



Planning for the Regulated Nursing Workforce in Rural and Small Town Canada

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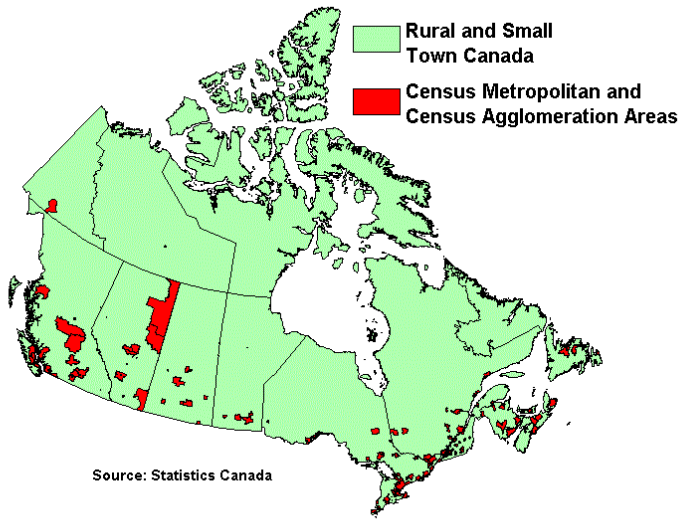
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Judith Kulig (University of Lethbridge)

**2013 Annual CAHSPR Conference
Vancouver, May 28-31, 2013**

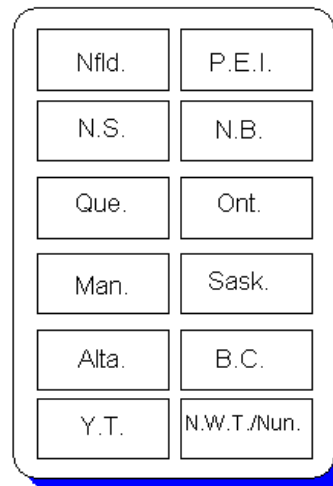


The Nature of Nursing Practice in Rural and Remote Canada 1999 -- 2004

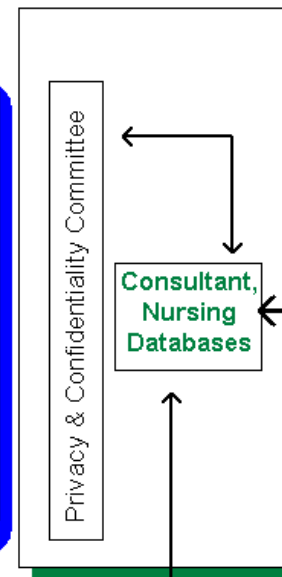


Defining "Rural"

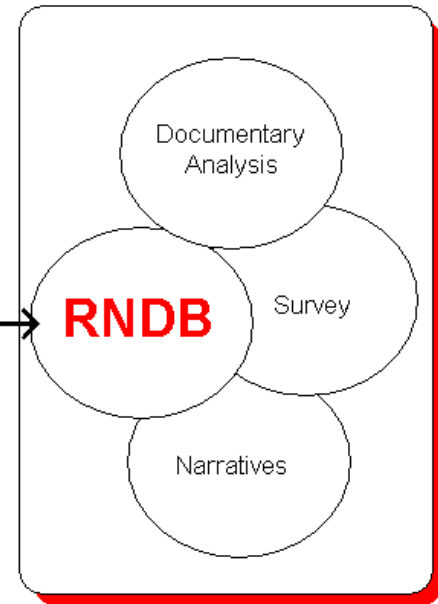
Provincial/
Territorial
Registrars



Canadian Institute for
Health Information



Nursing Practice in
Rural & Remote Canada



Registered Nurses Database



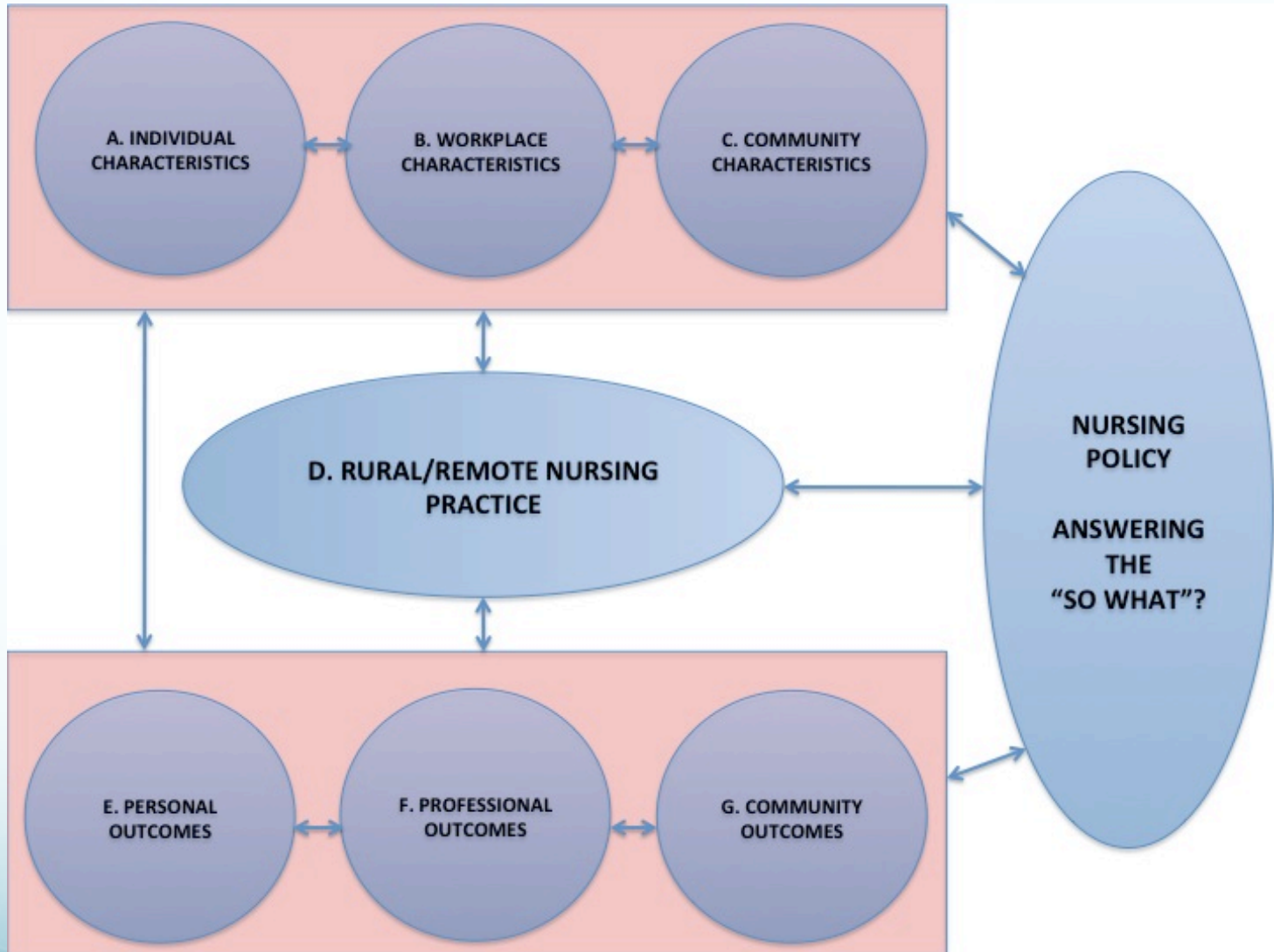
Nursing Practice in Rural and Remote Canada

La Pratique Infirmière en Régions Éloignées et Rurales du Canada

- 2012+
- RNs, NPs, LPNs, RPNs
- What is the nature of nursing practice in rural and remote Canada?
- How can access to nursing care in rural and remote Canada be enhanced?
- 17 researchers from across the country under the leadership of Dr. Martha MacLeod, UNBC
- Staff
- Advisory Team with members from provincial/territorial nursing regulatory bodies (colleges) and nursing associations, health authorities, federal healthcare providers, and national organizations, including Aboriginal nursing organizations. Chair: Dr. Suzanne Johnston, Northern Health



Nursing Practice in Rural and Remote Canada II





Nursing Practice in Rural and Remote Canada II

- Who are the nurses in rural and remote Canada?
- What is the potential nursing workforce engaged in primary health care in rural and remote Canada?

