

The logo consists of a pair of black-rimmed glasses. The left lens is replaced by a green circle containing the text 'RNDB' in white.

RNDB

Registered Nurses
Database

Workforce Trends of Registered Nurses in Canada, 2002



Canadian Institute
for Health Information

Institut canadien
d'information sur la santé

Workforce Trends of Registered Nurses in Canada, 2002

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Note to the Reader

The Canadian Institute for Health Information (CIHI) is an independent, not-for-profit organization that plays a central role in the development of Canada's health information system. CIHI's mandate is to provide accurate and timely data and information to support sound health policy and effective management of the Canadian health system, and to promote public awareness of the factors affecting good health.

To meet this mandate, CIHI's core functions include the coordination and promotion of national health information standards and health indicators, the development and management of health databases and registries, the funding and facilitation of population health research and analysis, the coordination and development of education sessions and conferences, and the production and dissemination of health information research and analysis.

The Registered Nurses Database (RNDB) is one example of a health database maintained by CIHI. The RNDB is a national database that contains demographic, education and employment information on registered nurses (RNs) in Canada. The data collected for the RNDB are in accordance with an agreement signed by the twelve provincial/territorial regulating authorities responsible for RN licensure, CIHI, Statistics Canada and the Canadian Nurses Association.

Under the terms of the "Letter of Understanding (1999)", each provincial/territorial regulating authority submits to CIHI a portion of the data collected from each member during the annual registration period. The regulating authorities for registered nurses remain the owners of the data; CIHI manages the national database.

CIHI processes and edits the standardized data received from the regulating authorities. Each regulating authority reviews, amends and approves their provincial/territorial data during and after CIHI processing. CIHI does not release any information until final approval is obtained from the regulating authority. CIHI safeguards RN data in accordance with organizational guidelines on privacy and confidentiality.

CIHI is responsible for the dissemination of the information, and will use the data for research or statistical purposes only.

Any questions or requests regarding this publication or the Registered Nurses Database should be directed to:

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The Registrars and their teams at the provincial/territorial RN associations:

- Association of Registered Nurses of Newfoundland and Labrador;
- Association of 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;
- Alberta Association of Registered Nurses;
- Registered Nurses Association of British Columbia;
- Yukon Registered Nurses Association;
- Northwest Territories Registered Nurses Association.

Without their effort, commitment and collaboration, a national registered nurses database could not exist.

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We wish to extend our thanks and gratitude to all registered nurses caring for and improving the lives of Canadians.

Paul Sajan, Senior Analyst
Francine Anne Roy, Consultant
Jill Strachan, Manager, Health Human Resources

Preface

The Health Human Resources team of the Canadian Institute for Health Information (CIHI) is pleased to present *Workforce Trends of Registered Nurses in Canada, 2002*. This publication presents the most recent information from the Registered Nurses Database (RNDB).

Since the 1980s, RNDB data have been used by all levels of government, researchers, stakeholders and advocacy groups, private and public organizations, media and registered nurses as a comprehensive data source on the supply and distribution of the registered nursing workforce in Canada. The presentation of clear, objective data and data analysis enables informed decision-making and policy formulation. The RNDB facilitates nursing resource planning activities because it annually captures data on almost all registered nurses in Canada. As a result of the longevity of the data series, the RNDB also provides a useful historical perspective of nursing supply and distribution, allowing for time-series analysis. Effective health human resource planning requires that RNDB data be enhanced with supplemental data sources, to provide a more comprehensive picture of existing and future health personnel requirements.

The collection, editing, processing and analysis of national data is a significant annual initiative requiring the collaboration of several key stakeholders. National data would not be possible without the efforts of the provincial/territorial regulatory authorities for registered nurses and CIHI.

Previous versions of the Registered Nurses Database publication series, produced by Statistics Canada, were titled *Revised Registered Nurses Data Series* (from 1980 to 1988), and *Registered Nurses Management Data* (from 1989 to 1998). In 1999, CIHI assumed the responsibility of producing the annual RN publication, producing the publication series *Supply and Distribution of Registered Nurses in Canada* from 1999 to 2001. The series is now titled *Workforce Trends of Registered Nurses in Canada*.

This publication series presents registered nurses data only. To provide a broader picture of regulated nursing in Canada, this data series should be supplemented with two new data series at CIHI: *Workforce Trends of Licensed Practical Nurses in Canada* and *Workforce Trends of Registered Psychiatric Nurses in Canada*. These series will be available from CIHI in Autumn 2003.

We hope that this report provides a solid foundation for the future work of those with an interest in nursing resources in Canada.

Introduction

This is the fourth publication produced by CIHI on the supply and distribution of the RN workforce. With each publication, CIHI aims to improve the quality and quantity of data analysis.

Contextual information greatly enhances the value and utility of the annual publication. The context presented in the descriptive analysis section is the result of discussions and input from a number of professional and regulatory RN associations, a review of current nursing literature and research, and from consultation with nursing researchers.

In addition to the contextual information, this year's publication also includes:

- A detailed methodological notes section;
- A descriptive analysis with a comparison of 1998 and 2002 RN data;
- A highlights section from the 2002 data;
- Provincial/territorial profiles of selected variables; and,
- Comprehensive year 2002 data tables.

This report does not attempt to conclusively explain all trends in RN supply and distribution; rather, probable explanations are provided in an objective manner where possible.

Highlights

The information presented in *Workforce Trends of Registered Nurses in Canada, 2002* highlights some of the changes that have occurred in nursing over the past five years. Where possible, the trends observed in the Registered Nurses Database (RNDB) are supplemented with external research to add context and provide more comprehensive information.

The focus of the report is to highlight nursing workforce issues and to help understand the need to pursue development of information that is relevant to the management of nursing resources in the future. These data are used to support current and future work in health human resources planning, policies and research.

Supply of Registered Nurses

After more than a decade of strong growth through the 1980s, the number of RNs employed in nursing decreased in the mid-1990s, and has since remained relatively stable. Overall, the RN workforce has grown by approximately 50% since 1980.

The number of RNs employed in nursing increased by 1.4% in Canada between 1998 and 2002, from 227,814 to 230,957. The province of Alberta experienced the most substantial growth during this five-year period, with a 6.4% increase in the number of RNs employed in nursing. Quebec (4.2%), Northwest Territories/Nunavut (3.0%), Newfoundland and Labrador (1.9%) and Prince Edward Island (1.3%) also experienced increases, while the remaining seven jurisdictions had fewer RNs employed in nursing in 2002 than in 1998.

Due to steady population growth during this period, the number of RNs per 10,000 Canadians declined from 75.1 RNs in 1998 to 73.4 RNs in 2002. In 2002, eleven jurisdictions exceeded the national rate of 73.4 RNs per 10,000 population, with only Ontario (65.0) and British Columbia (67.2) below the national rate.

Of the 4,863 RNs currently working outside of Canada (but maintaining a Canadian licence), 81.2% (3,948) are employed in the United States. An additional 12.9% are employed in the countries of Saudi Arabia, Hong Kong and the United Kingdom.

RN Workforce Demographics

Between 1998 and 2002, the number of RNs declined in each of the five youngest age groups, but increased in each of the four eldest age groups. In 2002, there were more RNs in the Canadian workforce aged 55–59 than aged 25–29.

The average age of the RN workforce increased by 1.6 years between 1998 and 2002, from 42.6 years to 44.2 years. In 2002, the youngest workforce, on average, was in Newfoundland and Labrador at 40.6 years; the eldest workforces were in British Columbia (45.2 years, on average) and Ontario (44.7 years).

Almost half of all male RNs employed in nursing in Canada are in Quebec, where the 5,272 males account for 8.9% of the province's workforce. In contrast, only 2.0% of Prince Edward Island's RNs are male, the lowest percentage among the provinces/territories. Overall, 5.1% of the RN workforce is male.

RN Workforce Education

The number of RNs obtaining a baccalaureate degree in nursing is increasing, as more RNs are entering nursing practice with a baccalaureate degree, and as more RNs return to school mid-career to obtain a degree in nursing.

Of the 230,957 RNs employed in nursing in Canada in 2002, 13.2% earned a baccalaureate degree before entering practice. This rate continues to increase each year; in 1998, 10.6% of the RN workforce had earned a baccalaureate degree before entering practice. Of those graduating since 1998, more than 40% obtained a baccalaureate before entering practice.

In 2002, more than 40 percent (40.7%) of the Yukon RN workforce had obtained a baccalaureate degree in nursing, the highest rate in the country. In contrast, only 20.5% of the Ontario RN workforce and 20.6% of the Prince Edward Island RN workforce had obtained a baccalaureate degree as their highest education in nursing.

Almost half of the current Canadian RN workforce graduated more than 20 years ago, with only one-fifth (22.0%) of the workforce graduating within the past 10 years.

RN Workforce Employment

The percentage of RNs with casual employment has declined substantially in the past two years, to a low of 12.8% nationally in 2002. Full-time and part-time employment rates have each increased over the same period.

Casual rates varied widely among the provinces/territories in 2002, from a low rate of 6.5% in Manitoba to a high rate of 22.1% in Northwest Territories/Nunavut. Despite these differences, casual rates declined between 1998 and 2002 for every jurisdiction except the Yukon, where the rate of casual employment increased from 17.5% in 1998 to 19.9% in 2002.

In 2002, 20.3% (4,615) of RNs that graduated less than six years earlier were employed on a casual basis; this compares to 57.3% (14,591) of RNs who graduated less than six years before 1998.

The percentage of RNs employed in hospitals remained stable over the past five years at approximately 63%. Small shifts may be occurring in both Community Health and Nursing Home employment, as the percentage of RNs employed in Community Health Agencies increased each year between 1998 and 2002, from 11.9% to 13.2%. In contrast, employment in Nursing Homes declined each year, from 11.8% in 1998 to 10.6% in 2002.

Registered nurses that work in hospitals are, on average, younger than RNs that work in community health or nursing homes. In 2002, the average age of RNs employed in hospitals was 42.8 years; this compares to average ages of 45.0 years for RNs employed in community health, and 47.3 years for RNs employed in nursing homes.

Among the current workforce, RNs early in their career are more likely to work in hospitals than RNs who graduated more than 20 years ago. Though hospitals remain the most common employer for all registered nurses, RNs approaching the end of their career appear just as likely to work in other sectors.

The most commonly identified areas of responsibility in 2002 were Medical/Surgical (16.4%), Other Direct Care (8.9%), Geriatric/Long-term Care (8.8%), Critical Care (7.2%) and Several Clinical Areas (7.0%). These categories are typically among the most frequently identified each year.

The area of responsibility with the most RNs, Medical/Surgical, also attracts the most recent graduates. In 2002, RNs in their first five years of nursing accounted for 20.8% of all RNs working in Medicine/Surgery, the highest rate. In contrast, RNs that graduated more than 30 years ago represented only 12.6% of Medical/Surgical RNs.

In 2002, 75.8% of RNs were employed as staff nurses/community health nurses in Canada, a figure that has remained stable for several years. In contrast, the percentage of RNs employed as managers continued to decline, from a national rate of 8.5% in 1998 to 7.2% in 2002.

RN Workforce Migration

Of the 230,957 RNs employed in Canada in 2002, 92.2% (212,924) graduated from a nursing program in Canada, 6.9% (15,847) graduated from a foreign nursing program, and 0.9% (2,186) did not state their place of graduation. Since 1998, the proportion of foreign graduates in the Canadian RN workforce has remained between 6 and 7 percent.

In 2002, foreign graduates comprised 15.0% of the British Columbia workforce, 13.6% of the Nunavut workforce, 10.5% of the Ontario workforce and 10.1% of the Northwest Territories workforce. Nursing programs in the Philippines and United Kingdom account for more than half of all foreign graduates in the RN workforce.

Among the provinces, British Columbia also attracts the greatest number of out-of-province graduates, as 29.5% of the current British Columbia workforce graduated from a nursing program elsewhere in Canada. Therefore, between foreign graduates and out-of-province Canadian graduates, almost half (44.5%) of British Columbia's RN workforce in 2002 graduated from nursing programs outside of the province.

In contrast to British Columbia, 95.9% of Quebec's RN workforce are graduates of Quebec nursing schools, the highest rate in the country.

For those Canadian graduates who move interprovincially after graduation, the provinces of British Columbia (29.2%), Alberta (22.8%) and Ontario (21.5%) attract the most graduates.

Among Canadian graduates in the 2002 RN workforce, those graduating from nursing programs in Quebec (93.7%), British Columbia (91.4%) and Ontario (90.6%) were the most likely to be employed in their province of graduation. In contrast, only 66.1% of graduates from Saskatchewan nursing programs are still employed in Saskatchewan. Similarly, only 69.7% of Prince Edward Island graduates and 72.6% of Newfoundland and Labrador graduates remain in those provinces.

Methodological Notes

The following information should be used to ensure a clear understanding of the basic concepts that define the data provided in this publication, of the underlying methodology of the data collection, and of key aspects of the data quality.

This information will provide a better understanding of the strengths and limitations of the data, and of how they can be effectively used and analyzed. The information is of particular importance when making comparisons with other data sources, and especially when drawing conclusions regarding changes over time.

Background

The Registered Nurses Database (RNDB) contains supply and distribution information for the registered nursing workforce in Canada from 1980 to the present and is managed by the Canadian Institute for Health Information (CIHI).

Historically, Statistics Canada was responsible for the collection and dissemination of registered nursing data, producing the publication series *Revised Registered Nurses Data Series* from 1980 to 1988, and *Registered Nurses Management Data* from 1989 to 1998. CIHI assumed responsibility for data collection and management in the 1996 data year, and for dissemination in the 1999 data year. CIHI produced the publication series *Supply and Distribution of Registered Nurses in Canada* from 1999 to 2001; the series is now titled *Workforce Trends of Registered Nurses in Canada*.

Data elements included in the RNDB are: Province of Registration, Registration Number, Gender, Year of Birth, Level of Initial Nursing Education, Year of Graduation, Province/Country of Graduation, Other Education in Nursing (Non-degree), Other Education in Nursing (Degree), Education in Other than Nursing, Employment Status (including regular/casual employment in nursing), Full-time/Part-time Status, Multiple Employment, Province/Country of Employment, Place of Work, Primary Area of Responsibility, Position, Province/Country of Residence, Postal Code of Residence and Postal Code of Employer. Optional fields include Area of Responsibility (second employer), Position (second employer), Area of Responsibility (third employer) and Position (third employer).

From these elements, CIHI derives the following data elements: Actual Age, Age Group, Age at Graduation, Years Since RN Graduation, Highest Education in Nursing, Derived Employment Status, Eligibility Age for Retirement, Census Division of Residence, Census Sub-division of Residence, Census Division of Employment and Census Sub-division of Employment.

General Methodology

Target Population

The target population of the Registered Nurses Database is all registered nurses submitting active-practising registration in a Canadian province/territory in the first six months of the registration year. A standardized minimum data set is collected for each active-practising registered nurse registering in this period.

Data are not collected for registered nurses maintaining associate or non-practising registration (e.g. maternity/paternity leave, long-term disability, LOA or education leave). In addition, data are not collected for Canadian-born RNs currently working outside of Canada (unless the RN maintains a Canadian registration), or for those who have left the workforce.

In addition, the RNDB does not contain data on licensed practical nurses¹ (LPNs) or on registered psychiatric nurses² (RPNs). Data and information for these separate nursing professions are available from the CIHI publication series *Workforce Trends of Licensed Practical Nurses in Canada* and *Workforce Trends of Registered Psychiatric Nurses in Canada*.

Registration Periods

The 12-month registration period varies among provinces/territories, as each jurisdiction is responsible for setting the start and end dates of the registration period. Although most jurisdictions follow either a January–December or April–March registration year, it is not possible for CIHI to collect comparable data at one date in the calendar year. For example, collecting data on June 30 each year would represent nine months of registration in Alberta, but only three months of registration in Quebec. And although most registration renewals occur 1–2 months before the start of the registration year, it is still not possible to select one calendar date.

¹ Also termed *registered practical nurses*, *registered nursing assistants* and/or *licensed nursing assistants* in Canada.

² Registered psychiatric nurses are educated and regulated as a separate profession only in British Columbia, Alberta, Saskatchewan and Manitoba.

The registration periods for each provincial/territorial jurisdiction are presented in Figure 1. This illustration represents the 2002 registration year.

	2001					2002												2003			
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
N.L.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	
P.E.I.			xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	
N.S.			xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	
N.B.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	
Que.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	
Ont.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	
Man.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	
Sask.				xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	
Alta.			xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	
B.C.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	
Y.T.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	
N.W.T./Nun.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	

Figure 1. Twelve-month Registration Periods by Province/Territory of Registration, Canada, 2002

Note

CIHI collects active-practising registrations submitted in the first six months of the registration period.

To produce timely information, CIHI cannot wait until the 12-month registration period has finished in each jurisdiction. Consequently, data are collected for the RNDB at the six-month mark of each jurisdiction's registration year. This staggered submission period ensures comparable data among the provinces, but at the expense of point-in-time comparisons. In the absence of point-in-time comparisons, it is difficult to determine the impact of national or world events, such as federal/provincial health accords, on the nursing workforce.

By collecting timely, comparable data at the 6-month mark, the RNDB systematically undercounts the number of registered nurses in Canada, as data for those registering in months 7–12 are not captured in the database. Therefore, CIHI figures will differ slightly from the year-end statistics released by provincial/territorial regulatory authorities. This can cause confusion and debate, although analyses by CIHI have found that CIHI receives approximately 95–99% of all registrations at the six-month mark. When comparing CIHI data to provincial/territorial year-end figures, please review the methodological differences in the *Comparability* section of the Methodological Notes.

Data Sources and Collection

A Data Agreement governs the collection of RN data. Each year, provincial/territorial regulatory authorities, CIHI and the CNA review the core set of elements each province/territory includes on the registration forms. Under the current agreement, each regulatory authority submits 20 data elements collected from each registered nurse.

Collecting data from individual RNs is the responsibility of the regulatory authority. The data are manually entered, and a provincial/territorial file is submitted to CIHI in a standardized format. Not all data elements collected from the registration forms are sent to CIHI; each regulatory authority collects additional information for its own administrative and/or research purposes, apart from the elements outlined in the Data Agreement.

Please refer to Appendix A for copies of the 2002 provincial/territorial registration forms. In addition, contact information for each jurisdiction is provided in Appendix B.

File Processing

Once provincial/territorial data files are received by CIHI, all records undergo two stages of processing before inclusion in the national database.

The first stage of processing ensures that data are in the proper format, and that all responses pass specific validity and logic tests. Should submitted codes not match the standardized CIHI codes, an exception report is produced that identifies the error. In addition, the data also undergo tests to check for a logical relationship between specific fields. For example, an error is identified in the exception report if *Year of Graduation* is less than *Year of Birth*.

Errors are reviewed jointly by CIHI and the respective regulatory authority representative, and corrected where possible. If a correction cannot be made, the code is changed to the appropriate default value.

Once the file has passed all validity and logic tests, the second stage of processing begins. As registered nurses are able to register simultaneously in more than one jurisdiction, a methodology was developed to identify (or “flag”) RNs living outside of Canada or RNs registered in more than one province/territory.

Flagging and Removal of RNs Living Abroad and Interprovincial Duplicates

To accurately count the number of RNs registered and working in Canada, it is necessary to identify records that do not reflect the primary jurisdiction of employment.

For instance, there are administrative incentives for RNs to maintain their Canadian RN licence while living and/or working outside of the country. Therefore, an RN living abroad may continue to register with a Canadian RN regulatory authority each year, even though she/he may have no intention of returning to Canada in the next 12 months. CIHI must identify these RNs living abroad and remove their data from analysis, as CIHI only reports on the RN workforce in Canada.

For those living and working in Canada, CIHI must also identify registrations that do not reflect the primary jurisdiction of practice. For example, similar to the international situation identified above, there are administrative incentives for RNs to maintain their provincial/territorial RN licence while living and/or working in another Canadian jurisdiction. Therefore, an RN may continue to register in one province while living and/or working in another. To include both of these registrations in analyses would be double-counting. Therefore, CIHI evaluates each registration to ensure that it reflects the primary jurisdiction of practice. These secondary registrations are termed “interprovincial duplicates”.

All data received from the provinces/territories are kept in the RNDB; however, interprovincial duplicates are excluded from the annual publication, media release, and ad hoc queries. Non-duplicates are defined as records meeting the following conditions:

Province/Country of Residence is either in Canada, or “not stated”.

For RNs employed in nursing, the *Province of Employment* equals *Province of Registration*; if *Province of Employment* is “not stated”, then *Province of Residence* equals *Province of Registration*; or,

for RNs not employed in nursing (or for RNs with *Employment Status* of “not stated”), *Province of Residence* equals *Province of Registration*; if *Province of Residence* is “not stated”, then the *Province of Registration* is accepted.

A flow chart that visually illustrates the duplicate identification process is presented in Appendix C, or is available upon request to the Consultant, Nursing Databases.

Such a method for eliminating RNs living abroad and interprovincial duplicates does introduce certain errors. For example,

- (1) An RN living in the United States but working in Canada will be erroneously removed as “living abroad”.
- (2) An RN registered and employed in a Canadian province decides to provide short-term relief staffing in a northern territory. When registering with the territorial nursing association, an RN will typically provide her/his “home” information rather than her/his temporary “territorial” information. Therefore, because the *Province of Registration* (northern territory) does not match the *Province of Employment* (home province), the RN is identified as an interprovincial duplicate and is removed from the territorial figures. Although this scenario occurs throughout Canada, the effect is more acute for territorial data. Consequently, CIHI and territorial representatives have devised a way of presenting northern territories data. More details are provided in the *Northern Territories Data* section of the Methodological Notes.
- (3) An RN registered and living in one province/territory at the beginning of the year moves to and registers in another province/territory one to six months later. This obvious duplicate will not be detected.

- (4) An RN not working in nursing registers in a province other than her/his province of residence. This registration will be identified erroneously as a duplicate.
- (5) An RN working for the Department of National Defence or for Health Canada is employed in a province other than his/her province of registration; this registration will be flagged erroneously as a duplicate. These two federal departments only require their nursing employees to be currently registered in Canada, although not necessarily in their province of employment.

Theoretically, an RN who registers and works in more than one province/territory simultaneously would be double-counted in the RNDB, as the *Province of Employment* would match the *Province of Registration* in each jurisdiction.

The methodology for the removal of interprovincial duplicates has remained relatively consistent over time. However, methodological enhancements undertaken in 1996 aimed to obtain more information on RNs not working in nursing and RNs employed and residing outside of Canada. For this reason, it is only appropriate to compare pre- and post-1996 data in terms of RNs employed in nursing.

Northern Territories Data

The duplicate methodology detailed above has an acute impact upon territorial statistics because of the nature of nurse staffing in northern Canada.

Each year, the core group of RNs living and working in the Yukon, Northwest Territories and Nunavut are supplemented by short-term relief staff from other regions of Canada. According to the Northwest Territories Registered Nurses Association (NWTRNA), the number of full-time equivalent (FTE) positions in the Northwest Territories/Nunavut is approximately 460; in 2002, close to 850 RNs filled these 460 positions.

Registered nurses wishing to work in a northern territory are required to complete a registration form for that particular jurisdiction. In doing so, many RNs provide their “home” address and/or “home” employment information. In part this is due to “predictive” registration—some RNs obtain registration before finding employment, and therefore do not yet have territorial employment information, while others may choose to keep their “home” address information as the employment is on a short-term or temporary basis.

When these data are received by CIHI, the duplicate methodology compares the Province of Registration (e.g. Northwest Territories) to the Province of Employment or Province of Residence (e.g. Manitoba). If these fields fail to match the RN is identified as a duplicate and removed from the final analysis.

If an RN was to provide short-term relief within the same province/territory (for example, an RN from Vancouver may accept a short-term contract to work in Prince George), a secondary registration form would not be required, as registration had already been obtained for employment in that province/territory.

In the northern territories, short-term relief staff comprise a substantial portion of the nursing supply; removing these RNs from the analysis significantly undercounts the actual number of RNs providing nursing services. Historically, 12–18 percent of Yukon records and 25–30 percent of Northwest Territories/Nunavut records were removed from the analysis each year due to the duplicate methodology. These rates far exceed the yearly average of each province in the same period—in fact, Ontario (at 7.5%) is the only province to lose, on average, more than 5 percent of records per year.

Therefore, it was necessary for CIHI to present territorial data in a different manner, one that more accurately portrays the nursing supply in the north.

To this end, CIHI and northern representatives developed a solution for the 2001 annual publication. For territorial data, interprovincial duplicates were included in the reported statistics. While this was a change in methodology and practice, CIHI believes the result produced a more representative description of the nursing supply in Canada's north. This methodological change was, according to northern representatives, well received for the 2001 publication, and has again been implemented for this publication.

Therefore, data tables and figures for the Yukon, Northwest Territories and Nunavut include all RNs employed in nursing, regardless of "duplicate" status. Please note that this also applies to historical data presented in this edition, to ensure comparability between historical and current territorial data.

Table 1 presents the modified territorial data that are used throughout this publication.

Table 1. Number of Records by Employment Status, Yukon, Northwest Territories and Nunavut, 1998–2002

	1998	1999	2000	2001	2002
Y.T.					
Employed in Nursing	286	283	275	273	272
Non-duplicates	241	243	237	244	244
Duplicates	45	40	38	29	28
Not Employed in Nursing	17	12	8	8	4
Not Stated	0	0	0	1	0
<i>Total Records</i>	303	295	283	282	276
N.W.T.					
Employed in Nursing	738	682	762	471	487
Non-duplicates	530	490	526	461	481
Duplicates	208	192	236	10	6
Not Employed in Nursing	67	35	25	5	17
Not Stated	40	58	6	14	37
<i>Total Records</i>	845	775	793	490	541
Nun.					
Employed in Nursing	n/c	n/c	n/c	288	273
Non-duplicates	n/c	n/c	n/c	287	268
Duplicates	n/c	n/c	n/c	1	5
Not Employed in Nursing	n/c	n/c	n/c	12	9
Not Stated	n/c	n/c	n/c	2	9
<i>Total Records</i>	n/c	n/c	n/c	302	291

Source: RNDB/CIHI

Notes

n/c—Nunavut data not collected until the 2001 data year.

The Northwest Territories Registered Nurses Association began asking registrants in the 2001 data year to identify the territory in which they will spend more than 50% of their time working—Northwest Territories or Nunavut. This information is submitted to CIHI as the *Province of Employment* field. This method has significantly reduced the number of duplicates identified during file processing. However, to ensure comparability with Yukon and historical Northwest Territories data, it is necessary to continue including both duplicate and non-duplicate records for those employed in nursing.

This change in methodology for the northern territories does not impact provincial data—as in previous publications, the number of RNs reported for each province includes only non-duplicate RNs employed in nursing. It is only territorial data that includes both duplicate and non-duplicate RNs employed in nursing.

However, this change introduces new limitations. For example, it is only possible to compare provincial data to provincial data and territorial data to territorial data, as the interprovincial duplicates are still removed from provincial figures. In addition, previously published data will not match historical data presented in this publication. CIHI believes these limitations are outweighed by the enhanced value of accurate information.

For the long-term, CIHI is working with both the Yukon Registered Nurses Association (YRNA) and the Northwest Territories Registered Nurses Association (NWTRNA) to determine appropriate solutions. The presentation of accurate and representative territorial data is a priority for all three organizations, and for those engaged in recruitment and retention strategies.

Nunavut Data

In addition to the limitations and methodological changes noted in the *Northern Territories Data* section above, there was an additional change to Nunavut data for the previous publication. In the 2001 data year the Northwest Territories Registered Nurses Association (NWTRNA), which is responsible for RN licensure in both the Northwest Territories and Nunavut, explicitly asked registrants to identify the territory in which they will work more than 50% of the time. These data were submitted to CIHI for the previous publication, and again for the 2002 data year.

For the year 2000 version of this publication, Nunavut figures were estimated using the *Postal Code of Residence* field; this process allowed for “historical estimates”. Now that accurate Nunavut data are available for 2001 and 2002 data, it is not possible to accurately estimate historical figures. Therefore, Nunavut data are presented for 2001 and 2002, but where comparisons are made between 1998 and 2002, Northwest Territories and Nunavut data are combined. This information is footnoted in tables and figures where necessary.

Summary of Records Received by CIHI

Table 2 provides a summary of the records received by CIHI from each provincial/territorial regulating authority since 1998. The data reflect the methodological changes made to territorial data for this publication.

Table 2. Number of Records Submitted to CIHI by Province/Territory of Registration, Canada, 1998–2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
2002														
Total Records	5,561	1,336	8,756	7,773	63,821	102,759	10,433	8,458	24,898	29,115	276	541	291	264,018
Duplicate Records	71	9	133	98	619	7,477	172	53	248	353	0	22	11	9,266
Non-duplicate Records	5,490	1,327	8,623	7,675	63,202	95,282	10,261	8,405	24,650	28,762	276	519	280	254,752
Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Other	47	0	204	238	864	11,022	0	110	416	276	4	11	3	13,195
Not Stated	1	34	0	73	3,145	5,523	319	38	857	585	0	21	4	10,600
2001														
Total Records	5,531	1,325	8,926	7,830	63,725	102,251	10,435	8,614	24,051	28,576	282	490	302	262,338
Duplicate Records	40	11	135	75	622	7,764	144	65	230	339	1	5	10	9,441
Non-duplicate Records	5,491	1,314	8,791	7,755	63,103	94,487	10,291	8,549	23,821	28,237	281	485	292	252,897
Employed in Nursing	5,439	1,270	8,554	7,385	58,482	80,590	10,263	8,198	22,924	27,375	273	471	288	231,512
Other	52	31	237	133	1,063	11,111	0	113	383	21	7	3	4	13,158
Not Stated	0	13	0	237	3,558	2,786	28	238	514	841	1	11	0	8,227
2000														
Total Records	5,503	1,302	9,050	7,941	63,985	101,986	10,454	8,746	23,522	28,822	283	793		262,387
Duplicate Records	39	8	114	175	421	6,202	167	57	116	323	1	13		7,636
Non-duplicate Records	5,464	1,294	8,936	7,766	63,564	95,784	10,287	8,689	23,406	28,499	282	780		254,751
Employed in Nursing	5,394	1,255	8,699	7,256	58,750	81,679	10,051	8,543	22,172	27,730	275	762		232,566
Other	63	30	237	140	1,123	6,852	0	142	226	158	7	14		8,992
Not Stated	7	9	0	370	3,691	7,253	236	4	1,008	611	0	4		13,193
1999														
Total Records	5,350	1,273	9,009	8,210	65,790	102,955	10,424	8,869	23,332	29,335	295	775		265,617
Duplicate Records	1	12	123	384	688	7,044	98	91	268	296	4	38		9,047
Non-duplicate Records	5,349	1,261	8,886	7,826	65,102	95,911	10,326	8,778	23,064	29,039	291	737		256,570
Employed in Nursing	5,264	1,232	8,615	7,580	57,980	78,197	10,193	8,553	22,044	27,911	283	682		228,534
Other	85	23	271	237	0	12,375	88	223	598	254	8	15		14,177
Not Stated	0	6	0	9	7,122	5,339	45	2	422	874	0	40		13,859
1998														
Total Records	5,482	1,359	8,987	8,274	64,233	103,742	10,505	8,774	23,537	29,146	303	845		265,187
Duplicate Records	26	7	122	401	589	8,312	107	101	360	251	6	55		10,337
Non-duplicate Records	5,456	1,352	8,865	7,873	63,644	95,430	10,398	8,673	23,177	28,895	297	790		254,850
Employed in Nursing	5,340	1,277	8,525	7,404	56,825	78,825	10,162	8,455	21,976	28,001	286	738		227,814
Other	116	58	340	451	0	13,246	138	214	832	60	11	32		15,498
Not Stated	0	17	0	18	6,819	3,359	98	4	369	834	0	20		11,538

Source: RNDB/CIHI

Notes

"Other" includes the categories of Employed in Other Than Nursing and Not Employed.

Territorial "Employed in Nursing" data include interprovincial duplicates, to match figures presented elsewhere in this publication. Please review the *Northern Territories Data* section of the Methodological Notes for more information.

Data are combined for Northwest Territories and Nunavut prior to 2001.

Please refer to the Methodological Notes for more information regarding the collection, comparability and reporting of RNDB data.

Computations

All counts, unless otherwise noted, are based on registered nurses employed in nursing. These figures exclude RNs not employed in nursing, RNs employed in other than nursing, and RNs that do not state their employment status. Reporting on the RNs employed in nursing most accurately reflects the actual registered nurse workforce in Canada.

The number of RNs per population is computed for each province/territory. The calculation is as follows:

$$\frac{\text{NUMBER OF RNs EMPLOYED IN NURSING}}{\text{POPULATION}} \times 10,000$$

Population data are updated annually based on general population estimates from Statistics Canada. All ratios are per 10,000 population, unless otherwise noted.

Data Suppression

To safeguard the privacy and confidentiality of data received by CIHI, guidelines have been developed to govern the publication and release of health information.

To ensure the anonymity of individual registered nurses, data tables with cell counts from 1 to 4 are suppressed in the data tables presented in this publication. While this may seem unnecessary for more populous provinces, as it would be difficult to identify a single RN employed somewhere in Ontario or British Columbia, CIHI is committed to protecting the confidential information from each registered nurse.

Cell suppression does not apply, however, to "Not Stated" values in the data tables. The intent of cell suppression is to ensure anonymity: as it is impossible to "link" Not Stated data between tables, there is minimal risk of residual disclosure. Therefore, the suppression of "Not Stated" values is not necessary.

In the tables presented in both the Descriptive Analysis and Data Tables sections, cells with a value from 1 to 4 have been replaced by a single asterisk (*). However, presenting accurate row and column totals necessitates the suppression of a second value as well, to prevent the reader from determining the suppressed value through subtraction. Therefore, in each row and column with a suppressed value, a second value is suppressed as well. Generally, the next smallest value is chosen for additional suppression. However, if the second value suppressed is greater than 4, it must be replaced by a different symbol. For this, the RN publication uses a double asterisk (**).

Therefore, a single asterisk (*) designates suppressed values from 1 to 4; double asterisks (**) designate suppressed values greater than 4. The following footnotes are included in tables where data suppression was necessary:

* Value suppressed in accordance with CIHI privacy policy

** Value suppressed to ensure confidentiality

These policies also govern CIHI's release of data through ad hoc queries and special analytical studies.

Data Quality

To ensure a high level of accuracy and usefulness in data dissemination, the Data Quality department at CIHI has developed a framework for assessing and reporting the quality of data contained in CIHI's databases and registries. The framework focuses upon the five dimensions of data quality: Timeliness, Accuracy, Usability, Comparability and Relevance. Timeliness, Usability and Relevance are described briefly in the following paragraph. Accuracy and Comparability are then described in further detail as they relate more closely to the data processing routine.

Timeliness is achieved by collecting data at the six-month mark; on average, more than 95 percent of total records are achieved by the six-month mark, and this policy allows CIHI to analyze and release the data in a timely manner. Usability comprises the availability and documentation of the data, and the ease of interpretation. The Methodological Notes section contributes to Usability, as the limitations of data interpretation are clearly outlined. The Relevance of the dataset includes the adaptability and value of the data: for the RNDB, continued strong interest from decision-makers, researchers and the media affirm the value of RN workforce data. In addition, CIHI's decision to collaborate with licensed practical nurse and registered psychiatric nurse regulatory authorities to produce a more comprehensive snapshot of the entire regulated nursing workforce contributes to the adaptability and value of the data.

Accuracy

Accuracy is an assessment of how well the data reflect reality. For the RNDB, this is an assessment of how closely the data presented in this publication reflect the target population of all RNs registered for active-practising membership in Canada.

Provincial/territorial regulating authorities collect these data for administrative purposes. It is through an agreement that these data are submitted to CIHI for research and analysis. Consequently, it is important to note that the level of accuracy and completeness necessary to meet the financial and administrative requirements of a registry can be considerably less stringent than that for research. Nevertheless, improvements in data collection systems and a jurisdictional-wide acknowledgement of the importance of good quality data has led to data collection and capture improvements for the RNDB. This section outlines where caution must be applied when analyzing data presented in *Workforce Trends of Registered Nurses in Canada, 2002*.

Nurse Practitioner Data

In response to changes in nursing practice and to increasing requests from the research community, collection of Nurse Practitioner data began for the Registered Nurses Database in the 2001 data year. The decision to add the sub-element “Nurse Practitioner” to the field *Position* was endorsed by the provincial/territorial regulatory authorities.

The jurisdictions of Newfoundland and Labrador, Ontario, Alberta and the Yukon submitted this data to CIHI in the 2001 data year, and nurse practitioner statistics were first reported in the CIHI publication *Supply and Distribution of Registered Nurses in Canada, 2001*.

The data collected and reported by CIHI only tell part of the story, because of an important distinction between the regulated role of “nurse practitioner” and the position title of “Nurse Practitioner”. The former is a registered nurse who meets additional licensure and regulatory requirements to practice as a nurse practitioner.³ This includes roles and responsibilities in addition to those of RNs, and the right to use “Nurse Practitioner” (NP) title in jurisdiction where there is protection of title. The latter is a job/position title for an RN role within an organization.

An increasing number of jurisdictions are protecting the use of the Nurse Practitioner title by legislation. Many jurisdictions have created a separate register (or “Extended Practice Roster”)⁴ for NP licensing, as regulation and licensure requirements differ between Nurse Practitioners and registered nurses.

To remain on an Extended Practice Roster, RN members must meet provincial/territorial requirements and competencies, including practice in a collaborative relationship. RN members not meeting jurisdictional-specific criteria are removed from the Extended Practice Roster, losing the right to practice in the Nurse Practitioner role, but may still practice as registered nurses if the necessary RN requirements for licensure are met.

At present, the RNDB defines the nurse practitioner as a job position, not as the regulated role. The CIHI definition is therefore incomplete because members on Extended Practice Rosters may not self-identify their position as “nurse practitioner”: although they are on the Roster, some NPs will identify their position title as, for example, Manager or Instructor. In the CIHI data, these individuals would be counted as Managers or Instructors and would not appear in the “nurse practitioner” statistics, despite their inclusion on the provincial Extended Practice Roster.

For example, CIHI obtained year 2002 Extended Practice information from the Alberta Association of Registered Nurses (AARN). According to AARN data, there were 58 RNs on the Extended Practice Roster in 2002; according to CIHI data, there were 42 RNs employed in “nurse practitioner” positions in Alberta in 2002.

³ Licensure requirements vary by jurisdiction. In addition, the title “Nurse Practitioner” is not protected in all jurisdictions.

⁴ The term “Extended Practice Roster” is not used in every jurisdiction, but is used here for illustrative purposes.

- Of the 58 records included on the AARN Extended Practice list, 57 existed in the CIHI database.
- Of these 57 records, 23 (40.4%) in the CIHI database identified their position as “nurse practitioner”; the remaining 34 (59.6%) were employed in other positions.
 - Positions for these 34 others included, among others, Manager/Assistant Manager, Staff Nurse/Community Health Nurse, Clinical Specialist and Not Stated.

To complicate matters further, only 23 of CIHI’s 42 “nurse practitioner” records matched the AARN data, meaning that 19 RNs in Alberta self-identified their position as “nurse practitioner” even though they are not included on the AARN Extended Practice Roster.

In effect, three possibilities have emerged in the data:

- (1) Extended Class RNs employed in positions other than “nurse practitioner”;
- (2) Extended Class RNs employed in positions titled “nurse practitioner”; and
- (3) Non-extended Class RNs employed in positions titled “nurse practitioner”.

Individuals or organizations requesting the number of “Nurse Practitioners” in a given jurisdiction will receive substantially different responses based on the source of the data: provincial/territorial regulatory authorities would report the total of figures (1) + (2), which represents the total number of RN members on the Extended Practice Roster. At this time, CIHI is only able to report the total of figures (2) + (3), representing everyone who self-identified their position as “nurse practitioner”. CIHI cannot identify whether or not an RN is included on the provincial/territorial Extended Practice Roster.

By the current definition in the *Registered Nurses System Data Dictionary and Data Submission Specifications*, the totals reported by CIHI are accurate. However, the interpretation and analysis of CIHI figures must be made with caution, as CIHI’s current definition does not represent all members on Extended Practice Rosters.

CIHI is working with provincial/territorial regulatory authorities to modify and improve the current Nurse Practitioner definition for future data years.

Under-Coverage

Under-coverage results when data that should be collected for the database are not included. The RNDB annually undercounts the actual number of active-practising RNs because data are submitted to CIHI after the first six months of each jurisdiction’s 12-month registration period.⁵

A recent comparison of CIHI data from the first six months of registration to provincial/territorial year-end data found that CIHI receives approximately 95–99% of all records. This high percentage is due, in part, to the fact that almost all RNs renew 1–2 months before the registration period begins, as there are financial penalties and possible liability repercussions for those failing to renew by year-end. Therefore, although the impact of collecting data at the six-month mark is minor, the method results in CIHI’s release of figures that do not correspond with year-end provincial/territorial figures, which can cause confusion and/or controversy.

⁵ Please refer to Figure 1 on page 9 for an illustration of the 2002 registration period for each province and territory.

Over-Coverage

Over-coverage is the inclusion of data beyond the target population. For the RNDB, over-coverage has been reported in past years due to the submission of data including both practising and non-practising registered nurses. When a registered nurse submits her/his annual registration form, there is a choice between active-practising and non-active status. Those wishing to work as an RN must choose active-practising. Those maintaining their registration without the required license to practice (e.g. RNs on maternity leave, RNs temporarily out of the country, retired RNs), select non-active status. As CIHI wishes to report only those RNs employed in nursing, non-active RNs are outside of the target population.

In 2001, CIHI was notified that some historical Yukon data may include non-active records. Revised data were not available for this publication, and the degree of impact has not yet been analyzed. Please note that historical data for Yukon is subject to future revision.

Six Month Cut-off

A new validation procedure was implemented for the 2001 data year, designed to check the registration date of records submitted to CIHI. As the target population for the RNDB is all RNs registering for active-practising status within the first six months of the jurisdiction's registration year, CIHI should not receive any data from RNs registering after the six month mark. The registration date of each record was checked to ensure it fell within the first six months of the registration year. Records beyond the six month mark were deleted. Therefore, a total of 927 records were removed from the 2002 data files prior to editing and analysis. Please note that it was not possible to check Ontario or Manitoba data.

Not all of these 927 RNs would have been reported by CIHI in the final statistics. Presumably, some of these RNs would have been identified as duplicates, while others may have been employed in other than nursing or not employed. A detailed analysis of these records has not been completed. However, using data presented in Table 2 it is possible to estimate the number of RNs "employed in nursing" that were removed from the final statistics: Table 2 breaks down each provincial submission, illustrating that approximately 87.5% of all records are eventually identified as non-duplicates who are employed in nursing. Assuming a similar ratio, approximately 811 RNs could have been reported in CIHI's final statistics. Please note, however, that this is only a rough estimate.

As this validation procedure was new for the 2001 data year, historical data have not yet been thoroughly reviewed or revised. A preliminary analysis of 1998 data found that approximately 747 records may need to be removed from the database, as these RNs registered after the mid-point of their jurisdiction's registration year.

The results of this new data quality measure must be considered when making comparisons over time. Footnotes are included in the tables and figures where necessary.

Non-Response

In the RNDB, item non-response is the percentage of “not stated” responses for each data element, as presented in Table 3.

Please note that in contrast to previous RNDB publications, Table 3 now reflects only RNs employed in nursing. This change was implemented to more accurately represent the level of non-response for each data element, as the previous format falsely exaggerated the level of non-response. This exaggeration resulted from current coding practices in the RNDB.

For RNs not currently employed in nursing, all employment data in the RNDB is coded as “not stated”. More accurately, this information should be coded as “not applicable”, as an RN without a job cannot state his/her place of work. The new format of Table 3 removes all RNs not currently employed in nursing, so that “not stated” values accurately represent non-response for the RN workforce.

In addition, CIHI is currently adding “not applicable” categories to each of the RNDB employment categories.

Table 3. Percentage of Records with “Not Stated” Responses by Data Element and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
Gender	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Year of Birth	0.02	0.23	0.00	0.00	0.00	0.01	0.08	0.00	0.13	0.04	0.00	5.34	7.69	0.05
Initial Education in Nursing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Year of Graduation	0.06	0.08	0.00	0.00	0.00	3.50	0.01	0.00	0.00	0.01	0.00	0.00	0.00	1.20
Province/Country of Graduation	0.28	0.54	0.00	0.00	0.00	0.38	0.00	1.39	7.33	0.04	1.84	0.41	0.73	0.94
Other Education in Nursing (Non-degree)	0.00	0.00	0.00	0.00	100.00	100.00	0.00	0.01	0.00	0.00	1.47	0.00	0.00	59.72
Other Education in Nursing (Degree)	0.00	15.55	0.00	73.37	62.87	0.00	0.00	0.21	0.00	4.03	0.37	13.14	17.22	19.08
Education in Other Than Nursing	0.00	0.15	0.00	93.09	78.64	0.00	0.00	0.06	0.00	4.39	0.00	17.04	23.08	23.72
Employment Status	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Full-time/Part-time Status	0.00	0.00	0.00	3.68	0.00	0.00	0.00	4.70	0.00	0.00	0.00	4.72	3.66	0.30
Multiple Employment	0.00	100.00	0.00	100.00	0.24	0.00	0.00	0.21	0.79	0.00	0.00	0.00	0.00	3.90
Province/Territory of Employment	9.19	0.70	0.00	0.77	0.24	4.48	0.00	0.34	1.12	9.01	0.00	0.00	0.00	3.05
Place of Work	0.04	0.23	0.00	0.45	0.09	2.75	3.83	0.21	0.95	0.51	0.37	0.41	0.00	1.31
Primary Area of Responsibility	0.04	0.23	0.00	0.45	6.38	3.62	1.90	0.22	2.22	0.70	0.74	12.94	12.45	3.33
Position	0.33	0.46	0.58	0.84	6.60	1.52	2.71	1.14	1.96	3.17	1.10	0.82	0.00	3.01
Province/Country of Residence	0.20	0.62	0.00	0.00	0.00	0.01	0.00	0.00	0.16	0.00	0.00	0.00	0.00	0.03
Postal Code of Residence	2.17	1.93	1.06	0.68	100.00	0.49	0.58	0.81	1.31	0.10	1.10	2.67	2.20	26.13
Postal Code of Employer	100.00	84.76	100.00	100.00	100.00	6.41	100.00	23.59	100.00	16.54	1.10	66.74	98.90	55.01
Date of Registration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Source: RNDB/CIHI

Notes

Table 3 includes only RNs employed in nursing.

Values of 100.00 indicate a data element that was not submitted for the 2002 data year.

For the fields *Postal Code of Residence* and *Postal Code of Employer*, non-response was defined as a postal code that did not successfully match to the January, 2003 release of the Statistics Canada Postal Code Conversion File (PCCF). The data provider in Quebec submits only the first digit of the postal code for both *Postal Code of Residence* and *Postal Code of Employer*.

The data provider in Alberta submits only the first three digits of the postal code for the *Postal Code of Employer* field.

The degree of non-response varies among elements, with the largest percentages occurring in “Other Nurse Education (Non-degree)” (59.72%) and “Education in Other Than Nursing” (23.72%).

The fields *Postal Code of Residence* and *Postal Code of Employer* each have a high percentage of non-response. In part, this is due to the definition of non-response: for the two postal code fields, non-response is defined as a postal code that does not successfully match at the six-digit level to the postal codes contained in the January, 2003 release of the Postal Code Conversion File (PCCF) by Statistics Canada. In fact, postal code data for both residence and employer are provided by the data provider in Quebec; however, CIHI receives only the first digit of the postal code. In addition, the Alberta data provider submits *Postal Code of Employer* data, but provides only the first three digits of the postal code (known as the Forward Sortation Area [FSA]). In Table 3, these elements have a non-response value of 100.00% because these abbreviated postal codes do not match the PCCF file at the six-digit level.

CIHI did not impute any missing values for year 2002 data. Instead, many of the elements with a large percentage of “not stated” values were not included in the Descriptive Analysis and Data Tables sections; in other cases, the number of “not stated” values were clearly identified in the analysis.

Collection and Capture

When information is self-reported, as is the case with registered nurses completing their own registration forms, reliability can be an issue. However, each regulatory authority supplies supporting documentation to their membership to assist in the completion of the registration form. Consequently, the data received by each jurisdiction is considered reliable.

Data entry also impacts the accuracy of the data, as information may not be classified or coded properly. At present, an audit of data entry accuracy has not been completed; consequently, data entry accuracy is unknown.

Further limitations of year 2002 data are listed in the next section.

Comparability

Comparability measures how well the current year data compare to data from previous years, and how data from the RNDB compare to registered nurse data found in other sources.

Six Month Cut-off

CIHI implemented a new validation procedure for the 2001 data year that could impact trending analyses. Please review the *Over-coverage* section of the Methodological Notes for more information.

Year 2002 Data

When reviewing the data presented in the Descriptive Analysis and Data Tables sections of this publication, please note the following comparability limitations in year 2002 data.

Newfoundland and Labrador data

- *Multiple Employment*—For the 2001 and 2002 data years, records with non-response were defaulted to “No”; in years before 2001 non-response was recorded as “Not Stated”. The large increase in the number of RNs with multiple employment was reviewed and approved by the Association of Registered Nurses of Newfoundland and Labrador (ARNNL).

Prince Edward Island data

- *Employment Status*—Due to issues regarding the data entry and/or conversion of 2002 data, the Association of Nurses of Prince Edward Island (ANPEI) could only identify RNs employed on a full-time, part-time or casual basis; RNs not currently employed could not be divided between “Employed in Other Than Nursing” or “Not Employed”. Consequently, all codes for RNs not currently employed were defaulted to “Not Stated”.
- *Position*—As of the 2001 data year, the sub-element “Chief Nursing Officer/Chief Executive Officer” is not collected by ANPEI.

Nova Scotia data

- *None*

New Brunswick data

- *Position*—New Brunswick reported a substantial increase in the number of RNs in “Managerial Positions” and “Staff Nurse” positions. This appears to be a result of fewer records coded as “Other” and “Not Stated”.

Quebec data

- *Area of Responsibility*—The Ordre des infirmières et infirmiers du Québec (OIIQ) redesigned the Quebec registration form for the 2002 data collection year. This has led to substantial changes in the Direct Care, Administration and Education categories, particularly for “Other Direct Care”, “Nursing Service” and “Other Education”.
- *Other Education in Nursing (Non-degree)*—As of the 2001 data year, this information is no longer available from the OIIQ.

Ontario data

- *Place of Work*—Data for the sub-elements “Private Duty” and “Rehabilitation/Convalescent Centre” have been reviewed and are accurate. The College of Nurses of Ontario (CNO) has not changed its collection or processing of data for this field. The apparent decrease in the number of RNs employed in Hospitals is partly the result of a substantial increase in the percentage of “Not Stated” records for this field.
- *Area of Responsibility*—The CNO significantly changed the structure of this field on its 2001 registration form. Due to these methodological changes, comparisons of Ontario data before 2001 and since 2001 should be made with caution. The 2002 data have been reviewed and are accurate.
- *Other Education in Nursing (Non-degree)*—As of the 2001 data year, this information is no longer available from the CNO.

Manitoba data

- *Other Education in Nursing—Degree*—For the 2002 data year, the College of Registered Nurses of Manitoba (CRNM) included individuals who in the past indicated they were enrolled in a course, but for which there was no indication that the course was completed. The CRNM assumed that such courses were completed. This has resulted in an apparent increase in the number of RNs with other degree education in nursing in Manitoba between 2001 and 2002.
- *Education in Other Than Nursing*—For the 2002 data year, the CRNM included individuals who in the past indicated they were enrolled in a course, but for which there was no indication that the course was completed. The CRNM assumed that such courses were completed. This has resulted in an apparent increase in the number of RNs with education in other than nursing in Manitoba between 2001 and 2002.
- *Full-time/Part-time Status*—The increased percentage of “Not Stated” records is due, in part, to the number of new RNs entering the workforce that did not have a job at the time of initial registration.
- *Place of Work*—There is a substantial increase in the percentage of “Not Stated” records in 2002. From analysis, it can be assumed that these non-responses are normally distributed throughout all the *Place of Work* categories; consequently, the largest category, Hospital (general, maternal, paediatric, psychiatric), is most affected by the number of “Not Stated” responses.
- *Primary Area of Responsibility*—Due to typographical errors on the 2002 CRNM registration form, the categories of “Geriatric/Long-term Care” and “Critical Care” could not be reported for the 2002 data year. The increased number of records in “Other Direct Care” corresponds to the expected number of records in these two categories.

- *Area of Responsibility (Second Employer)*—The issue outlined above, for *Primary Area of Responsibility*, also applies to this field. Again, the increased number of “Other Direct Care” records corresponds to the expected number of records for the categories of “Geriatric/Long-term Care” and “Critical Care”.

Saskatchewan data

- *Employment Status*—The apparent decrease in the number of RNs employed in nursing in 2002 is due, in part, to an increased number of “Not Stated” values. At the same time, the total number of records submitted to CIHI by the Saskatchewan Registered Nurses Association (SRNA) has decreased in recent years.

The number of RNs with *Employment Status* of “Not Stated” increased substantially in Saskatchewan in 2001 and 2002. As CIHI removes these “Not Stated” records prior to analysis, this increase will falsely exaggerate the decreasing size of the RN workforce in Saskatchewan. For the 2002 data year, CIHI worked with SRNA representatives to determine how many of these “Not Stated” RNs had actually worked in 2002. This analysis involved reviewing the “Approved RN Hours” field on the 2003 registration form. CIHI made the assumption that RNs with approved hours at the end of 2002 were actually employed in 2002, and that RNs without approved hours at year-end were not actually employed in 2002. On this assumption, developed in conjunction with SRNA representatives and the Data Quality department at CIHI, CIHI changed 388 records from “Not Stated” to “Employed”, leaving 40 records as “Not Stated”. CIHI did not make any assumptions regarding the full-time/part-time status of these RNs; this information was left “Unknown”. More comprehensive information regarding this update is available upon request to the Consultant, Nursing Databases.

Alberta data

- *Birth Year*—CIHI used historical Alberta data to determine the *Birth Year* for 4,114 RNs in Alberta.
- *Position*—The increase in the sub-element “Nurse Practitioner” has been reviewed by the Alberta Association of Registered Nurses (AARN) and is accurate, but does not reflect the number of RNs on the AARN Extended Practice Roster. Please review the *Nurse Practitioner Data* section of the Methodological Notes for more information regarding the reporting of this sub-element.

British Columbia data

- *Province/Territory of Employment*—Since the 2001 data year, the Registered Nurses Association of British Columbia (RNABC) has been unable to provide detailed information for RNs employed outside of British Columbia. For 2001 and 2002, these records have been coded as either “British Columbia” or “Not Stated”. Although this field is critical to CIHI’s identification of interprovincial duplicates, the impact upon the number of duplicates is minimal. If the *Province of Employment* is not stated, the duplicate methodology analyzes the province of residence instead; fortunately, RNABC was able to provide full *Province of Residence* data. Consequently, a very small number of records that would otherwise be identified as duplicates were retained in the analysis.

