



Rural and Remote Nursing in British Columbia: Results from a National Survey

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Association of Registered Nurses of BC

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RRNI

2001-2004

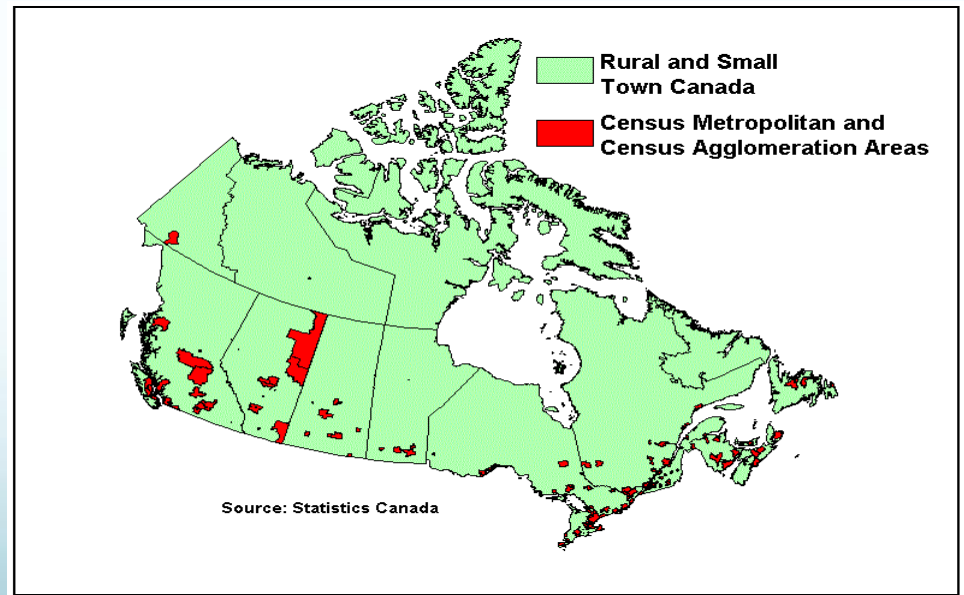
- What is the nature of **registered nursing practice** in rural and remote Canada?
 - Survey of RNs
 - Registered Nurses Data Base (RNDB) CIHI 2002
 - Narrative Study
 - Documentary Analysis
- **Results:** First of its kind, survey response rate 68%
 - Access to care, quality of care, sustainability of care
 - Aging workforce
 - Need for rural/remote specific education & continuing education opportunities
- Recognize complexity of rural and remote practice



RRNII 2012-2017

- What is the nature of **nursing practice** in rural and remote Canada?
- How can access to nursing care in rural and remote Canada be enhanced?

<http://www.unbc.ca/rural-nursing>





RRNII 2012-2017

- Update and expand the RRNI study:
 - Survey of RNs, NPs, LPNs & RPNs & greater focus on primary health care
 - Updated Nurses Database Analysis
 - Updated Policy Document Analysis
- Inform policy and health human resource planning in order to better support nursing workforce



Nursing Practice in Rural and Remote Canada II - BC

- **Purpose:** to describe the regulated rural and remote nursing workforce in British Columbia (BC)
- Who are the rural nurses in BC and where do they work?
- What is the scope of practice of rural nurses in BC?
- What are the career plans of rural nurses in BC?



Survey Method

National nursing survey (data collected 2014-2015)

- Mailed survey with option for online completion
- French and English
- Persistent follow-ups (Dillman's Tailored Design Method)
- 10,072 surveys sent out to every province and territory

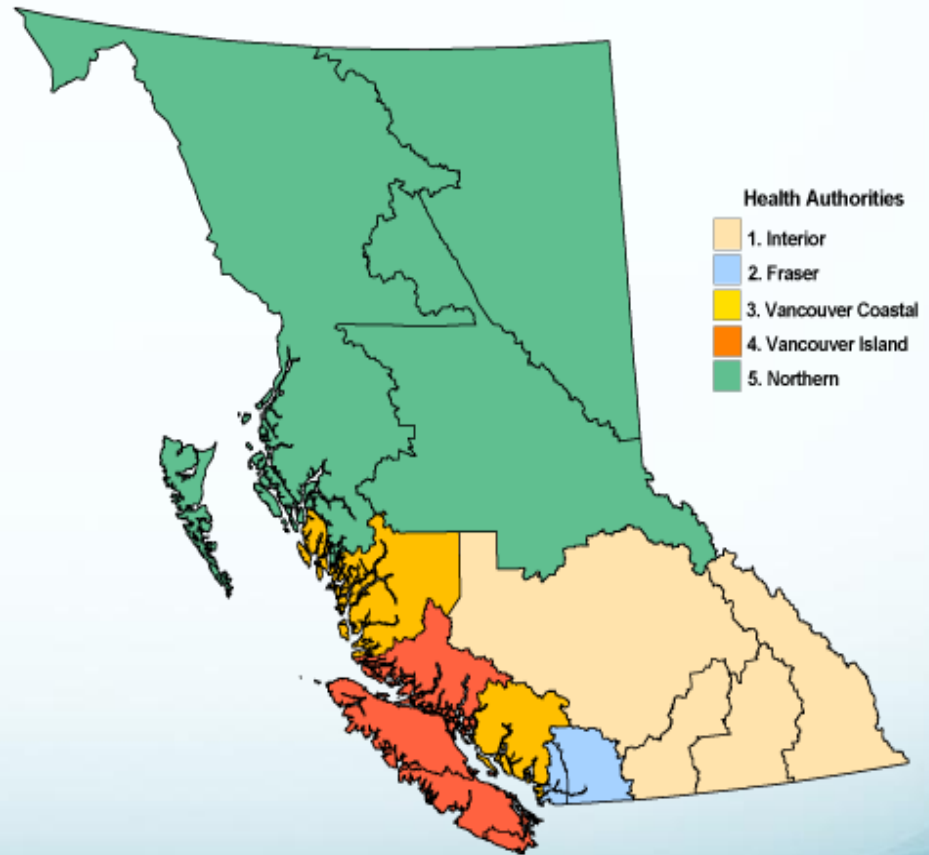
Response rate: 40%

- 3,822 returned questionnaires
- We can say with over 99% confidence that the rural Canada nurse respondents are representative of rural Canada nurses as a whole (margin of error 1.5%)



British Columbia Response Rate

- **311 questionnaires returned**
 - 157 RNs
 - 16 NPs
 - 129 LPNs
 - 9 RPNs
- **Eligible sample: 764 individuals**
- **Response Rate: 40%**

