



## Regulated Nurses, 2012—Summary Report



## Our Vision

Better data. Better decisions.  
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.

## Our Values

Respect, Integrity, Collaboration,  
Excellence, Innovation

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# About CIHI's Nursing Data

The collection and reporting of health human resources (HHR) data assists decision-makers in the planning and distribution of health care providers. Since 2002, CIHI has collected data on the supply, distribution and practice characteristics of the three groups of regulated nursing professionals in Canada: registered nurses (including nurse practitioners), licensed practical nurses and registered psychiatric nurses.

## Companion Products on CIHI's Website

The following companion products are available from CIHI's website at [www.cihi.ca/hhr](http://www.cihi.ca/hhr):

- *Regulated Nurses, 2012*
  - Summary Report (.pdf)
  - Jurisdictional Profiles and Health Region Analysis (.xlsx)
  - Data Tables (.xlsx)
  - Methodology Guide (.pdf)
  - Summary Presentation (.pptx)
- Previous reports
  - *Regulated Nurses: Canadian Trends* series
  - *Workforce Trends of Regulated Nurses of Canada* series
- Reference documents
  - *Nursing Database Data Dictionary and Processing Manual*
  - Privacy Impact Assessment

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# Canada's Regulated Nursing Workforce

There are 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 type of regulated nursing professional:

- **Registered nurses** (RNs, 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. RNs are currently regulated in all 13 provinces/territories.
  - **Nurse practitioners** (NPs) are RNs with additional educational preparation and experience. NPs may order and interpret diagnostic tests, prescribe pharmaceuticals, medical devices and other therapies and perform procedures.<sup>i</sup> NPs are currently regulated in all 13 provinces/territories.
- **Licensed practical nurses** (LPNs) work independently or in collaboration with other members of a health care team. LPNs assess clients and work in health promotion and illness prevention. They assess, plan, implement and evaluate care for clients. LPNs are currently regulated in all 13 provinces/territories.
- **Registered psychiatric nurses** (RPNs) work both autonomously and collaboratively with clients and other health care team members to coordinate health care and provide client-centred services to individuals, families, groups and communities. RPNs focus on mental and developmental health, mental illness and addictions while integrating physical health care and utilizing biopsychosocial and spiritual models for a holistic approach to care. RPNs are currently regulated in Manitoba, Saskatchewan, Alberta, British Columbia and Yukon.

## Note to Readers

Throughout this report,

- We have used the terms “nurses” and “regulated nurses” to describe the three groups of regulated nursing professionals as a whole: registered nurses (including nurse practitioners), licensed practical nurses and registered psychiatric nurses.
- We have used the term “nursing” to refer collectively to Canada's three regulated nursing professions, unless otherwise indicated.
- Data presented excludes NPs and RPNs in Yukon and LPNs in Nunavut.

i. Canadian Nurses Association. *Position Statement—The Nurse Practitioner*. [http://www.nurseone.ca/docs/NurseOne/CNAPrimaryCareToolkit/PS\\_Nurse\\_Practitioner\\_e.pdf](http://www.nurseone.ca/docs/NurseOne/CNAPrimaryCareToolkit/PS_Nurse_Practitioner_e.pdf). Accessed July 16, 2013.

# Summary

*Regulated Nurses, 2012* highlights current trends in nursing practice across a variety of demographic, education, mobility and employment characteristics. This report highlights data from the three groups of regulated nursing professionals in Canada: registered nurses (RNs, including nurse practitioners or NPs), licensed practical nurses (LPNs) and registered psychiatric nurses (RPNs).

## Growth in the nursing workforce continues to outpace Canadian population growth

- In 2012, there were 365,422 regulated nurses working in Canada, an increase of more than 7% since 2008. This rate of growth outpaced both the Canadian labour force<sup>ii</sup> and the general population<sup>iii</sup> over this period.
- The number of regulated nurses per 100,000 population increased from 1,025 in 2008 to 1,048 in 2012.

## Licensed practical nurses lead overall growth

- Between 2008 and 2012, the LPN workforce grew by more than 18% in Canada. Comparatively, the RN workforce grew by less than 4%, and the RPN<sup>iv</sup> workforce grew by less than 5%.
- These varying growth rates have shifted the composition of the nursing workforce: LPNs now represent 24% of all regulated nurses (up from 22% in 2008), while RNs represent 74% (down from 77% in 2008). RPNs represent less than 2% of regulated nurses.

## More younger nurses, but more older nurses too

- While the proportion of regulated nurses younger than 30 increased between 2008 and 2012 (from 12.0% of the workforce to 13.8%), the proportion of those age 60 or older grew more quickly (from 9.2% of the workforce to 11.3%).
- Close to 60% of regulated nurses age 60 or older were employed on a part-time or casual basis in 2012.

ii. 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 June 24, 2013.

iii. 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 31, 2013.

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



# Highlights

## Regulated Nursing Trends

### Labour force continues to grow

- Between 2008 and 2012, the supply of regulated nurses eligible to practise (including those employed and those not employed) grew by almost 9% in Canada.
- In 2012, of those eligible to practise, approximately 8% were outside of the workforce (whether by choice or unable to find employment), a higher proportion than in 2008 (6.6%).
- The number of NPs employed in nursing almost doubled between 2008 and 2012, from 1,626 to 3,157. In part, this reflects the NP legislation enacted by provinces/territories earlier in the decade. However, NPs still make up only 1% of the RN workforce.

