2004

Workforce Trends
of Registered Psychiatric Nurses
in Canada, 2004

R e g i s t e r e d   P s y c h i a t r i c   N u r s e s   D a t a b a s e

Canadian Institute
for Health Information

Institut canadien
d'information sur la santé

Workforce Trends of Registered Psychiatric Nurses in Canada, 2004

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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:

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The Health Human Resources department at CIHI wishes to acknowledge the following associations/colleges, 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 registered psychiatric 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, 2004*. This is the third 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 registered psychiatric nurse (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.

CIHI has again released the latest licensed practical nurse, registered nurse and registered psychiatric nurse statistics simultaneously. The annual publications for each profession have been standardized as much as possible to allow for cross-profession analyses, including the presentation of all 2004 data tables on a single CD-ROM. With this publication format, CIHI continues to view regulated nursing professionals as both a single group with common challenges and as three distinct professions with separate histories and unique challenges.

CIHI has introduced a "Mobility Trends" section into the Data Analysis of this publication. It is hoped that this section will shed light on the mobility and migration of registered psychiatric nurses in Canada.

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 to 2004 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 2004 RPN data (in Microsoft® Excel© format);
- Definitions for the data elements and categories collected for the RPNDB; and
- Comprehensive data tables with 2004 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 2004 data year marks the second time in which CIHI has simultaneously released the latest licensed practical nurse, registered nurse and registered psychiatric nurse statistics. These first pages highlight 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 1.8% from 2003 to 2004, from 334,006 to 339,891. These totals include registered nurse, licensed practical nurse and registered psychiatric nurse registrations.

- From 2003 to 2004, the number of regulated nurses employed in their discipline increased by 1.8%, from 309,587 to 315,139.

- The 2004 regulated nursing workforce included 246,575 registered nurses (RNs) representing 78.2% of the total, 63,443 (20.1%) licensed practical nurses (LPNs) and 5,121 (1.6%) registered psychiatric nurses (RPNs).

Demographic Trends of the Regulated Nursing Workforce

- The proportion of males in the nursing workforce increased from 5.9% in 2003 to 6.0% in 2004. Among the nursing professions, 5.4% of the RN workforce, 6.9% of the LPN workforce and 22.7% of the RPN workforce is male.

- The average age of regulated nurses was 44.6 years in 2004, an increase from 44.5 years in 2003.

- The age group of 50−54 years was the largest in 2004, accounting for 17.4% of the entire regulated nursing workforce.

Education Trends of the Regulated Nursing Workforce

- Foreign-trained nurses accounted for 6.3% (19,815) of the regulated nursing workforce in 2004, a slight increase from 6.2% in 2003. The most common countries of graduation were the Philippines (28.0% of all foreign-trainees), the United Kingdom (23.5%) and the United States (6.8%).

- Educational preparation varies among the three regulated nursing professions. In 2004, 32.1% of the RN workforce had obtained a baccalaureate, master's or doctorate as their highest education in registered nursing.

- For the 2004 nursing workforce, the average age at the time of initial graduation was 24.5 years. This compares to average ages at graduation of 24.1 years for the RN workforce, 25.7 years for the LPN workforce and 25.3 years for the RPN workforce.

Employment Trends of the Regulated Nursing Workforce

- Excluding "status unknown" figures, full-time/part-time rates remained stable between 2003 and 2004. While full-time rates remained unchanged at 53.5%, the proportion employed part-time changed from 34.6% to 34.9%, while the proportion employed on a casual basis decreased from 11.9% to 11.6%.

- The proportion of the nursing workforce with multiple employers decreased from 13.9% in 2003 to 12.8% in 2004.

- From 2003 to 2004, the proportion of the nursing workforce in the Hospital sector decreased from 58.8% to 58.6%, while the proportion in the Nursing Home/Long-Term Care sector remained at 16.1% and the proportion in the Community Health sector increased from 11.7% to 12.0%. These trends were not consistent for all three regulated nursing professions.

- In 2004, 6.0% of the regulated nursing workforce were employed as Managers. This includes 7.2% of the RN workforce, 1.3% of the LPN workforce and 6.1% of the RPN workforce.

Mobility Trends of the Regulated Nursing Workforce

- Of the 315,139 regulated nurses employed in Canada in 2004, 87.8% (276,738) graduated from their respective nursing program in Canada, 6.3% (19,815) graduated from a foreign program, and 5.9% (18,580) did not state their location of graduation.

- The regulated nursing workforces of British Columbia (13.3%), the Northwest Territories (9.7%) and Ontario (9.6%) had the highest concentration of foreign-trained regulated nurses in 2004. Note: Northwest Territories data includes RNs registered in Nunavut.

- Amongst the provinces, British Columbia (26.3%), Alberta (24.5%) and Prince Edward Island (23.3%) had the highest proportion of Canadian graduates from other provinces. Between foreign graduates and graduates from other Canadian jurisdictions, almost 40% (39.6%) of British Columbia's regulated nursing workforce did not graduate in British Columbia.

Highlights of the RPN Workforce

This is the third year of data collection and the third *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 2004, a total of 5,254 RPNs registered for practice, a decrease of 0.5% from 5,285 registrations in 2002.

- In 2004, there were 5,121 RPNs employed in psychiatric nursing in Canada, a decrease of 0.2% from 5,132 in 2002. More than 40 percent (41.0%) of the national RPN workforce worked in British Columbia.

- In 2004, 78.5% of the RPN workforce lived in urban areas of Canada, ranging from a high of 90.9% in British Columbia to a low of 64.8% in Alberta.

Demographic Trends of the RPN Workforce

- In 2004, 77.3% of the RPN workforce was female and 22.7% male. Alberta had the highest proportion of male RPNs at 25.8%.

- The average age of the RPN workforce in Canada in 2004 was 46.6 years. British Columbia had the highest average age at 47.2 years, with Saskatchewan the lowest at 45.8 years.

- In 2004, 24.5% of Canada's RPN workforce was 55 years of age or older, compared to 22.4% in 2003.

Education Trends of the RPN Workforce

- The majority of the 2004 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 7.7% in 2004 and 5.0% in 2003.

- The percentage of graduates aged 30 years or older at the time of graduation has also increased. Among the current RPN workforce, 18.1% of those graduating in the 1980s were aged 30 years or older at the time of graduation. This compares to 35.6% of graduates from the 1990s and 35.1% since the year 2000.

Employment Trends of the RPN Workforce

- Of those that reported their employment status in 2004, 68.4% were employed on a full-time basis, 16.2% were employed on a part-time basis, and 2.3% were employed on a casual basis. This compares to rates of 68.2% (full-time), 24.6% (part-time) and 6.4% (casual) in 2003. Much of this difference is due to changes in the coding of British Columbia employment status data.

- In 2004, 20.0% of RPNs reported having more than one employer in psychiatric nursing. Multiple employment rates varied from a low of 17.1% in Saskatchewan to a high of 22.5% in Alberta.

- Where RPNs work varies by province. For example, 40.3% of Manitoba's RPNs were employed in the Community Health sector, whereas 57.8% of Alberta's RPNs were employed in the Hospital sector.

- Among all areas of responsibility, the most frequently identified areas in 2004 were Acute Services (22.7%), Geriatric/Long-Term Care (20.6%), and Other Direct Care (11.2%). In comparison, the most commonly identified areas in 2003 were Acute Services (21.6%), Geriatric/Long-Term Care (21.0%), and Other Direct Care (12.9%).

- The proportion of RPNs employed as Managers varied between 8.1% in Alberta to 12.2% in Saskatchewan in 2004.

- The average age of managers was 49.1 years in 2004, compared to an average age of 46.0 years for staff psychiatric nurses.

Mobility Trends of the RPN Workforce

- Of the 5,121 RPNs employed in psychiatric nursing in Canada, 89.8% obtained their education in Canada, 7.2% from a foreign country, and 3.0% did not state where they received their education. The RPN workforce of British Columbia (11.3%) had the highest concentration of foreign graduates. In contrast, 1.3% of the Manitoba RPN workforce graduated from a foreign nursing school.

- The Manitoba and Saskatchewan workforces have comparatively fewer foreign and interprovincial graduates, with 95.4% and 91.0% of their respective 2004 workforces graduating from psychiatric nursing programs in those provinces. In contrast, 66.7% of the 2004 British Columbia RPN workforce and 61.2% of the Alberta workforce graduated in these provinces; these workforces include comparatively more foreign and interprovincial graduates.

- Among Canadian graduates in the 2004 RPN workforce, those graduating from psychiatric nursing programs in British Columbia (97.0%), and Alberta (85.4%) were the most likely to be employed in their province of graduation. Overall, 83.9% were employed in the same jurisdiction from which they graduated.

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 <u>not</u> be the same as figures published by provincial psychiatric nursing regulatory authorities for the following reasons:

    (1) **Collection Period**—The statistics released by provincial RPN authorities are year-end statistics that include all registrations received during the 12-month registration period. In contrast, CIHI collects data after the first six months of the 12-month registration period, in an effort to ensure timely information. Although the resulting under-coverage is typically only 1–5%, the statistics released by CIHI are less than provincial statistics.

    (2) **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 RPNs failing to state their employment status are removed from most CIHI analyses.

    (3) **Exclusions From CIHI Data**—CIHI statistics do not necessarily include (a) psychiatric nurses who are on maternity/paternity leave (or other types of leave) at the time of annual registration; and (b) first-time registrants (whether new graduates or those entering from other provinces or countries). In each case, these RPNs may be included in statistics published by provincial regulatory authorities.

    (4) **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 associations typically do not identify or remove these secondary registrations (also termed "interprovincial duplicates").

(5)   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 was not provided.

The Psychiatric Nursing Profession in Canada[1]

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 a model used 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.

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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 analyses 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) differs from the primary function of CIHI's Registered Psychiatric Nurses Database (health human resources planning and research). For registration, 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 2004 data.

How the Definition Narrows

Provincial regulatory authorities typically report the number of active-practising registrations 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
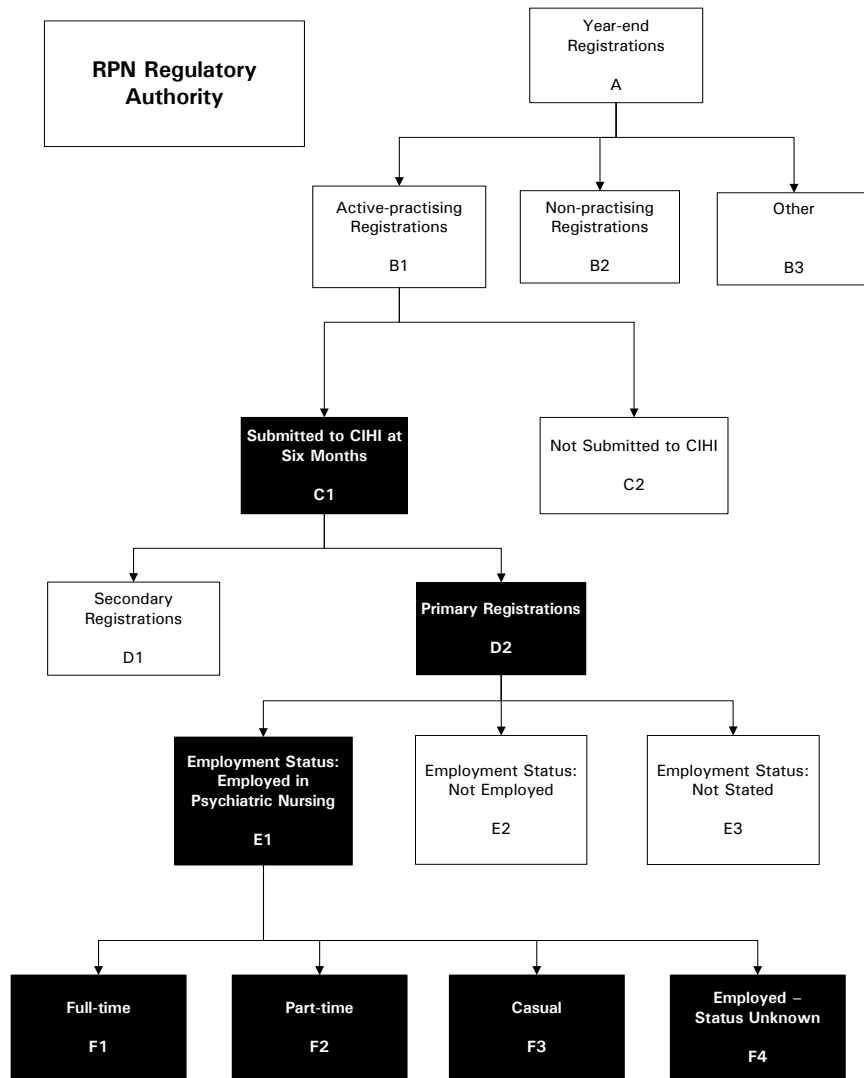
Figure 1.   Tracing Regulatory Statistics to CIHI Statistics

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 active-practising (B1), non-practising (B2) and other (B3) 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. Box B3 includes other types of registration, such as student registrations.

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 2004 data are summarized in Table 1 below. A full analysis is provided for each province in Appendix B.

Table 1.   Comparison of RPN Regulatory Authority Year-End Statistics to CIHI Statistics, 2004

	Man.	Sask.	Alta.†	B.C.	Total
Total Active Practising Registrations	984	980	1,185	2,162	5,311
Submitted to CIHI	969	979	1,185	2,142	5,275
Primary Registrations	968	973	1,172	2,141	5,254
Employed in Psychiatric Nursing	963	935	1,123	2,100	5,121

Source: RPNDB/CIHI.

Note
† Active-practising registrations for Alberta
   include both *temporary* and *life* active memberships.

Supply Trends of Registered Psychiatric Nurses

Number of Registered Psychiatric Nurses

As shown in Table 2 and Table 3 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.

A total of 5,254 RPNs registered for practice in 2004, a decrease of 0.5% from 5,285 registrations in 2002.

The proportion of RPNs employed in psychiatric nursing has remained between 97 and 98 percent since 2002.

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

Table 2.   Total RPN Registrations by Employment Status, Canada, 2002–2004

	2002	2003	2004
Employed in Psychiatric Nursing	5,132	5,107	5,121
Not Employed in Psychiatric Nursing	9	7	17
Not Stated	144	95	116
Total	**5,285**	**5,209**	**5,254**
Percent Employed in Psychiatric Nursing	97.1%	98.0%	97.5%

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.

Table 3.   RPN Workforce by Province of Registration, Canada, 2002–2004

	2002	2003	2004	Change 2002–2004
Man.	966	954	963	-0.3%
Sask.	930	939	935	0.5%
Alta.	1,081	1,128	1,123	3.9%
B.C.	2,155	2,086	2,100	-2.6%
Canada	**5,132**	**5,107**	**5,121**	**-0.2%**

Source: RPNDB/CIHI.

Notes

Employment Status data were not available for British Columbia in 2002, causing all RPNs to be defaulted as "employed" that year. *Employment Status* data were available for the 2003–2004 data years.

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.

The 2.6% decrease in the size of the British Columbia RPN workforce between 2002 and 2004 is partly the result of improved data accuracy.

In 2002, *Employment Status* data were not available from British Columbia. Consequently, all 2,155 primary registrations were defaulted as employed in psychiatric nursing. When *Employment Status* data became available in the 2003 data year, some RPNs were more accurately recorded as "employed in other than psychiatric nursing" or "not employed" (and excluded from the 2003 and 2004 RPN workforce statistics in Table 3).

This methodological enhancement must be considered when analyzing British Columbia and Canada data (as RPNs registered in British Columbia account for more than 40% of the national RPN workforce). For this reason, many of the tables and figures in the Data Analysis section compare 2003 to 2004 data, rather than 2002 to 2004 data.

Please refer to Data Tables A.RPN.1–A.RPN.2 on the CD-ROM for more RPN Registration data.

Urban/Rural Distribution

Figure 2 illustrates the urban/rural distribution of the RPN workforce in Canada in 2004. 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.
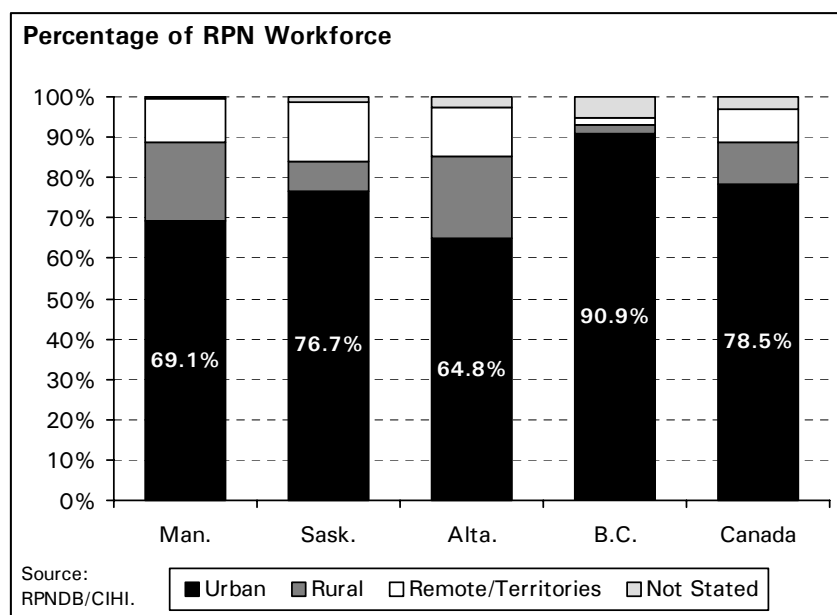
In 2004, 78.5% of the RPN workforce lived in urban areas of Canada, ranging from a high of 90.9% in British Columbia to a low of 64.8% in Alberta. In 2004, 6 RPNs lived in the northern territories.

Figure 2.   RPN Workforce by Urban/Rural/Remote Location of Residence and Province of Registration, Canada, 2004

Notes

The urban/rural/remote 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.

Urban/Rural Statistics

An analysis of 2004 data found that 10.4% of the RPN workforce lived in rural areas in 2004, and 8.1% in remote areas.

Alberta had the highest proportion of its workforce living in rural areas, at 20.5%. British Columbia had the lowest rate at 2.2%.

Demographic Trends 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 22.7% of the RPN workforce, compared to 5.3% of the RN workforce and 6.9% of the LPN workforce in 2004. Table 4 provides a breakdown by province for the RPN workforce.

Table 4.   RPN Workforce by Sex and Province of Registration, Canada, 2003–2004

	2003				2004			
	Males		**Females**		**Males**		**Females**	
	Counts	**%**	**Counts**	**%**	**Counts**	**%**	**Counts**	**%**
Man.	229	24.0	725	76.0	234	24.3	729	75.7
Sask.	144	15.3	795	84.7	143	15.3	792	84.7
Alta.	294	26.1	833	73.8	290	25.8	833	74.2
B.C.	476	22.8	1,609	77.1	495	23.6	1605	76.4
Canada	**1,143**	**22.4**	**3,962**	**77.6**	**1,162**	**22.7**	**3,959**	**77.3**

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 G.RPN.1—G.RPN.3 and G. Summary on the CD-ROM for more Sex data.

Age Distribution

The age distribution for the entire RPN workforce is presented in Figure 3. Between 2002 and 2004, the proportion of RPNs in the three eldest age groups increased, while the number of RPNs in the youngest age groups decreased.

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 37.4% and 34.7% respectively.

Alberta and British Columbia had a higher percentage of their RPNs over the age of 50, at 41.2% and 46.4% respectively.

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.

Percentage of RPN Workforce

Source: RPNDB/CIHI.   ■2002 ▨2003 □2004
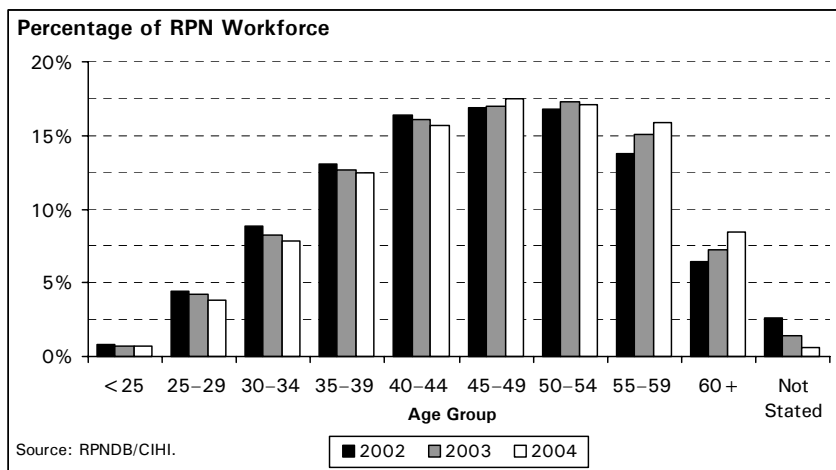
Figure 3.   RPN Workforce by Age Group, Canada, 2002–2004

Percentage of RPN Workforce

Source: RPNDB/CIHI.   ■ <35 years   □ 50+ years
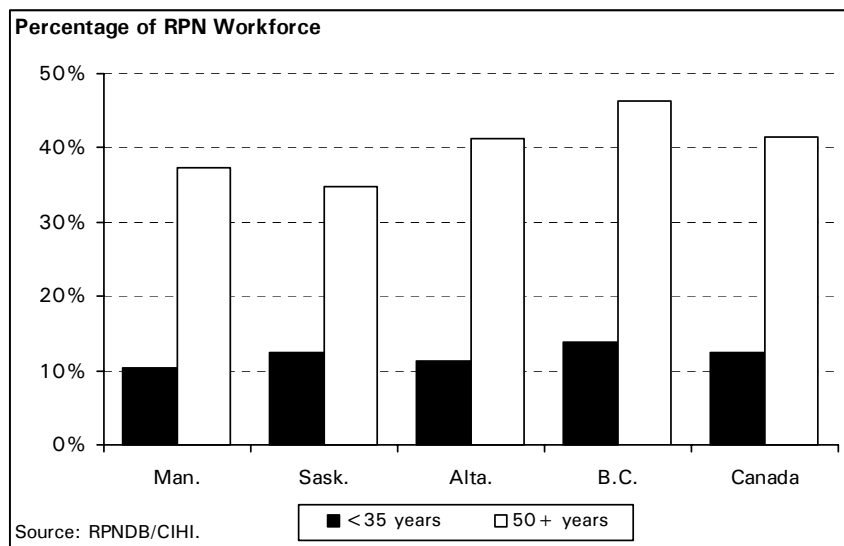
Figure 4.   RPN Workforce by Selected Age Groups and Province of Registration, Canada, 2004

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.

