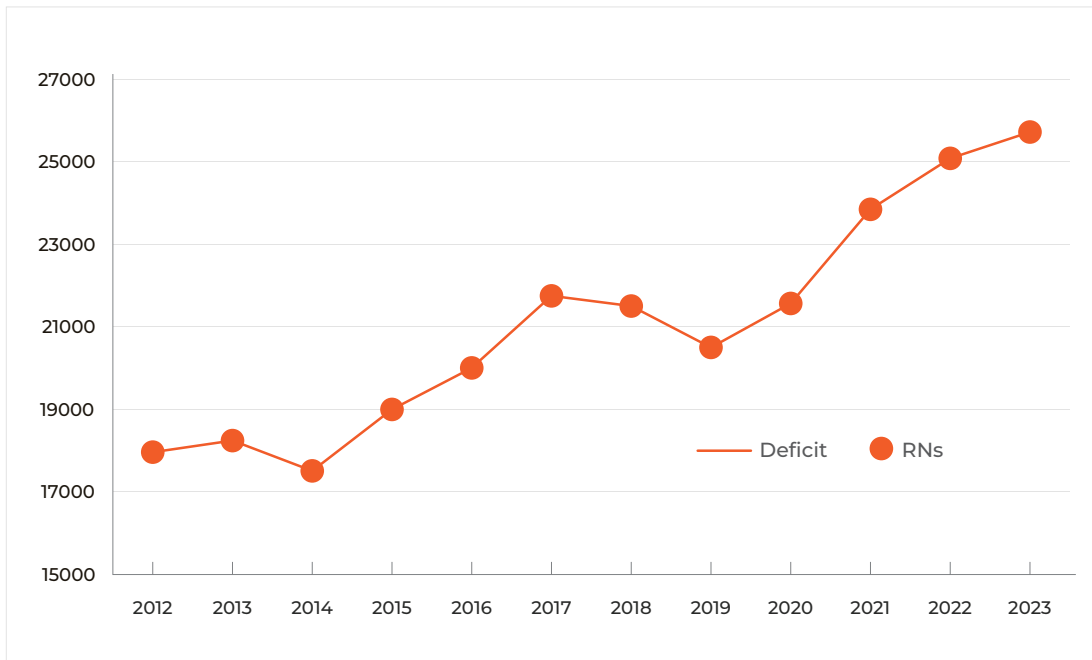
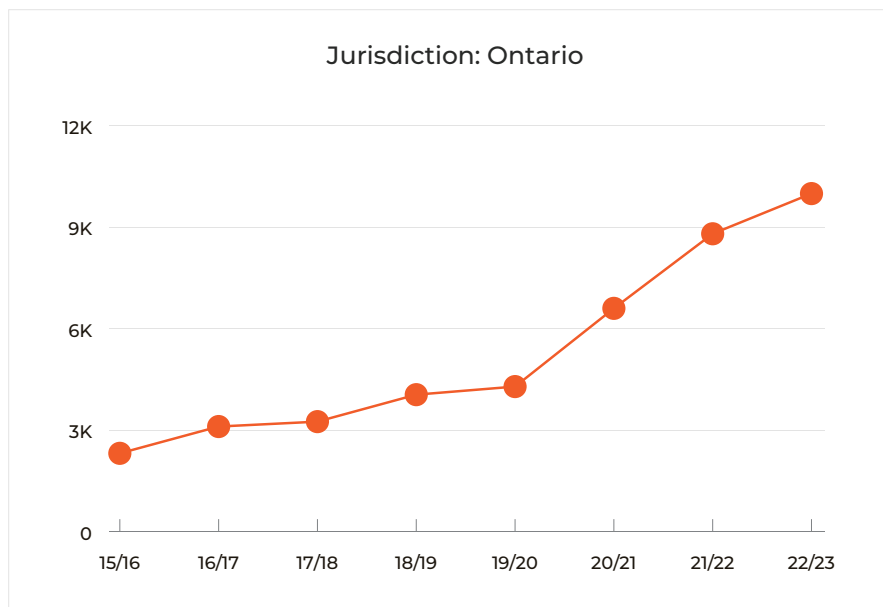


