



College of
Registered Nurses
of Manitoba

Highlighted Survey Results from Surveys among Manitobans, and among RNs and Nurse Practitioners in Manitoba

Surveys fielded in May and June 2025
respectively by Léger on behalf of the College
of Registered Nurses of Manitoba

Published: August 2025

Background

- In May and June 2025, the College of Registered Nurses of Manitoba (College) engaged Léger to conduct two (2) surveys on its behalf, one with a panel of Manitobans over the age of 18, and another with registered nurses (RNs) and nurse practitioners (NPs) who were currently registered with the College.
- These surveys focused on questions relating to identifying key priorities addressing staffing challenges in the Manitoba health system, the importance and impact of standards/requirements related to recent nursing practice, regulatory independence, public awareness of the RN profession, as well as RN and NP support for extended orientation and mentoring supports in addressing gaps in nursing skills or knowledge.
- The findings of these surveys were provided by Léger to the College, and highlighted results are presented in this data report by the College for information purposes and public awareness.

Any questions regarding the survey results can be directed to:

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Methodology

Public Survey (Léger panel)

How



An online survey.

Who



n=811, Manitobans, 18+.

When



Completed between **May 21 and May 29, 2025**, using Léger's online panel.

Other



No margin of error can be associated with a non-probability sample (i.e. a **web panel** in this case).

For comparative purposes, though, a probability sample of n=811 respondents would have a margin of error of **±3.4%**, 19 times out of 20.

Registered Nurses & Nurse Practitioners Survey

How



An **online** survey.

Who



n=1672, registered nurses (RNs) or nurse practitioners (NPs) who are registered to practice in Manitoba.

When



Completed between **June 1 and June 11, 2025**, using Léger's online panel.

Other



Survey script developed by Léger and CRNM, with final approval by CRNM. Léger created 14,800 unique survey links (i.e. "closed links") that were then provided to CRNM. These survey links were then emailed to all RNs and NPs practicing in Manitoba. The emails explicitly stated that Léger would be conducting this research, with all information gathered 100% anonymous and aggregated to ensure confidentiality. Because CRNM distributed the links, no personal information was provided to Léger for this project.

In total, approximately 14,800 nurses were invited to participate in the survey via unique links that Léger created and provided to CRNM, who then distributed to each nurse. Based on this, there was an estimated **11%** response rate.



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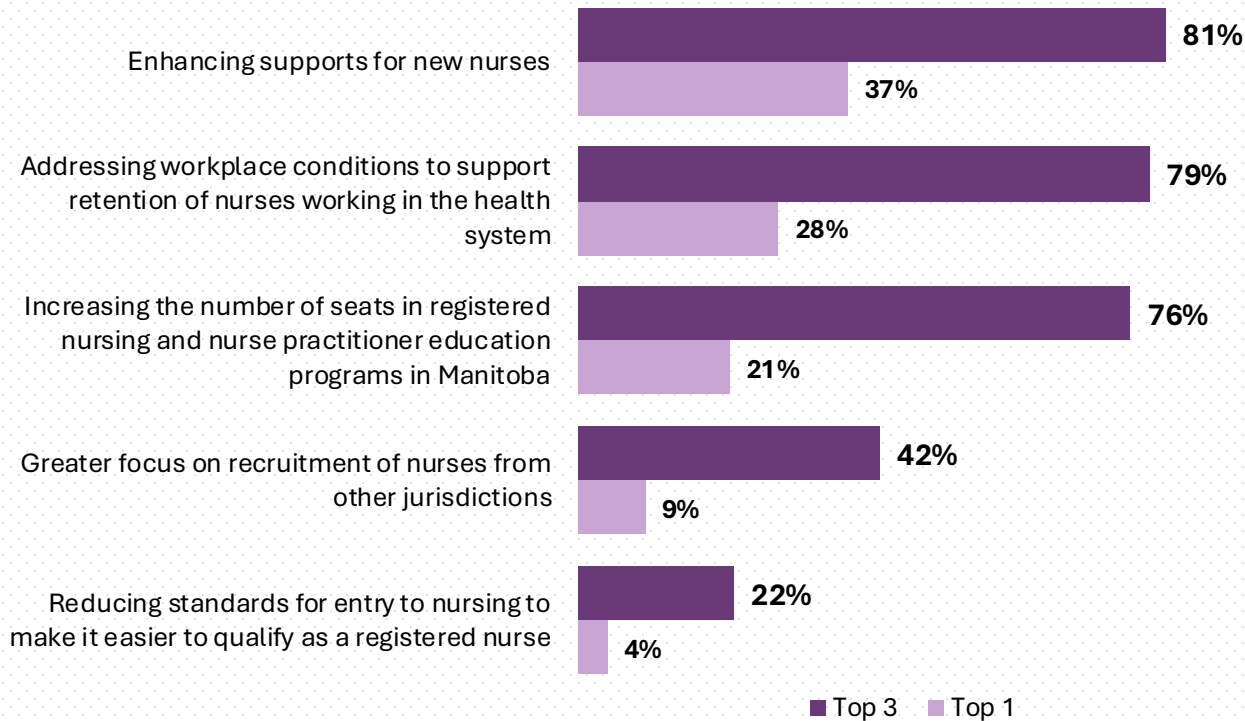
Key Facts and Figures

