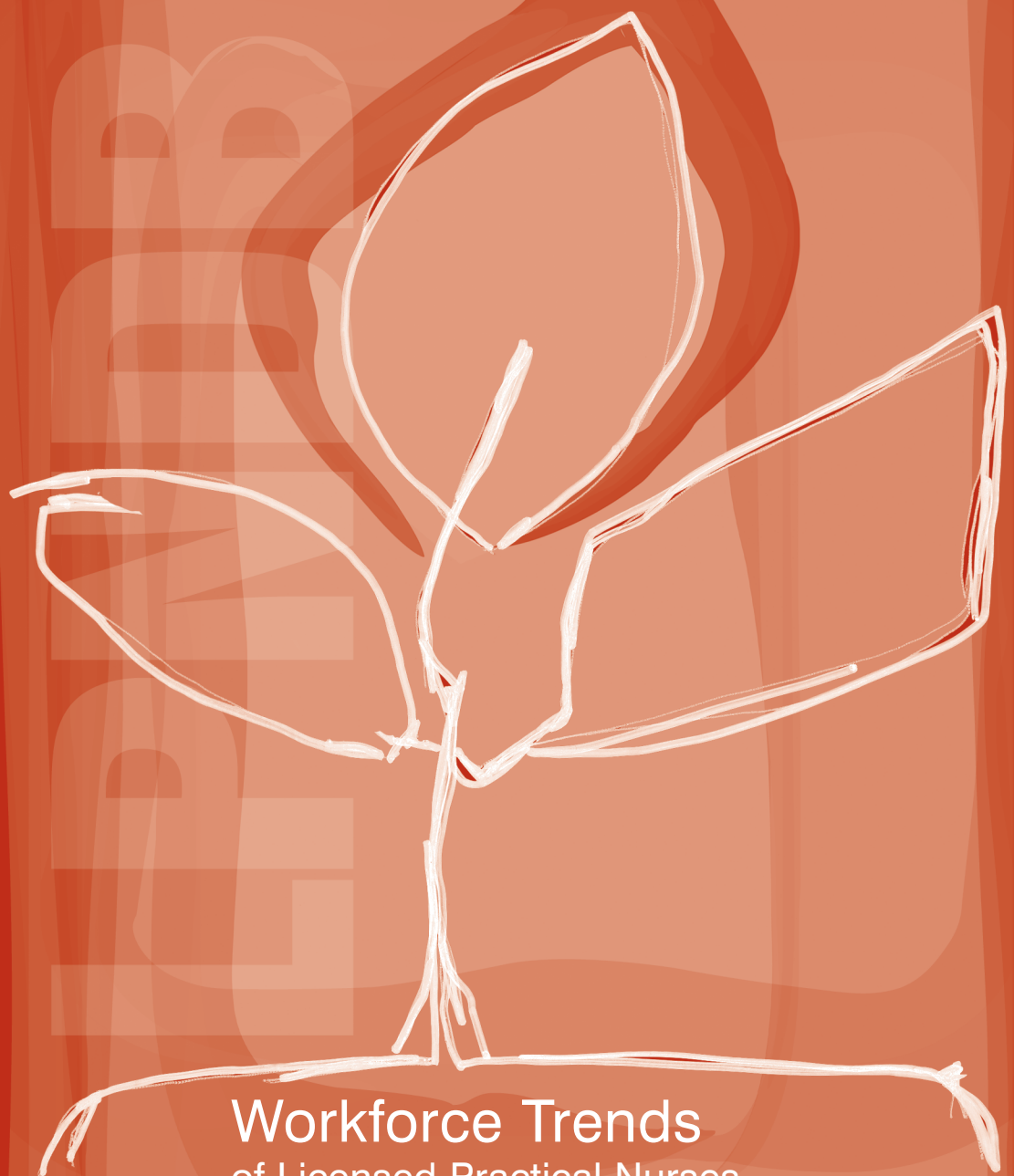


2004



**Workforce Trends**  
of Licensed Practical Nurses  
in Canada, 2004

L i c e n s e d P r a c t i c a l N u r s e s D a t a b a s e



Canadian Institute  
for Health Information

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ISBN 1-55392-685-4 (PDF) □□

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Cette publication est disponible en français sous le titre « Tendances de la main-d'œuvre des infirmières et infirmiers auxiliaires autorisés au Canada, 2004 » ISBN 1-55392-687-0 (PDF)

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## **Workforce Trends of Licensed Practical Nurses in Canada, 2004**

### **List of Data Tables on CD-ROM**

Series A—Total Registrations

Series B—Employment Status

Series C—Place of Work

Series D—Area of Responsibility

Series E—Position

Series F—Multiple Employment Status

Series G—Sex

Series H—Location of Graduation

Series I—Years Since Graduation

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



## Preface

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

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

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

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

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## Acknowledgements

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

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

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

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



## Introduction

The Health Human Resources team of the Canadian Institute for Health Information (CIHI) is pleased to present *Workforce Trends of Licensed Practical Nurses in Canada, 2004*. This is the third publication produced by CIHI on the supply of the licensed practical nurse (LPN) workforce.

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

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

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. It is hoped that this section will again shed light on the mobility and migration of licensed practical nurses in Canada.

This year's printed publication also includes:

- Highlights for both the entire regulated nursing workforce and for the LPN workforce;
- A data analysis section with a comparison of 2002 to 2004 LPN data;
- A comprehensive methodological notes section; and
- A detailed examination of the discrepancy between CIHI statistics and year-end statistics published by each LPN regulatory authority.

The accompanying CD-ROM also contains:

- Comprehensive data tables with 2004 LPN data (in Microsoft® Excel® format);
- Definitions for the data elements and categories collected for the LPNDB; and
- Comprehensive data tables with 2004 registered nurse (RN) and registered psychiatric nurse (RPN) data.

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

## Highlights of the Regulated Nursing Workforce

The 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 LPN Workforce

This is the third year of data collection and the third *Workforce Trends of Licensed Practical Nurses* publication. This report highlights licensed practical nurse (LPN) workforce issues and helps to underline the need for further data development relevant to the management of nursing resources. These data are used to support current and future work in health human resources planning, policy development and research.

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

### Supply Trends of the LPN Workforce

- Between 2003 and 2004, the number of LPNs employed in practical nursing increased by 0.5%, from 63,138 to 63,443.
- In 2004, 72.3% of the LPN workforce lived in urban areas of Canada.
- Of the 103 LPNs currently working outside of Canada (and maintaining a Canadian licence), 87.4% (90) are employed in the United States, with an additional 12.6% (13) employed in other foreign countries such as Hong Kong, Jamaica and the United Kingdom.

### Demographic Trends of the LPN Workforce

- Females comprise 93.1% of the workforce. The proportion of male LPNs employed in practical nursing is 6.9% in 2004.
- Among the provinces, the highest proportion of male LPNs is in Newfoundland and Labrador, where male LPNs comprise 13.4% of the workforce, more than 6 percentage points higher than the Canadian average.
- Each jurisdiction has a greater percentage of LPNs over the age of 50 than under the age of 35. For example, Manitoba and British Columbia's percentage of LPNs over the age of 50 are 38.1% and 37.0%, respectively.
- The average age of LPNs employed in practical nursing in Canada is 44.4 years, remaining the same as in 2003.
- Currently, 18.0% of Canada's LPN workforce is aged 55 years old or greater, with 5.2% aged 60 or greater. Northwest Territories currently has the smallest percentage of nurses over the age of 55, at 14.3%. Alberta has the most with 21.8% of its LPN workforce aged 55 or older.

### Education Trends of the LPN Workforce

- Among the current workforce, the average age of LPNs at the time of their initial nursing graduation increased from 23.5 years for those graduating between 1980 and 1984 to 30.8 years for those graduating since the year 2000.

**Employment Trends of the LPN Workforce**

- Just under half (44.1%) of the LPN workforce is working in full-time positions, and 14.5% work on a casual basis. The percentage of LPNs with part-time and casual employment has increased since 2003 to 35.1% and 14.5% respectively in Canada in 2004.
- Casual rates varied widely among the provinces/territories in 2004, from a low of 7.8% in Ontario to a high of 36.8% in Newfoundland and Labrador.
- In 2004, 13.4% of LPNs reported having more than one employer in practical nursing.
- The area of responsibility with the most LPNs, Geriatrics/Long-Term Care (27,839), also attracted the most recent graduates. In 2004, 44.3% of LPNs in their first five years of practical nursing worked in Geriatrics/Long-Term Care, the highest rate. In contrast, fewer LPNs in the latter stages of their career were currently employed in Geriatrics/Long-Term Care. In 2004, LPNs that graduated more than 35 years ago represented only 7.6% of LPNs with a primary area of responsibility of Geriatrics/Long-Term care.
- The average age of LPN managers was 46.7 years in 2004, compared to an average age of 44.2 years for LPN staff nurses.

**Mobility Trends of the LPN Workforce**

- Of the 63,443 LPNs employed in practical nursing in Canada in 2004, 72.5% (45,969) graduated from a practical nursing program in Canada, 1.9% (1,188) graduated from a foreign nursing program, and 25.7% (16,286) did not state their place of graduation.
- In 2004, the LPN workforces of British Columbia (4.0%) and Ontario (3.1%) had the highest concentration of foreign graduates.
- Amongst the provinces, more than 10 percent of the LPN workforces of British Columbia (20.6%), Saskatchewan (15.2%) and Alberta (13.8%) originate from other provinces/territories in Canada.
- Among Canadian graduates in the 2004 LPN workforce excluding Quebec (data are not available), those graduating from practical nursing programs in Ontario (96.9%), British Columbia (95.4%) and New Brunswick (93.1%) were the most likely to be employed in their province of graduation.

# Data Analysis

## Notes to the Reader

1. The terms *regulated nursing workforce* and *nursing workforce* are used in this publication and accompanying CD-ROM to include members of the licensed practical nurse, registered nurse and registered psychiatric nurse workforces. The term *LPN workforce* includes only licensed practical nurses who were employed in practical nursing at the time of annual registration.
2. The statistics presented in this publication and CD-ROM have been reviewed and authorized for release by representatives of the provincial/territorial licensed practical nursing associations/colleges/councils responsible for the regulation and licensure of licensed practical nurses in Canada.
3. CIHI statistics will not be the same as statistics published by provincial/territorial licensed practical nursing regulatory authorities for the following reasons:
  - (1) **Collection Period**—The statistics released by provincial/territorial authorities are year-end statistics that include all registrations 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 LPN to work in that jurisdiction, but does not distinguish between those employed in practical nursing and those not employed in practical nursing: the Active total represents the *maximum* number of LPNs eligible to work in a particular jurisdiction in that year. In contrast, CIHI divides the Active total into four categories: Employed in Practical Nursing, Employed in Other Than Practical Nursing, Not Employed and Not Stated. CIHI only reports the number of LPNs employed in practical nursing at the time of registration. LPNs employed in other than practical nursing, LPNs not employed, and LPNs failing to state their employment status are removed from most CIHI analyses.
  - (3) **Exclusions from CIHI Data**—CIHI statistics do not necessarily include (a) practical nurses who are on maternity/paternity leave (or other types of leave) at the time of annual registration; and (b) first-time registrants (whether new graduates or those entering from other provinces/territories or countries). In each case, these LPNs 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 LPN 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. In this publication and accompanying data tables, the “Canada” total excludes Nunavut data. CIHI does not currently collect LPN data from Nunavut.
  6. The data presented in this publication are self-reported, which may result in higher than expected “Other” or “Not Stated” values for some data elements if a substantial proportion of LPNs chose not to complete all fields on the annual registration form.

## Defining “Licensed Practical Nurse” in CIHI Data

The methods by which data are defined and collected greatly affect the types of 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 licensed practical nurses can vary by definition can be difficult for those not used to working with data and statistics.

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

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

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

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

### Tracing Regulatory Data to CIHI Data

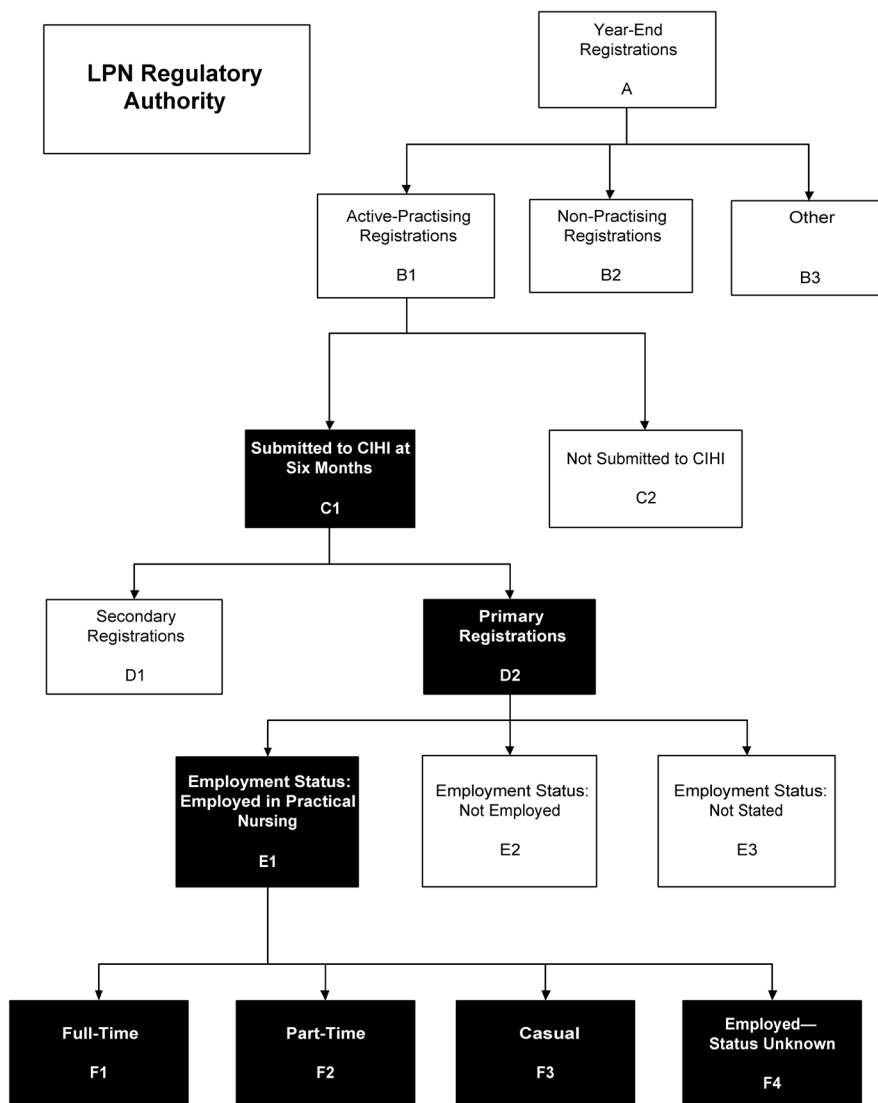


Figure 1. Tracing Regulatory Statistics to CIHI Statistics

**Note**

Appendix B presents this analysis for each province/territory.

#### A: ALL REGISTRATIONS

Box A is the total number of registrations submitted to a provincial/territorial regulatory authority for practical nursing. The total is comprised of 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 practise as a practical nurse in that jurisdiction.

Box B2 is the number of non-practising registrations received by the provincial/territorial regulatory authority. Those registering with a non-practising registration are not eligible to practise as a practical nurse in that jurisdiction. Some types of non-practising registrations are: long-term disability; associate status; and, retired status. Non-practising registrations are not submitted to CIHI. 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 practical nurses to maintain registration in one jurisdiction when beginning registration in another, CIHI evaluates each record to determine whether the registration reflects the primary province/territory of employment (Box D2). It is necessary to identify and exclude from further analysis secondary records, as CIHI aims to report accurate head count (rather than full-time equivalent) data. Appendix A is a flow chart illustrating this process.

#### E: EMPLOYMENT STATUS

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

#### F: FULL-TIME/PART-TIME STATUS

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

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

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

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Total
Total Active Practising Registrations Submitted to CIHI	2,875	674	3,369	2,763	17,124	31,793	2,688	2,274	5,750	5,269	69	128	..	74,776
Primary Registrations	2,763	647	3,257	2,720	17,028	29,907	2,553	2,191	5,516	5,189	56	100	..	71,927
Employed in Practical Nursing	2,759	647	3,237	2,714	16,996	29,499	2,545	2,176	5,435	5,124	54	95	..	71,281
	2,710	628	3,058	2,556	15,472	24,467	2,415	2,131	5,051	4,811	53	91	..	63,443

Source: LPNDB/CIHI.

**Note**

.. Data not currently collected by CIHI

# Supply Trends of Licensed Practical Nurses

## Number of Licensed Practical Nurses

**Table 2. LPN Workforce by Province/Territory of Registration, Canada, 2002–2004**

	2002	2003	2004	Change '02-'04
<b>N.L.</b>	2,759	2,719	2,710	-1.8%
<b>P.E.I.</b>	593	619	628	5.9%
<b>N.S.</b>	2,950	3,022	3,058	3.7%
<b>N.B.</b>	2,333	2,429	2,556	9.6%
<b>Que.</b>	14,560	14,831	15,472	6.3%
<b>Ont.</b>	23,827	25,730	24,467	2.7%
<b>Man.</b>	2,250	2,417	2,415	7.3%
<b>Sask.</b>	2,011	2,056	2,131	6.0%
<b>Alta.</b>	4,435	4,766	5,051	13.9%
<b>B.C.</b>	4,262	4,391	4,811	12.9%
<b>Y.T.</b>	64	60	53	-17.2%
<b>N.W.T.</b>	79	98	91	15.2%
<b>Canada</b>	<b>60,123</b>	<b>63,138</b>	<b>63,443</b>	<b>5.5%</b>

Source: LPNDB/CIHI.

### Notes

CIHI data will differ from provincial/territorial statistics due to the CIHI collection, processing and reporting methodology. Due to methodological improvements, comparisons using 2002 Ontario data should be made with caution. Nunavut data are not available. The Methodological Notes provide more comprehensive information regarding the collection and comparability of LPNDB data.

LPNs who fail to state their employment status from the workforce statistics, this improved methodology resulted in fewer exclusions.

Due to these methodological improvements, comparisons using 2002 Ontario data should be made with caution. In this publication, comparisons focus more on the proportion and/or percentage distribution of the LPN workforce than the actual numbers. In some cases, comparisons are made between 2003 and 2004 data.

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

Between 2002 and 2004, the number of LPNs employed in practical nursing increased by 5.5% in Canada, from 60,123 to 63,443.

The substantial increase observed between 2002 and 2004 is primarily the result of two factors: an increased number of LPN registrations in western Canada; and a methodological change to the Ontario data between the 2002 and 2003 data years.

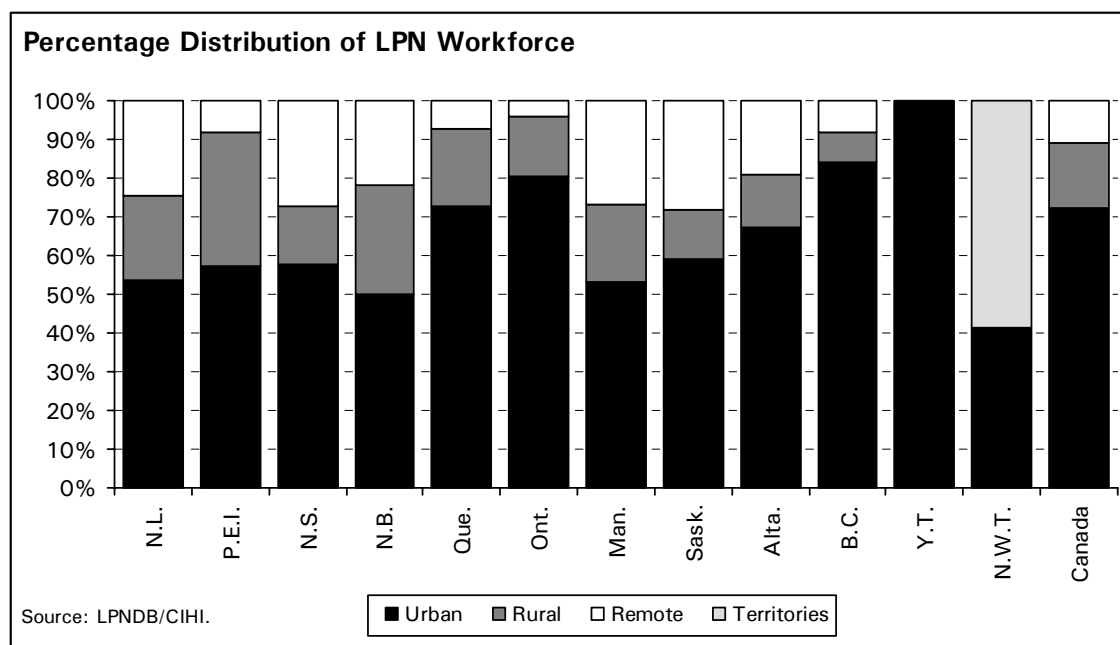
First, the number of registrations submitted by LPNs (including both employed and unemployed LPNs) increased by more than 6% in each of the four western provinces from 2002 to 2004. This resulted in the workforce increases presented in Table 2.

Second, due to improvements in how the Ontario LPN data are prepared for CIHI, the proportion of LPNs who failed to state their employment status decreased substantially: from 7.5% (2,298) in 2002 to 2.2% (651) in 2004. Because CIHI has always excluded

## Urban/Rural Distribution

Figure 2 illustrates the urban/rural distribution of the LPN workforce in Canada in 2004. The comparison is based on the location of residence, not the location of employment.

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



**Figure 2. Percentage Distribution of LPNs Employed in Practical Nursing by Urban/Rural/Remote Location of Residence and Province/Territory of Registration, Canada, 2004**

### Notes

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

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

Not Stated data are excluded from this figure.

Nunavut data are not available.

In 2004, 72.3% of the LPN workforce lived in urban areas of Canada.

### *Commuting in Ontario*

*An analysis of 2004 Ontario data found that 80.4% of the provincial LPN workforce lives and works in cities with populations greater than 100,000 persons.*

*The 15.4% of practical nurses living in rural areas includes 3.3% commuting to the largest cities, 4.4% working in mid-size cities, and 6.6% remaining in rural areas to work.*

### Secondary Registrations

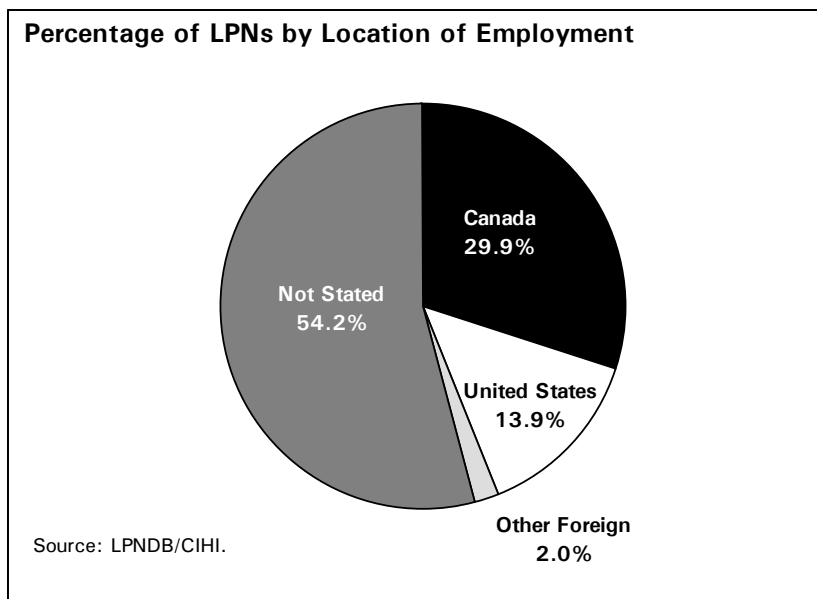
The CIHI editing process identifies secondary registrations that do not reflect the primary jurisdiction of LPN employment. The data from these secondary registrations (also termed *interprovincial duplicates*) are typically excluded from further analysis, as CIHI aims to report accurate head counts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

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

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

Only 646 secondary registrations were identified in the 2004 data, representing 0.9% of all records received by CIHI. Of all secondary registrations in Canada, 63.2% are found in the Ontario data.

Of the 646 secondary registrations identified in the 2004 data, 90 (13.9%) are employed in the United States, with an additional 2.0% employed in other foreign countries such as Hong Kong, Jamaica and the United Kingdom.



A total of 193 (29.9%) are employed in other jurisdictions in Canada, including 4.5% in Ontario, 7.3% in B.C. and 6.2% in Alberta; 54.2% failed to state the location of employment.

**Figure 3. Percentage of LPNs with Secondary Registrations by Location of Employment, Canada, 2004**

## Demographics of Licensed Practical Nurses

### Sex

The number of female LPNs employed in practical nursing represents a sizeable percentage of the LPN workforce. Females make up 93.1% of the workforce. The proportion of male LPNs employed in practical nursing is 6.9% in 2004.

While the total number of LPNs has increased between 2003 and 2004, the percentage of males and females within the profession has remained almost the same.

More than one quarter (28.3%) of all male LPNs employed in practical nursing in Canada are employed in Quebec, where the 1,232 males account for 8.0% of the province's workforce. Among the provinces, the highest proportion of male LPNs is in Newfoundland and Labrador, where male LPNs comprise 13.4% of the workforce, more than 6 percentage points higher than the Canadian average. Table 3 provides the provincial/territorial breakdown by sex for LPNs in Canada for 2003 and 2004.

**Table 3. LPN Workforce by Sex and Province/Territory of Registration, Canada, 2003–2004**

	2003					2004				
	Males		Females		Total	Males		Females		Total
	Counts	%	Counts	%		Counts	%	Counts	%	
<b>N.L.</b>	378	13.9	2,341	86.1	2,719	364	13.4	2,346	86.6	2,710
<b>P.E.I.</b>	46	7.4	573	92.6	619	49	7.8	579	92.2	628
<b>N.S.</b>	149	4.9	2,873	95.1	3,022	159	5.2	2,899	94.8	3,058
<b>N.B.</b>	235	9.7	2,194	90.3	2,429	253	9.9	2,303	90.1	2,556
<b>Que.</b>	1,189	8.0	13,642	92.0	14,831	1,232	8.0	14,240	92.0	15,472
<b>Ont.</b>	1,549	6.0	24,181	94.0	25,730	1,480	6.0	22,987	94.0	24,467
<b>Man.</b>	89	3.7	2,328	96.3	2,417	100	4.1	2,315	95.9	2,415
<b>Sask.</b>	53	2.6	2,003	97.4	2,056	57	2.7	2,074	97.3	2,131
<b>Alta.</b>	229	4.8	4,537	95.2	4,766	225	4.5	4,826	95.5	5,051
<b>B.C.</b>	378	8.6	4,013	91.4	4,391	425	8.8	4,386	91.2	4,811
<b>Y.T.</b>	*	*	**	**	60	*	*	**	**	53
<b>N.W.T.</b>	**	**	**	**	98	**	**	**	**	91
<b>Canada</b>	<b>4,306</b>	<b>6.8</b>	<b>58,832</b>	<b>93.2</b>	<b>63,138</b>	<b>4,359</b>	<b>6.9</b>	<b>59,084</b>	<b>93.1</b>	<b>63,443</b>

Source: LPNDB/CIHI.

