

RPNDB
2003



RPNDB
Registered Psychiatric
Nurses Database

**Workforce Trends of
Registered Psychiatric Nurses
in Canada, 2003**



Canadian Institute
for Health Information
Institut canadien
d'information sur la santé

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Requests for permission should be addressed to:

Canadian Institute for Health Information
377 Dalhousie Street
Suite 200
Ottawa, Ontario
K1N 9N8

Telephone: (613) 241-7860
Fax: (613) 241-8120
www.cihi.ca

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Workforce Trends of Registered Psychiatric Nurses in Canada, 2003

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Workforce Trends of Registered Psychiatric Nurses in Canada, 2003

List of Data Tables on CD-ROM

Series A—Total Registrations

Series B—Employment Status

Series C—Place of Work

Series D—Area of Responsibility

Series E—Position

Series F—Multiple Employment Status

Series G—Sex

Series H—Location of Graduation

Series I—Years Since Graduation

Please refer to Appendix D for a complete list of data tables available on the CD-ROM.

Comprehensive versions of Series A–M data tables and the Appendices in Microsoft® Excel® format are available for download with the electronic version of this report. All references to the CD-ROM throughout this report refer to these data tables.

Preface

The Canadian Institute for Health Information (CIHI) is an independent, pan-Canadian, not-for-profit organization working to improve the health of Canadians and the health care system by providing quality health information.

CIHI's mandate, as established by Canada's health ministers, is to coordinate the development and maintenance of a common approach to health information for Canada. To this end, CIHI is responsible for providing accurate and timely information that is needed to establish sound health policies, manage the Canadian health system effectively and create public awareness of 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 Psychiatric Nurses Database (RPNDB) is one example of a health database maintained by CIHI. Any questions or requests regarding this publication or the Registered Psychiatric Nurses Database should be directed to:

Consultant, Nursing Databases
Canadian Institute for Health Information
377 Dalhousie Street, Suite 200
Ottawa, Ontario K1N 9N8
Tel: (613) 241-7860
Fax: (613) 241-8120
Email: nursing@cihi.ca

www.cihi.ca

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Workforce Trends of Registered Psychiatric Nurses in Canada is a publication series of the Canadian Institute for Health Information (CIHI). It is based on data from the Registered Psychiatric Nurses Database (RPNDB).

The Health Human Resources department at CIHI wishes to acknowledge the following associations/colleges and individuals, without whom this publication would not be possible:

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

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

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

Introduction

The Health Human Resources team of the Canadian Institute for Health Information (CIHI) is pleased to present *Workforce Trends of Registered Psychiatric Nurses in Canada, 2003*. This is the second publication produced by CIHI on the supply of the RPN workforce.

The supply information contained in the Registered Psychiatric Nurses Database (RPNDB) is one key component to health human resource planning. An investigation into the number of health professionals required for a jurisdiction must begin with an understanding of the current supply, and how that supply is changing.

The RPNDB was developed by CIHI and the regulatory authorities for registered psychiatric nursing for the 2002 data year to complement similar databases on the registered nurse and licensed practical nurse workforces. Previously, only minimal information was available on the RPN workforce in Canada. With these three nursing databases, CIHI is able to report workforce statistics for all regulated nurse professionals in Canada. The presentation of clear, objective data and data analysis enables informed decision-making and supports policy formulation.

For the first time, CIHI has simultaneously released the latest registered psychiatric nurse, registered nurse and licensed practical nurse statistics. The annual publications for each profession have been standardized as much as possible to allow for cross-profession analyses, including the presentation of all 2003 data tables on a single CD-ROM. With this new publication format CIHI has responded to the need to view regulated nursing professionals as both a single group with common challenges and as three distinct professions with separate histories and unique challenges.

This year's printed publication also includes:

- Highlights for both the entire regulated nursing workforce and for the RPN workforce;
- A data analysis section with a comparison of 2002 and 2003 RPN data;
- A comprehensive methodological notes section; and,
- A detailed examination of the discrepancy between CIHI statistics and year-end statistics published by each RPN regulatory authority.

The accompanying CD-ROM also contains:

- Comprehensive data tables with 2003 RPN data (in Microsoft® Excel® format);
- Definitions for the data elements and categories collected for the RPNDB; and
- Comprehensive data tables with 2003 licensed practical nurse (LPN) and registered nurse (RN) data.

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

Highlights of the Regulated Nursing Workforce

The 2003 data year marks the first time in which CIHI has simultaneously released the latest licensed practical nurse, registered nurse and registered psychiatric nurse statistics. This first page highlights some findings from the regulated nursing workforce as a whole; additional highlights from each distinct nursing profession follow this section in each respective annual publication.

Supply Trends of the Regulated Nursing Workforce

- The number of registrations submitted for nursing practice in Canada (including both employed and unemployed regulated nurses) increased 1.4% from 2002 to 2003, from 329,411 to 334,006. These totals include registered nurse, licensed practical nurse and registered psychiatric nurse registrations.
- From 2002 to 2003, the number of regulated nurses employed in their discipline increased from 296,212 to 309,587, although much of this observed increase is the result of methodological changes in the submission of Ontario (RN and LPN) and Quebec (RN) data.
- The 2003 regulated nursing workforce is comprised of 241,342 registered nurses (78.0%), 63,138 licensed practical nurses (20.4%) and 5,107 (1.6%) registered psychiatric nurses.

Demographic Trends of the Regulated Nursing Workforce

- The proportion of males in the nursing workforce increased from 5.7% in 2002 to 5.9% in 2003. Among the nursing professions, 5.3% of the RN workforce, 6.8% of the LPN workforce and 22.4% of the RPN workforce is male.
- The average age of regulated nurses was 44.5 years in 2003, an increase from 44.2 years in 2002.
- The age group of 45–49 years was the largest in 2003, accounting for 17.7% of the entire nursing workforce.

Education Trends of the Regulated Nursing Workforce

- In 2003, 6.2% (19,061) of the nursing workforce graduated from a foreign training program, an increase from 5.8% in 2002. The most common countries of graduation were the Philippines (26.5% of all foreign-trainees), the United Kingdom (25.7%) and the United States (6.8%).
- Educational preparation varies among the three regulated nursing professions. In 2003, 30.9% of the RN workforce had obtained a baccalaureate, master's or doctorate as their highest education in registered nursing.
- For the 2003 nursing workforce, the average age at the time of initial graduation was 26.3 years. This compares to average ages at graduation of 25.6 years for the RN workforce, 28.4 years for the LPN workforce and 28.0 years for the RPN workforce.

Employment Trends of the Regulated Nursing Workforce

- Excluding “unknown” figures, the proportion of the nursing workforce employed full-time increased from 52.5% to 53.5% from 2002 to 2003. Over the same period, the proportion employed part-time remained at 34.6%, while the proportion employed on a casual basis decreased from 12.9% to 11.9%.
- The proportion of the nursing workforce with multiple employers decreased from 15.5% in 2002 to 13.9% in 2003.
- From 2002 to 2003 the proportion of the nursing workforce in the Hospital sector remained at 58.8%, but the proportion in the Nursing Home/Long-Term Care sector increased from 15.8% to 16.1%, while the proportion in the Community Health sector decreased from 11.8% to 11.7%. These trends were not consistent for all three regulated nursing professions.
- In 2003, 7.7% of the nursing workforce were employed as Managers. This includes 9.3% of the RN workforce, 1.2% of the LPN workforce and 9.1% of the RPN workforce.

Highlights of the RPN Workforce

This is the second year of data collection and the second *Workforce Trends of Registered Psychiatric Nurses* publication. This report highlights registered psychiatric nurse (RPN) workforce issues and helps to underline the need for further data development relevant to the management of nursing resources. These data are used to support current and future work in health human resources planning, policy development and research.

Registered psychiatric nursing is a distinct regulated nursing profession; RPNs are educated and regulated separately from other regulated nursing professionals in the four western provinces of Canada (Manitoba, Saskatchewan, Alberta, and British Columbia).

Supply Trends of the RPN Workforce

- In 2003, there were 5,107 RPNs employed in psychiatric nursing in Canada, a decrease from 5,132 in 2002.
- In 2003, 40.8% of the national RPN workforce worked in British Columbia, compared to 42.0% in 2002.

Demographic Trends of the RPN Workforce

- In 2003, 77.6% of the RPN workforce was female and 22.4% male. Alberta had the highest proportion of male RPNs at 26.1%.
- The average age of the RPN workforce in Canada in 2003 was 46.2 years. British Columbia had the highest average age at 47.0 years, with Saskatchewan the lowest at 44.9 years.
- In 2003, 22.4% of Canada's RPN workforce was 55 years of age or older, compared to 20.2% in 2002.

Education Trends of the RPN Workforce

- The majority of the 2003 RPN workforce graduated from a diploma program in psychiatric nursing before entering the workforce. As in the previous year, Manitoba had the highest proportion of RPNs earning a baccalaureate prior to practice, at 5.0% in 2003 and 6.4% in 2002.
- Of the 5,107 RPNs employed in psychiatric nursing in 2003, 7.3% obtained their initial psychiatric nursing education outside of Canada. Of these foreign-trained graduates, 82.8% received their psychiatric nursing education in the United Kingdom.

Employment Trends of the RPN Workforce

- Of those that reported their employment status in 2003, 68.2% were employed on a full-time basis, 24.6% were employed on a part-time basis, and 6.4% were employed on a casual basis. This compares to rates of 66.9% (full-time), 27.6% (part-time) and 5.4% (casual) in 2002.
- Where RPNs work varies by province. For example, 40.6% of Manitoba's RPNs were employed in the Community Health sector, whereas 57.4% of Alberta's RPNs were employed in the Hospital sector.
- Among all areas of responsibility, the most frequently identified areas in 2003 were Acute Services (21.6%), Geriatric/Long-Term Care (21.0%), and Other Direct Care (12.9%). In comparison, the most commonly identified areas in 2002 were Acute Services (25.5%), Geriatric/Long-Term Care (19.7%), and Rehabilitation (14.6%).
- The proportion of RPNs employed as Managers varied between 8.2% in Alberta to 10.5% in Manitoba in 2003.

Data Analysis

Note to Readers

1. The terms *regulated nursing workforce* and *nursing workforce* are used in this publication and accompanying CD-ROM to include members of the registered psychiatric nurse, registered nurse and licensed practical nurse workforces. The term *RPN workforce* includes only registered psychiatric nurses who were employed in psychiatric nursing at the time of annual registration.
2. The statistics presented in this publication and CD-ROM have been reviewed and authorized by representatives of the provincial psychiatric nursing regulatory bodies responsible for the regulation and licensure of registered psychiatric nurses.
3. Registered psychiatric nurses are educated and regulated as a separate nursing profession in Manitoba, Saskatchewan, Alberta and British Columbia only. RPNs may work in other provinces, but the title “registered psychiatric nurse” is not recognized outside of the four western provinces.
4. CIHI figures will not be the same as figures published by provincial psychiatric nursing regulatory authorities for the following reasons:
 - (1) **Collection Period**—The statistics released by provincial 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 release of information. Although the resulting under-coverage is typically less than 5%, the figures released by CIHI will be lower than provincial figures.
 - (2) **CIHI Editing and Processing**—The CIHI database is not an amalgamation of provincial data. When data files 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 RPN workforce in Canada. Provincial regulatory authorities typically do not identify or remove these secondary registrations (also termed “interprovincial duplicates”). See Appendix A and the Methodological section for more information.
 - (3) **Differences in Definition**—Regulatory authorities typically report the total number of “Active” registrations received during the registration year. An Active registration enables the RPN to work in that jurisdiction, but does not distinguish between those employed in psychiatric nursing and those not employed in psychiatric nursing: the Active total represents the *maximum* number of RPNs eligible to work in a particular jurisdiction in that year. In contrast, CIHI divides the Active total into four categories: Employed in Psychiatric Nursing, Employed in Other Than Psychiatric Nursing, Not Employed and Not Stated. CIHI only reports the number of RPNs employed in psychiatric nursing at the time of registration; RPNs employed in other than psychiatric nursing, RPNs not employed, and those failing to state their employment status are removed from most CIHI analyses.

- (4) **Provincial Data Cleaning**—Some 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.
5. CIHI and the provincial regulatory authorities are continually working to improve data quality, which may impair comparability with historical data.
 6. The data presented in this publication are self-reported, which may lead to higher than expected “Other” and “Not Stated” values if a substantial proportion of RPNs chose not to complete all fields on the annual registration form.
 7. For the purpose of this report, totals for the four provinces—Manitoba, Saskatchewan, Alberta, and British Columbia—will be presented under the title “Canada”, for the reasons discussed in the Methodological Notes sub-section RPNs Registered in a Western Province but Working Elsewhere in Canada. If data were not available from all four provinces, a total is not provided.

The Psychiatric Nursing Profession in Canada¹

In Canada, registered psychiatric nurses (RPNs) are educated and regulated as a distinct profession in Manitoba, Saskatchewan, Alberta and British Columbia. RPN training first started in Canada in 1920, specifically in Manitoba at the Brandon and Selkirk Mental Health Centres. This training concept was based on the model used by in Britain, and is used in most Commonwealth countries that employ RPNs.

Registered psychiatric nurses have provided professional mental health services in the western provinces for more than 80 years. For many years, RPNs were employed primarily in mental health centres and psychiatric wards of general hospitals. Today, RPNs work in the community, in social services and/or welfare, in correctional institutions, regional hospitals, family service agencies, and in nursing homes, among other locations.

While RPNs possess a wealth of both general and psychiatric nursing knowledge and skills, their primary area of expertise is providing service to individuals whose primary care needs relate to mental and developmental health. RPNs focus on psychosocial forces that influence health, and are dedicated to helping members of the community attain and maintain their health at optimal levels.

¹ Compiled from various sources and articles provided by the provincial regulatory authorities including: *Fifty Years in Review*. Registered Psychiatric Nurses Association of Saskatchewan. Saskatchewan, 1998; “Study on Mental Health and Mental Illness”. *Submission To the Standing Senate Committee on Social Affairs, Science and Technology*. Registered Psychiatric Nurses of Canada. 2002; *Standards of Registered Psychiatric Nursing Practice*. Psychiatric Nurses Association of Canada. 1998.

Defining “Registered Psychiatric Nurse” in CIHI Data

The methods by which data are defined and collected greatly affect the types of analysis and the final statistics produced. In fact, discrepancies between two different data holdings are often the result of differing definitions. That something as seemingly black-and-white as the number of registered psychiatric nurses can vary by definition can be difficult for those not used to working with data and statistics.

CIHI, in consultation with psychiatric nursing stakeholders, developed a definition of registered psychiatric nurse (RPN) that best serves health human resource (HHR) planning and research needs. The definition does not focus on the duties and responsibilities of a practising RPN, but instead narrowly defines the limits of who are included in the final statistics.

The CIHI definition is consistent with existing CIHI definitions of *licensed practical nurse* and *registered nurse*, and satisfies the analytical needs of the organization and its clients. The CIHI definition is narrower than the definition used by provincial regulatory authorities, and this is acceptable because the primary function of regulatory authorities (RPN registration/licensure) differs from the primary function of CIHI’s Registered Psychiatric Nurses Database (health human resources planning and research). For registration/licensure, it is critical to know how many registrants are currently eligible to practise; for research, it is critical to understand how many eligible registrants are currently practising, and how many are currently without employment in psychiatric nursing.

These differences in definition can unfortunately lead to confusion, particularly when one set of statistics is consistently less than another set. This can result in different (and in rare cases, conflicting) trends in the data, leading to questions of accuracy (i.e. which set of data is more accurate?), as different trends can greatly impact planning and projections.

To minimize this confusion, CIHI has developed a chart to illustrate the differences in definitions between the provincial regulatory authorities and CIHI. The chart traces the effects of CIHI’s collection and processing on regulatory statistics, illustrating how regulatory statistics “become” CIHI statistics. In Appendix B, these charts are completed for each province using 2003 data.

How the Definition Narrows

Provincial regulatory authorities typically report the number of active-practising registrations/licenses as their “total”, as this number represents the number of registrants eligible to practice in psychiatric nursing during the given year.

Tracing Regulatory Data to CIHI Data

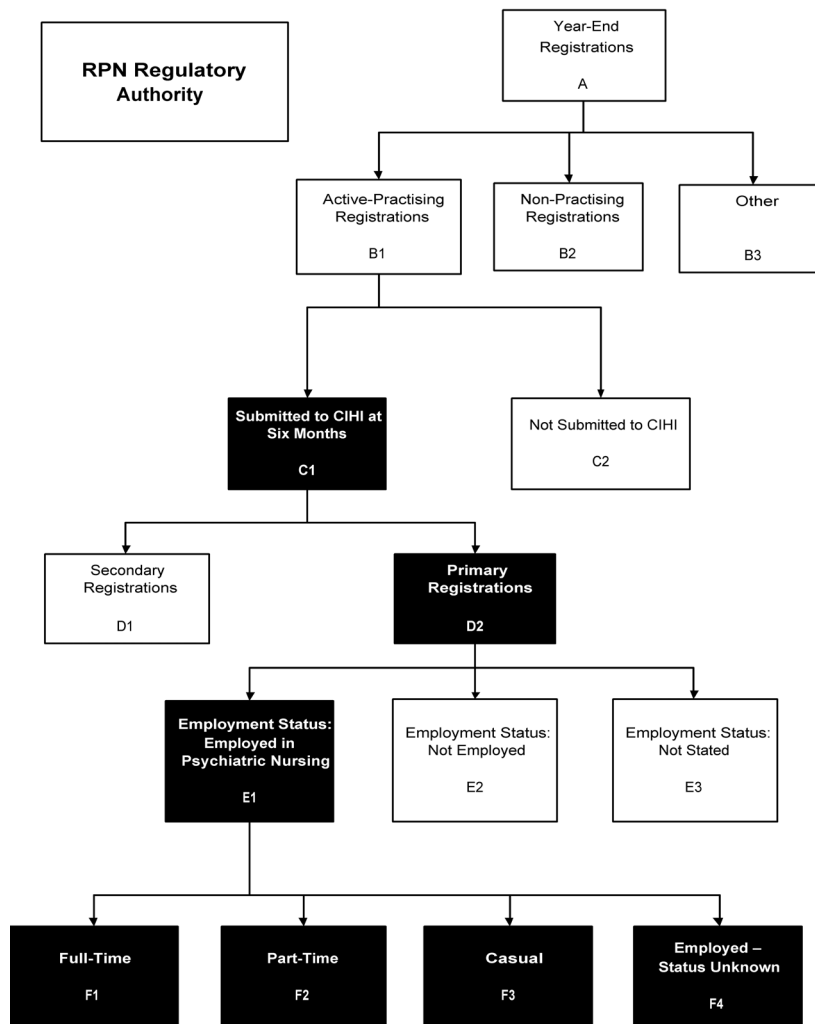


Figure 1. Tracing Regulatory Statistics to CIHI Statistics

Note

Appendix B presents this analysis for each province.

A: ALL REGISTRATIONS

Box A is the total number of registrations submitted to a provincial regulatory authority for psychiatric nursing. The total is comprised of both active-practising (B1) and non-practising (B2) registrations.

B: TYPES OF REGISTRATIONS

Box B1 is the number of active-practising registrations received by the provincial regulatory authority. With an active-practising registration, registrants are eligible to practise as a psychiatric nurse in that jurisdiction.

Box B2 is the number of non-practising registrations received by the provincial regulatory authority. Those registering with a non-practising registration are not eligible to practise as a psychiatric nurse in that jurisdiction. Some types of non-practising registrations are: long-term disability; associate status; and, retired status. Non-practising registrations are not submitted to CIHI.

C: RECORDS SUBMITTED TO CIHI

To analyze and release timely data, CIHI receives only those active-practising registrations submitted during the first six months of the registration year (Box C1). Data for those registering in months 7 to 12 (Box C2) are not submitted to CIHI.

D: EXCLUDING SECONDARY REGISTRATIONS

As there are financial and administrative incentives for psychiatric nurses to maintain registration in one jurisdiction when beginning registration in another, CIHI evaluates each record to determine whether the registration reflects the primary province of employment (Box D2). It is necessary to identify and exclude from further analysis secondary records, as CIHI aims to report accurate head count (rather than full-time equivalent) data. Appendix A is a flow chart illustrating this process.

E: EMPLOYMENT STATUS

Whereas the statistics produced by provincial regulatory authorities include all active-practising registrations, regardless of employment status, CIHI statistics typically include only those registrants explicitly stating their employment in psychiatric nursing (Box E1). Those employed in other than psychiatric nursing (Box E2), those not employed (also Box E2), and those failing to state their employment status (Box E3) are excluded from the final statistics. CIHI defines the RPN workforce as those currently employed in psychiatric nursing at the time of registration (Box E1).

F: FULL-TIME/PART-TIME STATUS

Most analyses produced by CIHI, such as the full-time/part-time status of the RPN workforce, include only those RPNs employed in psychiatric nursing.

To illustrate how this narrowing definition impacts the data, year 2003 data are summarized in Table 1 below. A full analysis is provided for each province in Appendix B.

Table 1. Comparison of Regulatory Authority Year-End Statistics to CIHI Statistics, 2003

	Man.	Sask.	Alta.	B.C.	Total
Total Active Practising Registrations	992	978	1,201	2,149	5,320
Submitted to CIHI	981	962	1,199	2,088	5,230
Primary Registrations	979	957	1,186	2,087	5,209
Employed in Practical Nursing	954	939	1,128	2,086	5,107

Source: RPND/CIHI

Supply of Registered Psychiatric Nurses

Number of Registered Psychiatric Nurses

As shown in Table 1 and Table 2 below, not all RPNs submitting a registration form each year are currently employed in psychiatric nursing. Some may be actively looking for work, while others may retain their membership while temporarily out of the workforce. Reasons for temporarily leaving the workforce may include continuing education, maternity/paternity leave or family reasons, or temporarily living and/or working abroad.

In 2003, the number of RPNs practising psychiatric nursing in Canada was 5,107, a decrease from 5,132 in 2002.

Fluctuations in the number of RPNs employed in psychiatric nursing are illustrated in Table 3 below.

Manitoba and British Columbia experienced decreases in their RPN workforces by 1.2% and 3.2% respectively, while Saskatchewan and Alberta experienced increases of 1.0% and 4.3%, respectively.

Table 2. Total RPN Registrations by Employment Status, Canada, 2002–2003

	2002	2003
Employed in Psychiatric Nursing	5,132	5,107
Not Employed in Psychiatric Nursing	9	7
Not Stated	144	95
Total	5,285	5,167
<i>Percent Employed in Psychiatric Nursing</i>	97.1%	98.0%

Source: RPNDB/CIHI

Notes

CIHI data will differ from provincial year-end 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 RPNDB data.

Table 3. RPN Workforce by Province of Registration, Canada, 2002–2003

	2002		2003		Change '02–03
	Count	%	Count	%	
Man.	966	18.8%	954	18.7%	-1.2%
Sask.	930	18.1%	939	18.4%	1.0%
Alta.	1,081	21.1%	1,128	22.1%	4.3%
B.C.	2,155	42.0%	2,086	40.8%	-3.2%
Canada	5,132	100.0%	5,107	100.0%	-0.5%

Source: RPNDB/CIHI

Notes

CIHI data will differ from provincial year-end 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 RPNDB data.

Please refer to Data Tables A.RPN.1–A.RPN.3 for more RPN Registration data available on the CD-ROM.

Urban/Rural Distribution

Figure 2 illustrates the urban/rural distribution of the RPN workforce in Canada in 2003. The comparison is based on the location of residence, not the location of employment.

For this analysis, urban areas are defined (in part) as communities with populations greater than 10,000 persons; rural areas are in close proximity to urban areas, with a strong or moderate economic influence from the urban area. Remote areas are those communities with comparatively weak or no economic influence from urban areas.

