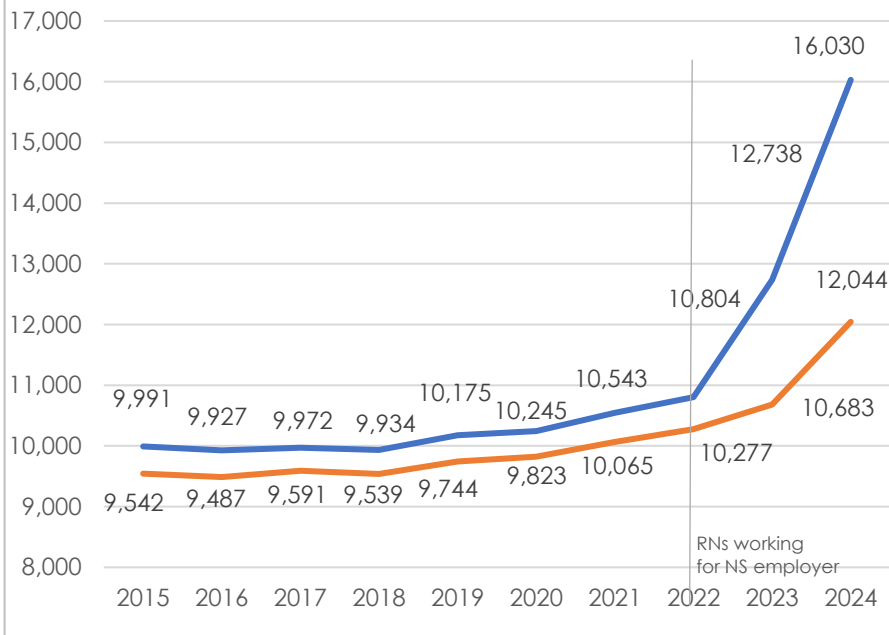


# Registered Nurses (RNs) 2023-24

Supply vs Employed (NS, 2015 - 2024)

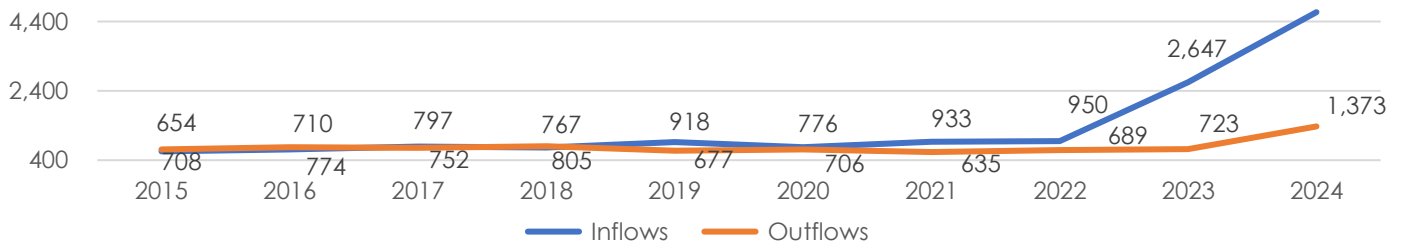


The number of RNs registered to practice in Nova Scotia has shown a sharp increase for the second consecutive year, driven largely by the new licensure process for both domestically and internationally educated nurses.

Over 60% of new registrants ("Inflow") report residing outside of Nova Scotia, including, for instance, 30% in Ontario. This has contributed to the increased gap between "Supply" and "Employed." Examining the results from the 2023 registration period, 20% of those who were registered in 2023 but did not report working for any NS employer reported working for at least one NS employer in 2024.

