



## Regulated Nurses: Trends, 2003 to 2007

Registered Nurses  
Licensed Practical Nurses  
Registered Psychiatric Nurses

Health Human Resources



Canadian Institute  
for Health Information

Institut canadien  
d'information sur la santé

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# Regulated Nurses: Trends, 2003 to 2007

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## Executive Summary

*Regulated Nurses: Trends, 2003 to 2007* draws on data from the Canadian Institute for Health Information's regulated Nursing Database, which covers the three regulated nursing professions in Canada: registered nurses (RNs), licensed practical nurses (LPNs) and registered psychiatric nurses (RPNs). This report presents five-year workforce trends across Canada, across regulated nursing professions and across a variety of demographic, education, mobility and employment characteristics, in order to inform health human resource planning in Canada.

### Regulated Nursing Workforce Continues to Grow

There were 332,794 regulated nurses working in nursing in Canada in 2007, 78% of whom were RNs, 21% of whom were LPNs and 2% of whom were RPNs. These proportions remained relatively steady over the last five years.

In 2007, as in previous years, the number of regulated nurses in the workforce grew, with an annual percentage change of close to 2% in each of the previous five years. Both the RN and LPN workforces grew at rates exceeding that of the Canadian population, and the RPN workforce growth kept pace with the population growth in the western provinces over the five-year period from 2003 to 2007.

The proportion of regulated nurses who registered with their respective colleges but who were not working in nursing at the time of registration was steady at approximately 5%, about 18,000, over the five-year period.

### Regulated Nursing Workforce Across the Generations

In each of the regulated nursing professions, the average age of entry into the workforce has increased. Regulated nurses are now often older than 30 years of age when they graduate and begin their nursing careers. In 2007, the baby boomer generation (age 43 to 61) dominated the nursing professions; this generation constituted 54% of the RN workforce, 58% of the LPN workforce and 64% of the RPN workforce.

Within each profession, regulated nurses in the 40-to-49 age group demonstrated relatively low entry rates and the lowest exit rates. That is, members of this group were more likely to remain employed in nursing within the same jurisdiction until they reached the age of 50, at which point exit rates increased.

Younger regulated nurses in all three nursing professions are demonstrating both relatively high new registration rates and relatively high exit rates. Many factors may explain these high rates, but likely they are the result of a high rate of inter-jurisdictional mobility within this age cohort.

## **Mobility Trends of Regulated Nursing Graduates**

Within Canada, the top three destinations for work for Canadian-educated regulated nursing graduates were British Columbia, Alberta and Ontario. As RPNs are regulated in only the four western provinces, their top two destinations for work were Alberta and British Columbia.

The proportion of regulated nurses educated internationally grew slightly over the last five years. Overall, in 2007, close to 7% of the regulated nursing workforce was educated outside of Canada; this number has not changed significantly since 2003.

## **Registered Nurses**

The RN workforce grew by an annual percentage change of close to 2% each year since 2003, to a total of 257,961 RNs in 2007. The proportion of females continued to be high, at 94%.

The average age of RNs in 2007 was 45.1 years, a slight increase of less than one year (0.6 years) over the last five years. The higher average age at which RNs have been graduating since 2005, 26.5 years, slows the rate of increase in the average age of the workforce.

RNs worked most often in hospitals (63%) in 2007; the community health sector employed 14% of RNs.

In 2007, 31% of internationally educated RN graduates were educated in the Philippines and 17% were educated in the United Kingdom. A total of 8% of the RN workforce graduated from an international RN program, which represents the highest proportion of international graduates among the nursing professions.

The last five years saw the emergence of the nurse practitioner specialty. Between 2003 and 2007, the number of licensed NPs in the workforce almost doubled, to 1,346. As of 2007, all territories and provinces except the Yukon Territory had licensed nurse practitioner programs.

## **Licensed Practical Nurses**

The LPN workforce grew to 69,709 in 2007. This represents an increase of 10% since 2003. The proportion of females remained steady at 93%.

The average age of LPNs was 43.9 years in 2007, a decrease from 44.4 years in 2003. This is the only nursing profession of the three that showed a decrease in average age over the time period studied. The average age of LPNs who had graduated between 2005 and 2007 and who were in the workforce in 2007 was 31.1 years at graduation.

LPNs worked mostly in hospitals (46%) and in long-term care facilities (40%) in 2007. This proportion was consistent over the last five years.

Of the LPNs educated outside Canada who specified a location of graduation in 2007, 31% were educated in the United Kingdom and 18% were educated in the Philippines. A total of 2% of the LPN workforce in 2007 was educated outside Canada, down from 3% in 2006, and representing a significantly smaller proportion than the RPNs and RNs.



## **Registered Psychiatric Nurses**

The total RPN workforce grew to 5,124 in 2007. This number fluctuated over the five-year period, but the percentage change was less than one percent from 2003 to 2007. Of the three nursing professions, RPNs have the highest proportion of males, close to 23%. This ratio has not changed significantly over the last five years.

The average age of RPNs is the highest of the three workforces, at 47.2 years in 2007, an increase of one year since 2003. The average age of RPNs in the workforce who graduated between 2005 and 2007 was 29.0 years.

RPNs worked mostly in the hospital sector in 2007 (41%), but the proportion of RPNs employed in this sector decreased slightly over the last five years in favour of the community health sector, which was 26% in 2007.

Of internationally educated RPNs in 2007, 83% were educated in the United Kingdom. Overall, 7% of the RPN workforce in 2007 was educated outside of Canada, a clear majority in the United Kingdom. This distribution proportion fluctuated slightly over the five-year period, for an overall decrease of 0.5%.



## **About the Canadian Institute for Health Information**

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

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

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

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## About This Report

The Health Human Resources team at CIHI is pleased to present *Regulated Nurses: Trends, 2003 to 2007*.

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

## One Report for Three Nursing Professions

For the first time, the information on each of the three regulated nursing professions is in one publication.

## What Else Is New This Year?

Chapters 1 to 3 contain data on each of the regulated nursing professions. Within these chapters, the most popular tables were redesigned to incorporate time series data and proportions over the period from 2003 to 2007. As well, several new tables and figures were added, such as CIHI-defined entry and exit rates. Chapter 4 shows, by profession and health region, the distribution of regulated nurses providing direct care across Canada.

Chapter 5 contains the methodological notes, an invaluable resource to readers. They describe in detail the data quality and data collection processes at CIHI and the methodologies used in chapters 1 to 4. The chapter also includes a description of how privacy and confidentiality legislation is applied to the data collected and reported on by CIHI.

All CIHI publications, additional data and summary tables and QuickStats are available on the CIHI website. The free online tables provide additional in-depth information on each of the regulated nursing professions and on the regulated nursing workforce as a whole, presented by jurisdiction and workforce characteristics. QuickStats are free downloadable versions of selected figures from this and previous publications.



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- Kenneth McLachlin, Intern

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

### **Regulatory Authorities for the Registered Nursing Profession**

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

### **Regulatory Authorities for the Licensed Practical Nursing Profession**

- College of Licensed Practical Nurses of Newfoundland and Labrador
- Prince Edward Island Licensed Practical Nurses Registration Board
- College of Licensed Practical Nurses of Nova Scotia
- Association of New Brunswick Licensed Practical Nurses/Association des infirmières et infirmiers auxiliaires autorisé(e)s du Nouveau-Brunswick
- Ordre des infirmières et infirmiers auxiliaires du Québec
- College of Nurses of Ontario/Ordre des infirmières et infirmiers de l'Ontario

- College of Licensed Practical Nurses of Manitoba
- Saskatchewan Association of Licensed Practical Nurses
- College of Licensed Practical Nurses of Alberta
- College of Licensed Practical Nurses of British Columbia
- Yukon Licensed Practical Nurses, Yukon Government
- Northwest Territories Licensed Practical Nurses, Department of Health and Social Services, Government of Northwest Territories

**Regulatory Authorities for the Registered Psychiatric Nursing Profession**

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

Note: Registered psychiatric nurses are educated and regulated in the four western provinces in Canada.

**National Organizations**

- Canadian Nurses Association/Association des infirmières et infirmiers du Canada

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

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



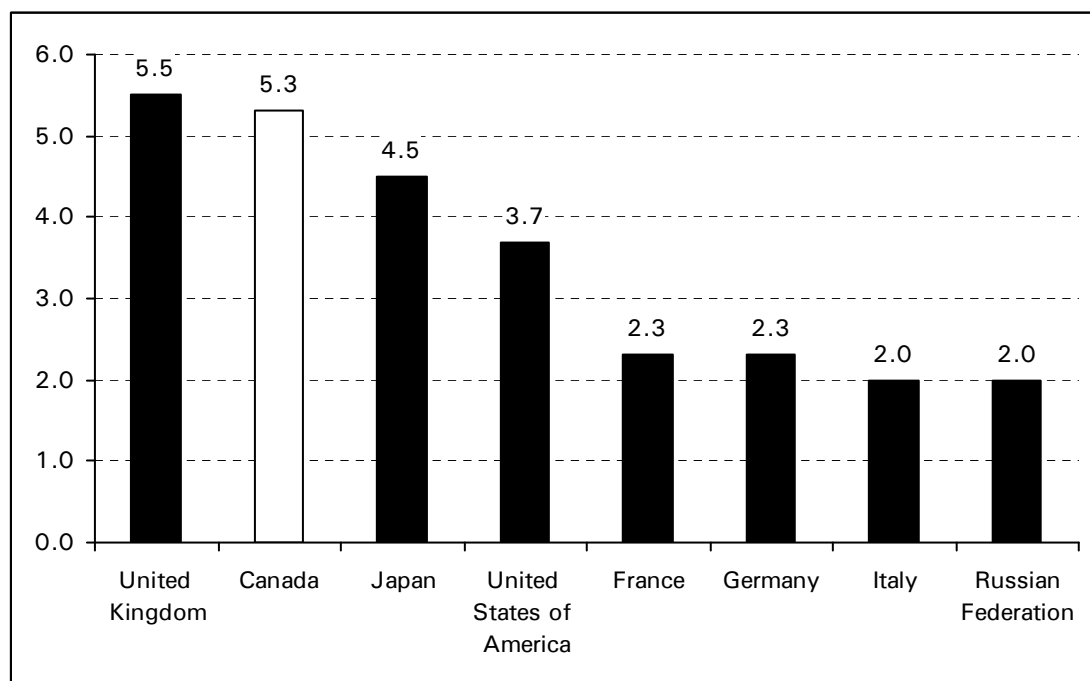
## Introduction

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

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

Among G8 countries, Canada is second only to the United Kingdom in the ratio of nurses and midwives to physicians. Figure 1 indicates a regulated nursing workforce (plus midwives) that was 5.3 times as large as the physician workforce in 2006. In other words, there were 5.3 regulated nurses for each physician in Canada in 2006.

**Figure 1 Ratio of Nurses and Midwives to Physicians Within G8 Countries, 2006**



**Note**

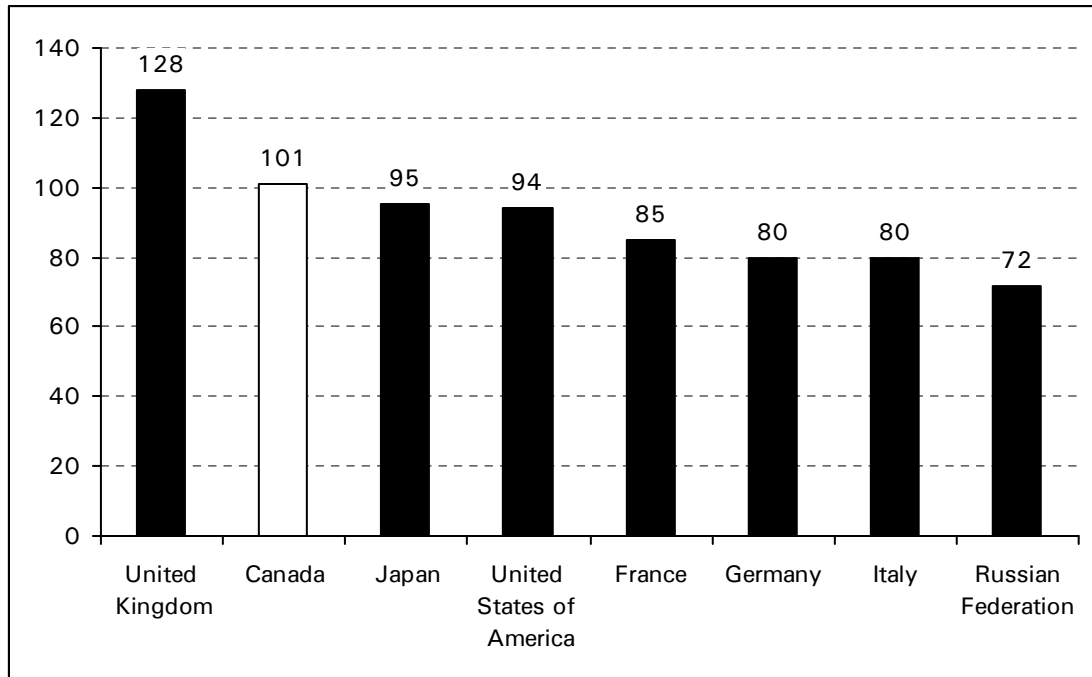
United Kingdom and Northern Ireland data are for 1997, Japan data are for 2004, United States data are for 2000 and Germany data are for 2005.

**Source**

World Health Organization, *World Health Statistics 2008* (Paris, France: WHO, 2008).

Figure 2 shows that Canada had the second highest number of regulated nurses and midwives per 10,000 population in the G8. Like other countries, Canada faces various health human resource challenges. Geography especially influences the distribution of, and demand for, health resources, including providers.

**Figure 2 Nurses and Midwives per 10,000 Population Within G8 Countries, 2006**



**Notes**

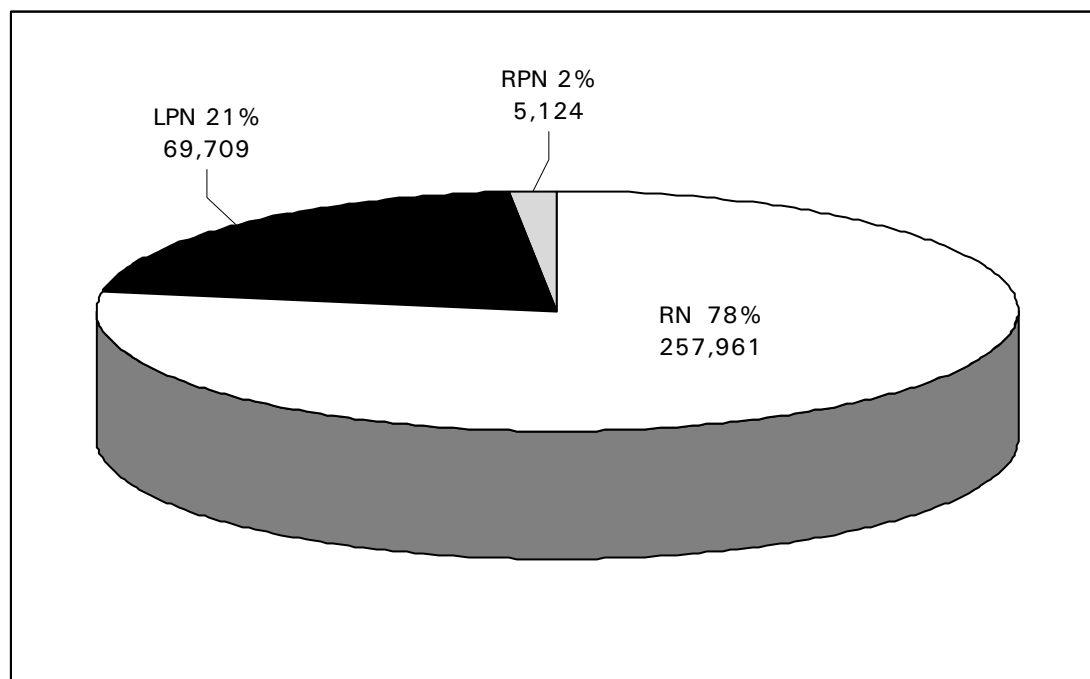
United Kingdom and Northern Ireland data are for 1997, Japan data are for 2004, United States data are for 2000 and Germany data are for 2005. Included are professional nurses, professional midwives, auxiliary nurses, auxiliary midwives, enrolled nurses, enrolled midwives and other personnel, such as dental nurses and primary care nurses. Traditional birth attendants are not counted here, but are considered to be community/traditional health workers.

**Source**

World Health Organization, *World Health Statistics 2008* (Paris, France: WHO, 2008).

## The Canadian Regulated Nursing Workforce

In Canada, the largest group within the paid health care workforce is composed of regulated nurses, with a total workforce of 332,794 in 2007. The regulated nursing workforce is made up of three types of professionals: registered nurses (including nurse practitioners), registered psychiatric nurses and licensed practical nurses. Each provincial and territorial jurisdiction in Canada is responsible for the legislation covering the regulated nursing professions, and each jurisdiction has its own regulatory body for each profession for the regulation and licensing of its members.

**Figure 3 Regulated Nursing Workforce (Employed in Nursing), Canada, 2007****Note**

Totals may not sum to 100% due to rounding.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Registered Nurses

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

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

## Licensed Practical Nurses

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

## Registered Psychiatric Nurses

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

## Notes to Readers

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

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

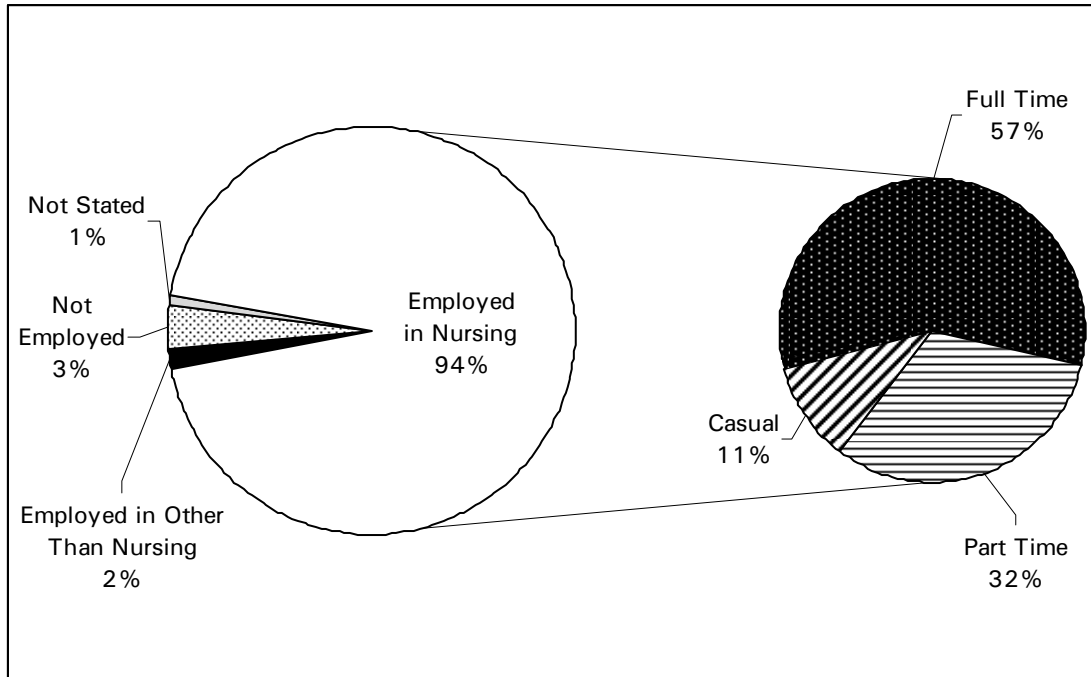
# Chapter 1 – Regulated Nurses in Canada: Trends of Registered Nurses

## Supply Trends: How Many Registered Nurses?

The regulated nursing workforce is of critical importance to the health of Canadians and thus to health human resource planners. This chapter presents data on registered nurses (RNs), including nurse practitioners (NPs), in Canada in 2007, and illustrates key trends over the last five years. A section specific to NPs is included at the end of this chapter.

The RN workforce is defined as those RNs (including NPs) employed in nursing within Canada. These represented 78% of the total regulated nursing workforce in 2007. The employment status indicator classifies RNs as either working in nursing, working outside of nursing or not working. The position status indicator further classifies RNs in the workforce as working in part-time, full-time or casual positions. As illustrated in Figure 4, the vast majority of RNs who register in Canada are in the RN workforce, with more than half of those employed in full-time positions (57%).

**Figure 4 Registered Nurses, by Employment Status, by Position Status, Canada, 2007**



**Notes**

Totals may not sum to 100% due to rounding.

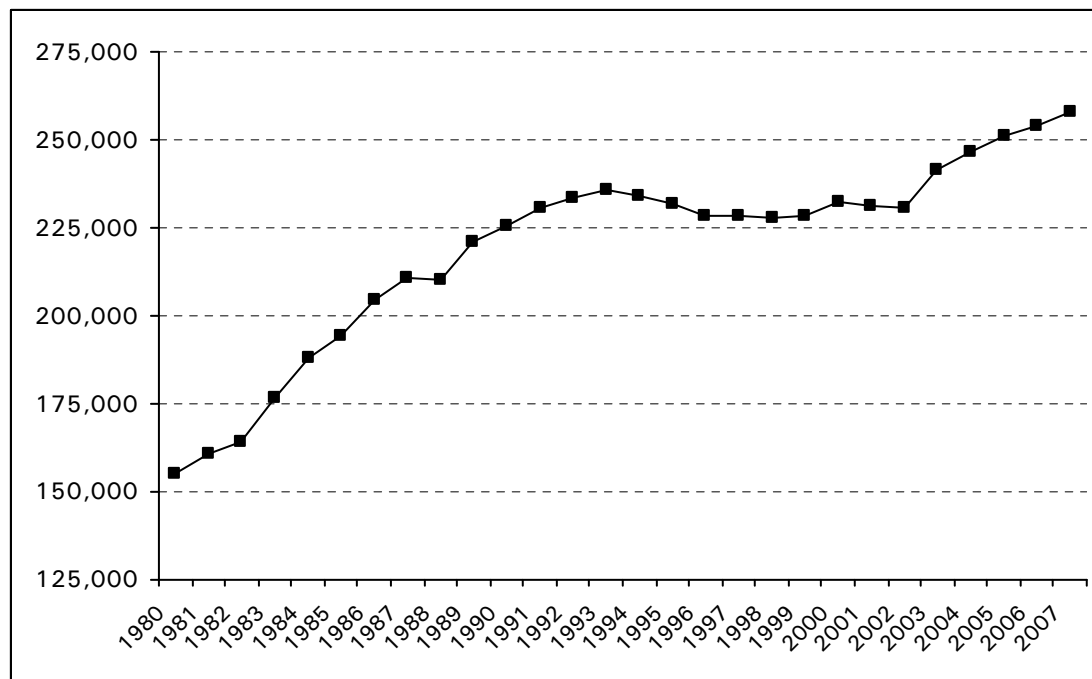
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

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

**Figure 5 Registered Nursing Workforce, Canada, 1980 to 2007**



**Notes**

In 1988, the decrease is largely attributed to a substantial increase in the number of employment status not stated records in the Ontario data for that year.  
 In 2000, the increase is partially attributed to the identification of comparatively fewer duplicates in the Ontario and Quebec data that year.  
 In 2003, the increase is partially attributed to methodological changes in the submission of data that year.  
 See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

The average annual growth rate<sup>i</sup> of the RN workforce was approximately 3.3% between 1980 and 1993.

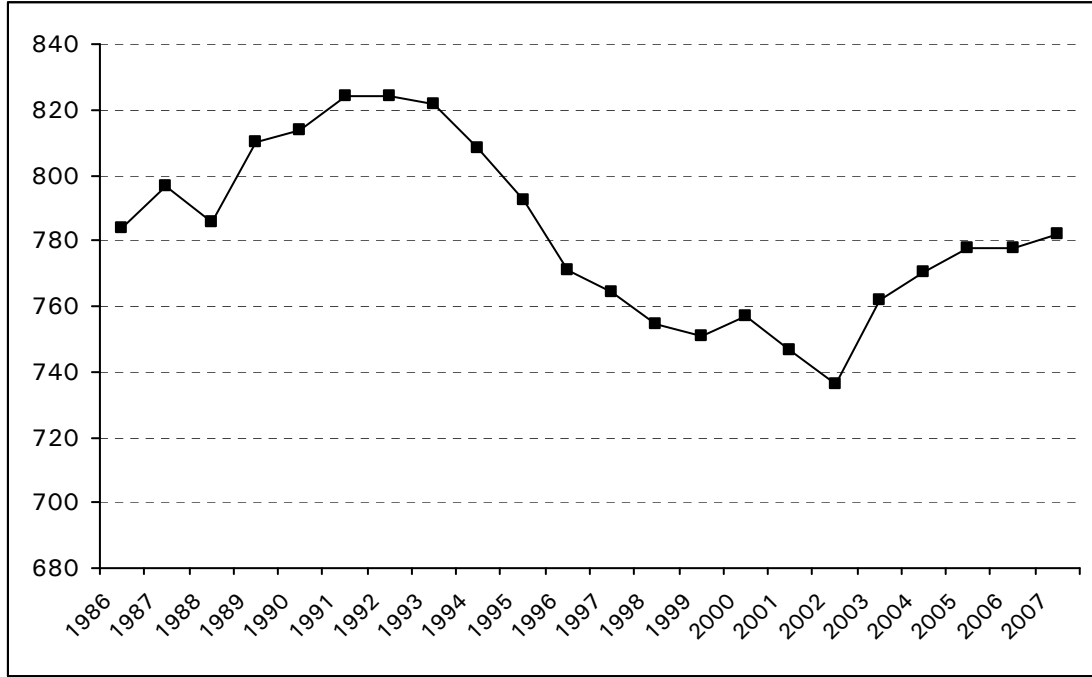
A flattening of the growth curve was seen between 1993 and 2002, reflecting a period of fiscal restraint in health care spending that also affected the growth in the number of health care providers, resulting in an average annual growth rate of the registered nursing workforce of approximately -0.2%.

The average annual growth rate between 2002 and 2007 was approximately 2.2%. The previous high of 235,625 RNs in Canada of 1993 was surpassed in 2003. The positive trend since 2002 appears to be due in part to reinvestment in health care, resulting in an increase in the number of RNs in the workforce.

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

The number of RNs per 100,000 population shows a similar trend over the three time periods (see Figure 6); however, the high ratio of the early 1990s (824 RNs per 100,000 population) has not been reached since. In 2007, there were 782 RNs per 100,000 population in Canada. Note that the overall decrease in the ratio may be partially explained by an increase in population over this time period and is not the result of an overall decrease in the number of RNs.

**Figure 6 Registered Nursing Workforce per 100,000 Population, Canada, 1986 to 2007**



**Notes**

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

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

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

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

**Sources**

Regulated Nursing Database, Canadian Institute for Health Information; population estimates (July 1, 2007), Statistics Canada.

## Employment Trends: Is the Workforce Changing?

Table 1 shows the supply of all registered nurses (including nurse practitioners) over the period 2003 to 2007. The total number of RNs in Canada was 274,274 in 2007. This represents an increase of 1.3% from 2006. Although the increase in the number of RNs employed in nursing was not uniform across the country (see Table 2), each year between 2003 and 2007 saw an increase in the Canadian RN workforce of between 1% and 2%, for an overall increase of 6.9% in the RN workforce over the period. Additional information on RNs by jurisdiction is available in the data tables on the CIHI website.

**Table 1 Registered Nurses, by Employment Status, by Position Status, Canada, 2003 to 2007**

	Employed in Nursing					Not Employed in Nursing					Grand Total	
	Regular Basis, Full Time	Regular Basis, Part Time	Casual Basis	Regular Basis, Status Unknown	Sub-Total	Employed in Other Than Nursing		Not Employed		Not Stated		Sub-Total
						Seeking Employment	Not Seeking Employment	Seeking Employment	Not Seeking Employment			
	A	B	C	D	E = A+B+C+D	F	G	H	I	J		K = F+G+H+I+J
						(Count)						
2003	124,202	77,391	25,475	14,347	241,415	451	4,429	2,308	6,189	3,674	17,051	258,466
2004	125,791	79,252	24,818	16,710	246,571	549	4,487	2,349	6,820	2,561	16,766	263,337
2005	137,045	82,224	28,043	3,930	251,242	432	4,598	2,767	6,145	3,213	17,155	268,397
2006	141,047	82,120	27,366	3,286	253,819	377	4,399	2,396	6,155	3,699	17,026	270,845
2007	146,052	81,929	27,197	2,783	257,961	365	4,540	2,428	6,025	2,955	16,313	274,274
						(Annual Percentage Change)						
2003	-	-	-	-	-	-	-	-	-	-	-	-
2004	1.3%	2.4%	-2.6%	16.5%	2.1%	21.7%	1.3%	1.8%	10.2%	-30.3%	-1.7%	1.9%
2005	8.9%	3.8%	13.0%	-76.5%	1.9%	-21.3%	2.5%	17.8%	-9.9%	25.5%	2.3%	1.9%
2006	2.9%	-0.1%	-2.4%	-16.4%	1.0%	-12.7%	-4.3%	-13.4%	0.2%	15.1%	-0.8%	0.9%
2007	3.5%	-0.2%	-0.6%	-15.3%	1.6%	-3.2%	3.2%	1.3%	-2.1%	-20.1%	-4.2%	1.3%
						(Percentage Distribution)						
2003	48.1%	29.9%	9.9%	5.6%	93.4%	0.2%	1.7%	0.9%	2.4%	1.4%	6.6%	100.0%
2004	47.8%	30.1%	9.4%	6.3%	93.6%	0.2%	1.7%	0.9%	2.6%	1.0%	6.4%	100.0%
2005	51.1%	30.6%	10.4%	1.5%	93.6%	0.2%	1.7%	1.0%	2.3%	1.2%	6.4%	100.0%
2006	52.1%	30.3%	10.1%	1.2%	93.7%	0.1%	1.6%	0.9%	2.3%	1.4%	6.3%	100.0%
2007	53.3%	29.9%	9.9%	1.0%	94.1%	0.1%	1.7%	0.9%	2.2%	1.1%	5.9%	100.0%

### Notes

- Data are not applicable or do not exist.

Totals may not sum to 100% due to rounding.

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

Northern territories data may include inter-jurisdictional duplicates.

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

### Source

Regulated Nursing Database, Canadian Institute for Health Information.



RNs employed in nursing but reported as status unknown are those who reported employment data but who failed to indicate their position status as full time, part time or casual. Accordingly, they are included in the workforce but are excluded from some analyses in the report, as indicated in table footnotes. The number of RNs whose position is reported as status unknown decreased every year since 2004 and represented only 1.1% of the workforce by 2007.

**Table 2 Registered Nursing Workforce, by Jurisdiction and Canada, 2003 to 2007**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
	(Count)												
2003	5,430	1,373	8,498	7,186	62,494	85,187	10,034	8,503	24,037	27,711	290	672	241,415
2004	5,452	1,377	8,602	7,375	63,455	86,099	10,628	8,481	25,600	28,289	283	930	246,571
2005	5,496	1,443	8,733	7,526	63,827	89,429	10,811	8,549	26,355	27,814	302	957	251,242
2006	5,515	1,428	8,790	7,680	64,014	90,061	10,902	8,480	26,752	28,840	324	1,033	253,819
2007	5,574	1,435	8,843	7,726	64,955	90,978	10,825	8,669	27,527	30,059	322	1,048	257,961
	(Annual Percentage Change)												
2003	–	–	–	–	–	–	–	–	–	–	–	–	–
2004	0.4%	0.3%	1.2%	2.6%	1.5%	1.1%	5.9%	-0.3%	6.5%	2.1%	-2.4%	38.4%	2.1%
2005	0.8%	4.8%	1.5%	2.0%	0.6%	3.9%	1.7%	0.8%	2.9%	-1.7%	6.7%	2.9%	1.9%
2006	0.3%	-1.0%	0.7%	2.0%	0.3%	0.7%	0.8%	-0.8%	1.5%	3.7%	7.3%	7.9%	1.0%
2007	1.1%	0.5%	0.6%	0.6%	1.5%	1.0%	-0.7%	2.2%	2.9%	4.2%	-0.6%	1.5%	1.6%
	(Percentage Distribution)												
2003	2.2%	0.6%	3.5%	3.0%	25.9%	35.3%	4.2%	3.5%	10.0%	11.5%	0.1%	0.3%	100.0%
2004	2.2%	0.6%	3.5%	3.0%	25.7%	34.9%	4.3%	3.4%	10.4%	11.5%	0.1%	0.4%	100.0%
2005	2.2%	0.6%	3.5%	3.0%	25.4%	35.6%	4.3%	3.4%	10.5%	11.1%	0.1%	0.4%	100.0%
2006	2.2%	0.6%	3.5%	3.0%	25.2%	35.5%	4.3%	3.3%	10.5%	11.4%	0.1%	0.4%	100.0%
2007	2.2%	0.6%	3.4%	3.0%	25.2%	35.3%	4.2%	3.4%	10.7%	11.7%	0.1%	0.4%	100.0%

#### Notes

– Data are not applicable or do not exist.

Totals may not sum to 100% due to rounding.

In 2004, data collection in the Northwest Territories/Nunavut improved, increasing the number of registrations.

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

#### Source

Regulated Nursing Database, Canadian Institute for Health Information.

## Registered Nurses Not Employed in Nursing

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

As shown in Table 3, RNs in the 50+ age groups account for the largest proportion of RNs who were not seeking employment between 2003 and 2007. RNs who were seeking employment were spread out across all age groups.

**Table 3 Registered Nurses Not Employed in Nursing, by Employment Status, by Age Group, Canada, 2003 to 2007**

		<30	30-39	40-49	50-59	60+	Canada
		(Count)					
Not Employed in Nursing but Seeking Nursing Employment	2003	288	671	790	686	322	2,757
	2004	390	654	748	767	339	2,898
	2005	450	793	758	772	425	3,198
	2006	339	640	645	725	424	2,773
	2007	324	611	705	672	480	2,792
Not Employed in Nursing and Not Seeking Nursing Employment	2003	317	1,836	2,823	3,632	2,008	10,616
	2004	318	1,753	2,843	3,917	2,476	11,307
	2005	262	1,500	2,534	3,779	2,668	10,743
	2006	228	1,365	2,329	3,691	2,941	10,554
	2007	202	1,208	2,215	3,670	3,270	10,565
		(Annual Percentage Change)					
Not Employed in Nursing But Seeking Nursing Employment	2003	-	-	-	-	-	-
	2004	35.4%	-2.5%	-5.3%	11.8%	5.3%	5.1%
	2005	15.4%	21.3%	1.3%	0.7%	25.4%	10.4%
	2006	-24.7%	-19.3%	-14.9%	-6.1%	-0.2%	-13.3%
	2007	-4.4%	-4.5%	9.3%	-7.3%	13.2%	0.7%
Not Employed in Nursing and Not Seeking Nursing Employment	2003	-	-	-	-	-	-
	2004	0.3%	-4.5%	0.7%	7.8%	23.3%	6.5%
	2005	-17.6%	-14.4%	-10.9%	-3.5%	7.8%	-5.0%
	2006	-13.0%	-9.0%	-8.1%	-2.3%	10.2%	-1.8%
	2007	-11.4%	-11.5%	-4.9%	-0.6%	11.2%	0.1%
		(Percentage Distribution)					
Not Employed in Nursing But Seeking Nursing Employment	2003	10.4%	24.3%	28.7%	24.9%	11.7%	100.0%
	2004	13.5%	22.6%	25.8%	26.5%	11.7%	100.0%
	2005	14.1%	24.8%	23.7%	24.1%	13.3%	100.0%
	2006	12.2%	23.1%	23.3%	26.1%	15.3%	100.0%
	2007	11.6%	21.9%	25.3%	24.1%	17.2%	100.0%
Not Employed in Nursing and Not Seeking Nursing Employment	2003	3.0%	17.3%	26.6%	34.2%	18.9%	100.0%
	2004	2.8%	15.5%	25.1%	34.6%	21.9%	100.0%
	2005	2.4%	14.0%	23.6%	35.2%	24.8%	100.0%
	2006	2.2%	12.9%	22.1%	35.0%	27.9%	100.0%
	2007	1.9%	11.4%	21.0%	34.7%	31.0%	100.0%

**Notes**

- Data are not applicable or do not exist.

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

Totals may not sum to 100% due to rounding.

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

**Position Status**

Table 4 shows that the majority of registered nurses employed in nursing are employed on a regular basis in full-time positions, and that their number steadily increased over the past five years. In 2007, 146,052 (57.2% of the workforce) were working in full-time positions.

**Table 4 Registered Nursing Workforce, by Position Status, by Jurisdiction and Canada, 2003 to 2007**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
		(Count)												
Employed Full Time	2003	3,966	713	5,203	4,377	32,370	43,351	4,637	4,613	10,204	14,175	143	450	124,202
	2004	3,909	691	5,321	4,682	32,842	44,566	4,963	4,622	9,950	14,122	123	–	125,791
	2005	3,853	770	5,446	4,806	34,081	53,696	5,184	4,685	10,074	14,316	134	–	137,045
	2006	3,794	729	5,565	4,865	35,172	55,462	5,204	4,713	10,286	15,119	138	–	141,047
	2007	3,946	695	5,656	4,890	36,111	57,403	5,146	4,845	10,711	16,499	150	–	146,052
Employed Part Time	2003	922	597	2,353	2,120	20,308	24,383	4,782	2,940	10,114	8,702	92	78	77,391
	2004	963	640	2,371	2,215	20,312	24,123	4,876	2,957	12,176	8,525	94	–	79,252
	2005	979	532	2,377	2,195	20,637	27,846	4,800	2,859	11,548	8,351	100	–	82,224
	2006	982	546	2,346	2,235	20,684	27,218	4,871	2,819	11,782	8,535	102	–	82,120
	2007	932	554	2,353	2,260	20,903	26,308	4,867	2,783	12,118	8,762	89	–	81,929
Employed Casual	2003	542	63	942	689	6,769	6,154	615	950	3,719	4,834	55	143	25,475
	2004	580	29	910	478	6,752	6,480	694	902	2,786	5,143	64	–	24,818
	2005	664	140	910	525	7,035	7,887	767	978	3,923	5,147	67	–	28,043
	2006	739	153	879	580	7,376	7,381	788	948	3,813	4,625	84	–	27,366
	2007	696	183	834	576	7,433	7,267	788	1,024	3,700	4,617	79	–	27,197
Employed Position Status Unknown	2003	–	–	–	–	3,047	11,299	–	–	–	–	–	1	14,347
	2004	–	17	–	–	3,549	10,930	95	–	688	499	2	930	16,710
	2005	–	1	–	–	2,074	–	60	27	810	–	1	957	3,930
	2006	–	–	–	–	782	–	39	–	871	561	–	1,033	3,286
	2007	–	3	–	–	508	–	24	17	998	181	4	1,048	2,783
		(Annual Percentage Change)												
Employed Full Time	2003	–	–	–	–	–	–	–	–	–	–	–	–	–
	2004	-1.4%	-3.1%	2.3%	7.0%	1.5%	2.8%	7.0%	0.2%	-2.5%	-0.4%	-14.0%	–	1.3%
	2005	-1.4%	11.4%	2.3%	2.6%	3.8%	20.5%	4.5%	1.4%	1.2%	1.4%	8.9%	–	8.9%
	2006	-1.5%	-5.3%	2.2%	1.2%	3.2%	3.3%	0.4%	0.6%	2.1%	5.6%	3.0%	–	2.9%
	2007	4.0%	-4.7%	1.6%	0.5%	2.7%	3.5%	-1.1%	2.8%	4.1%	9.1%	8.7%	–	3.5%
Employed Part Time	2003	–	–	–	–	–	–	–	–	–	–	–	–	–
	2004	4.4%	7.2%	0.8%	4.5%	–	-1.1%	2.0%	0.6%	20.4%	-2.0%	2.2%	–	2.4%
	2005	1.7%	-16.9%	0.3%	-0.9%	1.6%	15.4%	-1.6%	-3.3%	-5.2%	-2.0%	6.4%	–	3.8%
	2006	0.3%	2.6%	-1.3%	1.8%	0.2%	-2.3%	1.5%	-1.4%	2.0%	2.2%	2.0%	–	-0.1%
	2007	-5.1%	1.5%	0.3%	1.1%	1.1%	-3.3%	-0.1%	-1.3%	2.9%	2.7%	-12.7%	–	-0.2%
Employed Casual	2003	–	–	–	–	–	–	–	–	–	–	–	–	–
	2004	7.0%	-54.0%	-3.4%	-30.6%	-0.3%	5.3%	12.8%	-5.1%	-25.1%	6.4%	16.4%	–	-2.6%
	2005	14.5%	382.8%	0.0%	9.8%	4.2%	21.7%	10.5%	8.4%	40.8%	0.1%	4.7%	–	13.0%
	2006	11.3%	9.3%	-3.4%	10.5%	4.8%	-6.4%	2.7%	-3.1%	-2.8%	-10.1%	25.4%	–	-2.4%
	2007	-5.8%	19.6%	-5.1%	-0.7%	0.8%	-1.5%	0.0%	8.0%	-3.0%	-0.2%	-6.0%	–	-0.6%
		(Percentage Distribution)												
Employed Full Time	2003	73.0%	51.9%	61.2%	60.9%	54.5%	58.7%	46.2%	54.3%	45.3%	51.2%	49.3%	67.1%	54.7%
	2004	71.7%	50.8%	61.9%	63.5%	54.8%	59.3%	47.1%	54.5%	39.9%	50.8%	43.8%	–	54.7%
	2005	70.1%	53.4%	62.4%	63.9%	55.2%	60.0%	48.2%	55.0%	39.4%	51.5%	44.5%	–	55.4%
	2006	68.8%	51.1%	63.3%	63.3%	55.6%	61.6%	47.9%	55.6%	39.7%	53.5%	42.6%	–	56.3%
	2007	70.8%	48.5%	64.0%	63.3%	56.0%	63.1%	47.6%	56.0%	40.4%	55.2%	47.2%	–	57.2%
Employed Part Time	2003	17.0%	43.5%	27.7%	29.5%	34.2%	33.0%	47.7%	34.6%	42.2%	31.4%	31.7%	11.6%	34.1%
	2004	17.7%	47.1%	27.6%	30.0%	33.9%	32.1%	46.3%	34.9%	48.9%	30.7%	33.5%	–	34.5%
	2005	17.8%	36.9%	27.2%	29.2%	33.4%	31.1%	44.6%	33.5%	45.2%	30.0%	33.2%	–	33.2%
	2006	17.8%	38.2%	26.7%	29.1%	32.7%	30.2%	44.8%	33.2%	45.5%	30.2%	31.5%	–	32.8%
	2007	16.7%	38.7%	26.6%	29.3%	32.4%	28.9%	45.1%	32.2%	45.7%	29.3%	28.0%	–	32.1%
Employed Casual	2003	10.0%	4.6%	11.1%	9.6%	11.4%	8.3%	6.1%	11.2%	15.5%	17.4%	19.0%	21.3%	11.2%
	2004	10.6%	2.1%	10.6%	6.5%	11.3%	8.6%	6.6%	10.6%	11.2%	18.5%	22.8%	–	10.8%
	2005	12.1%	9.7%	10.4%	7.0%	11.4%	8.8%	7.1%	11.5%	15.4%	18.5%	22.3%	–	11.3%
	2006	13.4%	10.7%	10.0%	7.6%	11.7%	8.2%	7.3%	11.2%	14.7%	16.4%	25.9%	–	10.9%
	2007	12.5%	12.8%	9.4%	7.5%	11.5%	8.0%	7.3%	11.8%	13.9%	15.5%	24.8%	–	10.7%

**Notes**

– Data are not applicable or do not exist.

Totals may not sum to 100% due to rounding.

Employed RNs with position status unknown are excluded from the percentage distribution.

From 2004 to 2007, the Northwest Territories/Nunavut submitted all position status records as status unknown.

In 2004, data collection in the Northwest Territories/Nunavut improved, increasing the number of registrations.

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

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

RN's employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.

Northern territories data may include inter-jurisdictional duplicates.

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

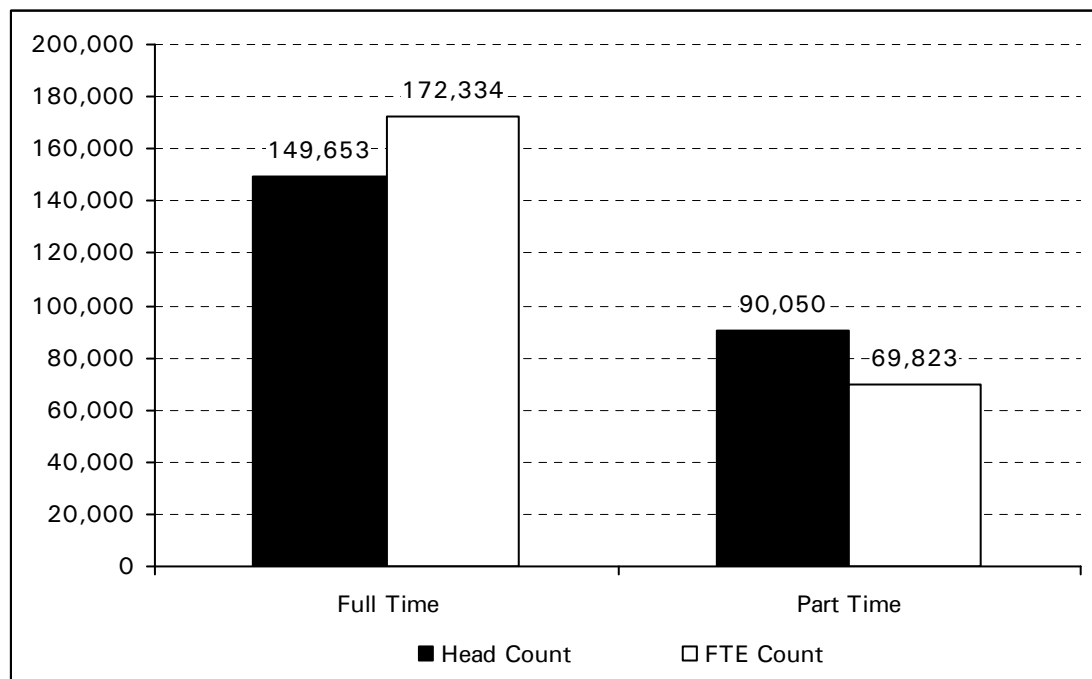
As Table 4 demonstrates, the percentage of the RN workforce employed on a full-time basis varied across jurisdictions in 2007, from 70.8% in Newfoundland and Labrador and 64.0% in Nova Scotia to 47.2% in the Yukon and 40.4% in Alberta. The proportion of RNs in part-time positions ranged from 45.7% in Alberta and 45.1% in Manitoba to 16.7% in Newfoundland and Labrador and 26.6% in Nova Scotia. The average age of full-time and part-time RNs was 45.0 years; that of casual workers was 46.1 years.

There was a larger proportion of male RNs employed in full-time positions in 2007 than of female RNs. In that year, 72.6% of male RNs were employed full time, compared to 56.1% of female RNs. Only 18.0% of male RNs had part-time employment, compared to 32.0% of female RNs. Casual employment rates followed a similar pattern, with 10.8% of female RNs and 8.3% of male RNs employed on a casual basis.

### Full-Time Equivalents Versus Head Counts

The calculation of full-time equivalents (FTEs) provides another way to represent the supply of RNs using the number of hours worked.<sup>ii</sup> While the data required to calculate FTEs are not collected annually by CIHI, other sources can be used, such as the National Survey of the Work and Health of Nurses, 2005.

**Figure 7 Head and FTE Counts of the Registered Nursing Workforce, by Full-Time or Part-Time Status, Canada, 2005**



Source: National Survey of the Work and Health of Nurses, 2005, Statistics Canada (Canadian Institute for Health Information share file).

ii. See Chapter 5 (Methodological Notes) for further explanation of the FTE calculation.

An FTE has been estimated as the ratio of earned hours over “normal” earned hours, where earned hours are hours worked plus benefits. Using the Statistics Canada definition of a normal work week at 37.3 hours, part-time RNs have an average FTE value of 0.78 and full-time RNs have an average FTE value of 1.15. Of the part-time RNs, almost one-fifth worked more than 40 hours per week; of the full-time RNs, more than half worked more than 40 hours per week. Note that overtime hours (both paid and unpaid) are included in the total number of hours worked, and RNs may have reported hours worked in more than one nursing job.

## Multiple Employment

It is not uncommon for RNs to have more than one nursing job, often with multiple employers. In 2007, 13.6% of the RN workforce reported having more than one employer in nursing, and the proportion was consistently higher for those working on a part-time or casual basis. Although 42.3% of the 2007 workforce reported working in part-time or casual positions, the total number of hours worked by those in multiple positions may equal or exceed the total of a full-time position.

**Table 5 Registered Nurses Employed in Nursing With Multiple Employers, by Position Status With Primary Employer, Canada, 2003 to 2007**

	Employed Full Time	Employed Part Time	Employed Casual	Employed Position Status Unknown	Total With Multiple Employers
	(Count)				
2003	13,341	12,895	5,924	676	32,836
2004	11,773	12,510	5,632	851	30,766
2005	13,321	13,795	6,270	653	34,039
2006	13,271	13,129	5,399	299	32,098
2007	15,408	13,752	5,335	439	34,934
	(Annual Percentage Change)				
2003	–	–	–	–	–
2004	-11.8%	-3.0%	-4.9%	–	-6.3%
2005	13.1%	10.3%	11.3%	–	10.6%
2006	-0.4%	-4.8%	-13.9%	–	-5.7%
2007	16.1%	4.7%	-1.2%	–	8.8%
	(Percentage Distribution)				
2003	40.6%	39.3%	18.0%	–	100.0%
2004	38.3%	40.7%	18.3%	–	100.0%
2005	39.1%	40.5%	18.4%	–	100.0%
2006	41.3%	40.9%	16.8%	–	100.0%
2007	44.1%	39.4%	15.3%	–	100.0%

### Notes

– Data are not applicable or do not exist.

Non-response for *multiple employment* element (% of RN workforce): 2003, n = 308 (0.1%); 2004, n = 680 (0.3%); 2005, n = 1,156 (0.5%); 2006, n = 1,944 (0.8%); 2007, n = 872 (0.3%).

Totals may not sum to 100% due to rounding.

RNs with multiple employment and position status unknown are excluded from percentage distribution.

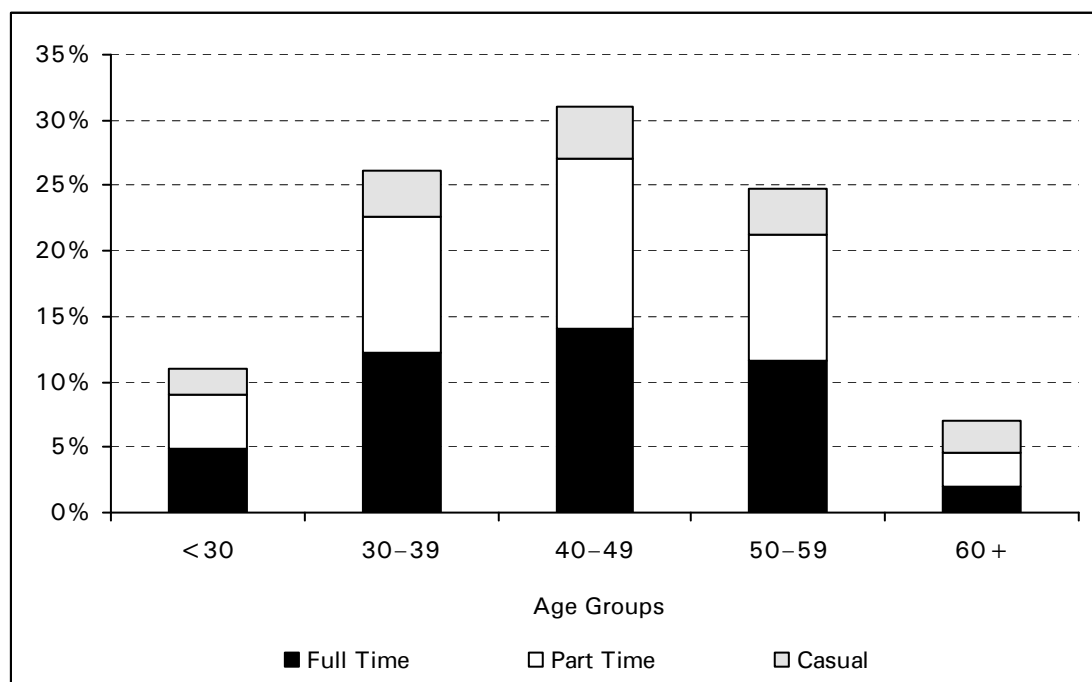
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Regulated Nursing Database, Canadian Institute for Health Information.

Figure 8 shows the distribution of RNs working for multiple employers; RNs from age 30 to 59 comprised the largest group in 2007. Further breakdown by position status indicates that in 2007, a high number of full-time RNs in each age group was working in multiple positions.

**Figure 8 Registered Nurses Employed in Nursing With Multiple Employers, by Position Status, by Age Group, Canada, 2007**



**Notes**

Non-response for *multiple employment* element (% of RN workforce): 2007, n = 872 (0.3%).  
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

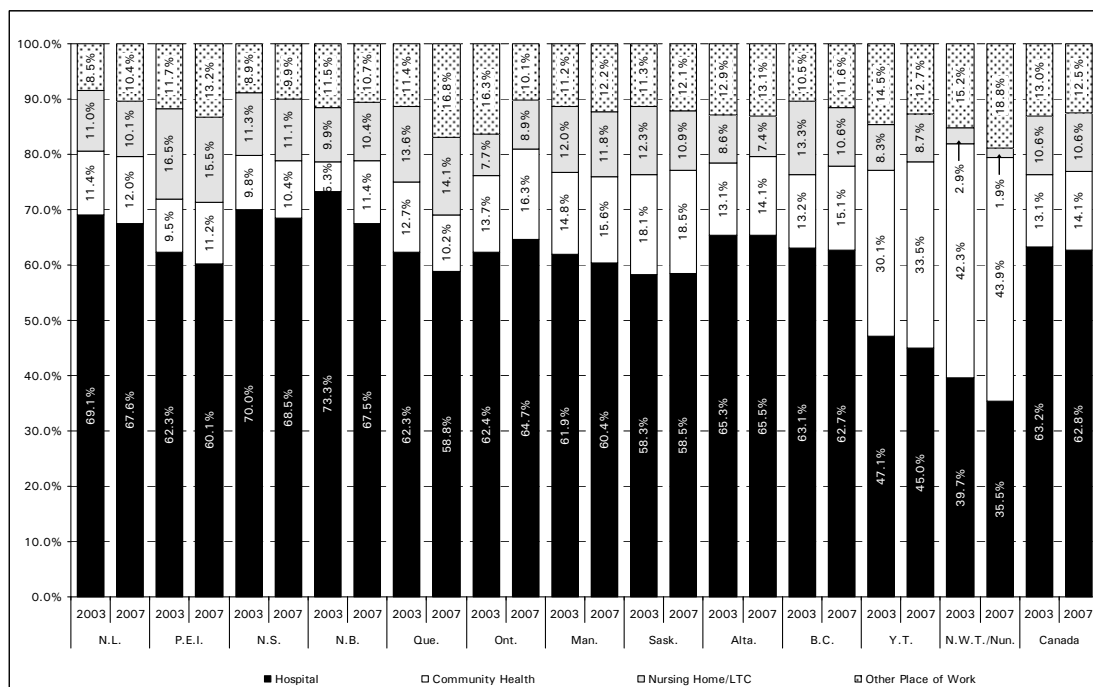
**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

**Location of Work**

The hospital sector employs nearly two-thirds of the RN workforce in Canada. Figure 9 shows a slight increase in the proportion of RNs employed in the community health sector in Canada, from 13.1% in 2003 to 14.1% in 2007. The greatest proportion of nurses working in this sector in 2007 was in the Northwest Territories and Nunavut, at 43.9%. Employment in the nursing home/long-term care sector fluctuated in Canada between 10.6% and 11.7% over the five-year period, with the largest fluctuation occurring in Quebec.

**Figure 9 Registered Nursing Workforce, by Place of Work, by Jurisdiction and Canada, 2003 and 2007**



#### Notes

Non-response for *place of work* element (% of RN workforce): 2003, n = 3,362 (1.4%); 2007, n = 2,086 (0.8%).

Hospital includes data from hospital (general, maternal, pediatric, psychiatric), mental health centre and rehabilitation/convalescent centre. Community health includes data from community health centre, home care agency, nursing station (outpost or clinic), public health department/unit.

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

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

Totals may not sum to 100% due to rounding.

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

#### Source

Regulated Nursing Database, Canadian Institute for Health Information.

In 2007, the average age of RNs working in the hospital sector was 43.4 years, compared to the average age of 46.7 years for RNs employed in community health and 48.3 years for RNs employed in the nursing home/long-term care sector.

## Position Type

In 2007, 199,756 (78.3%) RNs were employed as staff nurses/community health nurses in Canada, an increase of 2.3% from 195,250 in 2006 (see Table 6).

