College of Nurses of Ontario
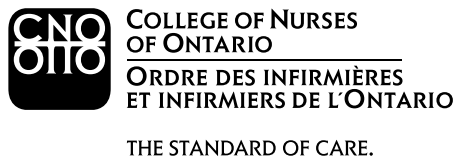
Membership Statistics Highlights 2013

COLLEGE OF NURSES
OF ONTARIO

ORDRE DES INFIRMIÈRES
ET INFIRMIERS DE L'ONTARIO

THE STANDARD OF CARE.

VISION
Leading in regulatory excellence

MISSION
Regulating nursing in the public interest

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1. INTRODUCTION

1.1 About this document

This document provides a broad overview of the College's membership data with in-depth analysis of nursing employment and overall gain and loss rates.

Readers are encouraged to visit **www.cno.org** and explore the College's online data query tool,[1] which allows for the creation of user-defined data tables based on a subset of the College's membership data.

1.2 About the College of Nurses of Ontario

The College is the regulatory body for nursing in Ontario. Its mission is to regulate nursing in the public interest. The College sets the requirements for becoming a nurse in Ontario and the standards of practice that must be met to maintain that designation. Only a person with a valid Certificate of Registration from the College can practise as a nurse in Ontario and use the protected titles **nurse**, **Registered Nurse (RN)**, **Registered Practical Nurse (RPN)** or **Nurse Practitioner (NP)**.

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[1] The data query tool can be accessed at http://www.cno.org/dqt. See section 2.2.1 for more information on the data available in the data query tool.

2. METHODS AND NOTES

2.1 Data Collection

Membership renewal is completed every year by members in the General and Extended Classes.[2] A component of the renewal process is the collection of information that is required by the College to carry out its regulatory mandate and that must be reported to the provincial government. In October, the College notifies all eligible members that renewal has begun and the deadline for completing renewal is December 31. Once completed, the College renews the nurse's membership, thus making her/him eligible to practise in Ontario on January 1 of the following year.

The *Regulated Health Professions Act, 1991* allows for late renewal of membership.[3] Members are considered in good standing until they have been formally notified of their suspension due to non-payment of fees. Suspension notices are mailed out yearly in the winter. Members who renew after January 1, but before the suspension date,[4] are still considered to be in good standing with the College on January 1.

The data in this report provide a "point-in-time" snapshot of the available labour supply of nurses who renewed their membership for the 2013 practice year (at the end of 2012 or beginning of 2013, before the formal suspension date). Nurses who became members of the College during 2013 are not included. Information on these nurses can be found in the *Trends in General Class New Members 2013* report, which will be ready in early 2014.

2.2 Other Methodological Notes

2.2.1 Data Tables

In 2006, the College developed and launched an online data query tool. This web-based application allows users to create custom tables based on a subset of the College's membership data. The tool produces downloadable tables in html, PDF and Excel file formats and is available free of charge at **www.cno.org/dqt**. As a result, the College no longer publishes extensive tables with this report. Readers are encouraged to visit the College website to use the data query tool. The data query tool has data covering the years 1992 to 2013.

2.2.2 Renewal Gain and Loss

Every year, some members choose not to renew their membership in the General and Extended Classes with the College. These members represent a loss in terms of members in these classes compared to the previous year.[5] The impact of this loss is offset by new members renewing their membership for the first time in these classes or members who are returning to practice (some after several years out of practice) following reinstatement of their membership in the General or Extended Classes. These members represent a gain in members in these classes over the previous year. The difference between the loss and the gain is known as the net gain/loss. A net gain occurs when there is an increase in members renewing in a particular class over the previous year, and a net loss occurs when there is a decrease in members renewing over the previous year in that class. Examining the net gain/loss allows for greater understanding of the trends in the total number of members renewing over time.

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[2] For more information about the College's classes of registration, visit www.cno.org.
[3] A $113 late fee was applied to renewal payments received after December 31.
[4] For 2013 renewal, the suspension date was February 18, 2013.
[5] Unless a member formally resigns her/his membership, the College does not know whether a renewal loss is a permanent loss.

2.2.3 "Not Specified" Category

The information in this report is based on data reported by members during the 2013 renewal process. Data for individual nurses were aggregated to produce the tables in this document. In many areas, a "not specified" category is reported when a response is not provided, conflicts with other data or is unusable.

2.2.4 Data Suppression

The College is committed to protecting the privacy and confidentiality of its members. Cell counts between one and four have been suppressed in this report and the value replaced by an asterisk (*). In cases where this is done, the next smallest cell count is also suppressed to ensure that the values cannot be derived. This value is replaced with two asterisks (**) to allow readers to know the value was not suppressed due to a low cell count. When there are multiple values between one and four in a table, only those values are suppressed.

An exception is made when the low cell count is in the "not specified" category. Because this category does not provide any information, it does not need to be suppressed to protect member privacy.

2.2.5 Multiple employers

During renewal, members are asked to report if they have multiple current employers. Historically, between seven per cent and 12 per cent of members have reported multiple employers. This means that the number of members and number of employers reported by members are not the same. Prior to 2011, this was not an issue as members only provided detailed employment information on their primary employer resulting in there being a one-to-one relationship between the members and their detailed employment information provided in this report. This detailed employment information includes information on the employer's location, whether it was a nursing role, the employer type, and the member's position and area of practice within the employment setting.

In 2011, however, the concept of primary employer was eliminated as members were required to provide detailed employment information about all their current employers not just their primary employer. This allows for greater understanding of the employment profile of members but makes comparison of employment information collected in 2011and subsequent years difficult. For example, it is no longer possible to compare the number of staff nurses from 2011 to those in 2010. The two numbers are not equivalent as they represent different quantities. The 2010 number represents those members who reported that their position with their primary employer was a staff nurse. The 2011 number represents members who reported that their position with any of their employers was a staff nurse. To accommodate this change, the format of the membership report has been modified. In tables where the collection of additional employment information makes a comparison to previous years impossible only 2011-2013 data will be reported. It is important to note that in these tables the numbers presented exceeds the number of members for the reason outlined above. Finally, when talking about multiple employers, this report adopts the language of "employment positions" to distinguish that we are discussing the employers and employment information that members have provided. The table on the following page shows how many members reported multiple employers based on type and location, and is helpful in understanding the relationship between members and multiple employers.

Multiple Employers 2013

	RN		RPN		NP		Total	
	#	%	#	%	#	%	#	%
Employed in Nursing Only	96,723	85.9	34,285	81.6	2,041	91.0	133,049	84.8
One Nursing Employer	82,037		27,491		1,534		111,062	
Two Nursing Employers	12,912		6,024		416		19,352	
Three or more Nursing Employers	1,774		770		91		2,635	
Employed in Nursing & Non-Nursing	2,471	2.2	1,410	3.4	84	3.7	3,965	2.5
One Nursing Employer	2,103		1,195		68		3,366	
Two Nursing Employers	329		188		13		530	
Three or more Nursing Employers	39		27		3		69	
Employed in Non-Nursing Only	2,971	2.6	1,816	4.3	6	0.3	4,793	3.1
On Leave	3,671	3.3	1,423	3.4	65	2.9	5,159	3.3
Not Employed	6,746	6.0	3,062	7.3	46	2.1	9,854	6.3
Total	112,582	100	41,996	100	2,242	100	156,820	100

2.2.6 Overall Working Status and Working Status for Employment Positions

Overall Working Status (i.e., full-time, part-time or casual) summarizes the working status of a member across all nursing employers. It is calculated by taking the highest reported working status for a member among all nursing employers and designates that as their overall working status. It allows for comparability to previous years as this is the same methodology used in the past for working status. To illustrate how this is calculated three examples are shown below.

Example 1: If a member has two nursing employers and has reported casual employment with the first and full-time employment with the second, the member's overall working status would be full-time.

Example 2: If a member reported three casual nursing employers, the member's overall working status would be casual.

Example 3: If a member reported one part-time nursing employer and one full-time non-nursing employer, the member's overall working status would be part-time.

Working Status for Employment Positions is a new statistic and provides information on the working status of all the employment positions reported in nursing. Unlike Overall Working Status, it does not aggregate working status to the member level but reports this across all nursing employment positions that a member reports to us. For example, in 2013 there were 131,728 members who reported at least one nursing employer in Ontario with the corresponding Overall Working Status of 64.1 per cent full-time, 28.2 per cent part-time, and 7.7 per cent casual. Those members reported having 156,007 employment positions in nursing in Ontario and among those employment positions the Working Status was 54.3 per cent full-time, 28.4 per cent part-time, and 17.3 per cent casual.

2.2.7 On Leave

From 2011, the government requested that the College ask members to report if they were on leave from the profession as another option for their employment status. While the government did not provide a definition of "on leave", the College expected that members on maternity leave or long term disability would report using this category. In previous years, members on maternity leave were required to report their status as employed and members on long term disability to report their employment status based on their last day of work.

2.2.8 Data Quality Audits

To ensure the accuracy and reliability of the data it releases, the College conducts routine data quality audits. As a result of an audit in 2013, the College is restating data previously reported in earlier reports. The revisions are minor (resulting in directional changes of one per cent to data previously reported) and do not have an impact on any trends previously reported. Please refer to the current report for the most up to date data. The Data Query Tool has also been updated to reflect these changes.

2.2.9 Non-Practising Class

Members in the Non-Practising Class are current or former members of the College's General or Extended Classes, who are not currently practising nursing in Ontario, but are still registered with the College. Nurses registered in this class are still considered members of the College.

Established on January 1, 2013, the Non-Practising Class replaced the College's Retired Class, thereby enabling nurses of any age, rather than only those aged 65 or older, to maintain registration with the College while not practising nursing in Ontario. The Non-Practising Class allows the College to collect more accurate statistical information about Ontario's nurses. When a member decides to switch to the Non-Practising Class, this represents a loss in terms of the General or Extended Class membership compared to the previous year. As 2013 was the first year that members were able to register in the Non-Practising Class, there were no members renewing in this class for 2013. In subsequent reports more detailed information will be provided on members renewing in the Non-Practising Class; however, in this report, this class will only appear as a component of the loss of members in the General Class.

3. OVERALL MEMBERSHIP 2013

A total of 156,820 nurses renewed their membership in the General or Extended Class with the College for 2013. This represents a 2.5 per cent increase over 2012 and a 7.5 per cent increase over 2009.

Employment Status	2009 #	2009 %	2010 #	2010 %	2011 #	2011 %	2012 #	2012 %	2013 #	2013 %
Employed in nursing	125,910	86.3	128,546	86.4	129,509	86.4	129,442	84.6	133,049	84.8
Employed in both nursing and non-nursing	2,698	1.8	2,752	1.9	2,720	1.8	3,314	2.2	3,965	2.5
Employed in non-nursing	7,456	5.1	7,399	5.0	4,990	3.3	7,867	5.1	4,793	3.1
On leave	0	0.0	0	0.0	3,192	2.1	3,694	2.4	5,159	3.3
Not employed	9,199	6.3	9,311	6.3	9,509	6.3	8,742	5.7	9,854	6.3
No employment information provided	590	0.4	721	0.5	0	0.0	0	0.0	0	0.0
Total	145,853	100	148,729	100	149,920	100	153,059	100	156,820	100

Total Employment in Ontario 2004–2013

Of the 137,014 nurses who reported employment in nursing or both nursing and non-nursing, 96.1 per cent (131,728) reported employment in nursing in Ontario, an increase of 3.2 per cent over 2012 and a 19.1 per cent increase over 2004.
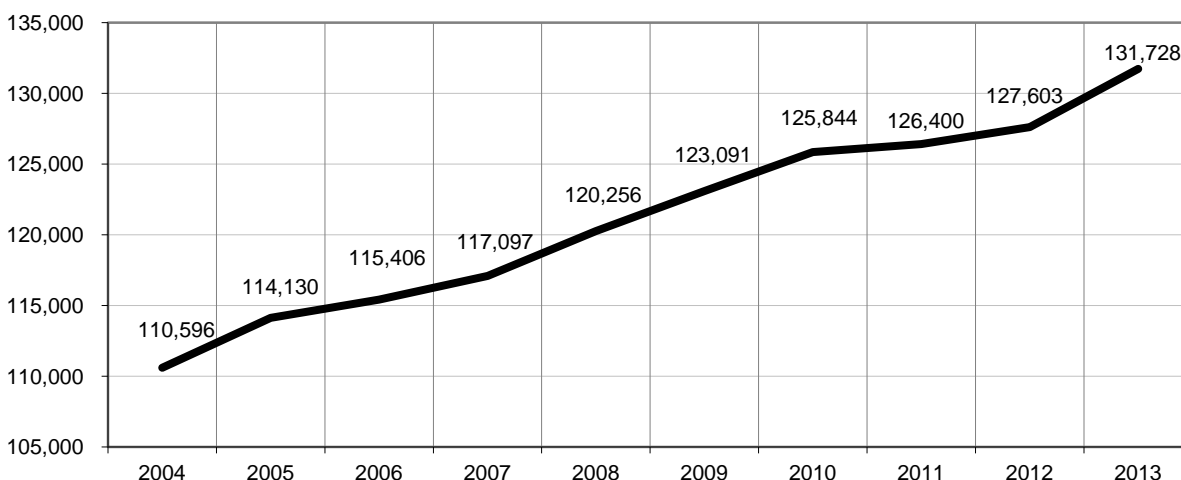
Overall Working Status 2009–2013

In 2013, 64.1 per cent of members employed in nursing in Ontario stated that they worked full-time, an increase of 0.2 percentage points over 2009 and a 2.5 percentage point decrease over 2012.

	2009 #	2009 %	2010 #	2010 %	2011 #	2011 %	2012 #	2012 %	2013 #	2013 %
Full-Time	78,694	63.9	80,356	63.9	83,968	66.4	85,005	66.6	84,460	64.1
Part-Time	34,371	27.9	34,939	27.8	32,316	25.6	32,710	25.6	37,141	28.2
Casual	10,026	8.1	10,549	8.4	10,116	8.0	9,888	7.7	10,127	7.7
Total	123,091	100	125,844	100	126,400	100	127,603	100	131,728	100

4. REGISTERED NURSES[6]

For 2013, there were 112,582 RNs who renewed their membership before the suspension date. Of this number, 85.9 per cent reported employment in nursing compared to 85.2 per cent in 2012. The On Leave[7] category was added in 2011. The percentage of nurses reporting that they are on leave has increased from 2.0 per cent in 2011 to 3.3 per cent in 2013. A change was also observed in the Not Employed category. In 2013, six per cent of RNs reported that they were not employed compared to 5.6 per cent in 2012 and 6.4 in 2009.