Quick Facts		
Registrants	16,030	
Employed outside of NS or Unspecified	2,938	18.3%
Employed in NS <sup>1</sup>	12,044	75.1%
Change in Reg (1 year)	3,292	25.8%
Inflow <sup>2</sup>	4,669	29.1%
Outflow <sup>3</sup>	1,373	8.6%
Outflow 55+	336	24.5%
Outflows Avg	41.2	
Full-Time	8,815	73.2%
Part-Time	2,274	18.9%
Casual	955	7.9%
Average Age	41.7	
Avg Experience	17.0	

Inflow and Outflow Trends (NS, 2015 - 2024)



**DATA SOURCE: Nova Scotia College of Nursing period: Nov 1, 2023 to Oct 31, 2024**

**Notes:** Total Registered Nurses (16,030) exclude those on leave.

<sup>1</sup> Beginning in 2023, Nurses were counted as 'employed' only if they listed at least one Nova Scotia-based employer on their annual registration form. This excludes those who are registered in Nova Scotia but do not work in the province. This change has not been applied to counts of employed Nurses for past years.

<sup>2</sup> Inflow refers to the number of registrants who were not registered in the previous year

<sup>3</sup> Outflow refers to the number of registrants who registered in the previous year who did not register in the current year.

<sup>4</sup> New Registrants is anyone who have never registered with the College.

<sup>5</sup> International new registrants are those who have a) registered with NSCN for the first time and b) identified an institution outside of Canada as the place where they received their initial nursing education. While they may have previous nursing experience internationally, they are categorized as new graduates in this profile if they have taken additional bridging education to obtain licensure in Nova Scotia.

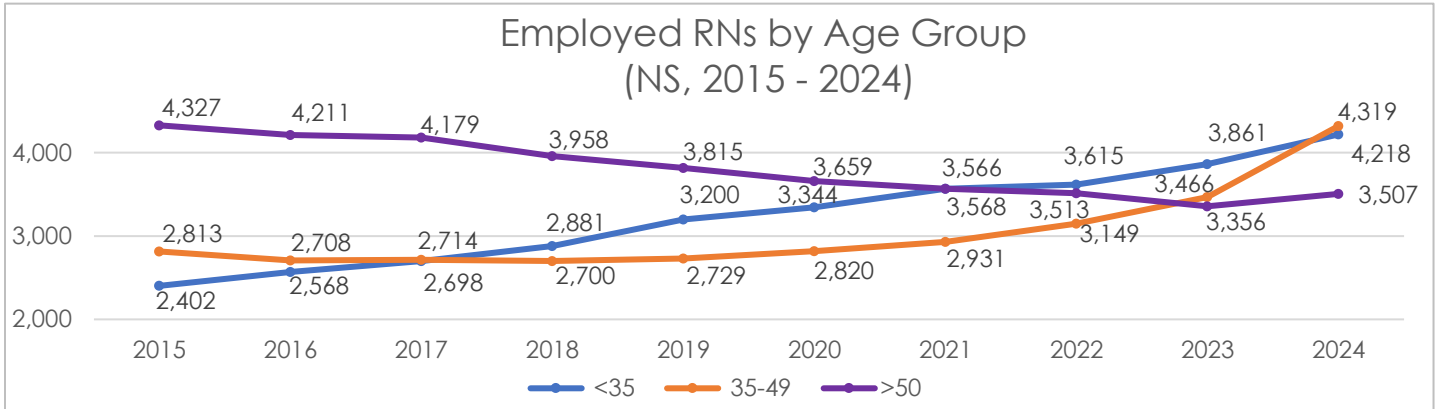
Questions regarding this Provincial Profile can be directed to:

**Jane Filina, Senior Data Analyst, NS Department of Health and Wellness.**

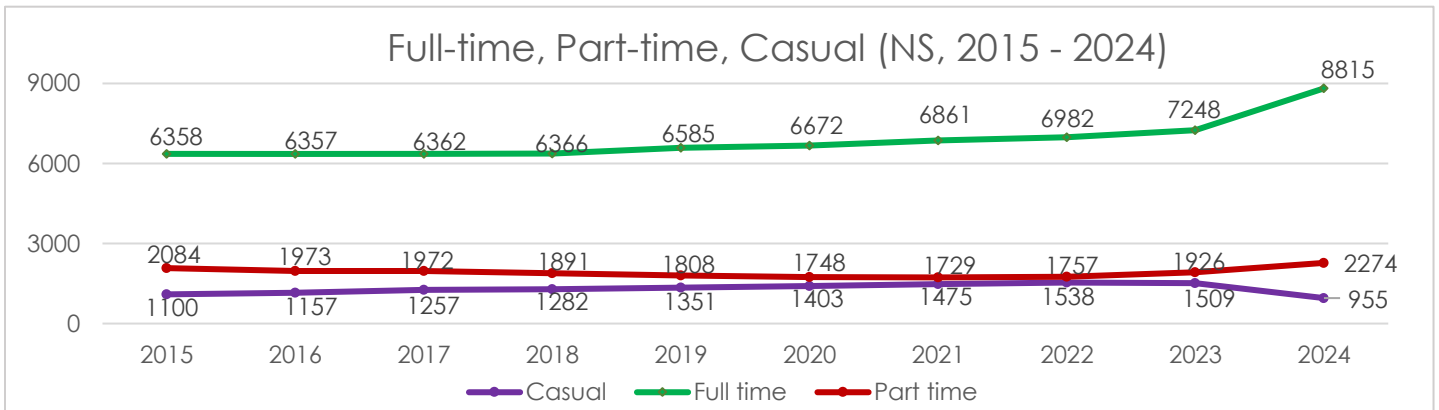
**E-mail : jane.filina@novascotia.ca Phone : 902-229-6414**

# Registered Nurses 2023-24

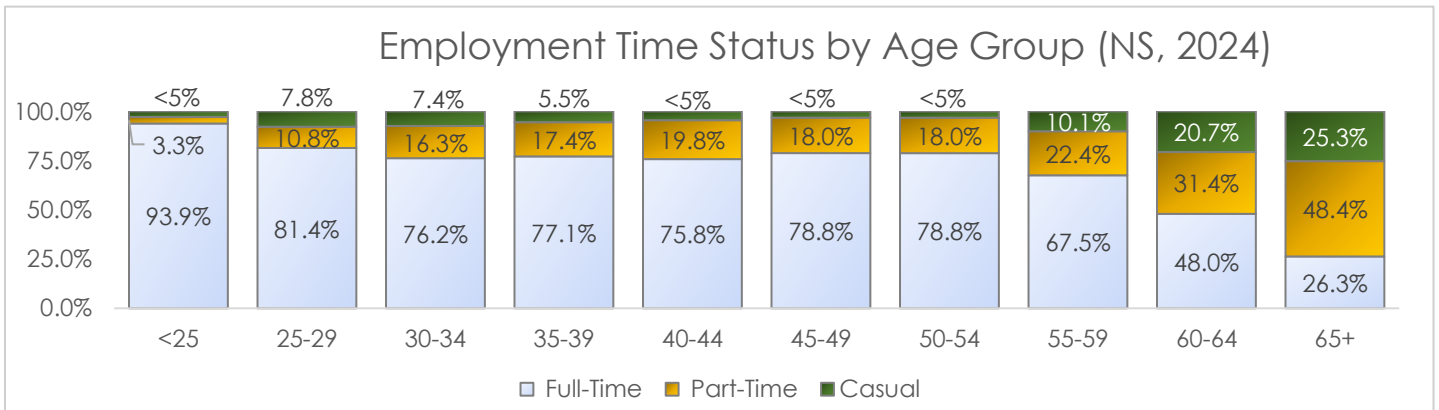
The majority of the 'Inflow' consists of internationally educated RNs (44%), while 36% are graduates of Canadian nursing schools outside of Nova Scotia.



The largest group of employed RNs falls within the 35-49 age range, accounting for 35.9%, followed closely by the 'Under 35' age group at 35%. The distribution across the age groups is relatively balanced, with 35%, 35.9%, and 29.1% in the 'Under 35', '35-49', and 'Over 50' groups, respectively.



The increase in the number of RNs working full-time is partially attributed to changes by the Canadian Institute for Health Information (CIHI) in national standards for measuring this indicator, which influenced how registrants responded.



