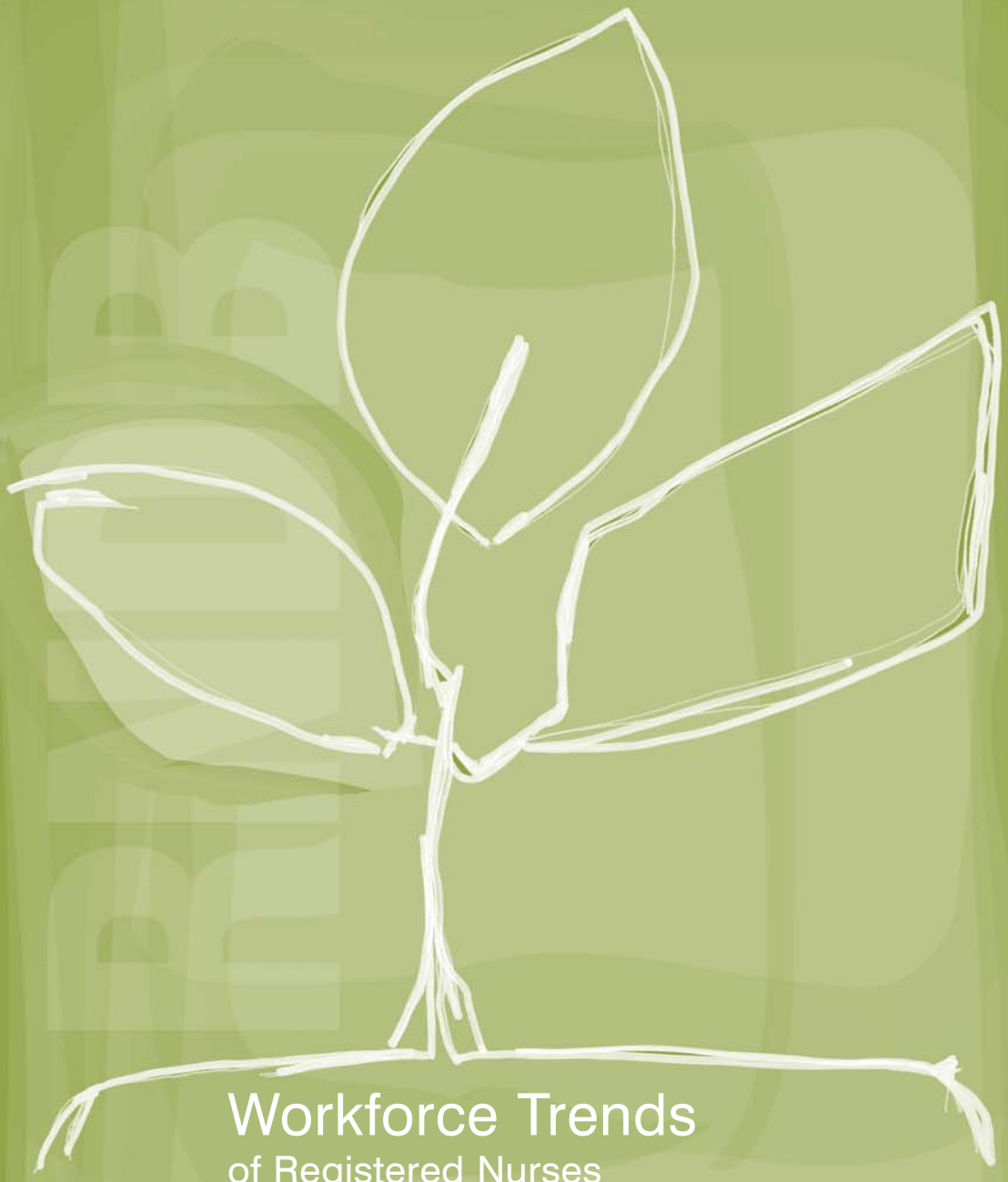
2004



Workforce Trends

of Registered Nurses in Canada, 2004

Registered Nurses Database

Canadian Institute for Health Information

Institut canadien d'information sur la santé

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Workforce Trends of Registered Nurses in Canada, 2004

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Workforce Trends of Registered Nurses in Canada, 2004

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Series A—Total Registrations

Series B—Employment Status

Series C—Place of Work

Series D—Area of Responsibility

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Series G—Sex

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

Preface

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

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

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

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

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The Health Human Resources department at CIHI appreciates the contributions and the continuous support of the following associations and individuals, without whom this publication would not be possible.

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

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

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

- The Canadian Nurses Association for supporting the RNDB and for contributing certification data;
- Health Canada for supporting the RNDB.

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

Introduction

The Health Human Resources team of the Canadian Institute for Health Information (CIHI) is pleased to present *Workforce Trends of Registered Nurses in Canada, 2004*. This is the sixth annual publication produced by CIHI on the supply of the RN workforce.

The supply information contained in the Registered Nurses Database (RNDB) 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.

Since the 1980s, the Registered Nurses Database (RNDB) has been used by all levels of government, researchers, stakeholders and advocacy groups, private and public organizations, media and registered nurses as a comprehensive data source on the supply of the registered nursing workforce in Canada. As a result of the longevity of the data series, the RNDB also provides a useful historical perspective of nursing supply and distribution, allowing for time-series analysis. The presentation of clear, objective data and data analysis enables informed decision-making and supports policy formulation.

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

CIHI has re-introduced the "Mobility Trends" section into the Data Analysis of this publication. This section will again shed light on the mobility and migration of registered nurses in Canada.

This year's printed publication also includes:

- Highlights for both the entire regulated nursing workforce and for the RN workforce;
- A data analysis section with a comparison of 2000 and 2004 RN data;
- A comprehensive methodological notes section; and,
- A detailed examination of the discrepancy between CIHI statistics and year-end statistics published by each RN regulatory authority.

The accompanying CD-ROM also contains:

- Comprehensive data tables with 2004 RN data (in Microsoft® Excel© format);
- Definitions for the data elements and categories collected for the RNDB; and,
- Comprehensive data tables with 2004 licensed practical nurse (LPN) 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 2004 data year marks the second time in which CIHI has simultaneously released the latest licensed practical nurse, registered nurse and registered psychiatric nurse statistics. These first pages highlight some findings from the regulated nursing workforce as a whole; additional highlights from each distinct nursing profession follow this section in each respective annual publication.

Supply Trends of the Regulated Nursing Workforce

- The number of registrations submitted for nursing practice in Canada (including both employed and unemployed regulated nurses) increased 1.8% from 2003 to 2004, from 334,006 to 339,891. These totals include registered nurse, licensed practical nurse and registered psychiatric nurse registrations.
- From 2003 to 2004, the number of regulated nurses employed in their discipline increased by 1.8%, from 309,587 to 315,139.
- The 2004 regulated nursing workforce included 246,575 registered nurses (RNs) representing 78.2% of the total, 63,443 (20.1%) licensed practical nurses (LPNs) and 5,121 (1.6%) registered psychiatric nurses (RPNs).

Demographic Trends of the Regulated Nursing Workforce

- The proportion of males in the nursing workforce increased from 5.9% in 2003 to 6.0% in 2004. Among the nursing professions, 5.4% of the RN workforce, 6.9% of the LPN workforce and 22.7% of the RPN workforce is male.
- The average age of regulated nurses was 44.6 years in 2004, an increase from 44.5 years in 2003.
- The age group of 50–54 years was the largest in 2004, accounting for 17.4% of the entire regulated nursing workforce.

Education Trends of the Regulated Nursing Workforce

- Foreign-trained nurses accounted for 6.3% (19,815) of the regulated nursing workforce in 2004, a slight increase from 6.2% in 2003. The most common countries of graduation were the Philippines (28.0% of all foreign-trainees), the United Kingdom (23.5%) and the United States (6.8%).
- Educational preparation varies among the three regulated nursing professions. In 2004, 32.1% of the RN workforce had obtained a baccalaureate, master's or doctorate as their highest education in registered nursing.
- For the 2004 nursing workforce, the average age at the time of initial graduation was 24.5 years. This compares to average ages at graduation of 24.1 years for the RN workforce, 25.7 years for the LPN workforce and 25.3 years for the RPN workforce.

Employment Trends of the Regulated Nursing Workforce

- Excluding "status unknown" figures, full-time/part-time rates remained stable between 2003 and 2004. While full-time rates remained unchanged at 53.5%, the proportion employed part-time changed from 34.6% to 34.9%, while the proportion employed on a casual basis decreased from 11.9% to 11.6%.
- The proportion of the nursing workforce with multiple employers decreased from 13.9% in 2003 to 12.8% in 2004.
- From 2003 to 2004 the proportion of the nursing workforce in the Hospital sector decreased from 58.8% to 58.6%, while the proportion in the Nursing Home/Long-Term Care sector remained at 16.1% and the proportion in the Community Health sector increased from 11.7% to 12.0%. These trends were not consistent for all three regulated nursing professions.
- In 2004, 6.0% of the regulated nursing workforce were employed as Managers. This includes 7.2% of the RN workforce, 1.3% of the LPN workforce and 6.1% of the RPN workforce.

Mobility Trends of the Regulated Nursing Workforce

- Of the 315,139 regulated nurses employed in Canada in 2004, 87.8% (276,738) graduated from their respective nursing program in Canada, 6.3% (19,815) graduated from a foreign program, and 5.9% (18,580) did not state their location of graduation.
- The regulated nursing workforces of British Columbia (13.3%), the Northwest Territories (9.7%) and Ontario (9.6%) had the highest concentration of foreign-trained regulated nurses in 2004. *Note: Northwest Territories data includes RNs registered in Nunavut.*
- Amongst the provinces, British Columbia (26.3%), Alberta (24.5%) and Prince Edward Island (23.3%) had the highest proportion of Canadian graduates from other provinces. Between foreign graduates and graduates from other Canadian jurisdictions, almost 40% (39.6%) of British Columbia's regulated nursing workforce did not graduate in British Columbia.

Highlights of the RN Workforce

Supply Trends of the RN Workforce

- In 2004, the number of RNs submitting a registration for practice increased by 1.9% from the previous year, and by 3.4% from 2000. These registrations include both employed and unemployed RNs.
- The number of RNs employed in registered nursing increased by 6.0% between 2000 and 2004, from 232,566 to 246,575. Much of this increase is attributed to methodological enhancements applied to the Ontario and Quebec data in 2003.
- Between 2003 and 2004, the number of registrations increased in 9 of 13 provinces or territories of Canada.
- In 2004, 82.5% of the RN workforce (excluding Quebec, for which this information is not available) lived in urban areas of Canada. A closer analysis of Ontario data found that 71.1% of the Ontario RN workforce lived and worked in cities with populations greater than 100,000 persons.
- A total of 5,270 RNs with Canadian registration lived and/or worked outside of Canada in 2004. Of these, 83.2% (4,385) were employed in the United States. This figure does not include all Canadian RNs outside of the country: as indicated, only those RNs choosing to simultaneously maintain their Canadian registration while abroad are included in this statistic.

Demographic Trends of the RN Workforce

- Males represented 5.4% (13,379) of the RN workforce in 2004, an increase of 0.6 percentage points since 2000. Almost half (43.2%) of all male RNs in Canada are employed in Quebec.
- The average age of an RN in 2004 was 44.6 years, an increase of 1.3 years from 2000. The average age increased in every jurisdiction between 2000 and 2004.
- There were more RNs aged 55–59 years in the workforce in 2004 than RNs aged 30–34 years.
- More than one-sixth (18.7%) of the RN workforce in Canada was aged 55 years or older in 2004. In addition, approximately half (49.7%) graduated from their initial registered nursing program more than 20 years ago. Less than one-quarter (23.0%) of the 2004 workforce graduated after 1993.

Education Trends of the RN Workforce

- More than forty percent (41.4%) of new graduates—those graduating in the past five years—entered registered nursing practice with a baccalaureate in nursing. Overall, 15.2% of the 2004 RN workforce began their career with a baccalaureate, an increase from 11.9% of the 2000 workforce.
- The proportion of RNs with a degree (i.e. baccalaureate, master's or doctorate) as their highest education in registered nursing also increased, from 24.4% in 2000 to 32.1% in 2004.

Employment Trends of the RN Workforce

- Excluding "status unknown" data, the proportion of RNs employed full-time (54.7%) remained the same from 2003 to 2004, The proportion employed part-time increased marginally, from 34.1% to 34.5%, while the proportion employed on a casual basis declined slightly, from 11.2% to 10.8%.
- Those employed full-time in 2004 had an average age of 44.9 years, compared to 44.3 years for those employed part-time, and 44.0 years for those on a casual basis.
- Rates of casual employment have declined for new graduates: 18.4% of those graduating less than six years earlier were employed on a casual basis in 2004; this compares to a casual employment rate of 39.3% for new graduates in the 2000 data.
- The proportion of RNs with multiple employers fluctuated between 12 and 16 percent between 2000 and 2004 in Canada. In 2004, 12.5% of RNs indicated having more than one employer in registered nursing.
- The proportion of RNs employed in the Hospital sector remained stable between 2000 and 2004, at approximately 63 percent annually.
- Registered nurses employed in the Hospital sector are, on average, younger than RNs working in the Community Health or Nursing Home/Long-term Care sectors. In 2004, the average age of RNs in the Hospital sector was 43.0 years, compared to ages of 45.8 years for those in the Community Health sector and 48.2 years for RNs in the Nursing Home/Long-term Care sector.
- Among all areas of responsibility in registered nursing, the most commonly identified areas in 2004 were Medicine/Surgery (17.7%), Geriatrics/Long-Term Care (10.5%), Critical Care (7.1%), Other Direct Care (7.0%), and Community Health (6.7%). These categories are typically among the most frequently identified each year.
- RNs in their first five years of registered nursing accounted for 21.2% of all RNs working Medicine/Surgery in 2004, but only 4.5% of all RNs in Geriatrics/ Long-term Care.
- Those employed in Direct Care are typically the youngest RNs, on average. In 2004, the average age of Direct Care RNs was 44.3 years, compared to 48.7 years for those in Administration, 47.6 years for RNs in Education and 45.4 years for RNs working in Research.
- Approximately three-quarters (75.3%) of RNs were employed as Staff Nurses in 2004, a decrease from 77.6% in 2000.
- As expected, Managers are older, on average, than Staff Nurses (49.0 years to 43.7 years), less likely to be employed on a casual basis (1.9% to 11.4% of Staff Nurses), and more likely to have a degree in nursing (48.5% to 27.4% of Staff Nurses).
- A comparison of employment patterns in the territories to patterns in the provinces illustrates higher rates of employment in the Community Health sector in the North. In 2004, 37.0% of all RNs in the Yukon, Northwest Territories and Nunavut worked in the Community Health sector, compared to 13.3% in the provinces. Although the average age is similar between the territories and the provinces (44.1 years for the territories to 44.6 years in the provinces), males comprise a larger percentage of the workforce in the north (10.0% to 5.4% in the provinces).

- RNs in the northern territories in 2004 were also more likely to have a baccalaureate or Master's degree in nursing: 37.7% versus 32.0% of the provincial RN workforces.

Mobility Trends of the RN Workforce

- Of the 246,575 RNs employed in Canada in 2004, 91.7% (226,169) graduated from a nursing program in Canada, 7.4% (18,261) graduated from a foreign nursing program, and 0.9% (2,145) did not state their location of graduation. Since 2000, the proportion of foreign graduates in the Canadian RN workforce has remained between 6 and 8 percent.
- In 2004, the RN workforces of British Columbia (15.0%), Ontario (11.5%), the Northwest Territories and Nunavut (10.5%) had the highest concentration of foreign-trained registered nurses. Nursing programs in the Philippines (29.3%) and the United Kingdom (21.4%) account for more than half of all foreign graduates in the RN workforce.
- Amongst the provinces, Prince Edward Island and British Columbia attract the greatest proportion of out-of-province graduates, as 30.2% and 28.1% of these workforces, respectively, graduated from a nursing program elsewhere in Canada. Between foreign graduates and out-of-province Canadian graduates, almost half (43.1%) of the British Columbia RN workforce graduated from nursing programs outside of the province.
- In contrast to British Columbia, 95.7% of Quebec's RN workforce are graduates of Quebec nursing programs, the highest rate in the country.

Data Analysis

Note to Readers

1. The terms *regulated nursing workforce* and *nursing workforce* are used in this publication and accompanying CD-ROM to include members of the licensed practical nurse, registered nurse and registered psychiatric nurse workforces. The term *RN workforce* includes only registered nurses who were employed in registered nursing at the time of annual registration.

2. The statistics presented in this publication and CD-ROM have been reviewed and authorized by representatives at the provincial/territorial regulatory authorities responsible for the regulation and licensure of registered nurses.

3. CIHI figures will not be the same as figures published by provincial/territorial regulatory authorities for registered nursing for the following reasons:

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

   (2) Differences in Definition—Regulatory authorities typically report the total number of "Active" registrations received during the registration year. An Active registration enables the RN to work in that jurisdiction, but does not distinguish between those employed in nursing and those not employed in nursing: the Active total represents the *maximum* number of RNs eligible to work in a particular jurisdiction in that year. In contrast, CIHI divides the Active total into four categories: Employed in Nursing, Employed in Other Than Nursing, Not Employed and Not Stated. CIHI only reports the number of RNs employed in nursing at the time of registration. RNs employed in other than nursing, RNs not employed, and RNs failing to state their employment status are removed from most CIHI analyses.

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

   (4) 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 RN workforce in Canada. Provincial/territorial associations typically do not identify or remove these secondary registrations (also termed "interprovincial duplicates").

(5) Provincial/Territorial Data Cleaning—Some jurisdictions review the registration data at year-end and "clean" potential data quality issues. As CIHI receives the data at the six-month mark, this cleaning has not yet occurred. Therefore, if a jurisdiction reduces the number of "Not Stated" records in a particular field, that correction will not be reflected in the CIHI database.

4. CIHI and the provincial/territorial regulatory authorities are continually working to improve data quality, which may impair comparability with historical data.

5. Data for the northern territories include secondary registrations. To present a more accurate description of registered nursing in northern Canada, CIHI enhanced its reporting methodology to include secondary registrations in the statistics and calculations of Yukon, Northwest Territories and Nunavut data. This is identical to the process first implemented for the 2001 RN publication. This change was implemented to prevent losing valuable information on RNs providing short-term relief in the territories, as existing methodology identifies RNs from the southern provinces as duplicates. Please review the Northern Territories Data section of the Methodological Notes for more detailed information.

6. The data presented in this publication are self-reported, which may lead to higher than expected "Other" and "Not Stated" values if a substantial portion of RNs chose not to complete all fields on the annual registration form.

Data Quality Enhancements

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

Since the 2000 data year, CIHI has repeatedly implemented more rigorous data quality measures. The increased number of validity and logic checks aim to improve data accuracy and give CIHI the opportunity to learn of provincial/territorial changes in data collection or submission that could impact trending analyses. CIHI reports jurisdictional changes in the comparability section of the Methodological Notes.

CIHI also reviewed all existing validity and logic checks in advance of the 2004 registration year, removing several logic checks that are no longer relevant to registered nursing practice. These changes are detailed in the comparability section of the Methodological Notes.

Reporting Northern Territories Data

To portray information that is more representative of nursing in the north, CIHI changed its processing methodology for the 2004 registration year to formalize a process that was first used in CIHI's 2001 publication. This methodological change was necessary because of the nature of RN staffing in the northern territories.

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

Therefore, the methodology used previously by CIHI (and initially developed by Statistics Canada) separated the data into "primary" and "secondary" registrations. Secondary registrations are those multiple registrations that do not reflect the primary jurisdiction of practice.

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

Historically, 12–18 percent of Yukon records and 25–30 percent of Northwest Territories/ Nunavut records were removed from the analysis each year due to the secondary registration methodology. These rates far exceeded the yearly average of each province for the same period.

CIHI and representatives from the northern territories worked together to enhance the methodology in time for CIHI's publication of 2001 RN data. This manual process was repeated for the publication of 2002 and 2003 data. This past year, CIHI revised its automated processing to reflect these changes. A revised "secondary registrations" methodology for the northern territories is presented in Appendix A.

Please note that this has no impact on the comparability of territorial data, as CIHI merely formalized an existing process. The 2000–2003 territorial data presented here remains unchanged from previous CIHI publications.

Please note that secondary registrations are still removed from provincial data.

Defining "Registered Nurse" in CIHI Data

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

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

The CIHI definition is consistent with existing CIHI definitions of *licensed practical 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 (RN registration/licensure) differs from the primary function of CIHI's Registered 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 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 is "right"?), 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 2004 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 nursing during the given year.

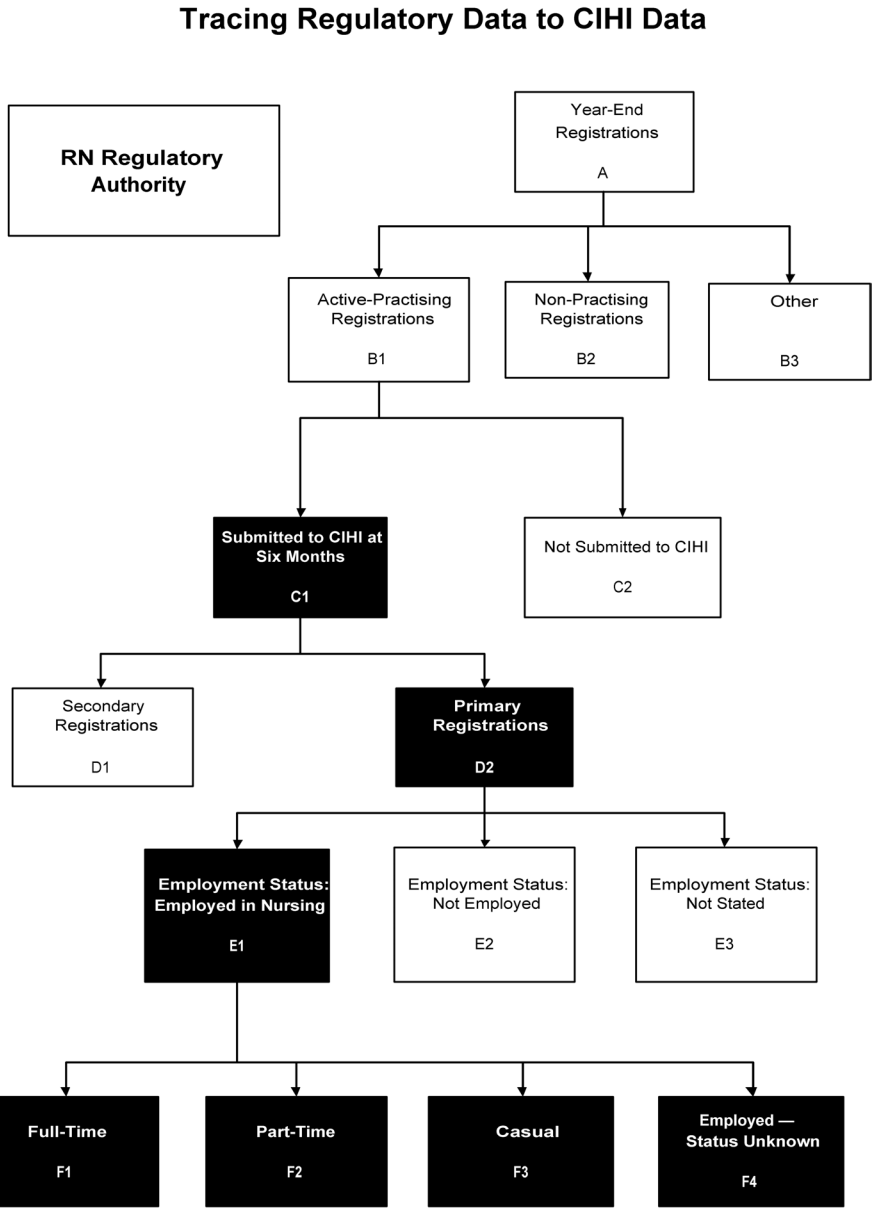

Figure 1. Tracing Regulatory Statistics to CIHI Statistics

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 nursing. The total is comprised of active-practising (B1), non-practising (B2) and other (B3) registrations.

B: TYPES OF REGISTRATIONS
Box B1 is the number of active-practising registrations received by the provincial/territorial regulatory authority. With an active-practising registration, registrants are eligible to practice as a registered 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 practice as a registered nurse in that jurisdiction. Some types of non-practising registrations are: long-term disability; associate status; and, retired status. Non-practising registrations are not submitted to CIHI. Box B3 includes other types of registration, such as student registrations.

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

D: EXCLUDING SECONDARY REGISTRATIONS
As there are financial and administrative incentives for registered 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 nursing (Box E1). Those employed in other than 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 RN workforce as those currently employed in nursing (Box E1).

F: FULL-TIME/PART-TIME STATUS
Most analyses produced by CIHI, such as the full-time/part-time status of the RN workforce, include only those RNs employed in nursing.

To illustrate how this narrowing definition impacts the data, year 2004 data are compared in Table 1.

Table 1. Comparison of Regulatory Authority 12-Month Counts to CIHI 6-Month Counts, 2004

	N.L.	P.E.I.	N.S.	N.B.†	Que.	Ont.	Man.	Sask.††	Alta.†††	B.C.	Y.T.	N.W.T.	Nun.
Total Active Practising Registrations	5,727	1,518	9,425	8,312	67,792	113,776	11,518	8,932	28,172	37,315	306	1,076	^
Submitted to CIHI	5,572	1,395	8,984	7,905	65,561	106,337	11,263	8,693	26,327	29,444	290	997	^
Primary Registrations	5,493	1,390	8,834	7,821	64,932	98,818	11,020	8,625	26,128	29,047	289	959	^
Employed in Registered Nursing	5,452	1,377	8,602	7,361	63,455	86,099	10,628	8,499	25,600	28,289	283	930	^

Source: RNDB/CIHI.

Notes
** Value suppressed to ensure confidentiality; cell value is 5 or greater.
^ Northwest Territories and Nunavut data combined for 2004.
† Active-practising registrations include 16 nurse practitioners.
†† Saskatchewan statistics include an over-coverage of 39 registered nurses.
††† In accordance with the Alberta Association of Registered Nurses legislation, active-practising registrations include all license/permit holders: temporary, courtesy, registered nurses, nurse practitioners, and certified graduate nurses.

Supply of Registered Nurses

Number of Registered Nurses

After more than a decade of strong growth in the 1980s, the number of RNs employed in nursing decreased in the mid-1990s. Overall, the RN workforce has increased by almost 60% since 1980. The dramatic increase witnessed since 2002 is partly explained by methodological enhancements to the data. More information is provided below.

This publication highlights RN workforce trends in the five-year period between 2000 and 2004, as indicated in Figure 2.

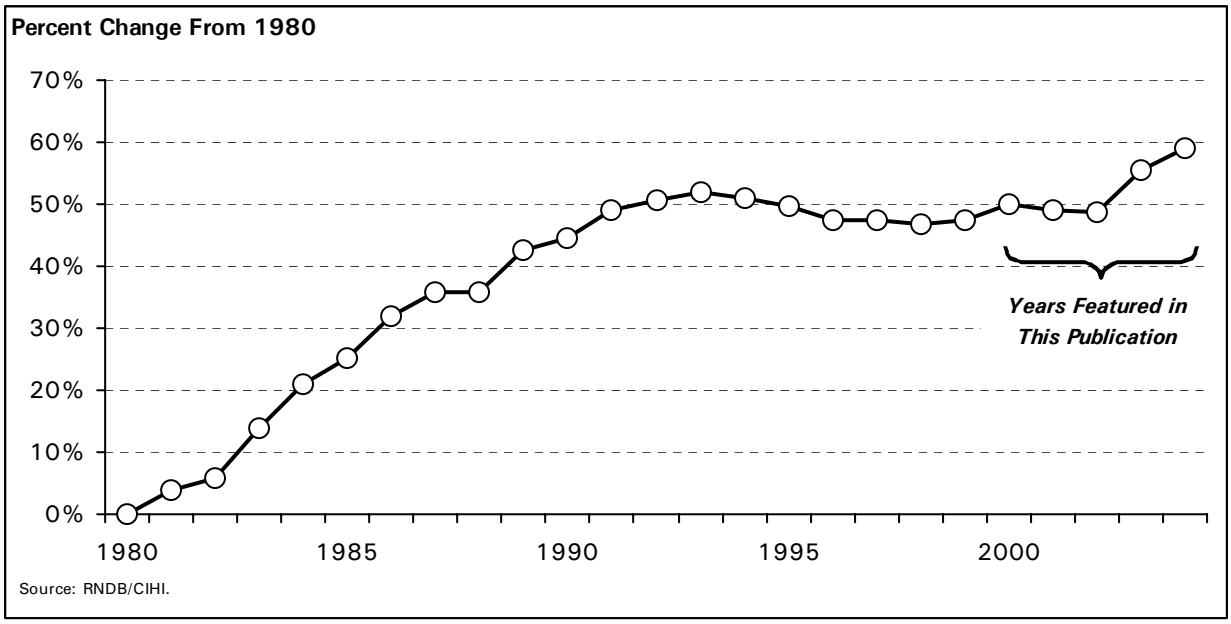

Figure 2. Percentage Growth in the Number of RNs Employed in Nursing Since 1980, Canada, 1980–2004

Notes

Figure 2 uses 1980 as the base year. Yearly figures are calculated as a percentage change from the 1980 total.
The apparent decrease in 1988 is largely attributed to a substantial increase in the number of "Not Stated" records in the Ontario data for that year.
The increase in 2000 is partially attributed to the identification of comparatively fewer duplicates in the Ontario and Quebec data that year.
The increase in 2003 is largely attributed to methodological changes in the submission of Ontario and Quebec data that year.
The increase in 2004 is largely attributed to methodological enhancements in the submission of Prince Edward Island, Manitoba, Alberta and British Columbia data that year.

Increased Supply Between 2002 and 2003

The substantial increase observed between 2002 and 2003 is the result of two factors in both the Ontario and Quebec data. First, the total number of registrations submitted by RNs increased in each province: by 1.4% in Ontario and by 1.2% in Quebec. These registrations include employed RNs, unemployed RNs and those who failed to state their employment status.

Second, the Ontario and Quebec data providers were able to more closely examine those RNs who failed to state their employment status. By using data elements that are not submitted to CIHI, the data providers were able to separate those employed in registered nursing from those who were unemployed at the time of registration.

Unfortunately, the full-time/part-time/casual status of these RNs was not available. Instead of imputing these values, CIHI and the Ontario and Quebec data providers decided to re-code the employment status of these RNs from *Not Stated* to *Employed in Registered Nursing—Status Unknown*. As a result, the proportion of RNs who failed to state their employment status decreased substantially: from 5.8% in 2002 to 0.02% in 2003 for Ontario, and from 5.0% to 2.2% for Quebec.

This re-coding was significant because it meant that fewer RNs had an employment status of *Not Stated*. And because CIHI has always removed these *Not Stated* records from analysis, it meant that CIHI excluded fewer records. Consequently, RNs who previously were excluded from analysis were now considered *employed in registered nursing*.

The combination of increased registrations and fewer exclusions resulted in a one-year increase of 9,751 RNs for Ontario and Quebec. This represents 93.9% of the total increase of 10,385 RNs in Canada between 2002 and 2003.

Because of these two factors, comparisons between pre-2003 and 2003–2004 data should be made with caution. This is particularly true for the data element *Employment Status*, where the proportion of records coded as *Employed in Registered Nursing—Status Unknown* has increased substantially because of this methodology.

Increased Supply Between 2003 and 2004

The observed increase between 2003 and 2004 is also the result of two factors. First, the total number of registrations submitted by RNs increased by 4,634 (or 1.7%) between 2003 and 2004. These registrations include employed RNs, unemployed RNs, and those failing to state their employment status.

Second, CIHI applied the Ontario and Quebec methodology to other jurisdictions, where possible, in the 2004 data year. The intent was to improve the accuracy of the data and retain more RNs in the final statistics. This methodology was applied to the provinces of Prince Edward Island, Manitoba, Alberta and British Columbia. Between 2003 and 2004, the proportion of RNs failing to state their employment status decreased from 1.3% to 0% in Prince Edward Island, from 5.4% to 3.5% in Manitoba, from 3.4% to 0.2% in Alberta, and from 1.7% to 0.5% in British Columbia. In each case, this methodology resulted in CIHI retaining more RNs in the final statistics. Once again, rather than impute or estimate the full-time/part-time/casual status of these RNs, their employment status was changed from *Not Stated* to *Employed in Registered Nursing—Status Unknown*.

These methodological changes must be considered when analyzing trends in the RN supply, particularly for the data element *Employment Status*.

Table 2. Number of Registered Nurses by Employment Status, Canada, 2000–2004

	2000	2001	2002	2003	2004
Employed in Nursing	232,566	231,512	230,957	241,342	246,575
Employed in Other Than Nursing	4,506	5,921	5,392	4,880	5,039
Not Employed	4,486	7,237	7,803	8,497	9,181
Not Stated	13,193	8,227	10,600	3,674	2,561
Total	**254,751**	**252,897**	**254,752**	**258,393**	**263,356**
Percent Employed in Nursing	91.3	91.5	90.7	93.4	93.6

Source: RNDB/CIHI.

Notes

Manitoba did not submit "Employed in Other Than Nursing" or "Not Employed" data from 2000–2004.

Prince Edward Island was unable to submit "Employed in Other Than Nursing" or "Not Employed" data from 2002–2003, and "Employed in Other Than Nursing" data in 2004.

