

RN Registration Highlights (2016-2017)

Membership Numbers: Renewals, Entries, Exits & Growth

In 2016-17 ARNNL issued 6,400 practicing licenses - an increase of less than one percent over the previous year. Practicing members represent 92% of ARNNL's total membership (Fig. 1). Both practicing and non-practicing membership increased in 2016-17. 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 members results from entries (i.e., new members and re-entries) and exits such as those who are lapsed or renew to non-practicing (Table 1). Membership growth is the difference between the total who enter and exit. 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. However both 2015-16 and 2016-17 saw levels of positive growth on par with previous years.

Fig. 1. ARNNL Membership by Licensure Year

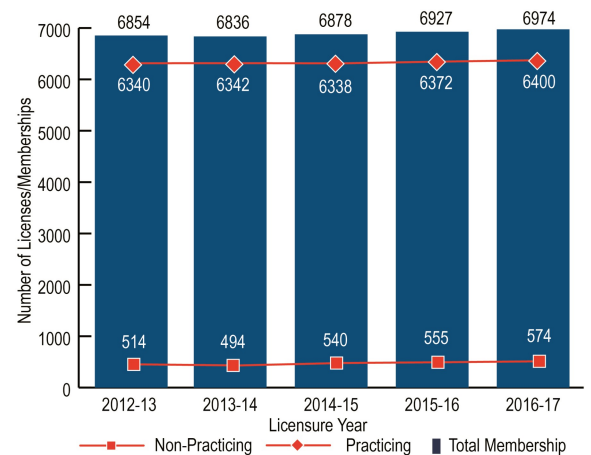


Table 1. Entries and Exits by Licensure Year

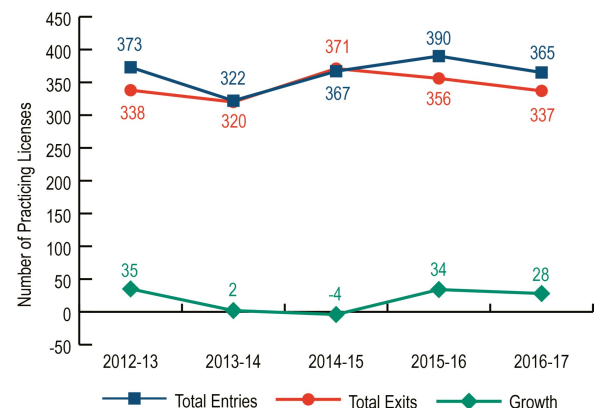
	Enter		Re-Enter			TOTAL ENTRIES	Exit			TOTAL EXITS
	New (NL)	New (Other)	Renew from Lapsed	Renew from Non-Practicing	Renew from Other ¹		Lapsed Practicing	Renew to Non-Practicing	Other Exits ¹	
2012-13	231	49	34	57	2	371	173	163	2	338
2013-14	189	37	39	57	0	322	155	160	5	320
2014-15	214	54	47	52	0	367	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

Graduates from the three 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 363. The number of entries for 2016-17 decreased compared to the previous year. Both the number of new graduates and the number of members returning from a lapsed license decreased compared to 2015-16.

The number of exits decreased in 2016-17, primarily due to a decrease in lapsed practicing members. The increase in "other" exits was due to an increase in members resigning their membership in good standing. While a portion of those who exit can be expected to re-enter the following year, nearly four in 10 (39.7%) 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 One-in-Ten Have Reached or Exceeded Age 60

The average age of practicing members at year-end was 42.7 years (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 41 years and 7.6% 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 long term care who have reached or exceeded the usual age of retirement is of concern.

Almost one in 10 practicing members (9.7%) were 58 or older. Of those who were 58 or older, almost half (43.7%) were employed full-time; three in 10 (30.7%) were employed in casual positions and 18.1% were part-time. The remaining 7% were not employed in nursing. Most who were employed worked in a hospital (39.8%), nursing home/long-term care facility (14.2%), or community health (11.7%).

Approximately 8 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 79.8% 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 80.1% over the last nine licensure years. Year 2 retention for the class of 2016 can not be calculated until the end of the 2017-18 licensure year.

Comparing the retention rates for the class of 2007 and the class of 2016, there is an increase of 9.2 percentage points for Year 1 retention and 13.9 percentage points for Year 2 retention. 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 four years but remains above the national target of 70% (Fig. 4). Full-time employment of new graduates increased slightly for the third year but is still lower than the rates seen in prior years. The trend of high rates of casual employment continued with the majority of 2016 graduates employed casual (72.5%). Most who work casual 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. This dropped to 29.1% and 25.6% for the classes of 2015 and 2016 respectively. ARNNL continues to monitor the casual employment trend and the resulting impact on the provincial workforce.

Table 3. Number of Graduates from NL Schools of Nursing

2010	2011	2012	2013	2014	2015	2016
226	223	253	247	249	247	224

² Canadian Institute for Health Information (2015). *Data Tables Registered Nurses 2015*.

Table 2. Age of Practicing Members

	n	Average Age	% 58+ years
All Members	6,400	42.7	9.7
Direct Care	4,740	41.0	7.6
Advanced Practice	160	47.3	13.1
Management	396	48.8	13.1
Faculty	106	49.4	18.8
RNs in Long Term Care	466	47.1	18.8

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

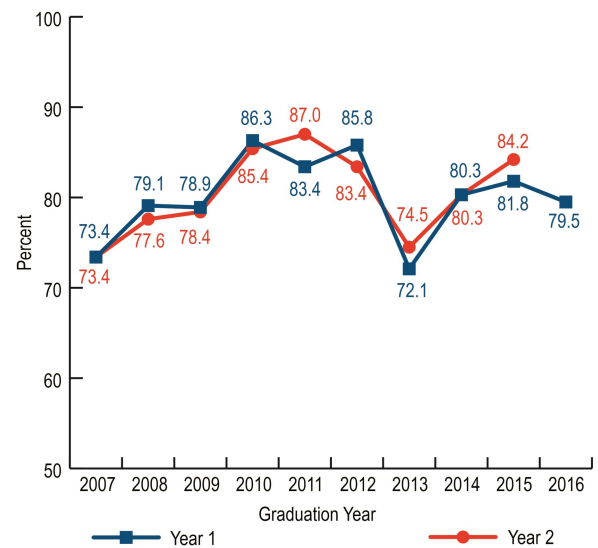


Fig.4. Employed Full-Time in NL Nursing Workforce

