



Nursing Practice in Rural and Remote Canada: Spotlight on Licensed/Registered Practical Nurses

University of Northern British Columbia
Prince George, BC

Willams Maynard, Martha MacLeod, Jessica Place & Roger Pitblado



Outline

- Purpose
- Background
- Rural & Remote Canada
- Licensed/Registered Practical Nurses
- Methods
- Findings and Discussion
- Conclusion



Purpose

- Analyze the Canadian Institute for Health Information (CIHI) Nursing Database (NDB) data on Licensed/Registered Practical Nurses in rural Canada.



Background

Characteristics and Distribution of the Regulated Nursing
Workforce in Rural and Small Town Canada,
2003 and 2010



Principal Investigators & Principal Knowledge-User

- Martha MacLeod
UNBC
- Norma Stewart
U. Saskatchewan
- Judith Kulig
U. Lethbridge
- Suzanne Johnston
Northern Health (BC)



Co-Investigators

- Ruth Martin-Misener
Dalhousie University, NS
- Kelley Kilpatrick Université
de Montréal, QC
- Irene Koren Laurentian
University, ON
- Pertice Moffatt Aurora
College, NWT
- Mary Ellen Andrews U.
Saskatchewan, SK
- Kelly Penz U.
Saskatchewan, SK
- Julie Kosteniuk
U. Saskatchewan, SK
- Chandima Karunanayake
U. Saskatchewan, SK
- Davina Banner-Lukaris
UNBC, BC
- Neil Hanlon
UNBC, BC
- Linda Van Pelt UNBC,
BC
- Erin Wilson, UNBC,
BC
- Lela Zimmer UNBC,
BC



Advisory Team Members

- Cathy Ulrich, BC
- Suzanne Johnston, BC
- Debbie McLachlan, BC
- Anita Paras, AB
- Cecile Hunt, SK
- Rose Roberts, SK
- Linda Smyrski, MB
- David McNeil, ON
- Roxanne A. Tarjan, NB
- Ann Mann, NS
- Donna Denney, NS
- Beverly Griffith, NL
- Brenda Worth, PEI
- Barbara Harvey, NU
- Donna Stanley Young, NWT
- Karen Archbell, YT
- Andrea Porter Chapman, CIHI
- Dawn Bruyere, FNIH – Health Canada
- Shari Glenn, FNIH - Health Canada



Survey Research Staff & Students

- Leana Garraway
- Larine Sluggett
- Nadine Meroniuk
- Jessica Place
- Williams Maynard
- Alina Schroeder



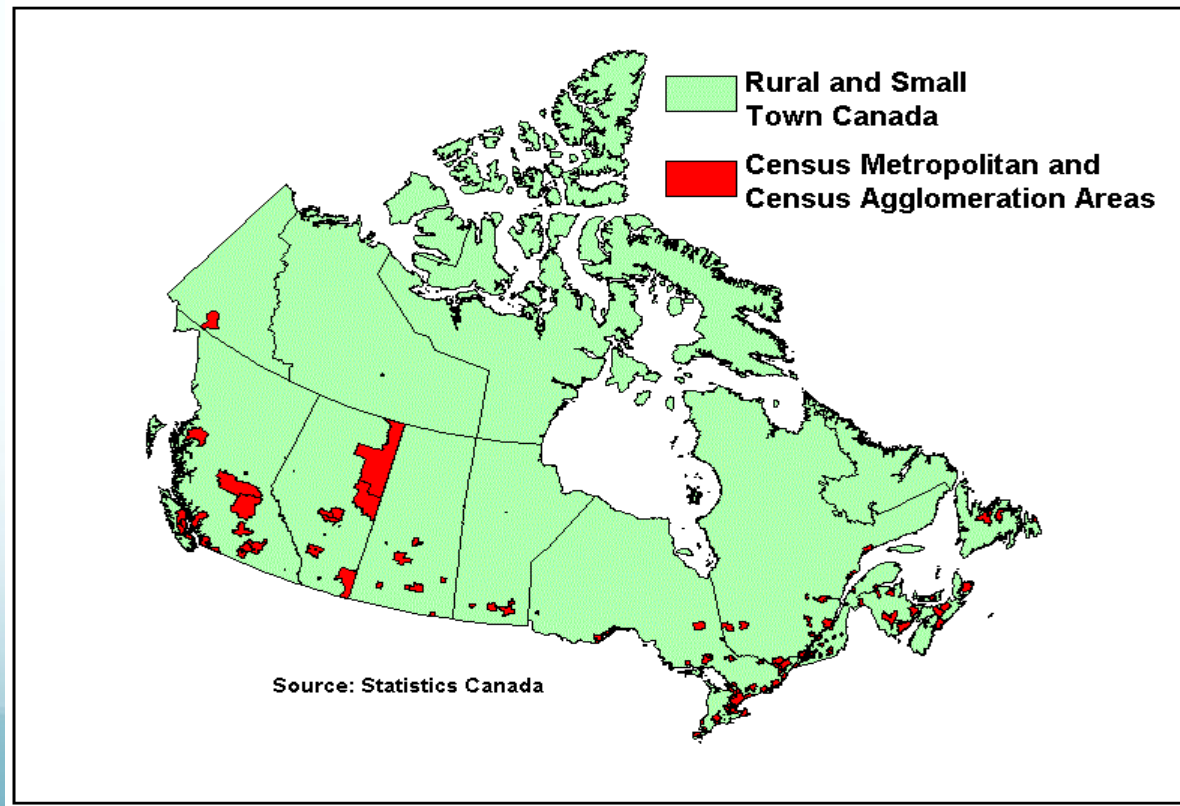
Current Focus

Nursing Practice in Rural and Remote Canada:
Spotlight on Licensed/Registered Practical Nurses



Rural & Remote Canada

- The standard geographic classification system of Statistic Canada differentiates between urban areas and rural and small town Canada (RST);
- RST communities have core populations of less than 10,000 people.