Figure 5 provides a breakdown by province compared to the Canadian average.
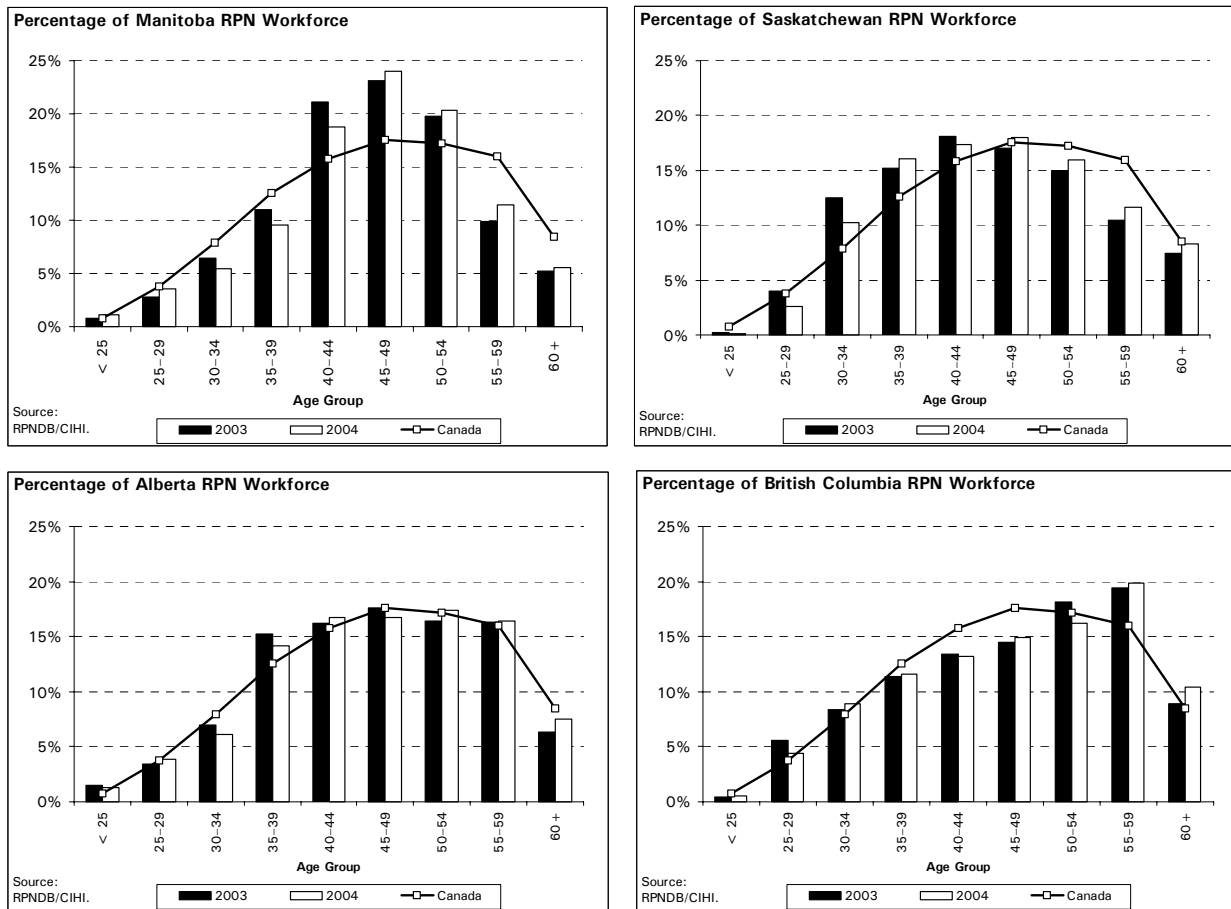
Figure 5.   **RPN Workforce by Age Group, Province of Registration and in Comparison to Canadian Average, 2004**

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 0.4 years between 2003 and 2004, from 46.2 years to 46.6 years. RPNs in Saskatchewan are generally younger than those in the other western provinces at an average age of 45.8 years. However, Saskatchewan also had the greatest increase in average age over the past year. In contrast, the RPN workforce in British Columbia is 0.6 years 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, 2003–2004

	2003		2004		Change 2003–2004
	Average Age (years)	Difference From Canada	Average Age (years)	Difference From Canada	
Man.	46.0	-0.2	46.3	-0.3	+0.3
Sask.	44.9	-1.3	45.8	-0.8	+0.9
Alta.	46.0	-0.2	46.5	-0.1	+0.5
B.C.	47.0	+0.8	47.2	+0.6	+0.2
Canada	**46.2**		**46.6**		**+0.4**

Source: RPNDB/CIHI.

Notes

RPNs not stating *Year of Birth* are not included in average age calculations. 72 RPNs in the workforce did not state their *Year of Birth* in 2003, and 28 in 2004.

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 and K.Summary on the CD-ROM for more Average Age data.

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.

Percentage of RPN Workforce

Source: RPNDB/CIHI.
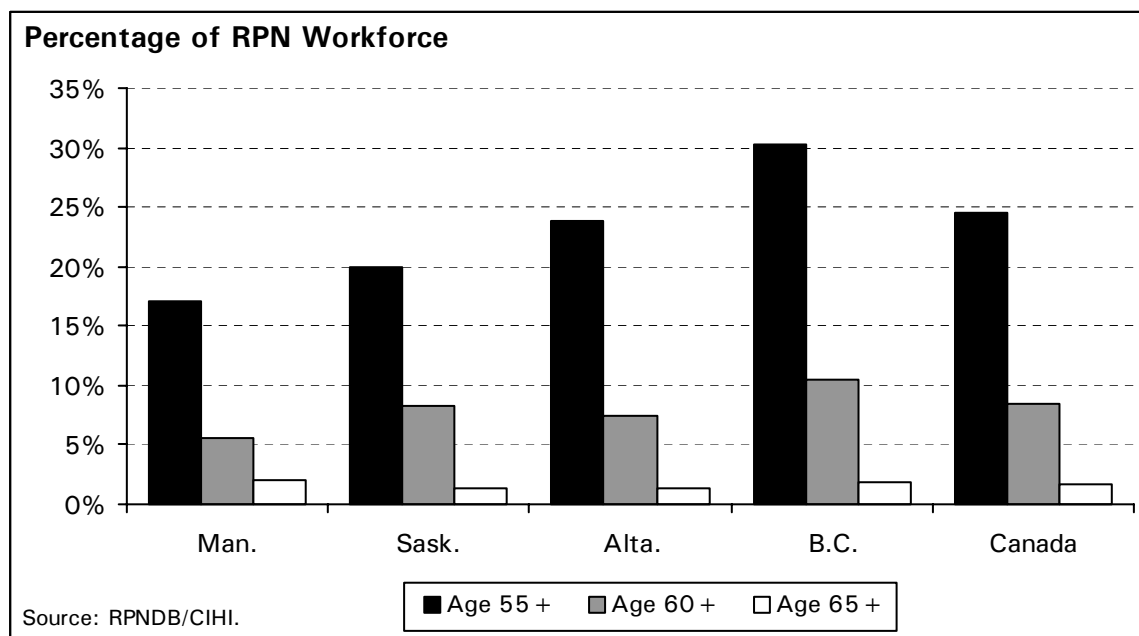
Figure 6.   **Percentage Distribution of RPN Workforce Currently at Eligibility Age for Retirement by Typical Retirement Age and Province of Registration, Canada, 2004**

In 2004, 24.5% of Canada's RPN workforce was aged 55 years old or greater, with 8.6% aged 60 or greater. Among the provinces, Manitoba had the smallest percentage of psychiatric nurses over the age of 55, at 17.1%. British Columbia had the highest percentage at 30.2%.

> *One half of all RPNs currently employed in psychiatric nursing in Canada will reach the common retirement age of 55 years by 2014.*

Education Trends of Registered Psychiatric Nurses[2]

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 (7.7% in 2004), with British Columbia at the second highest percentage (3.2%). 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 on the CD-ROM for more Initial Education in Psychiatric Nursing data.

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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 <u>currently</u> 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 2004 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.

Among the current workforce, the average age of RPNs at the time of their initial psychiatric nursing graduation increased from 24.5 years for those graduating between 1980 and 1984 to 30.0 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, 18.1% of those graduating in the 1980s were aged 30 years or older at the time of graduation. This compares to 35.6% of graduates from the 1990s and 35.1% since the year 2000.

Table 6.   **Number of Psychiatric Nursing Graduates and Average Age at Graduation by Graduation Year, Canada, 2004**

Graduation Year	Number of Graduates	Average Age at Graduation
<1980	2,050	22.5
1980–1984	760	24.5
1985–1989	730	25.8
1990–1994	737	28.6
1995–1999	405	29.3
2000+	373	30.0

Source: RPNDB/CIHI.

Note

Counts do not include 38 RPNs that did not state *Graduation Year,* and 28 RPNs that did not state *Birth Year*.

> *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 <u>not</u> 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.

Percentage of RPN Workforce

Province	0–10 years	11–20 years	21–30 years	31 + years	Not Stated
Man.	12.6%	31.2%	36.5%	19.8%	
Sask.	13.9%	34.6%	29.2%	22.4%	
Alta.	15.9%	33.1%	29.5%	21.5%	
B.C.	23.2%	25.1%	20.8%	29.2%	
Canada	17.9%	29.7%	27.2%	24.5%	

Source: RPNDB/CIHI.
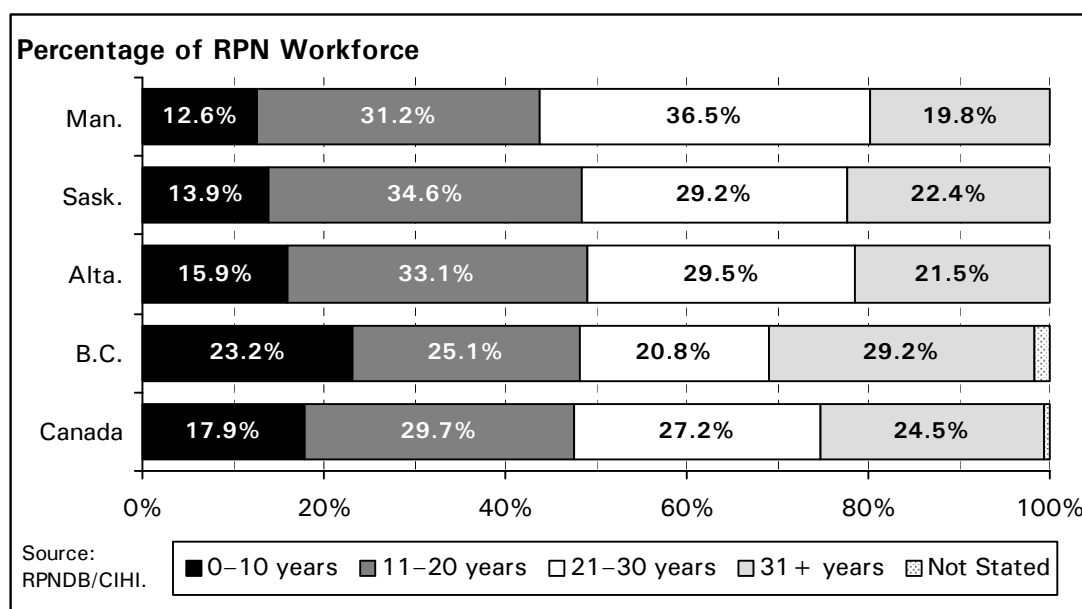
Figure 7.   Percentage Distribution of RPN Workforce by Years Since RPN Graduation and Province of Registration, Canada, 2004

The data in Figure 7 illustrate that, for each province, at least half of the RPN workforce graduated more than 20 years ago.

Please refer to Data Tables B.RPN.5, C.RPN.6, D.RPN.6, E.RPN.6, F.RPN.4, I.RPN.1– I.RPN.2 and I.Summary on the CD-ROM for more Years Since RPN Graduation data.

Employment Trends of Registered Psychiatric Nurses

Employment Status

In 2004, more than two-thirds of the RPN workforce (68.4%) were employed on a full-time basis, virtually unchanged from a rate of 68.2% in 2003.

Overall rates of part-time and casual employment cannot be compared to the previous year because these data were not available from British Columbia in 2004. All RPNs employed in British Columbia without full-time employment were coded as "Employed in psychiatric nursing—status unknown".

For Manitoba and Saskatchewan, rates of part-time employment decreased between 2003 and 2004 (from 31.8% to 30.2% for Manitoba and from 25.8% to 20.7% in Saskatchewan), while the part-time rate remained almost unchanged in Alberta (from 30.3% to 30.6%). For all three provinces, casual employment rates remained virtually unchanged between 2003 and 2004.

Percentage of RPN Workforce

Province	Full-time	Part-time	Casual	Status Unknown
Man.	63.8%	30.2%		
Sask.	78.8%	20.7%		
Alta.	62.0%	30.6%		
B.C.	69.2%			30.8%
Canada	68.4%	16.2%		13.1%

Source: RPNDB/CIHI.
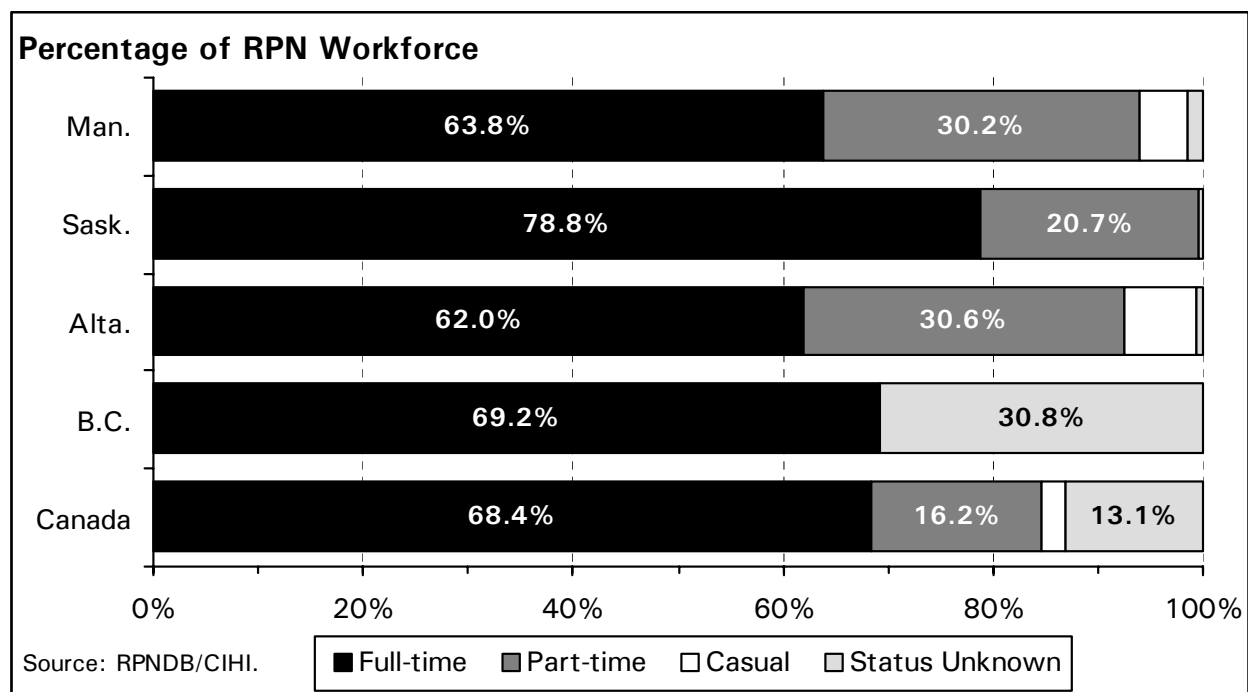
Figure 8.   Percentage Distribution of RPN Workforce by Employment Status and Province of Registration, Canada, 2004

Notes

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.

Part-time and Casual employment data were not available for British Columbia in 2004. All RPNs with part-time and casual employment were defaulted to "Employed in psychiatric nursing—status unknown".

Please refer to Data Tables A.RPN.1, B.RPN.1–B.RPN.5, C.RPN.2, D.RPN.2, E.RPN.2 and B.Summary on the CD-ROM for more Employment Status data.

Multiple Employment Status

In 2004, 20.0% of RPNs reported having more than one employer in psychiatric nursing. Multiple employment rates varied only slightly among the provinces, from 17.1% in Saskatchewan to 22.5% in Alberta.

Data from Saskatchewan, Alberta and British Columbia for 2004 also identified the secondary place of work for RPNs with multiple employers.

Percentage of RPN Workforce

Figure 9.   Percentage of RPN Workforce with Multiple Employers and Province of Registration, Canada, 2004

Source: RPNDB/CIHI.

Those with multiple employers in Saskatchewan identified working in the Nursing Home/Long-Term Care sector (32.9%) and Hospital sector (20.9%) most often as a secondary place of work. In Alberta, the Hospital (51.4%) and Nursing Home/Long-Term Care (14.3%) sectors were most frequently identified. In British Columbia, RPNs identified the Hospital sector (44.3%) as the most common second place of work.

Please refer to Data Tables B.RPN.2, C.RPN.3, D.RPN.3, E.RPN.3, F.RPN.1–F.RPN.4 and F.Summary on the CD-ROM for more Multiple Employment Status data.

Place of Work

The percentage distribution for RPNs' place of work in Canada varies by province. For example, 40.3% of the Manitoba workforce was employed in the Community Mental Health sector in 2004, with 22.5% employed in Hospital sector. In contrast 19.4% of Alberta's RPN workforce were employed in the Community Health sector and 57.8% in the Hospital sector in 2004.

Overall, 39.6% of Canada's RPNs worked in the Hospital sector, 15.4% in the Community Mental Health sector, 21.8% in the Nursing Home sector, and 22.5% in other sectors in 2004.
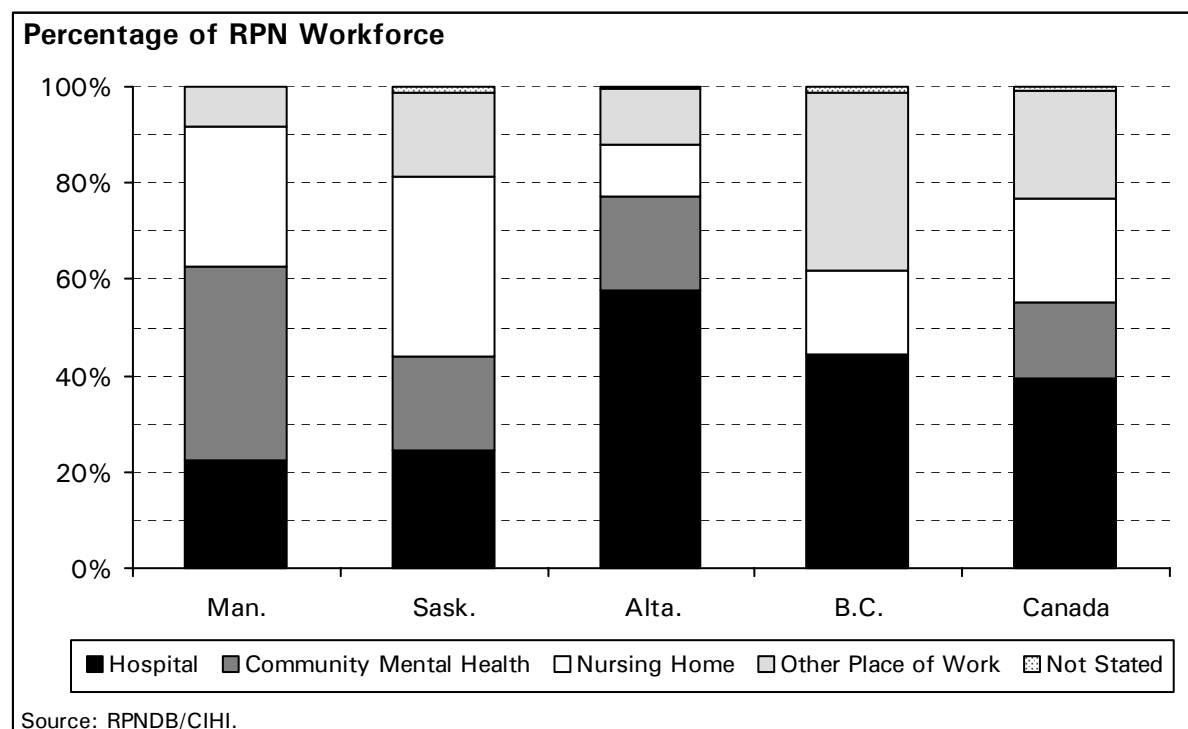
Figure 10. Percentage Distribution of RPN Workforce by Place of Work and Province of Registration, Canada, 2004

Notes

Hospital includes data from: Hospital (general, maternal, paediatric, psychiatric).

Community Mental 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 of Work includes data from: Business/Industry/Occupational Health Office, Private Nursing or Psychiatric Nursing Agency/Private Duty, Physician's Office/Family Practice Unit, Self-Employed/Private Practice, Educational Institution, Association/Government, Correctional Agency, 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.

Please refer to Data Tables C.RPN.1–C.RPN.6 and C.Summary on the CD-ROM for more Place of Work data.

