Regulated Nurses, 2013

Methodology Guide
July 2014

Spending and Health Workforce

Canadian Institute
for Health Information

Institut canadien
d'information sur la santé

Our Vision
Better data. Better decisions.
Healthier Canadians.

Our Mandate
To lead the development and
maintenance of comprehensive
and integrated health information
that enables sound policy and
effective health system management
that improve health and health care.

Our Values
Respect, Integrity, Collaboration,
Excellence, Innovation

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About CIHI's Nursing Data

Collecting and reporting health human resources (HHR) data assists decision-makers in the planning and distribution of health care providers. Since 2002, the Canadian Institute for Health Information (CIHI) has collected data on the supply, distribution and practice characteristics of the three groups of regulated nursing professionals in Canada: registered nurses (including nurse practitioners), licensed practical nurses and registered psychiatric nurses.

More Information

The following companion products are available from CIHI's website at www.cihi.ca/hhr:

- *Regulated Nurses, 2013: Summary Report* (.pdf)
- *Regulated Nurses, 2013: Chartbook* (.pptx)
- *Regulated Nurses, 2013: Data Tables* (.xlsx)

For your interest, the following HHR products are also available at www.cihi.ca/hhr:

- *National Physician Database, 2011–2012 Data Release*
- *Physician Services Benefit Rates Report, Canada, 2011–2012*
- *Supply, Distribution and Migration of Canadian Physicians, 2012*
- *Occupational Therapist Workforce, 2012*
- *Physiotherapist Workforce, 2012*
- *Pharmacists in Canada, 2012*
- *Medical Laboratory Technologists in Canada, 2011*
- *Medical Radiation Technologists in Canada, 2011*
- *Canada's Health Care Providers, 1997 to 2011—A Reference Guide*

Feedback and questions are welcome at hhr@cihi.ca.

For more information, please contact

Program Lead, Health Human Resources
Canadian Institute for Health Information
495 Richmond Road, Suite 600
Ottawa, Ontario K2A 4H6

Phone: 613-241-7860
Fax: 613-241-8120
Email: hhr@cihi.ca
Website: www.cihi.ca

Regulated Professions

There are three regulated nursing professions within Canada. Each province and territory has its own legislation governing nursing practice, and each jurisdiction has its own regulatory body that regulates and licenses its members.

Below is a brief description of each type of regulated nursing professional.

Registered nurses (RNs, including nurse practitioners) work both autonomously and in collaboration with other health care providers to coordinate health care, deliver direct services and support clients in their self-care decisions and actions in health, illness, injury and disability in all stages of life. RNs are currently regulated in all 13 provinces and territories.

> **Nurse practitioners** (NPs) are RNs with additional educational preparation and experience. NPs may order and interpret diagnostic tests; prescribe pharmaceuticals, medical devices and other therapies; and perform procedures.[1] NPs are currently regulated in all 13 provinces and territories.

Licensed practical nurses (LPNs) work independently or in collaboration with other members of a health care team. LPNs assess clients and work in health promotion and illness prevention. They assess, plan, implement and evaluate care for clients. LPNs are currently regulated in all 13 provinces and territories.

Registered psychiatric nurses (RPNs) work both autonomously and in collaboration with clients and other health care team members to coordinate health care and provide client-centred services to individuals, families, groups and communities. RPNs focus on mental and developmental health, mental illness and addictions, while integrating physical health. RPNs are currently regulated in the four western provinces (Manitoba, Saskatchewan, Alberta, British Columbia) and Yukon.

Notes to Readers

Throughout this guide,

- The term *regulated nurses* is used to describe the three groups of regulated nursing professionals as a whole: RNs (including NPs), LPNs and RPNs.
- The term *nursing* refers collectively to Canada's three regulated nursing professions, unless otherwise specified.
- The term *supply* refers to all regulated nurses who are eligible to practise in the given year (including those employed and those not employed at the time of registration).
- The term *workforce* refers to only those regulated nurses who were employed at the time of annual registration.
- Unless otherwise noted and/or referenced, data and information are from the nursing component of CIHI's Health Workforce Database. At present, this data set excludes NPs and RPNs in Yukon and LPNs in Nunavut.

Data Sources and Collection

This document summarizes the strengths and limitations of the nursing data contained in our analytical products and the ways in which it can be effectively used and analyzed. This information is particularly important when making comparisons with other data sources and when drawing conclusions regarding changes over time.

Data Quality

CIHI is founded upon the principles of data quality, privacy and confidentiality. Data collection, processing, analysis and dissemination are guided by CIHI's commitment to publishing high-quality data in a privacy-sensitive manner. This section outlines the methodologies used to maximize the accuracy, comparability, timeliness, usability and relevance of the nursing data in the Health Workforce Database.

Privacy and Confidentiality

To safeguard the privacy and confidentiality of data received by CIHI, guidelines have been developed to govern the publication and release of health information in accordance with provincial privacy legislation. CIHI is a prescribed entity in Ontario, which means that health information custodians in Ontario can provide personal health data to us without the consent of individuals.

Data Collection

To practise as a regulated nurse in Canada, annual registration with the appropriate provincial or territorial regulatory authority is mandatory, requiring the completion of a registration form. The completed registration form is the property of the provincial/territorial regulatory authority. Through an agreement with CIHI, each regulatory authority submits a set of standardized data to CIHI, collected using the registration forms. These questions pertain to demographic, education/training and employment characteristics.

CIHI and the regulatory authorities jointly review and scrutinize the submitted data. Once the regulatory authority and CIHI approve the final data, it is added to CIHI's Health Workforce Database for analysis and reporting.

Note that the statistics reported by CIHI may differ from those reported by the regulatory authorities, even though the source of the data (annual registration forms) is the same. Differences are due to the population of reference, the collection period, exclusions from CIHI's data and CIHI's editing and processing methodologies.

Population of Interest

The population of interest includes all regulated nurses who submit an active practising registration in a Canadian province or territory. The population of interest is also further refined to include only regulated nurses who fit the definition formulated by CIHI in consultation with regulated nursing stakeholders to best serve health human resource planning and research

needs on a national level. As a result, there are some regulated nurses whose data is not collected by CIHI. These include regulated nurses who submit a non-practising registration (where available from the provincial/territorial regulatory authority) and regulated nurses living or working outside Canada who have not maintained a Canadian licence.

