

2007 WORKFORCE PROFILE

of Registered Nurses in Canada

Demographic Profile

- In 2007, there were 274,274 **registered nurses** (RNs), including nurse practitioners (NPs), in Canada, with an average annual growth rate from 2003 to 2007 of approximately 2.2%.
- Of this number:
 - **94%** (257,961) were **employed in nursing**, an increase of 6.9% since 2003.
 - **2%** (4,905) were **employed outside of nursing**.
 - **3%** (8,453) were **not employed**.
 - **1%** (2,955) **did not state** their employment status.
- The **ratio of RNs employed in nursing to the Canadian population** in 2007 was one RN for every 128 persons.
- The ratio of **RNs employed in nursing** by jurisdiction to the jurisdiction population in 2007 was as follows:

Jurisdiction	Number of RNs Employed in Nursing	Population*	Ratio of RNs to Population
Canada	257,961	32,927,372	1:128
Newfoundland and Labrador	5,574	506,459	1:91
Prince Edward Island	1,435	138,118	1:96
Nova Scotia	8,843	936,039	1:106
New Brunswick	7,726	745,370	1:96
Quebec	64,955	7,686,038	1:118
Ontario	90,978	12,793,572	1:141
Manitoba	10,825	1,193,514	1:110
Saskatchewan	8,669	999,697	1:115
Alberta	27,527	3,510,892	1:128
British Columbia	30,059	4,310,305	1:143
Yukon	322	32,582	1:101
N.W.T. and Nunavut†	1,048	74,786	1:71

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

* Population estimates (July 1, 2007), Statistics Canada.

† Northwest Territories and Nunavut data were combined for 2007.

- **Men represented 5.8% of RNs** (15,002) employed in nursing in 2007, with 40% practising in Quebec, 27.5% in Ontario, 11% in British Columbia, 7.7% in Alberta, and the rest distributed throughout the remaining provinces and territories.
- **Women represented 94.2% of RNs** (242,959) employed in nursing in 2007.
- The **number of RNs** employed in nursing **by sex** by jurisdiction in 2007 and 2003 was as follows:

Jurisdiction	2007			2003		
	Women	Men	Total	Women	Men	Total
Canada	242,959	15,002	257,961	228,660	12,755	241,415
Newfoundland and Labrador	5,311	263	5,574	5,205	225	5,430
Prince Edward Island	1,396	39	1,435	1,328	45	1,373
Nova Scotia	8,513	330	8,843	8,239	259	8,498
New Brunswick	7,392	334	7,726	6,893	293	7,186
Quebec	58,915	6,040	64,955	58,811	5,683	62,494
Ontario	86,854	4,124	90,978	81,911	3,276	85,187
Manitoba	10,209	616	10,825	9,537	497	10,034
Saskatchewan	8,347	322	8,669	8,233	270	8,503
Alberta	26,366	1,161	27,527	23,207	830	24,037
British Columbia	28,410	1,649	30,059	26,427	1,284	27,711
Yukon	291	31	321	267	23	290
N.W.T. and Nunavut*	955	93	1,048	602	70	672

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

- The **distribution of RNs** employed in nursing in Canada **by age** in 2007 was as follows:

Age cohort (yr)	Percentage	Total % per generation	Generation
≤ 24	2.3%	10.7%	Generation Y
25-29	8.4%		
30-34	9.7%	21.2%	Generation X
35-39	11.5%		
40-44	14.1%		
45-49	15.0%	59.2%	Baby Boomers
50-54	16.9%		
55-59	13.2%		
60-64	6.6%		
65+	2.2%	8.8%	Veterans

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

- The **average age** of an RN employed in nursing in 2007 was **45.1 years**; the average age in 2003 was 44.5 years.

Jurisdiction	Average age (years)	Difference from Cdn Average (years)
Canada	45.1	-
Newfoundland and Labrador	42.5	- 2.6
Prince Edward Island	46.2	+ 1.1
Nova Scotia	46.2	+ 1.1
New Brunswick	44.5	- 0.6
Quebec	43.4	- 1.7
Ontario	45.9	+ 0.2
Manitoba	45.9	+ 0.8
Saskatchewan	46.0	+ 0.9
Alberta	44.6	- 1.5
British Columbia	46.2	+ 1.1
Yukon	45.6	+ 1.5
N.W.T. and Nunavut*	44.6	- 0.5

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

* Northwest Territories and Nunavut data were combined for 2007.