In 2003, 79.6% of the RPN workforce lived in urban areas of Canada, ranging from a high of 93.0% in British Columbia to a low of 66.0% in Alberta. In 2003, 7 RPNs lived in the northern territories.

Urban/Rural Statistics
 An analysis of 2003 data found that 10.7% of the RPN workforce lived in rural areas in 2003, and 8.1% in remote areas.
 Alberta had the highest proportion of its workforce living in rural areas, at 20.9%. British Columbia had the lowest rate at 2.7%.

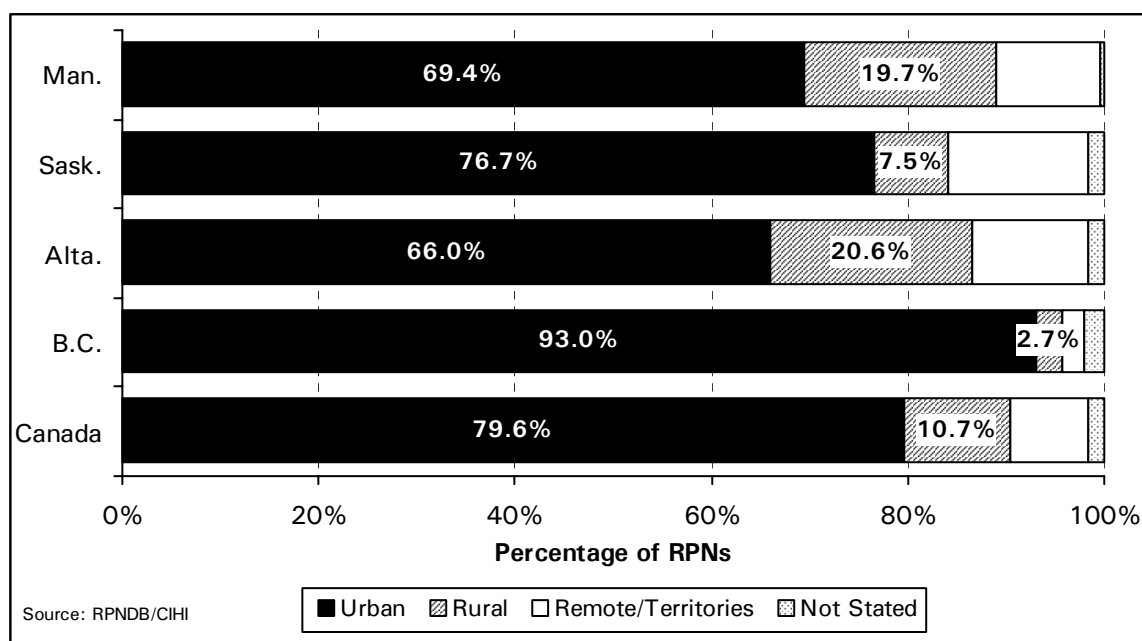


Figure 2. RPN Workforce by Urban/Rural Location of Residence and Province of Registration, Canada, 2003

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 2 are based on the location of residence, not the location of employment.

Demographics of Registered Psychiatric Nurses

Sex

The number of male RPNs employed in psychiatric nursing represents a sizeable percentage of the RPN workforce compared to the proportions among registered nurses and licensed practical nurses. Males accounted for 22.4% of the RPN workforce, compared to 5.3% of the RN workforce and 6.8% of the LPN workforce in 2003. Table 4 provides a breakdown by province for the RPN workforce.

Table 4. RPN Workforce by Sex and Province of Registration, Canada, 2002–2003

	2002				2003			
	Males		Females		Males		Females	
	Counts	%	Counts	%	Counts	%	Counts	%
Man.	231	23.9	735	76.1	229	24.0	725	76.0
Sask.	144	15.3	795	84.7
Alta.	286	26.5	795	73.5	294	26.1	833	73.8
B.C.	490	22.7	1,665	77.3	476	22.8	1,609	77.1
Canada	1,007	24.0	3,195	76.0	1,143	22.4	3,962	77.6

Source: RPNDB/CIHI

Notes

Saskatchewan did not report sex information in 2002, so percentages for Canada in 2002 exclude the Saskatchewan RPN workforce.

CIHI data will differ from provincial year-end 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 RPNDB data.

Please refer to Data Tables B.RPN.5, C.RPN.6, D.RPN.6, E.RPN.6, F.RPN.4 and G.RPN.1–G.RPN.4 for more Sex data available on the CD-ROM.

Age Distribution

The age distribution for the entire RPN workforce is presented in Figure 3. Between 2002 and 2003, the proportion of RPNs in the three eldest age groups increased, while the number of RPNs in the youngest age groups decreased.

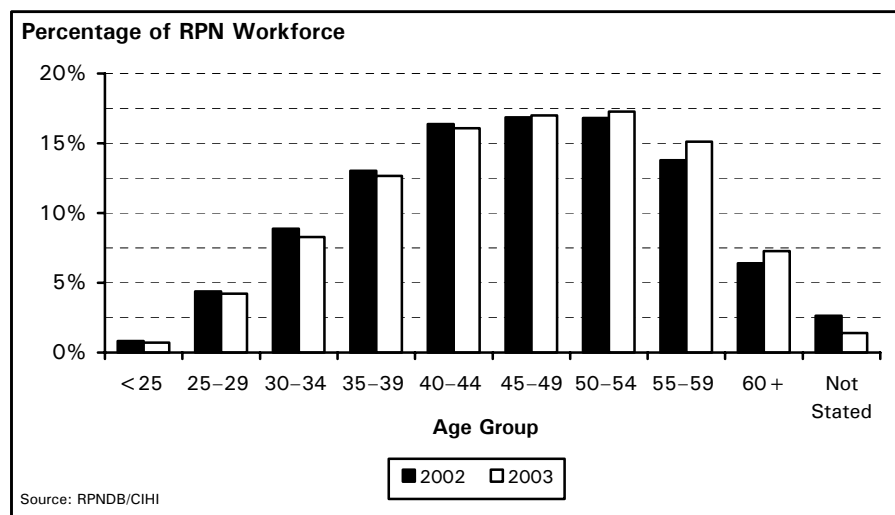


Figure 3. RPN Workforce by Age Group, Canada, 2002–2003

The age group distribution varies by province, as seen in Figure 4.

Manitoba and Saskatchewan had the lowest percentage of RPNs over the age of 50, at 34.9% and 30.6% respectively.

Alberta and British Columbia had a higher percentage of their RPNs over the age of 50, at 38.8% and 46.4% respectively.

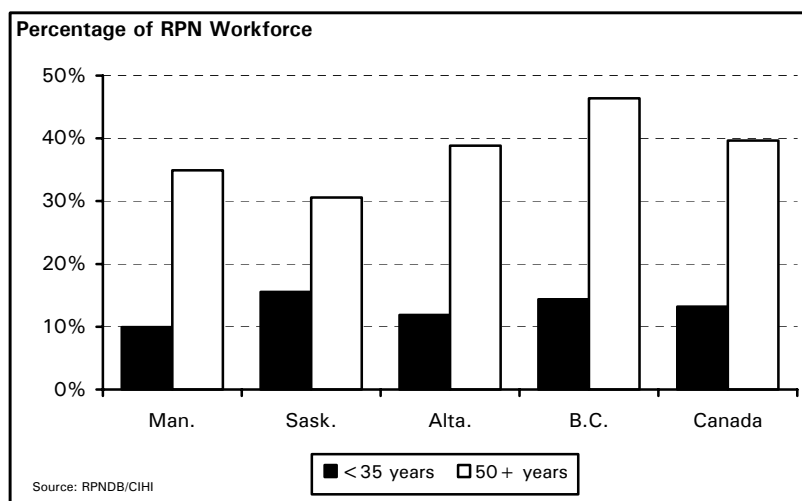
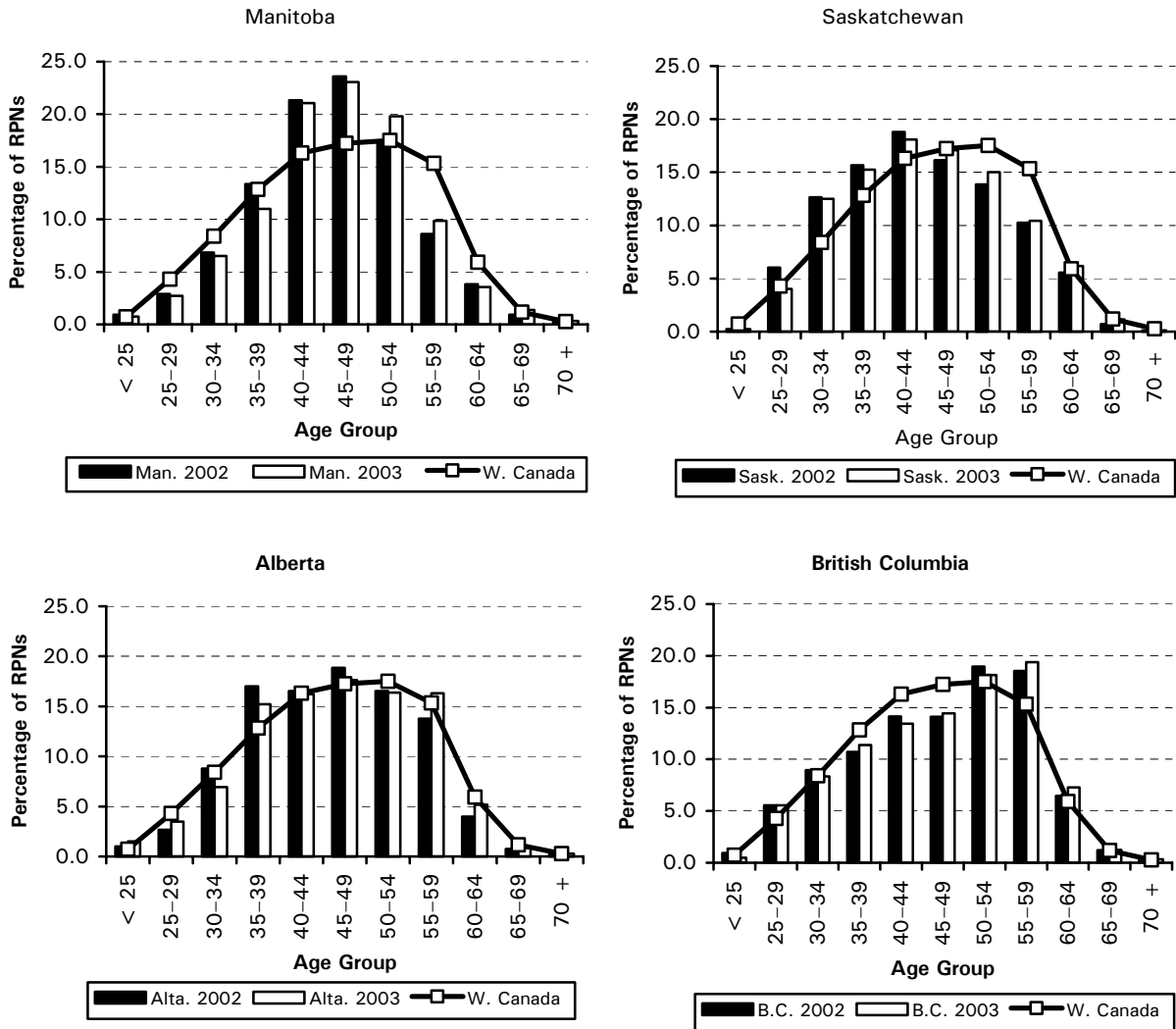


Figure 4. RPN Workforce by Selected Age Groups and Province of Registration, Canada, 2003

Except for Saskatchewan, there are nearly three RPNs over the age of 50 for every RPN under the age of 35 in the four western provinces.

Please refer to Data Tables A.RPN.2, B.RPN.3, C.RPN.4, D.RPN.4, E.RPN.4, F.RPN.2, G.RPN.2 and J.Summary for more Age Group data available on the CD-ROM.

Figure 5 provides a breakdown by province compared to the average for Western Canada.



Source: RPNDB/CIHI

Figure 5. RPN Workforce by Age Group, Province of Registration and in Comparison to Canadian Average, 2003

Note

Canada distribution is the average of Manitoba, Saskatchewan, Alberta and British Columbia data.

Average Age

As shown in Table 5, the average age of the RPN workforce increased by 0.5 years between 2002 and 2003, from 45.7 years to 46.2 years. RPNs in Saskatchewan are generally younger than those in the other western provinces at an average age of 44.9 years. However, Saskatchewan also had the greatest increase in average age over the past year. In contrast, the RPN workforce in British Columbia is almost a year older on average, but had a smaller increase in average age over the past year.

Table 5. Average Age of the RPN Workforce by Province of Registration, Canada, 2002–2003

	2002		2003		Change '02–03
	Average Age (Years)	Difference From Canada	Average Age (Years)	Difference From Canada	
Man.	45.4	-0.3	46.0	-0.2	+0.6
Sask.	44.0	-1.7	44.9	-1.3	+0.9
Alta.	45.4	-0.3	46.0	-0.2	+0.6
B.C.	46.6	+0.9	47.0	+0.8	+0.4
Canada	45.7		46.2		+0.5

Source: RPNDB/CIHI

Notes

RPNs not stating *Year of Birth* are not included in average age calculations. 135 RPNs in the workforce did not state their *Year of Birth* in 2002, and 72 in 2003.

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

This difference is further emphasized when looking at the eligibility ages for retirement in the following section.

Please refer to Data Tables B.RPN.4, C.RPN.5, D.RPN.5, E.RPN.5, F.RPN.3, G.RPN.3, H.RPN.2 and K.Summary for more Average Age data available on the CD-ROM.

Eligibility Age for Retirement

Capturing retirement data on the annual registration form would be difficult because, presumably, many RPNs no longer interested in practising will stop submitting their annual form and not renew their license.

Very little research has investigated the age at which Canadian RPNs, or regulated nurses in general, retire and whether the average retirement age has changed over time.

In addition, calculating a national retirement age would be difficult, in part because the definition of "retirement" varies among jurisdictions and among individuals.

In the absence of accurate “retirement” data from the RPNDB, different retirement scenarios were estimated based on the age of the current workforce. The calculations presented in Figure 6 are based solely on age, and do not factor in pension eligibility, years of experience, early retirement, death, migration, or other provincial policies that affect the Human Resources system. Despite these approximations, the results feature a contextual perspective to the aging of the RPN workforce.

Figure 6 illustrates the potential impact for three typical retirement ages—55 years, 60 years and 65 years—presenting the proportion of each provincial workforce currently at or beyond these ages.

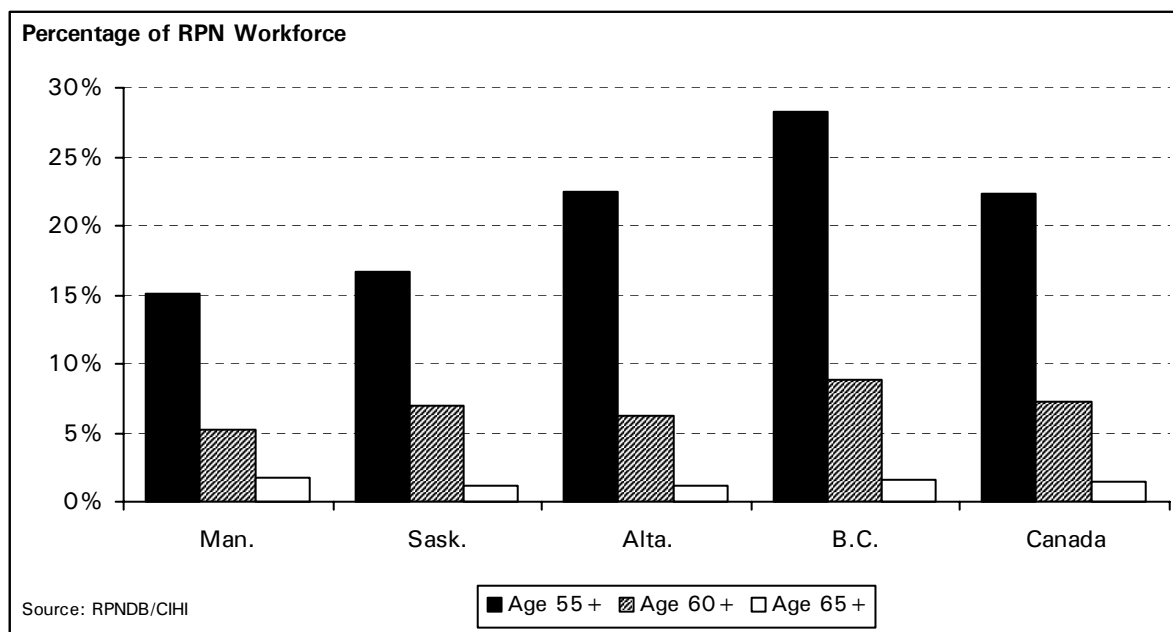


Figure 6. Percentage Distribution of RPN Workforce Currently at Eligibility Age for Retirement by Retirement Age and Province of Registration, Canada, 2003

In 2003, 22.4% of Canada’s RPN workforce was aged 55 years old or greater, with 7.3% aged 60 or greater. Among the provinces, Manitoba had the smallest percentage of psychiatric nurses over the age of 55, at 15.1%. British Columbia had the highest percentage at 28.2%.

One half of all RPNs currently employed in psychiatric nursing in Canada will reach the common retirement age of 55 years by 2013.

Education of Registered Psychiatric Nurses²

The registered psychiatric nurse is a graduate of a recognized and approved post-secondary education program and must meet Standards for Psychiatric Nursing, a Code of Ethics and a set of expected competencies. Although psychiatric nursing programs are available at both diploma and baccalaureate levels in the western provinces, most RPNs in the current workforce entered practice as graduates of a two- or three-year diploma program.

Historically, psychiatric nursing programs focused on training ward personnel in therapeutic procedures for acute- and chronic-care patients. Over time, programs evolved to provide a more holistic approach with increased emphasis on interpersonal and counseling skills and rehabilitation techniques, preparing RPNs to work in community-based settings. The core competencies of RPNs include education in communication and interpersonal skills, knowledge of pharmacology, performance of physical assessments and knowledge of general health care procedures.

This combination of education and training creates a skilled psychiatric nursing workforce whose work complements those of other health providers treating patients with mental illness. RPNs now work in a variety of in-patient and community settings.

Initial Education in Psychiatric Nursing

Most RPNs graduate from a diploma program prior to entering the workforce as, until recently, degree programs in psychiatric nursing were not available in Canada. Manitoba, the first to offer a baccalaureate program for psychiatric nursing (in 1998), had the highest percentage of RPNs with a baccalaureate as their initial education (5% in 2003), with British Columbia at the second highest percentage (3.3%). Conversely, a very small percentage of the RPN workforces of Saskatchewan and Alberta entered practice with a baccalaureate in psychiatric nursing, at less than 1% each.

Please refer to Data Table L.Summary for more Initial Education in Psychiatric Nursing data available on the CD-ROM.

² Compiled from various sources and articles provided by the provincial associations including: *Fifty Years in Review*. Registered Psychiatric Nurses Association of Saskatchewan. Saskatchewan, 1998; "Study on Mental Health and Mental Illness". *Submission To the Standing Senate Committee on Social Affairs, Science and Technology*. Registered Psychiatric Nurses of Canada. 2002; *Standards of Registered Psychiatric Nursing Practice*. Psychiatric Nurses Association of Canada. 1998.

Age at Graduation

Data from the RPNDB indicate that the average age of psychiatric nursing graduates has increased in recent years, resulting in a greater percentage of those aged 30 years or older at the time of initial graduation.

Part of this increase can be attributed to the method used in the calculations. In the absence of demographic data for each graduating class, demographic data from RPNs currently in the workforce must be used as an indicator. Some RPNs who graduated before 1980 will have since left the profession and/or the country, while others will have retired. Those that remain in the workforce in 2003 and graduated before the 1980s were generally the youngest graduates. For this reason, five-year breakdowns are not provided for those graduating prior to 1980.

Table 6. Number of Psychiatric Nursing Graduates and Average Age at Graduation by Graduation Year, Canada, 2003

Graduation Year	Number of Graduates	Average Age
< 1980	1,982	22.5
1980–1984	743	24.8
1985–1989	704	26.2
1990–1994	728	29.1
1995–1999	444	30.2
2000 +	327	33.2

Source: RPNDB/CIHI

Note
Counts do not include 107 RPNs that did not state *Graduation Year*, and 72 RPNs that did not state *Birth Year*.

Among the current workforce, the average age of RPNs at the time of their initial psychiatric nursing graduation increased from 24.8 years for those graduating between 1980 and 1984 to 33.2 years for those graduating since the year 2000.

The percentage of graduates aged 30 years or older at the time of graduation has also increased. Among the current RPN workforce, 19.9% of those graduating in the 1980s were aged 30 years or older at the time of graduation. This compares to 39.1% of graduates from the 1990s and 46.5% since the year 2000.

It is unknown whether RPNs who start their career later (e.g. beyond age 30) still retire at the same age as younger graduates. If so, then RPNs beginning their career later in life will spend fewer years in the workforce than younger RPN graduates.

Years Since RPN Graduation

Data from the RPNDB indicate that the average age of the registered psychiatric nurse is rising in Canada, and that an increasing percentage of RPNs are aged 30 years or older at graduation.

To complement these findings, CIHI developed an indicator called Years Since RPN Graduation, which calculates the number of years between the year of graduation and the present year. This element indicates the *maximum* number of years an RPN could have been in the workforce, not the actual number of years worked.

This element is not an indicator of experience because it cannot account for time spent outside of the workforce (e.g. continuing education or maternity/paternity leave). *Years Since RPN Graduation* is only intended to indicate the stage at which RPNs may be in their careers. It is designed to supplement information presented on the age and education of registered psychiatric nurses.

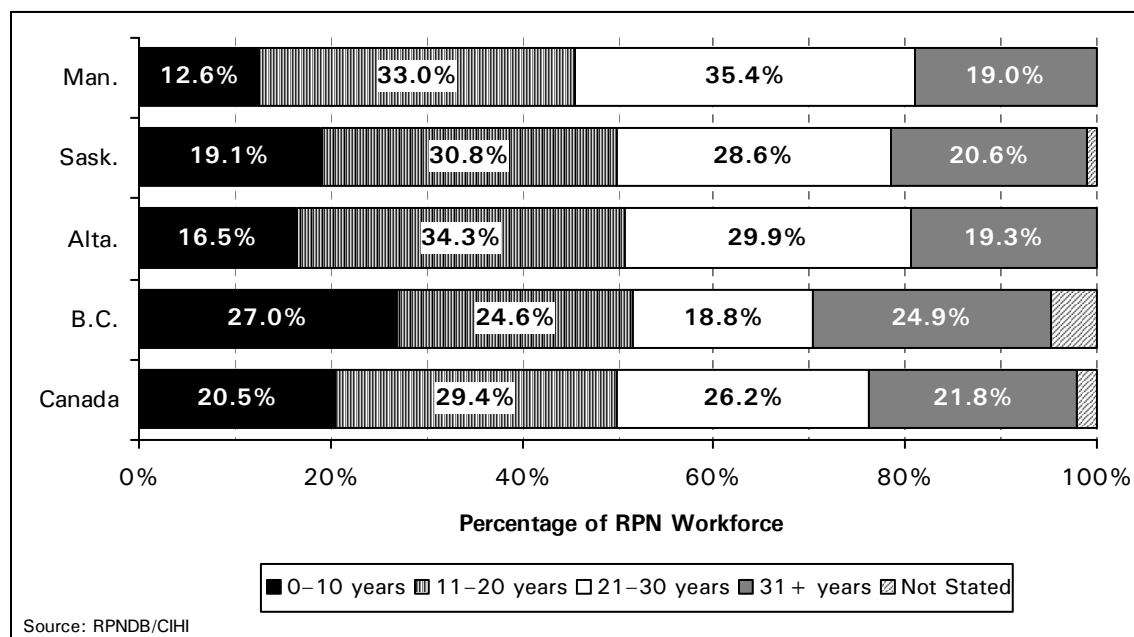


Figure 7. Percentage Distribution of RPN Workforce by Years Since RPN Graduation and Province of Registration, Canada, 2003

The data in Figure 7 illustrate that at least half of the Manitoba and Saskatchewan RPN workforces graduated more than 20 years ago. Interestingly, it is the British Columbia RPN workforce—and not Manitoba or Saskatchewan—that had the highest average age in 2003 (at 46.6 years).