Nurses in Rural and Remote Canada 2003, 2010

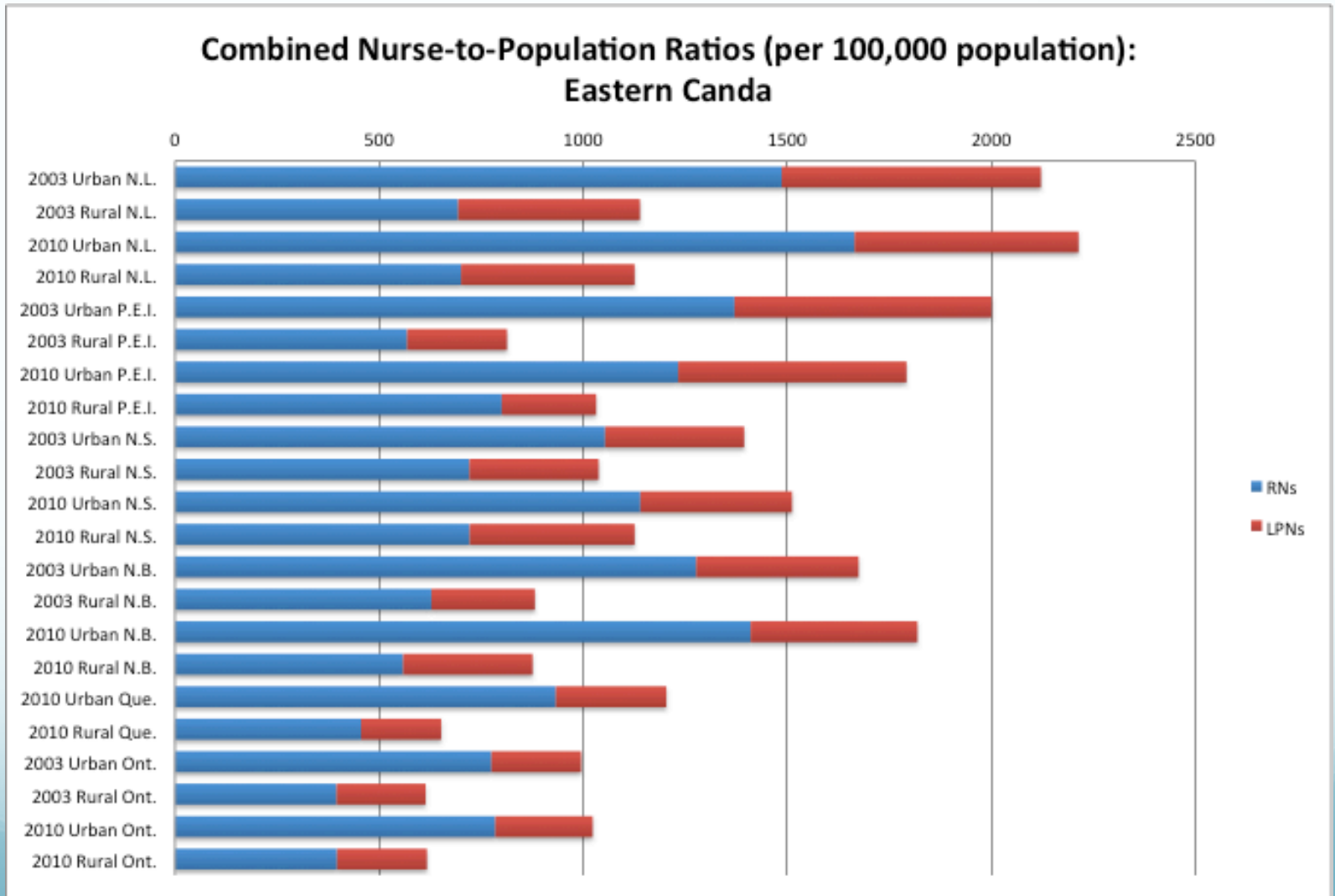
	2003	2010
Canada Population	30,007,510 (2001)	33,477,010 (2010)
Rural Population	20%	18%
Rural RNs	13.0% (n=23,238)*	10.8% (n=28,799)
Rural LPNs	21.2% (n=13,404)	17.5% (n=14,190)
Rural RPNs**	17.4% (n=886)	16.4% (n=848)
Rural NPs	27.0% (n=176)*	19.9% (n=492)

* Quebec Rural RNs and NPs not available in 2003 NDB

** RPNs in MB, SK, AB, BC only



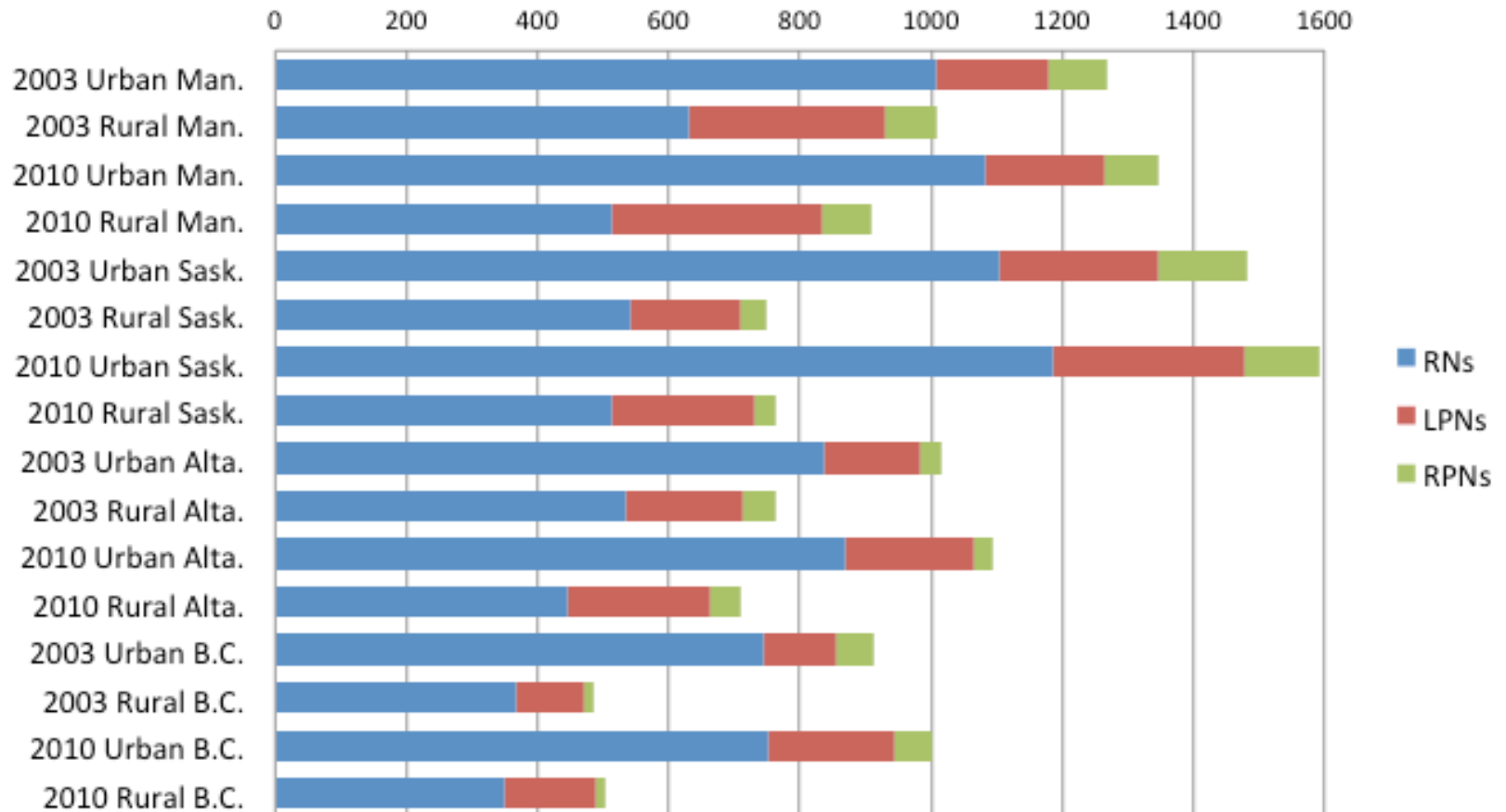
Workforce Numbers: Nurse-to-Population Ratios





