



HHR

Health Human Resources Minimum Data Set

Data Dictionary
2022



Canadian Institute
for Health Information

Institut canadien
d'information sur la santé

Production of this document is made possible by financial contributions from Health Canada and provincial and territorial governments. The views expressed herein do not necessarily represent the views of Health Canada or any provincial or territorial government.

All rights reserved.

The contents of this publication may be reproduced unaltered, in whole or in part and by any means, solely for non-commercial purposes, provided that the Canadian Institute for Health Information is properly and fully acknowledged as the copyright owner. Any reproduction or use of this publication or its contents for any commercial purpose requires the prior written authorization of the Canadian Institute for Health Information. Reproduction or use that suggests endorsement by, or affiliation with, the Canadian Institute for Health Information is prohibited.

For permission or information, please contact CIHI:

Canadian Institute for Health Information

495 Richmond Road, Suite 600

Ottawa, Ontario K2A 4H6

Phone: 613-241-7860

Fax: 613-241-8120

cihi.ca

copyright@cihi.ca

© 2023 Canadian Institute for Health Information

How to cite this document:

Canadian Institute for Health Information. *Health Human Resources Minimum Data Set, 2022 — Data Dictionary*. Ottawa, ON: CIHI; 2023.

Cette publication est aussi disponible en français sous le titre *Fichier minimal sur les ressources humaines de la santé, 2022 — dictionnaire de données*.

Table of contents

Introduction	6
About CIHI	6
CIHI's Privacy and Security Program	6
Acknowledgements	7
About this document	7
Purpose	7
Audience	7
About Health Workforce Information at CIHI	8
The HHR MDS Modernization Project	9
Data elements: Specifications	10
Notes about the data elements	10
Category 1 — Registration	13
Field 1: Provider Type	14
Field 2: Provider Registration Status	16
Field 3: Provider Registration Date	17
Field 4: <i>Proposed</i> — National Unique Identifier	18
Field 5: Provider Provincial/Territorial Registration Number	19
Field 6: Provider Registration Province/Territory	20
Fields 7, 8, 9: Provider Concurrent Registration Province/Territory	21
Fields 10, 11, 12: Provider Concurrent Registration Country	23
Field 13: Provider Initial Registration Province/Territory	24
Field 14: Provider Initial Registration Year	25
Category 2 — Demographics	26
Field 15: Gender	27
Field 16: Sex at Birth	28
Field 17: Birth Year	29
Fields 18, 19, 20: Language — Ability to Provide Service	30
Fields 21, 22, 23: Indigenous Identity	31
Fields 24, 25, 26: Racialized Group	32
Category 3 — Geography (of Provider Residence)	34
Field 27: Provider Residence Province/Territory	34
Field 28: Provider Residence Country	36
Field 29: Provider Residence Postal Code	37

Category 4 — Education	38
Field 30: Provider Basic Education Level	39
Field 31: Provider Basic Education Graduation Year	41
Field 32: Provider Basic Education Graduation Institution	42
Field 33: Provider Basic Education Graduation Province/Territory	43
Field 34: Provider Basic Education Graduation Country	44
Field 35: Provider Highest Level of Education	45
Field 36: Provider Highest Level of Education Graduation Year	47
Field 37: Provider Highest Level of Education Institution	48
Field 38: Provider Highest Level of Education Graduation Province/Territory	49
Field 39: Provider Highest Level of Education Graduation Country	50
Category 5 — Employment	52
Field 40: Employment Status	53
Field 41: Employed in Profession	54
Field 42: Seeking Employment	56
Fields 43, 68, 93: Provider Employment Category	57
Fields 44, 69, 94: Provider Employment Full-Time/Part-Time/Casual Status	59
Fields 45, 70, 95: Provider Employment Full-Time/Part-Time/Casual Preference	61
Fields 46, 71, 96: Provider Employment Annual Earned Hours	62
Fields 47–49, 72–74, 97–99: Provider Employment Place of Work	64
Fields 50–52, 75–77, 100–102: Provider Employment Position	68
Fields 53–55, 78–80, 103–105: Provider Employment Area of Practice	72
Fields 56, 81, 106: Provider Employment Funding Source	79
Fields 57, 82, 107: Agency Health Care Provider Flag	80
Fields 58, 83, 108: Multiple Site Flag	82
Fields 59, 84, 109: Primary Site Virtual Care	84
Fields 60–62, 85–87, 110–112: Primary Site Encounter Mode	86
Fields 63, 88, 113: Primary Site Organization Identifier	89
Fields 64, 89, 114: Primary Site Postal Code	91
Fields 65, 90, 115: Site of Practice Indicator for Postal Code	92
Fields 66, 91, 116: Primary Site Province/Territory	94
Fields 67, 92, 117: Primary Site Country	96

Appendices	98
Appendix A	98
Appendix B	100
Appendix C	101
Appendix D	108
Appendix E	113
Appendix F	128
Appendix G	129

Introduction

About CIHI

The Canadian Institute for Health Information (CIHI) is an independent, not-for-profit organization that provides comparable and actionable data and information that are used to accelerate improvements in health care, health system performance and population health across Canada. Our stakeholders use our broad range of health system databases, measurements and standards, together with our evidence-based reports and analyses, in their decision-making processes. We protect the privacy of Canadians by ensuring the confidentiality and integrity of the health care information we provide.

For more information, visit our website at cihi.ca.

CIHI's Privacy and Security Program

CIHI has a comprehensive privacy program in place to protect the confidentiality and security of our data holdings. A cornerstone of this program is a set of strict principles and policies that govern how CIHI collects, stores, analyzes and disseminates data. These are outlined in the documents *Privacy Policy on the Collection, Use, Disclosure and Retention of Personal Health Information and De-Identified Data, 2010* and *Policy on Health Facility–Identifiable Information*, available at cihi.ca. These policies have been reviewed to ensure that they are aligned with Schedule 1 of the federal *Personal Information Protection and Electronic Documents Act* (PIPEDA).

CIHI's Privacy Program also includes

- A Privacy Secretariat committed to developing a culture of privacy at CIHI;
- An active Privacy, Confidentiality and Security team that includes representation from across the organization;
- A chief privacy advisor, who provides advice and counsel on privacy matters;
- The Privacy and Data Protection Committee — a subcommittee of CIHI's Board of Directors;
- Mandatory staff training to keep health information protection matters front and centre; and
- Outreach activities to keep stakeholders advised.

Acknowledgements

CIHI wishes to acknowledge and thank those who generously contributed their time and input to the consultation process that led to the development of the first national minimum data set for health human resources in Canada, its maintenance and all the subsequent updates. These include a broad range of stakeholders representing federal, provincial and territorial health ministries, professional associations, regulatory bodies, researchers and educational institutions.

CIHI would also like to acknowledge the internal executive committee and working groups for their ongoing strategic advice and stewardship guidance.

About this document

Purpose

The *Health Human Resources Minimum Data Set (HHR MDS) Data Dictionary* provides the definition, permissible values and rationale for each data element captured in CIHI's Health Workforce Database (HWDB). It also includes additional information and examples that will help users analyze and interpret the data.

49 unique data elements are captured in the HWDB. These data elements are grouped into 5 categories:

- Registration
- Demographics
- Geography
- Education
- Employment

Audience

This document has 2 key audiences:

- **Submitting organizations/jurisdictions:** Health care provider groups that currently submit registration records to CIHI.
- **Non-submitting organizations/jurisdictions:** Some health care provider groups that do not currently submit to CIHI have expressed interest in developing databases that are nationally comparable and that are consistent with CIHI's standards. CIHI supports these organizations' use of the *HHR MDS Data Submission Manual* and *HHR MDS Data Dictionary* to populate and build a database that is consistent with CIHI's standards.

Note: The data elements and values in this document are not all inclusive; they represent a focused set of health workforce data elements and associated permissible values to help create comparable data for performance measurement and health workforce planning on a pan-Canadian scale. If you would like to include additional data elements and values in your own MDS, please contact CIHI regarding naming convention guidelines, data formats, data types, permissible values, missing values and default values for invalid values:

Health Workforce Information
Canadian Institute for Health Information
495 Richmond Road, Suite 600
Ottawa, Ontario K2A 4H6
hhr@cihi.ca

About Health Workforce Information at CIHI

CIHI's Health Workforce Database (HWDB) contains information on supply, geographic, demographic, education and employment characteristics for health care providers in Canada. Information captured in this database is guided by the HHR MDS data standard. CIHI established this standard to ensure a standardized approach to identifying and collecting the general data needed to support federal, provincial and territorial workforce planning and policy development and research, and to enable pan-Canadian comparability.

Background

In 2004, CIHI consulted major stakeholders to identify and validate HHR priority information needs and related indicators, and to ascertain which data elements should be collected in a standardized fashion across Canada. From this, CIHI identified the general data needed to support the information-based functions of HHR (monitoring, evaluation, planning and policy research) and published it in [Guidance Document for the Development of Data Sets to Support Health Human Resources Management in Canada](#).

Leveraging these findings, CIHI undertook the Health Human Resources Databases Development Project and developed national, supply-based databases for 5 groups of regulated health care providers:

- Occupational Therapist Database (OTDB)
- Pharmacist Database (PDB)
- Physiotherapist Database (PTDB)
- Medical Radiation Technologist Database (MRTDB)
- Medical Laboratory Technologist Database (MLTDB)

Collectively, these were referred to as the Health Human Resources Database (HHRDB).

These databases complemented existing HHR databases on physicians, nurse practitioners, registered nurses, registered psychiatric nurses and licensed practical nurses. In addition, CIHI also maintained a database of aggregate data on 18 other groups of health care providers.

Since then, for various reasons, the MRTDB and MLTDB have been decommissioned; information on these providers is now collected at the aggregate level. Additionally, while HHR data is collected and submitted separately for each group of health care providers, the information is collated into the HWDB to ensure consistency in reporting. The exception is [physician](#) information, as CIHI maintains Scott's Medical Database (SMDB) — its database on the supply of physicians in Canada — by acquiring raw data annually from Scott's Directories (a private third party). Scott's Directories collects data from organizations and institutions such as jurisdictional registrars, the Royal College of Physicians and Surgeons of Canada and the College of Family Physicians of Canada, and from physicians who contact it directly. This raw data is processed and enhanced according to CIHI's Reference Data Model before being included in the SMDB.

The HHR MDS Modernization Project

From 2019 to 2022, CIHI revisited its current practices to ensure they aligned with the evolving health information needs of stakeholders. The findings highlighted the continued importance of collecting and analyzing HHR data to support health workforce planning and policy development. They also noted that CIHI's current data and methods were fragmented and incomplete, making it difficult to report on and understand the pan-Canadian health workforce landscape comprehensively.

In response, CIHI has updated the HHR MDS data standard (including current data elements and values, and their associated definitions) to

- Reduce the data collection burden and collect only those data elements necessary to support health workforce planning and policy development;
- Standardize the concepts and values for data collection and reporting across all groups of health care providers;
- Better meet stakeholder needs and reflect Canada's health care systems; and
- Align with an international health information standard: the Systematized Nomenclature of Medicine — Clinical Terms (SNOMED CT).
 - SNOMED CT is an international vocabulary of clinical phrases for use in electronic health care systems. Alignment with SNOMED CT ensures consistent recording of information across all health care domains. Using the same terminology makes it possible to integrate and link health workforce data with other data holdings with minimal data transformation. This mapping fosters data exchange.
 - The SNOMED CT Canadian Edition contains content that is specific to Canadian use contexts and is maintained by Canada Health Infoway.
 - To obtain information on SNOMED CT mapping codes, email hr@cihi.ca.

The updated HHR MDS data standard will allow for comparable, high-quality, linkable health workforce data across health care provider groups to support pan-Canadian health workforce planning, policy development and research. It evolves the standardized approach to data collection, streamlines current processes and reduces the data collection burden. It will be updated on a regular 3-year cycle.

Data elements: Specifications

This section provides definitions and rationales for each category and data element. Additional information and examples are also provided where applicable. The data elements are listed in the same order as found in the record layout in the *HHR MDS Data Submission Manual*.

Notes about the data elements

To facilitate interpretation of the information captured in the *HHR MDS Data Dictionary*, this section describes what can be found under each heading:

Category

Data elements that refer to related concepts are grouped, and each category is assigned a number and a name. For example, all data elements that describe provider registration information are captured in Category 1 — Registration.

Field

Each category consists of individual data elements that have a unique field number and field name. For example, Provider Initial Registration Year is captured in Category 1 — Registration, Field 14.

