



# Nursing Practice in Rural and Remote Canada II: A National Study of the Canadian regulated rural and remote workforce

<http://ruralnursing.unbc.ca>

## Research Questions

- What is the nature of nursing practice in rural and remote Canada?
  - Nursing personnel
  - Roles, workplace settings & practice experiences
  - Strengths & needs
- How can nursing service capacity and access to care in rural/remote Canada be enhanced?

## Methods

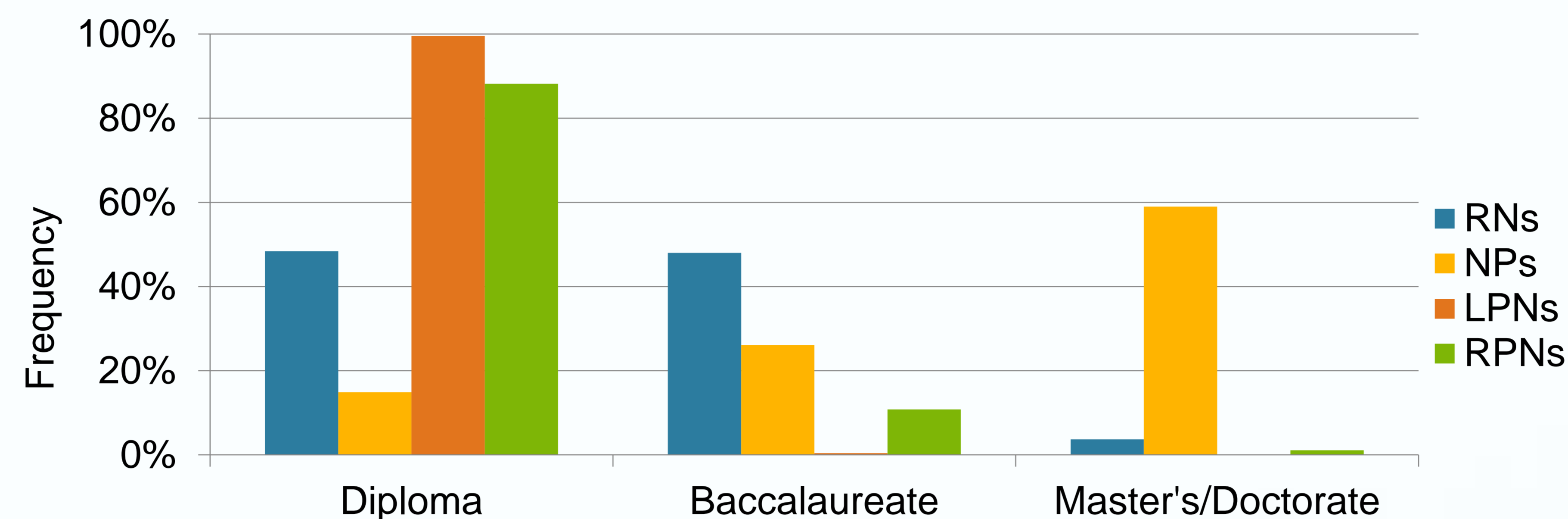
- Survey mailed to 9,622 eligible nurses:
  - Stratified systematic sample in every province
  - All nurses in the territories
- Rural = < 10,000 population
- Quantitative and qualitative data collected
- **Survey response rate: Canada-wide: 40%** (3,822)
  - Registered Nurses: **40%** (2,082)
  - Nurse Practitioners: **58%** (163)
  - Licensed/Registered Practical Nurses: **38%** (1,370)
  - Registered Psychiatric Nurses: **38%** (207)