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**Combined Nurse-to-Population Ratios (per 100,000 population):
Western Canada**





Workforce Numbers: Nurse-to-Population Ratios

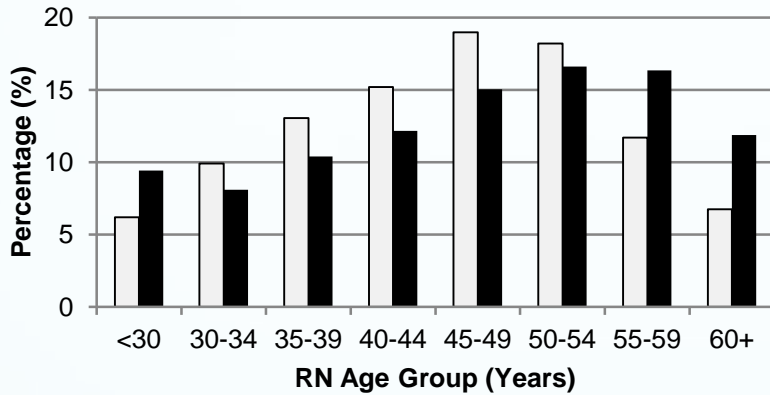
Percentage (%) Change in 2003 to 2010 Nurse-to-Population Ratios

Jurisdiction	RNs		LPNs		RPNs	
	Urban	Rural	Urban	Rural	Urban	Rural
N.L.	12.0	1.0	-13.6	-4.6		
P.E.I.	-10.1	40.8	-11.2	-5.5		
N.S.	8.2	0.1	9.1	27.6		
N.B.	10.4	-11.0	2.7	25.2		
Que.	††	††	36.6	-7.8		
Ont.	1.2	0.3	8.6	1.0		
Man.	7.4	-18.8	6.2	7.2	-8.9	-3.1
Sask.	7.4	-5.4	21.5	29.1	-18.4	-14.6
Alta.	3.7	-16.8	34.1	22.1	-15.3	-2.1
BC.	1.1	-5.4	74.2	40.0	-2.7	-7.0
National	††	††	20.7	6.8	-10.6	-5.0

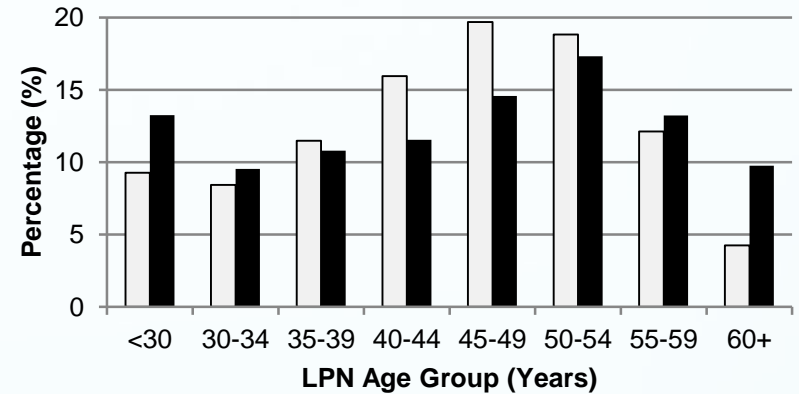


Demographic Characteristics: Age

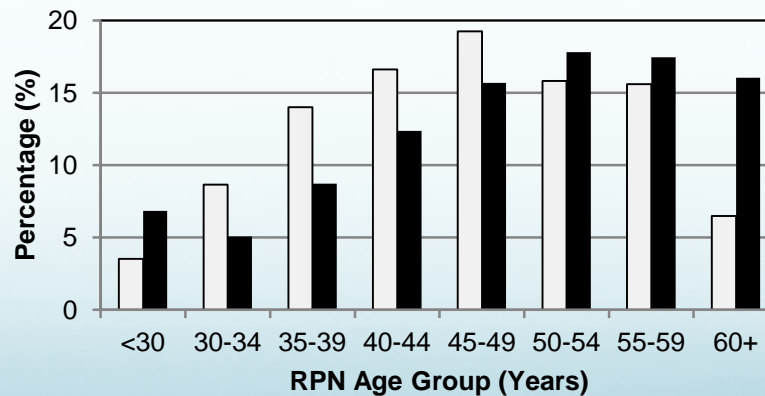
Age Group Distribution (%) of Nurses in Rural Canada, 2003 and 2010



