

Registered Nurse/Nurse Practitioner Workforce Background

RNAO Vision backgrounder

February 2016

RNAO's vision for the future of nursing includes a sustainable workforce, with sufficient numbers of registered nurses (RNs) and nurse practitioners (NPs) to ensure all Ontarians have access to nursing services. In the interests of continuity of care and care provider, it is important that the bulk of nurses work full-time. An essential component of sound nursing human resource (HR) policy is to attain the government goal of at least 70 per cent of nurses working full time.

Data from the College of Nurses of Ontario (CNO) and the Canadian Institute for Health Information (CIHI) reveal mixed progress toward these goals. The most recent data from the CNO is for 2015 and from CIHI is for 2014.

Registrations. There was a large drop in the number of RNs in the general class (RN(GC)) eligible to work in Ontario in 2014 (from 112,582 to 104,298). This was mainly due to a new requirement for nurses to have practised in Ontario within the past three years in order to renew their registration. This impacts nurses who reside in or near border communities. The CNO attributed 49 per cent of nursing losses to registration revocations and 23.3 per cent to movement to the non-practising class. Between 2014 and 2015, RN(GC) registrations rose modestly to 104,401, while the number of non-practising RNs almost doubled to 8,417. NP registrations rose by 205 while registered practical nurse (RPN) registrations rose by 3,800.

Nursing Workforce. The nursing workforce has continued its general increase. The number of RN(GC)s dropped in 2012, but resumed its rise in 2013, reaching 96,007 in 2015. As the nurse/population ratios below show, sometimes RN(GC) employment growth is faster than the growth of population, and sometimes it is slower. On the other hand, RPN and NP employment growth have exceeded population growth, reaching 39,111 and 2,407 positions respectively in 2015.

Graduations. CIHI data show very sharp growth in numbers of Ontario RN graduates between 2005 and 2013 (from 1,619 graduates to 4,483), accounting for most of the reported Canadian growth (from 8,013 graduates to 11,974). Ontario RPNs also graduated in increasing numbers over the same time period (from 2,125 in 2007 to 3,322 in 2013), ahead of the national pace. However, RNs are mobile within and without Canada. Ontario is a net contributor of the RNs it educated to Alberta and BC (1,840 Ontario RN graduates are in Alberta and 2,242 are in BC), and Ontario is a net recipient from Quebec (2,374 Quebec RN graduates are in Ontario). Quebec uses very few RNs from the rest of the country, whereas Alberta, BC and the territories are quite reliant on RNs from other Canadian jurisdictions.

Nurses/Population. In the 1990s, Ontario had a low and falling RN/population ratio (RNs and NPs), which is an indicator of declining access to RNs and rising nursing workloads. Concerted government action to restore nursing employment reversed that negative trend. In its first mandate (2003-2007), the current government met its nursing employment target. However, budgetary cutbacks in 2008 stalled that progress, and the government fell short in its second mandate. This contributed to Ontario lagging behind the rest of the country in its numbers of working RNs per population – a gap that would require

an estimated 16,659 more RN positions to close. While RN employment growth lagged, RPN employment continued to grow steadily, resulting in a nursing workforce mix that shifted from 21.5 per cent RPN to 28.4 per cent between 2005 and 2015.

Full-Time Employment. On the matter of full-time employment, Ontario had reversed the downward trend of the 1990s. As of 1999, only half of all RNs were employed fulltime, but by 2012, almost 69 per cent were full-time, very close to the government’s promise of 70 per cent. This put Ontario well ahead of the rest of the country, which had a 54 per cent full-time share on average. The only negative for Ontario was a drop in full-time RN positions in 2013 that lowered the full-time share to below 67 per cent. The share then rose marginally in 2014 and dropped again in 2015 to 66.7 per cent. The drop for RN(GC)s appears to have been almost entirely borne by younger nurses in the age range 18-20 (from 71 per cent to 61.6 per cent between 2011 to 2015). The RPN full-time share dropped to 55.9 per cent in 2015, down from its peak of 61 per cent in 2011. Data released for the first time by CNO in 2014 reveal that Ontario would easily surpass its 70 per cent full-time target if all nurses had their preferred employment status. In 2015:

- 72 per cent of RN(GC)s would prefer full time vs. 66.6 per cent who actually worked full time,
- 76.8 per cent of RPNs preferred full time vs. 55.9 per cent who worked it, and
- 82.5 per cent of NPs preferred full time, while 82.7 per cent had full-time work.

Multiple Employment. The incidence of individual nurses holding multiple jobs is quite high for all classes of nurse: in 2015, 15.2 per cent of RN(GC)s, 25.2 per cent of NPs and 20.2 per cent of RPNs worked for at least two different employers at the same time. This figure rose for all three nursing categories in 2014. This has implications for continuity of care and care provider. It is also problematic during pandemics. Finally, it is a potential indicator that many nurses are cobbling together part-time and casual employment in order to secure the equivalent of a full-time position. It would be better to have enough full-time positions available so that nurses do not have to resort to multiple employment.

Age Distribution. The age distribution within the RN workforce tilts toward the upper age groups, with recent growth in the oldest cohorts. There was a very recent rise in the share for the youngest age groups, indicating some success in renewing the RN workforce. The largest cohorts are in the 40-59 year range, meaning that mid- to-late-career human resource (HR) strategies will remain important for retention. Even with solid retention of all age cohorts, significant retirements can be anticipated. Combined with the shortfall of RN positions, this puts a premium on RN education and recruitment.

Gender. The nursing workforce remains overwhelmingly female, meaning that efforts must continue to recruit more males to promote diversity.

Sector. The RN(GC) workforce works primarily (more than 60 per cent) in the hospital sector, with a modest shift away from hospitals in 2014. There was very little change in the proportions of the workforce between the major sectors in 2015, when the shares were: 60.9 per cent in hospitals, 20.1 per cent in the community, 9 per cent in long-term care and 10.1 per cent in Other. Given that

government is seeking to shift health services toward community and long-term care, it will necessitate equivalent compensation and benefits in those sectors. At present, nurses in primary care and home care are underpaid relative to the hospital sector, and this presents a problem for recruitment and retention.

Registered Nurse Backgrounder

This backgrounder provides an overview of Ontario's Registered Nurse (RN) workforce, which is broken into RNs in the general class (RN (GC)s) and RNs in the extended class (RN (EC)s), also known as nurse practitioners or NPs. Unless otherwise specified, RN refers to both classes of RNs, while RPN refers to Registered Practical Nurses, except in national comparisons, when RPN refers to Registered Psychiatric Nurses. Licensed Practical Nurses (LPNs) are the national equivalent of Ontario's RPNs. Employment figures are snapshots of data from the College of Nurses of Ontario (CNO)¹ taken at registration renewal time, which takes place over several months around the beginning of each year.

Please note that cross-Canada comparisons are performed using the latest data from the Canadian Institute for Health Information (CIHI),² which give slightly different figures for Ontario than CNO data (see notes at the end of the document). Data in this backgrounder are the latest available as of February 2016. CIHI data run to 2014 and CNO data run to 2014, with some 2015 data as well.

1. Numbers of Ontario Nursing Registrants

There was a very large drop in the number of RN (GC)s eligible to practice in Ontario in 2014. As the CNO explained in its 2014 report, this was due to the introduction of a new requirement in 2013 that nurses must have practised in Ontario within the past three years. As a result, "Of the 12,273 losses [of RN (GC) registrants], 49 per cent were a result of revocations and 23.3 per cent were a result of members moving to the Non-Practising Class."³ In 2015, the number of non-practising RNs almost doubled, but the number of RNs registered to practice did not decline. Notwithstanding the change in regulations, the numbers of RPNs and NPs eligible to work in nursing in Ontario continued to climb.

Nursing Category / Class	2010	2011	2012	2013	2014	2015
RN (GC)s	111,717	111,532	112,194	112,582	104,298	104,401
NPs	1,585	1,800	2,020	2,242	2,362	2,567
Non-Practising RNs					4,627	8,417
All RNs	113,302	113,332	114,214	114,824	111,287	115,385
RPNs	35,427	36,588	38,845	41,996	42,018	45,818
Non-Practising RPNs					742	1,623
All RPNs	35,427	36,588	38,845	41,996	42,760	45,818
All nurses	148,729	149,920	153,059	156,820	154,047	161,203

1.1 Numbers of Nursing Graduates: Canadian Jurisdictions Compared

Ontario showed sharp growth in numbers of RN graduates between 2005 and 2013, according to CIHI data. That was the bulk of growth in Canadian RN graduations over that time period.

2. Numbers of RN (GC) Graduates per Year⁵ [CIHI]														
Year	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Nun.	Canada
2005	197	51	244	276	3,003	1,619	430	224	1,077	892	n/a	8,013
2006	188	56	257	270	2,965	2,015	405	214	1,130	854	n/a	20	5	8,379
2007	221	56	283	259	2,667	2,828	466	259	1,248	1,132	n/a	13	15	9,447
2008	201	55	287	256	2,344	2,797	456	319	1,328	1,048	n/a	17	5	9,113
2009	197	46	302	263	2,309	3,409	450	355	1,227	1,087	n/a	12	5	9,662
2010	166	54	302	303	*2,375	3,571	583	315	1,204	1,307	n/a	14	5	10,183
2011	223	67	265	291	2,689	3,731	498	387	1,396	1,370	n/a	16	x	10,933
2012	253	62	325	344	2,847	3,941	351	390	1,689	1,534	n/a	13	x	11,749
2013	238	61	411	235	3,172	4,483	492	407	1,136	1,307	n/a	26	6	11,974

Between 2011 and 2013, the numbers of Ontario NP graduates dropped from 249 to 172.