Area of Responsibility

Table 7.   RPN Workforce by Area of Responsibility, Canada, 2004

Direct Care	**4,606**	**89.9**
Medicine/Surgery	64	1.2
Geriatrics/Long-Term Care	1,054	20.6
Crisis/Emergency Services	214	4.2
Rehabilitation	483	9.4
Children and Adolescent Services	281	5.5
Developmental Habilitation	270	5.3
Addiction Services	110	2.1
Acute Services	1,164	22.7
Forensic Services	391	7.6
Other Direct Care	575	11.2
Administration	**295**	**5.8**
Nursing Service	185	3.6
Nursing Education	19	0.4
Other Administration	91	1.8
Education	**111**	**2.2**
Teaching Students	54	1.1
Teaching Employees	29	0.6
Teaching Patients/Clients	8	0.2
Other Education	20	0.4
Research	**19**	**0.4**
Not Stated	**90**	**1.8**
Total	**5,121**	**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.

Among all areas of responsibility, the most commonly identified areas in 2004 were Acute Services (22.7%), Geriatric/Long-Term Care (20.6%) and Other Direct Care (11.2%). These categories are amongst the most frequently identified each year.

The area of responsibility with the most RPNs, Acute Services, also attracts the most recent graduates. In 2004, of all RPNs in their first five years of psychiatric nursing, 30.7% worked in Acute services. In contrast, 19.4% of RPNs who graduated more than 30 years ago worked in Acute Services in 2004.

Among male RPNs, the most frequently identified areas of responsibility in 2004 were Acute Services (22.5%), Geriatric/Long-Term Care (13.9%), and Forensic Services (12.7%). Despite the fact that males comprise less than a quarter (22.7%) of the RPN workforce, they accounted for 37.6% of RPNs employed in Forensic Services that reported their sex.

Among female RPNs, the most frequently identified areas of responsibility in 2004 were Geriatric/Long-Term Care (22.6%), Acute Services (22.5%), and Other Direct Care (10.9%). Among Direct Care responsibilities, the highest percentage of females was in Medicine/Surgery, where 90.6% of those RPNs are female.

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

Position

The distribution of RPNs in various psychiatric nursing positions can be seen in Table 8.

The proportion of the workforce in managerial positions ranges from 8.1% in Alberta to 12.2 % in Saskatchewan. These data were not available from British Columbia for 2004.

The average age of managers was 49.1 years in 2004, compared to an average age of 46.0 years for staff psychiatric nurses. The average ages for RPNs in various positions is illustrated in Figure 11 below.

Please refer to Data Tables E.RPN.1–E.RPN.6 and E.Summary on the CD-ROM for more Position data.

Table 8.   Percentage Distribution of RPN Workforce by Position and Province of Registration, Canada, 2004

	Managers	Staff Psych. Nurses	Other Positions	Not Stated	Total
	percentage distribution				
Man.	11.2	75.9	12.1	0.8	100.0
Sask.	12.2	78.5	8.1	1.2	100.0
Alta.	8.1	80.1	10.8	1.1	100.0
B.C.	~	75.9	23.3	0.9	100.0
Canada	**6.1**	**77.3**	**15.7**	**1.0**	**100.0**

Source: RPNDB/CIHI.

Notes

~ British Columbia "Managers" data included in "Other Positions" for 2004.

Managers includes data from: Senior Manager, 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.
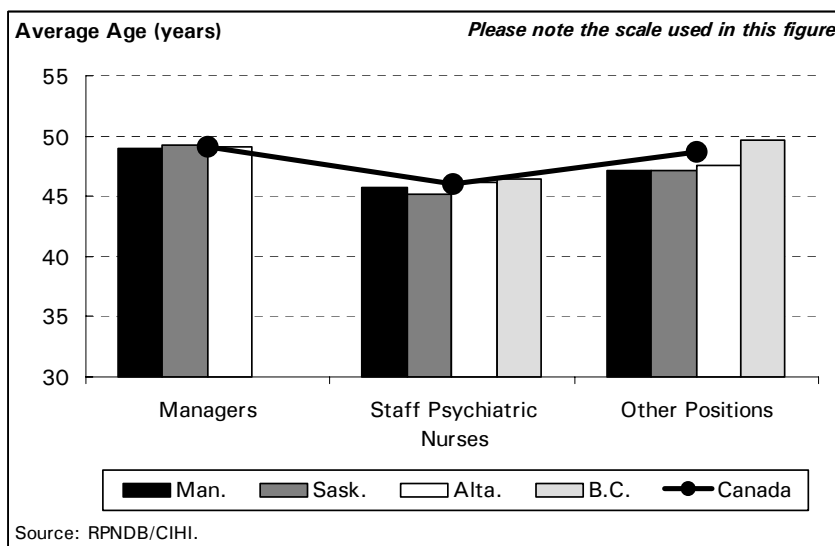
Figure 11.   Average Age of the RPN Workforce by Position and Province of Registration, Canada, 2004

Mobility Trends of Registered Psychiatric Nurses

Background

At present, registered psychiatric nurses in Canada 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. Without the ability to follow a single registration number over time, it is not possible to accurately track the mobility and movement of RPNs within Canada.

Therefore, in the absence of national registration numbers, the place of graduation is the foremost indicator of RPN migration. A comparison of the *Province of Graduation* to the current *Province of Registration* indicates whether RPNs are still in the same jurisdiction from which they graduated. If the two jurisdictions are different, then the RPN has moved within the country.

The place of graduation is only an indicator of migration, and not an accurate measure. This method does not account for those attending 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 were to return to that province after 10 years in another province, there would be no indication of migration, as the *Province of Graduation* (Manitoba) would match the current *Province of Registration* (Manitoba).

In addition, this indicator is unable to track mobility within a jurisdiction. Intra-provincial mobility is particularly relevant for rural and/or remote populations.

> **Canadian Graduates vs. Canadians**
> *In this analysis, students from foreign countries who graduate from a psychiatric nursing program in Canada are considered "Canadian graduates". . . Similarly, Canadians who attend psychiatric nursing programs outside of Canada but return to work are termed "Foreign graduates". Citizenship and Place of Graduation are not the same.*

Graduates of Foreign and Canadian Psychiatric Nursing Programs

Table 9 below shows the number and percentage distribution of Canadian and foreign-trained RPN graduates by province. Of the 5,121 RPNs employed in psychiatric nursing in Canada, 89.8% obtained their education in Canada, 7.2% from a foreign country, and 3.0% did not state where they received their education.

Table 9. RPN Workforce by Location of Graduation and Province of Registration, Canada, 2004

	Canada		Foreign		Not Stated		Total
	Count	%	Count	%	Count	%	
Man.	950	98.7	13	1.4	0	0.0	**963**
Sask.	920	98.4	15	1.6	0	0.0	**935**
Alta.	1,023	91.1	100	8.9	0	0.0	**1,123**
B.C.	1,707	81.3	238	11.3	155	7.4	**2,100**
Canada	**4,600**	**89.8**	**366**	**7.2**	**155**	**3.0**	**5,121**

Source: RPNDB/CIHI.

Notes

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.

For the 366 RPNs in Canada who graduated from a foreign nursing program, the four most frequently identified countries of graduation are identified in Figure 12.

Most foreign-trained RPNs graduated from a psychiatric nursing program in the United Kingdom.
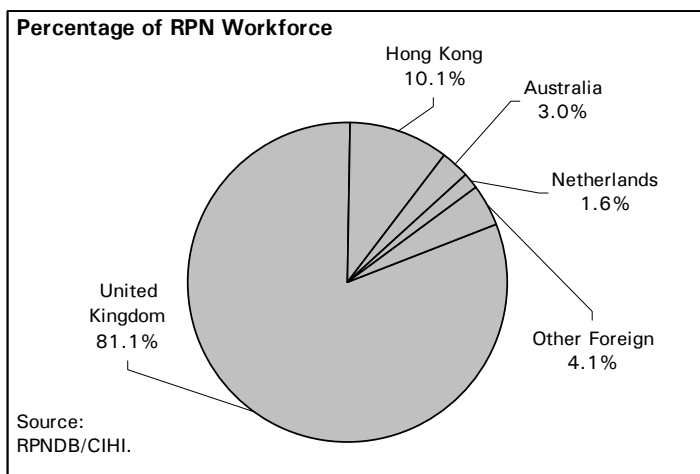
Figure 12.   Percentage of Foreign Graduates by Country of Graduation, Canada, 2004

Distribution Analysis

This analysis of the distribution patterns of RPNs in Canada includes two components: (1) an examination of the location of graduation for members of each provincial workforce; and (2) an analysis of the mobility of Canadian graduates across the four western provinces. These components should be used together to better understand the mobility of the RPN workforce in Canada.

Workforce Composition

Each provincial workforce is a combination of graduates from within the province, graduates from other Canadian jurisdictions, and graduates from outside the country. This analysis highlights the mobility of RPNs into each jurisdiction, which can assist recruitment methods.

In Figure 13, those graduating outside of the country are termed "foreign-trained", graduates of psychiatric nursing schools in other Canadian provinces are termed "interprovincial graduates", graduates of psychiatric nursing schools from within the province are termed "retained graduates", and those who failed to state their place of graduation are termed "not stated".

Percentage of RPN Workforce

Man.	← 3.2% 95.4%
Sask.	← 7.4% 91.0%
Alta.	8.9% 29.9% 61.2%
B.C.	11.3% 14.6% 66.7%
Canada	7.2% 14.5% 75.3%

0%   20%   40%   60%   80%   100%

Source: RPNDB/CIHI.

☐ Foreign-Trained   ▨ Interprovincial Graduates   ■ Retained Graduates   ☐ Not Stated
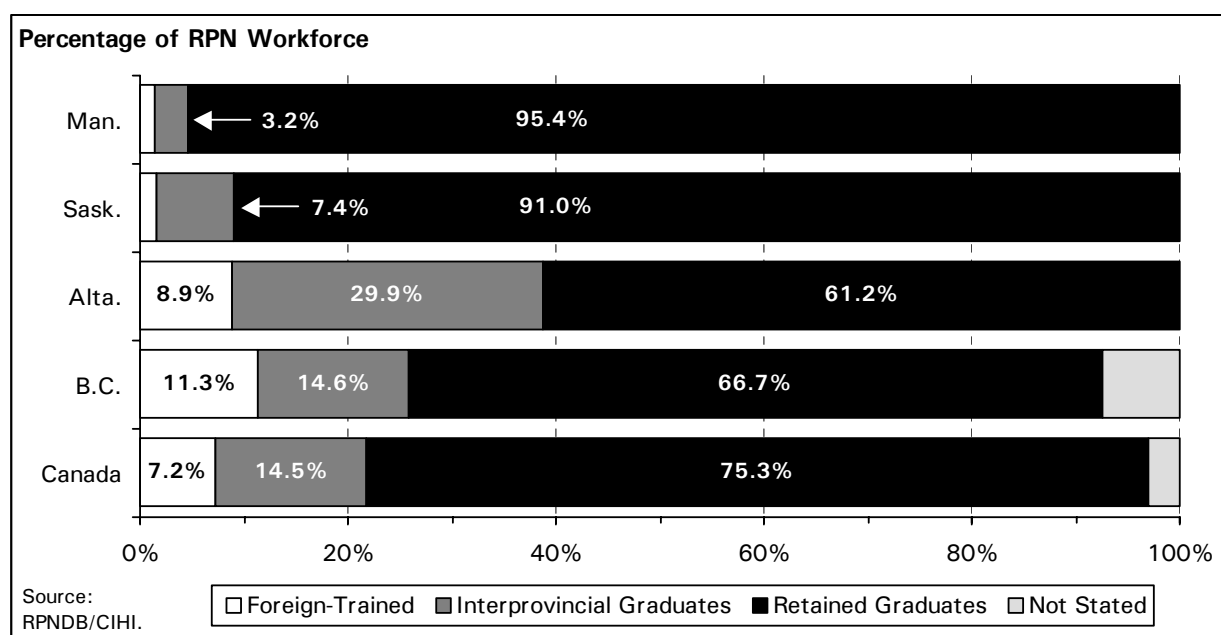
Figure 13. Percentage Distribution of RPN Workforce by Location of Graduation and Province of Registration, Canada, 2004

In 2004, the RPN workforce of British Columbia (11.3%) had the highest concentration of foreign graduates. In contrast, 1.4% of the Manitoba RPN workforce graduated from a psychiatric nursing program outside of Canada.

Almost 40 percent of the 2004 Alberta RPN workforce graduated out-of-province, including 29.9% from other Canadian provinces and 8.9% from other countries. In contrast, more than 90 percent of the Manitoba (95.4%) and Saskatchewan (91.0%) RPN workforces graduated from psychiatric nursing programs in the same province.

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

Graduate Migration

Upon graduation from psychiatric nursing school, those wishing to practice have three options: remain in their current province; migrate to another Canadian province or territory; or emigrate to a foreign country.

This component analyzes where graduates go after completing psychiatric nursing school. Please note that this method is only an indicator of migration, not an absolute measure: this analysis does not include all graduates of Canadian psychiatric nursing schools because those who leave the profession and those who leave Canada to work abroad (without maintaining a Canadian license) are excluded, as information is available only for those who were employed in Canada in 2004.

Further, this method compares only two points in time: the year of graduation to the 2004 registration year. Multiple moves during the period in-between cannot be identified.

Regardless, this analysis provides valuable information to better understand the mobility of graduates.

Among Canadian graduates in the 2004 RPN workforce, those graduating from psychiatric nursing programs in British Columbia (97.0%), and Alberta (85.4%) were the most likely to be employed in their province of graduation.

Of all Canadian graduates working in Canada in 2004, 83.9% were employed in the same jurisdiction as their initial graduation in psychiatric nursing.

Percentage of RPN Workforce

Province	Graduates Remaining in the Province	Graduates Moving Interprovincially
Man. grads	78.3	21.7
Sask. grads	72.3	27.7
Alta. grads	85.4	14.6
B.C. grads	97.0	3.0 →

0%   20%   40%   60%   80%   100%

Source:
RPNDB/CIHI.

■ Graduates Remaining in the Province
□ Graduates Moving Interprovincially
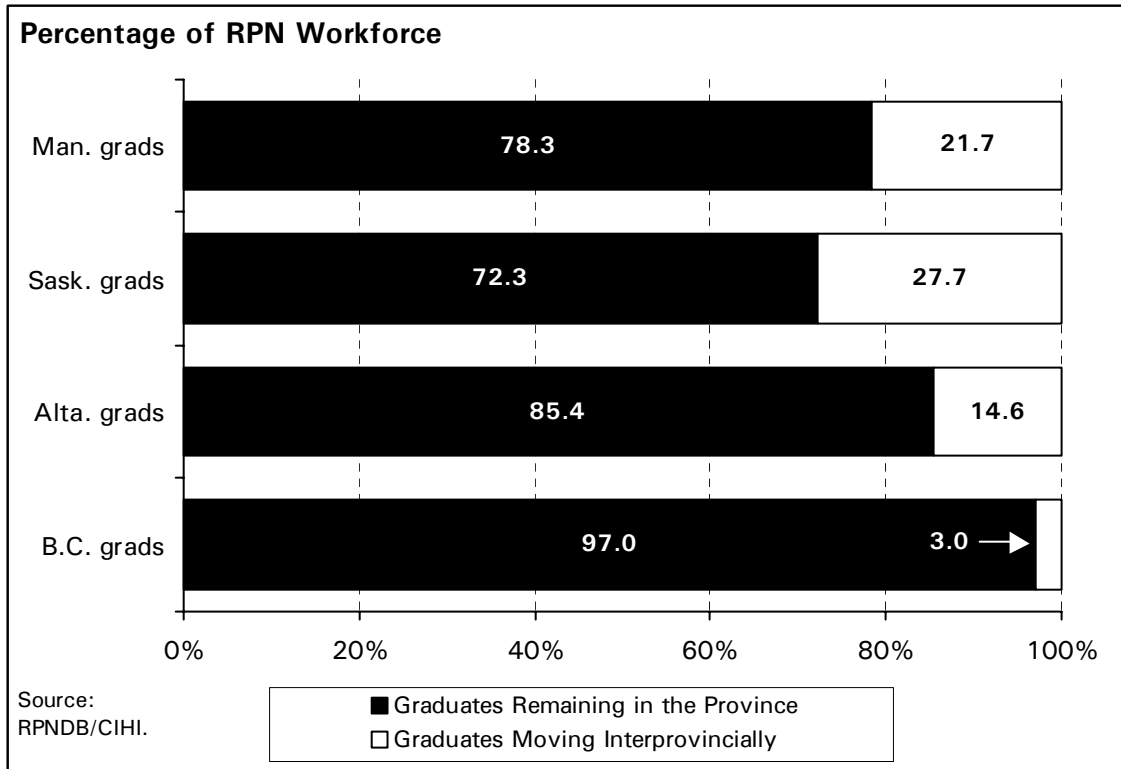
Figure 14.   Proportion of RPN Graduates Remaining and Leaving the Province by Province of Graduation, Canada, 2004

Note

Figure 14 includes only graduates of Canadian nursing programs (n = 4,600).

Figure 15 expands this analysis for each jurisdiction, showing the most frequent destinations for those who moved after graduation. Once again, only Canadian graduates employed in Canada in 2004 can be included in this analysis.

Figure 15 is a comparison at two points in time: a comparison of the province of graduation to the current province of registration. The data in Figure 15 do not account for mobility and migration in the intervening years.

Not surprisingly, the provinces of British Columbia and Alberta figure prominently as a destination for graduates. These data complement the workforce composition data presented in Figure 13, where a comparatively higher proportion of RPNs employed in Alberta and British Columbia are interprovincial graduates from other western Canadian provinces.
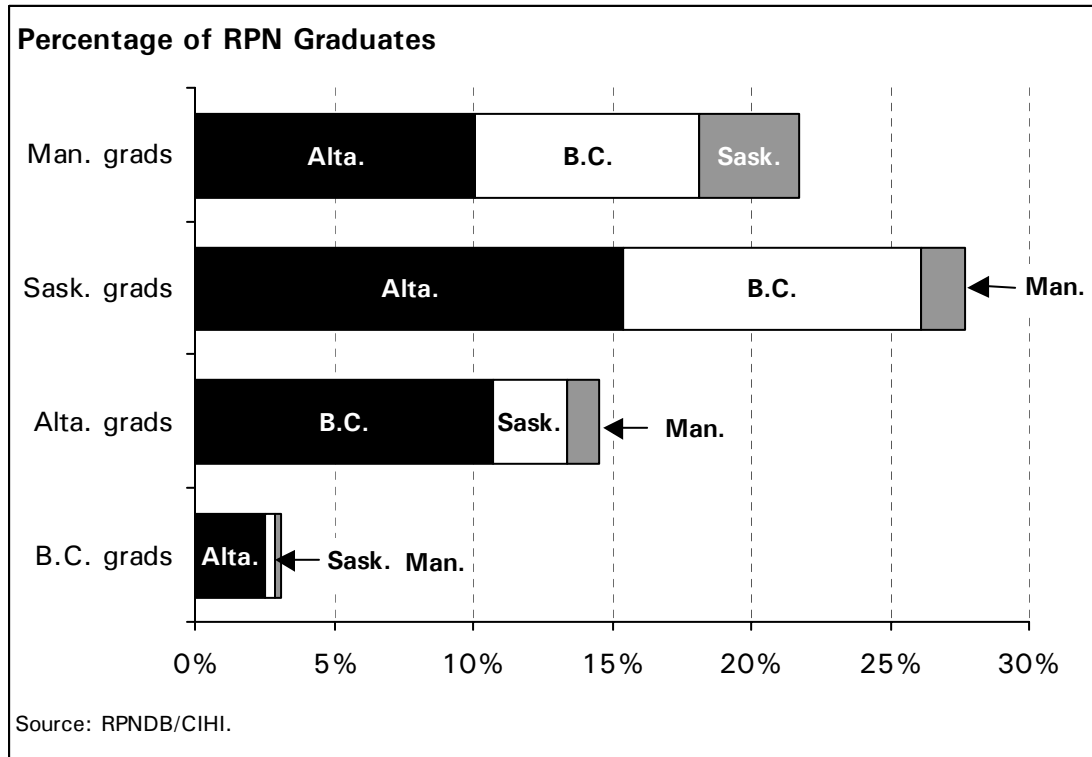
Figure 15. Three Most Frequent Destinations for RPN Graduates Leaving the Jurisdiction by Province of Graduation, 2004

Notes
Figure 15 includes only the three most frequently identified destinations for RPN graduates; not all destinations are presented.

Please refer to Data Tables H.RPN.1 and H.Summary for more Location of Graduation 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, and especially when drawing conclusions regarding changes over time.

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, CIHI and RPN representatives established a standardized minimum data set for the collection of RPN data. The *Registered Psychiatric Nurses Data Dictionary and Processing Manual* contains the list of data elements and is available upon request to CIHI.

The Registered Psychiatric Nurses Database (RPNDB) contains supply and distribution information for registered psychiatric nurses in Canada for the years 2002 to 2004 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 2002. Specific historical information included:

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

The 1993–2001 data produced in the Health Personnel Trends publication are not directly comparable to the data presented in this publication due to different collection methodologies. RPN data from 2002 to the present in the Health Personnel Trends publication are consistent with the figures presented in this publication.

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 nurses[3] (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.

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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 16. This represents the 2004 registration year.

	2003					2004												2005				
	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 16.   Twelve-Month Registration Periods by Province of Registration, 2004

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 Data Dictionary and Processing Manual*. Each year, RPN regulatory authorities and CIHI review the core set of elements each province includes on the registration forms. For the 2004 data year, the RPNDB contained 31 data elements for collection.

Collecting data from individual RPNs is the responsibility of the provincial RPN 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 Data Dictionary and Processing Manual*.

Contact information for each jurisdiction is provided in Appendix C.

Not all RPN data elements were collected for the 2004 data year; Table 10 shows the result of the 2004 data collection.

