COLLEGE AND ASSOCIATION OF NURSES
Northwest Territories and Nunavut

Nursing Collective Agreement & Association Function Survey

Northwest Territories

May, 2025

Website: cannn.ca

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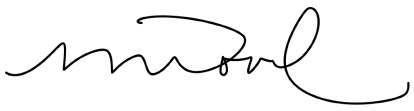
EXECUTIVE SUMMARY

The College and Association of Nurses of the Northwest Territories and Nunavut (CANNN) conducted a survey to collect registrants' perspectives on key issues affecting the nursing profession in both the Northwest Territories and Nunavut. The purpose of this data collection was to inform ongoing policy discussions, support regulatory planning, and contribute to an understanding of workforce challenges in the North.

The survey was designed to ensure anonymity and did not include any identifying information or direct quotations. Results from the survey will support CANNN's strategic planning, regulatory modernization efforts, and participation in relevant territorial legislative and policy initiatives.

This report is an addition to the initial report and provides an overview of the answers provided by registrants who identified they practice in the Northwest Territories. There are no notable differences in key themes provided in the qualitative feedback. For key themes, please see the full report on CANNN's website.

Importantly, the survey was conducted for information-gathering purposes only. It is not intended to support or imply engagement in collective bargaining or the development of collective agreements. CANNN remains focused on its regulatory and advocacy functions, including facilitating opportunities for nurses to share their views on professional issues impacting practice in the North.



Megan Wood
Chief Executive Officer / Registrar
College and Association of Nurses of the Northwest Territories and Nunavut

ANALYSIS

Q1: Jurisdiction

Which jurisdiction do you practice in?

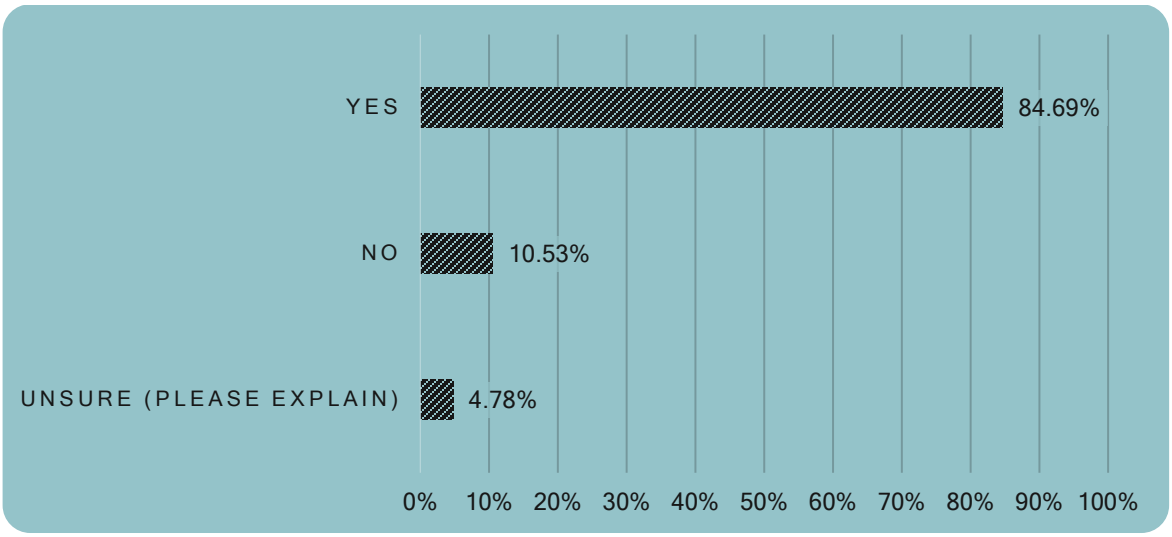
Due to current software limitations and reliance on registrant self-reporting, it is not possible to determine with certainty the exact number of registrants actively practicing in the Northwest Territories. In February 2025, a data extraction was conducted using registrant postal codes to estimate practice locations. While these figures provide approximate insights, they cannot be verified for accuracy.

- At the time of this data pull, there were a total of 2,480 practicing nurses in the NWT and NU.
- Registrants with NWT postal codes were: 680.
- A total of 210 respondents indicated they practice in the NWT.