Licensed Practical Nurses

- Also known as Registered Practical Nurses (RPNs) in Ontario.
- Work within healthcare teams assessing clients and participating in duties related to health promotion and illness prevention.
- They may work in a range of settings, including hospitals, long term facilities, and community health centres.
- Information and publications about the LPN workforce, particularly in rural areas, are scarce.



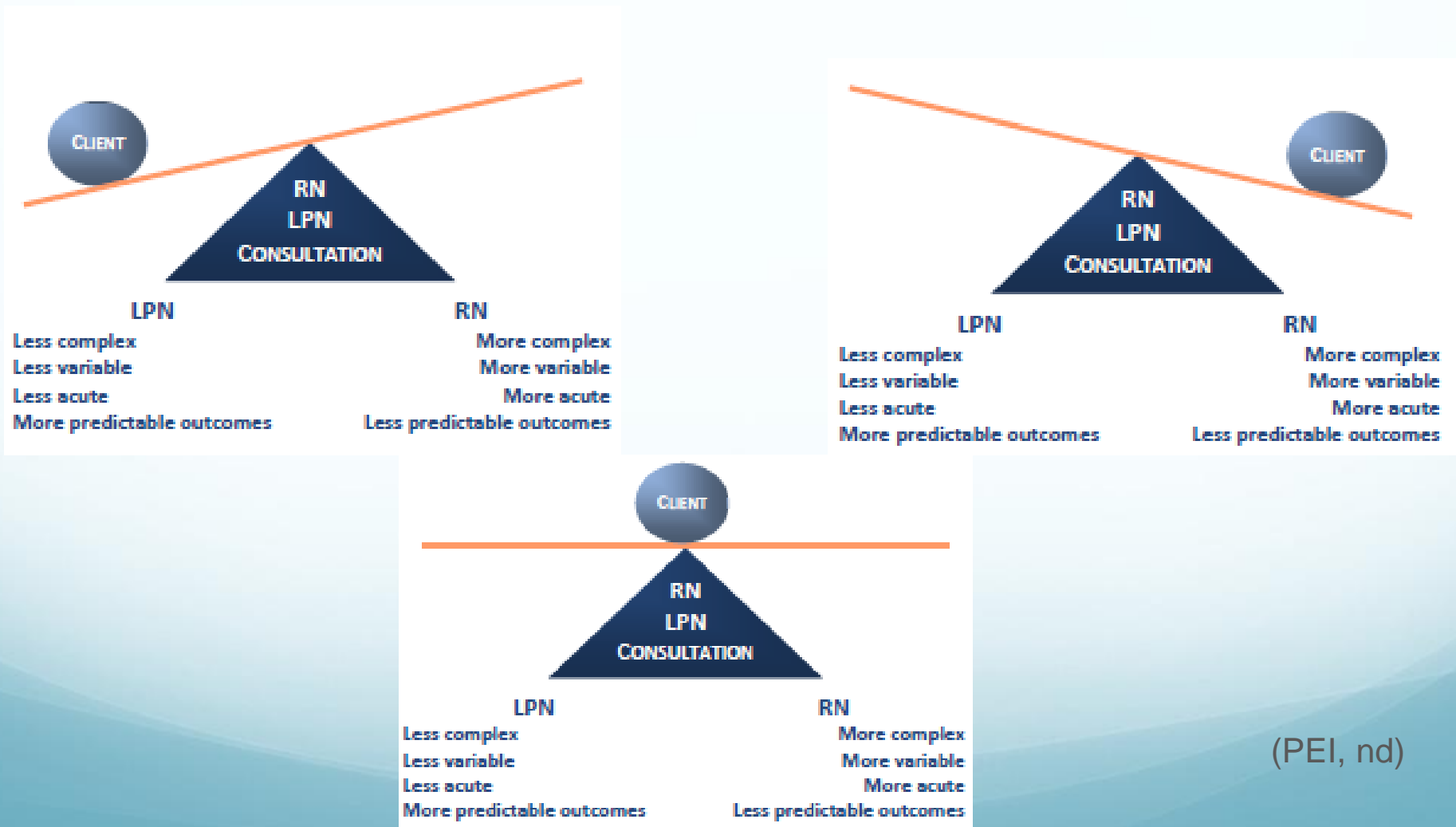
Licensed Practical Nurses

- Self-regulating
- LPNs are autonomous practitioners and work collaboratively with colleagues
- LPN practice is client centred
- LPN practice is based on standards

(CCPNR, 2013)