Yukon data

- **General Comparability**—The RN workforces in the northern territories rely on short-term relief staff from across Canada each year. While some RNs will return to the northern territories each year, some will only register in the northern territories once. This lack of stability in the workforce will result in greater variability in the data. This should be noted while comparing territorial data over time.
- **Multiple Employment**—For the 2001 and 2002 data years, records with non-response were defaulted to “No”; in years prior to 2001, non-response was recorded as “Not Stated”.

Northwest Territories/Nunavut data

- **General Comparability**—The RN workforces in the northern territories rely on short-term relief staff from across Canada each year. While some RNs will return to the northern territories each year, some will only register in the northern territories once. This lack of stability in the workforce will result in greater variability in the data. This should be noted while comparing territorial data over time.
- **Birth Year**—CIHI used historical Northwest Territories/Nunavut data to determine the *Birth Year* for 9 RNs.
- **Place of Work**—For the 2002 data year, values were not available for the sub-elements “Self-employed”, “Physician’s Office/Family Practice Unit”, “Educational Institution”, “Association/Government” and “Other”. CIHI populated these categories by linking the 2002 Northwest Territories/Nunavut datafile to the 2001 file; for those RNs registering in both 2001 and 2002, their *Place of Work* was assumed to remain the same for 2002. For the Northwest Territories file, this resulted in changes to 44 records; for the Nunavut file, this resulted in changes to 28 records. For the entire *Place of Work* field, the revised 2002 data are consistent with historical figures. However, caution must be applied when making comparisons over time. More comprehensive information regarding this update is available upon request to the Consultant, Nursing Databases.
- **Area of Responsibility**—For the 2002 data year, values were not available for the sub-elements “Occupational Health”, “Operating Room/Recovery Room”, “Emergency Care”, “Several Clinical Areas”, “Oncology” and “Other Direct Care”. Similar in nature to the *Place of Work* issue detailed above, CIHI populated these categories by linking 2002 Northwest Territories/Nunavut datafile to the 2001 file; for those registering in both 2001 and 2002, their *Area of Responsibility* was assumed to remain the same for 2002. For the Northwest Territories file, this resulted in changes to 107 records; for the Nunavut file, this resulted in changes to 108 records. For the entire *Area of Responsibility* field, the revised 2002 data are consistent with historical figures. However, caution must be applied when making comparisons over time. More comprehensive information regarding this update is available upon request to the Consultant, Nursing Databases.

Historical Data

This publication presents RN data from 1998 to 2002. Data from 1998 were previously published in tabular format in the Statistics Canada publication series *Registered Nurses Management Data*. Data from 1998 to 2001 were previously published in the CIHI publication series *Supply and Distribution of Registered Nurses in Canada*.

Comparability with Other Sources

Provincial/Territorial Data

The RNDB data used in CIHI publications, media releases, ad hoc requests and special studies will vary from data released by provincial/territorial regulatory authorities for the following reasons:

- **Collection Period**—The statistics released by provincial/territorial authorities are year-end statistics that include all registrations received during the 12-month registration period. In contrast, CIHI collects data after the first six months of the 12-month registration period, in an effort to ensure timely information. Although the resulting under-coverage is typically only 1–5%, the figures released by CIHI will be less than provincial/territorial figures.
- **CIHI Editing and Processing**—The CIHI database is not an amalgamation of provincial/territorial data. When datafiles are submitted, CIHI removes from analysis records that do not reflect the primary jurisdiction of employment. This is done so that CIHI can accurately determine the size of the RN workforce in Canada. Provincial/territorial associations typically do not identify or remove these secondary registrations (also termed “interprovincial duplicates”).
- **Differences in Definition**—Regulatory authorities typically report the total number of “Active” registrations received during the registration year. An Active registration enables the RN to work in that jurisdiction, but does not distinguish between those employed in nursing and those not employed in nursing: the Active total merely represents the maximum number of RNs eligible to work in a particular jurisdiction in that year. In contrast, CIHI divides the Active total into four categories: Employed in Nursing, Employed in Other Than Nursing, Not Employed and Not Stated. CIHI only reports the number of RNs *employed in nursing* at the time of registration; RNs employed in other than nursing, not employed, and those failing to state their employment status are removed from most CIHI analyses.
- **Provincial/Territorial Data Cleaning**—Many jurisdictions review the registration data at year-end and “clean” potential data quality issues. As CIHI receives the data at the six-month mark, this cleaning has not yet occurred. Therefore, if a jurisdiction reduces the number of “Not Stated” records in a particular field, that correction will not be reflected in the CIHI database.

Concepts and Variables

Key Concepts

The unique methodology and content of the RNDB make it useful for nursing resource planning and research. The RNDB is the only national database of registered nursing data in Canada.

Data collection for the RNDB is not done by survey. Registration is mandatory for RN licensure and each registered nurse is required to complete the appropriate provincial/territorial registration form to practice. As data from the RNDB are not extrapolated from a small sample of the population, the results are not prone to particular types of sampling error, and confidence intervals are not necessary to calculate the accuracy of the sample.

The flagging and removal of interprovincial duplicates enhances the utility of the RNDB, as it is not simply an amalgamation of provincial/territorial results. Removing RNs simultaneously registered in multiple jurisdictions greatly reduces double-counting, allowing for more accurate national and interprovincial comparisons.

In addition, the inclusion of an “employment status” variable allows for data analysis of only those RNs employed in nursing. Removing RNs not currently employed in nursing from the analysis more accurately reflects the actual number providing nursing care in Canada, and allows for a separate analysis of those registered, but not employed in nursing.

The comprehensive set of demographic, employment, and education data collected annually for the RNDB supports in-depth analysis of many supply and distribution variables not otherwise available. Since the database has remained relatively consistent in methodology and content since 1980, intraprovincial and interprovincial time-series analysis is possible. In addition, the collection of postal code information permits geographic comparisons and spatial analysis, even over time.

Data Definitions

Each of the data elements listed corresponds to a field on the registered nurse record. Only data elements used in tabulations for *Workforce Trends of Registered Nurses in Canada, 2002* are described below. A complete list of data elements present in the RNDB as well as the data dictionary are available upon request to the Consultant, Nursing Databases.

Data Year

Refers to data year. RNs register in the present year (reference year) to work in the following year (data year).

Province/Territory of Registration

The province/territory in which an RN is licensed to practice nursing. Statistics Canada province/country codes are used.

Registration Number

A serial number that is unique to a particular RN within a particular province/territory of registration.

Gender

Values of Male, Female, and Not Stated are submitted to CIHI. All *Not Stated* values are converted to *Female* in the editing process.

Year of Birth

Four-digit year of birth.

Actual Age

Generated from *Year of Birth*. If Year of Birth is valid then Actual Age = Data Year – Year of Birth.

Entry/Initial Nursing Education

Basic education program used to prepare an RN for entry into practice, leading to initial registration/licensure as an RN. Accepted responses include:

- Diploma in nursing
- Bachelor's degree in nursing
- Master's degree in nursing
- Not Stated

All not stated records are converted to *Diploma in nursing* status in the editing process.

Province/Country of Graduation

Province/territory/country in which initial/entry nursing education was completed. Statistics Canada province/country codes are used.

Other Education in Nursing—Non-degree

Nursing education of at least 300 hours, other than entry/initial nursing education, which resulted in a non-degree certificate or diploma. Accepted responses include:

- No
- Yes
- Not Stated

Other Education in Nursing—Degree

Highest degree education achieved in nursing education beyond entry/initial nursing education. Accepted responses include:

- Bachelor's degree in nursing
- Master's degree in nursing
- Doctorate in nursing
- None
- Not Stated

Highest Education in Nursing

Generated from *Entry/Initial Nursing Education* and *Other Nursing Education—Degree*. Derived categories include:

- Diploma in nursing
- Bachelor's degree in nursing
- Master's degree in nursing
- Doctorate in nursing

Education in Other than Nursing

Highest education achieved in a program/field other than nursing. Accepted responses include:

- Bachelor's degree
- Master's degree
- Doctorate
- None
- Not Stated

Multiple Employment

Currently employed as an RN by more than one employer. Accepted responses include:

- No
- Yes
- Not Stated

Employment Status

Current employment in a field(s) directly related to nursing practice: direct care, administration, education or research. Reflects employment status as of time registrant is completing form or at time registration comes into effect. Accepted responses include:

- Employed in Nursing—Regular Basis
Reflects employment schedule that guarantees a fixed number of hours of work per pay period. May be defined by the employer as full-time or part-time, but reflects permanent employment even though it may be time limited.

- Employed in Nursing—Casual Basis
Reflects employment that does not guarantee a fixed number of hours of work per pay period.
- Employed in other than nursing seeking employment in nursing
- Employed in other than nursing not seeking employment in nursing
- Not employed and seeking employment in nursing
- Not employed and not seeking employment in nursing
- Not Stated

Full-time/Part-time Status

Status is self-reported and based on hiring practices of employer and/or union contract. Based on primary employer. Accepted responses include:

- Full-time Employment
Employed for a fixed number of hours per pay period that equal full-time hours.
- Part-time Employment
Employed for a fixed or flexible number of hours per pay period that usually do not equal or exceed full-time hours.
- Not Stated

Derived Employment Status

Derived by combining *Employment Status* and *Full-time/Part-time Status* to provide a comparison of full-time, part-time and casual data in one table. Derived categories include:

- Full-time
Employment Status = Regular and *Full-time/Part-time Status* = Full-time
- Part-time
Employment Status = Regular and *Full-time/Part-time Status* = Part-time
- Casual
Employment Status = Casual and *Full-time/Part-time Status* = Full-time OR Part-time OR Not Stated
- Unknown
Employment Status = Regular and *Full-time/Part-time Status* = Not Stated

Place of Work

Primary place of employment, based on primary employer. Accepted responses include:

- Hospital (general, maternal, paediatric, psychiatric)
- Mental Health Centre
- Nursing Station (outpost or clinic)
- Rehabilitation/Convalescent Centre
- Nursing Home/Long-term Care Facility
- Home Care Agency
- Community Health Centre
- Business/Industry/Occupational Health Office
- Private Nursing Agency/Private Duty
- Self-employed
- Physician's Office/Family Practice Unit
- Educational Institution
- Association/Government
- Other
- Not Stated

Province/Country of Employment

Province/territory or country of primary employment. Statistics Canada province/country codes are used.

Primary Area of Responsibility

Within agency/facility of primary employment, the major focus of activities. Four primary nursing practice areas (direct care, administration, education, and research). Accepted responses include:

- | | |
|--|---|
| <ul style="list-style-type: none"> • Direct Care <ul style="list-style-type: none"> Medical/Surgical Psychiatric/Mental Health Paediatric Maternal/Newborn Geriatric/Long-term Care Critical Care Community Health Ambulatory Care Home Care Occupational Health Operating Room/Recovery Room Emergency Room Several Clinical Areas Oncology Rehabilitation Other Direct Care | <ul style="list-style-type: none"> • Administration <ul style="list-style-type: none"> Nursing Service Nursing Education Other Administration • Education <ul style="list-style-type: none"> Teaching—students Teaching—employees Teaching—patients/clients Other Education • Research <ul style="list-style-type: none"> Nursing Research only Other Research • Not stated |
|--|---|

Position

Current assigned role at primary place of employment as per title/job description. Accepted responses include:

- Chief Nursing Officer/Chief Executive Officer
- Director/Assistant Director
- Manager/Assistant Manager
- Staff Nurse/Community Health Nurse
- Nurse Practitioner
- Clinical Specialist
- Nurse Midwife
- Instructor/Professor/Educator
- Researcher
- Consultant
- Other
- Not stated

Province/Country of Residence

Province/territory or country of primary residence. Statistics Canada province/country codes are used.

External Data Sources

Data presented in this publication are derived primarily from the RNDB; however, supplemental data are included to provide a more detailed picture of registered nursing in Canada. Additional information includes: RN salary information from the Canadian Federation of Nurses Unions (CFNU); population estimates from Statistics Canada; and, examination data from the (United States) National Council of State Boards of Nursing Inc.

RN Salary Data

Data on the hourly and yearly salaries of RNs were provided by the Canadian Federation of Nurses Unions (CFNU). The data represents the 2002 hourly and yearly salaries, excluding premiums, paid to unionized registered nurses (General Duty Nurses). Please note that the pay scale grids presented in this publication are used throughout the Hospital environment; while most provinces have parity between the Hospital rate and rates for Community Health and Long-term Care, some provinces use different pay scale grids for each of these environments.

Data presented in this publication are used with permission from the Canadian Federation of Nurses Unions.

More information on the Canadian Federation of Nurses Unions may be obtained at <http://www.nursesunions.ca>.

Population Data

All population data used in this document are from the Statistics Canada publication *Quarterly Demographic Statistics July–September 2002* (Catalogue no. 91-002-XIB, Volume 16, no. 3). These data represent the most current estimates available, and all population sources are footnoted where applicable. Refer to Appendix D for population data used to generate RN per 10,000 population ratios used in this publication.

Please note that CIHI annually revises historical data with population-based calculations, such as “RNs per 10,000 population”, to reflect more accurate estimates available from the Demography Division of Statistics Canada. Therefore, historical figures presented in this publication will not necessarily match figures presented in previous publications, media releases, ad hoc queries, or special studies.

Statistics Canada information is used with the permission of the Minister of Industry, as Minister responsible for Statistics Canada. Information on the availability of the wide range of data from the Statistics Canada can be obtained from Statistics Canada’s Regional Offices, its World Wide Web site at <http://www.statcan.ca>, and its toll-free access number 1-800-263-1136.

U.S. National Exam Data

The National Council of State Boards of Nursing Inc. provided data regarding the number of Canadian RNs writing the U.S. national exam for nursing licensure for the first time. Though not a measure of the number of Canadian RNs currently employed in the U.S., the number of Canadians pursuing the exam is an indicator of the number of RNs interested in obtaining the right to practice nursing in the United States.

Data presented in this publication are used with permission from the National Council of State Boards of Nursing Inc.

Privacy and Confidentiality

The Privacy Secretariat at CIHI has developed a set of guidelines to safeguard the privacy and confidentiality of data received by CIHI. The document *Privacy and Confidentiality of Health Information at CIHI: Principles and policies for the protection of health information* may be obtained from the CIHI web site. These policies govern the release of data in publications, media releases, the CIHI website and through ad hoc requests and special studies.

In compliance with these guidelines, CIHI prevents residual disclosure by aggregating RNDB data for release in publications and ad hoc requests. Cells with counts from 1 to 4, for which further aggregation is either inappropriate or unfeasible, are suppressed before release. These policies ensure the confidentiality of all RNs regardless of province/territory size or place of work.

Special analytical studies often require the disclosure of person-level data. For RNDB data, this is the most detailed level of data provided by provincial/territorial regulating authorities, and contains sensitive data. Requests for person-level data must be submitted in writing and will be subject to a prescribed review process. Identifiers are typically stripped from

data or encrypted by CIHI before disclosure. In addition, requests for person-level RNDB data must also receive approval from the respective provincial/territorial Registrar before CIHI can release the data. Each Registrar reserves the right to request further information from researchers before authorizing the release of her/his provincial/territorial data.

RNDB Publications and Products

The CIHI publications,

- *Supply and Distribution of Registered Nurses in Canada, 1999;*
- *Supply and Distribution of Registered Nurses in Canada, 2000;*
- *Supply and Distribution of Registered Nurses in Rural and Small Town Canada, 2000;*
and,
- *Supply and Distribution of Registered Nurses in Canada, 2001,*

may be purchased either on-line at <http://www.cihi.ca>, or by contacting the CIHI Order Desk at (613) 241-7860. Both paper and electronic (.pdf) copies are available. The RN publications produced by Statistics Canada from 1980 to 1998 are no longer available for purchase.

The document *Registered Nurses System Data Dictionary and Data Submission Specifications* is available upon request to the Consultant, Nursing Databases. This document outlines the data elements (and definitions) collected for the RNDB, as well as the file specifications sent to the provincial/territorial regulatory authorities for data submission.

Many of the tables and figures presented in the Descriptive Analysis section of this publication are available for viewing and can be downloaded from the CIHI website at <http://www.cihi.ca>.

Request Services

CIHI completes ad hoc requests and special analytical projects on a cost-recovery basis using data from the RNDB. Ad hoc requests are short queries that generally can be handled through standard reports, and do not require major programming resources. Special analytical projects require project planning and the commitment of extra resources.

For an estimate of the costs associated with these products and services, please contact:

Consultant, Nursing Databases
Canadian Institute for Health Information
200-377 Dalhousie Street
Ottawa, Ontario K1N 9N8
Tel: 613-241-7860
Fax: 613-241-8120
E-mail: nursing@cihi.ca
Web: <http://www.cihi.ca>

Descriptive Analysis

Notes to the Reader

1. The statistics presented in this publication have been reviewed and authorized by representatives at the provincial/territorial nursing associations/colleges responsible for the regulation and licensure of registered nurses.
2. CIHI figures will not be the same as figures published by provincial/territorial nursing associations for the following reasons:
 - (a) **Collection Period**—The statistics released by provincial/territorial authorities are year-end statistics that include all registrations received during the 12-month registration period. In contrast, CIHI collects data after the first six months of the 12-month registration period, in an effort to ensure timely information. Although the resulting under-coverage is typically only 1–5%, the figures released by CIHI will be less than provincial/territorial figures.
 - (b) **CIHI Editing and Processing**—The CIHI database is not an amalgamation of provincial/territorial data. When datafiles are submitted, CIHI removes from analysis records that do not reflect the primary jurisdiction of employment. This is done so that CIHI can accurately determine the size of the RN workforce in Canada. Provincial/territorial associations typically do not identify or remove these secondary registrations (also termed “interprovincial duplicates”).
 - (c) **Differences in Definition**—Regulatory authorities typically report the total number of “Active” registrations received during the registration year. An Active registration enables the RN to work in that jurisdiction, but does not distinguish between those employed in nursing and those not employed in nursing: the Active total represents the *maximum* number of RNs eligible to work in a particular jurisdiction in that year. In contrast, CIHI divides the Active total into four categories: Employed in Nursing, Employed in Other Than Nursing, Not Employed and Not Stated. CIHI only reports the number of RNs employed in nursing at the time of registration; RNs employed in other than nursing, not employed, and those failing to state their employment status are removed from most CIHI analyses.
 - (d) **Provincial/Territorial Data Cleaning**—Many jurisdictions review the registration data at year-end and “clean” potential data quality issues. As CIHI receives the data at the six-month mark, this cleaning has not yet occurred. Therefore, if a jurisdiction reduces the number of “Not Stated” records in a particular field, that correction will not be reflected in the CIHI database.
3. **Data for the northern territories include interprovincial duplicates.**

To present a more accurate description of registered nursing in northern Canada, CIHI has included interprovincial duplicates in the figures and calculations of Yukon, Northwest Territories and Nunavut data. This is identical to the process successfully implemented for the 2001 RN publication. This change was implemented to prevent losing valuable information on RNs providing short-term relief in the territories, as existing methodology identifies RNs from the southern provinces as duplicates. Please review the Northern Territories Data section of the methodological notes for more detailed information.

Data Quality Enhancements

In addition to shifts in employment that have occurred in Canada in recent years, some changes in the supply of registered nurses may be partially explained by changes in the processing of RNDB data.

While CIHI used a consistent methodology in data collection and data processing during this five-year period, CIHI has begun to implement more rigorous data quality measures. For example, a two-step authorization process was developed for data submissions in the 2001 data year. After CIHI's initial review of raw data, the data provider must also review and authorize the data before processing can begin. When the data are finalized, the data providers must again review and authorize the data prior to release. In the past, data were only authorized once, when file processing was complete.

CIHI has also increased the number of validity and logical checks performed upon the data. These new practices aim to improve data quality and minimize confusion for data providers. These checks also give CIHI the opportunity to learn of provincial/territorial changes in data collection or submission that could impact trending analysis. CIHI reports these jurisdictional changes in the *Comparability* section of the Methodological Notes.

Reporting Northern Territories Data

In an effort to portray information that is more representative of nursing in the north, territorial figures include interprovincial duplicates that are employed in nursing. This process was first implemented for the 2001 publication, and has been repeated for this publication.

This change was necessary because of the nature of RN staffing in the northern territories, and because of current CIHI processing methods.

An RN must complete a separate registration form for each jurisdiction in which she/he wishes to work. Some RNs maintain multiple registrations each year, even though they only work in one jurisdiction. To provide an accurate count of the number of RNs in Canada, CIHI must determine which registrations are "secondary" and remove them from the analysis. Including these secondary registrations in the final statistics would be double-counting.

Therefore, the methodology used by CIHI (and previously by Statistics Canada) identifies and retains "primary" registrations while removing "secondary" registrations. Secondary registrations are also termed "interprovincial duplicates". This methodology has a disproportionate effect upon territorial data.

Each year, short-term relief staff from different parts of the country supplement the RNs living and working in the northern territories. These relief staff play an integral role in nursing throughout the territories. Under the current CIHI methodology, many of these relief staff are identified as "secondary" registrations and are removed from the analysis. Though interprovincial duplicates are identified and removed from every province/territory each year, the percentage of records removed from territorial data is substantially greater.

Historically, 12–18 percent of Yukon records and 25–30 percent of Northwest Territories/Nunavut records were removed from the analysis each year due to the duplicate methodology.

These rates far exceed the yearly average of each province for the same period—in fact, Ontario (at 7.5%) is the only province to lose, on average, more than 5 percent of records per year to the duplicate methodology.

In collaboration with territorial representatives, CIHI decided to once again include interprovincial duplicates that are “employed in nursing” in this publication. The aim is to present more representative data for the Yukon, Northwest Territories and Nunavut.

Please note that interprovincial duplicates are still removed from provincial data.

Therefore, the “employed in nursing” figures used throughout this publication include only non-duplicates for provincial data, and both non-duplicates and duplicates for territorial data. A more detailed review of the duplicate identification process and the impact and limitations of this methodological change is provided in the *Northern Territories Data* section of the methodological notes. A diagram of the duplicate methodology process is also included in Appendix C.

Supply of Registered Nurses

Defining “Registered Nurse”

As the value of data and information increases, so too does the level of scrutiny. Discrepancies between data sources for the same information can lead to questions concerning accuracy (which figure is “right” and which is “wrong”?) and reliability. This confusion can be particularly challenging for those answering to decision-makers.

How data are defined greatly affects the information collected and analyzed. Typically, it is differences in definition—and not a question of “right” versus “wrong”—that explain discrepancies. That something as apparently black-and-white as the number of registered nurses varies by definition is difficult for those not used to working with data.

For the Registered Nurses Database (RNDB), CIHI in consultation with nursing stakeholders, developed a definition of a registered nurse (RN) that is most relevant for Health Human Resources planning purposes while satisfying the need for timely national data. This definition does not focus on the duties and responsibilities of a practising RN, but instead defines the *limits* of who are included in the final statistics.

The CIHI definition is consistent with existing definitions of *registered psychiatric nurse* and *licensed practical nurse*, and meets the research needs of the organization and its clients. The CIHI definition does not necessarily need to be consistent with the definitions of provincial/territorial regulatory authorities, as the primary goal of provincial/territorial licensing bodies (RN licensure) differs from that of CIHI (Health Human Resources research).

Unfortunately, these differences in definition can lead to confusion, particularly when one set of figures are consistently lower than another set. This can lead to different (and in extreme cases, conflicting) trends in the data, again leading to questions of accuracy as differing trends can greatly impact current and future planning.

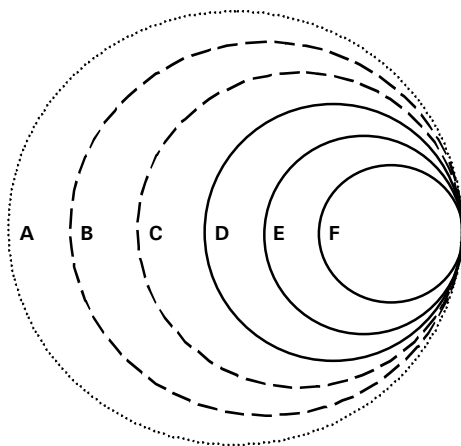
In an effort to minimize this confusion, following is a summary of *how* provincial/territorial figures will contrast with CIHI figures, and how CIHI narrows the definition used in published reports.

In general, provincial/territorial regulatory authorities report the *total number of active-practising registrations*, a method that is most appropriate for a licensing authority. In contrast, the CIHI definition is much narrower, choosing to report only the *number of RNs currently in the workforce*. This is a more appropriate method for a study of the RN workforce, as it eliminates those RNs outside of the workforce. Again, it is a matter of definition rather than “right” or “wrong”.

For health human resources (HHR) planning and research, however, data and information on licensed RNs currently outside of the workforce is very important. This information provides a better understanding of the potential supply to the RN workforce.

How the Definition Narrows

The figure presented below is a series of six circles, each smaller than the previous. This represents the “narrowing” of data by CIHI prior to analysis and publication. Each lettered circle is explained.



Note: The circles are for illustrative purposes only, and are not to scale.

A “Potential Supply”: Total Cannot be Calculated

Circle A includes all persons with nursing education and training, of working age, living in Canada. Total includes *both* those currently registered and those who have left the profession (either due to career change or retirement). This represents the total *potential* supply of RNs in Canada this year.

This total cannot be calculated as RNs who have left the profession and/or who are not registered cannot be accurately tracked and counted.

B “Current Supply”: Sum of all Provincial/Territorial Registrations

Circle B represents the “current supply” of RNs, as only nurses registering with provincial/territorial regulatory authorities are included. Total includes all active-practising and non-practising registrations received during the 12-month registration period.

CIHI cannot calculate this total, in part because non-practising registrations are not submitted to CIHI.

C “Active Supply”: Sum of All Provincial/Territorial “Active-Practising” Registrations

Circle C includes only those nurses registering for active-practising status; non-practising registrations are excluded. All active-practising registrations received during the 12-month registration period are included.

This is typically the figure released at year-end by provincial/territorial regulatory authorities. CIHI typically cannot calculate this total, in part because CIHI receives data at the 6-month mark of the 12-month registration period.

D “CIHI (All Records)”

Circle D is the total number of records submitted to CIHI and represents the *target population* of the RNDB. This total includes only active-practising registrations received by the provincial/territorial regulatory authorities within the first six months of the 12-month registration year.

This is the “raw” total received by CIHI, prior to editing and validation procedures.

E “CIHI (After File Processing)”

Circle E represents the provincial/territorial data after editing and validation. During file processing, CIHI identifies and removes “secondary registrations” (also termed *interprovincial duplicates*) from the dataset. This is done to prevent double counting during analysis.

This total includes RNs currently practising nursing, RNs employed in other than nursing, RNs not employed, and RNs failing to state their employment status (“Not Stated”).

F “CIHI (Reported)”

Circle F is the final figure released by CIHI in its reports, media releases, website, and in ad-hoc requests. This total includes *only* RNs currently practising nursing. RNs currently employed in other than nursing, RNs not employed, and RNs failing to state their employment status (“Not Stated”) are excluded from analysis.

Therefore, CIHI figures include only those employed in nursing—CIHI figures do not represent the current supply (or potential supply) of RNs in a particular jurisdiction.

The table below compares the criteria of provincial/territorial regulatory authority statistics to those released by CIHI*:

	Provincial/Territorial Regulatory Authority	CIHI
<i>Registration Period</i>	12 months (all registrations received during the year)	6 months (jurisdictions submit data to CIHI at mid-year)
<i>Registration Status</i>	Active-practising only	Active-practising only
<i>“Secondary” Registrations</i>	Included in analysis	Excluded from analysis
<i>Employment Status</i>	Employed in Nursing, Employed in Other Than Nursing, Not Employed, Not Stated	Employed in Nursing only

* The criteria listed above are typical, but do not necessarily apply to all jurisdictions. For example, some jurisdictions may include *non-practising* registration status in reported totals.

To illustrate how this narrowing definition impacts the data, year 2002 data are compared in Table 4.

Table 4. Comparison of Regulatory Authority 12-Month Counts to CIHI 6-Month Counts, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./Nun.	Total
Regulatory Authority	5,609	1,430	8,891	8,094	64,910	107,221	10,945	8,815	25,881	29,775	297	850 ¹	272,718
CIHI (All Records)	5,561	1,336	8,756	7,773	63,821	102,759	10,433	8,458	24,898	29,115	276	832	264,018
CIHI (After File Processing)	5,490	1,327	8,623	7,675	63,202	95,282	10,261	8,405	24,650	28,762	276	799	254,752
CIHI (Reported)	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	760	230,957
<i>Percentage of Regulatory Authority Total</i>													
CIHI (All Records)	99.1%	93.4%	98.5%	96.0%	98.3%	95.8%	95.3%	96.0%	96.2%	97.8%	92.9%	97.9%	96.8%

Note

¹Northwest Territories/Nunavut data estimated by Northwest Territories Registered Nurses Association.

The first line of the table, "Regulatory Authority", represents the total number of active-practising registrations received by each provincial/territorial regulatory authority during the 12-month 2002 registration year. The sum of the provincial/territorial totals is 272,718.

The second line of the table, "CIHI (All Records)", represents the total number of active-practising registrations submitted to CIHI at the six-month mark. As shown in the table, the 264,018 records submitted to CIHI represents 96.8% of the year-end total. Therefore, depending on the jurisdiction, between 0.9% and 7.1% of RNs registered in months 7–12, after CIHI received its datafile.

The third line of the table, "CIHI (After File Processing)" presents the data after the removal of secondary registrations that do not reflect the primary jurisdiction of employment. CIHI removes these records in an effort to present accurate head-count information for the RN workforce in Canada. After the removal of secondary registrations, CIHI data still represents 93.4% of provincial/territorial year-end totals.

The fourth line of the table, "CIHI (Reported)", presents the statistics used by CIHI throughout the publication. The Reported total uses the narrowest definition, excluding RNs who are employed in other than nursing, RNs not employed in nursing, and RNs failing to state their employment status ("Not Stated") at the time of registration. Nationally, the CIHI (Reported) total represents 84.7% of the total number of active-practising registrations received by the jurisdictions during the registration year.

Number of Registered Nurses

After more than a decade of strong growth in the 1980s, the number of RNs employed in nursing decreased in the mid-1990s, and has remained relatively stable since. Overall, the RN workforce has grown by approximately 50% since 1980.

This publication highlights RN workforce trends in the five-year period between 1998 and 2002, as indicated in Figure 2.

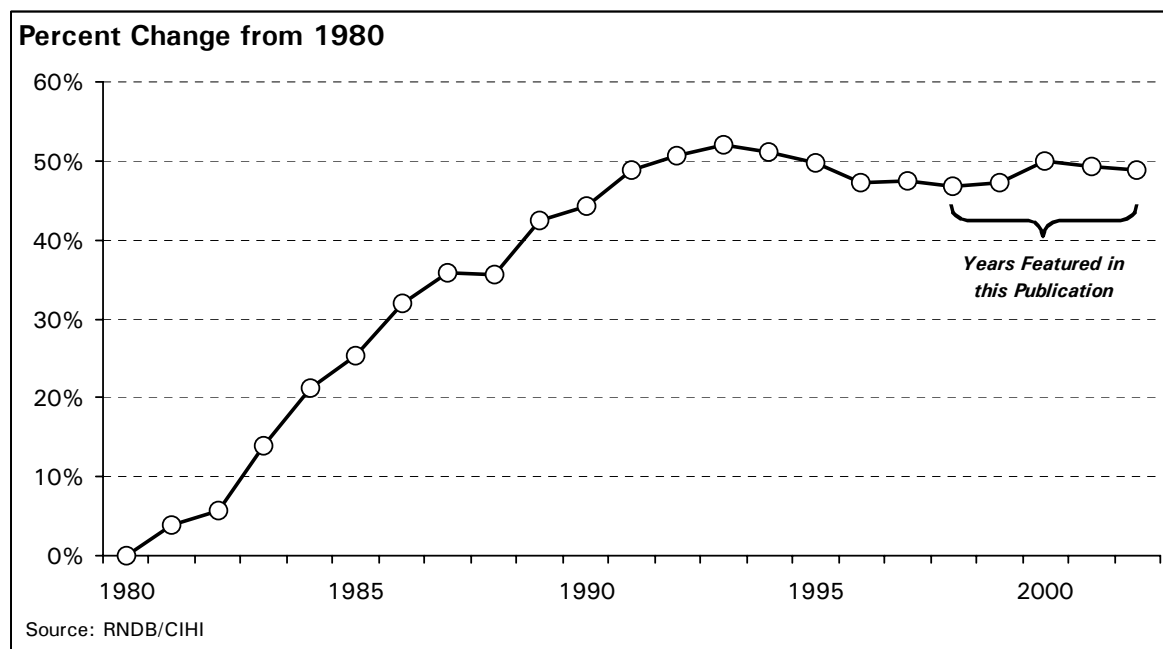


Figure 2. Percentage Growth in the Number of RNs Employed in Nursing Since 1980, Canada, 1980–2002

Notes

Figure 2 uses 1980 as the base year. Yearly figures are calculated as a percentage change from the 1980 total.

The apparent decrease in 1988 is largely attributed to a substantial increase in the number of “Not Stated” records in the Ontario data for that year.

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

The total number of RN registrations remained stable between 1998 and 2002, fluctuating by less than 2,000 registrations (or approximately 0.75% of the total supply) from year to year. This information is presented in Table 5.

Table 5. Number of Registered Nurses by Employment Status, Canada, 1998–2002

	1998	1999	2000	2001	2002
Employed in Nursing	227,814	228,534	232,566	231,512	230,957
Employed in Other Than Nursing	5,804	5,381	4,506	5,921	5,392
Not Employed	9,694	8,796	4,486	7,237	7,803
Not Stated	11,538	13,859	13,193	8,227	10,600
Total	254,850	256,570	254,751	252,897	254,752
<i>Percent Employed in Nursing</i>	89.4%	89.1%	91.3%	91.5%	90.7%

Source: RNDB/CIHI

Notes

Quebec did not submit “Employed in Other Than Nursing” or “Not Employed” data from 1998–1999.
 Manitoba did not submit “Employed in Other Than Nursing” or “Not Employed” data from 2000–2002.
 Prince Edward Island was unable to submit “Employed in Other Than Nursing” or “Not Employed” data in 2002.
 Data from the northern territories include interprovincial duplicates employed in nursing.
 CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology.
 Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

The number of RNs “employed in other than nursing”, the number of RNs “not employed” and the number of RNs failing to state their employment status fluctuated more substantially during this five-year period. In part this is because some jurisdictions did not submit this information for some years.

The number of RNs employed in nursing in Canada increased by 1.4% between 1998 and 2002, from 227,814 to 230,957. During this period, the number of RNs employed in nursing peaked at 232,566 in 2000, when 91.3% of all RNs were employed in nursing.

Health Human Resources Research

Effective health human resources (HHR) research requires an understanding of both the current and the *potential* workforce. While the statistics in this publication focus on registered nurses currently employed in nursing, it is also important to collect information on licensed and registered RNs currently outside of the workforce to try to understand why they are not working in nursing.

The increase in the number of RNs employed in nursing was not uniform across the country. Alberta experienced the most substantial growth between 1998 and 2002, with an increase of 6.4% in the number of RNs employed in nursing. Quebec (4.2%), Northwest Territories/Nunavut (3.0%), Newfoundland and Labrador (1.9%) and Prince Edward Island (1.3%) also experienced increases, while the Yukon had 4.9% fewer RNs employed in nursing in 2002 than in 1998. Provincial/territorial figures are presented in Table 6.

Table 6. Number of RNs Employed in Nursing by Province/Territory of Registration, Canada, 1998–2002

	1998	1999	2000	2001	2002	Change '98-'02
N.L.	5,340	5,264	5,394	5,439	5,442	1.9%
P.E.I.	1,277	1,232	1,255	1,270	1,293	1.3%
N.S.	8,525	8,615	8,699	8,554	8,419	-1.2%
N.B.	7,404	7,580	7,256	7,385	7,364	-0.5%
Que.	56,825	57,980	58,750	58,482	59,193	4.2%
Ont.	78,825	78,197	81,679	80,590	78,737	-0.1%
Man.	10,162	10,193	10,051	10,263	9,942	-2.2%
Sask.	8,455	8,553	8,543	8,198	8,257	-2.3%
Alta.	21,976	22,044	22,172	22,924	23,377	6.4%
B.C.	28,001	27,911	27,730	27,375	27,901	-0.4%
Y.T.	286	283	275	273	272	-4.9%
N.W.T.	738	682	762	471	487	3.0%
Nun.				288	273	
Canada	227,814	228,534	232,566	231,512	230,957	1.4%

Source: RNDB/CIHI

Notes

The data collection method was modified for Saskatchewan 2002 data. Please review the *Comparability* section for more information.

Nunavut data not collected prior to 2001. Data from Northwest Territories and Nunavut are combined in 2002 to indicate a 3.0% increase from 1998 figures.

Data from the northern territories (Yukon, Northwest Territories and Nunavut) include interprovincial duplicates employed in nursing.

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology. Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Number of RNs per 10,000 Population

Although Canada has more RNs employed in nursing in 2002 than in 1998, the rate of increase was less than the population growth rate. As a result, Canada has comparatively fewer RNs per person than it had five years ago. In 1998, there were 75.1 RNs for every 10,000 Canadians; in 2002, the rate was 73.4 RNs per 10,000 Canadians.

When analyzing “RNs per 10,000 population” rates, please note the provincial/territorial population.

Changes in the “RNs per 10,000 population” rate over time are the result of changes in both the number of RNs and the population size.

Changes in these ratios of less than 2 RNs per 10,000 population may appear to be relatively small. They are not small, however, in terms of the absolute numbers of the overall population and the RN workforce.

For example, Newfoundland and Labrador is one of only two jurisdictions to experience an increase in the number of RNs per 10,000 population between 1998 and 2002, increasing from a rate of 98.3 in 1998 to 102.4 in 2002. Although the number of RNs employed in

Newfoundland and Labrador increased by 1.9% during this period, the provincial population declined by 2.1%. It was this combination of more RNs caring for fewer people that resulted in the substantial increase in the “RNs per 10,000” rate.

The “RN per 10,000” rate also increased in the province of Quebec between 1998 and 2002, as RNs were added to the workforce at a rate that exceeded the population growth rate. The population data used in Table 7 are provided in Appendix D.

Table 7. Number of RNs Employed in Nursing per 10,000 Population by Province/Territory of Registration, Canada, 1998–2002

	1998	1999	2000	2001	2002
N.L.	98.3	97.4	100.6	102.0	102.4
P.E.I.	93.0	89.2	90.7	91.2	92.1
N.S.	90.9	91.4	92.2	90.6	89.1
N.B.	98.3	100.2	96.1	97.8	97.3
Que.	77.4	78.7	79.4	78.7	79.3
Ont.	68.9	67.4	69.4	67.4	65.0
Man.	89.2	89.1	87.6	89.4	86.4
Sask.	82.4	83.5	83.8	80.8	81.8
Alta.	74.9	74.0	73.1	74.3	74.7
B.C.	69.8	69.0	68.0	66.4	67.2
Y.T.	92.1	92.2	90.9	90.7	91.3
N.W.T.	109.3	100.1	110.7	114.4	117.6
Nun.				101.8	94.8
Canada	75.1	74.6	75.2	74.1	73.4

Sources: RNDB/CIHI, Statistics Canada

Notes

The number of RNs per 10,000 population is calculated annually using the most recent Statistics Canada population estimates. As historical population estimates are revised by Statistics Canada, historical “RNs per 10,000 population” rates are revised as well. Therefore, the historical figures presented in this publication will differ from rates presented in previous publications.

Data from the northern territories include interprovincial duplicates employed in nursing.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

In 2002, eleven jurisdictions exceeded the national rate of 73.4 RNs per 10,000 population, with only Ontario (65.0) and British Columbia (67.2) below the national rate. Provincial/territorial “RN per 10,000” rates for 2002 are presented in Figure 3.

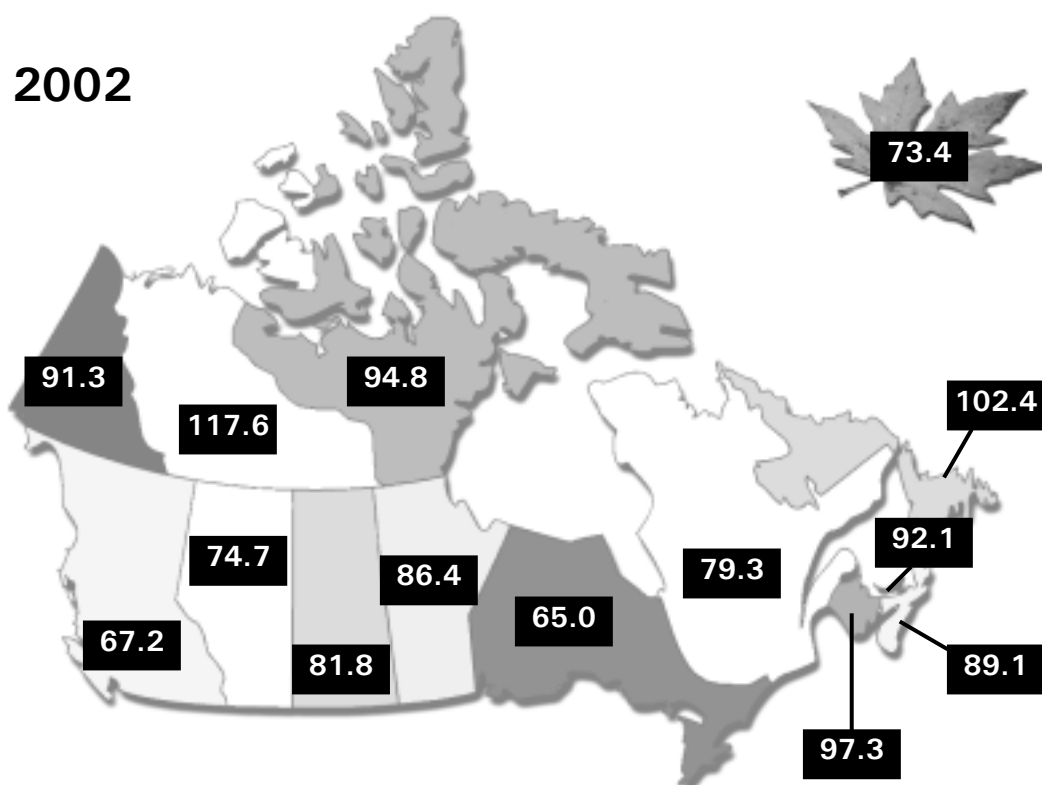


Figure 3. Number of RNs Employed in Nursing per 10,000 Population by Province/Territory of Registration, Canada, 2002

Notes

The number of RNs per 10,000 population is calculated annually using the most recent Statistics Canada population estimates. As historical population estimates are revised by Statistics Canada, historical “RNs per 10,000 population” ratios are revised as well. Therefore, the historical figures presented in this publication will differ from ratios presented in previous publications.

Data from the northern territories include interprovincial duplicates employed in nursing.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Interprovincial/interterritorial comparisons, particularly for the number of RNs per 10,000 population, do not account for varying nursing service requirements in northern, rural and remote communities. Reporting at the provincial/territorial level eliminates this disparity for the ten provinces, but magnifies differences for the northern territories. Not all medical procedures are available in rural/remote/northern regions, and as a result, nursing service requirements are different. In addition, the roles and responsibilities of RNs in rural/remote areas differ from RNs in urban facilities. These differences in nursing services and requirements must be considered during analysis.

RN per Population Rates

Registered nurse to population ratios at the national level mask the considerable variation in the numbers of RNs per population that are seen at the provincial and territorial levels. The latter, in turn, mask even more significant regional variations when the ratios are computed for smaller geographical units (such as health regions).

Urban/Rural Distribution

Figure 4 illustrates the urban/rural distribution of the RN workforce in Canada in 2002. The comparison is based on the location of residence, not the location of employment.

In 2002, 82.4% of the RN workforce (excluding Quebec) lived in urban areas of Canada, ranging from a high of 86.6% in Ontario to a low of 39.7% in Nunavut. (Every Nunavut RN living in an urban area is located in a community outside of Nunavut. In part, this reflects the number of RNs from the southern provinces providing short-term relief in the northern territories.)

For analytical purposes, urban areas are defined (in part) as communities with populations greater than 10,000 persons; rural areas are near urban areas in relatively close proximity to the urban areas. Remote areas are those communities with relatively little social and economic interaction with urban areas. The "territories" denotes areas outside of Whitehorse and Yellowknife in the northern territories.

Commuting in Ontario

An analysis of 2002 Ontario data found that 70.4% of the provincial RN workforce lives and works in cities with populations greater than 100,000 persons.

Of the 10.9% living in rural areas, 3.6% commute to work in the largest cities, 3.3% work in mid-size cities, and 3.4% remain in rural areas to work.

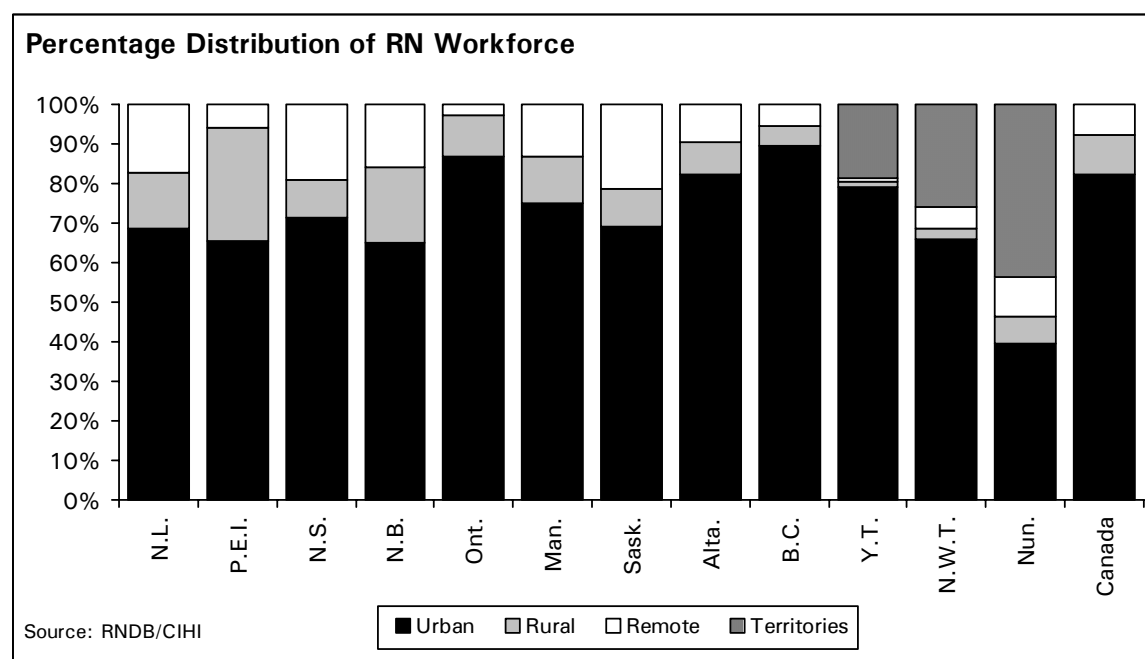


Figure 4. Percentage Distribution of RNs Employed in Nursing by Urban/Rural Location of Residence and Province/Territory of Registration, Canada, 2002

Notes

The urban/rural categories are based on a classification scheme developed by Statistics Canada.

Please review the Methodological Notes for more comprehensive information.

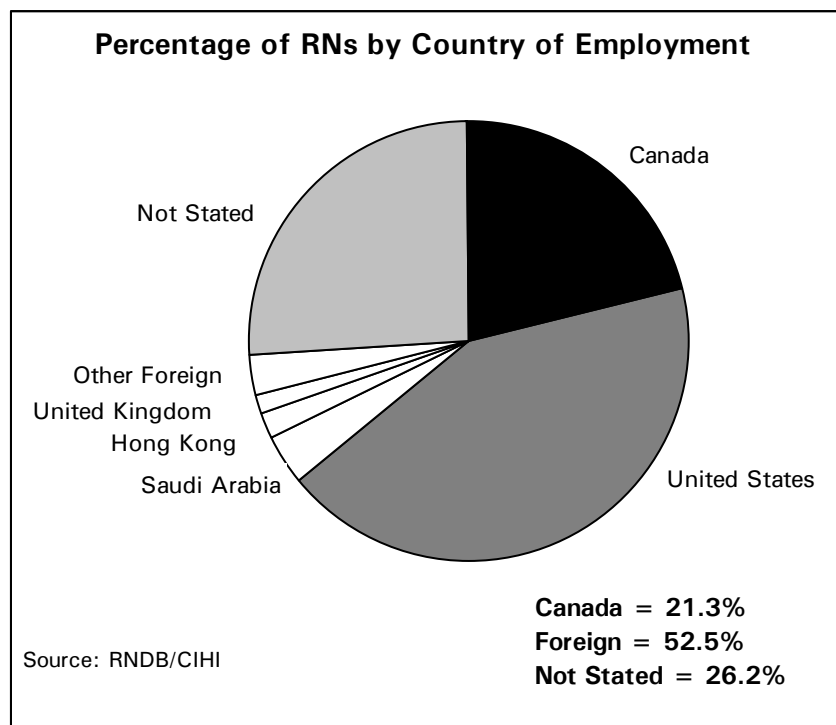
The data in Figure 4 are based on the location of residence, not the location of employment.

Quebec data are not available.

Secondary Registrations

The CIHI editing process identifies secondary registrations that do not reflect the primary jurisdiction of RN employment. The data from these secondary registrations (also termed *interprovincial duplicates*) are then excluded from further analysis, as CIHI aims to report accurate head count trends for the RN workforce in Canada.

These secondary registrations identify RNs that are living outside of Canada or RNs employed (or living) in a Canadian jurisdiction different from the province/territory of registration. While these records are typically excluded from CIHI analyses, they provide useful information to better understand current employment (and migration) patterns.



Typically, more than 75 percent of all duplicate registrations in Canada are found in the Ontario data.

Of the 9,266 secondary registrations identified in the 2002 data, 3,948 (42.6%) are employed in the United States, with an additional 9.9% employed in other foreign countries such as Saudi Arabia, Hong Kong and the United Kingdom.

A total of 1,975 (21.3%) are employed in other jurisdictions in Canada. More than one-quarter (26.2%) failed to state the province of employment.

Figure 5. Percentage of RNs with Secondary Registrations by Identified Country of Employment, Canada, 2002

To date, no study has investigated whether RNs that maintain their registration in Canada while abroad are more likely to return to Canada than those ceasing registration.

Most RNs with secondary registrations are employed outside of Canada. However, the statistics presented in Figure 5 do not include all RNs currently outside of the country: only those RNs choosing to maintain their Canadian registration while abroad are included.

Demographic Trends of Registered Nurses

Gender

The number of male RNs employed in nursing continues to increase in Canada, both as an actual number and as a percentage of the RN workforce. In 2002, males represented 5.1% (11,796) of the RN workforce employed in nursing, an increase from 4.4% (10,096) in 1998. Table 8 presents the number and percentage of RNs by gender for 1998 and 2002.

Table 8. Number and Percentage of RNs Employed in Nursing by Gender and Province/Territory of Registration, Canada, 1998 and 2002

	1998					2002				
	Males		Females		Total	Males		Females		Total
	Counts	%	Counts	%		Counts	%	Counts	%	
N.L.	185	3.5	5,155	96.5	5,340	222	4.1	5,220	95.9	5,442
P.E.I.	20	1.6	1,257	98.4	1,277	26	2.0	1,267	98.0	1,293
N.S.	199	2.3	8,326	97.7	8,525	231	2.7	8,188	97.3	8,419
N.B.	244	3.3	7,160	96.7	7,404	287	3.9	7,077	96.1	7,364
Que.	4,852	8.5	51,973	91.5	56,825	5,272	8.9	53,921	91.1	59,193
Ont.	2,315	2.9	76,510	97.1	78,825	2,925	3.7	75,812	96.3	78,737
Man.	415	4.1	9,747	95.9	10,162	468	4.7	9,474	95.3	9,942
Sask.	187	2.2	8,268	97.8	8,455	241	2.9	8,016	97.1	8,257
Alta.	533	2.4	21,443	97.6	21,976	765	3.3	22,612	96.7	23,377
B.C.	1,083	3.9	26,918	96.1	28,001	1,265	4.5	26,636	95.5	27,901
Y.T.	13	4.5	273	95.5	286	22	8.1	250	91.9	272
N.W.T.	50	6.8	688	93.2	738	46	9.4	441	90.6	487
Nun.						26	9.5	247	90.5	273
Canada	10,096	4.4	217,718	95.6	227,814	11,796	5.1	219,161	94.9	230,957

Source: RNDB/CIHI

Notes

Data from the northern territories include interprovincial duplicates employed in nursing.

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology. Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Almost half of all male RNs employed in nursing in Canada are employed in Quebec, where the 5,272 males account for 8.9% of the province's workforce. In contrast, only 2.0% of Prince Edward Island's RNs are male, the lowest percentage in the country. Despite relatively small numbers, more than 8% of the RN workforce in each northern territory was male in 2002.

Age Distribution

Canada is experiencing a dramatic shift in the age of its nursing workforce. This is best illustrated in Figure 6, where the percentage of RNs in the five youngest age groups declined between 1998 and 2002.

In contrast, the percentage of RNs in the four eldest age groups increased during this period.

In 2002, Canada had more RNs employed in nursing at ages 55–59 than at ages 25–29.

For every RN aged 35 or less in Canada, there are 1.7 RNs aged 50 or greater.

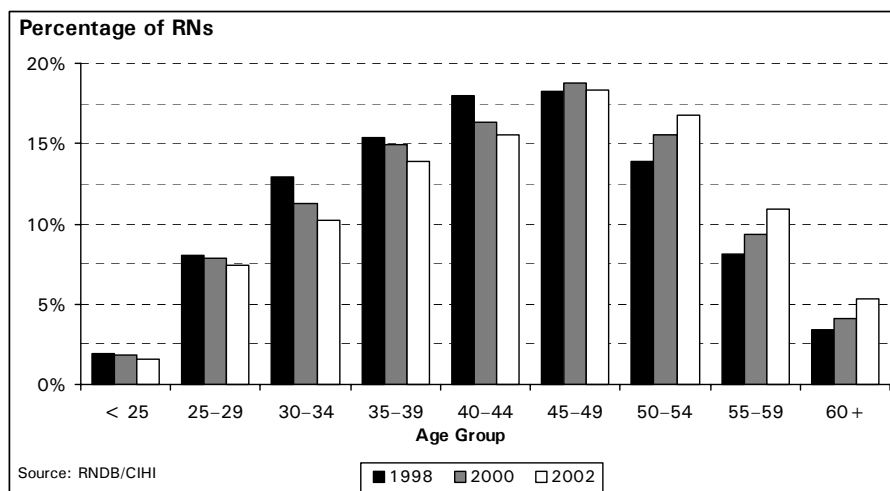


Figure 6. Percentage Distribution of RNs by Age Group, Canada, 1998, 2000 and 2002

A provincial/territorial comparison of RNs aged 35 or less with RNs aged 50 or greater finds that Newfoundland and Labrador is the only jurisdiction to currently have more RNs in the younger age group than the elder age group in its workforce.