Population of Reference and Collection Period

CIHI takes steps to adjust the population of reference of the nursing data to represent more closely the population of interest. To better ensure timeliness, CIHI collects data prior to the end of the 12-month registration period in each jurisdiction. Therefore, the population of reference for the nursing data is all regulated nurses who submit an active practising registration in a Canadian province or territory in the first six months of the registration year. The 12-month registration period varies among the provinces and territories, as each jurisdiction is responsible for setting the start and end dates of its own registration period.

This manner of collection enables CIHI to produce more timely data. Analyses completed annually by CIHI indicate that less than 4% of regulated nurses register after the six-month mark, thus ensuring that CIHI's trends are consistent with provincial/territorial trends that include those registering after the six-month mark.

The following definitions apply to the population of reference.

Non-Practising Registrations

The target population includes regulated nurses who submit an active practising registration; those who submit a non-practising registration are excluded. At present, active practising or non-practising registration status is not available for RNs registering in Quebec and Ontario and for LPNs registering in Prince Edward Island, Nova Scotia, Ontario and the Northwest Territories. While this is not technically a source of over-coverage—because all registrations in these jurisdictions are considered active practising—the result is that some data fields will have a higher proportion of *not stated* values.

First-Time Registrants

The jurisdictions of Nova Scotia and Ontario do not submit data from first-time RN registrants, and Ontario and Prince Edward Island do not submit data from first-time LPN registrants, whether they are new graduates or individuals new to the jurisdiction. As many first-time registrants are also active practising, this is a source of under-coverage.

Yukon and the Northwest Territories do submit information on some first-time LPN registrants; these two territories do not submit data for registrants coming from other countries. Because many first-time registrants are also active practising LPNs, this is a source of under-coverage.

All four jurisdictions (Manitoba, Saskatchewan, Alberta and British Columbia) submitting RPN data include data on first-time registrants, whether they are new graduates or individuals new to the jurisdiction. However, the initial registration form for the jurisdictions does not consistently ask for employment information. This may create some under-coverage or a higher number of non-responses.

Nurses on Leave

The target population excludes any regulated nurse not currently practising at the time of registration. This creates some confusion for regulated nurses on leave (such as maternity/paternity leave, education leave or short-term illness or injury), as they may or may not be returning to work during the registration period. Therefore, they may submit an active practising registration (where the option exists) but may not actually be practising at the time of registration.

Therefore, the assumption is made that regulated nurses 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 is that some regulated nurses are not practising for the full year of registration.

Non-Response

Tables 1 to 5 present the item non-response, or the percentage of *not stated* responses, for each data element for data years 2009 to 2013. Only responses for regulated nurses in the workforce are included in each table.

	N.L.		P.E.I.		N.S.		N.B.		Que.		Ont.		Man.			Sask.			Alta.			B.C.			Y.T.		N.W.T./Nun.		Canada		
	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RPN	RN	LPN	RPN	RN	LPN	RPN	RN	LPN	RPN	RN	LPN	RN	LPN	RN	LPN	RPN
Sex	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.2	0.0	0.0
Birth Year	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.2	0.0	0.1
Initial/Entry in Nursing Education	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	<0.1	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Year of Graduation	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	<0.1	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	1.1	0.0	0.0	0.0	0.0	0.0	<0.1	0.1	0.0
Province/Country of Graduation	<0.1	1.1	0.1	0.2	0.0	<0.1	<0.1	0.2	<0.1	0.0	0.8	0.1	0.0	0.0	0.0	3.3	0.0	0.0	0.4	0.0	0.4	0.3	0.2	24.8	0.3	0.0	0.1	0.0	0.5	0.1	10.5
Other Education in Nursing	0.0	100.0	0.0	99.1	0.0	21.7	0.0	100.0	0.0	97.2	0.0	0.0	0.0	10.3	92.2	0.0	16.4	0.0	0.0	0.0	86.4	0.0	52.1	5.7	0.0	3.1	0.0	100.0	0.0	39.0	39.1
Education in Other Than Nursing	0.0	0.0	100.0	99.2	<0.1	22.5	0.0	100.0	84.9	99.5	56.2	40.0	0.0	9.8	83.6	1.0	13.0	0.0	0.0	0.0	75.7	0.0	46.5	5.7	0.0	3.1	69.6	100.0	41.8	50.7	35.1
Employment in Nursing	0.0	0.1	5.8	1.2	0.8	1.4	1.7	2.6	1.8	9.0	0.4	0.5	7.1	5.1	0.9	0.1	0.6	1.4	0.8	1.8	1.2	6.9	1.6	0.5	0.3	4.7	3.0	0.0	1.9	3.1	0.9
Province/Territory of Employment	2.1	1.3	0.0	0.5	0.1	14.1	0.3	0.1	0.0	<0.1	0.1	0.1	1.7	0.2	0.3	0.6	0.2	0.0	2.8	0.0	0.0	7.5	0.1	<0.1	0.3	0.0	0.0	0.0	1.4	0.7	0.1
Place of Work—Primary	0.1	<0.1	0.0	0.0	<0.1	1.1	0.0	0.0	0.0	22.4	1.4	2.8	58.9	1.0	0.0	1.1	0.1	0.8	3.0	0.0	0.0	0.1	1.1	1.2	1.1	0.0	0.9	0.0	3.4	6.8	0.7
Area of Responsibility—Primary	0.1	1.2	0.0	2.1	4.2	0.9	0.0	1.0	1.7	0.0	1.2	1.9	2.1	0.0	0.4	0.9	0.1	1.7	3.7	0.0	0.2	0.2	0.9	4.4	11.7	0.0	3.4	0.0	1.6	0.9	2.3
Position—Primary	<0.1	0.1	0.0	0.3	0.1	0.9	0.0	0.0	0.6	0.2	0.9	1.9	2.1	0.0	0.0	1.2	0.1	1.4	4.0	0.0	0.3	0.2	0.5	0.2	1.4	100.0	2.4	0.0	1.1	0.9	0.4
Province/Country of Residence	0.2	0.0	0.0	0.0	<0.1	0.0	0.0	1.2	0.0	0.0	0.0	0.0	0.0	<0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	3.8	0.0	0.0	0.0	<0.1	<0.1	<0.1

Notes

<0.1%: Value is actually less than 0.05%; <0.1% is used to prevent the display of 0.0 cells that are not true zero values.

