



2004 Workforce Profile of Registered Nurses in Canada

Demographic Profile

- In 2004, there were **263,356 registered nurses (RNs)** in Canada, an increase of 3.4% from 2000.
- Of this number of nurses:
 - **93.6%** (246,575) were *employed in nursing*, an increase of 6.0% from 2000 (from 232,566 to 246,575);
 - **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 2004 was one registered nurse to every 129 persons.¹
- **RNs employed in nursing** in 2004 by province/territory compared to the Canadian population as follows:

Province/Territory	RNs	Canadian Pop ¹	Ratio of RNs to Pop
Canada	246,575	31,857,453	1:129
Newfoundland/Labrador	5,452	517,929	1:95
Prince Edward Island	1,377	137,863	1:100
Nova Scotia	8,602	936,902	1:109
New Brunswick	7,361	751,235	1:102
Québec	63,455	7,527,410	1:119
Ontario	86,099	12,347,467	1:143
Manitoba	10,628	1,167,502	1:110
Saskatchewan	8,499	994,852	1:117
Alberta	25,600	3,190,436	1:125
British Columbia	28,289	4,182,928	1:148
Yukon	283	31,018	1:110
NWT/Nunavut ²	930	71,911	1:77

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

² Northwest Territories and Nunavut data combined for 2004.

- **Males represent 5.4% of RNs** (13,379) employed in nursing, with 43.2% practising in Québec, 26.5% in Ontario, 10.1% in British Columbia, 6.9% in Alberta, 4.2% in Manitoba and 9.1% distributed throughout the remaining provinces/territories.
- **Females represent 94.6% of the RN population** (233,196) employed in nursing
- The **number of RNs** (employed in nursing) **by sex** is as follows:

	2004			1999		
	Female	Male	Total	Female	Male	Total
Canada	233,196	13,379	246,575	217,936	10,598	228,534
Newfoundland	5,215	237	5,452	5,075	189	5,246
Prince Edward Island	1,342	35	1,377	1,216	16	1,232
Nova Scotia	8,338	264	8,602	8,403	212	8,615
New Brunswick	7,072	289	7,361	7,327	253	7,580
Québec	57,673	5,782	63,455	52,919	5,061	57,980
Ontario	82,557	3,542	86,099	75,709	2,488	78,197
Manitoba	10,065	563	10,628	9,757	436	10,193
Saskatchewan	8,226	273	8,499	8,334	219	8,553
Alberta	24,678	922	25,600	21,494	550	22,044
British Columbia	26,938	1,351	28,289	26,807	1,104	27,911
Yukon	263	20	283	265	18	283
NWT/Nunavut	829	101	930	630	52	682

- The **age distribution of RNs** (employed in nursing) in Canada is as follows:

Age of RNs in Canada in 2004

<25	5,743	(2.3%)
25-29	18,110	(7.3%)
30-34	24,514	(9.9%)
35-39	30,641	(12.4%)
40-44	37,733	(15.3%)
45-49	40,950	(16.6%)
50-54	42,850	(17.4%)
55-59	29,115	(11.8%)
60-64	13,293	(5.4%)
65-69	2,934	(1.2%)
70+	650	(0.2%)
Not stated	42	<0.0%

- The **average age** of an RN employed in nursing in 2004 was **44.6**; the average age in 2000 was 43.3.

- The **average age of Canadian RNs by province and territory** for 2004 is as follows:

Province/Territory	Average age	Difference from Canada
Canada	44.6	-
Newfoundland	41.6	-3.0
Prince Edward Island	45.6	+1.0
Nova Scotia	45.2	+0.6
New Brunswick	43.7	-0.9
Québec	43.5	-1.1
Ontario	45.1	+0.5
Manitoba	45.0	+0.4
Saskatchewan	45.4	+0.8
Alberta	44.6	0.0
British Columbia	45.8	+1.2
Yukon	45.1	+0.5
Northwest Territories/Nunavut	43.7	-0.9

Educational Profile

- The **highest levels of education in nursing** reported by RNs (employed in nursing) in Canada are as follows:

2004		1999
67.9% (167,420)	Diploma	76.2% (174,085)
29.8% (73,404)	Baccalaureate	22.2% (50,664)
2.4% (5,830)	Master's	1.6% (3,591)
0.1% (326)	Doctorate	0.1% (194)

- The **location of graduation** reported by RNs (employed in nursing) in 2004 was:
 - 91.7%** (226,169) **educated in Canada**;
 - 7.4%** (18,261) **internationally educated**;
 - 0.9% (2,145) not stated.