We are in the midst of an RN crisis in Ontario

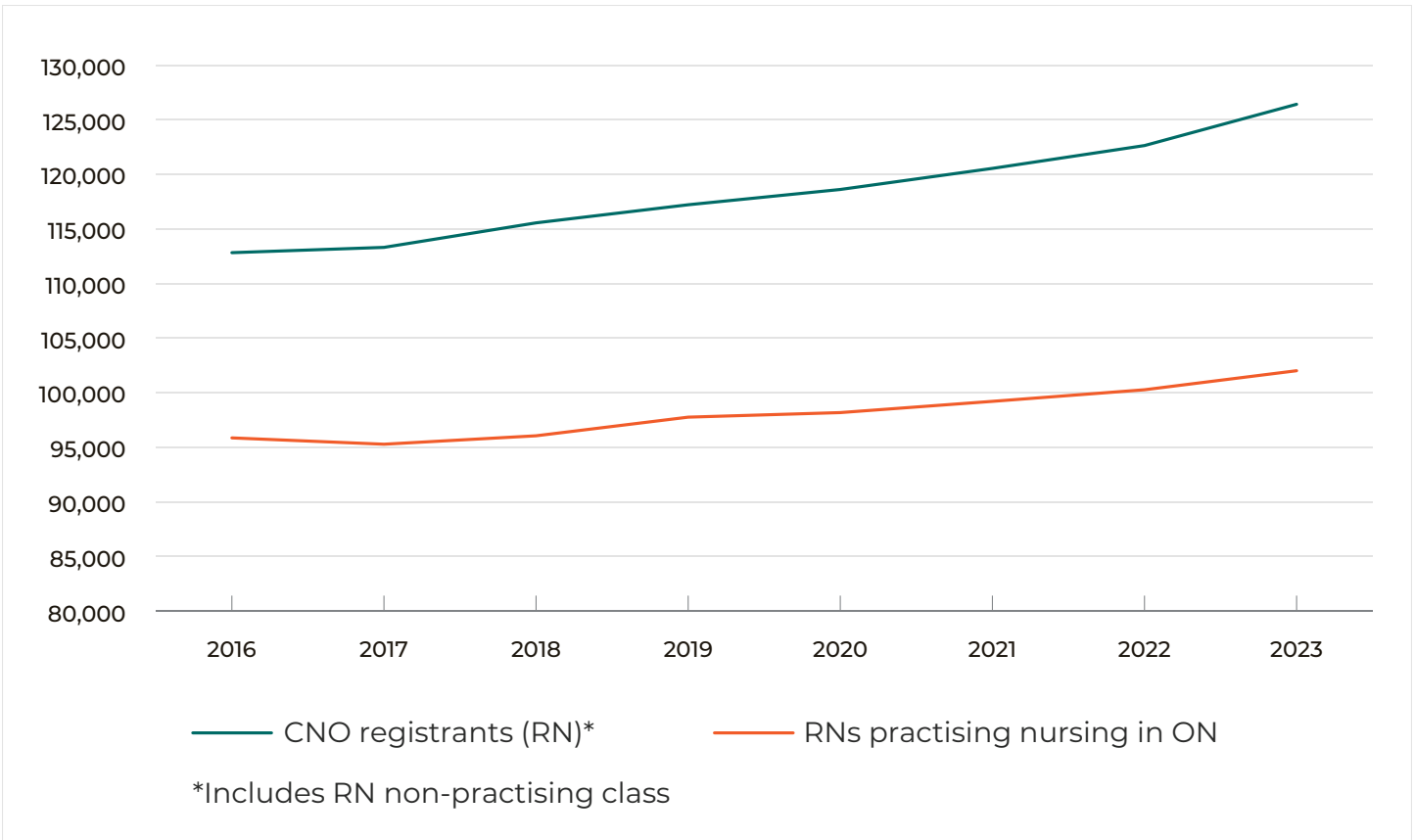
Ontario RN deficits over time compared to the rest of Canada¹



