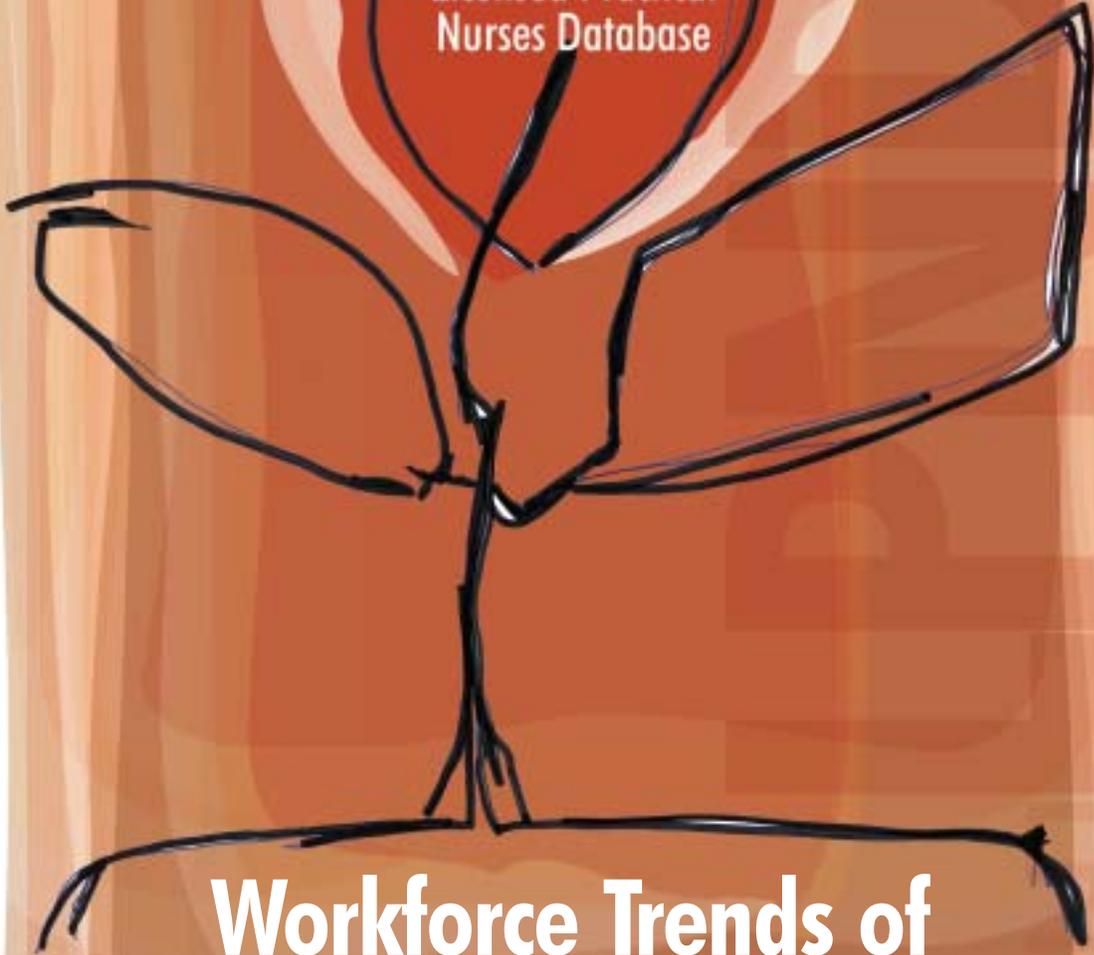


LPNDB

Licensed Practical
Nurses Database



**Workforce Trends of
Licensed Practical Nurses
in Canada, 2003**



Canadian Institute
for Health Information

Institut canadien
d'information sur la santé

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ISBN 1-55392-460-6 (PDF)

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Cette publication est disponible en français sous titre *Tendances de la main-d'œuvre des infirmières et infirmiers auxiliaires autorisés au Canada, 2003* ISBN 1-55392-461-4 (PDF)

Workforce Trends of Licensed Practical Nurses in Canada, 2003

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Workforce Trends of Licensed Practical Nurses in Canada, 2003

List of Data Tables on CD-ROM

Series A—Total Registrations

Series B—Employment Status

Series C—Place of Work

Series D—Area of Responsibility

Series E—Position

Series F—Multiple Employment Status

Series G—Sex

Series H—Location of Graduation

Series I—Years Since Graduation

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

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

Preface

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

CIHI's mandate, as established by Canada's health ministers, is to coordinate the development and maintenance of a common approach to health information for Canada. To this end, CIHI is responsible for providing accurate and timely information that is needed to establish sound health policies, manage the Canadian health system effectively and create public awareness of factors affecting good health.

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

The Licensed Practical Nurses Database (LPNDB) is one example of a health database maintained by CIHI. Any questions or requests regarding this publication or the Licensed Practical Nurses Database should be directed to:

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Acknowledgements

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

The Health Human Resources department at CIHI wishes to thank the following associations/colleges/councils and individuals without whom the Licensed Practical Nurses Database and this publication would not be possible:

- Council for Licensed Practical Nurses of Newfoundland and Labrador;
- Prince Edward Island Licensed Practical Nurses Registration Board;
- College of Licensed Practical Nurses of Nova Scotia;
- Association of New Brunswick Licensed Practical Nurses / Association des infirmières et infirmiers auxiliaires du Nouveau-Brunswick;
- Ordre des infirmières et infirmiers auxiliaires du Québec;
- College of Nurses of Ontario;
- College of Licensed Practical Nurses of Manitoba;
- Saskatchewan Association of Licensed Practical Nurses;
- College of Licensed Practical Nurses of Alberta;
- College of Licensed Practical Nurses of British Columbia;
- Yukon Licensed Practical Nurses, Yukon Government; and
- Northwest Territories Licensed Practical Nurses, Department of Health and Social Services, Government of Northwest Territories.

We wish to extend our thanks and gratitude to all licensed practical 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 Licensed Practical Nurses in Canada, 2003*. This is the second publication produced by CIHI on the supply of the LPN workforce.

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

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

This year's printed publication also includes:

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

The accompanying CD-ROM also contains:

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

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

Highlights of the Regulated Nursing Workforce

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

Supply Trends of the Regulated Nursing Workforce

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

Demographic Trends of the Regulated Nursing Workforce

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

Education Trends of the Regulated Nursing Workforce

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

Employment Trends of the Regulated Nursing Workforce

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

Highlights of the LPN Workforce

This is the second year of data collection and the second *Workforce Trends of Licensed Practical Nurses* publication. This report highlights licensed practical nurse (LPN) 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.

Licensed practical nursing is a distinct regulated nursing profession; LPNs are educated and regulated separately from other regulated nursing professionals in all thirteen provinces/territories of Canada.

Supply Trends of the LPN Workforce

- Between 2002 and 2003, the number of LPNs employed in practical nursing increased by 5.0%, from 60,123 to 63,138, but much of this increase is attributed to methodological changes in the submission of Ontario data.
- In 2003, 72.4% of the LPN workforce lived in urban areas of Canada, ranging from a high of 93.1% in Yukon to a low of 44.2% in Northwest Territories.
- Of the 104 LPNs currently working outside of Canada (but maintaining a Canadian licence), 85.5% (89) are employed in the United States, with an additional 14.5% (15) employed in other foreign countries such as Hong Kong, New Zealand and the United Kingdom.

Demographic Trends of the LPN Workforce

- Females comprise 93.2% of the workforce. The proportion of male LPNs employed in practical nursing is 6.8% in 2003.
- Among the provinces, the highest proportion of male LPNs is in Newfoundland and Labrador, where male LPNs comprise 13.9% of the workforce, more than seven percentage points higher than the Canadian average.
- Each jurisdiction has a greater percentage of LPNs over the age of 50 than under the age of 35. For example, Manitoba and British Columbia's percentage of LPNs over the age of 50 are 38.4% and 38.0%, respectively.
- The average age of LPNs employed in practical nursing in Canada is 44.4 years, an increase of 0.2 years since 2002.
- Currently, 16.9% of Canada's LPN workforce is aged 55 years old or greater, with 4.8% aged 60 or greater. Yukon currently has the smallest percentage of nurses over the age of 55, at only 11.7%. Alberta has the most with 21.0% of its LPN workforce aged 55 or older.

Education Trends of the LPN Workforce

- Among the current workforce, the average age of LPNs at the time of their initial nursing graduation increased from 24.1 years for those graduating between 1980 and 1984 to 30.9 years for those graduating since the year 2000.
- Of the 63,138 LPNs employed in practical nursing in Canada in 2003 (with the exception of Quebec where data were not available), 73.3% (46,255) graduated from a practical nursing program in Canada, 1.7% (1,057) graduated from a foreign nursing program, and 25.1% (15,826) did not state their place of graduation.

Employment Trends of the LPN Workforce

- Just under half (44.7%) of the LPN workforce is working in full-time positions, and 14.0% work on a casual basis. The percentage of LPNs with part-time and casual employment has declined since 2002 to 34.9% and 14.0% respectively in Canada in 2003.
- Casual rates varied widely among the provinces/territories in 2003, from a low of 7.9% in Ontario to a high of 35.6% in Newfoundland and Labrador.
- In 2003, 14.9% of LPNs reported having more than one employer in practical nursing.
- The area of responsibility with the most LPNs, Geriatrics/Long-Term Care (25,799), also attracted the most recent graduates. In 2003, 39.8% of LPNs in their first five years of practical nursing worked in Geriatrics/Long-Term Care, the highest rate. In contrast, fewer LPNs in the latter stages of their career were currently employed in Geriatrics/Long-Term Care. In 2003, LPNs that graduated more than 35 years ago represented only 6.7% of LPNs with a primary area of responsibility of Geriatrics/Long-Term care.
- The average age of LPN managers was 46.3 years in 2003, compared to an average age of 44.2 years for LPN staff nurses.

Data Analysis

Notes to the Reader

1. The terms *regulated nursing workforce* and *nursing workforce* are used in this publication and accompanying CD-ROM to include members of the licensed practical nurse, registered nurse and registered psychiatric nurse workforces. The term *LPN workforce* includes only licensed practical nurses who were employed in practical nursing at the time of annual registration/licensure.
2. The statistics presented in this publication and CD-ROM have been reviewed and authorized for release by representatives of the provincial/territorial licensed practical nursing associations/colleges/councils responsible for the regulation and licensure of licensed practical nurses in Canada.
3. CIHI statistics will not be the same as statistics published by provincial/territorial licensed practical nursing regulatory authorities for the following reasons:
 - (1) **Collection Period**—The statistics released by provincial/territorial authorities are year-end statistics that include all registrations/licenses received during the 12-month registration/licensure period. In contrast, CIHI collects data after the first six months of the 12-month registration period, in an effort to ensure timely release of the information. Although the resulting under-coverage is typically less than 5%, the figures released by CIHI will be lower than provincial/territorial figures.
 - (2) **CIHI Editing and Processing**—CIHI statistics are not a sum of provincial/territorial statistics: 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 produce accurate head-counts for the LPN workforce in Canada. Provincial/territorial regulatory authorities typically do not identify or remove these secondary registrations (also termed “interprovincial duplicates”). Please see Appendix A and the Methodology section for more information.
 - (3) **Differences in Definition**—Whereas regulatory authorities typically report the number of *members* eligible to practice practical nursing, CIHI reports the number of LPNs *currently employed in practical nursing*. To report the number of members eligible to practice, regulatory authorities report the total number of “Active” registrations received during the registration year. An active registration enables the LPN to work in that jurisdiction, but does not distinguish between those currently employed in practical nursing and those not currently employed in practical nursing. To request the number of LPNs currently in practical nursing, CIHI excludes registrants currently employed in other than practical nursing, registrants currently not employed and registrants failing to state their employment status. Each of these employment categories are included in regulatory statistics.
 - (4) **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.

4. CIHI and the provincial/territorial regulatory authorities are continually working to improve data quality, which may impair comparability with historical data.
5. The data presented in this publication are self-reported, which may result in higher than expected "Other" or "Not Stated" values for some data elements if a substantial proportion of LPNs chose not to complete all fields on the annual registration form.

Defining "Licensed Practical Nurse" in CIHI Data

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

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

The CIHI definition is consistent with existing CIHI definitions of *registered nurse* and *registered psychiatric nurse*, and satisfies the analytical needs of the organization and its clients. The CIHI definition is narrower than the definition used by provincial/territorial regulatory authorities, and this is acceptable because the primary function of regulatory authorities (LPN registration/licensure) differs from the primary function of CIHI's Licensed Practical Nurses Database (health human resources planning and research). For registration/licensure, it is critical to know how many registrants are currently eligible to practice; for research, it is critical to understand how many eligible registrants are currently practising, and how many are currently without employment in practical 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 data are 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/territorial 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/territory using 2003 data.

How the Definition Narrows

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

Tracing Regulatory Data to CIHI Data

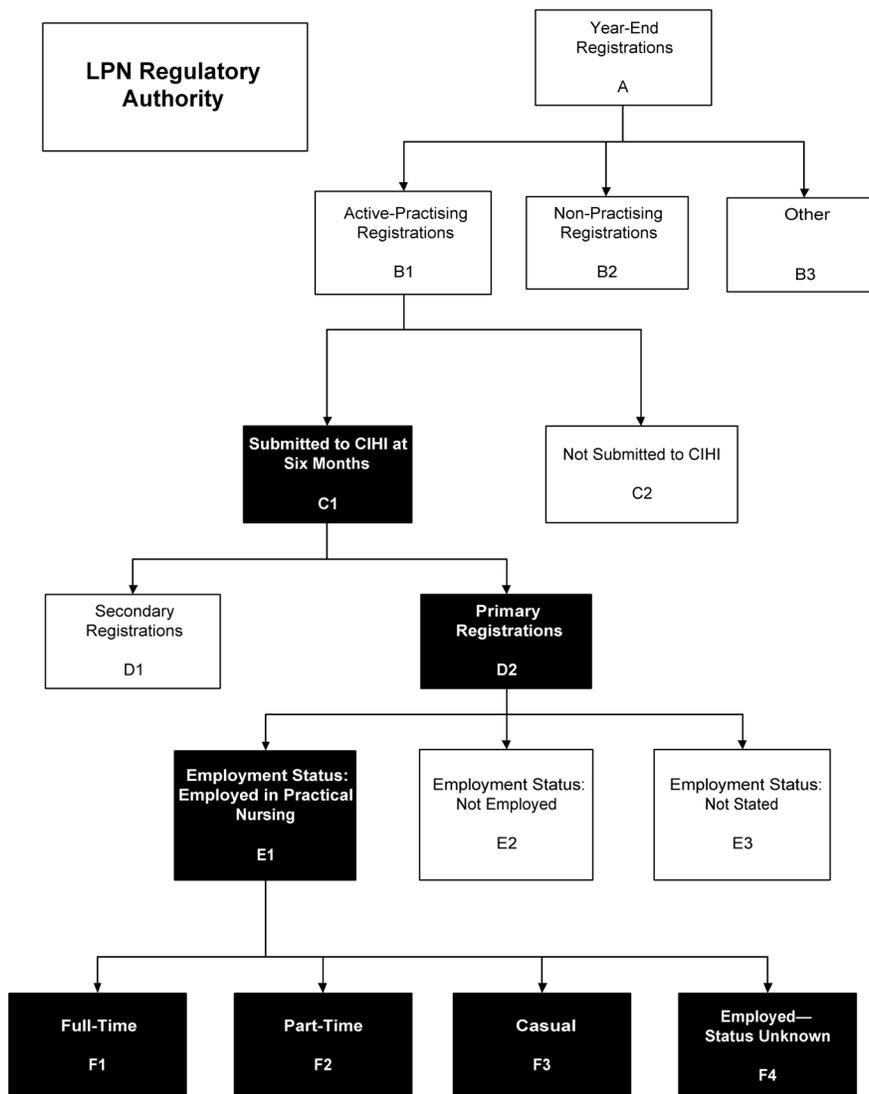


Figure 1. Tracing Regulatory Statistics to CIHI Statistics

Note

Appendix B presents this analysis for each province/territory.

A: ALL REGISTRATIONS

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

B: TYPES OF REGISTRATIONS

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

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

C: RECORDS SUBMITTED TO CIHI

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

D: EXCLUDING SECONDARY REGISTRATIONS

As there are financial and administrative incentives for practical 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/territory 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/territorial regulatory authorities include all active-practising registrations, regardless of employment status, CIHI statistics typically include only those registrants explicitly stating their employment in practical nursing (Box E1). Those employed in other than practical 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 LPN workforce as those currently employed in practical 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 LPN workforce, include only those LPNs employed in practical nursing.

To illustrate how this narrowing definition impacts the data, year 2003 data are compared in Table 1.

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

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Total
Total Active Practising Registrations	2,893	643	3,045	2,628	16,906	32,042	2,626	2,213	5,575	4,923	63	118	..	73,675
Submitted to CIHI	2,779	635	3,342	2,583	16,341	30,579	2,484	2,142	5,176	4,760	62	104	..	70,987
Primary Registrations	2,779	635	3,317	2,574	16,326	30,138	2,473	2,131	5,135	4,736	62	98	..	70,404
Employed in Practical Nursing	2,719	619	3,022	2,429	14,831	25,730	2,417	2,056	4,766	4,391	60	98	..	63,138

Source: LPNDB/CIHI

Note

.. Data not currently collected by CIHI

Supply of Licensed Practical Nurses

Number of Licensed Practical Nurses

Table 2. LPN Workforce by Province/Territory of Registration/Licensure, Canada, 2002–2003

	2002	2003	Change '02-'03
N.L.	2,759	2,719	-1.4%
P.E.I.	593	619	4.4%
N.S.	2,950	3,022	2.4%
N.B.	2,333	2,429	4.1%
Que.	14,560	14,831	1.9%
Ont.	23,827	25,730	8.0%
Man.	2,250	2,417	7.4%
Sask.	2,011	2,056	2.2%
Alta.	4,435	4,766	7.5%
B.C.	4,262	4,391	3.0%
Y.T.	64	60	-6.3%
N.W.T.	79	98	24.1%
Canada	60,123	63,138	5.0%

Source: LPNDB/CIHI

Notes

The increase in Ontario statistics between 2002 and 2003 is primarily the result of methodological changes. Please review the Methodological Notes for more information.

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

The Methodological Notes provide more comprehensive information regarding the collection and comparability of LPNDB data.

employment status from the workforce statistics, this improved methodology resulted in fewer exclusions.

These improvements resulted in a one-year increase of 1,903 LPNs for Ontario, despite the fact the total number of LPN registrations actually declined in Ontario from 2002 to 2003. Therefore, while the total number of registrations declined in Ontario in 2003, a much greater proportion are employed in practical nursing, resulting in the workforce increase presented in Table 2.

Due to these methodological improvements, comparisons between 2002 and 2003 Ontario data should be made with caution. In this publication, comparisons focus more on the proportion and/or percentage distribution of the LPN workforce than the actual numbers.

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

Between 2002 and 2003, the number of LPNs employed in practical nursing increased by 5.0% in Canada, from 60,123 to 63,138.

The substantial increase observed between 2002 and 2003 is primarily the result of two factors: an increased number of LPN registrations in western Canada; and a methodological change to the Ontario data.