RN Renewal 2009–2013

	2009		2010		2011		2012		2013	
	#	%	#	%	#	%	#	%	#	%
Employed in Nursing	**96,575**	**87.0**	**97,208**	**87.0**	**96,901**	**86.9**	**95,576**	**85.2**	**96,723**	**85.9**
In Ontario	90,723		91,461		91,113		90,269		91,455	
In and Outside Ontario	728		700		521		607		596	
Outside Ontario	5,027		5,047		5,023		4,694		4,665	
Not Specified	97		0		244		6		7	
Employed in Nursing & Non-Nursing	**1,785**	**1.6**	**1,820**	**1.6**	**1,762**	**1.6**	**2,091**	**1.9**	**2,471**	**2.2**
In Ontario	1,700		1,734		1,671		1,997		2,311	
In and Outside Ontario	20		21		10		6		24	
Outside Ontario	63		65		81		88		136	
Not Specified	2		0		0		0		0	
Employed in Non-Nursing	**5,109**	**4.6**	**5,099**	**4.6**	**3,399**	**3.0**	**5,527**	**4.9**	**2,971**	**2.6**
Seeking Nursing Employment	214		254		430		636		629	
Not Employed	**7,125**	**6.4**	**7,113**	**6.4**	**7,245**	**6.5**	**6,234**	**5.5**	**6,746**	**6.0**
Seeking Nursing Employment	1,401		1,627		2,047		2,054		2,640	
On Leave	**0**	**0.0**	**0**	**0.0**	**2,225**	**2.0**	**2,766**	**2.5**	**3,671**	**3.3**
Not Specified	**420**	**0.4**	**477**	**0.4**	**0**	**0.0**	**0**	**0.0**	**0**	**0.0**
Total	**111,014**	**100**	**111,717**	**100**	**111,532**	**100**	**112,194**	**100**	**112,582**	**100.0**

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[6] In this report, Registered Nurse (RN) refers only to Registered Nurses in the General Class. For more information about the College's classes of registration, visit www.cno.org.
[7] See section 2.2.7 for more information on the on leave category.

4.1 Renewal Gain and Loss of Registered Nurses[8]

From 2004 to 2005, large net gains were observed in the number of RNs renewing their membership with the College. After little net change in 2006 and 2007, gains again outstripped losses from 2008 to 2010. In 2013, gains increased by 13.4 per cent and losses increased by 22.3 per cent when compared to 2012. The increases in gains can be attributed to an increase in the new members which is 15.7 per cent higher than in 2012.

RN Gain and Loss 2004–2013
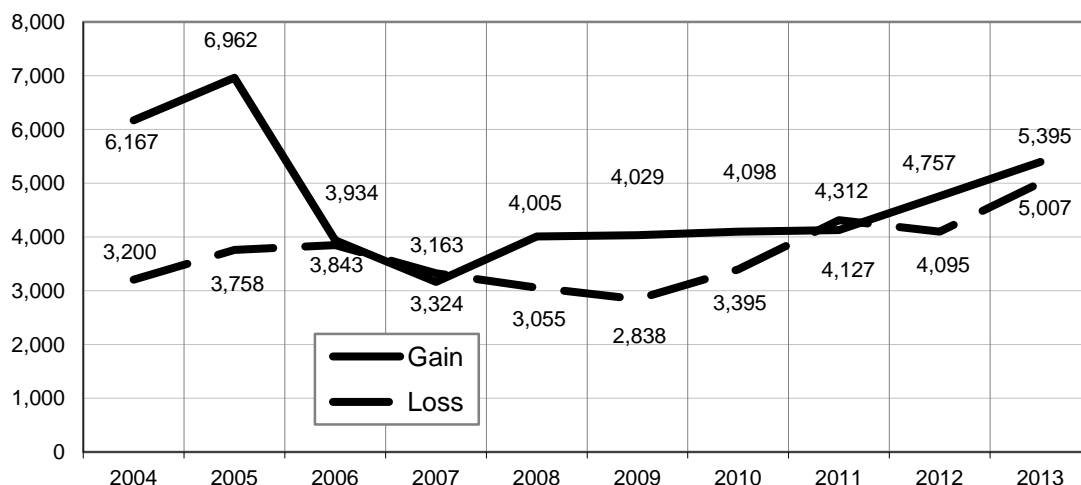
RN Gain by Year – New Members and Reinstatements 2004–2013

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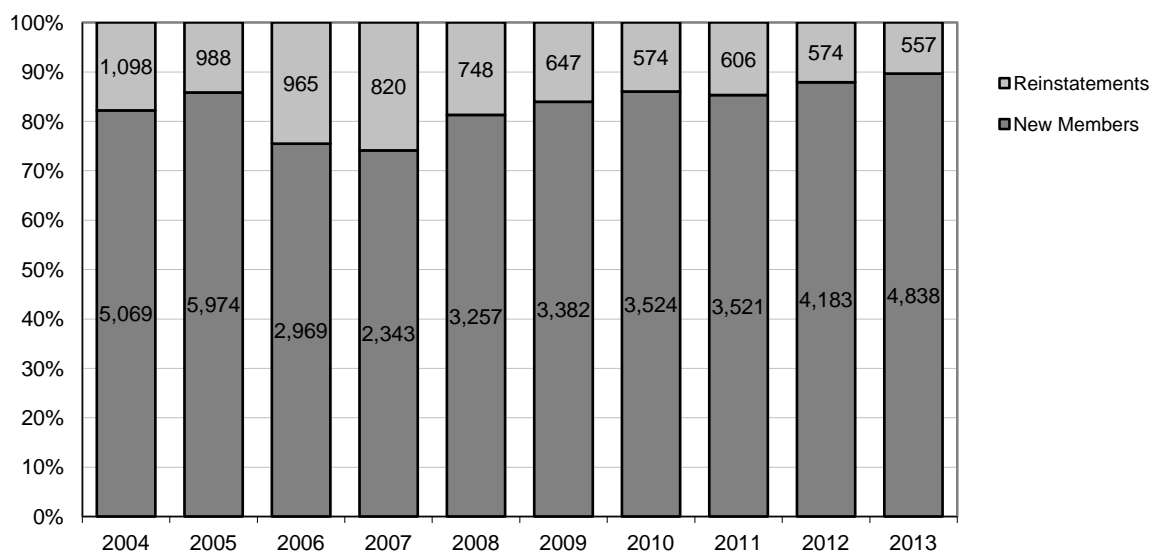
[8] See section 2.2.2 for more information about renewal gain and loss.

RN Loss by Year – Non-Practising, Not Renewed and Resigned Members 2011–2013[9].
2013 was the first year when members were able to register in the Non-Practising Class. In 2013, 36.2 per cent of the RN losses were attributed to a registration in this class.
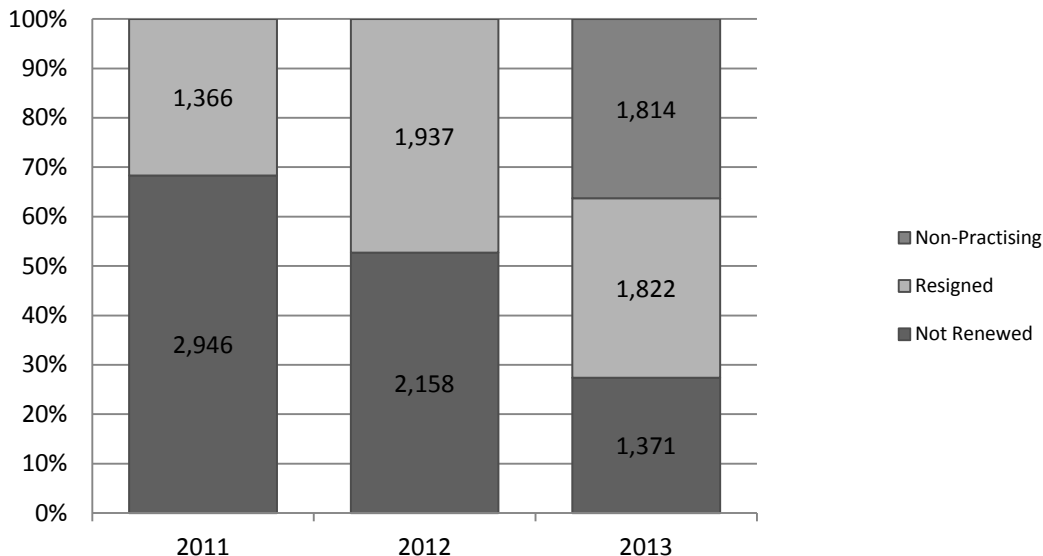
4.2 Registered Nurses Employed in Nursing in Ontario[10]

In 2013, there were 94,386 RNs who reported employment in nursing in Ontario, an increase of 1.6 per cent over 2012, reaching its highest number over the 10-year period.

RNs Employed in Nursing in Ontario 2004–2013

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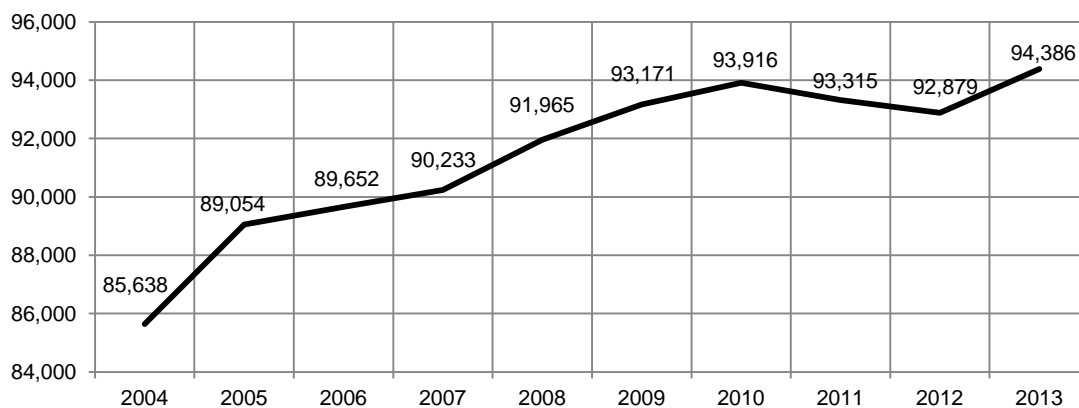
[9] Please refer to Section 2.2.9 for more information about the Non-Practising class.
[10] Employed in nursing in Ontario includes members who reported at least one nursing employment position in Ontario.

4.2.1 RN Demographics

Age

The average age of RNs employed in nursing in Ontario in 2013 was 45.5 years, an increase from the average age of 45.1 years in 2004.

RNs Employed in Nursing in Ontario
Age Distribution 2004 and 2013
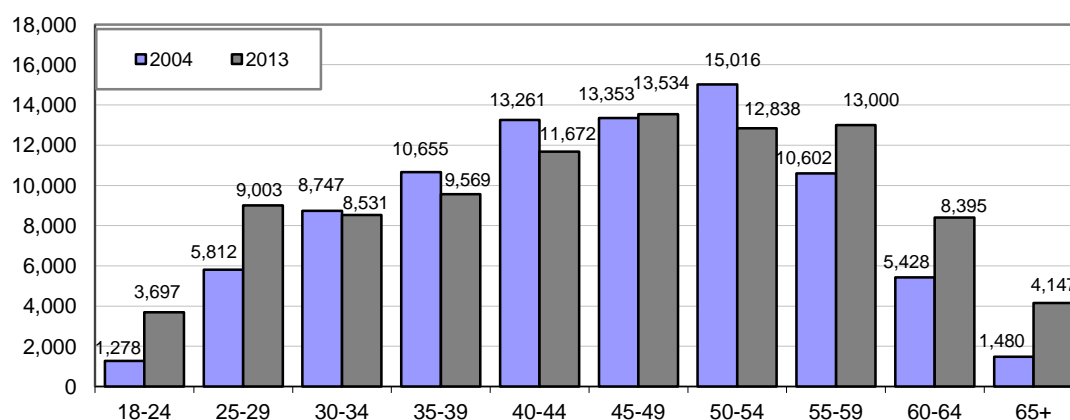
Gender

Of the RNs that reported employment in nursing in Ontario for 2013, 5.8 per cent were male, compared to 4.1 per cent in 2004.

Overall Working Status[11]

For 2013, 66.4 per cent of RNs employed in nursing in Ontario reported overall full-time employment, 26.1 per cent reported overall part-time employment, and 7.5 per cent reported overall casual employment.

RNs Employed in Nursing in Ontario
Overall Working Status 2011-2013

	2011		2012		2013	
	#	%	#	%	#	%
Full-time	63,384	67.9	63,392	68.3	62,709	66.4
Part-time	22,510	24.1	22,369	24.1	24,639	26.1
Casual	7,421	8.0	7,118	7.7	7,038	7.5
Total	**93,315**	**100**	**92,879**	**100**	**94,386**	**100**

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[11] See section 2.2.6 for more information on overall working status.

4.2.2 RN Nursing Employment[12]

In 2013, the majority, or 84.5 per cent, of RNs employed in nursing in Ontario reported that they had only one nursing employer, 13.6 per cent reported that they had two nursing employers, and 1.9 per cent reported having three or more nursing employers. When examining positions reported, a total of 110,306 employment positions in Ontario were reported by these RNs. Compared to the 108,618 positions in 2012, the number of employment positions reported has increased by 1.6 per cent. The remainder of section 4.2.2 looks at the employment positions reported.

RNs Employed in Nursing in Ontario
Overall Multiple Employers 2011-2013

	2011		2012		2013	
	#	%	#	%	#	%
One Nursing Employer	80,264	86.0	78,379	84.4	79,784	84.5
Two Nursing Employers	11,759	12.6	12,819	13.8	12,833	13.6
Three or more Nursing Employers	1,292	1.4	1,681	1.8	1,769	1.9
Total RNs Employed in Nursing in Ontario	**93,315**	**100**	**92,879**	**100**	**94,386**	**100**
Total Nursing Employment Positions	**107,625**		**108,618**		**110,306**	

Working Status for Employment Positions[13]

For 2013, 57 per cent of reported RN employment positions in nursing in Ontario were full-time employment positions, 26.1 per cent were part-time employment positions, and 16.9 per cent were casual employment positions. Compared to 2012, the number of reported full-time RN employment positions decreased by 1.3 per cent, part-time RN employment positions increased by 9.2 per cent, and casual RN employment positions increased by 0.4 per cent.