3. Numbers of NP Graduates per Year⁶ [CIHI]														
Year	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.		Canada
2005	x	n/a	16	6	8	76	9	9	25	25	n/a	x	..	178
2006	14	n/a	x	6	8	88	8	11	30	31	n/a	x	..	204
2007	13	n/a	x	14	15	158	12	13	66	28	n/a	x	..	330
2008	10	n/a	x	x	5	159	..	6	55	29	n/a	0	n/a	272
2009	0	n/a	10	7	5	216	6	8	94	33	n/a	0	n/a	379
2010	6	n/a	9	5	40	135	14	6	105	52	n/a	7	n/a	379
2011	10	n/a	n/a	8	30	249	5	x	72	26	n/a	x	n/a	400
2012	5	n/a	16	14	15	197	7	9	71	24	n/a	x	n/a	362
2013	6	n/a	15	x	18	172	n/a	11	59	33	n/a	n/a	n/a	318

Since 2009, the numbers of LPN graduates (called RPNs in Ontario) rose sharply from 1,859 to 3,322, outpacing growth in the rest of the country.

4. Numbers of LPN Graduates per Year⁷ [CIHI]													
Year	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.	Canada
2005	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
2006	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
2007	79	21	193	99	1,889	2,125	131	78	475	902	..	n/a	5,992
2008	78	0	140	22	1,870	1,984	138	79	221	1,038	..	n/a	5,570
2009	99	24	136	86	2,136	1,859	133	178	371	515	..	n/a	5,537
2010	99	22	287	13	2,556	2,425	149	96	705	576	11	n/a	6,939
2011	176	31	110	66	2,498	3,076	62	187	844	623	0	n/a	7,673
2012	143	29	229	171	2,565	3,140	119	88	920	533	13	n/a	7,950
2013	68	38	99	172	2,528	3,322	137	194	987	350	0	n/a	7,895

1.2 Interprovincial Flows of RN Graduates

There is considerable flow of Canadian RN graduates from one province to the other, with some provinces being much more reliant on their own graduates than others. The following 2014 data consider RNs educated in Canada only.

5. Jurisdiction of Graduation vs. Jurisdiction of Registration, 2014 ⁸ [CIHI]												
Graduation Location	Registration Location											
	N.L.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	Y.T.	N.W.T.
N.L.	5,565	33	477	80	12	581	42	39	555	194	8	105
P.E.I.	7	1,099	127	39	†	56	6	8	83	28	†	21
N.S.	116	155	7,049	328	14	617	32	54	450	239	19	106
N.B.	38	110	514	6,972	244	467	32	39	221	155	6	43
Que.	8	9	68	256	64,973	2,374	35	20	324	403	19	42
Ont.	150	70	485	183	465	80,421	362	289	1,840	2,242	110	269
Man.	13	7	50	23	18	543	10,275	303	861	821	26	53
Sask.	†	6	23	9	9	206	173	7,724	1,473	666	†	31
Alta.	52	19	114	37	30	560	161	836	22,219	2,311	71	103
B.C.	15	6	72	15	13	399	73	123	1,036	20,191	91	86
Y.T.	–	–	–	–	–	–	–	–	–	–	–	–
N.W.T./Nun.	†	0	11	†	0	7	†	11	32	12	†	159
Net % Contribution ⁹	22.5%	-2.7%	2.1%	10.2%	3.8%	0.8%	13.9%	8.5%	-9.7%	-23.2%		-119.4%

Quebec is the most self-reliant, with 98.8 per cent being educated in Quebec. For Ontario, the share was 93.3 per cent. Ontario contributes more nurses to other provinces than it gets back. Ontario is a major net recipient from Quebec and a net contributor to BC and Alberta. On the other hand, BC only graduated 74.1 per cent of its Canadian-educated RNs. For Alberta, the figure was 76.4 per cent. Newfoundland was a major net contributor of RNs (equal to 22.5 per cent of all Newfoundland-trained RNs working in Canada). BC, Alberta, the Yukon and the NWT/Nunavut are heavily or (in the case of the Yukon) totally dependent on nurses from other provinces.

2. Size of Ontario Nursing Workforce

2.1 Recent Trends in Ontario Nursing Employment

RN (GC) employment dropped in 2012 but rose again in the following three years. RPN and NP employment continued to rise steadily -- much faster than that for RNs (For example, in 2015, RN employment grew at 0.2 per cent, while RPN employment grew at 4.9 per cent. See Figure 6 b). RPN employment growth was 81.4 per cent of the total nursing employment growth in 2015 (see Figure 6 c).

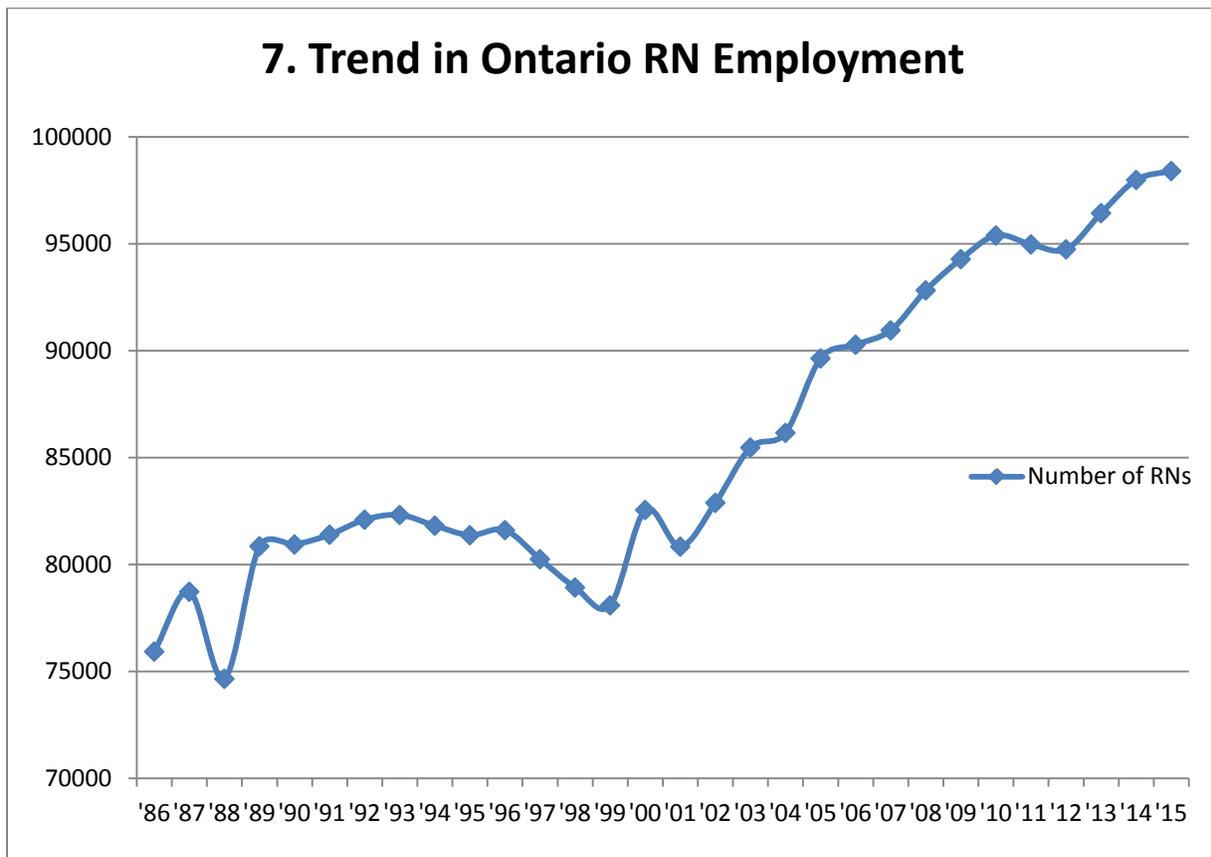
6 a. Ontario Nursing Workforce¹⁰					
Nursing Category / Class	Nursing Employment				
	2011	2012	2013	2014	2015
RN (GC)s	93,315	92,879	94,386	95,787	96,007
NPs	1,666	1,874	2,056	2,209	2,407
All RNs	94,981	94,753	96,442	97,996	98,414
RPNs	31,419	32,850	35,286	37,284	39,111
All nurses	126,400	127,603	131,728	135,280	137,525

6 b. Net Annual Change in Nursing Employment				
Nursing Category / Class	2011-12	2012-13	2013-14	2014-15
RN (GC)s	-436 (-0.5%)	1,507 (1.6%)	1,401 (1.5%)	220 (0.2)
NPs	208 (12.5%)	182 (9.7%)	153 (7.4%)	198 (9.0%)
All RNs	-228 (-0.2)	1,689 (1.8%)	1,554 (1.6%)	418 (0.4%)
RPNs	1,431 (4.6%)	2,436 (7.4%)	1,998 (5.7%)	1,827 (4.9%)
All nurses	1,203 (1.0%)	4,125 (3.2%)	3,552 (2.7%)	2,245 (1.7%)