First, the number of registrations submitted by LPNs (including both employed and unemployed LPNs) increased by more than 3.5% in each of the four western provinces from 2002 to 2003. This resulted in the workforce increases presented in Table 2.

Second, due to improvements in how the Ontario LPN data are prepared for CIHI, the proportion of LPNs who failed to state their employment status decreased substantially: from 7.5% (2,298) in 2002 to 0.01% (3) in 2003. Because CIHI has always excluded LPNs who fail to state their

Urban/Rural Distribution

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

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

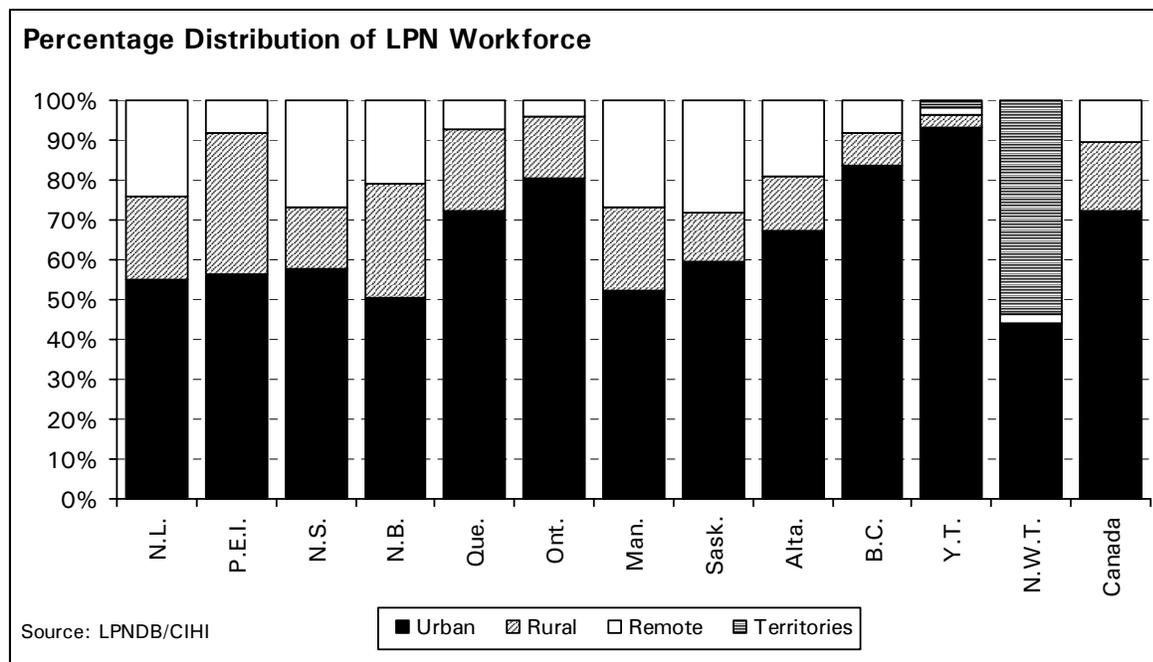


Figure 2. Percentage Distribution of LPNs Employed in Practical Nursing by Urban/Rural Location of Residence and Province/Territory of Registration/Licensure, Canada, 2003

Notes

The urban/rural categories are based on a classification scheme developed by Statistics Canada. Please review the Methodological Notes for more comprehensive information.

The data in Figure 2 are based on the location of residence, not the location of employment.

Not stated data is excluded from this figure.

In 2003, 72.4% of the LPN workforce lived in urban areas of Canada, ranging from a high of 93.1% in Yukon to a low of 44.2% in Northwest Territories.

Commuting in Ontario

An analysis of 2003 Ontario data found that 80.5% of the provincial LPN workforce lives and works in cities with populations greater than 100,000 persons.

The 15.4% of practical nurses living in rural areas includes 3.4% commuting to the largest cities, 4.6% working in mid-size cities, and 6.8% remaining in rural areas to work.

Secondary Registrations

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

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

Most LPNs with secondary registrations are employed inside of Canada. However, the statistics presented in Figure 3 do not include all LPNs currently outside of the country, but rather those LPNs choosing to maintain their Canadian registration while abroad.

Only 583 secondary registrations were identified in the 2003 data, representing only 0.8% of all records received by CIHI. Of all secondary registrations in Canada, 75.6% are found in the Ontario data.

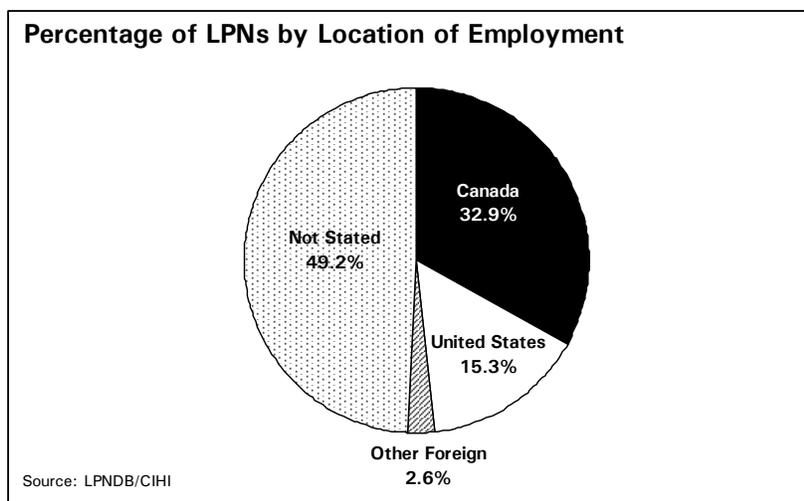


Figure 3. Percentage of LPNs with Secondary Registrations by Location of Employment, Canada, 2003

Of the 583 secondary registrations identified in the 2003 data, 89 (15.3%) are employed in the United States, with an additional 2.6% employed in other foreign countries such as Hong Kong, New Zealand and the United Kingdom.

A total of 192 (32.9%) are employed in other jurisdictions in Canada, including 3.4% in Ontario, 7.2% in B.C. and 6.3% in Alberta. Approximately half (49.2%) failed to state the location of employment.

Demographics of Licensed Practical Nurses

Sex

The number of female LPNs employed in practical nursing represents a sizeable percentage of the LPN workforce. Females make up 93.2% of the workforce. The proportion of male LPNs employed in practical nursing is 6.8% in 2003.

While the total number of LPNs has increased between 2002 and 2003, the percentage of males and females within the profession has remained the same at 6.8% and 93.2% respectively.

More than one quarter (27.6%) of all male LPNs employed in practical nursing in Canada are employed in Quebec, where the 1,189 males account for 8.0% of the province's workforce. Among the provinces, the highest proportion of male LPNs is in Newfoundland and Labrador, where male LPNs comprise 13.9% of the workforce, more than seven percentage points higher than the Canadian average. Table 3 provides the provincial/territorial breakdown by sex for LPNs in Canada for 2002 and 2003.

Table 3. LPN Workforce by Sex and Province/Territory of Registration/Licensure, Canada, 2002–2003

	2002					2003				
	Males		Females		Total	Males		Females		Total
	Counts	%	Counts	%		Counts	%	Counts	%	
N.L.	382	13.8	2,377	86.2	2,759	378	13.9	2,341	86.1	2,719
P.E.I.	45	7.6	548	92.4	593	46	7.4	573	92.6	619
N.S.	140	4.7	2,810	95.3	2,950	149	4.9	2,873	95.1	3,022
N.B.	221	9.5	2,112	90.5	2,333	235	9.7	2,194	90.3	2,429
Que.	1,184	8.1	13,376	91.9	14,560	1,189	8.0	13,642	92.0	14,831
Ont.	1,421	6.0	22,406	94.0	23,827	1,549	6.0	24,181	94.0	25,730
Man.	71	3.2	2,179	96.8	2,250	89	3.7	2,328	96.3	2,417
Sask.	53	2.6	1,958	97.4	2,011	53	2.6	2,003	97.4	2,056
Alta.	219	4.9	4,216	95.1	4,435	229	4.8	4,537	95.2	4,766
B.C.	351	8.2	3,911	91.8	4,262	378	8.6	4,013	91.4	4,391
Y.T.	n/s	n/s	n/s	n/s	n/s	*	5.0	**	95.0	60
N.W.T.	9	11.4	70	88.6	79	**	8.2	**	91.8	98
Canada	4,096	6.8	55,963	93.2	60,059	4,306	6.8	58,832	93.2	63,138

Source: LPNDB/CIHI

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

n/s Data not submitted to CIHI

The increase in Ontario statistics between 2002 and 2003 is primarily the result of methodological changes. Please review the Methodological Notes for more information. CIHI data will differ from provincial/territorial statistics due to the CIHI collection, processing and reporting methodology. The Methodological Notes provide more comprehensive information regarding the collection and comparability of LPNDB data.

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

Age Distribution

Across Canada, the distribution of LPNs by age group varies greatly, as illustrated in Figure 4.

Each jurisdiction has a greater percentage of LPNs over the age of 50 than under the age of 35. For example, Manitoba, British Columbia and the Yukon's percentage of LPNs over the age of 50 are 38.4%, 38.0% and 38.3% respectively.

Some jurisdictions, such as Nova Scotia and New Brunswick demonstrate a more even split between these two age groups in their current workforce.

Figure 5 provides a breakdown by five-year age group for LPNs in Canada.

There are 1.8 LPNs 50+ for every one LPN less than 35 years old in Canada.

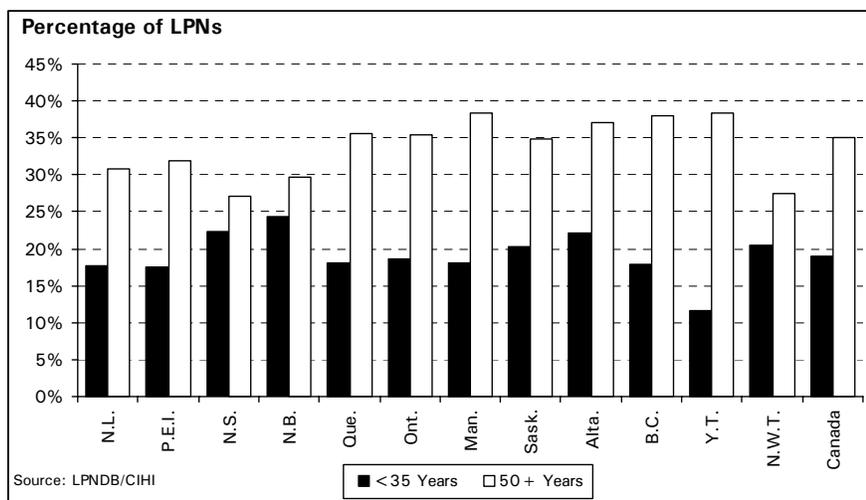


Figure 4. LPN Workforce by Age Group and Province/Territory of Registration/Licensure, Canada, 2003

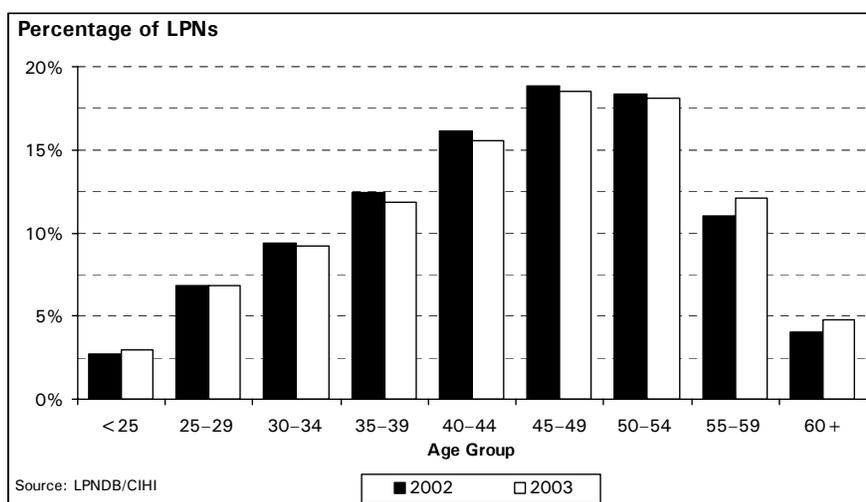


Figure 5. Percentage of LPNs Employed in Practical Nursing by Five-year Age Group, Canada, 2002 and 2003

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

Average Age

The average age of LPNs employed in practical nursing in Canada is 44.4 years, an increase of 0.2 years since 2002.

Table 4 shows the LPN workforce in Nova Scotia and New Brunswick are generally younger than those in the rest of Canada, at an average age of 42.5 and 42.9 years respectively in 2002 and 42.9 and 42.8 years respectively in 2003. In British Columbia, the average age of LPNs is 45.3 years in 2003, a difference of 0.9 years from the Canadian average.

Three jurisdictions (Manitoba, British Columbia and the Yukon) have an average age of at least 45 years.

Table 4. Average Age of LPNs Employed in Practical Nursing by Province/Territory of Registration, Canada, 2002 and 2003

	2002		2003		Increase '02-'03
	Average Age (years)	Difference from Canada	Average Age (years)	Difference from Canada	
N.L.	43.4	-0.8	43.8	-0.6	+ 0.4
P.E.I.	43.8	-0.4	44.4	0.0	+ 0.6
N.S.	42.5	-1.7	42.9	-1.5	+ 0.4
N.B.	42.9	-1.3	42.8	-1.6	- 0.1
Que.	44.3	0.1	44.4	0.0	+ 0.1
Ont.	44.0	-0.2	44.6	0.2	+ 0.6
Man.	45.4	1.2	45.0	0.6	- 0.4
Sask.	44.2	0.0	44.4	0.0	+ 0.2
Alta.	44.9	0.7	44.4	0.0	- 0.5
B.C.	45.6	1.4	45.3	0.9	- 0.3
Y.T.	n/s	n/s	45.9	1.5	n/a
N.W.T.	43.3	-0.9	43.3	-1.1	0.0
Canada	44.2		44.4		+ 0.2

Source: LPNDB/CIHI

Notes

n/s Data not submitted to CIHI
 LPNs not stating *Year of Birth* are not included in average age calculations. 119 LPNs employed in practical nursing did not state their year of birth in 2003. Yukon did not submit "Employment Status", therefore all LPNs in Yukon are considered employed in practical nursing.
 Please review the methodological notes for more comprehensive information regarding the collection and comparability of LPNDB data.
 Nunavut data are not available for the years 2002 and 2003.

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

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

Eligibility Age for Retirement

Capturing retirement data on the annual registration/licensure form would be difficult because, presumably, many LPNs no longer interested in practising will stop submitting their annual form for renewal of their registration/license.

Very little research has investigated the age at which Canadian LPNs retire and whether the average retirement age has changed over time.

Calculating a national retirement age would be difficult, in part because the definition of "retirement" varies among jurisdictions and among individuals. For example, some LPNs who are officially "retired" still pay the full registration/licensure fee, maintaining an active registration/license and the right to practice. Some even continue to work afterwards.

In the absence of accurate "retirement" data from the LPNDB, different retirement scenarios were estimated based on the age of the current workforce. The calculations presented in Figure 6 is based solely on age, and do not factor in pension eligibility or years of experience. Also, the calculations do not consider other factors such as early retirement, death, migration, or other provincial/territorial policies that affect the Human Resources system. The results are only an estimate, but contribute a contextual perspective to the aging of the LPN workforce.

Figure 6 illustrates the current percentage of LPNs employed in practical nursing that have already reached the typical age for retirement.

Currently, 16.9% of Canada’s LPN workforce is aged 55 years old or greater, with 4.8% aged 60 or greater. Yukon currently has the smallest percentage of nurses over the age of 55, at only 11.7%. Alberta has the most with 21.0% of its LPN workforce aged 55 or older.

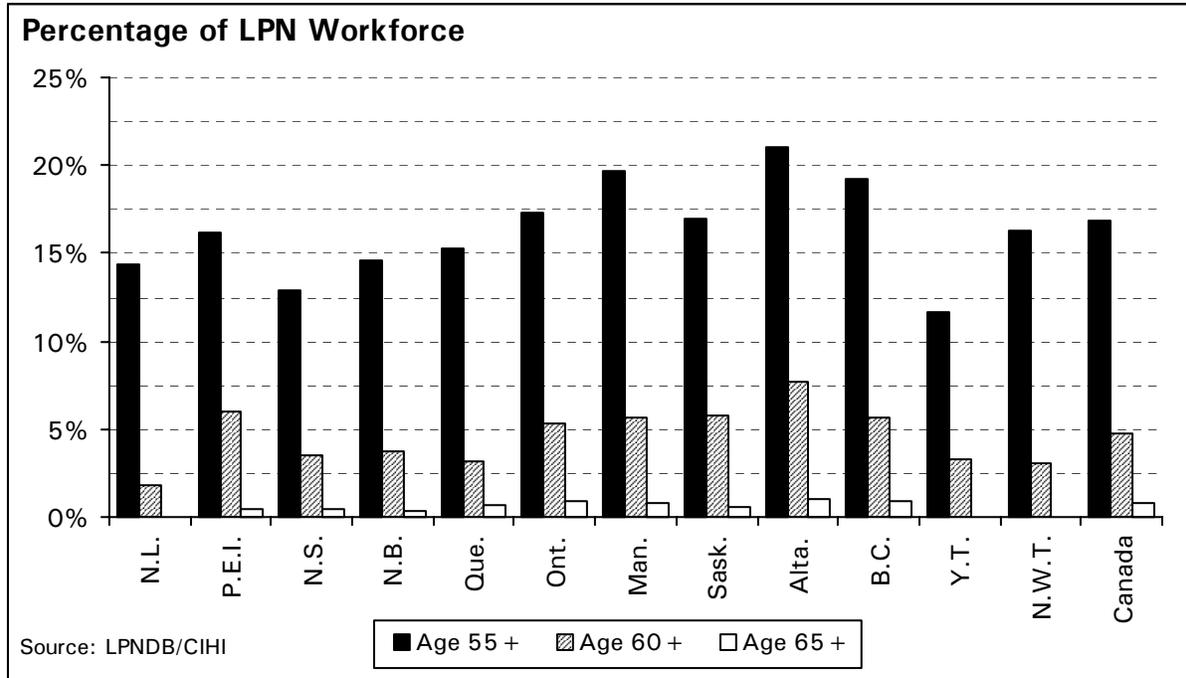


Figure 6. LPN Workforce Currently at Eligibility Age for Retirement by Retirement Age and Province/Territory of Registration/Licensure, Canada, 2003

Education of Licensed Practical Nurses

The first formal LPN training program was delivered in 1945 in Manitoba and was followed promptly by the delivery of similar programs in other jurisdictions. These programs were tailored to meet jurisdictional needs and, subsequently, offered much variation in content and expectations.

Over the years, the roles of the LPN have changed. These changes have demanded revision to the LPN educational program, scope of practice and role. Educational programs for LPNs are offered in most Canadian jurisdictions. Once delivered primarily in hospitals, practical nursing education is now offered in post-secondary institutions. More importantly, the education of the LPN has moved from a skills base to a knowledge base.

Graduates of an approved program are eligible to write national examinations and, if they achieve a passing grade, are eligible for licensure. The national exam is based on competencies related to client care, communication and professional responsibility. The national exam is written in all jurisdictions except Quebec, where they are required to write a provincial examination.