From surveys fielded in May and June 2025 respectively by Léger on behalf of the College of Registered Nurses of Manitoba

Public Survey: *Important Measures to Address Staffing Shortages*

- The most important measures identified by Manitobans to address staffing challenges are enhancing supports for new nurses, addressing workplace conditions and increasing the number of education program seats in Manitoba. Reducing entry standards and focusing on recruitment are less important.
- Women are more likely than men to place higher among importance on enhancing supports for new nurses (84% vs. 78%), addressing workplace conditions (82% vs. 76%), and increasing the number of education program seats (81% vs. 71%).

Measures for addressing staffing challenges



Current health care workers' top choice was addressing workplace conditions (58% vs. 35% former health care worker and 37% non-health care workers).

Greater focus on recruitment is notably higher in importance among men.

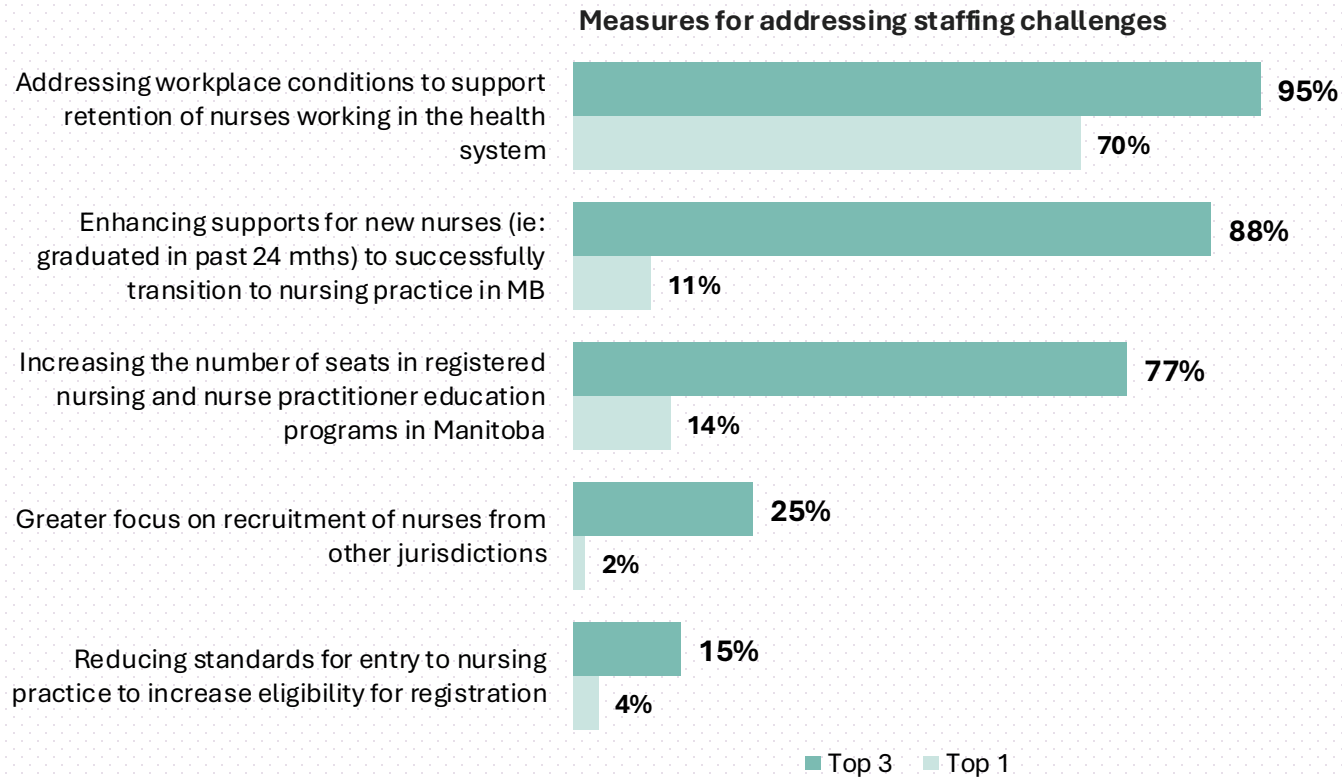
Reducing entry standards increases in importance among those <25 (vs. older).

