

RN shortages and vacancies

Figure 1: RNs per 100k population: Ontario vs. rest of Canada^{1,2}

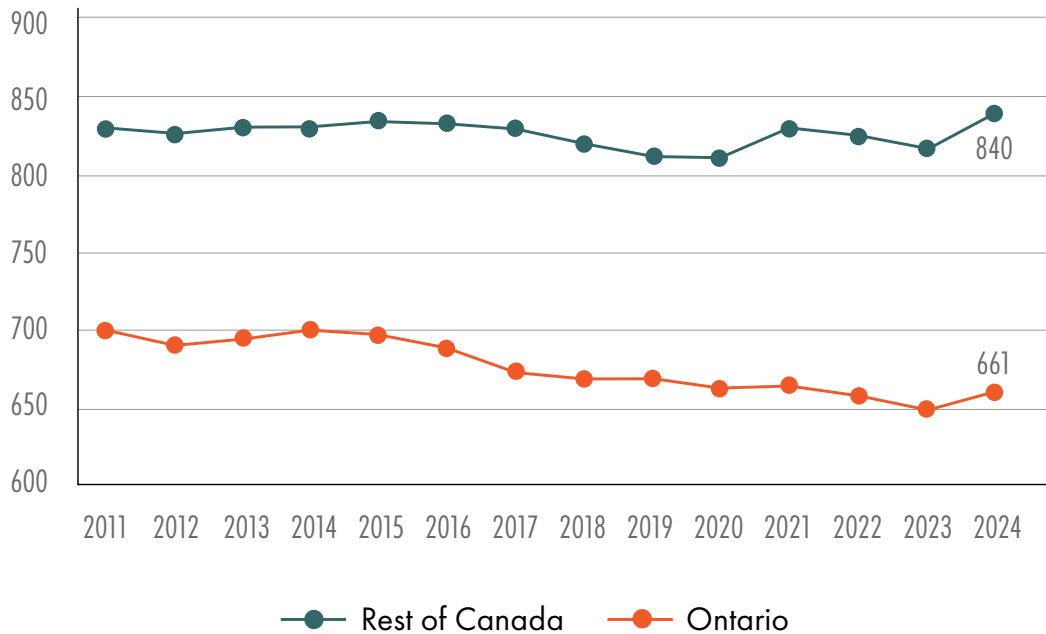


Figure 2: Ontario RN to population deficit compared to rest of Canada^{1,2}

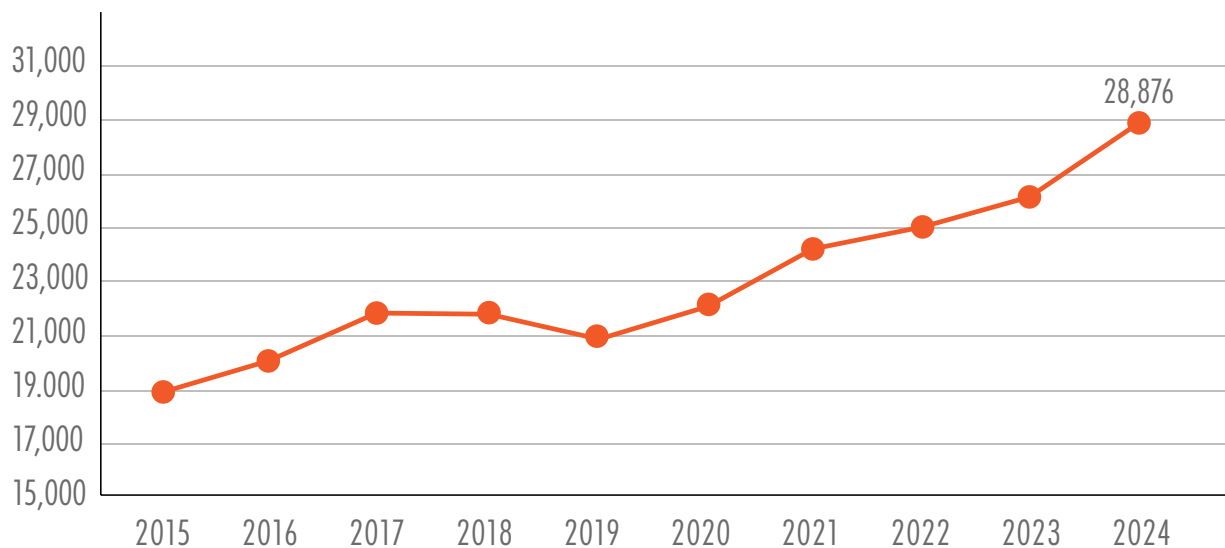


Figure 3: Ratio of RNs to population in Ontario and the rest of Canada by sector, 2024^{1,2}

