

# Licensed/Registered Practical Nurses in Rural and Remote Canada: Key Concerns for Recruitment and Retention

## Nursing Practice in Rural and Remote Canada II: A National Study

Martha MacLeod, Julie Kosteniuk, Janna Olynick, Erin Wilson, Norma Stewart, Judith Kulig, Davina Banner

**Research Questions**

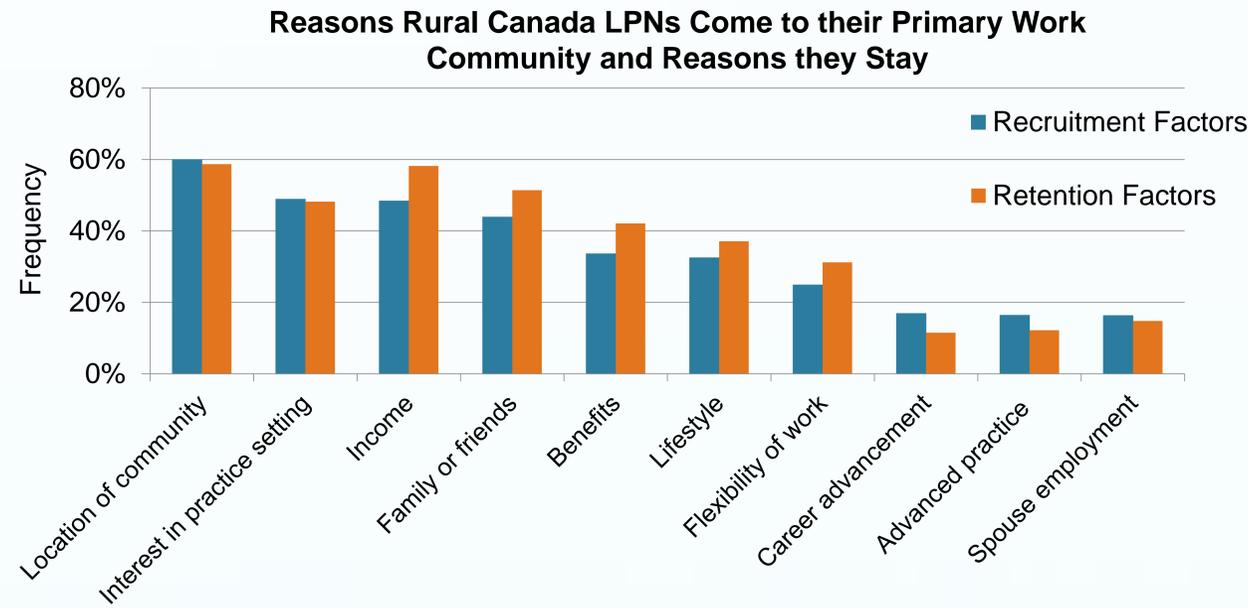
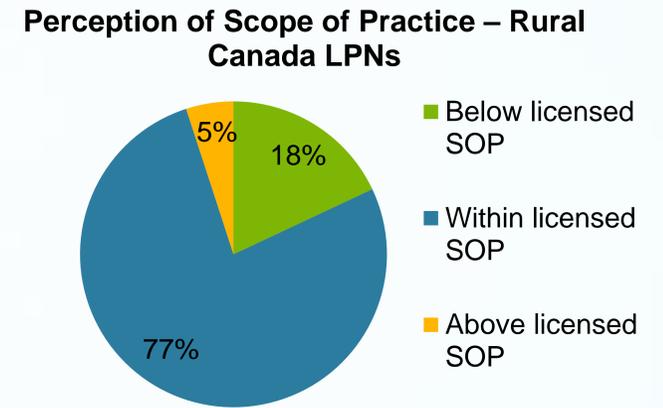
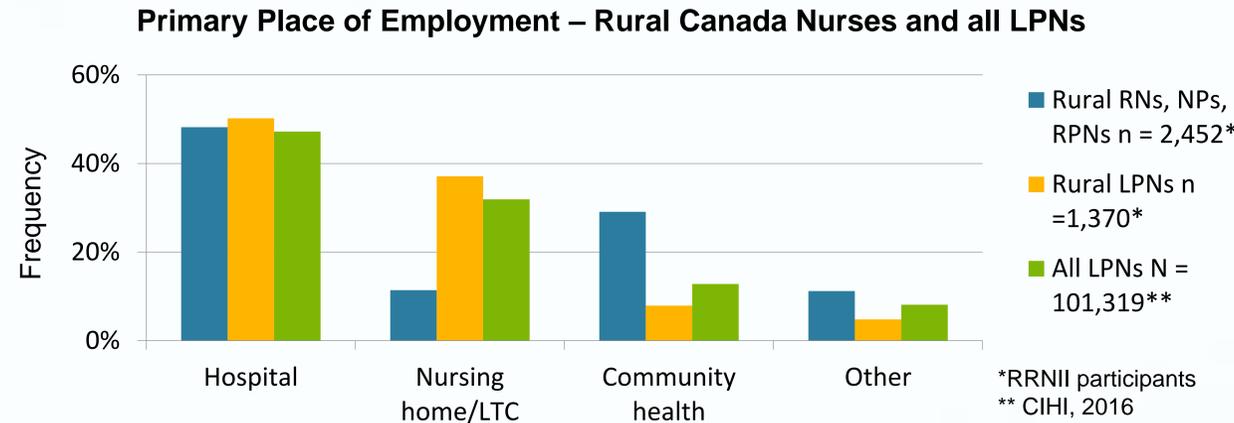
- What are key personal, practice, and workplace characteristics of LPNs in rural and remote Canada?
- What are LPNs' contributions to this workforce?