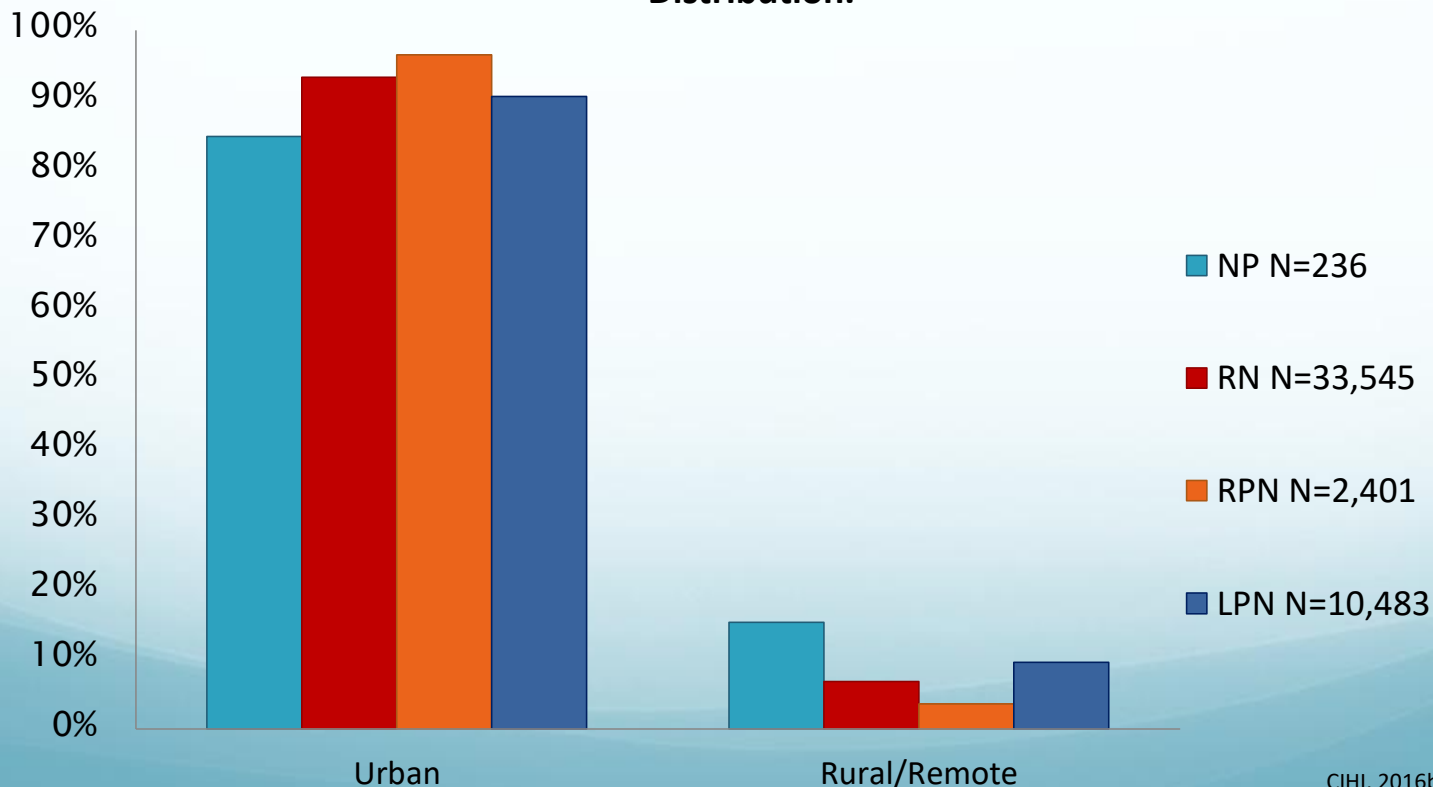




Who are the Rural Nurses in BC?

- Regulated BC nursing workforce: **46,665 nurses**
 - **7.2%** work in rural or remote settings

The Regulated Nursing Workforce in BC by Nurse Type and Geographic Distribution.





Age and Gender of Rural BC Nurses

- **6.3%** of rural BC nurses were male
- **33%** of rural BC nurses were 55 years of age or older
 - **19%** were under 35 years of age

	<25 %	25-34 %	35-44 %	45-54 %	55-64 %	>64 %
Rural BC RNs (n=157)	0.0	14.2	17.4	33.5	30.3	4.5
Rural Canada RNs (n=2,082)	1.1	17.8	19.1	27.2	29.6	5.3
Rural BC LPNs (n=129)	3.3	23.3	19.2	23.3	27.5	3.3
Rural Canada LPNs (n=1,370)	3.7	17.8	20.4	30.3	25.4	2.4



Where do Rural BC Nurses Come From and Where do They Work?

- **52%** of rural BC nurses **grew up** in a community with a population under 10,000
- **64%** of rural BC nurses were living in their primary **work community**
 - Daily (**53%**) or weekly (**27%**) travel was common for those not living in their primary work community
 - **78%** spent ≤ 7 hours commuting each week



Who are the Indigenous Nurses: Rural Canada and Rural BC

- **6.8%** of rural Canada nurses self-declared as having First Nations, Inuit, or Métis ancestry
 - 4.0% of NPs
 - 5.9% of RNs
 - 8.0% of RPNs
 - 8.4% of LPNs
- **5.9%** of rural BC nurses self-declared as having First Nations, Inuit, or Métis ancestry



Highest Nursing Education Credential: Rural BC Nurses

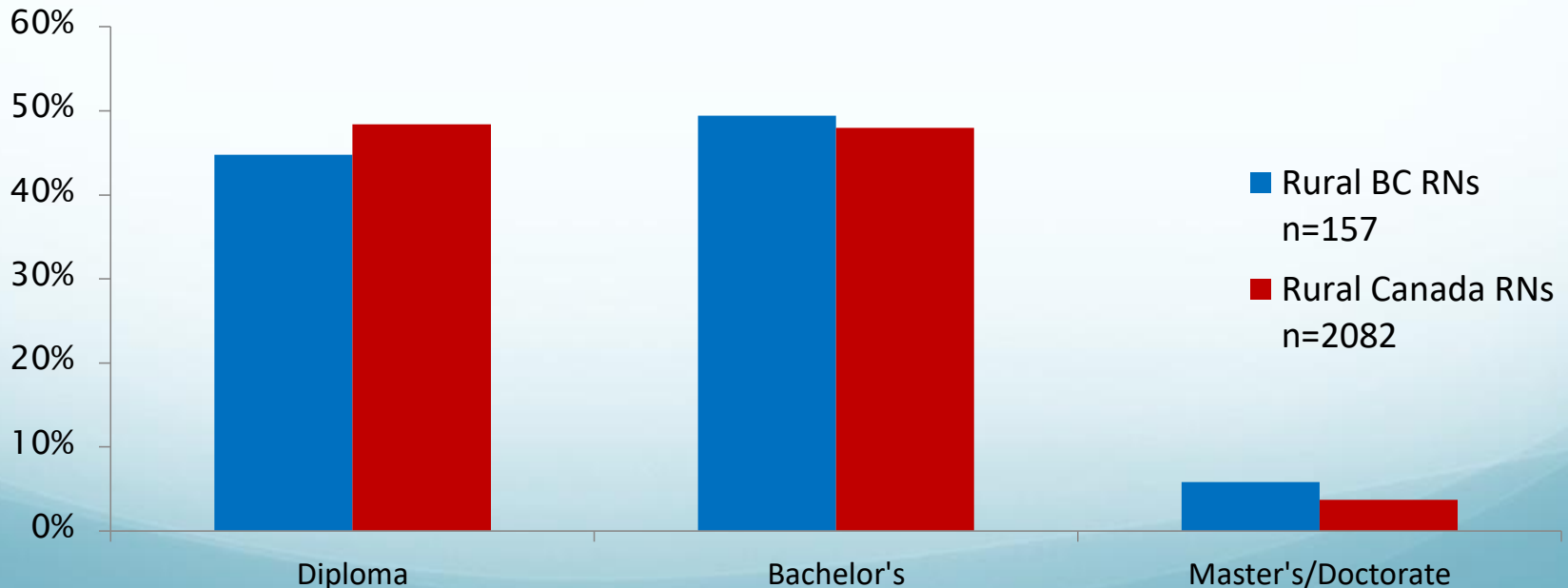
RNs: bachelors (49%)

NPs: master's (88%)

LPNs: diploma (98%)

RPNs: diploma (100%)