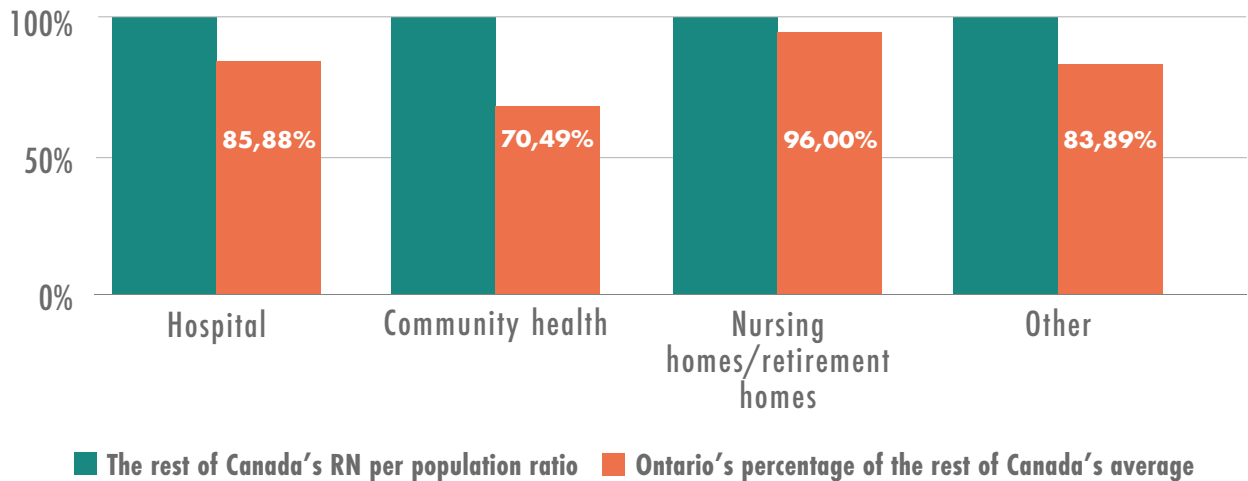
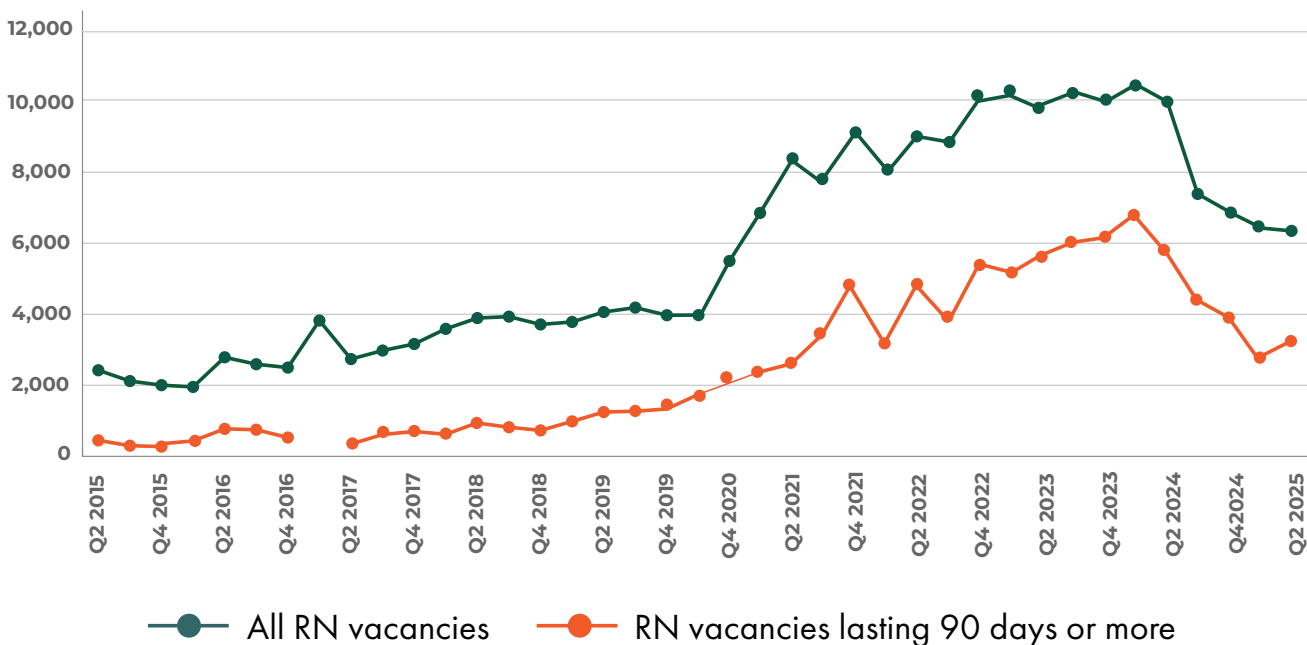


