



Regulated Nurses: Canadian Trends, 2007 to 2011



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Healthier Canadians.

## Our Mandate

To lead the development and maintenance of comprehensive and integrated health information that enables sound policy and effective health system management that improve health and health care.

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Respect, Integrity, Collaboration,  
Excellence, Innovation

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# About CIHI's Nursing Database

CIHI's Nursing Database contains demographic, education and employment information on the three regulated nursing professions in Canada: registered nurses (including nurse practitioners), licensed practical nurses, and registered psychiatric nurses.

## Want to Know More?

- Nursing Data tables 2007 to 2011
- Reference documents:
  - *Registered Nurses Data Dictionary and Processing Manual*
  - *Licensed Practical Nurses Data Dictionary and Processing Manual*
  - *Registered Psychiatric Nurses Data Dictionary and Processing Manual*
- Other documents from CIHI's Health Human Resources department:
  - *Supply, Distribution and Migration of Canadian Physicians*
  - *Medical Laboratory Technologists in Canada*
  - *Medical Radiation Technologists in Canada*
  - *Physiotherapists in Canada*
  - *Pharmacists in Canada*
  - *Occupational Therapists in Canada*

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# Executive Summary

*Regulated Nurses: Canadian Trends, 2007 to 2011* 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, including nurse practitioners), licensed practical nurses (LPNs) and registered psychiatric nurses (RPNs). This report highlights trends across Canada, across regulated nursing professions and across a variety of demographic, education, mobility and employment characteristics to inform health human resource planning in Canada.

## Labour Force Continues to Grow

The supply of regulated nurses eligible to practise (including those employed and those not employed) grew by almost 10% in Canada between 2007 and 2011. Over the same period, the entire Canadian labour force grew by less than 5%,<sup>i</sup> as did the general population.<sup>ii</sup>

More than 92% of those eligible to practise in 2011 were employed, meaning approximately 8% were outside of the workforce (whether by choice or unable to find employment). Of those employed, more than 56% were employed full time.

More than 360,000 regulated nurses were employed in Canada in 2011, working across the continuum of health care, representing an increase of roughly 8% since 2007. The number of regulated nurses per 100,000 population also increased between 2007 and 2011, from 1,011 to 1,046. Approximately three-quarters of these regulated nurses were RNs (including nurse practitioners). LPNs represented almost one-quarter, while RPNs<sup>iii</sup> represented less than 2% of the nursing workforce. These proportions remained relatively unchanged over the last five years.

## More Nurse Practitioners

The number of licensed nurse practitioners (NPs) doubled from 1,344 to 2,777 between 2007 and 2011, reflecting the NP legislation enacted by provinces/territories earlier in the decade. However, they still accounted for only 1% of all RNs. More than half of NPs worked outside of the hospital sector, in areas such as community practice.

## Changing Demographics

The average age of regulated nurses in Canada was 44.8 in 2011. LPNs remained the youngest of the nursing professions, with the average age 2.5 years younger than RNs and 4.5 years younger than RPNs. Between 2007 and 2011, the average age of LPNs decreased, while it remained unchanged for RPNs and increased slightly for RNs.

i. Statistics Canada. Tables 282-0002 and 282-0022: Labour force characteristics. CANSIM (database). <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/econ10-eng.htm>. Accessed October 15, 2012.

ii. Statistics Canada. Table 109-5325: Estimates of population (2006 Census and administrative data), by age group and sex for July 1st, Canada, provinces, territories, health regions (2011 boundaries) and peer groups, annual (number). CANSIM (database). <http://www5.statcan.gc.ca/cansim/a05?lang=eng&id=1095325>. Accessed October 15, 2012.

iii. RPNs are regulated separately in Manitoba, Saskatchewan, Alberta, British Columbia and Yukon. Data presented in this report does not include RPNs in Yukon.

In 2011, regulated nurses age 50 or older represented more than 40% of the RN and RPN workforces but one-third of the LPN workforce. Regulated nurses closest to retirement age (60 years or older) were more likely to work outside of the hospital sector.

## Practice Characteristics

Rates of casual employment increased between 2007 and 2011 for both RNs and RPNs but decreased for LPNs. Since 2009, approximately half of LPNs were employed full time.

The hospital sector remained the largest employer for regulated nurses, although LPNs were almost as likely to work in the long-term care sector. This did not change over the five-year period.

## Mobility Trends of Graduates

Within Canada, the top three destinations for graduates who moved after graduation were British Columbia, Alberta and Ontario. This trend reflects overall migration patterns for regulated nurses within Canada in 2011.

The proportion of international graduates in the Canadian workforce grew slightly between 2007 and 2011 but typically represented less than 8% of all regulated nurses.



# Canada's Regulated Nursing Workforce

This section examines the three regulated nursing professions within Canada. Each province and territory has its own legislation governing nursing practice, and each jurisdiction has its own regulatory body for the regulation and licensing of its members. Below is a brief description of each regulated nursing profession:

**Registered nurses** (including nurse practitioners) work both autonomously and in collaboration with other health care providers to 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.

**Nurse practitioners** 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.<sup>1</sup> NPs are licensed in all provinces and territories in Canada except Yukon.

**Licensed practical nurses** 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.

**Registered psychiatric nurses** 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. For this report, analyses used RPN data for Manitoba, Saskatchewan, Alberta and British Columbia.

# Registered Nurses

## Historical

Since 1980, the supply of registered nurses eligible to practice has grown by 42.9% in Canada, reaching 291,008 in 2011. This includes both RNs employed in nursing and those not employed.

This period saw three distinct periods of growth:

- 1980 to 1993: The average annual growth rate of the RN workforce was approximately 3.3%.
- 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 to 0.2%.
- 2002 to 2011: The average annual growth rate during this period was approximately 1.8%. The number of RNs in Canada in 1993 (235,738) was surpassed in 2003 (241,415). The positive trend since 2002 may have been due, in part, to reinvestment in health care.

The number of RNs per 100,000 population shows a similar trend over the three time periods. However, the ratio of the early 1990s (824 RNs per 100,000 population) has not been reached again.

## Supply and Workforce

The supply of RNs eligible to practice in Canada grew by 6.1% between 2007 and 2011, reaching a total of 291,008. During the same time period, the RN workforce increased steadily, reaching 270,724, and the number of RNs per 100,000 population remained largely unchanged (from 783 to 785 per 100,000).

## Demographics and Employment

The proportion of female registered nurses remained high (93.4%) and more than half (58.3%) were employed in full-time positions in 2011. While the proportion of male RNs was low, 72.6% were employed full time. By comparison, the rate of full-time employment was higher for NPs, with almost 80% (79.8%) working in full-time positions in 2011.

The average age of an RN remained stable since 2007 (45.0 in 2007 versus 45.3 in 2011). While RNs in Prince Edward Island tended to be older than those across the country (average age of 47.2 in 2011), the youngest RNs were in Newfoundland and Labrador (average age of 42.9 in 2011). The average age of NPs remained constant and followed the same pattern as the RN workforce. While the average age of NPs in Canada remained consistent between 2007 and 2011, NPs in the Northwest Territories and Nunavut tended to be older (49.2) in 2011, whereas those working in Quebec were younger (36.9).

The number of RNs approaching retirement continued to increase: in 2011, 11.9% of RNs were age 60 or older, and 0.8% (2,180) were over age 70. A closer look at this group of nurses reveals that a larger proportion of RNs over age 60 (58.1%) were working on a part-time or casual basis.

Where RNs work was largely unchanged between 2007 and 2011: 61.6% in hospitals, 13.3% in the community health sector and 10.0% in the long-term care sector. RNs employed in the provinces most frequently identified medicine/surgery (15.5%), other direct care (14.3%) and geriatric/long-term care (9.7%) as their area of responsibility. By comparison, RNs in the territories most often reported work in the community health sector<sup>iv</sup> (42.8%) and hospitals (39.6%). In the territories, RNs most frequently identified in the areas of responsibility of community health (27.0%), nursing in several clinical areas (10.8%) and emergency care (10.4%).

Between 2007 and 2011, the number of nurse practitioners (NPs) more than doubled, from 1,344 to 2,777.<sup>v</sup> While hospitals (41.1%) continued to be the most common place of work for an NP, the increasing proportion of NPs identifying work outside of the hospital sector may reflect changes in practice or increasing opportunities in areas such as primary health care.

## Education

While 72.0% of RNs employed in Canada in 2011 initially obtained a diploma in registered nursing, 32.4% (34,042) returned to school to complete a baccalaureate degree in nursing. An additional 10,454 (3.9%) RNs had obtained either a master's degree or doctorate as their highest education level in nursing, and were more likely to work in administration or education compared with RNs who had obtained only a baccalaureate degree or diploma.

The proportion of the RN workforce whose members graduated more than 30 years ago continued to increase (from 25.6% in 2007 to 26.6% in 2011).<sup>vi</sup> Likewise, the proportion of nurses at the beginning of their careers—those graduating within the last 10 years—also increased, from 23.5% in 2007 to 27.2% in 2011.

## Migration

Overall, nearly 9 out of 10 (88.3%) registered nurses who graduated from a Canadian registered nursing program and who were working in Canada in 2011 either did not move after graduation or eventually returned to their jurisdiction of graduation. RNs who had relocated after graduation were most likely to go to British Columbia, Alberta and Ontario.<sup>vii</sup>

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iv. Community health sector includes community health centres, home care agencies, nursing stations (outpost or clinic) and public health departments/units.

v. As of 2007, data submitted to CIHI from all territories and provinces except Yukon included licensed NPs. See Methodological Notes for more details regarding year of NP implementation for each jurisdiction.

vi. 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.

vii. This analysis reflects a comparison of the jurisdiction of graduation with the jurisdiction of current registration. The data does not account for mobility and migration in the intervening years.

Overall, 8.6% of the RN workforce were international graduates, which represents the highest proportion among the regulated nursing professions. In 2011, more than 30% (32.7%) of internationally educated RNs reported having been trained in the Philippines, while 15.3% reported having been trained in the United Kingdom.

Recent recruitment initiatives have increased the proportion of internationally educated RNs for several provinces: the proportion of international graduates in Saskatchewan rose from 2.8% to 7.0% between 2007 and 2011, while for Alberta it increased from 4.9% to 10.5% over the same period.

# Licensed Practical Nurses

## Supply and Workforce

The supply of LPNs eligible to practise in Canada grew by 21.2% between 2007 and 2011, reaching a total of 94,646. During the same time period, the LPN workforce increased by the same percentage. The number of LPNs per 100,000 population increased from 212 in 2007 to 246 in 2011.

## Demographics and Education

The proportion of the LPN workforce that is female remained steady between 2007 and 2011 at just over 92% (93.0% versus 92.3%, respectively). Of the three regulated nursing professions in Canada, only LPNs experienced a decrease in average age among the workforce between 2007 and 2011, from 43.9 years to 42.9.

Two workforce indicators—distribution by age and years since graduation—indicate a young LPN workforce in Canada. In 2011, LPNs younger than age 30 were the largest group within the workforce (16.9%). In addition, more than half (51.5%) of the workforce had graduated within the last 10 years.

## Employment and Migration

In 2011, more than half (51.1%) of the LPN workforce was employed full time, an increase of 3.4% since 2007. The proportion of the LPN workforce employed in hospitals (42.9% in 2011) and in long-term care facilities (39.0% in 2011) remained relatively consistent over the five-year period. While LPNs were most likely to work in direct care with patients (97.6%), close to half (43.1%) worked in geriatrics and long-term care. Many areas of responsibility saw minor decreases between 2007 and 2011, but the number of LPNs working in several clinical areas rose (from 3.9% to 7.4%).

Almost all LPNs registered and working in Canada in 2011 either had not moved after graduation or eventually returned to their jurisdiction of graduation. The 5% of LPNs who had relocated after graduation were most likely to register in British Columbia, Alberta and Ontario.<sup>viii</sup>

The proportion of internationally educated LPNs in Canada increased slightly between 2007 and 2011, but this group still represented less than 3% of the workforce. More than one-third (42.8%) of international graduates had attended a practical nursing program in the Philippines or the United Kingdom.

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viii. This analysis reflects a comparison of the jurisdiction of graduation with the jurisdiction of current registration. The data does not account for mobility and migration in the intervening years.

## Registered Psychiatric Nurses

### Supply and Workforce

While the supply of RPNs eligible to practise increased by 3.8% between 2007 and 2011 (reaching 5,431), the proportion of RPNs in the regulated nursing workforce remained constant (at approximately 1.5%).

### Demographics and Education

While more than three-quarters (78%) of RPNs were female, this profession had the highest proportion of males (22%) of the three regulated nursing professions in Canada. This distribution remained constant over the five-year period of analysis.

Of the regulated nursing professions, RPNs had the highest average age. In 2011, the average age was 47.4 years (largely unchanged from 2007), with 15.7% of the RPN workforce over age 60.

The proportion of RPNs who graduated within the last 10 years increased by 8.5% between 2007 and 2011 and, for the first time since data collection began in 2003, this group represented the largest in the workforce.

While 85.2% of RPNs had not moved after graduation, the proportion who had relocated was the highest among Canada's three regulated nursing professions. Alberta and British Columbia were the most popular destinations for those RPNs who moved, consistent in trends seen with RNs and LPNs.<sup>ix</sup>

The distribution of internationally educated psychiatric nurses remained consistent over the five-year period of analysis; in 2011, 7.6% of the workforce reported having been educated outside of Canada, with the majority in the United Kingdom (82.5%).

### Employment

While 62.2% of RPNs reported being employed full time in psychiatric nursing in 2011, the proportion had decreased since 2007 (67.8%). The increase in part-time and casual employment for psychiatric nurses may reflect that a growing proportion of the workforce consisted of RPNs still in the early stages of their career. RPNs with fewer years of experience were less likely to have full-time employment.

RPNs were most likely to work in the hospital sector in 2011 (45.6%), and this workforce had an average age of 45.0. In comparison, RPNs working in the long-term care sector (16.1%) had an average age of 51.5.

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ix. This analysis reflects a comparison of the jurisdiction of graduation with the jurisdiction of current registration. The data does not account for mobility and migration in the intervening years.

## Regulated Nursing Workforce Profile, Canada, 2011

		Registered Nurses		Licensed Practical Nurses		Registered Psychiatric Nurses		Regulated Nurses	
		RN	%	LPN	%	RPN	%	Total	%
<b>Employed in Nursing Workforce</b>		270,724	—	84,587	—	5,261	—	360,572	—
<b>Per 100,000 Population</b>		785	—	246	—	49	—	1,046	—
<b>Sex</b>	Male	17,961	6.6	6,545	7.7	1,158	22.0	25,664	7.1
	Female	252,763	93.4	78,042	92.3	4,103	78.0	334,908	92.9
<b>Average Age</b>	Years	45.3	—	42.9	—	47.4	—	44.8	—
<b>Age Breakdown</b>	<30 Years	32,849	12.1	14,287	16.9	441	8.4	47,577	13.2
	30–34 Years	27,908	10.3	10,009	11.8	397	7.5	38,314	10.6
	35–39 Years	29,479	10.9	10,101	11.9	474	9.0	40,054	11.1
	40–44 Years	33,038	12.2	10,800	12.8	663	12.6	44,501	12.3
	45–49 Years	38,512	14.2	11,344	13.4	862	16.4	50,718	14.1
	50–54 Years	38,980	14.4	11,527	13.6	870	16.5	51,377	14.2
	55–59 Years	37,798	14.0	9,485	11.2	731	13.9	48,014	13.3
	60+ Years	32,158	11.9	7,034	8.3	823	15.6	40,015	11.1
<b>Employment Status</b>	Full Time	158,425	58.6	43,059	51.1	3,250	62.2	204,734	56.9
	Part Time	78,980	29.2	29,310	34.8	1,186	22.7	109,476	30.4
	Casual	32,767	12.1	11,904	14.1	792	15.1	45,463	12.6
	Employed—Status Unknown	552	—	314	—	33	—	899	—
<b>Place of Work</b>	Hospital	156,318	61.6	33,675	42.9	2,388	45.6	192,381	57.0
	Community Health Agency	33,729	13.3	7,696	9.8	1,324	25.3	42,749	12.7
	Nursing Home/LTC Facility	25,410	10.0	30,614	39.0	842	16.1	56,866	16.9
	Other Place of Work	38,320	15.1	6,424	8.2	688	13.1	45,432	13.5
<b>Area of Responsibility</b>	Direct Care	232,751	89.0	81,679	97.6	4,614	89.7	319,044	91.1
	Administration/Education/Research	28,791	11.0	2,003	2.4	531	10.3	31,325	8.9
<b>Position</b>	Managerial Positions	18,018	6.9	1,302	1.6	494	9.5	19,814	5.6
	Staff/Community Health Nurse	201,638	76.9	76,438	91.3	4,113	78.7	282,189	80.4
	Other Positions	42,432	16.2	5,967	7.1	618	11.8	49,017	14.0
<b>Highest Education Level in Nursing Discipline</b>	Diploma	155,110	57.3	84,587	100.0	4,581	87.1	244,278	67.8
	Baccalaureate	104,932	38.8	—	—	658	12.5	105,590	29.3
	Master's/Doctorate	10,454	3.9	—	—	22	0.4	10,476	2.9
<b>Location of Graduation</b>	Canadian Trained	246,300	91.4	82,345	97.5	4,400	92.4	333,045	92.8
	Internationally Educated	23,176	8.6	2,119	2.5	361	7.6	25,656	7.2

(continued on next page)

## Notes

— Data is not applicable or does not exist.

