

RN Workforce Profiles by Area of Responsibility

Year 2008

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© Canadian Nurses Association

50 Driveway

Ottawa, ON K2P 1E2

Tel.: 613-237-2133 or 1-800-361-8404

Fax: 613-237-3520

www.cna-aic.ca

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Foreword

The statistics presented in this document are derived from the Registered Nurses Database, which is managed by the Canadian Institute for Health Information (CIHI). Information is provided to CIHI by registered nurse (RN) regulatory bodies based on the self-reported data collected on annual licensure/registration forms. The specialties listed in this document have been agreed on by all RN regulatory bodies across Canada and are reviewed regularly. These specialties reflect the areas of responsibility as reported by RNs. Additional information, such as the definitions of the specialties, can be found at [Registered Nurses System Data Dictionary and Processing Manual \(Version 8.0\)](#).

Please note that percentages in tables may not sum to 100 because of rounding.

Place of work includes only the top three responses.

Symbols

- * Value suppressed in accordance with Canadian Nurses Association (CNA) privacy policy; cell value is between 1 and 4.
- ** Value suppressed to ensure confidentiality; cell value is 5 or greater.

2008 RN Workforce Profile: Highlights

		Highest %	Lowest %	Canada (total)
Number of RNs Employed in Nursing in Canada		Medicine/Surgery: 44,068 (17.2%)	Telehealth: 1,074 (0.4%)	261,889
Average Age, Years		Occupational Health: 49 years	Nursing in Several Clinical Areas: 38.9 years	45.1
Sex	Male	Psychiatry/Mental Health: 14.64%	Maternal/Newborn: 0.18%	6%
	Female	Maternal/Newborn: 95.41%	Psychiatry/Mental Health: 83.21%	94%
Currently at Eligibility Age for Retirement	Age 50 to 54	Ambulatory Care: 20.28%	Pediatrics: 11.60%	16.1
	Age 55 to 59	Ambulatory Care: 20.24%	Critical Care (Burn): 7.68%	13.6
	Age 60+	Occupational Health: 18.09%	Critical Care (Burn): 3.41%	9.7
Place of Work		Hospitals: 59.05%	Nursing Stations: 0.43%	----
Derived Employment Status ¹	Full-time	Occupational Health: 68.90%	Telehealth: 37.43%	57.8%
	Part-time	Telehealth: 45.16%	Occupational Health: 21.92%	30.9%
	Casual	Nursing in Several Clinical Areas: 18.70%	Critical Care (Burn): 7.61%	10.8%
Position	Managerial Position	Geriatrics/Long-Term Care: 9.51%	Maternal/Newborn: 1.42%	7.1%
	Staff Nurse	Critical Care (Burn): 94.59%	Occupational Health: 65.14%	78.1%
Highest Education in Nursing	Diploma	Geriatrics/Long-Term Care: 77.88%	Public Health: 17.65%	62.2%
	Baccalaureate	Public Health: 78.38%	Geriatrics/Long-Term Care: 20.52%	34.7%
	Master's/ Doctorate	Public Health: 3.97%	Operating Room/ Recovery Room: 0.73%	3.0%
Workforce Place of Graduation	Interprovincial Graduates ²	Occupational Health: 15.75%	Rehabilitation: 7.84%	11.30%
	Retained Graduates ³	Nursing in Several Clinical Areas: 85.95%	Geriatrics/Long-Term Care: 72.22%	80.10%
	Foreign Graduates	Geriatrics/Long-Term Care: 16.95%	Telehealth: 1.68%	8.40%

¹ Note: 0.5% (1,371) of Registered Nurses did not report their employment status in 2008