Figure 4: Number of RN vacancies in Ontario³



Nurses' work environment

Figure 5: Violence and abuse towards nurses⁴

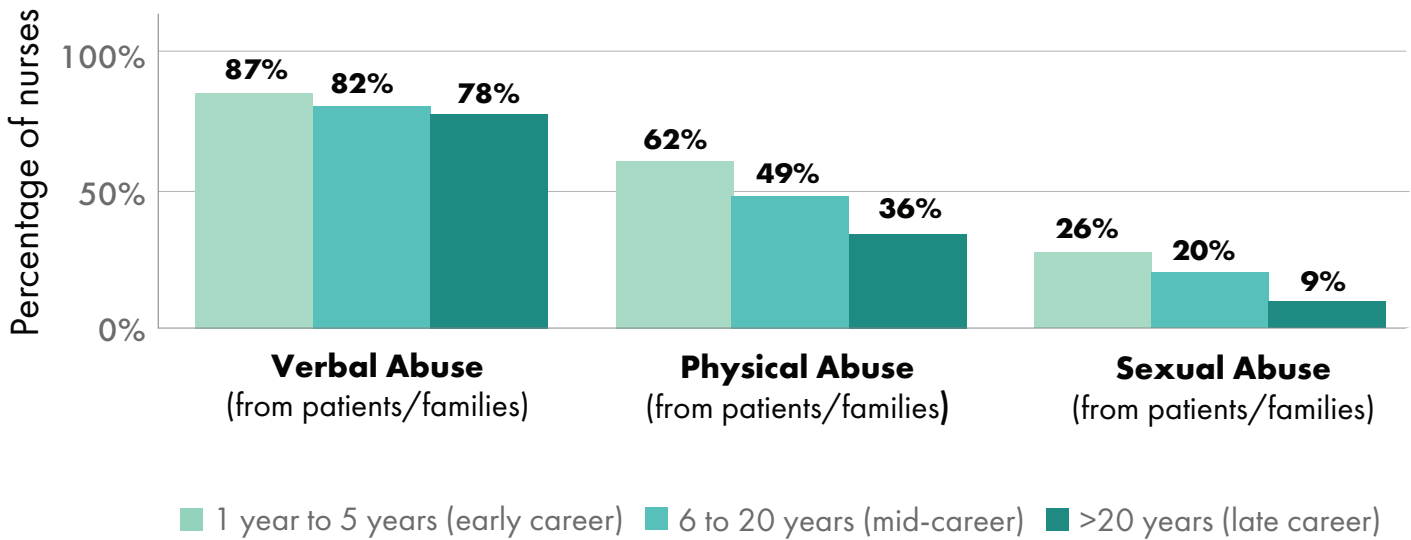
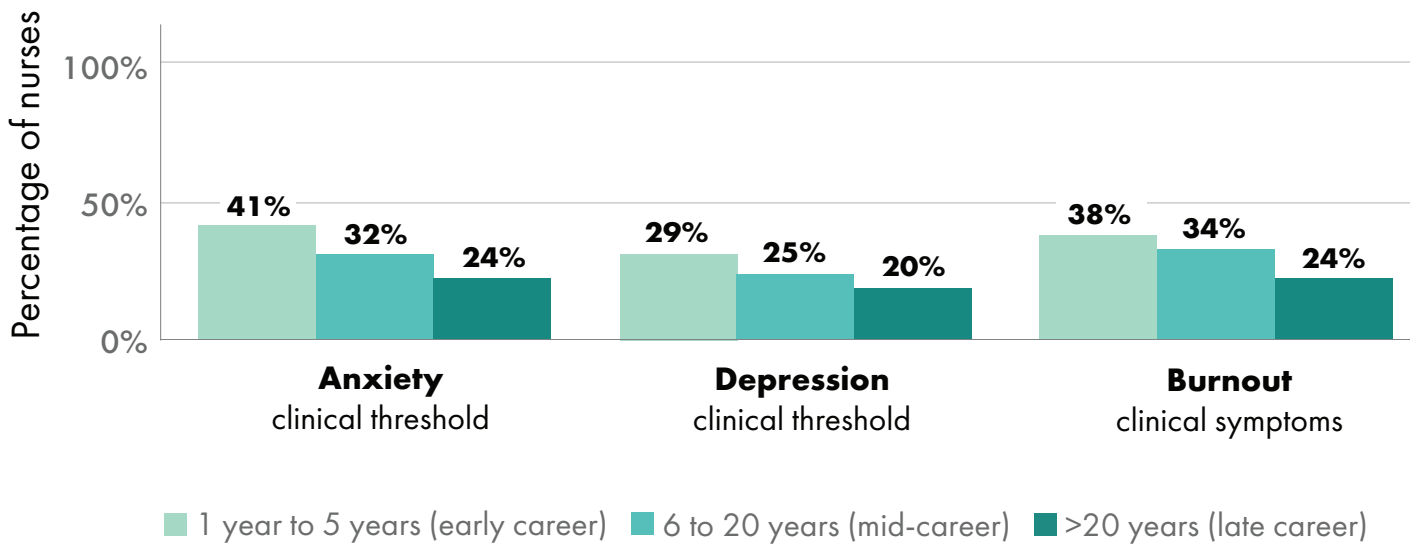


Figure 6: Anxiety, depression and burnout amongst nurses⁴



Discrimination and inequities within the health system

Figure 7: Percentage of Black nurses who reported experiences of everyday discrimination at least a few times per month⁵

