

Manitoba Nursing Labour Market Supply - 2013



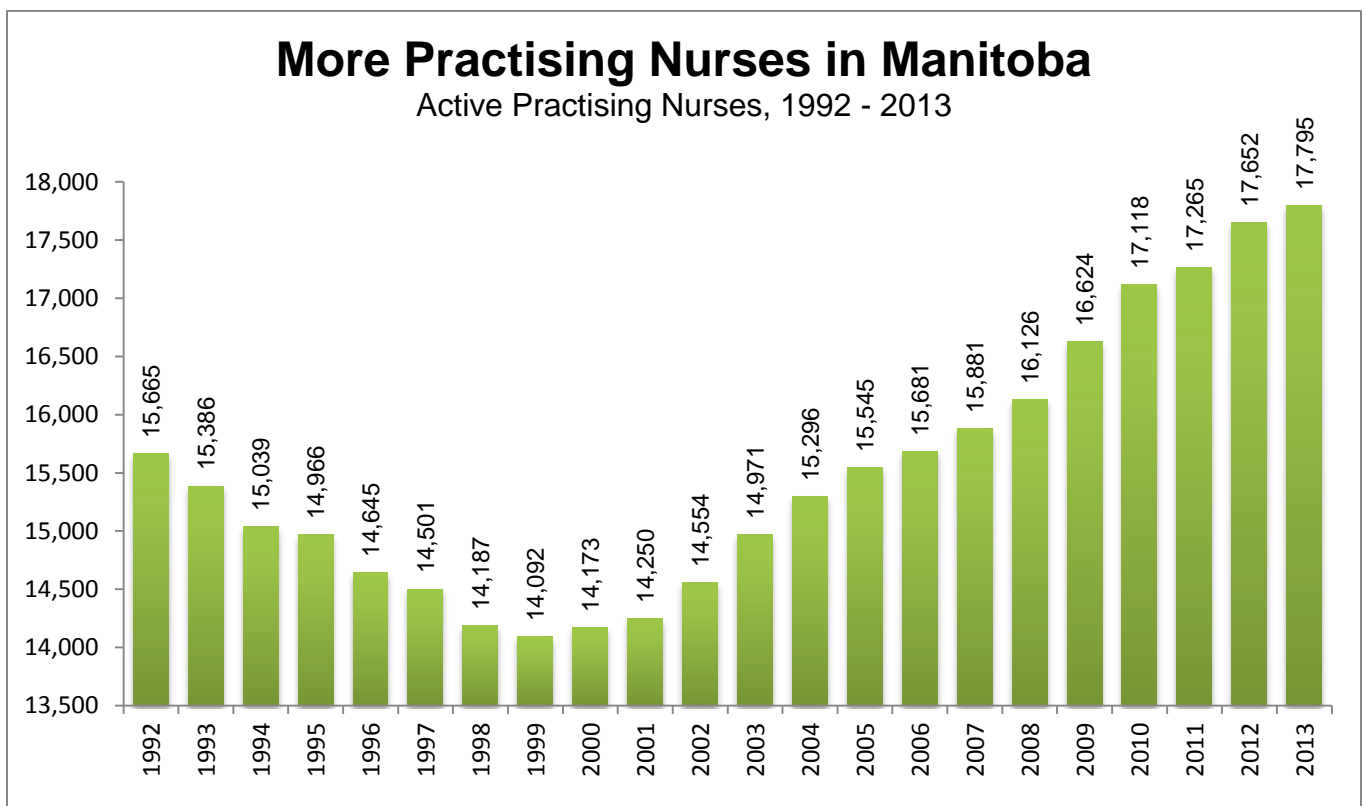
The *Manitoba Nursing Strategy* announced March 1, 2000, includes five targeted goals.

- increase the supply of nurses
- improve access to staff development
- improve use of nurses
- improve working conditions
- increase opportunities for nurses' input into decision-making

To monitor the effectiveness of various initiatives implemented since 2000 and to ensure the adequate supply of nurses, Manitoba Health, Healthy Living and Seniors (MHLS) continues to collect information from several areas, including the registration data of the three nursing colleges, nurse training seats and provincially-funded nursing positions.