CIHI made methodological enhancements to the 2003 and 2004 data. Please review the *Supply of Registered Nurses* section of the Data Analysis regarding the observed increase in 2003 and 2004 statistics.

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

Health Human Resources Research

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

The number of RNs "Employed in Other Than Nursing", the number of RNs "Not Employed" and the number of RNs failing to state their employment status fluctuated more substantially during this five-year period. In part this is because some jurisdictions did not submit this information for some years.

The number of RNs employed in nursing in Canada increased by 6.0% between 2000 and 2004, from 232,566 to 246,575.

The increase in the number of RNs employed in nursing was not uniform across the country. Among the provinces, Alberta experienced the most substantial growth between 2000 and 2004, with an increase of 15.5% in the number of RNs employed in nursing. The provinces of Prince Edward Island (9.7%), Quebec (8.0%), Manitoba (5.7%), Ontario (5.4%) and Newfoundland and Labrador (1.1%) also experienced increases, although some of these increases are partly attributed to methodological enhancements.

The only jurisdictions to have a smaller RN workforce between 2000 and 2004 were Nova Scotia (-1.1%) and Saskatchewan (-0.5%).

Table 3. RN Workforce by Province/Territory of Registration, Canada, 2000–2004

	2000	2001	2002	2003	2004	Change '00–'04
N.L.	5,394	5,439	5,442	5,430	5,452	1.1%
P.E.I.	1,255	1,270	1,293	1,373	1,377	9.7%
N.S.	8,699	8,554	8,419	8,498	8,602	-1.1%
N.B.	7,256	7,385	7,364	7,186	7,361	1.4%
Que.	58,750	58,482	59,193	62,494	63,455	8.0%
Ont.	81,679	80,590	78,737	85,187	86,099	5.4%
Man.	10,051	10,263	9,942	10,034	10,628	5.7%
Sask.	8,543	8,198	8,257	8,503	8,499	-0.5%
Alta.	22,172	22,924	23,377	23,964	25,600	15.5%
B.C.	27,730	27,375	27,901	27,711	28,289	2.0%
Y.T.	275	273	272	290	283	2.9%
N.W.T.	762	471	487	414	930	22.0%
Nun.	–	288	273	258	^	
Canada	**232,566**	**231,512**	**230,957**	**241,342**	**246,575**	**6.0%**

Source: RNDB/CIHI.

Notes

– Nunavut data not collected prior to 2001.

^ Northwest Territories and Nunavut data combined for 2004.

CIHI made methodological enhancements to the 2003 and 2004 data. Please review the *Supply of Registered Nurses* section of the Data Analysis regarding the observed increase in 2003 and 2004 statistics.

Saskatchewan data for 2004 includes an over-coverage of 18 RNs employed in registered nursing.

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

Please refer to Data Tables A.RN.1-A.RN.3 on the CD-ROM for additional RN Registration data.

Urban/Rural Distribution

Figure 3 illustrates the urban/rural distribution of the RN workforce in Canada in 2004. The comparison is based on the location of residence, not the location of employment.

In 2004, 82.5% of the RN workforce (excluding Quebec) lived in urban areas of Canada, ranging from a high of 89.6% in British Columbia to a low of 59.5% in Northwest Territories/Nunavut.

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

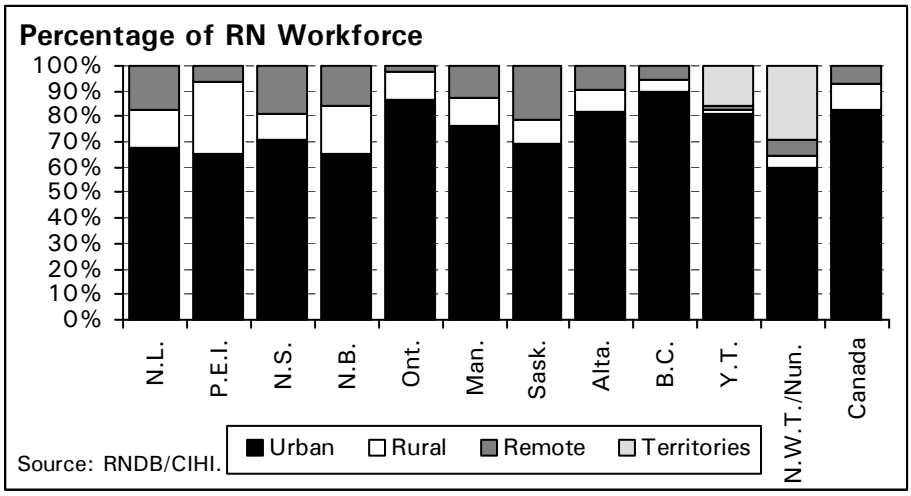

Figure 3. Percentage Distribution of RN Workforce by Urban/Rural Location of Residence and Province/Territory of Registration, Canada, 2004

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 3 are based on the location of residence, not the location of employment.
Quebec data not available.
Canada total excludes Quebec.

Commuting in Ontario

An analysis of 2004 Ontario data found that 71.1% of the provincial RN workforce lives and works in cities with populations greater than 100,000 persons.

Of the 11.0% living in rural areas, 3.7% commute to work in the largest cities, 3.3% work in mid-size cities, and 3.3% remain in rural areas to work.

Secondary Registrations

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

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

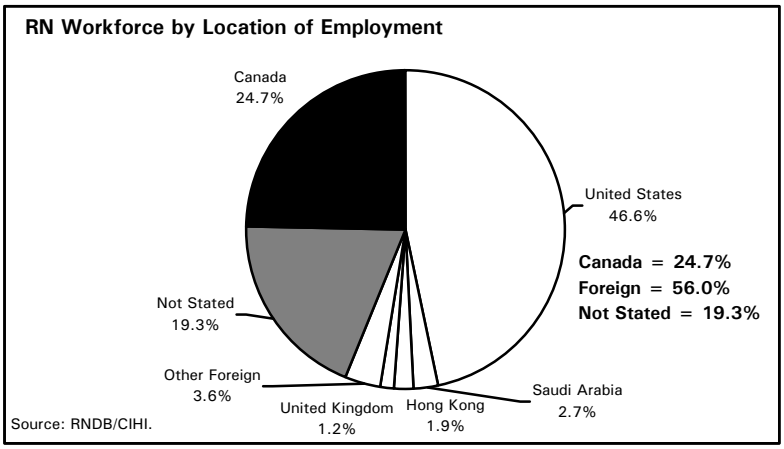

Figure 4. Percentage of RNs with Secondary Registrations by Identified Country of Employment, Canada, 2004

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

Of the 9,412 secondary registrations identified in the 2004 data, 4,385 (46.6%) are employed in the United States, with an additional 6.3% employed in other foreign countries such as Saudi Arabia, Hong Kong and the United Kingdom.

A total of 2,328 (24.7%) are employed in other jurisdictions in Canada. Almost one-fifth (19.3%) failed to state the location of employment.

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

Most RNs with secondary registrations are employed outside of Canada. However, the statistics presented in Figure 4 do not include all RNs currently outside of the country: only those RNs choosing to maintain their Canadian registration while abroad are included.

Demographic Trends of Registered Nurses

Sex

The number of male RNs employed in nursing continues to increase in Canada, both as an actual number and as a percentage of the RN workforce. In 2004, males represented 5.4% (13,379) of the RN workforce employed in nursing, an increase from 4.8% (11,073) in 2000. Table 4 presents the number and percentage of RNs by sex for 2000 and 2004.

Table 4. Number and Percentages of RN Workforce by Sex and Province/Territory of Registration, Canada, 2000 and 2004

	2000					2004				
	Males		Females		Total	Males		Females		Total
	Counts	%	Counts	%		Counts	%	Counts	%	
N.L.	202	3.7	5,192	96.3	5,394	237	4.3	5,215	95.7	5,452
P.E.I.	21	1.7	1,234	98.3	1,255	35	2.5	1,342	97.5	1,377
N.S.	232	2.7	8,467	97.3	8,699	264	3.1	8,338	96.9	8,602
N.B.	258	3.6	6,998	96.4	7,256	289	3.9	7,072	96.1	7,361
Que.	5,139	8.7	53,611	91.3	58,750	5,782	9.1	57,673	90.9	63,455
Ont.	2,748	3.4	78,931	96.6	81,679	3,542	4.1	82,557	95.9	86,099
Man.	443	4.4	9,608	95.6	10,051	563	5.3	10,065	94.7	10,628
Sask.	233	2.7	8,310	97.3	8,543	273	3.2	8,226	96.8	8,499
Alta.	583	2.6	21,589	97.4	22,172	922	3.6	24,678	96.4	25,600
B.C.	1,129	4.1	26,601	95.9	27,730	1,351	4.8	26,938	95.2	28,289
Y.T.	16	5.8	259	94.2	275	20	7.1	263	92.9	283
N.W.T./Nun.	69	9.1	693	90.9	762	101	10.9	829	89.1	930
Canada	**11,073**	**4.8**	**221,493**	**95.2**	**232,566**	**13,379**	**5.4**	**233,196**	**94.6**	**246,575**

Source: RNDB/CIHI.

Notes

Please review the *Supply of Registered Nurses* section of the Data Analysis regarding the observed increase in 2004 statistics.

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

Almost half of all male RNs employed in nursing in Canada are employed in Quebec, where the 5,782 males account for 9.1% of the province's workforce. In contrast, only 2.5% of Prince Edward Island's RNs are male, the lowest percentage in the country. Despite relatively small numbers, more than 7.0% of the RN workforce in each northern territory was male in 2004.

Please refer to Data Tables G.RN.1–G.RN.3 on the CD-ROM for additional Sex data.

Age Distribution

Canada is experiencing a dramatic shift in the age of its nursing workforce. This is best illustrated in Figure 5, where the proportion of RNs in four of the youngest age groups declined between 2000 and 2004.

In contrast, the proportion of RNs in the three eldest age groups increased during this period.

In 2004, Canada had more RNs employed in nursing at ages 50–54 than any other age group.

For every RN aged 35 or less in Canada, there are 1.6 RNs aged 50 or greater.

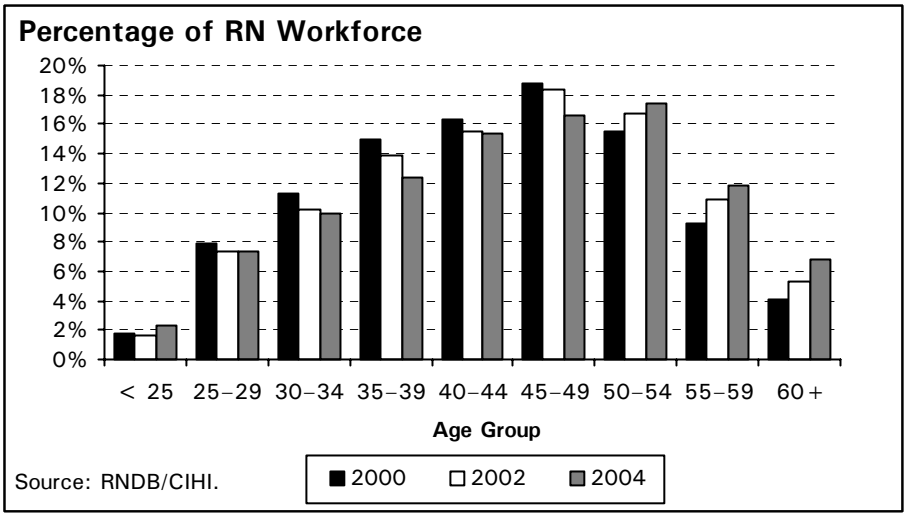

Figure 5. Percentage Distribution of RNs by Age Group, Canada, 2000, 2002 and 2004

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

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

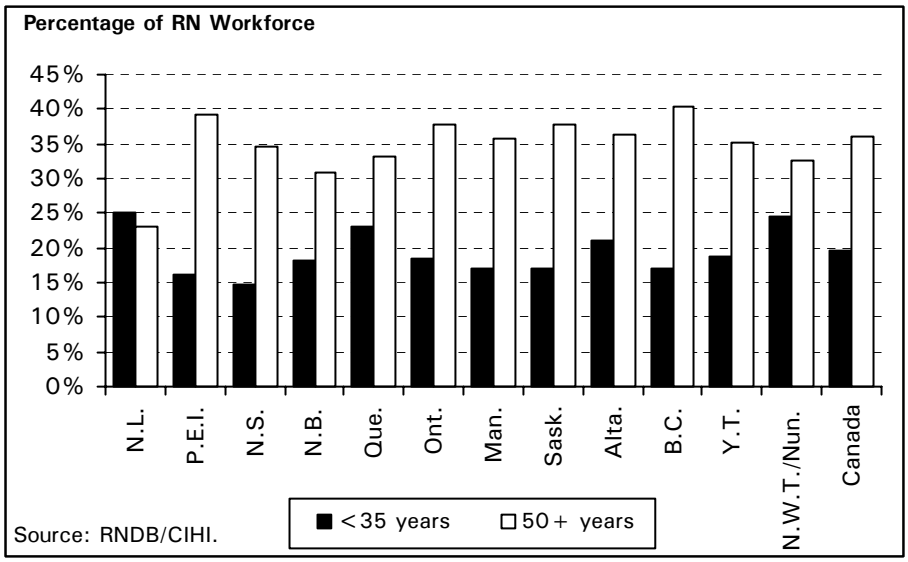

Figure 6. Percentage of RNs by Age Group and Province/Territory of Registration, Canada, 2004

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

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

Average Age

The average age of RNs employed in nursing increased by 1.3 years between 2000 and 2004, from 43.3 years to 44.6 years.

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

The average age was highest for the RN workforces of British Columbia. In 2000, RNs in British Columbia were an average of 1.1 years older than the national rate; in 2004 RNs in British Columbia were 1.2 years older.

The age of RNs in Nova Scotia shifted most dramatically in the past five years, from 42.9 years to 45.2 years, an increase of 2.3 years. When combined, the average age of RNs in the Northwest Territories and Nunavut increased by 1.4 years between 2000 and 2004.

Table 5. Average Age of RN Workforce by Province/Territory of Registration, Canada, 2000 and 2004

	2000		2004		
	Average Age (years)	Difference From Canada	Average Age (years)	Difference From Canada	Increase '00–'04
N.L.	39.7	-3.6	41.6	-3.0	1.9
P.E.I.	43.6	0.3	45.6	1.0	2.0
N.S.	42.9	-0.4	45.2	0.6	2.3
N.B.	42.0	-1.3	43.7	-0.9	1.7
Que.	42.2	-1.1	43.5	-1.1	1.3
Ont.	44.2	0.9	45.1	0.5	0.9
Man.	43.2	-0.1	45.0	0.4	1.8
Sask.	43.6	0.3	45.4	0.8	1.8
Alta.	43.4	0.1	44.6	0.0	1.2
B.C.	44.4	1.1	45.8	1.2	1.4
Y.T.	43.3	0.0	45.1	0.5	1.8
N.W.T./Nun.	42.3	-1.0	43.7	-0.9	1.4
Canada	**43.3**		**44.6**		**1.3**

Source: RNDB/CIHI.

Notes

RNs not stating Year of Birth are not included in average age calculations. In 2000, 37 RNs employed in nursing did not state their year of birth; in 2004, 42 RNs employed in nursing did not state their year of birth.

Please review the *Supply of Registered Nurses* section of the Data Analysis regarding the observed increase in 2004 statistics.

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

The average age of both female and male RNs is increasing in Canada. In 2000, the average age of a female RN employed in nursing was 43.7 years; by 2004, the average age of female RNs was 44.8 years. For males, who comprise only 5.4% of the RN workforce, the average age increased from 40.2 years in 2000 to 41.6 years in 2004.

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

Eligibility of Retirement

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

Very little research has investigated the age at which Canadian RNs retire, or whether the average retirement age has changed over time. One study of Ontario RNs estimated the current average age of retirement at 55–58 years.[1] This is up to 10 years before the typical age of retirement at 65 years.

Currently at Typical Age of Retirement

To illustrate the potential short-term effects of retirement on the RN supply, CIHI developed a scenario based on the age of the current workforce. Figure 7 highlights the proportion of the RN workforce in each province/territory currently at or above three typical ages of retirement—age 55, age 60 and age 65.

The data presented in Figure 7 are based solely on age, and do not factor in pension eligibility or years of experience. Nor do the calculations consider other factors such as early retirement, death, migration, or other federal/provincial/territorial policies that affect the Human Resources system. The results are intended to provide a contextual perspective to the aging of the RN workforce.

Calculating a National Retirement Age

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

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

In 2004, 18.7% of Canada's RN workforce were aged 55 years or greater, while 6.9% were aged 60 years or greater, and 1.5% aged 65 years or greater.

Current Picture

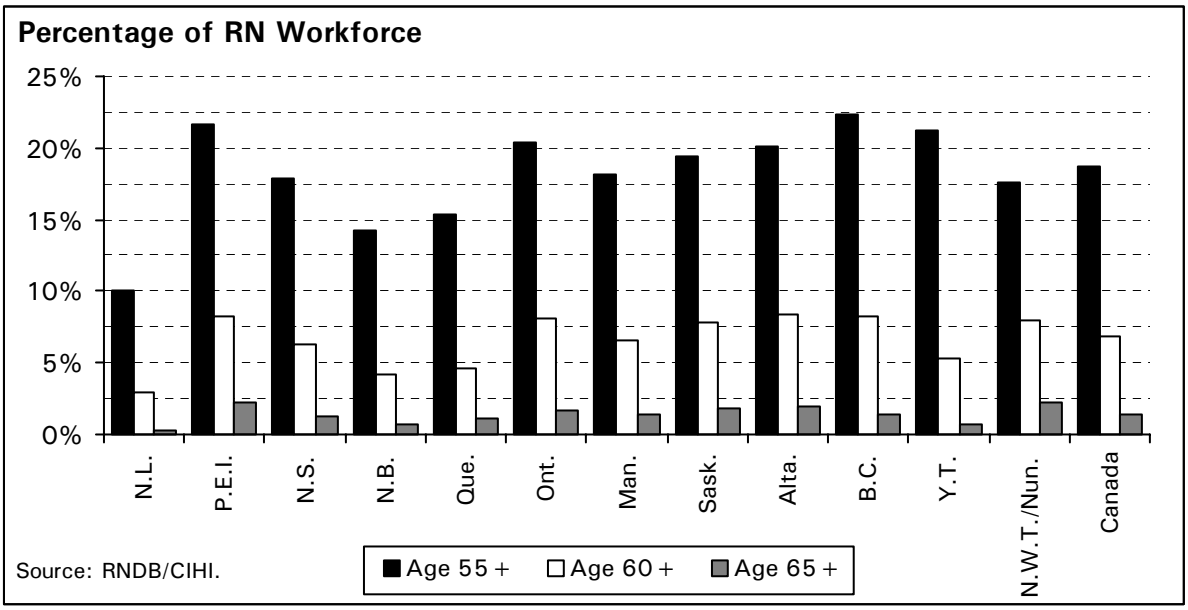

Figure 7. Percentage of RNs Currently at Eligibility Age for Potential Retirement by Retirement Age and Province/Territory of Registration, Canada, 2004

Among the provinces/territories, the jurisdiction with the highest average age—British Columbia at 45.8 years—also had the highest proportion of RNs currently aged 55 years or greater, at 22.3%. In contrast, the jurisdiction with the lowest average age—Newfoundland and Labrador at 41.6 years—had the lowest proportion of RNs aged 55 years or greater, at 10.1%.

The Alberta workforce had the highest proportion of RNs aged 60 or greater in 2004, at 8.4%. This is in contrast to 3.0% in Newfoundland and Labrador.

Projected RN Retirement

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

Titled *Bringing the Future into Focus: Projecting RN Retirement in Canada*, the study generates national and provincial estimates of the number of RNs aged 50 or greater that can be expected to leave the RN workforce due to retirement or death by 2006. RNDB data (2001) from CIHI and Vital Statistics data from Statistics Canada were used in the projections.[2]

2. More information on the study, including complimentary electronic copies of the full report, may be obtained from the CIHI Web site at www.cihi.ca.

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

Table 6. Expected Losses of RNs Employed in Nursing Aged 50 to 65 by Region, Canada, 2001/2002–2005/2006

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

Source: Projections are based on data from RNDB/CIHI.

Notes

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

Canada total includes northern territories data.

Northern territories data too small for separate projections.

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

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

In relative terms, the province of Quebec could be most affected by retirement at age 65, as the 9,471 RNs projected to leave is an amount equivalent to 16% of the 2001 provincial workforce (or 14.9% of the 2004 workforce). In contrast, the 2,149 RNs projected to leave the Alberta workforce is equivalent to 9% of the province's 2001 RN workforce (or 8% of the 2004 workforce).

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

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

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

Education Trends of Registered Nurses

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

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

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

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

Initial Education in Nursing

As discussed, an increasing percentage of RNs have entered the workforce with a baccalaureate degree in nursing. Of the 246,575 RNs employed in nursing in Canada in 2004, 15.2% earned a baccalaureate degree before entering practice. This rate continues to increase each year; in 2000, 11.9% of the RN workforce had earned a baccalaureate degree before entering practice. In fact, of those graduating since 2000, more than 40% entered practice with a baccalaureate degree.

The percentage of RNs entering practice with a diploma decreased to 84.8% in 2004, while the percentage earning a master's degree before entering practice increased to 0.04%.

More than one-fifth (22.1%) of the RN workforces in New Brunswick and the Yukon in 2004 obtained a baccalaureate degree in nursing before entering practice, the highest rates in the country. The lowest rates were found in the two largest provinces, where 7.5% of the Quebec workforce, and 13.5% of the Ontario workforce, began with a baccalaureate degree.

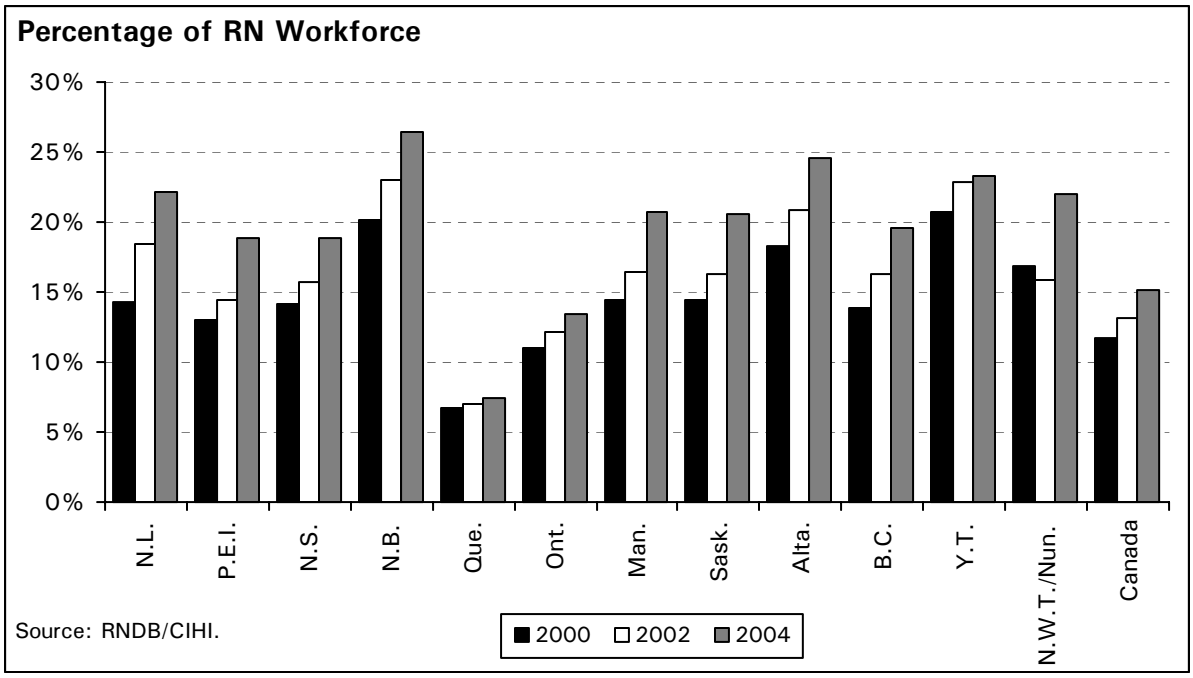

Figure 8. Percentage of RNs Employed in Nursing That Entered Practice With a Baccalaureate Degree in Nursing by Province/Territory of Registration, Canada, 2000, 2002, 2004

Note
Please review the *Supply of Registered Nurses* section of the Data Analysis regarding the observed increase in 2004 statistics.

Please refer to Data Table L.Summary on the CD-ROM for additional Initial Education in Registered Nursing data.

Years Since RN Graduation

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

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

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

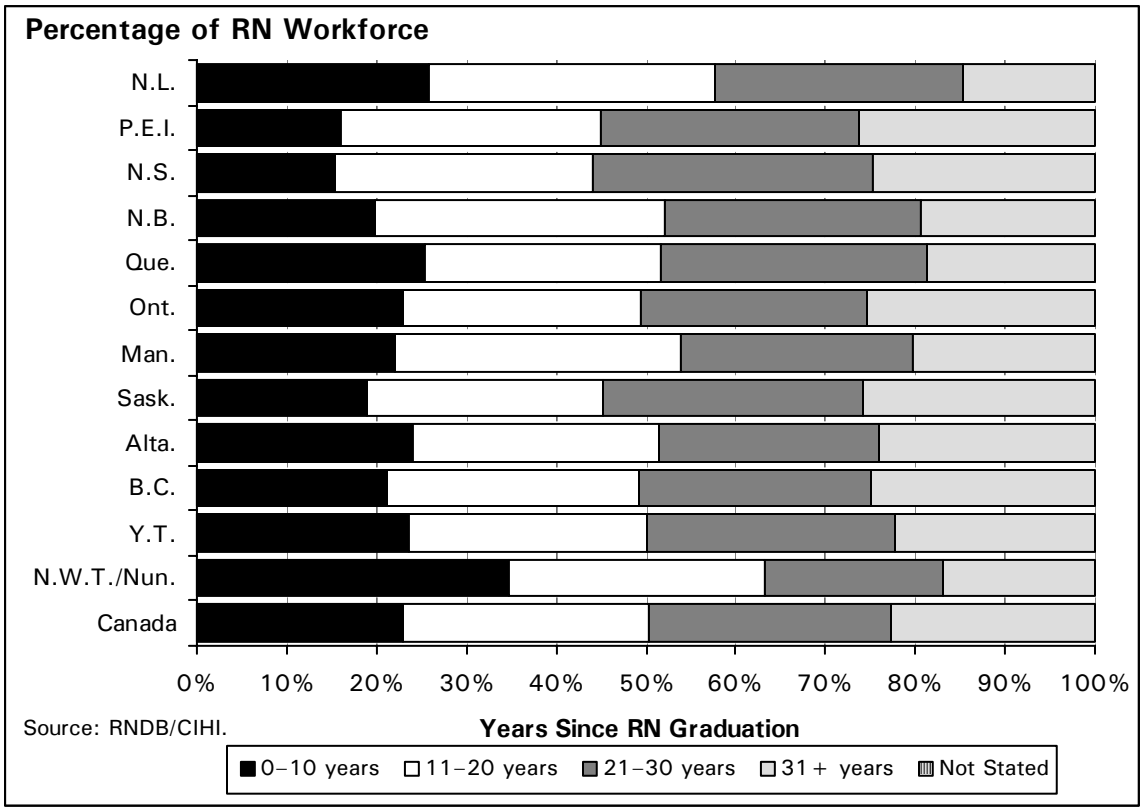

Figure 9. Percentage of RNs Employed in Nursing by Years Since RN Graduation and Province/Territory of Registration, Canada, 2004

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

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

Please refer to Data Tables B.RN.6, C.RN.7, D.RN.7, E.RN.7, F.RN.5, I.RN.1–I.RN.2 and I.Summary on the CD-ROM for more Years Since RN Graduation data.

Continuing Education in Nursing

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

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

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

In the 2004 RN workforce, a total of 73,404 RNs had obtained a baccalaureate degree as their highest education in nursing. Of these, 52.1% (38,206) initially earned a diploma in nursing, then returned to school for a baccalaureate degree; the remaining 48.0% (35,194) earned a baccalaureate degree before entering nursing practice.

CNA Certification

By 2004, the CNA offered national certification in 14 specialties, as listed in Table 7.

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

Table 7. Number of RNs With Valid CNA Certification, by Year and Specialty, 2000–2004

	2000	2001	2002	2003	2004
Cardiovascular	0	128	286	403	534
Critical Care	978	1,032	1,129	1,158	1,240
Critical Care Pediatrics	0	0	0	31	43
Emergency	1,150	1,202	1,231	1,290	1,300
Gastroenterology	0	0	0	0	86
Gerontology	543	828	1,171	1,402	1,625
Hospice Palliative Care	0	0	0	0	491
Nephrology	667	751	827	874	916
Neuroscience	168	156	167	159	189
Occupational Health	992	978	1,003	989	985
Oncology	858	997	1,027	1,080	1,135
Perinatal	112	265	406	480	570
Perioperative	1,926	1,920	1,844	1,771	1,773
Psychiatric/Mental Health	1,437	1,577	1,641	1,681	1,755
Total	**8,831**	**9,834**	**10,732**	**11,318**	**12,642**

Source: CNA Regulatory Policy Department.

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

Highest Education in Nursing

The number of RNs with a degree as their highest education in nursing is increasing, from 24.4% (56,765) of the RN workforce in 2000 to 32.1% (79,140) in 2004. The category of Degree includes baccalaureate, master's and doctorate degrees in nursing.

Table 8. Number of RNs Employed in Nursing by Highest Education in Registered Nursing and Province/Territory of Registration, Canada, 2000 and 2004

	Diploma		Degree		Not Stated		Total	
	2000	2004	2000	2004	2000	2004	2000	2004
N.L.	4,265	3,867	1,129	1,585	0	0	5,394	5,452
P.E.I.	994	945	261	432	0	0	1,255	1,377
N.S.	6,488	5,889	2,211	2,713	0	0	8,699	8,602
N.B.	4,933	4,430	2,323	2,931	0	0	7,256	7,361
Que.	43,825	40,231	14,925	23,224	0	0	58,750	63,455
Ont.	65,456	64,508	16,223	21,591	0	0	81,679	86,099
Man.	7,701	7,227	2,350	3,401	0	0	10,051	10,628
Sask.	6,677	6,026	1,866	2,467	0	6	8,543	8,499
Alta.	14,832	15,511	7,340	10,084	0	5	22,172	25,600
B.C.	19,958	18,034	7,772	10,255	0	0	27,730	28,289
Y.T.	168	158	107	124	0	1	275	283
N.W.T./Nun.	504	594	258	333	0	3	762	930
Canada	**175,801**	**167,420**	**56,765**	**79,140**	**0**	**15**	**232,566**	**246,575**

Source: RNDB/CIHI.

Notes

The 2004 Total includes 15 RNs for whom *Highest Education in Registered Nursing* was Not Stated.

The category "Degree" includes Baccalaureate, Master's and Doctorate degrees in nursing. In 2000, the stated total includes 52,927 RNs with a baccalaureate, 3,652 RNs with a master's, and 186 RNs with a doctorate. In 2004, the stated totals include 73,404 RNs with a baccalaureate degree, 5,425 RNs with a master's, and 311 RNs with a doctorate in nursing.

Please review the *Supply of Registered Nurses* section of the Data Analysis regarding the observed increase in 2004 statistics.

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

As the number of RNs with degrees increases, the number of RNs with a diploma as their highest education in nursing decreases, from 75.6% in 2000 to 67.9% in 2004.

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

In 2004, 43.8% of the RN workforce in the Yukon had obtained a baccalaureate in nursing, the highest rate in the country. In contrast, 25.1% of the Ontario RN workforce and 29.1% of the Newfoundland and Labrador RN workforce had obtained a baccalaureate in nursing, as illustrated in Figure 10.

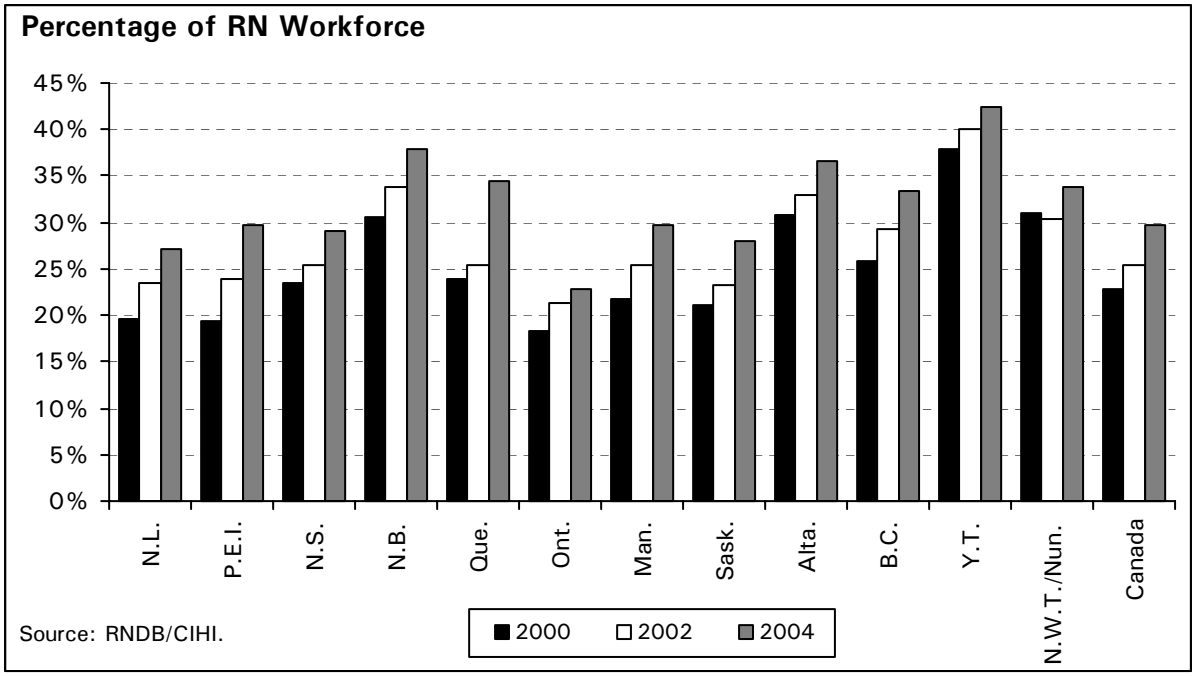

Figure 10. Percentage of RNs Employed in Nursing With a Baccalaureate as Their Highest Education in Nursing by Province/Territory of Registration, Canada, 2000, 2002, 2004

Note
Please review the *Supply of Registered Nurses* section of the Data Analysis regarding the observed increase in 2004 statistics.