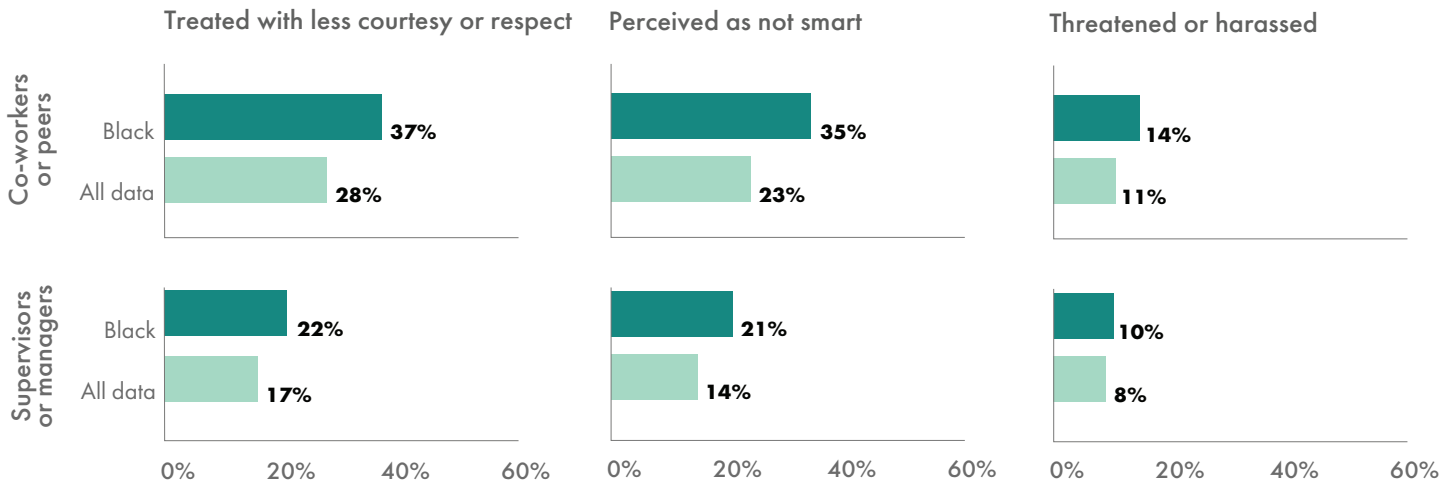
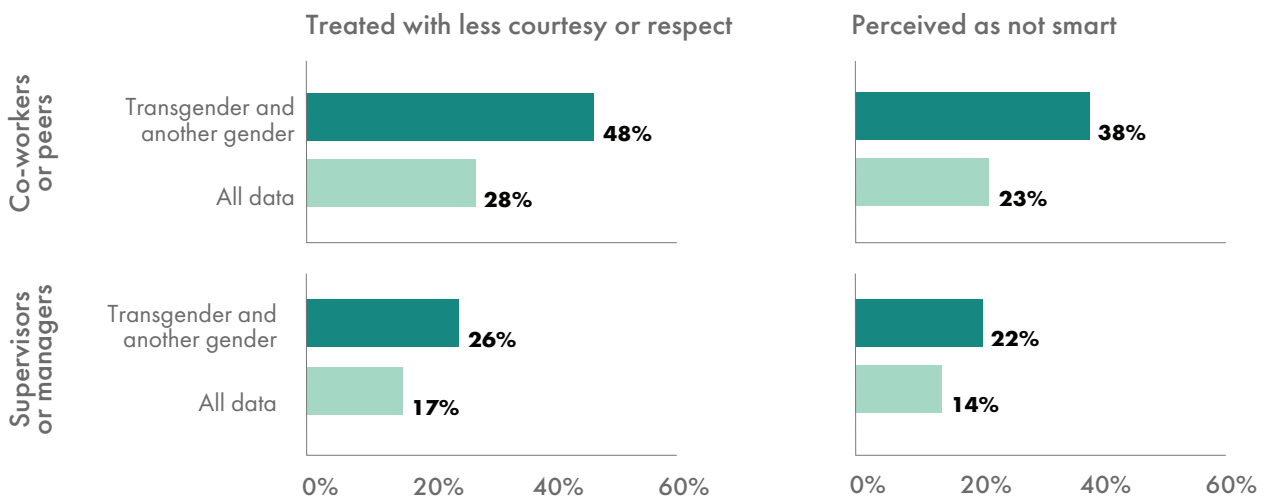


Figure 8: Percentage of gender-diverse nurses who reported experiences of everyday discrimination at least a few times per month⁵



