



Retirement Intentions Among Rural and Remote Nurses in Canada

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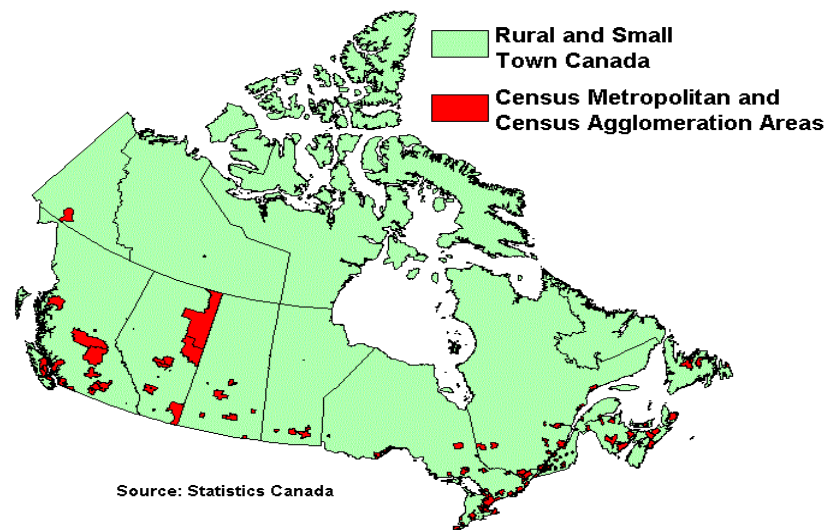
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Nursing Practice in Rural and Remote Canada II

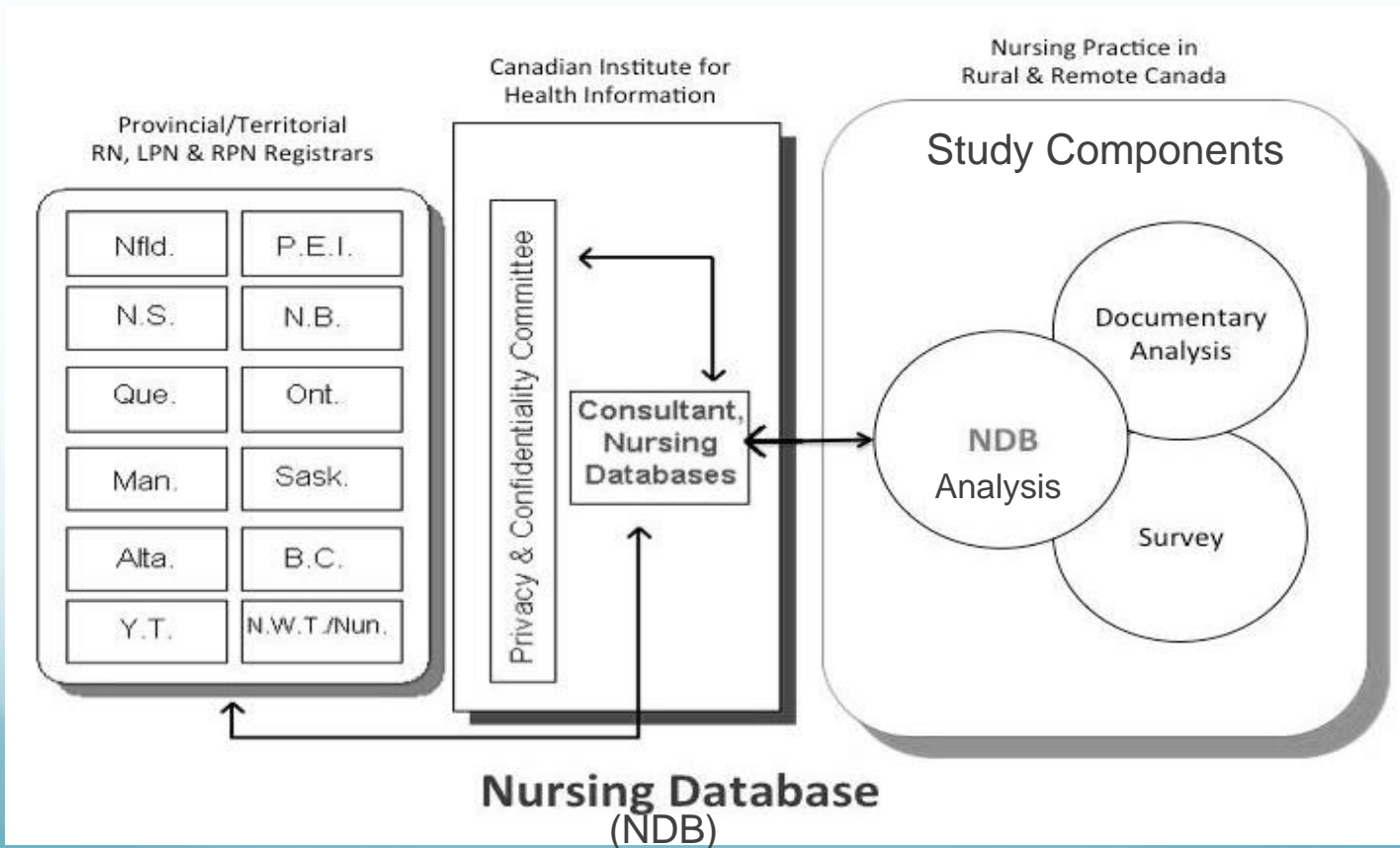
- What is the **intent to retire** within the next 5 years among rural and remote nurses?
- **Rural**: communities of fewer than 10,000 persons outside commuting distance of urban area





Methods

- **Study components:** Nursing Data Base Analysis, Policy Document Analysis & National Survey of Nursing Workforce: RN, NP, LPN, RPN





