

RN Workforce Profiles by Area of Responsibility

Year 2006

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, 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

2006 RN Workforce Profile: Medicine/Surgery

		CANADA
Number of RNs Employed in Medicine/Surgery		42,936
Number of RNs Employed in Nursing in Canada		252,948
Average Age, Years		41.3
Sex	Male	5.7%
	Female	94.4%
Currently at Eligibility Age for Retirement	Age 50 and +	27.7%
	Age 55 and +	13.9%
	Age 60 and +	4.7%
Place of Work ¹	Hospital	94.7%
	Physician's Office/ Family Practice Unit	1.5%
	Nursing Home/ Long-Term Care Facility	1.1%
Derived Employment Status	Full-Time	54.5%
	Part-Time	34.3%
	Casual	10.6%
	Unknown	0.6%
Position	Managerial Position	1.6%
	Staff Nurse	94.3%
	Other	3.7%
	Not Stated	0.5%
Highest Education in Nursing	Diploma	68.5%
	Baccalaureate	30.6%
	Master's/Doctorate	1.0%
Workforce Place of Graduation	Interprovincial Graduates ²	9.0%
	Retained Graduates ³	82.5%
	Foreign Graduates	8.5%

¹ Only the top 3 places of work are included.

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

³ 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, 2006

2006 RN Workforce Profile: Psychiatry/Mental Health

		CANADA
Number of RNs Employed in Psychiatry/Mental Health		12,976
Number of RNs Employed in Nursing in Canada		252,948
Average Age, Years		47.3
Sex	Male	14.5%
	Female	85.5%
Currently at Eligibility Age for Retirement	Age 50 and +	46.3%
	Age 55 and +	26.8%
	Age 60 and +	10.4%
Place of Work ¹	Hospital	60.6%
	Physician's Office/ Family Practice Unit	25.8%
	Nursing Home/ Long-Term Care Facility	5.6%
Derived Employment Status	Full-Time	64.9%
	Part-Time	25.3%
	Casual	9.2%
	Unknown	0.5%
Position	Managerial Position	4.1%
	Staff Nurse	83.6%
	Other	11.5%
	Not Stated	0.9%
Highest Education in Nursing	Diploma	67.6%
	Baccalaureate	29.9%
	Master's/Doctorate	2.6%
Workforce Place of Graduation	Interprovincial Graduates ²	9.8%
	Retained Graduates ³	82.5%
	Foreign Graduates	7.7%

¹ Only the top 3 places of work are included.

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

³ 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, 2006

2006 RN Workforce Profile: Pediatrics

		CANADA
Number of RNs Employed in Pediatrics		6,741
Number of RNs Employed in Nursing in Canada		252,948
Average Age, Years		41.1
Sex	Male	2.1%
	Female	97.9%
Currently at Eligibility Age for Retirement	Age 50 and +	26.2%
	Age 55 and +	13.1%
	Age 60 and +	4.7%
Place of Work ¹	Hospital	87.6%
	Physician's Office/ Family Practice Unit	4.2%
	Nursing Home/ Long-Term Care Facility	2.5%
Derived Employment Status	Full-Time	50.1%
	Part-Time	36.9%
	Casual	12.5%
	Unknown	0.5%
Position	Managerial Position	2.2%
	Staff Nurse	87.9%
	Other	9.1%
	Not Stated	0.8%
Highest Education in Nursing	Diploma	57.3%
	Baccalaureate	39.7%
	Master's/Doctorate	2.9%
Workforce Place of Graduation	Interprovincial Graduates ²	11.7%
	Retained Graduates ³	82.1%
	Foreign Graduates	6.2%

¹ Only the top 3 places of work are included.