**Table 6 Registered Nursing Workforce, by Position Type, by Jurisdiction and Canada, 2003 to 2007**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
		(Count)												
Staff Nurse	2003	4,363	984	6,775	5,793	42,347	61,228	7,425	6,952	18,937	22,225	212	479	177,720
	2004	4,345	994	6,861	5,962	48,148	61,084	7,853	6,887	20,302	22,411	202	702	185,751
	2005	4,369	1,074	6,941	6,120	47,990	67,418	8,091	6,913	21,043	21,965	218	679	192,821
	2006	4,380	1,090	6,935	6,241	49,763	67,514	8,190	6,872	20,574	22,673	236	782	195,250
	2007	4,336	1,084	6,934	6,239	51,149	68,699	8,148	6,957	21,814	23,391	239	766	199,756
Manager	2003	530	256	1,059	703	9,486	5,216	813	764	1,544	2,008	20	75	22,474
	2004	566	254	1,044	793	4,104	5,380	877	771	1,640	2,118	22	79	17,648
	2005	580	211	1,005	836	4,066	5,326	837	750	1,643	2,119	26	86	17,485
	2006	558	180	996	877	4,214	5,493	821	701	1,693	2,225	26	81	17,865
	2007	583	175	967	900	4,256	5,525	842	734	1,843	2,343	29	89	18,286
Other Positions	2003	516	127	616	637	4,361	14,889	1,626	708	3,042	2,754	55	96	29,427
	2004	541	129	697	619	4,651	13,109	1,809	806	3,432	3,317	59	118	29,287
	2005	526	158	782	570	7,071	14,182	1,859	872	3,450	3,286	58	151	32,965
	2006	573	157	855	562	8,349	14,624	1,850	899	3,554	3,447	56	135	35,061
	2007	645	175	934	587	8,634	15,407	1,782	976	3,822	3,772	54	162	36,950
		(Annual Percentage Change)												
Staff Nurse	2003	-	-	-	-	-	-	-	-	-	-	-	-	-
	2004	-0.4%	1.0%	1.3%	2.9%	13.7%	-0.2%	5.8%	-0.9%	7.2%	0.8%	-4.7%	46.6%	4.5%
	2005	0.6%	8.0%	1.2%	2.7%	-0.3%	10.4%	3.0%	0.4%	3.6%	-2.0%	7.9%	-3.3%	3.8%
	2006	0.3%	1.5%	-0.1%	2.0%	3.7%	0.1%	1.2%	-0.6%	-2.2%	3.2%	8.3%	15.2%	1.3%
	2007	-1.0%	-0.6%	0.0%	0.0%	2.8%	1.8%	-0.5%	1.2%	6.0%	3.2%	1.3%	-2.0%	2.3%
Manager	2003	-	-	-	-	-	-	-	-	-	-	-	-	-
	2004	6.8%	-0.8%	-1.4%	12.8%	-56.7%	3.1%	7.9%	0.9%	6.2%	5.5%	10.0%	5.3%	-21.5%
	2005	2.5%	-16.9%	-3.7%	5.4%	-0.9%	-1.0%	-4.6%	-2.7%	0.2%	0.0%	18.2%	8.9%	-0.9%
	2006	-3.8%	-14.7%	-0.9%	4.9%	3.6%	3.1%	-1.9%	-6.5%	3.0%	5.0%	0.0%	-5.8%	2.2%
	2007	4.5%	-2.8%	-2.9%	2.6%	1.0%	0.6%	2.6%	4.7%	8.9%	5.3%	11.5%	9.9%	2.4%
Other Positions	2003	-	-	-	-	-	-	-	-	-	-	-	-	-
	2004	4.8%	1.6%	13.1%	-2.8%	6.6%	-12.0%	11.3%	13.8%	12.8%	20.4%	7.3%	22.9%	-0.5%
	2005	-2.8%	22.5%	12.2%	-7.9%	52.0%	8.2%	2.8%	8.2%	0.5%	-0.9%	-1.7%	28.0%	12.6%
	2006	8.9%	-0.6%	9.3%	-1.4%	18.1%	3.1%	-0.5%	3.1%	3.0%	4.9%	-3.4%	-10.6%	6.4%
	2007	12.6%	11.5%	9.2%	4.4%	3.4%	5.4%	-3.7%	8.6%	7.5%	9.4%	-3.6%	20.0%	5.4%
		(Percentage Distribution)												
Staff Nurse	2003	80.7%	72.0%	80.2%	81.2%	75.4%	75.3%	75.3%	82.5%	80.5%	82.4%	73.9%	73.7%	77.4%
	2004	79.7%	72.2%	79.8%	80.9%	84.6%	76.8%	74.5%	81.4%	80.0%	80.5%	71.4%	78.1%	79.8%
	2005	79.8%	74.4%	79.5%	81.3%	81.2%	77.6%	75.0%	81.0%	80.5%	80.3%	72.2%	74.1%	79.3%
	2006	79.5%	76.4%	78.9%	81.3%	79.8%	77.0%	75.4%	81.1%	79.7%	80.0%	74.2%	78.4%	78.7%
	2007	77.9%	75.6%	78.5%	80.8%	79.9%	76.6%	75.6%	80.3%	79.4%	79.3%	74.2%	75.3%	78.3%
Manager	2003	9.8%	18.7%	12.5%	9.9%	16.9%	6.4%	8.2%	9.1%	6.6%	7.4%	7.0%	11.5%	9.8%
	2004	10.4%	18.4%	12.1%	10.8%	7.2%	6.8%	8.3%	9.1%	6.5%	7.6%	7.8%	8.8%	7.6%
	2005	10.6%	14.6%	11.5%	11.1%	6.9%	6.1%	7.8%	8.8%	6.3%	7.7%	8.6%	9.4%	7.2%
	2006	10.1%	12.6%	11.3%	11.4%	6.8%	6.3%	7.6%	8.3%	6.6%	7.8%	8.2%	8.1%	7.2%
	2007	10.5%	12.2%	10.9%	11.6%	6.6%	6.2%	7.8%	8.5%	6.7%	7.9%	9.0%	8.8%	7.2%
Other Positions	2003	9.5%	9.3%	7.3%	8.9%	7.8%	18.3%	16.5%	8.4%	12.9%	10.2%	19.2%	14.8%	12.8%
	2004	9.9%	9.4%	8.1%	8.4%	8.2%	16.5%	17.2%	9.5%	13.5%	11.9%	20.8%	13.1%	12.6%
	2005	9.6%	10.9%	9.0%	7.6%	12.0%	16.3%	17.2%	10.2%	13.2%	12.0%	19.2%	16.5%	13.6%
	2006	10.4%	11.0%	9.7%	7.3%	13.4%	16.7%	17.0%	10.6%	13.8%	12.2%	17.6%	13.5%	14.1%
	2007	11.6%	12.2%	10.6%	7.6%	13.5%	17.2%	16.5%	11.3%	13.9%	12.8%	16.8%	15.9%	14.5%

**Notes**

- Data are not applicable or do not exist.

Non-response for *position* element (% of RN workforce): 2003, n = 11,794 (4.9%); 2004, n = 13,885 (5.6%); 2005, n = 7,971 (3.2%); 2006, n = 5,643 (2.2%); 2007, n = 2,969 (1.2%).

Staff nurses include staff nurse/community health nurse.

Managers include chief nursing officer/chief executive officer, director/assistant director, manager/assistant manager.

Other positions include instructor/professor/educator, researcher, consultant, clinical specialist, nurse midwife, nurse practitioner and other.

Totals may not sum to 100% due to rounding.

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

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

**Area of Responsibility**

The proportion of the registered nursing workforce in direct care ranged from 91.3% in Alberta and 90.1% in Ontario to 86.5% in Manitoba and 86.8% in Quebec. Many health human resource planners are interested in these totals, as the numbers represent RNs providing services directly to patients.



Areas of responsibility covered by RNs that fall outside of direct care include administration, education and research. The proportion of RNs employed in administration in 2007 was highest in Quebec (8.2%) and the Yukon (9.1%) and lowest in Newfoundland and Labrador, Alberta and British Columbia (less than 5.0%).

Overall, RNs who provide direct care to patients are younger than RNs in administration, education and research. In 2007, the average age was 44.6 years for RNs in direct care, 49.2 years for RNs working in administration, 48.5 years for RNs working in education and 46.5 years for RNs working in research.

**Table 7 Registered Nursing Workforce, by Area of Responsibility, Canada, 2007**

	Counts	Percentage
<b>Direct Care</b>		
Medical/Surgical	43,258	17.1%
Geriatric/Long-Term Care	26,044	10.3%
Critical Care (Burn)	18,604	7.4%
Emergency Room	16,015	6.3%
Maternal/Newborn	14,192	5.6%
Psychiatric/Mental Health	13,255	5.2%
Operating Room	12,056	4.8%
Community Health	11,251	4.5%
Nursing in Several Clinical Areas	9,801	3.9%
Ambulatory Care	8,172	3.2%
Home Care	7,316	2.9%
Pediatric	6,973	2.8%
Public Health	5,824	2.3%
Rehabilitation	3,888	1.5%
Oncology	3,129	1.2%
Occupational Health	3,020	1.2%
Telehealth	935	0.4%
Other Patient Care	21,231	8.4%
<b>Total Direct Care</b>	<b>224,964</b>	<b>89.0%</b>
<b>Administration</b>		
Nursing Service	11,148	4.4%
Nursing Education	353	0.1%
Other Administration	5,521	2.2%
<b>Total Administration</b>	<b>17,022</b>	<b>6.7%</b>
<b>Education</b>		
Teaching—Students	4,496	1.8%
Teaching—Employees	852	0.3%
Teaching—Patients/Clients	643	0.3%
Other Education	2,820	1.1%
<b>Total Education</b>	<b>8,811</b>	<b>3.5%</b>
<b>Research</b>		
Nursing Research Only	910	0.4%
Other Research	1,025	0.4%
<b>Total Research</b>	<b>1,935</b>	<b>0.8%</b>
<b>Total</b>	<b>252,732</b>	<b>100.0%</b>

**Notes**

Non-response for *area of responsibility* element (% of RN workforce): n = 5,229 (2.0%).

Totals may not sum to 100% due to rounding.

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

In 2007, the greatest proportion of RNs worked in medical/surgical and geriatric/long-term care. These areas are typically among the most frequently identified each year. The area of responsibility with the most RNs, medicine/surgery, also attracts the most recent graduates. In 2007, RNs in their first five years of nursing accounted for 32.7% of the RNs working in medicine/surgery. RNs who graduated more than 30 years ago represented 10.8% of medical/surgical RNs in 2007. The areas of responsibility most frequently identified by males in 2007 were psychiatry/mental health (14.3% of the workforce) and emergency care (10.2% of the workforce).

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

Almost all RNs (94.2%) in the Canadian workforce were female in 2007, a proportion that has not changed significantly over five years. The proportion of males increased by only one-half of one percentage point over the period (see Table 8).

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

**Table 8 Registered Nursing Workforce, by Sex, by Jurisdiction and Canada, 2003 to 2007**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
		(Count)												
Female	2003	5,205	1,328	8,239	6,893	56,811	81,911	9,537	8,233	23,207	26,427	267	602	228,660
	2004	5,215	1,342	8,338	7,086	57,673	82,557	10,065	8,208	24,678	26,938	263	829	233,192
	2005	5,252	1,405	8,447	7,220	58,008	85,553	10,215	8,255	25,351	26,415	276	860	237,257
	2006	5,271	1,390	8,479	7,354	58,166	86,093	10,290	8,180	25,704	27,361	289	943	239,520
	2007	5,311	1,396	8,513	7,392	58,915	86,854	10,209	8,347	26,366	28,410	291	955	242,959
Male	2003	225	45	259	293	5,683	3,276	497	270	830	1,284	23	70	12,755
	2004	237	35	264	289	5,782	3,542	563	273	922	1,351	20	101	13,379
	2005	244	38	286	306	5,819	3,876	596	294	1,004	1,399	26	97	13,985
	2006	244	38	311	326	5,848	3,968	612	300	1,048	1,479	35	90	14,299
	2007	263	39	330	334	6,040	4,124	616	322	1,161	1,649	31	93	15,002
		(Annual Percentage Change)												
Female	2003	-	-	-	-	-	-	-	-	-	-	-	-	-
	2004	0.2%	1.1%	1.2%	2.8%	1.5%	0.8%	5.5%	-0.3%	6.3%	1.9%	-1.5%	37.7%	2.0%
	2005	0.7%	4.7%	1.3%	1.9%	0.6%	3.6%	1.5%	0.6%	2.7%	-1.9%	4.9%	3.7%	1.7%
	2006	0.4%	-1.1%	0.4%	1.9%	0.3%	0.6%	0.7%	-0.9%	1.4%	3.6%	4.7%	9.7%	1.0%
	2007	0.8%	0.4%	0.4%	0.5%	1.3%	0.9%	-0.8%	2.0%	2.6%	3.8%	0.7%	1.3%	1.4%
Male	2003	-	-	-	-	-	-	-	-	-	-	-	-	-
	2004	5.3%	-22.2%	1.9%	-1.4%	1.7%	8.1%	13.3%	1.1%	11.1%	5.2%	-13.0%	44.3%	4.9%
	2005	3.0%	8.6%	8.3%	5.9%	0.6%	9.4%	5.9%	7.7%	8.9%	3.6%	30.0%	-4.0%	4.5%
	2006	0.0%	0.0%	8.7%	6.5%	0.5%	2.4%	2.7%	2.0%	4.4%	5.7%	34.6%	-7.2%	2.2%
	2007	7.8%	2.6%	6.1%	2.5%	3.3%	3.9%	0.7%	7.3%	10.8%	11.5%	-11.4%	3.3%	4.9%
		(Percentage Distribution)												
Female	2003	95.9%	96.7%	97.0%	95.9%	90.9%	96.2%	95.0%	96.8%	96.5%	95.4%	92.1%	89.6%	94.7%
	2004	95.7%	97.5%	96.9%	96.1%	90.9%	95.9%	94.7%	96.8%	96.4%	95.2%	92.9%	89.1%	94.6%
	2005	95.6%	97.4%	96.7%	95.9%	90.9%	95.7%	94.5%	96.6%	96.2%	95.0%	91.4%	89.9%	94.4%
	2006	95.6%	97.3%	96.5%	95.8%	90.9%	95.6%	94.4%	96.5%	96.1%	94.9%	89.2%	91.3%	94.4%
	2007	95.3%	97.3%	96.3%	95.7%	90.7%	95.5%	94.3%	96.3%	95.8%	94.5%	90.4%	91.1%	94.2%
Male	2003	4.1%	3.3%	3.0%	4.1%	9.1%	3.8%	5.0%	3.2%	3.5%	4.6%	7.9%	10.4%	5.3%
	2004	4.3%	2.5%	3.1%	3.9%	9.1%	4.1%	5.3%	3.2%	3.6%	4.8%	7.1%	10.9%	5.4%
	2005	4.4%	2.6%	3.3%	4.1%	9.1%	4.3%	5.5%	3.4%	3.8%	5.0%	8.6%	10.1%	5.6%
	2006	4.4%	2.7%	3.5%	4.2%	9.1%	4.4%	5.6%	3.5%	3.9%	5.1%	10.8%	8.7%	5.6%
	2007	4.7%	2.7%	3.7%	4.3%	9.3%	4.5%	5.7%	3.7%	4.2%	5.5%	9.6%	8.9%	5.8%

**Notes**

- Data are not applicable or do not exist.

Totals may not sum to 100% due to rounding.

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

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

Almost half of all male RNs in the workforce were employed in Quebec in 2007. In that year, 6,040 males accounted for 9.3% of the province's workforce. The territories also had high proportions of males in the workforce. In contrast, 2.7% of Prince Edward Island's RNs and 3.7% of the workforce in Nova Scotia and Saskatchewan were male. The average age of male RNs was 42.4 in 2007, compared to 45.2 for females.

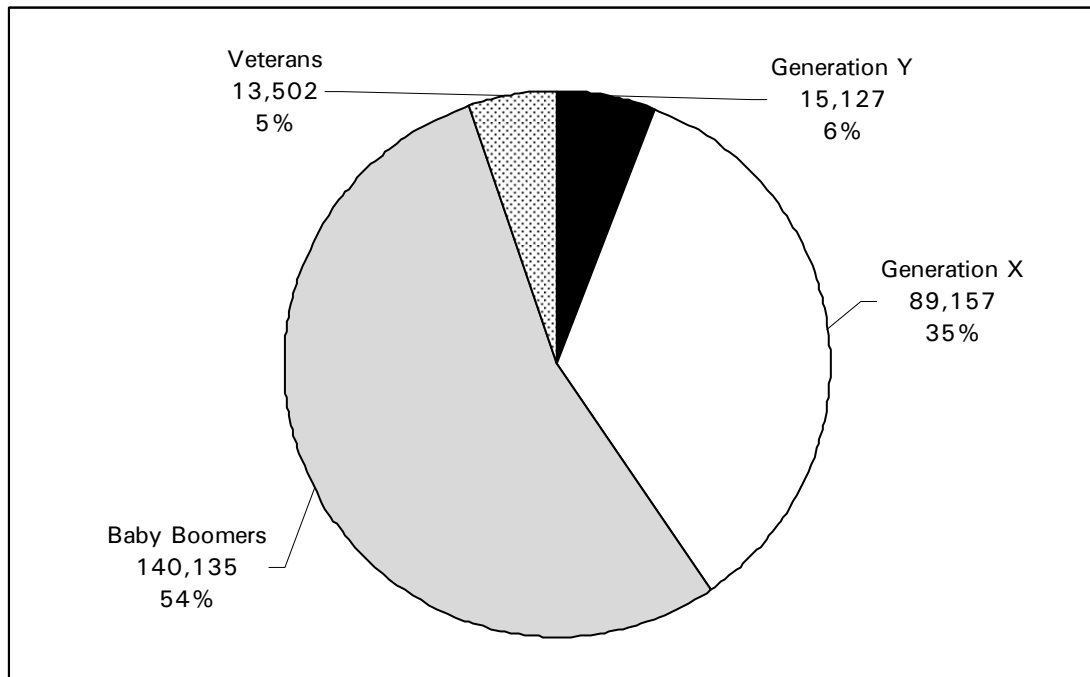
Although male RNs constituted only 5.8% of the RN workforce in 2007, they accounted for 14.3% of all RNs employed in psychiatry/mental health. Interestingly, this increased proportion of males is also observed for registered psychiatric nurses (RPNs) regulated in the four western provinces. The proportion of male RPNs in Canada is more than 20%.

### **Generation Gaps**

For the first time in recent history, the workforce spans four generations.<sup>1</sup> This presents significant challenges and opportunities for health human resource planners as well as for managers at the institutional level. Different strategies may be required to entice and motivate the members of each generation, requiring an understanding of each generation's unique set of characteristics, values and perceptions of the ideal workplace.<sup>2</sup>

According to the literature,<sup>1</sup> members of the veteran generation (born between 1922 and 1945) value hard work and self-sacrifice and respect authority. The baby boomers (born between 1946 and 1964) tend to question authority and value status and are sometimes workaholics. The generation Xers (born between 1965 and 1980) tend toward self-reliance and value career security over job security, are accustomed to direct and immediate communication and are more interested in achieving work-life balance. Finally, the youngest generation in the RN workforce, generation Y (born after 1980), is made up of people who tend to be more goal-oriented, desire immediate feedback and favour meaningful work.

**Figure 10 Registered Nursing Workforce, by Generation, Canada, 2007**



**Notes**

Non-response for *year of birth* element (% of RN workforce): n = 36 (<0.1%).

Totals may not sum to 100% due to rounding.

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

Figure 10 clearly shows that the highest proportion of the registered nursing workforce in 2007 was comprised of the baby boomer generation (age 43 to 61). This generation included RNs as many as two decades away from retirement, as well as many within a few years of retirement. It can reasonably be expected that most of the veterans and a proportion of the baby boomers will leave the workforce in the next several years.

It is particularly important to track the older age groups in order to predict exit trends. In 2007, the majority of jurisdictions had their highest proportion of nurses in the 50-to-54 age group. These included the territories, British Columbia, Alberta, Quebec and Prince Edward Island. In Canada as a whole, each of the four baby boomer age groups accounts for about 15% of the workforce. Baby boomers account for close to 60% of the workforce, the largest group.

**Table 9 Registered Nursing Workforce, by Age Group, by Jurisdiction and Canada, 2007**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada	
20–24	2.9%	1.4%	1.4%	2.0%	4.9%	1.0%	0.8%	1.7%	2.3%	1.4%	1.9%	1.5%	2.3%	
25–29	8.9%	8.0%	6.3%	7.9%	10.1%	7.1%	6.8%	8.0%	10.5%	7.6%	5.9%	9.5%	8.4%	Generation Y
30–34	11.4%	7.4%	7.0%	9.0%	10.7%	9.6%	8.9%	7.9%	10.4%	8.9%	11.2%	13.9%	9.7%	
35–39	15.3%	11.7%	10.1%	12.4%	10.9%	12.0%	11.8%	10.8%	11.7%	11.0%	11.5%	12.2%	11.5%	Generation X
40–44	18.9%	14.4%	16.5%	17.4%	13.3%	14.8%	14.7%	12.8%	13.3%	12.5%	10.6%	11.5%	14.1%	
45–49	15.7%	15.9%	17.9%	16.5%	15.2%	14.6%	16.2%	16.1%	13.8%	14.9%	18.0%	12.8%	15.0%	Baby
50–54	14.4%	14.7%	19.0%	16.4%	16.9%	16.5%	18.4%	19.0%	15.6%	18.0%	17.7%	16.0%	16.9%	Boomers
55–59	8.4%	15.2%	12.7%	12.1%	12.2%	13.9%	13.7%	14.2%	12.3%	14.9%	16.8%	11.8%	13.2%	
60–64	3.2%	7.6%	6.8%	5.1%	4.3%	7.8%	6.4%	6.9%	7.4%	8.5%	6.2%	7.2%	6.6%	
65+	0.8%	3.8%	2.2%	1.2%	1.4%	2.8%	2.2%	2.7%	2.6%	2.4%	0.3%	3.5%	2.2%	Veterans

**Notes**

Non-response for *year of birth* element (% of RN workforce): n = 36 (<0.1%).

In 2007, the College of Registered Nurses of Manitoba submitted aggregate tables for age group.

Totals may not sum to 100% due to rounding.

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

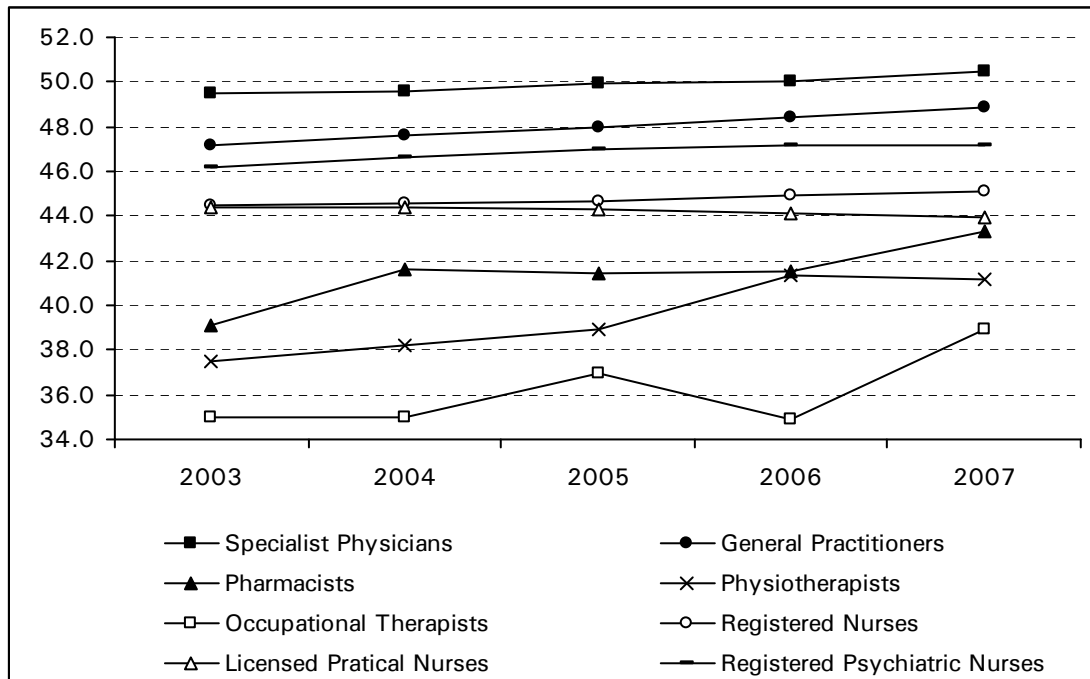
**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

**Average Age of the Workforce**

Average age may be used in addition to age groupings to describe trends and to make comparisons between the RN workforce and other professions. As Figure 11 shows, the average age of selected health occupations increased over the period 2003 to 2007. The average age of the RN workforce increased over this period as well, but at a slower rate (less than one year change over five years). In addition to the aging of each worker, several variables affect the rate at which the average age of the workforce changes. They include the rates of entry into and exit from the workforce and the ages of the workers entering and exiting the workforce.

**Figure 11 Average Age of Registered Nursing Workforce Compared to Selected Health Occupations, Canada, 2003 to 2007**



**Notes**

Occupational therapists data do not include Quebec and data for 43 registrants in Manitoba, where age was not provided. Physiotherapists data do not include Nova Scotia, the Northwest Territories and Nunavut. Pharmacists data for New Brunswick, Quebec, Manitoba and Nunavut are not available. Findings do not include the Yukon, as age was not collected or submitted. In 2007, the College of Registered Nurses of Manitoba submitted aggregate tables for average age. See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Sources**

Regulated Nursing Database, Scott’s Medical Database, Occupational Therapist Database, Physiotherapist Database, Pharmacist Database, Canadian Institute for Health Information; Labour Force Survey, Statistics Canada.

Table 10 shows the range of average ages across the country from 2003 to 2007. In each case, the change from the previous year is relatively small; over five years, the average age increased by one-half a year for all Canadian RNs. The largest increases were in the Yukon, at 1.6 years, and Prince Edward Island and Nova Scotia, where the average age increased by 1.5 years from 2003, followed closely by Newfoundland and Labrador (1.4 years). The average age fell slightly in Quebec and Alberta over the period.

**Table 10 Average Age of the Registered Nursing Workforce, by Jurisdiction and Canada, 2003 to 2007**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
	Average Age												
2003	41.1	44.7	44.7	43.5	43.5	45.1	44.8	44.9	44.7	45.6	44.0	44.4	44.5
2004	41.6	45.6	45.2	43.7	43.5	45.1	45.0	45.4	44.6	45.8	45.1	43.7	44.6
2005	41.9	45.6	45.5	43.9	43.4	45.2	45.2	45.6	44.6	46.4	44.7	43.8	44.7
2006	42.2	45.8	45.8	44.2	43.5	45.6	45.4	45.9	44.8	46.4	44.7	44.3	44.9
2007	42.5	46.2	46.2	44.5	43.4	45.9	45.9	46.0	44.6	46.2	45.6	44.6	45.1
	Annual Increase/Decrease in Average Age												
2003	–	–	–	–	–	–	–	–	–	–	–	–	–
2004	0.5	0.8	0.5	0.2	0.0	0.0	0.2	0.5	0.0	0.2	1.0	-0.7	0.1
2005	0.3	0.0	0.3	0.2	0.0	0.1	0.2	0.2	0.0	0.5	-0.3	0.1	0.1
2006	0.3	0.2	0.3	0.3	0.0	0.3	0.2	0.2	0.1	0.0	0.0	0.4	0.2
2007	0.3	0.4	0.3	0.2	-0.1	0.4	0.5	0.1	-0.2	-0.1	0.9	0.3	0.2

**Notes**

– Data are not applicable or do not exist.

In 2007, the College of Registered Nurses of Manitoba submitted aggregate tables for average age.

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

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

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

**Source**

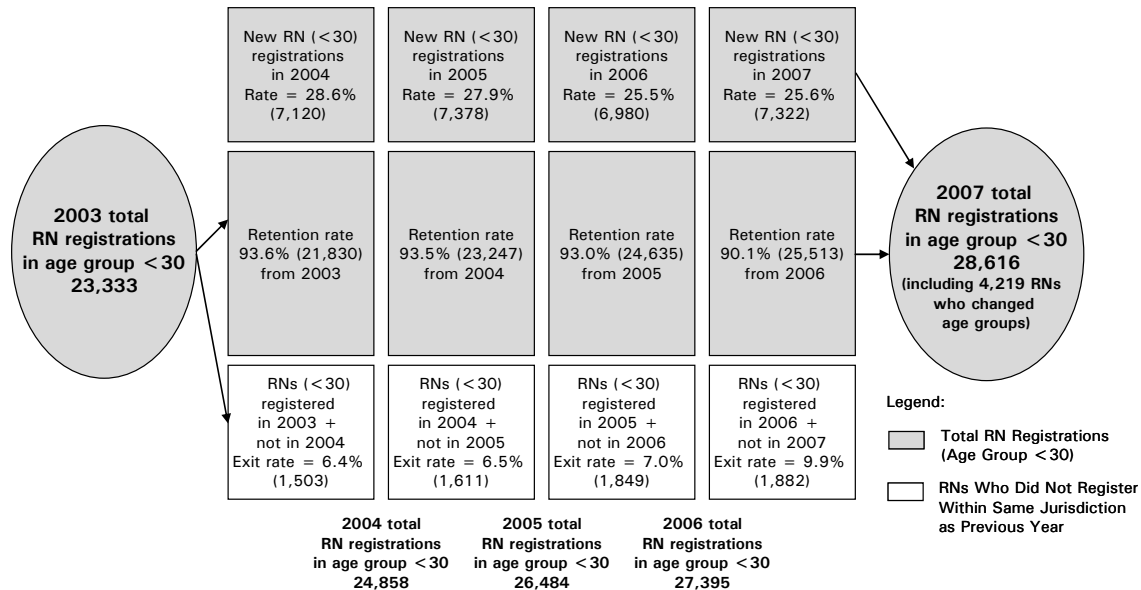
Regulated Nursing Database, Canadian Institute for Health Information.

**Exiting and Entering the Workforce**

Figure 12 shows three rates that influence the number of registered nurses under the age of 30 available to work each year. The rate of new registrations includes those RNs who registered in a specific jurisdiction in year  $x$  and who were not registered in that same jurisdiction in the previous year ( $x - 1$ ). The retention rate includes those RNs who registered in the same jurisdiction in both year  $x$  and in year  $x - 1$ . The exit rate represents those RNs who were registered in year  $x - 1$  in a specific jurisdiction, but who did not register in the same jurisdiction in year  $x$ .

Note that the totals presented in Figure 12 and Table 11 represent all RNs who registered with a specific jurisdiction, not only the workforce. A new registrant may be a new graduate, an immigrant, an interprovincial migrant or an RN re-registering following an absence of one year or more. An exit may be an RN who has left the profession (either permanently or temporarily) or retired, or an RN who is registered in another jurisdiction or country in year  $x$  and may still be practising nursing in another province, territory or country.

**Figure 12 Registered Nurses Age Younger Than 30: Rate of New Registrations, Retention Rates and Exit Rates, Canada, 2003 to 2007**



**Notes**

New registrations + retention rate may not add to total registrations, as some RNs changed age groups from one year to the next. Non-response for *age group* element (% of RN workforce): 2003, n = 29 (<0.1%); 2004, n = 46 (<0.1%); 2005, n = 12 (<0.1%); 2006, n = 1 (<0.1); 2007, n = 38 (<0.1%). Rates will not sum to 100%. CIHI collects data after the first six months of the 12-month registration period. This may result in 1% to 5% under-coverage (loss of new registrants who registered after month 6 of the registration period). See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

Table 11 shows new registration rates and exit rates by province and by age group. In 2007, the Canadian entry rate into the RN workforce was 5.5% from the previous year, meaning that 5.5% of the total RN workforce was new to their jurisdiction of registration that year. Of these, 24.5% were in the under-30 age cohort.

Higher exit rates are seen in both the youngest and the oldest age groups. Given the low registration rates for the group of RNs over the age of 60, it can be concluded that a significant portion of the 11.9% of RNs over the age of 60 who did not re-register in 2007 (2006 exits) retired from nursing. The RNs under the age of 30 who did not re-register (6.6%) may have moved to another jurisdiction within or outside of Canada to continue practising nursing, left the profession temporarily to pursue education, taken a leave of absence or left the profession permanently. Note that many RNs who take a leave of absence or pursue further education maintain their registration and are thus not counted as exits.



The RNs in the age group 40 to 49 demonstrated the lowest exit rates between 2003 and 2007, indicating a low level of exits or mobility. It appears that most of the RNs in this age group tend to stay in the workforce, in the same jurisdiction, until at least age 50, above which the exit rate increases slightly. The higher rates and changes in rates of RNs in the north should be interpreted with caution as the numbers are small.

**Table 11 Registered Nurses: Rate of New Registrations and Exit Rates, by Age Group, by Jurisdiction and Canada, 2003 to 2007**

	Age Groups		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada	
New Registration Rates	< 30	2004	27.1%	20.8%	31.8%	16.0%	25.9%	31.1%	35.6%	20.7%	31.6%	29.4%	42.9%	69.6%	28.6%	
		2005	25.1%	43.9%	39.1%	31.2%	24.1%	29.5%	31.4%	32.6%	33.9%	20.7%	51.9%	42.3%	27.9%	
		2006	27.0%	31.2%	36.6%	24.9%	24.4%	20.1%	28.9%	27.0%	30.9%	33.5%	42.4%	44.5%	25.5%	
		2007	29.4%	27.7%	28.7%	24.2%	21.3%	22.1%	22.0%	28.2%	34.5%	36.9%	44.0%	52.1%	25.6%	
	30–39	2004	7.0%	8.6%	9.5%	6.5%	5.0%	8.4%	9.2%	6.1%	11.6%	12.7%	17.5%	47.0%	8.4%	
		2005	9.0%	11.5%	10.4%	6.5%	5.6%	10.6%	8.7%	7.3%	12.8%	12.9%	16.7%	22.3%	9.5%	
		2006	8.3%	10.7%	10.2%	7.7%	6.2%	5.6%	8.7%	7.9%	11.0%	13.5%	16.2%	28.9%	7.7%	
		2007	9.9%	15.6%	11.7%	9.0%	7.0%	4.5%	7.6%	9.4%	14.2%	16.0%	17.6%	23.4%	8.3%	
	40–49	2004	1.9%	4.8%	3.5%	2.5%	1.6%	3.4%	3.7%	3.0%	4.5%	4.3%	6.7%	36.7%	3.2%	
		2005	2.5%	5.5%	3.7%	2.5%	1.7%	4.8%	3.0%	2.9%	4.6%	3.9%	10.6%	20.7%	3.7%	
		2006	1.8%	4.0%	3.6%	2.3%	1.7%	2.5%	2.5%	3.3%	3.9%	4.3%	14.0%	21.5%	2.8%	
		2007	2.3%	4.6%	3.1%	2.6%	1.9%	2.1%	2.4%	2.7%	5.8%	5.2%	10.9%	17.8%	2.9%	
	50–59	2004	1.3%	3.0%	3.0%	2.1%	0.9%	1.3%	2.0%	1.8%	2.8%	2.4%	8.2%	38.3%	1.7%	
		2005	1.3%	3.8%	3.0%	1.8%	0.7%	1.8%	1.5%	1.9%	2.1%	2.5%	9.5%	16.6%	1.7%	
		2006	1.5%	2.1%	2.4%	1.6%	1.2%	1.3%	1.4%	1.5%	2.3%	2.4%	17.7%	20.0%	1.7%	
		2007	1.8%	4.2%	2.4%	1.8%	1.0%	1.1%	0.9%	1.8%	3.3%	2.9%	8.9%	20.1%	1.7%	
	60+	2004	3.1%	6.1%	4.8%	2.5%	2.2%	1.0%	2.4%	1.2%	2.1%	2.8%	6.7%	19.2%	1.8%	
		2005	1.6%	3.1%	2.5%	1.9%	1.4%	1.2%	1.4%	1.2%	1.8%	2.5%	12.5%	15.7%	1.6%	
		2006	5.4%	3.5%	2.8%	2.1%	4.5%	1.3%	1.2%	1.7%	1.7%	2.2%	8.3%	23.0%	2.1%	
		2007	5.6%	3.6%	1.9%	3.3%	2.9%	1.2%	1.2%	1.2%	2.2%	2.8%	4.8%	18.6%	1.9%	
	Exit Rates	< 30	2003	14.2%	19.0%	11.6%	7.9%	4.3%	4.3%	4.3%	8.1%	9.6%	11.4%	30.0%	23.0%	6.4%
			2004	12.1%	8.3%	14.9%	11.1%	4.5%	4.6%	5.8%	9.9%	9.0%	9.8%	19.0%	25.0%	6.5%
			2005	15.0%	18.2%	13.7%	8.4%	4.8%	4.6%	8.8%	8.2%	11.9%	10.8%	14.8%	24.3%	7.0%
			2006	14.5%	19.6%	15.7%	8.0%	5.5%	4.3%	4.6%	6.4%	10.8%	9.6%	36.4%	21.8%	6.9%
		30–39	2003	6.2%	7.3%	6.3%	4.1%	2.9%	2.7%	2.8%	5.7%	7.3%	9.4%	13.1%	21.9%	4.4%
			2004	5.1%	7.6%	6.4%	4.9%	2.9%	2.9%	3.6%	6.7%	7.5%	8.4%	9.5%	19.7%	4.4%
			2005	5.8%	6.9%	7.3%	5.0%	3.2%	2.6%	6.3%	6.1%	8.2%	8.0%	7.6%	24.7%	4.6%
			2006	6.1%	9.6%	7.9%	3.7%	3.6%	2.5%	3.1%	4.3%	9.5%	6.7%	18.9%	25.6%	4.5%
40–49		2003	2.4%	3.7%	3.0%	2.6%	1.2%	2.0%	1.8%	3.2%	3.1%	3.1%	11.2%	18.9%	2.2%	
		2004	2.8%	3.7%	2.7%	1.9%	1.2%	2.1%	2.0%	3.1%	3.3%	2.6%	5.7%	19.6%	2.2%	
		2005	2.3%	4.3%	3.1%	2.1%	1.1%	1.8%	2.8%	2.7%	3.8%	3.2%	11.5%	19.3%	2.2%	
		2006	2.5%	5.8%	2.6%	2.7%	1.4%	1.6%	1.9%	2.3%	3.7%	2.5%	10.0%	23.6%	2.1%	
50–59		2003	5.9%	4.2%	5.1%	5.4%	5.9%	3.1%	3.2%	4.1%	3.5%	4.6%	11.8%	20.6%	4.2%	
		2004	5.5%	5.1%	4.9%	4.3%	7.9%	3.2%	3.7%	4.1%	4.2%	4.5%	12.9%	15.9%	4.8%	
		2005	6.9%	6.7%	4.1%	5.7%	6.8%	2.9%	4.4%	3.8%	4.7%	4.5%	10.7%	16.6%	4.5%	
		2006	5.8%	6.3%	4.8%	4.5%	7.1%	2.4%	3.2%	3.6%	5.1%	3.7%	7.3%	17.5%	4.3%	
60+		2003	18.5%	10.9%	13.8%	18.3%	17.7%	11.3%	12.6%	15.4%	12.3%	18.4%	0.0%	18.6%	13.7%	
		2004	19.1%	6.1%	15.0%	16.7%	23.8%	11.6%	13.0%	13.5%	12.3%	15.7%	26.7%	30.1%	14.5%	
		2005	27.4%	15.4%	13.5%	17.3%	20.3%	11.5%	15.7%	18.0%	13.8%	16.2%	29.2%	12.9%	14.3%	
		2006	18.2%	14.1%	15.0%	14.9%	20.9%	9.9%	14.0%	14.7%	16.6%	15.4%	20.8%	26.0%	13.6%	

#### Notes

Rates will not sum to 100%.

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

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

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#### Source

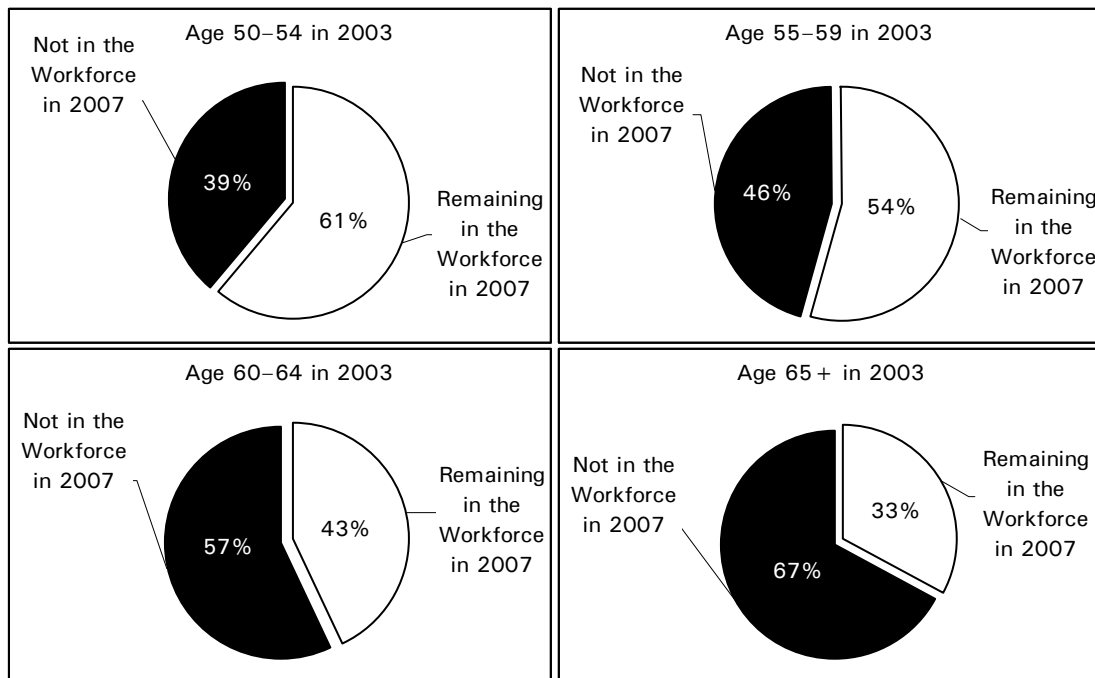
Regulated Nursing Database, Canadian Institute for Health Information.

## Aging of Baby Boomers

Figure 13 illustrates the change to four age cohorts of RNs over time. Each cohort was tracked in 2003 and in 2007. Of those who were between 50 and 54 in 2003, 39% had left the workforce by 2007; of those age 65+ in 2003, 67% had left the workforce by 2007. While leaving the workforce in a specific jurisdiction includes interprovincial moves, it can be reasonably assumed that in these age groups a significant proportion of the exits represent retirements.

Although the exit rate for the oldest cohort was the highest, the largest changes to the workforce would have come from the departure of the cohort age 50 to 54 in 2003, due to the size of this cohort (which included close to 16,000 RNs across Canada).

**Figure 13 Registered Nurses Aged 50+ Exiting or Remaining in the Workforce, Canada, 2003 and 2007**



**Notes**

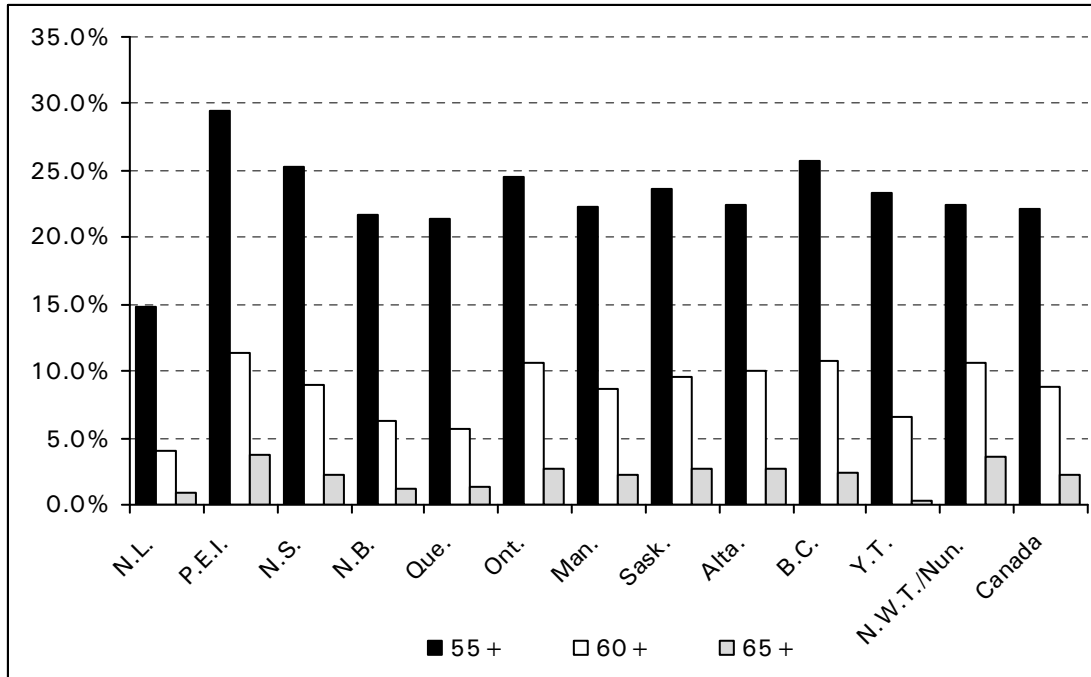
Totals may not sum to 100% due to rounding.  
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

Figure 14 highlights the proportion of the RN workforce in each province/territory at or above three typical ages of retirement in 2007: 55, 60 and 65. Note that this illustration is cumulative. An RN at age 65 is counted in all three categories, and an RN at age 60 is counted in two categories.

**Figure 14 Registered Nursing Workforce, by Age Groups 55+, 60+ and 65+, by Jurisdiction and Canada, 2007**



**Notes**

Totals may not sum to 100% due to rounding.  
 Northwest Territories and Nunavut data are combined, as the RNs did not specify in which territory they worked the majority of the time.  
 Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.  
 RNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.  
 Northern territories data may include inter-jurisdictional duplicates.  
 See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

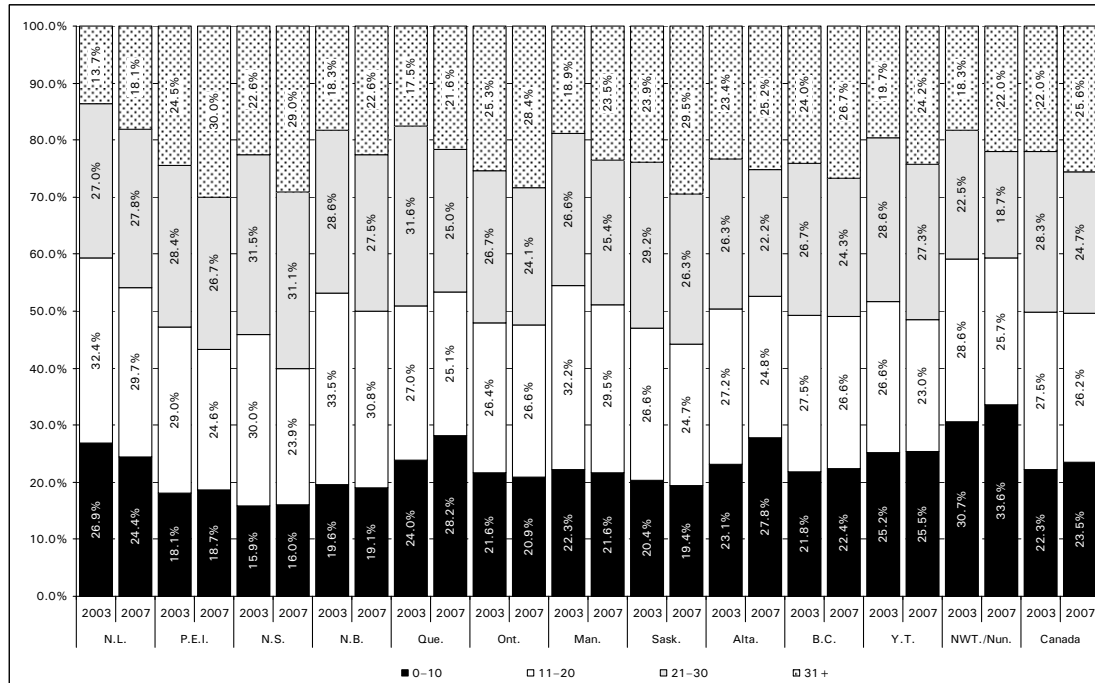
Regulated Nursing Database, Canadian Institute for Health Information.

**Years Since Graduation**

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

Figure 15 illustrates the distribution of RNs by number of years since graduation. Note that this indicates the maximum number of years an RN could have been in the workforce, and does not necessarily reflect the actual number of years worked, because time spent out of the workforce (such as in continuing education or family leave) is not accounted for.

**Figure 15 Registered Nursing Workforce, by Years Since RN Graduation, by Jurisdiction and Canada, 2003 and 2007**



**Notes**

Non-response for year of graduation element (% of RN workforce): 2003, n = 3,286 (0.01%); 2007, n = 73 (<0.1%).

Totals may not sum to 100% due to rounding.

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

In general, the provincial/territorial workforces with a higher proportion of RNs nearing the end of their careers are the same in which the average age was highest, except for British Columbia, where the average age was 46.2 years. The trend from 2003 to 2007 shows an increase in every province in the group 31+ years since graduation. The cohort 0 to 10 years since graduation increased noticeably more in Quebec and Alberta than in other jurisdictions, and the proportion of RNs in this youngest cohort decreased in Newfoundland and Labrador and Manitoba.

## Education Trends: Lifelong Learning

### Entry-to-Practice Education

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

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

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

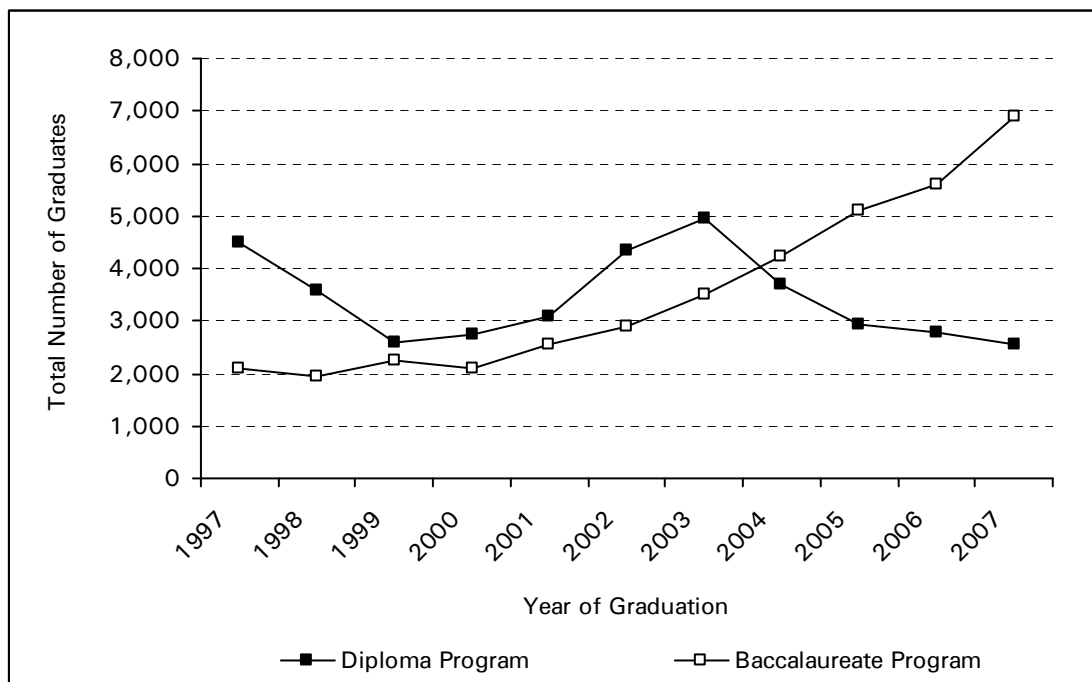
Jurisdiction	Target Year and Status
Atlantic Provinces (Prince Edward Island, Newfoundland and Labrador, New Brunswick, Nova Scotia)	1998 completed
Saskatchewan	2000 completed
Ontario	2005 completed
British Columbia	2005 completed
Manitoba	2005 in progress: a few diploma programs remain in Manitoba
Alberta	2009 in progress: Alberta converted to degree programs with a diploma exit option for some students and has proposed that the transition to baccalaureate be complete by the end of December 2009
Northwest Territories and Nunavut	2010 in progress: the Registered Nurses Association of the Northwest Territories and Nunavut (RNANT/NU) will complete the transition to baccalaureate as entry to practice by the year 2010
Quebec	In progress: Quebec continues to provide diploma programs while supporting the development of baccalaureate partnerships between Collèges d'enseignement général et professionnel (CEGEP) and universities
Yukon Territory	The Yukon has no entry-level educational programs

Source  
Canadian Nurses Association, 2007.

Of the 257,961 RNs employed in nursing in Canada in 2007, 19.5% earned a baccalaureate before entering practice. The percentage of RNs entering practice with a diploma decreased to 80.4% in 2007 from 86.1% in 2003, while the percentage earning a master's degree before entering practice remained at 0.05%.

Graduation data collected through the National Student and Faculty Survey of Canadian Schools of Nursing released by the Canadian Nurses Association (CNA) and the Canadian Association of Schools of Nursing (CASN) illustrate the trend toward baccalaureate education in nursing, as the number of students graduating from nursing diploma programs continues to decrease (see Figure 16).

**Figure 16 Registered Nurses Graduating From Diploma and Baccalaureate Programs, Canada, 1997 to 2007**



**Notes**

Graduate refers to the number of students who successfully graduated from the program. Graduate data are collected on a calendar year basis. Diploma includes diploma, diploma exit, diploma bridge to RN, DEC. Baccalaureate includes standard, generic, collaborative, accelerated, fast track, advanced, compressed, technology in nursing and psychiatric nurse to RN baccalaureate. For more detailed notes, please refer to the Student and Faculty Survey of Canadian Schools of Nursing Survey methodology document available from the CNA and CASN.

**Sources**

Canadian Nurses Association and Canadian Association of Schools of Nursing.

## Higher Education for Registered Nurses

In 2007, a total of 91,509 RNs in the workforce had obtained a baccalaureate as their highest education in nursing (see Table 13).

**Table 13 Registered Nursing Workforce, by Highest Education in Nursing, by Jurisdiction and Canada, 2003 to 2007**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
		(Count)												
Diploma	2003	3,932	954	5,936	4,522	39,559	64,811	7,060	6,174	15,024	18,304	159	450	166,885
	2004	3,867	945	5,889	4,436	40,231	64,508	7,227	6,013	15,511	18,034	158	594	167,413
	2005	3,788	928	5,813	4,367	38,375	65,850	7,205	5,826	15,436	17,293	159	678	165,718
	2006	3,678	884	5,578	4,317	38,179	64,319	7,055	5,576	15,142	17,299	163	706	162,896
	2007	3,575	868	5,438	4,162	38,141	62,025	6,905	5,497	15,019	16,653	156	686	159,125
Baccalaureate	2003	1,406	401	2,362	2,523	21,545	18,587	2,749	2,238	8,325	8,634	12†	20†	69,105
	2004	1,478	409	2,502	2,787	21,852	19,655	3,168	2,366	9,340	9,417	12†	31†	73,407
	2005	1,594	486	2,698	2,998	23,803	21,432	3,385	2,596	10,110	9,666	138	265	79,171
	2006	1,706	517	2,954	3,175	24,156	23,384	3,595	2,763	10,820	10,618	152	312	84,152
	2007	1,852	531	3,137	3,378	25,064	26,325	3,668	3,005	11,715	12,332	158	344	91,509
Master's/Doctorate	2003	92	18	200	141	1,390	1,789	225	91	688	773	*	1†	5,425
	2004	107	23	211	152	1,372	1,936	233	96	744	838	*	2†	5,736
	2005	113	29	222	161	1,649	2,147	221	121	801	855	5	12	6,336
	2006	131	27	258	188	1,679	2,358	252	136	781	923	9	14	6,756
	2007	147	32	268	186	1,750	2,628	252	163	781	1,069	8	18	7,302
		(Annual Percentage Change)												
Diploma	2003	–	–	–	–	–	–	–	–	–	–	–	–	–
	2004	-1.7%	-0.9%	-0.8%	-1.9%	1.7%	-0.5%	2.4%	-2.6%	3.2%	-1.5%	-0.6%	32.0%	0.3%
	2005	-2.0%	-1.8%	-1.3%	-1.6%	-4.6%	2.1%	-0.3%	-3.1%	-0.5%	-4.1%	0.6%	14.1%	-1.0%
	2006	-2.9%	-4.7%	-4.0%	-1.1%	-0.5%	-2.3%	-2.1%	-4.3%	-1.9%	0.0%	2.5%	4.1%	-1.7%
	2007	-2.8%	-1.8%	-2.5%	-3.6%	-0.1%	-3.6%	-2.1%	-1.4%	-0.8%	-3.7%	-4.3%	-2.8%	-2.3%
Baccalaureate	2003	–	–	–	–	–	–	–	–	–	–	–	–	–
	2004	5.1%	2.0%	5.9%	10.5%	1.4%	5.7%	15.2%	5.7%	12.2%	9.1%	†	†	6.2%
	2005	7.8%	18.8%	7.8%	7.6%	8.9%	9.0%	6.8%	9.7%	8.2%	2.6%	†	†	7.9%
	2006	7.0%	6.4%	9.5%	5.9%	1.5%	9.1%	6.2%	6.4%	7.0%	9.8%	10.1%	17.7%	6.3%
	2007	8.6%	2.7%	6.2%	6.4%	3.8%	12.6%	2.0%	8.8%	8.3%	16.1%	3.9%	10.3%	8.7%
Master's/Doctorate	2003	–	–	–	–	–	–	–	–	–	–	–	–	–
	2004	16.3%	27.8%	5.5%	7.8%	-1.3%	8.2%	3.6%	5.5%	8.1%	8.4%	†	†	5.7%
	2005	5.6%	26.1%	5.2%	5.9%	20.2%	10.9%	-5.2%	26.0%	7.7%	2.0%	†	†	10.5%
	2006	15.9%	-6.9%	16.2%	16.8%	1.8%	9.8%	14.0%	12.4%	-2.5%	8.0%	80.0%	16.7%	6.6%
	2007	12.2%	18.5%	3.9%	-1.1%	4.2%	11.5%	0.0%	19.9%	0.0%	15.8%	-11.1%	28.6%	8.1%
		(Percentage Distribution)												
Diploma	2003	72.4%	69.5%	69.9%	62.9%	63.3%	76.1%	70.4%	72.6%	62.5%	66.1%	54.8%	67.0%	69.1%
	2004	70.9%	68.6%	68.5%	60.1%	63.4%	74.9%	68.0%	70.9%	60.6%	63.7%	56.0%	64.1%	67.9%
	2005	68.9%	64.3%	66.6%	58.0%	60.1%	73.6%	66.6%	68.2%	58.6%	62.2%	52.6%	71.0%	66.0%
	2006	66.7%	61.9%	63.5%	56.2%	59.6%	71.4%	64.7%	65.8%	56.6%	60.0%	50.3%	68.4%	64.2%
	2007	64.1%	60.7%	61.5%	53.9%	58.7%	68.2%	63.8%	63.4%	54.6%	55.4%	48.4%	65.5%	61.7%
Baccalaureate	2003	25.9%	29.2%	27.8%	35.1%	34.5%	21.8%	27.4%	26.3%	34.6%	31.2%	†	†	28.6%
	2004	27.1%	29.7%	29.1%	37.8%	34.4%	22.8%	29.8%	27.9%	36.5%	33.3%	†	†	29.8%
	2005	29.0%	33.7%	30.9%	39.8%	37.3%	24.0%	31.3%	30.4%	38.4%	34.8%	45.7%	27.7%	31.5%
	2006	30.9%	36.2%	33.6%	41.3%	37.7%	26.0%	33.0%	32.6%	40.5%	36.8%	46.9%	30.2%	33.2%
	2007	33.2%	37.1%	35.5%	43.7%	38.6%	28.9%	33.9%	34.7%	42.6%	41.0%	49.1%	32.8%	35.5%
Master's/Doctorate	2003	1.7%	1.3%	2.4%	2.0%	2.2%	2.1%	2.2%	1.1%	2.9%	2.8%	†	†	2.2%
	2004	2.0%	1.7%	2.5%	2.1%	2.2%	2.2%	2.2%	1.1%	2.9%	3.0%	†	†	2.3%
	2005	2.1%	2.0%	2.5%	2.1%	2.6%	2.4%	2.0%	1.4%	3.0%	3.1%	1.7%	1.3%	2.5%
	2006	2.4%	1.9%	2.9%	2.4%	2.6%	2.6%	2.3%	1.6%	2.9%	3.2%	2.8%	1.4%	2.7%
	2007	2.6%	2.2%	3.0%	2.4%	2.7%	2.9%	2.3%	1.9%	2.8%	3.6%	2.5%	1.7%	2.8%

### Notes

– Data are not applicable or do not exist.

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

† Digit suppressed to ensure confidentiality.

Non-response for *highest education in registered nursing* element (% of RN workforce): 2004, n = 15 (<0.1%); 2005, n = 17 (<0.1%); 2006, n = 15 (<0.1%); 2007, n = 25 (<0.1%).

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

In 2003, the stated total included 5,150 RNs with a master's and 275 RNs with a doctorate.

In 2007, the stated totals included 6,870 RNs with a master's and 432 RNs with a doctorate in nursing.

Totals may not sum to 100% due to rounding.

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

### Source

Regulated Nursing Database, Canadian Institute for Health Information.

How many RNs return to school after completing their entry-to-practice education? The largest proportion of the workforce in 2007 seeking advanced education was the group returning for a post-diploma baccalaureate. Of these, 48.1% (43,980) initially earned a diploma in nursing, then returned to school for a baccalaureate; the remaining 51.9% (47,522) earned a baccalaureate before entering nursing practice. In addition, a total of 7,300 RNs obtained either a master's degree or doctorate as their highest education in nursing.

### Average Age at Graduation

The age at which a student graduates from a nursing program and is eligible to enter the RN workforce is an important indicator of the number of years an average RN will contribute to the workforce. As RNs enter the workforce later, their numbers of years of service will be reduced unless they stay later at the end of their careers.

The trend of increasing age at graduation slowed since the changes seen prior to the early 1990s. However, the proportion of RNs graduating and entering the workforce at the age of 30 or older fluctuated since 2003. In 2007, 26.3% of the workforce who had graduated in the previous three years were over the age of 30 when they graduated.

**Table 14 Registered Nursing Graduates and Average Age at Graduation, by Range of Graduation Years, Canada, 1980 to 2007**

Graduation Year	Number of Graduates	Average Age at Graduation
1980–1984	30,865	23.0
1985–1989	34,633	24.7
1990–1994	33,991	26.2
1995–1999	27,537	26.1
2000–2004	31,046	26.8
2005 +	14,234	26.5

**Notes**

Manitoba RN graduate age data for 2007 are excluded from average age at graduation calculation; graduate counts include Manitoba RN graduates to reflect total RN workforce.

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

### Canadian Nurses Association Certification Program

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

When looking at Table 15, keep in mind that certification is not mandatory, that all areas of specialty do not have certification programs and that RNs may have more than one specialty. Accordingly, the total number certified does not represent all RNs working in a specific area of responsibility. About 5% of the RNs in the workforce currently have certification in one or more areas of responsibility.