Please refer to Data Tables B.RPN.7, C.RPN.8, D.RPN.8, E.RPN.8, F.RPN.6, I.RPN.1–I.RPN.2 and I.Summary for more Years Since RPN Graduation data available on the CD-ROM.

Interprovincial and Foreign Graduates

At present, it is not possible to accurately track the mobility and movement of RPNs within Canada, as registered psychiatric nurses do not have registration numbers that are unique at the national level. Existing provincial registration numbers are only unique within a particular jurisdiction; when an RPN moves to another jurisdiction a new registration number is issued and the “old” registration number left behind.

Comparing an RPN’s current province of registration to his/her province or country of graduation is only an indicator of migration, not an accurate measure. This method does not account for those attending a psychiatric nursing program 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 RPN who initially graduated in Manitoba was to return to that province after 10 years in Alberta, there would be no indication of migration as the current *Province of Registration* (Manitoba) would match the *Province of Graduation* (Manitoba).

Table 7 below shows the number and percentage distribution of Canadian and foreign-trained RPN graduates by province. Of the 5,107 RPNs employed in psychiatric nursing in Canada, 89.4% obtained their education in Canada, 7.3% from a foreign country, and 3.3% did not state where they received their education.

Table 7. RPN Workforce by Location of Graduation and Province of Registration, Canada, 2003

	Canada		Foreign		Not Stated		Total
	Count	%	Count	%	Count	%	
Man.	940	98.5	14	1.5	0	0.0	954
Sask.	917	97.7	*	*	**	**	939
Alta.	1,025	90.9	103	9.1	0	0.0	1,128
B.C.	1,686	80.8	**	**	**	**	2,086
Canada	4,568	89.4	373	7.3	166	3.3	5,107

Source: RPNDB/CIHI

Notes

* Value suppressed in accordance with CIHI privacy policy.

** Value suppressed to ensure confidentiality.

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

Please review the Methodological Notes for comprehensive information regarding the collection, processing and comparability of RPNDB data.

Among the provinces, Manitoba had the highest percentage of RPNs that graduated in Canada, with 98.5% of its 2003 workforce having done so. In contrast, 80.8% of British Columbia’s RPN workforce received their psychiatric nursing education in Canada.

In 2003, 373 RPNs employed in psychiatric nursing in Canada were graduates of foreign psychiatric nursing programs. Of these, 82.8% graduated from a psychiatric nursing program in the United Kingdom, and 11.0% from a program in Hong Kong.

Figure 8 provides a further breakdown of the information in Table 7, separating the Canadian graduates into “Retained Graduates” and “Interprovincial Graduates”. Retained graduates are those RPNs currently employed in the same province from which they graduated; interprovincial graduates are those who graduated from a province different from where they are currently employed. Figure 8 also provides the percentage of foreign graduates for each province.

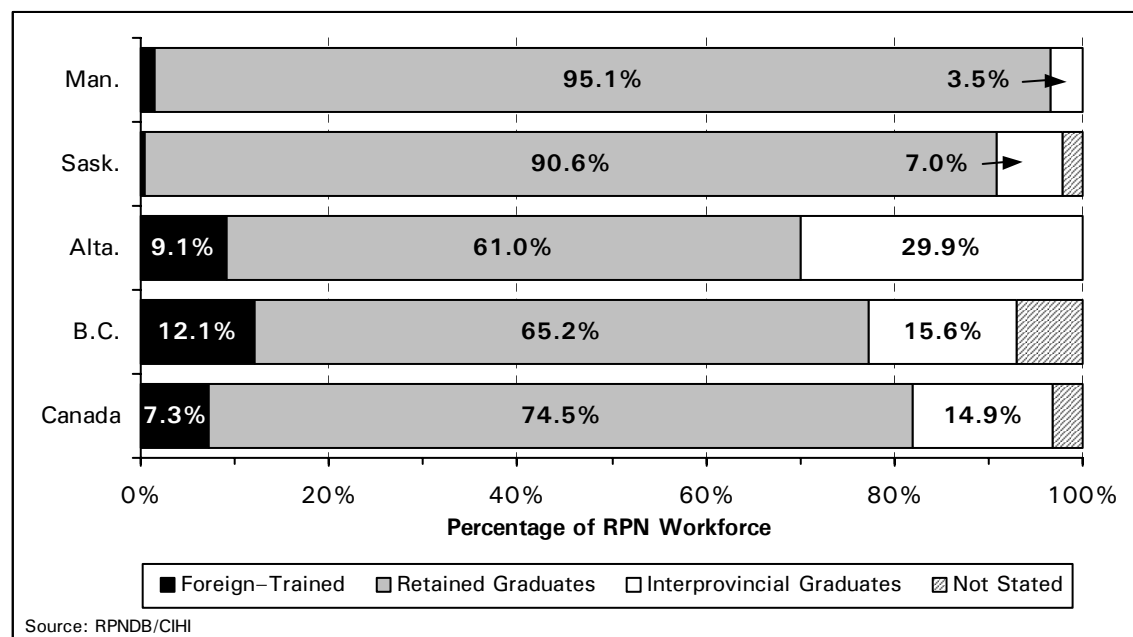


Figure 8. Percentage Distribution of RPN Workforce by Location of Graduation and Province of Registration, Canada, 2003

The Manitoba and Saskatchewan workforces have comparatively fewer foreign and interprovincial graduates, with 95.1% and 90.6% of their respective 2003 workforces graduating from psychiatric nursing programs in those provinces. In contrast, 65.2% of the 2003 British Columbia RPN workforce and 61.0% of the Alberta workforce graduated in these provinces; these workforces include comparatively more foreign and interprovincial graduates.

Please refer to Data Tables H.RPN.1–H.RPN.2 and H.Summary for more Location of Graduation data available on the CD-ROM.

Employment of Registered Psychiatric Nurses

Employment Status

In 2003, more than two-thirds of the RPN workforce (68.2%) were employed on a full-time basis. Just under one-quarter (24.6%) worked on a part-time basis, and 6.4% on a casual basis. This differs slightly from 2002 when 66.9% reported their employment status as full-time, 27.6% part-time and 5.4% casual.

The British Columbia workforce reported the highest rate of casual employment in 2003, at 10.1%. A comparison of the provinces can be seen in Figure 9.

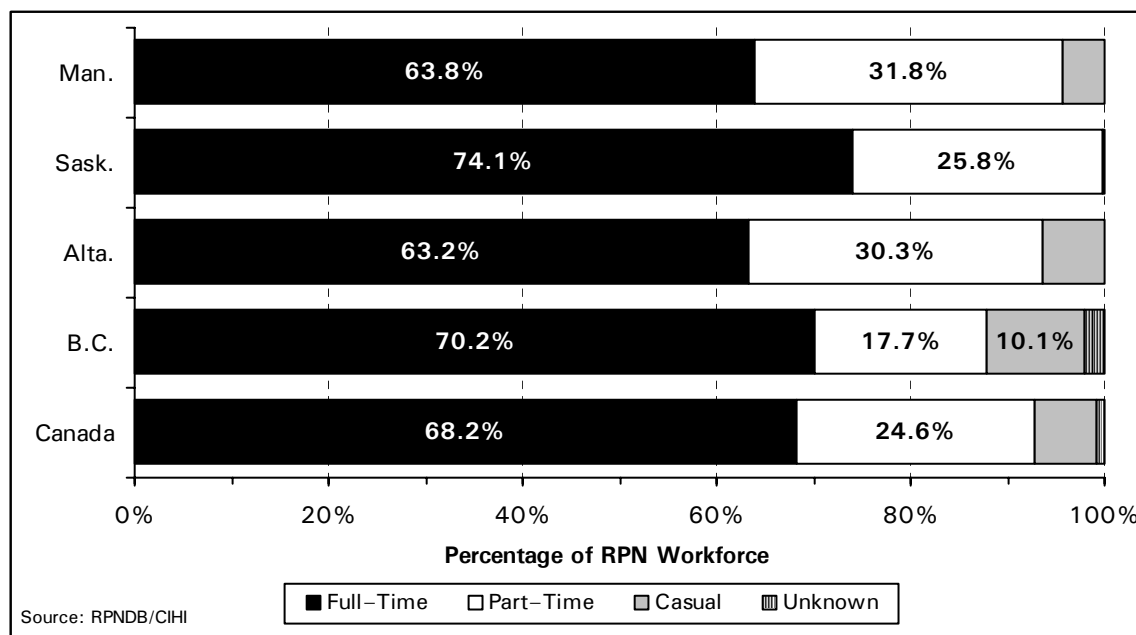


Figure 9. Percentage Distribution of RPN Workforce by Employment Status and Province of Registration, Canada, 2003

Note

Saskatchewan’s RPN renewal form groups part-time and casual into one option, and defaults all RPNs selecting this to part-time unless the RPN specifically indicates casual employment.

Please refer to Data Tables A.RPN.1, B.RPN.1–B.RPN.6, C.RPN.2, D.RPN.2, E.RPN.2 and B.Summary for more Employment Status data available on the CD-ROM.

Multiple Employment Status

In 2003, 17.4% of RPNs reported having more than one employer in psychiatric nursing. Multiple employment rates varied from a low of 14.6% in Saskatchewan to a high of 20.1% in British Columbia.

Data from Saskatchewan, Alberta and British Columbia for 2003 also identified the secondary place of work for RPNs with multiple employers.

The most frequently identified places of work for secondary employment in these provinces varied greatly. In Saskatchewan, Community Health Centres and Residential Care Facilities were the most frequently identified, at 17.5% each. In Alberta, Hospitals and Nursing Home/Long-Term Care Facilities were most frequently identified at 49.4% and 10.1% respectively. In British Columbia, Hospitals and Community Health Centres were most frequently identified, at 43.0% and 15.5% respectively.

Please refer to Data Tables B.RPN.2, C.RPN.3, D.RPN.3, E.RPN.3, F.RPN.1–F.RPN.6 and F.Summary for more Multiple Employment Status data available on the CD-ROM.

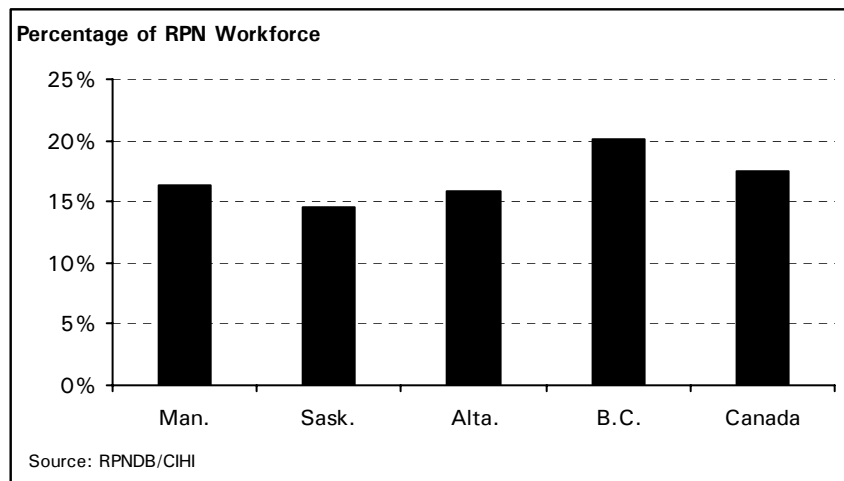


Figure 10. Percentage of RPN Workforce by Multiple Employment Status and Province of Registration, Canada, 2003

Place of Work

The percentage distribution for RPNs' place of work in Canada tends to vary by province. For example, 40.6% of the Manitoba workforce is employed in the Community Health sector, with 22.0% employed in Hospital sector. In contrast, in 2003, 57.4% of Alberta's RPN workforce was employed in the Hospital sector and 19.3% in the Community Health sector.

On average, 41.8% of Canada's RPNs worked in the Hospital sector, 23.3% in the Community Health sector, 21.8% in the Nursing Home sector, and 12.4% in other sectors in 2003.

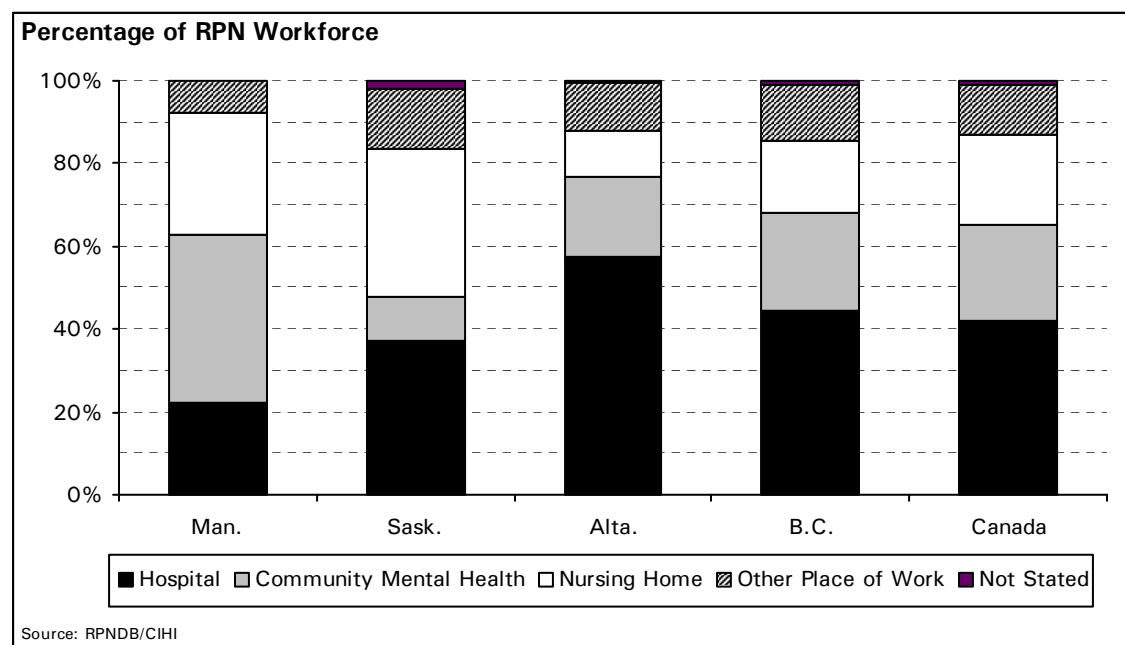


Figure 11. Percentage Distribution of RPN Workforce by Place of Work and Province of Registration, Canada, 2003

Notes

Hospital includes data from: Hospital (general, maternal, paediatric, psychiatric).
Community Health includes data from: Community Mental Health Agency/Community Health Centre, Home Care Agency, Nursing Station (outpost or clinic).
Nursing Home includes data from: Nursing Home/Long-Term Care Facility, Residential Care Facility.
Other Place includes data from: Business/Industry/Occupational Health Office, Private Nursing/Psychiatric Nursing Agency/Private Duty, Physician's Office/Family Practice Unit, Self-Employed/Private Practice, Educational Institution, Association/Government, Correctional Agency, Other.

Please refer to Data Tables C.RPN.1–C.RPN.8 and C.Summary for more Place of Work data available on the CD-ROM.

Area of Responsibility

Among all areas of responsibility, the most commonly identified areas in 2003 were Acute Services (21.6%), Geriatric/Long-Term Care (21.0%), and Other Direct Care (12.9%).

Table 8. RPN Workforce by Area of Responsibility, Canada, 2003

	Counts	%
Direct Care	4,583	89.7
Medicine/Surgery	63	1.2
Geriatrics/Long-Term Care	1,072	21.0
Crisis/Emergency Services	198	3.9
Rehabilitation	455	8.9
Children and Adolescent Services	260	5.1
Developmental Habilitation	262	5.1
Addiction Services	101	2.0
Acute Services	1,101	21.6
Forensic Services	389	7.6
Other Direct Care	682	13.4
Administration	256	5.0
Nursing Service	179	3.5
Nursing Education	10	0.2
Other Administration	67	1.3
Education	117	2.3
Teaching Students	61	1.2
Teaching Employees	30	0.6
Teaching Patients/Clients	11	0.2
Other Education	15	0.3
Research	26	0.5
Not Stated	125	2.4
Total	5,107	100.0

Source: RPNDB/CIHI

Notes

Other Direct Care includes data from: Paediatrics, Occupational Health, Oncology, Palliative Care and Other.

Research includes data from: Psychiatric Nursing Research Only, Other Research.

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

Comparatively, in 2002, the most commonly identified were Acute Services (25.5%), Geriatric/Long-Term Care (19.7%), and Rehabilitation (14.6%).

The area of responsibility with the most RPNs, Acute Services, also attracts the most recent graduates. In 2003, of all RPNs in their first five years of psychiatric nursing, 31.5% worked in Acute services. In contrast, only 16.9% of RPNs who graduated more than 30 years ago were working in Acute Services.

Among male RPNs, the most frequently identified areas of responsibility in 2003 were Acute Services (20.3%), Geriatric/Long-Term Care (14.3%), and Forensic Services (13.0%). Despite the fact that males comprise less than a quarter (22.4%) of the RPN workforce, they accounted for 38.3% of RPNs employed in Forensic Services that reported their sex.

Among female RPNs, the most frequently identified areas of responsibility in 2003 were Geriatric/Long-Term Care (22.9%), Acute Services (21.9%), and Other Direct Care (13.4%). Among Direct Care responsibilities, the highest percentage of females was in Medicine/Surgery, where 85.7% of those RPNs are female.

Please refer to Data Tables D.RPN.1–D.RPN.6 and D.Summary for more Area of Responsibility data available on the CD-ROM.

Position

The distribution of RPNs in various psychiatric nursing positions can be seen in Table 9. Alberta has the smallest percentage of RPNs working in managerial positions with 8.2%. In Manitoba, 10.5% of the RPN workforce was in a managerial position.

The average age of managers was 48.8 years in 2003, compared to an average age of 45.6 years for staff psychiatric nurses. The average ages for RPNs in various positions is illustrated in Figure 12 below.

Table 9. Percentage Distribution of RPN Workforce by Position and Province of Registration, Canada, 2003

	Managers	Staff Psych. Nurses	Other Positions	Not Stated	Total
<i>Percentage Distribution</i>					
Man.	10.5	75.3	10.9	3.4	100.0
Sask.	9.4	75.5	12.4	2.8	100.0
Alta.	8.2	80.2	9.8	1.8	100.0
B.C.	8.8	73.9	15.7	1.5	100.0
Canada	9.1	75.9	12.9	2.2	100.0

Source: RPNDB/CIHI

Notes

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

Staff Psych. Nurses includes data from: Staff Psychiatric Nurse/Community Psychiatric Nurse.

Other includes data from: Instructor/Professor/Educator, Consultant, Clinical Specialist, Other.

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

Please review the Methodological Notes for more information regarding the collection, processing and comparability of RPNDB data.

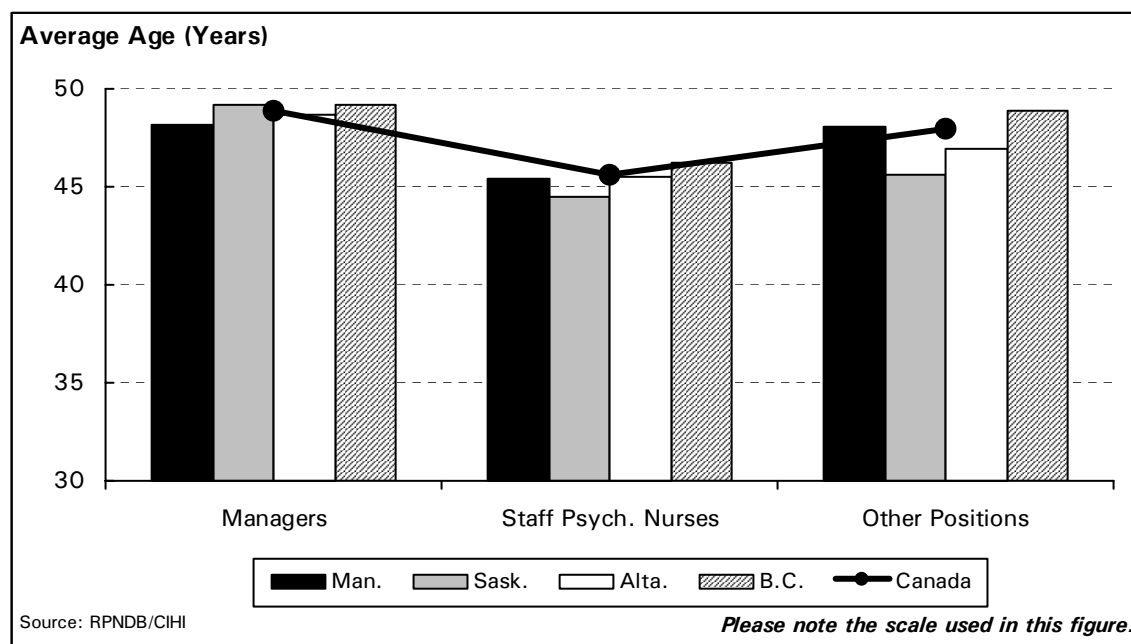


Figure 12. Average Age of the RPN Workforce by Position and Province of Registration, Canada, 2003

Please refer to Data Tables E.RPN.1–E.RPN.8 and E.Summary for more Position data available on the CD-ROM.

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.

Background

The Canadian regulated nursing workforce consists of three regulated professions: Registered Psychiatric Nurses (RPNs), Registered Nurses (RNs), and Licensed Practical Nurses (LPNs). Members of these distinct professions work in a variety of roles and settings across the continuum of health services.

Since 1980, the Registered Nurses Database (RNDB) has collected data on the supply and distribution of registered nurses in Canada. To increase the comprehensiveness of the nursing data, collaborative relationships were developed with regulatory authorities for licensed practical nursing in 2000 and for registered psychiatric nursing in 2001.

In 2002, RPN representatives approved the establishment of a standardized minimum data set for the collection of RPN data. The *Registered Psychiatric Nurses System Data Dictionary and Data Submission Specifications* contains the list of the agreed-upon elements and is available upon request from CIHI.

The Registered Psychiatric Nurses Database (RPNDB) contains supply and distribution information for registered psychiatric nurses in Canada for the years 2002 and 2003 and is maintained by the Canadian Institute for Health Information (CIHI). RPNs are educated and regulated as a separate nursing profession in Manitoba, Saskatchewan, Alberta and British Columbia.

Previous to the new RPNDB, minimal information on Registered Psychiatric Nurses was available. The publication *Health Personnel Trends in Canada* (formerly *Health Personnel in Canada*), produced by CIHI, included national and provincial figures for the period of 1993 to 2001. Specific historical information included:

- Number of RPNs by Province
- Population per Registered Psychiatric Nurse

The data produced in the *Health Personnel Trends in Canada* publication is not directly comparable to the data presented in this publication due to different collection methodologies.

