



CANADIAN NURSES ASSOCIATION
ASSOCIATION DES INFIRMIÈRES ET INFIRMIERS DU CANADA

RN Workforce Profiles

By Area of Responsibility

Year 2005

Canadian Nurses Association
Department of Public Policy

www.cna-aiic.ca

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Foreword

The statistics presented in this document are derived from the Registered Nurses Database managed by the Canadian Institute for Health Information (CIHI). Information is provided to CIHI by RN regulatory bodies based on the self-reported data collected on annual licensure/registration forms. The specialties listed in this document have been agreed to by all RN regulatory bodies across Canada and are reviewed regularly. The specialties reflect the areas of responsibility as reported by the RNs. Additional information, such as the definitions of the specialties, can be found at http://secure.cihi.ca/cihiweb/en/downloads/RN_DataDictionary_v6.0_en.pdf

2005 RN Workforce Profile: Medicine/Surgery

CANADA

Number of RNs Employed in Medicine/Surgery		42,832
Number of RNs Employed in Nursing in Canada		251,675
Average Age	Years	41.2
Sex	Male	5.5%
	Female	94.5%
Currently at Eligibility Age for Retirement	Age 50 and +	26.8%
	Age 55 and +	13.1%
	Age 60 and +	4.3%
Place of Work	Hospital	94.1%
	Physician's Office/Family Practice Unit	1.4%
	Nursing Home/ Long-Term Care Facility	1.3%
	Other	2.6%
	Not Stated	0.6%
Full-Time/Part-Time/ Casual Status (Derived Employment Status)	Full-Time	52.5%
	Part-Time	34.7%
	Casual	12.1%
	Unknown	0.7%
Position	Managerial Positions	1.6%
	Staff Nurse	94.5%
	Other	3.4%
	Not Stated	0.5%
Highest Education in Nursing	Diploma	71.5%
	Baccalaureate	27.6%
	Master's/Doctorate	0.9%
Workforce Place of Graduation	Interprovincial Graduates ¹	9.0%
	Retained Graduates ²	81.9%
	Foreign Graduates	8.3%
	Not Stated	0.8%

¹Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.

²Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

Source: Adapted from Registered Nurses Database, Canadian Institute for Health Information, 2005

2005 RN Workforce Profile: Psychiatry/Mental Health

CANADA

Number of RNs Employed in Psychiatry/Mental Health		12,809
Number of RNs Employed in Nursing in Canada		251,675
Average Age	Years	47.1
Sex	Male	14.6%
	Female	85.4%
Currently at Eligibility Age for Retirement	Age 50 and +	45.4%
	Age 55 and +	25.4%
	Age 60 and +	9.5%
Place of Work	Hospital	59.5%
	Mental Health Centre	25.6%
	Community Health Centre	5.7%
	Other	7.9%
	Not Stated	1.3%
Full-Time/Part-Time/ Casual Status (Derived Employment Status)	Full-Time	64.6%
	Part-Time	25.5%
	Casual	9.4%
	Unknown	0.5%
Position	Managerial Positions	4.1%
	Staff Nurse	83.6%
	Other	11.3%
	Not Stated	1.0%
Highest Education in Nursing	Diploma	68.9%
	Baccalaureate	28.7%
	Master's/Doctorate	2.4%
Workforce Place of Graduation	Interprovincial Graduates ¹	10.0%
	Retained Graduates ²	81.5%
	Foreign Graduates	7.6%
	Not Stated	0.9%

¹ Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.

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Source: Adapted from Registered Nurses Database, Canadian Institute for Health Information, 2005



2005 RN Workforce Profile: Pediatrics

CANADA

Number of RNs Employed in Pediatrics		6,621
Number of RNs Employed in Nursing in Canada		251,675
Average Age	Years	41.0
Sex	Male	2.2%
	Female	97.8%
Currently at Eligibility Age for Retirement	Age 50 and +	25.5%
	Age 55 and +	12.7%
	Age 60 and +	4.4%
Place of Work	Hospital	86.6%
	Home Care Agency	3.7%
	Community Health Centre	2.8%
	Other	6.0%
	Not Stated	0.9%
Full-Time/Part-Time/ Casual Status (Derived Employment Status)	Full-Time	50.1%
	Part-Time	36.7%
	Casual	12.3%
	Unknown	0.9%
Position	Managerial Positions	2.6%
	Staff Nurse	87.7%
	Other	9.0%
	Not Stated	0.7%
Highest Education in Nursing	Diploma	59.2%
	Baccalaureate	38.0%
	Master's/Doctorate	2.8%
Workforce Place of Graduation	Interprovincial Graduates ¹	12.5%
	Retained Graduates ²	80.9%
	Foreign Graduates	5.6%
	Not Stated	1.0%

¹ Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.

² Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

Source: Adapted from Registered Nurses Database, Canadian Institute for Health Information, 2005

2005 RN Workforce Profile: Maternity/Newborn

CANADA

Number of RNs Employed in Maternity/Newborn		13,801
Number of RNs Employed in Nursing in Canada		251,675
Average Age	Years	43.6
Sex	Male Female	0.2% 99.8%
Currently at Eligibility Age for Retirement	Age 50 and + Age 55 and + Age 60 and +	33.1% 16.3% 6.0%
Place of Work	Hospital Community Health Centre Nursing Home/Long-Term Care Facility Other Not Stated	91.4% 4.7% 1.3% 1.9% 0.7%
Full-Time/Part-Time/ Casual Status (Derived Employment Status)	Full-Time Part-Time Casual Unknown	47.9% 38.6% 12.8% 0.7%
Position	Managerial Positions Staff Nurse Other Not Stated	1.3% 93.7% 4.4% 0.6%
Highest Education in Nursing	Diploma Baccalaureate Master's/Doctorate	70.3% 28.3% 1.4%
Workforce Place of Graduation	Interprovincial Graduates ¹ Retained Graduates ² Foreign Graduates Not Stated	10.1% 78.8% 9.6% 1.5%

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Source: Adapted from Registered Nurses Database, Canadian Institute for Health Information, 2005

2005 RN Workforce Profile: Geriatrics/Long-Term Care

CANADA

Number of RNs Employed in Geriatrics/Long-Term Care		26,619
Number of RNs Employed in Nursing in Canada		251,675
Average Age	Years	47.8
Sex	Male	4.2%
	Female	95.8%
Currently at Eligibility Age for Retirement	Age 50 and +	48.6%
	Age 55 and +	29.6%
	Age 60 and +	12.8%
Place of Work	Nursing Home/ Long-Term Care Facility	75.9%
	Hospital	11.0%
	Rehabilitation/ Convalescent Centre	5.2%
	Other	6.7%
	Not Stated	1.2%
Full-Time/Part-Time/ Casual Status (Derived Employment Status)	Full-Time	45.4%
	Part-Time	41.3%
	Casual	12.8%
	Unknown	0.5%
Position	Managerial Positions	8.5%
	Staff Nurse	84.7%
	Other	5.8%
	Not Stated	1.0%
Highest Education in Nursing	Diploma	78.0%
	Baccalaureate	20.7%
	Master's/Doctorate	1.3%
Workforce Place of Graduation	Interprovincial Graduates ¹	11.2%
	Retained Graduates ²	72.5%
	Foreign Graduates	15.3%
	Not Stated	1.0%

¹ Those RNs reporting their province/territory of initial graduation as being different than their current province/territory of registration.

² Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

Source: Adapted from Registered Nurses Database, Canadian Institute for Health Information, 2005

2005 RN Workforce Profile: Critical Care

CANADA

Number of RNs Employed in Critical Care		17,779
Number of RNs Employed in Nursing in Canada		251,675
Average Age	Years	41.7
Sex	Male	7.4%
	Female	92.6%
Currently at Eligibility Age for Retirement	Age 50 and +	22.1%
	Age 55 and +	8.9%
	Age 60 and +	2.4%
Place of Work	Hospital	97.9%
	Nursing Home/Long-Term Care Facility	0.5%
	Community Health Centre	0.3%
	Other	0.7%
	Not Stated	0.6%
Full-Time/Part-Time/ Casual Status (Derived Employment Status)	Full-Time	59.6%
	Part-Time	31.9%
	Casual	7.8%
	Unknown	0.7%
Position	Managerial Positions	1.6%
	Staff Nurse	94.6%
	Other	3.2%
	Not Stated	0.6%
Highest Education in Nursing	Diploma	70.9%
	Baccalaureate	27.9%
	Master's/Doctorate	1.2%
Workforce Place of Graduation	Interprovincial Graduates ¹	11.0%
	Retained Graduates ²	80.2%
	Foreign Graduates	8.0%
	Not Stated	0.8%

