

Manitoba Nursing Labour Market Supply - 2010

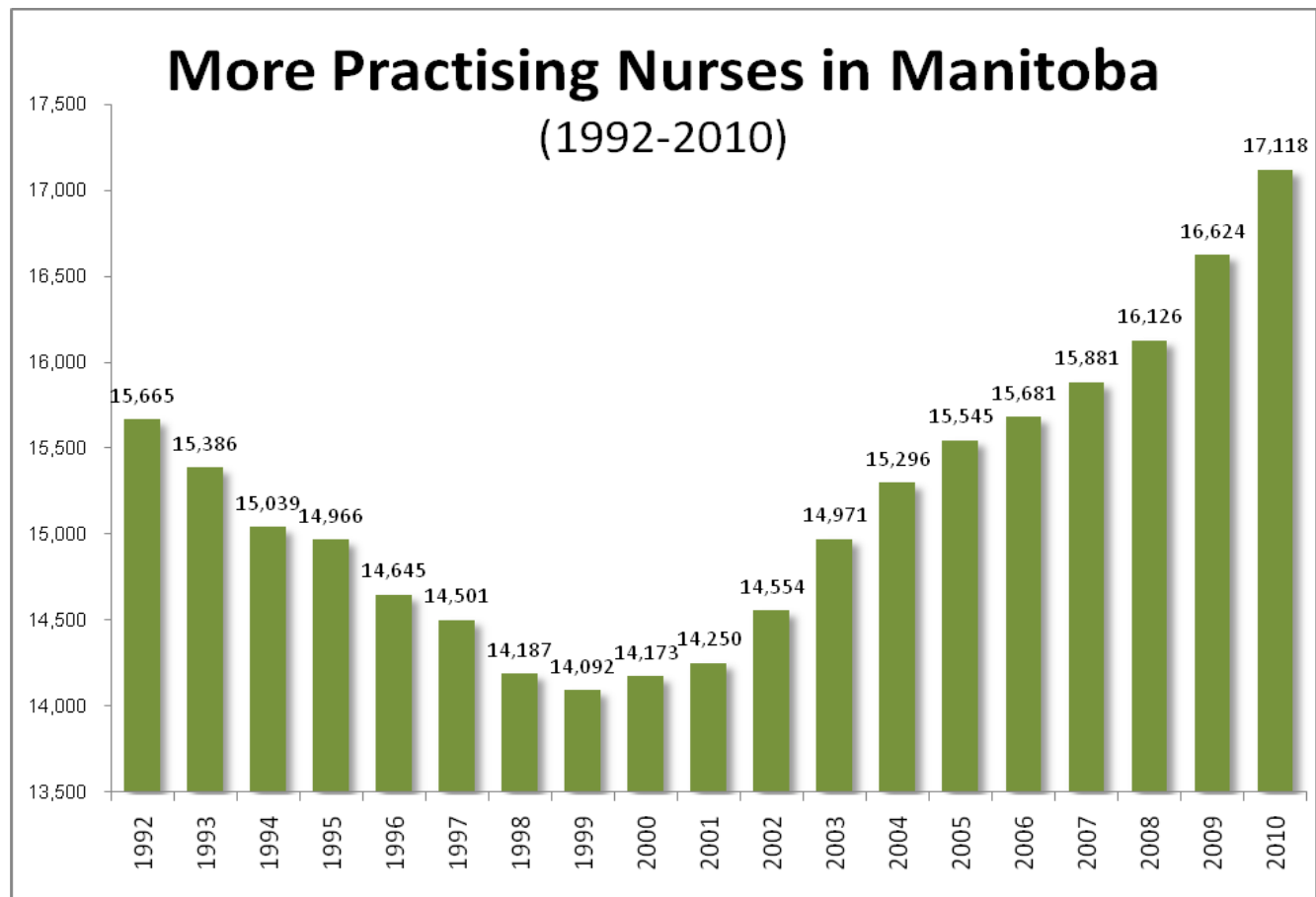


One of the goals of the March 2000 Nursing Strategy is to increase the supply of nurses. Manitoba is experiencing continued growth in the number of active practising nurses as a result of expansions to nursing education programs and the Nurses Recruitment and Retention Fund.

More Active Practising Nurses in Manitoba

There were 17,118 active practising nurses in Manitoba in 2010, according to registration data received from the College of Registered Nurses of Manitoba, the College of Registered Psychiatric Nurses of Manitoba and the College of Licensed Practical Nurses of Manitoba.

This is a net gain of 494 more nurses from 2009, and a net gain of 3,026 nurses since 1999. Between 1993 and 1999, Manitoba saw a net loss of 1,573 nurses.