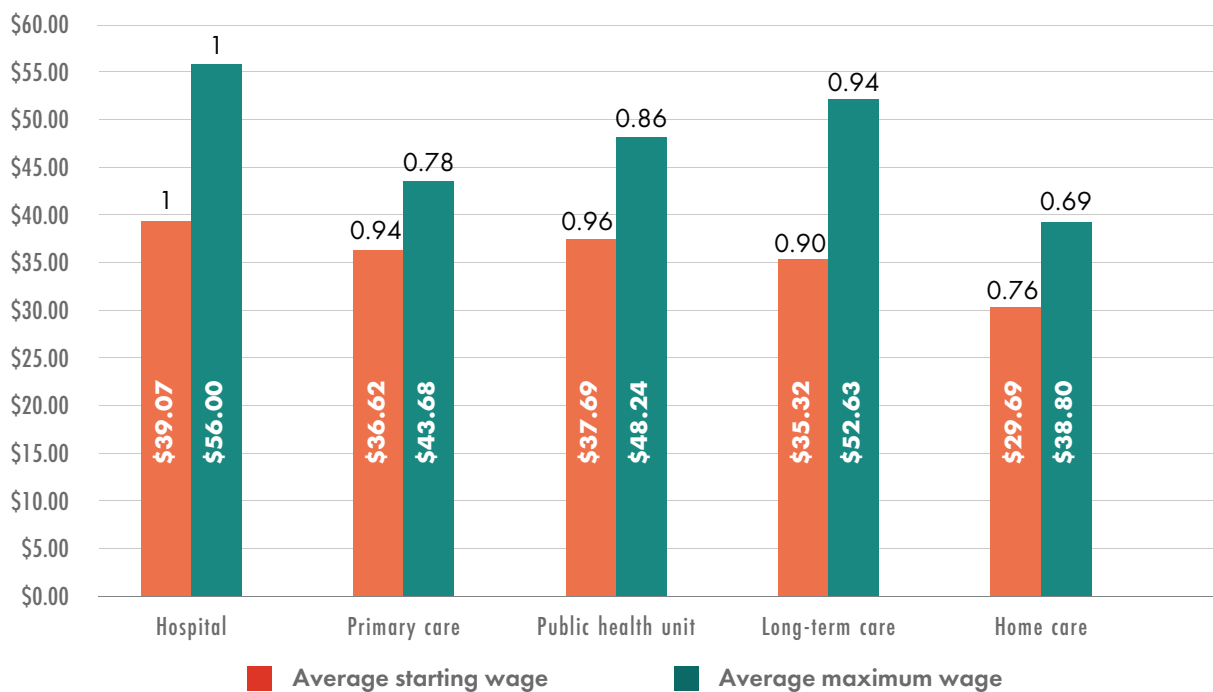
RN compensation

Figure 9: Ontario hospital RN starting and maximum real wage (constant 2024\$)⁶⁻⁹



After adjusting for inflation, RN wages have shown a modest increase since 2022 but continue to remain below their 2010 level.

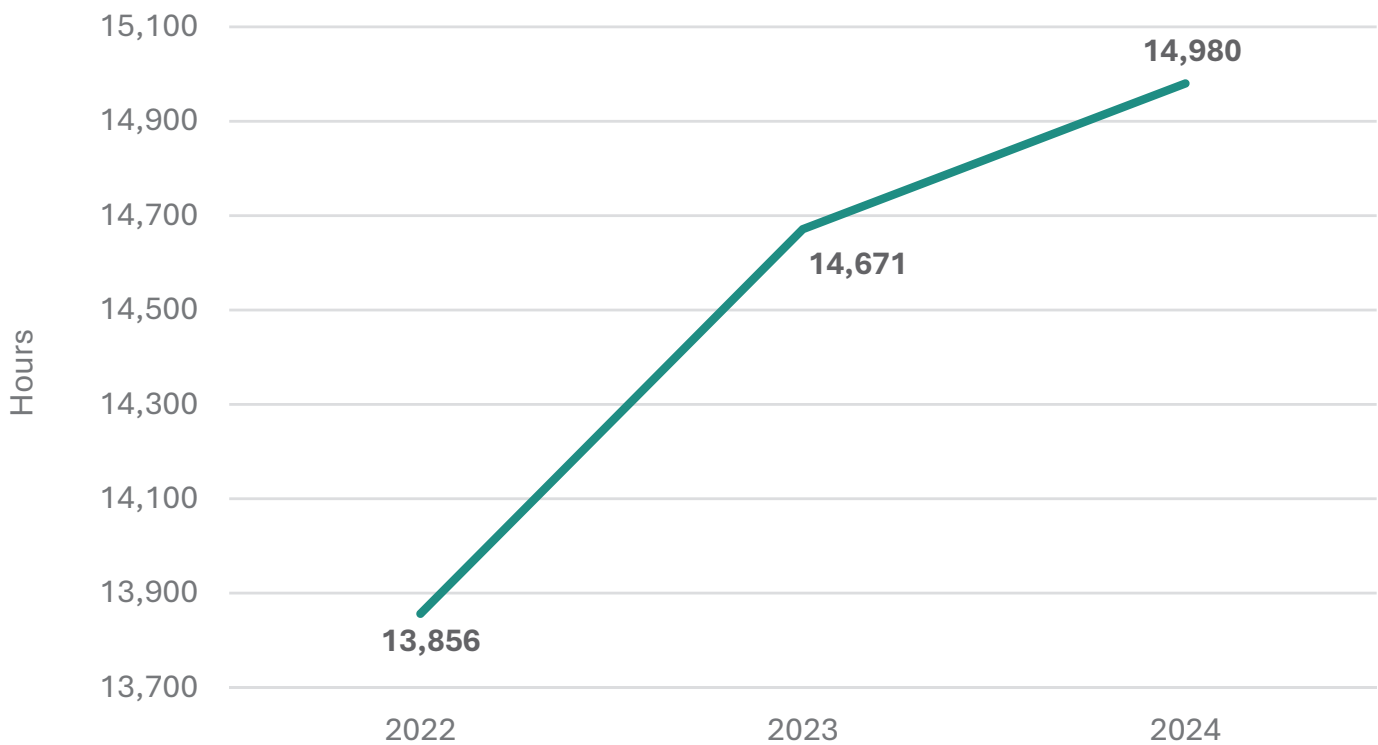
Figure 10: RN hourly wage rates and ratios across sectors in Ontario, 2024^{6,7}