### More than half of the nursing workforce is employed full time

- More than 56% of regulated nurses were employed full time in 2012, while approximately 31% were employed part time and 12% were employed on a casual basis. These rates have remained stable since 2008, but there are variations among the nursing professions.
- In 2012, RPNs had the highest rate of full-time employment (63.3%), followed by RNs (59.1%). Less than half of LPNs (49.8%) were employed full time. When separated from the RN group, figures for NPs show that more than three-quarters (80.7%) were employed full time.

### Most regulated nurses continue to work in the hospital sector

- The hospital sector remained the largest employer for regulated nurses (57.2%), although this varied by profession. More than half of NPs worked outside of the hospital sector in areas such as community practice, while a significant proportion of LPNs also worked in the long-term care sector. These trends have not changed over the five-year period.
- Regulated nurses age 60 or older were more likely to work outside of the hospital sector.

### Proportion age 60 or older growing more quickly than those under 30

- While the number of regulated nurses younger than 30 still exceeds the number age 60 or older (50,326 to 41,391 in 2012), the proportion age 60 or older is growing more quickly. Between 2008 and 2012, the proportion under age 30 increased by 22.5%, while the proportion age 60 or older increased by 31.9%.
- The average age of regulated nurses in Canada has remained stable since 2008 (44.9 years in 2008 and 44.6 years in 2012). LPNs remained the youngest of the nursing professions (at 42.6 years), with an average age 2.6 years younger than the average age for RNs (at 45.2 years) and 4.6 years younger than that for RPNs (at 47.2 years).

## **Proportion working in rural areas remains stable, while Canadian rural population grows**

- Between 2008 and 2012, the proportion of regulated nurses working in rural and remote areas remained stable at approximately 13%. According to the 2011 Census of Population, 18% of Canadians lived outside of urban areas<sup>v</sup> in 2011, representing an increase of 1.7% from 2006.<sup>vi</sup>

## **Majority of Canadian graduates work in the jurisdiction where they graduated**

- Nearly 9 out of 10 regulated nurses who graduated from a Canadian nursing program (and who were working in Canada in 2012) either did not move after graduation or eventually returned to their jurisdiction of graduation.
- For those who moved after graduation, British Columbia, Alberta and Ontario continued to be the destination of choice. This trend has remained unchanged since 2008.

## **Internationally educated nurses make up less than 7% of the nursing workforce**

- The proportion of internationally educated nurses (IENs) in the Canadian workforce remained stable between 2008 and 2012, representing just less than 7% of all regulated nurses.
- Of those IENs employed in 2012, more than 30% (32.8%) graduated in the Philippines, with an additional 12% graduating in the United Kingdom and 8% in India.

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v. For details regarding statistical area classifications, please refer to the Urban/Rural Statistics section of the Methodology Guide.

vi. Statistics Canada. 2011 Census: population and dwelling counts, February 8, 2012. *The Daily*. <http://www.statcan.gc.ca/daily-quotidien/120208/tdq120208-eng.htm>. Accessed July 4, 2013. 11-001-X (ISSN 1205-9137).

## Registered Nursing Trends

### Historical

Since 1980, the supply of registered nurses eligible to practise has grown by 43.8% in Canada, reaching 292,883 in 2012. This includes both RNs employed in nursing and those not employed.

This time frame saw three distinct periods of growth:

- 1980 to 1993: The average annual growth rate of the RN workforce was 3.3%.
- 1994 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 was 0.2%.
- 2003 to 2012: The average annual growth rate during this period was 1.6%. The number of RNs in Canada in 1993 (235,738) was surpassed in 2003 (241,415).

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

### Supply and Workforce

The supply of RNs eligible to practise in Canada grew at roughly the same rate as the general population<sup>vii</sup> between 2008 and 2012, reaching a total of 292,883. While the RN workforce increased steadily over this period, reaching 271,807, the number of RNs per 100,000 population declined slightly (from 786 to 779).

The supply of NPs eligible to practise in Canada grew by 96.9% between 2008 and 2012, reaching a total of 3,286. During the same time period, the NP workforce (3,157) increased by 94.2%.

### Employment

In 2012, more than half (59.1%) of the RN workforce was employed full time, an increase of 1 percentage point from 2008 (58.1%).

Where RNs work was largely unchanged between 2008 and 2012: 61.6% in hospitals, 15.4% in the community health sector and 9.6% in the long-term care sector. RNs employed in the territories were most likely to work in the community health sector (41.8%).<sup>viii</sup>

vii. 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 31, 2013.

viii. Community health sector includes community health centres, home care agencies, nursing stations (outpost or clinic), physician's office/family practice unit and public health departments/units.