Response Rate

- 10,072 questionnaires sent out
- 3,822 questionnaires returned
- National Response Rate: **40%**



Rural/Remote Nursing Workforce Age Range

- Respondent ages ranged from **19 to 84**. Mean age was **47.2** ($SD = 11.8$).
- Mean age was similar across nurse types:
 - **NP**: 47.0 ($SD = 10.0$)
 - **RN**: 47.8 ($SD = 12.0$)
 - **LPN**: 46.0 ($SD = 11.7$)
 - **RPN**: 48.3 ($SD = 11.1$)
- Mean age was lowest in **Quebec** (42.0; $SD = 11.9$) and highest in **Nova Scotia** (49.2; $SD = 11.1$) and **Ontario** (49.3; $SD = 10.8$)



Retired Nurses - Occasionally Employed in Nursing

- **4.8%** ($n = 180/3783$) of survey respondents were retired and occasionally employed in nursing
- Age of these respondents ranged from **51– 82 years** ($M = 62.4$, $SD = 4.4$)
- Of these 180 nurses, a majority (**88%**) were between the **ages of 57– 67**



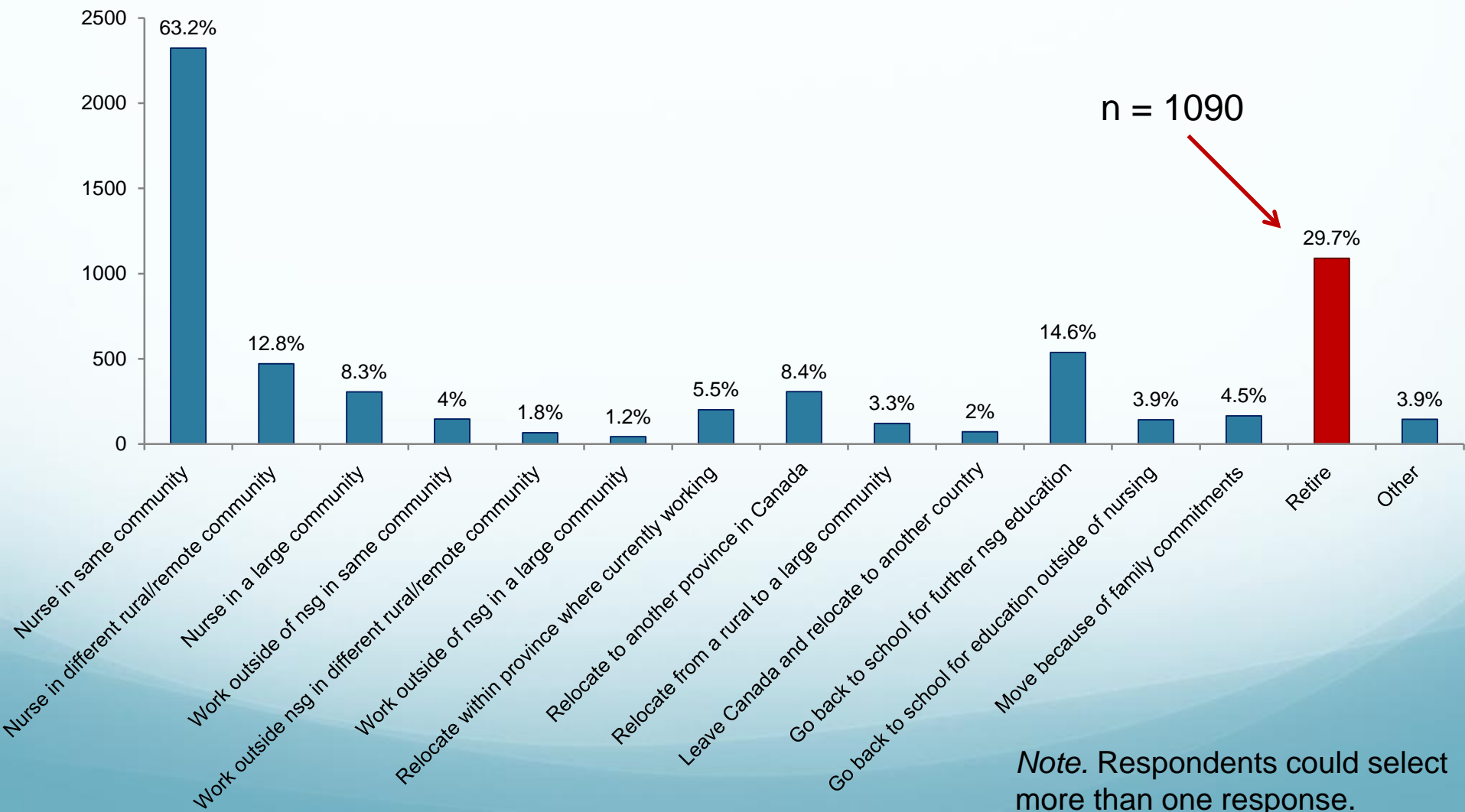
Retired Nurses - Occasionally Employed in Nursing

- **6.1%** (n = 126/2063) of RNs were retired and occasionally employed in nursing, the highest percentage of all nurse types
- **8.8%** (n = 40/456) of respondents from Manitoba were retired and occasionally employed in nursing, the highest percentage by province/territory



