



# Nursing Practice in Rural and Remote Canada II

## Nunavut

### Research Question

What is the nature of nursing practice in rural and remote Canada?

**163 NU nurses responded to the RRNII survey, 85% were RNs**

### Survey Methods

Survey mailed to 9,622 eligible nurses (RNs, NPs, RPNs, LPNs)

All nurses in the territories & stratified systematic sample in every province

Canada-wide response rate: 40% (N=3,822)  
Nunavut & Northwest Territories response rate: 31% (N=398)

### Demographics



### Highest nursing education



### Workplace



### Perceived scope



### Career plans



98% work in a fly-in community  
67% work in a community <2,500  
85% are female  
34% are employed in a casual position  
45% live in their primary work community  
40% are 55 years of age or older

**RNs**  
53% Bachelor's  
42% Diploma  
5% Master's or Doctorate

**NPs**  
50% Bachelor's  
25% Master's  
25% Diploma

**LPNs**  
100% Diploma

64% Community health  
17% Hospital  
14% Other  
5% Nursing Home

**RNs**  
65% within  
32% beyond  
3% below

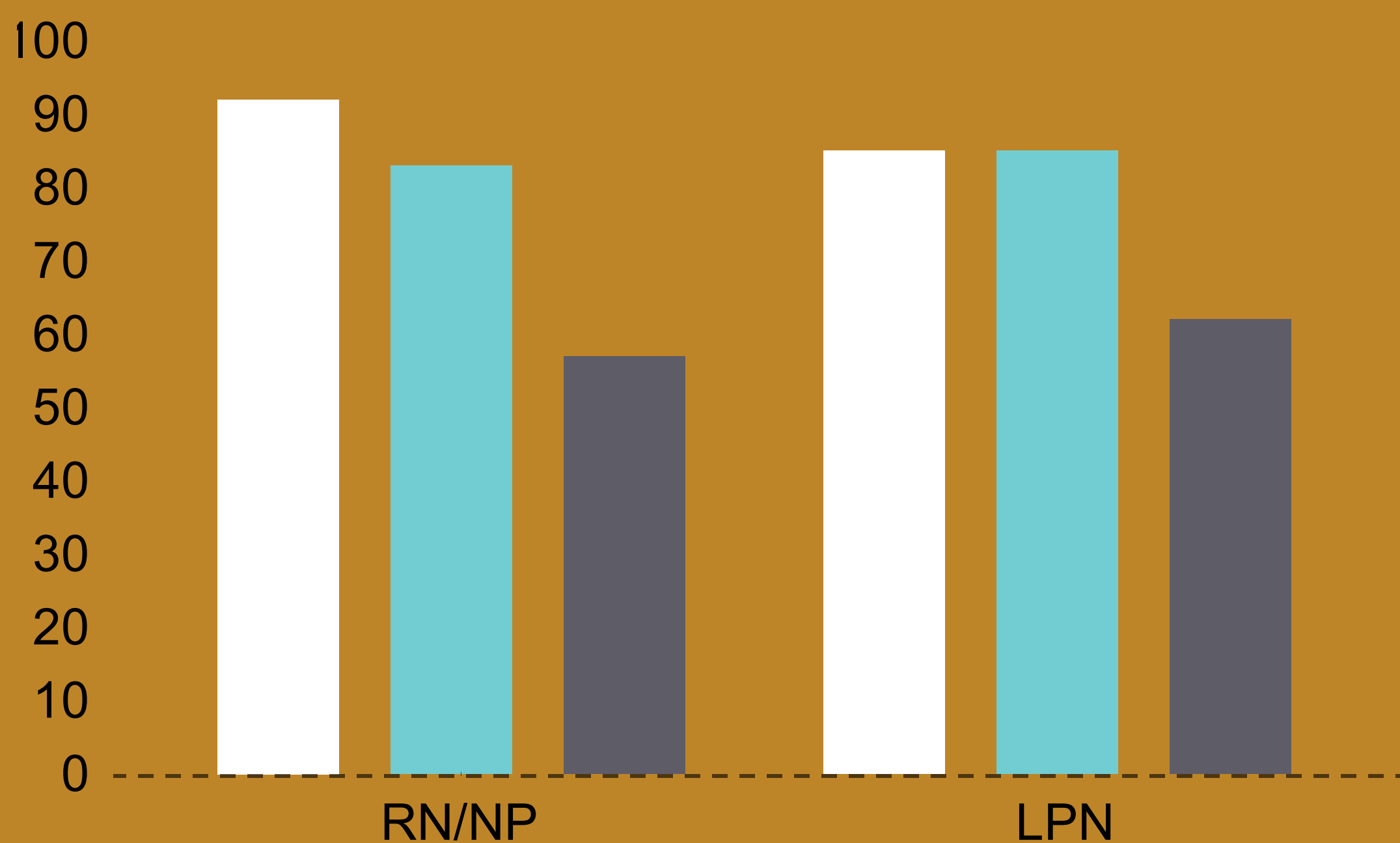
**NPs**  
75% within  
25% below

**LPNs**  
54% within  
46% below

Planning to leave position within the next 12 months:  
**32% of all NU nurses**  
(33% of RNs, 31% of LPNs, 25% of NPs)  
**Of these nurses:**  
39% plan to relocate to another province within Canada  
34% plan to nurse in a different rural/remote community

### NU Nurse Recruitment Factors

Professional Job-related Personal & Community



**Professional:** advanced practice opportunities; career; interest in practice setting, **Job-Related:** benefits; flexibility of work; income, **Personal & Community:** spouse employment/transfer; family or friends; lifestyle; location

### Take Home Messages

- NU nurses were less likely to be living in their primary work community than rural Canada nurses, and most NU nurses fly-in to their work community
- NU nurses were less likely to be employed in a permanent position and were more likely to be employed in a casual/contract-based position, compared to rural Canada nurses
- NU nurses were less likely to work in a hospital setting or nursing home and were more likely to work in a community health setting than rural Canada nurses
- NU nurses more often intended to leave their present position within the next 12 months than rural Canada nurses
- This study makes an important contribution by providing a comprehensive overview of rural and remote nurses' practice and communities within each Canadian province and territory

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For more detail, please see the NU fact sheet [<http://ruralnursing.unbc.ca>]