2008 RN Workforce Profile: Medicine/Surgery

		Medicine/Surgery	Canada
Number of RNs Employed in Nursing		44,068 (17.2%)	261,889
Average Age, Years		39.6	45.1
Sex ¹	Male	5.76%	6%
	Female	90.08%	94%
Currently at Eligibility Age for Retirement	Age 50 to 54	12.38%	16.1
	Age 55 to 59	9.58%	13.6
	Age 60+	5.32%	9.7
Place of Work ²	Hospital	93.94%	59.05%
	Physician's Office/ Family Practice Unit	1.31%	2.04%
	Other Place of Work	1.30%	3.53%
Derived Employment Status	Full-time	57.97%	57.8%
	Part-time	31.83%	30.9%
	Casual	9.71%	10.8%
	Unknown	0.49%	0.5%
Position	Managerial Position	1.81%	7.1%
	Staff Nurse	93.98%	78.1%
	Other	3.97%	14.8%
	Not Stated	0.24%	-
Highest Education in Nursing	Diploma	63.40%	62.2%
	Baccalaureate	35.32%	34.7%
	Master's/Doctorate	1.29%	3.0%
Workforce Place of Graduation ¹	Interprovincial Graduates ³	8.82%	11.30%
	Retained Graduates ⁴	81.26%	80.10%
	Foreign Graduates	9.79%	8.40%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2008.

Notes:

- ¹ Total does not sum to 100% due to missing variables.
- ² Only the top three places of work are included.
- ³ Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.
- ⁴ Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

2008 RN Workforce Profile: Psychiatry/Mental Health

		Psychiatry/ Mental Health	Canada
Number of RNs Employed in Nursing		13,220 (5.1%)	261,889
Average Age, Years		46.7	45.1
Sex ¹	Male	14.64%	6%
	Female	83.21%	94%
Currently at Eligibility Age for Retirement	Age 50 to 54	17.83%	16.1
	Age 55 to 59	16.65%	13.6
	Age 60+	12.68%	9.7
Place of Work ²	Hospital	57.88%	59.05%
	Mental Health Centre	26.14%	1.48%
	Community Health Centre	7.09%	8.65%
Derived Employment Status	Full-time	67.62%	57.8%
	Part-time	23.30%	30.9%
	Casual	8.67%	10.8%
	Unknown	0.41%	0.5%
Position	Managerial Position	4.51%	7.1%
	Staff Nurse	83.40%	78.1%
	Other	11.66%	14.8%
	Not Stated	0.43%	-
Highest Education in Nursing	Diploma	67.34%	62.2%
	Baccalaureate	29.80%	34.7%
	Master's/Doctorate	2.86%	3.0%
Workforce Place of Graduation ¹	Interprovincial Graduates ³	9.66%	11.30%
	Retained Graduates ⁴	81.82%	80.10%
	Foreign Graduates	8.30%	8.40%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2008.

Notes:

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- ² Only the top three places of work are included.
- ³ Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.
- ⁴ Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

2008 RN Workforce Profile: Pediatrics

		Pediatrics	Canada
Number of RNs Employed in Nursing		7,234 (2.8%)	261,889
Average Age, Years		39.0	45.1
Sex ¹	Male	2.13%	6%
	Female	92.91%	94%
Currently at Eligibility Age for Retirement	Age 50 to 54	11.60%	16.1
	Age 55 to 59	8.52%	13.6
	Age 60+	5.53%	9.7
Place of Work ²	Hospital	87.46%	59.05%
	Home Care Agency	4.16%	2.86%
	Community Health Centre	2.38%	8.65%
Derived Employment Status	Full-time	52.78%	57.8%
	Part-time	35.62%	30.9%
	Casual	10.89%	10.8%
	Unknown	0.71%	0.5%
Position	Managerial Position	2.56%	7.1%
	Staff Nurse	87.57%	78.1%
	Other	9.54%	14.8%
	Not Stated	0.33%	-
Highest Education in Nursing	Diploma	51.55%	62.2%
	Baccalaureate	44.83%	34.7%
	Master's/Doctorate	3.63%	3.0%
Workforce Place of Graduation ¹	Interprovincial Graduates ³	11.24%	11.30%
	Retained Graduates ⁴	82.35%	80.10%
	Foreign Graduates	6.28%	8.40%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2008.