Please refer to Data Tables A.RN.3, B.RN.5, C.RN.6, D.RN.6, E.RN.6, F.RN.4, M.RN.1–M.RN.3 and M.Summary on the CD-ROM for more Highest Education in Registered Nursing data.

Employment Trends of Registered Nurses

Employment Status

Excluding "Status Unknown" data, the proportion of RNs employed on a casual basis has declined each of the past five years, from 14.8% in 2000 to 10.8% in 2004. (The statistics presented in Table 9 below include "Status Unknown" data in the calculations.)

The proportion of RNs employed on a full-time basis in 2004 was almost three percentage points higher than in 2000: excluding "Status Unknown" data, 51.9% of RNs were employed full-time in 2000, with 54.7% employed full-time in 2004.

Table 9. Number and Percent Distribution of RNs Employed in Nursing by Employment Status, Canada, 2000–2004

	2000		2001		2002		2003		2004	
	Counts	%	Counts	%	Counts	%	Counts	%	Counts	%
Full-Time	120,284	51.7	122,844	53.1	124,946	54.1	124,147	51.4	125,788	51.0
Part-Time	77,114	33.2	78,392	33.9	78,163	33.8	77,380	32.1	79,256	32.1
Casual	34,406	14.8	29,517	12.7	27,249	11.8	25,468	10.6	24,821	10.1
Status Unknown	762	0.3	759	0.3	599	0.3	14,347	5.9	16,710	6.8
Total	**232,566**	**100.0**	**231,512**	**100.0**	**230,957**	**100.0**	**241,342**	**100.0**	**246,575**	**100.0**

Source: RNDB/CIHI.

Notes

Percentages presented in Table 9 include "Status Unknown" data in the calculations.

The data submission method was modified for the 2003 and 2004 data, contributing to substantial increases in the number of RNs with "Status Unknown" employment status. Please review the *Supply of Registered Nurses* section of the Data Analysis regarding these observed increases.

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

Casual rates varied widely among the provinces/territories in 2004, from a low rate of 2.1% in Prince Edward Island to a high rate of 22.6% in Yukon.

Despite these differences, casual rates declined for every jurisdiction except Manitoba and the Yukon between 2000 and 2004. Some provincial/territorial decreases are partly attributed to methodological enhancements in the data.

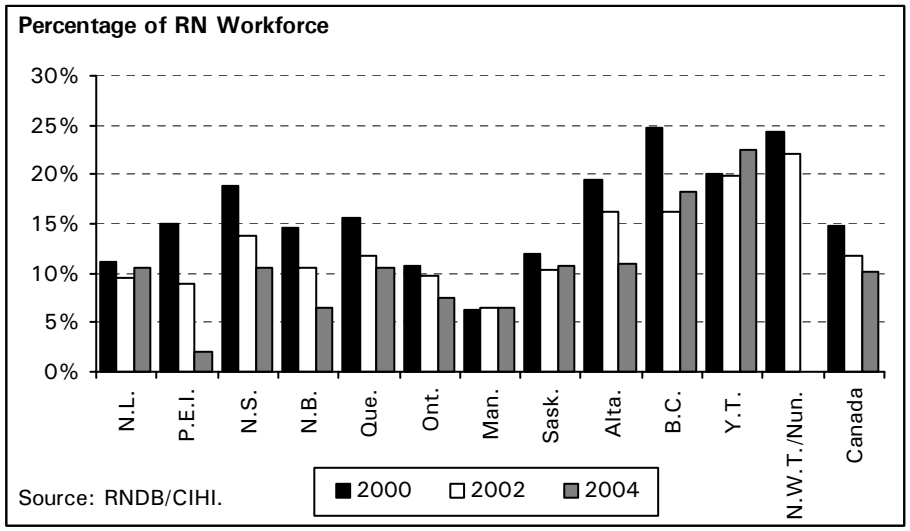

Figure 11. Percentage of RNs Employed in Nursing With Casual Employment by Province/Territory of Registration, Canada, 2000, 2002 and 2004

Notes

Northwest Territories and Nunavut data not available for 2004.

Some of the decline in rates of casual employment is attributed to methodological enhancements in the RNDB data. Please review the *Supply of Registered Nurses* section of the Data Analysis regarding these changes.

The full-time/part-time breakdown for each province/territory is presented in Figure 12.

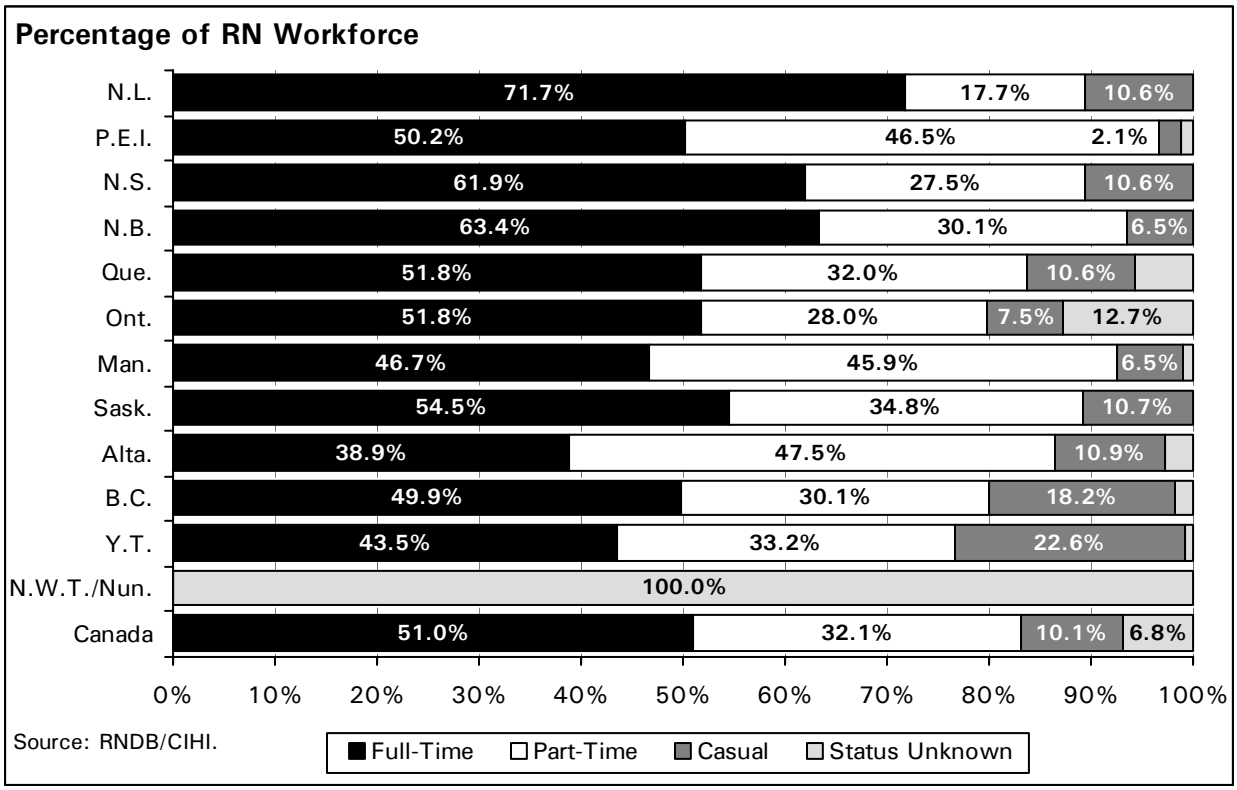

Figure 12. Percentage of RNs Employed in Nursing by Employment Status and Province/Territory of Registration, Canada, 2004

Full-time employment rates varied among the provinces/territories, from 71.7% in Newfoundland and Labrador to 38.9% in Alberta; part-time rates ranged from 47.5% in Alberta to 17.7% in Newfoundland and Labrador.

The average age of those employed full-time varies little from those employed part-time or on a casual basis. In 2004, RNs employed full-time were, on average, 44.9 years old in Canada. This compares to average ages of 44.3 years for those employed part-time, and 44.1 years for those employed on a casual basis.

A greater proportion of male RNs were employed full-time than female RNs. In 2004 (including "Status Unknown" data), 66.5% of male RNs were employed full-time, compared to 50.1% of female RNs. Only 17.6% of male RNs had part-time employment in 2004, compared to 33.0% of female RNs. Casual employment rates were similar, with 8.9% of male RNs and 10.1% of female RNs employed on a casual basis.

In 2004, 18.4% (4,397) of RNs that graduated since 2000 were employed on a casual basis, as illustrated in Figure 13. This compares to 39.3% (7,656) of RNs in 2000 who graduated between 1996 and 2000.

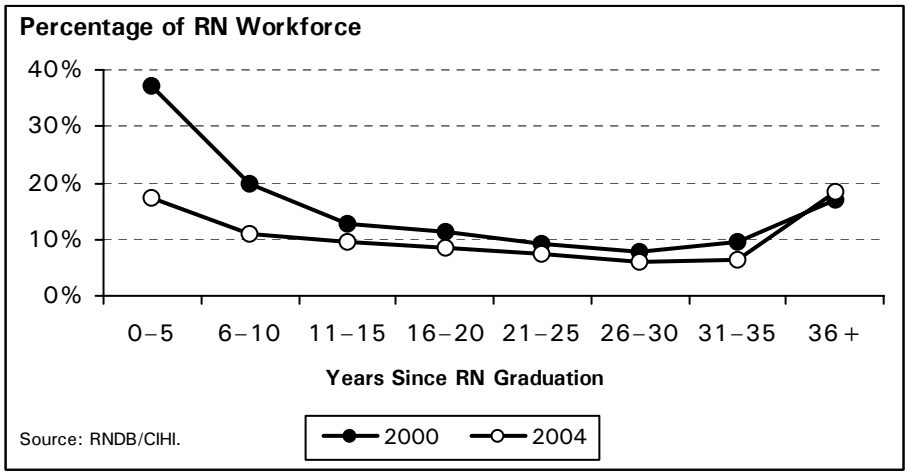

Figure 13. Percentage of RNs Employed in Nursing With Casual Employment by Years Since RN Graduation, Canada, 2004

Casual employment rates were also lower in 2004 for RNs in the latter stages of their career than for RNs who recently graduated.

The increased rates of casual employment for RNs who graduated more than 30 years ago may reflect a shift to voluntary casual employment, as some RNs may choose to work less towards the end of their career.

Recent research found that poor work environments and the physical demands of the nursing profession contributed to the decision by some RNs to switch to casual employment or to retire.[3]

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

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

Multiple Employers

The proportion of RNs with multiple employers has remained stable over the past five years, ranging from 12–15 percent nationally. In 2004, 12.5% of RNs reported having more than one employer in nursing.

Multiple employment rates varied from a low of 6.3% in Ontario to a high of 23.7% in British Columbia.

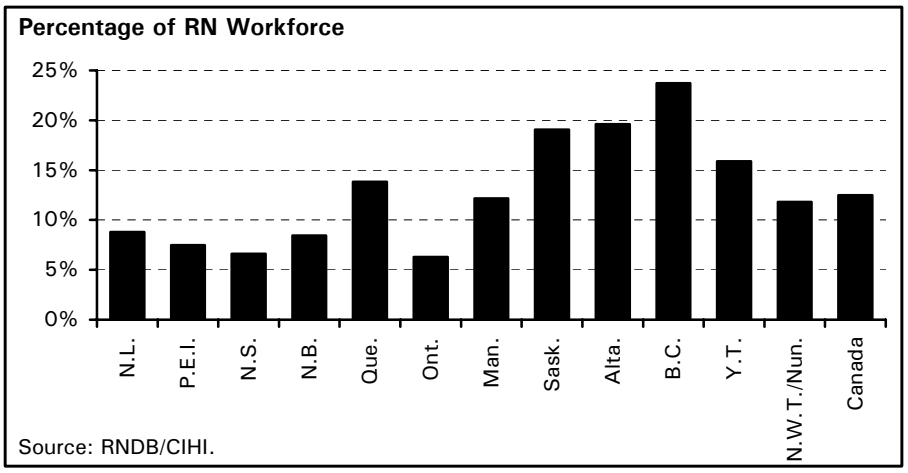

Figure 14. Percentage of RNs Employed in Nursing With Multiple Employers by Province/Territory of Registration, Canada, 2004

Data from New Brunswick, Saskatchewan, Alberta, British Columbia and the Northwest Territories and Nunavut also identified the secondary place of work for RNs with multiple employers in 2004.

Registered nurses with multiple employers in these jurisdictions identified the Hospital sector (43.7%), the Community Health sector (24.9%), the Nursing Home/Long-Term Care sector (7.4%) and Other Places of Work sector (22.0%) as their secondary place of work.

Please refer to Data Tables B.RN.2, C.RN.3, D.RN.3, E.RN.3, F.RN.1–F.RN.5 and F.Summary on the CD-ROM for more Multiple Employment Status data.

Place of Work

The percentage of RNs employed in hospitals remained stable over the past five years, as hospitals annually employ approximately 63% of RNs. The proportion of RNs employed in the Community Health sector increased from 12.8% in 2000 to 13.4% in 2004. Employment in the Nursing Home/Long-Term Care sector declined each year since 2000, from 11.2% in 2000 to 10.5% in 2004.

In 2004, 73.3% of New Brunswick's RN workforce were employed in the Hospital sector, the highest rate in the country. In contrast, 58.0% of Saskatchewan's RN workforce were employed in the Hospital sector, the lowest rate amongst the provinces.

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

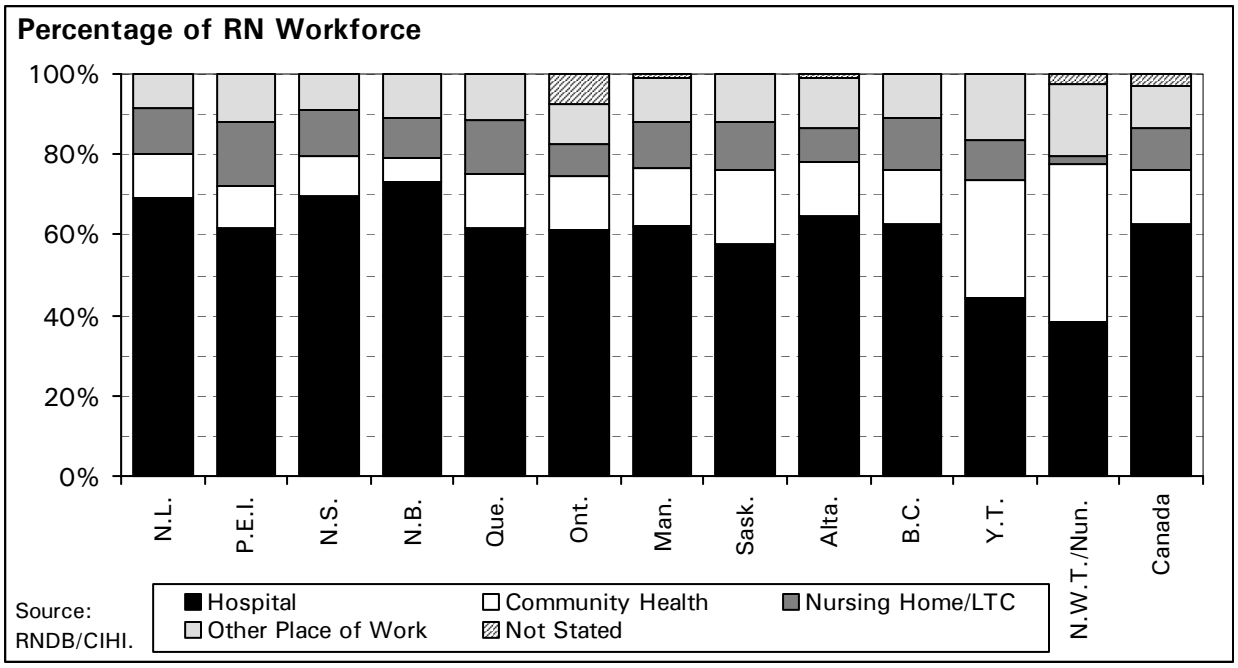

Figure 15. Percentage Distribution of RNs Employed in Nursing by Place of Work and Province/Territory of Registration, Canada, 2004

Notes

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

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

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

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

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

Registered nurses that work in the Hospital sector are, on average, younger than RNs that work in the Community Health or Nursing Home/Long-Term Care sectors. In 2004, the average age of RNs employed in the Hospital sector was 43.0 years; this compares to average ages of 45.8 years for RNs employed in Community Health, and 48.2 years for RNs employed in the Nursing Homes/Long-Term Care sector.

Of those employed in the Hospital sector in 2004, 51.4% were employed full-time, 33.0% part-time, and 9.2% casual. For those in Community Health, 53.1% had full-time employment, 28.2% were part-time and 12.3% casual. For the Nursing Home/Long-Term Care sector, 44.5% were employed full-time, 38.1% part-time, and 11.2% casual.

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

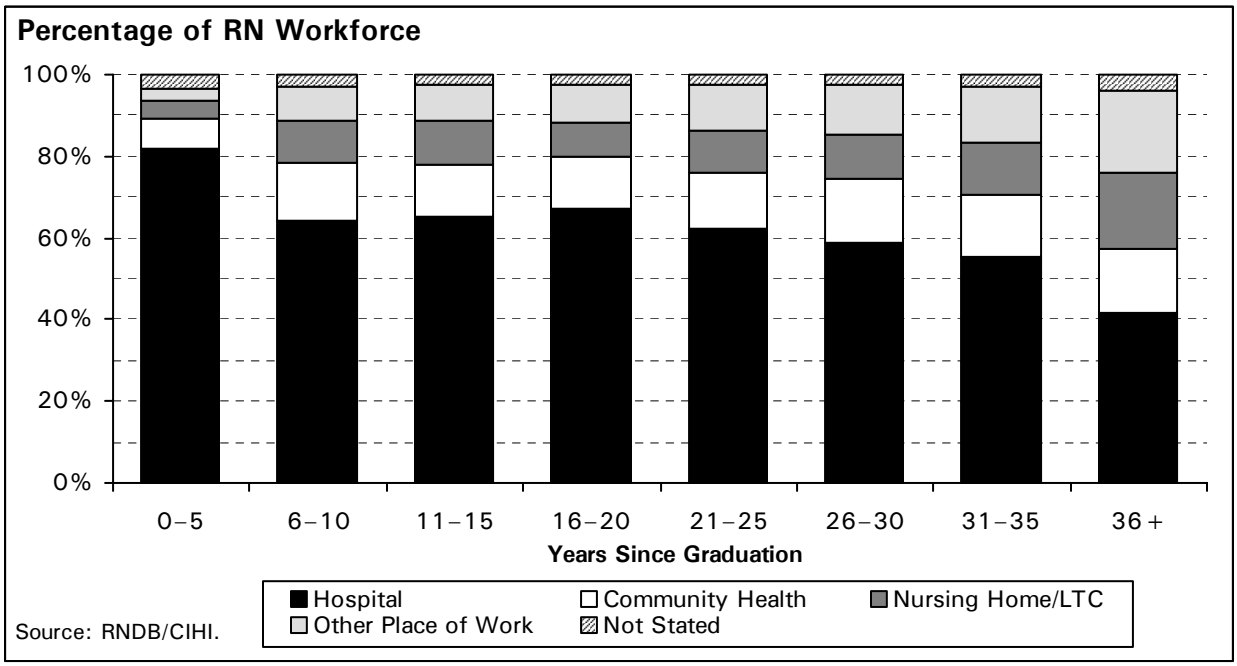

Figure 16. Percentage Distribution of RNs Employed in Nursing by Place of Work and Years Since RN Graduation, Canada, 2004

Notes

Please refer to Figure 15 for full description of categories.

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

Please refer to Data Tables C.RN.1–C.RN.7 and C.Summary on the CD-ROM for more Place of Work data.

Area of Responsibility

Table 10 presents the percentage distribution of RNs by area of responsibility for each province/territory in 2004.

The percentage of RNs employed in Direct Care ranged between 90.3% in British Columbia and 80.3% in Quebec. Please note the large proportion of "Not Stated" records in the Quebec (10.7%) and Ontario data (7.6%).

The proportion of RNs employed in Administration was highest in Prince Edward Island (7.5%) and lowest in British Columbia (4.0%).

Typically, RNs that provide Direct Care to patients are younger than RNs in Administration, Education or Research. In 2004, the average ages of RNs were 44.3 years for Direct Care, 48.7 years for Administration, 47.6 years for Education and 45.4 years for Research.

Table 10. Percentage Distribution of RNs Employed in Nursing by Area of Responsibility and Province/Territory of Registration, Canada, 2004

	Direct Care	Admin	Education	Research	Not Stated	Total
			Percentage Distribution			
N.L.	88.9	6.0	4.1	1.0	0.0	100.0
P.E.I.	88.4	7.5	3.6	0.5	0.0	100.0
N.S.	88.5	5.1	4.9	1.5	0.0	100.0
N.B.	89.7	6.7	3.3	0.3	0.0	100.0
Que.	80.3	4.2	3.5	1.3	10.7	100.0
Ont.	82.4	6.9	2.3	0.9	7.6	100.0
Man.	86.2	6.7	5.0	1.3	0.8	100.0
Sask.	88.7	6.3	4.2	0.6	0.2	100.0
Alta.	88.2	4.3	4.5	1.1	1.9	100.0
B.C.	90.3	4.0	4.6	0.8	0.3	100.0
Y.T.	88.3	7.1	**	*	0.0	100.0
N.W.T./Nun.	88.0	5.1	**	*	3.4	100.0
Canada	**84.4**	**5.5**	**3.4**	**1.0**	**5.7**	**100.0**

Source: RNDB/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

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

Among all areas of responsibility in 2004, the average ages were highest in the Administrative area of "Nursing Education" at 49.4 years, "Other Administration" at 49.2 years and "Occupational Health" at 49.1 years. The average ages were lowest for RNs working in Pediatrics (40.4 years), Medicine/Surgery (41.2 years), and Emergency Care (41.3 years).

Not surprisingly, RNs employed in Direct Care were more likely to be employed on a casual basis than those employed in Administration, Education or Research in Canada in 2004. For those in Direct Care, 10.8% were employed on a casual basis. This compares to 8.2% in Research, 8.7% in Education and only 2.8% in Administration.

Table 11. Number and Percentage Distribution of RNs Employed in Nursing by Area of Responsibility, Canada, 2004

	Counts	%
Direct Care	**208,066**	**84.4**
Medicine/Surgery	43,581	17.7
Psychiatry/Mental Health	12,344	5.0
Paediatrics	5,473	2.2
Maternity/Newborn	13,111	5.3
Geriatrics/Long-term Care	25,991	10.5
Critical Care	17,387	7.1
Community Health	16,640	6.7
Ambulatory Care	7,774	3.2
Home Care	6,411	2.6
Occupational Health	2,956	1.2
Operating Room/Recovery Room	9,929	4.0
Emergency Room	12,974	5.3
Several Clinical Areas	10,831	4.4
Oncology	2,051	0.8
Rehabilitation	3,425	1.4
Other Direct Care	17,188	7.0
Administration	**13,507**	**5.5**
Nursing Service	8,249	3.3
Nursing Education	341	0.1
Other Administration	4,917	2.0
Education	**8,509**	**3.5**
Teaching—Students	3,862	1.6
Teaching—Employees	998	0.4
Teaching—Patients/Clients	870	0.4
Other Education	2,779	1.1
Research	**2,466**	**1.0**
Nursing Research Only	1,485	0.6
Other Research	981	0.4
Not Stated	**14,027**	**5.7**
Total	**246,575**	**100.0**

Source: RNDB/CIHI.

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

Among all areas of responsibility, the most commonly identified areas in 2004 were Medicine/Surgery (17.7%), Geriatrics/Long-Term Care (10.5%), Critical Care (7.1%), and Other Direct Care (7.0%). These categories are typically among the most frequently identified each year.

The area of responsibility with the most RNs, Medicine/Surgery, also attracts the most recent graduates. In 2004, RNs in their first five years of nursing accounted for 21.2% of all RNs working in Medicine/Surgery, the highest rate. RNs that graduated more than 30 years ago represented 15.1% of Medical/Surgical RNs in 2004.

In stark contrast is the category of Geriatrics/Long-Term Care. In 2004, RNs in their first five years of nursing accounted for only 4.5% of the Geriatrics/Long-Term Care workforce, while RNs that graduated more than 30 years ago accounted for 32.0% of all Geriatrics/Long-Term Care workers.

Among male RNs the most frequently identified areas of responsibility in 2004 were Medicine/Surgery (17.6%), Psychiatry/Mental Health (13.2%), Critical Care (9.3%) and Emergency Room (9.0%). Despite the fact that males comprise only 5.4% of the RN workforce, males account for 14.4% of all RNs employed in Psychiatry/ Mental Health.

Please refer to Data Tables D.RN.1–D.RN.7 and D.Summary on the CD-ROM for more Area of Responsibility data.

Position

In 2004, 75.3% of RNs were employed as staff nurses/community health nurses in Canada, a figure that declined from 76.7% in 2000. The proportion of Managers also declined, from 7.7% in 2000 to 7.2% in 2004.

The average age of managers was 49.0 years in 2004, compared to an average age of 43.7 years for staff nurses. Only 2.1% (1,166) of RNs who have graduated in the past 10 years are currently employed as managers.

Managers are also less likely than staff nurses to have casual employment. Only 1.9% of managers were employed on a casual basis in 2004; this compares to a rate of 11.4 % for staff nurses. Casual employment rates are less than 10% for most other positions.

Table 12. Percentage Distribution of RNs by Position and Province/Territory of Registration, Canada, 2004

	Managers	Staff Nurses	Other Positions	Not Stated	Total
			Percentage Distribution		
N.L.	10.4	79.7	9.9	0.0	100.0
P.E.I.	18.4	72.2	9.4	0.0	100.0
N.S.	12.1	79.8	8.1	0.0	100.0
N.B.	10.8	81.0	8.2	<0.1	100.0
Que.	6.5	75.9	7.3	10.3	100.0
Ont.	6.2	71.0	15.2	7.6	100.0
Man.	8.3	73.9	17.0	0.8	100.0
Sask.	9.1	81.2	9.5	0.2	100.0
Alta.	6.4	79.3	13.4	0.9	100.0
B.C.	7.5	79.2	11.7	1.6	100.0
Y.T.	7.7	71.4	20.9	0.0	100.0
N.W.T./Nun.	8.5	75.5	12.7	3.3	100.0
Canada	**7.2**	**75.3**	**11.9**	**5.6**	**100.0**

Source: RNDB/CIHI.

Notes

Managers includes data from Senior Manager and Manager/ Assistant Manager.

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

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

Changes to Quebec's mapping of "Manager" data in 2003 will impair historical trending to 2000–2002 and 2004 Quebec data.

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

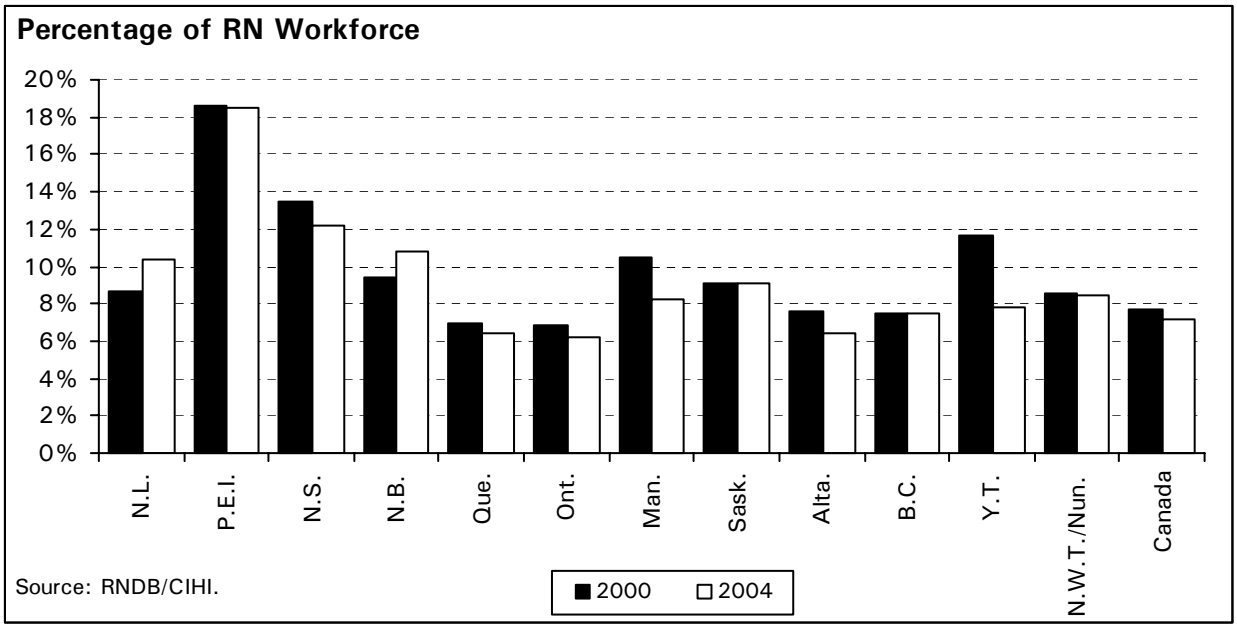

Figure 17. Percentage of RNs Employed as Managers by Province/Territory of Registration, Canada 2000 and 2004

More managers have earned a baccalaureate or master's in nursing than staff nurses. In 2004, 42.2% of managers had obtained a baccalaureate in nursing, and 6.2% had obtained a master's or doctorate degree in nursing. This compares to 26.8% of staff nurses/community health nurses with a baccalaureate, and 0.6% with a master's or doctorate in nursing.

Please refer to Data Tables E.RN.1–E.RN.7 and E.Summary on the CD-ROM for more Position data.

Nurse Practitioner Data

In response to changes in nursing practice and to increasing requests from the research and policy-making communities, CIHI began collecting nurse practitioner (NP) data in the 2001 data year. This was accomplished by adding the position title "Nurse Practitioner" to the annual registration form.

The jurisdictions of Newfoundland and Labrador, Ontario, Alberta and the Yukon submitted this data to CIHI in the 2001 data year, and NP statistics were first reported in the CIHI publication *Supply and Distribution of Registered Nurses in Canada, 2001*. NP statistics were also reported in the 2002 and 2003 versions of the publication series (since re-titled *Workforce Trends of Registered Nurses in Canada*).

The data collected and reported by CIHI only tell part of the story, because of an important distinction between the regulated role of *nurse practitioner* and the position title of "Nurse Practitioner". The former is "an RN with additional education in health assessment, diagnosis and management of illnesses and injuries, including prescribing drugs",[4] while the latter can be described as a job or position title within a facility or organization.

These two concepts are not the same. Although most licensed NPs work in Nurse Practitioner positions, some instead work as Managers, Educators or Researchers. Others work as Staff Nurses/Community Health Nurses.

In other words, there are licensed NPs working in non-Nurse Practitioner roles.

But the opposite situation also occurs: some RNs who are not licensed NPs select "Nurse Practitioner" as their primary position at the time of annual registration. In jurisdictions such as Prince Edward Island and the Yukon, this is because provincial/territorial legislation does not exist; in other jurisdictions, these RNs indicate their current role is best described as "Nurse Practitioner", even though they are not actually licensed NPs.

These are RNs working in a position titled Nurse Practitioner.

Because some licensed NPs are working in other roles, and because some RNs are self-reporting their role as "Nurse Practitioner", the total number of licensed NPs will be different from the number of people identifying their position as "Nurse Practitioner" at the time of annual registration.

Table 13 is a comparison of these two sets of statistics. Unlike previous CIHI publications, in which only the self-reported statistics were included, this publication provides the total number of licensed NPs in each jurisdiction in 2004, courtesy of the provincial and territorial RN regulatory authorities.

Table 13. Comparison of Nurse Practitioner Statistics by Source of Data, Canada, 2004

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./ Nun.	Canada
Provincial/Territorial Licensure	**62**	–	**34**	**14**	–	**598**	–	**42**	**112**	–	–	**16**	**878**
Number Employed	62	–	33	14	–	568	–	37	106	–	–	12	832
Self-Reported in RNDB	**61**	*	**17**	**0**	**0**	**378**	**76**	**60**	**94**	**0**	**30**	**	**728**

Sources: CIHI/RNDB and provincial and territorial RN regulatory authorities.