The number of NPs employed in nursing almost doubled between 2008 and 2012, from 1,626 to 3,157.<sup>ix</sup> Even though a majority of NPs worked outside of hospitals in 2012 (59.8%), the proportion in hospitals increased (from 30.8% in 2008 to 40.2% in 2012).<sup>x</sup>

## Demographics

The average age of the RN workforce was the same in 2008 and 2012, at 45.2 years. But during this period, the proportions of RNs under 30 and RNs age 60 or older both increased. After several years of steady growth, the proportion of RNs age 60 or older matched the proportion under age 30 (12.2% over 60 to 12.7% under 30).

The proportion of the RN workforce that graduated more than 30 years ago remained steady (at about 26%). In contrast, the proportion graduating within the past 10 years increased by 5 percentage points since 2008 (from 24.2% to 29.5%). After steadily declining since 1980, the proportion of those graduating within the past 10 years began to increase in 2004. This coincided with an increase in the number of graduates from Canadian nursing programs beginning in 2001.<sup>xi</sup>

## Geography and Migration

Just more than 10.5% of the RN workforce was employed in a rural or remote area in 2012, the lowest proportion among Canadian regulated nursing professions.

Nearly 9 out of 10 (88.7%) graduates from Canadian registered nursing programs (who were working in Canada in 2012) either did not move after graduation or eventually returned to their jurisdiction of graduation. Those relocating after graduation were most likely to go to British Columbia, Alberta or Ontario.<sup>xii</sup>

Overall, 8.2% of the RN workforce were international graduates, which represents the highest proportion among the regulated nursing professions. In 2012, more than 10% of the RN workforce in British Columbia, Ontario and Alberta was internationally educated. More than 30% (33.2%) of internationally educated RNs graduated in the Philippines.

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

x. More than half of this growth can be accounted for by NPs in Ontario, where the number of NPs working in hospitals increased from 174 in 2008 to 723 in 2012. This change may have to do with the implementation of Bill 179 (<http://www.cno.org/what-is-cno/regulation-and-legislation/legislation-governing-nursing/faq-bill-179/>), which was created in 2009 in Ontario. NPs are now able to independently order lab tests and other diagnostic procedures, prescribe medications and communicate a diagnosis, and admit and discharge patients from hospitals, which may be affecting the number of NPs choosing to work in hospitals.

xi. Health Professionals Database, Canadian Institute for Health Information.

xii. 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.

## Licensed Practical Nursing Trends

### Supply and Workforce

The supply of LPNs eligible to practise in Canada grew by 23.2% between 2008 and 2012, reaching a total of 99,935. During the same time period, the LPN workforce increased by more than 18% (from 74,380 to 88,211). The rate of LPNs per 100,000 population increased from 223 in 2008 to 253 in 2012.

### Employment

In 2012, almost half (49.8%) of the LPN workforce was employed full time. The proportion employed in hospitals (44.8% in 2012) and long-term care facilities (36.7% in 2012) remained relatively consistent over the five-year period (2008 to 2012). While LPNs were most likely to work in direct care with patients (97.5%), close to half (42.4%) worked in geriatrics and long-term care.

### Demographics

The proportion of females in the LPN workforce remained steady between 2008 and 2012 at roughly 92%. LPNs experienced a decrease in average age between 2008 and 2012, from 43.5 years to 42.6 years, due in part to the increase in new graduates entering the workforce over this period.

Two workforce indicators—proportion by age and number of years since graduation—highlight a young workforce. In Canada in 2012, there were two LPNs under age 30 for every LPN age 60 or older (17.5% of the LPN workforce was younger than 30, while 8.3% was age 60 or older). In addition, more than half (54.5%) of the workforce had graduated within the last 10 years.

### Geography and Migration

More than 16% of LPNs in the provinces and 35% of LPNs in the territories worked in rural or remote areas in 2012.

Almost 95% of graduates of Canadian practical nursing programs (who were also employed in 2012) either did not move after graduation or eventually returned to their jurisdiction of graduation. The 6% of LPNs who had relocated after graduation were most likely to register in British Columbia, Alberta or Ontario.<sup>xiii</sup>

The proportion of internationally educated LPNs in Canada increased slightly between 2008 and 2012, but this group still made up less than 3% of the workforce. More than half (56.7%) had graduated from a practical nursing program in the Philippines, the United Kingdom or the United States.

xiii. 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 Nursing Trends

### Supply and Workforce

The supply of RPNs eligible to practise grew by 5.5% between 2008 and 2012, reaching a total of 5,528. During the same period, the RPN workforce increased by less than 5% (from 5,162 to 5,404). The rate of RPNs per 100,000 population (in the western provinces) decreased slightly, from 51 to 50.

### Employment

The proportion of RPNs employed full time in psychiatric nursing decreased by almost 5 percentage points since 2008 (from 68.2% in 2008 to 63.3% in 2012).

RPNs were most likely to work in the hospital sector in 2012 (44.7%) and had an average age of 44.4 years. In comparison, RPNs working in the long-term care sector (16.1%) were older, with an average age of 51.6 years.

The proportion of RPNs working in direct care remained unchanged since 2008, with the majority working in acute services (29.3%) and long-term care (16.1%).

### Demographics

While more than three-quarters (78.4%) of RPNs were female, the RPN workforce had the highest proportion of males (21.6%) of the regulated nursing professions in Canada. This proportion has remained consistent since 2008.