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

Registered psychiatric nurses (RPNs) are regulated as a separate nursing profession in Manitoba, Saskatchewan, Alberta and British Columbia.

### Place of Work for RN and LPN:

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*.

### Place of Work for RPN:

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*.

### Area of Responsibility for RN and LPN:

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/recovery room, emergency care, nursing in several clinical areas, oncology, rehabilitation, public health, palliative care (RNs excluded), telehealth (LPNs excluded) 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*.

### Area of Responsibility for RPN:

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 *psychiatric nursing services, psychiatric 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*.

### Position for RN:

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*.

### Position for LPN:

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

Manager includes *coordinator/care manager*.

Other Positions includes *instructor/professor/educator, LPN specialty and other*.

### Position for RPN:

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*.

## Sources

Nursing Database, Canadian Institute for Health Information.

Statistics Canada. Table 109-5325: Estimates of population (2006 Census and administrative data), by age group and sex for July 1st, Canada, provinces, territories, health regions (2011 boundaries) and peer groups, annual (number). CANSIM (database).

<http://www5.statcan.gc.ca/cansim/a05?lang=eng&id=1095325>. Accessed May 30, 2012.



# Jurisdictional Highlights

This section highlights the nursing workforce in each of Canada's provinces and territories. The unique composition of each province and territory's workforce becomes evident through the analysis presented here.

The section is divided into three parts:

- Jurisdictional nursing workforce highlights;
- Jurisdictional nursing workforce profiles; and
- An analysis of the nursing workforce, employed in direct care, per 100,000 population by jurisdictional health region.

For more information regarding assignment of the regulated nursing workforce to health regions as well as peer grouping, please refer to the Methodological Notes.

## Newfoundland and Labrador

### Highlights

- The regulated nursing workforce grew by 4.4% between 2007 and 2011, reaching a total of 8,530 regulated nurses.
- The ratio of regulated nurses per 100,000 population increased from 1,614 in 2007 to 1,671 in 2011.
- The average age of regulated nurses was 43.4, the youngest nursing workforce in the country.
- In 2011, 5.9% of the regulated nursing workforce was age 60 or older, compared with 11.1% for Canada overall.
- The workforce saw a rise in full-time employment over the period, with 72.5% of regulated nurses working full time in 2011, compared with 66.2% in 2007.
- Of the 10,228 graduates of Newfoundland and Labrador's nursing programs employed in Canada in 2011, 77.3% were employed within the province. An additional 7.1% were employed in Ontario, 6.3% in Alberta and 5.4% in Nova Scotia.

## Regulated Nursing Workforce Profile, Newfoundland and Labrador, 2011

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses		
		RN	%	Canada %*	LPN	%	Canada %*	RPN	%	Canada %*	Total	%	Canada %*
<b>Employed in Nursing Workforce</b>		6,050	—	—	2,480	—	—	—	—	—	8,530	—	—
<b>Per 100,000 Population</b>		1,185	—	—	486	—	—	—	—	—	1,671	—	—
<b>Sex</b>	Male	340	5.6	6.6	278	11.2	7.7	—	—	22.0	618	7.2	7.1
	Female	5,710	94.4	93.4	2,202	88.8	92.3	—	—	78.0	7,912	92.8	92.9
<b>Average Age</b>	Years	42.9	—	—	44.5	—	—	—	—	—	43.4	—	—
<b>Age Breakdown</b>	<30 Years	850	14.0	12.1	246	9.9	16.9	—	—	8.4	1,096	12.8	13.2
	30–34 Years	681	11.3	10.3	267	10.8	11.8	—	—	7.5	948	11.1	10.6
	35–39 Years	726	12.0	10.9	263	10.6	11.9	—	—	9.0	989	11.6	11.1
	40–44 Years	968	16.0	12.2	389	15.7	12.8	—	—	12.6	1,357	15.9	12.3
	45–49 Years	1,058	17.5	14.2	424	17.1	13.4	—	—	16.4	1,482	17.4	14.1
	50–54 Years	798	13.2	14.4	436	17.6	13.6	—	—	16.5	1,234	14.5	14.2
	55–59 Years	623	10.3	14.0	297	12.0	11.2	—	—	13.9	920	10.8	13.3
60+ Years	346	5.7	11.9	158	6.4	8.3	—	—	15.6	504	5.9	11.1	
<b>Employment Status</b>	Full Time	4,533	74.9	58.6	1,654	66.7	51.1	—	—	62.2	6,187	72.5	56.9
	Part Time	826	13.7	29.2	110	4.4	34.8	—	—	22.7	936	11.0	30.4
	Casual	691	11.4	12.1	716	28.9	14.1	—	—	15.1	1,407	16.5	12.6
	Employed—Status Unknown	0	—	—	0	—	—	—	—	—	0	—	—
<b>Place of Work</b>	Hospital	4,069	67.3	61.6	1,104	44.5	42.9	—	—	45.6	5,173	60.7	57.0
	Community Health Agency	779	12.9	13.3	84	3.4	9.8	—	—	25.3	863	10.1	12.7
	Nursing Home/LTC Facility	485	8.0	10.0	1,252	50.5	39.0	—	—	16.1	1,737	20.4	16.9
	Other Place of Work	717	11.9	15.1	39	1.6	8.2	—	—	13.1	756	8.9	13.5
<b>Area of Responsibility</b>	Direct Care	5,31†	†	89.0	2,45†	†	97.6	—	—	89.7	7,769	91.3	91.1
	Administration/Education/Research	73†	†	11.0	†	†	2.4	—	—	10.3	744	8.7	8.9
<b>Position</b>	Managerial Positions	677	11.2	6.9	0	0.0	1.6	—	—	9.5	677	7.9	5.6
	Staff/Community Health Nurse	4,603	76.1	76.9	2,375	95.8	91.3	—	—	78.7	6,978	81.8	80.4
	Other Positions	770	12.7	16.2	103	4.2	7.1	—	—	11.8	873	10.2	14.0
<b>Highest Education Level in Nursing Discipline</b>	Diploma	3,197	52.8	57.3	2,480	100.0	100.0	—	—	87.1	5,677	66.6	67.8
	Baccalaureate	2,650	43.8	38.8	—	—	—	—	—	12.5	2,650	31.1	29.3
	Master's/Doctorate	203	3.4	3.9	—	—	—	—	—	0.4	203	2.4	2.9
<b>Location of Graduation</b>	Canadian Trained	5,94†	†	91.4	2,44†	†	97.5	—	—	92.4	8,389	98.8	92.8
	Internationally Educated	10†	†	8.6	†	†	2.5	—	—	7.6	106	1.2	7.2

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#### Notes

\* The Canada Regulated Nurses count includes registered nurses (270,724), licensed practical nurses (84,587) and registered psychiatric nurses (5,261).

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

— Data is not applicable or does not exist.

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

Registered psychiatric nurses (RPNs) are regulated as a separate nursing profession in Manitoba, Saskatchewan, Alberta and British Columbia.

#### Place of Work for RN and LPN:

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*.

#### Area of Responsibility for RN and LPN:

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/recovery room, emergency care, nursing in several clinical areas, oncology, rehabilitation, public health, palliative care* (RNs excluded), *telehealth* (LPNs excluded) 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*.

#### Position for RN:

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*.

#### Position for LPN:

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

Manager includes *coordinator/care manager*.

Other Positions includes *instructor/professor/educator, LPN specialty and other*.

#### Sources

Nursing Database, Canadian Institute for Health Information.

Statistics Canada. Table 109-5325: Estimates of population (2006 Census and administrative data), by age group and sex for July 1st, Canada, provinces, territories, health regions (2011 boundaries) and peer groups, annual (number). CANSIM (database). <http://www5.statcan.gc.ca/cansim/a05?lang=eng&id=1095325>. Accessed May 30, 2012.

## Regulated Nursing Workforce Employed in Direct Care, by Health Region, Newfoundland and Labrador, 2011

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
C	1011	Eastern Regional Integrated Health Authority	305,381	3,469	1,136	1,318	432	—	—	4,787	1,568
I	1012	Central Regional Integrated Health Authority	92,154	718	779	518	562	—	—	1,236	1,341
I	1013	Western Regional Integrated Health Authority	76,967	768	998	467	607	—	—	1,235	1,605
H	1014	Labrador–Grenfell Regional Integrated Health Authority	36,076	35†	99†	15†	42†	—	—	511	1,416
		<b>Newfoundland and Labrador (Direct Care Total)</b>	<b>510,578</b>	<b>5,31†</b>	<b>1,04†</b>	<b>2,45†</b>	<b>48†</b>	—	—	<b>7,769</b>	<b>1,522</b>
		<b>Canada (Direct Care Total)</b>	<b>34,482,779</b>	<b>231,234</b>	<b>671</b>	<b>81,646</b>	<b>237</b>	<b>4,584</b>	<b>43</b>	<b>317,464</b>	<b>921</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.

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.

Registered psychiatric nurses (RPNs) are regulated as a separate nursing profession in Manitoba, Saskatchewan, Alberta and British Columbia.

### Sources

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Statistics Canada. Table 109-5325: Estimates of population (2006 Census and administrative data), by age group and sex for July 1st, Canada, provinces, territories, health regions (2011 boundaries) and peer groups, annual (number). CANSIM (database). <http://www5.statcan.gc.ca/cansim/a05?lang=eng&id=1095325>. Accessed May 30, 2012.

Statistics Canada. Table 4: Summary table of peer groups and principal characteristics. Web page. <http://www.statcan.gc.ca/pub/82-221-x/2012002/regions/hrt4-eng.htm>. Accessed June 28, 2012.

## Prince Edward Island

### Highlights

- The regulated nursing workforce grew by 3.9% between 2007 and 2011, reaching a total of 2,138 regulated nurses.
- The ratio of regulated nurses per 100,000 population decreased from 1,490 in 2007 to 1,466 in 2011.
- The average age of regulated nurses was 47.2—the oldest nursing workforce in the country.
- In 2011, 16.2% of the regulated nursing workforce was age 60 or older, compared with 11.1% for Canada overall.
- Almost half (49.2%) of regulated nurses were working full time, compared with 56.9% for Canada as a whole.
- Of the 2,086 graduates of Prince Edward Island's nursing programs employed in Canada in 2011, 77.5% were employed within the province. An additional 7.2% were employed in Nova Scotia, 3.9% in Alberta and 3.6% in Ontario.

## Regulated Nursing Workforce Profile, Prince Edward Island, 2011

	Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses		
	RN	%	Canada %*	LPN	%	Canada %*	RPN	%	Canada %*	Total	%	Canada %*
<b>Employed in Nursing Workforce</b>	1,517	—	—	621	—	—	—	—	—	2,138	—	—
<b>Per 100,000 Population</b>	1,040	—	—	426	—	—	—	—	—	1,466	—	—
<b>Sex</b>												
Male	41	2.7	6.6	58	9.3	7.7	—	—	22.0	99	4.6	7.1
Female	1,476	97.3	93.4	563	90.7	92.3	—	—	78.0	2,039	95.4	92.9
<b>Average Age</b>												
Years	47.2	—	—	47.2	—	—	—	—	—	47.2	—	—
<b>Age Breakdown</b>												
<30 Years	147	9.7	12.1	48	7.7	16.9	—	—	8.4	195	9.1	13.2
30–34 Years	130	8.6	10.3	54	8.7	11.8	—	—	7.5	184	8.6	10.6
35–39 Years	128	8.4	10.9	46	7.4	11.9	—	—	9.0	174	8.1	11.1
40–44 Years	197	13.0	12.2	88	14.2	12.8	—	—	12.6	285	13.3	12.3
45–49 Years	231	15.2	14.2	98	15.8	13.4	—	—	16.4	329	15.4	14.1
50–54 Years	221	14.6	14.4	113	18.2	13.6	—	—	16.5	334	15.6	14.2
55–59 Years	201	13.2	14.0	89	14.3	11.2	—	—	13.9	290	13.6	13.3
60+ Years	262	17.3	11.9	85	13.7	8.3	—	—	15.6	347	16.2	11.1
<b>Employment Status</b>												
Full Time	768	50.6	58.6	283	45.6	51.1	—	—	62.2	1,051	49.2	56.9
Part Time	543	35.8	29.2	243	39.1	34.8	—	—	22.7	786	36.8	30.4
Casual	206	13.6	12.1	95	15.3	14.1	—	—	15.1	301	14.1	12.6
Employed—Status Unknown	0	—	—	0	—	—	—	—	—	0	—	—
<b>Place of Work</b>												
Hospital	866	57.1	61.6	305	50.2	42.9	—	—	45.6	1,171	55.1	57.0
Community Health Agency	4†	†	13.3	4†	†	9.8	—	—	25.3	92	4.3	12.7
Nursing Home/LTC Facility	224	14.8	10.0	199	32.7	39.0	—	—	16.1	423	19.9	16.9
Other Place of Work	37†	†	15.1	6†	†	8.2	—	—	13.1	439	20.7	13.5
<b>Area of Responsibility</b>												
Direct Care	1,326	87.4	89.0	566	98.6	97.6	—	—	89.7	1,892	90.5	91.1
Administration/Education/Research	191	12.6	11.0	8	1.4	2.4	—	—	10.3	199	9.5	8.9
<b>Position</b>												
Managerial Positions	146	9.6	6.9	6	1.0	1.6	—	—	9.5	152	7.2	5.6
Staff/Community Health Nurse	1,137	75.1	76.9	544	91.1	91.3	—	—	78.7	1,681	79.6	80.4
Other Positions	231	15.3	16.2	47	7.9	7.1	—	—	11.8	278	13.2	14.0
<b>Highest Education Level in Nursing Discipline</b>												
Diploma	1,006	66.4	57.3	621	100.0	100.0	—	—	87.1	1,627	76.1	67.8
Baccalaureate	510	33.6	38.8	—	—	—	—	—	12.5	510	23.9	29.3
Master's/Doctorate	0	0.0	3.9	—	—	—	—	—	0.4	0	0.0	2.9
<b>Location of Graduation</b>												
Canadian Trained	1,47†	†	91.4	61†	†	97.5	—	—	92.4	2,097	98.6	92.8
Internationally Educated	2†	†	8.6	†	†	2.5	—	—	7.6	30	1.4	7.2

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#### Notes

\* The Canada Regulated Nurses count includes registered nurses (270,724), licensed practical nurses (84,587) and registered psychiatric nurses (5,261).

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— Data is not applicable or does not exist.

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

Registered psychiatric nurses (RPNs) are regulated as a separate nursing profession in Manitoba, Saskatchewan, Alberta and British Columbia.

#### Place of Work for RN and LPN:

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*.

#### Area of Responsibility for RN and LPN:

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/recovery room, emergency care, nursing in several clinical areas, oncology, rehabilitation, public health, palliative care* (RNs excluded), *telehealth* (LPNs excluded) 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*.

#### Position for RN:

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*.

#### Position for LPN:

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

Manager includes *coordinator/care manager*.

Other Positions includes *instructor/professor/educator, LPN specialty and other*.

#### Sources

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## Regulated Nursing Workforce Employed in Direct Care, by Health Region, Prince Edward Island, 2011

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
A	1101	Kings County	18,150	129	711	55	303	—	—	184	1,014
A	1102	Queens County	82,921	783	944	373	450	—	—	1,156	1,394
A	1103	Prince County	44,784	392	875	138	308	—	—	530	1,183
		<b>Prince Edward Island (Direct Care Total)</b>	<b>145,855</b>	<b>1,304</b>	<b>894</b>	<b>566</b>	<b>388</b>	—	—	<b>1,870</b>	<b>1,282</b>
		<b>Canada (Direct Care Total)</b>	<b>34,482,779</b>	<b>231,234</b>	<b>671</b>	<b>81,646</b>	<b>237</b>	<b>4,584</b>	<b>43</b>	<b>317,464</b>	<b>921</b>

### Notes

— Data is not applicable or does not exist.

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.

Registered psychiatric nurses (RPNs) are regulated as a separate nursing profession in Manitoba, Saskatchewan, Alberta and British Columbia.

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Statistics Canada. Table 4: Summary table of peer groups and principal characteristics. Web page. <http://www.statcan.gc.ca/pub/82-221-x/2012002/regions/hrt4-eng.htm>. Accessed June 28, 2012.