Q. As you are likely aware, the health system is facing staffing shortages in a variety of areas, including in nursing. To fill those positions, what level of importance do you think should be given to the following measures that could address staffing challenges?

Base: All (n=811)

RN & NP Survey: Important Measures to Address Staffing Shortages

- The most important measures identified by RNs & NPs to address staffing challenges are addressing workplace conditions, enhancing supports for new nurses, and increasing the number of education program seats in Manitoba.



Nurses with **more than 20 years of experience (22%)** and nurses **with roles other than direct care (19%)** are **more likely to say** increasing the number of seats in registered nursing and nurse practitioner education programs in Manitoba is their top priority (vs. 7% 20 years or less, and 11% Direct care).

Compared to the general population, nurses agree on the three most important measures for addressing staffing challenges. **However**, most nurses (70%) listed ‘addressing the workplace conditions’ as their **top** priority, while those in the general population were more evenly distributed among enhancing support for new nurses (37%), addressing workplace conditions (28%) and increasing the number of education program seats (21%).

Q. As you are likely aware, the health system is facing nursing staffing shortages. To fill those positions, what level of importance do you think should be given to the following measures that could address staffing challenges?

Base: All (n=1672)

Public / RN & NP Survey: *Nursing Standard Explanation*

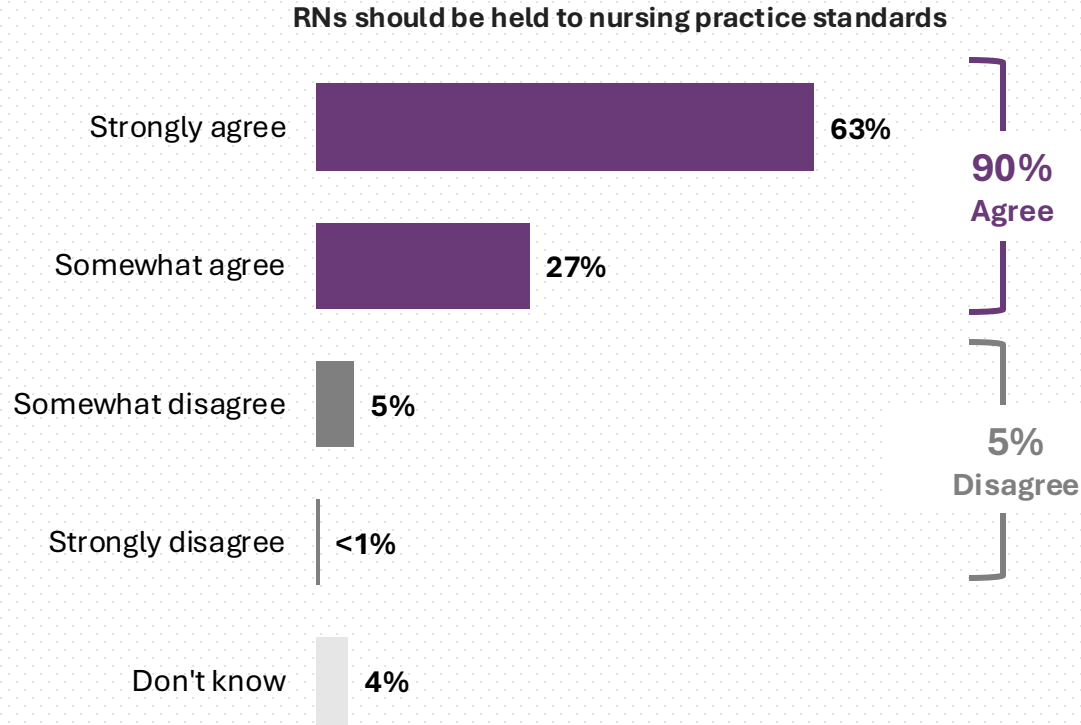
The following message was provided prior to the following question in order to give context to the standard full-time nurses must meet in order to practice in Manitoba:

- A full-time nursing position in Manitoba consists of working 2,015 hours annually. Excluding new graduates, registered nurses (RNs) in Manitoba are required to have actively worked at least 450 hours in the past 2 years (approximately 8 weeks of full-time work) or at least 1,125 hours in the past 5 years (approximately 20 weeks of full-time work) to maintain their status as a registered nurse annually in Manitoba.

Importance of Nursing Standards for Recent Nursing Practice

Public Survey

- Nine-in-ten Manitobans agree RNs need to meet the standard, including two-thirds who strongly agree ...



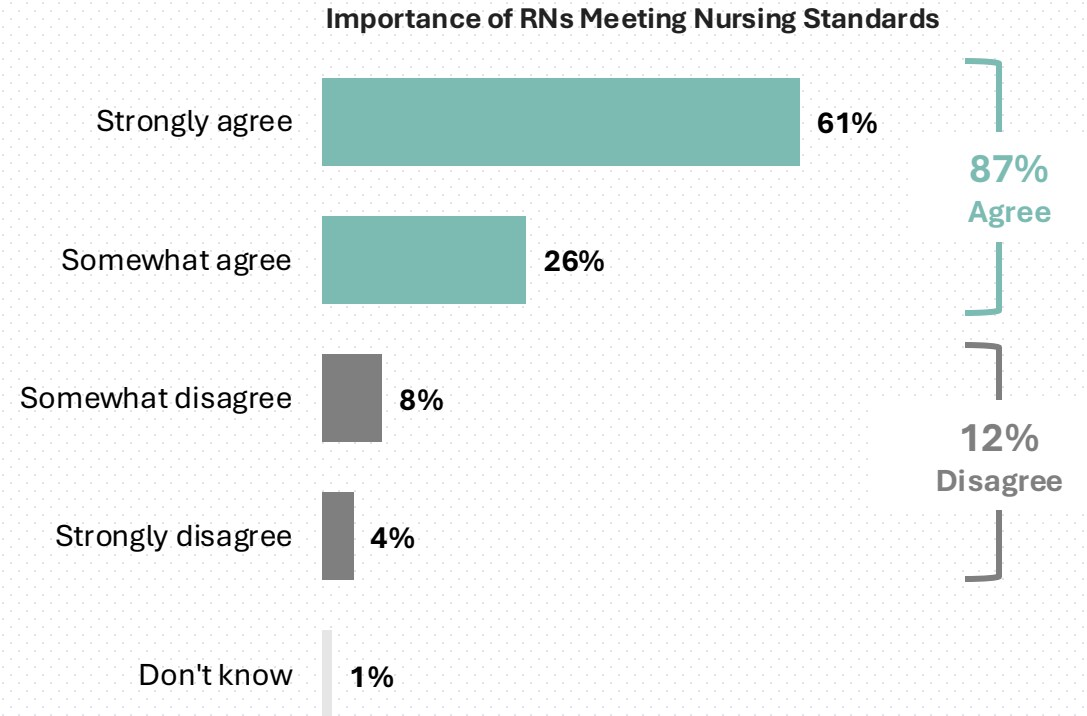
Women (70%) and those 35 and older (67%) more often **strongly agree** for RNs to be held to nursing practice standards.

Q. Would you agree or disagree that it is important that an RN who is providing care to you or a loved one has met the standard for recent nursing practice?