While LPN educational programs are far more consistent across jurisdictions today than they ever have been, they are not consistent in their content and delivery to the degree that the full range of LPN competencies is taught in all jurisdictions. For example, in some provinces, educational components to permit LPNs to perform additional services have not been introduced into the basic education program (such as a *Initiating of IVs* program). In others, the educational program has been revised to include them.

Initial Education in Practical Nursing

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

All provinces/territories reported 92% or higher of their LPNs having an initial education of diploma, as opposed to equivalency status, in 2003.

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

Age at Graduation

Data from the LPNDB indicate that the average age of practical nursing graduates has increased in recent years, resulting in a greater percentage of graduates aged 30 years or older.

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 LPNs currently in the workforce must be used as an indicator. Some LPNs who graduated before 1980 will have since left the profession and/or the country, while others will have retired. Those that remain in the workforce in 2003 and graduated before the 1980s were generally the youngest graduates. For this reason, five-year breakdowns are not provided for those graduating prior to 1980.

Among the current workforce, the average age of LPNs at the time of their initial nursing graduation increased from 24.1 years for those graduating between 1980 and 1984 to 30.9 years for those graduating since the year 2000, as shown in Figure 7.

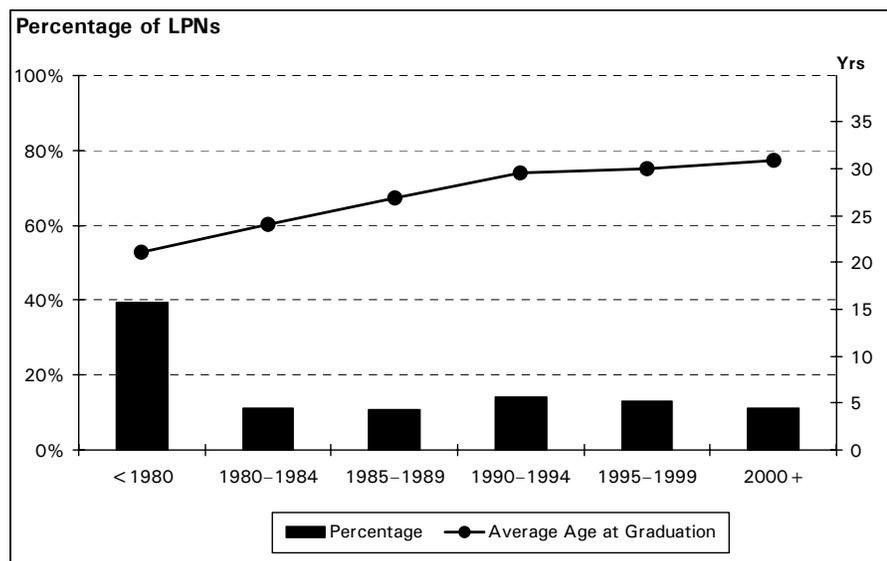


Figure 7. Percentage of Graduates and Average Age at Initial Graduation by 5-Year Date of Graduation, Current LPN Workforce, Canada, 2003

The percentage of graduates aged 30 years or older at the time of graduation has increased.

Notes
LPNs not stating Year of Birth are not included in average age calculations.

Among the current LPN workforce, 24.9% of those graduating in the 1980s were aged 30 years or older at the time of graduation. This compares to 44.5% of graduates from the 1990s and 46.7% since the year 2000.

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

Years Since LPN Graduation

Two LPNs at age 32 may have, in fact, graduated from a practical nursing program 10 years apart. If the employment patterns of licensed practical nurses change as their careers develop, assumptions and analyses based on age alone may be incomplete; it may be useful to also consider the number of years since the LPN graduated.

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

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

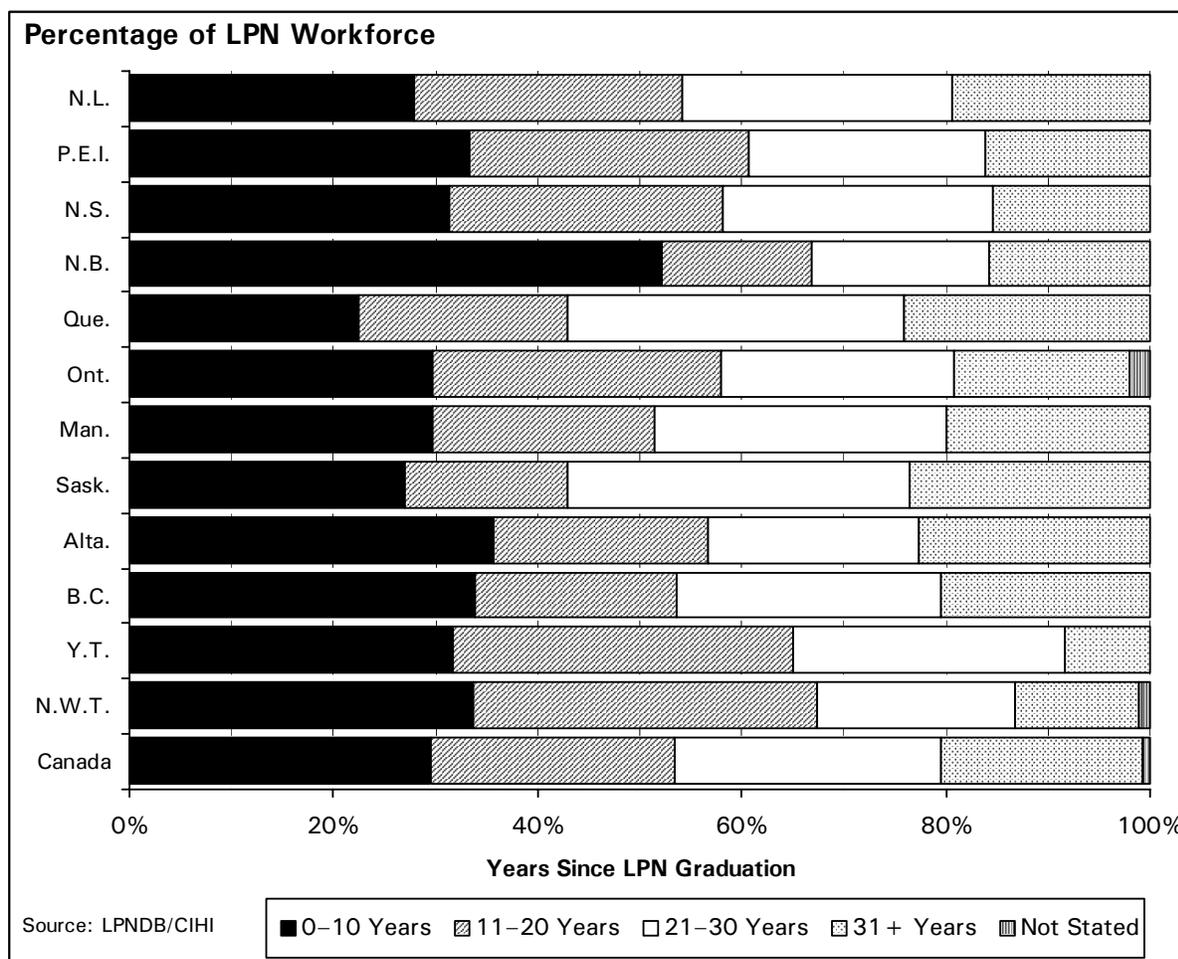


Figure 8. Percentage Distribution of LPN Workforce by Years Since LPN Graduation and Province/Territory of Registration/Licensure, Canada, 2003

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

For example, the average age of the LPN workforces in Manitoba, British Columbia and Yukon are the highest; not surprisingly, approximately 50 percent of each province's workforce graduated more than 20 years ago. In stark contrast, only one third (33.2%) of New Brunswick's LPN workforce, which is the youngest on average, could have been working for more than 20 years.

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

Graduates of Foreign and Canadian Practical Nursing Programs

Table 5 provides a breakdown of the location of graduation data for LPNs in Canada.

Of the 63,138 LPNs employed in practical nursing in Canada in 2003, 73.3% (46,255) graduated from a practical nursing program in Canada, 1.7% (1,057) graduated from a foreign nursing program, and 25.1% (15,826) did not state their place of graduation.

Table 5. Percentage Distribution of LPN Workforce by Location of Graduation and Province/Territory of Registration/Licensure, Canada, 2003

	Canada		Foreign		Unknown		Total
	Counts	%	Counts	%	Counts	%	
N.L.	1,949	71.7	n/s	n/s	770	28.3	2,719
P.E.I.	**	99.7	*	0.3	0	0.0	619
N.S.	3,013	99.7	9	0.3	0	0.0	3,022
N.B.	2,419	99.6	10	0.4	0	0.0	2,429
Que.	n/s	n/s	n/s	n/s	14,831	100.0	14,831
Ont.	24,858	96.6	856	3.3	16	0.1	25,730
Man.	2,377	98.3	40	1.7	0	0.0	2,417
Sask.	2,019	98.2	37	1.8	0	0.0	2,056
Alta.	4,658	97.7	101	2.1	7	0.1	4,766
B.C.	4,189	95.4	0	0.0	202	4.6	4,391
Y.T.	60	100.0	0	0.0	0	0.0	60
N.W.T.	**	98.0	*	2.0	0	0.0	98
Nun.
Canada	46,255	73.3	1,057	1.7	15,826	25.1	63,138

Source: LPNDB/CIHI

Notes

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

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

.. Data not currently collected by CIHI

n/s Data not submitted to CIHI

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

The following figure provides additional information on migration between the provinces/territories by showing the percentage of LPNs employed in practical nursing that have graduated within their province/territory of employment, those that graduated from another province/territory, as well as those that have graduated outside of the country (Figure 9).

Based on the information presented in Table 5, the *Location of Graduation* indicator was used to further divide each workforce into four categories: foreign graduates, graduates of practical nursing schools from other provinces/territories (termed “interprovincial graduates”), graduates of practical nursing schools from within the province (termed “retained graduates”), and those for which the place of graduation was not stated.

Among the provinces and territories outlined below, the LPN workforce are predominately composed of retained graduates, those that are working in the province in which they graduated. Five of the provinces reported a percentage higher than 90% of LPNs that graduated within their respective province.

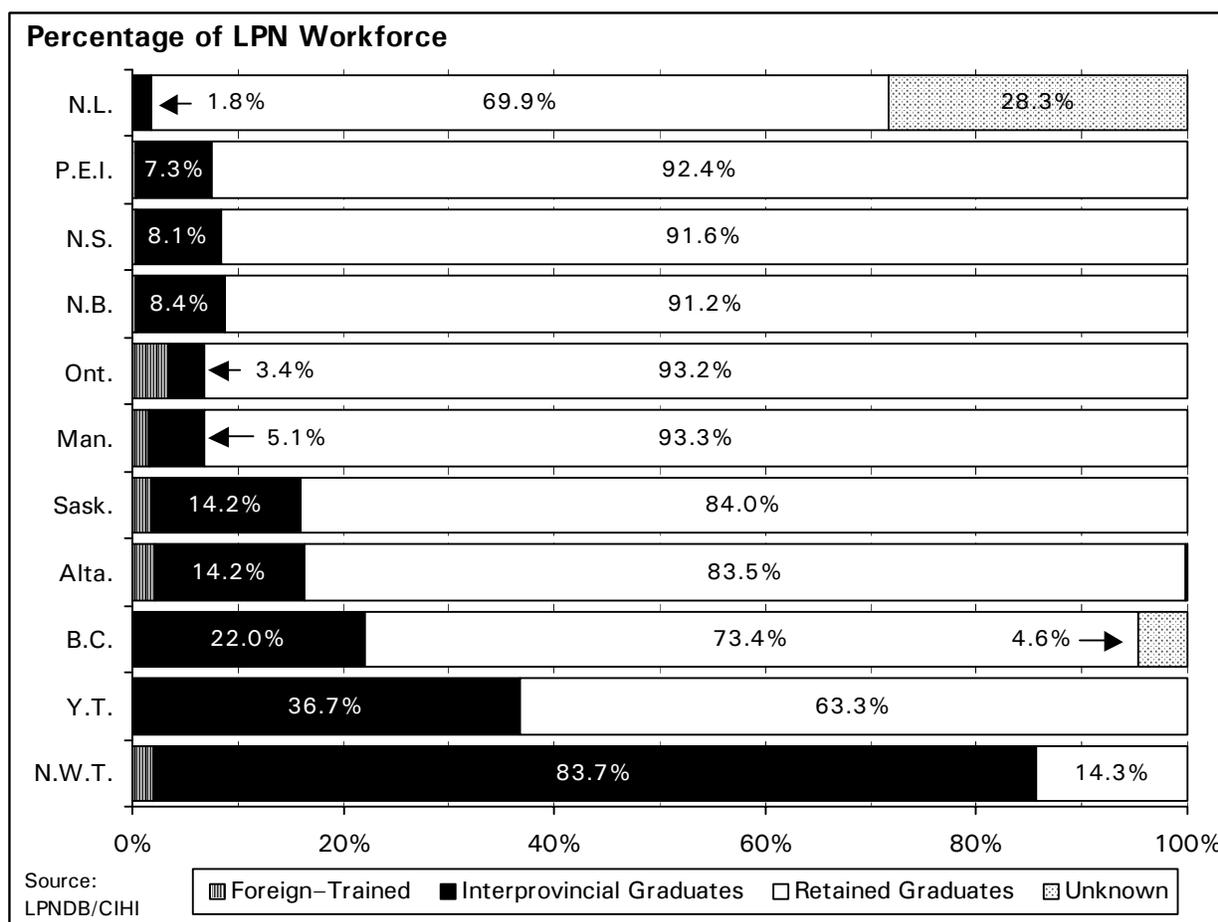


Figure 9. Percentage Distribution of LPN Workforce by Location of Graduation and Province/Territory of Registration/Licensure, 2003

As Yukon and the Northwest Territories offer a LPN education program only on an occasional basis (every 2–3 years), the majority of the territorial workforce comes from migration, either outside Canada or from another 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/territory, the migration patterns of the general population, better job availability and/or career opportunities than in neighbouring jurisdictions, or that people in that particular jurisdiction are more likely to attend school in another province/country before returning home to work.

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

Employment of Licensed Practical Nurses

Employment Status

As Figure 10 illustrates, just under half (44.7%) of the LPN workforce is working in full-time positions, while 34.9% are employed part-time and 14.0% work on a casual basis. Casual rates varied widely among the provinces/territories in 2003, from 7.9% in Ontario to 35.6% in Newfoundland and Labrador.

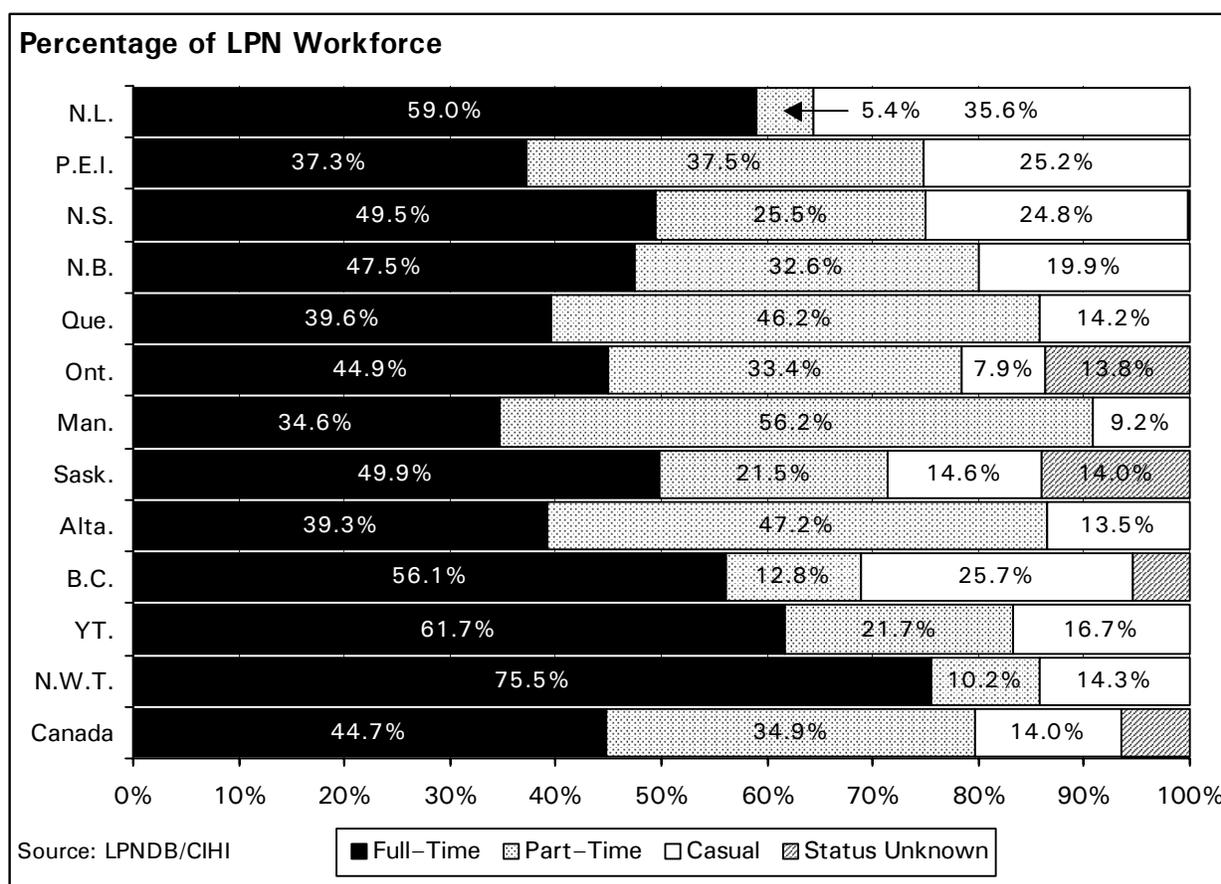


Figure 10. Percentage Distribution of LPN Workforce by Employment Status and Province/Territory of Registration/Licensure, Canada, 2003

Notes

Due to methodological changes in the Ontario and Saskatchewan 2003 data, the full-time/part-time status of a substantial percentage of employed LPNs cannot be determined. This will hinder comparisons to 2002 Ontario, Saskatchewan and Canada statistics.

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

Multiple Employment Status

In 2003, 14.9% of LPNs reported having more than one employer in practical nursing.

Multiple employment rates varied from a low of 8.7% in Newfoundland and Labrador to a high of 26.6% in Manitoba.

Data from Prince Edward Island, Nova Scotia, New Brunswick, Quebec, Manitoba, Saskatchewan, Alberta, British Columbia and Northwest Territories also identified the secondary place of work for LPNs with multiple employers in 2003.