Field type

Captures additional characteristics about each data element (e.g., whether the data element is a core data element, whether multiple selections are allowed).

Field type	Legend	Description
Core	Yes	<p>Core data element</p> <p>A data element whose information is essential for monitoring and planning for health system needs for all groups of health care providers.</p> <p>These data elements also</p> <ul style="list-style-type: none"> • Facilitate standardized data collection of supply, equity, geographic distribution, educational attainment and employment characteristics; and • Facilitate linkage and integration of data sources. <p>To achieve pan-Canadian comparability, CIHI strongly recommends implementing the core data elements.</p>
	No	<p>Non-core data element</p> <p>A data element whose information is important but less essential for monitoring and planning for health system needs for all groups of health care providers.</p>
Multiple selection	Yes	<p>Multiple selection data element</p> <p>A data element for which multiple responses (values) may be captured.</p> <p>This applies only to situations in which 1 selection is not possible or does not fully represent the information that needs to be captured.</p>
	No	<p>Non-multiple selection data element</p> <p>A data element for which only 1 response (value) may be captured.</p>

Table 1 lists the core data elements, and Table 2 lists those that allow for multiple selection.

Table 1 Core data elements

Category	Field name
Registration	Provider Type
	Provider Registration Status
	<i>Proposed</i> — National Unique Identifier
	Provider Provincial/Territorial Registration Number
	Provider Registration Province/Territory
Demographics	Gender
	Sex at Birth
	Birth Year
	Language — Ability to Provide Service
	Indigenous Identity
	Racialized Group

Category	Field name
Geography (of Provider Residence)	Provider Residence Province/Territory
	Provider Residence Country
	Provider Residence Postal Code
Education	Provider Basic Education Level
	Provider Basic Education Graduation Year
	Provider Basic Education Graduation Province/Territory
	Provider Basic Education Graduation Country
Employment	Employment Status
	Provider Employment Category
	Provider Employment Full-Time/Part-Time/Casual Status
	Provider Employment Annual Earned Hours
	Provider Employment Place of Work
	Provider Employment Position
	Provider Employment Area of Practice
	Provider Employment Funding Source
	Primary Site Organization Identifier
	Primary Site Postal Code
	Primary Site Province/Territory
	Primary Site Country

Table 2 Multiple selection data elements

Category	Field name
Registration	Provider Concurrent Registration Province/Territory
	Provider Concurrent Registration Country
Demographics	Language — Ability to Provide Service
	Indigenous Identity
	Racialized Group
Employment	Provider Employment Place of Work
	Provider Employment Position
	Provider Employment Area of Practice
	Primary Site Encounter Mode

Definition

Describes the data element and the information it captures.

Rationale

Explains why it is important to collect the information that is captured in the data element.

Source standards

Identifies the resources that were used to inform either the data element as a whole or its corresponding values.

Values and descriptions

Describes the valid values that can be selected for each data element.

Additional information

Provides extra details about the data elements that may be useful during data collection, analysis or interpretation.

Examples

Illustrate how collection instructions should be applied to code data elements. Examples are not meant to be prescriptive; they are provided to help users submit and interpret data.

Category 1 — Registration

Definition

The Registration category contains data elements that reflect the administrative details of the registration process.

All regulated providers whose data is submitted to CIHI must register with the appropriate provincial regulatory body or territorial government every year. During this registration process, they complete a form that is the basis for the data submission.

Rationale

Registration information is the foundation for understanding the workforce. It tells us about the provider's role and their geographic distribution, attrition rates and years of service. It also allows CIHI to confirm the data quality of the records submitted (i.e., to confirm registration year, to prevent double counting).

Data elements

Field	Field name
1	Provider Type
2	Provider Registration Status
3	Provider Registration Date
4	Proposed — National Unique Identifier
5	Provider Provincial/Territorial Registration Number
6	Provider Registration Province/Territory
7, 8, 9	Provider Concurrent Registration Province/Territory
10, 11, 12	Provider Concurrent Registration Country
13	Provider Initial Registration Province/Territory
14	Provider Initial Registration Year

Field 1: Provider Type

Field type

- Core: Yes
- Multiple selection: No

Definition

A code used to categorize the type of health care provider.

Rationale

Identifies the role/occupation of the provider.

Values and descriptions

Value code	Value label	Value definition
162	Licensed practical nurse*	Health care providers who work independently or in collaboration with other members of a health care team. They assess clients and work in health promotion and illness prevention. They assess, plan, implement and evaluate care for clients.
186	Nurse practitioner	Advanced practice nurses who integrate clinical skills associated with nursing and medicine in order to assess, diagnose and manage patients in primary health care settings and acute care populations, as well as provide ongoing care for populations with chronic illness.
188	Occupational therapist	Health care providers who promote health, well-being and quality of life by enabling individuals, families, organizations and communities to participate in occupations that give meaning and purpose to their lives. Occupational therapy is a type of health care that helps to solve the problems that interfere with a person's ability to do the things that are important to them — everyday things such as caring for themselves, being productive and enjoying leisure activities.

Value code	Value label	Value definition
204	Personal support worker	Workers employed/paid to provide personal care, such as assistance with activities of daily living, instrumental activities of daily living and related health services. This category encompasses numerous positions such as continuing care assistants/aides, personal/health care aides/assistants, nurse aides/assistants, and home and community care workers. Exact position titles and scopes of work vary across Canada and are changing over time.
206	Pharmacist	Medication management experts of the health care team who collaborate with patients, their families and other health care professionals to benefit the health of Canadians.
212	Physiotherapist	Health care providers who aim to prevent, assess and treat the impact of injury, disease and/or disorders in movement and function. They work to promote optimal mobility; help improve physical activity and overall health and wellness; prevent disease, injury and disability; manage acute and chronic conditions; manage activity limitations and participation restrictions; improve and maintain optimal functional independence and physical performance; rehabilitate injury and the effects of disease or disability; and educate clients and plan maintenance and support programs to prevent reoccurrence, re-injury or functional decline.
250	Registered nurse	Health care providers who work both autonomously and in collaboration with others to enable individuals, families, groups, communities and populations to achieve their optimal levels of health. They deliver direct health care services to those at all stages of life and in situations of health, illness, injury and disability; they also coordinate care and support clients in managing their own health.
252	Registered psychiatric nurse	Health care providers who work both autonomously and in collaboration with clients and other health care team members to coordinate health care and provide client-centred services to individuals, families, groups and communities. They focus on mental and developmental health, mental illness and substance use, while integrating physical health and utilizing bio-psycho-social and spiritual models for a holistic approach to care.

Note

* LPNs are referred to as registered practical nurses (RPNs) in Ontario.

Source standards

CIHI

Additional information

Value descriptions are available only for providers CIHI currently collects record-level data for. For a full list of permissible values, refer to [Appendix A](#).

Example 1: Amal is an occupational therapist (OT).

Category	Field	Field name	Response
1	1	Provider Type	188

Example 2: John is a pharmacist.

Category	Field	Field name	Response
1	1	Provider Type	206

Field 2: Provider Registration Status

Field type

- Core: Yes
- Multiple selection: No

Definition

The class of licence/registration issued to a provider by a regulatory body or other professional association at the time of registration or renewal.

Rationale

Ensures that the appropriate reference population is submitted to CIHI. Enables monitoring of workforce transitions from active to inactive, as well as more accurate reporting of attrition (e.g., collecting data on inactive status allows users to distinguish between providers who maintain their registration but change from active to inactive and providers who do not renew their registration).

Values and descriptions

Value code	Value label	Value definition
15	Active, full	A general professional practice licence or registration type with no limitations, restrictions or conditions. Includes professional practice licences that authorize a provider, based on the assessment and issuance by a regulatory body, to engage in professional practice, as defined by the relevant laws, regulations and/or policies associated with a specific jurisdiction.
25	Active, other	A professional practice licence or membership type with special conditions not otherwise specified (e.g., provisional, restricted). Includes professional practice licences that authorize a provider, based on the assessment and issuance by a regulatory body, to engage in professional practice, as defined by the relevant laws, regulations and/or policies associated with a specific jurisdiction.
35	Inactive	Type of registration that does not permit a provider to engage in professional practice without further consideration and/or licensure by the regulatory body, within a particular jurisdiction, as defined by the relevant laws, regulations and/or policies associated with a specific jurisdiction.

Source standards

CIHI

Additional information

This data element identifies our population of interest — active registrants. More information can be found in the [HHR MDS Data Submission Manual](#) under **Data submission guidelines**.

Example 1: Amal is a fully licensed OT. That means they can provide services with no restrictions.

Category	Field	Field name	Response
1	2	Provider Registration Status	15

Example 2: John is a provisionally licensed pharmacist. This is because John has not met all the educational requirements to be a fully licensed pharmacist yet; however, they have enough education to receive a provisional license.

Category	Field	Field name	Response
1	2	Provider Registration Status	25

Field 3: Provider Registration Date

Field type

- Core: No
- Multiple selection: No

Definition

The month/year in which the provider registered (or renewed) with a Canadian provincial/territorial health care provider regulatory body or professional association.

Rationale

Each data submitter has a data collection period assigned by CIHI. CIHI uses this data element to confirm that records submitted fall within the assigned data collection period.

Values and descriptions

Value code	Value label	Value definition
YYYYMM	Valid year and month	Dates (or portions) specified must be valid dates.

Source standards

CIHI

Additional information

Jurisdictions and health care provider groups have different registration periods with varying start dates.

Example 1: Amal registered as an OT for the 2022 calendar year on August 21, 2021.

Category	Field	Field name	Response
1	3	Provider Registration Date	202108

Example 2: John registered as a pharmacist for the 2022 calendar year on May 20, 2021.

Category	Field	Field name	Response
1	3	Provider Registration Date	202105

Field 4: *Proposed* — National Unique Identifier**Field type**

- Core: Yes
- Multiple selection: No

Definition

A registration number, or suitable alternative, that uniquely identifies a provider who may register in more than one province or territory. This number is a national unique identifier (NUI) based on CIHI's methodology.

Rationale

Uniquely identifies a provider in Canada and allows users to follow how that individual's information changes over time. An NUI lets users analyze the supply of health care providers and their migration across provinces and territories, and also builds capacity to link with other data sets that use the same methodology. It also helps to ensure that providers who may register in more than one province or territory are counted only once.

Values and descriptions

Value code	Value label	Value definition
0–9, A–Z, blank	National registration number or suitable alternative	See data element definition.
97	Not collected	Data element is not collected and/or not submitted by the data provider.
98	Not applicable	Data element is known to have no proper value.
99	Unknown	A proper value is applicable but not known.

Source standards

CIHI

Additional information

Proposed refers to a newly developed methodology that is in the pilot stage. Submitting organizations that are interested in joining the pilot to test the NUI methodology should email hhr@cihi.ca.

Submitting organizations that are not interested in participating in the pilot should enter value *not collected*.

Field 5: Provider Provincial/Territorial Registration Number

Field type

- Core: Yes
- Multiple selection: No

Definition

A registration number, or suitable alternative, that uniquely identifies a provider in a particular jurisdiction. Assigned by the submitting jurisdiction for administrative purposes.

Rationale

Uniquely identifies a provider in a particular jurisdiction and allows users to follow how that individual's information changes over time. A unique individual identifier lets users analyze the supply of health care providers and their characteristics.

Values and descriptions

Value code	Value label	Value definition
0–9, A–Z, blank	Provincial/Territorial Registration Number	See data element definition.

Source standards

CIHI

Additional information

Every jurisdiction and health care provider body has a different methodology for generating registration numbers. For example, some employ only numeric values while others employ an alphanumeric combination.

Example 1: Amal’s registration number contains 10 numbers.

Category	Field	Field name	Response
1	5	Provider Provincial/Territorial Registration Number	SSSSSSNNNNNNNNNN

Note

S represents a blank space.

Example 2: John’s registration number is a combination of 14 alphanumeric characters.

Category	Field	Field name	Response
1	5	Provider Provincial/Territorial Registration Number	SSNANANANANANA

Note

S represents a blank space, N represents a number (0–9) and A represents a letter (A–Z).

Field 6: Provider Registration Province/Territory

Field type

- Core: Yes
- Multiple selection: No

Definition

The Canadian province or territory of registration, based on the jurisdiction or organization that submits provider data.

Rationale

Necessary to analyze the geographic distribution of the workforce.

Values and descriptions

Value code	Value label	Value definition
	See Appendix B for full list of Canadian province/territory codes.	Valid Canadian province or territory code.
97	Not collected	Data element is not collected and/or not submitted by the data provider.