## Who are the rural nurses in Canada?

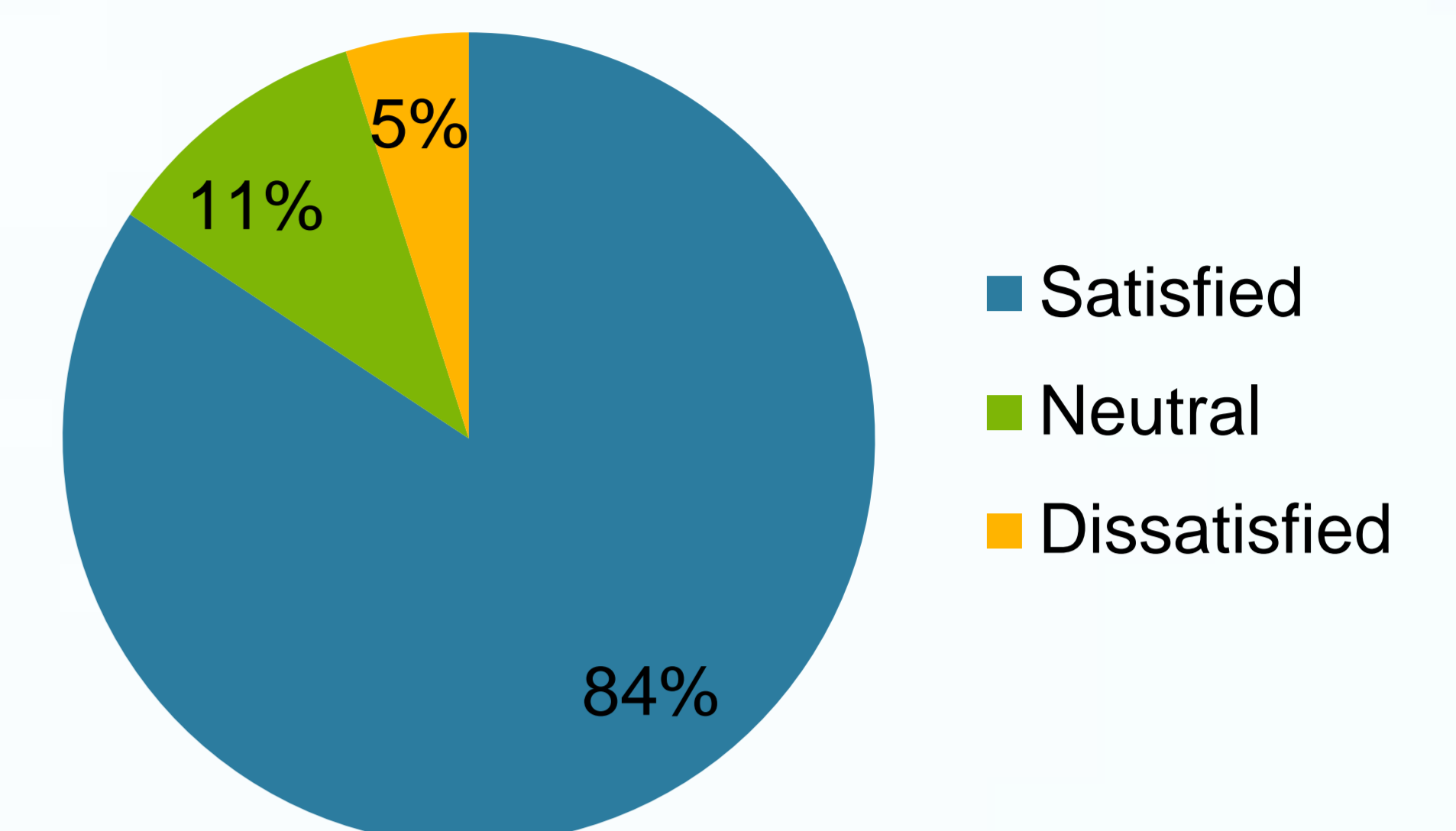
<b>Gender</b>	94% female
<b>Average age</b>	47 years ( <i>SD</i> = 11.8)
<b>Size of childhood community</b>	68% < 10,000
<b>Size of primary work community</b>	69% < 10,000*
<b>Live in primary work community</b>	58%
<b>Employed in a full-time permanent position</b>	54% (31% part-time)
<b>Primary position</b>	80% staff nurse