Steady Growth in Active Practising Nurses Across Manitoba

There were 17,795 active practising nurses in Manitoba in 2013, according to registration data received from the College of Registered Nurses of Manitoba (CRNM), the College of Registered Psychiatric Nurses of Manitoba (CRPNM) and the College of Licensed Practical Nurses of Manitoba (CLPNM).



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

Between 1992 and 1999, Manitoba saw a net loss of 1,573 nurses. There has been a net gain of 3,703 nurses since 1999. Manitoba far exceeded the target of **700 more nurses** between 2007 and 2011. In that period, 1,437 nurses were added to the registries.

Since 2011, 677 more nurses have been added to the active practise registries.

Total Active Practising Nurses by Type, 1992-2013

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
2011	13,205	110	2,967	983	17,265	147
2012	13,297	118	3,261	976	17,652	387
2013	13,488	131	3,209	967	17,795	143

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

Manitoba has seen significant increases in the number of active practising nurses over the last decade as a result of expansions to nursing education programs and initiatives of the Nurses Recruitment and Retention Fund.

A more recent emerging challenge is the increase in nurses nearing retirement eligibility. The Canadian Institute for Health Information (CIHI) report, Registered Nurses: Canadian Trends, 2007 to 2011, notes the average age of Manitoba nurses was 45.8, with 12 per cent of the workforce age 60 years or older. This is notably higher than the 8.7 per cent reported in 2007. In 2011, the province projected that 1,000 nurses could retire over the following four years.

In addition to the need for ongoing renewal, nurses will be required to meet the increasing demand for health services. This includes influences such as the growth in the province’s population, the substantial complexities in care associated with our aging population, chronic disease management and the introduction of advancements in health technologies and treatments over the past several years. Although positive strides have been made towards primary health care transformation, this has highlighted the need for additional resources to support new, inter-professional care settings outside of typical community, acute and long-term care sites.

2011: A New Nursing Workforce Commitment

Recognizing both the looming potential retirement bubble and the continued need to expand the nursing workforce to meet patient care needs, the Manitoba government made a commitment in 2011 to hire 2,000 nurses, which would replace the 1,000 expected retirements and add 1,000 more practising nurses to the province.

As of 2013, data from the nursing colleges show **1,907 out of the 2,000 nurses** are in practise, including the net gain of 677 more nurses added to the active practise registries and the replacement of an estimated 1,230 retiring nurses. Retirements are estimated by counting all de-registrations from the nursing Colleges for those aged 55 or over, and provided the overall count of nurses continues to grow, the total retirees are considered replaced with new nurses.

Recruiting and Retaining More Nurses

In 1999, the Nurses Recruitment and Retention Fund (NRRF) was established to assist with the recruitment and retention of RNs, RPNs and LPNs in Manitoba, and later nurse practitioners. The grants have helped nurses offset the cost of relocating to work in Manitoba, as well as offering funding to encourage nurses to work in rural and northern regions and other areas of need to enhance the delivery of health care services across the province.

The ***Reimbursement for Relocation Costs Grant*** introduced by Manitoba in 1999 attracts many nurses to either return to or move to Manitoba. Eligible nurses are entitled to up to \$8,000 to help offset costs associated with relocating to Manitoba. As of December 31, 2013, the NRRF has provided relocation cost assistance to 1,997 nurses who have moved to Manitoba from out of province. This includes 745 nurses who relocated to rural and northern Manitoba. More than 70 per cent of the nurses have relocated from across Canada, just more than 20 per cent have relocated from outside of North America, and less than five per cent relocated from the United States. Of the nurses who relocated from outside of Canada, 393 relocated from the Philippines. Within Canada, 346 relocated from Ontario, 281 arrived from Alberta, 254 from British Columbia, and 94 from Saskatchewan.