Intention to Leave in the Next 5 Years

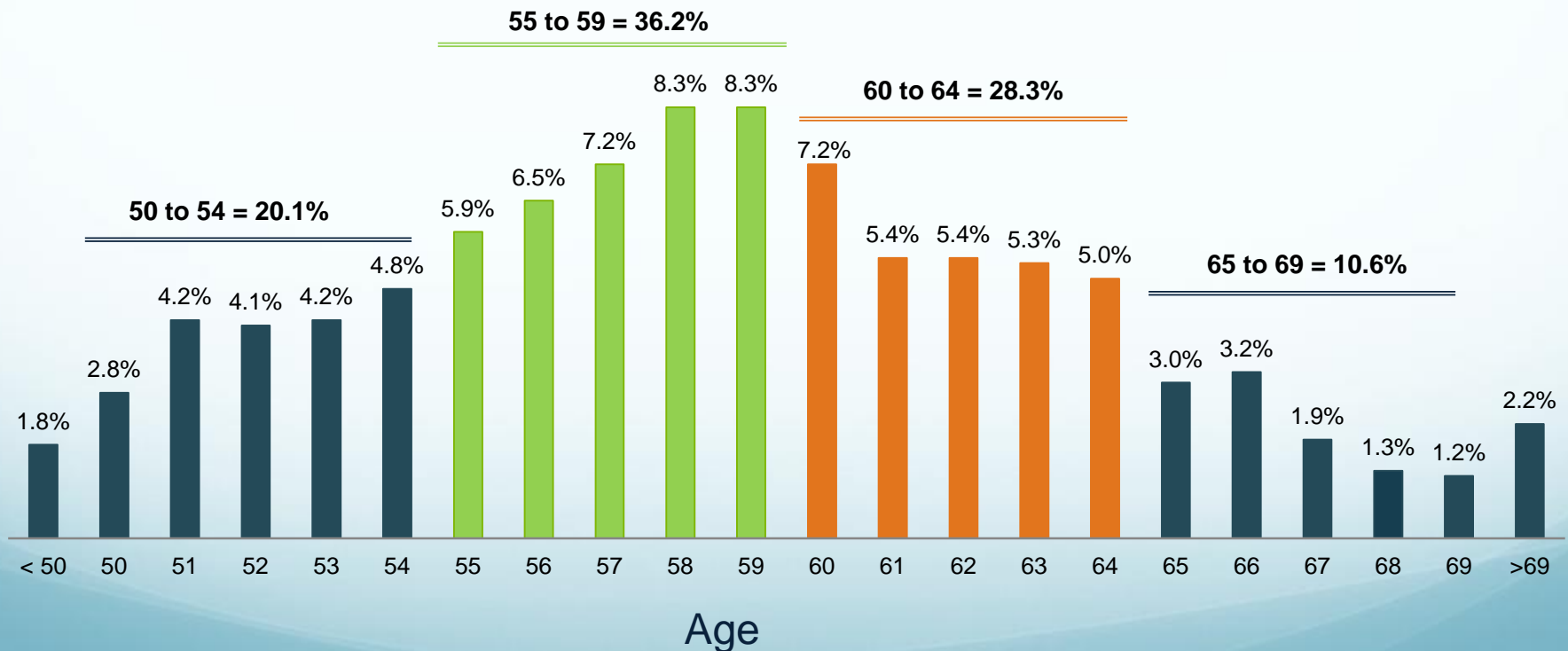
- **30%** of all respondents plan to **retire** in the next 5 years





Age of Nurses who Plan to Retire in the Next 5 Years

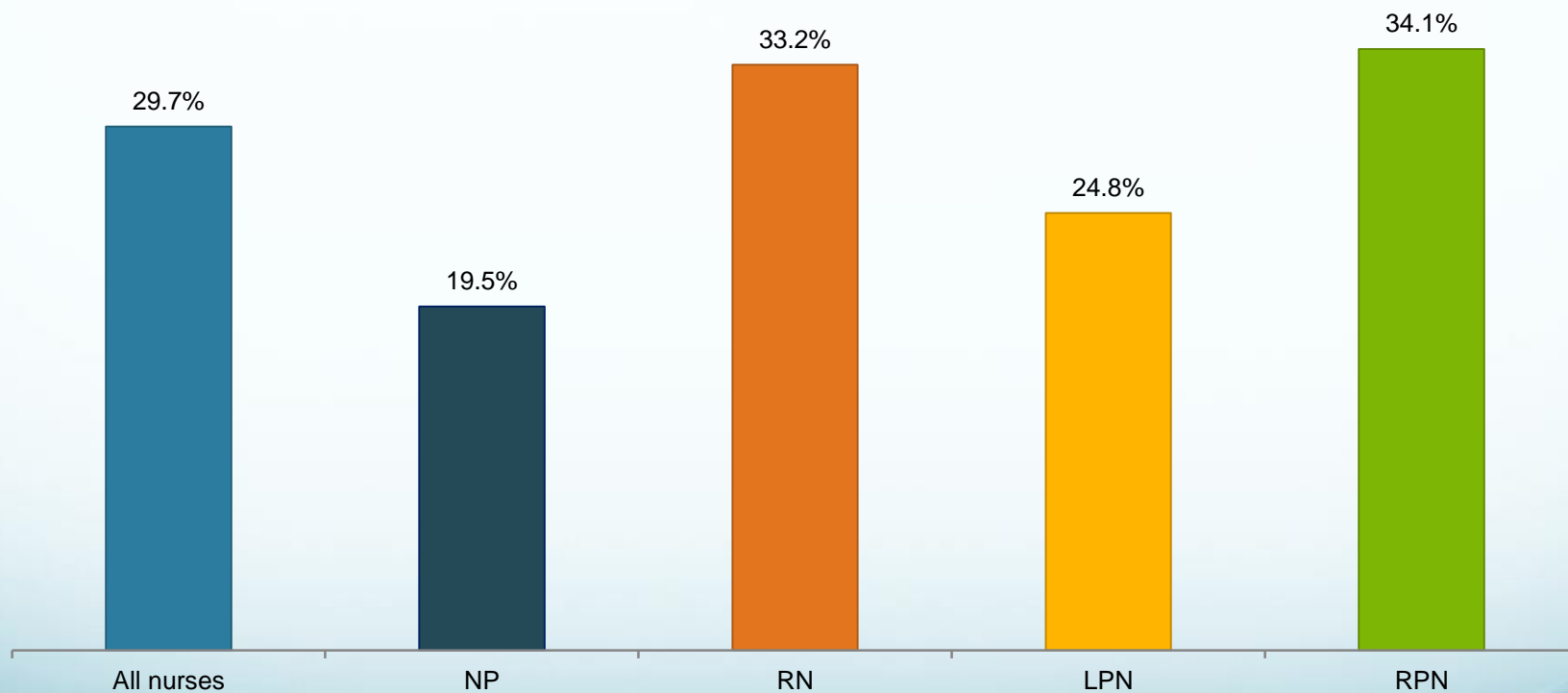
- **36%** of those aged 55 - 60 plan to **retire** in the next 5 years
 - Mean age of those planning to retire was **58.5** (SD = 5.4)