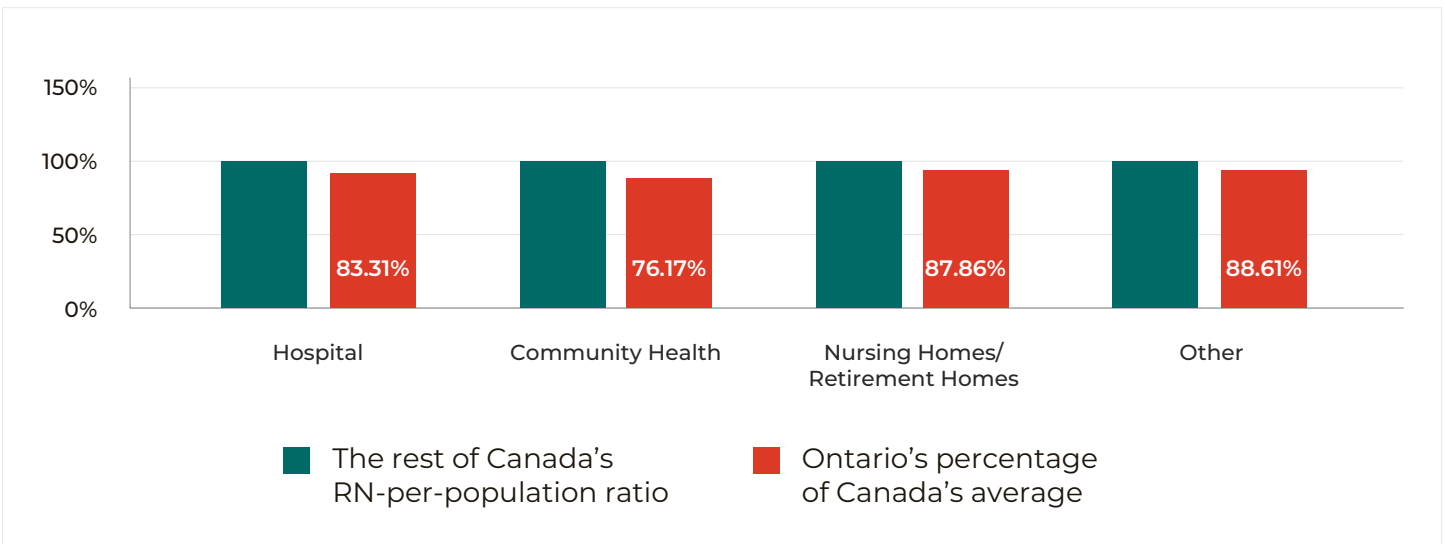
Average number of vacancies for professional occupations in nursing (registered nurses and registered psychiatric nurses)²



