**Supplementary File 2: Demographic characteristics**

**Comparison of demographic characteristics among RNs by province (N=309)**

| **Variables** | **Province** | **χ2 / ANOVA** |
| --- | --- | --- |
| **British Columbia*****n=113*** | **Alberta*****n=126*** | **Manitoba*****n=70*** | **Total*****n=309*** | **p-value1** |
| **Sex** [n, (%)] | Male | 10 (8.8) | 10 (7.9) | 10 (14.3) | 30 (9.7) | .315 |
| Female | 102 (90.3) | 113 (89.7) | 58 (82.8) | 273 (88.4) |
| *Missing* | 1 (0.9) | 3 (2.4) | 2 (2.9) | 6 (1.9) |  |
| **Age** [n, (%)] | <20 years | 1 (0.9) | 0 (0) | 0 (0) | 1 (0.3) | .371 |
| 20-29 years | 9 (8.0) | 10 (7.9) | 7 (10.0) | 26 (8.4) |
| 30-39 years | 16 (14.1) | 28 (22.2) | 9 (12.9) | 53 (17.2) |
| 40-49 years | 36 (31.9) | 35 (27.8) | 28 (40.0) | 99 (32.0) |
| 50-59 years | 30 (26.5) | 26 (20.6) | 18 (25.7) | 74 (24.0) |
| >60 years | 21 (18.6) | 27 (21.5) | 8 (11.4) | 56 (18.1) |
| *Missing* | 0 (0) | 0 (0) | 0 (0) | 0 (0) |  |
| **Education2**[n, (%)] | Diploma/Certificate  | 70 (61.9) | 73 (57.9) | 44 (62.9) | 187 (60.5) | .784 |
| Bachelors Degree  | 57 (50.4) | 78 (61.9) | 42 (60.0) | 177 (57.3) | .156 |
| Master’s Degree  | 6 (5.3) | 3 (2.4) | 1 (1.4) | 10 ( 3.2) | .279 |
| *Missing* | 0 (0) | 1 (0.8) | 0 (0) | 1 (0.3) |  |
| **Shift worked most of the time** [n, (%)] | Day Shift | 52 (46.0) | 63 (50.0) | 29 (41.4) | 144 (46.6) | .364 |
| Evening Shift | 34 (30.1) | 43 (34.1) | 30 (42.9) | 107 (34.6) |
| Night Shift | 25 (22.1) | 20 (15.9) | 11 (15.7) | 56 (18.1) |
| *Missing* | 2 (1.8) | 0 (0) | 0 (0) | 2 (0.7) |  |
| **Employment Status** [n, (%)] | Full Time | 52 (46.0) | 40 (31.7) | 30 (42.9) | 122 (39.5) | .0043 |
| Part Time | 48 (42.5) | 82 (65.1) | 36 (51.4) | 166 (53.7) |
| Casual | 13 (11.5) | 4 (3.2) | 4 (5.7) | 21 (6.8) |
| *Missing* | 0 (0) | 0 (0) | 0 (0) | 0 (0) |
| **Hours worked – 2 weeks** [Mean, (SD)] | 57.837 (17.956) | 58.582 (18.122) | 63.354 (17.748) | 59.430 (18.046) | .129 |
| **Years worked as Nurse** [Mean, (SD)] | 12.098 (10.825) | 11.849 (12.117) | 10.374 (10.982) | 11.5830 (11.390) | .603 |
| **Years worked in Facility** [Mean, (SD)] | 4.901 (5.746) | 6.225 (6.793) | 5.529 (5.931) | 5.597 (6.251) | .290 |

1 Chi-square test was used to test statistical differences in categorical variables (sex, age, education, shift, employment status) and one-way ANOVA was used for quantitative (interval and ratio level variables – hours worked, years worked as nurse, years worked in home).

2 Education categories are not mutually exclusive

3Post-hoc test used was logistic regression. Significant difference was between AB and BC for part-time employment status.