## Nova Scotia

### Highlights

- The regulated nursing workforce grew by 8.3% between 2007 and 2011, reaching a total of 12,995 regulated nurses.
- The ratio of regulated nurses per 100,000 population increased from 1,283 in 2007 to 1,374 in 2011.
- The average age of regulated nurses was 46.3.
- In 2011, 11.7% of the regulated nursing workforce was age 60 or older, compared with 8.4% in 2007.
- The percentage of regulated nurses working full time (61.1%) exceeded the average for Canada overall (56.9%) in 2011.
- Of the 12,999 graduates of Nova Scotia's nursing programs employed in Canada in 2011, 80.4% were employed within the province. An additional 6.0% were employed in Ontario, 3.8% in Alberta and 3.2% in New Brunswick.

## Regulated Nursing Workforce Profile, Nova Scotia, 2011

	Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses		
	RN	%	Canada %*	LPN	%	Canada %*	RPN	%	Canada %*	Total	%	Canada %*
<b>Employed in Nursing Workforce</b>	9,285	—	—	3,710	—	—	—	—	—	12,995	—	—
<b>Per 100,000 Population</b>	982	—	—	392	—	—	—	—	—	1,374	—	—
<b>Sex</b>												
Male	408	4.4	6.6	183	4.9	7.7	—	—	22.0	591	4.5	7.1
Female	8,877	95.6	93.4	3,527	95.1	92.3	—	—	78.0	12,404	95.5	92.9
<b>Average Age</b>												
Years	46.9	—	—	44.6	—	—	—	—	—	46.3	—	—
<b>Age Breakdown</b>												
<30 Years	909	9.8	12.1	419	11.3	16.9	—	—	8.4	1,328	10.2	13.2
30–34 Years	691	7.4	10.3	388	10.5	11.8	—	—	7.5	1,079	8.3	10.6
35–39 Years	815	8.8	10.9	460	12.4	11.9	—	—	9.0	1,275	9.8	11.1
40–44 Years	1,048	11.3	12.2	510	13.7	12.8	—	—	12.6	1,558	12.0	12.3
45–49 Years	1,596	17.2	14.2	559	15.1	13.4	—	—	16.4	2,155	16.6	14.1
50–54 Years	1,592	17.1	14.4	577	15.6	13.6	—	—	16.5	2,169	16.7	14.2
55–59 Years	1,475	15.9	14.0	433	11.7	11.2	—	—	13.9	1,908	14.7	13.3
60+ Years	1,159	12.5	11.9	364	9.8	8.3	—	—	15.6	1,523	11.7	11.1
<b>Employment Status</b>												
Full Time	6,005	64.7	58.6	1,843	51.9	51.1	—	—	62.2	7,848	61.1	56.9
Part Time	2,224	24.0	29.2	970	27.3	34.8	—	—	22.7	3,194	24.9	30.4
Casual	1,056	11.4	12.1	738	20.8	14.1	—	—	15.1	1,794	14.0	12.6
Employed—Status Unknown	0	—	—	159	—	—	—	—	—	159	—	—
<b>Place of Work</b>												
Hospital	6,137	66.2	61.6	1,781	49.0	42.9	—	—	45.6	7,918	61.3	57.0
Community Health Agency	980	10.6	13.3	499	13.7	9.8	—	—	25.3	1,479	11.5	12.7
Nursing Home/LTC Facility	1,091	11.8	10.0	1,254	34.5	39.0	—	—	16.1	2,345	18.2	16.9
Other Place of Work	1,068	11.5	15.1	100	2.8	8.2	—	—	13.1	1,168	9.0	13.5
<b>Area of Responsibility</b>												
Direct Care	8,216	88.5	89.0	3,652	99.0	97.6	—	—	89.7	11,868	91.5	91.1
Administration/Education/Research	1,069	11.5	11.0	37	1.0	2.4	—	—	10.3	1,106	8.5	8.9
<b>Position</b>												
Managerial Positions	964	10.4	6.9	87	2.4	1.6	—	—	9.5	1,051	8.1	5.6
Staff/Community Health Nurse	7,075	76.3	76.9	3,436	93.1	91.3	—	—	78.7	10,511	81.1	80.4
Other Positions	1,238	13.3	16.2	166	4.5	7.1	—	—	11.8	1,404	10.8	14.0
<b>Highest Education Level in Nursing Discipline</b>												
Diploma	4,812	51.8	57.3	3,710	100.0	100.0	—	—	87.1	8,522	65.6	67.8
Baccalaureate	4,113	44.3	38.8	—	—	—	—	—	12.5	4,113	31.7	29.3
Master's/Doctorate	360	3.9	3.9	—	—	—	—	—	0.4	360	2.8	2.9
<b>Location of Graduation</b>												
Canadian Trained	8,981	96.7	91.4	3,669	98.9	97.5	—	—	92.4	12,650	97.3	92.8
Internationally Educated	304	3.3	8.6	41	1.1	2.5	—	—	7.6	345	2.7	7.2

(continued on next page)

#### Notes

\* The Canada Regulated Nurses count includes registered nurses (270,724), licensed practical nurses (84,587) and registered psychiatric nurses (5,261).

— Data is not applicable or does not exist.

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

Registered psychiatric nurses (RPNs) are regulated as a separate nursing profession in Manitoba, Saskatchewan, Alberta and British Columbia.

#### Place of Work for RN and LPN:

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*.

#### Area of Responsibility for RN and LPN:

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/recovery room, emergency care, nursing in several clinical areas, oncology, rehabilitation, public health, palliative care (RNs excluded), telehealth (LPNs excluded) 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*.

#### Position for RN:

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*.

#### Position for LPN:

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

Manager includes *coordinator/care manager*.

Other Positions includes *instructor/professor/educator, LPN specialty and other*.

#### Sources

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## Regulated Nursing Workforce Employed in Direct Care, by Health Region, Nova Scotia, 2011

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
C	1210	South Shore and South West Health Authorities	116,370	753	647	576	495	—	—	1,329	1,142
C	1223	Annapolis Valley Health Authority	82,790	549	663	342	413	—	—	891	1,076
C	1230	Colchester East Hants and Cumberland Health Authorities	104,314	645	618	341	327	—	—	986	945
C	1240	Pictou County and Guysborough Antigonish Strait Health Authorities	90,264	773	856	355	393	—	—	1,128	1,250
I	1258	Cape Breton Health Authority	123,032	1,297	1,054	743	604	—	—	2,040	1,658
A	1269	Capital Health Authority	428,667	4,152	969	1,285	300	—	—	5,437	1,268
		<b>Nova Scotia (Direct Care Total)</b>	<b>945,437</b>	<b>8,169</b>	<b>864</b>	<b>3,642</b>	<b>385</b>	—	—	<b>11,811</b>	<b>1,249</b>
		<b>Canada (Direct Care Total)</b>	<b>34,482,779</b>	<b>231,234</b>	<b>671</b>	<b>81,646</b>	<b>237</b>	<b>4,584</b>	<b>43</b>	<b>317,464</b>	<b>921</b>

### Notes

— Data is not applicable or does not exist.

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.

Registered psychiatric nurses (RPNs) are regulated as a separate nursing profession in Manitoba, Saskatchewan, Alberta and British Columbia.

### Sources

Nursing Database, Canadian Institute for Health Information.

Statistics Canada. Table 109-5325: Estimates of population (2006 Census and administrative data), by age group and sex for July 1st, Canada, provinces, territories, health regions (2011 boundaries) and peer groups, annual (number). CANSIM (database). <http://www5.statcan.gc.ca/cansim/a05?lang=eng&id=1095325>. Accessed May 30, 2012.

Statistics Canada. Table 4: Summary table of peer groups and principal characteristics. Web page. <http://www.statcan.gc.ca/pub/82-221-x/2012002/regions/hrt4-eng.htm>. Accessed June 28, 2012.

## New Brunswick

### Highlights

- The regulated nursing workforce grew by 6.3% between 2007 and 2011, reaching a total of 11,123 regulated nurses.
- The ratio of regulated nurses per 100,000 population increased from 1,403 in 2007 to 1,472 in 2011.
- The average age of regulated nurses was 44.8.
- In 2011, 9.1% of the regulated nursing workforce was age 60 or older compared with 11.1% for Canada overall.
- In 2011, 62.4% of regulated nurses were working full time; the average for Canada was 56.9%.
- Of the 11,600 graduates of New Brunswick's nursing programs employed in Canada in 2011, 82.9% were employed within the province. An additional 4.5% were employed in Ontario, 4.4% in Nova Scotia and 2.3% in Quebec.

## Regulated Nursing Workforce Profile, New Brunswick, 2011

	Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses		
	RN	%	Canada %*	LPN	%	Canada %*	RPN	%	Canada %*	Total	%	Canada %*
<b>Employed in Nursing Workforce</b>	8,218	—	—	2,905	—	—	—	—	—	11,123	—	—
<b>Per 100,000 Population</b>	1,088	—	—	385	—	—	—	—	—	1,472	—	—
<b>Sex</b>												
Male	386	4.7	6.6	316	10.9	7.7	—	—	22.0	702	6.3	7.1
Female	7,832	95.3	93.4	2,589	89.1	92.3	—	—	78.0	10,421	93.7	92.9
<b>Average Age</b>												
Years	45.2	—	—	43.7	—	—	—	—	—	44.8	—	—
<b>Age Breakdown</b>												
<30 Years	963	11.7	12.1	350	12.0	16.9	—	—	8.4	1,313	11.8	13.2
30–34 Years	761	9.3	10.3	366	12.6	11.8	—	—	7.5	1,127	10.1	10.6
35–39 Years	814	9.9	10.9	371	12.8	11.9	—	—	9.0	1,185	10.7	11.1
40–44 Years	1,135	13.8	12.2	387	13.3	12.8	—	—	12.6	1,522	13.7	12.3
45–49 Years	1,352	16.5	14.2	459	15.8	13.4	—	—	16.4	1,811	16.3	14.1
50–54 Years	1,276	15.5	14.4	413	14.2	13.6	—	—	16.5	1,689	15.2	14.2
55–59 Years	1,124	13.7	14.0	342	11.8	11.2	—	—	13.9	1,466	13.2	13.3
60+ Years	793	9.6	11.9	217	7.5	8.3	—	—	15.6	1,010	9.1	11.1
<b>Employment Status</b>												
Full Time	5,363	65.3	58.6	1,582	54.5	51.1	—	—	62.2	6,945	62.4	56.9
Part Time	2,080	25.3	29.2	934	32.2	34.8	—	—	22.7	3,014	27.1	30.4
Casual	775	9.4	12.1	389	13.4	14.1	—	—	15.1	1,164	10.5	12.6
Employed—Status Unknown	0	—	—	0	—	—	—	—	—	0	—	—
<b>Place of Work</b>												
Hospital	5,538	67.4	61.6	1,585	54.6	42.9	—	—	45.6	7,123	64.0	57.0
Community Health Agency	934	11.4	13.3	118	4.1	9.8	—	—	25.3	1,052	9.5	12.7
Nursing Home/LTC Facility	816	9.9	10.0	1,109	38.2	39.0	—	—	16.1	1,925	17.3	16.9
Other Place of Work	930	11.3	15.1	93	3.2	8.2	—	—	13.1	1,023	9.2	13.5
<b>Area of Responsibility</b>												
Direct Care	7,320	89.1	89.0	2,716	95.2	97.6	—	—	89.7	10,036	90.6	91.1
Administration/Education/Research	898	10.9	11.0	138	4.8	2.4	—	—	10.3	1,036	9.4	8.9
<b>Position</b>												
Managerial Positions	997	12.1	6.9	61	2.1	1.6	—	—	9.5	1,058	9.5	5.6
Staff/Community Health Nurse	6,494	79.0	76.9	2,602	89.7	91.3	—	—	78.7	9,096	81.8	80.4
Other Positions	727	8.8	16.2	239	8.2	7.1	—	—	11.8	966	8.7	14.0
<b>Highest Education Level in Nursing Discipline</b>												
Diploma	3,726	45.3	57.3	2,905	100.0	100.0	—	—	87.1	6,631	59.6	67.8
Baccalaureate	4,254	51.8	38.8	—	—	—	—	—	12.5	4,254	38.2	29.3
Master's/Doctorate	238	2.9	3.9	—	—	—	—	—	0.4	238	2.1	2.9
<b>Location of Graduation</b>												
Canadian Trained	8,078	98.3	91.4	2,886	99.3	97.5	—	—	92.4	10,964	98.6	92.8
Internationally Educated	139	1.7	8.6	19	0.7	2.5	—	—	7.6	158	1.4	7.2

(continued on next page)

#### Notes

\* The Canada Regulated Nurses count includes registered nurses (270,724), licensed practical nurses (84,587) and registered psychiatric nurses (5,261).

— Data is not applicable or does not exist.

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

Registered psychiatric nurses (RPNs) are regulated as a separate nursing profession in Manitoba, Saskatchewan, Alberta and British Columbia.

#### Place of Work for RN and LPN:

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*.

#### Area of Responsibility for RN and LPN:

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/recovery room, emergency care, nursing in several clinical areas, oncology, rehabilitation, public health, palliative care* (RNs excluded), *telehealth* (LPNs excluded) 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*.

#### Position for RN:

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*.

#### Position for LPN:

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

Manager includes *coordinator/care manager*.

Other Positions includes *instructor/professor/educator, LPN specialty and other*.

#### Sources

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Statistics Canada. Table 109-5325: Estimates of population (2006 Census and administrative data), by age group and sex for July 1st, Canada, provinces, territories, health regions (2011 boundaries) and peer groups, annual (number). CANSIM (database). <http://www5.statcan.gc.ca/cansim/a05?lang=eng&id=1095325>. Accessed May 30, 2012.



## Regulated Nursing Workforce Employed in Direct Care, by Health Region, New Brunswick, 2011

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
C	1301	Zone 1 (Moncton)	207,009	2,067	999	577	279	—	—	2,644	1,277
C	1302	Zone 2 (Saint John)	176,222	1,747	991	680	386	—	—	2,427	1,377
C	1303	Zone 3 (Fredericton)	175,047	1,442	824	536	306	—	—	1,978	1,130
C	1304	Zone 4 (Edmundston)	48,805	533	1,092	195	400	—	—	728	1,492
I	1305	Zone 5 (Campbelton)	26,114	389	1,490	176	674	—	—	565	2,164
I	1306	Zone 6 (Bathurst)	77,187	742	961	386	500	—	—	1,128	1,461
I	1307	Zone 7 (Miramichi)	45,071	397	881	163	362	—	—	560	1,242
		<b>New Brunswick (Direct Care Total)</b>	<b>755,455</b>	<b>7,317</b>	<b>969</b>	<b>2,713</b>	<b>359</b>	—	—	<b>10,030</b>	<b>1,328</b>
		<b>Canada (Direct Care Total)</b>	<b>34,482,779</b>	<b>231,234</b>	<b>671</b>	<b>81,646</b>	<b>237</b>	<b>4,584</b>	<b>43</b>	<b>317,464</b>	<b>921</b>

### Notes

— Data is not applicable or does not exist.

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.

Registered psychiatric nurses (RPNs) are regulated as a separate nursing profession in Manitoba, Saskatchewan, Alberta and British Columbia.

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Statistics Canada. Table 4: Summary table of peer groups and principal characteristics. Web page. <http://www.statcan.gc.ca/pub/82-221-x/2012002/regions/hrt4-eng.htm>. Accessed June 28, 2012.

## Quebec

### Highlights

- The regulated nursing workforce grew by 7.3% between 2007 and 2011, reaching a total of 88,505 regulated nurses.
- The ratio of regulated nurses per 100,000 population increased from 1,072 in 2007 to 1,109 in 2011.
- The average age of regulated nurses was 42.9.
- In 2011, 7.0% of the regulated nursing workforce was age 60 or older, compared with 11.1% for Canada overall.
- In 2011, 53.3% of regulated nurses were working full time; the average for Canada was 56.9%.
- Of the 89,776 graduates of Quebec's nursing programs employed in Canada in 2011, 95.2% were employed within the province—the highest proportion among the provinces and territories. An additional 3.1% were employed in Ontario, 0.5% in British Columbia and 0.4% in Alberta.