Intention to Retire in the Next 5 Years

Differences across nurse types



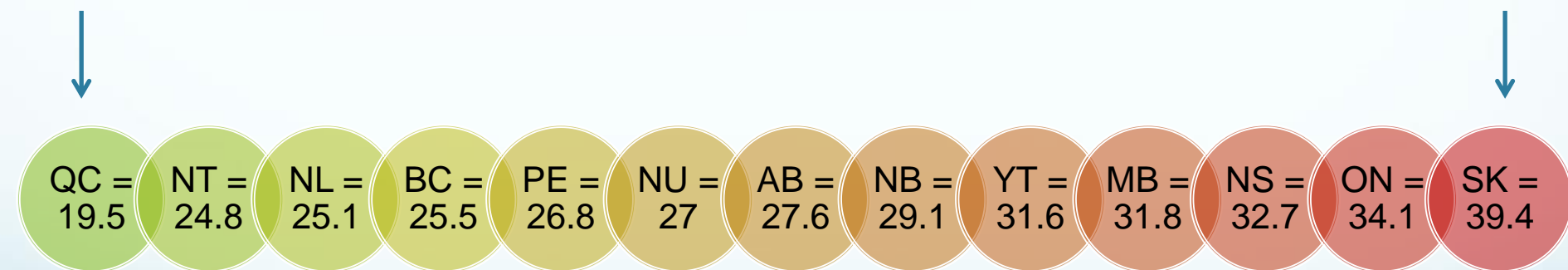


Intention to Retire in the Next 5 Years

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

Lowest %

Highest %



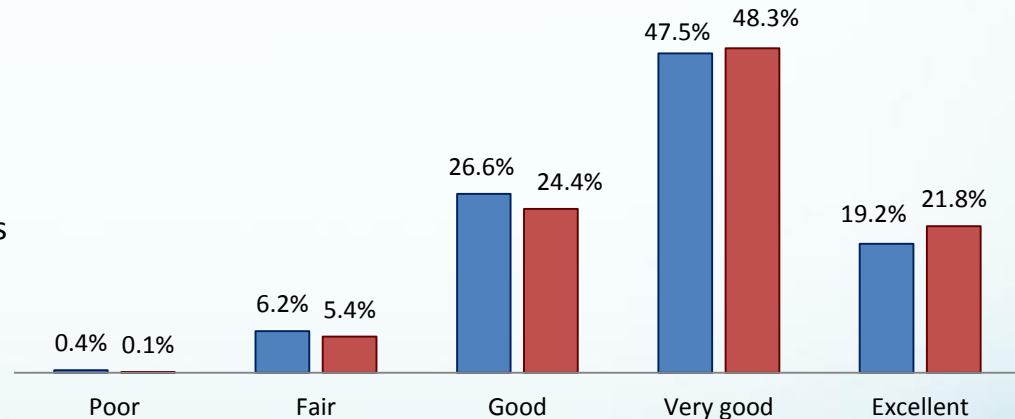


Intention to Retire in the Next 5 Years

- Health status seemed to have little influence on nurses' plans to retire in the next 5 years