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

Source

Health Workforce Database, Canadian Institute for Health Information.

Table 2: Percentage of Records for Those Employed in Nursing Containing *Not Stated* Responses, by Data Element and Jurisdiction of Registration, Canada, 2010

	N.L.		P.E.I.		N.S.		N.B.		Que.		Ont.		Man.			Sask.			Alta.			B.C.			Y.T.		N.W.T./Nun.		Canada		
	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RPN	RN	LPN	RPN	RN	LPN	RPN	RN	LPN	RPN	RN	LPN	RN	LPN	RN	LPN	RPN
Sex	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.3	0.0	0.0
Birth Year	<0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	<0.1	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.3	0.0	0.0
Initial/Entry in Nursing Education	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	<0.1	0.0	0.0	0.0	0.0	0.0	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
Year of Graduation	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	<0.1	<0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0	1.0	0.0	0.0	0.0	0.0	0.0	0.2	0.1	0.0
Province/Country of Graduation	0.1	1.1	0.5	0.2	0.0	0.0	<0.1	0.0	0.0	0.0	0.1	<0.1	0.0	0.0	0.0	1.1	0.0	0.0	0.3	0.0	1.3	2.9	0.7	23.2	0.3	0.0	0.3	0.0	0.5	0.1	10.3
Other Education in Nursing Discipline (Degree)—RN	0.0	0.0	100.0	0.0	1.5	0.0	0.0	0.0	75.2	0.0	0.0	0.0	0.0	0.0	0.0	1.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	34.0	0.0	19.4	0.0	0.0
Education in Other Nursing Discipline—LPN and RPN	0.0	100.0	0.0	99.0	0.0	0.0	0.0	100.0	0.0	98.1	0.0	0.0	0.0	9.8	92.4	0.0	20.8	1.1	0.0	0.0	87.1	0.0	46.1	11.5	0.0	4.8	0.0	100.0	0.0	37.5	41.4
Education in Other Than Nursing	0.0	0.0	100.0	99.0	2.8	0.0	0.0	100.0	85.0	97.8	54.1	35.5	0.0	9.3	83.9	4.4	15.2	1.4	0.0	0.0	74.4	0.0	41.1	11.0	0.0	4.8	61.0	100.0	41.2	46.9	36.9
Employment in Nursing	0.0	0.0	2.2	6.3	2.0	0.1	1.8	2.9	1.7	11.5	0.5	0.7	6.0	5.1	1.7	1.4	0.5	0.1	7.3	0.0	3.0	3.3	2.7	0.1	0.0	22.2	1.3	1.2	2.2	3.8	1.0
Province/Territory of Employment	2.0	1.6	0.0	1.4	0.1	0.0	0.0	27.1	0.0	0.0	<0.1	<0.1	1.1	0.1	0.2	0.7	0.0	0.8	0.1	0.1	0.2	10.3	0.2	0.1	0.0	0.0	0.0	0.0	1.3	1.0	0.3
Place of Work—Primary	<0.1	0.0	0.0	0.0	0.1	13.1	0.0	0.0	0.0	15.7	1.1	2.0	1.1	0.8	0.0	1.2	0.2	0.5	0.2	0.0	0.1	24.7	1.3	0.4	1.7	0.0	1.4	0.0	3.4	5.4	0.3
Area of Responsibility—Primary	<0.1	0.7	0.0	2.7	<0.1	0.7	0.0	1.5	1.3	0.1	1.0	1.6	0.9	0.1	0.5	1.2	0.2	0.6	1.0	0.0	0.2	9.3	1.7	0.6	5.0	0.0	2.9	0.0	2.0	0.9	0.5
Position—Primary	<0.1	<0.1	0.3	0.0	0.2	0.7	0.0	0.1	0.4	0.2	0.7	1.5	1.4	0.0	0.1	1.2	0.2	1.0	1.5	0.0	0.3	9.3	0.2	0.4	1.1	100.0	3.2	0.0	1.7	0.7	0.4
Province/Country of Residence	0.1	0.0	0.0	0.0	<0.1	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0	<0.1	0.1	<0.1	0.0	0.1	0.0	0.0	0.0	<0.1	<0.1	0.0	0.8	0.0	0.1	0.0	<0.1	<0.1	<0.1

Notes
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CIHI's data will differ from provincial/territorial statistics due to CIHI's collection, processing and reporting methodology.
Source
Health Workforce Database, Canadian Institute for Health Information.

Table 3: Percentage of Records for Those Employed in Nursing Containing *Not Stated* Responses, by Data Element and Jurisdiction of Registration, Canada, 2011