Source standards

CIHI, Canada Post, ISO 3166, Natural Resources Canada

Additional information

The information captured in this data element reflects the province or territory of the CIHI data provider (i.e., the entity that submits the registration information).

Example 1: Amal's registration information was submitted to CIHI by the New Brunswick Association of Occupational Therapists. Therefore, Amal's registration province/territory is New Brunswick.

Category	Field	Field name	Response
1	6	Provider Registration Province/Territory	NB

Example 2: John's registration information was submitted to CIHI by the College of Pharmacists of British Columbia. Therefore, John's registration province/territory is British Columbia.

Category	Field	Field name	Response
1	6	Provider Registration Province/Territory	BC

Fields 7, 8, 9: Provider Concurrent Registration Province/Territory

Field type

- Core: No
- Multiple selection: Yes

Definition

Any other Canadian province or territory that a provider is licensed in (for the same profession) at the time of registration or renewal. Each provider may identify up to 3 distinct Canadian provinces or territories of concurrent registration.

Rationale

Reduces double counting of providers and identifies health care providers who work in more than one province or territory.

Values and descriptions

Value code	Value label	Value definition
	See Appendix B for full list of Canadian province/territory codes.	Valid Canadian province or territory code.
97	Not collected	Data element is not collected and/or not submitted by the data provider.
98	Not applicable	Data element is known to have no proper value.
99	Unknown	A proper value is applicable but not known.

Source standards

CIHI, Canada Post, ISO 3166, Natural Resources Canada

Additional information

A maximum of 3 entries are allowed for multiple selection variables. When there are fewer than 3 concurrent provinces or territories, use 98 (*not applicable*) to fill in the remaining entries.

Example 1: Amal is also registered with the Prince Edward Island College of Occupational Therapists. Therefore, Amal's concurrent registration province/territory is Prince Edward Island.

Category	Field	Field name	Response
1	7	Provider Concurrent Registration Province/Territory	PE
1	8	Provider Concurrent Registration Province/Territory	98
1	9	Provider Concurrent Registration Province/Territory	98

Example 2: John is registered only with the College of Pharmacists of British Columbia.

Category	Field	Field name	Response
1	7	Provider Concurrent Registration Province/Territory	98
1	8	Provider Concurrent Registration Province/Territory	98
1	9	Provider Concurrent Registration Province/Territory	98

Fields 10, 11, 12: Provider Concurrent Registration Country

Field type

- Core: No
- Multiple selection: Yes

Definition

Any other country that a provider is licensed in (for the same profession) at the time of registration or renewal. Each provider may identify up to 3 countries of concurrent registration.

Rationale

Reduces double counting of providers and identifies health care providers who work in more than one country.

Values and descriptions

Value code	Value label	Value definition
See Appendix C for a full list of country codes.		Valid country code.
997	Not collected	Data element is not collected and/or not submitted by the data provider.
998	Not applicable	Data element is known to have no proper value.
999	Unknown	A proper value is applicable but not known.

Source standards

CIHI, ISO 3166, SNOMED CT

Additional information

A maximum of 3 entries are allowed for multiple selection variables. When there are fewer than 3 concurrent countries, use 998 (*not applicable*) to fill in the remaining entries.

Example 1: Amal is registered only in Canada.

Category	Field	Field name	Response
1	10	Provider Concurrent Registration Country	998
1	11	Provider Concurrent Registration Country	998
1	12	Provider Concurrent Registration Country	998

Example 2: John moved to Canada from Taiwan and is still a registered pharmacist there. Therefore, John's concurrent country is Taiwan.

Category	Field	Field name	Response
1	10	Provider Concurrent Registration Country	TWN
1	11	Provider Concurrent Registration Country	998
1	12	Provider Concurrent Registration Country	998

Field 13: Provider Initial Registration Province/Territory

Field type

- Core: No
- Multiple selection: No

Definition

The first Canadian province or territory in which a provider registered with a provincial or territorial health care provider regulatory body or professional association.

Rationale

Provides a baseline indication of initial entry into the health care provider workforce in Canada.

Values and descriptions

Value code	Value label	Value definition
	See Appendix B for full list of Canadian province/territory codes.	Valid Canadian province or territory code.
97	Not collected	Data element is not collected and/or not submitted by the data provider.
98	Not applicable	Data element is known to have no proper value.
99	Unknown	A proper value is applicable but not known.

Source standards

CIHI, Canada Post, ISO 3166, Natural Resources Canada

Additional information

Not applicable

Example 1: Amal's initial registration to practise as an OT was with the Alberta College of Occupational Therapists. Therefore, Amal's initial registration province/territory is Alberta.

Category	Field	Field name	Response
1	13	Provider Initial Registration Province/Territory	AB

Example 2: John's initial registration province/territory is British Columbia.

Category	Field	Field name	Response
1	13	Provider Initial Registration Province/Territory	BC

Field 14: Provider Initial Registration Year

Field type

- Core: No
- Multiple selection: No

Definition

The first year in which a provider registered in Canada with a provincial or territorial health care provider regulatory body or professional association.

Rationale

Provides a baseline indication of initial entry into the health care provider workforce in Canada. Determines years of service (regardless of the province).

Values and descriptions

Value code	Value label	Value definition
YYYY	Valid year	Dates (or portions) specified must be valid dates.
9997	Not collected	Data element is not collected and/or not submitted by the data provider.
9998	Not applicable	Data element is known to have no proper value.
9999	Unknown	A proper value is applicable but not known.

Source standards

CIHI

Additional information

This value represents the year that the provider registered for, not the year that the record was submitted.

Example 1: Amal first registered to practise as an OT in Canada in 2006.

Category	Field	Field name	Response
1	14	Provider Initial Registration Year	2006

Example 2: This is John's first time registering as a pharmacist in Canada. Therefore, John's initial year of registration is 2022.

Category	Field	Field name	Response
1	14	Provider Initial Registration Year	2022

Category 2 — Demographics

Definition

The Demographics category contains data elements that provide an understanding of the composition (i.e., characteristics) of the health workforce in Canada.

Rationale

Demographic information allows users to understand the characteristics of health care providers. It can also be used to measure, monitor and address inequities and to increase workplace diversity, ultimately improving health care for providers and patients.

Data elements

Field	Field name
15	Gender
16	Sex at Birth
17	Birth Year
18, 19, 20	Language — Ability to Provide Service
21, 22, 23	Indigenous Identity
24, 25, 26	Racialized Group

Field 15: Gender

Field type

- Core: Yes
- Multiple selection: No

Definition

The provider's gender. Gender is a social construct that encompasses gender identity and lived gender (i.e., gender expression) as a man, woman, both, neither or anywhere along the gender spectrum.

Rationale

The 2-step approach of collecting both sex at birth and gender identity can help delineate these concepts. Systematic and standardized collection of sex and gender data can be used to measure, monitor and address gender inequities and increase workplace diversity, ultimately improving equity for health care providers and patients.

Values and descriptions

Value code	Value label	Value definition
F	Female	Person reported their gender as female.
M	Male	Person reported their gender as male.
X	Another gender	Person reported their gender as being other than male or female. Includes persons who reported being unsure of their gender, being both male and female, or being neither male nor female.
6	Prefer not to answer	Person preferred not to answer.
7	Not collected	Data element is not collected and/or not submitted by the data provider.
9	Unknown	A proper value is applicable but not known.

Source standards

CIHI, Statistics Canada, HL7, Canadian Institutes of Health Research, Ontario Human Rights Commission

Additional information

This 2-step approach of collecting both sex assigned at birth and gender identity aligns with CIHI's updated corporate standard.

Field 16: Sex at Birth

Field type

- Core: Yes
- Multiple selection: No

Definition

The provider's sex assigned at birth. This data element identifies the category assigned to an individual and recorded at a person's birth (e.g., recorded on original birth certificate). Sex is a complex biological concept that includes anatomy, physiology, genes and hormones. Assignment of sex at birth is typically based on external anatomy and limited to female and male. Sex at birth may also be assigned as intersex, which is a term used to describe a range of sex characteristics. Not all intersex variations are visible or detected at birth, but when they are, sex at birth may be recorded as "intersex," "female" or "male."

Rationale

The 2-step approach of collecting both sex assigned at birth and gender identity can help delineate these concepts. Systematic and standardized sex and gender data can be used to measure, monitor and address gender inequities and increase workplace diversity, ultimately improving equity for health care providers and patients.

Values and descriptions

Value code	Value label	Value definition
F	Female	Person reported their sex at birth as female.
M	Male	Person reported their sex at birth as male.
I	Intersex	Intersex is a term used to describe a range of sex characteristics. Some intersex variations are visible or detected at birth. When they are, an individual's sex at birth may be recorded as "intersex," "female" or "male."
6	Prefer not to answer	Person preferred not to answer.
7	Not collected	Data element is not collected and/or not submitted by the data provider.
9	Unknown	A proper value is applicable but not known.

Source standards

CIHI, Statistics Canada, HL7

Additional information

This 2-step approach of collecting both sex assigned at birth and gender identity aligns with CIHI's updated corporate standard.

Field 17: Birth Year

Field type

- Core: Yes
- Multiple selection: No

Definition

The provider's year of birth.

Rationale

Enables calculation of age-related workforce indicators (e.g., average age of the workforce).

Values and descriptions

Value code	Value label	Value definition
YYYY	Valid year	Dates (or portions) specified must be valid dates.
9997	Not collected	Data element is not collected and/or not submitted by the data provider.
9999	Unknown	A proper value is applicable but not known.

Source standards

CIHI

Additional information

The age of an individual health care provider is derived using Birth Year and the current data year captured for each record. Records with missing birth years are excluded from the age calculation.

Example 1: Kim is a physiotherapist born on January 31, 1978.

Category	Field	Field name	Response
2	17	Birth Year	1978

Example 2: Teresa is a nurse practitioner born on September 3. When submitting a registration, Teresa did not include a birth year.

Category	Field	Field name	Response
2	17	Birth Year	9999

Fields 18, 19, 20: Language — Ability to Provide Service

Field type

- Core: Yes
- Multiple selection: Yes

Definition

The language(s) in which a provider can provide professional services, regardless of language(s) used in the current employment. Each provider may identify up to 3 languages.

Rationale

Identifies the language(s) in which health services can be provided to clients. This information can be used to determine whether the workforce can support the population's needs.

Values and descriptions

Value code	Value label	Value definition
See Appendix D for full list of language codes.		Valid language code.
997	Not collected	Data element is not collected and/or not submitted by the data provider.
998	Not applicable	Data element is known to have no proper value.
999	Unknown	A proper value is applicable but not known.

Source standards

CIHI, ISO 639-3, Merriam-Webster Dictionary

Additional information

This data element reflects the official language(s) in which a provider *can* provide professional services, regardless of whether they *use* these languages.

A maximum of 3 entries are allowed for multiple selection variables. When there are fewer than 3 languages, use 998 (*not applicable*) to fill in the remaining entries.

Example 1: Kim can provide professional services to clients in English and Tagalog.

Category	Field	Field name	Response
2	18	Language — Ability to Provide Service	ENG
2	19	Language — Ability to Provide Service	TGL
2	20	Language — Ability to Provide Service	998

Example 2: Teresa can provide professional services in English, French and Italian.

Category	Field	Field name	Response
2	18	Language — Ability to Provide Service	ENG
2	19	Language — Ability to Provide Service	FRA
2	20	Language — Ability to Provide Service	ITA

Fields 21, 22, 23: Indigenous Identity

Field type

- Core: Yes
- Multiple selection: Yes

Definition

The provider's self-identification as First Nations, Inuit/Inuk and/or Métis.

Rationale

The systematic, standardized collection of Indigenous identity data can help inform equity initiatives, identify workforce needs and gaps, support workforce planning and measure how the health workforce and health systems are impacted by bias and discrimination. Indigenous health care providers contribute to diversity and cultural safety in health care and can lead to more appropriate care and better outcomes.

Values and descriptions

Value code	Value label	Value definition
10	First Nations	A person who self-identifies as First Nations.
15	Inuk/Inuit	A person who self-identifies as Inuk/Inuit.
20	Métis	A person who self-identifies as Métis.
95	Do not know	Person is not aware of their Indigenous identity.
96	Prefer not to answer	Person preferred not to answer.
97	Not collected	Data element is not collected and/or not submitted by the data provider.
98	Not applicable	Do not identify as First Nations, Métis and/or Inuk/Inuit.
99	Unknown	A proper value is applicable but not known.