**Comparison of demographic characteristics among LPNs by province (N=448)**

| **Variables** | **Province** | **χ2 / ANOVA** |
| --- | --- | --- |
| **British Columbia*****n=211*** | **Alberta*****n=146*** | **Manitoba*****n=91*** | **Total*****n=448*** | **p-value1** |
| **Sex** [n, (%)] | Male | 28 (13.3) | 13 (8.9) | 11 (12.1) | 52 (11.6) | .496 |
| Female | 182 (86.2) | 128 (87.7) | 78 (85.7) | 388 (86.6) |
| *Missing* | 1 (0.5) | 5 (3.4) | 2 (2.2) | 8 (1.8) |
| **Age**  [n, (%)] | <20 years | 2 (1.0) | 0 (0) | 0 (0) | 2 (0.4) | <.0012 |
| 20-29 years | 55 (26.1) | 24 (16.4) | 6 (6.6) | 85 (19.0) |
| 30-39 years | 52 (24.6) | 32 (21.9) | 19 (20.9) | 103 (23.0) |
| 40-49 years | 53 (25.1) | 42 (28.8) | 38 (41.7) | 133 (29.7) |
| 50-59 years | 38 (18.0) | 41 (28.1) | 16 (17.6) | 95 (21.2) |
| >60 years | 11 (5.2) | 7 (4.8) | 12 (13.2) | 30 (6.7) |
| *Missing* | 0 (0) | 0 (0) | 0 (0) | 0 (0) |
| **Education** [n, (%)] | Diploma/Certificate  | 209 (99.0) | 142 (97.3) | 86 (94.5) | 437 (97.5) | .062 |
| *Missing* | 0 (0) | 0 (0) | 0 (0) | 0 (0) |
| **Shift worked most of the time** [n, (%)] | Day Shift | 110 (52.1) | 71 (48.6) | 49 ( (53.8) | 230 (51.3) | .130 |
| Evening Shift | 70 (33.2) | 66 (45.2) | 35 (38.5) | 171 (38.2) |
| Night Shift | 24 (11.4) | 8 (5.5) | 7 (7.7) | 39 (8.7) |
| *Missing* | 7 (3.3) | 1 (0.7) | 0 (0) | 8 (1.8) |
| **Employment Status** [n, (%)] | Full Time | 126 (59.7) | 65 (44.5) | 37 (40.7) | 228 (50.9) | <.0013 |
| Part Time | 50 (23.7) | 75 (51.4) | 52 (57.1) | 177 (39.5) |
| Casual | 34 (16.1) | 6 (4.1) | 2 (2.2) | 42 (9.4) |
| *Missing* | 1 (0.5) | 0 (0) | 0 (0) | 1 (0.2) |
| **Hours worked in 2 weeks** [Mean, (SD)] | 64.218 (19.975) | 61.915 (22.392) | 62.397 (18.510) | 63.096 (20.466) | . 564 |
| **Years worked as Nurse** [Mean, (SD)] | 5.774 (5.656) | 7.368 (8.155) | 8.844 (8.168) | 6.905 (7.163) | .0034 |
| **Years worked in Facility** [Mean, (SD)] | 4.102 (4.068) | 4.3645 (4.608) | 4.633 (4.727) | 4.2969 (4.382) | .628 |

1 Chi-square test was used to test statistical differences in categorical variables (sex, age, education, shift, employment status) and one-way ANOVA was used for quantitative (interval and ratio level variables – hours worked, years worked as nurse, years worked in home).

2Post-hoc test used was logistic regression. Significant differences were in the following age categories :< 20 years (AB-BC, MB-BC); 20-29 years (AB-MB, MB-BC); 30-39 years (AB-BC, MB-BC); 50-59 years (AB-MB)

3Post-hoc test used was logistic regression. Significant differences were in the following employment status categories Full-Time (AB-BC, MB-BC); part-time (AB-BC, MB-BC)

4Post-hoc test used was Bonferonni Correction. Significant differences were between AB-MB

**Comparison of demographic characteristics among RNs by owner operator model (N=309)**

| **Variables** | **Owner Operator Model** | **χ2 / ANOVA** |
| --- | --- | --- |
| **Public** ***n=65*** | **Private** ***n=111*** | **Voluntary** ***n=133*** | **Total*****n=309*** | **p-value1** |
| **Sex** [n, (%)] | Male | 5 (7.7) | 15 (13.5) | 10 (7.5) | 30 (9.7) | .241 |
| Female | 58 (89.2) | 94 (84.7) | 121 (91.0) | 273 (88.3) |
| *Missing* | 2 (3.1) | 2 (1.8) | 2 (1.5) | 6 (2.0)  |  |
| **Age** [n, (%)] | <20 years | 0 (0) | 0 (0) | 1 (0.8) | 1 (0.3) | .0303 |
| 20-29 years | 1 (1.5) | 14 (12.6) | 11 (8.3) | 26 (8.4) |
| 30-39 years | 10 (15.4) | 27 (24.3) | 16 (12.0) | 53 (17.2) |
| 40-49 years | 22 (33.8) | 36 (32.5) | 41 (30.8) | 99 (32.0) |
| 50-59 years | 20 (30.8) | 16 (14.4) | 38 (28.6) | 74 (24.0) |
| >60 years | 12 (18.5) | 18 (16.2) | 26 (19.5) | 56 (18.1) |
| *Missing* | 0 (0) | 0 (0) | 0 (0) | 0 (0) |  |
| **Education2**[n, (%)] | Diploma/Certificate  | 45 (69.2) | 56 (50.9) | 86 (64.7) | 187 (60.7) | .0264 |
| Bachelors Degree  | 30 (46.1) | 76 (69.1) | 71 (53.4) | 177 (57.5) | .0064 |
| Master’s Degree  | 2 (3.1) | 2 (1.8) | 6 (4.5) | 10 (3.2) | .497 |
| *Missing* | 0 (0) | 1 (0.9) | 0 (0) | 1 (0.3) |  |
| **Shift worked most of the time** [n, (%)] | Day Shift | 35 (53.9) | 47 (42.3) | 62 (46.6) | 144 (46.6) | .370 |
| Evening Shift | 21 (32.3) | 44 (39.7) | 42 (31.6) | 107 (34.6) |
| Night Shift | 8 (12.3) | 20 (18.0) | 28 (21.1) | 56 (18.1) |
| *Missing* | 1 (1.5) | 0 (0) | 1 (0.7) | 2 (0.7) |  |
| **Employment Status** [n, (%)] | Full Time | 18 (27.7) | 50 (45.0) | 54 (40.6) | 122 (39.5) | .102 |
| Part Time | 42 (64.6) | 57 (51.4) | 67 (50.4)  | 166 (53.7) |
| Casual | 5 (7.7) | 4 (3.6) | 12 (9.0) | 21 (6.8) |
| *Missing* | 0 (0) | 0 (0) | 0 (0) | 0 (0) |
| **Hours worked - 2 weeks** [Mean, (SD)] | 57.353 (14.449) | 62.038 (16.525) | 58.123 (20.682) | 59.429 (18.046) | .167 |
| **Years worked as Nurse** [Mean, (SD)] | 15.259 (11.638) | 9.285 (11.017) | 11.852 (11.192) | 11.583 (11.390) | .0065 |
| **Years worked in Facility** [Mean, (SD)] | 5.589 (4.821) | 4.819 (5.551) | 6.271 (7.296) | 5.597 (6.251) | .216 |

1 Chi-square test was used to test statistical differences in categorical variables (sex, age, education, shift, employment status) and one-way ANOVA was used for quantitative (interval and ratio level variables – hours worked, years worked as nurse, years worked in home).

