Nursing Practice in Rural and Remote Canada II

Manitoba

Research Question
What is the nature of nursing practice in rural and remote Canada?

Survey Methods
Survey mailed to 9,622 eligible nurses (RNs, NPs, RPNs, LPNs)
All nurses in the territories & stratified systematic sample in every province
Canada-wide response rate: 40% (N=3,822)
Manitoba response rate: 47% (N=458)

Demographics
- 4% work in a fly-in community
- 37% work in a community <2,500
- 91% are female
- 16% are employed in a casual position
- 54% live in their primary work community
- 34% are 55 years of age or older

Highest nursing education
- RNs: 53% Diploma, 46% Bachelor’s, 1% Master’s
- NPs: 88% Master’s, 13% Bachelor’s
- LPNs: 99% Diploma, 1% Bachelor’s
- RPNs: 81% Diploma, 17% Bachelor’s, 3% Master’s

Workplace
- 47% Hospital
- 26% Nursing Home
- 22% Community health
- 5% Other

Perceived scope
- RNs: 87% within, 9% beyond, 4% below
- NPs: 88% within, 13% beyond, 7% below
- LPNs: 79% within, 14% below, 7% beyond
- RPNs: 94% within, 4% beyond, 2% below

Career plans
Planning to leave position within the next 12 months:
- 25% of all MB nurses
- (38% of NPs, 27% of RPNs, 26% of RNs, 22% of LPNs)

Of these nurses:
- 38% plan to retire
- 21% plan to nurse in the same community

Rural MB Nurse Recruitment Factors

Rural MB Nurse Recruitment Factors

Professional: advanced practice opportunities; career; interest in practice setting
Job-related: benefits; flexibility of work; income
Personal & Community: spouse employment/transfer; family or friends; lifestyle; location

Take Home Messages
- A greater proportion of rural MB nurses worked in a primary work community of less than 1,000 than rural nurses in Canada overall
- Rural MB nurses were more likely to be retired and occasionally working in nursing compared to rural Canada nurses overall
- Rural MB nurses were more likely to work in a nursing home or LTC facility than rural Canada nurses overall
- A greater proportion of rural MB nurses were male than in rural Canada overall

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For more detail, please see the MB fact sheet [http://ruralnursing.unbc.ca]