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

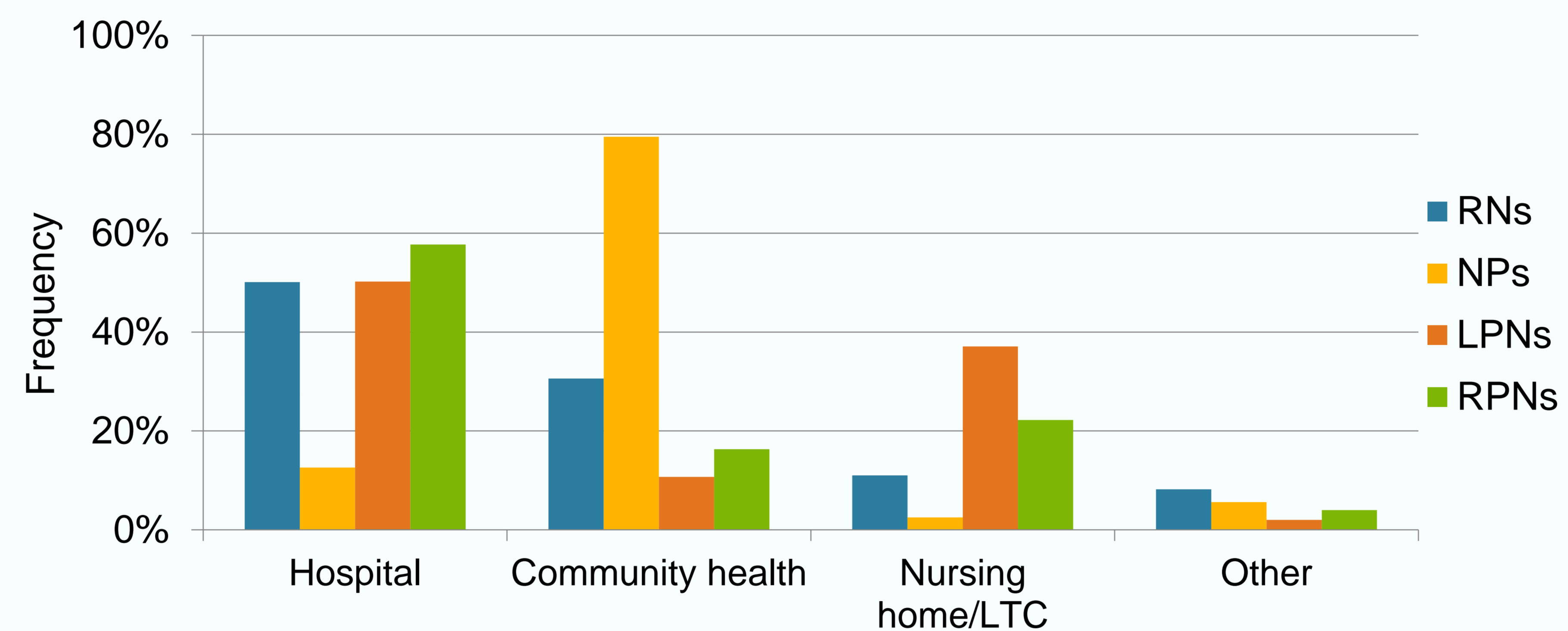
## Highest Nursing Education Credential - Rural Canada Nurses