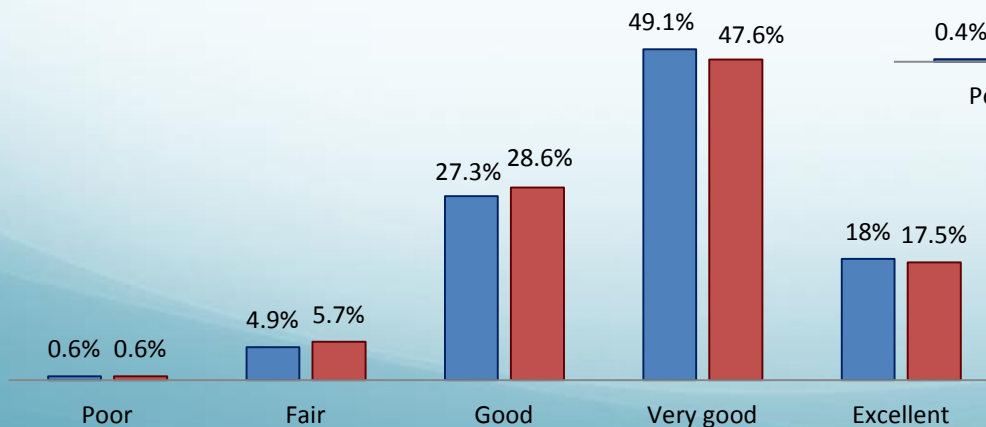
Mental Health

■ All nurses ■ Nurses intending to retire in 5 years



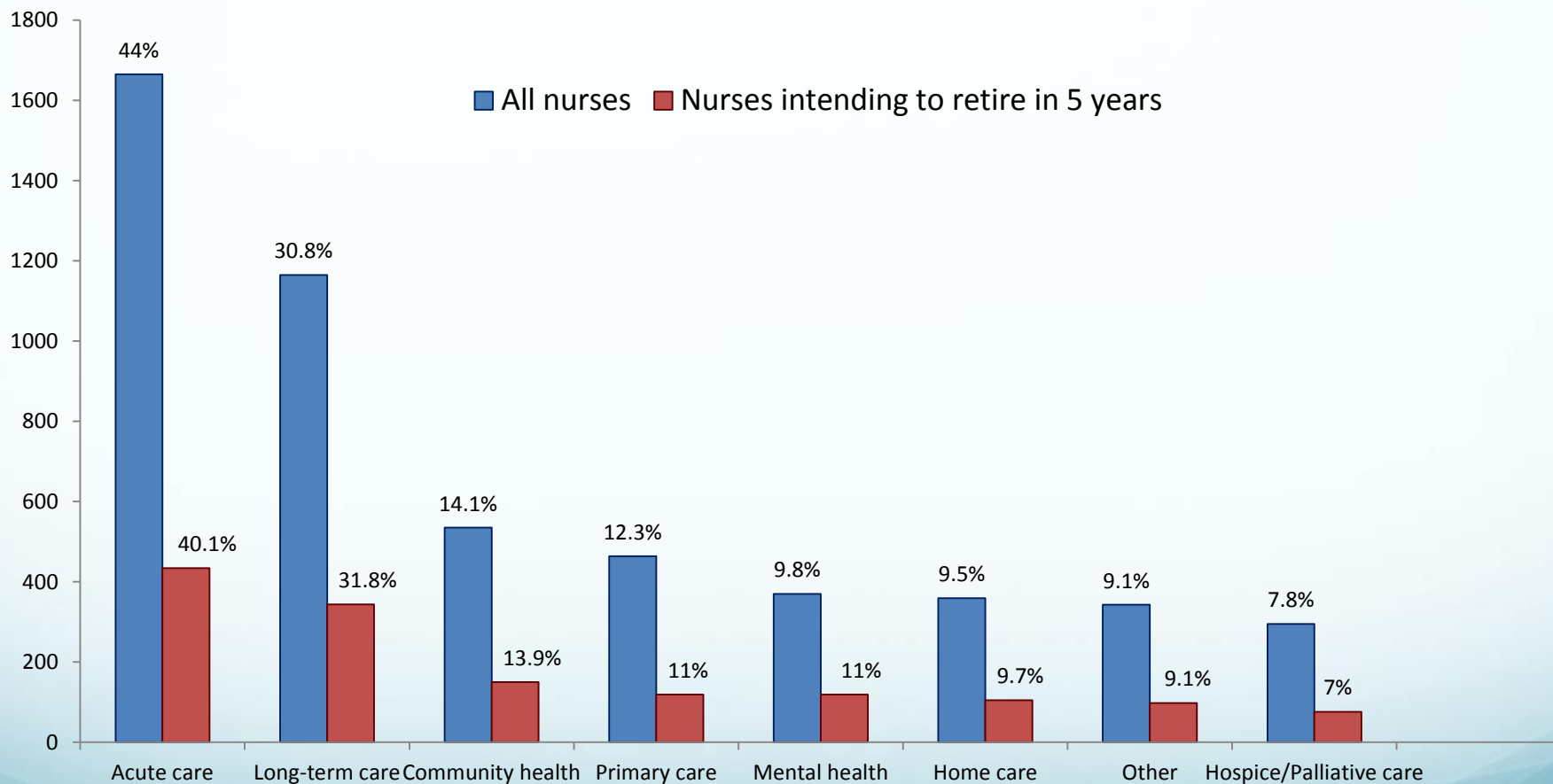
Overall Health

■ All nurses ■ Nurses intending to retire in 5 years





Intention to Retire by Area of Current Practice

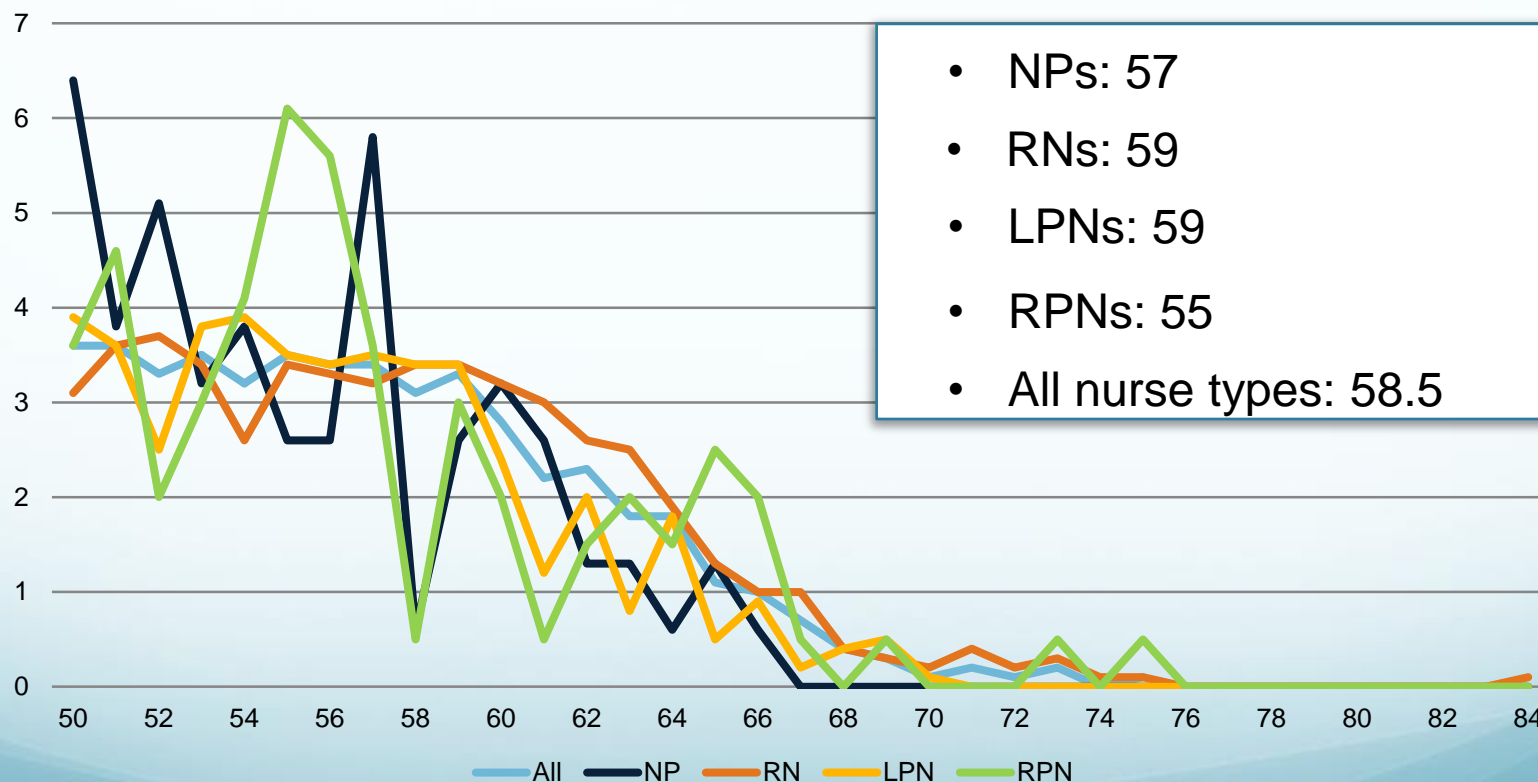


Note. Respondents could select more than one response.



Decline in the Age of the Rural/Remote Nursing Workforce

- Proportion of nurses begins to decline at age:

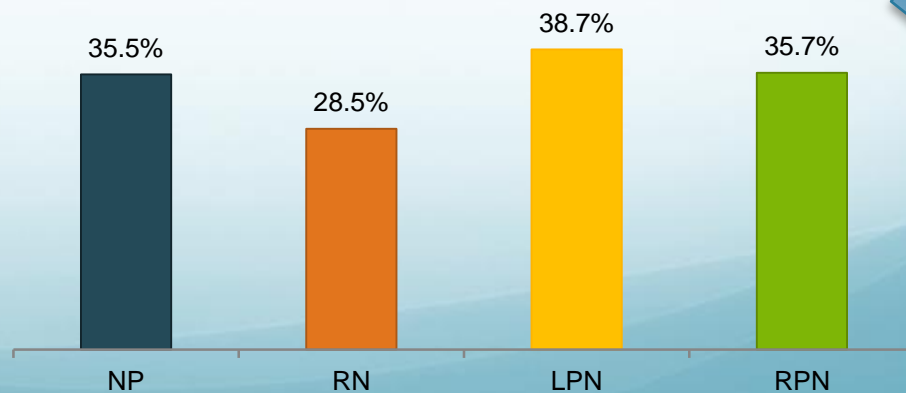




Intent to Retire and Stay Employed in Nursing

- **32.2%** plan to retire in the next 5 years and nurse in the same community
- **6.3%** plan to retire in the next 5 years and nurse in a different rural/remote community
- **1.9%** plan to retire in the next 5 years and nurse in a large community