The number of new nurses choosing to embark on their career in a rural location remains steady. The NRRF ***Conditional Grant*** Program encourages eligible new nursing graduates to consider their first employment opportunities in a rural or northern location, in exchange for return of service for the \$4,000 grant. Experiences in rural and northern Manitoba offer unique and broad learning opportunities, allowing nurses to consolidate knowledge and skills gained from their recent nursing education program. Since 2010, 501 new nursing graduates have received the conditional grant.

Nurse practitioners deliver important health care services to Manitobans, and are an integral part of strategies to ensure all Manitobans have access to primary care. The departments of Health, Healthy Living and Seniors and Education and Advanced Learning have been working together to develop this new grant to attract and retain nurse practitioners in rural and northern communities in Manitoba after graduation. The ***Nurse Practitioner Education Grant*** is intended to cover tuition costs for nurse practitioner students or recent graduates who, as a condition of receiving a \$10,000 grant, agree to fulfill a one-year return-of-service agreement at no less than 0.6 equivalent full-time (EFT) in a rural community in Manitoba upon graduation. At the close of the December 2013 competition, there were 22 eligible applicants.

Educating Nurses in Manitoba

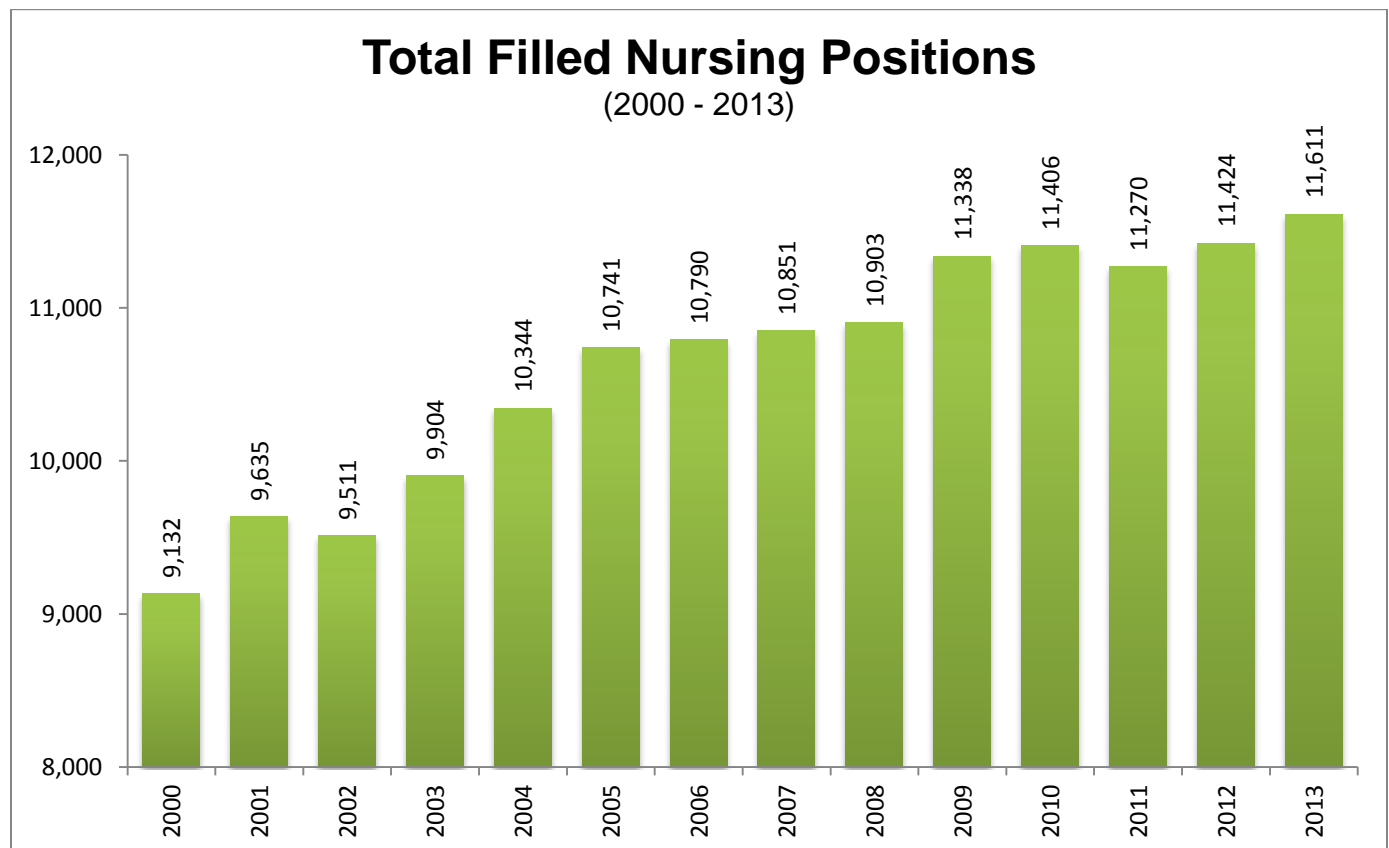
Total funded seats in nursing education programs have almost doubled since 1999 due to seat expansions at the University of Manitoba (U of M), Brandon University (BU), Red River College (RRC), Assiniboine Community College (ACC), Université de Saint-Boniface (USB) and University College of the North (UCN).