Highest Nursing Education Credential - Rural RNs

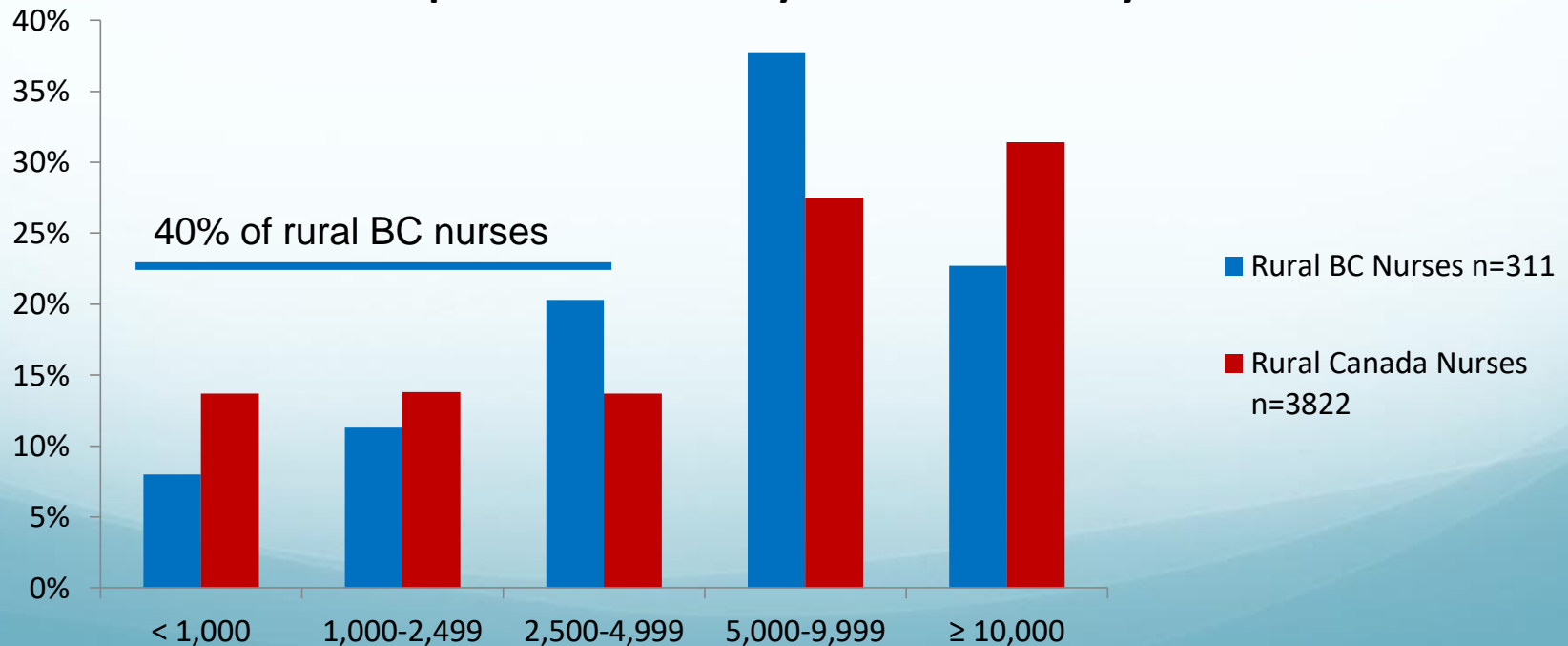




Where do Rural Nurses in BC Work?

- **92%** currently working in nursing
 - **8%** on leave or retired and occasionally employed in nursing

Population of Primary Work Community

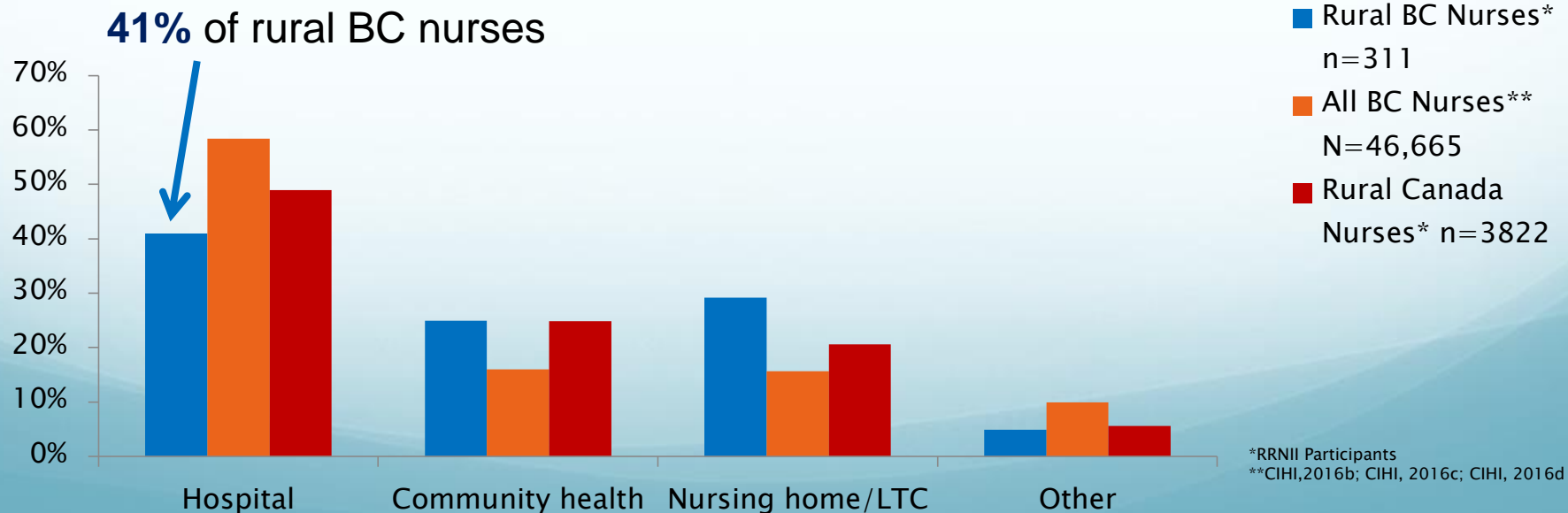




Nursing Employment Status: Rural BC Nurses

- **Positions:** permanent full-time (**43%**); permanent part-time (**36%**); casual (**25%**)
- **Work settings:** hospital (**41%**); LTC (**29%**); community (**25%**)

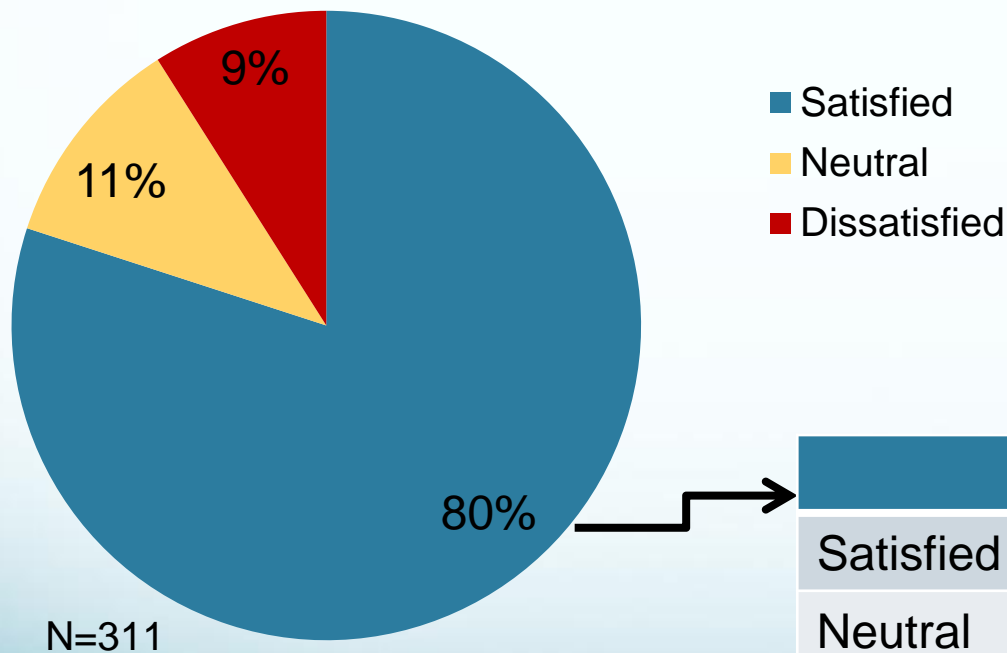
Primary Place of Employment





Satisfaction with Primary Work Community: Rural BC Nurses

- The large majority of rural BC nurses reported being **satisfied** with their primary work community (**80%**)



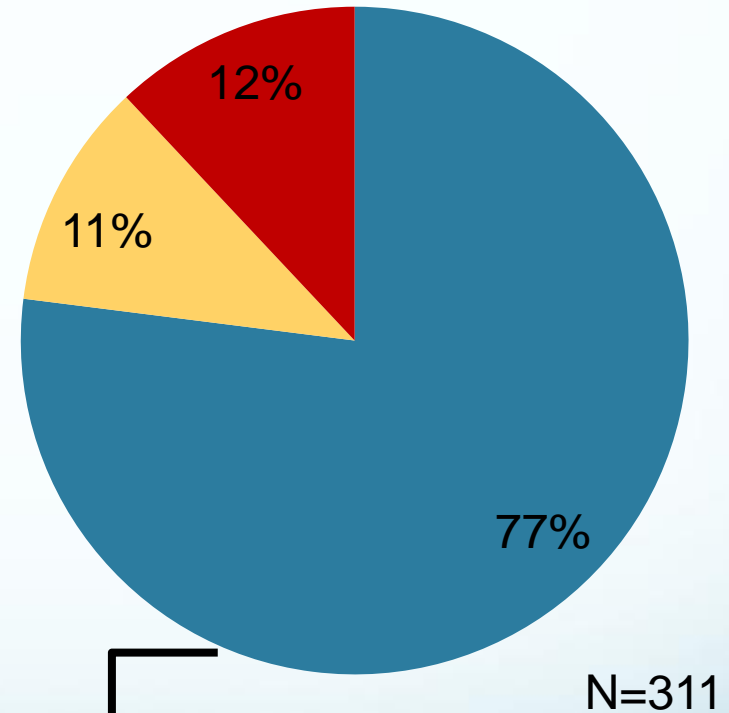
	NP %	RN %	LPN %	RPN %
Satisfied	75	84	78	50
Neutral	25	8	13	13
Dissatisfied	0	8	10	38



