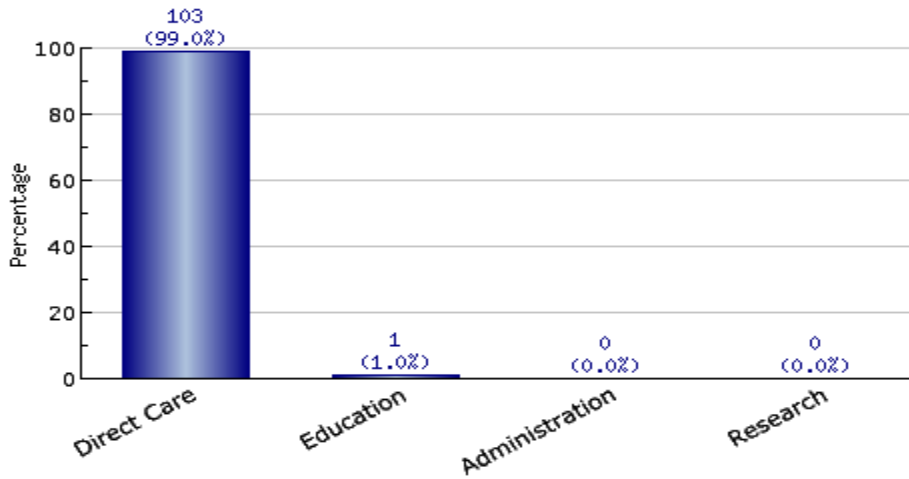


2.3.40 What was your main area of responsibility?

2.3.40.1 Primary Site:

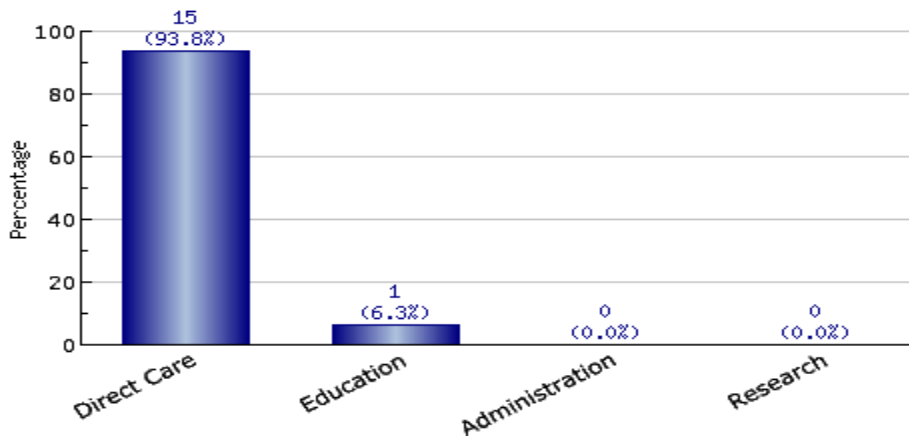


104 responses

Key Findings:

- 99.0% of respondents indicated that their main area of responsibility at the primary site was direct care
- This corresponds with the findings from the 2002 survey in which 100% of respondents indicated they were involved in the area of direct care at their primary work site

2.3.40.2 Secondary Site:



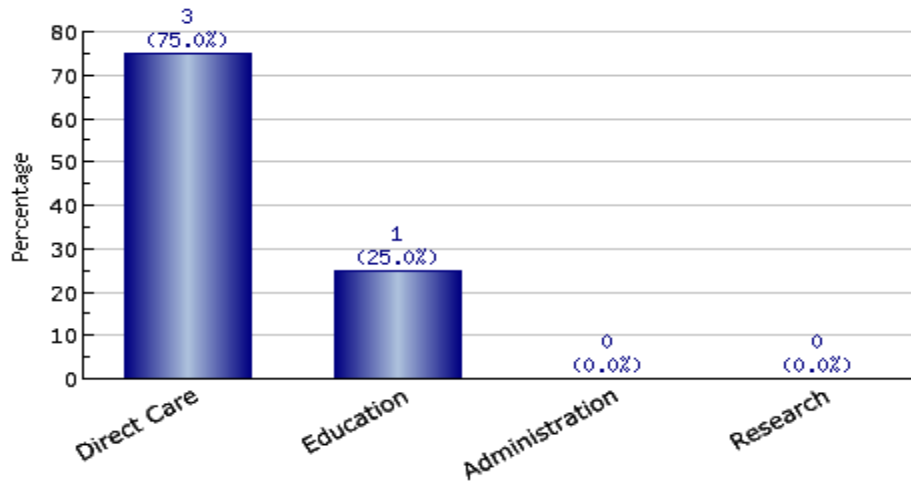
16 responses

Key Findings:

- For those respondents who worked at a second site, 93.8% or 15 respondents indicated that their main area of responsibility was direct care.

- This corresponds with the findings from the 2002 survey in which 96.4% (or 27 respondents) indicated they were involved in the area of direct care at their secondary work site

2.3.40.3 Third Site:



4 responses

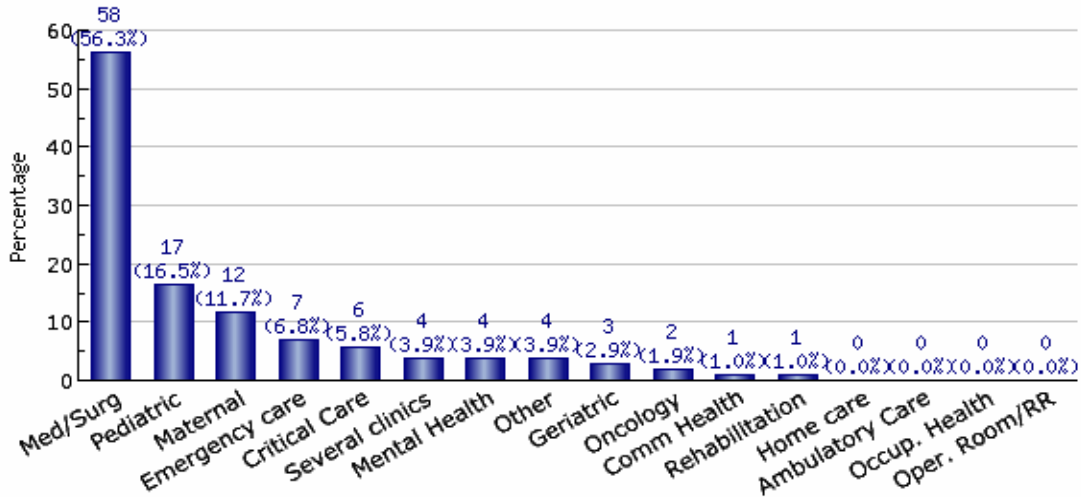
Key Findings:

- For those respondents who worked at a third site, 75% or 3 respondents indicated that their main area of responsibility was direct care.
- This corresponds with the findings from the 2002 survey in which 100% (or 7 respondents) indicated they were involved in the area of direct care at their third work site

2.3.41 In what area(s) did you provide service?

2.3.41.1 Primary Site

Direct Care:



103 responses

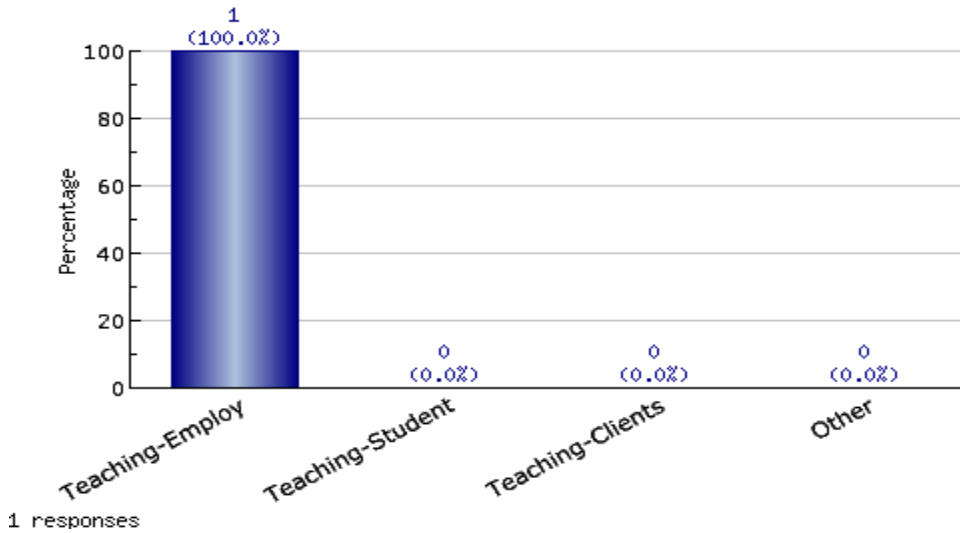
Key Findings:

- 56.3% of respondents indicated that their area of service at the primary site was medical/surgical (compared to 50.7% in the 2002 survey), while 16.5% indicated pediatric (compared to 26.1% in the 2002 survey), and 11.7% indicated maternal/newborn (compared to 14.5% in the 2002 survey).

Other:

- (2) orthopedics
- (1) Dialysis
- (1) Gastrointestinal Unit

Education:

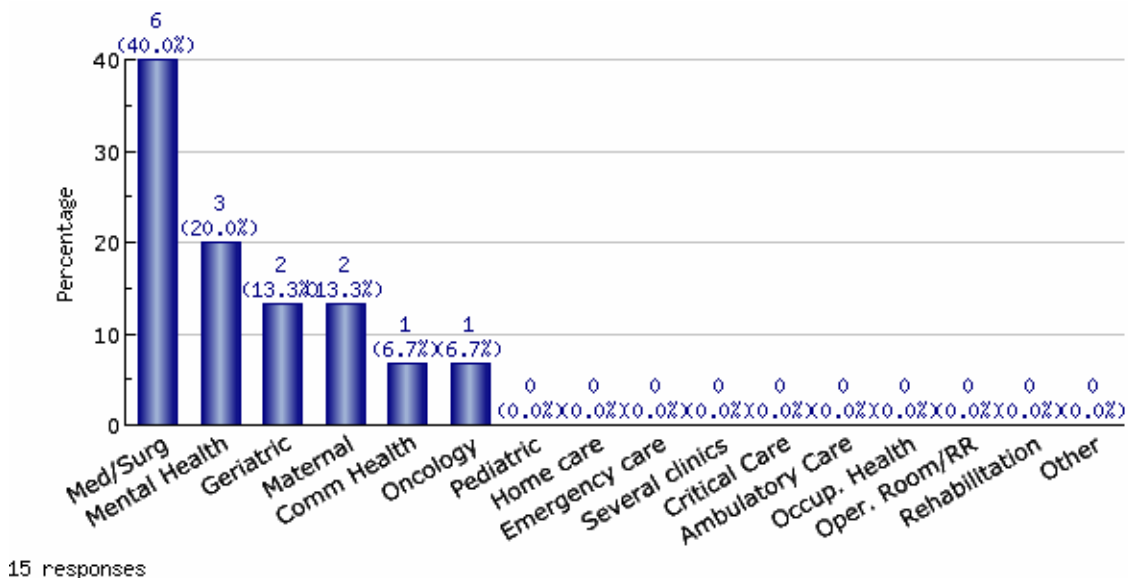


Key Findings:

- The one respondent in education at the primary site indicated they were teaching employees.

2.3.41.2 Secondary Site

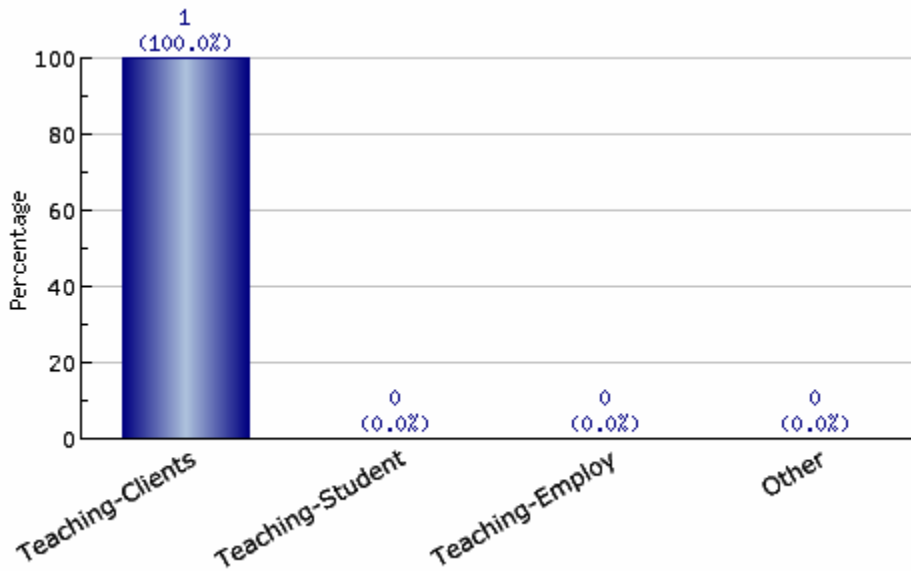
Direct Care:



Key Findings:

- 40% of respondents indicated that their area of service at the secondary site was medical/surgical, 20% indicated mental health care, and 13.3% indicated geriatric care.

Education



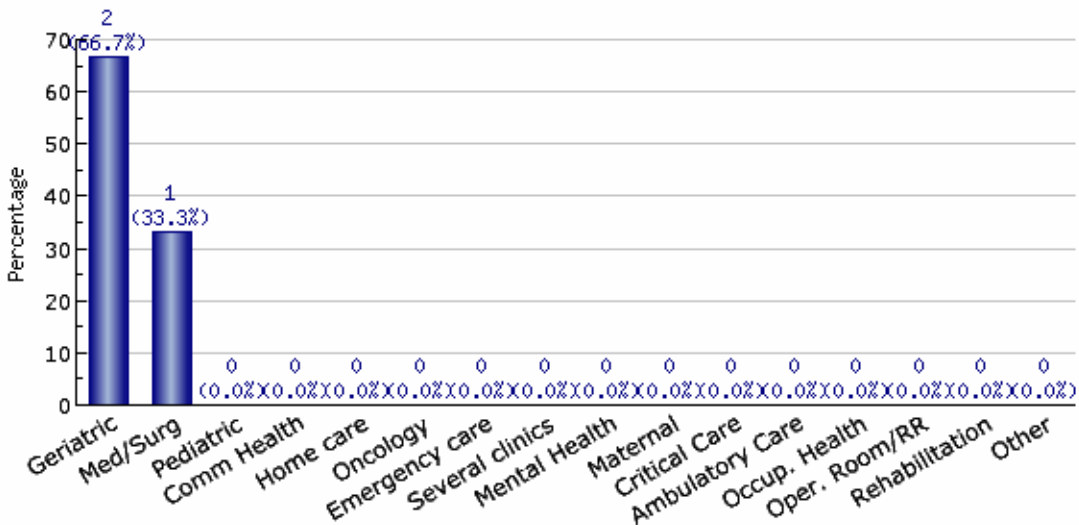
1 responses

Key Findings:

- The one respondent in education at the secondary site indicated they were teaching clients.

2.3.41.3 Third Site

Direct Care:

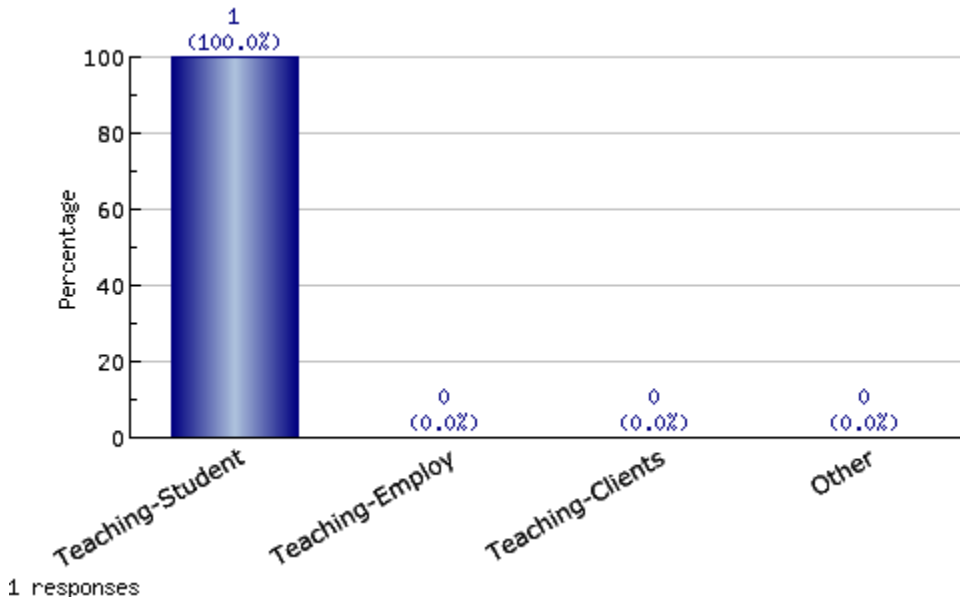


3 responses

Key Findings:

- 66.7% of respondents indicated that their area of service at the third site was geriatric care, and 33.3% indicated medical/surgical

Education:



- The one respondent in education working at a third site indicated they were teaching students.