**Table 15 Registered Nurses With Valid CNA Certification, by Specialty, Canada, 2003 to 2007**

	2003	2004	2005	2006	2007
Cardiovascular	415	546	660	713	722
Community Health	–	–	–	148	216
Critical Care	1,154	1,235	1,263	1,223	1,165
Critical Care—Pediatrics	34	46	61	94	104
Emergency	1,292	1,305	1,353	1,307	1,323
Gastroenterology	–	87	148	171	205
Gerontology	1,114	1,628	1,822	1,937	1,989
Hospice Palliative Care	–	491	756	916	1,103
Nephrology	877	921	963	1,019	1,052
Neuroscience	163	192	207	223	237
Occupational Health	1,000	988	952	926	908
Oncology	1,081	1,137	1,231	1,332	1,323
Orthopedics	–	–	–	73	125
Perinatal	488	578	619	621	643
Perioperative	1,772	1,777	1,672	1,585	1,553
Psychiatric/Mental Health	1,687	1,763	1,761	1,729	1,737
Rehabilitation	–	–	–	71	121
<b>Total</b>	<b>11,374</b>	<b>12,694</b>	<b>13,467</b>	<b>14,088</b>	<b>14,526</b>

**Note**

– Data are not applicable or do not exist.

**Source**

Canadian Nurses Association, Regulatory Policy Department.

## Mobility Trends: A Mobile Workforce

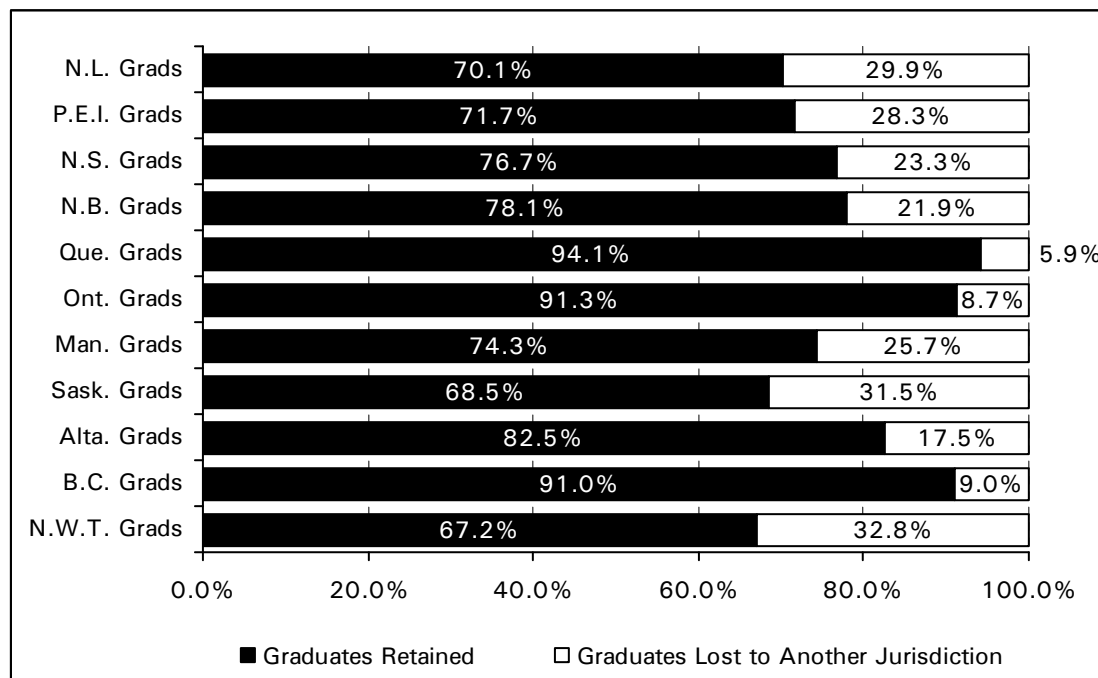
Regulated nurses are in demand in Canada and around the world. As a result, graduates from regulated nursing programs often have numerous options as to where they will practise. Canadian graduates may choose to remain in their current province or territory, to migrate to another Canadian province or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

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

## Migration Within Canada

Each provincial and territorial workforce combines registered nursing graduates from within the jurisdiction, graduates from other Canadian jurisdictions and graduates from outside the country. Overall, nearly 9 out of 10 graduates (87.5%) of Canadian registered nursing programs who were working in Canada in 2007 either did not move after graduation or eventually returned to their jurisdiction of graduation.

**Figure 17 Registered Nursing Workforce by Jurisdiction of Graduation and Registration, Canada, 2007**



**Notes**

Includes only graduates of Canadian nursing programs employed in Canada in 2007 (N = 235,634).  
 Totals may not sum to 100% due to rounding.  
 Northwest Territories and Nunavut data are combined, as the RNs did not specify in which territory they worked the majority of the time.  
 Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.  
 RNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.  
 Northern territories data may include inter-jurisdictional duplicates.  
 See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

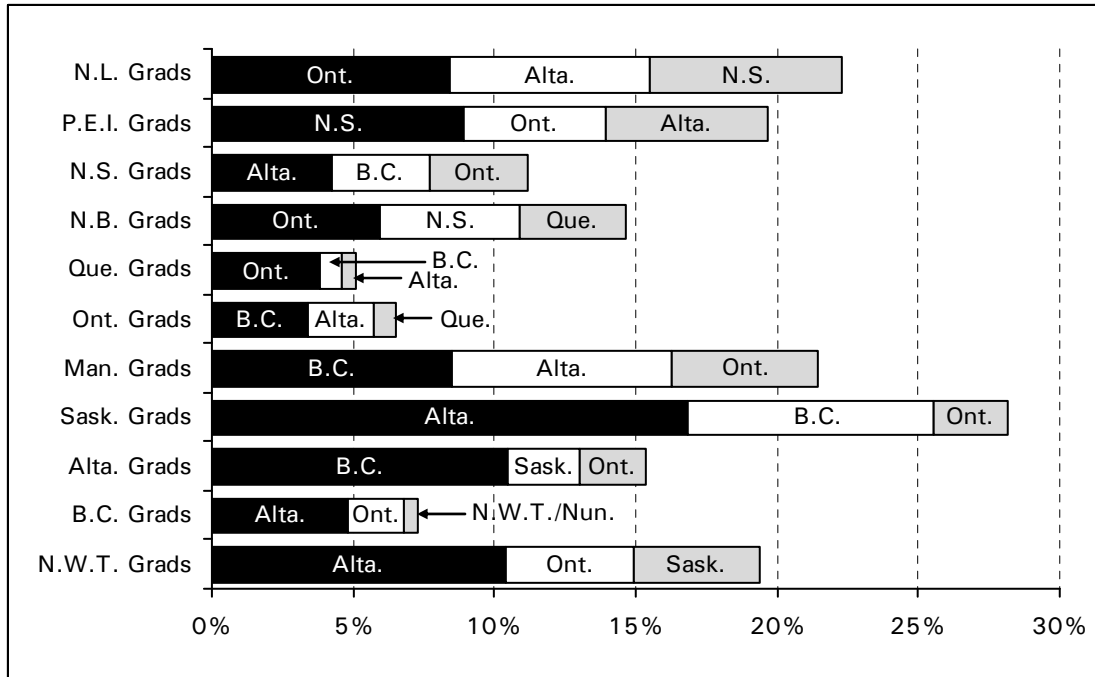
**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

Among Canadian graduates employed in 2007, those graduating from registered nursing programs in Quebec (94.1%), Ontario (91.3%) and British Columbia (91.0%) were the most likely to be employed in their province of graduation (see Figure 17). In contrast, among the in-province graduates from registered nursing programs in Saskatchewan who were employed in Canada in 2007, 68.5% were employed in the province. Similarly, 70.1% of Newfoundland and Labrador graduates and 71.7% of Prince Edward Island graduates remained in those provinces.

Figure 18 shows the top three most frequent destinations for those who moved sometime between their graduation year and 2007, as a comparison of the jurisdiction of graduation to the jurisdiction of current registration. The data do not account for mobility and migration in the intervening years.

**Figure 18 Top Three Destinations for Registered Nursing Graduates by Jurisdiction of Graduation, Canada, 2007**



**Notes**

Includes only graduates of Canadian nursing programs employed in Canada in 2007 (N = 235,634).  
 Totals may not sum to 100% due to rounding.  
 Northwest Territories and Nunavut data are combined, as the RNs did not specify in which territory they worked the majority of the time.  
 Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.  
 RNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.  
 Northern territories data may include inter-jurisdictional duplicates.  
 See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

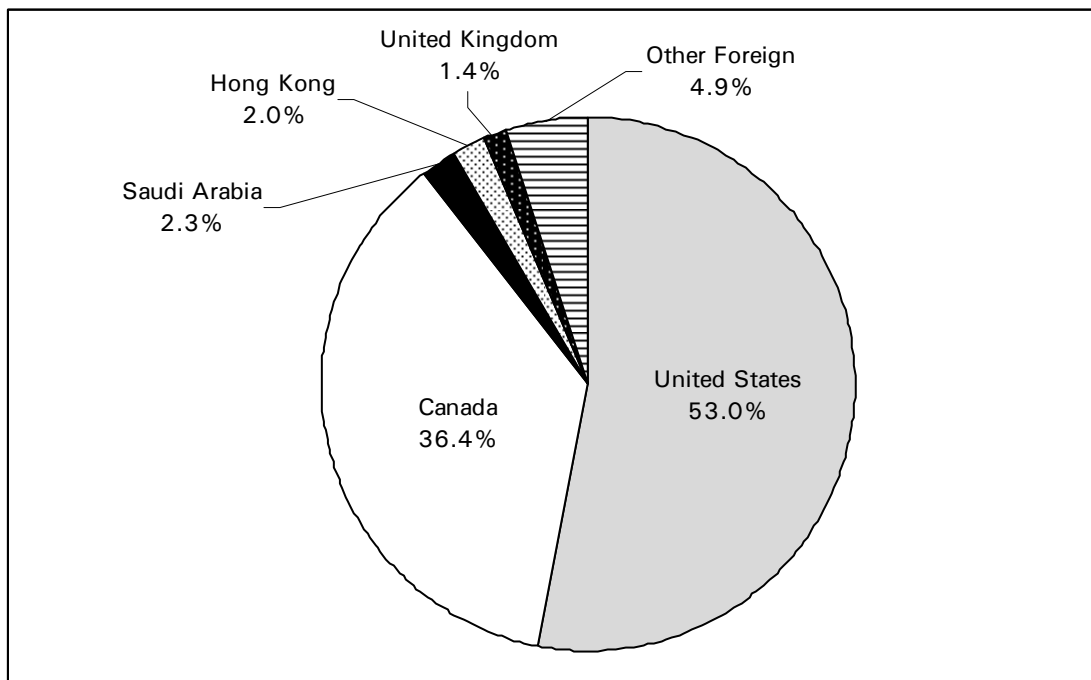
Overall, the provinces of British Columbia, Alberta and Ontario figure prominently as destinations for graduates from across the country. In contrast, only 1.6% of the RN workforce in Quebec and 5.8% in Newfoundland and Labrador graduated from Canadian nursing programs outside their province of registration, the lowest rates in the country.

## Working Outside Province/Territory of Registration

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

Figure 19 illustrates the top destinations for RNs who are registered in a Canadian province or territory but working either abroad or in another jurisdiction in Canada. Of the 6,839 RNs who are not working in their province/territory of registration, 3,628 (53.0%) are employed in the United States, with an additional 10.5% employed in other locations.

**Figure 19 Registered Nurses Working Outside of Jurisdiction of Registration, by Country of Employment, Canada, 2007**



**Notes**

Includes only those who worked outside of their jurisdiction of registration (N = 6,839) in 2007.  
 Totals may not sum to 100% due to rounding.  
 See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## International Registered Nursing Graduates

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

**Table 16 Registered Nursing Workforce, by Location of Graduation, by Jurisdiction and Canada, 2003 to 2007**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
		(Count)												
Canada	2003	5,313	1,344	8,304	7,100	60,959	75,425	9,447	8,124	21,377	23,421	270	590	221,674
	2004	5,346	1,343	8,395	7,277	61,872	76,121	9,957	8,124	22,726	23,915	261	827	226,164
	2005	5,390	1,409	8,526	7,436	62,268	78,507	10,087	8,209	23,511	23,420	278	865	229,906
	2006	5,411	1,396	8,573	7,579	62,489	78,687	10,169	8,169	23,921	24,297	298	930	231,919
	2007	5,481	1,404	8,631	7,613	63,425	79,521	10,103	8,341	24,628	25,247	296	946	235,636
International	2003	91	25	194	85	1,535	9,682	587	266	931	4,143	20	78	17,637
	2004	106	30	207	98	1,583	9,878	671	251	1,090	4,234	22	98	18,268
	2005	103	32	207	90	1,559	10,684	724	239	1,167	4,258	24	90	19,177
	2006	96	30	217	100	1,525	11,231	733	224	1,190	4,414	26	101	19,887
	2007	91	29	212	107	1,528	11,320	722	240	1,259	4,686	25	100	20,319
		(Annual Percentage Change)												
Canada	2003	-	-	-	-	-	-	-	-	-	-	-	-	-
	2004	0.6%	-0.1%	1.1%	2.5%	1.5%	0.9%	5.4%	0.0%	6.3%	2.1%	-3.3%	40.2%	2.0%
	2005	0.8%	4.9%	1.6%	2.2%	0.6%	3.1%	1.3%	1.0%	3.5%	-2.1%	6.5%	4.6%	1.7%
	2006	0.4%	-0.9%	0.6%	1.9%	0.4%	0.2%	0.8%	-0.5%	1.7%	3.7%	7.2%	7.5%	0.9%
	2007	1.3%	0.6%	0.7%	0.4%	1.5%	1.1%	-0.6%	2.1%	3.0%	3.9%	-0.7%	1.7%	1.6%
International	2003	-	-	-	-	-	-	-	-	-	-	-	-	-
	2004	16.5%	20.0%	6.7%	15.3%	3.1%	2.0%	14.3%	-5.6%	17.1%	2.2%	10.0%	25.6%	3.6%
	2005	-2.8%	6.7%	0.0%	-8.2%	-1.5%	8.2%	7.9%	-4.8%	7.1%	0.6%	9.1%	-8.2%	5.0%
	2006	-6.8%	-6.3%	4.8%	11.1%	-2.2%	5.1%	1.2%	-6.3%	2.0%	3.7%	8.3%	12.2%	3.7%
	2007	-5.2%	-3.3%	-2.3%	7.0%	0.2%	0.8%	-1.5%	7.1%	5.8%	6.2%	-3.8%	-1.0%	2.2%
		(Percentage Distribution)												
Canada	2003	98.3%	98.2%	97.7%	98.8%	97.5%	88.6%	94.1%	96.8%	95.8%	85.0%	93.1%	88.3%	92.6%
	2004	98.1%	97.8%	97.6%	98.7%	97.5%	88.5%	93.7%	97.0%	95.4%	85.0%	92.2%	89.4%	92.5%
	2005	98.1%	97.8%	97.6%	98.8%	97.6%	88.0%	93.3%	97.2%	95.3%	84.6%	92.1%	90.6%	92.3%
	2006	98.3%	97.9%	97.5%	98.7%	97.6%	87.5%	93.3%	97.3%	95.3%	84.6%	92.0%	90.2%	92.1%
	2007	98.4%	98.0%	97.6%	98.6%	97.6%	87.5%	93.3%	97.2%	95.1%	84.3%	92.2%	90.4%	92.1%
International	2003	1.7%	1.8%	2.3%	1.2%	2.5%	11.4%	5.9%	3.2%	4.2%	15.0%	6.9%	11.7%	7.4%
	2004	1.9%	2.2%	2.4%	1.3%	2.5%	11.5%	6.3%	3.0%	4.6%	15.0%	7.8%	10.6%	7.5%
	2005	1.9%	2.2%	2.4%	1.2%	2.4%	12.0%	6.7%	2.8%	4.7%	15.4%	7.9%	9.4%	7.7%
	2006	1.7%	2.1%	2.5%	1.3%	2.4%	12.5%	6.7%	2.7%	4.7%	15.4%	8.0%	9.8%	7.9%
	2007	1.6%	2.0%	2.4%	1.4%	2.4%	12.5%	6.7%	2.8%	4.9%	15.7%	7.8%	9.6%	7.9%

**Notes**

- Data are not applicable or do not exist.

Non response for *location of graduation* element (% of RN workforce): 2003, n = 2,104 (0.9%); 2004, n = 2,139 (0.9%); 2005, n = 2,159 (0.9%); 2006, n = 2,013 (0.8%); 2007, n = 2,006 (0.8%).

Totals may not sum to 100% due to rounding.

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

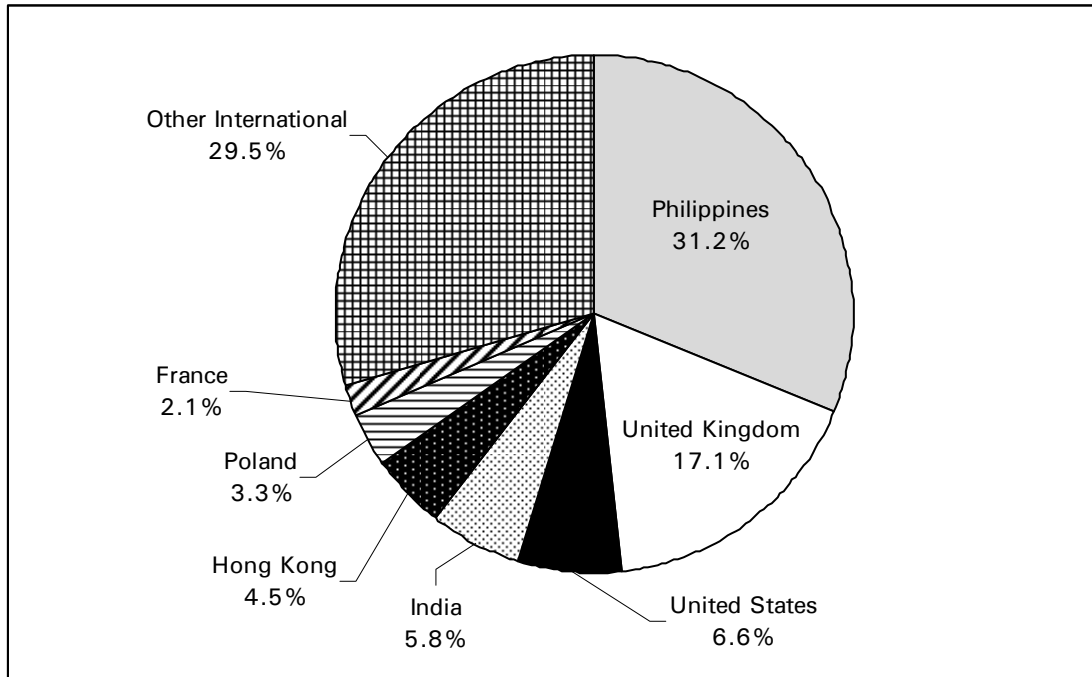
**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

Of the RNs employed in Canada who reported their location of graduation in 2007, 92.1% (235,636) graduated from a nursing program in Canada and 7.9% (20,319) graduated from an international nursing program. Since 2003, the proportion of internationally educated graduates in the Canadian RN workforce remained between 7% and 8%.

Table 16 shows that the RN workforces of British Columbia (15.7%), Ontario (12.6%) and the Northwest Territories and Nunavut (9.6%) had the highest concentration of internationally educated graduates in 2007. In contrast, only 1.4% of the New Brunswick RN workforce and 1.6% of the Newfoundland and Labrador RN workforce graduated from an international nursing school.

**Figure 20 Internationally Educated Registered Nurses in the Workforce, by Country of Graduation, Canada, 2007**



**Notes**

Includes only RNs who were educated outside of Canada (N = 20,319) in 2007.

Totals may not sum to 100% due to rounding.

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

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

For the 20,319 registered nurses in Canada who graduated from an international nursing program, the seven most frequently identified countries of graduation are identified in Figure 20. Almost half of all international graduates attended nursing programs in the Philippines or the United Kingdom. Graduates from the United States comprise 6.6% of all internationally educated graduates in the RN workforce.

Given the numbers, we may ask how long international graduates stay and whether they want to stay in the Canadian workforce. This is not a question directly answered by CIHI; however, by calculating exit rates for international graduates and Canadian graduates, we can find differences in rates in the various age groups.

## Canadian and International Entry Rates Into the Workforce and Exit Rates

Table 17 shows the differences by age group and by location of graduation for entrants into the Canadian RN workforce in 2003. This table defines entrants into the workforce as RNs who registered and were employed within a specific jurisdiction in year *x* and not during years *x* - 1 to *x* - 5, excluding RNs who had been in the workforce during the five-year period prior to their entry or exit.

It cannot be determined from these data how many exits are RNs who have left the profession, how many were moves within Canada and how many were international moves. Among those entrants in 2003 who left within four years of entering the workforce, the international graduates had a higher rate among the cohort less than 35 and lower rates of exit in the cohorts 35 to 49 and 50+.

**Table 17** Entrants to the Canadian Registered Nursing Workforce in 2003 and Corresponding Exit Rates From 2003 to 2006, by Age Group, Canadian and International Graduates

	Canadian			International		
	< 35	35–49	50 +	< 35	35–49	50 +
<b>Number of New Entrants in 2003</b>	<b>7,489</b>	<b>3,436</b>	<b>1,626</b>	<b>896</b>	<b>904</b>	<b>378</b>
Exiting in 2003	395	261	291	81	64	48
Exiting in 2004	287	133	133	58	41	40
Exiting in 2005	301	143	118	29	34	15
Exiting in 2006	416	120	100	30	28	14
<b>Total Exits From 2003 to 2006</b>	<b>1,399</b>	<b>657</b>	<b>642</b>	<b>198</b>	<b>167</b>	<b>117</b>
New 2003 Entrants Remaining in the Workforce in 2006	6,090	2,779	984	698	737	261
<b>Percentage of New Entrants Exiting the Workforce</b>	<b>18.7%</b>	<b>19.1%</b>	<b>39.5%</b>	<b>22.1%</b>	<b>18.5%</b>	<b>31.0%</b>

**Note**

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

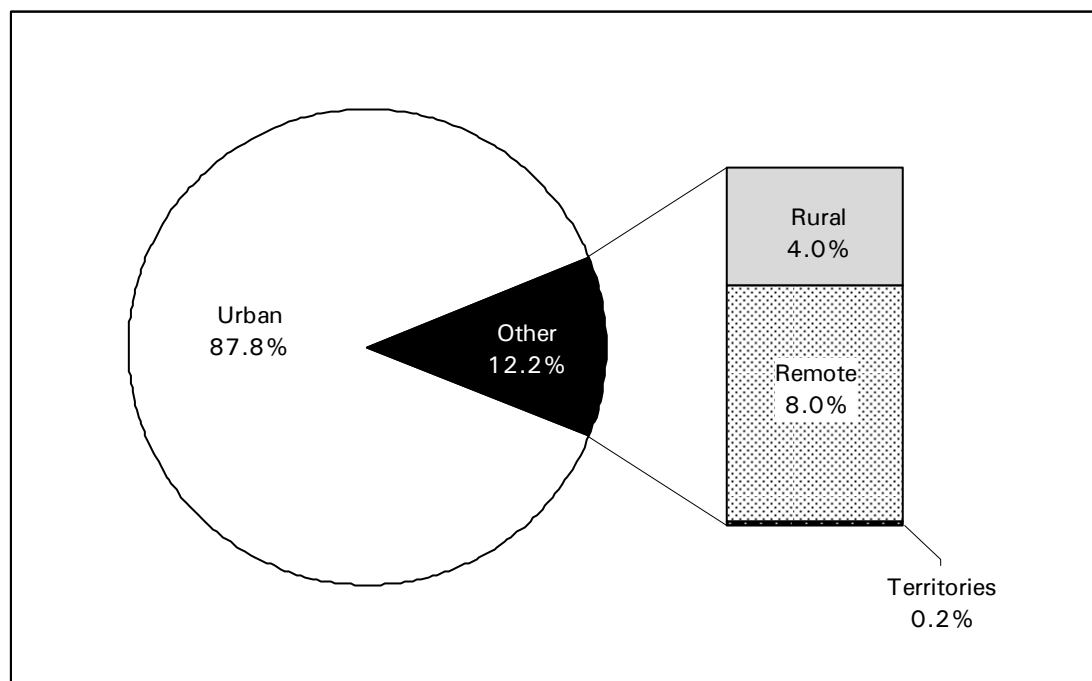
## Urban/Rural Distribution of the Workforce

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

To determine if RNs were practising in a rural or an urban setting, a postal code analysis was performed. In most cases, the postal code used was that of the workplace; however, where the postal code of workplace was not submitted to CIHI, the postal code of residence was used.<sup>iii</sup> Figures 21 and 22 illustrate the urban/rural/remote distribution of the RN workforce in Canada in 2007. In 2007, 87.8% of the RN workforce worked in urban areas of Canada, ranging from highs of 98.4% in the Yukon and 93.9% in Ontario to lows of 57.1% in the Northwest Territories/Nunavut and 67.9% in Newfoundland and Labrador.

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

**Figure 21 Registered Nursing Workforce, by Urban/Rural/Remote Designation, Canada, 2007**



**Notes**

Totals may not sum to 100% due to rounding.

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

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

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

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

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

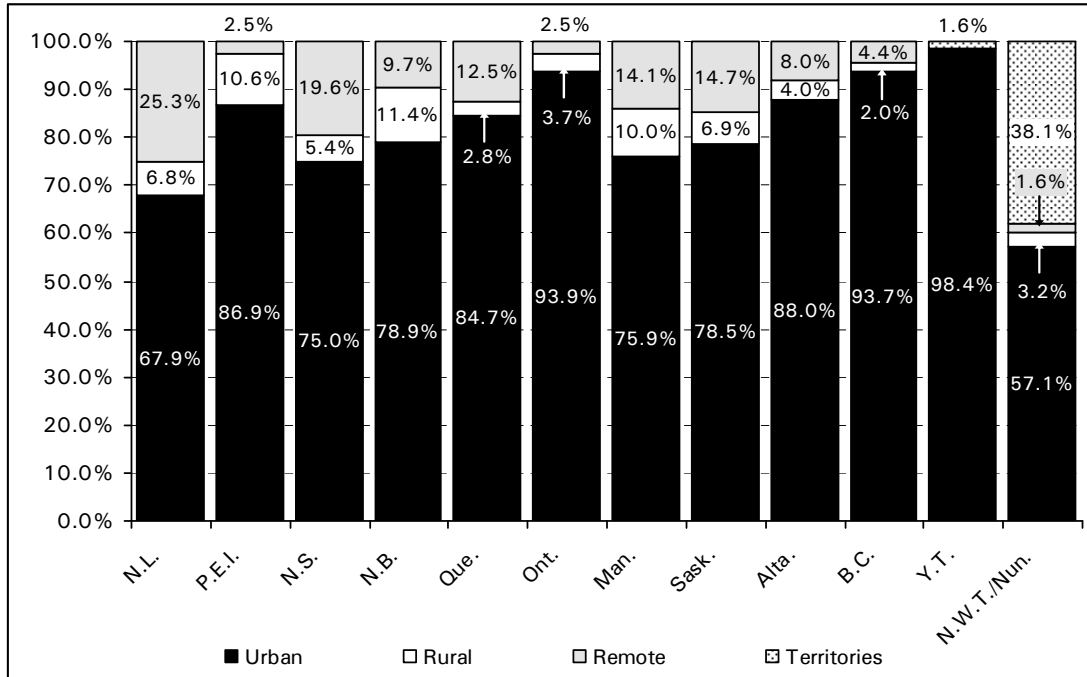
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.



**Figure 22 Registered Nursing Workforce, by Urban/Rural/Remote Designation, by Jurisdiction, 2007**



**Notes**

Totals may not sum to 100% due to rounding.  
 Urban areas are defined as communities with populations greater than 10,000 persons.  
 Rural areas are defined as communities in relatively close proximity to urban areas.  
 Remote areas are defined as those communities with relatively little social and economic interaction with urban areas.  
 Territories are defined as areas outside of Whitehorse and Yellowknife in the northern territories.  
 Northwest Territories and Nunavut data are combined, as the RNs did not specify in which territory they worked the majority of the time.  
 Postal code analysis for Quebec RN workforce provided by the Ordre des infirmiers et infirmières du Québec.  
 Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.  
 RNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.  
 Northern territories data may include inter-jurisdictional duplicates.  
 See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

**Telehealth Services**

Telehealth refers to services provided by a registered nurse over the telephone. By providing information and access to the expertise of a registered nurse, telehealth services can improve access to health care for people in remote locations or whose access is limited by culture, language or clinical resources.

Table 18 summarizes the four jurisdictions with the highest number of RNs reporting their area of responsibility as telehealth. Within Quebec and Alberta, RNs working in telehealth are most likely in the community health sector. Given these data, it is not possible to determine what type of service is being provided or where the patient receiving the service is living (in which jurisdiction, rural, urban or remote); however, there were more than 900 RNs providing telehealth services in Canada in 2007.

**Table 18 Registered Nurses Reporting Area of Responsibility as Telehealth, by Top Four Workplaces, by Jurisdiction, 2007**

<b>Place of Work</b>	<b>N.L.</b>	<b>N.B.</b>	<b>Que.</b>	<b>Alta.</b>	<b>Grand Total</b>
Community Health Centre	0	0	352	86	438
Other Place of Work	16	32	90	52	190
Private Nursing Agency	0	0	86	0	86
Hospital	5	16	41	9	71

**Note**

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

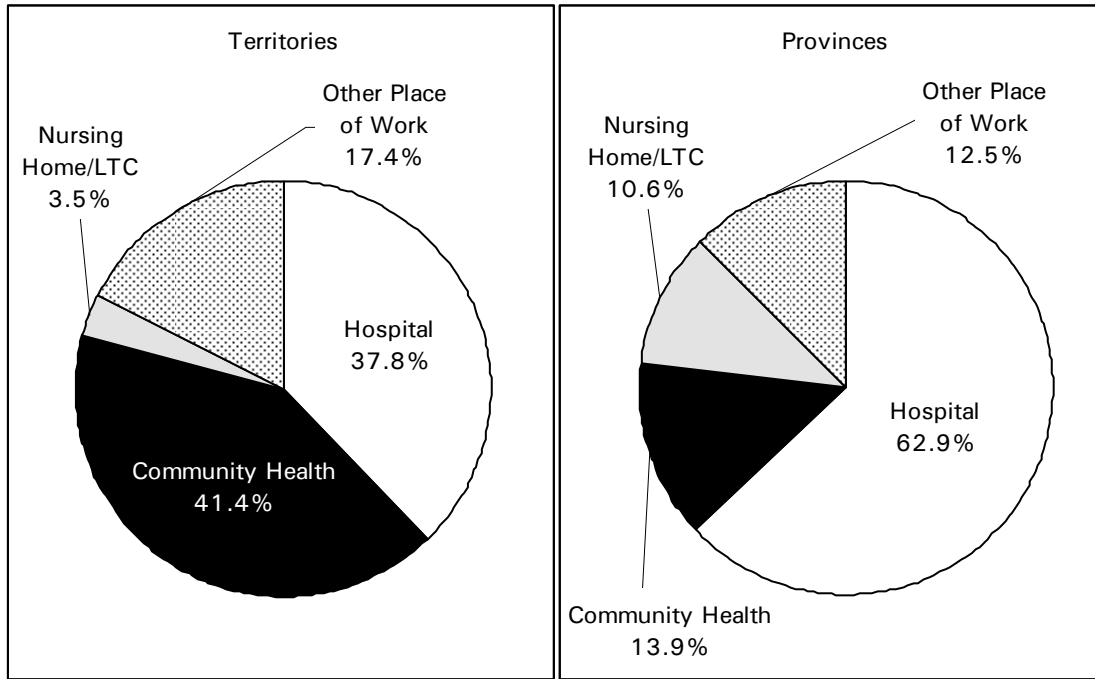
## Registered Nurses in the Territories: Characteristics of the Northern Workforce

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

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

Figure 23 shows that the majority of RNs working in the territories work at the community level. Notably, 41.4% of RNs in the territories were employed at community health centres, home care agencies or nursing stations. In contrast, 13.9% of RNs employed in the provinces worked in these types of facilities.

**Figure 23 Registered Nursing Workforce, by Place of Work, by Provincial or Territorial Level, Canada, 2007**



**Notes**

Non-response for *place of work* element (% of RN workforce): n = 2,086 (0.8%).  
 Hospital includes data from hospital (general, maternal, pediatric, psychiatric), mental health centre and rehabilitation/convalescent centre.  
 Community health includes data from community health centre, home care agency, nursing station (outpost or clinic), public health department/unit.  
 Nursing home includes data from nursing home/long-term care facility.  
 Other includes data from business/industry/occupational health office, private nursing agency/private duty, self-employed, physician’s office/family practice unit, educational institution, association/government and other.  
 Totals may not sum to 100% due to rounding.  
 Data released by CIHI may differ from data from other sources due to CIHI’s nationally standardized methodology.  
 RNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.  
 Northern territories data may include inter-jurisdictional duplicates.  
 See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

In 2007, 35.5% of the RN workforce in the Northwest Territories and Nunavut and 45.0% of the Yukon RN workforce were employed in the hospital sector. There are seven hospitals in the northern territories, in contrast to close to 700 hospitals across the provinces.<sup>iv</sup> The community health sector accounted for 45.1% of the RN workforce in the Northwest Territories and Nunavut and 33.5% of the Yukon RN workforce.

iv. Source: Canadian MIS Database, Canadian Institute for Health Information, 2006.

Among RNs employed in the territories, the three most frequently identified areas of responsibility were community health (28.9%), several clinical areas (13.0%) and medicine/surgery (8.5%). Registered nurses employed in the provinces most frequently identified medicine/surgery (19.7%), geriatric/long-term care (11.8%) and other patient care (9.7%) as their area of responsibility. More than 70% of RNs in both the territories (75.1%) and the provinces (78.4%) identified their position as staff nurse/community health nurse.

In 2007, 36.6% of the territorial workforce had a baccalaureate, with an additional 1.9% with a master's degree or doctorate in nursing, compared to 35.5% and 2.7%, respectively, in the provinces.

Internationally educated RNs comprise a greater percentage of the territorial workforce (9.1%) than the provincial workforce (7.9%), with most graduating from RN programs in the United Kingdom (32.0%) and the Philippines (20.8%).

Among the Canadian-trained RN workforce, Ontario graduates comprise more than one-quarter (26.6%) of the workforce in the northern territories, while Alberta graduates comprise 13.1% and British Columbia graduates comprise 12.4%. With only one RN education program in the territories, graduates from the north account for only 8.0% of Canadian-trained RNs in the territorial workforce.

## Nurse Practitioner Employment Trends: Is the Workforce Changing?

The previous section on registered nurses included the data on nurse practitioners (NP). In this section, a selection of data is presented only for NPs, to illustrate some trends relevant to this emerging specialty. A nurse practitioner is an advanced practice registered nurse with additional education in health assessment, diagnosis and management of illness and injuries, including ordering tests and prescribing drugs.<sup>3</sup> Nurse practitioners have been regulated in all provinces and territories except the Yukon since 2006.

**Table 19** Year of Implementation of Nurse Practitioner Legislation by Jurisdiction, Canada

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

**Note**  
NR = not regulated.

Table 20 illustrates the supply trends of all NPs between 2003 and 2007. The total number of NPs in Canada was 1,395 in 2007, representing an increase of 19.8% since 2006 but only 0.5% of the total RN workforce. The years between 2003 and 2007 saw a doubling of the NP workforce in Canada. The percentage change must be interpreted with caution as the numbers of NPs are small.

**Table 20 Nurse Practitioner Workforce, by Employment Status, by Position Status, Canada, 2003 to 2007**

	Employed in Nursing					Not Employed in Nursing			Grand Total
	Regular Basis, Full Time	Regular Basis, Part Time	Casual Basis	Regular Basis, Status Unknown	Sub-Total	Employed in Other Than Nursing or Not Employed	Not Stated	Sub-Total	
	(Count)								
2003	443	111	27	75	656	19	5	24	680
2004	554	124	25	98	801	27	4	31	832
2005	719	169	31	24	943	24	9	33	976
2006	856	199	48	26	1,129	24	11	35	1,164
2007	965	274	62	45	1,346	42	7	49	1,395
	(Annual Percentage Change)								
2003	-	-	-	-	-	-	-	-	-
2004	25.1%	11.7%	-7.4%	30.7%	22.1%	42.1%	-20.0%	29.2%	22.4%
2005	29.8%	36.3%	24.0%	-75.5%	17.7%	-11.1%	125.0%	6.5%	17.3%
2006	19.1%	17.8%	54.8%	8.3%	19.7%	0.0%	22.2%	6.1%	19.3%
2007	12.7%	37.7%	29.2%	73.1%	19.2%	75.0%	-36.4%	40.0%	19.8%
	(Percentage Distribution)								
2003	65.1%	16.3%	4.0%	11.0%	96.5%	2.8%	0.7%	3.5%	100.0%
2004	66.6%	14.9%	3.0%	11.8%	96.3%	3.2%	0.5%	3.7%	100.0%
2005	73.7%	17.3%	3.2%	2.5%	96.6%	2.5%	0.9%	3.4%	100.0%
2006	73.5%	17.1%	4.1%	2.2%	97.0%	2.1%	0.9%	3.0%	100.0%
2007	69.2%	19.6%	4.4%	3.2%	96.5%	3.0%	0.5%	3.5%	100.0%

#### Notes

- Data are not applicable or do not exist.

Number of jurisdictions submitting NP data: 6 in 2003; 7 in 2004; 9 in 2005; 10 in 2006; and 11 in 2007.

Totals may not sum to 100% due to rounding.

For the Northwest Territories and Nunavut in 2005 and 2006, full time, part time and casual are included in position status employed—status unknown.

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

Northern territories data may include inter-jurisdictional duplicates.

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

#### Source

Regulated Nursing Database, Canadian Institute for Health Information.

Nurse practitioners employed in nursing but reported as status unknown are those who reported a workplace but failed to indicate their position status (full time or part time). Accordingly, they are included in the workforce but are excluded from some analyses in the report, as indicated in table footnotes. The number of NPs reported as status unknown decreased every year since 2003. They represented 3.2% of the workforce in 2007.

The majority of NPs working in nursing are employed on a regular basis in full-time positions; this number steadily increased over the past five years. In 2007, 965, or 69.2%, NPs were working in regular full-time positions.

**Table 21 Nurse Practitioner Workforce, by Jurisdiction and Canada, 2003 to 2007**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
	(Count)												
2003	55	–	23	6	–	494	–	–	73	–	–	5	656
2004	61	–	30	14	–	536	–	42	106	–	–	12	801
2005	66	–	37	19	–	590	*	74	130	*	–	19	943
2006	89	–	61	24	1†	639	*	88	156	35	–	16	1,129
2007	96	*	72	29	1†	731	31	99	176	50	–	42	1,346
	(Annual Percentage Change)												
2003	–	–	–	–	–	–	–	–	–	–	–	–	–
2004	10.9%	–	30.4%	133.3%	–	8.5%	–	–	45.2%	–	–	140.0%	22.1%
2005	8.2%	–	23.3%	35.7%	–	10.1%	–	76.2%	22.6%	–	–	58.3%	17.7%
2006	34.8%	–	64.9%	26.3%	–	8.3%	†	18.9%	20.0%	†	–	-15.8%	19.7%
2007	7.9%	–	18.0%	20.8%	†	14.4%	†	12.5%	12.8%	42.9%	–	162.5%	19.2%
	(Percentage Distribution)												
2003	8.4%	–	3.5%	0.9%	–	75.3%	–	–	11.1%	–	–	0.8%	100.0%
2004	7.6%	–	3.7%	1.7%	–	66.9%	–	5.2%	13.2%	–	–	1.5%	100.0%
2005	7.0%	–	3.9%	2.0%	–	62.6%	†	7.8%	13.8%	†	–	2.0%	100.0%
2006	7.9%	–	5.4%	2.1%	†	56.6%	†	7.8%	13.8%	3.1%	–	1.4%	100.0%
2007	7.1%	†	5.3%	2.2%	†	54.3%	2.3%	7.4%	13.1%	3.7%	–	3.1%	100.0%

**Notes**

– Data are not applicable or do not exist.

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

† Digit suppressed to ensure confidentiality.

Number of jurisdictions submitting NP data: 6 in 2003; 7 in 2004; 9 in 2005; 10 in 2006; and 11 in 2007.

Totals may not sum to 100% due to rounding.

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

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

**Source**

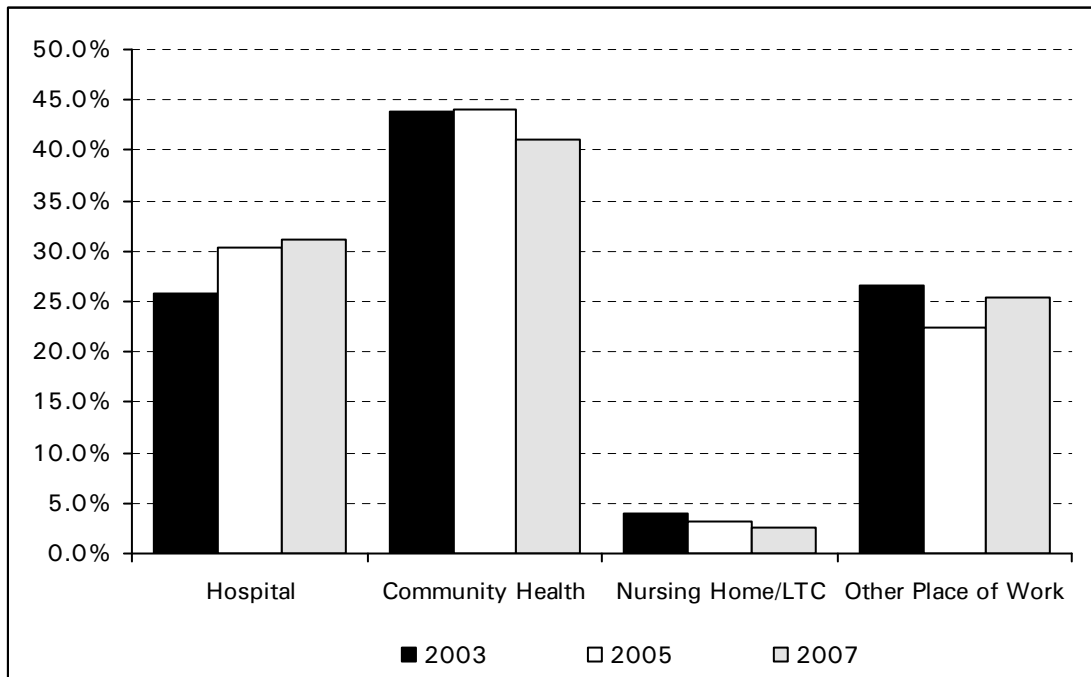
Regulated Nursing Database, Canadian Institute for Health Information.

As Table 21 shows, the size of the nurse practitioner workforce varies significantly by jurisdiction, and no data are available for the Yukon. This variability is likely due to the timing of the implementation of licensing programs in each Canadian jurisdiction. As of 2007, the Yukon did not have a licensing program for nurse practitioners; Quebec and Prince Edward Island were the last provinces to implement the NP program, in 2006.

**Location of Work**

The most commonly reported location of work by NPs is in community health, including community health centres, home care agencies, nursing stations and public health units. Figure 24 shows that while community health has historically been the main employer for NPs, the proportion of NPs employed in the hospital sector has increased.

**Figure 24 Nurse Practitioner Workforce, by Place of Work, Canada, 2003, 2005 and 2007**



**Notes**

Number of jurisdictions submitting NP data: 6 in 2003; 7 in 2004; 9 in 2005; 10 in 2006; and 11 in 2007.

Non-response for *place of work* element (% of NP workforce): 2003, n = 18 (2.7%); 2005, n = 34 (3.6%); 2007, n = 38 (2.7%).

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), public health department/unit.

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

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

Totals may not sum to 100% due to rounding.

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Area of Responsibility

The highest proportion of NPs, 48.5%, reported their area of responsibility as other patient care in 2007.

**Table 22 Nurse Practitioner Workforce by Area of Responsibility, Canada, 2007**

	Counts	Percentage
<b>Direct Care</b>		
Community Health	99	7.7%
Nursing in Several Clinical Areas	64	5.0%
Ambulatory Care	62	4.8%
Medical/Surgical	61	4.7%
Emergency Room	61	4.7%
Geriatric/Long-Term Care	47	3.6%
Critical Care (Burn)	42	3.3%
Public Health	41	3.2%
Pediatric	30	2.3%
Psychiatric/Mental Health	16	1.2%
Maternal/Newborn	13	1.0%
Occupational Health	9	0.7%
Oncology	9	0.7%
Rehabilitation	9	0.7%
Home Care	†	†
Operating Room	*	†
Other Patient Care	625	48.5%
<b>Total Direct Care</b>	<b>1,193</b>	<b>92.6%</b>
<b>Administration</b>		
Nursing Service	21	1.6%
Nursing Education	*	†
Other Administration	1†	†
<b>Total Administration</b>	<b>34</b>	<b>2.6%</b>
<b>Education</b>		
Teaching—Students	27	2.1%
Teaching—Employees	†	†
Teaching—Patients/Clients	*	†
Other Education	25	1.9%
<b>Total Education</b>	<b>59</b>	<b>4.6%</b>
<b>Research</b>		
Nursing Research Only	*	†
Other Research	*	†
<b>Total Research</b>	<b>3</b>	<b>0.2%</b>
<b>Total</b>	<b>1,289</b>	<b>100.0%</b>

### Notes

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

† Value suppressed to ensure confidentiality.

Number of jurisdictions licensing NPs: 11 in 2007.

Non-response for *area of responsibility* element (% of all NPs): n = 57 (4.2%).

Totals may not sum to 100% due to rounding.

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

### Source

Regulated Nursing Database, Canadian Institute for Health Information.



## Nurse Practitioner Demographic Trends: Sex and Age Composition

Almost all NPs in the Canadian workforce (94.2%) were female in 2007, a proportion that has not changed significantly over five years (see Table 23). This resembles the pattern in the RN workforce as a whole.

**Table 23 Nurse Practitioner Workforce, by Sex, Canada, 2003 to 2007**

	Female	Male
	(Count)	
2003	618	38
2004	758	43
2005	887	56
2006	1,064	65
2007	1,268	78
	(Annual Percentage Change)	
2003	–	–
2004	22.7%	13.2%
2005	17.0%	30.2%
2006	20.0%	16.1%
2007	19.2%	20.0%
	(Percentage Distribution)	
2003	94.2%	5.8%
2004	94.6%	5.4%
2005	94.1%	5.9%
2006	94.2%	5.8%
2007	94.2%	5.8%

### Notes

– Data are not applicable or do not exist.

Number of jurisdictions submitting NP data: 6 in 2003; 7 in 2004; 9 in 2005; 10 in 2006; and 11 in 2007.

Totals may not sum to 100% due to rounding.

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

### Source

Regulated Nursing Database, Canadian Institute for Health Information.

## Average Age and Generations

The average age of the NP workforce (excluding Manitoba) was 45.4 years in 2007, as compared to 45.1 years for the entire RN workforce, including NPs. The distribution of NPs throughout the generations and age groups is similar to the distribution of RNs. Table 24 shows that the highest proportion of NPs are baby boomers, 41.9% of which are in the 40-to-49 age group. This is slightly lower than the largest age group of RNs, which is spread out almost equally at approximately 15% each among three age groups: 45 to 49, 50 to 54 and 55 to 59.

**Table 24 Nurse Practitioner Workforce, by Age Group, Canada, 2007**

25–29	1.8%	Generation Y
30–34	9.1%	Generation X
35–39	14.0%	
40–44	20.1%	Baby Boomers
45–49	21.8%	
50–54	19.7%	
55–59	9.7%	Veterans
60–64	2.9%	
65+	0.8%	

**Notes**

Non-response for *year of birth* element (% of NP workforce): n = 34 (2.5%).

Number of jurisdictions licensing NPs: 11 in 2007.

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

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Nurse Practitioner Education Trends: Lifelong Learning

In the 2007 nurse practitioner workforce, more than half of the NPs in Canada had obtained a baccalaureate as their highest education in nursing (see Table 25). Close to one-quarter of the workforce held a master's degree or doctorate, significantly more than the proportion of RNs in the workforce with either degree (2.7%).

**Table 25 Nurse Practitioner Workforce, by Highest Education in Nursing, Canada, 2003 to 2007**

	Diploma	Baccalaureate	Master's/Doctorate	Canada
	(Count)			
2003	151	423	82	656
2004	151	495	155	801
2005	158	590	195	943
2006	158	658	313	1,129
2007	182	732	432	1,346
	(Annual Percentage Change)			
2003	–	–	–	–
2004	0.0%	17.0%	89.0%	22.1%
2005	4.6%	19.2%	25.8%	17.7%
2006	0.0%	11.5%	60.5%	19.7%
2007	15.2%	11.2%	38.0%	19.2%
	(Percentage Distribution)			
2003	23.0%	64.5%	12.5%	100.0%
2004	18.9%	61.8%	19.4%	100.0%
2005	16.8%	62.6%	20.7%	100.0%
2006	14.0%	58.3%	27.7%	100.0%
2007	13.5%	54.4%	32.1%	100.0%

**Notes**

– Data are not applicable or do not exist.

Number of jurisdictions submitting NP data: 6 in 2003; 7 in 2004; 9 in 2005; 10 in 2006; and 11 in 2007.

Totals may not sum to 100% due to rounding.

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Nurse Practitioner Mobility Trends: A Mobile Workforce

Of the nurse practitioners employed in Canada who reported their location of graduation in 2007, Table 26 shows that 95.9%, or 1,282, graduated from a nursing program in Canada and 4.1%, or 55, graduated from an international nursing program. Since 2003, the proportion of internationally educated graduates in the Canadian NP workforce remained close to 4%.

**Table 26 Nurse Practitioner Workforce, by Location of Graduation, Canada, 2003 to 2007**

	Canadian	International
	(Counts)	
2003	622	29
2004	767	29
2005	893	39
2006	1,075	45
2007	1,282	55
	(Annual Percentage Change)	
2003	—	—
2004	23.3%	0.0%
2005	16.4%	34.5%
2006	20.4%	15.4%
2007	19.3%	22.2%
	(Percentage Distribution)	
2003	95.5%	4.5%
2004	96.4%	3.6%
2005	95.8%	4.2%
2006	96.0%	4.0%
2007	95.9%	4.1%

### Notes

— Data are not applicable or do not exist.

Number of jurisdictions submitting NP data: 6 in 2003; 7 in 2004; 9 in 2005; 10 in 2006; and 11 in 2007.

Non-response for *location of graduation* element (% of NP workforce): 2003, n = 5 (0.8%); 2004, n = 5 (0.6%); 2005, n = 11 (1.2%); 2006, n = 9 (0.8%); 2007, n = 9 (0.7%).

Totals may not sum to 100% due to rounding.

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

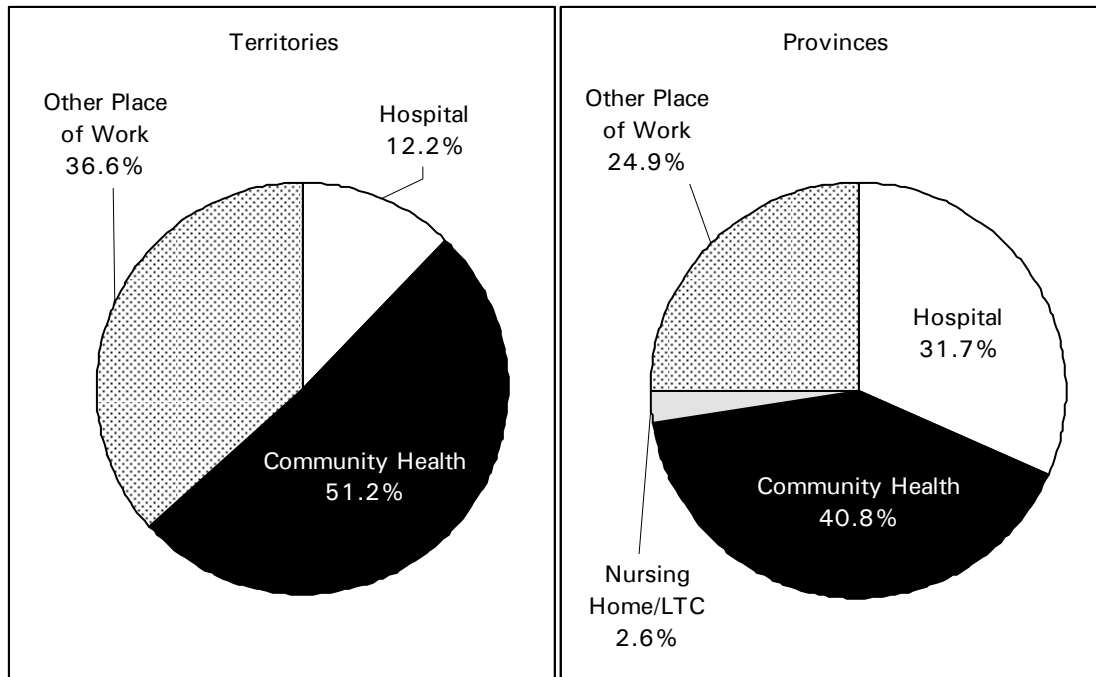
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Regulated Nursing Database, Canadian Institute for Health Information.

Figure 25 shows that the majority of NPs working in the territories work at the community level. Notably, 51.2% of NPs in the territories were employed at community health centres, home care agencies or nursing stations (outposts or clinics). In contrast, 40.8% of NPs employed in the provinces worked in these types of facilities.

**Figure 25 Nurse Practitioner Workforce, by Place of Work, by Provincial or Territorial Level, Canada, 2007**



**Notes**

Number of jurisdictions licensing NPs: 11 in 2007.  
 Non-response for *place of work* element (% of NP workforce): n = 38 (2.7%).  
 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), public health department/unit.  
 Nursing home includes data from nursing home/long-term care facility.  
 Other includes data from business/industry/occupational health office, private nursing agency/private duty, self-employed, physician's office/family practice unit, educational institution, association/government and other.  
 Totals may not sum to 100% due to rounding.  
 See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

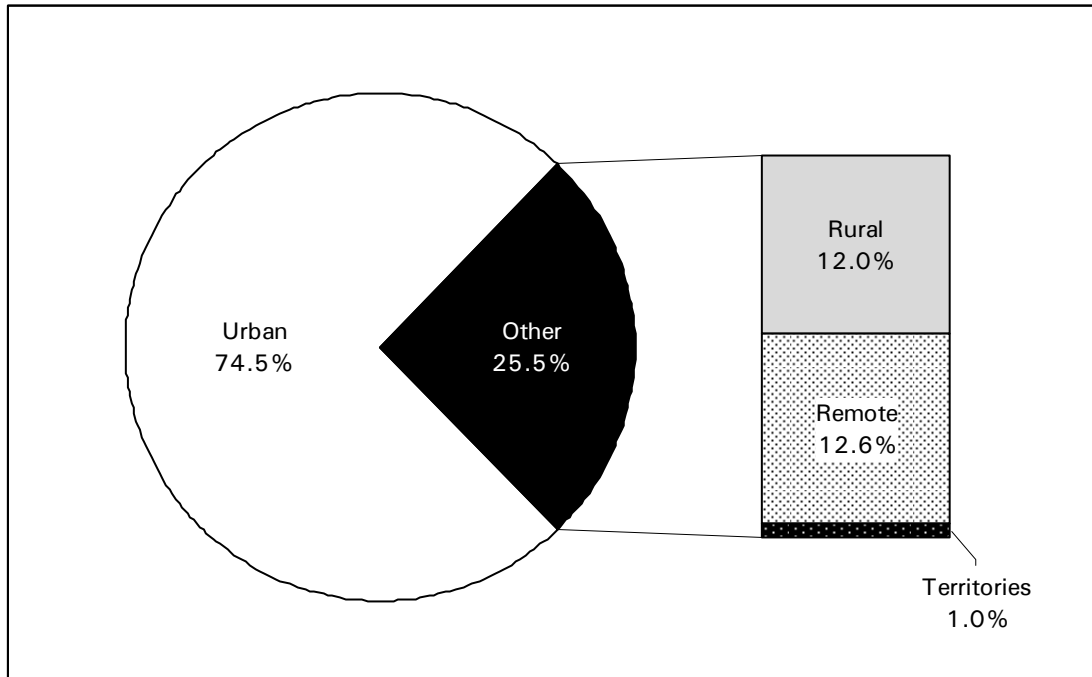
**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

**Urban/Rural Distribution of the Nurse Practitioner Workforce**

Figure 26 illustrates the urban/rural distribution of the NP workforce in Canada. In 2007, 74.5% of NPs worked in urban Canada, 12.0% worked in rural settings, 12.6% worked in remote settings and 1.0% worked in the territories. The distribution was slightly different than for the RN workforce: 89.6% of RNs worked in urban settings, 4.2% worked in rural settings, 6.0% worked in remote settings and 0.2% worked in the territories.

**Figure 26 Nurse Practitioner Workforce, by Urban/Rural/Remote Designation, Canada, 2007**



**Notes**

Number of jurisdictions licensing NPs: 11 in 2007.

Totals may not sum to 100% due to rounding.

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

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

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

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

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

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Methodological and Historical Changes to Registered Nursing Data, 2003 to 2007

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

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

## Historical Review and Data Limitations

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

### *Nurse Practitioner*

In 2007, the nurse practitioner data were 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.<sup>v</sup>

### *Employment*

#### **All Jurisdictions—Employment Status**

A methodology developed to more accurately account for all RNs in the workforce was implemented in 2003.<sup>v</sup> RNs reporting an employer in nursing but failing to state their position status (full-time, part-time or casual positions with that employer) were re-coded by CIHI from *employment status* not stated to unknown.

#### **British Columbia—Employment Status**

For the 2005 data year, *employment status* was not re-coded to unknown, thus leading to an under-reporting of the workforce.

#### **Alberta—Employment Status**

In 2006, CIHI reported an undercoverage of 879 RNs in the Alberta data, all of whom were submitted as *employment status* not stated but with employment information. CIHI re-coded *employment status* for those records to employed in nursing—status unknown, which are included in the 2006 workforce in this publication.

#### **Northwest Territories and Nunavut—Employment Status**

The RN workforce relies on a core of full-time resident RNs plus a large number of short-term relief staff from across Canada each year. While some RNs will return each year, some will register in the northern territories only once. This lack of stability in the workforce will result in greater variability in the data.

Data for the Northwest Territories and Nunavut are provided by the Registered Nurses Association of the Northwest Territories and Nunavut (RNANT/NU). For the 2005 to 2007 data years, it is not possible to accurately divide registered nurses between the two territories; as a result, data for the Northwest Territories and Nunavut are combined under a single set of statistics.

Starting with the 2004 data, the RNANT/NU and CIHI have been working together to improve the accuracy of RNANT/NU's data submissions. Prior to 2004, not all RNANT/NU codes could be converted to CIHI specifications; those that could not were submitted to CIHI with *employment status* not stated. A review of RNANT/NU coding continues.

For the data years 2005 to 2007, all RNs employed in registered nursing in the Northwest Territories and Nunavut are coded as employed in nursing—status unknown.

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v. See Chapter 5 (Methodological Notes) for more information on the re-coding of the *employment status* element.

### **Prince Edward Island—Employment Status**

According to the Association of Registered Nurses of Prince Edward Island (ARNPEI), P.E.I. has made an effort to increase the number of full-time nurses. This has resulted in a decrease in the number of part-time nurses for data year 2006. Additionally, the province has seen an increase in formerly retired RNs who have re-entered the workforce on a casual basis.

### **Ontario—Employment Status**

According to the College of Nurses of Ontario (CNO), for data year 2006, the changes in the variable *employment status* are a result of refinements in the renewal process and resulted in changes to those employed in nursing—status unknown.

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

The Ordre des infirmières et infirmiers du Québec (OIIQ) made changes to its registration form in 2005, resulting in changes to the employment fields. The OIIQ campaign for an increase in accuracy of the information reported has resulted in a decrease in the category not stated for these fields.

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

In 2004, the CNO implemented the CNO Practice and Employment Definition to aid members in providing information. These definitions have added granularity to the data but have resulted in shifts in values for these categories.

### **Quebec—Multiple Employment Status**

The number of nurses with multiple employers has decreased in Quebec as a result of the creation of the health and social service centres (CSSSSs). Nurses identifying a CSSSS as their employer may be working in more than one facility operated by the CSSSS; while they may be working in multiple facilities, they have only one employer.

### **Nova Scotia, New Brunswick, Ontario, Saskatchewan, Alberta—Place of Work**

In 2006, the provinces of Nova Scotia, New Brunswick, Ontario, Saskatchewan and Alberta began submitting information to CIHI for registered nurses in public health.