2 Education categories are not mutually exclusive

3Post-hoc test used was logistic regression. Significant differences were in the following age categories: 20-29 (private compared to public); 30-39 years (private compared to voluntary)

4Post-hoc test used was logistic regression. Significant differences were in the following education categories: Diploma (private compared to voluntary); bachelors (private compared to voluntary)

5 Post-hoc test used was Bonferroni correction. Significant difference was between public compared to private

**Comparison of demographic characteristics among LPNs by owner operator model category (N=448)**

| **Variables** | **Owner Operator Model** | **χ2 / ANOVA** |
| --- | --- | --- |
| **Public** ***n=77*** | **Private** ***n=205*** | **Voluntary *n=166*** | **Total*****n=448*** | **p-value1** |
| **Sex** [n, (%)] | Male | 7 (9.1) | 28 (13.6) | 17 (10.2) | 52 (11.6) | .414 |
| Female | 70 (90.9) | 172 (84.0)  | 146 (88.0) | 388 (86.6) |
| *Missing* | 0 (0) | 5 (2.4) | 3 (1.8) | 8 (1.8) |
| **Age**  [n, (%)] | <20 years | 0 (0) | 0 (0) | 2 (1.2) | 2 (0.4)  | < 0012 |
| 20-29 years | 6 (7.8) | 55 (26.8) | 24 (14.5) | 85 (19.0) |
| 30-39 years | 13 (16.9) | 52 (25.4) | 38 (22.9) | 103 (23.0) |
| 40-49 years | 24 (31.2) | 62 (30.3) | 47 (28.3) | 133 (29.7) |
| 50-59 years | 25 (32.4) | 29 (14.1) | 41 (24.7) | 95 (21.2) |
| >60 years | 9 (11.7) | 7 (3.4) | 14 (8.4)  | 30 (6.7) |
| *Missing* | 0 (0)  | 0 (0) | 0 (0) | 0 (0) |
| **Education** [n, (%)] | Diploma/Certificate  | 76 (98.7) | 198 (96.6) | 163 (98.2) | 437 (97.5) | .470 |
| *Missing* | 0 (0) | 0 (0) | 0 (0) | 0 (0) |
| **Shift worked most of the time** [n, (%)] | Day Shift | 38 (49.3) | 106 (51.7) | 86 (51.8) | 230 (51.3) | .605 |
| Evening Shift | 26 (33.8) | 82 (40.0) | 63 (38.0) | 171 (38.2) |
| Night Shift | 10 (13.0) | 15 (7.3) | 14 (8.4) | 39 (8.7) |
| *Missing* | 3 (3.9) | 2 (1.0) | 3 (1.8) | 8 (1.8) |
| **Employment Status** [n, (%)] | Full Time | 36 (46.8) | 122 (59.5) | 70 (42.1) | 228 (50.9) | .0043 |
| Part Time | 32 (41.5) | 62 (30.3) | 83 (50.0) | 177 (39.5) |
| Casual | 8 (10.4) | 21 (10.2) | 13 (7.8) | 42 (9.4) |
| *Missing* | 1 (1.3) | 0 (0) | 0 (0) | 1 (0.2) |
| **Hours worked in 2 weeks** [Mean, (SD)] | 64.331 (19.755) | 64.158 (20.921) | 61.121 (20.168) | 63.096 (20.466) | .332 |
| **Years worked as Nurse** [Mean, (SD)] | 8.595 (8.300) | 5.735 (6.001) | 7.634 (7.749) | 6.905 (7.163) | .0044 |
| **Years worked in Facility** [Mean, (SD)] | 5.287 (5.161) | 3.638 (3.620) | 4.708 (4.785) | 4.297 (4.382) | .0095 |

1 Chi-square test was used to test statistical differences in categorical variables (sex, age, education, shift, employment status) and one-way ANOVA was used for quantitative (interval and ratio level variables – hours worked, years worked as nurse, years worked in home).