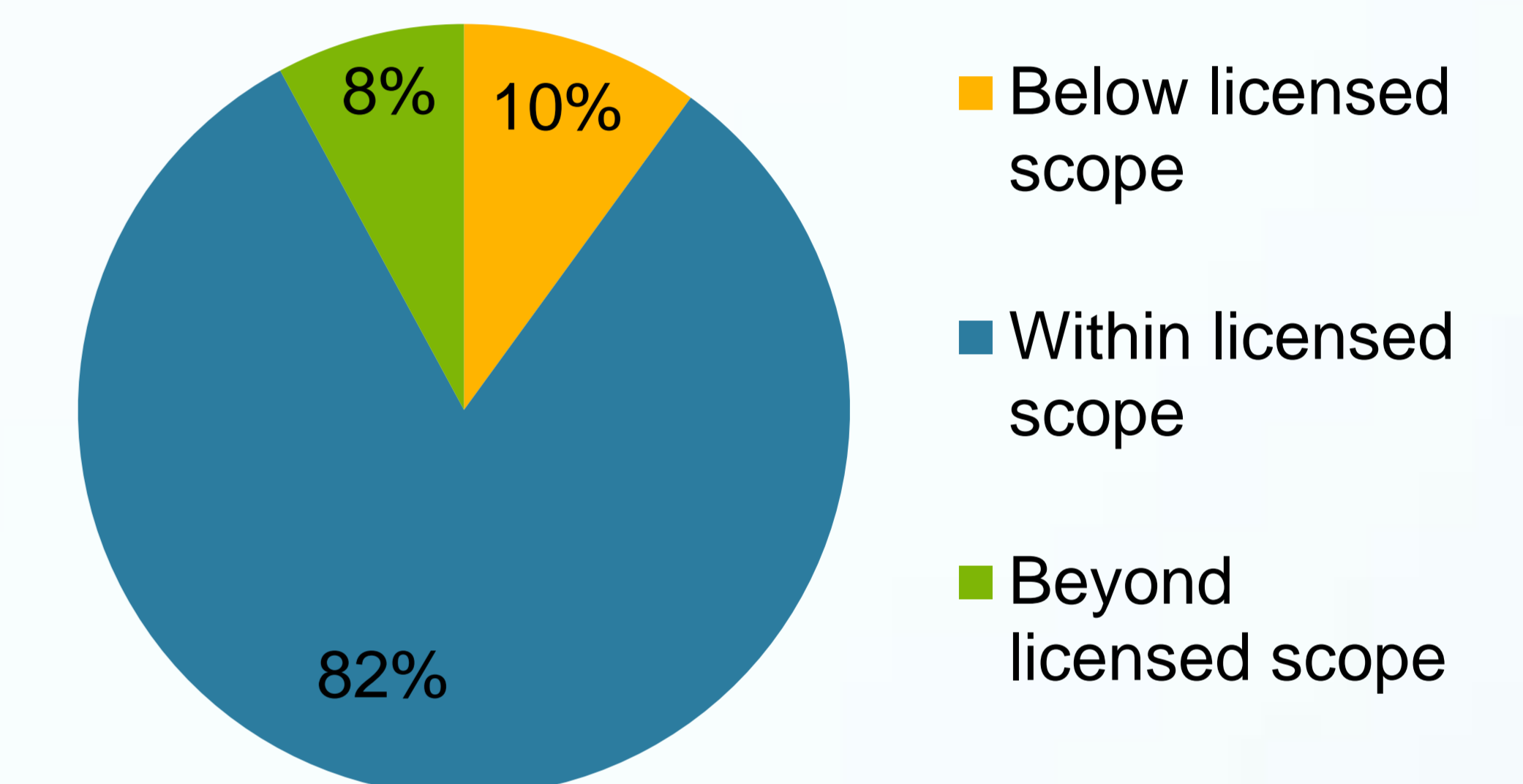
## Satisfaction with Primary Work Community – Rural Canada Nurses