RNs Employed in Nursing in Ontario
Working Status for Employment Positions 2011-2013

	2011		2012		2013	
	#	%	#	%	#	%
Full-time	63,719	59.2	63,649	58.6	62,848	57.0
Part-time	26,153	24.3	26,394	24.3	28,814	26.1
Casual	17,753	16.5	18,574	17.1	18,644	16.9
Not Specified	0	0.0	1	0.0	0	0.0
Total	**107,625**	**100**	**108,618**	**100**	**110,306**	**100**

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[12] See section 2.2.5 for discussion of multiple employers.
[13] See section 2.2.6 for more information on working status for employment positions.

Local Health Integration Network (LHIN) Regions

For 2013, the largest percentage of reported RN employment positions was observed in the Toronto Central LHIN at 17.3 per cent and the lowest in the North West LHIN at 2.6 per cent.

LHIN Regions for Employment Positions 2011-2013

	2011		2012		2013	
	#	%	#	%	#	%
Central	9,118	8.5	9,020	8.3	9,307	8.4
Central East	9,101	8.5	9,288	8.6	9,325	8.5
Central West	3,407	3.2	3,450	3.2	3,614	3.3
Champlain	11,753	10.9	11,768	10.8	11,894	10.8
Erie St. Clair	4,959	4.6	4,999	4.6	5,053	4.6
Hamilton Niagara Haldimand Brant	11,683	10.9	11,701	10.8	11,832	10.7
Mississauga Halton	6,951	6.5	7,250	6.7	7,474	6.8
North East	5,899	5.5	5,980	5.5	6,005	5.4
North Simcoe Muskoka	3,624	3.4	3,613	3.3	3,743	3.4
North West	2,866	2.7	2,885	2.7	2,897	2.6
South East	4,922	4.6	5,037	4.6	5,128	4.6
South West	9,797	9.1	9,801	9.0	9,735	8.8
Toronto Central	18,633	17.3	18,864	17.4	19,128	17.3
Waterloo Wellington	4,781	4.4	4,862	4.5	4,949	4.5
Not Specified	131	0.1	100	0.1	222	0.2
Total	107,625	100	108,618	100	110,306	100.0

Employment Sector

For 2013, RNs report hospital as the largest sector of employment positions at 61.2 per cent, followed by community at 19.9 per cent, and long-term care facilities at 9.2 per cent.

RNs Employed in Nursing in Ontario
Employment Sector for Employment Positions 2011-2013

	2011		2012		2013	
	#	%	#	%	#	%
Hospital	64,359	59.8	66,399	61.1	67,520	61.2
Community	19,342	18.0	21,549	19.8	21,956	19.9
Long-Term Care	9,873	9.2	10,146	9.3	10,104	9.2
Other	9,758	9.1	10,521	9.7	10,725	9.7
Not Specified	4,293	4.0	3	0.0	1	0.0
Total	107,625	100	108,618	100	110,306	100.0

Nursing Employer, Position in Nursing and Primary Area of Practice[14]

The top five RN employers, positions and primary areas of practice in 2012 and 2013 are given below.

RNs Employed in Nursing in Ontario
Top Five Nursing Employers 2012 and 2013

	2012	
	#	%
Acute Care Hospital	58,295	53.7
Long-Term Facility	9,171	8.4
Public Health Unit/Department	4,208	3.9
College/University	3,847	3.5
Community Care Access Centre	3,629	3.3
Other Employers	29,465	27.1
Not Specified	3	0.0
Total	**108,618**	**100**

	2013	
	#	%
Acute Care Hospital	59,335	53.8
Long-Term Facility	9,135	8.3
Public Health Unit/Department	4,080	3.7
College/University	3,945	3.6
Community Care Access Centre	3,783	3.4
Other Employers	30,027	27.2
Not Specified	1	0.0
Total	**110,306**	**100**

RNs Employed in Nursing in Ontario
Top Five Nursing Positions 2012 and 2013

	2012	
	#	%
Staff Nurse	72,105	66.4
Case Manager	4,160	3.8
Middle Manager	3,840	3.5
Public Health Nurse	3,411	3.1
Visiting Nurse	3,345	3.1
Other Positions	21,757	20.0
Not Specified	0	0.0
Total	**108,618**	**100**

	2013	
	#	%
Staff Nurse	73,419	66.6
Case Manager	4,182	3.8
Middle Manager	3,844	3.5
Public Health Nurse	3,306	3.0
Visiting Nurse	3,335	3.0
Other Positions	22,220	20.1
Not Specified	0	0.0
Total	**110,306**	**100**

RNs Employed in Nursing in Ontario
Top Five Primary Areas of Practice 2012 and 2013

	2012	
	#	%
Geriatrics	9,308	8.6
Acute Care	8,642	8.0
Critical Care	6,956	6.4
Emergency Care/Emergency	6,898	6.4
Mental Health/Psychiatric/Addiction	6,353	5.8
Other Areas of Practice	70,461	64.9
Not Specified	0	0.0
Total	**108,618**	**100**

	2013	
	#	%
Geriatrics	9,345	8.5
Acute Care	9,046	8.2
Critical Care	7,230	6.6
Emergency Care/Emergency	7,109	6.4
Mental Health/Psychiatric/Addiction	6,592	6.0
Other Areas of Practice	70,984	64.4
Not Specified	0	0.0
Total	**110,306**	**100**

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[14] See section 8 for the College's practice and employment definitions.

4.3 Registered Nurses Employed in Nursing Outside of Ontario[15]

For 2013 renewal, 5,428 RNs reported they were employed in nursing outside of Ontario, accounting for 5,979 employment positions. There were 2,307 employment positions reported in another Canadian province, and 3,672 employment positions reported outside of Canada. Compared to 2011, there are 325 fewer RN employment positions reported for the United States, and the number of employment positions reported in Canada has increased by 2.6 per cent.

RNs Employed in Nursing Outside Ontario
Location for Employment Positions 2011-2013

	2011		2012		2013	
	#	%[†]	#	%[†]	#	%[†]
Alberta	243	10.8	260	11.9	277	12.0
British Columbia	364	16.2	328	15.0	361	15.6
Manitoba	231	10.3	218	9.9	222	9.6
New Brunswick	54	2.4	58	2.6	65	2.8
Newfoundland and Labrador	22	1.0	21	1.0	23	1.0
Nova Scotia	34	1.5	37	1.7	38	1.6
Northwest Territories	73	3.2	81	3.7	75	3.3
Nunavut	58	2.6	71	3.2	62	2.7
Prince Edward Island	9	0.4	10	0.5	19	0.8
Quebec	1,098	48.8	1,043	47.6	1,064	46.1
Saskatchewan	47	2.1	47	2.1	82	3.6
Yukon	16	0.7	18	0.8	19	0.8
	#	%	#	%	#	%
Canada Total	2,249	36.0	2,192	37.0	2,307	38.6
United States	3,411	54.6	3,177	53.6	3,086	51.6
Other Outside Canada & United States	578	9.2	548	9.2	569	9.5
Not Specified (Outside Ontario)	12	0.2	14	0.2	17	0.3
Total	6,250	100	5,931	100	5,979	100

[†]Percentage of Canada Total.

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[15] Employed in nursing outside Ontario includes members who reported at least one nursing employment position outside Ontario.

4.4 Registered Nurses' Registration in Other Jurisdictions

Members of the College can hold registration with multiple jurisdictions within and outside of Canada. In 2013, 10.7 per cent or 12,021 RNs reported that they had an active registration with another jurisdiction, accounting for 14,519 registrations. Of these registrations, 3,007 were with another Canadian province, 7,376 were with a U.S. state and 4,136 were with a country other than the U.S. Compared to 2012, there is a decrease in registrations with other jurisdictions: 2.5 per cent decrease within Canada, 3.4 per cent within the United States, and 2 per cent within International jurisdictions.

RN Registration Within Canada 2012 and 2013

Province	2012 #	2012 %	2013 #	2013 %
Alberta	378	12.3	381	12.7
British Columbia	542	17.6	522	17.4
Manitoba	306	9.9	308	10.2
New Brunswick	100	3.2	87	2.9
Newfoundland and Labrador	67	2.2	58	1.9
Nova Scotia	112	3.6	105	3.5
Northwest Territories	125	4.1	110	3.7
Nunavut	166	5.4	165	5.5
Prince Edward Island	30	1.0	29	1.0
Quebec	1,133	36.7	1,090	36.2
Saskatchewan	88	2.9	117	3.9
Yukon	38	1.2	35	1.2
Canada Total	**3,085**	**100**	**3,007**	**100**

RN Registration Within the United States 2012 and 2013
Top Ten U.S.

State	2012 #	2012 %	State	2013 #	2013 %
Michigan	2,346	30.7	Michigan	2,262	30.7
Florida	819	10.7	Florida	775	10.5
California	809	10.6	California	751	10.2
New York	732	9.6	New York	725	9.8
Minnesota	527	6.9	Minnesota	567	7.7
Texas	461	6.0	Texas	445	6.0
North Carolina	247	3.2	North Carolina	223	3.0
Arizona	145	1.9	Arizona	133	1.8
Pennsylvania	118	1.5	Pennsylvania	110	1.5
Connecticut	112	1.5	Georgia	106	1.4
Other States	1,319	17.3	Other States	1,279	17.3
United States Total	**7,635**	**100**	**United States Total**	**7,376**	**100**

RN Registration International 2012 and 2013
Top Ten international

Country	2012 #	%
Philippines	879	20.8
United Kingdom	547	13.0
India	492	11.7
Hong Kong	307	7.3
Australia	246	5.8
Israel	181	4.3
Iran	137	3.2
Jamaica	102	2.1
Saudi Arabia	88	2.4
Germany	59	1.4
Other Countries	1,184	28.0
International Total	**4,222**	**100**

Country	2013 #	%
Philippines	753	18.2
India	669	16.2
United Kingdom	462	11.2
Hong Kong	294	7.1
Australia	250	6.0
Israel	199	4.8
Iran	140	3.4
Saudi Arabia	100	2.4
Jamaica	91	2.2
South Korea	63	1.5
Other Countries	1,115	27.0
International Total	**4,136**	**100**

5. REGISTERED PRACTICAL NURSES[16]

For 2013, there were 41,996 RPNs who renewed their membership before the suspension date, a 24.9 per cent increase over 2009. Of this number, 81.6 per cent reported employment in nursing compared to 82.4 per cent in 2012, representing a drop of 0.8 percentage points. However, the actual number of RPNs employed in nursing increased from 31,995 to 34,285. In 2013, 3.4 per cent of RPNs reported their employment status as On Leave, an increase of 1.1 percentage points from 2012, and 7.3 per cent of RPNs reported that they were unemployed, a 0.9 percentage point increase over 2012.

RPN Renewal 2009–2013

	2009		2010		2011		2012		2013	
	#	%	#	%	#	%	#	%	#	%
Employed in Nursing	28,183	83.8	29,827	84.2	30,925	84.5	31,995	82.4	34,285	81.6
In Ontario	27,827		29,469		30,486		31,671		33,855	
In and Outside Ontario	84		89		31		30		41	
Outside Ontario	267		269		283		292		388	
Not Specified	5		0		125		2		*	
Employed in Nursing & Non-Nursing	896	2.7	899	2.5	910	2.5	1,161	3.0	1,410	3.4
In Ontario	884		881		902		1,149		1,389	
In and Outside Ontario	**		*		0		0		*	
Outside Ontario	**		**		8		12		20	
Not Specified	0		0		0		0		0	
Employed in Non-Nursing	2,337	6.9	2,287	6.5	1,585	4.3	2,317	6.0	1,816	4.3
Seeking Nursing Employment	180		247		450		666		929	
Not Employed	2,049	6.1	2,173	6.1	2,231	6.1	2,467	6.4	3,062	7.3
Seeking Nursing Employment	678		811		1,002		1,449		2,150	
On Leave	0	0.0	0	0.0	937	2.6	905	2.3	1,423	3.4
Not Specified	168	0.5	241	0.7	0	0.0	0	0.0	0	0.0
Total	33,633	100	35,427	100	36,588	100	38,845	100	41,996	100

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[16] In this report, Registered Practical Nurse (RPN) refers only to Registered Practical Nurses in the General Class. For more information about the College's classes of registration, visit www.cno.org.

5.1 Renewal Gain and Loss of Registered Practical Nurses[17]

In 2004 and 2005, RPN losses outstripped gains, resulting in a net loss of RPNs renewing in those years. Since 2006, the situation has reversed with eight consecutive years of net gains. Compared to 2012, the gain in RPNs has increased by 25.8 per cent, and represents the highest observed gain over the 10-year period. The increases in gains can be attributed to an increase in the new members, which is 28 per cent higher than in 2012. Losses in 2013 have increased by 8.6 per cent compared to 2012.