2Post-hoc test used was logistic regression. Significant differences were in the following age categories: 20-29 (private compared to voluntary; private compared to public); 30-39 years (private compared to voluntary; private compared to public); 40-49 (private compared to public)

3Post-hoc test used was logistic regression. Significant difference was for Part-Time (private compared to voluntary)

4 Post-hoc test used was Bonferroni correction. Significant difference was between public compared to private; voluntary compared to private

5 Post-hoc test used was Bonferroni correction. Significant difference was between public compared to private

**Comparison of demographic characteristics among RNs by facility size category (N=309)**

| **Variables** | **Facility Size Category** | **χ2 / ANOVA** |
| --- | --- | --- |
| **Small (up to 79 beds)*****n=43*** | **Medium (80-120 beds) *n=100*** | **Large (over 120 beds) *n=166*** | **Total*****n=309*** | **p-value1** |
| **Sex** [n, (%)] | Male | 5 (11.6) | 9 (9) | 16 (9.6) | 30 (9.7) | .864 |
| Female | 36 (83.7) | 88 (88) | 149 (89.8) | 273 (88.3) |
| *Missing* | 2 (4.7) | 3 (3) | 1 (0.6) | 6 (2.0) |  |
| **Age** [n, (%)] | <20 years | 0 (0) | 1 (1) | 0 (0) | 1 (0.3) | .607 |
| 20-29 years | 4 (9.3) | 7 (7) | 15 (9.0) | 26 (8.4) |
| 30-39 years | 11 (25.6) | 15 (15) | 27 (16.3) | 53 (17.2) |
| 40-49 years | 11 (25.6) | 38 (38) | 50 (30.1) | 99 (32.0) |
| 50-59 years | 8 (18.6) | 21 (21) | 45 (27.1) | 74 (24.0) |
| >60 years | 9 (20.9) | 18 (18) | 29 (17.5) | 56 (18.1) |
| *Missing* | 0 (0) | 0 (0) | 0 (0) | 0 (0) |  |
| **Education2**[n, (%)] | Diploma/Certificate  | 25 (58.1) | 54 (54) | 108 (65.5) | 187 (60.7) | .168 |
| Bachelors Degree  | 20 (46.5) | 61 (61) | 96 (58.2) | 177 (57.5) | .265 |
| Master’s Degree  | 3 (7.0) | 5 (5) | 2 (1.2) | 10 (3.2) | .080 |
| *Missing* | 0 (0) | 0 (0) | 1 (0.6) | 1 (0.3) |  |
| **Shift worked most of the time** [n, (%)] | Day Shift | 27 (62.8) | 45 (45) | 72 (43.4) | 144 (46.6)  | .133 |
| Evening Shift | 11 (25.6) | 31 (31) | 65 (39.1) | 107 (34.6) |
| Night Shift | 5 (11.6) | 22 (22) | 29 (17.5) | 56 (18.1) |
| *Missing* | 0 (0) | 2 (2) | 0 (0) | 2 (0.7) |  |
| **Employment Status** [n, (%)] | Full Time | 13 (30.2) | 49 (49)  | 60 (36.1) | 122 (39.5) | .142 |
| Part Time | 26 (60.5) | 44 (44) | 96 (57.9) | 166 (53.7) |
| Casual | 4 (9.3) | 7 (7) | 10 (6.0) | 21 (6.8) |
| *Missing* | 0 (0) | 0 (0) | 0 (0) | 0 (0) |
| **Hours worked - 2 weeks** [Mean, (SD)] | 58.092 (16.108) | 59.685 (17.739) | 59.612 (18.753) | 59.429 (18.046) | .887 |
| **Years worked as Nurse** [Mean, (SD)] | 11.989 (11.779) | 10.898 (10.781) | 11.894 (11.702) | 11.583 (11.390) | .784 |
| **Years worked in Facility** [Mean, (SD)] | 6.119 (8.459) | 5.037 (4.876) | 5.806 (6.387) | 5.597 (6.251) | .556 |

1 Chi-square test was used to test statistical differences in categorical variables (sex, age, education, shift, employment status) and one-way ANOVA was used for quantitative (interval and ratio level variables – hours worked, years worked as nurse, years worked in home).

2 Education categories are not mutually exclusive

**Comparison of demographic characteristics among LPNs by facility size category (N=448)**

| **Variables** | **Facility Size Category** | **χ2 / ANOVA** |
| --- | --- | --- |
| **Small (up to 79 beds) *n=55*** | **Medium (80-120 beds) *n=148*** | **Large (over 120 beds) *n=245*** | **Total*****n=448*** | **p-value1** |
| **Sex** [n, (%)] | Male | 8 (14.5) | 17 (11.5) | 27 (11.0) | 52 (11.6) | .797 |
| Female | 47 (85.5) | 130 (87.8) | 211 (86.1) | 388 (86.6) |
| *Missing* | 0 (0) | 1 (0.7)  | 7 (2.9) | 8 (1.8) |
| **Age**  [n, (%)] | <20 years | 0 (0) | 2 (1.4) | 0 (0) | 2 (0.4) | .078 |
| 20-29 years | 14 (25.5) | 35 (23.6)  | 36 (14.7) | 85 (19.0) |
| 30-39 years | 12 (21.8) | 29 (19.6) | 62 (25.3) | 103 (23.0) |
| 40-49 years | 14 (25.5) | 36 (24.3) | 83 (33.9) | 133 (29.7) |
| 50-59 years | 11 (20.0) | 32 (21.6) | 52 (21.2) | 95 (21.2) |
| >60 years | 4 (7.2) | 14 (9.5) | 12 (4.9) | 30 (6.7) |
| *Missing* | 0 (0) | 0 (0) | 0 (0) | 0 (0) |
| **Education** [n, (%)] | Diploma/Certificate  | 51 (92.7) | 146 (98.6) | 240 (98.0) | 437 (97.5) | .0442 |
| *Missing* | 0 (0) | 0 (0) | 0 (0) | 0 (0) |
| **Shift worked most of the time** [n, (%)] | Day Shift | 35 (63.6) | 70 (47.3) | 125 (51.0) | 230 (51.3) | .296 |
| Evening Shift | 14 (25.5) | 58 (39.2) | 99 (40.4) | 171 (38.2) |
| Night Shift | 6 (120.9) | 13 (8.8) | 20 (8.2) | 39 (8.7) |
| *Missing* | 0 (0) | 7 (4.7) | 1 (0.4) | 8 (1.8) |
| **Employment Status** [n, (%)] | Full Time | 24 (43.6) | 84 (56.8) | 120 (49.0) | 228 (50.9) | .0013 |
| Part Time | 28 (50.9) | 41 (27.7) | 108 (44.1) | 177 (39.5) |
| Casual | 3 (5.5) | 23 (15.5) | 16 (6.5) | 42 (9.4) |
| *Missing* | 0 (0) | 0 (0) | 1 (0.4)  | 1 (0.2) |
| **Hours worked in 2 weeks** [Mean, (SD)] | 63.098 (17.784) | 64.286 (19.096) | 62.377 (21.814) | 63.096 (20.466) | .685 |
| **Years worked as Nurse** [Mean, (SD)] | 6.789 (5.684) | 6.197 (6.546) | 7.365 (7.787) | 6.905 (7.163) | .313 |
| **Years worked in Facility** [Mean, (SD)] | 4.626 (4.121) | 4.315 (4.425) | 4.214 (4.427) | 4.297 (4.382) | .830 |