Table 10. RPNDB Data Elements—Results of 2004 Data Collection by Province

Data Elements 2004	Man.	Sask.	Alta.	B.C.
Practice Status	✓	✓	✓	✓
Registration Number	✓	✓	✓	✓
Sex	✓	✓	✓	✓
Birth Year	✓	✓	✓	✓
Entry/Initial Education in Psychiatric Nursing	✓	✓	✓	✓
Graduation Year	✓	✓	✓	✓
Location of Graduation	✓	✓	✓	✓
Other Education in Psychiatric Nursing - Non-degree	✓	✓	✓	✓
Other Education in Psychiatric Nursing - Degree	✓	✓	✓	✓
Other Education in Nursing - Non-Psychiatric Nursing	✓	✓	✓	✓
Education in Other than Psychiatric Nursing or Nursing	✓	✓	✓	✓
Employment Status	✓	✓	✓	✓
Full-time/Part-time Status	✓	✓	✓	✓
Multiple Employment Status	✓	✓	✓	✓
Location of Employment	✓	✓	✓	✓
Place of Work (Primary Employer)	✓	✓	✓	✓
Area of Responsibility (Primary Employer)	✓	✓	✓	✓
Position (Primary Employer)	✓	✓	✓	✓
Location of Residence	✓	✓	✓	✓
Postal Code of Residence	✓	✓	✓	✓
Postal Code of Primary Worksite	✓	✓	✓	✓
Date of Registration	*	✓	✓	✓[1]
Place of Work (Second Employer)	+	✓	✓	✓
Place of Work (Third Employer)	+	✓	✓	✓
Area of Responsibility (Second Employer)	+	✓	✓	✓
Area of Responsibility (Third Employer)	+	✓	✓	✓
Position (Second Employer)	+	✓	✓	✓
Position (Third Employer)	+	✓	✓	✓
Postal Code of Second Worksite	+	✓	✓	✓
Postal Code of Third Worksite	+	✓	✓	✓
First Nations Organization	✓	✓	✓	✓
Total	**23**	**31**	**31**	**31**

Notes

1 Date submitted is "Date Last Changed", not Registration Date

✓ Information submitted to CIHI

* Field derived by CIHI

+ Data collected by province, but 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 Program Lead, 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 <u>not</u> 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 Program Lead,
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 <u>and</u> works in more than one western 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 2004. Historical data are available for the 2002 and 2003 data years.

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 percentages presented in CIHI publications and in ad hoc requests.

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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, 2002–2004

	Man.	Sask.	Alta.	B.C.	Canada
2004					
Total Records Submitted	969	979	1,185	2,142	5,275
Secondary Registrations	1	6	13	1	21
Primary Registrations	968	973	1,172	2,141	5,254
Employed in Psychiatric Nursing	**963**	**935**	**1,123**	**2,100**	**5,121**
Other	0	4	4	9	17
Not Stated	5	34	45	32	116
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	0	9
Not Stated	19	38	87	0	95

Source: RPNDB/CIHI.

Notes

"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 2004, 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 Web site at 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. 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 below 0.05%; value is replaced to prevent displaying cells of 0.0 that are not true zero values

Other symbols, when necessary, are footnoted at the bottom of the respective table or figure.

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 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 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 within the first six months of the registration year.

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, 2004*.

Under-Coverage

Under-coverage results when data that should be collected for the database are not included.

Data for the RPNDB is collected at the 6-month mark of each jurisdiction's 12-month registration period.[7] But because the target population of the database is all RPNs submitting active-practising registration within the first six months of the registration year, this is not a case of under-coverage.

There is one known source of under-coverage in the RPNDB data: first-time registrants.

First-Time Registrants

The province of Saskatchewan does not submit data to CIHI from first-time registrants. This includes both new graduates and those new to the jurisdiction. As many first-time registrants are also active-practising registered psychiatric nurses, this is a source of under-coverage for the RPNDB. CIHI is currently investigating whether this under-coverage exists for other provinces as well.

Over-Coverage

Over-coverage is the inclusion of data beyond the target population.

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.

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7 Please refer to Figure 16 for an illustration of the 2004 registration period for each province.

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.

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 third 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, 2004

	Man.	Sask.	Alta.	B.C.	Canada
Sex	0.00	0.00	0.00	0.00	0.00
Birth Year	0.00	2.99	0.00	0.00	0.55
Initial Education in Psychiatric Nursing	0.00	0.00	0.00	0.00	0.00
Graduation Year	0.00	0.96	0.00	1.81	0.74
Location of Graduation	0.00	0.00	0.00	7.38	3.03
Employment Status	0.00	0.00	0.00	0.00	0.00
Multiple Employment Status	0.00	0.00	0.00	0.00	0.00
Location of Employment	0.73	1.07	0.45	0.19	0.51
Place of Work—Primary	0.00	1.07	0.45	1.14	0.76
Area of Responsibility—Primary	1.35	1.28	1.34	2.38	1.76
Position—Primary	0.83	1.18	1.07	0.86	0.96
Location of Residence	0.00	0.32	0.00	0.00	0.06
Postal Code of Residence	0.52	1.39	2.49	5.24	3.05
Postal Code of Primary Worksite	1.25	1.07	29.39	44.14	24.98
Date of Registration	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, 2004 release of Statistics Canada's Postal Code Conversion File (PCCF).

CIHI did not impute any missing values for the 2004 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 2004 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 2004 data.

Number of RPNs employed in psychiatric nursing – A new methodology to report Employment Status was developed for the preparation and submission of 2003 Ontario and Quebec data to the Registered Nurses Database.

Historically, RPNs who failed to state their employment status (i.e. full-time, part-time or casual) on their registration form had their employment status submitted to CIHI as "Not Stated". In CIHI's processing and reporting methodology, RPNs failing to state their employment status are excluded from the final statistics because CIHI figures include only those employed on a full-time, part-time or casual basis. The result was that some RPNs employed in psychiatric nursing were erroneously excluded from analysis.

Starting with the 2004 data year, RPNs with an employer in psychiatric nursing but who fail to state their full-time, part-time or casual status with that employer were re-coded from *Not Stated* to *Employed in psychiatric nursing—Status Unknown*. Because these RPNs are now considered to be employed, their data are included in CIHI's final statistics.

This enhanced methodology results in more accurate statistics that are more closely aligned with those published by the provincial regulatory bodies, and may also include those RPNs that are on temporary leave such as short-term disability or maternity/paternity leave. Unfortunately, this will impair trending analyses. Please contact the Program Lead, Nursing Databases for more information regarding the collection, processing and reporting of RPNDB 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 2004: 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 2004 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 to 2004 now accurately reflect actual values.

British Columbia data:

- *Employment Status*—The College of Registered Psychiatric Nurses of British Columbia (CRPNBC) could not submit part-time or casual employment data to CIHI for the 2004 registration year. *Employment Status* data for all RPNs without full-time employment was defaulted to the category "Employed in psychiatric nursing—status unknown". This change will hinder comparisons to 2003 British Columbia data.

- *Position*—CRPNBC could not submit Senior Manager or Manager/Assistant Manager data to CIHI for the 2004 registration year. Any data collected in these categories was defaulted to the category "Other Positions". This change will hinder comparisons to 2002 and 2003 British Columbia data.

- *Area of Responsibility*—CRPNBC could not submit Community Mental Health sector data to CIHI for the 2004 registration year. Any data collected in this category was defaulted to the category "Other Place of Work". This change will hinder comparisons to 2002 and 2003 British Columbia data.

Historical Data

This publication presents RPN data from 2002 to 2004. RPN data were previously published in the CIHI publication series *Health Personnel Trends in Canada* (formerly *Health Personnel in Canada*). The 1993–2001 data produced in the Health Personnel Trends publication are not directly comparable to the data presented in this publication due to different collection methodologies. RPN data from 2002 to the present in the Health Personnel Trends series are consistent with the figures presented in this publication.

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:

(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 information. Although the resulting under-coverage is typically only 1–5%, the statistics released by CIHI are less than provincial statistics.

(2) 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 RPNs failing to state their employment status are removed from most CIHI analyses.

(3) Exclusions From CIHI Data—CIHI statistics do not necessarily include (a) registered psychiatric nurses who are on maternity/paternity leave (or other types of leave) at the time of annual registration; and (b) first-time registrants (whether new graduates or those entering from other provinces or countries). In each case, these RPNs may be included in statistics published by provincial regulatory authorities.

(4) 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 associations typically do not identify or remove these secondary registrations (also termed "interprovincial duplicates").

(5) Provincial/Territorial 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.

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, 2004* 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 Program Lead, 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 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* fields of Regular and
Casual are combined with the *Full-Time/Part-Time Status* fields 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.
Status is self-reported and based on hiring practices of employer and/or union contract.
Based on "official status" with the primary employer. 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

Reflects employment schedule that guarantees a fixed number of hours of work per pay period. Defined by the employer as full-time, but reflects permanent employment even though it may be time limited.

- Employed in Psychiatric Nursing—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 Basis

  Reflects employment that does not guarantee a fixed number of hours of work per pay period.

- Employed in Psychiatric Nursing—Status Unknown

  Reflects employment in psychiatric nursing, but full-time/part-time status is unknown.

- Employed in Other than Psychiatric Nursing Seeking Employment in Psychiatric Nursing

- Employed in Other than Psychiatric Nursing Not Seeking Employment in Psychiatric Nursing

- Not Employed and Seeking Employment in Psychiatric Nursing

- Not Employed and 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:

- Senior Manager
- 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 Program Lead, 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.

RPNDB Publications and Products

The CIHI publications,

- *Workforce Trends of Registered Psychiatric Nurses in Canada, 2002; and,*

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

may be downloaded in electronic (PDF) format free of charge at www.cihi.ca, or may be purchased in paper form by contacting the CIHI Order Desk at (613) 241-7860.

The document *Registered Psychiatric Nurses Data Dictionary and Processing Manual* is also available free of charge on the CIHI Web site, or may be obtained upon request to the Program Lead, 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:

Program Lead, Nursing Databases
Canadian Institute for Health Information
495 Richmond Road, Suite 600
Ottawa, Ontario K2A 4H6
Tel: (613) 241-7860
Fax: (613) 241-8120
Email: nursing@cihi.ca

www.cihi.ca

Provincial Profiles

Manitoba—RPN Workforce

		Manitoba		2004 (%)	
		2002	**2004**	**Man.**	**Canada**
RPNs Employed in Psychiatric Nursing		966	963	963	5,121
Sex	Male	231	234	24.3	22.7
	Female	735	729	75.7	77.3
Average Age	Years	45.4	46.3	46.3	46.6
Age Breakdown	<35 years	103	99	10.3	12.4
	35–49 years	563	504	52.3	45.6
	50 years +	300	360	37.4	41.4
	Not Stated	0	0	0.0	0.5
Employment Status	Full-time	624	614	63.8	68.4
	Part-time	309	291	30.2	16.2
	Casual	33	44	4.6	2.3
	Employed—Status Unknown	0	14	1.5	13.1
Place of Work	Hospital	216	217	22.5	39.6
	Community Mental Health Agency	331	388	40.3	15.4
	Nursing Home/LTC Facility	274	280	29.1	21.8
	Other Place of Work	144	78	8.1	22.5
	Not Stated	0	0	0.0	0.8
Area of Responsibility	Direct Care	828	808	83.9	89.9
	Administration	96	117	12.1	5.8
	Education/Research	28	25	2.6	2.5
	Not Stated	14	13	1.3	1.8
Position	Managerial Positions	100	108	11.2	6.1
	Staff/Community Health RPN	753	731	75.9	77.3
	Other Positions	97	116	12.0	15.7
	Not Stated	16	8	0.8	1.0
Multiple Employment Status	Single Employer	824	786	81.6	80.0
	Multiple Employers	142	177	18.4	20.0
	Not Stated	0	0	0.0	0.0
Workforce Place of Graduation	Canadian-trained	950	950	98.7	89.8
	Foreign-trained	16	13	1.3	7.2
	Not Stated	0	0	0.0	3.0
					Source: RPNDB/CIHI.

Notes

Data include only RPNs employed in psychiatric nursing at the time of annual registration. RPNs not employed in psychiatric nursing and RPNs failing to state their employment status are excluded from the data.

Totals may not sum to 100 percent due to rounding.

Statistics released by CIHI will differ from statistics released by provincial regulatory authorities due to CIHI's collection, processing and reporting methodologies. Additional methodological information is available upon request to nursing@cihi.ca.

Source: Registered Psychiatric Nurses Database, Canadian Institute for Health Information.

Saskatchewan—RPN Workforce

		Saskatchewan		2004 (%)	
		2002	**2004**	**Sask.**	**Canada**
RPNs Employed in Psychiatric Nursing		930	935	935	5,121
Sex	Male	n/s	143	15.3	22.7
	Female	n/s	792	84.7	77.3
Average Age	Years	44.0	45.8	45.8	46.6
Age Breakdown	<35 years	157	117	12.5	12.4
	35–49 years	420	466	49.8	45.6
	50 years +	253	324	34.7	41.4
	Not Stated	100	28	3.0	0.5
Employment Status	Full-time	663	737	78.8	68.4
	Part-time	197	194	20.7	16.2
	Casual	70	0	0.0	2.3
	Employed—Status Unknown	0	4	0.4	13.1
Place of Work	Hospital	328	229	24.5	39.6
	Community Mental Health Agency	139	181	19.4	15.4
	Nursing Home/LTC Facility	233	351	37.5	21.8
	Other Place of Work	229	164	17.5	22.5
	Not Stated	1	10	1.1	0.8
Area of Responsibility	Direct Care	858	859	91.9	89.9
	Administration	20	42	4.5	5.8
	Education/Research	51	22	2.4	2.5
	Not Stated	1	12	1.3	1.8
Position	Managerial Positions	123	114	12.2	6.1
	Staff/Community Health RPN	755	734	78.5	77.3
	Other Positions	47	76	8.1	15.7
	Not Stated	5	11	1.2	1.0
Multiple Employment Status	Single Employer	0	775	82.9	80.0
	Multiple Employers	0	160	17.1	20.0
	Not Stated	930	0	0.0	0.0
Workforce Place of Graduation	Canadian-trained	913	920	98.4	89.8
	Foreign-trained	*	15	1.6	7.2
	Not Stated	**	0	0.0	3.0

Source: RPNDB/CIHI.

Notes

Data include only RPNs employed in psychiatric nursing at the time of annual registration. RPNs not employed in psychiatric nursing and RPNs failing to state their employment status are excluded from the data.

*   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

n/s Data not submitted to CIHI

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.

Totals may not sum to 100 percent due to rounding.

Statistics released by CIHI will differ from statistics released by provincial regulatory authorities due to CIHI's collection, processing and reporting methodologies. Additional methodological information is available upon request to nursing@cihi.ca.

Source: Registered Psychiatric Nurses Database, Canadian Institute for Health Information.

Alberta—RPN Workforce

		Alberta		2004 (%)	
		2002	**2004**	**Alta.**	**Canada**
RPNs Employed in Psychiatric Nursing		1,081	1,123	1,123	5,121
Sex	Male	286	290	25.8	22.7
	Female	795	833	74.2	77.3
Average Age	Years	45.4	46.5	46.5	46.6
Age Breakdown	<35 years	135	126	11.2	12.4
	35–49 years	566	534	47.6	45.6
	50 years +	379	463	41.2	41.4
	Not Stated	1	0	0.0	0.5
Employment Status	Full-time	706	696	62.0	68.4
	Part-time	316	344	30.6	16.2
	Casual	59	76	6.8	2.3
	Employed—Status Unknown	0	7	0.6	13.1
Place of Work	Hospital	627	649	57.8	39.6
	Community Mental Health Agency	198	218	19.4	15.4
	Nursing Home/LTC Facility	123	121	10.8	21.8
	Other Place of Work	114	130	11.6	22.5
	Not Stated	19	5	0.4	0.8
Area of Responsibility	Direct Care	909	1,026	91.4	89.9
	Administration	45	56	5.0	5.8
	Education/Research	13	26	2.3	2.5
	Not Stated	114	15	1.3	1.8
Position	Managerial Positions	76	91	8.1	6.1
	Staff/Community Health RPN	857	899	80.1	77.3
	Other Positions	98	121	10.8	15.7
	Not Stated	50	12	1.1	1.0
Multiple Employment Status	Single Employer	750	870	77.5	80.0
	Multiple Employers	331	253	22.5	20.0
	Not Stated	0	0	0.0	0.0
Workforce Place of Graduation	Canadian-trained	981	1,023	91.1	89.8
	Foreign-trained	**	100	8.9	7.2
	Not Stated	**	0	0.0	3.0
					Source: RPNDB/CIHI.

Notes

Data include only RPNs employed in psychiatric nursing at the time of annual registration. RPNs not employed in psychiatric nursing and RPNs failing to state their employment status are excluded from the data.

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

Totals may not sum to 100 percent due to rounding.

Statistics released by CIHI will differ from statistics released by provincial regulatory authorities due to CIHI's collection, processing and reporting methodologies. Additional methodological information is available upon request to nursing@cihi.ca.

Source: Registered Psychiatric Nurses Database, Canadian Institute for Health Information.

British Columbia— RPN Workforce

		British Columbia		2004 (%)	
		2002	**2004**	**B.C.**	**Canada**
RPNs Employed in Psychiatric Nursing		2,155	2,100	2,100	5,121
Sex	Male	490	495	23.6	22.7
	Female	1,665	1,605	76.4	77.3
Average Age	Years	46.6	47.2	47.2	46.6
Age Breakdown	<35 years	328	292	13.9	12.4
	35–49 years	826	833	39.7	45.6
	50 years +	967	975	46.4	41.4
	Not Stated	34	0	0.0	0.5
Employment Status	Full-time	n/s	1 454	69.2	68.4
	Part-time	n/s	‡	‡	16.2
	Casual	n/s	‡	‡	2.3
	Employed—Status Unknown	2,155	646	30.8	13.1
Place of Work	Hospital	797	932	44.4	39.6
	Community Mental Health Agency	514	Δ	Δ	15.4
	Nursing Home/LTC Facility	432	364	17.3	21.8
	Other Place of Work	300	780	37.1	22.5
	Not Stated	112	24	1.1	0.8
Area of Responsibility	Direct Care	1891	1,913	91.1	89.9
	Administration	90	80	3.8	5.8
	Education/Research	46	57	2.7	2.5
	Not Stated	128	50	2.4	1.8
Position	Managerial Positions	376	~	~	6.1
	Staff/Community Health RPN	1576	1,593	75.9	77.3
	Other Positions	87	489	23.3	15.7
	Not Stated	116	18	0.9	1.0
Multiple Employment Status	Single Employer	n/s	1,667	79.4	80.0
	Multiple Employers	n/s	433	20.6	20.0
	Not Stated	2,155	0	0.0	0.0
Workforce Place of Graduation	Canadian-trained	1,733	1,707	81.3	89.8
	Foreign-trained	271	238	11.3	7.2
	Not Stated	151	155	7.4	3.0

Source: RPNDB/CIHI.

Notes

Data include only RPNs employed in psychiatric nursing at the time of annual registration. RPNs not employed in psychiatric nursing and RPNs failing to state their employment status are excluded from the data.

n/s Data not submitted to CIHI

Totals may not sum to 100 percent due to rounding.

British Columbia did not provide Employment Status data in 2002. Therefore, all active-practising (non-duplicate) RPNs in B.C. are considered to be employed in psychiatric nursing.

‡   British Columbia 'Part-time' and 'Casual' data included in 'Employed – status unknown' for 2004

Δ   British Columbia 'Community Mental Health Agency' data included in 'Other Place of Work' for 2004

~   British Columbia 'Managerial Positions' data included in 'Other Positions' for 2004

Statistics released by CIHI will differ from statistics released by provincial regulatory authorities due to CIHI's collection, processing and reporting methodologies. Additional methodological information is available upon request to nursing@cihi.ca.

Source: Registered Psychiatric Nurses Database, Canadian Institute for Health Information.

Canada—RPN Workforce

		Canada		Canada (%)	
		2002	**2004**	**2002**	**2004**
RPNs Employed in Psychiatric Nursing		5,132	5,121	5,132	5,121
Sex	Male	1,007	1,162	19.6	22.7
	Female	3,195	3,959	62.3	77.3
Average Age	Years	45.7	46.6	46.6	46.6
Age Breakdown	<35 years	723	634	14.1	12.4
	35–49 years	2,375	2,337	46.3	45.6
	50 years +	1,899	2,122	37.0	41.4
	Not Stated	135	28	2.6	0.5
Employment Status	Full-time	1,993	3,501	38.8	68.4
	Part-time	822	829	16.0	16.2
	Casual	162	120	3.2	2.3
	Employed—Status Unknown	2,155	671	42.0	13.1
Place of Work	Hospital	1,171	2,027	22.8	39.6
	Community Mental Health Agency	668	787	13.0	15.4
	Nursing Home/LTC Facility	631	1,116	12.3	21.8
	Other Place of Work	487	1,152	9.5	22.5
	Not Stated	2,175	39	42.4	0.8
Area of Responsibility	Direct Care	4,486	4,606	87.4	89.9
	Administration	251	295	4.9	5.8
	Education/Research	138	130	2.7	2.5
	Not Stated	257	90	5.0	1.8
Position	Managerial Positions	675	313	13.2	6.1
	Staff/Community Health RPN	3,941	3,957	76.8	77.3
	Other Positions	329	802	6.4	15.7
	Not Stated	187	49	3.6	1.0
Multiple Employment Status	Single Employer	1,574	4,098	30.7	80.0
	Multiple Employers	473	1,023	9.2	20.0
	Not Stated	3,085	0	60.1	0.0
Workforce Place of Graduation	Canadian-trained	4,577	4,600	89.2	89.8
	Foreign-trained	387	366	7.5	7.2
	Not Stated	168	155	3.3	3.0
					Source: RPNDB/CIHI.

Notes

Data include only RPNs employed in psychiatric nursing at the time of annual registration. RPNs not employed in psychiatric nursing and RPNs failing to state their employment status are excluded from the data.

Canadian percentage for *Sex* in 2002 excludes the Saskatchewan RPN workforce as Saskatchewan did not report *Sex* in 2002.

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.

British Columbia did not provide Employment Status data in 2002. Therefore, all active-practising (non-duplicate) RPNs in B.C. are considered to be employed in psychiatric nursing.

Totals may not sum to 100 percent due to rounding.

Statistics released by CIHI will differ from statistics released by provincial regulatory authorities due to CIHI's collection, processing and reporting methodologies. Additional methodological information is available upon request to nursing@cihi.ca.

Source: Registered Psychiatric Nurses Database, Canadian Institute for Health Information.