## Regulated Nursing Workforce Profile, Quebec, 2011

	Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses		
	RN	%	Canada %*	LPN	%	Canada %*	RPN	%	Canada %*	Total	%	Canada %*
<b>Employed in Nursing Workforce</b>	67,111	—	—	21,394	—	—	—	—	—	88,505	—	—
<b>Per 100,000 Population</b>	841	—	—	268	—	—	—	—	—	1,109	—	—
<b>Sex</b>												
Male	6,698	10.0	6.6	2,021	9.4	7.7	—	—	22.0	8,719	9.9	7.1
Female	60,413	90.0	93.4	19,373	90.6	92.3	—	—	78.0	79,786	90.1	92.9
<b>Average Age</b>												
Years	43.5	—	—	41.3	—	—	—	—	—	42.9	—	—
<b>Age Breakdown</b>												
<30 Years	10,441	15.6	12.1	3,863	18.1	16.9	—	—	8.4	14,304	16.2	13.2
30–34 Years	7,967	11.9	10.3	2,867	13.4	11.8	—	—	7.5	10,834	12.2	10.6
35–39 Years	7,885	11.7	10.9	2,944	13.8	11.9	—	—	9.0	10,829	12.2	11.1
40–44 Years	8,104	12.1	12.2	2,969	13.9	12.8	—	—	12.6	11,073	12.5	12.3
45–49 Years	9,005	13.4	14.2	2,932	13.7	13.4	—	—	16.4	11,937	13.5	14.1
50–54 Years	10,291	15.3	14.4	3,074	14.4	13.6	—	—	16.5	13,365	15.1	14.2
55–59 Years	8,069	12.0	14.0	1,873	8.8	11.2	—	—	13.9	9,942	11.2	13.3
60+ Years	5,349	8.0	11.9	872	4.1	8.3	—	—	15.6	6,221	7.0	11.1
<b>Employment Status</b>												
Full Time	38,486	57.4	58.6	8,629	40.3	51.1	—	—	62.2	47,115	53.3	56.9
Part Time	21,795	32.5	29.2	10,301	48.1	34.8	—	—	22.7	32,096	36.3	30.4
Casual	6,718	10.0	12.1	2,464	11.5	14.1	—	—	15.1	9,182	10.4	12.6
Employed—Status Unknown	112	—	—	0	—	—	—	—	—	112	—	—
<b>Place of Work</b>												
Hospital	37,050	55.3	61.6	6,259	38.3	42.9	—	—	45.6	43,309	52.0	57.0
Community Health Agency	6,880	10.3	13.3	437	2.7	9.8	—	—	25.3	7,317	8.8	12.7
Nursing Home/LTC Facility	8,772	13.1	10.0	7,678	46.9	39.0	—	—	16.1	16,450	19.7	16.9
Other Place of Work	14,310	21.4	15.1	1,980	12.1	8.2	—	—	13.1	16,290	19.5	13.5
<b>Area of Responsibility</b>												
Direct Care	57,542	86.7	89.0	20,996	98.2	97.6	—	—	89.7	78,538	89.5	91.1
Administration/Education/Research	8,819	13.3	11.0	380	1.8	2.4	—	—	10.3	9,199	10.5	8.9
<b>Position</b>												
Managerial Positions	3,855	5.8	6.9	0	0.0	1.6	—	—	9.5	3,855	4.4	5.6
Staff/Community Health Nurse	53,515	80.0	76.9	20,742	97.2	91.3	—	—	78.7	74,257	84.2	80.4
Other Positions	9,504	14.2	16.2	602	2.8	7.1	—	—	11.8	10,106	11.5	14.0
<b>Highest Education Level in Nursing Discipline</b>												
Diploma	44,426	66.2	57.3	21,394	100.0	100.0	—	—	87.1	65,820	74.4	67.8
Baccalaureate	20,639	30.8	38.8	—	—	—	—	—	12.5	20,639	23.3	29.3
Master's/Doctorate	2,046	3.0	3.9	—	—	—	—	—	0.4	2,046	2.3	2.9
<b>Location of Graduation</b>												
Canadian Trained	65,082	97.0	91.4	21,367	100.0	97.5	—	—	92.4	86,449	97.7	92.8
Internationally Educated	2,029	3.0	8.6	10	0.0	2.5	—	—	7.6	2,039	2.3	7.2

(continued on next page)

## Notes

\* The Canada Regulated Nurses count includes registered nurses (270,724), licensed practical nurses (84,587) and registered psychiatric nurses (5,261).

— Data is not applicable or does not exist.

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

Registered psychiatric nurses (RPNs) are regulated as a separate nursing profession in Manitoba, Saskatchewan, Alberta and British Columbia.

In 2005, the ministère de la Santé et des Services sociaux du Québec merged most of the province's public-sector hospitals, long-term care facilities and community health centres into 95 health and social services centres (centres de santé et de services sociaux, or CSSS). Since then, it has become increasingly difficult to accurately determine in which of the three institution types nurses are working; and, in fact, some nurses are working in all three. CIHI does not have a value in its data dictionary that corresponds to this scenario, which has resulted in an increase in the number of nurses reporting *other place of work* and, consequently, an artificial decrease in the number of nurses with the values *hospital*, *community health* and *nursing home/LTC*.

Place of Work for **RN** and **LPN**:

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*.

Area of Responsibility for **RN** and **LPN**:

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/recovery room, emergency care, nursing in several clinical areas, oncology, rehabilitation, public health, palliative care (RNs excluded), telehealth (LPNs excluded) 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*.

Position for **RN**:

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*.

Position for **LPN**:

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

Manager includes *coordinator/care manager*.

Other Positions includes *instructor/professor/educator, LPN specialty and other*.

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## Regulated Nursing Workforce Employed in Direct Care, by Health Region, Quebec, 2011

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
C	2401	Bas-Saint-Laurent	200,462	1,681	839	670	334	—	—	2,351	1,173
C	2402	Saguenay–Lac-Saint-Jean	273,461	2,208	807	971	355	—	—	3,179	1,163
A	2403	Capitale-Nationale	701,204	7,779	1,109	2,208	315	—	—	9,987	1,424
C	2404	Mauricie et Centre-du-Québec	495,849	3,439	694	1,326	267	—	—	4,765	961
A	2405	Estrie	312,150	2,462	789	918	294	—	—	3,380	1,083
G	2406	Montréal	1,958,257	18,748	957	6,404	327	—	—	25,152	1,284
A	2407	Outaouais	368,181	1,794	487	673	183	—	—	2,467	670
C	2408	Abitibi-Témiscamingue	146,419	1,146	783	374	255	—	—	1,520	1,038
H	2409	Côte-Nord	95,802	795	830	213	222	—	—	1,008	1,052
H	2410	Nord-du-Québec	15,809	142	898	35	221	—	—	177	1,120
I	2411	Gaspésie–Îles-de-la-Madeleine	93,130	821	882	391	420	—	—	1,212	1,301
D	2412	Chaudière-Appalaches	406,401	2,427	597	1,053	259	—	—	3,480	856
A	2413	Laval	403,744	1,948	482	764	189	—	—	2,712	672
A	2414	Lanaudière	469,916	2,231	475	798	170	—	—	3,029	645
A	2415	Laurentides	555,614	2,779	500	1,325	238	—	—	4,104	739
A	2416	Montréal	1,456,743	6,774	465	2,866	197	—	—	9,640	662
F	2417	Nunavik	11,498	159	1,383	5	43	—	—	164	1,426
F	2418	Terres-Cries-de-la-Baie-James	15,023	140	932	0	0	—	—	140	932
		<b>Quebec (Direct Care Total)</b>	<b>7,979,663</b>	<b>57,473</b>	<b>720</b>	<b>20,994</b>	<b>263</b>	<b>—</b>	<b>—</b>	<b>78,467</b>	<b>983</b>
		<b>Canada (Direct Care Total)</b>	<b>34,482,779</b>	<b>231,234</b>	<b>671</b>	<b>81,646</b>	<b>237</b>	<b>4,584</b>	<b>43</b>	<b>317,464</b>	<b>921</b>

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Statistics Canada. Table 4: Summary table of peer groups and principal characteristics. Web page. <http://www.statcan.gc.ca/pub/82-221-x/2012002/regions/hrt4-eng.htm>. Accessed June 28, 2012.

## Ontario

### Highlights

- The regulated nursing workforce grew by 7.7% between 2007 and 2011, reaching a total of 126,169 regulated nurses.
- The ratio of regulated nurses per 100,000 population increased from 915 in 2007 to 943 in 2011.
- The average age of regulated nurses was 46.0.
- In 2011, 13.6% of the regulated nursing workforce was age 60 or older, compared with 11.1% for Canada overall.
- In 2011, 66.4% of regulated nurses were working full time, compared with 61.3% in 2007.
- Of the 114,011 graduates of Ontario's nursing programs employed in Canada in 2011, 93.3% were employed within the province. An additional 2.3% were employed in British Columbia, 1.8% in Alberta and 0.5% in Manitoba.

## Regulated Nursing Workforce Profile, Ontario, 2011

	Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses		
	RN	%	Canada %*	LPN	%	Canada %*	RPN	%	Canada %*	Total	%	Canada %*
<b>Employed in Nursing Workforce</b>	94,723	—	—	31,446	—	—	—	—	—	126,169	—	—
<b>Per 100,000 Population</b>	708	—	—	235	—	—	—	—	—	943	—	—
<b>Sex</b>												
Male	4,971	5.2	6.6	2,186	7.0	7.7	—	—	22.0	7,157	5.7	7.1
Female	89,752	94.8	93.4	29,260	93.0	92.3	—	—	78.0	119,012	94.3	92.9
<b>Average Age</b>												
Years	46.7	—	—	44.1	—	—	—	—	—	46.0	—	—
<b>Age Breakdown</b>												
<30 Years	9,179	9.7	12.1	5,138	16.3	16.9	—	—	8.4	14,317	11.3	13.2
30–34 Years	8,331	8.8	10.3	3,130	10.0	11.8	—	—	7.5	11,461	9.1	10.6
35–39 Years	9,977	10.5	10.9	3,417	10.9	11.9	—	—	9.0	13,394	10.6	11.1
40–44 Years	11,677	12.3	12.2	3,877	12.3	12.8	—	—	12.6	15,554	12.3	12.3
45–49 Years	14,320	15.1	14.2	4,215	13.4	13.4	—	—	16.4	18,535	14.7	14.1
50–54 Years	13,207	13.9	14.4	4,216	13.4	13.6	—	—	16.5	17,423	13.8	14.2
55–59 Years	14,251	15.0	14.0	4,049	12.9	11.2	—	—	13.9	18,300	14.5	13.3
60+ Years	13,779	14.5	11.9	3,404	10.8	8.3	—	—	15.6	17,183	13.6	11.1
<b>Employment Status</b>												
Full Time	64,630	68.2	58.6	19,207	61.1	51.1	—	—	62.2	83,837	66.4	56.9
Part Time	22,689	24.0	29.2	9,569	30.4	34.8	—	—	22.7	32,258	25.6	30.4
Casual	7,404	7.8	12.1	2,670	8.5	14.1	—	—	15.1	10,074	8.0	12.6
Employed—Status Unknown	0	—	—	0	—	—	—	—	—	0	—	—
<b>Place of Work</b>												
Hospital	58,699	63.6	61.6	13,126	43.1	42.9	—	—	45.6	71,825	58.5	57.0
Community Health Agency	13,485	14.6	13.3	3,163	10.4	9.8	—	—	25.3	16,648	13.6	12.7
Nursing Home/LTC Facility	7,888	8.5	10.0	11,660	38.3	39.0	—	—	16.1	19,548	15.9	16.9
Other Place of Work	12,221	13.2	15.1	2,505	8.2	8.2	—	—	13.1	14,726	12.0	13.5
<b>Area of Responsibility</b>												
Direct Care	83,840	90.3	89.0	29,872	97.1	97.6	—	—	89.7	113,712	92.0	91.1
Administration/Education/Research	8,956	9.7	11.0	883	2.9	2.4	—	—	10.3	9,839	8.0	8.9
<b>Position</b>												
Managerial Positions	5,507	5.9	6.9	832	2.7	1.6	—	—	9.5	6,339	5.1	5.6
Staff/Community Health Nurse	68,965	74.3	76.9	26,904	87.4	91.3	—	—	78.7	95,869	77.5	80.4
Other Positions	18,403	19.8	16.2	3,035	9.9	7.1	—	—	11.8	21,438	17.3	14.0
<b>Highest Education Level in Nursing Discipline</b>												
Diploma	54,640	57.7	57.3	31,446	100.0	100.0	—	—	87.1	86,086	68.2	67.8
Baccalaureate	34,907	36.9	38.8	—	—	—	—	—	12.5	34,907	27.7	29.3
Master's/Doctorate	5,175	5.5	3.9	—	—	—	—	—	0.4	5,175	4.1	2.9
<b>Location of Graduation</b>												
Canadian Trained	83,375	88.1	91.4	29,851	95.0	97.5	—	—	92.4	113,226	89.8	92.8
Internationally Educated	11,230	11.9	8.6	1,587	5.0	2.5	—	—	7.6	12,817	10.2	7.2

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#### Notes

\* The Canada Regulated Nurses count includes registered nurses (270,724), licensed practical nurses (84,587) and registered psychiatric nurses (5,261).

— Data is not applicable or does not exist.

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

Registered psychiatric nurses (RPNs) are regulated as a separate nursing profession in Manitoba, Saskatchewan, Alberta and British Columbia.

#### Place of Work for RN and LPN:

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*.

#### Area of Responsibility for RN and LPN:

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/recovery room, emergency care, nursing in several clinical areas, oncology, rehabilitation, public health, palliative care* (RNs excluded), *telehealth* (LPNs excluded) 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*.

#### Position for RN:

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*.

#### Position for LPN:

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

Manager includes *coordinator/care manager*.

Other Positions includes *instructor/professor/educator, LPN specialty and other*.

#### Sources

Nursing Database, Canadian Institute for Health Information.

Statistics Canada. Table 109-5325: Estimates of population (2006 Census and administrative data), by age group and sex for July 1st, Canada, provinces, territories, health regions (2011 boundaries) and peer groups, annual (number). CANSIM (database). <http://www5.statcan.gc.ca/cansim/a05?lang=eng&id=1095325>. Accessed May 30, 2012.



## Regulated Nursing Workforce Employed in Direct Care, by Health Region (Public Health Units), Ontario, 2011

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
C	3526	District of Algoma	117,764	941	799	512	435	—	—	1,453	1,234
A	3527	Brant County	140,052	709	506	332	237	—	—	1,041	743
B	3530	Durham Regional	631,270	2,525	400	1,190	189	—	—	3,715	588
A	3531	Elgin–St. Thomas	91,418	502	549	297	325	—	—	799	874
D	3533	Grey Bruce	164,837	954	579	510	309	—	—	1,464	888
A	3534	Haldimand–Norfolk	111,473	429	385	241	216	—	—	670	601
A	3535	Haliburton, Kawartha, Pine Ridge District	179,006	836	467	480	268	—	—	1,316	735
B	3536	Halton Regional	518,660	2,202	425	720	139	—	—	2,922	563
A	3537	City of Hamilton	540,234	5,264	974	1,573	291	—	—	6,837	1,266
A	3538	Hastings and Prince Edward Counties	162,713	974	599	483	297	—	—	1,457	895
D	3539	Huron County	60,339	376	623	237	393	—	—	613	1,016
C	3540	Chatham–Kent	108,580	711	655	366	337	—	—	1,077	992
A	3541	Kingston, Frontenac and Lennox and Addington	197,335	2,188	1,109	780	395	—	—	2,968	1,504
A	3542	Lambton Health Unit	131,415	834	635	405	308	—	—	1,239	943
A	3543	Leeds, Grenville and Lanark District	170,163	973	572	632	371	—	—	1,605	943
A	3544	Middlesex–London	460,850	4,980	1,081	1,319	286	—	—	6,299	1,367
A	3546	Niagara Regional Area	445,363	2,272	510	1,141	256	—	—	3,413	766
C	3547	North Bay Parry Sound District	127,024	1,023	805	642	505	—	—	1,665	1,311
H	3549	Northwestern	83,136	572	688	315	379	—	—	887	1,067
B	3551	City of Ottawa	909,862	7,684	845	2,162	238	—	—	9,846	1,082
A	3552	Oxford County	108,226	548	506	279	258	—	—	827	764
J	3553	Peel Regional	1,365,845	4,924	361	1,289	94	—	—	6,213	455
D	3554	Perth District	77,130	549	712	233	302	—	—	782	1,014
A	3555	Peterborough County–City	140,545	1,112	791	548	390	—	—	1,660	1,181
C	3556	Porcupine	85,425	708	829	375	439	—	—	1,083	1,268
D	3557	Renfrew County and District	103,458	624	603	395	382	—	—	1,019	985
A	3558	Eastern Ontario	201,119	951	473	516	257	—	—	1,467	729
B	3560	Simcoe Muskoka District	525,492	2,930	558	1,408	268	—	—	4,338	826
C	3561	Sudbury and District	197,707	1,816	919	651	329	—	—	2,467	1,248
C	3562	Thunder Bay District	156,680	1,675	1,069	731	467	—	—	2,406	1,536
C	3563	Timiskaming	34,247	258	753	133	388	—	—	391	1,142
B	3565	Waterloo	530,248	2,688	507	1,172	221	—	—	3,860	728
B	3566	Wellington–Dufferin–Guelph	278,462	1,303	468	666	239	—	—	1,969	707
A	3568	Windsor–Essex County	403,396	2,478	614	933	231	—	—	3,411	846
J	3570	York Regional	1,069,780	3,399	318	1,225	115	—	—	4,624	432
G	3595	City of Toronto	2,743,742	20,892	761	4,977	181	—	—	25,869	943
		<b>Ontario (Direct Care Total)</b>	<b>13,372,996</b>	<b>83,804</b>	<b>627</b>	<b>29,868</b>	<b>223</b>	—	—	<b>113,672</b>	<b>850</b>
		<b>Canada (Direct Care Total)</b>	<b>34,482,779</b>	<b>231,234</b>	<b>671</b>	<b>81,646</b>	<b>237</b>	<b>4,584</b>	<b>43</b>	<b>317,464</b>	<b>921</b>

(continued on next page)

**Notes**

— Data is not applicable or does not exist.