1 Chi-square test was used to test statistical differences in categorical variables (sex, age, education, shift, employment status) and one-way ANOVA was used for quantitative (interval and ratio level variables – hours worked, years worked as nurse, years worked in home).

2Post-hoc test used was logistic regression. Significant difference not detected.

3Post-hoc test used was logistic regression. Significant differences: full-time (small compared to large facilities); part-time small compared to large facilities)

**Comparison of demographic characteristics among RNs by age (N=309)**

| **Variables** | **Age Category** | **χ2 / ANOVA** |
| --- | --- | --- |
| **<35 years*****n=51*** | **35 – 54 years*****n=160*** | **> 55 years*****n=98*** | **Total*****n=309*** | **p-value1** |
| **Sex** [n, (%)] | Male | 7 (13.8) | 19 (11.9) | 4 (4.1) | 30 (9.7) | .069 |
| Female | 43 (84.3) | 138 (86.2) | 92 (93.9) | 273 (88.3) |
| *Missing* | 1 (1.9) | 3 (1.9) | 2 (2.0) | 6 (2.0) |  |
| **Education2**[n, (%)] | Diploma/Certificate  | 12 (23.5) | 96 (60.4) | 79 (80.6) | 187 (60.7) | <0013 |
| Bachelors Degree  | 48 (94.1) | 91 (57.2) | 38 (38.7) | 177 (57.3) | <0014 |
| Master’s Degree  | 0 (0) | 8 (5.0) | 2 (2.0) | 10 (3.2) | .151 |
| *Missing* | 0 (0) | 1 (0.6) | 0 (0) | 1 (0.3) |  |
| **Shift worked most of the time** [n, (%)] | Day Shift | 23 (45.1) | 80 (50.0) | 41 (41.8) | 144 (46.6) | .210 |
| Evening Shift | 22 (43.1) | 51 (31.9) | 34 (34.7) | 107 (34.6) |
| Night Shift | 5 (9.8) | 28 (17.5) | 23 (23.5) | 56 (18.1) |
| *Missing* | 1 (2.0) | 1 (0.6) | 0 (0) | 2 (0.7) |  |
| **Employment Status** [n, (%)] | Full Time | 19 (37.3) | 66 (41.3) | 37 (37.8) | 122 (39.5) | .648 |
| Part Time | 28 (54.9) | 81 (50.6) | 57 (58.1) | 166 (53.7) |
| Casual | 4 (7.8) | 13 (8.1) | 4 (4.1) | 21 (6.8) |
| *Missing* | 0 (0) | 0 (0) | 0 (0) | 0 (0) |
| **Hours worked - 2 weeks** [Mean, (SD)] | 60.418 (20.759) | 60.362 (17.084) | 57.328 (18.007) | 59.423 (18.046) | .426 |
| **Years worked as Nurse** [Mean, (SD)] | 3.083 (2.735) | 8.943 (7.687) | 19.220 (14.260) | 11.279 (11.463) | <0015 |
| **Years worked in Facility** [Mean, (SD)] | 1.776 (2.285) | 5.081 (5.343) | 7.573 (8.159) | 5.289 (6.316) | <0016 |

1 Chi-square test was used to test statistical differences in categorical variables (sex, age, education, shift, employment status) and one-way ANOVA was used for quantitative (interval and ratio level variables – hours worked, years worked as nurse, years worked in home).

2 Education categories are not mutually exclusive

3 Post-hoc test used was logistic regression. Significant differences were between all 3 age groups

4 Post-hoc test used was logistic regression. Significant differences were for < 35 with 35-59 and with 55+; 35-39 with 55+

5 Post-hoc test used was Bonferroni correction. Significant difference was between <35 years old and 35-54, <35 years old and 55+, and 35-55 and 55+.

6 Post-hoc test used was Bonferroni correction. Significant difference was between <35 years old and 35-54, <35 years old and 55+, and 35-55 and 55+.

