

RN Workforce Profiles by Area of Responsibility

Year 2007

Canadian Nurses Association
Department of Public Policy

www.cna-aiic.ca

July 2009



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July 2009

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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.

2007 RN Workforce Profile: Medicine/Surgery

		CANADA
Number of RNs Employed in Medicine/Surgery		43,258
Number of RNs Employed in Nursing in Canada		257,961
Average Age, Years		39.5
Sex	Male	5.59%
	Female	90.19%
Currently at Eligibility Age for Retirement	Age 50 to 54	12.86%
	Age 55 to 59	9.02%
	Age 60+	4.85%
Place of Work ¹	Hospital	93.68%
	Physician's Office/ Family Practice Unit	1.46%
	Nursing Home/ Long-Term Care Facility	1.07%
Derived Employment Status	Full-Time	56.2%
	Part-Time	33.09%
	Casual	9.97%
	Unknown	0.74%
Position	Managerial Position	1.73%
	Staff Nurse	94.02%
	Other	3.95%
	Not Stated	0.3%
Highest Education in Nursing	Diploma	64.59%
	Baccalaureate	34.23%
	Master's/Doctorate	1.17%
Workforce Place of Graduation	Interprovincial Graduates ²	8.69%
	Retained Graduates ³	81.77%
	Foreign Graduates	8.8%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2007.

Notes:

¹ Only the top three 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.

2007 RN Workforce Profile: Psychiatry/Mental Health

		CANADA
Number of RNs Employed in Psychiatry/Mental Health		13,255
Number of RNs Employed in Nursing in Canada		257,961
Average Age, Years		46.5
Sex	Male	14.32%
	Female	83.51%
Currently at Eligibility Age for Retirement	Age 50 to 54	18.48%
	Age 55 to 59	16.44%
	Age 60+	11.38%
Place of Work ¹	Hospital	58.71%
	Physician's Office/ Family Practice Unit	25.39%
	Nursing Home/ Long-Term Care Facility	6.59%
Derived Employment Status	Full-Time	66.14%
	Part-Time	24.16%
	Casual	9.06%
	Unknown	0.64%
Position	Managerial Position	4.35%
	Staff Nurse	83.44%
	Other	11.82%
	Not Stated	0.39%
Highest Education in Nursing	Diploma	65.43%
	Baccalaureate	31.94%
	Master's/Doctorate	2.52%
Workforce Place of Graduation	Interprovincial Graduates ²	9.78%
	Retained Graduates ³	81.86%
	Foreign Graduates	7.52%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2007.

Notes:

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2007 RN Workforce Profile: Pediatrics

		CANADA
Number of RNs Employed in Pediatrics		6,973
Number of RNs Employed in Nursing in Canada		257,961
Average Age, Years		38.9
Sex	Male	2.18%
	Female	92.61%
Currently at Eligibility Age for Retirement	Age 50 to 54	12.43%
	Age 55 to 59	8.2%
	Age 60+	5.13%
Place of Work ¹	Hospital	86.56%
	Physician's Office/ Family Practice Unit	4.22%
	Nursing Home/ Long-Term Care Facility	2.68%
Derived Employment Status	Full-Time	50.87%
	Part-Time	36.66%
	Casual	11.47%
	Unknown	1.0%
Position	Managerial Position	2.51%
	Staff Nurse	87.29%
	Other	9.58%
	Not Stated	0.62%
Highest Education in Nursing	Diploma	53.55%
	Baccalaureate	43.14%
	Master's/Doctorate	3.29%
Workforce Place of Graduation	Interprovincial Graduates ²	11.83%
	Retained Graduates ³	81.43%
	Foreign Graduates	5.84%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2007.