RPN Gain and Loss 2004–2013
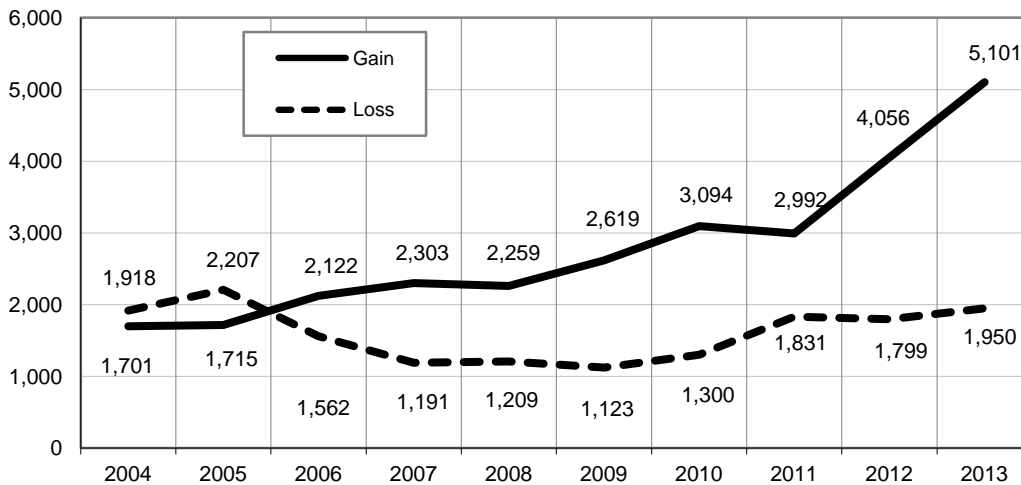
RPN Gain by Year – New Members and Reinstatements 2004–2013

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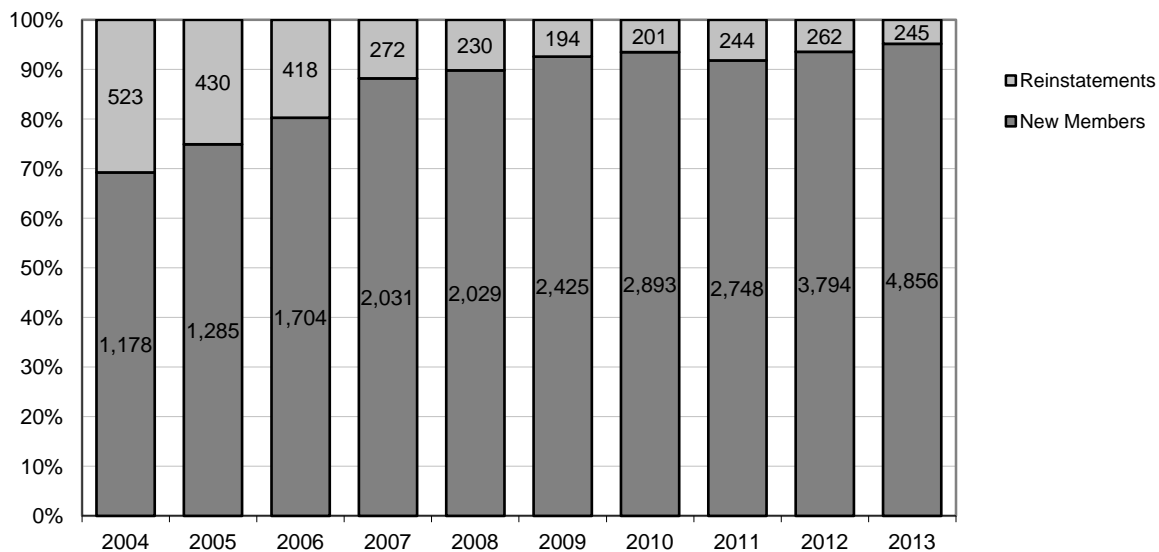
[17] Please see section 2.2.2 for more information about gain and loss.

RPN Loss by Year – Non-Practising, Not Renewed and Resigned Members 2011–2013[18]

2013 was the first year that members are able to register in the Non-Practising Class. In 2013, 18.9 per cent of RPN losses are attributed to a registration in this class.
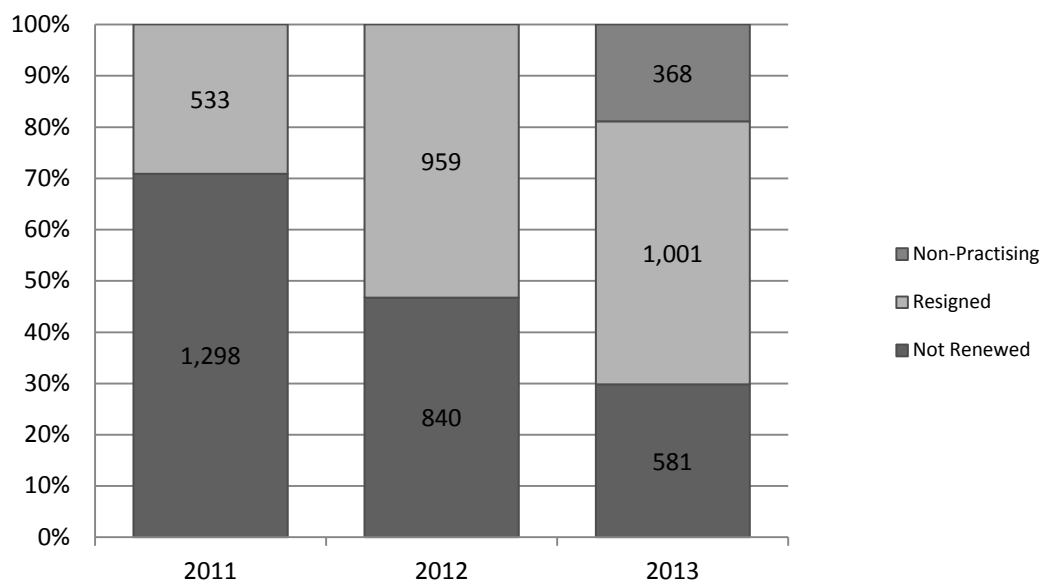
5.2 Registered Practical Nurses Employed in Nursing in Ontario[19]

For 2013, there were 35,286 RPNs who reported employment in nursing in Ontario, an increase of 7.4 per cent over 2012 and 44.4 per cent increase over 2004. This marks nine consecutive years of increases in RPNs employed in nursing in Ontario starting from 2004.

RPNs Employed in Nursing in Ontario 2004–2013

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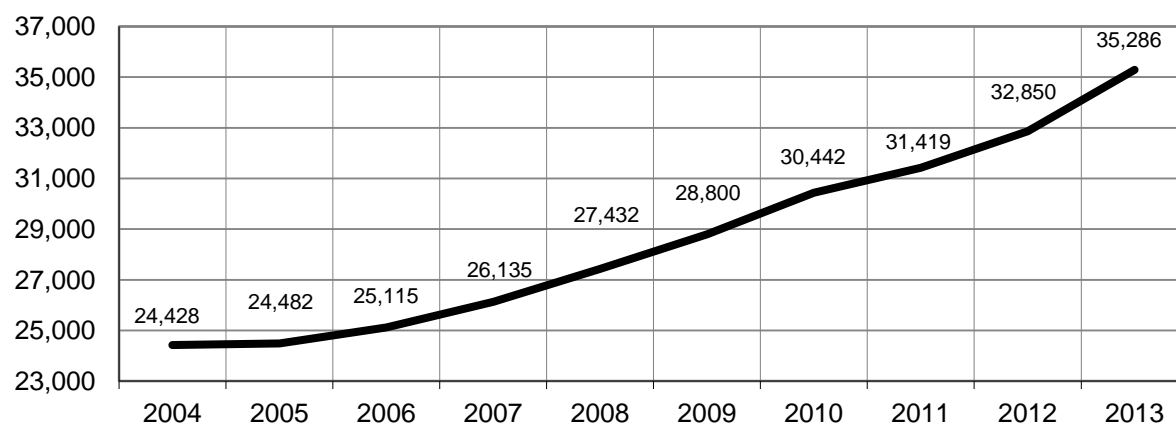
[18] Please refer to Section 2.2.9 for more information about the Non-Practicing Class.
[19] Employed in nursing in Ontario includes members who reported at least one nursing employment position in Ontario.

5.2.1 RPN Demographics

Age

The average age of RPNs employed in nursing in Ontario in 2013 was 42.5 years, a decrease from the average age of 44.8 years in 2004.

RPNs Employed in Nursing in Ontario
Age Distribution 2004 and 2013
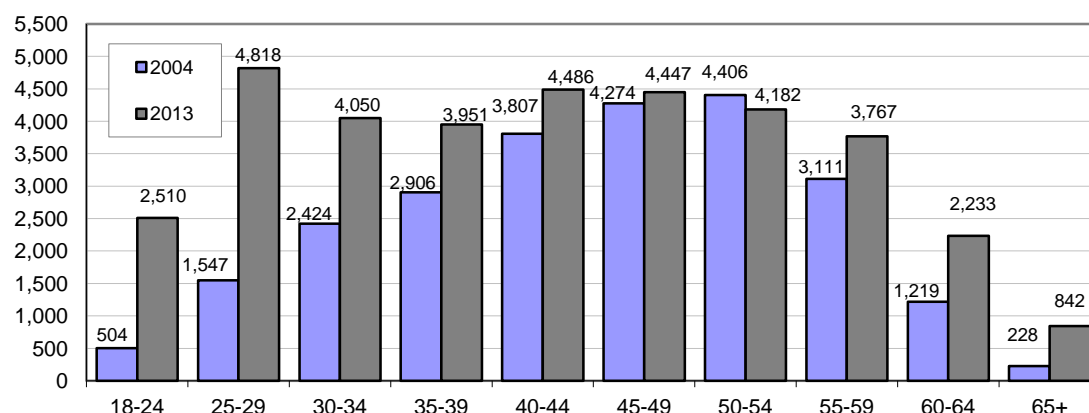
Gender

Of the RPNs that reported employment in nursing in Ontario for 2013, 7.9 per cent were male, compared to 6.1 per cent in 2004.

Overall Working Status[20]

For 2013, 56.8 per cent of RPNs employed in nursing in Ontario reported overall full-time employment, 34.6 per cent reported overall part-time employment, and 8.6 per cent reported overall casual employment. Compared to 2012, the number of RPNs reporting overall part-time employment increased by 21 per cent and overall casual employment increased by 11.1 per cent.

RPNs Employed in Nursing in Ontario
Overall Working Status 2011-2013

	2011		2012		2013	
	#	%	#	%	#	%
Full-Time	19,183	61.1	20,022	60.9	20,040	56.8
Part-Time	9,575	30.5	10,087	30.7	12,202	34.6
Casual	2,661	8.5	2,741	8.3	3,044	8.6
Total	**31,419**	**100**	**32,850**	**100**	**35,286**	**100**

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[20] See section 2.2.6 for more information on overall working status.

5.2.2 RPN Nursing Employment[21]

In 2013, the majority, or 80.3 per cent of RPNs employed in nursing in Ontario reported that they had only one nursing employer, 17.5 per cent reported that they had two nursing employers, and 2.2 per cent reported having three or more nursing employers. When examining positions reported, a total of 43,060 employment positions in Ontario were reported by these RPNs. Compared to the 37,775 positions in 2011, the number of employment positions reported has increased by 14.0 per cent. The remainder of section 5.2.2 looks at the employment positions reported.

RPNs Employed in Nursing in Ontario
Multiple Employers 2011 and 2012

	2011		2012		2013	
	#	%	#	%	#	%
One Nursing Employer	25,882	82.4	26,427	80.4	28,337	80.3
Two Nursing Employers	5,004	15.9	5,704	17.4	6,159	17.5
Three or more Nursing Employers	533	1.7	719	2.2	790	2.2
Total RPNs Employed in Nursing in Ontario	31,419	100	32,850	100	35,286	100
Total Nursing Employment Positions	37,775		40,049		43,060	

Working Status for Employment Positions[22]

For 2013, 46.9 per cent of reported RPN employment positions in nursing in Ontario were full-time employment positions, 34.7 per cent were part-time employment positions, and 18.4 per cent were casual employment positions. Compared to 2012, the number of reported full-time RPN employment positions decreased by 0.4 per cent, part-time RPN employment positions increased by 19.2 per cent, and casual RPN employment positions increased by 9.3 per cent.

RPNs Employed in Nursing in Ontario
Working Status for Employment Positions 2011-2013

	2011		2012		2013	
	#	%	#	%	#	%
Full-time	19,445	51.5	20,263	50.6	20,186	46.9
Part-time	11,824	31.3	12,525	31.3	14,936	34.7
Casual	6,506	17.2	7,261	18.1	7,938	18.4
Total	37,775	100	40,049	100	43,060	100

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[21] See section 2.2.5 for discussion of multiple employers.
[22] See section 2.2.6 for more information on working status for employment positions.

Local Health Integration Network (LHIN) Regions

For 2013, the largest percentage of reported RPN employment positions was observed in the Hamilton Niagara Haldimand Brant LHIN at 11.8 per cent and the lowest in the North West LHIN at 3.1 per cent.

RPNs Employed in Nursing in Ontario
LHIN Regions for Employment Positions 2011-2013

	2011		2012		2013	
	#	%	#	%	#	%
Central	3,297	8.7	3,498	8.7	3,869	9.0
Central East	3,779	10.0	4,003	10.0	4,325	10.0
Central West	1,127	3.0	1,298	3.2	1,439	3.3
Champlain	4,097	10.8	4,296	10.7	4,428	10.3
Erie St. Clair	2,031	5.4	2,224	5.6	2,351	5.5
Hamilton Niagara Haldimand Brant	4,531	12.0	4,790	12.0	5,085	11.8
Mississauga Halton	1,873	5.0	2,108	5.3	2,393	5.6
North East	2,654	7.0	2,764	6.9	2,932	6.8
North Simcoe Muskoka	1,594	4.2	1,685	4.2	1,873	4.3
North West	1,273	3.4	1,313	3.3	1,348	3.1
South East	2,142	5.7	2,232	5.6	2,369	5.5
South West	3,488	9.2	3,594	9.0	3,749	8.7
Toronto Central	3,710	9.8	3,917	9.8	4,326	10.0
Waterloo Wellington	2,115	5.6	2,276	5.7	2,375	5.5
Not Specified	64	0.2	51	0.1	198	0.5
Total	37,775	100	40,049	100	43,060	100

Employment Sector

The greatest proportion of reported RPN employment positions in 2013 are in the hospital sector followed by long-term care. Since 2011, the long-term care sector has gained 2,255 employment positions compared to 2,155 for the hospital sector and 2,169 for the community sector.

RPNs Employed in Nursing in Ontario
Employment Sector for Employment Positions 2011-2013

	2011		2012		2013	
	#	%	#	%	#	%
Hospital	14,749	39.0	15,825	39.5	16,904	39.3
Community	5,234	13.9	6,605	16.5	7,403	17.2
Long-Term Care	14,636	38.7	16,014	40.0	16,891	39.2
Other	1,425	3.8	1,605	4.0	1,861	4.3
Not Specified	1,731	4.6	0	0.0	1	0.0
Total	37,775	100	40,049	100	43,060	100

Nursing Employer, Position in Nursing and Primary Area of Practice[23]
The top five RPN employers, positions and primary areas of practice in 2012 and 2013 are given below.