Manitoba has also increased nurse training seats throughout the province for all three nursing professions. Some examples in the past few years include the establishment of a Francophone practical nursing program at USB in 2012, establishment of a practical nursing program in 2009 at UCN, expansions to the rural rotating practical nursing program at ACC and to the psychiatric nursing education program at BU, as well as through the conversion of the diploma nursing programs at RRC and USB into bachelor of nursing programs, which added capacity in each program through an additional year of study.

More Filled Positions in Manitoba Nursing Workforce

The following graph illustrates the number of provincially-funded permanent and term nurse positions filled in Manitoba's health care system. All positions, including full-time and part-time, are included in this data. As well, this includes position data submitted by the regional health authorities (RHAs), 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 3,214 nurse positions (RNs, RPNs, LPNs and nurse practitioners) have been created across the province. The number of filled nurse positions has increased by 2,479 over the same period, an increase of 27 per cent.



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

Notes: All nursing positions, including full-time and part-time positions, are incorporated.

Data submitted by RHAs, Selkirk Mental Health Centre and Manitoba Developmental Health Centre.

See notes beneath following table for further data explanation.

Manitoba Nursing Workforce: Filled and Vacant Positions, 2000-2013

TOTAL FILLED NURSE POSITIONS (PERMANENT AND TERM)														
Nursing Positions	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
RN Positions Filled	7,023	7,414	7,366	7,568	7,876	8,187	8,277	8306	8,398	8,747	8,833	8,733	8,848	8,877
RN (EP) Positions Filled	n/a	n/a	n/a	n/a	n/a	n/a	32	39	56	57	65	73	93	102
RPN Positions Filled	569	589	518	540	587	641	570	519	475	440	371	387	316.5	325
LPN Positions Filled	1,540	1,632	1,627	1,796	1,881	1,913	1,911	1987	1,974	2,094	2,137	2077	2166.5	2,307
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	11,270	11,424	11,611

TOTAL VACANT NURSE POSITIONS (PERMANENT AND TERM)														
Nursing Positions	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
RN Positions Vacant	853	1,213	1,284	891	639	661	835	995	948	1,073	987	1,005	1,040	1,253
RN (EP) Positions Vacant	n/a	n/a	n/a	n/a	n/a	n/a	10	7	20	19	15	24	24.5	25
RPN Positions Vacant	44	69	106	91	64	48	70	86	89	86	52	88	53.5	71
LPN Positions Vacant	145	136	197	139	99	105	117	190	215	295	276	343	376	428
Total Positions Vacant	1,042	1,418	1,587	1,121	802	814	1,032	1,278	1,272	1,473	1,330	1,460	1,494	1,777