Educational Profile

- The **highest level of nursing education** reported by RNs employed in nursing in Canada in 2007 and 2003 was as follows:

Education level	2007		2003	
	Number	(%)	Number	(%)
Diploma	159,125	61.7%	166,885	69.1%
Baccalaureate	91,509	35.5%	69,105	28.6%
Master's/Doctorate	6,870	2.6%	5,150	2.1%
Doctorate	432	0.2%	275	0.1%

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

- The **location of graduation** reported by RNs employed in nursing in 2007 was:
 - **92.1% (235,636) educated in Canada**
 - **7.9% (20,319) educated internationally**

Employment Profile

- The **distribution of RNs** employed in direct care nursing **by area of responsibility in 2007** was as follows:

Direct Care Nursing Area of Responsibility	Number	(%)
Medicine/Surgery	43,258	17.1%
Geriatrics/Long-Term Care	26,044	10.3%
Critical Care	18,604	7.4%
Emergency Care	16,015	6.3%
Maternity/Newborn	14,192	5.6%
Psychiatry/Mental Health	13,255	5.2%
Operating Room/Recovery Room	12,056	4.8%
Community Health	11,251	4.5%
Several Clinical Areas	9,801	3.9%
Ambulatory Care	8,172	3.2%
Home Care	7,316	2.9%
Pediatrics	6,973	2.8%
Public Health	5,824	2.3%
Rehabilitation	3,888	1.5%
Oncology	3,129	1.2%
Occupational Health	3,020	1.2%
Telehealth	935	0.4%
Other Patient Care	21,231	8.4%
Total Direct Care	224,964	89.0%

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

- The **distribution of RNs** employed in nursing **by primary area of responsibility** in 2007 and 2001 was as follows:

Area of responsibility	2007		2001	
	Number	(%)	Number	(%)
Direct patient care	224,964	89%	194,662	84.08%
Administration	17,022	6.7%	16,296	7.04%
Education	8,811	3.5%	8,784	3.79%
Research	1,935	0.8%	2,241	0.97%
Total	252,732	100%	231,512	100%

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

- The **distribution of RNs** employed in nursing **by position** in 2007 and 2003 was as follows:

Position	2007		2003	
	Number	(%)	Number	(%)
Staff or community health nurse	199,756	72.8%	173,317	77.4%
Manager or assistant manager	13,505	4.9%	17,575	7.9%
Instructor or professor	9,111	3.3%	7,152	3.2%
Consultant	8,059	2.9%	7,019	3.1%
Director or assistant director	3,477	1.3%	2,747	1.2%
Clinical specialist	2,363	0.9%	2,008	0.9%
Researcher	1,579	0.6%	1,619	0.7%
Chief nursing officer or CEO	1,304	0.5%	1,730	0.8%
Nurse practitioner	608	0.2%	984	0.4%
Nurse midwife	14	0.005%	20	0.009%
Other	15,216	5.5%	9,715	4.3%
Not stated	19,282	7%	0	0%
Total	274,274	100%	223,886	100%

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

- A total of 257,961 RNs were employed in Canada in 2007. Canadian RNs employed in nursing in 2007 and 2003 reported their **employment status** as follows:
 - **53.3%** (146,052) worked **full-time** in 2007 versus 48.1% (124,202) in 2003.
 - **29.9%** (81,929) worked **part-time** in 2007 versus 29.9% (77,391) in 2003.
 - **9.9%** (27,197) worked on a **casual** basis in 2007 versus 9.9% (25,475) in 2003.
 - **1.0% (2,783)** did not report their status in 2007 versus 5.6% (14,347) in 2003.

- The **distribution of RNs** employed in nursing **by employment status** in 2007 was as follows:

Jurisdiction	Total	Full-time		Part-time		Casual	
	Number	Number	(%)	Number	(%)	Number	(%)
Canada	257,961	146,052	57.2%	81,929	32.1%	27,197	10.7%
Newfoundland and Labrador	5,574	3,946	70.8%	932	16.7%	696	12.5%
Prince Edward Island	1,435	695	48.5%	554	38.7%	183	12.8%
Nova Scotia	8,843	5,656	64.0%	2,353	26.6%	834	9.4%
New Brunswick	7,726	4,890	63.3%	2,260	29.3%	576	7.5%
Quebec	64,955	36,111	56.0%	20,903	32.4%	7,433	11.5%
Ontario	90,978	57,403	63.1%	26,308	28.9%	7,267	8.0%
Manitoba	10,825	5,146	47.6%	4,867	45.1%	788	7.3%
Saskatchewan	8,669	4,845	56.0%	2,783	32.2%	1,024	11.8%
Alberta	27,527	10,711	40.4%	12,118	45.7%	3,700	13.9%
British Columbia	30,059	16,499	55.2%	8,762	29.3%	4,617	15.5%
Yukon	322	150	47.2%	89	28.0%	79	24.8%
N.W.T. and Nunavut*	1,048	-	-	-	-	-	-

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

* For the Northwest Territories and Nunavut, the breakdown according to full-time, part-time and casual employment status was unavailable.

Multiple Employers

- The **distribution of RNs by multiple employment status** in Canada for 2007 and 2003 was as follows:

Multiple employment status	2007		2003	
	Number	(%)	Number	(%)
Single employer in registered nursing	257,961	86.3%	207,903	86.1%
Multiple employers in registered nursing	34,934	13.6%	32,836	13.6%
Not stated	439	0.1%	676	0.3%
Total	257,961	100.0%	241,415	100.0%

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

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