Summary Tables

A.Summary

Total Number of Nursing Registrations by Province/Territory of Registration, Canada, 2004

	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	**5,493**	**1,390**	**8,834**	**7,821**	**64,932**	**98,818**	**11,020**	**8,625**	**26,128**	**29,047**	**	**	^	**263,356**
Employed in reg'd nursing	5,452	1,377	8,602	7,361	63,455	86,099	10,628	8,499	25,600	28,289	283	930	^	246,575
Employed in other than reg'd nsg	*	0	42	21	140	4,573	0	29	35	195	*	0	^	5,039
Not employed in reg'd nsg	**	13	190	281	449	7,236	0	95	447	429	*	0	^	9,181
Not stated	0	0	0	158	888	910	392	2	46	134	2	29	^	2,561
LPN	**2,759**	**647**	**3,237**	**2,714**	**16,996**	**29,499**	**2,545**	**2,176**	**5,435**	**5,124**	**	**	..	**71,281**
Employed in practical nursing	2,710	628	3,058	2,556	15,472	24,467	2,415	2,131	5,051	4,811	53	91	..	63,443
Not employed in practical nsg	45	18	60	n/s	165	4,381	33	43	384	310	*	*	..	5,444
Not stated	4	1	119	158	1,359	651	97	2	0	3	0	0	..	2,394
RPN	–	–	–	–	–	–	**968**	**973**	**1,172**	**2,141**	–	–	–	**5,254**
Employed in psych. nursing	–	–	–	–	–	–	963	935	1,123	2,100	–	–	–	5,121
Not employed in psych. nsg	–	–	–	–	–	–	0	*	*	9	–	–	–	17
Not stated	–	–	–	–	–	–	5	**	**	32	–	–	–	116
Total Registrations	**8,252**	**2,037**	**12,071**	**10,535**	**81,928**	**128,317**	**14,533**	**11,774**	**32,735**	**36,312**	**	**	**0**	**339,891**

Notes

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^ Northwest Territories and Nunavut data combined for 2004.

n/s Data not submitted to CIHI

– Data do not exist, or are not applicable

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

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

Total Number of Nursing Registrations by Province/Territory of Registration, Canada, 2004 (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	**66.6**	**68.2**	**73.2**	**74.2**	**79.3**	**77.0**	**75.8**	**73.3**	**79.8**	**80.0**	**	**	^	**77.5**
Employed in reg'd nursing	66.1	67.6	71.3	69.9	77.5	67.1	73.1	72.2	78.2	77.9	**	**	^	72.5
Employed in other than reg'd nsg	*	0.0	0.3	0.2	0.2	3.6	0.0	0.2	0.1	0.5	*	0.0	^	1.5
Not employed in reg'd nsg	**	0.6	1.6	2.7	0.5	5.6	0.0	0.8	1.4	1.2	*	0.0	^	2.7
Not stated	0.0	0.0	0.0	1.5	1.1	0.7	2.7	<0.1	0.1	0.4	**	**	^	0.8
LPN	**33.4**	**31.8**	**26.8**	**25.8**	**20.7**	**23.0**	**17.5**	**18.5**	**16.6**	**14.1**	**	**	..	**21.0**
Employed in practical nursing	32.8	30.8	25.3	24.3	18.9	19.1	16.6	18.1	15.4	13.2	**	**	..	18.7
Not employed in practical nsg	0.5	0.9	0.5	n/s	0.2	3.4	0.2	0.4	1.2	0.9	*	*	..	1.6
Not stated	<0.1	<0.1	1.0	1.5	1.7	0.5	0.7	<0.1	0.0	<0.1	0.0	0.0	..	0.7
RPN	–	–	–	–	–	–	**6.7**	**8.3**	**3.6**	**5.9**	–	–	–	**1.5**
Employed in psych. nursing	–	–	–	–	–	–	6.6	7.9	3.4	5.8	–	–	–	1.5
Not employed in psych. nsg	–	–	–	–	–	–	0.0	*	*	<0.1	–	–	–	<0.1
Not stated	–	–	–	–	–	–	<0.1	**	**	0.1	–	–	–	<0.1
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**	**0.0**	**100.0**

Notes

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^ Northwest Territories and Nunavut data combined for 2004.

n/s Data not submitted to CIHI

– Data do not exist, or are not applicable

.. 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

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

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

B.Summary

Regulated Nursing Workforce by Employment Status and Province/Territory of Registration, Canada, 2004

	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	**5,452**	**1,377**	**8,602**	**7,361**	**63,455**	**86,099**	**10,628**	**8,499**	**25,600**	**28,289**	**283**	**930**	**^**	**246,575**
Full-time	3,909	691	5,321	4,669	32,842	44,566	4,963	4,632	9,950	14,122	123	n/s	^	125,788
Part-time	963	640	2,371	2,214	20,312	24,123	4,876	2,962	12,176	8,525	94	n/s	^	79,256
Casual	580	29	910	478	6,752	6,480	694	905	2,786	5,143	64	n/s	^	24,821
Employed—status unknown	0	17	0	0	3,549	10,930	95	0	688	499	2	930	^	16,710
LPN	**2,710**	**628**	**3,058**	**2,556**	**15,472**	**24,467**	**2,415**	**2,131**	**5,051**	**4,811**	**53**	**91**	**..**	**63,443**
Full-time	1,552	287	1,523	1,244	6,008	11,194	832	1,091	1,984	2,134	37	72	..	27,958
Part-time	162	223	672	785	7,032	7,860	1,367	637	2,359	1,171	7	6	..	22,281
Casual	996	118	820	526	2,176	1,912	216	375	708	1,296	9	13	..	9,165
Employed—status unknown	0	0	43	1	256	3,501	0	28	0	210	0	0	..	4,039
RPN	**–**	**–**	**–**	**–**	**–**	**–**	**963**	**935**	**1,123**	**2,100**	**–**	**–**	**–**	**5,121**
Full-time	–	–	–	–	–	–	614	737	696	1,454	–	–	–	3,501
Part-time	–	–	–	–	–	–	291	194	344	‡	–	–	–	829
Casual	–	–	–	–	–	–	44	0	76	‡	–	–	–	120
Employed—status unknown	–	–	–	–	–	–	14	4	7	646	–	–	–	671
Total Nursing Workforce	**8,162**	**2,005**	**11,660**	**9,917**	**78,927**	**110,566**	**14,006**	**11,565**	**31,774**	**35,200**	**336**	**1,021**	**0**	**315,139**

Notes

^ Northwest Territories and Nunavut data combined for 2004

n/s Data not submitted to CIHI

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

‡ British Columbia "Part-time" and "Casual" data included in "Employed—status unknown" for 2004

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

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

Source: NDB/CIHI.

Regulated Nursing Workforce by Employment Status and Province/Territory of Registration, Canada, 2004 (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	**66.8**	**68.7**	**73.8**	**74.2**	**80.4**	**77.9**	**75.9**	**73.5**	**80.6**	**80.4**	**84.2**	**91.1**	^	**78.2**
Full-time	47.9	34.5	45.6	47.1	41.6	40.3	35.4	40.1	31.3	40.1	36.6	n/s	^	39.9
Part-time	11.8	31.9	20.3	22.3	25.7	21.8	34.8	25.6	38.3	24.2	28.0	n/s	^	25.1
Casual	7.1	1.4	7.8	4.8	8.6	5.9	5.0	7.8	8.8	14.6	19.0	n/s	^	7.9
Employed—status unknown	0.0	0.8	0.0	0.0	4.5	9.9	0.7	0.0	2.2	1.4	0.6	91.1	^	5.3
LPN	**33.2**	**31.3**	**26.2**	**25.8**	**19.6**	**22.1**	**17.2**	**18.4**	**15.9**	**13.7**	**15.8**	**8.9**	..	**20.1**
Full-time	19.0	14.3	13.1	12.5	7.6	10.1	5.9	9.4	6.2	6.1	11.0	7.1	..	8.9
Part-time	2.0	11.1	5.8	7.9	8.9	7.1	9.8	5.5	7.4	3.3	2.1	0.6	..	7.1
Casual	12.2	5.9	7.0	5.3	2.8	1.7	1.5	3.2	2.2	3.7	2.7	1.3	..	2.9
Employed—status unknown	0.0	0.0	0.4	<0.1	0.3	3.2	0.0	0.2	0.0	0.6	0.0	0.0	..	1.3
RPN	–	–	–	–	–	–	**6.9**	**8.1**	**3.5**	**6.0**	–	–	–	**1.6**
Full-time	–	–	–	–	–	–	4.4	6.4	2.2	4.1	–	–	–	1.1
Part-time	–	–	–	–	–	–	2.1	1.7	1.1	‡	–	–	–	0.3
Casual	–	–	–	–	–	–	0.3	0.0	0.2	‡	–	–	–	<0.1
Employed—status unknown	–	–	–	–	–	–	0.1	<0.1	<0.1	1.8	–	–	–	0.2
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**	**0.0**	**100.0**

Notes

^ Northwest Territories and Nunavut data combined for 2004

n/s Data not submitted to CIHI

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

‡ British Columbia "Part-time" and "Casual" data included in "Employed—status unknown" for 2004

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

Source: NDB/CIHI.

C.Summary

Regulated Nursing Workforce by Place of Work and Province/Territory of Registration, Canada, 2004

	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	**5,452**	**1,377**	**8,602**	**7,361**	**63,455**	**86,099**	**10,628**	**8,499**	**25,600**	**28,289**	**283**	**930**	**^**	**246,575**
Hospital	3,760	847	6,000	5,398	39,298	52,527	6,586	4,925	16,539	17,664	125	356	^	154,025
Community Health Agency	611	146	848	435	8,307	11,844	1,540	1,544	3,457	3,919	84	365	^	33,100
Nsg Home/Long-Term Care Facility	606	220	985	721	8,465	6,819	1,216	1,017	2,101	3,677	28	20	^	25,875
Other Place of Work	475	164	769	807	7,379	8,331	1,185	992	3,304	2,970	46	166	^	26,588
Not Stated	0	0	0	0	6	6,578	101	21	199	59	0	23	^	6,987
LPN	**2,710**	**628**	**3,058**	**2,556**	**15,472**	**24,467**	**2,415**	**2,131**	**5,051**	**4,811**	**53**	**91**	**..**	**63,443**
Hospital	1,188	316	1,397	1,329	5,880	10,670	969	1,443	2,934	2,520	17	53	..	28,716
Community Health Agency	55	**	290	51	188	2,126	208	181	453	252	0	*	..	3,840
Nsg Home/Long-Term Care Facility	1,413	238	1,104	1,082	8,267	7,157	1,053	392	1,313	1,658	30	23	..	23,730
Other Place of Work	38	**	195	94	911	1,554	185	108	351	379	6	**	..	3,872
Not Stated	16	2	72	0	226	2,960	0	7	0	2	0	0	..	3,285
RPN	**–**	**–**	**–**	**–**	**–**	**–**	**963**	**935**	**1,123**	**2,100**	**–**	**–**	**–**	**5,121**
Hospital	–	–	–	–	–	–	217	229	649	932	–	–	–	2,027
Community Mental Health Agency	–	–	–	–	–	–	388	181	218	Δ	–	–	–	787
Nsg Home/Long-Term Care Facility	–	–	–	–	–	–	280	351	121	364	–	–	–	1,116
Other Place of Work	–	–	–	–	–	–	78	164	130	780	–	–	–	1,152
Not Stated	–	–	–	–	–	–	0	10	5	24	–	–	–	39
Total Nursing Workforce	**8,162**	**2,005**	**11,660**	**9,917**	**78,927**	**110,566**	**14,006**	**11,565**	**31,774**	**35,200**	**336**	**1,021**	**0**	**315,139**

Notes

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^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

Δ British Columbia "Community Mental Health Agency" data included in "Other Place of Work" for 2004

For LPN and RN data:

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

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

Nursing Home/LTC Facility includes data from: Nursing Home/Long-term Care Facility

Other Place of Work includes data from: Business/Industry/Occupational Health Office, Private Nursing Agency/Private Duty, Self-Employed, Physician's Office/Family Practice Unit, Educational Institution, Association/Government, Other

For RPN data:

Hospital includes data from: Hospital (general, maternal, paediatric, psychiatric)

Community Mental Health Agency includes data from: Community Mental Health Agency

Nursing Home/LTC Facility includes data from: Nursing Home/Long-term Care Facility, Residential Care Facility

Other Place of Work includes data from: Correctional Agency, Association/Government, Educational Institution, Other

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

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

Regulated Nursing Workforce by Place of Work and Province/Territory of Registration, Canada, 2004 (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	**66.8**	**68.7**	**73.8**	**74.2**	**80.4**	**77.9**	**75.9**	**73.5**	**80.6**	**80.4**	**84.2**	**91.1**	^	**78.2**
Hospital	46.1	42.2	51.5	54.4	49.8	47.5	47.0	42.6	52.1	50.2	37.2	34.9	^	48.9
Community Health Agency	7.5	7.3	7.3	4.4	10.5	10.7	11.0	13.4	10.9	11.1	25.0	35.7	^	10.5
Nsg Home/Long-Term Care Facility	7.4	11.0	8.4	7.3	10.7	6.2	8.7	8.8	6.6	10.4	8.3	2.0	^	8.2
Other Place of Work	5.8	8.2	6.6	8.1	9.3	7.5	8.5	8.6	10.4	8.4	13.7	16.3	^	8.4
Not Stated	0.0	0.0	0.0	0.0	<0.1	5.9	0.7	0.2	0.6	0.2	0.0	2.3	^	2.2
LPN	**33.2**	**31.3**	**26.2**	**25.8**	**19.6**	**22.1**	**17.2**	**18.4**	**15.9**	**13.7**	**15.8**	**8.9**	..	**20.1**
Hospital	14.6	15.8	12.0	13.4	7.4	9.7	6.9	12.5	9.2	7.2	5.1	5.2	..	9.1
Community Health Agency	0.7	**	2.5	0.5	0.2	1.9	1.5	1.6	1.4	0.7	0.0	*	..	1.2
Nsg Home/Long-Term Care Facility	17.3	11.9	9.5	10.9	10.5	6.5	7.5	3.4	4.1	4.7	8.9	2.3	..	7.5
Other Place of Work	0.5	**	1.7	0.9	1.2	1.4	1.3	0.9	1.1	1.1	1.8	**	..	1.2
Not Stated	0.2	0.1	0.6	0.0	0.3	2.7	0.0	0.1	0.0	<0.1	0.0	0.0	..	1.0
RPN	–	–	–	–	–	–	**6.9**	**8.1**	**3.5**	**6.0**	–	–	–	**1.6**
Hospital	–	–	–	–	–	–	1.5	2.0	2.0	2.6	–	–	–	0.6
Community Mental Health Agency	–	–	–	–	–	–	2.8	1.6	0.7	Δ	–	–	–	0.2
Nsg Home/Long-Term Care Facility	–	–	–	–	–	–	2.0	3.0	0.4	1.0	–	–	–	0.4
Other Place of Work	–	–	–	–	–	–	0.6	1.4	0.4	2.2	–	–	–	0.4
Not Stated	–	–	–	–	–	–	0.0	0.1	<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**	**0.0**	**100.0**

Notes

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^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

Δ British Columbia "Community Mental Health Agency" data included in "Other Place of Work" for 2004

<0.1 value is less than 0.05%; value is replaced to prevent displaying cells of 0.0 that are not true zero values

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

D.Summary

Regulated Nursing Workforce by Area of Responsibility and Province/Territory of Registration, Canada, 2004

	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	5,452	1,377	8,602	7,361	63,455	86,099	10,628	8,499	25,600	28,289	283	930	^	246,575
Direct Care	4,846	1,217	7,613	6,604	50,942	70,944	9,164	7,541	22,584	25,543	250	818	^	208,066
Administration	326	103	441	493	2,674	5,913	714	533	1,107	1,136	20	47	^	13,507
Education	226	49	418	239	2,221	1,981	531	355	1,148	1,299	**	**	^	8,509
Research	54	8	130	25	815	735	134	51	271	239	*	*	^	2,466
Not Stated	0	0	0	0	6,803	6,526	85	19	490	72	0	32	^	14,027
LPN	2,710	628	3,058	2,556	15,472	24,467	2,415	2,131	5,051	4,811	53	91	..	63,443
Direct Care	2,631	619	2,926	2,468	14,930	21,117	2,370	2,096	4,969	4,747	53	91	..	59,017
Administration/Education/Research	*	**	44	88	72	405	44	26	82	60	0	0	..	829
Not Stated	**	*	88	0	470	2945	1	9	0	4	0	0	..	3597
RPN	–	–	–	–	–	–	963	935	1,123	2,100	–	–	–	5,121
Direct Care	–	–	–	–	–	–	808	859	1,026	1,913	–	–	–	4,606
Administration	–	–	–	–	–	–	117	42	56	80	–	–	–	295
Education/Research	–	–	–	–	–	–	25	22	26	57	–	–	–	130
Not Stated	–	–	–	–	–	–	13	12	15	50	–	–	–	90
Total Nursing Workforce	8,162	2,005	11,660	9,917	78,927	110,566	14,006	11,565	31,774	35,200	336	1,021	0	315,139

Notes

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

^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

For LPN data:

Direct Care includes data from: Medicine/Surgery, Psychiatry/Mental Health, Paediatrics, Maternity/Newborn, Geriatrics/Long-term Care, Critical Care, Community Health, Ambulatory Care, Home Care, Occupational Health, Operating Room/Recovery Room, Emergency Care, Oncology, Rehabilitation, Palliative Care
Administration/Education/Research includes data from: Nursing Service, Nursing Education, Other Administration, Teaching students, Teaching employees, Teaching patients/clients, Nursing research, Other research

For RN data:

Direct Care includes data from: Medicine/Surgery, Psychiatry/Mental Health, Paediatrics, Maternity/Newborn, Geriatrics/Long-term Care, Critical Care, Community Health, Ambulatory Care, Home Care, Occupational Health, Operating Room/Recovery Room, Emergency Room

Administration includes data from: Nursing Service, Nursing Education, Other Administration

Education includes data from: Teaching Students, Teaching Employees, Teaching Patients/Clients, Other Education

Research includes data from: Nursing Research, Other Research

For RPN data:

Direct Care includes data from: Medicine/Surgery, Geriatric Services (Geriatrics/Long-term Care), Crisis/Emergency Services, Rehabilitation, Children and Adolescent Services, Developmental Habilitation/Disabilities, Addiction Services, Acute Services, Forensic Services, Other Direct Care

Administration includes data from: Administration.

Education/Research includes data from: Education and Research.

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

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

Source: NDB/CIHI.

Regulated Nursing Workforce by Area of Responsibility and Province/Territory of Registration, Canada, 2004 (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	**66.8**	**68.7**	**73.8**	**74.2**	**80.4**	**77.9**	**75.9**	**73.5**	**80.6**	**80.4**	**84.2**	**91.1**	^	**78.2**
Direct Care	59.4	60.7	65.3	66.6	64.5	64.2	65.4	65.2	71.1	72.6	74.4	80.1	^	66.0
Administration	4.0	5.1	3.8	5.0	3.4	5.3	5.1	4.6	3.5	3.2	6.0	4.6	^	4.3
Education	2.8	2.4	3.6	2.4	2.8	1.8	3.8	3.1	3.6	3.7	**	**	^	2.7
Research	0.7	0.4	1.1	0.3	1.0	0.7	1.0	0.4	0.9	0.7	*	*	^	0.8
Not Stated	0.0	0.0	0.0	0.0	8.6	5.9	0.6	0.2	1.5	0.2	0.0	3.1	^	4.5
LPN	**33.2**	**31.3**	**26.2**	**25.8**	**19.6**	**22.1**	**17.2**	**18.4**	**15.9**	**13.7**	**15.8**	**8.9**	..	**20.1**
Direct Care	32.2	30.9	25.1	24.9	18.9	19.1	16.9	18.1	15.6	13.5	15.8	8.9	..	18.7
Administration/Education/Research	*	**	0.4	0.9	0.1	0.4	0.3	0.2	0.3	0.2	0.0	0.0	..	0.3
Not Stated	**	*	0.8	0.0	0.6	2.7	<0.1	0.1	0.0	<0.1	0.0	0.0	..	1.1
RPN	–	–	–	–	–	–	**6.9**	**8.1**	**3.5**	**6.0**	–	–	–	**1.6**
Direct Care	–	–	–	–	–	–	5.8	7.4	3.2	5.4	–	–	–	1.5
Administration	–	–	–	–	–	–	0.8	0.4	0.2	0.2	–	–	–	0.1
Education/Research	–	–	–	–	–	–	0.2	0.2	0.1	0.2	–	–	–	<0.1
Not Stated	–	–	–	–	–	–	0.1	0.1	<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**	**0.0**	**100.0**

Notes

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^ Northwest Territories and Nunavut data combined for 2004

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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 NDB data.

Source: NDB/CIHI.