Source: Annual Reports from the College of Registered Nurses of Manitoba, College of Registered Psychiatric Nurses of Manitoba and College of Licensed Practical Nurses of Manitoba.

Total Active Practising Nurses by Type, 1992-2009

Year	RNs	RN(EP)s	LPNs	RPNs	All Nurses	Net Gain/Loss
1992	11,206		3,269	1,190	15,665	
1993	11,125		3,086	1,175	15,386	-279
1994	11,026		2,864	1,149	15,039	-347
1995	11,096		2,737	1,133	14,966	-73
1996	10,963		2,580	1,102	14,645	-321
1997	10,936		2,488	1,077	14,501	-144
1998	10,813		2,320	1,054	14,187	-314
1999	10,792		2,263	1,037	14,092	-95
2000	10,820		2,327	1,026	14,173	81
2001	10,827		2,410	1,013	14,250	77
2002	11,072		2,486	996	14,554	304
2003	11,353		2,626	992	14,971	417
2004	11,624		2,688	984	15,296	325
2005	11,800	4	2,765	976	15,545	249
2006	11,811	32	2,860	978	15,681	136
2007	11,980	49	2,889	963	15,881	200
2008	12,160	65	2,930	971	16,126	245
2009	12,627	81	2,953	963	16,624	498
2010	12,996	101	3,041	980	17,118	494

Source: Annual Reports from the College of Registered Nurses of Manitoba, College of Registered Psychiatric Nurses of Manitoba and College of Licensed Practical Nurses of Manitoba.

While Manitoba has seen a dramatic increase in the number of practicing nurses over the last decade through expanded education, investing in recruitment and retention initiatives and creating over 2,500 more positions across the health care system, the years ahead pose a significant challenge. The average age of Manitoba's nursing workforce has increased over the last five years and is older than the Canadian average, according to the Canadian Institute for Health Information¹. Over the next five years, Manitoba Health projects that over 1,300 RNs, RPNs and LPNs are expected to retire. Additional nurses will be required to meet the continued growth in demand for health services that will be influenced by the growth of the province's population, a substantial increase in the number of seniors, increasing acuity of patients requiring increased nursing to patient ratios and the addition of new, modern services.

Recruiting and Retaining More Nurses

In 1999, the Nurses Recruitment and Retention Fund (NRRF) was established to assist with the recruitment and retention of Registered Nurses (RN), Registered Psychiatric Nurses (RPN) and Licensed Practical Nurses (LPN) in Manitoba.

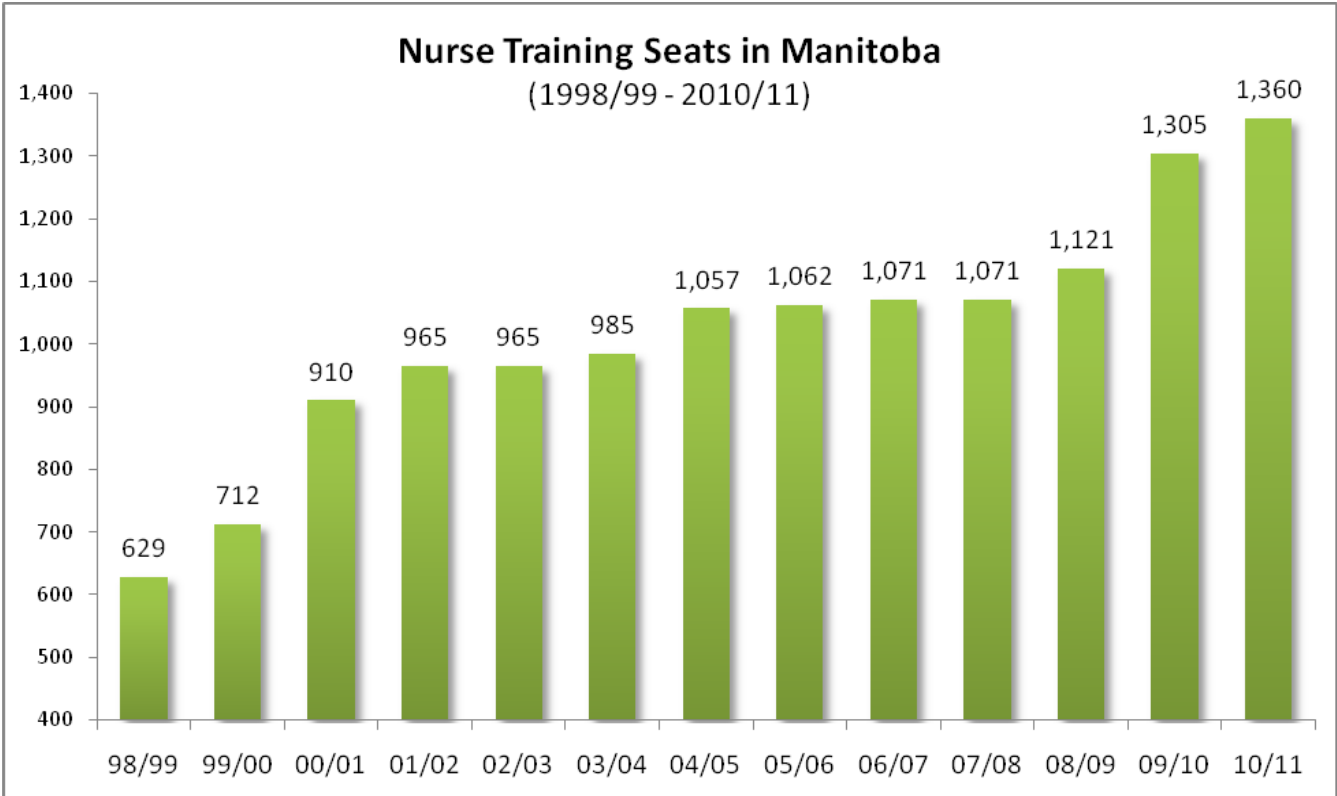
¹ According to the most recent report from the Canadian Institute for Health Information, Regulated Nurses: Canadian Trends, 2005 to 2009, the average age of Registered Nurses in Manitoba is 46.2 years, higher than the average age of 45.2 in 2005 and higher than the Canadian average age of 45.2. Similarly, the average age of Licensed Practical Nurses is 43.4 years, higher than the average age of 44.9 in 2005 and higher than the Canadian average age of 43.4 years