	N.L.		P.E.I.		N.S.		N.B.		Que.		Ont.		Man.			Sask.			Alta.			B.C.			Y.T.		N.W.T./Nun.		Canada		
	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RPN	RN	LPN	RPN	RN	LPN	RPN	RN	LPN	RPN	RN	LPN	RN	LPN	RN	LPN	RPN
Sex	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.5	0.0	0.0
Birth Year	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	<0.1	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.5	0.0	0.0
Initial/Entry in Nursing Education	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	<0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	0.0
Year of Graduation	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	<0.1	0.1	0.0	0.0	0.0	<0.1	0.0	0.0	0.0	0.0	0.0	1.3	0.8	0.0	0.0	0.0	0.0	0.0	0.2	0.1	0.0
Province/Country of Graduation	0.0	1.4	0.7	0.2	0.0	0.0	<0.1	0.0	0.0	0.1	0.1	<0.1	0.0	0.0	0.0	1.5	<0.1	0.0	0.4	0.0	0.3	2.8	0.7	21.7	0.3	0.0	0.2	0.0	0.5	0.1	9.5
Other Education in Nursing Discipline (Degree)—RN and RPN	0.0	0.0	100.0	0.0	0.1	0.0	85.3	0.0	74.6	0.0	0.0	0.0	0.0	0.0	96.2	0.9	0.0	1.9	0.0	0.0	1.0	0.0	0.0	16.4	0.0	0.0	35.7	0.0	21.8	0.0	25.1
Education in Other Nursing Discipline—LPN and RPN	0.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	97.7	0.0	0.0	0.0	39.0	93.0	0.0	0.0	1.9	0.0	0.0	90.7	0.0	15.7	16.0	0.0	23.7	0.0	100.0	0.0	34.1	45.1
Education in Other Than Nursing	0.0	0.0	100.0	0.0	0.1	0.0	92.9	100.0	85.1	97.6	72.4	65.2	0.0	46.8	84.4	2.8	0.0	1.9	0.0	0.0	77.0	0.0	17.0	15.6	0.0	27.6	60.9	100.0	50.2	55.8	40.2
Employment in Nursing	0.0	0.0	2.4	9.2	1.3	0.1	1.8	3.5	1.5	11.2	2.4	3.2	2.7	0.1	1.3	1.1	0.4	7.4	1.1	0.0	0.0	13.5	14.5	0.4	0.3	1.3	2.9	0.0	3.1	5.7	1.5
Province/Territory of Employment	1.2	11.7	0.0	15.9	0.1	0.1	0.0	4.0	0.1	0.0	<0.1	<0.1	0.1	0.0	0.1	1.1	0.1	3.6	10.9	<0.1	0.6	10.2	0.5	0.1	0.0	0.0	0.0	0.0	2.5	0.7	0.8
Place of Work—Primary	0.0	0.0	0.0	2.1	0.1	2.0	0.0	0.0	0.1	23.6	2.6	3.2	0.6	0.1	0.0	1.1	0.1	0.0	10.2	0.0	0.6	36.9	0.6	0.5	1.3	0.0	1.0	0.0	6.3	7.3	0.4
Area of Responsibility—Primary	<0.1	0.6	0.0	7.6	0.0	0.6	0.0	1.8	1.1	0.1	2.0	2.2	0.2	0.1	0.3	1.1	0.6	2.0	11.6	<0.1	6.3	9.4	0.5	0.9	3.1	0.0	1.9	0.0	3.4	1.1	2.2
Position—Primary	0.0	0.1	0.2	3.9	0.1	0.6	0.0	0.1	0.4	0.2	2.0	2.1	1.1	1.7	0.1	1.1	0.6	1.1	11.4	0.0	0.6	9.4	0.5	0.8	1.3	0.0	1.9	0.0	3.2	1.0	0.7
Province/Country of Residence	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.2	0.0	0.0	<0.1	0.0	0.0	0.0	0.1	<0.1	0.0	0.0	0.0	0.0	0.0	<0.1	0.0	0.0	0.3	0.0	0.0	0.0	<0.1	<0.1	<0.1

Notes

<0.1%: Value is actually less than 0.05%; <0.1% is used to prevent the display of 0.0 cells that are not true zero values.

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

Source

Health Workforce Database, Canadian Institute for Health Information.

Table 4: Percentage of Records for Those Employed in Nursing Containing *Not Stated* Responses, by Data Element and Jurisdiction of Registration, Canada, 2012

	N.L.		P.E.I.		N.S.		N.B.		Que.		Ont.		Man.			Sask.			Alta.			B.C.			Y.T.		N.W.T./Nun.		Canada		
	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RPN	RN	LPN	RPN	RN	LPN	RPN	RN	LPN	RPN	RN	LPN	RN	LPN	RN	LPN	RPN
Sex	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.5	0.0	0.0
Birth Year	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	<0.1	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.5	0.0	0.0
Initial/Entry in Nursing Education	<0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	<0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.0	<0.1	0.0	0.0
Year of Graduation	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	<0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.3	0.7	0.0	0.0	0.0	0.0	0.0	0.2	0.1	0.0
Province/Country of Graduation	<0.1	2.0	2.1	0.2	0.0	0.0	<0.1	0.0	0.0	0.1	0.1	<0.1	0.0	0.0	0.0	6.5	0.0	0.4	0.3	0.0	0.2	4.5	0.1	20.8	0.3	0.0	0.2	0.0	0.8	0.1	9.1
Other Education in Nursing Discipline (Degree)—RN and RPN	0.0	0.0	0.0	0.0	<0.1	0.0	0.0	0.0	74.3	0.0	0.0	0.0	0.0	0.0	96.1	<0.1	0.0	6.0	0.0	0.0	94.0	0.0	0.0	22.4	0.0	0.0	0.7	0.0	18.4	0.0	49.9
Education in Other Nursing Discipline—LPN and RPN	0.0	100.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	97.6	0.0	0.0	0.0	90.8	93.2	0.0	0.0	6.0	0.0	0.0	89.9	0.0	11.6	22.0	0.0	37.0	0.0	100.0	0.0	35.3	48.2
Employment in Nursing	0.0	0.0	4.4	7.5	3.0	0.3	1.7	3.7	1.5	12.2	3.0	2.8	2.2	0.3	2.3	1.4	2.7	4.5	1.4	0.0	0.0	12.3	13.3	2.3	1.6	5.4	4.0	0.0	3.3	5.8	2.1
Province/Territory of Employment	2.0	11.0	0.0	9.2	0.1	0.1	0.0	0.2	0.1	0.0	<0.1	<0.1	1.1	0.4	1.5	0.4	0.1	7.4	16.0	0.0	2.2	0.2	1.4	11.1	0.0	12.0	0.0	0.0	2.0	0.5	6.7
Place of Work—Primary	0.1	0.0	0.0	1.1	0.1	0.1	0.0	0.2	0.1	0.8	<0.1	<0.1	0.0	0.4	1.3	0.4	1.2	5.3	16.4	0.0	0.8	3.2	1.3	0.2	0.3	12.0	0.4	0.0	2.3	0.4	1.3
Area of Responsibility—Primary	0.2	0.0	0.0	2.2	0.0	0.1	0.0	1.7	0.8	0.1	0.1	0.1	0.4	0.0	1.4	0.4	1.6	5.7	18.2	0.0	1.1	0.4	1.5	0.3	2.4	12.0	0.9	0.0	2.4	0.3	1.5
Position—Primary	0.1	0.0	0.1	0.9	0.1	0.1	0.0	0.2	0.3	<0.1	<0.1	<0.1	0.0	0.0	1.3	0.4	1.7	5.6	17.9	0.0	0.8	0.1	1.9	0.5	0.8	12.0	0.9	0.0	2.2	0.3	1.5
Province/Country of Residence	0.0	0.0	0.0	0.0	<0.1	0.0	0.0	0.3	0.0	<0.1	<0.1	0.0	0.0	0.0	0.1	<0.1	0.0	0.0	0.0	0.0	0.0	<0.1	0.0	5.3	0.3	0.0	0.0	0.0	<0.1	<0.1	2.3

Notes
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CIHI's data will differ from provincial/territorial statistics due to CIHI's collection, processing and reporting methodology.
Source
Health Workforce Database, Canadian Institute for Health Information.

