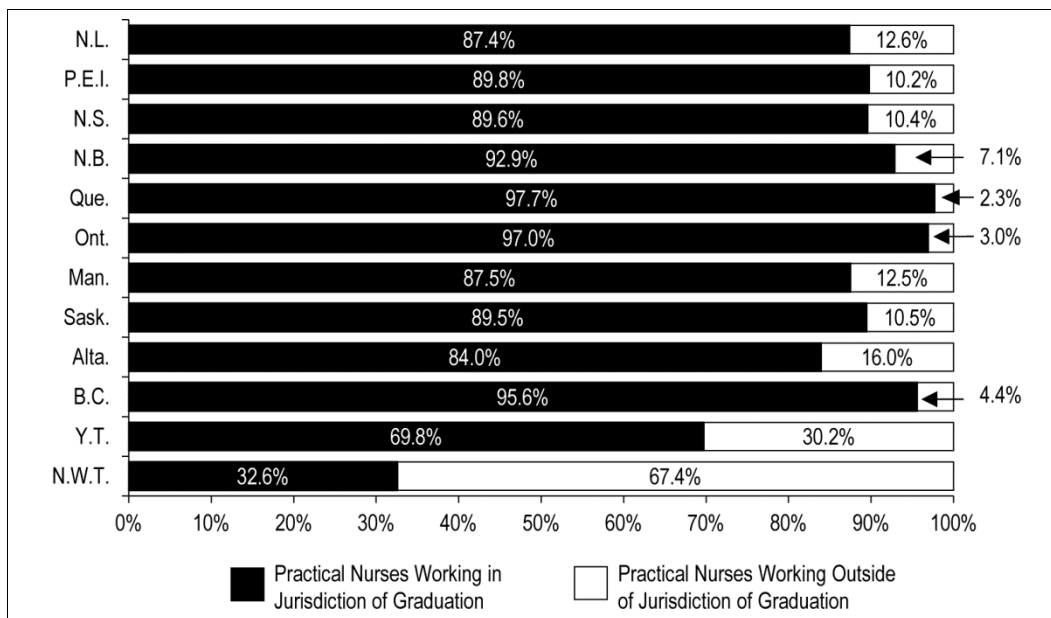
Regulated nurses are in demand in Canada and around the world. As a result, graduates from regulated nursing programs often have numerous options as to where they will practise. Canadian graduates may choose to remain in their current province or territory, to migrate to another Canadian province or 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.

## 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 (94.4%) licensed practical nurses who graduated from Canadian licensed practical nursing programs who were working in Canada in 2010 either did not move after graduation or eventually returned to their jurisdiction of graduation.

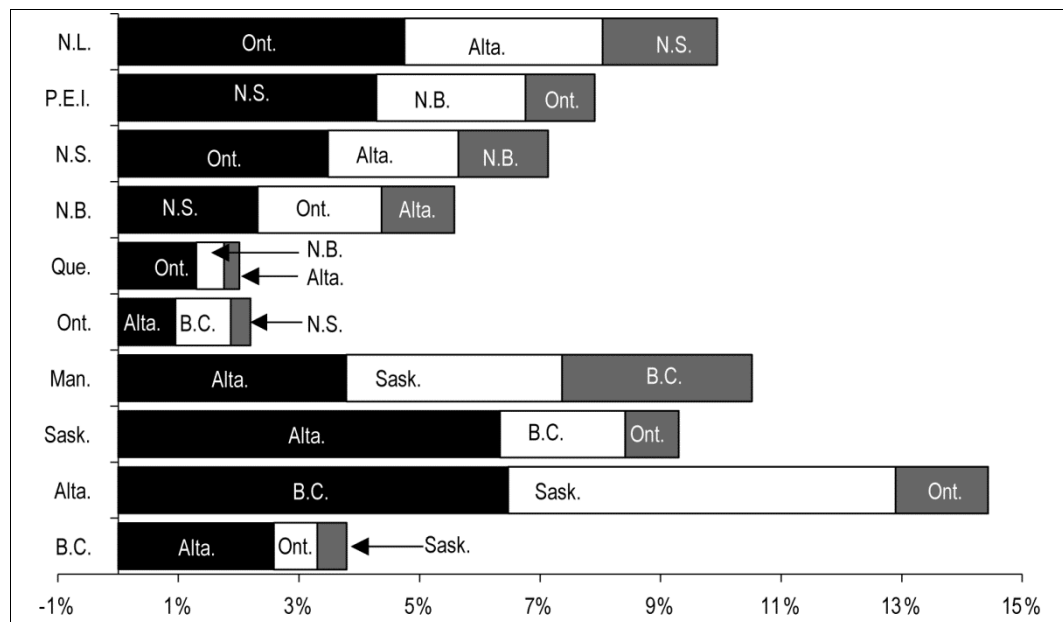
**Figure 21: Licensed Practical Nursing Workforce, by Jurisdiction of Graduation and Registration, Canada, 2010**



**Source**  
Nursing Database, Canadian Institute for Health Information.

Figure 22 shows the top three destinations for those who moved sometime between their graduation year and 2010, 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 22: Licensed Practical Nursing Workforce, by Jurisdiction of Graduation and Top Three Destinations of Registration, Canada, 2010**



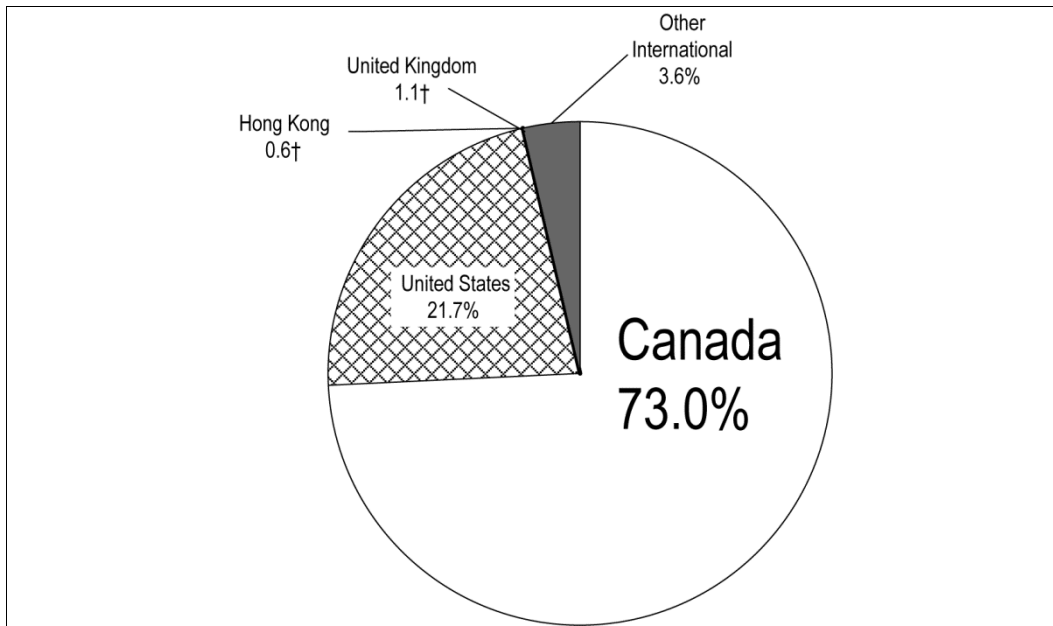
**Source**  
Nursing Database, Canadian Institute for Health Information.

## 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 23 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 474 LPNs who were not working in their province/territory of registration, 21.7% were employed in the United States; an additional 5.3% were employed in other locations.

Figure 23: Licensed Practical Nurses Working Outside of Jurisdiction of Registration, by Country of Employment, Canada, 2010



**Note**

† Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.

**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 32: Licensed Practical Nursing Workforce, by Location of Graduation (Canada and International), Canada, 2006 to 2010**

	Canada	International	Total
<b>Count</b>			
<b>2006</b>	48,933	1,231	50,164
<b>2007</b>	67,804	1,321	69,125
<b>2008</b>	72,852	1,485	74,337
<b>2009</b>	75,062	1,805	76,867
<b>2010</b>	78,928	2,197	81,125
<b>Percentage Change</b>			
<b>2006–2010</b>	61.3%	78.5%	61.7%
<b>2009–2010</b>	5.2%	21.7%	5.5%
<b>Percentage Distribution</b>			
<b>2006</b>	97.5%	2.5%	100.0%
<b>2009</b>	97.7%	2.3%	100.0%
<b>2010</b>	97.3%	2.7%	100.0%

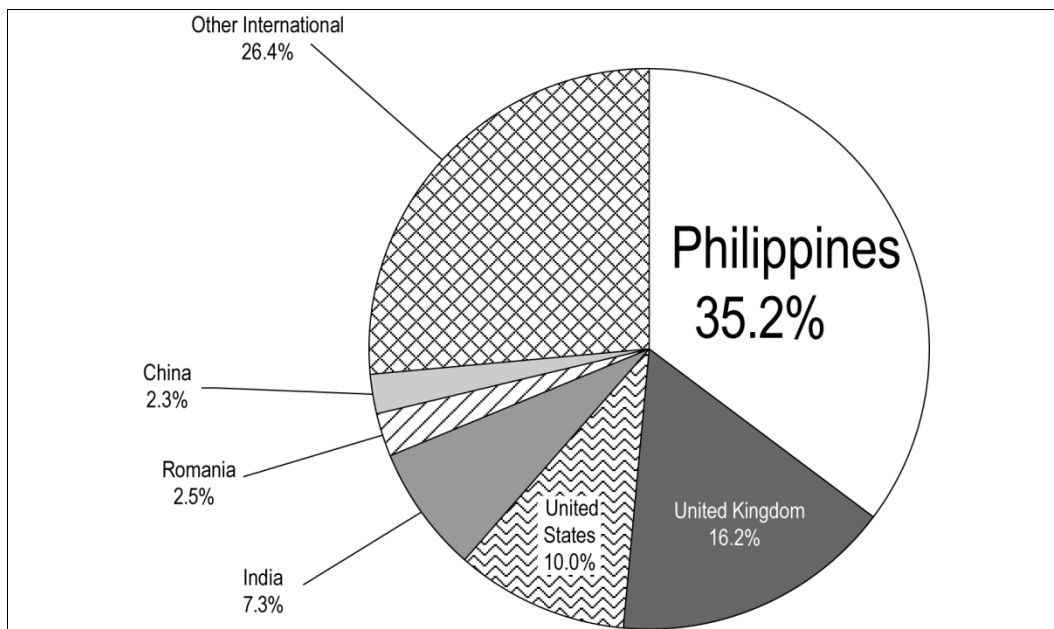
**Source**

Nursing Database, Canadian Institute for Health Information.

Of the LPNs employed in Canada who reported their location of graduation in 2010, 97.3% (78,928) graduated from a practical nursing program in Canada and 2.7% (2,197) graduated from an international practical nursing program.

For the 2,197 LPNs in Canada who graduated from an international practical nursing program, the six most frequently identified countries of graduation are identified in Figure 24. Close to half of all international graduates attended nursing programs in the Philippines or United Kingdom. Additionally, 10.0% were graduates from programs in the United States.

Figure 24: Internationally Educated Licensed Practical Nurses in the Workforce, by Country of Graduation, Canada, 2010



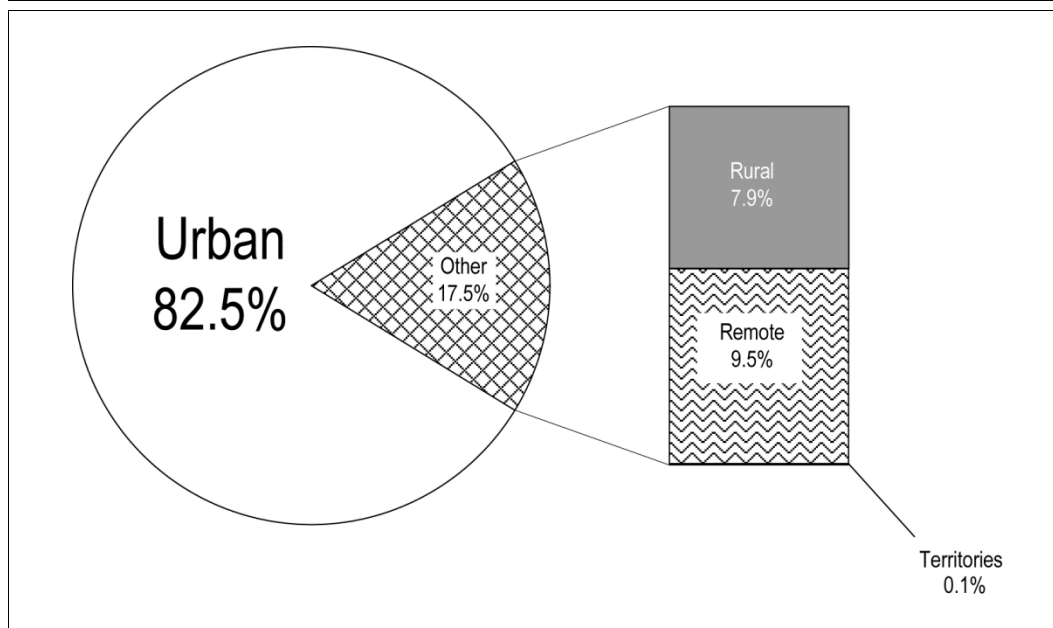
**Source**  
Nursing Database, Canadian Institute for Health Information.

## 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.

Figures 25 and 26 illustrate the urban/rural/remote/territories distribution of the LPN workforce in Canada in 2010. In 2010, 82.5% of the LPN workforce worked in urban areas of Canada.

**Figure 25: Licensed Practical Nursing Workforce, by Urban/Rural/Remote/Territories Designation, Canada, 2010**



### Notes

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.

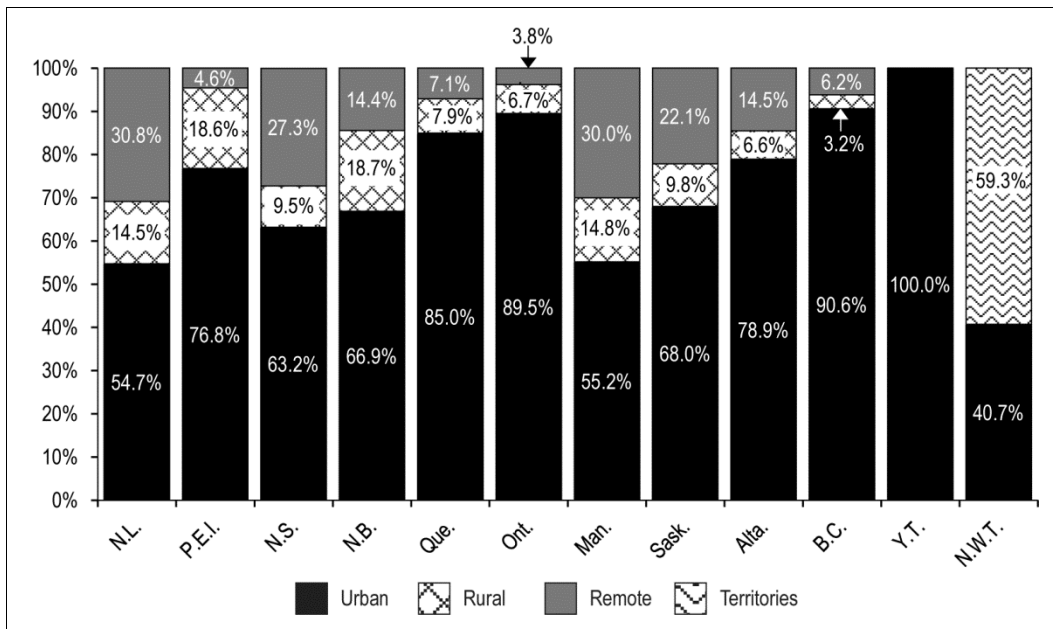
Remote areas are defined as those communities with relatively little social and economic interaction with urban areas.

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

### Source

Nursing Database, Canadian Institute for Health Information.

Figure 26: Licensed Practical Nursing Workforce, by Urban/Rural/Remote/Territories Designation and Jurisdiction, 2010



**Notes**

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 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.

**Source**

Nursing Database, Canadian Institute for Health Information.

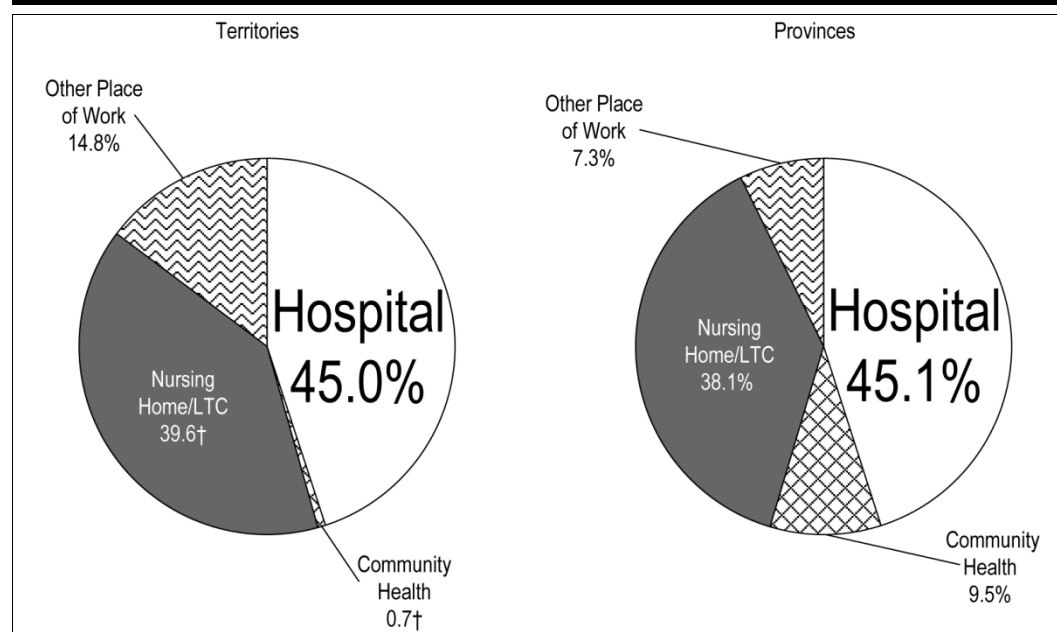


## Licensed Practical Nurses in the Territories: Characteristics of the Northern Workforce

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.

Figure 27 shows that the majority of LPNs working in the territories worked in hospitals (45.0%). 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, 45.1% worked in hospitals, 38.1% worked in nursing homes or long-term care facilities and 9.5% worked in community health centres.

**Figure 27: Licensed Practical Nursing Workforce, by Place of Work and Provincial/Territorial Level, Canada, 2010**



### Notes

† Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.

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*.

### 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 (50.3%), medicine/surgery (16.1%), ambulatory care (11.4%) and several clinical areas (5.1%). LPNs employed in the provinces most frequently identified geriatric/long-term care (43.5%), medicine/surgery (17.4%) and several clinical areas (6.7%) as their area of responsibility. Most LPNs in the territories (91.9%) and in the provinces (91.7%) identified their position as staff nurse/community health nurse.



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



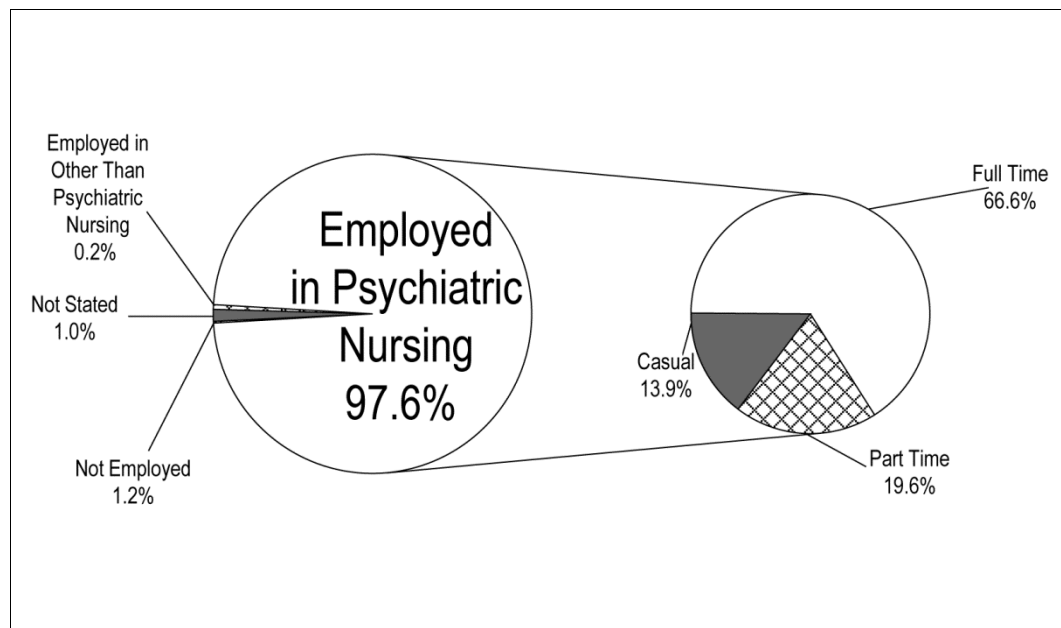


## Workforce Trends: How Many Registered Psychiatric Nurses?

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 Yukon. This chapter presents data on RPNs working in the four western provinces in 2010 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 CIHI's privacy policy.

The RPN workforce is defined as RPNs employed in psychiatric nursing in the western provinces. RPNs represented 1.5% of the total regulated nursing workforce in Canada in 2010. As illustrated in Figure 28, the vast majority of RPNs who registered in the western provinces in 2010 were in the RPN workforce, with two-thirds employed in full-time positions (66.6%).