Data elements in the RPNDB include: Registration Number, Province of Registration, Sex, Birth Year, Location of Residence, Location of Employment, Postal Code of Residence, Initial Education in Psychiatric Nursing, Graduation Year, Location of Graduation, Other Education in Psychiatric Nursing (Non-Degree), Other Education in Psychiatric Nursing (Degree), Education in Nursing (other than Psychiatric Nursing), Education in Other Than Nursing, Practice Status, Employment Status (including regular/casual employment in psychiatric nursing), Multiple Employment, Full-Time/Part-Time Status, Place of Work, Area of Responsibility, Position, Postal Code of Employer and First Nations Organizations.

General Methodology

Target Population

The target population for the Registered Psychiatric Nurses Database (RPNDB) is all registered psychiatric nurses submitting active-practising registration in one of the four Western Canadian provinces in the first six months of the registration year. A standardized minimum data set is collected for each active-practising registered psychiatric nurse registering in this period.

Excluded From the Target Population

Data are not collected for registered psychiatric 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 RPNs currently working outside of Canada (unless the RPN maintains a Canadian registration), or for those who have left the workforce.

In addition, the RPNDB does not contain data on registered nurses (RNs) or on licensed practical nurses³ (LPNs). Data and information for these separate nursing professions are available from the CIHI publication series *Workforce Trends of Registered Nurses in Canada* and *Workforce Trends of Licensed Practical Nurses in Canada*.

Registration Periods

The 12-month registration period varies among provinces, as each jurisdiction is responsible for setting the start and end dates of the registration period. Although most jurisdictions follow a January–December 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 six months of registration in Manitoba and Saskatchewan, but only two months of registration in Alberta. And though most registration renewals are submitted to the regulatory body 1–2 months before the start of the registration year, it is still not possible to select one calendar date. Due to CIHI's aim to provide timely data, each province submits data to CIHI after the first six months of its registration period. Comparisons of CIHI totals from the first six months of registration to provincial year-end totals indicate that CIHI receives more than 95% of all records.

³ Also termed *registered practical nurses, registered nursing assistants* and/or *licensed nursing assistants* in Canada.

The registration periods for each provincial jurisdiction are presented in Figure 13. This represents the 2003 registration year.

	2002					2003												2004				
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Man.						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					
Alta.											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

Figure 13. Twelve-Month Registration Periods by Province of Registration, Canada, 2003

Note

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

Data Sources and Collection

The collection and submission of RPN data is governed by specific requirements found in the *Registered Psychiatric Nurses System Data Dictionary and Data Submission Specifications*. Each year, RPN regulatory authorities and CIHI review the core set of elements each province includes on the registration forms. For the 2003 data year, the RPNDB contained 31 data elements for collection.

Collecting data from individual RPNs is the responsibility of the Regulatory Authority. The self-reported data are manually entered in a registration system, and a provincial 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 *Registered Psychiatric Nurses System Data Dictionary and Data Submission Specifications*.

Please refer to the accompanying CD-ROM for examples of the 2003 provincial registration forms, the provincial profiles and a complete listing of data elements and definitions. In addition, contact information for each jurisdiction is provided in Appendix C.

Not all RPN data elements were collected for the 2003 data year; Table 10 shows the result of the 2003 data collection.

Table 10. RPND B Data Elements—Results of 2003 Data Collection by Province

Data Elements 2002	Man.	Sask.	Alta.	B.C.
<i>Practice Status</i>	√	√	√	√
<i>Jurisdictional Identification Number</i>	√	√	√	√
<i>Gender</i>	√	√	√	√
<i>Year of Birth</i>	√	√	√	√
<i>Entry/Initial Psychiatric Nursing Education</i>	√	√	√	√
<i>Year of Graduation</i>	√	√	√	√
<i>Province or Country of Graduation</i>	√	√	√	√
<i>Other Education in Psychiatric Nursing—Non Degree</i>	√	√	√	√
<i>Other Education in Psychiatric Nursing—Degree</i>	√	√	√	√
<i>Other Education in Nursing—Non Psychiatric Nursing</i>	√	√	√	√
<i>Education in Other than Psychiatric Nursing or Nursing</i>	√	√	√	√
<i>Employment Status</i>	√	√	√	√
<i>Full-Time/Part-Time Status</i>	√	√	√	√
<i>Multiple Employment</i>	√	√	√	√
<i>Province or Country of Employment</i>	√	√	√	√
<i>Place of Work (Primary Employer)</i>	√	√	√	√
<i>Primary Area of Responsibility (Primary Employer)</i>	√	√	√	√
<i>Position (Primary Employer)</i>	√	√	√	√
<i>Province or Country of Residence</i>	√	√	√	√
<i>Postal Code (Residence)</i>	√	√	√	√
<i>Postal Code (Primary Employer)</i>	√	√	√	√
<i>Date of Registration</i>	*	√	√	√ ¹
<i>Place of Work (Second Employer)</i>		√	√	√
<i>Place of Work (Third Employer)</i>		√	√	√
<i>Primary Area of Responsibility (Second Employer)</i>		√	√	√
<i>Primary Area of Responsibility (Third Employer)</i>		√	√	√
<i>Position (Second Employer)</i>		√	√	√
<i>Position (Third Employer)</i>		√	√	√
<i>Employer Postal Code (Second Employer)</i>		√	√	√
<i>Employer Postal Code (Third Employer)</i>		√	√	√
<i>First Nations Organization</i>	√	√	√	√
TOTAL	23	31	31	31

√ Information submitted to CIHI

* Field derived by CIHI

¹ Date submitted is “Date Last Changed”, not Registration Date

Data for second and third employers is collected by Manitoba, but is not submitted to CIHI

File Processing

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

The first stage of processing ensures that the 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*. Please contact the Consultant, Nursing Databases for a complete description of all validation and logical edits performed on registered psychiatric nursing data.

Errors are reviewed jointly by CIHI and the respective provincial 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 and the first stage is completed, the second stage of processing begins.

As registered psychiatric nurses are able to register simultaneously in more than one jurisdiction, a methodology was developed to identify (or “flag”) RPNs living outside of Canada or RPNs registered in more than one Canadian western province. It must be remembered that registered psychiatric nurses are educated and regulated as a separate nursing profession in Manitoba, Saskatchewan, Alberta and British Columbia only.

Identification of Secondary Registrations

To accurately count the number of RPNs registered and working in the four western provinces of Canada, it is necessary to identify RPNs living outside of Canada or RPNs simultaneously registered in more than one of the four western provinces. Counting all registrations received by CIHI double-counts those RPNs registered in more than one jurisdiction (“secondary registrations”), and erroneously includes those RPNs living abroad.

For instance, there are administrative incentives for RPNs to maintain their Canadian RPN license while living and/or working outside of the country. Therefore, an RPN living abroad may continue to register with a Canadian RPN 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 RPNs living abroad and remove their data from analysis, as CIHI only reports on the RPN workforce in Canada.

All data received from the provinces are retained in the database, however only data from primary registrations are presented in the publication, media release, and ad hoc queries. Primary registrations are defined as records meeting the following conditions:

- (1) *Province/Country of Residence* is either in Canada, or “Not Stated”.

- (2) for RPNs employed in psychiatric 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 RPNs not employed in psychiatric nursing (or for RPNs 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.

- (3) for RPNs employed in psychiatric nursing, the *Province of Employment* does not equal *Province of Registration* but equals a Canadian province or territory other than one of the four western provinces.

A flow chart that visually illustrates the secondary registration identification process is presented in Appendix A, and is available upon request to the Consultant, Nursing Databases.

Such a method for eliminating RPNs living abroad and secondary registrations does introduce certain errors. For example,

- (1) If an RPN lives in the United States but works in Canada, the record will be erroneously removed as "living abroad".
- (2) If an RPN lives and registers in one western province at the beginning of the year but moves to and registers in another western province one to six months later, this obvious duplicate would not be detected.
- (3) If an RPN not working in psychiatric nursing registers in a province other than her/his province of residence, the registration would be identified erroneously as a secondary registration.

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

The methodology for the removal of interprovincial duplicates has been developed by Statistics Canada in the early 1980s for the Registered Nurses Database and has proven to be of great value. The methodology was reviewed and adapted to the specific needs of the Registered Psychiatric Nurses Database during development.

Urban/Rural Statistics

For analytical purposes, urban areas are defined (in part) as communities with populations greater than 10,000 person and are labeled by Statistics Canada as either a Census Metropolitan Area (CMA) or a Census Agglomeration (CA); Rural/Remote is equated with those communities outside the CMA/CA boundaries and is referred to as Rural and Small Town (RST) by Statistics Canada.

Rural and Small Town (RST) communities are further subdivided by identifying the degree to which they are influenced (in terms of social and economic integration) by larger urban centers (i.e. the CMAs and CAs). Metropolitan Influenced Zone (MIZ) categories disaggregate the RST population into four subgroups: Strong MIZ, Moderate MIZ, Weak MIZ, No MIZ. These urban/rural/remote categories are applied to communities (cities, town, villages, etc.) that can be equated with the Statistics Canada designation Census Subdivision (CSD).

The CMA/CA and Metropolitan Influenced Zone (MIZ) categories were collapsed. These categories may be interpreted in the following simple manner: CMA/CA = large urban center (urban); Strong/Moderate MIZ = small towns and rural areas located relatively close to larger urban centers (rural); Weak/No MIZ = small towns, rural and remote communities distant from large urban centers (remote).

Details of the RST and MIZ classification schemes can be found in McNiven et al. (2000),⁴ du Plessis et al. (2001)⁵ and CIHI (2002).⁶

Summary of Records Received by CIHI

Table 11 provides a summary of the records received by CIHI from each provincial regulating authority in 2003. Historical data are available for the 2002 data year.

From all the records submitted by the provincial regulatory authorities, 21 records were identified as "Secondary Registrations". Unless otherwise stated, these 21 records are excluded from all totals and percentage presented in CIHI publications and in ad hoc requests.

⁴ McNiven, C., Puderer, H. and Janes, D. (2000). *Census Metropolitan Area and Census Agglomeration Influenced Zones (MIZ): A Description of the Methodology*. Geography Working Paper Series No. 2000-2. Cat. No. 92F0138MIE. Ottawa: Statistics Canada.

⁵ Du Plessis, V., Beshiri, R. and Bollman, R.D. (2001). Definitions of rural. *Rural and Small Town Canada Analysis Bulletin*. Vol. 3, No. 3. (November 2001).

⁶ Canadian Institute for Health Information. (2002). *Supply and Distribution of Registered Nurses in Rural and Small Town Canada, 2000*. ISBN 1-894766-34-2. Ottawa: CIHI.

Table 11. Number of Records Submitted to CIHI by Province, Canada, 2002–2003

	Man.	Sask.	Alta.	B.C.	Canada
2003					
Total Records Submitted	981	962	1,199	2,088	5,230
Secondary Registrations	2	5	13	1	21
Primary Registrations	979	957	1,186	2,087	5,209
Employed in Psychiatric Nursing	954	939	1,128	2,086	5,107
Other	0	0	7	0	7
Not Stated	25	18	51	1	95
2002					
Total Records Submitted	987	974	1,183	2,163	5,307
Secondary Registrations	2	2	10	8	22
Primary Registrations	985	972	1,173	2,155	5,285
Employed in Psychiatric Nursing	966	930	1,081	2,155	5,132
Other	0	4	5	n/s	9
Not Stated	19	38	87	n/s	144

Source: RPNDB/CIHI

Notes

n/s represents data that was not submitted by the province of registration.

“Other” includes RPNs employed in other than psychiatric nursing and those not employed.

British Columbia did not submit employment status data in 2002, so all RPNs in British Columbia are considered employed in psychiatric nursing for that year.

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

RPNs Registered in a Western Province but Working Elsewhere in Canada

In 2003, there were 13 RPNs registered in Manitoba, Saskatchewan, Alberta or British Columbia that were employed in another region of Canada. These 13 RPNs are included in all counts presented in this report as part of the registered psychiatric nursing workforce, because there are no regulatory authorities with which to register in the rest of Canada. Although the title “RPN” is not recognized outside of the western provinces, their work may still qualify as RPN practice for annual registration and regulation. In other parts of Canada, RPNs work under different job titles (e.g. counselor, therapist, community mental health worker).

Computations

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

For the purpose of this report, totals for the four provinces—Manitoba, Saskatchewan, Alberta, and British Columbia—will be presented under the title “Canada”, for the reasons discussed in the previous sub-section *RPNs Registered in a Western Province but Working Elsewhere in Canada*. If data were not available from all four provinces, a total is not provided.

Data Suppression

To safeguard the privacy and confidentiality of data received by CIHI, guidelines have been developed to govern the publication and release of information. For further information, refer to the Privacy and Confidentiality of Health Information at CIHI: Principles and Policies for the Protection of Personal Health Information and Policies for Institution-Identifiable Information document on the website www.cihi.ca.

To ensure the anonymity of individual registered psychiatric nurses, data cells presented in this publication with counts from one to four are suppressed in the data tables presented in this publication. While this may seem unnecessary for populous provinces, CIHI is committed to protecting the confidential information from each registered psychiatric nurse.

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

In the tables presented in both the Data Analysis and Data Tables sections, cells with a value from one to four 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 four, it is replaced by a different symbol. For this, the RPN publication uses a double asterisk (**). A value of "zero" is not suppressed.

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

- * Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4
- ** Value suppressed to ensure confidentiality; cell value is 5 or greater

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

Symbols

Standard symbols and numerical presentations are used whenever possible in this report. The symbols include:

- * Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4
- ** Value suppressed to ensure confidentiality; cell value is 5 or greater
- Data are not applicable or do not exist
- .. Data not currently collected by CIHI
- n/s Data not submitted to CIHI
- <0.1 Percentage is less than 0.05%; value is replaced to prevent displaying cells of 0.0 that are not true zero values

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 of data is achieved through the use of collection cut-off dates to ensure that information is available for analysis and consequently released quickly after the data submission. Usability comprises the availability and documentation of the data, and the ease of interpretation. Efforts have been made to ensure that these characteristics are at a high standard for this release. As feedback is received on what information would be most useful to our users, this dimension will continue to be revised. In determining the Relevance of the dataset, the adaptability and value of use for researchers and stakeholders are taken into consideration as well. The decision to collect information on Registered Psychiatric Nurses was made based on high need for information in these areas.

Accuracy

Accuracy is an assessment of how well the data reflects reality. For the RPNDB, this is an assessment of how closely the data presented in this publication reflect the target population of all RPNs registering for active-practicing membership in Canada.

Provincial regulatory authorities collect the data for administrative and legislative purposes through an agreement wherein a sub-set of the data is submitted to CIHI for research and analysis purposes. Consequently, it is important to note that while the level of accuracy and completeness necessary to meet the financial and administrative requirements of a registry may be less stringent than that for research, it is still high. Improvements in data collection systems and a jurisdictional-wide acknowledgement of the importance of data quality ensure that the level of accuracy will remain high.

The following section outlines where caution must be applied when analyzing data presented in *Workforce Trends of Registered Psychiatric Nurses in Canada, 2003*.

Under-Coverage

Under-coverage results when data that should be collected for the database are not included. The RPNDB annually undercounts the actual number of active-practicing RPNs because data is submitted to CIHI after only the first six months of each jurisdiction's 12-month registration period to ensure timely results. A recent analysis of CIHI data from the first six months of registration and provincial year-end data discovered that CIHI receives more than 95% of all records. Almost all RPNs renew before the registration period begins, as there are financial penalties and possible liability repercussions for those failing to renew by year-end. Although the impact is minor, the six-month cut-off results in CIHI's release of figures that do not correspond with year-end provincial figures, which can cause confusion and/or controversy.

Another source of under-coverage in the RPN data is first-time registrants: whether a new graduate or simply new to a jurisdiction, first-time registrants typically complete an "initial" registration form that differs from the "renewal" registration form completed annually by all members.

The initial registration forms do not include many of CIHI's data elements; thus, one jurisdiction (Saskatchewan) do not include this information in their submission to CIHI. The result is under-coverage of first-time registrants in the RPN database.

The section *Defining Registered Psychiatric Nurses in CIHI's Data* provides a comprehensive perspective of the difference between the published statistics of the regulatory authorities and published CIHI statistics (see Data Analysis section).

Over-Coverage

Over-coverage is the inclusion of data beyond the target population. There are currently no known instances of over-coverage in the Registered Psychiatric Nurses Database.

Two potential sources of over-coverage closely monitored by CIHI are described below.

Non-Practising

For the RPNDB, over-coverage can occur if the data include non-practising registered psychiatric nurses (associate members or retired members). When a registered psychiatric nurse submits her/his annual registration form, there is a choice between active-practising and non-practising status. Those wishing to work as an RPN must choose active-practising (target population for the RPNDB). Those maintaining a registration without the required license to practice (e.g. RPNs on maternity/paternity leave, RPNs temporarily out of the country, retired RPNs), select non-active status. As CIHI wishes to report only those RPNs employed in psychiatric nursing (active-practising), non-active RPNs are outside of the target population for the RPNDB.

Six-Month Cut-off

As indicated, due to CIHI's aim to provide timely data, each province submits data to CIHI after the first six months of its registration period. The result of this strategy is that the RPNDB systematically undercounts the number of registered psychiatric nurses in Canada. Counts in the RPNDB will differ from year-end provincial data sources. A preliminary analysis indicates that CIHI counts represent typically 95% of year-end figures.

As the target population for the RPNDB is all RPNs registering for active-practising status within the first six months of the jurisdiction's registration year, CIHI should not receive any data from RPNs registering after the six-month mark. A validation procedure, designed to check the registration date of records submitted to CIHI, is included in the data processing. The registration date of each record is checked to ensure it fell within the first six months of the registration year. Records beyond the six-month mark are deleted. For the 2003 data year, 6 such records were removed.

It may seem through this process that valid records (data) are deleted from the database. The purpose of this specific validation process is to maintain consistency of the data, over time (year after year) and also for comparability among jurisdictions.

Non-Response

Item non-response is the percentage of "Not Stated" responses for each data element, as presented in Table 12. The degree of item non-response varies among elements. It is not surprising that for the second year of data collection a comparatively high percentage of "Not Stated" records exists for some data elements.

Table 12. Percentage of Records with "Not Stated" Responses by Data Element and Province of Registration, Canada, 2003

	Man.	Sask.	Alta.	B.C.	Canada
<i>Sex</i>	0.00	0.00	0.09	0.05	0.04
<i>Year of Birth</i>	0.00	7.03	0.44	0.05	1.41
<i>Initial/Entry Nurse Education</i>	0.00	0.00	0.00	0.00	0.00
<i>Year of Graduation</i>	0.00	0.96	0.00	4.70	2.10
<i>Province/Country of Graduation</i>	0.00	2.02	0.00	7.05	3.25
<i>Employment Status</i>	0.00	0.00	0.00	0.00	0.00
<i>Multiple Employment</i>	0.00	0.00	0.00	0.00	0.00
<i>Province/Territory of Employment</i>	0.84	2.34	0.53	0.67	0.98
<i>Place of Work—Primary</i>	0.10	1.70	0.27	0.86	0.74
<i>Area of Responsibility—Primary</i>	4.19	2.24	2.48	1.73	2.45
<i>Position—Primary</i>	3.35	2.77	1.77	1.53	2.15
<i>Province/Country of Residence</i>	0.00	0.85	0.27	0.00	0.22
<i>Postal Code of Residence</i>	0.63	0.85	0.00	0.05	0.29
<i>Postal Code of Employer—Primary</i>	0.84	2.34	24.56	60.02	30.53
<i>Date of Registration</i>	0.00	0.00	0.00	0.00	0.00

Source: RPNDB/CIHI

Notes

Table 12 includes only RPNs employed in psychiatric nursing.

For the fields *Postal Code of Residence* and *Postal Code of Employer—Primary*, non-response is defined as a postal code that did not successfully match to the January, 2003 release of Statistics Canada's Postal Code Conversion File (PCCF).

CIHI did not impute any missing values for the 2003 data. Instead, many of the elements with a large percentage of "Not Stated" and/or not submitted values were not included in the Data 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 psychiatric nurses completing their own registration (renewal) forms, reliability can be an issue. However, most regulatory authorities supply supporting documentation to their membership to assist in the completion of the registration form. Consequently, CIHI considers the data received from each jurisdiction to be reliable.

Data entry also impacts the accuracy of the data, as information may not be classified or coded properly. At present, an audit of provincial data entry methods is not planned and data entry is assumed to have a minimal effect on the accuracy of the data.

Comparability

Comparability measures how well the current year's data compare to data from previous years, plus how data from the RPNDB compare to registered psychiatric nurse data found in other sources.

The comparability refers to RPNDB data over time (such as intraprovincial and interprovincial comparisons), and RPNDB data to similar sources.

Year 2003 Data

When reviewing the data presented in the Data Analysis and Data Tables sections of this publication, please note the following comparability limitations in year 2003 data.

Manitoba data:

- The following data elements were collected by the regulatory authority (the College of Registered Psychiatric Nurses of Manitoba), but were not submitted to CIHI in 2003: Place of Work for second and third employer; Primary Area of Responsibility for second and third employer; Position for second and third employer; Employer Postal Code for second and third employer.
- *Place of Work*—Changes to the numbers in Community Mental Health Agency/Community Health Centre and Association/Government are due to classification changes by the regulatory authority.
- *Primary Area of Responsibility*—The change in Acute Services is due to improved communication to RPNs on how to complete the form. The 2003 data are considered more accurate than the 2002 figures.

Saskatchewan data:

- The Registered Psychiatric Nurses Association of Saskatchewan (RPNAS) did not submit data for *Initial Education in Psychiatric Nursing*, as there is no degree program for RPNs in the province. As such, all RPNs in Saskatchewan are defaulted to "diploma" for their initial education.
- *Employment Status*—The RPNAS renewal form groups part-time and casual into one option, and defaults all RPNs selecting this to part-time unless the RPN specifically indicates casual employment.

- *Place of Work, Area of Responsibility, Position*—The RPNAS made enhancements to these sections of the annual renewal form. These changes result in more accurate and complete data, but will impair comparability to 2002 Saskatchewan data.

Alberta data:

- *Other Education in Nursing Discipline—Degree*—In 2002, RPNs with Advanced Diplomas were incorrectly identified as having PhDs. This has since been revised and data from 2002 and 2003 now accurately reflect actual values.

British Columbia data:

- *Place of Work, Area of Responsibility, Position*—The College of Registered Psychiatric Nurses of British Columbia (CRPNBC) made enhancements to these sections of the annual renewal form. These changes result in more accurate and complete data, but will impair comparability to 2002 British Columbia data.

Historical Data

This publication presents the current RPN data for 2003 with historical 2002 data. Previous data on RPNs were presented in the *Health Personnel Trends in Canada* (formerly *Health Personnel in Canada*) publication and reported total counts including active and non-active practising RPNs from 1990 to 2001. Those data are not comparable to this publication series and cannot be combined with data presented here for trending or comparability.

Comparability With Other Sources*Provincial Data Sources*

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

- **Collection Period**—The statistics released by provincial 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 less than 5%, the figures released by CIHI will be less than provincial figures;
- **CIHI Editing and Processing**—The CIHI database is not an amalgamation of provincial data: when data files 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 RPN workforce in Canada. Provincial regulatory authorities 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 RPN to work in that jurisdiction, but does not distinguish between those employed in psychiatric nursing and those not employed in psychiatric nursing; the Active total merely represents the maximum number of RPNs eligible to work in a particular jurisdiction in that year. In contrast, CIHI divides the Active total into four categories: Employed in Psychiatric Nursing, Employed in Other Than Psychiatric Nursing, Not Employed and Not Stated. CIHI only reports the number of RPNs *employed in psychiatric nursing* at the time of registration; RPNs employed in other than psychiatric nursing, not employed, and those failing to state their employment status are removed from most CIHI analyses;
- **Provincial Data Cleaning**—Some 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.