Source standards

CIHI, SNOMED CT, HL7

Additional information

This approach for collecting and disseminating race-based and Indigenous identity data aligns with CIHI's new corporate standards. See Appendix D of [Guidance on the Use of Standards for Race-Based and Indigenous Identity Data Collection and Health Reporting in Canada](#) for options to collect additional Indigenous identity data.

A maximum of 3 entries are allowed for multiple selection variables. When there are fewer than 3 Indigenous identities, use 98 (*not applicable*) to fill in the remaining entries.

Fields 24, 25, 26: Racialized Group

Field type

- Core: Yes
- Multiple selection: Yes

Definition

The provider's racialized group(s). Race is a social construct used to characterize people based on perceived physical differences (e.g., skin colour, facial features).

Rationale

Harmonized collection of race-based data can be used to consistently measure and monitor racial health inequities that stem from racism, bias and discrimination. Race-based data can help inform equity initiatives, identify workforce needs and gaps, and support workforce planning (e.g., increase diversity). Ensuring a racially diverse and representative health workforce is a recognized strategy to help address inequities in health care systems that affect both patients and providers.

Values and descriptions

Value code	Value label	Value definition
10	Black	African, African Canadian or Afro-Caribbean descent.
15	East Asian	Chinese, Japanese, Korean or Taiwanese descent.
20	Indigenous	First Nations, Inuk/Inuit or Métis descent.
25	Latin American	Hispanic or Latin American descent.
30	Middle Eastern	Arab, Persian or West Asian descent (e.g., Afghan, Egyptian, Iranian, Kurdish, Lebanese, Turkish).
35	South Asian	South Asian descent (e.g., Bangladeshi, Indian, Indo-Caribbean, Pakistani, Sri Lankan).
40	Southeast Asian	Cambodian, Filipino, Indonesian, Thai, Vietnamese or other Southeast Asian descent.
45	White	European descent.

Value code	Value label	Value definition
50	Mixed racial group	This option is for use only by data providers and should not be presented to the respondent.
59	Another race category	Includes values not described above.
95	Do not know	Person is not aware of their race.
96	Prefer not to answer	Person preferred not to answer.
97	Not collected	Data element is not collected and/or not submitted by the data provider.
98	Not applicable	Data element is known to have no proper value.
99	Unknown	A proper value is applicable but not known.

Source standards

CIHI, SNOMED CT, HL7

Additional information

This approach for collecting and disseminating race-based and Indigenous identity data aligns with CIHI's new corporate standards.

A maximum of 3 entries are allowed for multiple selection variables. When there are fewer than 3 racial groups, use 98 (*not applicable*) to fill in the remaining entries.

50 (*mixed racial group*): CIHI **does not** recommend presenting *mixed racial group* as a response option. To align with [CIHI's standard](#), we recommend that data providers allow respondents to select all the categories that apply. For data management purposes, CIHI can accept up to 3 entries only; therefore, when the respondent identifies with 4 or more of the Racialized Group categories (values 10 to 49), data providers will record Racialized Group as 50 (*mixed racial group*) in the HHR MDS. Use 98 (*not applicable*) to fill in the remaining 2 entries.

Category 3 — Geography (of Provider Residence)

Definition

The Geography category contains data elements that reflect where health care providers live, either temporarily or permanently.

Rationale

This information helps users understand the geographic distribution of Canada's health workforce, their mobility (i.e., their movement in and across the country) and the relationship between where a provider works and lives.

In addition, information on where a provider lives can be combined with information collected in the Employment and Registration categories to reduce double counting of providers who register in more than one Canadian jurisdiction.

Data elements

Field	Field name
27	Provider Residence Province/Territory
28	Provider Residence Country
29	Provider Residence Postal Code

Field 27: Provider Residence Province/Territory

Field type

- Core: Yes
- Multiple selection: No

Definition

The Canadian province or territory of residence at the time of registration or renewal.

Rationale

Enables analysis of the geographic distribution of the workforce and the extent to which health care providers provide services outside the province or territory they live in.

Values and descriptions

Value code	Value label	Value definition
	See Appendix B for full list of Canadian province/territory codes.	Valid Canadian province or territory code.
97	Not collected	Data element is not collected and/or not submitted by the data provider.
98	Not applicable	Data element is known to have no proper value.
99	Unknown	A proper value is applicable but not known.

Source standards

CIHI, Canada Post, ISO 3166, Natural Resources Canada

Additional information

If the registered provider resides outside of a Canadian province or territory, select 98 (*not applicable*).

Example 1: Ling is a registered nurse with the College of Registered Nurses of Manitoba and resides in Winnipeg, Manitoba.

Category	Field	Field name	Response
3	27	Provider Residence Province/Territory	MB

Example 2: Sarpreet is a registered physiotherapist with the Department of Community Services, Government of Yukon, but resides in Atlin, British Columbia.

Category	Field	Field name	Response
3	27	Provider Residence Province/Territory	BC

Example 3: Lisa is a registered nurse with the Ordre des infirmières et infirmiers du Québec but resides in Champlain, New York.

Category	Field	Field name	Response
3	27	Provider Residence Province/Territory	98

Field 28: Provider Residence Country

Field type

- Core: Yes
- Multiple selection: No

Definition

The country of residence at the time of registration or renewal.

Rationale

Enables analysis of the geographic distribution of the workforce and the extent to which health care providers provide services outside the province or territory they live in.

Values and descriptions

Value code	Value label	Value definition
See Appendix C for full list of country codes.		Valid country code.
997	Not collected	Data element is not collected and/or not submitted by the data provider.
998	Not applicable	Data element is known to have no proper value.
999	Unknown	A proper value is applicable but not known.

Source standards

CIHI, ISO 3166, SNOMED CT

Additional information

Not applicable

Example 1: Ling resides in Winnipeg, Manitoba, Canada.

Category	Field	Field name	Response
3	28	Provider Residence Country	CAN

Example 2: Sarpreet resides in Atlin, British Columbia, Canada.

Category	Field	Field name	Response
3	28	Provider Residence Country	CAN

Example 3: Lisa resides in Champlain, New York, United States of America.

Category	Field	Field name	Response
3	28	Provider Residence Country	USA

Field 29: Provider Residence Postal Code

Field type

- Core: Yes
- Multiple selection: No

Definition

The 6-digit postal code assigned by Canada Post to the provider's residence at the time of registration or renewal.

Rationale

Enables analysis of the geographic distribution of the workforce and the extent to which health care providers provide services outside the province or territory they live in.

Values and descriptions

Value code	Value label	Value definition
ANANAN	6-digit postal code assigned by Canada Post	See data element definition.
999997	Not collected	Data element is not collected and/or not submitted by the data provider.
999998	Not applicable	Data element is known to have no proper value.
999999	Unknown	A proper value is applicable but not known.

Note

N represents a number (0–9) and A represents a letter (A–Z).

Source standards

CIHI, Canada Post

Additional information

If the registered provider resides outside of a Canadian province or territory, select 999998 (*not applicable*).

Example 1: Ling's 6-digit postal code as assigned by Canada Post is R2N 3Y2.

Category	Field	Field name	Response
3	29	Provider Residence Postal Code	R2N3Y2

Example 2: Sarpreet’s 6-digit postal code as assigned by Canada Post is V0W 1A0.

Category	Field	Field name	Response
3	29	Provider Residence Postal Code	V0W1A0

Example 3: Lisa resides outside of a Canadian province or territory (Champlain, NY, USA).

Category	Field	Field name	Response
3	29	Provider Residence Postal Code	999998

Category 4 — Education

Definition

The Education category contains data elements that reflect the academic details of the workforce.

Rationale

Basic information on the education attained by the workforce allows users to examine the sequencing and timing of providers’ different educational attainments (e.g., initial education in the profession of interest, highest education in the profession of interest, highest education outside of the profession of interest).

Year of graduation for basic education in the profession indicates the maximum length of time a provider has been in the workforce (i.e., years since graduation from basic education in the profession).

Looking at province of graduation allows users to examine a jurisdiction’s capacity to retain health care providers who trained in the jurisdiction; it can also be used to target recruitment efforts (e.g., to specific Canadian schools or provinces, from specific countries).

Note: CIHI is actively working with partners in health workforce to determine how to better capture education data to support planning and policy development. This category will be updated in the next cycle.

Data elements

Field	Field name
30	Provider Basic Education Level
31	Provider Basic Education Graduation Year
32	Provider Basic Education Graduation Institution
33	Provider Basic Education Graduation Province/Territory
34	Provider Basic Education Graduation Country
35	Provider Highest Level of Education
36	Provider Highest Level of Education Graduation Year
37	Provider Highest Level of Education Institution
38	Provider Highest Level of Education Graduation Province/Territory
39	Provider Highest Level of Education Graduation Country

Field 30: Provider Basic Education Level

Field type

- Core: Yes
- Multiple selection: No

Definition

The minimum education level used to prepare a health care provider for practice. This refers to the initial education in the health care profession that is used, in whole or in part, for consideration of licensure (regulatory body) or registration (mandatory or voluntary membership in an association).

Rationale

Allows monitoring of changes in the basic educational attainment of the workforce.

Values and descriptions

Value code	Value label	Value definition
10	Baccalaureate	An undergraduate degree conferred by a university or comparable institution. This refers to direct-entry university degrees.
15	Certificate	Certificate (or equivalency) conferred by a college or university, a non-academic organization or an employer.
20	College or CEGEP diploma — complete	Diploma below the level of a baccalaureate, conferred by a college or university (or comparable institution).
25	Doctorate	A clinical/practice-based postgraduate-level university degree.
30	High school or secondary school degree — complete	A high school or high school equivalency certificate.

Value code	Value label	Value definition
35	Master's	A graduate-level professional university degree or equivalency degree. This refers to direct-entry degrees in the health care provider's profession.
40	Postgraduate-level profession-specific degree	A postgraduate-level professional university degree or equivalency degree. This refers to direct entry degrees in the health care provider's profession.
45	Residency	An organized, directed postgraduate training program in a defined area of practice.
50	Some secondary or high school education	Some high school but did not graduate.
97	Not collected	Data element is not collected and/or not submitted by the data provider.
98	Not applicable	Data element is known to have no proper value.
99	Unknown	A proper value is applicable but not known.

Source standards

CIHI, HL7, Statistics Canada, SNOMED CT, METeOR

Additional information

Basic education is specific to the profession of the health care provider. It is the fundamental education program a provider used to be eligible for licensure in the province or territory of registration for the profession.

Example 1: Jacob is a registered physiotherapist with the Newfoundland and Labrador College of Physiotherapists. The basic education program completed to be eligible to register as a physiotherapist is a Master of Physiotherapy.

Category	Field	Field name	Response
4	30	Provider Basic Education Level	35

Example 2: Theo is a personal support worker registered with the BC Care Aide & Community Health Worker Registry. The basic education program they completed to be eligible to register was a Health Care Assistant (HCA) certificate.

Category	Field	Field name	Response
4	30	Provider Basic Education Level	15

Field 31: Provider Basic Education Graduation Year

Field type

- Core: Yes
- Multiple selection: No

Definition

The year a health care provider completed the basic education program used to prepare them for entry to practice.

Rationale

Allows monitoring of changes in the supply and workforce related to new graduates.

Values and descriptions

Value code	Value label	Value definition
YYYY	Valid year	Dates (or portions) specified must be valid dates.
9997	Not collected	Data element is not collected and/or not submitted by the data provider.
9998	Not applicable	Data element is known to have no proper value.
9999	Unknown	A proper value is applicable but not known.

Source standards

CIHI

Additional information

Not applicable

Example 1: Jacob completed their Master of Physiotherapy in 2019.

Category	Field	Field name	Response
4	31	Provider Basic Education Graduation Year	2019

Example 2: Theo completed their HCA certificate in 2021.

Category	Field	Field name	Response
4	31	Provider Basic Education Graduation Year	2021

Field 32: Provider Basic Education Graduation Institution

Field type

- Core: No
- Multiple selection: No

Definition

The Canadian post-secondary institution (college or university) where a health care provider completed the basic education program used to prepare them for practice.

Rationale

Allows monitoring of the composition of the workforce in terms of place of education (Canadian versus international) and enables analysis of provincial and territorial capacity to retain graduates.

Values and descriptions

Value code	Value label	Value definition
See Appendix E for full list of post-secondary Canadian education institution codes.		Valid post-secondary Canadian education institution code.
00000010	Other Canadian institution	Other Canadian institution of graduation for initial education not otherwise specified.
00000020	Non-Canadian institution	Institution of graduation was outside of Canada.
99999997	Not collected	Data element is not collected and/or not submitted by the data provider.
99999998	Not applicable	Data element is known to have no proper value.
99999999	Unknown	A proper value is applicable but not known.