**Figure 28: Registered Psychiatric Nurses, by Employment Status, Western Provinces, 2010**



**Note**

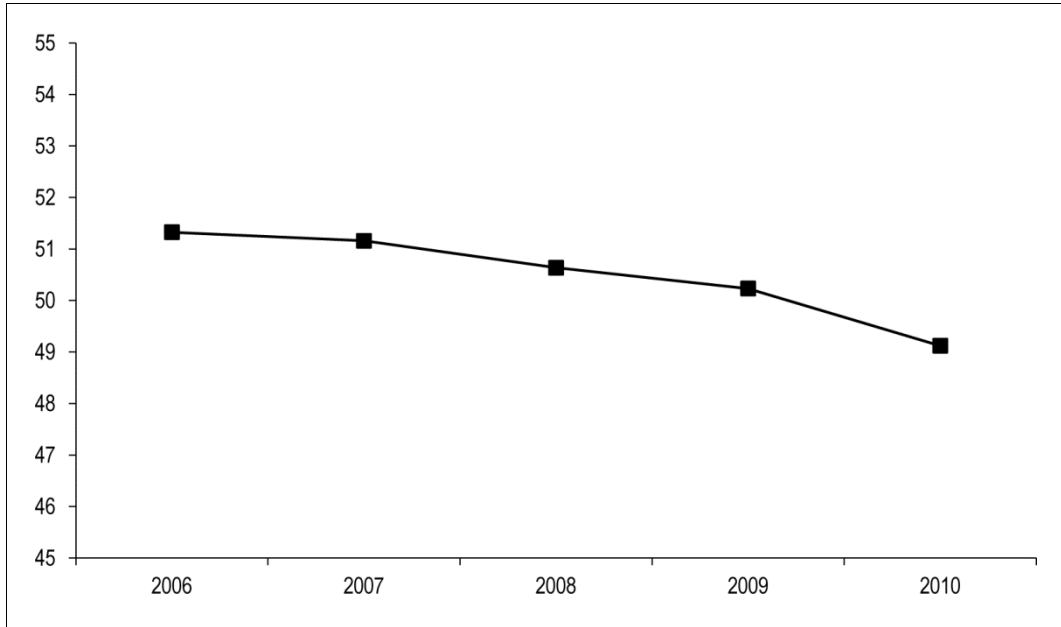
Employed RPNs with *employed—status unknown* are excluded from the percentage distribution of *full time*, *part time* and *casual*.

**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 was approximately 49 RPNs per 100,000 population between 2006 and 2010.

Figure 29: Registered Psychiatric Nursing Workforce per 100,000 Population, Western Provinces, 2006 to 2010



**Sources**

Nursing Database, Canadian Institute for Health Information; Statistics Canada, Demography Division, accessed from <[http://cansim2.statcan.gc.ca/cgi-win/cnsmcigi.pgm?Lang=E&RootDir=CII/&Array\\_Pick=1&ArrayId=109-5325&C2DB=PRD&ResultTemplate=CII%2FCII](http://cansim2.statcan.gc.ca/cgi-win/cnsmcigi.pgm?Lang=E&RootDir=CII/&Array_Pick=1&ArrayId=109-5325&C2DB=PRD&ResultTemplate=CII%2FCII)>.

## Demographic Trends

### Sex of the Workforce

In 2010, slightly more than three-quarters of RPNs (77.5%) in the Canadian workforce were female. This proportion has not changed substantially over the past five years (see Table 33). However, there was a substantially higher proportion of males working in psychiatric nursing (22.5%) than in each of the other regulated nursing professions (registered nursing and licensed practical nursing).

**Table 33: Registered Psychiatric Nursing Workforce, by Sex and Jurisdiction, Western Provinces, 2006 to 2010**

		Man.	Sask.	Alta.	B.C.	Western Provinces
<b>Count</b>						
<b>Female</b>	<b>2006</b>	733	764	850	1,570	3,917
	<b>2007</b>	736	747	859	1,630	3,972
	<b>2008</b>	722	751	866	1,663	4,002
	<b>2009</b>	738	733	900	1,669	4,040
	<b>2010</b>	737	705	858	1,710	4,010
<b>Male</b>	<b>2006</b>	223	136	294	481	1,134
	<b>2007</b>	216	133	299	504	1,152
	<b>2008</b>	213	141	291	515	1,160
	<b>2009</b>	211	133	302	528	1,174
	<b>2010</b>	212	132	289	531	1,164
<b>Percentage Change</b>						
<b>Female</b>	<b>2006–2010</b>	0.5%	-7.7%	0.9%	8.9%	2.4%
	<b>2009–2010</b>	-0.1%	-3.8%	-4.7%	2.5%	-0.7%
<b>Male</b>	<b>2006–2010</b>	-4.9%	-2.9%	-1.7%	10.4%	2.6%
	<b>2009–2010</b>	0.5%	-0.8%	-4.3%	0.6%	-0.9%
<b>Percentage Distribution</b>						
<b>Female</b>	<b>2006</b>	76.7%	84.9%	74.3%	76.5%	77.5%
	<b>2009</b>	77.8%	84.6%	74.9%	76.0%	77.5%
	<b>2010</b>	77.7%	84.2%	74.8%	76.3%	77.5%
<b>Male</b>	<b>2006</b>	23.3%	15.1%	25.7%	23.5%	22.5%
	<b>2009</b>	22.2%	15.4%	25.1%	24.0%	22.5%
	<b>2010</b>	22.3%	15.8%	25.2%	23.7%	22.5%

**Source**

Nursing Database, Canadian Institute for Health Information.

## Age of the Workforce

Table 34 shows the average ages of RPNs across the four provinces from 2006 to 2010.

**Table 34: Average Age of the Registered Psychiatric Nursing Workforce, by Jurisdiction, Western Provinces, 2006 to 2010**

	Man.	Sask.	Alta.	B.C.	Western Provinces
<b>Average Age</b>					
<b>2006</b>	46.9	47.0	47.1	47.5	47.2
<b>2007</b>	46.9	47.6	47.2	47.2	47.2
<b>2008</b>	47.4	47.9	47.7	47.2	47.5
<b>2009</b>	47.4	48.7	47.5	47.4	47.6
<b>2010</b>	47.7	49.4	47.6	47.2	47.7
<b>Increase/Decrease in Average Age</b>					
<b>2006–2010</b>	0.8	2.4	0.5	-0.3	0.5
<b>2009–2010</b>	0.3	0.7	0.1	-0.2	0.1

**Source**

Nursing Database, Canadian Institute for Health Information.

Table 35 highlights the distribution of the RPN workforce by age group.

**Table 35: Registered Psychiatric Nursing Workforce, by Age Group and Jurisdiction, Western Provinces, 2010**

Age Groups	Man.	Sask.	Alta.	B.C.	Western Provinces
<b>&lt;30</b>	7.0%	1.9%	9.2%	7.0%	6.7%
<b>30–34</b>	7.8%	2.9%	7.6%	8.4%	7.2%
<b>35–39</b>	7.3%	9.9%	5.6%	12.0%	9.4%
<b>40–44</b>	10.3%	16.2%	14.3%	12.8%	13.2%
<b>45–49</b>	18.0%	20.3%	15.9%	15.5%	16.8%
<b>50–54</b>	21.4%	18.2%	16.1%	14.9%	16.9%
<b>55–59</b>	18.2%	15.4%	15.0%	13.6%	15.0%
<b>60+</b>	10.0%	15.2%	16.3%	15.8%	14.7%

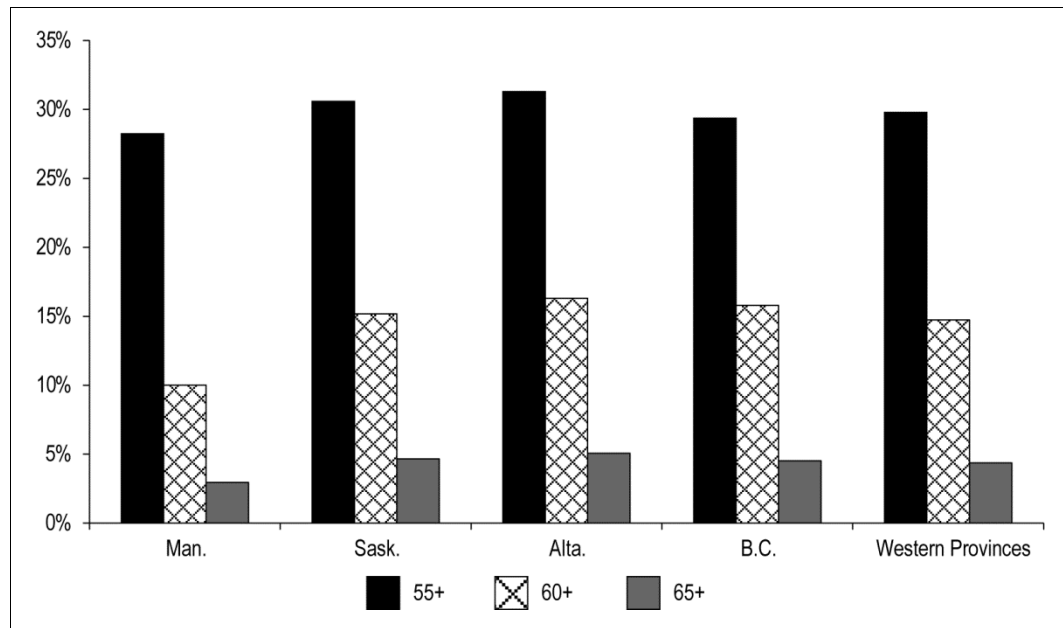
**Source**

Nursing Database, Canadian Institute for Health Information.



Figure 30 highlights the proportion of the RPN workforce in each province at or above three typical ages of retirement in 2010: 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.

**Figure 30: Registered Psychiatric Nursing Workforce, by Age Group (55+, 60+, 65+) and Jurisdiction, Western Provinces, 2010**



**Source**  
Nursing Database, Canadian Institute for Health Information.

## Employment Trends

Table 36 shows the supply of all RPNs over the period 2006 to 2010. In 2010, there were 5,300 RPNs in the western provinces, 0.4% less than in 2009 and 1.2% more than in 2006.

**Table 36: Registered Psychiatric Nurses, Total Supply and Employment Status, Western Provinces, 2006 to 2010**

	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	
	A	B	C	D	E = A + B + C + D	Seeking Employment	Not Seeking Employment	Seeking Employment in Psychiatric Nursing	Not Seeking Employment in Psychiatric Nursing	J	K = F + G + H + I + J	
<b>Count</b>												
<b>2006</b>	3,407	958	631	55	<b>5,051</b>	9	6	22	13	134	<b>184</b>	<b>5,235</b>
<b>2007</b>	3,448	1,015	621	40	<b>5,124</b>	†	0	23	†	77	<b>106</b>	<b>5,230</b>
<b>2008</b>	3,480	965	655	62	<b>5,162</b>	†	†	28	7	39	<b>79</b>	<b>5,241</b>
<b>2009</b>	3,479	971	736	28	<b>5,214</b>	0	†	36	22	4†	<b>107</b>	<b>5,321</b>
<b>2010</b>	3,427	1,008	714	25	<b>5,174</b>	†	6	50	14	5†	<b>126</b>	<b>5,300</b>
<b>Percentage Change</b>												
<b>2006–2010</b>	0.6%	5.2%	13.2%	-54.5%	<b>2.4%</b>	†	0.0%	127.3%	7.7%	†	<b>-31.5%</b>	<b>1.2%</b>
<b>2009–2010</b>	-1.5%	3.8%	-3.0%	-10.7%	<b>-0.8%</b>	–	†	38.9%	-36.4%	†	<b>17.8%</b>	<b>-0.4%</b>
<b>Percentage Distribution</b>												
<b>2006</b>	65.1%	18.3%	12.1%	1.1%	<b>96.5%</b>	0.2%	0.1%	0.4%	0.2%	2.6%	<b>3.5%</b>	<b>100.0%</b>
<b>2009</b>	65.4%	18.2%	13.8%	0.5%	<b>98.0%</b>	0.0%	†	0.7%	0.4%	†	<b>2.0%</b>	<b>100.0%</b>
<b>2010</b>	64.7%	19.0%	13.5%	0.5%	<b>97.6%</b>	†	0.1%	0.9%	0.3%	†	<b>2.4%</b>	<b>100.0%</b>

**Note**

† Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.

**Source**

Nursing Database, Canadian Institute for Health Information.

**Table 37: Registered Psychiatric Nursing Workforce, by Jurisdiction and Western Provinces, 2006 to 2010**

	Man.	Sask.	Alta.	B.C.	Western Provinces
<b>Count</b>					
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
2010	949	837	1,147	2,241	5,174
<b>Percentage Change</b>					
2006–2010	-0.7%	-7.0%	0.3%	9.3%	2.4%
2009–2010	0.0%	-3.3%	-4.6%	2.0%	-0.8%
<b>Percentage Distribution</b>					
2006	18.9%	17.8%	22.6%	40.6%	100.0%
2009	18.2%	16.6%	23.1%	42.1%	100.0%
2010	18.3%	16.2%	22.2%	43.3%	100.0%

**Source**

Nursing Database, Canadian Institute for Health Information.

**Table 38: Registered Psychiatric Nursing Workforce per 100,000 Population, by Jurisdiction, Western Provinces, 2006 to 2010**

	Man.	Sask.	Alta.	B.C.	Western Provinces
<b>Count</b>					
2006	81	91	33	48	51
2007	80	88	33	50	51
2008	78	88	32	50	51
2009	78	84	33	49	50
2010	77	80	31	49	49
<b>Percentage Change</b>					
2006–2010	-4.9%	-12.1%	-6.1%	2.1%	-3.9%
2009–2010	-1.3%	-4.8%	-6.1%	0.0%	-2.0%

**Source**

Nursing Database, Canadian Institute for Health Information.

## Employment Status

In 2010, the majority of RPNs employed in psychiatric nursing (66.6%; 3,427) were employed on a regular basis in a full-time position (see Table 39).

**Table 39: Registered Psychiatric Nursing Workforce, by Employment Status and Jurisdiction, Western Provinces, 2006 to 2010**

		Man.	Sask.	Alta.	B.C.	Western Provinces
<b>Count</b>						
Employed, Full Time	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
	2010	563	614	664	1,586	3,427
Employed, Part Time	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
	2010	293	152	346	217	1,008
Employed, Casual	2006	53	46	108	424	631
	2007	68	49	114	390	621
	2008	63	70	120	402	655
	2009	152	53	117	414	736
	2010	80	70	137	427	714
Employed, Status Unknown	2006	11	19	7	18	55
	2007	2	13	3	22	40
	2008	9	25	11	17	62
	2009	13	12	0	3	28
	2010	13	1	–	11	25
<b>Percentage Change</b>						
Employed, Full Time	2006–2010	-6.0%	-13.3%	0.2%	10.4%	0.6%
	2009–2010	6.2%	-9.0%	-5.9%	1.1%	-1.5%
Employed, Part Time	2006–2010	0.0%	19.7%	-5.5%	26.2%	5.2%
	2009–2010	15.4%	20.6%	-8.7%	2.4%	3.8%
Employed, Casual	2006–2010	50.9%	52.2%	26.9%	0.7%	13.2%
	2009–2010	-47.4%	32.1%	17.1%	3.1%	-3.0%
<b>Percentage Distribution</b>						
Employed, Full Time	2006	63.4%	80.4%	58.3%	70.7%	68.2%
	2009	56.6%	79.0%	58.7%	71.5%	67.1%
	2010	60.1%	73.4%	57.9%	71.1%	66.6%
Employed, Part Time	2006	31.0%	14.4%	32.2%	8.5%	19.2%
	2009	27.1%	14.8%	31.5%	9.7%	18.7%
	2010	31.3%	18.2%	30.2%	9.7%	19.6%
Employed, Casual	2006	5.6%	5.2%	9.5%	20.9%	12.6%
	2009	16.2%	6.2%	9.7%	18.9%	14.2%
	2010	8.5%	8.4%	11.9%	19.1%	13.9%

### Notes

– Data is not applicable or does not exist.

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

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.

### Source

Nursing Database, Canadian Institute for Health Information.

## Place of Work

In 2010, the hospital sector employed 45.2% of the RPN workforce in the western provinces.

In 2010, the average age for RPNs working in the hospital sector was 45.6 compared with 48.2 for RPNs employed in community health and 51.1 for RPNs employed in the nursing home/long-term care sector.

**Table 40: Registered Psychiatric Nursing Workforce, by Place of Work and Jurisdiction, Western Provinces, 2006 to 2010**

		Man.	Sask.	Alta.	B.C.	Western Provinces
<b>Count</b>						
<b>Hospital</b>	<b>2006</b>	222	268	672	928	2,090
	<b>2007</b>	224	221	664	957	2,066
	<b>2008</b>	218	222	670	972	2,082
	<b>2009</b>	361	225	711	978	2,275
	<b>2010</b>	367	205	657	1,105	2,334
<b>Community Health</b>	<b>2006</b>	380	141	242	409	1,172
	<b>2007</b>	387	172	260	489	1,308
	<b>2008</b>	377	174	268	529	1,348
	<b>2009</b>	238	177	280	552	1,247
	<b>2010</b>	237	197	279	563	1,276
<b>Nursing Home/LTC</b>	<b>2006</b>	268	341	115	339	1,063
	<b>2007</b>	250	334	120	349	1,053
	<b>2008</b>	224	333	105	334	996
	<b>2009</b>	238	305	105	323	971
	<b>2010</b>	226	300	107	276	909
<b>Other Place of Work</b>	<b>2006</b>	86	150	112	343	691
	<b>2007</b>	89	139	113	306	647
	<b>2008</b>	102	142	112	297	653
	<b>2009</b>	112	152	106	317	687
	<b>2010</b>	119	131	103	289	642
<b>Percentage Change</b>						
<b>Hospital</b>	<b>2006–2010</b>	65.3%	-23.5%	-2.2%	19.1%	11.7%
	<b>2009–2010</b>	1.7%	-8.9%	-7.6%	13.0%	2.6%
<b>Community Health</b>	<b>2006–2010</b>	-37.6%	39.7%	15.3%	37.7%	8.9%
	<b>2009–2010</b>	-0.4%	11.3%	-0.4%	2.0%	2.3%
<b>Nursing Home/LTC</b>	<b>2006–2010</b>	-15.7%	-12.0%	-7.0%	-18.6%	-14.5%
	<b>2009–2010</b>	-5.0%	-1.6%	1.9%	-14.6%	-6.4%
<b>Other Place of Work</b>	<b>2006–2010</b>	38.4%	-12.7%	-8.0%	-15.7%	-7.1%
	<b>2009–2010</b>	6.3%	-13.8%	-2.8%	-8.8%	-6.6%

(continued)

**Table 40: Registered Psychiatric Nursing Workforce, by Place of Work and Jurisdiction, Western Provinces, 2006 to 2010 (cont'd)**

		Man.	Sask.	Alta.	B.C.	Western Provinces
<b>Percentage Distribution</b>						
<b>Hospital</b>	<b>2006</b>	23.2%	29.8%	58.9%	46.0%	41.7%
	<b>2009</b>	38.0%	26.2%	59.2%	45.1%	43.9%
	<b>2010</b>	38.7%	24.6%	57.3%	49.5%	45.2%
<b>Community Health</b>	<b>2006</b>	39.7%	15.7%	21.2%	20.3%	23.4%
	<b>2009</b>	25.1%	20.6%	23.3%	25.4%	24.1%
	<b>2010</b>	25.0%	23.6%	24.3%	25.2%	24.7%
<b>Nursing Home/LTC</b>	<b>2006</b>	28.0%	37.9%	10.1%	16.8%	21.2%
	<b>2009</b>	25.1%	35.5%	8.7%	14.9%	18.7%
	<b>2010</b>	23.8%	36.0%	9.3%	12.4%	17.6%
<b>Other Place of Work</b>	<b>2006</b>	9.0%	16.7%	9.8%	17.0%	13.8%
	<b>2009</b>	11.8%	17.7%	8.8%	14.6%	13.3%
	<b>2010</b>	12.5%	15.7%	9.0%	12.9%	12.4%

**Notes**

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*.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Position

In 2010, 4,045 RPNs (78.5%) were employed as staff psychiatric nurses/ community health nurses in the western provinces, an increase of 1.2% from 2006 (see Table 41).

**Table 41: Registered Psychiatric Nursing Workforce, by Position and Jurisdiction, Western Provinces, 2006 to 2010**

		Man.	Sask.	Alta.	B.C.	Western Provinces
<b>Count</b>						
<b>Staff Nurse</b>	<b>2006</b>	743	717	938	1,601	3,999
	<b>2007</b>	736	668	944	1,684	4,032
	<b>2008</b>	702	658	936	1,717	4,013
	<b>2009</b>	728	662	969	1,744	4,103
	<b>2010</b>	706	629	941	1,769	4,045
<b>Manager</b>	<b>2006</b>	100	110	89	297	596
	<b>2007</b>	105	99	88	264	556
	<b>2008</b>	93	108	90	257	548
	<b>2009</b>	92	103	88	264	547
	<b>2010</b>	91	108	89	227	515
<b>Other Positions</b>	<b>2006</b>	113	73	111	132	429
	<b>2007</b>	109	98	120	169	496
	<b>2008</b>	126	95	125	184	530
	<b>2009</b>	129	89	141	184	543
	<b>2010</b>	151	92	114	236	593
<b>Percentage Change</b>						
<b>Staff Nurse</b>	<b>2006–2010</b>	-5.0%	-12.3%	0.3%	10.5%	1.2%
	<b>2009–2010</b>	-3.0%	-5.0%	-2.9%	1.4%	-1.4%
<b>Manager</b>	<b>2006–2010</b>	-9.0%	-1.8%	0.0%	-23.6%	-13.6%
	<b>2009–2010</b>	-1.1%	4.9%	1.1%	-14.0%	-5.9%
<b>Other Positions</b>	<b>2006–2010</b>	33.6%	26.0%	2.7%	78.8%	38.2%
	<b>2009–2010</b>	17.1%	3.4%	-19.1%	28.3%	9.2%
<b>Percentage Distribution</b>						
<b>Staff Nurse</b>	<b>2006</b>	77.7%	79.7%	82.4%	78.9%	79.6%
	<b>2009</b>	76.7%	77.5%	80.9%	79.6%	79.0%
	<b>2010</b>	74.5%	75.9%	82.3%	79.3%	78.5%
<b>Manager</b>	<b>2006</b>	10.5%	12.2%	7.8%	14.6%	11.9%
	<b>2009</b>	9.7%	12.1%	7.3%	12.0%	10.5%
	<b>2010</b>	9.6%	13.0%	7.8%	10.2%	10.0%
<b>Other Positions</b>	<b>2006</b>	11.8%	8.1%	9.8%	6.5%	8.5%
	<b>2009</b>	13.6%	10.4%	11.8%	8.4%	10.5%
	<b>2010</b>	15.9%	11.1%	10.0%	10.6%	11.5%

### Notes

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*.