Notes:

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- 2 Only the top three places of work are included.
- 3 Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.
- 4 Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

2008 RN Workforce Profile: Maternal/Newborn

		Maternal/Newborn	Canada
Number of RNs Employed in Nursing		14,463 (5.6%)	261,889
Average Age, Years		41.3	45.1
Sex ¹	Male	0.18%	6%
	Female	95.41%	94%
Currently at Eligibility Age for Retirement	Age 50 to 54	14.76%	16.1
	Age 55 to 59	11.50%	13.6
	Age 60+	6.82%	9.7
Place of Work ²	Hospital	91.30%	59.05%
	Community Health Centre	3.26%	8.65%
	Public Health Dept/Unit	1.30%	2.15%
Derived Employment Status	Full-time	49.98%	57.8%
	Part-time	36.87%	30.9%
	Casual	12.61%	10.8%
	Unknown	0.54%	0.5%
Position	Managerial Position	1.42%	7.1%
	Staff Nurse	93.88%	78.1%
	Other	4.45%	14.8%
	Not Stated	0.26%	-
Highest Education in Nursing	Diploma	64.03%	62.2%
	Baccalaureate	34.33%	34.7%
	Master's/Doctorate	1.64%	3.0%
Workforce Place of Graduation ¹	Interprovincial Graduates ³	9.83%	11.30%
	Retained Graduates ⁴	80.54%	80.10%
	Foreign Graduates	9.50%	8.40%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2008.

Notes:

- ¹ Total does not sum to 100% due to missing variables.
- ² Only the top three places of work are included.
- ³ Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.
- ⁴ Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

2008 RN Workforce Profile: Geriatrics/Long-Term Care

		Geriatrics/LTC	Canada
Number of RNs Employed in Nursing		25,413 (9.9%)	261,889
Average Age, Years		46.8	45.1
Sex ¹	Male	4.32%	6%
	Female	91.01%	94%
Currently at Eligibility Age for Retirement	Age 50 to 54	17.32%	16.1
	Age 55 to 59	16.98%	13.6
	Age 60+	16.23%	9.7
Place of Work ²	Nursing Home/ Long-Term Care Facility	74.14%	10.05%
	Hospital	11.23%	59.05%
	Rehabilitation/ Convalescent Home	5.26%	1.64%
Derived Employment Status	Full-time	49.76%	57.8%
	Part-time	38.34%	30.9%
	Casual	11.59%	10.8%
	Unknown	0.31%	0.5%
Position	Managerial Position	9.51%	7.1%
	Staff Nurse	83.18%	78.1%
	Other	6.86%	14.8%
	Not Stated	0.45%	-
Highest Education in Nursing	Diploma	77.88%	62.2%
	Baccalaureate	20.52%	34.7%
	Master's/Doctorate	1.6%	3.0%
Workforce Place of Graduation ¹	Interprovincial Graduates ³	10.55%	11.30%
	Retained Graduates ⁴	72.22%	80.10%
	Foreign Graduates	16.95%	8.40%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2008.

Notes:

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- ² Only the top three places of work are included.
- ³ Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.
- ⁴ Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

2008 RN Workforce Profile: Critical Care (Burn)

		Critical Care (Burn)	Canada
Number of RNs Employed in Nursing		18,440 (7.20%)	261,889
Average Age, Years		40.6	45.1
Sex ¹	Male	7.62%	6%
	Female	89.46%	94%
Currently at Eligibility Age for Retirement	Age 50 to 54	13.07%	16.1
	Age 55 to 59	7.68%	13.6
	Age 60+	3.41%	9.7
Place of Work ²	Hospital	97.80%	59.05%
	Other Place of Work	0.39%	3.53%
	Not Stated	0.29%	0.81%
Derived Employment Status	Full-time	62.21%	57.8%
	Part-time	29.75%	30.9%
	Casual	7.61%	10.8%
	Unknown	0.43%	0.5%
Position	Managerial Position	1.80%	7.1%
	Staff Nurse	94.59%	78.1%
	Other	3.35%	14.8%
	Not Stated	0.26%	-
Highest Education in Nursing	Diploma	64.16%	62.2%
	Baccalaureate	34.35%	34.7%
	Master's/Doctorate	1.48%	3.0%
Workforce Place of Graduation ¹	Interprovincial Graduates ³	10.43%	11.30%
	Retained Graduates ⁴	79.97%	80.10%
	Foreign Graduates	9.43%	8.40%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2008.