Base: All (n=811)

RN & NP Survey

- Roughly nine-in-ten nurses agree RNs need to meet the standard, including six-in-ten who strongly agree ...



Nurses with **more than 20 years of experience (64%)** and nurses **with roles other than direct care (67%)** are **more likely to strongly agree** on the importance of RNs meeting nursing standards (vs. 59% 20 years or less , and 59% Direct care).

Q. Would you agree or disagree that it is important that an RN who provides care has met the standard for recent nursing practice outlined above.

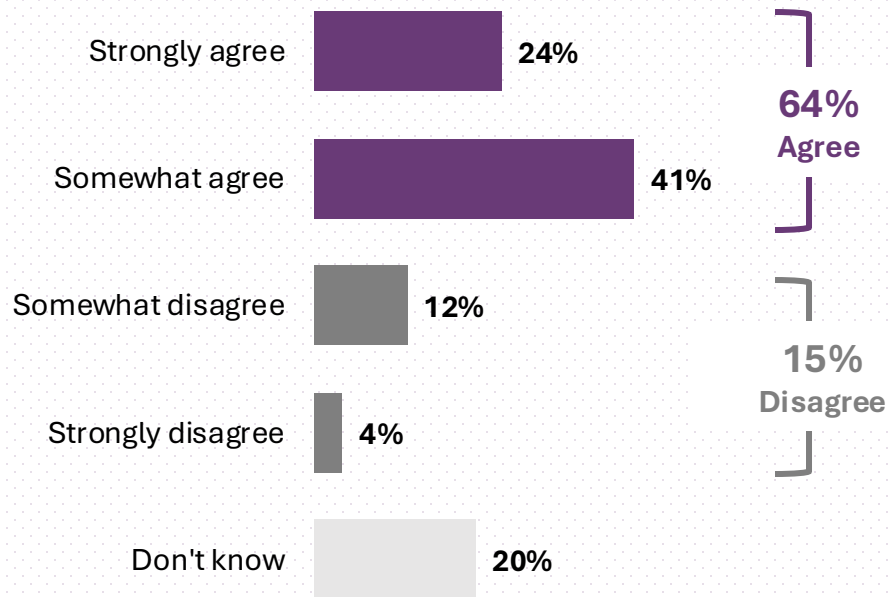
Base: All (n= 1672)

Regulatory Bodies and Provincial Governments

Public Survey

- Two-in-three agree professional regulatory bodies should operate at arm's length from the provincial government when it comes to setting standards.

Regulatory bodies should operate at arm's length



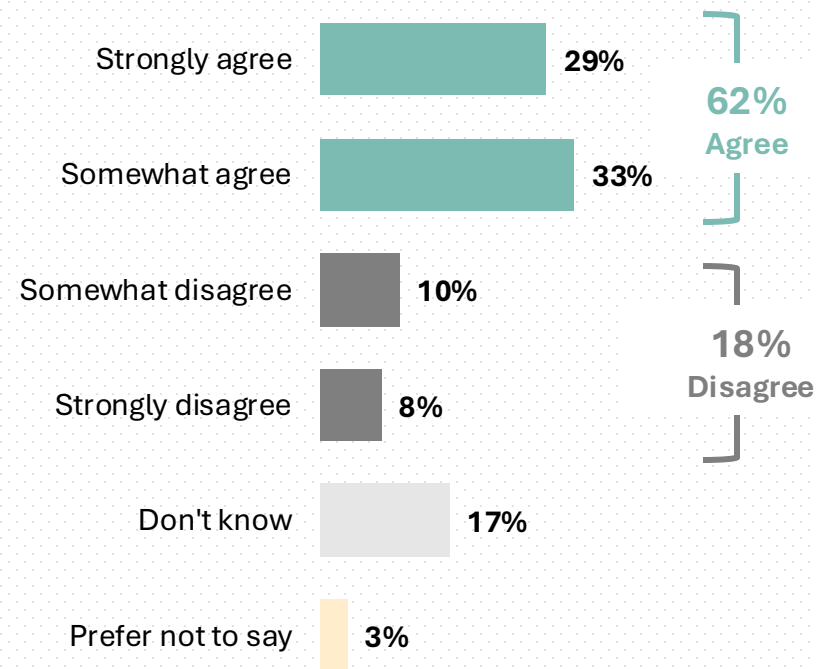
Men (69%) and seniors (65+) (75%) are more likely to **agree regulatory bodies should operate at arm's length** (vs. 60% women, and 61% <65 respectively).