One component of the fund is relocation assistance, which offers nurses up to \$8,000 to offset the costs associated with relocating to Manitoba. As of December 31, 2010, the NRRF has provided assistance to 1,429 nurses who have moved to Manitoba from out-of-province, including 522 who relocated to rural and northern Manitoba. Nurses have relocated from across Canada, the US and internationally, including 225 from Ontario, 179 from Alberta, 146 from British Columbia, 72 from Saskatchewan, 322 from the Philippines and 186 from the United States.

Established in July 2004, the Conditional Grant Program has been available through the NRRF to encourage new nursing graduates to consider employment opportunities in rural and northern Manitoba with the support of a \$4,000 grant. Since 2004, over \$2.2 million has been invested to attract 579 Manitoba nurse graduates to rural areas, includes 146 graduates who have chosen to work in northern Manitoba.

Educating More Nurses in Manitoba

Total enrolments in nursing education programs have more than doubled since 1999 due to seat expansions at the University of Manitoba, Brandon University, Red River College, Assiniboine Community College, Collège Universitaire de Saint-Boniface and University College of the North. Manitoba has also increased nurse training seats throughout the province with the LPN to RN rural rotating program that has been delivered in several communities including Gimli, Morden/Winkler, Dauphin and Portage and the LPN training program in St. Theresa Point.