Notes:

¹ Total does not sum to 100% due to missing variables.

² Only the top three places of work are included.

³ Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.

⁴ Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

2008 RN Workforce Profile: Community Health

		Community Health	Canada
Number of RNs Employed in Nursing		13,151 (5.1%)	261,889
Average Age, Years		44.1	45.1
Sex ¹	Male	3.76%	6%
	Female	92.26%	94%
Currently at Eligibility Age for Retirement	Age 50 to 54	15.82%	16.1
	Age 55 to 59	14.34%	13.6
	Age 60+	10.36%	9.7
Place of Work ²	Community Health Centre	55.41%	8.65%
	Home Care Agency	18.74%	2.86%
	Nursing Station	4.97%	0.43%
Derived Employment Status	Full-time	51.40%	57.8%
	Part-time	31.40%	30.9%
	Casual	16.83%	10.8%
	Unknown	0.36%	0.5%
Position	Managerial Position	4.43%	7.1%
	Staff Nurse	87.74%	78.1%
	Other	7.42%	14.8%
	Not Stated	0.40%	-
Highest Education in Nursing	Diploma	50.23%	62.2%
	Baccalaureate	47.65%	34.7%
	Master's/Doctorate	2.12%	3.0%
Workforce Place of Graduation ¹	Interprovincial Graduates ³	15.25%	11.30%
	Retained Graduates ⁴	78.56%	80.10%
	Foreign Graduates	5.96%	8.40%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2008.

Notes:

- ¹ Total does not sum to 100% due to missing variables.
- ² Only the top three places of work are included.
- ³ Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.
- ⁴ Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

2008 RN Workforce Profile: Ambulatory Care

		Ambulatory Care	Canada
Number of RNs Employed in Nursing		5,948 (2.3%)	261,889
Average Age, Years		47.6	45.1
Sex ¹	Male	2.03%	6%
	Female	93.51%	94%
Currently at Eligibility Age for Retirement	Age 50 to 54	20.28%	16.1
	Age 55 to 59	20.24%	13.6
	Age 60+	11.80%	9.7
Place of Work ²	Hospital	85.63%	59.05%
	Physician's Office/ Family Practice Unit	4.54%	2.04%
	Community Health Centre	3.98%	8.65%
Derived Employment Status	Full-time	50.47%	57.8%
	Part-time	38.55%	30.9%
	Casual	10.78%	10.8%
	Unknown	0.20%	0.5%
Position	Managerial Position	3.90%	7.1%
	Staff Nurse	82.28%	78.1%
	Other	13.10%	14.8%
	Not Stated	0.72%	-
Highest Education in Nursing	Diploma	73.37%	62.2%
	Baccalaureate	24.04%	34.7%
	Master's/Doctorate	2.59%	3.0%
Workforce Place of Graduation ¹	Interprovincial Graduates ³	12.24%	11.30%
	Retained Graduates ⁴	79.30%	80.10%
	Foreign Graduates	8.32%	8.40%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2008.

Notes:

- ¹ Total does not sum to 100% due to missing variables.
- ² Only the top three places of work are included.
- ³ Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.
- ⁴ Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

2008 RN Workforce Profile: Home Care

		Home Care	Canada
Number of RNs Employed in Nursing		7,351 (2.9%)	261,889
Average Age, Years		41.2	45.1
Sex ¹	Male	4.08%	6%
	Female	85.25%	94%
Currently at Eligibility Age for Retirement	Age 50 to 54	14.56%	16.1
	Age 55 to 59	13.41%	13.6
	Age 60+	8.83%	9.7
Place of Work ²	Home Care Agency	39.98%	2.86%
	Community Health Centre	37.80%	8.65%
	Nursing Home/ Long-Term Care Facility	6.42%	10.05%
Derived Employment Status	Full-time	49.27%	57.8%
	Part-time	32.61%	30.9%
	Casual	17.44%	10.8%
	Unknown	0.68%	0.5%
Position	Managerial Position	5.69%	7.1%
	Staff Nurse	85.12%	78.1%
	Other	9.06%	14.8%
	Not Stated	0.14%	-
Highest Education in Nursing	Diploma	58.18%	62.2%
	Baccalaureate	40.42%	34.7%
	Master's/Doctorate	1.40%	3.0%
Workforce Place of Graduation ¹	Interprovincial Graduates ³	15.59%	11.30%
	Retained Graduates ⁴	79.96%	80.10%
	Foreign Graduates	4.20%	8.40%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2008.