RPNs Employed in Nursing in Ontario
Top Five Nursing Employers 2012 and 2013

	2012			2013	
	#	%		#	%
Long-Term Care Facility	13,068	32.6	Long-Term Care Facility	13,698	31.8
Acute Care Hospital	9,132	22.8	Acute Care Hospital	9,825	22.8
Retirement Home	2,607	6.5	Retirement Home	2,833	6.6
Complex Continuing Care Hospital	2,420	6.0	Complex Continuing Care Hospital	2,572	6.0
Addiction & Mental Health Centre/Psychiatric Hospital	2,145	5.4	Addiction & Mental Health Centre/Psychiatric Hospital	2,268	5.3
Other Employers	10,677	26.7	Other Employers	11,864	27.6
Not Specified	0	0.0	Not Specified	0	0.0
Total	40,049	100	Total	43,060	100

RPNs Employed in Nursing in Ontario
Top Five Positions in Nursing 2012 and 2013

	2012			2013	
	#	%		#	%
Staff Nurse	31,164	77.8	Staff Nurse	33,053	76.8
Visiting Nurse	2,456	6.1	Visiting Nurse	2,722	6.3
Office Nurse	1,158	2.9	Office Nurse	1,248	2.9
Middle Manager	444	1.1	Middle Manager	453	1.1
Case Manager	249	0.6	Clinical Educator	253	0.6
Other Positions	4,578	11.4	Other Positions	5,331	12.4
Not Specified	0	0.0	Not Specified	0	0.0
Total	40,049	100	Total	43,060	100

RPNs Employed in Nursing in Ontario
Top Five Primary Areas of Practice 2012 and 2013

	2012			2013	
	#	%		#	%
Geriatrics	13,559	33.9	Geriatrics	14,539	33.8
Complex Continuing Care	3,470	8.7	Complex Continuing Care	3,563	8.3
Mental Health/Psychiatric/Addiction	2,906	7.3	Mental Health/Psychiatric/Addiction	3,129	7.3
Primary Care	2,833	7.1	Primary Care	2,984	6.9
Medicine	2,599	6.5	Medicine	2,719	6.3
Other Areas of Practice	14,681	36.7	Other Areas of Practice	16,126	37.5
Not Specified	1	0.0	Not Specified	0	0.0
Total	40,049	100	Total	43,060	100

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[23] See section 8 for the College's practice and employment definitions.

5.3 Registered Practical Nurses Employed in Nursing Outside of Ontario[24]

For 2013 renewal, 451 RPNs reported they were employed in nursing outside of Ontario, accounting for 525 employment positions. There were 391 employment positions reported in another Canadian province, and 134 employment positions reported outside Canada. The majority of RPN employment positions in nursing outside of Canada were in the United States. Compared to 2011, the number of reported employment positions in Canada in 2013 has increased by 67.1 per cent.

RPNs Employed in Nursing Outside Ontario
Location for Employment Positions 2011-2013

	2011		2012		2013	
	#	%[T]	#	%[T]	#	%[T]
Alberta	66	28.2	71	28.3	121	30.9
British Columbia	33	14.1	34	13.5	56	14.3
Manitoba	21	9.0	11	4.4	23	5.9
New Brunswick	*	*	7	2.8	6	1.5
Newfoundland	5	2.1	*	*	*	*
Nova Scotia	9	3.8	13	5.2	10	2.6
Northwest Territories	14	6.0	13	5.2	15	3.8
Nunavut	7	3.0	7	2.8	8	2.0
Prince Edward Island	*	*	**	**	*	*
Quebec	58	24.8	72	28.7	114	29.2
Saskatchewan	10	4.3	10	4.0	30	7.7
Yukon	5	2.1	5	2.0	*	*
	#	%	#	%	#	%
Canada Total	234	63.1	251	65.0	391	74.5
United States	113	30.5	107	27.7	102	19.4
Other Outside Canada & United States	23	6.2	25	6.5	31	5.9
Not Specified (Outside Ontario)	1	0.3	3	0.8	1	0.2
Total	371	100	386	100	525	100

[T]Percentage of Canada Total.

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[24] Employed in nursing outside Ontario includes members who reported at least one nursing employment position outside Ontario.

5.4 Registered Practical Nurses' Registration in Other Jurisdictions

Members of the College can hold registration with multiple jurisdictions within and outside of Canada. In 2013, 4.0 per cent or 1,683 RPNs reported that they had an active registration with another jurisdiction accounting for 1,865 registrations. Of these registrations, 766 were with another Canadian province, 247 were with a U.S. state and 852 were with a country other than the U.S. The growth in members who hold registrations with international jurisdictions was primarily driven by increases in members with concurrent registrations with India and Philippines.

RPN Registration Within Canada 2012 and 2013

Province	2012 #	2012 %	2013 #	2013 %
Alberta	285	45.9	343	44.8
British Columbia	78	12.6	94	12.3
Manitoba	18	2.9	34	4.4
New Brunswick	17	2.7	16	2.1
Newfoundland and Labrador	11	1.8	12	1.6
Nova Scotia	28	4.5	28	3.7
Northwest Territories	20	3.2	13	1.7
Nunavut	20	3.2	22	2.9
Prince Edward Island	11	1.8	8	1.0
Quebec	101	16.3	150	19.6
Saskatchewan	20	3.2	35	4.6
Yukon	12	1.9	11	1.4
Canada Total	**621**	**100**	**766**	**100**

RPN Registration Within the United States 2012 and 2013
Top Ten U.S.

State	2012 #	2012 %	State	2013 #	2013 %
Michigan	57	23.5	**Michigan**	59	23.9
New York	48	19.8	**New York**	40	16.2
Florida	32	13.2	**Florida**	26	10.5
California	14	5.8	**California**	12	4.9
Minnesota	11	4.5	**Minnesota**	11	4.5
Texas	8	3.3	**Connecticut**	9	3.6
Pennsylvania	7	2.9	**Texas**	9	3.6
North Carolina	6	2.5	**Vermont**	9	3.6
Ohio	6	2.5	**Ohio**	7	2.8
Connecticut	5	2.1	**North Carolina**	6	2.4
Other States	49	20.2	**Other States**	59	23.9
United States Total	**243**	**100**	**United States Total**	**247**	**100**

RPN Registration International 2012 and 2013
Top Ten international

Country	2012	
	#	%
Philippines	163	27.9
India	108	18.5
United Kingdom	41	7.0
Israel	22	3.8
Nigeria	19	3.2
Hong Kong	15	2.6
Romania	12	2.1
Poland	11	1.9
Jamaica	10	1.7
China	9	1.5
Other Countries	175	29.9
International Total	**585**	**100**

Country	2013	
	#	%
India	280	32.9
Philippines	254	29.8
United Kingdom	29	3.4
Nigeria	26	3.1
Israel	18	2.1
Hong Kong	14	1.6
Saudi Arabia	14	1.6
Poland	11	1.3
Jamaica	10	1.2
China	9	1.1
Other Countries	187	21.9
International Total	**852**	**100**

6. NURSE PRACTITIONERS[25]

For 2013, there were 2,242 NPs who renewed their membership before the suspension date. Of this number, 91 per cent reported employment in nursing, and 3.7 per cent reported employment in both nursing and non-nursing. NPs reporting their status as On Leave accounted for 2.9 per cent of NPs, which has increased from 1.1 per cent in 2012.

NP Renewal 2009–2013

	2009		2010		2011		2012		2013	
	#	%	#	%	#	%	#	%	#	%
Employed in Nursing	1,152	95.5	1,511	95.3	1,684	93.6	1,871	92.6	2,041	91.0
In Ontario	1,093		1,444		1,602		1,785		1,939	
In and Outside Ontario	10		9		18		29		35	
Outside Ontario	47		58		62		57		67	
Not Specified	2		0		2		0		0	
Employed in Nursing & Non-Nursing	17	1.4	33	2.1	47	2.6	62	3.1	84	3.7
In Ontario	17		**		**		59		81	
In and Outside Ontario	0		*		0		*		*	
Outside Ontario	0		0		*		*		*	
Not Specified	0		0		0		0		0	
Employed in Non-Nursing	10	0.8	13	0.8	6	0.3	23	1.1	6	0.3
Seeking Nursing Employment	0		0		*		*		*	
Not Employed	25	2.1	25	1.6	33	1.8	41	2.0	46	2.1
Seeking Nursing Employment	9		18		14		20		29	
On Leave	0	0.0	0	0.0	30	1.7	23	1.1	65	2.9
Not Specified	2	0.2	3	0.2	0	0.0	0	0.0	0	0.0
Total	1,206	100	1,585	100	1,800	100	2,020	100	2,242	100

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[25] In this report, Nurse Practitioner (NP) refers to Registered Nurses in the Extended Class. For more information about the College's classes of registration, see www.cno.org.

In 2007, the College began registering NPs in three specialties – Adult, Paediatrics and Primary Health Care. A member is able to hold more than one specialty. The following table shows the breakdown of these specialties:

NP Specialties 2011-2013

	2011		2012		2013	
	#	%	#	%	#	%
NP - Adult	329	18.2	387	19.0	425	18.8
NP - Paediatrics	142	7.8	167	8.2	196	8.7
NP - Primary Health Care	1,338	74.0	1,478	72.7	1,635	72.5
Total	**1,809**	**100**	**2,032**	**100**	**2,256**	**100**
Members with two specialties	**9**		**12**		**14**	

6.1 Nurse Practitioners Employed in Nursing in Ontario[26]

For 2013, there were 2,056 NPs who reported employment in nursing in Ontario, an increase of 9.7 per cent over 2012. This is the ninth consecutive year of increases starting from 2004.

NPs Employed in Nursing in Ontario 2004–2013

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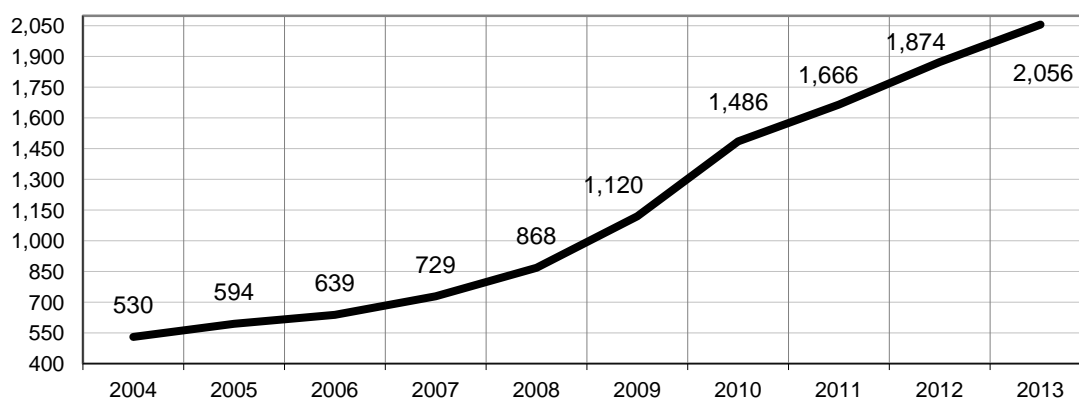
[26] Employed in nursing in Ontario includes members who reported at least one nursing employment position in Ontario.

6.1.1 NP Demographics

Age

The average age of NPs employed in nursing in Ontario in 2013 was 44.5 years, a decrease from the average age of 44.8 years in 2004.

NPs Employed in Nursing in Ontario
Age Distribution 2004 and 2013
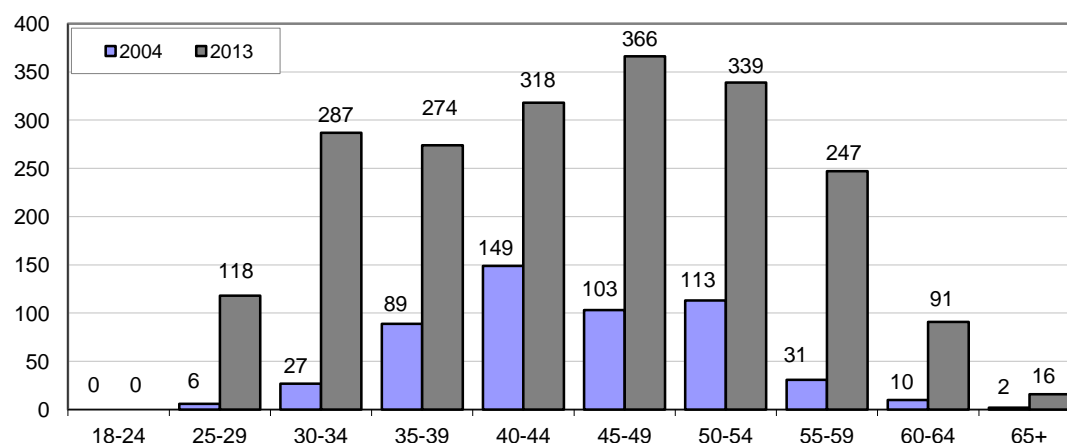
Gender

Of the NPs that reported employment in nursing in Ontario in 2013, 5.6 per cent were male, compared to 4.3 per cent in 2004.

Overall Working Status[27]

For 2013, 83.2 per cent of NPs employed in nursing in Ontario reported overall full-time employment, 14.6 per cent reported overall part-time employment, and 2.2 per cent reported overall casual employment. Compared to 2012, the number of NPs reporting overall full-time employment has increased by 7.5 per cent, overall part-time employment has increased by 18.1 per cent, and overall casual employment has increased by 55.2 per cent.

NPs Employed in Nursing in Ontario
Overall Working Status 2011-2013

	2011		2012		2013	
	#	%	#	%	#	%
Full-Time	1,401	84.1	1,591	84.9	1,711	83.2
Part-Time	231	13.9	254	13.6	300	14.6
Casual	34	2.0	29	1.5	45	2.2
Total	1,666	100	1,874	100	2,056	100

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[27] See section 2.2.6 for more information on overall working status.

6.1.2 NP Nursing Employment[28]

In 2013, the majority, or 75.3 per cent, of NPs employed in nursing in Ontario reported that they had only one nursing employer, 20.3 per cent reported that they had two nursing employers, and 4.4 per cent reported that they had three or more nursing employers. When examining positions reported, a total of 2,641 employment positions in Ontario were reported by these NPs. Compared to the 2,402 positions in 2012, the number of employment positions has increased by 10 per cent. The remainder of section 6.1.2 looks at the employment positions reported.

NPs Employed in Nursing in Ontario
Multiple Employers 2011-2013

	2011		2012		2013	
	#	%	#	%	#	%
One Nursing Employer	1,287	77.3	1,423	75.9	1,548	75.3
Two Nursing Employers	303	18.2	356	19.0	417	20.3
Three or more Nursing Employers	76	4.6	95	5.1	91	4.4
Total NPs Employed in Nursing in Ontario	1,666	100	1,874	100	2,056	100.0
Total Nursing Employment Positions	2,110		2,402		2,641	

Working Status for Employment Positions[29]

For 2013, 64.8 per cent of reported NP employment positions in nursing in Ontario were full-time employment positions, 19 per cent were part-time employment positions, and 16.2 per cent were casual employment positions. Compared to 2012, the number of reported full-time NP employment positions increased by 7.1 per cent, part-time NP employment positions increased by 15.4 per cent, and casual NP employment positions increased by 16 per cent.