Licensed Practical Nurses

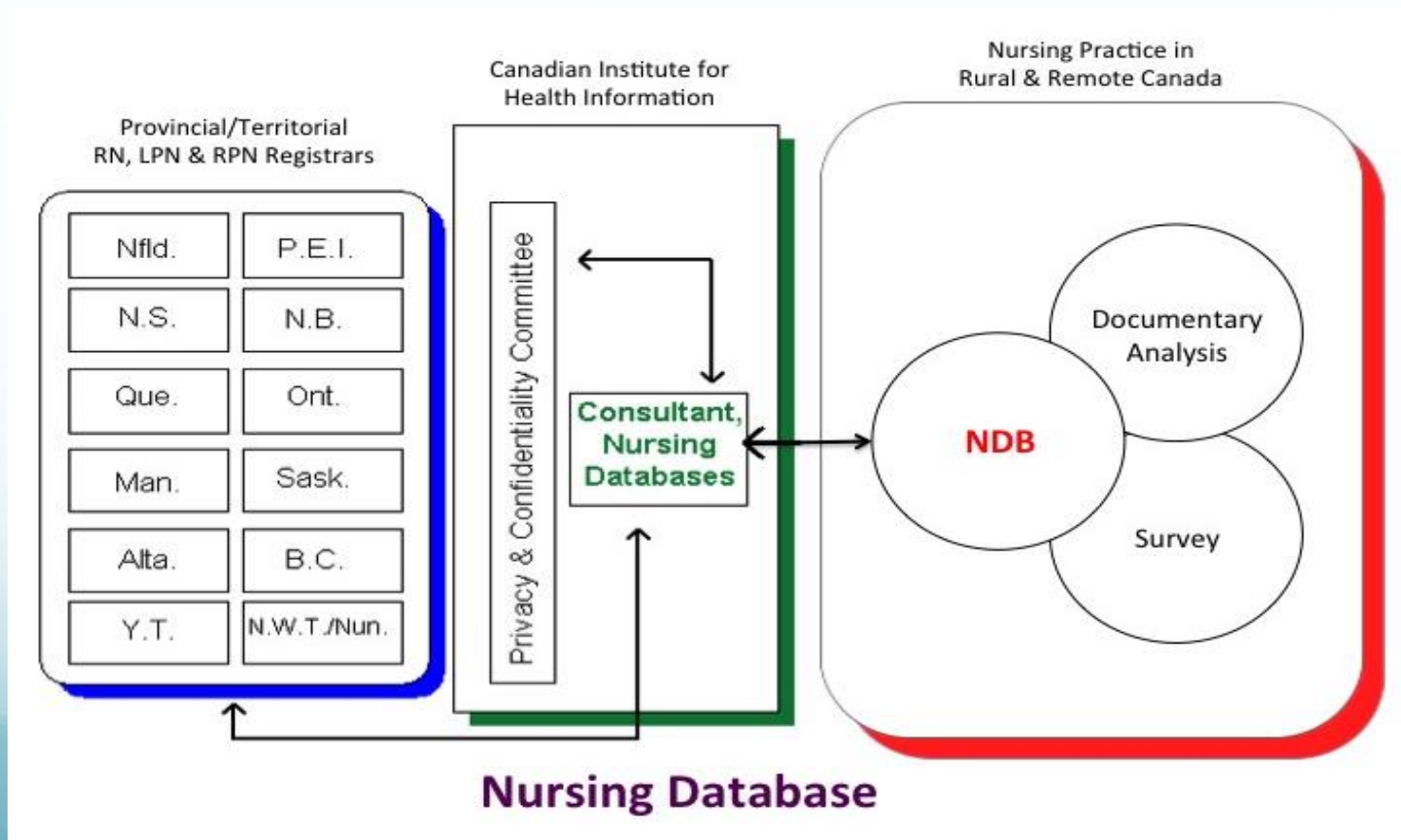


(PEI, nd)



Methods

- An analysis of the 2003 and 2010 CIHI NDB on Registered Nurses, Nurse Practitioners, Licensed Practical Nurses, and Registered Psychiatric Nurses.



