

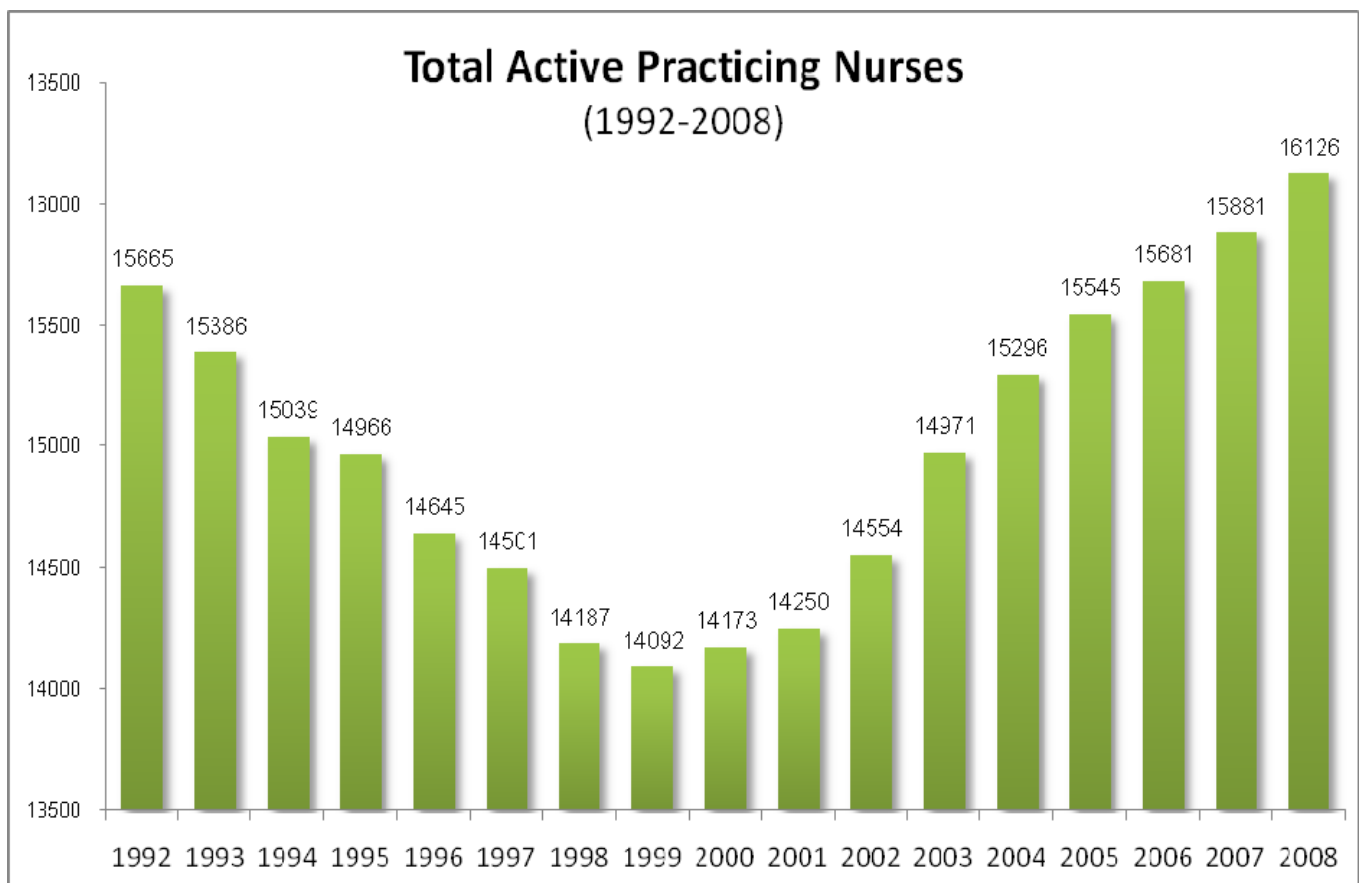
## Manitoba Nursing Labour Market Supply - 2008

One of the targeted areas of the March 2000 Nursing Strategy is to increase the supply of nurses. Manitoba continues to have growth in the number of active practicing nurses through expansions to the nursing education programs and strategies of the Nurses Recruitment and Retention Fund.