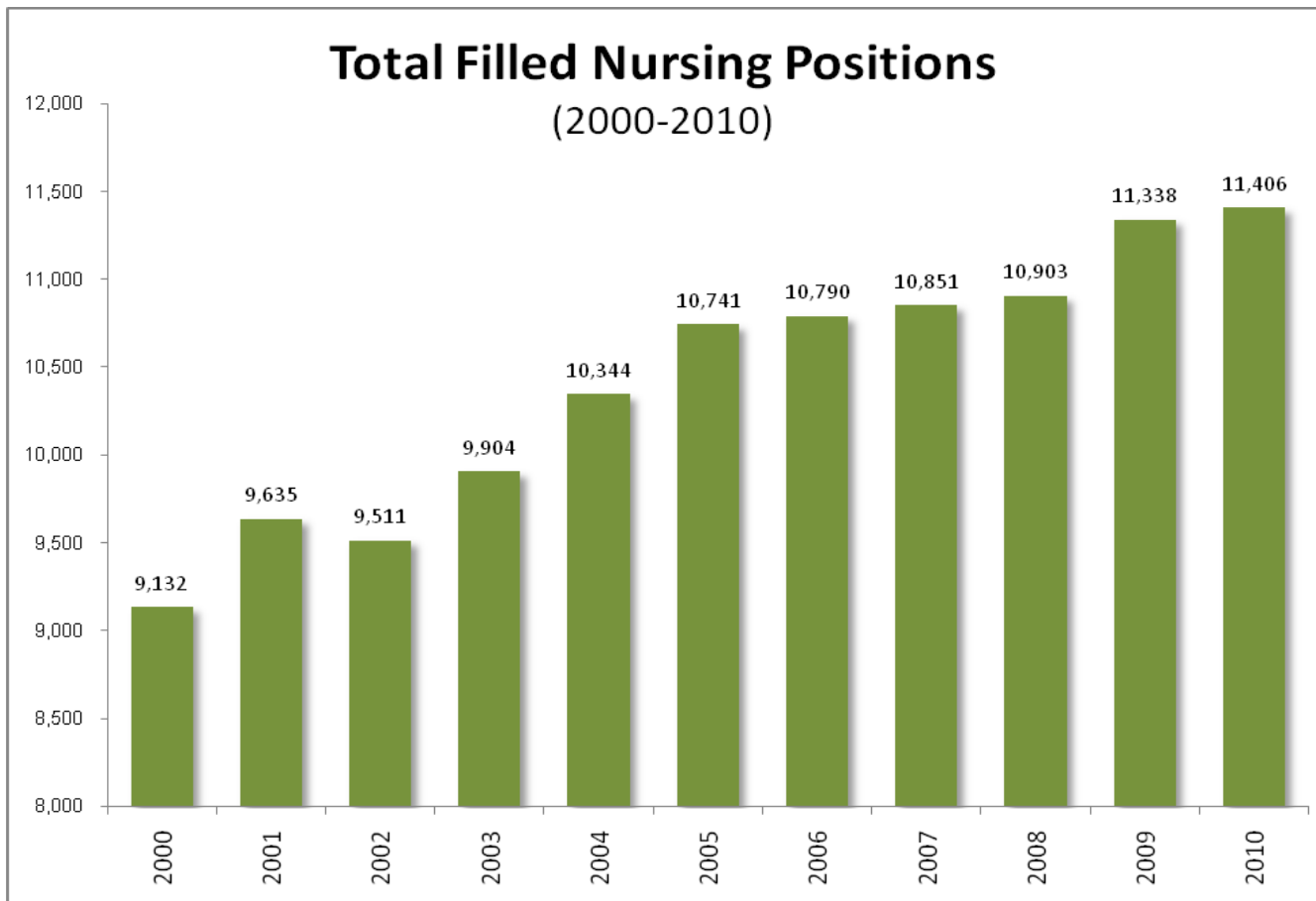
Source: Council on Post-Secondary Education

NOTE: There is a special intake in 2009/10 and 2010/11 into a northern LPN training program; In 10/11, RRC converted its Diploma Nursing (Accelerated) program into a Baccalaureate Nursing (Accelerated) program, with new capacity of 223 seats. This also resulted in the closure of the Joint Baccalaureate Nursing program offered by UM and RRC.

More Filled Positions in Manitoba Nursing Workforce

The following information highlights the number of provincially-funded permanent and term nurse positions filled and vacant in Manitoba's health care system. This includes regional health authorities, Selkirk Mental Health Centre and the Manitoba Developmental Centre, but does not include casual positions in the health system, federally-funded positions (ex: federal hospital) or the private sector.

Since 2000, a total of 2,662 nurse positions (RNs, RN(EPs), RPNs and LPNs) have been created across the province. The number of filled nurse positions has increased by 2,274 over the same period, an increase of 25 per cent.



Source: Data submitted by regional health authorities, Selkirk Mental Health Centre and Manitoba Developmental Centre