Some jurisdictions, such as New Brunswick, Quebec and the Northwest Territories, demonstrate a relatively even split between these two age groups in their current workforce.

Others, such as Prince Edward Island, Ontario and British Columbia, have a much larger percentage of elder RNs in their current workforces.

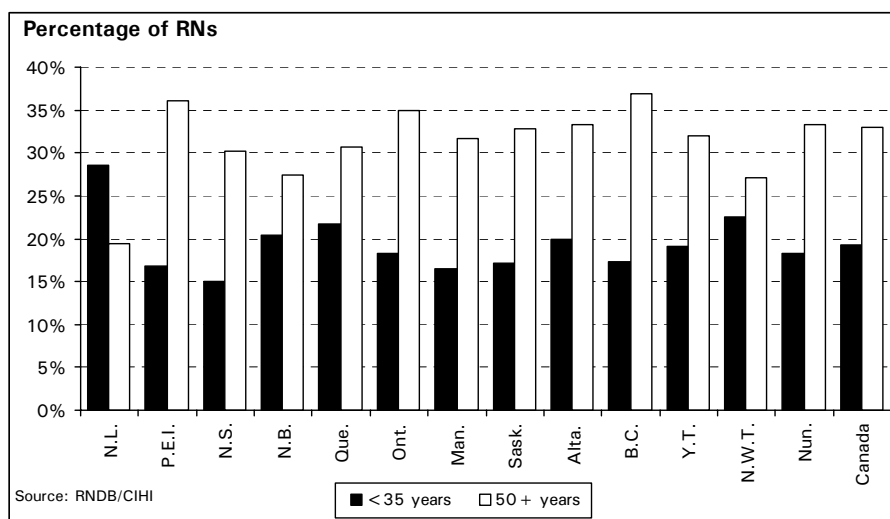


Figure 7. Percentage of RNs by Age Group and Province/Territory of Registration, Canada, 2002

Average Age

The average age of RNs employed in nursing increased by 1.6 years between 1998 and 2002, from 42.6 years to 44.2 years.

The RN workforce in Newfoundland and Labrador continues to be the youngest in Canada.

The average age was highest for the RN workforces of Ontario and British Columbia. In 1998, Ontario's RNs were an average of 0.9 years older than the national rate; in 2002 Ontario's RNs were 0.5 years older. British Columbia's workforce was an average of 1.0 years above the national average in both 1998 and 2002.

The age of RNs in Prince Edward Island shifted most dramatically in the past five years, from 42.2 years to 45.0 years, an increase of 2.8 years.

The average age of both female and male RNs is increasing in Canada. In 1998, the average age of a female RN employed in nursing was 42.7 years; by 2002, the average age of female RNs was 44.4 years. For males, who comprise only 5.1% of the RN workforce, the average age increased from 39.7 years in 1998 to 41.1 years in 2002.

Table 9. Average Age of RNs Employed in Nursing by Province/Territory of Registration, Canada, 1998 and 2002

	1998		2002		Increase '98-'02
	Average Age (years)	Difference from Canada	Average Age (years)	Difference from Canada	
N.L.	38.5	- 4.1	40.6	- 3.6	+ 2.1
P.E.I.	42.2	- 0.4	45.0	+ 0.8	+ 2.8
N.S.	41.8	- 0.8	44.4	+ 0.8	+ 2.6
N.B.	41.1	- 1.5	43.0	- 1.2	+ 1.9
Que.	41.5	- 1.1	43.3	- 0.9	+ 1.8
Ont.	43.5	+ 0.9	44.7	+ 0.5	+ 1.2
Man.	42.1	- 0.5	44.5	+ 0.3	+ 2.4
Sask.	42.7	+ 0.1	44.8	+ 0.6	+ 2.1
Alta.	42.6	0.0	44.3	+ 0.1	+ 1.7
B.C.	43.6	+ 1.0	45.2	+ 1.0	+ 1.6
Y.T.	42.5	- 0.1	43.9	- 0.3	+ 1.4
N.W.T./Nun.	41.7	- 0.9	44.0	- 0.2	+ 2.3
N.W.T.	n/a		43.3	- 0.9	
Nun.	n/a		45.1	+ 0.9	
Canada	42.6		44.2		+ 1.6

Source: RNDB/CIHI

Notes

RNs not stating *Year of Birth* are not included in average age calculations. In 1998, 65 RNs employed in nursing did not state their year of birth; in 2002, 109 RNs employed in nursing did not state their year of birth.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Years Since RN Graduation

Data from the RNDB indicate that the average age of nursing graduates is rising in Canada, and that an increasing percentage of RNs are aged 30 years or older at graduation. Two RNs at age 32 may have, in fact, graduated from a nursing program 10 years apart. If the employment patterns of registered nurses change as their careers develop, assumptions and analyses based on age alone may be incomplete; it may be useful to also consider the number of years since the RN graduated.

For this reason, the CIHI-derived indicator *Years Since RN Graduation* was developed, to calculate the number of years between the year of graduation and the present year. This element indicates the *maximum* number of years an RN could have been in the workforce, not the actual number of years, because it cannot account for time spent out of the workforce (e.g. continuing education or maternity/paternity leave).

This element is not an indicator of experience. Recent studies have defined experience as the number of years working, or more specifically, the number of years working in a particular unit or area of responsibility; *Years Since RN Graduation* is only intended to indicate the stage at which RNs may be in their careers. It is designed to supplement information presented on the age and education of registered nurses.

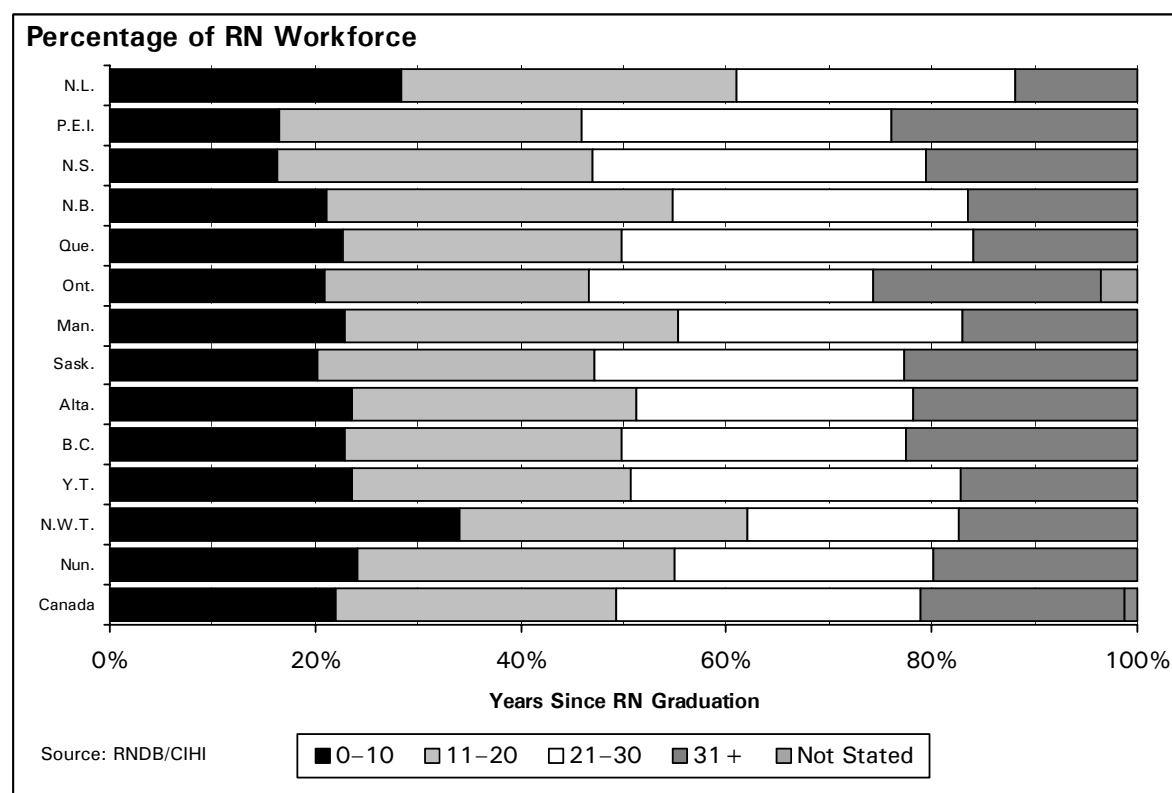


Figure 8. Percentage of RNs Employed in Nursing by Years Since RN Graduation and Province/Territory of Registration, Canada, 2002

In general, the provincial/territorial workforces with more RNs towards the end of their careers are the same jurisdictions in which the average age is highest.

For example, the average age of the RN workforces in British Columbia and Ontario are the highest; not surprisingly, approximately 50 percent of each province's workforce graduated more than 20 years ago. Less than 40% of Newfoundland and Labrador's RN workforce, which is the youngest on average, could have been working for more than 20 years.

RN Retirement

As the age demographics of the RN workforce shift, and as the average age of the workforce rises, an increasing proportion of the RN workforce will soon reach the typical age of retirement.

Very little research has investigated the age at which Canadian RNs retire, or whether the average retirement age has changed over time. One study of Ontario RNs estimated the current average age of retirement at 55–58 years.⁶ This is up to 10 years before the typical age of retirement at 65 years.

Currently at Typical Age of Retirement

To illustrate the potential short-term effects of retirement on the RN supply, CIHI developed a scenario based on the age of the current workforce. Figure 9 highlights the proportion of the RN workforce in each province/territory currently at or above three typical ages of retirement—age 55, age 60 and age 65.

The data presented in Figure 9 are based solely on age, and do not factor in pension eligibility or years of experience. Nor do the calculations consider other factors such as early retirement, death, migration, or other federal/provincial/territorial policies that affect the Human Resources system. The results are intended to provide a contextual perspective to the aging of the RN workforce.

Calculating a National Retirement Age

Calculating an accurate national retirement age would be difficult, in part because the definition of "retirement" varies among jurisdictions and among individuals. For example, some RNs in Quebec notified the Ordre des infirmières et infirmiers du Québec (OIIQ) of their decision to retire. Regardless, some of these RNs still pay the full registration fee, maintaining an active license and the right to practice. While these RNs are officially "retired", some may continue to work. In addition, it would be difficult to capture accurate retirement data on the annual registration form as, presumably, some RNs no longer interested in practising will stop submitting their annual registration.

⁶ Baumann, Andrea and O'Brien-Pallas, Linda. *The Status of the Nursing Workforce in Ontario: The Numbers and the Worklife Issues in November 2001*. Submitted to the Ontario Nurses' Association, December 2001.

In 2002, 16.2% of Canada's RN workforce were aged 55 years or greater, while 5.3% were aged 60 years or greater, and 1.0% aged 65 years or greater.

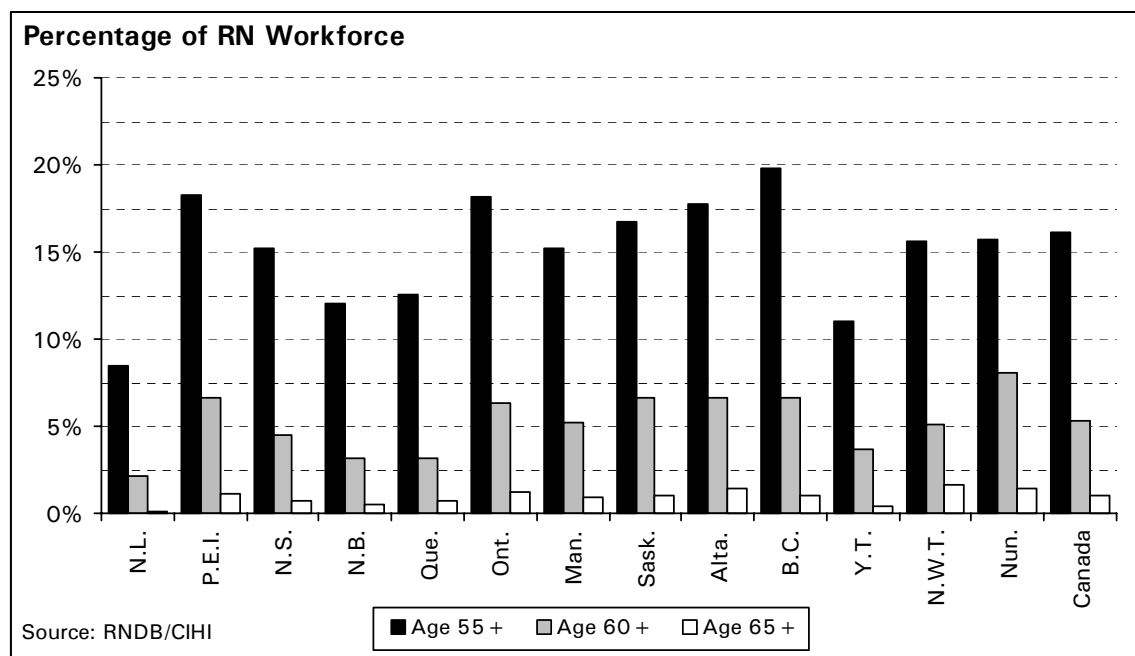


Figure 9. Percentage of RNs Currently at Eligibility Age for Potential Retirement by Retirement Age and Province/Territory of Registration, Canada, 2002

Among the provinces/territories, the jurisdiction with the highest average age—British Columbia at 45.2 years—also had the highest proportion of RNs currently aged 55 years or greater, at 19.8%. In contrast, the jurisdiction with the lowest average age—Newfoundland and Labrador at 40.6 years—had the lowest proportion of RNs aged 55 years or greater, at only 8.5%.

The Nunavut workforce had the highest proportion of RNs aged 60 or greater in 2002, at 8.1%. This is in contrast to only 2.2% in Newfoundland and Labrador.

Projected RN Retirement

A recent study released jointly by CIHI and the Nursing Effectiveness, Utilization and Outcomes Research Unit at the University of Toronto investigated potential RN losses due to retirement or death in Canada.

Titled *Bringing the Future into Focus: Projecting RN Retirement in Canada*, the study generates national and provincial estimates of the number of RNs aged 50 or greater that can be expected to leave the RN workforce due to retirement or death by 2006. RNDB data (2001) from CIHI and Vital Statistics data from Statistics Canada were used in the projections.⁷

Assuming a retirement age of 65 years, a total of 29,746 RNs are projected to leave the RN workforce due to retirement or death by 2006.

⁷ More information on the study, including complimentary electronic copies of the full report, may be obtained from the CIHI website at <http://www.cihi.ca>.

Table 10. Expected Losses of RNs Employed in Nursing Aged 50 to 65 by Region, Canada, 2002–2006

	Year					Total	Index Ratio Losses : Nurses
	2001–2002	2002–2003	2003–2004	2004–2005	2005–2006		
Canada	5,316	5,640	5,982	6,267	6,541	29,746	0.13
Atlantic	385	423	457	482	513	2,261	0.10
Que.	1,750	1,823	1,917	1,969	2,013	9,471	0.16
Ont.	1,759	1,873	1,992	2,074	2,180	9,878	0.12
Man./Sask.	365	388	417	439	450	2,060	0.11
Alta.	352	392	408	477	520	2,149	0.09
B.C.	681	714	760	790	828	3,773	0.14

Source: Projections are based on data from RNDB/CIHI

Notes

Atlantic figures include data from Newfoundland and Labrador, Prince Edward Island, Nova Scotia and New Brunswick.

Canada total includes northern territories data.

Northern territories data too small for separate projections.

The Index Ratio enables interprovincial comparison by measuring the total as a proportion of the 2001 workforce.

Please refer to the Methodological Notes section of the report *Bringing the Future into Focus: Projecting RN Retirement in Canada* for projection methodology.

In relative terms, the province of Quebec could be most affected by retirement at age 65, as the 9,471 RNs projected to leave is an amount equivalent to 16% of the 2001 provincial workforce. In contrast, the 2,149 RNs projected to leave the Alberta workforce is equivalent to 9% of the province's 2001 RN workforce.

These potential losses are then analyzed by place of work (termed *employment sector* in the report), to better understand where losses due to retirement or death could have the greatest impact.

The report also investigates the potential losses due to retirement at age 55, and the potential effects of retention policies in keeping experienced RNs in the workforce. Retention policies that focus on RNs nearing retirement would not only lessen the number of losses, but would also retain the most experienced registered nurses—experience that could be transferred to RNs at an earlier stage in their career.

It should be noted, however, that a comprehensive interpretation of the impact of the projected losses requires an understanding of the roles of other health professionals, including licensed practical nurses and registered psychiatric nurses, and of the staffing mix within the service requirements and health environment. Factors such as the staffing mix, the service delivery model and the types of health services provided will each influence the potential effects of retirement.

Education Trends of Registered Nurses

The education of registered nurses has changed dramatically in the past 40 years in Canada. In the 1960s and 1970s, many nursing students graduated from two- or three-year "hospital programs", earning a diploma in nursing. Few earned a baccalaureate degree, in part because it was generally not a requirement for practice. Most nursing students began their training program immediately after high school, graduating in their early 20s.

By the 1990s, most education programs in Canada were offered either at community colleges (a three-year nursing diploma), or at universities (a four-year baccalaureate degree). Changing technology, client complexity, increasing responsibility and accountability for registered nurses, and changing scopes of practice and health care delivery methods influenced the need for increased educational requirements and specialization.

By the late 1990s, upon the announcement that most Canadian provinces would require a four-year baccalaureate degree as initial nursing education within the next decade, some diploma programs closed while others merged with university programs, offering a unique blend of practical experience and nursing theory. As a result, the enrollment rates of baccalaureate nursing programs increased.

Changes in admission criteria, educational program and the composition of the labour market will all impact the age and educational level of nursing graduates and registered nurses. These structural changes must be considered when analyzing RN education data, particularly over time.

Initial Education in Nursing

As discussed, an increasing percentage of RNs have entered the workforce with a baccalaureate degree in nursing. Of the 230,957 RNs employed in nursing in Canada in 2002, 13.2% earned a baccalaureate degree before entering practice. This rate continues to increase each year; in 1998, 10.6% of the RN workforce had earned a baccalaureate degree before entering practice. In fact, of those graduating since 1998, more than 40% entered practice with a baccalaureate degree.

The percentage of RNs entering practice with a diploma decreased to 86.8% in 2002, while the percentage earning a master's degree before entering practice remained at 0.03%.

More than one-fifth of the RN workforces in New Brunswick and the Yukon in 2002 obtained a baccalaureate degree in nursing before entering practice, the highest rates in the country. The lowest rates were found in the two largest provinces, where only 7.0% of the Quebec workforce, and 12.1% of the Ontario workforce, began with a baccalaureate degree.

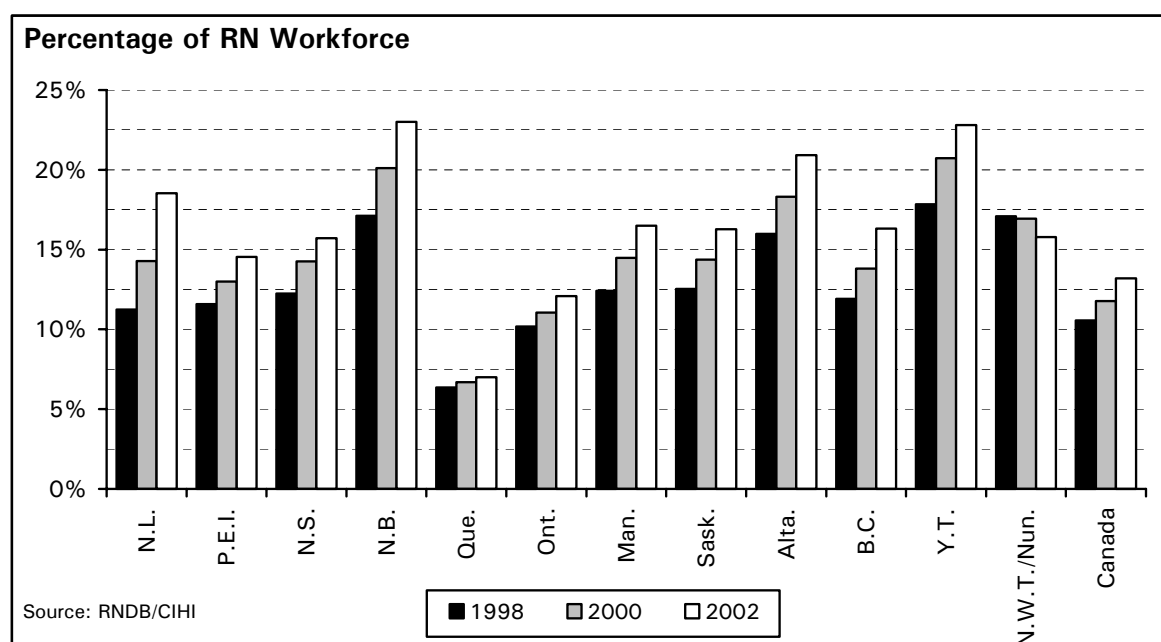


Figure 10. Percentage of RNs Employed in Nursing that Entered Practice with a Baccalaureate Degree in Nursing by Province/Territory of Registration, Canada, 1998, 2000, 2002

Continuing Education in Nursing

Nursing has always championed continuing education and life-long learning. The evolution and progression of nursing care and the nature of evidence-based practice and specialization necessitate enhanced knowledge skills for nursing practice.

Due in part to many of the structural changes outlined at the outset of the *Education Trends of Registered Nurses* section, the number of RNs participating in each of these programs has increased over time.

After completion of their initial nursing education program, RNs have several continuing education options, including (but not limited to): additional education leading to a degree or advanced degree in nursing, additional education leading to a non-degree certificate or diploma, or national certification through the Canadian Nurses Association (CNA).

In the 2002 RN workforce, a total of 58,649 RNs had obtained a baccalaureate degree as their highest education in nursing. Of these, 51.1% (29,991) initially earned a diploma in nursing, then returned to school for a baccalaureate degree; the remaining 48.9% (28,658) earned a baccalaureate degree before entering nursing practice.

CNA Certification

By 2004, the CNA will offer a national certification credentialing program in 14 specialties: Neuroscience, Occupational Health, Nephrology, Emergency, Critical Care, Perioperative, Psychiatric/Mental Health, Oncology, Perinatal, Gerontology, Cardiovascular, Critical Care Paediatrics, Gastroenterology and Hospice Palliative Care.

The certification program has grown significantly in recent years, both in the number of programs available, and in the number of RNs writing the qualifying examinations.

The corresponding national nursing specialty associations actively participate in and endorse each of these certifications, and several other specialty associations are currently seeking the establishment of additional CNA certification programs.

Highest Education in Nursing

The number of RNs with a degree as their highest education in nursing is increasing, from 22.7% (51,777) of the RN workforce in 1998 to 27.3% (63,006) in 2002. The category of Degree includes baccalaureate, master's and doctorate degrees in nursing.

As the number of RNs with degrees increases, the number of RNs with a diploma as their highest education in nursing decreases, from 77.3% in 1998 to 72.7% in 2002.

While this still represents three-quarters of all registered nurses, the percentage of RNs with a degree as their highest education in nursing is increasing in every province and territory.

Table 11. Number of RNs Employed in Nursing by Highest Education in Nursing and Province/Territory of Registration, Canada, 1998 and 2002

	Diploma		Degree		Total	
	1998	2002	1998	2002	1998	2002
N.L.	4,420	4,083	920	1,359	5,340	5,442
P.E.I.	1,031	963	246	330	1,277	1,293
N.S.	6,631	6,089	1,894	2,330	8,525	8,419
N.B.	5,333	4,728	2,071	2,636	7,404	7,364
Que.	43,277	43,338	13,548	15,855	56,825	59,193
Ont.	63,582	60,511	15,243	18,226	78,825	78,737
Man.	8,034	7,213	2,128	2,729	10,162	9,942
Sask.	6,808	6,258	1,647	1,999	8,455	8,257
Alta.	15,311	15,106	6,665	8,271	21,976	23,377
B.C.	20,956	18,993	7,045	8,908	28,001	27,901
Y.T.	176	159	110	113	286	272
N.W.T./Nun.	478	510	260	250	738	760
N.W.T.		341		146		487
Nun.		169		104		273
Canada	176,037	167,951	51,777	63,006	227,814	230,957

Source: RNDB/CIHI

Notes

The category "Degree" includes Baccalaureate, Master and Doctorate degrees in nursing. In 1998, the stated total includes 48,216 RNs with a baccalaureate degree, 3,375 RNs with a master's degree, and 186 RNs with a doctorate. In 2002, the stated totals includes 58,649 RNs with a baccalaureate degree, 4,123 RNs with a master's degree, and 234 RNs with a doctorate in nursing.

Northern Territories data include interprovincial duplicates employed in nursing.

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology. Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

In 2002, more than 40 percent (40.7%) of the RN workforce in the Yukon had obtained a baccalaureate degree in nursing, the highest rate in the country. In contrast, only 20.5% of the Ontario RN workforce and 20.6% of the Prince Edward Island RN workforce had obtained a baccalaureate degree.

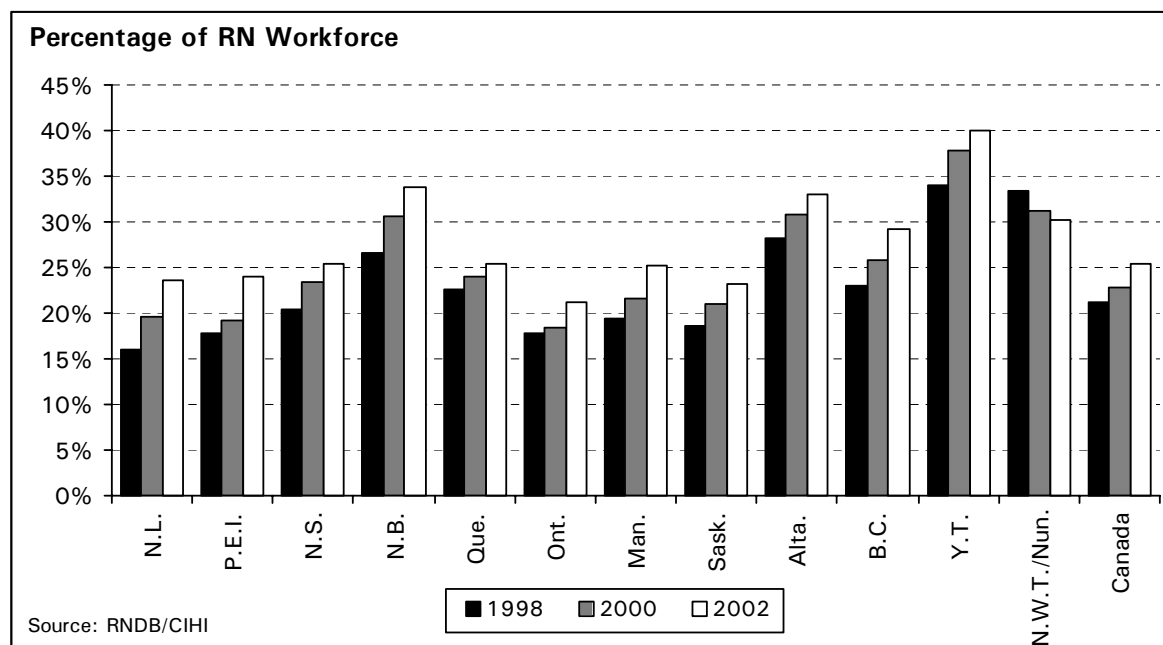


Figure 11. Percentage of RNs Employed in Nursing with a Baccalaureate as their Highest Education in Nursing by Province/Territory of Registration, Canada, 1998, 2000, 2002

Employment Trends of Registered Nurses

Derived Employment Status

The percentage of RNs with casual employment has declined substantially in the past two years, to a low of 11.8% nationally in 2002. Full-time and part-time employment rates have each increased over the same period.

Table 12. Number and Percent Distribution of RNs Employed in Nursing by Derived Employment Status, Canada, 1998–2002

	1998		1999		2000		2001		2002	
	Counts	%	Counts	%	Counts	%	Counts	%	Counts	%
Full-time	111,856	49.1	112,512	49.2	120,284	51.7	122,844	53.1	124,946	54.1
Part-time	73,271	32.2	74,167	32.5	77,114	33.2	78,392	33.9	78,163	33.8
Casual	42,359	18.6	41,508	18.2	34,406	14.8	29,517	12.7	27,249	11.8
Unknown	328	0.1	347	0.2	762	0.3	759	0.3	599	0.3
Total	227,814	100.0	228,534	100.0	232,566	100.0	231,512	100.0	230,957	100.0

Source: RNDB/CIHI

Notes

Northern territories data includes interprovincial duplicates that are employed in nursing.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Casual rates varied widely among the provinces/territories in 2002, from a low rate of 6.5% in Manitoba to a high rate of 22.1% in Northwest Territories/Nunavut.

Despite these differences, casual rates declined between 1998 and 2002 for every jurisdiction except the Yukon, where the rate of casual employment increased from 17.5% in 1998 to 19.9% in 2002.

The full-time/part-time breakdown for each province/territory is presented in Figure 13.

Full-time employment rates varied among the provinces/territories, from a high of 74.4% in Newfoundland and Labrador to a low of 44.2% in Alberta. Part-time rates ranged from 47.6% in Manitoba to 9.2% in Nunavut.

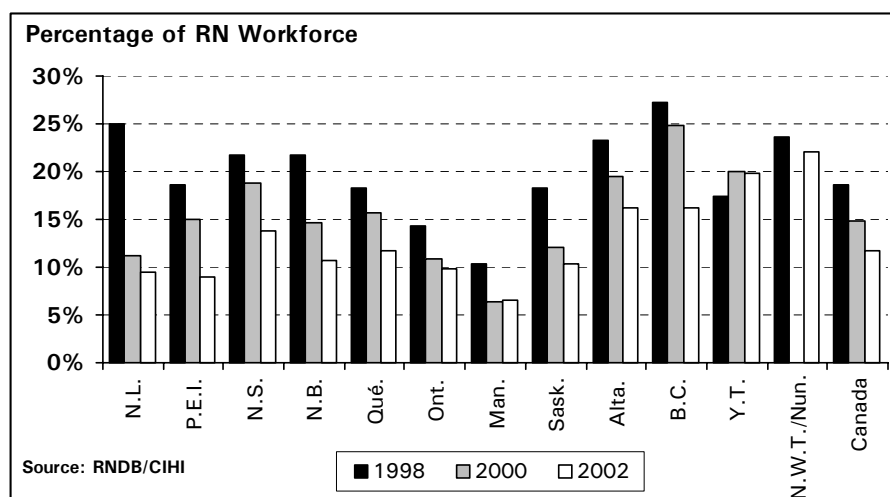


Figure 12. Percentage of RNs Employed in Nursing with Casual Employment by Province/Territory of Registration, Canada, 2002

Note

Northwest Territories/Nunavut data not available for 2000.

The average age of those employed full-time varies little from those employed part-time or on a casual basis. In 2002, RNs employed full-time were, on average, 44.7 years old in Canada.

This compares to average ages of 43.8 years for those employed part-time, and 43.0 years for those employed on a casual basis.

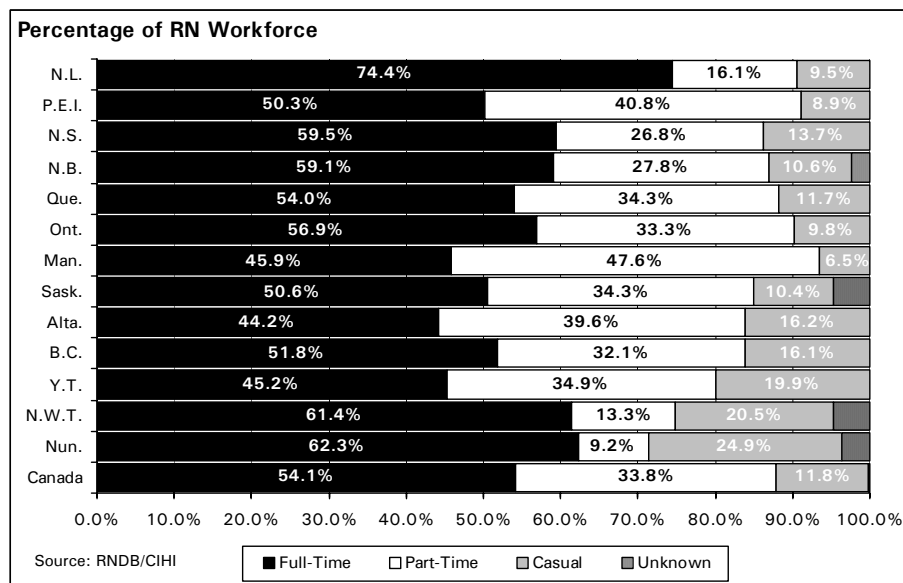


Figure 13. Percentage of RNs Employed in Nursing by Derived Employment Status and Province/Territory of Registration, Canada, 2002

A greater proportion of male RNs were

employed full-time than female RNs. In 2002, 71.1% of male RNs were employed full-time, compared to 53.2% of female RNs. Only 18.1% of male RNs had part-time employment in 2002, compared to 34.7% of female RNs. Casual employment rates were similar, with 10.5% of male RNs and 11.9% of female RNs employed on a casual basis.

In 2002, 20.3% (4,615) of RNs that graduated less than six years earlier were employed on a casual basis, as illustrated in Figure 14. This compares to 57.3% (14,591) of RNs in 1998 who graduated less than six years earlier.

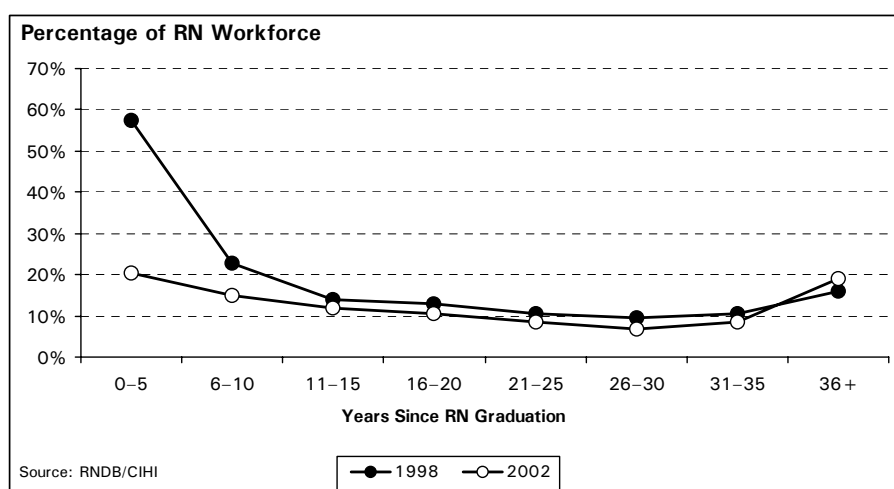


Figure 14. Percentage of RNs Employed in Nursing with Casual Employment by Years Since RN Graduation, Canada, 2002

Casual employment rates were also lower in 2002 for RNs in the latter stages of their career than for RNs who recently graduated. The increased rates of casual employment for RNs who graduated more than 30 years ago may reflect a shift to voluntary casual employment, as some RNs may choose to work less towards the end of their career.

Recent research found that poor work environments and the physical demands of the nursing profession contributed to the decision by some RNs to switch to casual employment or to retire.⁸

Multiple Employers

The proportion of RNs with multiple employers has remained stable over the past five years, ranging from 14–16 percent nationally. In 2002, 15.9% of RNs reported having more than one employer in nursing.

Multiple employment rates varied from a low of 5.8% in Nova Scotia to a high of 23.2% in British Columbia.

Data from the provinces of Manitoba, Saskatchewan, Alberta and British Columbia also identified the secondary place of work for RNs with multiple employers in 2002.

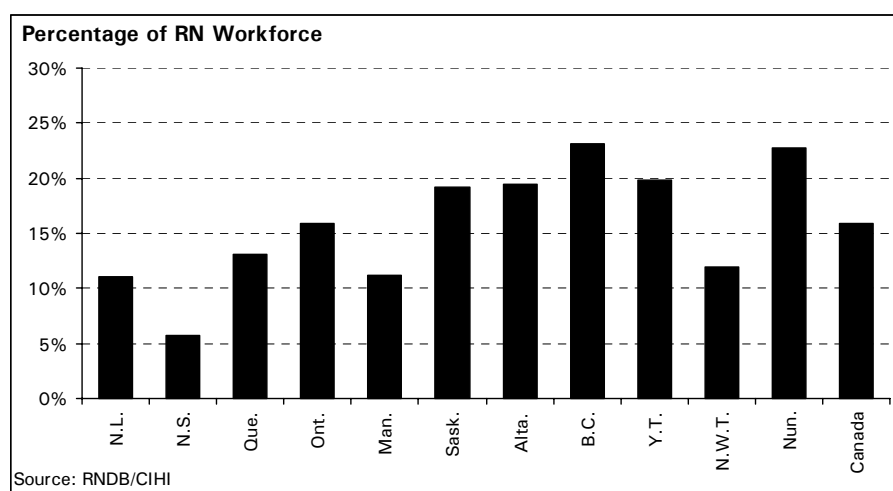


Figure 15. Percentage of RNs Employed in Nursing with Multiple Employers by Province/Territory of Registration, Canada, 2002

Note

Prince Edward Island and New Brunswick data not submitted in 2002.

Registered nurses with multiple employers in these four provinces most frequently identified Hospitals (general, maternal, paediatric or psychiatric) (40.0%), Nursing Stations (outposts or clinics) (10.7%) and Community Health Centres (8.7%) as their secondary place of work.

Place of Work

The percentage of RNs employed in hospitals remained stable over the past five years, as hospitals annually employ approximately 63% of RNs. It appears that small shifts may be occurring in both Community Health Agency and Nursing Home employment: the percentage of RNs employed in Community Health Agencies increased each year between 1998 and 2002, from 11.9% to 13.2%. In contrast, employment in Nursing Homes declined each year, from 11.8% in 1998 to 10.6% in 2002.

⁸ O'Brien-Pallas, L.L., Birch, S., & Tomblin Murphy, G. (2001). Workforce planning and workplace management. *International Nursing Perspectives*, 1(2-3), 55–65.

More than 70 percent (72.7%) of New Brunswick's RN workforce was employed in hospitals in 2002, the highest rate in the country. In contrast, only 57.2% of Saskatchewan's RN workforce was employed in hospitals, the lowest rate amongst the provinces.

The high rate of hospital employment in New Brunswick is partly attributed to employment in "Extramural Hospitals". These places of work are more closely related to Community Health than Hospitals, but are included here under the category of "Hospital". According to the Nurses Association of New Brunswick, approximately 450 RNs are employed in Extramural Hospitals.

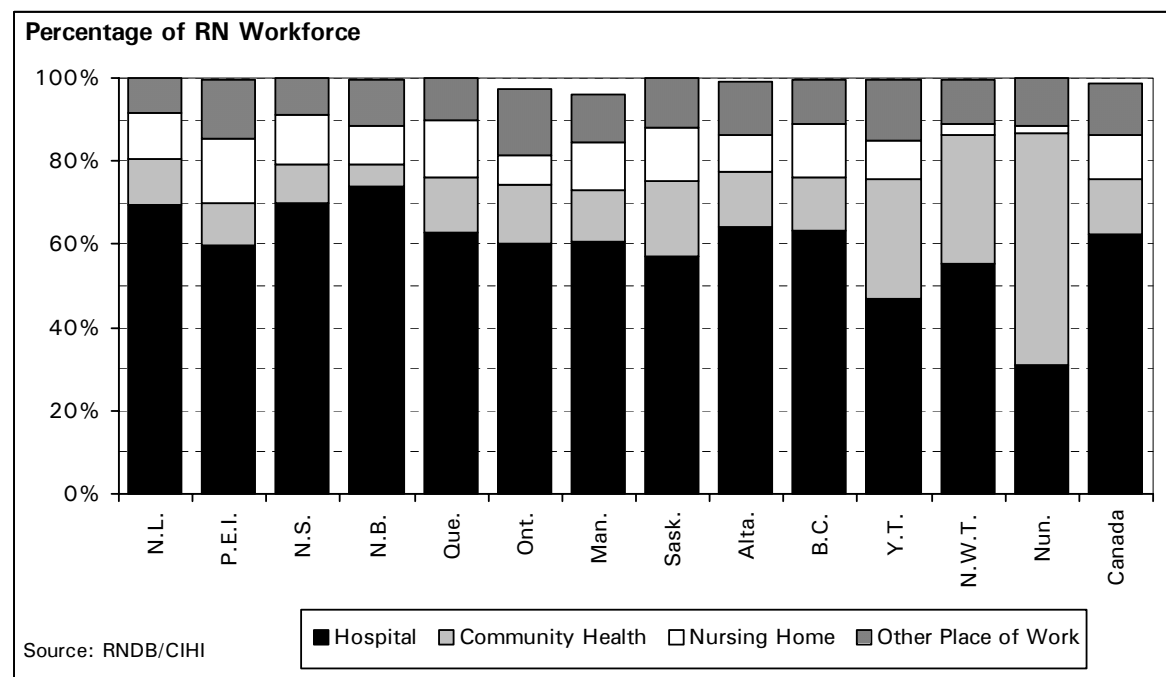


Figure 16. Percentage Distribution of RNs Employed in Nursing by Place of Work and Province/Territory of Registration, Canada, 2002

Notes

Hospital includes data from: Hospital (general, maternal, paediatric, psychiatric), Mental Health Centre and Rehabilitation/Convalescent Centre.

Community Health includes data from: Nursing Station (outpost or clinic), Community Health Centre, Home Care Agency.

Nursing Home 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.

Not Stated data are not shown in Figure 16.

Northern territories data includes interprovincial duplicates employed in nursing.

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology. Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Registered nurses that work in hospitals are, on average, younger than RNs that work in community health or nursing homes. In 2002, the average age of RNs employed in hospitals was 42.8 years; this compares to average ages of 45.0 years for RNs employed in community health, and 47.3 years for RNs employed in nursing homes.

Of those employed in hospitals in 2002, 54.3% were employed full-time, 34.6% part-time, and 10.9% casual. For those in community health, 56.5% had full-time employment, 28.7% were part-time and 14.5% casual. For nursing homes, 47.3% were employed full-time, 40.4% part-time, and 11.9% casual.

Among the current workforce, RNs early in their career are more likely to work in hospitals than RNs who graduated more than 20 years ago. Though hospitals remain the most common employer for all registered nurses, RNs approaching the end of their career appear just as likely to work in other sectors.

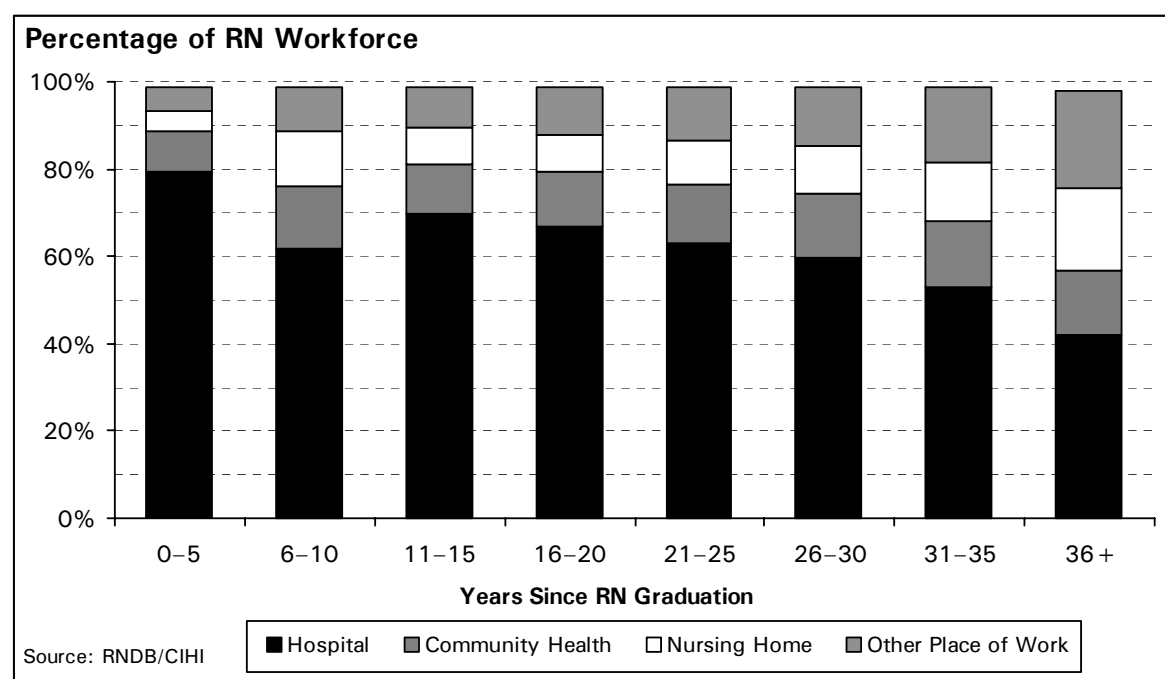


Figure 17. Percentage Distribution of RNs Employed in Nursing by Place of Work and Years Since RN Graduation, Canada, 2002

Notes

Please refer to Figure 16 for full description.

Not Stated data are not shown in Figure 17.

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology. Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Primary Area of Responsibility

Table 13 presents the percentage distribution of RNs by area of responsibility for each province/territory in 2002.

The percentage of RNs employed in Direct Care ranged between a high of 89.6% in Prince Edward Island and British Columbia to a low of 78.2% in the Northwest Territories. However, caution must be applied as the substantial percentage of "Not Stated" records in the Northwest Territories and Nunavut data may impact this comparison.

The proportion of RNs employed in Administration was highest in the Yukon (8.5%) and Northwest Territories (7.0%), and lowest in British Columbia (4.3%).

Typically, RNs that provide Direct Care to patients are younger than RNs in Administration, Education or Research. In 2002, the average ages of RNs were 43.8 years for Direct Care, 48.2 years for Administration, 47.0 years for Education and 44.1 years for Research.

Among all areas of responsibility in 2002, the average ages were highest in the Administrative area of "Nursing Education" at 49.3 years, "Occupational Health" at 48.4 years and "Nursing Service" at 48.3 years. The average ages were lowest for RNs working in Medicine/Surgery (40.9 years), Paediatrics (41.0 years) and Critical Care (41.0 years).

Not surprisingly, RNs employed in Direct Care were more likely to be employed on a casual basis than those employed in Administration, Education or Research in Canada in 2002. For those in Direct Care, 12.4% were employed on a casual basis. This compares to 9.8% in Research, 9.8% in Education and only 2.8% in Administration.

Table 13. Percentage Distribution of RNs Employed in Nursing by Area of Responsibility and Province/Territory of Registration, Canada, 2002

	Direct Care	Admin	Education	Research	Not Stated	Total
N.L.	89.4	6.1	3.6	0.8	0.0	100.0
P.E.I.	89.6	6.4	**	**	0.2	100.0
N.S.	89.3	4.9	4.3	1.6	0.0	100.0
N.B.	91.6	4.5	3.1	0.3	0.4	100.0
Que.	83.2	6.0	3.2	1.2	6.4	100.0
Ont.	84.3	6.2	5.0	0.9	3.6	100.0
Man.	87.5	5.9	3.6	1.0	1.9	100.0
Sask.	88.7	6.2	4.2	0.7	0.2	100.0
Alta.	88.1	4.5	4.0	1.1	2.2	100.0
B.C.	89.6	4.3	4.7	0.7	0.7	100.0
Y.T.	86.8	8.5	**	*	0.7	100.0
N.W.T.	78.2	7.0	1.8	0.0	12.9	100.0
Nun.	79.9	5.5	2.2	0.0	12.5	100.0
Canada	85.9	5.6	4.2	1.0	3.3	100.0

Source: RNDB/CIHI

Notes

* Value suppressed in accordance with CIHI privacy policy

** Value suppressed to ensure confidentiality

For the 2002 data year, "Direct Care" and "Administration" data were mapped differently for Quebec data, preventing comparison to previous years.

Northern Territories data include interprovincial duplicates employed in nursing.

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology. Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 14. Number and Percentage Distribution of RNs Employed in Nursing by Area of Responsibility, Canada, 2002

	Counts	%
Direct Care	198,323	85.9
Medical/Surgical	37,885	16.4
Psychiatric/Mental Health	11,321	4.9
Paediatric	5,113	2.2
Maternal/Newborn	12,167	5.3
Geriatric/Long-term Care	20,386	8.8
Critical Care	16,537	7.2
Community Health	12,302	5.3
Ambulatory Care	6,452	2.8
Home Care	9,255	4.0
Occupational Health	2,616	1.1
Operating Room/Recovery Room	9,507	4.1
Emergency Room	11,440	5.0
Several Clinical Areas	16,114	7.0
Oncology	3,474	1.5
Rehabilitation	3,128	1.4
Other Direct Care	20,626	8.9
Administration	13,009	5.6
Nursing Service	7,168	3.1
Nursing Education	388	0.2
Other Administration	5,453	2.4
Education	9,644	4.2
Teaching—Students	4,092	1.8
Teaching—Employees	1,546	0.7
Teaching—Patients/Clients	1,676	0.7
Other Education	2,330	1.0
Research	2,301	1.0
Research Only	1,189	0.5
Other Research	1,112	0.5
Not Stated	7,680	3.3
Total	230,957	100.0

Source: RNDB/CIHI

Notes

For the 2002 data year, "Direct Care" and "Administration" data were mapped differently for Quebec data, preventing comparison to previous years.

Northern Territories data include interprovincial duplicates employed in nursing.

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology. Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Among all areas of responsibility, the most commonly identified areas in 2002 were Medical/Surgical (16.4%), Other Direct Care (8.9%), Geriatric/Long-term Care (8.8%), Critical Care (7.2%) and Several Clinical Areas (7.0%). These categories are typically among the most frequently identified each year.

The area of responsibility with the most RNs, Medical/Surgical, also attracts the most recent graduates. In 2002, RNs in their first five years of nursing accounted for 20.8% of all RNs working in Medicine/Surgery, the highest rate. In contrast, fewer RNs in the latter stages of their career are currently employed in Medicine/Surgery: in 2002, RNs that graduated more than 30 years ago represented only 12.6% of Medical/Surgical RNs.

In stark contrast is the category of Occupational Health. In 2002, RNs in their first five years of nursing accounted for only 2.4% of the Occupational Health workforce, while RNs that graduated more than 30 years ago accounted for 35.7% of all Occupational Health workers.

Among male RNs the most frequently identified areas of responsibility in 2002 were Medicine/Surgery (16.4%), Psychiatry/Mental Health (13.6%), Critical Care (9.1%), Other Direct Care (8.3%) and Emergency Room (8.1%). Despite the fact that males comprise only 5.1% of the RN workforce, males account for 14.2% of all RNs employed in Psychiatry/Mental Health.

Position

In 2002, 75.8% of RNs were employed as staff nurses/community health nurses in Canada, a figure that has remained stable for several years. In contrast, the percentage of RNs employed as managers continued to decline, from a national rate of 8.5% in 1998 to 7.2% in 2002.

This general decline in the number of managers has been experienced in most provinces/territories, although the rate of decrease has slowed in recent years. Provincial/territorial comparisons are provided in Table 15.

The average age of managers was 48.5 years in 2002, compared to an average age of 43.2 years for staff nurses. Only 2.3% (1,153) of RNs who have graduated in the past 10 years are currently employed as managers.

Managers are also less likely than staff nurses to have casual employment. Only 2.7% of managers were employed on a casual basis in 2002; this compares to rates of 6.5% for specialist positions and 13.3% for staff nurses. Casual employment rates are less than 10% for most other positions, though 11.3% of researchers are employed on a casual basis.

Table 15. Percentage Distribution of RNs by Position and Province/Territory of Registration, Canada, 2002

	Managers	Staff Nurses	Specialist Positions	Other Positions	Not Stated	Total
N.L.	9.2	80.9	1.4	8.2	0.3	100.0
P.E.I.	19.2	70.8	**	9.0	**	100.0
N.S.	13.1	79.5	0.3	6.5	0.6	100.0
N.B.	10.0	81.5	0.6	7.0	0.8	100.0
Que.	6.5	70.7	0.9	15.3	6.6	100.0
Ont.	6.2	76.0	1.6	14.7	1.5	100.0
Man.	8.4	72.8	2.2	13.9	2.7	100.0
Sask.	10.2	81.2	0.6	6.9	1.1	100.0
Alta.	6.6	79.0	1.5	10.9	2.0	100.0
B.C.	7.4	79.8	1.6	8.1	3.2	100.0
Y.T.	9.2	69.5	10.7	9.6	1.1	100.0
N.W.T.	8.4	80.1	*	9.9	*	100.0
Nun.	8.8	77.3	2.9	11.0	0.0	100.0
Canada	7.2	75.8	1.3	12.6	3.0	100.0

Source: RNDB/CIHI

Notes

* Value suppressed in accordance with CIHI privacy policy

** Value suppressed to ensure confidentiality

Managers includes data from Chief Nursing Officer/Chief Executive Officer, Director/Assistant Director and Manager/Assistant Manager.

Staff Nurses includes data from Staff Nurses/Community Health Nurses.

Specialist Positions includes data from Clinical Specialist, Nurse Midwife and Nurse Practitioner.

Other Positions includes data from Instructor/Professor/Educator, Researcher, Consultant and Other.

Northern Territories data include interprovincial duplicates employed in nursing.

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology. Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

More managers have earned a baccalaureate or master's degree in nursing than staff nurses. In 2002, 37.5% of managers had obtained a baccalaureate in nursing, and 5.4% had obtained a master's degree in nursing. This compares to 20.4% of staff nurses/community health nurses with a baccalaureate, and 0.3% with a master's degree in nursing.