Notes

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

** Data suppressed to protect confidentiality; cell value is 5 or greater

– NPs are not licensed separately in the 2004 registration year

Provincial/Territorial Licensure includes all NPs licensed to practice in the 2004 registration year.

Self-reported in RNDB includes only RNs self-identifying their position as "Nurse Practitioner" at the time of annual registration. For jurisdictions licensing NPs separately from other RNs, this total will include both licensed NPs and RNs without NP licensure.

Self-reported in RNDB includes only those employed at the time of annual registration; those not employed are not included in Table 13.

4 Canadian Nurses Association, *The Nurse Practitioner* (Ottawa: CNA, 2003), [online], cited June 15, 2005, from <www.cna-aiic.ca/CNA/documents/pdf/publications/PS68_Nurse_Practitioner_June_ 2003_e.pdf>.

In 2004, there were 878 licensed NPs in the jurisdictions of Newfoundland and Labrador, Nova Scotia, New Brunswick, Ontario, Saskatchewan, Alberta, the Northwest Territories and Nunavut. The other jurisdictions did not license NPs separately.

Data from the Registered Nurses Database indicate that 728 RNs self-identified their position as "Nurse Practitioner" in 2004. In some jurisdictions (such as Saskatchewan), the self-reported statistics exceed the number of licensed NPs; in other jurisdictions (such as Alberta), the self-reported statistics are less than the actual number of licensed NPs.

A more comprehensive examination of the licensed NP workforce is available in a report released jointly by CIHI and the Canadian Nurses Association in Autumn 2005 titled *The Regulation and Supply of Nurse Practitioners in Canada*.

A companion document—*The Regulation and Supply of Nurse Practitioners in Canada: Technical Appendix*—was also released in Autumn 2005. This document provides a further comparison of licensed NP statistics and CIHI's self-reported statistics, including an analysis of how many licensed NPs are working in NP positions.

Each of these reports is available free of charge from the CIHI (www.cihi.ca) and CNA (www.cna-nurses.ca) Web sites.

Employment in the Northern Territories

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

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

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

There are more than 500 FTE positions in the Northwest Territories and Nunavut; in 2004, more than 1,000 different RNs filled these 500 positions. In the north, there is an increased reliance upon short-term relief staffing.

The unique means of health care delivery in northern and/or rural areas merit further analysis. In addition to the data presented here, information is available in the CIHI publication *Supply and Distribution of Registered Nurses in Rural and Small Town Canada, 2000*, developed in collaboration with the Nature of Nursing Practice in Rural and Remote Canada Study Group.[5]

Employment Patterns

According to the Canadian MIS Database (CMDB) at CIHI, there were a total of 7 hospitals in the northern territories in fiscal year 2002–2003. The 2 hospitals in the Yukon had a total of 59 approved beds, the 4 hospitals in the Northwest Territories had a total of 243 approved beds, and the 1 hospital in Nunavut had 34 approved beds.[6]

Figure 18 illustrates the differences in place of work between RNs employed in the northern territories and RNs employed in the provinces. Most notable is the larger percentage of RNs working in the Community Health sector in the north than in the provinces; in 2004, 37.0% of RNs in the territories were employed at Community Health Centres, Home Care Agencies or Nursing Stations (outposts or clinics). In contrast, 13.3% of RNs employed in the provinces worked in these types of facilities.

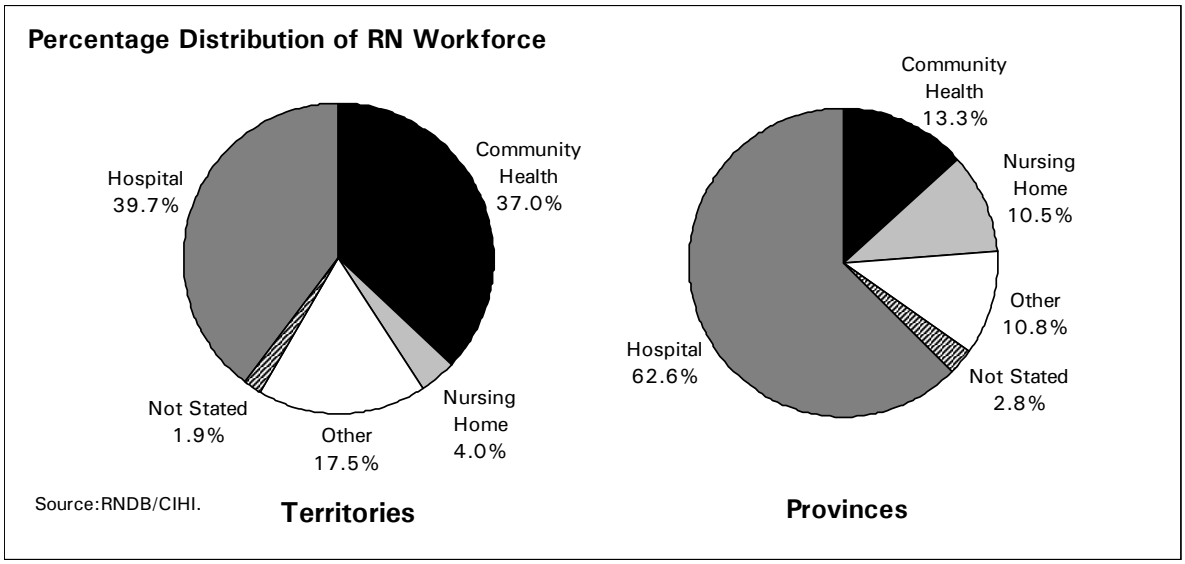

Figure 18. Percentage Distribution of RNs Employed in Nursing by Place of Work and Territorial/Provincial Location, Canada, 2004

Notes

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

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

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

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

Northern territories data include interprovincial duplicates employed in nursing.

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

5. More information may be obtained from the Study Group Web site at www.ruralnursing.unbc.ca.
6. More information regarding the collection or methodology of the CMDB is available at www.cihi.ca.

In 2004, 38.3% of the Northwest Territories and Nunavut RN workforce and 44.2% of the Yukon RN workforce were employed in the Hospital sector. The Community Health sector accounted for 39.2% of the Northwest Territories and Nunavut RN workforces and 29.7% of the Yukon RN workforce.

The percentage of RNs with multiple employers was higher among RNs in the territories than RNs in the provinces: in 2004, 21.0% of those in the territories, and 12.5% of those in the provinces identified having more than one RN employer.

Differences between the provincial and territorial RN workforces also exist in their area of responsibility. For RNs employed in the territories, the three most frequently identified areas of responsibility were Several Clinical Areas (29.8%), Emergency Care (8.7%) and Community Health (8.5%). For RNs employed in the provinces, the most frequently identified areas were Medicine/Surgery (17.7%), Geriatric/Long-Term Care (10.6%) and Other Direct Care (7.0%).

Approximately three-quarters of RNs in both the territories (74.5%) and the provinces (75.3%) identify their position as staff nurse/community health nurse. Self-identified Nurse Practitioner positions represent 10.6% of the Yukon RN workforce.

The territorial workforce is, on average, approximately half a year younger than the provincial workforce. In 2004, the average age of RNs employed in the territories was 44.1 years, compared to an average age of 44.6 years for RNs employed in the provinces.

Males comprise a larger percentage of the territorial workforce (10.0%) than the provincial workforce (5.4%).

In addition, a greater percentage of RNs in the territories have obtained a baccalaureate degree as their highest education in nursing. In 2004, 35.7% of the territorial workforce had a baccalaureate, with an additional 2.0% with a master's degree in nursing. Among the provinces, 29.7% had a baccalaureate in nursing, while 2.2% had obtained a master's degree.

Foreign-trained RNs comprise a greater percentage of the territorial workforce (9.9%) than the provincial workforce (7.4%), with most graduating from RN programs in the United Kingdom (37.5%), Australia (17.5%) and the Philippines (11.7%).

Among the Canadian-trained RN workforce, Ontario graduates comprise more than one-quarter (27.8%), while Alberta graduates comprise 13.2% and British Columbia graduates comprise 11.5%. With historically only one RN education program in the northern territories, graduates from the north account for only 7.0% of Canadian-trained RNs in the territorial workforce.

Mobility Trends of Registered Nurses

Background

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

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

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

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

Canadian Graduates vs. Canadians

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

Graduates of Foreign and Canadian Nursing Programs

Of the 246,575 RNs employed in Canada in 2004, 91.7% (226,169) graduated from a nursing program in Canada, 7.4% (18,261) graduated from a foreign nursing program, and 0.9% (2,145) did not state their place of graduation. Since 2000, the proportion of foreign graduates in the Canadian RN workforce has remained between 6 and 8%.

Table 14. Number and Percentage Distribution of RN Workforce by Place of Graduation and Province/Territory of Registration, Canada, 2004

	Canada		Foreign		Unknown		Total
	Counts	%	Counts	%	Counts	%	
N.L.	5,346	98.1	106	1.9	0	0.0	5,452
P.E.I.	1,343	97.5	30	2.2	4	0.3	1,377
N.S.	8,395	97.6	207	2.4	0	0.0	8,602
N.B.	7,264	98.7	97	1.3	0	0.0	7,361
Que.	61,872	97.5	1,577	2.5	6	0.0	63,455
Ont.	76,121	88.4	9,878	11.5	100	0.1	86,099
Man.	9,957	93.7	671	6.3	0	0.0	10,628
Sask.	8,142	95.8	251	3.0	106	1.2	8,499
Alta.	22,726	88.8	1,090	4.3	1,784	7.0	25,600
B.C.	23,915	84.5	4,234	15.0	140	0.5	28,289
Y.T.	261	92.2	22	7.8	0	0.0	283
N.W.T./Nun.	827	88.9	98	10.5	5	0.5	930
Canada	**226,169**	**91.7**	**18,261**	**7.4**	**2,145**	**0.9**	**246,575**

Source: RNDB/CIHI.

Notes

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

For the 18,261 RNs in Canada who graduated from a foreign nursing program, the seven most frequently identified countries of graduation are identified in Figure 19.

More than half of all foreign graduates attended nursing programs in the Philippines (29.3%) or the United Kingdom (21.4%). Graduates from the United States comprise only 6.6% of all foreign graduates in the RN workforce.

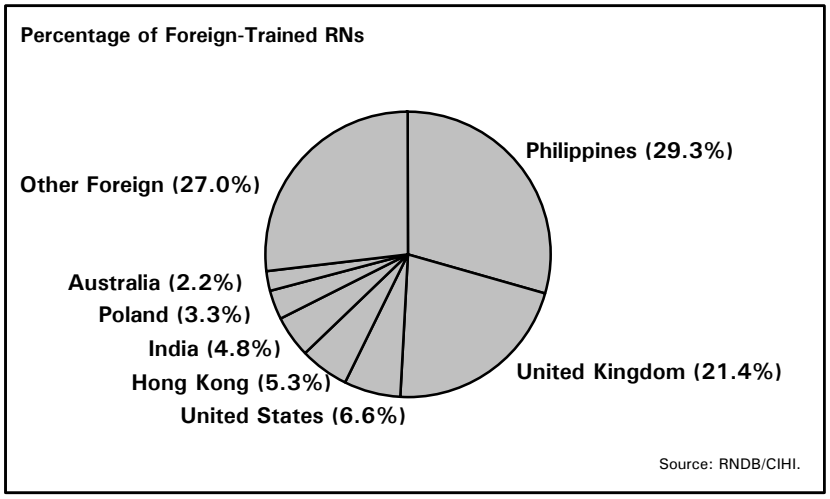

Figure 19. Percentage of Foreign-Trained RNs by Country of Graduation, Canada, 2004

Foreign graduates from some countries tend to "cluster" in one province or region of the country. For example, virtually all graduates from France that are now in Canada are located in Quebec, while Hong Kong graduates locate primarily in Ontario or British Columbia, and virtually all graduates from Jamaica are located in Ontario.

Distribution Analysis

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

Workforce Composition

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

In Figure 20, those graduating outside of the country are termed "foreign-trained", graduates of nursing schools in other Canadian provinces or territories are termed "interprovincial graduates", graduates of nursing schools from within the province are termed "retained graduates", and those who failed to state their place of graduation are termed "unknown".

In 2004, the RN workforces of British Columbia (15.0%), Ontario (11.5%) and the Northwest Territories and Nunavut (10.5%) had the highest concentration of foreign graduates. In contrast, only 1.3% of the New Brunswick RN workforce and 1.9% of the Newfoundland and Labrador RN workforce graduated from a foreign nursing school.

As the northern territories historically have had only one nursing school, the majority of the territorial workforce comes from migration, either foreign or from within Canada. But more than one-quarter of the RN workforces of British Columbia (28.1%), Alberta (26.3%) and Prince Edward Island (30.2%) graduated from nursing programs in other provinces or territories in Canada. In contrast, only 1.8% of Quebec's RN workforce are graduates of Canadian nursing programs outside of Quebec, the lowest rate in the country.

Overall, almost half (43.1%) of British Columbia's RN workforce in 2004 were graduates from outside of the province/country.

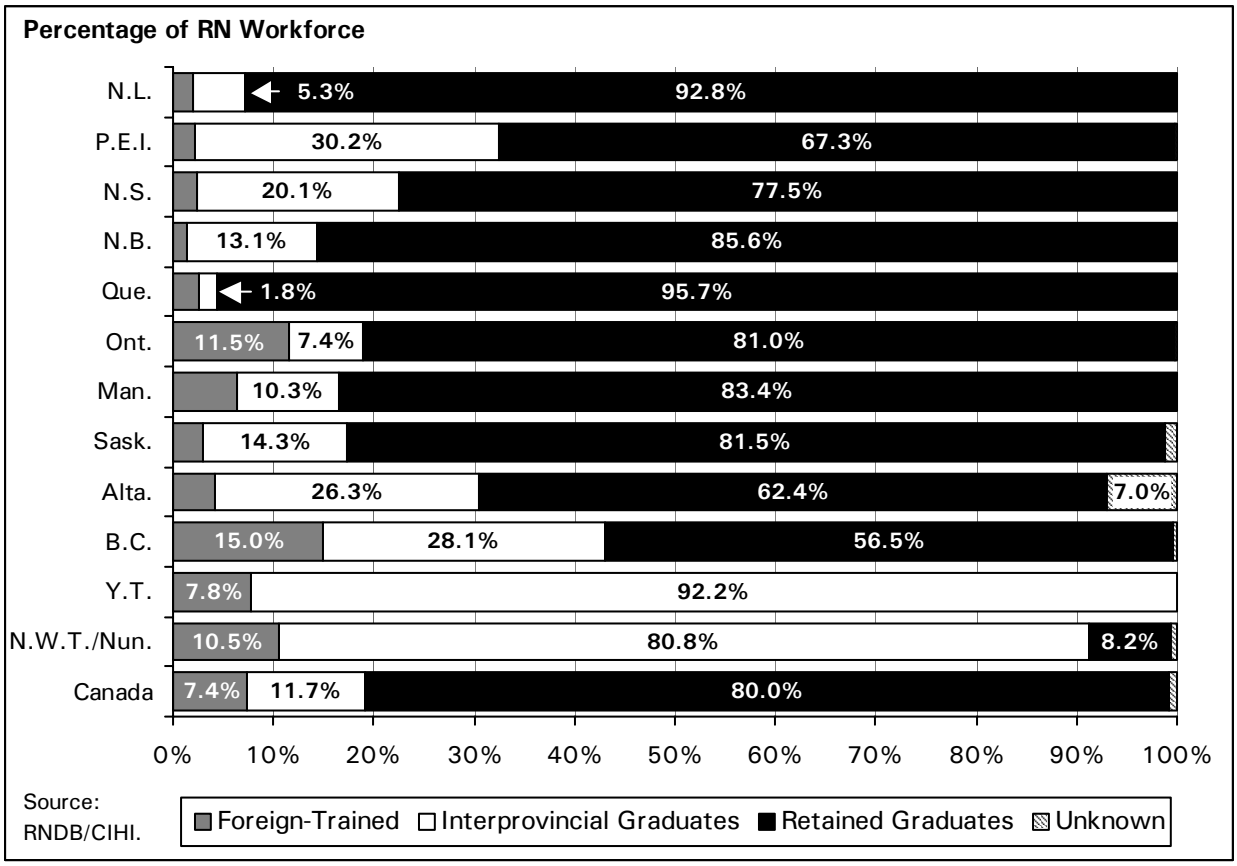

Figure 20. Percentage Distribution of RN Workforce by Place of Graduation and Province/Territory of Registration, Canada, 2004

Notes

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

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

Graduate Migration

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

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

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

Regardless, this analysis provides valuable information to better understand the mobility of graduates. Much of the mobility mirrors the east-to-west pattern of migration found in the general Canadian population.

Among Canadian graduates employed in 2004, those graduating from nursing programs in Quebec (93.9%), British Columbia (90.7%) and Ontario (91.2%) were the most likely to be employed in their province of graduation.

In contrast, 66.8% of graduates from Saskatchewan nursing programs (who were employed in Canada in 2004) were employed in Saskatchewan. Similarly, 70.1% of Prince Edward Island graduates and 71.6% of Newfoundland and Labrador graduates remain in those provinces.

Overall, almost nine out of ten (87.2%) graduates of Canadian nursing programs, who were working in Canada in 2004, either didn't move after graduation or eventually returned to that jurisdiction.

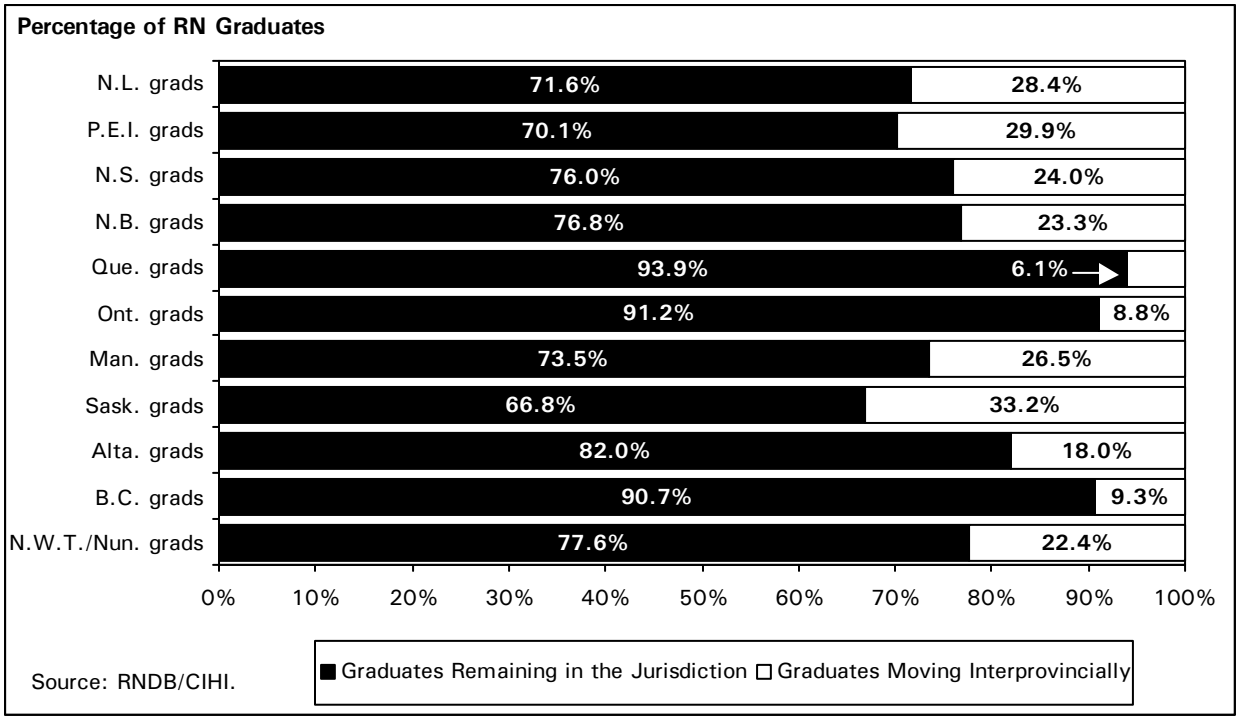

Figure 21. RN Graduates by Province/Territory of Registration, Canada, 2004

Note
Figure 21 includes only graduates of Canadian nursing programs (n = 226,169).

Figure 22 expands this analysis for each jurisdiction, showing the most frequent destinations for those who moved after graduation. Once again, only Canadian graduates employed in Canada in 2004 can be included in this analysis. Figure 22 is a comparison at two points in time: a comparison of the province/territory of graduation to the current province/territory of registration. The data in Figure 22 do not account for mobility and migration in the intervening years.

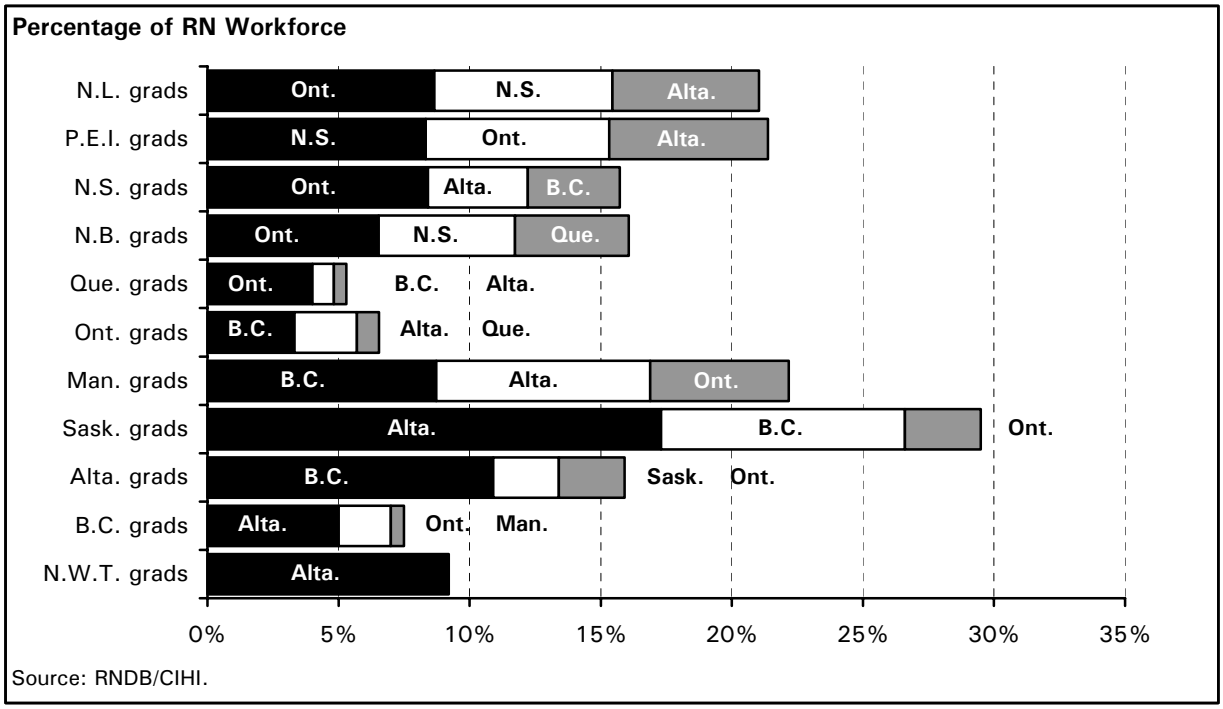

Figure 22. Destination for RN Graduates by Province/Territory of Graduation, Canada, 2004

Notes

Data in Figure 22 include only Canadian graduates employed in Canada in 2004 (n = 226,169).

Figure 22 includes only the three most frequently identified destinations for RN graduates; not all Canadian destinations are presented.

Northwest Territories data includes only one destination of RN graduates due to small cell values.

The provinces of British Columbia, Alberta and Ontario figure prominently as a destination for graduates from across the country.

Almost one-fifth (17.3%) of graduates from Saskatchewan nursing programs (who were employed in Canada in 2004) were employed in Alberta, with an additional 9.3% employed in British Columbia and 2.9% employed in Ontario. More than 5% of each of Newfoundland and Labrador's and Prince Edward Island's graduates were employed in one of Ontario, Nova Scotia or Alberta in 2004.

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

Methodological Notes

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

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

Background

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

Historically, Statistics Canada was responsible for the collection and dissemination of registered nursing data, producing the publication series *Revised Registered Nurses Data Series* from 1980 to 1988, and *Registered Nurses Management Data* from 1989 to 1998. CIHI assumed responsibility for data collection and management in the 1996 data year, and for dissemination in the 1999 data year. CIHI produced the publication series *Supply and Distribution of Registered Nurses in Canada* from 1999 to 2001, and the series *Workforce Trends of Registered Nurses in Canada* starting in 2002.

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

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

General Methodology

Target Population

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

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

In addition, the RNDB does not contain data on licensed practical nurses[7] (LPNs) or on registered psychiatric nurses[8] (RPNs). Data and information for these separate nursing professions are available from the CIHI publication series *Workforce Trends of Licensed Practical Nurses in Canada* and *Workforce Trends of Registered Psychiatric Nurses in Canada*.

Registration Periods

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

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

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

The registration periods for each provincial/territorial jurisdiction are presented in Figure 23. This illustration represents the 2004 registration year.

	2003					2004												2005			
	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr
N.L.									xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	
P.E.I.				xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx						
N.S.				xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx						
N.B.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx				
Que.									xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	
Ont.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx				
Man.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx				
Sask.					xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx					
Alta.			xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx							
B.C.								xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx		
Y.T.									xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	
N.W.T./Nun.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx				

Figure 23. Twelve-Month Registration Periods by Province/Territory of Registration, 2004

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

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

By collecting timely, comparable data at the 6-month mark, the RNDB systematically undercounts the number of registered nurses in Canada, as data for those registering in months 7–12 are not captured in the database. Therefore, CIHI figures will differ slightly from the year-end statistics released by provincial/territorial regulatory authorities. This can cause confusion and debate, although analyses by CIHI have found that CIHI receives approximately 95–99% of all registrations at the six-month mark. Appendix B provides a comparison of year-end statistics to CIHI statistics for each province and territory.

When comparing CIHI data to provincial/territorial year-end figures, please review the methodological differences in the *Comparability* section of the Methodological Notes.

Data Sources and Collection

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

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

Contact information for each jurisdiction is provided 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 national database.

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

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

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

Flagging and Removal of RNs Living Abroad and Secondary Registrations

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

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

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

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

Province/Country of Residence is either in Canada, or "Not Stated".

For RNs employed in nursing, the *Province of Employment* equals *Province of Registration*; if *Province of Employment* is "Not Stated", then *Province of Residence* equals *Province of Registration*; or,

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

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

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

(1) An RN living in the United States but working in Canada will be erroneously removed as "Living Abroad".

(2) An RN registered and employed in a Canadian province decides to provide short-term relief staffing in a northern territory. When registering with the territorial nursing association, an RN will typically provide her/his "home" information rather than her/his temporary "territorial" information. Therefore, because the *Province of Registration* (northern territory) does not match the *Province of Employment* (home province), the RN is identified as an interprovincial duplicate and is removed from the territorial figures. Although this scenario occurs throughout Canada, the effect is more acute for territorial data. Consequently, CIHI and territorial representatives have devised a way of presenting northern territories data. More details are provided in the *Northern Territories Data* section of the Methodological Notes.

(3) An RN registered and living in one province/territory at the beginning of the year moves to and registers in another province/territory one to six months later. This obvious duplicate will not be detected.

(4) An RN not working in nursing registers in a province other than her/his province of residence. This registration will be identified erroneously as a duplicate.

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

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

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

Northern Territories Data

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

Each year, the core group of RNs living and working in the Yukon, Northwest Territories and Nunavut are supplemented by short-term relief staff from other regions of Canada. According to the Registered Nurses Association of the Northwest Territories and Nunavut (RNANT/NU), the number of full-time equivalent (FTE) positions in the Northwest Territories/ Nunavut is approximately 500; in 2004, more than 1,000 RNs filled these 500 positions.

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

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

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

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

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

CIHI and representatives from the northern territories worked together to enhance the methodology in time for CIHI's publication off 2001 RN data. This manual process was repeated for the publication of 2002 and 2003 data. This past year, CIHI revised its automated processing to reflect these changes. A revised "secondary registrations" methodology for the northern territories is presented in Appendix A.

Please note that this has no impact on the comparability of territorial data, as CIHI merely formalized an existing process. The 2000–2003 territorial data presented here remains unchanged from previous CIHI publications.

Nunavut Data

In addition to the limitations and methodological changes noted in the *Northern Territories Data* section above, there were additional changes to Nunavut data for the previous publications. In the 2001 data year the Registered Nurses Association of the Northwest Territories and Nunavut (RNANT/NU), which is responsible for RN licensure in both the Northwest Territories and Nunavut, explicitly asked registrants to identify the territory in which they will work more than 50% of the time. These data were submitted to CIHI for the previous publications, and again for the 2003 data year.

This information was not available for the 2004 data year. Therefore, Northwest Territories and Nunavut data are presented as a single total in virtually all tables and figures in both the Data Analysis and Data Tables sections of this publication. CIHI is working with the RNANT/NU to provide an accurate breakdown of Northwest Territories and Nunavut data in future publications.

Urban/Rural Statistics

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

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

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

Details of the RST and MIZ classification schemes can be found in McNiven et al. (2000)[9], du Plessis et al. (2001)[10] and CIHI (2002).[11]

9 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.

10 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).

11 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.

Summary of Records Received by CIHI

Table 15 provides a summary of the records received by CIHI from each provincial/ territorial regulatory authority since 2000.

Table 15. Number of Records Submitted to CIHI by Province/Territory of Registration, Canada, 2000–2004

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./Nun.	Canada
2004													
Total Records	5,572	1,395	8,984	7,905	65,561	106,337	11,263	8,693	26,327	29,444	290	997	272,768
Secondary Registrations	79	5	150	84	629	7,519	243	68	199	397	1	38	9,412
Primary Registrations	5,493	1,390	8,834	7,821	64,932	98,818	11,020	8,625	26,128	29,047	289	959	263,356
Employed in Nursing	5,452	1,377	8,602	7,361	63,455	86,099	10,628	8,499	25,600	28,289	283	930	246,575
Other	41	13	232	302	589	11,809	0	124	482	624	4	0	14,220
Not Stated	0	0	0	158	888	910	392	2	46	134	2	29	2,561
2003													
Total Records	5,529	1,409	8,863	7,983	64,626	104,236	10,945	8,741	25,540	29,240	294	728	268,134
Secondary Registrations	57	16	128	141	646	7,700	318	78	223	386	1	47	9,741
Primary Registrations	5,472	1,393	8,735	7,842	63,980	96,536	10,627	8,663	25,317	28,854	293	681	258,393
Employed in Nursing	5,430	1,373	8,498	7,186	62,494	85,187	10,034	8,503	23,964	27,711	290	672	241,342
Other	42	1	237	374	101	11,327	0	160	482	649	0	4	13,377
Not Stated	0	19	0	282	1,385	22	593	0	871	494	3	5	3,674
2002													
Total Records	5,561	1,336	8,756	7,773	63,821	102,759	10,433	8,458	24,898	29,115	276	832	264,018
Secondary Registrations	71	9	133	98	619	7,477	172	53	248	353	0	33	9,266
Primary Registrations	5,490	1,327	8,623	7,675	63,202	95,282	10,261	8,405	24,650	28,762	276	799	254,752
Employed in Nursing	5,442	1,293	8,419	7,364	59,193	78,737	9,942	8,257	23,377	27,901	272	760	230,957
Other	47	0	204	238	864	11,022	0	110	416	276	4	14	13,195
Not Stated	1	34	0	73	3,145	5,523	319	38	857	585	0	25	10,600
2001													
Total Records	5,531	1,325	8,926	7,830	63,725	102,251	10,435	8,614	24,051	28,576	282	792	262,338
Secondary Registrations	40	11	135	75	622	7,764	144	65	230	339	1	15	9,441
Primary Registrations	5,491	1,314	8,791	7,755	63,103	94,487	10,291	8,549	23,821	28,237	281	777	252,897
Employed in Nursing	5,439	1,270	8,554	7,385	58,482	80,590	10,263	8,198	22,924	27,375	273	759	231,512
Other	52	31	237	133	1,063	11,111	0	113	383	21	7	7	13,158
Not Stated	0	13	0	237	3,558	2,786	28	238	514	841	1	11	8,227
2000													
Total Records	5,503	1,302	9,050	7,941	63,985	101,986	10,454	8,746	23,522	28,822	283	793	262,387
Secondary Registrations	39	8	114	175	421	6,202	167	57	116	323	1	13	7,636
Primary Registrations	5,464	1,294	8,936	7,766	63,564	95,784	10,287	8,689	23,406	28,499	282	780	254,751
Employed in Nursing	5,394	1,255	8,699	7,256	58,750	81,679	10,051	8,543	22,172	27,730	275	762	232,566
Other	63	30	237	140	1,123	6,852	0	142	226	158	7	14	8,992
Not Stated	7	9	0	370	3,691	7,253	236	4	1,008	611	0	4	13,193

Source: RNDB/CIHI.

Notes

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

The data submission method was modified for Ontario and Quebec 2003 data, resulting in a substantial increase in the number of RNs "Employed in Nursing".

The data submission method was modified for Prince Edward Island, Manitoba, Alberta and British Columbia 2004 data, partially explaining the increase in the number of RNs "Employed in Nursing".