### Source

Nursing Database, Canadian Institute for Health Information.

## Area of Responsibility

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.

In terms of average age by the broad categories of direct care, administration, education and research, in 2010, the average age of RPNs working in direct care was 47.4, 50.6 for RPNs working in administration, 51.1 for RPNs working in education and 49.9 for those working in research.

**Table 42: Registered Psychiatric Nursing Workforce, by Area of Responsibility, Western Provinces, 2010**

	2010 (Count)	2010 (Percentage Distribution)	2006–2010 (Percentage Change)	2009–2010 (Percentage Change)
<b>Direct Care</b>				
Medical/Surgical	36	0.7%	-16.3%	20.0%
Pediatric	11	0.2%	83.3%	-35.3%
Geriatric/Long-Term Care	853	16.6%	-13.9%	-3.1%
Crisis/Emergency Services	290	5.6%	30.6%	9.4%
Occupational Health	1†	†	†	†
Oncology	†	†	†	†
Rehabilitation	512	9.9%	7.6%	4.5%
Palliative Care	8	0.2%	0.0%	-38.5%
Children and Adolescent Services	277	5.4%	-5.1%	-2.5%
Development Habilitation/Disabilities	171	3.3%	-21.9%	-6.6%
Addiction Services	171	3.3%	48.7%	1.8%
Acute Services	1,236	24.0%	2.5%	5.2%
Forensic Services	393	7.6%	0.8%	-1.5%
Other Direct Care	616	12.0%	13.2%	-10.6%
<b>Total Direct Care</b>	<b>4,586</b>	<b>89.1%</b>	<b>1.5%</b>	<b>-0.5%</b>
<b>Total Administration</b>	<b>420</b>	<b>8.2%</b>	<b>39.1%</b>	<b>28.0%</b>
<b>Total Education</b>	<b>132</b>	<b>2.6%</b>	<b>12.8%</b>	<b>-12.0%</b>
<b>Total Research</b>	<b>10</b>	<b>0.2%</b>	<b>-33.3%</b>	<b>-9.1%</b>
<b>Total</b>	<b>5,148</b>	<b>100.0%</b>	<b>3.9%</b>	<b>1.0%</b>

### Notes

† Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.

Direct Care includes data from *medical/surgical, pediatric, geriatric/long-term care, crisis/emergency services, occupational health, oncology, rehabilitation, palliative care, children and 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.*

### 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.

Table 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.

**Table 43: Registered Psychiatric Nursing Workforce, by Years Since Graduation and Jurisdiction, Western Provinces, 2006 to 2010**

		Man.	Sask.	Alta.	B.C.	Western Provinces
<b>Count</b>						
<b>0–10</b>	<b>2006</b>	136	69	185	473	863
	<b>2007</b>	160	53	211	538	962
	<b>2008</b>	175	38	230	601	1,044
	<b>2009</b>	203	36	280	653	1,172
	<b>2010</b>	219	38	276	731	1,264
<b>11–20</b>	<b>2006</b>	245	326	338	535	1,444
	<b>2007</b>	213	318	305	534	1,370
	<b>2008</b>	192	331	274	530	1,327
	<b>2009</b>	181	293	257	497	1,228
	<b>2010</b>	163	260	226	475	1,124
<b>21–30</b>	<b>2006</b>	350	276	345	446	1,417
	<b>2007</b>	350	275	357	483	1,465
	<b>2008</b>	320	288	336	486	1,430
	<b>2009</b>	294	286	338	501	1,419
	<b>2010</b>	299	277	335	486	1,397
<b>31+</b>	<b>2006</b>	225	229	276	597	1,327
	<b>2007</b>	229	234	285	579	1,327
	<b>2008</b>	248	235	317	561	1,361
	<b>2009</b>	271	251	327	546	1,395
	<b>2010</b>	268	262	310	549	1,389
<b>Percentage Change</b>						
<b>0–10</b>	<b>2006–2010</b>	61.0%	-44.9%	49.2%	54.5%	46.5%
	<b>2009–2010</b>	7.9%	5.6%	-1.4%	11.9%	7.8%
<b>11–20</b>	<b>2006–2010</b>	-33.5%	-20.2%	-33.1%	-11.2%	-22.2%
	<b>2009–2010</b>	-9.9%	-11.3%	-12.1%	-4.4%	-8.5%
<b>21–30</b>	<b>2006–2010</b>	-14.6%	0.4%	-2.9%	9.0%	-1.4%
	<b>2009–2010</b>	1.7%	-3.1%	-0.9%	-3.0%	-1.6%
<b>31+</b>	<b>2006–2010</b>	19.1%	14.4%	12.3%	-8.0%	4.7%
	<b>2009–2010</b>	-1.1%	4.4%	-5.2%	0.5%	-0.4%

(continued)

**Table 43: Registered Psychiatric Nursing Workforce, by Years Since Graduation and Jurisdiction, Western Provinces, 2006 to 2010 (cont'd)**

		Man.	Sask.	Alta.	B.C.	Western Provinces
<b>Percentage Distribution</b>						
<b>0-10</b>	<b>2006</b>	14.2%	7.7%	16.2%	23.1%	17.1%
	<b>2009</b>	21.4%	4.2%	23.3%	29.7%	22.5%
	<b>2010</b>	23.1%	4.5%	24.1%	32.6%	24.4%
<b>11-20</b>	<b>2006</b>	25.6%	36.2%	29.5%	26.1%	28.6%
	<b>2009</b>	19.1%	33.8%	21.4%	22.6%	23.6%
	<b>2010</b>	17.2%	31.1%	19.7%	21.2%	21.7%
<b>21-30</b>	<b>2006</b>	36.6%	30.7%	30.2%	21.7%	28.1%
	<b>2009</b>	31.0%	33.0%	28.1%	22.8%	27.2%
	<b>2010</b>	31.5%	33.1%	29.2%	21.7%	27.0%
<b>31+</b>	<b>2006</b>	23.5%	25.4%	24.1%	29.1%	26.3%
	<b>2009</b>	28.6%	29.0%	27.2%	24.9%	26.8%
	<b>2010</b>	28.2%	31.3%	27.0%	24.5%	26.8%

**Source**

Nursing Database, Canadian Institute for Health Information.

## 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 2010 RPN workforce, a total of 553 RPNs (10.7%) had obtained a baccalaureate as their highest education in psychiatric nursing (see Table 44), compared with 4,600 (88.9%) who had earned a diploma.

**Table 44: Registered Psychiatric Nursing Workforce, by Highest Level of Education in Psychiatric Nursing, Western Provinces, 2006 to 2010**

	Diploma	Baccalaureate	Master's/ Doctorate	Total
<b>Count</b>				
<b>2006</b>	4,760	276	15	5,051
<b>2007</b>	4,747	368	9	5,124
<b>2008</b>	4,755	399	8	5,162
<b>2009</b>	4,738	462	14	5,214
<b>2010</b>	4,600	553	21	5,174
<b>Percentage Change</b>				
<b>2006–2010</b>	-3.4%	100.4%	40.0%	2.4%
<b>2009–2010</b>	-2.9%	19.7%	50.0%	-0.8%
<b>Percentage Distribution</b>				
<b>2006</b>	94.2%	5.5%	0.3%	100.0%
<b>2009</b>	90.9%	8.9%	0.3%	100.0%
<b>2010</b>	88.9%	10.7%	0.4%	100.0%

**Source**

Nursing Database, Canadian Institute for Health Information.

## Migration Trends

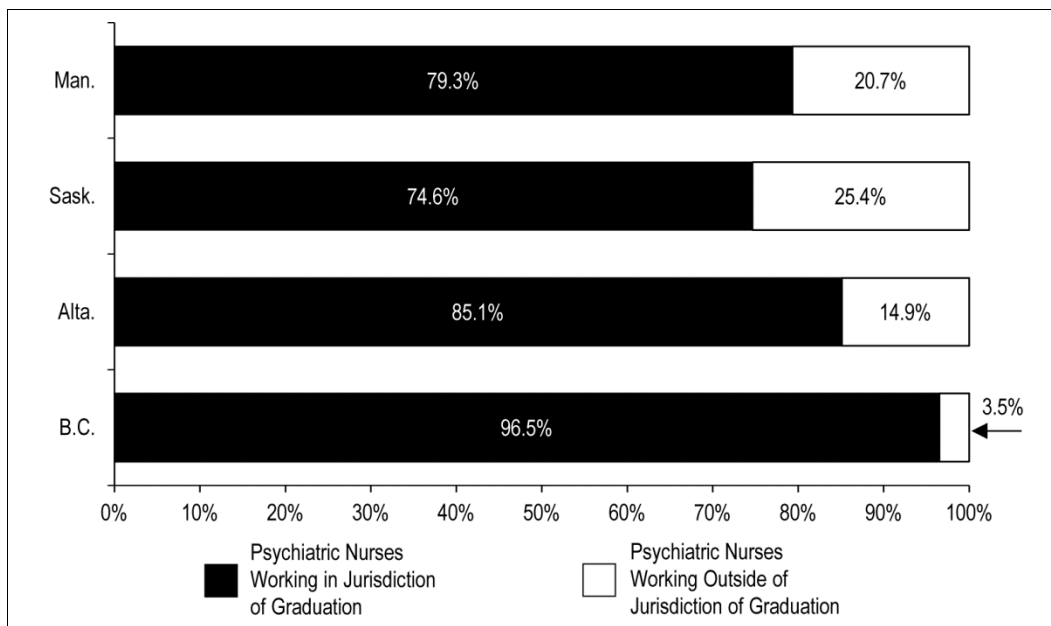
Regulated nurses are in demand in Canada and around the world. As a result, graduates from regulated nursing programs often have numerous options as to where they will practise. Canadian graduates may choose to remain in their current province or territory, to migrate to another Canadian province or 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.

### Migration in the Western Provinces

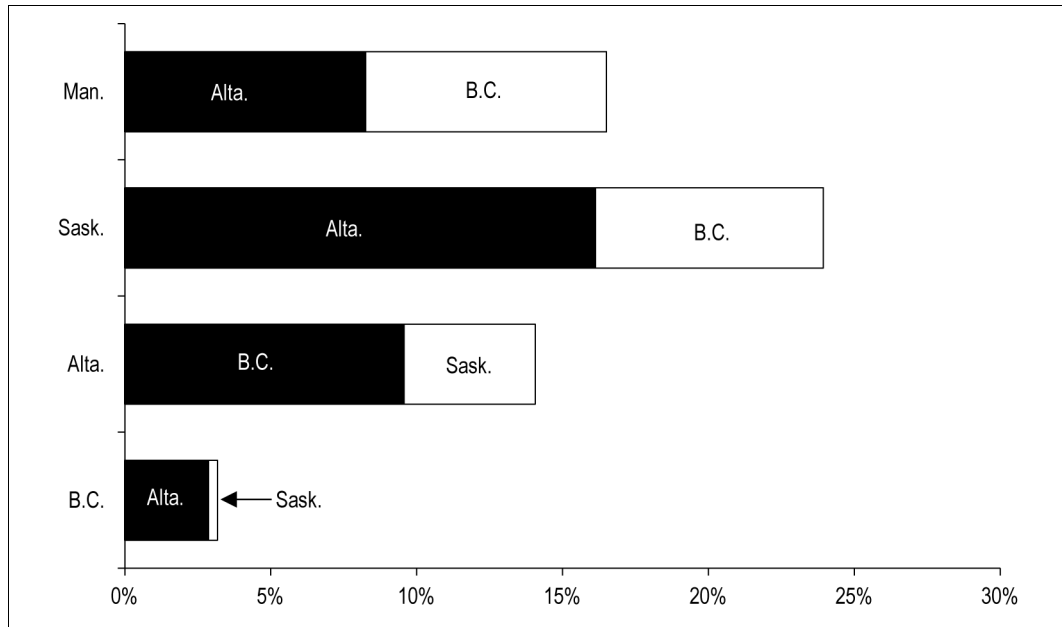
Each provincial workforce combines registered psychiatric nurses who originally graduated from within the province, those who graduated from other Canadian provinces and those who graduated from outside the country. Overall, close to 8 out of 10 (84.6%) registered psychiatric nurses who graduated from Canadian registered psychiatric nursing programs who were working in the western provinces in 2010 either did not move after graduation or eventually returned to their province of graduation.

**Figure 31: Registered Psychiatric Nursing Workforce, by Jurisdiction of Graduation and Registration, Western Provinces, 2010**



**Source**  
Nursing Database, Canadian Institute for Health Information.

**Figure 32: Registered Psychiatric Nursing Workforce, by Jurisdiction of Graduation and Top Two Destinations of Registration, Western Provinces, 2010**



**Source**  
Nursing Database, Canadian Institute for Health Information.

## 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 45: Registered Psychiatric Nursing Workforce, by Location of Graduation (Western Provinces and International), 2006 to 2010**

	Western Provinces	International	Total
<b>Count</b>			
2006	4,608	327	4,935
2007	4,660	351	5,011
2008	4,280	307	4,587
2009	4,298	366	4,664
2010	4,275	364	4,639
<b>Percentage Change</b>			
2006–2010	-7.2%	11.3%	-6.0%
2009–2010	-0.5%	-0.5%	-0.5%
<b>Percentage Distribution</b>			
2006	93.4%	6.6%	100.0%
2009	92.2%	7.8%	100.0%
2010	92.2%	7.8%	100.0%

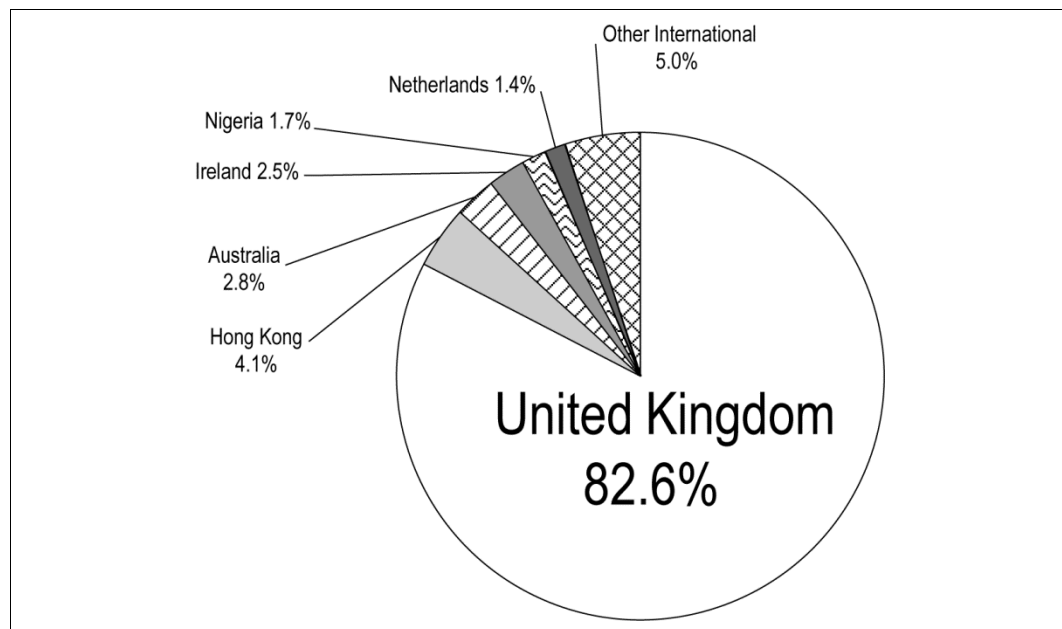
**Source**

Nursing Database, Canadian Institute for Health Information.

Of the RPNs employed in the western provinces who reported their location of graduation in 2010, 92.2% (4,275) graduated from a psychiatric nursing program in Canada and 7.8% (364) graduated from an international psychiatric nursing program. Since 2006, the proportion of internationally educated RPNs in the Canadian RPN workforce has remained between 6.5% and 8.0%.

For 362 RPNs in the western provinces who graduated from an international psychiatric nursing program, the six most frequently identified countries of graduation are shown in Figure 33.

**Figure 33: Internationally Educated Registered Psychiatric Nurses in the Workforce, by Country of Graduation, Canada, 2010**



**Source**

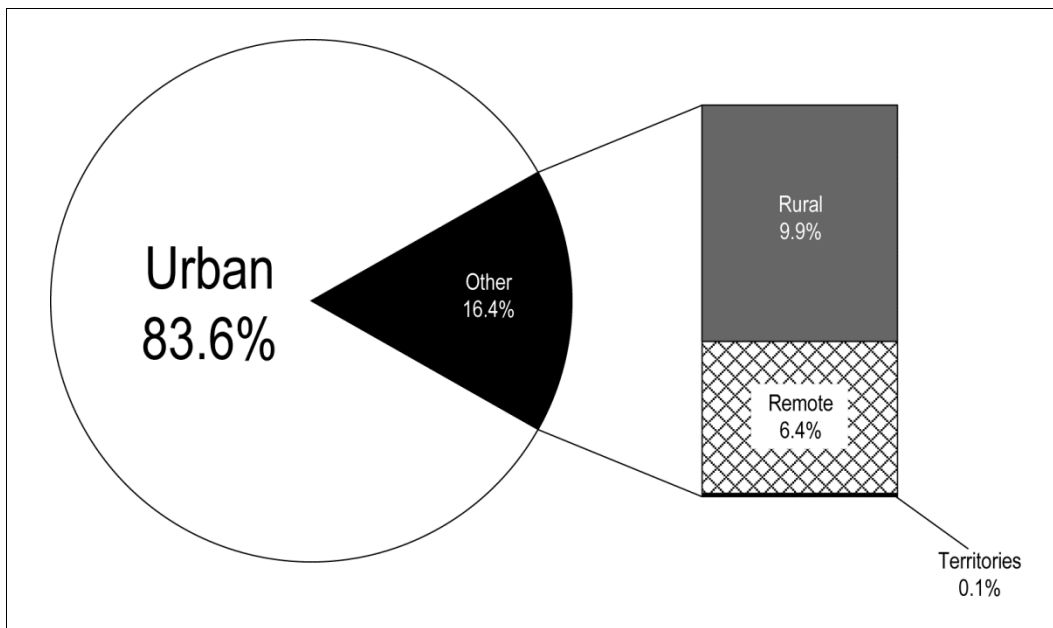
Nursing Database, Canadian Institute for Health Information.

## 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.

Figures 34 and 35 illustrate the urban/rural/remote/territories distribution of the RPN workforce in the western provinces in 2010. In 2010, 83.6% of the RPN workforce worked in urban areas of the four western provinces.

Figure 34: Registered Psychiatric Nursing Workforce, by Urban/Rural/Remote/Territories Designation, Western Provinces, 2010



### Notes

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.

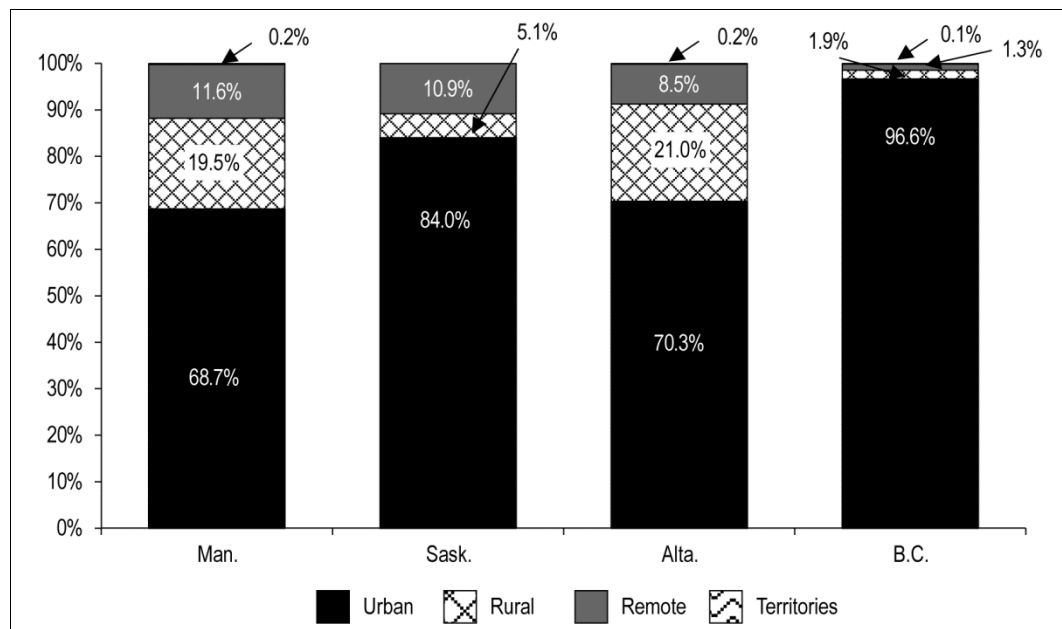
Territories are defined as areas outside of Whitehorse and Yellowknife in the northern territories.

### Source

Nursing Database, Canadian Institute for Health Information.