### **Ontario—Place of Work**

According to the CNO, refinements in the renewal process for data year 2006 have enabled the CNO to reduce the number of not stated responses to this category.

### **New Brunswick—Place of Work**

The decrease in the number of RNs selecting hospital for the field *place of work (primary employer)* is the result of a coding change. Extramural nurses, previously coded in the field hospital, are now coded under community health centre.

During 2005–2006, the government of New Brunswick changed a number of small hospitals to community health centres (CHCs). This resulted in an initial increase of RNs reported in CHCs in 2005 and a subsequent decrease reported in 2006 as the RN staff were realigned to reflect staffing levels appropriate to CHCs.

### **Quebec—Place of Work**

Over the last three years, the Quebec Ministère de la santé et des services sociaux has merged most of the province's public-sector hospitals, long-term care facilities and community health centres into 95 CSSSs. In 2006, more than 800 nurses identified CSSSs as their place of work. CIHI does not have an element in its data dictionary that corresponds to this element. As a result, the *place of work* for these RNs was defaulted to other.

### **Saskatchewan—Place of Work**

In 2006, the decrease in the field community health centre is the result of the addition of the new field public health department/unit.

### **Ontario—Area of Responsibility**

According to the CNO, refinements in the renewal process have enabled the CNO to reduce the number of not stated responses to this category. The fields *area of responsibility (second employer)* and *area of responsibility (third employer)* were not submitted by CNO for the data years 2000 to 2005, inclusive.

### **Ontario—Position**

According to the CNO, refinements in the renewal process have enabled the CNO to reduce the number of not stated responses to this category. The fields *position (second employer)* and *position (third employer)* were not submitted by CNO for the data years 2000 to 2005, inclusive.

### **Northwest Territories and Nunavut—Position**

According to the RNANT/NU, relief nurses are identifying themselves under the category other position rather than staff or community health nurse. This is reflected in the 2006 data.

## *Demographics*

### **Manitoba—Birth Year and Sex**

In 2007, the College of Registered Nurses of Manitoba (CRNM) submitted age groups and aggregate tables instead of *birth year* and *sex* as a result of changes to provincial privacy legislation.

## *Education*

### **Prince Edward Island—Other Education in Nursing**

The ARNPEI has pushed for an increase in accuracy of the information reported by registrants of the province. This has resulted in a decrease of not stated for the fields *other education in nursing* and *education in other than nursing*.

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

In 2006, the College of Registered Nurses of Manitoba (CRNM) made a significant correction to the 2005 data for the field *other education in nursing discipline*. This reduced the number of RNs in the category baccalaureate.



**Ontario—Graduation Location, Initial Education**

The *graduation location code* for Ontario RNs for 2006 and 2007 was not submitted. The *initial education code* for Ontario RNs for 2005 and 2006 was not submitted.

**Quebec—Postal Code**

For all data years, postal codes were not submitted to CIHI for the fields *postal code of worksite* and *postal code of residence* by the OIIQ.

**Ontario—Postal Code**

The fields *postal code of worksite (second employer)* and *postal code of worksite (third employer)* were not submitted by the CNO for the data years 2000 to 2005, inclusive.

**Manitoba—Postal Code**

For all data years, *postal code* was not submitted to CIHI by the CRNM. In addition, only partial postal codes were submitted for the field *postal code of residence*.

**Alberta—Postal Code**

For all data years, partial *postal code* was submitted to CIHI for the field *postal code of worksite* by the College and Association of Registered Nurses of Alberta (CARNA).



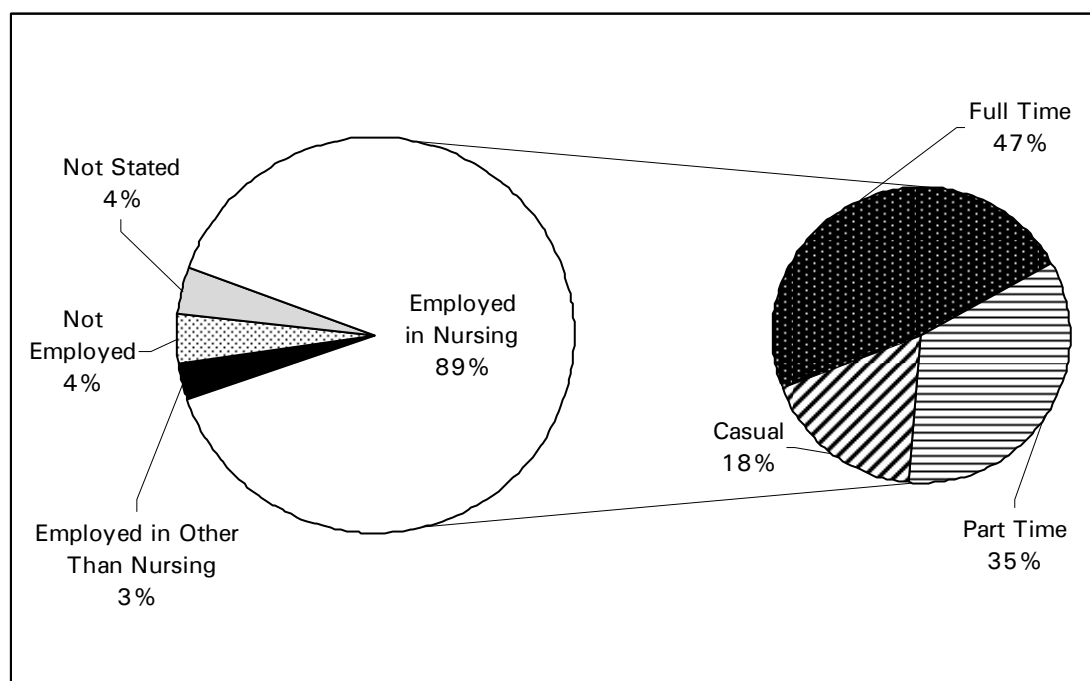
## Chapter 2—Regulated Nurses in Canada: Trends of Licensed Practical Nurses

### Supply Trends: How Many Licensed Practical Nurses?

The regulated nursing workforce is of critical importance to the health of Canadians, and thus to health human resource planners. This chapter presents data on licensed practical nurses (LPNs) working in Canada in 2007 and illustrates key trends over the last five years.

The LPN workforce is defined as LPNs employed in practical nursing within Canada. They represented 21% of the total regulated nursing workforce in 2007. The employment status indicator classifies LPNs as working either in nursing or outside of nursing, or as not working. The position status indicator further classifies LPNs in the workforce as working in part-time, full-time or casual positions. As Figure 27 shows, the vast majority of LPNs who register in Canada are in the LPN workforce, with just less than half (47%) employed in full-time positions.

**Figure 27 Licensed Practical Nurses, by Employment Status, by Position Status, Canada, 2007**



**Notes**

Totals may not sum to 100% due to rounding.

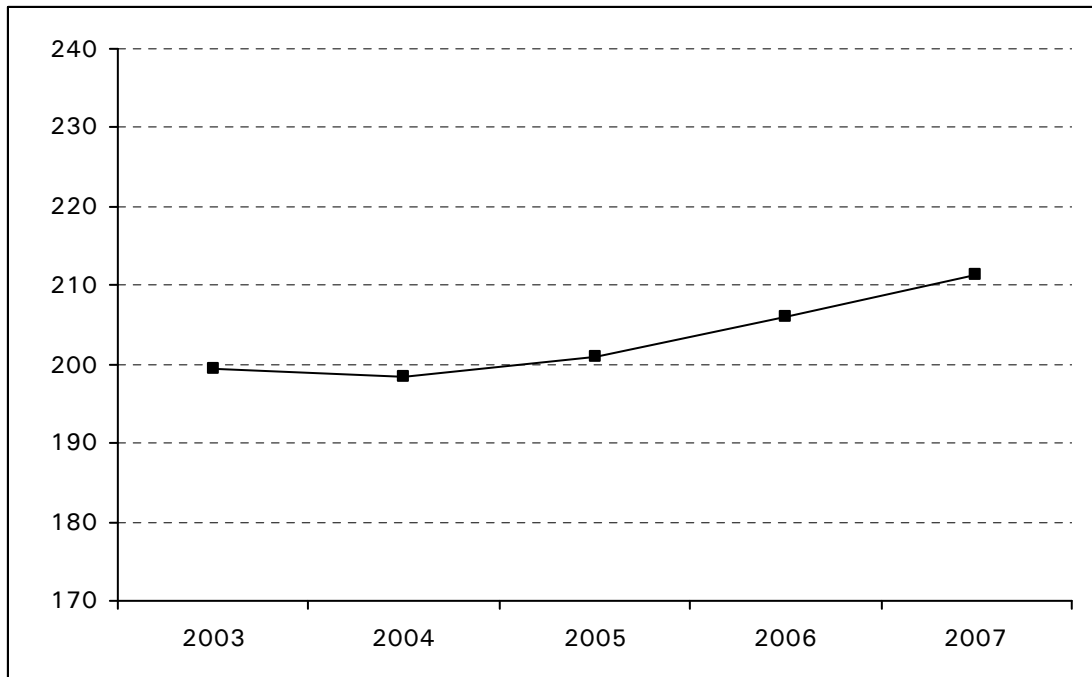
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

Figure 28 illustrates the growth trend of the LPN workforce per 100,000 population between 2003 and 2007, when there were 211 LPNs per 100,000 population in Canada. Since 2004, the growth of the LPN workforce has consistently been higher than the rate of population growth.

**Figure 28 Licensed Practical Nursing Workforce per 100,000 Population, Canada, 2003 to 2007**



**Note**

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

**Sources**

Regulated Nursing Database, Canadian Institute for Health Information; population estimates (July 1, 2007), Statistics Canada.

## Employment Trends: Is the Workforce Changing?

Table 27 shows the supply of licensed practical nurses in Canada over the period 2003 to 2007, when there were 78,080 LPNs in Canada, 4.2% more than in 2006 and 10.9% more than in 2003. The number of LPNs employed in nursing increased in every year between 2003 and 2007, though the increase was not uniform across the country (see Table 28). Additional information on LPNs by jurisdiction is available in the data tables on the CIHI website.

**Table 27 Licensed Practical Nurses, by Employment Status, by Position Status, Canada, 2003 to 2007**

	Employed in Practical Nursing					Not Employed in Practical Nursing					Grand Total		
	Regular Basis, Full Time	Regular Basis, Part Time	Casual Basis	Regular Basis, Status Unknown	Sub-Total	Employed in Other Than Nursing		Not Employed		Not Stated		Sub-Total	
	A	B	C	D	E = A+B+C+D	Seeking Employment	Not Seeking Employment	Seeking Employment in Nursing	Not Seeking Employment in Nursing	J		K = F+G+H+I+J	L = E+K
	(Count)												
2003	31,764	22,038	8,810	526	63,138	407	2,084	1,336	1,871	1,568	7,266	70,404	
2004	27,958	22,281	9,165	4,039	63,443	285	2,242	1,113	1,804	2,394	7,838	71,281	
2005	30,217	23,395	10,754	587	64,953	229	2,434	1,140	1,606	2,059	7,468	72,421	
2006	31,282	23,991	11,485	542	67,300	214	2,216	1,522	1,553	2,163	7,668	74,968	
2007	32,909	23,927	12,535	338	69,709	201	2,232	1,402	1,584	2,952	8,371	78,080	
(Annual Percentage Change)													
2003	-	-	-	-	0.5%	-30.0%	7.6%	-16.7%	-3.6%	52.7%	7.9%	1.2%	
2004	-12.0%	1.1%	4.0%	667.9%	2.4%	-19.6%	8.6%	2.4%	-11.0%	-14.0%	-4.7%	1.6%	
2005	8.1%	5.0%	17.3%	-85.5%	3.6%	-6.6%	-9.0%	33.5%	-3.3%	5.1%	2.7%	3.5%	
2006	3.5%	2.5%	6.8%	-7.7%	3.6%	-6.1%	0.7%	-7.9%	2.0%	36.5%	9.2%	4.2%	
2007	5.2%	-0.3%	9.1%	-37.6%	3.6%	-6.1%	0.7%	-7.9%	2.0%	36.5%	9.2%	4.2%	
(Percentage Distribution)													
2003	45.1%	31.3%	12.5%	0.7%	89.7%	0.6%	3.0%	1.9%	2.7%	2.2%	10.3%	100.0%	
2004	39.2%	31.3%	12.9%	5.7%	89.0%	0.4%	3.1%	1.6%	2.5%	3.4%	11.0%	100.0%	
2005	41.7%	32.3%	14.8%	0.8%	89.7%	0.3%	3.4%	1.6%	2.2%	2.8%	10.3%	100.0%	
2006	41.7%	32.0%	15.3%	0.7%	89.8%	0.3%	3.0%	2.0%	2.1%	2.9%	10.2%	100.0%	
2007	42.1%	30.6%	16.1%	0.4%	89.3%	0.3%	2.9%	1.8%	2.0%	3.8%	10.7%	100.0%	

**Notes**

– Data are not applicable or do not exist.  
 Totals may not sum to 100% due to rounding.  
 LPNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.  
 Northern territories data may include inter-jurisdictional duplicates.  
 See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

LPNs employed in nursing but reported as status unknown are those who reported employment data but who failed to indicate their position status as full time, part time or casual. Accordingly, they are included in the workforce but are excluded from some analyses in the report, as indicated in table footnotes. The number of LPNs reported as status unknown decreased every year since 2004, and represented only 0.4% of the total number by 2007.

**Table 28 Licensed Practical Nursing Workforce, by Jurisdiction and Canada, 2003 to 2007**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
(Count)													
2003	2,719	619	3,022	2,429	14,831	25,730	2,417	2,056	4,766	4,391	60	98	63,138
2004	2,710	628	3,058	2,556	15,472	24,467	2,415	2,131	5,051	4,811	53	91	63,443
2005	2,698	606	3,127	2,633	16,293	24,458	2,590	2,194	5,313	4,884	56	101	64,953
2006	2,639	599	3,174	2,646	17,104	25,084	2,652	2,224	5,614	5,412	60	92	67,300
2007	2,598	623	3,160	2,734	17,492	26,126	2,671	2,381	5,986	5,791	59	88	69,709
(Annual Percentage Change)													
2003	-	-	-	-	-	-	-	-	-	-	-	-	-
2004	-0.3%	1.5%	1.2%	5.2%	4.3%	-4.9%	-0.1%	3.6%	6.0%	9.6%	-11.7%	-7.1%	0.5%
2005	-0.4%	-3.5%	2.3%	3.0%	5.3%	0.0%	7.2%	3.0%	5.2%	1.5%	5.7%	11.0%	2.4%
2006	-2.2%	-1.2%	1.5%	0.5%	5.0%	2.6%	2.4%	1.4%	5.7%	10.8%	7.1%	-8.9%	3.6%
2007	-1.6%	4.0%	-0.4%	3.3%	2.3%	4.2%	0.7%	7.1%	6.6%	7.0%	-1.7%	-4.3%	3.6%
(Percentage Distribution)													
2003	4.3%	1.0%	4.8%	3.8%	23.5%	40.8%	3.8%	3.3%	7.5%	7.0%	0.1%	0.2%	100.0%
2004	4.3%	1.0%	4.8%	4.0%	24.4%	38.6%	3.8%	3.4%	8.0%	7.6%	0.1%	0.1%	100.0%
2005	4.2%	0.9%	4.8%	4.1%	25.1%	37.7%	4.0%	3.4%	8.2%	7.5%	0.1%	0.2%	100.0%
2006	3.9%	0.9%	4.7%	3.9%	25.4%	37.3%	3.9%	3.3%	8.3%	8.0%	0.1%	0.1%	100.0%
2007	3.7%	0.9%	4.5%	3.9%	25.1%	37.5%	3.8%	3.4%	8.6%	8.3%	0.1%	0.1%	100.0%

**Notes**

– Data are not applicable or do not exist.  
 Totals may not sum to 100% due to rounding.  
 Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.  
 LPNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.  
 Northern territories data may include inter-jurisdictional duplicates.  
 Data are not collected for Nunavut.  
 See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Licensed Practical Nurses Not Employed in Nursing

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

Table 29 shows that the largest proportion of LPNs who were seeking employment were in the under-30 age group. The majority of LPNs not employed in nursing that were in the over-60 age group were not seeking employment between 2003 and 2007.

**Table 29 Licensed Practical Nurses Not Employed in Nursing, by Employment Status, by Age Group, Canada, 2003 to 2007**

		<30	30-39	40-49	50-59	60+	Canada
		(Count)					
Not Employed	2003	390	432	463	370	87	1,742
	2004	312	329	380	312	65	1,398
in Nursing but Seeking	2005	368	297	326	304	74	1,369
	2006	477	398	410	341	110	1,736
Nursing Employment	2007	424	353	369	316	140	1,602
	2003	190	748	1,306	1,350	361	3,955
Not Employed	2004	182	676	1,246	1,503	438	4,045
	2005	142	630	1,238	1,561	469	4,040
in Nursing and Not	2006	132	557	1,087	1,466	527	3,769
	2007	166	577	1,026	1,432	614	3,815
		(Annual Percentage Change)					
Not Employed	2003	-	-	-	-	-	-
	2004	-20.0%	-23.8%	-17.9%	-15.7%	-25.3%	-19.7%
in Nursing but Seeking	2005	17.9%	-9.7%	-14.2%	-2.6%	13.8%	-2.1%
	2006	29.6%	34.0%	25.8%	12.2%	48.6%	26.8%
Nursing Employment	2007	-11.1%	-11.3%	-10.0%	-7.3%	27.3%	-7.7%
	2003	-	-	-	-	-	-
Not Employed	2004	-4.2%	-9.6%	-4.6%	11.3%	21.3%	2.3%
	2005	-22.0%	-6.8%	-0.6%	3.9%	7.1%	-0.1%
in Nursing and Not	2006	-7.0%	-11.6%	-12.2%	-6.1%	12.4%	-6.7%
	2007	25.8%	3.6%	-5.6%	-2.3%	16.5%	1.2%
		(Percentage Distribution)					
Not Employed	2003	22.4%	24.8%	26.6%	21.2%	5.0%	100.0%
	2004	22.3%	23.5%	27.2%	22.3%	4.6%	100.0%
in Nursing but Seeking	2005	26.9%	21.7%	23.8%	22.2%	5.4%	100.0%
	2006	27.5%	22.9%	23.6%	19.6%	6.3%	100.0%
Nursing Employment	2007	26.5%	22.0%	23.0%	19.7%	8.7%	100.0%
	2003	4.8%	18.9%	33.0%	34.1%	9.1%	100.0%
Not Employed	2004	4.5%	16.7%	30.8%	37.2%	10.8%	100.0%
	2005	3.5%	15.6%	30.6%	38.6%	11.6%	100.0%
in Nursing and Not	2006	3.5%	14.8%	28.8%	38.9%	14.0%	100.0%
	2007	4.4%	15.1%	26.9%	37.5%	16.1%	100.0%

### Notes

- Data are not applicable or do not exist.

Totals may not sum to 100% due to rounding.

Employment status not employed in nursing includes LPNs who are not working in positions outside of nursing.

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

### Source

Regulated Nursing Database, Canadian Institute for Health Information.

## Position Status

The majority of licensed practical nurses employed in nursing were employed on a regular basis in full-time positions, with 32,909, or 47.4% of the workforce, working in full-time positions in 2007.

**Table 30 Licensed Practical Nursing Workforce, by Position Status, by Jurisdiction and Canada, 2003 to 2007**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
		(Count)												
Employed Full Time	2003	1,604	231	1,496	1,153	5,875	15,097	837	1,026	1,872	2,462	37	74	31,764
	2004	1,552	287	1,523	1,244	6,008	11,194	832	1,091	1,984	2,134	37	72	27,958
	2005	1,508	250	1,544	1,306	5,992	13,448	863	1,043	2,093	2,052	39	79	30,217
	2006	1,434	253	1,587	1,274	6,187	13,765	867	1,015	2,244	2,542	40	74	31,282
	2007	1,466	272	1,602	1,368	6,493	14,357	873	1,178	2,454	2,737	37	72	32,909
Employed Part Time	2003	147	232	772	793	6,857	8,600	1,358	443	2,249	564	13	10	22,038
	2004	162	223	672	785	7,032	7,860	1,367	637	2,359	1,171	7	6	22,281
	2005	181	236	716	785	7,181	8,748	1,393	441	2,450	1,252	7	5	23,395
	2006	170	229	786	795	7,470	9,027	1,414	750	2,568	768	8	6	23,991
	2007	152	232	852	817	7,627	9,391	1,438	621	2,674	112	8	*	23,927
Employed Casual	2003	968	156	750	483	2,099	2,033	222	300	645	1,130	10	14	8,810
	2004	996	118	820	526	2,176	1,912	216	375	708	1,296	9	13	9,165
	2005	1,009	120	863	542	2,768	2,262	257	668	770	1,468	10	17	10,754
	2006	1,032	117	798	575	3,045	2,292	285	456	802	2,060	12	11	11,485
	2007	979	119	696	548	3,372	2,378	274	427	858	2,857	14	13	12,535
Employed Position Status Unknown	2003	—	—	4	—	—	—	—	287	—	235	—	—	526
	2004	—	—	43	1	256	3,501	—	28	—	210	—	—	4,039
	2005	—	—	4	—	352	—	77	42	—	112	—	—	587
	2006	3	—	3	2	402	—	86	3	—	42	—	1	542
	2007	1	—	10	1	—	—	86	15†	—	85	—	†	338
		(Annual Percentage Change)												
Employed Full Time	2003	—	—	—	—	—	—	—	—	—	—	—	—	—
	2004	-3.2%	24.2%	1.8%	7.9%	2.3%	-25.9%	-0.6%	6.3%	6.0%	-13.3%	0.0%	-2.7%	-12.0%
	2005	-2.8%	-12.9%	1.4%	5.0%	-0.3%	20.1%	3.7%	-4.4%	5.5%	-3.8%	5.4%	9.7%	8.1%
	2006	-4.9%	1.2%	2.8%	-2.5%	3.3%	2.4%	0.5%	-2.7%	7.2%	23.9%	2.6%	-6.3%	3.5%
	2007	2.2%	7.5%	0.9%	7.4%	4.9%	4.3%	0.7%	16.1%	9.4%	7.7%	-7.5%	-2.7%	5.2%
Employed Part Time	2003	—	—	—	—	—	—	—	—	—	—	—	—	—
	2004	10.2%	-3.9%	-13.0%	-1.0%	2.6%	-8.6%	0.7%	43.8%	4.9%	107.6%	-46.2%	-40.0%	1.1%
	2005	11.7%	5.8%	6.5%	0.0%	2.1%	11.3%	1.9%	-30.8%	3.9%	6.9%	0.0%	-16.7%	5.0%
	2006	-6.1%	-3.0%	9.8%	1.3%	4.0%	3.2%	1.5%	70.1%	4.8%	-38.7%	14.3%	20.0%	2.5%
	2007	-10.6%	1.3%	8.4%	2.8%	2.1%	4.0%	1.7%	†	4.1%	-85.4%	0.0%	†	-0.3%
Employed Casual	2003	—	—	—	—	—	—	—	—	—	—	—	—	—
	2004	2.9%	-24.4%	9.3%	8.9%	3.7%	-6.0%	-2.7%	25.0%	9.8%	14.7%	-10.0%	-7.1%	4.0%
	2005	1.3%	1.7%	5.2%	3.0%	27.2%	18.3%	19.0%	78.1%	8.8%	13.3%	11.1%	30.8%	17.3%
	2006	2.3%	-2.5%	-7.5%	6.1%	10.0%	1.3%	10.9%	-31.7%	4.2%	40.3%	20.0%	-35.3%	6.8%
	2007	-5.1%	1.7%	-12.8%	-4.7%	10.7%	3.8%	-3.9%	-6.4%	7.0%	38.7%	16.7%	18.2%	9.1%
		(Percentage Distribution)												
Employed Full Time	2003	59.0%	37.3%	49.6%	47.5%	39.6%	58.7%	34.6%	58.0%	39.3%	59.2%	61.7%	75.5%	50.7%
	2004	57.3%	45.7%	50.5%	48.7%	39.5%	53.4%	34.5%	51.9%	39.3%	46.4%	69.8%	79.1%	47.1%
	2005	55.9%	41.3%	49.4%	49.6%	37.6%	55.0%	34.3%	48.5%	39.4%	43.0%	69.6%	78.2%	46.9%
	2006	54.4%	42.2%	50.0%	48.2%	37.0%	54.9%	33.8%	45.7%	40.0%	47.3%	66.7%	81.3%	46.9%
	2007	56.4%	43.7%	50.9%	50.1%	37.1%	55.0%	33.8%	52.9%	41.0%	48.0%	62.7%	82.8%	47.4%
Employed Part Time	2003	5.4%	37.5%	25.6%	32.6%	46.2%	33.4%	56.2%	25.0%	47.2%	13.6%	21.7%	10.2%	35.2%
	2004	6.0%	35.5%	22.3%	30.7%	46.2%	37.5%	56.6%	30.3%	46.7%	25.5%	13.2%	6.6%	37.5%
	2005	6.7%	38.9%	22.9%	29.8%	45.0%	35.8%	55.4%	20.5%	46.1%	26.2%	12.5%	5.0%	36.3%
	2006	6.4%	38.2%	24.8%	30.1%	44.7%	36.0%	55.1%	33.8%	45.7%	14.3%	13.3%	6.6%	35.9%
	2007	5.9%	37.2%	27.0%	29.9%	43.6%	35.9%	55.6%	†	44.7%	2.0%	13.6%	†	34.5%
Employed Casual	2003	35.6%	25.2%	24.9%	19.9%	14.2%	7.9%	9.2%	17.0%	13.5%	27.2%	16.7%	14.3%	14.1%
	2004	36.8%	18.8%	27.2%	20.6%	14.3%	9.1%	8.9%	17.8%	14.0%	28.2%	17.0%	14.3%	15.4%
	2005	37.4%	19.8%	27.6%	20.6%	17.4%	9.2%	10.2%	31.0%	14.5%	30.8%	17.9%	16.8%	16.7%
	2006	39.2%	19.5%	25.2%	21.7%	18.2%	9.1%	11.1%	20.5%	14.3%	38.4%	20.0%	12.1%	17.2%
	2007	37.7%	19.1%	22.1%	20.1%	19.3%	9.1%	10.6%	19.2%	14.3%	50.1%	23.7%	14.9%	18.1%

### Notes

— Data are not applicable or do not exist.

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

† Digit suppressed to ensure confidentiality.

Totals may not sum to 100% due to rounding.

The data submission method was modified for the 2003 and 2004 data, contributing to substantial increases in the number of LPNs with position status unknown.

Employed LPNs with position status unknown are excluded from the percentage distributions.

Data are not collected for Nunavut.

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

### Source

Regulated Nursing Database, Canadian Institute for Health Information.

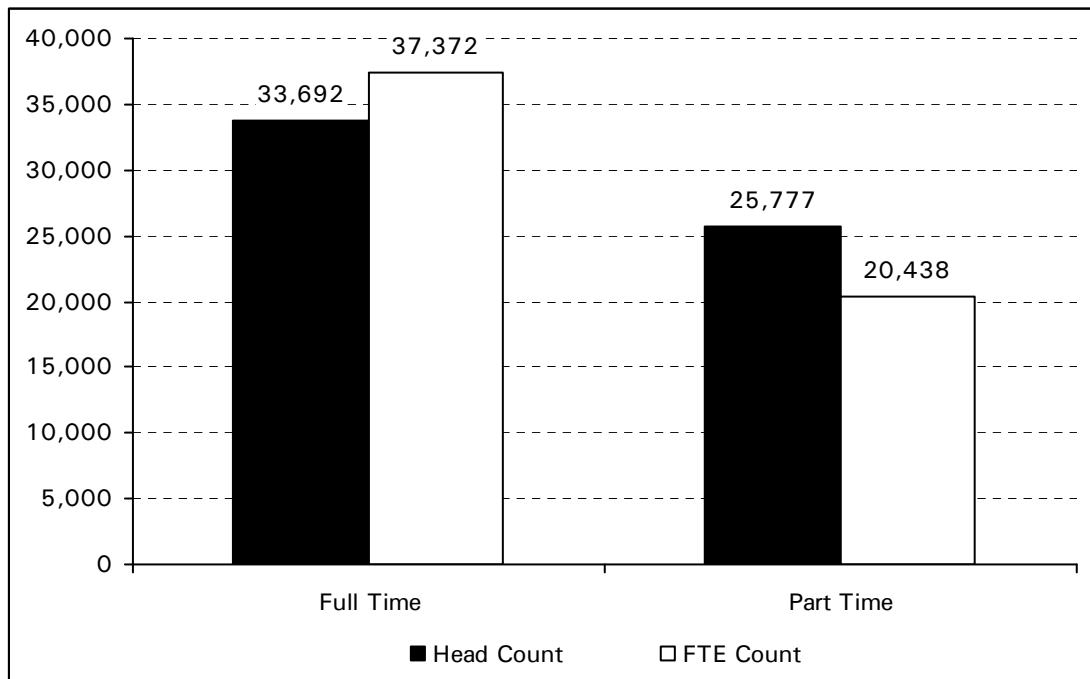
As Table 30 demonstrates, the percentage of the LPN workforce employed on a full-time basis varied across the jurisdictions in 2007, from 33.8% in Manitoba and 48.0% in British Columbia to 56.4% in Newfoundland and Labrador and more than 80% in Northwest Territories and Nunavut. The proportion of LPNs in part-time positions ranged from 2.0% in British Columbia and 5.9% in Newfoundland and Labrador to 44.7% in Alberta and 55.6% in Manitoba. The average age of LPNs was 46.0 years for those working full time, 42.9 years for part-time workers and 40.2 years for casual workers.

A higher proportion of male LPNs (58.1%) than female LPNs (46.4%) were employed in full-time positions in 2007. Only 22.6% of male LPNs had part-time employment, compared to 35.2% of female LPNs. There was a higher proportion of male LPNs employed on a casual basis (18.9%) than female LPNs (17.9%).

### Full-Time Equivalents Versus Head Counts

The calculation of full-time equivalents (FTEs) provides another way to represent the supply of LPNs using the number of hours worked.<sup>vi</sup> While the data required to calculate FTEs are not collected annually by CIHI, other sources can be used, such as the National Survey of the Work and Health of Nurses, 2005.

**Figure 29 Head and FTE Counts of the Licensed Practical Nursing Workforce, by Full-Time or Part-Time Status, Canada, 2005**



Source: National Survey of the Work and Health of Nurses, 2005, Statistics Canada (Canadian Institute for Health Information share file).

vi. See Chapter 5 (Methodological Notes) for further explanation of the FTE calculation.



An FTE has been estimated as the ratio of earned hours over “normal” earned hours, where earned hours are hours worked plus benefits. Using the Statistics Canada definition of a normal work week at 37.3 hours, part-time LPNs have an average FTE value of 0.79 and full-time LPNs have an average FTE value of 1.11. Almost one-fifth of the part-time LPNs worked more than 40 hours per week, and more than half of the full-time LPNs worked more than 40 hours per week. Note that overtime hours (both paid and unpaid) are included in the total number of hours worked.

## Multiple Employment

It is not uncommon for LPNs to have more than one nursing job, often with multiple employers. In 2007, 17.7% of the LPN workforce reported having more than one employer in nursing, and the proportion was consistently higher for those working on a part-time or casual basis. Although 52.3% of the 2007 workforce reported working in part-time or casual positions, the total number of hours worked by those in multiple positions may in fact equal or exceed the total of a full-time position.

**Table 31 Licensed Practical Nurses Employed in Nursing With Multiple Employers, by Position Status With Primary Employer, Canada, 2003 to 2007**

	Employed Full Time	Employed Part Time	Employed Casual	Employed Position Status Unknown	Total With Multiple Employers
	(Count)				
2003	2,943	4,162	2,215	96	9,416
2004	2,460	3,880	2,297	132	8,769
2005	2,922	4,389	2,799	164	10,274
2006	3,293	4,534	3,085	140	11,052
2007	3,913	4,760	3,564	64	12,301
	(Annual Percentage Change)				
2003	–	–	–	–	–
2004	-16.4%	-6.8%	3.7%	–	-6.9%
2005	18.8%	13.1%	21.9%	–	17.2%
2006	12.7%	3.3%	10.2%	–	7.6%
2007	18.8%	5.0%	15.5%	–	11.3%
	(Percentage Distribution)				
2003	31.6%	44.7%	23.8%	–	100.0%
2004	28.5%	44.9%	26.6%	–	100.0%
2005	28.9%	43.4%	27.7%	–	100.0%
2006	30.2%	41.6%	28.3%	–	100.0%
2007	32.0%	38.9%	29.1%	–	100.0%

### Notes

– Data are not applicable or do not exist.

Non-response for *multiple employment* element (% of LPN workforce): 2003, n = 813 (1.3%); 2004, n = 436 (0.7%); 2005, n = 249 (0.4%); 2006, n = 175 (0.3%); 2007, n = 159 (0.2%).

Totals may not sum to 100% due to rounding.

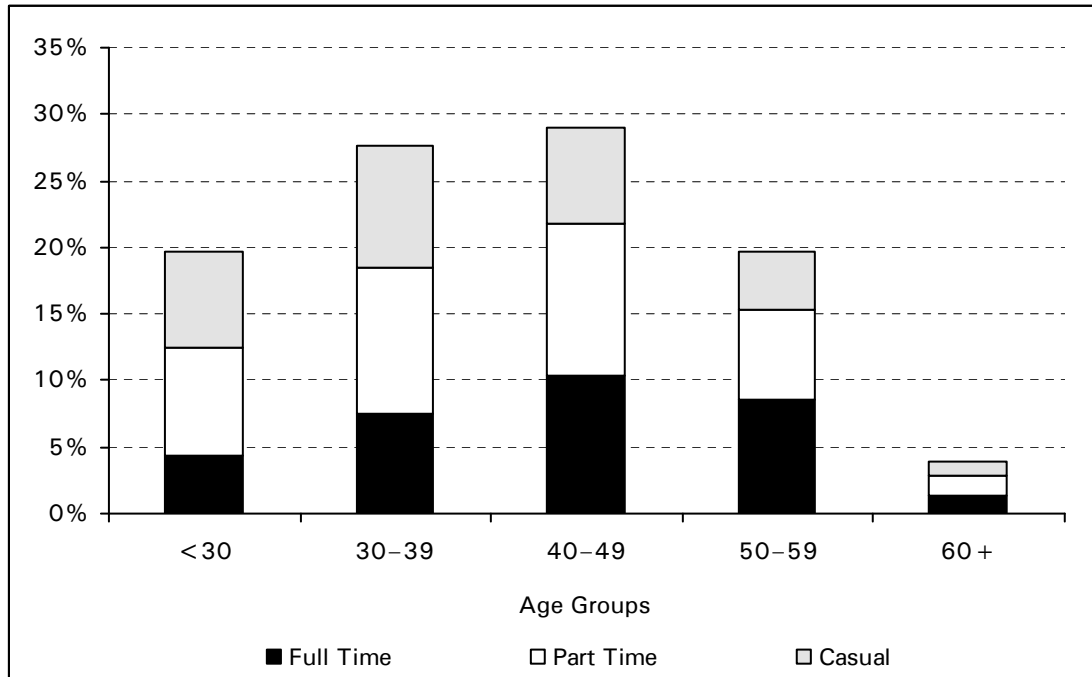
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Regulated Nursing Database, Canadian Institute for Health Information.

Figure 30 shows the distribution of LPNs working for multiple employers across age groups by position status. Within each age group, the distribution of part-time, full-time and casual workers is similar.

**Figure 30 Licensed Practical Nurses Employed in Nursing With Multiple Employers, by Position Status, by Age Group, Canada, 2007**



**Notes**

Non-response for *multiple employment* element (% of LPN workforce): 2007, n = 159 (0.2%).  
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

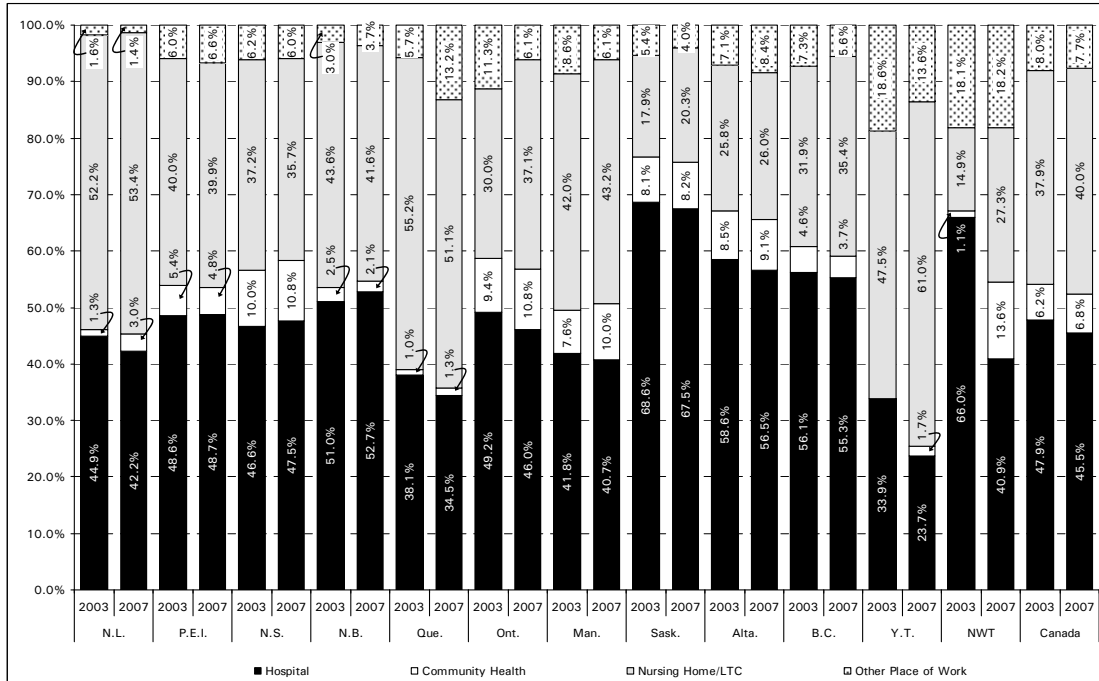
**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Location of Work

The hospital sector employs less than half of the LPN workforce in Canada. The sector that grew the most in Canada from 2003 to 2007 was nursing homes/long-term care, from 37.9% to 40.0%.

**Figure 31 Licensed Practical Nursing Workforce, by Place of Work, by Jurisdiction and Canada, 2003 and 2007**



### Notes

Non-response for *place of work* element (% of LPN workforce): 2003, n = 1,485 (2.4%); 2007, n = 986 (1.4%).

Hospital includes data from hospital (general, maternal, pediatric, psychiatric), mental health centre and rehabilitation/convalescent centre. Community health includes data from community health centre, home care agency, nursing station (outpost or clinic), public health department/unit.

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

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

Totals may not sum to 100% due to rounding.

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

### Source

Regulated Nursing Database, Canadian Institute for Health Information.

In 2007, the average age of LPNs working in the hospital sector was 44.1 years, compared to the average age of 45.5 years for LPNs employed in community health and 43.6 years for LPNs in the nursing home/long-term care sector.

## Position Type

In 2007, 63,718 LPNs (92.5%) were employed as staff practical nurses/community health practical nurses in Canada, an increase of 4.7% from 60,831 in 2006, shown in Table 32.

**Table 32 Licensed Practical Nursing Workforce, by Position Type, by Jurisdiction and Canada, 2003 to 2007**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
(Count)														
Staff Nurse	2003	2,596	529	2,810	2,071	13,937	22,212	2,349	1,817	4,477	3,547	-	-	56,345
	2004	2,578	54†	2,781	2,168	14,163	19,161	2,303	1,894	4,710	4,057	-	8†	54,446
	2005	2,570	55†	2,868	2,233	15,454	20,858	2,450	1,996	4,936	4,479	-	9†	58,496
	2006	2,511	54†	2,906	2,344	16,125	21,533	2,498	2,039	5,245	4,996	-	8†	60,831
	2007	2,460	564	2,864	2,448	16,819	22,892	2,519	2,188	5,560	5,319	-	85	63,718
Manager	2003	-	10	52	39	39	489	19	15	47	65	-	-	775
	2004	-	9	53	50	30	522	22	16	51	76	-	-	829
	2005	-	7	67	57	6	504	46	14	55	54	-	-	810
	2006	-	10	69	52	-	548	51	17	49	57	-	-	853
	2007	-	†	75	53	-	568	46	15	68	63	-	*	895
Other Positions	2003	106	70	126	318	703	1,954	49	214	211	701	-	-	4,452
	2004	121	7†	142	336	968	1,839	90	214	289	660	-	*	4,734
	2005	122	4†	148	343	603	1,993	94	178	322	349	-	*	4,199
	2006	120	3†	144	250	649	1,887	103	164	320	345	-	*	4,024
	2007	128	5†	157	230	638	2,057	106	176	358	404	-	*	4,308
(Annual Percentage Change)														
Staff Nurse	2003	-	-	-	-	-	-	-	-	-	-	-	-	-
	2004	-0.7%	†	-1.0%	4.7%	1.6%	-13.7%	-2.0%	4.2%	5.2%	14.4%	-	-	-3.4%
	2005	-0.3%	†	3.1%	3.0%	9.1%	8.9%	6.4%	5.4%	4.8%	10.4%	-	†	7.4%
	2006	-2.3%	†	1.3%	5.0%	4.3%	3.2%	2.0%	2.2%	6.3%	11.5%	-	†	4.0%
	2007	-2.0%	†	-1.4%	4.4%	4.3%	6.3%	0.8%	7.3%	6.0%	6.5%	-	†	4.7%
Manager	2003	-	-	-	-	-	-	-	-	-	-	-	-	-
	2004	-	-10.0%	1.9%	28.2%	-23.1%	6.7%	15.8%	6.7%	8.5%	16.9%	-	-	7.0%
	2005	-	-22.2%	26.4%	14.0%	-80.0%	-3.4%	109.1%	-12.5%	7.8%	-28.9%	-	-	-2.3%
	2006	-	42.9%	3.0%	-8.8%	-	8.7%	10.9%	21.4%	-10.9%	5.6%	-	-	5.3%
	2007	-	†	8.7%	1.9%	-	3.6%	-9.8%	-11.8%	38.8%	10.5%	-	-	4.9%
Other Positions	2003	-	-	-	-	-	-	-	-	-	-	-	-	-
	2004	14.2%	†	12.7%	5.7%	37.7%	-5.9%	83.7%	0.0%	37.0%	-5.8%	-	-	6.3%
	2005	0.8%	†	4.2%	2.1%	-37.7%	8.4%	4.4%	-16.8%	11.4%	-47.1%	-	†	-11.3%
	2006	-1.6%	†	-2.7%	-27.1%	7.6%	-5.3%	9.6%	-7.9%	-0.6%	-1.1%	-	†	-4.2%
	2007	6.7%	†	9.0%	-8.0%	-1.7%	9.0%	2.9%	7.3%	11.9%	17.1%	-	†	7.1%
(Percentage Distribution)														
Staff Nurse	2003	96.1%	86.9%	94.0%	85.3%	94.9%	90.1%	97.2%	88.8%	94.6%	82.2%	-	-	91.5%
	2004	95.5%	†	93.4%	84.9%	93.4%	89.0%	95.4%	89.2%	93.3%	84.6%	-	†	90.7%
	2005	95.5%	†	93.0%	84.8%	96.2%	89.3%	94.6%	91.2%	92.9%	91.7%	-	†	92.1%
	2006	95.4%	†	93.2%	88.6%	96.1%	89.8%	94.2%	91.8%	93.4%	92.6%	-	†	92.6%
	2007	95.1%	90.7%	92.5%	89.6%	96.3%	89.7%	94.3%	92.0%	92.9%	91.9%	-	96.6%	92.5%
Manager	2003	-	1.6%	1.7%	1.6%	0.3%	2.0%	0.8%	0.7%	1.0%	1.5%	-	-	1.3%
	2004	-	1.4%	1.8%	2.0%	0.2%	2.4%	0.9%	0.8%	1.0%	1.6%	-	-	1.4%
	2005	-	1.2%	2.2%	2.2%	0.0%	2.2%	1.8%	0.6%	1.0%	1.1%	-	-	1.3%
	2006	-	1.7%	2.2%	2.0%	-	2.3%	1.9%	0.8%	0.9%	1.1%	-	-	1.3%
	2007	-	†	2.4%	1.9%	-	2.2%	1.7%	0.6%	1.1%	1.1%	-	†	1.3%
Other Positions	2003	3.9%	11.5%	4.2%	13.1%	4.8%	7.9%	2.0%	10.5%	4.5%	16.3%	-	-	7.2%
	2004	4.5%	†	4.8%	13.2%	6.4%	8.5%	3.7%	10.1%	5.7%	13.8%	-	†	7.9%
	2005	4.5%	†	4.8%	13.0%	3.8%	8.5%	3.6%	8.1%	6.1%	7.1%	-	†	6.6%
	2006	4.6%	†	4.6%	9.4%	3.9%	7.9%	3.9%	7.4%	5.7%	6.4%	-	†	6.1%
	2007	4.9%	†	5.1%	8.4%	3.7%	8.1%	4.0%	7.4%	6.0%	7.0%	-	†	6.3%

### Notes

- Data are not applicable or do not exist.

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

† Digit suppressed to ensure confidentiality.

Non-response for *position type* element (% of LPN workforce): 2003, n = 1,566 (2.5%); 2004, n = 3,434 (5.4%); 2005, n = 1,448 (2.2%); 2006, n = 1,592 (2.4%); 2007, n = 788, (1.1%).

Position type data from the Yukon were not submitted to CIHI.

Staff nurses include LPN/staff nurse/community health nurse.

Manager includes coordinator/care manager.

Other positions include instructor/professor/educator, LPN specialty and other.

Totals may not sum to 100% due to rounding.

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

### Source

Regulated Nursing Database, Canadian Institute for Health Information.

## Area of Responsibility

The proportion of the licensed practical nursing workforce in direct care ranged from 96.6% in the Yukon and 96.9% in New Brunswick to 99.8% in Newfoundland and Labrador and 100% in the Northwest Territories and Nunavut. Many health human resource planners are interested in these totals, as these numbers represent the LPNs providing services directly to patients. Areas of responsibility covered by LPNs that fall outside of direct care include administration, education and research.

Overall, LPNs who provide direct care to patients are younger than those working in administration, education or research. In 2007, the average age was 43.9 years for LPNs in direct care, 46.8 years for LPNs working in administration, 45.5 years for LPNs working in education and 47.8 years for those working in research.

**Table 33 Licensed Practical Nursing Workforce, by Area of Responsibility, Canada, 2007**

	Counts	Percentage
<b>Direct Care</b>		
Geriatric/Long-Term Care	31,511	45.8%
Medical/Surgical	12,869	18.7%
Psychiatric/Mental Health	3,535	5.1%
Nursing in Several Clinical Areas	2,655	3.9%
Rehabilitation	2,458	3.6%
Community Health	2,318	3.4%
Ambulatory Care	1,209	1.8%
Home Care	1,206	1.8%
Palliative Care	1,080	1.6%
Maternal/Newborn	798	1.2%
Operating Room	734	1.1%
Pediatric	681	1.0%
Emergency Room	676	1.0%
Critical Care (Burn)	249	0.4%
Occupational Health	154	0.2%
Oncology	6†	†
Public Health	*	†
Other Patient Care	5,662	8.2%
<b>Total Direct Care</b>	<b>67,866</b>	<b>98.6%</b>
<b>Administration</b>		
Nursing Service	156	0.2%
Nursing Education	6	<0.1
Other Administration	405	0.6%
<b>Total Administration</b>	<b>567</b>	<b>0.8%</b>
<b>Education</b>		
Teaching—Students	205	0.3%
Teaching—Employees	22	<0.1
Teaching—Patients/Clients	13	<0.1
Other Education	121	0.2%
<b>Total Education</b>	<b>361</b>	<b>0.5%</b>
<b>Research</b>		
Nursing Research Only	8	<0.1
Other Research	10	<0.1
<b>Total Research</b>	<b>18</b>	<b>&lt;0.1</b>
<b>Total</b>	<b>68,812</b>	<b>100.0%</b>

### Notes

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

† Value suppressed to ensure confidentiality.

<0.1 Value is less than or equal to 0.1% of total Canadian workforce; value is not zero.

Non-response for *area of responsibility* element (% of LPN workforce): n = 897 (1.3%).

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

### Source

Regulated Nursing Database, Canadian Institute for Health Information.

In 2007, the greatest proportion of LPNs worked in geriatric/long-term care and medical/surgical areas. These areas are typically among the most frequently identified each year. The area of responsibility with the most LPNs, geriatric/long-term care, also attracts the most recent graduates. In 2007, LPNs in their first five years of nursing accounted for 46.5% of all LPNs working in geriatric/long-term care. LPNs who graduated more than 30 years ago represented 39.5% of geriatric/long-term care LPNs in 2007. Among male LPNs, the most frequently identified areas of responsibility in 2007 were geriatric/long-term care (38.1%) medical/surgical (18.1%) and psychiatric/mental health (16.8%).

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

Almost all LPNs (93%) in the Canadian workforce were female in 2007. This proportion has not changed significantly for the past five years (see Table 34). Additional information on LPN demographic characteristic trends by jurisdiction is available in the data tables on the CIHI website.

**Table 34 Licensed Practical Nursing Workforce, by Sex, by Jurisdiction and Canada, 2003 to 2007**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
		(Count)												
Female	2003	2,341	573	2,873	2,194	13,642	24,181	2,328	2,003	4,537	4,013	5†	9†	58,832
	2004	2,346	579	2,899	2,303	14,240	22,987	2,315	2,074	4,826	4,386	5†	7†	59,084
	2005	2,353	555	2,968	2,364	15,002	23,033	2,472	2,128	5,076	4,442	5†	8†	60,530
	2006	2,307	548	3,011	2,366	15,712	23,596	2,522	2,157	5,361	4,906	5†	7†	62,621
	2007	2,268	567	2,995	2,444	16,068	24,543	2,537	2,305	5,718	5,239	5†	7†	64,818
Male	2003	378	46	149	235	1,189	1,549	89	53	229	378	*	†	4,306
	2004	364	49	159	253	1,232	1,480	100	57	225	425	*	1†	4,359
	2005	345	51	159	269	1,291	1,425	118	66	237	442	*	1†	4,423
	2006	332	51	163	280	1,392	1,488	130	67	253	506	*	1†	4,679
	2007	330	56	165	290	1,424	1,583	134	76	268	552	*	1†	4,891
		(Annual Percentage Change)												
Female	2003	-	-	-	-	-	-	-	-	-	-	-	-	-
	2004	0.2%	1.0%	0.9%	5.0%	4.4%	-4.9%	-0.6%	3.5%	6.4%	9.3%	†	†	0.4%
	2005	0.3%	-4.1%	2.4%	2.6%	5.4%	0.2%	6.8%	2.6%	5.2%	1.3%	†	†	2.4%
	2006	-2.0%	-1.3%	1.4%	0.1%	4.7%	2.4%	2.0%	1.4%	5.6%	10.4%	†	†	3.5%
	2007	-1.7%	3.5%	-0.5%	3.3%	2.3%	4.0%	0.6%	6.9%	6.7%	6.8%	†	†	3.5%
Male	2003	-	-	-	-	-	-	-	-	-	-	-	-	-
	2004	-3.7%	6.5%	6.7%	7.7%	3.6%	-4.5%	12.4%	7.5%	-1.7%	12.4%	†	†	1.2%
	2005	-5.2%	4.1%	0.0%	6.3%	4.8%	-3.7%	18.0%	15.8%	5.3%	4.0%	†	†	1.5%
	2006	-3.8%	0.0%	2.5%	4.1%	7.8%	4.4%	10.2%	1.5%	6.8%	14.5%	†	†	5.8%
	2007	-0.6%	9.8%	1.2%	3.6%	2.3%	6.4%	3.1%	13.4%	5.9%	9.1%	†	†	4.5%
		(Percentage Distribution)												
Female	2003	86.1%	92.6%	95.1%	90.3%	92.0%	94.0%	96.3%	97.4%	95.2%	91.4%	†	†	93.2%
	2004	86.6%	92.2%	94.8%	90.1%	92.0%	94.0%	95.9%	97.3%	95.5%	91.2%	†	†	93.1%
	2005	87.2%	91.6%	94.9%	89.8%	92.1%	94.2%	95.4%	97.0%	95.5%	91.0%	†	†	93.2%
	2006	87.4%	91.5%	94.9%	89.4%	91.9%	94.1%	95.1%	97.0%	95.5%	90.7%	†	†	93.0%
	2007	87.3%	91.0%	94.8%	89.4%	91.9%	93.9%	95.0%	96.8%	95.5%	90.5%	†	†	93.0%
Male	2003	13.9%	7.4%	4.9%	9.7%	8.0%	6.0%	3.7%	2.6%	4.8%	8.6%	†	†	6.8%
	2004	13.4%	7.8%	5.2%	9.9%	8.0%	6.0%	4.1%	2.7%	4.5%	8.8%	†	†	6.9%
	2005	12.8%	8.4%	5.1%	10.2%	7.9%	5.8%	4.6%	3.0%	4.5%	9.0%	†	†	6.8%
	2006	12.6%	8.5%	5.1%	10.6%	8.1%	5.9%	4.9%	3.0%	4.5%	9.3%	†	†	7.0%
	2007	12.7%	9.0%	5.2%	10.6%	8.1%	6.1%	5.0%	3.2%	4.5%	9.5%	†	†	7.0%

### Notes

- Data are not applicable or do not exist.

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

† Digit suppressed to ensure confidentiality.

Totals may not sum to 100% due to rounding.

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

### Source

Regulated Nursing Database, Canadian Institute for Health Information.

More than half of all male LPNs in the workforce (61.5%) were employed in Ontario and Quebec in 2007. Jurisdictions with the highest proportions of male LPNs were Newfoundland and Labrador at 12.7% and New Brunswick at 10.6%. In contrast, 3.2% of Saskatchewan's LPNs were male.

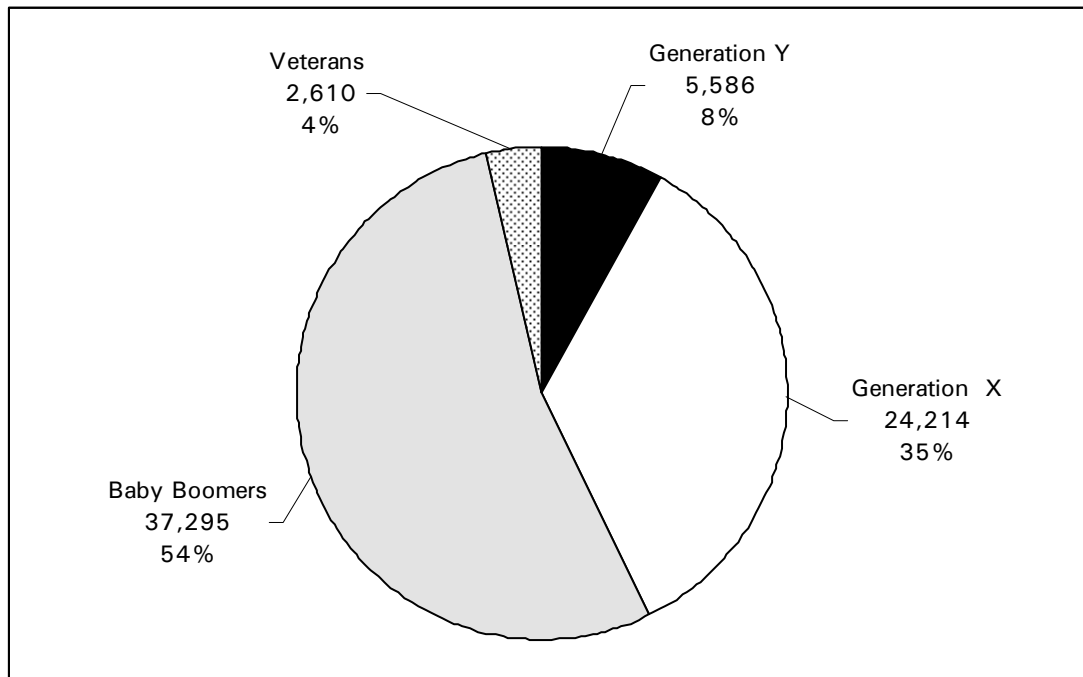
While representing only 7.0% of the overall LPN workforce in 2007, males accounted for 23% of LPNs employed in psychiatry/mental health. Interestingly, this increased proportion of males is similar to the pattern for male registered psychiatric nurses (RPNs) regulated in the four western provinces. The proportion of males in the RPN profession was more than 22% in 2007.

### **Generation Gaps**

For the first time in recent history, the workforce spans four generations.<sup>1</sup> This presents significant challenges and opportunities for health human resource planners as well as for managers at the institutional level. Different strategies may be required to entice and motivate the members of each generation, requiring an understanding of each generation's unique set of characteristics, values and perceptions of the ideal workplace.<sup>2</sup>

According to the literature,<sup>1</sup> members of the veteran generation (born between 1922 and 1945) value hard work and self-sacrifice and respect authority. The baby boomers (born between 1946 and 1964) tend to question authority and value status, and are sometimes workaholics. The generation Xers (born between 1965 and 1980) tend toward self-reliance, value career security over job security, are accustomed to direct and immediate communication and are more interested in achieving work–life balance. Finally, members of the youngest generation in the LPN workforce, generation Y (born after 1980), tend to be more goal-oriented, desire immediate feedback and favour meaningful work.

**Figure 32 Licensed Practical Nursing Workforce, by Generation, Canada, 2007**



**Notes**

Non-response for *date of birth* element (% of all LPNs): n = 3, (<0.1%).

Totals may not sum to 100% due to rounding.

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

As is evident from Figure 32, the generation representing the highest proportion of the licensed practical nursing workforce in 2007 was the baby boomer generation (age 43 to 61). This generation consists of LPNs as many as two decades away from retirement, as well as many within a few years of retirement. Most of the veterans and a proportion of the baby boomers can reasonably be expected to leave the workforce in the next several years.

It is particularly important to track the older age groups in order to predict exit trends. In 2007, almost half the jurisdictions (Newfoundland and Labrador, Prince Edward Island, Nova Scotia, Quebec and the Yukon) had their highest proportion of nurses in the 45-to-49 age group. In Canada as a whole, the four age groups defined as baby boomers were the largest.



**Table 35 Licensed Practical Nursing Workforce, by Age Group, by Jurisdiction and Canada, 2007**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada	
<20	0.0%	0.0%	0.0%	0.0%	<0.1%	0.0%	0.0%	<0.1%	0.0%	0.0%	0.0%	0.0%	<0.1%	
20–24	1.3%	1.6%	1.7%	3.4%	5.3%	4.2%	1.8%	5.6%	6.2%	4.9%	0.0%	1.1%	4.4%	Generation Y
25–29	7.3%	8.2%	5.9%	9.6%	10.6%	7.6%	8.6%	12.0%	13.0%	11.8%	0.0%	3.4%	9.3%	
30–34	8.1%	6.7%	10.4%	11.4%	10.8%	8.7%	10.4%	10.5%	10.0%	11.6%	7.0%	8.0%	9.9%	Generation X
35–39	13.5%	12.0%	13.8%	13.4%	11.4%	11.4%	11.0%	9.2%	10.1%	12.6%	8.8%	17.0%	11.6%	
40–44	16.0%	14.4%	14.7%	14.9%	13.9%	13.6%	12.3%	10.8%	11.0%	13.2%	14.0%	13.6%	13.5%	
45–49	18.7%	18.5%	17.7%	15.1%	16.4%	15.1%	14.9%	14.2%	13.6%	14.9%	28.1%	18.2%	15.5%	Baby Boomers
50–54	16.9%	17.0%	17.0%	15.6%	16.2%	17.0%	17.1%	19.0%	14.3%	15.8%	15.8%	20.5%	16.5%	
55–59	12.6%	13.8%	12.1%	10.4%	11.3%	13.9%	14.2%	11.4%	11.6%	10.6%	19.3%	9.1%	12.4%	
60–64	5.4%	5.8%	5.7%	5.2%	3.3%	6.8%	8.1%	6.4%	7.8%	4.2%	5.3%	9.1%	5.6%	Veterans
65+	0.2%	1.9%	1.0%	1.0%	0.8%	1.7%	1.5%	0.9%	2.5%	0.5%	1.8%	0.0%	1.3%	

**Notes**

<0.1 Value is less than or equal to 0.1% of total Canadian workforce; value is not zero.