Employment Profile

- The **sector of employment** for RNs in Canada (employed in nursing) is as follows:

2004		2002
62.5% (154,025)	Hospital	62.5% (144,292)
13.4% (33,100)	Community Health	13.2% (30,544)
10.5% (25,875)	Nursing Home/Long Term Care	10.6% (24,372)
10.8% (26,588)	Other	12.4% (28,728)
2.8% (6,987)	Not Stated	1.3% (3,021)

- The number and percentage distribution of RNs employed in nursing **by place of employment** is as follows:

2004		1999
59.4% (146,566)	Hospital	59.4% (135,691)
10.2% (25,250)	Community Health Centre/Agency	8.1% (18,555)
10.5% (25,875)	Nursing Home/Long-Term Care	11.7% (26,685)
2.8% (6,931)	Home Care Agency	4.0% (9,055)
2.5% (6,092)	Educational Institution	2.2% (4,926)
1.9% (4,809)	Physician's Office/Family Practice Unit	2.5% (5,729)
9.8% (24,065)	Other	11.2% (25,546)
2.2% (5,424)	Not Stated	1.0% (2,263)

- The number and percentage distribution of RNs employed in nursing **by primary area of responsibility** is as follows:

2004		1999
84.4% (208,066)	Direct Patient Care	85.4% (194,995)
5.5% (13,507)	Administration	6.6% (15,175)
3.5% (8,509)	Education	3.0% (6,936)
1.0% (2,466)	Research	0.9% (2,071)
5.7% (14,027)	Not Stated	4.1% (9,273)

- The number and percentage distribution of RNs **by position** is as follows:

2004		1999
70.5 % (185,765)	General Duty/Staff Nurse	65.9% (168,836)
0.5% (1,332)	Chief Nursing Officer/CEO	1.2% (3,150)
4.9% (12,915)	Manager/Assistant Manager	5.8% (14,974)
3.1% (8,217)	Instructor/Professor	1.9% (4,807)
1.3% (3,401)	Director/Assistant Director	0.3% (799)
8.0% (21,058)	Other	11.4% (29,334)
11.6% (30,668)	Not Stated	13.5% (34,712)

- Canadian RNs employed in nursing in 2004 and 2000 reported their **employment status** as follows:

- **51.0%** (125,788) worked **full-time** in 2004 versus 51.7% (120,284) in 2000;
- **32.1%** (79,256) worked **part-time** in 2004 versus 33.2% (77,114) in 2000;
- **10.1%** (24,821) worked on a **casual** basis in 2004 versus 14.8% (34,406) in 2000;
- **6.8%** (14,347) were of **unknown status** (not stated) in 2004 versus 0.3% (762) in 2000.

2004	Total	Full-time	Part-time	Casual
Canada	246,575	125,788	79,256	24,821
Newfoundland	5,452	3,909	963	580
Prince Edward Island	1,377	691	640	29
Nova Scotia	8,602	5,321	2,371	910
New Brunswick	7,361	4,669	2,214	478
Québec	63,455	32,842	20,312	6,752
Ontario	86,099	44,566	24,123	6,480
Manitoba	10,628	4,963	4,876	694
Saskatchewan	8,499	4,632	2,962	950
Alberta	25,600	9,950	12,176	2,786
British Columbia	28,289	14,122	8,525	5,143
Yukon	283	123	94	64
NWT/Nunavut	930	n/s	n/s	n/s

Multiple Employers

- The number and percentage of RNs by **multiple employment status** in Canada for 2004 and in 1999 is as follows:

2004		1999
(87.2%) 215,128	Single Employer in Registered Nursing	179,407 (78.5%)
(12.5%) 32,827	Multiple Employers in Registered Nursing	35,323 (15.5%)
(0.3%) 305	Not Stated	13,720 (6.0%)

Source: Canadian Institute for Health Information, *Workforce Trends of Registered Nurses in Canada, 2004*.

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