**Comparison of demographic characteristics among LPNs by age (N=448)**

| **Variables** | **Age Category** | **χ2 / ANOVA** |
| --- | --- | --- |
| **<35 years*****n=139*** | **35–54 years*****n=238*** | **> 55 years*****n=71*** | **Total*****n=448*** | **p-value1** |
| **Sex** [n, (%)] | Male | 16 (11.5) | 34 (14.3) | 2 (2.8) | 52 (11.6) | .0263 |
| Female | 123 (88.5) | 197 (82.8) | 68 (95.8) | 388 (86.6) |
| *Missing* | 0 (0) | 7 (2.9) | 1 (1.4) | 8 (1.8) |  |
| **Education2**[n, (%)] | Diploma/Certificate  | 134 (96.4) | 232 (97.9) | 71 (100) | 437 (97.8) | .280 |
| Bachelors Degree  | 19 (13.7) | 58 (24.5) | 5 (7.0) | 82 (18.3) | .0014 |
| Master’s Degree  | 0 ( 0) | 7 (3.0) | 0 (0) | 7 (1.6) | .0435 |
| *Missing* | 0 (0) | 1 (0.4) | 0 (0) | 1 (0.2) |  |
| **Shift worked most of the time** [n, (%)] | Day Shift | 70 (50.4) | 125 (52.5) | 35 (49.3) | 230 (51.3) | .303 |
| Evening Shift | 59 (42.4) | 84 (35.3) | 28 (39.4) | 171 (38.2) |
| Night Shift | 7 (5.0) | 26 (10.9) | 6 (8.5) | 39 (8.7) |
| *Missing* | 3 (2.2) | 3 (1.3) | 2 (2.8) | 8 (1.8) |  |
| **Employment Status** [n, (%)] | Full Time | 59 (42.5) | 133 (55.9) | 36 (50.7) | 228 (50.9) | <.0016 |
| Part Time | 53 (38.1) | 93 (39.1) | 31 (43.7) | 177 (39.5) |
| Casual | 26 (18.7) | 12 (5.0) | 4 (5.6) | 42 (9.4) |
| *Missing* | 1 (0.7) | 0 (0) | 0 (0) | 1 (0.2) |
| **Hours worked - 2 weeks** [Mean, (SD)] | 61.979 (20.548) | 64.593 (20.687) | 60.099 (19.293) | 63.096 (20.466) | .228 |
| **Years worked as Nurse** [Mean, (SD)] | 3.261 (2.504) | 6.427 (5.965) | 14.274 (11.482) | 6.575 (7.237) | <.0017 |
| **Years worked in Facility** [Mean, (SD)] | 2.256 (2.138) | 4.132 (4.490) | 7.131 (5.951) | 3.974 (4.443) | <.0018 |

1 Chi-square test was used to test statistical differences in categorical variables (sex, age, education, shift, employment status) and one-way ANOVA was used for quantitative (interval and ratio level variables – hours worked, years worked as nurse, years worked in home).

2 Education categories are not mutually exclusive

3 Post-hoc test used was logistic regression. no significant differences were found

4 Post-hoc test used was logistic regression. Significant differences were for35-39 and 55+; 35-39 and <35

5 Post-hoc test used was logistic regression. no significant differences were found

6 Post-hoc test used was logistic regression. Significant differences were for full time and casual; part time and casual

7 Post-hoc test used was Bonferroni correction. Significant difference was between <35 years old and 35-54, <35 years old and 55+, and 35-55 and 55+.

8 Post-hoc test used was Bonferroni correction. Significant difference was between <35 years old and 35-54, <35 years old and 55+, and 35-55 and 55+.

**Comparison of demographic characteristics among RNs by region within Alberta (N=126)**

| **Variables** | **Region in Alberta** | **χ2 / t test** |
| --- | --- | --- |
| **Region 1*****n=68*** | **Region 2*****n=58*** | **Total*****n=126*** | **p-value1** |
| **Sex** [n, (%)] | Male | 3 (4.4) | 7 (12.1) | 10 (7.9) | .131 |
| Female | 62 (91.2) | 51 (87.9) | 113 (89.7) |
| *Missing* | 3 (4.4) | 0 (0) | 3 (2.4) |  |
| **Age** [n, (%)] | <20 years | 0 (0) | 0 (0) | 0 (0) | .730 |
| 20-29 years | 4 (5.9) | 6 (10.3) | 10 (8.0) |
| 30-39 years | 16 (23.5) | 12 (20.7) | 28 (22.2) |
| 40-49 years | 18 (26.5) | 17 (29.3) | 35 (27.8) |
| 50-59 years | 13 (19.1) | 13 (22.4) | 26 (20.6) |
| >60 years | 17 (25.0) | 10 (17.3) | 27 (21.4) |
| *Missing* | 0 (0) | 0 (0) | 0 (0) |  |
| **Education2**[n, (%)] | Diploma/Certificate  | 44 (64.7) | 29 (50.9) | 73 (58.4) | .118 |
| Bachelors Degree  | 38 (55.9) | 40 (70.2) | 78 (62.4) | .100 |
| Master’s Degree  | 0 (0) | 3 (5.2) | 3 (2.4) | .056 |
| *Missing* | 0 (0) | 1 (1.7) | 1 (0.8) |  |
| **Shift worked most of the time** [n, (%)] | Day Shift | 36 (53.0) | 27 (46.5) | 63 (50.0) | .470 |
| Evening Shift | 20 (29.4) | 23 (39.7) | 43 (34.1) |
| Night Shift | 12 (17.6) | 8 (13.8) | 20 (15.9) |
| *Missing* | 0 (0) | 0 (0) | 0 (0) |  |
| **Employment Status** [n, (%)] | Full Time | 18 (26.5) | 22 (37.9) | 40 (31.7) | .153 |
| Part Time | 49 (72.1) | 33 (56.9) | 82 (65.1) |
| Casual | 1 (1.4) | 3 (5.2) | 4 (3.2) |
| *Missing* | 0 (0) | 0 (0) | 0 (0) |
| **Hours worked - 2 weeks** [Mean, (SD)] | 57.275 (17.162) | 60.160 (19.266) | 58.582 (18.122) | .394 |
| **Years worked as Nurse** [Mean, (SD)] | 12.393 (13.099) | 10.593 ( 11.130) | 11.548 (12.195) | .432 |
| **Years worked in Facility** [Mean, (SD)] | 6.703 (7.226)  | 5.000 (6.370) | 5.908 ( 6.865) | .176 |