**Figure 35: Registered Psychiatric Nursing Workforce, by Urban/Rural/Remote/Territories Designation, Western Provinces, 2010**



**Notes**

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

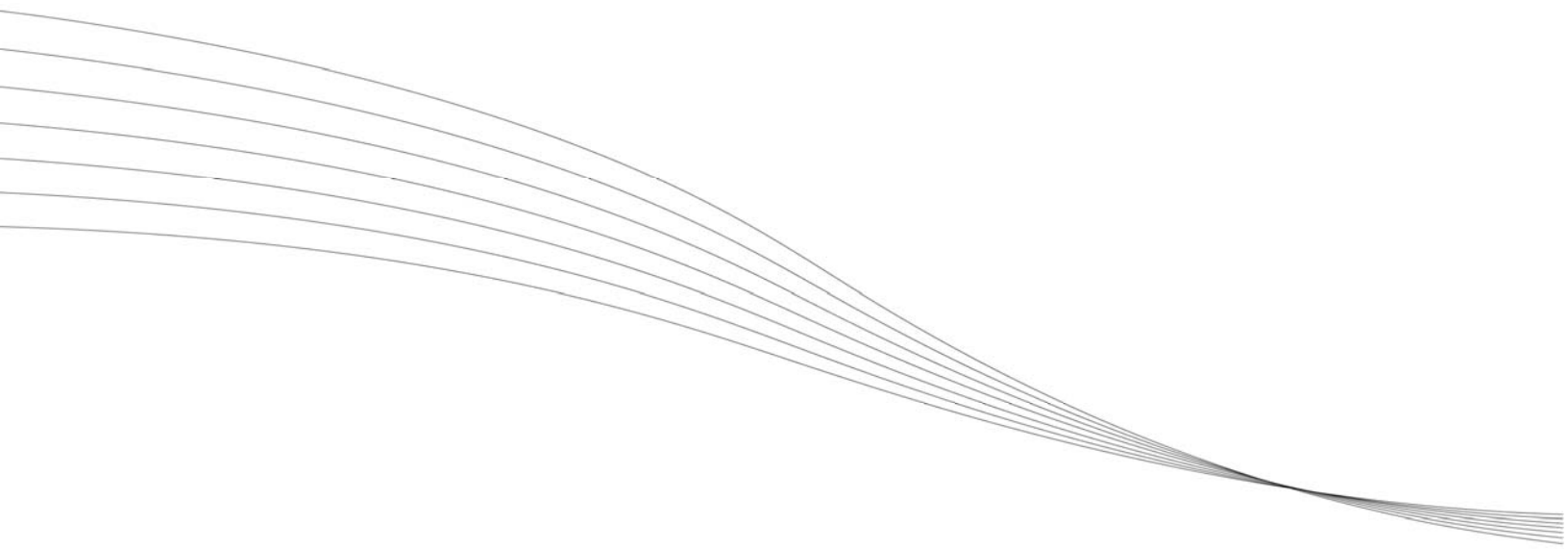
Rural areas are defined as communities in relatively close proximity to urban areas.

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.

**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.<sup>2</sup>

Health region boundaries presented here correspond to the health regions as of 2011 (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 318,573 individuals in the regulated nursing direct care workforce, representing 89.8% 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 the 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 47.

## Rates per 100,000 Population by Health Region

Using 2010 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 46: Regulated Nursing Workforce, by Health Region, Canada, 2010**

Peer Group	Health Region Code	Health Region Name	Population Estimates	Registered Nurses		Licensed Practical Nurses		Registered Psychiatric Nurses		All Regulated Nurses	
				Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population
<b>Newfoundland and Labrador</b>											
C	1011	Eastern Regional Integrated Health Authority	302,714	3,436	1,135	1,337	442	–	–	4,773	1,577
I	1012	Central Regional Integrated Health Authority	93,299	721	773	525	563	–	–	1,246	1,335
I	1013	Western Regional Integrated Health Authority	77,460	771	995	452	584	–	–	1,223	1,579
H	1014	Labrador-Grenfell Regional Integrated Health Authority	36,266	361	995	152	419	–	–	513	1,415
		<b>Newfoundland and Labrador (Direct Care Total)</b>	<b>509,739</b>	<b>5,289</b>	<b>1,038</b>	<b>2,466</b>	<b>484</b>	–	–	<b>7,755</b>	<b>1,521</b>
<b>Prince Edward Island</b>											
C	1101	Kings County (census division)	18,206	75	412	38	209	–	–	113	621
A	1102	Queens County (census division)	79,959	804	1,006	400	500	–	–	1,204	1,506
C	1103	Prince County (census division)	44,101	403	914	129	293	–	–	532	1,206
		<b>Prince Edward Island (Direct Care Total)</b>	<b>142,266</b>	<b>1,282</b>	<b>901</b>	<b>567</b>	<b>399</b>	–	–	<b>1,849</b>	<b>1,300</b>

(continued)

Table 46: Regulated Nursing Workforce, by Health Region, Canada, 2010 (cont'd)

Peer Group	Health Region Code	Health Region Name	Population Estimates	Registered Nurses		Licensed Practical Nurses		Registered Psychiatric Nurses		All Regulated Nurses	
				Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population
<b>Nova Scotia</b>											
C	1201	Zone 1 (South Shore and South West Health Authority)	116,740	757	648	568	487	–	–	1,325	1,135
C	1202	Zone 2 (Annapolis Valley Health Authority)	82,707	537	649	300	363	–	–	837	1,012
C	1203	Zone 3 (Colchester East Hants and Cumberland Health Authority)	106,746	612	573	283	265	–	–	895	838
C	1204	Zone 4 (Pictou County and Guysborough Antigonish Strait Health Authority)	90,950	764	840	263	289	–	–	1,027	1,129
I	1205	Zone 5 (Cape Breton Health Authority)	122,937	1,242	1,010	727	591	–	–	1,969	1,602
A	1206	Zone 6 (Capital Health Authority)	422,426	4,108	972	1,305	309	–	–	5,413	1,281
		<b>Nova Scotia (Direct Care Total)</b>	<b>942,506</b>	<b>8,020</b>	<b>851</b>	<b>3,446</b>	<b>366</b>	–	–	<b>11,466</b>	<b>1,217</b>
<b>New Brunswick</b>											
C	1301	Zone 1 (Moncton area)	203,982	2,020	990	573	281	–	–	2,593	1,271
C	1302	Zone 2 (Saint John area)	175,948	1,752	996	657	373	–	–	2,409	1,369
C	1303	Zone 3 (Fredericton area)	173,916	1,435	825	517	297	–	–	1,952	1,122
C	1304	Zone 4 (Edmundston area)	48,848	530	1,085	186	381	–	–	716	1,466
I	1305	Zone 5 (Campbelton area)	26,416	386	1,461	161	609	–	–	547	2,071
I	1306	Zone 6 (Bathurst area)	77,757	727	935	372	478	–	–	1,099	1,413
I	1307	Zone 7 (Miramichi area)	44,888	398	887	156	348	–	–	554	1,234
		<b>New Brunswick (Direct Care Total)</b>	<b>751,755</b>	<b>7,248</b>	<b>964</b>	<b>2,622</b>	<b>349</b>	–	–	<b>9,870</b>	<b>1,313</b>
<b>Quebec (Régions sociosanitaires [RSS])</b>											
C	2401	Bas-Saint-Laurent	201,268	1,639	814	666	331	–	–	2,305	1,145
C	2402	Saguenay–Lac-Saint-Jean	272,911	2,153	789	992	363	–	–	3,145	1,152
A	2403	Capitale-Nationale	693,859	7,656	1,103	2,115	305	–	–	9,771	1,408
C	2404	Mauricie et du Centre-du-Québec	494,786	3,409	689	1,294	262	–	–	4,703	951
A	2405	Estrie	309,975	2,448	790	831	268	–	–	3,279	1,058
G	2406	Montréal	1,934,082	18,324	947	6,146	318	–	–	24,470	1,265
A	2407	Outaouais	363,638	1,744	480	616	169	–	–	2,360	649
C	2408	Abitibi-Témiscamingue	145,835	1,139	781	341	234	–	–	1,480	1,015
H	2409	Côte-Nord	95,538	815	853	191	200	–	–	1,006	1,053
H	2410	Nord-du-Québec	15,752	136	863	36	229	–	–	172	1,092
I	2411	Gaspésie–Îles-de-la-Madeleine	93,826	811	864	385	410	–	–	1,196	1,275
D	2412	Chaudière-Appalaches	405,483	2,423	598	1,039	256	–	–	3,462	854
A	2413	Laval	398,667	2,073	520	649	163	–	–	2,722	683

(continued)

Table 46: Regulated Nursing Workforce, by Health Region, Canada, 2010 (cont'd)

Peer Group	Health Region Code	Health Region Name	Population Estimates	Registered Nurses		Licensed Practical Nurses		Registered Psychiatric Nurses		All Regulated Nurses	
				Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population
<b>Quebec (Régions sociosanitaires [RSS]) (cont'd)</b>											
A	2414	Lanaudière	464,467	2,193	472	771	166	–	–	2,964	638
A	2415	Laurentides	549,442	2,762	503	1,208	220	–	–	3,970	723
A	2416	Montérégie	1,441,423	6,751	468	2,605	181	–	–	9,356	649
F	2417	Nunavik	11,455	15†	1,37†	†	1†	–	–	159	1,388
F	2418	Terres-Cries-de-la-Baie-James	14,968	13†	90†	†	†	–	–	136	909
		<b>Quebec (Direct Care Total)</b>	<b>7,907,375</b>	<b>56,769</b>	<b>718</b>	<b>19,887</b>	<b>251</b>	–	–	<b>76,656</b>	<b>969</b>
<b>Ontario (Public Health Units)</b>											
C	3526	District of Algoma	117,734	934	793	495	420	–	–	1,429	1,214
A	3527	Brant County	139,455	743	533	342	245	–	–	1,085	778
B	3530	Durham Regional	620,427	2,533	408	1,130	182	–	–	3,663	590
A	3531	Elgin–St. Thomas	90,012	499	554	294	327	–	–	793	881
D	3533	Grey Bruce	163,103	1,000	613	512	314	–	–	1,512	927
A	3534	Haldimand–Norfolk	111,154	453	408	234	211	–	–	687	618
A	3535	Haliburton, Kawartha, Pine Ridge District	177,799	876	493	484	272	–	–	1,360	765
B	3536	Halton Regional	506,900	2,247	443	725	143	–	–	2,972	586
A	3537	City of Hamilton	533,280	5,364	1,006	1,592	299	–	–	6,956	1,304
A	3538	Hastings and Prince Edward Counties	162,515	973	599	475	292	–	–	1,448	891
D	3539	Huron County	60,503	343	567	200	331	–	–	543	897
C	3540	Chatham–Kent	109,467	699	639	357	326	–	–	1,056	965
A	3541	Kingston, Frontenac and Lennox and Addington	195,713	2,196	1,122	783	400	–	–	2,979	1,522
A	3542	Lambton Health Unit	132,128	837	633	387	293	–	–	1,224	926
A	3543	Leeds, Grenville and Lanark District	168,159	1,018	605	630	375	–	–	1,648	980
A	3544	Middlesex–London	454,913	5,302	1,165	1,318	290	–	–	6,620	1,455
A	3546	Niagara Regional Area	443,866	2,256	508	1,121	253	–	–	3,377	761
C	3547	North Bay Parry Sound District	125,671	1,002	797	632	503	–	–	1,634	1,300
H	3549	Northwestern	83,449	592	709	333	399	–	–	925	1,108
B	3551	City of Ottawa	896,529	7,775	867	2,118	236	–	–	9,893	1,103
A	3552	Oxford County	106,917	533	499	284	266	–	–	817	764
J	3553	Peel Regional	1,338,985	4,970	371	1,216	91	–	–	6,186	462
D	3554	Perth District	76,904	534	694	220	286	–	–	754	980
A	3555	Peterborough County–City	138,384	1,192	861	536	387	–	–	1,728	1,249
C	3556	Porcupine	86,258	703	815	361	419	–	–	1,064	1,234
D	3557	Renfrew County and District	103,068	609	591	396	384	–	–	1,005	975
A	3558	Eastern Ontario	199,011	936	470	512	257	–	–	1,448	728
B	3560	Simcoe Muskoka District	518,101	2,921	564	1,383	267	–	–	4,304	831

(continued)



Table 46: Regulated Nursing Workforce, by Health Region, Canada, 2010 (cont'd)

Peer Group	Health Region Code	Health Region Name	Population Estimates	Registered Nurses		Licensed Practical Nurses		Registered Psychiatric Nurses		All Regulated Nurses	
				Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population
<b>Ontario (Public Health Units) (cont'd)</b>											
C	3561	Sudbury and District	199,407	1,808	907	633	317	–	–	2,441	1,224
C	3562	Thunder Bay District	156,681	1,662	1,061	712	454	–	–	2,374	1,515
C	3563	Timiskaming	34,179	247	723	141	413	–	–	388	1,135
B	3565	Waterloo	522,968	2,627	502	1,136	217	–	–	3,763	720
B	3566	Wellington–Dufferin–Guelph	274,588	1,270	463	631	230	–	–	1,901	692
A	3568	Windsor–Essex County	401,872	2,442	608	898	223	–	–	3,340	831
J	3570	York Regional	1,040,539	3,490	335	1,199	115	–	–	4,689	451
G	3595	City of Toronto	2,720,028	21,828	802	4,939	182	–	–	26,767	984
		<b>Ontario (Direct Care Total)</b>	<b>13,210,667</b>	<b>85,414</b>	<b>647</b>	<b>29,359</b>	<b>222</b>	<b>–</b>	<b>–</b>	<b>114,773</b>	<b>869</b>
<b>Manitoba (Regional Health Authorities)</b>											
A	4610	Winnipeg	698,165	6,964	997	1,075	154	290	42	8,329	1,193
A	4615	Brandon	51,108	520	1,017	224	438	157	307	901	1,763
D	4620	North Eastman	43,236	129	298	78	180	18	42	225	520
E	4625	South Eastman	68,033	236	347	112	165	9	13	357	525
D	4630	Interlake	82,734	306	370	197	238	127	154	630	761
D	4640	Central	109,273	486	445	315	288	108	99	909	832
D	4645	Assiniboine	69,719	349	501	334	479	30	43	713	1,023
H	4660	Parkland	39,884	273	684	190	476	37	93	500	1,254
H	4670	Norman	23,919	170	711	84	351	9	38	263	1,100
F	4685	Burntwood/Churchill	49,341	162	328	82	166	7	14	251	509
		<b>Manitoba (Direct Care Total)</b>	<b>1,235,412</b>	<b>9,595</b>	<b>777</b>	<b>2,691</b>	<b>218</b>	<b>792</b>	<b>64</b>	<b>13,078</b>	<b>1,059</b>
<b>Saskatchewan (Regional Health Authorities)</b>											
D	4701	Sun County	53,898	279	518	113	210	45	83	437	811
D	4702	Five Hills	53,116	328	618	117	220	101	190	546	1,028
D	4703	Cypress	43,078	286	664	114	265	17	39	417	968
A	4704	Regina Qu'Appelle	259,552	2,466	950	750	289	238	92	3,454	1,331
D	4705	Sunrise	54,155	426	787	184	340	67	124	677	1,250
A	4706	Saskatoon	314,867	3,082	979	62†	19†	11†	3†	3,821	1,214
D	4707	Heartland	42,625	239	561	100	235	9	21	348	816
D	4708	Kelsey Trail	40,104	235	586	107	267	17	42	359	895
H	4709	Prince Albert Parkland	78,164	523	669	260	333	51	65	834	1,067
H	4710	Prairie North	71,053	464	653	257	362	99	139	820	1,154
F	4714	Mamawetan Churchill River/Keewatin Yatthé/Athabaska	35,010	122	348	6†	17†	†	†	184	526
		<b>Saskatchewan (Direct Care Total)</b>	<b>1,045,622</b>	<b>8,450</b>	<b>808</b>	<b>2,690</b>	<b>257</b>	<b>757</b>	<b>72</b>	<b>11,897</b>	<b>1,138</b>

(continued)

Table 46: Regulated Nursing Workforce, by Health Region, Canada, 2010 (cont'd)

Peer Group	Health Region Code	Health Region Name	Population Estimates	Registered Nurses		Licensed Practical Nurses		Registered Psychiatric Nurses		All Regulated Nurses	
				Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population
<b>Alberta (Regional Health Authorities)</b>											
A	4831	South Zone	281,647	1,799	639	688	244	55	20	2,542	903
B	4832	Calgary Zone	1,387,903	9,238	666	1,761	127	217	16	11,216	808
E	4833	Central Zone	451,760	2,632	583	1,118	247	325	72	4,075	902
B	4834	Edmonton Zone	1,173,692	10,390	885	2,719	232	390	33	13,499	1,150
E	4835	North Zone	425,944	1,922	451	846	199	52	12	2,820	662
		<b>Alberta (Direct Care Total)</b>	<b>3,720,946</b>	<b>25,981</b>	<b>698</b>	<b>7,132</b>	<b>192</b>	<b>1,039</b>	<b>28</b>	<b>34,152</b>	<b>918</b>
<b>British Columbia (Health Service Delivery Areas)</b>											
D	5911	East Kootenay	80,467	314	390	219	272	8	10	541	672
D	5912	Kootenay-Boundary	79,528	398	500	174	219	14	18	586	737
A	5913	Okanagan	351,360	2,036	579	1,035	295	148	42	3,219	916
A	5914	Thompson/Cariboo	223,232	1,027	460	484	217	83	37	1,594	714
A	5921	Fraser East	284,777	1,255	441	483	170	158	55	1,896	666
J	5922	Fraser North	610,093	3,023	495	878	144	626	103	4,527	742
J	5923	Fraser South	714,043	3,047	427	948	133	275	39	4,270	598
J	5931	Richmond	196,858	516	262	188	96	31	16	735	373
G	5932	Vancouver	659,214	5,807	881	853	129	296	45	6,956	1,055
J	5933	North Shore/Coast Garibaldi	284,820	1,071	376	342	120	73	26	1,486	522
A	5941	South Vancouver Island	372,342	3,048	819	783	210	106	28	3,937	1,057
A	5942	Central Vancouver Island	264,573	1,323	500	709	268	75	28	2,107	796
A	5943	North Vancouver Island	121,084	643	531	239	197	27	22	909	751
H	5951	Northwest	75,553	342	453	157	208	11	15	510	675
H	5952	Northern Interior	143,789	977	679	325	226	26	18	1,328	924
E	5953	Northeast	69,227	205	296	117	169	23	33	345	498
		<b>British Columbia (Direct Care Total)</b>	<b>4,530,960</b>	<b>25,032</b>	<b>552</b>	<b>7,934</b>	<b>175</b>	<b>1,980</b>	<b>44</b>	<b>34,946</b>	<b>771</b>

(continued)

Table 46: Regulated Nursing Workforce, by Health Region, Canada, 2010 (cont'd)

Peer Group	Health Region Code	Health Region Name	Population Estimates	Registered Nurses		Licensed Practical Nurses		Registered Psychiatric Nurses		All Regulated Nurses	
				Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population	Direct Care Counts	Per 100,000 Population
<b>Northern Territories</b>											
E	6001	Yukon	34,525	288	834	61	177	–	–	349	1,011
E	6101	Northwest Territories	43,759	542	1,239	85	194	–	–	627	1,433
F	6201	Nunavut	33,220	237	713	0	0	–	–	237	713
		<b>Northern Territories (Direct Care Total)</b>	<b>111,504</b>	<b>1,067</b>	<b>957</b>	<b>146</b>	<b>131</b>	<b>–</b>	<b>–</b>	<b>1,213</b>	<b>1,088</b>
<b>Canada</b>											
		<b>Canada (Direct Care Total)</b>	<b>34,108,752</b>	<b>234,147</b>	<b>686</b>	<b>78,940</b>	<b>231</b>	<b>4,568</b>	<b>43</b>	<b>317,655</b>	<b>931</b>

**Notes**

† Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.

– Data is not applicable or does not exist.

Value is actually less than 0.05%; <0.1% is used to prevent the display of 0.0 cells that are not true zero values.

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 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).

The Ordre des infirmières et infirmiers du Québec (OIIQ) contributed the Quebec data presented in this table.

**Sources**

Nursing Database, Canadian Institute for Health Information; Statistics Canada, Health Regions Profiles, 2011, retrieved August 25, 2011, from <<http://www12.statcan.ca/health-sante/82-228/>>; Statistics Canada, "Table 4: Summary Table of Peer Groups and Principal Characteristics" (webpage), retrieved August 25, 2011, from <<http://www.statcan.gc.ca/pub/82-221-x/2011002/regions/hrt4-eng.htm>>; Statistics Canada, Demography Division, accessed from <[http://cansim2.statcan.gc.ca/cgi-win/cnsmcqi.pgm?Lang=E&RootDir=CII/&Array\\_Pick=1&ArrayId=109-5325&C2DB=PRD&ResultTemplate=CII%2FCII](http://cansim2.statcan.gc.ca/cgi-win/cnsmcqi.pgm?Lang=E&RootDir=CII/&Array_Pick=1&ArrayId=109-5325&C2DB=PRD&ResultTemplate=CII%2FCII)>.

**Table 47: Principal Characteristics of Each Peer Group as Defined by Statistics Canada**

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
			Higher than average percentage of immigrant population
C	22	10.3%	Sparsely populated urban–rural mix in Eastern and Central provinces
			Average percentage of Aboriginal population
			Average employment rate
			Low percentage of immigrant population
D	18	5.1%	Mainly rural regions from Quebec to British Columbia
			Average percentage of Aboriginal population
			High employment rate
E	9	3.1%	Mainly rural and remote regions in the Western provinces and the territories
			High proportion of Aboriginal population
			Average percentage of immigrant population
F	5	0.4%	Northern and remote regions
			Very high proportion of Aboriginal population
			Very low employment rate
			Low proportion of immigrants
G	3	15.6%	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
H	10	2.0%	Rural northern regions from coast to coast
			High proportion of Aboriginal population
			Low proportion of immigrants
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 centers 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 latter three Statistics Canada websites noted below in Sources.

**Sources**

Statistics Canada, "Table 4: Summary Table of Peer Groups and Principal Characteristics," accessed August 25, 2011, from <<http://www.statcan.gc.ca/pub/82-221-x/2011002/regions/hrt4-eng.htm>>; Statistics Canada, Health Region Peer Groups—User Guide, 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 contained in this report and the ways in which 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 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); LPNs for Prince Edward Island, Nova Scotia and the Northwest Territories have only one type of registration. While this is not technically a source of over-coverage—because all registrations in these jurisdictions 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.

Yukon and the Northwest Territories do submit information on some first-time LPN registrants; 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 48 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.

