Nursing Practice in Rural and Remote Canada II

Northwest Territories

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)
Northwest Territories & Nunavut response rate: 31% (N=398)

Demographics
- 22% work in a fly-in community
- 28% work in a community <2,500
- 91% are female
- 69% are employed in a full-time/permanent position
- 78% live in their primary work community
- 31% are 55 years of age or older

Highest nursing education
- RNs: 59% Bachelor's, 38% Diploma, 3% Master's or Doctorate
- NPs: 68% Master's, 26% Diploma, 5% Bachelor's
- LPNs: 100% Diploma

Workplace
- 39% Hospital
- 38% Community health
- 16% Other
- 7% Nursing Home

Perceived scope
- RNs: 81% within 17% beyond 3% below
- NPs: 84% within 11% beyond 5% below
- LPNs: 65% within 30% below 4% beyond

Career plans
- Planning to leave position within the next 12 months:
  - 34% of all NT nurses
    - 48% of LPNs, 34% of RNs, 24% of NPs
  - Of these nurses:
    - 39% plan to relocate to another province within Canada
    - 24% plan to nurse in the same community

NT 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
- NT nurses were more likely to live in their primary work community than rural Canada nurses
- A greater proportion of NT nurses were male in comparison to rural Canada nurses
- A larger proportion of NT nurses worked in a fly-in community compared to rural Canada nurses
- NT nurses were more likely work in a community health care setting and less likely to work in a hospital or nursing home than rural Canada nurses
- A greater proportion of NT nurses reported plans to leave their present nursing position compared to their rural Canada counterparts
- 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