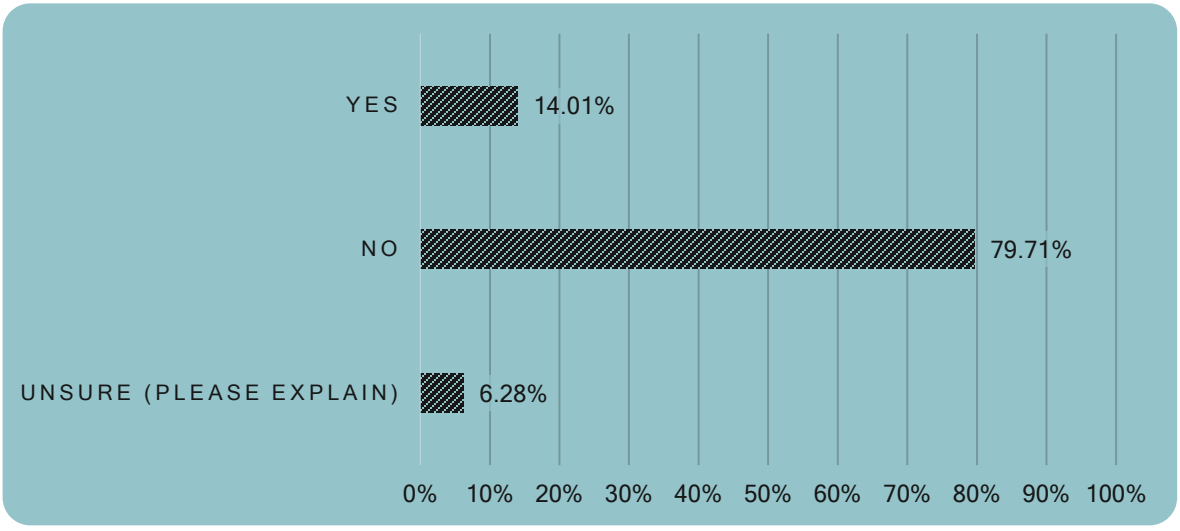
Assuming the 210 respondents are resident nurses in the NWT, this represents an estimated response rate of 31%. It is important to note that the survey was publicly accessible, and a significant portion of CANNN registrants have addresses located outside the Northwest Territories. As a result, the confidence level and margin of error associated with the data are uncertain, introducing the potential for bias or inaccuracy in the findings.

Q2 and Q3: Collective Agreements & Bargaining Structures

Do you think nurses in the Northwest Territories (NWT) and Nunavut (NU) should have their own collective agreement?

