Nursing Practice in Rural and Remote Canada II

Ontario

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)
Ontario response rate: 46% (N=422)

Demographics
- 4% work in a fly-in community
- 9% work in a community < 2,500
- 98% are female
- 62% are employed in a full-time/permanent position
- 58% live in their primary work community
- 37% are 55 years of age or older

Highest nursing education
- RNs
  - 72% Diploma
  - 26% Bachelor’s
  - 3% Master’s
- NPs
  - 52% Bachelor’s
  - 42% Master’s
  - 7% Diploma
- LPNs
  - 100% Diploma

Workplace
- 57% Hospital
- 23% Community health
- 19% Nursing Home
- 1% Other

Perceived scope
- RNs
  - 93% within
  - 5% below
  - 3% beyond
- NPs
  - 74% within
  - 7% below
  - 19% beyond
- LPNs
  - 79% within
  - 14% below
  - 7% beyond

Career plans
- Planning to leave position within the next 12 months:
  - 23% of all ON nurses
    - 29% of NPs
    - 26% of RNs
    - 18% of LPNs
  - Of these nurses:
    - 35% plan to nurse in the same community
    - 32% plan to retire

Rural ON Nurse Recruitment Factors

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<thead>
<tr>
<th>Professional</th>
<th>Job-related</th>
<th>Personal &amp; Community</th>
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<tbody>
<tr>
<td>RN/NP</td>
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<td>LPN</td>
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Take Home Messages
- Rural ON nurses were older than rural nurses in Canada overall
- The proportion of rural ON nurses working in a hospital setting was greater than that of rural Canada nurses
- The large majority of rural ON nurses indicated working within their licensed scope of practice
- A greater proportion of rural ON nurses intended to retire in the next 12 months and 5 years compared to rural Canada nurses overall
- 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

Acknowledgements: Project led by Macleod, Stewart, and Kulig. We thank the nurses who responded to the survey and the Advisory Team, led by Penny Anguish
For more detail, please see the ON fact sheet [http://ruralnursing.unbc.ca]