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.

Registered psychiatric nurses (RPNs) are regulated as a separate nursing profession in Manitoba, Saskatchewan, Alberta and British Columbia.

**Sources**

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Statistics Canada. Table 4: Summary table of peer groups and principal characteristics. Web page. <http://www.statcan.gc.ca/pub/82-221-x/2012002/regions/hrt4-eng.htm>. Accessed June 28, 2012.

## Regulated Nursing Workforce Employed in Direct Care, by Health Region (Local Health Integration Network), Ontario, 2011

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
	3501	Erie St. Clair	643,391	4,023	625	1,704	265	—	—	5,727	890
	3502	South West	962,539	7,919	823	2,879	299	—	—	10,798	1,122
	3503	Waterloo Wellington	758,084	3,768	497	1,720	227	—	—	5,488	724
	3504	Hamilton Niagara Haldimand Brant	1,417,408	9,435	666	3,616	255	—	—	13,051	921
	3505	Central West	856,656	2,405	281	833	97	—	—	3,238	378
	3506	Mississauga Halton	1,179,791	5,206	441	1,342	114	—	—	6,548	555
	3507	Toronto Central	1,195,032	14,450	1,209	2,776	232	—	—	17,226	1,441
	3508	Central	1,768,550	6,531	369	2,345	133	—	—	8,876	502
	3509	Central East	1,572,453	6,888	438	3,009	191	—	—	9,897	629
	3510	South East	491,996	3,959	805	1,786	363	—	—	5,745	1,168
	3511	Champlain	1,261,493	9,434	748	3,181	252	—	—	12,615	1,000
	3512	North Simcoe Muskoka	461,737	2,792	605	1,317	285	—	—	4,109	890
	3513	North East	564,050	4,747	842	2,314	410	—	—	7,061	1,252
	3514	North West	239,816	2,247	937	1,046	436	—	—	3,293	1,373
		<b>Ontario (Direct Care Total)</b>	<b>13,372,996</b>	<b>83,804</b>	<b>627</b>	<b>29,868</b>	<b>223</b>	—	—	<b>113,672</b>	<b>850</b>
		<b>Canada (Direct Care Total)</b>	<b>34,482,779</b>	<b>231,234</b>	<b>671</b>	<b>81,646</b>	<b>237</b>	<b>4,584</b>	<b>43</b>	<b>317,464</b>	<b>921</b>

### Notes

— Data is not applicable or does not exist.

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.

Registered psychiatric nurses (RPNs) are regulated as a separate nursing profession in Manitoba, Saskatchewan, Alberta and British Columbia.

### Sources

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Statistics Canada. Table 4: Summary table of peer groups and principal characteristics. Web page. <http://www.statcan.gc.ca/pub/82-221-x/2012002/regions/hrt4-eng.htm>. Accessed June 28, 2012.

## Manitoba

### Highlights

- The regulated nursing workforce grew by 9.9% between 2007 and 2011, reaching a total of 15,880 regulated nurses.
- The ratio of regulated nurses per 100,000 population increased from 1,210 in 2007 to 1,270 in 2011.
- The average age of regulated nurses was 45.8.
- In 2011, 12.0% of the regulated nursing workforce was age 60 or older, compared with 8.7% in 2007.
- In 2011, 45.8% of regulated nurses were working full time; the average for Canada was 56.9%.
- Of the 16,868 graduates of Manitoba's nursing programs employed in Canada in 2011, 79.2% were employed within the province. An additional 6.7% were employed in Alberta, 6.3% in British Columbia and 3.6% in Ontario.

## Regulated Nursing Workforce Profile, Manitoba, 2011

	Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses		
	RN	%	Canada %*	LPN	%	Canada %*	RPN	%	Canada %*	Total	%	Canada %*
<b>Employed in Nursing Workforce</b>	12,090	—	—	2,836	—	—	954	—	—	15,880	—	—
<b>Per 100,000 Population</b>	967	—	—	227	—	—	76	—	—	1,270	—	—
<b>Sex</b>												
Male	870	7.2	6.6	185	6.5	7.7	208	21.8	22.0	1,263	8.0	7.1
Female	11,220	92.8	93.4	2,651	93.5	92.3	746	78.2	78.0	14,617	92.0	92.9
<b>Average Age</b>												
Years	45.8	—	—	45.4	—	—	47.4	—	—	45.8	—	—
<b>Age Breakdown</b>												
<30 Years	1,294	10.7	12.1	303	10.7	16.9	78	8.2	8.4	1,675	10.5	13.2
30–34 Years	1,223	10.1	10.3	304	10.7	11.8	90	9.4	7.5	1,617	10.2	10.6
35–39 Years	1,260	10.4	10.9	355	12.5	11.9	61	6.4	9.0	1,676	10.6	11.1
40–44 Years	1,528	12.6	12.2	344	12.1	12.8	95	10.0	12.6	1,967	12.4	12.3
45–49 Years	1,755	14.5	14.2	374	13.2	13.4	159	16.7	16.4	2,288	14.4	14.1
50–54 Years	1,786	14.8	14.4	411	14.5	13.6	201	21.1	16.5	2,398	15.1	14.2
55–59 Years	1,811	15.0	14.0	382	13.5	11.2	161	16.9	13.9	2,354	14.8	13.3
60+ Years	1,433	11.9	11.9	363	12.8	8.3	109	11.4	15.6	1,905	12.0	11.1
<b>Employment Status</b>												
Full Time	5,607	46.4	58.6	1,094	38.6	51.1	563	59.3	62.2	7,264	45.8	56.9
Part Time	5,310	43.9	29.2	980	34.6	34.8	304	32.0	22.7	6,594	41.5	30.4
Casual	1,173	9.7	12.1	762	26.9	14.1	83	8.7	15.1	2,018	12.7	12.6
Employed—Status Unknown	0	—	—	0	—	—	4	—	—	4	—	—
<b>Place of Work</b>												
Hospital	7,326	60.9	61.6	927	32.7	42.9	378	39.6	45.6	8,631	54.6	57.0
Community Health Agency	2,049	17.0	13.3	304	10.7	9.8	253	26.5	25.3	2,606	16.5	12.7
Nursing Home/LTC Facility	1,371	11.4	10.0	1,425	50.3	39.0	199	20.9	16.1	2,995	18.9	16.9
Other Place of Work	1,274	10.6	15.1	176	6.2	8.2	124	13.0	13.1	1,574	10.0	13.5
<b>Area of Responsibility</b>												
Direct Care	10,280	85.2	89.0	2,789	98.5	97.6	805	84.6	89.7	13,874	87.6	91.1
Administration/Education/Research	1,781	14.8	11.0	43	1.5	2.4	146	15.4	10.3	1,970	12.4	8.9
<b>Position</b>												
Managerial Positions	862	7.2	6.9	36	1.3	1.6	93	9.8	9.5	991	6.3	5.6
Staff/Community Health Nurse	9,038	75.6	76.9	2,653	95.2	91.3	717	75.2	78.7	12,408	79.0	80.4
Other Positions	2,060	17.2	16.2	99	3.6	7.1	143	15.0	11.8	2,302	14.7	14.0
<b>Highest Education Level in Nursing Discipline</b>												
Diploma	6,56†	†	57.3	2,836	100.0	100.0	66†	†	87.1	10,065	63.4	67.8
Baccalaureate	5,205	43.1	38.8	—	—	—	286	30.0	12.5	5,491	34.6	29.3
Master's/Doctorate	32†	†	3.9	—	—	—	†	†	0.4	324	2.0	2.9
<b>Location of Graduation</b>												
Canadian Trained	11,134	92.1	91.4	2,680	94.5	97.5	943	98.8	92.4	14,757	92.9	92.8
Internationally Educated	956	7.9	8.6	156	5.5	2.5	11	1.2	7.6	1,123	7.1	7.2

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#### Notes

\* The Canada Regulated Nurses count includes registered nurses (270,724), licensed practical nurses (84,587) and registered psychiatric nurses (5,261).

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

— Data is not applicable or does not exist.

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

#### Place of Work for RN and LPN:

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*.

#### Place of Work for RPN:

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*.

#### Area of Responsibility for RN and LPN:

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/recovery room, emergency care, nursing in several clinical areas, oncology, rehabilitation, public health, palliative care (RNs excluded), telehealth (LPNs excluded) 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*.

#### Area of Responsibility for RPN:

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 *psychiatric nursing services, psychiatric 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*.

#### Position for RN:

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*.

#### Position for LPN:

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

Manager includes *coordinator/care manager*.

Other Positions includes *instructor/professor/educator, LPN specialty and other*.

#### Position for RPN:

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*.

#### Sources

Nursing Database, Canadian Institute for Health Information.

Statistics Canada. Table 109-5325: Estimates of population (2006 Census and administrative data), by age group and sex for July 1st, Canada, provinces, territories, health regions (2011 boundaries) and peer groups, annual (number). CANSIM (database). <http://www5.statcan.gc.ca/cansim/a05?lang=eng&id=1095325>. Accessed May 30, 2012.

## Regulated Nursing Workforce Employed in Direct Care, by Health Region, Manitoba, 2011

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
A	4610	Winnipeg	706,097	6,884	975	1,123	159	288	41	8,295	1,175
A	4615	Brandon	51,854	522	1,007	222	428	176	339	920	1,774
D	4620	North Eastman	44,047	98	222	72	163	18	41	188	427
E	4625	South Eastman	69,669	188	270	111	159	8	11	307	441
D	4630	Interlake	83,958	268	319	197	235	126	150	591	704
D	4640	Central	109,972	425	386	341	310	98	89	864	786
D	4645	Assiniboine	70,092	298	425	354	505	27	39	679	969
H	4660	Parkland	40,312	227	563	193	479	35	87	455	1,129
H	4670	Norman	23,933	149	623	84	351	9	38	242	1,011
F	4685	Burntwood/Churchill	50,640	151	298	84	166	7	14	242	478
		<b>Manitoba (Direct Care Total)</b>	<b>1,250,574</b>	<b>9,210</b>	<b>736</b>	<b>2,781</b>	<b>222</b>	<b>792</b>	<b>63</b>	<b>12,783</b>	<b>1,022</b>
		<b>Canada (Direct Care Total)</b>	<b>34,482,779</b>	<b>231,234</b>	<b>671</b>	<b>81,646</b>	<b>237</b>	<b>4,584</b>	<b>43</b>	<b>317,464</b>	<b>921</b>

### Notes

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.

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).

### Sources

Nursing Database, Canadian Institute for Health Information.

Statistics Canada. Table 109-5325: Estimates of population (2006 Census and administrative data), by age group and sex for July 1st, Canada, provinces, territories, health regions (2011 boundaries) and peer groups, annual (number). CANSIM (database). <http://www5.statcan.gc.ca/cansim/a05?lang=eng&id=1095325>. Accessed May 30, 2012.

Statistics Canada. Table 4: Summary table of peer groups and principal characteristics. Web page. <http://www.statcan.gc.ca/pub/82-221-x/2012002/regions/hrt4-eng.htm>. Accessed June 28, 2012.

## Saskatchewan

### Highlights

- The regulated nursing workforce grew by 13.2% between 2007 and 2011, reaching a total of 13,510 regulated nurses.
- The ratio of regulated nurses per 100,000 population increased from 1,193 in 2007 to 1,277 in 2011.
- The average age of regulated nurses was 44.7.
- In 2011, 11.3% of the regulated nursing workforce was age 60 or older.
- In 2011, 59.2% of regulated nurses were working full time; the average for Canada was 56.9%.
- Of the 13,558 graduates of Saskatchewan's nursing programs employed in Canada in 2011, 75.5% were employed within the province—the lowest proportion among the provinces. An additional 13.7% were employed in Alberta, 6.3% in British Columbia and 1.9% in Ontario.



## Regulated Nursing Workforce Profile, Saskatchewan, 2011

	Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses		
	RN	%	Canada %*	LPN	%	Canada %*	RPN	%	Canada %*	Total	%	Canada %*
<b>Employed in Nursing Workforce</b>	9,896	—	—	2,806	—	—	808	—	—	13,510	—	—
<b>Per 100,000 Population</b>	935	—	—	265	—	—	76	—	—	1,277	—	—
<b>Sex</b>												
Male	554	5.6	6.6	105	3.7	7.7	130	16.1	22.0	789	5.8	7.1
Female	9,342	94.4	93.4	2,701	96.3	92.3	678	83.9	78.0	12,721	94.2	92.9
<b>Average Age</b>												
Years	45.0	—	—	41.8	—	—	49.9	—	—	44.7	—	—
<b>Age Breakdown</b>												
<30 Years	1,537	15.5	12.1	604	21.5	16.9	16	2.0	8.4	2,157	16.0	13.2
30–34 Years	1,040	10.5	10.3	384	13.7	11.8	18	2.2	7.5	1,442	10.7	10.6
35–39 Years	926	9.4	10.9	304	10.8	11.9	65	8.0	9.0	1,295	9.6	11.1
40–44 Years	1,023	10.3	12.2	274	9.8	12.8	136	16.8	12.6	1,433	10.6	12.3
45–49 Years	1,218	12.3	14.2	317	11.3	13.4	169	20.9	16.4	1,704	12.6	14.1
50–54 Years	1,428	14.4	14.4	355	12.7	13.6	145	17.9	16.5	1,928	14.3	14.2
55–59 Years	1,538	15.5	14.0	363	12.9	11.2	123	15.2	13.9	2,024	15.0	13.3
60+ Years	1,186	12.0	11.9	205	7.3	8.3	136	16.8	15.6	1,527	11.3	11.1
<b>Employment Status</b>												
Full Time	5,874	59.4	58.6	1,499	54.3	51.1	598	74.1	62.2	7,971	59.2	56.9
Part Time	2,773	28.0	29.2	718	26.0	34.8	138	17.1	22.7	3,629	27.0	30.4
Casual	1,249	12.6	12.1	545	19.7	14.1	71	8.8	15.1	1,865	13.9	12.6
Employed—Status Unknown	0	—	—	44	—	—	1	—	—	45	—	—
<b>Place of Work</b>												
Hospital	5,660	57.8	61.6	1,706	60.9	42.9	217	26.9	45.6	7,583	56.6	57.0
Community Health Agency	1,744	17.8	13.3	559	19.9	9.8	161	19.9	25.3	2,464	18.4	12.7
Nursing Home/LTC Facility	1,099	11.2	10.0	494	17.6	39.0	275	34.0	16.1	1,868	13.9	16.9
Other Place of Work	1,285	13.1	15.1	44	1.6	8.2	155	19.2	13.1	1,484	11.1	13.5
<b>Area of Responsibility</b>												
Direct Care	8,807	90.0	89.0	2,750	98.6	97.6	713	90.0	89.7	12,270	91.8	91.1
Administration/Education/Research	980	10.0	11.0	40	1.4	2.4	79	10.0	10.3	1,099	8.2	8.9
<b>Position</b>												
Managerial Positions	639	6.5	6.9	20	0.7	1.6	100	12.5	9.5	759	5.7	5.6
Staff/Community Health Nurse	7,675	78.4	76.9	2,489	89.3	91.3	601	75.2	78.7	10,765	80.5	80.4
Other Positions	1,474	15.1	16.2	279	10.0	7.1	98	12.3	11.8	1,851	13.8	14.0
<b>Highest Education Level in Nursing Discipline</b>												
Diploma	4,715	47.6	57.3	2,806	100.0	100.0	780	96.5	87.1	8,301	61.4	67.8
Baccalaureate	4,890	49.4	38.8	—	—	—	28	3.5	12.5	4,918	36.4	29.3
Master's/Doctorate	291	2.9	3.9	—	—	—	0	0.0	0.4	291	2.2	2.9
<b>Location of Graduation</b>												
Canadian Trained	9,067	93.0	91.4	2,765	98.6	97.5	798	98.8	92.4	12,630	94.5	92.8
Internationally Educated	683	7.0	8.6	40	1.4	2.5	10	1.2	7.6	733	5.5	7.2

(continued on next page)

#### Notes

\* The Canada Regulated Nurses count includes registered nurses (270,724), licensed practical nurses (84,587) and registered psychiatric nurses (5,261).

— Data is not applicable or does not exist.

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

#### Place of Work for RN and LPN:

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*.

#### Place of Work for RPN:

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*.

#### Area of Responsibility for RN and LPN:

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/recovery room, emergency care, nursing in several clinical areas, oncology, rehabilitation, public health, palliative care (RNs excluded), telehealth (LPNs excluded) 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*.

#### Area of Responsibility for RPN:

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 *psychiatric nursing services, psychiatric 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*.

#### Position for RN:

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*.

#### Position for LPN:

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

Manager includes *coordinator/care manager*.

Other Positions includes *instructor/professor/educator, LPN specialty and other*.

#### Position for RPN:

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*.

#### Sources

Nursing Database, Canadian Institute for Health Information.