Table 5: Percentage of Records for Those Employed in Nursing Containing *Not Stated* Responses, by Data Element and Jurisdiction of Registration, Canada, 2013

	N.L.		P.E.I.		N.S.		N.B.		Que.		Ont.		Man.			Sask.			Alta.			B.C.			Y.T.		N.W.T./Nun.		Canada		
	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RN	LPN	RPN	RN	LPN	RPN	RN	LPN	RPN	RN	LPN	RPN	RN	LPN	RN	LPN	RN	LPN	RPN
Sex	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.4	0.0	0.0
Birth Year	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	<0.1	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.4	0.0	0.0
Initial/Entry in Nursing Education	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	<0.1	0.0	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Year of Graduation	0.0	0.0	0.0	0.0	0.0	0.0	0.0	<0.1	0.0	0.0	<0.1	<0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.3	0.6	0.0	0.0	0.0	0.0	0.0	0.2	<0.1	0.0
Province/Country of Graduation	0.0	1.4	79.8	0.2	0.0	0.0	<0.1	<0.1	0.0	<0.1	0.1	<0.1	<0.1	<0.1	0.0	0.0	0.0	0.2	0.3	0.0	0.2	0.9	0.1	20.7	0.0	0.0	0.3	1.1	0.6	<0.1	8.7
Other Education in Nursing Discipline (Degree)—RN and RPN	0.0	0.0	0.0	0.0	<0.1	0.0	0.0	0.0	73.9	0.0	0.0	0.0	0.0	0.0	95.1	0.0	0.0	10.6	0.0	0.0	93.4	0.0	0.0	24.3	2.3	0.0	0.7	0.0	18.1	0.0	51.6
Education in Other Nursing Discipline—LPN and RPN	0.0	100.0	0.0	6.6	0.0	0.0	0.0	100.0	0.0	97.7	0.0	0.0	0.0	0.0	93.2	0.0	0.0	10.6	0.0	0.0	89.4	0.0	<0.1	24.0	0.0	45.0	0.0	100.0	0.0	30.8	50.1
Employment in Nursing	<0.1	<0.1	3.2	7.9	5.1	0.2	1.7	4.5	1.3	13.0	3.9	4.0	2.8	0.0	1.7	0.9	8.7	3.1	1.8	0.0	0.6	8.0	0.0	12.0	0.3	4.0	1.3	6.6	3.2	5.3	6.0
Province/Territory of Employment	<0.1	1.4	0.0	3.1	0.0	0.0	0.0	<0.1	<0.1	0.0	0.0	0.0	97.0	0.1	0.2	0.5	0.1	0.6	20.1	0.0	0.0	0.1	<0.1	17.0	0.0	0.0	0.0	0.0	6.7	<0.1	7.3
Place of Work—Primary	0.0	0.0	0.0	0.0	0.1	0.0	0.0	<0.1	<0.1	0.0	0.0	0.0	0.5	0.0	0.0	0.3	0.2	0.0	20.7	0.0	0.0	3.8	<0.1	0.0	0.3	0.0	0.9	2.2	2.9	<0.1	0.0
Area of Responsibility—Primary	<0.1	0.0	0.0	0.3	<0.1	0.0	0.0	2.0	0.8	<0.1	<0.1	<0.1	0.7	0.0	0.1	0.3	0.2	0.0	23.1	0.0	0.0	0.6	<0.1	<0.1	0.3	0.0	3.5	1.1	3.0	0.1	<0.1
Position—Primary	0.4	0.0	0.0	0.0	0.3	0.0	0.0	0.4	0.1	<0.1	0.0	0.0	1.1	0.0	0.1	0.3	0.2	0.0	22.1	0.0	0.0	0.6	<0.1	0.0	0.3	0.0	3.7	1.1	2.7	<0.1	<0.1
Province/Country of Residence	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.2	0.0	<0.1	<0.1	<0.1	1.4	0.0	0.0	<0.1	0.0	0.0	0.0	0.0	0.0	<0.1	0.0	3.9	0.0	0.0	0.0	0.0	<0.1	<0.1	1.7

Notes
<0.1%: Value is actually less than 0.05%; <0.1% is used to prevent the display of 0.0 cells that are not true zero values.
CIHI's data will differ from provincial/territorial statistics due to CIHI's collection, processing and reporting methodology.
Source
Health Workforce Database, Canadian Institute for Health Information.

Duplicate Records

It is necessary to identify and remove duplicate records within the database. Duplicates may arise when regulated nurses register in more than one jurisdiction. A comparison is done between the jurisdictions of registration and employment for each record; when they do not match, the record is excluded. When the jurisdiction of employment is not stated, a comparison is done between the jurisdiction of registration and the jurisdiction of residence for each record; when they do not match, the record is excluded. In cases where the jurisdiction of residence is not stated, the jurisdiction of employment defaults to the jurisdiction of registration and the record is not excluded.

It is common for regulated nurses to work in the territories on a temporary basis and to return to their home province for part of the year. In these cases, where the jurisdiction of employment is a territory, the duplicates are not excluded so that the nursing workforce in the North will not be underestimated.

Sometimes, double-counting cannot be avoided. For example, a regulated nurse who registers and works in more than one province/territory simultaneously would be double-counted in the nursing data, as the jurisdiction of employment would match the jurisdiction of registration in both cases.

For Nunavut and the Northwest Territories, the data for RNs is presented as a combined total throughout this report. The RNs in these territories are governed by the same regulatory authority, and because the specific territory in which the RNs usually worked was not available, combined data was submitted to CIHI. Therefore, any duplicates between the Northwest Territories and Nunavut cannot be resolved.

Defining the Workforce

It is important to note the difference between the terms "nursing data" and "workforce." The nursing data includes all records in the population of reference. The workforce excludes regulated nurses who are not working in nursing (see Figure 1); this exclusion is achieved with the Employment Status indicator. Throughout CIHI's analytical products, the focus is on regulated nurses who are working in nursing, referred to as the regulated nursing workforce.

Recoding Employment Status

Regulated nurses who do not indicate their employment status (that is, full time, part time or casual) on their registration form risk being excluded from the workforce population. However, in cases where employment status is not stated but employment information is provided, CIHI, in consultation with the regulatory authority, will change the Employment Status element to *employed in nursing discipline—status unknown* to ensure that the record is included in the workforce. This methodology has been applied to all nursing types since 2003, with the exception of British Columbia's RNs in 2005.

