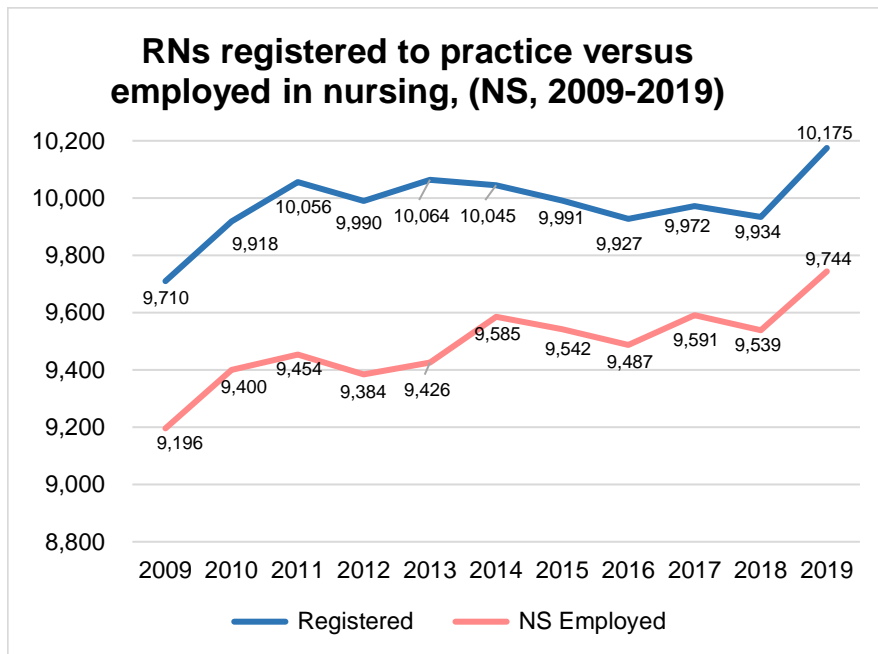


Nova Scotia's Provincial Registered Nurses Profile, 2019

Data Source: Nova Scotia College of Nursing (NSCN)

Supply

- 10,175 registered nurses (RNs) were registered to practice in 2019. Of these, 95.8% (9,744) were employed in nursing.
- The number of RNs has increased over the past 10 years from 9,710 to 10,175, and has remained stable since 2011.



RNs who were on leave (e.g. educational leave, family leave, sick leave, etc.) are not included in the counts of those registered or employed.

Of those registered, 162 RNs were on leave, and of those employed, 157 RNs were on leave.

- The total number of RNs increased by 2.4% (241) from 9,934 in 2018 to 10,175 in 2019. This has been the greatest increase in the past decade. The 2018-19 increase is higher than the 0.7% Canada experienced in 2017-18¹.
- There were 762 new registrants in 2019, a 12.3% increase from 2018 (668). New registrants included:
 - new registrants educated in NS: 485 (63.6%)
 - experienced RNs from other provinces: 198 (26.0%)
 - internationally educated RNs (IENs): 79 (10.4%).
- In 2019, 85.2% of RNs (8,673) worked in direct care. Other areas of employment included: administration 4.1% (417), education 3.8% (387) and research 0.7% (75).

2019 BY THE NUMBERS

- Number of RNs registered in NS in 2019: **10,175** ↑
 - Increase in number of RNs since 2009: **465** ↑
 - Proportion of RNs employed in nursing: **95.8%** ↔
 - Number of RNs that did not re-register (outflow): **673** ↓
 - Number of RNs over the age of 55 that did not re-register: **342** ↓
 - Number of new and returning RN registrants (inflow): **918** ↑
 - Age profile of RN workforce:
 - ❖ Average age: **43.5** ↓
 - ❖ <35 years old: **32.8%** ↑
 - ❖ 35-49 years old: **28.0%** ↓
 - ❖ ≥50 years old: **39.2%** ↓
 - Experience profile of RN workforce (as an RN):
 - ❖ ≤ 5 years: **23.8%** ↑
 - ❖ 6-15 years: **25.8%** ↑
 - ❖ 16-30 years: **22.6%** ↓
 - ❖ > 30 years: **27.8%** ↓
 - Proportion of employed RNs working in direct care: **85.2%** ↓
 - Proportion of employed RNs in full time positions: **67.6%** ↑
- ↑ Increase ↓ Decrease ↔ No Change