2.3.42 On average, how many hours per week did you work?

	2003 (Number of hours)			2002 (Number of hours)		
	Minimum	Maximum	Mean	Minimum	Maximum	Mean
Primary Site	15	50	36.3	20	60	34.2
Secondary Site	8	40	18.1	2	36	14.3
Third Site	6	10	8.5	4	40	15.7

Key Findings:

- The mean number of hours at the primary and secondary sites has increased but the hours at the third site has decreased.
- The mean number of hours in 2003 at the primary site is 36.3, compared to 34.2 in the 2002 study
- Mean number of hours in the 2003 survey at the third site is 8.5, compared to 15.7 in the 2002 results

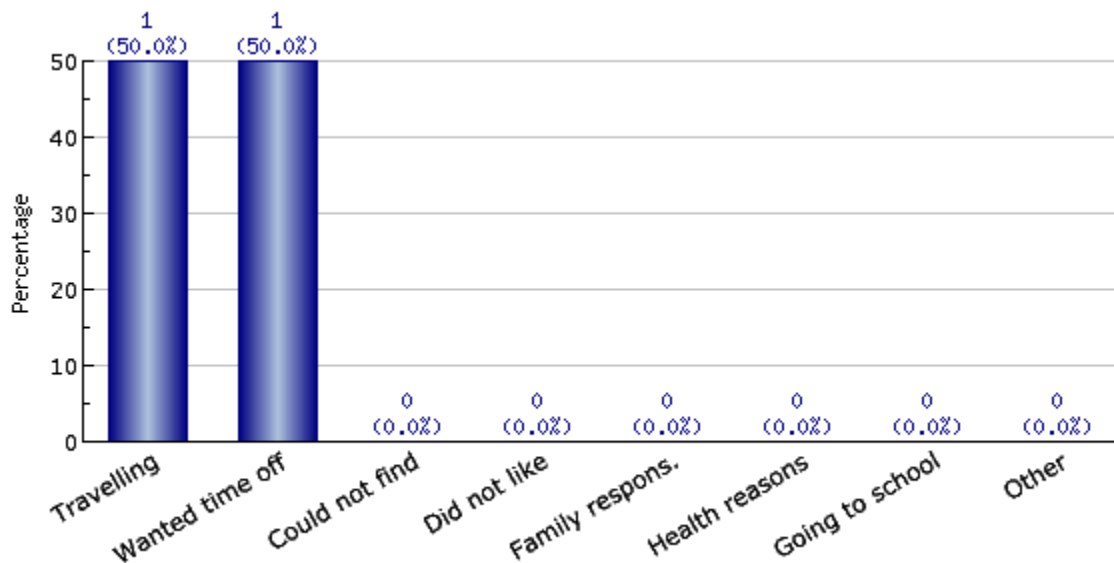
2.3.43 Respondents who indicated they were not employed as a nurse within the first year after graduation

The question in section 2.2.43 refers only to those respondents who indicated that they were not employed as a nurse within the first year after graduation.

2.3.43.1 What is the MAIN reason why you were not employed as a nurse one year after completing the NEPS program?

Respondents were asked to choose from the following options:

- Could not find a job
- Did not like job I had
- Family responsibilities
- Health reasons
- Going to school
- Travelling
- Wanted time off
- Other (please specify)



2 responses

- Of the 2 graduates who were unemployed at some time during the first year, one indicated he wanted to travel and the other indicated he wanted time off.

2.3.43.2 Breakdown of Reasons for Non-Nursing Employment One Year After Program Completion by Gender

	Totals	Could not find	Did not like	Family respons.	Health reasons	Going to school	Travelling	Wanted time off	Other
Totals	2 (100%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)	1 (50.0%)	0 (0.0%)
Male	2 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (50.0%)	1 (50.0%)	0 (0.0%)
Female	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

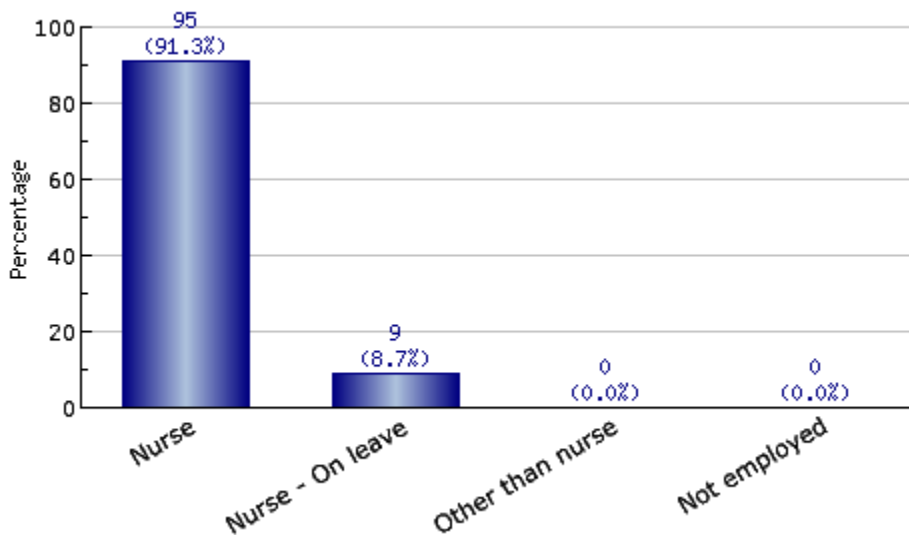
Key Findings:

- Both respondents who were unemployed at some point during the program were male.

2.3.44 What is your **current** employment status?

Respondents were asked to choose from the following options:

- Employed as a nurse
- Employed as a nurse, but presently on leave
- Employed in a field other than nursing
- Not employed



104 responses

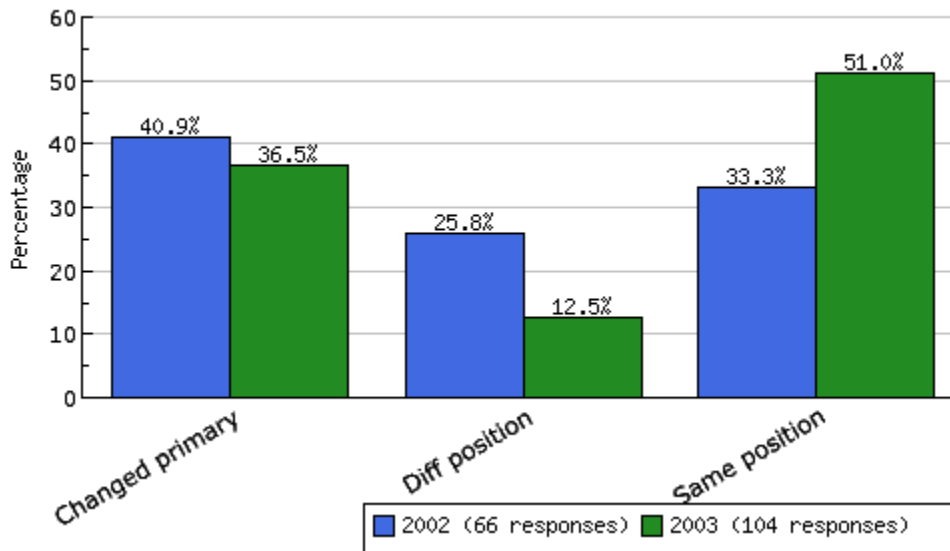
Key Findings:

- 91.3% of respondents indicated they are currently working as a nurse
- 8.7% of respondents are in the field of nursing but presently on leave
- This compares to the 2002 survey in which 91.3% of respondents indicated they were working as a nurse, 4.3% are in the field of nursing but presently on leave, and another 4.3% indicated work in an area other than nursing

2.3.45 Has your primary employment changed since your first job?

Respondents were asked to choose from the following options:

- Yes, I changed my primary job
- Yes, I am working for the same employer, but in a different position
- No, I am working for the same employer in the same position



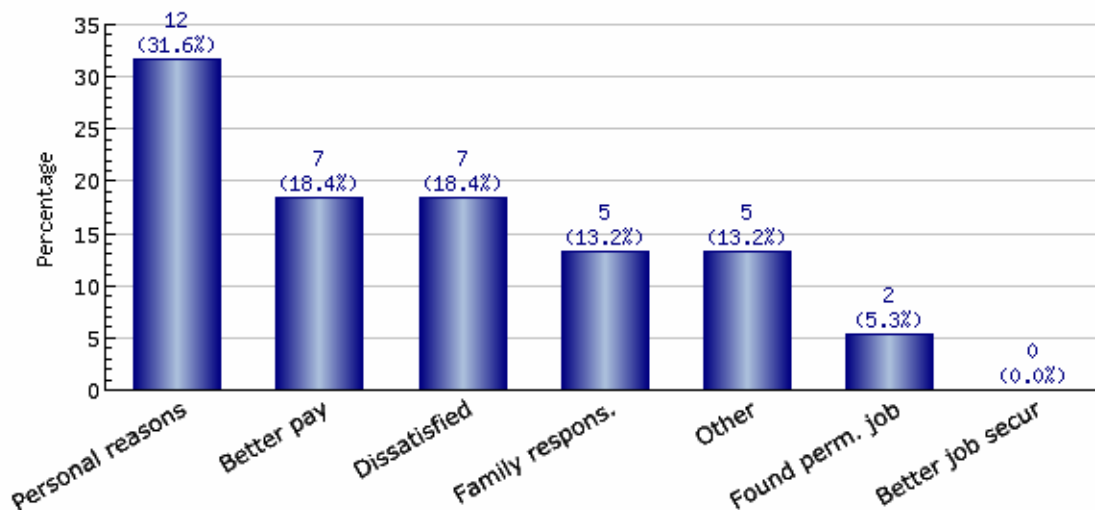
Key Findings:

- 51.0% of respondents indicated that they were in the same position
- 12.5% indicated they were working for the same employer but different position
- 36.5% of respondents indicated that they changed their primary job
- This compares to the 2002 survey responses in which 33.3% of respondents indicated they were still in the same position, 25.8% indicated they were working for the same employer but different position, and 40.9% indicated they had changed their primary position

2.3.46 Please indicate the MAIN reason you left your former primary employer?

Respondents were asked to choose from the following options:

- Found a permanent job
- New job pays better
- New position with job security
- Dissatisfied with former job
- Family responsibilities
- Personal reasons
- Other (please specify)



38 responses

Key Findings:

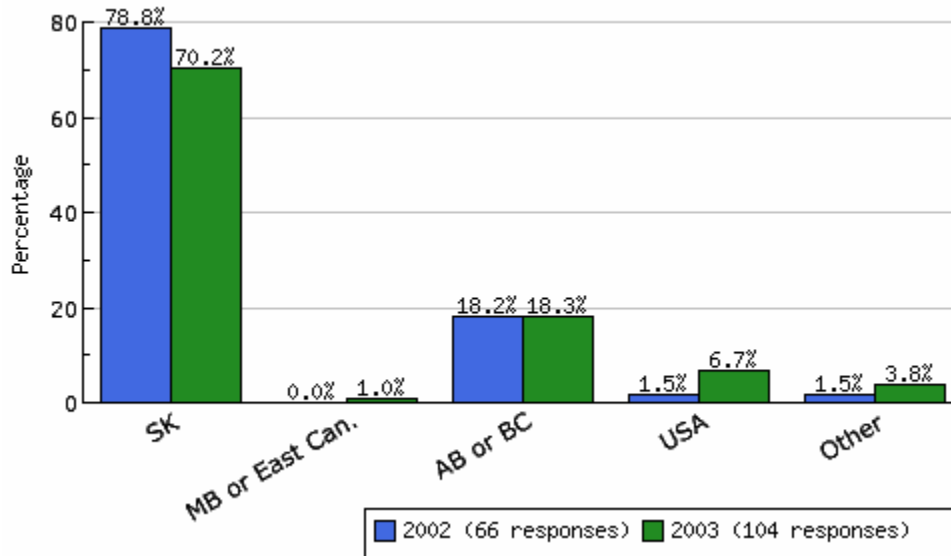
- The main reason respondents left their former primary employer included personal reasons (31.6%), and better pay (18.4%)
- This compares to responses from the 2002 survey in which 29.6% of respondents indicated personal reasons, and 25.9% indicated dissatisfaction with their former job

Entries under "Other":

- (2) Moved
- (1) Accepted to do overseas volunteer work
- (1) Husband got a job overseas
- (1) New opportunities

2.3.47 Where is the geographical location of your **current** job?

2.3.47.1 Overall Results



Key Findings:

- Of the respondents presently nursing, 70.2% are currently employed in Saskatchewan compared to 80.8% in their first job. This also compares to 78.8% of respondents in the 2002 survey
- 18.3% are currently employed in either Alberta or B.C., compared to 18.3% in their first job. This also compares to 18.2% of respondents in the 2002 survey
- Nursing graduates working internationally has increased from the 2002 survey with 6.7% of graduates working in USA (compared to 1.5% in the 2002 survey) and 3.8% working in other countries (compared to 1.5% in the 2002 survey). This compares to 0% in their first job.

2.3.47.2 Breakdown by Location of Growing Up

The following table shows the breakdown of the location of respondents' current jobs (row headings) by the location of where they grew up (column headings).

	Totals	Regina	Saskatoon	Town in Sask.	Rural Sask.	Outside Sask.	Other in Sask.
Totals	104 (100%)	12 (11.5%)	24 (23.1%)	35 (33.7%)	19 (18.3%)	6 (5.8%)	8 (7.7%)
Saskatchewan	73 (70.2%)	7 (9.6%)	18 (24.7%)	27 (37.0%)	13 (17.8%)	1 (1.4%)	7 (9.6%)
Manitoba or Eastern Canada	1 (1.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)
Alberta or BC	19 (18.3%)	4 (21.1%)	2 (10.5%)	6 (31.6%)	4 (21.1%)	2 (10.5%)	1 (5.3%)
USA	7 (6.7%)	1 (14.3%)	3 (42.9%)	1 (14.3%)	1 (14.3%)	1 (14.3%)	0 (0.0%)
Other, (please specify)	4 (3.8%)	0 (0.0%)	1 (25.0%)	1 (25.0%)	0 (0.0%)	2 (50.0%)	0 (0.0%)

Key Findings:

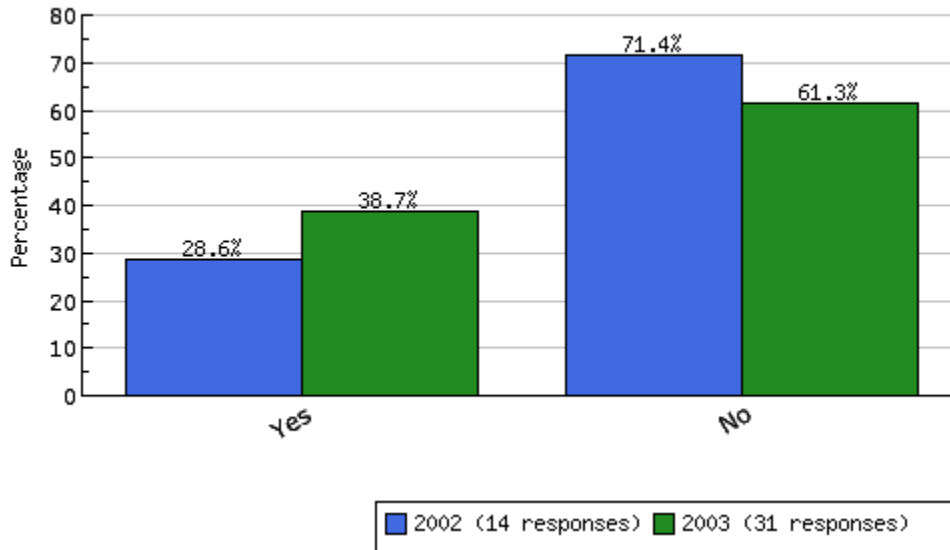
- Of the respondents currently in Saskatchewan, 54.8% are originally from a town in Saskatchewan or rural Saskatchewan (this compares to 61.5% in the 2002 study)
- 34.3% of those working in Saskatchewan grew up in Regina or Saskatoon (compared to 23.1% in the 2002 study)
- 31.6% of respondents who are currently working in Alberta or B.C. are also from a town in Saskatchewan
- Of those working internationally, 4 of the 11 respondents (6 – USA, 5 –Other), are from Saskatoon and 2 are from outside Saskatchewan.

Entries under "Other":

- (1) Australia
- (1) Cayman Islands
- (1) Ethiopia
- (1) UK

2.3.48 Do you expect to return to Saskatchewan?

2.3.48.1 Overall Results



Key Findings:

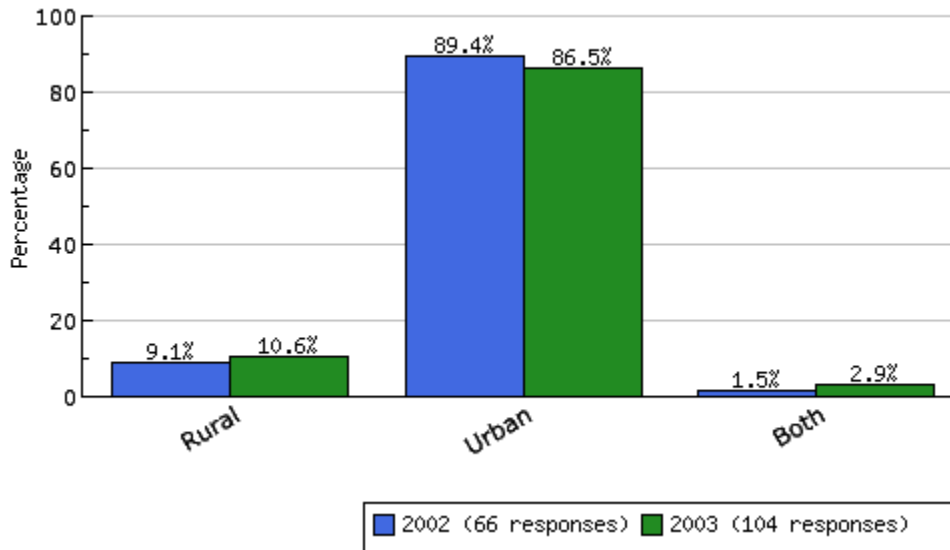
- Of the 31 respondents employed in nursing outside of Saskatchewan, 19 respondents (61.3%) do not intend to return to Saskatchewan, a decrease from 71.4% of respondents in the 2002 survey who do not intend to return to the province

2.3.48.2 Breakdown by Current Job Location

	Totals	Yes	No
Totals	31 (100%)	12 (38.7%)	19 (61.3%)
Manitoba or Eastern Canada	1 (3.2%)	0 (0.0%)	1 (100.0%)
Alberta or BC	19 (61.3%)	5 (26.3%)	14 (73.7%)
USA	7 (22.6%)	5 (71.4%)	2 (28.6%)
Other, (please specify)	4 (12.9%)	2 (50.0%)	2 (50.0%)

Key Findings:

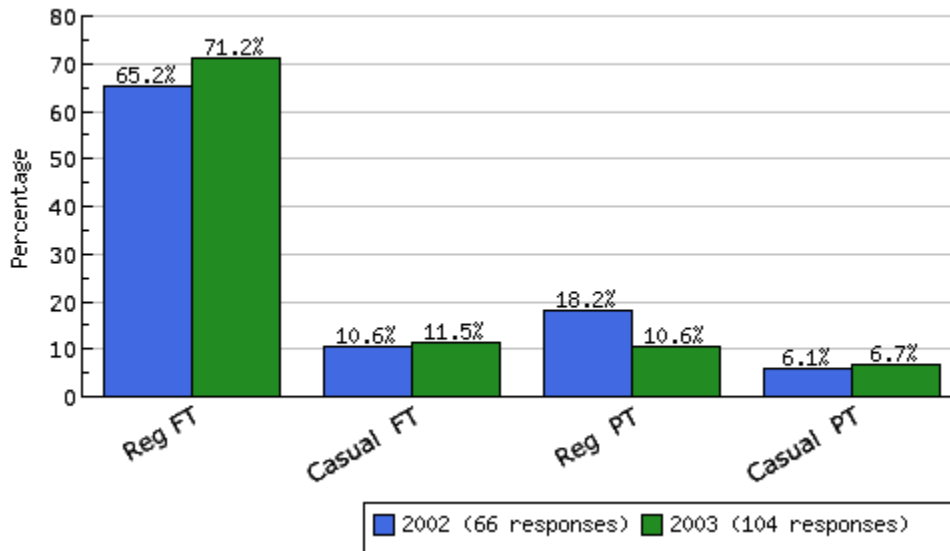
- Of the 19 respondents currently working in Alberta or B.C., 5 (26.3%) plan to return to Saskatchewan. This finding is similar to the 2002 study in which 25% of graduates in Alberta and BC plan to return to Saskatchewan
- Of the 7 respondents currently working in the USA, 5 (71.4%) intend to return to Saskatchewan

2.3.49 Please specify whether the location of your **current job is:****Key Findings:**

Of the respondents presently nursing:

- 86.5% indicate they are currently located in an urban area, as compared to 91.3% of respondents in their first job. This also compares to 89.4% in their current job in the 2002 study.
- 10.6% of respondents are working in a rural area, as compared to 6.7% of respondents in their first job. This also compares to 9.1% in their current job in the 2002 study.
- 2.9% of respondents are working in both an urban and rural setting, as compared to 1.9% for their first job. This also compares to 1.5% in their current job in the 2002 study.