Other Data Sources

Comparing similar data between different data sources provides a “check” on observed trends.

CIHI uses Statistics Canada’s Labour Force Survey (LFS) as a comparison for its registered nurse and licensed practical nurse data. However, the coding structure of the LFS does not permit comparisons to CIHI’s registered psychiatric nurse workforce, as the LFS groups RPNs into a category with RNs. The two unique professions cannot be separated in the LFS data.

CIHI is not aware of any other comprehensive, national data sources for RPN information.

Concepts and Variables

Key Concepts

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

In Canada, registered psychiatric nurses are educated and regulated as a separate nursing profession in Manitoba, Saskatchewan, Alberta and British Columbia.

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

The flagging and removal of secondary registrations enhances the utility of the RPNDB, as it is not simply an amalgamation of provincial results. Removing RPNs 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 RPNs employed in psychiatric nursing. Removing RPNs not currently employed in psychiatric nursing from the analysis more accurately reflects the actual number providing psychiatric nursing care in Canada, and allows for a separate analysis of those registered—but not employed—in psychiatric nursing.

The comprehensive set of demographic, employment, and education data collected annually for the RPNDB supports in-depth analysis of many supply and distribution variables not otherwise available. In addition, the collection of postal code information permits geographic comparisons and spatial analysis.

Data Definitions

Each of the data elements listed corresponds to a field on the registered psychiatric nurse record. Only data elements used in tabulations for *Workforce Trends of Registered Psychiatric Nurses in Canada, 2003* are described below. Please refer to the accompanying CD-ROM for a complete list and definitions of the data elements collected for the RPNDB. Additional information is also available upon request to the Consultant, Nursing Databases.

Data Year

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

Province of Registration

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

Registration Number

A serial number that is unique to a particular RPN within a particular province of registration.

Sex

Values of Male, Female, and Not Stated are submitted to CIHI.

Birth Year

Four-digit year of birth.

Age

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

Initial Education in Psychiatric Nursing

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

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

All Not Stated records are converted to *Diploma in psychiatric nursing* status in the editing process as this is the most common designation.

Location of Graduation

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

Employment Status (Formerly Derived Employment Status)

CIHI has developed a method to combine the data contained in the fields Employment Status and Full-Time/Part-Time Status. This method allows full-time, part-time and casual data to be accurately combined into a single table, greatly increasing analytical potential.

For RPNs employed in psychiatric nursing, the Employment Status categories of "Regular" and "Casual" are combined with the Full-Time/Part-Time Status categories of "Full-Time", "Part-Time" and "Not Stated" to create the following categories: Full-Time, Part-Time, Casual and Employed in psychiatric nursing—status unknown. This last category includes RPNs who are employed in psychiatric nursing, but whose full-time/part-time status is unknown.

Therefore, Employment Status is defined as: Current employment in a field(s) directly related to psychiatric 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 psychiatric nursing—Full-Time
 [*Employment Status* = Regular and *Full-Time/Part-Time Status* = Full-Time]
 Reflects employment schedule that guarantees a fixed number of hours of work per pay period. May be defined by the employer as full-time, but reflects permanent employment even though it may be time limited;
- Employed in psychiatric nursing—Part-Time
 [*Employment Status* = Regular and *Full-Time/Part-Time Status* = Part-Time]
 Reflects employment schedule that guarantees a fixed or flexible number of hours per pay period that usually do not equal or exceed full-time hours;
- Employed in psychiatric nursing—Casual
 [*Employment Status* = Casual and *Full-Time/Part-Time Status* = Full-Time OR Part-Time OR Not Stated]
 Reflects employment that does not guarantee a fixed number of hours of work per pay period;

- Employed in psychiatric nursing—Status unknown
[*Employment Status* = Regular and *Full-Time/Part-Time Status* = Not Stated]
Reflects employment in psychiatric nursing, but full-time/part-time status is unknown;
- Employed in other than psychiatric nursing and seeking employment in psychiatric nursing;
- Employed in other than psychiatric nursing but not seeking employment in psychiatric nursing;
- Not employed and seeking employment in psychiatric nursing;
- Not employed but not seeking employment in psychiatric nursing;
- Not Stated.

Place of Work

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

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

Location of Employment

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

Area of Responsibility

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

- **Direct Care**
 - Medicine/Surgery
 - Children and Adolescent Services
 - Paediatrics
 - Maternity/Newborn
 - Geriatric Services/Long-Term Care
 - Rehabilitation
 - Developmental Habilitation/Disabilities
 - Addiction Services
 - Crisis Emergency Services
 - Acute Services
 - Occupational Health
 - Forensic Services
 - Oncology
 - Palliative Care
 - Other Direct Care
- **Administration**
 - Service
 - Education
 - Other Administration
- **Education**
 - Teaching—Students
 - Teaching—Employees
 - Teaching—Patients/Clients
 - Other Education
- **Research**
 - Psychiatric 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 Executive Officer
- Director/Assistant Director
- Manager/Assistant Manager
- Staff Psychiatric Nurse/Community Psychiatric Nurse
- Instructor/Professor/Educator
- Consultant
- Clinical Specialist
- Other
- Not Stated

Location of Residence

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

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 Personal Health Information and Policies for Institution-Identifiable Information* may be obtained from either the CIHI Web site www.cihi.ca or upon request to the Consultant, Nursing Databases. These policies govern the release of data in publications, media releases, the CIHI Web site and through ad hoc requests and special studies.

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

Special analytical studies often require the disclosure of record-level data. For RPNDB data, this is the most detailed level of data provided by provincial regulating authorities, and contains sensitive data. Requests for record-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 record-level RPNDB data must also receive approval from the respective provincial representative before CIHI can release the data. Each regulatory authority representative reserves the right to request further information from researchers before authorizing the release of record-level provincial data.

RPNDB Publications and Products

The CIHI publication series *Workforce Trends of Registered Psychiatric Nurses in Canada* may be downloaded in electronic (PDF) format free of charge from the CIHI website at www.cihi.ca. Paper copies may be purchased either on-line or by contacting the CIHI Order Desk at (613) 241-7860.

The document *Registered Psychiatric Nurses System Data Dictionary and Data Submission Specifications* is also available free of charge on the CIHI website, or may be obtained upon request to the Consultant, Nursing Databases. This document outlines the data elements (and definitions) collected for the RPNDB, as well as the file specifications sent to the provincial regulatory authorities for data submission.

Request Services

CIHI completes ad hoc requests and special analytical projects on a cost-recovery basis using data from the RPNDB. 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
Email: nursing@cihi.ca

www.cihi.ca

Summary Tables

A. Summary**Total Number of Nursing Registrations by Province/Territory of Registration, Canada, 2003**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(Counts)													
RN Registrations	5,472	1,393	8,735	7,842	63,980	96,536	10,627	8,663	25,317	28,854	293	423	258	258,393
Employed in Registered Nursing	5,430	1,373	8,498	7,186	62,494	85,187	10,034	8,503	23,964	27,711	290	414	258	241,342
Not Employed in Reg'd Nursing	42	*	237	374	101	11,327	n/s	160	482	649	0	*	0	13,377
Not Stated	0	**	0	282	1,385	22	593	0	871	494	3	**	0	3,674
LPN Registrations	2,779	**	3,317	2,574	16,326	30,138	2,473	2,131	5,135	4,736	**	98	..	70,404
Employed in Practical Nursing	2,719	619	3,022	2,429	14,831	25,730	2,417	2,056	4,766	4,391	60	98	..	63,138
Not Employed in Pract. Nsg	58	**	221	n/s	241	4,405	12	72	369	308	*	0	..	5,698
Not Stated	2	6	74	145	1,254	3	44	3	0	37	0	0	..	1,568
RPN Registrations	-	-	-	-	-	-	979	957	1,186	2,087	-	-	-	5,209
Employed in Psychiatric Nursing	-	-	-	-	-	-	954	939	1,128	2,086	-	-	-	5,107
Not Employed in Psych. Nsg	-	-	-	-	-	-	0	0	7	0	-	-	-	7
Not Stated	-	-	-	-	-	-	25	18	51	1	-	-	-	95
Total Registrations	8,251	1,393	12,052	10,416	80,306	126,674	14,079	11,751	31,638	35,677	293	521	258	334,006

Notes

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n/s Data not submitted to CIHI

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

Source: NDB/CIHI

Total Number of Nursing Registrations by Province/Territory of Registration, Canada, 2003 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
(Percentage Distribution)														
RN Registrations	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 Registered Nursing	99.2	98.6	97.3	91.6	97.7	88.2	94.4	98.2	94.7	96.0	99.0	97.9	100.0	93.4
Not Employed in Reg'd Nursing	0.8	*	2.7	4.8	0.2	11.7	n/s	1.8	1.9	2.2	0.0	*	0.0	5.2
Not Stated	0.0	**	0.0	3.6	2.2	<0.1	5.6	0.0	3.4	1.7	1.0	**	0.0	1.4
LPN Registrations	100.0	**	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	**	100.0	..	100.0
Employed in Practical Nursing	97.8	**	91.1	94.4	90.8	85.4	97.7	96.5	92.8	92.7	**	100.0	..	89.7
Not Employed in Pract. Nsg	2.1	**	6.7	n/s	1.5	14.6	0.5	3.4	7.2	6.5	**	0.0	..	8.1
Not Stated	0.1	**	2.2	5.6	7.7	<0.1	1.8	0.1	0.0	0.8	**	0.0	..	2.2
RPN Registrations	-	-	-	-	-	-	100.0	100.0	100.0	100.0	-	-	-	100.0
Employed in Psychiatric Nursing	-	-	-	-	-	-	97.4	98.1	95.1	100.0	-	-	-	98.0
Not Employed in Psych. Nsg	-	-	-	-	-	-	0.0	0.0	0.6	0.0	-	-	-	0.1
Not Stated	-	-	-	-	-	-	2.6	1.9	4.3	<0.1	-	-	-	1.8
Total Registrations	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

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

B. Summary**Nursing Workforce by Employment Status and Province/Territory of Registration, Canada, 2003**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(Counts)													
RN Workforce	5,430	1,373	8,498	7,186	62,494	85,187	10,034	8,503	23,964	27,711	290	414	258	241,342
Full-Time	3,966	713	5,203	4,377	32,370	43,351	4,637	4,613	10,149	14,175	143	291	159	124,147
Part-Time	922	597	2,353	2,120	20,308	24,383	4,782	2,940	10,103	8,702	92	55	23	77,380
Casual	542	63	942	689	**	6,154	615	950	3,712	4,834	55	**	76	25,468
Employed—Status Unknown	0	0	0	0	**	11,299	0	0	0	0	0	*	0	14,347
LPN Workforce	2,719	619	3,022	2,429	14,831	25,730	2,417	2,056	4,766	4,391	60	98	..	63,138
Full-Time	1,604	231	1,496	1,153	5,875	11,559	837	1,026	1,872	2,462	37	74	..	28,226
Part-Time	147	232	772	793	6,857	8,600	1,358	443	2,249	564	13	10	..	22,038
Casual	968	156	**	483	2,099	2,033	222	**	645	1,130	10	14	..	8,810
Employed—Status Unknown	0	0	*	0	0	3,538	0	**	0	235	0	0	..	4,064
RPN Workforce	-	-	-	-	-	-	954	939	1,128	2,086	-	-	-	5,107
Full-Time	-	-	-	-	-	-	609	696	713	1,464	-	-	-	3,482
Part-Time	-	-	-	-	-	-	**	**	342	369	-	-	-	1,256
Casual	-	-	-	-	-	-	**	*	73	211	-	-	-	327
Employed—Status Unknown	-	-	-	-	-	-	0	0	0	42	-	-	-	42
Total Nursing Workforce	8,149	1,992	11,520	9,615	77,325	110,917	13,405	11,498	29,858	34,188	350	512	258	309,587

Notes

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Source: NDB/CIHI

Nursing Workforce by Employment Status and Province/Territory of Registration, Canada, 2003 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(Percentage Distribution)													
RN Workforce	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	73.0	51.9	61.2	60.9	51.8	50.9	46.2	54.3	42.4	51.2	49.3	70.3	61.6	51.4
Part-Time	17.0	43.5	27.7	29.5	32.5	28.6	47.7	34.6	42.2	31.4	31.7	13.3	8.9	32.1
Casual	10.0	4.6	11.1	9.6	**	7.2	6.1	11.2	15.5	17.4	19.0	**	29.5	10.6
Employed—Status Unknown	0.0	0.0	0.0	0.0	**	13.3	0.0	0.0	0.0	0.0	0.0	*	0.0	5.9
LPN Workforce	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	59.0	37.3	49.5	47.5	39.6	44.9	34.6	49.9	39.3	56.1	61.7	75.5	..	44.7
Part-Time	5.4	37.5	25.5	32.6	46.2	33.4	56.2	21.5	47.2	12.8	21.7	10.2	..	34.9
Casual	35.6	25.2	**	19.9	14.2	7.9	9.2	**	13.5	25.7	16.7	14.3	..	14.0
Employed—Status Unknown	0.0	0.0	*	0.0	0.0	13.8	0.0	**	0.0	5.4	0.0	0.0	..	6.4
RPN Workforce	-	-	-	-	-	-	100.0	100.0	100.0	100.0	-	-	-	100.0
Full-Time	-	-	-	-	-	-	63.8	74.1	63.2	70.2	-	-	-	68.2
Part-Time	-	-	-	-	-	-	**	**	30.3	17.7	-	-	-	24.6
Casual	-	-	-	-	-	-	**	*	6.5	10.1	-	-	-	6.4
Employed—Status Unknown	-	-	-	-	-	-	0.0	0.0	0.0	2.0	-	-	-	0.8
Total Nursing Workforce	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

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C. Summary**Nursing Workforce by Place of Work and Province/Territory of Registration, Canada, 2003**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(Counts)													
RN Workforce	5,430	1,373	8,498	7,186	62,494	85,187	10,034	8,503	23,964	27,711	290	414	258	241,342
Hospital	3,754	856	5,945	5,252	38,828	51,518	6,147	4,948	15,490	17,380	136	206	53	150,513
Community Health Agency	620	131	833	381	7,932	11,277	1,470	1,536	3,083	3,625	87	122	154	31,251
Nursing Home/LTC Facility	596	226	961	706	8,496	6,319	1,190	1,043	2,054	3,658	24	13	6	25,292
Other Place of Work	460	160	759	823	7,095	13,467	1,116	955	3,053	2,898	42	64	35	30,927
Not Stated	0	0	0	24	143	2,606	111	21	284	150	1	9	10	3,359
LPN Workforce	2,719	619	3,022	2,429	14,831	25,730	2,417	2,056	4,766	4,391	60	98	..	63,138
Hospital	1,208	298	1,398	1,237	5,608	12,023	1,011	1,409	2,791	2,460	20	62	..	29,525
Community Health Agency	36	**	300	61	148	2,300	183	167	405	200	0	*	..	3,834
Nursing Home/LTC Facility	1,406	245	1,115	1,057	8,133	7,338	1,015	368	1,232	1,400	28	14	..	23,351
Other Place of Work	43	37	185	72	833	2,767	208	110	338	322	11	17	..	4,943
Not Stated	26	**	24	2	109	1,302	0	2	0	9	1	**	..	1,485
RPN Workforce	-	-	-	-	-	-	954	939	1,128	2,086	-	-	-	5,107
Hospital	-	-	-	-	-	-	210	351	647	927	-	-	-	2,135
Community Mental Health Agency	-	-	-	-	-	-	387	97	218	489	-	-	-	1,191
Nursing Home/LTC Facility	-	-	-	-	-	-	281	338	128	364	-	-	-	1,111
Other Place of Work	-	-	-	-	-	-	75	137	132	288	-	-	-	632
Not Stated	-	-	-	-	-	-	1	16	3	18	-	-	-	38
Total Nursing Workforce	8,149	1,992	11,520	9,615	77,325	110,917	13,405	11,498	29,858	34,188	350	512	258	309,587

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Source: NDB/CIHI

Nursing Workforce by Place of Work and Province/Territory of Registration, Canada, 2003 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
(Percentage Distribution)														
RN Workforce	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	69.1	62.3	70.0	73.1	62.1	60.5	61.3	58.2	64.6	62.7	46.9	49.8	20.5	62.4
Community Health Agency	11.4	9.5	9.8	5.3	12.7	13.2	14.7	18.1	12.9	13.1	30.0	29.5	59.7	12.9
Nursing Home/LTC Facility	11.0	16.5	11.3	9.8	13.6	7.4	11.9	12.3	8.6	13.2	8.3	3.1	2.3	10.5
Other Place of Work	8.5	11.7	8.9	11.5	11.4	15.8	11.1	11.2	12.7	10.5	14.5	15.5	13.6	12.8
Not Stated	0.0	0.0	0.0	0.3	0.2	3.1	1.1	0.2	1.2	0.5	0.3	2.2	3.9	1.4
LPN Workforce	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	44.4	48.1	46.3	50.9	37.8	46.7	41.8	68.5	58.6	56.0	33.3	63.3	..	46.8
Community Health Agency	1.3	**	9.9	2.5	1.0	8.9	7.6	8.1	8.5	4.6	0.0	*	..	6.1
Nursing Home/LTC Facility	51.7	39.6	36.9	43.5	54.8	28.5	42.0	17.9	25.8	31.9	46.7	14.3	..	37.0
Other Place of Work	1.6	6.0	6.1	3.0	5.6	10.8	8.6	5.4	7.1	7.3	18.3	17.3	..	7.8
Not Stated	1.0	**	0.8	0.1	0.7	5.1	0.0	0.1	0.0	0.2	1.7	**	..	2.4
RPN Workforce	-	-	-	-	-	-	100.0	100.0	100.0	100.0	-	-	-	100.0
Hospital	-	-	-	-	-	-	22.0	37.4	57.4	44.4	-	-	-	41.8
Community Mental Health Agency	-	-	-	-	-	-	40.6	10.3	19.3	23.4	-	-	-	23.3
Nursing Home/LTC Facility	-	-	-	-	-	-	29.5	36.0	11.3	17.4	-	-	-	21.8
Other Place of Work	-	-	-	-	-	-	7.9	14.6	11.7	13.8	-	-	-	12.4
Not Stated	-	-	-	-	-	-	0.1	1.7	0.3	0.9	-	-	-	0.7
Total Nursing Workforce	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

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D.Summary**Nursing Workforce by Area of Responsibility and Province/Territory of Registration, Canada, 2003**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(counts)													
RN Workforce	5,430	1,373	8,498	7,186	62,494	85,187	10,034	8,503	23,964	27,711	290	414	258	241,342
Direct Care	4,832	1,227	7,580	6,501	50,388	71,448	8,554	7,577	21,015	24,850	253	353	228	204,806
Administration	336	**	417	410	2,657	5,251	723	514	1,038	1,160	20	25	**	12,663
Education	207	**	379	225	2,132	4,230	493	339	1,051	1,387	12	28	*	10,532
Research	55	5	122	23	793	876	169	50	270	215	0	0	0	2,578
Not Stated	0	0	0	27	6,524	3,382	95	23	590	99	5	8	10	10,763
LPN Workforce	2,719	619	3,022	2,429	14,831	25,730	2,417	2,056	4,766	4,391	60	98	..	63,138
Direct Care	2,621	607	2,965	2,319	14,512	23,138	2,373	2,024	4,693	4,324	58	76	..	59,710
Admin./Education/Research	*	6	35	91	48	768	44	29	73	59	*	0	..	1,158
Not Stated	**	6	22	19	271	1,824	0	3	0	8	**	22	..	2,270
RPN Workforce	-	-	-	-	-	-	954	939	1,128	2,086	-	-	-	5,107
Direct Care	-	-	-	-	-	-	781	855	1,026	1,921	-	-	-	4,583
Administration	-	-	-	-	-	-	107	38	52	59	-	-	-	256
Education/Research	-	-	-	-	-	-	26	25	22	70	-	-	-	143
Not Stated	-	-	-	-	-	-	40	21	28	36	-	-	-	125
Total Nursing Workforce	8,149	1,992	11,520	9,615	77,325	110,917	13,405	11,498	29,858	34,188	350	512	258	309,587

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

Source: NDB/CIHI

Nursing Workforce by Area of Responsibility and Province/Territory of Registration, Canada, 2003 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(percentage distribution)													
RN Workforce	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	89.0	89.4	89.2	90.5	80.6	83.9	85.3	89.1	87.7	89.7	87.2	85.3	88.4	84.9
Administration	6.2	**	4.9	5.7	4.3	6.2	7.2	6.0	4.3	4.2	6.9	6.0	**	5.2
Education	3.8	**	4.5	3.1	3.4	5.0	4.9	4.0	4.4	5.0	4.1	6.8	*	4.4
Research	1.0	0.4	1.4	0.3	1.3	1.0	1.7	0.6	1.1	0.8	0.0	0.0	0.0	1.1
Not Stated	0.0	0.0	0.0	0.4	10.4	4.0	0.9	0.3	2.5	0.4	1.7	1.9	3.9	4.5
LPN Workforce	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	96.4	98.1	98.1	95.5	97.8	89.9	98.2	98.4	98.5	98.5	96.7	77.6	..	94.6
Admin./Education/Research	*	1.0	1.2	3.7	0.3	3.0	1.8	1.4	1.5	1.3	*	0.0	..	1.8
Not Stated	**	1.0	0.7	0.8	1.8	7.1	0.0	0.1	0.0	0.2	**	22.4	..	3.6
RPN Workforce	-	-	-	-	-	-	100.0	100.0	100.0	100.0	-	-	-	100.0
Direct Care	-	-	-	-	-	-	81.9	91.1	91.0	92.1	-	-	-	89.7
Administration	-	-	-	-	-	-	11.2	4.0	4.6	2.8	-	-	-	5.0
Education/Research	-	-	-	-	-	-	2.7	2.7	2.0	3.4	-	-	-	2.8
Not Stated	-	-	-	-	-	-	4.2	2.2	2.5	1.7	-	-	-	2.4
Total Nursing Workforce	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

Notes

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

E. Summary**Nursing Workforce by Position and Province/Territory of Registration, Canada, 2003**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(Counts)													
RN Workforce	5,430	1,373	8,498	7,186	62,494	85,187	10,034	8,503	23,964	27,711	290	414	258	241,342
Managerial Positions	530	256	1,059	703	9,486	5,216	813	764	1,540	2,008	20	42	33	22,470
Staff/Comm. Health RN	4,363	984	6,775	5,793	42,347	61,228	7,425	6,952	18,927	22,225	212	295	184	177,710
Other Positions	516	127	616	637	4,361	14,889	1,626	708	2,986	2,754	55	67	29	29,371
Not Stated	21	6	48	53	6,300	3,854	170	79	511	724	3	10	12	11,791
LPN Workforce	2,719	619	3,022	2,429	14,831	25,730	2,417	2,056	4,766	4,391	60	98	..	63,138
Managerial Positions	0	10	52	39	39	489	19	15	47	65	n/s	n/s	..	775
Staff/Comm. Health LPN	2,596	529	2,810	2,071	13,937	22,212	2,349	1,817	4,477	3,547	n/s	n/s	..	56,345
Other Positions	106	70	126	318	703	1,954	49	214	211	701	n/s	n/s	..	4,452
Not Stated	17	10	34	1	152	1,075	0	10	31	78	60	98	..	1,566
RPN Workforce	-	-	-	-	-	-	954	939	1,128	2,086	-	-	-	5,107
Managerial Positions	-	-	-	-	-	-	100	88	92	184	-	-	-	464
Staff/Comm. Mental Health RPN	-	-	-	-	-	-	718	709	905	1,542	-	-	-	3,874
Other Positions	-	-	-	-	-	-	104	116	111	328	-	-	-	659
Not Stated	-	-	-	-	-	-	32	26	20	32	-	-	-	110
Total Nursing Workforce	8,149	1,992	11,520	9,615	77,325	110,917	13,405	11,498	29,858	34,188	350	512	258	309,587