1 Chi-square test was used to test statistical differences in categorical variables (sex, age, education, shift, employment status) and independent groups t test was used for quantitative (interval and ratio level variables – hours worked, years worked as nurse, years worked in home).

2 Education categories are not mutually exclusive

**Comparison of demographic characteristics among LPNs by region within Alberta (N=146)**

| **Variables** | **Region within Alberta** | **χ2 / t test** |
| --- | --- | --- |
| **Region 1*****n=88*** | **Region 2*****n=58*** | **Total*****n=146*** | **p-value1** |
| **Sex** [N, (%)] | Male | 7 (8.0) | 6 (10.3) | 13 (8.9) | .579 |
| Female | 79 (89.8) | 49 (84.5) | 128 (87.7) |
| *Missing* | 2 (2.2) | 3 (5.2) | 5 (3.4) |  |
| **Age** [N, (%)] | <20 years | 0 (0) | 0 (0) | 0 (0) | .761 |
| 20-29 years | 14 (15.9) | 10 (17.2) | 24 (16.4) |
| 30-39 years | 17 (19.3) | 15 (25.9) | 32 (21.9) |
| 40-49 years | 25 (28.4) | 17 (29.3) | 42 (28.8) |
| 50-59 years | 28 (31.8) | 13 (22.4) | 41 (28.1) |
| >60 years | 4 (4.6) | 3 (5.2) | 7 (4.8) |
| *Missing* | 0 (0) | 0 (0) | 0 (0) |  |
| **Education2**[N, (%)] | Diploma/Certificate  | 85 (96.6) | 57 (98.3) | 142 (97.3) | .542 |
| Bachelors Degree  | 19 (21.6) | 12 (20.7) | 31 (21.2) | .896 |
| Master’s Degree  | 1 (1.1) | 0 (0) | 1 (0.7) | .415 |
| *Missing* | 0 (0) | 0 (0) | 0 (0) |  |
| **Shift worked most of the time** [N, (%)] | Day Shift | 48 (54.6) | 23 (39.7) | 71 (48.6) | .184 |
| Evening Shift | 35 (39.8) | 31 (53.4) | 66 (45.2) |
| Night Shift | 4 (4.5) | 4 (6.9) | 8 (5.5) |
| *Missing* | 1 (1.1) | 0 (0) | 1 (0.7) |  |
| **Employment Status** [N, (%)] | Full Time | 40 (45.5) | 25 (43.1) | 65 (44.5) | .893 |
| Part Time | 44 (50.0) | 31 (53.4) | 75 (51.4) |
| Casual | 4 (4.5) | 2 (3.5) | 6 (4.1) |
| *Missing* | 0 (0) | 0 (0) | 0 (0) |
| **Hours worked - 2 weeks** [Mean, (SD)] | 65.190 (19.323) | 57.295 (25.591) | 61.915 (22.392) | .054 |
| **Years worked as Nurse** [Mean, (SD)] | 8.143 (8.618) | 5.245 (7.346) | 7.022 (8.244) | .0453 |
| **Years worked in Facility** [Mean, (SD)] | 5.025 (5.116) | 2.545 (3.506) | 4.022 (4.682) | .0014 |

1 Chi-square test was used to test statistical differences in categorical variables (sex, age, education, shift, employment status) and independent groups t test was used for quantitative (interval and ratio level variables – hours worked, years worked as nurse, years worked in home).