2.3.50 What are your **current** work hours?



Key Findings:

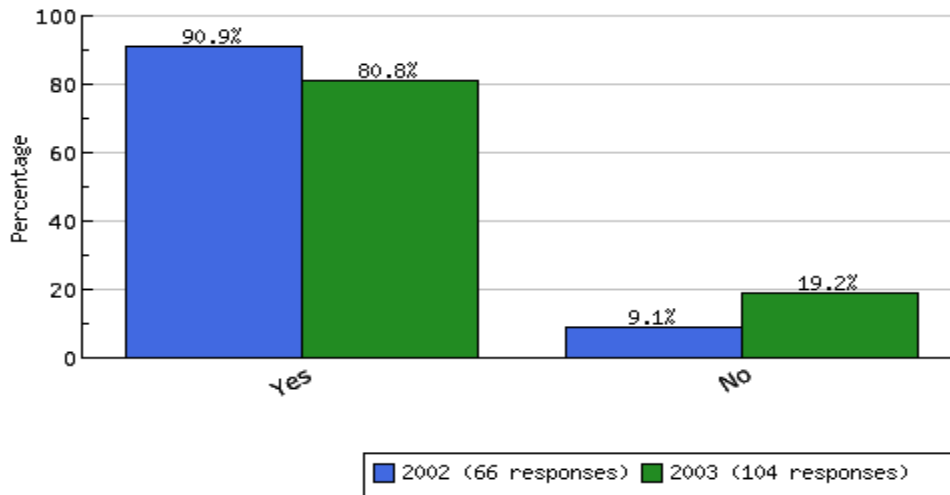
- Of the respondents presently working as nurses, 71.2% are working on a regular full-time basis as compared to 64.4% of respondents in their first job. This compares to 65.2% in their current job in the 2002 study.
- 11.5% are working on a casual full-time basis, compared to 20.2% of respondents in their first job. This compares to 10.6% in their current job in the 2002 study.
- 10.6% are working on a regular part-time basis, compared to 11.5% of respondents in their first job. This compares to 18.2% in their current job in the 2002 study.
- 6.7% are working on a casual part-time basis, as compared to 3.8% of respondents for their first job. This compares to 6.1% in their current job in the 2002 study.

Definitions

"Regular" reflects permanent employment, even though it may be time limited;

"Casual" reflects the fact that the employment does not guarantee a fixed number of hours of work per pay period. (It also would include occasional, on call, on demand, or seasonal work.)

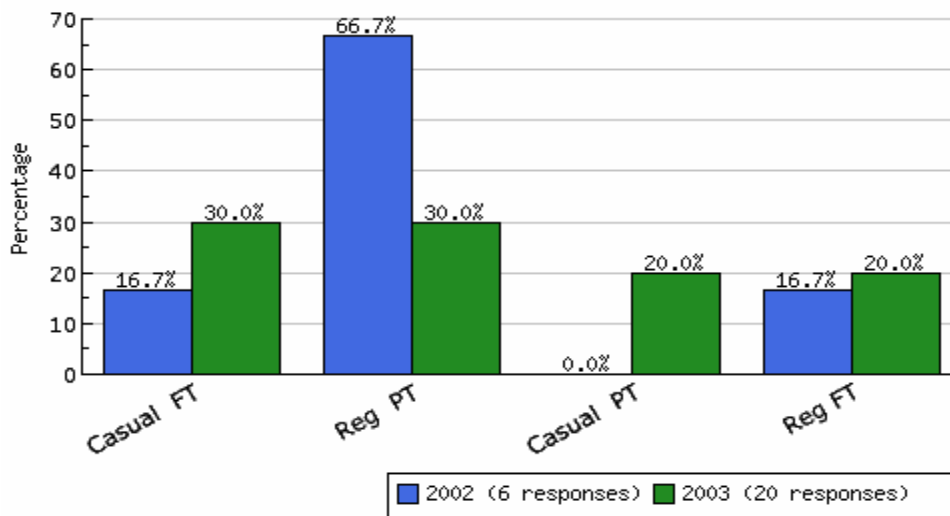
2.3.51 Are the hours you are currently working your preference?



Key Findings:

- Of the respondents presently nursing, 80.8% indicated that the amount of hours they are currently working is their preference, as compared to 74.0% of respondents in their first job. This compares to 90.9% in their current job in the 2002 study.

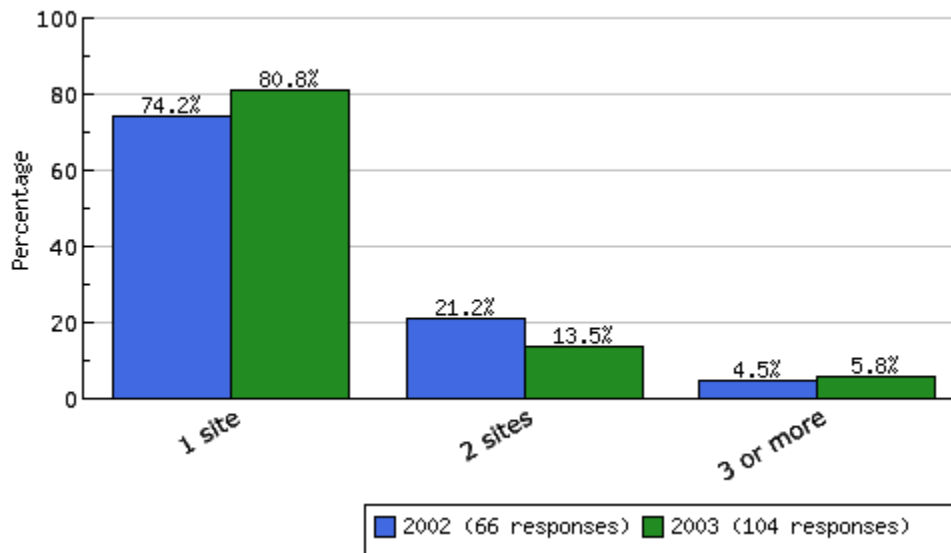
2.3.52 Hours worked not the preference of the respondent



Key Findings:

- Of the 20 respondents indicating that the hours were not their preference, 30% were working casual full time, 30% were working regular part time, 20% were working casual part time, and 20% were working regular full time.

2.3.53 How many sites do you **currently** work at?



Key Findings:

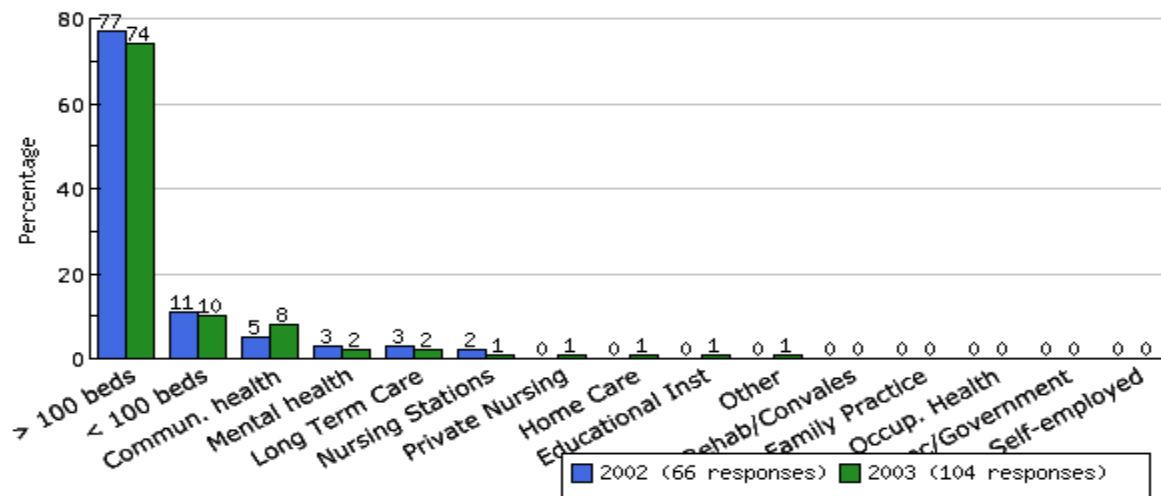
- Of the respondents presently nursing, 80.8% indicate that they are working at 1 site, compared to 84.6% of respondents in their first job. This compares to 74.2% of respondents in their current job in the 2002 study.
- 13.5% are working at 2 or more sites, compared to 11.5% of respondents in their first job. This compares to 21.2% of respondents in their current job in the 2002 study.
- 5.8% of respondents are working at 3 or more sites, compared to 3.8% of respondents in their first job. This compares to 4.5% of respondents in their current job in the 2002 study.

2.3.54 What type of organization is the site(s) at which you work?

Respondents were asked to choose from the following options:

- General Hospital, less than 100 beds
- General hospital, more than 100 beds
- Mental health centre
- Community Health/Health centre
- Nursing Stations (outpost or clinics)
- Nursing Home/Long-Term Care Facility
- Rehabilitation/Convalescent centre
- Physician’s Office/Family Practice Unit
- Business/Industry/Occupational health
- Private Nursing Agency/Private Duty
- Home Care Agency
- Educational Institution
- Association/Government
- Self-employed
- Other (please specify)

2.3.54.1 Primary Site:



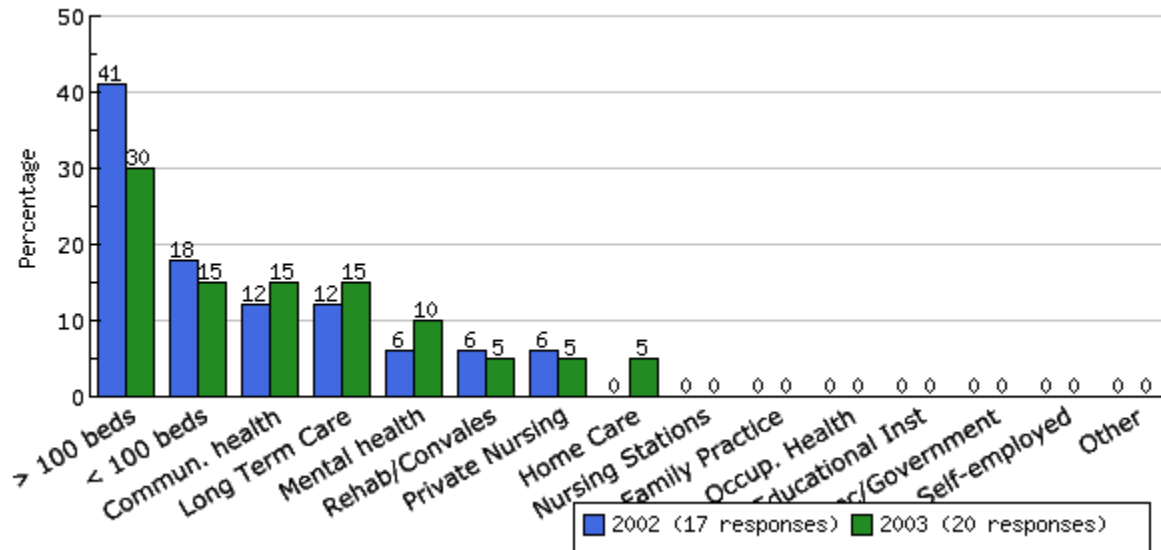
Key Findings:

- Of the respondents presently working as nurse, 74.0% indicated that their primary work site is a general hospital with over 100 beds, as compared to 83.7% in their first job as a graduate nurse. This compares to 77.3% of respondents in their current job in the 2002 study.
- 9.6% of respondents indicated that their primary work site is a general hospital with less than 100 beds, as compared to 11.5% in their first job as a graduate nurse. This compares to 10.6% of respondents in their current job in the 2002 study.
- 7.7% of respondents indicated that their primary work site a Community Health Clinic, as compared to 4.5% in their first job as a graduate nurse

Other:

(1) Gondar College of Medical Sciences/Gondar Hospital

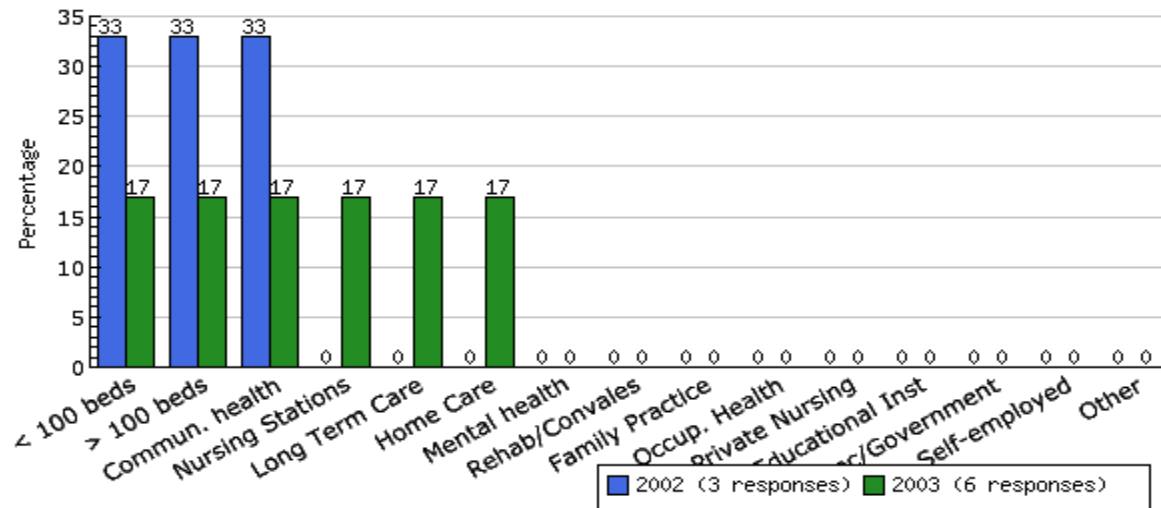
2.3.54.2 Secondary Site:



Key Findings:

- Of the respondents presently working as nurse, 30.0% indicated that their secondary work site is a general hospital with over 100 beds, as compared to 43.8% in their first job as a graduate nurse. This compares to 41.2% of respondents in their current job in the 2002 study.
- 15.0% indicated that their secondary work site is either a general hospital with less than 100 beds, as compared to 12.5% of respondents in their first job as a graduate nurse. This compares to 17.6% of respondents in their current job in the 2002 study.

2.3.54.3 Third Site:



Key Findings:

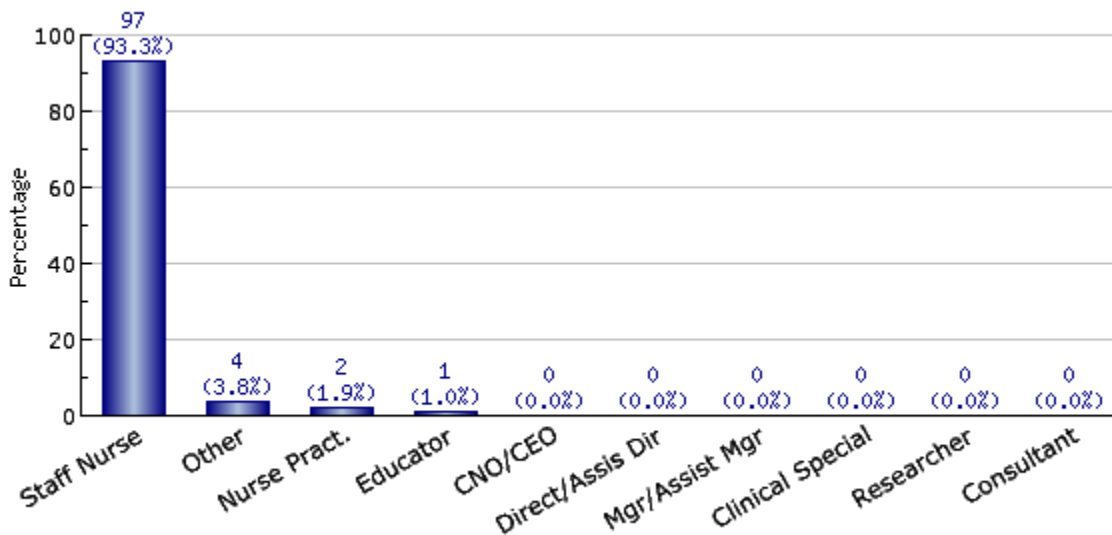
- Note: It is viewed that the results of this question do not warrant comparison, as the total number of responses is too few.