□ Rural 2003 ■ Rural 2010



□ Rural 2003 ■ Rural 2010



□ Rural 2003 ■ Rural 2010



Demographic Characteristics: Age

Average Ages of Nurses in Canada

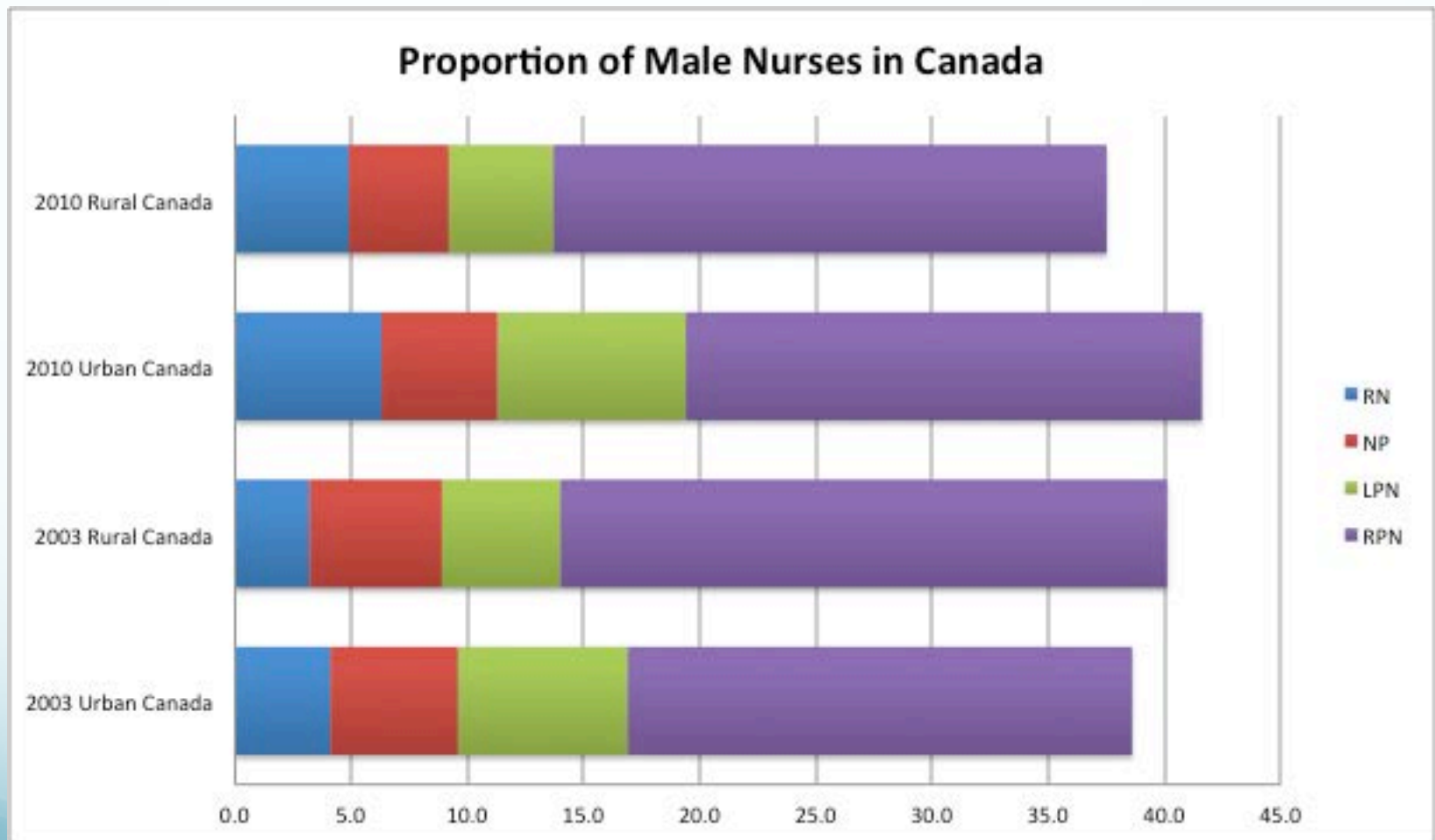
	Year	Urban	Rural
RNs	2003	††	††
	2010	†††	†††
LPNs	2003	44.4	44.6
	2010	42.8	44.8
RPNs	2003	46.3	46.1
	2010	47.6	48.6

†† no urban/rural allocation was made of 2003 Quebec NDB records for RNs.

††† data to compute average ages were not submitted by Manitoba for the 2010 NDB data year.