E.Summary

Regulated Nursing Workforce by Position and Province/Territory of Registration, Canada, 2004

	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	**5,452**	**1,377**	**8,602**	**7,361**	**63,455**	**86,099**	**10,628**	**8,499**	**25,600**	**28,289**	**283**	**930**	**^**	**246,575**
Managerial Positions	566	254	1,044	792	4,104	5,380	877	772	1,640	2,118	22	79	^	17,648
Staff Nurse/Community Health Nurse	4,345	994	6,861	5,961	48,148	61,084	7,853	6,902	20,302	22,411	202	702	^	185,765
Other Positions	541	129	697	607	4,651	13,109	1,809	806	3,432	3,317	59	118	^	29,275
Not Stated	0	0	0	1	6,552	6,526	89	19	226	443	0	31	^	13,887
LPN	**2,710**	**628**	**3,058**	**2,556**	**15,472**	**24,467**	**2,415**	**2,131**	**5,051**	**4,811**	**53**	**91**	**..**	**63,443**
Managerial Positions	0	9	53	50	30	522	22	16	51	76	n/s	0	..	829
Staff Nurse/Community Health Nurse	2,578	545	2,781	2,168	14,163	19,161	2,303	1,894	4,710	4,057	n/s	86	..	54,446
Other Positions	**	71	142	336	968	1,839	90	214	289	660	n/s	*	..	4,734
Not Stated	**	3	82	2	311	2,945	0	7	1	18	53	*	..	3,434
RPN	**–**	**–**	**–**	**–**	**–**	**–**	**963**	**935**	**1,123**	**2,100**	**–**	**–**	**–**	**5,121**
Managerial Positions	–	–	–	–	–	–	108	114	91	~	–	–	–	313
Staff Nurse/Community Health Nurse	–	–	–	–	–	–	731	734	899	1,593	–	–	–	3,957
Other Positions	–	–	–	–	–	–	116	76	121	489	–	–	–	802
Not Stated	–	–	–	–	–	–	8	11	12	18	–	–	–	49
Total Nursing Workforce	**8,162**	**2,005**	**11,660**	**9,917**	**78,927**	**110,566**	**14,006**	**11,565**	**31,774**	**35,200**	**336**	**1,021**	**0**	**315,139**

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^ Northwest Territories and Nunavut data combined for 2004

n/s Data not submitted to CIHI

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

~ British Columbia "Managerial Positions" data included in "Other Positions" for 2004

For RN data:

  Managerial Positions includes data from: Senior Manager, Manager/Assistant Manager

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

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

For LPN data:

  Managerial Positions includes data from: Coordinator/Care Manager

  Staff/Community Health LPN includes data from: Staff LPN/Community Health Practical Nurse

  Other Positions includes data from: LPN Specialty, Instructor/Professor/Educator, Other

For RPN data:

  Managerial Positions includes data from: Senior Manager, Manager/Assistant Manager

  Staff/Community Health RPN includes data from:Staff RPN/Community Health Psychiatric Nurse

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

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

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

Source: NDB/CIHI.

Regulated Nursing Workforce by Position and Province/Territory of Registration, Canada, 2004 (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	**66.8**	**68.7**	**73.8**	**74.2**	**80.4**	**77.9**	**75.9**	**73.5**	**80.6**	**80.4**	**84.2**	**91.1**	^	**78.2**
Managerial Positions	6.9	12.7	9.0	8.0	5.2	4.9	6.3	6.7	5.2	6.0	6.5	7.7	^	5.6
Staff Nurse/Community Health Nurse	53.2	49.6	58.8	60.1	61.0	55.2	56.1	59.7	63.9	63.7	60.1	68.8	^	58.9
Other Positions	6.6	6.4	6.0	6.1	5.9	11.9	12.9	7.0	10.8	9.4	17.6	11.6	^	9.3
Not Stated	0.0	0.0	0.0	<0.1	8.3	5.9	0.6	0.2	0.7	1.3	0.0	3.0	^	4.4
LPN	**33.2**	**31.3**	**26.2**	**25.8**	**19.6**	**22.1**	**17.2**	**18.4**	**15.9**	**13.7**	**15.8**	**8.9**	..	**20.1**
Managerial Positions	0.0	0.4	0.5	0.5	<0.1	0.5	0.2	0.1	0.2	0.2	n/s	0.0	..	0.3
Staff Nurse/Community Health Nurse	31.6	27.2	23.9	21.9	17.9	17.3	16.4	16.4	14.8	11.5	n/s	8.4	..	17.3
Other Positions	**	3.5	1.2	3.4	1.2	1.7	0.6	1.9	0.9	1.9	n/s	*	..	1.5
Not Stated	**	0.1	0.7	<0.1	0.4	2.7	0.0	0.1	<0.1	0.1	15.8	*	..	1.1
RPN	–	–	–	–	–	–	**6.9**	**8.1**	**3.5**	**6.0**	–	–	–	**1.6**
Managerial Positions	–	–	–	–	–	–	0.8	1.0	0.3	~	–	–	–	0.1
Staff Nurse/Community Health Nurse	–	–	–	–	–	–	5.2	6.3	2.8	4.5	–	–	–	1.3
Other Positions	–	–	–	–	–	–	0.8	0.7	0.4	1.4	–	–	–	0.3
Not Stated	–	–	–	–	–	–	0.1	0.1	<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**	**0.0**	**100.0**

Notes

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^ Northwest Territories and Nunavut data combined for 2004

n/s Data not submitted to CIHI

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

~ British Columbia "Managerial Positions" data included in "Other Positions" for 2004

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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 NDB data.

Source: NDB/CIHI.

F.Summary

Regulated Nursing Workforce by Multiple Employers and Province/Territory of Registration, Canada, 2004

	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	**5,452**	**1,377**	**8,602**	**7,361**	**63,455**	**86,099**	**10,628**	**8,499**	**25,600**	**28,289**	**283**	**930**	**^**	**246,575**
Single Employer in Reg'd Nsg	4,960	1,274	8,033	6,739	54,676	80,683	9,335	6,861	20,403	21,581	232	351	^	215,128
Multiple Employers in Reg'd Nsg	479	103	569	622	8,779	5,416	1,293	1,621	5,020	6,708	45	110	^	30,765
Not Stated	13	0	0	0	0	0	0	17	177	0	6	469	^	682
LPN	**2,710**	**628**	**3,058**	**2,556**	**15,472**	**24,467**	**2,415**	**2,131**	**5,051**	**4,811**	**53**	**91**	**..**	**63,443**
Single Employer in Pract. Nsg	2,710	517	2,476	2,234	13,348	22,700	1,739	1,393	3,812	3,559	n/s	n/s	..	54,488
Multiple Employers in Pract. Nsg	0	111	580	322	2,124	1,767	676	504	1,239	1,196	n/s	n/s	..	8,519
Not Stated	0	0	2	0	0	0	0	234	0	56	53	91	..	436
RPN	**–**	**–**	**–**	**–**	**–**	**–**	**963**	**935**	**1,123**	**2,100**	**–**	**–**	**–**	**5,121**
Single Employer in Psych. Nsg	–	–	–	–	–	–	786	775	870	1,667	–	–	–	4,098
Multiple Employers in Psych. Nsg	–	–	–	–	–	–	177	160	253	433	–	–	–	1,023
Not Stated	–	–	–	–	–	–	0	0	0	0	–	–	–	0
Total Nursing Workforce	**8,162**	**2,005**	**11,660**	**9,917**	**78,927**	**110,566**	**14,006**	**11,565**	**31,774**	**35,200**	**336**	**1,021**	**0**	**315,139**

Notes

^ Northwest Territories and Nunavut data combined for 2004

n/s Data not submitted to CIHI

– Data do not exist, or are not applicable

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

Regulated Nursing Workforce by Multiple Employers and Province/Territory of Registration, Canada, 2004 (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	**66.8**	**68.7**	**73.8**	**74.2**	**80.4**	**77.9**	**75.9**	**73.5**	**80.6**	**80.4**	**84.2**	**91.1**	^	**78.2**
Single Employer in Reg'd Nsg	60.8	63.5	68.9	68.0	69.3	73.0	66.7	59.3	64.2	61.3	69.0	34.4	^	68.3
Multiple Employers in Reg'd Nsg	5.9	5.1	4.9	6.3	11.1	4.9	9.2	14.0	15.8	19.1	13.4	10.8	^	9.8
Not Stated	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.6	0.0	1.8	45.9	^	0.2
LPN	**33.2**	**31.3**	**26.2**	**25.8**	**19.6**	**22.1**	**17.2**	**18.4**	**15.9**	**13.7**	**15.8**	**8.9**	..	**20.1**
Single Employer in Pract. Nsg	33.2	25.8	21.2	22.5	16.9	20.5	12.4	12.0	12.0	10.1	n/s	n/s	..	17.3
Multiple Employers in Pract. Nsg	0.0	5.5	5.0	3.2	2.7	1.6	4.8	4.4	3.9	3.4	n/s	n/s	..	2.7
Not Stated	0.0	0.0	<0.1	0.0	0.0	0.0	0.0	2.0	0.0	0.2	15.8	8.9	..	0.1
RPN	–	–	–	–	–	–	**6.9**	**8.1**	**3.5**	**6.0**	–	–	–	**1.6**
Single Employer in Psych. Nsg	–	–	–	–	–	–	5.6	6.7	2.7	4.7	–	–	–	1.3
Multiple Employers in Psych. Nsg	–	–	–	–	–	–	1.3	1.4	0.8	1.2	–	–	–	0.3
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**	**0.0**	**100.0**

Notes

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G.Summary

Regulated Nursing Workforce by Sex and Province/Territory of Registration, Canada, 2004

	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	**5,452**	**1,377**	**8,602**	**7,361**	**63,455**	**86,099**	**10,628**	**8,499**	**25,600**	**28,289**	**283**	**930**	^	**246,575**
Male	237	35	264	289	5,782	3,542	563	273	922	1,351	20	101	^	13,379
Female	5,215	1,342	8,338	7,072	57,673	82,557	10,065	8,226	24,678	26,938	263	829	^	233,196
Not Stated	–	–	–	–	–	–	–	–	–	–	–	–	^	–
LPN	**2,710**	**628**	**3,058**	**2,556**	**15,472**	**24,467**	**2,415**	**2,131**	**5,051**	**4,811**	**53**	**91**	..	**63,443**
Male	364	49	159	253	1,232	1,480	100	57	225	425	*	**	..	4,359
Female	2,346	579	2,899	2,303	14,240	22,987	2,315	2,074	4,826	4,386	**	**	..	59,084
Not Stated	–	–	–	–	–	–	–	–	–	–	–	–	..	–
RPN	–	–	–	–	–	–	**963**	**935**	**1,123**	**2,100**	–	–	–	**5,121**
Male	–	–	–	–	–	–	234	143	290	495	–	–	–	1,162
Female	–	–	–	–	–	–	729	792	833	1,605	–	–	–	3,959
Not Stated	–	–	–	–	–	–	0	0	0	0	–	–	–	0
Total Nursing Workforce	**8,162**	**2,005**	**11,660**	**9,917**	**78,927**	**110,566**	**14,006**	**11,565**	**31,774**	**35,200**	**336**	**1,021**	**0**	**315,139**

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– Data do not exist, or are not applicable

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Source: NDB/CIHI.

G. Summary

Regulated Nursing Workforce by Sex and Province/Territory of Registration, Canada, 2004 (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	**66.8**	**68.7**	**73.8**	**74.2**	**80.4**	**77.9**	**75.9**	**73.5**	**80.6**	**80.4**	**84.2**	**91.1**	^	**78.2**
Male	2.9	1.7	2.3	2.9	7.3	3.2	4.0	2.4	2.9	3.8	6.0	9.9	^	4.2
Female	63.9	66.9	71.5	71.3	73.1	74.7	71.9	71.1	77.7	76.5	78.3	81.2	^	74.0
Not Stated	–	–	–	–	–	–	–	–	–	–	–	–	^	–
LPN	**33.2**	**31.3**	**26.2**	**25.8**	**19.6**	**22.1**	**17.2**	**18.4**	**15.9**	**13.7**	**15.8**	**8.9**	..	**20.1**
Male	4.5	2.4	1.4	2.6	1.6	1.3	0.7	0.5	0.7	1.2	*	**	..	1.4
Female	28.7	28.9	24.9	23.2	18.0	20.8	16.5	17.9	15.2	12.5	**	**	..	18.7
Not Stated	–	–	–	–	–	–	–	–	–	–	–	–	..	–
RPN	–	–	–	–	–	–	**6.9**	**8.1**	**3.5**	**6.0**	–	–	–	**1.6**
Male	–	–	–	–	–	–	1.7	1.2	0.9	1.4	–	–	–	0.4
Female	–	–	–	–	–	–	5.2	6.8	2.6	4.6	–	–	–	1.3
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**	**0.0**	**100.0**

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Totals may not sum to 100 percent due to rounding

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Source: NDB/CIHI.

H. Summary

Regulated Nursing Workforce by Location of Graduation and Province/Territory of Registration, Canada, 2004

	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	**5,452**	**1,377**	**8,602**	**7,361**	**63,455**	**86,099**	**10,628**	**8,499**	**25,600**	**28,289**	**283**	**930**	**^**	**246,575**
Canadian-trained	5,346	1,343	8,395	7,264	61,872	76,121	9,957	8,142	22,726	23,915	261	827	^	226,169
Foreign-trained	106	30	207	97	1,577	9,878	671	251	1,090	4,234	22	98	^	18,261
Not Stated	0	4	0	0	6	100	0	106	1,784	140	0	5	^	2,145
LPN	**2,710**	**628**	**3,058**	**2,556**	**15,472**	**24,467**	**2,415**	**2,131**	**5,051**	**4,811**	**53**	**91**	**..**	**63,443**
Canadian-trained	1,944	**	3,050	2,547	n/s	23,682	2,344	2,095	4,946	4,593	53	**	..	45,969
Foreign-trained	0	*	8	9	n/s	769	65	36	105	192	0	*	..	1,188
Not Stated	766	0	0	0	15,472	16	6	0	0	26	0	0	..	16,286
RPN	**–**	**–**	**–**	**–**	**–**	**–**	**963**	**935**	**1,123**	**2,100**	**–**	**–**	**–**	**5,121**
Canadian-trained	–	–	–	–	–	–	950	920	1,023	1,707	–	–	–	4,600
Foreign-trained	–	–	–	–	–	–	13	15	100	238	–	–	–	366
Not Stated	–	–	–	–	–	–	0	0	0	155	–	–	–	155
Total Nursing Workforce	**8,162**	**2,005**	**11,660**	**9,917**	**78,927**	**110,566**	**14,006**	**11,565**	**31,774**	**35,200**	**336**	**1,021**	**0**	**315,139**

Notes

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^ Northwest Territories and Nunavut data combined for 2004

n/s Data not submitted to CIHI

– Data do not exist, or are not applicable

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H. Summary

Regulated Nursing Workforce by Location of Graduation and Province/Territory of Registration, Canada, 2004 (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	**66.8**	**68.7**	**73.8**	**74.2**	**80.4**	**77.9**	**75.9**	**73.5**	**80.6**	**80.4**	**84.2**	**91.1**	^	**78.2**
Canadian-trained	65.5	67.0	72.0	73.2	78.4	68.8	71.1	70.4	71.5	67.9	77.7	81.0	^	71.8
Foreign-trained	1.3	1.5	1.8	1.0	2.0	8.9	4.8	2.2	3.4	12.0	6.5	9.6	^	5.8
Not Stated	0.0	0.2	0.0	0.0	<0.1	0.1	0.0	0.9	5.6	0.4	0.0	0.5	^	0.7
LPN	**33.2**	**31.3**	**26.2**	**25.8**	**19.6**	**22.1**	**17.2**	**18.4**	**15.9**	**13.7**	**15.8**	**8.9**	..	**20.1**
Canadian-trained	23.8	**	26.2	25.7	n/s	21.4	16.7	18.1	15.6	13.0	15.8	**	..	14.6
Foreign-trained	0.0	*	0.1	0.1	n/s	0.7	0.5	0.3	0.3	0.5	0.0	*	..	0.4
Not Stated	9.4	0.0	0.0	0.0	19.6	<0.1	<0.1	0.0	0.0	0.1	0.0	0.0	..	5.2
RPN	–	–	–	–	–	–	**6.9**	**8.1**	**3.5**	**6.0**	–	–	–	**1.6**
Canadian-trained	–	–	–	–	–	–	6.8	8.0	3.2	4.8	–	–	–	1.5
Foreign-trained	–	–	–	–	–	–	0.1	0.1	0.3	0.7	–	–	–	0.1
Not Stated	–	–	–	–	–	–	0.0	0.0	0.0	0.4	–	–	–	<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**	**0.0**	**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

^ Northwest Territories and Nunavut data combined for 2004

n/s Data not submitted to CIHI

– Data do not exist, or are not applicable

.. 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

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

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

I. Summary

Regulated Nursing Workforce by Years Since Graduation and Province/Territory of Registration, Canada, 2004

	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	**5,452**	**1,377**	**8,602**	**7,361**	**63,455**	**86,099**	**10,628**	**8,499**	**25,600**	**28,289**	**283**	**930**	**^**	**246,575**
0–10 years	1,414	220	1,314	1,454	16,068	19,804	2,344	1,603	6,178	5,961	67	324	^	56,751
11–20 years	1,727	399	2,479	2,381	16,684	22,834	3,391	2,243	6,989	7,931	75	265	^	67,398
21–30 years	1,507	397	2,685	2,096	18,846	21,635	2,736	2,457	6,301	7,348	78	184	^	66,270
31+ years	804	361	2,124	1,430	11,857	21,775	2,157	2,195	6,132	7,049	63	157	^	56,104
Not Stated	0	0	0	0	0	51	0	1	0	0	0	0	^	52
LPN	**2,710**	**628**	**3,058**	**2,556**	**15,472**	**24,467**	**2,415**	**2,131**	**5,051**	**4,811**	**53**	**91**	**..**	**63,443**
0–10 years	770	203	941	1,411	3,917	7,155	771	634	1,925	1,851	15	30	..	19,623
11–20 years	682	174	796	350	3,021	7,116	489	317	1,023	901	20	28	..	14,917
21–30 years	703	130	802	397	4,701	5,639	670	654	933	1,107	11	21	..	15,768
31+ years	555	121	519	398	3,624	4,515	485	526	1,170	952	7	12	..	12,884
Not Stated	0	0	0	0	209	42	0	0	0	0	0	0	..	251
RPN	–	–	–	–	–	–	**963**	**935**	**1,123**	**2,100**	–	–	–	**5,121**
0–10 years	–	–	–	–	–	–	121	130	179	487	–	–	–	917
11–20 years	–	–	–	–	–	–	300	323	372	526	–	–	–	1,521
21–30 years	–	–	–	–	–	–	351	273	331	436	–	–	–	1,391
31+ years	–	–	–	–	–	–	191	209	241	613	–	–	–	1,254
Not Stated	–	–	–	–	–	–	0	0	0	38	–	–	–	38
Total Nursing Workforce	**8,162**	**2,005**	**11,660**	**9,917**	**78,927**	**110,566**	**14,006**	**11,565**	**31,774**	**35,200**	**336**	**1,021**	**0**	**315,139**

Notes

^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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

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

Source: NDB/CIHI.

Regulated Nursing Workforce by Years Since Graduation and Province/Territory of Registration, Canada, 2004 (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	**66.8**	**68.7**	**73.8**	**74.2**	**80.4**	**77.9**	**75.9**	**73.5**	**80.6**	**80.4**	**84.2**	**91.1**	^	**78.2**
0–10 years	17.3	11.0	11.3	14.7	20.4	17.9	16.7	13.9	19.4	16.9	19.9	31.7	^	18.0
11–20 years	21.2	19.9	21.3	24.0	21.1	20.7	24.2	19.4	22.0	22.5	22.3	26.0	^	21.4
21–30 years	18.5	19.8	23.0	21.1	23.9	19.6	19.5	21.2	19.8	20.9	23.2	18.0	^	21.0
31+ years	9.9	18.0	18.2	14.4	15.0	19.7	15.4	19.0	19.3	20.0	18.8	15.4	^	17.8
Not Stated	0.0	0.0	0.0	0.0	0.0	<0.1	0.0	<0.1	0.0	0.0	0.0	0.0	^	<0.1
LPN	**33.2**	**31.3**	**26.2**	**25.8**	**19.6**	**22.1**	**17.2**	**18.4**	**15.9**	**13.7**	**15.8**	**8.9**	..	**20.1**
0–10 years	9.4	10.1	8.1	14.2	5.0	6.5	5.5	5.5	6.1	5.3	4.5	2.9	..	6.2
11–20 years	8.4	8.7	6.8	3.5	3.8	6.4	3.5	2.7	3.2	2.6	6.0	2.7	..	4.7
21–30 years	8.6	6.5	6.9	4.0	6.0	5.1	4.8	5.7	2.9	3.1	3.3	2.1	..	5.0
31+ years	6.8	6.0	4.5	4.0	4.6	4.1	3.5	4.5	3.7	2.7	2.1	1.2	..	4.1
Not Stated	0.0	0.0	0.0	0.0	0.3	<0.1	0.0	0.0	0.0	0.0	0.0	0.0	..	0.1
RPN	–	–	–	–	–	–	**6.9**	**8.1**	**3.5**	**6.0**	–	–	–	**1.6**
0–10 years	–	–	–	–	–	–	0.9	1.1	0.6	1.4	–	–	–	0.3
11–20 years	–	–	–	–	–	–	2.1	2.8	1.2	1.5	–	–	–	0.5
21–30 years	–	–	–	–	–	–	2.5	2.4	1.0	1.2	–	–	–	0.4
31+ years	–	–	–	–	–	–	1.4	1.8	0.8	1.7	–	–	–	0.4
Not Stated	–	–	–	–	–	–	0.0	0.0	0.0	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**	**0.0**	**100.0**

Notes

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J. Summary

Regulated Nursing Workforce by Age Group and Province/Territory of Registration, Canada, 2004