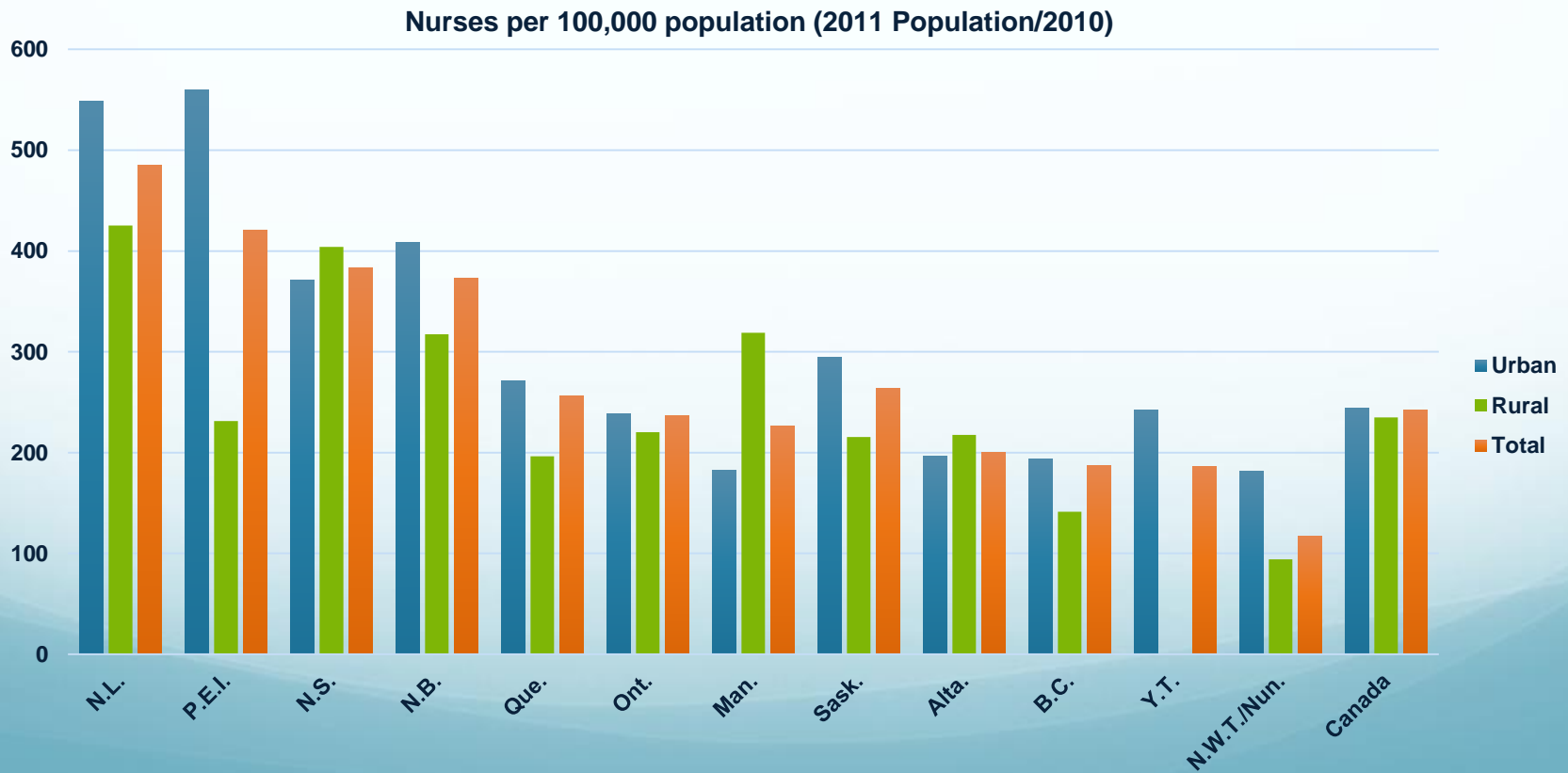


Findings and Discussion



LPN-to-Population Ratios

- The overall Canadian urban ratio was greater than in rural areas;
- Proportional growth of almost 29% in the number of LPNs in Canada;
- In 2010, the numbers of rural LPNs per 100,000 population were higher than in urban areas in NS, MB, and AB.

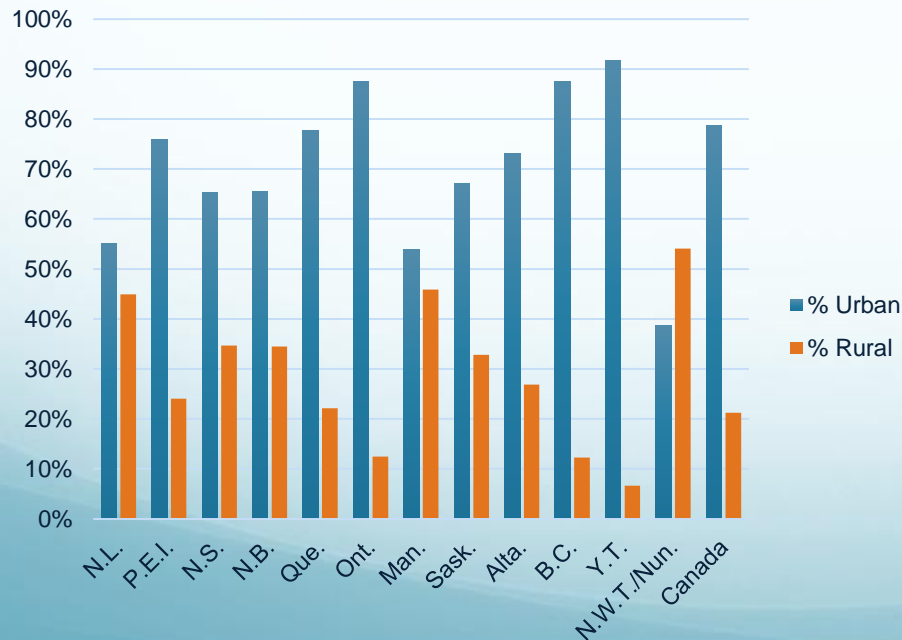




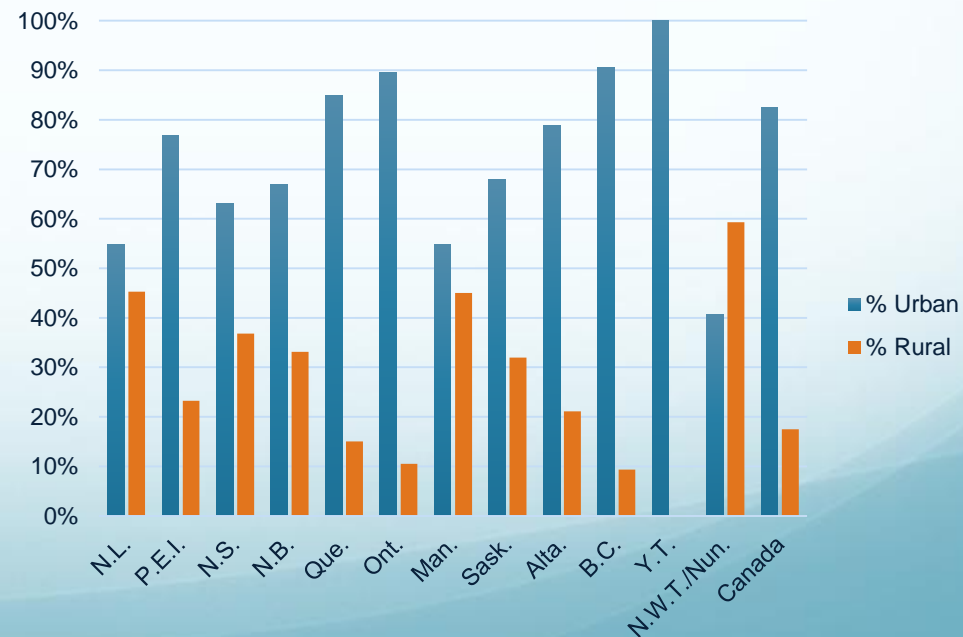
Workforce

- There was an increase of almost 29% in the workforce number, from 63,138 in 2003 to 81,224 in 2010;
- Overall in Canada, the proportion of LPNs working in rural areas has decreased from 21% in 2003 to 18% in 2010.