Impact on health care

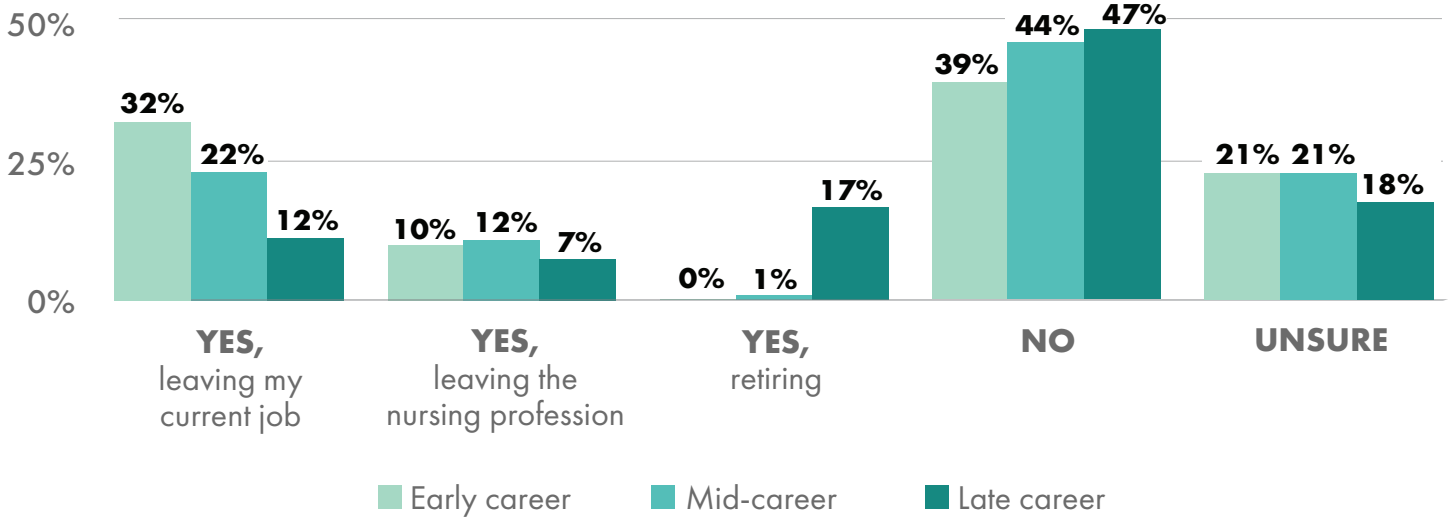
49%	49%	1 in 17
of Canadian nurses in 2025 reported deteriorated quality of care at their workplace over the last year (4).	of Canadian nurses in 2025 have experienced at least one near miss or patient safety incident (4).	patients admitted to the hospital in 2024-25 experienced unintentional harm, with those of lowest income most at risk of harm (11).