### Notes

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

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

Nunavut data are not available.

CIHI data will differ from provincial/territorial statistics due to the CIHI collection, processing and reporting methodology. The Methodological Notes provide more comprehensive information regarding the collection and comparability of LPNDB data.

*Please refer to Data Tables G.LPN.1–G.LPN.3 on the CD-ROM for more Sex data.*



### Age Distribution

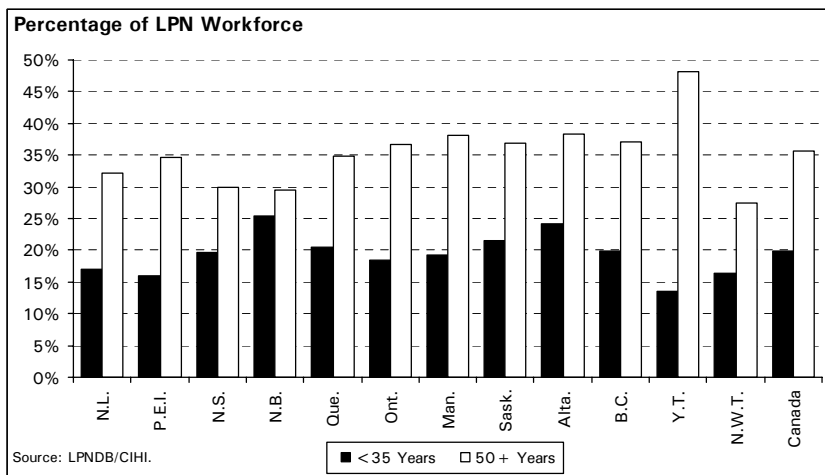
Across Canada, the distribution of LPNs by age group varies greatly, as illustrated in Figure 4.

Each jurisdiction has a greater percentage of LPNs over the age of 50 than under the age of 35. For example, Manitoba, Alberta and the Yukon's percentage of LPNs over the age of 50 are 38.1%, 38.2% and 48.1% respectively.

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

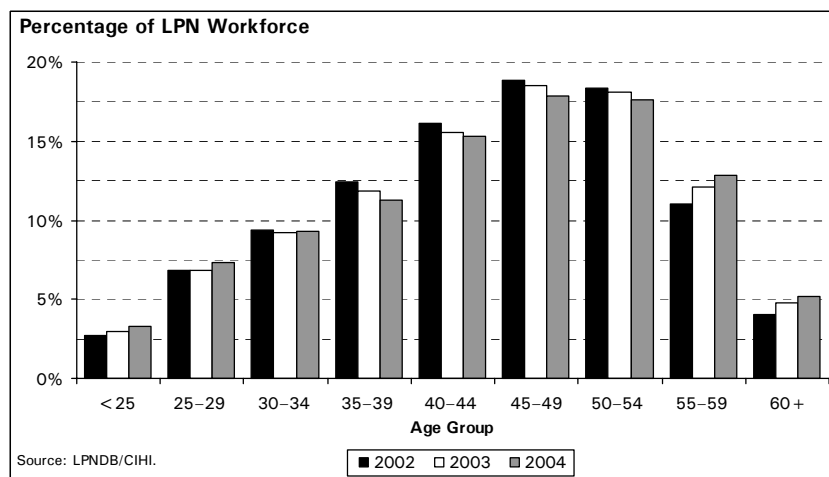
Figure 5 provides a breakdown by five-year age group for LPNs in Canada.

*There are 1.8 LPNs aged 50 years or older for every one LPN less than 35 years old in Canada.*



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

**Note**  
Nunavut data are not available.



**Figure 5. Percentage of LPNs Employed in Practical Nursing by Five-year Age Group, Canada, 2002–2004**

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

## Average Age

The average age of LPNs employed in practical nursing in Canada is 44.4 years, remaining the same as in 2003.

Table 4 shows the LPN workforce in New Brunswick is generally younger than those in the rest of Canada, at an average age of 42.8 years in 2003 and 42.7 years in 2004. In the Yukon, the average age of LPNs was 46.6 years in 2004, more than 2 years above the Canadian average.

*Two jurisdictions (Manitoba and the Yukon) have an average age above 45 years.*

These differences are further emphasized when looking at the eligibility ages for retirement in the following section.

**Table 4. Average Age of LPNs Employed in Practical Nursing by Province/Territory of Registration, Canada, 2003 and 2004**

	2003		2004		Increase '03-'04
	Average Age (years)	Difference From Canada	Average Age (years)	Difference From Canada	
N.L.	43.8	-0.6	44.2	-0.2	0.4
P.E.I.	44.4	0.0	44.8	0.4	0.4
N.S.	42.9	-1.5	43.7	-0.7	0.8
N.B.	42.8	-1.6	42.7	-1.7	-0.1
Que.	44.4	0.0	44.1	-0.3	-0.3
Ont.	44.6	0.2	44.9	0.5	0.3
Man.	45.0	0.6	45.0	0.6	0.0
Sask.	44.4	0.0	44.4	0.0	0.0
Alta.	44.4	0.0	44.2	-0.2	-0.2
B.C.	45.3	0.9	44.7	0.3	-0.6
Y.T.	45.9	1.5	46.6	2.2	0.7
N.W.T.	43.3	-1.1	44.1	-0.3	0.8
<b>Canada</b>	<b>44.4</b>		<b>44.4</b>		

Source: LPNDB/CIHI.

### Notes

LPNs not stating *Year of Birth* are not included in average age calculations. In 2003, 119 LPNs employed in practical nursing did not state their year of birth; in 2004, 1 LPN did not state her/his year of birth.

Nunavut data are not available.

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

Please review the methodological notes for more comprehensive information regarding the collection and comparability of LPNDB data.

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

## **Eligibility Age for Retirement**

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

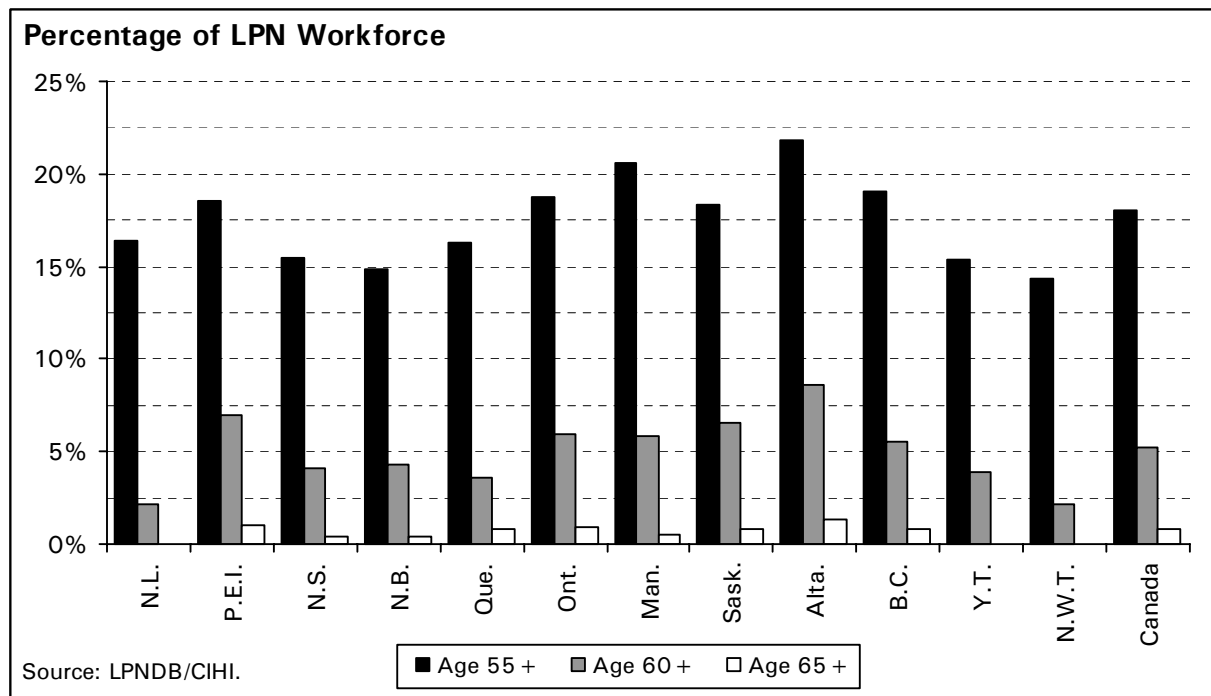
Very little research has investigated the age at which Canadian LPNs retire and whether the average retirement age has changed over time.

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

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

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

Currently, 18.0% of Canada’s LPN workforce is aged 55 years old or greater, with 5.2% aged 60 or greater. Northwest Territories currently has the smallest proportion of nurses over the age of 55, at 14.3%. Alberta has the largest proportion with 21.8% of its LPN workforce aged 55 or older.



**Figure 6. LPN Workforce Currently at Eligibility Age for Retirement by Typical Retirement Age and Province/Territory of Registration, Canada, 2004**

**Note**  
Nunavut data are not available.

## Education of Licensed Practical Nurses

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

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

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

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

### Initial Education in Practical Nursing

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

All provinces/territories reported 92% or higher of their LPNs having an initial education of diploma, as opposed to equivalency status, in 2004.

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

## Age at Graduation

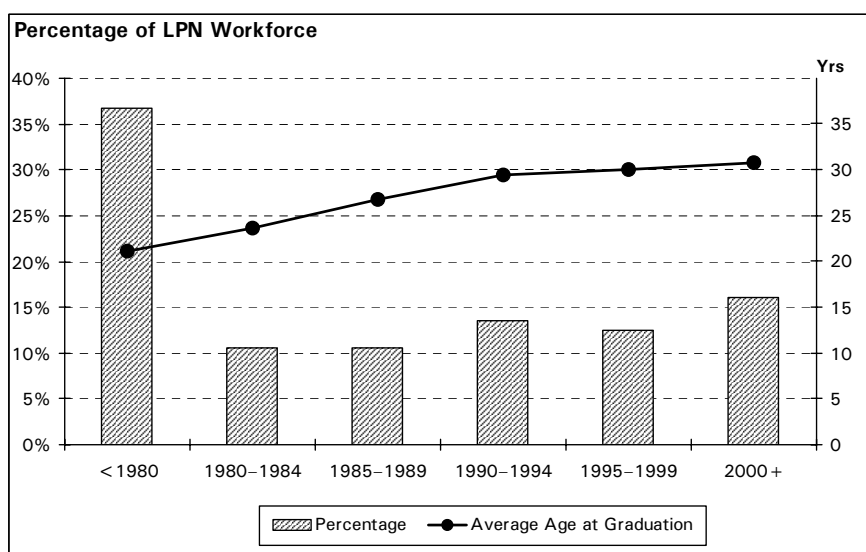
Data from the LPNDB indicate that the average age of practical nursing graduates has increased in recent years, resulting in a greater percentage of graduates aged 30 years or older.

Part of this increase can be attributed to the method used in the calculations. In the absence of demographic data for each graduating class, demographic data from LPNs currently in the workforce must be used as an indicator. Some LPNs who graduated before 1980 will have since left the profession and/or the country, while others will have retired. Those that remain in the workforce in 2004 and graduated before the 1980s were generally the youngest graduates. For this reason, five-year breakdowns are not provided for those graduating prior to 1980.

Among the current workforce, the average age of LPNs at the time of their initial nursing graduation increased from 23.5 years for those graduating between 1980 and 1984 to 30.8 years for those graduating since the year 2000, as shown in Figure 7.

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

Among the current LPN workforce, 23.6% of those graduating in the 1980s were aged 30 years or older at the time of graduation. This compares to 44.0% of graduates from the 1990s and 47.4% since the year 2000.



**Figure 7. Percentage of Current LPN Workforce by Year of Graduation and Average Age at Graduation, Canada, 2004**

**Note**

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

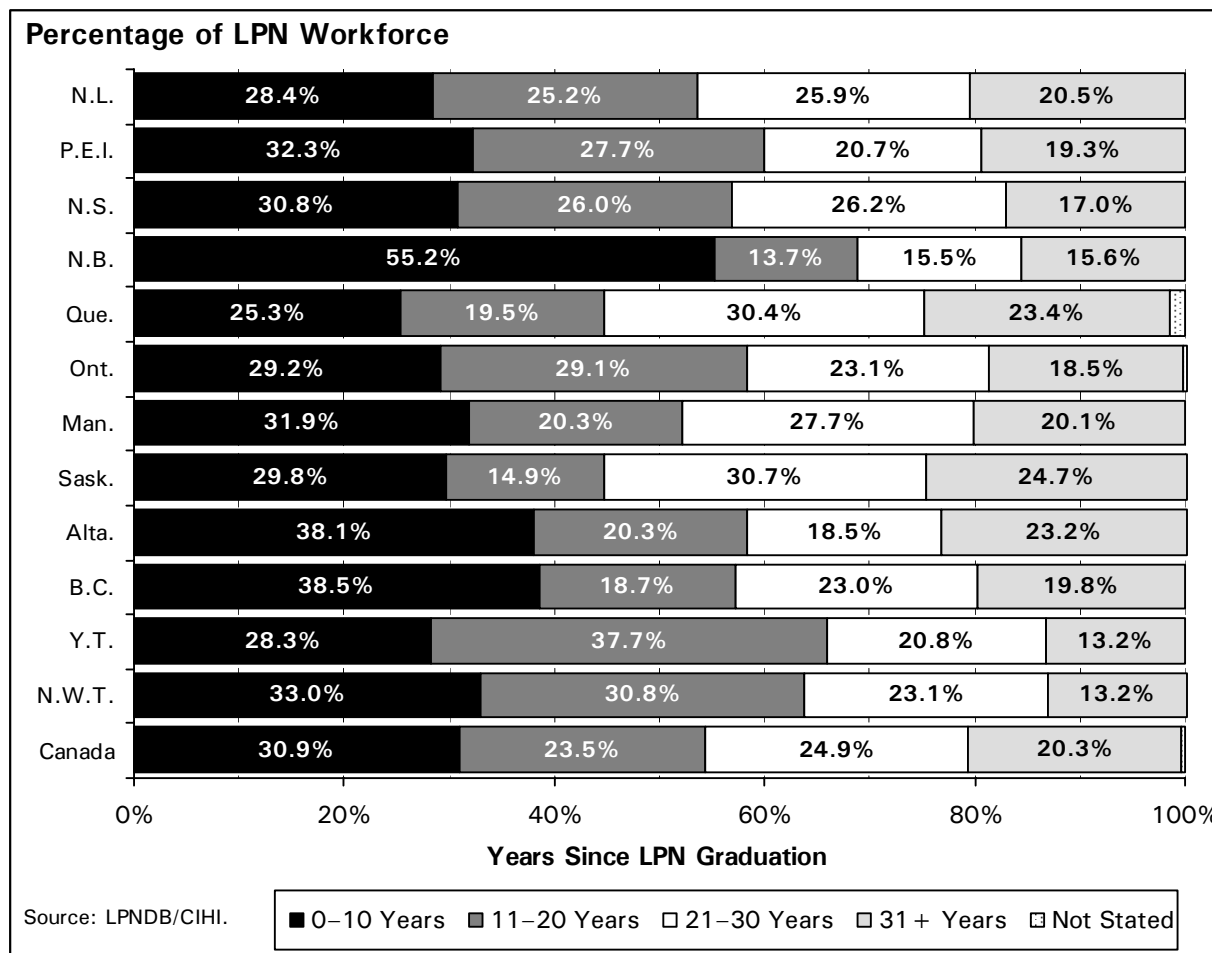
*It is unknown whether LPNs who start their career later (e.g. at age 30), still retire at the same age as other LPNs. If so, then LPNs beginning their career later in life will spend fewer years in the workforce than younger LPN graduates.*

## Years Since LPN Graduation

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

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

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



**Figure 8. Percentage Distribution of LPN Workforce by Years Since LPN Graduation and Province/Territory of Registration, Canada, 2004**

**Note**

Nunavut data are not available.

Surprisingly, some of the provincial/territorial workforces with the highest proportion of LPNs who graduated more than 20 years ago also have some of the youngest average ages. For example, Quebec’s LPN workforce was third youngest, on average, in 2004. Yet, more than 50% (53.8%) of the Quebec LPN workforce graduated more than 20 years ago, the second highest rate in the country. A similar situation also exists for Saskatchewan.

In contrast, the Yukon LPN workforce had the highest average age in 2004, yet 66.0% of its workforce graduated less than 20 years ago. These differences are partially explained by the increasing age of new graduates.

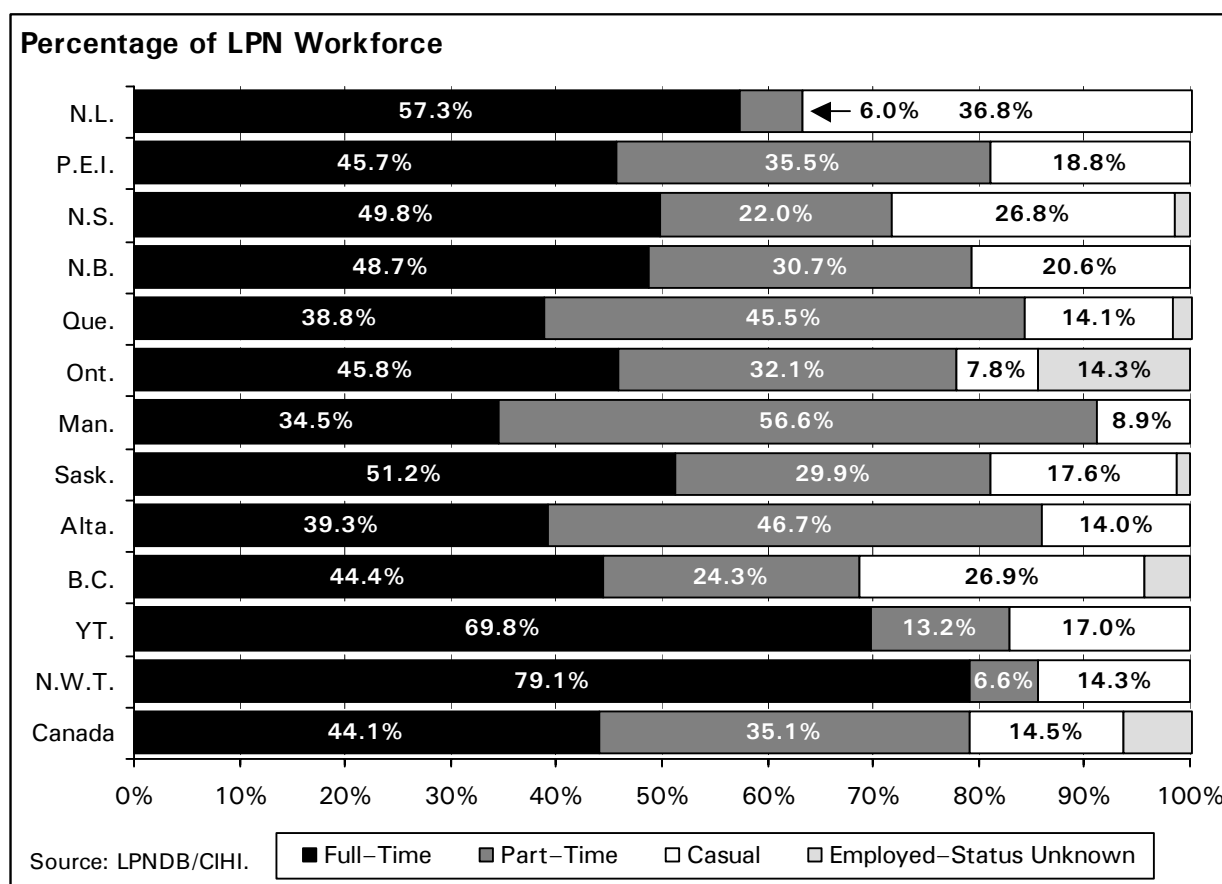
*Please refer to Data Tables B.LPN.5, C.LPN.6, D.LPN.6, E.LPN.6, F.LPN.4 and I.Summary on the CD-ROM for more Years Since LPN Graduation data.*



## Employment of Licensed Practical Nurses

### Employment Status

As Figure 9 illustrates, just under half (44.1%) of the LPN workforce is working in full-time positions, while 35.1% are employed part-time and 14.5% work on a casual basis. Casual rates varied widely among the provinces/territories in 2004, from 7.8% in Ontario to 36.8% in Newfoundland and Labrador.



**Figure 9. Percentage Distribution of LPN Workforce by Employment Status and Province/Territory of Registration, Canada, 2004**

**Note**

Nunavut data are not available.

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

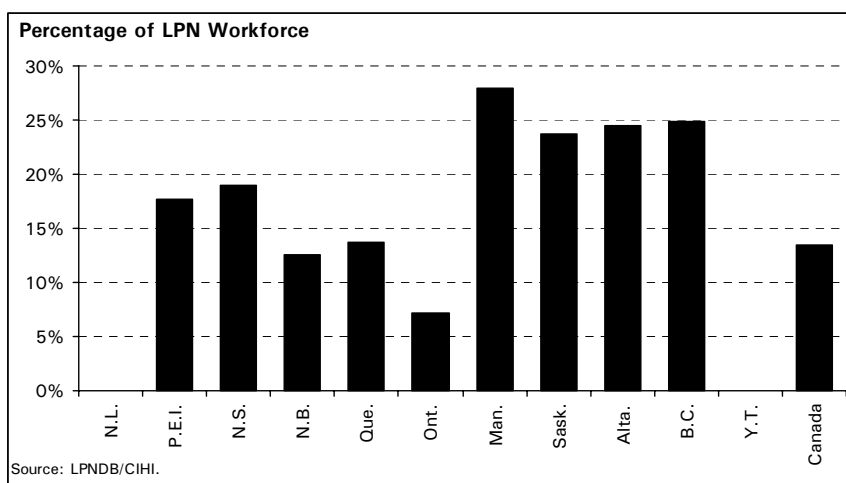
## Multiple Employment Status

In 2004, 13.4% of LPNs reported having more than one employer in practical nursing.

Multiple employment rates varied from a low of 0% in Newfoundland and Labrador to a high of 28.0% in Manitoba. These data were not available for the Yukon in 2004.

Data from Prince Edward Island, Nova Scotia, New Brunswick, Quebec, Manitoba, Saskatchewan, Alberta, British Columbia and Northwest Territories also identified the secondary place of work for LPNs with multiple employers in 2004.

Licensed practical nurses with multiple employers in these provinces/territories most frequently identified Nursing Home/Long-Term Care Facilities (30.3%), Hospitals (general, maternal, pediatric or psychiatric) (24.7%) and Home Care Agencies (6.5%) as their secondary place of work.



**Figure 10. Percentage of LPN Workforce with Multiple Employers by Province/Territory of Registration, Canada, 2004**

### Notes

In the 2004 Newfoundland and Labrador data, all LPNs employed in practical nursing have only a single employer. This methodology is different from 2002 and 2003.

Yukon data not available for 2004.

Nunavut data are not available.

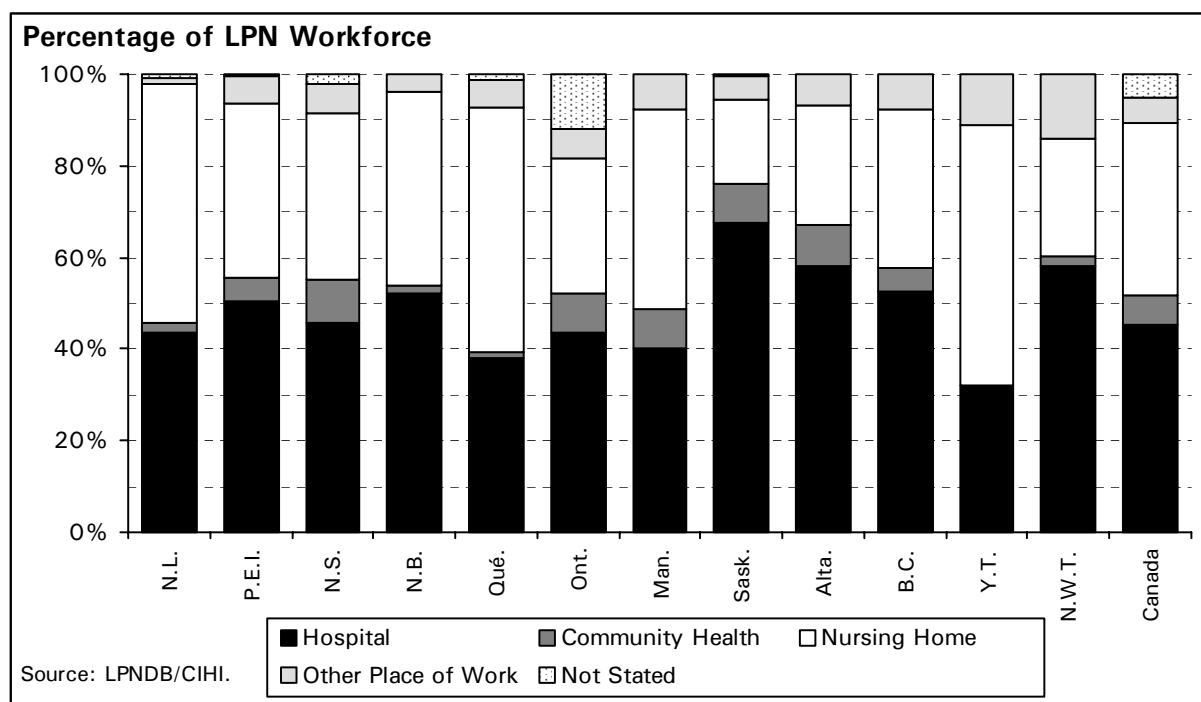
Please review the Methodological Notes for more information regarding the collection and comparability of LPNDB data.

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

### Place of Work

The percentage distribution for LPNs' place of work tends to vary throughout Canada, as shown in Figure 11 below. For instance in Quebec, 38.0% of LPNs work in a hospital setting, while 53.4% work in a nursing home setting. In contrast, 67.7% of Saskatchewan's LPNs are employed in a hospital setting, with only 18.4% of the workforce employed in a nursing home setting.

On average, 45.3% of LPNs in Canada work in a hospital setting, 6.5% in a community health setting, 37.4% in a nursing home setting, and 5.7% in other settings.



**Figure 11. Percentage Distribution of LPN Workforce by Place of Work and Province/Territory of Registration, Canada, 2004**

**Notes**

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

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

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

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

Nunavut data are not available.

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

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

## Area of Responsibility

Among all areas of responsibility, the most commonly identified areas in 2004 were Geriatrics/Long-Term Care (43.9%) and Medicine/Surgery (19.4%), as shown in Table 5.

The area of responsibility with the most LPNs, Geriatrics/Long-Term Care (27,839), also attracted the most recent graduates. In 2004, 44.3% of LPNs in their first five years of practical nursing worked in Geriatrics/Long-Term Care, the highest rate. In contrast, fewer LPNs in the latter stages of their career were employed in Geriatrics/Long-Term Care. In 2004, LPNs that graduated more than 35 years ago represented only 7.6 % of LPNs with a primary area of responsibility of Geriatrics/Long-Term care.