Q. Would you agree or disagree that professional regulatory bodies should operate at arm's length from the provincial government in setting standards for licensure, registration, and professional conduct? Base: All (n=811)

RN & NP Survey

- Six-in-ten nurses agree professional regulatory bodies should operate at arm's length from the provincial government when it comes to setting standards.

Regulatory bodies should operate at arm's length



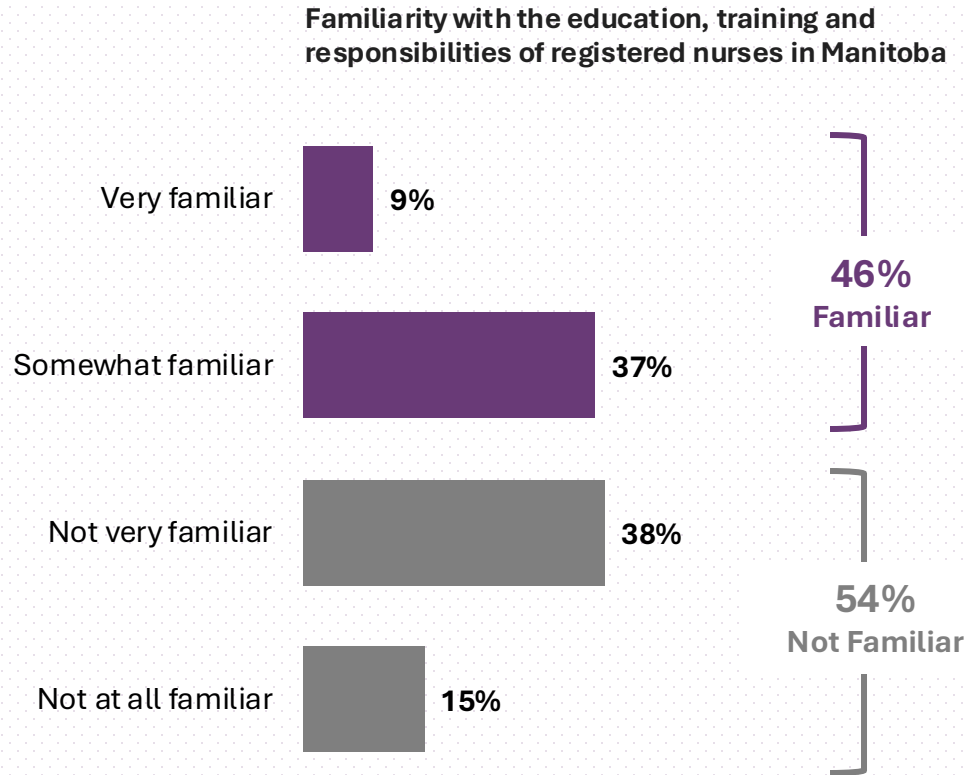
Nurse with roles other than direct care (37%) are more likely to **strongly agree** (vs. 26% Direct care).

Nurse with 20 years or less of experience (20%) and nurses with roles in direct care (19%) are more likely to be **unsure** (vs. 12% more than 20 years, and 11% Other roles).

Q. Would you agree or disagree that professional regulatory bodies should operate at arm's length from the provincial government in setting standards for licensure, registration, and professional conduct? Base: All (n= 1672)

Public Survey

- Less than half of Manitobans are familiar with the registered nursing profession in the province, most of whom feel ‘somewhat familiar’.