Non-response for *year of birth* element (% of LPN workforce): n = 3 (<0.1%).

Totals may not sum to 100% due to rounding.

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Northern territories data may include inter-jurisdictional duplicates.

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

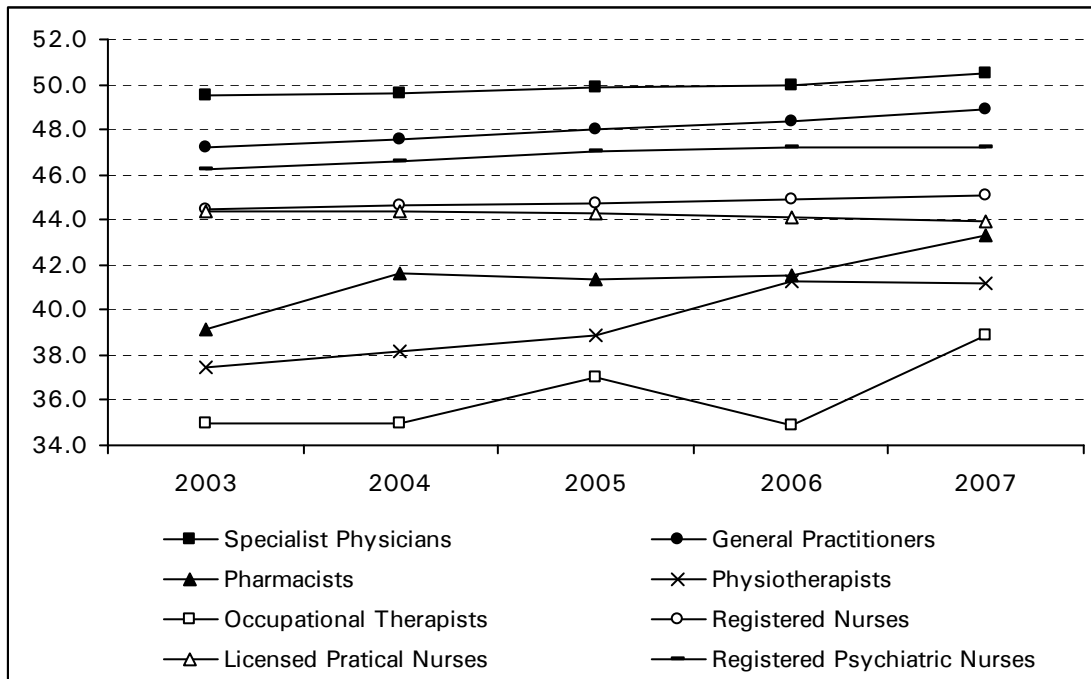
**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

**Average Age of the Workforce**

Average age may be used in addition to age groupings to describe trends and to make comparisons between the LPN workforce and other professions. As Figure 33 shows, the average age of selected health occupations increased over the period 2003 to 2007. In addition to the aging of each worker, several variables affect the rate at which the average age of the workforce changes. They include the rates of entry into and exit from the workforce and the ages of the workers entering and exiting the workforce.

**Figure 33 Average Age of Licensed Practical Nursing Workforce Compared to Selected Health Occupations, Canada, 2003 to 2007**



**Notes**

Totals may not sum to 100% due to rounding.

Occupational therapists data do not include Quebec and data for 43 registrants in Manitoba, where age was not provided.

Physiotherapists data do not include Nova Scotia, the Northwest Territories and Nunavut.

Pharmacists data for New Brunswick, Quebec, Manitoba and Nunavut are not available. Findings do not include the Yukon, as age was not collected/submitted.

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

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

**Sources**

Regulated Nursing Database, Scott's Medical Database, Occupational Therapist Database, Physiotherapist Database, Pharmacist Database, Canadian Institute for Health Information; Labour Force Survey, Statistics Canada.

Table 36 shows the range of average ages across the country from 2003 to 2007. In each case, the change from the previous year was relatively small. The average age for Canadian LPNs remained stable from 2003 to 2004 and has declined slightly since then, to 44.1 in 2006 and 43.9 in 2007. The largest increases were in the Yukon and the Northwest Territories, where the average age rose by 0.7 years. The average age fell in Quebec, Ontario, Saskatchewan, Alberta and British Columbia.

**Table 36 Average Age of the Licensed Practical Nursing Workforce, by Jurisdiction and Canada, 2003 to 2007**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
	Average Age												
2003	43.8	44.4	42.9	42.8	44.4	44.6	45.0	44.4	44.4	45.3	45.9	43.3	44.4
2004	44.2	44.8	43.7	42.7	44.1	44.9	45.0	44.4	44.2	44.7	46.6	44.1	44.4
2005	44.4	45.0	44.1	42.8	43.6	45.2	44.9	44.0	43.8	43.5	47.1	43.5	44.3
2006	44.5	45.0	44.4	43.0	43.0	45.1	45.2	44.1	43.5	42.9	47.6	44.9	44.1
2007	44.8	45.5	44.9	43.2	42.7	44.9	45.4	43.5	43.3	42.3	48.3	45.6	43.9
	Annual Increase/Decrease in Average Age												
2003	–	–	–	–	–	–	–	–	–	–	–	–	–
2004	0.4	0.5	0.7	-0.1	-0.4	0.3	0.0	0.0	-0.2	-0.5	0.6	0.8	0.0
2005	0.3	0.1	0.4	0.1	-0.5	0.4	-0.1	-0.4	-0.5	-1.2	0.5	-0.6	-0.1
2006	0.1	0.0	0.4	0.1	-0.5	-0.1	0.3	0.1	-0.3	-0.6	0.5	1.5	-0.2
2007	0.3	0.5	0.5	0.3	-0.3	-0.2	0.2	-0.6	-0.2	-0.5	0.7	0.7	-0.2

**Notes**

– Data are not applicable or do not exist.

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

**Source**

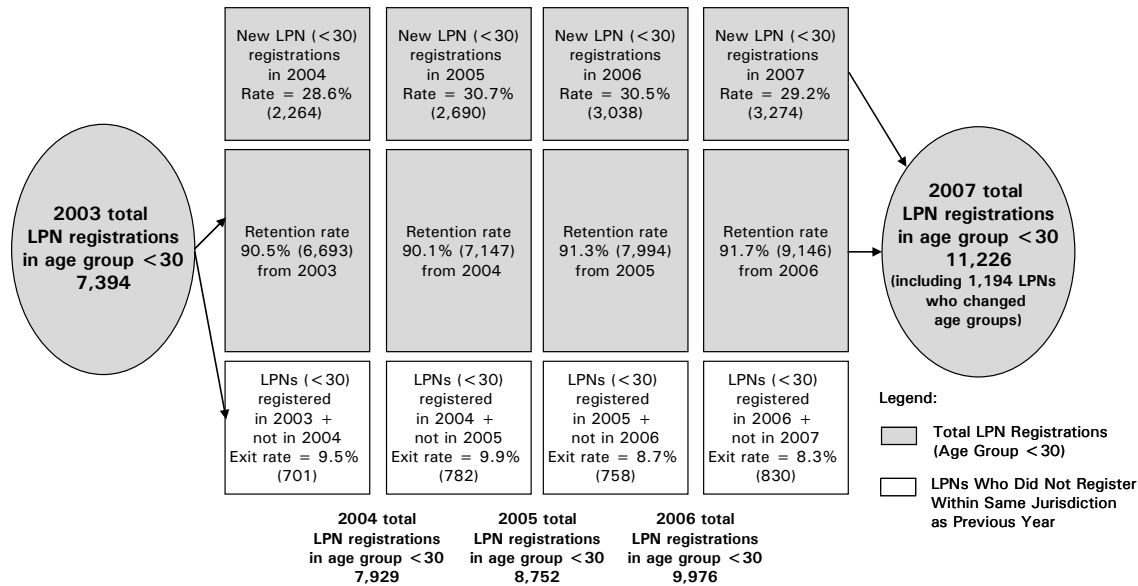
Regulated Nursing Database, Canadian Institute for Health Information.

## Exiting and Entering the Workforce

Figure 34 shows three rates that influence the number of licensed practical nurses under the age of 30 available to work each year. The rate of new registrations includes those LPNs who registered in a specific jurisdiction in year  $x$  and who were not registered in that same jurisdiction in the previous year ( $x - 1$ ). The retention rate includes those LPNs who registered in the same jurisdiction in both year  $x$  and in year  $x - 1$ . The exit rate represents those LPNs who were registered in year  $x - 1$  in a specific jurisdiction, but who did not register in the same jurisdiction in year  $x$ .

Note that the totals presented in Figure 34 and Table 37 represent all LPNs who registered with a specific jurisdiction, not only the workforce. A new registrant may be a new graduate, an immigrant, an interprovincial mover or an LPN re-registering following an absence of one year or more. An exit may be an LPN who has left the profession (either temporarily or permanently) or retired, or an LPN who is registered in another jurisdiction or country in year  $x$  and may still be practising nursing in another province, territory or country.

**Figure 34 Licensed Practical Nurses Age Younger Than 30: Rate of New Registrations, Retention Rates and Exit Rates, Canada, 2003 to 2007**



**Notes**

New registrations + retention rate may not add to total registrations, as some LPNs changed age groups from one year to the next. Non-response for age group element (% of LPN workforce): 2003, n = 3 (<0.1%); 2004, n = 2 (<0.1%); 2005, n = 3 (<0.1%); 2006, n = 2 (<0.1%); 2007, n = 5 (<0.1%).

Rates will not sum to 100%.

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

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

Table 37 shows new registration rates and exit rates by province and by age group. In 2007, the Canadian entry rate into the LPN workforce was 13.3% from the previous year, meaning that 13.3% of the total LPN workforce was new to their jurisdiction of registration that year. Of these, 29.2% were in the under-30 age cohort.

Higher exit rates are seen in the older age groups. Given the low registration rates for the group of LPNs over the age of 60, it can be concluded that a significant portion of the 21.4% of LPNs over the age of 60 who did not re-register in 2007 (2006 exits) retired from nursing. The LPNs under the age of 30 who did not re-register in 2007 (8.3%) may have moved to another jurisdiction within or outside of Canada to continue practising nursing, may have pursued further education, may have taken a leave of absence or may have left the profession.

The LPNs in the 40-to-49 age group demonstrated low exit rates during the period 2003 to 2007, indicating a low rate of mobility. It appears that most of the LPNs in this age group tend to stay in the workforce, in the same jurisdiction, until at least age 50, at which time the exit rate increases slightly. The higher entry and exit rates of LPNs in the north should be interpreted with caution as the numbers are small.

**Table 37 Licensed Practical Nurses: Rate of New Registrations and Exit Rates, by Age Group, by Jurisdiction and Canada, 2003 to 2007**

		Age Groups	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Territories	Canada
New Registration Rates	<30	2004	25.0%	26.9%	24.1%	28.8%	31.3%	22.0%	29.2%	25.5%	31.7%	43.4%	22.2%	28.6%
		2005	26.3%	26.8%	27.8%	16.6%	31.8%	28.0%	26.6%	32.7%	34.9%	40.1%	44.4%	30.7%
		2006	22.4%	32.3%	30.9%	26.9%	27.8%	33.2%	26.2%	14.0%	32.5%	40.0%	57.1%	30.5%
		2007	21.4%	21.5%	36.0%	9.7%	29.0%	31.3%	22.9%	32.2%	24.3%	36.6%	75.0%	29.2%
	30-39	2004	6.3%	8.1%	9.2%	14.3%	15.3%	6.9%	18.8%	12.5%	16.5%	22.1%	6.7%	11.5%
		2005	6.1%	5.7%	10.7%	10.1%	18.1%	8.6%	12.9%	21.5%	16.5%	22.0%	29.4%	13.1%
		2006	6.0%	8.0%	14.0%	14.1%	19.1%	9.7%	12.0%	10.0%	20.2%	24.8%	13.3%	14.6%
		2007	6.7%	10.2%	10.8%	10.1%	19.1%	10.5%	11.9%	20.4%	16.4%	20.3%	29.0%	14.4%
	40-49	2004	2.9%	2.3%	5.1%	7.8%	5.3%	3.5%	6.2%	4.3%	6.4%	13.7%	10.7%	5.2%
		2005	3.3%	4.2%	5.1%	5.2%	7.4%	4.2%	7.5%	6.0%	9.3%	13.2%	19.0%	6.2%
		2006	2.0%	7.8%	4.6%	6.1%	6.9%	4.9%	6.2%	3.3%	10.3%	15.7%	10.3%	6.5%
		2007	1.9%	3.8%	5.9%	4.4%	7.5%	5.2%	5.7%	7.2%	9.0%	13.1%	12.7%	6.6%
	50-59	2004	1.6%	8.5%	3.8%	1.8%	1.2%	0.7%	0.7%	1.4%	2.3%	3.2%	0.0%	1.4%
		2005	1.2%	0.0%	3.8%	0.8%	1.5%	1.4%	1.6%	1.4%	1.2%	2.5%	0.0%	1.5%
		2006	3.6%	0.0%	2.0%	4.1%	1.1%	1.4%	0.9%	1.9%	3.5%	5.9%	12.5%	2.0%
		2007	1.4%	0.0%	1.9%	2.3%	53.6%	1.0%	0.8%	2.3%	2.5%	2.8%	7.7%	8.8%
	60+	2004	1.6%	8.5%	3.8%	1.8%	1.2%	0.7%	0.7%	1.4%	2.3%	3.2%	0.0%	1.4%
		2005	1.2%	0.0%	3.8%	0.8%	1.5%	1.4%	1.6%	1.4%	1.2%	2.5%	0.0%	1.5%
		2006	3.6%	0.0%	2.0%	4.1%	1.1%	1.4%	0.9%	1.9%	3.5%	5.9%	12.5%	2.0%
		2007	1.4%	0.0%	1.9%	2.3%	53.6%	1.0%	0.8%	2.3%	2.5%	2.8%	7.7%	8.8%
Exit Rates	<30	2003	11.0%	8.2%	19.6%	7.4%	6.7%	10.0%	7.5%	10.5%	10.4%	10.8%	16.7%	9.5%
		2004	6.8%	3.8%	14.6%	7.9%	7.2%	11.1%	6.1%	8.4%	13.1%	14.1%	22.2%	9.9%
		2005	4.5%	8.9%	10.6%	10.1%	9.7%	5.3%	8.9%	9.2%	10.1%	11.9%	44.4%	8.7%
		2006	8.0%	6.5%	13.9%	8.8%	10.1%	3.5%	10.6%	11.3%	10.6%	8.9%	71.4%	8.3%
	30-39	2003	4.5%	3.2%	9.8%	7.2%	5.2%	7.3%	6.7%	5.7%	6.3%	8.0%	19.4%	6.7%
		2004	3.5%	4.7%	8.6%	6.7%	5.2%	8.6%	6.0%	9.2%	8.5%	12.5%	13.3%	7.7%
		2005	5.3%	5.7%	7.0%	8.6%	7.5%	4.3%	4.2%	7.9%	9.4%	6.2%	17.6%	6.1%
		2006	4.3%	8.8%	11.3%	5.0%	7.2%	3.6%	8.9%	6.5%	9.1%	6.7%	23.3%	6.1%
	40-49	2003	2.9%	3.9%	6.3%	3.3%	3.0%	5.0%	3.6%	3.7%	4.7%	5.6%	11.9%	4.4%
		2004	2.3%	3.2%	5.2%	2.9%	2.9%	5.4%	3.9%	4.4%	5.4%	9.9%	8.9%	4.8%
		2005	2.9%	4.7%	4.4%	5.0%	2.9%	4.0%	3.4%	4.0%	5.0%	6.9%	9.5%	4.0%
		2006	3.2%	4.1%	5.1%	3.2%	3.0%	2.8%	5.1%	3.6%	4.3%	8.0%	15.5%	3.6%
	50-59	2003	7.0%	4.3%	7.6%	8.0%	9.1%	5.7%	7.9%	5.8%	4.0%	7.2%	10.9%	6.8%
		2004	7.4%	3.9%	7.3%	7.3%	9.6%	6.3%	4.4%	6.4%	5.7%	17.9%	8.5%	7.9%
		2005	10.9%	6.2%	5.2%	9.6%	10.8%	5.3%	3.9%	6.4%	6.7%	10.7%	10.6%	7.4%
		2006	7.1%	4.2%	6.3%	5.6%	54.5%	4.0%	4.5%	4.3%	4.2%	12.7%	11.3%	16.4%
	60+	2003	34.0%	10.3%	23.9%	16.8%	20.5%	14.4%	20.7%	16.5%	10.1%	30.1%	40.0%	17.1%
		2004	33.9%	23.4%	16.7%	18.0%	21.3%	15.3%	10.9%	22.0%	14.1%	42.4%	20.0%	18.5%
		2005	31.4%	21.7%	11.9%	18.4%	23.2%	14.9%	9.3%	16.8%	11.5%	27.3%	0.0%	16.7%
		2006	19.6%	12.5%	18.2%	15.1%	62.4%	11.7%	12.9%	22.2%	13.3%	33.3%	12.5%	21.4%

**Notes**

Rates will not sum to 100%.

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

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

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

**Source**

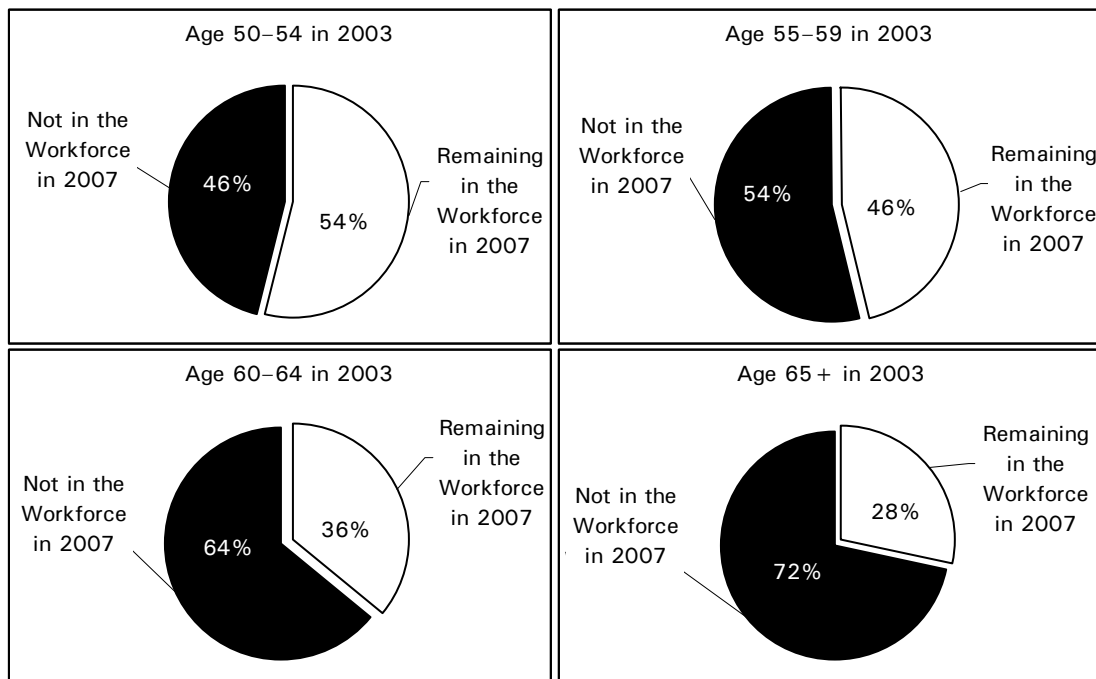
Regulated Nursing Database, Canadian Institute for Health Information.

## Aging of Baby Boomers

Figure 35 illustrates the change to four age cohorts of LPNs over time. Each cohort was tracked in 2003 and in 2007. Of those who were between 50 and 54 in 2003, 46% had left the workforce by 2007; of those age 65+ in 2003, 72% had left the workforce by 2007. While leaving the workforce in a specific jurisdiction includes interprovincial moves, it can be reasonably assumed that a significant proportion of the exits in these age groups represents retirements.

Although the exit rate for the oldest cohort was the highest, the largest changes to the workforce came from the departure of the cohort aged 50 to 54 in 2003.

**Figure 35 Licensed Practical Nurses Aged 50+ Exiting or Remaining in the Workforce, Canada, 2003 and 2007**



**Notes**

Totals may not sum to 100% due to rounding.

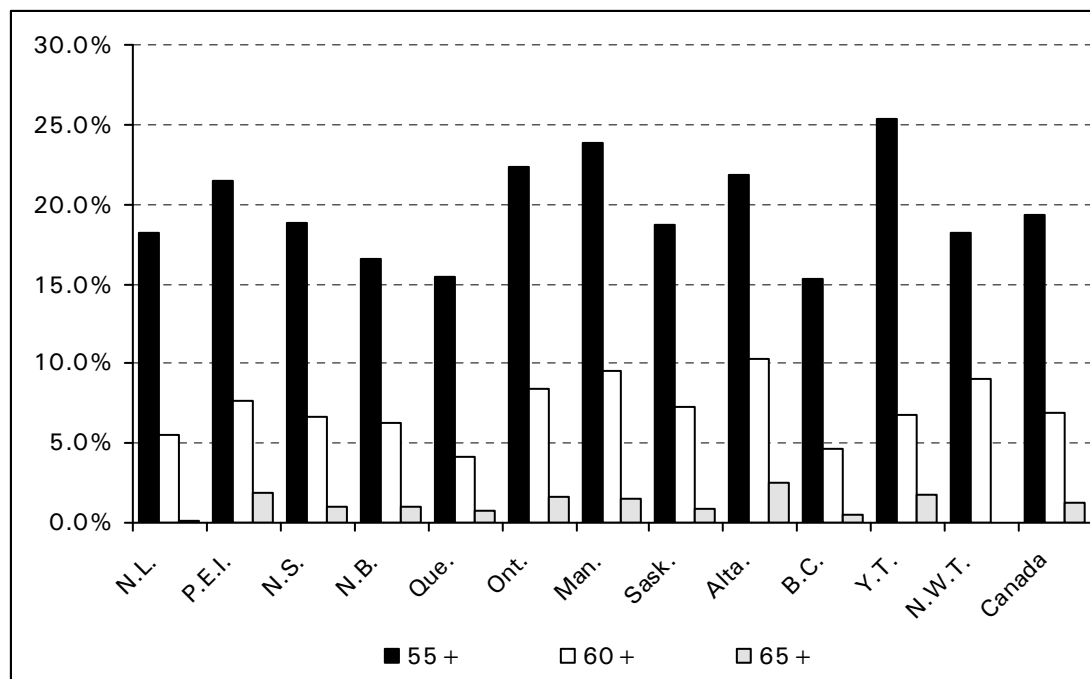
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

Figure 36 highlights the proportion of the LPN workforce in each province/territory at or above three typical ages of retirement in 2007: 55, 60 and 65. Note that this illustration is cumulative. An LPN at age 65 is counted in all three categories, and an LPN at age 60 is counted in two categories.

**Figure 36 Licensed Practical Nursing Workforce, by Age Groups 55+, 60+ and 65+, by Jurisdiction and Canada, 2007**



#### Notes

Totals may not sum to 100% due to rounding.

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

#### Source

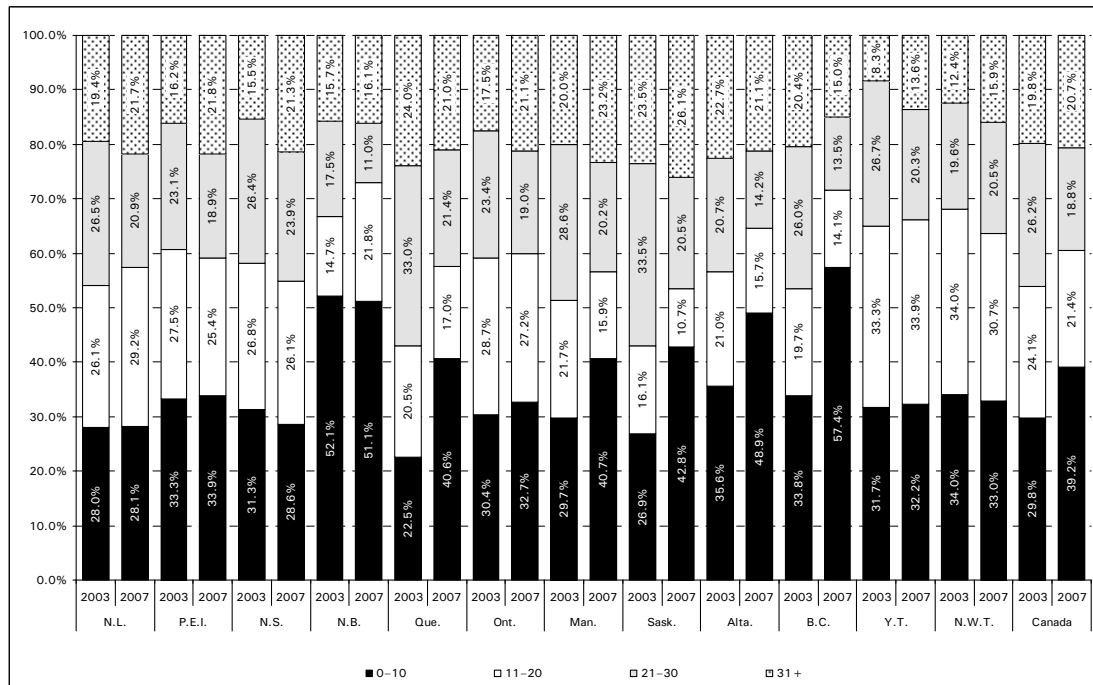
Regulated Nursing Database, Canadian Institute for Health Information.

## Years Since Graduation

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

Figure 37 illustrates the distribution of LPNs by number of years since graduation. Note that this indicates the maximum number of years an LPN could have been in the workforce, and does not necessarily reflect the actual number of years worked, because time spent out of the workforce (such as in continuing education or family leave) is not accounted for.

**Figure 37 Licensed Practical Nursing Workforce, by Years Since LPN Graduation, by Jurisdiction and Canada, 2003 and 2007**



**Notes**

Non-response for year of graduation element (% of LPN workforce): 2003, n = 503 (0.8%); 2007, n = 128 (0.2%). Totals may not sum to 100% due to rounding.  
 Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.  
 LPNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.  
 Northern territories data may include inter-jurisdictional duplicates.  
 See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

The trend from 2003 to 2007 shows an increase in most provinces in the proportion of LPNs in the group 31+ years since graduation, but a decrease in Quebec, Alberta and British Columbia. In Quebec, Manitoba, Saskatchewan, Alberta and British Columbia, the cohort 0 to 10 years since graduation increased more quickly than in other jurisdictions.

## Education Trends: Lifelong Learning

### Entry-to-Practice Education

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

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



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

In the 2007 LPN workforce, a total of 68,329, or 98% of LPNs, had obtained a diploma as their highest education in practical nursing (see Table 38). The remaining 2% have equivalencies.

**Table 38 Licensed Practical Nursing Workforce, by Diploma or Equivalency, by Jurisdiction and Canada, 2003 to 2007**

		N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
		(Count)												
Diploma/ Certificate	2003	–	–	–	–	–	–	–	–	–	–	–	–	–
	2004	2,662	61†	3,005	2,538	15,081	24,46†	2,220	2,075	4,941	4,449	53	91	62,198
	2005	2,651	60†	3,077	2,615	15,916	24,45†	2,401	2,142	5,207	4,425	56	101	63,647
	2006	2,591	59†	3,125	2,629	16,655	25,08†	2,457	2,172	5,510	4,990	60	92	65,955
	2007	2,551	616	3,112	2,718	16,967	26,126	2,467	2,329	5,890	5,406	59	88	68,329
Equivalency	2003	–	–	–	–	–	–	–	–	–	–	–	–	–
	2004	48	†	53	18	391	*	195	56	110	362	–	–	1,245
	2005	47	†	50	18	377	*	189	52	106	459	–	–	1,306
	2006	48	†	49	17	449	*	195	52	104	422	–	–	1,345
	2007	47	7	48	16	525	–	204	52	96	385	–	–	1,380
		(Annual Percentage Change)												
Diploma/ Certificate	2003	–	–	–	–	–	–	–	–	–	–	–	–	–
	2004	–	–	–	–	–	–	–	–	–	–	–	–	–
	2005	-0.4%	†	2.4%	3.0%	5.5%	†	8.2%	3.2%	5.4%	-0.5%	5.7%	11.0%	2.3%
	2006	-2.3%	†	1.6%	0.5%	4.6%	†	2.3%	1.4%	5.8%	12.8%	7.1%	-8.9%	3.6%
	2007	-1.5%	†	-0.4%	3.4%	1.9%	†	0.4%	7.2%	6.9%	8.3%	-1.7%	-4.3%	3.6%
Equivalency	2003	–	–	–	–	–	–	–	–	–	–	–	–	–
	2004	–	–	–	–	–	–	–	–	–	–	–	–	–
	2005	-2.1%	†	-5.7%	0.0%	-3.6%	†	-3.1%	-7.1%	-3.6%	26.8%	–	–	4.9%
	2006	2.1%	†	-2.0%	-5.6%	19.1%	†	3.2%	0.0%	-1.9%	-8.1%	–	–	3.0%
	2007	-2.1%	†	-2.0%	-5.9%	16.9%	†	4.6%	0.0%	-7.7%	-8.8%	–	–	2.6%
		(Percentage Distribution)												
Diploma/ Certificate	2003	–	–	–	–	–	–	–	–	–	–	–	–	–
	2004	98.2%	†	98.3%	99.3%	97.5%	†	91.9%	97.4%	97.8%	92.5%	100.0%	100.0%	98.0%
	2005	98.3%	†	98.4%	99.3%	97.7%	†	92.7%	97.6%	98.0%	90.6%	100.0%	100.0%	98.0%
	2006	98.2%	†	98.5%	99.4%	97.4%	†	92.6%	97.7%	98.1%	92.2%	100.0%	100.0%	98.0%
	2007	98.2%	98.9%	98.5%	99.4%	97.0%	100.0%	92.4%	97.8%	98.4%	93.4%	100.0%	100.0%	98.0%
Equivalency	2003	–	–	–	–	–	–	–	–	–	–	–	–	–
	2004	1.8%	†	1.7%	0.7%	2.5%	†	8.1%	2.6%	2.2%	7.5%	–	–	2.0%
	2005	1.7%	†	1.6%	0.7%	2.3%	†	7.3%	2.4%	2.0%	9.4%	–	–	2.0%
	2006	1.8%	†	1.5%	0.6%	2.6%	†	7.4%	2.3%	1.9%	7.8%	–	–	2.0%
	2007	1.8%	1.1%	1.5%	0.6%	3.0%	–	7.6%	2.2%	1.6%	6.6%	–	–	2.0%

**Notes**

- Data are not applicable or do not exist.
  - \* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.
  - † Digit suppressed to ensure confidentiality.
- Totals may not sum to 100% due to rounding.  
 Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.  
 LPNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.  
 Northern territories data may include inter-jurisdictional duplicates.  
 See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Average Age at Graduation

The age at which a student graduates from a nursing program and is eligible to enter the LPN workforce is an important indicator of the number of years an average LPN will contribute to the workforce. As Table 39 illustrates, practical nurses have been entering the workforce later; thus, unless they stay later at the end of their careers, their numbers of years of service will be reduced.

**Table 39 Licensed Practical Nursing Graduates and Average Age at Graduation, by Range of Graduation Years, Canada, 1980 to 2007**

Graduation Year	Number of Graduates	Average Age at Graduation
1980–1984	6,275	23.1
1985–1989	6,180	26.2
1990–1994	7,964	29.1
1995–1999	7,213	30.0
2000–2004	13,641	30.9
2005 +	9,522	31.1

**Note**

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information

The trend of increasing age at graduation slowed since the changes seen prior to the early 1990s. However, the proportion of LPNs graduating and entering the workforce at the age of 30 or older increased since 2003. In 2007, 54.3% of the workforce who had graduated in the previous three years were over the age of 30 when they graduated.

## Mobility Trends: A Mobile Workforce

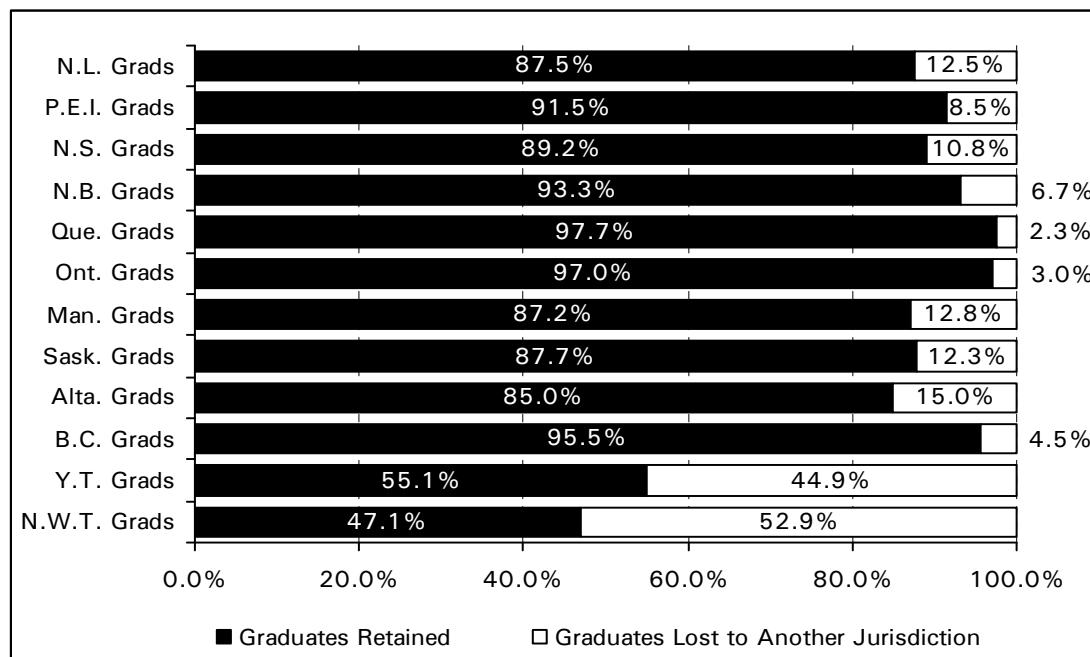
Regulated nurses are in demand in Canada and around the world. As a result, graduates from regulated nursing programs often have numerous options as to where they will practise. Canadian graduates may choose to remain in their current province or territory, to migrate to another Canadian province or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

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

## Migration Within Canada

Each provincial/territorial workforce combines licensed practical nursing graduates from within the jurisdiction, graduates from other Canadian jurisdictions and graduates from outside the country. Overall, more than 9 out of 10 graduates (94.3%) from Canadian licensed practical nursing programs who were working in Canada in 2007 either did not move after graduation or eventually returned to their jurisdiction of graduation.

**Figure 38 Licensed Practical Nursing Workforce by Jurisdiction of Graduation and Registration, Canada, 2007**



### Notes

Includes only graduates from Canadian LPN programs (N = 67,802).

Totals may not sum to 100% due to rounding.

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

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

Northern territories data may include inter-jurisdictional duplicates.

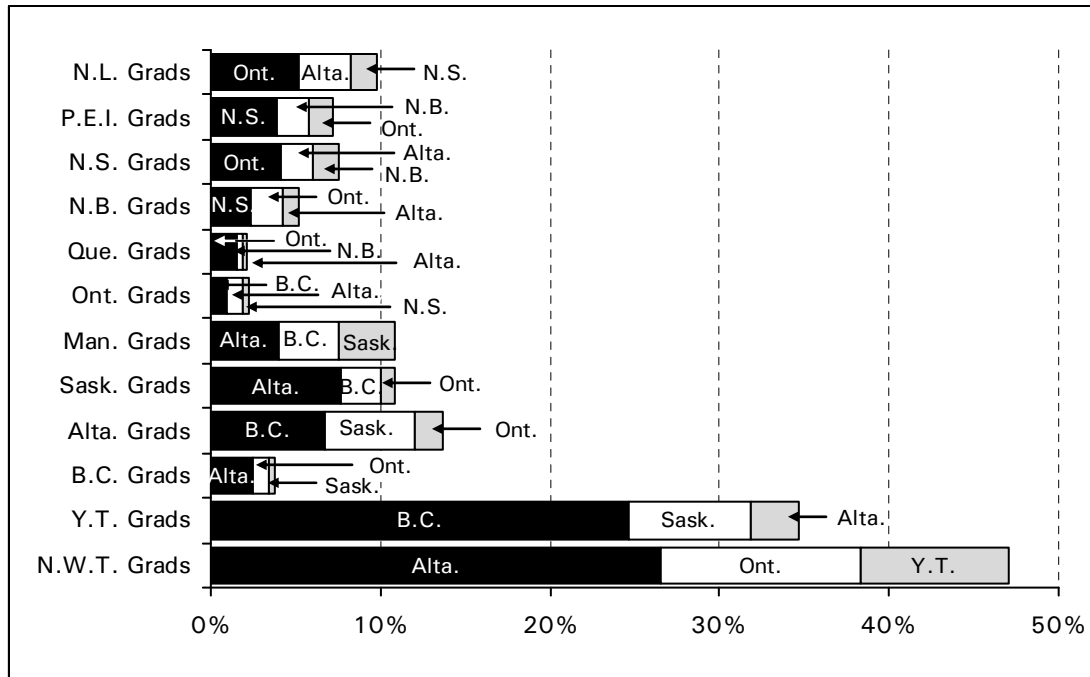
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Regulated Nursing Database, Canadian Institute for Health Information.

Figure 39 shows the top three most frequent destinations for those who moved sometime between their graduation year and 2007, comparing the jurisdiction of graduation to the current jurisdiction of registration. The data do not account for mobility and migration in the intervening years.

**Figure 39 Top Three Destinations for Licensed Practical Nursing Graduates by Jurisdiction of Graduation, Canada, 2007**



**Notes**

Includes only graduates from Canadian LPN programs (N = 67,802).  
 Totals may not sum to 100% due to rounding.  
 Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.  
 LPNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.  
 Northern territories data may include inter-jurisdictional duplicates.  
 See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

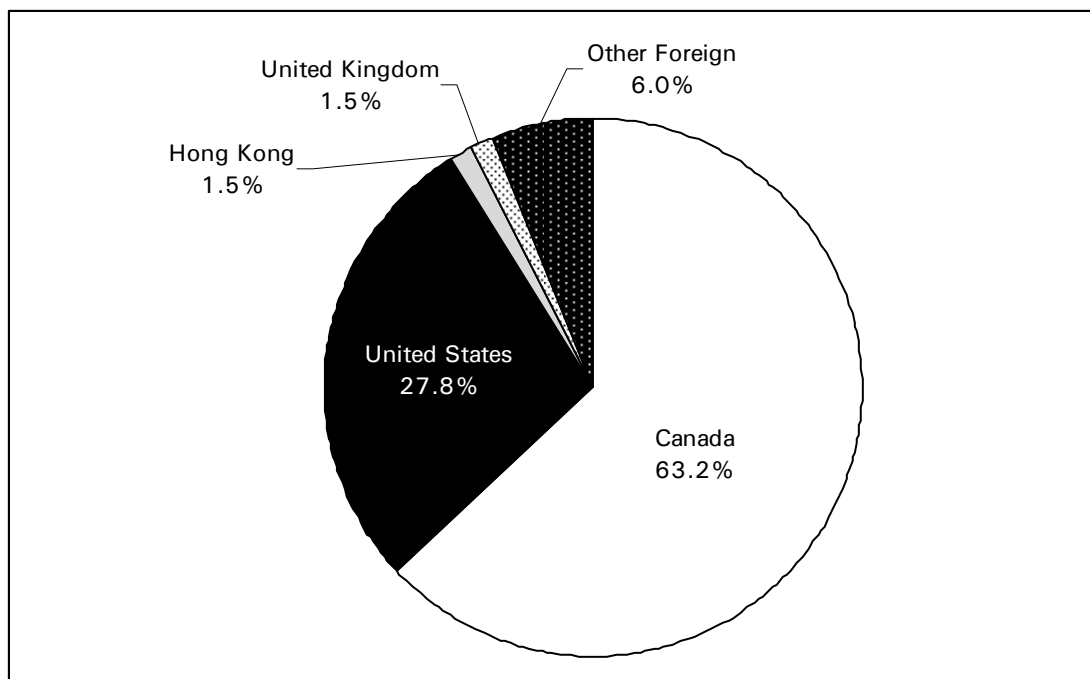
Overall, the provinces of British Columbia, Alberta and Ontario figure prominently as destinations for graduates from across the country, as is the case for the RN profession as well. In contrast, none of Quebec's, 0.5% of the Yukon's and 1.3% of Prince Edward Island's LPN workforces graduated from Canadian practical nursing programs outside their province of registration, the lowest rates in the country.

**Working Outside Province/Territory of Registration**

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

Figure 40 illustrates the top destinations for LPNs registered in a Canadian province or territory who are working either abroad or in another jurisdiction in Canada. Of the 334 LPNs who are not working in their province/territory of registration, 93 (27.8%) are employed in the United States; an additional 9% are employed in other locations.

**Figure 40 Licensed Practical Nurses Working Outside of Jurisdiction of Registration, by Country of Employment, Canada, 2007**



**Notes**

Includes only those LPNs who worked outside of their jurisdiction of registration (N = 314) in 2007.

Totals may not sum to 100% due to rounding.

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

### International Licensed Practical Nursing Graduates

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

**Table 40 Licensed Practical Nursing Workforce, by Location of Graduation, Canada, 2003 to 2007**

	Canada	International
	(Count)	
2003	47,016	1,055
2004	46,726	1,188
2005	47,386	1,216
2006	48,932	1,232
2007	67,802	1,322
	(Annual Percentage Change)	
2003	–	–
2004	-0.6%	12.6%
2005	1.4%	2.4%
2006	3.3%	1.3%
2007	38.6%	7.3%
	(Percentage Distribution)	
2003	97.8%	2.2%
2004	97.5%	2.5%
2005	97.5%	2.5%
2006	97.5%	2.5%
2007	98.1%	1.9%

**Notes**

– Data are not applicable or do not exist.

Non-response for *location of graduation* element (% of all LPNs): 2003, n = 15,067 (23.9%); 2004, n = 15,529 (24.5%); 2005, n = 16,351 (25.2%); 2006, n = 17,136 (25.5%); 2007, n = 585 (0.8%).

From 2003 to 2006, for Quebec data, the location of graduation data were not submitted and defaulted to not stated.

Totals may not sum to 100% due to rounding.

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

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

**Source**

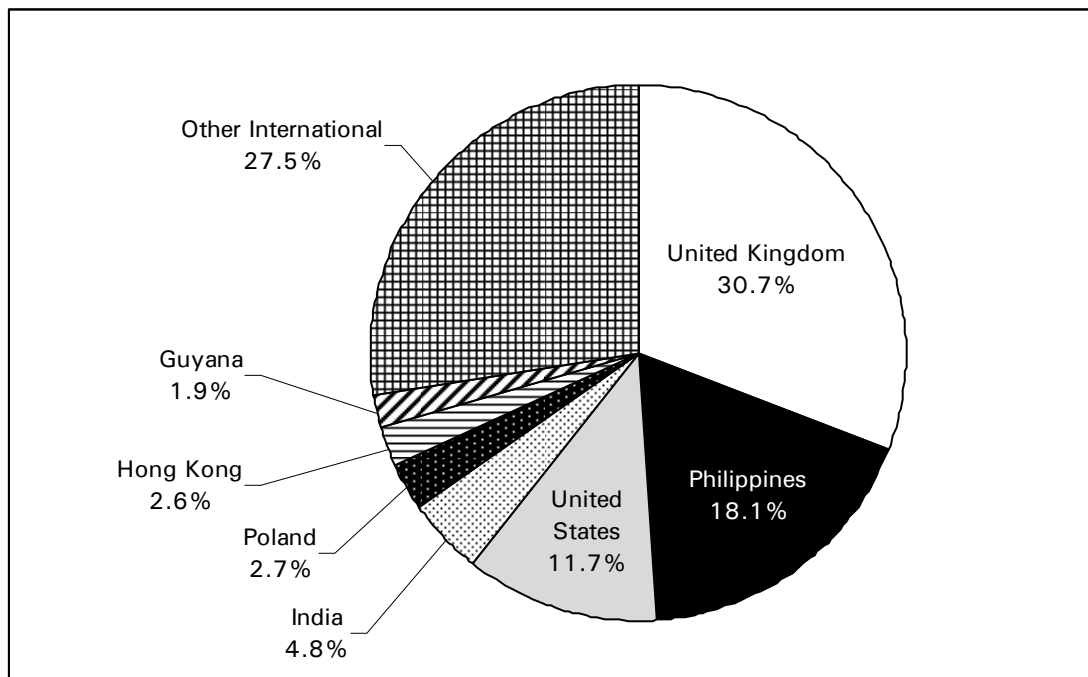
Regulated Nursing Database, Canadian Institute for Health Information.

Of the LPNs employed in Canada who reported their location of graduation in 2007, 98.1% (67,802) graduated from a practical nursing program in Canada and 1.9% (1,322) graduated from an international practical nursing program.

The workforces of British Columbia and Ontario had the highest concentrations of internationally educated LPN graduates, with 3.3% and 3.5%, respectively. The four eastern provinces all had very low concentrations of internationally educated graduates.

For the 1,322 licensed practical nurses in Canada who graduated from an international practical nursing program, the seven most frequently identified countries of graduation are identified in Figure 41. Close to half of all international graduates attended nursing programs in the United Kingdom or the Philippines. Another 11.7% were graduates from programs in the United States.

**Figure 41 Internationally Educated Licensed Practical Nurses in the Workforce, by Country of Graduation, Canada, 2007**



**Notes**

Includes only those LPNs who were educated outside of Canada (N = 1,322) in 2007.

Totals may not sum to 100% due to rounding.

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

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

Given the numbers, we may ask how long international graduates stay and whether they want to stay in the Canadian workforce. This is not a question directly answered by CIHI; however, by calculating exit rates for international graduates and Canadian graduates, we can find differences in rates in the various age groups.

### Canadian and International Entry Rates Into the Workforce and Exit Rates

Table 41 shows the differences by age group and by location of graduation for entrants into the Canadian LPN workforce in 2003. This table defines entrants into the workforce as LPNs who registered and were employed within a specific jurisdiction in year x and not during years x - 1 to x - 5, excluding LPNs who had been in the workforce during the five-year period prior to their entry or exit.

It cannot be determined from these data how many exits are LPNs who left the profession, how many were moves within Canada and how many were international moves. Among those entrants in 2003 who left within four years of entering the workforce, the international graduates had a higher rate among the cohort under 35 and in the cohort 35 to 49, and Canadian graduates had a higher exit rate than international graduates for the oldest age cohort.

**Table 41 Entrants to the Canadian Licensed Practical Nursing Workforce in 2003 and Corresponding Exit Rates From 2003 to 2006, by Age Group, Canadian and International Graduates**

	Canadian			International		
	<35	35-49	50+	<35	35-49	50+
<b>Number of New Entrants in 2003</b>	<b>2,347</b>	<b>2,922</b>	<b>1,707</b>	<b>23</b>	<b>83</b>	<b>89</b>
<b>Total Exits From 2003 to 2006</b>	<b>629</b>	<b>696</b>	<b>599</b>	<b>13</b>	<b>23</b>	<b>28</b>
New 2003 Entrants Remaining in the Workforce	1,718	2,226	1,108	10	60	61
<b>Percentage of New Entrants Exiting the Workforce</b>	<b>26.8%</b>	<b>23.8%</b>	<b>35.1%</b>	<b>56.5%</b>	<b>27.7%</b>	<b>31.5%</b>

**Note**

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Urban/Rural Distribution of the Workforce

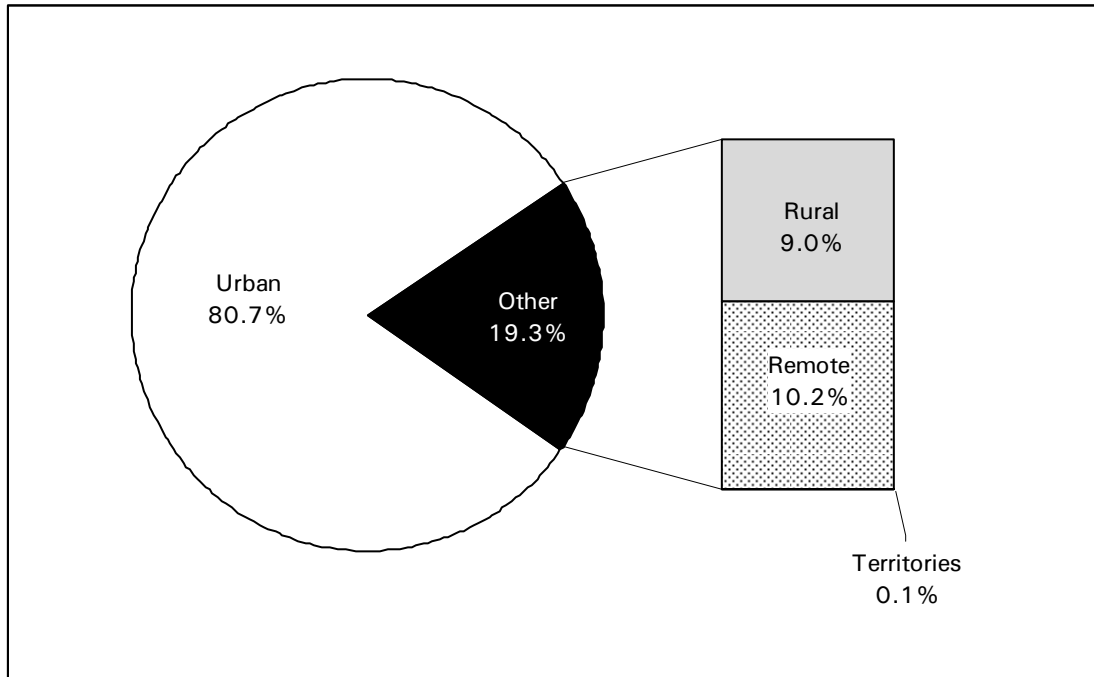
Geographical differences in Canada create numerous challenges to health care providers and planners. The urban/rural distribution of the population is a challenge not only in the northern territories but also in each of the provinces.

To determine if LPNs were practising in a rural or an urban setting, a postal code analysis was performed. In most cases, the postal code used was that of the workplace; however, where the postal code of workplace was not submitted to CIHI, the postal code of residence was used.<sup>vii</sup> Figures 42 and 43 illustrate the urban/rural/remote distribution of the LPN workforce in Canada in 2007. In 2007, 80.7% of the LPN workforce worked in urban areas of Canada, ranging from highs of 100% in the Yukon and 89.1% in British Columbia to lows of 38.6% in the Northwest Territories/Nunavut and 54.4% in Newfoundland and Labrador.

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



**Figure 42 Licensed Practical Nursing Workforce, by Urban/Rural/Remote Designation, Canada, 2007**



**Notes**

Totals may not sum to 100% due to rounding.

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

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

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

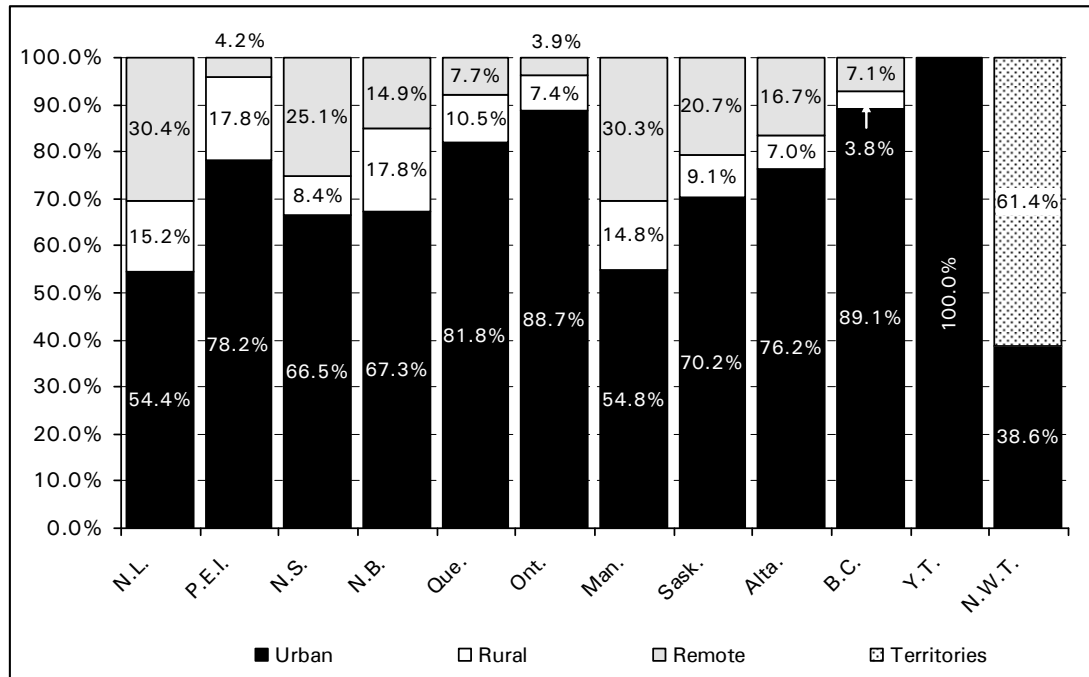
Territories are defined as areas outside of Whitehorse and Yellowknife in the northern territories.

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

**Figure 43 Licensed Practical Nursing Workforce, by Urban/Rural/Remote Designation, by Jurisdiction, 2007**



**Notes**

Totals may not sum to 100% due to rounding.  
 Urban areas are defined as communities with populations greater than 10,000 persons.  
 Rural areas are defined as communities in relatively close proximity to urban areas.  
 Remote areas are defined as those communities with relatively little social and economic interaction with urban areas.  
 Territories are defined as areas outside of Whitehorse and Yellowknife in the northern territories.  
 Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.  
 LPNs employed in a jurisdiction different from their jurisdiction of registration are excluded to avoid duplication.  
 Northern territories data may include inter-jurisdictional duplicates.  
 See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

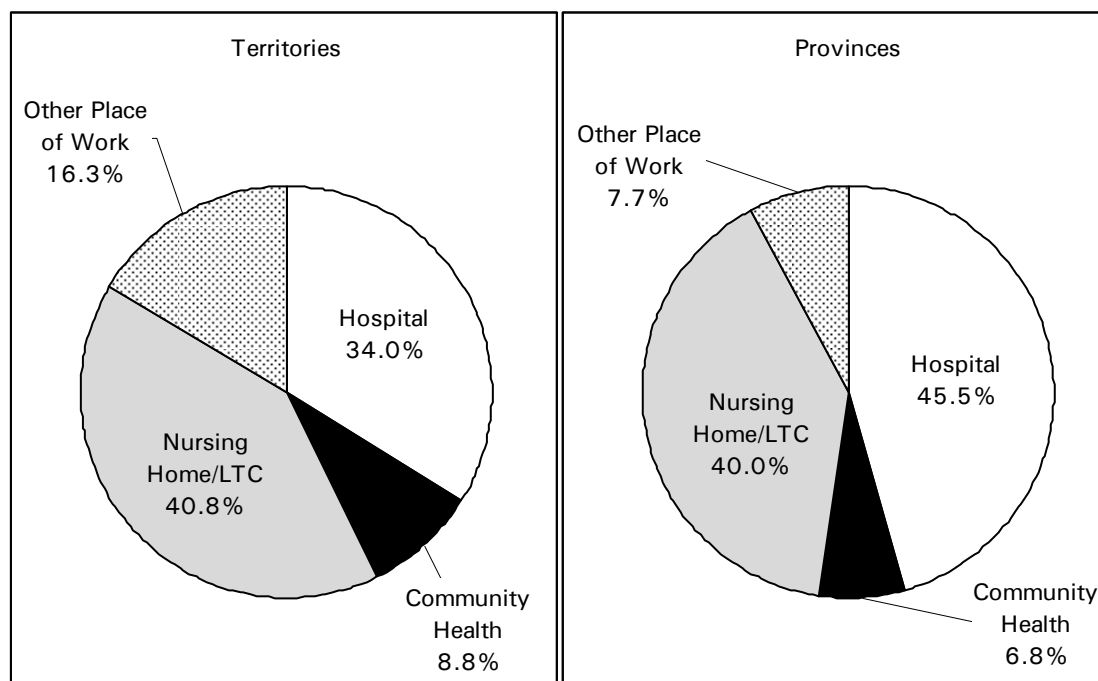
## Licensed Practical Nurses in the Territories: Characteristics of the Northern Workforce

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

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

In 2007, the majority of LPNs worked in hospitals and nursing homes or long-term care facilities. Figure 44 shows that 40.8% of LPNs employed in the territories worked in nursing homes and long-term care facilities and 34.0% worked in hospitals. Of those LPNs working in the provinces, 45.4% worked in hospitals and 40.0% worked in nursing homes or long-term care facilities. There are seven hospitals in the northern territories, in contrast to close to 700 hospitals across the provinces.<sup>viii</sup>

**Figure 44 Licensed Practical Nursing Workforce, by Place of Work, by Provincial or Territorial Level, Canada, 2007**



**Notes**

Non-response for *place of work* element (% of LPN workforce): n = 986 (1.4%).

Hospital includes data from hospital (general, maternal, pediatric, psychiatric), mental health centre and rehabilitation/convalescent centre. Community health includes data from community health centre, home care agency, nursing station (outpost or clinic), public health department/unit.

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

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

Totals may not sum to 100% due to rounding.

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

Among LPNs employed in the territories, the most frequently identified areas of responsibility were geriatric/long-term care (49.6%), medical/surgical (11%), ambulatory care (11%) and several clinical areas (11%). Licensed practical nurses employed in the provinces most frequently identified geriatric/long-term care (45.8%), medical/surgical (18.7%) and other patient care (8.2%) as their area of responsibility. Almost all of the LPNs in both the territories (96.6%) and the provinces (92.4%) identified their position as staff nurse/community health nurse.

viii. Source: Canadian MIS Database, Canadian Institute for Health Information.

## Methodological and Historical Changes to Licensed Practical Nursing Data, 2003 to 2007

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

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

### Historical Revisions and Data Limitations

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

#### *Employment*

##### **All Jurisdictions—Employment Status**

In 2003, a methodology to more accurately account for all LPNs in the workforce was implemented.<sup>ix</sup> LPNs reporting an employer in practical nursing but failing to state their position status (full-time, part-time or casual positions with that employer) were re-coded by CIHI from not stated to unknown.

##### **Ontario—Employment Status**

For the 2006 data year, according to the College of Nurses of Ontario (CNO), the changes in the variable employed in practical nursing—status unknown are a result of refinements in the renewal process. This has enabled the CNO to reduce the number of not stated responses to this category.

As of 2006:

- *Position (primary)*: not collected for the Yukon and the Northwest Territories in 2003.
- *Position (secondary)*: not collected for Newfoundland and Labrador, Ontario, the Yukon and the Northwest Territories.
- *Position (tertiary)*: not collected for Newfoundland and Labrador, New Brunswick, Ontario, the Yukon and the Northwest Territories.
- *Place of Work (secondary)*: not collected in Newfoundland and Labrador, Ontario and the Northwest Territories.
- *Place of Work (tertiary)*: not collected for Newfoundland and Labrador, New Brunswick, the Yukon and the Northwest Territories.
- *Area of Responsibility (secondary)*: not collected for Newfoundland and Labrador, Ontario and the Northwest Territories.

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ix. See Chapter 5 (Methodological Notes) for more information of the re-coding of the *employment status* element.

- *Area of Responsibility (tertiary)*: not collected for Newfoundland and Labrador, New Brunswick, Ontario, the Yukon and the Northwest Territories.
- *Postal Code of Secondary*: not collected for Newfoundland and Labrador, Ontario and the Northwest Territories.
- *Postal Code of Tertiary Worksite*: not collected for Newfoundland and Labrador, Ontario, the Yukon and the Northwest Territories.

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

Starting in the 2005 data year, any registrant who had missing information on the registration/renewal form for the data elements *place of work*, *area of responsibility* and *position* were contacted by the Ordre des infirmières et infirmiers auxiliaires du Québec (OIIAQ). This refinement to the registration and renewal process resulted in a reduction of not stated responses for these data elements.

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

In 2004, the CNO implemented the CNO Practice and Employment Definition to aid members in providing information and to enhance the quality of data collected.

#### **Yukon—Multiple Employment Status**

This data element was not available in the data years 2002 and 2004.

#### **Northwest Territories—Multiple Employment Status**

This data element was not collected for the data years 2002 to 2007.