Among male LPNs, the most frequently identified areas of responsibility in 2004 were Geriatrics/Long-Term Care (36.3%), Psychiatry/Mental Health (18.1%) and Medicine/Surgery (17.9%). Despite the fact that males comprise 6.9% of the LPN workforce, they account for 24.0% of all LPNs employed in Psychiatry/Mental Health that reported their sex.

Among female LPNs, the most frequently identified areas of responsibility in 2004 were Geriatrics/Long-Term Care (44.4%) and Medicine/Surgery (19.5%).

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

**Table 5. LPN Workforce by Area of Responsibility, Canada, 2004**

	Counts	%
<b>Direct Care</b>	<b>59,017</b>	<b>93.0</b>
Medicine/Surgery	12,306	19.4
Psychiatry/Mental Health	3,280	5.2
Paediatrics	503	0.8
Maternity/Newborn	716	1.1
Geriatrics/Long-term Care	27,839	43.9
Critical Care	148	0.2
Community Health	1,889	3.0
Ambulatory Care	937	1.5
Home Care	1,159	1.8
Occupational Health	114	0.2
Operating Room/Recovery Room	598	0.9
Emergency Room	572	0.9
Several Clinical Areas	2,307	3.6
Oncology	62	0.1
Rehabilitation	2,176	3.4
Palliative Care	533	0.8
Other Direct Care	3,878	6.1
<b>Administration</b>	<b>547</b>	<b>0.9</b>
Nursing Service	160	0.3
Nursing Education	9	< 0.1
Other Administration	378	0.6
<b>Education</b>	<b>246</b>	<b>0.4</b>
Teaching—Students	145	0.2
Teaching—Employees	17	< 0.1
Teaching—Patients/Clients	14	< 0.1
Other Education	70	0.1
<b>Research</b>	<b>36</b>	<b>0.1</b>
Research Only	28	< 0.1
Other Research	8	< 0.1
<b>Not Stated</b>	<b>3,597</b>	<b>5.7</b>
<b>Total</b>	<b>63,443</b>	<b>100.0</b>

Source: LPNDB/CIHI.

### Notes

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

## Position

The distribution of LPNs in various practical nursing positions can be seen in Table 6. In 2004, there was a very small percentage of LPNs working in a manager position.

In contrast, 85.8% of LPNs worked in the position of LPN Staff Nurse. Manitoba and Newfoundland and Labrador had the highest proportion of LPN Staff Nurses, with 95.4% and 95.1%, respectively.

The average age of LPN managers was 46.7 years in 2004, compared to an average age of 44.2 years for LPN staff nurses.

**Table 6. Percentage Distribution of LPN Workforce by Position and Province/ Territory of Registration, Canada, 2004**

	Managers	LPN Staff Nurses	Other Positions	Not Stated	Total
<i>Percentage Distribution</i>					
<b>N.L.</b>	0.0	95.1	**	**	100.0
<b>P.E.I.</b>	1.4	86.8	11.3	0.5	100.0
<b>N.S.</b>	1.7	90.9	4.6	2.7	100.0
<b>N.B.</b>	2.0	84.8	13.1	0.1	100.0
<b>Que.</b>	0.2	91.5	6.3	2.0	100.0
<b>Ont.</b>	2.1	78.3	7.5	12.0	100.0
<b>Man.</b>	0.9	95.4	3.7	0.0	100.0
<b>Sask.</b>	0.8	88.9	10.0	0.3	100.0
<b>Alta.</b>	1.0	93.2	5.7	0.0	100.0
<b>B.C.</b>	1.6	84.3	13.7	0.4	100.0
<b>Y.T.</b>	0.0	0.0	0.0	100.0	100.0
<b>N.W.T.</b>	0.0	94.5	*	*	100.0
<b>Canada</b>	<b>1.3</b>	<b>85.8</b>	<b>7.5</b>	<b>5.4</b>	<b>100.0</b>

Source: LPNDB/CIHI.

### Notes

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

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

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

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

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

## Mobility Trends of Licensed Practical Nurses

### Background

At present, licensed practical 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 LPN 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 LPNs within Canada.

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

The place of graduation is only an indicator of mobility, and not an accurate measure. This method does not account for those attending practical nursing school out-of-province/territory with the intention of returning “home” to work, nor will it account for time spent in another jurisdiction. For example, if an LPN 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).

In addition, this indicator is unable to track mobility 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 practical nursing school in Canada are considered “Canadian graduates” ... Similarly, Canadians who attend practical 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 Practical Nursing Programs

Table 7 provides a breakdown of the location of graduation data for LPNs in Canada.

Of the 63,443 LPNs employed in practical nursing in Canada in 2004, 72.5% (45,969) graduated from a practical nursing program in Canada, 1.9% (1,188) graduated from a foreign nursing program, and 25.7% (16,286) did not state their place of graduation.

**Table 7. Percentage Distribution of LPN Workforce by Location of Graduation and Province/Territory of Registration, Canada, 2004**

	Canada		Foreign		Unknown		Total
	Counts	%	Counts	%	Counts	%	
<b>N.L.</b>	1,944	71.7	0	0.0	766	28.3	2,710
<b>P.E.I.</b>	**	**	*	*	0	0.0	628
<b>N.S.</b>	3,050	99.7	8	0.3	0	0.0	3,058
<b>N.B.</b>	2,547	99.6	9	0.4	0	0.0	2,556
<b>Que.</b>	n/s	n/s	n/s	n/s	15,472	100.0	15,472
<b>Ont.</b>	23,682	96.8	769	3.1	16	0.1	24,467
<b>Man.</b>	2,344	97.1	65	2.7	6	0.2	2,415
<b>Sask.</b>	2,095	98.3	36	1.7	0	0.0	2,131
<b>Alta.</b>	4,946	97.9	105	2.1	0	0.0	5,051
<b>B.C.</b>	4,593	95.5	192	4.0	26	0.5	4,811
<b>Y.T.</b>	53	100.0	0	0.0	0	0.0	53
<b>N.W.T.</b>	**	**	*	*	0	0.0	91
<b>Canada</b>	<b>45,969</b>	<b>72.5</b>	<b>1,188</b>	<b>1.9</b>	<b>16,286</b>	<b>25.7</b>	<b>63,443</b>

Source: LPNDB/CIHI.

**Notes**

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

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

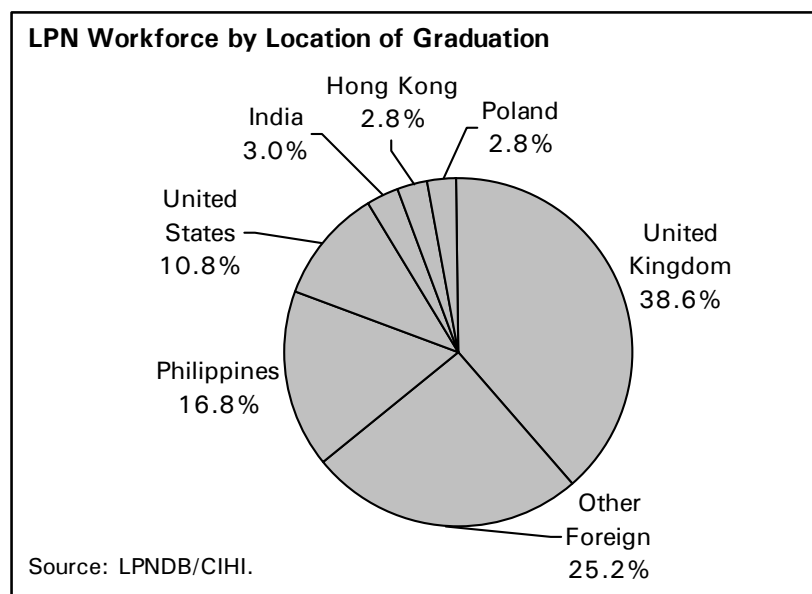
n/s Data not submitted to CIHI

Nunavut data are not available.

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

For the 1,188 LPNs in Canada who graduated from a foreign nursing program, the six most frequently identified countries of graduation are identified in Figure 12.

More than half of all foreign graduates attended nursing programs in the United Kingdom (38.6%) or the Philippines (16.8%). Graduates from the United States comprise 10.8% of all foreign graduates in the LPN workforce.



**Figure 12. Percentage of Foreign Graduates 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 Hong Kong graduates are located in Ontario or British Columbia, and all graduates from Jamaica are located in Ontario.

### Distribution Analysis

This analysis of the distribution patterns of LPNs 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 LPN workforce in Canada.

### Workforce Composition

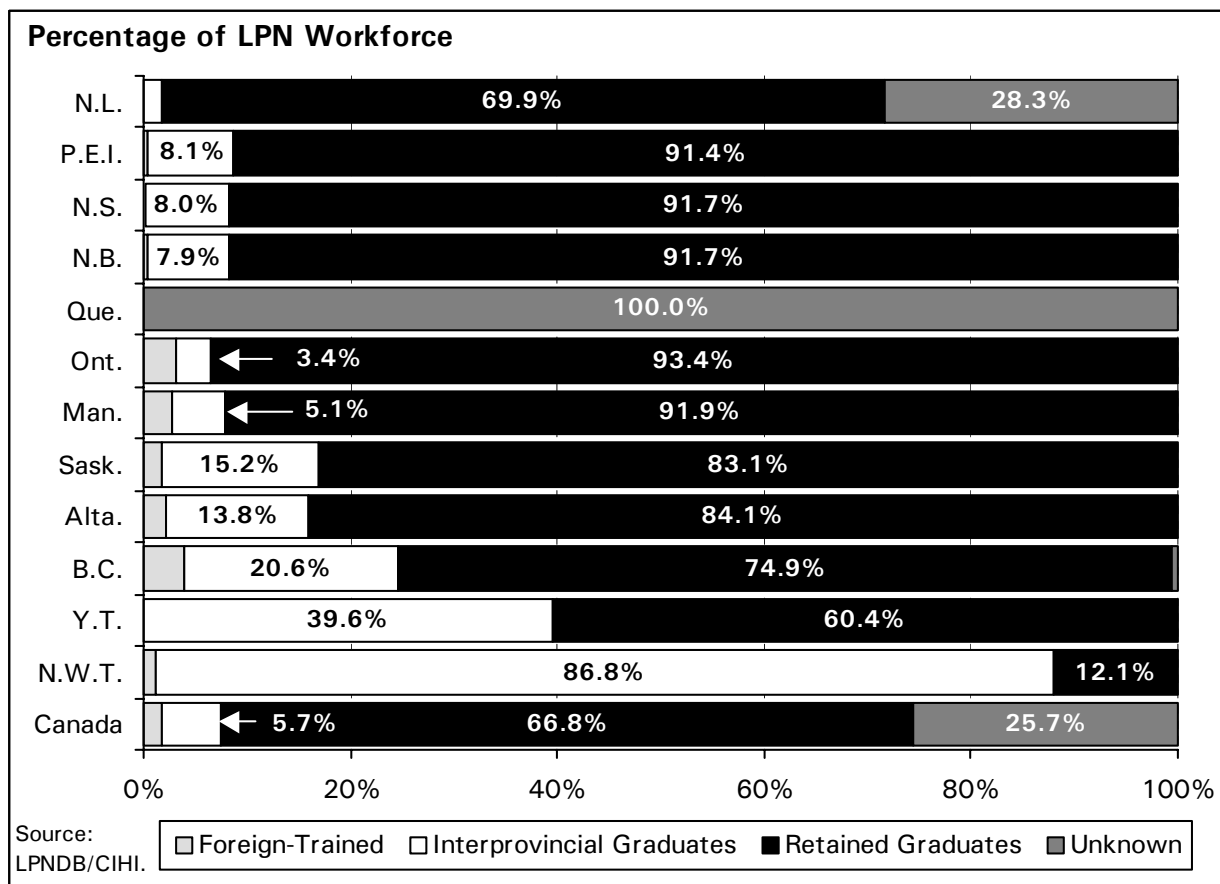
Each provincial/territorial workforce is a combination of graduates from within the province/territory, graduates from other Canadian jurisdictions, and graduates from outside the country. This analysis highlights the mobility of LPNs into each jurisdiction, which can assist recruitment methods.

In Figure 13, those graduating outside of the country are termed “foreign-trained”, graduates of practical nursing schools in other Canadian provinces or territories are termed “interprovincial graduates”, graduates of practical 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 LPN workforces of British Columbia (4.0%) and Ontario (3.1%) had the highest concentration of foreign graduates. In contrast, 0.3% of the Nova Scotia LPN workforce and 0.4% of New Brunswick LPN workforce graduated from a foreign practical nursing school.



More than 10 percent of the LPN workforces of British Columbia (20.6%), Saskatchewan (15.2 %) and Alberta (13.8%) originate from other provinces/territories in Canada.



**Figure 13. Percentage Distribution of LPN Workforce by Location of Graduation and Province/Territory of Registration, Canada, 2004**

**Notes**

Nunavut data are not available.  
 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 LPNDB data.

***Out-of-Province Graduates***

*A high rate of out-of-province and/or out-of-country graduates may reflect: the number of practical 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 practical 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 section analyzes where graduates go after completing practical 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 practical nursing schools because those who leave the profession and those who leave Canada to work abroad (without maintaining a Canadian LPN license) are excluded, as information is available only for those who were employed in Canada in 2004.

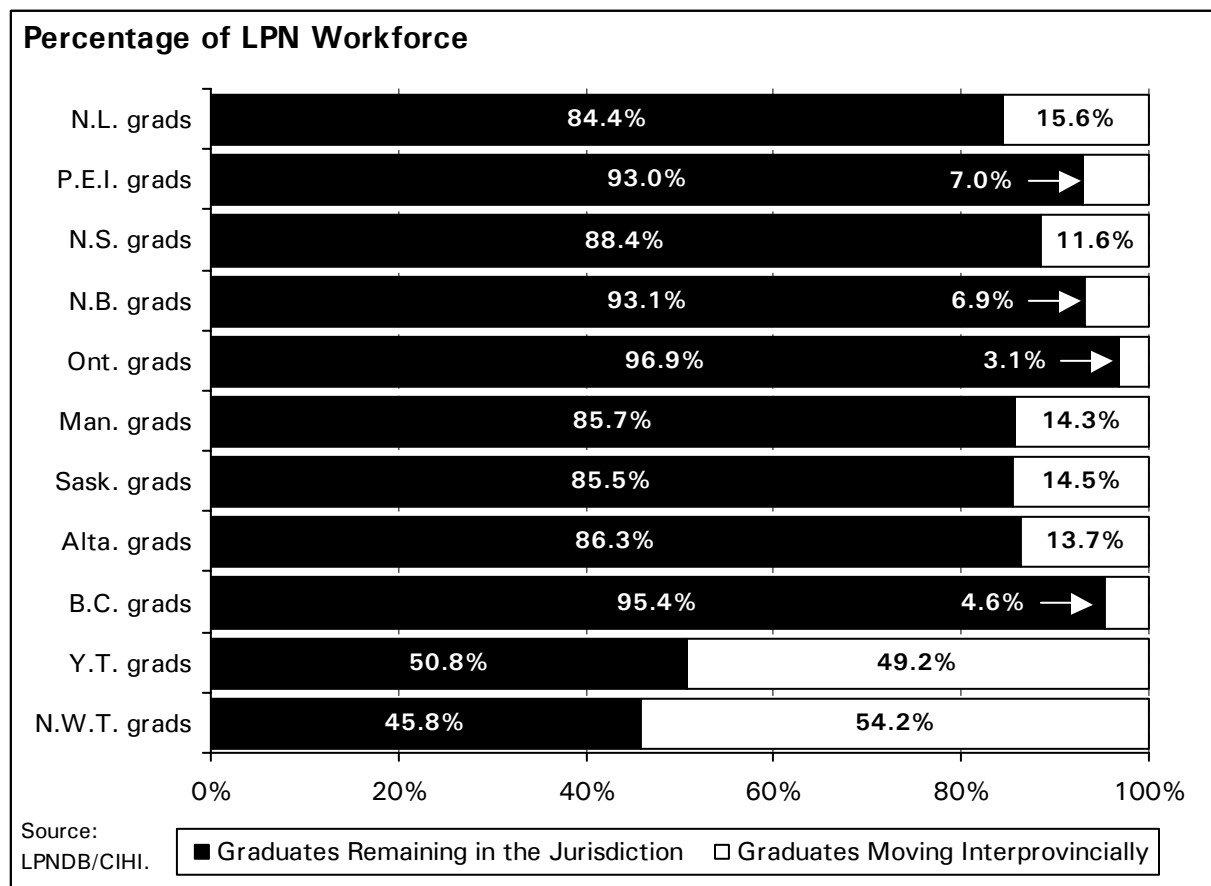
Further, this method compares only two points in time: the year of graduation to the 2004 registration year. Multiple moves during the period in-between cannot be identified.

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 in the 2004 LPN workforce (excluding Quebec for which data are not available), those graduating from practical nursing programs in Ontario (96.9%), British Columbia (95.4%) and New Brunswick (93.1%) were the most likely to be employed in their province of graduation.

In contrast, 84.4% of graduates from Newfoundland and Labrador practical nursing programs (who were employed in Canada in 2004) and 85.5% of graduates from Saskatchewan practical nursing programs remained in those provinces.

Overall, more than nine out of ten (92.9%) graduates of Canadian practical nursing programs, who were working in Canada in 2004, either didn't move after graduation or eventually returned to that jurisdiction. This figure excludes Quebec, for which data were not available.



**Figure 14. LPN Graduates by Province/Territory of Graduation, 2004**

**Notes**

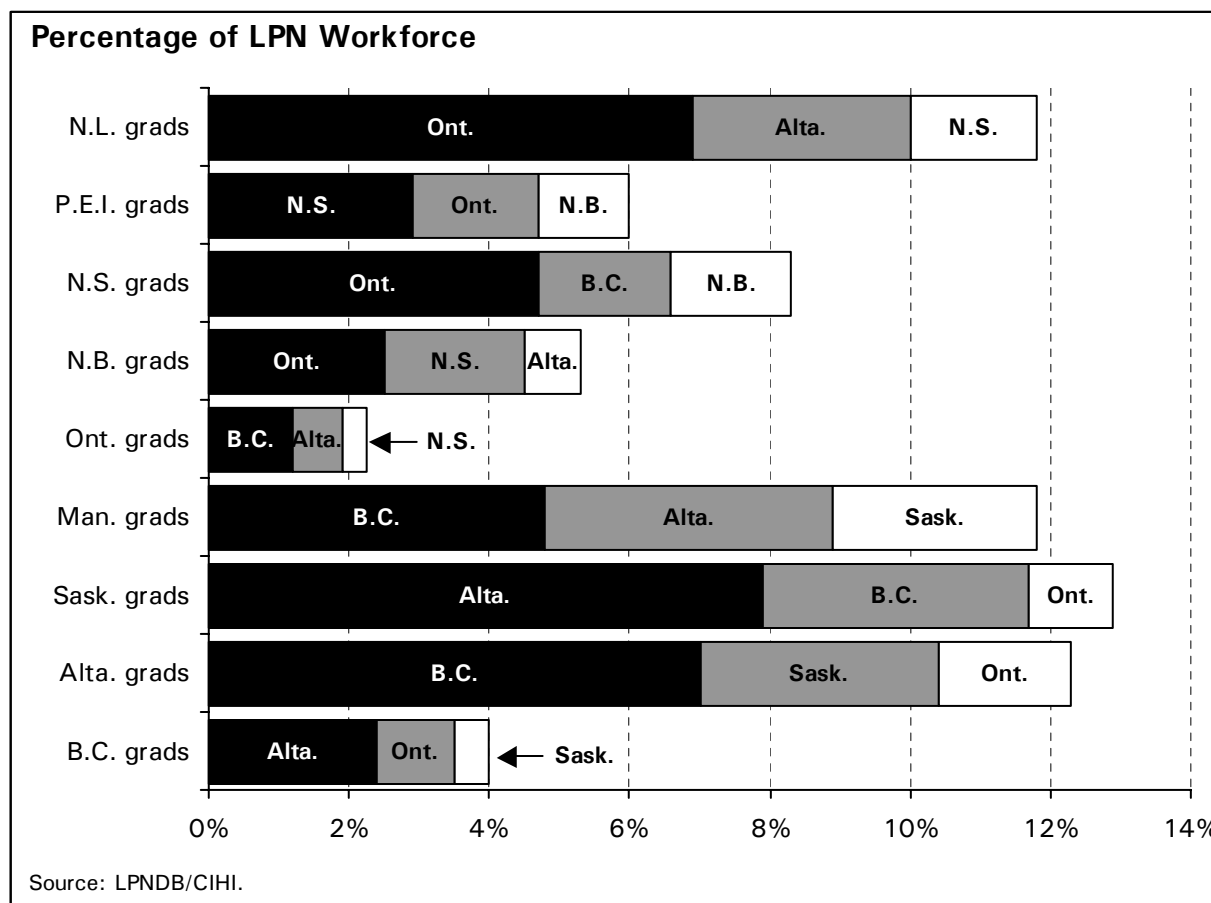
Figure 14 includes only graduates of Canadian nursing programs (n = 45,968). Quebec data are not included in this figure, as "Province of Graduation" data were not available. Nunavut data are not available.

***The Internal Migration of LPNs***

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

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

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



**Figure 15. Three Most Frequent Destinations for LPN Graduates Leaving the Jurisdiction by Province/Territory of Graduation, 2004**

**Notes**

Figure 15 includes only the three most frequently identified destinations for LPN graduates; not all destinations are presented.  
 Yukon and Northwest Territories data not presented due to concerns for small cell values. In 2004, 28.6% (18) of all Yukon graduates were employed in British Columbia, and 29.2% (7) of all Northwest Territories graduates were employed in Alberta.  
 Nunavut data are not available.

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

## Methodological Notes

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

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

## Background

The Canadian regulated nursing workforce consists of three regulated professions: licensed practical nurses (LPNs), registered nurses (RNs) and registered psychiatric nurses (RPNs). Members of these distinct professions work in a variety of roles and settings across the continuum of health services.

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

In 2001, CIHI and LPN representatives established a standardized minimum data set for the collection of LPN data. The *Licensed Practical Nurses Data Dictionary and Processing Manual* contains the list of data elements and is available upon request to CIHI.

The Licensed Practical Nurses Database (LPNDB) contains supply and distribution information for licensed practical nurses in Canada for the years from 2002 to 2004 and is managed by the Canadian Institute for Health Information (CIHI).

Previous to the new LPNDB, minimal information on Licensed Practical Nurses was available. The publication *Health Personnel Trends in Canada* (formerly *Health Personnel in Canada*), produced by CIHI, included national and provincial/territorial figures for the period of 1993 to 2002. Specific historical information included:

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

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

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

## General Methodology

### Target Population

The target population for the LPNDB is all licensed practical nurses submitting active-practising registration in a Canadian province/territory in the first six months of a jurisdiction's registration year.

A standardized minimum data set is collected for each active-practising licensed practical nurse registering in this period.

### *Excluded From the Target Population*

Data are not collected for licensed practical nurses maintaining associate or non-practising registration (e.g. maternity/paternity leave, long-term disability, LOA or education leave). In addition, data are not collected for Canadian-born LPNs currently working outside of Canada (unless the LPN maintains a Canadian registration), or for those who have left the workforce. In addition, the LPNDB does not contain data on registered nurses (RNs) or on registered psychiatric nurses<sup>1</sup> (RPNs).

### Registration Periods

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

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

The registration periods for each provincial/territorial jurisdiction are presented in Figure 16. This table 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	xxxxx	xxxxx
P.E.I.									xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
N.S.			xxxxx	xxxxx		xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx						
N.B.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
Que.									xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
Ont.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
Man.			xxxxx	xxxxx		xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
Sask.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
Alta.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
B.C.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
Y.T.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx
N.W.T.						xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx	xxxxx

Figure 16. LPN Twelve-Month Registration Periods by Province/Territory of Registration, 2004

**Notes**

CIHI collects active-practising registrations submitted in the first six months of the registration period. Nunavut data are not available.

To produce timely information, CIHI cannot wait until the 12-month registration period has finished in each jurisdiction. Consequently, data are collected for the LPNDB at the six-month mark of each jurisdiction’s registration year. This staggered submission period ensures comparable data among the provinces/territories, 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 six-month mark, the LPNDB systematically undercounts the number of LPNs in Canada, as data for those registering in months 7-12 are not captured in the database. Therefore, CIHI figures will differ slightly from the year-end statistics released by provincial/territorial regulatory authorities. This can cause confusion and debate, although analyses by CIHI have found that CIHI receives approximately 95-99% of all registrations at the six-month mark. When comparing CIHI data to provincial/territorial year-end figures, please review the methodological differences in the *Comparability* section of the Methodological Notes.

**Data Sources and Collection**

The collection and submission of LPN data is governed by specifications and requirements found in the *Licensed Practical Nurses Data Dictionary and Processing Manual*. Each year, licensed practical nursing provincial/territorial regulatory authorities and CIHI review the core set of elements each province/territory includes on the registration forms. For the 2004 data year, the LPNDB contained 29 data elements for collection.

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

## File Processing

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

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

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

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

## Identification of Secondary Registrations

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

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

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



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

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

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

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

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

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

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

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

## **Nunavut Data**

Nunavut Territory did not participate for the 2004 year. CIHI is working towards having Nunavut data available for future publications.

## Urban/Rural Statistics

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

Rural and Small Town (RST) communities are further subdivided by identifying the degree to which they are influenced (in terms of social and economic integration) by larger urban centers (i.e. the CMAs and CAs). Metropolitan Influenced Zone (MIZ) categories disaggregate the RST population into four subgroups: Strong MIZ, Moderate MIZ, Weak MIZ, No MIZ. These urban/rural/remote categories are applied to communities (cities, town, villages, etc.) that can be equated with the Statistics Canada designation Census Subdivision (CSD). With the exception of 1.0% LPNs in 2004, we can identify the CSD of residence for the LPN workforce.

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

Details of the RST and MIZ classification schemes can be found in McNiven et al. (2000)<sup>2</sup>, du Plessis et al. (2001)<sup>3</sup> and CIHI (2002)<sup>4</sup>.

## Summary of Records Received by CIHI

In 2002, CIHI began to collect and report on data for LPNs on an annual basis. This publication highlights LPN workforce trends from 2002–2004.

From all the records submitted by the provincial/territorial LPN regulatory authorities in 2004, 646 records were identified as “Secondary Registrations”. These 646 records are excluded from all counts and percentages presented in this CIHI publication and ad hoc requests.