The RPN workforce had the highest average age of the regulated nursing professions in 2012, at 47.2 years. Slightly more than 15% of the RPN workforce is age 60 or older, with almost one-quarter of RPN faculty members age 60 or older in 2012. This is an increase of 8 percentage points from 2008.

### Geography and Migration

Overall, more than 15% of RPNs worked in areas classified as rural or remote in 2012.

More than 85% of graduates of Canadian psychiatric nursing programs (who were also employed in 2012) either did not move after graduation or eventually returned to their jurisdiction of graduation. The less than 15% who relocated were most likely to move to Alberta or British Columbia.<sup>xiv</sup>

The proportion of internationally educated psychiatric nurses increased slightly over the five-year period of analysis (from 6.7% to 7.4%). Most international graduates came from the United Kingdom (80.8%).

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xiv. 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.

# Jurisdictional Highlights

This section highlights key attributes to the nursing workforce in each of Canada's provinces and territories. Jurisdictional workforce profiles, including an analysis of the nursing workforce employed in direct care, per 100,000 population by health region, are available in Excel format as a companion product on CIHI's website at [www.cihi.ca/hhr](http://www.cihi.ca/hhr).

## Newfoundland and Labrador

### Highlights

- The regulated nursing workforce grew by 1.1% between 2008 and 2012, reaching a total of 8,344 regulated nurses.<sup>xv</sup>
- The rate of regulated nurses per 100,000 population<sup>xvi</sup> decreased slightly from 1,630 in 2008 to 1,628 in 2012.
  - Between 2008 and 2012, the rate per 100,000 population for RNs increased from 1,130 to 1,193. In contrast, the rate per 100,000 population for LPNs decreased from 500 to 435.
  - The proportion of LPNs making up the regulated nursing workforce decreased by 4 percentage points from 2008 (30.7%), representing a decrease of 300 LPNs since 2008.<sup>xvii</sup>
- The average age of regulated nurses in 2012 was 42.8 years, maintaining Newfoundland and Labrador's regulated nursing workforce as one of the youngest in the country.
- In 2012, 14.3% of the regulated nursing workforce was under age 30. In addition, the proportion of regulated nurses age 60 or older was the lowest in the country (4.9%).
- In 2012, 71.6% of regulated nurses were employed full time, the highest proportion in the country.
- In 2012, 34.6% of regulated nurses worked in rural or remote regions of the province; by comparison, more than 51.7%<sup>xviii</sup> of the population of Newfoundland and Labrador was living in rural or remote regions.
- Of the 10,120 graduates of Newfoundland and Labrador's nursing programs employed in Canada in 2012, 76.0% were employed within the province. An additional 6.8% were employed in Ontario, 6.2% in Alberta and 5.3% in Nova Scotia.

xv. The regulated nursing workforce has been decreasing since 2009, largely due to a decrease in the number of LPNs working.

xvi. 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 31, 2013.

xvii. Effective April 1, 2012, the College of Licensed Practical Nurses of Newfoundland and Labrador initiated a new policy that requires all LPNs to have completed education in Medication Administration and Health Assessment to obtain licensure. Certain LPNs chose not to complete the education and therefore were not eligible for licensure and to work as an LPN in Newfoundland and Labrador. Some of these LPNs retired from the profession, while others took positions as personal care attendants, due to the replacement of certain LPN positions with personal care attendants (unregulated workers).

xviii. Statistics Canada. 2012. Focus on Geography Series, 2011 Census. Statistics Canada; Ottawa, ON. 98-310-XWE2011004. Analytical products, 2011 Census. Updated October 24, 2012. <http://www12.statcan.ca/census-recensement/2011/as-sa/fogs-spg/Facts-pr-eng.cfm?Lang=Eng&GK=PR&GC=10>. Accessed July 4, 2013.

## Prince Edward Island

### Highlights

- The regulated nursing workforce grew by 4.0% between 2008 and 2012, reaching a total of 2,194 regulated nurses.
- The rate of regulated nurses per 100,000 population<sup>xix</sup> decreased from 1,512 in 2008 to 1,502 in 2012.
  - Between 2008 and 2012, the rate per 100,000 population for RNs increased from 1,060 to 1,064. In contrast, the rate per 100,000 population for LPNs decreased from 452 to 437.
- The average age of regulated nurses in 2012 was 46.9 years, making Prince Edward Island's regulated nursing workforce the oldest in the country.
- In 2012, 10.9% of the regulated nursing workforce was under age 30, a small increase from 2008 (9.4%). In addition, the proportion of regulated nurses age 60 or older increased by more than 5 percentage points from 2008, reaching 16.5% of the workforce in 2012.
- Just more than half (51.4%) of regulated nurses were employed full time, compared with 56.9% for Canada as a whole.
- In 2012, 30.4% of regulated nurses worked in rural areas of the province; by comparison, more than 42.2%<sup>xx</sup> of the population of Prince Edward Island was living in rural regions.
- Of the 2,086 graduates of Prince Edward Island's nursing programs employed in Canada in 2012, 78.9% were employed within the province. An additional 7.3% were employed in Nova Scotia, 3.8% in Alberta and 3.4% in Ontario.

