

RN Registration Highlights (2018-2019)

Membership Numbers: Renewals, Entries, Exits & Growth

In 2018-19 ARNNL issued 6,250 practicing licenses - a decrease of less than two percent over the previous year. Registrants with a practicing license represent 91.3% of ARNNL's total membership (Fig. 1). Non-practicing membership increased in 2018-19 whereas practicing decreased. Members on extended leave (e.g., maternity), those employed outside NL and retired members can obtain a non-practicing membership.

Each year the majority of the membership is comprised of Registered Nurses (RNs) renewing a practicing license. The change in the total number of practicing registrants results from entries (i.e., new and re-entry) and exits (i.e., lapsed or renew to non-practicing). Growth is the difference between the total who enter and exit (Fig. 2). Growth peaked at 169 in 2010-11 but has remained below 100 since then. The first negative growth (i.e., exits exceeding entries) was seen in 2014-15. While both 2015-16 and 2016-17 saw levels of positive growth on par with previous years, growth was negative again in 2017-18 and 2018-19.

Fig. 1. ARNNL Membership by Licensure Year

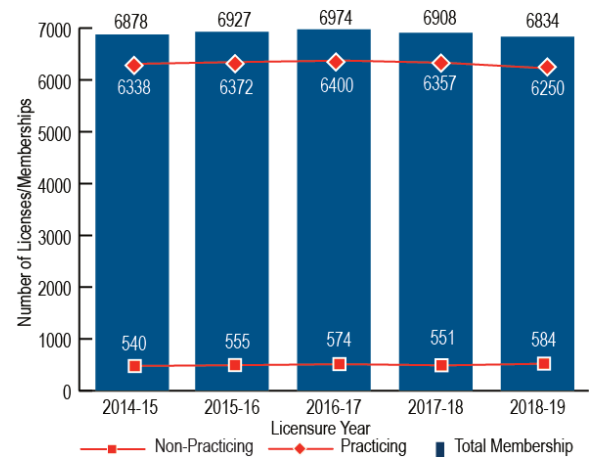


Table 1. Entries and Exits by Licensure Year

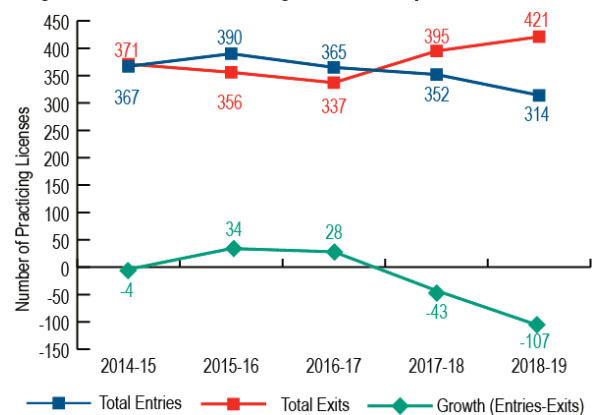
	Enter		Re-Enter			TOTAL ENTRIES	Exit			TOTAL EXITS
	New (NL)	New (Other)	Renew from Lapsed	Renew from Non-Practicing	Renew from Other ¹		Lapsed Practicing	Renew to Non-Practicing	Other Exits ¹	
2014-15	214	54	47	52	0	367	182	186	3	371
2015-16	217	75	43	55	0	390	121	192	43	356
2016-17	204	80	20	61	0	365	96	188	53	337
2017-18	231	62	23	55	8	352	149	184	62	395
2018-19	188	43	32	51	0	314	127	226	68	421

Graduates from the provincial schools of nursing make up the majority of entries each year. Other new members include those educated in other Canadian jurisdictions and a small number of Internationally Educated Nurses. The number re-entering has remained below 100 for the past five years.

Over the last five years, the number of entries has averaged 357. The number of entries for 2018-19 decreased compared to the previous year. Both the number of new members from other jurisdictions and the number returning from a non-practicing membership decreased compared to 2017-18.

The number of exits increased in 2018-19, primarily due to an increase in registrants renewing to non-practicing. While a portion of those who exit can be expected to re-enter the following year, nearly one-third (32%) had reached or exceeded the usual age of retirement (58 years) at year-end.

Fig. 2. Growth in Practicing Membership



¹ Other exits resign their practicing license in good standing or have their license suspended due to disciplinary proceedings. Other entries renew from a resigned or suspended license.

Members Among the Youngest in Canada...But Nearly 10% Have Reached the Usual Retirement Age

The average age of practicing members at year-end was 42.7 (Table 2). This is on par with previous years. According to CIHI², this makes us among the youngest nursing workforce in the country.

RNs employed in direct care positions continued to be the youngest cohort with an average age of 40.9 years and 6.6% age 58 or older. A higher average age for RNs in advanced practice, management, and faculty positions is expected given the additional experience and educational requirements for these positions. The proportion of Faculty and RNs employed in management who have reached or exceeded the usual age of retirement is of note.