6 c. Net Change in Nursing Employment and Shares of Total Change				
Nursing Category / Class	2011-12	2012-13	2013-14	2014-15
RN (GC)s	-436 (-36%)	1,507 (36.5%)	1,401 (39.4%)	220 (9.8%)
NPs	208 (17.3%)	182 (4.4%)	153 (4.3%)	198 (8.8%)
All RNs	-228 (-19%)	1,689 (40.9%)	1,554 (43.8%)	418 (18.6%)
RPNs	1,431 (119.0%)	2,436 (59.1%)	1,998 (56.3%)	1,827 (81.4%)
All nurses	1,203 (100%)	4,125 (100%)	3,552 (100%)	2,245 (100%)

2.2 Longer Ontario Employment Trends for RNs

The 1990s saw stagnation in the growth of the RN workforce, with falling employment in the late 1990s. At the same time, the population of Ontario continued to grow rapidly and age. This meant the need for nursing services was growing while RNs were being laid off (see Figure 7 below). The 1999 Nursing Task Force report outlined these problems and their implications for the nursing profession and client outcomes. Since this time, concerted efforts by successive governments have reversed the downward trend in nursing employment. RN employment has been trending upwards, although it dropped in 2011 and 2012, as the loss of RN (GC) positions outweighed the gains by NPs. RN (GC)s lost 1,037 positions while NPs gained 388, for a net loss of 649 RN positions between January 2010 and January 2012. Between 2012 and 2015, there was a net gain of 3,661 RN positions.



2.3 Net Gains in Nursing Employment by Government Mandate

During the current government's first mandate (October 2003 to October 2007), it promised to create 8,000 new nursing positions. In the corresponding CNO data period (2004-2008; note that CNO data by year refer to January 1 of the stated year, so the October 2003 for example is very close to January 1, 2004), 9,669 nursing positions were created. Thus, we can say that the government met its commitment. In its second mandate, the government promised to create 9,000 additional nursing positions. According to CNO data, the government fell short on its promise. Between the start of 2008 and 2012, Ontario gained just 7,346 nursing positions. Alarming, nursing gains slowed dramatically in the last two years of the second mandate, as the nursing workforce lagged behind population growth. Over that two-year period, Ontario lost 649 RN positions (RNs in the general class lost 1,037 positions), while RPNs gained 2,416 positions, for a net gain of 1,767 nursing positions. Overall, there was very little growth in RN positions in the general class during the provincial government's second mandate.

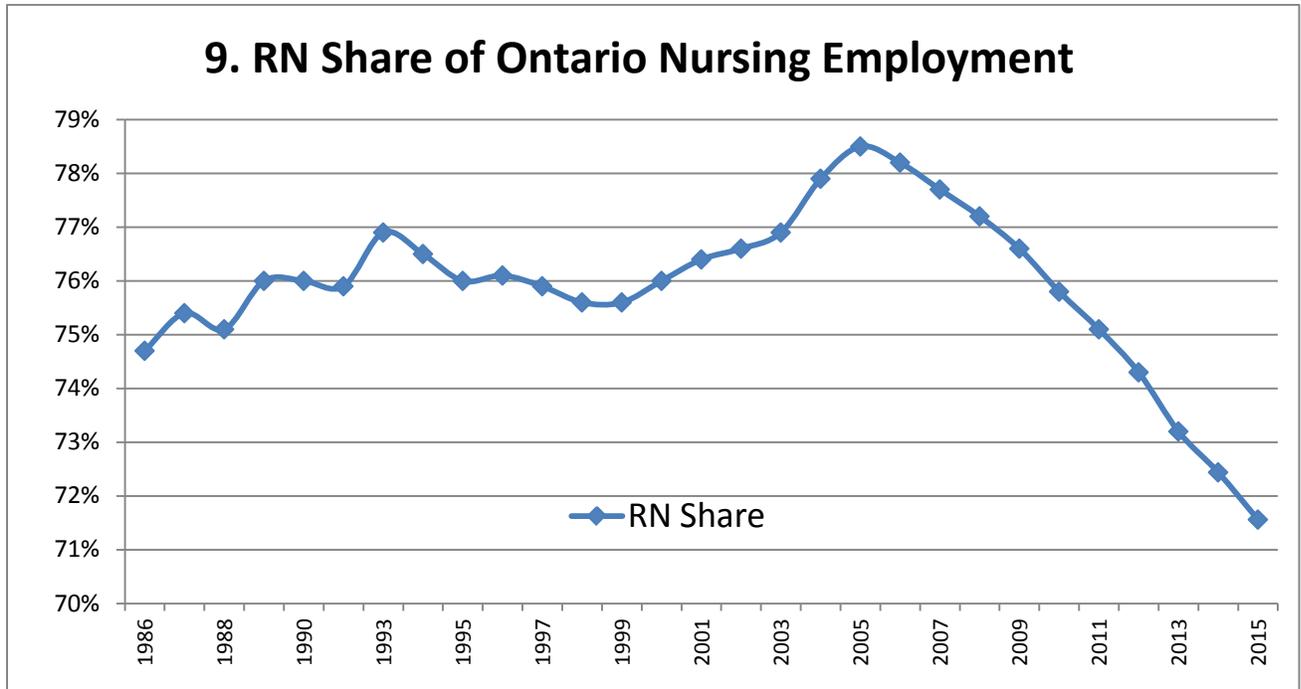
There was some growth in nursing employment between 2012 and 2015 in all categories. However, for RN (GC)s, the growth was almost entirely in part-time positions. RPN employment grew at a much faster rate than RN employment. As with RN (GC)s, the bulk of the RPN growth came in part-time positions (see section on working status).

8. Net Changes in Ontario Nursing Employment By Government Mandate, 2004-2015

Nursing Category / Class	Nursing Employment				Net Gains in Nursing Employment			
	2004	2008	2012	2015	2004-08 First mandate	2008-12 Second mandate	2004-12 First 2 mandates	2012-15 Third Mandate
RN (GC)s	85,638	91,965	92,879	96,007	6,327	914	7,241	3,128
NPs	530	868	1,874	2,407	338	1,006	1,344	533
All RNs	86,168	92,833	94,753	98,414	6,665	1,920	8,585	3,661
RPNs	24,428	27,432	32,858	39,111	3,004	5,426	8,430	6,253
All nurses	110,596	120,265	127,611	137,525	9,669	7,346	17,015	9,914

3. Changing Skill Mix

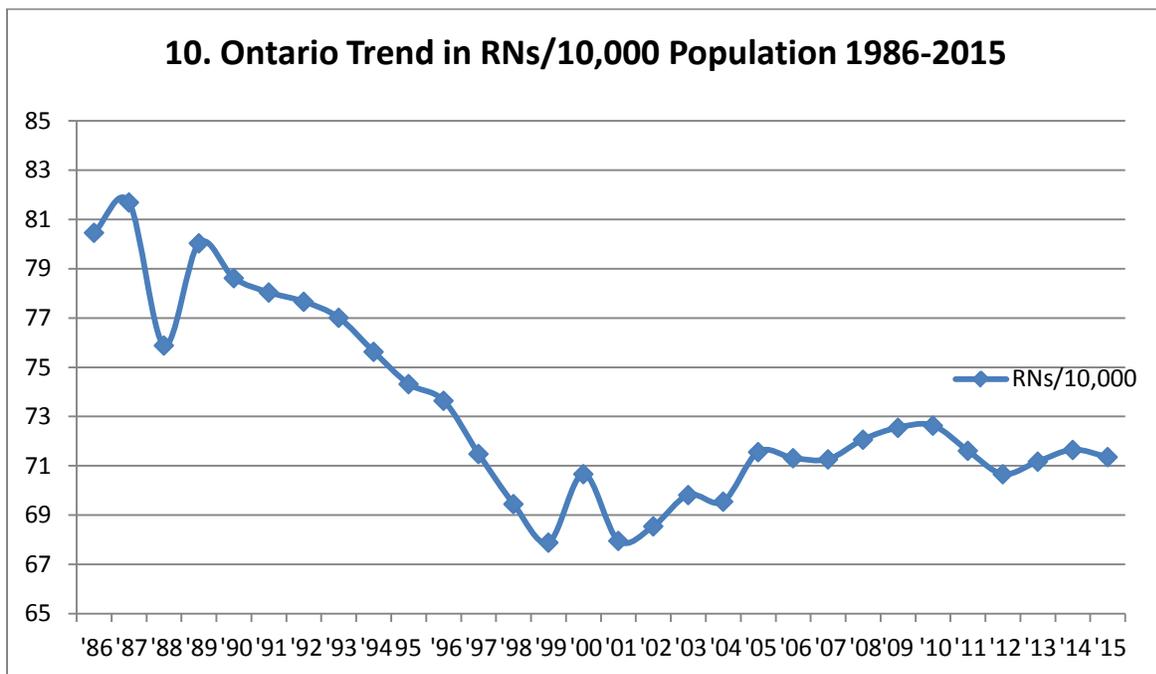
The slow growth in RN employment since 2005, and its ultimate decline from 2010 to 2012 occurred in tandem with a rapid growth in RPN positions over the same period. Accordingly, the skill mix in the nursing workforce has shifted, with RNs' share of nursing employment falling since 2005 from 78.5 per cent to a new low of 71.6 per cent in 2015. The RPN share over that period rose from 21.5 per cent to 28.4 per cent.