Workforce / 2003



Workforce / 2010

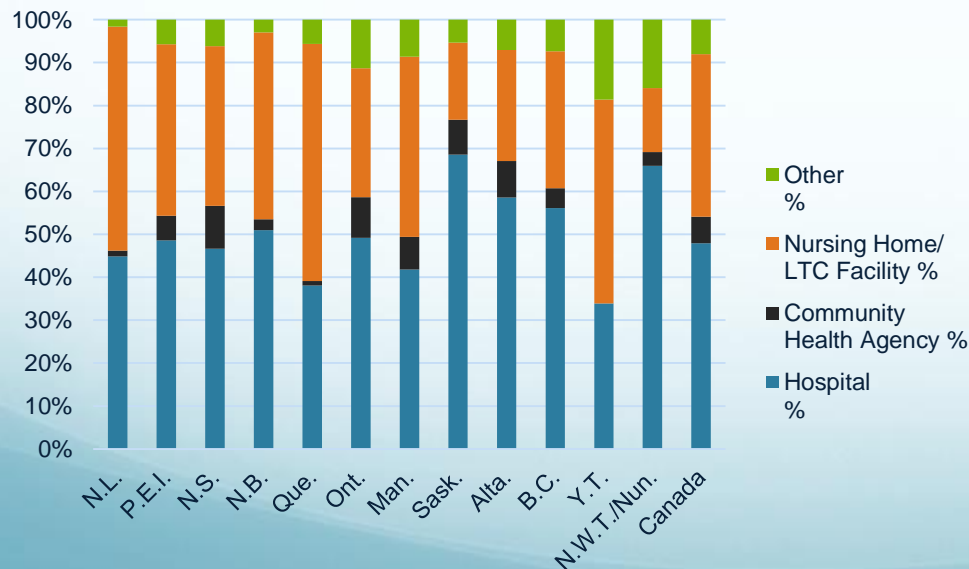




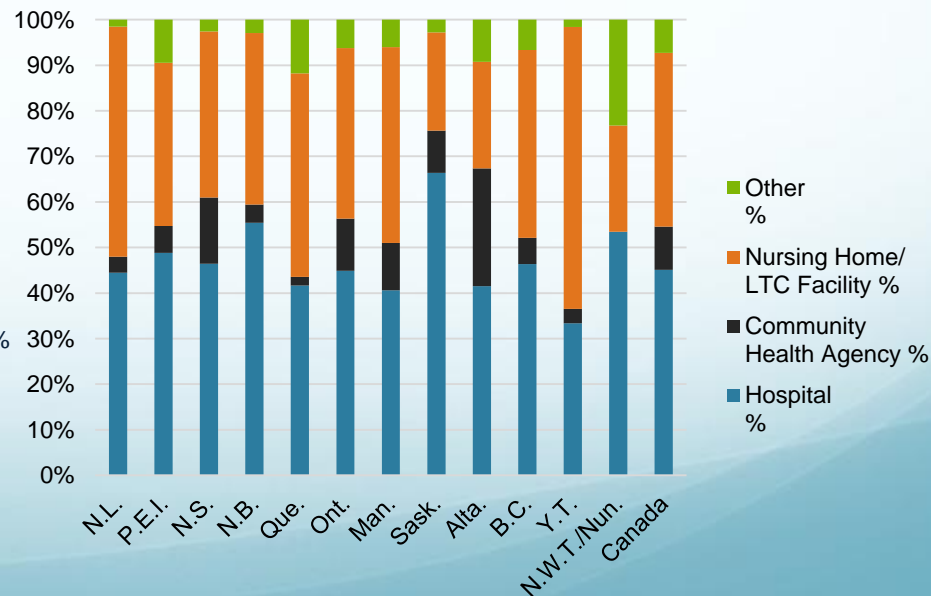
Primary Place of Work

- Decrease in the proportion of LPNs working in hospitals, and increase located in community health agencies, except in eastern Canada;
- Overall, higher proportions of LPNs in rural Canada worked in community health agencies.

Primary place of work / 2003 (Total)



Primary Place of Work / 2010 (Total)





Primary Responsibility

- Extremely small proportions of LPNs in 2003 and 2010 worked in areas where their primary responsibilities did not involve the direct care of patients;
- There was a decrease in the number of rural LPNs in some areas of direct care, and an increase in other areas.