Ontario RN registrants vs. workforce³

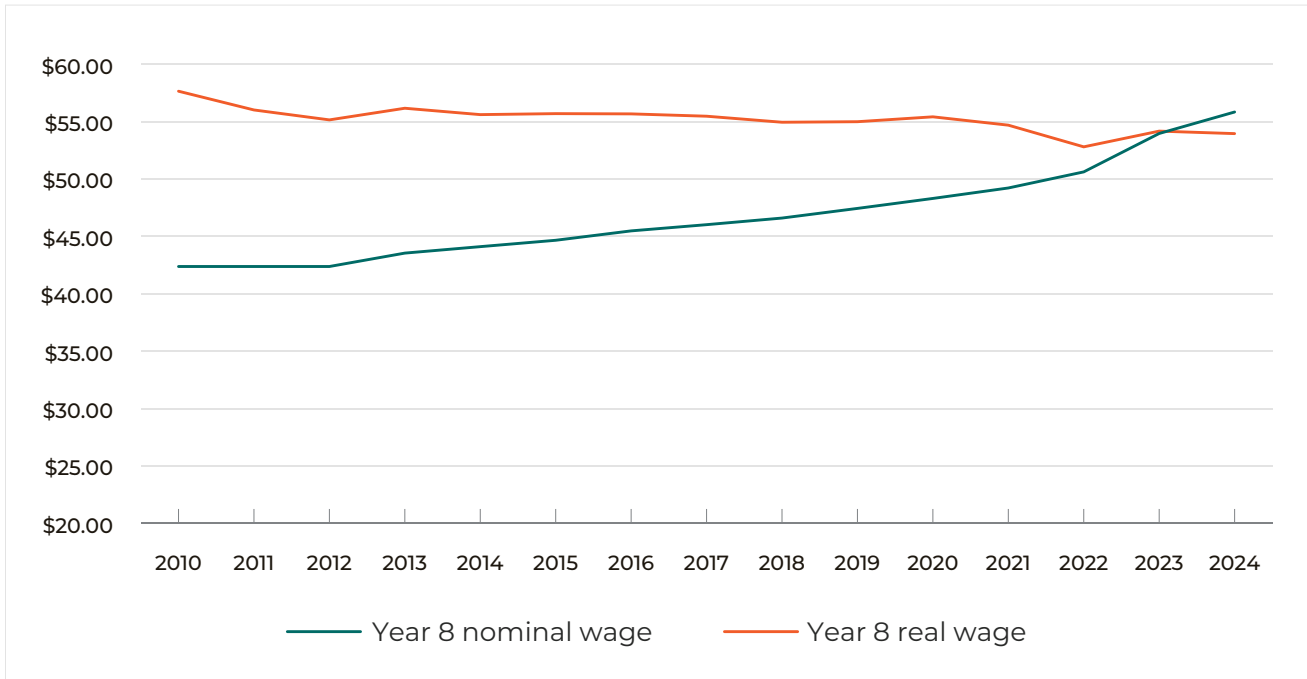


RN crisis in Ontario: sector-specific data⁴



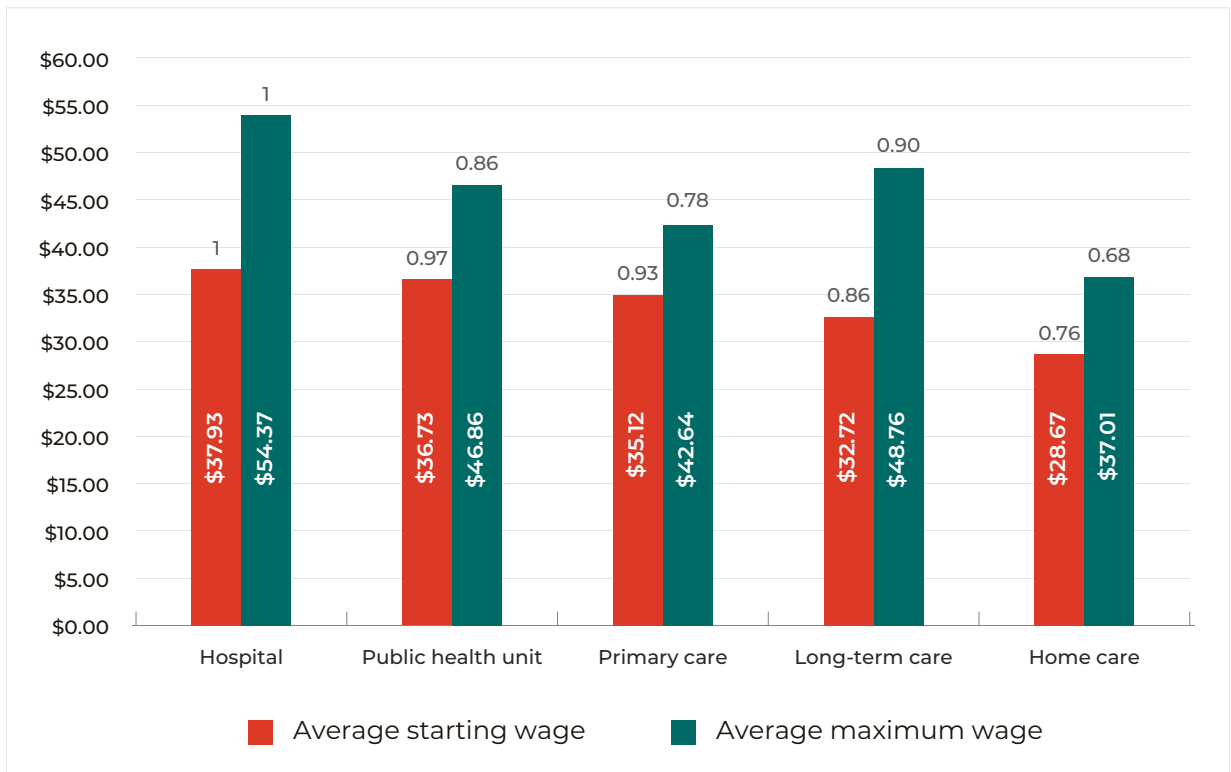
RN hospital wages have been declining in real terms

ONA-OHA year 8 nominal wage vs. real wage
(constant 2023 \$) projected to 2024 with inflation forecast⁵