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

³ 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, 2006

2006 RN Workforce Profile: Maternity/Newborn

		CANADA
Number of RNs Employed in Maternity/Newborn		13,824
Number of RNs Employed in Nursing in Canada		252,948
Average Age, Years		43.5
Sex	Male	0.2%
	Female	99.8%
Currently at Eligibility Age for Retirement	Age 50 and +	33.8%
	Age 55 and +	16.9%
	Age 60 and +	6.1%
Place of Work ¹	Hospital	91.9%
	Physician's Office/ Family Practice Unit	3.6%
	Nursing Home/ Long-Term Care Facility	1.1%
Derived Employment Status	Full-Time	48.5%
	Part-Time	38.3%
	Casual	12.7%
	Unknown	0.5%
Position	Managerial Position	1.4%
	Staff Nurse	93.8%
	Other	4.3%
	Not Stated	0.6%
Highest Education in Nursing	Diploma	68.5%
	Baccalaureate	30.1%
	Master's/Doctorate	1.4%
Workforce Place of Graduation	Interprovincial Graduates ²	10.3%
	Retained Graduates ³	80.3%
	Foreign Graduates	9.4%

¹ Only the top 3 places of work are included.

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

³ 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, 2006

2006 RN Workforce Profile: Geriatrics/Long-Term Care

		CANADA
Number of RNs Employed in Geriatrics/Long-Term Care		26,528
Number of RNs Employed in Nursing in Canada		252,948
Average Age, Years		48.1
Sex	Male	4.5%
	Female	95.5%
Currently at Eligibility Age for Retirement	Age 50 and +	49.7%
	Age 55 and +	30.8%
	Age 60 and +	13.8%
Place of Work ¹	Hospital	76.0%
	Physician's Office/ Family Practice Unit	11.5%
	Nursing Home/ Long-Term Care Facility	5.1%
Derived Employment Status	Full-Time	46.6%
	Part-Time	40.6%
	Casual	12.4%
	Unknown	0.4%
Position	Managerial Position	8.6%
	Staff Nurse	84.6%
	Other	6.0%
	Not Stated	0.9%
Highest Education in Nursing	Diploma	77.0%
	Baccalaureate	21.6%
	Master's/Doctorate	1.4%
Workforce Place of Graduation	Interprovincial Graduates ²	10.9%
	Retained Graduates ³	73.1%
	Foreign Graduates	16.0%

¹ Only the top 3 places of work are included.

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

³ 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, 2006

2006 RN Workforce Profile: Critical Care

		CANADA
Number of RNs Employed in Critical Care		18,146
Number of RNs Employed in Nursing in Canada		252,948
Average Age, Years		41.7
Sex	Male	7.6%
	Female	92.5%
Currently at Eligibility Age for Retirement	Age 50 and +	23.2%
	Age 55 and +	9.7%
	Age 60 and +	2.7%
Place of Work ¹	Hospital	98.6%
	Physician's Office/ Family Practice Unit	0.4%
	Nursing Home/ Long-Term Care Facility	0.2%
Derived Employment Status	Full-Time	60.2%
	Part-Time	31.8%
	Casual	7.5%
	Unknown	0.5%
Position	Managerial Position	1.7%
	Staff Nurse	94.4%
	Other	3.4%
	Not Stated	0.4%
Highest Education in Nursing	Diploma	68.7%
	Baccalaureate	30.0%
	Master's/Doctorate	1.3%
Workforce Place of Graduation	Interprovincial Graduates ²	10.6%
	Retained Graduates ³	81.1%
	Foreign Graduates	8.4%

¹ Only the top 3 places of work are included.

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

³ 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, 2006

2006 RN Workforce Profile: Community Health

		CANADA
Number of RNs Employed in Community Health		10,895
Number of RNs Employed in Nursing in Canada		252,948
Average Age, Years		46.6
Sex	Male	2.7%
	Female	97.3%
Currently at Eligibility Age for Retirement	Age 50 and +	42.4%
	Age 55 and +	23.3%
	Age 60 and +	9.6%
Place of Work ¹	Hospital	61.0%
	Physician's Office/ Family Practice Unit	23.3%
	Nursing Home/ Long-Term Care Facility	3.0%
Derived Employment Status	Full-Time	50.4%
	Part-Time	33.7%
	Casual	15.1%
	Unknown	0.9%
Position	Managerial Position	4.3%
	Staff Nurse	87.2%
	Other	7.2%
	Not Stated	1.4%
Highest Education in Nursing	Diploma	48.6%
	Baccalaureate	49.4%
	Master's/Doctorate	2.1%
Workforce Place of Graduation	Interprovincial Graduates ²	16.9%
	Retained Graduates ³	76.9%
	Foreign Graduates	6.2%

¹ Only the top 3 places of work are included.