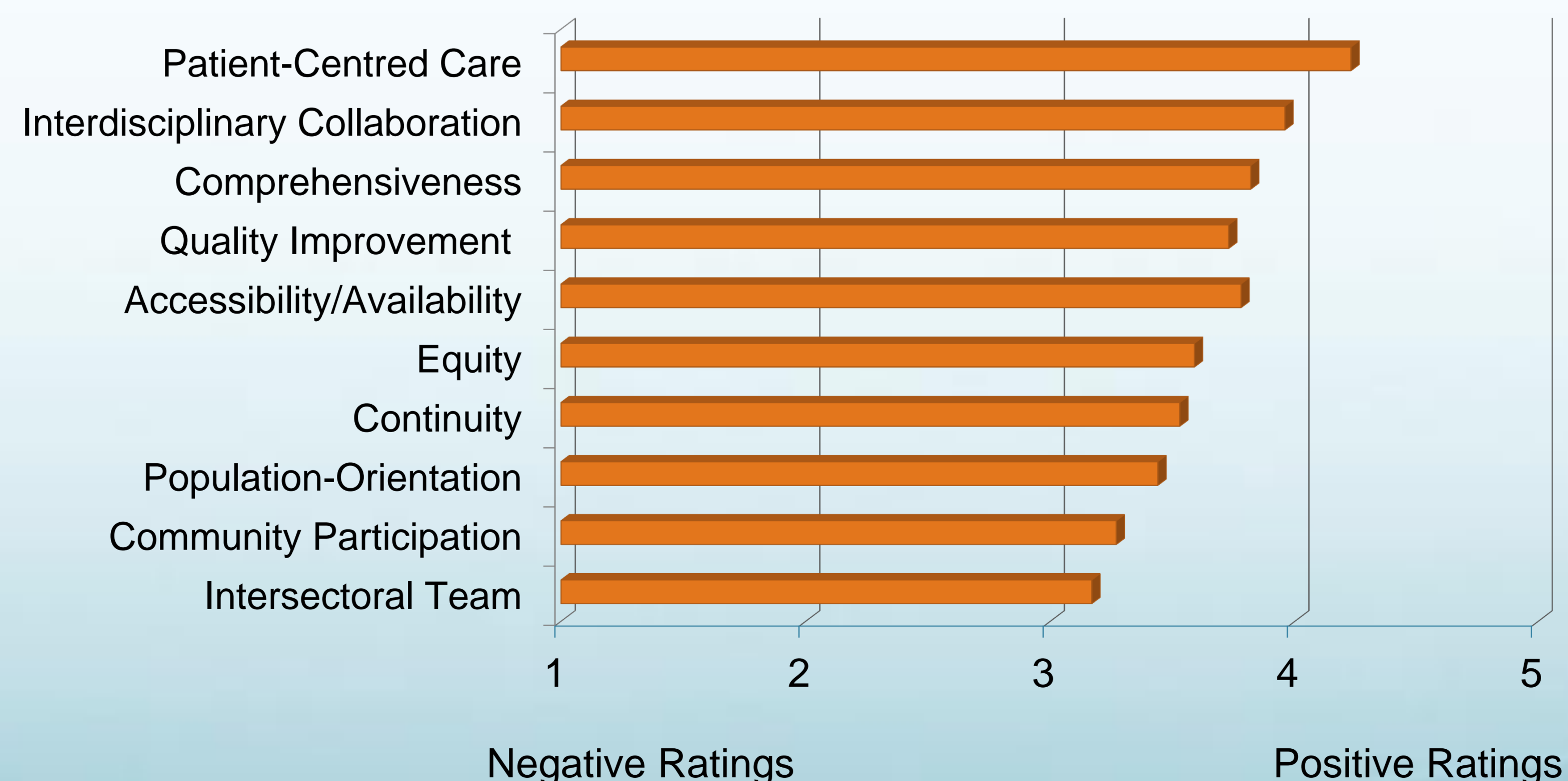
## Primary Place of Employment - Rural Canada Nurses



## Perception of Scope of Practice – Rural Canada Nurses



## Rural Canada Nurses' Perspectives on Primary Health Care in their Workplace



## Recruitment, Retention and Career Plans of Rural Canada Nurses

- **Top recruitment factors:** location of community and interest in practice setting.
- **Top retention factors:** income, interest in practice setting and location of community.
- **27%** intend to leave their present nursing position within the next 12 months.
  - Of these (n=988), **26%** plan to retire (i.e., 7% overall)
- **30%** are planning to retire within the next 5 years.

## Conclusion

Survey results about the characteristics and practice of the various types of nurses can support workforce planning to improve nursing service capacity and access to care.

Contact:  
rrn@unbc.ca

For further information visit:  
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**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>

<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

**Acknowledgments and Support:** Project led by MacLeod, Stewart and Kulig. The authors acknowledge funding from the Canadian Institutes for Health Research and other in kind funding. We thank the nurses who responded to the survey and the Advisory Team, led by Penny Anguish.