Notes:

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2007 RN Workforce Profile: Maternity/Newborn

		CANADA
Number of RNs Employed in Maternity/Newborn		14,192
Number of RNs Employed in Nursing in Canada		257,961
Average Age, Years		41.5
Sex	Male	0.16%
	Female	95.41%
Currently at Eligibility Age for Retirement	Age 50 to 54	15.85%
	Age 55 to 59	10.96%
	Age 60+	6.17%
Place of Work ¹	Hospital	90.73%
	Physician's Office/ Family Practice Unit	3.74%
	Nursing Home/ Long-Term Care Facility	1.28%
Derived Employment Status	Full-Time	49.38%
	Part-Time	37.53%
	Casual	12.13%
	Unknown	0.96%
Position	Managerial Position	1.41%
	Staff Nurse	93.84%
	Other	4.48%
	Not Stated	0.27%
Highest Education in Nursing	Diploma	65.21%
	Baccalaureate	33.19%
	Master's/Doctorate	1.60%
Workforce Place of Graduation	Interprovincial Graduates ²	10.06%
	Retained Graduates ³	79.83%
	Foreign Graduates	8.93%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2007.

Notes:

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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.

2007 RN Workforce Profile: Geriatrics/Long-Term Care

		CANADA
Number of RNs Employed in Geriatrics/Long-Term Care		26,044
Number of RNs Employed in Nursing in Canada		257,961
Average Age, Years		46.4
Sex	Male	4.34%
	Female	91.17%
Currently at Eligibility Age for Retirement	Age 50 to 54	17.79%
	Age 55 to 59	16.61%
	Age 60+	14.75%
Place of Work ¹	Nursing Home/ Long-Term Care Facility	75.08%
	Hospital	10.99%
	Rehabilitation/Convalescent Home	5.18%
Derived Employment Status	Full-Time	47.92%
	Part-Time	40.01%
	Casual	11.63%
	Unknown	0.44%
Position	Managerial Position	9.02%
	Staff Nurse	84.09%
	Other	6.35%
	Not Stated	0.54%
Highest Education in Nursing	Diploma	75.43%
	Baccalaureate	23.10%
	Master's/Doctorate	1.47%
Workforce Place of Graduation	Interprovincial Graduates ²	10.62%
	Retained Graduates ³	72.11%
	Foreign Graduates	16.21%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2007.

Notes:

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2007 RN Workforce Profile: Critical Care

		CANADA
Number of RNs Employed in Critical Care		18,604
Number of RNs Employed in Nursing in Canada		257,961
Average Age, Years		40.5
Sex	Male	7.6%
	Female	89.51%
Currently at Eligibility Age for Retirement	Age 50 to 54	13.30%
	Age 55 to 59	7.13%
	Age 60+	2.9%
Place of Work ¹	Hospital	97.75%
	Not Stated	0.49%
	Nursing Home/ Long-Term Care Facility	0.38%
Derived Employment Status	Full-Time	61.20%
	Part-Time	30.46%
	Casual	7.56%
	Unknown	0%
Position	Managerial Position	1.65%
	Staff Nurse	94.55%
	Other	3.48%
	Not Stated	0.31%
Highest Education in Nursing	Diploma	65.75%
	Baccalaureate	32.87%
	Master's/Doctorate	1.38%
Workforce Place of Graduation	Interprovincial Graduates ²	10.49%
	Retained Graduates ³	80.38%
	Foreign Graduates	8.46%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2007.

Notes:

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2007 RN Workforce Profile: Community Health

		CANADA
Number of RNs Employed in Community Health		11,251
Number of RNs Employed in Nursing in Canada		257,961
Average Age, Years		44.1
Sex	Male	2.84%
	Female	91.38%
Currently at Eligibility Age for Retirement	Age 50 to 54	17.24%
	Age 55 to 59	13.52%
	Age 60+	10.27%
Place of Work ¹	Community Health Centre	58.45%
	Home Care Agency	22.13%
	Nursing Station	5.42%
Derived Employment Status	Full-Time	49.98%
	Part-Time	32.35%
	Casual	14.11%
	Unknown	3.56%
Position	Managerial Position	4.5%
	Staff Nurse	87.07%
	Other	7.6%
	Not Stated	0.84%
Highest Education in Nursing	Diploma	48.08%
	Baccalaureate	50.04%
	Master's/Doctorate	1.87%
Workforce Place of Graduation	Interprovincial Graduates ²	17.79%
	Retained Graduates ³	74.84%
	Foreign Graduates	6.51%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2007.