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

³ 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, 2006

2006 RN Workforce Profile: Ambulatory Care

		CANADA
Number of RNs Employed in Ambulatory Care		7,682
Number of RNs Employed in Nursing in Canada		252,948
Average Age, Years		48.3
Sex	Male	3.2%
	Female	96.8%
Currently at Eligibility Age for Retirement	Age 50 and +	50.5%
	Age 55 and +	25.9%
	Age 60 and +	8.3%
Place of Work ¹	Hospital	75.0%
	Physician's Office/ Family Practice Unit	11.1%
	Nursing Home/ Long-Term Care Facility	4.9%
Derived Employment Status	Full-Time	52.5%
	Part-Time	36.6%
	Casual	10.7%
	Unknown	0.3%
Position	Managerial Position	3.0%
	Staff Nurse	84.7%
	Other	11.3%
	Not Stated	1.0%
Highest Education in Nursing	Diploma	66.7%
	Baccalaureate	31.2%
	Master's/Doctorate	2.1%
Workforce Place of Graduation	Interprovincial Graduates ²	9.4%
	Retained Graduates ³	84.5%
	Foreign Graduates	6.1%

¹ Only the top 3 places of work are included.

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

³ 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, 2006

2006 RN Workforce Profile: Home Care

		CANADA
Number of RNs Employed in Home Care		7,138
Number of RNs Employed in Nursing in Canada		252,948
Average Age, Years		46.1
Sex	Male	4.0%
	Female	96.0%
Currently at Eligibility Age for Retirement	Age 50 and +	41.0%
	Age 55 and +	22.9%
	Age 60 and +	8.4%
Place of Work ¹	Hospital	40.8%
	Physician's Office/ Family Practice Unit	38.8%
	Nursing Home/ Long-Term Care Facility	5.0%
Derived Employment Status	Full-Time	47.3%
	Part-Time	34.0%
	Casual	17.4%
	Unknown	1.3%
Position	Managerial Position	5.5%
	Staff Nurse	84.9%
	Other	9.5%
	Not Stated	0.1%
Highest Education in Nursing	Diploma	52.9%
	Baccalaureate	45.9%
	Master's/Doctorate	1.2%
Workforce Place of Graduation	Interprovincial Graduates ²	16.3%
	Retained Graduates ³	80.6%
	Foreign Graduates	3.1%

¹ Only the top 3 places of work are included.

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

³ 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, 2006

2006 RN Workforce Profile: Occupational Health

		CANADA
Number of RNs Employed in Occupational Health		2,945
Number of RNs Employed in Nursing in Canada		252,948
Average Age, Years		49.9
Sex	Male	6.0%
	Female	94.0%
Currently at Eligibility Age for Retirement	Age 50 and +	56.8%
	Age 55 and +	34.5%
	Age 60 and +	15.6%
Place of Work ¹	Hospital	47.5%
	Physician's Office/ Family Practice Unit	15.7%
	Nursing Home/ Long-Term Care Facility	10.9%
Derived Employment Status	Full-Time	67.9%
	Part-Time	23.1%
	Casual	8.6%
	Unknown	0.4%
Position	Managerial Position	6.2%
	Staff Nurse	59.2%
	Other	27.2%
	Not Stated	7.4%
Highest Education in Nursing	Diploma	66.6%
	Baccalaureate	32.1%
	Master's/Doctorate	1.3%
Workforce Place of Graduation	Interprovincial Graduates ²	15.5%
	Retained Graduates ³	81.5%
	Foreign Graduates	3.0%

¹ Only the top 3 places of work are included.