4. Nurse-to-Population Ratios

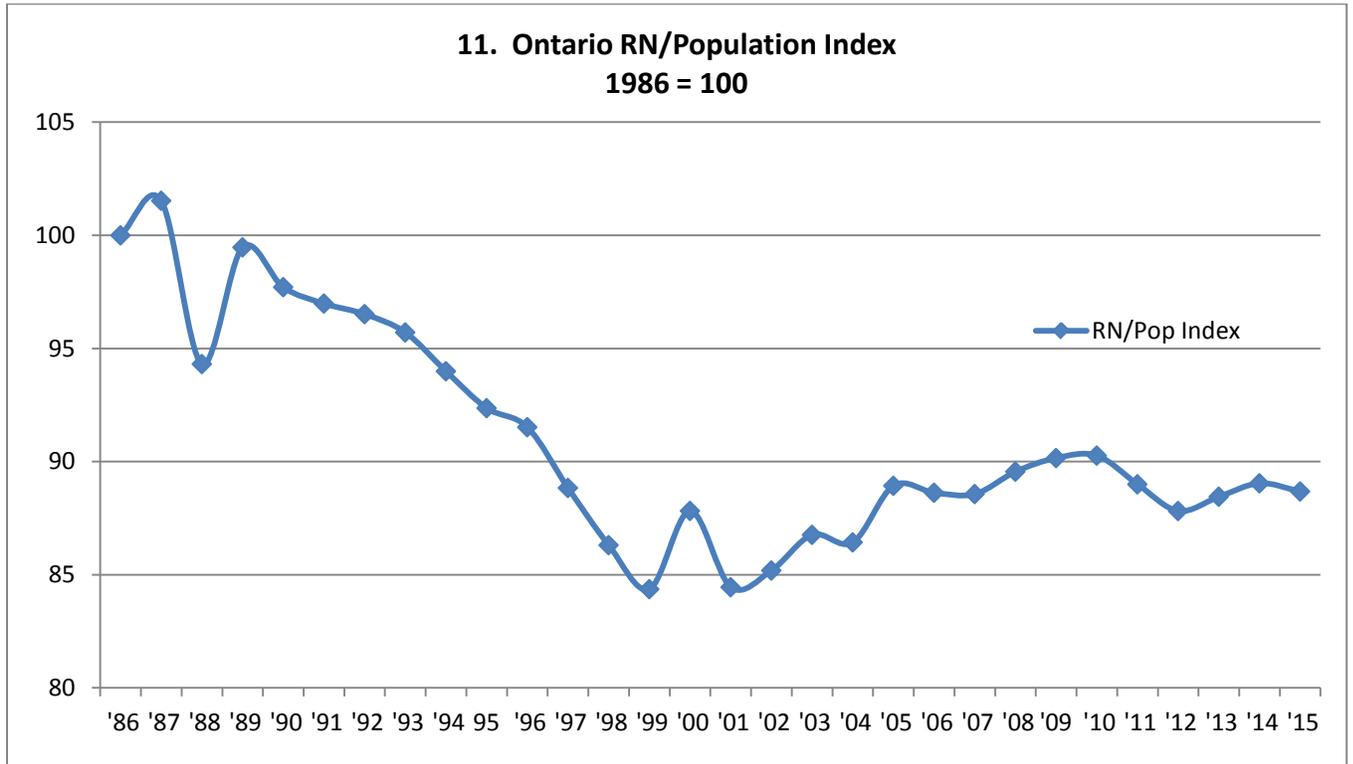
4.1 Ontario RN-to-Population Ratio (Working RNs / 10,000 Ontarians)¹¹

Ontario's plunging RN-to-population ratio provides a direct measure of access to nursing services. As the ratio falls, the number of people each RN must care for increases. Figure 10 shows a striking pattern from 1986 to 2015: the nursing workforce first plummeted from more than 80 per 10,000 people to below 70 in 1999 and again in 2001. After that, it trended upward, peaking at 72.6 in 2010. The sharp drop was caused by a declining nursing workforce and a rising population. This trend was reversed when the growth in RN employment exceeded population growth. The biggest nursing gains under the current government occurred during the first year of its first mandate, when the ratio reached 71.6. Since that time, the ratio has fluctuated in that range. It rose again in 2013 and 2014, with virtually all of the gains coming as part-time employment (2,842 of 3,243 net positions gained). In 2015, the ratio again declined, in synch with reports of RN layoffs.



4.2 Ontario RN/Population Ratio: Index Comparing to 1986 Levels

The chart below represents an index of RN-to-population ratios with the starting year, 1986, set to 100. It provides a vivid statistical picture to explain the sharp rise in workloads reported by many RNs. In percentage terms, the ratio deteriorated to 15 per cent below 1986 levels in 1999 and again in 2001. It recovered to about 10 per cent below 1986 levels by 2009, but dipped again to 12.2 per cent below by 2012 before recovering to 11 per cent below in 2014 (see Figure 11). We have not recovered to the ratios that prevailed in the 1980s, but the reversal in the early 2000s was important, and the improvement was significant. A deterioration in the RN-to-population ratio followed spending restraints announced in October 2008 as part of the government's attempt to deal with a recession-driven deficit.¹² RNAO continues to hear concerns about workload, and data show that ratios are considerably less favourable than they were in the late 1980s, when the provincial client base was younger and its health-care needs were less complex. As noted above, the ratio started to improve again after 2012 but fell again in 2015, 11.3 per cent below the 1986 level.



4.3 Trend in RN Employment per 10,000 Population: Ontario vs. the Rest of Canada¹³

Ontario’s RN-to-population ratio ranks well below the rest of the country, with a gap that opened up in the early 1990s. As of 2014, Ontario had 71.4 RNs per 10,000 people (a decline from 72.5 in 2009), compared to 83.6 for the rest of the country; the silver lining has been an upward trend in Ontario since 2012. Only British Columbia has a lower RN-to-population ratio than Ontario. This inevitably has significant implications on workload and patient outcomes.^{14 15 16 17 18 19 20} For Ontario to catch up with the rest of Canada (ROC), it would have to add an estimated 16,659 more RNs to its workforce, an increase of 17.1 per cent. In response to this growing concern, RAO is recommending that the government seek to close the gap as quickly as reasonably possible, while continuing to advance policy that focuses on utilizing the most effective care provider for each patient and advancing continuity of care and caregiver.

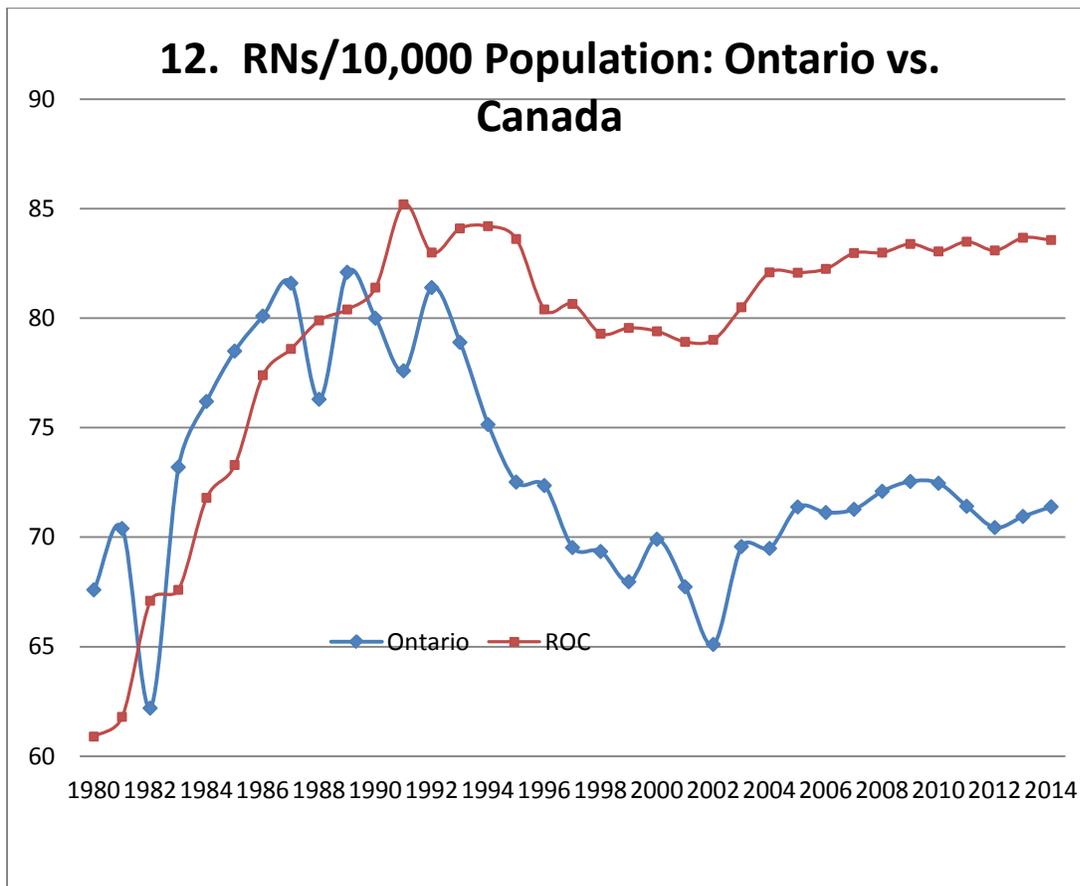


Figure 13 shows provincial RN-to-population ratios for 1994 and 2014. Between those two periods, B.C.'s ratio dropped the most, leaving it with the lowest ratio in the country. Ontario's ratio dropped the second most, giving it second-last place in the country, well below the average for the rest of the provinces. The third data column is an index (Ontario = 100) that shows proportional differences. For example, Newfoundland had 61 per cent more RNs per capita than did Ontario. The ratio for Canada outside of Ontario was 17.1 per cent above Ontario's, which is a huge discrepancy. Only B.C.'s ratio was lower than Ontario's, by 1.7 per cent.