Notes:

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2007 RN Workforce Profile: Ambulatory Care

		CANADA
Number of RNs Employed in Ambulatory Care		8,172
Number of RNs Employed in Nursing in Canada		257,961
Average Age, Years		47.2
Sex	Male	3.1%
	Female	93.86%
Currently at Eligibility Age for Retirement	Age 50 to 54	22.5%
	Age 55 59	19.25%
	Age 60+	9.06%
Place of Work ¹	Hospital	74.95%
	Community Health Centre	10.70%
	Physician's Office/ Family Practice Unit	4.64%
Derived Employment Status	Full-Time	52.29%
	Part-Time	36.36%
	Casual	11.01%
	Unknown	0.34%
Position	Managerial Position	2.59%
	Staff Nurse	85.66%
	Other	11.12%
	Not Stated	0.62%
Highest Education in Nursing	Diploma	66.08%
	Baccalaureate	31.42%
	Master's/Doctorate	2.49%
Workforce Place of Graduation	Interprovincial Graduates ²	9.15%
	Retained Graduates ³	84.07%
	Foreign Graduates	6.16%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2007.

Notes:

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2007 RN Workforce Profile: Home Care

		CANADA
Number of RNs Employed in Home Care		7,316
Number of RNs Employed in Nursing in Canada		257,961
Average Age, Years		41
Sex	Male	3.92%
	Female	85.17%
Currently at Eligibility Age for Retirement	Age 50 to 54	15.66%
	Age 55 to 59	12.60%
	Age 60+	8.23%
Place of Work ¹	Home Care Agency	40.35%
	Community Health Centre	38.55%
	Nursing Home/ Long-Term Care Facility	6.59%
Derived Employment Status	Full-Time	48.11%
	Part-Time	33.27%
	Casual	17.24%
	Unknown	1.38%
Position	Managerial Position	5.37%
	Staff Nurse	85.14%
	Other	9.36%
	Not Stated	0.12%
Highest Education in Nursing	Diploma	51.69%
	Baccalaureate	47.10%
	Master's/Doctorate	1.19 %
Workforce Place of Graduation	Interprovincial Graduates ²	15.39%
	Retained Graduates ³	80.26%
	Foreign Graduates	3.12%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2007.

Notes:

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2007 RN Workforce Profile: Occupational Health

		CANADA
Number of RNs Employed in Occupational Health		3,020
Number of RNs Employed in Nursing in Canada		257,961
Average Age, Years		48.8
Sex	Male	5.43%
	Female	91.79%
Currently at Eligibility Age for Retirement	Age 50 to 54	20.40%
	Age 55 to 59	18.54%
	Age 60+	17.12%
Place of Work ¹	Business/Industry/Occupational Health Office	48.91%
	Hospital	14.93%
	Association/Government	10.73%
Derived Employment Status	Full-Time	68.38%
	Part-Time	22.78%
	Casual	8.31%
	Unknown	0.53%
Position	Managerial Position	6.42%
	Staff Nurse	61.62%
	Other	24.5%
	Not Stated	7.45%
Highest Education in Nursing	Diploma	64.35%
	Baccalaureate	34.44%
	Master's/Doctorate	1.19%
Workforce Place of Graduation	Interprovincial Graduates ²	14.97%
	Retained Graduates ³	80.76%
	Foreign Graduates	3.28%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2007.

Notes:

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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.