Figure 1: Tracking Regulatory Authority Data to CIHI: The Regulated Nursing Workforce
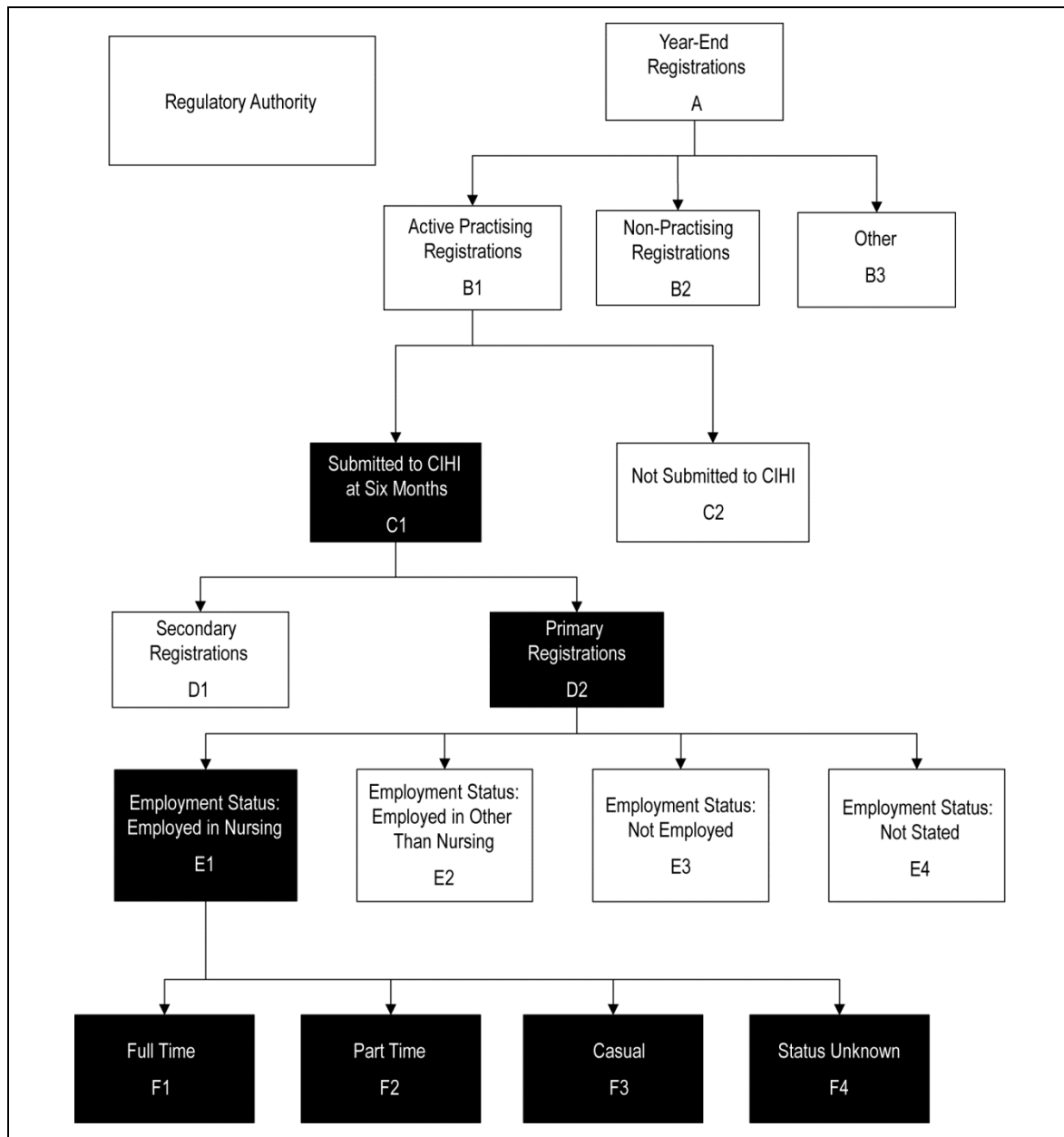
Source
Health Workforce Database, Canadian Institute for Health Information.

A: ALL REGISTRATIONS

Box A is the number of registrations submitted to a regulatory authority for nursing.

B: TYPES OF REGISTRATIONS

Box B1 is the number of active practising registrations received by the regulatory authority.

Box B2 is the number of non-practising registrations received by the regulatory authority.

Box B3 is the number of other registrations received by the regulatory authority.

C: RECORDS SUBMITTED TO CIHI

Box C1 is the number of active practising registrations submitted during the first six months of the registration year.

Box C2 is the number of registrations not submitted to CIHI.

D: PRIMARY AND SECONDARY REGISTRATION

Box D1 is the number of regulated nurses whose jurisdiction of registration differs from the jurisdiction of employment. These records are outside of the population of reference, except where one of the jurisdictions (registration or employment) is a territory.

Box D2 is the number of regulated nurses whose jurisdiction of registration is the same as the jurisdiction of employment.

E: EMPLOYMENT STATUS

Box E1 is the number of regulated nurses for whom Employment Status is *employed in nursing*. These regulated nurses are included in the workforce.

Boxes E2 to E4 are the numbers of regulated nurses who are excluded from the workforce, as they are not reported as *employed in nursing*.

F: POSITION STATUS

Boxes F1 to F4 represent the number of regulated nurses included in the nursing workforce. A regulated nurse may have a Position Status of *full time*, *part time*, *casual* or *unknown*.

The boxes in black are included in the workforce; the boxes in white are either not submitted or are excluded by CIHI.

2013 Population Estimates

Using 2013 calendar year population estimates from Statistics Canada, rates were calculated for RNs, LPNs, RPNs and the regulated nursing workforce (all three regulated nursing professions) employed in nursing, per 100,000 population for each Canadian jurisdiction. Table 6 lists Statistics Canada's population estimates by province and territory for 2009 to 2013.