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

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

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

**Table 8. Number of Records Submitted to CIHI by Province/Territory, Canada, 2002–2004**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
<b>2004</b>													
<i>Total Records Submitted</i>	2,763	647	3,257	2,720	17,028	29,907	2,553	2,191	5,516	5,189	56	100	71,927
Secondary Registrations	4	0	20	6	32	408	8	15	81	65	2	5	646
Primary Registrations	2,759	647	3,237	2,714	16,996	29,499	2,545	2,176	5,435	5,124	54	95	71,281
<b>Employed in Practical Nursing</b>	<b>2,710</b>	<b>628</b>	<b>3,058</b>	<b>2,556</b>	<b>15,472</b>	<b>24,467</b>	<b>2,415</b>	<b>2,131</b>	<b>5,051</b>	<b>4,811</b>	<b>53</b>	<b>91</b>	<b>63,443</b>
Other	45	18	60	0	165	4,381	33	43	384	310	1	4	5,444
Not Stated	4	1	119	158	1,359	651	97	2	0	3	0	0	2,394
<b>2003</b>													
<i>Total Records Submitted</i>	2,779	635	3,342	2,583	16,341	30,579	2,484	2,142	5,176	4,760	62	104	70,987
Secondary Registrations	0	0	25	9	15	441	11	11	41	24	0	6	583
Primary Registrations	2,779	635	3,317	2,574	16,326	30,138	2,473	2,131	5,135	4,736	62	98	70,404
<b>Employed in Practical Nursing</b>	<b>2,719</b>	<b>619</b>	<b>3,022</b>	<b>2,429</b>	<b>14,831</b>	<b>25,730</b>	<b>2,417</b>	<b>2,056</b>	<b>4,766</b>	<b>4,391</b>	<b>60</b>	<b>98</b>	<b>63,138</b>
Other	58	10	221	0	241	4,405	12	72	369	308	2	0	5,698
Not Stated	2	6	74	145	1,254	3	44	3	0	37	0	0	1,568
<b>2002</b>													
<i>Total Records Submitted</i>	2,811	603	3,222	2,494	16,073	30,795	2,387	2,066	4,887	4,585	64	107	70,094
Secondary Registrations	4	0	17	3	57	503	12	10	58	40	0	16	720
Primary Registrations	2,807	603	3,205	2,491	16,016	30,292	2,375	2,056	4,829	4,545	64	91	69,374
<b>Employed in Practical Nursing</b>	<b>2,759</b>	<b>593</b>	<b>2,950</b>	<b>2,333</b>	<b>14,560</b>	<b>23,827</b>	<b>2,250</b>	<b>2,011</b>	<b>4,435</b>	<b>4,262</b>	<b>64</b>	<b>79</b>	<b>60,123</b>
Other	46	8	215	0	18	4,167	4	29	387	280	0	0	5,154
Not Stated	2	2	40	158	1,438	2,298	121	16	7	3	0	12	4,097

Source: LPNDB/CIHI.

**Notes**

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

Nunavut data are not available.

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

Quebec data have a comparatively high proportion of records with an *Employment Status* of "Not Stated", while the proportion of "Not Stated" records fluctuates in the Ontario data. These facts should be considered when analyzing data over time.

In addition, for the year 2003, there was a significant decrease in the number of Not Stated values for Ontario. This decrease is due to a methodological enhancement applied by the College of Nurses of Ontario to provide more accurate numbers for the number of LPNs employed in practical nursing in that province. A similar change was also performed for the province of Saskatchewan in the 2003 data year. When performing trending analysis, caution should be applied when interpreting this information. It is important to note that the increase in the total Ontario workforce between 2002 and 2003 is primarily due to a methodological enhancement, and does not indicate a substantial increase in the LPN workforce. Please see the Ontario notes in the Comparability section of the Methodological Notes for further explanation regarding these changes.

**Computations**

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

## Data Suppression

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

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

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

In the tables presented in both the Data Analysis and Data Tables sections, cells with a value from one to four have been replaced by a single asterisk (\*). However, presenting accurate row and column totals necessitates the suppression of a second value as well, to prevent the reader from determining the suppressed value through subtraction. Therefore, in each row and column with a suppressed value, a second value is suppressed as well. Generally, the next smallest value is chosen for additional suppression. However, if the second value suppressed is greater than four, it is replaced by a different symbol. For this, the LPN publication uses a double asterisk (\*\*). A value of "zero" is not suppressed.

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

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

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

## Symbols

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

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

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

## Data Quality

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

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

### Accuracy

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

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

The following section outlines where caution must be applied when analyzing data presented in *Workforce Trends of Licensed Practical Nurses in Canada, 2004*.

### Under-Coverage

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

Data for the LPNDB is collected at the 6-month mark of each jurisdiction's 12-month registration period.<sup>5</sup> But because the target population of the database is all LPNs submitting active-practising registration within the first six months of the registration year, this is not a case of under-coverage.

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

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

### *First-Time Registrants*

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

### **Over-Coverage**

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

There are no known instances of over-coverage in the 2002–2004 LPN data, but there are two situations that must be noted.

### *Non-Practising Registrations*

The target population of the LPNDB includes only LPNs submitting active-practising registrations; those submitting non-practising registrations are excluded. At present, the province of Ontario is the only jurisdiction that does not offer the option of active-practising or non-practising registration status to members: there is only one type of registration.

For this reason, this jurisdiction submits data to CIHI from LPNs who are not currently practising. While this is not a source of over-coverage—because all registrations 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 LPNDB data.

### *LPNs on Leave*

The target population excludes any LPNs who are not currently practising. Those LPNs on temporary leave (such as maternity/paternity leave, education leave or short-term illness or injury) are in a grey area. While these LPNs 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 LPN 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 LPNs 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 LPNs only practice part of the year needs to be considered when analyzing LPNDB data.

## Non-Response

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

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

**Table 9. Percentage of Records with “Not Stated” Responses by Data Element and Province/Territory of Registration, Canada, 2004**

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	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
Year of Birth	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Initial/Entry Nurse Education	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Year of Graduation	0.00	0.00	0.00	0.00	1.35	0.17	0.00	0.00	0.00	0.00	0.00	0.00	0.40
Province/Country of Graduation	28.27	0.00	0.00	0.00	100.00	0.07	0.25	0.00	0.00	0.54	0.00	0.00	25.67
Other Education in Nursing—Non LPN	0.00	97.45	32.15	100.00	93.59	57.85	13.75	28.72	0.00	39.37	1.89	100.00	56.29
Education in Other Than Nursing	100.00	100.00	100.00	100.00	100.00	0.00	14.66	100.00	0.00	28.33	100.00	100.00	44.79
Employment Status	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Multiple Employment	0.00	0.00	0.07	0.00	0.00	0.00	0.00	10.98	0.00	1.16	100.00	100.00	0.69
Province/Territory of Employment	4.43	0.00	5.43	0.04	0.00	0.97	0.12	0.23	0.00	0.20	1.89	1.10	0.84
Place of Work—Primary	0.59	0.32	2.35	0.00	1.46	12.10	0.00	0.33	0.00	0.04	0.00	0.00	5.18
Area of Responsibility—Primary	2.80	0.64	2.88	0.00	3.04	12.04	0.04	0.42	0.00	0.08	0.00	0.00	5.67
Position—Primary	0.41	0.48	2.68	0.08	2.01	12.04	0.00	0.33	0.02	0.37	100.00	1.10	5.41
Province/Country of Residence	0.15	0.00	0.00	0.27	0.00	0.00	0.04	0.00	0.00	0.00	0.00	0.00	0.02
Postal Code of Residence	2.66	0.80	0.26	1.02	2.55	1.03	2.19	0.19	1.84	1.52	3.77	4.40	1.56
Postal Code of Employer—Primary	7.45	3.66	6.28	6.73	17.86	3.62	0.95	0.47	1.25	3.01	1.89	2.20	7.06
Date of Registration	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Source: LPNDB/CIHI

### Notes

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

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

For the fields Postal Code of Residence and Postal Code of Employer (primary, second, third), non-response was defined as a postal code that did not successfully match the January 2004 release of the Statistics Canada Postal Code Conversion File (PCCF).

The degree of non-response varies among elements, with the largest percentages occurring in Education in Other Than Nursing (44.8%) and Other Education in Nursing—Non LPN (56.3%).

CIHI did not impute any missing values for year 2004 data. Instead, many of the elements with a large percentage of “Not Stated” values were not included in the Data Analysis and Data Tables sections; in other cases, the number of “Not Stated” values were clearly identified in the analysis.

## Collection and Capture

When information is self-reported, as is the case with licensed practical nurses completing their own registration 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, CIHI considers the data received from each jurisdiction to be reliable.

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

## Comparability

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

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

### *Year 2004 Data*

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

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

*Number of LPNs employed in practical nursing* – A new methodology to report Employment Status was developed for the preparation and submission of 2003 Ontario data to the Licensed Practical Nurses Database.

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

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

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

### **Newfoundland and Labrador data:**

- *Multiple Employment Status*—The Council of Licensed Practical Nurses of Newfoundland and Labrador (CLPNL) changed the methodology used in preparing this data field. For 2004, all LPNs employed in practical nursing are considered to have only a single employer. This method is different from 2002 and 2003 data, and should be considered during analysis.



- The following data elements are not collected by Newfoundland and Labrador for the 2002 to 2004 data years:
  - *Other Education in Nursing—Non LPN*
  - *Place of Work (Second and Third Employer)*
  - *Area of Responsibility (Second and Third Employer)*
  - *Position (Second and Third Employer)*
  - *Postal Code of Worksite (Second and Third Employer)*

**Nova Scotia data:**

- The following data elements are now available as of 2004:
  - *Place of Work (Second and Third Employer)*
  - *Area of Responsibility (Second and Third Employer)*
  - *Position (Second and Third Employer)*
- For the field *Initial Education in Practical Nursing*, the category of “Certificate” on the registration form is mapped to “Diploma” in the CIHI data.

**New Brunswick data:**

- The following data elements are not collected by New Brunswick for the 2002 to 2004 data years:
  - *Other Education in Nursing—Non LPN*
  - *Education in Other than Nursing*
  - *Place of Work (Third Employer)*
  - *Area of Responsibility (Third Employer)*
  - *Position (Third Employer)*
  - *Postal Code of Worksite (Third Employer)*

**Quebec data:**

- The *Other Education in Practical Nursing* data element is now available in 2004.
- In 2002, the sub-element “Home Care Agency” was reported incorrectly due to a mapping error. The sub-element “Private Nursing Agency/Private Duty” is being used in its place as of 2004.
- For the field *Location of Graduation*, all records were defaulted to “Not Stated” for the 2004 data year.
- *Place of Work (Primary, Second and Third Employers)*—Data for the sub-element “Mental Health Centre” is not collected for the 2002 to 2004 data years because this type of institution as defined by the Licensed Practical Nurses System Data Dictionary does not exist in the province of Quebec.

**Ontario data:**

- 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](http://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.”
- *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 *Number of LPNs Employed in Practical Nursing* above for details.  
*Full-Time/Part-Time Status*—A different methodology was applied for 2003 and 2004 data year. Please refer to *Number of LPNs Employed in Practical Nursing* above for details.
- The following data elements have not been submitted by CNO for the 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 LPNs registered before May 14, 2004, the formal suspension date in 2004 for non-payment of renewal fee.
- **Note: Initial Education in Practical Nursing**—For the 2002 to 2004 data years, those LPNs who have had formal training as an LPN or are recognized through experience as an LPN are coded under the sub-element of “Diploma” for CIHI. Those LPNs without any formal training are coded under the sub-element of “Equivalency” for CIHI.

**Manitoba data:**

- The Manitoba registration period changed from November 30 to October 31 for the 2004 data year. CIHI data includes only those LPNs registered between December 1, 2002 and May 31, 2004.
- *Place of Work*—For 2004, the element “Community Health” was split into “Community Health Centre” and “Home Care Agency”.

**Saskatchewan data:**

- *Employment Status*—For the 2004 data year, to better reflect the number of LPNs employed in Saskatchewan, CIHI included those LPNs who were employed in practical nursing but did not indicate their status of nursing employment (e.g. full-time, part-time or casual). These LPNs are identified in the CIHI statistics as “Employed in Practical Nursing—status unknown”.
- *Full-Time/Part-Time Status*—The same methodology was used as *Employment Status* field. Please refer to *Number of LPNs Employed in Practical Nursing* above for details.
- *Initial Education in Practical Nursing*—For this field, the Saskatchewan Association of Licensed Practical Nurses included the options “Certificate” or “Diploma” of education completed in the last 12 months on the registration form. For the 2004 data year, a low percent of initial registrants indicated “Diploma” status and a high percent (32.6%) indicated “Not Stated” on the registration form. The SALPN suspects that this field on the form was not clear and some members may have left the field blank instead of checking “Diploma”. For future years, further documentation will accompany the registration form. For the 2004 data year, the “Diploma” category in the field *Initial Education in Practical Nursing* is under-represented.

**Alberta data:**

- *Place of Work*—Due to health restructuring in Alberta by the Regional Health Authorities, many hospital facilities have long-term disability or nursing home units. This has led to the decrease in the number of registrants who chose the sub-element “Hospital (including general, maternal, pediatric, and psychiatric)”.
- *Multiple Employment Status*—For the 2004 data year, records with non-response were defaulted to “No”; in 2002, non-response was recorded as “Not Stated”.

**British Columbia data:**

- The *Full-Time/Part-Time Status* element is now available for the 2004 data year.

**Yukon data:**

- The following data elements are now available in 2004:
  - *Sex*
  - *Birth Year*
  - *Employment Status*
  - *Full-Time/Part-Time Status*
  - *Place of Work (Second Employers)*
  - *Area of Responsibility (Second Employers)*
- The following data elements are not collected by Yukon for the 2002–2004 data years:
  - *Other Education in Practical Nursing*

- *Other Education in Nursing—Non LPN*
- *Education in Other than Nursing*
- *Place of Work (Third Employers)*
- *Area of Responsibility (Third Employers)*
- *Position (Primary, Second and Third Employers)*
- *Postal Code of Worksite (Primary, Second and Third Employers)*
- *Location of Employment*—For the 2002–2004 data years, this field was derived from the fields *Postal Code of Residence* and *Place of Employment*.
- *Location of Residence*—For the 2002–2004 data years, this field was derived from the *Postal Code of Residence*.
- *Area of Responsibility*—For the 2002–2004 data years, any records indicating more than one area of responsibility were coded under the sub-element “Several Clinical Areas” for CIHI.

### Northwest Territories Data

- In 2004, the renewal form was changed to capture more specific, relevant information. This has resulted in a more accurate reflection of LPN totals than the previous year. Given that the total number of registrants for LPNs in NWT is very small, there are substantial differences in percentages between 2002 and 2004; thus comparisons between 2002 and 2004 data must be made with caution.
- The following data elements are now available in 2004:
  - *Place of Work (Second Employers)*
  - *Area of Responsibility (Second Employers)*
- The following data elements are not collected by Northwest Territories as of the 2004 data year:
  - *Other Education in Practical Nursing*
  - *Other Education in Nursing—Non LPN*
  - *Education in Other than Nursing*
  - *Place of Work (Third Employers)*
  - *Area of Responsibility (Third Employers)*
  - *Position (Primary, Second and Third Employers)*
  - *Postal Code of Worksite (Second and Third Employers)*

### Historical Data

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

### Comparability with Other Sources

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

- (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 LPN to work in that jurisdiction, but does not distinguish between those employed in practical nursing and those not employed in practical nursing: the Active total represents the *maximum* number of LPNs eligible to work in a particular jurisdiction in that year. In contrast, CIHI divides the Active total into four categories: Employed in Practical Nursing, Employed in Other Than Practical Nursing, Not Employed and Not Stated. CIHI only reports the number of LPNs employed in practical nursing at the time of registration. LPNs employed in other than practical nursing, LPNs not employed, and LPNs failing to state their employment status are removed from most CIHI analyses.
- (3) **Exclusions From CIHI Data**—CIHI statistics do not necessarily include (a) licensed practical nurses who are on maternity/paternity leave (or other types of leave) at the time of annual registration; and (b) first-time registrants (whether new graduates or those entering from other provinces/territories or countries). In each case, these LPNs 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 LPN 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 LPNDB make it useful for practical nursing resource planning and research. The LPNDB is the first and only national database of licensed practical nursing data in Canada.

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

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

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

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

### Data Definitions

Each of the data elements listed corresponds to a field on the licensed practical nurse record. Only data elements used in tabulations for *Workforce Trends of Licensed Practical Nurses in Canada, 2004* are described below. For a complete list of data elements present in LPNDB and for a copy of the data dictionary, contact the Team Lead, Nursing Databases.

#### *Data Year*

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

#### *Province/Territory of Registration*

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

### *Registration Number*

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

### *Sex*

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

### *Birth Year*

Four-digit year of birth.

### *Age*

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

### *Initial Education in Practical Nursing*

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

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

### *Location of Graduation*

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

### *Other Education in Practical Nursing*

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

- No
- Yes
- Not Stated

### *Other Education in Nursing—Non LPN*

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

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

### *Education in Other Than Nursing*

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

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

### *Multiple Employment Status*

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

- No
- Yes
- Not Stated

### *Employment Status (formerly Derived Employment Status)*

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

For LPNs employed in practical 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 practical nursing—status unknown. This last category includes LPNs who are employed in practical 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 comes into effect. Accepted responses include:

- Employed in Practical Nursing—Full-Time  
Reflects employment schedule that guarantees a fixed number of hours of work per pay period. Defined by the employer as full-time, but reflects permanent employment even though it may be time limited.
- Employed in Practical Nursing—Part-Time  
Reflects employment schedule that guarantees a fixed or flexible number of hours per pay period that usually do not equal or exceed full-time hours.
- Employed in Practical Nursing—Casual Basis  
Reflects employment that does not guarantee a fixed number of hours of work per pay period.



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

### *Place of Work*

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

Accepted responses include:

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

### *Location of Employment*

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

### *Area of Responsibility*

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

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

### *Position*

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

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

### *Location of Residence*

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

### **Privacy and Confidentiality**

The Privacy Secretariat at CIHI has developed a set of guidelines to safeguard the privacy and confidentiality of data received by CIHI. The document *Privacy and Confidentiality of Health Information at CIHI: Principles and Policies for the Protection of Personal Information and Policies for Institution-Identifiable Information and Privacy Impact Assessment of the Canadian Regulated Nursing Professions Databases* can be found on the CIHI Web site.

These policies govern the release of data in publications, media releases, the CIHI Web site and through ad hoc requests and special studies.

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

## **LPNDB Publications and Products**

The CIHI publications,

- *Workforce Trends of Licensed Practical Nurses in Canada, 2002; and,*
- *Workforce Trends of Licensed Practical Nurses in Canada, 2003*

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

The document *Licensed Practical 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 LPNDB, as well as the file specifications sent to the provincial/territorial regulatory authorities for data submission.

## **Request Services**

CIHI completes ad hoc requests and special analytical projects on a cost-recovery basis using data from the LPNDB. Ad hoc requests are short queries that generally can be handled through standard reports, and do not require major programming resources. Special analytical projects require project planning and the commitment of extra resources. For an estimate of the costs associated with these products and services, contact:

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



## **Provincial/Territorial Profiles**



# Newfoundland and Labrador— LPN Workforce

		Newfoundland and Labrador		2004 (%)	
		2002	2004	N.L.	Canada
<b>LPNs Employed in Practical Nursing</b>		2,759	2,710	2,710	63,443
<b>Sex</b>	Male	382	364	13.4	6.9
	Female	2,377	2,346	86.6	93.1
<b>Average Age</b>	Years	43.4	44.2	44.2	44.4
<b>Age Breakdown</b>	<35 years	529	459	16.9	19.8
	35–49 years	1,398	1,377	50.8	44.5
	50 years +	832	874	32.3	35.6
	Not Stated	0	0	0.0	<0.1
<b>Employment Status</b>	Full-Time	1,672	1,552	57.3	44.1
	Part-Time	160	162	6.0	35.1
	Casual	927	996	36.8	14.4
	Employed–Status Unknown	0	0	0.0	6.4
<b>Place of Work</b>	Hospital	1,245	1,188	43.8	45.3
	Community Health Agency	**	55	2.0	6.5
	Nursing Home/LTC Facility	1,392	1,413	52.1	37.4
	Other Place of Work	47	38	1.4	5.7
	Not Stated	**	16	0.6	5.2
<b>Area of Responsibility</b>	Direct Care	2,648	2,631	97.1	93.0
	Administration/Educ./Research	*	*	*	1.3
	Not Stated	**	**	**	5.7
<b>Position</b>	Managerial Positions	0	0	0.0	1.3
	Staff/Community Health LPN	2,648	2,578	95.1	85.8
	Other Positions	**	**	**	7.5
	Not Stated	**	**	**	5.4
<b>Multiple Employment Status</b>	Single Employer	2,553	2,710	100.0	85.9
	Multiple Employers	206	0	0.0	13.4
	Not Stated	0	0	0.0	0.7
<b>Workforce Place of Graduation</b>	Canadian-Trained	1,971	1,944	71.7	72.5
	Foreign-Trained	0	0	0.0	1.9
	Not Stated	788	766	28.3	25.7

Source: LPNDB/CIHI.

**Notes**

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

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

&lt;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.

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

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

Additional methodological information is available upon request to [nursing@cihi.ca](mailto:nursing@cihi.ca).**Source:** Licensed Practical Nurses Database, Canadian Institute for Health Information.

# Prince Edward Island— LPN Workforce

		Prince Edward Island		2004 (%)	
		2002	2004	P.E.I.	Canada
<b>LPNs Employed in Practical Nursing</b>		593	628	628	63,443
<b>Sex</b>	Male	45	49	7.8	6.9
	Female	548	579	92.2	93.1
<b>Average Age</b>	Years	43.8	44.8	44.8	44.4
<b>Age Breakdown</b>	<35 years	112	100	15.9	19.8
	35–49 years	301	310	49.4	44.5
	50 years +	180	218	34.7	35.6
	Not Stated	0	0	0.0	<0.1
<b>Employment Status</b>	Full-Time	211	287	45.7	44.1
	Part-Time	251	223	35.5	35.1
	Casual	131	118	18.8	14.4
	Employed—Status Unknown	0	0	0.0	6.4
<b>Place of Work</b>	Hospital	270	316	50.3	45.3
	Community Health Agency	27	**	**	6.5
	Nursing Home/LTC Facility	254	238	37.9	37.4
	Other Place of Work	41	**	**	5.7
	Not Stated	1	2	0.3	5.2
<b>Area of Responsibility</b>	Direct Care	585	619	98.6	93.0
	Administration/Educ./Research	6	**	**	1.3
	Not Stated	2	*	*	5.7
<b>Position</b>	Managerial Positions	10	9	1.4	1.3
	Staff/Community Health LPN	515	545	86.8	85.8
	Other Positions	66	71	11.3	7.5
	Not Stated	2	3	0.5	5.4
<b>Multiple Employment Status</b>	Single Employer	485	517	82.3	85.9
	Multiple Employers	108	111	17.7	13.4
	Not Stated	0	0	0.0	0.7
<b>Workforce Place of Graduation</b>	Canadian-Trained	**	**	**	72.5
	Foreign-Trained	*	*	*	1.9
	Not Stated	0	0	0.0	25.7

Source: LPNDB/CIHI.

**Notes**

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# Nova Scotia—LPN Workforce

		Nova Scotia		2004 (%)	
		2002	2004	N.S.	Canada
<b>LPNs Employed in Practical Nursing</b>		2,950	3,058	3,058	63,443
<b>Sex</b>	Male	140	159	5.2	6.9
	Female	2,810	2,899	94.8	93.1
<b>Average Age</b>	Years	42.5	43.7	43.7	44.4
<b>Age Breakdown</b>	<35 years	697	602	19.7	19.8
	35–49 years	1,484	1,539	50.3	44.5
	50 years +	769	917	30.0	35.6
	Not Stated	0	0	0.0	<0.1
<b>Employment Status</b>	Full-Time	1,426	1,523	49.8	44.1
	Part-Time	784	672	22.0	35.1
	Casual	732	820	26.8	14.4
	Employed—Status Unknown	8	43	1.4	6.4
<b>Place of Work</b>	Hospital	1,394	1,397	45.7	45.3
	Community Health Agency	307	290	9.5	6.5
	Nursing Home/LTC Facility	1,092	1,104	36.1	37.4
	Other Place of Work	152	195	6.4	5.7
	Not Stated	5	72	2.4	5.2
<b>Area of Responsibility</b>	Direct Care	2,905	2,926	95.7	93.0
	Administration/Educ./Research	23	44	1.4	1.3
	Not Stated	22	88	2.9	5.7
<b>Position</b>	Managerial Positions	29	53	1.7	1.3
	Staff/Community Health LPN	2,767	2,781	90.9	85.8
	Other Positions	83	142	4.6	7.5
	Not Stated	71	82	2.7	5.4
<b>Multiple Employment Status</b>	Single Employer	2,522	2,476	81.0	85.9
	Multiple Employers	428	580	19.0	13.4
	Not Stated	0	2	0.1	0.7
<b>Workforce Place of Graduation</b>	Canadian-Trained	2,942	3,050	99.7	72.5
	Foreign-Trained	8	8	0.3	1.9
	Not Stated	0	0	0.0	25.7

Source: LPNDB/CIHI.

**Notes**

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**Source:** Licensed Practical Nurses Database, Canadian Institute for Health Information.

# New Brunswick—LPN Workforce

		New Brunswick		2004 (%)	
		2002	2004	N.B.	Canada
<b>LPNs Employed in Practical Nursing</b>		2,333	2,556	2,556	63,443
<b>Sex</b>	Male	221	253	9.9	6.9
	Female	2,112	2,303	90.1	93.1
<b>Average Age</b>	Years	42.9	42.7	42.7	44.4
<b>Age Breakdown</b>	<35 years	544	652	25.5	19.8
	35–49 years	1,105	1,152	45.1	44.5
	50 years +	684	752	29.4	35.6
	Not Stated	0	0	0.0	<0.1
<b>Employment Status</b>	Full-Time	1,097	1,244	48.7	44.1
	Part-Time	715	785	30.7	35.1
	Casual	521	526	20.6	14.4
	Employed—Status Unknown	0	1	<0.1	6.4
<b>Place of Work</b>	Hospital	1,115	1,329	52.0	45.3
	Community Health Agency	70	51	2.0	6.5
	Nursing Home/LTC Facility	1,074	1,082	42.3	37.4
	Other Place of Work	74	94	3.7	5.7
	Not Stated	0	0	0.0	5.2
<b>Area of Responsibility</b>	Direct Care	2,237	2,468	96.6	93.0
	Administration/Educ./Research	96	88	3.4	1.3
	Not Stated	0	0	0.0	5.7
<b>Position</b>	Managerial Positions	32	50	2.0	1.3
	Staff/Community Health LPN	2,017	2,168	84.8	85.8
	Other Positions	278	336	13.1	7.5
	Not Stated	6	2	0.1	5.4
<b>Multiple Employment Status</b>	Single Employer	2,038	2,234	87.4	85.9
	Multiple Employers	295	322	12.6	13.4
	Not Stated	0	0	0.0	0.7
<b>Workforce Place of Graduation</b>	Canadian-Trained	2,322	2,547	99.6	72.5
	Foreign-Trained	11	9	0.4	1.9
	Not Stated	0	0	0.0	25.7

Source: LPNDB/CIHI.

**Notes**

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Additional methodological information is available upon request to [nursing@cihi.ca](mailto:nursing@cihi.ca).