	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	**5,452**	**1,377**	**8,602**	**7,361**	**63,455**	**86,099**	**10,628**	**8,499**	**25,600**	**28,289**	**283**	**930**	**^**	**246,575**
<25 years	164	24	103	157	2,771	1,290	110	127	526	463	*	**	^	5,743
25–29 years	516	71	427	493	5,650	5,821	671	524	2,056	1,768	17	96	^	18,110
30–34 years	692	126	723	688	6,196	8,758	1,026	800	2,806	2,545	34	120	^	24,514
35–39 years	980	186	1,134	1,188	7,790	10,718	1,385	955	3,167	3,004	26	108	^	30,641
40–44 years	984	222	1,598	1,335	9,107	13,413	1,764	1,356	3,685	4,081	50	138	^	37,733
45–49 years	850	208	1,647	1,236	10,929	13,436	1,874	1,515	4,071	4,991	54	139	^	40,950
50–54 years	714	243	1,434	1,222	11,238	15,113	1,871	1,572	4,134	5,133	40	136	^	42,850
55–59 years	391	184	997	736	6,882	10,622	1,226	986	2,995	3,964	45	87	^	29,115
60–64 years	146	83	437	258	2,185	5,443	546	507	1,665	1,958	13	52	^	13,293
65–69 years	**	25	89	41	471	1,273	128	143	402	333	*	15	^	2,934
70+ years	*	5	13	7	236	211	23	14	84	49	0	**	^	650
Not Stated	0	0	0	0	0	1	4	0	9	0	0	28	^	42
LPN	**2,710**	**628**	**3,058**	**2,556**	**15,472**	**24,467**	**2,415**	**2,131**	**5,051**	**4,811**	**53**	**91**	**..**	**63,443**
<25 years	62	16	42	116	699	506	65	107	318	148	0	0	..	2,079
25–29 years	**	35	217	241	1175	1555	182	206	448	382	*	7	..	4,612
30–34 years	235	49	343	295	1289	2429	216	147	454	429	5	8	..	5,899
35–39 years	377	93	453	314	1655	2906	258	171	451	500	*	**	..	7,193
40–44 years	517	102	531	400	2308	3820	340	303	680	660	13	17	..	9,691
45–49 years	483	115	555	438	2953	4281	433	409	769	912	5	21	..	11,374
50–54 years	429	102	442	372	2873	4406	423	398	828	862	17	12	..	11,164
55–59 years	385	72	350	271	1971	3112	357	249	671	653	6	11	..	8,108
60–64 years	59	38	112	99	425	1221	129	124	365	226	*	*	..	2,802
65–69 years	*	6	**	**	84	197	**	**	60	33	0	0	..	425
70+ years	0	0	*	*	40	34	*	*	7	6	0	0	..	95
Not Stated	0	0	0	0	0	0	0	0	0	0	1	0	..	1
RPN	**–**	**–**	**–**	**–**	**–**	**–**	**963**	**935**	**1,123**	**2,100**	**–**	**–**	**–**	**5,121**
<25 years	–	–	–	–	–	–	**	*	**	12	–	–	–	38
25–29 years	–	–	–	–	–	–	35	23	44	93	–	–	–	195
30–34 years	–	–	–	–	–	–	53	93	68	187	–	–	–	401
35–39 years	–	–	–	–	–	–	92	146	159	243	–	–	–	640
40–44 years	–	–	–	–	–	–	181	157	187	277	–	–	–	802
45–49 years	–	–	–	–	–	–	231	163	188	313	–	–	–	895
50–54 years	–	–	–	–	–	–	195	144	195	341	–	–	–	875
55–59 years	–	–	–	–	–	–	111	105	184	416	–	–	–	816
60–64 years	–	–	–	–	–	–	35	62	68	179	–	–	–	344
65–69 years	–	–	–	–	–	–	15	11	13	34	–	–	–	73
70+ years	–	–	–	–	–	–	*	*	*	5	–	–	–	14
Not Stated	–	–	–	–	–	–	0	28	0	0	–	–	–	28
Total Nursing Workforce	**8,162**	**2,005**	**11,660**	**9,917**	**78,927**	**110,566**	**14,006**	**11,565**	**31,774**	**35,200**	**336**	**1,021**	**0**	**315,139**

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Regulated Nursing Workforce by Age Group and Province/Territory of Registration, Canada, 2004 (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	**66.8**	**68.7**	**73.8**	**74.2**	**80.4**	**77.9**	**75.9**	**73.5**	**80.6**	**80.4**	**84.2**	**91.1**	^	**78.2**
<25 years	2.0	1.2	0.9	1.6	3.5	1.2	0.8	1.1	1.7	1.3	*	**	^	1.8
25–29 years	6.3	3.5	3.7	5.0	7.2	5.3	4.8	4.5	6.5	5.0	5.1	9.4	^	5.7
30–34 years	8.5	6.3	6.2	6.9	7.9	7.9	7.3	6.9	8.8	7.2	10.1	11.8	^	7.8
35–39 years	12.0	9.3	9.7	12.0	9.9	9.7	9.9	8.3	10.0	8.5	7.7	10.6	^	9.7
40–44 years	12.1	11.1	13.7	13.5	11.5	12.1	12.6	11.7	11.6	11.6	14.9	13.5	^	12.0
45–49 years	10.4	10.4	14.1	12.5	13.8	12.2	13.4	13.1	12.8	14.2	16.1	13.6	^	13.0
50–54 years	8.7	12.1	12.3	12.3	14.2	13.7	13.4	13.6	13.0	14.6	11.9	13.3	^	13.6
55–59 years	4.8	9.2	8.6	7.4	8.7	9.6	8.8	8.5	9.4	11.3	13.4	8.5	^	9.2
60–64 years	1.8	4.1	3.7	2.6	2.8	4.9	3.9	4.4	5.2	5.6	3.9	5.1	^	4.2
65–69 years	**	1.2	0.8	0.4	0.6	1.2	0.9	1.2	1.3	0.9	*	1.5	^	0.9
70+ years	*	0.2	0.1	0.1	0.3	0.2	0.2	0.1	0.3	0.1	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	2.7	^	<0.1
LPN	**33.2**	**31.3**	**26.2**	**25.8**	**19.6**	**22.1**	**17.2**	**18.4**	**15.9**	**13.7**	**15.8**	**8.9**	..	**20.1**
<25 years	0.8	0.8	0.4	1.2	0.9	0.5	0.5	0.9	1.0	0.4	0.0	0.0	..	0.7
25–29 years	**	1.7	1.9	2.4	1.5	1.4	1.3	1.8	1.4	1.1	*	0.7	..	1.5
30–34 years	2.9	2.4	2.9	3.0	1.6	2.2	1.5	1.3	1.4	1.2	1.5	0.8	..	1.9
35–39 years	4.6	4.6	3.9	3.2	2.1	2.6	1.8	1.5	1.4	1.4	*	**	..	2.3
40–44 years	6.3	5.1	4.6	4.0	2.9	3.5	2.4	2.6	2.1	1.9	3.9	1.7	..	3.1
45–49 years	5.9	5.7	4.8	4.4	3.7	3.9	3.1	3.5	2.4	2.6	1.5	2.1	..	3.6
50–54 years	5.3	5.1	3.8	3.8	3.6	4.0	3.0	3.4	2.6	2.4	5.1	1.2	..	3.5
55–59 years	4.7	3.6	3.0	2.7	2.5	2.8	2.5	2.2	2.1	1.9	1.8	1.1	..	2.6
60–64 years	0.7	1.9	1.0	1.0	0.5	1.1	0.9	1.1	1.1	0.6	*	*	..	0.9
65–69 years	*	0.3	**	**	0.1	0.2	**	**	0.2	0.1	0.0	0.0	..	0.1
70+ years	0.0	0.0	*	*	0.1	<0.1	*	*	<0.1	<0.1	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	0.3	0.0	..	<0.1
RPN	–	–	–	–	–	–	**6.9**	**8.1**	**3.5**	**6.0**	–	–	–	**1.6**
<25 years	–	–	–	–	–	–	**	*	**	<0.1	–	–	–	<0.1
25–29 years	–	–	–	–	–	–	0.2	0.2	0.1	0.3	–	–	–	0.1
30–34 years	–	–	–	–	–	–	0.4	0.8	0.2	0.5	–	–	–	0.1
35–39 years	–	–	–	–	–	–	0.7	1.3	0.5	0.7	–	–	–	0.2
40–44 years	–	–	–	–	–	–	1.3	1.4	0.6	0.8	–	–	–	0.3
45–49 years	–	–	–	–	–	–	1.6	1.4	0.6	0.9	–	–	–	0.3
50–54 years	–	–	–	–	–	–	1.4	1.2	0.6	1.0	–	–	–	0.3
55–59 years	–	–	–	–	–	–	0.8	0.9	0.6	1.2	–	–	–	0.3
60–64 years	–	–	–	–	–	–	0.2	0.5	0.2	0.5	–	–	–	0.1
65–69 years	–	–	–	–	–	–	0.1	0.1	<0.1	0.1	–	–	–	<0.1
70+ years	–	–	–	–	–	–	*	*	*	<0.1	–	–	–	<0.1
Not Stated	–	–	–	–	–	–	0.0	0.2	0.0	0.0	–	–	–	<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**	**0.0**	**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

^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

.. 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

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

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

Source: NDB/CIHI.

K. Summary

Regulated Nursing Workforce by Average Age and Province/Territory of Registration, Canada, 2004

	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	41.6	45.6	45.2	43.7	43.5	45.1	45.0	45.4	44.6	45.8	45.1	43.7	^	44.6
LPN	44.2	44.8	43.7	42.7	44.1	44.9	45.0	44.4	44.2	44.7	46.6	44.1	..	44.4
RPN	–	–	–	–	–	–	46.3	45.8	46.5	47.2	–	–	–	46.6
Total Nursing Workforce	**42.4**	**45.3**	**44.8**	**43.5**	**43.6**	**45.1**	**45.1**	**45.2**	**44.6**	**45.8**	**45.3**	**43.8**	**0.0**	**44.6**

Notes

^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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

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

Source: NDB/CIHI.

Regulated Nursing Workforce by Difference from Provincial/Territorial Average Age and Province/Territory of Registration, Canada, 2004 (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
						(difference)								
RN	-0.8	0.3	0.4	0.2	-0.1	0.0	-0.1	0.2	0.0	0.0	-0.2	-0.1	^	0.0
LPN	1.8	-0.5	-1.1	-0.8	0.5	-0.2	-0.1	-0.8	-0.4	-1.1	1.3	0.3	..	-0.2
RPN	–	–	–	–	–	–	1.2	0.6	1.9	1.4	–	–	–	2.0
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

^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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

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

Source: NDB/CIHI.

L. Summary

**Regulated Nursing Workforce by Initial Education in Nursing Discipline and
Province/Territory of Registration, Canada, 2004**

	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	5,452	1,377	8,602	7,361	63,455	86,099	10,628	8,499	25,600	28,289	283	930	^	246,575
Diploma	4,244	1,118	6,971	5,414	58,653	74,452	8,426	6,740	19,300	22,752	215	720	^	209,005
Baccalaureate/Master's	1,208	259	1,631	1,947	4,802	11,647	2,202	1,751	6,293	5,537	67	207	^	37,551
Not Stated	0	0	0	0	0	0	0	8	7	0	1	3	^	19
LPN	2,710	628	3,058	2,556	15,472	24,467	2,415	2,131	5,051	4,811	53	91	..	63,443
Diploma	2,662	619	3,005	2,538	15,081	24,464	2,220	2,075	4,941	4,449	53	91	..	62,198
Equivalency	48	9	53	18	391	3	195	56	110	362	0	0	..	1,245
RPN	–	–	–	–	–	–	963	935	1,123	2,100	–	–	–	5,121
Diploma	–	–	–	–	–	–	889	**	**	2,032	–	–	–	4,966
Baccalaureate	–	–	–	–	–	–	74	*	**	68	–	–	–	155
Not Stated	–	–	–	–	–	–	0	0	0	0	–	–	–	0
Total Nursing Workforce	8,162	2,005	11,660	9,917	78,927	110,566	14,006	11,565	31,774	35,200	336	1,021	0	315,139

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

^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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

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

L. Summary

Regulated Nursing Workforce by Initial Education in Nursing Discipline and Province/Territory of Registration, Canada, 2004 (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	**66.8**	**68.7**	**73.8**	**74.2**	**80.4**	**77.9**	**75.9**	**73.5**	**80.6**	**80.4**	**84.2**	**91.1**	^	**78.2**
Diploma	52.0	55.8	59.8	54.6	74.3	67.3	60.2	58.3	60.7	64.6	64.0	70.5	^	66.3
Baccalaureate/Master's	14.8	12.9	14.0	19.6	6.1	10.5	15.7	15.1	19.8	15.7	19.9	20.3	^	11.9
Not Stated	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	<0.1	0.0	0.3	0.3	^	<0.1
LPN	**33.2**	**31.3**	**26.2**	**25.8**	**19.6**	**22.1**	**17.2**	**18.4**	**15.9**	**13.7**	**15.8**	**8.9**	..	**20.1**
Diploma	32.6	30.9	25.8	25.6	19.1	22.1	15.9	17.9	15.6	12.6	15.8	8.9	..	19.7
Equivalency	0.6	0.4	0.5	0.2	0.5	<0.1	1.4	0.5	0.3	1.0	0.0	0.0	..	0.4
RPN	–	–	–	–	–	–	**6.9**	**8.1**	**3.5**	**6.0**	–	–	–	**1.6**
Diploma	–	–	–	–	–	–	6.3	**	**	5.8	–	–	–	1.6
Baccalaureate	–	–	–	–	–	–	0.5	*	**	0.2	–	–	–	<0.1
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**	**0.0**	**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

^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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Totals may not sum to 100 percent due to rounding

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

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

M. Summary

Regulated Nursing Workforce by Highest Education in Nursing Discipline and Province/Territory of Registration, Canada, 2004

	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	5,452	1,377	8,602	7,361	63,455	86,099	10,628	8,499	25,600	28,289	283	930	^	246,575
Diploma	3,867	945	5,889	4,430	40,231	64,508	7,227	6,026	15,511	18,034	158	594	^	167,420
Baccalaureate	1,478	409	2,502	2,779	21,852	19,655	3,168	2,371	9,340	9,417	**	**	^	73,404
Master's/Doctorate	107	23	211	152	1,372	1,936	233	96	744	838	*	**	^	5,736
Not Stated	0	0	0	0	0	0	0	6	5	0	1	3	^	15
LPN	2,710	628	3,058	2,556	15,472	24,467	2,415	2,131	5,051	4,811	53	91	..	63,443
Equivalency/Diploma	2,710	628	3,058	2,556	15,472	24,467	2,415	2,131	5,051	4,811	53	91	..	63,443
Not Stated	–	–	–	–	–	–	–	–	–	–	–	–	..	–
RPN	–	–	–	–	–	–	963	935	1,123	2,100	–	–	–	5,121
Diploma	–	–	–	–	–	–	866	923	1097	1990	–	–	–	4,876
Baccalaureate	–	–	–	–	–	–	97	12	19	99	–	–	–	227
Master's/Doctorate	–	–	–	–	–	–	0	0	7	11	–	–	–	18
Not Stated	–	–	–	–	–	–	–	–	–	–	–	–	–	0
Total Nursing Workforce	8,162	2,005	11,660	9,917	78,927	110,566	14,006	11,565	31,774	35,200	336	1,021	0	315,139

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

^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

The RN Master's/Doctorate total is comprised of 5,425 RNs who earned a master's and 311 RNs who earned a doctorate as their highest level of education in nursing.

The RPN Master's/Doctorate total is comprised of 8 RPNs who earned a master's and 10 RPNs who earned a doctorate as their highest level of education in psychiatric nursing.

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

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

M. Summary

**Regulated Nursing Workforce by Highest Education in Nursing Discipline
and Province/Territory of Registration, Canada, 2004 (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	**66.8**	**68.7**	**73.8**	**74.2**	**80.4**	**77.9**	**75.9**	**73.5**	**80.6**	**80.4**	**84.2**	**91.1**	**^**	**78.2**
Diploma	47.4	47.1	50.5	44.7	51.0	58.3	51.6	52.1	48.8	51.2	47.0	58.2	^	53.1
Baccalaureate	18.1	20.4	21.5	28.0	27.7	17.8	22.6	20.5	29.4	26.8	**	**	^	23.3
Master's/Doctorate	1.3	1.1	1.8	1.5	1.7	1.8	1.7	0.8	2.3	2.4	*	**	^	1.8
Not Stated	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	<0.1	0.0	0.3	0.3	^	<0.1
LPN	**33.2**	**31.3**	**26.2**	**25.8**	**19.6**	**22.1**	**17.2**	**18.4**	**15.9**	**13.7**	**15.8**	**8.9**	**..**	**20.1**
Equivalency/Diploma	33.2	31.3	26.2	25.8	19.6	22.1	17.2	18.4	15.9	13.7	15.8	8.9	..	20.1
Not Stated	–	–	–	–	–	–	–	–	–	–	–	–	..	–
RPN	**–**	**–**	**–**	**–**	**–**	**–**	**6.9**	**8.1**	**3.5**	**6.0**	**–**	**–**	**–**	**1.6**
Diploma	–	–	–	–	–	–	6.2	8.0	3.5	5.7	–	–	–	1.5
Baccalaureate	–	–	–	–	–	–	0.7	0.1	0.1	0.3	–	–	–	0.1
Master's/Doctorate	–	–	–	–	–	–	0.0	0.0	<0.1	<0.1	–	–	–	<0.1
Not Stated	–	–	–	–	–	–	–	–	–	–	–	–	–	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**	**0.0**	**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

^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

.. 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

The RN Master's/Doctorate total is comprised of 5,425 RNs who earned a master's degree and 311 RNs who earned a doctorate as their highest level of education in nursing.

The RPN Master's/Doctorate total is comprised of 8 RPNs who earned a master's and 10 RPNs who earned a doctorate as their highest level of education in psychiatric nursing.

Totals may not sum to 100 percent due to rounding

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

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

Appendix A

Identification of Secondary Registrations

Registered Psychiatric Nurses Database
Identification of Secondary Registrations
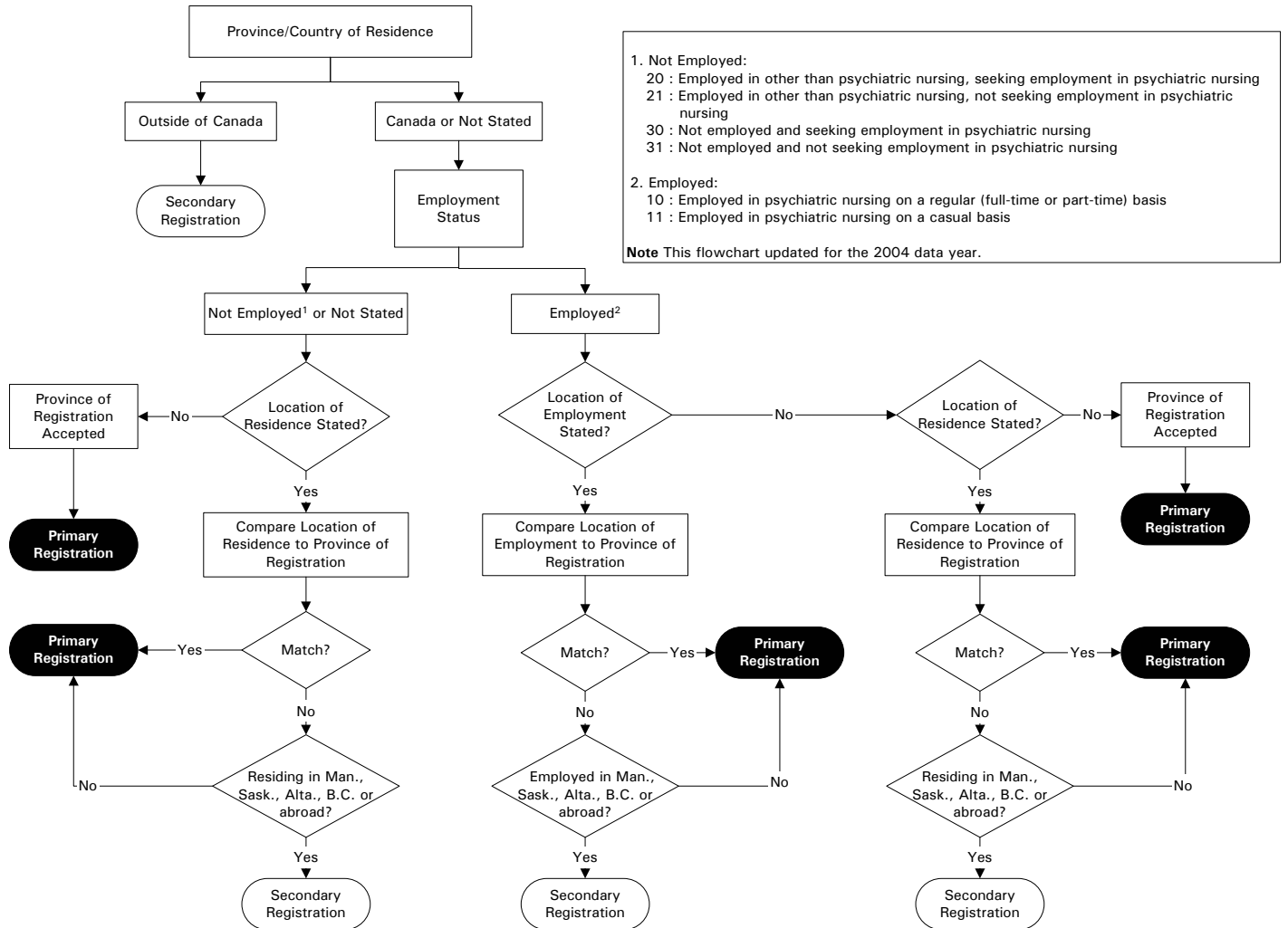
1. Not Employed:
 20 : Employed in other than psychiatric nursing, seeking employment in psychiatric nursing
 21 : Employed in other than psychiatric nursing, not seeking employment in psychiatric nursing
 30 : Not employed and seeking employment in psychiatric nursing
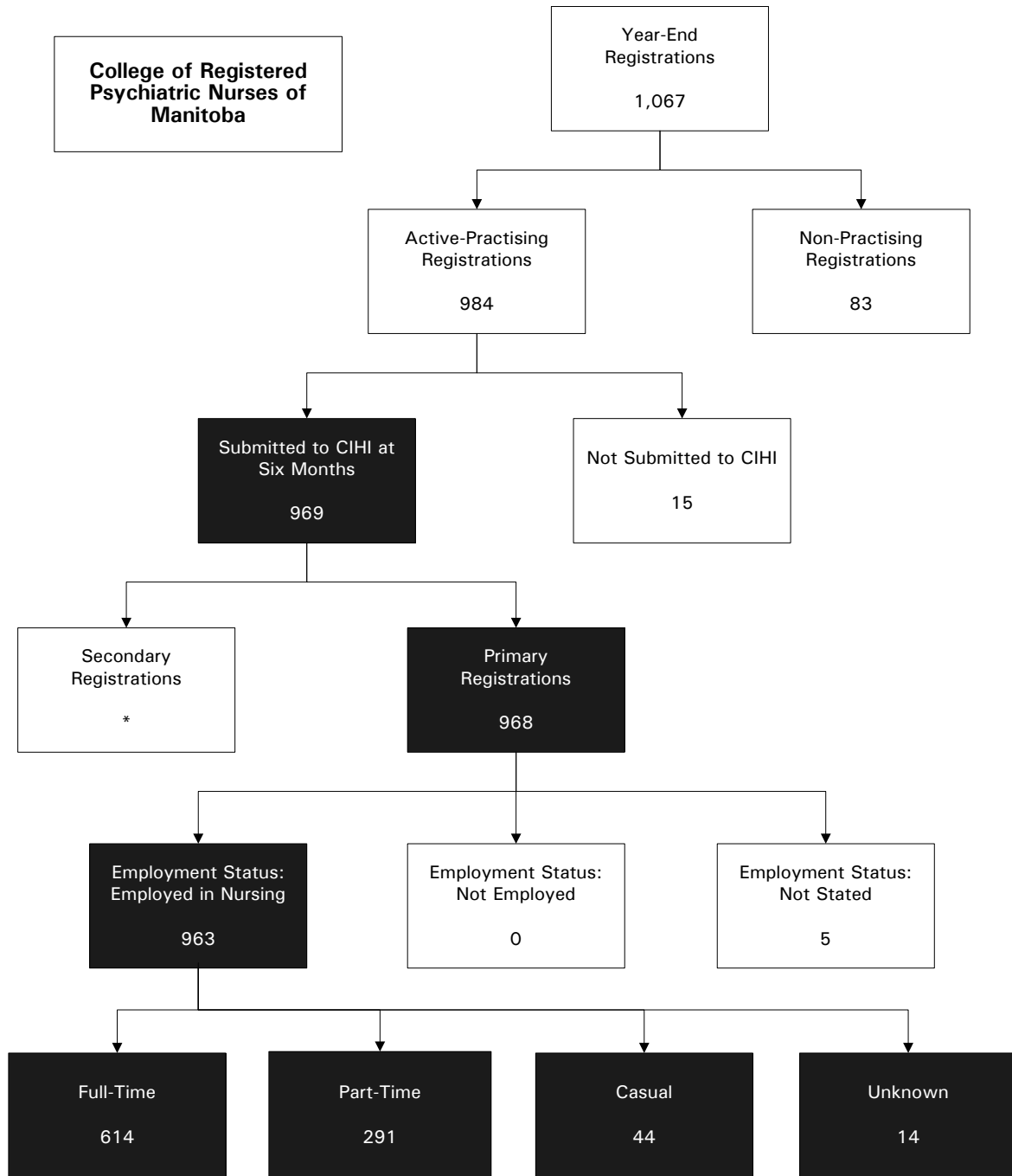 31 : Not employed and not seeking employment in psychiatric nursing

2. Employed:
 10 : Employed in psychiatric nursing on a regular (full-time or part-time) basis
 11 : Employed in psychiatric nursing on a casual basis

Note This flowchart updated for the 2004 data year.