#### **Yukon—Location of Employment**

For the data years 2002 to 2007, this field was derived from the fields *postal code of residence* and *place of employment*.

#### **Quebec—Place of Work**

Data for the sub-element mental health centre were not collected for the data years 2002 to 2007 because this type of institution, as defined by CIHI, does not exist in the province of Quebec. Over the last three years, the Quebec Ministère de la santé et des services sociaux has merged most of the province's public-sector hospitals, long-term care facilities and community health centres into 95 health and social service centres (CSSSs). Since the merger, the OIIAQ has reclassified its definitions for the field *place of work*.

#### **Ontario—Place of Work**

According to the CNO, refinements in the renewal process in 2004 have enabled the CNO to reduce the number of not stated responses to this category.

### **Newfoundland and Labrador—Area of Responsibility**

Before 2004, LPNs who worked in several clinical areas were mapped to other direct care. Starting in 2004, LPNs selecting float are mapped to several clinical areas to better reflect the College of Licensed Practical Nurses of Newfoundland and Labrador (CLPNNL) workforce. This may explain the increase in the number of LPNs who reported several clinical areas and a decrease in other direct care.

### **Ontario—Area of Responsibility**

According to the CNO, refinements in the renewal process in 2004 have enabled the CNO to reduce the number of not stated responses to this category.

### **Northwest Territories—Area of Responsibility**

For the data years 2006 and 2007, any records indicating more than one area of responsibility were coded under the sub-element several clinical areas.

### **New Brunswick—Position**

For the data year 2006, the Association of New Brunswick Licensed Practical Nurses educated members on how to complete the position section of the annual renewal registration form. As a result, the number of registrants selecting the category other for the element *position* has decreased.

## *Demographics*

### **Yukon—Location of Residence**

For the data years 2002 to 2007, this field was derived from the field *postal code of residence*.

## *Education*

### **British Columbia—Education in Other Nursing Discipline, Education in Other Than Nursing**

In 2006, the College of Licensed Practical Nurses of British Columbia (CLPNBC) provided educational material to registrants on how to complete the education sections of the annual renewal form. As a result, the number of registrants selecting none has decreased for these fields.

### **Nova Scotia—Initial Education in Practical Nursing**

For the 2006 data year, the College of Licensed Practical Nurses of Nova Scotia (CLPNNS) included the options certificate and diploma as collected on the annual renewal registration form.

### **Saskatchewan—Initial Education in Practical Nursing**

The Saskatchewan Association of Licensed Practical Nurses (SALPN) included the options certificate or diploma for education completed in the last 12 months on the registration form. For the 2003 data year, a low percentage of initial registrants indicated diploma on the registration form and a high percentage (32.6%) indicated not stated. The SALPN suspects that some members may have left the field blank instead of checking diploma. As such, the diploma category in this field is under-represented for that year.

**Quebec—Location of Graduation**

The OIIQ did not submit data for this field for data years 2003 to 2006; all records defaulted to not stated.

**Newfoundland and Labrador, New Brunswick, Northwest Territories—Other Education in Nursing—Non-Practical Nursing**

This data element was not collected for the data years 2002 to 2007.

**New Brunswick, Northwest Territories—Education in Other Than Nursing**

This data element was not collected for the data years 2002 to 2007.





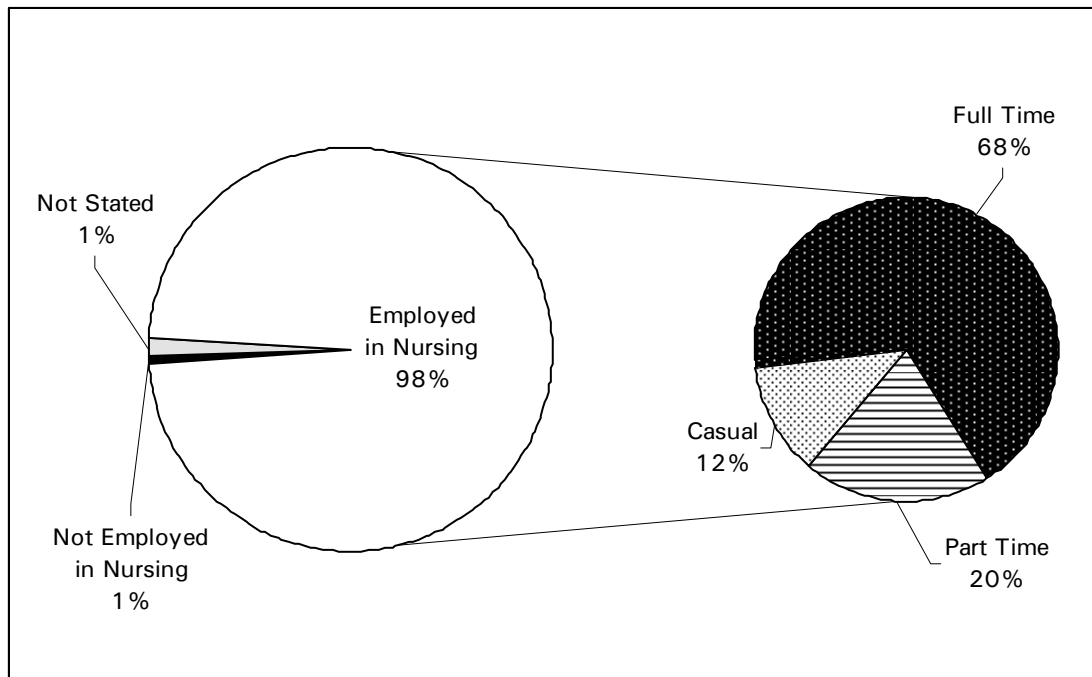
# Chapter 3—Regulated Nurses in Canada: Trends of Registered Psychiatric Nurses

## Supply Trends: How Many Registered Psychiatric Nurses?

The regulated nursing workforce is of critical importance to the health of Canadians, and thus to health human resources planners. This chapter presents data on registered psychiatric nurses (RPNs) working in Canada in 2007 and illustrates key trends over the last five years. RPNs are regulated and educated as a separate profession in four provinces: Manitoba, Saskatchewan, Alberta and British Columbia. As well, there are RPNs practising in the territories (defined as locations outside of Whitehorse and Yellowknife in the northern territories).

The RPN workforce is defined as RPNs employed in nursing within Canada. They represent 2% of the total regulated nursing workforce. The employment status indicator classifies RPNs as either working in nursing, working outside of nursing or not working. The position status indicator further classifies RPNs in the workforce as working in part-time, full-time or casual positions. As illustrated in Figure 45, the vast majority of RPNs who register in Canada are in the RPN workforce, with two-thirds employed in full-time positions (68%).

**Figure 45 Registered Psychiatric Nurses, by Employment Status, by Position Status, Canada, 2007**



**Notes**

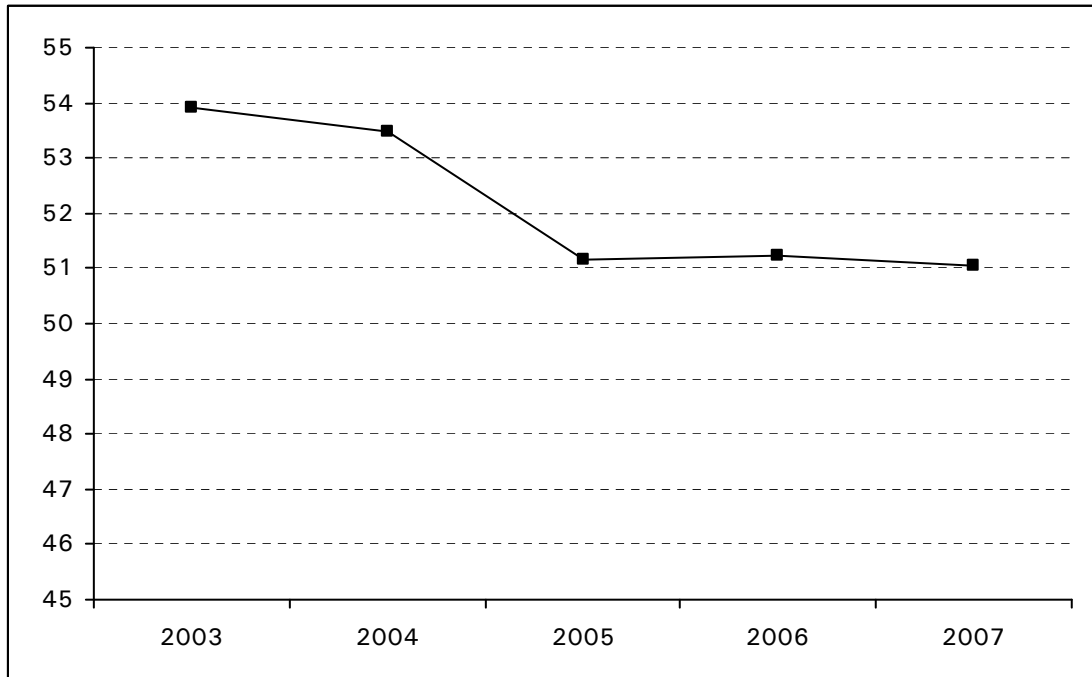
Totals may not sum to 100% due to rounding.  
 The RPN workforce of the four western provinces represents the total RPN workforce in Canada.  
 See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

The number of RPNs per 100,000 population remained fairly constant, at approximately 51, between 2005 and 2007. This ratio is affected by the population of the four western provinces, which recently grew more rapidly than the Canadian population as a whole.

**Figure 46 Registered Psychiatric Nursing Workforce per 100,000 Population, Canada, 2003 to 2007**



**Notes**

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

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

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

**Sources**

Regulated Nursing Database, Canadian Institute for Health Information; population estimates (July 1, 2007), Statistics Canada.

## Employment Trends: Is the Workforce Changing?

Table 42 shows the supply of all registered psychiatric nurses over the period 2003 to 2007. The total number of RPNs in Canada was 5,230 in 2007, a decrease of 0.1% from 2006. Except in 2005, the number of RPNs employed in Canada increased each year between 2003 and 2007, though the increase was not uniform across the country. Additional information on RPNs by province is available in the data tables on the CIHI website.

**Table 42 Registered Psychiatric Nurses, by Employment Status, by Position Status, Canada, 2003 to 2007**

	Employed in Psychiatric Nursing					Not Employed in Psychiatric Nursing					Grand Total		
	Regular Basis, Full Time	Regular Basis, Part Time	Casual Basis	Regular Basis, Status Unknown	Sub-Total	Employed in Other Than Nursing		Not Employed		Not Stated		Sub-Total	
	A	B	C	D	E = A+B+C+D	Seeking Employment	Not Seeking Employment	Seeking Employment in Nursing	Not Seeking Employment in Nursing	J		K = F+G+H+I+J	L = E+K
	F	G	H	I									
	(Count)												
2003	3,483	1,256	327	42	5,108	*	–	*	*	96	103	5,211	
2004	3,501	829	120	671	5,121	*	*	1†	*	116	133	5,254	
2005	1,995	797	187	1,985	4,964	–	*	*	*	59	63	5,027	
2006	3,407	958	631	55	5,051	9	6	22	13	134	184	5,235	
2007	3,448	1,015	621	40	5,124	*	–	23	†	77	106	5,230	
	(Annual Percentage Change)												
2003	–	–	–	–	–	–	–	–	–	–	–	–	
2004	0.5%	-34.0%	-63.3%	1497.6%	0.3%	†	–	†	†	20.8%	29.1%	0.8%	
2005	-43.0%	-3.9%	55.8%	195.8%	-3.1%	†	†	†	†	-49.1%	-52.6%	-4.3%	
2006	70.8%	20.2%	237.4%	-97.2%	1.8%	†	†	†	†	127.1%	192.1%	4.1%	
2007	1.2%	5.9%	-1.6%	-27.3%	1.4%	†	†	4.5%	†	-42.5%	-42.4%	-0.1%	
	(Percentage Distribution)												
2003	66.8%	24.1%	6.3%	0.8%	98.0%	†	–	†	†	1.8%	2.0%	100.0%	
2004	66.6%	15.8%	2.3%	12.8%	97.5%	†	†	†	†	2.2%	2.5%	100.0%	
2005	39.7%	15.9%	3.7%	39.5%	98.7%	–	†	†	†	1.2%	1.3%	100.0%	
2006	65.1%	18.3%	12.1%	1.1%	96.5%	0.2%	0.1%	0.4%	0.2%	2.6%	3.5%	100.0%	
2007	65.9%	19.4%	11.9%	0.8%	98.0%	†	–	0.4%	†	1.5%	2.0%	100.0%	

### Notes

– Data are not applicable or do not exist.

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

† Digit suppressed to ensure confidentiality.

Totals may not sum to 100% due to rounding.

In 2003 and 2004, the data submission method was modified, contributing to increases in the number of RPNs with position status unknown. Prior to 2005, for Saskatchewan data, RPNs not stating position status were defaulted to part time; in 2006, changes to the registration form permitted selection of part-time or casual position status.

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

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

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

### Source

Regulated Nursing Database, Canadian Institute for Health Information.

RPNs employed in nursing but reported as status unknown are those who reported employment data but who failed to indicate their position status as full time, part time or casual. Accordingly, they are included in the workforce but are excluded from some analyses in the report, as indicated in table footnotes. The proportion of the RPN workforce reported as status unknown was 0.8% in 2007.

**Table 43 Registered Psychiatric Nursing Workforce, by Province and Canada, 2003 to 2007**

	Man.	Sask.	Alta.	B.C.	Canada
	(Count)				
2003	955	939	1,128	2,086	5,108
2004	963	935	1,123	2,100	5,121
2005	952	933	1,125	1,954	4,964
2006	956	900	1,144	2,051	5,051
2007	952	880	1,158	2,134	5,124
	(Annual Percentage Change)				
2003	–	–	–	–	–
2004	0.8%	-0.4%	-0.4%	0.7%	0.3%
2005	-1.1%	-0.2%	0.2%	-7.0%	-3.1%
2006	0.4%	-3.5%	1.7%	5.0%	1.8%
2007	-0.4%	-2.2%	1.2%	4.0%	1.4%
	(Percentage Distribution)				
2003	18.7%	18.4%	22.1%	40.8%	100.0%
2004	18.8%	18.3%	21.9%	41.0%	100.0%
2005	19.2%	18.8%	22.7%	39.4%	100.0%
2006	18.9%	17.8%	22.6%	40.6%	100.0%
2007	18.6%	17.2%	22.6%	41.6%	100.0%

**Notes**

– Data are not applicable or do not exist.

Totals may not sum to 100% due to rounding.

In 2003 and 2004, the data submission method was modified, contributing to increases in the number of RPNs with position status unknown.

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

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

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

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Position Status

Table 44 shows that the majority of registered psychiatric nurses employed in psychiatric nursing are employed on a regular basis in full-time positions (3,448, or 67.8% in 2007).

**Table 44 Registered Psychiatric Nursing Workforce, by Position Status, by Province and Canada, 2003 to 2007**

		Man.	Sask.	Alta.	B.C.	Canada
		(Count)				
Employed Full Time	2003	610	696	713	1,464	3,483
	2004	614	737	696	1,454	3,501
	2005	601	724	670	–	1,995
	2006	599	708	663	1,437	3,407
	2007	599	698	664	1,487	3,448
Employed Part Time	2003	30†	24†	342	369	1,256
	2004	291	194	344	–	829
	2005	286	146	365	–	797
	2006	293	127	366	172	958
	2007	283	120	377	235	1,015
Employed Casual	2003	4†	*	73	211	327
	2004	44	–	76	–	120
	2005	48	62	77	–	187
	2006	53	46	108	424	631
	2007	68	49	114	390	621
Employed Position Status Unknown	2003	–	–	–	42	42
	2004	14	4	7	646	671
	2005	17	1	13	1,954	1,985
	2006	11	19	7	18	55
	2007	2	13	3	22	40
		(Annual Percentage Change)				
Employed Full Time	2003	–	–	–	–	–
	2004	0.7%	5.9%	-2.4%	-0.7%	0.5%
	2005	-2.1%	-1.8%	-3.7%	–	-43.0%
	2006	-0.3%	-2.2%	-1.0%	–	70.8%
	2007	0.0%	–	0.2%	3.5%	1.2%
Employed Part Time	2003	–	–	–	–	–
	2004	†	†	0.6%	–	-34.0%
	2005	-1.7%	-24.7%	6.1%	–	-3.9%
	2006	2.4%	-13.0%	0.3%	–	20.2%
	2007	-3.4%	-5.5%	3.0%	36.6%	5.9%
Employed Casual	2003	–	–	–	–	–
	2004	†	†	4.1%	–	-63.3%
	2005	9.1%	–	1.3%	–	55.8%
	2006	10.4%	-25.8%	40.3%	–	237.4%
	2007	28.3%	6.5%	5.6%	-8.0%	-1.6%
		(Percentage Distribution)				
Employed Full Time	2003	63.9%	74.1%	63.2%	71.6%	68.8%
	2004	64.7%	79.2%	62.4%	100.0%	78.7%
	2005	64.3%	77.7%	60.3%	–	67.0%
	2006	63.4%	80.4%	58.3%	70.7%	68.2%
	2007	63.1%	80.5%	57.5%	70.4%	67.8%
Employed Part Time	2003	†	†	30.3%	18.1%	24.8%
	2004	30.7%	20.8%	30.8%	–	18.6%
	2005	30.6%	15.7%	32.8%	–	26.8%
	2006	31.0%	14.4%	32.2%	8.5%	19.2%
	2007	29.8%	13.8%	32.6%	11.1%	20.0%
Employed Casual	2003	†	†	6.5%	10.3%	6.5%
	2004	4.6%	–	6.8%	–	2.7%
	2005	5.1%	6.7%	6.9%	–	6.3%
	2006	5.6%	5.2%	9.5%	20.9%	12.6%
	2007	7.2%	5.7%	9.9%	18.5%	12.2%

**Notes**

– Data are not applicable or do not exist.

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

† Digit suppressed to ensure confidentiality.

Totals may not sum to 100% due to rounding.

Employed RPNs with position status unknown are excluded from the percentage distribution.

In 2004, British Columbia defaulted all RPNs with part-time and casual employment to position status employed in psychiatric nursing—status unknown.

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

Prior to 2005, for Saskatchewan data, RPNs not stating position status were defaulted to part time; in 2006, changes to the registration form permitted selection of part-time or casual position status.

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

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

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

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

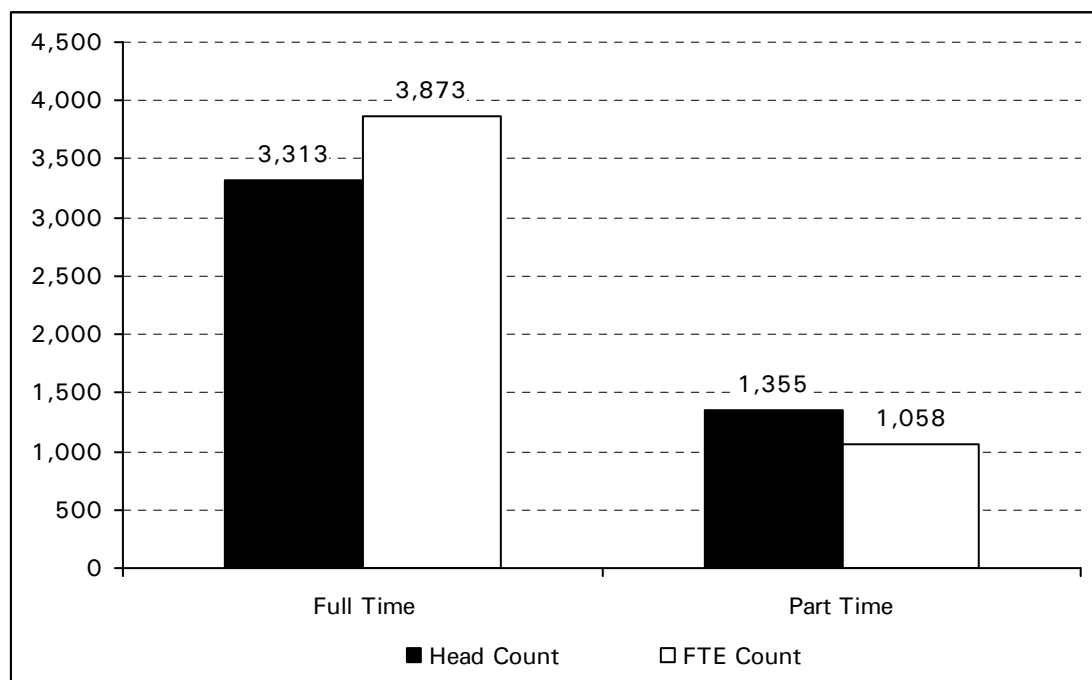
As Table 44 demonstrates, the percentage of the RPN workforce employed in full-time positions varied across the provinces in 2007, from 57.5% in Alberta and 63.1% in Manitoba to 70.4% in British Columbia and 80.5% in Saskatchewan. The average age of RPNs working full time was 47.4 years, part time 45.9 years and casual 48.4 years.

The proportion of male RPNs employed in full-time positions was larger in 2007 than that of female RPNs. In that year, 79.7% of male RPNs were employed full time, compared to 63.7% of female RPNs. Only 10.8% of male RPNs had part-time employment, compared to 22.4% of female RPNs. Casual employment rates followed a similar pattern, with 8.9% of male RPNs and 13.1% of female RPNs employed on a casual basis.

### Full-Time Equivalents Versus Head Counts

The calculation of full-time equivalents (FTEs) provides another way to represent the supply of RPNs using the number of hours worked.<sup>x</sup> While the data required to calculate FTEs are not collected annually by CIHI, other sources can be used, such as the National Survey of the Work and Health of Nurses, 2005.

**Figure 47 Head and FTE Counts of the Registered Psychiatric Nursing Workforce, by Full-Time or Part-Time Status, Canada, 2005**



**Source**  
National Survey of the Work and Health of Nurses, 2005, Statistics Canada (Canadian Institute for Health Information share file).

x. See Chapter 5 (Methodological Notes) for further explanation on the FTE calculation.

An FTE has been estimated as the ratio of earned hours over “normal” earned hours, where earned hours are hours worked plus benefits. Using the Statistics Canada definition of a normal work week at 37.3 hours, part-time RPNs have an average FTE value of 0.78 and full-time RPNs have an average FTE value of 1.17. Of the part-time RPNs, almost one-fifth worked more than 40 hours per week; of the full-time RPNs, more than half worked more than 40 hours per week. Note that overtime hours (both paid and unpaid) are included in the total number of hours worked, and that RPNs may have reported hours worked in more than one nursing job.

## Multiple Employment

It is not uncommon for RPNs to have more than one nursing job, often with multiple employers. In 2007, 22.8% of the RPN workforce reported having more than one employer in nursing, and the proportion has been consistently higher for those working on a part-time or casual basis. Although 9.8% of the 2007 workforce reported working in part-time or casual positions, the total number of hours worked by those in multiple positions may in fact equal or exceed the total of a full-time position.

**Table 45 Registered Psychiatric Nurses Employed in Nursing With Multiple Employers, by Position Status With Primary Employer, Canada, 2003 to 2007**

	Employed Full Time	Employed Part Time	Employed Casual	Employed Position Status Unknown	Total With Multiple Employers
	(Count)				
2003	476	308	99	7	890
2004	582	210	41	190	1,023
2005	276	200	50	481	1,007
2006	571	248	215	16	1,050
2007	667	297	203	3	1,170
	(Annual Percentage Change)				
2003	—	—	—	—	—
2004	22.3%	-31.8%	-58.6%	—	14.9%
2005	-52.6%	-4.8%	22.0%	—	-1.6%
2006	106.9%	24.0%	330.0%	—	4.3%
2007	16.8%	19.8%	-5.6%	—	11.4%
	(Percentage Distribution)				
2003	53.9%	34.9%	11.2%	—	100.0%
2004	69.9%	25.2%	4.9%	—	100.0%
2005	52.5%	38.0%	9.5%	—	100.0%
2006	55.2%	24.0%	20.8%	—	100.0%
2007	57.2%	25.4%	17.4%	—	100.0%

### Notes

— Data are not applicable or do not exist.

Non-response for *multiple employment* element (% of RPN workforce): 2005, n = 27 (0.5%); 2006, n = 13 (0.3%); 2007, n = 44 (0.9%).

Totals may not sum to 100% due to rounding.

In 2004, British Columbia defaulted all RPNs with part-time and casual employment to position status employed in psychiatric nursing—status unknown.

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

Prior to 2005, for Saskatchewan data, RPNs not stating position status were defaulted to part time; in 2006, changes to the registration form permitted selection of part-time or casual position status.

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

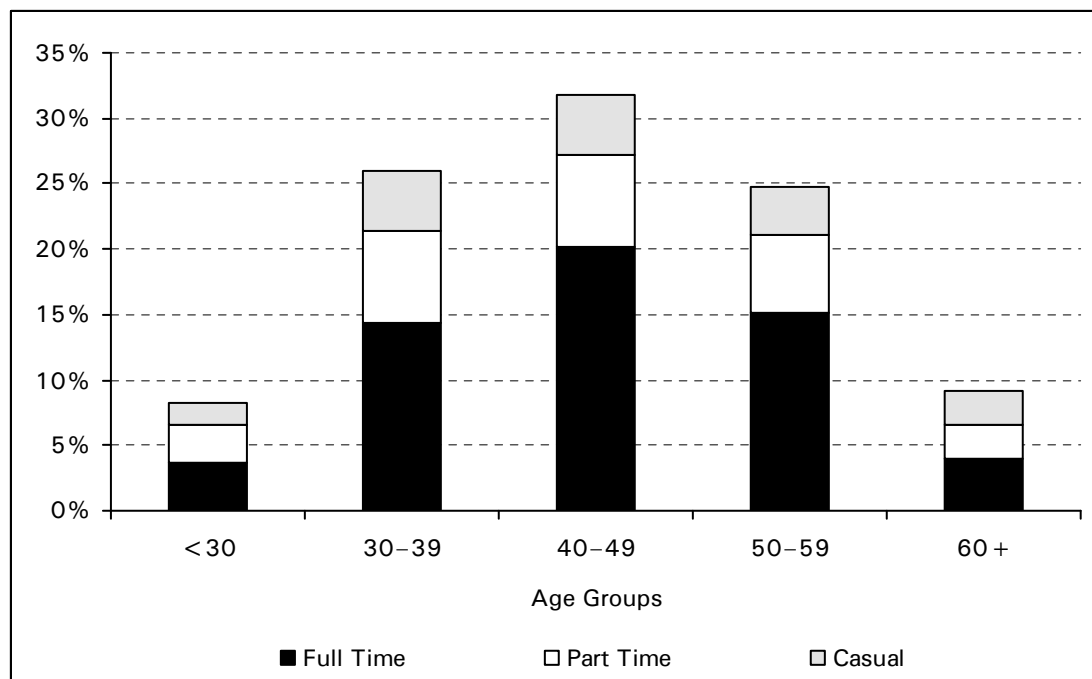
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

### Source

Regulated Nursing Database, Canadian Institute for Health Information.

Figure 48 shows the distribution of RPNs working for multiple employers across age groups by position status. Within each age group, the distribution of part-time, full-time and casual workers is similar; however, the 40-to-49 age group comprises the largest group of RPNs with multiple employment.

**Figure 48 Registered Psychiatric Nurses Employed in Nursing With Multiple Employers, by Position Status, by Age Group, Canada, 2007**



**Notes**

Non-response for *multiple employment* element (% of RPN workforce): 2005, n = 27 (0.5%); 2006, n = 13 (0.3%); 2007, n = 44 (0.9%). Totals may not sum to 100% due to rounding.

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

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

**Source**

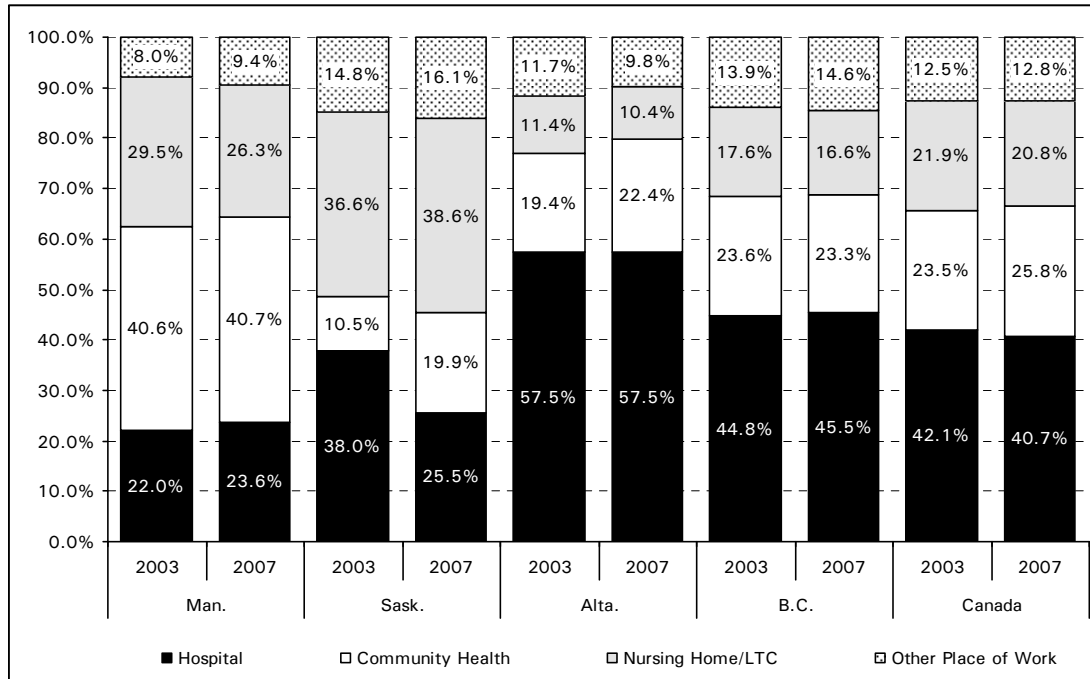
Regulated Nursing Database, Canadian Institute for Health Information.

**Location of Work**

The hospital sector employs nearly half the RPN workforce in Canada. The greatest proportion of nurses working in this sector in 2007 was found in British Columbia, at 45.5% and Alberta, at 57.5%. Employment in the community health sector was largest in Manitoba; in Saskatchewan the nursing home/long-term care sector was the largest.



**Figure 49 Registered Psychiatric Nursing Workforce, by Place of Work, by Province and Canada, 2003 and 2007**



**Notes**

Non-response for *place of work* element (% of RPN workforce): 2003, n = 38 (0.7%); 2007, n = 50 (1.0%).

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

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

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 or psychiatric nursing agency/private duty, self-employed/private practice, physician’s office/family practice unit, educational institution, association/government and other. Totals may not sum to 100% due to rounding.

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

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

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

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

In 2007, the average age of RPNs working in the hospital sector was 45.6 years, compared to the average age of 47.3 years for RPNs employed in community health and 50.0 years for RPNs employed in the nursing home/long-term care sector.

**Position Type**

In 2007, 4,032 RPNs (79.3%) were employed as staff psychiatric nurses/community health nurses in Canada, an increase of 0.8% from 3,999 in 2006 (see Table 46).

**Table 46 Registered Psychiatric Nursing Workforce, by Position Type, by Province and Canada, 2003 to 2007**

		Man.	Sask.	Alta.	B.C.	Canada
		(Count)				
Staff Nurse	2003	718	709	905	1,542	3,874
	2004	731	734	899	1,593	3,957
	2005	748	737	908	1,504	3,897
	2006	743	717	938	1,601	3,999
	2007	736	668	944	1,684	4,032
Manager	2003	100	88	92	184	464
	2004	108	114	91	188	501
	2005	101	114	88	297	600
	2006	100	110	89	297	596
	2007	105	99	88	264	556
Other Positions	2003	105	116	111	328	660
	2004	116	76	121	301	614
	2005	99	82	118	117	416
	2006	113	73	111	132	429
	2007	109	98	120	169	496
		(Annual Percentage Change)				
Staff Nurse	2003	-	-	-	-	-
	2004	1.8%	3.5%	-0.7%	3.3%	2.1%
	2005	2.3%	0.4%	1.0%	-5.6%	-1.5%
	2006	-0.7%	-2.7%	3.3%	6.4%	2.6%
	2007	-0.9%	-6.8%	0.6%	5.2%	0.8%
Manager	2003	-	-	-	-	-
	2004	8.0%	29.5%	-1.1%	2.2%	8.0%
	2005	-6.5%	0.0%	-3.3%	58.0%	19.8%
	2006	-1.0%	-3.5%	1.1%	0.0%	-0.7%
	2007	5.0%	-10.0%	-1.1%	-11.1%	-6.7%
Other Positions	2003	-	-	-	-	-
	2004	10.5%	-34.5%	9.0%	-8.2%	-7.0%
	2005	-14.7%	7.9%	-2.5%	-61.1%	-32.2%
	2006	14.1%	-11.0%	-5.9%	12.8%	3.1%
	2007	-3.5%	34.2%	8.1%	28.0%	15.6%
		(Percentage Distribution)				
Staff Nurse	2003	77.8%	77.7%	81.7%	75.1%	77.5%
	2004	76.5%	79.4%	80.9%	76.5%	78.0%
	2005	78.9%	79.0%	81.5%	78.4%	79.3%
	2006	77.7%	79.7%	82.4%	78.9%	79.6%
	2007	77.5%	77.2%	81.9%	79.5%	79.3%
Manager	2003	10.8%	9.6%	8.3%	9.0%	9.3%
	2004	11.3%	12.3%	8.2%	9.0%	9.9%
	2005	10.7%	12.2%	7.9%	15.5%	12.2%
	2006	10.5%	12.2%	7.8%	14.6%	11.9%
	2007	11.1%	11.4%	7.6%	12.5%	10.9%
Other Positions	2003	11.4%	12.7%	10.0%	16.0%	13.2%
	2004	12.1%	8.2%	10.9%	14.5%	12.1%
	2005	10.4%	8.8%	10.6%	6.1%	8.5%
	2006	11.8%	8.1%	9.8%	6.5%	8.5%
	2007	11.5%	11.3%	10.4%	8.0%	9.8%

**Notes**

- Data are not applicable or do not exist.

Non-response for *position* element (% of RPN workforce): 2003, n = 110 (2.2%); 2004, n = 49 (1.0%); 2005, n = 51 (1.0%); 2006, n = 27 (0.5%); 2007, n = 40 (0.8%).

Staff nurses include staff psychiatric nurse/community health psychiatric nurse.

Managers include chief executive officer, director/assistant director and manager/assistant manager.

Other positions include instructor/professor/educator, consultant, clinical specialist and other.

In 2004, for British Columbia data, manager/assistant manager data were not submitted and were defaulted to other positions.

Totals may not sum to 100% due to rounding.

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

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

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

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Area of Responsibility

The proportion of the registered psychiatric nursing workforce in direct care in 2007 was close to 90% in all four regulated provinces. Many health human resource planners are interested in these totals, as these numbers represent RPNs providing services directly to patients.

Areas of responsibility covered by RPNs that fall outside of direct care include administration, education and research. The proportion of RPNs employed in administration in 2007 was highest in Manitoba (11.0%) and Alberta (6.5%).

Overall, RPNs who provide direct care to patients are younger than RPNs in administration and education. In 2007, the average age was 47.0 years for RPNs in direct care, 50.5 years for RPNs working in administration, 49.7 years for RPNs working in education and 52.1 years for those working in research.

**Table 47 Registered Psychiatric Nursing Workforce, by Area of Responsibility, Canada, 2007**

	Counts	Percentage
<b>Direct Care</b>		
Acute Services	1,186	23.7%
Addiction Services	146	2.9%
Children and Adolescent Services	273	5.4%
Crisis/Emergency Services	236	4.7%
Development Habilitation/Disabilities	209	4.2%
Forensic Services	379	7.6%
Geriatric/Long-Term Care	953	19.0%
Medical/Surgical	32	0.6%
Nursing in Several Clinical Areas	*	†
Occupational Health	10	0.2%
Oncology	*	†
Other Patient Care	625	12.5%
Pediatric	12	0.2%
Palliative Care	15	0.3%
Rehabilitation	485	9.7%
<b>Total Direct Care</b>	<b>4,564</b>	<b>91.1%</b>
<b>Administration</b>		
Psychiatric Nursing Education	22	0.4%
Psychiatric Nursing Service	191	3.8%
Other Administration	100	2.0%
<b>Total Administration</b>	<b>313</b>	<b>6.2%</b>
<b>Education</b>		
Other Education	23	0.5%
Teaching—Employees	30	0.6%
Teaching—Students	54	1.1%
Teaching—Patients/Clients	14	0.3%
<b>Total Education</b>	<b>121</b>	<b>2.4%</b>
<b>Research</b>		
Psychiatric Nursing Research Only	*	†
Other Research	1†	†
<b>Total Research</b>	<b>12</b>	<b>0.3%</b>
<b>Total</b>	<b>5,010</b>	<b>100.0%</b>

### Notes

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

† Digit suppressed to ensure confidentiality; cell value is between 0 and 9.

Non-response for *area of responsibility* element (% of all RPNs): n = 114 (2.2%).

Totals may not sum to 100% due to rounding.

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

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

### Source

Regulated Nursing Database, Canadian Institute for Health Information.

In 2007, the greatest proportion of RPNs worked in acute services and geriatric/long-term care. The area of responsibility with the most RPNs, acute services, also attracted the most recent graduates. In 2007, RPNs in their first five years of nursing accounted for 31.2% of all RPNs working in acute services. RPNs who graduated more than 30 years ago represented 20.5% of acute service in 2007. The areas of responsibility most frequently identified by male RPNs in 2007 were acute services (22.5%), forensic services (13.5%) and rehabilitation (13.0%).

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

Just over three-quarters of RPNs (77.5%) in the Canadian workforce were female in 2007. This proportion has not changed significantly over five years (see Table 48). Notably, there is a significantly higher proportion of males working in psychiatric nursing (22.5%) than in the other regulated nursing professions (RN and LPN).

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

**Table 48 Registered Psychiatric Nursing Workforce, by Sex, by Province and Canada, 2003 to 2007**

		Man.	Sask.	Alta.	B.C.	Canada
		(Count)				
Female	2003	725	795	834	1,610	3,964
	2004	729	792	833	1,605	3,959
	2005	723	792	831	1,498	3,844
	2006	733	764	850	1,570	3,917
	2007	736	747	859	1,630	3,972
Male	2003	230	144	294	476	1,144
	2004	234	143	290	495	1,162
	2005	229	141	294	456	1,120
	2006	223	136	294	481	1,134
	2007	216	133	299	504	1,152
		(Annual Percentage Change)				
Female	2003	—	—	—	—	—
	2004	0.6%	-0.4%	-0.1%	-0.3%	-0.1%
	2005	-0.8%	0.0%	-0.2%	-6.7%	-2.9%
	2006	1.4%	-3.5%	2.3%	4.8%	1.9%
	2007	0.4%	-2.2%	1.1%	3.8%	1.4%
Male	2003	—	—	—	—	—
	2004	1.7%	-0.7%	-1.4%	4.0%	1.6%
	2005	-2.1%	-1.4%	1.4%	-7.9%	-3.6%
	2006	-2.6%	-3.5%	0.0%	5.5%	1.3%
	2007	-3.1%	-2.2%	1.7%	4.8%	1.6%
		(Percentage Distribution)				
Female	2003	75.9%	84.7%	73.9%	77.2%	77.6%
	2004	75.7%	84.7%	74.2%	76.4%	77.3%
	2005	75.9%	84.9%	73.9%	76.7%	77.4%
	2006	76.7%	84.9%	74.3%	76.5%	77.5%
	2007	77.3%	84.9%	74.2%	76.4%	77.5%
Male	2003	24.1%	15.3%	26.1%	22.8%	22.4%
	2004	24.3%	15.3%	25.8%	23.6%	22.7%
	2005	24.1%	15.1%	26.1%	23.3%	22.6%
	2006	23.3%	15.1%	25.7%	23.5%	22.5%
	2007	22.7%	15.1%	25.8%	23.6%	22.5%

**Notes**

— Data are not applicable or do not exist.

Totals may not sum to 100% due to rounding.

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

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

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

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

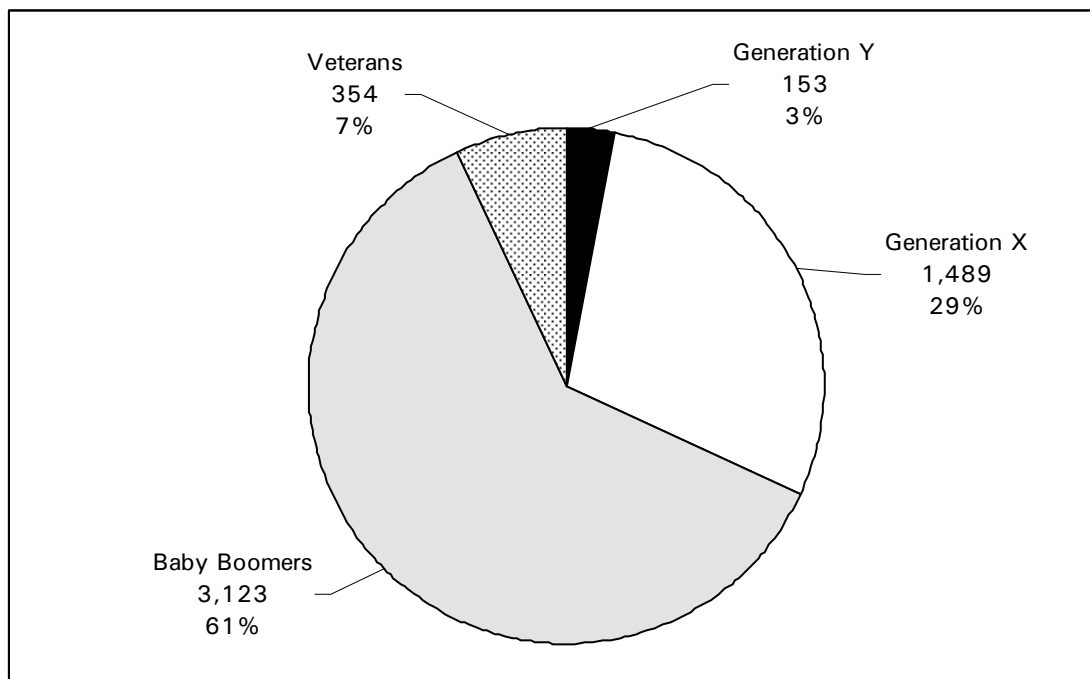
The average age of male RPNs was higher in 2007 (49.3 years) than of female RPNs (46.6 years) in 2007. In that year, males accounted for about one-quarter of the RPN workforce in Manitoba, Alberta and British Columbia.

## Generation Gaps

For the first time in recent history, the workforce spans four generations.<sup>1</sup> This presents significant challenges and opportunities for health human resource planners as well as for managers at the institutional level. Different strategies may be required to entice and motivate the members of each generation, requiring an understanding of each generation's unique set of characteristics, values and perceptions of the ideal workplace.<sup>2</sup>

According to the literature,<sup>1</sup> members of the veteran generation (born between 1922 and 1945) value hard work and self-sacrifice and respect authority. The baby boomers (born between 1946 and 1964) tend to question authority and to value status and are sometimes workaholics. The generation Xers (born between 1965 and 1980) tend toward self-reliance and value career security over job security, are accustomed to direct and immediate communication and are more interested in achieving work-life balance. Finally, the youngest generation in the RPN workforce, generation Y (born after 1980), is made up of people who tend to be more goal-oriented, desire immediate feedback and favour meaningful work.

**Figure 50 Registered Psychiatric Nursing Workforce, by Generation, Canada, 2007**



**Notes**

Non-response for *year of birth* element (% of RPN workforce): n = 5 (0.1%).

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

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

Figure 50 clearly shows that the highest proportion of the registered psychiatric nursing workforce in 2007 came from the baby boomer generation (age 43 to 61). This generation includes RPNs as many as two decades away from retirement as well as some within a few years of retirement. It can reasonably be expected that most of the veterans and a proportion of the baby boomers will leave the workforce in the next several years.

It is particularly important to track the older age groups in order to predict exit trends. In 2007, British Columbia had the highest proportion of nurses in the age group 55 to 59; the highest proportion were between 50 and 54 in Alberta and Manitoba. In the four western provinces overall, the age groups defined as baby boomers comprised the largest proportion of RPNs.

**Table 49 Registered Psychiatric Nursing Workforce, by Age Group, by Province and Canada, 2007**

	Man.	Sask.	Alta.	B.C.	Canada	
20–24	1.5%	*	2.7%	1.2%	1.4%	Generation Y
25–29	6.2%	*	5.4%	5.6%	4.8%	
30–34	5.1%	†	5.5%	9.6%	7.2%	Generation X
35–39	8.2%	†	9.0%	10.3%	10.4%	
40–44	14.0%	17.7%	15.7%	13.1%	14.6%	Baby Boomers
45–49	20.7%	19.9%	16.2%	15.0%	17.2%	
50–54	23.4%	15.9%	17.1%	14.6%	17.0%	
55–59	13.6%	14.4%	14.9%	16.4%	15.2%	Veterans
60–64	4.9%	7.7%	10.8%	11.4%	9.4%	
65+	2.4%	3.1%	2.7%	2.8%	2.7%	

**Notes**

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

† Digit suppressed to ensure confidentiality.

Non-response for *year of birth* element (% of all RPNs): n = 5 (0.1%).

Totals may not sum to 100% due to rounding.

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

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

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

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

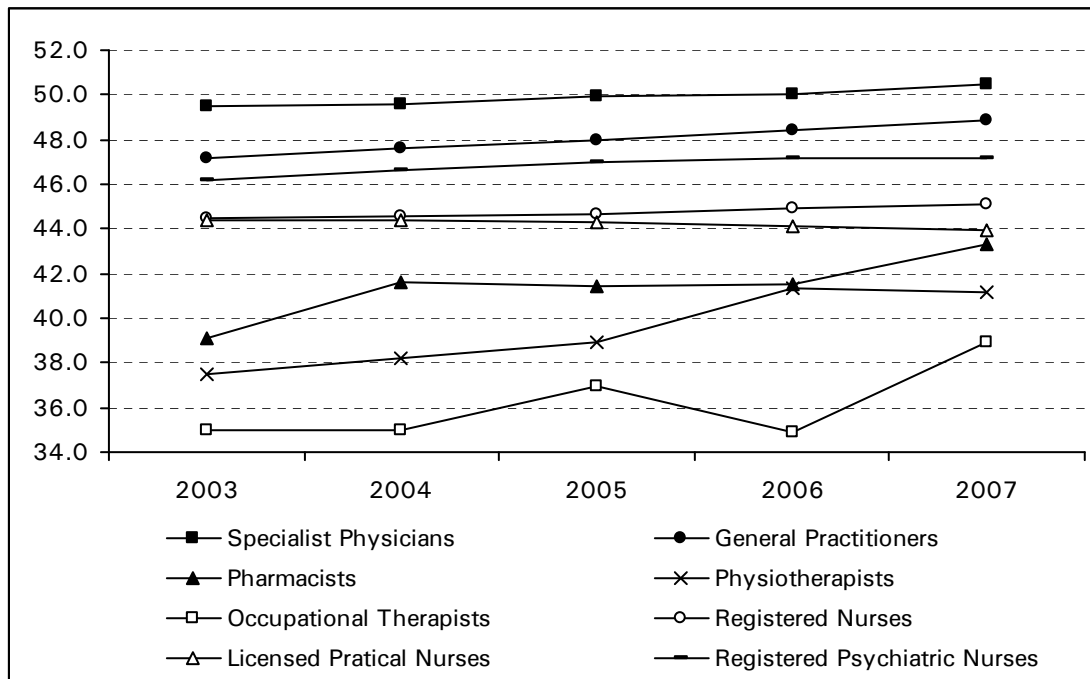
**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

### Average Age of the Workforce

Average age may be used in addition to age groupings to describe trends and to make comparisons between the RPN workforce and other professions. As Figure 51 shows, the average age of selected health occupations increased over the period from 2003 to 2007. In addition to the aging of each worker, several variables affect the rate at which the average age of the workforce changes. They include the rates of entry into and exit from the workforce and the ages of the workers entering and exiting the workforce.

**Figure 51 Average Age of Registered Psychiatric Nursing Workforce Compared to Selected Health Occupations, Canada, 2003 to 2007**



**Notes**

Occupational therapists data do not include Quebec and data for 43 registrants in Manitoba, where age was not provided. Physiotherapists data do not include Nova Scotia, the Northwest Territories and Nunavut. Pharmacist data for New Brunswick, Quebec, Manitoba and Nunavut are not available. Findings do not include the Yukon, as age was not collected or submitted. In 2007, the College of Registered Nurses of Manitoba submitted aggregate tables for sex and average age. See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Sources**

Regulated Nursing Database, Scott’s Medical Database, Occupational Therapist Database, Physiotherapist Database, Pharmacist Database, Canadian Institute for Health Information; Labour Force Survey, Statistics Canada.



Table 50 shows the range of average ages across the four provinces from 2003 to 2007. In most cases, the change from the previous year is relatively small; over five years the average age increased by one year for all Canadians RPNs. The largest increase in the average age was in Saskatchewan, 2.7 years. There was a rise of 1.2 years in Alberta and 0.9 years in Manitoba. The average age remained fairly constant in British Columbia.

**Table 50 Average Age of the Registered Psychiatric Nursing Workforce, by Province and Canada, 2003 to 2007**

	Man.	Sask.	Alta.	B.C.	Canada
Average Age					
2003	46.0	44.9	46.0	47.0	46.2
2004	46.3	45.8	46.5	47.2	46.6
2005	46.5	46.5	47.0	47.6	47.0
2006	46.9	47.0	47.1	47.5	47.2
2007	46.9	47.6	47.2	47.2	47.2
Annual Increase/Decrease in Average Age					
2003	—	—	—	—	—
2004	0.3	0.9	0.5	0.2	0.4
2005	0.2	0.7	0.4	0.3	0.4
2006	0.4	0.5	0.1	0.0	0.2
2007	0.0	0.6	0.2	-0.3	0.0

**Notes**

— Data are not applicable or do not exist.

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

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

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

**Source**

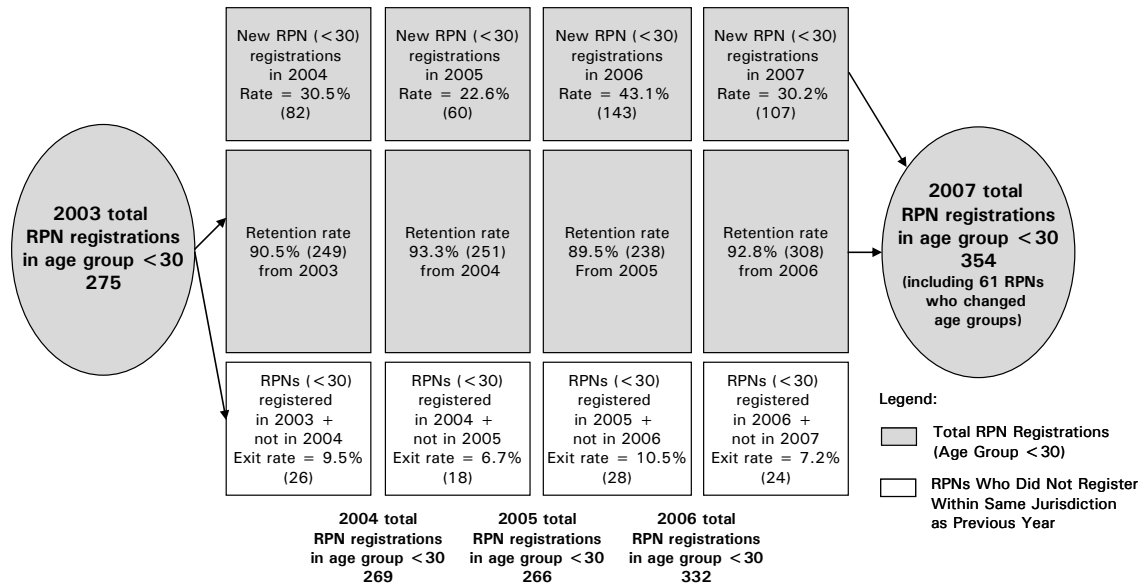
Regulated Nursing Database, Canadian Institute for Health Information.

## Exiting and Entering the Workforce

Figure 52 shows three rates that influence the number of RPNs under the age of 30 available to work each year. The rate of new registrations includes those RPNs who registered in a specific province in year  $x$  and who were not registered in that same province in the previous year (year  $x - 1$ ). The retention rate includes those RPNs who registered in the same province in both year  $x$  and in year  $x - 1$ . The exit rate represents those RPNs who were registered in year  $x - 1$  in a specific province, but who did not register in the same province in year  $x$ .

Note that the totals presented in Figure 52 and in Table 51 represent all RPNs who registered with a specific province, not only the workforce. A new registrant may be a new graduate, an immigrant, an interprovincial mover or an RPN re-registering following an absence of one year or more. An exit may be an RPN who has left the profession (either temporarily or permanently) or retired, or an RPN who is registered in another province or country in year  $x$  and may still be practising psychiatric nursing in another province, territory or country.

**Figure 52 Registered Psychiatric Nurses Age Younger Than 30: Rate of New Registrations, Retention Rates and Exit Rates, Canada, 2003 to 2007**



**Notes**

New registrations + retention rate may not add to total registrations as some RPNs changed age groups from one year to the next. Non-response for *year of birth* element (% of RPN workforce): 2003, n = 78 (1.5%); 2004, n = 30 (0.6%); 2005, n = 25 (0.5%); 2006, n = 6 (0.1%); 2007, n = 5 (0.1%).

Rates will not sum to 100%.

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

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

Table 51 shows new registration rates and exit rates by province and by age group. In 2007, the Canadian rate of new RPN registrations was 5.9%, meaning that 5.9% of all RPN registrations in 2007 were new to their province of registration that year. Of these 5.9% in 2007, 30.2% were in the under-30 age group.

Higher exit rates are seen in the oldest age groups. Given the low registration rates for the group of RPNs over the age of 60, it can be concluded that a significant portion of the 13.4% of RPNs over the age of 60 who did not re-register in 2007 (2006 exits) retired from psychiatric nursing. The RPNs under the age of 30 who did not re-register (7.2%) may have moved to another jurisdiction within or outside of Canada to continue practising psychiatric nursing, pursued further education, taken a leave of absence or left the profession. Note that many RPNs who temporarily leave the profession maintain their registration during their period of absence and are thus not counted as exits.

The RPNs in the 40-to-49 age group demonstrated the lowest exit rates between 2003 and 2007, indicating a low level of exits or mobility. It appears that most of the RPNs in this age group tend to stay in the workforce, in the same province, until at least age 50, above which the exit rate increases slightly.

**Table 51 Registered Psychiatric Nurses: Rate of New Registrations and Exit Rates, by Age Group, by Province and Canada, 2003 to 2007**

	Age Groups		Man.	Sask.	Alta.	B.C.	Canada
New Registration Rates	< 30	2004	41.7%	20.7%	26.0%	31.3%	30.5%
		2005	29.1%	19.0%	25.6%	17.3%	22.6%
		2006	34.9%	18.2%	44.3%	47.6%	43.1%
		2007	33.3%	63.6%	23.9%	31.1%	30.2%
	30–39	2004	7.5%	7.7%	7.6%	13.0%	9.8%
		2005	10.9%	4.9%	5.6%	5.0%	6.0%
		2006	13.2%	4.6%	14.4%	21.2%	15.3%
		2007	11.6%	7.7%	5.7%	11.7%	9.7%
	40–49	2004	2.9%	5.7%	3.1%	6.2%	4.6%
		2005	2.6%	3.1%	4.2%	2.8%	3.1%
		2006	2.2%	2.3%	3.2%	12.5%	6.0%
		2007	1.8%	3.6%	4.0%	5.1%	3.9%
	50–59	2004	1.3%	2.4%	1.3%	2.7%	2.1%
		2005	0.9%	0.7%	1.8%	1.4%	1.3%
		2006	2.4%	1.1%	1.3%	9.3%	4.9%
		2007	0.6%	1.1%	1.9%	3.4%	2.1%
	60+	2004	0.0%	0.0%	1.1%	3.6%	2.0%
		2005	0.0%	0.0%	0.9%	1.8%	1.1%
		2006	0.0%	2.3%	1.6%	8.7%	5.0%
		2007	1.4%	1.1%	1.3%	2.3%	1.7%
Exit Rates	< 30	2003	8.1%	13.2%	10.8%	7.9%	9.5%
		2004	6.3%	6.9%	9.1%	5.2%	6.7%
		2005	14.5%	9.5%	11.6%	7.7%	10.5%
		2006	9.5%	0.0%	6.1%	7.7%	7.2%
	30–39	2003	8.8%	4.4%	5.4%	3.9%	5.1%
		2004	5.5%	4.9%	9.7%	11.6%	8.8%
		2005	8.0%	7.6%	5.6%	4.5%	6.0%
		2006	4.7%	5.6%	4.3%	8.6%	6.6%
	40–49	2003	2.1%	3.6%	4.0%	2.4%	2.9%
		2004	1.9%	2.4%	3.6%	9.7%	5.1%
		2005	1.3%	2.8%	4.2%	2.2%	2.6%
		2006	3.5%	4.1%	3.2%	2.4%	3.1%
	50–59	2003	8.4%	1.3%	5.3%	4.3%	4.9%
		2004	8.4%	3.9%	3.1%	12.5%	8.4%
		2005	4.7%	6.2%	3.9%	4.9%	4.8%
		2006	6.2%	5.9%	3.4%	6.6%	5.7%
	60+	2003	15.7%	6.0%	16.0%	16.8%	14.6%
		2004	14.8%	13.8%	14.9%	18.9%	16.7%
		2005	11.1%	20.5%	11.0%	20.2%	17.1%
		2006	16.2%	12.8%	8.6%	15.2%	13.4%

**Notes**

Rates will not sum to 100%.

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

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

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

**Source**

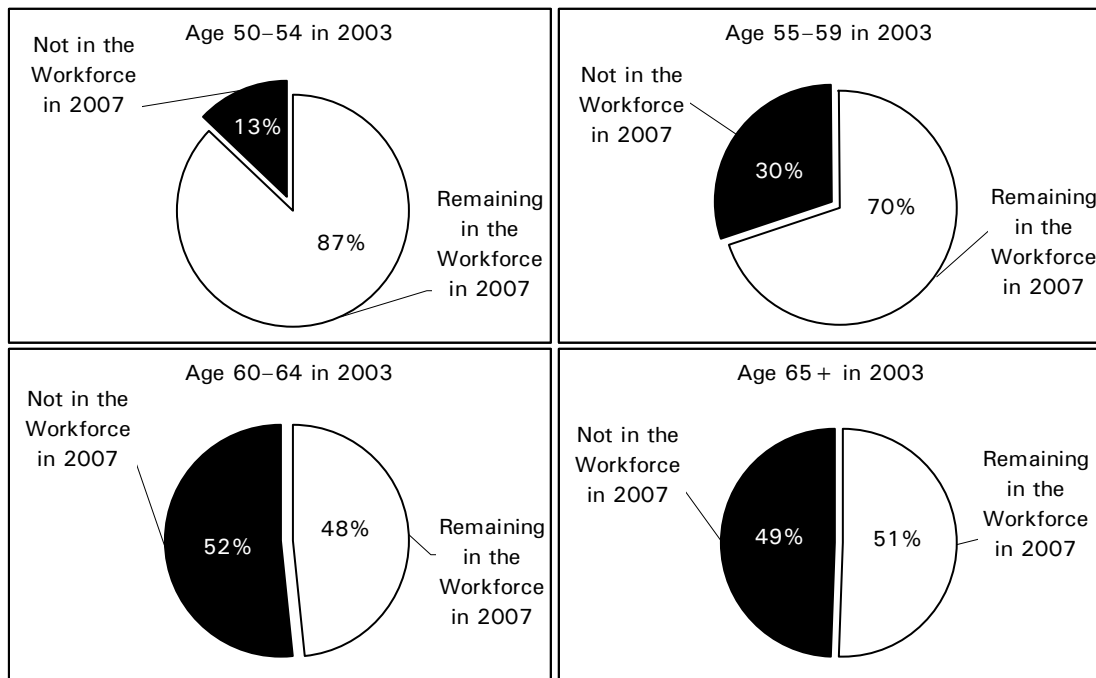
Regulated Nursing Database, Canadian Institute for Health Information.