### ***More Active Practicing Nurses in Manitoba***

There were 16,126 active practicing nurses in Manitoba in 2008, according to registration data received from the College of Registered Nurses of Manitoba, College Registered Psychiatric Nurses of Manitoba and College of Licensed Practical Nurses of Manitoba.

This is a net gain of 245 more nurses than 2007, and 2,034 more than in 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 Practicing Nurses by Type, 1992-2008

Year	RNs	RN(EP)s	LPNs	RPNs	All Nurses	Net Gain/Loss
1992	11206		3269	1190	<b>15665</b>	-
1993	11125		3086	1175	<b>15386</b>	-279
1994	11026		2864	1149	<b>15039</b>	-347
1995	11096		2737	1133	<b>14966</b>	-73
1996	10963		2580	1102	<b>14645</b>	-321
1997	10936		2488	1077	<b>14501</b>	-144
1998	10813		2320	1054	<b>14187</b>	-314
1999	10792		2263	1037	<b>14092</b>	-95
2000	10820		2327	1026	<b>14173</b>	81
2001	10827		2410	1013	<b>14250</b>	77
2002	11072		2486	996	<b>14554</b>	304
2003	11353		2626	992	<b>14971</b>	417
2004	11624		2688	984	<b>15296</b>	325
2005	11800	4	2765	976	<b>15545</b>	249
2006	11811	32	2860	978	<b>15681</b>	136
2007	11980	49	2889	963	<b>15881</b>	200
2008	12160	65	2930	971	<b>16126</b>	245

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.

## 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.

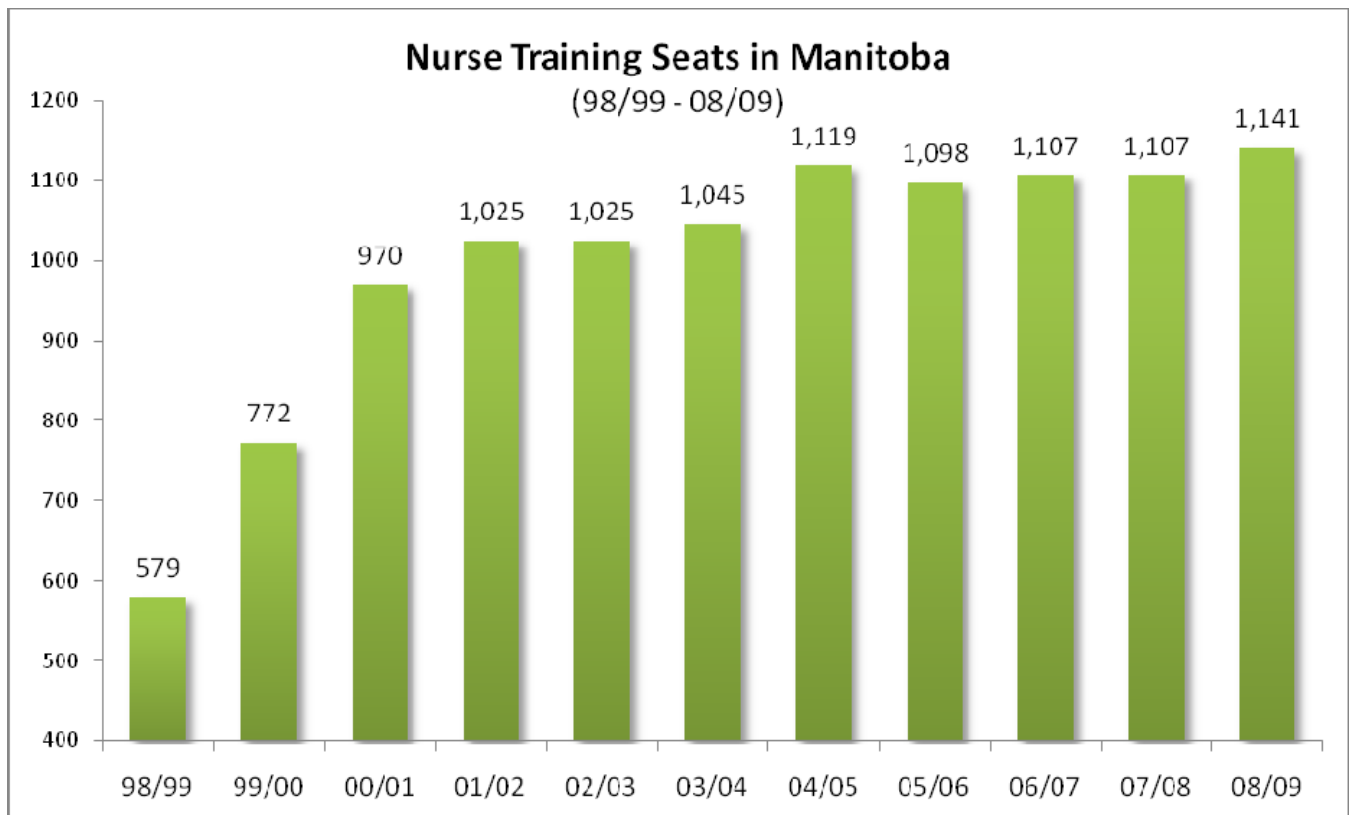
Relocation assistance is one component of the Fund that offers nurses up to \$5,000 in funding to offset the costs associated with relocating to Manitoba. As of December 31, 2008, the NRRF has provided assistance to 1,066 nurses who have moved to Manitoba from out-of-province, including 265 who relocated to rural and northern Manitoba. Nurses have relocated from across Canada, the US and internationally, including 170 from Ontario, 131 from Alberta, 126 from British Columbia, 58 from Saskatchewan, 173 from the Philippines and 166 from the US.