Notes:

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- ² Only the top three places of work are included.
- ³ Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.
- ⁴ Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

2008 RN Workforce Profile: Occupational Health

		Occ. Health	Canada
Number of RNs Employed in Nursing		2,952 (1.1%)	261,889
Average Age, Years		49.0	45.1
Sex ¹	Male	5.86%	6%
	Female	91.57%	94%
Currently at Eligibility Age for Retirement	Age 50 to 54	19.34%	16.1
	Age 55 to 59	18.53%	13.6
	Age 60+	18.09%	9.7
Place of Work ²	Business/Industry/ Occupational Health Office	47.80%	0.98%
	Hospital	15.14%	59.05%
	Association/Government	11.75%	1.83%
Derived Employment Status	Full-time	68.90%	57.8%
	Part-time	21.92%	30.9%
	Casual	8.30%	10.8%
	Unknown	0.88%	0.5%
Position	Managerial Position	7.08%	7.1%
	Staff Nurse	65.14%	78.1%
	Other	26.93%	14.8%
	Not Stated	0.85%	-
Highest Education in Nursing	Diploma	66.57%	62.2%
	Baccalaureate	32.11%	34.7%
	Master's/Doctorate	1.32%	3.0%
Workforce Place of Graduation ¹	Interprovincial Graduates ³	15.75%	11.30%
	Retained Graduates ⁴	80.76%	80.10%
	Foreign Graduates	3.39%	8.40%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2008.

Notes:

¹ Total does not sum to 100% due to missing variables.

² Only the top three places of work are included.

³ Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.

⁴ Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

2008 RN Workforce Profile: Operating Room/Recovery Room

		OR/Recovery Room	Canada
Number of RNs Employed in Nursing		12,583 (4.9%)	261,889
Average Age, Years		44.9	45.1
Sex ¹	Male	6.02%	6%
	Female	89.36%	94%
Currently at Eligibility Age for Retirement	Age 50 to 54	17.91%	16.1
	Age 55 to 59	15.91%	13.6
	Age 60+	9.53%	9.7
Place of Work ²	Hospital	93.94%	59.05%
	Other Place of Work	1.91%	3.53%
	Physician's Office/ Family Practice Unit	1.68%	2.04%
Derived Employment Status	Full-time	60.01%	57.8%
	Part-time	28.75%	30.9%
	Casual	10.98%	10.8%
	Unknown	0.27%	0.5%
Position	Managerial Position	2.96%	7.1%
	Staff Nurse	92.20%	78.1%
	Other	4.62%	14.8%
	Not Stated	0.22%	-
Highest Education in Nursing	Diploma	76.41%	62.2%
	Baccalaureate	22.86%	34.7%
	Master's/Doctorate	0.73%	3.0%
Workforce Place of Graduation ¹	Interprovincial Graduates ³	13.26%	11.30%
	Retained Graduates ⁴	77.77%	80.10%
	Foreign Graduates	8.84%	8.40%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2008.

Notes:

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- ² Only the top three places of work are included.
- ³ Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.
- ⁴ Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