NPs Employed in Nursing in Ontario
Working Status for Employment Positions 2011-2013

	2011		2012		2013	
	#	%	#	%	#	%
Full-time	1,419	67.3	1,599	66.6	1,712	64.8
Part-time	373	17.7	435	18.1	502	19.0
Casual	318	15.1	368	15.3	427	16.2
Total	2,110	100	2,402	100	2,641	100

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[28] See section 2.2.5 for discussion of multiple employers.
[29] See section 2.2.6 for more information on working status for employment positions.

Local Health Integration Network (LHIN) Regions

For 2013, the largest percentage of NP employment positions was observed in the Toronto Central LHIN at 18.6 per cent and the lowest percentage in Central West at 1.9 per cent.

NPs Employed in Nursing in Ontario
LHIN Regions for Employment Positions 2011-2013

	2011		2012		2013	
	#	%	#	%	#	%
Central	82	3.9	95	4.0	113	4.3
Central East	136	6.4	158	6.6	175	6.6
Central West	35	1.7	37	1.5	49	1.9
Champlain	204	9.7	243	10.1	250	9.5
Erie St. Clair	122	5.8	143	6.0	162	6.1
Hamilton Niagara Haldimand Brant	230	10.9	249	10.4	253	9.6
Mississauga Halton	70	3.3	90	3.7	95	3.6
North East	201	9.5	222	9.2	247	9.4
North Simcoe Muskoka	81	3.8	102	4.2	107	4.1
North West	112	5.3	125	5.2	151	5.7
South East	121	5.7	138	5.7	158	6.0
South West	178	8.4	195	8.1	207	7.8
Toronto Central	403	19.1	445	18.5	491	18.6
Waterloo Wellington	131	6.2	157	6.5	173	6.6
Not Specified	4	0.2	3	0.1	10	0.4
Total	2,110	100	2,402	100	2,641	100

Employment Sector

For 2013, NPs report community as the largest sector for employment positions at 50.4 per cent, followed by the hospital sector at 36.5 per cent, and long-term care sector at three per cent.

NPs Employed in Nursing in Ontario
Employment Sector for Employment Positions 2011-2013

	2011		2012		2013	
	#	%	#	%	#	%
Hospital	780	37.0	898	37.4	964	36.5
Community	1,014	48.1	1,214	50.5	1,331	50.4
Long-Term Care	60	2.8	60	2.5	78	3.0
Other	197	9.3	230	9.6	268	10.1
Not Specified	59	2.8	0	0.0	0	0.0
Total	2,110	100	2,402	100	2,641	100

Nursing Employer, Position in Nursing and Primary Area of Practice[30]

The top five NP employers, positions and areas of practice in 2012 and 2013 are reported in the following tables.

NPs Employed in Nursing in Ontario
Top Five Nursing Employers 2012 and 2013

	2012	
	#	%
Acute Care Hospital	797	33.2
Family Health Team (FHT)	414	17.2
Community Health Centre/CHO	376	15.7
College/University	160	6.7
Physician's Office	87	3.6
Other Employers	568	23.6
Not Specified	0	0.0
Total	**2,402**	**100**

	2013	
	#	%
Acute Care Hospital	862	32.6
Family Health Team (FHT)	448	17.0
Community Health Centre/CHO	373	14.1
College/University	189	7.2
Nurse Practitioner Led Clinic	108	4.1
Other Employers	661	25.0
Not Specified	0	0.0
Total	**2,641**	**100**

NPs Employed in Nursing in Ontario
Top Five Nursing Positions 2012 and 2013

	2012	
	#	%
Nurse Practitioner (NP)	1,849	77.0
Staff Nurse	188	7.8
Educator/Faculty	124	5.2
Advanced Practice Nurse - Other	32	1.3
Advanced Practice Nurse - CNS	27	1.1
Other Positions	182	7.6
Not Specified	0	0.0
Total	**2,402**	**100**

	2013	
	#	%
Nurse Practitioner (NP)	1,996	75.6
Staff Nurse	228	8.6
Educator/Faculty	132	5.0
Advanced Practice Nurse - Other	33	1.2
Clinical Educator	32	1.2
Other Positions	220	8.3
Not Specified	0	0.0
Total	**2,641**	**100**

NPs Employed in Nursing in Ontario
Top Five Primary Areas of Practice 2012 and 2013

	2012	
	#	%
Primary Care	1,060	44.1
Geriatrics	145	6.0
Acute Care	130	5.4
Emergency Care/Emergency	111	4.6
Education	106	4.4
Other Areas of Practice	850	35.4
Not Specified	0	0.0
Total	**2,402**	**100**

	2013	
	#	%
Primary Care	1,154	43.7
Geriatrics	150	5.7
Acute Care	145	5.5
Emergency Care/Emergency	126	4.8
Education	103	3.9
Other Areas of Practice	963	36.5
Not Specified	0	0.0
Total	**2,641**	**100**

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[30] See section 8 for the College's practice and employment definitions.

6.1.3 Nurse Practitioner Positions[31] in 2013

A nurse that holds a certificate of registration of a Nurse Practitioner can also work in a non-Nurse Practitioner role. In 2013, 1,681 NPs reported employment as a Nurse Practitioner, accounting for 1,996 Nurse Practitioner positions. When examining these NPs based on specialty, 83.3 per cent of NPs with an Adult specialty certificate reported working in a Nurse Practitioner role. For NPs holding a Paediatrics specialty certificate, 83.7 per cent reported working in a Nurse Practitioner role and for NPs holding a Primary Health Care certificate, 81.7 per cent reported working in a Nurse Practitioner role.

Local Health Integration Network (LHIN) Employment Regions
For 2013, the largest percentage of reported Nurse Practitioner employment positions was observed in the Toronto Central LHIN at 17.4 per cent and the lowest was in Central West at 1.8 per cent.

NPs Employed in Nursing in Ontario
LHIN Regions for Nurse Practitioner Employment Positions 2012 and 2013

	2012		2013	
	#	%	#	%
Central	69	3.7	79	4.0
Central East	127	6.9	143	7.2
Central West	29	1.6	36	1.8
Champlain	166	9.0	176	8.8
Erie St. Clair	116	6.3	133	6.7
Hamilton Niagara Haldimand Brant	198	10.7	200	10.0
Mississauga Halton	68	3.7	74	3.7
North East	189	10.2	206	10.3
North Simcoe Muskoka	76	4.1	85	4.3
North West	87	4.7	97	4.9
South East	105	5.7	114	5.7
South West	161	8.7	173	8.7
Toronto Central	334	18.1	347	17.4
Waterloo Wellington	121	6.5	127	6.4
Not Specified	3	0.2	6	0.3
Total	**1,849**	**100**	**1,996**	**100**

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[31] The position in nursing "Nurse Practitioner (NP)" only applies to Registered Nurses in the Extended Class. See section 7.3.2 for a complete breakdown of NPs by position in nursing.

Employment Sector

For 2013, NPs employed in a Nurse Practitioner role report community sector as the largest sector of employment positions at 59.1 per cent, followed by hospital at 35.1 per cent, and long-term care at 3.4 per cent.

NPs Employed in Nursing in Ontario
Employment Sector for Nurse Practitioner Employment Positions 2012 and 2013

	2012		2013	
	#	%	#	%
Hospital	658	35.6	700	35.1
Community	1,098	59.4	1,180	59.1
Long-Term Care	52	2.8	67	3.4
Other	41	2.2	49	2.5
Not Specified	0	0.0	0	0.0
Total	**1,849**	**100**	**1,996**	**100**

Nursing Employer and Primary Area of Practice

The top five NP employers and primary areas of practice in 2012 and 2013 for Nurse Practitioner employment positions were reported as follows:

NPs Employed in Nursing in Ontario
Top Five Nursing Employers for Nurse Practitioner Employment Positions 2012 and 2013

	2012			2013	
	#	%		#	%
Acute Care Hospital	581	31.4	**Acute Care Hospital**	618	31.0
Family Health Team (FHT)	405	21.9	**Family Health Team (FHT)**	434	21.7
Community Health Centre/CHO	356	19.3	**Community Health Centre/CHO**	357	17.9
Physician's Office	81	4.4	**Nurse Practitioner Led Clinic**	103	5.2
Nurse Practitioner Led Clinic	58	3.1	**Physician's Office**	79	4.0
Other Employers	368	19.9	**Other Employers**	405	20.3
Not Specified	0	0.0	**Not Specified**	0	0.0
Total	**1,849**	**100**	**Total**	**1,996**	**100**

NPs Employed in Nursing in Ontario
Top Five Primary Areas of Practice for Nurse Practitioner Employment Positions 2012 and 2013

	2012			2013	
	#	%		#	%
Primary Care	986	53.3	**Primary Care**	1,053	52.8
Geriatrics	125	6.8	**Geriatrics**	130	6.5
Acute Care	85	4.6	**Acute Care**	85	4.3
Cardiac Care	85	4.6	**Cardiac Care**	83	4.2
Emergency Care/Emergency	65	3.5	**Emergency Care/Emergency**	71	3.6
Other Areas of Practice	503	27.2	**Other Areas of Practice**	574	28.8
Not Specified	0	0.0	**Not Specified**	0	0.0
Total	**1,849**	**100**	**Total**	**1,996**	**100**

7. 2012 EMPLOYMENT POSITIONS DETAILS TABLES

7.1 RN Tables

7.1.1 RN Nursing Employer Table 2013[32]

Nursing Employer	Hospital		Community		Long-Term Care		Other		Not Specified		Nursing Employer Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Acute Care Hospital	59,335	87.9									59,335	53.8
Addiction & Mental Health Centre/Psychiatric Hospital	3,035	4.5									3,035	2.8
Complex Continuing Care/Rehabilitation Hospital	1,837	2.7									1,837	1.7
Rehabilitation Hospital	1,413	2.1									1,413	1.3
Other Hospital	1,900	2.8									1,900	1.7
Blood Transfusion Centre			113	0.5							113	0.1
Cancer Centre			497	2.3							497	0.5
Children Treatment Centre (CTC)			66	0.3							66	0.1
Client's Environment			467	2.1							467	0.4
Community Care Access Centre			3,783	17.2							3,783	3.4
Community Health Centre			1,321	6.0							1,321	1.2
Community Mental Health Program			655	3.0							655	0.6
Diabetes Education Centre (DEC)			208	0.9							208	0.2
Family Health Team (FHT)			1,080	4.9							1,080	1.0
Hospice			402	1.8							402	0.4
Nurse Practitioner Led Clinic			39	0.2							39	0.0
Nursing/Staffing Agency			2,441	11.1							2,441	2.2
Physician's Office/Family Practice Unit			2,657	12.1							2,657	2.4
Public Health Unit/Department			4,080	18.6							4,080	3.7
Remote Nursing Station			296	1.3							296	0.3
Other Community			3,851	17.5							3,851	3.5
Long-Term Care Facility					9,135	90.4					9,135	8.3
Retirement Home					635	6.3					635	0.6

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[32] The data in this table is not comparable to information provided prior to 2011. Please see section 2.2.5 for more information.

Other Long-Term Care Facility					334	3.3					**334**	**0.3**
Correctional Facility							634	5.9			**634**	**0.6**
Colleges/Universities							3,945	36.8			**3,945**	**3.6**
Government/Association/ Regulatory/Union							1,401	13.1			**1,401**	**1.3**
Health-Related Business/Industry							1,643	15.3			**1,643**	**1.5**
Industry (Not Health-Related)							428	4.0			**428**	**0.4**
Schools							422	3.9			**422**	**0.4**
Spa							68	0.6			**68**	**0.1**
Telephone Health Advisory Services							304	2.8			**304**	**0.3**
Other							1,880	17.5			**1,880**	**1.7**
Not Specified									1	100	**1**	**0.0**
Sector Total	**67,520**	**100**	**21,956**	**100**	**10,104**	**100**	**10,725**	**100**	**1**	**100**	**110,306**	**100**

7.1.2 RN Position in Nursing Table 2013[33]

Position in Nursing	Hospital		Community		Long-Term Care		Other		Not Specified		Position Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Advanced Practice Nurse – CNS	370	0.5	50	0.2	**	**	**	**	0	0.0	455	0.4
Advanced Practice Nurse - Other	265	0.4	79	0.4	21	0.2	28	0.3	0	0.0	393	0.4
Case Manager	516	0.8	3,309	15.1	33	0.3	324	3.0	0	0.0	4,182	3.8
Clinical Educator	879	1.3	232	1.1	69	0.7	1,081	10.1	0	0.0	2,261	2.0
Consultant	190	0.3	283	1.3	99	1.0	603	5.6	0	0.0	1,175	1.1
Educator/Faculty	167	0.2	129	0.6	40	0.4	2,472	23.0	0	0.0	2,808	2.5
Infection Control Nurse	228	0.3	27	0.1	38	0.4	23	0.2	0	0.0	316	0.3
Informatics Analyst	224	0.3	**	*	10	0.1	32	0.3	0	0.0	273	0.2
Middle Manager	1,896	2.8	959	4.4	653	6.5	336	3.1	0	0.0	3,844	3.5
Occupational Health Nurse	296	0.4	60	0.3	11	0.1	559	5.2	0	0.0	926	0.8
Office Nurse	107	0.2	2,156	9.8	23	0.2	230	2.1	0	0.0	2,516	2.3
Outpost Nurse	11	0.0	290	1.3	*	*	*	*	0	0.0	308	0.3
Policy Analyst	*	*	**	*	0	0.0	39	0.4	0	0.0	49	0.0
Public Health Nurse	**	*	3,246	14.8	*	*	54	0.5	0	0.0	3,306	3.0
Researcher	195	0.3	61	0.3	0	0.0	183	1.7	0	0.0	439	0.4
Sales/Marketing Representative	*	*	6	0.0	*	*	74	0.7	0	0.0	83	0.1
Senior Manager	439	0.7	422	1.9	712	7.0	236	2.2	0	0.0	1,809	1.6
Staff Nurse	58,631	86.8	5,280	24.0	7,311	72.4	2,196	20.5	1	100.0	73,419	66.6
Visiting Nurse	80	0.1	3,066	14.0	38	0.4	151	1.4	0	0.0	3,335	3.0
Volunteer	7	0.0	56	0.3	11	0.1	33	0.3	0	0.0	107	0.1
Other Position (Not Listed)	3,011	4.5	2,230	10.2	1,010	10.0	2,051	19.1	0	0.0	8,302	7.5
Not Specified	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sector Total	67,520	100	21,956	100	10,104	100	10,725	100	1	100	110,306	100

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[33] The data in this table is not comparable to information provided prior to 2011. Please see section 2.2.5 for more information.