**Source:** Licensed Practical Nurses Database, Canadian Institute for Health Information.

# Quebec—LPN Workforce

		Quebec		2004 (%)	
		2002	2004	Que.	Canada
<b>LPNs Employed in Practical Nursing</b>		14,560	15,472	15,472	63,443
<b>Sex</b>	Male	1,184	1,232	8.0	6.9
	Female	13,376	14,240	92.0	93.1
<b>Average Age</b>	Years	44.3	44.1	44.1	44.4
<b>Age Breakdown</b>	<35 years	2,481	3,163	20.4	19.8
	35–49 years	6,988	6,916	44.7	44.5
	50 years +	5,038	5,393	34.9	35.6
	Not Stated	53	0	0.0	<0.1
<b>Employment Status</b>	Full-Time	5,781	6,008	38.8	44.1
	Part-Time	6,666	7,032	45.4	35.1
	Casual	2,113	2,176	14.1	14.4
	Employed—Status Unknown	0	256	1.7	6.4
<b>Place of Work</b>	Hospital	5,564	5,880	38.0	45.3
	Community Health Agency	342	188	1.2	6.1
	Nursing Home/LTC Facility	8,009	8,267	53.4	37.4
	Other Place of Work	578	911	5.9	6.1
	Not Stated	67	226	1.5	5.2
<b>Area of Responsibility</b>	Direct Care	14,234	14,930	96.5	93.0
	Administration/Educ./Research	30	72	0.5	1.3
	Not Stated	296	470	3.0	5.7
<b>Position</b>	Managerial Positions	20	30	0.2	1.3
	Staff/Community Health LPN	13,463	14,163	91.5	85.8
	Other Positions	981	968	6.3	7.5
	Not Stated	96	311	2.0	5.4
<b>Multiple Employment Status</b>	Single Employer	12,718	13,348	86.3	85.9
	Multiple Employers	1,842	2,124	13.7	13.4
	Not Stated	0	0	0.0	0.7
<b>Workforce Place of Graduation</b>	Canadian-Trained	n/s	n/s	n/s	72.5
	Foreign-Trained	n/s	n/s	n/s	1.9
	Not Stated	14,560	15,472	100.0	25.7

Source: LPNDB/CIHI.

**Notes**

n/s Data not submitted to CIHI

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

Additional methodological information is available upon request to [nursing@cihi.ca](mailto:nursing@cihi.ca).**Source:** Licensed Practical Nurses Database, Canadian Institute for Health Information.

# Ontario—LPN Workforce

		Ontario		2004 (%)	
		2002	2004	Ont.	Canada
<b>LPNs Employed in Practical Nursing</b>		23,827	24,467	24,467	63,443
<b>Sex</b>	Male	1,421	1,480	6.0	6.9
	Female	22,406	22,987	94.0	93.1
<b>Average Age</b>	Years	44.0	44.9	44.9	44.4
<b>Age Breakdown</b>	<35 years	4,735	4,490	18.4	19.8
	35–49 years	11,370	11,007	45.0	44.5
	50 years +	7,720	8,970	36.7	35.6
	Not Stated	2	0	0.0	<0.1
<b>Employment Status</b>	Full-Time	11,558	11,194	45.8	44.1
	Part-Time	9,275	7,860	32.1	35.1
	Casual	2,994	1,912	7.8	14.4
	Employed—Status Unknown	0	3,501	14.3	6.4
<b>Place of Work</b>	Hospital	11,374	10,670	43.6	45.3
	Community Health Agency	2,283	2,126	8.7	6.5
	Nursing Home/LTC Facility	6,547	7,157	29.3	37.4
	Other Place of Work	2,642	1,554	6.4	5.7
	Not Stated	981	2,960	12.1	5.2
<b>Area of Responsibility</b>	Direct Care	21,909	21,117	86.3	93.0
	Administration/Educ./Research	718	405	1.7	1.3
	Not Stated	1,200	2,945	12.0	5.7
<b>Position</b>	Managerial Positions	440	522	2.1	1.3
	Staff/Community Health LPN	21,164	19,161	78.3	85.8
	Other Positions	1,934	1,839	7.5	7.5
	Not Stated	289	2,945	12.0	5.4
<b>Multiple Employment Status</b>	Single Employer	19,251	22,700	92.8	85.9
	Multiple Employers	4,576	1,767	7.2	13.4
	Not Stated	0	0	0.0	0.7
<b>Workforce Place of Graduation</b>	Canadian-Trained	23,025	23,682	96.8	72.5
	Foreign-Trained	767	769	3.1	1.9
	Not Stated	35	16	0.1	25.7

Source: LPNDB/CIHI.

**Notes**

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Totals may not sum to 100 percent due to rounding.

Methodological changes to the *Employment Status* field in the 2003 and 2004 Ontario data will hinder comparisons to 2002 data.

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

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

Additional methodological information is available upon request to [nursing@cihi.ca](mailto:nursing@cihi.ca).

**Source:** Licensed Practical Nurses Database, Canadian Institute for Health Information.

# Manitoba—LPN Workforce

		Manitoba		2004 (%)	
		2002	2004	Man.	Canada
<b>LPNs Employed in Practical Nursing</b>		2,250	2,415	2,415	63,443
<b>Sex</b>	Male	71	100	4.1	6.9
	Female	2,179	2,315	95.9	93.1
<b>Average Age</b>	Years	45.4	45.0	45.0	44.4
<b>Age Breakdown</b>	<35 years	366	463	19.2	19.8
	35–49 years	1,023	1,031	42.7	44.5
	50 years +	861	921	38.1	35.6
	Not Stated	0	0	0.0	<0.1
<b>Employment Status</b>	Full-Time	804	832	34.5	44.1
	Part-Time	1,266	1,367	56.6	35.1
	Casual	180	216	8.9	14.4
	Employed—Status Unknown	0	0	0.0	6.4
<b>Place of Work</b>	Hospital	953	969	40.1	45.3
	Community Health Agency	165	208	8.6	6.5
	Nursing Home/LTC Facility	947	1,053	43.6	37.4
	Other Place of Work	185	185	7.7	5.7
	Not Stated	0	0	0.0	5.2
<b>Area of Responsibility</b>	Direct Care	2,196	2,370	98.1	93.0
	Administration/Educ./Research	17	44	1.8	1.3
	Not Stated	37	1	<0.1	5.7
<b>Position</b>	Managerial Positions	8	22	0.9	1.3
	Staff/Community Health LPN	2,233	2,303	95.4	85.8
	Other Positions	6	90	3.7	7.5
	Not Stated	3	0	0.0	5.4
<b>Multiple Employment Status</b>	Single Employer	1,659	1,739	72.0	85.9
	Multiple Employers	591	676	28.0	13.4
	Not Stated	0	0	0.0	0.7
<b>Workforce Place of Graduation</b>	Canadian-Trained	2,193	2,344	97.1	72.5
	Foreign-Trained	57	65	2.7	1.9
	Not Stated	0	6	0.2	25.7

Source: LPNDB/CIHI.

**Notes**

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**Source:** Licensed Practical Nurses Database, Canadian Institute for Health Information.

# Saskatchewan—LPN Workforce

		Saskatchewan		2004 (%)	
		2002	2004	Sask.	Canada
<b>LPNs Employed in Practical Nursing</b>		2,011	2,131	2,131	63,443
<b>Sex</b>	Male	53	57	2.7	6.9
	Female	1,958	2,074	97.3	93.1
<b>Average Age</b>	Years	44.2	44.4	44.4	44.4
<b>Age Breakdown</b>	<35 years	381	460	21.6	19.8
	35–49 years	974	883	41.4	44.5
	50 years +	656	788	37.0	35.6
	Not Stated	0	0	0.0	<0.1
<b>Employment Status</b>	Full-Time	1,012	1,091	51.2	44.1
	Part-Time	219	637	29.9	35.1
	Casual	778	375	17.6	14.4
	Employed—Status Unknown	2	28	1.3	6.4
<b>Place of Work</b>	Hospital	1,381	1,443	67.7	45.3
	Community Health Agency	171	181	8.5	6.5
	Nursing Home/LTC Facility	342	392	18.4	37.4
	Other Place of Work	113	108	5.1	5.7
	Not Stated	4	7	0.3	5.2
<b>Area of Responsibility</b>	Direct Care	1,984	2,096	98.4	93.0
	Administration/Educ./Research	23	26	1.2	1.3
	Not Stated	4	9	0.4	5.7
<b>Position</b>	Managerial Positions	15	16	0.8	1.3
	Staff/Community Health LPN	1,752	1,894	88.9	85.8
	Other Positions	232	214	10.0	7.5
	Not Stated	12	7	0.3	5.4
<b>Multiple Employment Status</b>	Single Employer	1,271	1,393	65.4	85.9
	Multiple Employers	303	504	23.7	13.4
	Not Stated	437	234	11.0	0.7
<b>Workforce Place of Graduation</b>	Canadian-Trained	1,976	2,095	98.3	72.5
	Foreign-Trained	35	36	1.7	1.9
	Not Stated	0	0	0.0	25.7

Source: LPNDB/CIHI.

**Notes**

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Totals may not sum to 100 percent due to rounding.

Methodological changes to the *Employment Status* field in the 2003 and 2004 Saskatchewan data will hinder comparisons to 2002 data.

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**Source:** Licensed Practical Nurses Database, Canadian Institute for Health Information.

# Alberta—LPN Workforce

		Alberta		2004 (%)	
		2002	2004	Alta.	Canada
<b>LPNs Employed in Practical Nursing</b>		4,435	5,051	5,051	63,443
<b>Sex</b>	Male	219	225	4.5	6.9
	Female	4,216	4,826	95.5	93.1
<b>Average Age</b>	Years	44.9	44.2	44.2	44.4
<b>Age Breakdown</b>	<35 years	862	1,220	24.2	19.8
	35–49 years	1,908	1,900	37.6	44.5
	50 years +	1,665	1,931	38.2	35.6
	Not Stated	0	0	0.0	<0.1
<b>Employment Status</b>	Full-Time	1,749	1,984	39.3	44.1
	Part-Time	2,117	2,359	46.7	35.1
	Casual	561	708	14.0	14.4
	Employed—Status Unknown	8	0	0.0	6.4
<b>Place of Work</b>	Hospital	2,774	2,934	58.1	45.3
	Community Health Agency	330	453	9.0	6.5
	Nursing Home/LTC Facility	1,058	1,313	26.0	37.4
	Other Place of Work	262	351	6.9	5.7
	Not Stated	11	0	0.0	5.2
<b>Area of Responsibility</b>	Direct Care	4,373	4,969	98.4	93.0
	Administration/Educ./Research	55	82	1.6	1.3
	Not Stated	7	0	0.0	5.7
<b>Position</b>	Managerial Positions	74	51	1.0	1.3
	Staff/Community Health LPN	4,173	4,710	93.2	85.8
	Other Positions	166	289	5.7	7.5
	Not Stated	22	1	<0.1	5.4
<b>Multiple Employment Status</b>	Single Employer	3,475	3,812	75.5	85.9
	Multiple Employers	960	1,239	24.5	13.4
	Not Stated	0	0	0.0	0.7
<b>Workforce Place of Graduation</b>	Canadian-Trained	4,324	4,946	97.9	72.5
	Foreign-Trained	104	105	2.1	1.9
	Not Stated	7	0	0.0	25.7

Source: LPNDB/CIHI.

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**Source:** Licensed Practical Nurses Database, Canadian Institute for Health Information.

# British Columbia—LPN Workforce

		British Columbia		2004 (%)	
		2002	2004	B.C.	Canada
<b>LPNs Employed in Practical Nursing</b>		4,262	4,811	4,811	63,443
<b>Sex</b>	Male	351	425	8.8	6.9
	Female	3,911	4,386	91.2	93.1
<b>Average Age</b>	Years	45.6	44.7	44.7	44.4
<b>Age Breakdown</b>	<35 years	677	959	19.9	19.8
	35–49 years	1,927	2,072	43.1	44.5
	50 years +	1,658	1,780	37.0	35.6
	Not Stated	0	0	0.0	<0.1
<b>Employment Status</b>	Full-Time	n/s	2,134	44.4	44.1
	Part-Time	n/s	1,171	24.3	35.1
	Casual	1,054	1,296	26.9	14.4
	Employed—Status Unknown	3,208	210	4.4	6.4
<b>Place of Work</b>	Hospital	2,639	2,520	52.4	45.3
	Community Health Agency	195	252	5.2	6.5
	Nursing Home/LTC Facility	1,158	1,658	34.5	37.4
	Other Place of Work	270	379	7.9	5.7
	Not Stated	0	2	<0.1	5.2
<b>Area of Responsibility</b>	Direct Care	4,205	4,747	98.7	93.0
	Administration/Educ./Research	55	60	1.2	1.3
	Not Stated	2	4	0.1	5.7
<b>Position</b>	Managerial Positions	106	76	1.6	1.3
	Staff/Community Health LPN	3,507	4,057	84.3	85.8
	Other Positions	639	660	13.7	7.5
	Not Stated	10	18	0.4	5.4
<b>Multiple Employment Status</b>	Single Employer	3,422	3,559	74.0	85.9
	Multiple Employers	797	1,196	24.9	13.4
	Not Stated	43	56	1.2	0.7
<b>Workforce Place of Graduation</b>	Canadian-Trained	4,047	4,593	95.5	72.5
	Foreign-Trained	0	192	4.0	1.9
	Not Stated	215	26	0.5	25.7

Source: LPNDB/CIHI.

**Notes**

n/s Data not submitted to CIHI

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Source: Licensed Practical Nurses Database, Canadian Institute for Health Information.



# Yukon—LPN Workforce

		Yukon		2004 (%)	
		2002	2004	Y.T.	Canada
<b>LPNs Employed in Practical Nursing</b>		64	53	53	63,443
<b>Sex</b>	Male	n/s	*	*	6.9
	Female	n/s	**	**	93.1
<b>Average Age</b>	Years	n/s	46.6	46.6	44.4
<b>Age Breakdown</b>	<35 years	n/s	7	13.2	19.8
	35–49 years	n/s	20	37.7	44.5
	50 years +	n/s	25	47.2	35.6
	Not Stated	64	1	1.9	<0.1
<b>Employment Status</b>	Full-Time	n/s	37	69.8	44.1
	Part-Time	n/s	7	13.2	35.1
	Casual	n/s	9	17.0	14.4
	Employed–Status Unknown	64	0	0.0	6.4
<b>Place of Work</b>	Hospital	18	17	32.1	45.3
	Community Health Agency	*	0	0.0	6.5
	Nursing Home/LTC Facility	29	30	56.6	37.4
	Other Place of Work	11	6	11.3	5.7
	Not Stated	**	0	0.0	5.2
<b>Area of Responsibility</b>	Direct Care	49	53	100.0	93.0
	Administration/Educ./Research	*	0	0.0	1.3
	Not Stated	**	0	0.0	5.7
<b>Position</b>	Managerial Positions	n/s	n/s	n/s	1.3
	Staff/Community Health LPN	n/s	n/s	n/s	85.8
	Other Positions	n/s	n/s	n/s	7.5
	Not Stated	64	53	100.0	5.4
<b>Multiple Employment Status</b>	Single Employer	56	n/s	n/s	85.9
	Multiple Employers	8	n/s	n/s	13.4
	Not Stated	0	53	100.0	0.7
<b>Workforce Place of Graduation</b>	Canadian-Trained	62	53	100.0	72.5
	Foreign-Trained	0	0	0.0	1.9
	Not Stated	2	0	0.0	25.7

Source: LPNDB/CIHI.

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Yukon did not submit *Employment Status* in 2002; therefore all LPNs in Yukon are considered employed in practical nursing.

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Source: Licensed Practical Nurses Database, Canadian Institute for Health Information.

# Northwest Territories— LPN Workforce

		Northwest Territories		2004 (%)	
		2002	2004	N.W.T.	Canada
<b>LPNs Employed in Practical Nursing</b>		79	91	91	63,443
<b>Sex</b>	Male	9	**	**	6.9
	Female	70	**	**	93.1
<b>Average Age</b>	Years	43.3	44.1	44.1	44.4
<b>Age Breakdown</b>	<35 years	14	15	16.5	19.8
	35–49 years	45	51	56.0	44.5
	50 years +	20	25	27.5	35.6
	Not Stated	0	0	0.0	<0.1
<b>Employment Status</b>	Full-Time	58	72	79.1	44.1
	Part-Time	10	6	6.6	35.1
	Casual	11	13	14.3	14.4
	Employed–Status Unknown	0	0	0.0	6.4
<b>Place of Work</b>	Hospital	53	53	58.2	45.3
	Community Health Agency	0	*	*	6.5
	Nursing Home/LTC Facility	11	23	25.3	37.4
	Other Place of Work	14	**	**	5.7
	Not Stated	1	0	0.0	5.2
<b>Area of Responsibility</b>	Direct Care	53	91	100.0	93.0
	Administration/Educ./Research	0	0	0.0	1.3
	Not Stated	26	0	0.0	5.7
<b>Position</b>	Managerial Positions	n/s	0	0.0	1.3
	Staff/Community Health LPN	n/s	86	94.5	85.8
	Other Positions	n/s	*	*	7.5
	Not Stated	79	*	*	5.4
<b>Multiple Employment Status</b>	Single Employer	n/s	n/s	n/s	85.9
	Multiple Employers	n/s	n/s	n/s	13.4
	Not Stated	79	91	100.0	0.7
<b>Workforce Place of Graduation</b>	Canadian-Trained	**	**	**	72.5
	Foreign-Trained	*	*	*	1.9
	Not Stated	0	0	0.0	25.7

Source: LPNDB/CIHI.

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# Canada—LPN Workforce

		Canada		Canada (%)	
		2002	2004	2002	2004
<b>LPNs Employed in Practical Nursing</b>		60,123	63,443	60,123	63,443
<b>Sex</b>	Male	4,096	4,359	6.8	6.9
	Female	55,963	59,084	93.1	93.1
<b>Average Age</b>	Years	44.2	44.4	44.2	44.4
<b>Age Breakdown</b>	<35 years	11,398	12,590	17.7	19.8
	35–49 years	28,523	28,258	57.0	44.5
	50 years +	20,083	22,594	25.3	35.6
	Not Stated	119	1	0.2	<0.1
<b>Employment Status</b>	Full-Time	25,368	27,958	42.2	44.1
	Part-Time	21,463	22,281	35.7	35.1
	Casual	10,002	9,165	16.6	14.4
	Employed—Status Unknown	3,290	4,039	5.5	6.4
<b>Place of Work</b>	Hospital	28,780	28,716	47.9	45.3
	Community Health Agency	3,922	3,840	6.5	6.1
	Nursing Home/LTC Facility	21,913	23,730	36.4	37.4
	Other Place of Work	4,389	3,872	7.3	6.1
	Not Stated	1,119	3,285	1.9	5.2
<b>Area of Responsibility</b>	Direct Care	57,378	59,017	95.4	93.0
	Administration/Educ./Research	1,028	829	1.7	1.3
	Not Stated	1,717	3,597	2.9	5.7
<b>Position</b>	Managerial Positions	734	829	1.2	1.3
	Staff/Community Health LPN	54,239	54,446	90.2	85.8
	Other Positions	4,480	4,734	7.5	7.5
	Not Stated	670	3,434	1.1	5.4
<b>Multiple Employment Status</b>	Single Employer	49,450	54,488	82.2	85.9
	Multiple Employers	10,114	8,519	16.8	13.4
	Not Stated	559	436	0.9	0.7
<b>Workforce Place of Graduation</b>	Canadian-Trained	43,530	45,969	72.4	72.5
	Foreign-Trained	986	1,188	1.6	1.9
	Not Stated	15,607	16,286	26.0	25.7

Source: LPNDB/CIHI.

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Nunavut data excluded from Canada total.

Methodological changes to the *Employment Status* field in the 2003 and 2004 Ontario and Saskatchewan data will hinder comparisons to 2002 data.

Yukon data are not included in the Canadian *Average Age* and *Position* for 2002.

Yukon did not submit *Employment Status* in 2002; therefore all LPNs in Yukon are considered employed in practical nursing.

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**Source:** Licensed Practical 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)													
<b>RN</b>	<b>5,493</b>	<b>1,390</b>	<b>8,834</b>	<b>7,821</b>	<b>64,932</b>	<b>98,818</b>	<b>11,020</b>	<b>8,625</b>	<b>26,128</b>	<b>29,047</b>	**	**	^	<b>263,356</b>
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
<b>LPN</b>	<b>2,759</b>	<b>647</b>	<b>3,237</b>	<b>2,714</b>	<b>16,996</b>	<b>29,499</b>	<b>2,545</b>	<b>2,176</b>	<b>5,435</b>	<b>5,124</b>	**	**	..	<b>71,281</b>
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
<b>RPN</b>	-	-	-	-	-	-	<b>968</b>	<b>973</b>	<b>1,172</b>	<b>2,141</b>	-	-	-	<b>5,254</b>
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
<b>Total Registrations</b>	<b>8,252</b>	<b>2,037</b>	<b>12,071</b>	<b>10,535</b>	<b>81,928</b>	<b>128,317</b>	<b>14,533</b>	<b>11,774</b>	<b>32,735</b>	<b>36,312</b>	**	**	<b>0</b>	<b>339,891</b>

**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

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

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

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

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(percentage distribution)													
<b>RN</b>	<b>66.6</b>	<b>68.2</b>	<b>73.2</b>	<b>74.2</b>	<b>79.3</b>	<b>77.0</b>	<b>75.8</b>	<b>73.3</b>	<b>79.8</b>	<b>80.0</b>	**	**	^	<b>77.5</b>
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
<b>LPN</b>	<b>33.4</b>	<b>31.8</b>	<b>26.8</b>	<b>25.8</b>	<b>20.7</b>	<b>23.0</b>	<b>17.5</b>	<b>18.5</b>	<b>16.6</b>	<b>14.1</b>	**	**	..	<b>21.0</b>
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
<b>RPN</b>	-	-	-	-	-	-	<b>6.7</b>	<b>8.3</b>	<b>3.6</b>	<b>5.9</b>	-	-	-	<b>1.5</b>
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
<b>Total Registrations</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>100.0</b>

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- ^ Northwest Territories and Nunavut data combined for 2004.
- n/s Data not submitted to CIHI
- Data do not exist, or are not applicable
- .. Data not currently collected by CIHI
- <0.1 value is less than 0.05%; value is replaced to prevent displaying cells of 0.0 that are not true zero values
- Totals may not sum to 100 percent due to rounding
- CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology
- Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of NDB data.

**B. Summary****Regulated Nursing Workforce by Employment Status and Province/Territory of Registration, Canada, 2004**

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

**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)													
<b>RN</b>	<b>66.8</b>	<b>68.7</b>	<b>73.8</b>	<b>74.2</b>	<b>80.4</b>	<b>77.9</b>	<b>75.9</b>	<b>73.5</b>	<b>80.6</b>	<b>80.4</b>	<b>84.2</b>	<b>91.1</b>	^	<b>78.2</b>
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
<b>LPN</b>	<b>33.2</b>	<b>31.3</b>	<b>26.2</b>	<b>25.8</b>	<b>19.6</b>	<b>22.1</b>	<b>17.2</b>	<b>18.4</b>	<b>15.9</b>	<b>13.7</b>	<b>15.8</b>	<b>8.9</b>	..	<b>20.1</b>
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
<b>RPN</b>	–	–	–	–	–	–	<b>6.9</b>	<b>8.1</b>	<b>3.5</b>	<b>6.0</b>	–	–	–	<b>1.6</b>
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
<b>Total Nursing Workforce</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>100.0</b>

**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)													
<b>RN</b>	<b>5,452</b>	<b>1,377</b>	<b>8,602</b>	<b>7,361</b>	<b>63,455</b>	<b>86,099</b>	<b>10,628</b>	<b>8,499</b>	<b>25,600</b>	<b>28,289</b>	<b>283</b>	<b>930</b>	<b>^</b>	<b>246,575</b>
Hospital	3,760	847	6,000	5,398	39,298	52,527	6,586	4,925	16,539	17,664	125	356	<b>^</b>	154,025
Community Health Agency	611	146	848	435	8,307	11,844	1,540	1,544	3,457	3,919	84	365	<b>^</b>	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	<b>^</b>	25,875
Other Place of Work	475	164	769	807	7,379	8,331	1,185	992	3,304	2,970	46	166	<b>^</b>	26,588
Not Stated	0	0	0	0	6	6,578	101	21	199	59	0	23	<b>^</b>	6,987
<b>LPN</b>	<b>2,710</b>	<b>628</b>	<b>3,058</b>	<b>2,556</b>	<b>15,472</b>	<b>24,467</b>	<b>2,415</b>	<b>2,131</b>	<b>5,051</b>	<b>4,811</b>	<b>53</b>	<b>91</b>	<b>..</b>	<b>63,443</b>
Hospital	1,188	316	1,397	1,329	5,880	10,670	969	1,443	2,934	2,520	17	53	<b>..</b>	28,716
Community Health Agency	55	**	290	51	188	2,126	208	181	453	252	0	*	<b>..</b>	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	<b>..</b>	23,730
Other Place of Work	38	**	195	94	911	1,554	185	108	351	379	6	**	<b>..</b>	3,872
Not Stated	16	2	72	0	226	2,960	0	7	0	2	0	0	<b>..</b>	3,285
<b>RPN</b>	-	-	-	-	-	-	<b>963</b>	<b>935</b>	<b>1,123</b>	<b>2,100</b>	-	-	-	<b>5,121</b>
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
<b>Total Nursing Workforce</b>	<b>8,162</b>	<b>2,005</b>	<b>11,660</b>	<b>9,917</b>	<b>78,927</b>	<b>110,566</b>	<b>14,006</b>	<b>11,565</b>	<b>31,774</b>	<b>35,200</b>	<b>336</b>	<b>1,021</b>	<b>0</b>	<b>315,139</b>

**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)													
<b>RN</b>	<b>66.8</b>	<b>68.7</b>	<b>73.8</b>	<b>74.2</b>	<b>80.4</b>	<b>77.9</b>	<b>75.9</b>	<b>73.5</b>	<b>80.6</b>	<b>80.4</b>	<b>84.2</b>	<b>91.1</b>	^	<b>78.2</b>
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
<b>LPN</b>	<b>33.2</b>	<b>31.3</b>	<b>26.2</b>	<b>25.8</b>	<b>19.6</b>	<b>22.1</b>	<b>17.2</b>	<b>18.4</b>	<b>15.9</b>	<b>13.7</b>	<b>15.8</b>	<b>8.9</b>	..	<b>20.1</b>
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
<b>RPN</b>	-	-	-	-	-	-	<b>6.9</b>	<b>8.1</b>	<b>3.5</b>	<b>6.0</b>	-	-	-	<b>1.6</b>
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
<b>Total Nursing Workforce</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>100.0</b>

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

## Notes

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

**^** Northwest Territories and Nunavut data combined for 2004

- Data do not exist, or are not applicable

**..** Data not currently collected by CIHI

## For LPN data:

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

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

## For RN data:

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

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

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

*Research* includes data from: Nursing Research, Other Research

## For RPN data:

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

*Administration* includes data from: Administration.

*Education/Research* includes data from: Education and Research.

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

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

Source: NDB/CIHI.

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

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(percentage distribution)													
<b>RN</b>	<b>66.8</b>	<b>68.7</b>	<b>73.8</b>	<b>74.2</b>	<b>80.4</b>	<b>77.9</b>	<b>75.9</b>	<b>73.5</b>	<b>80.6</b>	<b>80.4</b>	<b>84.2</b>	<b>91.1</b>	^	<b>78.2</b>
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
<b>LPN</b>	<b>33.2</b>	<b>31.3</b>	<b>26.2</b>	<b>25.8</b>	<b>19.6</b>	<b>22.1</b>	<b>17.2</b>	<b>18.4</b>	<b>15.9</b>	<b>13.7</b>	<b>15.8</b>	<b>8.9</b>	..	<b>20.1</b>
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
<b>RPN</b>	-	-	-	-	-	-	<b>6.9</b>	<b>8.1</b>	<b>3.5</b>	<b>6.0</b>	-	-	-	<b>1.6</b>
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
<b>Total Nursing Workforce</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>100.0</b>

Notes

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- 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.