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xix. 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 31, 2013.

xx. Statistics Canada. 2012. Focus on Geography Series, 2011 Census. Statistics Canada; Ottawa, ON. 98-310-XWE2011004. Analytical products, 2011 Census. Updated October 24, 2012. <http://www12.statcan.ca/census-recensement/2011/as-sa/fogs-spg/Facts-pr-eng.cfm?Lang=Eng&GK=PR&GC=11>. Accessed July 4, 2013.



## Nova Scotia

### Highlights

- The regulated nursing workforce grew by 6.5% between 2008 and 2012, reaching a total of 12,904 regulated nurses.
- The rate of regulated nurses per 100,000 population<sup>xxi</sup> increased from 1,293 in 2008 to 1,360 in 2012.
  - Between 2008 and 2012, the rate per 100,000 population for RNs increased from 946 to 975. The rate per 100,000 population for LPNs also increased from 347 to 385.
  - The proportion of LPNs making up the regulated nursing workforce increased by almost 2 percentage points from 2008 (26.8%), representing an increase of 402 LPNs since 2008.
- The average age of regulated nurses in 2012 was 46.4 years.
- The proportion of the regulated nursing workforce under age 30 increased from 8.0% in 2008 to 10.5% in 2012. In addition, the proportion of regulated nurses age 60 or older increased from 9.3% in 2008 to 12.1% in 2012.
- The percentage of regulated nurses employed full time (61.0%) exceeded the proportion for Canada overall (56.9%) in 2012.
- In 2012, 28.3% of regulated nurses worked in rural areas of the province; in comparison, about 35%<sup>xxii</sup> of the population was living in rural regions.
- Of the 12,834 graduates of Nova Scotia's nursing programs employed in Canada in 2012, 80.7% were employed within the province. An additional 5.8% were employed in Ontario, 3.9% in Alberta and 3.1% in New Brunswick.

xxi. 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 31, 2013.

xxii. Statistics Canada. 2012. Focus on Geography Series, 2011 Census. Statistics Canada; Ottawa, ON. 98-310-XWE2011004. Analytical products, 2011 Census. Updated October 24, 2012. <http://www12.statcan.ca/census-recensement/2011/as-sa/fogs-spg/Facts-pr-eng.cfm?Lang=Eng&GK=PR&GC=12>. Accessed July 4, 2013.

## New Brunswick

### Highlights

- The regulated nursing workforce grew by 7.0% between 2008 and 2012, reaching a total of 11,221 regulated nurses.
- The rate of regulated nurses per 100,000 population<sup>xxiii</sup> increased from 1,404 in 2008 to 1,484 in 2012.
  - Between 2008 and 2012, the rate per 100,000 population for RNs increased from 1,039 to 1,097. The rate per 100,000 population for LPNs also increased, from 366 to 387.
- The average age of regulated nurses in 2012 was 44.7 years.
- The regulated nursing workforce under age 30 increased from 11.2% in 2008 to 12.0% in 2012. In addition, the proportion of the regulated nursing workforce age 60 or older increased by close to 3 percentage points from 2008, reaching 9.4% in 2012.
- In 2012, 62.3% of regulated nurses were employed full time; the proportion for Canada was 56.9%.
- In 2012, 22.8% of regulated nurses worked in rural areas of the province; by comparison, 38.9%<sup>xxiv</sup> of the population was living in rural regions.
- Of the 11,699 graduates of New Brunswick's nursing programs employed in Canada in 2012, 83.2% were employed within the province. An additional 4.4% were employed in Nova Scotia, 4.3% in Ontario and 2.2% in Quebec.

xxiii. 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 31, 2013.

xxiv. Statistics Canada. 2012. Focus on Geography Series, 2011 Census. Statistics Canada; Ottawa, ON. 98-310-XWE2011004. Analytical products, 2011 Census. Updated October 24, 2012. <http://www12.statcan.ca/census-recensement/2011/as-sa/fogs-spg/Facts-pr-eng.cfm?Lang=Eng&GK=PR&GC=13>. Accessed July 4, 2013.

## Quebec

### Highlights

- The regulated nursing workforce grew by 5.8% between 2008 and 2012, reaching a total of 90,057 regulated nurses.
- The rate of regulated nurses per 100,000 population<sup>xxv</sup> increased from 1,098 in 2008 to 1,118 in 2012.
  - Between 2008 and 2012, the rate per 100,000 population for RNs decreased from 846 to 837. In contrast, the rate per 100,000 population for LPNs increased from 253 to 281.
  - The proportion of LPNs making up the regulated nursing workforce increased by 2 percentage points from 2008 (23.0%), representing an increase of 3,052 LPNs since 2008.
- The average age of regulated nurses in 2012 was 42.8 years, making Quebec's regulated nursing workforce one of the youngest in the country.
- The proportion of regulated nurses under age 30 remained constant in Quebec, from 16.4% in 2008 to 16.2% in 2012. The proportion of regulated nurses age 60 or older increased from 5.7% in 2008 to 7.1% in 2012.
- In 2012, 53.7% of regulated nurses were employed full time; the proportion for Canada was 56.9%.
- In 2012, 11.3% of regulated nurses in Quebec worked in rural or remote areas of the province; in comparison, 19.6%<sup>xxvi</sup> of the population was living in these areas.
- Of the 90,928 graduates of Quebec's nursing programs employed in Canada in 2012, 95.5% were employed within the province—the highest proportion among the provinces and territories. An additional 2.9% were employed in Ontario.