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 (outside Winnipeg and Brandon). New graduates meeting the criteria receive a grant in the amount of \$4000. Since 2004, over \$1 million has been invested to attract 386 Manitoba nurse graduates to rural and northern areas, including 119 positions in northern Manitoba.

In fall 2008, Manitoba Health and Healthy Living led a nurse recruitment mission to the Philippines, where 131 nurses were presented with conditional offers of employment by the 4 participating RHAs (Assiniboine, Brandon, Central and Parkland). These nurses will begin working in Manitoba in 2009.

## ***Educating More Nurses in Manitoba***

Total enrolments to nursing education programs have nearly doubled in the last 10 years due to seat expansions at the University of Manitoba, Brandon University, Red River College, Assiniboine Community College, College 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, Portage, as well as the LPN training program in St. Theresa Point. Budget 2009 will continue to expand nurse training, increasing opportunities at the University of Manitoba, Brandon University and the University College of the North.

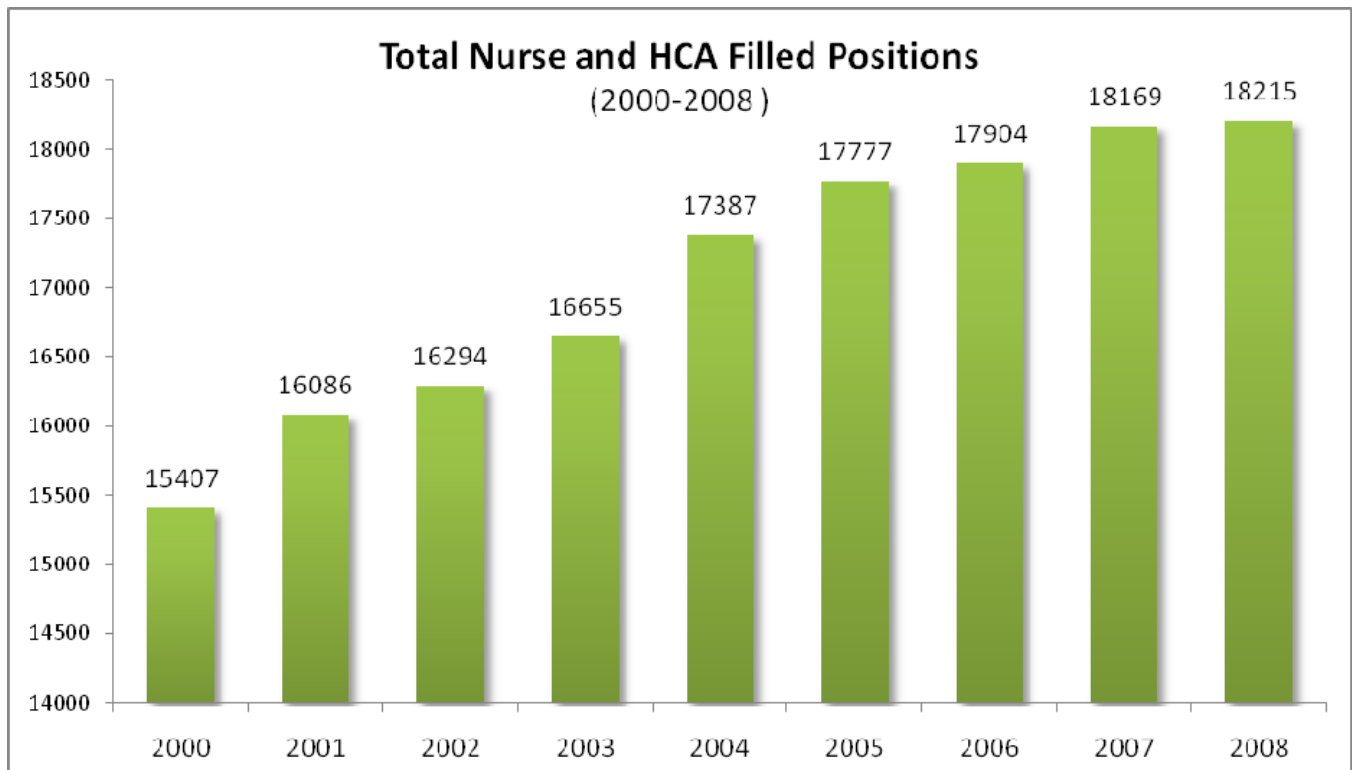


Source: Council on Post-Secondary Education

## **More Filled Positions in Manitoba Nursing Workforce**

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

Since 2000, a total of 3,403 nurse and health care aide (HCA) positions have been created across the province. The number of filled nurse and HCA positions has increased by 2,808 since 2000, an increase of 18%. The permanent and term position vacancy rate for Manitoba was 9.9% as of December 2008.



Source: Data submitted by Regional Health Authorities, Selkirk Mental Health Centre and Manitoba Developmental Centre