Source standards

CIHI, Statistics Canada

Additional information

The list in [Appendix E](#) was derived from the Post-Secondary Institution Code Set used by Statistics Canada as part of the Postsecondary Student Information System (PSIS). PSIS is a national survey that enables Statistics Canada to publish information on enrolments in and graduates of Canadian post-secondary education institutions. Further information can be obtained from [Statistics Canada's web page about the survey](#).

Example 1: Jacob completed their Master of Physiotherapy at Dalhousie University.

Category	Field	Field name	Response
4	32	Provider Basic Education Graduation Institution	12004000

Example 2: Theo completed their HCA certificate program at College of the Rockies.

Category	Field	Field name	Response
4	32	Provider Basic Education Graduation Institution	59038000

Field 33: Provider Basic Education Graduation Province/Territory

Field type

- Core: Yes
- Multiple selection: No

Definition

The Canadian province or territory where a health care provider completed the basic education used to prepare them for practice.

Rationale

Allows monitoring of the composition of the workforce in terms of place of education (Canadian versus international) and enables analysis of provincial and territorial capacity to retain graduates.

Values and descriptions

Value code	Value label	Value definition
See Appendix B for full list of Canadian province/territory codes.		Valid Canadian province or territory code.
97	Not collected	Data element is not collected and/or not submitted by the data provider.
98	Not applicable	Data element is known to have no proper value.
99	Unknown	A proper value is applicable but not known.

Source standards

CIHI, Canada Post, ISO 3166, Natural Resources Canada

Additional information

The Canadian province or territory selected should reflect that of the institution select in Field 32: Provider Basic Education Graduation Institution.

If the registered provider obtained their basic education in a non-Canadian institution, select 98 (*not applicable*).

Example 1: Jacob completed their Master of Physiotherapy at Dalhousie University in Nova Scotia.

Category	Field	Field name	Response
4	33	Provider Basic Education Graduation Province/Territory	NS

Example 2: Theo completed their program at College of the Rockies in British Columbia.

Category	Field	Field name	Response
4	33	Provider Basic Education Graduation Province/Territory	BC

Field 34: Provider Basic Education Graduation Country

Field type

- Core: Yes
- Multiple selection: No

Definition

The country where a health care provider completed the basic education program used to prepare them for practice.

Rationale

Allows monitoring of the composition of the workforce in terms of place of education (Canadian versus international) and enables analysis of provincial and territorial capacity to retain graduates.

Values and descriptions

Value code	Value label	Value definition
See Appendix C for full list of country codes.		Valid country code.
997	Not collected	Data element is not collected and/or not submitted by the data provider.
998	Not applicable	Data element is known to have no proper value.
999	Unknown	A proper value is applicable but not known.

Source standards

CIHI, ISO 3166, SNOMED CT

Additional information**Example 1:** Jacob completed their basic education program in Canada.

Category	Field	Field name	Response
4	34	Provider Basic Education Graduation Country	CAN

Example 2: Theo completed their basic education program in Canada.

Category	Field	Field name	Response
4	34	Provider Basic Education Graduation Country	CAN

Field 35: Provider Highest Level of Education**Field type**

- Core: No
- Multiple selection: No

Definition

The provider's highest education level attained. This includes any post-basic education leading to a degree (e.g., bridging or upgrade education).

Rationale

Allows monitoring of changes in the educational attainment of the workforce.

Values and descriptions

Value code	Value label	Value definition
10	Baccalaureate	An undergraduate degree conferred by a university or comparable institution. This refers to direct-entry university degrees.
15	Certificate	Certificate (or equivalency) conferred by a college or university, a non-academic organization or an employer.
20	College or CEGEP diploma — complete	Diploma below the level of a baccalaureate, conferred by a college or university (or comparable institution).
25	Doctorate	A clinical/practice-based postgraduate-level university degree.
30	High school or secondary school degree — complete	A high school or high school equivalency certificate.

Value code	Value label	Value definition
35	Master's	A graduate-level professional university degree or equivalency degree. This refers to direct-entry degrees in the health care provider's profession.
40	Postgraduate-level profession-specific degree	A postgraduate-level professional university degree or equivalency degree. This refers to direct entry degrees in the health care provider's profession.
45	Residency	An organized, directed postgraduate training program in a defined area of practice.
50	Some secondary or high school education	Some high school but did not graduate.
97	Not collected	Data element is not collected and/or not submitted by the data provider.
98	Not applicable	Data element is known to have no proper value.
99	Unknown	A proper value is applicable but not known.

Source standards

CIHI, HL7, Statistics Canada, SNOMED CT, METeOR

Additional information

Highest education is not specific to the profession of the health care provider, as there may be instances where providers obtain higher education outside the profession.

A provider's highest education can be the same as their basic education. In these instances, submit all highest education information as 98 (*not applicable*).

Basic and highest education of a provider do not have to occur in chronological order.

Example 1: Jacob also has a doctorate in rehabilitation and health leadership.

Category	Field	Field name	Response
4	35	Provider Highest Level of Education	25

Example 2: Theo's highest education is the same as their basic education.

Category	Field	Field name	Response
4	35	Provider Highest Level of Education	98

Field 36: Provider Highest Level of Education Graduation Year

Field type

- Core: No
- Multiple selection: No

Definition

The year a health care provider completed their highest level of education.

Rationale

Allows monitoring of trends in the sequence and timing of the health care provider's educational attainments.

Values and descriptions

Value code	Value label	Value definition
YYYY	Valid year	Dates (or portions) specified must be valid dates.
9997	Not collected	Data element is not collected and/or not submitted by the data provider.
9998	Not applicable	Data element is known to have no proper value.
9999	Unknown	A proper value is applicable but not known.

Source standards

CIHI

Additional information

Highest education is not specific to the health care provider's profession, as there may be instances where providers obtain higher education outside the profession.

A provider's highest education can be the same as their basic education. In these instances, submit all highest education information as 9998 (*not applicable*).

Basic and highest education of a provider do not have to occur in chronological order.

Example 1: Jacob completed their doctorate in 2006.

Category	Field	Field name	Response
4	36	Provider Highest Level of Education Graduation Year	2006

Example 2: Theo's highest education is the same as their basic education.

Category	Field	Field name	Response
4	36	Provider Highest Level of Education Graduation Year	9998

Field 37: Provider Highest Level of Education Institution

Field type

- Core: No
- Multiple selection: No

Definition

The Canadian post-secondary institution (college or university) where a health care provider completed their highest education program.

Rationale

Allows monitoring of the composition of the workforce in terms of place of education (Canadian versus international) and enables analysis of provincial and territorial capacity to retain graduates.

Values and descriptions

Value code	Value label	Value definition
See Appendix E for full list of post-secondary Canadian education institution codes.		Valid post-secondary Canadian education institution code.
00000010	Other Canadian institution	Other Canadian institution of graduation for highest education not otherwise specified.
00000020	Non-Canadian institution	Institution of graduation was outside of Canada.
99999997	Not collected	Data element is not collected and/or not submitted by the data provider.
99999998	Not applicable	Data element is known to have no proper value.
99999999	Unknown	A proper value is applicable but not known.

Source standards

CIHI, Statistics Canada

Additional information

Highest education is not specific to the health care provider's profession, as there may be instances where providers obtain higher education outside the profession.

A provider's highest education can be the same as their basic education. In these instances, submit all highest education information as 99999998 (*not applicable*).

Basic and highest education of a provider do not have to occur in chronological order.

The list in [Appendix E](#) was been derived from the Post-Secondary Institution Code Set used by Statistics Canada as part of the Postsecondary Student Information System (PSIS). PSIS is a national survey that enables Statistics Canada to publish information on enrolments in and graduates of Canadian post-secondary education institutions. Further information can be obtained from [Statistics Canada’s web page about the survey](#).

Example 1: Jacob completed their doctorate in rehabilitation and health leadership at Queen’s University.

Category	Field	Field name	Response
4	37	Provider Highest Level of Education Institution	35011001

Example 2: Theo’s highest education is the same as their basic education.

Category	Field	Field name	Response
4	37	Provider Highest Level of Education Institution	99999998

Field 38: Provider Highest Level of Education Graduation Province/Territory

Field type

- Core: No
- Multiple selection: No

Definition

The Canadian province or territory where a health care provider completed their highest education program.

Rationale

Allows monitoring of the composition of the workforce in terms of place of education (Canadian versus international) and enables analysis of provincial and territorial capacity to retain graduates.

Values and descriptions

Value code	Value label	Value definition
	See Appendix B for full list of Canadian province/territory codes.	Valid Canadian province or territory code.
97	Not collected	Data element is not collected and/or not submitted by the data provider.
98	Not applicable	Data element is known to have no proper value.
99	Unknown	A proper value is applicable but not known.

Source standards

CIHI, Canada Post, ISO 3166, Natural Resources Canada

Additional information

Highest education is not specific to the health care provider's profession, as there may be instances where providers obtain higher education outside the profession.

A provider's highest education can be the same as their basic education. In these instances, submit all highest education information as 98 (*not applicable*).

Basic and highest education of a provider do not have to occur in chronological order.

Example 1: Jacob completed their doctorate at Queen's University in Ontario.

Category	Field	Field name	Response
4	38	Provider Highest Level of Education Graduation Province/Territory	ON

Example 2: Theo's highest education is the same as their basic education.

Category	Field	Field name	Response
4	38	Provider Highest Level of Education Graduation Province/Territory	98

Field 39: Provider Highest Level of Education Graduation Country

Field type

- Core: No
- Multiple selection: No

Definition

The country where a health care provider completed their highest education program.

Rationale

Allows monitoring of the composition of the workforce in terms of place of education (Canadian versus international) and enables analysis of provincial and territorial capacity to retain graduates.

Values and descriptions

Value code	Value label	Value definition
	See Appendix C for full list of country codes.	Valid country code.
997	Not collected	Data element is not collected and/or not submitted by the data provider.
998	Not applicable	Data element is known to have no proper value.
999	Unknown	A proper value is applicable but not known.

Source standards

CIHI, ISO 3166, SNOMED CT

Additional information

Highest education is not specific to the health care provider's profession, as there may be instances where providers obtain higher education outside the profession.

A provider's highest education can be the same as their basic education. In these instances, submit all highest education information as 998 (*not applicable*).

Basic and highest education of a provider do not have to occur in chronological order.

Example 1: Jacob completed their doctorate in Canada.

Category	Field	Field name	Response
4	39	Provider Highest Level of Education Graduation Country	CAN

Example 2: Theo's highest education is the same as their basic education.

Category	Field	Field name	Response
4	39	Provider Highest Level of Education Graduation Country	998

Category 5 — Employment

Definition

The Employment category contains data elements that reflect the employment details of the workforce.

Rationale

Understanding employment and practice characteristics, as well as the nature of health providers' labour force participation (e.g., whether they work full time or part time), can help inform planning and policy decisions. For example, it can help to determine whether more educational seats are needed for specific professions.

Data elements

Field	Field name
40	Employment Status
41	Employed in Profession
42	Seeking Employment
43, 68, 93	Provider Employment Category*
44, 69, 94	Provider Employment Full-Time/Part-Time/Casual Status*
45, 70, 95	Provider Employment Full-Time/Part-Time/Casual Preference*
46, 71, 96	Provider Employment Annual Earned Hours*
47–49, 72–74, 97–99	Provider Employment Place of Work*
50–52, 75–77, 100–102	Provider Employment Position*
53–55, 78–80, 103–105	Provider Employment Area of Practice*
56, 81, 106	Provider Employment Funding Source*
57, 82, 107	Agency Health Care Provider Flag*
58, 83, 108	Multiple Site Flag*
59, 84, 109	Primary Site Virtual Care*[†]
60–62, 85–87, 110–112	Primary Site Encounter Mode*[†]
63, 88, 113	Primary Site Organization Identifier*[†]
64, 89, 114	Primary Site Postal Code*[†]
65, 90, 115	Site of Practice Indicator for Postal Code*[†]
66, 91, 116	Primary Site Province/Territory*[†]
67, 92, 117	Primary Site Country*[†]

Notes

* These data elements capture information for first, second and third employment. This refers to the employment, with an employer or in a self-employed arrangement, that is associated with the highest, second-highest and third-highest number of annual earned hours.

† These data elements capture information about a provider's primary site of practice — the site where the provider is directly engaged in employment associated with their profession for the most hours. When primary site is not available or the provider works at no fixed location, the employer or business office can be provided as an alternate.

Field 40: Employment Status

Field type

- Core: Yes
- Multiple selection: No

Definition

A provider's work, occupational or vocational status at the time of registration or renewal.