xxv. 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 31, 2013.

xxvi. Statistics Canada. 2012. Focus on Geography Series, 2011 Census. Statistics Canada; Ottawa, ON. 98-310-XWE2011004. Analytical products, 2011 Census. Updated October 24, 2012. <http://www12.statcan.ca/census-recensement/2011/as-sa/fogs-spg/Facts-pr-eng.cfm?Lang=Eng&GK=PR&GC=24>. Accessed July 4, 2013.

## Ontario

### Highlights

- The regulated nursing workforce grew by 5.8% between 2008 and 2012, reaching a total of 127,306 regulated nurses.
- The rate of regulated nurses per 100,000 population<sup>xxvii</sup> increased from 930 in 2008 to 943 in 2012.
  - Between 2008 and 2012, the rate per 100,000 population for RNs decreased from 718 to 699. In contrast, the rate per 100,000 population for LPNs increased from 212 to 243.
  - The proportion of LPNs making up the regulated nursing workforce increased by 3 percentage points from 2008 (22.8%), representing an increase of 5,404 LPNs since 2008.
- The average age of regulated nurses in 2012 was 45.7 years.
- In 2012, 12.4% of the regulated nursing workforce was under age 30, a small increase from 2008 (9.8%). In addition, the proportion of regulated nurses age 60 or older increased by 3 percentage points from 2008, reaching 14.1% in 2012.
- In 2012, 66.6% of regulated nurses were employed full time, compared with 62.9% in 2008.
- In 2012, 7.2% of regulated nurses worked in rural or remote areas of the province; in comparison, 11.3%<sup>xxviii</sup> of the population was living in these areas.
- Of the 115,287 graduates of Ontario's nursing programs employed in Canada in 2012, 93.6% were employed within the province. An additional 2.2% were employed in British Columbia.

xxvii. 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 31, 2013.

xxviii. Statistics Canada. 2012. Focus on Geography Series, 2011 Census. Statistics Canada; Ottawa, ON. 98-310-XWE2011004. Analytical products, 2011 Census. Updated October 24, 2012. <http://www12.statcan.ca/census-recensement/2011/as-sa/fogs-spg/Facts-pr-eng.cfm?Lang=Eng&GK=PR&GC=35>. Accessed July 4, 2013.

## Manitoba

### Highlights

- The regulated nursing workforce grew by 10.9% between 2008 and 2012, reaching a total of 16,033 regulated nurses.
- The rate of regulated nurses per 100,000 population<sup>xxix</sup> increased from 1,199 in 2008 to 1,265 in 2012.
  - Between 2008 and 2012, the rate per 100,000 population for RNs increased from 904 to 958, as did the rate per 100,000 population for LPNs, increasing from 217 to 232. In contrast, the rate per 100,000 population for RPNs decreased from 78 to 76.
- The average age of regulated nurses in 2012 was 46.0 years.
- In 2012, 10.7% of the regulated nursing workforce of Manitoba was under age 30, an increase from 2008 (8.0%). In addition, the proportion of regulated nurses age 60 or older increased by 3.5 percentage points from 2008, reaching 13.0% in 2012.
- In 2012, the proportion of regulated nurses employed full time remained one of the lowest in the country (45.2%); the proportion for Canada was 56.9%.
- In 2012, 28.0% of regulated nurses worked in rural or remote areas of the province; in comparison, 31.9%<sup>xxx</sup> of the population was living in rural or remote areas.
- Of the 17,035 graduates of Manitoba's nursing programs employed in Canada in 2012, 80.0% were employed within the province. An additional 6.5% were employed in Alberta, 6.0% in British Columbia and 3.6% in Ontario.

xxix. 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 31, 2013.

xxx. Statistics Canada. 2012. Focus on Geography Series, 2011 Census. Statistics Canada; Ottawa, ON. 98-310-XWE2011004. Analytical products, 2011 Census. Updated October 24, 2012. <http://www12.statcan.ca/census-recensement/2011/as-sa/fogs-spg/Facts-pr-eng.cfm?Lang=Eng&GK=PR&GC=46>. Accessed July 4, 2013.