**Methods**

- Survey mailed to 9,622 eligible nurses (RNs, NPs, LPNs, RPNs) with assistance of nursing regulatory bodies
  - Stratified systematic sample in every province
  - All nurses in the territories
- Rural = < 10,000 population
- Quantitative and qualitative data collected
- **Canada-wide survey response rate: 40%** (3,822)
- **LPN response rate: 38%** (1,370)

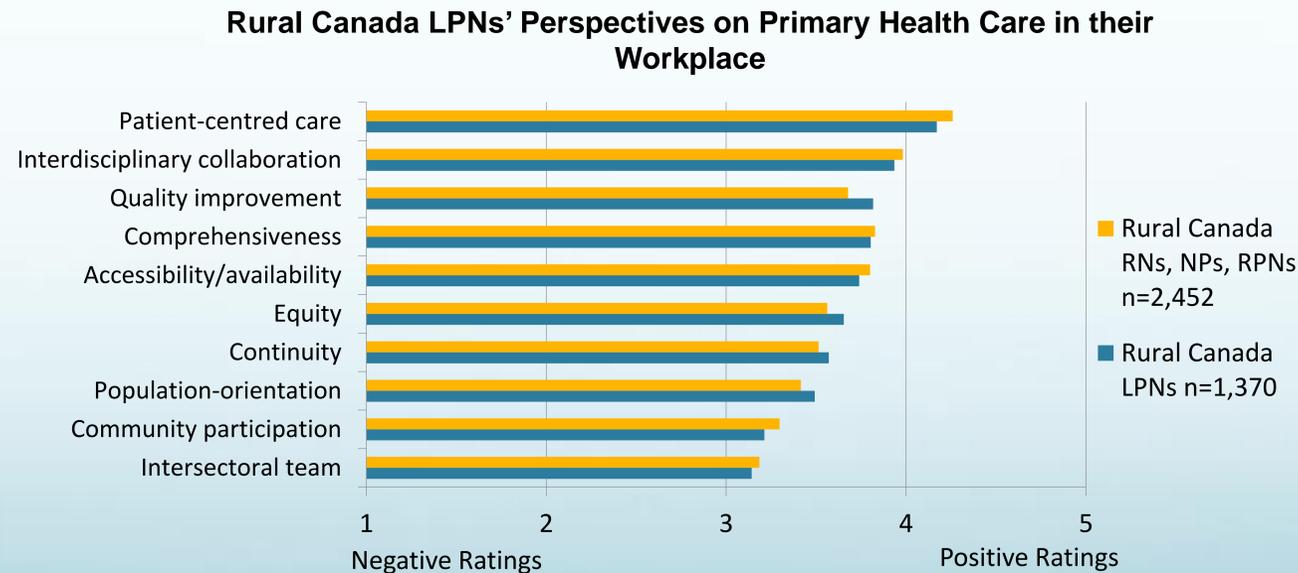
Who are the Rural LPNs in Canada?	
Gender	94% female
Average age	46 years (SD = 11.6)
Size of childhood community	75% < 10,000
Size of primary work community	71% < 10,000*
Live in primary work community	53%
Employed in a full-time permanent position	52% (35% part-time)
Primary position	95% staff nurse
Highest nursing education credential	99.6% Diploma

\*Some LPNs resided in the territories; lived in rural areas and worked in communities with both rural and urban characteristics such as large box stores.



**Career Plans of Rural Canada LPNs**

- **24%** intend to leave their present nursing position within the next 12 months (n=315)
  - Of these, **36%** intend to nurse in the same community
  - Of these, **25%** intend to retire
- **25%** intend to retire in the next 5 years compared to **32%** of rural RNs, NPs, and RPNs
- **82%** were satisfied with their primary work community
  - **13%** were neutral; **6%** were dissatisfied
- **77%** were satisfied with their current nursing practice
  - **12%** were neutral; **11%** were dissatisfied



**Conclusions**

- *RRNII* is the first-ever comprehensive study of the rural and remote LPN workforce
- Most LPNs work in acute or long-term care
- LPNs perception of scope of practice merits further study
- A lower proportion of LPNs intend to retire in the next 5 years compared to RNs, NPs and RPNs

Contact: [rrn@unbc.ca](mailto:rrn@unbc.ca) See: <http://ruralnursing.unbc.ca/>

**Research Team:** Martha MacLeod,<sup>1</sup> Norma Stewart,<sup>2</sup> Judith Kulig,<sup>3</sup> Mary Ellen Andrews,<sup>2</sup> Davina Banner,<sup>1</sup> Chandima Karunanayake,<sup>2</sup> Neil Hanlon,<sup>1</sup> Kelley Kilpatrick,<sup>5</sup> Irene Koren,<sup>4</sup> Julie Kosteniuk,<sup>2</sup> Ruth Martin-Misener,<sup>6</sup> Pertice Moffitt,<sup>7</sup> Kelly Penz,<sup>2</sup> Linda Van Pelt,<sup>1</sup> Erin Wilson,<sup>1</sup> Lela Zimmer<sup>1</sup>

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**References:** Canadian Institute for Health Information [CIHI]. (2016). Regulated Nurses, 2015: LPN Data Tables.

<sup>1</sup> University of Northern British Columbia; <sup>2</sup> University of Saskatchewan; <sup>3</sup> University of Lethbridge; <sup>4</sup> Laurentian University; <sup>5</sup> Université de Montréal; <sup>6</sup> Dalhousie University; <sup>7</sup> Aurora College