Rationale

Differentiates between health care providers who are employed (in some capacity) and unemployed.

The capacity of the available workforce can be determined when assessing this data element with others (i.e., Employed in Profession, Seeking Employment).

Values and descriptions

Value code	Value label	Value definition
10	Employed	Employed (as an employee or self-employed); that is, actively providing services at the time of registration or renewal.
15	Unemployed	Unemployed at the time of registration or renewal.
20	On leave from work	On leave from work at the time of registration or renewal.
25	On unpaid leave of absence	On unpaid leave of absence at the time of registration or renewal.
30	On paid leave of absence	On paid leave of absence at the time of registration or renewal.
35	On parental leave	On parental leave at the time of registration or renewal.
40	On maternity leave	On maternity leave at the time of registration or renewal.
45	On paternity leave	On paternity leave at the time of registration or renewal.
50	On short-term disability	On short-term disability at the time of registration or renewal.
55	On long-term disability	On long-term disability at the time of registration or renewal.
60	Retired	Retired at the time of registration or renewal.
65	Retired because of age	Retired (because of age) at the time of registration or renewal.
70	Retired because of disability	Retired (because of disability) at the time of registration or renewal.
97	Not collected	Data element is not collected and/or not submitted by the data provider.
98	Not applicable	Data element is known to have no proper value.
99	Unknown	A proper value is applicable but not known.

Source standards

CIHI, SNOMED CT

Additional information

Employment Status does not have to reflect employment in the health care profession. This information will be captured in Field 41: Employed in Profession.

Example 1: Mélanie is an occupational therapist (OT) who registered as employed.

Category	Field	Field name	Response
5	40	Employment Status	10

Example 2: Josh is a registered psychiatric nurse (RPN) who registered as on a paid leave of absence.

Category	Field	Field name	Response
5	40	Employment Status	30

Example 3: Quinn is a nurse practitioner (NP) who registered as employed.

Category	Field	Field name	Response
5	40	Employment Status	10

Field 41: Employed in Profession**Field type**

- Core: No
- Multiple selection: No

Definition

Whether a provider is employed in their profession at the time of registration or renewal.

Rationale

Identifies the participation rate for each profession (i.e., the proportion of providers employed in the profession).

An understanding of the capacity of the available workforce can be determined when assessing this data element with others (i.e., Employment Status, Seeking Employment).

Values and descriptions

Value code	Value label	Value definition
Y	Yes	Employed in the profession (or related field) at the time of registration or renewal.
N	No	Not employed in the profession (or related field) at the time of registration or renewal.
7	Not collected	Data element is not collected and/or not submitted by the data provider.
8	Not applicable	Data element is known to have no proper value.
9	Unknown	A proper value is applicable but not known.

Source standards

CIHI

Additional information

Providers may have several employments, some of which are in the scope of the profession and others that are not. For this data element, if at least one employment is in the scope of the profession, select Y. If none of them are, select N.

Example 1: Mélanie's full-time employment is teaching a Master of Science in Occupational Therapy program at the University of Toronto. Mélanie also owns an OT clinic.

Category	Field	Field name	Response
5	41	Employed in Profession	Y

Example 2: Josh is on a paid leave of absence but is employed as an RPN.

Category	Field	Field name	Response
5	41	Employed in Profession	Y

Example 3: Quinn is employed as an NP.

Category	Field	Field name	Response
5	41	Employed in Profession	Y

Field 42: Seeking Employment

Field type

- Core: No
- Multiple selection: No

Definition

Whether a provider is seeking employment (in or outside of the profession) at the time of registration or renewal.

Rationale

Identifies the stability of the workforce.

An understanding of the capacity of the available workforce can be determined when assessing this data element with others (i.e., Employment Status, Employed in Profession).

Values and descriptions

Value code	Value label	Value definition
10	In profession	Seeking employment in profession (or related field).
15	Not in profession	Seeking employment outside profession (or related field).
20	Not seeking employment	Not seeking employment.
97	Not collected	Data element is not collected and/or not submitted by the data provider.
98	Not applicable	Data element is known to have no proper value.
99	Unknown	A proper value is applicable but not known.

Source standards

CIHI

Additional information

Not applicable

Example 1: Mélanie is not seeking employment.

Category	Field	Field name	Response
5	42	Seeking Employment	20

Example 2: Josh is seeking employment outside the RPN profession during his paid leave.

Category	Field	Field name	Response
5	42	Seeking Employment	15

Example 3: Quinn is not seeking employment.

Category	Field	Field Name	Response
5	42	Seeking Employment	20

Fields 43, 68, 93: Provider Employment Category

Field type

- Core: Yes
- Multiple selection: No

Definition

The employer–employee relationship at the time of registration or renewal.

Rationale

Permits users to distinguish between providers who are in an employee–employer work relationship and those who are self-employed. For providers in an employee–employer work relationship, the distinction between permanent, temporary and casual employment — in combination with other data elements such as Employment Status and Provider Employment Annual Earned Hours — indicates changes in the conditions of employment for a profession. This can assist in determining the capacity of the available workforce.

Values and descriptions

Value code	Value label	Value definition
10	Permanent employee	Status with employer is permanent: indeterminate duration of employment (no specified end date) and guaranteed or fixed number of hours of work per week.
15	Temporary employee	Status with employer is temporary: fixed duration of employment (defined start and end date) and guaranteed or fixed number of hours of work per week.
20	Self-employed	A person engages independently in the profession, operating their own economic enterprise. The individual may be the working owner of an incorporated or unincorporated business or professional practice, or they may be in a business relationship characterized by a verbal or written agreement(s) in which the self-employed individual agrees to perform specific work for a payer in return for payment.
25	Conditional employment (synonym: provisional employment)	Status with employer is conditional (i.e., contingent on meeting certain requirements).
30	Cooperative student employment	A structured method of combining classroom-based education (for an academic credit) with practical work experience.

Value code	Value label	Value definition
35	Practicum student work experience	A curricular opportunity that is designed for students who are required to meet a set number of hours as part of an academic program of study and/or to meet a prerequisite for a licensing board or professional certificate.
39	Other — not elsewhere classified	Employer–employee arrangement is not specified.
97	Not collected	Data element is not collected and/or not submitted by the data provider.
98	Not applicable	Data element is known to have no proper value.
99	Unknown	A proper value is applicable but not known.

Source standards

CIHI, SNOMED CT

Additional information

First, second and third employment refers to the employment, with an employer or in a self-employed arrangement, that is associated with the highest, second-highest and third-highest number of annual earned hours, respectively. When there are fewer than 3 employments, use 98 (*not applicable*) to fill in the remaining entries.

Example 1: Mélanie is a permanent employee with the University of Toronto and is self-employed at the OT clinic. Mélanie spends the majority of their time teaching; therefore, their first employment would be with the University of Toronto.

Category	Field	Field name	Response
5	43	Provider Employment Category	10
5	68	Provider Employment Category	20
5	93	Provider Employment Category	98

Example 2: Josh is a permanent employee with Alberta Health Services. This is their only employment.

Category	Field	Field name	Response
5	43	Provider Employment Category	10
5	68	Provider Employment Category	98
5	93	Provider Employment Category	98

Example 3: Quinn is a permanent employee with Eastern Health and a temporary employee with Shoppers Drug Mart administering immunizations for the fall flu shot campaign. Quinn spends the majority of their hours working for Eastern Health; therefore, this would be Quinn's first employment.

Category	Field	Field name	Response
5	43	Provider Employment Category	10
5	68	Provider Employment Category	15
5	93	Provider Employment Category	98

Fields 44, 69, 94: Provider Employment Full-Time/Part-Time/Casual Status

Field type

- Core: Yes
- Multiple selection: No

Definition

The official full-time, part-time or casual status of an individual with an employer at the time of registration or renewal. If the official status is unknown, the classification is based on usual earned hours.

Rationale

Identifies and allows monitoring of patterns for some basic conditions of employment (e.g., change from full-time to more casual work arrangements).

An understanding of the capacity of the available workforce can be determined when assessing this data element with others (i.e., Employment Status, Provider Employment Annual Earned Hours).

Values and descriptions

Value code	Value label	Value definition
10	Full time	Official status with employer is full time or equivalent, or usual hours of work are equal to or greater than 30 hours per week.
15	Part time	Official status with employer is part time, or usual hours of work are less than 30 hours per week.
20	Casual work	Status with employer is on an as-needed basis, with employment that is not characterized by a guaranteed or fixed number of hours per week.
97	Not collected	Data element is not collected and/or not submitted by the data provider.
98	Not applicable	Data element is known to have no proper value.
99	Unknown	A proper value is applicable but not known.

Source standards

CIHI, SNOMED CT

Additional information

First, second and third employment refers to the employment, with an employer or in a self-employed arrangement, that is associated with the highest, second-highest and third-highest number of annual earned hours, respectively. When there are fewer than 3 employments, use 98 (*not applicable*) to fill in the remaining entries.

Example 1: Mélanie is a full-time employee with the University of Toronto and devotes casual hours to the OT clinic.

Category	Field	Field name	Response
5	44	Provider Employment Full-Time/Part-Time/Casual Status	10
5	69	Provider Employment Full-Time/Part-Time/Casual Status	20
5	94	Provider Employment Full-Time/Part-Time/Casual Status	98

Example 2: Josh has a full-time role with Alberta Health Services.

Category	Field	Field name	Response
5	44	Provider Employment Full-Time/Part-Time/Casual Status	10
5	69	Provider Employment Full-Time/Part-Time/Casual Status	98
5	94	Provider Employment Full-Time/Part-Time/Casual Status	98

Example 3: Quinn works full time for Eastern Health and part time for Shoppers Drug Mart.

Category	Field	Field name	Response
5	44	Provider Employment Full-Time/Part-Time/Casual Status	10
5	69	Provider Employment Full-Time/Part-Time/Casual Status	15
5	94	Provider Employment Full-Time/Part-Time/Casual Status	98

Fields 45, 70, 95: Provider Employment Full-Time/Part-Time/Casual Preference

Field type

- Core: No
- Multiple selection: No

Definition

A provider's interest in seeking official full-time/part-time/casual status with their current employer at the time of registration or renewal.

Rationale

Identifies whether a provider's full-time, part-time or casual status is by choice or they're trying to obtain another status. Monitoring patterns of preference can help better understand the capacity of the available workforce.

Values and descriptions

Value code	Value label	Value definition
10	By choice	The official full-time/part-time/casual status with employer is the provider's choice.
15	Seeking full time	Provider is seeking full-time status with employer.
20	Seeking part time	Provider is seeking part-time status with employer.
25	Seeking casual	Provider is seeking casual status with employer.
97	Not collected	Data element is not collected and/or not submitted by the data provider.
98	Not applicable	Data element is known to have no proper value.
99	Unknown	A proper value is applicable but not known.

Source standards

CIHI

Additional information

First, second and third employment refers to the employment, with an employer or in a self-employed arrangement, that is associated with the highest, second-highest and third-highest number of annual earned hours, respectively. When there are fewer than 3 employments, use 98 (*not applicable*) to fill in the remaining entries.

Example 1: Mélanie is seeking to work part time at the OT clinic, but being a full-time teacher has made that difficult. Mélanie is now seeking part-time status with the University of Toronto and part-time status at the OT clinic.

Category	Field	Field name	Response
5	45	Provider Employment Full-Time/Part-Time/Casual Preference	20
5	70	Provider Employment Full-Time/Part-Time/Casual Preference	20
5	95	Provider Employment Full-Time/Part-Time/Casual Preference	98

Example 2: With their current employer, Josh works full time by choice.

Category	Field	Field name	Response
5	45	Provider Employment Full-Time/Part-Time/Casual Preference	10
5	70	Provider Employment Full-Time/Part-Time/Casual Preference	98
5	95	Provider Employment Full-Time/Part-Time/Casual Preference	98

Example 3: Quinn is content with both their full-time and part-time employments.

Category	Field	Field name	Response
5	45	Provider Employment Full-Time/Part-Time/Casual Preference	10
5	70	Provider Employment Full-Time/Part-Time/Casual Preference	10
5	95	Provider Employment Full-Time/Part-Time/Casual Preference	98

Fields 46, 71, 96: Provider Employment Annual Earned Hours

Field type

- Core: Yes
- Multiple selection: No

Definition

The total annual earned hours of work for each of the health care provider's employments. Earned hours include worked and benefit hours for which the provider has received or will receive salaries.