Figure 11: ER closures (hours) in Ontario¹²



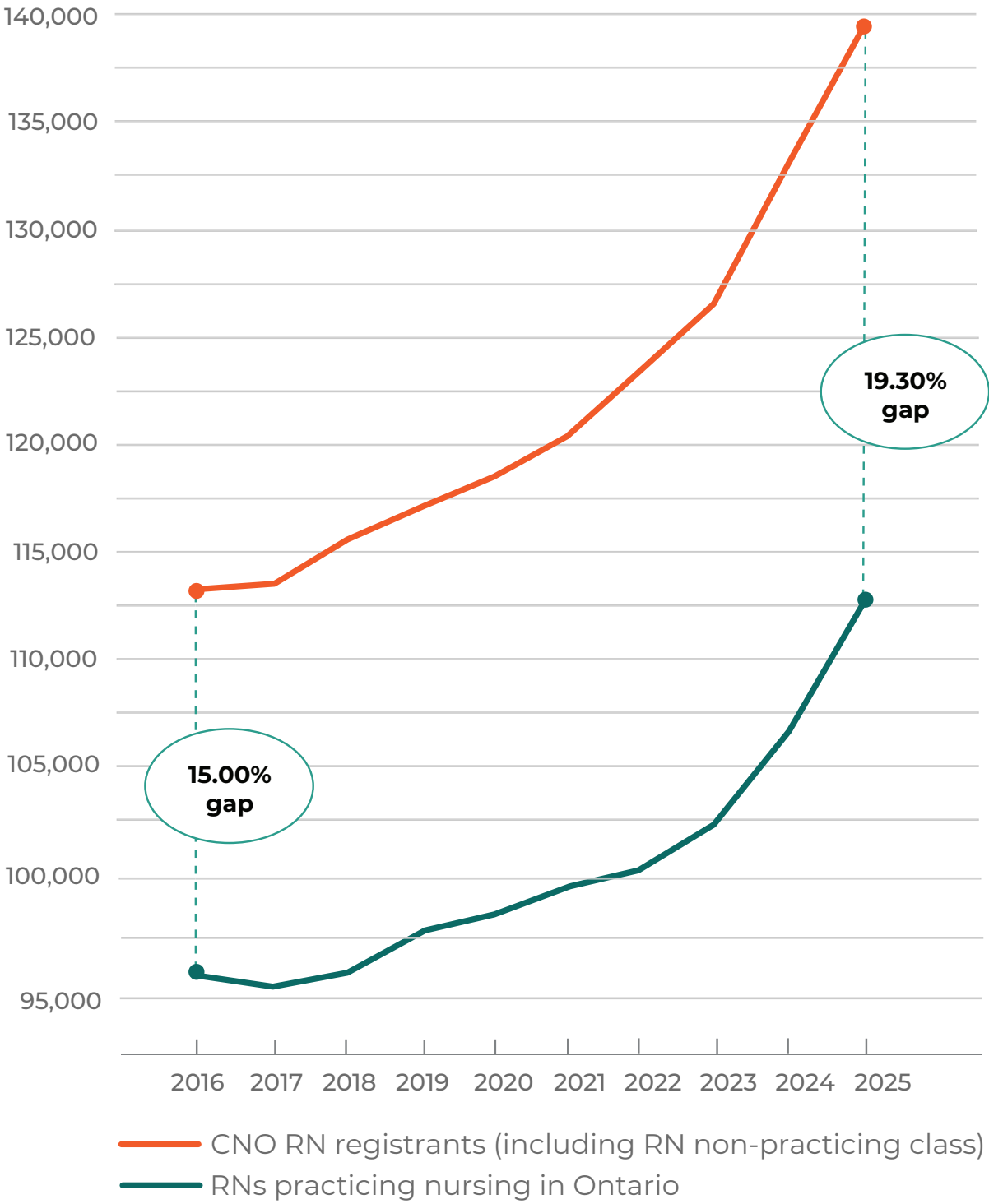
Nurse retention

Figure 12: Nurses' intention to leave⁴



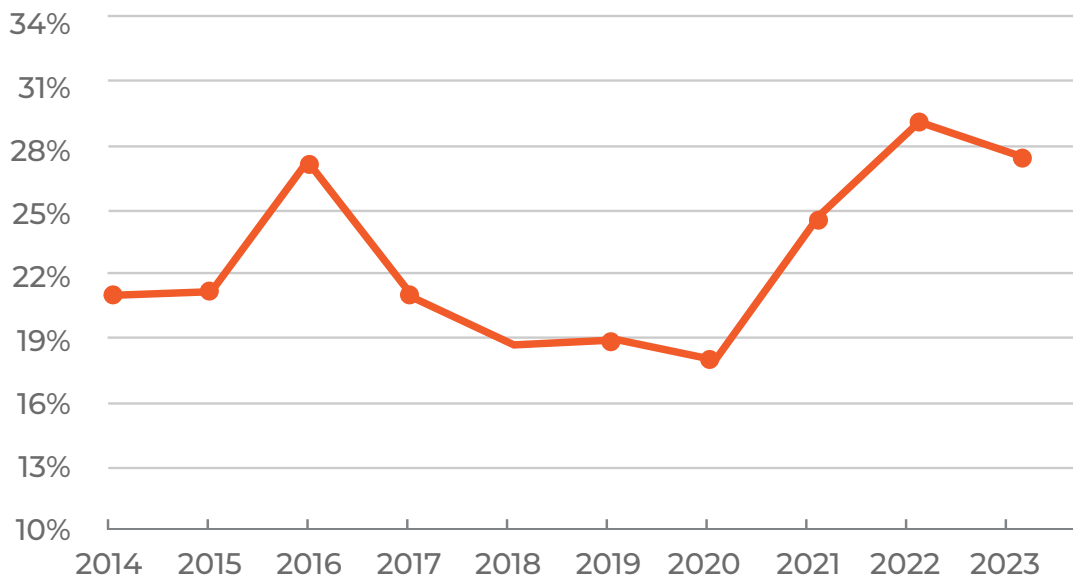
37%	28%
of nurses rank nurse-patient ratios as the number one retention issue (4).	of nurses rank wages as the number one retention issue (4).

Figure 13: Growing gap between Ontario’s RN supply and RN workforce¹³⁻¹⁵



Nearly 1 in 5 RNs who renewed their licence in Ontario are not practicing, and this percentage has been trending upwards.

Figure 14: Ratio of RNs under age 35 leaving the profession to those entering it in Ontario, 2014–2023¹



For every 100 RNs under 35 years old entering the profession, approximately 28 are leaving.