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² Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

Source: Adapted from Registered Nurses Database, Canadian Institute for Health Information, 2005

2005 RN Workforce Profile: Community Health

CANADA

Number of RNs Employed in Community Health		15,862
Number of RNs Employed in Nursing in Canada		251,675
Average Age	Years	45.7
Sex	Male Female	2.4% 97.6%
Currently at Eligibility Age for Retirement	Age 50 and + Age 55 and + Age 60 and +	39.3% 20.9% 8.2%
Place of Work	Community Health Centre Home Care Agency Hospital Other Not Stated	67.9% 15.4% 4.0% 11.4% 1.3%
Full-Time/Part-Time/ Casual Status (Derived Employment Status)	Full-Time Part-Time Casual Unknown	55.0% 30.2% 14.0% 0.8%
Position	Managerial Positions Staff Nurse Other Not Stated	4.5% 86.6% 7.5% 1.4%
Highest Education in Nursing	Diploma Baccalaureate Master's/Doctorate	40.2% 57.4% 2.4%
Workforce Place of Graduation	Interprovincial Graduates ¹ Retained Graduates ² Foreign Graduates Not Stated	14.8% 79.4% 5.1% 0.7%

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² Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

Source: Adapted from Registered Nurses Database, Canadian Institute for Health Information, 2005

2005 RN Workforce Profile: Ambulatory Care

CANADA

Number of RNs Employed in Ambulatory Care		7,254
Number of RNs Employed in Nursing in Canada		251,675
Average Age	Years	48.0
Sex	Male Female	3.2% 96.8%
Currently at Eligibility Age for Retirement	Age 50 and + Age 55 and + Age 60 and +	49.3% 24.6% 8.2%
Place of Work	Hospital Community Health Centre Physician's Office/ Family Practice Unit Other Not Stated	73.9% 11.9% 4.9% 8.4% 0.9%
Full-Time/Part-Time/ Casual Status (Derived Employment Status)	Full-Time Part-Time Casual Unknown	52.0% 36.7% 10.8% 0.5%
Position	Managerial Positions Staff Nurse Other Not Stated	2.8% 85.1% 11.2% 0.9%
Highest Education in Nursing	Diploma Baccalaureate Master's/Doctorate	67.7% 29.9% 2.4%
Workforce Place of Graduation	Interprovincial Graduates ¹ Retained Graduates ² Foreign Graduates Not Stated	9.8% 83.3% 6.3% 0.6%

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² Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

Source: Adapted from Registered Nurses Database, Canadian Institute for Health Information, 2005

2005 RN Workforce Profile: Home Care

CANADA

Number of RNs Employed in Home Care		6,829
Number of RNs Employed in Nursing in Canada		251,675
Average Age	Years	46.1
Sex	Male	3.9%
	Female	96.1%
Currently at Eligibility Age for Retirement	Age 50 and +	40.8%
	Age 55 and +	21.9%
	Age 60 and +	7.7%
Place of Work	Home Care Agency	42.1%
	Community Health Centre	38.6%
	Nursing Home/Long-Term Care Facility	7.3%
	Hospital	4.9%
	Other	7.0%
	Not Stated	0.1%
Full-Time/Part-Time/ Casual Status (Derived Employment Status)	Full-Time	47.3%
	Part-Time	34.0%
	Casual	17.4%
	Unknown	1.3%
Position	Managerial Positions	6.1%
	Staff Nurse	84.7%
	Other	9.2%
	Not Stated	0.0%
Highest Education in Nursing	Diploma	53.3%
	Baccalaureate	45.4%
	Master's/Doctorate	1.3%
Workforce Place of Graduation	Interprovincial Graduates ¹	16.8%
	Retained Graduates ²	78.5%
	Foreign Graduates	3.4%
	Not Stated	1.3%