## E. Summary

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

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(counts)													
<b>RN</b>	<b>5,452</b>	<b>1,377</b>	<b>8,602</b>	<b>7,361</b>	<b>63,455</b>	<b>86,099</b>	<b>10,628</b>	<b>8,499</b>	<b>25,600</b>	<b>28,289</b>	<b>283</b>	<b>930</b>	<b>^</b>	<b>246,575</b>
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
<b>LPN</b>	<b>2,710</b>	<b>628</b>	<b>3,058</b>	<b>2,556</b>	<b>15,472</b>	<b>24,467</b>	<b>2,415</b>	<b>2,131</b>	<b>5,051</b>	<b>4,811</b>	<b>53</b>	<b>91</b>	<b>..</b>	<b>63,443</b>
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
<b>RPN</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>963</b>	<b>935</b>	<b>1,123</b>	<b>2,100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>5,121</b>
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
<b>Total Nursing Workforce</b>	<b>8,162</b>	<b>2,005</b>	<b>11,660</b>	<b>9,917</b>	<b>78,927</b>	<b>110,566</b>	<b>14,006</b>	<b>11,565</b>	<b>31,774</b>	<b>35,200</b>	<b>336</b>	<b>1,021</b>	<b>0</b>	<b>315,139</b>

## 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)													
<b>RN</b>	<b>66.8</b>	<b>68.7</b>	<b>73.8</b>	<b>74.2</b>	<b>80.4</b>	<b>77.9</b>	<b>75.9</b>	<b>73.5</b>	<b>80.6</b>	<b>80.4</b>	<b>84.2</b>	<b>91.1</b>	^	<b>78.2</b>
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
<b>LPN</b>	<b>33.2</b>	<b>31.3</b>	<b>26.2</b>	<b>25.8</b>	<b>19.6</b>	<b>22.1</b>	<b>17.2</b>	<b>18.4</b>	<b>15.9</b>	<b>13.7</b>	<b>15.8</b>	<b>8.9</b>	..	<b>20.1</b>
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
<b>RPN</b>	-	-	-	-	-	-	<b>6.9</b>	<b>8.1</b>	<b>3.5</b>	<b>6.0</b>	-	-	-	<b>1.6</b>
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
<b>Total Nursing Workforce</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>100.0</b>

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

<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.

## 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)													
<b>RN</b>	<b>5,452</b>	<b>1,377</b>	<b>8,602</b>	<b>7,361</b>	<b>63,455</b>	<b>86,099</b>	<b>10,628</b>	<b>8,499</b>	<b>25,600</b>	<b>28,289</b>	<b>283</b>	<b>930</b>	<b>^</b>	<b>246,575</b>
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	<b>^</b>	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	<b>^</b>	30,765
Not Stated	13	0	0	0	0	0	0	17	177	0	6	469	<b>^</b>	682
<b>LPN</b>	<b>2,710</b>	<b>628</b>	<b>3,058</b>	<b>2,556</b>	<b>15,472</b>	<b>24,467</b>	<b>2,415</b>	<b>2,131</b>	<b>5,051</b>	<b>4,811</b>	<b>53</b>	<b>91</b>	<b>..</b>	<b>63,443</b>
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	<b>..</b>	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	<b>..</b>	8,519
Not Stated	0	0	2	0	0	0	0	234	0	56	53	91	<b>..</b>	436
<b>RPN</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>963</b>	<b>935</b>	<b>1,123</b>	<b>2,100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>5,121</b>
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
<b>Total Nursing Workforce</b>	<b>8,162</b>	<b>2,005</b>	<b>11,660</b>	<b>9,917</b>	<b>78,927</b>	<b>110,566</b>	<b>14,006</b>	<b>11,565</b>	<b>31,774</b>	<b>35,200</b>	<b>336</b>	<b>1,021</b>	<b>0</b>	<b>315,139</b>

## 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

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



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

	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
	(percentage distribution)													
<b>RN</b>	<b>66.8</b>	<b>68.7</b>	<b>73.8</b>	<b>74.2</b>	<b>80.4</b>	<b>77.9</b>	<b>75.9</b>	<b>73.5</b>	<b>80.6</b>	<b>80.4</b>	<b>84.2</b>	<b>91.1</b>	<b>^</b>	<b>78.2</b>
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	<b>^</b>	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	<b>^</b>	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	<b>^</b>	0.2
<b>LPN</b>	<b>33.2</b>	<b>31.3</b>	<b>26.2</b>	<b>25.8</b>	<b>19.6</b>	<b>22.1</b>	<b>17.2</b>	<b>18.4</b>	<b>15.9</b>	<b>13.7</b>	<b>15.8</b>	<b>8.9</b>	<b>..</b>	<b>20.1</b>
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	<b>..</b>	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	<b>..</b>	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	<b>..</b>	0.1
<b>RPN</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>6.9</b>	<b>8.1</b>	<b>3.5</b>	<b>6.0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>1.6</b>
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
<b>Total Nursing Workforce</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>100.0</b>

Notes

^ Northwest Territories and Nunavut data combined for 2004

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

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

**Notes**

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

^ Northwest Territories and Nunavut data combined for 2004

- Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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 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)													
<b>RN</b>	<b>66.8</b>	<b>68.7</b>	<b>73.8</b>	<b>74.2</b>	<b>80.4</b>	<b>77.9</b>	<b>75.9</b>	<b>73.5</b>	<b>80.6</b>	<b>80.4</b>	<b>84.2</b>	<b>91.1</b>	^	<b>78.2</b>
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	-	-	-	-	-	-	-	-	-	-	-	-	^	-
<b>LPN</b>	<b>33.2</b>	<b>31.3</b>	<b>26.2</b>	<b>25.8</b>	<b>19.6</b>	<b>22.1</b>	<b>17.2</b>	<b>18.4</b>	<b>15.9</b>	<b>13.7</b>	<b>15.8</b>	<b>8.9</b>	..	<b>20.1</b>
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	-	-	-	-	-	-	-	-	-	-	-	-	..	-
<b>RPN</b>	-	-	-	-	-	-	<b>6.9</b>	<b>8.1</b>	<b>3.5</b>	<b>6.0</b>	-	-	-	<b>1.6</b>
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
<b>Total Nursing Workforce</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>100.0</b>

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

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.

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

**Notes**

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n/s Data not submitted to CIHI

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

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)													
<b>RN</b>	<b>66.8</b>	<b>68.7</b>	<b>73.8</b>	<b>74.2</b>	<b>80.4</b>	<b>77.9</b>	<b>75.9</b>	<b>73.5</b>	<b>80.6</b>	<b>80.4</b>	<b>84.2</b>	<b>91.1</b>	^	<b>78.2</b>
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
<b>LPN</b>	<b>33.2</b>	<b>31.3</b>	<b>26.2</b>	<b>25.8</b>	<b>19.6</b>	<b>22.1</b>	<b>17.2</b>	<b>18.4</b>	<b>15.9</b>	<b>13.7</b>	<b>15.8</b>	<b>8.9</b>	..	<b>20.1</b>
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
<b>RPN</b>	-	-	-	-	-	-	<b>6.9</b>	<b>8.1</b>	<b>3.5</b>	<b>6.0</b>	-	-	-	<b>1.6</b>
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
<b>Total Nursing Workforce</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>100.0</b>

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## 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)													
<b>RN</b>	<b>5,452</b>	<b>1,377</b>	<b>8,602</b>	<b>7,361</b>	<b>63,455</b>	<b>86,099</b>	<b>10,628</b>	<b>8,499</b>	<b>25,600</b>	<b>28,289</b>	<b>283</b>	<b>930</b>	<b>^</b>	<b>246,575</b>
0–10 years	1,414	220	1,314	1,454	16,068	19,804	2,344	1,603	6,178	5,961	67	324	<b>^</b>	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	<b>^</b>	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	<b>^</b>	66,270
31+ years	804	361	2,124	1,430	11,857	21,775	2,157	2,195	6,132	7,049	63	157	<b>^</b>	56,104
Not Stated	0	0	0	0	0	51	0	1	0	0	0	0	<b>^</b>	52
<b>LPN</b>	<b>2,710</b>	<b>628</b>	<b>3,058</b>	<b>2,556</b>	<b>15,472</b>	<b>24,467</b>	<b>2,415</b>	<b>2,131</b>	<b>5,051</b>	<b>4,811</b>	<b>53</b>	<b>91</b>	<b>..</b>	<b>63,443</b>
0–10 years	770	203	941	1,411	3,917	7,155	771	634	1,925	1,851	15	30	<b>..</b>	19,623
11–20 years	682	174	796	350	3,021	7,116	489	317	1,023	901	20	28	<b>..</b>	14,917
21–30 years	703	130	802	397	4,701	5,639	670	654	933	1,107	11	21	<b>..</b>	15,768
31+ years	555	121	519	398	3,624	4,515	485	526	1,170	952	7	12	<b>..</b>	12,884
Not Stated	0	0	0	0	209	42	0	0	0	0	0	0	<b>..</b>	251
<b>RPN</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>963</b>	<b>935</b>	<b>1,123</b>	<b>2,100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>5,121</b>
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
<b>Total Nursing Workforce</b>	<b>8,162</b>	<b>2,005</b>	<b>11,660</b>	<b>9,917</b>	<b>78,927</b>	<b>110,566</b>	<b>14,006</b>	<b>11,565</b>	<b>31,774</b>	<b>35,200</b>	<b>336</b>	<b>1,021</b>	<b>0</b>	<b>315,139</b>

## Notes

<sup>^</sup> 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.

I. Summary

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)													
<b>RN</b>	<b>66.8</b>	<b>68.7</b>	<b>73.8</b>	<b>74.2</b>	<b>80.4</b>	<b>77.9</b>	<b>75.9</b>	<b>73.5</b>	<b>80.6</b>	<b>80.4</b>	<b>84.2</b>	<b>91.1</b>	^	<b>78.2</b>
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
<b>LPN</b>	<b>33.2</b>	<b>31.3</b>	<b>26.2</b>	<b>25.8</b>	<b>19.6</b>	<b>22.1</b>	<b>17.2</b>	<b>18.4</b>	<b>15.9</b>	<b>13.7</b>	<b>15.8</b>	<b>8.9</b>	..	<b>20.1</b>
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
<b>RPN</b>	-	-	-	-	-	-	<b>6.9</b>	<b>8.1</b>	<b>3.5</b>	<b>6.0</b>	-	-	-	<b>1.6</b>
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
<b>Total Nursing Workforce</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>100.0</b>

Notes

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

**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)													
<b>RN</b>	<b>5,452</b>	<b>1,377</b>	<b>8,602</b>	<b>7,361</b>	<b>63,455</b>	<b>86,099</b>	<b>10,628</b>	<b>8,499</b>	<b>25,600</b>	<b>28,289</b>	<b>283</b>	<b>930</b>	<b>^</b>	<b>246,575</b>
< 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
<b>LPN</b>	<b>2,710</b>	<b>628</b>	<b>3,058</b>	<b>2,556</b>	<b>15,472</b>	<b>24,467</b>	<b>2,415</b>	<b>2,131</b>	<b>5,051</b>	<b>4,811</b>	<b>53</b>	<b>91</b>	<b>..</b>	<b>63,443</b>
< 25 years	62	16	42	116	699	506	65	107	318	148	0	0	..	2,079
25-29 years	**	35	217	241	1,175	1,555	182	206	448	382	*	7	..	4,612
30-34 years	235	49	343	295	1,289	2,429	216	147	454	429	5	8	..	5,899
35-39 years	377	93	453	314	1,655	2,906	258	171	451	500	*	**	..	7,193
40-44 years	517	102	531	400	2,308	3,820	340	303	680	660	13	17	..	9,691
45-49 years	483	115	555	438	2,953	4,281	433	409	769	912	5	21	..	11,374
50-54 years	429	102	442	372	2,873	4,406	423	398	828	862	17	12	..	11,164
55-59 years	385	72	350	271	1,971	3,112	357	249	671	653	6	11	..	8,108
60-64 years	59	38	112	99	425	1,221	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
<b>RPN</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>963</b>	<b>935</b>	<b>1,123</b>	<b>2,100</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>5,121</b>
< 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
<b>Total Nursing Workforce</b>	<b>8,162</b>	<b>2,005</b>	<b>11,660</b>	<b>9,917</b>	<b>78,927</b>	<b>110,566</b>	<b>14,006</b>	<b>11,565</b>	<b>31,774</b>	<b>35,200</b>	<b>336</b>	<b>1,021</b>	<b>0</b>	<b>315,139</b>

**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

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 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)													
<b>RN</b>	<b>66.8</b>	<b>68.7</b>	<b>73.8</b>	<b>74.2</b>	<b>80.4</b>	<b>77.9</b>	<b>75.9</b>	<b>73.5</b>	<b>80.6</b>	<b>80.4</b>	<b>84.2</b>	<b>91.1</b>	^	<b>78.2</b>
< 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
<b>LPN</b>	<b>33.2</b>	<b>31.3</b>	<b>26.2</b>	<b>25.8</b>	<b>19.6</b>	<b>22.1</b>	<b>17.2</b>	<b>18.4</b>	<b>15.9</b>	<b>13.7</b>	<b>15.8</b>	<b>8.9</b>	..	<b>20.1</b>
< 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
<b>RPN</b>	-	-	-	-	-	-	<b>6.9</b>	<b>8.1</b>	<b>3.5</b>	<b>6.0</b>	-	-	-	<b>1.6</b>
< 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
<b>Total Nursing Workforce</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>100.0</b>

Notes

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- Data do not exist, or are not applicable
- .. Data not currently collected by CIHI
- <0.1 value is less than 0.05%; value is replaced to prevent displaying cells of 0.0 that are not true zero values
- Totals may not sum to 100 percent due to rounding
- CIHI data will differ from provincial/territorial data due to the CIHI collection, processing and reporting methodology.
- Please review the Methodological Notes for more comprehensive information regarding the collection and comparability of NDB data.

Source: NDB/CIHI.

**K. Summary****Regulated Nursing Workforce by Average Age and Province/Territory of Registration, Canada, 2004**

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

**Notes**

^ Northwest Territories and Nunavut data combined for 2004

- Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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

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

Source: NDB/CIHI.

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

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

**Notes**

^ Northwest Territories and Nunavut data combined for 2004

- Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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

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

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

**Notes**

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^ Northwest Territories and Nunavut data combined for 2004

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

**Regulated Nursing Workforce by 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)													
<b>RN</b>	<b>66.8</b>	<b>68.7</b>	<b>73.8</b>	<b>74.2</b>	<b>80.4</b>	<b>77.9</b>	<b>75.9</b>	<b>73.5</b>	<b>80.6</b>	<b>80.4</b>	<b>84.2</b>	<b>91.1</b>	^	<b>78.2</b>
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
<b>LPN</b>	<b>33.2</b>	<b>31.3</b>	<b>26.2</b>	<b>25.8</b>	<b>19.6</b>	<b>22.1</b>	<b>17.2</b>	<b>18.4</b>	<b>15.9</b>	<b>13.7</b>	<b>15.8</b>	<b>8.9</b>	..	<b>20.1</b>
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
<b>RPN</b>	-	-	-	-	-	-	<b>6.9</b>	<b>8.1</b>	<b>3.5</b>	<b>6.0</b>	-	-	-	<b>1.6</b>
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
<b>Total Nursing Workforce</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>100.0</b>

**Notes**

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- 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.

**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)													
<b>RN</b>	<b>5,452</b>	<b>1,377</b>	<b>8,602</b>	<b>7,361</b>	<b>63,455</b>	<b>86,099</b>	<b>10,628</b>	<b>8,499</b>	<b>25,600</b>	<b>28,289</b>	<b>283</b>	<b>930</b>	<b>^</b>	<b>246,575</b>
Diploma	3,867	945	5,889	4,430	40,231	64,508	7,227	6,026	15,511	18,034	158	594	<b>^</b>	167,420
Baccalaureate	1,478	409	2,502	2,779	21,852	19,655	3,168	2,371	9,340	9,417	**	**	<b>^</b>	73,404
Master's/Doctorate	107	23	211	152	1,372	1,936	233	96	744	838	*	**	<b>^</b>	5,736
Not Stated	0	0	0	0	0	0	0	6	5	0	1	3	<b>^</b>	15
<b>LPN</b>	<b>2,710</b>	<b>628</b>	<b>3,058</b>	<b>2,556</b>	<b>15,472</b>	<b>24,467</b>	<b>2,415</b>	<b>2,131</b>	<b>5,051</b>	<b>4,811</b>	<b>53</b>	<b>91</b>	<b>..</b>	<b>63,443</b>
Equivalency/Diploma	2,710	628	3,058	2,556	15,472	24,467	2,415	2,131	5,051	4,811	53	91	<b>..</b>	63,443
Not Stated	-	-	-	-	-	-	-	-	-	-	-	-	<b>..</b>	-
<b>RPN</b>	-	-	-	-	-	-	<b>963</b>	<b>935</b>	<b>1,123</b>	<b>2,100</b>	-	-	-	<b>5,121</b>
Diploma	-	-	-	-	-	-	866	923	1,097	1,990	-	-	-	4,876
Baccalaureate	-	-	-	-	-	-	97	12	19	99	-	-	-	227
Master's/Doctorate	-	-	-	-	-	-	0	0	7	11	-	-	-	18
Not Stated	-	-	-	-	-	-	-	-	-	-	-	-	-	0
<b>Total Nursing Workforce</b>	<b>8,162</b>	<b>2,005</b>	<b>11,660</b>	<b>9,917</b>	<b>78,927</b>	<b>110,566</b>	<b>14,006</b>	<b>11,565</b>	<b>31,774</b>	<b>35,200</b>	<b>336</b>	<b>1,021</b>	<b>0</b>	<b>315,139</b>

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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)													
<b>RN</b>	<b>66.8</b>	<b>68.7</b>	<b>73.8</b>	<b>74.2</b>	<b>80.4</b>	<b>77.9</b>	<b>75.9</b>	<b>73.5</b>	<b>80.6</b>	<b>80.4</b>	<b>84.2</b>	<b>91.1</b>	^	<b>78.2</b>
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
<b>LPN</b>	<b>33.2</b>	<b>31.3</b>	<b>26.2</b>	<b>25.8</b>	<b>19.6</b>	<b>22.1</b>	<b>17.2</b>	<b>18.4</b>	<b>15.9</b>	<b>13.7</b>	<b>15.8</b>	<b>8.9</b>	..	<b>20.1</b>
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	-	-	-	-	-	-	-	-	-	-	-	-	..	-
<b>RPN</b>	-	-	-	-	-	-	<b>6.9</b>	<b>8.1</b>	<b>3.5</b>	<b>6.0</b>	-	-	-	<b>1.6</b>
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
<b>Total Nursing Workforce</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>0.0</b>	<b>100.0</b>

**Notes**

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

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

^ Northwest Territories and Nunavut data combined for 2004

- Data do not exist, or are not applicable

.. Data not currently collected by CIHI

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

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

The RPN Master's/Doctorate total is comprised of 8 RPNs who earned a master's and 10 RPNs who earned a doctorate as their highest level of education in psychiatric nursing. Totals may not sum to 100 percent due to rounding