2 Education categories are not mutually exclusive

3 Years worked as a nurse higher in Region 1 as compared to Region 2

4 Years work in nursing home higher in Region 1 as compared to Region 2

**Comparison of demographic characteristics among RNs by region within BC (N=113)**

| **Variables** | **Region in BC** | **χ2 / t test** |
| --- | --- | --- |
| **Region 1*****n=90*** | **Region 2*****n=23*** | **Total*****n=113*** | **p-value1** |
| **Sex** [N, (%)] | Male | 7 (7.8) | 3 (13.0) | 10 (8.9) | .438 |
| Female | 82 (91.1) | 20 (87.0) | 102 (90.2) |
| *Missing* | 1 (1.1) | 0 (0) | 1 (0.9) |  |
| **Age** [N, (%)] | <20 years | 1 (1.1) | 0 (0) | 1 (0.9) | .117 |
| 20-29 years | 9 (10.0) | 0 (0) | 9 (8.0) |
| 30-39 years | 15 (16.7) | 1 (4.3) | 16 (14.1) |
| 40-49 years | 30 (33.3) | 6 (26.1) | 36 (31.9) |
| 50-59 years | 20 (22.2) | 10 (43.5) | 30 (26.5) |
| >60 years | 15 (16,7) | 6 (26.1) | 21 (18.6) |
| *Missing* | 0 (0) | 0 (0) | 0 (0) |  |
| **Education2**[N, (%)] | Diploma/Certificate  | 52 (57.8) | 18 (78.3) | 70 (61.9) | .071 |
| Bachelors Degree  | 51 (56.7) | 6 (26.1) | 57 (50.4) | .0093 |
| Master’s Degree  | 6 (6.7) | 0 (0) | 6 (5.3) | .203 |
| *Missing* | 0 (0) | 0 (0) | 0 (0) |  |
| **Shift worked most of the time** [N, (%)] | Day Shift | 40 (44.5) | 12 (52.2) | 52 (46.0) | .366 |
| Evening Shift | 30 (33.3) | 4 (17.4) | 34 (30.1) |
| Night Shift | 19 (21.1) | 6 (26.1) | 25 (22.1) |
| *Missing* | 1 (1.1) | 1 (4.3) | 2 (1.8) |  |
| **Employment Status** [N, (%)] | Full Time | 43 (47.8) | 9 (39.1) | 52 (46.0) | .759 |
| Part Time | 37 (41.1) | 11 (47.8) | 48 (42.5) |
| Casual | 10 (11.1) | 3 (13.1) | 13 (11.5) |
| *Missing* | 0 (0) | 0 (0) | 0 (0) |
| **Hours worked - 2 weeks** [Mean, (SD)] | 58.390 (18.846) | 55.810 (14.438) | 57.837 (17.956) | .562 |
| **Years worked as Nurse** [Mean, (SD)] | 10.597 (10.606) | 16.190 (11.016) | 11.796 (10.885) | .0364 |
| **Years worked in Facility** [Mean, (SD)] | 4.450 (5.919) | 5.227 (5.503) | 4.618 (5.814) | .581 |

1 Chi-square test was used to test statistical differences in categorical variables (sex, age, education, shift, employment status) and independent groups t test was used for quantitative (interval and ratio level variables – hours worked, years worked as nurse, years worked in home).

2 Education categories are not mutually exclusive

3 Bachelors degree more common in Region 1 than Region 2

4 Years worked as a nurse higher in Region 2 as compared to Region 1

**Comparison of demographic characteristics among LPNs by region within BC (N=211)**

| **Variables** | **Region** | **χ2 / t test** |
| --- | --- | --- |
| **Region 1*****n=131*** | **Region 2*****n=80*** | **Total*****n=211*** | **p-value1** |
| **Sex** [N, (%)] | Male | 19 (14.5) | 9 (11.3) | 28 (13.3) | .486 |
| Female | 111 (84.7) | 71 (88.7) | 182 (86.3) |
| *Missing* | 1 (0.8) | 0 (0) | 1 (0.4) |  |
| **Age** [N, (%)] | <20 years | 2 (1.5) | 0 (0) | 2 (0.9) | .192 |
| 20-29 years | 33 (25.2) | 22 (27.5) | 55 (26.1) |
| 30-39 years | 34 (26.0) | 18 (22.5) | 52 (24.6) |
| 40-49 years | 38 (29.0) | 15 (18.8) | 53 (25.1) |
| 50-59 years | 18 (13.7) | 20 (25.0) | 38 (18.0) |
| >60 years | 6 (4.6) | 5 (6.2) | 11 (5.21) |
| *Missing* | 0 (0) | 0 (0) | 0 (0) |  |
| **Education2**[N, (%)] | Diploma/Certificate  | 130 (99.2) | 79 (98.8) | 209 (99.1) | .723 |
| Bachelors Degree  | 23 (17.6) | 3 (3.8) | 26 (12.3) | .0033 |
| Master’s Degree  | 2 (1.5) | 1 (1.2) | 3 (1.4) | .869 |
| *Missing* | 0 (0) | 0 (0) | 0 (0) |  |
| **Shift worked most of the time** [N, (%)] | Day Shift | 66 (50.4) | 44 (55.0) | 110 (52.1) | .169 |
| Evening Shift | 49 (37.4) | 21 (26.3) | 70 (33.2) |
| Night Shift | 12 (9.2) | 12 (15.0) | 24 (11.4) |
| *Missing* | 4 (3.0) | 3 (3.7) | 7 (3.3) |  |
| **Employment Status** [N, (%)] | Full Time | 77 (58.8) | 49 (61.3) | 126 (59.7) | .769 |
| Part Time | 33 (25.2) | 17 (21.2) | 50 (23.7) |
| Casual | 20 (15.2) | 14 (17.5) | 34 (16.1) |
| *Missing* | 1 (0.8) | 0 (0) | 1 (0.5) |
| **Hours worked - 2 weeks** [Mean, (SD)] | 63.113 (19.225) | 65.955 (21.111) | 64.218 (19.975) | .330 |
| **Years worked as Nurse** [Mean, (SD)] | 5.183 (5.145) | 5.905 (6.627) | 5.450 (5.733) | .422 |
| **Years worked in Facility** [Mean, (SD)] | 3.919 (4.275) | 3.560 (3.867) | 3.783 (4.119) | .554 |

1 Chi-square test was used to test statistical differences in categorical variables (sex, age, education, shift, employment status) and independent groups t test was used for quantitative (interval and ratio level variables – hours worked, years worked as nurse, years worked in home).

2 Education categories are not mutually exclusive

3 Bachelors degree rate higher in Region 1 as compared to Region 2