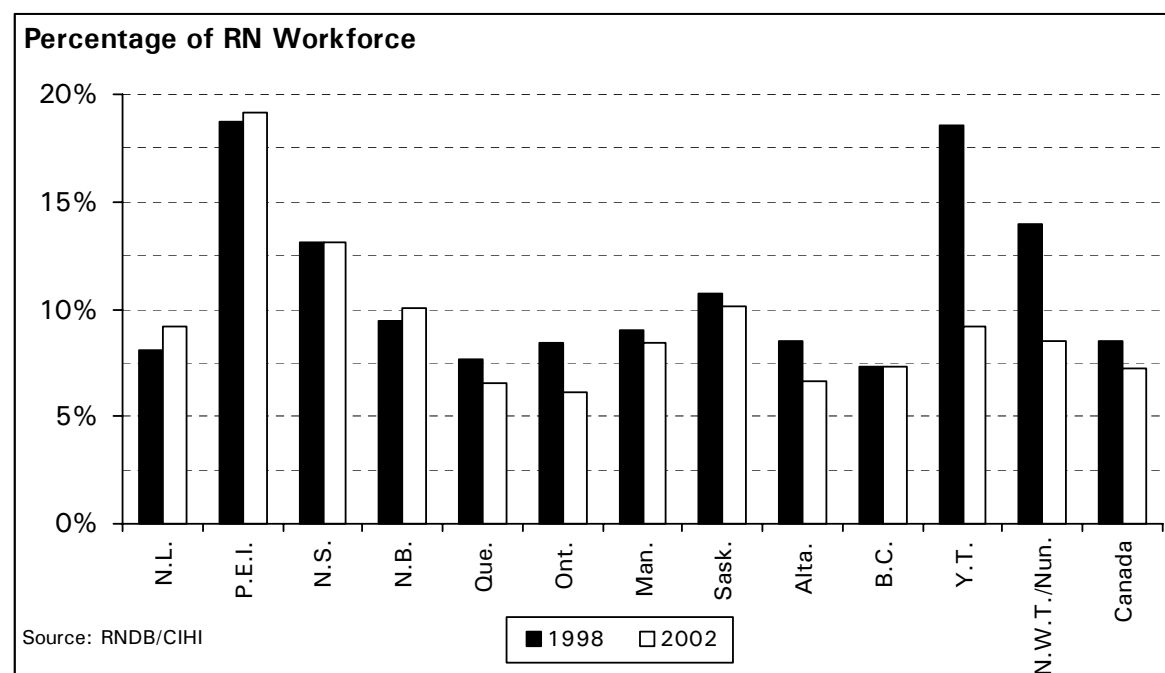


Figure 18. Percentage of RNs Employed as Managers by Province/Territory of Registration, Canada 1998 and 2002

Nurse Practitioner Data

In response to changes in nursing practice and to increasing requests from the research community, collection of Nurse Practitioner data began for the RNDB in the 2001 data year. In the field *Position*, the sub-element "Clinical Nurse Specialist" was divided into three new categories: Nurse Practitioner, Nurse Midwife and Clinical Specialist. CIHI first reported Nurse Practitioner data from the jurisdictions of Newfoundland and Labrador, Ontario, Alberta and the Yukon in the publication *Supply and Distribution of Registered Nurses in Canada, 2001*.

Due to concerns for the current CIHI definition of Nurse Practitioner,⁹ the current CIHI data only tell part of the story. When interpreting nurse practitioner data, please note that CIHI data does not represent all RNs on "extended practice rosters"; CIHI data represent RNs who self-identified their current position as "nurse practitioner". For this reason, CIHI nurse practitioner data will differ significantly from nurse practitioner figures released by provincial/territorial regulatory authorities. Nurse Practitioner data are presented in the *Data Tables* section of the publication.

⁹ For a comprehensive explanation, please review the Nurse Practitioner Data section of the Methodological Notes (page 19).

Employment in the Northern Territories

The nature and delivery of nursing services in the northern territories differ from nursing services in the Canadian provinces. To present a more accurate description of the territorial RN workforce in this publication, CIHI changed its methodology to include “secondary” registrations in the territorial statistics. This section of the descriptive analysis highlights some of the differences in the structure and delivery of nursing services between the territories and the provinces.

Many of the challenges faced by governments in the northern territories are not unique to the north; nursing issues such as recruitment and retention, patient access to medical services, geographical isolation for care providers, and access to RN education programs are confronted by every jurisdiction in Canada. However, these issues are magnified in the north because of a very small population scattered across an incredibly large area.

Some of the employment patterns described here also exist in northern and/or rural areas of each Canadian province. Unfortunately, these intraprovincial differences are not revealed when reporting at the provincial (as opposed to regional) level.

As previously noted, there are approximately 460 FTE positions in the Northwest Territories and Nunavut; in 2002, close to 850 different RNs filled these 460 positions. In the north, there is an increased reliance upon short-term relief staffing.

The unique means of health care delivery in northern and/or rural areas merit further analysis. In addition to the data presented here, information is available in the CIHI publication *Supply and Distribution of Registered Nurses in Rural and Small Town Canada, 2000*, developed in collaboration with the Nature of Nursing Practice in Rural and Remote Canada Study Group.¹⁰

Employment Patterns

According to the Canadian MIS Database (CMDB) at CIHI, there were a total of 8 hospitals in the northern territories in fiscal year 2001–2002. The 2 hospitals in the Yukon had a total of 61 approved beds, the 5 hospitals in the Northwest Territories had a total of 257 approved beds, and the 1 hospital in Nunavut had 34 approved beds.¹¹

Figure 19 illustrates the differences in place of work between RNs employed in the northern territories and RNs employed in the provinces. Most notable is the larger percentage of RNs working in Community Health in the north than in the provinces; in 2002, 38.3% of RNs in the territories were employed at Community Health Centres, Home Care Agencies or Nursing Stations (outposts or clinics). Only 13.1% of RNs employed in the provinces worked in these types of facilities.

¹⁰ More information may be obtained from the Study Group website at <http://ruralnursing.unbc.ca>.

¹¹ More information regarding the collection or methodology of the CMDB is available at <http://www.cihi.ca>.

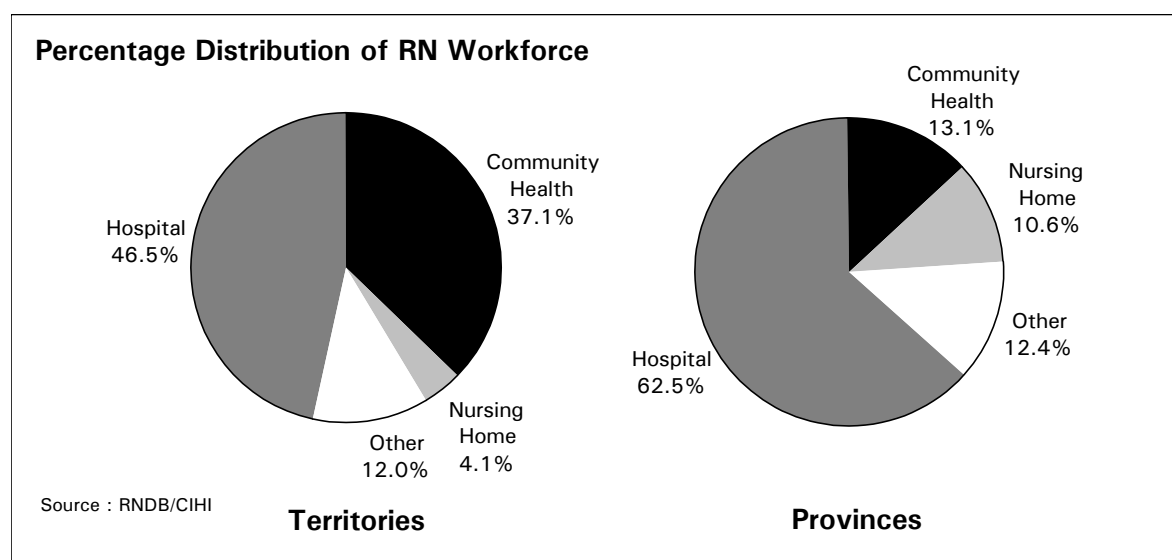


Figure 19. Percentage Distribution of RNs Employed in Nursing by Place of Work and Territorial/Provincial Location, Canada, 2002

Notes

Hospital includes data from Hospital (general, maternal, paediatric, psychiatric), Mental Health Centre and Rehabilitation/Convalescent Centre.

Community Health includes data from Community Health Centre, Home Care Agency, Nursing Station (outpost or clinic).

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 Not Stated data are not shown in Figure 19.

Northern territories data include interprovincial duplicates employed in nursing.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

As Nunavut has only one hospital, only 30.8% of RNs in that territory were employed in hospitals. Instead, 56.0% of the Nunavut workforce was employed in community health in 2002. In the Yukon, 46.7% of RNs were employed in hospitals, compared to 55.2% of the Northwest Territories workforce.

The percentage of RNs with multiple employers was slightly higher among RNs in the territories than RNs in the provinces: in 2002, 16.9% of those in the territories, and 15.3% of those in the provinces identified having more than one RN employer.

Differences between the provincial and territorial RN workforces also exist in their area of responsibility. For RNs employed in the territories, the three most frequently identified areas of responsibility were Community Health (28.2%), Medical/Surgical (8.7%) and Several Clinical Areas (8.1%). For RNs employed in the provinces, the most frequently identified areas were Medical/Surgical (16.4%), Other Direct Care (9.0%) and Geriatric/Long-term Care (8.8%).

Approximately three-quarters of RNs in both the territories (76.6%) and the provinces (75.8%) identify their position as staff nurse/community health nurse. However, as previously noted, nurse practitioner positions represent 10.7% of the Yukon RN workforce.

RN Workforce Profile

The territorial workforce is, on average, approximately the same age as the provincial workforce. In 2002, the average age of RNs employed in the territories was 44.0 years, compared to an average age of 44.2 years for RNs employed in the provinces.

Males comprise a larger percentage of the territorial workforce (9.1%) than the provincial workforce (5.1%).

In addition, a greater percentage of RNs in the territories have obtained a baccalaureate degree as their highest education in nursing. In 2002, 32.8% of the territorial workforce had a baccalaureate, with an additional 2.3% with a master's degree in nursing. Among the provinces, 25.4% had a baccalaureate in nursing, while 1.8% had obtained a master's degree.

Foreign-trained RNs comprise a greater percentage of the territorial workforce (9.8%) than the provincial workforce (6.8%), with most graduating from RN programs in the United Kingdom (44.6%), Australia (18.8%) and the Philippines (9.9%).

Among the Canadian-trained RN workforce, Ontario graduates comprise more than one-quarter (29.6%), while Alberta graduates comprise 15.2%, while British Columbia graduates comprise 11.1%. With only one RN education program in the northern territories, graduates from the north only account for 5.1% of Canadian-trained RNs in the territorial workforce.

Mobility Trends of Registered Nurses

Background

At present, registered nurses in Canada do not have registration numbers that are unique at the national level. Existing provincial/territorial registration numbers are only unique within a particular jurisdiction; when an RN moves to another jurisdiction a new registration number is issued and the “old” registration number discontinued. Without the ability to follow a single registration number over time, it is not possible to accurately track the migration and movement of RNs within Canada.

Therefore, in the absence of national registration numbers, the place of graduation is the foremost indicator of RN migration. A comparison of the province/territory of graduation to the current province/territory of registration indicates whether RNs are still in the same jurisdiction from which they graduated. If the two jurisdictions are different, then the RN has moved within the country.

The place of graduation is only an indicator of migration, and not an accurate measure. This method does not account for those attending nursing school out-of-province with the intention of returning “home” to work, nor will it account for time spent in another jurisdiction. For example, if an RN who initially graduated in Nova Scotia were to return to that province after 10 years in another province/territory, there would be no indication of migration, as the province of graduation (Nova Scotia) would match the current province of registration (Nova Scotia). This method can only track graduates that remain in the country and in the profession: graduates that fail to maintain a licence in a Canadian jurisdiction are excluded from this comparison.

In addition, this indicator is unable to track migration within a jurisdiction. Intraprovincial migration is particularly relevant for rural and/or remote populations.

Canadian Graduates vs. Canadians

In this analysis, students from foreign countries who graduate from a nursing school in Canada are considered “Canadian graduates” ... Similarly, Canadians who attend nursing school outside of Canada but return to work are termed “Foreign graduates”. Citizenship and “Place of Graduation” are not the same.

Distribution Analysis

This analysis of the distribution patterns of RNs in Canada includes three components: (1) an examination of the composition of each provincial/territorial workforce, based on the *Place of Graduation* indicator, to determine the percentage of graduates from foreign and domestic schools of nursing; (2) an analysis of Canadian graduates throughout the country; and (3) an investigation of interprovincial migration in Canada.

Graduates of Foreign and Canadian Nursing Programs

Of the 230,957 RNs employed in Canada in 2002, 92.2% (212,924) graduated from a nursing program in Canada, 6.9% (15,847) graduated from a foreign nursing program, and 0.9% (2,186) did not state their place of graduation. Since 1998, the proportion of foreign graduates in the Canadian RN workforce has remained between 6 and 7%.

Table 16. Number and Percentage Distribution of RN Workforces by Place of Graduation and Province/Territory of Registration, Canada, 2002

	Canada		Foreign		Unknown		Total
	Counts	%	Counts	%	Counts	%	
N.L.	5,325	97.9%	102	1.9%	15	0.3%	5,442
P.E.I.	1,264	97.8%	22	1.7%	7	0.5%	1,293
N.S.	8,214	97.6%	205	2.4%	0	0.0%	8,419
N.B.	7,276	98.8%	88	1.2%	0	0.0%	7,364
Que.	57,891	97.8%	1,300	2.2%	2	0.0%	59,193
Ont.	70,152	89.1%	8,283	10.5%	302	0.4%	78,737
Man.	9,417	94.7%	525	5.3%	0	0.0%	9,942
Sask.	7,918	95.9%	224	2.7%	115	1.4%	8,257
Alta.	20,852	89.2%	811	3.5%	1,714	7.3%	23,377
B.C.	23,705	85.0%	4,186	15.0%	10	0.0%	27,901
Y.T.	252	92.6%	15	5.5%	5	1.8%	272
N.W.T.	436	89.5%	49	10.1%	2	0.4%	487
Nun.	234	85.7%	37	13.6%	2	0.7%	273
Canada	212,936	92.2%	15,847	6.9%	2,174	0.9%	230,957

Source: RNDB/CIHI

Notes

Northern Territories data include interprovincial duplicates employed in nursing.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

For the 15,487 RNs in Canada who graduated from a foreign nursing program, the seven most frequently identified countries of graduation are identified in Figure 20.

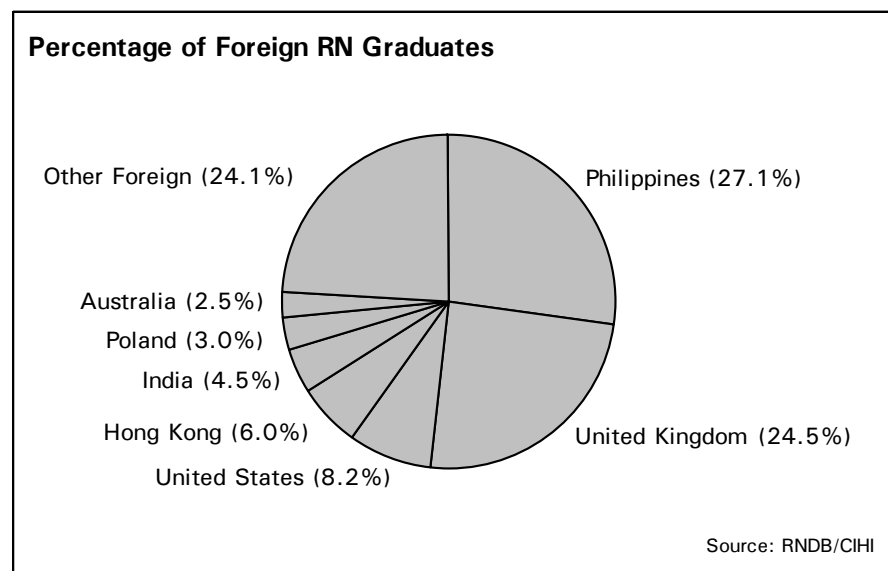


Figure 20. Percentage of Foreign Graduates by Country of Graduation, Canada, 2002

More than half of all foreign graduates attended nursing programs in the Philippines (27.1%) or the United Kingdom (24.5%). Graduates from the United States comprise only 8.2% of all foreign graduates in the RN workforce.

Foreign graduates from some countries tend to “cluster” in one province or region of the country. For example, virtually all graduates from France

that are now in Canada are located in Quebec, while Hong Kong graduates locate primarily in Ontario or British Columbia, and virtually all graduates from Jamaica are located in Ontario.

Workforce Composition

The composition of each provincial/territorial RN workforce is illustrated in Figure 21. Building on the information presented in Table 16, the *Place of Graduation* indicator was used to further divide each workforce into four categories: foreign graduates, graduates of nursing schools from other provinces/territories (termed “interprovincial migration”), graduates of nursing schools from within the province (termed “retained graduates”), and those for which the place of graduation is unknown.

In 2002, the RN workforces of British Columbia (15.0%), Nunavut (13.6%), Ontario (10.5%) and Northwest Territories (10.1%) have the highest concentration of foreign graduates. In contrast, only 1.2% of the New Brunswick RN workforce, and 1.7% of the Prince Edward Island RN workforce, graduated from a foreign nursing school.

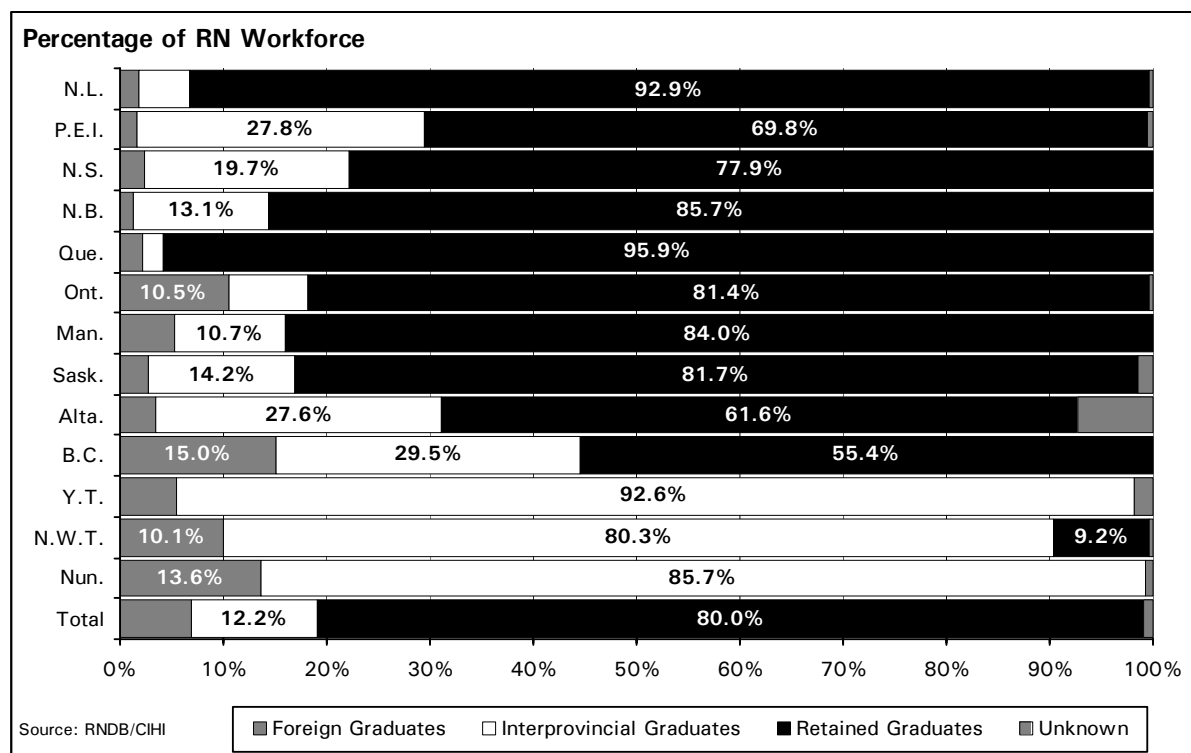


Figure 21. Percentage Distribution of RN Workforce by Place of Graduation and Province/Territory of Registration, Canada, 2002

Notes

Northern Territories data include interprovincial duplicates employed in nursing.

CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology. Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

As the northern territories currently have only one nursing school, the majority of the territorial workforce comes from migration, either foreign or from within Canada. But more than one-quarter of the RN workforces of British Columbia (29.5%), Alberta (27.6%) and Prince Edward Island (27.8%) originate from other provinces/territories in Canada. In contrast, 95.9% of Quebec's RN workforce are graduates of Quebec nursing schools, the highest rate in the country.

Overall, almost half (44.5%) of British Columbia's RN workforce in 2002 were graduates from outside of the province\country.

Out-of-province Graduates

A high rate of out-of-province and/or out-of-country graduates may reflect: the number of nursing programs (and/or seats) available in the province/territory, the migration patterns of the general population, better job availability and/or career opportunities than in neighbouring jurisdictions, or that people in that particular jurisdiction are more likely to attend school in another province/country before returning home to work.

Graduate Retention

By comparing the current province/territory of registration to the province/territory of graduation (for graduates of Canadian nursing programs), it is possible to identify the proportion of graduates who have moved since graduation.

As discussed earlier, this method is only an indicator of mobility, not an absolute measure. This method cannot track all graduates, only those in the 2002 workforce, and it cannot identify when or why the interprovincial migration occurred. Further, it compares only two points in time: the year of graduation to the 2002 registration year. Multiple moves during the period in-between cannot be identified.

Regardless, this comparison still provides valuable information to understand the mobility of graduates. For example, increasing the number of seats available in nursing schools may have a greater effect on future nursing supply for jurisdictions that retain a substantial proportion of their graduates than for jurisdictions that retain fewer of their own RN graduates.

Among Canadian graduates in the 2002 RN workforce, those graduating from nursing programs in Quebec (93.7%), British Columbia (91.4%) and Ontario (90.6%) were the most likely to be employed in their province of graduation.

In contrast, only 66.1% of graduates from Saskatchewan nursing programs are still employed in Saskatchewan. Similarly, only 69.7% of Prince Edward Island graduates and 72.6% of Newfoundland and Labrador graduates remain in those provinces.

Overall, 86.7% of Canadian graduates working in Canada in 2002 were employed in the same jurisdiction as their initial graduation in nursing.

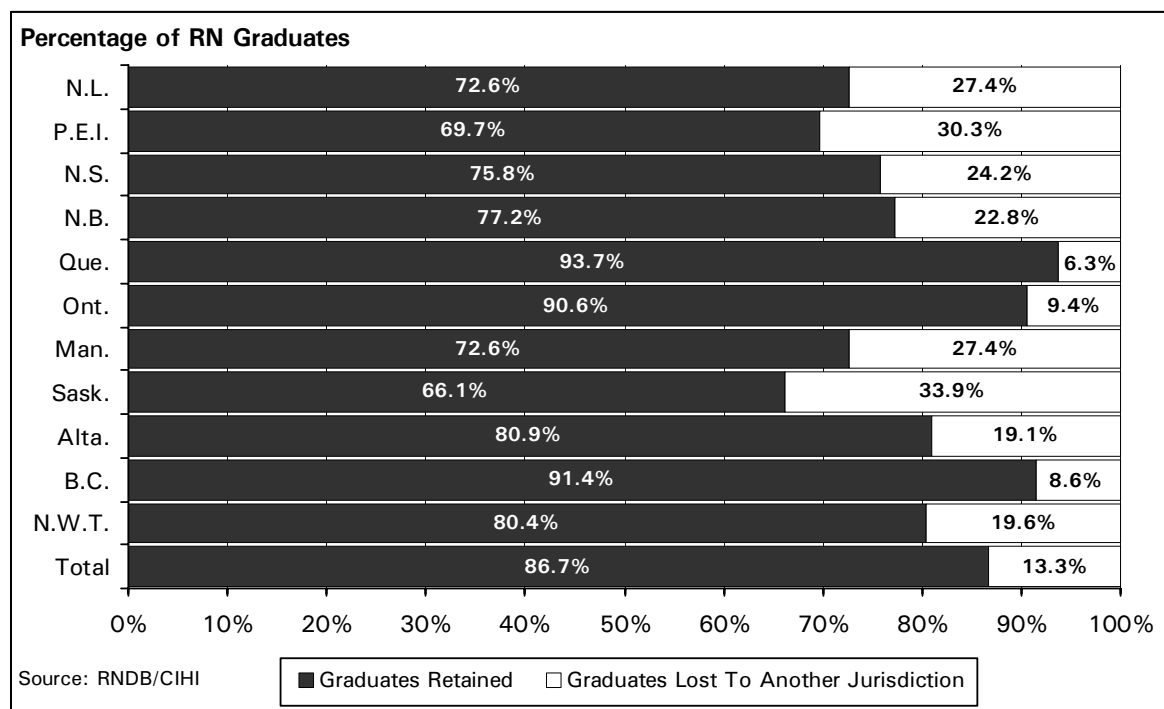


Figure 22. Percentage of RNs Where Jurisdictions of Registration and Graduation Match by Province/Territory of Graduation, Canada, 2002

Notes

Figure 22 includes only graduates of Canadian nursing programs (n=212,924).

The Yukon and Nunavut are not included in this figure, as nursing programs do not currently exist in these territories.

The Internal Migration of RNs

Some reasons why Canadian-trained RNs may choose to re-locate to another province/territory after RN graduation include: availability of jobs, greater income/benefits, availability of full-time employment, family reasons, and personal growth or development.

RN salary data are presented in Appendix E.

Graduate Mobility

For those graduates of Canadian nursing programs who have moved since graduation, to where have they re-located?

The answer is not surprising: as illustrated in Figure 23, the provinces of British Columbia (29.2%), Alberta (22.8%) and Ontario (21.5%) attract the most graduates. This reflects the migration trends within Canada for the general population.

In part, this also reflects the size of these provinces. However, only 4.0% of graduates re-located to Quebec, which is the second largest province in both general population and RN workforce size.

These trends may also indicate, in part, that persons from Ontario, Alberta and British Columbia are more likely to attend school out-of-province before returning home to work.

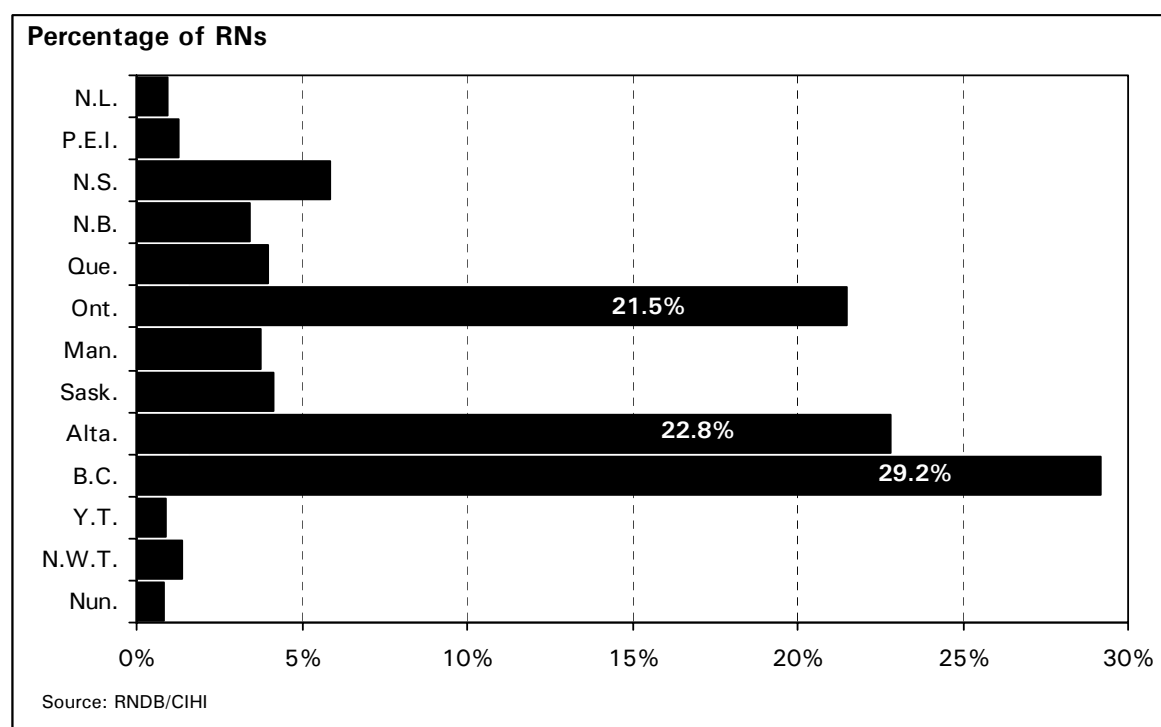


Figure 23. Province/Territory of Destination for RNs Re-locating After Graduation by Province/Territory of Registration, Canada, 2002

Notes

Figure 23 includes only RNs for whom Province/Territory of Registration in 2002 does not match Province/Territory of Graduation (n = 28,244).

Re-location occurred sometime between year of graduation and year 2002; please see text for full description.

Figure 24 illustrates the three most frequently identified destinations for RNs by province of graduation.

As expected, the provinces of British Columbia, Alberta and Ontario figure prominently as a destination for graduates from across the country. This mirrors general mobility trends, but may also indicate a preferred lifestyle, better job availability or more lucrative career opportunities in these provinces.

There are also some unexpected results in Figure 24. For example, there are more Quebec graduates in both British Columbia and Alberta than in New Brunswick; Nova Scotia is the third most frequent destination for British Columbia graduates; and there are more New Brunswick graduates in Ontario than in Nova Scotia or Quebec.

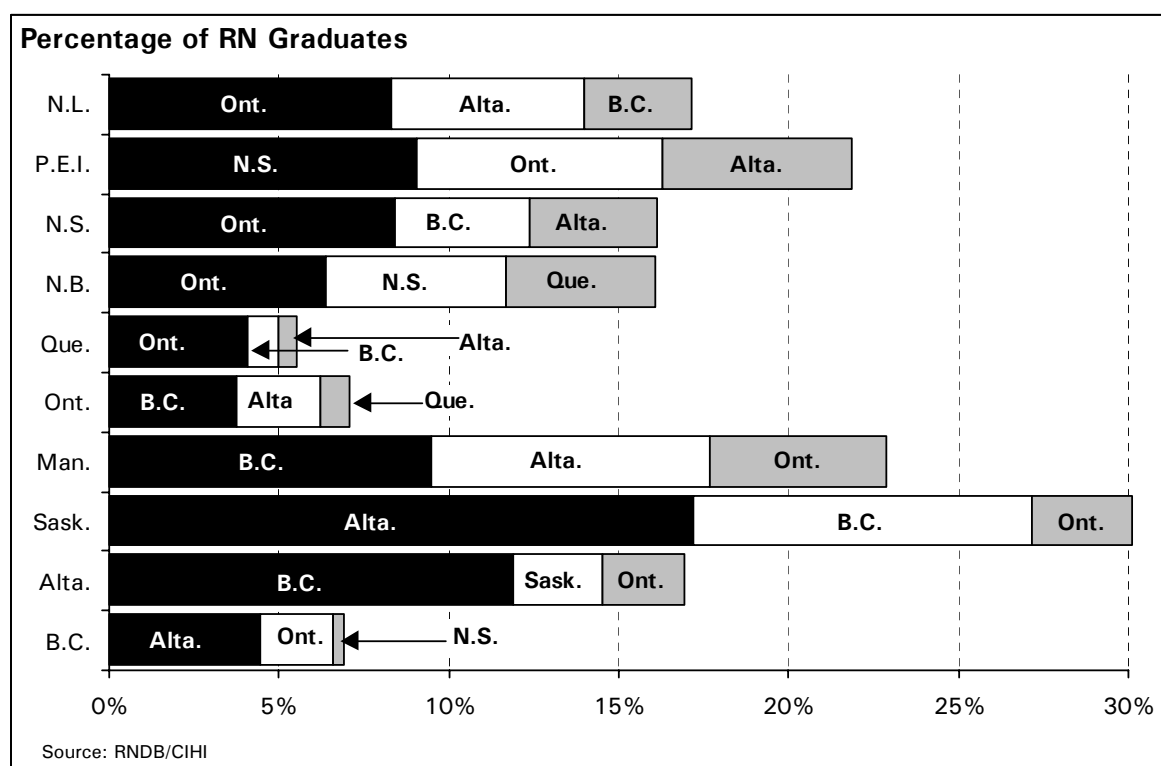


Figure 24. Three Most Frequent Destinations for RN Graduates Leaving the Jurisdiction by Province/Territory of Graduation, 2002

Notes

Figure 24 includes only the three most frequently identified destinations for RN graduates; not all destinations are presented.

Northern Territories data not presented due to small cells.

Migration to the United States

It is very difficult to accurately count the number of registered nurses leaving Canada for the United States. No comprehensive data source exists, either in the U.S. or in Canada, to track the number of Canadian RNs currently employed in the U.S.

One measure used in recent years is the number of first-time candidates from Canada writing the NCLEX-RN exam. Under the terms of the North American Free Trade Agreement (NAFTA), Canadian RNs wishing to work in the United States obtain either an H-1C visa (a non-immigrant visa for RNs allowing the opportunity to work in "health care shortage areas"), or any temporary visa. To obtain either of these visas, Canadian RNs must have pre-arranged employment, have received their education in English, and have passed the National Council Licensure Examination for registered nurses (NCLEX-RN), the same exam U.S. citizens must pass before earning their nursing license. There is a fee to write this examination.

However, due to recruitment efforts, approximately twelve U.S. states no longer require the NCLEX-RN exam for Canadian RNs. These states include Connecticut, Maine, Massachusetts, Missouri, New Mexico, North Carolina, Pennsylvania, Wisconsin, Alaska, Delaware, Louisiana and North Dakota. Each state has unique admission criteria based on the Canadian RN Examination. This recruitment strategy will obviously impact the number of Canadian RNs writing the NCLEX-RN exam annually, and will increase the difficulty of tracking and recording the number of Canadian RNs in the United States.

Table 17. Number of First-Time Candidates from Canada Writing the NCLEX-RN Exam, 1997–2000

	Writing NCLEX-RN	Passing NCLEX-RN	Pass Rate
1997	1,891	1,418	75.0%
1998	1,489	1,106	74.3%
1999	1,368	1,075	78.6%
2000	1,093	854	78.1%

Source: NCSBN

NCLEX-RN: National Council Licensure Exam—Registered Nurses

Source:

National Council of State Boards of Nursing, Inc.,
United States, 2003 <http://www.ncsbn.org>

Therefore, it is difficult to interpret the figures presented in Table 17. The apparent decline may signal fewer RNs looking to leave Canada, that Canadian RNs are relocating to the twelve (or more) states that no longer require the entrance exam, or a combination of the two.



Provincial and Territorial Profiles

NEWFOUNDLAND & LABRADOR



Year 2002	Newfoundland and Labrador		Canada
Number of RNs Employed in Nursing	5,442		230,957
Number of RNs per 10,000 Population	102.4		73.4
Average Age	40.6	YEARS	44.2
Gender	4.1% 95.9%	MALE FEMALE	5.1% 94.9%
Currently at Eligibility Age for Retirement	8.5% 2.2% 0.1%	AGE 55 AND + AGE 60 AND + AGE 65 AND +	16.2% 5.3% 1.0%
Place of Work	69.6% 11.0% 11.1% 8.2% 0.0%	HOSPITAL COMMUNITY HEALTH NURSING HOME OTHER NOT STATED	62.5% 13.2% 10.6% 12.4% 1.3%
Primary Area of Responsibility	89.4% 6.1% 3.6% 0.8% 0.0%	DIRECT CARE ADMINISTRATION EDUCATION RESEARCH NOT STATED	85.9% 5.6% 4.2% 1.0% 3.3%
Full-time/Part-time/Casual Status	74.4% 16.1% 9.5% 0.0%	FULL-TIME PART-TIME CASUAL UNKNOWN	54.1% 33.8% 11.8% 0.3%
Position	9.2% 80.9% 1.4% 8.2% 0.3%	MANAGERIAL POSITIONS STAFF NURSE SPECIALIST POSITIONS OTHER NOT STATED	7.2% 75.8% 1.3% 12.6% 3.0%
Highest Education in Nursing	75.0% 23.6% 1.4%	DIPLOMA BACCALAUREATE MASTER'S/DOCTORATE	72.7% 25.4% 1.9%
Workforce Place of Graduation	1.9% 4.9% 92.9% 0.3%	FOREIGN GRADUATES INTERPROVINCIAL GRADUATES RETAINED GRADUATES NOT STATED	6.9% 12.2% 80.0% 0.9%

Source: Registered Nurses Database/Canadian Institute for Health Information



NEWFOUNDLAND & LABRADOR

Newfoundland and Labrador		1998	2002
Number of RNs Employed in Nursing		5,340	5,442
Number of RNs per 10,000 Population		98.3	102.4
Average Age	YEARS	38.5	40.6
Gender	MALE	185	222
	FEMALE	5,155	5,220
Currently at Eligibility Age for Retirement	AGE 55 AND +	263	462
	AGE 60 AND +	52	119
	AGE 65 AND +	5	6
Place of Work	HOSPITAL	3,766	3,789
	COMMUNITY HEALTH	550	601
	NURSING HOME	629	605
	OTHER	367	445
	NOT STATED	28	2
Primary Area of Responsibility	DIRECT CARE	4,801	4,863
	ADMINISTRATION	289	334
	EDUCATION	168	198
	RESEARCH	20	45
	NOT STATED	62	2
Full-time/Part-time/ Casual Status	FULL-TIME	3,149	4,050
	PART-TIME	852	875
	CASUAL	1,339	517
	UNKNOWN	0	0
Position	MANAGERIAL POSITIONS	430	501
	STAFF NURSE	4,456	4,400
	SPECIALIST POSITIONS	15	78
	OTHER	398	445
	NOT STATED	41	18
Highest Education in Nursing	DIPLOMA	4,420	4,083
	BACCALAUREATE	854	1,282
	MASTER'S/DOCTORATE	66	77
Workforce Place of Graduation	FOREIGN GRADUATES	133	102
	INTERPROVINCIAL GRADUATES	227	267
	RETAINED GRADUATES	4,971	5,058
	NOT STATED	9	15

Source: Registered Nurses Database/Canadian Institute for Health Information

PRINCE EDWARD ISLAND



Year 2002	Prince Edward Island		Canada
Number of RNs Employed in Nursing	1,293		230,957
Number of RNs per 10,000 Population	92.1		73.4
Average Age	45.0	YEARS	44.2
Gender	2.0% 98.0%	MALE FEMALE	5.1% 94.9%
Currently at Eligibility Age for Retirement	18.3% 6.7% 1.2%	AGE 55 AND + AGE 60 AND + AGE 65 AND +	16.2% 5.3% 1.0%
Place of Work	59.7% 10.3% 15.5% 14.2% 0.2%	HOSPITAL COMMUNITY HEALTH NURSING HOME OTHER NOT STATED	62.5% 13.2% 10.6% 12.4% 1.3%
Primary Area of Responsibility	89.6% 6.4% 3.3% ** *	DIRECT CARE ADMINISTRATION EDUCATION RESEARCH NOT STATED	85.9% 5.6% 4.2% 1.0% 3.3%
Full-time/Part-time/Casual Status	50.3% 40.8% 8.9% 0.0%	FULL-TIME PART-TIME CASUAL UNKNOWN	54.1% 33.8% 11.8% 0.3%
Position	19.2% 70.8% ** ** 0.5%	MANAGERIAL POSITIONS STAFF NURSE SPECIALIST POSITIONS OTHER NOT STATED	7.2% 75.8% 1.3% 12.6% 3.0%
Highest Education in Nursing	74.5% 24.0% 1.5%	DIPLOMA BACCALAUREATE MASTER'S/DOCTORATE	72.7% 25.4% 1.9%
Workforce Place of Graduation	1.7% 27.9% 69.8% 0.5%	FOREIGN GRADUATES INTERPROVINCIAL GRADUATES RETAINED GRADUATES NOT STATED	6.9% 12.2% 80.0% 0.9%

* Value suppressed in accordance with CIHI privacy policy

** Value suppressed to ensure confidentiality

Source: Registered Nurses Database/Canadian Institute for Health Information



PRINCE EDWARD ISLAND

Prince Edward Island		1998	2002
Number of RNs Employed in Nursing		1,277	1,293
Number of RNs per 10,000 Population		93.0	92.1
Average Age	YEARS	42.2	45
Gender	MALE	20	26
	FEMALE	1,257	1,267
Currently at Eligibility Age for Retirement	AGE 55 AND +	153	236
	AGE 60 AND +	43	86
	AGE 65 AND +	9	15
Place of Work	HOSPITAL	808	772
	COMMUNITY HEALTH	140	133
	NURSING HOME	201	201
	OTHER	125	184
	NOT STATED	3	3
Primary Area of Responsibility	DIRECT CARE	1,166	1,159
	ADMINISTRATION	77	83
	EDUCATION	**	43
	RESEARCH	*	**
	NOT STATED	5	*
Full-time/Part-time/ Casual Status	FULL-TIME	543	650
	PART-TIME	497	528
	CASUAL	237	115
	UNKNOWN	0	0
Position	MANAGERIAL POSITIONS	239	248
	STAFF NURSE	953	915
	SPECIALIST POSITIONS	*	7
	OTHER	**	117
	NOT STATED	6	6
Highest Education in Nursing	DIPLOMA	1,031	963
	BACCALAUREATE	227	310
	MASTER'S/DOCTORATE	19	20
Workforce Place of Graduation	FOREIGN GRADUATES	21	22
	INTERPROVINCIAL GRADUATES	320	361
	RETAINED GRADUATES	901	903
	NOT STATED	35	7

* Value suppressed in accordance with CIHI privacy policy

** Value suppressed to ensure confidentiality

Source: Registered Nurses Database/Canadian Institute for Health Information

NOVA SCOTIA



Year 2002	Nova Scotia		Canada
Number of RNs Employed in Nursing	8,419		230,957
Number of RNs per 10,000 Population	89.1		73.4
Average Age	44.4	YEARS	44.2
Gender	2.7% 97.3%	MALE FEMALE	5.1% 94.9%
Currently at Eligibility Age for Retirement	15.2% 4.5% 0.8%	AGE 55 AND + AGE 60 AND + AGE 65 AND +	16.2% 5.3% 1.0%
Place of Work	69.7% 9.6% 11.7% 9.0% 0.0%	HOSPITAL COMMUNITY HEALTH NURSING HOME OTHER NOT STATED	62.5% 13.2% 10.6% 12.4% 1.3%
Primary Area of Responsibility	89.3% 4.9% 4.3% 1.6% 0.0%	DIRECT CARE ADMINISTRATION EDUCATION RESEARCH NOT STATED	85.9% 5.6% 4.2% 1.0% 3.3%
Full-time/Part-time/ Casual Status	59.5% 26.8% 13.7% 0.0%	FULL-TIME PART-TIME CASUAL UNKNOWN	54.1% 33.8% 11.8% 0.3%
Position	13.1% 79.5% 0.3% 6.5% 0.6%	MANAGERIAL POSITIONS STAFF NURSE SPECIALIST POSITIONS OTHER NOT STATED	7.2% 75.8% 1.3% 12.6% 3.0%
Highest Education in Nursing	72.3% 25.5% 2.2%	DIPLOMA BACCALAUREATE MASTER'S/DOCTORATE	72.7% 25.4% 1.9%
Workforce Place of Graduation	2.4% 19.7% 77.9% 0.0%	FOREIGN GRADUATES INTERPROVINCIAL GRADUATES RETAINED GRADUATES NOT STATED	6.9% 12.2% 80.0% 0.9%

Source: Registered Nurses Database/Canadian Institute for Health Information

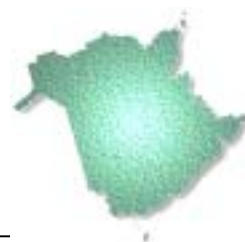


NOVA SCOTIA

Nova Scotia		1998	2002
Number of RNs Employed in Nursing		8,525	8,419
Number of RNs per 10,000 Population		90.9	89.1
Average Age	YEARS	41.8	44.4
Gender	MALE	199	231
	FEMALE	8,326	8,188
Currently at Eligibility Age for Retirement	AGE 55 AND +	804	1,280
	AGE 60 AND +	229	375
	AGE 65 AND +	27	64
Place of Work	HOSPITAL	6,113	5,868
	COMMUNITY HEALTH	717	812
	NURSING HOME	978	981
	OTHER	717	758
	NOT STATED	0	0
Primary Area of Responsibility	DIRECT CARE	7,813	7,514
	ADMINISTRATION	345	411
	EDUCATION	295	359
	RESEARCH	72	135
	NOT STATED	0	0
Full-time/Part-time/Casual Status	FULL-TIME	4,616	5,008
	PART-TIME	2,060	2,255
	CASUAL	1,849	1,156
	UNKNOWN	0	0
Position	MANAGERIAL POSITIONS	1,118	1,106
	STAFF NURSE	6,851	6,689
	SPECIALIST POSITIONS	26	24
	OTHER	492	551
	NOT STATED	38	49
Highest Education in Nursing	DIPLOMA	6,631	6,089
	BACCALAUREATE	1,743	2,146
	MASTER'S/DOCTORATE	151	184
Workforce Place of Graduation	FOREIGN GRADUATES	220	205
	INTERPROVINCIAL GRADUATES	1,636	1,658
	RETAINED GRADUATES	6,669	6,556
	NOT STATED	0	0

Source: Registered Nurses Database/Canadian Institute for Health Information

NEW BRUNSWICK



Year 2002	New Brunswick		Canada
Number of RNs Employed in Nursing	7,364		230,957
Number of RNs per 10,000 Population	97.3		73.4
Average Age	43.0	YEARS	44.2
Gender	3.9% 96.1%	MALE FEMALE	5.1% 94.9%
Currently at Eligibility Age for Retirement	12.0% 3.2% 0.5%	AGE 55 AND + AGE 60 AND + AGE 65 AND +	16.2% 5.3% 1.0%
Place of Work	74.1% 5.1% 9.2% 11.2% 0.4%	HOSPITAL COMMUNITY HEALTH NURSING HOME OTHER NOT STATED	62.5% 13.2% 10.6% 12.4% 1.3%
Primary Area of Responsibility	91.6% 4.5% 3.1% 0.3% 0.4%	DIRECT CARE ADMINISTRATION EDUCATION RESEARCH NOT STATED	85.9% 5.6% 4.2% 1.0% 3.3%
Full-time/Part-time/ Casual Status	59.1% 27.8% 10.6% 2.4%	FULL-TIME PART-TIME CASUAL UNKNOWN	54.1% 33.8% 11.8% 0.3%
Position	10.0% 81.5% 0.6% 7.0% 0.8%	MANAGERIAL POSITIONS STAFF NURSE SPECIALIST POSITIONS OTHER NOT STATED	7.2% 75.8% 1.3% 12.6% 3.0%
Highest Education in Nursing	64.2% 33.9% 1.9%	DIPLOMA BACCALAUREATE MASTER'S/DOCTORATE	72.7% 25.4% 1.9%
Workforce Place of Graduation	1.2% 13.1% 85.7% 0.0%	FOREIGN GRADUATES INTERPROVINCIAL GRADUATES RETAINED GRADUATES NOT STATED	6.9% 12.2% 80.0% 0.9%

Source: Registered Nurses Database/Canadian Institute for Health Information



NEW BRUNSWICK

New Brunswick		1998	2002
Number of RNs Employed in Nursing		7,404	7,364
Number of RNs per 10,000 Population		98.3	97.3
Average Age	YEARS	41.1	43.0
Gender	MALE	244	287
	FEMALE	7,160	7,077
Currently at Eligibility Age for Retirement	AGE 55 AND +	625	886
	AGE 60 AND +	168	233
	AGE 65 AND +	24	39
Place of Work	HOSPITAL	5,549	5,456
	COMMUNITY HEALTH	333	379
	NURSING HOME	746	674
	OTHER	776	822
	NOT STATED	0	33
Primary Area of Responsibility	DIRECT CARE	6,877	6,747
	ADMINISTRATION	327	334
	EDUCATION	184	225
	RESEARCH	16	25
	NOT STATED	0	33
Full-time/Part-time/ Casual Status	FULL-TIME	3,914	4,354
	PART-TIME	1,881	2,050
	CASUAL	1,609	782
	UNKNOWN	0	178
Position	MANAGERIAL POSITIONS	702	739
	STAFF NURSE	5,902	6,000
	SPECIALIST POSITIONS	40	47
	OTHER	753	516
	NOT STATED	7	62
Highest Education in Nursing	DIPLOMA	5,333	4,728
	BACCALAUREATE	1,971	2,495
	MASTER'S/DOCTORATE	100	141
Workforce Place of Graduation	FOREIGN GRADUATES	88	88
	INTERPROVINCIAL GRADUATES	995	964
	RETAINED GRADUATES	6315	6,312
	NOT STATED	6	0

Historical data have been revised from previously published statistics.

Source: Registered Nurses Database/Canadian Institute for Health Information

QUEBEC



Year 2002	Quebec		Canada
Number of RNs Employed in Nursing	59,193		230,957
Number of RNs per 10,000 Population	79.3		73.4
Average Age	43.3	YEARS	44.2
Gender	8.9% 91.1%	MALE FEMALE	5.1% 94.9%
Currently at Eligibility Age for Retirement	12.6% 3.2% 0.7%	AGE 55 AND + AGE 60 AND + AGE 65 AND +	16.2% 5.3% 1.0%
Place of Work	62.7% 13.2% 14.0% 10.0% 0.1%	HOSPITAL COMMUNITY HEALTH NURSING HOME OTHER NOT STATED	62.5% 13.2% 10.6% 12.4% 1.3%
Primary Area of Responsibility	83.2% 6.0% 3.2% 1.2% 6.4%	DIRECT CARE ADMINISTRATION EDUCATION RESEARCH NOT STATED	85.9% 5.6% 4.2% 1.0% 3.3%
Full-time/Part-time/ Casual Status	54.0% 34.3% 11.7% 0.0%	FULL-TIME PART-TIME CASUAL UNKNOWN	54.1% 33.8% 11.8% 0.3%
Position	6.5% 70.7% 0.9% 15.3% 6.6%	MANAGERIAL POSITIONS STAFF NURSE SPECIALIST POSITIONS OTHER NOT STATED	7.2% 75.8% 1.3% 12.6% 3.0%
Highest Education in Nursing	73.2% 25.4% 1.4%	DIPLOMA BACCALAUREATE MASTER'S/DOCTORATE	72.7% 25.4% 1.9%
Workforce Place of Graduation	2.2% 1.9% 95.9% 0.0%	FOREIGN GRADUATES INTERPROVINCIAL GRADUATES RETAINED GRADUATES NOT STATED	6.9% 12.2% 80.0% 0.9%

Source: Registered Nurses Database/Canadian Institute for Health Information



QUEBEC

Quebec		1998	2002
Number of RNs Employed in Nursing		56,825	59,193
Number of RNs per 10,000 Population		77.4	79.3
Average Age	YEARS	41.5	43.3
Gender	MALE	4,852	5,272
	FEMALE	51,973	53,921
Currently at Eligibility Age for Retirement	AGE 55 AND +	4,411	7,449
	AGE 60 AND +	1,188	1,886
	AGE 65 AND +	337	420
Place of Work	HOSPITAL	36,102	37,132
	COMMUNITY HEALTH	6,326	7,830
	NURSING HOME	8,979	8,271
	OTHER	5,130	5,906
	NOT STATED	288	54
Primary Area of Responsibility	DIRECT CARE	41,797	49,222
	ADMINISTRATION	7,281	3,551
	EDUCATION	1,267	1,920
	RESEARCH	575	725
	NOT STATED	5,905	3,775
Full-time/Part-time/Casual Status	FULL-TIME	27,322	31,963
	PART-TIME	19,095	20,309
	CASUAL	10,408	6,921
	UNKNOWN	0	0
Position	MANAGERIAL POSITIONS	4,354	3,877
	STAFF NURSE	39,840	41,824
	SPECIALIST POSITIONS	635	507
	OTHER	7,599	9,076
	NOT STATED	4,397	3,909
Highest Education in Nursing	DIPLOMA	43,277	43,338
	BACCALAUREATE	12,807	15,046
	MASTER'S/DOCTORATE	741	809
Workforce Place of Graduation	FOREIGN GRADUATES	1,359	1,300
	INTERPROVINCIAL GRADUATES	1,231	1,126
	RETAINED GRADUATES	54,137	56,765
	NOT STATED	98	2

Source: Registered Nurses Database/Canadian Institute for Health Information

ONTARIO



Year 2002	Ontario		Canada
Number of RNs Employed in Nursing	78,737		230,957
Number of RNs per 10,000 Population	65.0		73.4
Average Age	44.7	YEARS	44.2
Gender	3.7% 96.3%	MALE FEMALE	5.1% 94.9%
Currently at Eligibility Age for Retirement	18.2% 6.3% 1.2%	AGE 55 AND + AGE 60 AND + AGE 65 AND +	16.2% 5.3% 1.0%
Place of Work	60.1% 14.0% 7.2% 15.9% 2.7%	HOSPITAL COMMUNITY HEALTH NURSING HOME OTHER NOT STATED	62.5% 13.2% 10.6% 12.4% 1.3%
Primary Area of Responsibility	84.3% 6.2% 5.0% 0.9% 3.6%	DIRECT CARE ADMINISTRATION EDUCATION RESEARCH NOT STATED	85.9% 5.6% 4.2% 1.0% 3.3%
Full-time/Part-time/Casual Status	56.9% 33.3% 9.8% 0.0%	FULL-TIME PART-TIME CASUAL UNKNOWN	54.1% 33.8% 11.8% 0.3%
Position	6.2% 76.0% 1.6% 14.7% 1.5%	MANAGERIAL POSITIONS STAFF NURSE SPECIALIST POSITIONS OTHER NOT STATED	7.2% 75.8% 1.3% 12.6% 3.0%
Highest Education in Nursing	76.9% 21.3% 1.9%	DIPLOMA BACCALAUREATE MASTER'S/DOCTORATE	72.7% 25.4% 1.9%
Workforce Place of Graduation	10.5% 7.7% 81.4% 0.4%	FOREIGN GRADUATES INTERPROVINCIAL GRADUATES RETAINED GRADUATES NOT STATED	6.9% 12.2% 80.0% 0.9%

Source: Registered Nurses Database/Canadian Institute for Health Information



ONTARIO

Ontario		1998	2002
Number of RNs Employed in Nursing		78,825	78,737
Number of RNs per 10,000 Population		68.9	65.0
Average Age	YEARS	43.5	44.7
Gender	MALE	2,315	2,925
	FEMALE	76,510	75,812
Currently at Eligibility Age for Retirement	AGE 55 AND +	10,979	14,313
	AGE 60 AND +	3,402	4,973
	AGE 65 AND +	578	951
Place of Work	HOSPITAL	45,338	47,297
	COMMUNITY HEALTH	10,474	11,059
	NURSING HOME	8,372	5,693
	OTHER	13,638	12,524
	NOT STATED	1,003	2,164
Primary Area of Responsibility	DIRECT CARE	66,517	66,382
	ADMINISTRATION	3,018	4,857
	EDUCATION	1,908	3,919
	RESEARCH	495	731
	NOT STATED	6,887	2,848
Full-time/Part-time/ Casual Status	FULL-TIME	39,478	44,803
	PART-TIME	27,999	26,185
	CASUAL	11,348	7,749
	UNKNOWN	0	0
Position	MANAGERIAL POSITIONS	6,657	4,850
	STAFF NURSE	57,269	59,876
	SPECIALIST POSITIONS	988	1,252
	OTHER	11,317	11,560
	NOT STATED	2,594	1,199
Highest Education in Nursing	DIPLOMA	63,582	60,511
	BACCALAUREATE	14,063	16,741
	MASTER'S/DOCTORATE	1,180	1,485
Workforce Place of Graduation	FOREIGN GRADUATES	8,704	8,283
	INTERPROVINCIAL GRADUATES	6,294	6,078
	RETAINED GRADUATES	63,584	64,074
	NOT STATED	243	302

Source: Registered Nurses Database/Canadian Institute for Health Information

MANITOBA



Year 2002	Manitoba		Canada
Number of RNs Employed in Nursing	9,942		230,957
Number of RNs per 10,000 Population	86.4		73.4
Average Age	44.5	YEARS	44.2
Gender	4.7% 95.3%	MALE FEMALE	5.1% 94.9%
Currently at Eligibility Age for Retirement	15.2% 5.2% 0.9%	AGE 55 AND + AGE 60 AND + AGE 65 AND +	16.2% 5.3% 1.0%
Place of Work	60.7% 12.4% 11.4% 11.6% 3.8%	HOSPITAL COMMUNITY HEALTH NURSING HOME OTHER NOT STATED	62.5% 13.2% 10.6% 12.4% 1.3%
Primary Area of Responsibility	87.5% 5.9% 3.6% 1.0% 1.9%	DIRECT CARE ADMINISTRATION EDUCATION RESEARCH NOT STATED	85.9% 5.6% 4.2% 1.0% 3.3%
Full-time/Part-time/ Casual Status	45.9% 47.6% 6.5% 0.0%	FULL-TIME PART-TIME CASUAL UNKNOWN	54.1% 33.8% 11.8% 0.3%
Position	8.4% 72.8% 2.2% 13.9% 2.7%	MANAGERIAL POSITIONS STAFF NURSE SPECIALIST POSITIONS OTHER NOT STATED	7.2% 75.8% 1.3% 12.6% 3.0%
Highest Education in Nursing	72.6% 25.3% 2.2%	DIPLOMA BACCALAUREATE MASTER'S/DOCTORATE	72.7% 25.4% 1.9%
Workforce Place of Graduation	5.3% 10.7% 84.0% 0.0%	FOREIGN GRADUATES INTERPROVINCIAL GRADUATES RETAINED GRADUATES NOT STATED	6.9% 12.2% 80.0% 0.9%

Source: Registered Nurses Database/Canadian Institute for Health Information



MANITOBA

Manitoba		1998	2002
Number of RNs Employed in Nursing		10,162	9,942
Number of RNs per 10,000 Population		89.2	86.4
Average Age	YEARS	42.1	44.5
Gender	MALE	415	468
	FEMALE	9,747	9,474
Currently at Eligibility Age for Retirement	AGE 55 AND +	1,050	1,516
	AGE 60 AND +	282	518
	AGE 65 AND +	48	90
Place of Work	HOSPITAL	6,524	6,035
	COMMUNITY HEALTH	952	1,236
	NURSING HOME	1,273	1,138
	OTHER	1,322	1,152
	NOT STATED	91	381
Primary Area of Responsibility	DIRECT CARE	9,174	8,701
	ADMINISTRATION	534	591
	EDUCATION	203	357
	RESEARCH	83	104
	NOT STATED	168	189
Full-time/Part-time/Casual Status	FULL-TIME	4,359	4,563
	PART-TIME	4,745	4,734
	CASUAL	1,058	645
	UNKNOWN	0	0
Position	MANAGERIAL POSITIONS	921	837
	STAFF NURSE	7,079	7,237
	SPECIALIST POSITIONS	117	216
	OTHER	819	1,383
	NOT STATED	1,226	269
Highest Education in Nursing	DIPLOMA	8,034	7,213
	BACCALAUREATE	1,971	2,514
	MASTER'S/DOCTORATE	157	215
Workforce Place of Graduation	FOREIGN GRADUATES	533	525
	INTERPROVINCIAL GRADUATES	1,097	1,066
	RETAINED GRADUATES	8,532	8,351
	NOT STATED	0	0

Historical data have been revised from previously published statistics.