Notes

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

Source: NDB/CIHI

Nursing Workforce by Position and Province/Territory of Registration, Canada, 2003 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
(Percentage Distribution)														
RN Workforce	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	9.8	18.6	12.5	9.8	15.2	6.1	8.1	9.0	6.4	7.2	6.9	10.1	12.8	9.3
Staff/Comm. Health RN	80.3	71.7	79.7	80.6	67.8	71.9	74.0	81.8	79.0	80.2	73.1	71.3	71.3	73.6
Other Positions	9.5	9.2	7.2	8.9	7.0	17.5	16.2	8.3	12.5	9.9	19.0	16.2	11.2	12.2
Not Stated	0.4	0.4	0.6	0.7	10.1	4.5	1.7	0.9	2.1	2.6	1.0	2.4	4.7	4.9
LPN Workforce	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	0.0	1.6	1.7	1.6	0.3	1.9	0.8	0.7	1.0	1.5	n/s	n/s	..	1.2
Staff/Comm. Health LPN	95.5	85.5	93.0	85.3	94.0	86.3	97.2	88.4	93.9	80.8	n/s	n/s	..	89.2
Other Positions	3.9	11.3	4.2	13.1	4.7	7.6	2.0	10.4	4.4	16.0	n/s	n/s	..	7.1
Not Stated	0.6	1.6	1.1	<0.1	1.0	4.2	0.0	0.5	0.7	1.8	100.0	100.0	..	2.5
RPN Workforce	-	-	-	-	-	-	100.0	100.0	100.0	100.0	-	-	-	100.0
Managerial Positions	-	-	-	-	-	-	10.5	9.4	8.2	8.8	-	-	-	9.1
Staff/Comm. Mental Health RPN	-	-	-	-	-	-	75.3	75.5	80.2	73.9	-	-	-	75.9
Other Positions	-	-	-	-	-	-	10.9	12.4	9.8	15.7	-	-	-	12.9
Not Stated	-	-	-	-	-	-	3.4	2.8	1.8	1.5	-	-	-	2.2
Total Nursing Workforce	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

Notes

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F. Summary**Nursing Workforce by Multiple Employment Status and Province/Territory of Registration, Canada, 2003**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(Counts)													
RN Workforce	5,430	1,373	8,498	7,186	62,494	85,187	10,034	8,503	23,964	27,711	290	414	258	241,342
Single Employer in Reg'd Nsg	4,972	1,225	7,924	6,309	54,138	76,471	9,269	6,939	19,197	20,995	224	346	201	208,210
Multiple Employers in Reg'd Nsg	440	147	574	871	8,356	8,716	765	1,544	4,520	6,716	57	64	57	32,827
Not Stated	18	1	0	6	0	0	0	20	247	0	9	4	0	305
LPN Workforce	2,719	619	3,022	2,429	14,831	25,730	2,417	2,056	4,766	4,391	60	98	..	63,138
Single Employer in Pract. Nsg	2,483	506	2,575	2,139	12,724	22,480	1,774	1,125	3,708	3,378	17	n/s	..	52,909
Multiple Employers in Pract. Nsg	236	113	447	290	2,107	3,250	643	322	1,058	942	8	n/s	..	9,416
Not Stated	0	0	0	0	0	0	0	609	0	71	35	98	..	813
RPN Workforce	-	-	-	-	-	-	954	939	1,128	2,086	-	-	-	5,107
Single Employer in Psych. Nsg	-	-	-	-	-	-	798	802	950	1,667	-	-	-	4,217
Multiple Employers in Psych. Nsg	-	-	-	-	-	-	156	137	178	419	-	-	-	890
Not Stated	-	-	-	-	-	-	0	0	0	0	-	-	-	0
Total Nursing Workforce	8,149	1,992	11,520	9,615	77,325	110,917	13,405	11,498	29,858	34,188	350	512	258	309,587

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Source: NDB/CIHI

Nursing Workforce by Multiple Employment Status and Province/Territory of Registration, Canada, 2003 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
(Percentage Distribution)														
RN Workforce	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
Single Employer in Reg'd Nsg	91.6	89.2	93.2	87.8	86.6	89.8	92.4	81.6	80.1	75.8	77.2	83.6	77.9	86.3
Multiple Employers in Reg'd Nsg	8.1	10.7	6.8	12.1	13.4	10.2	7.6	18.2	18.9	24.2	19.7	15.5	22.1	13.6
Not Stated	0.3	0.1	0.0	0.1	0.0	0.0	0.0	0.2	1.0	0.0	3.1	1.0	0.0	0.1
LPN Workforce	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
Single Employer in Pract. Nsg	91.3	81.7	85.2	88.1	85.8	87.4	73.4	54.7	77.8	76.9	28.3	n/s	..	83.8
Multiple Employers in Pract. Nsg	8.7	18.3	14.8	11.9	14.2	12.6	26.6	15.7	22.2	21.5	13.3	n/s	..	14.9
Not Stated	0.0	0.0	0.0	0.0	0.0	0.0	0.0	29.6	0.0	1.6	58.3	100.0	..	1.3
RPN Workforce	-	-	-	-	-	-	100.0	100.0	100.0	100.0	-	-	-	100.0
Single Employer in Psych. Nsg	-	-	-	-	-	-	83.6	85.4	84.2	79.9	-	-	-	82.6
Multiple Employers in Psych. Nsg	-	-	-	-	-	-	16.4	14.6	15.8	20.1	-	-	-	17.4
Not Stated	-	-	-	-	-	-	0.0	0.0	0.0	0.0	-	-	-	0.0
Total Nursing Workforce	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

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G. Summary**Nursing Workforce by Sex and Province/Territory of Registration, Canada, 2003**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(Counts)													
RN Workforce	5,430	1,373	8,498	7,186	62,494	85,187	10,034	8,503	23,964	27,711	290	414	258	241,342
Male	225	45	259	293	5,683	3,276	497	270	820	1,284	23	40	30	12,745
Female	5,205	1,328	8,239	6,893	56,811	81,911	9,537	8,233	23,144	26,427	267	374	228	228,597
Not Stated	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LPN Workforce	2,719	619	3,022	2,429	14,831	25,730	2,417	2,056	4,766	4,391	60	98	..	63,138
Male	378	46	149	235	1,189	1,549	89	53	229	378	*	**	..	4,306
Female	2,341	573	2,873	2,194	13,642	24,181	2,328	2,003	4,537	4,013	**	**	..	58,832
Not Stated	-	-	-	-	-	-	-	-	-	-	-	-	..	-
RPN Workforce	-	-	-	-	-	-	954	939	1,128	2,086	-	-	-	5,107
Male	-	-	-	-	-	-	229	144	294	476	-	-	-	1,143
Female	-	-	-	-	-	-	725	795	833	1,609	-	-	-	3,962
Not Stated	-	-	-	-	-	-	0	0	1	1	-	-	-	2
Total Nursing Workforce	8,149	1,992	11,520	9,615	77,325	110,917	13,405	11,498	29,858	34,188	350	512	258	309,587

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Source: NDB/CIHI

Nursing Workforce by Sex and Province/Territory of Registration, Canada, 2003 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(Percentage Distribution)													
RN Workforce	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	3.3	3.0	4.1	9.1	3.8	5.0	3.2	3.4	4.6	7.9	9.7	11.6	5.3
Female	95.9	96.7	97.0	95.9	90.9	96.2	95.0	96.8	96.6	95.4	92.1	90.3	88.4	94.7
Not Stated	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LPN Workforce	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	13.9	7.4	4.9	9.7	8.0	6.0	3.7	2.6	4.8	8.6	*	**	..	6.8
Female	86.1	92.6	95.1	90.3	92.0	94.0	96.3	97.4	95.2	91.4	**	**	..	93.2
Not Stated	-	-	-	-	-	-	-	-	-	-	-	-	..	-
RPN Workforce	-	-	-	-	-	-	100.0	100.0	100.0	100.0	-	-	-	100.0
Male	-	-	-	-	-	-	24.0	15.3	26.1	22.8	-	-	-	22.4
Female	-	-	-	-	-	-	76.0	84.7	73.8	77.1	-	-	-	77.6
Not Stated	-	-	-	-	-	-	0.0	0.0	0.1	<0.1	-	-	-	<0.1
Total Nursing Workforce	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

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Source: NDB/CIHI

H. Summary

Nursing Workforce by Location of Graduation and Province/Territory of Registration, Canada, 2003

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(Counts)													
RN Workforce	5,430	1,373	8,498	7,186	62,494	85,187	10,034	8,503	23,964	27,711	290	414	258	241,342
Canadian-Trained	5,313	1,344	8,304	7,100	60,959	75,425	9,447	8,124	21,309	23,421	270	369	221	221,606
Foreign-Trained	91	25	194	85	1,532	9,682	587	266	930	4,143	20	43	35	17,633
Not Stated	26	4	0	1	3	80	0	113	1,725	147	0	2	2	2,103
LPN Workforce	2,719	619	3,022	2,429	14,831	25,730	2,417	2,056	4,766	4,391	60	98	..	63,138
Canadian-Trained	1,949	**	3,013	2,419	n/s	24,860	2,377	2,019	4,658	4,189	60	**	..	46,257
Foreign-Trained	n/s	*	9	10	n/s	854	40	37	101	0	0	*	..	1,055
Not Stated	770	0	0	0	14,831	16	0	0	7	202	0	0	..	15,826
RPN Workforce	-	-	-	-	-	-	954	939	1,128	2,086	-	-	-	5,107
Canadian-Trained	-	-	-	-	-	-	940	917	1,025	1,686	-	-	-	4,568
Foreign-Trained	-	-	-	-	-	-	14	*	103	**	-	-	-	373
Not Stated	-	-	-	-	-	-	0	**	0	**	-	-	-	166
Total Nursing Workforce	8,149	1,992	11,520	9,615	77,325	110,917	13,405	11,498	29,858	34,188	350	512	258	309,587

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Source: NDB/CIHI

Nursing Workforce by Location of Graduation and Province/Territory of Registration, Canada, 2003 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
(Percentage Distribution)														
RN Workforce	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
Canadian-Trained	97.8	97.9	97.7	98.8	97.5	88.5	94.1	95.5	88.9	84.5	93.1	89.1	85.7	91.8
Foreign-Trained	1.7	1.8	2.3	1.2	2.5	11.4	5.9	3.1	3.9	15.0	6.9	10.4	13.6	7.3
Not Stated	0.5	0.3	0.0	<0.1	<0.1	0.1	0.0	1.3	7.2	0.5	0.0	0.5	0.8	0.9
LPN Workforce	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
Canadian-Trained	71.7	**	99.7	99.6	n/s	96.6	98.3	98.2	97.7	95.4	100.0	**	..	73.3
Foreign-Trained	n/s	*	0.3	0.4	n/s	3.3	1.7	1.8	2.1	0.0	0.0	*	..	1.7
Not Stated	28.3	0.0	0.0	0.0	100.0	0.1	0.0	0.0	0.1	4.6	0.0	0.0	..	25.1
RPN Workforce	-	-	-	-	-	-	100.0	100.0	100.0	100.0	-	-	-	100.0
Canadian-Trained	-	-	-	-	-	-	98.5	97.7	90.9	80.8	-	-	-	89.4
Foreign-Trained	-	-	-	-	-	-	1.5	*	9.1	**	-	-	-	7.3
Not Stated	-	-	-	-	-	-	0.0	**	0.0	**	-	-	-	3.3
Total Nursing Workforce	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

Notes

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- Data are not applicable or do not exist

.. Data not currently collected by CIHI

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Totals may not sum to 100 percent due to rounding

Statistics released by CIHI will differ from statistics released by provincial/territorial authorities due to CIHI's collection, processing and reporting methodologies

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

Source: NDB/CIHI

I. Summary**Nursing Workforce by Years Since Graduation and Province/Territory of Registration, Canada, 2003**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(Counts)													
RN Workforce	5,430	1,373	8,498	7,186	62,494	85,187	10,034	8,503	23,964	27,711	290	414	258	241,342
0–10 years	1,639	249	1,352	1,408	14,975	17,692	2,236	1,731	5,545	6,047	73	141	65	52,977
11–20 years	1,759	398	2,551	2,408	16,847	21,596	3,233	2,259	6,522	7,625	77	118	74	65,467
21–30 years	1,466	390	2,673	2,055	19,764	21,892	2,667	2,481	6,296	7,395	83	84	67	67,313
31+ years	742	336	1,922	1,315	10,908	20,721	1,898	2,032	5,601	6,644	57	71	52	52,299
Not Stated	0	0	0	0	0	3,286	0	0	0	0	0	0	0	3,286
LPN Workforce	2,719	619	3,022	2,429	14,831	25,730	2,417	2,056	4,766	4,391	60	98	..	63,138
0–10 years	761	206	947	1,266	3,336	7,659	718	554	1,697	1,486	19	33	..	18,682
11–20 years	711	170	809	357	3,038	7,239	524	330	1,002	866	20	33	..	15,099
21–30 years	720	143	799	424	4,895	5,904	692	689	987	1,143	16	19	..	16,431
31+ years	527	100	467	382	3,562	4,426	483	483	1,080	896	5	12	..	12,423
Not Stated	0	0	0	0	0	502	0	0	0	0	0	1	..	503
RPN Workforce	–	–	–	–	–	–	954	939	1,128	2,086	–	–	–	5,107
0–10 years	–	–	–	–	–	–	120	179	186	563	–	–	–	1,048
11–20 years	–	–	–	–	–	–	315	289	387	513	–	–	–	1,504
21–30 years	–	–	–	–	–	–	338	269	337	392	–	–	–	1,336
31+ years	–	–	–	–	–	–	181	193	218	520	–	–	–	1,112
Not Stated	–	–	–	–	–	–	0	9	0	98	–	–	–	107
Total Nursing Workforce	8,149	1,992	11,520	9,615	77,325	110,917	13,405	11,498	29,858	34,188	350	512	258	309,587

Notes

– Data are not applicable or do not exist

.. Data not currently collected by CIHI

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

Source: NDB/CIHI

Nursing Workforce by Years Since Graduation and Province/Territory of Registration, Canada, 2003 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(Percentage Distribution)													
RN Workforce	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	30.2	18.1	15.9	19.6	24.0	20.8	22.3	20.4	23.1	21.8	25.2	34.1	25.2	22.0
11-20 years	32.4	29.0	30.0	33.5	27.0	25.4	32.2	26.6	27.2	27.5	26.6	28.5	28.7	27.1
21-30 years	27.0	28.4	31.5	28.6	31.6	25.7	26.6	29.2	26.3	26.7	28.6	20.3	26.0	27.9
31+ years	13.7	24.5	22.6	18.3	17.5	24.3	18.9	23.9	23.4	24.0	19.7	17.1	20.2	21.7
Not Stated	0.0	0.0	0.0	0.0	0.0	3.9	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.4
LPN Workforce	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	28.0	33.3	31.3	52.1	22.5	29.8	29.7	26.9	35.6	33.8	31.7	33.7	..	29.6
11-20 years	26.1	27.5	26.8	14.7	20.5	28.1	21.7	16.1	21.0	19.7	33.3	33.7	..	23.9
21-30 years	26.5	23.1	26.4	17.5	33.0	22.9	28.6	33.5	20.7	26.0	26.7	19.4	..	26.0
31+ years	19.4	16.2	15.5	15.7	24.0	17.2	20.0	23.5	22.7	20.4	8.3	12.2	..	19.7
Not Stated	0.0	0.0	0.0	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0	1.0	..	0.8
RPN Workforce	-	-	-	-	-	-	100.0	100.0	100.0	100.0	-	-	-	100.0
0-10 years	-	-	-	-	-	-	12.6	19.1	16.5	27.0	-	-	-	20.5
11-20 years	-	-	-	-	-	-	33.0	30.8	34.3	24.6	-	-	-	29.4
21-30 years	-	-	-	-	-	-	35.4	28.6	29.9	18.8	-	-	-	26.2
31+ years	-	-	-	-	-	-	19.0	20.6	19.3	24.9	-	-	-	21.8
Not Stated	-	-	-	-	-	-	0.0	1.0	0.0	4.7	-	-	-	2.1
Total Nursing Workforce	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

Notes

- Data are not applicable or do not exist

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Totals may not sum to 100 percent due to rounding

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

J. Summary

Nursing Workforce by Age Group and Province/Territory of Registration, Canada, 2003

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(counts)													
RN Workforce	5,430	1,373	8,498	7,186	62,494	85,187	10,034	8,503	23,964	27,711	290	414	258	241,342
< 25 years	187	34	108	116	2,161	962	83	173	399	451	*	*	*	4,681
25–29 years	515	81	421	471	5,562	5,645	579	506	1,865	1,684	27	38	19	17,413
30–34 years	788	135	757	757	6,180	8,602	991	844	2,492	2,461	28	55	25	24,115
35–39 years	993	190	1,211	1,203	8,006	11,320	1,388	1,030	3,087	3,125	33	63	23	31,672
40–44 years	925	228	1,606	1,270	9,353	12,760	1,685	1,370	3,514	4,107	49	63	43	36,973
45–49 years	884	206	1,666	1,258	11,134	14,295	1,907	1,616	4,129	5,076	57	58	53	42,339
50–54 years	650	237	1,357	1,167	11,130	14,811	1,730	1,438	3,855	4,948	51	62	40	41,476
55–59 years	356	164	926	679	6,388	10,357	1,051	910	2,790	3,794	32	38	25	27,510
60–64 years	118	78	364	226	1,953	5,096	497	493	1,440	1,736	**	26	**	12,058
65–69 years	**	**	70	34	404	1,147	99	112	320	286	0	6	*	2,507
70+ years	*	*	12	5	223	191	18	11	62	43	0	*	*	575
Not Stated	0	0	0	0	0	1	6	0	11	0	0	2	3	23
LPN Workforce	2,719	619	3,022	2,429	14,831	25,730	2,417	2,056	4,766	4,391	60	98	..	63,138
< 25 years	**	18	53	107	522	533	76	108	274	113	0	*	..	1,871
25–29 years	154	**	259	210	989	1,684	159	172	386	287	*	7	..	4,339
30–34 years	265	60	363	273	1,164	2,571	204	138	398	385	5	10	..	5,836
35–39 years	410	88	441	310	1,693	3,196	267	174	456	435	5	15	..	7,490
40–44 years	496	110	545	374	2,341	3,966	346	313	669	631	14	16	..	9,821
45–49 years	494	115	544	435	2,848	4,685	437	434	812	872	9	20	..	11,705
50–54 years	445	98	428	366	3,002	4,640	453	367	768	825	16	11	..	11,419
55–59 years	342	63	282	264	1,796	3,090	337	232	634	593	5	13	..	7,651
60–64 years	48	34	94	83	367	1,145	120	107	322	208	*	*	..	2,533
65–69 years	*	*	**	7	65	192	**	**	**	33	0	0	..	380
70+ years	0	0	*	0	44	28	*	*	*	9	0	0	..	91
Not Stated	0	0	0	0	0	0	0	0	0	0	2	0	..	2
RPN Workforce	–	–	–	–	–	–	954	939	1,128	2,086	–	–	–	5,107
< 25 years	–	–	–	–	–	–	**	*	**	10	–	–	–	36
25–29 years	–	–	–	–	–	–	26	35	39	116	–	–	–	216
30–34 years	–	–	–	–	–	–	62	109	78	174	–	–	–	423
35–39 years	–	–	–	–	–	–	105	133	171	237	–	–	–	646
40–44 years	–	–	–	–	–	–	201	158	182	280	–	–	–	821
45–49 years	–	–	–	–	–	–	220	149	198	301	–	–	–	868
50–54 years	–	–	–	–	–	–	189	131	184	378	–	–	–	882
55–59 years	–	–	–	–	–	–	94	91	183	404	–	–	–	772
60–64 years	–	–	–	–	–	–	34	54	58	152	–	–	–	298
65–69 years	–	–	–	–	–	–	13	10	10	26	–	–	–	59
70+ years	–	–	–	–	–	–	*	*	*	7	–	–	–	14
Not Stated	–	–	–	–	–	–	0	66	5	1	–	–	–	72
Total Nursing Workforce	8,149	1,992	11,520	9,615	77,325	110,917	13,405	11,498	29,858	34,188	350	512	258	309,587

Notes

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Source: NDB/CIHI

Nursing Workforce by Age Group and Province/Territory of Registration, Canada, 2003 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(percentage distribution)													
RN Workforce	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	3.4	2.5	1.3	1.6	3.5	1.1	0.8	2.0	1.7	1.6	*	*	*	1.9
25-29 years	9.5	5.9	5.0	6.6	8.9	6.6	5.8	6.0	7.8	6.1	9.3	9.2	7.4	7.2
30-34 years	14.5	9.8	8.9	10.5	9.9	10.1	9.9	9.9	10.4	8.9	9.7	13.3	9.7	10.0
35-39 years	18.3	13.8	14.3	16.7	12.8	13.3	13.8	12.1	12.9	11.3	11.4	15.2	8.9	13.1
40-44 years	17.0	16.6	18.9	17.7	15.0	15.0	16.8	16.1	14.7	14.8	16.9	15.2	16.7	15.3
45-49 years	16.3	15.0	19.6	17.5	17.8	16.8	19.0	19.0	17.2	18.3	19.7	14.0	20.5	17.5
50-54 years	12.0	17.3	16.0	16.2	17.8	17.4	17.2	16.9	16.1	17.9	17.6	15.0	15.5	17.2
55-59 years	6.6	11.9	10.9	9.4	10.2	12.2	10.5	10.7	11.6	13.7	11.0	9.2	9.7	11.4
60-64 years	2.2	5.7	4.3	3.1	3.1	6.0	5.0	5.8	6.0	6.3	**	6.3	**	5.0
65-69 years	**	**	0.8	0.5	0.6	1.3	1.0	1.3	1.3	1.0	0.0	1.4	*	1.0
70+ years	*	*	0.1	0.1	0.4	0.2	0.2	0.1	0.3	0.2	0.0	*	*	0.2
Not Stated	0.0	0.0	0.0	0.0	0.0	<0.1	0.1	0.0	<0.1	0.0	0.0	0.5	1.2	<0.1
LPN Workforce	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	**	2.9	1.8	4.4	3.5	2.1	3.1	5.3	5.7	2.6	0.0	*	..	3.0
25-29 years	5.7	**	8.6	8.6	6.7	6.5	6.6	8.4	8.1	6.5	*	7.1	..	6.9
30-34 years	9.7	9.7	12.0	11.2	7.8	10.0	8.4	6.7	8.4	8.8	8.3	10.2	..	9.2
35-39 years	15.1	14.2	14.6	12.8	11.4	12.4	11.0	8.5	9.6	9.9	8.3	15.3	..	11.9
40-44 years	18.2	17.8	18.0	15.4	15.8	15.4	14.3	15.2	14.0	14.4	23.3	16.3	..	15.6
45-49 years	18.2	18.6	18.0	17.9	19.2	18.2	18.1	21.1	17.0	19.9	15.0	20.4	..	18.5
50-54 years	16.4	15.8	14.2	15.1	20.2	18.0	18.7	17.9	16.1	18.8	26.7	11.2	..	18.1
55-59 years	12.6	10.2	9.3	10.9	12.1	12.0	13.9	11.3	13.3	13.5	8.3	13.3	..	12.1
60-64 years	1.8	5.5	3.1	3.4	2.5	4.5	5.0	5.2	6.8	4.7	*	*	..	4.0
65-69 years	*	*	**	0.3	0.4	0.7	**	**	**	0.8	0.0	0.0	..	0.6
70+ years	0.0	0.0	*	0.0	0.3	0.1	*	*	*	0.2	0.0	0.0	..	0.1
Not Stated	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.3	0.0	..	<0.1
RPN Workforce	-	-	-	-	-	-	100.0	100.0	100.0	100.0	-	-	-	100.0
< 25 years	-	-	-	-	-	-	**	*	**	0.5	-	-	-	0.7
25-29 years	-	-	-	-	-	-	2.7	3.7	3.5	5.6	-	-	-	4.2
30-34 years	-	-	-	-	-	-	6.5	11.6	6.9	8.3	-	-	-	8.3
35-39 years	-	-	-	-	-	-	11.0	14.2	15.2	11.4	-	-	-	12.6
40-44 years	-	-	-	-	-	-	21.1	16.8	16.1	13.4	-	-	-	16.1
45-49 years	-	-	-	-	-	-	23.1	15.9	17.6	14.4	-	-	-	17.0
50-54 years	-	-	-	-	-	-	19.8	14.0	16.3	18.1	-	-	-	17.3
55-59 years	-	-	-	-	-	-	9.9	9.7	16.2	19.4	-	-	-	15.1
60-64 years	-	-	-	-	-	-	3.6	5.8	5.1	7.3	-	-	-	5.8
65-69 years	-	-	-	-	-	-	1.4	1.1	0.9	1.2	-	-	-	1.2
70+ years	-	-	-	-	-	-	*	*	*	0.3	-	-	-	0.3
Not Stated	-	-	-	-	-	-	0.0	7.0	0.4	<0.1	-	-	-	1.4
Total Nursing Workforce	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

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 .. Data not currently collected by CIHI
 <0.1 Value is 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.