**Table 48: Percentage of Records Employed in Nursing With Not Stated Responses, by Data Element and Province/Territory of Registration, Canada, 2010**

	N.L.		P.E.I.		N.S.		N.B.		Que.		Ont.		Man.			Sask.			Alta.			B.C.			Y.T.		N.W.T./Nun.		Canada			
	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RPN	RN	LPN	RPN	RN	LPN	RPN	RN	LPN	RPN	RN	LPN	RN	LPN	RN	LPN	RPN	
<b>Sex</b>	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	0.0	0.0	0.0	0.0	4.3	0.0	0.0
<b>Birth Year</b>	<0.1	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	0.0	0.0	0.0	0.0	4.3	0.0	0.0
<b>Initial/Entry Practical Nurse Education</b>	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	<0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.8	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	
<b>Year of Graduation</b>	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	<0.1	<0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	1.0	0.0	0.0	0.0	0.0	0.2	0.1	0.0	
<b>Province/Country of Graduation</b>	0.1	1.1	0.5	0.2	0.0	0.0	<0.1	0.0	0.0	0.0	0.1	<0.1	0.0	0.0	0.0	1.1	0.0	0.0	0.3	0.0	1.3	2.9	0.7	23.2	0.3	0.0	0.3	0.0	0.5	0.1	10.3	
<b>Other Education in Nursing Discipline (Degree)—RN</b>	0.0	0.0	100.0	0.0	1.5	0.0	0.0	0.0	75.2	0.0	0.0	0.0	0.0	0.0	0.0	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	34.0	0.0	19.4	0.0	0.0	
<b>Education in Other Nursing Discipline—LPN and RPN</b>	0.0	100.0	0.0	99.0	0.0	0.0	0.0	100.0	0.0	98.1	0.0	0.0	0.0	9.8	92.4	0.0	20.8	1.1	0.0	0.0	87.1	0.0	46.1	11.5	0.0	4.8	0.0	100.0	0.0	37.5	41.4	
<b>Education in Other Than Nursing</b>	0.0	0.0	100.0	99.0	2.8	0.0	0.0	100.0	85.0	97.8	54.1	35.5	0.0	9.3	83.9	4.4	15.2	1.4	0.0	0.0	74.4	0.0	41.1	11.0	0.0	4.8	61.0	100.0	41.2	46.9	36.9	
<b>Employment in Nursing</b>	0.0	0.0	2.2	6.3	2.0	0.1	1.8	2.9	1.7	11.5	0.5	0.7	6.0	5.1	1.7	1.4	0.5	0.1	7.3	0.0	3.0	3.3	2.7	0.1	0.0	22.2	1.3	1.2	2.2	3.8	1.0	
<b>Province/Territory of Employment</b>	2.0	1.6	0.0	1.4	0.1	0.0	0.0	27.1	0.0	0.0	<0.1	<0.1	1.1	0.1	0.2	0.7	0.0	0.8	0.1	0.1	0.2	10.3	0.2	0.1	0.0	0.0	0.0	1.3	1.0	0.3		
<b>Place of Work—Primary</b>	<0.1	0.0	0.0	0.0	0.1	13.1	0.0	0.0	0.0	15.7	1.1	2.0	1.1	0.8	0.0	1.2	0.2	0.5	0.2	0.0	0.1	24.7	1.3	0.4	1.7	0.0	1.4	0.0	3.4	5.4	0.3	
<b>Area of Responsibility—Primary</b>	<0.1	0.7	0.0	2.7	<0.1	0.7	0.0	1.5	1.3	0.1	1.0	1.6	0.9	0.1	0.5	1.2	0.2	0.6	1.0	0.0	0.2	9.3	1.7	0.6	5.0	0.0	2.9	0.0	2.0	0.9	0.5	
<b>Position—Primary</b>	<0.1	<0.1	0.3	0.0	0.2	0.7	0.0	0.1	0.4	0.2	0.7	1.5	1.4	0.0	0.1	1.2	0.2	1.0	1.5	0.0	0.3	9.3	0.2	0.4	1.1	100.0	3.2	0.0	1.7	0.7	0.4	
<b>Province/Country of Residence</b>	0.1	0.0	0.0	0.0	<0.1	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	<0.1	0.1	<0.1	0.0	0.1	0.0	0.0	0.0	<0.1	<0.1	0.0	0.8	0.0	0.1	0.0	<0.1	<0.1	<0.1	

#### Notes

<0.1%: value is actually less than 0.05%; <0.1% is used to prevent the display of 0.0 cells that are not true zero values.

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

The Methodological Notes provide more comprehensive information regarding the collection and comparability of the regulated nursing data.

#### Source

Nursing Database, Canadian Institute for Health Information.

## Duplicate Records

It is necessary to identify and remove duplicate records within the database. Duplicates may arise when regulated nurses register in more than one jurisdiction. A comparison is done between the jurisdictions of registration and employment for each record; when they are not equal, the record is excluded. When the jurisdiction of residence is not stated, the jurisdiction of employment is defaulted to the jurisdiction of registration and the record is not excluded.

It is common for regulated nurses to work in the territories on a temporary basis and to return to their home province for part of the year. In these cases, where the province of employment is a territory, the duplicates are not excluded so that the nursing workforce in the north will not be underestimated.

There are some cases where double-counting cannot be avoided. For example, a regulated nurse who registers and works in more than one province/territory simultaneously would be double-counted in the Nursing Database, as the province of employment would match the province of registration in each jurisdiction.

The data for RNs for Nunavut and the Northwest Territories is presented as a combined total throughout this report. The 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.

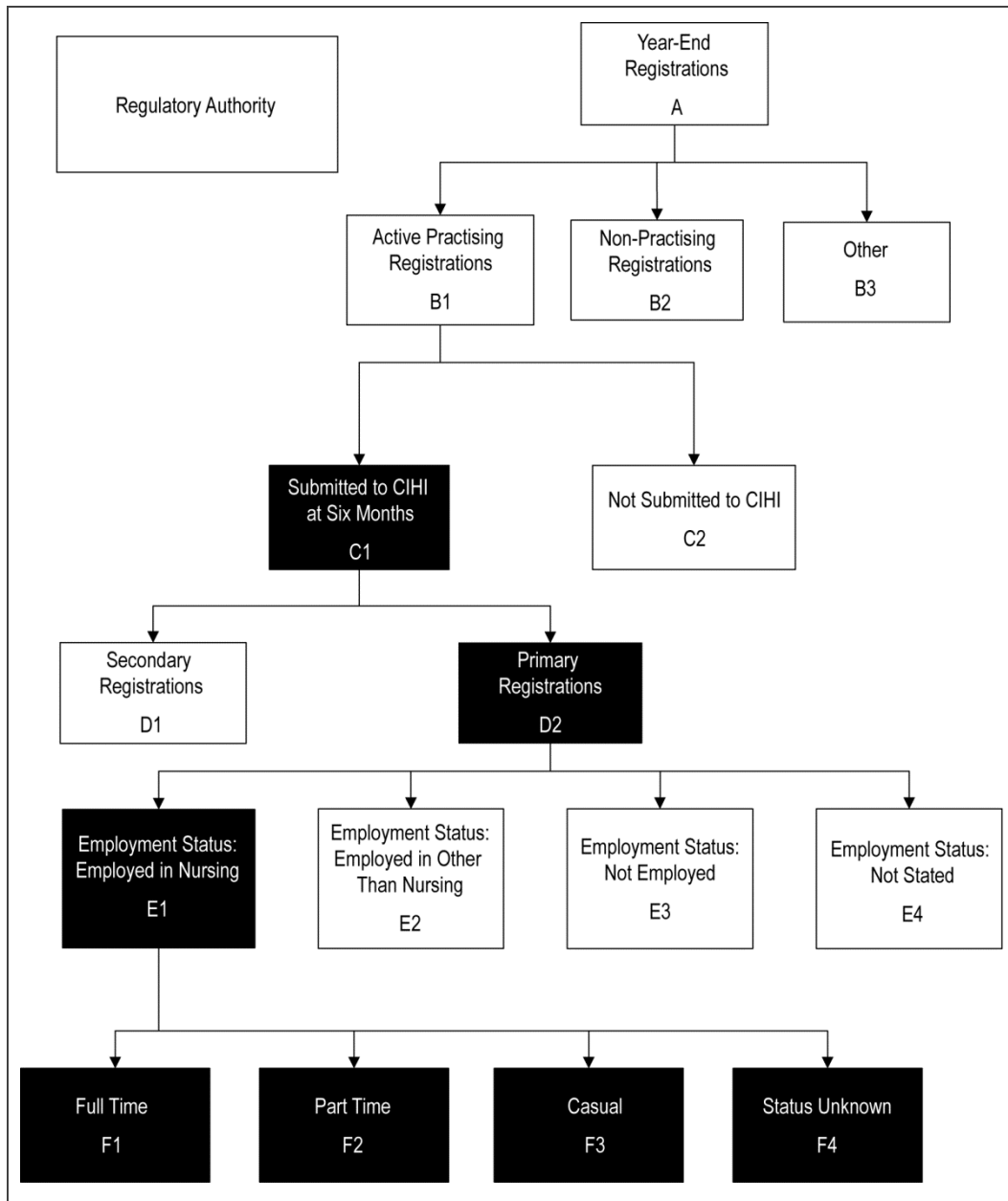
## Defining the Workforce

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 36). 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 Employment Status (that is, as full time, part time or casual) on their registration risk being excluded from the workforce. However, in cases where Employment Status was not stated but employment information was provided, CIHI, in consultation with the regulatory authority, will change Employment Status to *employed in nursing discipline—status unknown* 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 36: Tracking Regulatory Authority Data to CIHI: The Regulated Nursing Workforce**



**Source**  
Nursing Database, Canadian Institute for Health Information.

**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

Average Annual Growth Rate (%) =

$$\left( \frac{\text{Ending Value}}{\text{Beginning Value}} \right)^{\frac{1}{t}} - 1,$$

where Ending Value = current year; Beginning Value = beginning year;  
 $t$  = time period = current year – beginning year.

This formula represents the average annual growth rate over a defined time period (current year – beginning year). The population of each regulated nursing profession is compared at two points in time. Beginning Value is the population of regulated nurses at the beginning of the time period, and Ending Value is the population at the end of the time period, or  $t$  years later.

### Formula for Canadian Average Age (Including Manitoba Aggregate)

- Calculate average age of registered nurses (RN) for Canada (include Manitoba RN data).

$RN\_CAN_{Average} =$

$$\frac{(RN\_MB_{Average} \times RN\_MB_{Number}) + (RN_{CAN_{Average}} \times RN\_CAN_{Number})}{(RN\_MB_{Number} + RN\_CAN_{Number})}$$

where  $RN\_CAN_{Number}$  includes all but MB data.

- Calculate regulated average age for all nurse types (include RN – Manitoba once calculation is done from above).

Regulated average age =

$$\frac{(RN\_ALL_{Average} \times RN\_ALL_{Number}) + (LPN_{Average} \times LPN_{Number}) + (RPN_{Average} \times RPN_{Number})}{(RN\_ALL_{Number} + LPN_{Number} + RPN_{Number})}$$

## 2010 Health Region Populations

Chapter 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),<sup>3</sup> du Plessis et al. (2001)<sup>4</sup> and CIHI (2002).<sup>5</sup>

## Comparability of Data

CIHI would like to acknowledge that each regulatory authority has been extremely cooperative and helpful in improving its data collection methods and in helping CIHI develop methodologies to enhance data quality. As part of the data submission process, the regulatory authorities submit to CIHI the changes that have been made to their databases for inclusion in this publication. A review of this information is helpful when looking at trends over time and comparing jurisdictions.

Data prior to 2002 for LPNs and RPNs was published in the CIHI publication series *Health Personnel Trends in Canada* (formerly *Health Personnel in Canada*). The 1993 to 2001 data produced in *Health Personnel Trends* is not directly comparable to the data presented in this publication because the collection methodologies have changed. LPN and RPN data from 2002 to the present in the *Health Personnel Trends* series is consistent with the figures presented in this series of publications.

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, 2006 to 2010

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

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

## Historical Review and Data Limitations

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



## Nurse Practitioner

In 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.

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 CIHI's website at [www.cihi.ca](http://www.cihi.ca).

**Table 49: 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.
<b>First Year of Regulation</b>	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.

### Source

Canadian Institute for Health Information.

## Employment

### *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 data years 2006 to 2010, it is not possible to accurately attribute the number of RNs to 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 2006 and 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. Additionally, the province has seen an increase in formerly retired RNs who have re-entered the workforce on a casual basis.

### *Manitoba—Employment Status*

According to the College of Registered Nurses of Manitoba (CRNM), the increase of *not stated* in data year 2010 had an impact on the number of Employed in Nursing on a Regular Basis, in comparison to data year 2009.

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

The 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.

### *Ontario—Place of Work*

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

### *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*.

### *Manitoba—Place of Work*

According to the CRNM, the substantial increase in the Place of Work (Primary Employer) data element was due to RNs and NPs indicating their place of work for the data year 2010, resulting in a decrease of *not stated*. In the 2009 data year, the decrease in *primary workplace* was the result of RNs and NPs failing to indicate their place of work; this resulted in an extensive increase of *not stated*.

### *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.

### *Manitoba—Position*

According to the CRNM, an increase in *other positions* was due to *nurse midwife* reporting in the data year 2010. However, the CRNM could not ascertain the true count, and has decided to move all RNs that reported as *nurse midwife* to *other positions*.

## **Demographics**

### *Manitoba—Birth Year and Sex*

Since data year 2007, the CRNM has submitted age groups and aggregate tables instead of Birth Year and Sex as a result of changes to provincial privacy legislation.

## **Education**

### *Prince Edward Island—Other Education in 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 responses under the category *none*.

### *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—Location of Graduation*

Starting in data year 2008, there has been an increase for the categories of *United Kingdom, United States, Hong Kong* and *other foreign countries*. 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 years 2006, 2007 and 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*

Starting in data year 2007, the College and Association of Registered Nurses of Alberta (CARNA) provided the fields Postal Code of Employer (Worksite) and Postal Code of Residence. In the 2006 data year, the fields Postal Code of Residence and partial Postal Code of Employer (Worksite) were submitted to CIHI 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, 2006 to 2010

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

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

### **Historical Revisions and Data Limitations**

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

## Employment

### *Quebec—Place of Work*

Data for the sub-element *mental health centre* was not collected for the data years 2006 to 2010, because this type of institution, as defined by CIHI, does not exist in the province of Quebec. In data year 2006, the Ordre des infirmières et infirmiers auxiliaires du Québec (OIIAQ) merged most of Quebec's public-sector hospitals, long-term care facilities and community health centres into centre de santé et des services sociaux (CSSS). Since the merger, the OIIAQ has reclassified its definitions for the field Place of Work.

### *Alberta—Place of Work*

According to the College of Licensed Practical Nurses of Alberta (CLPNA), this substantial increase in the *community health centre* for data year 2010 is the result of many rural hospitals having changed to community health centres. The CLPNA used to have many facilities in its system associated with different organization types (home care, community care, etc.), but the rural communities have now moved the organization types under one facility name.

## Demographics

### *Manitoba—Birth Year and Sex*

In the 2008 data year, the College of Licensed Practical Nurses of Manitoba (CLPNM) 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 2010 data year, the College of Licensed Practical Nurses of Nova Scotia converted/migrated to a new database. The database change did not capture the complete count of Initial Education in Practical Nursing option *equivalency*. A correction will be applied for next year's data collection and missing data for this year will be reviewed in 2011.

### *Quebec—Location of Graduation*

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

### *Alberta—Location of Graduation*

Starting in data year 2009, there has been a substantial increase in the *Philippines* category compared with previous years, as a larger number of practical nurses have graduated in this country.

## Methodological and Historical Changes to Registered Psychiatric Nursing Data, 2006 to 2010

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

RPN data for the years 1993 to 2001 was published in the series *Health Personnel Trends in Canada*, and RPN data for the 2002 data year was published in the report *Workforce Trends of Registered Psychiatric Nurses, 2002*.

### Historical Revisions and Data Limitations

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

### Employment

#### *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, part-time and casual numbers did fluctuate slightly, the differences between data years 2008 and 2009 are more likely a product of these conversions. CRPNM compared the 2008 data to that of 2010 and believe that this is an accurate reflection of what is happening in the Manitoba registered psychiatric nurses workforce.

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

For data years 2009 and 2010, 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.

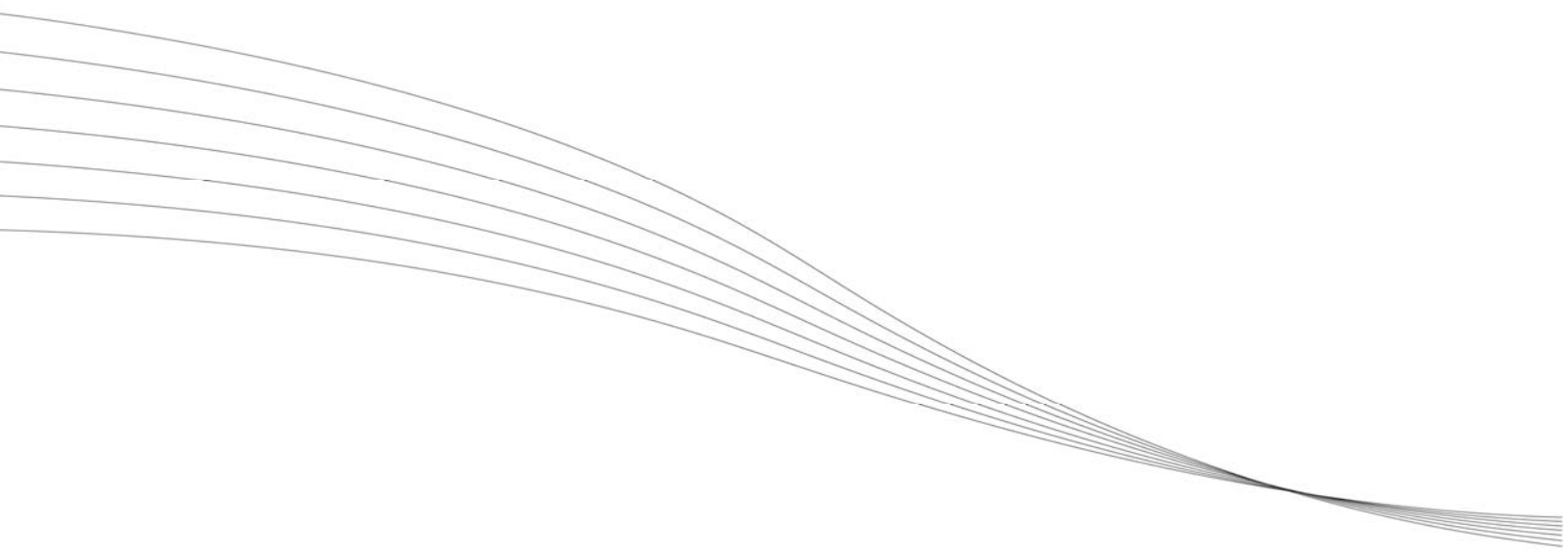
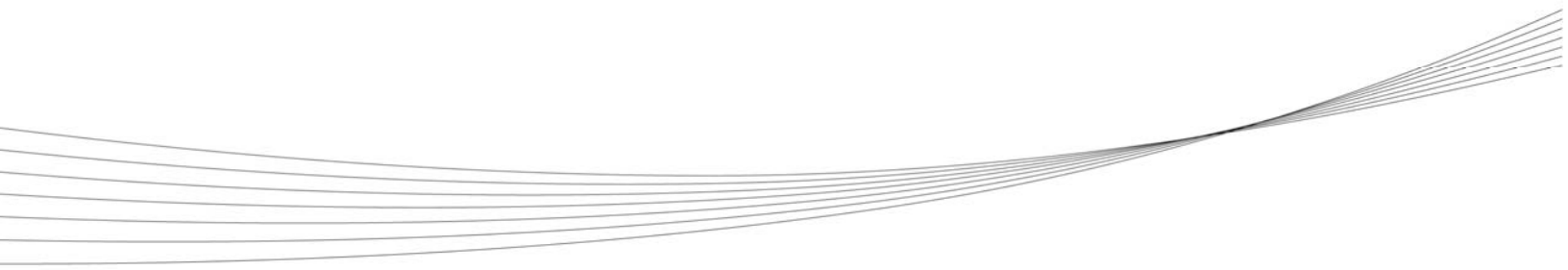
## **Education**

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

According to the CRPNM, the variances for Other Education in Psychiatric Nursing are based on coding changes in the 2009 and 2010 data years. 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 years 2008, 2009 and 2010, 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 Profiles





## Regulated Nursing Workforce Profile, Newfoundland and Labrador, 2010

	Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses			
	RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %	#	%	Canada %	
<b>Employed in Nursing Workforce</b>	6,013	–	–	2,495	–	–	–	–	–	8,508	–	<b>6,013</b>	
<b>Per 100,000 Population</b>	1,180	–	–	489	–	–	–	–	–	1,669	–	<b>1,180</b>	
<b>Sex</b>	<b>Male</b>	314	5.2	<b>6.4</b>	290	11.6	<b>7.5</b>	–	–	<b>22.5</b>	604	7.1	<b>6.9</b>
	<b>Female</b>	5,699	94.8	<b>93.6</b>	2,205	88.4	<b>92.5</b>	–	–	<b>77.5</b>	7,904	92.9	<b>93.1</b>
<b>Average Age</b>	<b>Years</b>	43.0	–	–	45.0	–	–	–	–	–	43.6	–	–
<b>Age Breakdown</b>	<b>&lt;35 Years</b>	1,466	24.4	<b>21.6</b>	474	19.0	<b>27.8</b>	–	–	<b>13.9</b>	1,940	22.8	<b>22.9</b>
	<b>35–49 Years</b>	2,782	46.3	<b>38.0</b>	1,085	43.5	<b>38.2</b>	–	–	<b>39.4</b>	3,867	45.5	<b>38.1</b>
	<b>50+ Years</b>	1,764	29.3	<b>40.3</b>	936	37.5	<b>34.0</b>	–	–	<b>46.7</b>	2,700	31.7	<b>39.0</b>
<b>Employment Status</b>	<b>Full Time</b>	4,494	74.7	<b>58.0</b>	1,823	73.1	<b>49.6</b>	–	–	<b>66.6</b>	6,317	74.2	<b>56.2</b>
	<b>Part Time</b>	842	14.0	<b>30.0</b>	107	4.3	<b>33.9</b>	–	–	<b>19.6</b>	949	11.2	<b>30.8</b>
	<b>Casual</b>	677	11.3	<b>11.9</b>	565	22.6	<b>16.5</b>	–	–	<b>13.9</b>	1,242	14.6	<b>13.0</b>
	<b>Employed—Status Unknown</b>	–	–	–	–	–	–	–	–	–	–	–	–
<b>Place of Work</b>	<b>Hospital</b>	4,074	67.8	<b>63.0</b>	1,110	44.5	<b>45.1</b>	–	–	<b>45.2</b>	5,184	60.9	<b>58.7</b>
	<b>Community Health Agency</b>	758	12.6	<b>14.0</b>	86	3.4	<b>9.5</b>	–	–	<b>24.7</b>	844	9.9	<b>13.1</b>
	<b>Nursing Home/LTC Facility</b>	509	8.5	<b>9.6</b>	1,260	50.5	<b>38.1</b>	–	–	<b>17.6</b>	1,769	20.8	<b>16.1</b>
	<b>Other Place of Work</b>	670	11.1	<b>13.4</b>	39	1.6	<b>7.3</b>	–	–	<b>12.4</b>	709	8.3	<b>12.0</b>
<b>Area of Responsibility</b>	<b>Direct Care</b>	5,296	88.1	<b>89.3</b>	2,466	99.6	<b>98.2</b>	–	–	<b>89.1</b>	7,762	91.4	<b>91.3</b>
	<b>Admin./Educ./Research</b>	715	11.9	<b>10.7</b>	11	0.4	<b>1.8</b>	–	–	<b>10.9</b>	726	8.6	<b>8.7</b>
<b>Position</b>	<b>Managerial Positions</b>	666	11.1	<b>6.9</b>	–	–	<b>1.4</b>	–	–	<b>10.0</b>	666	7.8	<b>5.7</b>
	<b>Staff/Community Health Nurse</b>	4,615	76.8	<b>77.9</b>	2,384	95.6	<b>91.7</b>	–	–	<b>78.5</b>	6,999	82.3	<b>81.1</b>
	<b>Other Positions</b>	730	12.1	<b>15.3</b>	110	4.4	<b>6.9</b>	–	–	<b>11.5</b>	840	9.9	<b>13.3</b>
<b>Multiple Employment Status</b>	<b>Single Employer</b>	5,266	87.7	<b>86.6</b>	2,145	86.0	<b>82.6</b>	–	–	<b>78.3</b>	7,411	87.2	<b>85.5</b>
	<b>Multiple Employers</b>	740	12.3	<b>13.4</b>	350	14.0	<b>17.4</b>	–	–	<b>21.7</b>	1,090	12.8	<b>14.5</b>
<b>Highest Education in Nursing Discipline</b>	<b>Diploma</b>	3,357	55.8	<b>57.7</b>	2,495	100.0	<b>100.0</b>	–	–	<b>88.9</b>	5,852	68.8	<b>67.8</b>
	<b>Baccalaureate</b>	2,467	41.0	<b>38.8</b>	–	–	–	–	–	<b>10.7</b>	2,467	29.0	<b>29.5</b>
	<b>Master's/Doctorate</b>	189	3.1	<b>3.5</b>	–	–	–	–	–	<b>0.4</b>	189	2.2	<b>2.7</b>
<b>Location of Graduation</b>	<b>Canadian Trained</b>	5,913	98.4	<b>91.4</b>	2,46†	†	<b>97.3</b>	–	–	<b>92.2</b>	8,37†	†	<b>92.7</b>
	<b>Internationally Educated</b>	96	1.6	<b>8.6</b>	†	†	<b>2.7</b>	–	–	<b>7.8</b>	9†	†	<b>7.3</b>

### Notes

– Data is not applicable or does not exist.

† Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.

*Employed—status unknown* are excluded from percentage distributions.

### Source

Nursing Database, Canadian Institute for Health Information.

## Regulated Nursing Workforce Profile, Prince Edward Island, 2010

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %	#	%	Canada %
<b>Employed in Nursing Workforce</b>		1,472	–	–	590	–	–	–	–	–	2,062	–	–
<b>Per 100,000 Population</b>		1,035	–	–	415	–	–	–	–	–	1,449	–	–
<b>Sex</b>	<b>Male</b>	36	2.4	<b>6.4</b>	50	8.5	<b>7.5</b>	–	–	<b>22.5</b>	86	4.2	<b>6.9</b>
	<b>Female</b>	1,436	97.6	<b>93.6</b>	540	91.5	<b>92.5</b>	–	–	<b>77.5</b>	1,976	95.8	<b>93.1</b>
<b>Average Age</b>	<b>Years</b>	47.2	–	–	47.3	–	–	–	–	–	47.3	–	–
<b>Age Breakdown</b>	<b>&lt;35 Years</b>	251	17.1	<b>21.6</b>	86	14.6	<b>27.8</b>	–	–	<b>13.9</b>	337	16.3	<b>22.9</b>
	<b>35–49 Years</b>	568	38.6	<b>38.0</b>	234	39.7	<b>38.2</b>	–	–	<b>39.4</b>	802	38.9	<b>38.1</b>
	<b>50+ Years</b>	653	44.4	<b>40.3</b>	270	45.8	<b>34.0</b>	–	–	<b>46.7</b>	923	44.8	<b>39.0</b>
<b>Employment Status</b>	<b>Full Time</b>	744	50.5	<b>58.0</b>	271	45.9	<b>49.6</b>	–	–	<b>66.6</b>	1,015	49.2	<b>56.2</b>
	<b>Part Time</b>	538	36.5	<b>30.0</b>	225	38.1	<b>33.9</b>	–	–	<b>19.6</b>	763	37.0	<b>30.8</b>
	<b>Casual</b>	190	12.9	<b>11.9</b>	94	15.9	<b>16.5</b>	–	–	<b>13.9</b>	284	13.8	<b>13.0</b>
	<b>Employed—Status Unknown</b>	–	–	–	–	–	–	–	–	–	–	–	–
<b>Place of Work</b>	<b>Hospital</b>	854	58.0	<b>63.0</b>	288	48.8	<b>45.1</b>	–	–	<b>45.2</b>	1,142	55.4	<b>58.7</b>
	<b>Community Health Agency</b>	46	3.1	<b>14.0</b>	3†	†	<b>9.5</b>	–	–	<b>24.7</b>	8†	†	<b>13.1</b>
	<b>Nursing Home/LTC Facility</b>	219	14.9	<b>9.6</b>	211	35.8	<b>38.1</b>	–	–	<b>17.6</b>	430	20.9	<b>16.1</b>
	<b>Other Place of Work</b>	353	24.0	<b>13.4</b>	5†	†	<b>7.3</b>	–	–	<b>12.4</b>	40†	†	<b>12.0</b>
<b>Area of Responsibility</b>	<b>Direct Care</b>	1,298	88.2	<b>89.3</b>	567	98.8	<b>98.2</b>	–	–	<b>89.1</b>	1,865	91.2	<b>91.3</b>
	<b>Admin./Educ./Research</b>	174	11.8	<b>10.7</b>	7	1.2	<b>1.8</b>	–	–	<b>10.9</b>	181	8.8	<b>8.7</b>
<b>Position</b>	<b>Managerial Positions</b>	158	10.8	<b>6.9</b>	8	1.4	<b>1.4</b>	–	–	<b>10.0</b>	166	8.1	<b>5.7</b>
	<b>Staff/Community Health Nurse</b>	1,092	74.4	<b>77.9</b>	540	91.5	<b>91.7</b>	–	–	<b>78.5</b>	1,632	79.3	<b>81.1</b>
	<b>Other Positions</b>	218	14.9	<b>15.3</b>	42	7.1	<b>6.9</b>	–	–	<b>11.5</b>	260	12.6	<b>13.3</b>
<b>Multiple Employment Status</b>	<b>Single Employer</b>	1,277	86.8	<b>86.6</b>	494	83.7	<b>82.6</b>	–	–	<b>78.3</b>	1,771	85.9	<b>85.5</b>
	<b>Multiple Employers</b>	195	13.2	<b>13.4</b>	96	16.3	<b>17.4</b>	–	–	<b>21.7</b>	291	14.1	<b>14.5</b>
<b>Highest Education in Nursing Discipline</b>	<b>Diploma</b>	1,015	69.0	<b>57.7</b>	590	100.0	<b>100.0</b>	–	–	<b>88.9</b>	1,605	77.8	<b>67.8</b>
	<b>Baccalaureate</b>	457	31.0	<b>38.8</b>	–	–	–	–	–	<b>10.7</b>	457	22.2	<b>29.5</b>
	<b>Master's/Doctorate</b>	–	–	<b>3.5</b>	–	–	–	–	–	<b>0.4</b>	–	–	<b>2.7</b>
<b>Location of Graduation</b>	<b>Canadian Trained</b>	1,437	98.2	<b>91.4</b>	58†	†	<b>97.3</b>	–	–	<b>92.2</b>	2,02†	†	<b>92.7</b>
	<b>Internationally Educated</b>	27	1.8	<b>8.6</b>	†	†	<b>2.7</b>	–	–	<b>7.8</b>	2†	†	<b>7.3</b>

**Notes**

- Data is not applicable or does not exist.
- † Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.
- Employed—status unknown* are excluded from percentage distributions.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Regulated Nursing Workforce Profile, Nova Scotia, 2010

	Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses		
	RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %	#	%	Canada %
<b>Employed in Nursing Workforce</b>	9,173	–	–	3,530	–	–	–	–	–	12,703	–	–
<b>Per 100,000 Population</b>	973	–	–	375	–	–	–	–	–	1,348	–	–
<b>Sex</b>												
<b>Male</b>	379	4.1	<b>6.4</b>	180	5.1	<b>7.5</b>	–	–	<b>22.5</b>	559	4.4	<b>6.9</b>
<b>Female</b>	8,794	95.9	<b>93.6</b>	3,350	94.9	<b>92.5</b>	–	–	<b>77.5</b>	12,144	95.6	<b>93.1</b>
<b>Average Age</b>												
<b>Years</b>	46.8	–	–	45.2	–	–	–	–	–	46.4	–	–
<b>Age Breakdown</b>												
<b>&lt;35 Years</b>	1,496	16.3	<b>21.6</b>	669	19.0	<b>27.8</b>	–	–	<b>13.9</b>	2,165	17.0	<b>22.9</b>
<b>35–49 Years</b>	3,589	39.1	<b>38.0</b>	1,517	43.0	<b>38.2</b>	–	–	<b>39.4</b>	5,106	40.2	<b>38.1</b>
<b>50+ Years</b>	4,088	44.6	<b>40.3</b>	1,344	38.1	<b>34.0</b>	–	–	<b>46.7</b>	5,432	42.8	<b>39.0</b>
<b>Employment Status</b>												
<b>Full Time</b>	6,001	65.4	<b>58.0</b>	1,542	45.6	<b>49.6</b>	–	–	<b>66.6</b>	7,543	60.1	<b>56.2</b>
<b>Part Time</b>	2,228	24.3	<b>30.0</b>	1,157	34.2	<b>33.9</b>	–	–	<b>19.6</b>	3,385	27.0	<b>30.8</b>
<b>Casual</b>	943	10.3	<b>11.9</b>	681	20.1	<b>16.5</b>	–	–	<b>13.9</b>	1,624	12.9	<b>13.0</b>
<b>Employed—Status Unknown</b>	1	–	–	150	–	–	–	–	–	151	–	–
<b>Place of Work</b>												
<b>Hospital</b>	6,117	66.7	<b>63.0</b>	1,423	46.4	<b>45.1</b>	–	–	<b>45.2</b>	7,540	61.6	<b>58.7</b>
<b>Community Health Agency</b>	937	10.2	<b>14.0</b>	446	14.5	<b>9.5</b>	–	–	<b>24.7</b>	1,383	11.3	<b>13.1</b>
<b>Nursing Home/LTC Facility</b>	1,007	11.0	<b>9.6</b>	1,117	36.4	<b>38.1</b>	–	–	<b>17.6</b>	2,124	17.4	<b>16.1</b>
<b>Other Place of Work</b>	1,106	12.1	<b>13.4</b>	80	2.6	<b>7.3</b>	–	–	<b>12.4</b>	1,186	9.7	<b>12.0</b>
<b>Area of Responsibility</b>												
<b>Direct Care</b>	8,057	87.9	<b>89.3</b>	3,469	98.9	<b>98.2</b>	–	–	<b>89.1</b>	11,526	90.9	<b>91.3</b>
<b>Admin./Educ./Research</b>	1,114	12.1	<b>10.7</b>	38	1.1	<b>1.8</b>	–	–	<b>10.9</b>	1,152	9.1	<b>8.7</b>
<b>Position</b>												
<b>Managerial Positions</b>	967	10.6	<b>6.9</b>	88	2.5	<b>1.4</b>	–	–	<b>10.0</b>	1,055	8.3	<b>5.7</b>
<b>Staff/Community Health Nurse</b>	6,938	75.8	<b>77.9</b>	3,255	92.8	<b>91.7</b>	–	–	<b>78.5</b>	10,193	80.5	<b>81.1</b>
<b>Other Positions</b>	1,248	13.6	<b>15.3</b>	164	4.7	<b>6.9</b>	–	–	<b>11.5</b>	1,412	11.2	<b>13.3</b>
<b>Multiple Employment Status</b>												
<b>Single Employer</b>	8,298	90.5	<b>86.6</b>	3,006	85.2	<b>82.6</b>	–	–	<b>78.3</b>	11,304	89.0	<b>85.5</b>
<b>Multiple Employers</b>	875	9.5	<b>13.4</b>	524	14.8	<b>17.4</b>	–	–	<b>21.7</b>	1,399	11.0	<b>14.5</b>
<b>Highest Education in Nursing Discipline</b>												
<b>Diploma</b>	4,983	54.3	<b>57.7</b>	3,530	100.0	<b>100.0</b>	–	–	<b>88.9</b>	8,513	67.0	<b>67.8</b>
<b>Baccalaureate</b>	3,846	41.9	<b>38.8</b>	–	–	–	–	–	<b>10.7</b>	3,846	30.3	<b>29.5</b>
<b>Master's/Doctorate</b>	344	3.8	<b>3.5</b>	–	–	–	–	–	<b>0.4</b>	344	2.7	<b>2.7</b>
<b>Location of Graduation</b>												
<b>Canadian Trained</b>	8,900	97.0	<b>91.4</b>	3,505	99.3	<b>97.3</b>	–	–	<b>92.2</b>	12,405	97.7	<b>92.7</b>
<b>Internationally Educated</b>	273	3.0	<b>8.6</b>	25	0.7	<b>2.7</b>	–	–	<b>7.8</b>	298	2.3	<b>7.3</b>

### Notes

– Data is not applicable or does not exist.

*Employed—status unknown* are excluded from percentage distributions.

### Source

Nursing Database, Canadian Institute for Health Information.

## Regulated Nursing Workforce Profile, New Brunswick, 2010

	Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses			
	RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %	#	%	Canada %	
<b>Employed in Nursing Workforce</b>	8,102	–	–	2,802	–	–	–	–	–	10,904	–	–	
<b>Per 100,000 Population</b>	1,078	–	–	373	–	–	–	–	–	1,450	–	–	
<b>Sex</b>	Male	371	4.6	6.4	310	11.1	7.5	–	–	22.5	681	6.2	6.9
	Female	7,731	95.4	93.6	2,492	88.9	92.5	–	–	77.5	10,223	93.8	93.1
<b>Average Age</b>	Years	45.2	–	–	43.7	–	–	–	–	–	44.8	–	–
<b>Age Breakdown</b>	<35 Years	1,604	19.8	21.6	675	24.1	27.8	–	–	13.9	2,279	20.9	22.9
	35–49 Years	3,402	42.0	38.0	1,194	42.6	38.2	–	–	39.4	4,596	42.1	38.1
	50+ Years	3,096	38.2	40.3	933	33.3	34.0	–	–	46.7	4,029	36.9	39.0
<b>Employment Status</b>	Full Time	5,225	64.5	58.0	1,522	54.3	49.6	–	–	66.6	6,747	61.9	56.2
	Part Time	2,093	25.8	30.0	884	31.5	33.9	–	–	19.6	2,977	27.3	30.8
	Casual	784	9.7	11.9	396	14.1	16.5	–	–	13.9	1,180	10.8	13.0
	Employed—Status Unknown	–	–	–	–	–	–	–	–	–	–	–	–
<b>Place of Work</b>	Hospital	5,455	67.3	63.0	1,552	55.4	45.1	–	–	45.2	7,007	64.3	58.7
	Community Health Agency	939	11.6	14.0	112	4.0	9.5	–	–	24.7	1,051	9.6	13.1
	Nursing Home/LTC Facility	798	9.8	9.6	1,055	37.7	38.1	–	–	17.6	1,853	17.0	16.1
	Other Place of Work	910	11.2	13.4	83	3.0	7.3	–	–	12.4	993	9.1	12.0
<b>Area of Responsibility</b>	Direct Care	7,248	89.5	89.3	2,627	95.2	98.2	–	–	89.1	9,875	90.9	91.3
	Admin./Educ./Research	854	10.5	10.7	132	4.8	1.8	–	–	10.9	986	9.1	8.7
<b>Position</b>	Managerial Positions	941	11.6	6.9	52	1.9	1.4	–	–	10.0	993	9.1	5.7
	Staff/Community Health Nurse	6,423	79.3	77.9	2,518	90.0	91.7	–	–	78.5	8,941	82.0	81.1
	Other Positions	738	9.1	15.3	228	8.1	6.9	–	–	11.5	966	8.9	13.3
<b>Multiple Employment Status</b>	Single Employer	7,314	90.3	86.6	2,579	92.0	82.6	–	–	78.3	9,893	90.7	85.5
	Multiple Employers	788	9.7	13.4	223	8.0	17.4	–	–	21.7	1,011	9.3	14.5
<b>Highest Education in Nursing Discipline</b>	Diploma	3,831	47.3	57.7	2,802	100.0	100.0	–	–	88.9	6,633	60.8	67.8
	Baccalaureate	4,028	49.7	38.8	–	–	–	–	–	10.7	4,028	36.9	29.5
	Master's/Doctorate	243	3.0	3.5	–	–	–	–	–	0.4	243	2.2	2.7
<b>Location of Graduation</b>	Canadian Trained	7,970	98.4	91.4	2,788	99.5	97.3	–	–	92.2	10,758	98.7	92.7
	Internationally Educated	131	1.6	8.6	14	0.5	2.7	–	–	7.8	145	1.3	7.3

**Notes**

– Data is not applicable or does not exist.  
 Employed—status unknown are excluded from percentage distributions.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Regulated Nursing Workforce Profile, Quebec, 2010

	Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses		
	RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %	#	%	Canada %
<b>Employed in Nursing Workforce</b>	66,333	–	–	20,244	–	–	–	–	–	86,577	–	–
<b>Per 100,000 Population</b>	839	–	–	256	–	–	–	–	–	1,095	–	–
<b>Sex</b>												
Male	6,497	9.8	6.4	1,819	9.0	7.5	–	–	22.5	8,316	9.6	6.9
Female	59,836	90.2	93.6	18,425	91.0	92.5	–	–	77.5	78,261	90.4	93.1
<b>Average Age</b>												
Years	43.5	–	–	41.6	–	–	–	–	–	43.0	–	–
<b>Age Breakdown</b>												
<35 Years	18,056	27.2	21.6	6,144	30.3	27.8	–	–	13.9	24,200	28.0	22.9
35–49 Years	24,749	37.3	38.0	8,348	41.2	38.2	–	–	39.4	33,097	38.2	38.1
50+ Years	23,528	35.5	40.3	5,752	28.4	34.0	–	–	46.7	29,280	33.8	39.0
<b>Employment Status</b>												
Full Time	37,675	56.9	58.0	7,944	39.2	49.6	–	–	66.6	45,619	52.8	56.2
Part Time	21,588	32.6	30.0	9,691	47.9	33.9	–	–	19.6	31,279	36.2	30.8
Casual	6,925	10.5	11.9	2,609	12.9	16.5	–	–	13.9	9,534	11.0	13.0
Employed—Status Unknown	145	–	–	–	–	–	–	–	–	145	–	–
<b>Place of Work</b>												
Hospital	37,563	56.6	63.0	7,101	41.6	45.1	–	–	45.2	44,664	53.6	58.7
Community Health Agency	6,916	10.4	14.0	328	1.9	9.5	–	–	24.7	7,244	8.7	13.1
Nursing Home/LTC Facility	8,103	12.2	9.6	7,619	44.7	38.1	–	–	17.6	15,722	18.9	16.1
Other Place of Work	13,751	20.7	13.4	2,013	11.8	7.3	–	–	12.4	15,764	18.9	12.0
<b>Area of Responsibility</b>												
Direct Care	56,769	86.7	89.3	19,887	98.4	98.2	–	–	89.1	76,656	89.4	91.3
Admin./Educ./Research	8,712	13.3	10.7	332	1.6	1.8	–	–	10.9	9,044	10.6	8.7
<b>Position</b>												
Managerial Positions	3,897	5.9	6.9	–	–	1.4	–	–	10.0	3,897	4.5	5.7
Staff/Community Health Nurse	52,988	80.2	77.9	19,628	97.2	91.7	–	–	78.5	72,616	84.2	81.1
Other Positions	9,179	13.9	15.3	574	2.8	6.9	–	–	11.5	9,753	11.3	13.3
<b>Multiple Employment Status</b>												
Single Employer	60,264	90.9	86.6	17,207	85.0	82.6	–	–	78.3	77,471	89.5	85.5
Multiple Employers	6,069	9.1	13.4	3,037	15.0	17.4	–	–	21.7	9,106	10.5	14.5
<b>Highest Education in Nursing Discipline</b>												
Diploma	44,405	66.9	57.7	20,244	100.0	100.0	–	–	88.9	64,649	74.7	67.8
Baccalaureate	19,991	30.1	38.8	–	–	–	–	–	10.7	19,991	23.1	29.5
Master's/Doctorate	1,937	2.9	3.5	–	–	–	–	–	0.4	1,937	2.2	2.7
<b>Location of Graduation</b>												
Canadian Trained	64,553	97.3	91.4	20,244	100.0	97.3	–	–	92.2	84,797	97.9	92.7
Internationally Educated	1,780	2.7	8.6	–	–	2.7	–	–	7.8	1,780	2.1	7.3

## Notes

– Data is not applicable or does not exist.

*Employed—status unknown* are excluded from percentage distributions.

## Source

Nursing Database, Canadian Institute for Health Information.