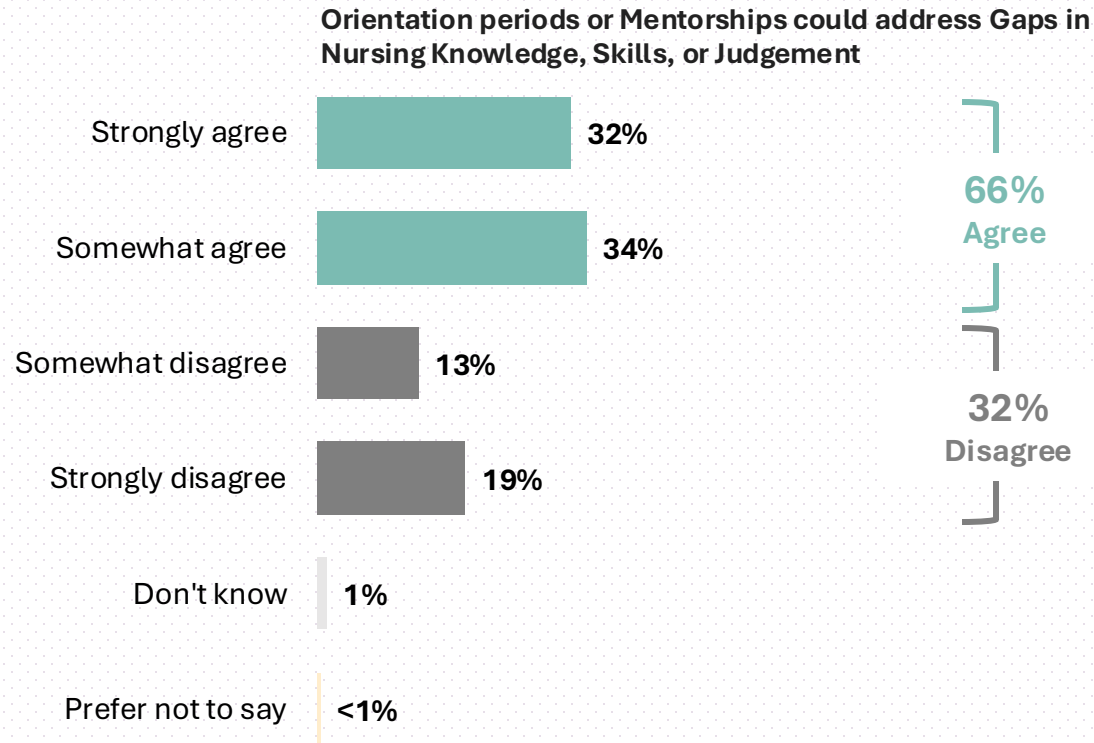
Those who are familiar with the profession more often have at least some college/universe education (51% vs. 34%, high school or less), and are currently or formerly in a health care role (75% vs. 39%, not in a health care role). 18–24-year-olds in particular more often feel very familiar compared to older Manitobans (21% vs. 6%, 25-64 years old).

Q. How would you rate your level of familiarity with the education, training and responsibilities of registered nurses in Manitoba?

Base: All (n=811)

RN & NP Survey

- Two thirds of nurses believe that significant gaps in nursing knowledge, skill or judgement could be addressed on the job through an extended orientation period or mentorship.



Nurses with **20 years or less of experience (69%)** and nurses with **roles in direct care (69%)** are **more likely to agree** (vs. 63% with more than 20 years, and 62% in other roles).

Q. Would you agree or disagree that significant gaps in nursing knowledge, skill or judgement could be addressed on the job through an extended orientation period and mentorship?

Base: All (n=1672)