13. Comparison of RN Workforce per 10,000 Population Across Canada			
All RNs			
Province / Territory	1994	2014	2014 Index: Ontario = 100
N.L.	90.1	115.0	161.0
P.E.I.	87.1	105.9	148.3
N.S.	98.8	98.7	138.2
N.B.	101.4	107.3	150.3
Que.	85.1	83.5	116.9
Ont.	75.1	71.4	100.0
Man.	89.8	95.7	134.0
Sask.	84.1	91.9	128.7
Alta.	80.9	78.9	110.5
B.C.	75.0	70.2	98.3
Y.T.	68.4	109.6	153.5
N.W.T./Nun	85.4	137.6	192.8
Rest of Canada	84.2	83.6	117.1
Canada	80.8	78.9	110.5

4.4 Canadian NP Workforce-to-Population Ratios

Figure 14 shows the number of NPs per 100,000 population for each province from 2007 to 2014.²¹ In 2014, Ontario had 58.1 per cent of all the NPs in Canada, and the number of NPs continues to grow quickly in Ontario. Accordingly, Ontario has substantially more NPs per 100,000 population (16) than Canada as a whole (11) (If Ontario is excluded, the Canadian ratio would be 7). Newfoundland, however, has a higher ratio than Ontario with 24 NPs per 100,000 people. Note that Newfoundland also has the highest RN-to-population ratio. Nunavut/Northwest Territories have a much higher ratio of 51.

14. Comparison of NPs/100,000 Population Across Canada								
Province / Territory	2007	2008	2009	2010	2011	2012	2013	2014
N.L.	19	19	18	18	20	23	23	24
P.E.I.	2	2	2	2	2	3	3	8
N.S.	8	9	9	11	12	14	14	15
N.B.	4	7	7	9	10	14	13	14
Que.	0	0	0	1	1	2	2	3
Ont.	6	7	9	11	12	14	15	16
Man.	3	4	5	8	8	8	8	9
Sask.	10	10	11	12	12	13	14	14
Alta.	5	6	7	7	7	8	8	9
B.C.	1	2	3	3	3	4	4	5
Y.T.	*	*	*	*	*	*	14	16
N.W.T./Nun.	56	69	61	73	65	69	77	51
Rest of Canada	3	4	4	5	5	6	7	7
Canada	4	5	6	7	8	9	10	11

* Indicates small cell size or data suppressed to meet CIHI privacy standards or data does not exist.

4.5 National Nurse-to-Population Ratios²²

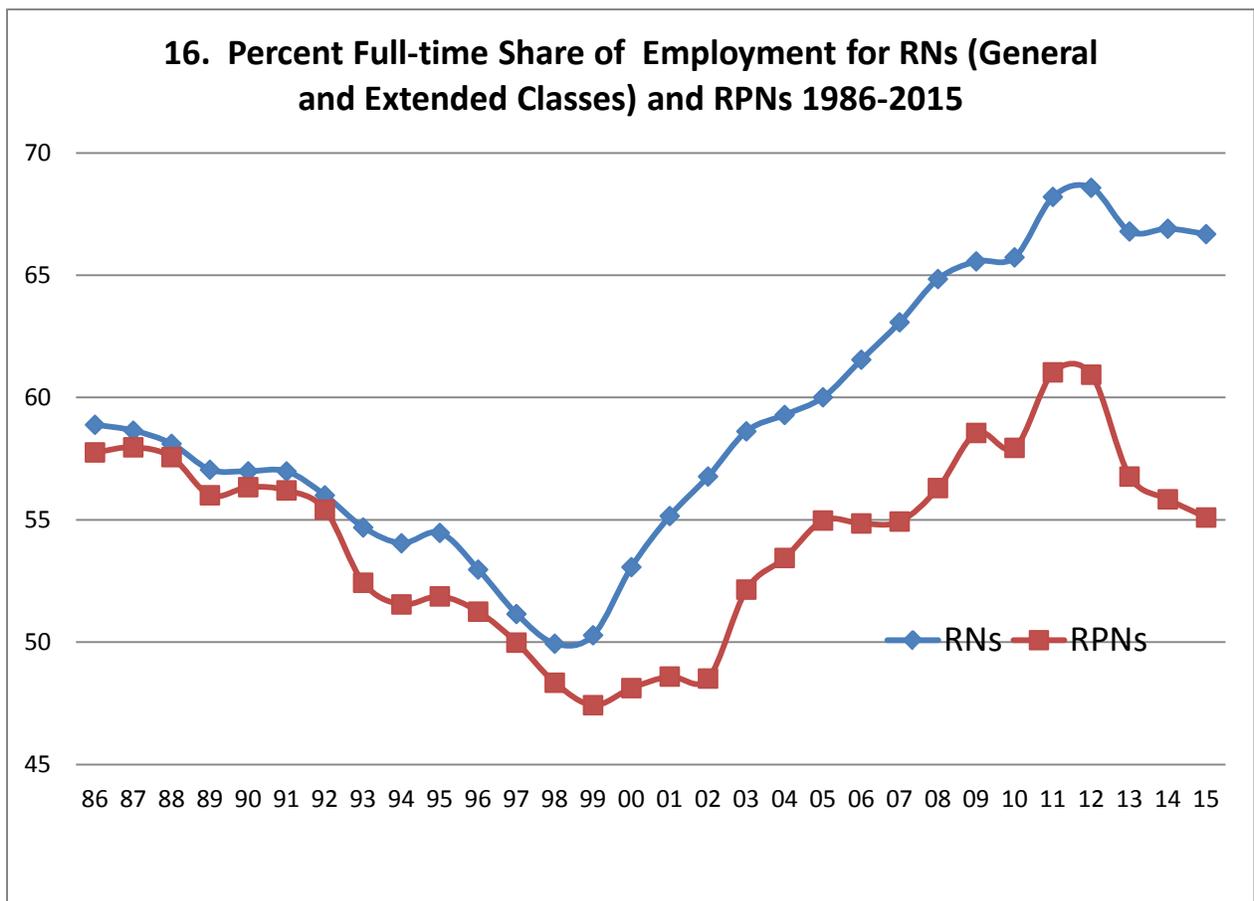
Ontario also fares worse in comparison with the other provinces in terms of overall nurse-to-population ratios. For 2014, Ontario's ratio was 98.6 per 10,000, versus 111.4 for the rest of the country. Again, only B.C.'s ratio was lower, at 97.5. The other jurisdictions had substantially higher ratios. In the final column of Figure 15, all ratios are compared via an index with Ontario set to 100. The rest of Canada had a 13 per cent higher ratio, ranging from 1.1 per cent less for B.C., up to 59.3 per cent more for Newfoundland. Ontario has been catching up with respect to numbers of RPNs/LPNs (RPNs in Ontario are the equivalent to licensed practical nurses (LPNs) in the rest of the country. Ontario RPNs are not to be confused with the registered psychiatric nurses of western Canada.).

15. 2014 Comparison of Nurses/10,000 Population Across Canada					
Province / Territory	RNs	LPNs²³	Reg Psych Nurses²⁴	All Nurses	Index Ontario = 100
N.L.	115.0	42.1	0.0	157.1	159.3
P.E.I.	105.9	36.0	0.0	141.9	143.9
N.S.	98.7	38.9	0.0	137.6	139.5
N.B.	107.3	39.3	0.0	146.7	148.7
Que.	83.5	30.3	0.0	113.7	115.3
Ont.	71.4	27.2	0.0	98.6	100.0
Man.	95.7	23.2	7.4	126.2	128.0
Sask.	91.9	27.8	7.3	127.1	128.8
Alta.	78.9	24.5	3.1	106.5	108.0
B.C.	70.2	22.2	5.2	97.5	98.9
Y.T.	109.6	28.8	0.0	138.3	140.2
N.W.T.	137.6	11.8	0.0	149.5	151.6
Rest of Canada	83.6	27.8	0.0	111.4	113.0
Canada	78.9	27.6	1.5	108.0	109.5

5. Working Status

5.1 Ontario RN and RPN Full-Time Ratios

The measured share of full-time employment for RNs rose from 59.3 per cent to 68.6 per cent between 2004 and 2012. 2013 saw a drop to 66.8 per cent followed by a modest recovery to 66.9 per cent in 2014 and a drop back to 66.7 per cent in 2015. This trend has been generally very positive since 1998, when the share of full-time employment for RNs in the general class was below 50 per cent. RPN employment followed a similar pattern, falling to 47.4 per cent full-time in 1999, but hitting a new high of 61 per cent in 2011. After that, the full-time share for RPNs has fallen steadily to 55.9 per cent. Until 2012, Ontario was well on the way to achieving its objective of 70 per cent full-time status for RNs and RPNs, as requested in RNAO's previous election platform²⁵ and as committed to by the government. It will require renewed commitment to get back on track, and RNAO urges the government to ensure that 70 per cent of all nurses work full-time.²⁶



5.2 Working Status by Age Group

Full-time shares of employment have become more unequally distributed in recent years. Younger RN(GC)s have seen their full-time share dwindle from 71 per cent to 61.6 per cent between 2011. Virtually all of the drop in full-time employment share is due to losses experienced by younger RN(GC)s. The situation is even worse for new RN(GC)s: " The proportion of new RNs who reported overall full-time employment has decreased from 79.3 per cent in 2009 to 47.4 per cent in 2015."²⁷ "New RNs" are RNs registering with the CNO for the first time after successfully meeting Ontario requirements.²⁸ In contrast, full-time shares dropped by similar percentage point for both early and mid-career RPNs.