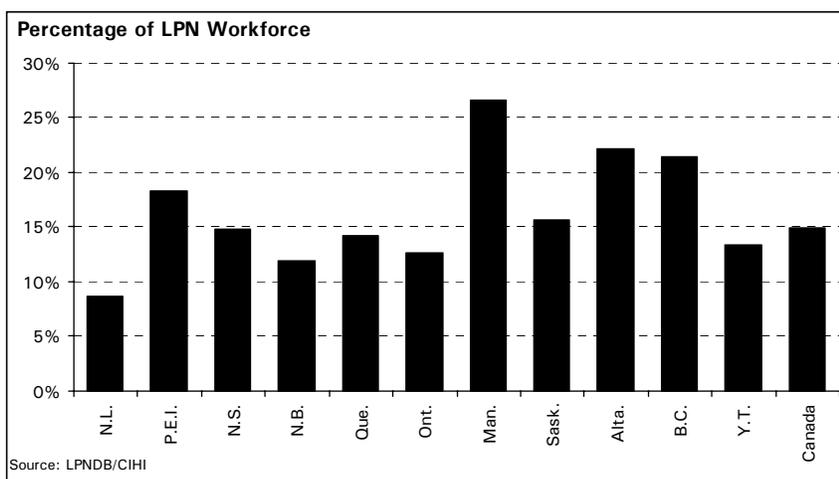


Figure 11. Percentage of LPNs Employed in Practical Nursing with Multiple Employers by Province/Territory of Registration/Licensure, Canada, 2003

Licensed practical nurses with multiple employers in these provinces/territories most frequently identified Nursing Home/Long-Term Care Facilities (38.3%), Hospitals (general, maternal, pediatric or psychiatric) (29.8%) and Home Care Agencies (8.7%) as their secondary place of work.

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

Place of Work

The percentage distribution for LPNs' place of work tends to vary throughout Canada, as shown in Figure 12 below. For instance in Quebec, 37.8% of LPNs work in a hospital setting, while 54.8% work in a nursing home setting. On the other end of the scale, 68.5% of Saskatchewan's LPNs are employed in a hospital setting, with only 17.9% of the workforce employed in a nursing home setting. On average, 46.8% of LPNs in Canada work in a hospital setting, 6.1% in a community health setting, 37.0% in a nursing home setting, and 7.8% in other settings.

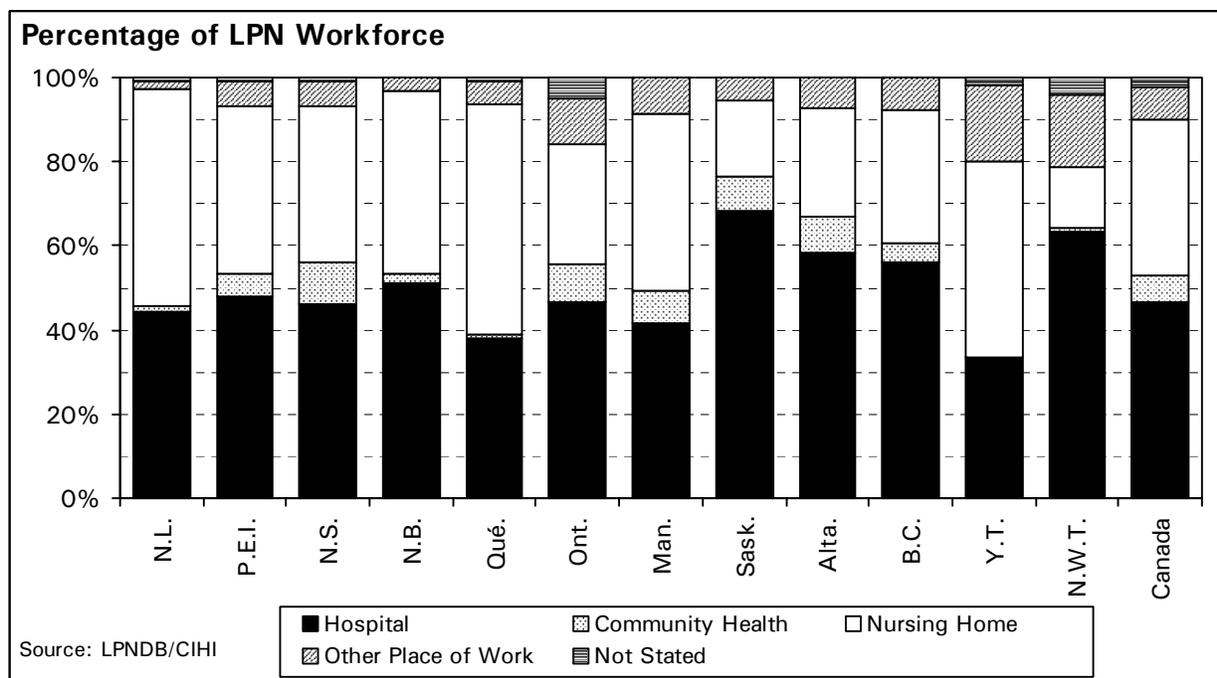


Figure 12. Percentage Distribution of LPN Workforce by Place of Work and Province/Territory of Registration/Licensure, Canada, 2003

Notes

Hospital includes data from: Hospital (General, Maternal, Pediatric, Psychiatric), Mental Health Centre, Rehabilitation/Convalescent Centre.

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

Nursing Home includes data from: Nursing Home/Long-Term Care Facility

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

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

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

Area of Responsibility

Table 6. LPN Workforce by Area of Responsibility, Canada, 2003

	Counts	%
Direct Care	59,710	94.6
Medicine/Surgery	11,660	18.5
Psychiatry/Mental Health	3,372	5.3
Paediatrics	568	0.9
Maternity/Newborn	764	1.2
Geriatrics/Long-term Care	25,799	40.9
Critical Care	106	0.2
Community Health	1,631	2.6
Ambulatory Care	932	1.5
Home Care	979	1.6
Occupational Health	95	0.2
Operating Room/Recovery Room	870	1.4
Emergency Room	539	0.9
Several Clinical Areas	5,359	8.5
Oncology	164	0.3
Rehabilitation	2,037	3.2
Palliative Care	783	1.2
Other Direct Care	4,052	6.4
Administration	569	0.9
Nursing Service	297	0.5
Nursing Education	13	<0.1
Other Administration	259	0.4
Education	534	0.8
Teaching—Students	122	0.2
Teaching—Employees	11	<0.1
Teaching—Patients/Clients	97	0.2
Other Education	304	0.5
Research	55	0.1
Practical Nursing Research Only	29	<0.1
Other Research	26	<0.1
Not Stated	2,270	3.6
Total	63,138	100.0

Source: LPNDB/CIHI

Notes

<0.1 Percentage is less than 0.05%; value is replaced to prevent displaying cells of 0.0 that are not true zero values
CIHI data will differ from provincial/territorial statistics due to the CIHI collection, processing and reporting methodology.

Among all areas of responsibility, the most commonly identified areas in 2003 were Geriatrics/Long-Term Care (40.9%) and Medicine/Surgery (18.5%), as shown in Table 6.

The area of responsibility with the most LPNs, Geriatrics/Long-Term Care (25,799), also attracted the most recent graduates. In 2003, 39.8% of LPNs in their first five years of practical nursing worked in Geriatrics/Long-Term Care, the highest rate. In contrast, fewer LPNs in the latter stages of their career were currently employed in Geriatrics/Long-Term Care. In 2003, LPNs that graduated more than 35 years ago represented only 6.7% of LPNs with a primary area of responsibility of Geriatrics/Long-Term care.

Among male LPNs, the most frequently identified areas of responsibility in 2003 were Geriatrics/Long-Term Care (33.7%), Psychiatry/Mental Health (20.1%) and Medicine/Surgery (17.0%). Despite the fact that males comprise 6.8% of the LPN workforce, they account for 25.7% of all LPNs employed in Psychiatry/Mental Health that reported their sex.

Among female LPNs, the most frequently identified areas of responsibility in 2003 were Geriatrics/Long-Term Care (41.4%) and Medicine/Surgery (18.6%). In more than three-quarters of the areas of responsibility, over 90% of those LPNs were female.

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

Position

The distribution of LPNs in various practical nursing positions can be seen in Table 7. In 2003, there was a very small percentage of LPNs working in a manager position.

In contrast, 89.2% of LPNs worked in the position of LPN Staff Nurse. Manitoba and Newfoundland and Labrador had the highest proportion of LPN Staff Nurses, with 97.2% and 95.5%, respectively.

The average age of LPN managers was 46.3 years in 2003, compared to an average age of 44.2 years for LPN staff nurses.

Table 7. Percentage Distribution of LPN Workforce by Position and Province/Territory of Registration/Licensure, Canada, 2003

	Managers	LPN Staff Nurses	Other Positions	Not Stated	Total
<i>Percentage Distribution</i>					
N.L.	0.0	95.5	3.9	0.6	100.0
P.E.I.	1.6	85.5	11.3	1.6	100.0
N.S.	1.7	93.0	4.2	1.1	100.0
N.B.	1.6	85.3	13.1	0.0	100.0
Que.	0.3	94.0	4.7	1.0	100.0
Ont.	1.9	86.3	7.6	4.2	100.0
Man.	0.8	97.2	2.0	0.0	100.0
Sask.	0.7	88.4	10.4	0.5	100.0
Alta.	1.0	93.9	4.4	0.7	100.0
B.C.	1.5	80.8	16.0	1.8	100.0
Y.T.	n/s	n/s	n/s	100.0	100.0
N.W.T.	n/s	n/s	n/s	100.0	100.0
Canada	1.2	89.2	7.1	2.5	100.0

Source: LPNDB/CIHI

Notes

n/s Data not submitted to CIHI

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

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

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

Methodological Notes

The following information should be used to ensure a clear understanding of the basic concepts that define the data provided in this publication, of the underlying methodology of the data collection, and of key aspects of the data quality. This information will provide a better understanding of the strengths and limitations of the data, and of how they can be effectively used and analyzed. The information is of particular importance when making comparisons with other data sources.

Background

The Canadian regulated nursing workforce consists of three regulated professions: Licensed Practical Nurses (LPNs), Registered Nurses (RNs) and Registered Psychiatric Nurses (RPNs). 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 the supply and distribution of registered nurses in Canada. Under the Roadmap Initiative set by CIHI together with Statistics Canada and Health Canada, new funding was made available to improve the comprehensiveness of the national regulated nursing information. This new initiative helped develop collaborative relationships in 1999 and 2001 with the Provincial/Territorial Licensed Practical Nursing and Registered Psychiatric Nursing Regulatory Authorities.

In 2001, the LPN representatives approved the establishment of a standardized minimum data set for the collection of LPN data starting in 2002. The *Licensed Practical Nurses System Data Dictionary and Data Submission Specifications* contains the list of the agreed-upon elements and is available upon request from CIHI.

The Licensed Practical Nurses Database (LPNDB) contains supply and distribution information for licensed practical nurses in Canada for the years 2002 and 2003 and is managed by the Canadian Institute for Health Information (CIHI).

Previous to the new LPNDB, minimal information on Licensed Practical Nurses was available. The publication series *Health Personnel Trends in Canada* (formerly *Health Personnel in Canada*), produced by CIHI, included national and provincial/territorial figures for the period of 1988 to 2001. Specific historical information included:

- Number of LPNs by Province/Territory
- Population per Licensed Practical Nurse
- Number of Graduates of Provincially Approved LPN Programs, by Province/Territory

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

Data elements included in the LPNDB are: Registration Number, Province/Territory of Registration, Sex, Birth Year, Location of Residence, Location of Employment, Postal Code of Residence, Initial Education in Practical Nursing, Graduation Year, Location of Graduation, Other Education in Practical Nursing, Other Education in Nursing—Non LPN, Education in Other than Nursing, Practice Status, Employment Status (including regular/casual employment in practical nursing), Multiple Employment Status, Full-Time/Part-Time Status, Place of Work (primary, second, and third employers), Area of Responsibility (primary, second, and third employers), Position (primary, second, and third employers) and Postal Code of Worksite (primary, second, and third employers).

General Methodology

Target Population

The target population for the LPNDB is all licensed practical nurses submitting active-practising registration/licensure in a Canadian province/territory in the first six months of a jurisdiction's registration/licensure year. A standardized minimum data set is collected for each active-practising licensed practical nurse registering in this period.

Excluded From the Target Population

Data are not collected for licensed practical 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 LPNs currently working outside of Canada (unless the LPN maintains a Canadian registration), or for those who have left the workforce. In addition, the LPNDB does not contain data on registered nurses (RNs) or on registered psychiatric nurses¹ (RPNs).

Registration Periods

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

¹ Registered psychiatric nurses are educated and regulated as a separate profession in British Columbia, Alberta, Saskatchewan and Manitoba only.

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

	2002					2003												2004				
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	
N.L.									xxxxx													
P.E.I.									xxxxx													
N.S.				xxxxx																		
N.B.						xxxxx																
Que.						xxxxx																
Ont.						xxxxx																
Man.				xxxxx		xxxxx																
Sask.						xxxxx																
Alta.						xxxxx																
B.C.						xxxxx																
Y.T.						xxxxx																
N.W.T.						xxxxx																

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

Note

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

Data Sources and Collection

The collection and submission of LPN data is governed by specifications and requirements found in the *Licensed Practical Nurses System Data Dictionary and Data Submission Specifications*. Each year, licensed practical nursing provincial/territorial regulatory authorities and CIHI review the core set of elements each province/territory includes on the registration/licensure forms. For the 2003 data year, the LPNDB contains 29 data elements for collection.

Collecting data from individual LPNs is the responsibility of the regulatory authority. The data are manually entered in a system, and a provincial/territorial file is submitted to CIHI in a standardized format. Not all data elements collected from the registration/ licensure 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 *Licensed Practical Nurses System Data Dictionary and Data Submission Specifications*.

Refer to the enclosed compact disc (CD-ROM) for examples of the year 2003 provincial registration/licensure forms, the provincial profiles and a complete listing of the data elements and definitions. Contact information for each jurisdiction can be found in Appendix C.

File Processing

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

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*. Contact the Consultant, Nursing Databases for a complete description of all validation and logical edits performed on licensed practical nursing data.

Errors are reviewed jointly by CIHI and the respective provincial/territorial 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 licensed practical nurses are able to register simultaneously in more than one jurisdiction, a methodology was developed to identify (or “flag”) LPNs living outside of Canada or LPNs registered in more than one Canadian province/territory.

Identification of Secondary Registrations

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

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

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

All data received from the provinces/territories are kept in the LPNDB, however only non-duplicate records are presented in the publication, media release, and ad hoc queries. Non-duplicates are defined as records meeting the following conditions:

- (1) *Province/Territory/Country of Residence* is either in Canada, or “Not Stated”.
- (2) For LPNs employed in practical nursing, the *Province/Territory of Employment* equals *Province/Territory of Registration*; if *Province/Territory of Employment* is “Not Stated”, then *Province/Territory of Residence* equals *Province/Territory of Registration*; or,

For LPNs not employed in practical nursing (or for LPNs with *Employment Status* of “Not Stated”), *Province/Territory of Residence* equals *Province/Territory of Registration*; if *Province/Territory of Residence* is “Not Stated”, then the *Province/Territory of Registration* is accepted.

A flow chart visually illustrating the identification of secondary registrations is presented in Appendix A. More information is available upon request to the Consultant, Nursing Databases.

Such a method for eliminating LPNs living abroad and inter-provincial duplicates introduces certain errors. For example,

- (1) An LPN living in the United States but working in Canada will be erroneously removed as "living abroad".
- (2) An LPN registered and living in one province/territory at the beginning of the year moves to and registers in another province/territory one to six months later. This duplicate registration will not be detected, and the LPN will be counted twice.
- (3) An LPN not working in practical nursing registers in a province/territory other than her/his province/territory of residence. This registration/licensure will be erroneously identified as a secondary registration.

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

The methodology for the removal of inter-provincial duplicates was developed by Statistics Canada in the early 1980s for the Registered Nurses Database and has proven to be of great value. The methodology was then reviewed and applied to the new Licensed Practical Nurses Database.

Nunavut Data

Nunavut Territory did not participate for the 2003 year. CIHI is working towards having Nunavut data available for future publications.

Urban/Rural Statistics

For analytical purposes, urban areas are defined (in part) as communities with populations greater than 10,000 persons and are labelled 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). With the exception of 1.0% LPNs in 2003, we can identify the CSD of residence for the LPN workforce.

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)², du Plessis et al. (2001)³ and CIHI (2002)⁴.

Summary of Records Received by CIHI

In 2002, CIHI began to collect and report on data for LPNs on an annual basis. This publication highlights LPN workforce trends in the last two years, 2002 and 2003.

From all the records submitted by the provincial/territorial regulatory authorities, 583 records were identified as "Secondary Registrations". Those 583 records will be excluded from all the counts/percentage presented in this CIHI publication and ad hoc requests.

Table 8. Number of Records Submitted to CIHI by Province/Territory, Canada, 2002 and 2003

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
2003													
<i>Total Records Submitted</i>	2,779	635	3,342	2,583	16,341	30,579	2,484	2,142	5,176	4,760	62	104	70,987
Secondary Registrations	0	0	25	9	15	441	11	11	41	24	0	6	583
Primary Registrations	2,779	635	3,317	2,574	16,326	30,138	2,473	2,131	5,135	4,736	62	98	70,404
Employed in Practical Nursing	2,719	619	3,022	2,429	14,831	25,730	2,417	2,056	4,766	4,391	60	98	63,138
Other	58	10	221	0	241	4,405	12	72	369	308	2	0	5,698
Not Stated	2	6	74	145	1,254	3	44	3	0	37	0	0	583
2002													
<i>Total Records Submitted</i>	2,811	603	3,222	2,494	16,073	30,795	2,387	2,066	4,887	4,585	64	107	70,094
Secondary Registrations	4	0	17	3	57	503	12	10	58	40	0	16	720
Primary Registrations	2,807	603	3,205	2,491	16,016	30,292	2,375	2,056	4,829	4,545	64	91	69,374
Employed in Practical Nursing	2,759	593	2,950	2,333	14,560	23,827	2,250	2,011	4,435	4,262	64	79	60,123
Other	46	8	215	0	18	4,167	4	29	387	280	0	0	5,154
Not Stated	2	2	40	158	1,438	2,298	121	16	7	3	0	12	4,097

Source: LPNDB/CIHI

Notes

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

Canada total excludes Nunavut

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

The province of Quebec reported a high number of Not Stated values. When performing analysis, caution should be applied when interpreting this information.

² 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.

³ 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).

⁴ 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.

In addition, for the year 2003, there was a significant decrease in the number of Not Stated values for Ontario. This decrease is due to a methodological enhancement applied by the College of Nurses of Ontario to provide more accurate numbers for the number of LPNs employed in Practical Nursing in that province. A similar change was also performed for the province of Saskatchewan. When performing trending analysis, caution should be applied when interpreting this information. It is important to note that the increase in the Ontario data is primarily due to a methodological enhancement, and does not indicate a substantial increase in the LPN workforce. Please see the Ontario and Saskatchewan notes in the Comparability section of the Methodological Notes for further explanation regarding these changes.

Computations

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

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 www.cihi.ca.

To ensure the anonymity of individual licensed practical nurses, data cells presented in this publication with counts from one to four are suppressed. While this may seem unnecessary for populous provinces/territories, CIHI is committed to protecting the confidential information from each licensed practical 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 data and "Unknown" data between tables, there is minimal risk of residual disclosure. Therefore, the suppression of "Not Stated" and "Unknown" 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 LPN 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

Data Quality

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

Timeliness of data is achieved through the use of collection cut-off dates to ensure that information is available for analysis and consequently released quickly after the data submission. Usability comprises the availability of the data, its documentation, and the ease of its 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 the users, this dimension will continue to be revised. The Relevance of the dataset includes its adaptability and value. The decision to collect information on Licensed Practical Nurses was made based on a high need for information in these areas.