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

³ 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, 2006

2006 RN Workforce Profile: Operating Room/Recovery Room

		CANADA
Number of RNs Employed in Operating Room/Recovery Room		11,465
Number of RNs Employed in Nursing in Canada		252,948
Average Age, Years		47.0
Sex	Male	5.8%
	Female	94.2%
Currently at Eligibility Age for Retirement	Age 50 and +	44.7%
	Age 55 and +	23.9%
	Age 60 and +	7.9%
Place of Work ¹	Hospital	95.0%
	Physician's Office/ Family Practice Unit	1.6%
	Nursing Home/ Long-Term Care Facility	1.5%
Derived Employment Status	Full-Time	59.6%
	Part-Time	29.4%
	Casual	10.3%
	Unknown	0.6%
Position	Managerial Position	2.6%
	Staff Nurse	92.3%
	Other	4.5%
	Not Stated	0.5%
Highest Education in Nursing	Diploma	79.1%
	Baccalaureate	20.4%
	Master's/Doctorate	0.5%
Workforce Place of Graduation	Interprovincial Graduates ²	13.7%
	Retained Graduates ³	78.1%
	Foreign Graduates	8.3%

¹ Only the top 3 places of work are included.

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

³ 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, 2006

2006 RN Workforce Profile: Emergency Care

		CANADA
Number of RNs Employed in Emergency Care		15,337
Number of RNs Employed in Nursing in Canada		252,948
Average Age, Years		41.2
Sex	Male	10.2%
	Female	89.8%
Currently at Eligibility Age for Retirement	Age 50 and +	23.8%
	Age 55 and +	10.5%
	Age 60 and +	3.1%
Place of Work ¹	Hospital	92.7%
	Physician's Office/ Family Practice Unit	2.6%
	Nursing Home/ Long-Term Care Facility	1.8%
Derived Employment Status	Full-Time	52.9%
	Part-Time	35.8%
	Casual	10.5%
	Unknown	0.8%
Position	Managerial Position	1.7%
	Staff Nurse	94.6%
	Other	3.2%
	Not Stated	0.5%
Highest Education in Nursing	Diploma	72.5%
	Baccalaureate	26.8%
	Master's/Doctorate	0.7%
Workforce Place of Graduation	Interprovincial Graduates ²	10.8%
	Retained Graduates ³	85.1%
	Foreign Graduates	4.0%

¹ Only the top 3 places of work are included.

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

³ 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, 2006

2006 RN Workforce Profile: Several Clinical Areas

		CANADA
Number of RNs Employed in Several Clinical Areas		9,749
Number of RNs Employed in Nursing in Canada		252,948
Average Age, Years		41.3
Sex	Male	6.6%
	Female	93.4%
Currently at Eligibility Age for Retirement	Age 50 and +	28.0%
	Age 55 and +	15.2%
	Age 60 and +	5.8%
Place of Work ¹	Hospital	68.6%
	Physician's Office/ Family Practice Unit	7.1%
	Nursing Home/ Long-Term Care Facility	5.2%
Derived Employment Status	Full-Time	43.3%
	Part-Time	34.3%
	Casual	18.0%
	Unknown	4.4%
Position	Managerial Position	2.7%
	Staff Nurse	89.4%
	Other	7.5%
	Not Stated	0.5%
Highest Education in Nursing	Diploma	70.5%
	Baccalaureate	28.3%
	Master's/Doctorate	1.3%
Workforce Place of Graduation	Interprovincial Graduates ²	12.4%
	Retained Graduates ³	84.5%
	Foreign Graduates	3.1%

¹ Only the top 3 places of work are included.

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

³ 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, 2006

2006 RN Workforce Profile: Oncology

		CANADA
Number of RNs Employed in Oncology		2,975
Number of RNs Employed in Nursing in Canada		252,948
Average Age, Years		43.6
Sex	Male	4.6%
	Female	95.4%
Currently at Eligibility Age for Retirement	Age 50 and +	33.2%
	Age 55 and +	16.3%
	Age 60 and +	6.4%
Place of Work ¹	Hospital	78.5%
	Physician's Office/ Family Practice Unit	6.0%
	Nursing Home/ Long-Term Care Facility	6.0%
Derived Employment Status	Full-Time	51.3%
	Part-Time	37.8%
	Casual	10.6%
	Unknown	0.3%
Position	Managerial Position	**
	Staff Nurse	88.4%
	Other	9.4%
	Not Stated	*
Highest Education in Nursing	Diploma	57.0%
	Baccalaureate	40.8%
	Master's/Doctorate	2.2%
Workforce Place of Graduation	Interprovincial Graduates ²	11.4%
	Retained Graduates ³	84.3%
	Foreign Graduates	4.3%

¹ Only the top 3 places of work are included.