Data are combined for Northwest Territories and Nunavut prior to 2001. Because Northwest Territories and Nunavut data cannot be separated in 2000 and 2004, data for these two territories were combined for 2001 to 2003.

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

Computations

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

Data Suppression

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

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

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

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

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

* Value suppressed in accordance with CIHI privacy policy; 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 wherever possible in this report. The standard 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	Value is less than 0.05%; value is replaced to prevent displaying cells of 0.0 that are not true zero values

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

Data Quality

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

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

Accuracy

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

Provincial/territorial regulating authorities collect these data for administrative purposes. It is through an agreement that these data are submitted to CIHI for research and analysis. Consequently, it is important to note that the level of accuracy and completeness necessary to meet the financial and administrative requirements of a registry can be considerably less stringent than that for research. Nevertheless, improvements in data collection systems and

a jurisdictional-wide acknowledgement of the importance of good quality data has led to data collection and capture improvements for the RNDB. This section outlines where caution must be applied when analyzing data presented in *Workforce Trends of Registered Nurses in Canada, 2004*.

Under-Coverage

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

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

There are three known sources of under-coverage in the RNDB data: first-time registrants, Nurse Practitioner registrations and the cut-off date for Ontario data.

First-Time Registrants

The jurisdictions of Nova Scotia, Ontario and Manitoba do not currently submit data to CIHI from first-time registrants. This includes both new graduates and those new to the jurisdiction. As many first-time registrants are also active-practising registered nurses, this is a source of under-coverage for the RNDB. CIHI is currently investigating the magnitude of this under-coverage.

Nurse Practitioner Registrations

Because nurse practitioners are, by definition, also registered nurses, their data should be included in the RNDB. For the 2004 registration year, New Brunswick, Saskatchewan and Alberta submissions to the RNDB exclude nurse practitioner registrations. This is an under-coverage of 168 registrations.

Cut-off Date for Ontario Data

Ontario data includes only RNs registered before May 14, 2004, the formal suspension date in 2004 for non-payment of renewal fees. This represents the first 4.5 months of the registration year, instead of the 6 months collected from other RN regulatory authorities.

This cut-off date is also used by the College of Nurses of Ontario, CIHI's data provider, in preparation of year-end statistics.

Over-Coverage

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

There is one known source of over-coverage. In addition, there are two situations that must be noted.

12. Please refer to Figure 23 for an illustration of the 2004 registration period for each province and territory.

Over-Coverage in 2004 Saskatchewan Data

After the data analysis was complete, it was discovered that there is an over-coverage of 39 RNs in the 2004 Saskatchewan data, 18 of whom are employed in nursing and included in published numbers. These 39 RNs registered beyond CIHI's six-month cut-off date.

These 39 records will be removed from future versions of the RNDB publication.

Non-Practising Registrations

The target population of the RNDB includes only RNs submitting active-practising registrations; those submitting non-practising registrations are excluded. At present, the provinces of Quebec and Ontario are the only jurisdictions that do not offer the option of active-practising or non-practising registration status to members: there is only one type of registration.

For this reason, these two jurisdictions submit data to CIHI from RNs who are not currently practising. While this is not technically a source of over-coverage—because all registrations in these provinces are considered active-practising—the result is that some data fields will have a higher proportion of *Not Stated* values. This information should be considered when analyzing provincial and territorial RNDB data.

RNs on Leave

The target population excludes any RNs who are not currently practising. Those RNs on temporary leave (such as maternity/paternity leave, education leave or short-term illness or injury) are in a grey area. While these RNs may be on leave at the time of annual registration, they may plan to return to practice during the 12-month registration year.

Therefore, an RN on temporary leave may submit an active-practising registration (where the option exists), but may not actually be practising at the time of registration.

CIHI is currently investigating how data providers code the *Employment Status* of those on temporary leave. At present, it is assumed that RNs on temporary leave submit active-practising registrations with full employment information (when possible), with the intent of returning to that position when the temporary leave ends.

While this is not a source of over-coverage, the fact that some RNs only practice part of the year needs to be considered when analyzing RNDB data.

Six-Month Cut-Off

A new validation procedure was implemented for the 2001 data year, designed to check the registration date of records submitted to CIHI. As the target population for the RNDB is all RNs registering for active-practising status within the first six months of the jurisdiction's registration year, CIHI should not receive any data from RNs registering after the six month mark. The registration date of each record was checked to ensure it fell within the first six months of the registration year. Records beyond the six month mark were deleted.

After the data analysis was complete, it was discovered that 39 RNs included in the Saskatchewan data actually registered after the six-month cut-off. These records represent over-coverage that CIHI should have removed during file processing. Of these 39 records, 18 are reported as employed in registered nursing.

As this validation procedure was new for the 2001 data year, historical data have not yet been thoroughly reviewed or revised.

Non-Response

In the RNDB, item non-response is the percentage of "Not Stated" responses for each data element, as presented in Table 16.

For RNs not currently employed in nursing, all employment data in the RNDB are coded as "Not Stated". More accurately, this information should be coded as "Not Applicable", as an RN without a job cannot state his/her place of work. The format of Table 16 removes all RNs not currently employed in nursing, so that "Not Stated" values accurately represent non-response for the RN workforce.

Table 16. Percentage of Records with "Not Stated" Responses by Data Element and Province/Territory of Registration, Canada, 2004

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T./Nun.	Canada
Sex	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
Birth Year	0.00	0.00	0.00	0.00	0.00	0.00	0.04	0.00	0.04	0.00	0.00	3.01	0.02
Initial Education in Registered Nursing	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.09	0.03	0.00	0.35	0.32	0.01
Graduation Year	0.00	0.00	0.00	0.00	0.00	0.06	0.00	0.01	0.00	0.00	0.00	0.00	0.02
Location of Graduation	0.00	0.29	0.00	0.00	0.00	0.12	0.00	1.25	6.97	0.49	0.00	0.54	0.87
Other Education in Nursing (Degree)	0.00	6.83	0.00	0.00	70.33	0.00	0.00	0.19	0.00	3.32	0.00	0.54	18.53
Education in Other Than Nursing	0.00	9.73	0.00	0.00	79.57	64.15	0.00	0.06	0.00	3.40	0.00	81.83	43.63
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
Full-Time/Part-Time Status	0.00	1.23	0.00	0.00	5.59	12.69	0.89	0.00	2.69	1.76	0.71	100.00	6.78
Multiple Employment Status	0.24	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.01	0.00	0.02	0.50	0.00
Location of Employment	0.00	0.00	0.00	0.00	0.01	7.64	0.95	0.25	0.78	0.21	0.00	2.47	2.83
Place of Work	0.00	0.00	0.00	0.00	0.01	7.64	0.95	0.25	0.78	0.21	0.00	2.47	2.83
Area of Responsibility	0.00	0.00	0.00	0.00	10.72	7.58	0.80	0.22	1.91	0.25	0.00	3.44	5.69
Position	0.00	0.00	0.00	0.01	10.33	7.58	0.84	0.22	0.88	1.57	0.00	3.33	5.63
Location of Residence	0.40	0.00	0.00	0.00	0.00	0.01	0.00	0.01	0.20	0.13	0.00	0.22	0.05
Postal Code of Residence	4.57	1.53	0.76	0.86	100.00	1.28	1.02	0.93	2.25	1.52	1.41	5.16	26.85
Postal Code of Primary Worksite	100.00	84.10	46.28	0.18	100.00	2.93	100.00	23.61	100.00	12.54	0.35	24.84	48.10
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: RNDB/CIHI.

Notes

Table 16 includes only RNs employed in nursing.

Values of 100.00 indicate a data element that was not submitted for the 2004 data year.

In contrast to previous RNDB publications, the fields Postal Code of Residence and Postal Code of Employer were not linked to Statistics Canada's Postal Code Conversion File (PCCF). The rates presented for these fields in Table 16 are actual "Not Stated" values.

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

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

Further limitations of year 2004 data are listed in the next section.

Comparability

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

Six-Month Cut-Off

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

Year 2004 Data

When reviewing the data presented in the Data Analysis and Data Tables sections of this publication, please note the following comparability limitations in year 2004 data.

Number of RNs employed in registered nursing—A new methodology to report Employment Status was developed for the preparation and submission of 2003 Ontario and Quebec data. Historically, RNs 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, RNs 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 RNs employed in registered nursing were erroneously excluded from analysis.

Starting with the 2003 data year for Ontario and Quebec, and in 2004 for Prince Edward Island, Manitoba, Alberta and British Columbia, RNs with an employer in registered nursing but who fail to state their full-time, part-time or casual status with that employer were re-coded from *Not Stated* to *Employed in registered nursing—Status Unknown.* Because these RNs 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 decreased substantially in 2003 for Ontario and Quebec data, and in 2004 for Prince Edward Island, Manitoba, Alberta and British Columbia.

This enhanced methodology results in more accurate statistics that are more closely aligned with those published by the provincial/territorial regulatory bodies, and may also include those RNs that are on temporarily leave such as short-term disability, or maternity leave. Unfortunately, this will impair trending analyses. It is very important to note, however, that the observed increase from historical statistics is primarily the result of a methodological enhancement, and not an actual increase in the RN workforce. Please contact the Program Lead, Nursing Databases for more information regarding the collection, processing and reporting of RNDB data.

Newfoundland and Labrador data:

- *Multiple Employment*—For the 2001 to 2004 data years, records with non-response were defaulted to "No"; in years before 2001 non-response was recorded as "Not Stated".

Prince Edward Island data:

- *Employment Status*
  - For the 2002 registration year, the Association of Nurses of Prince Edward Island (ANPEI) could only identify RNs employed on a full-time, part-time or casual basis; RNs not currently employed could not be divided between "Employed in Other Than Nursing" or "Not Employed". Consequently, all codes for RNs not currently employed were defaulted to "Not Stated".
  - For the 2004 registration year, RNs with an employer in registered nursing but who failed to state their full-time, part-time or casual status with that employer were re-coded by CIHI. By re-coding their Employment Status from Not Stated to Employed in registered nursing—status unknown, these RNs are included in CIHI's final workforce statistics. This methodological enhancement results in more accurate statistics, but will impair trending analyses.

- *Position*—As of the 2001 data year, the sub-element "Chief Nursing Officer/Chief Executive Officer" is no longer collected by ANPEI.

Nova Scotia data:

- *None*

New Brunswick data:

- *Area of Responsibility*—Starting in 2003, a change in the Nurses' Association of New Brunswick's annual renewal form to better match CIHI's specifications has resulted in a decrease in the number of RNs reported as employed in "Critical Care" compared to historical data as well as an increase in other areas of responsibility. In addition, "Oncology" and "Informatics/Telehealth" (included in "Nursing Service" by CIHI) were added as options to the annual renewal form for the 2003 year.

- *Position*—Starting in 2003, a change in the wording on the Nurses Association of New Brunswick's annual renewal form has resulted in an increase in the category "Instructor/Professor/Educator" from previous years.

Quebec data:

- *Number of RNs employed in registered nursing*—A new methodology to report *Employment Status* was developed for the preparation and submission of 2003 Quebec data. This method was used again for the submission of 2004 data. Please see the beginning of this section for more information.

- *Education Data*—As of the 2003 data year, the Ordre des infirmières et infirmiers du Québec (OIIQ) did not submit the category of "None" in the education fields "Other Education in Nursing—Degree" and "Education in Other Than Nursing". This has resulted in substantial increases for the remaining categories in each of these fields.

  RNs with one or more first cycle university certificates are now included in the "Baccalaureate" category, those with a higher education specialization diploma (D.E.S.S.) are included in the "Masters" category, and those that did not provide a response are included in the "Not Stated" category. Historically, these three groups were included with "None".

- *Place of Work*—As of the 2003 data year, the OIIQ no longer submits the categories "Nursing Station" and "Home Care Agency".

- *Position*—In 2003 Assistant Head Nurses were included in the category "Manager/ Assistant Manager". Prior to 2003, they were included in the category "Other". See the *Historical Revisions* section for more information.

Ontario data:

- In 2004, the College of Nurses of Ontario (CNO) developed and implemented the CNO Practice and Employment Definition to aid members in providing practice information. These new definitions have added great granularity to the data CNO collects around *Place of Work, Area of Responsibility* and *Position*. However, it has also made comparison to previous years' reports difficult and has resulted in shifts in reported values for these 3 categories. Please see the CNO Membership Statistics Report at January 1, 2004 for more details on this change as well as a copy of the CNO practice and employment definition. Both are available on CNO Web site at www.cno.org.

  – *Place of Work*—Data for the category "Rehabilitation/Convalescent Centre" have been reviewed by the College of Nurses of Ontario (CNO) and are accurate. As of 2003, CNO combined Rehabilitation Hospitals and Chronic Care Hospitals on its annual renewal form, resulting in increased employment figures for this category in comparison to previous years. Starting 2004, CNO began reporting Psychiatric Hospital in the category "Mental Health Centre", resulting in an increase in this category and a decrease in the "Hospital" category. As well, "Nursing Station (Outpost or Clinic)" is no longer collected on the CNO registration form.

  - *Area of Responsibility*—CNO made considerable changes to the structure of this field on its annual renewal form in the years 2001 to 2003. Due to these changes, comparisons should be made with caution. In 2001, CNO had the categories Community/Public Health and Home Care. In 2002, CNO separated Community/ Public Health into two categories and Home Care remained as a category. In 2003, CNO removed Home Care as a category and created a new category Community/ Visiting Nursing; Public Health remained as a category. For 2004, CNO no longer submits the category "Several Clinical Areas."

  - *Position*—Starting in 2004, CNO treats the "Nurse Practitioner" category as applying strictly to Extended Class RNs, defaulting General Class members selecting this category to "Other Position", resulting in a shift in counts for this field.

- *Other Education in Nursing (Non-Degree)*—As of the 2001 data year, CNO no longer submits "Other Education in Nursing (Non-Degree)" data to CIHI.

- *Multiple Employment Status*—CNO mapped registrants who left blank "I have more than one nursing employer" on their form to "No" for the *Multiple Employment Status* element after it has been reconciled with other employment information and are deemed employed in nursing. Those remaining blank are then mapped to CIHI's "Not Stated" if employed in other than nursing, not employed or employment status is not specified. This has resulted in an apparent increased percentage of "No" records. CNO has the same practice in 2004.

- *Employment Status* —A different methodology was applied for 2003 and 2004 data year. Please refer to *Employment Status* above for details.

- *Full-Time/Part-Time Status*—A different methodology was applied for 2003 and 2004 data year. Please refer to *Employment Status* above for details.

- The following data elements have not been submitted by CNO for the 2000, 2001, 2002, 2003 and 2004 data years:
  - *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).*

- Ontario data includes only RNs registered before May 14, 2004, the formal suspension date in 2004 for non-payment of renewal fees. This represents the first 4.5 months of the registration year.

Manitoba data:

- *Employment Status*—For the 2004 registration year, RNs with an employer in registered nursing but who failed to state their full-time, part-time or casual status with that employer were re-coded by CIHI. By re-coding their Employment Status from *Not Stated* to *Employed in registered nursing—status unknown*, these RNs are included in CIHI's final workforce statistics. This methodological enhancement results in more accurate statistics, but will impair trending analyses.

- *Other Education in Nursing—Degree*–Since the 2002 data year, the College of Registered Nurses of Manitoba (CRNM) included individuals who in the past indicated they were enrolled in a course, but for which there was no indication that the course was completed. The CRNM assumed that such courses were completed. This has resulted in an apparent increase in the number of RNs with other degree education in nursing in Manitoba since 2001.

- *Education in Other Than Nursing*—Since the 2002 data year, the CRNM included individuals who in the past indicated they were enrolled in a course, but for which there was no indication that the course was completed. The CRNM assumed that such courses were completed. This has resulted in an apparent increase in the number of RNs with education in other than nursing in Manitoba since 2001.

Saskatchewan data:

- *Over-coverage*—There is an over-coverage of 39 RNs for the 2004 file submission, 18 of whom are employed in nursing and included in published numbers. These 39 RNs registered beyond CIHI's six-month cut-off, and will be removed from the data in time for future publications.

Alberta data:

- *Employment Status*—For the 2004 registration year, RNs with an employer in registered nursing but who failed to state their full-time, part-time or casual status with that employer were re-coded by CIHI. By re-coding their Employment Status from *Not Stated* to *Employed in registered nursing—status unknown*, these RNs are included in CIHI's final workforce statistics. This methodological enhancement results in more accurate statistics, but will impair trending analyses.

- *Birth Year*—CIHI used historical Alberta data to determine the Birth Year for 360 RNs in Alberta in 2004, for 993 RNs in 2003, and for 4,114 RNs in 2002.

British Columbia data:

- *Employment Status*—For the 2004 registration year, RNs with an employer in registered nursing but who failed to state their full-time, part-time or casual status with that employer were re-coded by CIHI. By re-coding their Employment Status from *Not Stated* to *Employed in registered nursing—status unknown*, these RNs are included in CIHI's final workforce statistics. This methodological enhancement results in more accurate statistics, but will impair trending analyses.

- *Province/Territory of Employment*—Since the 2001 data year, the Registered Nurses Association of British Columbia (RNABC) has been unable to provide detailed information for RNs employed outside of British Columbia. For 2001 to 2004, these records have been coded as either "British Columbia" or "Not Stated". Although this field is critical to CIHI's identification of interprovincial duplicates, the impact upon the number of duplicates is minimal. If the *Province of Employment* is not stated, the duplicate methodology analyzes the province of residence instead; fortunately, RNABC was able to provide full *Province of Residence* data. Consequently, a very small number of records that would otherwise be identified as duplicates were retained in the analysis.

Yukon data:

- *General Comparability*—The RN workforces in the northern territories rely on short-term relief staff from across Canada each year. While some RNs will return to the northern territories each year, some will only register in the northern territories once. This lack of stability in the workforce will result in greater variability in the data. This should be noted while comparing territorial data over time.

- *Multiple Employment*—Since the 2001 data year, records with non-response were defaulted to "No"; in years prior to 2001, non-response was recorded as "Not Stated".

Northwest Territories/Nunavut data:

- *General Comparability*—The RN workforces in the northern territories rely on short-term relief staff from across Canada each year. While some RNs will return to the northern territories each year, some will only register in the northern territories once. This lack of stability in the workforce will result in greater variability in the data. This should be noted while comparing territorial data over time.

  Data for both the Northwest Territories and Nunavut is provided by the Registered Nurses Association of the Northwest Territories and Nunavut (RNANT/NU). For the 2004 data year, it is not possible to accurately divide registered nurses between the two territories; as a result, data for the Northwest Territories and Nunavut are combined under a single set of statistics.

- RNANT/NU and CIHI are working together to improve the accuracy of RNANT/NU's data submissions, and the 2004 data represent the first step in this process. Prior to 2004, not all RNANT/NU codes could be converted to CIHI specifications; those that could not were submitted to CIHI as "Not Stated". A review of RNANT/NU coding continues in 2005, but some improvements were made in time for the 2004 file submission. Most notably, the total number of registrations submitted to CIHI increased, from 728 in 2003 to 997 in 2004. This increase is primarily the result of methodological improvements in the CIHI submission. RNANT/NU and CIHI are currently investigating the possibility of revising historical data, based on the improvements already made to the 2004 data. Each organization is committed to improving the quality and comparability of this critical information.

- *Employment Status*—For the 2004 data year, it is not possible to accurately identify the full-time, part-time or casual status for RNs employed in registered nursing. Therefore, all RNs employed in registered nursing in the Northwest Territories and Nunavut are coded as "Employed in Nursing—Status Unknown".

- *Area of Responsibility*—The observed increase in the category "Several Clinical Areas" has been reviewed by RNANT/NU and is correct. This total more accurately reflects the duties of RNs working in nursing stations and community centers in the Northwest Territories and Nunavut.

- *Multiple Employment Status*—The increased rate of non-response for the 2004 data year resulted in a lower proportion of RNs identifying a single employer; the proportion of RNs identifying multiple employers remains stable in comparison to previous years.

Historical Data

This publication presents RN data from 2000 to 2004. Data from 2000 to 2003 were previously published in the CIHI publication series *Supply and Distribution of Registered Nurses in Canada* and *Workforce Trends of Registered Nurses in Canada*.

Historical Revisions

Prior to 2003, the NANB included "Psychiatric Hospital" data with "Mental Health Centre" data for the field *Place of Work (Primary Employer)*. To make data consistent across the years, historical revisions were made to data from 1999 to 2002 so that "Psychiatric Hospital" data is included under the category "Hospital (general, maternal, paediatric, psychiatric)".

An issue with the NANB file submission regarding the fields *Other Education in Nursing (Degree)* and *Education in Other than Nursing* has been corrected, resulting in a change in counts for these fields starting in 2002.

In 2003, OIIQ data regarding the position of Assistant Head Nurses was included under the category of "Manager/Assistant Manager" for the field *Position (Primary Employer).* As this categorization does not accurately reflect the roles of RNs working as Assistant Chief Nurses, this has been corrected to match data prior to 2003 and for 2004.

Please note these historical revisions when comparing RNDB data over time.

Comparability With Other Sources

Provincial/Territorial Data

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

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

(2) Differences in Definition—Regulatory authorities typically report the total number of "Active" registrations received during the registration year. An Active registration enables the RN to work in that jurisdiction, but does not distinguish between those employed in nursing and those not employed in nursing: the Active total represents the *maximum* number of RNs eligible to work in a particular jurisdiction in that year. In contrast, CIHI divides the Active total into four categories: Employed in Nursing, Employed in Other Than Nursing, Not Employed and Not Stated. CIHI only reports the number of RNs employed in nursing at the time of registration. RNs employed in other than nursing, RNs not employed, and RNs failing to state their employment status are removed from most CIHI analyses.

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

(4) 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 RN workforce in Canada. Provincial/territorial associations typically do not identify or remove these secondary registrations (also termed "interprovincial duplicates").

(5) Provincial/Territorial Data Cleaning—Some jurisdictions review the registration data at year-end and "clean" potential data quality issues. As CIHI receives the data at the six-month mark, this cleaning has not yet occurred. Therefore, if a jurisdiction reduces the number of "Not Stated" records in a particular field, that correction will not be reflected in the CIHI database.

Concepts and Variables

Key Concepts

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

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

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

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

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

Data Definitions

Each of the data elements listed corresponds to a field on the registered nurse record. Only data elements used in tabulations for *Workforce Trends of Registered Nurses in Canada, 2004* are described below. A complete list of data elements present in the RNDB as well as the data dictionary are available upon request to the Team Lead, Nursing Databases.

Data Year

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

Province/Territory of Registration

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

Registration Number

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

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 Actual Age = Data Year - Year of Birth.

Initial Education in Registered Nursing

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

- Diploma in nursing
- Baccalaureate in nursing
- Master's in nursing
- Not Stated

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

Province/Country of Graduation

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

Other Education in Nursing—Degree

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

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

Highest Education in Nursing

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

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

Multiple Employment Status

Currently employed as an RN 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 registered 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 registered 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 Registered 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 Registered 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 Registered Nursing—Casual Basis

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

- Employed in Registered Nursing—Status Unknown
  Reflects employment in registered nursing, but full-time/part-time status is unknown.
- Employed in other than registered nursing seeking employment in registered nursing
- Employed in other than registered nursing not seeking employment in registered nursing
- Not employed and seeking employment in registered nursing
- Not employed and not seeking employment in registered nursing
- Not Stated

Place of Work

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

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

Province/Country of Employment

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

Area of Responsibility

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

- **Direct Care**
  - Medicine/Surgery
  - Psychiatry/Mental Health
  - Paediatrics
  - Maternity/Newborn
  - Geriatrics/Long-Term Care
  - Critical Care
  - Community Health
  - Ambulatory Care
  - Home Care
  - Occupational Health
  - Operating Room/Recovery Room
  - Emergency Room
  - Several Clinical Areas
  - Oncology
  - Rehabilitation
  - 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 primary place of employment as per title/job description. Accepted responses include:

- Senior Manager
- Manager/Assistant Manager
- Staff Nurse/Community Health Nurse
- Nurse Practitioner
- Clinical Specialist
- Nurse Midwife
- Instructor/Professor/Educator
- Researcher
- Consultant
- Other
- Not Stated

Province/Country of Residence

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

Privacy and Confidentiality

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

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

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

RNDB Publications and Products

The CIHI publications,

- *Supply and Distribution of Registered Nurses in Canada, 1999;*
- *Supply and Distribution of Registered Nurses in Canada, 2000;*
- *Supply and Distribution of Registered Nurses in Rural and Small Town Canada, 2000;*
- *Supply and Distribution of Registered Nurses in Canada, 2001;*
- *Workforce Trends of Registered Nurses in Canada, 2002; and,*
- *Workforce Trends of Registered Nurses in Canada, 2003*

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

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

Many of the tables and figures presented in the Data Analysis section of this publication are available for viewing and can be downloaded from the CIHI Web site at www.cihi.ca.

Request Services

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

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

Program Lead, Nursing Databases
Canadian Institute for Health Information
495 Richmond Road, Suite 600
Ottawa, Ontario
K2A 4H6
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Provincial/Territorial Profiles

Newfoundland and Labrador—RN Workforce

		Newfoundland and Labrador		2004 (%)	
		2000	2004	N.L.	Canada
RNs Employed in Registered Nursing		5,394	5,452	5,452	246,575
Sex	Male	202	237	4.3	5.4
	Female	5,192	5,215	95.7	94.6
Average Age	Years	39.7	41.6	41.6	44.6
Age Breakdown	<35 years	1,753	1,372	25.2	19.6
	35–49 years	2,734	2,814	51.6	44.3
	50 years +	904	1,266	23.2	36.0
	Not Stated	0	0	0.0	<0.1
Employment Status	Full-time	3,918	3,909	71.7	51.0
	Part-time	871	963	17.7	32.1
	Casual	605	580	10.6	10.1
	Employed—Status Unknown	0	0	0.0	6.8
Place of Work	Hospital	3,829	3,760	69.0	62.5
	Community Health Agency	577	611	11.2	13.4
	Nursing Home/LTC Facility	595	606	11.1	10.5
	Other Place of Work	378	475	8.7	10.8
	Not Stated	15	0	0.0	2.8
Area of Responsibility	Direct Care	4,897	4,846	88.9	84.4
	Administration	270	326	6.0	5.5
	Education	181	226	4.1	3.5
	Research	26	54	1.0	1.0
	Not Stated	20	0	0.0	5.7
Position	Managerial Positions	470	566	10.4	7.2
	Staff/Community Health Nurse	4,405	4,345	79.7	75.3
	Other Positions	481	541	9.9	11.9
	Not Stated	38	0	0.0	5.6
Multiple Employment Status	Single Employer	4,957	4,960	91.0	87.2
	Multiple Employers	416	479	8.8	12.5
	Not Stated	21	13	0.2	0.3
Highest Education in Registered Nursing	Diploma	4,265	3,867	70.9	67.9
	Baccalaureate	1,052	1,478	27.1	29.8
	Master's/Doctorate	77	107	2.0	2.3
Workforce Place of Graduation	Canadian-trained	5,348	5,346	98.1	91.7
	Foreign-trained	0	106	1.9	7.4
	Not Stated	46	0	0.0	0.9

Source: RNDB/CIHI.

Notes

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

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Totals may not sum to 100 percent due to rounding.

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

Prince Edward Island—RN Workforce

		Prince Edward Island		2004 (%)	
		2000	2004	P.E.I.	Canada
RNs Employed in Registered Nursing		1,255	1,377	1,377	246,575
Sex	Male	21	35	2.5	5.4
	Female	1,234	1,342	97.5	94.6
Average Age	Years	43.6	45.6	45.6	44.6
Age Breakdown	<35 years	261	221	16.0	19.6
	35–49 years	618	616	44.7	44.3
	50 years +	375	540	39.2	36.0
	Not Stated	0	0	0.0	<0.1
Employment Status	Full-time	505	691	50.2	51.0
	Part-time	562	640	46.5	32.1
	Casual	188	29	2.1	10.1
	Employed—Status Unknown	0	17	1.2	6.8
Place of Work	Hospital	797	847	61.5	62.5
	Community Health Agency	114	146	10.6	13.4
	Nursing Home/LTC Facility	200	220	16.0	10.5
	Other Place of Work	143	164	11.9	10.8
	Not Stated	1	0	0.0	2.8
Area of Responsibility	Direct Care	1,132	1,217	88.4	84.4
	Administration	89	103	7.5	5.5
	Education	31	49	3.6	3.5
	Research	*	8	0.6	1.0
	Not Stated	*	0	0.0	5.7
Position	Managerial Positions	234	254	18.4	7.2
	Staff/Community Health Nurse	953	994	72.2	75.3
	Other Positions	62	129	9.4	11.9
	Not Stated	6	0	0.0	5.6
Multiple Employment Status	Single Employer	n/s	1,274	92.5	87.2
	Multiple Employers	n/s	103	7.5	12.5
	Not Stated	1,255	0	0.0	0.3
Highest Education in Registered Nursing	Diploma	994	945	68.6	67.9
	Baccalaureate	242	409	29.7	29.8
	Master's/Doctorate	19	23	1.7	2.3
Workforce Place of Graduation	Canadian-trained	1,233	1,343	97.5	91.7
	Foreign-trained	18	30	2.2	7.4
	Not Stated	4	4	0.3	0.9

Source: RNDB/CIHI.

Notes

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

n/s Data not submitted to CIHI.

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

Nova Scotia—RN Workforce

		Nova Scotia		2004 (%)	
		2000	2004	N.S.	Canada
RNs Employed in Registered Nursing		8,699	8,602	8,602	246,575
Sex	Male	232	264	3.1	5.4
	Female	8,467	8,338	96.9	94.6
Average Age	Years	42.9	45.2	45.2	44.6
Age Breakdown	<35 years	1,700	1,253	14.6	19.6
	35–49 years	4,803	4,379	50.9	44.3
	50 years +	2,196	2,970	34.5	36.0
	Not Stated	0	0	0.0	<0.1
Employment Status	Full-time	4,910	5,321	61.9	51.0
	Part-time	2,156	2,371	27.6	32.1
	Casual	1,633	910	10.6	10.1
	Employed—Status Unknown	0	0	0.0	6.8
Place of Work	Hospital	6,180	6,000	69.8	62.5
	Community Health Agency	803	848	9.9	13.4
	Nursing Home/LTC Facility	989	985	11.5	10.5
	Other Place of Work	727	769	8.9	10.8
	Not Stated	0	0	0.0	2.8
Area of Responsibility	Direct Care	7,896	7,613	88.5	84.4
	Administration	417	441	5.1	5.5
	Education	298	418	4.9	3.5
	Research	88	130	1.5	1.0
	Not Stated	0	0	0.0	5.7
Position	Managerial Positions	1,168	1,044	12.1	7.2
	Staff/Community Health Nurse	6,994	6,861	79.8	75.3
	Other Positions	485	697	8.1	11.9
	Not Stated	52	0	0.0	5.6
Multiple Employment Status	Single Employer	8,065	8,033	93.4	87.2
	Multiple Employers	634	569	6.6	12.5
	Not Stated	0	0	0.0	0.3
Highest Education in Registered Nursing	Diploma	6,488	5,889	68.5	67.9
	Baccalaureate	2,035	2,502	29.1	29.8
	Master's/Doctorate	176	211	2.5	2.3
Workforce Place of Graduation	Canadian-trained	8,488	8,395	97.6	91.7
	Foreign-trained	211	207	2.4	7.4
	Not Stated	0	0	0.0	0.9

Source: RNDB/CIHI.

Notes

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

New Brunswick—RN Workforce

		New Brunswick		2004 (%)	
		2000	2004	N.B.	Canada
RNs Employed in Registered Nursing		7,256	7,361	7,361	246,575
Sex	Male	258	289	3.9	5.4
	Female	6,998	7,072	96.1	94.6
Average Age	Years	42.0	43.7	43.7	44.6
Age Breakdown	<35 years	1,725	1,338	18.2	19.6
	35–49 years	3,853	3,759	51.1	44.3
	50 years +	1,678	2,264	30.8	36.0
	Not Stated	0	0	0.0	<0.1
Employment Status	Full-time	3,889	4,669	63.4	51.0
	Part-time	2,305	2,214	30.1	32.1
	Casual	1,062	478	6.5	10.1
	Employed—Status Unknown	0	0	0.0	6.8
Place of Work	Hospital	5,458	5,398	73.3	62.5
	Community Health Agency	313	435	5.9	13.4
	Nursing Home/LTC Facility	690	721	9.8	10.5
	Other Place of Work	750	807	11.0	10.8
	Not Stated	45	0	0.0	2.8
Area of Responsibility	Direct Care	6,653	6,604	89.7	84.4
	Administration	335	493	6.7	5.5
	Education	202	239	3.2	3.5
	Research	19	25	0.3	1.0
	Not Stated	47	0	0.0	5.7
Position	Managerial Positions	680	792	10.8	7.2
	Staff/Community Health Nurse	5,679	5,961	81.0	75.3
	Other Positions	846	607	8.2	11.9
	Not Stated	51	1	<0.1	5.6
Multiple Employment Status	Single Employer	n/s	6,739	91.6	87.2
	Multiple Employers	n/s	622	8.4	12.5
	Not Stated	7,256	0	0.0	0.3
Highest Education in Registered Nursing	Diploma	4,933	4,430	60.2	67.9
	Baccalaureate	2,215	2,779	37.8	29.8
	Master's/Doctorate	108	152	2.1	2.3
Workforce Place of Graduation	Canadian-trained	6,665	7,264	98.7	91.7
	Foreign-trained	59	97	1.3	7.4
	Not Stated	532	0	0.0	0.9

Source: RNDB/CIHI.