17. Full-time Shares of Employment by Age Group					
RN(GC)s					
	2011	2012	2013	2014	2015
18-29	71.0	69.6	66.8	64.6	61.6
30-54	71.4	72.0	70.6	70.8	71.1
55+	58.1	58.5	56.6	57.4	58.2
RPNs					
18-29	46.1	47.4	42.1	40.6	39.1
30-54	65.0	64.8	60.5	59.7	59.1
55+	62.7	62.7	60.9	60.6	61.2

5.3 Ontario Preferred vs. Actual Working Status for RNs and RPNs

In 2014 CNO started publishing data comparing nurses' stated preference for work status with their actual work status. While most nurses are working their preferred status, a significant minority are not, and the bulk of those are part-time or casual nurses who would prefer full-time employment. In 2015:

- 72.4 per cent of RN (GC)s preferred full-time, while just 66.3 per cent have it (Table 18)
- 77.4 per cent of RPNs would prefer full-time, versus 55.1 per cent who have it (Table 19)
- 82.6 per cent of NPs preferred full-time, and 81.5 per cent worked full-time (not shown)

If all nurses had their preferred work status, Ontario would easily surpass its 70 per cent full-time objective for nurses.

18. RN (GC)s: Preferred vs. Actual Work Status 2015										
Preferred	Actual Work Status						Preferred		Actual	
	Full-time		Part-time		Casual					
	#	%	#	%	#	%	#	%	#	%
Full-time	60,511	95.0	7,867	31.2	1,167	16.4	69,545	72.4	63,669	66.3
Part-time	2,719	4.3	16,764	66.4	1,014	14.3	20,497	21.3	25,237	26.3
Casual	438	0.7	606	2.4	4,919	69.3	5,963	6.2	7,101	7.4
Not Specified	1	0.0	0	0.0	1	0.0	2	0.0		0.0
Total	63,669	100.0	25,237	100.0	7,101	100.0	96,007	100.0	96,007	100.0

10. RPNs: Preferred vs. Actual Work Status 2015										
Preferred	Actual Work Status						Preferred		Actual	
	Full-time		Part-time		Casual					
	#	%	#	%	#	%	#	%	#	%
Full-time	20,739	96.2	7,911	56.7	1,633	45.4	30,283	77.4	21,550	55.1
Part-time	655	3.0	5,889	42.2	711	19.8	7,255	18.6	13,962	35.7
Casual	156	0.7	162	1.2	1,253	34.8	1,571	4.0	3,597	9.2
Total	21,550	100.0	13,962	100.0	3,597	100.0	39,109	100.0	39,109	100.0

5.4 How Progress on Ontario Full-Time Was Achieved: Workforce Changes by Work Status

Tables 20 to 24 estimate how the progress in the full-time employment was achieved over time with a focus on recent government mandates.²⁹ In the present government's first mandate (2004-8),³⁰ the number of full-time RN positions rose very sharply (+9,106 positions), while part-time positions dropped significantly (-2,464) and casual positions were virtually unchanged (+23) (Figure 22). Thus, numerator and denominator effects worked in the same direction to raise the combined full-time ratio. Overall RN positions rose by 6,665.

In the second mandate (using CNO data for 2008-2012, Figure 22), there was very little growth in RN positions (+1,920) and more than half were NPs (1,006) (Figure 21). Much of the gain in full-time positions (+4,617) was offset by drops in part-time (-2,559) and casual (138) positions. Again numerator and denominator effects worked to raise the full-time ratio. The first three years of the third mandate (2012-2015) saw a reversal in the pattern: RN employment grew by 3,661 positions, though the vast majority (2,989) were part-time. The burden is falling particularly on new Ontario RNs, 53.6 per cent of whom had full-time employment in 2014.³¹

Over the entire 1999-2015 period (from the low point to the most recent data; Table 22), RN full-time employment rose by an estimated 26,355 positions, but a loss of 2,514 part-time and 3,524 casual positions brought the net gains to approximately 20,317 positions. It should be noted the reduction in part-time and casual positions reflected conversion to full-time positions as a part of Ontario's 70 per cent full-time policy for RNs. Over the same time period, the combination of a rise in full-time positions and the drop in part-time/casual positions resulted in a dramatic hike in the share of full-time employment from about 50 per cent to 68.6 per cent in 2012 before it fell back to 66.7 per cent by 2015.

20. Estimated Workforce Changes: Ontario RNs in the General Class					
	First Mandate 2004-08	Second Mandate 2008- 12	Third Mandate 2012-14	2004-15	1999-2015
Full-Time	8,812	3,730	437	12,979	24,565
Part-Time	(2,510)	(2,660)	2,857	(2,313)	(2,817)
Casual	25	(156)	(166)	(297)	(3,536)
Total	6,327	914	3,128	10,369	18,212

21. Estimated Workforce Changes: Ontario NPs					
	First Mandate 2004-08	Second Mandate 2008- 12	Third Mandate 2012-15	2004-15	1999-2015
Full-Time	294	887	373	1,554	1,790
Part-Time	46	101	132	279	302
Casual	(2)	18	28	44	13
Total	338	1,006	533	1,877	2,105

22. Estimated Workforce Changes: All Ontario RNs					
	First Mandate 2004-08	Second Mandate 2008-12	Third Mandate 2012-15	2004-15	1999-2015
Full-Time	9,106	4,617	810	14,533	26,355
Part-Time	(2,464)	(2,559)	2,989	(2,034)	(2,514)
Casual	23	(138)	(138)	(253)	(3,524)
Total	6,665	1,920	3,661	12,246	20,317

By contrast, RPNs steadily gained employment through this entire period. Over all three recent mandates, RPNs gained full-time, part-time and casual positions, but the numerator effects dominated the denominator effects in the first two mandates, meaning that the ratio improved during that period. In the third mandate, they gained more part-time and casual positions, meaning that the full-time ratio deteriorated. They didn't get the same hike in full-time share as RNs (47 per cent to 61 per cent from 1999 to 2011, before dropping off), but their full-time share of total nursing employment hit a record high in 2011.

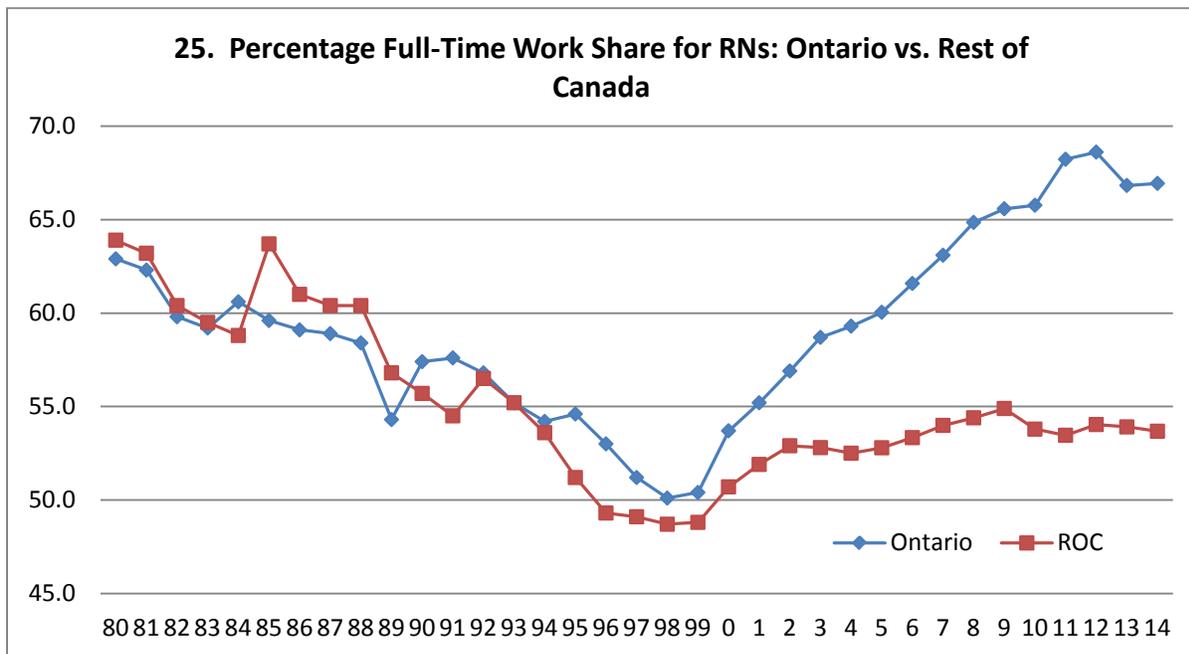
23. Estimated Workforce Changes: Ontario RPNs					
	First Mandate 2004-08	Second Mandate 2008-12	Third Mandate 2012-15	2004-15	1999-2015
Full-Time	2,390	4,573	1,532	8,495	9,626
Part-Time	475	457	3,877	4,809	4,744
Casual	139	388	852	1,379	(401)
Total	3,004	5,418	6,261	14,683	13,968

When RN and RPN employment are added together, an estimated 35,981 full-time nursing positions have been added from 1999 to 2015. The total employment gain is lower due to the drop in part-time and casual positions, however both factors worked together to raise the full-time share of nursing employment. Recently, rapid growth in RPN employment has dominated changes to total nursing employment.