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

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



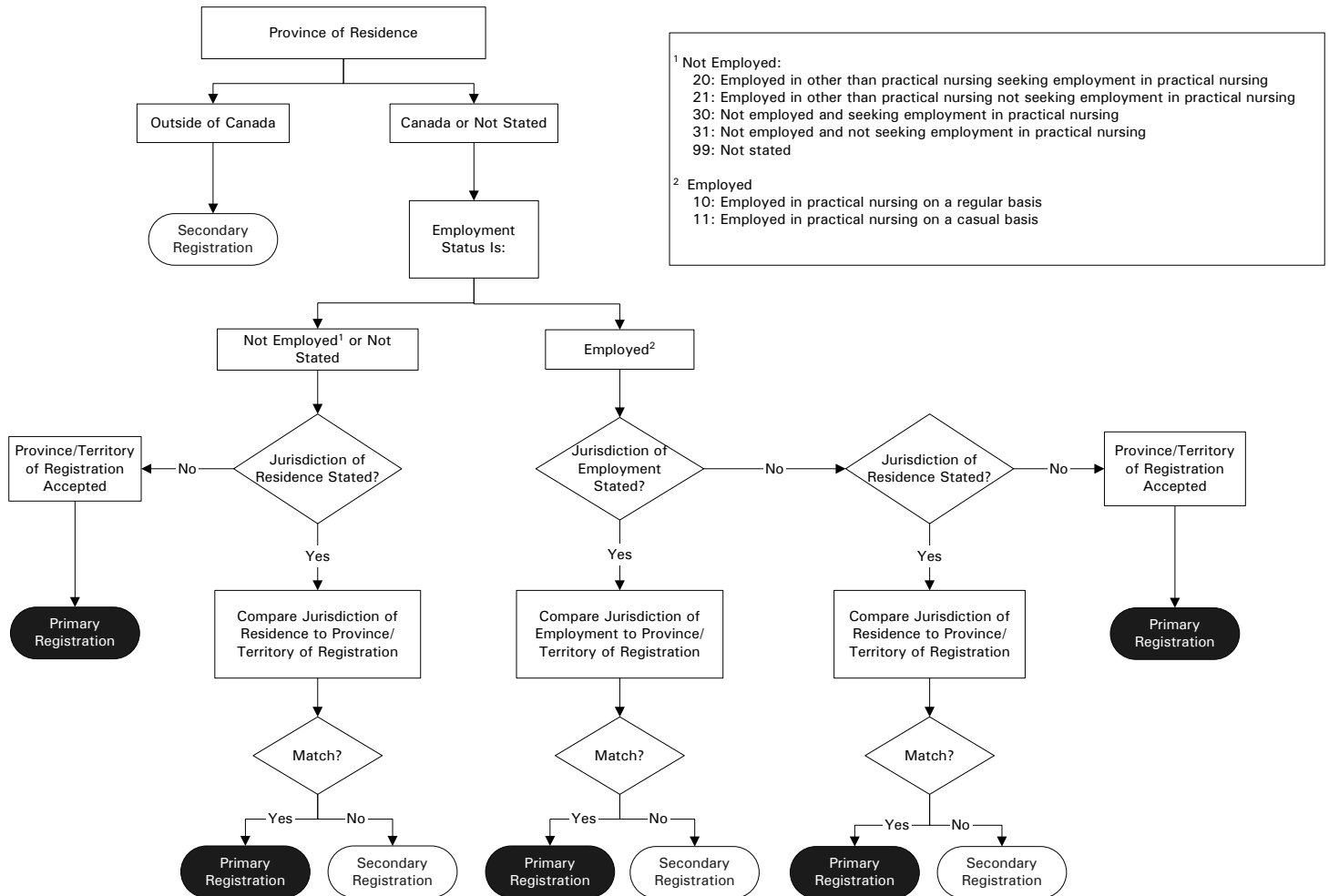


## **Appendix A**

### **Identification of Secondary Registrations**



### Licensed Practical Nurses Database Identification of Secondary Registrations



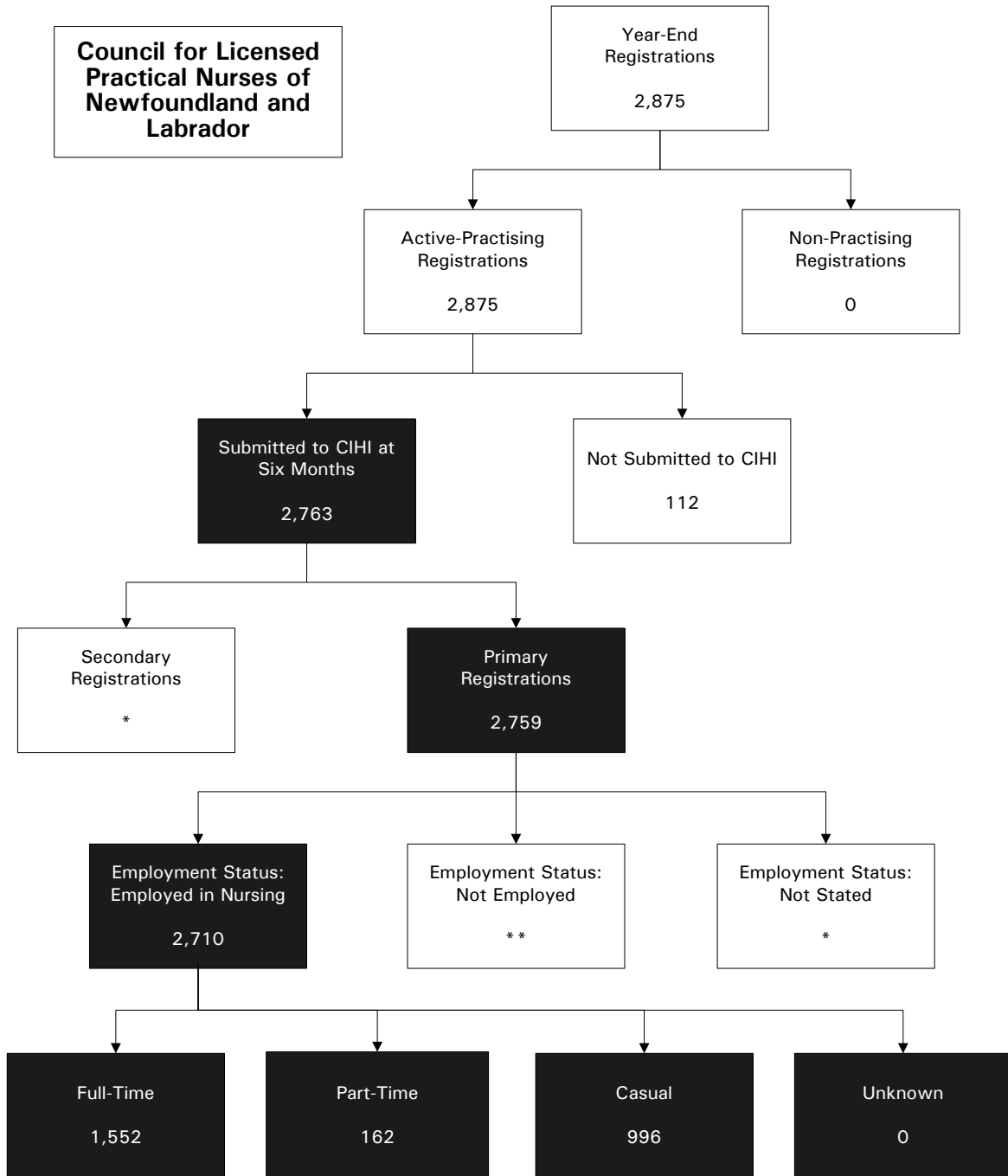


## **Appendix B**

### **Comparison of CIHI Statistics to Regulatory Statistics**



**Tracing Regulatory Data to CIHI Data**

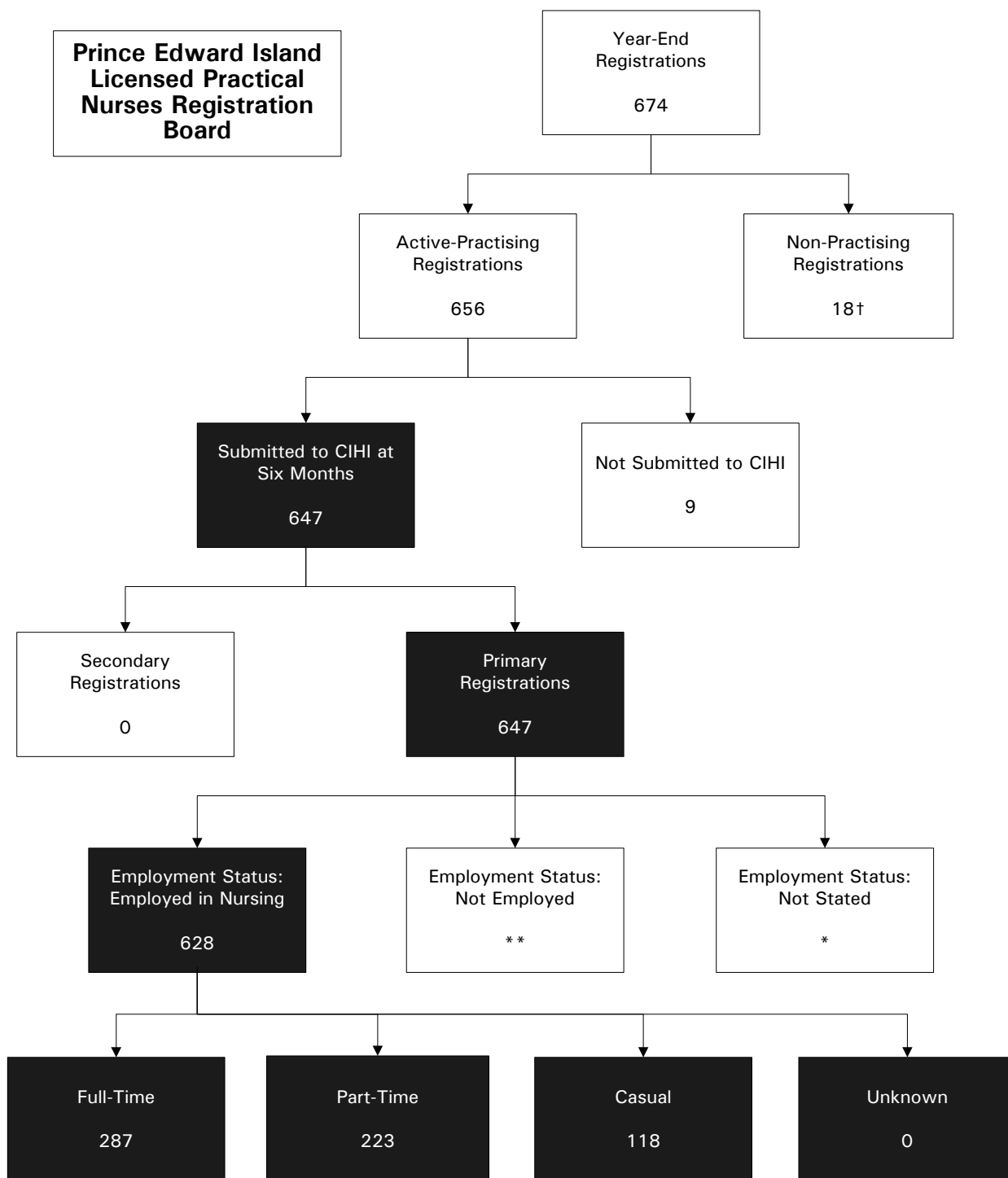


**Notes:**

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

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

### Tracing Regulatory Data to CIHI Data

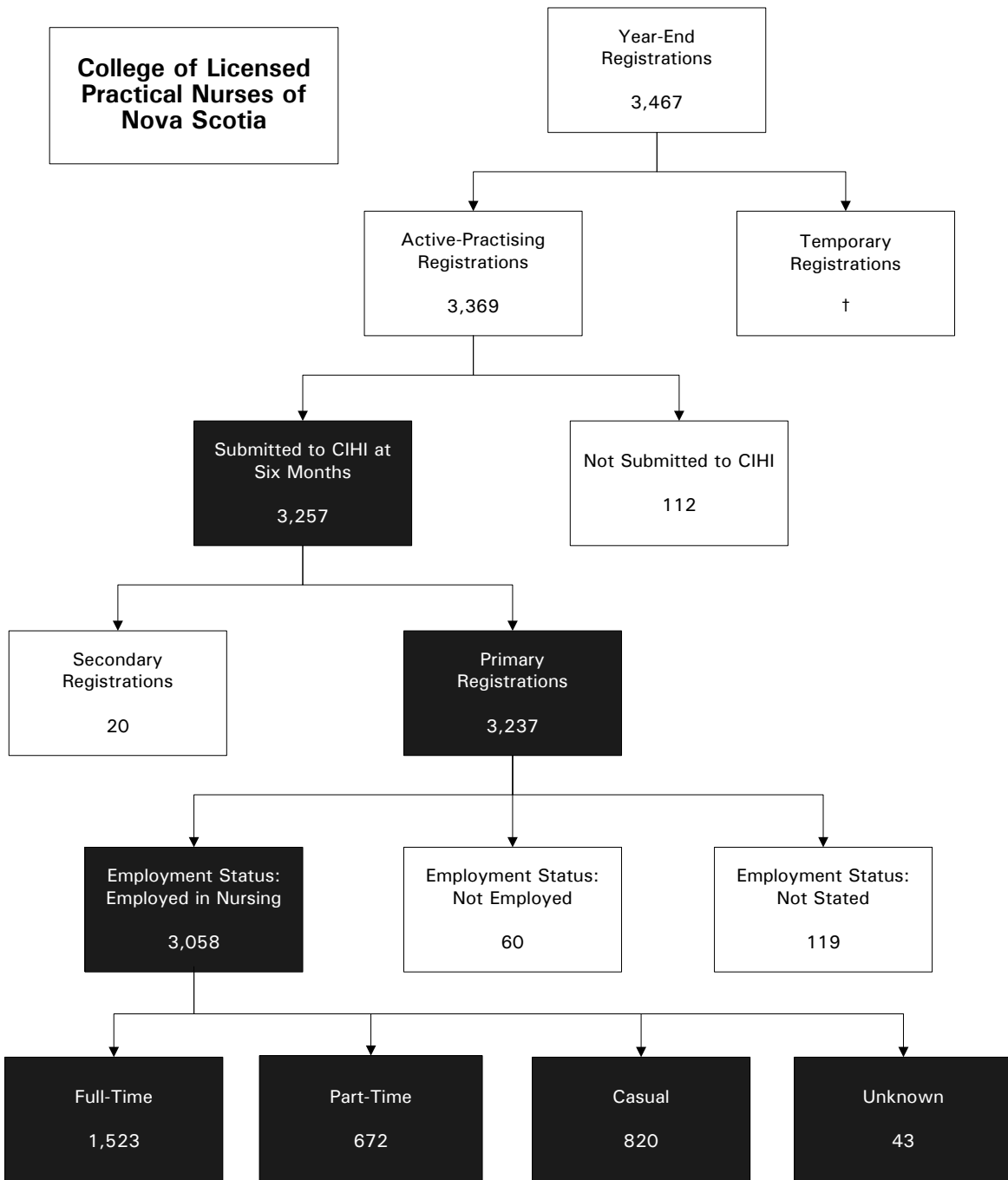


**Notes:**

- † Non-practising registrations include persons on maternity or disability leave.
- \* 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



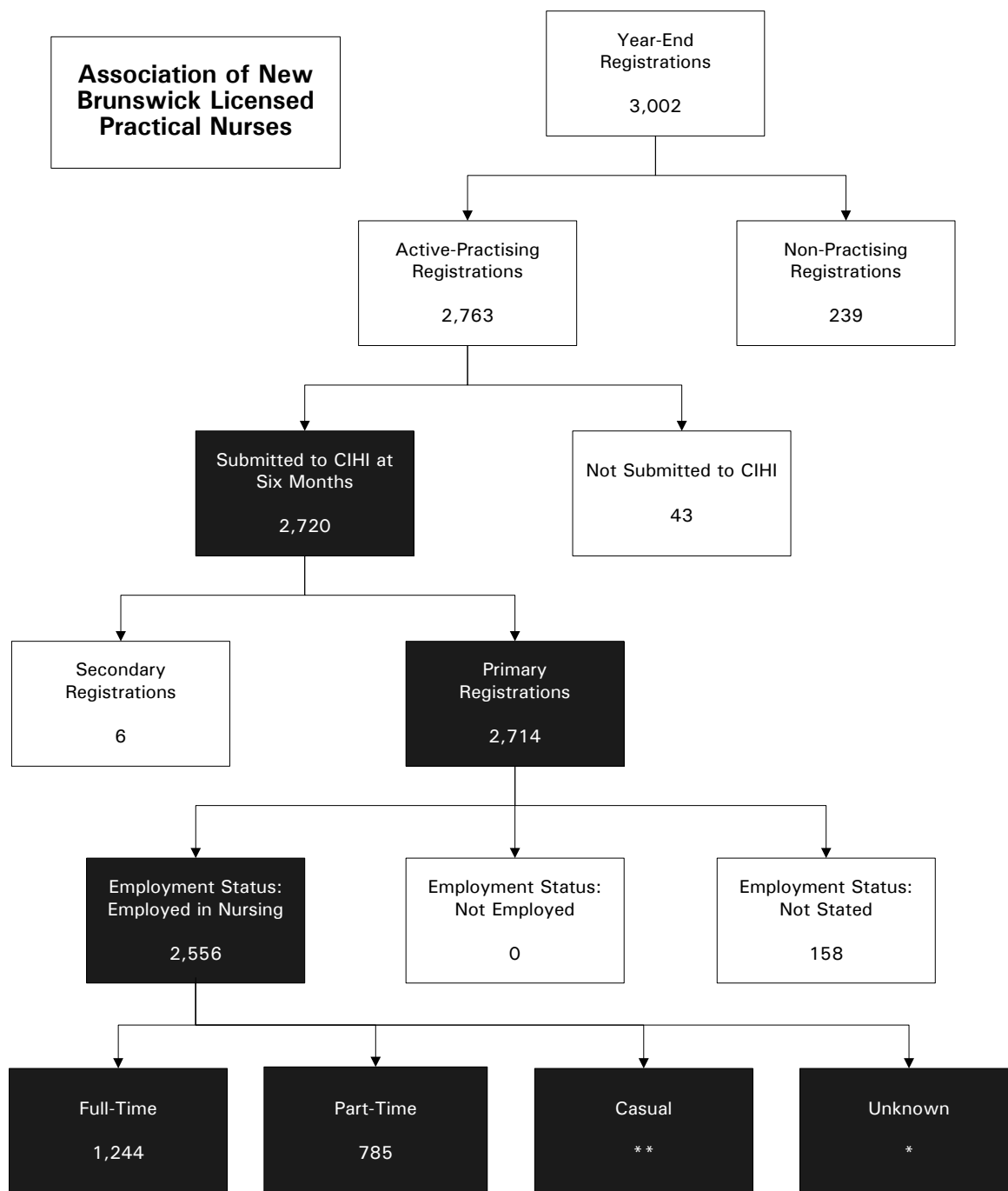
### Tracing Regulatory Data to CIHI Data



**Notes:**

† 98 Graduate Practical Nurse Licenses were also issued by CLPNNS.

### Tracing Regulatory Data to CIHI Data

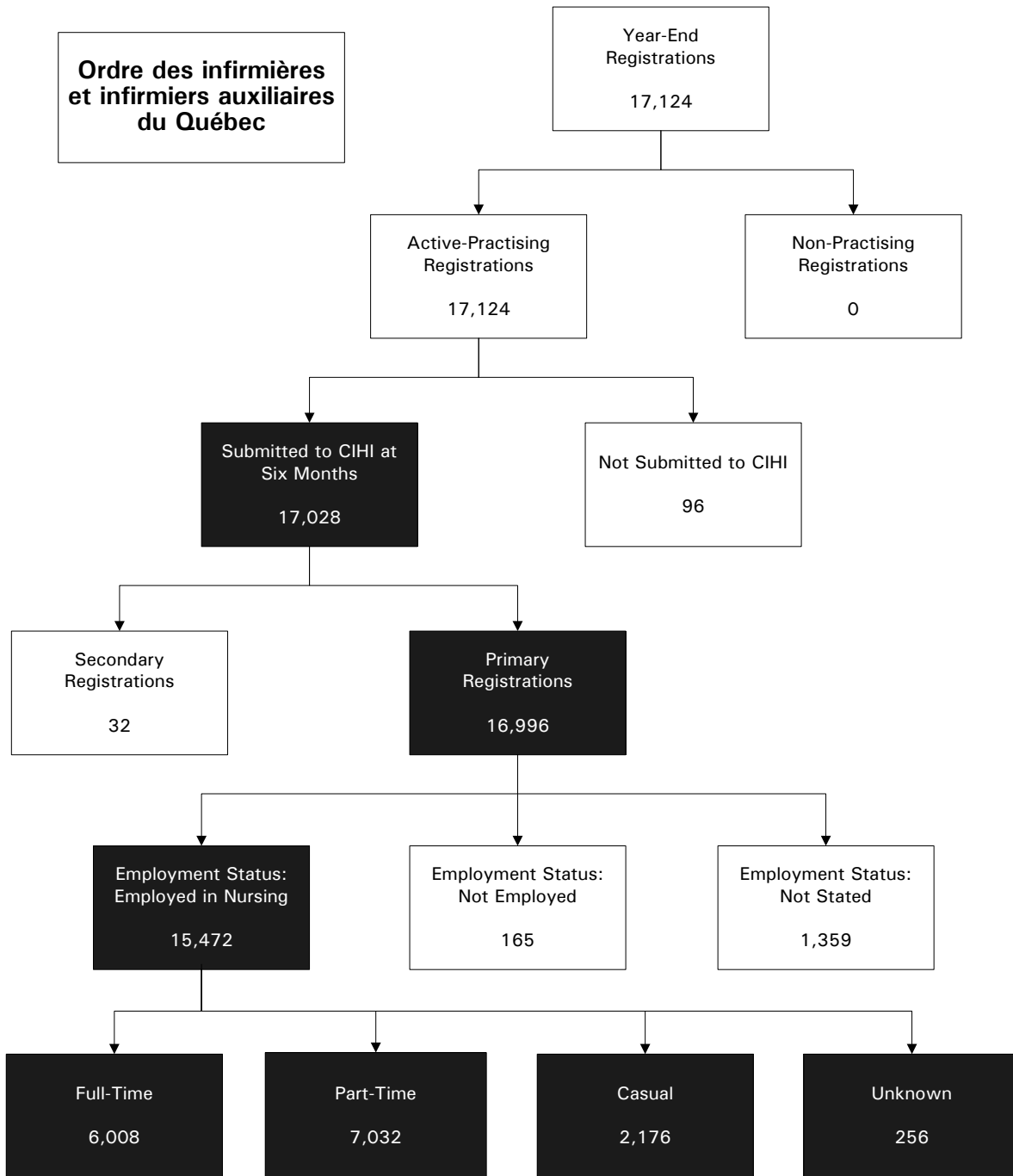


**Notes:**

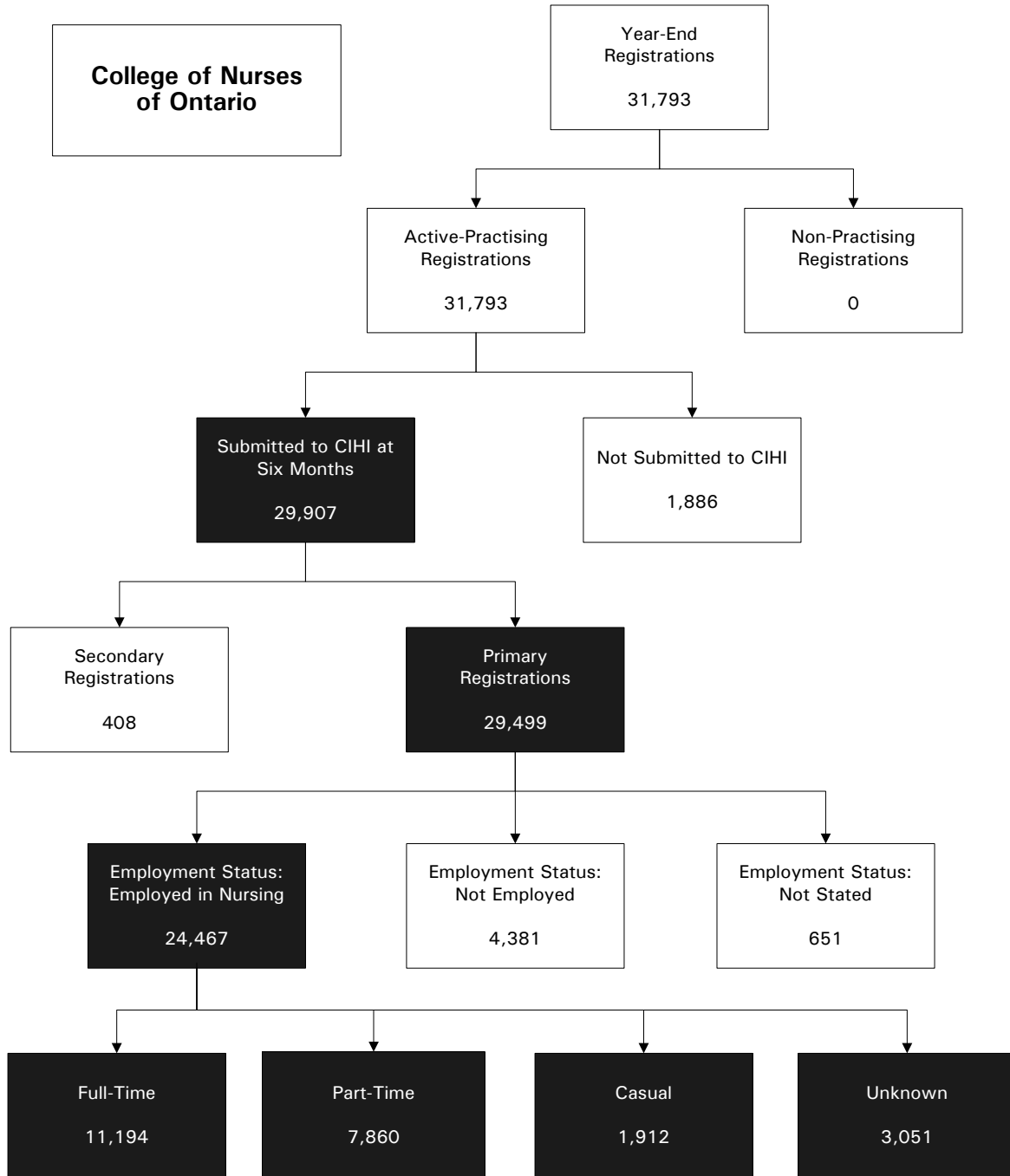
\* Value suppressed in accordance with CIHI privacy policy; cell value is from 1 to 4.

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

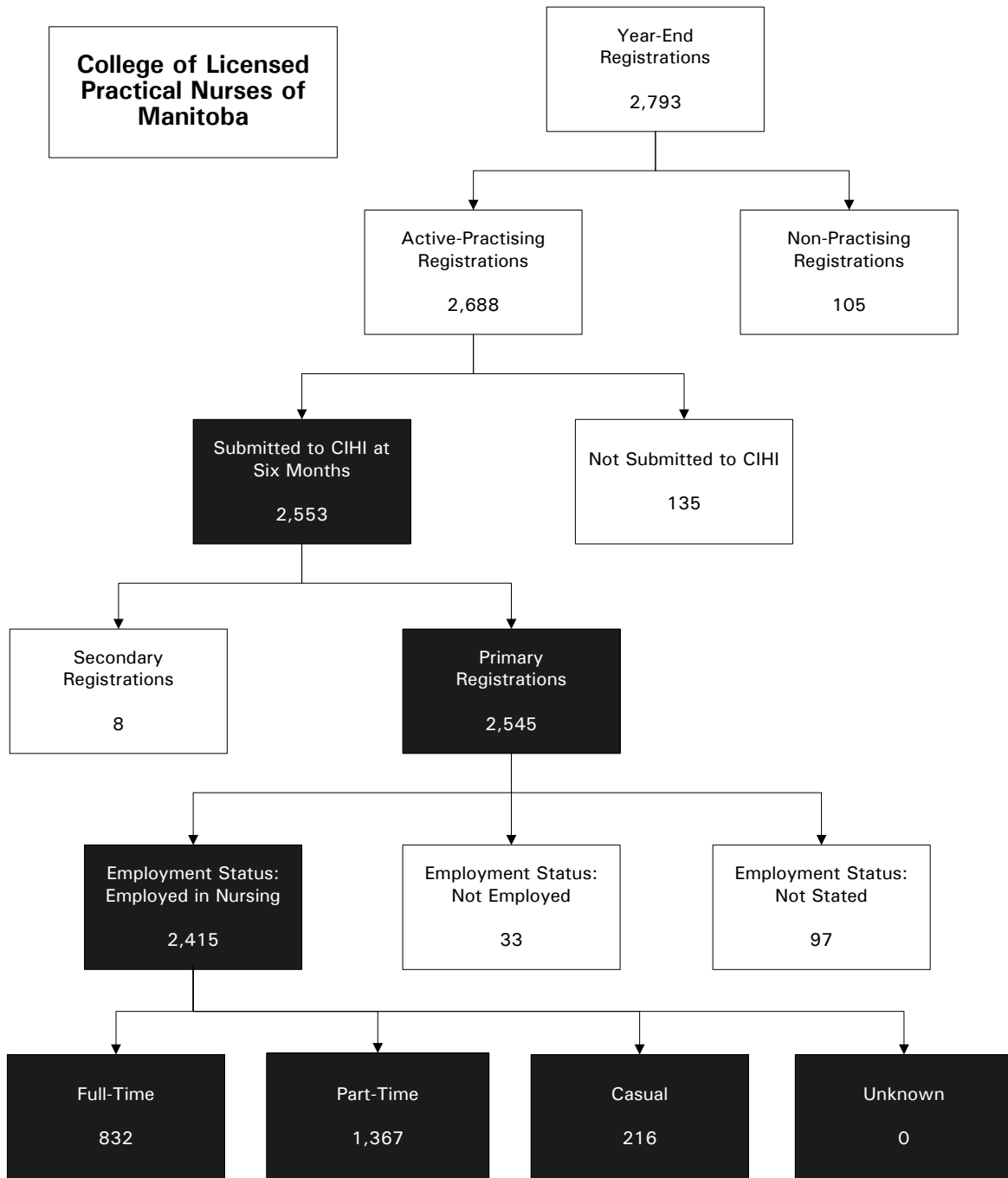
**Tracing Regulatory Data to CIHI Data**



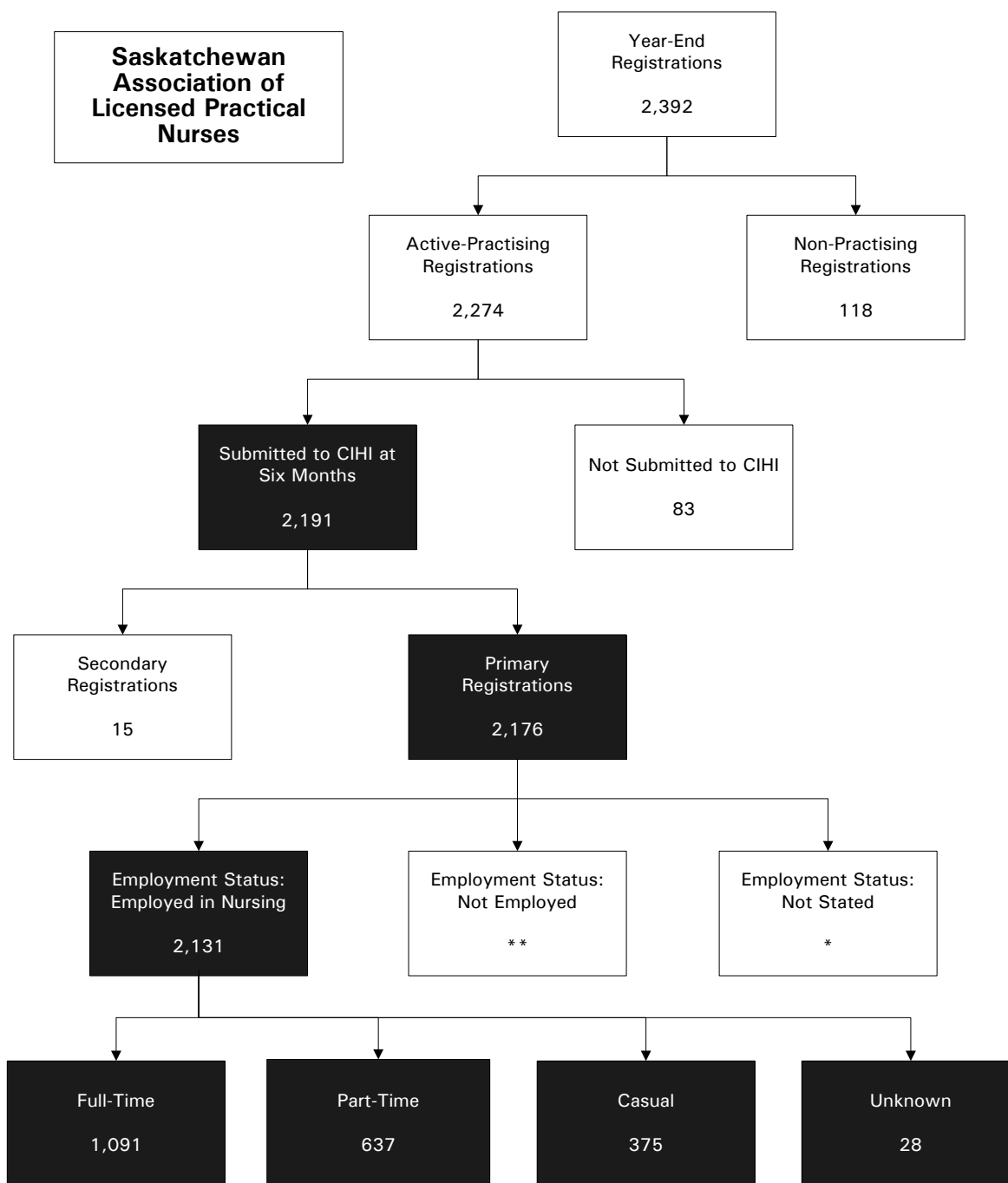
### Tracing Regulatory Data to CIHI Data



**Tracing Regulatory Data to CIHI Data**



### Tracing Regulatory Data to CIHI Data

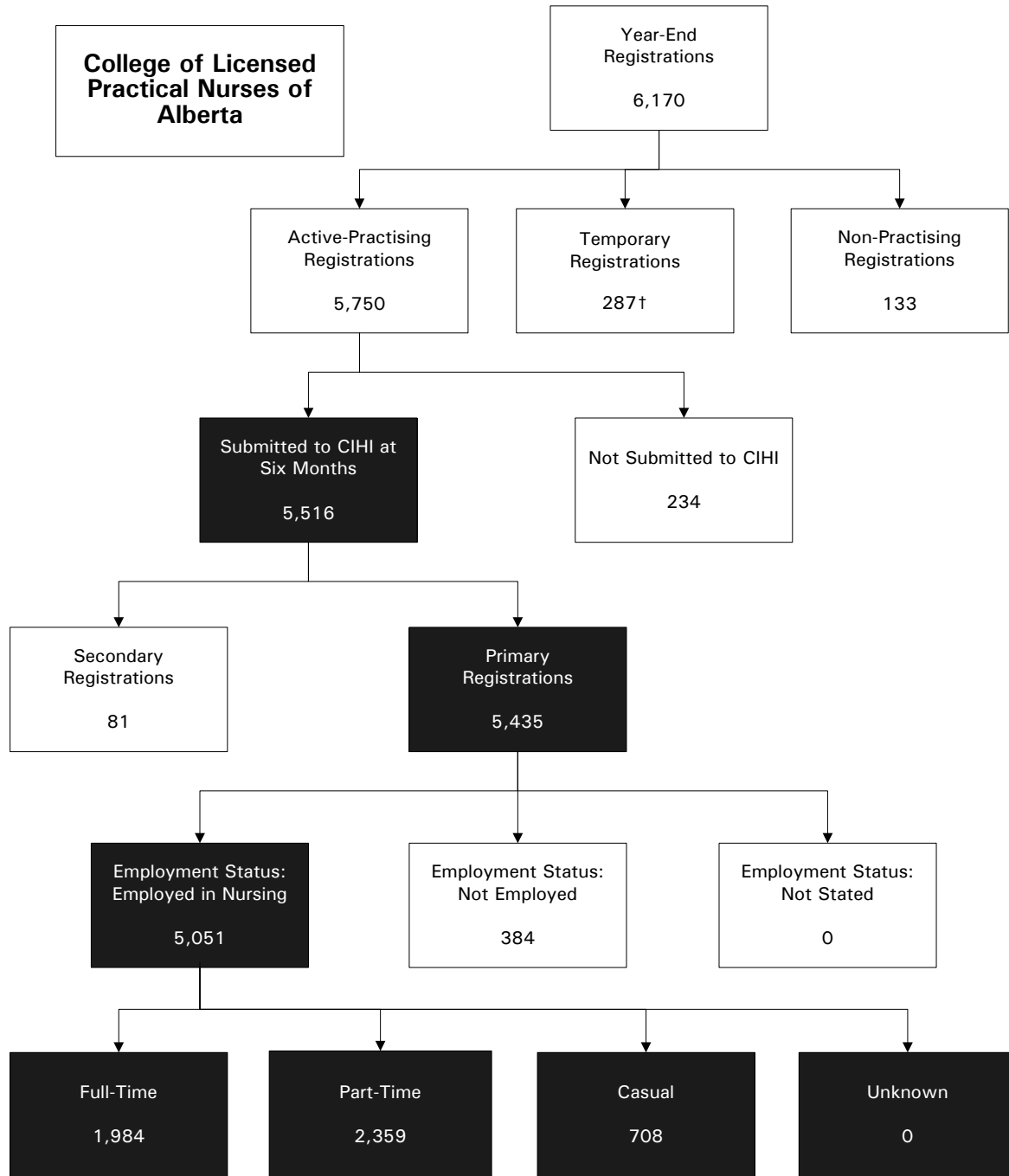


**Notes:**

\* 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.