Plan to Retire and also Nurse in the Same Community





Intention to Retire and Stay Employed in Nursing

- The percentage of respondents who plan to retire in the next 5 years and nurse in the same community varies across province/territory:

Lowest %



Highest %



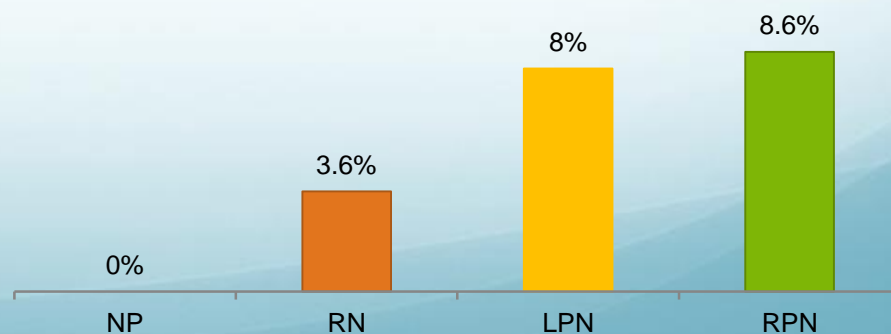
YT = 16.9%	NU = 20.9%	NT = 23.2%	NB = 25%	NS = 25.4%	AB = 30.4%	BC = 32.9%	ON = 36.5%	MB = 37.3%	SK = 37.8%	QC = 39.7%	NL = 40.4%	PE = 50%
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Intention to Retire and Work Outside of Nursing

- **5.1%** plan to retire in the next 5 years and work outside of nursing in the same community
- **2.4%** plan to retire in the next 5 years and work outside nursing in a different rural/remote community
- **<1%** plan to retire in the next 5 years and work outside nursing in a large community