Satisfaction with Current Nursing Practice: Rural BC Nurses

- The majority of rural BC nurses were **satisfied** with their current nursing practice

■ Satisfied
■ Neutral
■ Dissatisfied

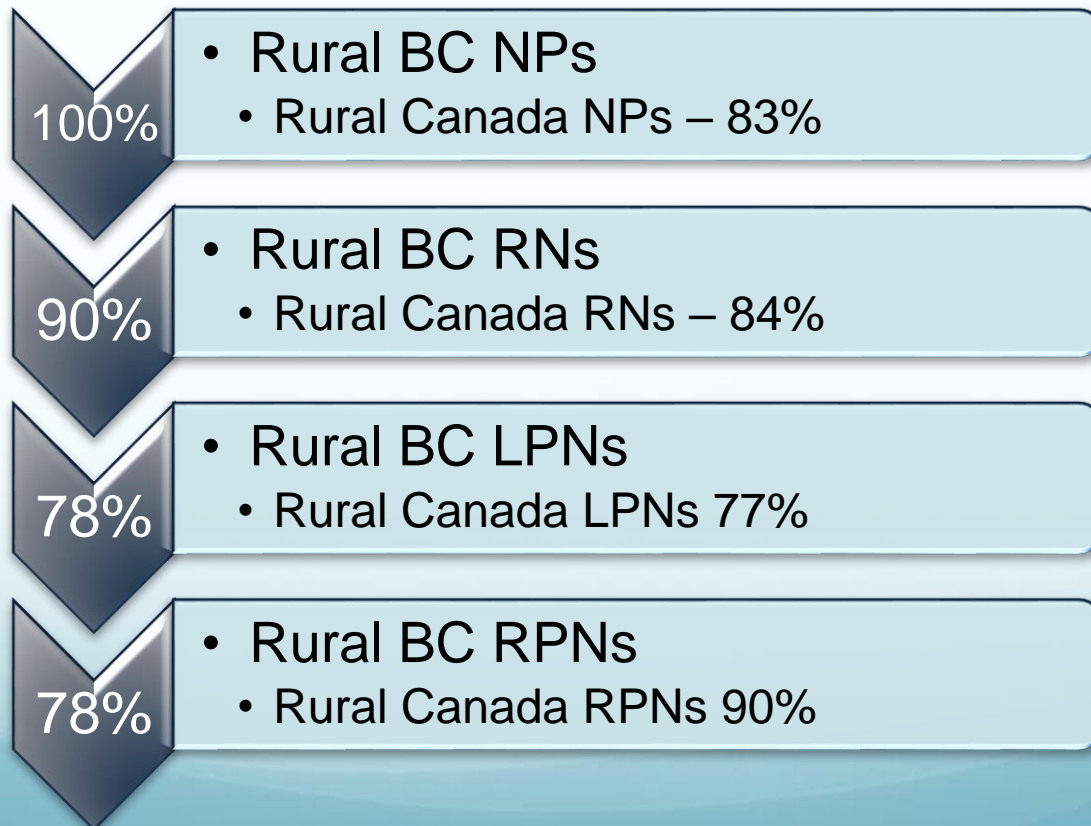


	NP %	RN %	LPN %	RPN %
Satisfied	100	77	76	57
Neutral	0	13	10	14
Dissatisfied	0	11	15	29



Scope of Practice of Rural Nurses in BC

- **85%** of rural BC nurses reported working within their registered/licensed scope of practice (**11%** below; **4%** above)