Accuracy

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

Provincial/Territorial regulatory authorities collect the data for administrative 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 Licensed Practical Nurses in Canada, 2003*.

Under-Coverage

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

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

The initial registration forms do not include many of CIHI's data elements; thus, many jurisdictions (Prince Edward Island, Nova Scotia, Ontario, Manitoba, Yukon and Northwest Territories) do not include this information in their submission to CIHI. The result is under-coverage of first-time registrants in the LPN database.

Defining Licensed Practical Nurses in CIHI's Licensed Practical Nurses Database (LPNDB) document provides a comprehensive perspective of the difference between the regulatory authorities and CIHI figures. For further reference, see "*Defining Licensed Practical Nurse*" in the Data Analysis section.

Over-Coverage

Over-coverage is the inclusion of data beyond the target population. There are no known instances of over-coverage in either the 2002 or 2003 LPN data.

Non-response

In the LPNDB, item non-response is defined as the percentage of "Not Stated" responses for each data element, as presented in Table 9.

For LPNs not currently employed in practical nursing, all employment fields in the LPNDB are defaulted to "Not Stated". To calculate the amount of non-response, it is more accurate to include only those LPNs employed in practical nursing.

Table 9. Percentage of Records with "Not Stated" Responses by Data Element and Province/Territory of Registration/Licensure, Canada, 2003

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
Gender	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Year of Birth	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Initial/Entry Nurse Education	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Year of Graduation	0.00	0.00	0.00	0.00	0.00	1.95	0.00	0.00	0.00	0.00	0.00	1.02	0.80
Province/Country of Graduation	28.32	0.00	0.00	0.00	100.00	0.06	0.00	0.00	0.15	4.60	0.00	0.00	25.07
Other Education in Nursing—Non LPN	100.00	1.94	45.53	100.00	87.45	0.00	16.01	42.85	0.00	44.36	100.00	100.00	36.24
Education in Other Than Nursing	0.00	1.29	41.40	100.00	95.11	58.55	14.85	40.27	0.00	43.82	100.00	100.00	57.22
Employment Status	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Multiple Employment	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.30	0.00	0.02	0.58	1.00	0.01
Province/Territory of Employment	0.96	0.97	0.79	0.08	0.73	5.06	0.00	0.10	0.00	0.20	1.67	4.08	2.35
Place of Work—Primary	0.96	0.97	0.79	0.08	0.73	5.06	0.00	0.10	0.00	0.20	1.67	4.08	2.35
Area of Responsibility—Primary	3.46	0.97	0.73	0.78	1.83	7.09	0.00	0.15	0.00	0.18	1.67	22.45	3.60
Position—Primary	0.63	1.62	1.13	0.04	1.02	4.18	0.00	0.49	0.65	1.78	100.00	100.00	2.48
Province/Country of Residence	0.04	0.97	0.00	0.16	0.03	0.00	0.04	0.00	0.00	0.34	0.00	0.00	0.05
Postal Code of Residence	0.40	0.00	0.26	0.82	0.03	0.00	0.41	0.00	0.00	0.34	0.00	10.20	0.12
Postal Code of Employer—Primary	2.46	7.92	5.89	3.13	9.43	2.11	64.79	0.54	0.25	9.86	100.00	58.16	7.05
Date of Registration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Source: LPNDB/CIHI

Notes

Table 9 includes only those LPNs currently employed in practical nursing.

Values of 100.00 indicate a data element that was not submitted for the 2003 data year.

For the fields Postal Code of Residence and Postal Code of Employer (primary, second, third), non-response was defined as a postal code that did not successfully match the January 2003 release of the Statistics Canada Postal Code Conversion File (PCCF).

The degree of non-response varies among elements, with the largest percentages occurring in Education in Other Than Nursing (57.2%) and Other Education in Nursing—Non LPN (36.2%).

CIHI did not impute any missing values for year 2003 data. Instead, many of the elements with a large percentage of "Not Stated" 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 licensed practical nurses completing their own registration/licensure forms, reliability can be an issue. However each regulatory authority supplies supporting documentation to their membership to assist in the completion of the registration/licensure 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 data entry accuracy has not been completed; consequently, data entry accuracy is unknown.

Comparability

Comparability measures how well the current year data compare to data from previous years, plus how data from the LPNDB compare to licensed practical nurse data found in other sources.

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

Year 2003 Data

For a complete listing of data elements submitted by the regulatory authorities, refer to the CD-ROM.

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

Newfoundland and Labrador data

- The following data elements are not collected by Newfoundland and Labrador for the 2002 and 2003 data years:
 - *Other Education in Nursing—Non LPN*
 - *Place of Work (Second and Third Employer)*
 - *Area of Responsibility (Second and Third Employer)*
 - *Position (Second and Third Employer)*
 - *Postal Code of Worksite (Second and Third Employer)*

Nova Scotia data

- The following data elements are now available as of 2003:
 - *Place of Work (Second and Third Employer)*
 - *Area of Responsibility (Second and Third Employer)*
 - *Position (Second and Third Employer)*
- For the field *Initial Education in Practical Nursing*, the category of “Certificate” on the registration/licensure form is mapped to “Diploma” in the CIHI data.

New Brunswick data

- The following data elements are not collected by New Brunswick for the 2002 and 2003 data years:
 - *Other Education in Nursing—Non LPN*
 - *Education in Other than Nursing*
 - *Place of Work (Third Employer)*
 - *Area of Responsibility (Third Employer)*
 - *Position (Third Employer)*
 - *Postal Code of Worksite (Third Employer)*

Quebec data

- The *Other Education in Practical Nursing* data element is now available in 2003.
- In 2002, the sub-element “Home Care Agency” was reported incorrectly due to a mapping error. The sub-element “Private Nursing Agency/Private Duty” is being used in its place as of 2003.
- For the field *Location of Graduation*, all records were defaulted to “Not Stated” for the 2003 data year.

- *Place of Work* (Primary, Second and Third Employers)—Data for the sub-element “Mental Health Centre” is not collected for the 2002 and 2003 data years because this type of institution as defined by the Licensed Practical Nurses System Data Dictionary does not exist in the province of Quebec.

Ontario Data

- *Place of Work*—The College of Nurses of Ontario (CNO) has combined Rehabilitation Hospitals and Chronic Care Hospitals into one category on its 2003 registration form. This has resulted in an apparent increase in the number of LPNs employed in Rehabilitation/Convalescent in 2003 compared to 2002.
- *Area of Responsibility*—CNO Centre eliminated the “Home Care” category on its 2003 registration form and is capturing this group under the new category “Community/Visiting Nursing” which replaces “Community/Public Health” category from previous years. “Chronic Care” is a new category in the *Area of Responsibility* field, and was mapped to CIHI’s “Geriatrics/Long Term Care” category resulting in an increase in 2003 as compared to 2002.
- *Number of LPNs Employed in Practical Nursing*—A new methodology to report Employment Status was developed for the preparation and submission of 2003 Ontario data. Historically, LPNs 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, LPNs 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 LPNs employed in practical nursing were erroneously excluded from analysis.

A new method developed for the 2003 data year by CIHI and the College of Nurses of Ontario—the data provider for Ontario RN and LPN data—improves the accuracy of CIHI statistics. Starting with the 2003 data year, LPNs with an employer in practical nursing but who fail to state their full-time, part-time or casual status with that employer are submitted to CIHI as “Employed in practical nursing—status unknown”. Because these LPNs are now considered to be employed, their data are included in CIHI’s final statistics. Readers will see that the number of “Not Stated” records in the field Employment Status has decreased substantially in 2003.

This enhanced methodology results in more accurate statistics that are more closely aligned with those published by the College of Nurses of Ontario, but will impair trending analyses. It is very important to note, however, that the observed increase between 2002 and 2003 Ontario statistics is primarily the result of a methodological enhancement, and not an actual increase in the LPN workforce. Please contact the Consultant, Nursing Databases for more information regarding the collection, processing and reporting of LPNDB data.

- *Full-Time/Part-Time Status*—A different methodology was applied for 2003 data year. Please refer to *Employment Status* above for details.
- *Multiple Employment*—CNO mapped registrants who selected “Not Stated” on their form to “No” for the *Multiple Employment Status* element. This has resulted in an apparent increased percentage of “No” records.

- The following data elements are not collected by CNO for the 2002 and 2003 data years:
 - *Other Education in Practical Nursing*
 - *Place of Work (Second and Third Employer)*
 - *Area of Responsibility (Second and Third Employer)*
 - *Position (Second and Third Employer)*
 - *Postal Code of Worksite (Second and Third Employer)*.
- *Note: Initial Education in Practical Nursing*— For the 2002 and 2003 data years, those LPNs who have had formal training as an LPN or are recognized through experience as an LPN are coded under the sub-element of “Diploma” for CIHI. Those LPNs without any formal training are coded under the sub-element of “Equivalency” for CIHI.

Manitoba data

- The Manitoba registration period changed from November 30 to October 31 for the 2003 data year. CIHI data includes only those LPNs registered between December 1, 2002 and May 31, 2003.
- *Place of Work*—For 2003, the element “Community Health” was split into “Community Health Centre” and “Home Care Agency”.

Saskatchewan data

- *Employment Status*—For the 2003 data year, to better reflect the number of LPNs employed in Saskatchewan, CIHI included those LPNs who were employed in practical nursing but did not indicate their status of nursing employment (e.g. full-time, part-time or casual). These LPNs are identified in the CIHI statistics as “Employed in Practical Nursing—status unknown”.
- *Full-Time/Part-Time Status*—The same methodology was used as *Employment Status* field. Please refer to *Employment Status* above for details.
- *Initial Education in Practical Nursing*—For this field, the Saskatchewan Association of Licensed Practical Nurses included the options “Certificate” or “Diploma” of education completed in the last 12 months on the registration/licensure form. For the 2003 data year, a low percent of initial registrants indicated “Diploma” status and a high percent (32.6%) indicated “Not Stated” on the registration/licensure form. The SALPN suspects that this field on the form was not clear and some members may have left the field blank instead of checking “Diploma”. For future years, further documentation will accompany the registration/licensure form. For the 2003 data year, the “Diploma” category in the field *Initial Education in Practical Nursing* is under-represented.

Alberta data

- *Place of Work*—Due to health restructuring in Alberta by the Regional Health Authorities, many hospital facilities have long-term disability or nursing home units. This has led to the decrease in the number of registrants who chose the sub-element “Hospital (including general, maternal, pediatric, and psychiatric)”.
- *Multiple Employment Status*—For the 2003 data year, records with non-response were defaulted to “No”; in 2002, non-response was recorded as “Not Stated”.

British Columbia data

- The *Full-Time/Part-Time Status* element is now available for the 2003 data year.

Yukon data

- The following data elements are now available in 2003:
 - *Sex*
 - *Birth Year*
 - *Employment Status*
 - *Full-Time/Part-Time Status*
 - *Place of Work (Second Employers)*
 - *Area of Responsibility (Second Employers)*
- The following data elements are not collected by Yukon for the 2002 and 2003 data years:
 - *Other Education in Practical Nursing*
 - *Other Education in Nursing—Non LPN*
 - *Education in Other than Nursing*
 - *Place of Work (Third Employers)*
 - *Area of Responsibility (Third Employers)*
 - *Position (Primary, Second and Third Employers)*
 - *Postal Code of Worksite (Primary, Second and Third Employers)*
- *Location of Employment*—For the 2002 and 2003 data years, this field was derived from the fields *Postal Code of Residence* and *Place of Employment*.
- *Location of Residence*—For the 2002 and 2003 data years, this field was derived from the *Postal Code of Residence*.
- *Area of Responsibility*—For the 2002 and 2003 data years, any records indicating more than one area of responsibility were coded under the sub-element “Several Clinical Areas” for CIHI.

Northwest Territories data

- In 2003, the renewal form was changed to capture more specific, relevant information. This has resulted in a more accurate reflection of LPN totals than the previous year. Given that the total number of registrants for LPNs in NWT is very small, there are substantial differences in percentages between 2002 and 2003; thus comparisons between 2002 and 2003 data must be made with caution.
- The following data elements are now available in 2003:
 - *Place of Work (Second Employers)*
 - *Area of Responsibility (Second Employers)*
- The following data elements are not collected by Northwest Territories as of the 2003 data year:
 - *Other Education in Practical Nursing*
 - *Other Education in Nursing—Non LPN*
 - *Education in Other than Nursing*
 - *Place of Work (Third Employers)*
 - *Area of Responsibility (Third Employers)*
 - *Position (Primary, Second and Third Employers)*
 - *Postal Code of Worksite (Second and Third Employers)*

Historical Data

This publication presents LPN data for 2002 to 2003. Previous data on LPNs were presented in the CIHI publication series *Health Personnel Trends in Canada* (formerly *Health Personnel in Canada*) and reported total counts including active and non-active practicing LPNs and graduate counts from 1988 to 2002.

The data are not comparable and cannot be combined for trending purposes.

Comparability with Other Sources

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

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

Concepts and Variables

Key Concepts

The unique methodology and content of the LPNDB make it useful for practical nursing resource planning and research. The LPNDB is the first and only national database of licensed practical nursing data in Canada.

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

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

The comprehensive set of demographic, employment, and education data collected for the LPNDB 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 over time will allow for spatial analysis.

Data Definitions

Each of the data elements listed corresponds to a field on the licensed practical nurse record. Only data elements used in tabulations for *Workforce Trends of Licensed Practical Nurses in Canada, 2003* are described below. For a complete list of data elements present in LPNDB and for a copy of the data dictionary, contact the Consultant, Nursing Databases.

Data Year

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

Province/Territory of Registration

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

Registration Number

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

Sex

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

Birth Year

Four-digit year of birth.

Age

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

Initial Education in Practical Nursing

Basic education program or assessment of equivalency used to prepare a practical nurse for entry into practice, leading to initial registration/licensure as a LPN. Accepted responses include:

- Diploma
- Equivalency for Initial Education:
Assessment of equivalency by LPN regulatory authorities permits initial registration/licensure as an LPN.
- Not Stated

Location of Graduation

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

Other Education in Practical Nursing

Practical Nursing education/Specialized LPN education within the past 12 months, other than entry/initial practical nursing education or equivalency, which resulted in a non-degree certificate or diploma. Accepted responses include:

- No
- Yes
- Not Stated

Other Education in Nursing—Non LPN

Highest education achieved in a nursing related field, other than Practical Nursing. Accepted responses include:

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

- None
- Not Stated

Education in Other Than Nursing

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

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

Multiple Employment Status

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

- No
- Yes
- Not Stated

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 RNs employed in 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 nursing—status unknown. This last category includes RNs who are employed in registered 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 practical 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/licensure comes into effect.

Accepted responses include:

- Employed in Practical 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 Practical 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 Practical Nursing—Casual Basis
Reflects employment that does not guarantee a fixed number of hours of work per pay period.
- Employed in Practical Nursing—Status Unknown
Reflects employment in practical nursing, but full-time/part-time status is unknown.
- Employed in other than practical nursing seeking employment in practical nursing
- Employed in other than practical nursing not seeking employment in practical nursing
- Not employed and seeking employment in practical nursing
- Not employed and not seeking employment in practical nursing
- Not Stated

Place of Work

Primary place of employment, based on primary, second and third employer.

Accepted responses include:

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

Location of Employment

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

Area of Responsibility

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

- **Direct Care**
 - Medicine/Surgery
 - Psychiatry/Mental Health
 - Pediatrics
 - Maternal/Newborn
 - Geriatrics/Long-Term Care
 - Critical Care
 - Community Health
 - Ambulatory Care
 - Home Care
 - Occupational Health
 - Operating Room/Recovery Room
 - Emergency Care
 - Several Clinical Areas
 - Oncology
 - Rehabilitation
 - Palliative Care
 - Other Direct Care
- **Administration**
 - Nursing Service
 - Nursing Education
 - Other Administration
- **Education**
 - Teaching—Students
 - Teaching—Employees
 - Teaching—Patients/clients
 - Other Education
- **Research**
 - Nursing Research only
 - Other Research
- **Not Stated**

Position

Current assigned role at place of employment as per title/job description. Based on primary, second and third employers. Accepted responses include:

- LPN Staff Nurse/Community Health Nurse
- Instructor/Professor/Educator
- Coordinator/Care Manager
- LPN Specialty
- Other
- Not Stated

Location of Residence

Province/territory 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 Information and Policies for Institution-Identifiable Information* and *Privacy Impact Assessment of the Canadian Regulated Nursing Professions Databases* can be found on the CIHI Web site.

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 LPNDB data for release in publications and ad hoc requests. Cells with counts from 1 to 4, for which further aggregation is either inappropriate or unfeasible, are suppressed before release. These policies ensure the confidentiality of all LPNs regardless of province/territory size or place of work.

Special analytical studies often require the disclosure of record level data. For LPNDB data, this is the most detailed level of data provided by provincial/territorial regulatory authorities, and contains sensitive data. Requests for person-level data must be submitted in writing and will be subject to a prescribed review process. Identifiers are typically stripped from data or encrypted by CIHI before disclosure. In addition, requests for person-level LPNDB data must also receive approval from the respective provincial/territorial representative before CIHI can release the data. Each regulatory authority representative reserves the right to request further information from researchers before authorizing the release of respective provincial/territorial data.

LPNDB Publications and Products

The CIHI publication *Workforce Trends of Licensed Practical Nurses in Canada, 2002* may be downloaded for free in electronic version (PDF) from the CIHI Web site at www.cihi.ca. Paper copies may be purchased online or by contacting the CIHI Order Desk at (613) 241-7860.

The document *Licensed Practical Nurses System Data Dictionary and Data Submission Specifications* is available upon request to the Consultant, Nursing Databases. This document outlines the data elements (and definitions) collected for the LPNDB, as well as the file specifications sent to the provincial/territorial 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 LPNDB. 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, contact:

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

Web: www.cihi.ca

Summary Tables

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

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

Notes

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** 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

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

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

Source: NDB/CIHI

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

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

Notes

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- Data are not applicable or do not exist

.. Data not currently collected by CIHI

n/s Data not submitted to 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

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

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

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

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

Notes

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- Data are not applicable or do not exist

.. Data not currently collected by CIHI

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

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

Source: NDB/CIHI

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

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

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

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

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

Notes

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

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

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

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

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Source: NDB/CIHI

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

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

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

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

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Source: NDB/CIHI

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

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

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

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

Notes

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Source: NDB/CIHI

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

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

Notes

- Data are not applicable or do not exist

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

Source: NDB/CIHI

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

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

Notes

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Source: NDB/CIHI

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

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

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Source: NDB/CIHI

H. Summary**Nursing Workforce by Location of Graduation and Province/Territory of Registration, Canada, 2003**

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

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

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

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

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

Notes

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Source: NDB/CIHI

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

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

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J. Summary

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

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

Notes

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

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.. Data not currently collected by CIHI

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

Source: NDB/CIHI

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

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

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

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- Data are not applicable or do not exist

.. 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.