Statistics Canada. Table 109-5325: Estimates of population (2006 Census and administrative data), by age group and sex for July 1st, Canada, provinces, territories, health regions (2011 boundaries) and peer groups, annual (number). CANSIM (database). <http://www5.statcan.gc.ca/cansim/a05?lang=eng&id=1095325>. Accessed May 30, 2012.

## Regulated Nursing Workforce Employed in Direct Care, by Health Region, Saskatchewan, 2011

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
D	4701	Sun County	54,439	292	536	109	200	37	68	438	805
D	4702	Five Hills	53,313	326	611	113	212	99	186	538	1,009
D	4703	Cypress	43,168	282	653	125	290	15	35	422	978
A	4704	Regina Qu'Appelle	262,692	2,537	966	757	288	223	85	3,517	1,339
D	4705	Sunrise	54,117	436	806	179	331	59	109	674	1,245
A	4706	Saskatoon	320,331	3,170	990	643	201	101	32	3,914	1,222
D	4707	Heartland	43,266	262	606	10†	24†	†	1†	375	867
D	4708	Kelsey Trail	40,145	239	595	112	279	11	27	362	902
H	4709	Prince Albert Parkland	78,861	543	689	267	339	57	72	867	1,099
H	4710	Prairie North	71,934	488	678	272	378	98	136	858	1,193
F	4714	Mamawetan Churchill River/Keewatin Yatthé/Athabasca	35,618	143	401	6†	18†	†	1†	211	592
		<b>Saskatchewan (Direct Care Total)</b>	<b>1,057,884</b>	<b>8,718</b>	<b>824</b>	<b>2,747</b>	<b>260</b>	<b>711</b>	<b>67</b>	<b>12,176</b>	<b>1,151</b>
		<b>Canada (Direct Care Total)</b>	<b>34,482,779</b>	<b>231,234</b>	<b>671</b>	<b>81,646</b>	<b>237</b>	<b>4,584</b>	<b>43</b>	<b>317,464</b>	<b>921</b>

### Notes

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

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.

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).

### Sources

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Statistics Canada. Table 109-5325: Estimates of population (2006 Census and administrative data), by age group and sex for July 1st, Canada, provinces, territories, health regions (2011 boundaries) and peer groups, annual (number). CANSIM (database). <http://www5.statcan.gc.ca/cansim/a05?lang=eng&id=1095325>. Accessed May 30, 2012.

Statistics Canada. Table 4: Summary table of peer groups and principal characteristics. Web page. <http://www.statcan.gc.ca/pub/82-221-x/2012002/regions/hrt4-eng.htm>. Accessed June 28, 2012.

## Alberta

### Highlights

- The regulated nursing workforce grew by 12.9% between 2007 and 2011, reaching a total of 39,159 regulated nurses.
- The ratio of regulated nurses per 100,000 population increased from 987 in 2007 to 1,036 in 2011.
- The average age of regulated nurses was 44.1.
- In 2011, 11.8% of the regulated nursing workforce was age 60 or older.
- In 2011, 40.3% of regulated nurses were working full time; the average for Canada was 56.9%.
- Of the 32,917 graduates of Alberta's nursing programs employed in Canada in 2011, 83.5% were employed in Alberta. An additional 8.5% were employed in British Columbia, 3.9% in Saskatchewan and 1.9% in Ontario.

## Regulated Nursing Workforce Profile, Alberta, 2011

	Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses		
	RN	%	Canada %*	LPN	%	Canada %*	RPN	%	Canada %*	Total	%	Canada %*
<b>Employed in Nursing Workforce</b>	30,221	—	—	7,720	—	—	1,218	—	—	39,159	—	—
<b>Per 100,000 Population</b>	800	—	—	204	—	—	32	—	—	1,036	—	—
<b>Sex</b>												
Male	1,513	5.0	6.6	442	5.7	7.7	296	24.3	22.0	2,251	5.7	7.1
Female	28,708	95.0	93.4	7,278	94.3	92.3	922	75.7	78.0	36,908	94.3	92.9
<b>Average Age</b>												
Years	44.6	—	—	42.0	—	—	46.8	—	—	44.1	—	—
<b>Age Breakdown</b>												
<30 Years	4,140	13.7	12.1	1,718	22.3	16.9	151	12.4	8.4	6,009	15.3	13.2
30–34 Years	3,670	12.1	10.3	1,035	13.4	11.8	102	8.4	7.5	4,807	12.3	10.6
35–39 Years	3,470	11.5	10.9	867	11.2	11.9	71	5.8	9.0	4,408	11.3	11.1
40–44 Years	3,606	11.9	12.2	823	10.7	12.8	149	12.2	12.6	4,578	11.7	12.3
45–49 Years	3,925	13.0	14.2	820	10.6	13.4	196	16.1	16.4	4,941	12.6	14.1
50–54 Years	3,821	12.6	14.4	862	11.2	13.6	187	15.4	16.5	4,870	12.4	14.2
55–59 Years	3,985	13.2	14.0	769	10.0	11.2	171	14.0	13.9	4,925	12.6	13.3
60+ Years	3,604	11.9	11.9	826	10.7	8.3	191	15.7	15.6	4,621	11.8	11.1
<b>Employment Status</b>												
Full Time	11,548	38.7	58.6	3,426	44.4	51.1	662	54.4	62.2	15,636	40.3	56.9
Part Time	13,555	45.5	29.2	3,259	42.2	34.8	422	34.6	22.7	17,236	44.5	30.4
Casual	4,720	15.8	12.1	1,035	13.4	14.1	134	11.0	15.1	5,889	15.2	12.6
Employed—Status Unknown	398	—	—	0	—	—	0	—	—	398	—	—
<b>Place of Work</b>												
Hospital	17,414	64.2	61.6	3,127	40.5	42.9	697	57.6	45.6	21,238	58.9	57.0
Community Health Agency	3,857	14.2	13.3	1,970	25.5	9.8	296	24.4	25.3	6,123	17.0	12.7
Nursing Home/LTC Facility	1,913	7.0	10.0	1,881	24.4	39.0	109	9.0	16.1	3,903	10.8	16.9
Other Place of Work	3,956	14.6	15.1	742	9.6	8.2	109	9.0	13.1	4,807	13.3	13.5
<b>Area of Responsibility</b>												
Direct Care	24,345	91.2	89.0	7,491	97.0	97.6	1,029	90.2	89.7	32,865	92.4	91.1
Administration/Education/Research	2,363	8.8	11.0	228	3.0	2.4	112	9.8	10.3	2,703	7.6	8.9
<b>Position</b>												
Managerial Positions	2,025	7.6	6.9	124	1.6	1.6	98	8.1	9.5	2,247	6.3	5.6
Staff/Community Health Nurse	20,701	77.3	76.9	7,002	90.7	91.3	991	81.8	78.7	28,694	80.4	80.4
Other Positions	4,040	15.1	16.2	594	7.7	7.1	122	10.1	11.8	4,756	13.3	14.0
<b>Highest Education Level in Nursing Discipline</b>												
Diploma	14,00†	†	57.3	7,720	100.0	100.0	1,18†	†	87.1	22,910	58.5	67.8
Baccalaureate	15,105	50.0	38.8	—	—	—	32	2.6	12.5	15,137	38.7	29.3
Master's/Doctorate	1,10†	†	3.9	—	—	—	†	†	0.4	1,112	2.8	2.9
<b>Location of Graduation</b>												
Canadian Trained	26,944	89.5	91.4	7,591	98.3	97.5	1,091	89.9	92.4	35,626	91.3	92.8
Internationally Educated	3,149	10.5	8.6	129	1.7	2.5	123	10.1	7.6	3,401	8.7	7.2

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#### Notes

\* The Canada Regulated Nurses count includes registered nurses (270,724), licensed practical nurses (84,587) and registered psychiatric nurses (5,261).

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

— Data is not applicable or does not exist.

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

#### Place of Work for RN and LPN:

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*.

#### Place of Work for RPN:

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*.

#### Area of Responsibility for RN and LPN:

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/recovery room, emergency care, nursing in several clinical areas, oncology, rehabilitation, public health, palliative care (RNs excluded), telehealth (LPNs excluded) 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*.

#### Area of Responsibility for RPN:

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 *psychiatric nursing services, psychiatric 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*.

#### Position for RN:

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*.

#### Position for LPN:

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

Manager includes *coordinator/care manager*.

Other Positions includes *instructor/professor/educator, LPN specialty and other*.

#### Position for RPN:

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*.

#### Sources

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Statistics Canada. Table 109-5325: Estimates of population (2006 Census and administrative data), by age group and sex for July 1st, Canada, provinces, territories, health regions (2011 boundaries) and peer groups, annual (number). CANSIM (database). <http://www5.statcan.gc.ca/cansim/a05?lang=eng&id=1095325>. Accessed May 30, 2012.

## Regulated Nursing Workforce Employed in Direct Care, by Health Region, Alberta, 2011

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
A	4831	South Zone	284,980	1,651	579	720	253	50	18	2,421	850
B	4832	Calgary Zone	1,412,733	8,496	601	1,903	135	212	15	10,611	751
E	4833	Central Zone	455,736	2,415	530	1,178	258	311	68	3,904	857
B	4834	Edmonton Zone	1,193,198	10,000	838	2,800	235	401	34	13,201	1,106
E	4835	North Zone	432,706	1,765	408	889	205	50	12	2,704	625
		<b>Alberta (Direct Care Total)</b>	<b>3,779,353</b>	<b>24,327</b>	<b>644</b>	<b>7,490</b>	<b>198</b>	<b>1,024</b>	<b>27</b>	<b>32,841</b>	<b>869</b>
		<b>Canada (Direct Care Total)</b>	<b>34,482,779</b>	<b>231,234</b>	<b>671</b>	<b>81,646</b>	<b>237</b>	<b>4,584</b>	<b>43</b>	<b>317,464</b>	<b>921</b>

### Notes

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.

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).

### Sources

Nursing Database, Canadian Institute for Health Information.

Statistics Canada. Table 109-5325: Estimates of population (2006 Census and administrative data), by age group and sex for July 1st, Canada, provinces, territories, health regions (2011 boundaries) and peer groups, annual (number). CANSIM (database). <http://www5.statcan.gc.ca/cansim/a05?lang=eng&id=1095325>. Accessed May 30, 2012.

Statistics Canada. Table 4: Summary table of peer groups and principal characteristics. Web page. <http://www.statcan.gc.ca/pub/82-221-x/2012002/regions/hrt4-eng.htm>. Accessed June 28, 2012.

## British Columbia

### Highlights

- The regulated nursing workforce grew by 7.8% between 2007 and 2011, reaching a total of 40,933 regulated nurses.
- The ratio of regulated nurses per 100,000 population increased from 881 in 2007 to 895 in 2011.
- The average age of regulated nurses was 45.2.
- In 2011, 12.1% of the regulated nursing workforce was age 60 or older.
- In 2011, 48.8% of regulated nurses were working full time, compared with 55.0% in 2007.
- Of the 28,677 graduates of British Columbia's nursing programs employed in Canada in 2011, 92.0% were employed within the province. An additional 4.2% were employed in Alberta, 1.6% in Ontario and 0.6% in Saskatchewan.



## Regulated Nursing Workforce Profile, British Columbia, 2011

	Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses		
	RN	%	Canada %*	LPN	%	Canada %*	RPN	%	Canada %*	Total	%	Canada %*
<b>Employed in Nursing Workforce</b>	30,151	—	—	8,501	—	—	2,281	—	—	40,933	—	—
<b>Per 100,000 Population</b>	659	—	—	186	—	—	50	—	—	895	—	—
<b>Sex</b>												
Male	2,025	6.7	6.6	755	8.9	7.7	524	23.0	22.0	3,304	8.1	7.1
Female	28,126	93.3	93.4	7,746	91.1	92.3	1,757	77.0	78.0	37,629	91.9	92.9
<b>Average Age</b>												
Years	46.0	—	—	41.6	—	—	46.9	—	—	45.2	—	—
<b>Age Breakdown</b>												
<30 Years	3,212	10.7	12.1	1,580	18.6	16.9	196	8.6	8.4	4,988	12.2	13.2
30–34 Years	3,227	10.7	10.3	1,201	14.1	11.8	187	8.2	7.5	4,615	11.3	10.6
35–39 Years	3,302	11.0	10.9	1,057	12.4	11.9	277	12.1	9.0	4,636	11.3	11.1
40–44 Years	3,605	12.0	12.2	1,125	13.2	12.8	283	12.4	12.6	5,013	12.2	12.3
45–49 Years	3,867	12.8	14.2	1,121	13.2	13.4	338	14.8	16.4	5,326	13.0	14.1
50–54 Years	4,363	14.5	14.4	1,036	12.2	13.6	337	14.8	16.5	5,736	14.0	14.2
55–59 Years	4,520	15.0	14.0	857	10.1	11.2	276	12.1	13.9	5,653	13.8	13.3
60+ Years	4,055	13.4	11.9	524	6.2	8.3	387	17.0	15.6	4,966	12.1	11.1
<b>Employment Status</b>												
Full Time	14,766	49.0	58.6	3,713	44.2	51.1	1,427	63.3	62.2	19,906	48.8	56.9
Part Time	7,064	23.5	29.2	2,210	26.3	34.8	322	14.3	22.7	9,596	23.5	30.4
Casual	8,279	27.5	12.1	2,469	29.4	14.1	504	22.4	15.1	11,252	27.6	12.6
Employed—Status Unknown	42	—	—	109	—	—	28	—	—	179	—	—
<b>Place of Work</b>												
Hospital	12,987	68.3	61.6	3,688	43.6	42.9	1,096	48.3	45.6	17,771	59.8	57.0
Community Health Agency	2,353	12.4	13.3	517	6.1	9.8	614	27.1	25.3	3,484	11.7	12.7
Nursing Home/LTC Facility	1,704	9.0	10.0	3,587	42.4	39.0	259	11.4	16.1	5,550	18.7	16.9
Other Place of Work	1,973	10.4	15.1	660	7.8	8.2	300	13.2	13.1	2,933	9.9	13.5
<b>Area of Responsibility</b>												
Direct Care	24,461	89.5	89.0	8,225	97.2	97.6	2,067	91.4	89.7	34,753	91.3	91.1
Administration/Education/Research	2,870	10.5	11.0	235	2.8	2.4	194	8.6	10.3	3,299	8.7	8.9
<b>Position</b>												
Managerial Positions	2,17†	†	6.9	13†	†	1.6	203	9.0	9.5	2,513	6.6	5.6
Staff/Community Health Nurse	21,346	78.1	76.9	7,536	89.1	91.3	1,804	79.8	78.7	30,686	80.6	80.4
Other Positions	3,80†	†	16.2	79†	†	7.1	255	11.3	11.8	4,854	12.8	14.0
<b>Highest Education Level in Nursing Discipline</b>												
Diploma	17,352	58.0	57.3	8,501	100.0	100.0	1,951	85.5	87.1	27,804	68.3	67.8
Baccalaureate	11,934	39.9	38.8	—	—	—	312	13.7	12.5	12,246	30.1	29.3
Master's/Doctorate	639	2.1	3.9	—	—	—	18	0.8	0.4	657	1.6	2.9
<b>Location of Graduation</b>												
Canadian Trained	24,86†	†	91.4	8,30†	†	97.5	1,568	87.8	92.4	34,738	87.9	92.8
Internationally Educated	4,44†	†	8.6	13†	†	2.5	217	12.2	7.6	4,796	12.1	7.2

(continued on next page)

## Notes

\* The Canada Regulated Nurses count includes registered nurses (270,724), licensed practical nurses (84,587) and registered psychiatric nurses (5,261).

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

— Data is not applicable or does not exist.

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

### Place of Work for RN and LPN:

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*.

### Place of Work for RPN:

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*.

### Area of Responsibility for RN and LPN:

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/recovery room, emergency care, nursing in several clinical areas, oncology, rehabilitation, public health, palliative care (RNs excluded), telehealth (LPNs excluded) 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*.

### Area of Responsibility for RPN:

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 *psychiatric nursing services, psychiatric 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*.

### Position for RN:

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*.

### Position for LPN:

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

Manager includes *coordinator/care manager*.

Other Positions includes *instructor/professor/educator, LPN specialty and other*.

### Position for RPN:

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*.

## Sources

Nursing Database, Canadian Institute for Health Information.

Statistics Canada. Table 109-5325: Estimates of population (2006 Census and administrative data), by age group and sex for July 1st, Canada, provinces, territories, health regions (2011 boundaries) and peer groups, annual (number). CANSIM (database). <http://www5.statcan.gc.ca/cansim/a05?lang=eng&id=1095325>. Accessed May 30, 2012.