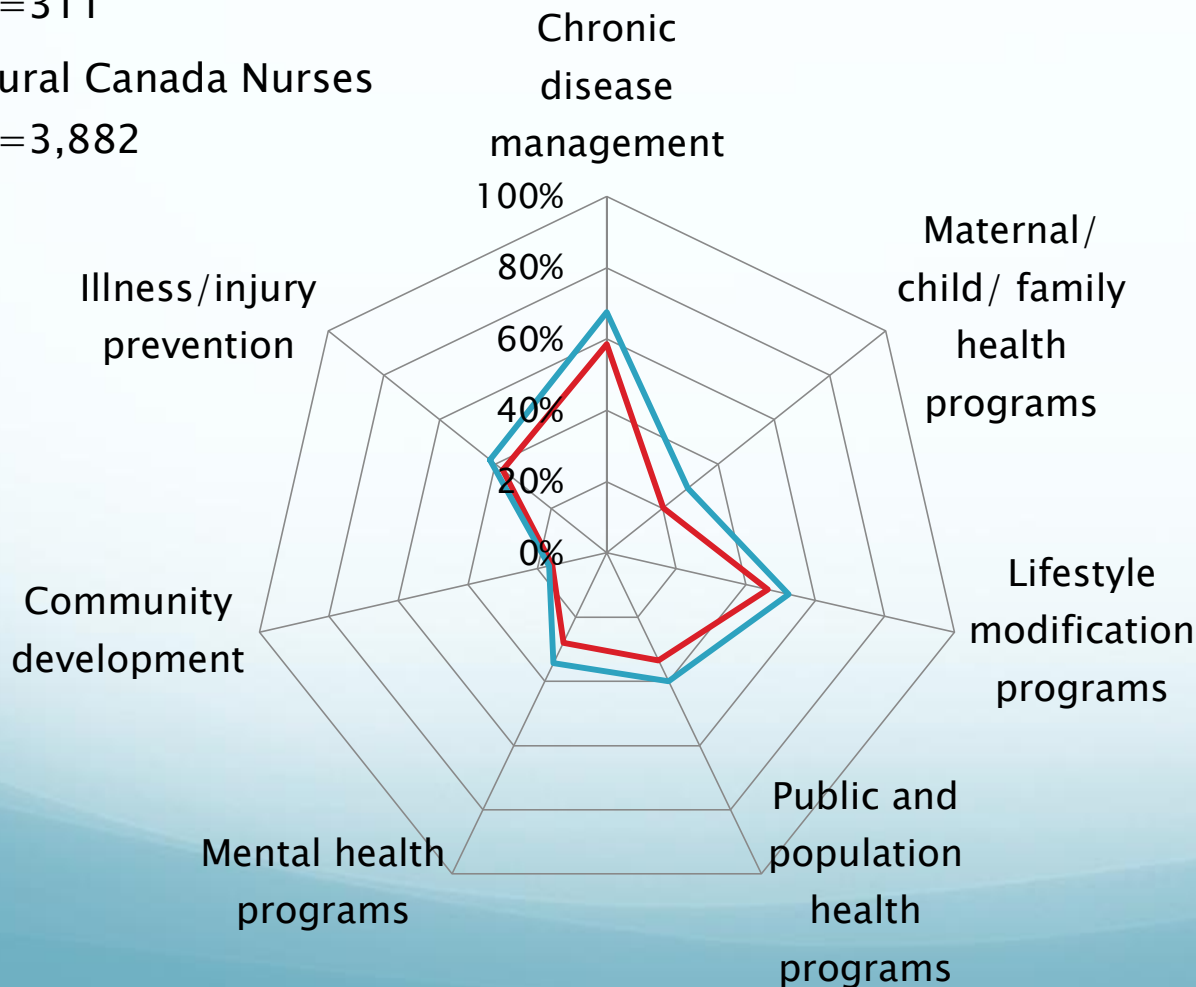




Scope of Practice: Promotion, Prevention and Population Health

— Rural BC Nurses
n=311

— Rural Canada Nurses
n=3,882

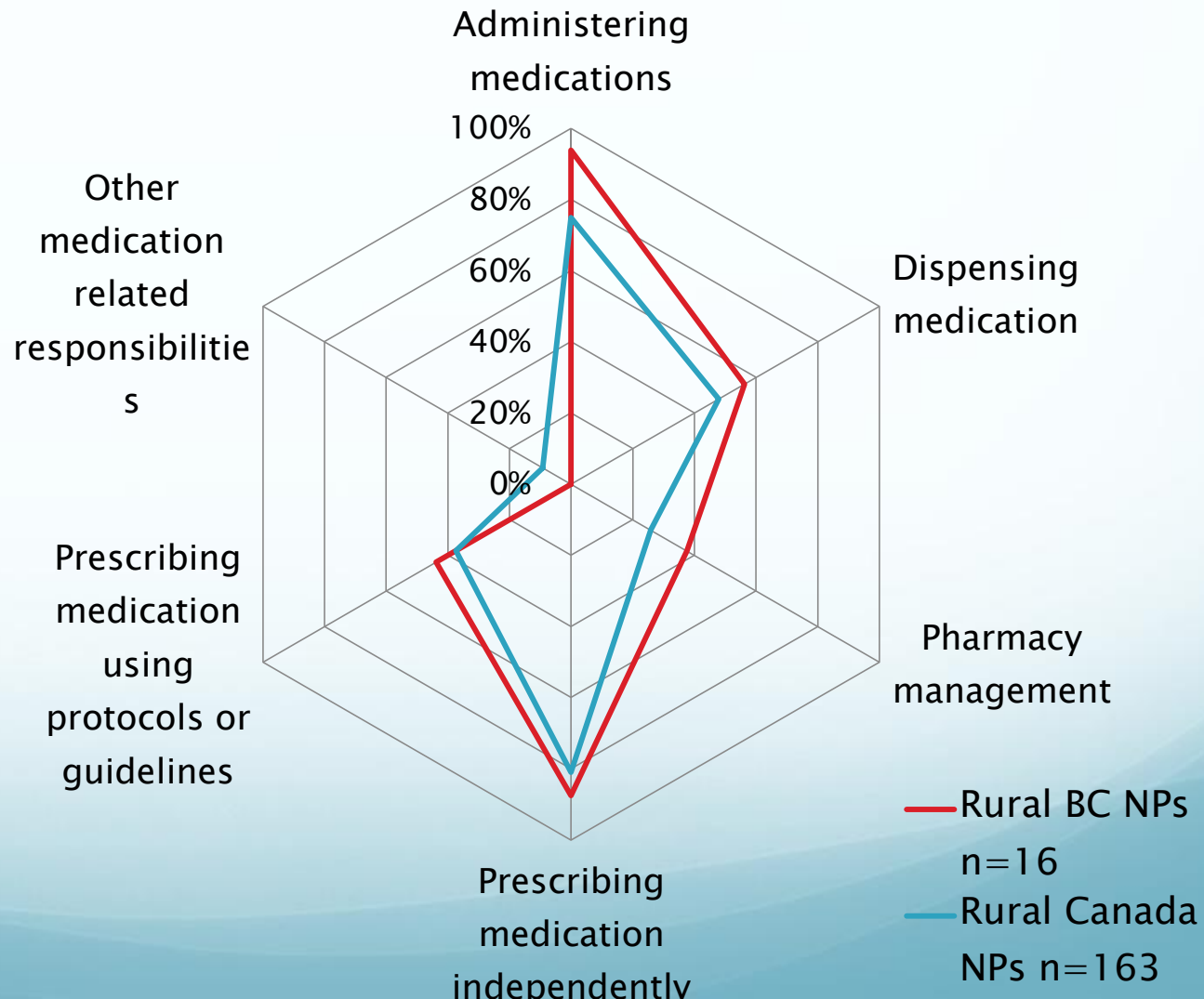


- Chronic disease management **(59%)** and lifestyle modification programs **(46%)** were reported most often



Scope of Practice: Therapeutic Management

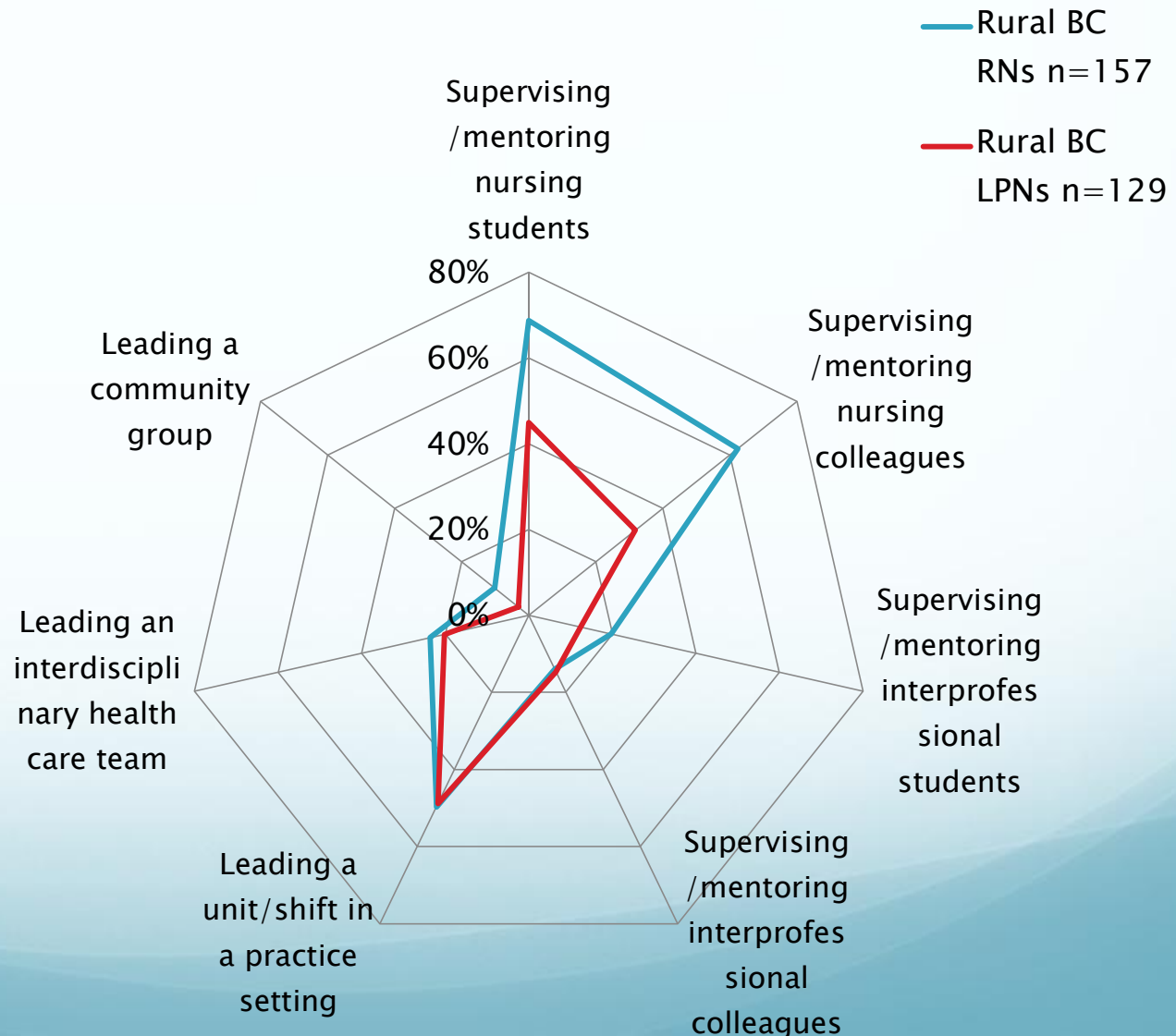
- Administering medication (**87%**) and dispensing medication (**58%**) was a responsibility of rural BC nurses