2.3.55 What is your position?

Respondents were asked to choose from one of the following options:

- Staff Nurse/Community Health Officer
- Chief Nursing Officer/Chief Executive Officer
- Director/Assistant Director
- Manager/Assistant Manager
- Clinical Nurse Specialist
- Instructor/Professor/Educator
- Researcher
- Consultant
- Nursing Practitioner
- Other (please specify)

2.3.55.1 Primary Site:



104 responses

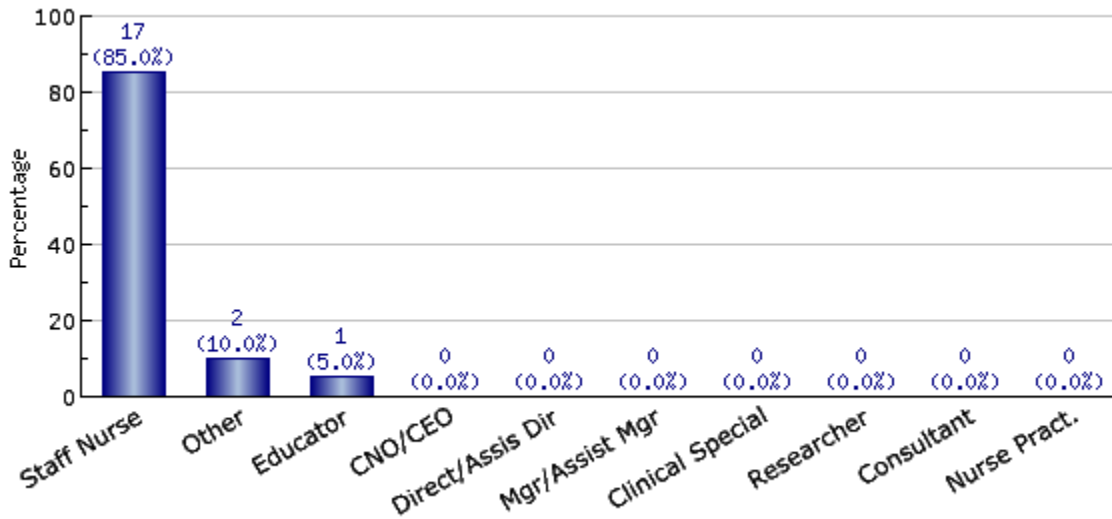
Key Findings:

- Of the respondents presently working as a nurse, 93.3% indicated that they are working as a staff nurse, as compared to 96.2% of respondents in their first job as a graduate nurse. This compares to 92.4% of respondents in their current job in the 2002 study.

Other:

- (1) Emergency nurse
- (1) Nurse Tutor
- (1) Public health nurse
- (1) Supervisor

2.3.55.2 Secondary Site:



20 responses

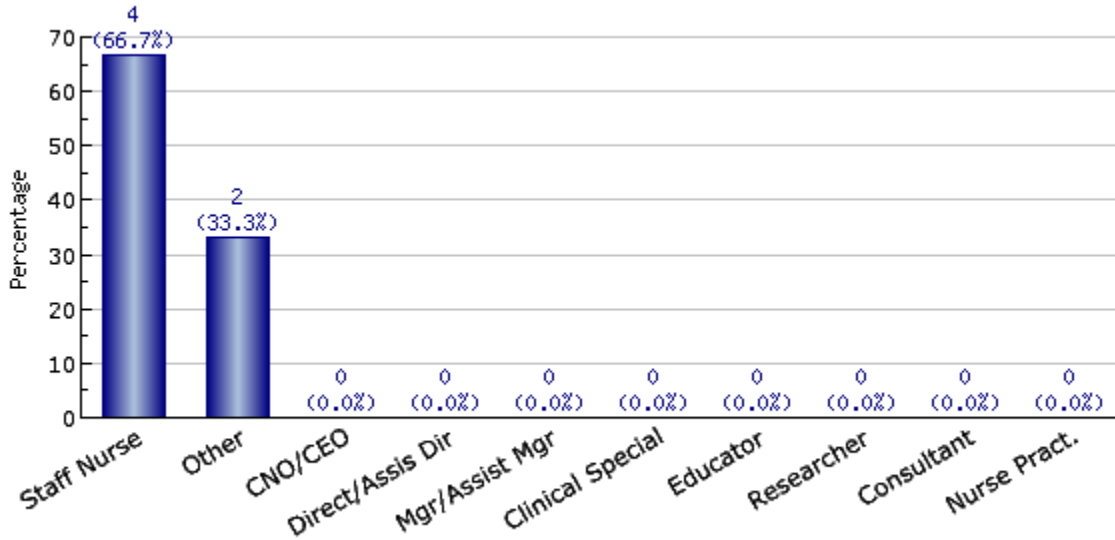
Key Findings:

- Of the respondents presently working as nurse, 85.0% indicated that they are working as a staff nurse at their secondary site, as compared to 93.8% of respondents in their first job as a graduate nurse. This compares to 94.1% of respondents in their current job in the 2002 study.

Other:

- (1) Public health nurse
- (1) Supervisor

2.3.55.3 Third Site:



6 responses

Key Findings:

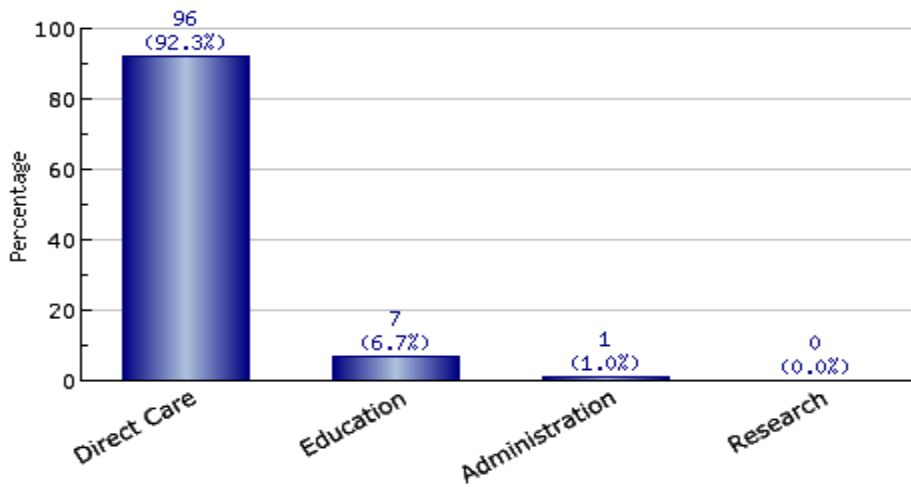
- Of the respondents presently working as nurse, 66.7% (4 respondents) indicated that they are working as a staff nurse at their third site, as compared to 100% (4 respondents) of respondents in their first job as a graduate nurse. This compares to 100% (3 respondents) in their current job in the 2002 study.

Other:

- (1) Public health nurse
- (1) Supervisor

2.3.56 What is your main area of responsibility?

2.3.56.1 Primary Site:

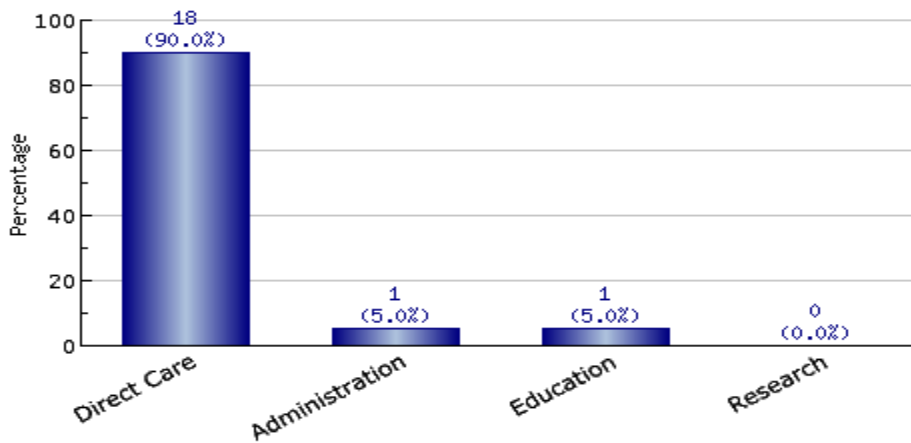


104 responses

Key Findings:

- Of the respondents presently working as a nurse, 92.3% indicated that their main area of responsibility at their primary site is direct care, as compared to 99% of respondents in their first job as a graduate nurse. This compares to 95.5% of respondents in their current job in the 2002 study.

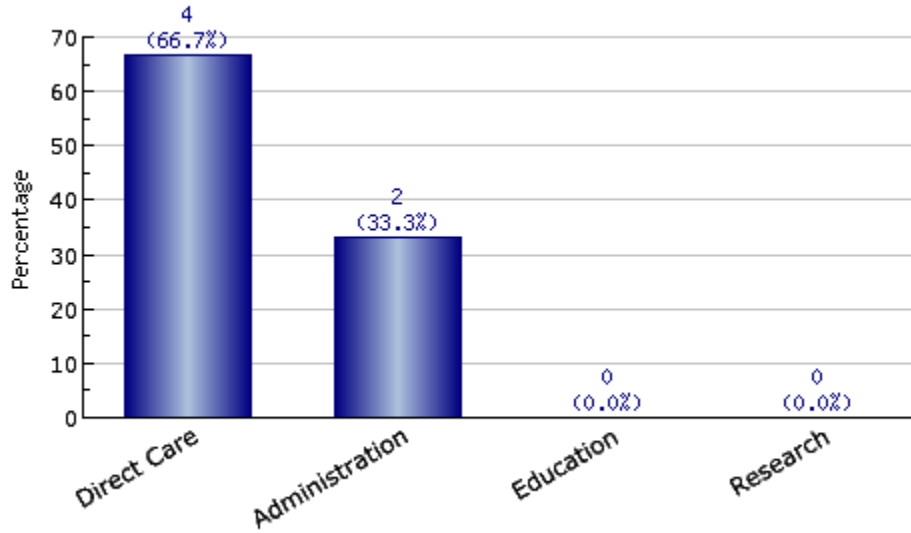
2.3.56.2 Secondary Site:



20 responses

Key Findings:

- Of the respondents presently working as nurse, 90.0% indicated that their main area of responsibility at their secondary site is direct care, as compared to 93.8% of respondents in their first job as a graduate nurse. This compares to 88.2% of respondents in their current job in the 2002 study.

2.3.56.3 Third Site:

6 responses

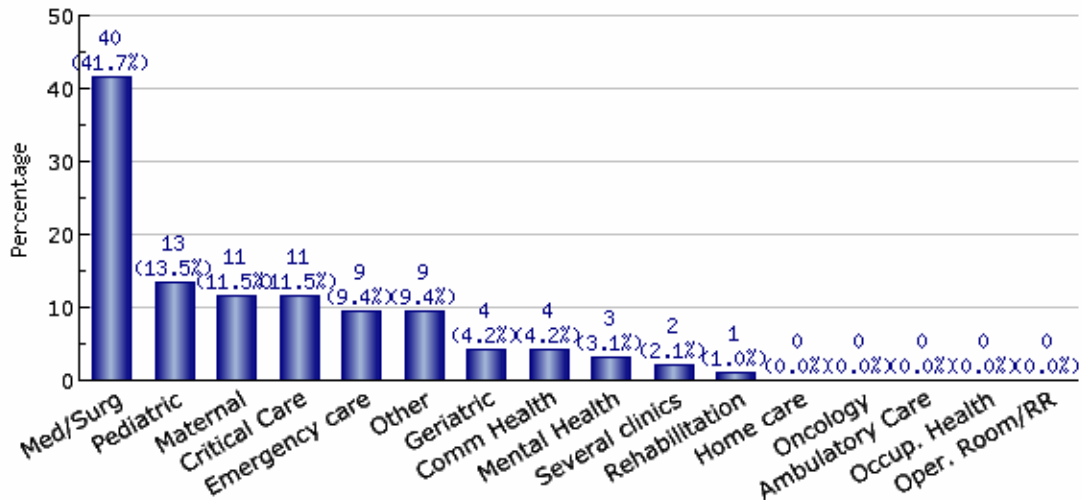
Key Findings:

- Of the respondents presently working as nurse, 66.7% indicated that their main area of responsibility at their third site is direct care while 33.3% indicated administration, as compared to 75% in direct care and 25% in education, of respondents in their first job as a graduate nurse. This compares to 100% of respondents indicating direct care in their current job in the 2002 study.

2.3.57 In what area(s) do you currently provide service?

2.3.57.1 Primary Site

Direct Care:



96 responses

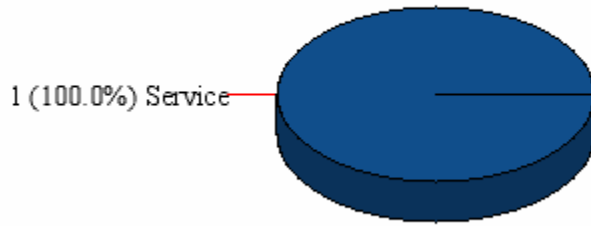
Key Findings

- 41.7% of respondents indicated that their current area of service at the primary site is medical/surgical, as compared to 56.3% of respondents in their first job as a graduate nurse. This compares to 30.3% of respondents indicating medical/surgical in their current job in the 2002 study.
- 13.5% of respondents indicated that their current area of service at the primary site is pediatric, as compared to 16.5 of respondents in their first job as a graduate nurse. This compares to 22.7% of respondents indicating medical/surgical in their current job in the 2002 study.
- The next most common areas of service as maternal/newborn and critical care, each indicated by 11.5% of respondents, as compared to 11.7% indicating maternal/newborn, and 5.8% indicating critical care, of respondents in their first job as a graduate nurse

Other Responses:

- (2) Intensive care
- (2) Neurology
- (2) Palliative Care
- (1) Dialysis
- (1) Gastrointestinal Unit
- (1) Orthopedics

Administration:

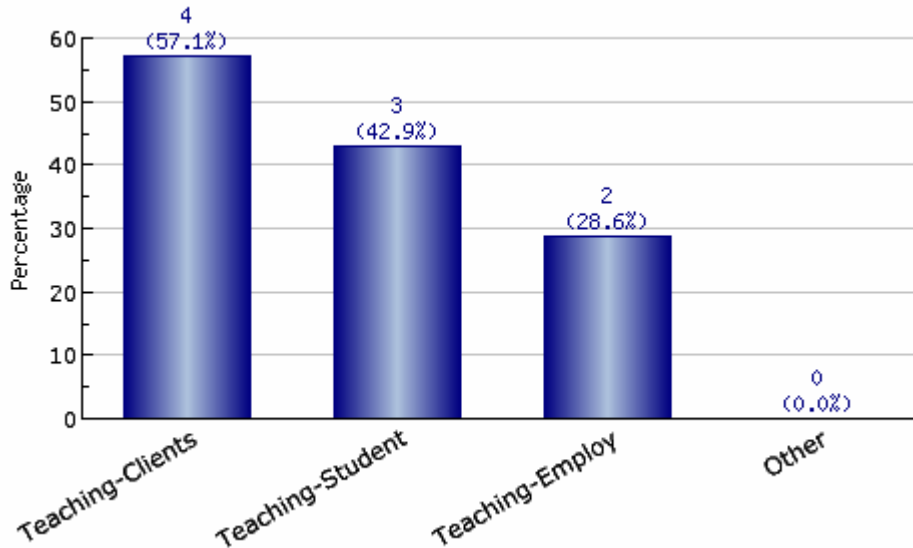


1 responses

Key Findings

- The one respondent indicating they worked in administration at their primary work site indicated the area was service, compared to no respondents in their first job. This compares to two respondents indicating administration in their current job in the 2002 study.

Education:



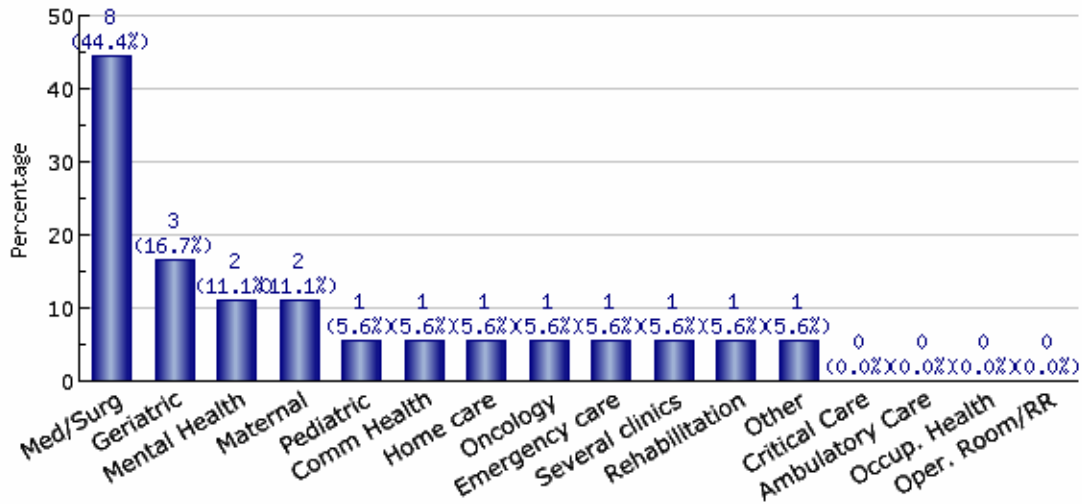
7 responses

Key Findings

- Of the seven respondents indicating they worked in education, 4 (57.1%) indicated they were teaching clients, 3 (42.9%) indicated they were teaching students, and 2 (28.6%) indicated they were teaching employees, compared to 1 respondent who indicating teaching employees in their first job. This also compares to no respondents indicating education in their current job in the 2002 study.

2.3.57.2 Secondary Site

Direct Care:



18 responses

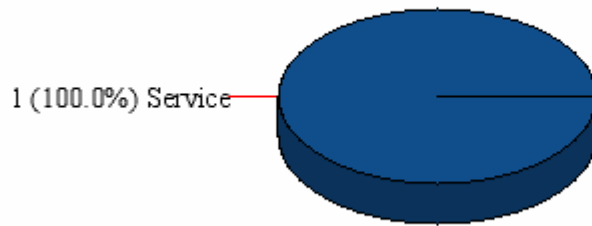
Key Findings

- 44.4% (8 respondents) indicated that their current area of service at the primary site is medical/surgical, as compared to 40% of respondents in their first job as a graduate nurse. This compares to 52.9% of respondents indicating medical/surgical in their current job in the 2002 study.
- 16.7% (3 respondents) indicated that their current area of service at the primary site is geriatric, as compared to 13.3% of respondents in their first job as a graduate nurse. This compares to 5.9% (1 respondent) indicating medical/surgical in their current job in the 2002 study.