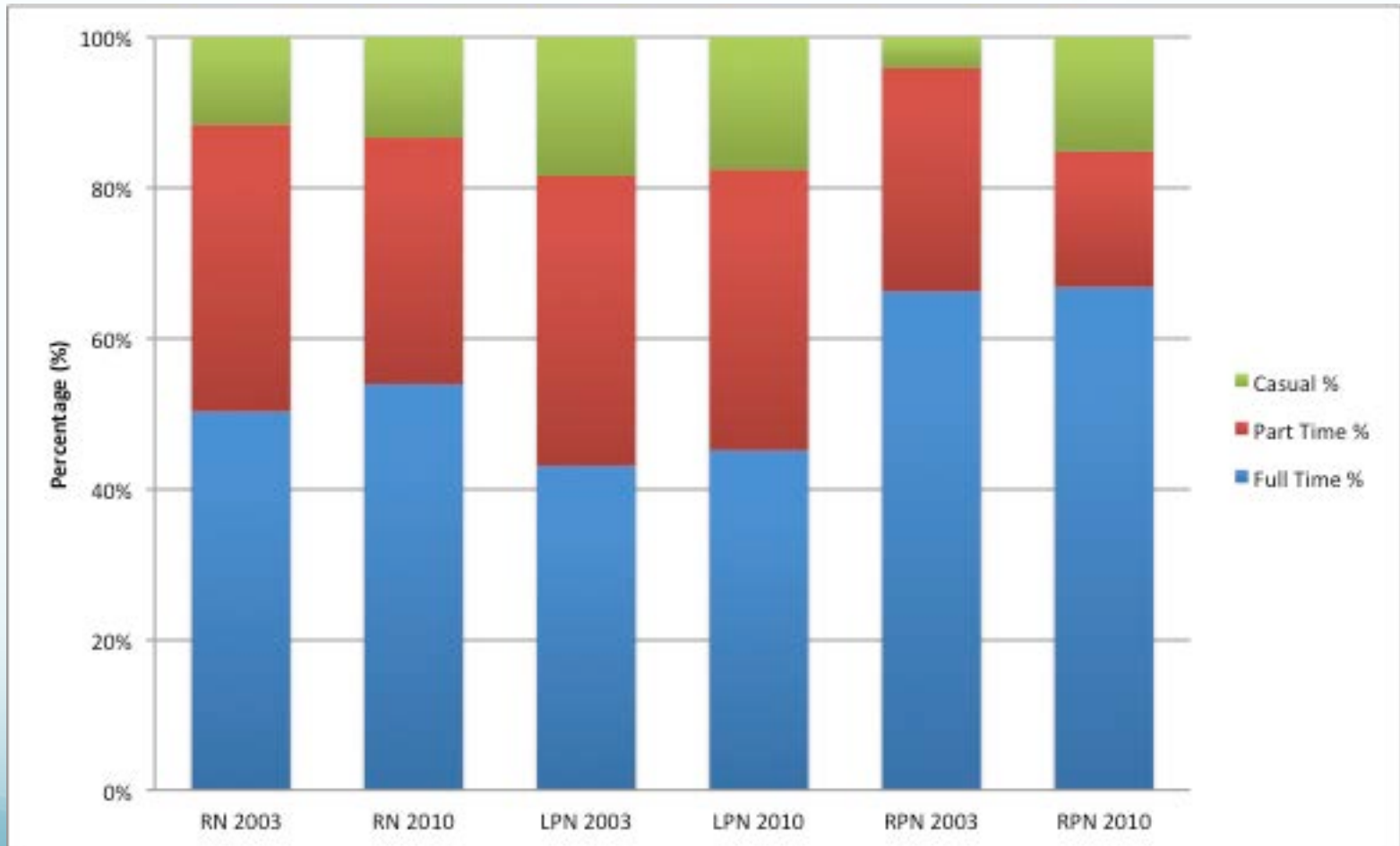


Demographic Characteristics: Gender





Employment Status





Employment Status

Nurses Employed Full-Time in Canada, 2003

	Urban	Rural
RN	55.5%	50.3%
NP	74.1%	82.4%
LPN	52.8%	43.1%
RPN	69.3%	66.2%

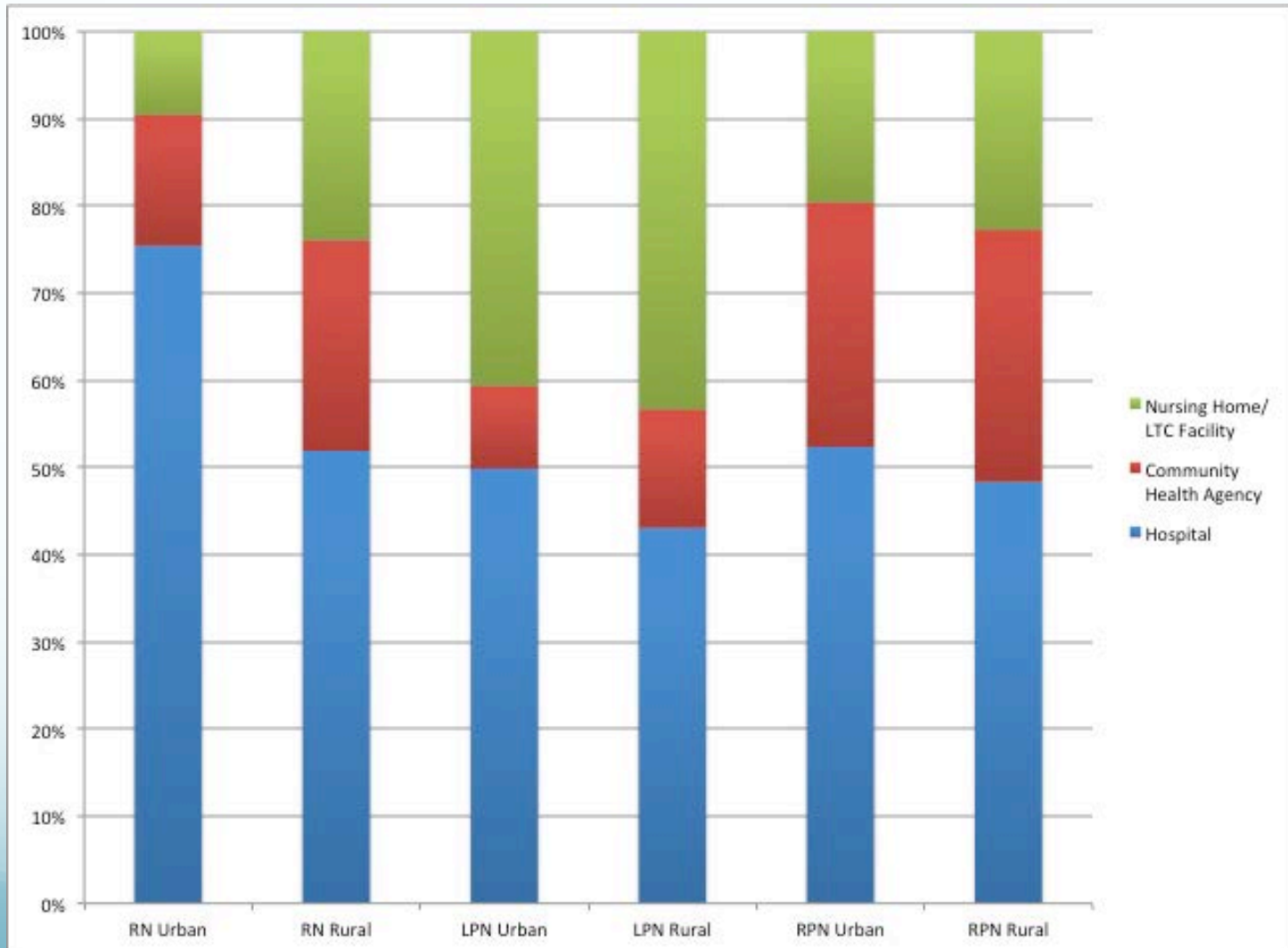
Nurses Employed Full-Time in Canada, 2010

	Urban	Rural
RN	58.6%	53.9%
NP	79.8%	80.1%
LPN	50.5%	45.1%
RPN	67.1%	66.8%



Place of Work

Primary Place of Work of Rural and Urban Nurses, Canada, 2010



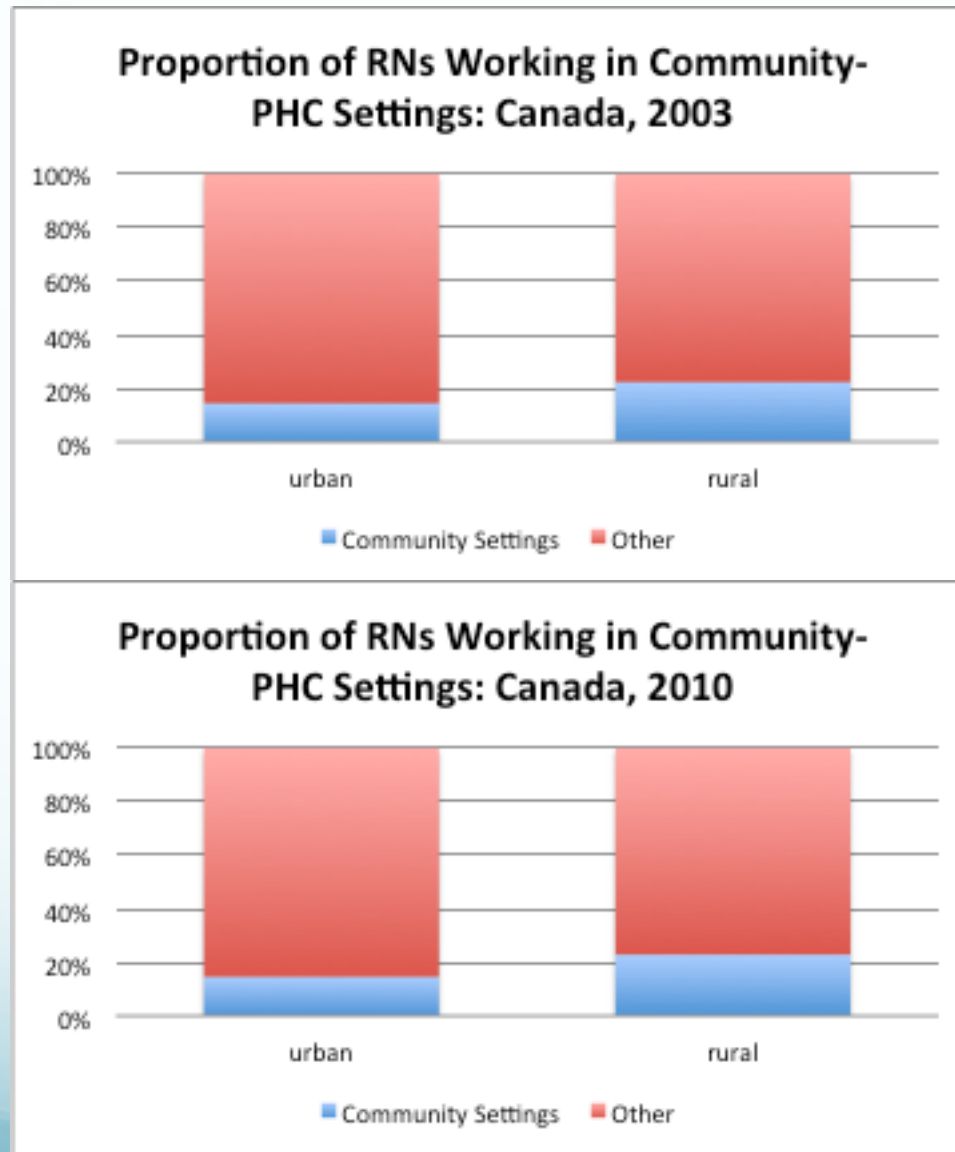


Place of Work: Community-PHC Settings

- Nursing Station (outpost or clinic)
- Home Care Agency
- Community Health Centre
- Physician Office/Family Practice Unit
- Public Health Department/Unit

