**RURAL AND REMOTE NURSING PRACTICE II: INSIGHTS FROM THE NURSING DATA BASE AND A DOCUMENTARY ANALYSIS**

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**Purpose/Aims:** The purpose of the Nursing Practice in Rural and Remote Canada II study is to update information related to Canada’s regulated nurses (registered nurses, licensed practical nurses, registered psychiatric nurses and nurse practitioners) who practice in rural and remote areas. This presentation focuses on a secondary analysis of a national nursing database and an updated documentary analysis of grey literature describing rural and remote nursing practice and identifying strategies to support recruitment and retention of these roles in rural and remote Canada.

**Rationale/Conceptual Basis/Background:** The conceptual framework developed for the study emphasizes the multidimensional relationship among nursing policy, individual, workplace and community characteristics and nursing practice.

**Methods:** Administrative data of Canada’s regulated nurses for 2003 and 2010 was analyzed to examine the characteristics and geographical distribution of the nurses based on workforce numbers, demographics, employment, education and migration. The documentary analysis included reports, policy statements and program documents. Relevant documents were identified by the team, and then, in pairs, team members extracted and checked the data. Specific searches of nursing organizations and topical areas (i.e., Aboriginal health and Aboriginal nurses) were conducted to ensure that all relevant materials were located. In total, 29 new documents were located dating from 2004 to the present since the last documentary analysis was conducted from 2001 - 2003.

**Results:** The secondary analysis of the national database indicates that the overall proportions of RNs, NPs, RPNs and LPNs in Canada increased. However, the number of providers whose primary work was in rural Canada decreased between 2003 and 2010 indicating that there are fewer nurse providers working in rural Canada. The documentary analysis noted that there are no universal definitions for rural or remote. In addition, our analysis identified six themes: (e.g., descriptions of rural nursing; Aboriginal health care; issues and solutions regarding recruitment and retention in rural and remote areas). Details about these themes in relation to the secondary analysis will be discussed in the presentation.

**Implications for Research, Rural Health and/or Rural Practice:** The findings highlight that the lack of consensus surrounding the terms rural and remote hinder the development of policies to support rural nursing. The strategies to address rural and remote health focus on a deficit rather than a strength-based model. Further, the recruitment and retention of health care professionals including all groups of nurses continues to be a challenge. Licensure renewal processes that undertake a collaborative approach across provinces and territories would be beneficial.

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