Almost one in 10 practicing members (9.2%) were 58 or older. Of those 58+ who were employed in nursing, almost half (47%) were employed full-time; 32.8% were employed in casual positions and 20.2% were part-time. Most who were employed worked in a hospital (39.5%), nursing home/long-term care facility (13.4%), or community health (10.0%).

Approximately 7 out of 10 NL Graduates Retained But Full-Time Employment Rates Are Of Note

Table 3 shows the total number of Bachelor of Nursing graduates from the NL Schools of Nursing. The percentage of graduates employed in the provincial workforce in the year that they graduate (i.e., Year 1 retention) has averaged 79.9% over the last 10 licensure years (Fig. 3). The percentage of graduates employed in the workforce in the year following graduation (i.e., Year 2 retention) has averaged 81.3% over the last ten licensure years. Year 2 retention for the class of 2018 can not be calculated until the end of the 2019-20 licensure year.

Comparing the retention rates for the class of 2018 and the class of 2008, there is a decrease of 5.8 percentage points for Year 1 retention in 2018. The class of 2017 has a Year 2 retention 5.6 percentage points higher than the class of 2006. Despite fluctuations in the year-over-year retention rates over the last 10 licensure years, there is a slightly positive general trend for both Year 1 and Year 2 retention.

The percentage of practicing members employed full-time in the provincial workforce has declined slightly over the last five years but remains above the national target of 70% (Fig. 4). Full-time employment of new graduates decreased in 2018-19 compared to 2017-18 and is equivalent to rates seen in 2014-15. The trend of high rates of casual employment continued with the majority of 2018 graduates employed casual (76.9%). Nearly one-in-five (19.5%) who are employed casual report that they desire casual employment; most (78.2%) report that they desire full-time employment. The proportion of the 2014 class reporting that they desire casual status was higher than has been seen historically. Approximately 40% of the 2014 graduates employed as casual desired casual status. The proportion dropped for each successive graduating class. ARNNL continues to monitor the casual employment trend.

Table 3. Number of Graduates from NL Schools of Nursing

2011	2012	2013	2014	2015	2016	2017	2018
223	253	247	249	247	224	229	240

Table 2. Age of Practicing Members

	n	Average	% 58+
All Members	6250	42.7	9.2
Direct Care	4655	40.9	6.6
Advanced Practice	181	46.3	10.5
Management	371	49.2	17.0
Faculty	101	50.1	23.8
RNs in Long Term Care	431	46.6	16.2

Direct Care - Staff/Community/Occupational Health Nurse

Advanced Practice - Nurse Practitioner, Clinical Nurse Specialist

Management - Executive, Director/Assistant Director, Manager/Assistant Manager, Supervisor

Faculty - primary employer is one of the 3 NL Schools of Nursing

Long Term Care - place of work is Nursing Home/Long Term Care

Fig.3. New NL Graduates in NL Nursing Workforce

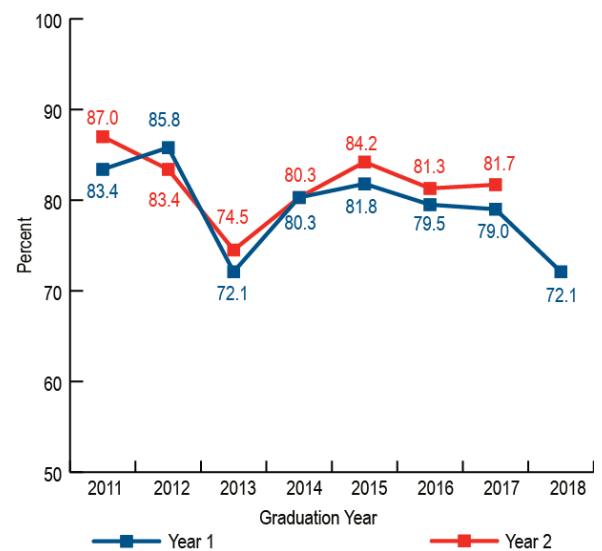
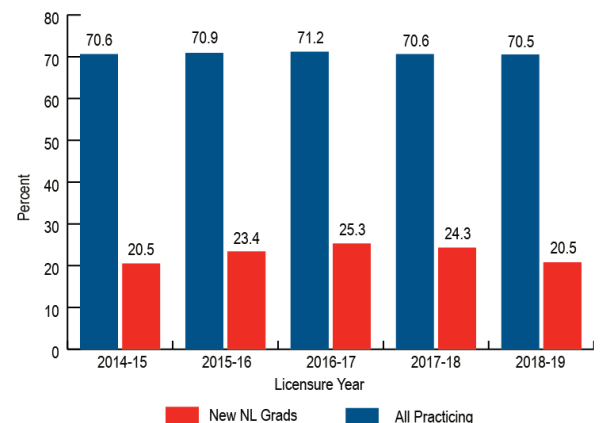


Fig.4. Employed Full-Time in NL Nursing Workforce



² Canadian Institute for Health Information (2016). *Data Tables Registered Nurses 2016*.