



## RETIREMENT INTENTIONS AMONG RURAL AND REMOTE NURSES IN CANADA

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Retirement is a priority area identified for analysis by the Advisory Team of the national survey, Nursing Practice in Rural and Remote Canada II (RRNII). Gaining a greater understanding of older and retiring nurses is needed in order to better address rural nursing workforce needs.

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### PURPOSE/OBJECTIVES

The purpose of the presentation is to examine rural and remote nurses' intention to retire within the next five years, leave their employment, delay retirement, or retire but maintain some form of casual employment. As well, factors that may contribute to their retention will be explored.

### FINDINGS/IMPACT/OUTCOMES

Study results show that nearly 30% of nurses in rural and remote Canada plan to retire within the next 5 years, with 58.4 years as the average age of those intending to retire. Approximately 5% of nurses are retired and occasionally working in nursing. Retirement plans vary across several dimensions, including province and territory and type of nurse (RN, NP, LPN, RPN). Variations in retirement plans according to size of community, area of current practice, current position, shift work, self-reported health, and practice setting will be given specific attention. Of particular focus will be the factors that contribute to nurses' intent to remain in their current positions and communities.

### CONCLUSIONS

In rural and remote Canada, a significant percentage of nurses plan to retire within the next 5 years and a substantial number are retired and still working. Strategies that are specifically tailored to the realities of rural and remote communities, workplaces, and the nursing workforce are needed.