Agency nursing

Figure 15: Total hours of agency nursing in unionized Ontario hospitals¹⁶

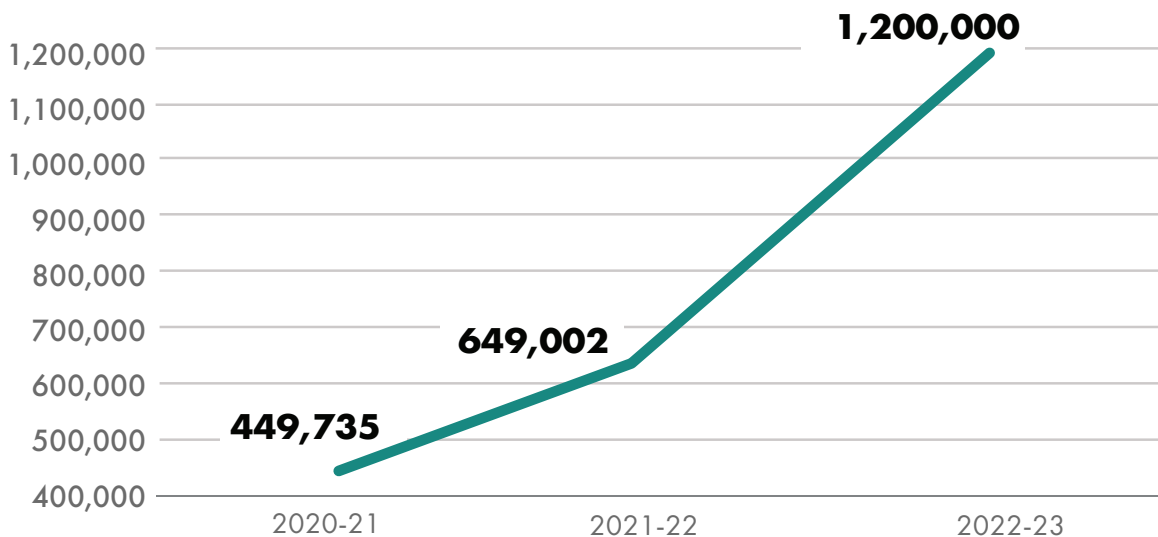
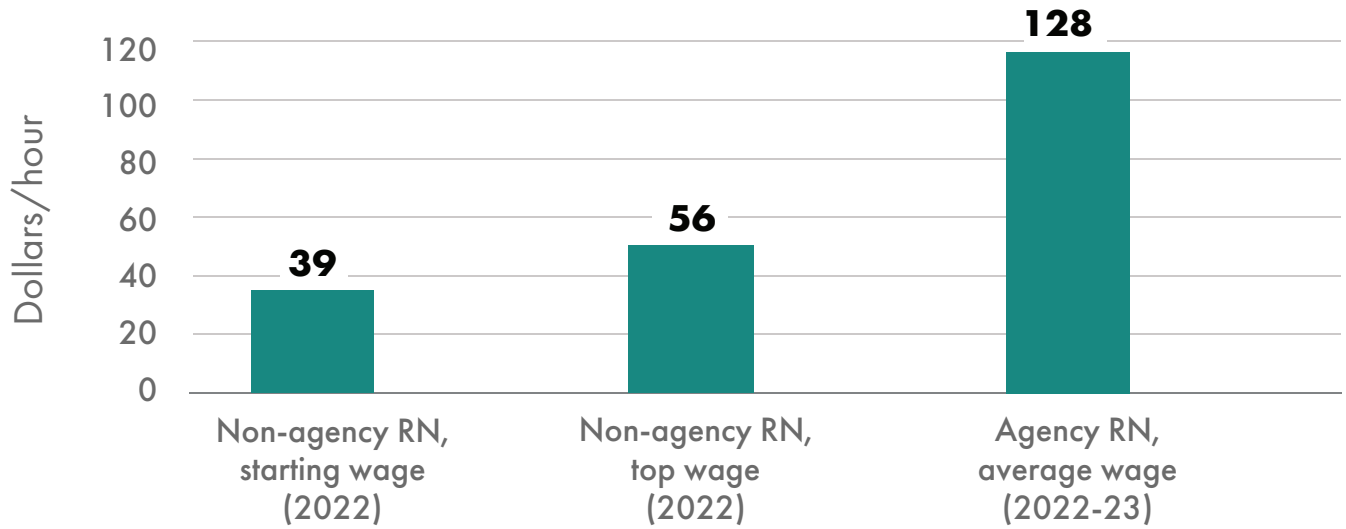


Figure 16: Ontario hospital RN average wage^{6,7,16}



Agency nursing is desirable to many nurses

About 1 in 3	About 1 in 2	About 7 of 10
<p>nurses are somewhat or very interested in agency work or increasing the agency work they already do (17).</p>	<p>new grads are interested in agency work (17).</p>	<p>nurses cite better pay as the main reason they are interested in agency work (17).</p>
<h2>Nurses</h2>		
<p>who are most likely to say they are not at all interested in agency work include those from units that are not over capacity (53%), have no burnout symptoms (67%), no anxiety (49%) and no depression (48%) (17).</p>		

References

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