24. Estimated Workforce Changes: All Ontario Nurses					
	First Mandate 2004-08	Second Mandate 2008-12	Third Mandate 2012-15	2004-15	1999-2015
Full-Time	11,496	9,190	2,342	23,028	35,981
Part-Time	(1,988)	(2,102)	6,866	2,775	2,229
Casual	162	250	714	1,126	(3,925)
Total	9,669	7,338	9,922	26,929	34,285

5.5 Full-Time Working Status: Ontario RNs vs. the Rest of Canada RNs

CIHI statistics show that Ontario and the rest of Canada experienced similar patterns with respect to shares of full-time employment over time, with a wide gap opening after 1999. Both started well above 60 per cent in 1980, and both followed a general downward trend over time, falling below 50 per cent by 1999. After that, both trended upwards, with Ontario rising much more quickly than the rest of the country. As of 2014, 66.8 percent of Ontario RNs were working full-time as compared to only 53.9 percent of RNs in the rest of Canada. Full-time shares in the rest of the country deteriorated after 2009, widening the gap with Ontario.



5.6 Full-Time Working Status: Ontario vs. Other Provinces

The percentage of RNs working in full-time positions across the country varies considerably from province to province. Percentages range from 29.8 per cent in Alberta to 71 per cent in Newfoundland. Joining Ontario in the 60-67 per cent range are Nova Scotia, and New Brunswick. The Yukon and three western provinces had less than 50 per cent full-time employment: Alberta, Manitoba and B.C. (which also had the lowest RN-to-population ratio, meaning it unequivocally has the least access to nursing services). The rest of Canadian provinces and territories fall within the 50-59 per cent range. Newfoundland demonstrates that a goal of 70 per cent full-time employment is certainly achievable. Newfoundland also has the highest RN-to-population ratio, which is a strong indication its residents have access to more hours per capita of RN services than the rest of the country.

26. Percent Shares of RN Full-Time Employment, 2014 Across Canada	
Province/Territory	Full-time Share
N.L.	71.0%
P.E.I.	53.1%
N.S.	65.7%
N.B.	63.6%
Que.	59.5%
Ont.	66.9%
Man.	46.0%
Sask.	58.7%
Alta.	29.8% ³²
B.C.	48.0%
Y.T.	45.5%
N.W.T./Nun	58.2%
Canada	58.4%
Rest of Canada	53.9%

6. Multiple Employment

A significant number of nurses work for more than one employer: 15.2 per cent of RN (GC)s, 25.2 per cent of NPs and 20.2 per cent of RPNs. Between 2013 and 2015, the incidence of multiple job holding rose for nurses in all three categories.

27. Percentage of Nurses with Multiple Employers

Number of Employers	RN (GC)s			NPs			RPNs		
	2013	2014	2015	2013	2014	2015	2013	2014	2015
One nursing employer	85.1	84.8	84.8	76.7	75.6	74.8	80.4	80.3	79.8
Two nursing employers	13.1	13.3	13.4	19.3	20.1	20.7	17.4	17.7	17.8
More than two nursing employers	1.8	1.9	1.9	4.1	4.3	4.5	2.2	2.3	2.3
Total	100	100	100	100	100	100	100	100	100

7. RN (General Class) Employment by Sector in 2014

By numbers of positions, hospitals remain the largest employer of RN (GC)s. Between 2013 and 2014, there was a slight increase in the share of employment in community and other settings, but essentially no change in shares in 2015. Please note that these are counts of RN positions, which are more numerous than the number of RNs. A significant number of RNs were counted at least twice as they had multiple employers.

28. Employment Sectors for RN (GC)s						
Sector	2013		2014		2015	
	#	%	#	%	#	%
Hospital	67,520	61.2	68,322	60.8	68,607	60.9
Community	21,956	19.9	22,647	20.1	22,602	20.1
Long-Term Care	10,104	9.2	10,139	9.0	10,135	9.0
Other	10,725	9.7	11,303	10.1	11,347	10.1
Not Specified	1	0	0	0	0	0
Total	110,306	100	112,411	100	112,691	100.0

8. Age of Nurses

8.1 Average Age of Nurses

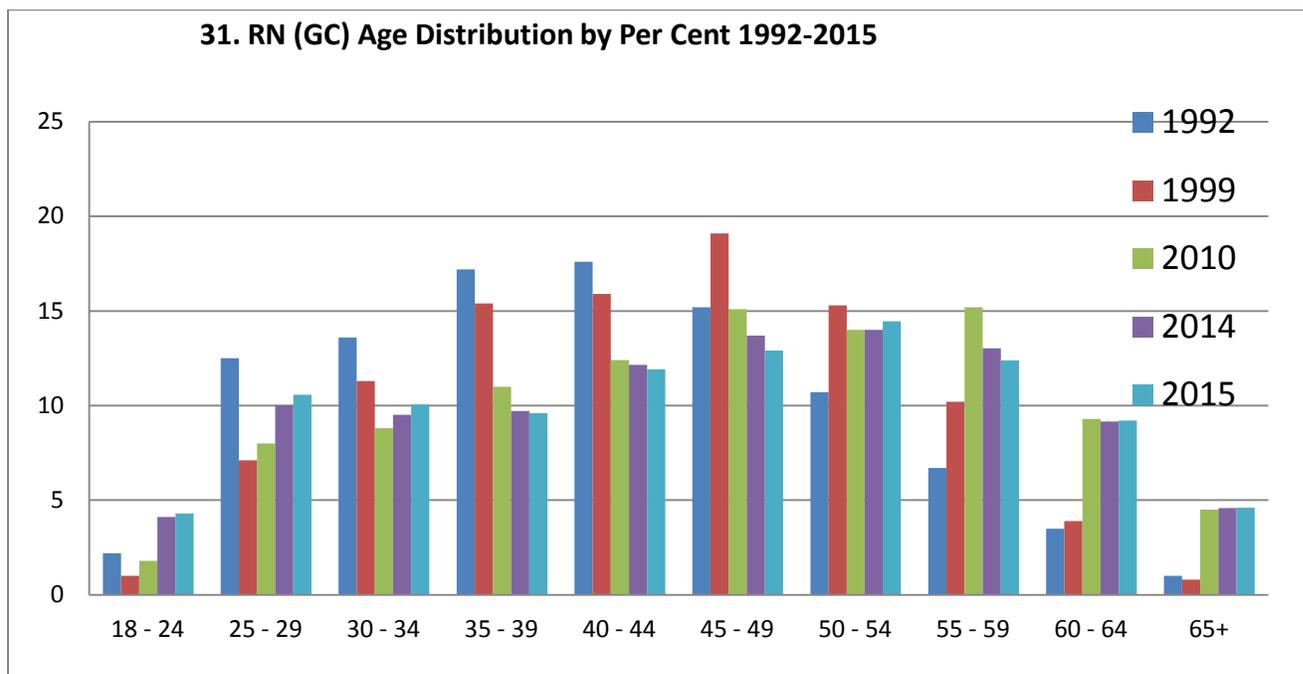
The average age of RNs fell in 2014 after trending upwards in previous years and it continued to fall in 2015. This reflects gains at the lower end of the age spectrum. The average age of NPs continued its decline. The average age of an RPN resumed its decline in 2014 after being unchanged in 2013. That decline is consistent with expanding RPN employment. The

29. Average Age of Nurses					
Nurse Category / Class	2002	2012	2013	2014	2015
RN (GC)	44.8	45.5	45.5	45.4	45.1
NP	43.5	44.6	44.5	44.6	44.5
RPN	44.2	42.5	42.5	41.9	41.4

8.2 Age Distribution

In 2015, the proportion of RN (GC)s under 25 and over 49 was higher than it was in 1992, while it was much lower in the 25 to 49 age range. Although the greying of the RN workforce has reversed somewhat in the last few years, the age distribution remains skewed to the higher end. The recent rise in the share of younger RNs indicates that the effort to recruit and educate new RNs is already yielding tangible gains. The dramatic decrease over time in the share of RN (GC)s ages 25 to 44 suggests a possible need to develop a mid-career nursing strategy to retain mid-career nurses. The rise in the share over 55 may indicate that efforts to retain late-career RNs are bearing fruit, but further recruitment and retention efforts are needed to ensure sufficient replacements for the many RNs who will retire over the next ten years.