Table 6: Statistics Canada Population Estimates for Canada, by Province and Territory, 2009 to 2013

Year	Canada	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.
2009	33,628,571	516,729	139,909	938,194	749,954	7,843,475	12,997,687	1,208,589	1,034,782	3,679,092	4,410,679	33,732	43,149	32,600
2010	34,005,274	521,972	141,678	942,073	753,044	7,929,365	13,135,063	1,220,930	1,051,425	3,732,573	4,465,924	34,596	43,278	33,353
2011	34,342,780	525,037	144,038	944,469	755,530	8,007,656	13,263,544	1,233,728	1,066,349	3,790,191	4,499,139	35,402	43,501	34,196
2012	34,754,312	526,841	145,165	945,061	756,997	8,084,059	13,411,994	1,250,032	1,087,546	3,888,739	4,543,308	36,247	43,620	34,703
2013	35,158,304	526,702	145,237	940,789	756,050	8,155,334	13,537,994	1,265,015	1,108,303	4,025,074	4,581,978	36,700	43,537	35,591

Source

Statistics Canada. Table 109-5335: Estimates of population (2011 Census and administrative data), by age group and sex for

July 1st, Canada, provinces, territories, health regions (2013 boundaries) and peer groups, annual (number). CANSIM database.

http://www5.statcan.gc.ca/cansim/a26?lang=eng&retrLang=eng&id=1095335&tabMode=dataTable&srchLan=-1&p1=-1&p2=9. Accessed June 27, 2014.

The rates were not adjusted to account for differences in population that may change health status, such as age or sex.

Inflow and Outflow Statistics

Changes in the nursing supply reflect the number of registrants entering (inflows) and the number leaving (outflows). Analyzing inflows and outflows provides better information about how the nursing supply is changing over time.

CIHI does not currently collect data to explain why some regulated nurses choose not to renew their registration. A number of factors[i] influence a person's decision on where to live and work, and these factors will change over time. For those regulated nurses age 60 and older, failing to renew their registration may be a signal that they have retired. For younger regulated nurses, particularly those early in their career, reasons for failing to renew registration could include a better or different job opportunity outside of their province or territory, parental leave and family responsibilities, and a return to school for additional education.

Definitions

Inflow occurs when a regulated nurse registers to practise in a jurisdiction in which she or he did not register the previous year.

Examples of inflows include new graduates, nurses who migrate in from other Canadian jurisdictions or foreign countries and those who return to the workforce after extended leave (such as for family responsibilities or further education).

Outflow occurs when a regulated nurse fails to renew her or his registration in a jurisdiction the following year.

Examples of outflows include nurses who migrate out to other Canadian jurisdictions or a foreign country (either temporarily or permanently), retire or change careers, or begin extended leave (such as for family responsibilities or further education). Death would also be counted as outflow.

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i. Nurses, like others in the labour force, consider many factors when choosing where to live and work. Factors might include social, political, economic, environmental and familial issues.[2]

Comparability of Data

CIHI would like to acknowledge that each regulatory authority has been extremely cooperative and helpful in improving its data collection methods and in helping CIHI develop methodologies to enhance data quality. As part of the data submission process, the regulatory authorities submit to CIHI the changes that have been made to their databases for inclusion in this publication. A review of this information is helpful when looking at trends over time and comparing jurisdictions.

Table 7 indicates the nursing provider type data each Canadian jurisdiction submitted to CIHI in 2013.

Table 7: Data Submitted to CIHI, by Jurisdiction and Nurse Type, 2013													
Nurse Type	**N.L.**	**P.E.I.**	**N.S.**	**N.B.**	**Que.**	**Ont.**	**Man.**	**Sask.**	**Alta.**	**B.C.**	**Y.T.**	**N.W.T.**	**Nun.**
RN (Excluding NP)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
NP	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
LPN	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	
RPN*							✓	✓	✓	✓			

Note

* RPNs are regulated separately from other regulated nursing professionals in four provinces and one territory: Manitoba, Saskatchewan, Alberta, British Columbia and Yukon.

Source

Health Workforce Database, Canadian Institute for Health Information.

Methodological and Historical Changes

Methodological and historical changes to the data have the potential to make it difficult to compare data across time. CIHI and the regulatory authorities are continually striving to improve data quality; therefore, the following information should be taken into consideration when making historical comparisons and consulting previous CIHI publications. In all cases, comparisons should be made with caution and in consideration of the methodological and historical changes made.

Data Limitations

Visit CIHI's website at www.cihi.ca for a complete list of the data elements.

Regulated Nurses Database Data Element List

Please note that there has been variation in the *not stated* values of certain data elements over the period 2009 to 2013 among many jurisdictions and across the nursing profession. Caution should therefore be used when comparing data within this time period, and an evaluation of the *not stated* values in tables 1 to 5 should be considered.

Comparability and Revisions to RN Data, 2009 to 2013

Nurse Practitioner

In the 2008 calendar year, the NP data was incorporated into the Health Workforce Database, back to data year 2003. Consistent methodology was applied to the NP records, including the removal of duplicates and the six-month cut-off for data collection, resulting in a change from NP totals published in previous reports. Refer to table 8 below to see the year of implementation of NPs for each jurisdiction.

Table 8: Year of Implementation of Nurse Practitioner Legislation, by Jurisdiction													
	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.
First Year of Regulation	1997	2006	2002	2002	2003	1997	2005	2003	2002	2005	2012	2004	2004

Notes
From 1996 to 2002, NPs in Alberta were referred to as RNs providing extended services. In June 2002, regulations were changed to refer to these nurses as nurse practitioners. Refer to the College and Association of Registered Nurses of Alberta for additional information.
Source
Health Workforce Database, Canadian Institute for Health Information.

Employment

Northwest Territories and Nunavut—Employment Status

The RN workforce relies on a core of full-time resident RNs plus a large number of short-term relief staff from across Canada each year. While some RNs return each year, some register in the northern territories only once. This lack of stability in the workforce will result in greater variability in the data.

Data for the Northwest Territories and Nunavut is provided by the Registered Nurses Association of the Northwest Territories and Nunavut (RNANT/NU). For data years 2009 to 2013, it is not possible to accurately attribute the number of RNs to the two territories; as a result, data for the Northwest Territories and Nunavut is combined under a single set of statistics.

Quebec—Place of Work

In 2005, the ministère de la Santé et des Services sociaux du Québec (MSSS) merged most of the province's public-sector hospitals, long-term care facilities and community health centres into 95 health and social services centres (centres de santé et de services sociaux, or CSSS). Since then, it has become increasingly difficult to accurately determine in which of the three institution types nurses are working; and, in fact, some nurses are working in all three. CIHI does not have a value in its data dictionary that corresponds to this scenario, which has resulted in an increase in the number of nurses reporting *other place of work* and, consequently, an artificial decrease in the number of nurses with the values *hospital*, *community health* and *nursing home/LTC*.