7.1.3 RN Primary Area of Practice Table 2013[34]

Primary Area of Practice	Hospital		Community		Long-Term Care		Other		Not Specified		Primary Area of Practice Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Acute Care	7,932	11.7	607	2.8	51	0.5	456	4.3	0	0.0	9,046	8.2
Administration	961	1.4	718	3.3	580	5.7	467	4.4	0	0.0	2,726	2.5
Cancer Care	1,936	2.9	549	2.5	0	0.0	66	0.6	0	0.0	2,551	2.3
Cardiac Care	2,601	3.9	112	0.5	5	0.0	54	0.5	0	0.0	2,772	2.5
Case Management	172	0.3	2,935	13.4	26	0.3	488	4.6	0	0.0	3,621	3.3
Chronic Care	169	0.3	520	2.4	38	0.4	100	0.9	0	0.0	827	0.7
Complex Continuing Care	1,636	2.4	414	1.9	301	3.0	92	0.9	0	0.0	2,443	2.2
Critical Care	7,062	10.5	**	**	*	*	126	1.2	0	0.0	7,230	6.6
Diabetes Care	279	0.4	405	1.8	*	*	**	**	0	0.0	732	0.7
Education	315	0.5	290	1.3	78	0.8	2,459	22.9	0	0.0	3,142	2.8
Emergency Care/Emergency	6,896	10.2	114	0.5	*	*	**	**	0	0.0	7,109	6.4
Foot Care	6	0.0	280	1.3	52	0.5	68	0.6	0	0.0	406	0.4
Geriatrics	695	1.0	395	1.8	7,974	78.9	280	2.6	1	100.0	9,345	8.5
Infection Control	237	0.4	203	0.9	46	0.5	63	0.6	0	0.0	549	0.5
Informatics	308	0.5	45	0.2	26	0.3	123	1.1	0	0.0	502	0.5
Maternal/Newborn	5,556	8.2	502	2.3	*	**	**	**	0	0.0	6,269	5.7
Medicine	4,987	7.4	475	2.2	57	0.6	269	2.5	0	0.0	5,788	5.2
Mental Health/Psychiatric /Addiction	5,275	7.8	899	4.1	55	0.5	363	3.4	0	0.0	6,592	6.0
Nephrology	2,096	3.1	100	0.5	5	0.0	45	0.4	0	0.0	2,246	2.0
Occupational Health	339	0.5	85	0.4	14	0.1	641	6.0	0	0.0	1,079	1.0
Palliative Care	595	0.9	1,199	5.5	93	0.9	53	0.5	0	0.0	1,940	1.8
Perioperative Care	4,314	6.4	215	1.0	*	*	**	**	0	0.0	4,691	4.3
Policy	15	0.0	20	0.1	5	0.0	94	0.9	0	0.0	134	0.1
Primary Care	414	0.6	3,087	14.1	310	3.1	553	5.2	0	0.0	4,364	4.0
Public Health	15	0.0	3,695	16.8	7	0.1	262	2.4	0	0.0	3,979	3.6
Rehabilitation	1,702	2.5	112	0.5	41	0.4	109	1.0	0	0.0	1,964	1.8
Sales	**	**	6	0.0	*	*	62	0.6	0	0.0	75	0.1
Surgery	5,468	8.1	405	1.8	5	0.0	256	2.4	0	0.0	6,134	5.6
Telehealth	53	0.1	48	0.2	0	0.0	306	2.9	0	0.0	407	0.4
Other Responsibility (Not Listed)	5,481	8.1	3,480	15.8	321	3.2	2,361	22.0	0	0.0	11,643	10.6
Not Specified	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sector Total	67,520	100	21,956	100	10,104	100	10,725	100	1	100	110,306	100

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[34] The data in this table is not comparable to information provided prior to 2011. Please see section 2.2.5 for more information.

7.2 RPN Tables

7.2.1 RPN Nursing Employer Table 2013[35]

Nursing Employer	Hospital		Community		Long-Term Care		Other		Not Specified		Nursing Employer Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Acute Care Hospital	9,825	58.1									9,825	22.8
Addiction & Mental Health Centre/Psychiatric Hospital	2,268	13.4									2,268	5.3
Complex Continuing Care/Rehabilitation Hospital	2,572	15.2									2,572	6.0
Rehabilitation Hospital	1,371	8.1									1,371	3.2
Other Hospital	868	5.1									868	2.0
Blood Transfusion Centre			9	0.1							9	0.0
Cancer Centre			15	0.2							15	0.0
Children Treatment Centre (CTC)			21	0.3							21	0.0
Client's Environment			283	3.8							283	0.7
Community Care Access Centre			506	6.8							506	1.2
Community Health Centre			618	8.3							618	1.4
Community Mental Health Program			218	2.9							218	0.5
Diabetes Education Centre (DEC)			12	0.2							12	0.0
Family Health Team (FHT)			381	5.1							381	0.9
Hospice			235	3.2							235	0.5
Nurse Practitioner Led Clinic			26	0.4							26	0.1
Nursing/Staffing Agency			1,651	22.3							1,651	3.8
Physician's Office/Family Practice Unit			1,234	16.7							1,234	2.9
Public Health Unit/Department			198	2.7							198	0.5
Remote Nursing Station			11	0.1							11	0.0
Other Community			1,985	26.8							1,985	4.6
Long-Term Care Facility					13,698	81.1					13,698	31.8
Retirement Home					2,833	16.8					2,833	6.6
Other Long-Term Care Facility					360	2.1					360	0.8
Correctional Facility							58	3.1			58	0.1

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[35] The data in this table is not comparable to information provided prior to 2011. Please see section 2.2.5 for more information.

Colleges/Universities							370	19.9			**370**	**0.9**
Government/Association/ Regulatory/Union							72	3.9			**72**	**0.2**
Health-Related Business/Industry							433	23.3			**433**	**1.0**
Industry (Not Health-Related)							68	3.7			**68**	**0.2**
Schools							274	14.7			**274**	**0.6**
Spa							27	1.5			**27**	**0.1**
Telephone Health Advisory Services							10	0.5			**10**	**0.0**
Other							549	29.5			**549**	**1.3**
Not Specified									1	100	**1**	**0.0**
Sector Total	**16,904**	**100**	**7,403**	**100**	**16,891**	**100**	**1,861**	**100**	**1**	**100**	**43,060**	**100**

7.2.2 RPN Position in Nursing Table 2013[36]

Position in Nursing	Hospital		Community		Long-Term Care		Other		Not Specified		Position Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Case Manager	35	0.2	142	1.9	16	0.1	59	3.2	0	0.0	**252**	**0.6**
Clinical Educator	14	0.1	16	0.2	28	0.2	195	10.5	0	0.0	**253**	**0.6**
Consultant	*	*	17	0.2	**	**	38	2.0	0	0.0	**69**	**0.2**
Educator/Faculty	6	0.0	14	0.2	11	0.1	215	11.6	0	0.0	**246**	**0.6**
Infection Control Nurse	5	0.0	*	*	9	0.1	*	*	0	0.0	**18**	**0.0**
Informatics Analyst	10	0.1	*	*	19	0.1	**	**	0	0.0	**35**	**0.1**
Middle Manager	14	0.1	164	2.2	251	1.5	24	1.3	0	0.0	**453**	**1.1**
Occupational Health Nurse	12	0.1	12	0.2	19	0.1	58	3.1	0	0.0	**101**	**0.2**
Office Nurse	62	0.4	1,014	13.7	85	0.5	87	4.7	0	0.0	**1,248**	**2.9**
Outpost Nurse	6	0.0	8	0.1	8	0.0	0	0.0	0	0.0	**22**	**0.1**
Policy Analyst	0	0.0	0	0.0	0	0.0	*	*	0	0.0	**	**
Public Health Nurse	9	0.1	107	1.4	16	0.1	8	0.4	0	0.0	**140**	**0.3**
Researcher	8	0.0	14	0.2	0	0.0	6	0.3	0	0.0	**28**	**0.1**
Sales/Marketing Representative	0	0.0	*	*	*	*	13	0.7	0	0.0	**18**	**0.0**
Senior Manager	5	0.0	37	0.5	146	0.9	18	1.0	0	0.0	**206**	**0.5**
Staff Nurse	15,933	94.3	2,254	30.4	14,363	85.0	502	27.0	1	100.0	**33,053**	**76.8**
Visiting Nurse	44	0.3	2,437	32.9	114	0.7	127	6.8	0	0.0	**2,722**	**6.3**
Volunteer	*	*	10	0.1	7	0.0	**	**	0	0.0	**26**	**0.1**
Other Position (Not Listed)	734	4.3	1,153	15.6	1,785	10.6	497	26.7	0	0.0	**4,169**	**9.7**
Not Specified	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	**0**	**0.0**
Sector Total	**16,904**	**100**	**7,403**	**100**	**16,891**	**100**	**1,861**	**100**	**1**	**100**	**43,060**	**100**

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[36] The data in this table is not comparable to information provided prior to 2011. Please see section 2.2.5 for more information.

7.2.3 RPN Primary Area of Practice Table 2013[37]

Primary Area of Practice	Hospital		Community		Long-Term Care		Other		Not Specified		Primary Area of Practice Total	
	#	%	#	%	#	%	#	%	#	%	#	%
Acute Care	1,953	11.6	464	6.3	111	0.7	52	2.8	0	0.0	2,580	6.0
Administration	33	0.2	187	2.5	220	1.3	54	2.9	0	0.0	494	1.1
Cancer Care	102	0.6	27	0.4	*	*	**	**	0	0.0	138	0.3
Cardiac Care	134	0.8	12	0.2	*	*	*	*	0	0.0	149	0.3
Case Management	5	0.0	144	1.9	11	0.1	54	2.9	0	0.0	214	0.5
Chronic Care	32	0.2	167	2.3	60	0.4	14	0.8	0	0.0	273	0.6
Complex Continuing Care	2,529	15.0	356	4.8	640	3.8	38	2.0	0	0.0	3,563	8.3
Critical Care	22	0.1	*	*	**	**	0	0.0	0	0.0	31	0.1
Diabetes Care	**	**	52	0.7	*	*	19	1.0	0	0.0	79	0.2
Education	13	0.1	55	0.7	25	0.1	309	16.6	0	0.0	402	0.9
Emergency Care/Emergency	497	2.9	**	**	*	*	12	0.6	0	0.0	526	1.2
Foot Care	13	0.1	381	5.1	115	0.7	83	4.5	0	0.0	592	1.4
Geriatrics	698	4.1	378	5.1	13,316	78.8	147	7.9	0	0.0	14,539	33.8
Infection Control	12	0.1	29	0.4	14	0.1	5	0.3	0	0.0	60	0.1
Informatics	**	**	*	*	40	0.2	15	0.8	0	0.0	69	0.2
Maternal/Newborn	530	3.1	58	0.8	0	0.0	8	0.4	0	0.0	596	1.4
Medicine	2,081	12.3	231	3.1	354	2.1	52	2.8	1	100.0	2,719	6.3
Mental Health/Psychiatric /Addiction	2,658	15.7	279	3.8	113	0.7	79	4.2	0	0.0	3,129	7.3
Nephrology	204	1.2	**	**	0	0.0	*	*	0	0.0	216	0.5
Occupational Health	9	0.1	15	0.2	5	0.0	75	4.0	0	0.0	104	0.2
Palliative Care	378	2.2	570	7.7	161	1.0	27	1.5	0	0.0	1,136	2.6
Perioperative Care	537	3.2	29	0.4	*	*	**	**	0	0.0	586	1.4
Policy	0	0.0	*	*	6	0.0	**	**	0	0.0	15	0.0
Primary Care	293	1.7	1,587	21.4	977	5.8	127	6.8	0	0.0	2,984	6.9
Public Health	10	0.1	429	5.8	13	0.1	39	2.1	0	0.0	491	1.1
Rehabilitation	1,722	10.2	59	0.8	92	0.5	31	1.7	0	0.0	1,904	4.4
Sales	*	*	*	*	*	*	13	0.7	0	0.0	17	0.0
Surgery	1,467	8.7	76	1.0	*	*	**	**	0	0.0	1,590	3.7
Telehealth	15	0.1	22	0.3	*	*	**	**	0	0.0	47	0.1
Other Responsibility (Not Listed)	939	5.6	1,758	23.7	599	3.5	521	28.0	0	0.0	3,817	8.9
Not Specified	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Sector Total	16,904	100	7,403	100	16,891	100	1,861	100	1	100	43,060	100

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[37] The data in this table is not comparable to information provided prior to 2011. Please see section 2.2.5 for more information.

7.3 NP Tables

7.3.1 NP Nursing Employer Table 2013[38]

Nursing Employer	#	%
Acute Care Hospital	862	32.6
Addiction & Mental Health Centre/Psychiatric Hospital	25	0.9
Complex Continuing Care/Rehabilitation Hospital	12	0.5
Rehabilitation Hospital	16	0.6
Other Hospital	49	1.9
Blood Transfusion Centre	0	0.0
Cancer Centre	10	0.4
Children Treatment Centre (CTC)	*	*
Client's Environment	*	*
Community Care Access Centre	59	2.2
Community Health Centre	373	14.1
Community Mental Health Program	12	0.5
Diabetes Education Centre (DEC)	5	0.2
Family Health Team (FHT)	448	17.0
Hospice	*	*
Nurse Practitioner Led Clinic	108	4.1
Nursing/Staffing Agency	5	0.2
Physician's Office/Family Practice Unit	89	3.4
Public Health Unit/Department	63	2.4
Remote Nursing Station	55	2.1
Other Community	97	3.7
Long-Term Care Facility	63	2.4
Retirement Home	7	0.3
Other Long-Term Care Facility	8	0.3
Correctional Facility	*	*
Colleges/Universities	189	7.2
Government/Association/Regulatory/Union	26	1.0
Health-Related Business/Industry	12	0.5
Industry (Not Health-Related)	5	0.2
Schools	*	*
Spa	*	*
Telephone Health Advisory Services	0	0.0
Other	28	1.1
Not Specified	0	0.0
Total	**2,641**	**100**

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[38] The data in this table is not comparable to information provided prior to 2011. Please see section 2.2.5 for more information.