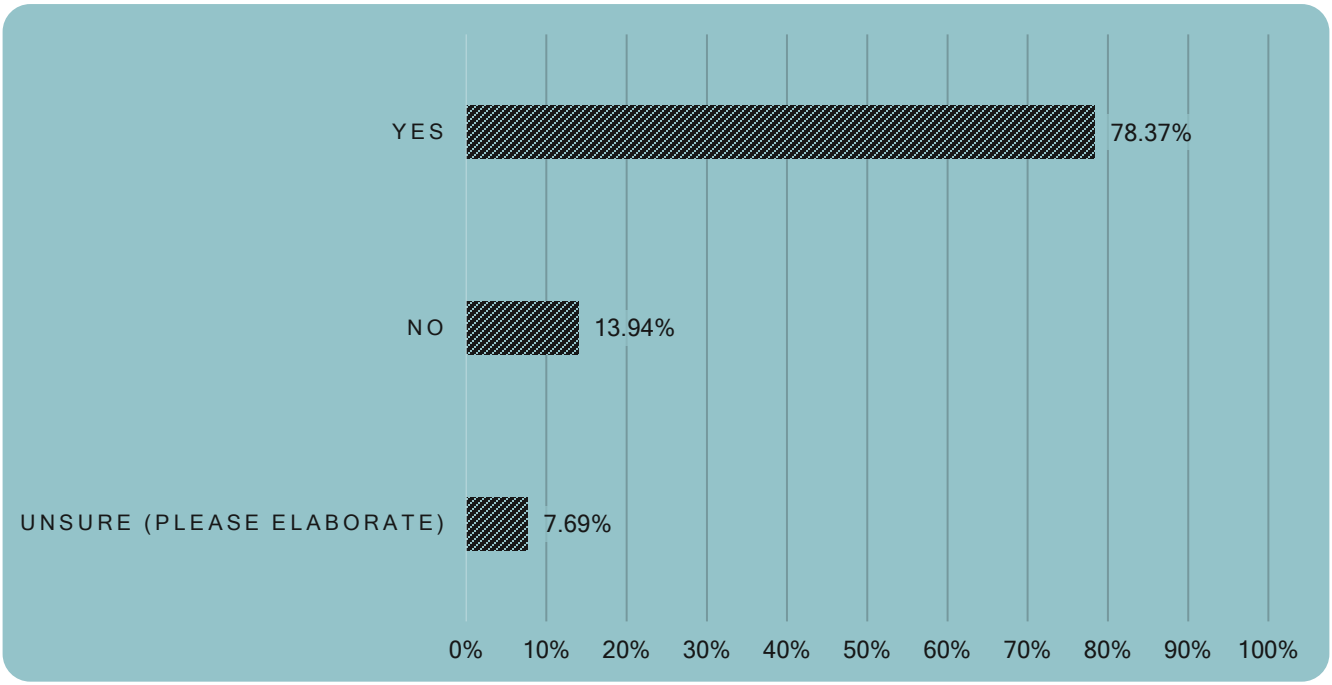


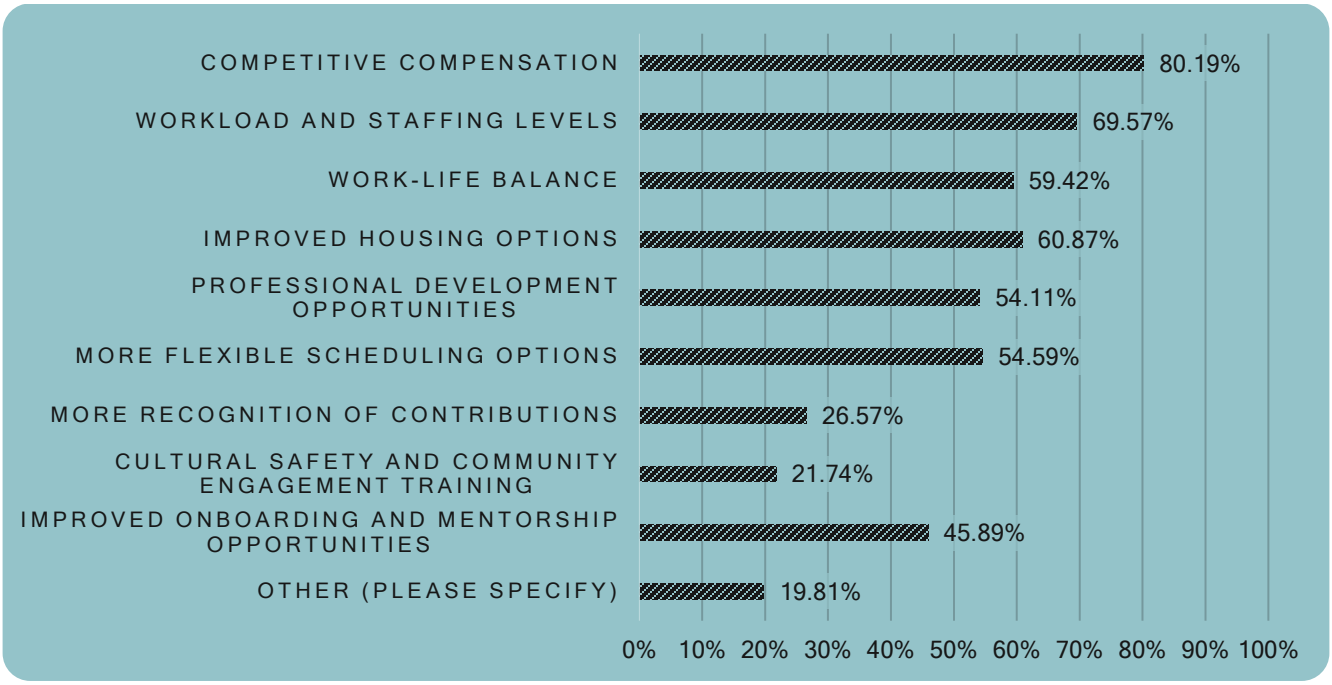
Do you feel the current bargaining structure reflects the professional needs and responsibilities of nurses?



Q4: Dual Mandate

CANNN is both the licensing body and the professional association. These functions have been separated in other parts of Canada to better fulfill their unique mandates. Would you support the creation of a dedicated association focused solely on nursing advocacy, advancement, and bargaining?



Q5: Recruitment and Retention

In your opinion, what specific changes or initiatives do you think would entice nurses to work in the Northwest Territories and Nunavut?