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

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

Source: NDB/CIHI

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

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

Notes

- Data are not applicable or do not exist

.. Data not currently collected by CIHI

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

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

Source: NDB/CIHI

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

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

Notes

- Data are not applicable or do not exist

.. Data not currently collected by CIHI

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

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

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

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

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

Notes

- Data are not applicable or do not exist

.. Data not currently collected by CIHI

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

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

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

Source: NDB/CIHI

L. Summary

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

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

Notes

- Data are not applicable or do not exist

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Totals may not sum to 100 percent due to rounding

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

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

Source: NDB/CIHI

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

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

Notes

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

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

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

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

Source: NDB/CIHI

M.Summary

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

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

Notes

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Totals may not sum to 100 percent due to rounding

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

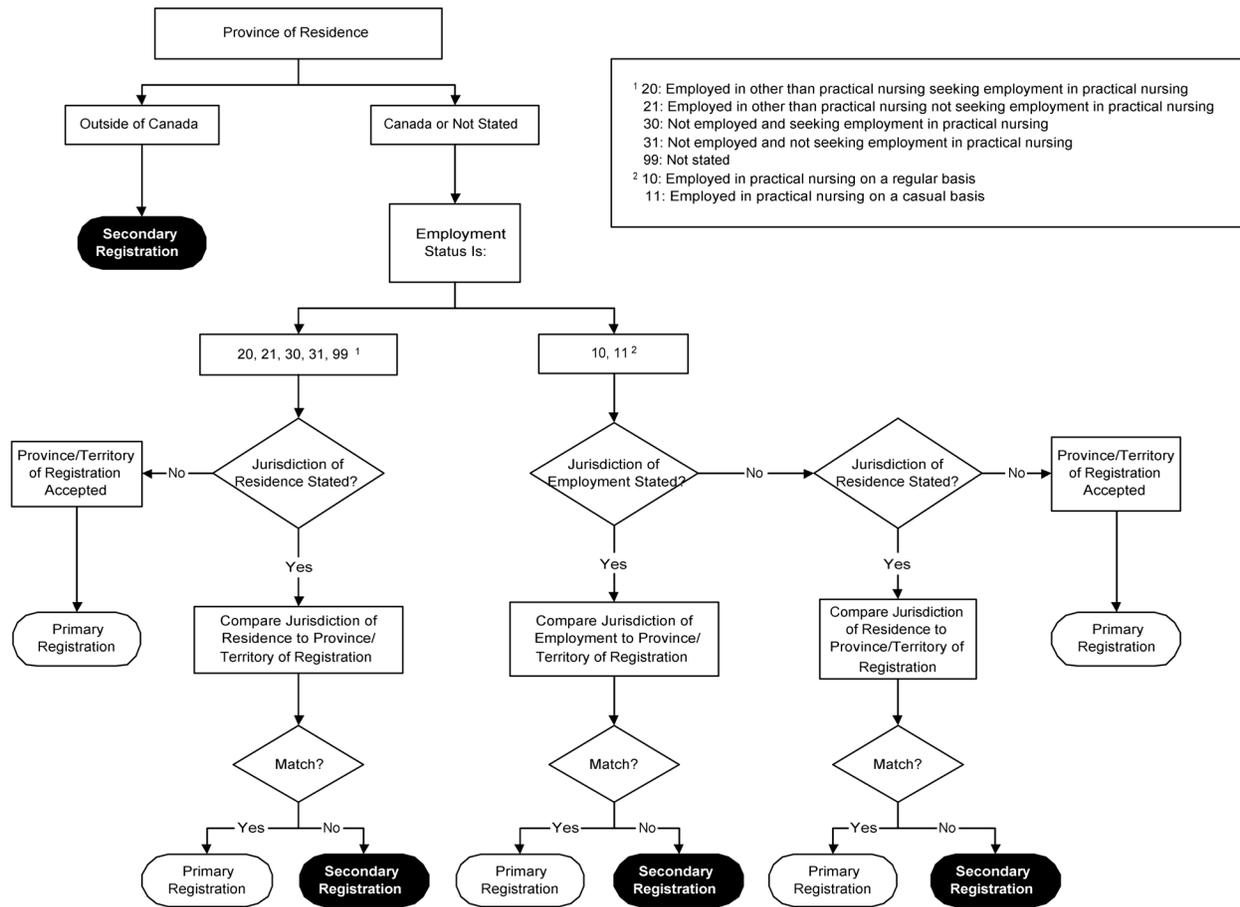
Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of Nursing data

Source: NDB/CIHI

Appendix A

Identification of Secondary Registrations

Licensed Practical Nurses Database
Identification of Secondary Registrations

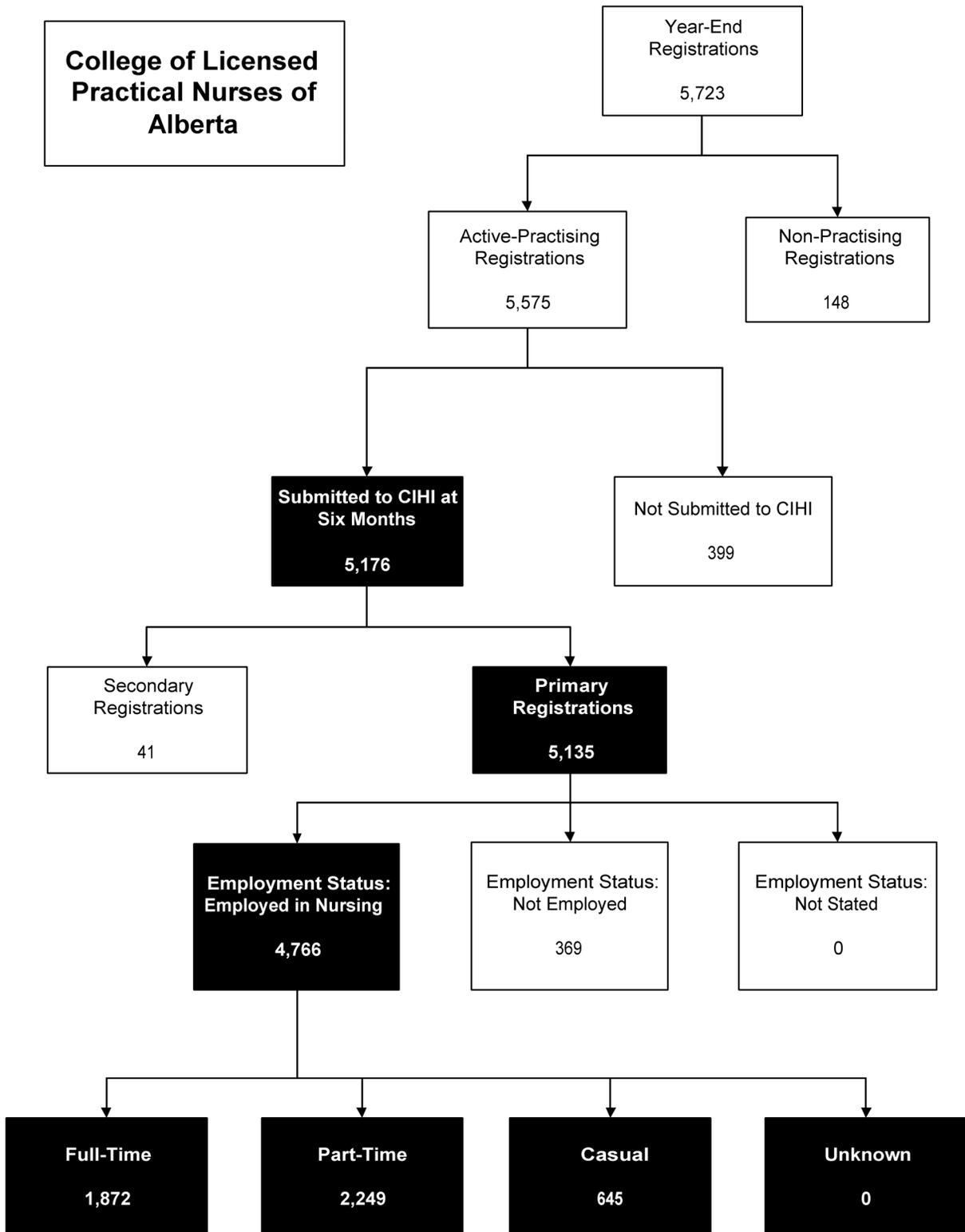


¹ 20: Employed in other than practical nursing seeking employment in practical nursing
 21: Employed in other than practical nursing not seeking employment in practical nursing
 30: Not employed and seeking employment in practical nursing
 31: Not employed and not seeking employment in practical nursing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

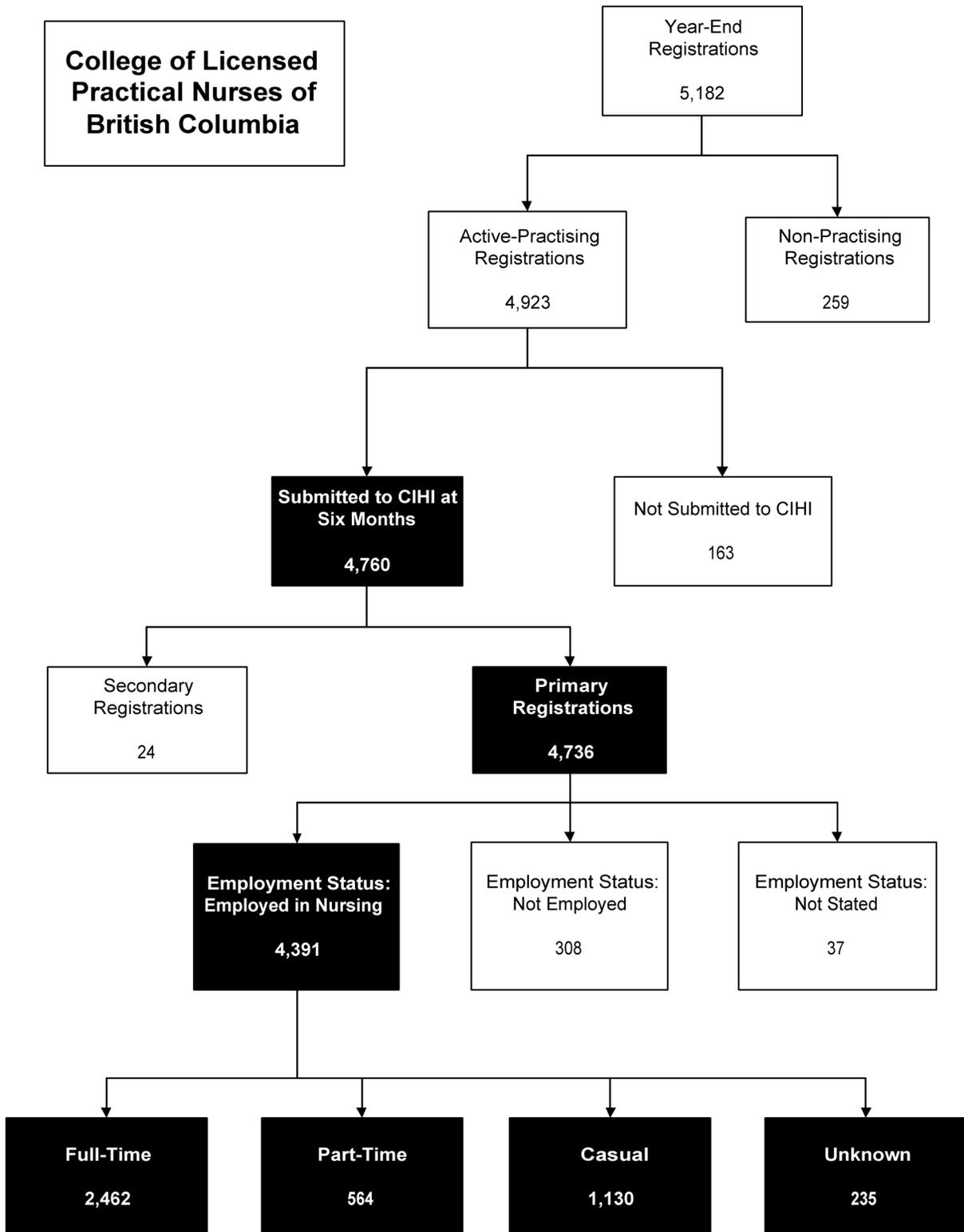
Appendix B

Comparison of CIHI Statistics to Regulatory Statistics

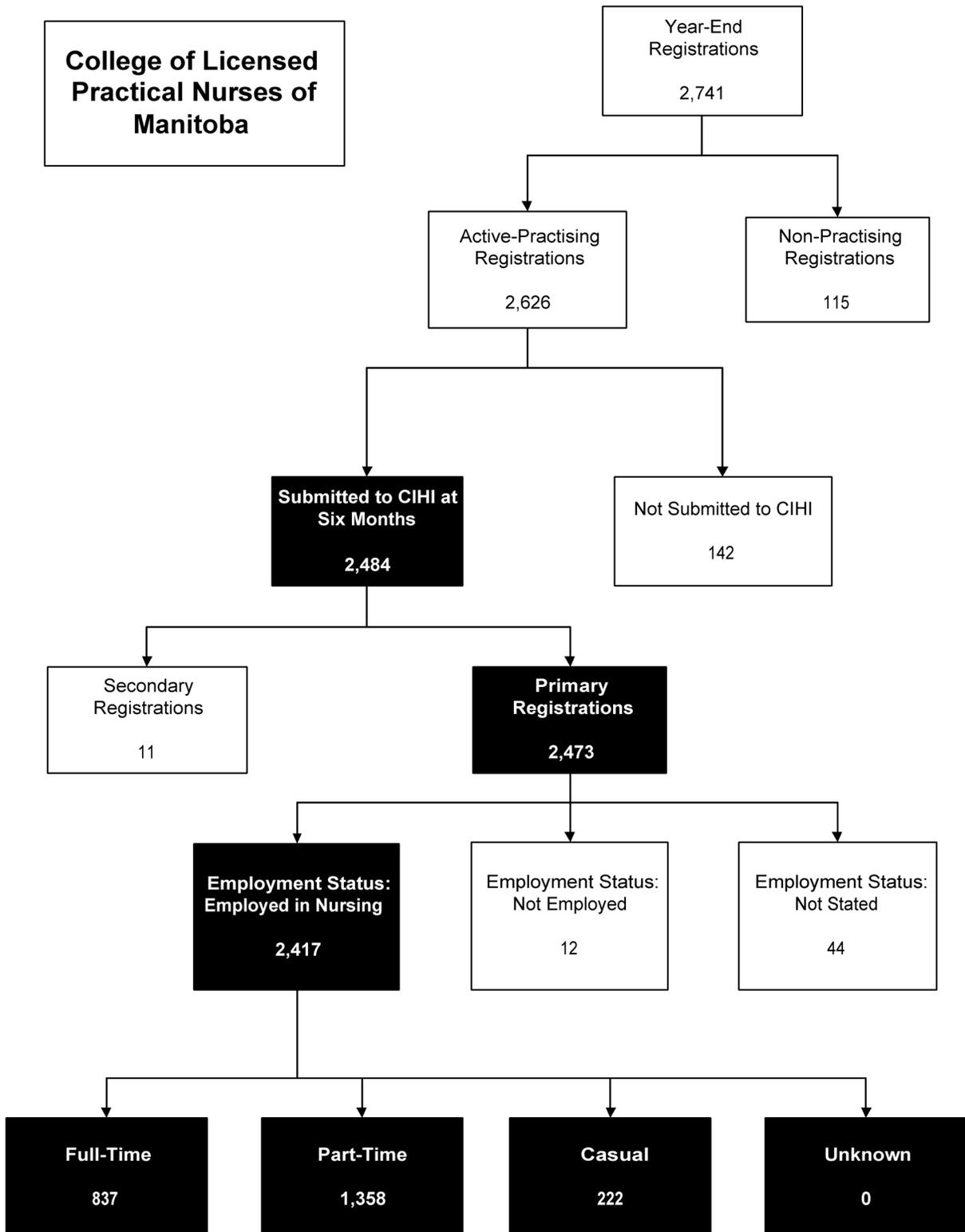
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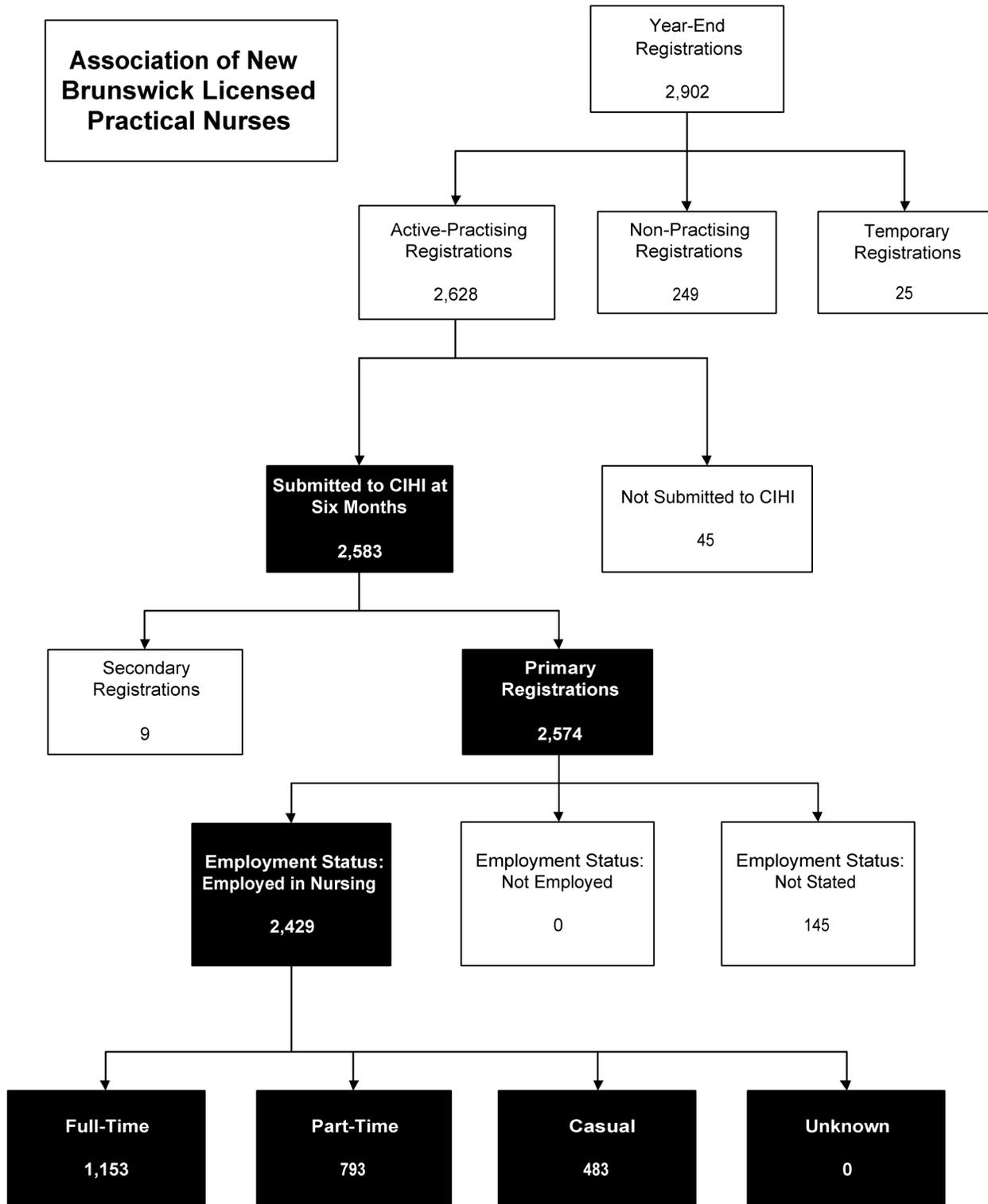
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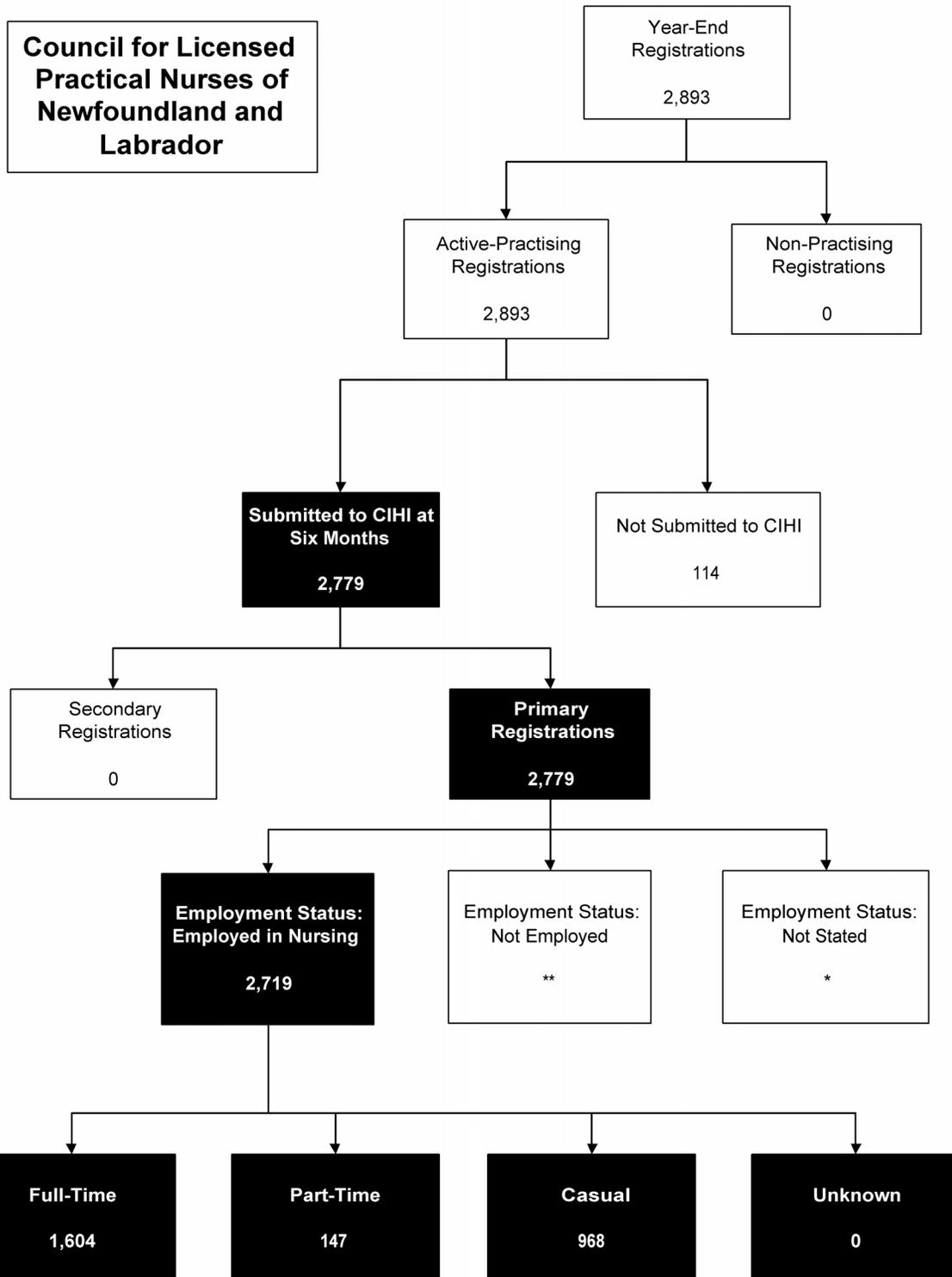
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Tracing Regulatory Data to CIHI Data