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Source: NDB/CIHI

K. Summary**Nursing Workforce by Average Age and Province/Territory of Registration, Canada, 2003**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(Years)													
RN Workforce	41.1	44.7	44.7	43.5	43.5	45.1	44.8	44.9	44.7	45.6	44.0	43.8	45.4	44.5
LPN Workforce	43.8	44.4	42.9	42.8	44.4	44.6	45.0	44.4	44.4	45.3	45.9	43.3	..	44.4
RPN Workforce	-	-	-	-	-	-	46.0	44.9	46.0	47.0	-	-	-	46.2
Total Nursing Workforce	42.0	44.6	44.2	43.3	43.6	45.0	44.9	44.8	44.7	45.7	44.4	43.7	45.4	44.5

Notes

- Data are not applicable or do not exist

.. Data not currently collected by CIHI

Statistics released by CIHI will differ from statistics released by provincial/territorial authorities due to CIHI's collection, processing and reporting methodologies

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

Source: NDB/CIHI

K. Summary

Difference from Average Age of Provincial/Territorial Nursing Workforce by Province/Territory of Registration, Canada, 2003

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(Years)													
RN Workforce	-0.9	0.1	0.5	0.2	-0.1	0.1	-0.1	0.1	0.0	-0.1	-0.4	0.1	0.0	0.0
LPN Workforce	1.8	-0.2	-1.3	-0.5	0.8	-0.4	0.1	-0.4	-0.3	-0.4	1.5	-0.4	..	-0.1
RPN Workforce	-	-	-	-	-	-	1.1	0.1	1.3	1.3	-	-	-	1.7
Total Nursing Workforce	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Notes

- Data are not applicable or do not exist

.. Data not currently collected by CIHI

Negative values indicate a workforce that is younger than the total nursing workforce in that jurisdiction; positive values indicate a workforce that is older

Statistics released by CIHI will differ from statistics released by provincial/territorial authorities due to CIHI's collection, processing and reporting methodologies

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

Source: NDB/CIHI

L. Summary**Nursing Workforce by Initial Education in Nursing Discipline and Province/Territory of Registration, Canada, 2003**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(Counts)													
RN Workforce	5,430	1,373	8,498	7,186	62,494	85,187	10,034	8,503	23,964	27,711	290	414	258	241,342
Diploma in Reg'd Nsg	4,303	1,114	7,015	5,426	57,979	74,602	8,195	6,854	18,618	22,816	215	344	212	207,693
Bacc./Master's in Reg'd Nsg	1,127	259	1,483	1,760	4,515	10,585	1,839	1,649	5,346	4,895	75	70	46	33,649
LPN Workforce	2,719	619	3,022	2,429	14,831	25,730	2,417	2,056	4,766	4,391	60	98	..	63,138
Equiv./Diploma in Pract. Nsg	2,719	619	3,022	2,429	14,831	25,730	2,417	2,056	4,766	4,391	60	98	..	63,138
RPN Workforce	-	-	-	-	-	-	954	939	1,128	2,086	-	-	-	5,107
Diploma in Psych. Nsg	-	-	-	-	-	-	906	939	1,120	2,018	-	-	-	4,983
Baccalaureate in Psych. Nsg	-	-	-	-	-	-	48	0	8	68	-	-	-	124
Total Nursing Workforce	8,149	1,992	11,520	9,615	77,325	110,917	13,405	11,498	29,858	34,188	350	512	258	309,587

Notes

- Data are not applicable or do not exist

.. Data not currently collected by CIHI

The Baccalaureate/Master's in Registered Nursing total includes 92 RNs with a Master's as their initial education in registered nursing

Statistics released by CIHI will differ from statistics released by provincial/territorial authorities due to CIHI's collection, processing and reporting methodologies

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

Source: NDB/CIHI

Nursing Workforce by Initial Education in Nursing Discipline and Province/Territory of Registration, Canada, 2003 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(Percentage Distribution)													
RN Workforce	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 in Reg'd Nsg	79.2	81.1	82.5	75.5	92.8	87.6	81.7	80.6	77.7	82.3	74.1	83.1	82.2	86.1
Bacc./Master's in Reg'd Nsg	20.8	18.9	17.5	24.5	7.2	12.4	18.3	19.4	22.3	17.7	25.9	16.9	17.8	13.9
LPN Workforce	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
Equiv./Diploma in Pract. Nsg	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
RPN Workforce	-	-	-	-	-	-	100.0	100.0	100.0	100.0	-	-	-	100.0
Diploma in Psych. Nsg	-	-	-	-	-	-	95.0	100.0	99.3	96.7	-	-	-	97.6
Baccalaureate in Psych. Nsg	-	-	-	-	-	-	5.0	0.0	0.7	3.3	-	-	-	2.4
Total Nursing Workforce	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

Notes

- Data are not applicable or do not exist

.. Data not currently collected by CIHI

Totals may not sum to 100 percent due to rounding

Statistics released by CIHI will differ from statistics released by provincial/territorial authorities due to CIHI's collection, processing and reporting methodologies

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

M. Summary**Nursing Workforce by Highest Education in Nursing Discipline and Province/Territory of Registration, Canada, 2003**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(counts)													
RN Workforce	5,430	1,373	8,498	7,186	62,494	85,187	10,034	8,503	23,964	27,711	290	414	258	241,342
Diploma in Reg'd Nsg	3,932	954	5,936	4,522	39,559	64,811	7,060	6,174	14,963	18,304	159	283	167	166,824
Baccalaureate in Reg'd Nsg	1,406	401	2,362	2,523	21,545	18,587	2,749	2,238	8,313	8,634	**	124	**	69,093
Master's/Doct. in Reg'd Nsg	92	18	200	141	1,390	1,789	225	91	688	773	*	7	**	5,425
LPN Workforce	2,719	619	3,022	2,429	14,831	25,730	2,417	2,056	4,766	4,391	60	98	..	63,138
Equiv./Diploma in Pract. Nsg	2,719	619	3,022	2,429	14,831	25,730	2,417	2,056	4,766	4,391	60	98	..	63,138
RPN Workforce	-	-	-	-	-	-	954	939	1,128	2,086	-	-	-	5,107
Diploma in Psych. Nsg	-	-	-	-	-	-	887	932	1,117	1,845	-	-	-	4,781
Baccalaureate in Psych. Nsg	-	-	-	-	-	-	67	7	**	**	-	-	-	273
Master's/Doct. in Psych. Nsg	-	-	-	-	-	-	0	0	*	**	-	-	-	53
Total Nursing Workforce	8,149	1,992	11,520	9,615	77,325	110,917	13,405	11,498	29,858	34,188	350	512	258	309,587

Notes

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

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

- Data are not applicable or do not exist

.. Data not currently collected by CIHI

The Master's/Doctorate in Registered Nursing total is comprised of 5,150 RNs who earned a master's and 275 RNs who earned a doctorate as their highest level of education in registered nursing

The Master's/Doctorate in Psychiatric Nursing total is comprised of 45 RNs who earned a master's degree and 8 RNs who earned a doctorate as their highest level of education in psychiatric nursing

Statistics released by CIHI will differ from statistics released by provincial/territorial authorities due to CIHI's collection, processing and reporting methodologies

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

Source: NDB/CIHI

M.Summary

Nursing Workforce by Highest Education in Nursing Discipline and Province/Territory of Registration, Canada, 2003 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(percentage distribution)													
RN Workforce	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 in Reg'd Nsg	72.4	69.5	69.9	62.9	63.3	76.1	70.4	72.6	62.4	66.1	54.8	68.4	64.7	69.1
Baccalaureate in Reg'd Nsg	25.9	29.2	27.8	35.1	34.5	21.8	27.4	26.3	34.7	31.2	**	30.0	**	28.6
Master's/Doct. in Reg'd Nsg	1.7	1.3	2.4	2.0	2.2	2.1	2.2	1.1	2.9	2.8	*	1.7	**	2.2
LPN Workforce	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
Equiv./Diploma in Pract. Nsg	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
RPN Workforce	-	-	-	-	-	-	100.0	100.0	100.0	100.0	-	-	-	100.0
Diploma in Psych. Nsg	-	-	-	-	-	-	93.0	99.3	99.0	88.4	-	-	-	93.6
Baccalaureate in Psych. Nsg	-	-	-	-	-	-	7.0	0.7	**	**	-	-	-	5.3
Master's/Doct. in Psych. Nsg	-	-	-	-	-	-	0.0	0.0	*	**	-	-	-	1.0
Total Nursing Workforce	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

Notes

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

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

- Data are not applicable or do not exist

.. Data not currently collected by CIHI

Totals may not sum to 100 percent due to rounding

Statistics released by CIHI will differ from statistics released by provincial/territorial authorities due to CIHI's collection, processing and reporting methodologies

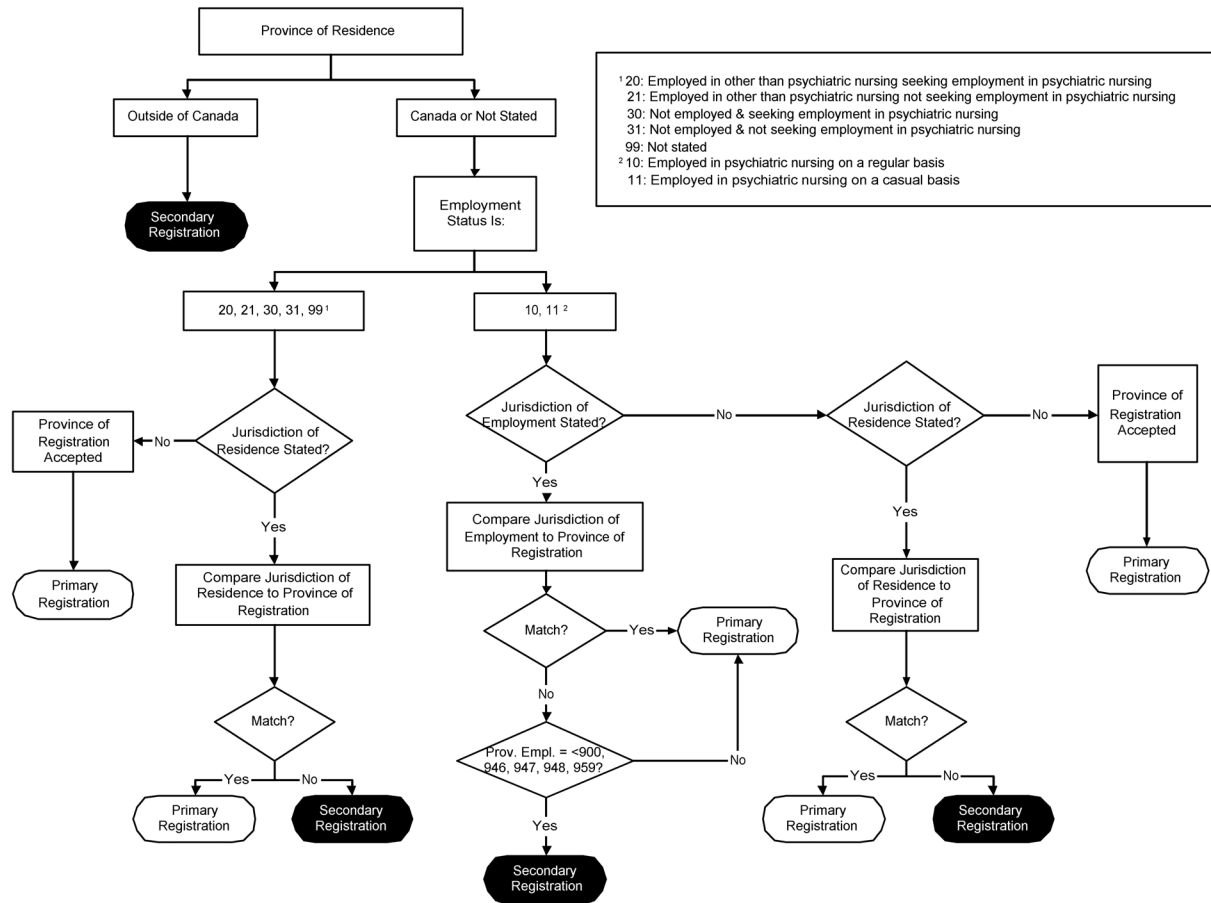
Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of Nursing data

Source: NDB/CIHI

Appendix A

Identification of Secondary Registrations

**Registered Psychiatric Nurses Database
Identification of Secondary Registrations**

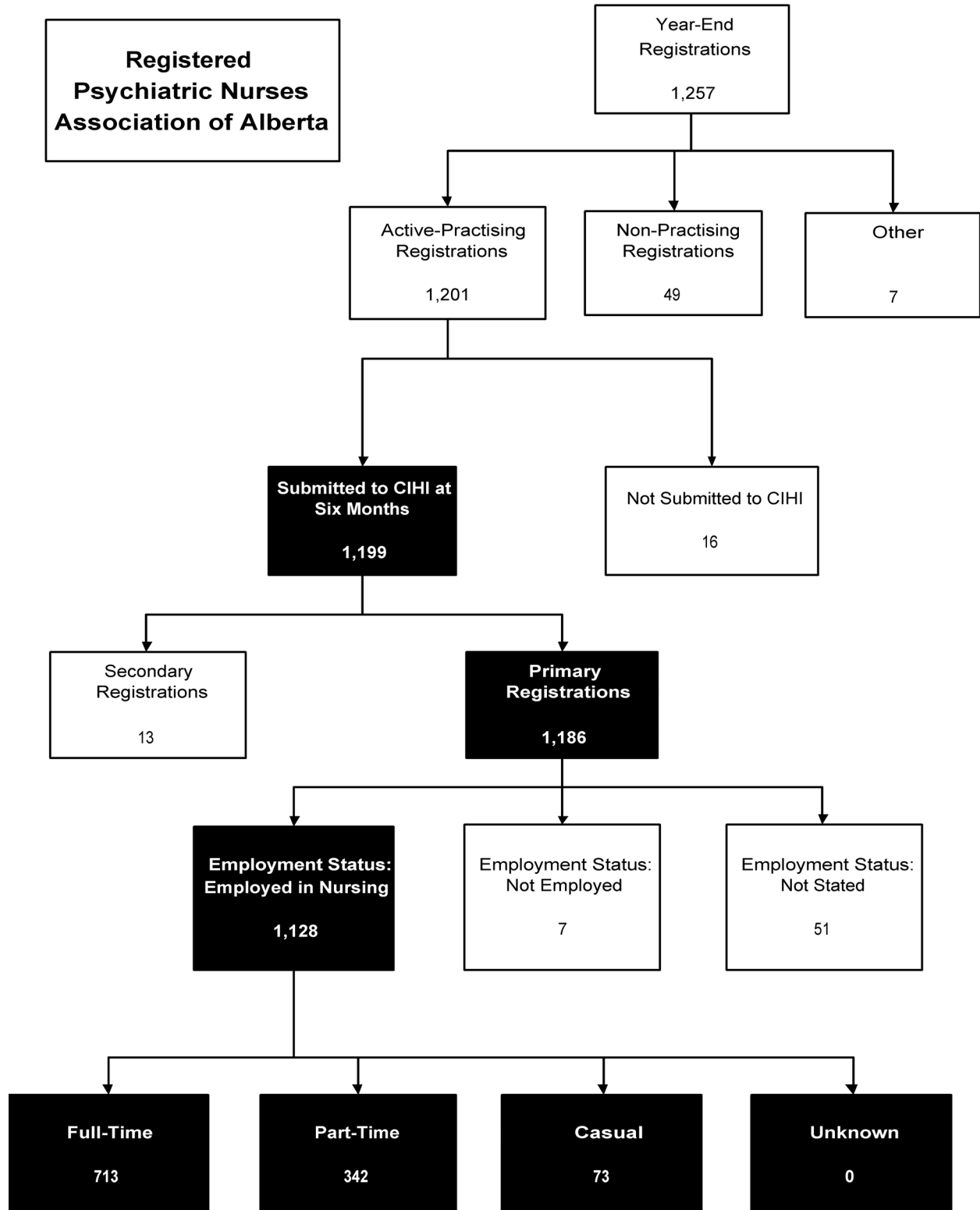


¹ 20: Employed in other than psychiatric nursing seeking employment in psychiatric nursing
 21: Employed in other than psychiatric nursing not seeking employment in psychiatric nursing
 30: Not employed & seeking employment in psychiatric nursing
 31: Not employed & not seeking employment in psychiatric nursing
 99: Not stated
² 10: Employed in psychiatric nursing on a regular basis
 11: Employed in psychiatric nursing on a casual basis