## Saskatchewan

### Highlights

- The regulated nursing workforce grew by 10.9% between 2008 and 2012, reaching a total of 13,562 regulated nurses.
- The rate of regulated nurses per 100,000 population<sup>xxx</sup> increased from 1,206 in 2008 to 1,256 in 2012.
  - Between 2008 and 2012, the rate per 100,000 population for RNs increased from 870 to 918, as did the rate per 100,000 population for LPNs, increasing from 248 to 261. In contrast, the rate per 100,000 population for RPNs decreased from 88 to 77.
- The average age of regulated nurses in 2012 was 44.6 years.
- Since 2008, the proportion of regulated nurses under age 30 grew by 3 percentage points in Saskatchewan, reaching 15.7% in 2012. In addition, the proportion of regulated nurses age 60 or older increased slightly, from 9.6% in 2008 to 11.9% in 2012.
- In 2012, 59.7% of regulated nurses were employed full time; the proportion for Canada was 56.9%.
- In 2012, 23.6% of regulated nurses worked in rural or remote parts of the province; in comparison, 39.1%<sup>xxx</sup> of the population was living these areas.
- Of the 13,103 graduates of Saskatchewan's nursing programs employed in Canada in 2012, 75.5% were employed within the province—the lowest proportion among the provinces. An additional 13.9% were employed in Alberta, 6.1% in British Columbia and 1.9% in Ontario.

xxx. 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 31, 2013.

xxxii. Statistics Canada. 2012. Focus on Geography Series, 2011 Census. Statistics Canada; Ottawa, ON. 98-310-XWE2011004. Analytical products, 2011 Census. Updated October 24, 2012. <http://www12.statcan.ca/census-recensement/2011/as-sa/fogs-spg/Facts-pr-eng.cfm?Lang=Eng&GK=PR&GC=47>. Accessed July 4, 2013.

## Alberta

### Highlights

- The regulated nursing workforce grew by 13.5% between 2008 and 2012, reaching a total of 40,754 regulated nurses.
- The rate of regulated nurses per 100,000 population<sup>xxxiii</sup> increased from 999 in 2008 to 1,052 in 2012.
  - Between 2008 and 2012, the rate per 100,000 population for RNs increased from 793 to 804, as did the rate per 100,000 population for LPNs, from 173 to 215. The rate per 100,000 population for RPNs increased slightly from 32 to 33.
  - The proportion of LPNs making up the regulated nursing workforce increased by just over 3 percentage points from 2008 (17.4%), representing an increase of 2,110 LPNs since 2008.
- The average age of regulated nurses was 43.9 years.
- Since 2008, the proportion of regulated nurses under age 30 increased slightly from 14.5% to 15%. In contrast, the proportion of regulated nurses age 60 or older decreased (from 12.1% in 2008 to 10.8% in 2012).
- In 2012, the proportion of regulated nurses employed full time remained the lowest in the country for the regulated nursing workforce, at 40.9%; the proportion for Canada was 56.9%.
- In 2012, more than 13% of regulated nurses worked in rural or remote areas of the province; in comparison, 19.4%<sup>xxxiv</sup> of the population of Alberta was living in rural or remote regions.
- Of the 34,117 graduates of Alberta's nursing programs employed in Canada in 2012, 84.3% were employed in Alberta. An additional 8.0% were employed in British Columbia, 3.6% in Saskatchewan and 2.0% in Ontario.

xxxiii. 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 31, 2013.

xxxiv. Statistics Canada. 2012. Focus on Geography Series, 2011 Census. Statistics Canada; Ottawa, ON. 98-310-XWE2011004. Analytical products, 2011 Census. Updated October 24, 2012. <http://www12.statcan.ca/census-recensement/2011/as-sa/fogs-spg/Facts-pr-eng.cfm?Lang=Eng&GK=PR&GC=48>. Accessed July 4, 2013.

## British Columbia

### Highlights

- The regulated nursing workforce grew by 6.9% between 2008 and 2012, reaching a total of 41,406 regulated nurses.
- The rate of regulated nurses per 100,000 population<sup>xxxv</sup> increased from 884 in 2008 to 896 in 2012.
  - Between 2008 and 2012, the rate per 100,000 population for RNs decreased from 681 to 650. In contrast, the rate per 100,000 population for LPNs increased, from 153 to 195, as did the rate per 100,000 population for RPNs, increasing slightly from 50 to 51.
  - The proportion of LPNs making up the regulated nursing workforce increased by 4.5 percentage points from 2008 (17.3%), representing an increase of 2,310 LPNs since 2008.
- The average age of regulated nurses in 2012 was 44.8 years.
- In 2012, 13.0% of the regulated nursing workforce was under 30, an increase of 2.7 percentage points from 2008. In addition, the proportion of regulated nurses age 60 or older increased from 10.9% in 2008 to 11.9% in 2012.
- In 2012, 48.0% of regulated nurses were employed full time, a decrease from 54.9% in 2008.
- In 2012, 7.5% of regulated nurses worked in rural or remote areas of the province; in comparison, 12.4%<sup>xxxvi</sup> of the population was living these areas.
- Of the 30,031 graduates of British Columbia's nursing programs employed in Canada in 2012, 91.7% were employed within the province. An additional 4.7% were employed in Alberta, 1.5% in Ontario and 0.5% in Saskatchewan.

xxxv. 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 31, 2013.

xxxvi. Statistics Canada. 2012. Focus on Geography Series, 2011 Census. Statistics Canada; Ottawa, ON. 98-310-XWE2011004. Analytical products, 2011 Census. Updated October 24, 2012. <http://www12.statcan.ca/census-recensement/2011/as-sa/fogs-spg/Facts-pr-eng.cfm?Lang=Eng&GK=PR&GC=59>. Accessed July 4, 2013.