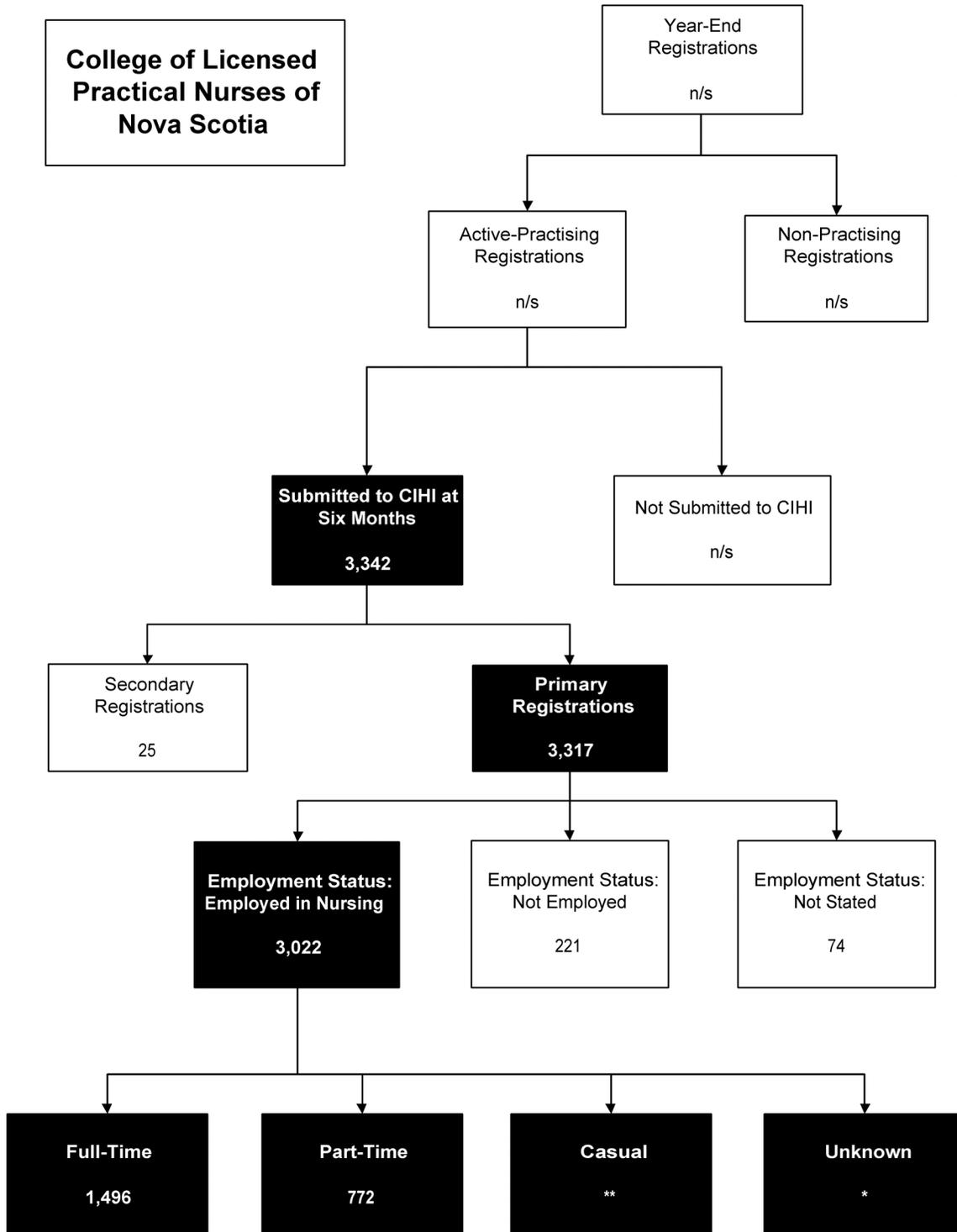
Tracing Regulatory Data to CIHI Data



Notes

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

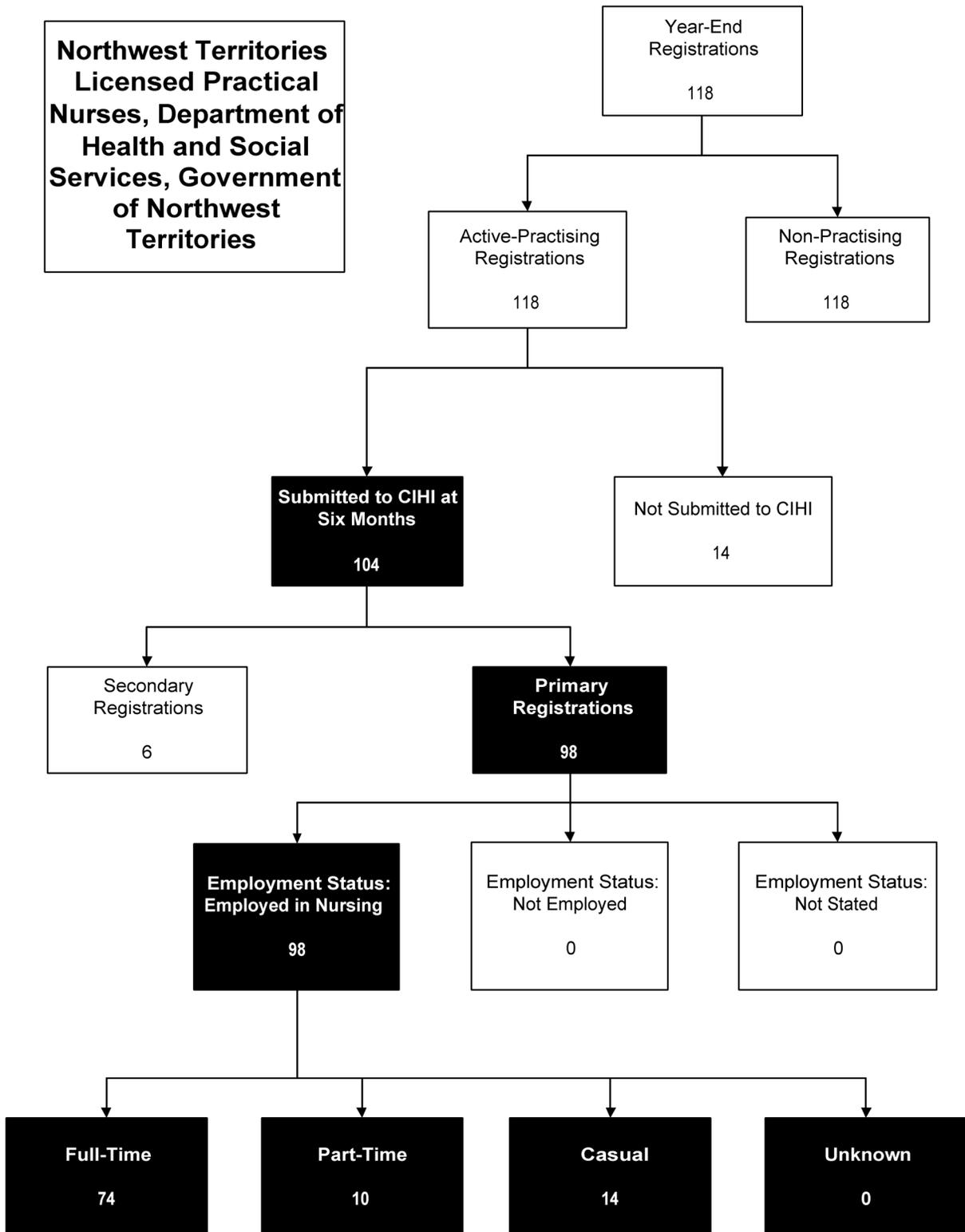
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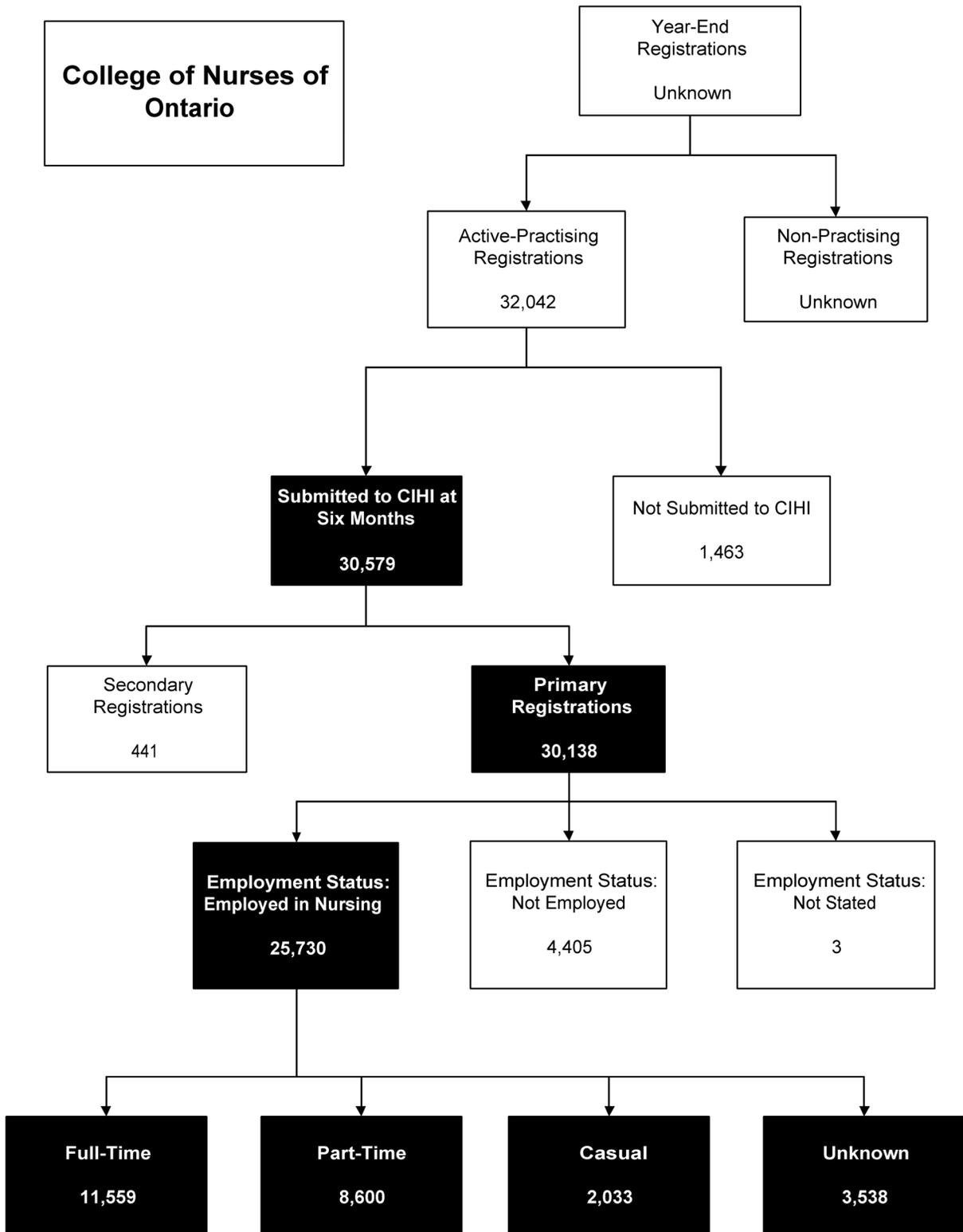
Notes

- * 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
- n/s Data not submitted