30. Trends in Distribution of Age Groups among RNs (General Class)										
Age Group	1992		1999		2013		2014		2015	
	#	%	#	#	#	%	#	%	#	%
18 - 24	1,801	2.2	3,240	3,935	3,935	3.5	3,240	3.5	4,123	4.3
25 - 29	10,246	12.5	8,476	9,598	9,598	9.1	8,476	9.1	10,146	10.6
30 - 34	11,129	13.6	8,467	9,114	9,114	9.1	8,467	9.1	9,645	10.0
35 - 39	14,086	17.2	9,867	9,309	9,309	10.6	9,867	10.6	9,213	9.6
40 - 44	14,427	17.6	11,395	11,643	11,643	12.3	11,395	12.3	11,434	11.9
45 - 49	12,480	15.2	13,836	13,128	13,128	14.9	13,836	14.9	12,395	12.9
50 - 54	8,771	10.7	12,619	13,419	13,419	13.6	12,619	13.6	13,883	14.5
55 - 59	5,512	6.7	13,281	12,486	12,486	14.3	13,281	14.3	11,895	12.4
60 - 64	2,835	3.5	7,964	8,767	8,767	8.6	7,964	8.6	8,849	9.2
65+	806	1.0	3,734	4,388	4,388	4.0	3,734	4.0	4,424	4.6
Not Specified	12	0	100	0	0	0.1	100	0.1	4,123	4.3
Total:	82,105	100	92,879	95,787	95,787	100	92,879	100	95,787	100.0



9. Gender of Nurses in 2015

The gender ratio of Ontario nurses working in nursing has been fairly stable over time, and heavily balanced toward females, with a slow trend towards an increasing number of males. There was a recent modest reversal of that trend for RPNs.

- RN (GC)s: 93.6 per cent female (96.3 per cent in 2002, 94.6 per cent in 2012)).
- NPs: 93.9 per cent female (95.4 per cent in 2002, 94.5 per cent in 2012)
- RPNs: 91.5 per cent female (94 per cent in 2002, 92.6 per cent in 2012)

The rest of the country has a slightly more equal gender balance: 91.9 per cent of the RN workforce was female, while it was 91.2 per cent for LPNs.

10. RN (General Class) Employment by Region

RN (GC) employment shares between regions show modest shifts. The counts from 2011 and later are not comparable to those in previous years because they consist of the total number (or percent) of positions and not the total number (or per cent) of RNs, as in previous years. See endnotes for each year.

32. Comparison of RN (GC) Employment by LHIN								
LHIN Region	2005		2013 ³³		2014 ³⁴		2015 ³⁵	
	#	%	#	%	#	%	#	%
Central	6,596	7.4	9,306	8.4	9,637	8.6	9,801	8.7
Central East	7,704	8.7	9,325	8.5	9,392	8.4	9,294	8.2
Central West	2,506	2.8	3,614	3.3	3,702	3.3	4,111	3.6
Champlain	9,637	10.8	11,894	10.8	11,961	10.6	12,074	10.7
Erie St. Clair	4,252	4.8	5,053	4.6	5,148	4.6	5,112	4.5
Hamilton Niagara Haldimand Brant	10,330	11.6	11,832	10.7	12,105	10.8	12,117	10.8
Mississauga Halton	5,104	5.7	7,474	6.8	7,677	6.8	7,469	6.6
North East	4,968	5.6	6,005	5.4	6,104	5.4	6,153	5.5
North	2,971	3.3	3,743	3.4	3,776	3.4	3,693	3.3
North West	2,344	2.6	2,897	2.6	2,900	2.6	2,967	2.6
South East	4,379	4.9	5,128	4.6	5,181	4.6	5,129	4.6
South West	8,361	9.4	9,735	8.8	9,808	8.7	9,831	8.7
Toronto Central	14,840	16.7	19,128	17.3	19,717	17.5	19,854	17.6
Waterloo Wellington	3,884	4.4	4,949	4.5	5,117	4.6	5,055	4.5
Not Specified	1,178	1.3	222	0.2	186	0.2	31	0.0
Total	89,054	100	110,305	100.0	112,411	100	112,691	100

A Note on the Data: Ontario-specific data was obtained from the College of Nurses of Ontario (CNO).³⁶ National RN data for interprovincial comparisons was obtained from the Canadian Institute for Health Information (CIHI) RN database. The population data used to help generate the RN-to-population ratios come from Statistics Canada Table 051-0001. The calculations, analyses, conclusions, opinions and statements expressed herein are those of RNAO, and are not necessarily those of CNO or CIHI.

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³College of Nurses of Ontario. (2014). *Membership Statistics Highlights 2014*, p. 10.

⁴Based on Data from Table 3.1 of College of Nurses of Ontario. (2014). *Membership Statistics Highlights 2014* and the first table on p.1 of CNO. (2015). *Membership Statistics Highlights 2015*.

⁵Canadian Institute for Health Information. (2015). *Regulated Nurses, 2014: RN/NP Data Tables*. Table 2. X indicates value suppressed to comply with CNA privacy policy. ..indicates not available. n/a indicates not applicable.

⁶Ibid. X indicates value suppressed to comply with CNA privacy policy. ..indicates not available. n/a indicates not applicable.

⁷Canadian Institute for Health Information. (2015). *Regulated Nurses, 2014: LPN Data Tables*. Table 2...indicates not available. n/a indicates not applicable.

⁸Canadian Institute for Health Information. (2015). *Regulated Nurses, 2014: RN/NP Data Tables*. Table 5. + indicates number suppressed in accordance with CIHI's privacy policy. — indicates data is not applicable or does not exist.

⁹The ratio is the net contribution to other provinces divided by the total number of nurses trained in that province and working in Canada.

¹⁰Based on data from Tables 4.7, 6.7, and 8.4 of College of Nurses of Ontario. (2014). *Membership Statistics Highlights 2014*, and on tables on pages 4, 6, and 8 of CNO. (2015). *Membership Statistics Highlights 2015*

¹¹Ratio calculated by RNAO using CNO RN employment data and Statistics Canada population data (Table 051-0001 Estimates of population, by age group and sex for July 1, Canada, provinces and territories, annual (persons)(1,2,6,7)).

¹² The government anticipated \$50 million in savings for 2008-09 alone by delaying the completion of the promise to hire 9,000 more nurses. Ontario Ministry of Finance. (2008). *Managing Expenditures*. Retrieved February 4, 2016 from <http://news.ontario.ca/mof/en/2008/10/managing-expenditures.html>

¹³ The figures comparing Ontario with the rest of the country are based on CIHI statistics, which are slightly different than those from CNO, as CIHI adjusts statistics from each jurisdiction for nurses registered in multiple jurisdictions.

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²¹ Calculations by RNAO using CIHI nursing employment statistics and Statistics Canada population figures. CIHI has ceased to report nurse/population ratios.

²² CIHI has ceased to report nurse/population ratios. 2012 is the latest data for these ratios

²³ LPNs = licensed practical nurses, called registered practical nurses in Ontario (RPNs).

²⁴ RPNs = registered psychiatric nurses in this table, not to be confused with the registered practical nurses in Ontario.

²⁵ Registered Nurses' Association of Ontario. (2010). *Creating Vibrant Communities*. Retrieved February 4, 2016 at <http://rnao.ca/policy/reports/creating-vibrant-communities>.

²⁶ Registered Nurses' Association of Ontario. (2016). *Ontario Pre-Budget 2016: A Time to Change the Channel*. Retrieved February 4, 2016 at http://rnao.ca/sites/rnao-ca/files/RNAO_Submission_on_Pre-Budget_Hearings_2016.pdf.

²⁷ College of Nurses of Ontario. (2016). *New Members in the General Class 2014*. P. 10. Retrieved February 4, 2016 at http://www.cno.org/globalassets/docs/general/43011_trendsnewmembers.pdf.

²⁸ Ibid, p. 2.

²⁹ Work status figures prior to 2005 were estimated, due to the fact the CNO only started to make reporting of those figures mandatory in 2005. Before that time, many RNs did not report their work status (almost 11,000 in 2004). The estimation was done by assuming that those whose status was unknown had the same proportions of full-time, part-time and casual employment as those whose employment status was known.

³⁰ CNO data for 2004-2008 is counted from January 1 of each year and closely maps to the first mandate that ran from October 2003 to October 2007.

³¹ Statistic for RNs in the general class. College of Nurses of Ontario (2014). *New Members in the General Class 2013*. p. 10. Retrieved February 3, 2016 at http://www.cno.org/Global/docs/general/43011_TrendsNewMembers.pdf.

³² In 2014, there was a huge spike in the number of Alberta RNs whose employment status was not known, from 0 to 12,568. This may account for some of the drop in the share of full-time employment from 40.5 per cent to 29.8.

³³ 2013 counts in this section are not comparable to those in the previous years because post-2010 counts are for positions while the earlier counts are for RNs. Due to multiple job holding, there were 110,305 positions but only 94,386 RN (GC)s.

³⁴ 2014 counts in this section are not comparable to years prior to 2011 since they are counts for positions while the earlier counts are for RNs. Due to multiple job holding, there were 112,411 positions but 95,787 RN(GC)s.

³⁵ 2015 counts in this section are not comparable to years prior to 2011 since they are counts for positions while the earlier counts are for RNs. Due to multiple job holding, there were 112,691 positions but only 96,007 RN(GC)s.

³⁶ College of Nurses of Ontario. *Nursing Statistics*. Retrieved February 4, 2016 at <http://www.cno.org/en/what-is-cno/nursing-demographics/>.