7.3.2 NP Position in Nursing Table 2013[39]

Position in Nursing	#	%
Advanced Practice Nurse - CNS	19	0.7
Advanced Practice Nurse - Other	33	1.2
Case Manager	6	0.2
Clinical Educator	32	1.2
Consultant	12	0.5
Educator/Faculty	132	5.0
Informatics Analyst	*	*
Middle Manager	18	0.7
Occupational Health Nurse	*	*
Office Nurse	*	*
Outpost Nurse	27	1.0
Policy Analyst	0	0.0
Nurse Practitioner (NP)	1,996	75.6
Public Health Nurse	17	0.6
Researcher	7	0.3
Sales/Marketing Representative	0	0.0
Senior Manager	14	0.5
Staff Nurse	228	8.6
Visiting Nurse	6	0.2
Volunteer	0	0.0
Other Position (Not Listed)	85	3.2
Not Specified	0	0.0
Total	**2,641**	**100**

[39] The data in this table is not comparable to information provided prior to 2011. Please see section 2.2.5 for more information.

7.3.3 NP Primary Area of Practice Table 2013[40]

Primary Area of Practice	#	%
Acute Care	145	5.5
Administration	30	1.1
Cancer Care	55	2.1
Cardiac Care	100	3.8
Case Management	*	*
Chronic Care	72	2.7
Complex Continuing Care	25	0.9
Critical Care	58	2.2
Diabetes Care	28	1.1
Education	103	3.9
Emergency Care/Emergency	126	4.8
Foot Care	*	*
Geriatrics	150	5.7
Infection Control	*	*
Informatics	*	*
Maternal/Newborn	50	1.9
Medicine	39	1.5
Mental Health/Psychiatric/Addiction	57	2.2
Nephrology	25	0.9
Occupational Health	12	0.5
Palliative Care	39	1.5
Perioperative Care	9	0.3
Policy	*	*
Primary Care	1,154	43.7
Public Health	42	1.6
Rehabilitation	19	0.7
Surgery	45	1.7
Other Responsibility (Not Listed)	246	9.3
Not Specified	0	0.0
Total	2,641	100

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[40] The data in this table is not comparable to information provided prior to 2011. Please see section 2.2.5 for more information.

8. PRACTICE AND EMPLOYMENT DEFINITIONS

8.1 Nursing Employer

Hospitals

Acute Care Hospital A category of health care facility that is staffed and equipped to deliver care to clients in an acute phase of illness. Acute care hospitals have medical, surgical, nursing and allied health professionals available at all times to provide rapid, intensive interventions. These hospitals commonly provide diagnostic services utilizing high technology. An acute care hospital may also provide other non-acute services, such as rehabilitation or chronic care.

Addiction & Mental Health Centre/Psychiatric Hospital A health care facility that specializes in treating persons with mental health and/or addiction problems. Psychiatric hospitals that are part of a larger organization and short-term treatment programs are included in this group.

Complex Continuing Care Hospital A Complex Continuing Care Hospital provides care to patients who are unstable and require 24-hour nursing care for chronic or fluctuating serious illness. Complex continuing care hospitals that are part of a larger organization are included in this group.

Rehabilitation Hospital A Rehabilitation Hospital primarily provides the continuing assessment and treatment of clients whose conditions are expected to improve significantly through the provision of physical medicine and other rehabilitative services. Rehabilitation hospitals that are part of a larger organization are included in this group.

Other Hospital Any other hospital, excluding teaching hospitals, community hospitals, addiction and mental health centres/psychiatric hospitals, complex continuing care hospitals, and rehabilitation hospitals.

Community

Blood Transfusion Centre Refers to a facility that collects, screens, tests, processes, stores and/or supplies blood, blood products, or its alternatives for the purposes of transfusion (e.g., Canadian Blood Services).

Cancer Centre A facility that specializes in services related to the treatment, prevention and research of cancer.

Children Treatment Centre (CTC) This centre is a community-based organization that serves children with physical disabilities and multiple special needs. The centre provides physiotherapy, occupational therapy and speech therapy along with other additional services. There are 19 Children Treatment Centres in Ontario.

Client's Environment The nurse travels to one or more sites that may be the client's home, school and/or workplace environment to provide services.

Community Care Access Centre (CCAC) An organization providing simplified service access to visiting professional and personal support health services at home and in schools; long-term care placement; service planning and case management and information; and referrals to other long-term care services, including volunteer-based community services.

Community Health Centre (CHC) A not-for-profit, community-governed organization that provides primary health care, health promotion and community development services using multidisciplinary teams of health care providers.

Community Mental Health Program A community program that is not hospital bed based and that serves people with mental health and/or addiction problems.

Diabetes Education Centre (DEC) A Diabetes Education Centre, usually staffed by nurses and dietitians, provides education and support to people with diabetes, their families, friends and community agencies.

Family Health Team (FHT) A Family Health Team is a group that includes physicians and other interdisciplinary providers, such as nurse practitioners, nurses, pharmacists, mental health workers, and dietitians. The FHT provides comprehensive primary health care (PHC) services. The FHT provides services on a 24/7 basis through a combination of regular office hours, after-hours services, and access to a Registered Nurse through the Telephone Health Advisory Service (THAS). The FHT emphasizes health promotion, disease prevention and chronic disease management based on local population health needs. The FHT must enroll patients. The group must be recognized as a FHT and there are 150 FHTs in Ontario (2008).

Hospice An organization with a mission to help people with a life-threatening illness live at home or in a home-like setting.

Nurse Practitioner Led Clinic This clinic is led by a nurse practitioner and provides primary health care in collaboration with family physicians, and other interdisciplinary health care providers. The focus of the clinic is on comprehensive primary health care services in areas where access to family health care is limited.

Nursing/Staffing Agency An agency that provides a range of nursing services to support client care in the community and health care facilities. Services are delivered in homes, hospitals and other settings, such as schools and retirement homes.

Physician's Office A group or solo practice that provides episodic or continuing, comprehensive primary care (e.g., doctor's office, walk-in clinic, urgent care centre).

Public Health Unit/Department An official health agency established by a group of urban and/or rural municipalities to develop and provide comprehensive community health care programs.

Remote Nursing Station A remote and or rural stand-alone centre that has nurses as the on-site managers and practitioners.

Other Community Other community sector employers not listed above.

Long Term Care
Long-Term Care Facility A facility for people who are unable to live independently or in their own homes, and who require 24-hour nursing service to be available to meet their personal care needs (e.g., nursing home, home for the aged).

Retirement Home A residential complex primarily occupied by persons who are 65 years of age or older, for the purpose of receiving care services, whether or not receiving the services is the primary purpose of occupancy (e.g., care home, rest home, lodge, manor, assisted living).

Other Long-Term Care Facility A long-term care facility not listed in the above definitions such as group home, respite care centre, homes for special care.

Other
College/University Post-secondary educational organization offering nursing programs.

Correctional Facility A stand-alone organization/facility that has as its primary focus the treatment and rehabilitation of persons detained or on probation due to a criminal act.

Government/Association/Regulatory Body/Union The federal, provincial and municipal government and their agencies, boards and commissions; the various associations involved in supporting professions and organizations; and the bodies charged with regulating health professions recognized under the *Regulated Health Professions Act* (e.g., Armed Forces, tribal council, LHINs).

Health-Related Business/Industry A business or industry whose focus of activities is not in the direct delivery of health care services, but rather the health of workers, health-related product development or the selling of health-related products (e.g., medical device companies, pharmaceutical companies).

Industry (Not Health-Related) A commercial or industrial enterprise involved in the production, manufacturing, processing or sales of goods and/or services.

School Elementary and secondary schools, public or private.

Spa A facility that focuses on providing services related to health, fitness, beauty and relaxation.

Telephone Health Advisory Services A program that provides free, confidential 24/7 access to health information via telephone (e.g., TeleHealth Ontario).

Other Employers not listed in other definitions.

8.2 Position in Nursing

Advanced Practice Nurse – CNS A Registered Nurse in the General Class who has gained additional knowledge and skills through graduate education and experience. A Clinical Nurse Specialist (CNS) has expertise in a specialized area of nursing. A CNS provides direct care, participates in research, provides leadership, educates and consults with health care teams. A CNS may work with individuals, families, communities, employees or organizations, and may focus on illness care and wellness care.

Advanced Practice Nurse – Other A Registered Nurse in the General Class with additional education at the graduate level who has the competencies and uses authorizing mechanisms (e.g., directives) to diagnose, order and interpret diagnostic tests, prescribe pharmaceuticals and perform procedures.

Case Manager A nurse in health and/or social services who provides assessment, service planning and implementation, co-ordination, monitoring, reassessment, advocacy, evaluation of outcomes and discharge planning of services. Service is provided for individuals and caregivers who require health and/or social services (e.g., service coordinator, placement coordinator, discharge planner).

Clinical Educator A nurse whose role is teaching a broad range of topics to clients/residents and/or other health care professionals (e.g., nurse instructor, clinical practice leader).

Consultant A nurse who provides professional advice or services to organizations.

Educator/Faculty A nurse whose role is teaching nursing and nursing-related topics to students of health care disciplines.

Infection Control Nurse A nurse who ensures the implementation and maintenance of evidence-based practices through education, surveillance and the coordination of results in a variety of practice settings.

Informatics Analyst A nurse who facilitates the integration of data, information and knowledge to support clinical care, health services, administration, research and teaching (e.g., data/information analyst, utilization analyst).

Middle Manager A nurse who supervises staff, and is responsible and accountable for the management of a designated service area(s) within an organization (e.g., manager, assistant manager, supervisor, program manager, program leader).

Nurse Practitioner (NP) A Registered Nurse in the Extended Class with additional education and experience who has the competencies and legal authority to diagnose, order and interpret diagnostic tests, prescribe pharmaceuticals and perform procedures within their legislated scope of practice.

Occupational Health Nurse A nurse who provides integrated occupational health and safety services to employers and employees. An occupational health nurse works closely with managers, supervisors and individual employees to maintain, promote and restore employee health, safety and well-being.

Office Nurse A nurse providing nursing services to support the care delivered by a physician or group of physicians.

Outpost Nurse A nurse who practises nursing at a nursing station in a remote community.

Policy Analyst A nurse who gathers information, analyzes data and provides policy advice to influence an organization's decisions and strategies.

Public Health Nurse A nurse involved in disease prevention programs, health promotion and education programs for all age groups.

Researcher A nurse who studies the concerns of nursing and the application of knowledge to nursing practice.

Sales/Marketing Representative A nurse whose major role is in the sales or marketing of health-related products and services.

Senior Manager A nurse who is responsible for administrating, planning and evaluating an organization, department or program (e.g., chief executive officer, president, executive director, administrator, vice-president, chief nursing officer/executive, director of nursing, program director).

Staff Nurse A nurse who provides direct care to clients in a hospital, long-term care and other type of facility.

Visiting Nurse A nurse providing a range of nursing services primarily in the home but also in other settings such as retirement homes (e.g., home visiting nurse, community visiting nurse).

Volunteer A nurse who donates professional nursing services to an organization and is accountable to that organization's standards of conduct and practice.

Other A nurse holding a position in nursing not listed above (e.g., foot care nurse, parish nurse).

8.3 Primary Area of Practice

Acute Care Services provided primarily to clients who have an acute medical condition or injury that is generally of short-duration.

Administration This area is responsible for administrating, planning and evaluating an organization, department or program.

Cancer Care Services provided primarily to clients with a variety of cancer and cancer-related illnesses.

Cardiac Care Programs and services concerned with the prevention and management of acute and chronic cardiovascular disease.

Case Management A collaborative service consisting of interrelated processes to support clients in their efforts to achieve optimal health and independence in a complex health, social and fiscal environment (e.g., assessment, discharge planning, placement coordination).

Chronic Disease Prevention/Management Services are provided primarily to address chronic diseases early in the disease cycle to prevent disease progression and reduce potential health complications. Diseases can include diabetes, hypertension, congestive heart failure, asthma, chronic lung disease, renal failure, liver disease and rheumatoid and osteoarthritis.

Complex Continuing Care Services for clients whose health is unstable and requires 24-hour nursing care for a chronic or fluctuating serious illness (e.g., reactivation, mental health/cognitive support, chronic care).

Critical Care Care of acutely ill clients, typically delivered in intensive care units and cardiac care units.

Diabetes Care Programs and services concerned with the prevention and management of diabetes and diabetes-related health issues.

Education Programs and services aimed at developing the knowledge and skills of clients, other health care professionals and/or students on a broad range of health topics.

Emergency Services for individuals with serious, often life-threatening health problems or situations that require immediate action.

Foot Care Services provided to prevent and manage diseases or injury of the foot.

Geriatrics The care of the elderly and the treatment of diseases associated with aging.

Informatics The use of information science for discipline-specific applications in the management and processing of data, information and knowledge to generate or support designs, decisions and discoveries (e.g., information management, utilization management).

Infection Prevention/Control Services are provided to primarily prevent and control health-care associated infections and other epidemiologically significant organisms. This includes providing services to reduce the risk, spread and incidence of infections in populations. This includes pandemic planning.

Maternal/Newborn Programs and services geared to meeting the health needs of expectant/new parents and newborns.

Medicine Programs and services concerned with non-surgical techniques to prevent, cure or alleviate disease or injury.

Mental Health/Psychiatric/Addiction Programs and services that meet the needs of individuals with mental health/psychiatric illness and/or addictions.

Nephrology Programs and services concerned with kidney function and kidney disease processes.

Occupational Health The development and provision of wellness programs; the implementation of safe workplace strategies; the liaising with employees and insurance companies on illnesses, injuries and back-to-work strategies.

Palliative Care Programs and services concerned with the study and management of clients with an active, progressive, far-advanced disease for whom the prognosis is limited and the focus of care is quality of life.

Perioperative Care Services related to the operating room for clients needing surgical care. The services cover the preoperative, intra-operative and immediate post-operative periods.

Policy The gathering of information, analysis of data and provision of policy advice to support an organization's decisions and strategies.

Primary Care Programs and services provided from the first contact with a client, including assessment, and preventative, sustaining or curative nursing care.

Public Health Programs and services concerned with disease prevention, health promotion and education for all age groups (e.g., community health).

Rehabilitation The provision of time-limited, goal-oriented therapeutic services for all ages geared toward the optimization of health.

Sales Focus of activities is in the sales and/or service of health-related apparatuses or equipment.

Surgery Programs and services concerned with surgical techniques to cure or alleviate disease or injury.

Telehealth Services Programs and services concerned with the provision of free, confidential 24/7 access to health information via telephone.

Other An area of practice not represented by any of the above terms.