## Aging of Baby Boomers

Figure 53 illustrates the change to four age cohorts of RPNs over time. Each cohort was tracked in 2003 and in 2007. Of those who were between 50 and 54 in 2003, 13% had left the workforce by 2007; of those age 65+ in 2003, 49% had left the workforce by 2007. While leaving the workforce in a specific province includes interprovincial moves, it can be reasonably assumed that in these age groups a significant proportion of the exits represents retirements.

Although the exit rate for the oldest cohort was the highest, the largest changes to the workforce would have come from the departure of the cohort age 55 to 59 in 2003 (which included close to 230 RPNs).

**Figure 53 Registered Psychiatric Nurses Aged 50+ Exiting or Remaining in the Workforce, Canada, 2003 and 2007**



**Notes**

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

Totals may not sum to 100% due to rounding.

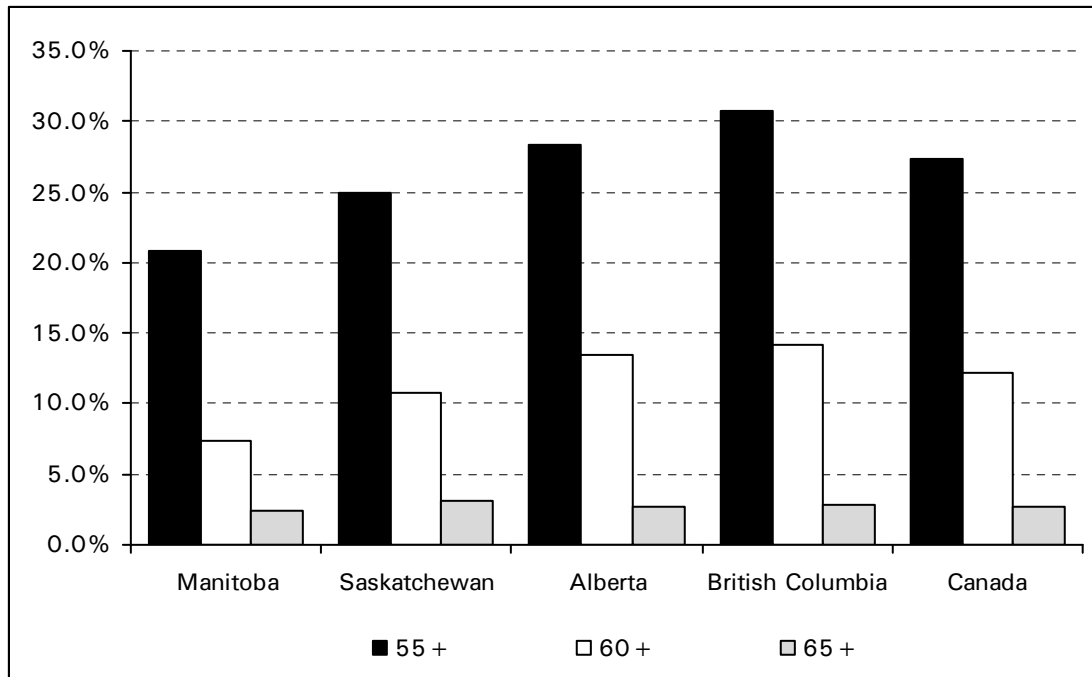
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

Figure 54 highlights the proportion of the RPN workforce in each province/territory at or above three typical ages of retirement in 2007: 55, 60 and 65. Note that this illustration is cumulative. An RPN at age 65 is counted in all three categories, and a RPN at age 60 is counted in two categories.

**Figure 54 Registered Psychiatric Nursing Workforce, by Age Groups 55+, 60+ and 65+, by Province and Canada, 2007**



**Notes**

Totals may not sum to 100% due to rounding.  
 The RPN workforce of the four western provinces represents the total RPN workforce in Canada.  
 Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.  
 RPNs employed in a province different from their province of registration are excluded to avoid duplication.  
 See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

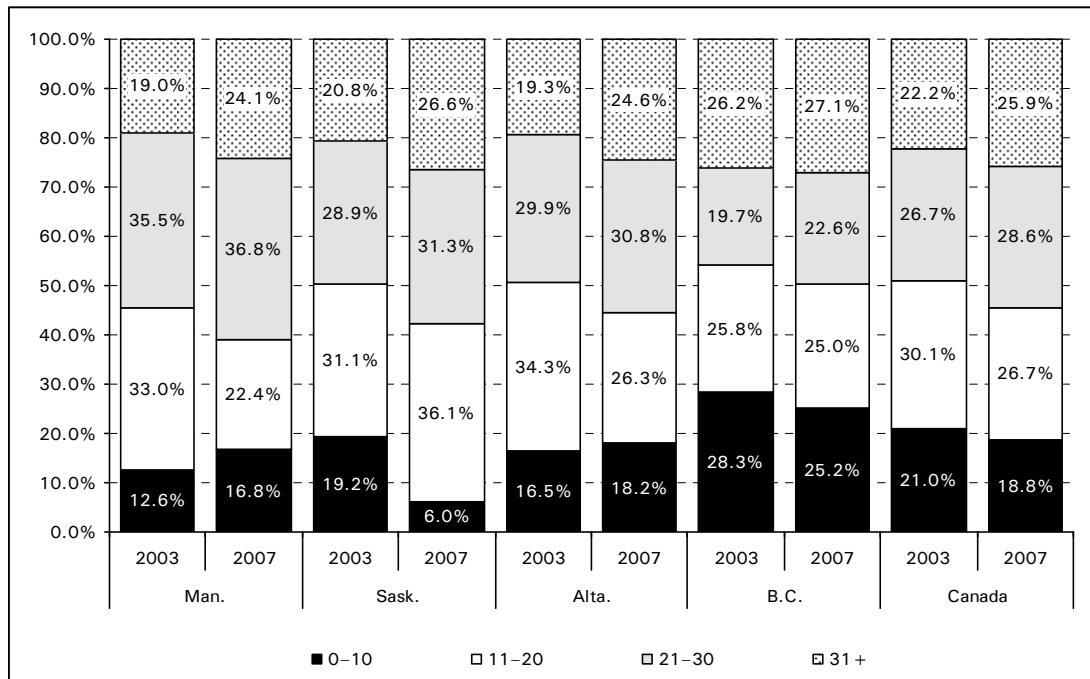
Regulated Nursing Database, Canadian Institute for Health Information.

**Years Since Graduation**

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

Figure 55 illustrates the distribution of RPNs by number of years since graduation. Note that this indicates the maximum number of years an RPN could have been in the workforce, and does not necessarily reflect the actual number of years worked, because time spent out of the workforce (such as in continuing education or family leave) is not accounted for.

**Figure 55 Registered Psychiatric Nursing Workforce, by Years Since RPN Graduation, by Province and Canada, 2003 and 2007**



**Notes**

Non-response for year of graduation element (% of RPN workforce): 2003, n = 107 (9.6%); 2007, n = 0. Totals may not sum to 100% due to rounding.

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

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

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

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

The trend from 2003 to 2007 shows the proportion of RPNs 31+ years since graduation increased in every province. In Canada overall, the cohort 31+ years since graduation increased from 22.2% to 25.9% between 2003 and 2007. The proportion of RPNs in the group 0 to 10 years since graduation decreased to 18.8% of the workforce in 2007 from 21.0% in 2003.

## Education Trends: Lifelong Learning

### Entry-to-Practice Education

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

## Higher Education for Registered Psychiatric Nurses

In the 2007 RPN workforce, a total of 368 RPNs (7.2%) had obtained a baccalaureate as their highest education in nursing (see Table 52), compared to 4,747 (92.6%) who had earned a diploma. As Manitoba was the first province to offer a baccalaureate program in 1998, the percentage of RPNs in the province with a baccalaureate as the highest educational level was 17.3%. British Columbia and Alberta were the only provinces with RPNs who had obtained master's degrees, and they represented less than 1% of the workforce in each province.

**Table 52 Registered Psychiatric Nursing Workforce, by Highest Level of Education in Nursing, Canada, 2003 to 2007**

	Diploma	Baccalaureate	Master's/Doctorate
		(Count)	
2003	4,782	273	53
2004	4,876	227	18
2005	4,707	241	16
2006	4,760	276	15
2007	4,747	368	9
		(Annual Percentage Change)	
2003	—	—	—
2004	2.0%	-16.8%	-66.0%
2005	-3.5%	6.2%	-11.1%
2006	1.1%	14.5%	-6.3%
2007	-0.3%	33.3%	-40.0%
		(Percentage Distribution)	
2003	93.6%	5.3%	1.0%
2004	95.2%	4.4%	0.4%
2005	94.8%	4.9%	0.3%
2006	94.2%	5.5%	0.3%
2007	92.6%	7.2%	0.2%

### Notes

— Data are not applicable or do not exist.

Totals may not sum to 100% due to rounding.

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

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

### Source

Regulated Nursing Database, Canadian Institute for Health Information.

## Average Age at Graduation

The age at which a student graduates from a psychiatric nursing program and is eligible to enter the RPN workforce is an important indicator of the number of years an average RPN will contribute to the workforce. As Table 53 illustrates, as psychiatric nurses enter the workforce later, their number of years of service will be reduced unless they stay later at the end of their careers.

**Table 53 Registered Psychiatric Nursing Graduates and Average Age at Graduation, by Range of Graduation Years, Canada, 1980 to 2007**

Graduation Year	Number of Graduates	Average Age at Graduation
1980–1984	737	24.2
1985–1989	723	25.4
1990–1994	734	28.4
1995–1999	417	28.9
2000–2004	452	30.0
2005 +	313	29.0

### Notes

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

### Source

Regulated Nursing Database, Canadian Institute for Health Information.

The trend of increasing age at graduation slowed since the changes seen prior to the early 1990s, as seen in Table 53. However, in 2007, 39.3% of the workforce who had graduated in the previous three years were over the age of 30 when they graduated.

## Mobility Trends: A Mobile Workforce

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

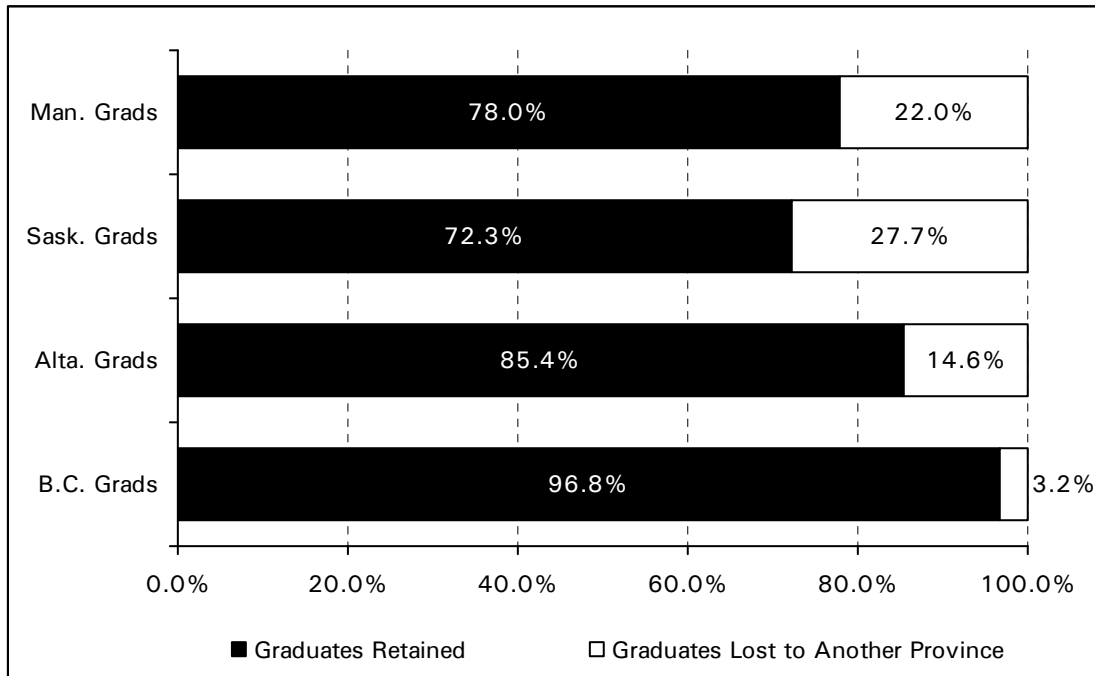
As CIHI does not collect citizenship or immigration data, the mobility trends in this chapter related to interprovincial and international mobility are based on indicators developed by CIHI using data on employment, location of residence and location of graduation. Additional information on RPN mobility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



### Migration Within Canada

Each provincial workforce combines registered psychiatric nursing graduates from within the province, graduates from other Canadian provinces and graduates from outside the country. Overall, more than 8 out of 10 graduates (84.1%) of Canadian registered psychiatric nursing programs who were working in Canada in 2007 either did not move after graduation or eventually returned to their province of graduation.

**Figure 56 Registered Psychiatric Nursing Workforce by Province of Graduation and Registration, Canada, 2007**



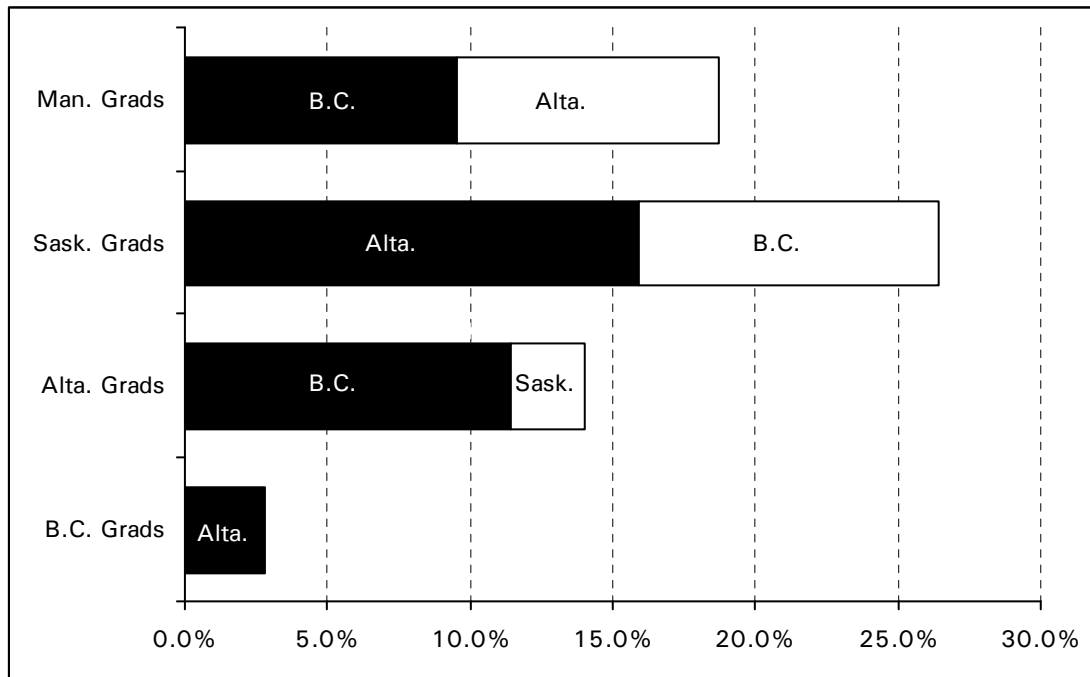
**Notes**

Includes only graduates of Canadian nursing programs employed in Canada in 2007 (N = 4,660).  
 Totals may not sum to 100% due to rounding.  
 The RPN workforce of the four western provinces represents the total RPN workforce in Canada.  
 Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.  
 RPNs employed in a province different from their province of registration are excluded to avoid duplication.  
 See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

**Figure 57 Top Two Destinations for Registered Psychiatric Nursing Graduates by Province of Graduation, Canada, 2007**



**Notes**

Includes only graduates of Canadian nursing programs employed in Canada in 2007 (N = 4,660).  
 Second destination for B.C. grads was suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.  
 Totals may not sum to 100% due to rounding.  
 The RPN workforce of the four western provinces represents the total RPN workforce in Canada.  
 Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.  
 RPNs employed in a province different from their province of registration are excluded to avoid duplication.  
 See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

The provinces of British Columbia and Alberta figure most prominently as destinations for RPN graduates. In contrast, only 2.5% of the RPN workforce in Manitoba and 7.4% of that in Saskatchewan graduated from Canadian nursing programs outside their province of registration, the lowest rates in the country (see Figure 57). The data do not account for mobility and migration in the intervening years.

**International Registered Psychiatric Nursing Graduates**

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

**Table 54 Registered Psychiatric Nursing Workforce, by Location of Graduation, by Province and Canada, 2003 to 2007**

		Man.	Sask.	Alta.	B.C.	Canada
(Count)						
Canada	2003	94†	91†	1,025	1,686	4,569
	2004	950	920	1,023	1,707	4,600
	2005	942	921	1,024	1,650	4,537
	2006	945	890	1,047	1,726	4,608
	2007	942	870	1,062	1,786	4,660
International	2003	1†	*	103	253	373
	2004	13	15	100	238	366
	2005	10	12	100	220	342
	2006	11	10	97	209	327
	2007	10	10	96	235	351
(Annual Percentage Change)						
Canada	2003	–	–	–	–	–
	2004	†	†	-0.2%	1.2%	0.7%
	2005	-0.8%	0.1%	0.1%	-3.3%	-1.4%
	2006	0.3%	-3.4%	2.2%	4.6%	1.6%
	2007	-0.3%	-2.2%	1.4%	3.5%	1.1%
International	2003	–	–	–	–	–
	2004	†	†	-2.9%	-5.9%	-1.9%
	2005	-23.1%	-20.0%	0.0%	-7.6%	-6.6%
	2006	10.0%	-16.7%	-3.0%	-5.0%	-4.4%
	2007	-9.1%	0.0%	-1.0%	12.4%	7.3%
(Percentage Distribution)						
Canada	2003	†	†	90.9%	87.0%	92.5%
	2004	98.7%	98.4%	91.1%	87.8%	92.6%
	2005	98.9%	98.7%	91.1%	88.2%	93.0%
	2006	98.8%	98.9%	91.5%	89.2%	93.4%
	2007	98.9%	98.9%	91.7%	88.4%	93.0%
International	2003	†	†	9.1%	13.0%	7.5%
	2004	1.3%	1.6%	8.9%	12.2%	7.4%
	2005	1.1%	1.3%	8.9%	11.8%	7.0%
	2006	1.2%	1.1%	8.5%	10.8%	6.6%
	2007	1.1%	1.1%	8.3%	11.6%	7.0%

**Notes**

– Data are not applicable or do not exist.

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

† Digit suppressed to ensure confidentiality.

Non-response for *location of graduation* element (% of all RPNs): 2003, n = 166 (3.2%); 2004, n = 155 (3.0%); 2005, n = 85 (1.7%), 2006, n = 116 (2.3%); 2007, n = 113 (2.2%).

Totals may not sum to 100% due to rounding.

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

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

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

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

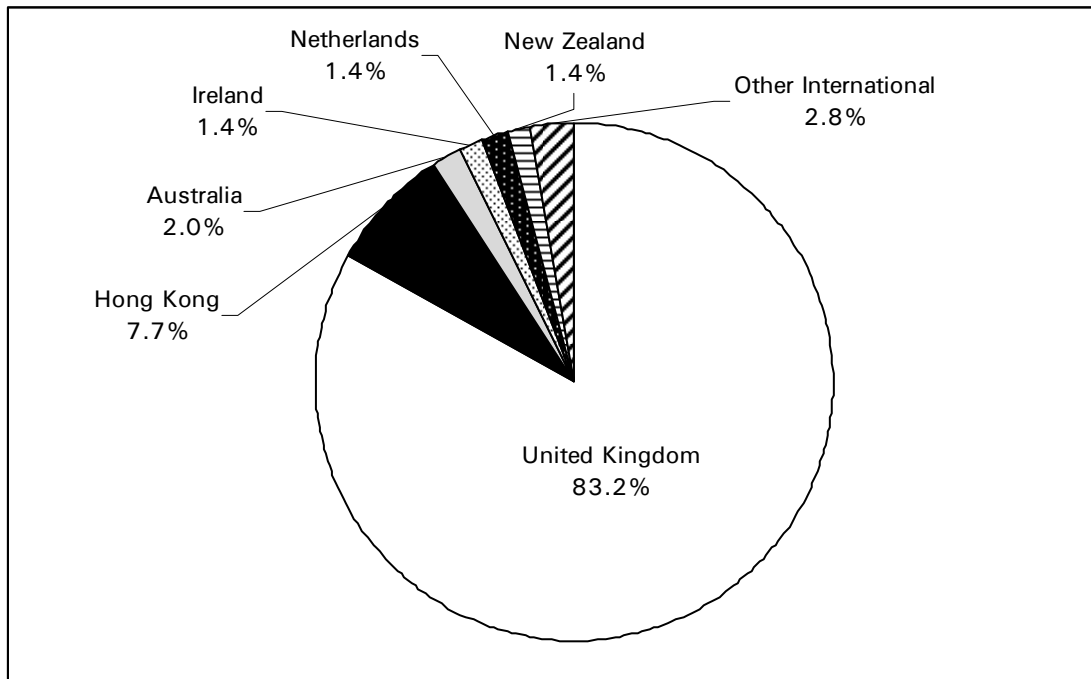
**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

Table 54 shows that the RPN workforces of British Columbia (11.6%) and Alberta (8.3%) had the highest concentration of internationally educated graduates in 2007. In contrast, 1.1% of the RPN workforces in Manitoba and Saskatchewan in that year had graduated from an international nursing school.

Of the RPNs employed in Canada who reported their location of graduation in 2007, 93.0% (4,660) graduated from a nursing program in Canada and 7.0% (351) graduated from an international psychiatric nursing program. Since 2003, the proportion of internationally educated graduates in the Canadian RPN workforce has remained between 6.6% and 7.5%.

**Figure 58 Internationally Educated Registered Psychiatric Nurses in the Workforce, by Country of Graduation, Canada, 2007**



**Notes**

Includes only those who were educated outside of Canada in the workforce in 2007 (N = 351).  
 Totals may not sum to 100% due to rounding.  
 The total RPN workforce of the four western provinces represents the total RPN workforce in Canada.  
 Data released by CIHI may differ from data from other sources due to CIHI's nationally standardized methodology.  
 See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

For the 351 registered psychiatric nurses in Canada who graduated from an international psychiatric nursing program, the six most frequently identified countries of graduation are identified in Figure 58. More than 80% of graduates graduated from psychiatric nursing programs in the United Kingdom, while those educated in Hong Kong comprised the next largest group, at 7.7%.

Given the numbers, we may ask how long international graduates stay and whether they want to stay in the Canadian workforce. This is not a question directly answered by CIHI; however, by calculating exit rates for international graduates and comparing them to those of Canadian graduates, we can find differences in rates in the various age groups.

### Canadian and International Entry Rates Into the Workforce and Exit Rates

Table 55 shows the differences by age group and by location of graduation for entrants into the Canadian RPN workforce in 2003. This table defines entrants into the workforce as RPNs who registered and were employed within a specific province in year *x* and not during years *x* - 1 to *x* - 5, excluding RPNs who had been in the workforce during the five-year period prior to their entry or exit.

It cannot be determined from these data how many exits are RPNs who left the profession, how many were moves within Canada and how many were international moves. Among those entrants in 2003 who left within four years of entering the workforce, the international graduates had a much lower rate among the age group under 35. However, the difference between Canadian and international graduates was most noticeable in the 35-to-49 age group, where the exit rate of international graduates was significantly higher.

**Table 55** Entrants to the Canadian Registered Psychiatric Nursing Workforce in 2003 and Corresponding Exit Rates From 2003 to 2006, by Age Group, Canadian and International Graduates

	Canadian			International		
	< 35	35-49	50 +	< 35	35-49	50 +
<b>Number of New Entrants in 2003</b>	372	761	752	3	47	215
<b>Total Exits From 2003 to 2006</b>	74	78	223	0	15	81
New 2003 Entrants Remaining in the Workforce	298	683	529	3	32	134
<b>Percent of New Entrants Exiting the Workforce</b>	19.9%	10.2%	29.7%	0.0%	31.9%	37.7%

**Notes**

Rates do not sum to 100%.

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

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

**Source**

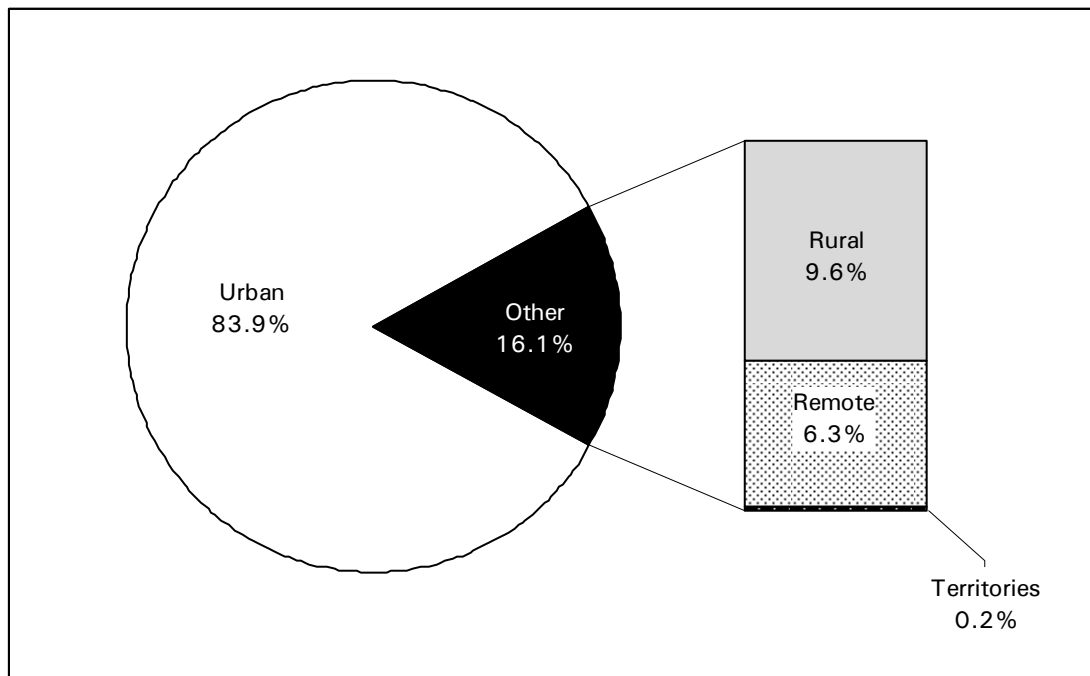
Regulated Nursing Database, Canadian Institute for Health Information.

## Urban/Rural Distribution of the Workforce

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

To determine if RPNs were practising in a rural or an urban setting, a postal code analysis was performed. In most cases, the postal code used was of the workplace; however, where the postal code of workplace was not submitted to CIHI, the postal code of residence was used.<sup>xi</sup> Figures 59 and 60 illustrate the urban/rural/remote distribution of the RPN workforce in Canada in 2007. In 2007, 83.9% of the RPN workforce worked in urban areas of the four western provinces.

**Figure 59 Registered Psychiatric Nursing Workforce, by Urban/Rural/Remote Designation, Canada, 2007**



**Notes**

Totals may not sum to 100% due to rounding.

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

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

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

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

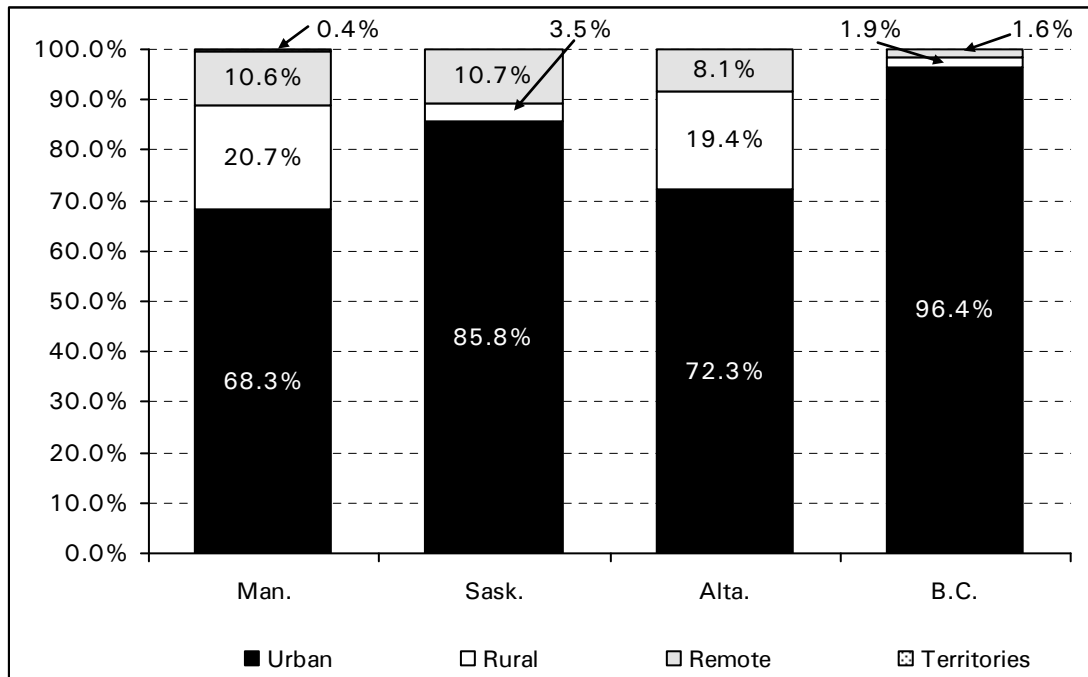
See Chapter 5 (Methodological Notes) for more information regarding collection and comparability of data.

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

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

**Figure 60 Registered Psychiatric Nursing Workforce, by Urban/Rural/Remote Designation, by Province, 2007**



**Notes**

Totals may not sum to 100% due to rounding.

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

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

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

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

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

RPNs employed in a province different from their province of registration are excluded to avoid duplication (except where one is a territory).

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Methodological and Historical Changes to Registered Psychiatric Nursing Data, 2003 to 2007

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

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

## Historical Revisions and Data Limitations

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

### *Employment*

#### **All Provinces—Employment Status**

In 2004, a methodology to more accurately account for the workforce was implemented.<sup>xii</sup> RPNs reporting an employer in psychiatric nursing but failing to state their position status (full-time, part-time or casual positions with that employer) were re-coded by CIHI from not stated to unknown.

#### **British Columbia—Employment Status**

For the 2005 data year, the College of Registered Psychiatric Nurses of British Columbia (CRPNBC) defaulted this field, for all registrants, to employed in psychiatric nursing—status unknown. For the 2006 data year, the CRPNBC and CIHI worked together to improve the reporting of employment status information collected on the CRPNBC's registration form.

For the 2004 data year, the CRPNBC did not submit part-time or casual employment data to CIHI. Data for all RPNs without full-time employment were defaulted to employed in psychiatric nursing—status unknown.

#### **Saskatchewan—Employment Status**

Starting in the 2005 data year, the Registered Psychiatric Nurses Association of Saskatchewan (RPNAS) registration form separates part-time and casual employment into two options. In previous years, part-time and casual employment were grouped as one option, and all RPNs who selected this were defaulted to part time unless the RPN specifically indicated casual employment.

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

Starting in the 2005 data year, the College of Registered Psychiatric Nurses of Manitoba (CRPNM) began to collect and submit data for the following fields to CIHI:

- Place of Work (second and third employer)
- Area of Responsibility (second and third employer)
- Position (second and third employer)
- Postal Code of Employer (second and third employer)

#### **British Columbia—Place of Work**

For the 2004 data year, the CRPNBC did not submit community mental health–sector data to CIHI. Any data collected in this category were defaulted to other place of work.

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xii. See Chapter 5 (Methodological Notes) for more information on the re-coding of the *employment status* element.



### **British Columbia—Position**

For the 2004 data year, the CRPNBC did not submit senior manager or manager/assistant manager data to CIHI. Any data collected in these categories were defaulted to other positions.

### *Education*

#### **Saskatchewan—Initial Education in Psychiatric Nursing**

The Registered Psychiatric Nurses Association of Saskatchewan (RPNAS) did not submit data for this field prior to the 2004 data year. For the 2003 data year, all RPNs in Saskatchewan were defaulted to diploma for their *initial education*.

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

In the 2005 data year, the CRPNM asked members to complete the entire education section of the registration form even if they had reported education information previously. This may have resulted in the capture of education data that were not previously reported or not previously entered in the database.



# Chapter 4—Regulated Nursing Workforce by Health Region

## Regulated Nursing Workforce by Health Region

This chapter presents information on the regulated nursing workforce by health regions and by distinct nursing profession: registered nurses, licensed practical nurses and registered psychiatric nurses. Provincial and territorial analysis by health region was integrated into this publication as a result of increasing demand for health information at a regional level. The health region boundaries presented in this publication are those defined in the Statistics Canada report *Health Regions: Boundaries and Correspondence With Census Geography (2007)*:

Health regions are legislated administrative areas defined by provincial ministries of health. These administrative areas represent geographic areas of responsibility for hospital boards or regional health authorities. Health regions, being provincial administrative areas, are subject to change.

The health region data presented in this publication include only regulated nurses who work in direct patient care; those employed in administration, education or research are excluded from the health region totals. There are 297,393 individuals in the regulated nursing direct care workforce, representing 89.3% of the total regulated nursing workforce.

## Assigning the Regulated Nursing Workforce to Health Regions

Postal code data and Statistics Canada's Postal Code Conversion File (PCCF) were used to assign the regulated nursing workforce to health regions. The six-digit postal code of worksite was used first; where this postal code was missing or invalid (23.4%), the six-digit postal code of residence was used. This method accurately assigned 99.98% of the direct care regulated nursing workforce to a particular health region; the remaining 0.02% were pro-rated and re-distributed into the existing totals.

CIHI would like to acknowledge the cooperation of the Ordre des infirmiers et infirmières du Québec, which provided CIHI with the number of registered nurses working in direct care employed or living in each Quebec health region.

## Health Region Peer Groups

In order to facilitate comparison between health regions, Statistics Canada developed a methodology that groups health regions with similar socio-economic and socio-demographic characteristics into peer groups. The health region peer groups defined by Statistics Canada are listed in Table 57.

## Rates per 100,000 Population

Using 2006 calendar year population estimates from Statistics Canada, rates were calculated for licensed practical nurses, registered nurses, registered psychiatric nurses and the regulated nursing workforce (including all three regulated nursing professions) employed in direct care, per 100,000 population for each health region.

The rates were not adjusted to account for differences in population that may change health status, such as age or sex. While adjusted rates can be quite useful for certain types of analysis, this report presents the actual number of nurses providing direct care who work in each health region.

**Table 56 Regulated Nursing Workforce by Health Region, Canada, 2007**

Peer Group	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	Counts	Per 100,000 Population
<b>Newfoundland and Labrador</b>										
C	Eastern Regional Integrated Health Authority	295,676	3,229	1,091	1,375	465			4,600	1,556
I	Central Regional Integrated Health Authority	95,842	716	746	543	567			1,258	1,313
I	Western Regional Integrated Health Authority	80,022	736	918	457	571			1,192	1,490
H	Labrador-Grenfell Regional Integrated Health Authority	38,137	321	842	155	406			476	1,248
	Outside of Jurisdiction		6		0				6	
	<b>Newfoundland and Labrador (Direct Care Total)</b>	<b>509,677</b>	<b>5,008</b>	<b>983</b>	<b>2,530</b>	<b>496</b>			<b>7,538</b>	<b>1,479</b>
<b>Prince Edward Island</b>										
D	Kings County	21,293	53	249	39	183			92	432
A	Queens County	69,166	878	1,269	454	656			1,332	1,926
C	Prince County	48,060	328	682	125	260			453	943
	Outside of Jurisdiction		15		0				15	
	<b>Prince Edward Island (Direct Care)</b>	<b>138,519</b>	<b>1,274</b>	<b>920</b>	<b>618</b>	<b>446</b>			<b>1,892</b>	<b>1,366</b>
<b>Nova Scotia</b>										
C	Zone 1	122,699	737	600	474	386			1,210	986
C	Zone 2	82,590	530	641	277	335			806	976
C	Zone 3	106,544	553	518	222	208			774	726
C	Zone 4	93,477	735	785	227	243			961	1,028
I	Zone 5	127,444	1,174	920	612	480			1,785	1,401
A	Zone 6	401,651	3,824	951	1,239	308			5,058	1,259
	Outside of Jurisdiction		12		0				12	
	<b>Nova Scotia (Direct Care Total)</b>	<b>934,405</b>	<b>7,565</b>	<b>810</b>	<b>3,051</b>	<b>327</b>			<b>10,616</b>	<b>1,136</b>
<b>New Brunswick</b>										
C	Region 1	195,631	1,870	956	626	320			2,496	1,276
C	Region 2	174,289	1,676	962	628	360			2,304	1,322
C	Region 3	171,734	1,367	796	534	311			1,901	1,107
C	Region 4	51,134	518	1,013	169	331			687	1,344
I	Region 5	28,702	383	1,334	166	578			549	1,913
I	Region 6	80,731	714	884	358	443			1,072	1,328
I	Region 7	46,947	385	820	158	337			543	1,157
	Outside of Jurisdiction		0		1				1	
	<b>New Brunswick (Direct Care Total)</b>	<b>749,168</b>	<b>6,913</b>	<b>923</b>	<b>2,640</b>	<b>352</b>			<b>9,553</b>	<b>1,275</b>
<b>Quebec</b>										
C	Bas-Saint-Laurent	201,692	1,635	811	739	366			2,374	1,177
C	Saguenay-Lac-Saint-Jean	274,096	2,140	781	981	358			3,121	1,139
A	Capitale Nationale	671,469	7,475	1,113	1,959	292			9,434	1,405
C	Mauricie et Centre-du-Québec	488,561	3,275	670	1,252	256			4,527	927
C	Estrie	302,162	2,421	801	719	238			3,140	1,039
G	Montréal	1,873,975	17,973	959	4,848	259			22,821	1,218
A	Outaouais	347,215	1,677	483	476	137			2,153	620
C	Abitibi-Témiscamingue	144,835	1,121	774	297	205			1,418	979

**Table 56 Regulated Nursing Workforce by Health Region, Canada, 2007 (cont'd)**

Peer Group	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	Counts	Per 100,000 Population
H	Côte-Nord	95,948	780	813	177	184			957	997
H	Nord du Québec	17,188	149	867	26	151			175	1,018
I	Gaspésie—Îles-de-la-Madeleine	95,872	826	862	400	417			1,226	1,279
E	Chaudière-Appalaches	397,778	2,319	583	1,062	267			3,381	850
A	Laval	376,846	1,877	498	549	146			2,426	644
E	Lanaudière	434,873	1,973	454	584	134			2,557	588
E	Laurentides	518,622	2,556	493	1,095	211			3,651	704
A	Montérégie	1,386,966	6,407	462	2,160	156			8,567	618
F	Nunavik	10,128	141	1,392	*	2†			14†	1,41†
F	Terre-Cries-de-la-Baie-James	13,305	117	879	*	†			11†	88†
	Outside of Jurisdiction		0		44				44	
	<b>Quebec (Direct Care Total)</b>	<b>7,651,531</b>	<b>54,862</b>	<b>717</b>	<b>17,371</b>	<b>227</b>			<b>72,233</b>	<b>944</b>
<b>Ontario</b>										
C	Algoma (North East LHIN)	119,860	925	772	445	371			1,370	1,143
A	Brant County (Hamilton Niagara Haldimand Brant LHIN)	135,856	704	518	316	233			1,020	751
B	Durham (Central East LHIN)	585,560	2,395	409	980	167			3,375	576
E	Elgin-St. Thomas (South West LHIN)	88,811	529	596	273	307			802	903
E	Grey Bruce (North Simcoe Muskoka/South West/Waterloo Wellington LHIN)	161,328	989	613	449	278			1,438	891
E	Haldimand-Norfolk (Hamilton Niagara Haldimand Brant/South West LHIN)	111,900	420	375	237	212			657	587
E	Haliburton, Kawartha, Pine Ridge (Central East/South East LHIN)	175,355	813	464	451	257			1,264	721
B	Halton (Hamilton Niagara Haldimand Brant LHIN)	456,560	2,066	453	597	131			2,663	583
A	Hamilton (Hamilton Niagara Haldimand Brant LHIN)	519,067	5,214	1,004	1,310	252			6,524	1,257
A	Hastings and Prince Edward Counties (South East LHIN)	163,175	909	557	400	245			1,309	802
E	Huron County (South West LHIN)	61,446	381	620	197	321			578	941
A	Chatham-Kent (Erie St. Clair LHIN)	110,039	699	635	314	285			1,013	921
A	Kingston, Frontenac and Lennox and Addington (South East LHIN)	188,608	2,123	1,126	679	360			2,802	1,486
A	Lambton Health Unit (Erie St. Clair LHIN)	132,340	817	617	330	249			1,147	867
E	Leeds, Grenville and Lanark (Champlain/South East LHIN)	170,497	967	567	569	334			1,536	901
A	Middlesex-London (South West LHIN)	436,166	4,818	1,105	1,293	296			6,111	1,401
A	Niagara Regional Area (Hamilton Niagara Haldimand Brant LHIN)	435,125	2,233	513	1,044	240			3,277	753
C	North Bay Parry Sound (North East LHIN)	125,926	952	756	558	443			1,510	1,199
H	Northwestern (North East/West LHIN)	81,085	553	682	305	376			858	1,058
B	Ottawa (Champlain LHIN)	840,095	7,101	845	1,739	207			8,839	1,052
E	Oxford County (South West LHIN)	106,800	510	478	238	223			748	700
B	Peel (Central West LHIN)	1,260,643	4,488	356	838	66			5,326	422
E	Perth (South West LHIN)	77,169	513	665	201	260			714	925
A	Peterborough County-City (Central East LHIN)	133,928	1,045	780	490	366			1,535	1,146
H	Porcupine (North East LHIN)	88,354	698	790	314	355			1,012	1,145
E	Renfrew County (Champlain LHIN)	100,349	634	632	408	407			1,042	1,038
E	Eastern Ontario (Champlain LHIN)	199,491	897	450	441	221			1,338	671
E	Simcoe Muskoka (Mississauga Halton/North Simcoe Muskoka LHIN)	491,102	2,799	570	1,220	248			4,019	818

**Table 56 Regulated Nursing Workforce by Health Region, Canada, 2007 (cont'd)**

Peer Group	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	Counts	Per 100,000 Population
C	Sudbury (North East LHIN)	197,326	1,649	836	539	273			2,188	1,109
C	Thunder Bay (North West LHIN)	157,150	1,518	966	671	427			2,189	1,393
C	Timiskaming (North East LHIN)	34,720	246	709	114	328			360	1,037
B	Waterloo (Waterloo Wellington LHIN)	491,635	2,518	512	938	191			3,456	703
B	Wellington-Dufferin-Guelph (Central West/Waterloo Wellington LHIN)	265,025	1,279	483	592	223			1,871	706
B	Windsor-Essex County (Erie St. Clair LHIN)	405,254	2,409	594	805	199			3,214	793
B	York Region (Central/Central West LHIN)	947,482	3,032	320	809	85			3,841	405
G	Toronto (Central East/Central West/Mississauga Halton/Toronto Central LHIN)	2,631,725	20,358	774	3,803	145			24,160	918
	Outside of Jurisdiction		119		15				134	
	<b>Ontario (Direct Care Total)</b>	<b>12,686,952</b>	<b>80,320</b>	<b>633</b>	<b>24,922</b>	<b>196</b>			<b>105,242</b>	<b>830</b>
<b>Manitoba</b>										
A	Winnipeg	662,105	6,043	913	1,073	162	271	41	7,387	1,116
A	Brandon	49,203	435	884	211	429	160	325	806	1,638
E	North Eastman	41,034	246	600	66	161	20	49	332	809
E	South Eastman	62,553	332	531	101	161	9	14	442	707
E	Interlake	80,411	570	709	207	257	144	179	921	1,145
D	Central	102,491	642	626	332	323	119	116	1,093	1,066
D	Assiniboine	69,584	435	625	328	470	28	40	791	1,137
D	Parkland	41,090	265	645	180	438	40	97	485	1,180
H	Norman	22,157	159	718	91	411	8	36	258	1,164
F	Burntwood/Churchill	47,137	208	441	54	115	7	15	269	571
	Outside of Jurisdiction		1		1		9		11	
	<b>Manitoba (Direct Care Total)</b>	<b>1,177,765</b>	<b>9,336</b>	<b>793</b>	<b>2,644</b>	<b>224</b>	<b>815</b>	<b>69</b>	<b>12,795</b>	<b>1,086</b>
<b>Saskatchewan</b>										
D	Sun County	51,731	280	541	91	176	48	93	419	810
D	Five Hills	52,669	328	623	111	211	126	239	565	1,073
D	Cypress	42,353	273	645	114	269	15	35	402	949
A	Regina Qu'Appelle	240,410	2,214	921	671	279	236	98	3,121	1,298
D	Sunrise	54,720	348	636	161	294	61	111	570	1,042
A	Saskatoon	285,087	2,755	966	534	187	118	41	3,407	1,195
D	Heartland	43,309	230	531	89	206	†	†	32†	75†
D	Kelsey Trail	40,735	157	385	68	167	18	44	243	597
C	Prince Albert Parkland	74,457	533	716	244	328	62	83	839	1,127
H	Prairie North	66,940	430	642	230	344	100	149	760	1,135
F	Mamawetan/Keewatin/Athabasca	32,975	98	297	43	130	*	†	14†	44†
	Outside of Jurisdiction		20		0		4		24	
	<b>Saskatchewan (Direct Care Total)</b>	<b>985,386</b>	<b>7,666</b>	<b>778</b>	<b>2,356</b>	<b>239</b>	<b>800</b>	<b>81</b>	<b>10,822</b>	<b>1,098</b>
<b>Alberta</b>										
E	Chinook	158,990	1,133	713	329	207	37	23	1,499	943
E	Palliser	104,313	665	638	235	225	21	20	921	883
B	Calgary	1,237,494	8,832	714	1,396	113	224	18	10,452	845
E	David Thompson	307,240	2,078	676	735	239	281	91	3,094	1,007
E	East Central	116,263	590	507	312	268	40	34	942	810
B	Capital Health	1,053,845	8,869	841	2,146	204	390	37	11,404	1,082
E	Aspen	181,382	757	417	342	189	†	†	1,11†	61†
E	Peace Country	141,210	800	567	291	206	33	23	1,124	796

**Table 56 Regulated Nursing Workforce by Health Region, Canada, 2007 (cont'd)**

Peer Group	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	Counts	Per 100,000 Population
H	Northern Lights	75,026	391	521	95	127	*	*	48†	65†
	Outside of Jurisdiction		17		2		4		23	
	<b>Alberta (Direct Care Total)</b>	<b>3,375,763</b>	<b>24,132</b>	<b>715</b>	<b>5,883</b>	<b>174</b>	<b>1,051</b>	<b>31</b>	<b>31,066</b>	<b>920</b>
<b>British Columbia</b>										
E	East Kootenay	78,850	402	509	170	216	7	9	578	733
C	Kootenay/Boundary	77,658	493	634	143	184	15	19	650	837
A	Okanagan	334,571	2,259	675	799	239	134	40	3,189	953
C	Thompson/Cariboo	217,684	1,217	559	322	148	70	32	1,608	739
A	Fraser East	265,614	1,191	448	317	119	132	50	1,639	617
B	Fraser North	581,499	3,194	549	604	104	669	115	4,463	767
B	Fraser South	646,906	2,759	426	602	93	242	37	3,600	556
B	Richmond	184,952	578	312	147	79	32	17	756	409
G	Vancouver	624,347	6,547	1,047	602	96	243	39	7,385	1,183
B	North Shore/Coast Garibaldi	283,493	1,289	454	259	91	76	27	1,623	573
A	South Vancouver Island	349,802	3,087	882	576	165	114	33	3,774	1,079
A	Central Vancouver Island	256,729	1,358	529	535	208	69	27	1,961	764
C	North Vancouver Island	117,705	748	635	157	133	23	20	927	788
H	Northwest	78,830	348	441	118	150	14	18	480	609
H	Northern Interior	145,889	992	679	261	179	32	22	1,284	880
H	Northeast	65,923	232	352	92	140	23	35	347	526
	Outside of Jurisdiction		2		2		2		6	
	<b>British Columbia (Direct Care Total)</b>	<b>4,310,452</b>	<b>26,696</b>	<b>619</b>	<b>5,706</b>	<b>132</b>	<b>1,897</b>	<b>44</b>	<b>34,299</b>	<b>796</b>
<b>Northern Territories</b>										
H	Yukon Territory	31,229	274	874	57	183			330	1,057
	Outside of Jurisdiction		5		0				5	
H	Northwest Territories	41,861	426	1,018	88	210			514	1,228
F	Nunavut	30,782	192	624	0	0			192	624
	Outside of Jurisdiction (Northwest Territories and Nunavut)		295		0				295	
	<b>Northern Territories (Direct Care Total)</b>	<b>103,872</b>	<b>1,192</b>	<b>1,148</b>	<b>145</b>	<b>140</b>			<b>1,337</b>	<b>1,287</b>
<b>Canada</b>										
	<b>Canada (Direct Care)</b>	<b>32,623,490</b>	<b>224,964</b>	<b>690</b>	<b>67,866</b>	<b>208</b>	<b>4,563</b>	<b>46</b>	<b>297,393</b>	<b>912</b>

**Notes**

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

† Digit suppressed to ensure confidentiality; digit value is from 0 to 9 and corresponding percentage value.

Nurses not in the workforce are excluded from the data (n = 29,914).

The health region data presented in this publication include only regulated nurses who work in direct patient care; those employed in administration, education or research are excluded from the health region totals.

Outside of jurisdiction includes nurses with a postal code outside the province or territory of analysis.

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

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

The population estimates used in this publication are based on the annual (calendar year) preliminary postcensal (PP) estimates of the population counted on July 1, 2006, Canada, provinces and territories (catalogue number 91-213-SCB, File: AS0106.xls), Statistics Canada; the peer groups used in this publication were retrieved July 10, 2008, from [www.statcan.ca/english/freepub/82-221-XIE/2008001/hregions/hrtable2-en.htm](http://www.statcan.ca/english/freepub/82-221-XIE/2008001/hregions/hrtable2-en.htm).

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).

Data for Ontario are categorized based on public health units with corresponding local health integration networks (LHINs).

For registered nurses in Alberta, the six-digit postal code of residence was used, as only the first three digits of the postal code of worksite are submitted to CIHI.

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

**Sources**

Regulated Nursing Database, Canadian Institute for Health Information; Statistics Canada Population Estimates.

**Table 57 Principal Characteristics of Each Peer Group as Defined by Statistics Canada**

This table lists the principal characteristics for each peer group.<sup>‡</sup>

Peer Group	Number of Health Regions	Percentage of Population	Principal Characteristics
A	23	24.6%	Urban–rural mix from coast to coast Average percentage of Aboriginal population Low male population Slow population growth from 1996 to 2001
B	14	27.0%	Mainly urban centres with moderately high population density Low percentage of government transfer income Rapid population growth from 1996 to 2001
C	24	12.3%	Sparsely populated urban–rural mix from coast to coast Average percentage of Aboriginal population Negative population growth
D	10	1.7%	Rural regions mainly in the central Prairies Moderate Aboriginal population Moderately high percentage of government transfer income Almost equal numbers of men and women Negative population growth
E	24	13.3%	Mainly rural regions in Quebec, Ontario and the Prairies High proportion of people recently moved to or within these regions since 1996 Average percentage of Aboriginal population Moderate population growth
F	5	0.4%	Northern and remote regions Very high Aboriginal population Moderately high percentage of government transfer income Slightly higher male population Moderate population growth
G	3	16.2%	Largest metro centres with an average population density of 3,934 people per square kilometre Low Aboriginal population Moderate percentage of government transfer income High female population
H	13	2.7%	Rural northern regions High Aboriginal population High male population Negative population growth
I	8	1.9%	Mainly rural Eastern regions Very high percentage of government transfer income Negative population growth Low percentage of people having moved to or within these regions since 1996

**Notes**

Percentage of population refers to the percentage of the Canadian population living in a specific type of peer group. The full publication and cluster analysis methodology are available from the Statistics Canada<sup>§, \*\*</sup> website.

**Sources**

‡ Statistics Canada, *Summary Table of Peer Groups and Principal Characteristics* (2008), [online], cited from <<http://www.statcan.ca/english/freepub/82-221-XIE/2008001/hregions/hrtable4-en.htm>>.

§ Statistics Canada, *Health Region Peer Groups* (2002), [online], cited from <<http://www.statcan.ca/english/freepub/82-221-XIE/2005001/pdf/hrpeergr.pdf>>.

\*\* Statistics Canada, *Health Region Peer Groups 2003* (2004), [online], cited from <<http://www.statcan.ca/english/freepub/82-221-XIE/2005001/pdf/workingpaper.pdf>>.



## **Chapter 5—Methodological Notes**

This chapter will provide a better understanding of the strengths and limitations of the nursing data, and of how they can be effectively used and analyzed. The information is particularly important when making comparisons with other data sources and when drawing conclusions regarding changes over time.

### **Data Quality**

CIHI is founded upon the principles of data quality, privacy and confidentiality. Data collection, processing, analysis and dissemination are guided by CIHI's commitment to ensuring high-quality data in a privacy-sensitive manner. This section outlines methodologies used to maximize the accuracy, comparability, timeliness, usability and relevance of the Nursing Database.

### **Privacy and Confidentiality**

To safeguard the privacy and confidentiality of data received by CIHI, guidelines have been developed to govern the publication and release of health information in accordance with provincial privacy legislation.

### **Data Collection**

To practise as a regulated nurse in Canada, annual registration with the respective provincial or territorial regulatory authority is mandatory, requiring the completion of a registration form. The completed registration form is the property of the provincial/territorial regulatory authorities. Through an agreement with CIHI, each regulatory authority (and, in the case of RNs, the Canadian Nurses Association) includes a standardized set of questions on registration forms. These questions pertain to demographic, education/training and employment characteristics.

By agreement, regulatory authorities submit responses to the standardized questions once per year, in accordance with an established schedule. CIHI and the regulatory authorities jointly review and scrutinize the submitted data, applying the principles of data quality. Once the regulatory authority and CIHI approve the final data, they are added to the nursing database at CIHI for analysis and reporting.

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

### **Population of Interest**

The population of interest includes all regulated nurses submitting active practising registration in a Canadian province or territory. The population of interest is also further refined to include only regulated nurses who fit the definition formulated by CIHI in consultation with regulated nursing stakeholders to best serve health human resources (HHR) planning and research needs on a national level. As a result, there are some regulated nurses whose data are not collected by CIHI. These include regulated nurses submitting non-practising registrations (where available from the provincial/territorial regulatory authority) and regulated nurses living or working outside Canada who have not maintained a Canadian license.

## 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. CIHI does not wait for the end of the 12-month registration period in each jurisdiction before collecting data so that it can meet data quality guidelines for timeliness. Therefore, the population of reference for the Nursing Database is all regulated nurses submitting active practising registration in a Canadian province or territory in the first six months of the registration year. The 12-month registration period varies among the provinces and territories, as each jurisdiction is responsible for setting the start and end dates of its own registration period.

The difference between the population of interest and the population of reference enables CIHI to produce more timely data. Analyses completed annually by CIHI indicate that fewer than 4% 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. Tables 58, 59 and 60 show the differences between counts after 6 months and 12 months during the registration years for each nursing profession.

**Table 58 Comparison of RN Regulatory Authority 12-Month Counts to CIHI 6-Month Counts, Canada, 2007**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Total
Total Active Practising Registrations	5,839	1,575	9,653	8,612	70,181	113,012	11,685	9,151	29,368	32,747	352	1,273	293,448
Submitted to CIHI	5,670	1,453	9,183	8,212	67,190	109,673	11,685	8,830	28,350	31,204	327	1,214	282,991
Primary Registrations	5,639	1,445	9,097	8,117	66,589	102,954	11,383	8,763	28,168	30,728	327	1,064	274,274
Employed in Psychiatric Nursing	5,574	1,435	8,843	7,726	64,955	90,978	10,825	8,669	27,527	30,059	322	1,048	257,961

### Notes

Active practising registrations for Prince Edward Island, Nova Scotia, Saskatchewan, British Columbia and the Northwest Territories and Nunavut include temporary registrations.

Active practising registrations for Alberta include temporary registrations and non-practising registrations.

### Sources

Regulated Nursing Database, Canadian Institute for Health Information; provincial/territorial RN regulatory authorities.

**Table 59 Comparison of LPN Regulatory Authority 12-Month Counts to CIHI 6-Month Counts, Canada, 2007**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Total
Total Active Practising Registrations	2,738	685	3,564	2,982	20,526	33,130	2,889	2,558	7,188	6,527	73	136	..	82,996
Submitted to CIHI	2,652	658	3,405	2,822	19,826	31,087	2,749	2,395	6,789	6,338	67	99	..	78,887
Primary Registrations	2,650	658	3,379	2,809	19,801	30,672	2,735	2,392	6,598	6,233	62	91	..	78,080
Employed in Psychiatric Nursing	2,598	623	3,160	2,734	17,492	26,126	2,671	2,381	5,986	5,791	59	88	..	69,709

### Note

.. Data not currently collected by CIHI.

### Sources

Regulated Nursing Database, Canadian Institute for Health Information; provincial/territorial LPN regulatory authorities.

**Table 60 Comparison of RPN Regulatory Authority 12-Month Counts to CIHI 6-Month Counts, Canada, 2007**

	Man.	Sask.	Alta.	B.C.	Total
Total Active Practising Registrations	963	914	–	–	1,877
Submitted to CIHI	964	901	1,215	2,172	5,252
Primary Registrations	961	896	1,204	2,169	5,230
Employed in Psychiatric Nursing	952	880	1,158	2,134	5,124

**Note**

– Information was not available.

**Sources**

Regulated Nursing Database, Canadian Institute for Health Information; provincial RPN regulatory authorities.

The population of reference includes the following definitions:

**Non-Practising Registrations**

The target population includes regulated nurses submitting active practising registrations; those submitting non-practising registrations are excluded. At present, Quebec and Ontario are the only jurisdictions that do not offer the option of active practising or non-practising registration status to registered nurses and licensed practical nurses (in the case of Ontario): there is only one type of registration. Therefore, Quebec submits data on RNs who are not practising, and Ontario submits data on RNs and LPNs who are not currently practising. While this is not technically a source of over-coverage—because all registrations in these provinces are considered active practising—the result is that some data fields will have a higher proportion of not stated values.

**First-Time Registrants**

The jurisdictions of Nova Scotia and Ontario do not submit data from first-time RN registrants, and Ontario and Prince Edward Island do not submit data from first-time LPN registrants, whether they are new graduates or individuals new to the jurisdiction. As many first-time registrants are also active practising, this is a source of under-coverage.

The Yukon and the Northwest Territories do submit information on some first-time LPN registrants; the Yukon does not submit data for registrants coming from other countries, and the Northwest Territories does not submit data for first-time registrants coming from other Canadian jurisdictions or 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 61 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.

Many of the tables and figures throughout the report have the non-response rates included in the footnotes.