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

Quebec—RN Workforce

		Quebec		2004 (%)	
		2000	2004	Que.	Canada
RNs Employed in Registered Nursing		58,750	63,455	63,455	246,575
Sex	Male	5,139	5,782	9.1	5.4
	Female	53,611	57,673	90.9	94.6
Average Age	Years	42.2	43.5	43.5	44.6
Age Breakdown	<35 years	14,084	14,617	23.0	19.6
	35–49 years	29,737	27,826	43.9	44.3
	50 years +	14,929	21,012	33.1	36.0
	Not Stated	0	0	0.0	<0.1
Employment Status	Full-time	29,895	32,842	51.8	51.0
	Part-time	19,670	20,312	32.0	32.1
	Casual	9,185	6,752	10.6	10.1
	Employed—Status Unknown	0	3,549	5.6	6.8
Place of Work	Hospital	37,234	39,298	61.9	62.5
	Community Health Agency	7,249	8,307	13.1	13.4
	Nursing Home/LTC Facility	8,717	8,465	13.3	10.5
	Other Place of Work	5,406	7,379	11.6	10.8
	Not Stated	144	6	<0.1	2.8
Area of Responsibility	Direct Care	44,688	50,942	80.3	84.4
	Administration	7,359	2,674	4.2	5.5
	Education	1,321	2,221	3.5	3.5
	Research	784	815	1.3	1.0
	Not Stated	4,598	6,803	10.7	5.7
Position	Managerial Positions	4,088	4,104	6.5	7.2
	Staff/Community Health Nurse	42,042	48,148	75.9	75.3
	Other Positions	9,159	4,651	7.3	11.9
	Not Stated	3,461	6,552	10.3	5.6
Multiple Employment Status	Single Employer	50,132	54,676	86.2	87.2
	Multiple Employers	8,045	8,779	13.8	12.5
	Not Stated	573	0	0.0	0.3
Highest Education in Registered Nursing	Diploma	43,825	40,231	63.4	67.9
	Baccalaureate	14,126	21,852	34.4	29.8
	Master's/Doctorate	799	1,372	2.2	2.3
Workforce Place of Graduation	Canadian-trained	57,383	61,872	97.5	91.7
	Foreign-trained	546	1,577	2.5	7.4
	Not Stated	821	6	<0.1	0.9

Source: RNDB/CIHI.

Notes

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

Ontario—RN Workforce

		Ontario		2004 (%)	
		2000	2004	Ont.	Canada
RNs Employed in Registered Nursing		81,679	86,099	86,099	246,575
Sex	Male	2,748	3,542	4.1	5.4
	Female	78,931	82,557	95.9	94.6
Average Age	Years	44.2	45.1	45.1	44.6
Age Breakdown	<35 years	15,568	15,869	18.4	19.6
	35–49 years	39,961	37,567	43.6	44.3
	50 years +	26,148	32,662	37.9	36.0
	Not Stated	0	1	<0.1	<0.1
Employment Status	Full-time	43,899	44,566	51.8	51.0
	Part-time	28,949	24,123	28.0	32.1
	Casual	8,831	6,480	7.5	10.1
	Employed—Status Unknown	0	10,930	12.7	6.8
Place of Work	Hospital	49,856	52,527	61.0	62.5
	Community Health Agency	11,719	11,844	13.8	13.4
	Nursing Home/LTC Facility	6,668	6,819	7.9	10.5
	Other Place of Work	13,289	8,331	9.7	10.8
	Not Stated	147	6,578	7.6	2.8
Area of Responsibility	Direct Care	70,896	70,944	82.4	84.4
	Administration	4,352	5,913	6.9	5.5
	Education	2,402	1,981	2.3	3.5
	Research	775	735	0.9	1.0
	Not Stated	3,254	6,526	7.6	5.7
Position	Managerial Positions	5,592	5,380	6.2	7.2
	Staff/Community Health Nurse	62,200	61,084	70.9	75.3
	Other Positions	12,959	13,109	15.2	11.9
	Not Stated	928	6,526	7.6	5.6
Multiple Employment Status	Single Employer	67,330	80,683	93.7	87.2
	Multiple Employers	12,197	5,416	6.3	12.5
	Not Stated	2,152	0	0.0	0.3
Highest Education in Registered Nursing	Diploma	65,456	64,508	74.9	67.9
	Baccalaureate	14,967	19,655	22.8	29.8
	Master's/Doctorate	1,256	1,936	2.2	2.3
Workforce Place of Graduation	Canadian-trained	72,801	76,121	88.4	91.7
	Foreign-trained	8,563	9,878	11.5	7.4
	Not Stated	315	100	0.1	0.9

Source: RNDB/CIHI.

Notes

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Please review the Ontario section of the data limitations of the Methodological Notes for more information regarding comparability of Ontario RNDB data.

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

Manitoba—RN Workforce

		Manitoba		2004 (%)	
		2000	2004	Man.	Canada
RNs Employed in Registered Nursing		10,051	10,628	10,628	246,575
Sex	Male	443	563	5.3	5.4
	Female	9,608	10,065	94.7	94.6
Average Age	Years	43.2	45.0	45.0	44.6
Age Breakdown	<35 years	1,994	1,807	17.0	19.6
	35–49 years	5,333	5,023	47.3	44.3
	50 years +	2,700	3,794	35.7	36.0
	Not Stated	0	4	<0.1	<0.1
Employment Status	Full-time	4,524	4,963	46.7	51.0
	Part-time	4,886	4,876	45.9	32.1
	Casual	641	694	6.5	10.1
	Employed—Status Unknown	0	95	0.9	6.8
Place of Work	Hospital	6,435	6,586	62.0	62.5
	Community Health Agency	1,063	1,540	14.5	13.4
	Nursing Home/LTC Facility	1,170	1,216	11.4	10.5
	Other Place of Work	1,365	1,185	11.1	10.8
	Not Stated	18	101	1.0	2.8
Area of Responsibility	Direct Care	9,072	9,164	86.2	84.4
	Administration	564	714	6.7	5.5
	Education	311	531	5.0	3.5
	Research	86	134	1.3	1.0
	Not Stated	18	85	0.8	5.7
Position	Managerial Positions	1,057	877	8.3	7.2
	Staff/Community Health Nurse	7,650	7,853	73.9	75.3
	Other Positions	1,162	1,809	17.0	11.9
	Not Stated	182	89	0.8	5.6
Multiple Employment Status	Single Employer	8,695	9,335	87.8	87.2
	Multiple Employers	1,356	1,293	12.2	12.5
	Not Stated	0	0	0.0	0.3
Highest Education in Registered Nursing	Diploma	7,701	7,227	68.0	67.9
	Baccalaureate	2,181	3,168	29.8	29.8
	Master's/Doctorate	169	233	2.2	2.3
Workforce Place of Graduation	Canadian-trained	9,560	9,957	93.7	91.7
	Foreign-trained	491	671	6.3	7.4
	Not Stated	0	0	0.0	0.9

Source: RNDB/CIHI.

Notes

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

Saskatchewan—RN Workforce

		Saskatchewan		2004 (%)	
		2000	2004	Sask.	Canada
RNs Employed in Registered Nursing		8,543	8,499	8,499	246,575
Sex	Male	233	273	3.2	5.4
	Female	8,310	8,226	96.8	94.6
Average Age	Years	43.6	45.4	45.4	44.6
Age Breakdown	<35 years	1,690	1,451	17.1	19.6
	35–49 years	4,431	3,826	45.0	44.3
	50 years +	2,422	3,222	37.9	36.0
	Not Stated	0	0	0.0	<0.1
Employment Status	Full-time	4,340	4,632	54.5	51.0
	Part-time	3,173	2,962	34.9	32.1
	Casual	1,030	905	10.6	10.1
	Employed—Status Unknown	0	0	0.0	6.8
Place of Work	Hospital	4,917	4,925	57.9	62.5
	Community Health Agency	1,529	1,544	18.2	13.4
	Nursing Home/LTC Facility	1,138	1,017	12.0	10.5
	Other Place of Work	920	992	11.7	10.8
	Not Stated	39	21	0.2	2.8
Area of Responsibility	Direct Care	7,625	7,541	88.7	84.4
	Administration	531	533	6.3	5.5
	Education	287	355	4.2	3.5
	Research	51	51	0.6	1.0
	Not Stated	49	19	0.2	5.7
Position	Managerial Positions	773	772	9.1	7.2
	Staff/Community Health Nurse	6,949	6,902	81.2	75.3
	Other Positions	718	806	9.5	11.9
	Not Stated	103	19	0.2	5.6
Multiple Employment Status	Single Employer	6,762	6,861	80.7	87.2
	Multiple Employers	1,748	1,621	19.1	12.5
	Not Stated	33	17	0.2	0.3
Highest Education in Registered Nursing	Diploma	6,677	6,026	70.9	67.9
	Baccalaureate	1,794	2,371	27.9	29.8
	Master's/Doctorate	72	96	1.1	2.3
Workforce Place of Graduation	Canadian-trained	8,133	8,142	95.8	91.7
	Foreign-trained	217	251	3.0	7.4
	Not Stated	193	106	1.2	0.9

Source: RNDB/CIHI.

Notes

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

Alberta—RN Workforce

		Alberta		2004 (%)	
		2000	2004	Alta.	Canada
RNs Employed in Registered Nursing		22,172	25,600	25,600	246,575
Sex	Male	583	922	3.6	5.4
	Female	21,589	24,678	96.4	94.6
Average Age	Years	43.4	44.6	44.6	44.6
Age Breakdown	<35 years	4,836	5,388	21.0	19.6
	35–49 years	10,811	10,923	42.7	44.3
	50 years +	6,518	9,280	36.3	36.0
	Not Stated	0	9	<0.1	<0.1
Employment Status	Full-time	11,392	9,950	38.9	51.0
	Part-time	6,469	12,176	47.6	32.1
	Casual	4,311	2,786	10.9	10.1
	Employed—Status Unknown	0	688	2.7	6.8
Place of Work	Hospital	14,507	16,539	64.6	62.5
	Community Health Agency	2,855	3,457	13.5	13.4
	Nursing Home/LTC Facility	2,150	2,101	8.2	10.5
	Other Place of Work	2,614	3,304	12.9	10.8
	Not Stated	46	199	0.8	2.8
Area of Responsibility	Direct Care	19,900	22,584	88.2	84.4
	Administration	942	1,107	4.3	5.5
	Education	826	1,148	4.5	3.5
	Research	234	271	1.1	1.0
	Not Stated	270	490	1.9	5.7
Position	Managerial Positions	1,674	1,640	6.4	7.2
	Staff/Community Health Nurse	18,091	20,302	79.3	75.3
	Other Positions	2,164	3,432	13.4	11.9
	Not Stated	243	226	0.9	5.6
Multiple Employment Status	Single Employer	18,379	20,403	79.7	87.2
	Multiple Employers	3,793	5,020	19.6	12.5
	Not Stated	0	177	0.7	0.3
Highest Education in Registered Nursing	Diploma	14,832	15,511	60.6	67.9
	Baccalaureate	6,829	9,340	36.5	29.8
	Master's/Doctorate	511	744	2.9	2.3
Workforce Place of Graduation	Canadian-trained	19,700	22,726	88.8	91.7
	Foreign-trained	0	1,090	4.3	7.4
	Not Stated	2,472	1,784	7.0	0.9

Source: RNDB/CIHI.

Notes
Data include only RNs employed in registered nursing at the time of annual registration. RNs not employed in registered nursing and RNs failing to state their employment status are excluded from the data.
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Source: Registered Nurses Database, Canadian Institute for Health Information.

British Columbia—RN Workforce

		British Columbia		2004 (%)	
		2000	2004	B.C.	Canada
RNs Employed in Registered Nursing		27,730	28,289	28,289	246,575
Sex	Male	1,129	1,351	4.8	5.4
	Female	26,601	26,938	95.2	94.6
Average Age	Years	44.4	45.8	45.8	44.6
Age Breakdown	<35 years	4,940	4,776	16.9	19.6
	35–49 years	13,589	12,076	42.7	44.3
	50 years +	9,201	11,437	40.4	36.0
	Not Stated	0	0	0.0	<0.1
Employment Status	Full-time	12,880	14,122	49.9	51.0
	Part-time	7,985	8,525	30.1	32.1
	Casual	6,865	5,143	18.2	10.1
	Employed—Status Unknown	0	499	1.8	6.8
Place of Work	Hospital	17,922	17,664	62.4	62.5
	Community Health Agency	3,141	3,919	13.9	13.4
	Nursing Home/LTC Facility	3,730	3,677	13.0	10.5
	Other Place of Work	2,930	2,970	10.5	10.8
	Not Stated	7	59	0.2	2.8
Area of Responsibility	Direct Care	25,139	25,543	90.3	84.4
	Administration	1,077	1,136	4.0	5.5
	Education	1,100	1,299	4.6	3.5
	Research	182	239	0.8	1.0
	Not Stated	232	72	0.3	5.7
Position	Managerial Positions	2,081	2,118	7.5	7.2
	Staff/Community Health Nurse	22,591	22,411	79.2	75.3
	Other Positions	2,581	3,317	11.7	11.9
	Not Stated	477	443	1.6	5.6
Multiple Employment Status	Single Employer	20,409	21,581	76.3	87.2
	Multiple Employers	7,321	6,708	23.7	12.5
	Not Stated	0	0	0.0	0.3
Highest Education in Registered Nursing	Diploma	19,958	18,034	63.7	67.9
	Baccalaureate	7,145	9,417	33.3	29.8
	Master's/Doctorate	627	838	3.0	2.3
Workforce Place of Graduation	Canadian-trained	23,720	23,915	84.5	91.7
	Foreign-trained	4,010	4,234	15.0	7.4
	Not Stated	0	140	0.5	0.9

Source: RNDB/CIHI.

Notes

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

Yukon—RN Workforce

		Yukon		2004 (%)	
		2000	2004	Y.T.	Canada
RNs Employed in Registered Nursing		275	283	283	246,575
Sex	Male	16	20	7.1	5.4
	Female	259	263	92.9	94.6
Average Age	Years	43.3	45.1	45.1	44.6
Age Breakdown	<35 years	48	53	18.7	19.6
	35–49 years	152	130	45.9	44.3
	50 years +	75	100	35.3	36.0
	Not Stated	0	0	0.0	<0.1
Employment Status	Full-time	132	123	43.5	51.0
	Part-time	88	94	33.2	32.1
	Casual	55	64	22.6	10.1
	Employed—Status Unknown	0	2	0.7	6.8
Place of Work	Hospital	120	125	44.2	62.5
	Community Health Agency	87	84	29.7	13.4
	Nursing Home/LTC Facility	21	28	9.9	10.5
	Other Place of Work	46	46	16.3	10.8
	Not Stated	1	0	0.0	2.8
Area of Responsibility	Direct Care	244	250	88.3	84.4
	Administration	22	20	7.1	5.5
	Education	8	**	**	3.5
	Research	0	*	*	1.0
	Not Stated	1	0	0.0	5.7
Position	Managerial Positions	32	22	7.8	7.2
	Staff/Community Health Nurse	205	202	71.4	75.3
	Other Positions	36	59	20.8	11.9
	Not Stated	2	0	0.0	5.6
Multiple Employment Status	Single Employer	231	232	82.0	87.2
	Multiple Employers	42	45	15.9	12.5
	Not Stated	2	6	2.1	0.3
Highest Education in Registered Nursing	Diploma	168	158	55.8	67.9
	Baccalaureate	**	**	**	29.8
	Master's/Doctorate	*	*	*	2.3
Workforce Place of Graduation	Canadian-trained	255	261	92.2	91.7
	Foreign-trained	19	22	7.8	7.4
	Not Stated	1	0	0.0	0.9

Source: RNDB/CIHI.

Notes

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

Data from the Yukon include interprovincial duplicates employed in nursing.

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

Northwest Territories and Nunavut—RN Workforce

		Northwest Territories and Nunavut		2004 (%)	
		2000	2004	N.W.T./Nun.	Canada
RNs Employed in Registered Nursing		762	930	930	246,575
Sex	Male	69	101	10.9	5.4
	Female	693	829	89.1	94.6
Average Age	Years	42.3	43.7	43.7	44.6
Age Breakdown	<35 years	199	222	23.9	19.6
	35–49 years	369	385	41.4	44.3
	50 years +	194	295	31.7	36.0
	Not Stated	0	28	3.0	<0.1
Employment Status	Full-time	n/s	n/s	n/s	51.0
	Part-time	n/s	n/s	n/s	32.1
	Casual	n/s	n/s	n/s	10.1
	Employed—Status Unknown	762	930	100.0	6.8
Place of Work	Hospital	329	356	38.3	62.5
	Community Health Agency	298	365	39.2	13.4
	Nursing Home/LTC Facility	16	20	2.2	10.5
	Other Place of Work	117	166	17.8	10.8
	Not Stated	2	23	2.5	2.8
Area of Responsibility	Direct Care	688	818	88.0	84.4
	Administration	44	47	5.1	5.5
	Education	27	**	**	3.5
	Research	0	*	*	1.0
	Not Stated	3	32	3.4	5.7
Position	Managerial Positions	65	79	8.5	7.2
	Staff/Community Health Nurse	607	702	75.5	75.3
	Other Positions	79	118	12.7	11.9
	Not Stated	11	31	3.3	5.6
Multiple Employment Status	Single Employer	661	351	37.7	87.2
	Multiple Employers	101	110	11.8	12.5
	Not Stated	0	469	50.4	0.3
Highest Education in Registered Nursing	Diploma	504	594	63.9	67.9
	Baccalaureate	237	**	**	29.8
	Master's/Doctorate	21	**	**	2.3
Workforce Place of Graduation	Canadian-trained	678	827	88.9	91.7
	Foreign-trained	53	98	10.5	7.4
	Not Stated	31	5	0.5	0.9

Source: RNDB/CIHI.

Notes

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

Canada—RN Workforce

		Canada		Canada (%)	
		2000	2004	2000	2004
RNs Employed in Registered Nursing		232,566	246,575	232,566	246,575
Sex	Male	11,073	13,379	4.8	5.4
	Female	221,493	233,196	95.2	94.6
Average Age	Years	43.3	44.6	43.3	44.6
Age Breakdown	<35 years	48,798	48,367	21.0	19.6
	35–49 years	116,391	109,324	50.0	44.3
	50 years +	67,340	88,842	29.0	36.0
	Not Stated	37	42	<0.1	<0.1
Employment Status	Full-time	120,284	125,788	51.7	51.0
	Part-time	77,114	79,256	33.4	32.1
	Casual	34,406	24,821	14.9	10.1
	Employed—Status Unknown	762	16,710	0.0	6.8
Place of Work	Hospital	147,584	154,025	63.5	62.5
	Community Health Agency	29,748	33,100	12.8	13.4
	Nursing Home/LTC Facility	26,084	25,875	11.2	10.5
	Other Place of Work	28,685	26,588	12.3	10.8
	Not Stated	465	6,987	0.2	2.8
Area of Responsibility	Direct Care	198,830	208,066	85.5	84.4
	Administration	16,002	13,507	6.9	5.5
	Education	6,994	8,509	3.0	3.5
	Research	2,247	2,466	1.0	1.0
	Not Stated	8,493	14,027	3.7	5.7
Position	Managerial Positions	17,914	17,648	7.7	7.2
	Staff/Community Health Nurse	178,366	185,765	76.7	75.3
	Other Positions	30,732	29,275	13.2	11.9
	Not Stated	5,554	13,887	2.4	5.6
Multiple Employment Status	Single Employer	185,621	215,128	79.8	87.2
	Multiple Employers	35,653	30,765	15.3	12.5
	Not Stated	11,292	682	4.9	0.3
Highest Education in Registered Nursing	Diploma	175,801	167,420	75.6	67.9
	Baccalaureate	52,927	73,404	22.8	29.8
	Master's/Doctorate	3,838	5,736	1.7	2.3
Workforce Place of Graduation	Canadian-trained	213,964	226,169	92.0	91.7
	Foreign-trained	14,089	18,261	6.1	7.4
	Not Stated	4,513	2,145	1.9	0.9

Source: RNDB/CIHI.

Notes

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

Summary Tables

A.Summary

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

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

Notes

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^ Northwest Territories and Nunavut data combined for 2004.

n/s Data not submitted to CIHI

– Data do not exist, or are not applicable

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

Source: NDB/CIHI.

Total Number of Nursing Registrations by Province/Territory of Registration, Canada, 2004 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
							(percentage distribution)							
RN	**66.6**	**68.2**	**73.2**	**74.2**	**79.3**	**77.0**	**75.8**	**73.3**	**79.8**	**80.0**	**	**	^	**77.5**
Employed in reg'd nursing	66.1	67.6	71.3	69.9	77.5	67.1	73.1	72.2	78.2	77.9	**	**	^	72.5
Employed in other than reg'd nsg	*	0.0	0.3	0.2	0.2	3.6	0.0	0.2	0.1	0.5	*	0.0	^	1.5
Not employed in reg'd nsg	**	0.6	1.6	2.7	0.5	5.6	0.0	0.8	1.4	1.2	*	0.0	^	2.7
Not stated	0.0	0.0	0.0	1.5	1.1	0.7	2.7	<0.1	0.1	0.4	**	**	^	0.8
LPN	**33.4**	**31.8**	**26.8**	**25.8**	**20.7**	**23.0**	**17.5**	**18.5**	**16.6**	**14.1**	**	**	..	**21.0**
Employed in practical nursing	32.8	30.8	25.3	24.3	18.9	19.1	16.6	18.1	15.4	13.2	**	**	..	18.7
Not employed in practical nsg	0.5	0.9	0.5	n/s	0.2	3.4	0.2	0.4	1.2	0.9	*	*	..	1.6
Not stated	<0.1	<0.1	1.0	1.5	1.7	0.5	0.7	<0.1	0.0	<0.1	0.0	0.0	..	0.7
RPN	–	–	–	–	–	–	**6.7**	**8.3**	**3.6**	**5.9**	–	–	–	**1.5**
Employed in psych. nursing	–	–	–	–	–	–	6.6	7.9	3.4	5.8	–	–	–	1.5
Not employed in psych. nsg	–	–	–	–	–	–	0.0	*	*	<0.1	–	–	–	<0.1
Not stated	–	–	–	–	–	–	<0.1	**	**	0.1	–	–	–	<0.1
Total Registrations	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**0.0**	**100.0**

Notes

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Source: NDB/CIHI.

B.Summary

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

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

Notes

^ Northwest Territories and Nunavut data combined for 2004

n/s Data not submitted to CIHI

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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

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

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

Source: NDB/CIHI.

Regulated Nursing Workforce by Employment Status and Province/Territory of Registration, Canada, 2004 (cont'd)

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

Notes

^ Northwest Territories and Nunavut data combined for 2004

n/s Data not submitted to CIHI

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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

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

Totals may not sum to 100 percent due to rounding

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

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

Source: NDB/CIHI.

C.Summary

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

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

Notes

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^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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

For LPN and RN data:

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

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

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

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

For RPN data:

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

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

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

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

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

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

Source: NDB/CIHI.

Regulated Nursing Workforce by Place of Work and Province/Territory of Registration, Canada, 2004 (cont'd)

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

Notes

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^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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

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

Totals may not sum to 100 percent due to rounding

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

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

Source: NDB/CIHI.

D.Summary

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

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

Notes

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^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

For LPN data:

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

Administration/Education/Research includes data from: Nursing Service, Nursing Education, Other Administration, Teaching students, Teaching employees, Teaching patients/clients, Nursing research, Other research

For RN data:

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

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

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

Research includes data from: Nursing Research, Other Research

For RPN data:

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

Administration includes data from: Administration.

Education/Research includes data from: Education and Research.

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

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

Source: NDB/CIHI.

Regulated Nursing Workforce by Area of Responsibility and Province/Territory of Registration, Canada, 2004 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
							(percentage distribution)							
RN	**66.8**	**68.7**	**73.8**	**74.2**	**80.4**	**77.9**	**75.9**	**73.5**	**80.6**	**80.4**	**84.2**	**91.1**	^	**78.2**
Direct Care	59.4	60.7	65.3	66.6	64.5	64.2	65.4	65.2	71.1	72.6	74.4	80.1	^	66.0
Administration	4.0	5.1	3.8	5.0	3.4	5.3	5.1	4.6	3.5	3.2	6.0	4.6	^	4.3
Education	2.8	2.4	3.6	2.4	2.8	1.8	3.8	3.1	3.6	3.7	**	**	^	2.7
Research	0.7	0.4	1.1	0.3	1.0	0.7	1.0	0.4	0.9	0.7	*	*	^	0.8
Not Stated	0.0	0.0	0.0	0.0	8.6	5.9	0.6	0.2	1.5	0.2	0.0	3.1	^	4.5
LPN	**33.2**	**31.3**	**26.2**	**25.8**	**19.6**	**22.1**	**17.2**	**18.4**	**15.9**	**13.7**	**15.8**	**8.9**	..	**20.1**
Direct Care	32.2	30.9	25.1	24.9	18.9	19.1	16.9	18.1	15.6	13.5	15.8	8.9	..	18.7
Administration/Education/Research	*	**	0.4	0.9	0.1	0.4	0.3	0.2	0.3	0.2	0.0	0.0	..	0.3
Not Stated	**	*	0.8	0.0	0.6	2.7	<0.1	0.1	0.0	<0.1	0.0	0.0	..	1.1
RPN	–	–	–	–	–	–	**6.9**	**8.1**	**3.5**	**6.0**	–	–	–	**1.6**
Direct Care	–	–	–	–	–	–	5.8	7.4	3.2	5.4	–	–	–	1.5
Administration	–	–	–	–	–	–	0.8	0.4	0.2	0.2	–	–	–	0.1
Education/Research	–	–	–	–	–	–	0.2	0.2	0.1	0.2	–	–	–	<0.1
Not Stated	–	–	–	–	–	–	0.1	0.1	<0.1	0.1	–	–	–	<0.1
Total Nursing Workforce	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**0.0**	**100.0**

Notes

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^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

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Totals may not sum to 100 percent due to rounding

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

Source: NDB/CIHI.

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

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

Notes

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^ Northwest Territories and Nunavut data combined for 2004

n/s Data not submitted to CIHI

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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

For RN data:

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

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

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

For LPN data:

Managerial Positions includes data from: Coordinator/Care Manager

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

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

For RPN data:

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

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

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

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

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

Source: NDB/CIHI.

Regulated Nursing Workforce by Position and Province/Territory of Registration, Canada, 2004 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
							(percentage distribution)							
RN	**66.8**	**68.7**	**73.8**	**74.2**	**80.4**	**77.9**	**75.9**	**73.5**	**80.6**	**80.4**	**84.2**	**91.1**	^	**78.2**
Managerial Positions	6.9	12.7	9.0	8.0	5.2	4.9	6.3	6.7	5.2	6.0	6.5	7.7	^	5.6
Staff Nurse/Community Health Nurse	53.2	49.6	58.8	60.1	61.0	55.2	56.1	59.7	63.9	63.7	60.1	68.8	^	58.9
Other Positions	6.6	6.4	6.0	6.1	5.9	11.9	12.9	7.0	10.8	9.4	17.6	11.6	^	9.3
Not Stated	0.0	0.0	0.0	<0.1	8.3	5.9	0.6	0.2	0.7	1.3	0.0	3.0	^	4.4
LPN	**33.2**	**31.3**	**26.2**	**25.8**	**19.6**	**22.1**	**17.2**	**18.4**	**15.9**	**13.7**	**15.8**	**8.9**	..	**20.1**
Managerial Positions	0.0	0.4	0.5	0.5	<0.1	0.5	0.2	0.1	0.2	0.2	n/s	0.0	..	0.3
Staff Nurse/Community Health Nurse	31.6	27.2	23.9	21.9	17.9	17.3	16.4	16.4	14.8	11.5	n/s	8.4	..	17.3
Other Positions	**	3.5	1.2	3.4	1.2	1.7	0.6	1.9	0.9	1.9	n/s	*	..	1.5
Not Stated	**	0.1	0.7	<0.1	0.4	2.7	0.0	0.1	<0.1	0.1	15.8	*	..	1.1
RPN	–	–	–	–	–	–	**6.9**	**8.1**	**3.5**	**6.0**	–	–	–	**1.6**
Managerial Positions	–	–	–	–	–	–	0.8	1.0	0.3	~	–	–	–	0.1
Staff Nurse/Community Health Nurse	–	–	–	–	–	–	5.2	6.3	2.8	4.5	–	–	–	1.3
Other Positions	–	–	–	–	–	–	0.8	0.7	0.4	1.4	–	–	–	0.3
Not Stated	–	–	–	–	–	–	0.1	0.1	<0.1	0.1	–	–	–	<0.1
Total Nursing Workforce	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**0.0**	**100.0**

Notes

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^ Northwest Territories and Nunavut data combined for 2004

n/s Data not submitted to CIHI

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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

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Totals may not sum to 100 percent due to rounding

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

Source: NDB/CIHI.

F.Summary

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

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

Notes

^ Northwest Territories and Nunavut data combined for 2004

n/s Data not submitted to CIHI

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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

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

Source: NDB/CIHI.

Regulated Nursing Workforce by Multiple Employers and Province/Territory of Registration, Canada, 2004 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
							(percentage distribution)							
RN	**66.8**	**68.7**	**73.8**	**74.2**	**80.4**	**77.9**	**75.9**	**73.5**	**80.6**	**80.4**	**84.2**	**91.1**	^	**78.2**
Single Employer in Reg'd Nsg	60.8	63.5	68.9	68.0	69.3	73.0	66.7	59.3	64.2	61.3	69.0	34.4	^	68.3
Multiple Employers in Reg'd Nsg	5.9	5.1	4.9	6.3	11.1	4.9	9.2	14.0	15.8	19.1	13.4	10.8	^	9.8
Not Stated	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.6	0.0	1.8	45.9	^	0.2
LPN	**33.2**	**31.3**	**26.2**	**25.8**	**19.6**	**22.1**	**17.2**	**18.4**	**15.9**	**13.7**	**15.8**	**8.9**	**..**	**20.1**
Single Employer in Pract. Nsg	33.2	25.8	21.2	22.5	16.9	20.5	12.4	12.0	12.0	10.1	n/s	n/s	..	17.3
Multiple Employers in Pract. Nsg	0.0	5.5	5.0	3.2	2.7	1.6	4.8	4.4	3.9	3.4	n/s	n/s	..	2.7
Not Stated	0.0	0.0	<0.1	0.0	0.0	0.0	0.0	2.0	0.0	0.2	15.8	8.9	..	0.1
RPN	–	–	–	–	–	–	**6.9**	**8.1**	**3.5**	**6.0**	–	–	–	**1.6**
Single Employer in Psych. Nsg	–	–	–	–	–	–	5.6	6.7	2.7	4.7	–	–	–	1.3
Multiple Employers in Psych. Nsg	–	–	–	–	–	–	1.3	1.4	0.8	1.2	–	–	–	0.3
Not Stated	–	–	–	–	–	–	0.0	0.0	0.0	0.0	–	–	–	0.0
Total Nursing Workforce	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**0.0**	**100.0**

Notes

^ Northwest Territories and Nunavut data combined for 2004

n/s Data not submitted to CIHI

– Data do not exist, or are not applicable

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Totals may not sum to 100 percent due to rounding

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Source: NDB/CIHI.

G.Summary

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

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

Notes

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^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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Source: NDB/CIHI.

Regulated Nursing Workforce by Sex and Province/Territory of Registration, Canada, 2004 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
							(percentage distribution)							
RN	**66.8**	**68.7**	**73.8**	**74.2**	**80.4**	**77.9**	**75.9**	**73.5**	**80.6**	**80.4**	**84.2**	**91.1**	^	**78.2**
Male	2.9	1.7	2.3	2.9	7.3	3.2	4.0	2.4	2.9	3.8	6.0	9.9	^	4.2
Female	63.9	66.9	71.5	71.3	73.1	74.7	71.9	71.1	77.7	76.5	78.3	81.2	^	74.0
Not Stated	–	–	–	–	–	–	–	–	–	–	–	–	^	–
LPN	**33.2**	**31.3**	**26.2**	**25.8**	**19.6**	**22.1**	**17.2**	**18.4**	**15.9**	**13.7**	**15.8**	**8.9**	..	**20.1**
Male	4.5	2.4	1.4	2.6	1.6	1.3	0.7	0.5	0.7	1.2	*	**	..	1.4
Female	28.7	28.9	24.9	23.2	18.0	20.8	16.5	17.9	15.2	12.5	**	**	..	18.7
Not Stated	–	–	–	–	–	–	–	–	–	–	–	–	..	–
RPN	–	–	–	–	–	–	**6.9**	**8.1**	**3.5**	**6.0**	–	–	–	**1.6**
Male	–	–	–	–	–	–	1.7	1.2	0.9	1.4	–	–	–	0.4
Female	–	–	–	–	–	–	5.2	6.8	2.6	4.6	–	–	–	1.3
Not Stated	–	–	–	–	–	–	0.0	0.0	0.0	0.0	–	–	–	0.0
Total Nursing Workforce	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**0.0**	**100.0**

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^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

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Totals may not sum to 100 percent due to rounding

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

Source: NDB/CIHI.

H. Summary

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

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

Notes

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Source: NDB/CIHI.