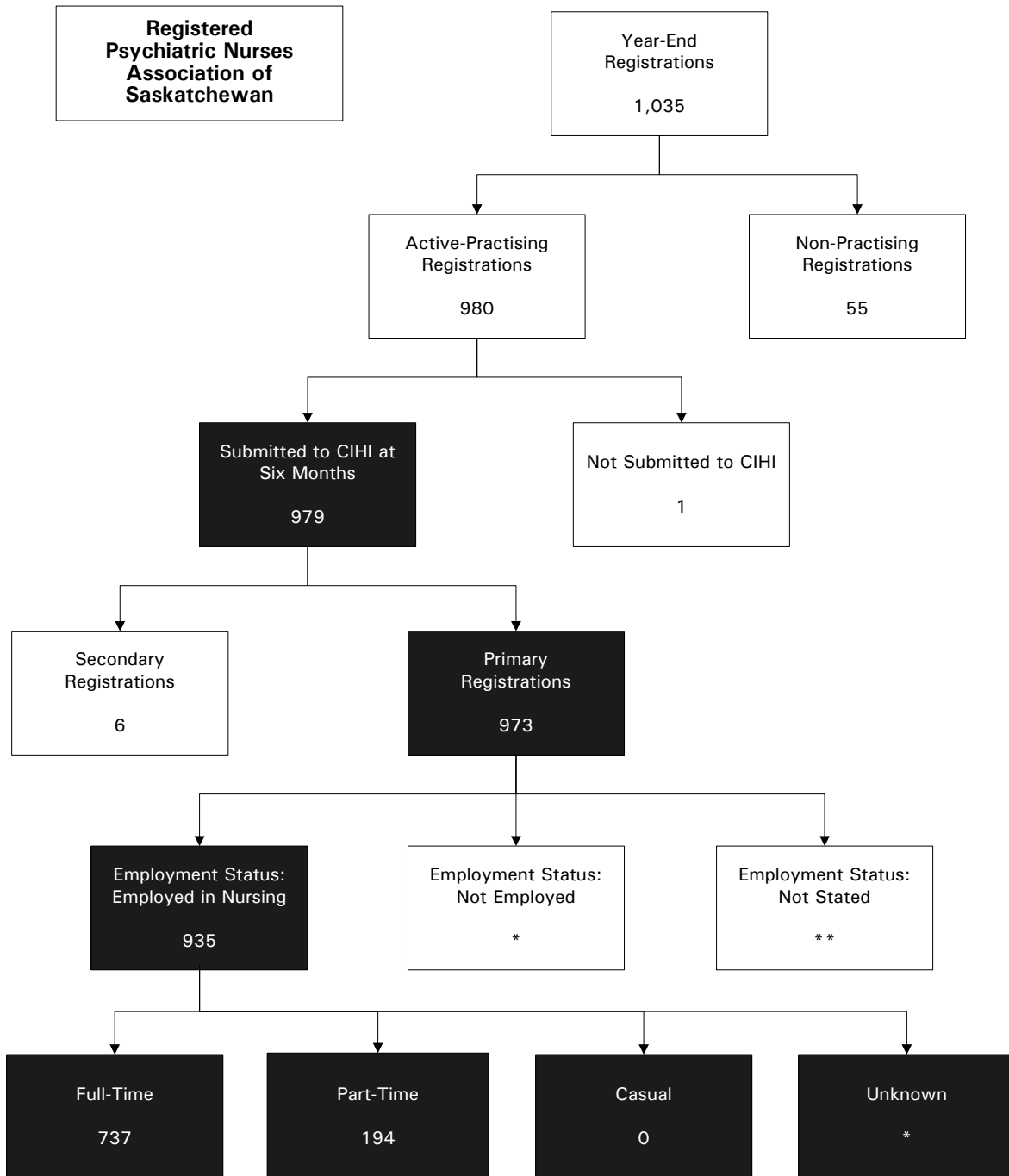# Appendix B

Comparison of CIHI Statistics to Regulatory Statistics

Tracing Regulatory Data to CIHI Data

College of Registered Psychiatric Nurses of Manitoba

Year-End Registrations

1,067

Active-Practising Registrations

984

Non-Practising Registrations

83

Submitted to CIHI at Six Months

969

Not Submitted to CIHI

15

Secondary Registrations

*

Primary Registrations

968

Employment Status: Employed in Nursing

963

Employment Status: Not Employed

0

Employment Status: Not Stated

5

Full-Time

614

Part-Time

291

Casual

44

Unknown

14

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

Tracing Regulatory Data to CIHI Data

| **Registered Psychiatric Nurses Association of Saskatchewan** |
| --- |

Year-End Registrations 1,035

Active-Practising Registrations 980	Non-Practising Registrations 55

Submitted to CIHI at Six Months 979	Not Submitted to CIHI 1

Secondary Registrations 6	Primary Registrations 973

Employment Status: Employed in Nursing 935	Employment Status: Not Employed *	Employment Status: Not Stated **

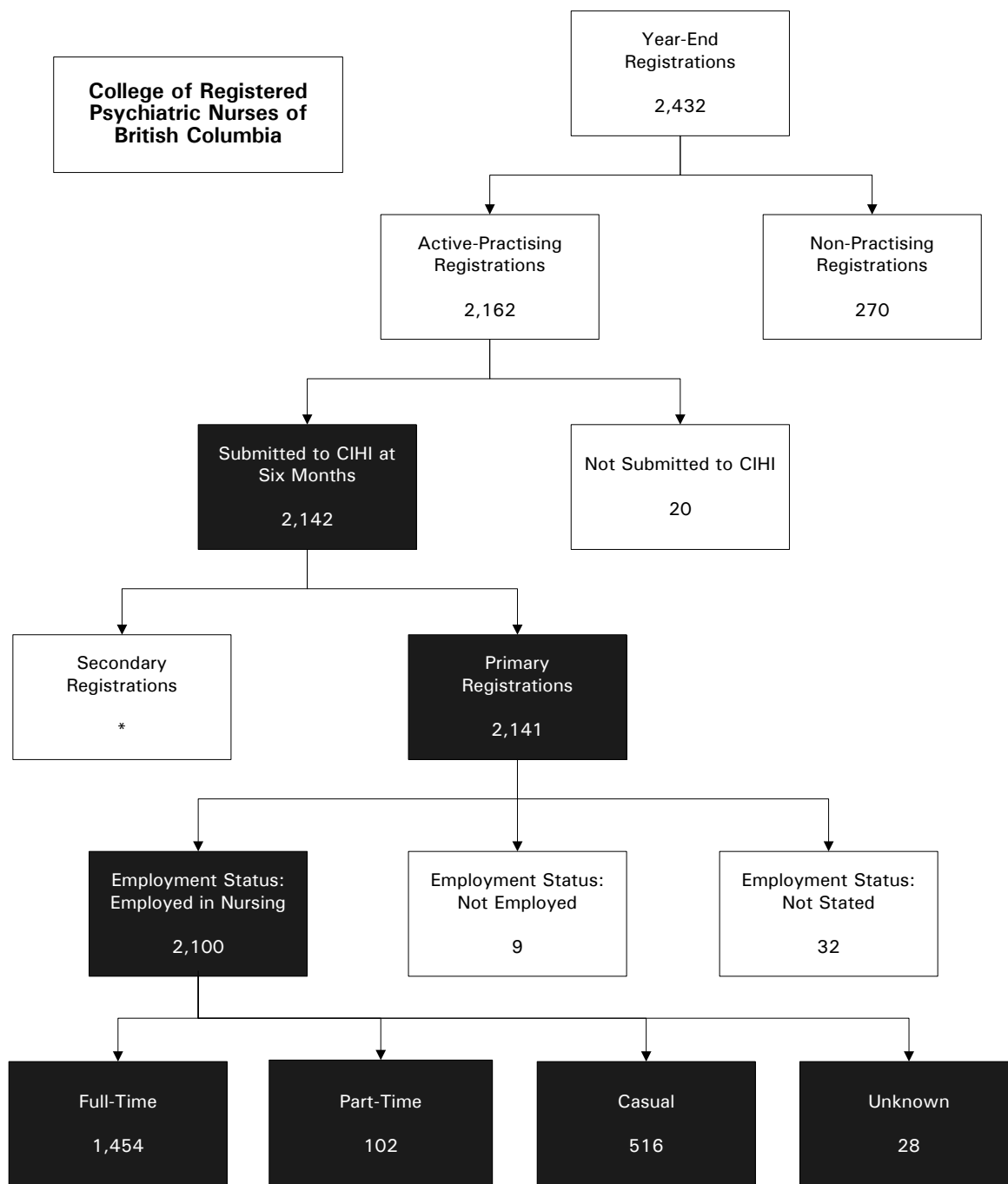| Full-Time 737	Part-Time 194	Casual 0	Unknown *

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

Tracing Regulatory Data to CIHI Data
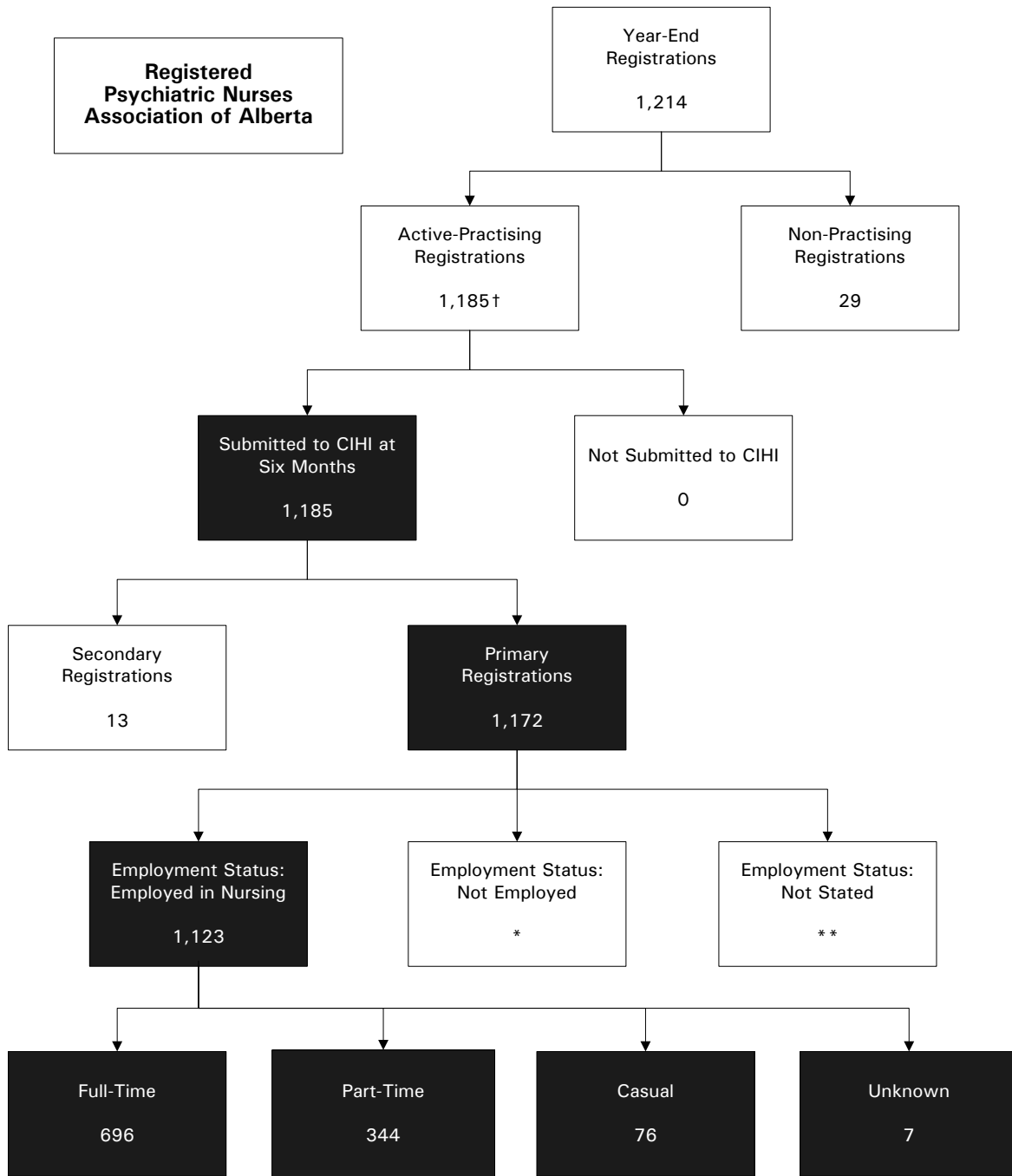
```
┌─────────────────────────────┐          ┌──────────────────────┐
│  Registered                 │          │  Year-End            │
│  Psychiatric Nurses         │          │  Registrations       │
│  Association of Alberta     │          │                      │
└─────────────────────────────┘          │  1,214               │
                                         └──────────────────────┘
```

Active-Practising Registrations	Non-Practising Registrations
1,185†	29

Submitted to CIHI at Six Months	Not Submitted to CIHI
1,185	0

Secondary Registrations	Primary Registrations
13	1,172

Employment Status: Employed in Nursing	Employment Status: Not Employed	Employment Status: Not Stated
1,123	*	**

Full-Time	Part-Time	Casual	Unknown
696	344	76	7

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
†   Active-practising registrations include both temporary and life active memberships.

Tracing Regulatory Data to CIHI Data

College of Registered Psychiatric Nurses of British Columbia

Year-End Registrations

2,432

Active-Practising Registrations

2,162

Non-Practising Registrations

270

Submitted to CIHI at Six Months

2,142

Not Submitted to CIHI

20

Secondary Registrations

*

Primary Registrations

2,141

Employment Status: Employed in Nursing

2,100

Employment Status: Not Employed

9

Employment Status: Not Stated

32

Full-Time

1,454

Part-Time

102

Casual

516

Unknown

28

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

Appendix C

Registered Psychiatric Nursing
Contact Information

Registered Psychiatric Nursing Contact Information

Provincial Regulatory Authorities

Manitoba

College of Registered Psychiatric Nurses of Manitoba
        1854 Portage Avenue
        Winnipeg, Manitoba, R3J 0G9
        Web site: www.crpnm.mb.ca

Saskatchewan

Registered Psychiatric Nurses Association of Saskatchewan
        2055 Lorne Street
        Regina, Saskatchewan, S4P 2M4
        Web site: www.rpnas.com

Alberta

Registered Psychiatric Nurses Association of Alberta
        201, 9711 45th Avenue
        Edmonton, Alberta, T6E 5V8
        Web site: www.rpnaa.ab.ca

British Columbia

College of Registered Psychiatric Nurses of British Columbia
        307, 2502 Saint Johns Street
        Port Moody, British Columbia, V3H 2B4
        Web site: www.crpnbc.ca

Other Psychiatric Nursing Associations

Registered Psychiatric Nurses of Canada
        201, 9711, 45th Avenue
        Edmonton, Alberta, T6E 5V8
        Web site: www.psychiatricnurse.ca

Appendix D

List of Data Tables on CD-ROM

List of Data Tables on CD-ROM

Series A—Total Registrations

A.LPN.1   LPN Registrations by Province/Territory of Registration, Canada, 2004

A.LPN.2   LPN Registrations by Age Group and Province/Territory of Registration, Canada, 2004

A.RN.1   RN Registrations by Province/Territory of Registration, Canada, 2004

A.RN.2   RN Registrations by Age Group and Province/Territory of Registration, Canada, 2004

A.RN.3   RN Registrations by Highest Education in Nursing and Province/Territory of Registration, Canada, 2004

A.RPN.1   RPN Registrations by Province of Registration, Canada, 2004

A.RPN.2   RPN Registrations by Age Group and Province of Registration, Canada, 2004

Series B—Employment Status

B.LPN.1   LPN Workforce by Employment Status and Province/Territory of Registration, Canada, 2004

B.LPN.2   LPN Workforce by Employment Status, Multiple Employment Status and Province/Territory of Registration, Canada, 2004

B.LPN.3   LPN Workforce by Employment Status, Age Group and Province/Territory of Registration, Canada, 2004

B.LPN.4   LPN Workforce by Employment Status, Average Age and Province/Territory of Registration, Canada, 2004

B.LPN.5   LPN Workforce by Employment Status, Years Since Graduation and Province/Territory of Registration, Canada, 2004

B.RN.1   RN Workforce by Employment Status and Province/Territory of Registration, Canada, 2004

B.RN.2   RN Workforce by Employment Status, Multiple Employment Status and Province/Territory of Registration, Canada, 2004

B.RN.3   RN Workforce by Employment Status, Age Group and Province/Territory of Registration, Canada, 2004

B.RN.4   RN Workforce by Employment Status, Average Age and Province/Territory of Registration, Canada, 2004

B.RN.5   RN Workforce by Employment Status, Highest Education in Nursing and Province/Territory of Registration, Canada, 2004

B.RN.6   RN Workforce by Employment Status, Years Since Graduation and Province/Territory of Registration, Canada, 2004

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

Series B—Employment Status (cont'd)

B.RPN.1   RPN Workforce by Employment Status and Province of Registration, Canada, 2004

B.RPN.2   RPN Workforce by Employment Status, Multiple Employment Status and Province of Registration, Canada, 2004

B.RPN.3   RPN Workforce by Employment Status, Age Group and Province of Registration, Canada, 2004

B.RPN.4   RPN Workforce by Employment Status, Average Age and Province of Registration, Canada, 2004

B.RPN.5   RPN Workforce by Employment Status, Years Since Graduation and Province of Registration, Canada, 2004

Series C—Place of Work

C.LPN.1   LPN Workforce by Place of Work and Province/Territory of Registration, Canada, 2004

C.LPN.2   LPN Workforce by Place of Work, Employment Status and Province/Territory of Registration, Canada, 2004

C.LPN.3   LPN Workforce by Place of Work, Multiple Employment Status and Province/Territory of Registration, Canada, 2004

C.LPN.4   LPN Workforce by Place of Work, Age Group and Province/Territory of Registration, Canada, 2004

C.LPN.5   LPN Workforce by Place of Work, Average Age and Province/Territory of Registration, Canada, 2004

C.LPN.6   LPN Workforce by Place of Work, Years Since Graduation and Province/Territory of Registration, Canada, 2004

C.RN.1   RN Workforce by Place of Work and Province/Territory of Registration, Canada, 2004

C.RN.2   RN Workforce by Place of Work, Employment Status and Province/Territory of Registration, Canada, 2004

C.RN.3   RN Workforce by Place of Work, Multiple Employment Status and Province/Territory of Registration, Canada, 2004

C.RN.4   RN Workforce by Place of Work, Age Group and Province/Territory of Registration, Canada, 2004

C.RN.5   RN Workforce by Place of Work, Average Age and Province/Territory of Registration, Canada, 2004

C.RN.6   RN Workforce by Place of Work, Highest Education in Nursing and Province/Territory of Registration, Canada, 2004

C.RN.7   RN Workforce by Place of Work, Years Since Graduation and Province/Territory of Registration, Canada, 2004

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

Series C—Place of Work (cont'd)

C.RPN.1 RPN Workforce by Place of Work and Province of Registration, Canada, 2004

C.RPN.2 RPN Workforce by Place of Work, Employment Status and Province of Registration, Canada, 2004

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