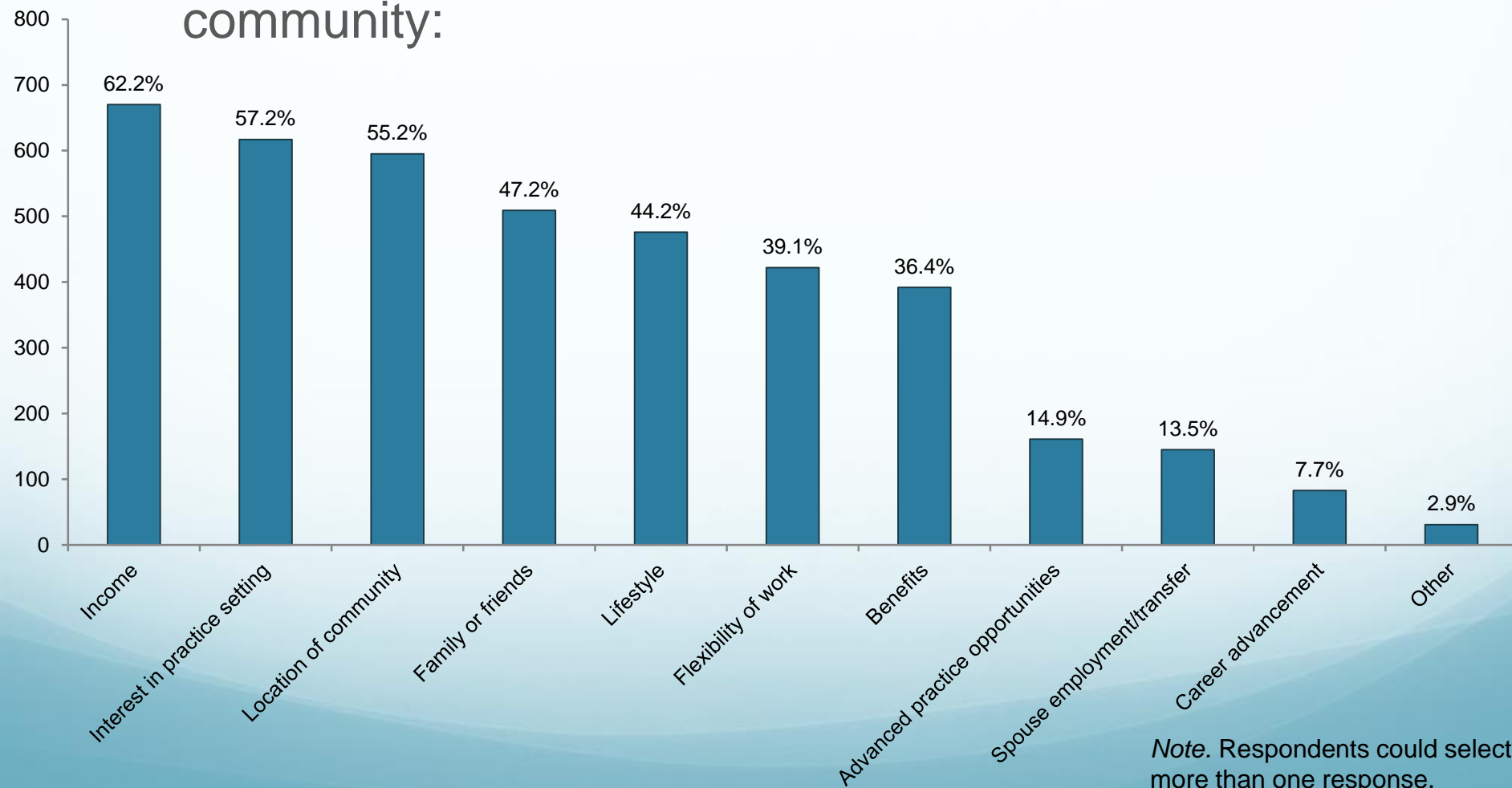
Plan to Retire and Work Outside Nursing in the Same Community





Retention of Nurses Planning to Retire in 5 Years

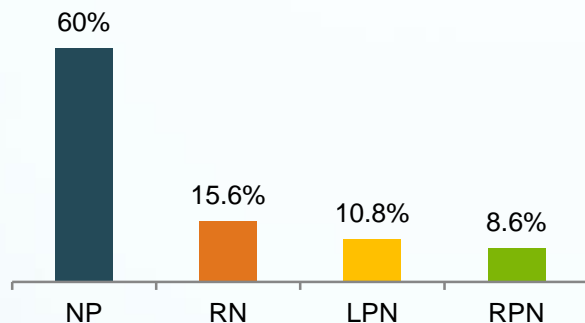
- Reasons to continue working in one's primary work community:



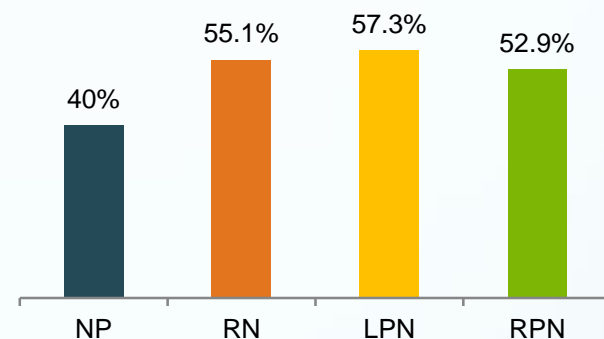


Key Differences in Retention Factors Across Nurse Types

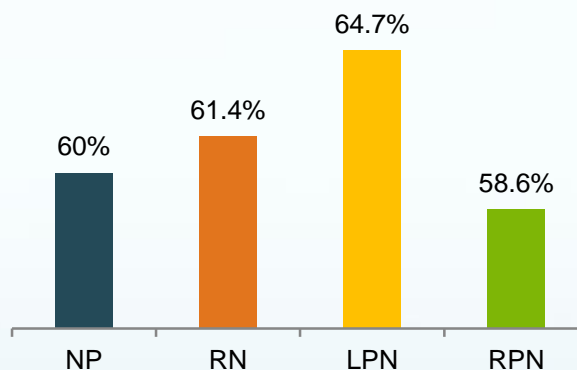
Advanced Practice Opportunities



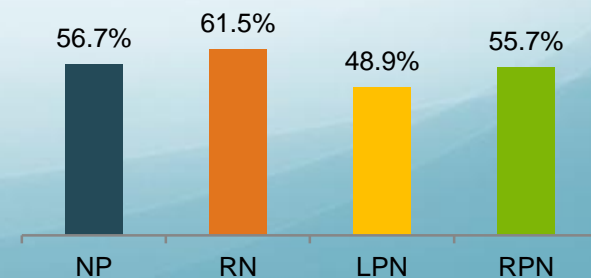
Location of Community



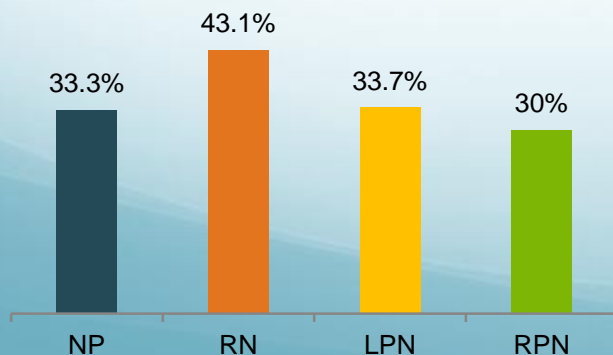
Income



Interest in Practice Setting



Flexibility of Work





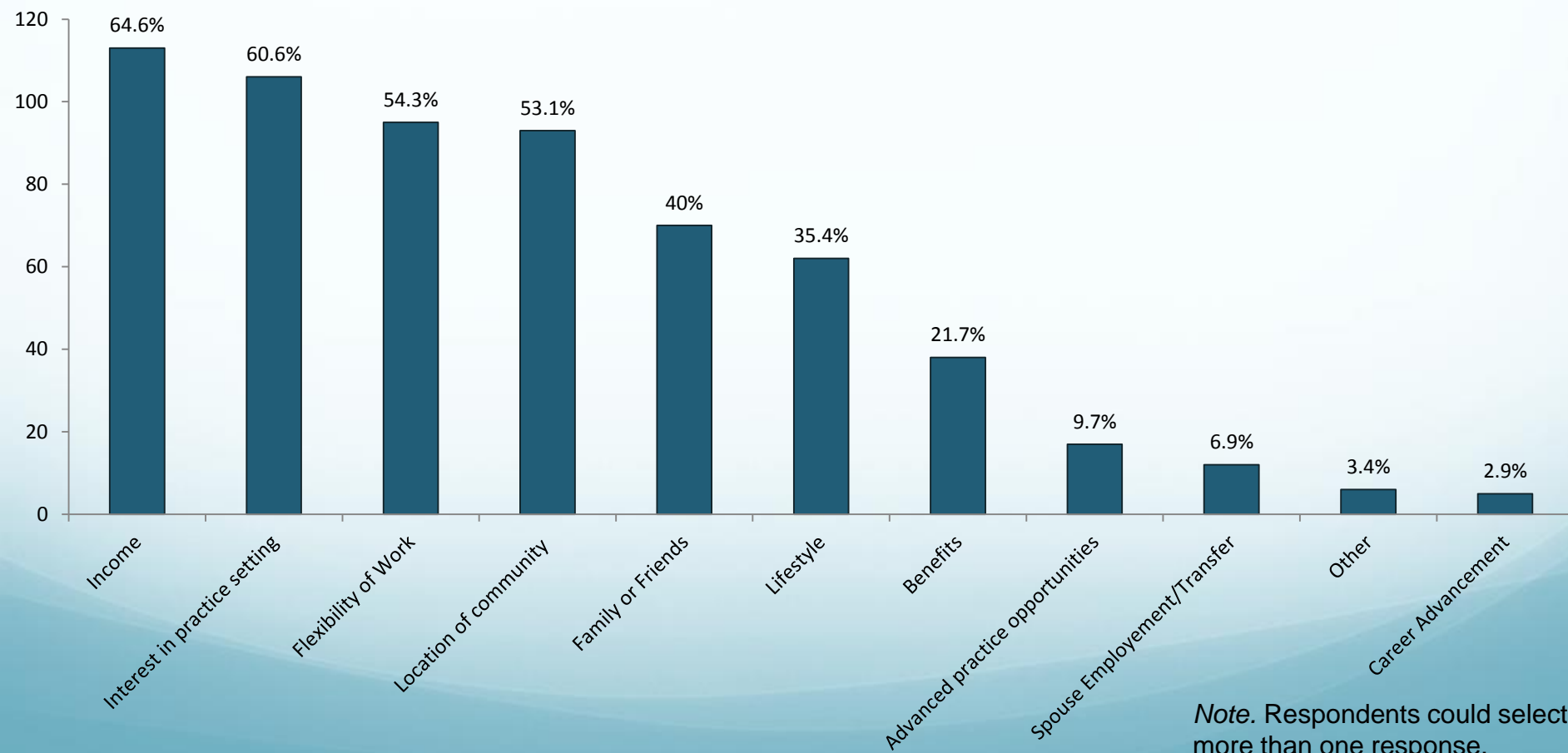
Key Differences in Retention Factors - Province/Territory

- Income: **37.9% (QC) – 81.8% (PE)**
 $p < .001$
- Interest in practice setting: **43.2% (NB) – 90.7% (NU)**
 $p < .001$
- Location of community: **40% (NT) – 68.2% (SK & PE)**
 $p = .002$
- Flexibility of work: **24.1% (QC) – 72.1% (NU)**
 $p < .001$
- Advanced practice opportunities: **1.7% (QC) – 62.8% (NU)**
 $p < .001$



Retention Factors - Nurses Retired & Still Employed in Nursing

- Reasons to continue working in one's primary work community:





Conclusions

- A large percentage (30%) of nurses in rural and remote Canada are planning to retire within the next 5 years
- Planners and policy makers can work to minimize gaps in the rural and remote healthcare system, as well as promote options to retain nurses who intend to remain employed in nursing beyond retirement, by attending to both practice and community factors



Questions

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