2008 RN Workforce Profile: Emergency Room

		Emergency Room	Canada
Number of RNs Employed in Nursing		16,640 (6.5%)	261,889
Average Age, Years		39.3	45.1
Sex ¹	Male	10.27%	6%
	Female	86.31%	94%
Currently at Eligibility Age for Retirement	Age 50 to 54	11.66%	16.1
	Age 55 to 59	7.86%	13.6
	Age 60+	3.68%	9.7
Place of Work ²	Hospital	90.85%	59.05%
	Nursing Home/ Long-Term Care Facility	2.47%	10.05%
	Other Place of Work	1.99%	3.53%
Derived Employment Status	Full-time	54.33%	57.8%
	Part-time	33.99%	30.9%
	Casual	11.17%	10.8%
	Unknown	0.51%	0.5%
Position	Managerial Position	1.82%	7.1%
	Staff Nurse	94.57%	78.1%
	Other	3.37%	14.8%
	Not Stated	0.25%	-
Highest Education in Nursing	Diploma	67.88%	62.2%
	Baccalaureate	31.21%	34.7%
	Master's/Doctorate	0.91%	3.0%
Workforce Place of Graduation ¹	Interprovincial Graduates ³	10.94%	11.30%
	Retained Graduates ⁴	84.44%	80.10%
	Foreign Graduates	4.54%	8.40%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2008.

Notes:

¹ Total does not sum to 100% due to missing variables.

² Only the top three places of work are included.

³ Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.

⁴ Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

2008 RN Workforce Profile: Nursing in Several Clinical Areas

		Nursing in Several Clinical Areas	Canada
Number of RNs Employed in Nursing		9,298 (3.6%)	261,889
Average Age, Years		38.9	45.1%
Sex ¹	Male	6.92%	6%
	Female	87.55%	94%
Currently at Eligibility Age for Retirement	Age 50 to 54	11.92%	16.1
	Age 55 to 59	8.57%	13.6
	Age 60+	6.25%	9.7
Place of Work ²	Hospital	67.79%	59.05%
	Community Health Centre	6.42%	8.65%
	Other Place of Work	5.73%	3.53%
Derived Employment Status	Full-time	45.48%	57.8%
	Part-time	35.20%	30.9%
	Casual	18.70%	10.8%
	Unknown	0.61%	0.5%
Position	Managerial Position	2.96%	7.1%
	Staff Nurse	88.70%	78.1%
	Other	8.29%	14.8%
	Not Stated	0.05%	-
Highest Education in Nursing	Diploma	72.77%	62.2%
	Baccalaureate	25.86%	34.7%
	Master's/Doctorate	1.38%	3.0%
Workforce Place of Graduation ¹	Interprovincial Graduates ³	10.45%	11.30%
	Retained Graduates ⁴	85.95%	80.10%
	Foreign Graduates	3.37%	8.40%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2008.

Notes:

- ¹ Total does not sum to 100% due to missing variables.
- ² Only the top three places of work are included.
- ³ Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.
- ⁴ Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

2008 RN Workforce Profile: Oncology

		Oncology	Canada
Number of RNs Employed in Nursing		3,351 (1.3%)	261,889
Average Age, Years		41.2	45.1
Sex ¹	Male	4.39%	6%
	Female	90.57%	94%
Currently at Eligibility Age for Retirement	Age 50 to 54	15.04%	16.1
	Age 55 to 59	11.40%	13.6
	Age 60+	6.24%	9.7
Place of Work ²	Hospital	77.20%	59.05%
	Community Health Centre	8.39%	8.65%
	Other Place of Work	7.07%	3.53%
Derived Employment Status	Full-time	53.75%	57.8%
	Part-time	35.66%	30.9%
	Casual	10.03%	10.8%
	Unknown	0.57%	0.5%
Position	Managerial Position	2.30%	7.1%
	Staff Nurse	88.18%	78.1%
	Other	9.49%	14.8%
	Not Stated	0.03%	-
Highest Education in Nursing	Diploma	56.67%	62.2%
	Baccalaureate	40.56%	34.7%
	Master's/Doctorate	2.78%	3.0%
Workforce Place of Graduation ¹	Interprovincial Graduates ³	11.88%	11.30%
	Retained Graduates ⁴	83.29%	80.10%
	Foreign Graduates	4.66%	8.40%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2008.

Notes:

¹ Total does not sum to 100% due to missing variables.

² Only the top three places of work are included.

³ Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.

