



Nursing Practice in Rural and Remote Canada II

Ontario

Research Question

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

422 out of 914 Ontario nurses responded to the RRNII survey, 49% were RNs

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



Highest nursing education



Workplace



Perceived scope



Career plans



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

RNs
72% Diploma
26% Bachelor's
3% Master's

NPs
52% Bachelor's
42% Master's
7% Diploma

LPNs
100% Diploma

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

RNs
93% within
5% below
3% beyond

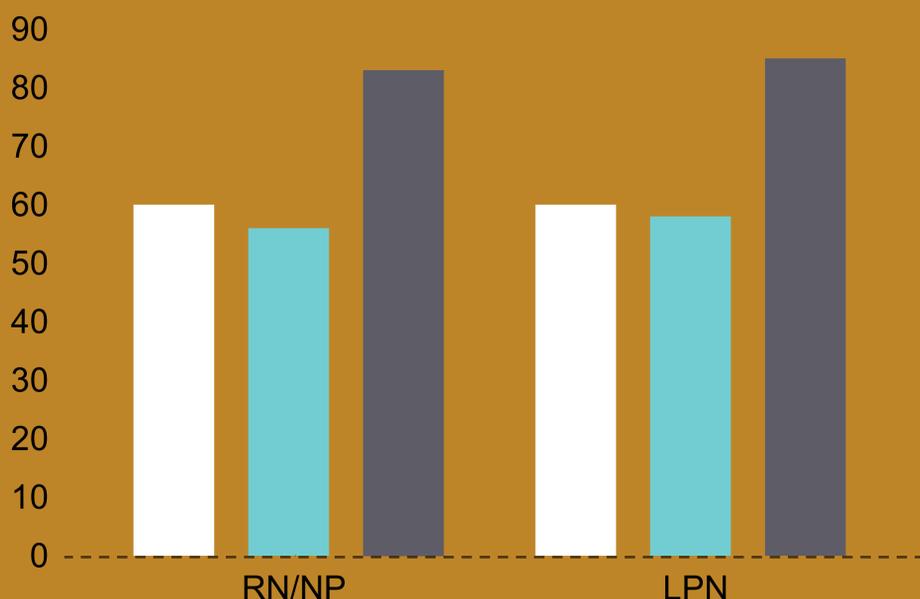
NPs
74% within
7% below
19% beyond

LPNs
79% within
14% below
7% beyond

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

Professional Job-related Personal & Community



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 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

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