*The arrows compare 2019's numbers to that of 2018

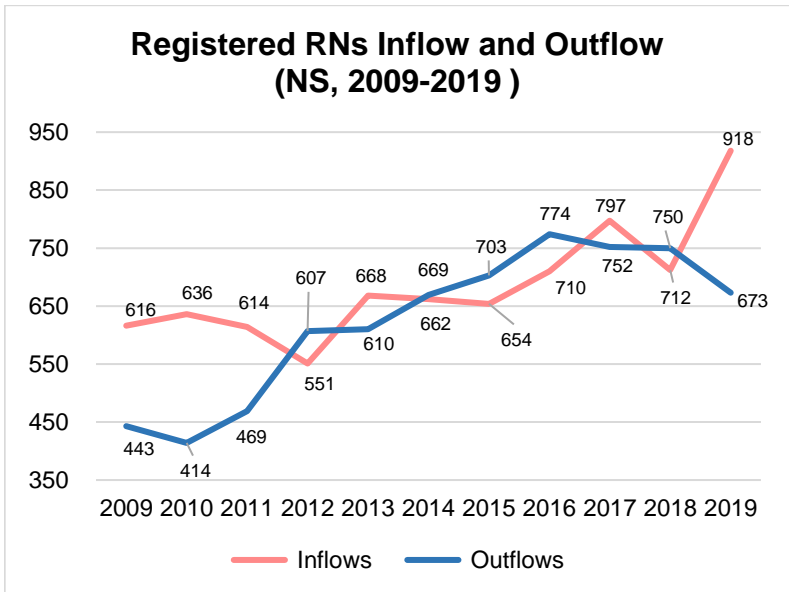
Questions regarding this Provincial Profile can be directed to:
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¹ CIHI, Nursing in Canada, 2018

Inflows and Outflows

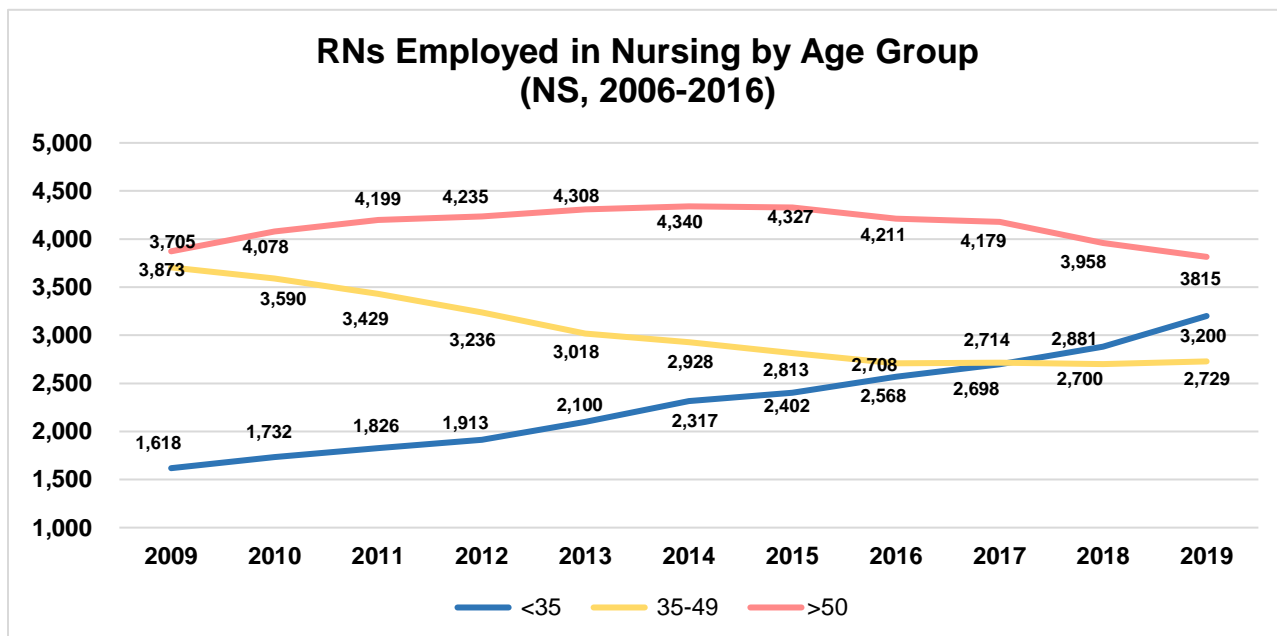
In any particular year, RNs enter and leave the workforce. Outflow refers to the number of RNs who do not re-register in a particular year after having registered in the previous year, due to retirement, migration, etc. Inflow refers to the number of registrants in a particular year who did not register in the previous year, e.g. new graduates, migrants to the province, re-entrants who register after having been away for some time, etc.

- In 2019, 673 RNs who registered the previous year did not re-register. At the same time, there was an inflow of 918 RNs (net gain of 245 RNs).
- Outflows have decreased continuously since 2016.
- Inflows have increased overall in the past decade. Inflows reached a historical high of 918 in 2019.



- In 2019, 427 new graduates registered in Nova Scotia: 385 (90.2%) from Nova Scotia nursing programs and 42 (9.8%) from other provinces. Comparatively, in 2016, 409 new graduates registered (325 from provincial nursing programs) and in 2015, 363 new graduates registered (281 from provincial nursing programs).