**Table 61 Percentage of Records Employed in Nursing With Not Stated Responses by Data Element and Province/Territory of Registration, Canada, 2007**

	N.L.		P.E.I.		N.S.		N.B.		Que.		Ont.		Man.		Sask.		Alta.		B.C.		Y.T.		N.W.T./N.U.		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	RPN		
Gender	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.2	0.0	0.0		
Year of Birth	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	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		
Initial/Entry Practical Nurse Education	0.0	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	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	0.1	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.1	1.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0		
Province/Country of Graduation	0.0	0.1	0.1	0.2	0.0	0.0	0.1	0.0	0.0	3.2	0.2	0.0	0.0	0.0	1.0	0.0	6.0	0.0	0.4	0.2	5.3	0.3	0.0	0.0	0.2	0.0	0.8	0.8	2.2		
Other Education in Nursing	0.0	100.0	0.0	99.5	0.0	10.8	0.0	99.3	0.0	88.9	0.0	0.0	0.0	11.6	91.4	0.0	20.7	0.0	0.0	85.5	0.0	56.0	16.6	0.0	3.4	0.0	100.0	0.0	37.2	43.2	
Education in Other Than Nursing	0.0	0.0	1.7	98.2	0.0	11.7	0.0	100.0	84.5	93.6	61.1	50.5	0.0	11.0	83.9	0.0	18.1	0.0	0.0	76.2	0.0	48.5	17.2	0.0	3.4	93.3	100.0	43.2	52.9	40.0	
Employment in Practical Nursing	0.0	0.5	0.0	3.4	1.9	6.1	1.7	0.8	2.0	12.3	0.5	0.7	5.2	1.2	0.9	0.1	0.0	1.7	0.2	0.0	3.9	1.1	5.5	0.4	0.0	0.0	1.1	2.3	1.1	4.2	1.5
Multiple Employment	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	1.2	0.1	0.1	0.0	0.0	0.0	0.7	2.0	0.9	0.0	79.5	100.0	0.3	0.2	0.9	
Province/Territory of Employment	1.5	0.5	0.3	0.0	0.1	4.1	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.5	0.3	0.1	0.0	1.8	0.1	0.0	0.0	6.8	0.2	0.2	0.0	0.0	0.0	0.0	0.9	0.3	0.4
Place of Work—Primary	0.1	0.5	0.1	0.2	0.0	0.9	0.0	0.4	0.0	0.0	1.9	3.5	0.4	0.5	0.2	0.0	0.1	1.6	0.1	0.0	0.1	0.8	0.1	1.5	0.0	0.0	2.1	0.0	0.8	1.4	1.0
Area of Responsibility—Primary	0.1	2.4	0.1	0.5	2.6	1.9	0.0	0.4	2.7	0.0	2.0	2.9	0.3	0.0	0.6	0.6	0.1	2.0	4.0	0.0	0.4	0.6	0.1	4.0	0.9	0.0	3.1	0.0	2.0	1.3	2.2
Position—Primary	0.2	0.4	0.1	0.2	0.1	2.0	0.0	0.1	1.4	0.2	1.5	2.3	0.5	0.0	0.2	0.0	0.1	1.7	0.2	0.0	0.5	1.8	0.1	0.8	0.0	100.0	3.0	0.0	1.2	1.1	0.8
Province/Country of Residence	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

### Notes

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

Values of 100.0 indicate a data element that was not submitted for the 2006 data year.

For the fields Postal Code of Residence and Postal Code of Primary Worksite, non-response is defined as a postal code that did not successfully match the July 2006 release of the Statistics Canada Postal Code Conversion File (PCCF).

Data for the Northwest Territories and Nunavut are combined for 2006.

### Source

Regulated 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; where they are not equal, the record is excluded. Where the jurisdiction of residence is not stated, the jurisdiction of employment is defaulted to the jurisdiction of registration and the record is not excluded.

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

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

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

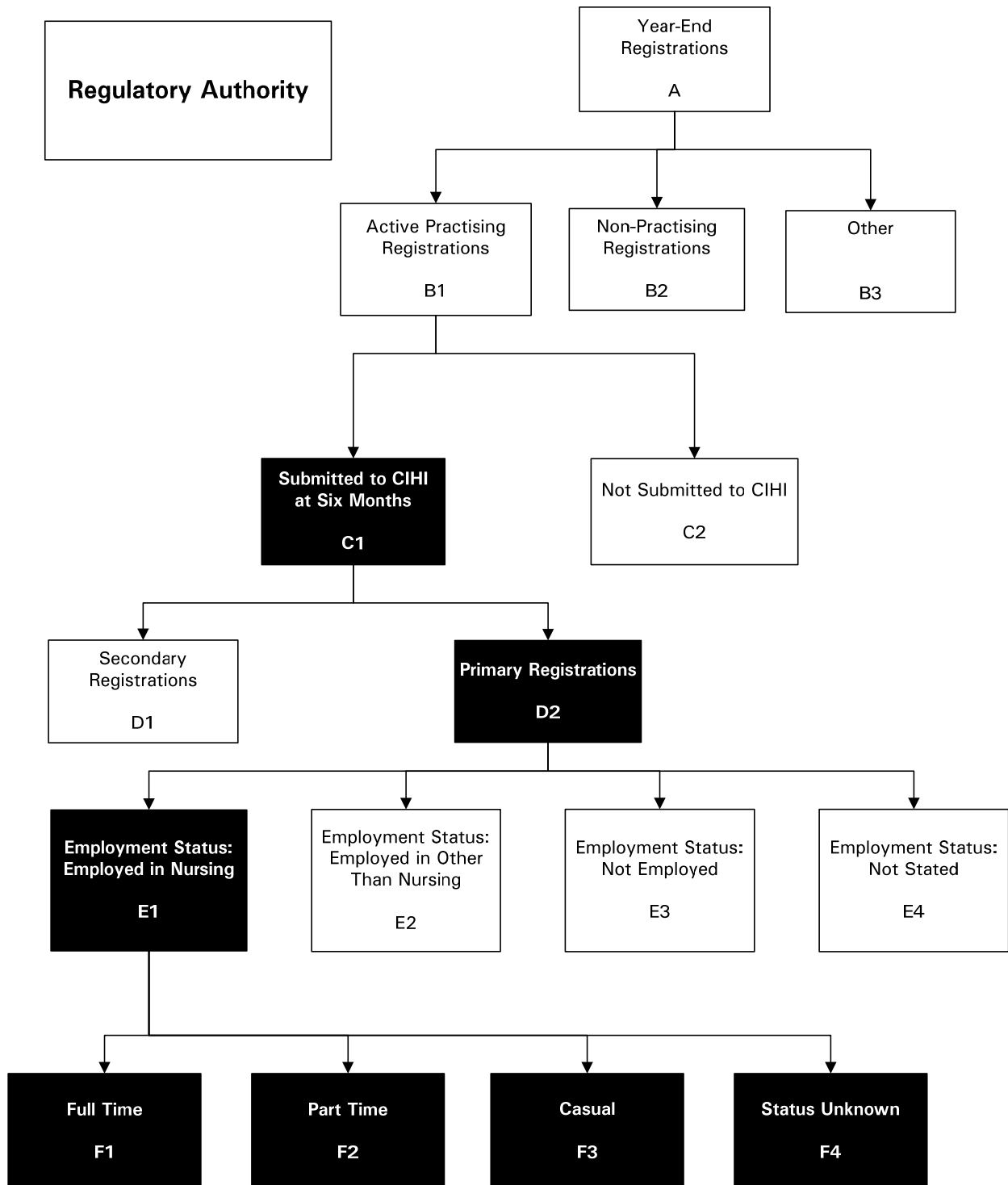
### **Defining the Workforce**

Note the difference between the Nursing Database and the workforce. While the database contains all records in the population of reference, the employment status indicator is used to exclude from the workforce regulated nurses who are not working in nursing (see Figure 61). Throughout this report and other CIHI publications, the focus is on the regulated nurses who are working in nursing, or the regulated nursing workforce.

### **Re-Coding Employment Status**

Regulated nurses who fail to provide their position status (that is, as full time, part time or casual) on their registration risk being excluded from the workforce. However, in cases where position status was not stated but employment information was provided, CIHI, in consultation with the regulatory authority, will change the employment status to employed in nursing and the position status to employment status unknown in order to ensure that the record is included in the workforce. This methodology has been applied to all nursing types since 2003, with the exception of B.C. RNs in 2005.

Figure 61 Tracking Regulatory Authority Data to CIHI: The Regulated Nursing Workforce



**A: ALL REGISTRATIONS**

Number of registrations submitted to a regulatory authority for nursing.

**B: TYPES OF REGISTRATIONS**

Box B1 is the number of active practising registrations received by the regulatory authority.

Box B2 is the number of non-practising registrations received by the regulatory authority.

Box B3 is the number of other registrations received by the regulatory authority.

**C: RECORDS SUBMITTED TO CIHI**

Box C1 is the number of active practising registrations submitted during the first six months of the registration year.

Box C2 is the number of registrants not submitted to CIHI.

**D: PRIMARY AND SECONDARY REGISTRATION**

Box D1 is the number of regulated nurses whose jurisdiction of registration is different from the jurisdiction of employment. These records are outside of the population of reference, except where either the jurisdiction of registration or employment is a territory.

Box D2 is the number of regulated nurses whose jurisdiction of registration is the same as the jurisdiction of employment.

**E: EMPLOYMENT STATUS**

Box E1 is the number of regulated nurses whose employment status is submitted as employed in nursing. These regulated nurses are included in the workforce.

Boxes E2 to E4 are the numbers of regulated nurses who are excluded from the workforce, as they are not reported as employed in nursing.

**F: POSITION STATUS**

Boxes F1 to F4 represent the number of regulated nurses included in the nursing workforce. A regulated nurse may have a position status of full time, part time, casual or unknown.

The boxes in black are included in the workforce, and the boxes in white are either not submitted or are excluded by CIHI.

## Analytical Methods

### *Formula for Average Annual Increase*

Chapters 1 to 3 (Supply of Nurses): Average Annual Growth Rate

$$\text{Average Annual Growth Rate (\%)} = (FV / PV)^{(1/t)} - 1$$

where FV = future value; PV = present value; t = time period

This formula represents the average annual growth rate over a defined time period ( $t = T_{k+1} - T_1$ ). The population of each regulated nursing profession is compared at two points in time. PV is the population of regulated nurses at the beginning of the time period, and FV is the population at the end of the time period, or t years later.

### *FTE Methodology*

Full-time equivalents (FTEs) are used to enhance our interpretation of the supply of regulated nurses by contributing to our understanding of the output of the nursing workforce. The actual supply of regulated nurses can be measured by converting their hours worked into an FTE number. This is a useful measure of supply because it takes into account the number of hours worked by a regulated nurse. By further defining supply in terms of an FTE value, meaningful comparisons across jurisdictions and professions can be made. Ideally, one FTE reflects the typical workload of one average regulated nurse.

The number of FTE regulated nurses equals the number of regulated nurses multiplied by the total weekly hours worked, divided by the number of hours in a standard full-time working week. The standard working week used in this publication is 37.3 hours.

$$\text{FTE} = \frac{\text{Number of regulated nurses} \times \text{Total weekly hours worked}}{\text{Standard work week (37.3 hours)}}$$

$$\text{FTE value} = \frac{\text{FTE count}}{\text{Number of regulated nurses}}$$

By using the 2005 National Survey of the Work and Health of Nurses, we were able to determine the total weekly hours worked in order to perform the FTE calculations above.



## Urban/Rural Statistics

Urban areas are defined (in part) as communities with populations greater than 10,000 people and are labelled by Statistics Canada as either census metropolitan area (CMA) or census agglomeration (CA); rural/remote is equated with communities outside the CMA/CA boundaries and is referred to as rural and small town (RST) by Statistics Canada.

RST communities are further subdivided by identifying the degree to which they are influenced in terms of social and economic integration with larger urban centres (that is, CMAs and CAs). Metropolitan influenced zone (MIZ) categories disaggregate the RST population into four subgroups: strong MIZ, moderate MIZ, weak MIZ and no MIZ. These urban/rural/remote categories are applied to communities (such as cities, towns and villages) that can be equated with the Statistics Canada designation census subdivision (CSD).

The CMA/CA and MIZ categories were collapsed. These categories may be interpreted in the following simple manner: CMA/CA = large urban centre (urban); strong/moderate MIZ = small towns and rural areas located relatively close to larger urban centres (rural); weak/no MIZ = small towns, rural and remote communities distant from large urban centres (remote).

Details of the RST and MIZ classification schemes can be found in McNiven et al. (2000),<sup>4</sup> du Plessis et al. (2001)<sup>5</sup> and CIHI (2002).<sup>6</sup>

## Comparability of Data

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

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

The historical and methodological changes for each regulated nursing profession can be found at the end of chapters 1 to 3.

For a complete listing of data elements in the regulated Nursing Database, see the data dictionaries on the CIHI nursing website:

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



**Appendix A**  
**Provincial Nursing Workforce Profiles**



## Regulated Nursing Workforce Profile, Newfoundland and Labrador, 2007

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		5,574			2,598			–		
<b>Sex</b>	Male	263	4.7	5.8	330	12.7	7.0	–	–	22.5
	Female	5,311	95.3	94.2	2,268	87.3	93.0	–	–	77.5
<b>Average Age</b>	Years	42.5			44.8			–		
<b>Age Breakdown</b>	< 35 Years	1,295	23.2	20.3	434	16.7	23.6	–	–	13.4
	35–49 Years	2,784	49.9	40.7	1,254	48.3	40.6	–	–	42.2
	50+ Years	1,494	26.8	38.9	910	35.0	35.8	–	–	44.3
	Not Stated	1	<0.1	<0.1	0	0.0	<0.1	–	–	0.1
<b>Employment Status</b>	Full Time	3,946	70.8	56.6	1,466	56.4	47.2	–	–	67.3
	Part Time	932	16.7	31.8	152	5.9	34.3	–	–	19.8
	Casual	696	12.5	10.5	979	37.7	18.0	–	–	12.1
	Employed—Status Unknown	0	0.0	1.1	1	<0.1	0.5	–	–	0.8
<b>Place of Work</b>	Hospital	3,764	67.5	62.3	1,092	42.0	44.9	–	–	40.3
	Community Health Agency	666	11.9	14.0	78	3.0	6.7	–	–	25.5
	Nursing Home/LTC Facility	560	10.0	10.5	1,381	53.2	39.4	–	–	20.6
	Other Place of Work	579	10.4	12.4	35	1.3	7.6	–	–	12.6
	Not Stated	5	0.1	0.8	12	0.5	1.4	–	–	1.0
<b>Area of Responsibility</b>	Direct Care	5,008	89.8	87.2	2,530	97.4	97.4	–	–	89.1
	Administration/Educ./Research	562	10.1	10.8	5	0.2	1.4	–	–	8.7
	Not Stated	4	0.1	2.0	63	2.4	1.3	–	–	2.2
<b>Position</b>	Managerial Positions	583	10.5	7.1	0	0.0	1.3	–	–	10.9
	Staff/Community Health Nurse	4,336	77.8	77.4	2,460	94.7	91.4	–	–	78.7
	Other Positions	645	11.6	14.3	128	4.9	6.2	–	–	9.7
	Not Stated	10	0.2	1.2	10	0.4	1.1	–	–	0.8
<b>Multiple Employment Status</b>	Single Employer	4,897	87.9	86.1	2,255	86.8	82.1	–	–	76.3
	Multiple Employers	671	12.0	13.5	343	13.2	17.6	–	–	22.8
	Not Stated	6	0.1	0.3	0	0.0	0.2	–	–	0.9
<b>Highest Education in Nursing Discipline</b>	Diploma	3,575	64.1	61.7	2,598	100.0	100.0	–	–	92.6
	Baccalaureate	1,852	33.2	35.5	–	–	–	–	–	7.2
	Master's/Doctorate	147	2.6	2.8	–	–	–	–	–	0.2
	Not Stated	0	0.0	<0.1	–	–	–	–	–	0.0
<b>Location of Graduation</b>	Canadian-Trained	5,481	98.3	91.3	2,59†	†	97.3	–	–	90.9
	Internationally Educated	91	1.6	7.9	*	*	1.9	–	–	6.9
	Not Stated	2	<0.1	0.8	†	†	0.8	–	–	2.2

**Notes**

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**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Regulated Nursing Workforce Profile, Prince Edward Island, 2007

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		1,435			623			-		
<b>Sex</b>	Male	39	2.7	5.8	56	9.0	7.0	-	-	22.5
	Female	1,396	97.3	94.2	567	91.0	93.0	-	-	77.5
<b>Average Age</b>	Years	46.2			45.5			-		
<b>Age Breakdown</b>	< 35 Years	241	16.8	20.3	103	16.5	23.6	-	-	13.4
	35-49 Years	601	41.9	40.7	280	44.9	40.6	-	-	42.2
	50+ Years	590	41.1	38.9	240	38.5	35.8	-	-	44.3
	Not Stated	3	0.2	<0.1	0	0.0	<0.1	-	-	0.1
<b>Employment Status</b>	Full Time	695	48.4	56.6	272	43.7	47.2	-	-	67.3
	Part Time	554	38.6	31.8	232	37.2	34.3	-	-	19.8
	Casual	183	12.8	10.5	119	19.1	18.0	-	-	12.1
	Employed—Status Unknown	3	0.2	1.1	0	0.0	0.5	-	-	0.8
<b>Place of Work</b>	Hospital	862	60.1	62.3	303	48.6	44.9	-	-	40.3
	Community Health Agency	160	11.1	14.0	30	4.8	6.7	-	-	25.5
	Nursing Home/LTC Facility	222	15.5	10.5	248	39.8	39.4	-	-	20.6
	Other Place of Work	190	13.2	12.4	41	6.6	7.6	-	-	12.6
	Not Stated	1	0.1	0.8	1	0.2	1.4	-	-	1.0
<b>Area of Responsibility</b>	Direct Care	1,274	88.8	87.2	618	99.2	97.4	-	-	89.1
	Administration/Educ./Research	159	11.1	10.8	†	†	1.4	-	-	8.7
	Not Stated	2	0.1	2.0	†	†	1.3	-	-	2.2
<b>Position</b>	Managerial Positions	175	12.2	7.1	6	1.0	1.3	-	-	10.9
	Staff/Community Health Nurse	1,084	75.5	77.4	564	90.5	91.4	-	-	78.7
	Other Positions	175	12.2	14.3	52	8.3	6.2	-	-	9.7
	Not Stated	1	0.1	1.2	1	0.2	1.1	-	-	0.8
<b>Multiple Employment Status</b>	Single Employer	1,240	86.4	86.1	464	74.5	82.1	-	-	76.3
	Multiple Employers	195	13.6	13.5	159	25.5	17.6	-	-	22.8
	Not Stated	0	0.0	0.3	0	0.0	0.2	-	-	0.9
<b>Highest Education in Nursing Discipline</b>	Diploma	868	60.5	61.7	623	100.0	100.0	-	-	92.6
	Baccalaureate	531	37.0	35.5	-	-	-	-	-	7.2
	Master's/Doctorate	32	2.2	2.8	-	-	-	-	-	0.2
	Not Stated	4	0.3	<0.1	-	-	-	-	-	0.0
<b>Location of Graduation</b>	Canadian-Trained	1,404	97.8	91.3	621	99.7	97.3	-	-	90.9
	Internationally Educated	29	2.0	7.9	*	*	1.9	-	-	6.9
	Not Stated	2	0.1	0.8	†	†	0.8	-	-	2.2

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**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Regulated Nursing Workforce Profile, Nova Scotia, 2007

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		8,843			3,160			–		
<b>Sex</b>	Male	330	3.7	5.8	165	5.2	7.0	–	–	22.5
	Female	8,513	96.3	94.2	2,995	94.8	93.0	–	–	77.5
<b>Average Age</b>	Years	46.2			44.9			–		
<b>Age Breakdown</b>	< 35 Years	1,308	14.8	20.3	569	18.0	23.6	–	–	13.4
	35–49 Years	3,937	44.5	40.7	1,460	46.2	40.6	–	–	42.2
	50+ Years	3,598	40.7	38.9	1,131	35.8	35.8	–	–	44.3
	Not Stated	0	0.0	<0.1	0	0.0	<0.1	–	–	0.1
<b>Employment Status</b>	Full Time	5,656	64.0	56.6	1,602	50.7	47.2	–	–	67.3
	Part Time	2,353	26.6	31.8	852	27.0	34.3	–	–	19.8
	Casual	834	9.4	10.5	696	22.0	18.0	–	–	12.1
	Employed—Status Unknown	0	0.0	1.1	10	0.3	0.5	–	–	0.8
<b>Place of Work</b>	Hospital	6,059	68.5	62.3	1,488	47.1	44.9	–	–	40.3
	Community Health Agency	922	10.4	14.0	337	10.7	6.7	–	–	25.5
	Nursing Home/LTC Facility	983	11.1	10.5	1,119	35.4	39.4	–	–	20.6
	Other Place of Work	877	9.9	12.4	187	5.9	7.6	–	–	12.6
	Not Stated	2	<0.1	0.8	29	0.9	1.4	–	–	1.0
<b>Area of Responsibility</b>	Direct Care	7,565	85.5	87.2	3,051	96.6	97.4	–	–	89.1
	Administration/Educ./Research	1,047	11.8	10.8	48	1.5	1.4	–	–	8.7
	Not Stated	231	2.6	2.0	61	1.9	1.3	–	–	2.2
<b>Position</b>	Managerial Positions	967	10.9	7.1	75	2.4	1.3	–	–	10.9
	Staff/Community Health Nurse	6,934	78.4	77.4	2,864	90.6	91.4	–	–	78.7
	Other Positions	934	10.6	14.3	157	5.0	6.2	–	–	9.7
	Not Stated	8	0.1	1.2	64	2.0	1.1	–	–	0.8
<b>Multiple Employment Status</b>	Single Employer	8,037	90.9	86.1	2,539	80.3	82.1	–	–	76.3
	Multiple Employers	806	9.1	13.5	621	19.7	17.6	–	–	22.8
	Not Stated	0	0.0	0.3	0	0.0	0.2	–	–	0.9
<b>Highest Education in Nursing Discipline</b>	Diploma	5,438	61.5	61.7	3,160	100.0	100.0	–	–	92.6
	Baccalaureate	3,137	35.5	35.5	–	–	–	–	–	7.2
	Master's/Doctorate	268	3.0	2.8	–	–	–	–	–	0.2
	Not Stated	0	0.0	<0.1	–	–	–	–	–	0.0
<b>Location of Graduation</b>	Canadian-Trained	8,631	97.6	91.3	3,150	99.7	97.3	–	–	90.9
	Internationally Educated	212	2.4	7.9	10	0.3	1.9	–	–	6.9
	Not Stated	0	0.0	0.8	0	0.0	0.8	–	–	2.2

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**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Regulated Nursing Workforce Profile, New Brunswick, 2007

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		7,726			2,734			-		
<b>Sex</b>	Male	334	4.3	5.8	290	10.6	7.0	-	-	22.5
	Female	7,392	95.7	94.2	2,444	89.4	93.0	-	-	77.5
<b>Average Age</b>	Years	44.5			43.2			-		
<b>Age Breakdown</b>	<35 Years	1,463	18.9	20.3	667	24.4	23.6	-	-	13.4
	35-49 Years	3,579	46.3	40.7	1,187	43.4	40.6	-	-	42.2
	50+ Years	2,684	34.7	38.9	880	32.2	35.8	-	-	44.3
	Not Stated	0	0.0	<0.1	0	0.0	<0.1	-	-	0.1
<b>Employment Status</b>	Full Time	4,890	63.3	56.6	1,368	50.0	47.2	-	-	67.3
	Part Time	2,260	29.3	31.8	817	29.9	34.3	-	-	19.8
	Casual	576	7.5	10.5	548	20.0	18.0	-	-	12.1
	Employed—Status Unknown	0	0.0	1.1	1	<0.1	0.5	-	-	0.8
<b>Place of Work</b>	Hospital	5,217	67.5	62.3	1,435	52.5	44.9	-	-	40.3
	Community Health Agency	881	11.4	14.0	56	2.0	6.7	-	-	25.5
	Nursing Home/LTC Facility	804	10.4	10.5	1,133	41.4	39.4	-	-	20.6
	Other Place of Work	824	10.7	12.4	100	3.7	7.6	-	-	12.6
	Not Stated	0	0.0	0.8	10	0.4	1.4	-	-	1.0
<b>Area of Responsibility</b>	Direct Care	6,913	89.5	87.2	2,640	96.6	97.4	-	-	89.1
	Administration/Educ./Research	813	10.5	10.8	84	3.1	1.4	-	-	8.7
	Not Stated	0	0.0	2.0	10	0.4	1.3	-	-	2.2
<b>Position</b>	Managerial Positions	900	11.6	7.1	53	1.9	1.3	-	-	10.9
	Staff/Community Health Nurse	6,239	80.8	77.4	2,448	89.5	91.4	-	-	78.7
	Other Positions	587	7.6	14.3	230	8.4	6.2	-	-	9.7
	Not Stated	0	0.0	1.2	3	0.1	1.1	-	-	0.8
<b>Multiple Employment Status</b>	Single Employer	7,068	91.5	86.1	2,442	89.3	82.1	-	-	76.3
	Multiple Employers	658	8.5	13.5	292	10.7	17.6	-	-	22.8
	Not Stated	0	0.0	0.3	0	0.0	0.2	-	-	0.9
<b>Highest Education in Nursing Discipline</b>	Diploma	4,162	53.9	61.7	2,734	100.0	100.0	-	-	92.6
	Baccalaureate	3,378	43.7	35.5	-	-	-	-	-	7.2
	Master's/Doctorate	186	2.4	2.8	-	-	-	-	-	0.2
	Not Stated	0	0.0	<0.1	-	-	-	-	-	0.0
<b>Location of Graduation</b>	Canadian-Trained	7,613	98.5	91.3	2,727	99.7	97.3	-	-	90.9
	Internationally Educated	107	1.4	7.9	7	0.3	1.9	-	-	6.9
	Not Stated	6	0.1	0.8	0	0.0	0.8	-	-	2.2

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**Source**

Regulated Nursing Database, Canadian Institute for Health Information.



## Regulated Nursing Workforce Profile, Quebec, 2007

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		64,955			17,492			–		
<b>Sex</b>	Male	6,040	9.3	5.8	1,424	8.1	7.0	–	–	22.5
	Female	58,915	90.7	94.2	16,068	91.9	93.0	–	–	77.5
<b>Average Age</b>	Years	43.4			42.7			–		
<b>Age Breakdown</b>	< 35 Years	16,720	25.7	20.3	4,665	26.7	23.6	–	–	13.4
	35–49 Years	25,606	39.4	40.7	7,306	41.8	40.6	–	–	42.2
	50+ Years	22,629	34.8	38.9	5,521	31.6	35.8	–	–	44.3
	Not Stated	0	0.0	<0.1	0	0.0	<0.1	–	–	0.1
<b>Employment Status</b>	Full Time	36,111	55.6	56.6	6,493	37.1	47.2	–	–	67.3
	Part Time	20,903	32.2	31.8	7,627	43.6	34.3	–	–	19.8
	Casual	7,433	11.4	10.5	3,372	19.3	18.0	–	–	12.1
	Employed—Status Unknown	508	0.8	1.1	0	0.0	0.5	–	–	0.8
<b>Place of Work</b>	Hospital	38,215	58.8	62.3	6,026	34.5	44.9	–	–	40.3
	Community Health Agency	6,642	10.2	14.0	219	1.3	6.7	–	–	25.5
	Nursing Home/LTC Facility	9,162	14.1	10.5	8,941	51.1	39.4	–	–	20.6
	Other Place of Work	10,936	16.8	12.4	2,306	13.2	7.6	–	–	12.6
	Not Stated	0	0.0	0.8	0	0.0	1.4	–	–	1.0
<b>Area of Responsibility</b>	Direct Care	54,862	84.5	87.2	17,371	99.3	97.4	–	–	89.1
	Administration/Educ./Research	8,334	12.8	10.8	121	0.7	1.4	–	–	8.7
	Not Stated	1,759	2.7	2.0	0	0.0	1.3	–	–	2.2
<b>Position</b>	Managerial Positions	4,256	6.6	7.1	0	0.0	1.3	–	–	10.9
	Staff/Community Health Nurse	51,149	78.7	77.4	16,819	96.2	91.4	–	–	78.7
	Other Positions	8,634	13.3	14.3	638	3.6	6.2	–	–	9.7
	Not Stated	916	1.4	1.2	35	0.2	1.1	–	–	0.8
<b>Multiple Employment Status</b>	Single Employer	58,460	90.0	86.1	14,792	84.6	82.1	–	–	76.3
	Multiple Employers	6,495	10.0	13.5	2,700	15.4	17.6	–	–	22.8
	Not Stated	0	0.0	0.3	0	0.0	0.2	–	–	0.9
<b>Highest Education in Nursing Discipline</b>	Diploma	38,141	58.7	61.7	17,492	100.0	100.0	–	–	92.6
	Baccalaureate	25,064	38.6	35.5	–	–	–	–	–	7.2
	Master's/Doctorate	1,750	2.7	2.8	–	–	–	–	–	0.2
	Not Stated	0	0.0	<0.1	–	–	–	–	–	0.0
<b>Location of Graduation</b>	Canadian-Trained	63,425	97.6	91.3	16,933	96.8	97.3	–	–	90.9
	Internationally Educated	1,528	2.4	7.9	0	0.0	1.9	–	–	6.9
	Not Stated	2	<0.1	0.8	559	3.2	0.8	–	–	2.2

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**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Regulated Nursing Workforce Profile, Ontario, 2007

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		90,978			26,126			-		
<b>Sex</b>	Male	4,124	4.5	5.8	1,583	6.1	7.0	-	-	22.5
	Female	86,854	95.5	94.2	24,543	93.9	93.0	-	-	77.5
<b>Average Age</b>	Years	45.9			44.9			-		
<b>Age Breakdown</b>	<35 Years	16,066	17.7	20.3	5,375	20.6	23.6	-	-	13.4
	35-49 Years	37,667	41.4	40.7	10,473	40.1	40.6	-	-	42.2
	50+ Years	37,244	40.9	38.9	10,277	39.3	35.8	-	-	44.3
	Not Stated	1	<0.1	<0.1	1	<0.1	<0.1	-	-	0.1
<b>Employment Status</b>	Full Time	57,403	63.1	56.6	14,357	55.0	47.2	-	-	67.3
	Part Time	26,308	28.9	31.8	9,391	35.9	34.3	-	-	19.8
	Casual	7,267	8.0	10.5	2,378	9.1	18.0	-	-	12.1
	Employed—Status Unknown	0	0.0	1.1	0	0.0	0.5	-	-	0.8
<b>Place of Work</b>	Hospital	57,720	63.4	62.3	11,611	44.4	44.9	-	-	40.3
	Community Health Agency	14,546	16.0	14.0	2,711	10.4	6.7	-	-	25.5
	Nursing Home/LTC Facility	7,923	8.7	10.5	9,365	35.8	39.4	-	-	20.6
	Other Place of Work	9,039	9.9	12.4	1,528	5.8	7.6	-	-	12.6
	Not Stated	1,750	1.9	0.8	911	3.5	1.4	-	-	1.0
<b>Area of Responsibility</b>	Direct Care	80,320	88.3	87.2	24,922	95.4	97.4	-	-	89.1
	Administration/Educ./Research	8,816	9.7	10.8	454	1.7	1.4	-	-	8.7
	Not Stated	1,842	2.0	2.0	750	2.9	1.3	-	-	2.2
<b>Position</b>	Managerial Positions	5,525	6.1	7.1	568	2.2	1.3	-	-	10.9
	Staff/Community Health Nurse	68,699	75.5	77.4	22,892	87.6	91.4	-	-	78.7
	Other Positions	15,407	16.9	14.3	2,057	7.9	6.2	-	-	9.7
	Not Stated	1,347	1.5	1.2	609	2.3	1.1	-	-	0.8
<b>Multiple Employment Status</b>	Single Employer	80,200	88.2	86.1	22,381	85.7	82.1	-	-	76.3
	Multiple Employers	10,772	11.8	13.5	3,745	14.3	17.6	-	-	22.8
	Not Stated	6	<0.1	0.3	0	0.0	0.2	-	-	0.9
<b>Highest Education in Nursing Discipline</b>	Diploma	62,025	68.2	61.7	26,126	100.0	100.0	-	-	92.6
	Baccalaureate	26,325	28.9	35.5	-	-	-	-	-	7.2
	Master's/Doctorate	2,628	2.9	2.8	-	-	-	-	-	0.2
	Not Stated	0	0.0	<0.1	-	-	-	-	-	0.0
<b>Location of Graduation</b>	Canadian-Trained	79,521	87.4	91.3	25,200	96.5	97.3	-	-	90.9
	Internationally Educated	11,320	12.4	7.9	91†	†	1.9	-	-	6.9
	Not Stated	137	0.2	0.8	1†	†	0.8	-	-	2.2

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**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Regulated Nursing Workforce Profile, Manitoba, 2007

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		10,825			2,671			952		
<b>Sex</b>	Male	616	5.7	5.8	134	5.0	7.0	216	22.7	22.5
	Female	10,209	94.3	94.2	2,537	95.0	93.0	736	77.3	77.5
<b>Average Age</b>	Years	45.9			45.4			46.9		
<b>Age Breakdown</b>	<35 Years	1,787	16.5	20.3	555	20.8	23.6	122	12.8	13.4
	35–49 Years	4,617	42.7	40.7	1,023	38.3	40.6	408	42.9	42.2
	50+ Years	4,390	40.6	38.9	1,093	40.9	35.8	422	44.3	44.3
	Not Stated	31	0.3	<0.1	0	0.0	<0.1	0	0.0	0.1
<b>Employment Status</b>	Full Time	5,146	47.5	56.6	873	32.7	47.2	599	62.9	67.3
	Part Time	4,867	45.0	31.8	1,438	53.8	34.3	283	29.7	19.8
	Casual	788	7.3	10.5	274	10.3	18.0	68	7.1	12.1
	Employed—Status Unknown	24	0.2	1.1	86	3.2	0.5	2	0.2	0.8
<b>Place of Work</b>	Hospital	6,511	60.1	62.3	1,081	40.5	44.9	224	23.5	40.3
	Community Health Agency	1,679	15.5	14.0	266	10.0	6.7	387	40.7	25.5
	Nursing Home/LTC Facility	1,267	11.7	10.5	1,147	42.9	39.4	250	26.3	20.6
	Other Place of Work	1,320	12.2	12.4	163	6.1	7.6	89	9.3	12.6
	Not Stated	48	0.4	0.8	14	0.5	1.4	2	0.2	1.0
<b>Area of Responsibility</b>	Direct Care	9,336	86.2	87.2	2,644	99.0	97.4	815	85.6	89.1
	Administration/Educ./Research	1,452	13.4	10.8	27	1.0	1.4	131	13.8	8.7
	Not Stated	37	0.3	2.0	0	0.0	1.3	6	0.6	2.2
<b>Position</b>	Managerial Positions	842*	7.8*	7.1	46	1.7	1.3	105	11.0	10.9
	Staff/Community Health Nurse	8,148	75.3	77.4	2,519	94.3	91.4	736	77.3	78.7
	Other Positions	1,782	16.5	14.3	106	4.0	6.2	109	11.4	9.7
	Not Stated	53	0.5	1.2	0	0.0	1.1	2	0.2	0.8
<b>Multiple Employment Status</b>	Single Employer	9,379	86.6	86.1	1,937	72.5	82.1	795	83.5	76.3
	Multiple Employers	1,446	13.4	13.5	734	27.5	17.6	157	16.5	22.8
	Not Stated	0	0.0	0.3	0	0.0	0.2	0	0.0	0.9
<b>Highest Education in Nursing Discipline</b>	Diploma	6,905	63.8	61.7	2,671	100.0	100.0	787	82.7	92.6
	Baccalaureate	3,668	33.9	35.5	–	–	–	165	17.3	7.2
	Master's/Doctorate	252	2.3	2.8	–	–	–	0	0.0	0.2
	Not Stated	0	0.0	<0.1	–	–	–	0	0.0	0.0
<b>Location of Graduation</b>	Canadian-Trained	10,103	93.3	91.3	2,599	97.3	97.3	942	98.9	90.9
	Internationally Educated	722	6.7	7.9	71	2.7	1.9	10	1.1	6.9
	Not Stated	0	0.0	0.8	1	<0.1	0.8	0	0.0	2.2

**Notes**

\* Please note that in November 2008 an errata was released for *Regulated Nurses: Trends, 2003 to 2007*. The pdf version of the report has been updated and therefore will not match the hard copy of the report.

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**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Regulated Nursing Workforce Profile, Saskatchewan, 2007

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		8,669			2,381			880		
<b>Sex</b>	Male	322	3.7	5.8	76	3.2	7.0	133	15.1	22.5
	Female	8,347	96.3	94.2	2,305	96.8	93.0	747	84.9	77.5
<b>Average Age</b>	Years	46.0			43.5			47.6		
<b>Age Breakdown</b>	< 35 Years	1,529	17.6	20.3	670	28.1	23.6	58	6.6	13.4
	35–49 Years	3,440	39.7	40.7	812	34.1	40.6	458	52.0	42.2
	50+ Years	3,700	42.7	38.9	899	37.8	35.8	359	40.8	44.3
	Not Stated	0	0.0	<0.1	0	0.0	<0.1	5	0.6	0.1
<b>Employment Status</b>	Full Time	4,845	55.9	56.6	1,178	49.5	47.2	698	79.3	67.3
	Part Time	2,783	32.1	31.8	62†	†	34.3	120	13.6	19.8
	Casual	1,024	11.8	10.5	427	17.9	18.0	49	5.6	12.1
	Employed—Status Unknown	17	0.2	1.1	15†	†	0.5	13	1.5	0.8
<b>Place of Work</b>	Hospital	5,074	58.5	62.3	1,606	67.5	44.9	221	25.1	40.3
	Community Health Agency	1,600	18.5	14.0	195	8.2	6.7	172	19.5	25.5
	Nursing Home/LTC Facility	947	10.9	10.5	483	20.3	39.4	334	38.0	20.6
	Other Place of Work	1,046	12.1	12.4	95	4.0	7.6	139	15.8	12.6
	Not Stated	2	<0.1	0.8	2	0.1	1.4	14	1.6	1.0
<b>Area of Responsibility</b>	Direct Care	7,666	88.4	87.2	2,356	99.0	97.4	800	90.9	89.1
	Administration/Educ./Research	954	11.0	10.8	2†	†	1.4	62	7.0	8.7
	Not Stated	49	0.6	2.0	†	†	1.3	18	2.0	2.2
<b>Position</b>	Managerial Positions	734	8.5	7.1	15	0.6	1.3	99	11.3	10.9
	Staff/Community Health Nurse	6,957	80.3	77.4	2,188	91.9	91.4	668	75.9	78.7
	Other Positions	976	11.3	14.3	176	7.4	6.2	98	11.1	9.7
	Not Stated	2	<0.1	1.2	2	0.1	1.1	15	1.7	0.8
<b>Multiple Employment Status</b>	Single Employer	7,013	80.9	86.1	1,816	76.3	82.1	705	80.1	76.3
	Multiple Employers	1,654	19.1	13.5	537	22.6	17.6	174	19.8	22.8
	Not Stated	2	<0.1	0.3	28	1.2	0.2	1	0.1	0.9
<b>Highest Education in Nursing Discipline</b>	Diploma	5,497	63.4	61.7	2,381	100.0	100.0	861	97.8	92.6
	Baccalaureate	3,005	34.7	35.5	–	–	–	19	2.2	7.2
	Master's/Doctorate	163	1.9	2.8	–	–	–	0	0.0	0.2
	Not Stated	4	<0.1	<0.1	–	–	–	0	0.0	0.0
<b>Location of Graduation</b>	Canadian-Trained	8,341	96.2	91.3	2,349	98.7	97.3	870	98.9	90.9
	Internationally Educated	240	2.8	7.9	32	1.3	1.9	10	1.1	6.9
	Not Stated	88	1.0	0.8	0	0.0	0.8	0	0.0	2.2

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**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Regulated Nursing Workforce Profile, Alberta, 2007

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		27,527			5,986			1,158		
<b>Sex</b>	Male	1,161	4.2	5.8	268	4.5	7.0	299	25.8	22.5
	Female	26,366	95.8	94.2	5,718	95.5	93.0	859	74.2	77.5
<b>Average Age</b>	Years	44.6			43.3			47.2		
<b>Age Breakdown</b>	< 35 Years	6,398	23.2	20.3	1,745	29.2	23.6	158	13.6	13.4
	35–49 Years	10,666	38.7	40.7	2,078	34.7	40.6	474	40.9	42.2
	50+ Years	10,463	38.0	38.9	2,163	36.1	35.8	526	45.4	44.3
	Not Stated	0	0.0	<0.1	0	0.0	<0.1	0	0.0	0.1
<b>Employment Status</b>	Full Time	10,711	38.9	56.6	2,454	41.0	47.2	664	57.3	67.3
	Part Time	12,118	44.0	31.8	2,674	44.7	34.3	377	32.6	19.8
	Casual	3,700	13.4	10.5	858	14.3	18.0	114	9.8	12.1
	Employed—Status Unknown	998	3.6	1.1	0	0.0	0.5	3	0.3	0.8
<b>Place of Work</b>	Hospital	18,005	65.4	62.3	3,385	56.5	44.9	665	57.4	40.3
	Community Health Agency	3,866	14.0	14.0	546	9.1	6.7	259	22.4	25.5
	Nursing Home/LTC Facility	2,035	7.4	10.5	1,555	26.0	39.4	120	10.4	20.6
	Other Place of Work	3,593	13.1	12.4	500	8.4	7.6	113	9.8	12.6
	Not Stated	28	0.1	0.8	0	0.0	1.4	1	0.1	1.0
<b>Area of Responsibility</b>	Direct Care	24,132	87.7	87.2	5,883	98.3	97.4	1,051	90.8	89.1
	Administration/Educ./Research	2,303	8.4	10.8	103	1.7	1.4	101	8.7	8.7
	Not Stated	1,092	4.0	2.0	0	0.0	1.3	6	0.5	2.2
<b>Position</b>	Managerial Positions	1,843	6.7	7.1	6†	†	1.3	88	7.6	10.9
	Staff/Community Health Nurse	21,814	79.2	77.4	5,560	92.9	91.4	944	81.5	78.7
	Other Positions	3,822	13.9	14.3	35†	†	6.2	120	10.4	9.7
	Not Stated	48	0.2	1.2	0	0.0	1.1	6	0.5	0.8
<b>Multiple Employment Status</b>	Single Employer	22,629	82.2	86.1	4,562	76.2	82.1	952	82.2	76.3
	Multiple Employers	4,876	17.7	13.5	1,424	23.8	17.6	206	17.8	22.8
	Not Stated	22	0.1	0.3	0	0.0	0.2	0	0.0	0.9
<b>Highest Education in Nursing Discipline</b>	Diploma	15,019	54.6	61.7	5,986	100.0	100.0	1,133	97.8	92.6
	Baccalaureate	11,715	42.6	35.5	–	–	–	2†	†	7.2
	Master's/Doctorate	781	2.8	2.8	–	–	–	*	*	0.2
	Not Stated	12	<0.1	<0.1	–	–	–	0	0.0	0.0
<b>Location of Graduation</b>	Canadian-Trained	24,628	89.5	91.3	5,891	98.4	97.3	1,062	91.7	90.9
	Internationally Educated	1,259	4.6	7.9	95	1.6	1.9	96	8.3	6.9
	Not Stated	1,640	6.0	0.8	0	0.0	0.8	0	0.0	2.2

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**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Regulated Nursing Workforce Profile, British Columbia, 2007

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		30,059			5,791			2,134		
<b>Sex</b>	Male	1,649	5.5	5.8	552	9.5	7.0	504	23.6	22.5
	Female	28,410	94.5	94.2	5,239	90.5	93.0	1,630	76.4	77.5
<b>Average Age</b>	Years	46.2			42.3			47.2		
<b>Age Breakdown</b>	< 35 Years	5,350	17.8	20.3	1,634	28.2	23.6	349	16.4	13.4
	35–49 Years	11,565	38.5	40.7	2,360	40.8	40.6	820	38.4	42.2
	50+ Years	13,144	43.7	38.9	1,797	31.0	35.8	965	45.2	44.3
	Not Stated	0	0.0	<0.1	0	0.0	<0.1	0	0.0	0.1
<b>Employment Status</b>	Full Time	16,499	54.9	56.6	2,737	47.3	47.2	1,487	69.7	67.3
	Part Time	8,762	29.1	31.8	112	1.9	34.3	235	11.0	19.8
	Casual	4,617	15.4	10.5	2,857	49.3	18.0	390	18.3	12.1
	Employed—Status Unknown	181	0.6	1.1	85	1.5	0.5	22	1.0	0.8
<b>Place of Work</b>	Hospital	18,717	62.3	62.3	3,199	55.2	44.9	957	44.8	40.3
	Community Health Agency	4,504	15.0	14.0	214	3.7	6.7	489	22.9	25.5
	Nursing Home/LTC Facility	3,161	10.5	10.5	2,045	35.3	39.4	349	16.4	20.6
	Other Place of Work	3,449	11.5	12.4	326	5.6	7.6	306	14.3	12.6
	Not Stated	228	0.8	0.8	7	0.1	1.4	33	1.5	1.0
<b>Area of Responsibility</b>	Direct Care	26,696	88.8	87.2	5,706	98.5	97.4	1,897	88.9	89.1
	Administration/Educ./Research	3,185	10.6	10.8	77	1.3	1.4	152	7.1	8.7
	Not Stated	178	0.6	2.0	8	0.1	1.3	85	4.0	2.2
<b>Position</b>	Managerial Positions	2,343	7.8	7.1	63	1.1	1.3	264	12.4	10.9
	Staff/Community Health Nurse	23,391	77.8	77.4	5,319	91.8	91.4	1,684	78.9	78.7
	Other Positions	3,772	12.5	14.3	404	7.0	6.2	169	7.9	9.7
	Not Stated	553	1.8	1.2	5	0.1	1.1	17	0.8	0.8
<b>Multiple Employment Status</b>	Single Employer	22,899	76.2	86.1	4,010	69.2	82.1	1,458	68.3	76.3
	Multiple Employers	7,160	23.8	13.5	1,738	30.0	17.6	633	29.7	22.8
	Not Stated	0	0.0	0.3	43	0.7	0.2	43	2.0	0.9
<b>Highest Education in Nursing Discipline</b>	Diploma	16,653	55.4	61.7	5,791	100.0	100.0	1,966	92.1	92.6
	Baccalaureate	12,332	41.0	35.5	–	–	–	16†	†	7.2
	Master's/Doctorate	1,069	3.6	2.8	–	–	–	†	†	0.2
	Not Stated	5	<0.1	<0.1	–	–	–	0	0.0	0.0
<b>Location of Graduation</b>	Canadian-Trained	25,247	84.0	91.3	5,592	96.6	97.3	1,786	83.7	90.9
	Internationally Educated	4,686	15.6	7.9	189	3.3	1.9	235	11.0	6.9
	Not Stated	126	0.4	0.8	10	0.2	0.8	113	5.3	2.2

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**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Regulated Nursing Workforce Profile, Yukon Territory, 2007

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		322			59			–		
<b>Sex</b>	Male	31	9.6	5.8	*	*	7.0	–	–	22.5
	Female	291	90.4	94.2	5†	†	93.0	–	–	77.5
<b>Average Age</b>	Years	45.6			48.3			–		
<b>Age Breakdown</b>	<35 Years	61	18.9	20.3	†	†	23.6	–	–	13.4
	35–49 Years	129	40.1	40.7	29	49.2	40.6	–	–	42.2
	50+ Years	132	41.0	38.9	2†	†	35.8	–	–	44.3
	Not Stated	0	0.0	<0.1	2	3.4	<0.1	–	–	0.1
<b>Employment Status</b>	Full Time	150	46.6	56.6	37	62.7	47.2	–	–	67.3
	Part Time	89	27.6	31.8	8	13.6	34.3	–	–	19.8
	Casual	79	24.5	10.5	14	23.7	18.0	–	–	12.1
	Employed—Status Unknown	4	1.2	1.1	0	0.0	0.5	–	–	0.8
<b>Place of Work</b>	Hospital	145	45.0	62.3	14	23.7	44.9	–	–	40.3
	Community Health Agency	108	33.5	14.0	†	†	6.7	–	–	25.5
	Nursing Home/LTC Facility	28	8.7	10.5	36	61.0	39.4	–	–	20.6
	Other Place of Work	41	12.7	12.4	†	†	7.6	–	–	12.6
	Not Stated	0	0.0	0.8	0	0.0	1.4	–	–	1.0
<b>Area of Responsibility</b>	Direct Care	279	86.6	87.2	57	96.6	97.4	–	–	89.1
	Administration/Educ./Research	4†	†	10.8	†	†	1.4	–	–	8.7
	Not Stated	†	†	2.0	†	†	1.3	–	–	2.2
<b>Position</b>	Managerial Positions	29	9.0	7.1	0	0.0	1.3	–	–	10.9
	Staff/Community Health Nurse	239	74.2	77.4	0	0.0	91.4	–	–	78.7
	Other Positions	54	16.8	14.3	0	0.0	6.2	–	–	9.7
	Not Stated	0	0.0	1.2	59	100.0	1.1	–	–	0.8
<b>Multiple Employment Status</b>	Single Employer	241	74.8	86.1	51	86.4	82.1	–	–	76.3
	Multiple Employers	78	24.2	13.5	8	13.6	17.6	–	–	22.8
	Not Stated	3	0.9	0.3	0	0.0	0.2	–	–	0.9
<b>Highest Education in Nursing Discipline</b>	Diploma	156	48.4	61.7	59	100.0	100.0	–	–	92.6
	Baccalaureate	158	49.1	35.5	–	–	–	–	–	7.2
	Master's/Doctorate	8	2.5	2.8	–	–	–	–	–	0.2
	Not Stated	0	0.0	<0.1	–	–	–	–	–	0.0
<b>Location of Graduation</b>	Canadian-Trained	296	91.9	91.3	59	100.0	97.3	–	–	90.9
	Internationally Educated	25	7.8	7.9	0	0.0	1.9	–	–	6.9
	Not Stated	1	0.3	0.8	0	0.0	0.8	–	–	2.2

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**Source**

Regulated Nursing Database, Canadian Institute for Health Information.

## Regulated Nursing Workforce Profile, Northwest Territories and Nunavut, 2007

		Registered Nurses			Licensed Practical Nurses			Registered Psychiatric Nurses		
		RN	%	Canada %	LPN	%	Canada %	RPN	%	Canada %
<b>Employed in Nursing Workforce</b>		1,048			88			-		
<b>Sex</b>	Male	93	8.9	5.8	1†	†	7.0	-	-	22.5
	Female	955	91.1	94.2	7†	†	93.0	-	-	77.5
<b>Average Age</b>	Years	44.6			45.6			-		
<b>Age Breakdown</b>	< 35 Years	262	25.0	20.3	1†	†	23.6	-	-	13.4
	35-49 Years	382	36.5	40.7	43	48.9	40.6	-	-	42.2
	50+ Years	404	38.5	38.9	3†	†	35.8	-	-	44.3
	Not Stated	0	0.0	<0.1	0	0.0	<0.1	-	-	0.1
<b>Employment Status</b>	Full Time	0	0.0	56.6	72	81.8	47.2	-	-	67.3
	Part Time	0	0.0	31.8	*	*	34.3	-	-	19.8
	Casual	0	0.0	10.5	13	14.8	18.0	-	-	12.1
	Employed—Status Unknown	1,048	100.0	1.1	†	†	0.5	-	-	0.8
<b>Place of Work</b>	Hospital	364	34.7	62.3	36	40.9	44.9	-	-	40.3
	Community Health Agency	450	42.9	14.0	1†	†	6.7	-	-	25.5
	Nursing Home/LTC Facility	19	1.8	10.5	24	27.3	39.4	-	-	20.6
	Other Place of Work	193	18.4	12.4	1†	†	7.6	-	-	12.6
	Not Stated	22	2.1	0.8	0	0.0	1.4	-	-	1.0
<b>Area of Responsibility</b>	Direct Care	913	87.1	87.2	88	100.0	97.4	-	-	89.1
	Administration/Educ./Research	10†	†	10.8	0	0.0	1.4	-	-	8.7
	Not Stated	3†	†	2.0	0	0.0	1.3	-	-	2.2
<b>Position</b>	Managerial Positions	89	8.5	7.1	†	†	1.3	-	-	10.9
	Staff/Community Health Nurse	766	73.1	77.4	85	96.6	91.4	-	-	78.7
	Other Positions	162	15.5	14.3	†	†	6.2	-	-	9.7
	Not Stated	31	3.0	1.2	0	0.0	1.1	-	-	0.8
<b>Multiple Employment Status</b>	Single Employer	92	8.8	86.1	0	0.0	82.1	-	-	76.3
	Multiple Employers	123	11.7	13.5	0	0.0	17.6	-	-	22.8
	Not Stated	833	79.5	0.3	88	100.0	0.2	-	-	0.9
<b>Highest Education in Nursing Discipline</b>	Diploma	686	65.5	61.7	88	100.0	100.0	-	-	92.6
	Baccalaureate	344	32.8	35.5	-	-	-	-	-	7.2
	Master's/Doctorate	18	1.7	2.8	-	-	-	-	-	0.2
	Not Stated	0	0.0	<0.1	-	-	-	-	-	0.0
<b>Location of Graduation</b>	Canadian-Trained	946	90.3	91.3	8†	†	97.3	-	-	90.9
	Internationally Educated	100	9.5	7.9	*	*	1.9	-	-	6.9
	Not Stated	2	0.2	0.8	†	†	0.8	-	-	2.2

**Notes**

- Data are not applicable or do not exist.

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

† Digit suppressed to ensure confidentiality.

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

Totals may not sum to 100% due to rounding.

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.



## Regulated Nursing Workforce Profile, Canada, 2007

		Registered Nurses		Licensed Practical Nurses		Registered Psychiatric Nurses	
		RN	%	LPN	%	RPN	%
<b>Employed in Nursing Workforce</b>		257,961		69,709		5124	
<b>Sex</b>	Male	15,002	5.8	4,891	7.0	1,152	22.5
	Female	242,959	94.2	64,818	93.0	3,972	77.5
<b>Average Age</b>	Years	45.0		43.9		47.2	
<b>Age Breakdown</b>	< 35 Years	52,480	20.3	16,432	23.6	687	13.4
	35–49 Years	104,973	40.7	28,305	40.6	2,160	42.2
	50+ Years	100,472	38.9	24,969	35.8	2,272	44.3
	Not Stated	36	<0.1	3	<0.1	5	0.1
<b>Employment Status</b>	Full Time	146,052	56.6	32,909	47.2	3,448	67.3
	Part Time	81,929	31.8	23,927	34.3	1,015	19.8
	Casual	27,197	10.5	12,535	18.0	621	12.1
	Employed—Status Unknown	2,783	1.1	338	0.5	40	0.8
<b>Place of Work</b>	Hospital	160,653	62.3	31,276	44.9	2,067	40.3
	Community Health Agency	36,024	14.0	4,665	6.7	1,307	25.5
	Nursing Home/LTC Facility	27,111	10.5	27,477	39.4	1,053	20.6
	Other Place of Work	32,087	12.4	5,305	7.6	647	12.6
	Not Stated	2,086	0.8	986	1.4	50	1.0
<b>Area of Responsibility</b>	Direct Care	224,964	87.2	67,866	97.4	4,563	89.1
	Administration/Educ./Research	27,768	10.8	946	1.4	446	8.7
	Not Stated	5,229	2.0	897	1.3	115	2.2
<b>Position</b>	Managerial Positions	18,286	7.1	895	1.3	556	10.9
	Staff/Community Health Nurse	199,756	77.4	63,718	91.4	4,032	78.7
	Other Positions	36,950	14.3	4,308	6.2	496	9.7
	Not Stated	2,969	1.2	788	1.1	40	0.8
<b>Multiple Employment Status</b>	Single Employer	222,155	86.1	57,249	82.1	3,910	76.3
	Multiple Employers	34,934	13.5	12,301	17.6	1,170	22.8
	Not Stated	872	0.3	159	0.2	44	0.9
<b>Highest Education in Nursing Discipline</b>	Diploma	159,125	61.7	69,709	100.0	4,747	92.6
	Baccalaureate	91,509	35.5	–	–	368	7.2
	Master's/Doctorate	7,302	2.8	–	–	9	0.2
	Not Stated	25	<0.1	–	–	0	0.0
<b>Location of Graduation</b>	Canadian-Trained	235,636	91.3	67,802	97.3	4,660	90.9
	Internationally Educated	20,319	7.9	1,322	1.9	351	6.9
	Not Stated	2,006	0.8	585	0.8	113	2.2

**Notes**

– Data are not applicable or do not exist.

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

Totals may not sum to 100% due to rounding.

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

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

Northern territories data may include inter-jurisdictional duplicates.

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

**Source**

Regulated Nursing Database, Canadian Institute for Health Information.



**Appendix B**  
**Regulated Nursing Contact Information**



## **Provincial/Territorial Regulatory Authorities**

### **Newfoundland and Labrador**

#### **College of Licensed Practical Nurses of Newfoundland and Labrador**

9 Paton Street

St. John's, Newfoundland and Labrador A1B 4S8

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

#### **Association of Registered Nurses of Newfoundland and Labrador**

55 Military Road, PO Box 6116

St. John's, Newfoundland and Labrador A1C 5X8

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

### **Prince Edward Island**

#### **Prince Edward Island Licensed Practical Nurses Registration Board**

161 St. Peters Road

PO Box 3235

Charlottetown, Prince Edward Island C1A 7N9

Website: [www.gov.pe.ca](http://www.gov.pe.ca)

#### **Association of Registered Nurses of Prince Edward Island**

53 Grafton Street

Charlottetown, Prince Edward Island C1A 1K8

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

### **Nova Scotia**

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

Suite 1212, Cogswell Tower

2000 Barrington Street

Halifax, Nova Scotia B3J 3K1

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

#### **College of Registered Nurses of Nova Scotia**

Suite 600, Barrington Tower

1894 Barrington Street

Halifax, Nova Scotia B3J 2A8

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

### **New Brunswick**

#### **Association of New Brunswick Licensed Practical Nurses/Association des infirmier(ère)s auxiliaires autorisé(e)s du Nouveau Brunswick**

384 Smythe Street

Fredericton, New Brunswick E3B 3E4

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

**Nurses Association of New Brunswick/Association des infirmières et infirmiers  
du Nouveau Brunswick**

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

**Quebec**

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

531 rue Sherbrooke Est  
Montréal, Quebec H2L 1K2  
Website: [www.oiaq.org](http://www.oiaq.org)

**Ordre des infirmières et infirmiers du Québec**

4200 boulevard Dorchester ouest  
Montréal, Quebec H3Z 1V4  
Website: [www.oiiq.org](http://www.oiiq.org)

**Ontario<sup>xiii</sup>**

**College of Nurses of Ontario/Ordre des infirmières et infirmiers de l'Ontario**

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

**Manitoba**

**College of Licensed Practical Nurses of Manitoba**

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

**College of Registered Nurses of Manitoba**

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

**College of Registered Psychiatric Nurses of Manitoba**

1854 Portage Avenue  
Winnipeg, Manitoba R3J 0G9  
Website: [www.crpnmb.ca](http://www.crpnmb.ca)

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xiii. The College of Nurses of Ontario is the provincial regulatory authority for both licensed practical nurses and registered nurses. In Ontario, licensed practical nurses are termed *registered practical nurses*.

## **Saskatchewan**

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

100–2216 Lorne Street  
Regina, Saskatchewan S4P 2M7  
Website: [www.salpn.com](http://www.salpn.com)

### **Saskatchewan Registered Nurses' Association**

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

### **Registered Psychiatric Nurses Association of Saskatchewan**

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

## **Alberta**

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

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

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

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

### **College of Registered Psychiatric Nurses of Alberta**

201–9711 45th Avenue  
Edmonton, Alberta T6E 5V8  
Website: [www.crpna.ab.ca](http://www.crpna.ab.ca)

## **British Columbia**

### **College of Licensed Practical Nurses of British Columbia**

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

### **College of Registered Nurses of British Columbia**

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

**College of Registered Psychiatric Nurses of British Columbia**

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

**Yukon**

**Registrar of Licensed Practical Nurses**

Government of Yukon  
Box 2703  
Whitehorse, Yukon Y1A 2C6  
Website: [www.gov.yk.ca](http://www.gov.yk.ca)

**Yukon Registered Nurses Association**

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

**Northwest Territories and Nunavut**

**Registrar of Licensed Practical Nurses**

Department of Health and Social Services, Government of Northwest Territories  
Box 1320  
Yellowknife, Northwest Territories X1A 2L9  
Website: [www.hlthss.gov.nt.ca](http://www.hlthss.gov.nt.ca)

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

Box 2757  
483 Range Lake Road  
Yellowknife, Northwest Territories X1A 2R1  
Website: [www.rnantnu.ca](http://www.rnantnu.ca)

**Other Nursing Associations**

**Practical Nurses Canada**

55 St. Clair Avenue West, Suite 255  
Toronto, Ontario M4V 2Y7  
Website: [www.pncanada.ca](http://www.pncanada.ca)

**Canadian Council for Practical Nurse Regulators/Conseil Canadien de Réglementation  
des soins infirmiers auxiliaires**

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

**Canadian Nurses Association/Association des infirmières et infirmiers du Canada**

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



**Registered Psychiatric Nurses of Canada**

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

**Canadian Association of Schools of Nursing/Association canadienne des écoles de sciences infirmières**

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

**Canadian Federation of Nurses Unions/Fédération canadienne des syndicats d'infirmières et d'infirmiers**

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

**Aboriginal Nurses Association of Canada**

56 Sparks Street, Suite 502  
Ottawa, Ontario K1P 5A7  
Website: [www.anac.on.ca](http://www.anac.on.ca)



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