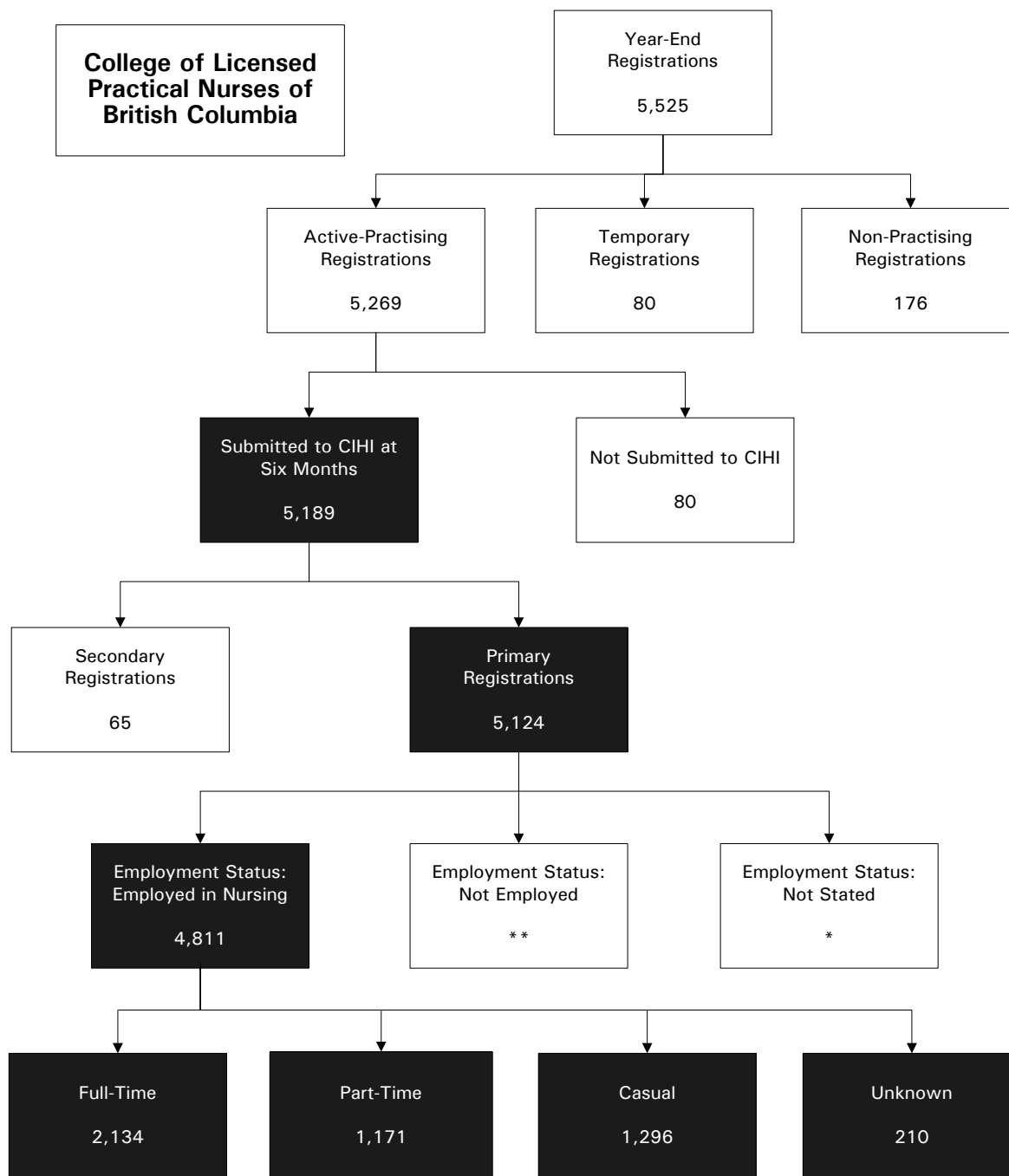
**Tracing Regulatory Data to CIHI Data**



**Notes:**

† Temporary registrations include nurses with a "Limited" status.

### Tracing Regulatory Data to CIHI Data



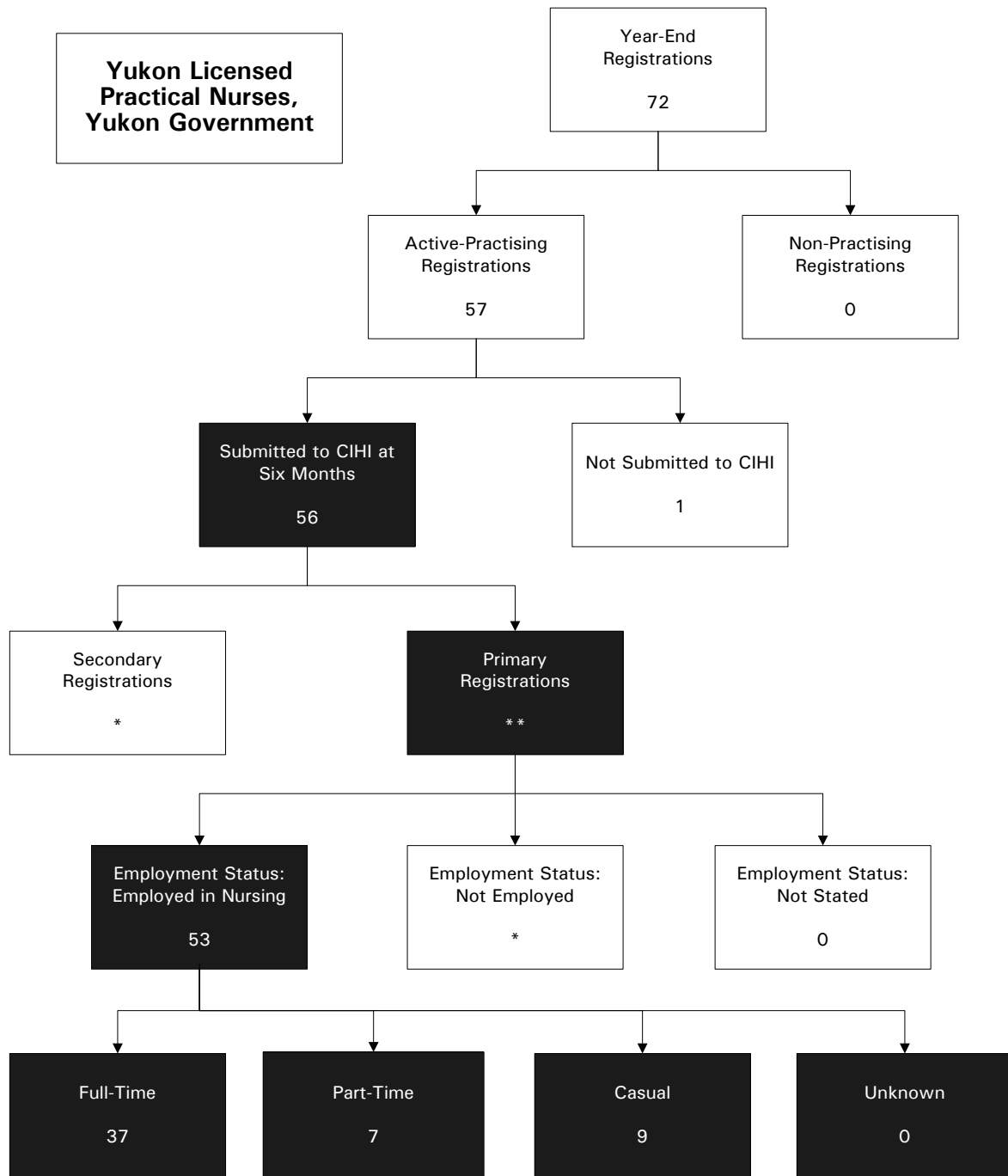
**Notes:**

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

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



**Tracing Regulatory Data to CIHI Data**

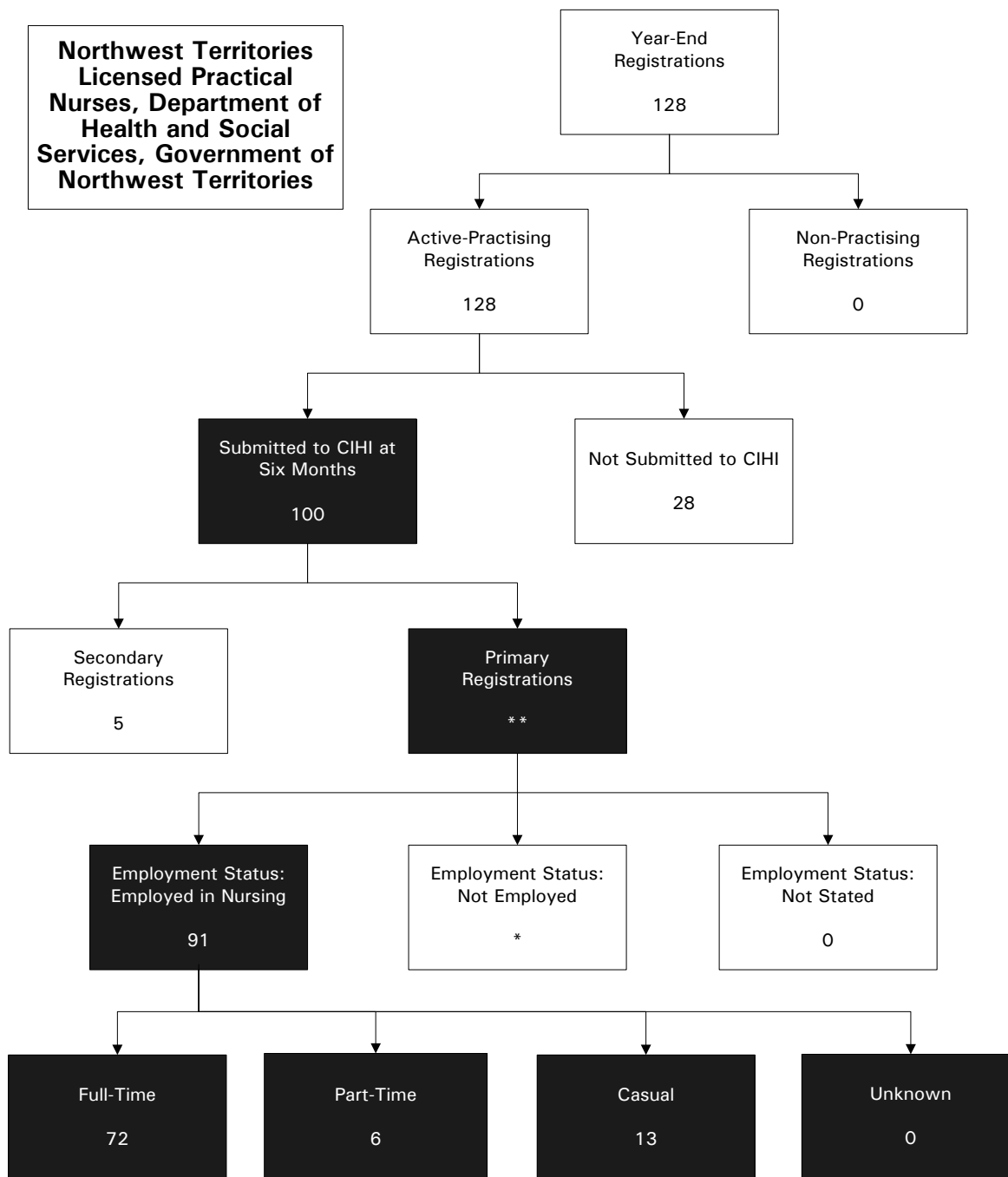


**Notes:**

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

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

### Tracing Regulatory Data to CIHI Data



**Notes:**

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

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

## **Appendix C**

### **Licensed Practical Nursing Contact Information**



## Licensed Practical Nursing Contact Information

### Provincial/Territorial LPN Regulatory Authorities

#### Newfoundland and Labrador

Council for Licensed Practical Nurses, Newfoundland  
9 Paton Street  
St. John's, Newfoundland and Labrador, A1B 4S8

#### Prince Edward Island

Prince Edward Island Licensed Practical Nurses Registration Board  
P.O. Box 3235  
Charlottetown, Prince Edward Island, C1A 7N9

#### Nova Scotia

College of Licensed Practical Nurses of Nova Scotia  
Suite 1212, Cogswell Tower  
2000 Barrington Street  
Halifax, Nova Scotia, B3J 3K1  
Web site: [www.clpnns.ca](http://www.clpnns.ca)

#### New Brunswick

Association of New Brunswick Registered Nursing Assistants /  
Association des infirmiers(ères) auxiliaires autorisé(e)s du Nouveau Brunswick  
384 Smythe Street  
Fredericton, New Brunswick, E3B 3E4  
Web site: [www.anblpn.com](http://www.anblpn.com)

#### Quebec

Ordre des infirmières et infirmiers auxiliaires du Québec  
531, rue Sherbrooke Est  
Montreal, Quebec, H2L 1K2  
Web site: [www.oiiq.org](http://www.oiiq.org)

#### Ontario

College of Nurses of Ontario / Ordre des infirmières et infirmiers de l'Ontario  
101 Davenport Road  
Toronto, Ontario, M5R 3P1  
Web site: [www.cno.org](http://www.cno.org)

#### Manitoba

College of Licensed Practical Nurses of Manitoba  
463 St-Anne's Road  
Winnipeg, Manitoba, R2M 3C9  
Web site: [www.clpnm.ca](http://www.clpnm.ca)

### **Saskatchewan**

Saskatchewan Association of Licensed Practical Nurses  
2310 Smith Street  
Regina, Saskatchewan, S4P 2P6  
Web site: [www.salpn.com](http://www.salpn.com)

### **Alberta**

College of Licensed Practical Nurses of Alberta  
10403–172 Street, Suite 230  
Edmonton, Alberta, T5S 1K9  
Web site: [www.clpna.com](http://www.clpna.com)

### **British Columbia**

College of Licensed Practical Nurses of British Columbia  
4430 Halifax Street, Suite 205  
Burnaby, British Columbia, V5C 5R4  
Web site: [www.clpn.bc.ca](http://www.clpn.bc.ca)

### **Yukon**

Consumer Services, Department of Justice, Yukon  
P.O. Box 2703  
Whitehorse, Yukon, Y1A 2C6  
Web site: [www.gov.yk.ca/services](http://www.gov.yk.ca/services)

### **Northwest Territories**

Health and Social Services, Government of Northwest Territories  
Box 1320–8th floor Centre Square Tower  
Yellowknife, Northwest Territories, X1A 2L9

### **Other Practical Nursing Associations**

Canadian Council of Practical Nurse Regulators  
Web site: [www.ccpnr.ca](http://www.ccpnr.ca)

Canadian Practical Nurses Association  
4218 Lawrence Avenue East, Unit 14, Box 271  
Scarborough, Ontario, M1E 4X9  
Web site: [www.cpna.ca](http://www.cpna.ca)

## **Appendix D**

### **List of Data Tables on CD-ROM**





## List of Data Tables on CD-ROM

### Series A—Total Registrations

- A.LPN.1 LPN Registrations by Province/Territory of Registration, Canada, 2004
- A.LPN.2 LPN Registrations by Age Group and Province/Territory of Registration, Canada, 2004
  
- A.RN.1 RN Registrations by Province/Territory of Registration, Canada, 2004
- A.RN.2 RN Registrations by Age Group and Province/Territory of Registration, Canada, 2004
- A.RN.3 RN Registrations by Highest Education in Nursing and Province/Territory of Registration, Canada, 2004
  
- A.RPN.1 RPN Registrations by Province of Registration, Canada, 2004
- A.RPN.2 RPN Registrations by Age Group and Province of Registration, Canada, 2004

### Series B—Employment Status

- B.LPN.1 LPN Workforce by Employment Status and Province/Territory of Registration, Canada, 2004
- B.LPN.2 LPN Workforce by Employment Status, Multiple Employment Status and Province/Territory of Registration, Canada, 2004
- B.LPN.3 LPN Workforce by Employment Status, Age Group and Province/Territory of Registration, Canada, 2004
- B.LPN.4 LPN Workforce by Employment Status, Average Age and Province/Territory of Registration, Canada, 2004
- B.LPN.5 LPN Workforce by Employment Status, Years Since Graduation and Province/Territory of Registration, Canada, 2004
  
- B.RN.1 RN Workforce by Employment Status and Province/Territory of Registration, Canada, 2004
- B.RN.2 RN Workforce by Employment Status, Multiple Employment Status and Province/Territory of Registration, Canada, 2004
- B.RN.3 RN Workforce by Employment Status, Age Group and Province/Territory of Registration, Canada, 2004
- B.RN.4 RN Workforce by Employment Status, Average Age and Province/Territory of Registration, Canada, 2004
- B.RN.5 RN Workforce by Employment Status, Highest Education in Nursing and Province/Territory of Registration, Canada, 2004
- B.RN.6 RN Workforce by Employment Status, Years Since Graduation and Province/Territory of Registration, Canada, 2004

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

### Series B—Employment Status (cont'd)

- B.RPN.1 RPN Workforce by Employment Status and Province of Registration, Canada, 2004
- B.RPN.2 RPN Workforce by Employment Status, Multiple Employment Status and Province of Registration, Canada, 2004
- B.RPN.3 RPN Workforce by Employment Status, Age Group and Province of Registration, Canada, 2004
- B.RPN.4 RPN Workforce by Employment Status, Average Age and Province of Registration, Canada, 2004
- B.RPN.5 RPN Workforce by Employment Status, Years Since Graduation and Province of Registration, Canada, 2004

### Series C—Place of Work

- C.LPN.1 LPN Workforce by Place of Work and Province/Territory of Registration, Canada, 2004
- C.LPN.2 LPN Workforce by Place of Work, Employment Status and Province/Territory of Registration, Canada, 2004
- C.LPN.3 LPN Workforce by Place of Work, Multiple Employment Status and Province/Territory of Registration, Canada, 2004
- C.LPN.4 LPN Workforce by Place of Work, Age Group and Province/Territory of Registration, Canada, 2004
- C.LPN.5 LPN Workforce by Place of Work, Average Age and Province/Territory of Registration, Canada, 2004
- C.LPN.6 LPN Workforce by Place of Work, Years Since Graduation and Province/Territory of Registration, Canada, 2004
  
- C.RN.1 RN Workforce by Place of Work and Province/Territory of Registration, Canada, 2004
- C.RN.2 RN Workforce by Place of Work, Employment Status and Province/Territory of Registration, Canada, 2004
- C.RN.3 RN Workforce by Place of Work, Multiple Employment Status and Province/Territory of Registration, Canada, 2004
- C.RN.4 RN Workforce by Place of Work, Age Group and Province/Territory of Registration, Canada, 2004
- C.RN.5 RN Workforce by Place of Work, Average Age and Province/Territory of Registration, Canada, 2004
- C.RN.6 RN Workforce by Place of Work, Highest Education in Nursing and Province/Territory of Registration, Canada, 2004
- C.RN.7 RN Workforce by Place of Work, Years Since Graduation and Province/Territory of Registration, Canada, 2004

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

### Series C—Place of Work (cont'd)

- C.RPN.1 RPN Workforce by Place of Work and Province of Registration, Canada, 2004
- C.RPN.2 RPN Workforce by Place of Work, Employment Status and Province of Registration, Canada, 2004
- 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
  
- F.RN.1 RN Workforce by Multiple Employment Status and Province/Territory of Registration, Canada, 2004
- F.RN.2 RN Workforce by Multiple Employment Status, Age Group and Province/Territory of Registration, Canada, 2004
- F.RN.3 RN Workforce by Multiple Employment Status, Average Age and Province/Territory of Registration, Canada, 2004
- F.RN.4 RN Workforce by Multiple Employment Status, Highest Education in Nursing and Province/Territory of Registration, Canada, 2004
- F.RN.5 RN Workforce by Multiple Employment Status, Years Since Graduation and Province/Territory of Registration, Canada, 2004

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

### Series F—Multiple Employment Status (cont'd)

- F.RPN.1 RPN Workforce by Multiple Employment Status and Province of Registration, Canada, 2004
- F.RPN.2 RPN Workforce by Multiple Employment Status, Age Group and Province of Registration, Canada, 2004
- F.RPN.3 RPN Workforce by Multiple Employment Status, Average Age and Province of Registration, Canada, 2004
- F.RPN.4 RPN Workforce by Multiple Employment Status, Years Since Graduation and Province of Registration, Canada, 2004

### Series G—Sex

- G.LPN.1 LPN Workforce by Sex and Province/Territory of Registration, Canada, 2004
- G.LPN.2 LPN Workforce by Sex, Age Group and Province/Territory of Registration, Canada, 2004
- G.LPN.3 LPN Workforce by Sex, Average Age and Province/Territory of Registration, Canada, 2004
  
- G.RN.1 RN Workforce by Sex and Province/Territory of Registration, Canada, 2004
- G.RN.2 RN Workforce by Sex, Age Group and Province/Territory of Registration, Canada, 2004
- G.RN.3 RN Workforce by Sex, Average Age and Province/Territory of Registration, Canada, 2004
  
- G.RPN.1 RPN Workforce by Sex and Province of Registration, Canada, 2004
- G.RPN.2 RPN Workforce by Sex, Age Group and Province of Registration, Canada, 2004
- G.RPN.3 RPN Workforce by Sex, Average Age and Province of Registration, Canada, 2004

### Series H—Location of Graduation

- H.LPN.1 LPN Workforce by Location of Graduation and Province/Territory of Registration, Canada, 2004
  
- H.RN.1 RN Workforce by Location of Graduation and Province/Territory of Registration, Canada, 2004
  
- H.RPN.1 RPN Workforce by Location of Graduation and Province of Registration, Canada, 2004

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

### Series I—Years Since Graduation

- I.LPN.1 LPN Workforce by Years Since Graduation and Province/Territory of Registration, Canada, 2004
- I.LPN.2 LPN Workforce by Years Since Graduation, Average Age and Province/Territory of Registration, Canada, 2004
- I.RN.1 RN Workforce by Years Since Graduation and Province/Territory of Registration, Canada, 2004
- I.RN.2 RN Workforce by Years Since Graduation, Average Age and Province/Territory of Registration, Canada, 2004
- I.RPN.1 RPN Workforce by Years Since Graduation and Province of Registration, Canada, 2004
- I.RPN.2 RPN Workforce by Years Since Graduation, Average Age and Province of Registration, Canada, 2004

### Series J—Age Group

< Summary tables only >

### Series K—Average Age

< Summary tables only >

### Series L—Initial Education in Nursing Discipline

< Summary tables only >

### Series M—Highest Education in Nursing Discipline

- M.RN.1 RN Workforce by Highest Education in Registered Nursing and Province/Territory of Registration, Canada, 2004
- M.RN.2 RN Workforce by Highest Education in Registered Nursing, Age Group and Province/Territory of Registration, Canada, 2004
- M.RN.3 RN Workforce by Highest Education in Registered Nursing, Employment Status and Province/Territory of Registration, Canada, 2004

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

### **Summary Tables**

- A.Summary Total Number of Nursing Registrations by Province/Territory of Registration, Canada, 2004
- B.Summary Regulated Nursing Workforce by Employment Status and Province/Territory of Registration, Canada, 2004
- C.Summary Regulated Nursing Workforce by Place of Work and Province/Territory of Registration, Canada, 2004
- D.Summary Regulated Nursing Workforce by Area of Responsibility and Province/Territory of Registration, Canada, 2004
- E.Summary Regulated Nursing Workforce by Position and Province/Territory of Registration, Canada, 2004
- F.Summary Regulated Nursing Workforce by Multiple Employment Status and Province/Territory of Registration, Canada, 2004
- G.Summary Regulated Nursing Workforce by Sex and Province/Territory of Registration, Canada, 2004
- H.Summary Regulated Nursing Workforce by Location of Graduation and Province/Territory of Registration, Canada, 2004
- I.Summary Regulated Nursing Workforce by Years Since Graduation and Province/Territory of Registration, Canada, 2004
- J.Summary Regulated Nursing Workforce by Age Group and Province/Territory of Registration, Canada, 2004
- K.Summary Regulated Nursing Workforce by Average Age and Province/Territory of Registration, Canada, 2004
- L.Summary Regulated Nursing Workforce by Initial Education in Nursing Discipline and Province/Territory of Registration, Canada, 2004
- M.Summary Regulated Nursing Workforce by Highest Education in Nursing Discipline and Province/Territory of Registration, Canada, 2004