Source: Registered Nurses Database/Canadian Institute for Health Information

SASKATCHEWAN



Year 2002	Saskatchewan		Canada
Number of RNs Employed in Nursing	8,257		230,957
Number of RNs per 10,000 Population	81.8		73.4
Average Age	44.8	YEARS	44.2
Gender	2.9% 97.1%	MALE FEMALE	5.1% 94.9%
Currently at Eligibility Age for Retirement	16.7% 6.7% 1.1%	AGE 55 AND + AGE 60 AND + AGE 65 AND +	16.2% 5.3% 1.0%
Place of Work	57.2% 18.1% 12.9% 11.6% 0.2%	HOSPITAL COMMUNITY HEALTH NURSING HOME OTHER NOT STATED	62.5% 13.2% 10.6% 12.4% 1.3%
Primary Area of Responsibility	88.7% 6.2% 4.2% 0.7% 0.2%	DIRECT CARE ADMINISTRATION EDUCATION RESEARCH NOT STATED	85.9% 5.6% 4.2% 1.0% 3.3%
Full-time/Part-time/ Casual Status	50.6% 34.3% 10.4% 4.7%	FULL-TIME PART-TIME CASUAL UNKNOWN	54.1% 33.8% 11.8% 0.3%
Position	10.2% 81.2% 0.6% 6.9% 1.1%	MANAGERIAL POSITIONS STAFF NURSE SPECIALIST POSITIONS OTHER NOT STATED	7.2% 75.8% 1.3% 12.6% 3.0%
Highest Education in Nursing	75.8% 23.2% 1.0%	DIPLOMA BACCALAUREATE MASTER'S/DOCTORATE	72.7% 25.4% 1.9%
Workforce Place of Graduation	2.7% 14.2% 81.7% 1.4%	FOREIGN GRADUATES INTERPROVINCIAL GRADUATES RETAINED GRADUATES NOT STATED	6.9% 12.2% 80.0% 0.9%

Source: Registered Nurses Database/Canadian Institute for Health Information



SASKATCHEWAN

Saskatchewan		1998	2002
Number of RNs Employed in Nursing		8,455	8,257
Number of RNs per 10,000 Population		82.4	81.8
Average Age	YEARS	42.7	44.8
Gender	MALE	187	241
	FEMALE	8,268	8,016
Currently at Eligibility Age for Retirement	AGE 55 AND +	1,109	1,378
	AGE 60 AND +	401	550
	AGE 65 AND +	54	87
Place of Work	HOSPITAL	4,781	4,722
	COMMUNITY HEALTH	1,495	1,491
	NURSING HOME	1,243	1,068
	OTHER	895	959
	NOT STATED	41	17
Primary Area of Responsibility	DIRECT CARE	7,560	7,320
	ADMINISTRATION	497	515
	EDUCATION	244	349
	RESEARCH	47	55
	NOT STATED	107	18
Full-time/Part-time/ Casual Status	FULL-TIME	3,913	4,177
	PART-TIME	2,997	2,832
	CASUAL	1,545	860
	UNKNOWN	0	388
Position	MANAGERIAL POSITIONS	908	839
	STAFF NURSE	6,711	6,705
	SPECIALIST POSITIONS	48	51
	OTHER	535	568
	NOT STATED	253	94
Highest Education in Nursing	DIPLOMA	6,808	6,258
	BACCALAUREATE	1,581	1,917
	MASTER'S/DOCTORATE	66	82
Workforce Place of Graduation	FOREIGN GRADUATES	218	224
	INTERPROVINCIAL GRADUATES	1,296	1,172
	RETAINED GRADUATES	6,909	6,746
	NOT STATED	32	115

Source: Registered Nurses Database/Canadian Institute for Health Information

ALBERTA



Year 2002	Alberta		Canada
Number of RNs Employed in Nursing	23,377		230,957
Number of RNs per 10,000 Population	74.7		73.4
Average Age	44.3	YEARS	44.2
Gender	3.3% 96.7%	MALE FEMALE	5.1% 94.9%
Currently at Eligibility Age for Retirement	17.8% 6.6% 1.4%	AGE 55 AND + AGE 60 AND + AGE 65 AND +	16.2% 5.3% 1.0%
Place of Work	64.4% 13.1% 8.9% 12.7% 0.9%	HOSPITAL COMMUNITY HEALTH NURSING HOME OTHER NOT STATED	62.5% 13.2% 10.6% 12.4% 1.3%
Primary Area of Responsibility	88.1% 4.5% 4.0% 1.1% 2.2%	DIRECT CARE ADMINISTRATION EDUCATION RESEARCH NOT STATED	85.9% 5.6% 4.2% 1.0% 3.3%
Full-time/Part-time/ Casual Status	44.2% 39.6% 16.2% 0.0%	FULL-TIME PART-TIME CASUAL UNKNOWN	54.1% 33.8% 11.8% 0.3%
Position	6.6% 79.0% 1.5% 10.9% 2.0%	MANAGERIAL POSITIONS STAFF NURSE SPECIALIST POSITIONS OTHER NOT STATED	7.2% 75.8% 1.3% 12.6% 3.0%
Highest Education in Nursing	64.6% 32.9% 2.5%	DIPLOMA BACCALAUREATE MASTER'S/DOCTORATE	72.7% 25.4% 1.9%
Workforce Place of Graduation	3.5% 27.6% 61.6% 7.3%	FOREIGN GRADUATES INTERPROVINCIAL GRADUATES RETAINED GRADUATES NOT STATED	6.9% 12.2% 80.0% 0.9%

Source: Registered Nurses Database/Canadian Institute for Health Information



ALBERTA

Alberta		1998	2002
Number of RNs Employed in Nursing		21,976	23,377
Number of RNs per 10,000 Population		74.9	74.7
Average Age	YEARS	42.6	44.3
Gender	MALE	533	765
	FEMALE	21,443	22,612
Currently at Eligibility Age for Retirement	AGE 55 AND +	2,743	4,162
	AGE 60 AND +	813	1,552
	AGE 65 AND +	156	336
Place of Work	HOSPITAL	13,602	15,046
	COMMUNITY HEALTH	2,755	3,070
	NURSING HOME	2,192	2,072
	OTHER	3,365	2,968
	NOT STATED	62	221
Primary Area of Responsibility	DIRECT CARE	19,952	20,587
	ADMINISTRATION	928	1,060
	EDUCATION	786	943
	RESEARCH	241	268
	NOT STATED	69	519
Full-time/Part-time/Casual Status	FULL-TIME	10,887	10,333
	PART-TIME	5,960	9,267
	CASUAL	5,129	3,777
	UNKNOWN	0	0
Position	MANAGERIAL POSITIONS	1,872	1,543
	STAFF NURSE	17,783	18,476
	SPECIALIST POSITIONS	220	344
	OTHER	1,899	2,555
	NOT STATED	202	459
Highest Education in Nursing	DIPLOMA	15,311	15,106
	BACCALAUREATE	6,191	7,692
	MASTER'S/DOCTORATE	474	579
Workforce Place of Graduation	FOREIGN GRADUATES	784	811
	INTERPROVINCIAL GRADUATES	5,160	6,449
	RETAINED GRADUATES	12,842	14,403
	NOT STATED	3,190	1,714

Historical data have been revised from previously published statistics.

Source: Registered Nurses Database/Canadian Institute for Health Information

BRITISH COLUMBIA



Year 2002	British Columbia		Canada
Number of RNs Employed in Nursing	27,901		230,957
Number of RNs per 10,000 Population	67.2		73.4
Average Age	45.2	YEARS	44.2
Gender	4.5% 95.5%	MALE FEMALE	5.1% 94.9%
Currently at Eligibility Age for Retirement	19.8% 6.7% 1.0%	AGE 55 AND + AGE 60 AND + AGE 65 AND +	16.2% 5.3% 1.0%
Place of Work	63.4% 12.7% 13.0% 10.3% 0.5%	HOSPITAL COMMUNITY HEALTH NURSING HOME OTHER NOT STATED	62.5% 13.2% 10.6% 12.4% 1.3%
Primary Area of Responsibility	89.6% 4.3% 4.7% 0.7% 0.7%	DIRECT CARE ADMINISTRATION EDUCATION RESEARCH NOT STATED	85.9% 5.6% 4.2% 1.0% 3.3%
Full-time/Part-time/ Casual Status	51.8% 32.1% 16.1% 0.0%	FULL-TIME PART-TIME CASUAL UNKNOWN	54.1% 33.8% 11.8% 0.3%
Position	7.4% 79.8% 1.6% 8.1% 3.2%	MANAGERIAL POSITIONS STAFF NURSE SPECIALIST POSITIONS OTHER NOT STATED	7.2% 75.8% 1.3% 12.6% 3.0%
Highest Education in Nursing	68.1% 29.3% 2.7%	DIPLOMA BACCALAUREATE MASTER'S/DOCTORATE	72.7% 25.4% 1.9%
Workforce Place of Graduation	15.0% 29.5% 55.4% 0.0%	FOREIGN GRADUATES INTERPROVINCIAL GRADUATES RETAINED GRADUATES NOT STATED	6.9% 12.2% 80.0% 0.9%

Source: Registered Nurses Database/Canadian Institute for Health Information



BRITISH COLUMBIA

British Columbia		1998	2002
Number of RNs Employed in Nursing		28,001	27,901
Number of RNs per 10,000 Population		69.8	67.2
Average Age	YEARS	43.6	45.2
Gender	MALE	1,083	1,265
	FEMALE	26,918	26,636
Currently at Eligibility Age for Retirement	AGE 55 AND +	4,034	5,514
	AGE 60 AND +	1,157	1,858
	AGE 65 AND +	147	283
Place of Work	HOSPITAL	18,109	17,695
	COMMUNITY HEALTH	3,102	3,550
	NURSING HOME	2,323	3,627
	OTHER	2,944	2,886
	NOT STATED	1,523	143
Primary Area of Responsibility	DIRECT CARE	25,735	24,993
	ADMINISTRATION	975	1,201
	EDUCATION	999	1,306
	RESEARCH	151	207
	NOT STATED	141	194
Full-time/Part-time/Casual Status	FULL-TIME	13,246	14,453
	PART-TIME	7,038	8,943
	CASUAL	7,613	4,505
	UNKNOWN	104	0
Position	MANAGERIAL POSITIONS	2,041	2,051
	STAFF NURSE	22,824	22,261
	SPECIALIST POSITIONS	295	433
	OTHER	2,476	2,272
	NOT STATED	365	884
Highest Education in Nursing	DIPLOMA	20,956	18,993
	BACCALAUREATE	6,464	8,167
	MASTER'S/DOCTORATE	581	741
Workforce Place of Graduation	FOREIGN GRADUATES	4,091	4,186
	INTERPROVINCIAL GRADUATES	8,889	8,238
	RETAINED GRADUATES	15,018	15,467
	NOT STATED	3	10

Historical data have been revised from previously published statistics.

Source: Registered Nurses Database/Canadian Institute for Health Information

YUKON



Year 2002	Yukon		Canada
Number of RNs Employed in Nursing	272		230,957
Number of RNs per 10,000 Population	91.3		73.4
Average Age	43.9	YEARS	44.2
Gender	8.1% 91.9%	MALE FEMALE	5.1% 94.9%
Currently at Eligibility Age for Retirement	11.0% * * *	AGE 55 AND + AGE 60 AND + AGE 65 AND +	16.2% 5.3% 1.0%
Place of Work	46.7% 29.0% 9.2% 14.7% 0.4%	HOSPITAL COMMUNITY HEALTH NURSING HOME OTHER NOT STATED	62.5% 13.2% 10.6% 12.4% 1.3%
Primary Area of Responsibility	86.8% 8.5% 3.7% * *	DIRECT CARE ADMINISTRATION EDUCATION RESEARCH NOT STATED	85.9% 5.6% 4.2% 1.0% 3.3%
Full-time/Part-time/ Casual Status	45.2% 34.9% 19.9% 0.0%	FULL-TIME PART-TIME CASUAL UNKNOWN	54.1% 33.8% 11.8% 0.3%
Position	9.2% 69.5% 10.7% 9.6% 1.1%	MANAGERIAL POSITIONS STAFF NURSE SPECIALIST POSITIONS OTHER NOT STATED	7.2% 75.8% 1.3% 12.6% 3.0%
Highest Education in Nursing	58.5% * * *	DIPLOMA BACCALAUREATE MASTER'S/DOCTORATE	72.7% 25.4% 1.9%
Workforce Place of Graduation	5.5% 92.6% 0.0% 1.8%	FOREIGN GRADUATES INTERPROVINCIAL GRADUATES RETAINED GRADUATES NOT STATED	6.9% 12.2% 80.0% 0.9%

* Value suppressed in accordance with CIHI privacy policy

** Value suppressed to ensure confidentiality

Yukon Territory data includes interprovincial duplicates employed in nursing—See Methodological Notes.

Source: Registered Nurses Database/Canadian Institute for Health Information



YUKON

Yukon		1998	2002
Number of RNs Employed in Nursing		286	272
Number of RNs per 10,000 Population		92.1	91.3
Average Age	YEARS	42.5	43.9
Gender	MALE	13	22
	FEMALE	273	250
Currently at Eligibility Age for Retirement	AGE 55 AND +	25	30
	AGE 60 AND +	**	**
	AGE 65 AND +	*	*
Place of Work	HOSPITAL	129	127
	COMMUNITY HEALTH	84	79
	NURSING HOME	25	25
	OTHER	47	40
	NOT STATED	1	1
Primary Area of Responsibility	DIRECT CARE	235	236
	ADMINISTRATION	38	23
	EDUCATION	**	10
	RESEARCH	*	*
	NOT STATED	1	*
Full-time/Part-time/Casual Status	FULL-TIME	148	123
	PART-TIME	88	95
	CASUAL	50	54
	UNKNOWN	0	0
Position	MANAGERIAL POSITIONS	53	25
	STAFF NURSE	198	189
	SPECIALIST POSITIONS	11	29
	OTHER	21	26
	NOT STATED	3	3
Highest Education in Nursing	DIPLOMA	176	159
	BACCALAUREATE	97	**
	MASTER'S/DOCTORATE	13	*
Workforce Place of Graduation	FOREIGN GRADUATES	19	15
	INTERPROVINCIAL GRADUATES	267	252
	RETAINED GRADUATES	0	0
	NOT STATED	0	5

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Yukon Territory data includes interprovincial duplicates employed in nursing—See Methodological Notes.

Source: Registered Nurses Database/Canadian Institute for Health Information

NORTHWEST TERRITORIES



Year 2002	Northwest Territories		Canada
Number of RNs Employed in Nursing	487		230,957
Number of RNs per 10,000 Population	117.6		73.4
Average Age	43.3	YEARS	44.2
Gender	9.4% 90.6%	MALE FEMALE	5.1% 94.9%
Currently at Eligibility Age for Retirement	15.6% 5.1% 1.6%	AGE 55 AND + AGE 60 AND + AGE 65 AND +	16.2% 5.3% 1.0%
Place of Work	55.2% 31.0% * * * * 0.4%	HOSPITAL COMMUNITY HEALTH NURSING HOME OTHER NOT STATED	62.5% 13.2% 10.6% 12.4% 1.3%
Primary Area of Responsibility	78.2% 7.0% 1.8% 0.0% 12.9%	DIRECT CARE ADMINISTRATION EDUCATION RESEARCH NOT STATED	85.9% 5.6% 4.2% 1.0% 3.3%
Full-time/Part-time/ Casual Status	61.4% 13.3% 20.5% 4.7%	FULL-TIME PART-TIME CASUAL UNKNOWN	54.1% 33.8% 11.8% 0.3%
Position	8.4% 80.1% * * * 0.8%	MANAGERIAL POSITIONS STAFF NURSE SPECIALIST POSITIONS OTHER NOT STATED	7.2% 75.8% 1.3% 12.6% 3.0%
Highest Education in Nursing	70.0% 27.9% 2.1%	DIPLOMA BACCALAUREATE MASTER'S/DOCTORATE	72.7% 25.4% 1.9%
Workforce Place of Graduation	10.1% 80.3% 9.2% 0.4%	FOREIGN GRADUATES INTERPROVINCIAL GRADUATES RETAINED GRADUATES NOT STATED	6.9% 12.2% 80.0% 0.9%

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** Value suppressed to ensure confidentiality

Northwest Territories data includes interprovincial duplicates employed in nursing—See Methodological Notes.

Source: Registered Nurses Database/Canadian Institute for Health Information



NUNAVUT

Year 2002	Nunavut		Canada
Number of RNs Employed in Nursing	273		230,957
Number of RNs per 10,000 Population	94.8		73.4
Average Age	45.1	YEARS	44.2
Gender	9.5% 90.5%	MALE FEMALE	5.1% 94.9%
Currently at Eligibility Age for Retirement	15.8% * * *	AGE 55 AND + AGE 60 AND + AGE 65 AND +	16.2% 5.3% 1.0%
Place of Work	30.8% 56.0% * * * 0.0%	HOSPITAL COMMUNITY HEALTH NURSING HOME OTHER NOT STATED	62.5% 13.2% 10.6% 12.4% 1.3%
Primary Area of Responsibility	79.9% 5.5% 2.2% 0.0% 12.5%	DIRECT CARE ADMINISTRATION EDUCATION RESEARCH NOT STATED	85.9% 5.6% 4.2% 1.0% 3.3%
Full-time/Part-time/ Casual Status	62.3% 9.2% 24.9% 3.7%	FULL-TIME PART-TIME CASUAL UNKNOWN	54.1% 33.8% 11.8% 0.3%
Position	8.8% 77.3% 2.9% 11.0% 0.0%	MANAGERIAL POSITIONS STAFF NURSE SPECIALIST POSITIONS OTHER NOT STATED	7.2% 75.8% 1.3% 12.6% 3.0%
Highest Education in Nursing	61.9% * * * *	DIPLOMA BACCALAUREATE MASTER'S/DOCTORATE	72.7% 25.4% 1.9%
Workforce Place of Graduation	13.6% 85.7% 0.0% 0.7%	FOREIGN GRADUATES INTERPROVINCIAL GRADUATES RETAINED GRADUATES NOT STATED	6.9% 12.2% 80.0% 0.9%

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** Value suppressed to ensure confidentiality

Nunavut Territory data includes interprovincial duplicates employed in nursing—See Methodological Notes.

Source: Registered Nurses Database/Canadian Institute for Health Information

NORTHWEST TERRITORIES & Nunavut



Northwest Territories and Nunavut		1998	2002
Number of RNs Employed in Nursing		738	760
Number of RNs per 10,000 Population		109.3	108.2
Average Age	YEARS	41.7	44.0
Gender	MALE	50	72
	FEMALE	688	688
Currently at Eligibility Age for Retirement	AGE 55 AND +	104	119
	AGE 60 AND +	40	**
	AGE 65 AND +	16	**
Place of Work	HOSPITAL	320	353
	COMMUNITY HEALTH	291	304
	NURSING HOME	18	17
	OTHER	95	84
	NOT STATED	14	2
Primary Area of Responsibility	DIRECT CARE	654	599
	ADMINISTRATION	42	49
	EDUCATION	**	15
	RESEARCH	*	0
	NOT STATED	27	97
Full-time/Part-time/ Casual Status	FULL-TIME	281	469
	PART-TIME	59	90
	CASUAL	174	168
	UNKNOWN	224	33
Position	MANAGERIAL POSITIONS	103	65
	STAFF NURSE	517	601
	SPECIALIST POSITIONS	7	**
	OTHER	76	**
	NOT STATED	35	4
Highest Education in Nursing	DIPLOMA	478	510
	BACCALAUREATE	247	**
	MASTER'S/DOCTORATE	13	**
Workforce Place of Graduation	FOREIGN GRADUATES	63	86
	INTERPROVINCIAL GRADUATES	597	623
	RETAINED GRADUATES	17	47
	NOT STATED	61	4

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** Value suppressed to ensure confidentiality

Northern Territories data includes interprovincial duplicates employed in nursing—See Methodological Notes.

Source: Registered Nurses Database/Canadian Institute for Health Information

Data Tables

Table 1.0—Number of RNs by Employment Status and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs	5,490	1,327	8,623	7,675	63,202	95,282	10,261	8,405	24,650	28,762	276	519	280	254,752
Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Employed in Other Than Nursing	8	n/s	22	10	249	4,953	n/s	26	37	82	*	*	*	5,392
Not Employed	39	n/s	182	228	615	6,069	n/s	84	379	194	*	**	*	7,803
Not Stated	1	34	0	73	3,145	5,523	319	38	857	585	0	21	4	10,600

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

n/s Data not submitted to CIHI

For Saskatchewan data, CIHI modified the collection methodology to reduce the proportion of "Not Stated" records. More information is available in the Methodological Notes.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 1.0a—Percentage Distribution of RNs by Employment Status and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Employed in Nursing	99.1	97.4	97.6	95.9	93.7	82.6	96.9	98.2	94.8	97.0	98.6	93.8	97.5	90.7
Employed in Other Than Nursing	0.1	n/s	0.3	0.1	0.4	5.2	n/s	0.3	0.2	0.3	*	*	*	2.1
Not Employed	0.7	n/s	2.1	3.0	1.0	6.4	n/s	1.0	1.5	0.7	*	**	*	3.1
Not Stated	–	2.6	0.0	1.0	5.0	5.8	3.1	0.5	3.5	2.0	0.0	4.0	1.4	4.2

Source: RNDB/CIHI

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

n/s Data not submitted to CIHI

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 1.1—Number of RNs per 10,000 Population by Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs	103.3	94.6	91.2	101.4	84.7	78.7	89.2	83.2	78.8	69.3	92.7	125.3	97.2	80.9
Employed in Nursing	102.4	92.1	89.1	97.3	79.3	65.0	86.4	81.8	74.7	67.2	91.3	117.6	94.8	73.4

Source: RNDB/CIHI

Population data used with permission from Statistics Canada. Please review the Methodological Notes for more information.

Population figures presented in Appendix B.

Table 1.2—Number of RNs by Employment Status, Age Group and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs	5,490	1,327	8,623	7,675	63,202	95,282	10,261	8,405	24,650	28,762	276	519	280	254,752
<30 years	735	82	497	678	7,569	7,029	682	597	2,462	2,328	23	58	24	22,764
30–39 years	1,899	321	2,237	2,270	14,772	22,407	2,582	1,935	6,132	6,158	63	139	51	60,966
40–49 years	1,789	436	3,288	2,641	21,285	30,421	3,756	3,081	7,954	9,663	101	158	91	84,664
50–59 years	940	393	2,216	1,838	17,257	27,986	2,689	2,219	6,442	8,671	78	112	69	70,910
60+ years	124	92	385	248	2,318	7,431	544	573	1,616	1,928	11	25	23	15,318
Not Stated	3	3	0	0	1	8	8	0	44	14	0	27	22	130
Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
<30 years	727	80	480	627	6,857	6,283	608	586	2,231	2,225	23	53	22	20,802
30–39 years	1,877	315	2,168	2,157	13,814	19,278	2,515	1,906	5,628	5,950	62	128	50	55,848
40–49 years	1,782	428	3,228	2,566	20,385	25,690	3,662	3,051	7,682	9,406	100	148	89	78,217
50–59 years	936	381	2,168	1,781	16,251	22,506	2,631	2,164	6,253	8,450	77	107	69	63,774
60+ years	119	86	375	233	1,886	4,973	518	550	1,552	1,858	10	25	22	12,207
Not Stated	1	3	0	0	0	7	8	0	31	12	0	26	21	109
Employed in Other Than Nursing	8	n/s	22	10	249	4,953	n/s	26	37	82	*	*	*	5,392
<30 years														203
30–39 years														973
40–49 years														1,819
50–59 years														1,898
60+ years														498
Not Stated														1
Not Employed	39	n/s	182	228	615	6,069	n/s	84	379	194	*	**	*	7,803
<30 years														397
30–39 years														1,523
40–49 years														1,787
50–59 years														2,440
60+ years														1,645
Not Stated														11
Not Stated	1	34	0	73	3,145	5,523	319	38	857	585	0	21	4	10,600
<30 years														1,362
30–39 years														2,622
40–49 years														2,841
50–59 years														2,798
60+ years														968
Not Stated														9

Source: RNDB/CIHI

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n/s Data not submitted to CIHI

For Saskatchewan data, CIHI modified the collection methodology to reduce the proportion of "Not Stated" records. More information is available in the Methodological Notes.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 1.3—Number of RNs by Employment Status, Highest Level of Education in Nursing and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs	5,490	1,327	8,623	7,675	63,202	95,282	10,261	8,405	24,650	28,762	276	519	280	254,752
Baccalaureate	4,117	988	6,221	4,916	46,699	73,363	7,426	6,362	15,851	19,521	162	365	175	186,166
Diploma	1,295	318	2,212	2,614	15,657	20,160	2,617	1,958	8,185	8,465	**	144	**	63,830
Master's/Doctorate	78	21	190	145	846	1,759	218	85	614	776	*	10	**	4,756
Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Diploma	4,083	963	6,089	4,728	43,338	60,511	7,213	6,258	15,106	18,993	159	341	169	167,951
Baccalaureate	1,282	310	2,146	2,495	15,046	16,741	2,514	1,917	7,692	8,167	**	136	**	58,649
Master's/Doctorate	77	20	184	141	809	1,485	215	82	579	741	*	10	**	4,357
Employed in Other Than Nursing	8	n/s	22	10	249	4,953	n/s	26	37	82	*	*	*	5,392
Diploma	**		13	**	198	3,680		17	28	40	*	*	*	3,992
Baccalaureate	*		**	*	**	1,176		9	9	35	0	0	0	1,289
Master's/Doctorate	0		*	0	*	97		0	0	7	0	0	0	111
Not Employed	39	n/s	182	228	615	6,069	n/s	84	379	194	*	**	*	7,803
Diploma	28		119	136	460	4,732		59	234	120	*	**	*	5,896
Baccalaureate	**		**	**	141	1,241		**	130	66	*	*	*	1,766
Master's/Doctorate	*		*	*	14	96		*	15	8	0	0	0	141
Not Stated	1	34	0	73	3,145	5,523	319	38	857	585	0	21	4	10,600
Diploma														8,327
Baccalaureate														2,126
Master's/Doctorate														147

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

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n/s Data not submitted to CIHI

For Saskatchewan data, CIHI modified the collection methodology to reduce the proportion of 'Not Stated' records. More information is available in the Methodological Notes.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 1.3a—Percentage Distribution of RNs by Employment Status, Highest Level of Education in Nursing and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Baccalaureate	75.0	74.5	72.1	64.1	73.9	77.0	72.4	75.7	64.3	67.9	58.7	70.3	62.5	73.1
Diploma	23.6	24.0	25.7	34.1	24.8	21.2	25.5	23.3	33.2	29.4	**	27.7	**	25.1
Master's/Doctorate	1.4	1.6	2.2	1.9	1.3	1.8	2.1	1.0	2.5	2.7	*	1.9	**	1.9
Employed in Nursing	99.1	97.4	97.6	95.9	93.7	82.6	96.9	98.2	94.8	97.0	98.6	93.8	97.5	90.7
Diploma	74.4	72.6	70.6	61.6	68.6	63.5	70.3	74.5	61.3	66.0	57.6	65.7	60.4	65.9
Baccalaureate	23.4	23.4	24.9	32.5	23.8	17.6	24.5	22.8	31.2	28.4	**	26.2	**	23.0
Master's/Doctorate	1.4	1.5	2.1	1.8	1.3	1.6	2.1	1.0	2.3	2.6	*	1.9	**	1.7
Employed in Other Than Nursing	0.1	n/s	0.3	0.1	0.4	5.2	n/s	0.3	0.2	0.3	*	*	*	2.1
Diploma	**		0.2	**	0.3	3.9		0.2	0.1	0.1	*	*	*	1.6
Baccalaureate	*		**	*	**	1.2		0.1	—	0.1	0.0	0.0	0.0	0.5
Master's/Doctorate	0.0		*	0.0	*	0.1		0.0	0.0	—	0.0	0.0	0.0	—
Not Employed	0.7	n/s	2.1	3.0	1.0	6.4	n/s	1.0	1.5	0.7	*	**	*	3.1
Diploma	0.5		1.4	1.8	0.7	5.0		0.7	0.9	0.4	*	**	*	2.3
Baccalaureate	**		**	**	0.2	1.3		**	0.5	0.2	*	*	*	0.7
Master's/Doctorate	*		*	*	—	0.1		*	0.1	—	0.0	0.0	0.0	0.1
Not Stated	—	2.6	0.0	1.0	5.0	5.8	3.1	0.5	3.5	2.0	0.0	4.0	1.4	4.2
Diploma														3.3
Baccalaureate														0.8
Master's/Doctorate														0.1

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

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n/s Data not submitted to CIHI

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 2.0—Number of RNs by Gender and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Male	222	26	231	287	5,272	2,925	468	241	765	1,265	22	46	26	11,796
Female	5,220	1,267	8,188	7,077	53,921	75,812	9,474	8,016	22,612	26,636	250	441	247	219,161

Source: RNDB/CIHI

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 2.0a—Percentage Distribution of RNs by Gender and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Male	4.1	2.0	2.7	3.9	8.9	3.7	4.7	2.9	3.3	4.5	8.1	9.4	9.5	5.1
Female	95.9	98.0	97.3	96.1	91.1	96.3	95.3	97.1	96.7	95.5	91.9	90.6	90.5	94.9

Source: RNDB/CIHI

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 3.0—Number of RNs by Age Group and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
< 25 years	163	18	69	104	1,662	724	66	88	356	479	0	*	*	3,731
25–29 years	564	62	411	523	5,195	5,559	542	498	1,875	1,746	23	52	21	17,071
30–34 years	827	138	790	871	5,974	8,098	1,037	831	2,423	2,594	29	57	28	23,697
35–39 years	1,050	177	1,378	1,286	7,840	11,180	1,478	1,075	3,205	3,356	33	71	22	32,151
40–44 years	916	222	1,554	1,286	9,439	11,648	1,681	1,370	3,454	4,162	47	64	39	35,882
45–49 years	866	206	1,674	1,280	10,946	14,042	1,981	1,681	4,228	5,244	53	84	50	42,335
50–54 years	593	231	1,263	1,128	10,688	13,166	1,633	1,336	3,643	4,794	57	56	48	38,636
55–59 years	343	150	905	653	5,563	9,340	998	828	2,610	3,656	20	51	21	25,138
60–64 years	113	71	311	194	1,466	4,022	428	463	1,216	1,575	**	**	18	9,903
65–69 years	**	**	54	**	271	816	80	**	283	249	*	7	*	1,899
70 + years	*	*	10	*	149	135	10	*	53	34	0	*	*	405
Not Stated	1	3	0	0	0	7	8	0	31	12	0	26	21	109

Source: RNDB/CIHI

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Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 3.0a—Percentage Distribution of RNs by Age Group and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
< 25 years	3.0	1.4	0.8	1.4	2.8	0.9	0.7	1.1	1.5	1.7	0.0	*	*	1.6
25–29 years	10.4	4.8	4.9	7.1	8.8	7.1	5.5	6.0	8.0	6.3	8.5	10.7	7.7	7.4
30–34 years	15.2	10.7	9.4	11.8	10.1	10.3	10.4	10.1	10.4	9.3	10.7	11.7	10.3	10.3
35–39 years	19.3	13.7	16.4	17.5	13.2	14.2	14.9	13.0	13.7	12.0	12.1	14.6	8.1	13.9
40–44 years	16.8	17.2	18.5	17.5	15.9	14.8	16.9	16.6	14.8	14.9	17.3	13.1	14.3	15.5
45–49 years	15.9	15.9	19.9	17.4	18.5	17.8	19.9	20.4	18.1	18.8	19.5	17.2	18.3	18.3
50–54 years	10.9	17.9	15.0	15.3	18.1	16.7	16.4	16.2	15.6	17.2	21.0	11.5	17.6	16.7
55–59 years	6.3	11.6	10.7	8.9	9.4	11.9	10.0	10.0	11.2	13.1	7.4	10.5	7.7	10.9
60–64 years	2.1	5.5	3.7	2.6	2.5	5.1	4.3	5.6	5.2	5.6	**	**	6.6	4.3
65–69 years	**	**	0.6	**	0.5	1.0	0.8	**	1.2	0.9	*	1.4	*	0.8
70 + years	*	*	0.1	*	0.3	0.2	0.1	*	0.2	0.1	0.0	*	*	0.2
Not Stated	–	0.2	0.0	0.0	0.0	–	0.1	0.0	0.1	–	0.0	5.3	7.7	–

Source: RNDB/CIHI

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Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 3.1—Number of RNs by Age Group, Multiple Employment and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
One Employer	4,841	n/s	7,934	n/s	51,264	66,190	8,835	6,656	18,642	21,441	218	429	211	186,661
Multiple Employers	601	n/s	485	n/s	7,786	12,547	1,107	1,584	4,551	6,460	54	58	62	35,295
Not Stated	0	1,293	0	7,364	143	0	0	17	184	0	0	0	0	9,001
< 30 years	727	80	480	627	6,857	6,283	608	586	2,231	2,225	23	53	22	20,802
One Employer	536	n/s	447	n/s	5,822	4,909	558	474	1,719	1,675	18	**	**	16,226
Multiple Employers	191	n/s	33	n/s	1,010	1,374	50	110	493	550	5	*	*	3,823
Not Stated	0	80	0	627	25	0	0	2	19	0	0	0	0	753
30–39 years	1,877	315	2,168	2,157	13,814	19,278	2,515	1,906	5,628	5,950	62	128	50	55,848
One Employer	1,672	n/s	2,016	n/s	11,532	15,480	2,174	1,436	4,220	4,224	52	117	43	42,966
Multiple Employers	205	n/s	152	n/s	2,262	3,798	341	466	1,364	1,726	10	11	7	10,342
Not Stated	0	315	0	2,157	20	0	0	4	44	0	0	0	0	2,540
40–49 years	1,782	428	3,228	2,566	20,385	25,690	3,662	3,051	7,682	9,406	100	148	89	78,217
One Employer	1,663	n/s	3,057	n/s	17,847	21,525	3,209	2,429	6,059	7,090	75	128	70	63,152
Multiple Employers	119	n/s	171	n/s	2,522	4,165	453	612	1,568	2,316	25	20	19	11,990
Not Stated	0	428	0	2,566	16	0	0	10	55	0	0	0	0	3,075
50–59 years	936	381	2,168	1,781	16,251	22,506	2,631	2,164	6,253	8,450	77	107	69	63,774
One Employer	861	n/s	2,061	n/s	14,437	19,884	2,415	1,853	5,280	6,888	65	90	45	53,879
Multiple Employers	75	n/s	107	n/s	1,755	2,622	216	310	925	1,562	12	17	24	7,625
Not Stated	0	381	0	1,781	59	0	0	1	48	0	0	0	0	2,270
60+ years	119	86	375	233	1,886	4,973	518	550	1,552	1,858	10	25	22	12,207
One Employer	109	n/s	353	n/s	1,626	4,385	473	464	1,336	1,558	**	**	**	10,351
Multiple Employers	10	n/s	22	n/s	237	588	45	86	199	300	*	*	*	1,497
Not Stated	0	86	0	233	23	0	0	0	17	0	0	0	0	359
Not Stated	1	3	0	0	0	7	8	0	31	12	0	26	21	109
One Employer														87
Multiple Employers														18
Not Stated														4

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

n/s Data not submitted to CIHI

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 3.1a—Percentage Distribution of RNs by Age Group, Multiple Employment and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
One Employer	89.0	n/s	94.2	n/s	86.6	84.1	88.9	80.6	79.7	76.8	80.1	88.1	77.3	80.8
Multiple Employers	11.0	n/s	5.8	n/s	13.2	15.9	11.1	19.2	19.5	23.2	19.9	11.9	22.7	15.3
Not Stated	0.0	100.0	0.0	100.0	0.2	0.0	0.0	0.2	0.8	0.0	0.0	0.0	0.0	3.9
< 30 years	13.4	6.2	5.7	8.5	11.6	8.0	6.1	7.1	9.5	8.0	8.5	10.9	8.1	9.0
One Employer	9.8	n/s	5.3	n/s	9.8	6.2	5.6	5.7	7.4	6.0	6.6	**	**	7.0
Multiple Employers	3.5	n/s	0.4	n/s	1.7	1.7	0.5	1.3	2.1	2.0	1.8	*	*	1.7
Not Stated	0.0	6.2	0.0	8.5	—	0.0	0.0	—	0.1	0.0	0.0	0.0	0.0	0.3
30–39 years	34.5	24.4	25.8	29.3	23.3	24.5	25.3	23.1	24.1	21.3	22.8	26.3	18.3	24.2
One Employer	30.7	n/s	23.9	n/s	19.5	19.7	21.9	17.4	18.1	15.1	19.1	24.0	15.8	18.6
Multiple Employers	3.8	n/s	1.8	n/s	3.8	4.8	3.4	5.6	5.8	6.2	3.7	2.3	2.6	4.5
Not Stated	0.0	24.4	0.0	29.3	—	0.0	0.0	—	0.2	0.0	0.0	0.0	0.0	1.1
40–49 years	32.7	33.1	38.3	34.8	34.4	32.6	36.8	37.0	32.9	33.7	36.8	30.4	32.6	33.9
One Employer	30.6	n/s	36.3	n/s	30.2	27.3	32.3	29.4	25.9	25.4	27.6	26.3	25.6	27.3
Multiple Employers	2.2	n/s	2.0	n/s	4.3	5.3	4.6	7.4	6.7	8.3	9.2	4.1	7.0	5.2
Not Stated	0.0	33.1	0.0	34.8	—	0.0	0.0	0.1	0.2	0.0	0.0	0.0	0.0	1.3
50–59 years	17.2	29.5	25.8	24.2	27.5	28.6	26.5	26.2	26.7	30.3	28.3	22.0	25.3	27.6
One Employer	15.8	n/s	24.5	n/s	24.4	25.3	24.3	22.4	22.6	24.7	23.9	18.5	16.5	23.3
Multiple Employers	1.4	n/s	1.3	n/s	3.0	3.3	2.2	3.8	4.0	5.6	4.4	3.5	8.8	3.3
Not Stated	0.0	29.5	0.0	24.2	0.1	0.0	0.0	—	0.2	0.0	0.0	0.0	0.0	1.0
60+ years	2.2	6.7	4.5	3.2	3.2	6.3	5.2	6.7	6.6	6.7	3.7	5.1	8.1	5.3
One Employer	2.0	n/s	4.2	n/s	2.7	5.6	4.8	5.6	5.7	5.6	**	**	**	4.5
Multiple Employers	0.2	n/s	0.3	n/s	0.4	0.7	0.5	1.0	0.9	1.1	*	*	*	0.6
Not Stated	0.0	6.7	0.0	3.2	—	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.2
Not Stated	—	0.2	0.0	0.0	0.0	—	0.1	0.0	0.1	—	0.0	5.3	7.7	—
One Employer														—
Multiple Employers														—
Not Stated														—

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

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n/s Data not submitted to CIHI

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 4.0—Number of RNs by Initial Education in Nursing and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Diploma	4,431	1,105	7,094	5,668	54,988	69,228	8,302	6,913	18,482	23,337	209	407	230	200,394
Degree	1,011	188	1,325	1,696	4,205	9,509	1,640	1,344	4,895	4,564	63	80	43	30,563

Source: RNDB/CIHI

The *Degree* total is comprised of 30,476 RNs who earned a baccalaureate degree and 87 RNs who earned a master's degree as their initial RN education.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 4.0a—Percentage Distribution of RNs by Initial Education in Nursing and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Diploma	81.4	85.5	84.3	77.0	92.9	87.9	83.5	83.7	79.1	83.6	76.8	83.6	84.2	86.8
Degree	18.6	14.5	15.7	23.0	7.1	12.1	16.5	16.3	20.9	16.4	23.2	16.4	15.8	13.2

Source: RNDB/CIHI

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 4.1—Number of RNs by Initial Education in Nursing, Age Group and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
<30 years	727	80	480	627	6,857	6,283	608	586	2,231	2,225	23	53	22	20,802
30–39 years	1,877	315	2,168	2,157	13,814	19,278	2,515	1,906	5,628	5,950	62	128	50	55,848
40–49 years	1,782	428	3,228	2,566	20,385	25,690	3,662	3,051	7,682	9,406	100	148	89	78,217
50–59 years	936	381	2,168	1,781	16,251	22,506	2,631	2,164	6,253	8,450	77	107	69	63,774
60+ years	119	86	375	233	1,886	4,973	518	550	1,552	1,858	10	25	22	12,207
Not Stated	1	3	0	0	0	7	8	0	31	12	0	26	21	109
Diploma	4,431	1,105	7,094	5,668	54,988	69,228	8,302	6,913	18,482	23,337	209	407	230	200,394
<30 years	300	11	143	170	6,063	4,396	201	238	571	956	7	31	17	13,104
30–39 years	1,568	261	1,683	1,530	12,216	15,927	1,930	1,505	4,018	4,607	43	105	36	45,429
40–49 years	1,562	384	2,860	2,108	19,071	22,899	3,224	2,684	6,641	8,275	79	127	79	69,993
50–59 years	**	**	2,046	1,634	15,784	21,243	2,441	1,961	5,776	7,749	70	**	**	60,111
60+ years	**	**	362	226	1,854	4,756	499	525	1,451	1,739	10	**	**	11,667
Not Stated	1	3	0	0	0	7	7	0	25	11	0	20	16	90
Degree	1,011	188	1,325	1,696	4,205	9,509	1,640	1,344	4,895	4,564	63	80	43	30,563
<30 years	427	69	337	457	794	1,887	407	348	1,660	1,269	16	22	5	7,698
30–39 years	309	54	485	627	1,598	3,351	585	401	1,610	1,343	19	23	14	10,419
40–49 years	220	44	368	458	1,314	2,791	438	367	1,041	1,131	21	21	10	8,224
50–59 years	**	**	122	147	467	1,263	190	203	477	701	7	**	**	3,663
60+ years	*	*	13	7	32	217	19	25	101	119	0	*	*	540
Not Stated	0	0	0	0	0	0	1	0	6	1	0	6	5	19

Source: RNDB/CIHI

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** Value suppressed to ensure confidentiality; cell value is 5 or greater

The *Degree* total is comprised of 30,476 RNs who earned a baccalaureate degree and 87 RNs who earned a master's degree as their initial RN education.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 4.1a—Percentage Distribution of RNs by Initial Education in Nursing, Age Group and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<30 years	13.4	6.2	5.7	8.5	11.6	8.0	6.1	7.1	9.5	8.0	8.5	10.9	8.1	9.0
30–39 years	34.5	24.4	25.8	29.3	23.3	24.5	25.3	23.1	24.1	21.3	22.8	26.3	18.3	24.2
40–49 years	32.7	33.1	38.3	34.8	34.4	32.6	36.8	37.0	32.9	33.7	36.8	30.4	32.6	33.9
50–59 years	17.2	29.5	25.8	24.2	27.5	28.6	26.5	26.2	26.7	30.3	28.3	22.0	25.3	27.6
60+ years	2.2	6.7	4.5	3.2	3.2	6.3	5.2	6.7	6.6	6.7	3.7	5.1	8.1	5.3
Not Stated	–	0.2	0.0	0.0	0.0	–	0.1	0.0	0.1	–	0.0	5.3	7.7	–
Diploma	81.4	85.5	84.3	77.0	92.9	87.9	83.5	83.7	79.1	83.6	76.8	83.6	84.2	86.8
<30 years	5.5	0.9	1.7	2.3	10.2	5.6	2.0	2.9	2.4	3.4	2.6	6.4	6.2	5.7
30–39 years	28.8	20.2	20.0	20.8	20.6	20.2	19.4	18.2	17.2	16.5	15.8	21.6	13.2	19.7
40–49 years	28.7	29.7	34.0	28.6	32.2	29.1	32.4	32.5	28.4	29.7	29.0	26.1	28.9	30.3
50–59 years	**	**	24.3	22.2	26.7	27.0	24.6	23.7	24.7	27.8	25.7	**	**	26.0
60+ years	**	**	4.3	3.1	3.1	6.0	5.0	6.4	6.2	6.2	3.7	**	**	5.1
Not Stated	–	0.2	0.0	0.0	0.0	–	0.1	0.0	0.1	–	0.0	4.1	5.9	–
Degree	18.6	14.5	15.7	23.0	7.1	12.1	16.5	16.3	20.9	16.4	23.2	16.4	15.8	13.2
<30 years	7.8	5.3	4.0	6.2	1.3	2.4	4.1	4.2	7.1	4.5	5.9	4.5	1.8	3.3
30–39 years	5.7	4.2	5.8	8.5	2.7	4.3	5.9	4.9	6.9	4.8	7.0	4.7	5.1	4.5
40–49 years	4.0	3.4	4.4	6.2	2.2	3.5	4.4	4.4	4.5	4.1	7.7	4.3	3.7	3.6
50–59 years	**	**	1.4	2.0	0.8	1.6	1.9	2.5	2.0	2.5	2.6	**	**	1.6
60+ years	*	*	0.2	0.1	0.1	0.3	0.2	0.3	0.4	0.4	0.0	*	*	0.2
Not Stated	0.0	0.0	0.0	0.0	0.0	0.0	–	0.0	–	–	0.0	1.2	1.8	–

Source: RNDB/CIHI

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Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 4.2—Number of RNs by Initial Education in Nursing, Years Since RN Graduation and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
0–10 years	1,546	214	1,367	1,556	13,472	16,439	2,272	1,670	5,497	6,387	64	166	66	50,716
11–20 years	1,771	379	2,584	2,484	16,056	20,305	3,226	2,217	6,467	7,523	74	136	84	63,306
21–30 years	1,475	391	2,738	2,113	20,246	21,814	2,752	2,493	6,307	7,729	87	100	69	68,314
31+ years	647	308	1,730	1,211	9,418	17,426	1,691	1,877	5,106	6,260	47	85	54	45,860
Not Stated	3	1	0	0	1	2,753	1	0	0	2	0	0	0	2,761
Diploma	4,431	1,105	7,094	5,668	54,988	69,228	8,302	6,913	18,482	23,337	209	407	230	200,394
0–10 years	984	106	765	801	11,825	12,738	1,464	1,077	2,495	4,043	31	124	50	36,503
11–20 years	1,499	346	2,190	1,946	14,690	17,367	2,798	1,906	5,539	6,636	60	114	66	55,157
21–30 years	1,314	351	2,461	1,763	19,228	19,879	2,423	2,172	5,645	6,820	**	**	**	62,282
31+ years	632	301	1,678	1,158	9,244	16,696	1,617	1,758	4,803	5,836	**	**	**	43,898
Not Stated	2	1	0	0	1	2,548	0	0	0	2	0	0	0	2,554
Degree	1,011	188	1,325	1,696	4,205	9,509	1,640	1,344	4,895	4,564	63	80	43	30,563
0–10 years	562	108	602	755	1,647	3,701	808	593	3,002	2,344	33	42	16	14,213
11–20 years	272	33	394	538	1,366	2,938	428	311	928	887	14	22	18	8,149
21–30 years	161	40	277	350	1,018	1,935	329	321	662	909	**	**	*	6,032
31+ years	15	7	52	53	174	730	74	119	303	424	*	*	**	1,962
Not Stated	1	0	0	0	0	205	1	0	0	0	0	0	0	207

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

The *Degree* total is comprised of 30,476 RNs who earned a baccalaureate degree and 87 RNs who earned a master's degree as their initial RN education.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 4.2a—Percentage Distribution of RNs by Initial Education in Nursing, Years Since RN Graduation and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
0–10 years	28.4	16.6	16.2	21.1	22.8	20.9	22.9	20.2	23.5	22.9	23.5	34.1	24.2	22.0
11–20 years	32.5	29.3	30.7	33.7	27.1	25.8	32.4	26.8	27.7	27.0	27.2	27.9	30.8	27.4
21–30 years	27.1	30.2	32.5	28.7	34.2	27.7	27.7	30.2	27.0	27.7	32.0	20.5	25.3	29.6
31+ years	11.9	23.8	20.5	16.4	15.9	22.1	17.0	22.7	21.8	22.4	17.3	17.5	19.8	19.9
Not Stated	0.1	0.1	0.0	0.0	–	3.5	–	0.0	0.0	–	0.0	0.0	0.0	1.2
Diploma	81.4	85.5	84.3	77.0	92.9	87.9	83.5	83.7	79.1	83.6	76.8	83.6	84.2	86.8
0–10 years	18.1	8.2	9.1	10.9	20.0	16.2	14.7	13.0	10.7	14.5	11.4	25.5	18.3	15.8
11–20 years	27.5	26.8	26.0	26.4	24.8	22.1	28.1	23.1	23.7	23.8	22.1	23.4	24.2	23.9
21–30 years	24.1	27.1	29.2	23.9	32.5	25.2	24.4	26.3	24.1	24.4	**	**	**	27.0
31+ years	11.6	23.3	19.9	15.7	15.6	21.2	16.3	21.3	20.5	20.9	**	**	**	19.0
Not Stated	–	0.1	0.0	0.0	–	3.2	0.0	0.0	0.0	–	0.0	0.0	0.0	1.1
Degree	18.6	14.5	15.7	23.0	7.1	12.1	16.5	16.3	20.9	16.4	23.2	16.4	15.8	13.2
0–10 years	10.3	8.4	7.2	10.3	2.8	4.7	8.1	7.2	12.8	8.4	12.1	8.6	5.9	6.2
11–20 years	5.0	2.6	4.7	7.3	2.3	3.7	4.3	3.8	4.0	3.2	5.1	4.5	6.6	3.5
21–30 years	3.0	3.1	3.3	4.8	1.7	2.5	3.3	3.9	2.8	3.3	**	**	*	2.6
31+ years	0.3	0.5	0.6	0.7	0.3	0.9	0.7	1.4	1.3	1.5	*	*	**	0.8
Not Stated	–	0.0	0.0	0.0	0.0	0.3	–	0.0	0.0	0.0	0.0	0.0	0.0	0.1

Source: RNDB/CIHI

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Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 5.0—Number of RNs by Highest Level of Education in Nursing and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Diploma	4,083	963	6,089	4,728	43,338	60,511	7,213	6,258	15,106	18,993	159	341	169	167,951
Baccalaureate	1,282	310	2,146	2,495	15,046	16,741	2,514	1,917	7,692	8,167	**	136	**	58,649
Master's/Doctorate	77	20	184	141	809	1,485	215	82	579	741	*	10	**	4,357

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

The Master's/Doctorate total is comprised of 4,123 RNs who earned a master's degree and 234 RNs who earned a doctorate as their highest level of education in nursing.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 5.0a—Percentage Distribution of RNs by Highest Level of Education in Nursing and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Diploma	75.0	74.5	72.3	64.2	73.2	76.9	72.6	75.8	64.6	68.1	58.5	70.0	61.9	72.7
Baccalaureate	23.6	24.0	25.5	33.9	25.4	21.3	25.3	23.2	32.9	29.3	**	27.9	**	25.4
Master's/Doctorate	1.4	1.5	2.2	1.9	1.4	1.9	2.2	1.0	2.5	2.7	*	2.1	**	1.9