Other Responses:

(1) cardiac

Administration:

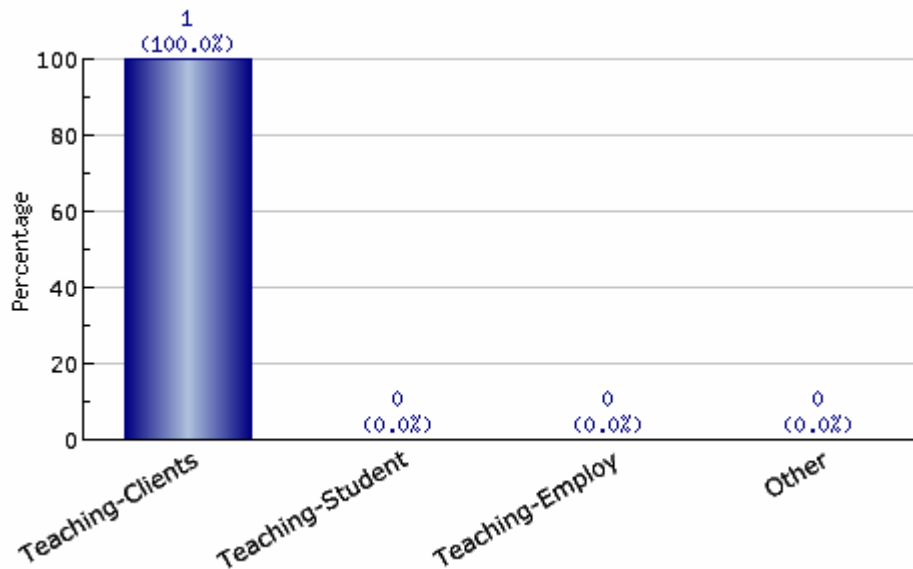


1 responses

Key Findings

- The one respondent indicating they worked in administration at their secondary work site indicated the area was service, compared to no respondents in their first job. This compares to one respondent indicating administration in their current job in the 2002 study.

Education:



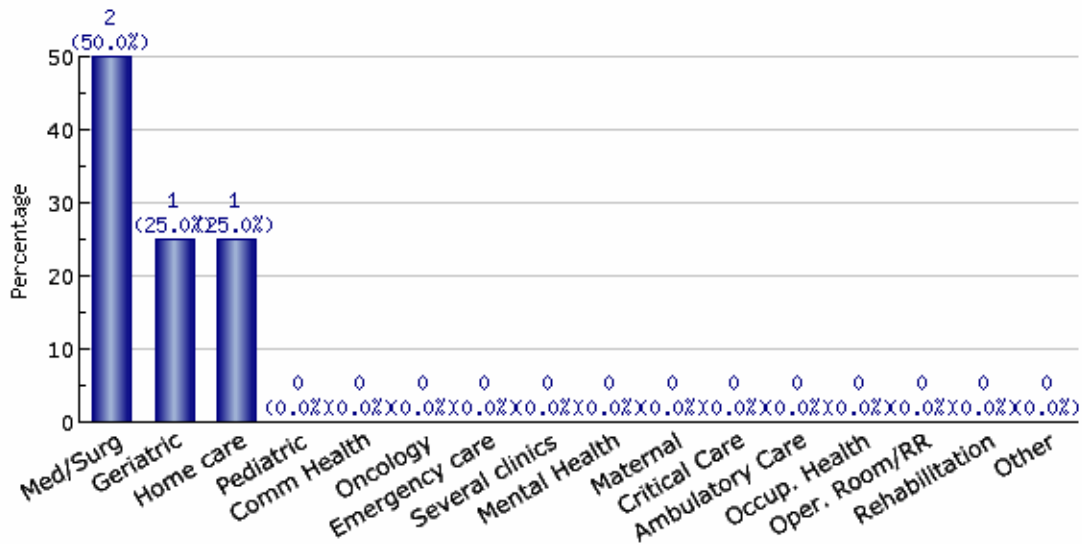
1 responses

Key Findings

- The one respondent that indicated they worked in education, is teaching clients, compared to on respondent indicating teaching clients in their first job. This compares to no respondents indicating education in their current job in the 2002 study.

2.3.57.3 Third Site

Direct Care:

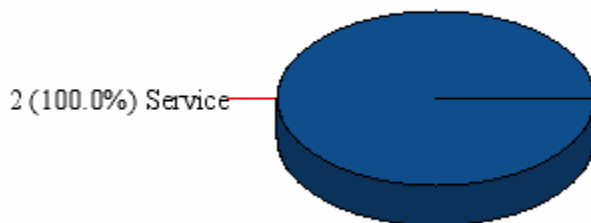


4 responses

Key Findings

- The four respondents that indicated they worked in direct care at a third site, 2 (50%) are working in medical/surgical, 1 (25%) in geriatrics, and 1 (25%) in home care. This compares to 66.7% (2 respondents) in their first job. In the 2002 study, 4 respondents worked at a third site with 1 in geriatrics, 1 in community health, 1 in several clinics, and 1 in maternal.

Administration:



2 responses

Key Findings

- The two respondents indicating they worked in administration at their third work site indicated the area was a service, compared to no respondents in their first job. This compares to no respondents indicating they worked in administration at a third site in their current job in the 2002 study.

2.3.58 On average, how many hours per week do you currently work?

2003 Results

	Current Job			First Job as Graduate Nurse		
	Minimum	Maximum	Average	Minimum	Maximum	Average
Primary Site	20	50	36.5	15	50	36.3
Secondary Site	0	40	14.1	8	40	18.1
Third Site:	2	40	11.5	6	10	8.5

2002 Results

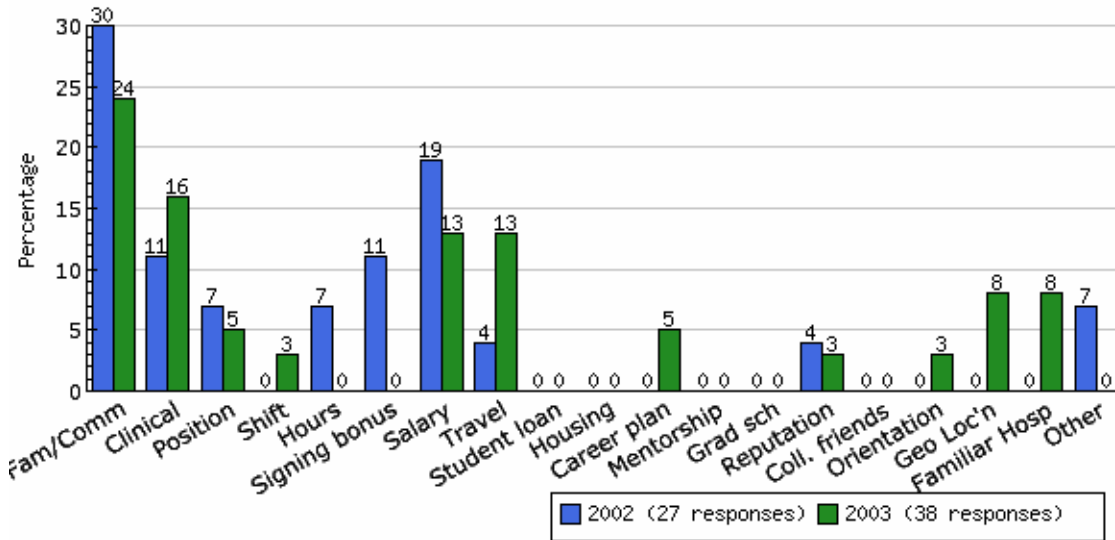
	Current Job			First Job as Graduate Nurse		
	Minimum	Maximum	Average	Minimum	Maximum	Average
Primary Site	3	60	37.1	20	60	34.2
Secondary Site	2	40	11.9	2	36	14.3
Third Site	1	8	4.0	4	40	15.7

Key Findings

- The average number of hours at the graduate's current job at a third site has increased from 4.0 hours per week reported in the 2002 follow up study to 11.5 hours in the 2003 study. However, the number of hours worked by the nurses in their first job at a third site is 8.5 hours in the 2003 study compared to 15.7 hours in the 2002 study.
- The average number of hours at the secondary site has also increased from 11.9 hours in the 2002 study to 14.1 hours in the 2003 study.

2.3.59 Please rank the top 3 factors that influenced your **current choice of work location as a nurse, with 1 being most important and 3 being the least important?**

Ranked as first influential factor:

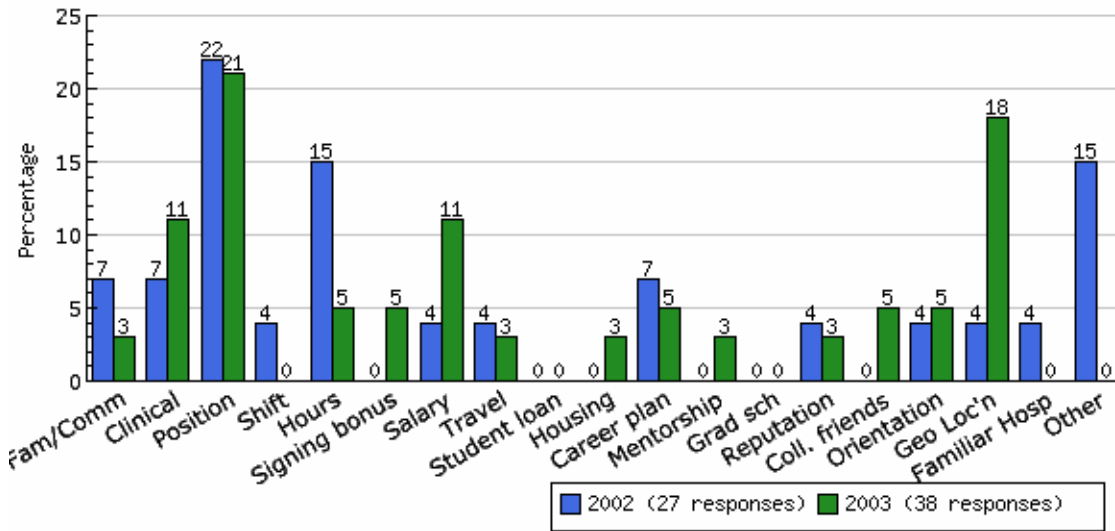


	Total #	% of Responses	Cumulative %
Fam/Comm	9	23.7	23.7
Clinical	6	15.8	39.5
Salary	5	13.2	52.6
Travel	5	13.2	65.8
Geo Loc'n	3	7.9	73.7
Familiar Hosp	3	7.9	81.6
Position	2	5.3	86.8
Career plan	2	5.3	92.1
Shift	1	2.6	94.7
Reputation	1	2.6	97.4
Orientation	1	2.6	100.0
Hours	0	0.0	100.0
Signing bonus	0	0.0	100.0
Student loan	0	0.0	100.0
Housing	0	0.0	100.0
Mentorship	0	0.0	100.0
Grad sch	0	0.0	100.0
Coll. friends	0	0.0	100.0
Other	0	0.0	100.0
Total	38	100	

Key Findings:

- The most frequently cited factors that respondents considered of primary importance in influencing choice of work location were family or community commitments (23.7%). This compares to 29.6% of respondents in the 2002 survey and 40.4% for their first job.

Ranked as second influential factor:

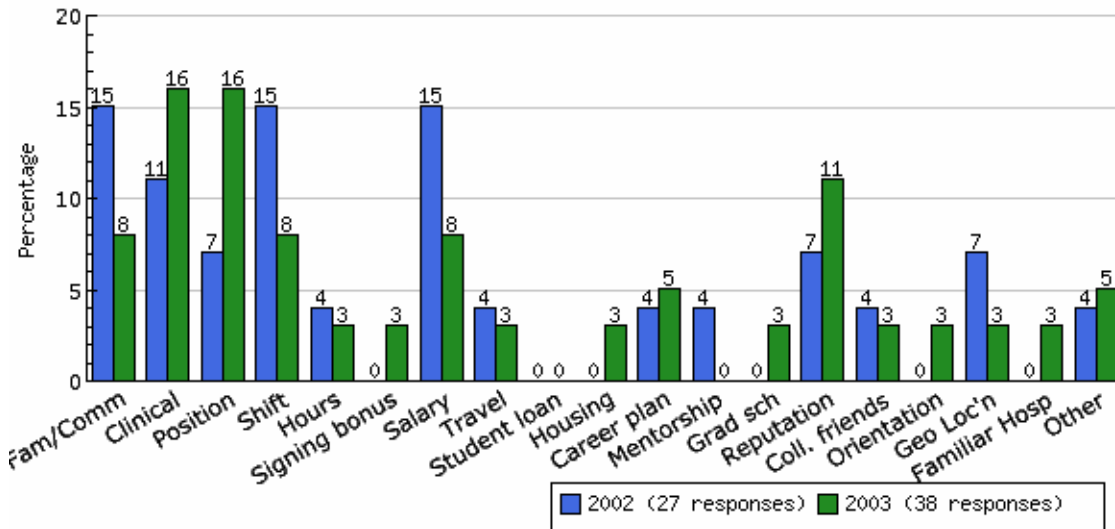


	Total #	% of Responses	Cumulative %
Position	8	21.1	21.1
Geo Loc'n	7	18.4	39.5
Clinical	4	10.5	50.0
Salary	4	10.5	60.5
Hours	2	5.3	65.8
Signing bonus	2	5.3	71.1
Career plan	2	5.3	76.3
Coll. friends	2	5.3	81.6
Orientation	2	5.3	86.8
Fam/Comm	1	2.6	89.5
Travel	1	2.6	92.1
Housing	1	2.6	94.7
Mentorship	1	2.6	97.4
Reputation	1	2.6	100.0
Shift	0	0.0	100.0
Student loan	0	0.0	100.0
Grad sch	0	0.0	100.0
Familiar Hosp	0	0.0	100.0
Other	0	0.0	100.0
Total	38	100	

Key Findings:

- The most frequently cited factors that respondents considered of secondary importance in influencing choice of work location was “position I wanted” (21.1%). This compares to 22.2% of respondents in the 2002 survey and 13.5% for their first job.

Ranked as third influential factor:



	Total #	% of Responses	Cumulative %
Clinical	6	15.8	15.8
Position	6	15.8	31.6
Reputation	4	10.5	42.1
Fam/Comm	3	7.9	50.0
Shift	3	7.9	57.9
Salary	3	7.9	65.8
Career plan	2	5.3	71.1
Other	2	5.3	76.3
Hours	1	2.6	78.9
Signing bonus	1	2.6	81.6
Travel	1	2.6	84.2
Housing	1	2.6	86.8
Grad sch	1	2.6	89.5
Coll. friends	1	2.6	92.1
Orientation	1	2.6	94.7
Geo Loc'n	1	2.6	97.4
Familiar Hosp	1	2.6	100.0
Student loan	0	0.0	100.0
Mentorship	0	0.0	100.0
Total	38	100	

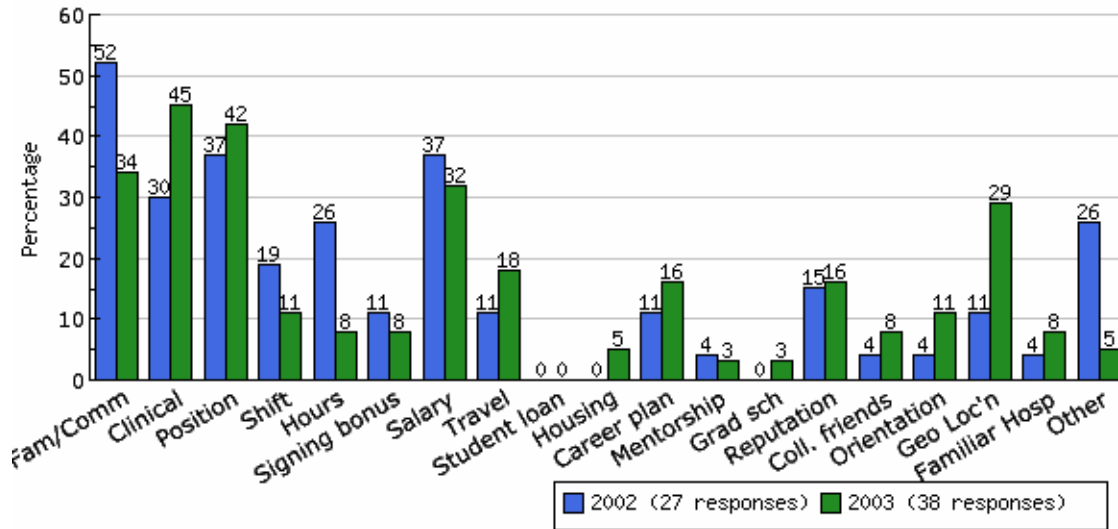
Key Findings:

- The most frequently cited factors that respondents considered of third importance in influencing choice of work location was “clinical/client group I wanted” (15.8%) and “position I wanted” (15.8%). This compares to 11.1% of respondents in the 2002 survey indicating “clinical/client group I wanted” and 7.4% indicating “position I wanted”. In their first job, 10.6% indicated “clinical group I wanted” and 7.7% indicated “position I wanted” for their first job.

Other Responses:

- (1) Reputation of program I'm employed in

Top 3 factors (combined):

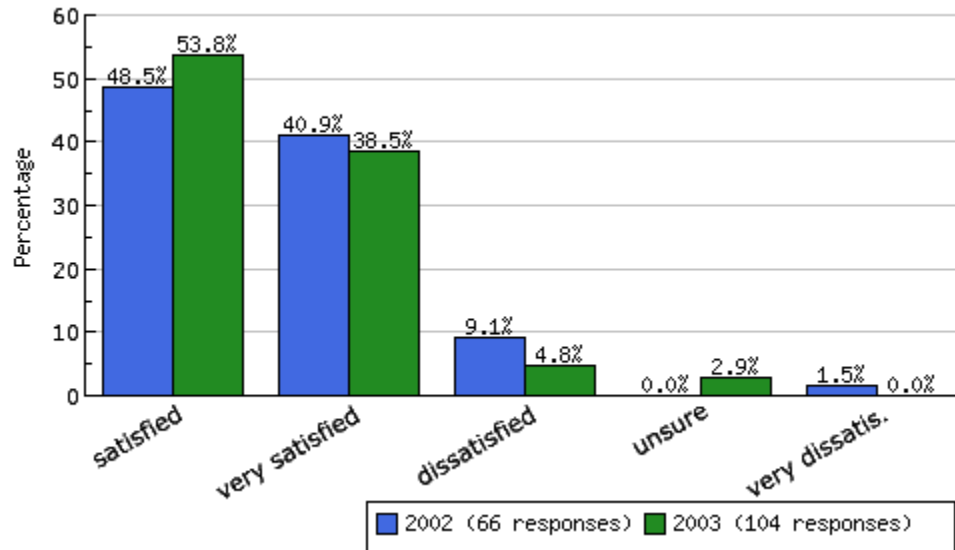


Key Findings:

- The most frequently cited factors that respondents considered of importance in influencing choice of current work location was “clinical/client group I wanted” (45%), “position I wanted” (42%), and salary (32%). This compares to 11.1% of respondents in the 2002 survey indicating

2.3.60 How satisfied are you with your **current** primary job?

2.3.60.1 Overall Results



Key Findings:

- 92.3% of respondents indicated that they are satisfied or very satisfied with their current job, as compared to 89.4% of respondents from the 2002 survey

2.3.60.2 Breakdown by Location of Current Job

	Totals	Very satisfied	Satisfied	Dissatisfied	Very dissatis.	unsure
Totals	104 (100%)	40 (38.5%)	56 (53.8%)	5 (4.8%)	0 (0.0%)	3 (2.9%)
Saskatchewan	73 (70.2%)	28 (38.4%)	41 (56.2%)	2 (2.7%)	0 (0.0%)	2 (2.7%)
Manitoba or Eastern Canada	1 (1.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Alberta or BC	19 (18.3%)	8 (42.1%)	8 (42.1%)	3 (15.8%)	0 (0.0%)	0 (0.0%)
USA	7 (6.7%)	3 (42.9%)	3 (42.9%)	0 (0.0%)	0 (0.0%)	1 (14.3%)
Other, (please specify)	4 (3.8%)	1 (25.0%)	3 (75.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

Key Findings:

- 94.6 of respondents currently working in Saskatchewan are very satisfied or satisfied with their current job, compared to 84.2% of respondents working in Alberta or B.C. This compares to 88.4% of respondents in Saskatchewan (a 10.4% increase) and 91.7% in Alberta or BC (a 7.5% decrease) indicating they were satisfied for very satisfied in the 2002 study.