## Regulated Nursing Workforce Profile, Ontario, 2010

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %	#	%	Canada %
<b>Employed in Nursing Workforce</b>		95,185	–	–	30,423	–	–	–	–	–	125,608	–	–
<b>Per 100,000 Population</b>		721	–	–	230	–	–	–	–	–	951	–	–
<b>Sex</b>	<b>Male</b>	4,747	5.0	<b>6.4</b>	2,016	6.6	<b>7.5</b>	–	–	<b>22.5</b>	6,763	5.4	<b>6.9</b>
	<b>Female</b>	90,438	95.0	<b>93.6</b>	28,407	93.4	<b>92.5</b>	–	–	<b>77.5</b>	118,845	94.6	<b>93.1</b>
<b>Average Age</b>	<b>Years</b>	46.5	–	–	44.2	–	–	–	–	–	45.9	–	–
<b>Age Breakdown</b>	<b>&lt;35 Years</b>	17,495	18.4	<b>21.6</b>	7,781	25.6	<b>27.8</b>	–	–	<b>13.9</b>	25,276	20.1	<b>22.9</b>
	<b>35–49 Years</b>	36,865	38.7	<b>38.0</b>	11,195	36.8	<b>38.2</b>	–	–	<b>39.4</b>	48,060	38.3	<b>38.1</b>
	<b>50+ Years</b>	40,823	42.9	<b>40.3</b>	11,447	37.6	<b>34.0</b>	–	–	<b>46.7</b>	52,270	41.6	<b>39.0</b>
<b>Employment Status</b>	<b>Full Time</b>	62,602	65.8	<b>58.0</b>	17,636	58.0	<b>49.6</b>	–	–	<b>66.6</b>	80,238	63.9	<b>56.2</b>
	<b>Part Time</b>	24,742	26.0	<b>30.0</b>	10,132	33.3	<b>33.9</b>	–	–	<b>19.6</b>	34,874	27.8	<b>30.8</b>
	<b>Casual</b>	7,841	8.2	<b>11.9</b>	2,655	8.7	<b>16.5</b>	–	–	<b>13.9</b>	10,496	8.4	<b>13.0</b>
	<b>Employed—Status Unknown</b>	–	–	–	–	–	–	–	–	–	–	–	–
<b>Place of Work</b>	<b>Hospital</b>	61,449	65.3	<b>63.0</b>	13,373	44.9	<b>45.1</b>	–	–	<b>45.2</b>	74,822	60.4	<b>58.7</b>
	<b>Community Health Agency</b>	15,374	16.3	<b>14.0</b>	3,418	11.5	<b>9.5</b>	–	–	<b>24.7</b>	18,792	15.2	<b>13.1</b>
	<b>Nursing Home/LTC Facility</b>	7,854	8.3	<b>9.6</b>	11,164	37.5	<b>38.1</b>	–	–	<b>17.6</b>	19,018	15.3	<b>16.1</b>
	<b>Other Place of Work</b>	9,465	10.1	<b>13.4</b>	1,855	6.2	<b>7.3</b>	–	–	<b>12.4</b>	11,320	9.1	<b>12.0</b>
<b>Area of Responsibility</b>	<b>Direct Care</b>	85,414	90.7	<b>89.3</b>	29,359	98.1	<b>98.2</b>	–	–	<b>89.1</b>	114,773	92.4	<b>91.3</b>
	<b>Admin./Educ./Research</b>	8,805	9.3	<b>10.7</b>	579	1.9	<b>1.8</b>	–	–	<b>10.9</b>	9,384	7.6	<b>8.7</b>
<b>Position</b>	<b>Managerial Positions</b>	5,522	5.8	<b>6.9</b>	704	2.3	<b>1.4</b>	–	–	<b>10.0</b>	6,226	5.0	<b>5.7</b>
	<b>Staff/Community Health Nurse</b>	72,249	76.5	<b>77.9</b>	26,458	88.3	<b>91.7</b>	–	–	<b>78.5</b>	98,707	79.3	<b>81.1</b>
	<b>Other Positions</b>	16,715	17.7	<b>15.3</b>	2,816	9.4	<b>6.9</b>	–	–	<b>11.5</b>	19,531	15.7	<b>13.3</b>
<b>Multiple Employment Status</b>	<b>Single Employer</b>	82,729	86.9	<b>86.6</b>	25,523	83.9	<b>82.6</b>	–	–	<b>78.3</b>	108,252	86.2	<b>85.5</b>
	<b>Multiple Employers</b>	12,456	13.1	<b>13.4</b>	4,900	16.1	<b>17.4</b>	–	–	<b>21.7</b>	17,356	13.8	<b>14.5</b>
<b>Highest Education in Nursing Discipline</b>	<b>Diploma</b>	56,405	59.3	<b>57.7</b>	30,423	100.0	<b>100.0</b>	–	–	<b>88.9</b>	86,828	69.1	<b>67.8</b>
	<b>Baccalaureate</b>	35,169	36.9	<b>38.8</b>	–	–	–	–	–	<b>10.7</b>	35,169	28.0	<b>29.5</b>
	<b>Master's/Doctorate</b>	3,611	3.8	<b>3.5</b>	–	–	–	–	–	<b>0.4</b>	3,611	2.9	<b>2.7</b>
<b>Location of Graduation</b>	<b>Canadian Trained</b>	83,572	87.9	<b>91.4</b>	29,013	95.4	<b>97.3</b>	–	–	<b>92.2</b>	112,585	89.7	<b>92.7</b>
	<b>Internationally Educated</b>	11,492	12.1	<b>8.6</b>	1,401	4.6	<b>2.7</b>	–	–	<b>7.8</b>	12,893	10.3	<b>7.3</b>

**Notes**

– Data is not applicable or does not exist.  
 Employed—status unknown are excluded from percentage distributions.

**Source**

Nursing Database, Canadian Institute for Health Information.



## Regulated Nursing Workforce Profile, Manitoba, 2010

	Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses			
	RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %	#	%	Canada %	
Employed in Nursing Workforce	11,630	–	–	2,732	–	–	949	–	–	15,311	–	–	
Per 100,000 Population	941	–	–	221	–	–	77	–	–	1,239	–	–	
Sex	Male	760	6.5	6.4	163	6.0	7.5	212	22.3	22.5	1,135	7.4	6.9
	Female	10,870	93.5	93.6	2,569	94.0	92.5	737	77.7	77.5	14,176	92.6	93.1
Average Age	Years	46.3	–	–	46.1	–	–	47.7	–	–	46.3	–	–
Age Breakdown	<35 Years	2,092	18.0	21.6	524	19.2	27.8	140	14.8	13.9	2,756	18.0	22.9
	35–49 Years	4,589	39.5	38.0	1,030	37.7	38.2	338	35.6	39.4	5,957	38.9	38.1
	50+ Years	4,949	42.6	40.3	1,178	43.1	34.0	471	49.6	46.7	6,598	43.1	39.0
Employment Status	Full Time	5,344	46.5	58.0	953	34.9	49.6	563	60.1	66.6	6,860	45.2	56.2
	Part Time	5,074	44.1	30.0	1,498	54.8	33.9	293	31.3	19.6	6,865	45.2	30.8
	Casual	1,086	9.4	11.9	281	10.3	16.5	80	8.5	13.9	1,447	9.5	13.0
	Employed—Status Unknown	126	–	–	–	–	–	13	–	–	139	–	–
Place of Work	Hospital	6,878	59.8	63.0	1,100	40.6	45.1	367	38.7	45.2	8,345	55.1	58.7
	Community Health Agency	2,041	17.7	14.0	281	10.4	9.5	237	25.0	24.7	2,559	16.9	13.1
	Nursing Home/LTC Facility	1,304	11.3	9.6	1,165	43.0	38.1	226	23.8	17.6	2,695	17.8	16.1
	Other Place of Work	1,276	11.1	13.4	163	6.0	7.3	119	12.5	12.4	1,558	10.3	12.0
Area of Responsibility	Direct Care	10,010	86.8	89.3	2,691	98.6	98.2	799	84.6	89.1	13,500	88.8	91.3
	Admin./Educ./Research	1,517	13.2	10.7	39	1.4	1.8	145	15.4	10.9	1,701	11.2	8.7
Position	Managerial Positions	846	7.4	6.9	43	1.6	1.4	91	9.6	10.0	980	6.5	5.7
	Staff/Community Health Nurse	8,573	74.7	77.9	2,553	93.4	91.7	706	74.5	78.5	11,832	78.1	81.1
	Other Positions	2,052	17.9	15.3	136	5.0	6.9	151	15.9	11.5	2,339	15.4	13.3
Multiple Employment Status	Single Employer	126	100.0	86.6	2,077	76.0	82.6	784	82.6	78.3	2,987	78.5	85.5
	Multiple Employers	–	–	13.4	655	24.0	17.4	165	17.4	21.7	820	21.5	14.5
Highest Education in Nursing Discipline	Diploma	6,691	57.5	57.7	2,732	100.0	100.0	710	74.8	88.9	10,133	66.2	67.8
	Baccalaureate	4,603	39.6	38.8	–	–	–	239	25.2	10.7	4,842	31.6	29.5
	Master's/Doctorate	336	2.9	3.5	–	–	–	–	–	0.4	336	2.2	2.7
Location of Graduation	Canadian Trained	10,836	93.2	91.4	2,630	96.3	97.3	938	98.8	92.2	14,404	94.1	92.7
	Internationally Educated	794	6.8	8.6	102	3.7	2.7	11	1.2	7.8	907	5.9	7.3

## Notes

– Data is not applicable or does not exist.

*Employed—status unknown* are excluded from percentage distributions.

## Source

Nursing Database, Canadian Institute for Health Information.

## Regulated Nursing Workforce Profile, Saskatchewan, 2010

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %	#	%	Canada %
<b>Employed in Nursing Workforce</b>		9,538	–	–	2,723	–	–	837	–	–	13,098	–	–
<b>Per 100,000 Population</b>		912	–	–	260	–	–	80	–	–	1,253	–	–
<b>Sex</b>	<b>Male</b>	518	5.4	<b>6.4</b>	99	3.6	<b>7.5</b>	132	15.8	<b>22.5</b>	749	5.7	<b>6.9</b>
	<b>Female</b>	9,020	94.6	<b>93.6</b>	2,624	96.4	<b>92.5</b>	705	84.2	<b>77.5</b>	12,349	94.3	<b>93.1</b>
<b>Average Age</b>	<b>Years</b>	45.3	–	–	42.8	–	–	49.4	–	–	45.1	–	–
<b>Age Breakdown</b>	<b>&lt;35 Years</b>	2,268	23.8	<b>21.6</b>	880	32.3	<b>27.8</b>	40	4.8	<b>13.9</b>	3,188	24.3	<b>22.9</b>
	<b>35–49 Years</b>	3,225	33.8	<b>38.0</b>	859	31.5	<b>38.2</b>	389	46.5	<b>39.4</b>	4,473	34.2	<b>38.1</b>
	<b>50+ Years</b>	4,045	42.4	<b>40.3</b>	984	36.1	<b>34.0</b>	408	48.7	<b>46.7</b>	5,437	41.5	<b>39.0</b>
<b>Employment Status</b>	<b>Full Time</b>	5,753	60.3	<b>58.0</b>	1,476	54.3	<b>49.6</b>	614	73.4	<b>66.6</b>	7,843	59.9	<b>56.2</b>
	<b>Part Time</b>	2,612	27.4	<b>30.0</b>	730	26.9	<b>33.9</b>	152	18.2	<b>19.6</b>	3,494	26.7	<b>30.8</b>
	<b>Casual</b>	1,173	12.3	<b>11.9</b>	510	18.8	<b>16.5</b>	70	8.4	<b>13.9</b>	1,753	13.4	<b>13.0</b>
	<b>Employed—Status Unknown</b>	–	–	–	7	–	–	1	–	–	8	–	–
<b>Place of Work</b>	<b>Hospital</b>	5,404	57.3	<b>63.0</b>	1,805	66.4	<b>45.1</b>	205	24.6	<b>45.2</b>	7,414	57.1	<b>58.7</b>
	<b>Community Health Agency</b>	1,702	18.1	<b>14.0</b>	251	9.2	<b>9.5</b>	197	23.6	<b>24.7</b>	2,150	16.6	<b>13.1</b>
	<b>Nursing Home/LTC Facility</b>	1,108	11.8	<b>9.6</b>	586	21.6	<b>38.1</b>	300	36.0	<b>17.6</b>	1,994	15.4	<b>16.1</b>
	<b>Other Place of Work</b>	1,214	12.9	<b>13.4</b>	76	2.8	<b>7.3</b>	131	15.7	<b>12.4</b>	1,421	10.9	<b>12.0</b>
<b>Area of Responsibility</b>	<b>Direct Care</b>	8,553	90.7	<b>89.3</b>	2,690	99.0	<b>98.2</b>	758	91.1	<b>89.1</b>	12,001	92.5	<b>91.3</b>
	<b>Admin./Educ./Research</b>	874	9.3	<b>10.7</b>	28	1.0	<b>1.8</b>	74	8.9	<b>10.9</b>	976	7.5	<b>8.7</b>
<b>Position</b>	<b>Managerial Positions</b>	656	7.0	<b>6.9</b>	21	0.8	<b>1.4</b>	108	13.0	<b>10.0</b>	785	6.1	<b>5.7</b>
	<b>Staff/Community Health Nurse</b>	7,369	78.2	<b>77.9</b>	2,374	87.3	<b>91.7</b>	629	75.9	<b>78.5</b>	10,372	79.9	<b>81.1</b>
	<b>Other Positions</b>	1,402	14.9	<b>15.3</b>	323	11.9	<b>6.9</b>	92	11.1	<b>11.5</b>	1,817	14.0	<b>13.3</b>
<b>Multiple Employment Status</b>	<b>Single Employer</b>	7,461	78.8	<b>86.6</b>	2,13†	†	<b>82.6</b>	675	80.6	<b>78.3</b>	10,27†	†	<b>85.5</b>
	<b>Multiple Employers</b>	2,013	21.2	<b>13.4</b>	57†	†	<b>17.4</b>	162	19.4	<b>21.7</b>	2,74†	†	<b>14.5</b>
<b>Highest Education in Nursing Discipline</b>	<b>Diploma</b>	4,911	51.5	<b>57.7</b>	2,723	00.0	<b>100.0</b>	809	96.7	<b>88.9</b>	8,443	64.5	<b>67.8</b>
	<b>Baccalaureate</b>	4,359	45.7	<b>38.8</b>	–	–	–	28	3.3	<b>10.7</b>	4,387	33.5	<b>29.5</b>
	<b>Master's/Doctorate</b>	267	2.8	<b>3.5</b>	–	–	–	–	–	<b>0.4</b>	267	2.0	<b>2.7</b>
<b>Location of Graduation</b>	<b>Canadian Trained</b>	8,786	93.1	<b>91.4</b>	2,689	98.8	<b>97.3</b>	826	98.7	<b>92.2</b>	12,301	94.7	<b>92.7</b>
	<b>Internationally Educated</b>	649	6.9	<b>8.6</b>	34	1.2	<b>2.7</b>	11	1.3	<b>7.8</b>	694	5.3	<b>7.3</b>

**Notes**

– Data is not applicable or does not exist.

† Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.

*Employed—status unknown* are excluded from percentage distributions.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Regulated Nursing Workforce Profile, Alberta, 2010

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %	#	%	Canada %
Employed in Nursing Workforce		28,681	–	–	7,301	–	–	1,147	–	–	37,129	–	–
Per 100,000 Population		771	–	–	196	–	–	31	–	–	998	–	–
Sex	Male	1,369	4.8	6.4	413	5.7	7.5	289	25.2	22.5	2,071	5.6	6.9
	Female	27,312	95.2	93.6	6,888	94.3	92.5	858	74.8	77.5	35,058	94.4	93.1
Average Age	Years	45.0	–	–	42.2	–	–	47.6	–	–	44.5	–	–
Age Breakdown	<35 Years	6,862	23.9	21.6	2,533	34.7	27.8	193	16.8	13.9	9,588	25.8	22.9
	35–49 Years	10,665	37.2	38.0	2,359	32.3	38.2	410	35.7	39.4	13,434	36.2	38.1
	50+ Years	11,154	38.9	40.3	2,409	33.0	34.0	544	47.4	46.7	14,107	38.0	39.0
Employment Status	Full Time	11,593	40.4	58.0	3,308	45.3	49.6	664	57.9	66.6	15,565	41.9	56.2
	Part Time	13,247	46.2	30.0	3,004	41.1	33.9	346	30.2	19.6	16,597	44.7	30.8
	Casual	3,841	13.4	11.9	989	13.5	16.5	137	11.9	13.9	4,967	13.4	13.0
	Employed—Status Unknown	–	–	–	–	–	–	–	–	–	–	–	–
Place of Work	Hospital	18,735	65.4	63.0	3,030	41.5	45.1	657	57.3	45.2	22,422	60.5	58.7
	Community Health Agency	4,012	14.0	14.0	1,890	25.9	9.5	279	24.3	24.7	6,181	16.7	13.1
	Nursing Home/LTC Facility	2,012	7.0	9.6	1,707	23.4	38.1	107	9.3	17.6	3,826	10.3	16.1
	Other Place of Work	3,871	13.5	13.4	674	9.2	7.3	103	9.0	12.4	4,648	12.5	12.0
Area of Responsibility	Direct Care	26,010	91.6	89.3	7,132	97.7	98.2	1,043	91.1	89.1	34,185	92.8	91.3
	Admin./Educ./Research	2,397	8.4	10.7	169	2.3	1.8	102	8.9	10.9	2,668	7.2	8.7
Position	Managerial Positions	2,017	7.1	6.9	100	1.4	1.4	89	7.8	10.0	2,206	6.0	5.7
	Staff/Community Health Nurse	22,199	78.6	77.9	6,710	91.9	91.7	941	82.3	78.5	29,850	81.4	81.1
	Other Positions	4,029	14.3	15.3	491	6.7	6.9	114	10.0	11.5	4,634	12.6	13.3
Multiple Employment Status	Single Employer	23,815	83.0	86.6	5,763	78.9	82.6	975	85.0	78.3	30,553	82.3	85.5
	Multiple Employers	4,866	17.0	13.4	1,538	21.1	17.4	172	15.0	21.7	6,576	17.7	14.5
Highest Education in Nursing Discipline	Diploma	14,231	49.6	57.7	7,301	100.0	100.0	1,112	96.9	88.9	22,644	61.0	67.8
	Baccalaureate	13,422	46.8	38.8	–	–	–	3†	†	10.7	13,45†	†	29.5
	Master's/Doctorate	1,028	3.6	3.5	–	–	–	†	†	0.4	1,03†	†	2.7
Location of Graduation	Canadian Trained	25,507	89.2	91.4	6,812	93.3	97.3	1,011	89.3	92.2	33,330	90.0	92.7
	Internationally Educated	3,076	10.8	8.6	489	6.7	2.7	121	10.7	7.8	3,686	10.0	7.3

## Notes

– Data is not applicable or does not exist.

† Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.

*Employed—status unknown* are excluded from percentage distributions.

## Source

Nursing Database, Canadian Institute for Health Information.

## Regulated Nursing Workforce Profile, British Columbia, 2010

	Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses		
	RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %	#	%	Canada %
<b>Employed in Nursing Workforce</b>	30,919	–	–	8,235	–	–	2,241	–	–	41,395	–	–
<b>Per 100,000 Population</b>	682	–	–	182	–	–	49	–	–	914	–	–
<b>Sex</b>												
Male	2,024	6.5	6.4	719	8.7	7.5	531	23.7	22.5	3,274	7.9	6.9
Female	28,895	93.5	93.6	7,516	91.3	92.5	1,710	76.3	77.5	38,121	92.1	93.1
<b>Average Age</b>												
Years	46.2	–	–	41.2	–	–	47.2	–	–	45.3	–	–
<b>Age Breakdown</b>												
<35 Years	6,167	19.9	21.6	2,789	33.9	27.8	346	15.4	13.9	9,302	22.5	22.9
35–49 Years	11,207	36.2	38.0	3,143	38.2	38.2	904	40.3	39.4	15,254	36.8	38.1
50+ Years	13,545	43.8	40.3	2,303	28.0	34.0	991	44.2	46.7	16,839	40.7	39.0
<b>Employment Status</b>												
Full Time	15,123	49.9	58.0	3,601	43.8	49.6	1,586	71.1	66.6	20,310	49.8	56.2
Part Time	7,253	23.9	30.0	56	0.7	33.9	217	9.7	19.6	7,526	18.5	30.8
Casual	7,926	26.2	11.9	4,559	55.5	16.5	427	19.1	13.9	12,912	31.7	13.0
Employed—Status Unknown	617	–	–	19	–	–	11	–	–	647	–	–
<b>Place of Work</b>												
Hospital	16,417	70.6	63.0	3,770	46.4	45.1	1,105	49.5	45.2	21,292	63.3	58.7
Community Health Agency	2,907	12.5	14.0	466	5.7	9.5	563	25.2	24.7	3,936	11.7	13.1
Nursing Home/LTC Facility	1,936	8.3	9.6	3,352	41.2	38.1	276	12.4	17.6	5,564	16.5	16.1
Other Place of Work	2,008	8.6	13.4	539	6.6	7.3	289	12.9	12.4	2,836	8.4	12.0
<b>Area of Responsibility</b>												
Direct Care	25,072	89.4	89.3	7,942	98.1	98.2	1,986	89.2	89.1	35,000	91.3	91.3
Admin./Educ./Research	2,964	10.6	10.7	150	1.9	1.8	241	10.8	10.9	3,355	8.7	8.7
<b>Position</b>												
Managerial Positions	2,296	8.2	6.9	118	1.4	1.4	227	10.2	10.0	2,641	6.9	5.7
Staff/Community Health Nurse	21,934	78.2	77.9	7,408	90.2	91.7	1,769	79.3	78.5	31,111	80.8	81.1
Other Positions	3,825	13.6	15.3	691	8.4	6.9	236	10.6	11.5	4,752	12.3	13.3
<b>Multiple Employment Status</b>												
Single Employer	24,779	80.1	86.6	6,007	72.9	82.6	1,543	71.8	78.3	32,329	78.3	85.5
Multiple Employers	6,140	19.9	13.4	2,228	27.1	17.4	605	28.2	21.7	8,973	21.7	14.5
<b>Highest Education in Nursing Discipline</b>												
Diploma	14,230	46.2	57.7	8,235	100.0	100.0	1,969	87.9	88.9	24,434	59.2	67.8
Baccalaureate	15,061	48.9	38.8	–	–	–	25†	†	10.7	15,31†	†	29.5
Master's/Doctorate	1,480	4.8	3.5	–	–	–	1†	†	0.4	1,49†	†	2.7
<b>Location of Graduation</b>												
Canadian Trained	25,385	84.5	91.4	8,044	98.4	97.3	1,500	87.2	92.2	34,929	87.5	92.7
Internationally Educated	4,643	15.5	8.6	130	1.6	2.7	221	12.8	7.8	4,994	12.5	7.3