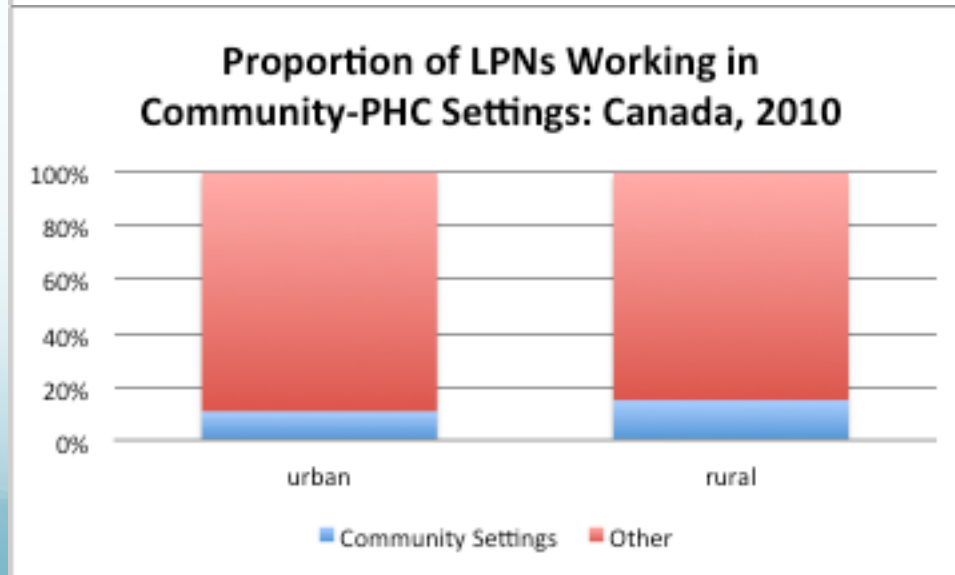
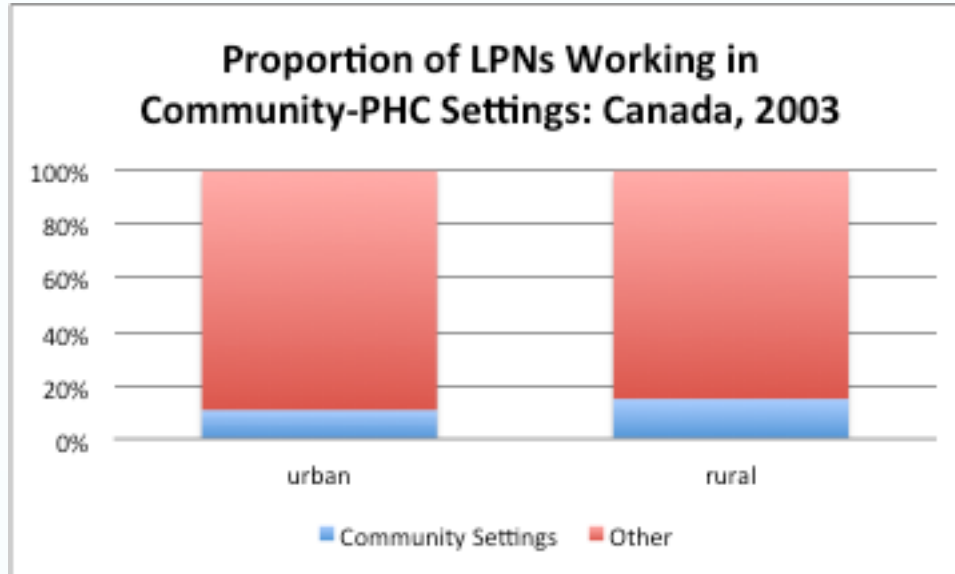


RNs in Community-PHC Settings 2003-2010



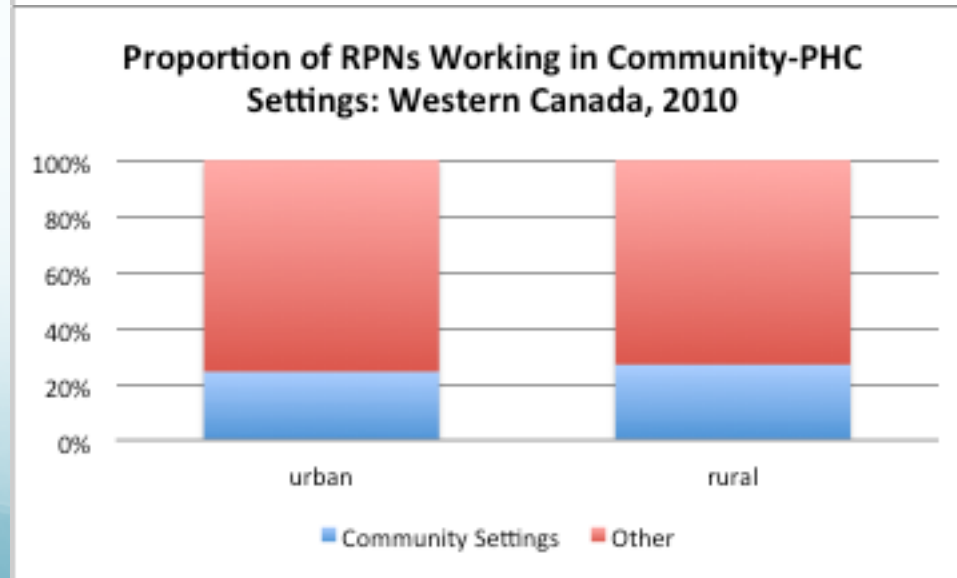
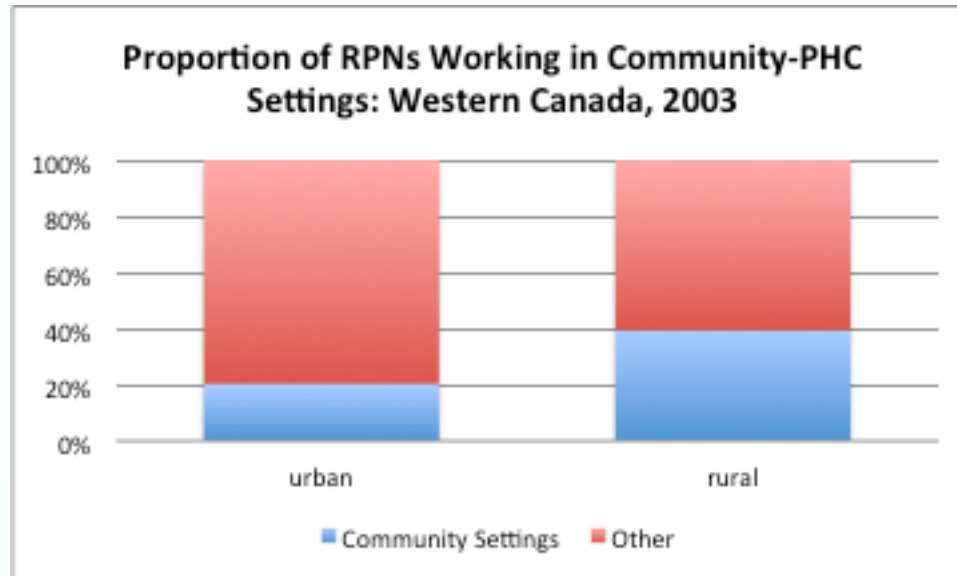