Rationale

Measures capacity (available supply of providers) and estimates the number of full-time equivalents (FTEs) in relation to comparable head count data. Collecting this data is especially important in situations of casual or self-employed work arrangements where the parameters of worked, benefit and purchased hours are not prescribed by an employer or employment contract (including when a casual employee can work as many hours as a part-time or full-time employee). Accounting for workforce supply using FTEs is critical in workforce planning models.

Values and descriptions

Value code	Value label	Value definition
HHHH	4-digit hours	Total annual hours, up to 9,999 hours.
9997	Not collected	Data element is not collected and/or not submitted by the data provider.
9998	Not applicable	Data element is known to have no proper value.
9999	Unknown	A proper value is applicable but not known.

Source standards

CIHI

Additional information

First, second and third employment refers to the employment, with an employer or in a self-employed arrangement, that is associated with the highest, second-highest and third-highest number of annual earned hours, respectively. When there are fewer than 3 employments, use 9998 (*not applicable*) to fill in the remaining entries.

For providers in an employee–employer employment category, hours include all practice hours but should not exceed the hours (including overtime) for which a provider is scheduled/ approved and recognized. For providers who are in a self-employed employment category, hours include all practice hours (e.g., travel time, preparation, service provision).

Example 1: Mélanie’s annual earned hours for their full-time employment at the University of Toronto are 2,080 (40 hours/week × 52 weeks). For the self-employed, casual employment at the OT clinic, Mélanie’s annual hours are 550 (~10 hours/week × 52 weeks). This includes travel time.

Category	Field	Field name	Response
5	46	Provider Employment Annual Earned Hours	2080
5	71	Provider Employment Annual Earned Hours	S550
5	96	Provider Employment Annual Earned Hours	9998

Note

S represents a blank space.

Example 2: Josh is currently on leave. They have 0 annual earned hours for this year.

Category	Field	Field name	Response
5	46	Provider Employment Annual Earned Hours	0000
5	71	Provider Employment Annual Earned Hours	9998
5	96	Provider Employment Annual Earned Hours	9998

Example 3: Quinn’s annual earned hours for their full-time employment with Eastern Health are 1,560 hours (30 hours/week × 52 weeks). For the temporary part-time employment at Shoppers Drug Mart, Quinn’s annual earned hours are 468 (18 hours/week × 26 weeks).

Category	Field	Field name	Response
5	46	Provider Employment Annual Earned Hours	1560
5	71	Provider Employment Annual Earned Hours	S468
5	96	Provider Employment Annual Earned Hours	9998

Note

S represents a blank space.

Fields 47–49, 72–74, 97–99: Provider Employment Place of Work

Field type

- Core: Yes
- Multiple selection: Yes

Definition

The setting where the provider is directly engaged in work associated with their profession. Providers who work in multiple settings for a given employment can select up to 3 that account for the majority of worked hours (in order from most to fewest hours).

Rationale

Indicates the setting in which the provider engages in employment activity and permits monitoring of changes in the setting of employment activity over time.

In combination with other data elements (i.e., Provider Employment Position, Provider Employment Area of Practice), provides a complete narrative of a provider’s employment — the setting where the service is delivered, the major role the provider plays in that setting and their focus of activities in each role — which can assist decision-makers in the planning and distribution of the health workforce.

Values and descriptions

Value code	Value label	Value definition
10	Assisted-living residence	Centre where residents require nursing and personal care on a continuous basis, with medical service as required.
12	Children’s hospital	A health care facility that offers its services exclusively to infants, children, adolescents and young adults.
14	Client’s or patient’s workplace	Place of work with a primary focus on providing services to support health care in the client’s or patient’s workplace.

Value code	Value label	Value definition
16	Client's or patient's home	Place of work with a primary focus on providing services to support health care in the client's or patient's home.
18	Community health centre	A community-based organization that may be the first point of contact for clients, offering a range of primary health, social and/or other non-institutional-based services.
20	Community mental health and addiction centre	A community-based organization with a primary focus on mental health and substance use services, including assessment, treatment, education and support.
22	Community pharmacy	Retail setting where drugs and related products are distributed primarily through direct face-to-face client contact.
24	Community pharmacy corporate office	The head office of a community pharmacy chain or equivalent enterprise that directs community retail pharmacy operations.
26	Correctional facility	A stand-alone organization/facility with a primary focus on treating and rehabilitating persons detained or on probation due to a criminal act.
28	Dispatch location	A location where the provider is dispatched or assigned to provide service, including location for travel nurses.
30	Educational institution	A primary, elementary or secondary school (or equivalent institution), or the associated school board (or equivalent entity) that has responsibility for the governance and management of education.
32	General hospital	A health care facility that offers a range of inpatient and outpatient health care services (medical, surgical, etc.) to the target population. Includes specialty hospitals not otherwise classified.
34	Government	A national, provincial, territorial, regional or municipal organization operated or funded by the government.
36	Group living	A place where people (most or all of whom are not related) live or stay overnight and use shared spaces. Includes group homes and shelters.
38	Home office	A place designated in the provider's residence for official business purposes.
40	Hospice	A health care facility that focuses on the palliation of a terminally ill patient's pain and symptoms, and on attending to their emotional and spiritual needs at the end of life.
42	Industry, manufacturing and commercial	A health-related industry whose focus of activities is not the direct delivery of health care services but rather the health of workers, health-related product development or commercial activity outside of the health care system entirely.
44	Long-term care facility	A centre where residents require nursing and personal care on a continuous basis, with medical service as required. Includes residential care facilities, nursing homes and long-term care facilities.
46	Military base	A facility directly owned and operated by or for the military or one of its branches, which shelters military equipment and personnel and facilitates training and operations.
48	Multidisciplinary professional practice	A practice offering care in multiple health disciplines.
50	Nursing station and outpost clinic	A community-based clinic offering a range of services to patients who require nursing treatment and education in self-care. This includes stand-alone centres that have regulated nurses as on-site managers and practitioners.

Value code	Value label	Value definition
52	Primary health care office	A medical office where primary care physicians (general practitioners or family physicians) or nurse practitioners provide primary health care to patients.
54	Professional association	A formal organization of practitioners of a given profession that exists to act in the best interest of its members and to promote the profession.
56	Public health unit	A government, health facility or organization department that administers programs focusing on the 5 primary functions of public health: population health assessment, health surveillance, health promotion, disease and injury prevention, and health protection.
58	Psychiatric hospital	A specialty hospital that provides primarily for the assessment and treatment of service recipients who have short- and/or long-term psychiatric and substance use disorders.
60	Regulatory body	A legal entity that is set up to serve the public interest by regulating the practice of a profession.
62	Rehabilitation facility	A health care facility/hospital that has as its primary focus the post-acute, inpatient and outpatient rehabilitation of individuals.
64	Satellite clinic	A facility owned by a hospital but operated at a distant site.
66	Single-disciplinary professional practice	A health professional practice offering single-disciplinary care to patients, including specialty and allied health.
68	Union	A formal organization of workers who have come together to achieve common goals, such as protecting the integrity of their profession; improving safety standards; and attaining better wages, benefits (e.g., vacation, health care, retirement) and working conditions through the increased bargaining power wielded by solidarity among workers.
69	Other	Place of work that is not otherwise identified.
97	Not collected	Data element is not collected and/or not submitted by the data provider.
98	Not applicable	Data element is known to have no proper value.
99	Unknown	A proper value is applicable but not known.

Source standards

CIHI, SNOMED CT

Additional information

First, second and third employment refers to the employment, with an employer or in a self-employed arrangement, that is associated with the highest, second-highest and third-highest number of annual earned hours, respectively. When there are fewer than 3 employments, use 98 (*not applicable*) to fill in the remaining entries.

For each employment, a maximum of 3 entries are allowed for multiple selection variables. When there are fewer than 3 places of work, use 98 (*not applicable*) to fill in the remaining entries.

For this data element, the 3 entries are available and applicable for *different* settings. If the provider works at multiple sites that are all the same setting, this needs to be captured only once for their primary site, which is where the provider directly engaged in their profession for the highest number of hours in the employment.

Example 1: Mélanie works at an educational institution and owns a single-disciplinary professional practice.

Category	Field	Field name	Response
5	47	Provider Employment Place of Work	30
5	48	Provider Employment Place of Work	98
5	49	Provider Employment Place of Work	98
5	72	Provider Employment Place of Work	66
5	73	Provider Employment Place of Work	98
5	74	Provider Employment Place of Work	98
5	97	Provider Employment Place of Work	98
5	98	Provider Employment Place of Work	98
5	99	Provider Employment Place of Work	98

Example 2: Josh works from their home office and occasionally travels to clients' and patients' homes.

Category	Field	Field name	Response
5	47	Provider Employment Place of Work	38
5	48	Provider Employment Place of Work	16
5	49	Provider Employment Place of Work	98
5	72	Provider Employment Place of Work	98
5	73	Provider Employment Place of Work	98
5	74	Provider Employment Place of Work	98
5	97	Provider Employment Place of Work	98
5	98	Provider Employment Place of Work	98
5	99	Provider Employment Place of Work	98

Example 3: Quinn works at a general hospital and a community pharmacy.

Category	Field	Field name	Response
5	47	Provider Employment Place of Work	32
5	48	Provider Employment Place of Work	98
5	49	Provider Employment Place of Work	98
5	72	Provider Employment Place of Work	22
5	73	Provider Employment Place of Work	98
5	74	Provider Employment Place of Work	98
5	97	Provider Employment Place of Work	98
5	98	Provider Employment Place of Work	98
5	99	Provider Employment Place of Work	98

Fields 50–52, 75–77, 100–102: Provider Employment Position

Field type

- Core: Yes
- Multiple selection: Yes

Definition

The main role(s) at the employment. Providers who have multiple roles at the employment can select up to 3 that account for the majority of worked hours (in order from most to fewest hours).

Rationale

Indicates the major roles that the provider plays in an employment setting.

In combination with other data elements (i.e., Provider Employment Position, Provider Employment Area of Practice), provides a complete narrative of a provider’s employment — the setting where the service is delivered, the major role the provider plays in that setting and their focus of activities in each role — which can assist decision-makers in the planning and distribution of the health workforce.

Values and descriptions

Value code	Value label	Value definition
10	Administrator	Major role is to provide administrative support.
12	Analyst	Major role is to analyze health care information to support policy planning and health system measurement.
14	Case manager	Major role is to assist in the planning, coordination, monitoring and evaluation of medical services for a patient. The emphasis is on quality of care, continuity of services and cost-effectiveness.
16	Chief executive officer/registrar	Major role is to determine and formulate policies and to provide overall direction of companies or private-/public-sector organizations under the guidelines set up by a board of directors or similar governing body. Involved in the planning, direction and coordination of day-to-day operations at the highest level of management with the help of assistant executives and staff managers.
18	Chief nursing officer	Major role is in uppermost management and/or professional position in the facility or institution.
20	Clinical specialist	Major role is to provide services as an advanced clinical practitioner, with additional roles of researcher, educator and/or administrator, per job description.
22	Community health nurse	Major role is to support the health and well-being of individuals, families, groups, communities, populations and systems.
24	Community paramedic	Major role is to provide services outside their traditional emergency response and transport roles to help assist with public health, primary health care and preventive services to underserved populations in the community.
26	Consultant	Major role is to provide advice on a given health care provider's profession and/or services. Includes applications specialists.
28	Coordinator	Major role is to work with health care professionals, medical staff and patients to manage a patient's health care plan.
30	Direct care provider	Major role is the direct delivery of care and services, including case management and/or consultation.
32	Director/assistant director	Major role is an upper managerial/administrative position with little or no direct client service provision.
34	Educator	Major role is as an educator for a particular target group.
36	Industrial pharmacist	Major role is in the research, manufacturing and/or other related activities associated with the development of pharmaceutical products.
38	Manager/assistant manager	Major role is in management. Role may involve the management of a particular program, as in a first-level management position, up to a senior management position.
40	Nurse midwife	Major role is to provide prenatal and postnatal care in maternal–child programs or in community health settings, including care during labour and delivery.