**Notes**

- Data is not applicable or does not exist.
- † Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.
- Employed—status unknown are excluded from percentage distributions.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Regulated Nursing Workforce Profile, Yukon, 2010

	Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses			
	RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %	#	%	Canada %	
Employed in Nursing Workforce	357	–	–	63	–	–	–	–	–	420	–	–	
Per 100,000 Population	1,034	–	–	182	–	–	–	–	–	1,217	–	–	
Sex	Male	37	10.4	6.4	†	†	7.5	–	–	22.5	4†	†	6.9
	Female	320	89.6	93.6	6†	†	92.5	–	–	77.5	38†	†	93.1
Average Age	Years	45.1	–	–	46.4	–	–	–	–	–	45.3	–	–
Age Breakdown	<35 Years	77	21.6	21.6	10	15.9	27.8	–	–	13.9	87	20.7	22.9
	35–49 Years	138	38.7	38.0	24	38.1	38.2	–	–	39.4	162	38.6	38.1
	50+ Years	142	39.8	40.3	29	46.0	34.0	–	–	46.7	171	40.7	39.0
Employment Status	Full Time	176	49.3	58.0	47	74.6	49.6	–	–	66.6	223	53.1	56.2
	Part Time	114	31.9	30.0	1†	†	33.9	–	–	19.6	12†	†	30.8
	Casual	67	18.8	11.9	†	†	16.5	–	–	13.9	7†	†	13.0
	Employed—Status Unknown	–	–	–	–	–	–	–	–	–	–	–	–
Place of Work	Hospital	148	42.2	63.0	21	33.3	45.1	–	–	45.2	169	40.8	58.7
	Community Health Agency	135	38.5	14.0	†	†	9.5	–	–	24.7	13†	†	13.1
	Nursing Home/LTC Facility	27	7.7	9.6	39	61.9	38.1	–	–	17.6	66	15.9	16.1
	Other Place of Work	41	11.7	13.4	†	†	7.3	–	–	12.4	4†	†	12.0
Area of Responsibility	Direct Care	300	88.5	89.3	6†	†	98.2	–	–	89.1	36†	†	91.3
	Admin./Educ./Research	39	11.5	10.7	†	†	1.8	–	–	10.9	4†	†	8.7
Position	Managerial Positions	37	10.5	6.9	–	–	1.4	–	–	10.0	37	10.5	5.7
	Staff/Community Health Nurse	288	81.6	77.9	–	–	91.7	–	–	78.5	288	81.6	81.1
	Other Positions	28	7.9	15.3	–	–	6.9	–	–	11.5	28	7.9	13.3
Multiple Employment Status	Single Employer	273	76.5	86.6	58	92.1	82.6	–	–	78.3	331	78.8	85.5
	Multiple Employers	84	23.5	13.4	5	7.9	17.4	–	–	21.7	89	21.2	14.5
Highest Education in Nursing Discipline	Diploma	145	40.6	57.7	63	100.0	100.0	–	–	88.9	208	49.5	67.8
	Baccalaureate	200	56.0	38.8	–	–	–	–	–	10.7	200	47.6	29.5
	Master's/Doctorate	12	3.4	3.5	–	–	–	–	–	0.4	12	2.9	2.7
Location of Graduation	Canadian Trained	331	93.0	91.4	63	100.0	97.3	–	–	92.2	394	94.0	92.7
	Internationally Educated	25	7.0	8.6	–	–	2.7	–	–	7.8	25	6.0	7.3

## Notes

– Data is not applicable or does not exist.

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*Employed—status unknown* are excluded from percentage distributions.

## Source

Nursing Database, Canadian Institute for Health Information.

## Regulated Nursing Workforce Profile, Northwest Territories and Nunavut, 2010

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %	#	%	Canada %
<b>Employed in Nursing Workforce</b>		1,109	–	–	86	–	–	–	–	–	1,195	–	–
<b>Per 100,000 Population</b>		1,441	–	–	112	–	–	–	–	–	1,552	–	–
<b>Sex</b>	<b>Male</b>	111	10.0	<b>6.4</b>	†	†	<b>7.5</b>	–	–	<b>22.5</b>	12†	†	<b>6.9</b>
	<b>Female</b>	998	90.0	<b>93.6</b>	7†	†	<b>92.5</b>	–	–	<b>77.5</b>	1,07†	†	<b>93.1</b>
<b>Average Age</b>	<b>Years</b>	45.3	–	–	46.1	–	–	–	–	–	45.4	–	–
<b>Age Breakdown</b>	<b>&lt;35 Years</b>	280	25.2	<b>21.6</b>	14	16.3	<b>27.8</b>	–	–	<b>13.9</b>	294	24.6	<b>22.9</b>
	<b>35–49 Years</b>	378	34.1	<b>38.0</b>	32	37.2	<b>38.2</b>	–	–	<b>39.4</b>	410	34.3	<b>38.1</b>
	<b>50+ Years</b>	451	40.7	<b>40.3</b>	40	46.5	<b>34.0</b>	–	–	<b>46.7</b>	491	41.1	<b>39.0</b>
<b>Employment Status</b>	<b>Full Time</b>	625	56.4	<b>58.0</b>	74	86.0	<b>49.6</b>	–	–	<b>66.6</b>	699	58.5	<b>56.2</b>
	<b>Part Time</b>	–	–	<b>30.0</b>	†	†	<b>33.9</b>	–	–	<b>19.6</b>	†	†	<b>30.8</b>
	<b>Casual</b>	484	43.6	<b>11.9</b>	†	†	<b>16.5</b>	–	–	<b>13.9</b>	49†	†	<b>13.0</b>
	<b>Employed—Status Unknown</b>	–	–	–	–	–	–	–	–	–	–	–	–
<b>Place of Work</b>	<b>Hospital</b>	420	38.4	<b>63.0</b>	46	53.5	<b>45.1</b>	–	–	<b>45.2</b>	466	39.5	<b>58.7</b>
	<b>Community Health Agency</b>	460	42.1	<b>14.0</b>	–	–	<b>9.5</b>	–	–	<b>24.7</b>	460	39.0	<b>13.1</b>
	<b>Nursing Home/LTC Facility</b>	14	1.3	<b>9.6</b>	20	23.3	<b>38.1</b>	–	–	<b>17.6</b>	34	2.9	<b>16.1</b>
	<b>Other Place of Work</b>	199	18.2	<b>13.4</b>	20	23.3	<b>7.3</b>	–	–	<b>12.4</b>	219	18.6	<b>12.0</b>
<b>Area of Responsibility</b>	<b>Direct Care</b>	985	91.5	<b>89.3</b>	8†	†	<b>98.2</b>	–	–	<b>89.1</b>	1,07†	†	<b>91.3</b>
	<b>Admin./Educ./Research</b>	92	8.5	<b>10.7</b>	†	†	<b>1.8</b>	–	–	<b>10.9</b>	9†	†	<b>8.7</b>
<b>Position</b>	<b>Managerial Positions</b>	125	11.6	<b>6.9</b>	–	–	<b>1.4</b>	–	–	<b>10.0</b>	125	10.8	<b>5.7</b>
	<b>Staff/Community Health Nurse</b>	803	74.8	<b>77.9</b>	79	91.9	<b>91.7</b>	–	–	<b>78.5</b>	882	76.0	<b>81.1</b>
	<b>Other Positions</b>	146	13.6	<b>15.3</b>	7	8.1	<b>6.9</b>	–	–	<b>11.5</b>	153	13.2	<b>13.3</b>
<b>Multiple Employment Status</b>	<b>Single Employer</b>	95	35.2	<b>86.6</b>	†	†	<b>82.6</b>	–	–	<b>78.3</b>	9†	†	<b>85.5</b>
	<b>Multiple Employers</b>	175	64.8	<b>13.4</b>	–	–	<b>17.4</b>	–	–	<b>21.7</b>	17†	†	<b>14.5</b>
<b>Highest Education in Nursing Discipline</b>	<b>Diploma</b>	546	49.2	<b>57.7</b>	86	100.0	<b>100.0</b>	–	–	<b>88.9</b>	632	52.9	<b>67.8</b>
	<b>Baccalaureate</b>	502	45.3	<b>38.8</b>	–	–	–	–	–	<b>10.7</b>	502	42.0	<b>29.5</b>
	<b>Master's/Doctorate</b>	61	5.5	<b>3.5</b>	–	–	–	–	–	<b>0.4</b>	61	5.1	<b>2.7</b>
<b>Location of Graduation</b>	<b>Canadian Trained</b>	1,016	91.9	<b>91.4</b>	86	100.0	<b>97.3</b>	–	–	<b>92.2</b>	1,102	92.4	<b>92.7</b>
	<b>Internationally Educated</b>	90	8.1	<b>8.6</b>	–	–	<b>2.7</b>	–	–	<b>7.8</b>	90	7.6	<b>7.3</b>

**Notes**

– Data is not applicable or does not exist.  
 † Digit suppressed in accordance with CIHI's privacy policy; digit is from 0 to 9.  
 Employed—status unknown are excluded from percentage distributions.

**Source**

Nursing Database, Canadian Institute for Health Information.

## Regulated Nursing Workforce Profile, Canada, 2010

		Registered Nurses		Licensed Practical Nurses		Registered Psychiatric Nurses		Regulated Nurses	
		RN	%	LPN	%	RPN	%	#	%
<b>Employed in Nursing Workforce</b>		268,512	–	81,224	–	5,174	–	354,910	–
<b>Per 100,000 Population</b>		787	–	238	–	49	–	1,041	–
<b>Sex</b>	<b>Male</b>	17,163	6.4	6,071	7.5	1,164	22.5	24,398	6.9
	<b>Female</b>	251,349	93.6	75,153	92.5	4,010	77.5	330,512	93.1
<b>Average Age</b>		45.4	–	43.2	–	47.7	–	44.9	–
<b>Age Breakdown</b>	<b>&lt;35 Years</b>	58,114	21.6	22,579	27.8	719	13.9	81,412	22.9
	<b>35–49 Years</b>	102,157	38.0	31,020	38.2	2,041	39.4	135,218	38.1
	<b>50+ Years</b>	108,238	40.3	27,625	34.0	2,414	46.7	138,277	39.0
<b>Employment Status</b>	<b>Full Time</b>	155,355	58.0	40,197	49.6	3,427	66.6	198,979	56.2
	<b>Part Time</b>	80,331	30.0	27,497	33.9	1,008	19.6	108,836	30.8
	<b>Casual</b>	31,937	11.9	13,354	16.5	714	13.9	46,005	13.0
	<b>Employed—Status Unknown</b>	889	–	176	–	25	–	1,090	–
<b>Place of Work</b>	<b>Hospital</b>	163,514	63.0	34,619	45.1	2,334	45.2	200,467	58.7
	<b>Community Health Agency</b>	36,227	14.0	7,317	9.5	1,276	24.7	44,820	13.1
	<b>Nursing Home/LTC Facility</b>	24,891	9.6	29,295	38.1	909	17.6	55,095	16.1
	<b>Other Place of Work</b>	34,864	13.4	5,597	7.3	642	12.4	41,103	12.0
<b>Area of Responsibility</b>	<b>Direct Care</b>	235,012	89.3	78,976	98.2	4,586	89.1	318,574	91.3
	<b>Admin./Educ./Research</b>	28,257	10.7	1,488	1.8	562	10.9	30,307	8.7
<b>Position</b>	<b>Managerial Positions</b>	18,128	6.9	1,134	1.4	515	10.0	19,777	5.7
	<b>Staff/Community Health Nurse</b>	205,471	77.9	73,907	91.7	4,045	78.5	283,423	81.1
	<b>Other Positions</b>	40,310	15.3	5,582	6.9	593	11.5	46,485	13.3
<b>Multiple Employment Status</b>	<b>Single Employer</b>	221,697	86.6	66,996	82.6	3,977	78.3	292,670	85.5
	<b>Multiple Employers</b>	34,401	13.4	14,130	17.4	1,104	21.7	49,635	14.5
<b>Highest Education in Nursing Discipline</b>	<b>Diploma</b>	154,750	57.7	81,224	100.0	4,600	88.9	240,574	67.8
	<b>Baccalaureate</b>	104,105	38.8	–	–	553	10.7	104,658	29.5
	<b>Master's/Doctorate</b>	9,508	3.5	–	–	21	0.4	9,529	2.7
<b>Location of Graduation</b>	<b>Canadian Trained</b>	244,206	91.4	78,928	97.3	4,275	92.2	327,409	92.7
	<b>Internationally Educated</b>	23,076	8.6	2,197	2.7	364	7.8	25,637	7.3

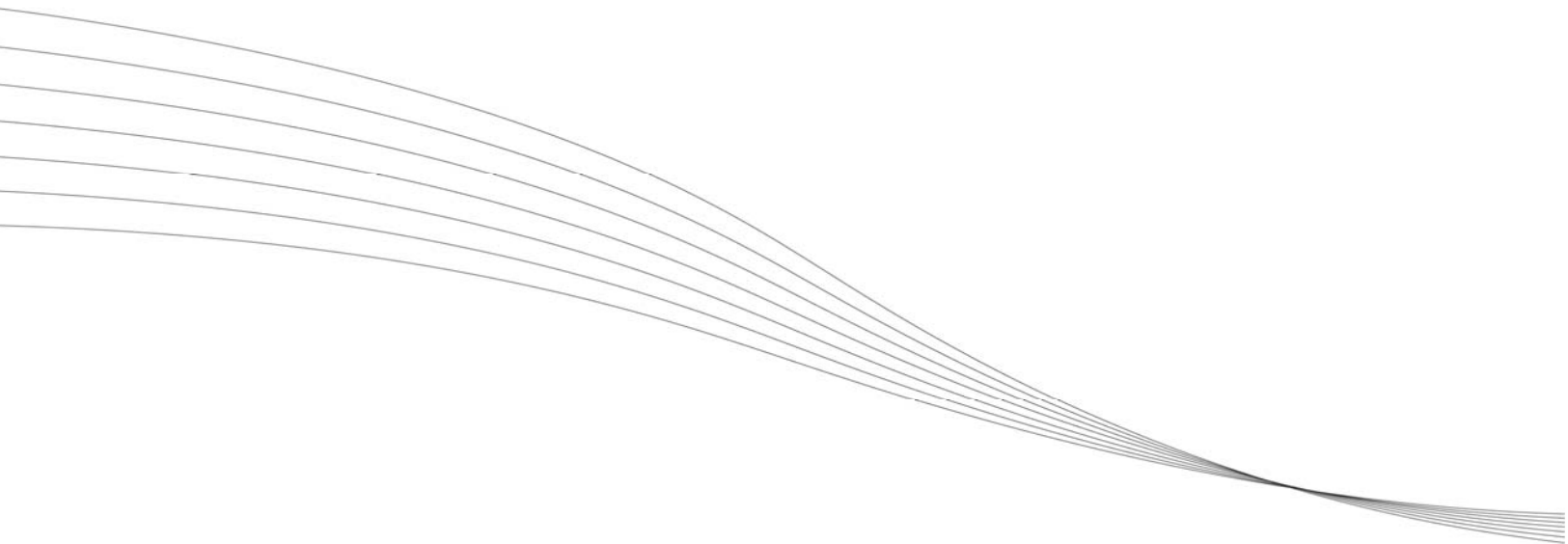
### Notes

– Data is not applicable or does not exist.

*Employed—status unknown* are excluded from percentage distributions.

### 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](http://www.clpnnl.ca)**Association of Registered Nurses of Newfoundland and Labrador**

55 Military Road

St. John's, Newfoundland and Labrador A1C 2C5

Website: [www.arnnl.ca](http://www.arnnl.ca)

### Prince Edward Island

**Licensed Practical Nurses Association of Prince Edward Island**

P.O. Box 20058

Charlottetown, Prince Edward Island C1A 1E9

Website: [www.lpna.ca](http://www.lpna.ca)**Association of Registered Nurses of Prince Edward Island**

53 Grafton Street

Charlottetown, Prince Edward Island C1A 1K8

Website: [www.arnpei.ca](http://www.arnpei.ca)

### Nova Scotia

**College of Licensed Practical Nurses of Nova Scotia**

Starlight Gallery

7071 Bayers Road, Suite 302

Halifax, Nova Scotia B3L 2C2

Website: [www.clpnns.ca](http://www.clpnns.ca)**College of Registered Nurses of Nova Scotia**

7071 Bayers Road, Suite 4005

Halifax, Nova Scotia B3L 2C2

Website: [www.crnns.ca](http://www.crnns.ca)

## **New Brunswick**

### **Association of New Brunswick Licensed Practical Nurses**

384 Smythe Street  
Fredericton, New Brunswick E3B 3E4  
Website: [www.anblpn.ca](http://www.anblpn.ca)

### **Nurses Association of New Brunswick**

165 Regent Street  
Fredericton, New Brunswick E3B 7B4  
Website: [www.nanb.nb.ca](http://www.nanb.nb.ca)

## **Quebec**

### **Ordre des infirmières et infirmiers auxiliaires du Québec**

531 Sherbrooke Street East  
Montréal, Quebec H2L 1K2  
Website: [www.oiiq.org](http://www.oiiq.org)

### **Ordre des infirmières et infirmiers du Québec**

4200 Dorchester Boulevard West  
Westmount, Quebec H3Z 1V4  
Website: [www.oiiq.org](http://www.oiiq.org)

## **Ontario<sup>ii</sup>**

### **College of Nurses of Ontario**

101 Davenport Road  
Toronto, Ontario M5R 3P1  
Website: [www.cno.org](http://www.cno.org)

## **Manitoba**

### **College of Licensed Practical Nurses of Manitoba**

463 St. Anne's Road  
Winnipeg, Manitoba R2M 3C9  
Website: [www.clpnm.ca](http://www.clpnm.ca)

### **College of Registered Nurses of Manitoba**

890 Pembina Highway  
Winnipeg, Manitoba R3M 2M8  
Website: [www.crnmb.mb.ca](http://www.crnmb.mb.ca)

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ii. 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](http://www.crpnm.mb.ca)

**Saskatchewan****Saskatchewan Association of Licensed Practical Nurses**

700A-4400 4th Avenue  
Regina, Saskatchewan S4T 0H8  
Website: [www.salpn.com](http://www.salpn.com)

**Saskatchewan Registered Nurses' Association**

2066 Retallack Street  
Regina, Saskatchewan S4T 7X5  
Website: [www.srna.org](http://www.srna.org)

**Registered Psychiatric Nurses Association of Saskatchewan**

2055 Lorne Street  
Regina, Saskatchewan S4P 2M4  
Website: [www.rpnas.com](http://www.rpnas.com)

**Alberta****College of Licensed Practical Nurses of Alberta**

St. Albert Trail Place  
13163, 146th Street  
Edmonton, Alberta T5L 4S8  
Website: [www.clpna.com](http://www.clpna.com)

**College and Association of Registered Nurses of Alberta**

11620, 168th Street  
Edmonton, Alberta T5M 4A6  
Website: [www.nurses.ab.ca](http://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](http://www.crpna.ab.ca)

## British Columbia

### College of Licensed Practical Nurses of British Columbia

3480 Gilmore Way, Suite 260  
Burnaby, British Columbia V5G 4Y1  
Website: [www.clpnbc.org](http://www.clpnbc.org)

### College of Registered Nurses of British Columbia

2855 Arbutus Street  
Vancouver, British Columbia V6J 3Y8  
Website: [www.crnbc.ca](http://www.crnbc.ca)

### College of Registered Psychiatric Nurses of British Columbia

307–2502 St. Johns Street  
Port Moody, British Columbia V3H 2B4  
Website: [www.crpnbcc.ca](http://www.crpnbcc.ca)

## Yukon

### Yukon Consumer Services

P.O. Box 2703 (C-5)  
Whitehorse, Yukon Y1A 2C6  
Website: [www.gov.yk.ca](http://www.gov.yk.ca)

### Yukon Registered Nurses Association

204–4133 4th Avenue  
Whitehorse, Yukon Y1A 1H8  
Website: [www.yrna.ca](http://www.yrna.ca)

## Northwest Territories and Nunavut

### Licensed Practical Nurses of the Northwest Territories and Nunavut

Department of Health and Social Services, Registrar, Professional Licensing  
8th Floor, Centre Square Tower  
P.O. Box 1320  
Yellowknife, Northwest Territories X1A 2L9  
Website: [www.hlthss.gov.nt.ca](http://www.hlthss.gov.nt.ca)

### Registered Nurses Association of the Northwest Territories and Nunavut

P.O. Box 2757  
Yellowknife, Northwest Territories X1A 2R1  
Website: [www.rnantnu.ca](http://www.rnantnu.ca)

## Other Nursing Associations

### **Canadian Council for Practical Nurse Regulators**

Website: [www.ccpnr.ca](http://www.ccpnr.ca)

### **Canadian Nurses Association**

50 The Driveway  
Ottawa, Ontario K2P 1E2  
Website: [www.cna-aiic.ca](http://www.cna-aiic.ca)

### **Registered Psychiatric Nurses of Canada**

Website: [www.rpnc.ca](http://www.rpnc.ca)

### **Canadian Association of Schools of Nursing**

99 Fifth Avenue, Suite 15  
Ottawa, Ontario K1S 5K4  
Website: [www.casn.ca](http://www.casn.ca)

### **Canadian Federation of Nurses Unions**

2841 Riverside Drive  
Ottawa, Ontario K1V 8X7  
Website: [www.nursesunions.ca](http://www.nursesunions.ca)

### **Aboriginal Nurses Association of Canada**

16 Concourse Gate, Unit 600  
Ottawa, Ontario K2E 7S8  
Website: [www.anac.on.ca](http://www.anac.on.ca)





## References

1. Canadian Nurses Association, accessed on October 16, 2011, from <[http://www.cna-aiic.ca/CNA/practice/advanced/default\\_e.aspx](http://www.cna-aiic.ca/CNA/practice/advanced/default_e.aspx)>.
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