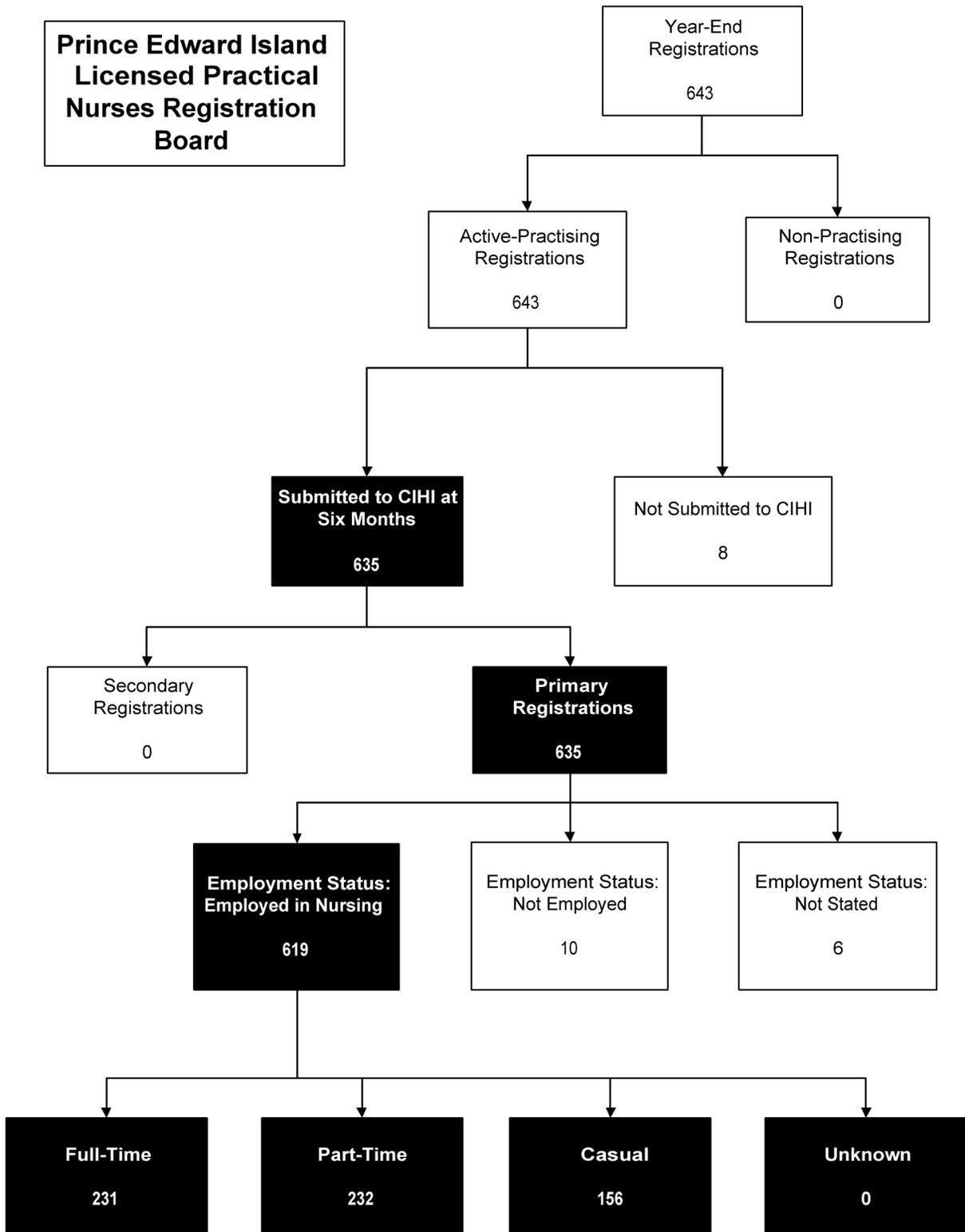
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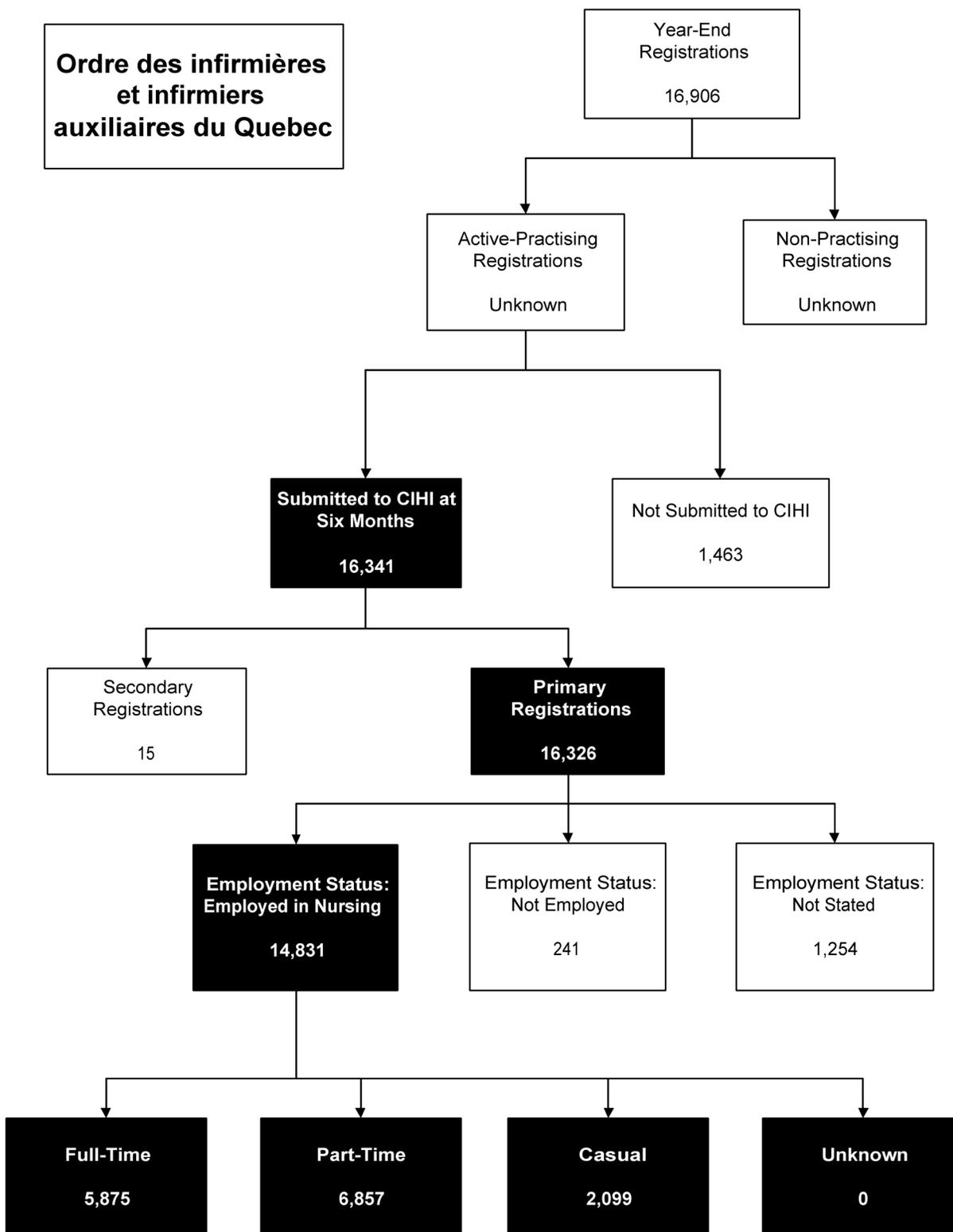
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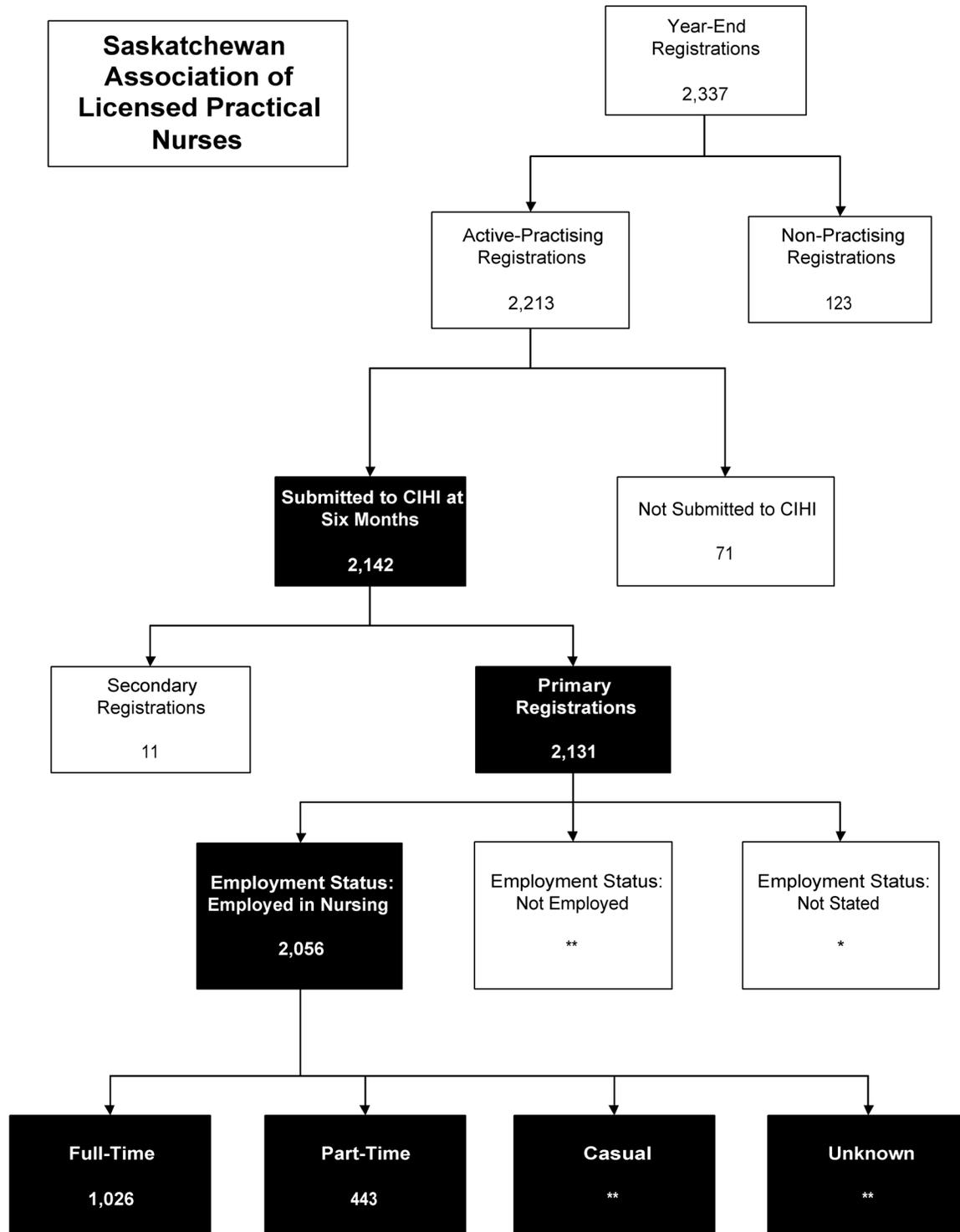
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Tracing Regulatory Data to CIHI Data



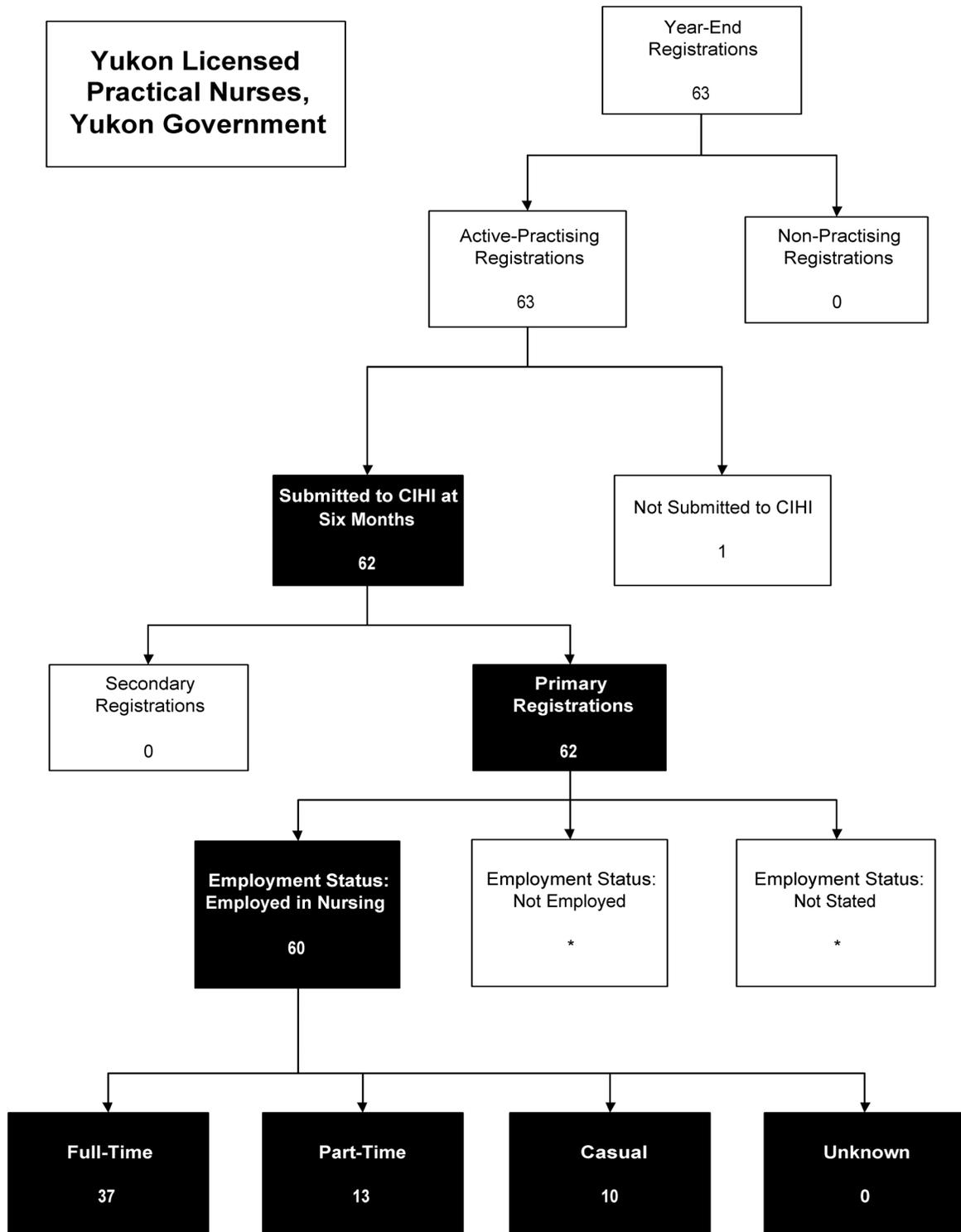
Tracing Regulatory Data to CIHI Data



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Tracing Regulatory Data to CIHI Data



Notes

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

Appendix C

Licensed Practical Nursing Contact Information

Licensed Practical Nursing Contact Information

Provincial/Territorial Regulating Authorities

Newfoundland and Labrador

Council for Licensed Practical Nurses, Newfoundland

9 Paton Street
St-John's, Newfoundland, A1B 4S8
Tel: (709) 579-3843
Fax: (709) 579-8268
Email: clpn@nf.sympatico.ca

Prince Edward Island

Prince Edward Island Nursing Assistant Registration Board

P.O. Box 3235
Charlottetown, Prince Edward Island, C1A 7N9
Tel: (902) 566-1512
Fax: (902) 892-6315
Email: peilna@pei.sympatico.ca

Nova Scotia

College of Licensed Practical Nurses of Nova Scotia

Suite 1212, Cogswell Tower
2000 Barrington Street
Halifax, Nova Scotia, B3J 3K1
Tel: (902) 423-8517
Fax: (902) 425-6811
Email: info@clpnns.ca
Web site: www.clpnns.ca

New Brunswick

Association of New Brunswick Registered Nursing Assistants /

Association des infirmiers(ères) auxiliaires autorisé(e)s du Nouveau Brunswick

384 Smythe Street
Fredericton, New Brunswick, E3B 3E4
Tel: (506) 453-0747
Fax: (506) 459-0503
Email: general@anblpn.ca
Web site: www.anblpn.com

Quebec

Ordre des infirmières et infirmiers auxiliaires du Quebec

531, rue Sherbrooke Est
Montreal (Quebec) H2L 1K2
Tel: (514) 282-9511
Fax: (514) 282-0631
Email: oiiaq@oiiaq.org
Web site: www.oiiaq.org

Ontario

College of Nurses of Ontario / Ordre des infirmières et infirmiers de l'Ontario

101 Davenport Road
Toronto, Ontario, M5R 3P1
Tel: (416) 928-0900
Fax: (416) 928-5607
Email: cno@cnomail.org
Web site: www.cno.org

Manitoba

College of Licensed Practical Nurses of Manitoba

463 St-Anne's Road
Winnipeg, Manitoba, R2M 3C9
Tel: (204) 663-1212
Fax: (204) 663-1207
Email: info@clpnm.ca
Web site: www.malpn.mb.ca

Saskatchewan

Saskatchewan Association of Licensed Practical Nurses

2310 Smith Street
Regina, Saskatchewan, S4P 2P6
Tel: (306) 525-1436
Fax: (306) 347-7784
Email: exdir@salpn.com
Web site: www.salpn.com

Alberta

College of Licensed Practical Nurses of Alberta

10403-172 Street, Suite 230
Edmonton, Alberta, T5S 1K9
Tel: (780) 484-8886
Fax: (780) 484-9069
Web site: www.clpna.com

British Columbia**College of Licensed Practical Nurses of British Columbia**

4430 Halifax Street, Suite 205
Burnaby, British Columbia, V5C 5R4
Tel: (604) 660-5750
Fax: (604) 660-2899
Email: college_of_lpns@clpn.bc.ca
Web site: www.clpn.bc.ca/

Yukon**Consumer Services, Department of Justice, Yukon**

P.O. Box 2703
Whitehorse, Yukon, Y1A 2C6
Tel: (867) 667-5111
Fax: (867) 667-3609
Email: consumer@gov.yk.ca
Web site: www.gov.yk.ca/services/

Northwest Territories**Health and Social Services, Government of Northwest Territories**

Box 1320–8th floor Centre Square Tower
Yellowknife, Northwest Territories, X1A 2L9
Tel: (867) 920-8056
Fax: (867) 873-0281

Other Practical Nursing Associations**Canadian Practical Nurses Association**

4218 Lawrence Avenue East, Unit 14, Box 271
Scarborough, Ontario, M1E 4X9
Tel: (416) 287-1346
Fax: (416) 287-1346
Email: cpna@interlog.com
Web site: www.cpna.ca

Appendix D

List of Data Tables on CD-ROM

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

List of Data Tables on CD-ROM

Series A—Total Registrations

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

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

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

Series B—Employment Status

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

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

Series B—Employment Status (cont'd)

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

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

Series C—Place of Work

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

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

Series C—Place of Work (cont'd)

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

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

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

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

Series C—Place of Work (cont'd)

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

Series D—Area of Responsibility

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

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

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

Series D—Area of Responsibility (cont'd)

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

Series E—Position

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

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

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

Series E—Position (cont'd)

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

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

Series F—Multiple Employment Status

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

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

Series F—Multiple Employment Status (cont'd)

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

Series G—Sex

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

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

Series G—Sex (cont'd)

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

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

Series H—Location of Graduation

- H.RN.1 RN Workforce by Location of Graduation and Province/Territory of Registration, Canada, 2003
- H.RN.2 RN Workforce by Location of Graduation, Average Age and Province/Territory of Registration, Canada, 2003

- H.LPN.1 LPN Workforce by Location of Graduation and Province/Territory of Registration, Canada, 2003
- H.LPN.2 LPN Workforce by Location of Graduation, Average Age and Province/Territory of Registration, Canada, 2003

- H.RPN.1 RPN Workforce by Location of Graduation and Province of Registration, Canada, 2003
- H.RPN.2 RPN Workforce by Location of Graduation, Average Age and Province of Registration, Canada, 2003

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

Series I—Years Since Graduation (cont'd)

- I.RN.1 RN Workforce by Years Since Graduation and Province/Territory of Registration, Canada, 2003
- I.RN.2 RN Workforce by Years Since Graduation, Average Age and Province/Territory of Registration, Canada, 2003

- I.LPN.1 LPN Workforce by Years Since Graduation and Province/Territory of Registration, Canada, 2003
- I.LPN.2 LPN Workforce by Years Since Graduation, Average Age and Province/Territory of Registration, Canada, 2003

- I.RPN.1 RPN Workforce by Years Since Graduation and Province of Registration, Canada, 2003
- I.RPN.2 RPN Workforce by Years Since Graduation, Average Age and Province of Registration, Canada, 2003

Series J—Age Group

< Summary tables only >

Series K—Average Age

< Summary tables only >

Series L—Initial Education in Nursing Discipline

< Summary tables only >

Series M—Highest Education in Nursing Discipline

- M.RN.1 RN Workforce by Highest Education in Nursing and Province/Territory of Registration, Canada, 2003
- M.RN.2 RN Workforce by Highest Education in Nursing, Age Group and Province/Territory of Registration, Canada, 2003
- M.RN.3 RN Workforce by Highest Education in Nursing, Employment Status and Province/Territory of Registration, Canada, 2003
- M.RN.4 RN Workforce by Highest Education in Nursing, Multiple Employment Status and Province/Territory of Registration, Canada, 2003

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

Summary Tables

- A.Summary Total Number of Nursing Registrations by Province/Territory of Registration, Canada, 2003
- B.Summary Nursing Workforce by Employment Status and Province/Territory of Registration, Canada, 2003
- C.Summary Nursing Workforce by Place of Work and Province/Territory of Registration, Canada, 2003
- D.Summary Nursing Workforce by Area of Responsibility and Province/Territory of Registration, Canada, 2003
- E.Summary Nursing Workforce by Position and Province/Territory of Registration, Canada, 2003
- F.Summary Nursing Workforce by Multiple Employment Status and Province/Territory of Registration, Canada, 2003
- G.Summary Nursing Workforce by Sex and Province/Territory of Registration, Canada, 2003
- H.Summary Nursing Workforce by Location of Graduation and Province/Territory of Registration, Canada, 2003
- I.Summary Nursing Workforce by Years Since Graduation and Province/Territory of Registration, Canada, 2003
- J.Summary Nursing Workforce by Age Group and Province/Territory of Registration, Canada, 2003
- K.Summary Nursing Workforce by Average Age and Province/Territory of Registration, Canada, 2003
- L.Summary Nursing Workforce by Initial Education in Nursing Discipline and Province/Territory of Registration, Canada, 2003
- M.Summary Nursing Workforce by Highest Education in Nursing Discipline and Province/Territory of Registration, Canada, 2003

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taking health information further
à l'avant-garde de l'information sur la santé