RN wage disparities exist between hospital and community sectors

RN hourly wage rates & ratios across sectors in 2023⁶



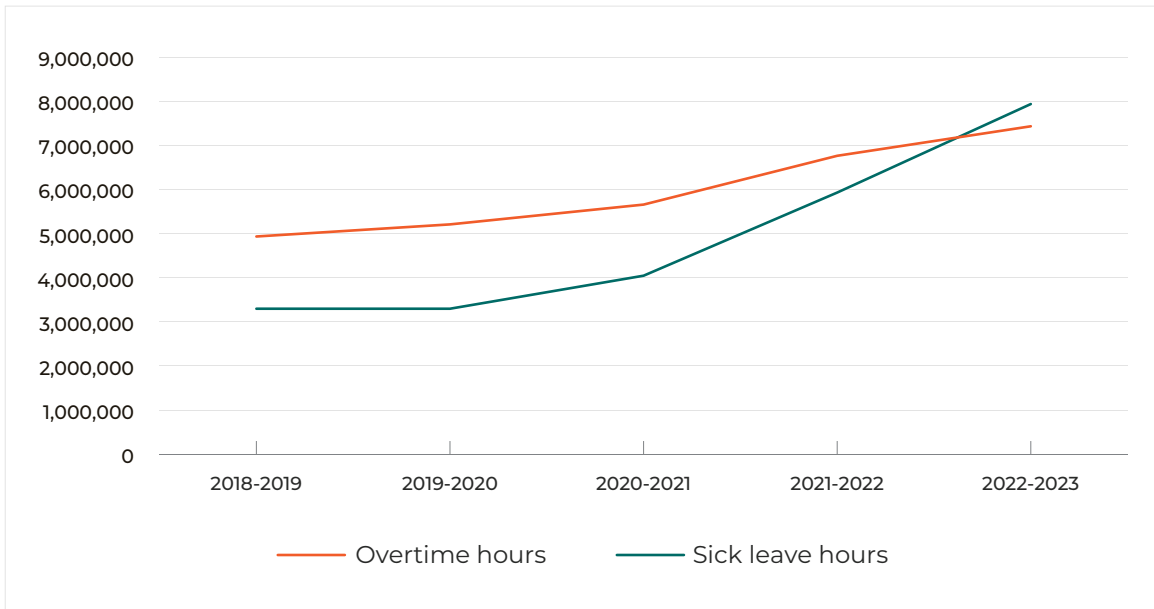
An HHR crisis in community sectors:

LTC: In 2022–23, LTC homes had an average vacancy rate of 11 per cent for RNs.^{7a}

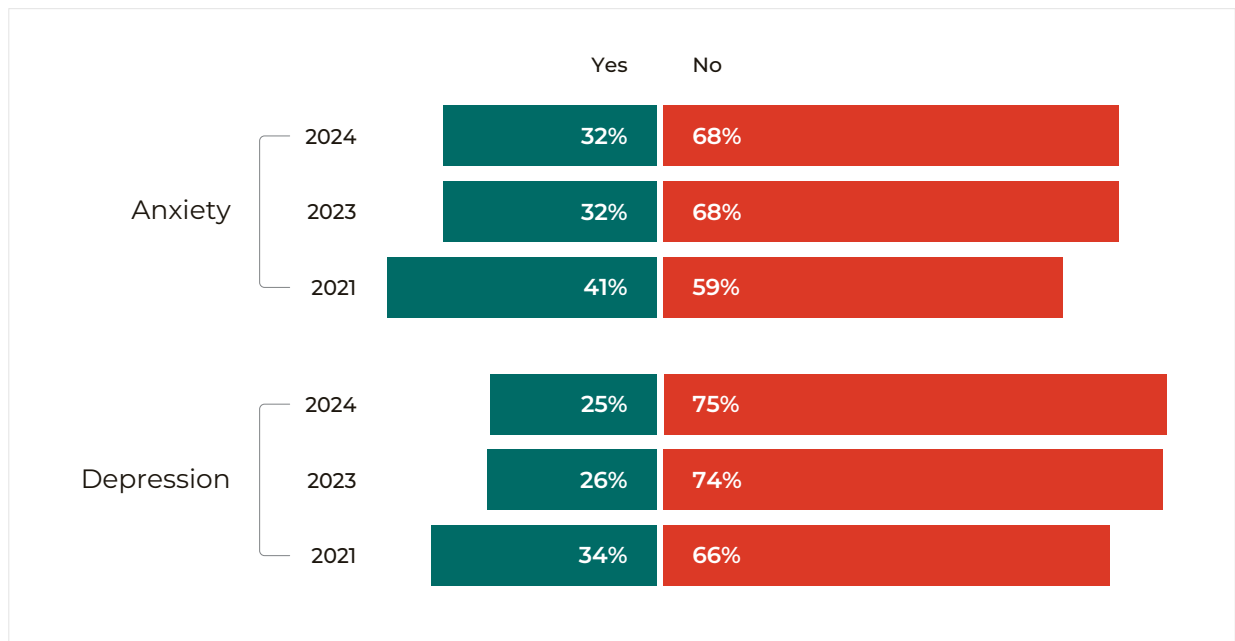
Home Care: In 2024, home and community care organizations had frontline vacancy rates of 20 per cent, and 25% staff turnover.^{7b}