2.3.60.3 Breakdown by Gender

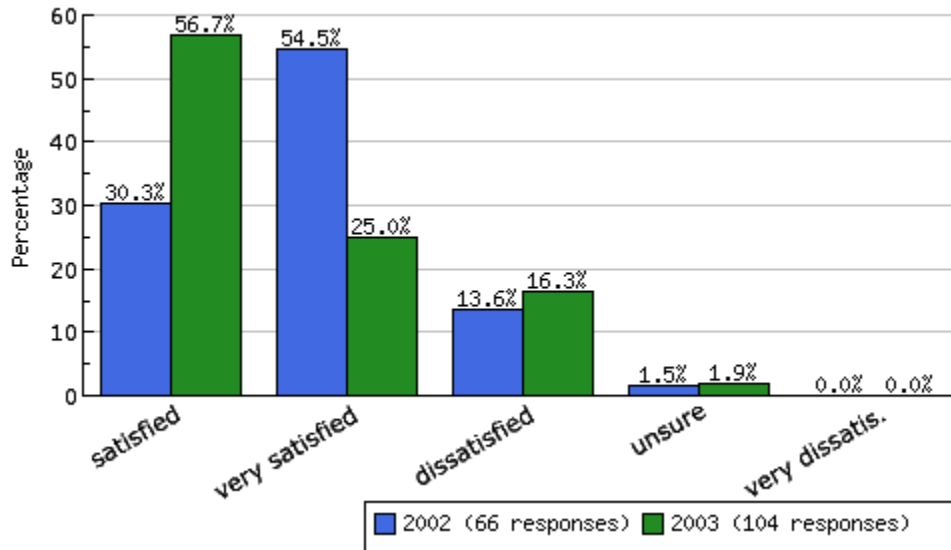
	Totals	very satisfied	satisfied	dissatisfied	very dissatis.	unsure
Totals	104 (100%)	40 (38.5%)	56 (53.8%)	5 (4.8%)	0 (0.0%)	3 (2.9%)
Male	12 (11.5%)	3 (25.0%)	6 (50.0%)	1 (8.3%)	0 (0.0%)	2 (16.7%)
Female	92 (88.5%)	37 (40.2%)	50 (54.3%)	4 (4.3%)	0 (0.0%)	1 (1.1%)

Key Findings:

- 94.5% of female respondents indicated being very satisfied or satisfied with their current job, compared to 75% of male respondents. In the 2002 study, 89.4% of females (an increase of 5.1%) and 87.5% of males indicated (a decrease of 12.5%) being very satisfied or satisfied in the 2002 study.

2.3.61 How satisfied are you with your **current** gross annual salary for your primary job?

2.3.61.1 Overall Results



Key Findings:

- 81.7% of respondents indicated that they are satisfied or very satisfied with their current gross annual salary, as compared to 84.8% of respondents from the 2002 survey

2.3.61.2 Breakdown by Location of Current job"

	Totals	very satisfied	satisfied	dissatisfied	very dissatis.	unsure
Totals	104 (100%)	26 (25.0%)	59 (56.7%)	17 (16.3%)	0 (0.0%)	2 (1.9%)
Saskatchewan	73 (70.2%)	13 (17.8%)	43 (58.9%)	16 (21.9%)	0 (0.0%)	1 (1.4%)
Manitoba or Eastern Canada	1 (1.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Alberta or BC	19 (18.3%)	6 (31.6%)	12 (63.2%)	1 (5.3%)	0 (0.0%)	0 (0.0%)
USA	7 (6.7%)	5 (71.4%)	2 (28.6%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Other, (please specify)	4 (3.8%)	2 (50.0%)	1 (25.0%)	0 (0.0%)	0 (0.0%)	1 (25.0%)

Key Findings:

- 100% (7 respondents) working in the USA are very satisfied or satisfied with their current gross annual salary, compared to 76.7% of those respondents working in Saskatchewan

- 94.8% working in the Alberta/BC are very satisfied or satisfied with their current gross annual salary, compared to 76.7% of those respondents working in Saskatchewan
- In the 2002 study, 82.7% of Saskatchewan respondents were very satisfied or satisfied with their current gross annual salary. The 2003 study reveals a drop in satisfaction of Saskatchewan respondents of 6% to 76.7%.
- In the 2002 study, 91.7% of Alberta/BC respondents were very satisfied or satisfied with their current gross annual salary. The 2003 study reveals an increase in satisfaction of Alberta/BC respondents of 3.1% to 94.8%.

2.3.61.3 Breakdown by Gender

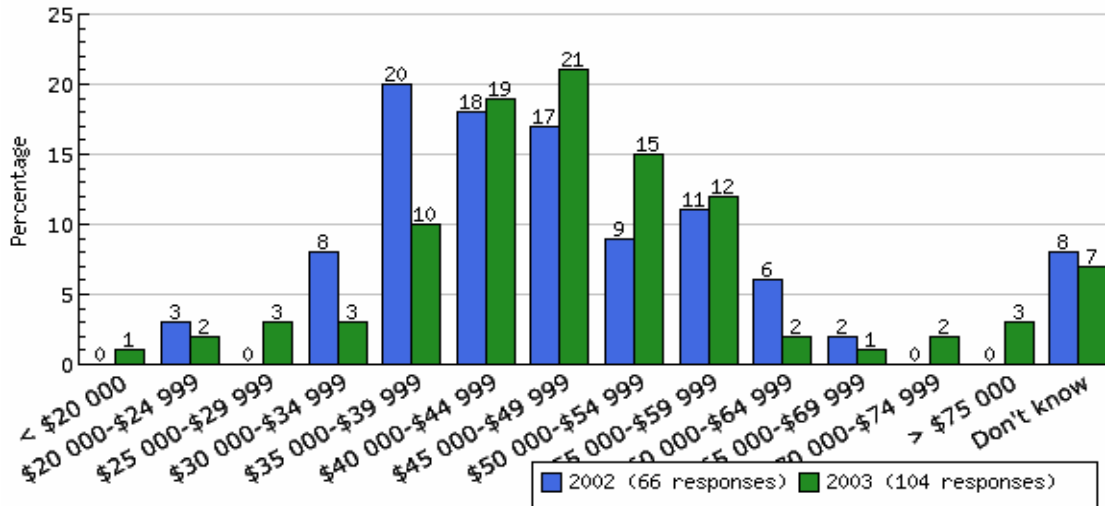
	Totals	very satisfied	satisfied	dissatisfied	very dissatis.	unsure
Totals	104 (100%)	26 (25.0%)	59 (56.7%)	17 (16.3%)	0 (0.0%)	2 (1.9%)
Male	12 (11.5%)	4 (33.3%)	4 (33.3%)	4 (33.3%)	0 (0.0%)	0 (0.0%)
Female	92 (88.5%)	22 (23.9%)	55 (59.8%)	13 (14.1%)	0 (0.0%)	2 (2.2%)

Key Findings:

- 83.7% of female respondents indicated being very satisfied or satisfied with their current gross annual salary, as compared to 66.6% of male respondents. In the 2002 study, 84.4% of female respondents indicated being very satisfied or satisfied with their current gross annual salary, as compared to 87.5% of male respondents.

2.3.62 What are the total annual earnings before taxes and deductions?

2.3.62.1 Annual Earnings with US Currency Converted to Canadian Dollars. (Rate as of June 15, 2003)



	Total #	% of Responses	Cumulative %	Weight	Weighted Total
< \$20 000	1	1.0	1.0	1	1
\$20 000-\$24 999	2	1.9	2.9	2	4
\$25 000-\$29 999	3	2.9	5.8	3	9
\$30 000-\$34 999	3	2.9	8.7	4	12
\$35 000-\$39 999	10	9.6	18.3	5	50
\$40 000-\$44 999	20	19.2	37.5	6	120
\$45 000-\$49 999	22	21.2	58.7	7	154
\$50 000-\$54 999	16	15.4	74.0	8	128
\$55 000-\$59 999	12	11.5	85.6	9	108
\$60 000-\$64 999	2	1.9	87.5	10	20
\$65 000-\$69 999	1	1.0	88.5	11	11
\$70 000-\$74 999	2	1.9	90.4	12	24
> \$75 000	3	2.9	93.3	13	39
Don't know	7	6.7	100.0	98	
Total	104	100			680
Average					7.0

Key Findings:

- 81.7% of respondents indicated that their total annual gross earnings are between \$30,000 and \$64,999, as compared to 88.0% of respondents from the 2002 survey
- 5.8% of respondents indicated that their total annual gross earnings are over \$65,000, as compared to 1.5% of respondents from the 2002 survey
- 55.8% of respondents indicated that their total annual gross earnings are between \$40,000 and \$54,999

2.3.62.2 Breakdown by Location of Current Job"

	Totals	< \$20 000	\$20 000- \$24 999	\$25 000- \$29 999	\$30 000- \$34 999	\$35 000- \$39 999	\$40 000- \$44 999	\$45 000- \$49 999	\$50 000- \$54 999	\$55 000- \$59 999	\$60 000- \$64 999	\$65 000- \$69 999	\$70 000- \$74 999	> \$75 000	Don't know
Totals	104 (100%)	1 (1.0%)	2 (1.9%)	3 (2.9%)	3 (2.9%)	11 (10.6%)	21 (20.2%)	23 (22.1%)	17 (16.3%)	11 (10.6%)	2 (1.9%)	1 (1.0%)	1 (1.0%)	1 (1.0%)	7 (6.7%)
Saskatchewan	73 (70.2%)	0 (0.0%)	2 (2.7%)	3 (4.1%)	3 (4.1%)	10 (13.7%)	18 (24.7%)	16 (21.9%)	9 (12.3%)	4 (5.5%)	1 (1.4%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	7 (9.6%)
Manitoba or Eastern Canada	1 (1.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (100.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Alberta or BC	19 (18.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (5.3%)	5 (26.3%)	5 (26.3%)	7 (36.8%)	0 (0.0%)	1 (5.3%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
USA (\$USD)	7 (6.7%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (14.3%)	1 (14.3%)	2 (28.6%)	0 (0.0%)	1 (14.3%)	0 (0.0%)	1 (14.3%)	1 (14.3%)	0 (0.0%)
Other, (please specify)	4 (3.8%)	1 (25.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (25.0%)	1 (25.0%)	0 (0.0%)	1 (25.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)

Key Findings:

- 60.3% of respondents working in Saskatchewan indicated that their total gross annual earnings is between \$35,000 and \$49,999, as compared to 31.6% of those respondents working in Alberta or B.C.
- 19.2% of respondents working in Saskatchewan indicated their total annual gross earnings between \$50,000 and \$69,999, as compared to 68.4% of those respondents working in Alberta or B.C.

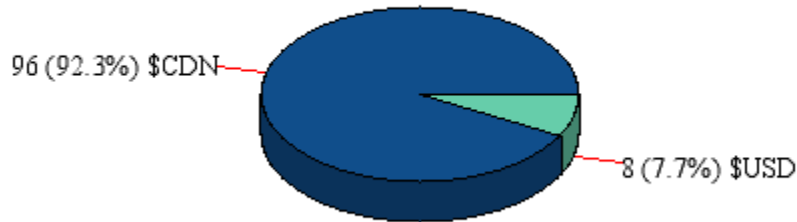
2.3.62.3 Breakdown by Gender (CDN \$)

	Totals	< \$20 000	\$20 000- \$24 999	\$25 000- \$29 999	\$30 000- \$34 999	\$35 000- \$39 999	\$40 000- \$44 999	\$45 000- \$49 999	\$50 000- \$54 999	\$55 000- \$59 999	\$60 000- \$64 999	\$65 000- \$69 999	\$70 000- \$74 999	> \$75 000	Don't know
Totals	104 (100%)	1 (1.0%)	2 (1.9%)	3 (2.9%)	3 (2.9%)	10 (9.6%)	20 (19.2%)	22 (21.2%)	16 (15.4%)	12 (11.5%)	2 (1.9%)	1 (1.0%)	2 (1.9%)	3 (2.9%)	7 (6.7%)
Male	12 (11.5%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	1 (8.3%)	1 (8.3%)	1 (8.3%)	3 (25.0%)	4 (33.3%)	0 (0.0%)	0 (0.0%)	1 (8.3%)	0 (0.0%)	1 (8.3%)	0 (0.0%)
Female	92 (88.5%)	1 (1.1%)	2 (2.2%)	3 (3.3%)	2 (2.2%)	9 (9.8%)	19 (20.7%)	19 (20.7%)	12 (13.0%)	12 (13.0%)	2 (2.2%)	0 (0.0%)	2 (2.2%)	2 (2.2%)	7 (7.6%)

Key Findings:

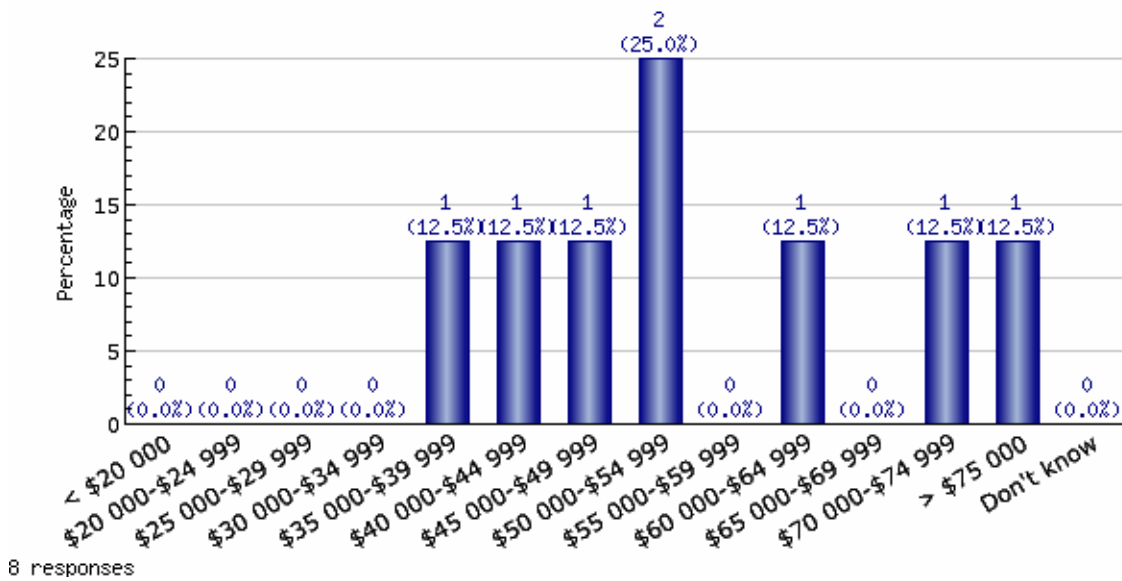
- 41.6% of male respondents indicated their total annual gross earnings between \$35,000 and \$49,999, as compared to 51.2% of female respondents
- 33.3% of male respondents indicated their total annual gross earnings between \$50,000 and \$69,999, as compared to 28.2% of female respondents

2.3.63 Currency



104 responses

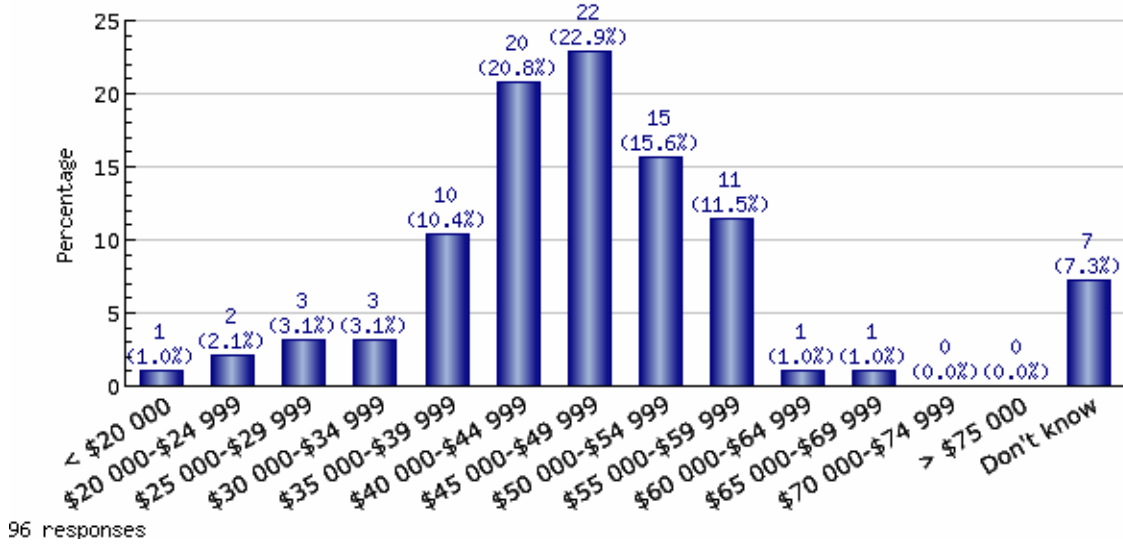
US Dollars:



Key Findings:

- Of the 7 respondents working the US and 1 respondent outside of North America, 3 (37.5%) are earning \$60,000+ USD annually.