Age and Experience

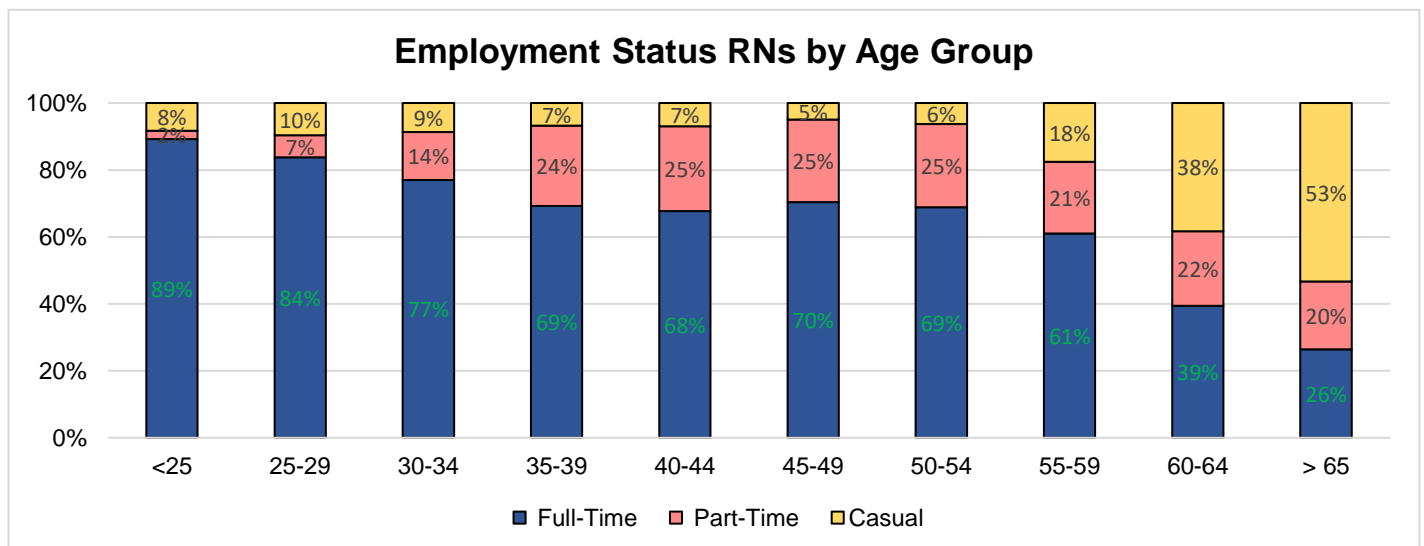


Nova Scotia's Provincial Registered Nurses Profile, 2019

- Average age of RNs in 2019 was 43.5 years, slightly lower than the Canadian average of 43.7 in 2019². 2019 marked the seventh year in a row that the average age of RNs has decreased in Nova Scotia (from 46.1 in 2013) since it started increasing in 2008.
- Age profile of the RN workforce:
 - Younger than 35 years: 32.8% (3,200). The proportion of RNs younger than 35 continues to increase (27.2% in 2016, 28.1% in 2017, and 30.2% in 2018).
 - 35-49 years: 28.0% (2,729). The proportion of RNs 35-49 continues to decrease after holding steady in 2017 and 2018 (28.5% in 2016, 28.3% in 2017, and 28.3% in 2018).
 - 50 years and older: 39.2% (3,815). The proportion of RNs 50 years and older continues to decrease since it started decreasing in 2016 (45.2% in 2015, 44.3% in 2016, 43.6% in 2017, and 41.5% in 2018).
- Experience profile of the RN workforce has slightly changed over time:
 - 0-5 years of experience: 23.8% (compared to 22.0% in 2018 and 20.9% in 2017).
 - 6-15 years of experience: 25.8% (compared to 23.4% in 2018 and 22.2% in 2017).
 - 16-30 years of experience: 22.6% (compared to 23.5% in 2018 and 25.4% in 2017).
 - More than 30 years: 27.8% (compared to 29.1% in 2018 and 30.8% in 2017).

Employment

- Of the RNs registered in 2019, 95.8% (9,744) were employed at the time of registration. This proportion has been consistent for the past decade.
- In 2019, 86.1% (8,393) of employed RNs had permanent positions, slightly lower than 86.6% in 2018.
- 67.6% (6,585) of employed RNs worked in permanent full time positions in 2019, slightly higher than 66.7% in 2018.
- 18.6% (1,808) of employed RNs worked in permanent part time positions, slightly lower than 19.8% in 2018.
- 13.9% (1,351) of employed RNs worked casually in 2019, slightly higher than 13.4% in 2018.
- 43.5% of the RNs in Nova Scotia working in casual positions (588) were age 60 years or older.



² CIHI Nursing Tables