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

³ 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, 2006

2006 RN Workforce Profile: Public Health

		CANADA
Number of RNs Employed in Public Health		5,298
Number of RNs Employed in Nursing in Canada		252,948
Average Age, Years		44.4
Sex	Male	1.7%
	Female	98.3%
Currently at Eligibility Age for Retirement	Age 50 and +	35.0%
	Age 55 and +	19.8%
	Age 60 and +	7.9%
Place of Work ¹	Hospital	79.6%
	Physician's Office/ Family Practice Unit	11.6%
	Nursing Home/ Long-Term Care Facility	1.6%
Derived Employment Status	Full-Time	68.3%
	Part-Time	22.2%
	Casual	**
	Unknown	*
Position	Managerial Position	6.5%
	Staff Nurse	84.3%
	Other	7.5%
	Not Stated	1.6%
Highest Education in Nursing	Diploma	18.7%
	Baccalaureate	77.2%
	Master's/Doctorate	4.2%
Workforce Place of Graduation	Interprovincial Graduates ²	10.3%
	Retained Graduates ³	85.9%
	Foreign Graduates	3.7%

¹ Only the top 3 places of work are included.

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

³ 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, 2006

2006 RN Workforce Profile: Rehabilitation

		CANADA
Number of RNs Employed in Rehabilitation		3,837
Number of RNs Employed in Nursing in Canada		252,948
Average Age, Years		46.6
Sex	Male	7.0%
	Female	93.0%
Currently at Eligibility Age for Retirement	Age 50 and +	43.6%
	Age 55 and +	24.0%
	Age 60 and +	9.4%
Place of Work ¹	Hospital	49.3%
	Physician's Office/ Family Practice Unit	37.6%
	Nursing Home/ Long-Term Care Facility	4.9%
Derived Employment Status	Full-Time	54.1%
	Part-Time	35.2%
	Casual	10.4%
	Unknown	0.3%
Position	Managerial Position	3.0%
	Staff Nurse	85.9%
	Other	10.2%
	Not Stated	0.9%
Highest Education in Nursing	Diploma	71.0%
	Baccalaureate	27.3%
	Master's/Doctorate	1.6%
Workforce Place of Graduation	Interprovincial Graduates ²	8.6%
	Retained Graduates ³	75.8%
	Foreign Graduates	15.6%

¹ Only the top 3 places of work are included.

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³ 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, 2006

2006 RN Workforce Profile: Telehealth

		CANADA
Number of RNs Employed in Telehealth		790
Number of RNs Employed in Nursing in Canada		252,948
Average Age, Years		45.8
Sex	Male	6.1%
	Female	93.9%
Currently at Eligibility Age for Retirement	Age 50 and +	40.1%
	Age 55 and +	23.4%
	Age 60 and +	9.4%
Place of Work ¹	Hospital	51.3%
	Physician's Office/ Family Practice Unit	13.9%
	Nursing Home/ Long-Term Care Facility	10.2%
Derived Employment Status	Full-Time	36.5%
	Part-Time	42.0%
	Casual	16.8%
	Unknown	4.7%
Position	Managerial Position	1.3%
	Staff Nurse	66.0%
	Other	32.8%
	Not Stated	0.0%
Highest Education in Nursing	Diploma	54.2%
	Baccalaureate	44.1%
	Master's/Doctorate	1.8%
Workforce Place of Graduation	Interprovincial Graduates ²	12.3%
	Retained Graduates ³	86.9%
	Foreign Graduates	0.9%

¹ Only the top 3 places of work are included.

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

³ 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, 2006



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