## Regulated Nursing Workforce Employed in Direct Care, by Health Region, British Columbia, 2011

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
D	5911	East Kootenay	80,536	310	385	205	255	9	11	524	651
D	5912	Kootenay-Boundary	79,754	382	479	180	226	16	20	578	725
A	5913	Okanagan	352,948	1,937	549	1,028	291	138	39	3,103	879
A	5914	Thompson/Cariboo	224,230	1,130	504	478	213	87	39	1,695	756
A	5921	Fraser East	286,758	1,301	454	505	176	158	55	1,964	685
J	5922	Fraser North	616,412	3,010	488	942	153	625	101	4,577	743
J	5923	Fraser South	726,525	2,960	407	1,049	144	328	45	4,337	597
J	5931	Richmond	197,631	571	289	196	99	36	18	803	406
G	5932	Vancouver	668,690	5,480	820	949	142	305	46	6,734	1,007
J	5933	North Shore/Coast Garibaldi	287,432	1,177	409	386	134	77	27	1,640	571
A	5941	South Vancouver Island	374,674	2,694	719	798	213	106	28	3,598	960
A	5942	Central Vancouver Island	265,979	1,344	505	681	256	80	30	2,105	791
A	5943	North Vancouver Island	121,337	610	503	237	195	31	26	878	724
H	5951	Northwest	75,606	350	463	147	194	16	21	513	679
H	5952	Northern Interior	144,558	932	645	327	226	26	18	1,285	889
E	5953	Northeast	70,251	219	312	115	164	19	27	353	502
		<b>British Columbia (Direct Care Total)</b>	<b>4,573,321</b>	<b>24,407</b>	<b>534</b>	<b>8,223</b>	<b>180</b>	<b>2,057</b>	<b>45</b>	<b>34,687</b>	<b>758</b>
		<b>Canada (Direct Care Total)</b>	<b>34,482,779</b>	<b>231,234</b>	<b>671</b>	<b>81,646</b>	<b>237</b>	<b>4,584</b>	<b>43</b>	<b>317,464</b>	<b>921</b>

### Notes

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.

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).

### Sources

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Statistics Canada. Table 4: Summary table of peer groups and principal characteristics. Web page. <http://www.statcan.gc.ca/pub/82-221-x/2012002/regions/hrt4-eng.htm>. Accessed June 28, 2012.

## Yukon

### Highlights

- The regulated nursing workforce grew by 20.7% between 2007 and 2011, reaching a total of 460 regulated nurses.
- The ratio of regulated nurses per 100,000 population increased from 1,170 in 2007 to 1,327 in 2011.
- The average age of regulated nurses was 45.3.
- In 2011, 10.7% of the regulated nursing workforce was age 60 or older, compared with 6.6% in 2007.
- Of the 65 graduates of Yukon's licensed practical nursing program employed in Canada in 2011, 63.1% were employed within the territory. An additional 23.1% were employed in British Columbia, 6.2% in Saskatchewan and 4.6% in Ontario.

## Regulated Nursing Workforce Profile, Yukon, 2011

	Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses		
	RN	%	Canada %*	LPN	%	Canada %*	RPN	%	Canada %*	Total	%	Canada %*
<b>Employed in Nursing Workforce</b>	384	—	—	76	—	—	—	—	—	460	—	—
<b>Per 100,000 Population</b>	1,108	—	—	219	—	—	—	—	—	1,327	—	—
<b>Sex</b>												
Male	3†	†	6.6	†	†	7.7	—	—	22.0	42	9.1	7.1
Female	34†	†	93.4	7†	†	92.3	—	—	78.0	418	90.9	92.9
<b>Average Age</b>												
Years	45.0	—	—	46.6	—	—	—	—	—	45.3	—	—
<b>Age Breakdown</b>												
<30 Years	46	12.0	12.1	8	10.5	16.9	—	—	8.4	54	11.7	13.2
30–34 Years	43	11.2	10.3	6	7.9	11.8	—	—	7.5	49	10.7	10.6
35–39 Years	52	13.5	10.9	7	9.2	11.9	—	—	9.0	59	12.8	11.1
40–44 Years	41	10.7	12.2	5	6.6	12.8	—	—	12.6	46	10.0	12.3
45–49 Years	42	10.9	14.2	14	18.4	13.4	—	—	16.4	56	12.2	14.1
50–54 Years	65	16.9	14.4	17	22.4	13.6	—	—	16.5	82	17.8	14.2
55–59 Years	53	13.8	14.0	12	15.8	11.2	—	—	13.9	65	14.1	13.3
60+ Years	42	10.9	11.9	7	9.2	8.3	—	—	15.6	49	10.7	11.1
<b>Employment Status</b>												
Full Time	186	48.4	58.6	5†	†	51.1	—	—	62.2	23†	†	56.9
Part Time	121	31.5	29.2	1†	†	34.8	—	—	22.7	13†	†	30.4
Casual	77	20.1	12.1	10	13.5	14.1	—	—	15.1	87	19.0	12.6
Employed—Status Unknown	0	—	—	2	—	—	—	—	—	2	—	—
<b>Place of Work</b>												
Hospital	180	47.5	61.6	24	31.6	42.9	—	—	45.6	204	44.8	57.0
Community Health Agency	13†	†	13.3	†	†	9.8	—	—	25.3	137	30.1	12.7
Nursing Home/LTC Facility	28	7.4	10.0	48	63.2	39.0	—	—	16.1	76	16.7	16.9
Other Place of Work	3†	†	15.1	†	†	8.2	—	—	13.1	38	8.4	13.5
<b>Area of Responsibility</b>												
Direct Care	33†	†	89.0	7†	†	97.6	—	—	89.7	409	91.3	91.1
Administration/Education/Research	3†	†	11.0	†	†	2.4	—	—	10.3	39	8.7	8.9
<b>Position</b>												
Managerial Positions	4†	†	6.9	†	†	1.6	—	—	9.5	46	10.1	5.6
Staff/Community Health Nurse	311	82.1	76.9	72	94.7	91.3	—	—	78.7	383	84.2	80.4
Other Positions	2†	†	16.2	†	†	7.1	—	—	11.8	26	5.7	14.0
<b>Highest Education Level in Nursing Discipline</b>												
Diploma	151	39.3	57.3	76	100.0	100.0	—	—	87.1	227	49.3	67.8
Baccalaureate	219	57.0	38.8	—	—	—	—	—	12.5	219	47.6	29.3
Master's/Doctorate	14	3.6	3.9	—	—	—	—	—	0.4	14	3.0	2.9
<b>Location of Graduation</b>												
Canadian Trained	356	93.0	91.4	76	100.0	97.5	—	—	92.4	432	94.1	92.8
Internationally Educated	27	7.0	8.6	0	0.0	2.5	—	—	7.6	27	5.9	7.2

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#### Notes

\* The Canada Regulated Nurses count includes registered nurses (270,724), licensed practical nurses (84,587) and registered psychiatric nurses (5,261).

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

— Data is not applicable or does not exist.

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

Registered psychiatric nurses (RPNs) are regulated as a separate nursing profession in Manitoba, Saskatchewan, Alberta and British Columbia.

#### Place of Work for RN and LPN:

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*.

#### Area of Responsibility for RN and LPN:

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/recovery room, emergency care, nursing in several clinical areas, oncology, rehabilitation, public health, palliative care* (RNs excluded), *telehealth* (LPNs excluded) 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*.

#### Position for RN:

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*.

#### Position for LPN:

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

Manager includes *coordinator/care manager*.

Other Positions includes *instructor/professor/educator, LPN specialty and other*.

#### Sources

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## Regulated Nursing Workforce Employed in Direct Care, by Health Region, Yukon, 2011

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
E	6001	Yukon	34,666	33†	96†	7†	21†	—	—	408	1,177
		<b>Yukon (Direct Care Total)</b>	<b>34,666</b>	<b>33†</b>	<b>96†</b>	<b>7†</b>	<b>21†</b>	<b>—</b>	<b>—</b>	<b>408</b>	<b>1,177</b>
		<b>Canada (Direct Care Total)</b>	<b>34,482,779</b>	<b>231,234</b>	<b>671</b>	<b>81,646</b>	<b>237</b>	<b>4,584</b>	<b>43</b>	<b>317,464</b>	<b>921</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.

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.

Registered psychiatric nurses (RPNs) are regulated as a separate nursing profession in Manitoba, Saskatchewan, Alberta and British Columbia.

### Sources

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Statistics Canada. Table 109-5325: Estimates of population (2006 Census and administrative data), by age group and sex for July 1st, Canada, provinces, territories, health regions (2011 boundaries) and peer groups, annual (number). CANSIM (database). <http://www5.statcan.gc.ca/cansim/a05?lang=eng&id=1095325>. Accessed May 30, 2012.

Statistics Canada. Table 4: Summary table of peer groups and principal characteristics. Web page. <http://www.statcan.gc.ca/pub/82-221-x/2012002/regions/hrt4-eng.htm>. Accessed June 28, 2012.

## Northwest Territories and Nunavut

### Highlights

- The regulated nursing workforce grew by 3% between 2007 and 2011, reaching a total of 1,170 regulated nurses.
- The ratio of regulated nurses per 100,000 population increased from 1,518 in 2007 to 1,520 in 2011.
- The average age of regulated nurses was 45.4.
- In 2011, 13.6% of the regulated nursing workforce was age 60 or older, compared with 10.6% in 2007.
- In 2011, 41.8% of regulated nurses worked in a community health setting; the distribution for Canada was 12.7%.
- Of the 234 graduates of the Northwest Territories' and Nunavut's nursing programs employed in Canada in 2011, 65% were employed within the territories. An additional 12.4% were employed in Alberta, 4.7% in Ontario and 4.7% in Nova Scotia.



## Regulated Nursing Workforce Profile, Northwest Territories and Nunavut, 2011

	Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses			Regulated Nurses		
	RN	%	Canada %*	LPN	%	Canada %*	RPN	%	Canada %*	Total	%	Canada %*
<b>Employed in Nursing Workforce</b>	1,078	—	—	92	—	—	—	—	—	1,170	—	—
<b>Per 100,000 Population</b>	1,400	—	—	211	—	—	—	—	—	1,520	—	—
<b>Sex</b>												
Male	11†	†	6.6	1†	†	7.7	—	—	22.0	129	11.0	7.1
Female	96†	†	93.4	7†	†	92.3	—	—	78.0	1,041	89.0	92.9
<b>Average Age</b>	45.3	—	—	46.7	—	—	—	—	—	45.4	—	—
<b>Age Breakdown</b>												
<30 Years	131	12.2	12.1	10	10.9	16.9	—	—	8.4	141	12.1	13.2
30–34 Years	144	13.4	10.3	7	7.6	11.8	—	—	7.5	151	12.9	10.6
35–39 Years	124	11.5	10.9	10	10.9	11.9	—	—	9.0	134	11.5	11.1
40–44 Years	106	9.8	12.2	9	9.8	12.8	—	—	12.6	115	9.8	12.3
45–49 Years	143	13.3	14.2	11	12.0	13.4	—	—	16.4	154	13.2	14.1
50–54 Years	132	12.2	14.4	17	18.5	13.6	—	—	16.5	149	12.7	14.2
55–59 Years	148	13.7	14.0	19	20.7	11.2	—	—	13.9	167	14.3	13.3
60+ Years	150	13.9	11.9	9	9.8	8.3	—	—	15.6	159	13.6	11.1
<b>Employment Status</b>												
Full Time	659	61.1	58.6	7†	†	51.1	—	—	62.2	73†	†	56.9
Part Time	0	0.0	29.2	†	†	34.8	—	—	22.7	†	†	30.4
Casual	419	38.9	12.1	11	12.0	14.1	—	—	15.1	430	36.8	12.6
Employed—Status Unknown	0	—	—	0	—	—	—	—	—	0	—	—
<b>Place of Work</b>												
Hospital	392	36.7	61.6	43	46.7	42.9	—	—	45.6	435	37.5	57.0
Community Health Agency	484	45.4	13.3	0	0.0	9.8	—	—	25.3	484	41.8	12.7
Nursing Home/LTC Facility	19	1.8	10.0	27	29.3	39.0	—	—	16.1	46	4.0	16.9
Other Place of Work	172	16.1	15.1	22	23.9	8.2	—	—	13.1	194	16.7	13.5
<b>Area of Responsibility</b>												
Direct Care	966	91.3	89.0	92	100.0	97.6	—	—	89.7	1,058	92.0	91.1
Administration/Education/Research	92	8.7	11.0	0	0.0	2.4	—	—	10.3	92	8.0	8.9
<b>Position</b>												
Managerial Positions	126	11.9	6.9	0	0.0	1.6	—	—	9.5	126	11.0	5.6
Staff/Community Health Nurse	778	73.5	76.9	83	90.2	91.3	—	—	78.7	861	74.9	80.4
Other Positions	154	14.6	16.2	9	9.8	7.1	—	—	11.8	163	14.2	14.0
<b>Highest Education Level in Nursing Discipline</b>												
Diploma	516	47.9	57.3	92	100.0	100.0	—	—	87.1	608	52.0	67.8
Baccalaureate	506	46.9	38.8	—	—	—	—	—	12.5	506	43.2	29.3
Master's/Doctorate	56	5.2	3.9	—	—	—	—	—	0.4	56	4.8	2.9
<b>Location of Graduation</b>												
Canadian Trained	995	92.5	91.4	92	100.0	97.5	—	—	92.4	1,087	93.1	92.8
Internationally Educated	81	7.5	8.6	0	0.0	2.5	—	—	7.6	81	6.9	7.2

(continued on next page)

#### Notes

\* The Canada Regulated Nurses count includes registered nurses (270,724), licensed practical nurses (84,587) and registered psychiatric nurses (5,261).

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

— Data is not applicable or does not exist.

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

Registered psychiatric nurses (RPNs) are regulated as a separate nursing profession in Manitoba, Saskatchewan, Alberta and British Columbia.

#### Place of Work for RN and LPN:

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*.

#### Area of Responsibility for RN and LPN:

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/recovery room, emergency care, nursing in several clinical areas, oncology, rehabilitation, public health, palliative care* (RNs excluded), *telehealth* (LPNs excluded) 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*.

#### Position for RN:

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*.

#### Position for LPN:

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

Manager includes *coordinator/care manager*.

Other Positions includes *instructor/professor/educator, LPN specialty and other*.

#### Sources

Nursing Database, Canadian Institute for Health Information.

Statistics Canada. Table 109-5325: Estimates of population (2006 Census and administrative data), by age group and sex for July 1st, Canada, provinces, territories, health regions (2011 boundaries) and peer groups, annual (number). CANSIM (database). <http://www5.statcan.gc.ca/cansim/a05?lang=eng&id=1095325>. Accessed May 30, 2012.

## Regulated Nursing Workforce Employed in Direct Care, by Health Region, Northwest Territories and Nunavut, 2011

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
E	6101	Northwest Territories	43,675	531	1,216	92	211	—	—	623	1,426
F	6201	Nunavut	33,322	327	981	0	0	—	—	327	981
		<b>Northwest Territories/Nunavut (Direct Care Total)</b>	<b>76,997</b>	<b>858</b>	<b>1,114</b>	<b>92</b>	<b>119</b>	—	—	<b>950</b>	<b>1,234</b>
		<b>Canada (Direct Care Total)</b>	<b>34,482,779</b>	<b>231,234</b>	<b>671</b>	<b>81,646</b>	<b>237</b>	<b>4,584</b>	<b>43</b>	<b>317,464</b>	<b>921</b>

### Notes

— Data is not applicable or does not exist.

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.

The workforce of the territories may be under-represented due to the number of nurses providing short-term relief work who may not have been identified with the methodology used to create the health region data.

CIHI presents health region data for the Northwest Territories and Nunavut as a whole rather than for each territory separately due to reporting limitations. The Northwest Territories actually has eight health regions and Nunavut has three.

Registered psychiatric nurses (RPNs) are regulated as a separate nursing profession in Manitoba, Saskatchewan, Alberta and British Columbia.

### Sources

Nursing Database, Canadian Institute for Health Information.

Statistics Canada. Table 109-5325: Estimates of population (2006 Census and administrative data), by age group and sex for July 1st, Canada, provinces, territories, health regions (2011 boundaries) and peer groups, annual (number). CANSIM (database). <http://www5.statcan.gc.ca/cansim/a05?lang=eng&id=1095325>. Accessed May 30, 2012.

Statistics Canada. Table 4: Summary table of peer groups and principal characteristics. Web page. <http://www.statcan.gc.ca/pub/82-221-x/2012002/regions/hrt4-eng.htm>. Accessed June 28, 2012.



# Methodological Notes

This section 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. This 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 publishing high-quality data in a privacy-sensitive manner. This section outlines the 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 appropriate 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 submits a set of standardized data to CIHI, collected using the registration forms. These questions pertain to demographic, education/training and employment characteristics.

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 CIHI's Nursing Database for analysis and reporting.

Note that the statistics reported by CIHI may differ from those reported by the regulatory authorities, even though the source of the data (annual registration forms) is the same. Differences are due to the population of reference, the collection period, exclusions from CIHI's data, and CIHI's editing and processing methodologies, based on data quality principles.

## Population of Interest

The population of interest includes all regulated nurses who submit an 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 who submit a non-practising registration (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 collects data prior to the end of the 12-month registration period in each jurisdiction. Therefore, the population of reference for the Nursing Database is all regulated nurses who submit an 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.