## Manitoba Nursing Workforce: Total Filled, Funded and Vacant Positions, 2000-2008

TOTAL FILLED NURSE AND HCA POSITIONS (PERMANENT AND TERM)									
Nursing Positions	2000	2001	2002	2003	2004	2005	2006	2007	2008
RN Positions Filled	7023	7414	7366	7568	7876	8187	8277	8306	8398
RN (EP) Positions Filled	n/a	n/a	n/a	n/a	n/a	n/a	32	39	56
RPN Positions Filled	569	589	518	540	587	641	570	519	475
LPN Positions Filled	1540	1632	1627	1796	1881	1913	1911	1987	1974
HCA Positions Filled	6275	6451	6783	6751	7043	7036	7114	7318	7312
<b>Total Positions Filled</b>	<b>15407</b>	<b>16086</b>	<b>16294</b>	<b>16655</b>	<b>17387</b>	<b>17777</b>	<b>17904</b>	<b>18169</b>	<b>18215</b>
TOTAL FUNDED NURSE AND HCA POSITIONS (PERMANENT AND TERM)									
Nursing Positions	2000	2001	2002	2003	2004	2005	2006	2007	2008
RN Total Positions	7876	8627	8650	8459	8515	8848	9112	9301	9346
RN (EP) Total Positions	n/a	n/a	n/a	n/a	n/a	n/a	42	46	76
RPN Total Positions	613	658	624	631	651	689	640	605	564
LPN Total Positions	1685	1768	1824	1935	1980	2018	2028	2177	2189
HCA Total Positions	6637	6882	7271	7136	7352	7459	7638	8022	8039
<b>Total Positions Funded</b>	<b>16811</b>	<b>17935</b>	<b>18369</b>	<b>18161</b>	<b>18498</b>	<b>19014</b>	<b>19460</b>	<b>20151</b>	<b>20214</b>
TOTAL VACANT NURSE AND HCA POSITIONS (PERMANENT AND TERM)									
Nursing Positions	2000	2001	2002	2003	2004	2005	2006	2007	2008
RN Vacant Positions	853	1213	1284	891	639	661	835	995	948
RN (EP) Vacant Positions	n/a	n/a	n/a	n/a	n/a	n/a	10	7	20
RPN Vacant Positions	44	69	106	91	64	48	70	86	89
LPN Vacant Positions	145	136	197	139	99	105	117	190	215
HCA Vacant Positions	362	431	488	385	309	423	524	704	727
<b>Total Vacant Positions</b>	<b>1404</b>	<b>1849</b>	<b>2075</b>	<b>1506</b>	<b>1111</b>	<b>1237</b>	<b>1556</b>	<b>1982</b>	<b>1999</b>
Total Vacancy Rate:	8.4%	10.3%	11.3%	8.3%	6.0%	6.5%	8.0%	9.8%	9.9%
TOTAL NURSE AND HCA EFT SUMMARY (PERMANENT AND TERM)									
Nursing Positions	2000	2001	2002	2003	2004	2005	2006	2007	2008
Total Filled EFT	11169.2	11773.6	11949.7	12223	12794.5	13194.5	13242.4	13513.6	13635.2
Total Funded EFT	12036.3	12978.2	13266.8	13144.7	13475.5	13988.7	14219.7	14787.8	14946.7
Total EFT Vacant	867.1	1204.6	1317.1	921.7	681	794.2	977.3	1274.2	1311.5

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; HCA – Health Care Aide

EFT – Equivalent Full Time positions

## Total Permanent and Term Nursing Workforce Positions and Vacancies, 2008

<b>Winnipeg</b>	<b>RN</b>	<b>RN (EP)</b>	<b>RPN</b>	<b>LPN</b>	<b>HCA</b>
Number of Positions at 1.0 EFT	3088	33	65	328	2177
Number of Positions at 0.6 - 0.9 EFT	2006	5	47	391	1391
Number of Positions at 0.1 - 0.5 EFT	1791	7	38	290	1843
Total Positions	6885	45	150	1009	5411
Total Positions Vacant	630	7	12	117	553
<b>Rural South</b>					
<b>Rural South</b>	<b>RN</b>	<b>RN (EP)</b>	<b>RPN</b>	<b>LPN</b>	<b>HCA</b>
Number of Positions at 1.0 EFT	813	12	269	311	887
Number of Positions at 0.6 - 0.9 EFT	728	2	74	426	888
Number of Positions at 0.1 - 0.5 EFT	602	6	66	325	685
Total Positions	2143	20	409	1062	2460
Total Positions Vacant	244	6	75	85	153
<b>Rural North</b>					
<b>Rural North</b>	<b>RN</b>	<b>RN (EP)</b>	<b>RPN</b>	<b>LPN</b>	<b>HCA</b>
Number of Positions at 1.0 EFT	234	9	4	71	73
Number of Positions at 0.6 - 0.9 EFT	40	0	0	21	54
Number of Positions at 0.1 - 0.5 EFT	44	2	1	26	41
Total Positions	318	11	5	118	168
Total Positions Vacant	54	7	2	13	21
<b>Provincial Total</b>					
<b>Provincial Total</b>	<b>RN</b>	<b>RN (EP)</b>	<b>RPN</b>	<b>LPN</b>	<b>HCA</b>
Number of Positions at 1.0 EFT	4135	54	338	710	3137
Number of Positions at 0.6 - 0.9 EFT	2774	7	121	838	2333
Number of Positions at 0.1 - 0.5 EFT	2437	15	105	641	2569
Total Positions	9346	76	564	2189	8039
Total Positions Vacant	948	20	20	215	727

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