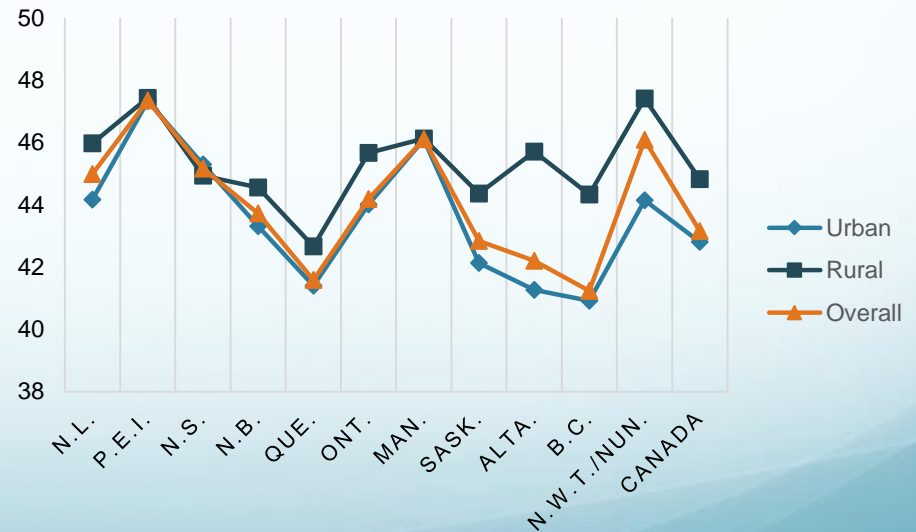
Demography - Age

- Urban Canada: average age decreased from 44.4 years to 42.8 years;
- There was no significant changes in rural areas;
- Mean LPN ages decreased over the 2003 – 2010 period in QC, SK and BC;

Workforce mean ages by Urban and Rural areas - 2003



LPN Workforce mean ages by Urban and Rural areas - 2010





Demography - Gender

- In Canada, between 2003-2010, there was an increase in the proportion of male LPNs;
- The proportion of male LPNs in urban areas increased from 7.3% in 2003 to 8.1% in 2010;
- The proportion of male LPNs in rural areas decreased from 5.1% in 2003 to 4.5% in 2010.



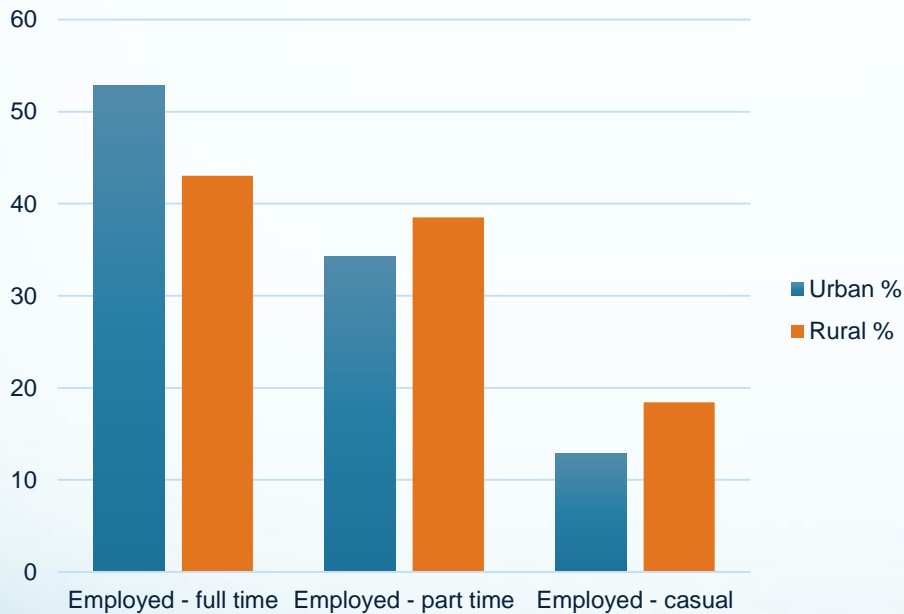
Employment Status

- In rural Canada, fewer than half of LPNs in most provinces are employed full-time;
- In rural areas, full-time employment increased from around 43% to 45%.
- In urban areas, full-time category decreased from ~53% to ~51%, and casual employment increased from 13% to 16%.