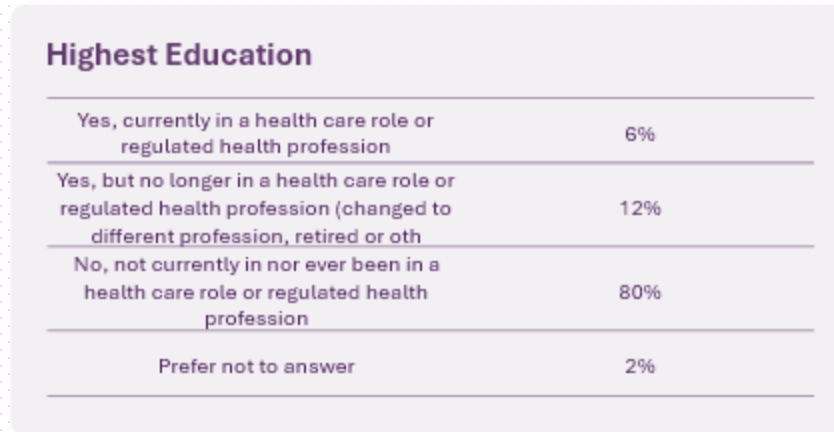
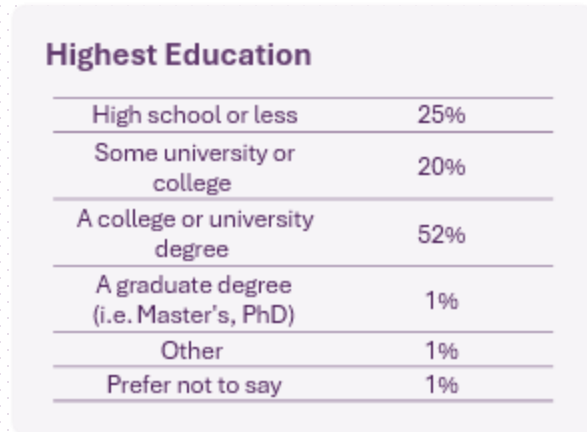
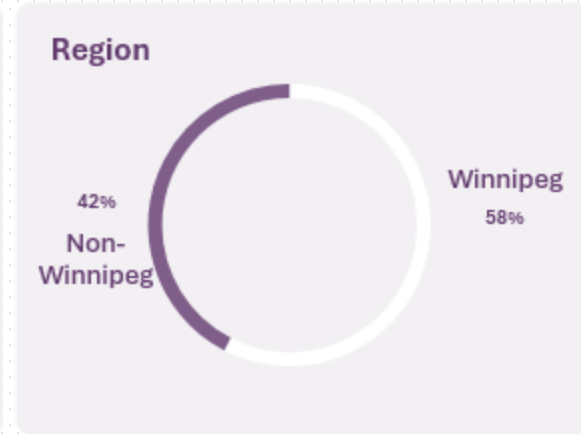
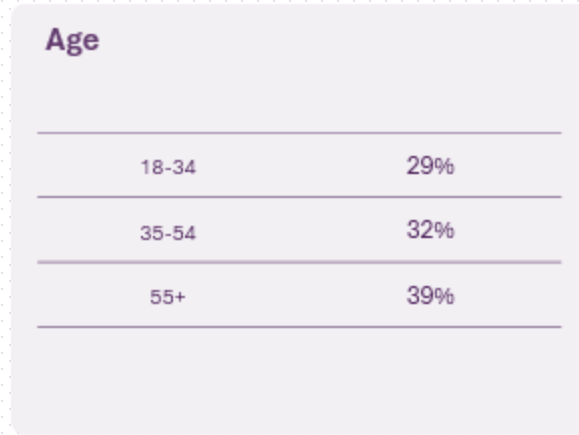
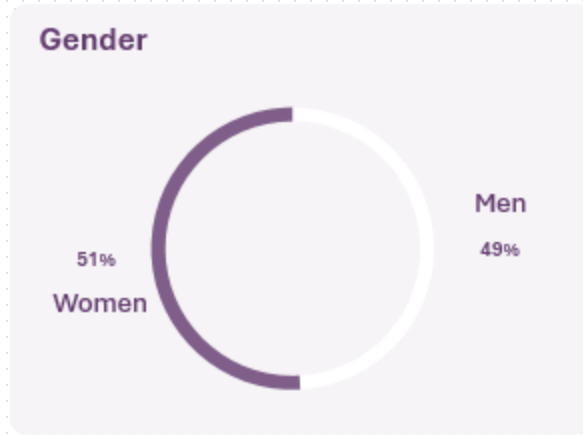
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Respondent Profiles

Manitobans (Léger Panel)

Respondent profiles

Base n=811



Registered Nurses & Nurse Practitioners Survey

Respondent profiles

Base n=1672

Role/Position

Direct care	69%
Nursing Management	7%
Nursing Education and/or Research	6%
Healthcare Administration	3%
Other Nursing related role/position	10%
Not currently working in a nursing role/position	2%
Prefer not to say	3%

Years of Experience



Region

Winnipeg	65%
Prairie Mountain	12%
Southern	10%
Interlake-Eastern	9%
Northern	7%
Outside of Manitoba	2%
Prefer not to say	4%