Scope of Practice: Leadership

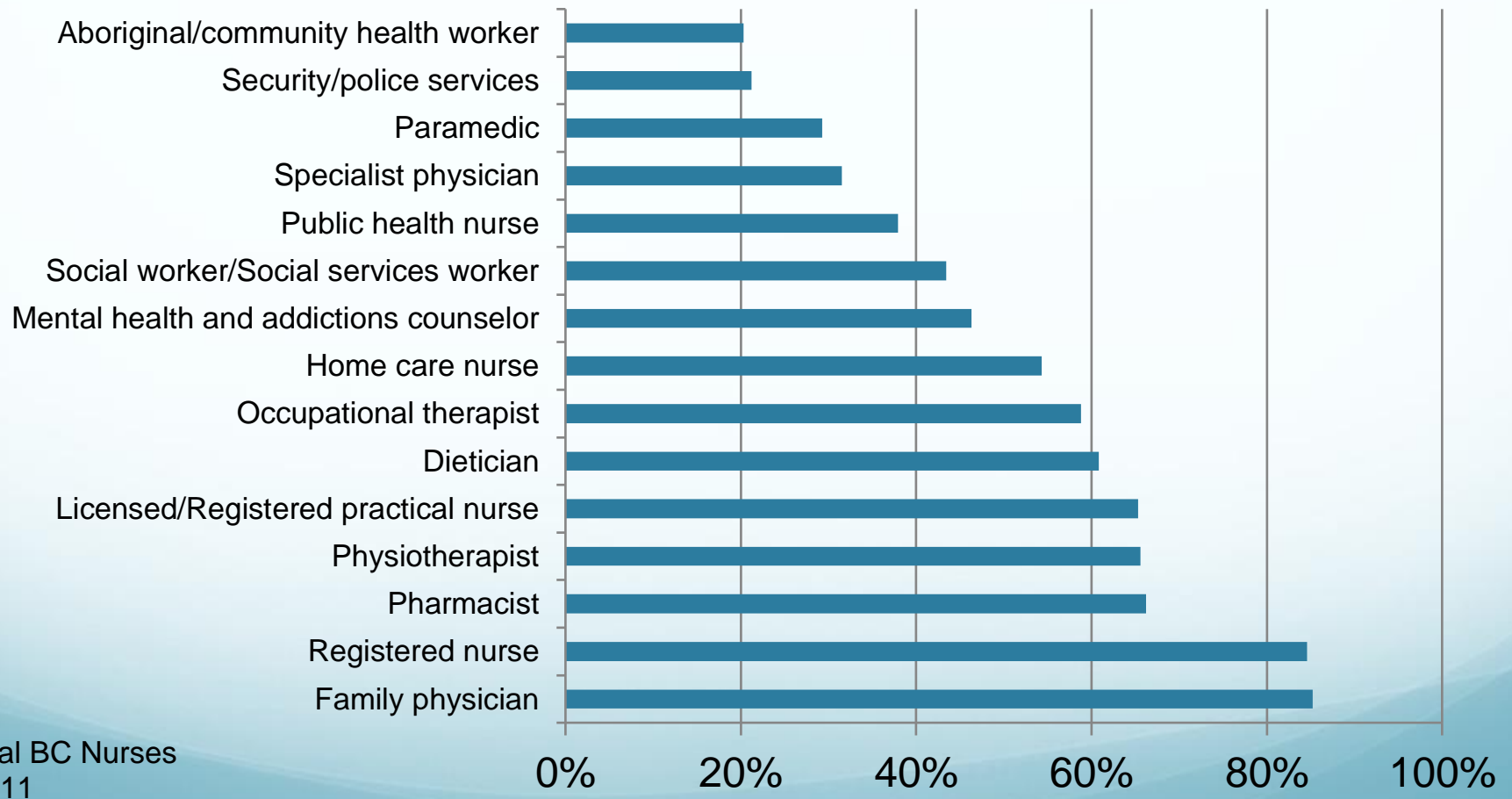
Rural BC nurses involved in supervising/mentoring nursing students (**60%**), supervising/mentoring nursing colleagues (**48%**) and leading a unit/shift in a practice setting (**47%**)





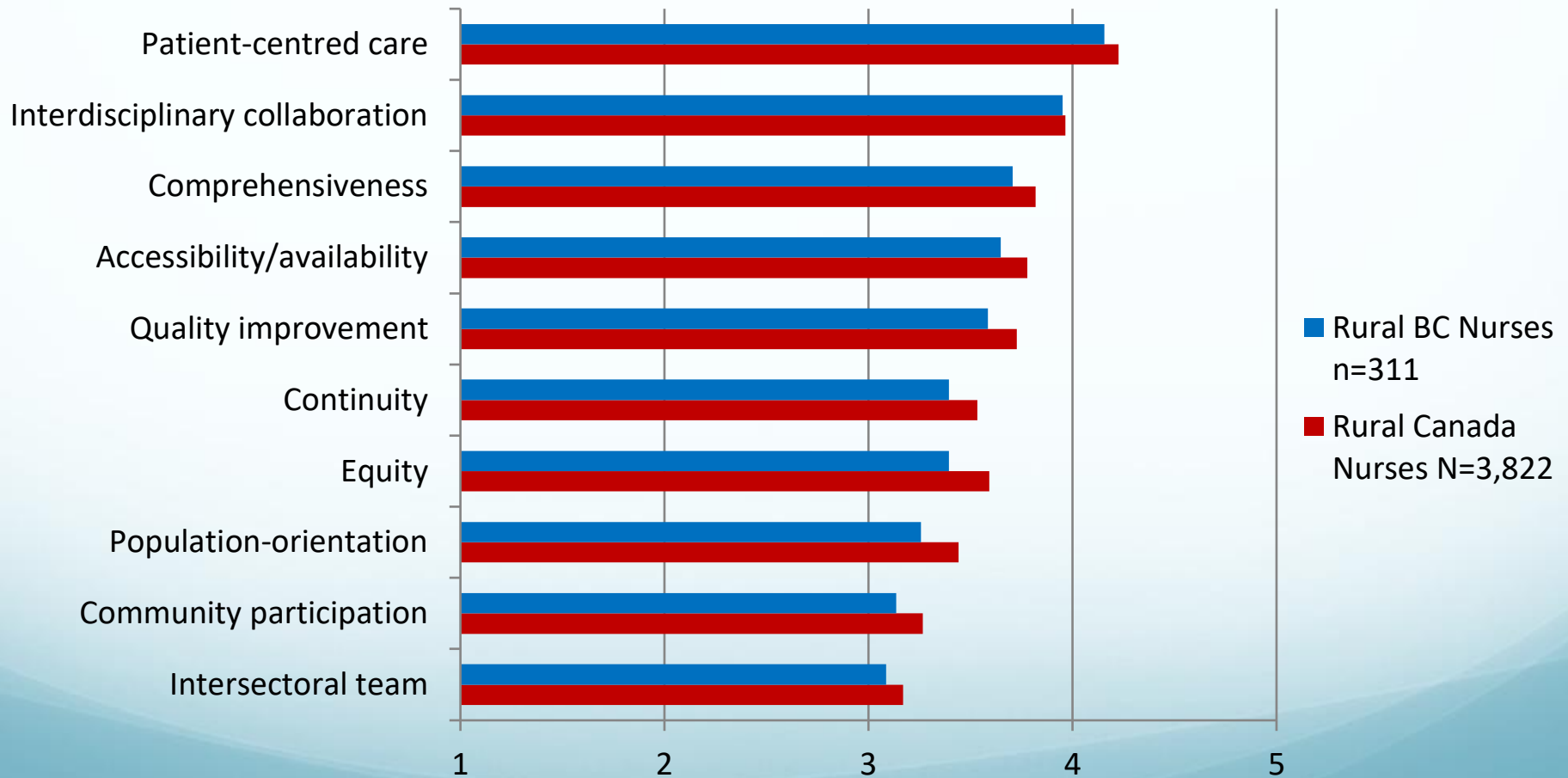
Interprofessional Practice: Rural BC Nurses