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² Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

Source: Adapted from Registered Nurses Database, Canadian Institute for Health Information, 2005

2005 RN Workforce Profile: Occupational Health

CANADA

Number of RNs Employed in Occupational Health		2,916
Number of RNs Employed in Nursing in Canada		251,675
Average Age	Years	49.7
Sex	Male Female	5.3% 94.7%
Currently at Eligibility Age for Retirement	Age 50 and + Age 55 and + Age 60 and +	55.2% 34.2% 15.4%
Place of Work	Business/Industry/ Occupational Health Office Hospital Association/Government Community Health Centre Other Not Stated	48.4% 15.3% 9.5% 7.3% 17.6% 1.9%
Full-Time/Part-Time/ Casual Status (Derived Employment Status)	Full-Time Part-Time Casual Unknown	67.2% 22.3% 9.8% 0.7%
Position	Managerial Positions Staff Nurse Other Not Stated	6.6% 59.9% 26.4% 7.1%
Highest Education in Nursing	Diploma Baccalaureate Master's/Doctorate	66.6% 32.0% 1.4%
Workforce Place of Graduation	Interprovincial Graduates ¹ Retained Graduates ² Foreign Graduates Not Stated	15.7% 79.9% 3.3% 1.1%

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² Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

Source: Adapted from Registered Nurses Database, Canadian Institute for Health Information, 2005

2005 RN Workforce Profile: Operating Room/Recovery Room

CANADA

Number of RNs Employed in Operating Room /Recovery Room		11,068
Number of RNs Employed in Nursing in Canada		251,675
Average Age	Years	46.8
Sex	Male	5.6%
	Female	94.4%
Currently at Eligibility Age for Retirement	Age 50 and +	43.5%
	Age 55 and +	22.3%
	Age 60 and +	6.7%
Place of Work	Hospital	94.6%
	Physician's Office/ Family Practice Unit	1.4%
	Nursing Home/Long-Term Care Facility	0.9%
	Other	2.8%
	Not Stated	0.3%
Full-Time/Part-Time/ Casual Status (Derived Employment Status)	Full-Time	59.1%
	Part-Time	29.9%
	Casual	10.5%
	Unknown	0.5%
Position	Managerial Positions	2.8%
	Staff Nurse	92.4%
	Other	4.5%
	Not Stated	0.3%
Highest Education in Nursing	Diploma	80.0%
	Baccalaureate	19.5%
	Master's/Doctorate	0.5%
Workforce Place of Graduation	Interprovincial Graduates ¹	13.9%
	Retained Graduates ²	77.3%
	Foreign Graduates	8.0%
	Not Stated	0.8%

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² Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

Source: Adapted from Registered Nurses Database, Canadian Institute for Health Information, 2005

2005 RN Workforce Profile: Emergency Care

CANADA

Number of RNs Employed in Emergency Care		14,884
Number of RNs Employed in Nursing in Canada		251,675
Average Age	Years	41.2
Sex	Male	9.8%
	Female	90.2%
Currently at Eligibility Age for Retirement	Age 50 and +	23.5%
	Age 55 and +	9.9%
	Age 60 and +	2.9%
Place of Work	Hospital	92.1%
	Nursing Home/Long-Term Care Facility	3.2%
	Community Health Centre	1.9%
	Other	2.2%
	Not Stated	0.6%
Full-Time/Part-Time/ Casual Status (Derived Employment Status)	Full-Time	52.0%
	Part-Time	37.1%
	Casual	10.0%
	Unknown	0.9%
Position	Managerial Positions	1.7%
	Staff Nurse	94.5%
	Other	3.2%
	Not Stated	0.6%
Highest Education in Nursing	Diploma	75.0%
	Baccalaureate	24.5%
	Master's/Doctorate	0.5%
Workforce Place of Graduation	Interprovincial Graduates ¹	10.8%
	Retained Graduates ²	84.7%
	Foreign Graduates	4.0%
	Not Stated	0.5%

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² Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

Source: Adapted from Registered Nurses Database, Canadian Institute for Health Information, 2005