Regulated Nursing Workforce by Location of Graduation and Province/Territory of Registration, Canada, 2004 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
							(percentage distribution)							
RN	**66.8**	**68.7**	**73.8**	**74.2**	**80.4**	**77.9**	**75.9**	**73.5**	**80.6**	**80.4**	**84.2**	**91.1**	^	**78.2**
Canadian-trained	65.5	67.0	72.0	73.2	78.4	68.8	71.1	70.4	71.5	67.9	77.7	81.0	^	71.8
Foreign-trained	1.3	1.5	1.8	1.0	2.0	8.9	4.8	2.2	3.4	12.0	6.5	9.6	^	5.8
Not Stated	0.0	0.2	0.0	0.0	<0.1	0.1	0.0	0.9	5.6	0.4	0.0	0.5	^	0.7
LPN	**33.2**	**31.3**	**26.2**	**25.8**	**19.6**	**22.1**	**17.2**	**18.4**	**15.9**	**13.7**	**15.8**	**8.9**	..	**20.1**
Canadian-trained	23.8	**	26.2	25.7	n/s	21.4	16.7	18.1	15.6	13.0	15.8	**	..	14.6
Foreign-trained	0.0	*	0.1	0.1	n/s	0.7	0.5	0.3	0.3	0.5	0.0	*	..	0.4
Not Stated	9.4	0.0	0.0	0.0	19.6	<0.1	<0.1	0.0	0.0	0.1	0.0	0.0	..	5.2
RPN	–	–	–	–	–	–	**6.9**	**8.1**	**3.5**	**6.0**	–	–	–	**1.6**
Canadian-trained	–	–	–	–	–	–	6.8	8.0	3.2	4.8	–	–	–	1.5
Foreign-trained	–	–	–	–	–	–	0.1	0.1	0.3	0.7	–	–	–	0.1
Not Stated	–	–	–	–	–	–	0.0	0.0	0.0	0.4	–	–	–	<0.1
Total Nursing Workforce	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**0.0**	**100.0**

Notes

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^ Northwest Territories and Nunavut data combined for 2004

n/s Data not submitted to CIHI

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Source: NDB/CIHI.

I. Summary

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

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

Notes

^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

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Source: NDB/CIHI.

Regulated Nursing Workforce by Years Since Graduation and Province/Territory of Registration, Canada, 2004 (cont'd)

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

Notes

^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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

Totals may not sum to 100 percent due to rounding

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

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

Source: NDB/CIHI.

J. Summary

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

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

Notes

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^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

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

Source: NDB/CIHI.

Regulated Nursing Workforce by Age Group and Province/Territory of Registration, Canada, 2004 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
							(percentage distribution)							
RN	**66.8**	**68.7**	**73.8**	**74.2**	**80.4**	**77.9**	**75.9**	**73.5**	**80.6**	**80.4**	**84.2**	**91.1**	^	**78.2**
<25 years	2.0	1.2	0.9	1.6	3.5	1.2	0.8	1.1	1.7	1.3	*	**	^	1.8
25–29 years	6.3	3.5	3.7	5.0	7.2	5.3	4.8	4.5	6.5	5.0	5.1	9.4	^	5.7
30–34 years	8.5	6.3	6.2	6.9	7.9	7.9	7.3	6.9	8.8	7.2	10.1	11.8	^	7.8
35–39 years	12.0	9.3	9.7	12.0	9.9	9.7	9.9	8.3	10.0	8.5	7.7	10.6	^	9.7
40–44 years	12.1	11.1	13.7	13.5	11.5	12.1	12.6	11.7	11.6	11.6	14.9	13.5	^	12.0
45–49 years	10.4	10.4	14.1	12.5	13.8	12.2	13.4	13.1	12.8	14.2	16.1	13.6	^	13.0
50–54 years	8.7	12.1	12.3	12.3	14.2	13.7	13.4	13.6	13.0	14.6	11.9	13.3	^	13.6
55–59 years	4.8	9.2	8.6	7.4	8.7	9.6	8.8	8.5	9.4	11.3	13.4	8.5	^	9.2
60–64 years	1.8	4.1	3.7	2.6	2.8	4.9	3.9	4.4	5.2	5.6	3.9	5.1	^	4.2
65–69 years	**	1.2	0.8	0.4	0.6	1.2	0.9	1.2	1.3	0.9	*	1.5	^	0.9
70+ years	*	0.2	0.1	0.1	0.3	0.2	0.2	0.1	0.3	0.1	0.0	**	^	0.2
Not Stated	0.0	0.0	0.0	0.0	0.0	<0.1	<0.1	0.0	<0.1	0.0	0.0	2.7	^	<0.1
LPN	**33.2**	**31.3**	**26.2**	**25.8**	**19.6**	**22.1**	**17.2**	**18.4**	**15.9**	**13.7**	**15.8**	**8.9**	..	**20.1**
<25 years	0.8	0.8	0.4	1.2	0.9	0.5	0.5	0.9	1.0	0.4	0.0	0.0	..	0.7
25–29 years	**	1.7	1.9	2.4	1.5	1.4	1.3	1.8	1.4	1.1	*	0.7	..	1.5
30–34 years	2.9	2.4	2.9	3.0	1.6	2.2	1.5	1.3	1.4	1.2	1.5	0.8	..	1.9
35–39 years	4.6	4.6	3.9	3.2	2.1	2.6	1.8	1.5	1.4	1.4	*	**	..	2.3
40–44 years	6.3	5.1	4.6	4.0	2.9	3.5	2.4	2.6	2.1	1.9	3.9	1.7	..	3.1
45–49 years	5.9	5.7	4.8	4.4	3.7	3.9	3.1	3.5	2.4	2.6	1.5	2.1	..	3.6
50–54 years	5.3	5.1	3.8	3.8	3.6	4.0	3.0	3.4	2.6	2.4	5.1	1.2	..	3.5
55–59 years	4.7	3.6	3.0	2.7	2.5	2.8	2.5	2.2	2.1	1.9	1.8	1.1	..	2.6
60–64 years	0.7	1.9	1.0	1.0	0.5	1.1	0.9	1.1	1.1	0.6	*	*	..	0.9
65–69 years	*	0.3	**	**	0.1	0.2	**	**	0.2	0.1	0.0	0.0	..	0.1
70+ years	0.0	0.0	*	*	0.1	<0.1	*	*	<0.1	<0.1	0.0	0.0	..	<0.1
Not Stated	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3	0.0	..	<0.1
RPN	–	–	–	–	–	–	**6.9**	**8.1**	**3.5**	**6.0**	–	–	–	**1.6**
<25 years	–	–	–	–	–	–	**	*	**	<0.1	–	–	–	<0.1
25–29 years	–	–	–	–	–	–	0.2	0.2	0.1	0.3	–	–	–	0.1
30–34 years	–	–	–	–	–	–	0.4	0.8	0.2	0.5	–	–	–	0.1
35–39 years	–	–	–	–	–	–	0.7	1.3	0.5	0.7	–	–	–	0.2
40–44 years	–	–	–	–	–	–	1.3	1.4	0.6	0.8	–	–	–	0.3
45–49 years	–	–	–	–	–	–	1.6	1.4	0.6	0.9	–	–	–	0.3
50–54 years	–	–	–	–	–	–	1.4	1.2	0.6	1.0	–	–	–	0.3
55–59 years	–	–	–	–	–	–	0.8	0.9	0.6	1.2	–	–	–	0.3
60–64 years	–	–	–	–	–	–	0.2	0.5	0.2	0.5	–	–	–	0.1
65–69 years	–	–	–	–	–	–	0.1	0.1	<0.1	0.1	–	–	–	<0.1
70+ years	–	–	–	–	–	–	*	*	*	<0.1	–	–	–	<0.1
Not Stated	–	–	–	–	–	–	0.0	0.2	0.0	0.0	–	–	–	<0.1
Total Nursing Workforce	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**0.0**	**100.0**

Notes

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^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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

Totals may not sum to 100 percent due to rounding

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

Source: NDB/CIHI.

K. Summary

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

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
							(years)							
RN	41.6	45.6	45.2	43.7	43.5	45.1	45.0	45.4	44.6	45.8	45.1	43.7	^	44.6
LPN	44.2	44.8	43.7	42.7	44.1	44.9	45.0	44.4	44.2	44.7	46.6	44.1	..	44.4
RPN	–	–	–	–	–	–	46.3	45.8	46.5	47.2	–	–	–	46.6
Total Nursing Workforce	**42.4**	**45.3**	**44.8**	**43.5**	**43.6**	**45.1**	**45.1**	**45.2**	**44.6**	**45.8**	**45.3**	**43.8**	**0.0**	**44.6**

Notes

^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

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

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Source: NDB/CIHI.

Regulated Nursing Workforce by Difference from Provincial/Territorial Average Age and Province/Territory of Registration, Canada, 2004 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
							(difference)							
RN	-0.8	0.3	0.4	0.2	-0.1	0.0	-0.1	0.2	0.0	0.0	-0.2	-0.1	^	0.0
LPN	1.8	-0.5	-1.1	-0.8	0.5	-0.2	-0.1	-0.8	-0.4	-1.1	1.3	0.3	..	-0.2
RPN	–	–	–	–	–	–	1.2	0.6	1.9	1.4	–	–	–	2.0
Total Nursing Workforce	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**	**0.0**

Notes

^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

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Source: NDB/CIHI.

L. Summary

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

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

Notes

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^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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Source: NDB/CIHI.

Regulated Nursing Workforce by Initial Education in Nursing Discipline and Province/Territory of Registration, Canada, 2004 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
							(percentage distribution)							
RN	**66.8**	**68.7**	**73.8**	**74.2**	**80.4**	**77.9**	**75.9**	**73.5**	**80.6**	**80.4**	**84.2**	**91.1**	^	**78.2**
Diploma	52.0	55.8	59.8	54.6	74.3	67.3	60.2	58.3	60.7	64.6	64.0	70.5	^	66.3
Baccalaureate/Master's	14.8	12.9	14.0	19.6	6.1	10.5	15.7	15.1	19.8	15.7	19.9	20.3	^	11.9
Not Stated	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	<0.1	0.0	0.3	0.3	^	<0.1
LPN	**33.2**	**31.3**	**26.2**	**25.8**	**19.6**	**22.1**	**17.2**	**18.4**	**15.9**	**13.7**	**15.8**	**8.9**	..	**20.1**
Diploma	32.6	30.9	25.8	25.6	19.1	22.1	15.9	17.9	15.6	12.6	15.8	8.9	..	19.7
Equivalency	0.6	0.4	0.5	0.2	0.5	<0.1	1.4	0.5	0.3	1.0	0.0	0.0	..	0.4
RPN	–	–	–	–	–	–	**6.9**	**8.1**	**3.5**	**6.0**	–	–	–	**1.6**
Diploma	–	–	–	–	–	–	6.3	**	**	5.8	–	–	–	1.6
Baccalaureate	–	–	–	–	–	–	0.5	*	**	0.2	–	–	–	<0.1
Not Stated	–	–	–	–	–	–	0.0	0.0	0.0	0.0	–	–	–	0.0
Total Nursing Workforce	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**0.0**	**100.0**

Notes

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

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

^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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

Totals may not sum to 100 percent due to rounding

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

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

Source: NDB/CIHI.

M. Summary

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

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

Notes

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

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

^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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

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

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

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

Source: NDB/CIHI.

Regulated Nursing Workforce by Highest Education in Nursing Discipline and Province/Territory of Registration, Canada, 2004 (cont'd)

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
							(percentage distribution)							
RN	**66.8**	**68.7**	**73.8**	**74.2**	**80.4**	**77.9**	**75.9**	**73.5**	**80.6**	**80.4**	**84.2**	**91.1**	^	**78.2**
Diploma	47.4	47.1	50.5	44.7	51.0	58.3	51.6	52.1	48.8	51.2	47.0	58.2	^	53.1
Baccalaureate	18.1	20.4	21.5	28.0	27.7	17.8	22.6	20.5	29.4	26.8	**	**	^	23.3
Master's/Doctorate	1.3	1.1	1.8	1.5	1.7	1.8	1.7	0.8	2.3	2.4	*	**	^	1.8
Not Stated	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	<0.1	0.0	0.3	0.3	^	<0.1
LPN	**33.2**	**31.3**	**26.2**	**25.8**	**19.6**	**22.1**	**17.2**	**18.4**	**15.9**	**13.7**	**15.8**	**8.9**	..	**20.1**
Equivalency/Diploma	33.2	31.3	26.2	25.8	19.6	22.1	17.2	18.4	15.9	13.7	15.8	8.9	..	20.1
Not Stated	–	–	–	–	–	–	–	–	–	–	–	–	..	–
RPN	–	–	–	–	–	–	**6.9**	**8.1**	**3.5**	**6.0**	–	–	–	**1.6**
Diploma	–	–	–	–	–	–	6.2	8.0	3.5	5.7	–	–	–	1.5
Baccalaureate	–	–	–	–	–	–	0.7	0.1	0.1	0.3	–	–	–	0.1
Master's/Doctorate	–	–	–	–	–	–	0.0	0.0	<0.1	<0.1	–	–	–	<0.1
Not Stated	–	–	–	–	–	–	–	–	–	–	–	–	–	0.0
Total Nursing Workforce	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**100.0**	**0.0**	**100.0**

Notes

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

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

^ Northwest Territories and Nunavut data combined for 2004

– Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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

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

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

Totals may not sum to 100 percent due to rounding

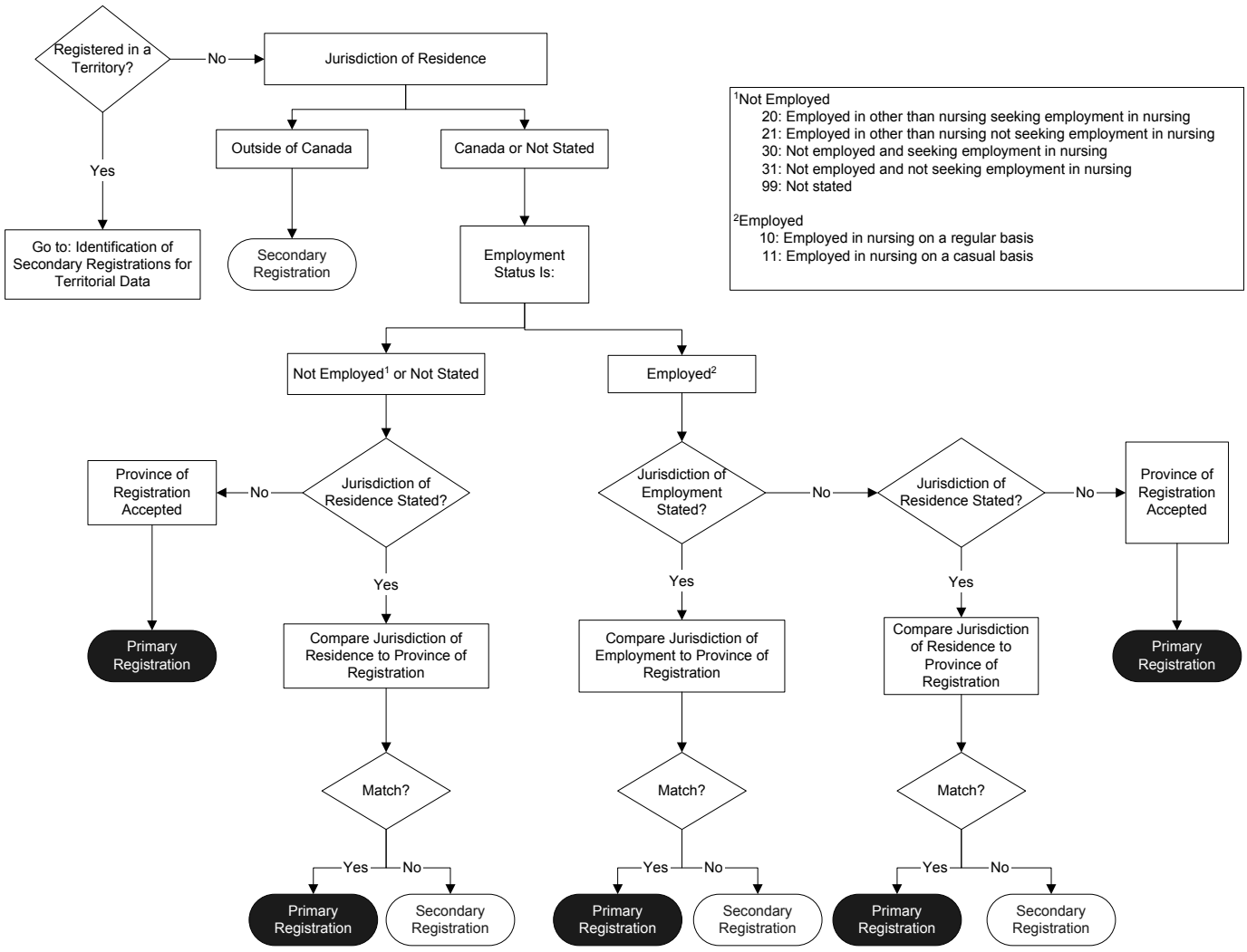
CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology.

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

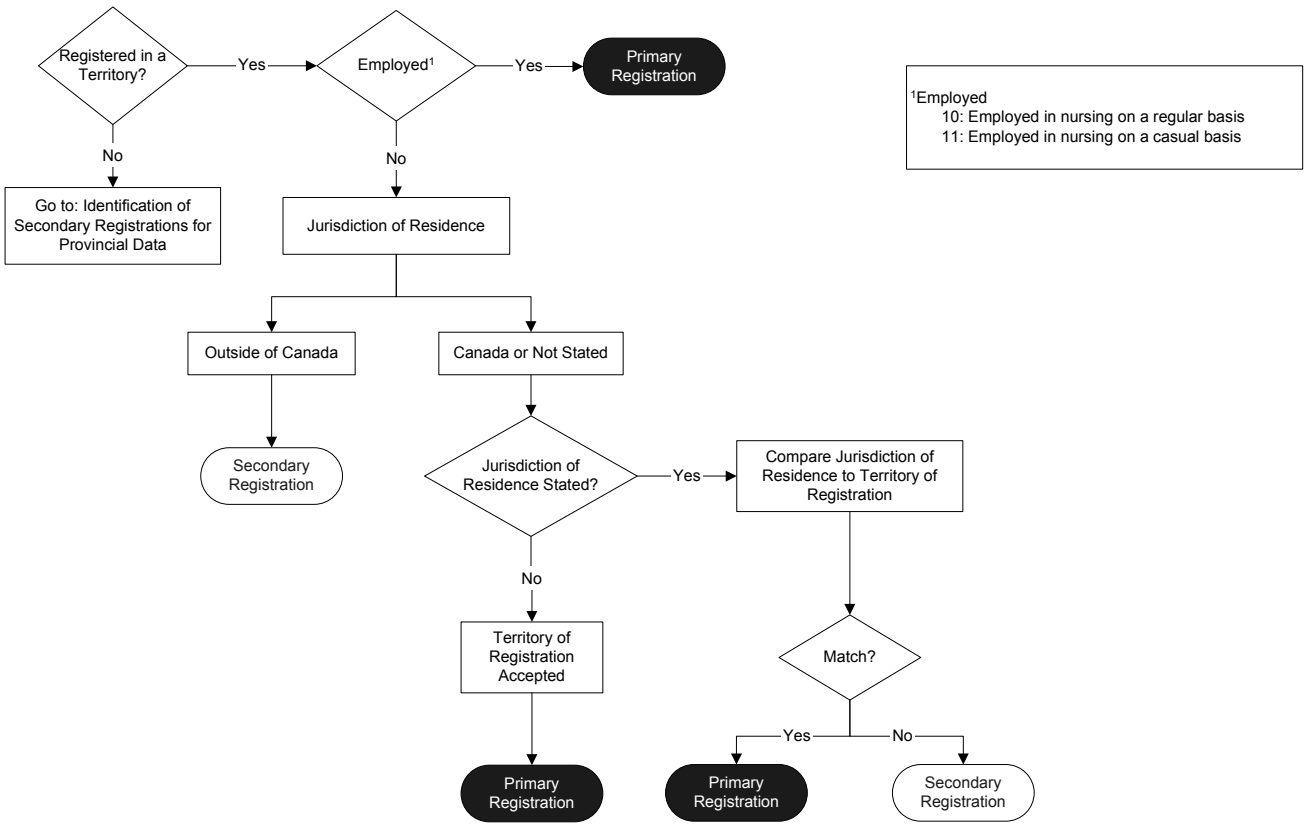
Source: NDB/CIHI.

Appendix A
Identification of Secondary Registrations

Registered Nurses Database
Identification of Secondary Registrations for Provincial Data



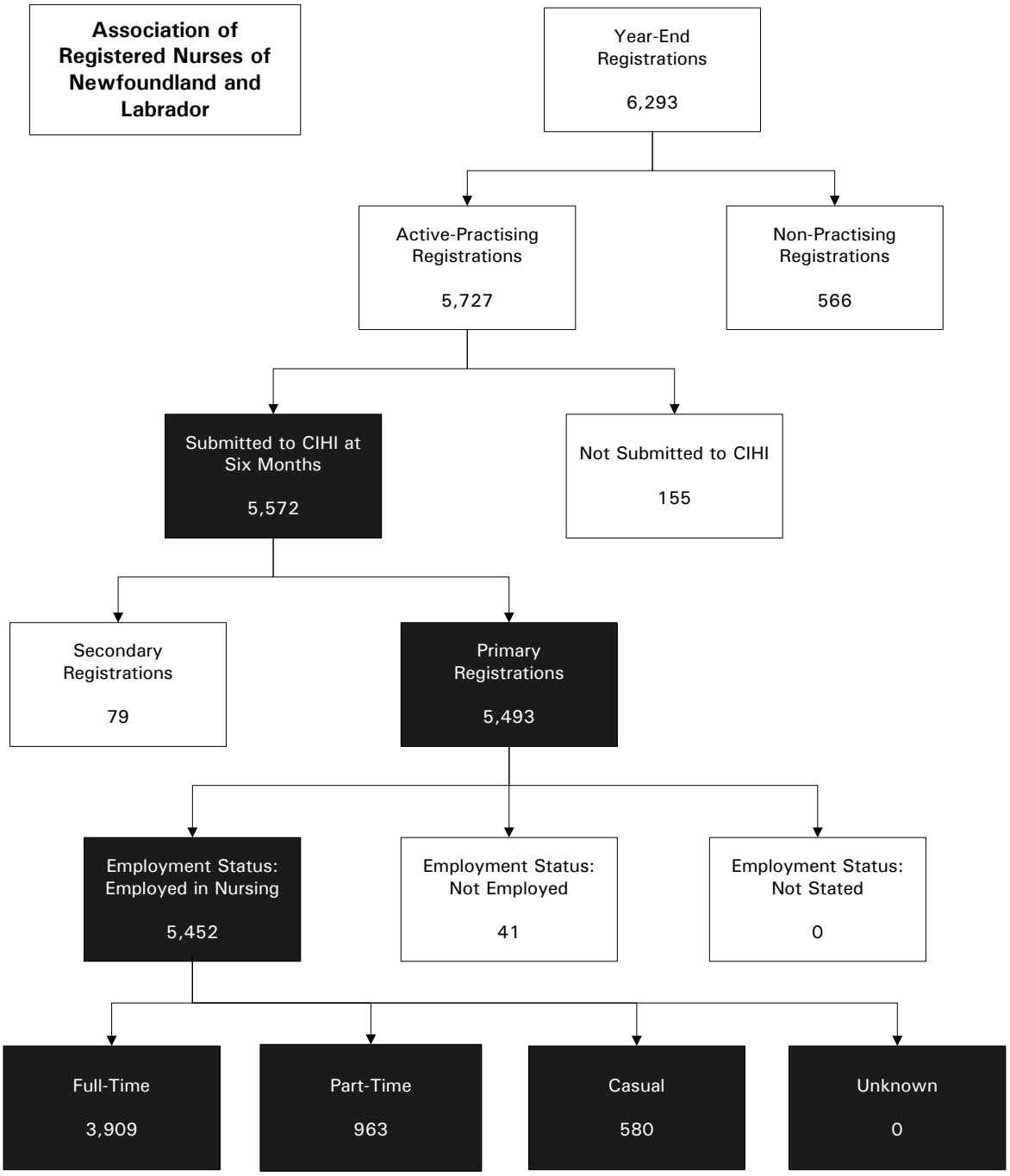
Registered Nurses Database
Identification of Secondary Registrations for Territorial Data



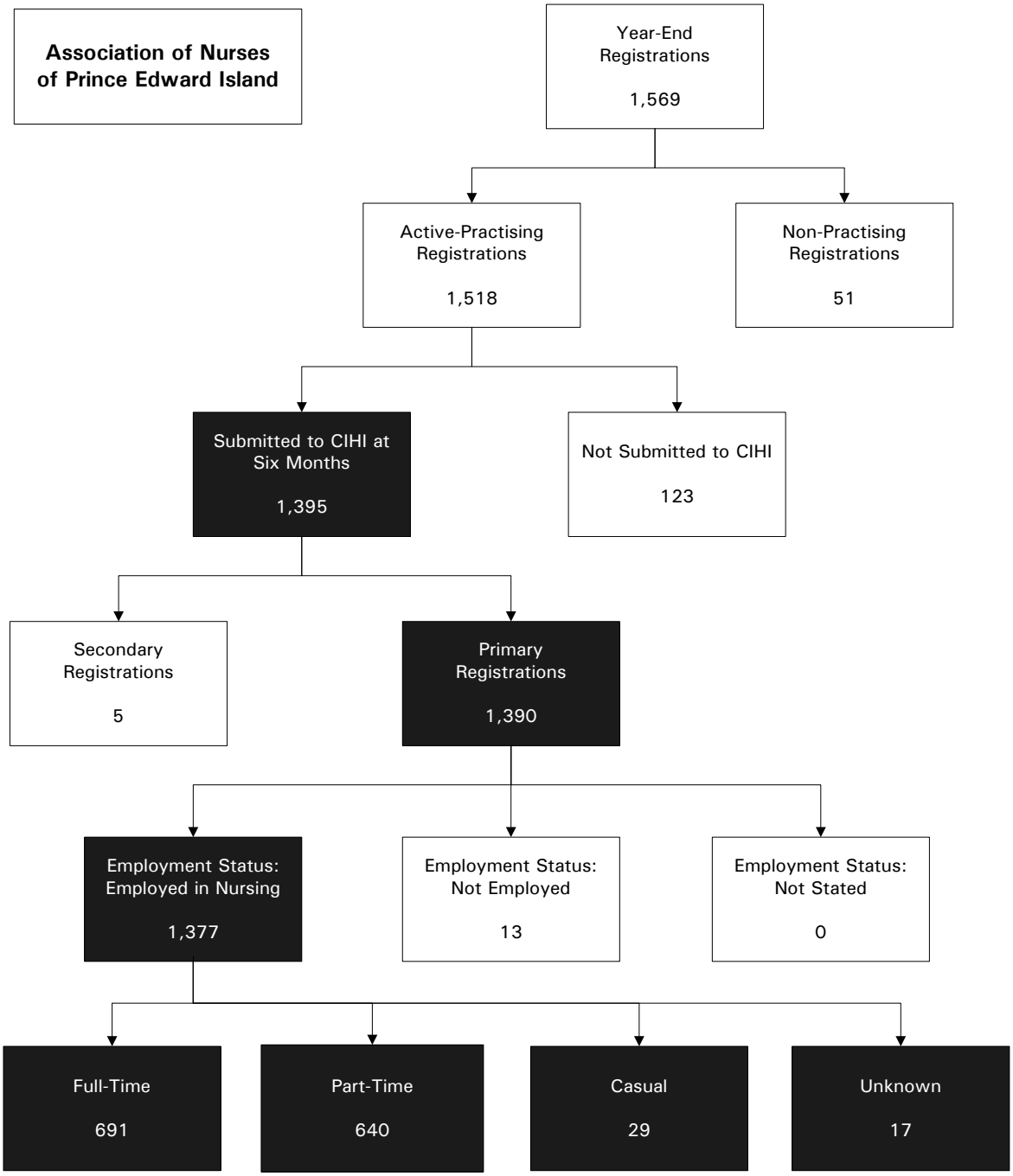
Appendix B

Comparison of CIHI Statistics to Regulatory Statistics

Tracing Regulatory Data to CIHI Data



Tracing Regulatory Data to CIHI Data

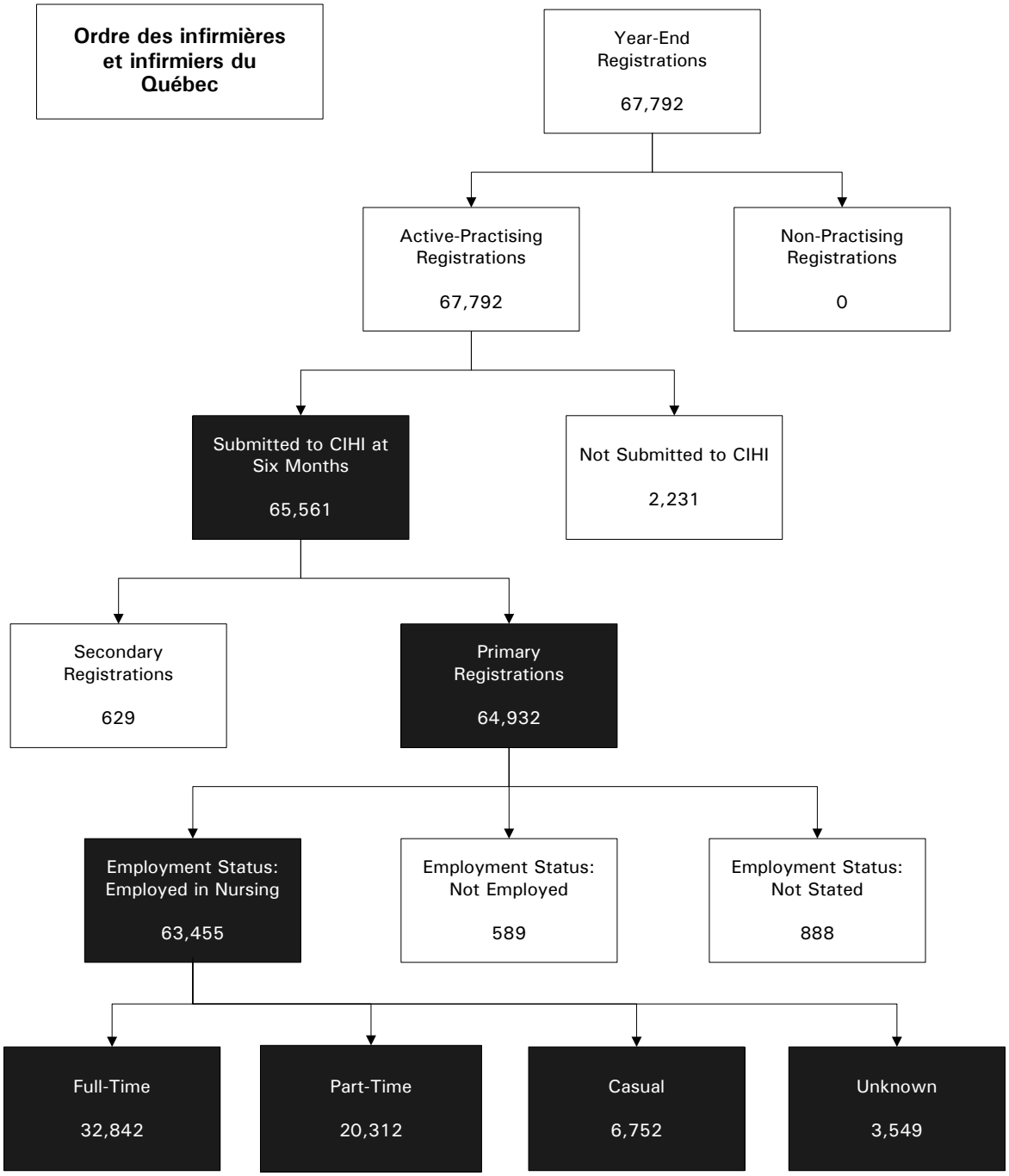


Tracing Regulatory Data to CIHI Data

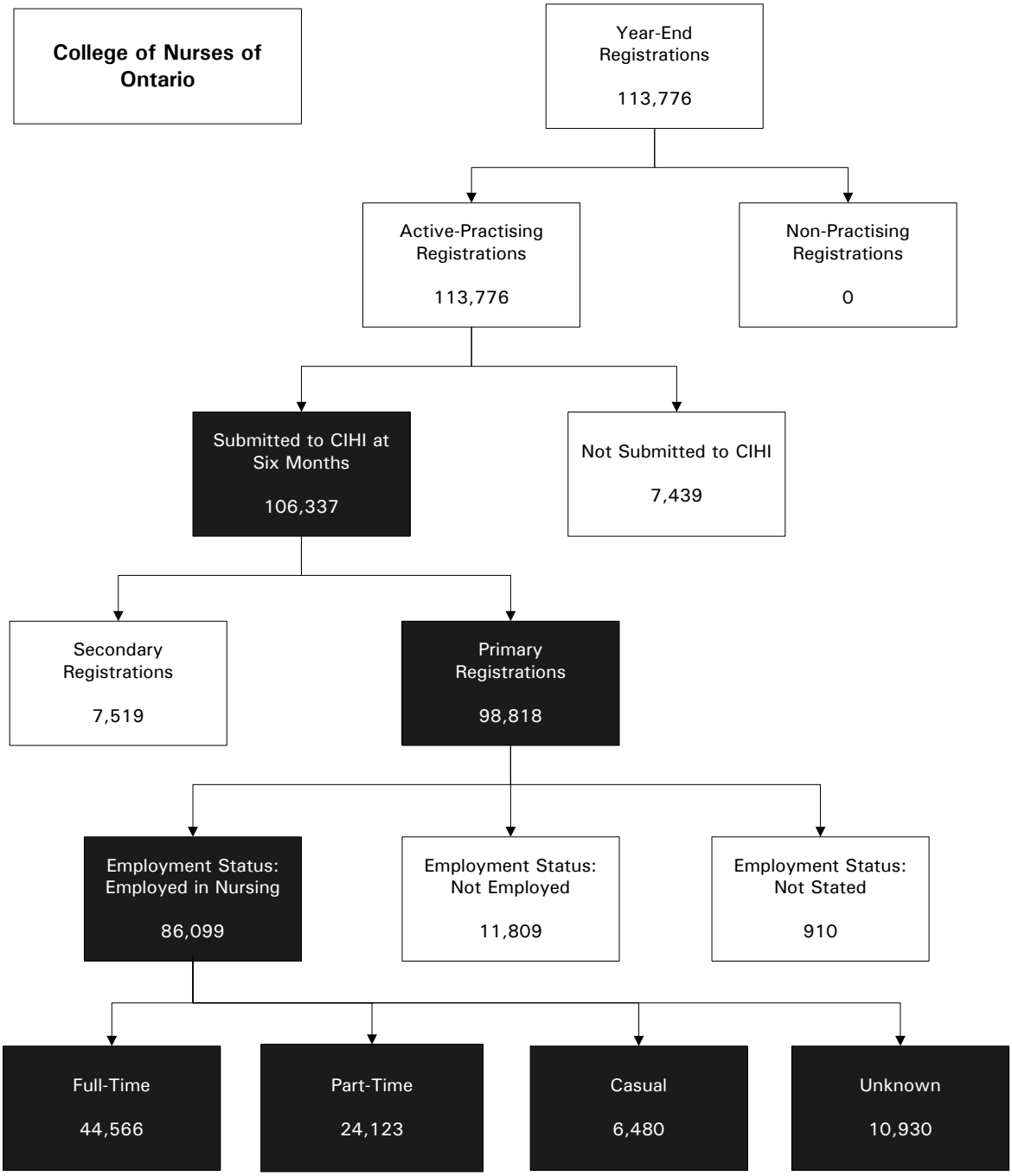
Tracing Regulatory Data to CIHI Data

Notes:
† Active-practising registrations include 16 nurse practitioners.