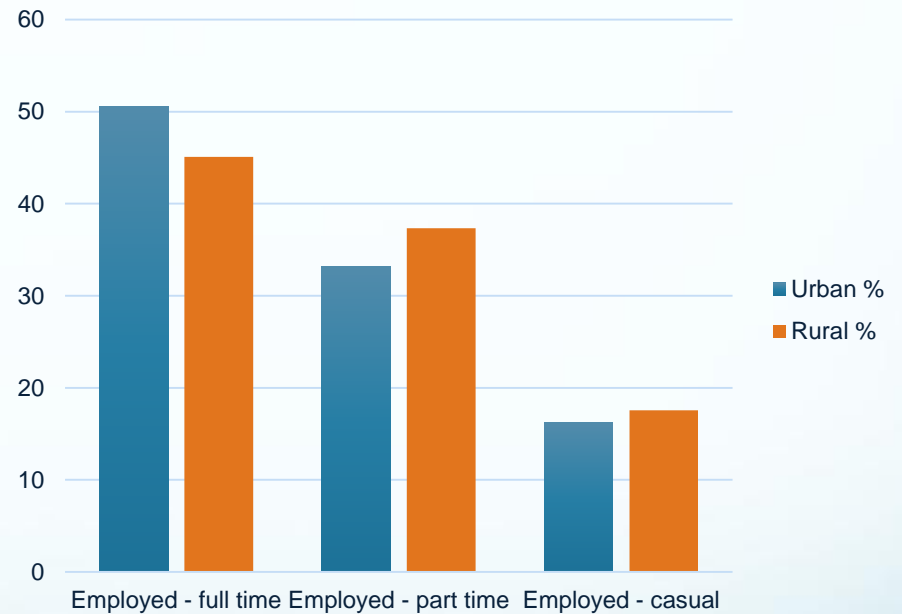


Employment Status

Employment Status - 2003



Employment Status - 2010

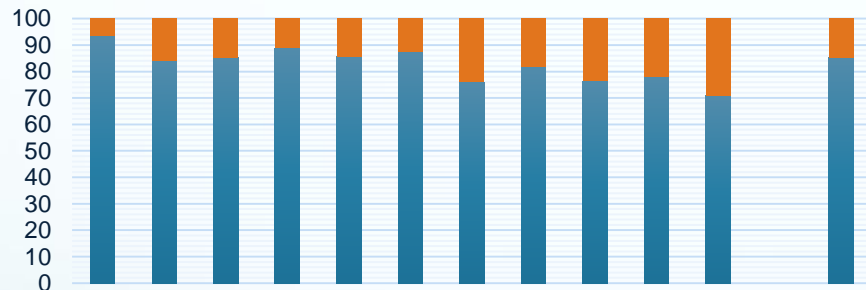




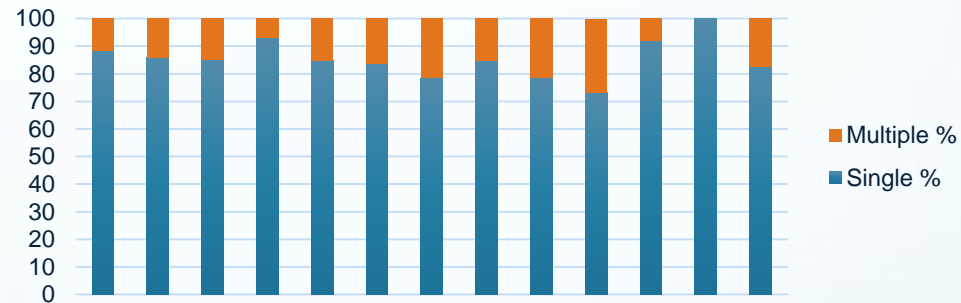
Multiple Employer Status

- In general, 80+% of LPNs have a single employer. The percentage of multiple employers has increased in many provinces for both urban and rural, except Alberta and British Columbia.

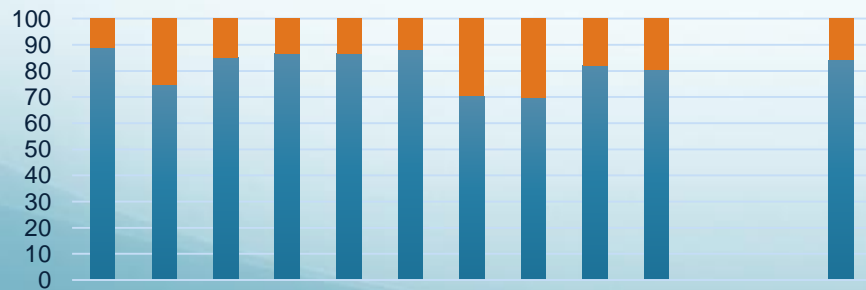
Multiple Employer Status - Urban 2003



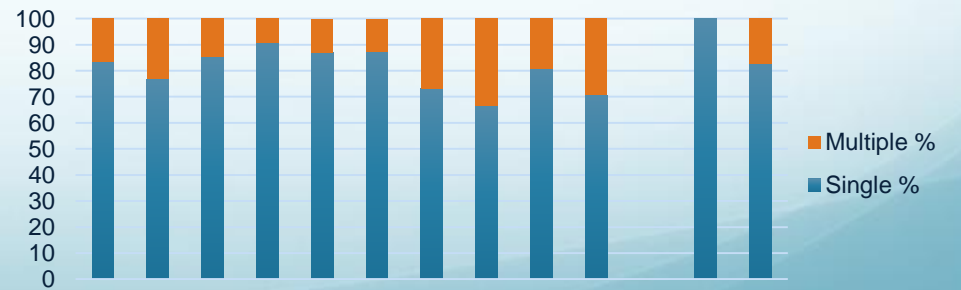
Multiple Employer Status - Urban 2010



Multiple Employer Status - Rural 2003



Multiple Employer Status - Rural 2010





Initial Nursing Education

- Nursing program that allows a nurse to entry into practice as an RN, LPN or RPN;
- The basic level of entry-to-practice education for LPNs is a nursing diploma or certificate;
- Equivalency is granted by individual jurisdictions for nurses from another Canadian jurisdiction or from another country;
- The number of LPNs with diploma has dropped slightly from 98% to 97% in urban areas, and increased from 98% to 99% in rural areas.



Years since Graduation

- Number of years since initial nursing graduation (Canada overall): in urban areas, it was under 18 years in 2003 and under 15 years in 2010;
- In rural areas, the means were 20 years in 2003 and 18 years in 2010;
- There is a successful recruiting of both urban and rural LPNs with 10 or fewer years of experience;
- It suggests a failure to retain older LPNs, especially in urban Canada, or that a relatively high proportion of LPNs entered the profession at an older age.



Other Education

- LPNs with non-nursing diplomas increased in urban and rural areas;
- Between 80 and 89 rural LPNs had non-nursing bachelor's degrees, increasing to 117 in 2010. They both represented less than 1% of the rural LPN workforce in those NDB data years.



Migration - Retained

- Overall, the majority of nurses are practicing in the province/territory in which they obtained their initial nursing education.