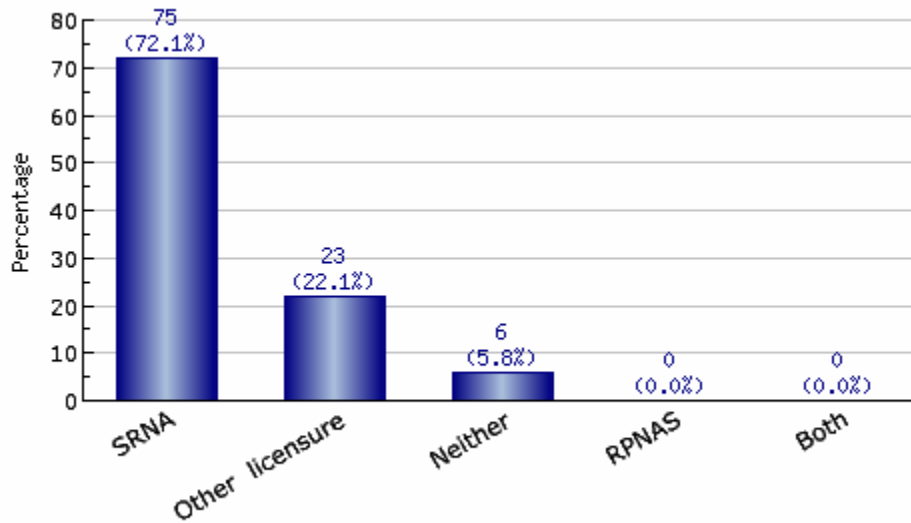
Canadian Dollars:



Key Findings:

- Of the 96 respondents, 2% are earning over \$60,000 Canadian per year.
- 59.3% are earning between 40,000 per year and 55,000 per year.

2.3.64 Are you registered with any of the following associations?



104 responses

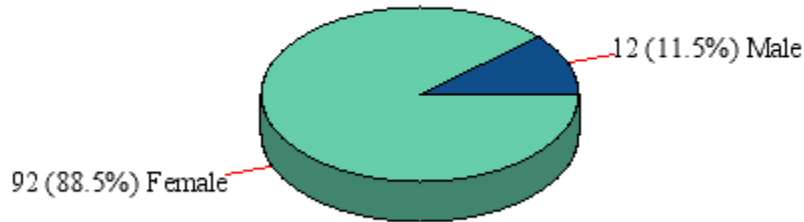
Key Findings:

- 71.2% of respondents are registered solely with the SRNA, compared 2002 survey results of 69.6%.
- 22.1% are registered with other nursing licensures.

Entries under "Other":

- (15) AARN
- (3) RNABC
- (1) AARN, NMC(united kingdom)
- (1) California, Australia, and B.C.
- (1) Cayman Islands Health Services Authority
- (1) Pennsylvania
- (1) SRNA and license in California

2.3.65 What is your gender?

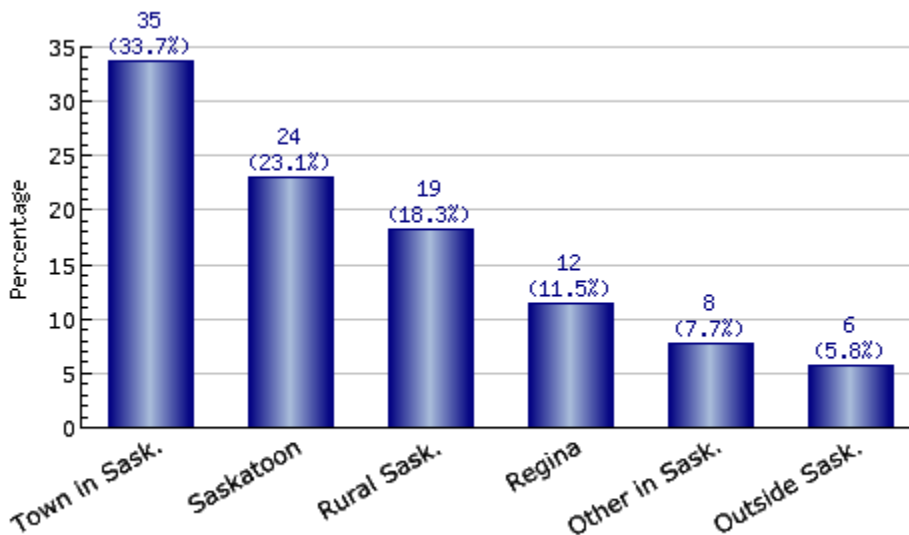


104 responses

Key Findings:

- 88.5% of respondents indicated their gender as female, and 11.5% of respondents indicated their gender as male, compared to 84.1% of respondents that were female and 15.9% male in the 2002 study.

2.3.66 Where did you grow up?



104 responses

Key Findings:

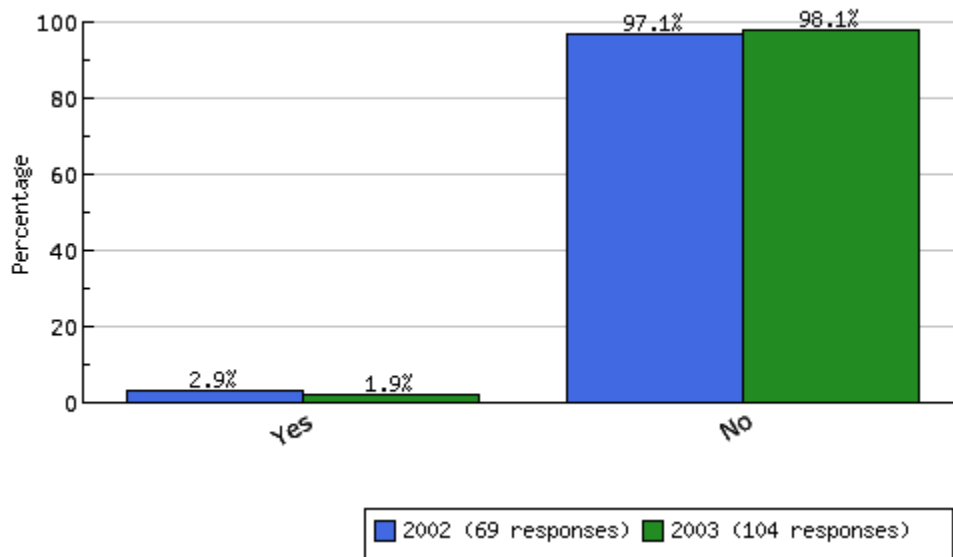
- 94.2% of graduates from the NEPS program grew up in Saskatchewan.

Entries under "Other":

(2) Philippines

(1) Manitoba

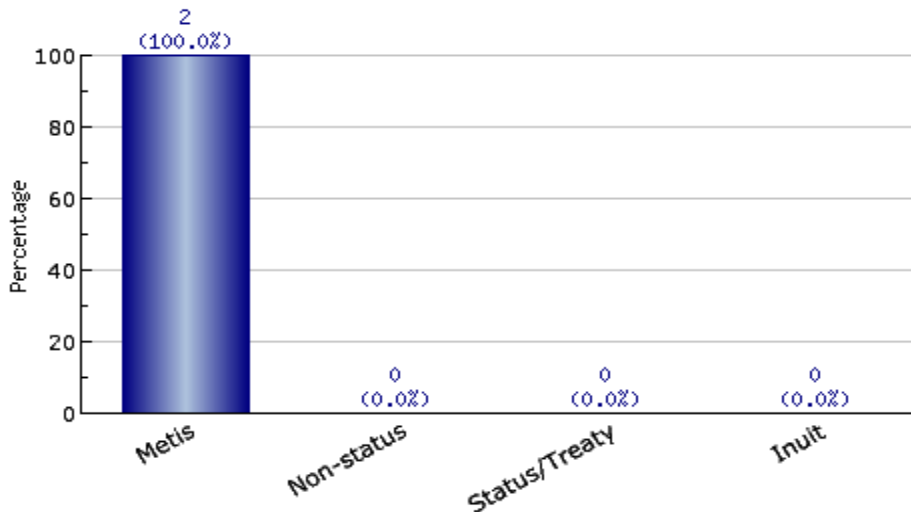
2.3.67 Do you hold aboriginal status?



Key Findings:

- The number of respondents identifying themselves as Aboriginal is 2, the same number as those respondents in the 2002 survey identifying themselves as Aboriginal

2.3.68 You indicated that you are Aboriginal; please indicate if you are:

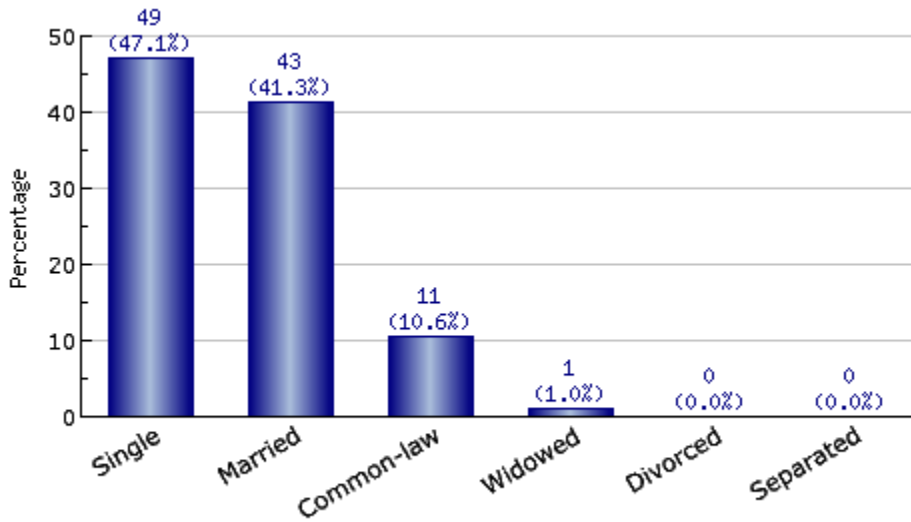


2 responses

Key Findings:

- Both respondents identifying themselves as being of Aboriginal descent indicated they are Métis

2.3.69 What is your current marital status?

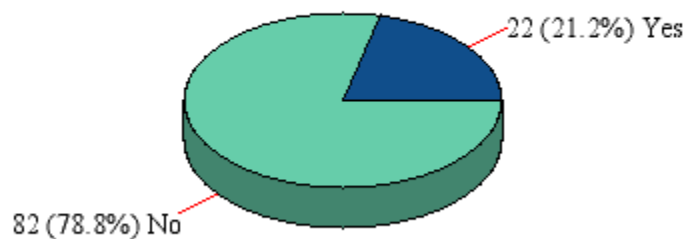


104 responses

Key Findings:

- 41.3% are married; compared to 52.2% in the 2002 study.
- 10.6% are common law; compared to 7.2% in the 2002 study.
- 47.1% are single; compared to 39.1% in the 2002 study.

2.3.70 Do you currently have any dependent children/adults?



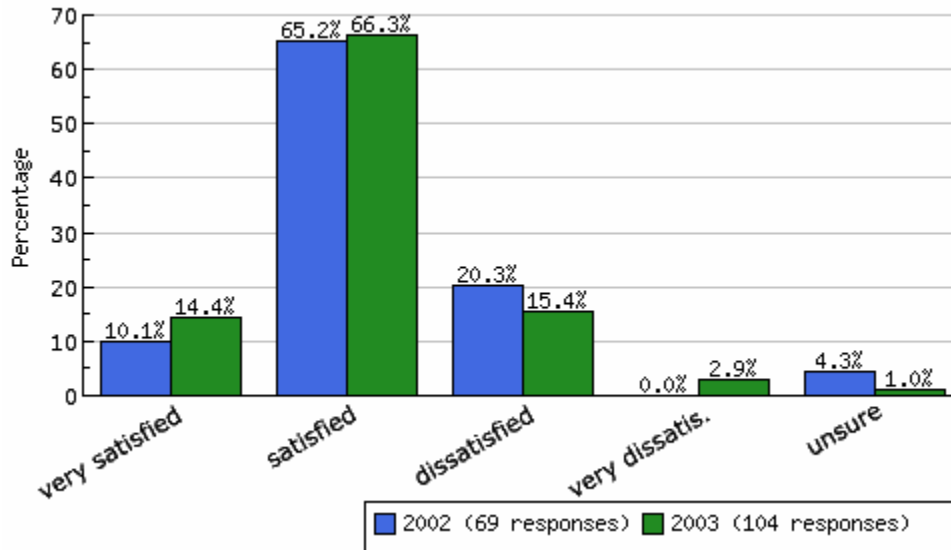
104 responses

Key Findings:

- 78.8% of respondents do not have dependent children or adults; compared to 76.8% in the 2002 study.

2.3.71 How satisfied were you with your educational experience in the NEPS program?

2.3.71.1 Overall Results



Key Findings:

- 80.7% of respondents indicated they were satisfied or very satisfied with their educational experience in the NEPS program (compared to 75.3% in the 2002 study), while 18.3% indicated they were either very dissatisfied or dissatisfied (compared to 20.3% in the 2002 study)

2.3.71.2 Breakdown by Program Site at NEPS Entry

	Totals	very satisfied	satisfied	dissatisfied	very dissatis.	unsure
Totals	104 (100%)	15 (14.4%)	69 (66.3%)	16 (15.4%)	3 (2.9%)	1 (1.0%)
Regina	17 (16.3%)	3 (17.6%)	13 (76.5%)	1 (5.9%)	0 (0.0%)	0 (0.0%)
Saskatoon	87 (83.7%)	12 (13.8%)	56 (64.4%)	15 (17.2%)	3 (3.4%)	1 (1.1%)

Key Findings:

- 78.2% of respondents who studied at the Saskatoon site were very satisfied or satisfied with their NEPS education (compared to 78.7% in the 2002 study), as compared to 94.1% (16 respondents) who studied at the Regina site (compared to 68.2% or 15 respondents in the 2002 study)

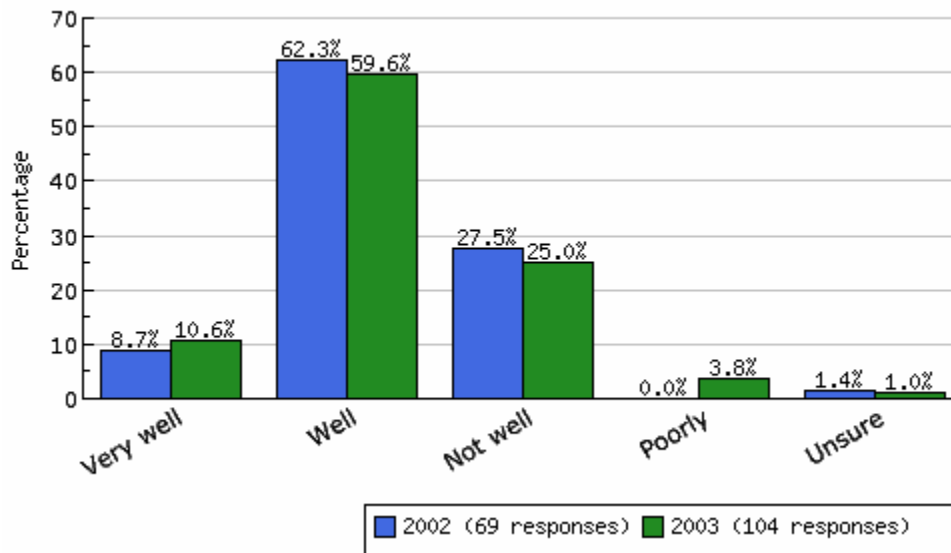
2.3.71.3 Breakdown by Gender

	Totals	very satisfied	satisfied	dissatisfied	very dissatis.	unsure
Totals	104 (100%)	15 (14.4%)	69 (66.3%)	16 (15.4%)	3 (2.9%)	1 (1.0%)
Male	12 (11.5%)	2 (16.7%)	7 (58.3%)	1 (8.3%)	2 (16.7%)	0 (0.0%)
Female	92 (88.5%)	13 (14.1%)	62 (67.4%)	15 (16.3%)	1 (1.1%)	1 (1.1%)

Key Findings:

- 75% of male respondents indicated being very satisfied or satisfied with their NEPS education (compared to 63.7% in the 2002 study), as compared to 81.5% of female respondents (compared to 77.6% in the 2002 study)

2.3.72 How well did your educational program prepare you for nursing practice?



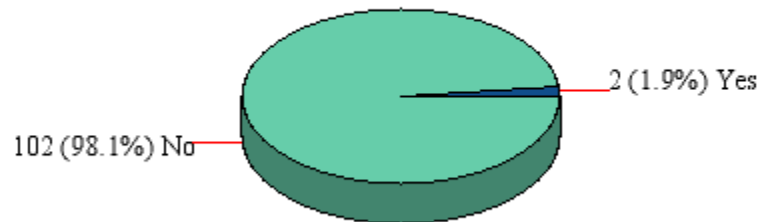
Key Findings:

- 70.2% of respondents indicated that the educational program prepared them well or very well for nursing practice, while 28.8% indicated they were not well prepared.
- The percentage of respondents feeling well prepared for their nursing practice has not changed much since the 2002 survey, in which 71% of respondents indicated feeling well or very well prepared.

Note: A full transcript of the comments made by respondents regarding the education they had received in the NEPS program was provided to the NEPS Curriculum Evaluation Committee.