Who Nurses in Rural BC Work With





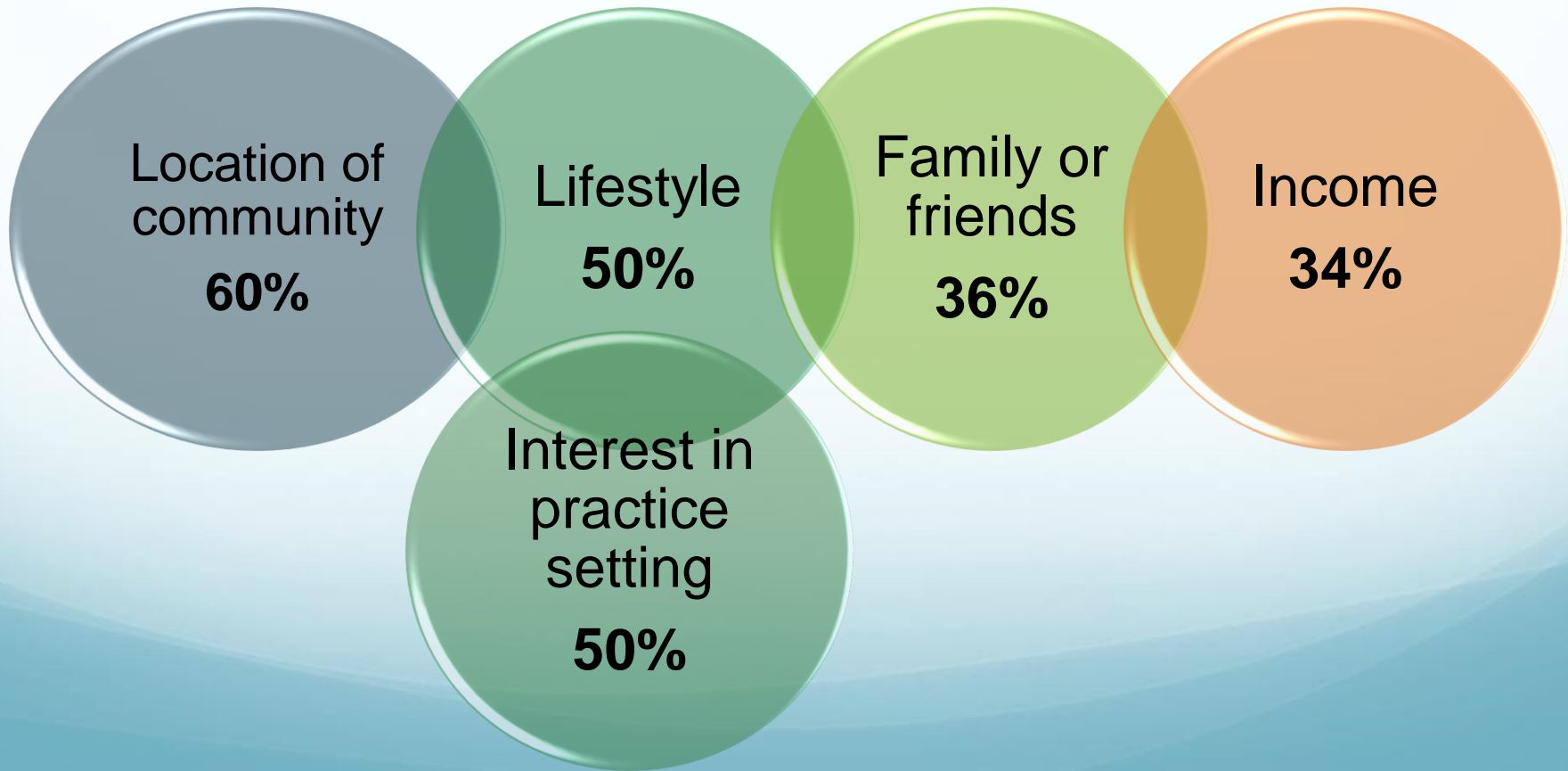
Rural BC Nurses' Perspectives on Primary Health Care in Their Workplace





Recruitment: Rural BC Nurses to Primary Work Community

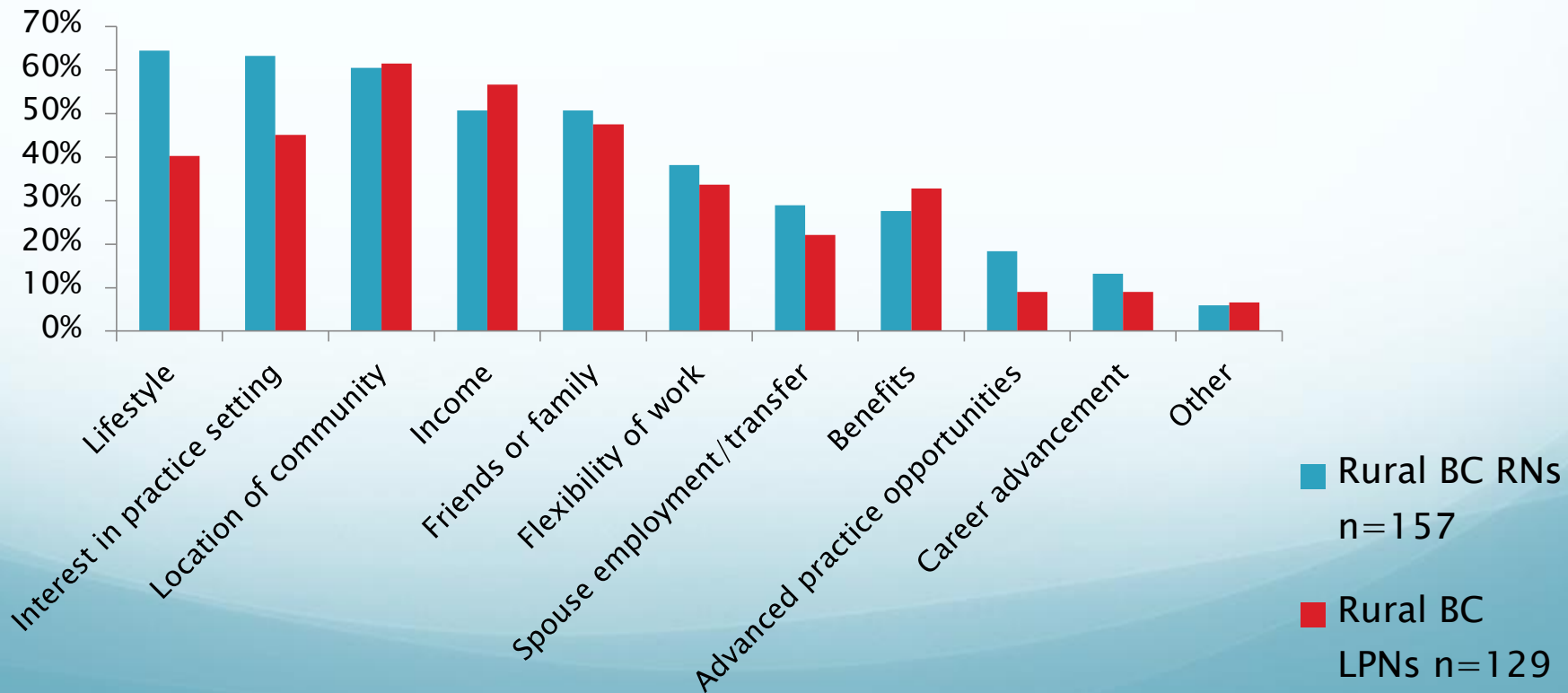
- Top reasons why rural BC nurses came to their primary work community:





Retention: Rural BC Nurses to Primary Work Community

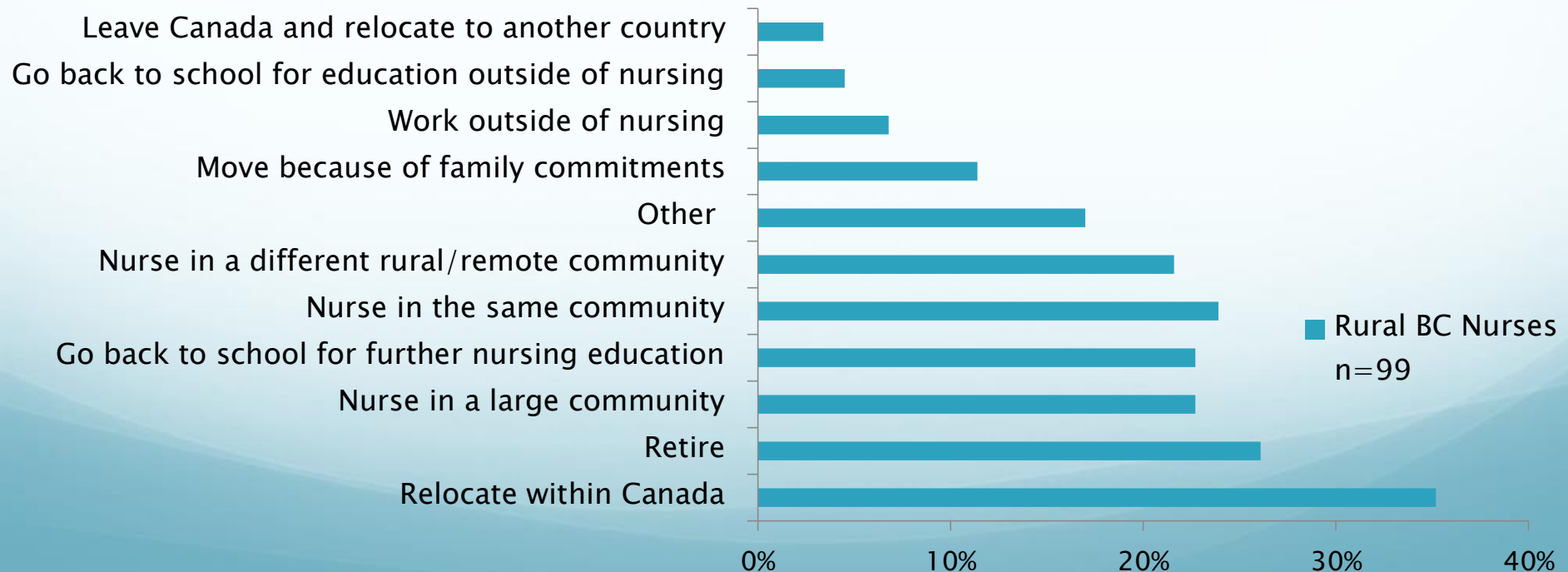
- Rural BC nurses continued to work in their community because: location of the community (**60%**), interest in the practice setting (**55%**), lifestyle factors (**53%**) and income (**53%**).