2007 RN Workforce Profile: Operating Room/Recovery Room

		CANADA
Number of RNs Employed in Operating Room/Recovery Room		12,056
Number of RNs Employed in Nursing in Canada		257,961
Average Age, Years		44.80
Sex	Male	5.74%
	Female	89.4%
Currently at Eligibility Age for Retirement	Age 50 to 54	18.83%
	Age 55 to 59	15.79%
	Age 60+	8.49%
Place of Work ¹	Hospital	94.11%
	Other Place of Work	1.97%
	Physician's Office/ Family Practice Unit	1.45%
Derived Employment Status	Full-Time	59.91%
	Part-Time	29.41%
	Casual	10.19%
	Unknown	0.66%
Position	Managerial Position	2.96%
	Staff Nurse	91.87%
	Other	4.87%
	Not Stated	0.3%
Highest Education in Nursing	Diploma	76.82%
	Baccalaureate	22.54%
	Master's/Doctorate	0.64%
Workforce Place of Graduation	Interprovincial Graduates ²	13.26%
	Retained Graduates ³	77.71%
	Foreign Graduates	8.29%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2007.

Notes:

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2007 RN Workforce Profile: Emergency Care

		CANADA
Number of RNs Employed in Emergency Care		16,015
Number of RNs Employed in Nursing in Canada		257,961
Average Age, Years		39.6
Sex	Male	10.7%
	Female	86.33%
Currently at Eligibility Age for Retirement	Age 50 to 54	12.3%
	Age 55 to 59	7.52%
	Age 60+	3.37%
Place of Work ¹	Hospital	91.78%
	Nursing Home/ Long-Term Care Facility	2.43%
	Community Health Centre	1.75%
Derived Employment Status	Full-Time	53.90%
	Part-Time	34.81%
	Casual	10.38%
	Unknown	0.91%
Position	Managerial Position	1.72%
	Staff Nurse	94.74%
	Other	3.23%
	Not Stated	0.31%
Highest Education in Nursing	Diploma	68.55
	Baccalaureate	30.60%
	Master's/Doctorate	0.84%
Workforce Place of Graduation	Interprovincial Graduates ²	10.86%
	Retained Graduates ³	84.50%
	Foreign Graduates	4.18%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2007.

Notes:

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2007 RN Workforce Profile: Several Clinical Areas

		CANADA
Number of RNs Employed in Several Clinical Areas		9,801
Number of RNs Employed in Nursing in Canada		257,961
Average Age, Years		38.5
Sex	Male	6.69%
	Female	88.11%
Currently at Eligibility Age for Retirement	Age 50 to 54	8.14%
	Age 55 to 59	5.52%
	Age 60+	68.33%
Place of Work ¹	Hospital	68.33%
	Community Health Centre	6.99%
	Other Place of Work	5.10%
Derived Employment Status	Full-Time	4.01%
	Part-Time	34.82%
	Casual	18.77%
	Unknown	2.4%
Position	Managerial Position	2.83%
	Staff Nurse	89.04%
	Other	7.66%
	Not Stated	0.47%
Highest Education in Nursing	Diploma	68.27%
	Baccalaureate	30.53%
	Master's/Doctorate	1.19%
Workforce Place of Graduation	Interprovincial Graduates ²	10.54%
	Retained Graduates ³	85.94%
	Foreign Graduates	2.82%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2007.

Notes:

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2007 RN Workforce Profile: Oncology

		CANADA
Number of RNs Employed in Oncology		3,129
Number of RNs Employed in Nursing in Canada		257,961
Average Age, Years		41.3
Sex	Male	4.54%
	Female	90.54%
Currently at Eligibility Age for Retirement	Age 50 to 54	15.72%
	Age 55 to 59	10.39%
	Age 60+	6.26%
Place of Work ¹	Hospital	77.47%
	Other Place of Work	6.58%
	Community Health Centre	6.26%
Derived Employment Status	Full-Time	52.35%
	Part-Time	36.72%
	Casual	9.94%
	Unknown	0.99%
Position	Managerial Position	**
	Staff Nurse	88.43%
	Other	9.20%
	Not Stated	*
Highest Education in Nursing	Diploma	53.79%
	Baccalaureate	43.69%
	Master's/Doctorate	2.52%
Workforce Place of Graduation	Interprovincial Graduates ²	11.89%
	Retained Graduates ³	82.97%
	Foreign Graduates	4.12%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2007.