Most RNs tend to work full-time for most of their careers and then shift to part-time and casual work as they near retirement age. Among RNs who are aged 65 and over that continue to work, the largest portion do so on a casual basis.

# Registered Nurses 2023-24

Workplace	Total	%
Hospitals	8738	72.6%
Nursing Home/LTC Facility	1225	10.2%
Other Places of Work	663	5.5%
Community Health Centre	199	<5%
Home Care Agency	330	<5%
Educational Institution	306	<5%
Mental Health Centre	84	<5%
Public Health Department/Unit	102	<5%
Association/Government	187	<5%
Physician's Office/Family Practice	153	<5%
Rehabilitation/Convalescent Centre	49	<5%
Self-Employed	8	<5%

Experience		
Years Experience	#	%
0-5	2,483	20.6%
6-15	4,230	35.1%
16-30	2,893	24.0%
>30	2,383	19.8%
Average Experience: 17.0		
Role	Total	%
Direct Care	10,578	87.8%
Administration	360	<5%
Education	401	<5%
Research	69	<5%
Other	636	5.3%

Most RNs (72.6%) work in hospitals, followed by those in long-term care facilities. The largest proportion of RNs (35.1%) have between 6 and 15 years of experience, while 19.8% have more than 30 years of experience.

	Location of Graduation All registered RNs: 16,030		Location of Graduation All employed RNs: 12,044	
	#	%	#	%
Nova Scotia	8,150	50.8%	7,859	65.3%
Other Provinces	4,147	25.9%	2,379	19.8%
International	3,733	23.3%	1,806	15.0%

The majority of the RN workforce consists of graduates from Nova Scotia (65.3%), while graduates from other Canadian provinces (19.8%) and international graduates (15.0%) are represented in smaller proportions.

# Registered Nurses 2023-24

	New registrants located in Canada: by Place of Graduation		New registrants located in Canada: by Licensure Pathway
	New Registrants <sup>4</sup> : 4,669		
Nova Scotia	920	19.7%	367
Other Provinces	1,695	36.3%	2,406
International <sup>5</sup>	2,054	44.0%	1,009
	New graduates located in Canada: by Place of Graduation		New graduates located in Canada: by Licensure Pathway
	New graduates: 493		
Nova Scotia	353	71.6%	367
Other Provinces	130	26.4%	50
International	10	<5%	

The distributions of new registrants and new graduates differ depending on whether these are classified according to where they graduated or the licensure pathway they used to register. For example, some IENs who already held licensure in another Canadian jurisdiction would be eligible for licensure in NS through the Canadian Free Trade Agreement. The full report on licensure pathways can be found here: <https://www.nscn.ca/sites/default/files/documents/Registration/DIRL/Reg--Licensure-Stats-Oct-312024.pdf>

Employment location (County)	Population		Workforce	
	#	%	#	%
Nova Scotia	1,057,656	100.0%	12,044	100.0%
Annapolis	23,256	<5%	75	<5%
Antigonish	21,019	<5%	277	<5%
Cape Breton	98,891	9.4%	972	8.1%
Colchester	54,012	5.1%	387	<5%
Cumberland	30,926	<5%	203	<5%
Digby	17,990	<5%	54	<5%
Guysborough	7,310	<5%	39	<5%
Halifax	513,722	48.6%	8,313	69.0%
Hants	45,044	<5%	108	<5%
Inverness	17,662	<5%	105	<5%
Kings	65,663	6.2%	418	<5%
Lunenburg	50,514	<5%	322	<5%
Pictou	45,224	<5%	310	<5%
Queens	10,562	<5%	37	<5%
Richmond	9,158	<5%	50	<5%
Shelburne	14,014	<5%	55	<5%
Victoria	7,155	<5%	54	<5%
Yarmouth	25,533	<5%	265	<5%

The majority of the RN workforce is concentrated in Halifax County (69%), while the proportion of RNs employed in every other county is lower than the proportion of the population residing in these counties except Antigonish. The maps below show the numbers and proportions of RNs working in each county.