Manitoba Nursing Workforce: Filled and Vacant Positions, 2000-2010

TOTAL FILLED NURSE POSITIONS (PERMANENT AND TERM)											
Nursing Positions	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
RN Positions Filled	7,023	7,414	7,366	7,568	7,876	8,187	8,277	8306	8,398	8,747	8,833
RN (EP) Positions Filled	n/a	n/a	n/a	n/a	n/a	n/a	32	39	56	57	65
RPN Positions Filled	569	589	518	540	587	641	570	519	475	440	371
LPN Positions Filled	1,540	1,632	1,627	1,796	1,881	1,913	1,911	1,987	1,974	2,094	2,137
Total Positions Filled	9,132	9,635	9,511	9,904	10,344	10,741	10,790	10,851	10,903	11,338	11,406
TOTAL NURSE POSITIONS (PERMANENT AND TERM)											
Nursing Positions	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
RN Total Positions	7,876	8,627	8,650	8,459	8,515	8,848	9,112	9,301	9,346	9,820	9,820
RN (EP) Total Positions	n/a	n/a	n/a	n/a	n/a	n/a	42	46	76	76	80
RPN Total Positions	613	658	624	631	651	689	640	605	564	526	423
LPN Total Positions	1,685	1,768	1,824	1,935	1,980	2,018	2,028	2,177	2,189	2,389	2,413
Total Positions	10,174	11,053	11,098	11,025	11,146	11,555	11,822	12,129	12,175	12,811	12,736
TOTAL VACANT NURSE POSITIONS (PERMANENT AND TERM)											
Nursing Positions	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
RN Vacant Positions	853	1,213	1,284	891	639	661	835	995	948	1,073	987
RN (EP) Vacant Positions	n/a	n/a	n/a	n/a	n/a	n/a	10	7	20	19	15
RPN Vacant Positions	44	69	106	91	64	48	70	86	89	86	52
LPN Vacant Positions	145	136	197	139	99	105	117	190	215	295	276
Total Vacant Positions	1,042	1,418	1,587	1,121	802	814	1,032	1,278	1,272	1,473	1,330
TOTAL HEALTH CARE AIDE POSITIONS (PERMANENT AND TERM)											
HCA Positions	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
HCA Positions Filled	6,275	6,451	6,783	6,751	7,043	7,036	7,114	7318	7,312	8,107	7,971
HCA Total Positions	6,637	6,882	7,271	7,136	7,352	7,459	7,638	8,022	8,039	8,781	8,506
HCA Vacant Positions	362	431	488	385	309	423	524	704	727	674	535
TOTAL VACANCY RATE FOR NURSING WORKFORCE (NURSE & HCA, PERMANENT AND TERM)											
	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Vacancy Rate	8.4%	10.3%	11.3%	8.3%	6.0%	6.5%	8.0%	9.8%	9.9%	9.9%	8.8%

Source: Data submitted by regional health authorities, Selkirk Mental Health Centre and Manitoba Developmental Centre

Definitions: RN – Registered Nurse; RN (EP) – Registered Nurse (Extended Practice); RPN – Registered Psychiatric Nurse; LPN – Licensed Practical Nurse

TOTAL NURSE AND HCA EFT SUMMARY (PERMANENT AND TERM)											
Nursing Positions	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total Filled EFT	11,169.2	11,773.6	11,949.7	12,223	12,794.5	13,194.5	13,242.4	13,513.6	13,635.2	14,809.1	14,495.8
Total EFT	12,036.3	12,978.2	13,266.8	13,144.7	13,475.5	13,988.7	14,219.7	14,787.8	14,946.7	16,211.0	15,671.7
Total EFT Vacant	867.1	1,204.6	1,317.1	921.7	681	794.2	977.3	1,274.2	1,311.5	1,401.9	1,175.9

Source: Data submitted by regional health authorities, Selkirk Mental Health Centre and Manitoba Developmental Centre

Total Permanent and Term Nursing Workforce Positions and Vacancies, 2010

Winnipeg	RN	RN (EP)	RPN	LPN	HCA
Total Positions	7,000	58	182	1,049	5,607
Total Positions Filled	6,381	49	172	951	5,288
Total Positions Vacant	619	9	10	98	319
Rural South					
Total Positions	2,433	17	239	1,233	2,729
Total Positions Filled	2,148	13	198	1,084	2,535
Total Positions Vacant	285	4	41	149	194
Rural North					
Total Positions	387	5	2	131	170
Total Positions Filled	304	3	1	102	148
Total Positions Vacant	83	2	1	29	22
Provincial Total					
Total Positions	9,820	80	423	2,413	8,506
Total Positions Filled	8,833	65	371	2,137	7,971
Total Positions Vacant	987	15	52	276	535

Source: Data submitted by regional health authorities, Selkirk Mental Health Centre and Manitoba Developmental Centre

Definitions:

Rural South includes Brandon, Parkland, Assiniboine, Central, Interlake, North Eastman and South Eastman RHAs

Rural North includes Burntwood, NOR-MAN and Churchill RHAs

Provincial total includes all 11 RHAs, Selkirk Mental Health Centre and the Manitoba Developmental Centre

RN – Registered Nurse; RN (EP) – Registered Nurse (Extended Practice); RPN – Registered Psychiatric Nurse; LPN – Licensed Practical Nurse; HCA – Health Care Aide

EFT – Equivalent Full Time positions

NOTE: The RN positions in Winnipeg have been adjusted to include the large "relief pool" of permanent nurses the RHA maintains to routinely fill vacancies across the system.