This manner of collection enables CIHI to produce more timely data. Analyses completed annually by CIHI indicate that less than 4% 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 following definitions apply to the population of reference:

### Non-Practising Registrations

The target population includes regulated nurses who submit an active practising registration; those who submit a non-practising registration 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; these two 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 1 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 1: Percentage of Records for Those Employed in Nursing Containing Not Stated Responses, by Data Element and Jurisdiction of Registration, Canada, 2011**

	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	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN			
Sex	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.5	0.0	0.0		
Birth Year	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.5	0.0	0.0		
Initial/Entry in Nursing Education	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	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		
Year of Graduation	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	
Province/Country of Graduation	0.0	1.4	0.7	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.1	0.0	
Other Education in Nursing																															
Discipline (Degree)—RN and RPN	0.0	0.0	100.0	0.0	0.1	0.0	85.3	0.0	74.6	0.0	0.0	0.0	0.0	0.0	96.2	0.9	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	16.4	0.0	21.8	0.0	25.1
Education in Other Nursing Discipline—LPN and RPN	0.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	97.7	0.0	0.0	0.0	0.0	93.0	0.0	0.0	90.7	0.0	15.7	16.0	0.0	23.7	0.0	100.0	0.0	34.1	45.1	0.0	45.1	
Education in Other Than Nursing	0.0	0.0	100.0	0.0	0.1	0.0	92.9	100.0	85.1	97.6	72.4	65.2	0.0	46.8	84.4	2.8	0.0	77.0	0.0	17.0	15.6	0.0	27.6	60.9	100.0	50.2	55.8	40.2	0.0	40.2	
Employment in Nursing	0.0	0.0	2.4	9.2	1.3	0.1	1.8	3.5	1.5	11.2	2.4	3.2	2.7	0.1	1.3	1.1	0.4	7.4	1.1	0.0	0.0	13.5	14.5	0.4	0.3	1.3	2.9	0.0	3.1	5.7	1.5
Province/Territory of Employment	1.2	11.7	0.0	15.9	0.1	0.1	0.0	4.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Place of Work—Primary	0.0	0.0	0.0	2.1	0.1	2.0	0.0	0.0	0.1	23.6	2.6	3.2	0.6	0.1	0.0	1.1	0.1	0.0	10.2	0.0	0.6	36.9	0.6	0.5	1.3	0.0	1.0	0.0	6.3	7.3	0.4
Area of Responsibility—Primary	<0.1	0.6	0.0	7.6	0.0	0.6	0.0	1.8	1.1	0.1	2.0	2.2	0.2	0.1	0.3	1.1	0.6	2.0	11.6	<0.1	6.3	9.4	0.5	0.9	3.1	0.0	1.9	0.0	3.4	1.1	2.2
Position—Primary	0.0	0.1	0.2	3.9	0.1	0.6	0.0	0.1	0.4	0.2	2.0	2.1	1.1	1.7	0.1	1.1	0.6	1.1	11.4	0.0	0.6	9.4	0.5	0.8	1.3	0.0	1.9	0.0	3.2	1.0	0.7
Province/Country of Residence	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	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

**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 CIHI's 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 do not match, the record is excluded. When the jurisdiction of employment is not stated, a comparison is done between the jurisdiction of registration and the jurisdiction of residence for each record; when they do not match, the record is excluded. In cases where the jurisdiction of residence is not stated, the jurisdiction of employment defaults 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 jurisdiction of employment is a territory, the duplicates are not excluded so that the nursing workforce in the North will not be underestimated.

Sometimes, 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 jurisdiction of employment would match the jurisdiction of registration in both the province and the territory.

For Nunavut and the Northwest Territories, the data for RNs is presented as a combined total throughout this report. The RNs in these territories are governed by the same regulatory authority, and because the specific territory in which the RNs usually worked was not available, combined data was submitted to CIHI. Therefore, any duplicates between the Northwest Territories and Nunavut cannot be resolved.

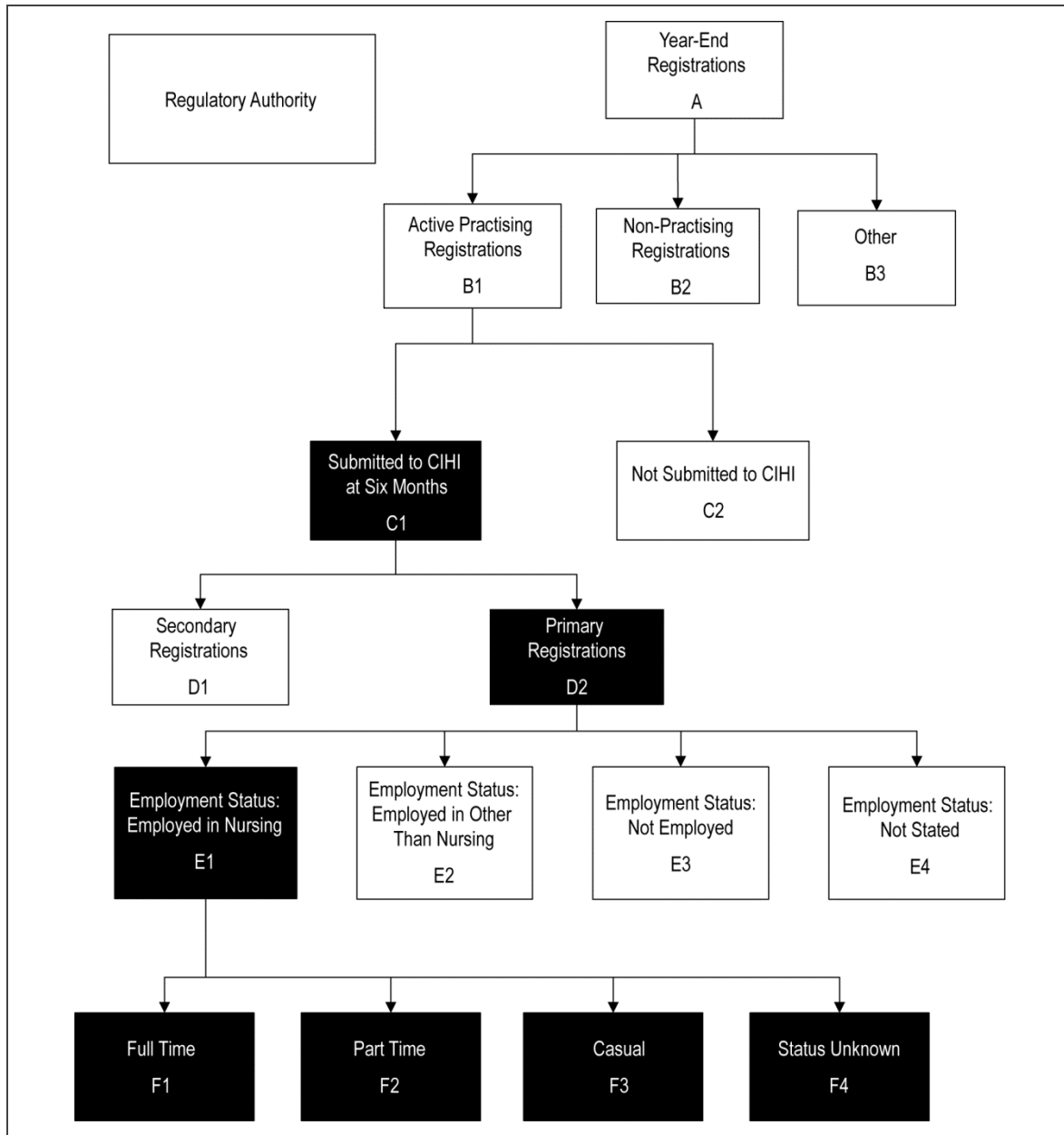
## Defining the Workforce

It is important to note the difference between the terms “Nursing Database” and “the workforce.” The Nursing Database contains all records in the population of reference; the workforce excludes regulated nurses who are not working in nursing (see Figure 1). (This exclusion is achieved with the Employment Status indicator.) Throughout this report and other CIHI publications, the focus is on regulated nurses who are working in nursing, referred to as the regulated nursing workforce.

## Recoding Employment Status

Regulated nurses who do not indicate their employment status (that is, full time, part time or casual) on their registration form risk being excluded from the workforce population. However, in cases where employment status is not stated but employment information is provided, CIHI, in consultation with the regulatory authority, will change the Employment Status element 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 British Columbia’s RNs in 2005.

Figure 1: 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 registrations not submitted to CIHI.

**D: PRIMARY AND SECONDARY REGISTRATION**

Box D1 is the number of regulated nurses whose jurisdiction of registration differs from the jurisdiction of employment. These records are outside of the population of reference, except where one of the jurisdictions (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 for whom Employment Status is *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; the boxes in white are either not submitted or are excluded by CIHI.

## Assigning the Regulated Nursing Workforce to Health Regions

Health regions are legislated administrative areas defined by provincial and territorial ministries of health. These administrative areas represent geographic areas of responsibility for hospital boards or regional health authorities. Health regions, being provincial and territorial 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). While the Northwest Territories had eight and Nunavut had three health regions in 2011, the health region analysis in this report is presented at the territorial level to ensure confidentiality.

The health region data 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 317,464 individuals in the regulated nursing direct care workforce, representing 88% of the total regulated nursing workforce.

Postal code data and Statistics Canada's Postal Code Conversion File were used to assign the regulated nursing workforce to health regions. Postal Code of Employer (Work Site) was used first; in cases where this element was not reported or the value was invalid, the six-digit Postal Code of Residence was used. The workforce of the territories may be under-represented due to the number of nurses providing short-term relief work who may not have been identified using this methodology.

## Health Region Peer Groups

In order to facilitate comparison among health regions, Statistics Canada developed a methodology that groups health regions with similar socio-economic and socio-demographic characteristics; these are referred to as peer groups. The health region peer groups defined by Statistics Canada are presented in Table 2.

Table 2: Peer Group Principal Characteristics, as Defined by Statistics Canada

Peer Group	Number of Health Regions	Percentage of Population	Principal Characteristics
A	35	34.0%	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	20	10.1%	Sparsely populated urban–rural mix in Eastern and Central provinces Average percentage of Aboriginal population Average employment rate Low percentage of immigrant population
D	17	4.7%	Mainly rural regions from Quebec to British Columbia Average percentage of Aboriginal population High employment rate
E	6	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	15.7%	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

**Note**

Percentage of population refers to the percentage of the Canadian population living in a specific type of peer group.

**Sources**

Statistics Canada. Table 4: Summary table of peer groups and principal characteristics. Web page. <http://www.statcan.gc.ca/pub/82-221-x/2012002/regions/hrt4-eng.htm>. Accessed June 28, 2012.

Statistics Canada. Health region peer groups—user guide. Web page. <http://www.statcan.gc.ca/pub/82-221-x/2012002/regions/hrpg2007-eng.htm>. Accessed June 28, 2012.

## 2011 Health Region Populations

Using 2011 calendar year population estimates from Statistics Canada, rates were calculated for RNs, LPNs, RPNs and the regulated nursing workforce (that is, 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.

## 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.

Table 3 indicates the nursing provider type data each Canadian jurisdiction submitted to CIHI in 2011.

**Table 3: Data Submitted to CIHI, by Jurisdiction and Nurse Type, 2011**

Nurse Type	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.
<b>RN (excl. NP)</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
<b>NP</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓
<b>LPN</b>	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
<b>RPN*</b>							✓	✓	✓	✓			

**Note**

\* RPNs are regulated separately from other regulated nursing professionals in four provinces and one territory: Manitoba, Saskatchewan, Alberta, British Columbia and Yukon.

**Source**

Nursing Database, Canadian Institute for Health Information.

# Methodological and Historical Changes

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.

## Data Limitations

Visit CIHI's website at [www.cihi.ca](http://www.cihi.ca) for a complete list of the data elements:

- *Registered Nurses System Data Dictionary and Processing Manual*
- *Licensed Practical Nurses System Data Dictionary and Processing Manual*
- *Registered Psychiatric Nurses System Data Dictionary and Processing Manual*

## Methodological and Historical Changes to Registered Nursing Data, 2007 to 2011

### 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.

**Table 4: 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 return each year, some 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 2007 to 2011, 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.

Prior to 2008, the RNANT/NU did not submit employment status data to CIHI; as such, all RNs and NPs employed in registered nursing in the Northwest Territories and Nunavut were coded as *employed in nursing—status unknown*.

### **Quebec—Place of Work**

In 2005, the ministère de la Santé et des Services sociaux du Québec merged most of the province's public-sector hospitals, long-term care facilities and community health centres into 95 health and social services centres (centres de santé et de services sociaux, or CSSS). Since then, it has become increasingly difficult to accurately determine in which of the three institution types nurses are working; and, in fact, some nurses are working in all three. CIHI does not have a value in its data dictionary that corresponds to this scenario, which has resulted in an increase in the number of nurses reporting *other place of work* and, consequently, an artificial decrease in the number of nurses with the values *hospital, community health and nursing home/LTC*.

### **Ontario—Employment Status**

In 2011, Ontario modified its renewal form and included a new value for the Employment Status element: *on leave*. This resulted in an increase in *not stated* responses and a decrease in responses for the other Employment Status values.

### **Manitoba—Place of Work**

According to the College of Registered Nurses of Manitoba (CRNM), 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 a significant increase in *not stated* responses.

### **Alberta—Place of Work, Area of Responsibility and Position**

According to the College and Association of Registered Nurses of Alberta (CARNA), Place of Work, Area of Responsibility and Position elements were not mandatory fields in 2011 on practice permit application forms, leading to an increase in the number of *not stated* responses in 2011.

## **Education**

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

In 2007 and 2008, the Saskatchewan Registered Nurses' Association (SRNA) data submission did not include Location of Graduation for data for nurse practitioners.



## Quebec—Postal Code

For all data years, the Ordre des infirmières et infirmiers du Québec (OIIQ) did not submit postal codes to CIHI for the elements Postal Code of Employer (Worksite) and Postal Code of Residence. Urban/rural and health region analyses were contributed by the OIIQ.

## Methodological and Historical Changes to Licensed Practical Nursing Data, 2007 to 2011

### Employment

#### Ontario—Employment Status

In 2011, Ontario modified its renewal form and included a value for the Employment Status element: *on leave*. This resulted in an increase in *not stated* responses and a decrease in the number of responses for the other Employment Status values.

#### Manitoba—Employment Status

In the 2011 data year, the College of Licensed Practical Nurses of Manitoba (CLPNM) migrated to a new database. Following the migration, the CLPNM noticed a decrease in the number of Employed—*part time* and an increase in the number of Employed—*casual*. While the issue has been resolved for future data years, these two classifications are not an accurate reflection of the employment status for LPNs in Manitoba in 2011.

#### Alberta—Place of Work

According to the College of Licensed Practical Nurses of Alberta (CLPNA), the increase in responses for the value *community health centre* in 2010 is the result of a reorganization of the health system, which saw many rural hospitals changing to community health centres.

#### British Columbia—Employment Status

In the 2011 data year, the College of Licensed Practical Nurses of British Columbia (CLPNBC) continued to emphasize accuracy and modified their renewal form to include *part time* and *casual*. Previously, these values were combined.

### Education

#### Quebec—Location of Graduation

In 2010, the Ordre des infirmières et infirmiers auxiliaires du Québec (OIIAQ) provided complete Location of Graduation data, which included values in addition to *not stated* and *Quebec*. In 2008 and 2009, all Location of Graduation values were defaulted to Quebec. In 2007, approximately 4% of Quebec LPNs were coded as *not stated* and the remainder were defaulted to Quebec.

## **British Columbia—Year of Graduation**

The College of Licensed Practical Nurses of British Columbia (CLPNBC) receives registration requests from students enrolled in Bachelor of Science in Nursing programs. If registrants fulfill the academic competencies, they are permitted to work as licensed practical nurses. As these registrants have not yet graduated from their BSN program, no data is provided for Year of Graduation.

## **Methodological and Historical Changes to Registered Psychiatric Nursing Data, 2007 to 2011**

### **Employment**

#### **Manitoba—Employment Status**

In the 2011 data year, the College of Registered Psychiatric Nurses of Manitoba (CRPNM) migrated to a new database. Following the migration, the CRPNM noticed that a high volume of the Employment Status data had been converted incorrectly. Caution should therefore be used when comparing 2008, 2009 and 2010 data.

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

For data years 2009 and 2010, the College of Registered Psychiatric Nurses of Manitoba (CRPNM) reported that the variations for Place of Work (Primary Employer), Area of Responsibility and Position were the result of the migration to a new database.

### **Education**

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

According to the College of Registered Psychiatric Nurses of Manitoba (CRPNM), the variances for Other Education in Psychiatric Nursing are due to coding changes in the 2009 and 2010 data years.

#### **British Columbia—Location of Graduation**

In data years 2008, 2009 and 2010, there was a substantial increase in the number of RPNs selecting *not stated* for Location of Graduation. As a result, there was also a decrease in the number of RPNs selecting *British Columbia*.

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