2005 RN Workforce Profile: Several Clinical Areas

CANADA

Number of RNs Employed in Several Clinical Areas		9,557
Number of RNs Employed in Nursing in Canada		251,675
Average Age	Years	41.7
Sex	Male	6.6%
	Female	93.4%
Currently at Eligibility Age for Retirement	Age 50 and +	28.2%
	Age 55 and +	14.0%
	Age 60 and +	5.2%
Place of Work	Hospital	69.8%
	Community Health Centre	7.2%
	Nursing Home/ Long-Term Care Facility	6.5%
	Nursing Station	4.0%
	Other	12.5%
	Not Stated	0.0%
Full-Time/Part-Time/ Casual Status (Derived Employment Status)	Full-Time	44.0%
	Part-Time	34.4%
	Casual	17.1%
	Unknown	4.5%
Position	Managerial Positions	2.8%
	Staff Nurse	89.5%
	Other	7.2%
	Not Stated	0.5%
Highest Education in Nursing	Diploma	71.1%
	Baccalaureate	27.8%
	Master's/Doctorate	1.1%
Workforce Place of Graduation	Interprovincial Graduates ¹	12.4%
	Retained Graduates ²	83.9%
	Foreign Graduates	3.0%
	Not Stated	0.7%

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² Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

Source: Adapted from Registered Nurses Database, Canadian Institute for Health Information, 2005

2005 RN Workforce Profile: Oncology

CANADA

Number of RNs Employed in Oncology		2,884
Number of RNs Employed in Nursing in Canada		251,675
Average Age	Years	43.0
Sex	Male	4.3%
	Female	95.7%
Currently at Eligibility Age for Retirement	Age 50 and +	31.3%
	Age 55 and +	15.0%
	Age 60 and +	5.1%
Place of Work	Hospital	78.8%
	Community Health Centre	5.4%
	Association/Government	3.9%
	Nursing Home/Long-Term Care Facility	3.4%
	Other	8.5%
	Not Stated	0.0%
Full-Time/Part-Time/ Casual Status (Derived Employment Status)	Full-Time	49.8%
	Part-Time	38.1%
	Casual	11.3%
	Unknown	0.8%
Position	Managerial Positions	2.3%
	Staff Nurse	89.2%
	Other	8.5%
	Not Stated	0.0%
Highest Education in Nursing	Diploma	58.1%
	Baccalaureate	39.6%
	Master's/Doctorate	2.3%
Workforce Place of Graduation	Interprovincial Graduates ¹	11.5%
	Retained Graduates ²	83.2%
	Foreign Graduates	4.2%
	Not Stated	1.1%

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² Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

Source: Adapted from Registered Nurses Database, Canadian Institute for Health Information, 2005

2005 RN Workforce Profile: Rehabilitation

CANADA

Number of RNs Employed in Rehabilitation		3,750
Number of RNs Employed in Nursing in Canada		251,675
Average Age	Years	46.5
Sex	Male	5.8%
	Female	94.2%
Currently at Eligibility Age for Retirement	Age 50 and +	42.4%
	Age 55 and +	23.3%
	Age 60 and +	8.9%
Place of Work	Rehabilitation/ Convalescent Centre	48.1%
	Hospital	36.4%
	Nursing Home/ Long-Term Care Facility	5.7%
	Other	8.4%
	Not Stated	1.4%
Full-Time/Part-Time/ Casual Status (Derived Employment Status)	Full-Time	52.1%
	Part-Time	36.5%
	Casual	10.9%
	Unknown	0.5%
Position	Managerial Positions	3.0%
	Staff Nurse	86.5%
	Other	9.8%
	Not Stated	0.7%
Highest Education in Nursing	Diploma	73.2%
	Baccalaureate	25.3%
	Master's/Doctorate	1.5%
Workforce Place of Graduation	Interprovincial Graduates ¹	8.9%
	Retained Graduates ²	75.6%
	Foreign Graduates	14.5%
	Not Stated	1.0%

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² Those RNs reporting their province/territory of initial graduation as being the same as their current province/territory of registration.

Source: Adapted from Registered Nurses Database, Canadian Institute for Health Information, 2005