Quebec—Position

In 2011, the title Clinical Specialist became a reserved title for those RNs who had obtained the regulated clinical nurse specialist certificate specializing in infection prevention and control. Consequently, in 2013, those RNs who would have been previously classified under *Clinical Specialist* were classified under *Other Position*, and only regulated Clinical Specialist RNs were included in the position category *Clinical Specialist*.

Ontario—Employment Status, Place of Work, Position and Area of Responsibility

Prior to 2011, members of the College of Nurses of Ontario (CNO) provided detailed employment information on only the single employer for whom they worked the most hours. This detailed employment information included the employer's location, whether the employment was a nursing role, the employer type and the member's position and area of practice within the employment setting. As of 2011, members are required to provide detailed employment information about all of their current employers and to designate an employer to appear on the CNO's register. The CNO does not have a concept of primary employer; however, as CIHI requires a primary employer, the CNO provides CIHI with the employer the member designates as the register address as the primary employer. More information can be found on the CNO's website.

Education

Saskatchewan—Location of Graduation

In 2008, the Saskatchewan Registered Nurses' Association (SRNA) data submission did not include Location of Graduation for data for nurse practitioners.

Quebec—Postal Code

In 2013, the Ordre des infirmières et infirmiers du Québec (OIIQ) submitted data to CIHI for Postal Code of Employer (Worksite). However, it was unable to provide data for Postal Code of Residence.

Manitoba—Postal Code

In the 2009 to 2012 data years, the College of Registered Nurses of Manitoba (CRNM) did not submit the Postal Code of Employer (Worksite) to CIHI; however, it did provide partial Postal Code of Residence. As of 2013, the CRNM was able to provide partial data for Postal Code of Employer (Worksite) and full Postal Code of Residence.

Alberta—Location of Graduation

During the 2012 registration cycle, the College of Licensed Practical Nurses of Alberta (CLPNA) identified a coding issue for internationally educated nurses participating in the Philippines project. As a result of this issue, there was under-coverage of internationally educated nurses reported in Alberta from 2009 to 2012. CIHI is working with the CLPNA to review and correct the historical data.

Yukon—Postal Code

In the 2012 data year, coding changes were implemented to the element Postal Code of Employer (Worksite) by the Yukon Registered Nurses Association (YRNA). This change affects the number of nurses assigned to either an urban or rural area, and therefore caution should be used when comparing 2012 and 2013 urban and rural data with data from previous years. CIHI is working with the YRNA to further evaluate and increase the accuracy of this field.

Comparability and Revisions to LPN Data, 2009 to 2013

Employment

Ontario—Employment Status, Place of Work, Position and Area of Responsibility

Prior to 2011, members of the College of Nurses of Ontario (CNO) provided detailed employment information on only the single employer for whom they worked the most hours. This detailed employment information included the employer's location, whether the employment was a nursing role, the employer type and the member's position and area of practice within the employment setting. As of 2011, members are required to provide detailed employment information about all of their current employers and to designate an employer to appear on the CNO's register. The CNO does not have a concept of primary employer; however, as CIHI requires a primary employer, the CNO provides CIHI with the employer the member designates as the register address as the primary employer. More information can be found on the CNO's website.

Manitoba—Employment Status

In the 2011 data year, the College of Licensed Practical Nurses of Manitoba (CLPNM) migrated to a new database. Following the migration, the CLPNM noticed a decrease in the number of Employed—*part time* and an increase in the number of Employed—*casual*. While the issue has been resolved for future data years, these two classifications are not an accurate reflection of the employment status for LPNs in Manitoba in 2011.

Alberta—Place of Work

According to the CLPNA, the increase in responses for the value *community health centre* in 2010 is the result of a reorganization of the health system, which saw many rural hospitals changing to community health centres.

British Columbia—Employment Status

As of 2011, the College of Licensed Practical Nurses of British Columbia (CLPNBC) continued to emphasize accuracy and modified their renewal form to include *part time* and *casual*. Previously, these values were combined.

Education

Quebec—Location of Graduation

As of 2011, the Ordre des infirmières et infirmiers auxiliaires du Québec (OIIAQ) provided complete Location of Graduation data, which included values in addition to *not stated* and *Quebec*. In 2008 and 2009, all Location of Graduation values were defaulted to Quebec.

British Columbia—Year of Graduation

The CLPNBC receives registration requests from students enrolled in Bachelor of Science in Nursing (BSN) programs. If registrants fulfill the academic competencies, they are permitted to work as licensed practical nurses. As these registrants have not yet graduated from their BSN program, no data is provided for Year of Graduation.

Comparability and Revisions to RPN Data, 2009 to 2013

Employment

Manitoba—Employment Status

In the 2011 data year, the College of Registered Psychiatric Nurses of Manitoba (CRPNM) migrated to a new database. Following the migration, the CRPNM noticed that a high volume of the Employment Status data had been converted incorrectly. Caution should therefore be used when comparing 2008, 2009 and 2010 data.

Manitoba—Place of Work, Area of Responsibility and Position

For data years 2009 and 2010, the CRPNM reported that the variations for Place of Work (Primary Employer), Area of Responsibility and Position were the result of the migration to a new database.

Education

Manitoba—Other Education in Psychiatric Nursing and Highest Level of Education in Psychiatric Nursing

According to the CRPNM, the variances for Other Education in Psychiatric Nursing are due to coding changes in the 2009 and 2010 data years.

This variance also affects responses for the Highest Level of Education in Psychiatric Nursing as it is derived, in part, by Other Education in Psychiatric Nursing.

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For permission or information, please contact CIHI:

Canadian Institute for Health Information
495 Richmond Road, Suite 600
Ottawa, Ontario K2A 4H6

Phone: 613-241-7860
Fax: 613-241-8120
www.cihi.ca
copyright@cihi.ca

How to cite this document:
Canadian Institute for Health Information. *Regulated Nurses, 2013—Methodology Guide*. Ottawa, ON: CIHI; 2014.

Cette publication est aussi disponible en français sous le titre *Le personnel infirmier réglementé 2013 — guide méthodologique*.

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