⁴ Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

2008 RN Workforce Profile: Public Health

		Public Health	Canada
Number of RNs Employed in Nursing		6,488 (2.5%)	261,889
Average Age, Years		43.1	45.1
Sex ¹	Male	1.50%	6%
	Female	95.01%	94%
Currently at Eligibility Age for Retirement	Age 50 to 54	14.18%	16.1
	Age 55 to 59	11.62%	13.6
	Age 60+	9.37%	9.7
Place of Work ²	Public Health Dept/Unit	76.33%	2.15%
	Community Health Centre	14.20%	8.65%
	Association/Government	2.56%	1.83%
Derived Employment Status	Full-time	66.52%	57.8%
	Part-time	22.63%	30.9%
	Casual	10.48%	10.8%
	Unknown	0.37%	0.5%
Position	Managerial Position	6.81%	7.1%
	Staff Nurse	84.32%	78.1%
	Other	8.37%	14.8%
	Not Stated	0.49%	-
Highest Education in Nursing	Diploma	17.65%	62.2%
	Baccalaureate	78.38%	34.7%
	Master's/Doctorate	3.97%	3.0%
Workforce Place of Graduation ¹	Interprovincial Graduates ³	12.48%	11.30%
	Retained Graduates ⁴	83.95%	80.10%
	Foreign Graduates	3.47%	8.40%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2008.

Notes:

- ¹ Total does not sum to 100% due to missing variables.
- ² Only the top three places of work are included.
- ³ Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.
- ⁴ Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

2008 RN Workforce Profile: Rehabilitation

		Rehabilitation	Canada
Number of RNs Employed in Nursing		3,956 (1.5%)	261,889
Average Age, Years		44.6	45.1
Sex ¹	Male	6.29%	6%
	Female	88.42%	94%
Currently at Eligibility Age for Retirement	Age 50 to 54	17.32%	16.1
	Age 55 to 59	14.23%	13.6
	Age 60+	11.12%	9.7
Place of Work ²	Rehabilitation/Convalescent Centre	47.60%	1.64%
	Hospital	38.12%	59.05%
	Nursing Home/ Long-Term Care Facility	4.98%	10.05%
Derived Employment Status	Full-time	55.79%	57.8%
	Part-time	34.00%	30.9%
	Casual	9.96%	10.8%
	Unknown	0.25%	0.5%
Position	Managerial Position	3.16%	7.1%
	Staff Nurse	86.50%	78.1%
	Other	10.01%	14.8%
	Not Stated	0.33%	-
Highest Education in Nursing	Diploma	71.16%	62.2%
	Baccalaureate	26.90%	34.7%
	Master's/Doctorate	1.95%	3.0%
Workforce Place of Graduation ¹	Interprovincial Graduates ³	7.84%	11.30%
	Retained Graduates ⁴	75.20%	80.10%
	Foreign Graduates	16.68%	8.40%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2008.

Notes:

- ¹ Total does not sum to 100% due to missing variables.
- ² Only the top three places of work are included.
- ³ Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.
- ⁴ Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

2008 RN Workforce Profile: Telehealth

		Telehealth	Canada
Number of RNs Employed in Nursing		1,074 (0.40%)	261,889
Average Age, Years		45.1	45.1
Sex ¹	Male	5.68%	6%
	Female	91.71%	94%
Currently at Eligibility Age for Retirement	Age 50 to 54	16.11%	16.1
	Age 55 to 59	14.71%	13.6
	Age 60+	10.52%	9.7
Place of Work ²	Community Health Centre	40.69%	8.66%
	Other Place of Work	26.72%	3.53%
	Hospital	8.57%	59.03%
Derived Employment Status	Full-time	37.43%	57.8%
	Part-time	45.16%	30.9%
	Casual	16.57%	10.8%
	Unknown	0.84%	0.5%
Position	Managerial Position	3.72%	7.1%
	Staff Nurse	71.14%	78.1%
	Other	24.95%	14.8%
	Not Stated	0.19%	-
Highest Education in Nursing	Diploma	66.01%	62.2%
	Baccalaureate	32.22%	34.7%
	Master's/Doctorate	1.77%	3.0%
Workforce Place of Graduation ¹	Interprovincial Graduates ³	13.50%	11.30%
	Retained Graduates ⁴	84.73%	80.10%
	Foreign Graduates	1.68%	8.40%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2008.

Notes:

- ¹ Total does not sum to 100% due to missing variables.
- ² Only the top three places of work are included.
- ³ Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.
- ⁴ Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.