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 5.1—Number of RNs by Highest Level of Education in Nursing, Age Group and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
<30 years	727	80	480	627	6,857	6,283	608	586	2,231	2,225	23	53	22	20,802
30–39 years	1,877	315	2,168	2,157	13,814	19,278	2,515	1,906	5,628	5,950	62	128	50	55,848
40–49 years	1,782	428	3,228	2,566	20,385	25,690	3,662	3,051	7,682	9,406	100	148	89	78,217
50–59 years	936	381	2,168	1,781	16,251	22,506	2,631	2,164	6,253	8,450	77	107	69	63,774
60+ years	119	86	375	233	1,886	4,973	518	550	1,552	1,858	10	25	22	12,207
Not Stated	1	3	0	0	0	7	8	0	31	12	0	26	21	109
Diploma	4,083	963	6,089	4,728	43,338	60,511	7,213	6,258	15,106	18,993	159	341	169	167,951
<30 years	289	11	129	157	5,224	3,921	179	224	518	850	7	29	13	11,551
30–39 years	1,480	226	1,491	1,383	10,000	13,972	1,706	1,372	3,370	3,845	39	95	29	39,008
40–49 years	1,414	327	2,448	1,716	14,818	19,916	2,811	2,424	5,424	6,557	57	108	55	58,075
50–59 years	791	319	1,719	1,301	11,901	18,513	2,082	1,760	4,548	6,245	47	75	48	49,349
60+ years	108	77	302	171	1,395	4,184	429	478	1,228	1,490	9	18	16	9,905
Not Stated	1	3	0	0	0	5	6	0	18	6	0	16	8	63
Baccalaureate	1,282	310	2,146	2,495	15,046	16,741	2,514	1,917	7,692	8,167	**	136	**	58,649
<30 years	438	69	349	469	1,611	2,331	427	362	1,706	1,365	16	24	9	9,176
30–39 years	389	89	642	754	3,679	4,968	779	524	2,195	2,019	22	33	20	16,113
40–49 years	331	92	700	807	5,214	5,204	769	594	1,997	2,558	42	33	31	18,372
50–59 years	118	52	389	415	4,099	3,537	460	370	1,498	1,913	28	29	17	12,925
60+ years	6	8	66	50	443	699	77	67	283	307	*	7	**	2,019
Not Stated	0	0	0	0	0	2	2	0	13	5	0	10	12	44
Master's/Doctorate	77	20	184	141	809	1,485	215	82	579	741	*	10	**	4,357
<30 years														75
30–39 years														727
40–49 years														1,770
50–59 years														1,500
60+ years														283
Not Stated														2

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

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The Master's/Doctorate total is comprised of 4,123 RNs who earned a master's degree and 234 RNs who earned a doctorate as their highest level of education in nursing.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 5.1a—Percentage Distribution of RNs by Highest Level of Education in Nursing, Age Group and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<30 years	13.4	6.2	5.7	8.5	11.6	8.0	6.1	7.1	9.5	8.0	8.5	10.9	8.1	9.0
30–39 years	34.5	24.4	25.8	29.3	23.3	24.5	25.3	23.1	24.1	21.3	22.8	26.3	18.3	24.2
40–49 years	32.7	33.1	38.3	34.8	34.4	32.6	36.8	37.0	32.9	33.7	36.8	30.4	32.6	33.9
50–59 years	17.2	29.5	25.8	24.2	27.5	28.6	26.5	26.2	26.7	30.3	28.3	22.0	25.3	27.6
60+ years	2.2	6.7	4.5	3.2	3.2	6.3	5.2	6.7	6.6	6.7	3.7	5.1	8.1	5.3
Not Stated	–	0.2	0.0	0.0	0.0	–	0.1	0.0	0.1	–	0.0	5.3	7.7	–
Diploma	75.0	74.5	72.3	64.2	73.2	76.9	72.6	75.8	64.6	68.1	58.5	70.0	61.9	72.7
<30 years	5.3	0.9	1.5	2.1	8.8	5.0	1.8	2.7	2.2	3.0	2.6	6.0	4.8	5.0
30–39 years	27.2	17.5	17.7	18.8	16.9	17.7	17.2	16.6	14.4	13.8	14.3	19.5	10.6	16.9
40–49 years	26.0	25.3	29.1	23.3	25.0	25.3	28.3	29.4	23.2	23.5	21.0	22.2	20.1	25.1
50–59 years	14.5	24.7	20.4	17.7	20.1	23.5	20.9	21.3	19.5	22.4	17.3	15.4	17.6	21.4
60+ years	2.0	6.0	3.6	2.3	2.4	5.3	4.3	5.8	5.3	5.3	3.3	3.7	5.9	4.3
Not Stated	–	0.2	0.0	0.0	0.0	–	0.1	0.0	0.1	–	0.0	3.3	2.9	–
Baccalaureate	23.6	24.0	25.5	33.9	25.4	21.3	25.3	23.2	32.9	29.3	**	27.9	**	25.4
<30 years	8.0	5.3	4.1	6.4	2.7	3.0	4.3	4.4	7.3	4.9	5.9	4.9	3.3	4.0
30–39 years	7.1	6.9	7.6	10.2	6.2	6.3	7.8	6.3	9.4	7.2	8.1	6.8	7.3	7.0
40–49 years	6.1	7.1	8.3	11.0	8.8	6.6	7.7	7.2	8.5	9.2	15.4	6.8	11.4	8.0
50–59 years	2.2	4.0	4.6	5.6	6.9	4.5	4.6	4.5	6.4	6.9	10.3	6.0	6.2	5.6
60+ years	0.1	0.6	0.8	0.7	0.7	0.9	0.8	0.8	1.2	1.1	*	1.4	**	0.9
Not Stated	0.0	0.0	0.0	0.0	0.0	–	–	0.0	0.1	–	0.0	2.1	4.4	–
Master's/Doctorate	1.4	1.5	2.2	1.9	1.4	1.9	2.2	1.0	2.5	2.7	*	2.1	**	1.9
<30 years														–
30–39 years														0.3
40–49 years														0.8
50–59 years														0.6
60+ years														0.1
Not Stated														–

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

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Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 5.2—Number of RNs by Highest Level of Education in Nursing, Derived Employment Status and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Full-Time	4,050	650	5,008	4,354	31,963	44,803	4,563	4,177	10,333	14,453	123	299	170	124,946
Part-Time	875	528	2,255	2,050	20,309	26,185	4,734	2,832	9,267	8,943	95	65	25	78,163
Casual	517	115	1,156	782	6,921	7,749	645	860	3,777	4,505	54	100	68	27,249
Unknown	0	0	0	178	0	0	0	388	0	0	0	23	10	599
Diploma	4,083	963	6,089	4,728	43,338	60,511	7,213	6,258	15,106	18,993	159	341	169	167,951
Full-Time	2,972	435	3,400	2,611	21,336	32,915	2,896	2,992	6,162	9,243	71	210	105	85,348
Part-Time	708	450	1,808	1,491	16,503	21,551	3,807	2,290	6,474	6,692	61	45	15	61,895
Casual	403	78	881	517	5,499	6,045	510	662	2,470	3,058	27	69	41	20,260
Unknown	0	0	0	109	0	0	0	314	0	0	0	17	8	448
Baccalaureate	1,282	310	2,146	2,495	15,046	16,741	2,514	1,917	7,692	8,167	**	136	**	58,649
Full-Time	1,011	197	1,449	1,630	9,981	10,710	1,498	1,129	3,749	4,666	51	81	59	36,211
Part-Time	159	76	428	547	3,686	4,398	892	525	2,685	2,124	34	20	10	15,584
Casual	112	37	269	257	1,379	1,633	124	193	1,258	1,377	**	**	24	6,718
Unknown	0	0	0	61	0	0	0	70	0	0	0	*	*	136
Master's/Doctorate	77	20	184	141	809	1,485	215	82	579	741	*	10	**	4,357
Full-Time														3,387
Part-Time														684
Casual														271
Unknown														15

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

The Master's/Doctorate total is comprised of 4,123 RNs who earned a master's degree and 234 RNs who earned a doctorate as their highest level of education in nursing.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 5.2a—Percentage Distribution of RNs by Highest Level of Education in Nursing, Derived Employment Status and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Full-Time	74.4	50.3	59.5	59.1	54.0	56.9	45.9	50.6	44.2	51.8	45.2	61.4	62.3	54.1
Part-Time	16.1	40.8	26.8	27.8	34.3	33.3	47.6	34.3	39.6	32.1	34.9	13.3	9.2	33.8
Casual	9.5	8.9	13.7	10.6	11.7	9.8	6.5	10.4	16.2	16.1	19.9	20.5	24.9	11.8
Unknown	0.0	0.0	0.0	2.4	0.0	0.0	0.0	4.7	0.0	0.0	0.0	4.7	3.7	0.3
Diploma	75.0	74.5	72.3	64.2	73.2	76.9	72.6	75.8	64.6	68.1	58.5	70.0	61.9	72.7
Full-Time	54.6	33.6	40.4	35.5	36.0	41.8	29.1	36.2	26.4	33.1	26.1	43.1	38.5	37.0
Part-Time	13.0	34.8	21.5	20.2	27.9	27.4	38.3	27.7	27.7	24.0	22.4	9.2	5.5	26.8
Casual	7.4	6.0	10.5	7.0	9.3	7.7	5.1	8.0	10.6	11.0	9.9	14.2	15.0	8.8
Unknown	0.0	0.0	0.0	1.5	0.0	0.0	0.0	3.8	0.0	0.0	0.0	3.5	2.9	0.2
Baccalaureate	23.6	24.0	25.5	33.9	25.4	21.3	25.3	23.2	32.9	29.3	**	27.9	**	25.4
Full-Time	18.6	15.2	17.2	22.1	16.9	13.6	15.1	13.7	16.0	16.7	18.8	16.6	21.6	15.7
Part-Time	2.9	5.9	5.1	7.4	6.2	5.6	9.0	6.4	11.5	7.6	12.5	4.1	3.7	6.7
Casual	2.1	2.9	3.2	3.5	2.3	2.1	1.2	2.3	5.4	4.9	**	**	8.8	2.9
Unknown	0.0	0.0	0.0	0.8	0.0	0.0	0.0	0.8	0.0	0.0	0.0	*	*	0.1
Master's/Doctorate	1.4	1.5	2.2	1.9	1.4	1.9	2.2	1.0	2.5	2.7	*	2.1	**	1.9
Full-Time														1.5
Part-Time														0.3
Casual														0.1
Unknown														–

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

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Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 5.3—Number of RNs by Highest Level of Education in Nursing, Multiple Employment and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
One Employer	4,841	n/s	7,934	n/s	51,264	66,190	8,835	6,656	18,642	21,441	218	429	211	186,661
Multiple Employers	601	n/s	485	n/s	7,786	12,547	1,107	1,584	4,551	6,460	54	58	62	35,295
Not Stated	0	1,293	0	7,364	143	0	0	17	184	0	0	0	0	9,001
Diploma	4,083	963	6,089	4,728	43,338	60,511	7,213	6,258	15,106	18,993	159	341	169	167,951
One Employer	3,761	n/s	5,753	n/s	38,101	50,973	6,411	5,099	12,212	14,917	132	304	134	137,797
Multiple Employers	322	n/s	336	n/s	5,135	9,538	802	1,147	2,786	4,076	27	37	35	24,241
Not Stated	0	963	0	4,728	102	0	0	12	108	0	0	0	0	5,913
Baccalaureate	1,282	310	2,146	2,495	15,046	16,741	2,514	1,917	7,692	8,167	**	136	**	58,649
One Employer	1,009	n/s	2,005	n/s	12,523	13,945	2,229	1,497	5,964	5,980	85	117	70	45,424
Multiple Employers	273	n/s	141	n/s	2,485	2,796	285	416	1,657	2,187	**	19	**	10,307
Not Stated	0	310	0	2,495	38	0	0	4	71	0	0	0	0	2,918
Master's/Doctorate	77	20	184	141	809	1,485	215	82	579	741	*	10	**	4,357
One Employer														3,440
Multiple Employers														747
Not Stated														170

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

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n/s Data not submitted to CIHI

The Master's/Doctorate total is comprised of 4,123 RNs who earned a master's degree and 234 RNs who earned a doctorate as their highest level of education in nursing.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 5.3a—Percentage Distribution of RNs by Highest Level of Education in Nursing, Multiple Employment and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
One Employer	89.0	0.0	94.2	0.0	86.6	84.1	88.9	80.6	79.7	76.8	80.1	88.1	77.3	80.8
Multiple Employers	11.0	0.0	5.8	0.0	13.2	15.9	11.1	19.2	19.5	23.2	19.9	11.9	22.7	15.3
Not Stated	0.0	100.0	0.0	100.0	0.2	0.0	0.0	0.2	0.8	0.0	0.0	0.0	0.0	3.9
Diploma	75.0	74.5	72.3	64.2	73.2	76.9	72.6	75.8	64.6	68.1	58.5	70.0	61.9	72.7
One Employer	69.1	0.0	68.3	0.0	64.4	64.7	64.5	61.8	52.2	53.5	48.5	62.4	49.1	59.7
Multiple Employers	5.9	0.0	4.0	0.0	8.7	12.1	8.1	13.9	11.9	14.6	9.9	7.6	12.8	10.5
Not Stated	0.0	74.5	0.0	64.2	0.2	0.0	0.0	0.1	0.5	0.0	0.0	0.0	0.0	2.6
Baccalaureate	23.6	24.0	25.5	33.9	25.4	21.3	25.3	23.2	32.9	29.3	**	27.9	**	25.4
One Employer	18.5	0.0	23.8	0.0	21.2	17.7	22.4	18.1	25.5	21.4	31.3	24.0	25.6	19.7
Multiple Employers	5.0	0.0	1.7	0.0	4.2	3.6	2.9	5.0	7.1	7.8	**	3.9	**	4.5
Not Stated	0.0	24.0	0.0	33.9	0.1	0.0	0.0	–	0.3	0.0	0.0	0.0	0.0	1.3
Master's/Doctorate	1.4	1.5	2.2	1.9	1.4	1.9	2.2	1.0	2.5	2.7	*	2.1	**	1.9
One Employer														1.5
Multiple Employers														0.3
Not Stated														0.1

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

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n/s Data not submitted to CIHI

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 6.0—Number of RNs by Years Since RN Graduation and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
0–5 years	727	81	453	515	6,263	7,431	850	610	2,669	3,027	36	92	22	22,776
6–10 years	819	133	914	1,041	7,209	9,008	1,422	1,060	2,828	3,360	28	74	44	27,940
11–15 years	868	185	1,149	1,329	9,097	10,490	1,667	1,073	3,396	3,952	36	75	47	33,364
16–20 years	903	194	1,435	1,155	6,959	9,815	1,559	1,144	3,071	3,571	38	61	37	29,942
21–25 years	754	182	1,301	1,030	9,672	9,357	1,235	1,158	2,908	3,635	45	44	34	31,355
26–30 years	721	209	1,437	1,083	10,574	12,457	1,517	1,335	3,399	4,094	42	56	35	36,959
31–35 years	409	174	1,016	790	6,360	10,025	984	1,063	2,833	3,461	30	43	25	27,213
36+ years	238	134	714	421	3,058	7,401	707	814	2,273	2,799	17	42	29	18,647
Not Stated	3	1	0	0	1	2,753	1	0	0	2	0	0	0	2,761

Source: RNDB/CIHI

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 6.0a—Percentage Distribution of RNs by Years Since RN Graduation and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
0–5 years	13.4	6.3	5.4	7.0	10.6	9.4	8.5	7.4	11.4	10.8	13.2	18.9	8.1	9.9
6–10 years	15.0	10.3	10.9	14.1	12.2	11.4	14.3	12.8	12.1	12.0	10.3	15.2	16.1	12.1
11–15 years	16.0	14.3	13.6	18.0	15.4	13.3	16.8	13.0	14.5	14.2	13.2	15.4	17.2	14.4
16–20 years	16.6	15.0	17.0	15.7	11.8	12.5	15.7	13.9	13.1	12.8	14.0	12.5	13.6	13.0
21–25 years	13.9	14.1	15.5	14.0	16.3	11.9	12.4	14.0	12.4	13.0	16.5	9.0	12.5	13.6
26–30 years	13.2	16.2	17.1	14.7	17.9	15.8	15.3	16.2	14.5	14.7	15.4	11.5	12.8	16.0
31–35 years	7.5	13.5	12.1	10.7	10.7	12.7	9.9	12.9	12.1	12.4	11.0	8.8	9.2	11.8
36+ years	4.4	10.4	8.5	5.7	5.2	9.4	7.1	9.9	9.7	10.0	6.3	8.6	10.6	8.1
Not Stated	0.1	0.1	0.0	0.0	–	3.5	–	0.0	0.0	–	0.0	0.0	0.0	1.2

Source: RNDB/CIHI

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

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 6.1—Number of RNs by Years Since RN Graduation, Highest Level of Education in Nursing and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Diploma	4,083	963	6,089	4,728	43,338	60,511	7,213	6,258	15,106	18,993	159	341	169	167,951
Baccalaureate	1,282	310	2,146	2,495	15,046	16,741	2,514	1,917	7,692	8,167	**	136	**	58,649
Master's/Doctorate	77	20	184	141	809	1,485	215	82	579	741	*	10	**	4,357
0–10 years	1,546	214	1,367	1,556	13,472	16,439	2,272	1,670	5,497	6,387	64	166	66	50,716
Diploma	939	95	718	761	10,342	11,815	1,369	1,027	2,217	3,605	31	118	38	33,075
Baccalaureate	**	119	**	**	3,059	4,499	891	**	3,256	2,748	33	48	28	17,362
Master's/Doctorate	*	0	*	*	71	125	12	*	24	34	0	0	0	279
11–20 years	1,771	379	2,584	2,484	16,056	20,305	3,226	2,217	6,467	7,523	74	136	84	63,306
Diploma	1,411	299	1,920	1,712	11,874	15,236	2,460	1,728	4,657	5,450	48	96	49	46,940
Baccalaureate	344	**	615	739	3,973	4,638	713	475	1,674	1,903	**	35	**	15,245
Master's/Doctorate	16	*	49	33	209	431	53	14	136	170	*	5	*	1,121
21–30 years	1,475	391	2,738	2,113	20,246	21,814	2,752	2,493	6,307	7,729	87	100	69	68,314
Diploma	1,169	300	2,053	1,380	14,376	17,214	2,042	1,911	4,437	5,205	49	70	41	50,247
Baccalaureate	265	76	596	680	5,531	4,082	617	546	1,621	2,223	**	**	**	16,325
Master's/Doctorate	41	15	89	53	339	518	93	36	249	301	*	*	*	1,742
31 + years	647	308	1,730	1,211	9,418	17,426	1,691	1,877	5,106	6,260	47	85	54	45,860
Diploma	562	268	1,398	875	6,745	14,443	1,342	1,592	3,795	4,731	31	57	41	35,880
Baccalaureate	67	**	290	284	2,483	2,633	292	257	1,141	1,293	**	**	**	8,826
Master's/Doctorate	18	*	42	52	190	350	57	28	170	236	*	*	*	1,154
Not Stated	3	1	0	0	1	2,753	1	0	0	2	0	0	0	2,761
Diploma														1,809
Baccalaureate														891
Master's/Doctorate														61

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

The Master's/Doctorate total is comprised of 4,123 RNs who earned a master's degree and 234 RNs who earned a doctorate as their highest level of education in nursing.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 6.1a—Percentage Distribution of RNs by Years Since RN Graduation, Highest Level of Education in Nursing and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Diploma	75.0	74.5	72.3	64.2	73.2	76.9	72.6	75.8	64.6	68.1	58.5	70.0	61.9	72.7
Baccalaureate	23.6	24.0	25.5	33.9	25.4	21.3	25.3	23.2	32.9	29.3	**	27.9	**	25.4
Master's/Doctorate	1.4	1.5	2.2	1.9	1.4	1.9	2.2	1.0	2.5	2.7	*	2.1	**	1.9
0–10 years	28.4	16.6	16.2	21.1	22.8	20.9	22.9	20.2	23.5	22.9	23.5	34.1	24.2	22.0
Diploma	17.3	7.3	8.5	10.3	17.5	15.0	13.8	12.4	9.5	12.9	11.4	24.2	13.9	14.3
Baccalaureate	**	9.2	**	**	5.2	5.7	9.0	**	13.9	9.8	12.1	9.9	10.3	7.5
Master's/Doctorate	*	0.0	*	*	0.1	0.2	0.1	*	0.1	0.1	0.0	0.0	0.0	0.1
11–20 years	32.5	29.3	30.7	33.7	27.1	25.8	32.4	26.8	27.7	27.0	27.2	27.9	30.8	27.4
Diploma	25.9	23.1	22.8	23.2	20.1	19.4	24.7	20.9	19.9	19.5	17.6	19.7	17.9	20.3
Baccalaureate	6.3	**	7.3	10.0	6.7	5.9	7.2	5.8	7.2	6.8	**	7.2	**	6.6
Master's/Doctorate	0.3	*	0.6	0.4	0.4	0.5	0.5	0.2	0.6	0.6	*	1.0	*	0.5
21–30 years	27.1	30.2	32.5	28.7	34.2	27.7	27.7	30.2	27.0	27.7	32.0	20.5	25.3	29.6
Diploma	21.5	23.2	24.4	18.7	24.3	21.9	20.5	23.1	19.0	18.7	18.0	14.4	15.0	21.8
Baccalaureate	4.9	5.9	7.1	9.2	9.3	5.2	6.2	6.6	6.9	8.0	**	**	**	7.1
Master's/Doctorate	0.8	1.2	1.1	0.7	0.6	0.7	0.9	0.4	1.1	1.1	*	*	*	0.8
31 + years	11.9	23.8	20.5	16.4	15.9	22.1	17.0	22.7	21.8	22.4	17.3	17.5	19.8	19.9
Diploma	10.3	20.7	16.6	11.9	11.4	18.3	13.5	19.3	16.2	17.0	11.4	11.7	15.0	15.5
Baccalaureate	1.2	**	3.4	3.9	4.2	3.3	2.9	3.1	4.9	4.6	**	**	**	3.8
Master's/Doctorate	0.3	*	0.5	0.7	0.3	0.4	0.6	0.3	0.7	0.8	*	*	*	0.5
Not Stated	0.1	0.1	0.0	0.0	–	3.5	–	0.0	0.0	–	0.0	0.0	0.0	1.2
Diploma														0.8
Baccalaureate														0.4
Master's/Doctorate														–

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

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

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 6.2—Number of RNs by Years Since RN Graduation, Derived Employment Status and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Full-Time	4,050	650	5,008	4,354	31,963	44,803	4,563	4,177	10,333	14,453	123	299	170	124,946
Part-Time	875	528	2,255	2,050	20,309	26,185	4,734	2,832	9,267	8,943	95	65	25	78,163
Casual	517	115	1,156	782	6,921	7,749	645	860	3,777	4,505	54	100	68	27,249
Unknown	0	0	0	178	0	0	0	388	0	0	0	23	10	599
0–10 years	1,546	214	1,367	1,556	13,472	16,439	2,272	1,670	5,497	6,387	64	166	66	50,716
Full-Time	1,218	130	824	850	5,201	9,551	1,180	950	2,405	3,524	29	107	45	26,014
Part-Time	139	64	242	377	4,895	5,158	997	467	1,971	1,460	16	**	*	15,802
Casual	189	20	301	292	3,376	1,730	95	202	1,121	1,403	19	36	15	8,799
Unknown	0	0	0	37	0	0	0	51	0	0	0	**	*	101
11–20 years	1,771	379	2,584	2,484	16,056	20,305	3,226	2,217	6,467	7,523	74	136	84	63,306
Full-Time	1,310	170	1,466	1,518	8,439	10,641	1,229	998	2,396	3,373	26	74	58	31,698
Part-Time	337	181	799	689	6,070	7,644	1,810	861	2,928	2,928	34	**	**	24,313
Casual	124	28	319	219	1,547	2,020	187	255	1,143	1,222	14	31	16	7,125
Unknown	0	0	0	58	0	0	0	103	0	0	0	**	*	170
21–30 years	1,475	391	2,738	2,113	20,246	21,814	2,752	2,493	6,307	7,729	87	100	69	68,314
Full-Time	1,099	219	1,734	1,298	12,909	13,137	1,343	1,272	2,920	4,103	42	69	36	40,181
Part-Time	283	153	756	613	6,314	7,104	1,274	937	2,632	2,714	32	13	11	22,836
Casual	93	19	248	149	1,023	1,573	135	169	755	912	13	**	**	5,121
Unknown	0	0	0	53	0	0	0	115	0	0	0	**	*	176
31+ years	647	308	1,730	1,211	9,418	17,426	1,691	1,877	5,106	6,260	47	85	54	45,860
Full-Time	421	131	984	688	5,414	9,909	810	957	2,612	3,452	26	49	31	25,484
Part-Time	116	129	458	371	3,030	5,466	653	567	1,736	1,840	13	13	5	14,397
Casual	110	48	288	122	974	2,051	228	234	758	968	8	**	**	5,827
Unknown	0	0	0	30	0	0	0	119	0	0	0	*	*	152
Not Stated	3	1	0	0	1	2,753	1	0	0	2	0	0	0	2,761
Full-Time														1,569
Part-Time														815
Casual														377
Unknown														0

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 6.2a—Percentage Distribution of RNs by Years Since RN Graduation, Derived Employment Status and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Full-Time	74.4	50.3	59.5	59.1	54.0	56.9	45.9	50.6	44.2	51.8	45.2	61.4	62.3	54.1
Part-Time	16.1	40.8	26.8	27.8	34.3	33.3	47.6	34.3	39.6	32.1	34.9	13.3	9.2	33.8
Casual	9.5	8.9	13.7	10.6	11.7	9.8	6.5	10.4	16.2	16.1	19.9	20.5	24.9	11.8
Unknown	0.0	0.0	0.0	2.4	0.0	0.0	0.0	4.7	0.0	0.0	0.0	4.7	3.7	0.3
0–10 years	28.4	16.6	16.2	21.1	22.8	20.9	22.9	20.2	23.5	22.9	23.5	34.1	24.2	22.0
Full-Time	22.4	10.1	9.8	11.5	8.8	12.1	11.9	11.5	10.3	12.6	10.7	22.0	16.5	11.3
Part-Time	2.6	4.9	2.9	5.1	8.3	6.6	10.0	5.7	8.4	5.2	5.9	**	*	6.8
Casual	3.5	1.5	3.6	4.0	5.7	2.2	1.0	2.4	4.8	5.0	7.0	7.4	5.5	3.8
Unknown	0.0	0.0	0.0	0.5	0.0	0.0	0.0	0.6	0.0	0.0	0.0	**	*	–
11–20 years	32.5	29.3	30.7	33.7	27.1	25.8	32.4	26.8	27.7	27.0	27.2	27.9	30.8	27.4
Full-Time	24.1	13.1	17.4	20.6	14.3	13.5	12.4	12.1	10.2	12.1	9.6	15.2	21.2	13.7
Part-Time	6.2	14.0	9.5	9.4	10.3	9.7	18.2	10.4	12.5	10.5	12.5	**	**	10.5
Casual	2.3	2.2	3.8	3.0	2.6	2.6	1.9	3.1	4.9	4.4	5.1	6.4	5.9	3.1
Unknown	0.0	0.0	0.0	0.8	0.0	0.0	0.0	1.2	0.0	0.0	0.0	**	*	0.1
21–30 years	27.1	30.2	32.5	28.7	34.2	27.7	27.7	30.2	27.0	27.7	32.0	20.5	25.3	29.6
Full-Time	20.2	16.9	20.6	17.6	21.8	16.7	13.5	15.4	12.5	14.7	15.4	14.2	13.2	17.4
Part-Time	5.2	11.8	9.0	8.3	10.7	9.0	12.8	11.3	11.3	9.7	11.8	2.7	4.0	9.9
Casual	1.7	1.5	2.9	2.0	1.7	2.0	1.4	2.0	3.2	3.3	4.8	**	**	2.2
Unknown	0.0	0.0	0.0	0.7	0.0	0.0	0.0	1.4	0.0	0.0	0.0	**	*	0.1
31+ years	11.9	23.8	20.5	16.4	15.9	22.1	17.0	22.7	21.8	22.4	17.3	17.5	19.8	19.9
Full-Time	7.7	10.1	11.7	9.3	9.1	12.6	8.1	11.6	11.2	12.4	9.6	10.1	11.4	11.0
Part-Time	2.1	10.0	5.4	5.0	5.1	6.9	6.6	6.9	7.4	6.6	4.8	2.7	1.8	6.2
Casual	2.0	3.7	3.4	1.7	1.6	2.6	2.3	2.8	3.2	3.5	2.9	**	**	2.5
Unknown	0.0	0.0	0.0	0.4	0.0	0.0	0.0	1.4	0.0	0.0	0.0	*	*	0.1
Not Stated	0.1	0.1	0.0	0.0	–	3.5	–	0.0	0.0	–	0.0	0.0	0.0	1.2
Full-Time														0.7
Part-Time														0.4
Casual														0.2
Unknown														0.0

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

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

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 6.3—Number of RNs by Years Since RN Graduation, Place of Work and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Hospital	3,789	772	5,868	5,456	37,132	47,297	6,035	4,722	15,046	17,695	127	269	84	144,292
Community Health Agency	601	133	812	379	7,830	11,059	1,236	1,491	3,070	3,550	79	151	153	30,544
Nursing Home/Long-Term Care Facility	605	201	981	674	8,271	5,693	1,138	1,068	2,072	3,627	25	**	*	24,372
Other Place of Work	445	184	758	822	5,906	12,524	1,152	959	2,968	2,886	40	**	**	28,728
Not Stated	2	3	0	33	54	2,164	381	17	221	143	1	2	0	3,021
0–10 years	1,546	214	1,367	1,556	13,472	16,439	2,272	1,670	5,497	6,387	64	166	66	50,716
Hospital	1,222	168	1,053	1,282	9,690	10,262	1,530	1,128	4,097	4,748	39	114	27	35,360
Community Health Agency	147	12	87	57	1,381	2,606	289	249	626	554	11	38	32	6,089
Nursing Home/Long-Term Care Facility	114	18	170	118	1,486	1,232	229	184	347	680	**	*	0	4,592
Other Place of Work	63	15	57	93	904	1,890	157	106	369	358	*	**	7	4,033
Not Stated	0	1	0	6	11	449	67	3	58	47	0	0	0	642
11–20 years	1,771	379	2,584	2,484	16,056	20,305	3,226	2,217	6,467	7,523	74	136	84	63,306
Hospital	1,359	267	1,938	1,998	10,518	13,780	2,093	1,352	4,646	5,145	40	80	27	43,243
Community Health Agency	159	34	223	100	2,027	2,557	373	397	744	903	22	36	45	7,620
Nursing Home/Long-Term Care Facility	124	53	231	156	2,092	885	278	215	390	774	*	5	*	5,206
Other Place of Work	129	25	192	219	1,405	2,587	368	244	625	673	**	13	**	6,501
Not Stated	0	0	0	11	14	496	114	9	62	28	0	2	0	736
21–30 years	1,475	391	2,738	2,113	20,246	21,814	2,752	2,493	6,307	7,729	87	100	69	68,314
Hospital	907	222	1,922	1,477	12,474	13,248	1,579	1,403	3,784	4,635	33	50	19	41,753
Community Health Agency	206	45	290	158	2,925	2,990	361	513	933	1,155	25	34	42	9,677
Nursing Home/Long-Term Care Facility	195	56	262	213	2,878	1,438	331	274	547	949	9	*	*	7,154
Other Place of Work	165	66	264	259	1,956	3,586	366	299	992	952	20	**	**	8,947
Not Stated	2	2	0	6	13	552	115	4	51	38	0	0	0	783
31+ years	647	308	1,730	1,211	9,418	17,426	1,691	1,877	5,106	6,260	47	85	54	45,860
Hospital	299	114	955	699	4,449	8,347	832	839	2,519	3,165	15	25	11	22,269
Community Health Agency	89	42	212	64	1,497	2,559	213	332	767	938	21	43	34	6,811
Nursing Home/Long-Term Care Facility	172	74	318	187	1,815	1,849	300	395	788	1,224	*	*	*	7,131
Other Place of Work	87	78	245	251	1,641	4,095	261	310	982	903	**	**	**	8,880
Not Stated	0	0	0	10	16	576	85	1	50	30	1	0	0	769
Not Stated	3	1	0	0	1	2,753	1	0	0	2	0	0	0	2,761
Hospital														1,667
Community Health Agency														347
Nursing Home/Long-Term Care Facility														289
Other Place of Work														367
Not Stated														91

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

Hospital includes data from: Hospital (general, maternal, paediatric, psychiatric), Mental Health Centre, Rehabilitation/Convalescent Centre.*Community Health Agency* includes data from: Community Health Centre, Home Care Agency, Nursing Station (outposts or clinics).*Nursing Home/Long-Term Care Facility* 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, Other.

For Northwest Territories and Nunavut data, some Place of Work categories were imputed for 2002 using historical figures. Please review the Methodological Notes for more information.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 6.3a—Percentage Distribution of RNs by Years Since RN Graduation, Place of Work and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Hospital	69.6	59.7	69.7	74.1	62.7	60.1	60.7	57.2	64.4	63.4	46.7	55.2	30.8	62.5
Community Health	11.0	10.3	9.6	5.1	13.2	14.0	12.4	18.1	13.1	12.7	29.0	31.0	56.0	13.2
Nursing Home/Long-Term Care	11.1	15.5	11.7	9.2	14.0	7.2	11.4	12.9	8.9	13.0	9.2	**	*	10.6
Other Place of Work	8.2	14.2	9.0	11.2	10.0	15.9	11.6	11.6	12.7	10.3	14.7	**	**	12.4
Not Stated	–	0.2	0.0	0.4	0.1	2.7	3.8	0.2	0.9	0.5	0.4	0.4	0.0	1.3
0–10 years	28.4	16.6	16.2	21.1	22.8	20.9	22.9	20.2	23.5	22.9	23.5	34.1	24.2	22.0
Hospital	22.5	13.0	12.5	17.4	16.4	13.0	15.4	13.7	17.5	17.0	14.3	23.4	9.9	15.3
Community Health	2.7	0.9	1.0	0.8	2.3	3.3	2.9	3.0	2.7	2.0	4.0	7.8	11.7	2.6
Nursing Home/Long-Term Care	2.1	1.4	2.0	1.6	2.5	1.6	2.3	2.2	1.5	2.4	**	*	0.0	2.0
Other Place of Work	1.2	1.2	0.7	1.3	1.5	2.4	1.6	1.3	1.6	1.3	*	**	2.6	1.7
Not Stated	0.0	0.1	0.0	0.1	–	0.6	0.7	–	0.2	0.2	0.0	0.0	0.0	0.3
11–20 years	32.5	29.3	30.7	33.7	27.1	25.8	32.4	26.8	27.7	27.0	27.2	27.9	30.8	27.4
Hospital	25.0	20.6	23.0	27.1	17.8	17.5	21.1	16.4	19.9	18.4	14.7	16.4	9.9	18.7
Community Health	2.9	2.6	2.6	1.4	3.4	3.2	3.8	4.8	3.2	3.2	8.1	7.4	16.5	3.3
Nursing Home/Long-Term Care	2.3	4.1	2.7	2.1	3.5	1.1	2.8	2.6	1.7	2.8	*	1.0	*	2.3
Other Place of Work	2.4	1.9	2.3	3.0	2.4	3.3	3.7	3.0	2.7	2.4	**	2.7	**	2.8
Not Stated	0.0	0.0	0.0	0.1	–	0.6	1.1	0.1	0.3	0.1	0.0	0.4	0.0	0.3
21–30 years	27.1	30.2	32.5	28.7	34.2	27.7	27.7	30.2	27.0	27.7	32.0	20.5	25.3	29.6
Hospital	16.7	17.2	22.8	20.1	21.1	16.8	15.9	17.0	16.2	16.6	12.1	10.3	7.0	18.1
Community Health	3.8	3.5	3.4	2.1	4.9	3.8	3.6	6.2	4.0	4.1	9.2	7.0	15.4	4.2
Nursing Home/Long-Term Care	3.6	4.3	3.1	2.9	4.9	1.8	3.3	3.3	2.3	3.4	3.3	*	*	3.1
Other Place of Work	3.0	5.1	3.1	3.5	3.3	4.6	3.7	3.6	4.2	3.4	7.4	**	**	3.9
Not Stated	–	0.2	0.0	0.1	–	0.7	1.2	–	0.2	0.1	0.0	0.0	0.0	0.3
31+ years	11.9	23.8	20.5	16.4	15.9	22.1	17.0	22.7	21.8	22.4	17.3	17.5	19.8	19.9
Hospital	5.5	8.8	11.3	9.5	7.5	10.6	8.4	10.2	10.8	11.3	5.5	5.1	4.0	9.6
Community Health	1.6	3.2	2.5	0.9	2.5	3.3	2.1	4.0	3.3	3.4	7.7	8.8	12.5	2.9
Nursing Home/Long-Term Care	3.2	5.7	3.8	2.5	3.1	2.3	3.0	4.8	3.4	4.4	*	*	*	3.1
Other Place of Work	1.6	6.0	2.9	3.4	2.8	5.2	2.6	3.8	4.2	3.2	**	**	**	3.8
Not Stated	0.0	0.0	0.0	0.1	–	0.7	0.9	–	0.2	0.1	0.4	0.0	0.0	0.3
Not Stated	0.1	0.1	0.0	0.0	–	3.5	–	0.0	0.0	–	0.0	0.0	0.0	1.2
Hospital														0.7
Community Health														0.2
Nursing Home/Long-Term Care														0.1
Other Place of Work														0.2
Not Stated														–

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

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

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 6.4—Number of RNs by Years Since RN Graduation, Position and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Managerial Positions	501	248	1,106	739	3,877	4,850	837	839	1,543	2,051	25	41	24	16,681
Staff Nurse/Community Health Nurse	4,400	915	6,689	6,000	41,824	59,876	7,237	6,705	18,476	22,261	189	390	211	175,173
Other Positions	523	124	575	563	9,583	12,812	1,599	619	2,899	2,705	55	52	38	32,147
Not Stated	18	6	49	62	3,909	1,199	269	94	459	884	3	4	0	6,956
0–10 years	1,546	214	1,367	1,556	13,472	16,439	2,272	1,670	5,497	6,387	64	166	66	50,716
Managerial Positions	23	**	71	39	248	354	84	50	110	160	0	*	0	1,153
Staff Nurse/Community Health Nurse	1,469	**	1,258	1,463	11,640	14,337	1,935	1,551	4,953	5,798	**	156	60	44,872
Other Positions	53	9	35	42	1,086	1,514	219	54	345	264	*	**	6	3,637
Not Stated	1	2	3	12	498	234	34	15	89	165	1	0	0	1,054
11–20 years	1,771	379	2,584	2,484	16,056	20,305	3,226	2,217	6,467	7,523	74	136	84	63,306
Managerial Positions	100	63	243	194	741	945	209	166	331	458	8	10	7	3,475
Staff Nurse/Community Health Nurse	1,505	295	2,158	2,109	11,602	15,906	2,441	1,846	5,330	6,179	53	108	66	49,598
Other Positions	157	21	172	158	2,606	3,201	492	170	698	687	12	15	11	8,400
Not Stated	9	0	11	23	1,107	253	84	35	108	199	1	3	0	1,833
21–30 years	1,475	391	2,738	2,113	20,246	21,814	2,752	2,493	6,307	7,729	87	100	69	68,314
Managerial Positions	277	93	448	314	1,836	1,846	337	340	571	739	12	17	6	6,836
Staff Nurse/Community Health Nurse	975	244	2,065	1,569	13,150	15,478	1,801	1,902	4,578	5,787	50	68	51	47,718
Other Positions	219	52	208	217	3,914	4,173	528	225	1,024	963	24	15	12	11,574
Not Stated	4	2	17	13	1,346	317	86	26	134	240	1	0	0	2,186
31+ years	647	308	1,730	1,211	9,418	17,426	1,691	1,877	5,106	6,260	47	85	54	45,860
Managerial Positions	101	**	344	192	1,052	1,633	207	283	531	694	5	**	11	5,145
Staff Nurse/Community Health Nurse	449	**	1,208	859	5,431	11,787	1,059	1,406	3,615	4,495	**	58	34	30,610
Other Positions	93	42	160	146	1,977	3,662	360	170	832	791	**	**	9	8,273
Not Stated	4	2	18	14	958	344	65	18	128	280	0	1	0	1,832
Not Stated	3	1	0	0	1	2,753	1	0	0	2	0	0	0	2,761
Managerial Positions														72
Staff Nurse/Community Health Nurse														2,375
Other Positions														263
Not Stated														51

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

Managerial Positions includes data from: Chief Nursing Officer/Chief Executive Officer, Director/Assistant Director, Manager/Assistant Manager.

Staff Nurse/Community Health Nurse includes data from: Staff Nurse/Community Health Nurse.

Other Positions includes data from: Nurse Practitioner, Clinical Specialist, Nurse Midwife, Instructor/Professor/Educator, Researcher, Consultant, Other.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 6.4a—Percentage Distribution of RNs by Years Since RN Graduation, Position and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Managerial Positions	9.2	19.2	13.1	10.0	6.5	6.2	8.4	10.2	6.6	7.4	9.2	8.4	8.8	7.2
Staff Nurse/Community Health Nurse	80.9	70.8	79.5	81.5	70.7	76.0	72.8	81.2	79.0	79.8	69.5	80.1	77.3	75.8
Other Positions	9.6	9.6	6.8	7.6	16.2	16.3	16.1	7.5	12.4	9.7	20.2	10.7	13.9	13.9
Not Stated	0.3	0.5	0.6	0.8	6.6	1.5	2.7	1.1	2.0	3.2	1.1	0.8	0.0	3.0
0–10 years	28.4	16.6	16.2	21.1	22.8	20.9	22.9	20.2	23.5	22.9	23.5	34.1	24.2	22.0
Managerial Positions	0.4	**	0.8	0.5	0.4	0.4	0.8	0.6	0.5	0.6	0.0	*	0.0	0.5
Staff Nurse/Community Health Nurse	27.0	**	14.9	19.9	19.7	18.2	19.5	18.8	21.2	20.8	**	32.0	22.0	19.4
Other Positions	1.0	0.7	0.4	0.6	1.8	1.9	2.2	0.7	1.5	0.9	*	**	2.2	1.6
Not Stated	–	0.2	–	0.2	0.8	0.3	0.3	0.2	0.4	0.6	0.4	0.0	0.0	0.5
11–20 years	32.5	29.3	30.7	33.7	27.1	25.8	32.4	26.8	27.7	27.0	27.2	27.9	30.8	27.4
Managerial Positions	1.8	4.9	2.9	2.6	1.3	1.2	2.1	2.0	1.4	1.6	2.9	2.1	2.6	1.5
Staff Nurse/Community Health Nurse	27.7	22.8	25.6	28.6	19.6	20.2	24.6	22.4	22.8	22.1	19.5	22.2	24.2	21.5
Other Positions	2.9	1.6	2.0	2.1	4.4	4.1	4.9	2.1	3.0	2.5	4.4	3.1	4.0	3.6
Not Stated	0.2	0.0	0.1	0.3	1.9	0.3	0.8	0.4	0.5	0.7	0.4	0.6	0.0	0.8
21–30 years	27.1	30.2	32.5	28.7	34.2	27.7	27.7	30.2	27.0	27.7	32.0	20.5	25.3	29.6
Managerial Positions	5.1	7.2	5.3	4.3	3.1	2.3	3.4	4.1	2.4	2.6	4.4	3.5	2.2	3.0
Staff Nurse/Community Health Nurse	17.9	18.9	24.5	21.3	22.2	19.7	18.1	23.0	19.6	20.7	18.4	14.0	18.7	20.7
Other Positions	4.0	4.0	2.5	2.9	6.6	5.3	5.3	2.7	4.4	3.5	8.8	3.1	4.4	5.0
Not Stated	0.1	0.2	0.2	0.2	2.3	0.4	0.9	0.3	0.6	0.9	0.4	0.0	0.0	0.9
31+ years	11.9	23.8	20.5	16.4	15.9	22.1	17.0	22.7	21.8	22.4	17.3	17.5	19.8	19.9
Managerial Positions	1.9	**	4.1	2.6	1.8	2.1	2.1	3.4	2.3	2.5	1.8	**	4.0	2.2
Staff Nurse/Community Health Nurse	8.3	**	14.3	11.7	9.2	15.0	10.7	17.0	15.5	16.1	**	11.9	12.5	13.3
Other Positions	1.7	3.2	1.9	2.0	3.3	4.7	3.6	2.1	3.6	2.8	**	**	3.3	3.6
Not Stated	0.1	0.2	0.2	0.2	1.6	0.4	0.7	0.2	0.5	1.0	0.0	0.2	0.0	0.8
Not Stated	0.1	0.1	0.0	0.0	–	3.5	–	0.0	0.0	–	0.0	0.0	0.0	1.2
Managerial Positions														–
Staff Nurse/Community Health Nurse														1.0
Other Positions														0.1
Not Stated														–

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

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

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 6.5—Number of RNs by Years Since RN Graduation, Multiple Employment and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
One Employer	4,841	n/s	7,934	n/s	51,264	66,190	8,835	6,656	18,642	21,441	218	429	211	186,661
Multiple Employers	601	n/s	485	n/s	7,786	12,547	1,107	1,584	4,551	6,460	54	58	62	35,295
Not Stated	0	1,293	0	7,364	143	0	0	17	184	0	0	0	0	9,001
0–10 years	1,546	214	1,367	1,556	13,472	16,439	2,272	1,670	5,497	6,387	64	166	66	50,716
One Employer	1,231	n/s	1,254	n/s	11,155	12,471	1,966	1,272	4,083	4,546	55	155	53	38,241
Multiple Employers	315	n/s	113	n/s	2,279	3,968	306	395	1,364	1,841	9	11	13	10,614
Not Stated	0	214	0	1,556	38	0	0	3	50	0	0	0	0	1,861
11–20 years	1,771	379	2,584	2,484	16,056	20,305	3,226	2,217	6,467	7,523	74	136	84	63,306
One Employer	1,633	n/s	2,407	n/s	13,637	17,054	2,837	1,735	5,012	5,598	54	116	67	50,150
Multiple Employers	138	n/s	177	n/s	2,398	3,251	389	473	1,404	1,925	20	20	17	10,212
Not Stated	0	379	0	2,484	21	0	0	9	51	0	0	0	0	2,944
21–30 years	1,475	391	2,738	2,113	20,246	21,814	2,752	2,493	6,307	7,729	87	100	69	68,314
One Employer	1,373	n/s	2,618	n/s	18,142	18,987	2,469	2,018	5,162	6,003	69	86	49	56,976
Multiple Employers	102	n/s	120	n/s	2,077	2,827	283	471	1,101	1,726	18	14	20	8,759
Not Stated	0	391	0	2,113	27	0	0	4	44	0	0	0	0	2,579
31 + years	647	308	1,730	1,211	9,418	17,426	1,691	1,877	5,106	6,260	47	85	54	45,860
One Employer	602	n/s	1,655	n/s	8,330	15,666	1,562	1,631	4,385	5,293	40	72	42	39,278
Multiple Employers	45	n/s	75	n/s	1,031	1,760	129	245	682	967	7	13	12	4,966
Not Stated	0	308	0	1,211	57	0	0	1	39	0	0	0	0	1,616
Not Stated	3	1	0	0	1	2,753	1	0	0	2	0	0	0	2,761
One Employer														2,016
Multiple Employers														744
Not Stated														1

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

n/s Data not submitted to CIHI

New Brunswick did not submit *Multiple Employment* data for 2001.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 6.5a—Percentage Distribution of RNs by Years Since RN Graduation, Multiple Employment and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
One Employer	89.0	n/s	94.2	n/s	86.6	84.1	88.9	80.6	79.7	76.8	80.1	88.1	77.3	80.8
Multiple Employers	11.0	n/s	5.8	n/s	13.2	15.9	11.1	19.2	19.5	23.2	19.9	11.9	22.7	15.3
Not Stated	0.0	100.0	0.0	100.0	0.2	0.0	0.0	0.2	0.8	0.0	0.0	0.0	0.0	3.9
0–10 years	28.4	16.6	16.2	21.1	22.8	20.9	22.9	20.2	23.5	22.9	23.5	34.1	24.2	22.0
One Employer	22.6	n/s	14.9	n/s	18.8	15.8	19.8	15.4	17.5	16.3	20.2	31.8	19.4	16.6
Multiple Employers	5.8	n/s	1.3	n/s	3.9	5.0	3.1	4.8	5.8	6.6	3.3	2.3	4.8	4.6
Not Stated	0.0	16.6	0.0	21.1	0.1	0.0	0.0	–	0.2	0.0	0.0	0.0	0.0	0.8
11–20 years	32.5	29.3	30.7	33.7	27.1	25.8	32.4	26.8	27.7	27.0	27.2	27.9	30.8	27.4
One Employer	30.0	n/s	28.6	n/s	23.0	21.7	28.5	21.0	21.4	20.1	19.9	23.8	24.5	21.7
Multiple Employers	2.5	n/s	2.1	n/s	4.1	4.1	3.9	5.7	6.0	6.9	7.4	4.1	6.2	4.4
Not Stated	0.0	29.3	0.0	33.7	–	0.0	0.0	0.1	0.2	0.0	0.0	0.0	0.0	1.3
21–30 years	27.1	30.2	32.5	28.7	34.2	27.7	27.7	30.2	27.0	27.7	32.0	20.5	25.3	29.6
One Employer	25.2	n/s	31.1	n/s	30.6	24.1	24.8	24.4	22.1	21.5	25.4	17.7	17.9	24.7
Multiple Employers	1.9	n/s	1.4	n/s	3.5	3.6	2.8	5.7	4.7	6.2	6.6	2.9	7.3	3.8
Not Stated	0.0	30.2	0.0	28.7	–	0.0	0.0	–	0.2	0.0	0.0	0.0	0.0	1.1
31 + years	11.9	23.8	20.5	16.4	15.9	22.1	17.0	22.7	21.8	22.4	17.3	17.5	19.8	19.9
One Employer	11.1	n/s	19.7	n/s	14.1	19.9	15.7	19.8	18.8	19.0	14.7	14.8	15.4	17.0
Multiple Employers	0.8	n/s	0.9	n/s	1.7	2.2	1.3	3.0	2.9	3.5	2.6	2.7	4.4	2.2
Not Stated	0.0	23.8	0.0	16.4	0.1	0.0	0.0	–	0.2	0.0	0.0	0.0	0.0	0.7
Not Stated	0.1	0.1	0.0	0.0	–	3.5	–	0.0	0.0	–	0.0	0.0	0.0	1.2
One Employer														0.9
Multiple Employers														0.3
Not Stated														–

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

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

n/s Data not submitted to CIHI

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 7.0—Number of RNs by Derived Employment Status and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Full-Time	4,050	650	5,008	4,354	31,963	44,803	4,563	4,177	10,333	14,453	123	299	170	124,946
Part-Time	875	528	2,255	2,050	20,309	26,185	4,734	2,832	9,267	8,943	95	65	25	78,163
Casual	517	115	1,156	782	6,921	7,749	645	860	3,777	4,505	54	100	68	27,249
Unknown	0	0	0	178	0	0	0	388	0	0	0	23	10	599

Source: RNDB/CIHI

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 7.0a—Percentage Distribution of RNs by Derived Employment Status and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Full-Time	74.4	50.3	59.5	59.1	54.0	56.9	45.9	50.6	44.2	51.8	45.2	61.4	62.3	54.1
Part-Time	16.1	40.8	26.8	27.8	34.3	33.3	47.6	34.3	39.6	32.1	34.9	13.3	9.2	33.8
Casual	9.5	8.9	13.7	10.6	11.7	9.8	6.5	10.4	16.2	16.1	19.9	20.5	24.9	11.8
Unknown	0.0	0.0	0.0	2.4	0.0	0.0	0.0	4.7	0.0	0.0	0.0	4.7	3.7	0.3

Source: RNDB/CIHI

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 7.1—Number of RNs by Derived Employment Status, Age Group and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
<30 years	727	80	480	627	6,857	6,283	608	586	2,231	2,225	23	53	22	20,802
30–39 years	1,877	315	2,168	2,157	13,814	19,278	2,515	1,906	5,628	5,950	62	128	50	55,848
40–49 years	1,782	428	3,228	2,566	20,385	25,690	3,662	3,051	7,682	9,406	100	148	89	78,217
50–59 years	936	381	2,168	1,781	16,251	22,506	2,631	2,164	6,253	8,450	77	107	69	63,774
60+ years	119	86	375	233	1,886	4,973	518	550	1,552	1,858	10	25	22	12,207
Not Stated	1	3	0	0	0	7	8	0	31	12	0	26	21	109
Full-Time	4,050	650	5,008	4,354	31,963	44,803	4,563	4,177	10,333	14,453	123	299	170	124,946
<30 years	603	54	311	340	2,449	3,854	372	363	1,044	1,241	10	37	18	10,696
30–39 years	1,394	149	1,212	1,271	6,303	10,003	961	862	1,988	2,728	22	84	38	27,015
40–49 years	1,326	217	1,981	1,534	12,111	14,758	1,639	1,535	3,212	4,621	44	88	55	43,121
50–59 years	674	209	1,343	1,115	10,301	13,924	1,379	1,182	3,380	4,984	42	66	36	38,635
60+ years	53	18	161	94	799	2,259	208	235	698	875	5	11	11	5,427
Not Stated	0	3	0	0	0	5	4	0	11	4	0	13	12	52
Part-Time	875	528	2,255	2,050	20,309	26,185	4,734	2,832	9,267	8,943	95	65	25	78,163
<30 years	36	20	57	143	2,528	1,793	215	138	683	351	**	*	0	5,974
30–39 years	323	141	637	586	5,475	7,289	1,420	740	2,501	2,099	21	**	*	21,250
40–49 years	337	184	914	750	6,829	8,682	1,857	1,137	3,361	3,459	41	21	9	27,581
50–59 years	151	139	550	478	4,768	6,777	1,044	672	2,222	2,545	23	16	10	19,395
60+ years	28	44	97	93	709	1,642	194	145	489	485	*	*	*	3,935
Not Stated	0	0	0	0	0	2	4	0	11	4	0	6	1	28
Casual	517	115	1,156	782	6,921	7,749	645	860	3,777	4,505	54	100	68	27,249
<30 years	88	6	112	127	1,880	636	21	72	504	633	**	11	*	4,099
30–39 years	160	25	319	242	2,036	1,986	134	239	1,139	1,123	19	21	7	7,450
40–49 years	119	27	333	226	1,445	2,250	166	248	1,109	1,326	15	33	23	7,320
50–59 years	111	33	275	145	1,182	1,805	208	163	651	921	12	18	21	5,545
60+ years	38	24	117	42	378	1,072	116	138	365	498	*	10	**	2,808
Not Stated	1	0	0	0	0	0	0	0	9	4	0	7	6	27
Unknown	0	0	0	178	0	0	0	388	0	0	0	23	10	599
<30 years														33
30–39 years														133
40–49 years														195
50–59 years														199
60+ years														37
Not Stated														2

Values suppressed to ensure confidentiality

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Source: RNDB/CIHI

Table 7.1a—Percentage Distribution of RNs by Derived Employment Status, Age Group and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<30 years	13.4	6.2	5.7	8.5	11.6	8.0	6.1	7.1	9.5	8.0	8.5	10.9	8.1	9.0
30–39 years	34.5	24.4	25.8	29.3	23.3	24.5	25.3	23.1	24.1	21.3	22.8	26.3	18.3	24.2
40–49 years	32.7	33.1	38.3	34.8	34.4	32.6	36.8	37.0	32.9	33.7	36.8	30.4	32.6	33.9
50–59 years	17.2	29.5	25.8	24.2	27.5	28.6	26.5	26.2	26.7	30.3	28.3	22.0	25.3	27.6
60+ years	2.2	6.7	4.5	3.2	3.2	6.3	5.2	6.7	6.6	6.7	3.7	5.1	8.1	5.3
Not Stated	–	0.2	0.0	0.0	0.0	–	0.1	0.0	0.1	–	0.0	5.3	7.7	–
Full-Time	74.4	50.3	59.5	59.1	54.0	56.9	45.9	50.6	44.2	51.8	45.2	61.4	62.3	54.1
<30 years	11.1	4.2	3.7	4.6	4.1	4.9	3.7	4.4	4.5	4.4	3.7	7.6	6.6	4.6
30–39 years	25.6	11.5	14.4	17.3	10.6	12.7	9.7	10.4	8.5	9.8	8.1	17.2	13.9	11.7
40–49 years	24.4	16.8	23.5	20.8	20.5	18.7	16.5	18.6	13.7	16.6	16.2	18.1	20.1	18.7
50–59 years	12.4	16.2	16.0	15.1	17.4	17.7	13.9	14.3	14.5	17.9	15.4	13.6	13.2	16.7
60+ years	1.0	1.4	1.9	1.3	1.3	2.9	2.1	2.8	3.0	3.1	1.8	2.3	4.0	2.3
Not Stated	0.0	0.2	0.0	0.0	0.0	–	–	0.0	–	–	0.0	2.7	4.4	–
Part-Time	16.1	40.8	26.8	27.8	34.3	33.3	47.6	34.3	39.6	32.1	34.9	13.3	9.2	33.8
<30 years	0.7	1.5	0.7	1.9	4.3	2.3	2.2	1.7	2.9	1.3	**	*	0.0	2.6
30–39 years	5.9	10.9	7.6	8.0	9.2	9.3	14.3	9.0	10.7	7.5	7.7	**	*	9.2
40–49 years	6.2	14.2	10.9	10.2	11.5	11.0	18.7	13.8	14.4	12.4	15.1	4.3	3.3	11.9
50–59 years	2.8	10.8	6.5	6.5	8.1	8.6	10.5	8.1	9.5	9.1	8.5	3.3	3.7	8.4
60+ years	0.5	3.4	1.2	1.3	1.2	2.1	2.0	1.8	2.1	1.7	*	*	*	1.7
Not Stated	0.0	0.0	0.0	0.0	0.0	–	–	0.0	–	–	0.0	1.2	0.4	–
Casual	9.5	8.9	13.7	10.6	11.7	9.8	6.5	10.4	16.2	16.1	19.9	20.5	24.9	11.8
<30 years	1.6	0.5	1.3	1.7	3.2	0.8	0.2	0.9	2.2	2.3	**	2.3	*	1.8
30–39 years	2.9	1.9	3.8	3.3	3.4	2.5	1.3	2.9	4.9	4.0	7.0	4.3	2.6	3.2
40–49 years	2.2	2.1	4.0	3.1	2.4	2.9	1.7	3.0	4.7	4.8	5.5	6.8	8.4	3.2
50–59 years	2.0	2.6	3.3	2.0	2.0	2.3	2.1	2.0	2.8	3.3	4.4	3.7	7.7	2.4
60+ years	0.7	1.9	1.4	0.6	0.6	1.4	1.2	1.7	1.6	1.8	*	2.1	**	1.2
Not Stated	–	0.0	0.0	0.0	0.0	0.0	0.0	0.0	–	–	0.0	1.4	2.2	–
Unknown	0.0	0.0	0.0	2.4	0.0	0.0	0.0	4.7	0.0	0.0	0.0	4.7	3.7	0.3
<30 years														–
30–39 years														0.1
40–49 years														0.1
50–59 years														0.1
60+ years														–
Not Stated														–

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

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

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 7.2—Number of RNs by Derived Employment Status, Place of Work and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Hospital	3,789	772	5,868	5,456	37,132	47,297	6,035	4,722	15,046	17,695	127	269	84	144,292
Community Health Agency	601	133	812	379	7,830	11,059	1,236	1,491	3,070	3,550	79	151	153	30,544
Nursing Home/Long-Term Care Facility	605	201	981	674	8,271	5,693	1,138	1,068	2,072	3,627	25	**	*	24,372
Other Place of Work	445	184	758	822	5,906	12,524	1,152	959	2,968	2,886	40	**	**	28,728
Not Stated	2	3	0	33	54	2,164	381	17	221	143	1	2	0	3,021
Full-Time	4,050	650	5,008	4,354	31,963	44,803	4,563	4,177	10,333	14,453	123	299	170	124,946
Hospital	2,913	410	3,605	3,337	20,189	27,315	2,466	2,513	6,181	9,139	45	164	49	78,326
Community Health Agency	440	64	464	243	4,567	6,546	708	691	1,467	1,836	42	83	93	17,244
Nursing Home/Long-Term Care Facility	380	75	466	310	3,618	3,145	462	395	851	1,797	19	**	*	11,532
Other Place of Work	315	99	473	450	3,565	6,529	723	565	1,706	1,623	17	**	**	16,129
Not Stated	2	2	0	14	24	1,268	204	13	128	58	0	2	0	1,715
Part-Time	875	528	2,255	2,050	20,309	26,185	4,734	2,832	9,267	8,943	95	65	25	78,163
Hospital	571	290	1,570	1,463	13,377	16,039	3,272	1,468	6,147	5,586	55	36	10	49,884
Community Health Agency	94	58	202	79	1,839	3,059	381	597	1,199	1,212	**	25	**	8,776
Nursing Home/Long-Term Care Facility	119	109	326	250	3,582	2,092	597	515	931	1,327	*	*	0	9,853
Other Place of Work	91	71	157	246	1,488	4,332	328	249	932	784	17	*	*	8,701
Not Stated	0	0	0	12	23	663	156	3	58	34	0	0	0	949
Casual	517	115	1,156	782	6,921	7,749	645	860	3,777	4,505	54	100	68	27,249
Hospital	305	72	693	569	3,566	3,943	297	525	2,718	2,970	27	55	18	15,758
Community Health Agency	67	11	146	48	1,424	1,454	147	140	404	502	18	36	45	4,442
Nursing Home/Long-Term Care Facility	106	17	189	77	1,071	456	79	102	290	503	*	*	0	2,893
Other Place of Work	39	14	128	81	853	1,663	101	92	330	479	**	**	5	3,799
Not Stated	0	1	0	7	7	233	21	1	35	51	1	0	0	357
Unknown	0	0	0	178	0	0	0	388	0	0	0	23	10	599
Hospital														324
Community Health Agency														82
Nursing Home/Long-Term Care Facility														94
Other Place of Work														99
Not Stated														0

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

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Northwest Territories and Nunavut *Derived Employment Status* data not available for 2001.*Hospital* includes data from: Hospital (general, maternal, paediatric, psychiatric), Mental Health Centre, Rehabilitation/Convalescent Centre.*Community Health Agency* includes data from: Community Health Centre, Home Care Agency, Nursing Station (outposts or clinics).*Nursing Home/Long-Term Care Facility* 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, Other.

