Nursing Practice in Rural and Remote Canada II
Newfoundland and Labrador

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)
Newfoundland & Labrador response rate: 38% (N=241)

Demographics
- 5% work in a fly-in community
- 25% work in a community <2,500
- 93% are female
- 75% are employed in a full-time/permanent position
- 56% live in their primary work community
- 18% are 55 years of age or older

Highest nursing education
- RNs: 49% Diploma, 46% Bachelor’s, 5% Master’s
- NPs: 67% Bachelor’s, 33% Diploma
- LPNs: 100% Diploma

Workplace
- RNs: 54% Hospital, 26% Nursing home, 17% Community health, 4% Other
- NPs: 100% within
- LPNs: 68% within, 26% below, 7% beyond

Perceived scope
- RNs: 77% within, 16% beyond, 7% below
- NPs: 100% within
- LPNs: 68% within, 26% below, 7% beyond

Career plans
- Planning to leave position within the next 12 months:
  - 25% of all NL nurses
  - 25% of RNs, 17% of LPNs
- Of these nurses:
  - 28% plan to nurse in the same community
  - 24% plan to retire

Rural NL Nurse Recruitment Factors

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<th>Professional</th>
<th>Job-related</th>
<th>Personal &amp; Community</th>
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<tbody>
<tr>
<td>RN/NP</td>
<td>80</td>
<td>70</td>
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<td>LPN</td>
<td>60</td>
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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
- Rural NL nurses were more likely to be employed in a permanent full-time position than rural Canada nurses.
- Rural NL nurses were more likely to be middle-aged and less likely to be over 55 years of age in comparison to rural Canada nurses overall.
- The proportion of rural male nurses in NL was similar to that found across Canada overall.
- The majority of rural NL nurses indicated that they work within their licensed scope of practice.
- This study makes an important contribution by providing a comprehensive overview of rural and remote nurses’ practice and communities within each Canadian province and territory.

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