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

**Demographics**
- 98% work in a fly-in community
- 67% work in a community <2,500
- 85% are female
- 34% are employed in a casual position
- 45% live in their primary work community
- 40% are 55 years of age or older
- 53% Bachelor’s
- 42% Diploma
- 5% Master’s or Doctorate
- 50% Bachelor’s
- 25% Master’s
- 25% Diploma
- 100% Diploma

**Workplace**
- 64% Community health
- 17% Hospital
- 14% Other
- 5% Nursing Home
- RNs 65% within 32% beyond 3% below
- NPs 75% within 25% below
- LPNs 54% within 46% below
- Planning to leave position within the next 12 months:
  - 32% of all NU nurses
    - 33% of RNs
    - 31% of LPNs
    - 25% of NPs
  - Of these nurses:
    - 39% plan to relocate to another province within Canada
    - 34% plan to nurse in a different rural/remote community

**NU 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**
- NU nurses were less likely to be living in their primary work community than rural Canada nurses, and most NU nurses fly-in to their work community
- NU nurses were less likely to be employed in a permanent position and were more likely to be employed in a casual/contract-based position, compared to rural Canada nurses
- NU nurses were less likely to work in a hospital setting or nursing home and were more likely to work in a community health setting than rural Canada nurses
- NU nurses more often intended to leave their present position within the next 12 months than rural Canada nurses
- 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 NU fact sheet [http://ruralnursing.unbc.ca]