Career Plans of Rural BC Nurses

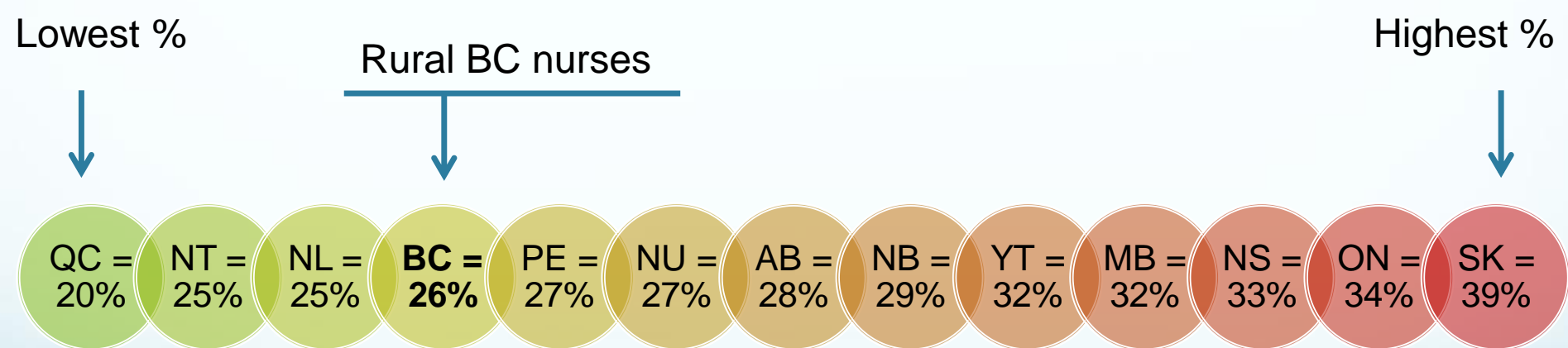
- **33%** of rural BC nurses were planning on leaving their present nursing position within the next 12 months
 - **32%** of RNs; **23%** of NPs; **34%** of LPNs
 - **Future plans of these nurses included:**





Intention to Retire in the Next 5 Years

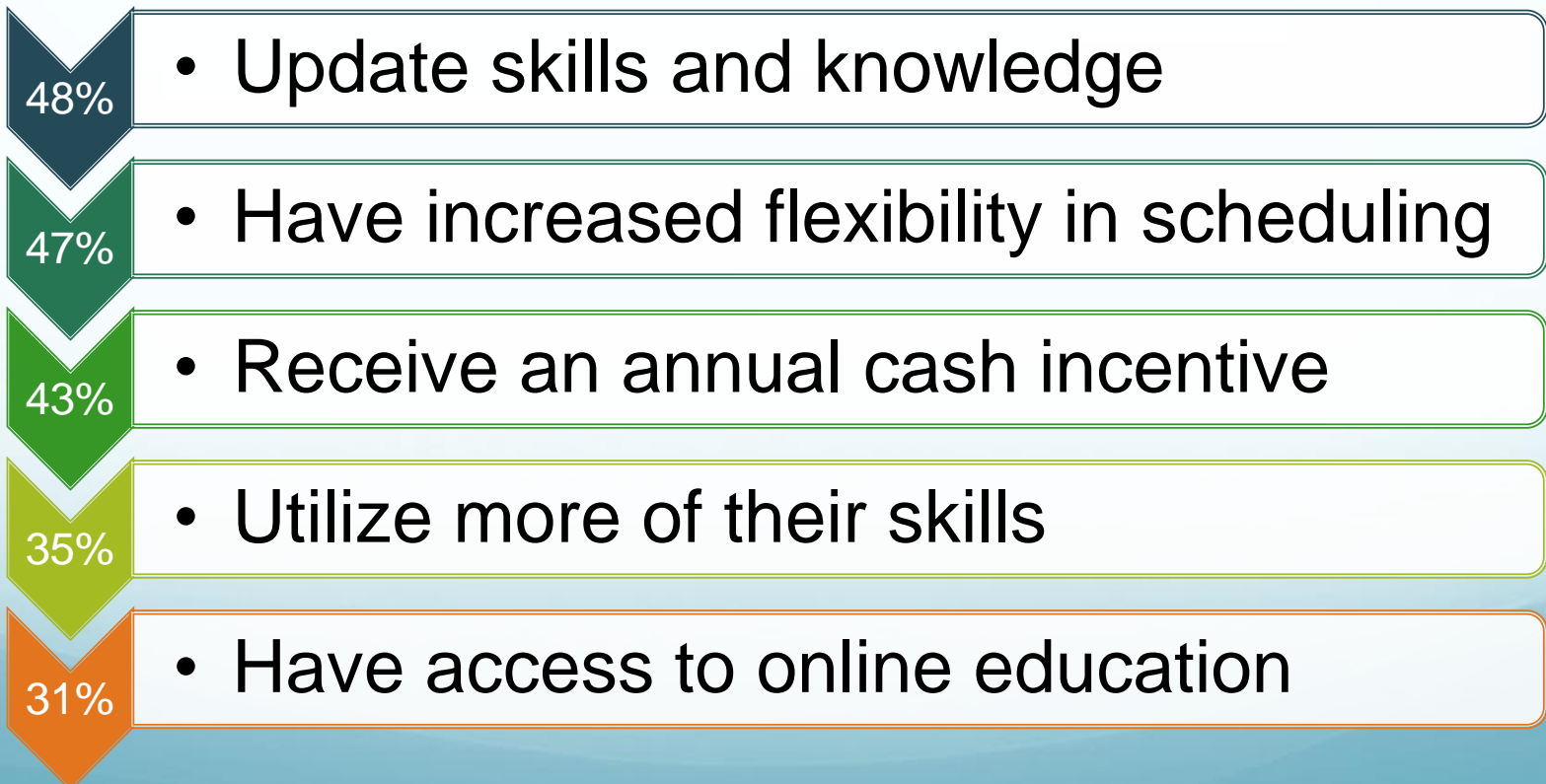
- Intention to retire in the next 5 years ranged from **19.5%** (Quebec) to **39.4%** (Saskatchewan)





Career Plans of Rural BC Nurses

- Rural BC nurses who intended to leave their current nursing position within the next 12 months would **consider continuing to work** if they could:





Quotation:

- “Being a rural/remote nurse in Canada means to be constantly challenged in your nursing practice, maintaining flexibility and creativity ... It can be difficult when you know your patients on a personal level outside of work, changing your relationship during that visit and possibly forever. You must always anticipate the worst and be prepared for changes that may arise in the patients condition and/or weather.
- There are no "teams" that will come to your rescue when [you] are struggling ... I believe you get to pull out your creative side of nursing when working rural - you often have to makeshift supplies due to lack of or not the correct supplies being available. It can be very stressful knowing you are the only stop for healthcare, but also rewarding when you can give the appropriate care and/or advice to your patients, friends & family”. (Id: 1011185)



Conclusions

- 2015 – 7.2% of BC nurses cared for the rural population (11.9%)
- 2010 – 6.7% of BC nurses cared for the rural population (12.4%)
- A quarter of rural BC nurses hold a casual nursing position
- The vast majority of rural BC nurses work within their scope of practice
- **Rural nursing practice:** the interconnection of the workplace and the community – while focused on patients and the people of the community



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Questions?