LPN 2003	TOTAL	URBAN	RURAL		LPN 2010	TOTAL	URBAN	RURAL
N.L.	88.34	82.29	97.15		N.L.	87.43	81.77	95.62
P.E.I.	91.96	91.00	95.14		P.E.I.	89.79	90.28	88.19
N.S.	87.26	84.01	93.61		N.S.	89.61	86.38	95.43
N.B.	92.99	91.61	95.79		N.B.	92.88	91.95	94.77
Que.	-	-	-		Que.	97.73	97.69	97.91
Ont.	97.08	97.27	95.93		Ont.	96.97	97.26	94.69
Man.	86.00	81.04	92.31		Man.	87.54	83.46	92.70
Sask.	84.79	82.43	90.25		Sask.	89.50	88.38	92.01
Alta.	86.65	85.88	88.84		Alta.	83.96	84.24	83.07
B.C.	94.85	95.18	91.61		B.C.	95.60	96.06	90.95
Y.T.	53.52	55.56	12.50		Y.T.	69.77	81.08	-
N.W.T./Nun.	48.28	38.89	60.00		N.W.T./Nun.	32.61	25.81	41.18

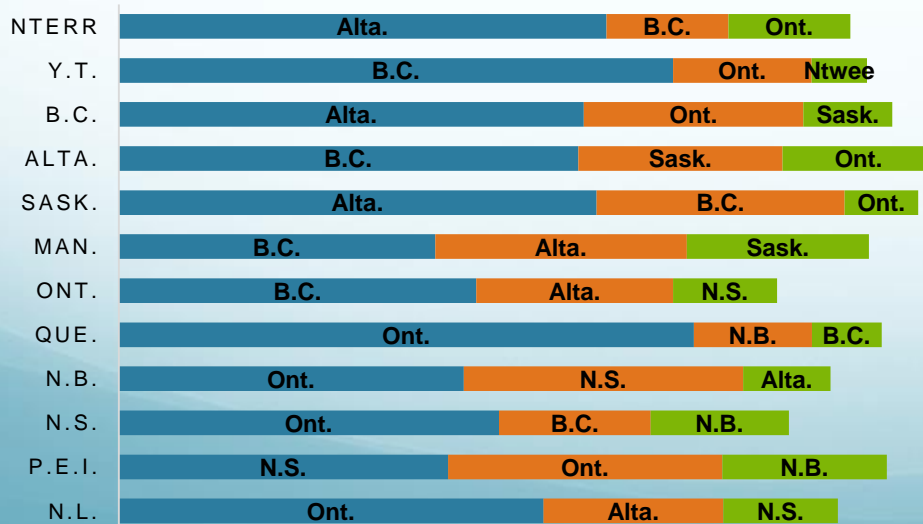


Migration - Destinations

- In 2003, 3,000 Canadian-educated LPNs were working in urban areas of the country in jurisdictions. In 2010, this group has increased to 3,500;
- Moves are most likely to neighbouring provinces or to the "Big Magnet" provinces of Ontario, B.C. and Alberta.

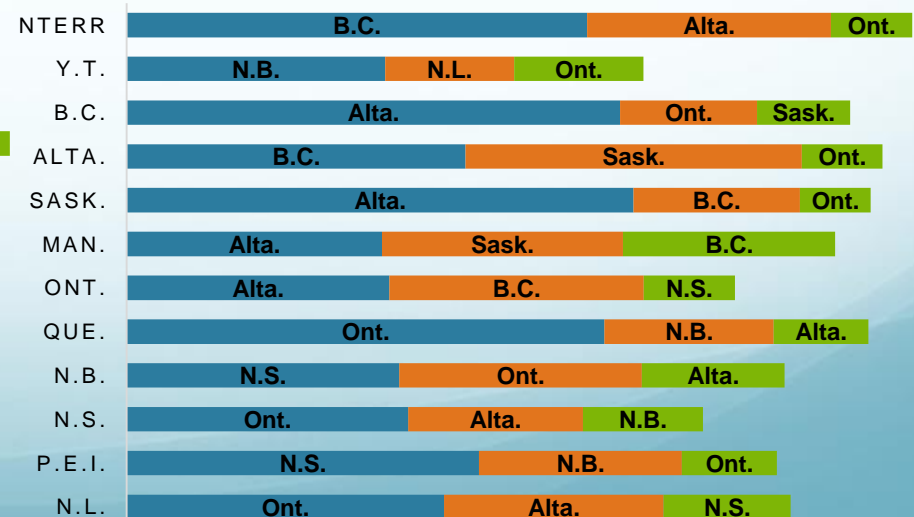
Percentage (%) of Total Migrants, 2003

■ 1st Destination ■ 2nd Destination ■ 3rd Destination



Percentage (%) of Total Migrants, 2010

■ 1st Destination ■ 2nd Destination ■ 3rd Destination





Discussion

Overall in Canada:

- The supply of LPNs has increased;
- The proportion of LPNs working in rural areas decreased from about 21% to about 18%;
- There was an increase in the proportion of male LPNs;
- Higher proportions of LPNs in rural areas worked in community health agencies;
- Significant increase of full-time employment status in rural areas.



Discussion cont'd

- Decrease in the number of rural LPNs in many areas of direct care, and increase in other areas;
- Years since graduation have decreased in urban and rural areas;
- LPNs with non-nursing diplomas increased in urban and rural areas.



Conclusion

- We have increased awareness of the limitations and opportunities inherent the NDB;
- Information and publications about the LPN workforce, particularly in rural areas, are scarce;
- Unique issues faced by LPNs in rural/remote Canada, which we hope to learn more about in Survey.

Thank you for hearing me!

Contact information:

Willams Maynard
maynard@unbc.ca

Project Coordinator:
RRN@unbc.ca