Impacts on nurses' health and wellbeing

Overtime and sick leave hours in Ontario hospitals (nursing in-patient services)⁸



32% of nurses experience anxiety and 25% experience depression⁹



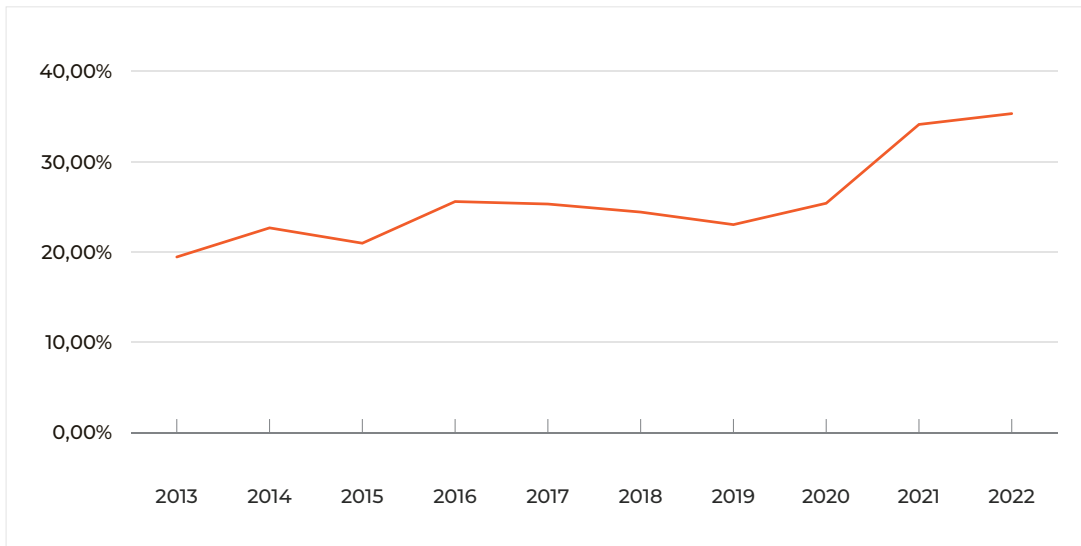
System implications of the nursing crisis:

Nursing turnover intention (2024)¹⁰:

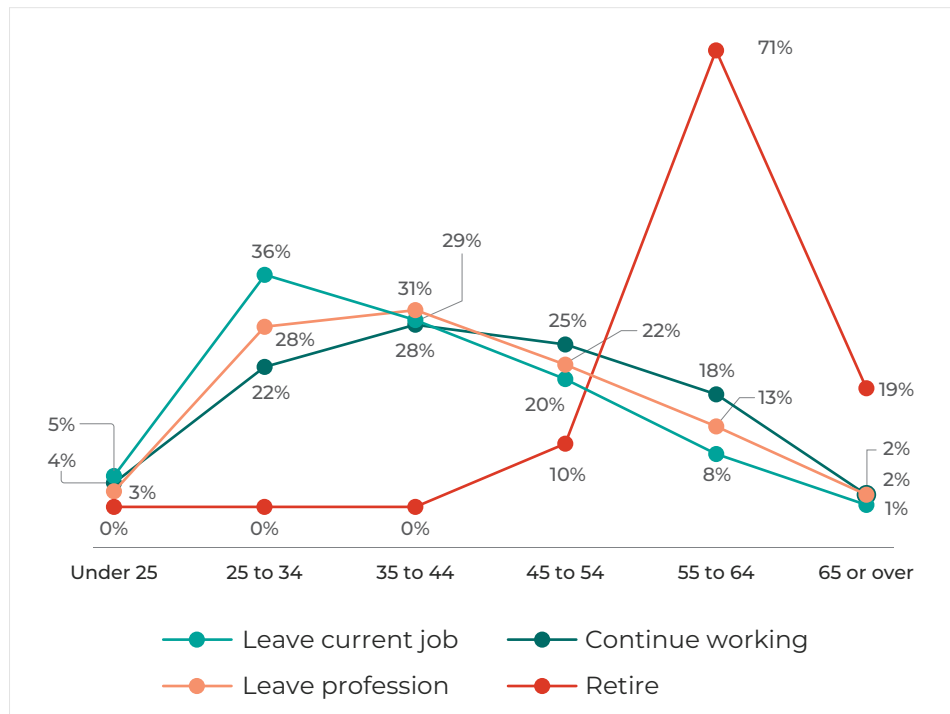
- 4 in 10 nurses intend to leave the profession, leave their job or retire within the next year.
- 7 in 10 nurses mention staffing and workload as extremely important to them in considering leaving.
- 1 in 3 nurses are interested in agency work or increasing the agency work they already do.

Students and early-career nurses are particularly vulnerable to turnover

Proportion of young nurses leaving to young nurses entering the profession (Ontario)¹¹



Nurses aged 25–34 more likely to leave their current job or the profession¹²



Agency nursing is on the rise¹³

- Nearly half (48.3%) of new grads are interested in agency work.
- Better pay is mentioned by 7 in 10 nurses as the main reason they are interested in agency work.
- Nurses who are most likely to say they are not at all interested in agency work include those from units that are not overcapacity (53%), have no burnout symptoms (67%), no anxiety (49%) and no depression (48%).

Year	Costs spent on agencies in Ontario ¹⁴
2020-2021	38,100,000
2021-2022	368,600,000
2022-2023	600,200,000
2023-2024 (available data)	600,200,000*

***Note:**

Comparable data not available for Ontario in 2023-2024, therefore cost data from 2022-2023 used

References

1. RNAO's calculation. Original data source: [Nursing in Canada, 2023- Data Tables](#); population figures from [Table: 17-10-0005-01 \(formerly CANSIM 051-0001\)](#).
2. Statistics Canada. [Job vacancies, proportion of job vacancies and average offered hourly wage by selected characteristics, quarterly, unadjusted for seasonality](#). 2024.
3. College of Nurses of Ontario (CNO). (2023). [Registration Renewal Statistics Report 2023](#).
4. RNAO's calculation. Original data source: [Nursing in Canada, 2023- Data Tables](#); population figures from [Table: 17-10-0005-01 \(formerly CANSIM 051-0001\)](#).
5. **ONA-OHA year 8 nominal wage vs. real wage**
Source: [Ontario Nurses' Association, Statistics Canada. Table 18-10-0005-01 Consumer Price Index, annual average, not seasonally adjusted & RNAO Calculation](#)
6. **RN hourly wage rates & ratios across sectors in 2023**
Source: [Ontario Nurses' Association collective agreements webpage, Ministry of Labour, Immigration, Training and Skills Development of Ontario's Collective Bargaining Interactive Search & RNAO Calculation](#)
7.
 - a. **LTC:** Office of the Auditor General of Ontario. (2023). [Long-Term Care Homes: Delivery of Resident-Centred Care](#).
 - b. **Home care:** Ontario Community Support Association. (2024). [The Care That's Needed – The Care That's Wanted: Investing in home and community care to expand access to care and build a strong workforce](#).
8. Canadian Institute for Health Information. (CIHI). 2024. *Health Workforce in Canada, 2022 – Quick Stats (Updated June 2024)*. Ottawa, ON: CIHI; June 2024.
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Author's calculations. CIHI, Nursing in Canada 2023 – Data Tables, Table 4: Supply, 2024.
12. Canadian Federation of Nurses Unions (CFNU). (2024). [CFNU Member Survey Report](#).
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14. Almost, J. (2024). [Opening the black box: Unpacking the use of nursing agencies in Canada](#).