For Northwest Territories and Nunavut data, some Place of Work categories were imputed for 2002 using historical figures. Please review the Methodological Notes for more information.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 7.2a—Percentage Distribution of RNs by Derived Employment Status, Place of Work and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Hospital	69.6	59.7	69.7	74.1	62.7	60.1	60.7	57.2	64.4	63.4	46.7	55.2	30.8	62.5
Community Health	11.0	10.3	9.6	5.1	13.2	14.0	12.4	18.1	13.1	12.7	29.0	31.0	56.0	13.2
Nursing Home/Long-Term Care	11.1	15.5	11.7	9.2	14.0	7.2	11.4	12.9	8.9	13.0	9.2	**	*	10.6
Other Place of Work	8.2	14.2	9.0	11.2	10.0	15.9	11.6	11.6	12.7	10.3	14.7	**	**	12.4
Not Stated	–	0.2	0.0	0.4	0.1	2.7	3.8	0.2	0.9	0.5	0.4	0.4	0.0	1.3
Full-Time	74.4	50.3	59.5	59.1	54.0	56.9	45.9	50.6	44.2	51.8	45.2	61.4	62.3	54.1
Hospital	53.5	31.7	42.8	45.3	34.1	34.7	24.8	30.4	26.4	32.8	16.5	33.7	17.9	33.9
Community Health	8.1	4.9	5.5	3.3	7.7	8.3	7.1	8.4	6.3	6.6	15.4	17.0	34.1	7.5
Nursing Home/Long-Term Care	7.0	5.8	5.5	4.2	6.1	4.0	4.6	4.8	3.6	6.4	7.0	**	*	5.0
Other Place of Work	5.8	7.7	5.6	6.1	6.0	8.3	7.3	6.8	7.3	5.8	6.3	**	**	7.0
Not Stated	–	0.2	0.0	0.2	–	1.6	2.1	0.2	0.5	0.2	0.0	0.4	0.0	0.7
Part-Time	16.1	40.8	26.8	27.8	34.3	33.3	47.6	34.3	39.6	32.1	34.9	13.3	9.2	33.8
Hospital	10.5	22.4	18.6	19.9	22.6	20.4	32.9	17.8	26.3	20.0	20.2	7.4	3.7	21.6
Community Health	1.7	4.5	2.4	1.1	3.1	3.9	3.8	7.2	5.1	4.3	**	5.1	**	3.8
Nursing Home/Long-Term Care	2.2	8.4	3.9	3.4	6.1	2.7	6.0	6.2	4.0	4.8	*	*	0.0	4.3
Other Place of Work	1.7	5.5	1.9	3.3	2.5	5.5	3.3	3.0	4.0	2.8	6.3	*	*	3.8
Not Stated	0.0	0.0	0.0	0.2	–	0.8	1.6	–	0.2	0.1	0.0	0.0	0.0	0.4
Casual	9.5	8.9	13.7	10.6	11.7	9.8	6.5	10.4	16.2	16.1	19.9	20.5	24.9	11.8
Hospital	5.6	5.6	8.2	7.7	6.0	5.0	3.0	6.4	11.6	10.6	9.9	11.3	6.6	6.8
Community Health	1.2	0.9	1.7	0.7	2.4	1.8	1.5	1.7	1.7	1.8	6.6	7.4	16.5	1.9
Nursing Home/Long-Term Care	1.9	1.3	2.2	1.0	1.8	0.6	0.8	1.2	1.2	1.8	*	*	0.0	1.3
Other Place of Work	0.7	1.1	1.5	1.1	1.4	2.1	1.0	1.1	1.4	1.7	**	**	1.8	1.6
Not Stated	0.0	0.1	0.0	0.1	–	0.3	0.2	–	0.1	0.2	0.4	0.0	0.0	0.2
Unknown	0.0	0.0	0.0	2.4	0.0	0.0	0.0	4.7	0.0	0.0	0.0	4.7	3.7	0.3
Hospital														0.1
Community Health														–
Nursing Home/Long-Term Care														–
Other Place of Work														–
Not Stated														0.0

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

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Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 7.3—Number of RNs by Derived Employment Status, Position and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Managerial Positions	501	248	1,106	739	3,877	4,850	837	839	1,543	2,051	25	41	24	16,681
Staff Nurse/Community Health Nurse	4,400	915	6,689	6,000	41,824	59,876	7,237	6,705	18,476	22,261	189	390	211	175,173
Other Positions	523	124	575	563	9,583	12,812	1,599	619	2,899	2,705	55	52	38	32,147
Not Stated	18	6	49	62	3,909	1,199	269	94	459	884	3	4	0	6,956
Full-Time	4,050	650	5,008	4,354	31,963	44,803	4,563	4,177	10,333	14,453	123	299	170	124,946
Managerial Positions	460	151	880	617	3,106	4,298	752	633	1,338	1,689	20	34	19	13,997
Staff Nurse/Community Health Nurse	3,169	411	3,710	3,311	20,196	31,374	2,645	3,110	6,880	10,627	75	225	125	85,858
Other Positions	412	86	393	401	6,307	8,572	1,024	375	1,854	1,699	26	37	26	21,212
Not Stated	9	2	25	25	2,354	559	142	59	261	438	2	3	0	3,879
Part-Time	875	528	2,255	2,050	20,309	26,185	4,734	2,832	9,267	8,943	95	65	25	78,163
Managerial Positions	27	89	147	96	659	458	76	138	181	301	5	*	*	2,179
Staff Nurse/Community Health Nurse	754	407	1,979	1,844	15,924	22,170	4,064	2,515	8,125	7,680	74	58	22	65,616
Other Positions	86	29	111	89	2,662	3,114	483	153	821	681	15	**	*	8,252
Not Stated	8	3	18	21	1,064	443	111	26	140	281	1	0	0	2,116
Casual	517	115	1,156	782	6,921	7,749	645	860	3,777	4,505	54	100	68	27,249
Managerial Positions	14	8	79	10	112	94	9	26	24	61	0	*	*	444
Staff Nurse/Community Health Nurse	477	97	1,000	718	5,704	6,332	528	780	3,471	3,954	40	89	56	23,246
Other Positions	25	9	71	41	614	1,126	92	47	224	325	14	**	**	2,603
Not Stated	1	1	6	13	491	197	16	7	58	165	0	1	0	956
Unknown	0	0	0	178	0	0	0	388	0	0	0	23	10	599
Managerial Positions														61
Staff Nurse/Community Health Nurse														453
Other Positions														80
Not Stated														5

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

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Managerial Positions includes data from: Chief Nursing Officer/Chief Executive Officer, Director/Assistant Director, Manager/Assistant Manager.*Staff Nurse/Community Health Nurse* includes data from: Staff Nurse/Community Health Nurse.*Other Positions* includes data from: Nurse Practitioner, Clinical Specialist, Nurse Midwife, Instructor/Professor/Educator, Researcher, Consultant, Other.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 7.3a—Percentage Distribution of RNs by Derived Employment Status, Position and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Managerial Positions	9.2	19.2	13.1	10.0	6.5	6.2	8.4	10.2	6.6	7.4	9.2	8.4	8.8	7.2
Staff Nurse/Community Health Nurse	80.9	70.8	79.5	81.5	70.7	76.0	72.8	81.2	79.0	79.8	69.5	80.1	77.3	75.8
Other Positions	9.6	9.6	6.8	7.6	16.2	16.3	16.1	7.5	12.4	9.7	20.2	10.7	13.9	13.9
Not Stated	0.3	0.5	0.6	0.8	6.6	1.5	2.7	1.1	2.0	3.2	1.1	0.8	0.0	3.0
Full-Time	74.4	50.3	59.5	59.1	54.0	56.9	45.9	50.6	44.2	51.8	45.2	61.4	62.3	54.1
Managerial Positions	8.5	11.7	10.5	8.4	5.2	5.5	7.6	7.7	5.7	6.1	7.4	7.0	7.0	6.1
Staff Nurse/Community Health Nurse	58.2	31.8	44.1	45.0	34.1	39.8	26.6	37.7	29.4	38.1	27.6	46.2	45.8	37.2
Other Positions	7.6	6.7	4.7	5.4	10.7	10.9	10.3	4.5	7.9	6.1	9.6	7.6	9.5	9.2
Not Stated	0.2	0.2	0.3	0.3	4.0	0.7	1.4	0.7	1.1	1.6	0.7	0.6	0.0	1.7
Part-Time	16.1	40.8	26.8	27.8	34.3	33.3	47.6	34.3	39.6	32.1	34.9	13.3	9.2	33.8
Managerial Positions	0.5	6.9	1.7	1.3	1.1	0.6	0.8	1.7	0.8	1.1	1.8	*	*	0.9
Staff Nurse/Community Health Nurse	13.9	31.5	23.5	25.0	26.9	28.2	40.9	30.5	34.8	27.5	27.2	11.9	8.1	28.4
Other Positions	1.6	2.2	1.3	1.2	4.5	4.0	4.9	1.9	3.5	2.4	5.5	**	*	3.6
Not Stated	0.1	0.2	0.2	0.3	1.8	0.6	1.1	0.3	0.6	1.0	0.4	0.0	0.0	0.9
Casual	9.5	8.9	13.7	10.6	11.7	9.8	6.5	10.4	16.2	16.1	19.9	20.5	24.9	11.8
Managerial Positions	0.3	0.6	0.9	0.1	0.2	0.1	0.1	0.3	0.1	0.2	0.0	*	*	0.2
Staff Nurse/Community Health Nurse	8.8	7.5	11.9	9.8	9.6	8.0	5.3	9.4	14.8	14.2	14.7	18.3	20.5	10.1
Other Positions	0.5	0.7	0.8	0.6	1.0	1.4	0.9	0.6	1.0	1.2	5.1	**	**	1.1
Not Stated	–	0.1	0.1	0.2	0.8	0.3	0.2	0.1	0.2	0.6	0.0	0.2	0.0	0.4
Unknown	0.0	0.0	0.0	2.4	0.0	0.0	0.0	4.7	0.0	0.0	0.0	4.7	3.7	0.3
Managerial Positions														–
Staff Nurse/Community Health Nurse														0.2
Other Positions														–
Not Stated														–

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

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Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 7.4—Number of RNs by Derived Employment Status, Multiple Employment and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
One Employer	4,841	n/s	7,934	n/s	51,264	66,190	8,835	6,656	18,642	21,441	218	429	211	186,661
Multiple Employers	601	n/s	485	n/s	7,786	12,547	1,107	1,584	4,551	6,460	54	58	62	35,295
Not Stated	0	1,293	0	7,364	143	0	0	17	184	0	0	0	0	9,001
Full-Time	4,050	650	5,008	4,354	31,963	44,803	4,563	4,177	10,333	14,453	123	299	170	124,946
One Employer	3,708	n/s	4,833	n/s	28,538	39,758	4,226	3,655	8,810	11,779	114	276	150	105,847
Multiple Employers	342	n/s	175	n/s	3,345	5,045	337	509	1,409	2,674	9	23	20	13,888
Not Stated	0	650	0	4,354	80	0	0	13	114	0	0	0	0	5,211
Part-Time	875	528	2,255	2,050	20,309	26,185	4,734	2,832	9,267	8,943	95	65	25	78,163
One Employer	766	n/s	2,103	n/s	17,495	21,245	4,071	2,077	7,099	6,597	74	57	14	61,598
Multiple Employers	109	n/s	152	n/s	2,770	4,940	663	752	2,125	2,346	21	8	11	13,897
Not Stated	0	528	0	2,050	44	0	0	3	43	0	0	0	0	2,668
Casual	517	115	1,156	782	6,921	7,749	645	860	3,777	4,505	54	100	68	27,249
One Employer	367	n/s	998	n/s	5,231	5,187	538	603	2,733	3,065	30	76	38	18,866
Multiple Employers	150	n/s	158	n/s	1,671	2,562	107	256	1,017	1,440	24	24	30	7,439
Not Stated	0	115	0	782	19	0	0	1	27	0	0	0	0	944
Unknown	0	0	0	178	0	0	0	388	0	0	0	23	10	599
One Employer														350
Multiple Employers														71
Not Stated														178

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

n/s Data not submitted to CIHI

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 7.4a—Percentage Distribution of RNs by Derived Employment Status, Multiple Employment and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
One Employer	89.0	n/s	94.2	n/s	86.6	84.1	88.9	80.6	79.7	76.8	80.1	88.1	77.3	80.8
Multiple Employers	11.0	n/s	5.8	n/s	13.2	15.9	11.1	19.2	19.5	23.2	19.9	11.9	22.7	15.3
Not Stated	0.0	100.0	0.0	100.0	0.2	0.0	0.0	0.2	0.8	0.0	0.0	0.0	0.0	3.9
Full-Time	74.4	50.3	59.5	59.1	54.0	56.9	45.9	50.6	44.2	51.8	45.2	61.4	62.3	54.1
One Employer	68.1	n/s	57.4	n/s	48.2	50.5	42.5	44.3	37.7	42.2	41.9	56.7	54.9	45.8
Multiple Employers	6.3	n/s	2.1	n/s	5.7	6.4	3.4	6.2	6.0	9.6	3.3	4.7	7.3	6.0
Not Stated	0.0	50.3	0.0	59.1	0.1	0.0	0.0	0.2	0.5	0.0	0.0	0.0	0.0	2.3
Part-Time	16.1	40.8	26.8	27.8	34.3	33.3	47.6	34.3	39.6	32.1	34.9	13.3	9.2	33.8
One Employer	14.1	n/s	25.0	n/s	29.6	27.0	40.9	25.2	30.4	23.6	27.2	11.7	5.1	26.7
Multiple Employers	2.0	n/s	1.8	n/s	4.7	6.3	6.7	9.1	9.1	8.4	7.7	1.6	4.0	6.0
Not Stated	0.0	40.8	0.0	27.8	0.1	0.0	0.0	–	0.2	0.0	0.0	0.0	0.0	1.2
Casual	9.5	8.9	13.7	10.6	11.7	9.8	6.5	10.4	16.2	16.1	19.9	20.5	24.9	11.8
One Employer	6.7	n/s	11.9	n/s	8.8	6.6	5.4	7.3	11.7	11.0	11.0	15.6	13.9	8.2
Multiple Employers	2.8	n/s	1.9	n/s	2.8	3.3	1.1	3.1	4.4	5.2	8.8	4.9	11.0	3.2
Not Stated	0.0	8.9	0.0	10.6	–	0.0	0.0	–	0.1	0.0	0.0	0.0	0.0	0.4
Unknown	0.0	0.0	0.0	2.4	0.0	0.0	0.0	4.7	0.0	0.0	0.0	4.7	3.7	0.3
One Employer														0.2
Multiple Employers														–
Not Stated														0.1

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Source: RNDB/CIHI

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n/s Data not submitted to CIHI

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 8.0—Number of RNs by Place of Work and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Hospital	3,789	772	5,868	5,456	37,132	47,297	6,035	4,722	15,046	17,695	127	269	84	144,292
Hospital (general, maternal, paediatric, psychiatric)	3,751	715	5,613	5,132	34,369	45,886	5,864	4,598	14,487	17,064	**	**	**	137,954
Mental Health Centre	9	**	107	240	2,092	650	73	55	242	424	*	0	*	3,950
Rehabilitation/Convalescent Centre	29	*	148	84	671	761	98	69	317	207	0	*	0	2,388
Community Health	601	133	812	379	7,830	11,059	1,236	1,491	3,070	3,550	79	151	153	30,544
Nursing Stations (outpost or clinic)	61	0	13	0	39	187	112	83	140	85	40	57	83	900
Home Care Agency	23	65	342	69	250	3,781	414	594	1,128	534	10	16	8	7,234
Community Health/Health Agency	517	68	457	310	7,541	7,091	710	814	1,802	2,931	29	78	62	22,410
Nursing Home/Long-Term Care	605	201	981	674	8,271	5,693	1,138	1,068	2,072	3,627	25	**	*	24,372
Other Place of Work	445	184	758	822	5,906	12,524	1,152	959	2,968	2,886	40	**	**	28,728
Business/Industry/Occupational Health Office	62	25	133	38	1,323	905	91	92	388	210	*	10	*	3,281
Private Nursing Agency/Private Duty	14	9	29	54	668	884	41	35	39	96	*	*	5	1,878
Self-employed	15	9	76	46	318	819	50	54	142	280	6	*	*	1,821
Physician's Office/Family Practice Unit	43	32	119	171	695	2,637	90	130	638	384	**	*	0	4,948
Educational Institution	136	29	173	160	1,628	1,953	271	235	594	755	**	9	*	5,953
Association/Government	25	50	197	203	958	1,176	272	354	326	478	10	11	5	4,065
Other	150	30	31	150	316	4,150	337	59	841	683	9	13	13	6,782
Not Stated	2	3	0	33	54	2,164	381	17	221	143	1	2	0	3,021

Source: RNDB/CIHI

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For Northwest Territories and Nunavut data, the categories of Self-employed, Physician's Office/Family Practice Unit, Educational Institution, Association/Government and Other were imputed for 2002, based on historical figures. Please review the Methodological Notes for more information.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 8.0a—Percentage Distribution of RNs by Place of Work and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Hospital	69.6	59.7	69.7	74.1	62.7	60.1	60.7	57.2	64.4	63.4	46.7	55.2	30.8	62.5
Hospital (general, maternal, paediatric, psychiatric)	68.9	55.3	66.7	69.7	58.1	58.3	59.0	55.7	62.0	61.2	**	**	**	59.7
Mental Health Centre	0.2	**	1.3	3.3	3.5	0.8	0.7	0.7	1.0	1.5	*	0.0	*	1.7
Rehabilitation/Convalescent Centre	0.5	*	1.8	1.1	1.1	1.0	1.0	0.8	1.4	0.7	0.0	*	0.0	1.0
Community Health Agency	11.0	10.3	9.6	5.1	13.2	14.0	12.4	18.1	13.1	12.7	29.0	31.0	56.0	13.2
Nursing Stations (outpost or clinic)	1.1	0.0	0.2	0.0	0.1	0.2	1.1	1.0	0.6	0.3	14.7	11.7	30.4	0.4
Home Care Agency	0.4	5.0	4.1	0.9	0.4	4.8	4.2	7.2	4.8	1.9	3.7	3.3	2.9	3.1
Community Health Centre/Agency	9.5	5.3	5.4	4.2	12.7	9.0	7.1	9.9	7.7	10.5	10.7	16.0	22.7	9.7
Nursing Home/Long-Term Care Facility	11.1	15.5	11.7	9.2	14.0	7.2	11.4	12.9	8.9	13.0	9.2	**	*	10.6
Other Place of Work	8.2	14.2	9.0	11.2	10.0	15.9	11.6	11.6	12.7	10.3	14.7	**	**	12.4
Business/Industry/Occupational Health Office	1.1	1.9	1.6	0.5	2.2	1.1	0.9	1.1	1.7	0.8	*	2.1	*	1.4
Private Nursing Agency/Private Duty	0.3	0.7	0.3	0.7	1.1	1.1	0.4	0.4	0.2	0.3	*	*	1.8	0.8
Self-employed	0.3	0.7	0.9	0.6	0.5	1.0	0.5	0.7	0.6	1.0	2.2	*	*	0.8
Physician's Office/Family Practice Unit	0.8	2.5	1.4	2.3	1.2	3.3	0.9	1.6	2.7	1.4	**	*	0.0	2.1
Educational Institution	2.5	2.2	2.1	2.2	2.8	2.5	2.7	2.8	2.5	2.7	**	1.8	*	2.6
Association/Government	0.5	3.9	2.3	2.8	1.6	1.5	2.7	4.3	1.4	1.7	3.7	2.3	1.8	1.8
Other	2.8	2.3	0.4	2.0	0.5	5.3	3.4	0.7	3.6	2.4	3.3	2.7	4.8	2.9
Not Stated	—	0.2	0.0	0.4	0.1	2.7	3.8	0.2	0.9	0.5	0.4	0.4	0.0	1.3

Source: RNDB/CIHI

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

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 8.1—Number of RNs by Place of Work, Age Group and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
<30 years	727	80	480	627	6,857	6,283	608	586	2,231	2,225	23	53	22	20,802
30–39 years	1,877	315	2,168	2,157	13,814	19,278	2,515	1,906	5,628	5,950	62	128	50	55,848
40–49 years	1,782	428	3,228	2,566	20,385	25,690	3,662	3,051	7,682	9,406	100	148	89	78,217
50–59 years	936	381	2,168	1,781	16,251	22,506	2,631	2,164	6,253	8,450	77	107	69	63,774
60+ years	119	86	375	233	1,886	4,973	518	550	1,552	1,858	10	25	22	12,207
Not Stated	1	3	0	0	0	7	8	0	31	12	0	26	21	109
Hospital	3,789	772	5,868	5,456	37,132	47,297	6,035	4,722	15,046	17,695	127	269	84	144,292
<30 years	624	60	411	558	5,365	4,305	479	449	1,846	1,837	**	**	**	15,998
30–39 years	1,448	235	1,658	1,738	9,281	12,656	1,704	1,184	4,145	4,201	37	92	18	38,397
40–49 years	1,199	286	2,317	1,889	12,859	16,132	2,211	1,820	4,945	6,073	41	76	19	49,867
50–59 years	475	163	1,316	1,168	9,032	12,189	1,413	1,060	3,366	4,753	31	43	17	35,026
60+ years	43	26	166	103	595	2,011	222	209	733	825	*	*	*	4,943
Not Stated	0	2	0	0	0	4	6	0	11	6	0	19	13	61
Community Health Agency	601	133	812	379	7,830	11,059	1,236	1,491	3,070	3,550	79	151	153	30,544
<30 years	56	9	19	18	609	934	53	66	199	172	0	14	7	2,156
30–39 years	185	**	178	99	1,866	2,685	316	355	670	647	**	21	27	7,086
40–49 years	197	47	320	151	2,713	3,471	469	555	1,050	1,269	31	49	54	10,376
50–59 years	149	45	252	101	2,401	3,296	322	415	943	1,186	29	43	43	9,225
60+ years	14	**	43	10	241	672	75	100	200	276	*	18	15	1,678
Not Stated	0	0	0	0	0	1	1	0	8	0	0	6	7	23
Nursing Home/Long-Term Care Facility	605	201	981	674	8,271	5,693	1,138	1,068	2,072	3,627	25	**	*	24,372
<30 years	35	6	33	24	500	321	33	49	75	122	**	*	0	1,206
30–39 years	129	36	201	144	1,501	1,076	211	188	312	619	*	*	0	4,424
40–49 years	201	42	306	233	2,906	1,596	381	319	560	1,012	7	*	*	7,567
50–59 years	199	88	341	219	2,812	2,018	423	370	807	1,421	7	*	*	8,710
60+ years	40	28	100	54	552	682	89	142	316	450	*	*	0	2,456
Not Stated	1	1	0	0	0	0	1	0	2	3	0	0	1	9
Other Place of Work	445	184	758	822	5,906	12,524	1,152	959	2,968	2,886	40	**	**	28,728
<30 years	12	5	17	26	381	570	31	20	91	75	*	*	*	1,233
30–39 years	115	21	131	166	1,156	2,396	219	175	451	454	6	11	5	5,306
40–49 years	184	52	285	282	1,893	3,829	452	347	1,057	1,003	21	19	15	9,439
50–59 years	112	84	259	285	1,993	4,345	355	318	1,078	1,056	9	18	7	9,919
60+ years	22	22	66	63	483	1,382	95	99	283	295	*	*	*	2,817
Not Stated	0	0	0	0	0	2	0	0	8	3	0	1	0	14

Table 8.1—Number of RNs by Place of Work, Age Group and Province/Territory of Registration, Canada, 2002 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
Not Stated	2	3	0	33	54	2,164	381	17	221	143	1	2	0	3,021
< 30 years														209
30–39 years														635
40–49 years														968
50–59 years														894
60+ years														313
Not Stated														2

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

Hospital includes data from: Hospital (general, maternal, paediatric, psychiatric), Mental Health Centre, Rehabilitation/Convalescent Centre.*Community Health Agency* includes data from: Community Health Centre, Home Care Agency, Nursing Station (outposts or clinics).*Nursing Home/Long-Term Care Facility* 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, Other.

For Northwest Territories and Nunavut data, some Place of Work categories were imputed for 2002 using historical figures. Please review the Methodological Notes for more information.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 8.2—Number of RNs by Place of Work, Highest Level of Education in Nursing and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Diploma	4,083	963	6,089	4,728	43,338	60,511	7,213	6,258	15,106	18,993	159	341	169	167,951
Baccalaureate	1,282	310	2,146	2,495	15,046	16,741	2,514	1,917	7,692	8,167	**	136	**	58,649
Master's/Doctorate	77	20	184	141	809	1,485	215	82	579	741	*	10	**	4,357
Hospital	3,789	772	5,868	5,456	37,132	47,297	6,035	4,722	15,046	17,695	127	269	84	144,292
Diploma	3,004	595	4,348	3,611	28,737	38,662	4,655	3,815	10,373	13,149	85	197	60	111,291
Baccalaureate	775	**	1,434	1,812	7,978	7,931	1,301	891	4,473	4,334	**	**	**	31,233
Master's/Doctorate	10	*	86	33	417	704	79	16	200	212	*	*	*	1,768
Community Health Agency	601	133	812	379	7,830	11,059	1,236	1,491	3,070	3,550	79	151	153	30,544
Diploma	307	76	482	104	4,134	5,982	663	902	1,223	1,445	39	97	84	15,538
Baccalaureate	289	57	315	267	3,598	4,868	548	579	1,759	1,991	**	**	64	14,423
Master's/Doctorate	5	0	15	8	98	209	25	10	88	114	*	*	5	583
Nursing Home/Long-Term Care Facility	605	201	981	674	8,271	5,693	1,138	1,068	2,072	3,627	25	**	*	24,372
Diploma	545	**	848	531	6,782	5,013	953	950	1,701	2,758	16	12	*	20,289
Baccalaureate	**	23	127	138	1,444	641	178	**	355	824	9	*	*	3,912
Master's/Doctorate	*	*	6	5	45	39	7	*	16	45	0	0	0	171
Other Place of Work	445	184	758	822	5,906	12,524	1,152	959	2,968	2,886	40	**	**	28,728
Diploma	225	113	411	460	3,641	9,121	652	579	1,677	1,551	19	34	22	18,505
Baccalaureate	161	56	270	267	2,016	2,910	408	329	1,022	970	21	15	7	8,452
Master's/Doctorate	59	15	77	95	249	493	92	51	269	365	0	*	*	1,771
Not Stated	2	3	0	33	54	2,164	381	17	221	143	1	2	0	3,021
Diploma														2,328
Baccalaureate														629
Master's/Doctorate														64

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

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Hospital includes data from: Hospital (general, maternal, paediatric, psychiatric), Mental Health Centre, Rehabilitation/Convalescent Centre.*Community Health Agency* includes data from: Community Health Centre, Home Care Agency, Nursing Station (outposts or clinics).*Nursing Home/Long-Term Care Facility* 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, Other.

For Northwest Territories and Nunavut data, some Place of Work categories were imputed for 2002 using historical figures. Please review the Methodological Notes for more information.

The Master's/Doctorate total is comprised of 4,123 RNs who earned a master's degree and 234 RNs who earned a doctorate as their highest level of education in nursing.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 8.2a—Percentage Distribution of RNs by Place of Work, Highest Level of Education in Nursing and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Diploma	75.0	74.5	72.3	64.2	73.2	76.9	72.6	75.8	64.6	68.1	58.5	70.0	61.9	72.7
Baccalaureate	23.6	24.0	25.5	33.9	25.4	21.3	25.3	23.2	32.9	29.3	**	27.9	**	25.4
Master's/Doctorate	1.4	1.5	2.2	1.9	1.4	1.9	2.2	1.0	2.5	2.7	*	2.1	**	1.9
Hospital	69.6	59.7	69.7	74.1	62.7	60.1	60.7	57.2	64.4	63.4	46.7	55.2	30.8	62.5
Diploma	55.2	46.0	51.6	49.0	48.5	49.1	46.8	46.2	44.4	47.1	31.3	40.5	22.0	48.2
Baccalaureate	14.2	**	17.0	24.6	13.5	10.1	13.1	10.8	19.1	15.5	**	**	**	13.5
Master's/Doctorate	0.2	*	1.0	0.4	0.7	0.9	0.8	0.2	0.9	0.8	*	*	*	0.8
Community Health Agency	11.0	10.3	9.6	5.1	13.2	14.0	12.4	18.1	13.1	12.7	29.0	31.0	56.0	13.2
Diploma	5.6	5.9	5.7	1.4	7.0	7.6	6.7	10.9	5.2	5.2	14.3	19.9	30.8	6.7
Baccalaureate	5.3	4.4	3.7	3.6	6.1	6.2	5.5	7.0	7.5	7.1	**	**	23.4	6.2
Master's/Doctorate	0.1	0.0	0.2	0.1	0.2	0.3	0.3	0.1	0.4	0.4	*	*	1.8	0.3
Nursing Home/Long-Term Care Facility	11.1	15.5	11.7	9.2	14.0	7.2	11.4	12.9	8.9	13.0	9.2	**	*	10.6
Diploma	10.0	**	10.1	7.2	11.5	6.4	9.6	11.5	7.3	9.9	5.9	2.5	*	8.8
Baccalaureate	**	1.8	1.5	1.9	2.4	0.8	1.8	**	1.5	3.0	3.3	*	*	1.7
Master's/Doctorate	*	*	0.1	0.1	0.1	—	0.1	*	0.1	0.2	0.0	0.0	0.0	0.1
Other Place of Work	8.2	14.2	9.0	11.2	10.0	15.9	11.6	11.6	12.7	10.3	14.7	**	**	12.4
Diploma	4.1	8.7	4.9	6.2	6.2	11.6	6.6	7.0	7.2	5.6	7.0	7.0	8.1	8.0
Baccalaureate	3.0	4.3	3.2	3.6	3.4	3.7	4.1	4.0	4.4	3.5	7.7	3.1	2.6	3.7
Master's/Doctorate	1.1	1.2	0.9	1.3	0.4	0.6	0.9	0.6	1.2	1.3	0.0	*	*	0.8
Not Stated	—	0.2	0.0	0.4	0.1	2.7	3.8	0.2	0.9	0.5	0.4	0.4	0.0	1.3
Diploma														1.0
Baccalaureate														0.3
Master's/Doctorate														—

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

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

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 8.3—Number of RNs by Place of Work, Derived Employment Status and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Full-Time	4,050	650	5,008	4,354	31,963	44,803	4,563	4,177	10,333	14,453	123	299	170	124,946
Part-Time	875	528	2,255	2,050	20,309	26,185	4,734	2,832	9,267	8,943	95	65	25	78,163
Casual	517	115	1,156	782	6,921	7,749	645	860	3,777	4,505	54	100	68	27,249
Unknown	0	0	0	178	0	0	0	388	0	0	0	23	10	599
Hospital	3,789	772	5,868	5,456	37,132	47,297	6,035	4,722	15,046	17,695	127	269	84	144,292
Full-Time	2,913	410	3,605	3,337	20,189	27,315	2,466	2,513	6,181	9,139	45	164	49	78,326
Part-Time	571	290	1,570	1,463	13,377	16,039	3,272	1,468	6,147	5,586	55	36	10	49,884
Casual	305	72	693	569	3,566	3,943	297	525	2,718	2,970	27	55	18	15,758
Unknown	0	0	0	87	0	0	0	216	0	0	0	14	7	324
Community Health Agency	601	133	812	379	7,830	11,059	1,236	1,491	3,070	3,550	79	151	153	30,544
Full-Time	440	64	464	243	4,567	6,546	708	691	1,467	1,836	42	83	93	17,244
Part-Time	94	58	202	79	1,839	3,059	381	597	1,199	1,212	19	**	**	8,776
Casual	67	11	146	48	1,424	1,454	147	140	404	502	18	36	45	4,442
Unknown	0	0	0	9	0	0	0	63	0	0	0	**	*	82
Nursing Home/Long-Term Care Facility	605	201	981	674	8,271	5,693	1,138	1,068	2,072	3,627	25	**	*	24,372
Full-Time	380	75	466	**	3,618	3,145	462	395	851	1,797	19	10	*	11,532
Part-Time	119	109	326	250	3,582	2,092	597	515	931	1,327	*	*	0	9,853
Casual	106	17	189	77	1,071	456	79	102	290	503	*	*	0	2,893
Unknown	0	0	0	**	0	0	0	56	0	0	0	*	0	94
Other Place of Work	445	184	758	822	5,906	12,524	1,152	959	2,968	2,886	40	**	**	28,728
Full-Time	315	99	473	450	3,565	6,529	723	565	1,706	1,623	17	40	**	16,129
Part-Time	91	71	157	246	1,488	4,332	328	249	932	784	17	*	*	8,701
Casual	39	14	128	81	853	1,663	101	92	330	479	6	8	5	3,799
Unknown	0	0	0	45	0	0	0	53	0	0	0	*	0	99
Not Stated	2	3	0	33	54	2,164	381	17	221	143	1	2	0	3,021
Full-Time														1,715
Part-Time														949
Casual														357
Unknown														0

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

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For Northwest Territories and Nunavut data, some Place of Work categories were imputed for 2002 using historical figures. Please review the Methodological Notes for more information.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 8.3a—Percentage Distribution of RNs by Place of Work, Derived Employment Status and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Full-Time	74.4	50.3	59.5	59.1	54.0	56.9	45.9	50.6	44.2	51.8	45.2	61.4	62.3	54.1
Part-Time	16.1	40.8	26.8	27.8	34.3	33.3	47.6	34.3	39.6	32.1	34.9	13.3	9.2	33.8
Casual	9.5	8.9	13.7	10.6	11.7	9.8	6.5	10.4	16.2	16.1	19.9	20.5	24.9	11.8
Unknown	0.0	0.0	0.0	2.4	0.0	0.0	0.0	4.7	0.0	0.0	0.0	4.7	3.7	0.3
Hospital	69.6	59.7	69.7	74.1	62.7	60.1	60.7	57.2	64.4	63.4	46.7	55.2	30.8	62.5
Full-Time	53.5	31.7	42.8	45.3	34.1	34.7	24.8	30.4	26.4	32.8	16.5	33.7	17.9	33.9
Part-Time	10.5	22.4	18.6	19.9	22.6	20.4	32.9	17.8	26.3	20.0	20.2	7.4	3.7	21.6
Casual	5.6	5.6	8.2	7.7	6.0	5.0	3.0	6.4	11.6	10.6	9.9	11.3	6.6	6.8
Unknown	0.0	0.0	0.0	1.2	0.0	0.0	0.0	2.6	0.0	0.0	0.0	2.9	2.6	0.1
Community Health Agency	11.0	10.3	9.6	5.1	13.2	14.0	12.4	18.1	13.1	12.7	29.0	31.0	56.0	13.2
Full-Time	8.1	4.9	5.5	3.3	7.7	8.3	7.1	8.4	6.3	6.6	15.4	17.0	34.1	7.5
Part-Time	1.7	4.5	2.4	1.1	3.1	3.9	3.8	7.2	5.1	4.3	7.0	**	**	3.8
Casual	1.2	0.9	1.7	0.7	2.4	1.8	1.5	1.7	1.7	1.8	6.6	7.4	16.5	1.9
Unknown	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.8	0.0	0.0	0.0	**	*	—
Nursing Home/Long-Term Care Facility	11.1	15.5	11.7	9.2	14.0	7.2	11.4	12.9	8.9	13.0	9.2	**	*	10.6
Full-Time	7.0	5.8	5.5	**	6.1	4.0	4.6	4.8	3.6	6.4	7.0	2.1	*	5.0
Part-Time	2.2	8.4	3.9	3.4	6.1	2.7	6.0	6.2	4.0	4.8	*	*	0.0	4.3
Casual	1.9	1.3	2.2	1.0	1.8	0.6	0.8	1.2	1.2	1.8	*	*	0.0	1.3
Unknown	0.0	0.0	0.0	**	0.0	0.0	0.0	0.7	0.0	0.0	0.0	*	0.0	—
Other Place of Work	8.2	14.2	9.0	11.2	10.0	15.9	11.6	11.6	12.7	10.3	14.7	**	**	12.4
Full-Time	5.8	7.7	5.6	6.1	6.0	8.3	7.3	6.8	7.3	5.8	6.3	8.2	**	7.0
Part-Time	1.7	5.5	1.9	3.3	2.5	5.5	3.3	3.0	4.0	2.8	6.3	*	*	3.8
Casual	0.7	1.1	1.5	1.1	1.4	2.1	1.0	1.1	1.4	1.7	2.2	1.6	1.8	1.6
Unknown	0.0	0.0	0.0	0.6	0.0	0.0	0.0	0.6	0.0	0.0	0.0	*	0.0	—
Not Stated	—	0.2	0.0	0.4	0.1	2.7	3.8	0.2	0.9	0.5	0.4	0.4	0.0	1.3
Full-Time														0.7
Part-Time														0.4
Casual														0.2
Unknown														0.0

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

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

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 8.4—Number of RNs by Place of Work, Multiple Employment and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
One Employer	4,841	n/s	7,934	n/s	51,264	66,190	8,835	6,656	18,642	21,441	218	429	211	186,661
Multiple Employers	601	n/s	485	n/s	7,786	12,547	1,107	1,584	4,551	6,460	54	58	62	35,295
Not Stated	0	1,293	0	7,364	143	0	0	17	184	0	0	0	0	9,001
Hospital	3,789	772	5,868	5,456	37,132	47,297	6,035	4,722	15,046	17,695	127	269	84	144,292
One Employer	3,451	n/s	5,599	n/s	33,662	40,736	5,399	4,057	12,325	14,070	106	242	64	119,711
Multiple Employers	338	n/s	269	n/s	3,387	6,561	636	665	2,721	3,625	21	27	20	18,270
Not Stated	0	772	0	5,456	83	0	0	0	0	0	0	0	0	6,311
Community Health Agency	601	133	812	379	7,830	11,059	1,236	1,491	3,070	3,550	79	151	153	30,544
One Employer	482	n/s	759	n/s	6,385	9,265	1,096	1,112	2,440	2,671	61	135	122	24,528
Multiple Employers	119	n/s	53	n/s	1,427	1,794	140	379	630	879	18	16	31	5,486
Not Stated	0	133	0	379	18	0	0	0	0	0	0	0	0	530
Nursing Home/Long-Term Care Facility	605	201	981	674	8,271	5,693	1,138	1,068	2,072	3,627	25	**	*	24,372
One Employer	545	n/s	883	n/s	6,851	4,775	1,008	812	1,641	2,575	**	**	*	19,128
Multiple Employers	60	n/s	98	n/s	1,395	918	130	256	431	1,052	*	*	0	4,344
Not Stated	0	201	0	674	25	0	0	0	0	0	0	0	0	900
Other Place of Work	445	184	758	822	5,906	12,524	1,152	959	2,968	2,886	40	**	**	28,728
One Employer	363	n/s	693	n/s	4,324	9,580	995	675	2,207	2,019	26	40	21	20,943
Multiple Employers	82	n/s	65	n/s	1,565	2,944	157	284	761	867	14	12	11	6,762
Not Stated	0	184	0	822	17	0	0	0	0	0	0	0	0	1,023
Not Stated	2	3	0	33	54	2,164	381	17	221	143	1	2	0	3,021
One Employer														2,351
Multiple Employers														433
Not Stated														237

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

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n/s Data not submitted to CIHI

Hospital includes data from: Hospital (general, maternal, paediatric, psychiatric), Mental Health Centre, Rehabilitation/Convalescent Centre.*Community Health Agency* includes data from: Community Health Centre, Home Care Agency, Nursing Station (outposts or clinics).*Nursing Home/Long-Term Care Facility* 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, Other.

For Northwest Territories and Nunavut data, some Place of Work categories were imputed for 2002 using historical figures. Please review the Methodological Notes for more information.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 8.4a—Percentage Distribution of RNs by Place of Work, Multiple Employment and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
One Employer	89.0	n/s	94.2	n/s	86.6	84.1	88.9	80.6	79.7	76.8	80.1	88.1	77.3	80.8
Multiple Employers	11.0	n/s	5.8	n/s	13.2	15.9	11.1	19.2	19.5	23.2	19.9	11.9	22.7	15.3
Not Stated	0.0	100.0	0.0	100.0	0.2	0.0	0.0	0.2	0.8	0.0	0.0	0.0	0.0	3.9
Hospital	69.6	59.7	69.7	74.1	62.7	60.1	60.7	57.2	64.4	63.4	46.7	55.2	30.8	62.5
One Employer	63.4	n/s	66.5	n/s	56.9	51.7	54.3	49.1	52.7	50.4	39.0	49.7	23.4	51.8
Multiple Employers	6.2	n/s	3.2	n/s	5.7	8.3	6.4	8.1	11.6	13.0	7.7	5.5	7.3	7.9
Not Stated	0.0	59.7	0.0	74.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.7
Community Health Agency	11.0	10.3	9.6	5.1	13.2	14.0	12.4	18.1	13.1	12.7	29.0	31.0	56.0	13.2
One Employer	8.9	n/s	9.0	n/s	10.8	11.8	11.0	13.5	10.4	9.6	22.4	27.7	44.7	10.6
Multiple Employers	2.2	n/s	0.6	n/s	2.4	2.3	1.4	4.6	2.7	3.2	6.6	3.3	11.4	2.4
Not Stated	0.0	10.3	0.0	5.1	–	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2
Nursing Home/Long-Term Care Facility	11.1	15.5	11.7	9.2	14.0	7.2	11.4	12.9	8.9	13.0	9.2	**	*	10.6
One Employer	10.0	n/s	10.5	n/s	11.6	6.1	10.1	9.8	7.0	9.2	**	**	*	8.3
Multiple Employers	1.1	n/s	1.2	n/s	2.4	1.2	1.3	3.1	1.8	3.8	*	*	0.0	1.9
Not Stated	0.0	15.5	0.0	9.2	–	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4
Other Place of Work	8.2	14.2	9.0	11.2	10.0	15.9	11.6	11.6	12.7	10.3	14.7	**	**	12.4
One Employer	6.7	n/s	8.2	n/s	7.3	12.2	10.0	8.2	9.4	7.2	9.6	8.2	7.7	9.1
Multiple Employers	1.5	n/s	0.8	n/s	2.6	3.7	1.6	3.4	3.3	3.1	5.1	2.5	4.0	2.9
Not Stated	0.0	14.2	0.0	11.2	–	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4
Not Stated	–	0.2	0.0	0.4	0.1	2.7	3.8	0.2	0.9	0.5	0.4	0.4	0.0	1.3
One Employer														1.0
Multiple Employers														0.2
Not Stated														0.1

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

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n/s Data not submitted to CIHI

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 9.0—Number of RNs by Area of Responsibility and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Direct Care	4,863	1,159	7,514	6,747	49,222	66,382	8,701	7,320	20,587	24,993	236	381	218	198,323
Medical/Surgical	1,102	246	1,659	1,229	10,606	9,945	1,954	1,430	4,265	5,359	34	44	12	37,885
Psychiatric/Mental Health	270	82	480	418	3,175	3,962	285	158	1,006	1,461	**	14	*	11,321
Paediatric	212	36	344	172	n/s	2,074	373	219	893	763	**	16	*	5,113
Maternal/Newborn	258	87	533	364	2,296	4,352	693	403	1,444	1,684	17	29	7	12,167
Geriatric/Long-Term Care	636	198	1,056	939	5,396	5,035	n/s	1,127	2,047	3,912	19	**	*	20,386
Critical Care	529	55	676	916	3,287	6,668	n/s	683	1,695	1,993	6	20	9	16,537
Community Health	451	111	434	883	2,484	2,944	725	589	1,408	1,982	63	115	113	12,302
Ambulatory Care	115	16	221	210	2,676	2,008	279	118	358	439	0	**	*	6,452
Home Care	39	55	368	n/s	1,840	3,703	495	547	1,220	955	10	18	5	9,255
Occupational Health	58	7	91	70	358	1,247	101	109	386	179	*	6	*	2,616
Operating Room/RR	247	**	505	360	1,694	2,707	541	352	1,214	1,815	12	10	*	9,507
Emergency Care	298	66	515	474	2,552	4,155	471	356	1,176	1,310	27	31	9	11,440
Several Clinical Areas	252	85	215	90	6,023	5,881	648	764	1,147	925	17	40	27	16,114
Oncology	59	*	164	n/s	407	1,827	117	126	388	382	*	*	*	3,474
Rehabilitation	24	34	134	214	627	1,179	212	71	314	319	0	0	0	3,128
Other Direct Care	313	32	119	408	5,801	8,695	1,807	268	1,626	1,515	15	8	19	20,626
Administration	334	83	411	334	3,551	4,857	591	515	1,060	1,201	23	34	15	13,009
Nursing Service	247	67	314	177	2,820	1,515	334	352	599	695	16	23	9	7,168
Nursing Education	21	*	36	11	28	80	23	35	75	68	*	5	*	388
Other Administration	66	**	61	146	703	3,262	234	128	386	438	**	6	**	5,453
Education	198	43	359	225	1,920	3,919	357	349	943	1,306	10	9	6	9,644
Teaching—Students	107	27	149	147	1,447	776	195	156	428	642	5	**	**	4,092
Teaching—Employees	44	**	99	44	23	668	88	82	196	287	*	0	0	1,546
Teaching—Patients/Clients	36	*	96	34	40	861	43	66	191	303	*	*	0	1,676
Other Education	11	0	15	0	410	1,614	31	45	128	74	*	0	*	2,330
Research	45	**	135	25	725	731	104	55	268	207	*	0	0	2,301
Research Only	**	*	43	25	382	460	82	7	112	61	0	0	0	1,189
Other Research	**	*	92	0	343	271	22	48	156	146	*	0	0	1,112
Not Stated	2	*	0	33	3,775	2,848	189	18	519	194	*	63	34	7,680

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

n/s Data not submitted to CIHI

Manitoba was unable to submit Geriatric/Long-Term Care and Critical Care data for 2002. This is reflected by the increased proportion of Other Direct Care records in 2002.