Notes:

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2007 RN Workforce Profile: Public Health

		CANADA
Number of RNs Employed in Public Health		5,824
Number of RNs Employed in Nursing in Canada		257,961
Average Age, Years		43.3 years
Sex	Male	1.61%
	Female	95.14%
Currently at Eligibility Age for Retirement	Age 50 to 54	14.42%
	Age 55 to 59	11.8%
	Age 60+	8.98%
Place of Work ¹	Public Health Dept/Unit	76.82%
	Community Health Centre	13.62%
	Association/Government	1.92%
Derived Employment Status	Full-Time	66.74%
	Part-Time	22.77%
	Casual	9.98%
	Unknown	0.52%
Position	Managerial Position	6.85%
	Staff Nurse	84.72%
	Other	7.81%
	Not Stated	0.62%
Highest Education in Nursing	Diploma	18.41%
	Baccalaureate	77.58%
	Master's/Doctorate	4.01%
Workforce Place of Graduation	Interprovincial Graduates ²	11.04%
	Retained Graduates ³	85.46%
	Foreign Graduates	3.18%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2007.

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2007 RN Workforce Profile: Rehabilitation

		CANADA
Number of RNs Employed in Rehabilitation		3,888
Number of RNs Employed in Nursing in Canada		257,961
Average Age, Years		44.5
Sex	Male	6.35%
	Female	88.43%
Currently at Eligibility Age for Retirement	Age 50 to 54	18.03%
	Age 55 to 59	14.35%
	Age 60+	9.98%
Place of Work ¹	Rehabilitation/Convalescent Centre	48.53%
	Hospital	37.96%
	Nursing Home/ Long-Term Care Facility	4.45%
Derived Employment Status	Full-Time	54.35%
	Part-Time	34.77%
	Casual	10.13%
	Unknown	0.75%
Position	Managerial Position	2.88%
	Staff Nurse	86.16%
	Other	10.49%
	Not Stated	0.46%
Highest Education in Nursing	Diploma	69.08%
	Baccalaureate	29.24%
	Master's/Doctorate	1.64%
Workforce Place of Graduation	Interprovincial Graduates ²	8.18%
	Retained Graduates ³	74.79%
	Foreign Graduates	15.95%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2007.

Notes:

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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.

2007 RN Workforce Profile: Telehealth

		CANADA
Number of RNs Employed in Telehealth		935
Number of RNs Employed in Nursing in Canada		257,961
Average Age, Years		45.7 years
Sex	Male	6.42%
	Female	93.58%
Currently at Eligibility Age for Retirement	Age 50 to 54	15.72%
	Age 55 to 59	13.48%
	Age 60+	10.37%
Place of Work ¹	Community Health Centre	46.84%
	Other Place of Work	20.32%
	Private Nursing Agency/Private Duty	9.20%
Derived Employment Status	Full-Time	37.43%
	Part-Time	43.10%
	Casual	18.07%
	Unknown	1.39%
Position	Managerial Position	1.93%
	Staff Nurse	66.20%
	Other	31.87%
	Not Stated	0%
Highest Education in Nursing	Diploma	56.58%
	Baccalaureate	42.14%
	Master's/Doctorate	1.28%
Workforce Place of Graduation	Interprovincial Graduates ²	8.66%
	Retained Graduates ³	89.52%
	Foreign Graduates	0.75%

Source: Adapted from *Registered Nurses Database*, Canadian Institute for Health Information, 2007.

Notes:

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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.