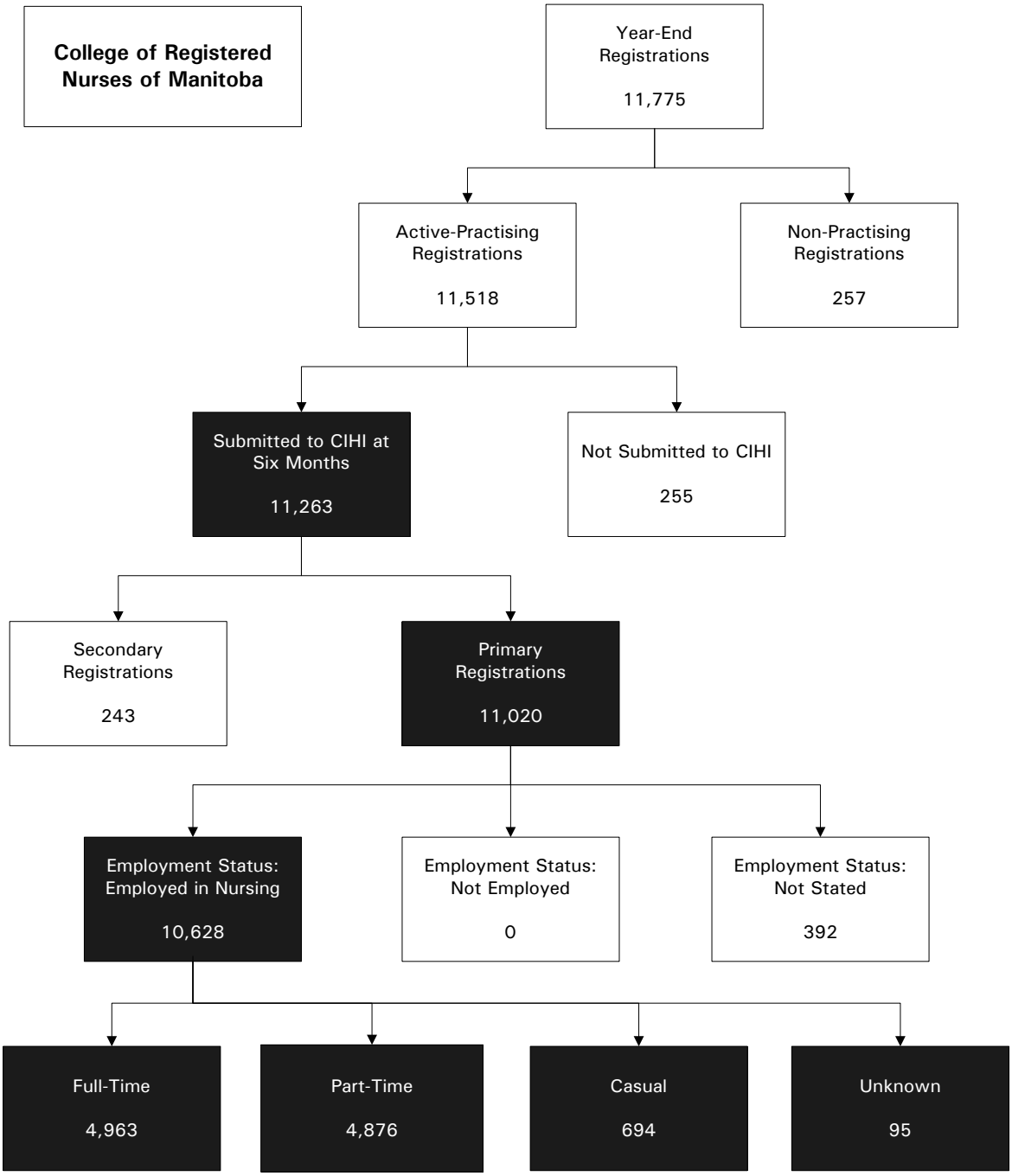
Tracing Regulatory Data to CIHI Data



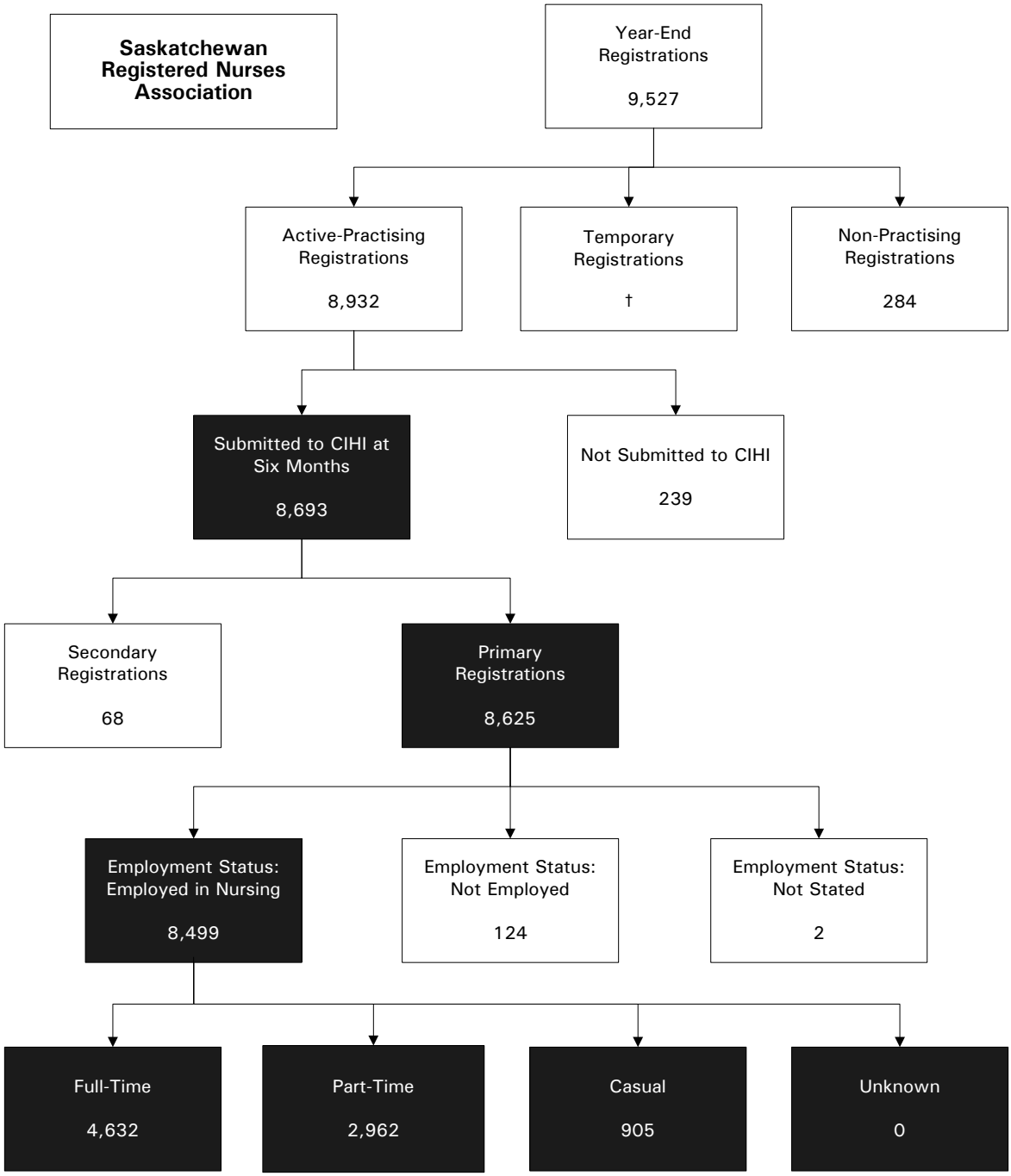
Tracing Regulatory Data to CIHI Data



Tracing Regulatory Data to CIHI Data

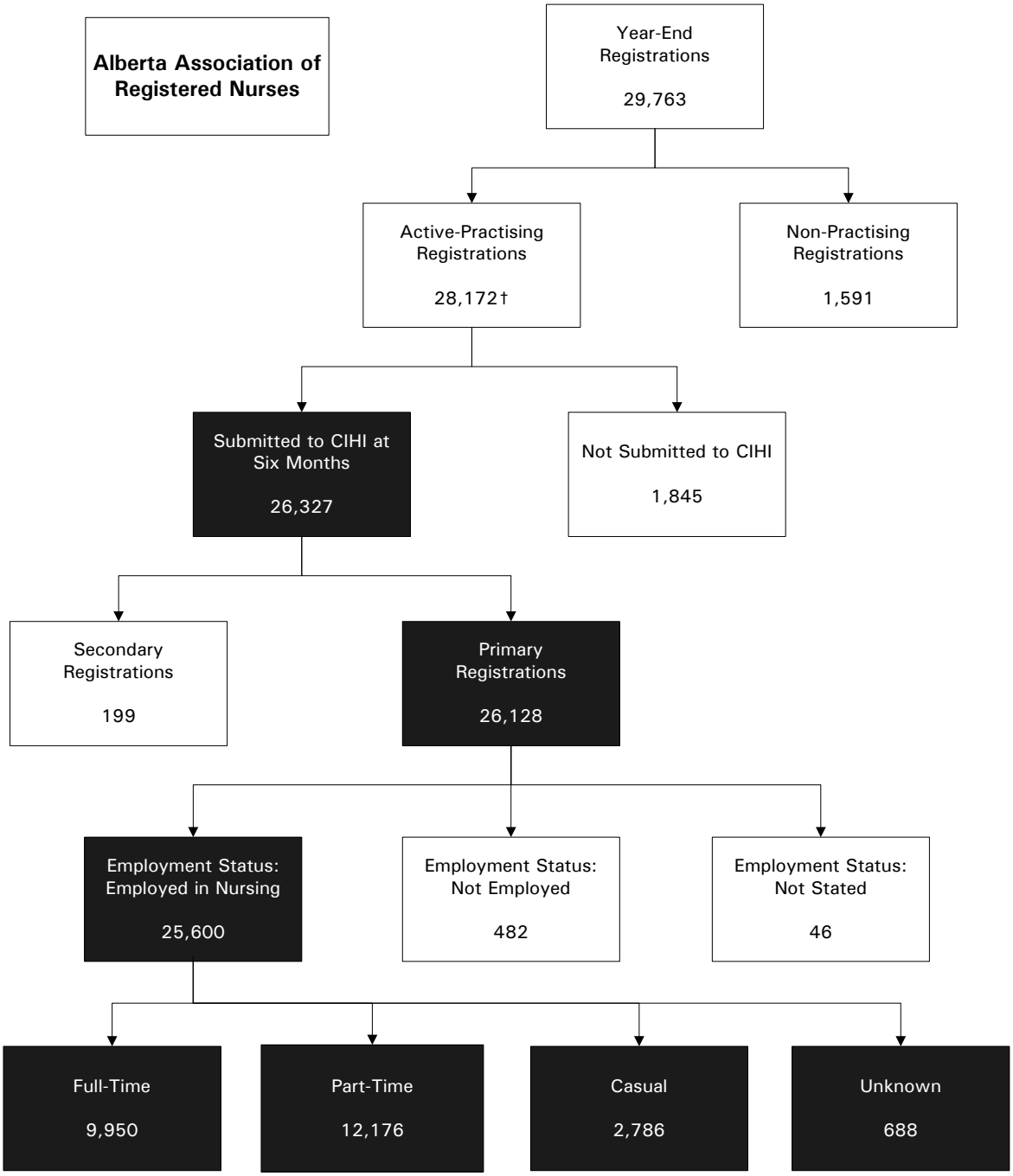


Tracing Regulatory Data to CIHI Data



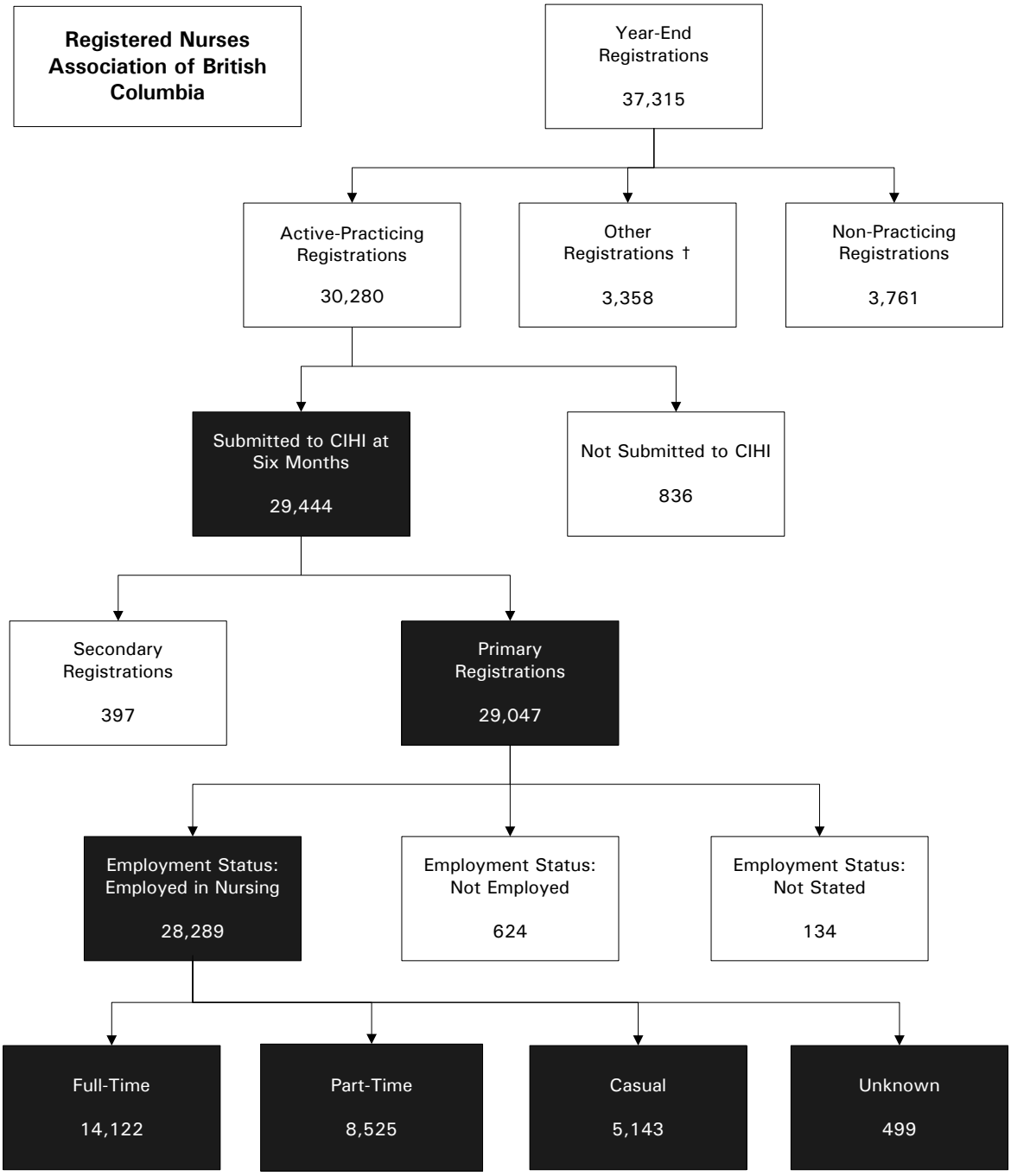
Notes:
† 268 Graduate Nurse Licenses were also issued by SRNA.
* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.
** Value suppressed to ensure confidentiality; cell value is 5 or greater.

Tracing Regulatory Data to CIHI Data



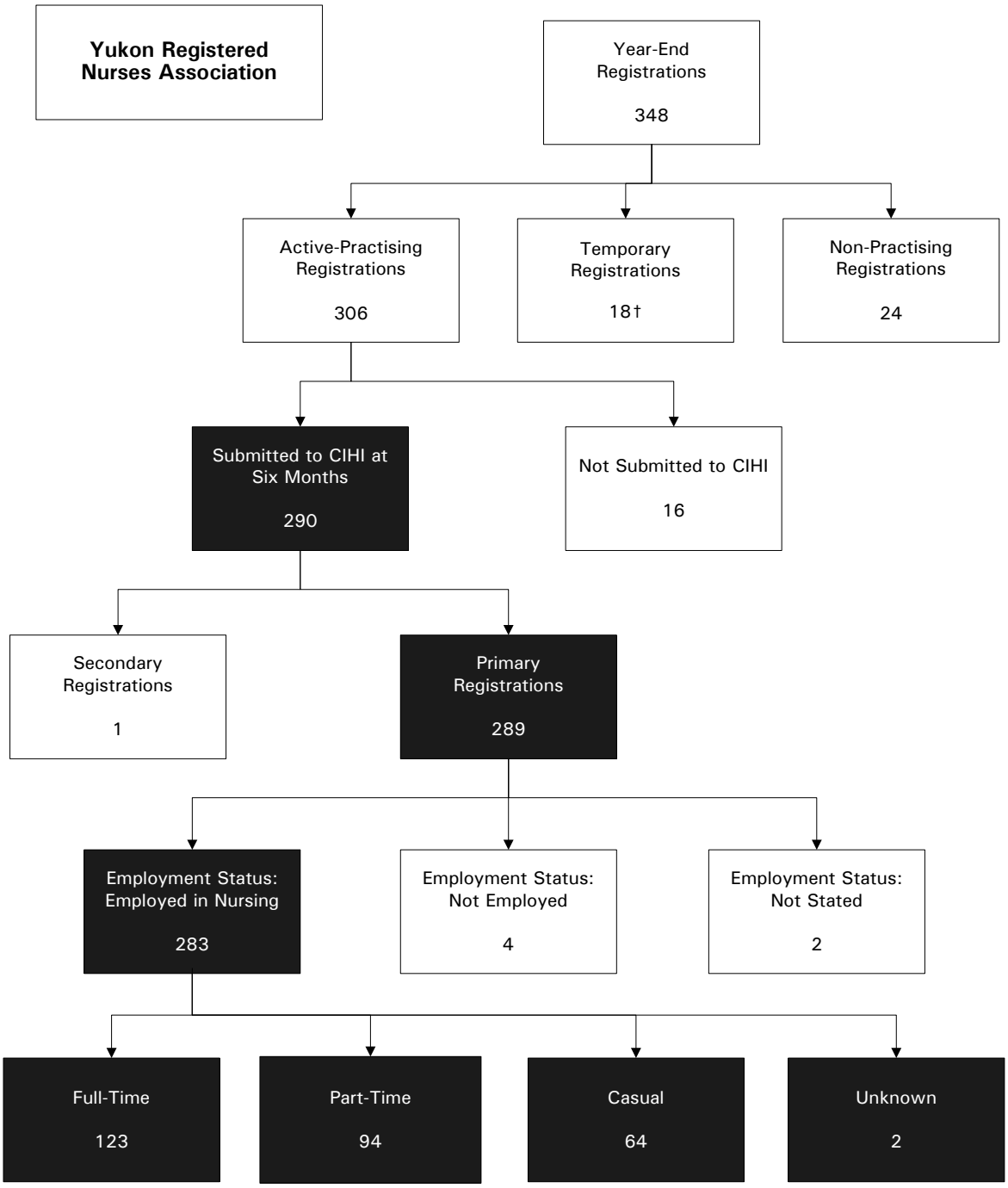
Notes:
† In accordance with the Alberta Association of Registered Nurses legislation, active-practising registrations includes all license/permit holders including temporary, courtesy, registered nurses, nurse practitioners, and certified grad nurses.

Tracing Regulatory Data to CIHI Data



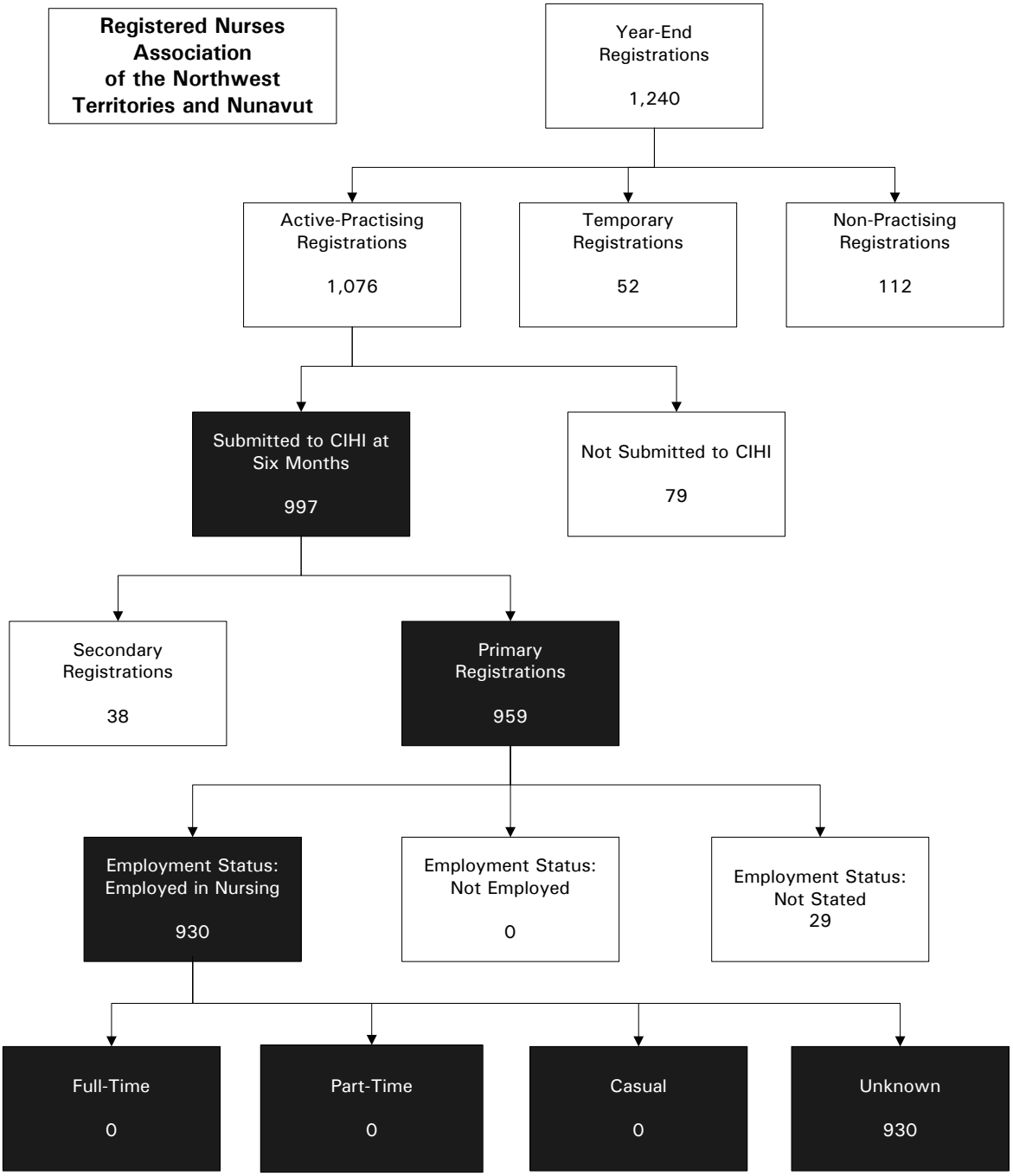
Notes:
† Other Registrations includes 139 Licensed Graduate Nurses and 3,219 student registrants.

Tracing Regulatory Data to CIHI Data



Notes:
† This number includes temporary practicing, temporary student and associate memberships.
* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.
** Value suppressed to ensure confidentiality; cell value is 5 or greater.

Tracing Regulatory Data to CIHI Data



Appendix C
Registered Nursing Contact Information

Registered Nursing Contact Information

Provincial/Territorial Regulatory Authorities

Newfoundland and Labrador

Association of Registered Nurses of Newfoundland and Labrador

55 Military Road, PO Box 6116
St. John's, Newfoundland and Labrador A1C 5X8
Web site: www.arnnl.nf.ca

Prince Edward Island

Association of Nurses of Prince Edward Island

137 Queen Street, Suite 303
Charlottetown, Prince Edward Island C1A 4B3
Web site: www.anpei.ca

Nova Scotia

College of Registered Nurses of Nova Scotia

Suite 600, Barrington Tower
1894 Barrington Street
Halifax, Nova Scotia B3J 2A8
Web site: www.crnns.ca

New Brunswick

Nurses Association of New Brunswick

165 Regent Street
Fredericton, New Brunswick E3B 7B4
Web site: www.nanb.nb.ca

Québec

Ordre des infirmières et infirmiers du Québec

4200, boulevard Dorchester ouest
Montréal (Québec) H3Z 1V4
Web site: www.oiiq.org

Ontario

College of Nurses of Ontario

101 Davenport Road
Toronto, Ontario M5R 3P1
Web site: www.cno.org

Manitoba

College of Registered Nurses of Manitoba

890 Pembina Highway
Winnipeg, MB R3M 2M8
Web site: www.crnm.mb.ca

Saskatchewan

Saskatchewan Registered Nurses' Association

2066 Retallack Street
Regina, Saskatchewan S4T 7X5
Web site: www.srna.org

Alberta

Alberta Association of Registered Nurses

11620–168 Street
Edmonton, Alberta T5M 4A6
Web site: www.nurses.ab.ca

British Columbia

Registered Nurses Association of British Columbia

2855 Arbutus Street
Vancouver, British Columbia V6J 3Y8
Web site: www.rnabc.bc.ca

Yukon

Yukon Registered Nurses Association

204–4133 Fourth Avenue
Whitehorse, Yukon Y1A 1H8
Web site: www.yrna.ca

Northwest Territories/Nunavut

Registered Nurses Association of the Northwest Territories and Nunavut

Box 2757
Yellowknife, Northwest Territories X1A 2R1
Web site: www.rnantnu.ca

Other Registered Nursing Associations

Canadian Nurses Association
50 Driveway
Ottawa, Ontario K2P 1E2
Web site: www.cna-aiic.ca

Canadian Federation of Nurses Unions
2841 Riverside Drive
Ottawa, Ontario K1V 8X7
Web site: www.nursesunions.ca

Canadian Association of Schools of Nursing
Fifth Avenue Court
99 Fifth Avenue, Suite 15
Ottawa, Ontario K1S 5K4
Web site: www.causn.org

Appendix D
List of Data Tables on CD-ROM

List of Data Tables on CD-ROM

Series A–Total Registrations

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

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

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

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

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

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

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

Series B—Employment Status

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

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

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

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

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

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

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

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

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

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

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

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

Series B—Employment Status (cont'd)

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

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

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

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

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

Series C—Place of Work

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Series C—Place of Work (cont'd)

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

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

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

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

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

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

Series D—Area of Responsibility

D.LPN.1 LPN Workforce by Area of Responsibility and Province/Territory of Registration, Canada, 2004

D.LPN.2 LPN Workforce by Area of Responsibility, Employment Status and Province/Territory of Registration, Canada, 2004

D.LPN.3 LPN Workforce by Area of Responsibility, Multiple Employment Status and Province/Territory of Registration, Canada, 2004

D.LPN.4 LPN Workforce by Area of Responsibility, Age Group and Province/Territory of Registration, Canada, 2004

D.LPN.5 LPN Workforce by Area of Responsibility, Average Age and Province/Territory of Registration, Canada, 2004

D.LPN.6 LPN Workforce by Area of Responsibility, Years Since Graduation and Province/Territory of Registration, Canada, 2004

D.RN.1 RN Workforce by Area of Responsibility and Province/Territory of Registration, Canada, 2004

D.RN.2 RN Workforce by Area of Responsibility, Employment Status and Province/Territory of Registration, Canada, 2004

D.RN.3 RN Workforce by Area of Responsibility, Multiple Employment Status and Province/Territory of Registration, Canada, 2004

D.RN.4 RN Workforce by Area of Responsibility, Age Group and Province/Territory of Registration, Canada, 2004

D.RN.5 RN Workforce by Area of Responsibility, Average Age and Province/Territory of Registration, Canada, 2004

D.RN.6 RN Workforce by Area of Responsibility, Highest Education in Nursing and Province/Territory of Registration, Canada, 2004

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

Series D—Area of Responsibility (cont'd)

D.RN.7 RN Workforce by Area of Responsibility, Years Since Graduation and Province/Territory of Registration, Canada, 2004

D.RPN.1 RPN Workforce by Area of Responsibility and Province of Registration, Canada, 2004

D.RPN.2 RPN Workforce by Area of Responsibility, Employment Status and Province of Registration, Canada, 2004

D.RPN.3 RPN Workforce by Area of Responsibility, Multiple Employment Status and Province of Registration, Canada, 2004

D.RPN.4 RPN Workforce by Area of Responsibility, Age Group and Province of Registration, Canada, 2004

D.RPN.5 RPN Workforce by Area of Responsibility, Average Age and Province of Registration, Canada, 2004

D.RPN.6 RPN Workforce by Area of Responsibility, Years Since Graduation and Province of Registration, Canada, 2004

Series E—Position

E.LPN.1 LPN Workforce by Position and Province/Territory of Registration, Canada, 2004

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

E.LPN.3 LPN Workforce by Position, Multiple Employment Status and Province/Territory of Registration, Canada, 2004

E.LPN.4 LPN Workforce by Position, Age Group and Province/Territory of Registration, Canada, 2004

E.LPN.5 LPN Workforce by Position, Average Age and Province/Territory of Registration, Canada, 2004

E.LPN.6 LPN Workforce by Position, Years Since Graduation and Province/Territory of Registration, Canada, 2004

E.RN.1 RN Workforce by Position and Province/Territory of Registration, Canada, 2004

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

E.RN.3 RN Workforce by Position, Multiple Employment Status and Province/Territory of Registration, Canada, 2004

E.RN.4 RN Workforce by Position, Age Group and Province/Territory of Registration, Canada, 2004

E.RN.5 RN Workforce by Position, Average Age and Province/Territory of Registration, Canada, 2004

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

Series E—Position (cont'd)

E.RN.6 RN Workforce by Position, Highest Education in Nursing and Province/Territory of Registration, Canada, 2004

E.RN.7 RN Workforce by Position, Years Since Graduation and Province/Territory of Registration, Canada, 2004

E.RPN.1 RPN Workforce by Position and Province of Registration, Canada, 2004

E.RPN.2 RPN Workforce by Position, Employment Status and Province of Registration, Canada, 2004

E.RPN.3 RPN Workforce by Position, Multiple Employment Status and Province of Registration, Canada, 2004

E.RPN.4 RPN Workforce by Position, Age Group and Province of Registration, Canada, 2004

E.RPN.5 RPN Workforce by Position, Average Age and Province of Registration, Canada, 2004

E.RPN.6 RPN Workforce by Position, Years Since Graduation and Province of Registration, Canada, 2004

Series F—Multiple Employment Status

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

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

F.LPN.3 LPN Workforce by Multiple Employment Status, Average Age and Province/Territory of Registration, Canada, 2004

F.LPN.4 LPN Workforce by Multiple Employment Status, Years Since Graduation and Province/Territory of Registration, Canada, 2004

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