The *Area of Responsibility* field was redesigned for the 2002 Quebec registration form, leading to substantial changes in the categories of *Other Direct Care*, *Nursing Service* and *Other Education*.For Northwest Territories and Nunavut data, the categories of *Occupational Health*, *Operating Room/RR*, *Emergency Care*, *Several Clinical Areas*, *Oncology* and *Other Direct Care* were imputed for 2002, based on historical figures. Please review the Methodological Notes for more information.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 9.0a—Percentage Distribution of RNs by Area of Responsibility and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Direct Care	89.4	89.6	89.3	91.6	83.2	84.3	87.5	88.7	88.1	89.6	86.8	78.2	79.9	85.9
Medical/Surgical	20.2	19.0	19.7	16.7	17.9	12.6	19.7	17.3	18.2	19.2	12.5	9.0	4.4	16.4
Psychiatric/Mental Health	5.0	6.3	5.7	5.7	5.4	5.0	2.9	1.9	4.3	5.2	**	2.9	*	4.9
Paediatric	3.9	2.8	4.1	2.3	n/s	2.6	3.8	2.7	3.8	2.7	**	3.3	*	2.2
Maternal/Newborn	4.7	6.7	6.3	4.9	3.9	5.5	7.0	4.9	6.2	6.0	6.3	6.0	2.6	5.3
Geriatric/Long-Term Care	11.7	15.3	12.5	12.8	9.1	6.4	n/s	13.6	8.8	14.0	7.0	**	*	8.8
Critical Care	9.7	4.3	8.0	12.4	5.6	8.5	n/s	8.3	7.3	7.1	2.2	4.1	3.3	7.2
Community Health	8.3	8.6	5.2	12.0	4.2	3.7	7.3	7.1	6.0	7.1	23.2	23.6	41.4	5.3
Ambulatory Care	2.1	1.2	2.6	2.9	4.5	2.6	2.8	1.4	1.5	1.6	0.0	**	*	2.8
Home Care	0.7	4.3	4.4	n/s	3.1	4.7	5.0	6.6	5.2	3.4	3.7	3.7	1.8	4.0
Occupational Health	1.1	0.5	1.1	1.0	0.6	1.6	1.0	1.3	1.7	0.6	*	1.2	*	1.1
Operating Room/RR	4.5	**	6.0	4.9	2.9	3.4	5.4	4.3	5.2	6.5	4.4	2.1	*	4.1
Emergency Care	5.5	5.1	6.1	6.4	4.3	5.3	4.7	4.3	5.0	4.7	9.9	6.4	3.3	5.0
Several Clinical Areas	4.6	6.6	2.6	1.2	10.2	7.5	6.5	9.3	4.9	3.3	6.3	8.2	9.9	7.0
Oncology	1.1	*	1.9	n/s	0.7	2.3	1.2	1.5	1.7	1.4	*	*	*	1.5
Rehabilitation	0.4	2.6	1.6	2.9	1.1	1.5	2.1	0.9	1.3	1.1	0.0	0.0	0.0	1.4
Other Direct Care	5.8	2.5	1.4	5.5	9.8	11.0	18.2	3.2	7.0	5.4	5.5	1.6	7.0	8.9
Administration	6.1	6.4	4.9	4.5	6.0	6.2	5.9	6.2	4.5	4.3	8.5	7.0	5.5	5.6
Nursing Service	4.5	5.2	3.7	2.4	4.8	1.9	3.4	4.3	2.6	2.5	5.9	4.7	3.3	3.1
Nursing Education	0.4	*	0.4	0.1	—	0.1	0.2	0.4	0.3	0.2	*	1.0	*	0.2
Other Administration	1.2	**	0.7	2.0	1.2	4.1	2.4	1.6	1.7	1.6	**	1.2	**	2.4
Education	3.6	3.3	4.3	3.1	3.2	5.0	3.6	4.2	4.0	4.7	3.7	1.8	2.2	4.2
Teaching—Students	2.0	2.1	1.8	2.0	2.4	1.0	2.0	1.9	1.8	2.3	1.8	**	**	1.8
Teaching—Employees	0.8	**	1.2	0.6	—	0.8	0.9	1.0	0.8	1.0	*	0.0	0.0	0.7
Teaching—Patients/Clients	0.7	*	1.1	0.5	0.1	1.1	0.4	0.8	0.8	1.1	*	*	0.0	0.7
Other Education	0.2	0.0	0.2	0.0	0.7	2.0	0.3	0.5	0.5	0.3	*	0.0	*	1.0
Research	0.8	**	1.6	0.3	1.2	0.9	1.0	0.7	1.1	0.7	*	0.0	0.0	1.0
Research Only	**	*	0.5	0.3	0.6	0.6	0.8	0.1	0.5	0.2	0.0	0.0	0.0	0.5
Other Research	**	*	1.1	0.0	0.6	0.3	0.2	0.6	0.7	0.5	*	0.0	0.0	0.5
Not Stated	—	*	0.0	0.4	6.4	3.6	1.9	0.2	2.2	0.7	*	12.9	12.5	3.3

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

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n/s Data not submitted to CIHI

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 9.1—Number of RNs by Area of Responsibility, Highest Level of Education in Nursing and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Diploma	4,083	963	6,089	4,728	43,338	60,511	7,213	6,258	15,106	18,993	159	341	169	167,951
Baccalaureate	1,282	310	2,146	2,495	15,046	16,741	2,514	1,917	7,692	8,167	**	136	**	58,649
Master's/Doctorate	77	20	184	141	809	1,485	215	82	579	741	*	10	**	4,357
Direct Care	4,863	1,159	7,514	6,747	49,222	66,382	8,701	7,320	20,587	24,993	236	381	218	198,323
Diploma	3,793	914	5,710	4,548	37,311	53,367	6,609	5,819	14,000	17,950	144	274	135	150,574
Baccalaureate	1,053	**	1,723	2,156	11,492	12,372	2,002	1,480	6,357	6,762	**	**	**	45,909
Master's/Doctorate	17	*	81	43	419	643	90	21	230	281	*	*	*	1,840
Administration	334	83	411	334	3,551	4,857	591	515	1,060	1,201	23	34	15	13,009
Diploma	204	33	163	92	1,497	2,689	274	286	394	418	10	15	11	6,086
Baccalaureate	106	43	214	211	1,861	1,832	264	207	531	615	13	**	*	5,914
Master's/Doctorate	24	7	34	31	193	336	53	22	135	168	0	*	*	1,009
Education	198	43	359	225	1,920	3,919	357	349	943	1,306	10	9	6	9,644
Diploma	51	12	145	51	704	1,833	117	117	301	407	*	*	*	3,747
Baccalaureate	112	23	157	109	1,055	1,696	182	204	484	638	**	*	*	4,670
Master's/Doctorate	35	8	57	65	161	390	58	28	158	261	0	*	*	1,227
Research	45	**	135	25	725	731	104	55	268	207	*	0	0	2,301
Diploma	34	*	71	**	442	441	63	23	132	105	0	0	0	1,329
Baccalaureate	**	*	52	**	252	223	32	22	99	77	*	0	0	777
Master's/Doctorate	*	*	12	*	31	67	9	10	37	25	0	0	0	195
Not Stated	2	*	0	33	3,775	2,848	189	18	519	194	*	63	34	7,680
Diploma														6,215
Baccalaureate														1,379
Master's/Doctorate														86

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

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The Area of Responsibility field was redesigned for the 2002 Quebec registration form, which may impact trending analysis. Please review the Methodological Notes for more information.

For Northwest Territories and Nunavut data, several Area of Responsibility categories were imputed for 2002, based on historical figures. Please review the Methodological Notes for more information.

The Master's/Doctorate total is comprised of 4,123 RNs who earned a master's degree and 234 RNs who earned a doctorate as their highest level of education in nursing.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 9.1a—Percentage Distribution of RNs by Area of Responsibility, Highest Level of Education in Nursing and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Diploma	75.0	74.5	72.3	64.2	73.2	76.9	72.6	75.8	64.6	68.1	58.5	70.0	61.9	72.7
Baccalaureate	23.6	24.0	25.5	33.9	25.4	21.3	25.3	23.2	32.9	29.3	**	27.9	**	25.4
Master's/Doctorate	1.4	1.5	2.2	1.9	1.4	1.9	2.2	1.0	2.5	2.7	*	2.1	**	1.9
Direct Care	89.4	89.6	89.3	91.6	83.2	84.3	87.5	88.7	88.1	89.6	86.8	78.2	79.9	85.9
Diploma	69.7	70.7	67.8	61.8	63.0	67.8	66.5	70.5	59.9	64.3	52.9	56.3	49.5	65.2
Baccalaureate	19.3	**	20.5	29.3	19.4	15.7	20.1	17.9	27.2	24.2	**	**	**	19.9
Master's/Doctorate	0.3	*	1.0	0.6	0.7	0.8	0.9	0.3	1.0	1.0	*	*	*	0.8
Administration	6.1	6.4	4.9	4.5	6.0	6.2	5.9	6.2	4.5	4.3	8.5	7.0	5.5	5.6
Diploma	3.7	2.6	1.9	1.2	2.5	3.4	2.8	3.5	1.7	1.5	3.7	3.1	4.0	2.6
Baccalaureate	1.9	3.3	2.5	2.9	3.1	2.3	2.7	2.5	2.3	2.2	4.8	**	*	2.6
Master's/Doctorate	0.4	0.5	0.4	0.4	0.3	0.4	0.5	0.3	0.6	0.6	0.0	*	*	0.4
Education	3.6	3.3	4.3	3.1	3.2	5.0	3.6	4.2	4.0	4.7	3.7	1.8	2.2	4.2
Diploma	0.9	0.9	1.7	0.7	1.2	2.3	1.2	1.4	1.3	1.5	*	*	*	1.6
Baccalaureate	2.1	1.8	1.9	1.5	1.8	2.2	1.8	2.5	2.1	2.3	**	*	*	2.0
Master's/Doctorate	0.6	0.6	0.7	0.9	0.3	0.5	0.6	0.3	0.7	0.9	0.0	*	*	0.5
Research	0.8	**	1.6	0.3	1.2	0.9	1.0	0.7	1.1	0.7	*	0.0	0.0	1.0
Diploma	0.6	*	0.8	**	0.7	0.6	0.6	0.3	0.6	0.4	0.0	0.0	0.0	0.6
Baccalaureate	**	*	0.6	**	0.4	0.3	0.3	0.3	0.4	0.3	*	0.0	0.0	0.3
Master's/Doctorate	*	*	0.1	*	0.1	0.1	0.1	0.1	0.2	0.1	0.0	0.0	0.0	0.1
Not Stated	—	*	0.0	0.4	6.4	3.6	1.9	0.2	2.2	0.7	*	12.9	12.5	3.3
Diploma														2.7
Baccalaureate														0.6
Master's/Doctorate														—

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Source: RNDB/CIHI

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Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 9.2—Number of RNs by Area of Responsibility, Multiple Employment and Province/Territory of Registration, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
One Employer	4,841	n/s	7,934	n/s	51,264	66,190	8,835	6,656	18,642	21,441	218	429	211	186,661
Multiple Employers	601	n/s	485	n/s	7,786	12,547	1,107	1,584	4,551	6,460	54	58	62	35,295
Not Stated	0	1,293	0	7,364	143	0	0	17	184	0	0	0	0	9,001
Direct Care	4,863	1,159	7,514	6,747	49,222	66,382	8,701	7,320	20,587	24,993	236	381	218	198,323
One Employer	4,319	n/s	7,084	n/s	43,082	55,584	7,729	5,933	16,562	19,261	189	340	169	160,252
Multiple Employers	544	n/s	430	n/s	6,032	10,798	972	1,387	4,025	5,732	47	41	49	30,057
Not Stated	0	1,159	0	6,747	108	0	0	0	0	0	0	0	0	8,014
Administration	334	83	411	334	3,551	4,857	591	515	1,060	1,201	23	34	15	13,009
One Employer	313	n/s	394	n/s	2,972	4,471	553	442	952	1,012	**	**	**	11,174
Multiple Employers	21	n/s	17	n/s	560	386	38	73	108	189	*	*	*	1,399
Not Stated	0	83	0	334	19	0	0	0	0	0	0	0	0	436
Education	198	43	359	225	1,920	3,919	357	349	943	1,306	10	9	6	9,644
One Employer	167	n/s	333	n/s	1,261	3,210	294	245	661	900	**	**	*	7,086
Multiple Employers	31	n/s	26	n/s	654	709	63	104	282	406	*	*	*	2,285
Not Stated	0	43	0	225	5	0	0	0	0	0	0	0	0	273
Research	45	**	135	25	725	731	104	55	268	207	*	0	0	2,301
One Employer	**	n/s	123	n/s	581	588	85	35	201	124	*	0	0	1,780
Multiple Employers	*	n/s	12	n/s	**	143	19	20	67	83	0	0	0	489
Not Stated	0	**	0	25	*	0	0	0	0	0	0	0	0	32
Not Stated	2	*	0	33	3,775	2,848	189	18	519	194	*	63	34	7,680
One Employer														6,369
Multiple Employers														1,065
Not Stated														246

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

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The Area of Responsibility field was redesigned for the 2002 Quebec registration form, which may impact trending analysis. Please review the Methodological Notes for more information.

For Northwest Territories and Nunavut data, several Area of Responsibility categories were imputed for 2002, based on historical figures. Please review the Methodological Notes for more information.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 9.2—Number of RNs by Area of Responsibility, Multiple Employment and Province/Territory of Registration, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
One Employer	89.0	n/s	94.2	n/s	86.6	84.1	88.9	80.6	79.7	76.8	80.1	88.1	77.3	80.8
Multiple Employers	11.0	n/s	5.8	n/s	13.2	15.9	11.1	19.2	19.5	23.2	19.9	11.9	22.7	15.3
Not Stated	0.0	100.0	0.0	100.0	0.2	0.0	0.0	0.2	0.8	0.0	0.0	0.0	0.0	3.9
Direct Care	89.4	89.6	89.3	91.6	83.2	84.3	87.5	88.7	88.1	89.6	86.8	78.2	79.9	85.9
One Employer	79.4	n/s	84.1	n/s	72.8	70.6	77.7	71.9	70.8	69.0	69.5	69.8	61.9	69.4
Multiple Employers	10.0	n/s	5.1	n/s	10.2	13.7	9.8	16.8	17.2	20.5	17.3	8.4	17.9	13.0
Not Stated	0.0	89.6	0.0	91.6	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.5
Administration	6.1	6.4	4.9	4.5	6.0	6.2	5.9	6.2	4.5	4.3	8.5	7.0	5.5	5.6
One Employer	5.8	n/s	4.7	n/s	5.0	5.7	5.6	5.4	4.1	3.6	**	**	**	4.8
Multiple Employers	0.4	n/s	0.2	n/s	0.9	0.5	0.4	0.9	0.5	0.7	*	*	*	0.6
Not Stated	0.0	6.4	0.0	4.5	–	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2
Education	3.6	3.3	4.3	3.1	3.2	5.0	3.6	4.2	4.0	4.7	3.7	1.8	2.2	4.2
One Employer	3.1	n/s	4.0	n/s	2.1	4.1	3.0	3.0	2.8	3.2	**	**	*	3.1
Multiple Employers	0.6	n/s	0.3	n/s	1.1	0.9	0.6	1.3	1.2	1.5	*	*	*	1.0
Not Stated	0.0	3.3	0.0	3.1	–	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1
Research	0.8	**	1.6	0.3	1.2	0.9	1.0	0.7	1.1	0.7	*	0.0	0.0	1.0
One Employer	**	n/s	1.5	n/s	1.0	0.7	0.9	0.4	0.9	0.4	*	0.0	0.0	0.8
Multiple Employers	*	n/s	0.1	n/s	**	0.2	0.2	0.2	0.3	0.3	0.0	0.0	0.0	0.2
Not Stated	0.0	**	0.0	0.3	*	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	–
Not Stated	–	*	0.0	0.4	6.4	3.6	1.9	0.2	2.2	0.7	*	12.9	12.5	3.3
One Employer														2.8
Multiple Employers														0.5
Not Stated														0.1

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

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n/s Data not submitted to CIHI

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 10.0—Number of RNs by Position and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Managerial Positions	501	248	1,106	739	3,877	4,850	837	839	1,543	2,051	25	41	24	16,681
Chief Nursing Officer/Chief Executive Officer	43	n/s	76	179	535	460	74	125	118	135	*	*	*	1,754
Director/Assistant Director	54	32	151	19	143	1,168	176	91	238	364	*	**	*	2,452
Manager/Assistant Manager	404	216	879	541	3,199	3,222	587	623	1,187	1,552	19	27	19	12,475
Staff Nurse/Community Health Nurse	4,400	915	6,689	6,000	41,824	59,876	7,237	6,705	18,476	22,261	189	390	211	175,173
Other Positions	523	124	575	563	9,583	12,812	1,599	619	2,899	2,705	55	52	38	32,147
Clinical Specialist	20	**	24	47	492	571	107	51	300	433	0	*	8	2,064
Nurse Midwife	n/s	n/s	n/s	n/s	15	n/s	**	n/s	*	n/s	n/s	n/s	n/s	24
Nurse Practitioner	58	n/s	n/s	n/s	n/s	681	102	n/s	42	n/s	29	n/s	n/s	912
Instructor/Professor/Educator	162	38	209	155	1,468	2,099	369	294	708	964	7	**	*	6,489
Researcher	22	*	131	17	236	673	**	44	**	143	*	0	0	1,435
Consultant	37	11	127	65	1,193	3,928	100	70	259	273	**	6	**	6,080
Other	224	66	84	279	6,179	4,860	845	160	1,491	892	13	30	20	15,143
Not Stated	18	6	49	62	3,909	1,199	269	94	459	884	3	4	0	6,956

Source: RNDB/CIHI

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 10.0a—Percentage Distribution of RNs by Position and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Managerial Positions	9.2	19.2	13.1	10.0	6.5	6.2	8.4	10.2	6.6	7.4	9.2	8.4	8.8	7.2
Chief Nursing Officer/Chief Executive Officer	0.8	0.0	0.9	2.4	0.9	0.6	0.7	1.5	0.5	0.5	*	*	*	0.8
Director/Assistant Director	1.0	2.5	1.8	0.3	0.2	1.5	1.8	1.1	1.0	1.3	*	**	*	1.1
Manager/Assistant Manager	7.4	16.7	10.4	7.3	5.4	4.1	5.9	7.5	5.1	5.6	7.0	5.5	7.0	5.4
Staff Nurse/Community Health Nurse	80.9	70.8	79.5	81.5	70.7	76.0	72.8	81.2	79.0	79.8	69.5	80.1	77.3	75.8
Other Positions	9.6	9.6	6.8	7.6	16.2	16.3	16.1	7.5	12.4	9.7	20.2	10.7	13.9	13.9
Clinical Specialist	0.4	**	0.3	0.6	0.8	0.7	1.1	0.6	1.3	1.6	0.0	*	2.9	0.9
Nurse Midwife	n/s	n/s	n/s	n/s	—	n/s	**	n/s	*	n/s	n/s	n/s	n/s	—
Nurse Practitioner	1.1	n/s	n/s	n/s	n/s	0.9	1.0	n/s	0.2	n/s	10.7	n/s	n/s	0.4
Instructor/Professor/Educator	3.0	2.9	2.5	2.1	2.5	2.7	3.7	3.6	3.0	3.5	2.6	**	*	2.8
Researcher	0.4	*	1.6	0.2	0.4	0.9	**	0.5	**	0.5	*	0.0	0.0	0.6
Consultant	0.7	0.9	1.5	0.9	2.0	5.0	1.0	0.8	1.1	1.0	**	1.2	**	2.6
Other	4.1	5.1	1.0	3.8	10.4	6.2	8.5	1.9	6.4	3.2	4.8	6.2	7.3	6.6
Not Stated	0.3	0.5	0.6	0.8	6.6	1.5	2.7	1.1	2.0	3.2	1.1	0.8	0.0	3.0

Source: RNDB/CIHI

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Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 10.1—Number of RNs by Position, Age Group and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
<30 years	727	80	480	627	6,857	6,283	608	586	2,231	2,225	23	53	22	20,802
30–39 years	1,877	315	2,168	2,157	13,814	19,278	2,515	1,906	5,628	5,950	62	128	50	55,848
40–49 years	1,782	428	3,228	2,566	20,385	25,690	3,662	3,051	7,682	9,406	100	148	89	78,217
50–59 years	936	381	2,168	1,781	16,251	22,506	2,631	2,164	6,253	8,450	77	107	69	63,774
60+ years	119	86	375	233	1,886	4,973	518	550	1,552	1,858	10	25	22	12,207
Not Stated	1	3	0	0	0	7	8	0	31	12	0	26	21	109
Managerial Positions	501	248	1,106	739	3,877	4,850	837	839	1,543	2,051	25	41	24	16,681
<30 years	*	*	16	6	70	61	8	11	15	19	0	*	0	215
30–39 years	70	35	150	135	467	647	118	97	170	243	**	*	*	2,143
40–49 years	252	77	444	298	1,557	1,702	341	339	579	732	9	20	7	6,357
50–59 years	165	98	424	258	1,593	2,051	328	322	655	883	10	15	9	6,811
60+ years	**	**	72	42	190	389	42	70	123	171	*	*	**	1,150
Not Stated	0	0	0	0	0	0	0	0	1	3	0	0	1	5
Staff Nurse/Community Health Nurse	4,400	915	6,689	6,000	41,824	59,876	7,237	6,705	18,476	22,261	189	390	211	175,173
<30 years	710	75	453	607	6,228	5,759	552	562	2,108	2,096	22	50	22	19,244
30–39 years	1,675	261	1,897	1,889	10,630	15,754	2,029	1,685	4,841	5,126	49	114	43	45,993
40–49 years	1,283	306	2,526	2,015	13,826	19,184	2,595	2,406	5,884	7,395	64	111	69	57,664
50–59 years	644	228	1,562	1,330	10,105	15,716	1,714	1,630	4,475	6,287	46	69	46	43,852
60+ years	87	42	251	159	1,035	3,457	339	422	1,143	1,350	8	22	15	8,330
Not Stated	1	3	0	0	0	6	8	0	25	7	0	24	16	90
Other Positions	523	124	575	563	9,583	12,812	1,599	619	2,899	2,705	55	52	38	32,147
<30 years	12	*	10	11	375	369	39	8	81	53	0	*	0	961
30–39 years	127	17	114	113	1,869	2,644	321	102	527	431	**	8	**	6,286
40–49 years	240	44	241	233	3,711	4,430	630	264	1,063	1,002	25	16	13	11,912
50–59 years	123	53	163	178	3,243	4,373	500	195	988	975	21	22	14	10,848
60+ years	21	**	47	28	385	995	109	50	237	242	*	*	*	2,128
Not Stated	0	0	0	0	0	1	0	0	3	2	0	2	4	12
Not Stated	18	6	49	62	3,909	1,199	269	94	459	884	3	4	0	6,956
<30 years														382
30–39 years														1,426
40–49 years														2,284
50–59 years														2,263
60+ years														599
Not Stated														2

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Managerial Positions includes data from: Chief Nursing Officer/Chief Executive Officer, Director/Assistant Director, Manager/Assistant Manager.

Staff Nurse/Community Health Nurse includes data from: Staff Nurse/Community Health Nurse.

Other Positions includes data from: Nurse Practitioner, Clinical Specialist, Nurse Midwife, Instructor/Professor/Educator, Researcher, Consultant, Other.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Source: RNDB/CIHI

Table 10.1a—Percentage Distribution of RNs by Position, Age Group and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
<30 years	13.4	6.2	5.7	8.5	11.6	8.0	6.1	7.1	9.5	8.0	8.5	10.9	8.1	9.0
30–39 years	34.5	24.4	25.8	29.3	23.3	24.5	25.3	23.1	24.1	21.3	22.8	26.3	18.3	24.2
40–49 years	32.7	33.1	38.3	34.8	34.4	32.6	36.8	37.0	32.9	33.7	36.8	30.4	32.6	33.9
50–59 years	17.2	29.5	25.8	24.2	27.5	28.6	26.5	26.2	26.7	30.3	28.3	22.0	25.3	27.6
60+ years	2.2	6.7	4.5	3.2	3.2	6.3	5.2	6.7	6.6	6.7	3.7	5.1	8.1	5.3
Not Stated	–	0.2	0.0	0.0	0.0	–	0.1	0.0	0.1	–	0.0	5.3	7.7	–
Managerial Positions	9.2	19.2	13.1	10.0	6.5	6.2	8.4	10.2	6.6	7.4	9.2	8.4	8.8	7.2
<30 years	*	*	0.2	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.0	*	0.0	0.1
30–39 years	1.3	2.7	1.8	1.8	0.8	0.8	1.2	1.2	0.7	0.9	**	*	*	0.9
40–49 years	4.6	6.0	5.3	4.0	2.6	2.2	3.4	4.1	2.5	2.6	3.3	4.1	2.6	2.8
50–59 years	3.0	7.6	5.0	3.5	2.7	2.6	3.3	3.9	2.8	3.2	3.7	3.1	3.3	2.9
60+ years	**	**	0.9	0.6	0.3	0.5	0.4	0.8	0.5	0.6	*	*	**	0.5
Not Stated	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	–	–	0.0	0.0	0.4	–
Staff Nurse/Community Health Nurse	80.9	70.8	79.5	81.5	70.7	76.0	72.8	81.2	79.0	79.8	69.5	80.1	77.3	75.8
<30 years	13.0	5.8	5.4	8.2	10.5	7.3	5.6	6.8	9.0	7.5	8.1	10.3	8.1	8.3
30–39 years	30.8	20.2	22.5	25.7	18.0	20.0	20.4	20.4	20.7	18.4	18.0	23.4	15.8	19.9
40–49 years	23.6	23.7	30.0	27.4	23.4	24.4	26.1	29.1	25.2	26.5	23.5	22.8	25.3	25.0
50–59 years	11.8	17.6	18.6	18.1	17.1	20.0	17.2	19.7	19.1	22.5	16.9	14.2	16.8	19.0
60+ years	1.6	3.2	3.0	2.2	1.7	4.4	3.4	5.1	4.9	4.8	2.9	4.5	5.5	3.6
Not Stated	–	0.2	0.0	0.0	0.0	–	0.1	0.0	0.1	–	0.0	4.9	5.9	–
Other Positions	9.6	9.6	6.8	7.6	16.2	16.3	16.1	7.5	12.4	9.7	20.2	10.7	13.9	13.9
<30 years	0.2	*	0.1	0.1	0.6	0.5	0.4	0.1	0.3	0.2	0.0	*	0.0	0.4
30–39 years	2.3	1.3	1.4	1.5	3.2	3.4	3.2	1.2	2.3	1.5	**	1.6	**	2.7
40–49 years	4.4	3.4	2.9	3.2	6.3	5.6	6.3	3.2	4.5	3.6	9.2	3.3	4.8	5.2
50–59 years	2.3	4.1	1.9	2.4	5.5	5.6	5.0	2.4	4.2	3.5	7.7	4.5	5.1	4.7
60+ years	0.4	**	0.6	0.4	0.7	1.3	1.1	0.6	1.0	0.9	*	*	*	0.9
Not Stated	0.0	0.0	0.0	0.0	0.0	–	0.0	0.0	–	–	0.0	0.4	1.5	–
Not Stated	0.3	0.5	0.6	0.8	6.6	1.5	2.7	1.1	2.0	3.2	1.1	0.8	0.0	3.0
<30 years														0.2
30–39 years														0.6
40–49 years														1.0
50–59 years														1.0
60+ years														0.3
Not Stated														–

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

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

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 10.2—Number of RNs by Position, Highest Level of Education in Nursing and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Diploma	4,083	963	6,089	4,728	43,338	60,511	7,213	6,258	15,106	18,993	159	341	169	167,951
Baccalaureate	1,282	310	2,146	2,495	15,046	16,741	2,514	1,917	7,692	8,167	**	136	**	58,649
Master's/Doctorate	77	20	184	141	809	1,485	215	82	579	741	*	10	**	4,357
Managerial Positions	501	248	1,106	739	3,877	4,850	837	839	1,543	2,051	25	41	24	16,681
Diploma	340	186	620	323	1,846	3,057	452	531	771	1,024	13	27	17	9,207
Baccalaureate	149	55	436	388	1,856	1,505	330	286	638	886	12	**	**	6,556
Master's/Doctorate	12	7	50	28	175	288	55	22	134	141	0	*	*	918
Staff Nurse/Community Health Nurse	4,400	915	6,689	6,000	41,824	59,876	7,237	6,705	18,476	22,261	189	390	211	175,173
Diploma	3,470	713	5,211	4,194	33,307	49,474	5,694	5,391	12,790	16,297	121	285	129	137,076
Baccalaureate	**	**	1,445	1,793	8,375	10,218	1,525	1,303	5,593	5,827	**	**	77	37,453
Master's/Doctorate	*	*	33	13	142	184	18	11	93	137	*	*	5	644
Other Positions	523	124	575	563	9,583	12,812	1,599	619	2,899	2,705	55	52	38	32,147
Diploma	261	59	225	175	5,654	7,094	885	284	1,255	1,055	23	27	23	17,020
Baccalaureate	199	53	249	293	3,533	4,726	582	290	1,304	1,204	**	**	**	12,497
Master's/Doctorate	63	12	101	95	396	992	132	45	340	446	*	*	*	2,630
Not Stated	18	6	49	62	3,909	1,199	269	94	459	884	3	4	0	6,956
Diploma														4,648
Baccalaureate														2,143
Master's/Doctorate														165

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

Managerial Positions includes data from: Chief Nursing Officer/Chief Executive Officer, Director/Assistant Director, Manager/Assistant Manager.*Staff Nurse/Community Health Nurse* includes data from: Staff Nurse/Community Health Nurse.*Other Positions* includes data from: Nurse Practitioner, Clinical Specialist, Nurse Midwife, Instructor/Professor/Educator, Researcher, Consultant, Other.

The Master's/Doctorate total is comprised of 4,123 RNs who earned a master's degree and 234 RNs who earned a doctorate as their highest level of education in nursing.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 10.2a—Percentage Distribution of RNs by Position, Highest Level of Education in Nursing and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Diploma	75.0	74.5	72.3	64.2	73.2	76.9	72.6	75.8	64.6	68.1	58.5	70.0	61.9	72.7
Baccalaureate	23.6	24.0	25.5	33.9	25.4	21.3	25.3	23.2	32.9	29.3	**	27.9	**	25.4
Master's/Doctorate	1.4	1.5	2.2	1.9	1.4	1.9	2.2	1.0	2.5	2.7	*	2.1	**	1.9
Managerial Positions	9.2	19.2	13.1	10.0	6.5	6.2	8.4	10.2	6.6	7.4	9.2	8.4	8.8	7.2
Diploma	6.2	14.4	7.4	4.4	3.1	3.9	4.5	6.4	3.3	3.7	4.8	5.5	6.2	4.0
Baccalaureate	2.7	4.3	5.2	5.3	3.1	1.9	3.3	3.5	2.7	3.2	4.4	**	**	2.8
Master's/Doctorate	0.2	0.5	0.6	0.4	0.3	0.4	0.6	0.3	0.6	0.5	0.0	*	*	0.4
Staff Nurse/Community Health Nurse	80.9	70.8	79.5	81.5	70.7	76.0	72.8	81.2	79.0	79.8	69.5	80.1	77.3	75.8
Diploma	63.8	55.1	61.9	57.0	56.3	62.8	57.3	65.3	54.7	58.4	44.5	58.5	47.3	59.4
Baccalaureate	**	**	17.2	24.3	14.1	13.0	15.3	15.8	23.9	20.9	**	**	28.2	16.2
Master's/Doctorate	*	*	0.4	0.2	0.2	0.2	0.2	0.1	0.4	0.5	*	*	1.8	0.3
Other Positions	9.6	9.6	6.8	7.6	16.2	16.3	16.1	7.5	12.4	9.7	20.2	10.7	13.9	13.9
Diploma	4.8	4.6	2.7	2.4	9.6	9.0	8.9	3.4	5.4	3.8	8.5	5.5	8.4	7.4
Baccalaureate	3.7	4.1	3.0	4.0	6.0	6.0	5.9	3.5	5.6	4.3	**	**	**	5.4
Master's/Doctorate	1.2	0.9	1.2	1.3	0.7	1.3	1.3	0.5	1.5	1.6	*	*	*	1.1
Not Stated	0.3	0.5	0.6	0.8	6.6	1.5	2.7	1.1	2.0	3.2	1.1	0.8	0.0	3.0
Diploma														2.0
Baccalaureate														0.9
Master's/Doctorate														0.1

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

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Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 10.3—Number of RNs by Position, Derived Employment Status and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
Full-Time	4,050	650	5,008	4,354	31,963	44,803	4,563	4,177	10,333	14,453	123	299	170	124,946
Part-Time	875	528	2,255	2,050	20,309	26,185	4,734	2,832	9,267	8,943	95	65	25	78,163
Casual	517	115	1,156	782	6,921	7,749	645	860	3,777	4,505	54	100	68	27,249
Unknown	0	0	0	178	0	0	0	388	0	0	0	23	10	599
Managerial Positions	501	248	1,106	739	3,877	4,850	837	839	1,543	2,051	25	41	24	16,681
Full-Time	460	151	880	617	3,106	4,298	752	633	1,338	1,689	20	34	19	13,997
Part-Time	27	89	147	96	659	458	76	138	181	301	5	*	*	2,179
Casual	14	8	79	**	112	94	9	26	24	61	0	*	*	444
Unknown	0	0	0	**	0	0	0	42	0	0	0	*	0	61
Staff Nurse/Community Health Nurse	4,400	915	6,689	6,000	41,824	59,876	7,237	6,705	18,476	22,261	189	390	211	175,173
Full-Time	3,169	411	3,710	3,311	20,196	31,374	2,645	3,110	6,880	10,627	75	225	125	85,858
Part-Time	754	407	1,979	1,844	15,924	22,170	4,064	2,515	8,125	7,680	74	58	22	65,616
Casual	477	97	1,000	718	5,704	6,332	528	780	3,471	3,954	40	89	56	23,246
Unknown	0	0	0	127	0	0	0	300	0	0	0	18	8	453
Other Positions	523	124	575	563	9,583	12,812	1,599	619	2,899	2,705	55	52	38	32,147
Full-Time	412	86	393	401	6,307	8,572	1,024	375	1,854	1,699	26	37	26	21,212
Part-Time	86	29	111	89	2,662	3,114	483	153	821	681	15	**	*	8,252
Casual	25	9	71	41	614	1,126	92	47	224	325	14	**	**	2,603
Unknown	0	0	0	32	0	0	0	44	0	0	0	*	*	80
Not Stated	18	6	49	62	3,909	1,199	269	94	459	884	3	4	0	6,956
Full-Time														3,879
Part-Time														2,116
Casual														956
Unknown														5

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

Managerial Positions includes data from: Chief Nursing Officer/Chief Executive Officer, Director/Assistant Director, Manager/Assistant Manager.*Staff Nurse/Community Health Nurse* includes data from: Staff Nurse/Community Health Nurse.*Other Positions* includes data from: Nurse Practitioner, Clinical Specialist, Nurse Midwife, Instructor/Professor/Educator, Researcher, Consultant, Other.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 10.3a—Percentage Distribution of RNs by Position, Derived Employment Status and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Full-Time	74.4	50.3	59.5	59.1	54.0	56.9	45.9	50.6	44.2	51.8	45.2	61.4	62.3	54.1
Part-Time	16.1	40.8	26.8	27.8	34.3	33.3	47.6	34.3	39.6	32.1	34.9	13.3	9.2	33.8
Casual	9.5	8.9	13.7	10.6	11.7	9.8	6.5	10.4	16.2	16.1	19.9	20.5	24.9	11.8
Unknown	0.0	0.0	0.0	2.4	0.0	0.0	0.0	4.7	0.0	0.0	0.0	4.7	3.7	0.3
Managerial Positions	9.2	19.2	13.1	10.0	6.5	6.2	8.4	10.2	6.6	7.4	9.2	8.4	8.8	7.2
Full-Time	8.5	11.7	10.5	8.4	5.2	5.5	7.6	7.7	5.7	6.1	7.4	7.0	7.0	6.1
Part-Time	0.5	6.9	1.7	1.3	1.1	0.6	0.8	1.7	0.8	1.1	1.8	*	*	0.9
Casual	0.3	0.6	0.9	**	0.2	0.1	0.1	0.3	0.1	0.2	0.0	*	*	0.2
Unknown	0.0	0.0	0.0	**	0.0	0.0	0.0	0.5	0.0	0.0	0.0	*	0.0	—
Staff Nurse/Community Health Nurse	80.9	70.8	79.5	81.5	70.7	76.0	72.8	81.2	79.0	79.8	69.5	80.1	77.3	75.8
Full-Time	58.2	31.8	44.1	45.0	34.1	39.8	26.6	37.7	29.4	38.1	27.6	46.2	45.8	37.2
Part-Time	13.9	31.5	23.5	25.0	26.9	28.2	40.9	30.5	34.8	27.5	27.2	11.9	8.1	28.4
Casual	8.8	7.5	11.9	9.8	9.6	8.0	5.3	9.4	14.8	14.2	14.7	18.3	20.5	10.1
Unknown	0.0	0.0	0.0	1.7	0.0	0.0	0.0	3.6	0.0	0.0	0.0	3.7	2.9	0.2
Other Positions	9.6	9.6	6.8	7.6	16.2	16.3	16.1	7.5	12.4	9.7	20.2	10.7	13.9	13.9
Full-Time	7.6	6.7	4.7	5.4	10.7	10.9	10.3	4.5	7.9	6.1	9.6	7.6	9.5	9.2
Part-Time	1.6	2.2	1.3	1.2	4.5	4.0	4.9	1.9	3.5	2.4	5.5	**	*	3.6
Casual	0.5	0.7	0.8	0.6	1.0	1.4	0.9	0.6	1.0	1.2	5.1	**	**	1.1
Unknown	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.5	0.0	0.0	0.0	*	*	—
Not Stated	0.3	0.5	0.6	0.8	6.6	1.5	2.7	1.1	2.0	3.2	1.1	0.8	0.0	3.0
Full-Time														1.7
Part-Time														0.9
Casual														0.4
Unknown														—

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

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Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 10.4—Number of RNs by Position, Multiple Employment and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	487	273	230,957
One Employer	4,841	n/s	7,934	n/s	51,264	66,190	8,835	6,656	18,642	21,441	218	429	211	186,661
Multiple Employers	601	n/s	485	n/s	7,786	12,547	1,107	1,584	4,551	6,460	54	58	62	35,295
Not Stated	0	1,293	0	7,364	143	0	0	17	184	0	0	0	0	9,001
Managerial Positions	501	248	1,106	739	3,877	4,850	837	839	1,543	2,051	25	41	24	16,681
One Employer	465	n/s	1,058	n/s	3,284	4,511	789	725	1,402	1,723	**	**	**	14,039
Multiple Employers	36	n/s	48	n/s	577	339	48	114	141	328	*	*	*	1,639
Not Stated	0	248	0	739	16	0	0	0	0	0	0	0	0	1,003
Staff Nurse/Community Health Nurse	4,400	915	6,689	6,000	41,824	59,876	7,237	6,705	18,476	22,261	189	390	211	175,173
One Employer	3,910	n/s	6,292	n/s	36,769	50,062	6,410	5,439	14,757	17,100	155	346	167	141,407
Multiple Employers	490	n/s	397	n/s	4,968	9,814	827	1,266	3,719	5,161	34	44	44	26,764
Not Stated	0	915	0	6,000	87	0	0	0	0	0	0	0	0	7,002
Other Positions	523	124	575	563	9,583	12,812	1,599	619	2,899	2,705	55	52	38	32,147
One Employer	451	n/s	539	n/s	7,976	10,726	1,404	439	2,268	1,948	41	40	**	25,854
Multiple Employers	72	n/s	36	n/s	1,577	2,086	195	180	631	757	14	12	**	5,576
Not Stated	0	124	0	563	30	0	0	0	0	0	0	0	0	717
Not Stated	18	6	49	62	3,909	1,199	269	94	459	884	3	4	0	6,956
One Employer														5,361
Multiple Employers														1,316
Not Stated														279

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

n/s Data not submitted to CIHI

Managerial Positions includes data from: Chief Nursing Officer/Chief Executive Officer, Director/Assistant Director, Manager/Assistant Manager.*Staff Nurse/Community Health Nurse* includes data from: Staff Nurse/Community Health Nurse.*Other Positions* includes data from: Nurse Practitioner, Clinical Specialist, Nurse Midwife, Instructor/Professor/Educator, Researcher, Consultant, Other.

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

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Table 10.4a—Percentage Distribution of RNs by Position, Multiple Employment and Province/Territory of Registration, Canada, 2002

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
All RNs Employed in Nursing	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
One Employer	89.0	n/s	94.2	n/s	86.6	84.1	88.9	80.6	79.7	76.8	80.1	88.1	77.3	80.8
Multiple Employers	11.0	n/s	5.8	n/s	13.2	15.9	11.1	19.2	19.5	23.2	19.9	11.9	22.7	15.3
Not Stated	0.0	100.0	0.0	100.0	0.2	0.0	0.0	0.2	0.8	0.0	0.0	0.0	0.0	3.9
Managerial Positions	9.2	19.2	13.1	10.0	6.5	6.2	8.4	10.2	6.6	7.4	9.2	8.4	8.8	7.2
One Employer	8.5	n/s	12.6	n/s	5.5	5.7	7.9	8.8	6.0	6.2	**	**	**	6.1
Multiple Employers	0.7	n/s	0.6	n/s	1.0	0.4	0.5	1.4	0.6	1.2	*	*	*	0.7
Not Stated	0.0	19.2	0.0	10.0	–	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.4
Staff Nurse/Community Health Nurse	80.9	70.8	79.5	81.5	70.7	76.0	72.8	81.2	79.0	79.8	69.5	80.1	77.3	75.8
One Employer	71.8	n/s	74.7	n/s	62.1	63.6	64.5	65.9	63.1	61.3	57.0	71.0	61.2	61.2
Multiple Employers	9.0	n/s	4.7	n/s	8.4	12.5	8.3	15.3	15.9	18.5	12.5	9.0	16.1	11.6
Not Stated	0.0	70.8	0.0	81.5	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.0
Other Positions	9.6	9.6	6.8	7.6	16.2	16.3	16.1	7.5	12.4	9.7	20.2	10.7	13.9	13.9
One Employer	8.3	n/s	6.4	n/s	13.5	13.6	14.1	5.3	9.7	7.0	15.1	8.2	**	11.2
Multiple Employers	1.3	n/s	0.4	n/s	2.7	2.6	2.0	2.2	2.7	2.7	5.1	2.5	**	2.4
Not Stated	0.0	9.6	0.0	7.6	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3
Not Stated	0.3	0.5	0.6	0.8	6.6	1.5	2.7	1.1	2.0	3.2	1.1	0.8	0.0	3.0
One Employer														2.3
Multiple Employers														0.6
Not Stated														0.1

Values suppressed to ensure confidentiality

Source: RNDB/CIHI

* Value suppressed in accordance with CIHI privacy policy; cell value is between 1 and 4

** Value suppressed to ensure confidentiality; cell value is 5 or greater

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

n/s Data not submitted to CIHI

Totals may not sum to 100 percent due to rounding.

Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of RNDB data.

Appendix A

Provincial/Territorial RN Registration Forms

For further information or copy of the Provincial/Territorial RN Registration Forms, please contact Provincial/Territorial Regulating Authorities. Find the Provincial/Territorial contact information in Appendix B.

Appendix B

Registered Nursing Contact Information

Registered Nursing Contact Information

Provincial/Territorial Regulating Authorities

Newfoundland and Labrador

Association of Registered Nurses of Newfoundland and Labrador
55 Military Road, PO Box 6116
St. John's, Newfoundland and Labrador A1C 5X8
Tel: (709) 753-6040
Fax: (709) 753-4940
E-mail: info@arnnl.nf.ca
Website: <http://www.arnnl.nf.ca/>

Prince Edward Island

Association of Nurses of Prince Edward Island
137 Queen Street, Suite 303
Charlottetown, Prince Edward Island C1A 4B3
Tel: (902) 368-3764
Fax: (902) 628-1430
E-mail: anpei@pei.aibn.com
Website: <http://www.iwpei.com/nurses/index.html>

Nova Scotia

College of Registered Nurses of Nova Scotia
Suite 600, Barrington Tower
1894 Barrington Street
Halifax, Nova Scotia B3J 2A8
Tel: (902) 491-9744
Fax: (902) 491-9510
E-mail: info@crnns.ca
Website: <http://www.crnns.ca/>

New Brunswick

*Nurses Association of New Brunswick /
Association des infirmières et infirmiers du Nouveau Brunswick*
165 Regent Street
Fredericton, New Brunswick E3B 7B4
Tel: (506) 458-8731
Fax: (506) 459-2838
E-mail: nanb@nanb.nb.ca
Website: <http://www.nanb.nb.ca/>

Québec

Ordre des infirmières et infirmiers du Québec

4200, boulevard Dorchester ouest

Montréal (Québec) H3Z 1V4

Tel: (514) 935-2501

Fax: (514) 935-1799

E-mail: inf@oiiq.org

Website: <http://www.oiiq.org/>

Ontario

College of Nurses of Ontario /

Ordre des infirmières et infirmiers de l'Ontario

101 Davenport Road

Toronto, Ontario M5R 3P1

Tel: (416) 928-0900

Fax: (416) 928-6507

E-mail: cno@cnomail.org

Website: <http://www.cno.org/>

Manitoba

College of Registered Nurses of Manitoba

647 Broadway

Winnipeg, Manitoba R3C 0X2

Tel: (204) 774-3477

Fax: (204) 775-6052

E-mail: crnm@crnm.mb.ca

Website: <http://www.crnmb.mb.ca/>

Saskatchewan

Saskatchewan Registered Nurses' Association

2066 Retallack Street

Regina, Saskatchewan S4T 7X5

Tel: (306) 359-4200

Fax: (306) 525-0849

E-mail: info@srna.org

Website: <http://www.srna.org/>

Alberta

Alberta Association of Registered Nurses

11620 – 168 Street

Edmonton, Alberta T5M 4A6

Tel: (780) 451-0043

Fax: (780) 452-3276

E-mail: aarn@nurses.ab.ca

Website: <http://www.nurses.ab.ca/>

British Columbia*Registered Nurses Association of British Columbia*

2855 Arbutus Street

Vancouver, British Columbia V6J 3Y8

Tel: (604) 736-7331

Fax: (604) 738-2272

E-mail: info@rnabc.bc.caWebsite: <http://www.rnabc.bc.ca/>**Yukon***Yukon Registered Nurses Association*

204 – 4133 Fourth Avenue

Whitehorse, Yukon Y1A 1H8

Tel: (867) 667-4062

Fax: (867) 668-5123

E-mail: yrna@yknet.caWebsite: <http://www.yrna.ca/>**Northwest Territories / Nunavut***Northwest Territories Registered Nurses Association*

Box 2757

Yellowknife, Northwest Territories X1A 2R1

Tel: (867) 873-2745

Fax: (867) 873-2336

E-mail: nwtrna@theedge.caWebsite: <http://www.nwtrna.com/>

Other Registered Nursing Associations

*Canadian Nurses Association/
Association des infirmières et infirmiers du Canada*
50 Driveway
Ottawa, Ontario K2P 1E2
Tel: (613) 237-2133
Fax: (613) 237-3520
E-mail: info@cna-aiic.ca
Website: <http://www.cna-nurses.ca>

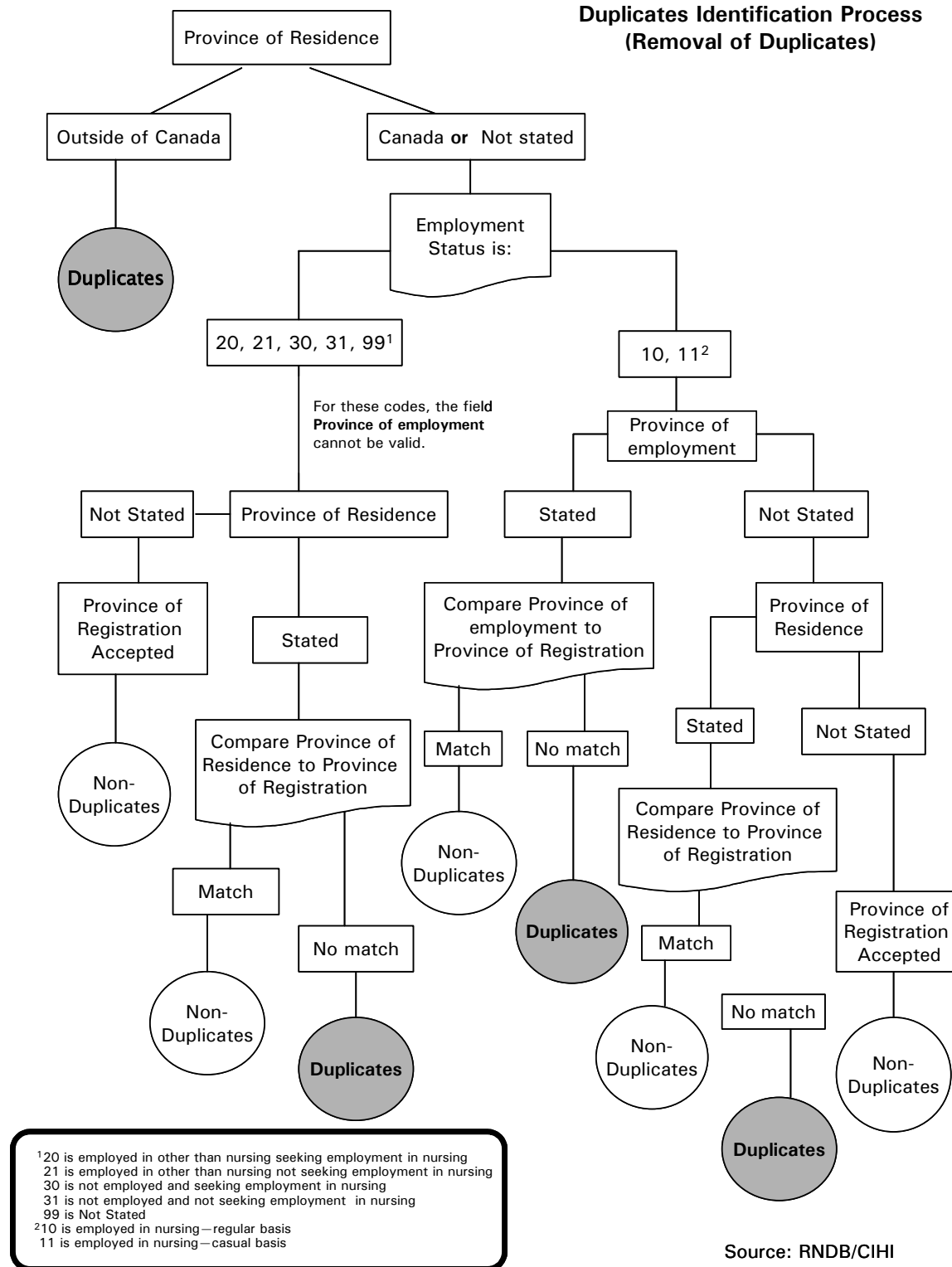
*Canadian Federation of Nurses Unions /
Fédération canadienne des syndicats d'infirmières et d'infirmiers*
2841 Riverside Drive
Ottawa, Ontario K1V 8X7
Tel: (613) 526-4661
Fax: (613) 526-1023
Website: <http://www.nursesunions.ca>

*Canadian Association of Schools of Nursing /
Association canadienne des écoles de sciences infirmières*
Fifth Avenue Court
99 Fifth Avenue, Suite 15
Ottawa, Ontario K1S 5K4
Tel: (613) 235-3150
Fax: (613) 235-4476
E-mail: inquire@casn.ca
Website: <http://www.causn.org/>

Appendix C

CIHI Duplicate Methodology

Registered Nurses Database Duplicates Identification Process (Removal of Duplicates)



Appendix D

Population Estimates

Table D-1. Statistics Canada Population Estimates for Canada, Provinces and Territories, 1998–2002

	1998	1999	2000	2001	2002
	(PD)	(PR)	(PR)	(PR)	(PP)
N.L.	543,010	540,483	536,344	533,305	531,475
P.E.I.	137,278	138,110	138,434	139,330	140,336
N.S.	937,437	942,906	943,025	943,756	945,241
N.B.	753,454	756,185	755,360	755,391	756,633
Que.	7,337,188	7,365,757	7,395,952	7,435,504	7,464,182
Ont.	11,438,657	11,594,269	11,777,260	11,964,104	12,108,864
Man.	1,139,093	1,143,898	1,146,975	1,148,181	1,150,254
Sask.	1,026,156	1,023,872	1,019,466	1,014,403	1,010,007
Alta.	2,932,879	2,979,779	3,032,355	3,086,034	3,127,582
B.C.	4,010,881	4,045,142	4,077,047	4,120,891	4,151,041
Y.T.	31,061	30,699	30,243	30,102	29,789
N.W.T.	40,928	40,975	41,018	41,186	41,423
Nun.	26,619	27,168	27,796	28,300	28,796
Canada	30,354,641	30,629,243	30,921,275	31,240,487	31,485,623

Source: Statistics Canada

Notes

Population figures from 1998 to 2001 are as of December 31 of the given year.

In Statistics Canada publications this equates to the January figure of the following year.

Population figures for 2002 are as of October 2002.

(PD) Final postcensal estimates.

(PR) Updated postcensal estimates.

(PP) Preliminary postcensal estimates.

Source: Statistics Canada, Demography Division, Population Estimates Section.

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Appendix E

RN Salary Data

Table E-1. Pay Rates of General Duty Registered Nurses by Province of Employment, Canada, 2002

Union	Dollars Per Hour		Annual Income		Annual Hours	Steps
	Min	Max	Min	Max		
Newfoundland & Labrador Nurses Union	\$ 20.5500	\$ 26.2600	\$ 40,081.250	\$ 51,214.260	1950.00	7
Prince Edward Island Nurses Union	20.5110	24.9950	39,996.450	48,740.250	1950.00	6
Nova Scotia Nurses' Union	23.4620	27.5278	45,750.900	53,679.210	1950.00	6
New Brunswick Nurses Union	20.1600	24.5300	39,312.000	47,833.500	1950.00	6
FIIQ (Québec)	17.5400	26.1300	33,062.900	49,255.050	1885.00	12
Ontario Nurses' Association	21.7500	32.7100	42,412.500	63,784.500	1950.00	9
Manitoba Nurses' Union	22.0190	25.9580	44,367.674	52,305.827	2015.00	6
Saskatchewan Union of Nurses	23.0000	27.6200	44,822.400	53,825.856	1948.80	5
United Nurses of Alberta	24.7000	32.4200	47,442.525	62,270.715	1920.75	9
British Columbia Nurses' Union	24.7000	32.4200	46,416.240	60,923.664	1879.20	9

Source: Canadian Federation of Nurses Unions

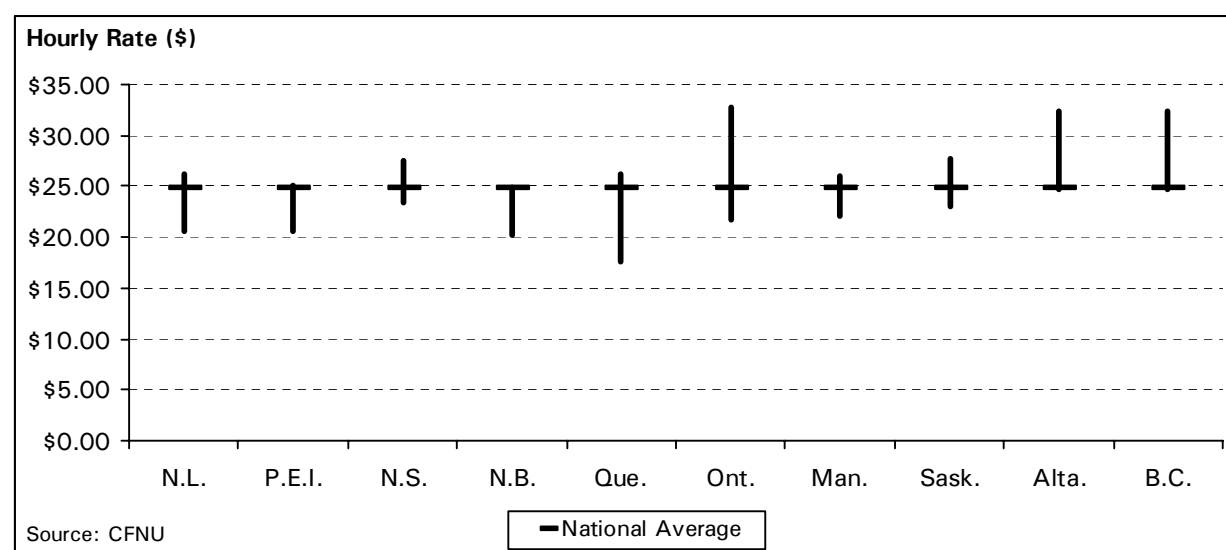
Notes

Printed with permission from the Canadian Federation of Nurses Unions.

Data are accurate as of November 6, 2002. Please review the CFNU website at <http://www.nursesunions.ca> for updated information.

Data represent salaries, excluding premiums, paid to unionized General Duty Registered Nurses.

Please note that the pay scale grids presented in Table E-1 are used throughout the hospital environment; while most provinces have parity between the Hospital rate and rates for Community Health and Long-term Care, some provinces use different pay scale grids for each of these environments.

**Figure E-1. Range of Hourly Rates for General Duty Registered Nurses by Province of Employment, Canada, 2002**