2.3.73 Have you completed or are you currently enrolled in a graduate program?

2.3.73.1 Overall Results

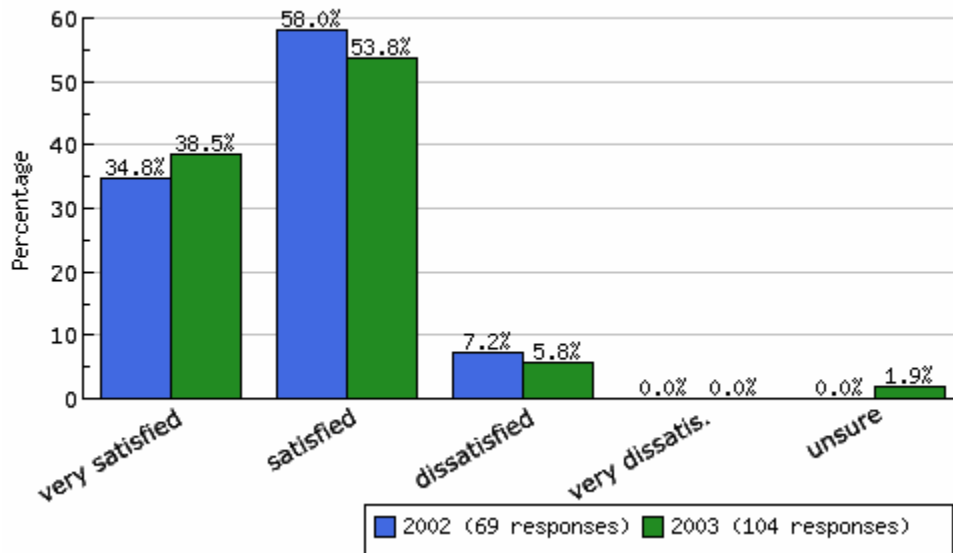


104 responses

Key Findings:

- 2 respondents indicated they have completed or are currently enrolled in a graduate program; compared to 5 respondents in the 2002 study
- The two respondents enrolled in graduate school are located in Saskatchewan and outside North America

2.3.74 How satisfied are you with nursing as a career?



Key Findings:

- 92.3% of respondents indicated they are satisfied or very satisfied with nursing as a career, while only 5.8% indicated they are dissatisfied
- The frequency of respondents indicating satisfaction with nursing as a career remains mainly unchanged (92.8% of 2002 survey respondents and 92.3% of current survey respondents)

2.3.74.1 Breakdown by Gender

	Totals	very satisfied	satisfied	dissatisfied	very dissatis.	unsure
Totals	104 (100%)	40 (38.5%)	56 (53.8%)	6 (5.8%)	0 (0.0%)	2 (1.9%)
Male	12 (11.5%)	5 (41.7%)	6 (50.0%)	1 (8.3%)	0 (0.0%)	0 (0.0%)
Female	92 (88.5%)	35 (38.0%)	50 (54.3%)	5 (5.4%)	0 (0.0%)	2 (2.2%)

Key Findings:

- 91.7% of male respondents indicated they are very satisfied or satisfied with nursing as a career, compared to 92.3% of female respondents. This is compared to 96.6% of female respondents and 72.8% of male respondents in the 2002 study.
- 8.3% of male respondents indicated being very dissatisfied or dissatisfied with nursing as a career, compared to 5.4% of female respondents. This is compared to 27.3% of male respondents and 3.4% of female respondents in the 2002 study.

3 Conclusions

3.1 Survey Completion Results

Of the total 144 potential respondents, 104 completed the survey, for a 72.2% response rate. As well, this represents 80.0% of the available students. Of the 40 students who did not complete the survey, 5 were sent an email invitation but never completed the survey, 16 were never successfully contacted (e.g. busy signal, answering machine, no answer), 4 refused to participate in the survey (2.8% of the 144 respondents) and 1 respondent did not qualify (i.e. Post RN).

Data was collected from May 5 to May 22, 2003.

With a population of 144 NEPS graduates and a sample size of 104 completed surveys, at a confidence level of 95%, the confidence interval is 5.08%. This means that the reader can be 95% sure that the true percentage of the population is $\pm 5.08\%$ of the percentage being reported.

3.2 Before Entering NEPS

- 17% of respondents indicated they had previous education in the health care field, prior to starting the NEPS program, a slight increase from 14.5% of respondents from the 2002 graduate survey.
- 44.3% of respondents indicated that they had some university education prior to starting NEPS; compared to 52.2% in the 2002 survey.
- The percentage of respondents with a high school diploma is 39.6% of respondents; compared to 31.9% of the 2002 survey respondents.
- 70.8% of respondents indicated that their major activity in the year before starting NEPS was going to school; compared to 76.8% in the 2002 study.
- 27.4% of respondents indicated that they were working in the year before starting NEPS; compared to 21.7% in the 2002 study.
- 24.1% (7 respondents) indicated they were working prior to NEPS worked in the health care field; compared to 6.7% (1 respondent) in the 2002 study.

3.3 During the NEPS program

- 65.1% of the graduates started the NEPS program in September 1997.
- The average age of the student entering NEPS was 21.1 years.
- 83% of respondents indicated that Saskatoon was the program site of entry, an increase from the 2002 survey in which 68.1% of survey respondents indicated Saskatoon as the program site at entry. 17% indicated that Regina was the program site of entry, a decrease from the 31.9% of respondents in the 2002 survey.
- The two major life challenges indicated by respondents that they experienced during the NEPS program were home relocation (56%), and death (35%). In

2002, the two major life challenges indicated by respondents was home relocation (31.9%), and uncertainty of nursing as a profession (31.9%).

- 50% of male respondents indicated they faced the challenge of uncertainty of nursing as their profession during the NEPS program as compared to 29.3% of female respondents. This is similar to results from the 2002 survey in which 45.5% of male respondents faced this challenge.
- 55.7% of respondents indicated that they had worked as a Senior Assist during the NEPS program. This is similar to the 2002 survey in which 58% of respondents indicated they worked as a Senior Assist during the NEPS program.
- 75.5% of respondents indicated they worked while taking the NEPS program, an increase from 65.2% of respondents in the 2002 survey.
- The mean number of hours worked per week for the 2003 survey respondents increased to 16.6 hours from 14.8 hours in the 2002 survey (a 1.8 hours/week increase)
- 45.3% of respondents indicated they had received bursaries or scholarships during the program. These results are similar to the 2002 survey findings in which 43.5% indicated they had received scholarships or bursaries.
- The average scholarship and bursary amounts increased slightly to \$3,185 in 2003 from \$3,057 in the 2002 Survey.
- The percentage of respondents receiving student or other educational loans increased in 2003 to 74.5%, from 62.3% of respondents in the 2002 survey.
- The mean total dollar value of student or educational loans at the completion of the NEPS program increased from \$21,137 in the 2002 survey to \$23,190 in the 2003 survey (a \$2,053 increase)
- 84.6% of respondents completed the program in 2001, and 15.4% in 2000.
- 84.6% of respondents indicated Saskatoon as their program site at graduation, while 15.4% indicated Regina as their program site at graduation; compared to 29% in Regina and 71% in Saskatoon in the 2002 survey.

3.4 Employment of Graduates in First Year After Graduation

3.4.1 Getting Hired

- 100% of respondents indicated they were employed as a nurse within the first year after graduation. (Same finding the 2002 2-year follow up)
- 53.8% of respondents found their experience in finding their first job less difficult than they had expected; compared to 63.8% in the 2002 survey. A greater percentage of respondents in the 2003 survey (16.3%) found it more difficult to find a job following graduation than did respondents in 2002 (7.2%).
- 58.7% of respondents were invited to their job before they had actively started seeking employment; compared to 81.2% in the 2002 survey.
- Of the respondents who worked as Senior Assists during the NEPS program (59), 73.7% received a job offer from a unit in which they were employed as a Senior Assist, an increase from 65% indicated by the 2002 survey respondents

- 67.3% of respondents indicated they received a job offer from the unit where they did their 4th year practicum, compared to 69.6% of the 2002 survey respondents

3.4.2 Location

- 80.8% of respondents indicated they were employed as a nurse in Saskatchewan, compared to 88.4% in the 2002 survey
- 18.3% in Alberta or B.C., compared to 8.7% in the 2002 survey.
- 91.3% indicated their first job was in an urban setting, compared to 88.4% in the 2002 survey.
- The number of respondents indicating they worked in both urban and rural setting decreased from 5.8% in the 2002 study to 1.9% in the 2003 survey.
- The most frequently cited factors are family and community commitments (60%); geographic location (42%); and familiarity with hospital (37%).
- 78.8% of respondents indicated that the location of their first job was ideal or highly ideal, a slight decrease from the 2002 survey responses of 81.1%.

3.4.3 Orientation

- 74.0% of respondents indicated that their orientation lasted between 6 and 30 days, an increase from 63.8% of the 2002 surveyor responses
- 76.0% of respondents indicated that the length of orientation was about right, while 22.1% indicated that the length of orientation was too short. This is similar to the responses from the 2002 survey, in which 71% of respondents indicated the length of their orientation was about right, and 24.6% of respondents indicated they thought the orientation was too short
- 17.3% of respondents felt that the orientation program prepared them very well (compared to 7.2% in 2002) for their first position whereas 11.5% of respondents indicated it had not prepared them well (compared to 14.4% in 2002) for their first position.

3.4.4 Profile of First Job

- 84.6% of respondents indicated that they worked at 1 site for their first job as a graduate nurse, compared to 59.4% of respondents in the 2002 survey.
- 11.5% of respondents indicated they worked at 2 sites, compared to 30.4% in the 2002 survey.
- 3.8% of respondents indicated they worked at 3 or more sites, compared to 10.1% in the 2002 survey.
- 83.7% of respondents indicated that their primary work site was a general hospital with over 100 beds, compared to the 2002 survey in which 81.2% of respondents indicated their primary work site was a general hospital with over 100 beds

- 96.2% of respondents indicated that they were employed as a staff nurse at their primary site (compared to 100% in the 2002 survey) and 99.0% of respondents indicated that their main area of responsibility at the primary site was direct care (compared to 100% in the 2002 survey)
- 56.3% of respondents indicated that their area of service at the primary site was medical/surgical (compared to 50.7% in the 2002 survey), while 16.5% indicated pediatric (compared to 26.1% in the 2002 survey), and 11.7% indicated maternal/newborn (compared to 14.5% in the 2002 survey).
- 69.2% of respondents indicated that the client group of their first job was ideal or highly ideal, a slight decrease from the 2002 survey responses of 72.5%
- 72.2% of respondents indicated that the level of responsibility of their first job was ideal or highly ideal, a slight decrease from the 2002 survey responses of 79.7%
- 60.6% of respondents indicated that the work environment of their first job was ideal or highly ideal, a slight decrease from the 2002 survey responses of 65.2%

3.4.5 Hours

- 64.4% of respondents indicated they were employed on a regular full-time basis, compared to 47% in the 2002 survey results and 20.2% of respondents in the 2003 survey indicated they are working casual full time hours compared to 34.8% of respondents in the 2002 survey results
- The following table shows the hours respondents worked per week at their first job:

	2003 (Number of hours)			2002 (Number of hours)		
	Minimum	Maximum	Mean	Minimum	Maximum	Mean
Primary Site	15	50	36.3	20	60	34.2
Secondary Site	8	40	18.1	2	36	14.3
Third Site	6	10	8.5	4	40	15.7

- 74.0% of respondents indicated the hours they were working were their preference; compared to 73.9% in the 2002 survey.
- 62.5% of respondents indicated that the shifts of their first job were ideal or highly ideal, a slight increase from the 2002 survey responses of 60.8%

3.5 Current Employment of Graduates

3.5.1 Current Employment Status

- 91.3% of respondents indicated they are currently working as a nurse, identical to the 2002 survey result.
- No one reported working in a field other than nursing, however 8 respondents (8.7%) are currently on leave.
- 51.0% of respondents indicated that they were in the same position, compared to 33.3% of respondents in the 2002 survey.
- 12.5% indicated they were working for the same employer but different position, compared to 25.8% in the 2002 survey.

- 36.5% of respondents indicated that they are working for a new employer, compared to 40.9% in the 2002 survey.
- The main reason respondents left their former primary employer included personal reasons (31.6%), better pay (18.4%), and dissatisfied with former job (18.4%). This compares to the 2002 survey in which 29.6% of respondents indicated personal reasons, and 25.9% indicated dissatisfaction with their former job.

3.5.2 Choosing a Job

- The most frequently cited factors that respondents considered of importance in influencing choice of current work location was “clinical/client group I wanted” (45%), “position I wanted” (42%), and salary (32%). This compares to the most frequently cited factors influencing their work location for their first job of family and community commitments (60%); geographic location (42%); and familiarity with hospital (37%).

3.5.3 Location

- Of the respondents presently nursing, 70.2% are currently employed in Saskatchewan compared to 80.8% in their first job. This also compares to 78.8% of respondents in the 2002 survey
- Nursing graduates working internationally has increased from the 2002 survey with 6.7% of graduates currently working in USA (compared to 1.5% in the 2002 survey) and 3.8% working in other countries (compared to 1.5% in the 2002 survey).
- Of the 31 respondents employed in nursing outside of Saskatchewan, 19 respondents (61.3%) do not intend to return to Saskatchewan, a decrease from 71.4% of respondents in the 2002 survey who do not intend to return to the province
- 86.5% indicate they are currently located in an urban area, as compared to 91.3% of respondents in their first job. This also compares to 89.4% in their current job in the 2002 study.

3.5.4 Hours

- Of the respondents presently working as nurses, 71.2% are working on a regular full-time basis as compared to 64.4% of respondents in their first job. This compares to 65.2% in their current job in the 2002 study.
- 11.5% are working on a casual full-time basis, compared to 20.2% of respondents in their first job. This compares to 10.6% in their current job in the 2002 study.
- Of the respondents presently nursing, 80.8% indicated that the amount of hours they are currently working is their preference, as compared to 74.0% of respondents in their first job. This compares to 90.9% in their current job in the 2002 study.

- The following table shows the hours respondents work per week at their current job, compared to their first job:

2003 Results

	Current Job			First Job as Graduate Nurse		
	Minimum	Maximum	Average	Minimum	Maximum	Average
Primary Site	20	50	36.5	15	50	36.3
Secondary Site	0	40	14.1	8	40	18.1
Third Site:	2	40	11.5	6	10	8.5

2002 Results

	Current Job			First Job as Graduate Nurse		
	Minimum	Maximum	Average	Minimum	Maximum	Average
Primary Site	3	60	37.1	20	60	34.2
Secondary Site	2	40	11.9	2	36	14.3
Third Site	1	8	4.0	4	40	15.7

- The average number of hours at the graduate's current job at a third site has increased from 4.0 hours per week reported in the 2002 follow up study to 11.5 hours in the 2003 study. However, the number of hours worked by the nurses in their first job at a third site is 8.5 hours in the 2003 study compared to 15.7 hours in the 2002 study.

3.5.5 Job Profile

- 74.0% indicated that their primary work site is a general hospital with over 100 beds, as compared to 83.7% in their first job as a graduate nurse. This compares to 77.3% of respondents in their current job in the 2002 study.
- Of the respondents presently working as a nurse, 93.3% indicated that they are working as a staff nurse, as compared to 96.2% of respondents in their first job as a graduate nurse. This compares to 92.4% of respondents in their current job in the 2002 study.
- Of the respondents presently working as a nurse, 92.3% indicated that their main area of responsibility at their primary site is direct care, as compared to 99% of respondents in their first job as a graduate nurse. This compares to 95.5% of respondents in their current job in the 2002 study.
- 41.7% of respondents indicated that their current area of service at the primary site is medical/surgical, as compared to 56.3% of respondents in their first job as a graduate nurse. This compares to 30.3% of respondents indicating medical/surgical in their current job in the 2002 study.
- 13.5% of respondents indicated that their current area of service at the primary site is pediatric, as compared to 16.5% of respondents in their first job as a graduate nurse. This compares to 22.7% of respondents indicating medical/surgical in their current job in the 2002 study.
- The next most common areas of service as maternal/newborn and critical care, each indicated by 11.5% of respondents, as compared to 11.7% indicating maternal/newborn, and 5.8% indicating critical care, of respondents in their first job as a graduate nurse

3.5.6 Compensation

- 81.7% of respondents indicated that they are satisfied or very satisfied with their current gross annual salary, as compared to 84.8% of respondents from the 2002 survey
- 81.7% of respondents indicated that their total annual gross earnings are between \$30,000 and \$64,999 CDN, as compared to 88.0% of respondents from the 2002 survey
- 5.8% of respondents indicated that their total annual gross earnings are over \$65,000 CDN, as compared to 1.5% of respondents from the 2002 survey
- 55.8% of respondents indicated that their total annual gross earnings are between \$40,000 and \$54,999 CDN
- 100% (7 respondents) working in the USA are very satisfied or satisfied with their current gross annual salary, compared to 76.7% of those respondents working in Saskatchewan
- Of the 7 respondents working the US and 1 respondent outside of North America, 3 (37.5%) are earning \$60,000+ USD annually.
- In the 2002 study, 82.7% of Saskatchewan respondents were very satisfied or satisfied with their current gross annual salary. The 2003 study reveals a drop in satisfaction of Saskatchewan respondents by 6% to 76.7%.
- 94.8% working in the Alberta/BC are very satisfied or satisfied with their current gross annual salary, compared to 76.7% of those respondents working in Saskatchewan. In the 2002 study, 91.7% of Alberta/BC respondents were very satisfied or satisfied with their current gross annual salary.
- 60.3% of respondents working in Saskatchewan indicated that their total gross annual earnings is between \$35,000 and \$49,999, as compared to 31.6% of those respondents working in Alberta or B.C.
- 19.2% of respondents working in Saskatchewan indicated their total annual gross earnings between \$50,000 and \$69,999, as compared to 68.4% of those respondents working in Alberta or B.C.
- 83.7% of female respondents indicated being very satisfied or satisfied with their current gross annual salary, as compared to 66.6% of male respondents.
- 41.6% of male respondents indicated their total annual gross earnings between \$35,000 and \$49,999 CDN, as compared to 51.2% of female respondents
- 33.% of male respondents indicated their total annual gross earnings between \$50,000 and \$69,999 CDN, as compared to 28.2% of female respondents female

3.5.7 General

- 71.2% of respondents are registered solely with the SRNA, compared 2002 survey results of 69.6%.
- 94.2% of graduates from the NEPS program grew up in Saskatchewan
- 1.9% hold Aboriginal status

3.6 Satisfaction Levels

3.6.1 Current Job

- 92.3% of respondents indicated that they are satisfied or very satisfied with their current job, as compared to 89.4% of respondents from the 2002 survey.
- 94.6 of respondents currently working in Saskatchewan are very satisfied or satisfied with their current job, compared to 84.2% of respondents working in Alberta or B.C. This compares to 88.4% of respondents in Saskatchewan (a 10.4% increase) and 91.7% in Alberta or BC (a 7.5% decrease) indicating they were satisfied for very satisfied in the 2002 study.

3.6.2 NEPS Program

- 80.7% of respondents indicated they were satisfied or very satisfied with their educational experience in the NEPS program (compared to 75.3% in the 2002 study), while 18.3% indicated they were either very dissatisfied or dissatisfied (compared to 20.3% in the 2002 study)
- 78.2% of respondents who studied at the Saskatoon site were very satisfied or satisfied with their NEPS education (compared to 78.7% in the 2002 study), as compared to 94.1% (16 respondents) who studied at the Regina site (compared to 68.2% or 15 respondents in the 2002 study)
- 70.2% of respondents indicated that the educational program prepared them well or very well for nursing practice, while 28.8% indicated they were not well prepared.

3.6.3 Nursing as a Career

- 92.3% of respondents indicated they are satisfied or very satisfied with nursing as a career, while only 5.8% indicated they are dissatisfied. The frequency of respondents indicating satisfaction with nursing as a career remains mainly unchanged at 92.8% for the 2002 survey respondents.
- 91.7% of male respondents indicated they are very satisfied or satisfied with nursing as a career, compared to 92.3% of female respondents. This is compared to 72.8% of male respondents and 96.6% of female respondents in the 2002 study.



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