LPNs in Community-PHC Settings 2003-2010





RPNs in Community-PHC Settings 2003-2010



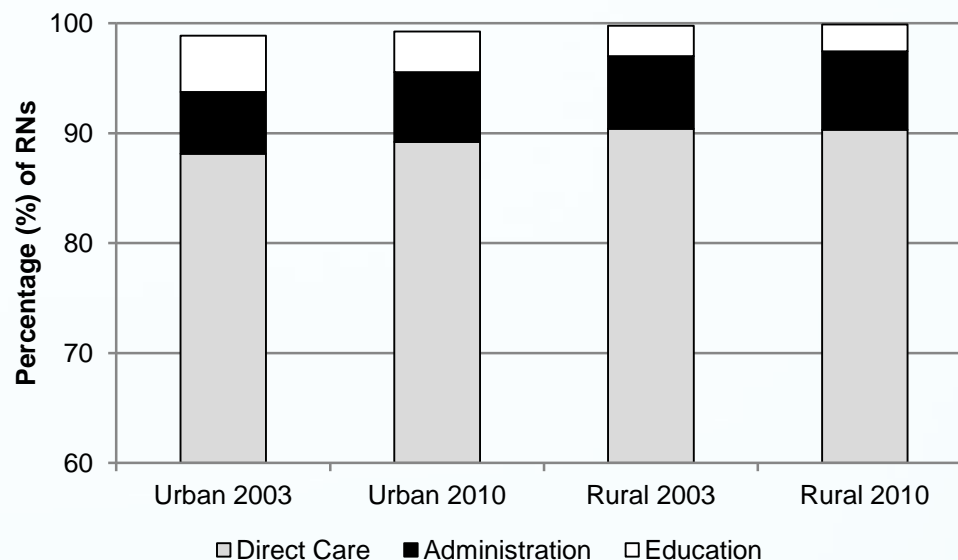


Primary Responsibility - RNs

DIRECT CARE

Urban RNs: 88.1% and 89.2% in 2003 and 2010, respectively.

Rural RNs: 90.4% and 90.3% in 2003 and 2010, respectively.



Selected Direct Care Responsibility Areas:

Responsibility	Urban 2003	Rural 2003	Urban 2010	Rural 2010
Rehabilitation/Occupational Health	3%	1.6%	2.7%	1.5%
Psychiatry/Mental Health	5.3%	2.3%	5.5%	2.4%
Home Care	1.9%	4.9%	2.4%	5.8%
Emergency Care	5.2%	6.9%	6.4%	9.6%
Community Health	6.7%	10.7%	4.8%	9.4%

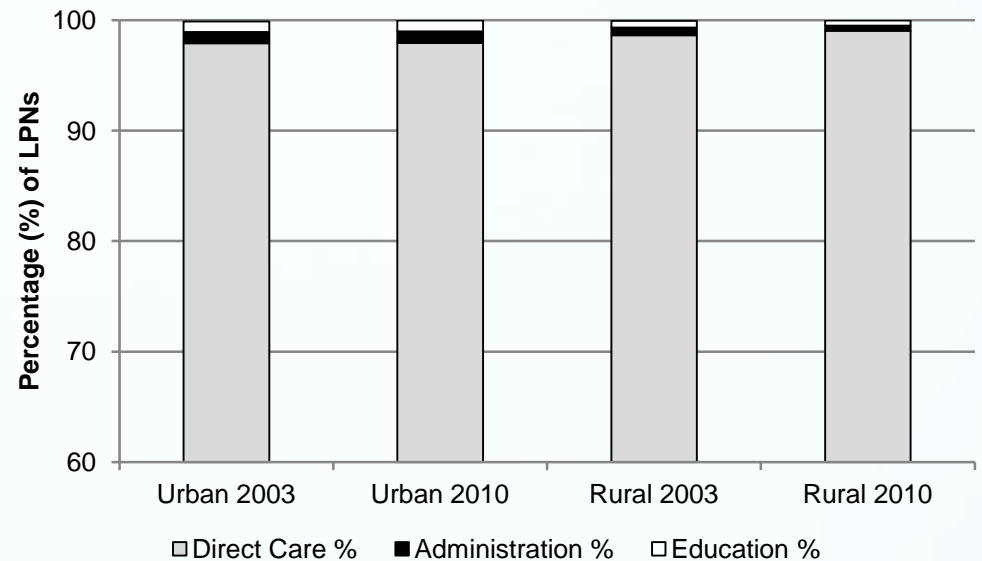


Primary Responsibility - LPNs

DIRECT CARE

Urban LPNs: 97.9% and 97.9% in 2003 and 2010, respectively.

Rural LPNs: 98.6% and 99.1% in 2003 and 2010, respectively.

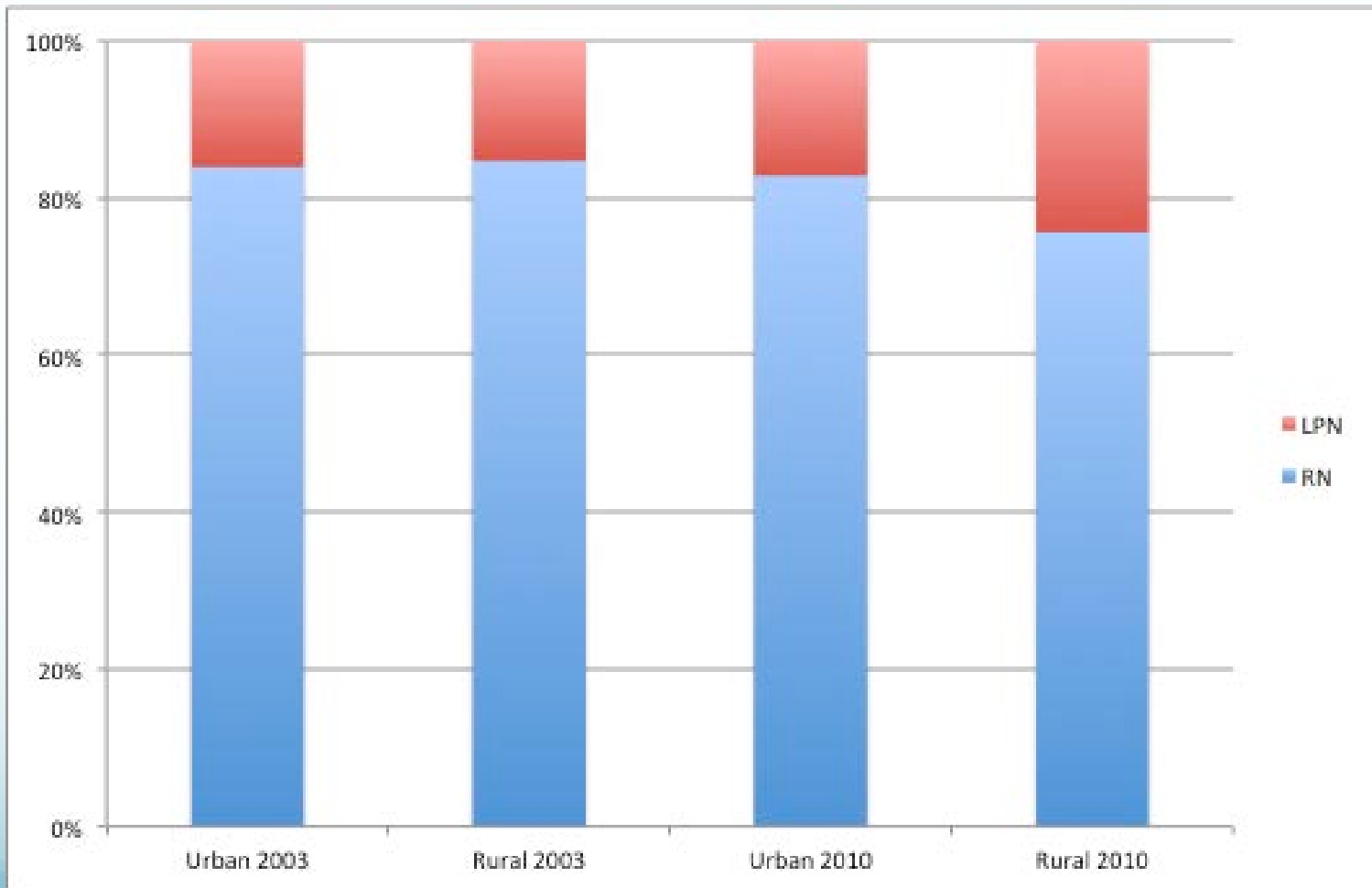


Selected Direct Care Responsibility Areas:

Responsibility	Urban 2003	Rural 2003	Urban 2010	Rural 2010
Rehabilitation/Occupational Health	~4%	~1.5%	~4%	~2%
Psychiatry/Mental Health	6.4%	2.3%	5.4%	1.8%
Home Care	1.6%	<1%	1.9%	3.4%
Emergency Care	<1%	1.1%	1.7%	1.3%
Community Health	2.9%	1.6%	4.3%	2.5%



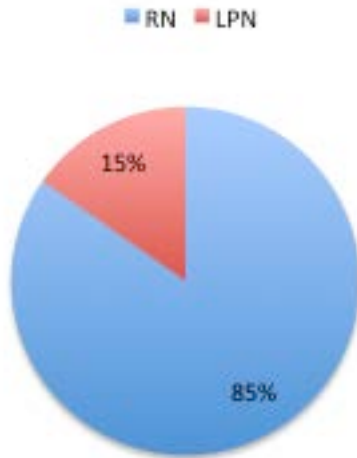
Staff Mix in Community-PHC Settings



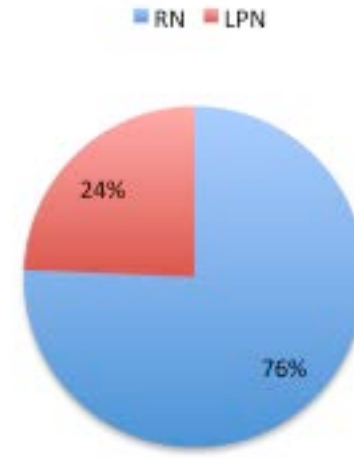


Staff Mix in Rural Community Settings

2003

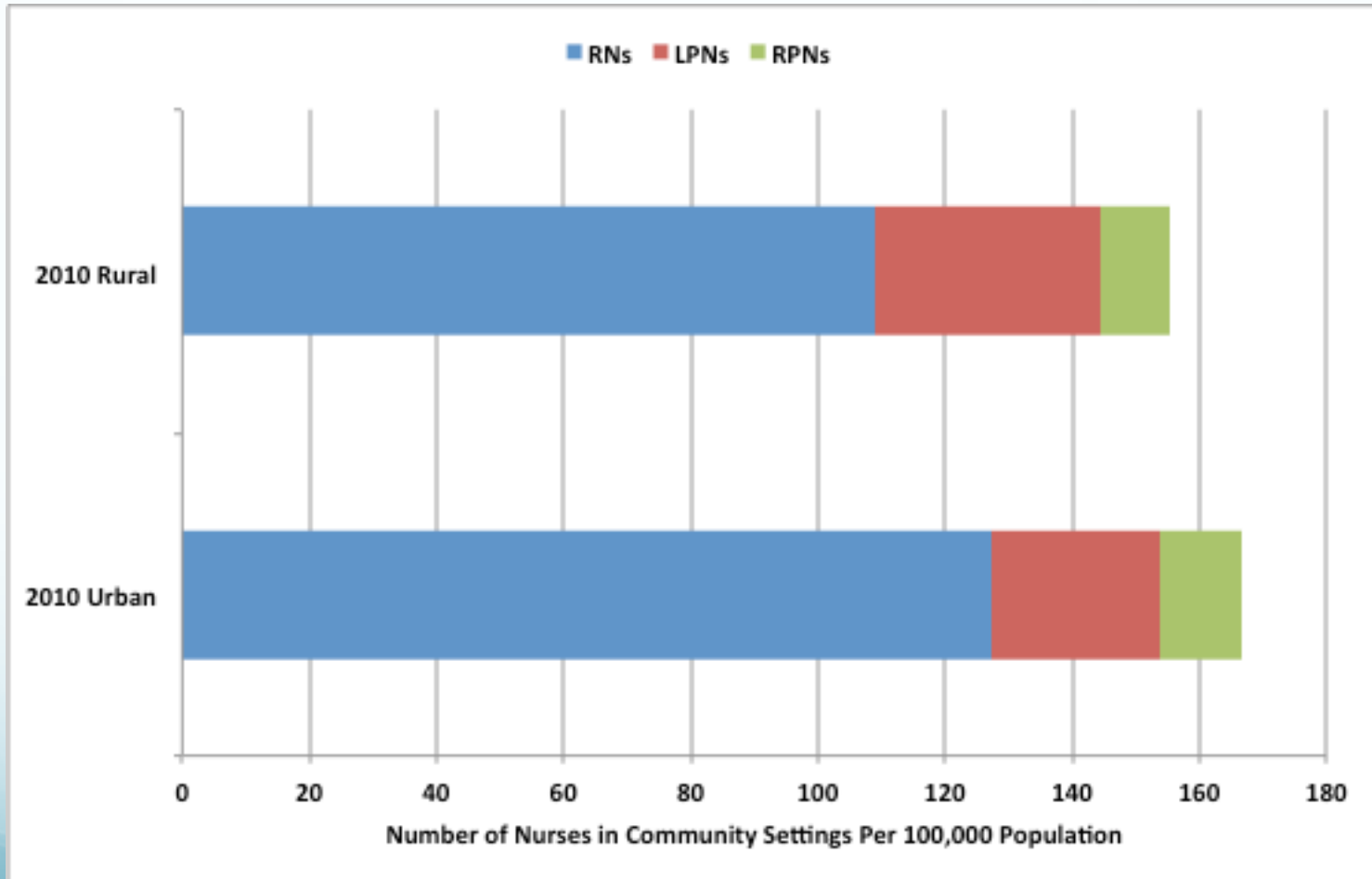


2010





Community-PHC Nurses per Population





Conclusions

- Numbers and proportions
 - LPNs increasing overall, but decreasing in rural Canada;
 - however, a higher proportion of LPNs work in rural Canada
 - NPs fastest growing group, but numbers still small making it difficult to analyze
 - NPs and RNs decreasing in rural Canada
- Rural nurse-to-population ratios
 - Decreasing in Western Canada for RNs and RPNs
- More analysis needed to determine the implications of PHC and Community Setting staff mix changes
 - NDB data not well-suited to describe staff mix



What's Next?

Further analyses:

- Focused analyses on sub-groups of rural nurses including analyses on areas of responsibility, education, inter-provincial mobility, provincial/regional analyses, etc.

Knowledge mobilization:

- Knowledge mobilization of the NDB analysis, the Documentary Analysis with decision-makers across Canada
- Development of the national survey of rural LPNs, RNs, NPs, RPNs



Questions

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