

Employment

Element	Definition of Element	Values	Definitions of Values	Examples of Values
Practice Status	Reflects RPN practice status according to annual practice permit; should reflect privileges/responsibilities at the time of registration/licensure.	Active-practising RPN Non-practising	Based on annual practice permit, registrant is eligible to practise as an RPN. Registrants with non-practising status are not permitted to actively practise as RPNs. Data for these registrants is not submitted to CIHI.	RPN; temporary RPN license; RPN graduate license Non-practising registration; associate member; inactive; retired; temporary status (for example, refresher course); honorary member
Employment Status	Current employment in a field directly related to psychiatric nursing practice: direct care, administration, education or research. Should reflect employment status at the time of registration.	Employed in psychiatric nursing on a regular basis Employed in psychiatric nursing on a casual basis Employed in other than psychiatric nursing and seeking employment in psychiatric nursing Employed in other than psychiatric nursing and not seeking employment in psychiatric nursing Not employed and seeking employment in psychiatric nursing	Employment schedule guarantees a fixed number of hours of work per pay period. May be defined by the employer as full time or part time but reflects permanent employment, even though it may be time limited. Employment does not guarantee a fixed number of hours of work per pay period. Employed in any occupation other than as an RPN but seeking employment as an RPN. Employed in any occupation other than as an RPN but not seeking employment as an RPN. Not currently employed but seeking employment as an RPN.	Regular full time; regular part time; temporary full time (time limited); temporary part time (time limited) Casual; occasional; on call/on demand

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Employment Status (cont'd)		Not employed and not seeking employment in psychiatric nursing Not stated	Not currently employed and not seeking employment as an RPN.	
Multiple Employment Status	Currently employed as an RPN by more than one employer (primary psychiatric nurse employer and at least one other employer).	Single employer (no) Multiple employers (yes) Not stated	Employed as an RPN by one employer only. Employed as an RPN by more than one employer.	
Full-Time/Part-Time Status	Status is self-reported and is based on hiring practices of employer and/or union contract. Full-time/part-time status is based on official status with the primary employer.	Full time Part time/casual Not stated	Official status with primary employer is full time, temporary full time or equivalent and is characterized by a fixed number of hours per pay period that equals full-time hours (as defined within a specific jurisdiction). Official status with primary employer is part time, casual or equivalent and is characterized by a fixed or flexible number of hours per pay period that usually does not equal or exceed full-time hours (as defined within a specific jurisdiction).	Full time; temporary full time Casual; part time; on call/on demand; temporary part time
Place of Work (Primary Employer)	Primary place of employment; type of agency/facility.	Hospital (general, maternal, pediatric, psychiatric)	Organization that offers inpatient and outpatient health care services to the target population.	General hospital

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Place of Work (Primary Employer) (cont'd)		Community mental health agency/community health centre	Organization that provides programs/services with a major focus on the stabilization/restoration/optimization of the mental, emotional, psychological, social and vocational needs of an individual.	Community mental health
		Nursing station (outpost or clinic)	Stand-alone centre that has RPNs as the on-site managers and practitioners.	Nurse-run clinic; health clinic
		Nursing home/long-term care facility	Centre where residents require nursing and personal care on a continuous basis, with medical service as required.	Personal care home; nursing home
		Residential care facility	Stand-alone organization that has its primary focus on the care, treatment, training and community preparation of target persons with developmental handicap/disability.	Residential care facility
		Home care agency	Organization with a primary focus on providing services to support health care in the client's home.	Home care program
		Business/industry/occupational health office	Organization with a primary focus on the health of workers.	Employee health centre; disability management
		Private nursing or psychiatric nursing agency/private duty	Agency that markets psychiatric nursing services for hire.	Private duty psychiatric nursing
		Physician's office/family practice unit	Centre organized around the delivery of health care primarily by a physician or group of physicians.	Doctor's office