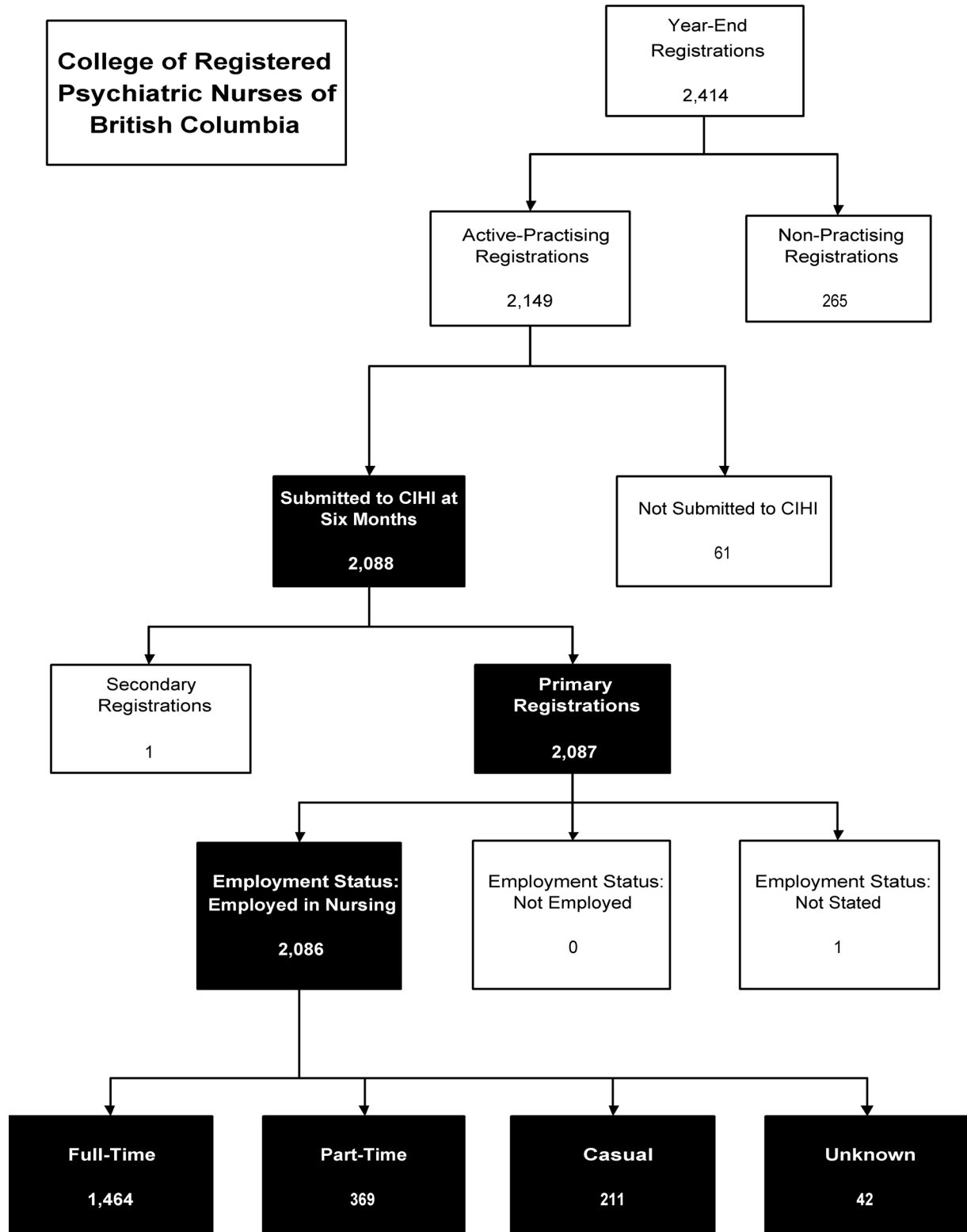
Appendix B

Comparison of CIHI Statistics to Regulatory Statistics

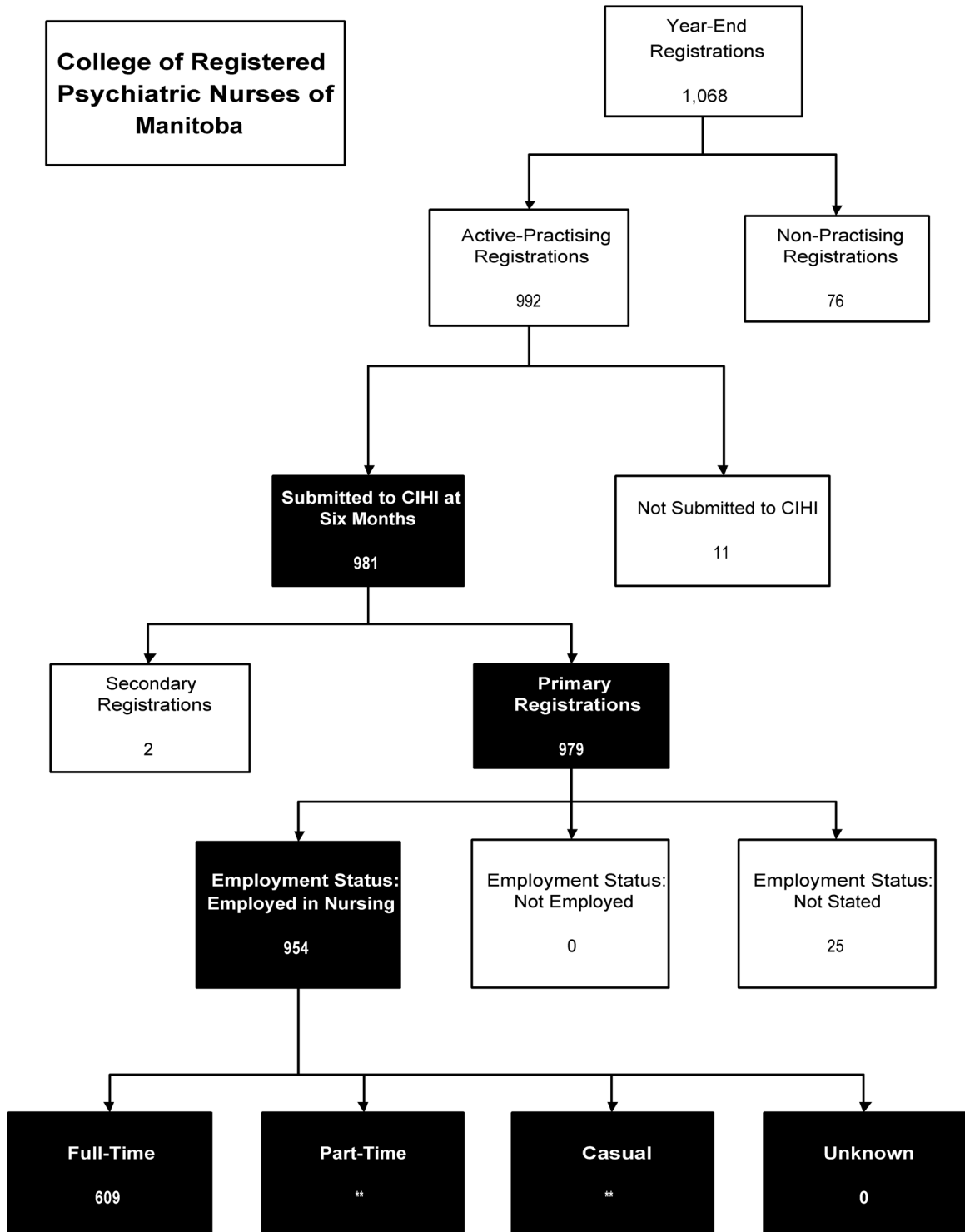
Tracing Regulatory Data to CIHI Data



Tracing Regulatory Data to CIHI Data

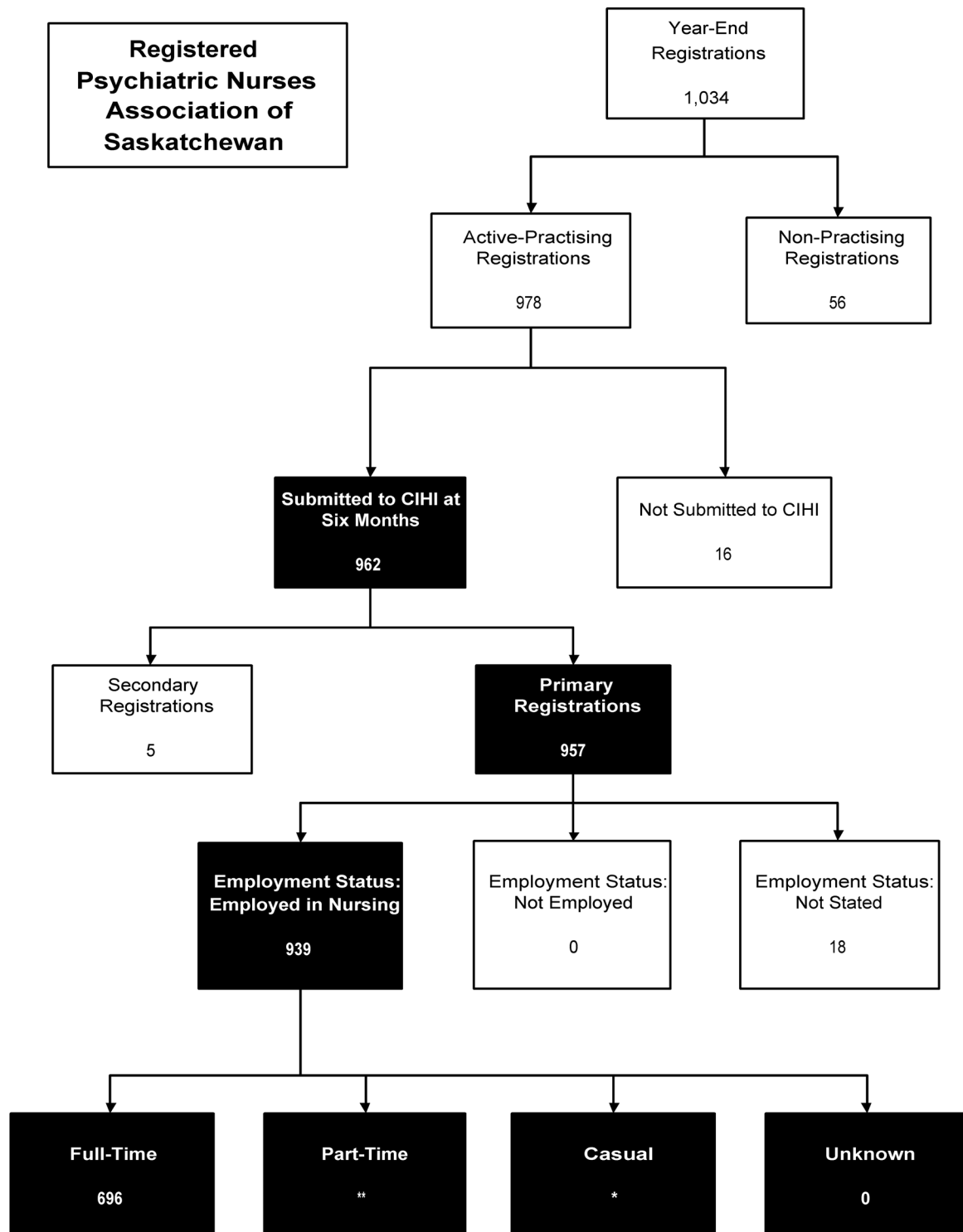


Tracing Regulatory Data to CIHI Data



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

Tracing Regulatory Data to CIHI Data



Notes

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

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

Appendix C

Registered Psychiatric Nursing Contact Information

Registered Psychiatric Nursing Contact Information

Provincial Regulating Authorities

Manitoba

College of Registered Psychiatric Nurses of Manitoba

1854 Portage Avenue
Winnipeg, Manitoba, R3J 0G9
Tel: (204) 888-4841
Fax: (204) 888-8638
Email: crpnm@crpnm.mb.ca
Web site: www.crpnm.mb.ca

Saskatchewan

Registered Psychiatric Nurses Association of Saskatchewan

2055 Lorne Street
Regina, Saskatchewan, S4P 2M4
Tel: (306) 586-4617
Fax: (306) 586-6000
Email: rpnas@rpnas.com
Web site: www.rpnas.com

Alberta

Registered Psychiatric Nurses. Association of Alberta

201.9711 45th Avenue
Edmonton, Alberta, T6E 5V8
Tel: (780) 434-7666
Fax: (780) 436-4165
Email: rpnaa@rpnaa.ab.ca
Web site: www.rpnaa.ab.ca

British Columbia

College of Registered Psychiatric Nurses of British Columbia

251.3041 Anson Avenue
Coquitlam, British Columbia, V3B 2H6
Tel: (604) 944-4941
Fax: (604) 944-4945
Email: crpnbc@telus.net
Web site: www.crpnb.bc.ca

Other Psychiatric Nursing Associations

Registered Psychiatric Nurses of Canada

201.9711 45th Avenue

Edmonton, Alberta, T6E 5V8

Tel: (780) 434-7666

Fax: (780) 436-4165

Email: psychiatricnurse@rpnaa.ab.ca

Web site: www.psychiatricnurse.ca

Appendix D

List of Data Tables on CD-ROM

Comprehensive versions of Series A–M data tables and the Appendices in Microsoft® Excel® format are available for download with the electronic version of this report. All references to the CD-ROM throughout this report refer to these data tables.

List of Data Tables on CD-ROM

Series A—Total Registrations

- A.RN.1 RN Registrations by Province/Territory of Registration, Canada, 2003
- A.RN.2 RN Registrations by Age Group and Province/Territory of Registration, Canada, 2003
- A.RN.3 RN Registrations by Highest Education in Nursing and Province/Territory of Registration, Canada, 2003

- A.LPN.1 LPN Registrations by Province/Territory of Registration, Canada, 2003
- A.LPN.2 LPN Registrations by Age Group and Province/Territory of Registration, Canada, 2003
- A.LPN.3 LPN Registrations by Highest Education in Practical Nursing and Province/Territory of Registration, Canada, 2003

- A.RPN.1 RPN Registrations by Province of Registration, Canada, 2003
- A.RPN.2 RPN Registrations by Age Group and Province of Registration, Canada, 2003
- A.RPN.3 RPN Registrations by Highest Education in Psychiatric Nursing and Province of Registration, Canada, 2003

Series B—Employment Status

- B.RN.1 RN Workforce by Employment Status and Province/Territory of Registration, Canada, 2003
- B.RN.2 RN Workforce by Employment Status, Multiple Employment Status and Province/Territory of Registration, Canada, 2003
- B.RN.3 RN Workforce by Employment Status, Age Group and Province/Territory of Registration, Canada, 2003
- B.RN.4 RN Workforce by Employment Status, Average Age and Province/Territory of Registration, Canada, 2003
- B.RN.5 RN Workforce by Employment Status, Sex and Province/Territory of Registration, Canada, 2003
- B.RN.6 RN Workforce by Employment Status, Highest Education in Nursing and Province/Territory of Registration, Canada, 2003
- B.RN.7 RN Workforce by Employment Status, Years Since Graduation and Province/Territory of Registration, Canada, 2003

List of Data Tables on CD-ROM (cont'd)

Series B—Employment Status (cont'd)

- B.LPN.1 LPN Workforce by Employment Status and Province/Territory of Registration, Canada, 2003
- B.LPN.2 LPN Workforce by Employment Status, Multiple Employment Status and Province/Territory of Registration, Canada, 2003
- B.LPN.3 LPN Workforce by Employment Status, Age Group and Province/Territory of Registration, Canada, 2003
- B.LPN.4 LPN Workforce by Employment Status, Average Age and Province/Territory of Registration, Canada, 2003
- B.LPN.5 LPN Workforce by Employment Status, Sex and Province/Territory of Registration, Canada, 2003
- B.LPN.6 LPN Workforce by Employment Status, Highest Education in Practical Nursing and Province/Territory of Registration, Canada, 2003
- B.LPN.7 LPN Workforce by Employment Status, Years Since Graduation and Province/Territory of Registration, Canada, 2003

- B.RPN.1 RPN Workforce by Employment Status and Province of Registration, Canada, 2003
- B.RPN.2 RPN Workforce by Employment Status, Multiple Employment Status and Province of Registration, Canada, 2003
- B.RPN.3 RPN Workforce by Employment Status, Age Group and Province of Registration, Canada, 2003
- B.RPN.4 RPN Workforce by Employment Status, Average Age and Province of Registration, Canada, 2003
- B.RPN.5 RPN Workforce by Employment Status, Sex and Province of Registration, Canada, 2003
- B.RPN.6 RPN Workforce by Employment Status, Highest Education in Psychiatric Nursing and Province of Registration, Canada, 2003
- B.RPN.7 RPN Workforce by Employment Status, Years Since Graduation and Province of Registration, Canada, 2003

Series C—Place of Work

- C.RN.1 RN Workforce by Place of Work and Province/Territory of Registration, Canada, 2003
- C.RN.2 RN Workforce by Place of Work, Employment Status and Province/Territory of Registration, Canada, 2003
- C.RN.3 RN Workforce by Place of Work, Multiple Employment Status and Province/Territory of Registration, Canada, 2003
- C.RN.4 RN Workforce by Place of Work, Age Group and Province/Territory of Registration, Canada, 2003

List of Data Tables on CD-ROM (cont'd)

Series C—Place of Work (cont'd)

- C.RN.5 RN Workforce by Place of Work, Average Age and Province/Territory of Registration, Canada, 2003
- C.RN.6 RN Workforce by Place of Work, Sex and Province/Territory of Registration, Canada, 2003
- C.RN.7 RN Workforce by Place of Work, Highest Education in Nursing and Province/Territory of Registration, Canada, 2003
- C.RN.8 RN Workforce by Place of Work, Years Since Graduation and Province/Territory of Registration, Canada, 2003

- C.LPN.1 LPN Workforce by Place of Work and Province/Territory of Registration, Canada, 2003
- C.LPN.2 LPN Workforce by Place of Work, Employment Status and Province/Territory of Registration, Canada, 2003
- C.LPN.3 LPN Workforce by Place of Work, Multiple Employment Status and Province/Territory of Registration, Canada, 2003
- C.LPN.4 LPN Workforce by Place of Work, Age Group and Province/Territory of Registration, Canada, 2003
- C.LPN.5 LPN Workforce by Place of Work, Average Age and Province/Territory of Registration, Canada, 2003
- C.LPN.6 LPN Workforce by Place of Work, Sex and Province/Territory of Registration, Canada, 2003
- C.LPN.7 LPN Workforce by Place of Work, Highest Education in Practical Nursing and Province/Territory of Registration, Canada, 2003
- C.LPN.8 LPN Workforce by Place of Work, Years Since Graduation and Province/Territory of Registration, Canada, 2003

- C.RPN.1 RPN Workforce by Place of Work and Province of Registration, Canada, 2003
- C.RPN.2 RPN Workforce by Place of Work, Employment Status and Province of Registration, Canada, 2003
- C.RPN.3 RPN Workforce by Place of Work, Multiple Employment Status and Province of Registration, Canada, 2003
- C.RPN.4 RPN Workforce by Place of Work, Age Group and Province of Registration, Canada, 2003
- C.RPN.5 RPN Workforce by Place of Work, Average Age and Province of Registration, Canada, 2003
- C.RPN.6 RPN Workforce by Place of Work, Sex and Province of Registration, Canada, 2003

List of Data Tables on CD-ROM (cont'd)

Series C—Place of Work (cont'd)

- C.RPN.7 RPN Workforce by Place of Work, Highest Education in Psychiatric Nursing and Province/Territory of Registration, Canada, 2003
- C.RPN.8 RPN Workforce by Place of Work, Years Since Graduation and Province/Territory of Registration, Canada, 2003

Series D—Area of Responsibility

- D.RN.1 RN Workforce by Area of Responsibility and Province/Territory of Registration, Canada, 2003
- D.RN.2 RN Workforce by Area of Responsibility, Employment Status and Province/Territory of Registration, Canada, 2003
- D.RN.3 RN Workforce by Area of Responsibility, Multiple Employment Status and Province/Territory of Registration, Canada, 2003
- D.RN.4 RN Workforce by Area of Responsibility, Age Group and Province/Territory of Registration, Canada, 2003
- D.RN.5 RN Workforce by Area of Responsibility, Average Age and Province/Territory of Registration, Canada, 2003
- D.RN.6 RN Workforce by Area of Responsibility, Sex and Province/Territory of Registration, Canada, 2003
- D.RN.7 RN Workforce by Area of Responsibility, Highest Education in Nursing and Province/Territory of Registration, Canada, 2003
- D.RN.8 RN Workforce by Area of Responsibility, Years Since Graduation and Province/Territory of Registration, Canada, 2003

- D.LPN.1 LPN Workforce by Area of Responsibility and Province/Territory of Registration, Canada, 2003
- D.LPN.2 LPN Workforce by Area of Responsibility, Employment Status and Province/Territory of Registration, Canada, 2003
- D.LPN.3 LPN Workforce by Area of Responsibility, Multiple Employment Status and Province/Territory of Registration, Canada, 2003
- D.LPN.4 LPN Workforce by Area of Responsibility, Age Group and Province/Territory of Registration, Canada, 2003
- D.LPN.5 LPN Workforce by Area of Responsibility, Average Age and Province/Territory of Registration, Canada, 2003
- D.LPN.6 LPN Workforce by Area of Responsibility, Sex and Province/Territory of Registration, Canada, 2003
- D.LPN.7 LPN Workforce by Area of Responsibility, Highest Education in Practical Nursing and Province/Territory of Registration, Canada, 2003
- D.LPN.8 LPN Workforce by Area of Responsibility, Years Since Graduation and Province/Territory of Registration, Canada, 2003

List of Data Tables on CD-ROM (cont'd)

Series D—Area of Responsibility (cont'd)

- D.RPN.1 RPN Workforce by Area of Responsibility and Province of Registration, Canada, 2003
- D.RPN.2 RPN Workforce by Area of Responsibility, Employment Status and Province of Registration, Canada, 2003
- D.RPN.3 RPN Workforce by Area of Responsibility, Multiple Employment Status and Province of Registration, Canada, 2003
- D.RPN.4 RPN Workforce by Area of Responsibility, Age Group and Province of Registration, Canada, 2003
- D.RPN.5 RPN Workforce by Area of Responsibility, Average Age and Province of Registration, Canada, 2003
- D.RPN.6 RPN Workforce by Area of Responsibility, Sex and Province of Registration, Canada, 2003
- D.RPN.7 RPN Workforce by Area of Responsibility, Highest Education in Psychiatric Nursing and Province of Registration, Canada, 2003
- D.RPN.8 RPN Workforce by Area of Responsibility, Years Since Graduation and Province of Registration, Canada, 2003

Series E—Position

- E.RN.1 RN Workforce by Position and Province/Territory of Registration, Canada, 2003
- E.RN.2 RN Workforce by Position, Employment Status and Province/Territory of Registration, Canada, 2003
- E.RN.3 RN Workforce by Position, Multiple Employment Status and Province/Territory of Registration, Canada, 2003
- E.RN.4 RN Workforce by Position, Age Group and Province/Territory of Registration, Canada, 2003
- E.RN.5 RN Workforce by Position, Average Age and Province/Territory of Registration, Canada, 2003
- E.RN.6 RN Workforce by Position, Sex and Province/Territory of Registration, Canada, 2003
- E.RN.7 RN Workforce by Position, Highest Education in Nursing and Province/Territory of Registration, Canada, 2003
- E.RN.8 RN Workforce by Position, Years Since Graduation and Province/Territory of Registration, Canada, 2003

- E.LPN.1 LPN Workforce by Position and Province/Territory of Registration, Canada, 2003
- E.LPN.2 LPN Workforce by Position, Employment Status and Province/Territory of Registration, Canada, 2003
- E.LPN.3 LPN Workforce by Position, Multiple Employment Status and Province/Territory of Registration, Canada, 2003

List of Data Tables on CD-ROM (cont'd)

Series E—Position (cont'd)

- E.LPN.4 LPN Workforce by Position, Age Group and Province/Territory of Registration, Canada, 2003
- E.LPN.5 LPN Workforce by Position, Average Age and Province/Territory of Registration, Canada, 2003
- E.LPN.6 LPN Workforce by Position, Sex and Province/Territory of Registration, Canada, 2003
- E.LPN.7 LPN Workforce by Position, Highest Education in Practical Nursing and Province/Territory of Registration, Canada, 2003
- E.LPN.8 LPN Workforce by Position, Years Since Graduation and Province/Territory of Registration, Canada, 2003

- E.RPN.1 RPN Workforce by Position and Province of Registration, Canada, 2003
- E.RPN.2 RPN Workforce by Position, Employment Status and Province of Registration, Canada, 2003
- E.RPN.3 RPN Workforce by Position, Multiple Employment Status and Province of Registration, Canada, 2003
- E.RPN.4 RPN Workforce by Position, Age Group and Province of Registration, Canada, 2003
- E.RPN.5 RPN Workforce by Position, Average Age and Province of Registration, Canada, 2003
- E.RPN.6 RPN Workforce by Position, Sex and Province of Registration, Canada, 2003
- E.RPN.7 RPN Workforce by Position, Highest Education in Psychiatric Nursing and Province of Registration, Canada, 2003
- E.RPN.8 RPN Workforce by Position, Years Since Graduation and Province of Registration, Canada, 2003

Series F—Multiple Employment Status

- F.RN.1 RN Workforce by Multiple Employment Status and Province/Territory of Registration, Canada, 2003
- F.RN.2 RN Workforce by Multiple Employment Status, Age Group and Province/Territory of Registration, Canada, 2003
- F.RN.3 RN Workforce by Multiple Employment Status, Average Age and Province/Territory of Registration, Canada, 2003
- F.RN.4 RN Workforce by Multiple Employment Status, Sex and Province/Territory of Registration, Canada, 2003

List of Data Tables on CD-ROM (cont'd)

Series F—Multiple Employment Status (cont'd)

- F.RN.5 RN Workforce by Multiple Employment Status, Highest Education in Nursing and Province/Territory of Registration, Canada, 2003
- F.RN.6 RN Workforce by Multiple Employment Status, Years Since Graduation and Province/Territory of Registration, Canada, 2003
- F.LPN.1 LPN Workforce by Multiple Employment Status and Province/Territory of Registration, Canada, 2003
- F.LPN.2 LPN Workforce by Multiple Employment Status, Age Group and Province/Territory of Registration, Canada, 2003
- F.LPN.3 LPN Workforce by Multiple Employment Status, Average Age and Province/Territory of Registration, Canada, 2003
- F.LPN.4 LPN Workforce by Multiple Employment Status, Sex and Province/Territory of Registration, Canada, 2003
- F.LPN.5 LPN Workforce by Multiple Employment Status, Highest Education in Practical Nursing and Province/Territory of Registration, Canada, 2003
- F.LPN.6 LPN Workforce by Multiple Employment Status, Years Since Graduation and Province/Territory of Registration, Canada, 2003
- F.RPN.1 RPN Workforce by Multiple Employment Status and Province of Registration, Canada, 2003
- F.RPN.2 RPN Workforce by Multiple Employment Status, Age Group and Province of Registration, Canada, 2003
- F.RPN.3 RPN Workforce by Multiple Employment Status, Average Age and Province of Registration, Canada, 2003
- F.RPN.4 RPN Workforce by Multiple Employment Status, Sex and Province of Registration, Canada, 2003
- F.RPN.5 RPN Workforce by Multiple Employment Status, Highest Education in Psychiatric Nursing and Province of Registration, Canada, 2003
- F.RPN.6 RPN Workforce by Multiple Employment Status, Years Since Graduation and Province of Registration, Canada, 2003

Series G—Sex

- G.RN.1 RN Workforce by Sex and Province/Territory of Registration, Canada, 2003
- G.RN.2 RN Workforce by Sex, Age Group and Province/Territory of Registration, Canada, 2003
- G.RN.3 RN Workforce by Sex, Average Age and Province/Territory of Registration, Canada, 2003
- G.RN.4 RN Workforce by Sex, Highest Education in Nursing and Province/Territory of Registration, Canada, 2003

List of Data Tables on CD-ROM (cont'd)

Series G—Sex (cont'd)

- G.LPN.1 LPN Workforce by Sex and Province/Territory of Registration, Canada, 2003
- G.LPN.2 LPN Workforce by Sex, Age Group and Province/Territory of Registration, Canada, 2003
- G.LPN.3 LPN Workforce by Sex, Average Age and Province/Territory of Registration, Canada, 2003
- G.LPN.4 LPN Workforce by Sex, Highest Education in Practical Nursing and Province/Territory of Registration, Canada, 2003

- G.RPN.1 RPN Workforce by Sex and Province of Registration, Canada, 2003
- G.RPN.2 RPN Workforce by Sex, Age Group and Province of Registration, Canada, 2003
- G.RPN.3 RPN Workforce by Sex, Average Age and Province of Registration, Canada, 2003
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