Read the measure before the headline

This original NurseFlex brief combines a short published-source summary with a local planning worksheet. It is not a NurseFlex survey, staffing forecast or clinical staffing standard. Prepared 8 October 2026.

CIHI’s registered-nurses page, dated 23 July 2026, reports 354,824 registered nurses in overall supply in 2025 and 238,162 employed in direct patient care. These are different measures; neither number describes workers available for your organization’s open shifts. Consult the source and its methodology for coverage and definitions.

Use national evidence to frame questions, then use appropriately governed local records to investigate your own demand, vacancies and scheduling process. Do not infer a local shortage, surplus or provider capacity from a national total alone.

Record with every figure	Why it matters
Source and publication date	Makes the evidence traceable.
Reference year and geography	Prevents comparisons across different periods or populations.
Role and measure	Supply, employment and hours are not interchangeable.
Coverage and limitations	Shows what the figure does not establish.

CIHI — Registered nurses: https://www.cihi.ca/en/registered-nurses

Build a local evidence log

The worksheet below is an original planning aid. It contains no observed NurseFlex customer data. Define the period and role before entering numbers. Use aggregated operational information; do not add patient identifiers or unnecessary personnel information.

Choose one question at a time. If shifts remain unfilled, examine the timing of the request, the availability of suitable people, the clarity of the brief and the response process separately. Assign a process owner before selecting a technology intervention.

Measure / question	Your definition and source	Period / owner
Requested hours by role and site	_____	_____
Unfilled hours at agreed cut-off	_____	_____
Time from request to confirmation	_____	_____
Cancellations and reason categories	_____	_____
Orientation completed as required	_____	_____
Data gaps needing investigation	_____	_____

NurseFlex original worksheet. Local definitions require organization approval.

Turn the log into a bounded pilot

Choose a process change with a defined start, end and owner. Examples include a clearer shift brief, an earlier availability request or a standard handoff contact. Set a baseline before the change and record changes in demand during the pilot.

Evaluate both completion and exceptions. Faster confirmation does not by itself establish appropriate qualifications, safe staffing or lower final costs. Record unresolved issues and the person accountable for deciding whether the pilot can continue.

NurseFlex Canada currently offers learning and private team planning tools. Its planning assignments and recorded CAD costs are not an activated Canadian staffing service, payroll or proof of real customer outcomes.

Decision record	Complete after review
Pilot question and owner	_____
Baseline period and result	_____
Change and observation period	_____
Exceptions or unintended effects	_____
Continue / revise / stop and reason	_____
Review date and accountable reviewer	_____

Further reading: nurseflex.co.uk/ca/resources/reading-workforce-data/