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Place of Work (Primary Employer) (cont'd)		Self-employed/ private practice	Individual RPN who does not work for any employer (employed by herself/himself as an RPN).	Private practice
		Educational institution	Organization with a primary focus on learning.	Educational centre
		Association/government	A national, provincial, territorial, regional or municipal organization or government that deals with policy development and/or the protection of the public.	Correctional institution; health care association
		Correctional agency	Stand-alone organization/facility with a primary focus on the treatment and rehabilitation of persons detained or on probation due to a criminal act.	
		Other	Other types of agencies not listed above.	
		Not stated		
Area of Responsibility (Primary Employer)	Within agency/facility of employment, the major focus of activities related to one of four primary areas of practice of psychiatric nursing: direct care, administration, education or research.	Direct Care Medicine/surgery	Care is provided to clients with a variety of health problems that require diagnostic procedures, medical and nursing treatments and/or surgical intervention.	General medicine; general surgery
		Children and adolescent services	Clinical/crisis services are provided in a facility or in the community to clients under the age of majority and to their families.	
		Pediatric		

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Area of Responsibility (Primary Employer) (cont'd)		<p>Geriatric/long-term care</p> <p>Rehabilitation</p> <p>Developmental habilitation/disabilities</p> <p>Addiction services</p> <p>Crisis/emergency services</p> <p>Acute services</p>	<p>Clinical services are provided in a facility or in the community to elderly persons who require short-term, intermediate or long-term treatment/interventions.</p> <p>Services are provided in a facility or in the community to persons with a variety of cognitive/mental health problems that may require long-term treatment/interventions to optimize the mental, emotional, social and vocational life of the individual.</p> <p>Clinical services provided in a facility or in the community to clients of all ages whose primary condition is a developmental disability/handicap.</p> <p>Clinical services provided in a facility or in the community to individuals, groups or communities whose primary concern is an addiction.</p> <p>Clinical services provided in a facility or in the community to adults who require immediate, intensive, short-term assessment and intervention.</p> <p>Clinical services provided in a facility or in the community to clients with a variety of psychiatric/mental health problems requiring time-limited treatment/interventions.</p>	

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Area of Responsibility (Primary Employer) (cont'd)		Occupational health Forensic services Oncology Palliative care Other direct care Administration Nursing service Nursing education Other administration Education Teaching students Teaching employees Teaching patients/clients	Clinical services provided to employees in defined businesses or industries. Clinical services provided in a facility or in the community to clients in contact with the criminal justice system. Clinical services provided to clients with cancer-related health problems. Palliative care provided to clients with a variety of health problems. Direct care responsibilities not otherwise identified. Involved in supervising/ coordinating direct care services delivery. Involved in supervising/ coordinating delivery of educational programs. Involved in administrative duties not otherwise identified. Teaching of individuals registered in formal nursing/psychiatric nursing education programs and others related to psychiatric nursing.	

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Area of Responsibility (Primary Employer) (cont'd)		Other education Research Psychiatric nursing research only Other research Not stated	Involved in education duties not otherwise identified. Participation of RPNs in research studies of/with other disciplines.	
Position (Primary Employer)	Current assigned role at place of employment, per title/job description.	Chief executive officer Director/assistant director Manager/assistant manager Staff psychiatric nurse/ community health psychiatric nurse Instructor/professor/educator Consultant	RPN in uppermost management and/or professional position within the facility or institution. RPN second in command to uppermost nurse management position within organization. Responsible for managing a particular team/group that delivers nursing services. Usually a first-level management position. Major role is the direct delivery of clinical nursing services. Role of educator for a particular target group. Role with primary focus on one specific area of nursing practice (direct care, education, administration, research) or specific topic within one of the four domains of nursing practice.	Chief executive officer Unit manager Community psychiatric nurse Educator

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Position (Primary Employer) (cont'd)		Clinical specialist Other Not stated	RPN who provides services as an advanced clinical practitioner with additional roles of researcher, educator and/or administrator, per job description. Position not otherwise identified.	
Date of Registration (for Current Year)	Identifies the date at which the registration becomes valid for the current licensure year.		Date of RPN signature on registration/renewal form and/or date at which data was entered into provincial database.	
First Nations Organization	Currently employed in psychiatric nursing by a First Nations organization.	Yes No Not stated		