## Yukon

### Highlights

- The regulated nursing workforce grew by 17.7%<sup>xxxvii</sup> between 2008 and 2012, reaching a total of 466 regulated nurses.
- The rate of regulated nurses per 100,000 population<sup>xxxviii</sup> increased from 1,196 in 2008 to 1,291 in 2012.
  - Between 2008 and 2012, the rate per 100,000 population for RNs increased from 1,009 to 1,036, as did the rate per 100,000 population for LPNs, increasing from 187 to 255.
  - The proportion of LPNs making up the regulated nursing workforce increased by 4 percentage points from 2008 (15.7%), representing an increase of 30 LPNs since 2008.
- The average age of regulated nurses in 2012 was 44.5 years.
- In 2012, 13.5% of the regulated nursing workforce was under age 30, an increase of 5 percentage points from 2008 (8.4%). In addition, the proportion of regulated nurses age 60 or older increased from 7.7% in 2008 to 10.9% in 2012.
- In 2012, 49.6% of regulated nurses were employed full time; the proportion for Canada was 56.9%.
- In 2012, 22.0% of regulated nurses worked in remote parts of the territory; in comparison, 23.2%<sup>xxxix</sup> of the population was living in remote areas of the territory.
- Of the 67 graduates of Yukon's licensed practical nursing program employed in Canada in 2012, 71.6% were employed within the territory. An additional 17.9% were employed in British Columbia, 4.5% in Saskatchewan and 3.0% in Ontario. There is no RN program currently available in Yukon.

xxxvii. This increase might be a reflection of the upcoming opening of two new hospitals in Yukon in 2013, the addition of extra hospital staffing in the emergency department in Whitehorse in 2011 as well as legislation that was recently passed in Yukon, expanding the roles and responsibilities of LPNs. (<http://yukonhospitals.ca/yukonhospitalsfacilities/>. Accessed July 16, 2013.) (<http://whitehorsehospital.ca/whitehorsemediaroom/2011/additionalhospitalstaffing/>. Accessed July 16, 2013.) (<http://www.gov.yk.ca/news/2010/10-122.htm>. Accessed July 16, 2013.)

xxxviii. 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 31, 2013.

xxxix. Statistics Canada. 2012. Focus on Geography Series, 2011 Census. Statistics Canada; Ottawa, ON. 98-310-XWE2011004. Analytical products, 2011 Census. Updated October 24, 2012. <http://www12.statcan.ca/census-recensement/2011/as-sa/fogs-spg/Facts-pr-eng.cfm?Lang=Eng&GK=PR&GC=60>. Accessed July 4, 2013.

## Northwest Territories and Nunavut

### Highlights

- The regulated nursing workforce decreased by 10.6% between 2008 and 2012, reaching a total of 1,175 regulated nurses.<sup>xi</sup>
- The rate of regulated nurses per 100,000 population<sup>xli</sup> decreased from 1,745 in 2008 to 1,525 in 2012.
  - Between 2008 and 2012, the rate per 100,000 population for RNs decreased from 1,620 to 1,407, as did the rate per 100,000 population for LPNs decreasing from 215 to 210.
- The average age of regulated nurses in 2012 was 45.9 years.
- In 2012, 11.4% of the regulated nursing workforce was under age 30, a decrease from 2008 (12.2%). The proportion of regulated nurses age 60 or older increased from 11.1% in 2008 to 15.2% in 2012.
- In 2012, 39.0% of regulated nurses worked in a community health setting; the proportion for Canada was 14.1%.
- In 2012, 45.9% of regulated nurses worked outside of Yellowknife and Iqaluit; in comparison, 64.7%<sup>xlii</sup> of the population was living outside of Yellowknife and Iqaluit.
- Of the 240 graduates of the Northwest Territories' and Nunavut's nursing programs employed in Canada in 2012, 65.0% were employed within the territories—the lowest proportion among the provinces and territories. An additional 12.5% were employed in Alberta, 5.4% in Ontario and 5.0% in Nova Scotia.

xi. The majority of the decrease can be attributed to a decrease in the number of employed registered nurses within this time frame. 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 variation in the data.

xli. 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 31, 2013.

xlii. Statistics Canada. 2012. Focus on Geography Series, 2011 Census. Statistics Canada; Ottawa, ON. 98-310-XWE2011004. Analytical products, 2011 Census. Updated October 24, 2012. <http://www12.statcan.ca/census-recensement/2011/as-sa/fogs-spg/Facts-pr-eng.cfm?Lang=Eng&GK=PR&GC=61> and <http://www12.statcan.ca/census-recensement/2011/as-sa/fogs-spg/Facts-pr-eng.cfm?Lang=Eng&GK=PR&GC=62>. Accessed July 4, 2013.

Production of this report is made possible by financial contributions from Health Canada and provincial and territorial governments. The views expressed herein do not necessarily represent the views of Health Canada or any provincial or territorial government.

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ISBN 978-1-77109-220-3 (PDF)

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How to cite this document:

Canadian Institute for Health Information. *Regulated Nurses, 2012—Summary Report*. Ottawa, ON: CIHI; 2013.

Cette publication est aussi disponible en français sous le titre *Les infirmières et infirmiers réglementés 2012 — rapport sommaire*.

ISBN 978-1-77109-221-0 (PDF)

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