

Canadian Nurses Association 2003 Workforce Profile of Registered Nurses

Demographic Profile

- In 2003, there were 258,393 registered nurses (RNs) in Canada, an increase of 1.4% from 2002. Of this number of nurses, 93.4% (241,342) were employed in nursing, an increase of 2.7% from 2002; 1.9% (4,880) were employed outside of nursing; 3.3% (8,497) were not employed and 1.4% (3,674) did not state their employment status.
- The ratio of practising registered nurses to the Canadian population in 2003 was one nurse to every 131 persons.*
- RNs employed in nursing in 2003 by province/territories compared to the Canadian population as follows:

Province/Territory	RNs	Canadian Population*	Ratio of RNs to Pop
Canada	241,342	31,660,466	1:131
Newfoundland/Labrador	5,430	518,350	1:95
Prince Edward Island	1,373	137,266	1:100
Nova Scotia	8,498	936,165	1:110
New Brunswick	7,186	750,896	1:104
Québec	62,494	7,492,333	1:120
Ontario	85,187	12,256,645	1:144
Manitoba	10,034	1,161,552	1:116
Saskatchewan	8,503	994,428	1:117
Alberta	23,964	3,158,641	1:132
British Columbia	27,711	4,152,289	1:150
Yukon	290	30,554	1:105
NWT	414	42,206	1:102
Nunavut	258	29,141	1:113

- Males represent 5.3% (12,745) of nurses employed in nursing, with 44.6% practising in Québec, 25.7% in Ontario, 10.1% in British Columbia, 6.4% in Alberta, 3.9% in Manitoba and 9.3% distributed throughout the remaining provinces/territories.

- The number of RNs employed in nursing (by sex) is as follows:

	2003			1999		
	Female	Male	Total	Female	Male	Total
Canada	228,957	12,745	241,342	217,936	10,598	228,534
Newfoundland	5,205	225	5,430	5,075	189	5,246
Prince Edward Island	1,328	45	1,373	1,216	16	1,232
Nova Scotia	8,239	259	8,498	8,403	212	8,615
New Brunswick	6,893	293	7,186	7,327	253	7,580
Québec	58,611	5,683	62,494	52,919	5,061	57,980
Ontario	81,911	3,276	85,187	75,709	2,488	78,197
Manitoba	9,537	497	10,034	9,757	436	10,193
Saskatchewan	8,233	270	8,503	8,334	219	8,553
Alberta	23,144	820	23,964	21,494	550	22,044
British Columbia	26,427	1,284	27,711	26,807	1,104	27,911
Yukon	267	23	290	265	18	283
NWT	374	40	414	630	52	682
Nunavut	228	30	258	-	-	-

- Age of registered nurses employed in nursing in Canada are in the following age groups:

Age of RNs in 2003		
<25	4,681	(1.9%)
25-29	17,413	(7.2%)
30-34	24,115	(10.0%)
35-39	31,672	(13.1%)
40-44	36,973	(15.3%)
45-49	42,339	(17.5%)
50-54	41,476	(17.2%)
55+	42,650	(17.6%)
Not stated	23	(0.0%)

- The average age of an RN employed in nursing in 2003 was 44.5; the average age in 1999 was 42.8. Average age by province is as follows:

Province/Territories	Average age – 2003	Difference from Canada
Canada	44.5	-
Newfoundland	41.1	-3.4
Prince Edward Island	44.7	+0.2
Nova Scotia	44.7	+0.2
New Brunswick	43.5	-1.0
Québec	43.5	-1.0
Ontario	45.1	+0.6
Manitoba	44.8	+0.3
Saskatchewan	44.9	+0.4
Alberta	44.7	+0.2
British Columbia	45.6	+1.1
Yukon	44.0	-0.5
Northwest Territories	43.8	-0.7
Nunavut	45.4	+0.9

Educational Profile

- The highest levels of education in nursing reported by nurses employed in nursing in Canada are as follows:

Education in Nursing – 2003	Education in Nursing - 1999
69.1% (166,824) – Diploma	76.2% (174,085) – Diploma
28.6% (69,093) – Baccalaureate	22.2% (50,664) – Baccalaureate
2.1% (5,150) – Master's	1.6% (3,591) – Master's
0.1% (275) – Doctoral	0.1% (194) – Doctoral

Employment Profile

- The sector of employment for nurses (employed in nursing) is as follows:

2003		2002
62.4% (150,513)	Hospital Sector	62.5% (144,292)
12.9% (31,251)	Community Health Sector	13.2% (30,544)
10.5% (25,292)	Nursing Home/Long Term Care Sector	10.6% (24,372)
12.8% (30,927)	Other	12.4% (28,728)
1.4% (3,359)	Not Stated	1.3% (3,021)

- The place of employment for nurses (employed in nursing) is as follows:

2003		1999
59.9% (144,675)	Hospital	59.4% (135,691)
9.7% (23,290)	Community Health Centre/Agency	8.1% (18,555)
10.5% (25,292)	Nursing Home/Home for the Aged	11.7% (26,685)
2.9% (7,026)	Home Care Agency	4.0% (9,055)
2.7% (6,512)	Educational Institution	2.2% (4,926)
2.1% (5,071)	Physician's Office/Family Practice Unit	2.5% (5,729)
10.8% (26,117)	Other	11.2% (25,546)
1.4% (3,359)	Not stated	1.0% (2,263)

- The positions held by nurses employed in nursing are as follows:

2003		1999
73.6% (177,710)	General duty/Staff nurse	73.9% (168,800)
0.7% (1,741)	Chief Nursing Officer/Chief Executive Officer	0.2% (3,146)
7.4% (17,963)	Manager/Assistant Manager	3.6% (8,237)
3.0% (7,176)	Instructor/Professor	2.1% (4,806)
1.1% (2,766)	Director/Assistant director	0.3% (798)
4.2% (10,208)	Other	7.1% (16,128)
4.9% (11,791)	Not stated	2.9% (6,626)

- Nurses reported the following as primary areas of responsibility:

2003		1999
84.9% (204,806)	Direct patient care	85.4% (194,995)
5.2% (12,663)	Administration	6.6% (15,175)
4.4% (10,532)	Education	3.0% (6,936)
1.1% (2,578)	Research	0.9% (2,071)
4.5% (10,763)	Not stated	4.1% (9,273)

- Of the nurses employed in nursing in 2003, 51.4% (124,147) worked full-time; 32.8% (77,380) worked part-time; 10.6% (25,468) worked casual; and 5.9% (14,347) was unknown.

Province/Territories – 2003	Total	Full-time	Part-time	Casual
Canada	241,342	124,147	77,380	25,468
Newfoundland	5,430	3,966	922	542
Prince Edward Island	1,373	713	597	63
Nova Scotia	8,498	5,203	2,353	942
New Brunswick	7,186	4,377	2,120	689
Québec	62,494	32,370	20,308	**
Ontario	85,187	43,351	24,383	6,154
Manitoba	10,034	4,637	4,782	615
Saskatchewan	8,503	4,613	2,940	950
Alberta	23,964	10,149	10,103	3,712
British Columbia	27,711	14,175	8,702	4,834
Yukon	290	143	92	55
NWT	414	291	55	**
Nunavut	258	159	23	76

** Value suppressed in accordance with CIHI privacy policy to ensure confidentiality.

- Of the nurses employed in nursing in 1999, 45.5% (116,722) worked full-time; 40.3% (103,449) worked part-time; and 14.2% (36,323) did not state their status.

Province/Territories – 1999	Total	Full-time	Part-time	Not Stated
Canada	256,544	116,772	103,449	36,323
Newfoundland	5,349	3,227	2,037	85
Prince Edward Island	1,261	539	693	29
Nova Scotia	8,886	5,171	3,444	271
New Brunswick	7,983	4,165	3,409	409
Québec	65,102	28,115	29,865	7,122
Ontario	95,911	41,064	37,133	17,714
Manitoba	10,375	4,442	4,960	973
Saskatchewan	8,778	4,119	3,129	1,530
Alberta	23,064	12,301	9,743	1,020
British Columbia	29,039	13,284	8,875	6,880
Yukon	251	130	113	8
NWT & Nunavut	545	215	48	282

Multiple Employers

- The number and proportion of RNs by multiple employment status in Canada for 2003 and 1999 is as follows:

2003		1999
241,342	Total	228,450
(86.3%) 208,210	Single Employer	179,407 (78.5%)
(13.6%) 32,827	Multiple Employer	35,323 (15.5%)
(0.1%) 305	Not Stated	13,720 (6.0%)

Source: Canadian Institute for Health Information, Workforce Trends of Registered Nurses in Canada, 2003.
Prepared by: Public Policy Division, Canadian Nurses Association, December, 2004.

* Statistics Canada, CANSIM II, TABLE 051-0001 as of July 1 of each year.