TOTAL NURSE POSITIONS (PERMANENT AND TERM)														
Nursing Positions	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013
RN Positions Total	7,876	8,627	8,650	8,459	8,515	8,848	9,112	9301	9,346	9,820	9,820	9,738	9,888	10,130
RN (EP) Positions Total	n/a	n/a	n/a	n/a	n/a	n/a	42	46	76	76	80	97	117.5	127
RPN Positions Total	613	658	624	631	651	689	640	605	564	526	423	475	370	396
LPN Positions Total	1,685	1,768	1,824	1,935	1,980	2,018	2,028	2177	2,189	2,389	2,413	2420	2542.5	2,735
Positions Total	10,174	11,053	11,098	11,025	11,146	11,555	11,822	12,129	12,175	12,811	12,736	12,730	12,918	13,388

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

Notes: Provincial total includes all RHAs, Selkirk Mental Health Centre and the Manitoba Developmental Centre.

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

Definitions:

RN – Registered Nurse; RN (EP) – Registered Nurse (Extended Practice), also known as nurse practitioners; RPN – Registered Psychiatric Nurse; LPN – Licensed Practical Nurse

Geographic Distribution of Permanent and Term Nursing Workforce Positions and Vacancies, 2013

	Permanent and Term Nursing Positions					Permanent and Term Nursing EFTs				
Winnipeg	RN	RN (EP)	RPN	LPN	TOTAL	RN	RN (EP)	RPN	LPN	TOTAL
Total Positions	7,295	90	138	1,282	8,805	5,601.4	68.9	177.4	922.9	6,770.6
Total Positions Filled	6,627	76	108	1,158	7,969	5,144.1	60.3	157.0	843.6	6,205.0
Total Positions Vacant	668	14	30	124	836	457.3	8.6	20.4	79.3	565.6
South	RN	RN (EP)	RPN	LPN	TOTAL	RN	RN (EP)	RPN	LPN	TOTAL
Total Positions	2,432	31	257	1,312	4,032	1,812.3	28.8	224.1	921.9	2,987.1
Total Positions Filled	1,941	22	216	1,038	3,217	1,473.5	21.3	197.3	766.7	2,458.8
Total Positions Vacant	491	9	41	274	815	338.9	7.5	26.8	155.2	528.3
North	RN	RN (EP)	RPN	LPN	TOTAL	RN	RN (EP)	RPN	LPN	TOTAL
Total Positions	403	6	1	141	551	354.1	5.0	1.0	103.6	463.7
Total Positions Filled	309	4	1	111	425	282.0	3.0	1.0	83.2	369.2
Total Positions Vacant	94	2	0	30	126	72.1	2.0	0.0	20.4	94.5
Provincial Total	RN	RN (EP)	RPN	LPN	TOTAL	RN	RN (EP)	RPN	LPN	TOTAL
Total Positions	10,130	127	396	2,735	13,388	7,767.8	102.7	402.5	1,948.4	10,221.4
Total Positions Filled	8,877	102	325	2,307	11,611	6,899.5	84.6	355.3	1,693.5	9,032.9
Total Positions Vacant	1,253	25	71	428	1,777	868.2	18.1	47.2	254.9	1,188.5

Source: Data submitted by RHAs effective December 2013, except for former Parkland and former Assiniboine regions, which were taken at March 2014. December 2010 values employed for 2010 forward for Manitoba Developmental Centre; December 2012 figures were used to estimate former Churchill RHA and Selkirk Mental Health Centre values.

Definitions:

South includes Prairie Mountain Health (which includes Brandon), Southern Health-Santé Sud, Interlake-Eastern Regional Health Authority. North includes Northern Health and former Churchill region.

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

RN – Registered Nurse; RN (EP) – Registered Nurse (Extended Practice), also known as nurse practitioners; RPN – Registered Psychiatric Nurse; LPN – Licensed Practical Nurse;

EFT – Equivalent Full-time positions