Value code	Value label	Value definition
42	Occupational health nurse	Major role is to deliver health and safety programs and services to workers, worker populations and community groups. The practice focuses on promotion and restoration of health, prevention of illness and injury, and protection from work-related and environmental hazards.
44	Owner/operator	Major role is the day-to-day operation of a business. May include some direct client service provision.
46	Parish nurse	Major role is to help individuals and families understand and cope with health concerns and to identify health care needs. May visit parishioners in their homes, hospitals and long-term care facilities, and may be available at established times at the church.
48	Professional leader	Major role is to provide leadership in the professional practice in a direct care employment setting. Includes team leaders, head nurses and pharmacists in charge.
50	Psychiatric liaison nurse	Major role is to provide mental health expertise in patient assessment, suicide risk assessment, care planning, intervention and evaluation. Provide support and mental health care to clients experiencing stress or crisis where the clients would benefit from mental health services or consultation not otherwise provided in the program, department, facility or community.
52	Relief pharmacist	Major role is to fill in when a pharmacy's regular pharmacist cannot come into work. Primary responsibilities are to fill prescriptions for patients' health care needs and to manage pharmacy operations.
54	Researcher	Major role is in knowledge development and dissemination of research.
56	Sales	Major role is in sales.
58	Supervisor	Major role is supervising staff.
60	Tactical paramedic	Major role is to provide emergency medical care in the field to police officers or citizens who become injured or ill during tactical operations.
69	Other	Position that is not otherwise identified.
97	Not collected	Data element is not collected and/or not submitted by the data provider.
98	Not applicable	Data element is known to have no proper value.
99	Unknown	A proper value is applicable but not known.

Source standards

CIHI

Additional information

First, second and third employment refers to the employment, with an employer or in a self-employed arrangement, that is associated with the highest, second-highest and third-highest number of annual earned hours, respectively. When there are fewer than 3 employments, use 98 (*not applicable*) to fill in the remaining entries.

For each employment, a maximum of 3 entries are allowed for multiple selection variables. When there are fewer than 3 employment positions, use 98 (*not applicable*) to fill in the remaining entries.

Example 1: Mélanie is an educator with the University of Toronto, and the owner and CEO of the OT clinic.

Category	Field	Field name	Response
5	50	Provider Employment Position	34
5	51	Provider Employment Position	98
5	52	Provider Employment Position	98
5	75	Provider Employment Position	44
5	76	Provider Employment Position	16
5	77	Provider Employment Position	98
5	100	Provider Employment Position	98
5	101	Provider Employment Position	98
5	102	Provider Employment Position	98

Example 2: Josh is a community health nurse for Alberta Health Services.

Category	Field	Field name	Response
5	50	Provider Employment Position	22
5	51	Provider Employment Position	98
5	52	Provider Employment Position	98
5	75	Provider Employment Position	98
5	76	Provider Employment Position	98
5	77	Provider Employment Position	98
5	100	Provider Employment Position	98
5	101	Provider Employment Position	98
5	102	Provider Employment Position	98

Example 3: Quinn is a clinical specialist with Eastern Health and a direct care provider at Shoppers Drug Mart.

Category	Field	Field name	Response
5	50	Provider Employment Position	20
5	51	Provider Employment Position	98
5	52	Provider Employment Position	98
5	75	Provider Employment Position	30
5	76	Provider Employment Position	98
5	77	Provider Employment Position	98
5	100	Provider Employment Position	98
5	101	Provider Employment Position	98
5	102	Provider Employment Position	98

Fields 53–55, 78–80, 103–105: Provider Employment Area of Practice

Field type

- Core: Yes
- Multiple selection: Yes

Definition

The major focus of activities at the employment. Providers who have multiple areas of practice at the employment will select up to 3 that account for the majority of worked hours (in order from most to fewest hours).

Rationale

Identifies the major activities of a provider in an employment setting. Allows users to distinguish between providers who primarily provide services directly to clients/patients and those who have other roles (e.g., educators).

In combination with other data elements (i.e., Provider Employment Position, Provider Employment Area of Practice), provides a complete narrative of a provider's employment — the setting where the service is delivered, the major role the provider plays in that setting and their focus of activities in each role — which can assist decision-makers in the planning and distribution of the health workforce.

Values and descriptions

Value code	Value label	Value definition
Areas of direct care		
110	Addiction service	Care, services and/or treatment provided to individuals, groups or communities whose primary concern is substance use.
112	Amputation care	Care, services and/or treatment provided to clients or patients with physical health issues associated with missing or damaged limbs or the use of prosthetic devices.
114	Anesthesiology	Care, services and/or treatment concerned with the total perioperative care of patients before, during and after surgery. Encompasses anesthesia, intensive care medicine, critical emergency medicine and pain medicine.
116	Burns care	Care, services and/or treatment provided to clients or patients with physical health issues associated with burns.
118	Cardiology	Care, services and/or treatment provided to clients or patients with disorders of the heart, the blood vessels and some parts of the circulatory system.
120	Chronic disease	Preventive and management services and ongoing care and treatment provided to clients or patients impacted by chronic diseases.

Value code	Value label	Value definition
122	Chronic pain	Ongoing care and support provided to clients or patients impacted by chronic pain.
124	Clinical immunology and allergy	Care, services and/or treatment focusing on disorders characterized by defective responses of the body's immune system.
126	Cognitive disorders	Care, services and/or treatment focusing on any disorder that significantly impairs the cognitive function of an individual, including learning, memory, perception and problem-solving (e.g., dementia care).
128	Critical care	Care, services and/or treatment dealing with seriously or critically ill patients who have, are at risk of or are recovering from conditions that may be life-threatening.
130	Developmental habilitation/disabilities	Care, services and/or treatment provided to clients or patients with a developmental disability (mental and/or physical).
132	Dermatology	Care, services and/or treatment provided to clients or patients with skin, hair, nail and some cosmetic problems.
134	Diabetes care	Care, services and/or treatment provided to clients or patients with diabetes.
136	Ear, nose and throat (ENT)	Care, services and/or treatment provided to clients or patients with head-, neck-, ear-, nose- and/or throat-related issues.
138	Emergency care	Care, services and/or treatment provided to clients or patients with illnesses or injuries requiring immediate medical attention.
140	Endocrinology and metabolism	Care, services and/or treatment dealing with the endocrine system and metabolic-related health issues.
142	Ergonomics	Services provided with the purpose of optimizing human interactions with a system (e.g., tools, equipment, products, tasks, organization, technology, environment) through the assessment of human anatomical, anthropometric, physiological and biomechanical characteristics as they relate to physical activity.
144	Foot care	Care, services and/or treatment provided to clients or patients with diseases or disorders of the feet, ankles and lower extremities.
146	Forensics	Clinical services provided to support investigation of crime, including forensic pathology, autopsy and psychiatry.
148	Gastroenterology	Care, services and/or treatment provided to clients or patients with diseases and disorders of the digestive system.
150	General practice	Care, services and/or treatment in the general practice of the health profession.
152	Genetics	Care, services and/or treatment provided to clients or patients using genomic information as part of their clinical care (e.g., for diagnostic or therapeutic decision-making).
154	Geriatrics	Care, services and/or treatment focusing on the health care of older adults.
156	Gynecology	Care, services and/or treatment provided to clients or patients for the prevention, diagnosis and management of a broad range of conditions affecting women's general and reproductive health.

Value code	Value label	Value definition
158	Hand therapy	Care, services and/or treatment provided to clients or patients with conditions affecting the hands and upper extremities.
160	Health promotion	Services provided with the purpose of improving the health of clients or patients through functions of health promotion, health protection, health surveillance and population health assessment.
162	Hematology	Care, services and/or treatment provided to clients or patients with blood diseases and disorders.
164	Infection control procedure	Evidence-based practices and procedures that, when applied consistently, can prevent or reduce the risk of transmission of microorganisms in the population.
166	Internal medicine	Care, services and/or treatment dealing with the prevention, diagnosis and treatment of internal diseases.
168	Maternity/newborn	Care, services and/or treatment provided to clients or patients throughout pregnancy and childbirth and to their newborn children.
170	Mental health care	Care, services and/or treatment provided to clients or patients with a variety of mental health issues that require interventions focusing on maintaining/optimizing the performance of the life of an individual.
172	Military medicine	Care, services and/or treatment provided to military members in relation to issues, risks, injuries and diseases that arise due to the specific occupational conditions.
174	Musculoskeletal	Care, services and/or treatment provided to clients or patients with a variety of musculoskeletal health issues (i.e., injuries and diseases affecting the muscles, bones and joints of the limbs and spine).
176	Nephrology	Care, services and/or treatment provided to clients or patients with diseases that affect the kidneys.
178	Neurology	Care, services and/or treatment provided to clients or patients with a variety of neurological health issues (i.e., diseases involving the central, peripheral and autonomic nervous systems).
180	Nutrition therapy	Care, services and/or treatment provided for medical conditions (e.g., diabetes mellitus) that involve changes in diet, by adjusting quantity, quality and methods of nutrient intake.
182	Occupational health	Clinical services provided to employees in defined businesses or industries.
184	Oncology	Clinical services provided to clients or patients with cancer-related health problems.
186	Ophthalmology	Care, services and/or treatment provided to clients or patients with diseases of the visual pathways, including the eyes and brain.
188	Dentistry	Care, services and/or treatment provided in the diagnosis, prevention and treatment of diseases, disorders and conditions of the mouth, teeth, jaw and facial area.
190	Organ transplant	Care, services and/or treatment related to organ donation and transplantation.

Value code	Value label	Value definition
192	Orthopedics	Care, services and/or treatment provided to clients or patients with physical health issues associated with injuries/disorders of the skeletal system, its articulations and its associated structures.
194	Palliative care	Care, services and/or treatment provided with the aim of relieving suffering and improving the quality of life for persons who are living with or dying from advanced illness or who are bereaved.
196	Pathology	The investigation of the origin, causes and effects of disease or injury.
198	Patient safety	Preventing and reducing risks, errors and harms that occur to clients or patients during provision of health care.
200	Pediatrics	Care, services and/or treatment provided in a facility or in the community to infants, children and adolescents.
202	Pharmacotherapy	Care, services and/or treatment of a disorder or disease related to medication.
204	Plastic surgery	Care, services and/or treatment provided to clients or patients with physical health issues associated with reconstructive and restorative surgery.
206	Primary care	Care, services and/or treatment provided to clients or patients focusing on their overall health and well-being. First point of care.
208	Public health and prevention	Care, services and/or treatment provided to clients or patients in the 5 primary functions of public health: population health assessment, health surveillance, health promotion, disease and injury prevention, and health protection.
210	Psychiatry	Care, services and/or treatment devoted to the diagnosis, prevention and treatment of mental disorders.
212	Pelvic health	Care, services and/or treatment provided to clients or patients with varying pelvic health concerns.
214	Physical medicine and rehabilitation	Care, services and/or treatment provided to enable clients or patients to maintain or promote their physical, mental, psychosocial, vocational and/or economic abilities. Includes physical rehab, vocational rehab and restorative care.
216	Radiology	Care, services and/or treatment provided using medical imaging to diagnose and treat diseases.
218	Respirology	Care, services and/or treatment provided to clients or patients with physical health issues associated with respiratory-related health problems (other than critical care).
220	Rheumatology	Care, services and/or treatment provided to clients or patients with physical health issues associated with inflammatory or degenerative processes and metabolic derangement of connective tissue structures, such as arthritis.
222	Sports medicine	Care, services and/or treatment provided to clients or patients with physical health issues associated with sport-related injuries.
224	Surgery	Care, services and/or treatment provided to clients or patients with a variety of health problems that require surgical intervention.

Value code	Value label	Value definition
226	Trauma	Care, services and/or treatment provided to patients suffering from major traumatic injuries such as falls, motor vehicle collisions or gunshot wounds.
228	Urology	Care, services and/or treatment provided to clients or patients with diseases of the male and female urinary tract system and the male reproductive organs.
230	Vestibular rehabilitation	Care, services and/or treatment provided to clients or patients with vestibular disorders or symptoms, characterized by dizziness; vertigo; and trouble with balance, posture, and vision.
232	Vision care	Care, services and/or treatment of eyes, eyesight conditions and vision.
234	Wound management service	Care, services and/or treatment provided to clients or patients with physical health issues associated with wounds.
Administration		
236	Administration	The efficient organization of people, information and other resources to achieve organizational objectives.
238	Health policy	Policy research, planning and development for Canada's health systems and health care professions.
240	Regulation	Regulating health professions in the public interest.
242	Supervision	Supervising staff and/or the delivery of direct care services.
244	Informatics/health information	Analysis of quantitative and qualitative health information to help facilitate health care delivery, patient safety and health, and decision-making within and across health care facilities and organizations.
246	Medical-/legal-related client service management	Expert guidance on medicolegal issues associated with client or patient care.
248	Client service management	The management of patient or client services across the health care continuum, specifically the coordination of multiple services as required for client or patient.
Education		
250	Staff education	Staff development and training, including continuing education.
252	Client/patient education	Education and resources for clients or patients on care, services and/or treatment (including caregivers and families).
254	Institutional education	Post-secondary teaching for individuals registered in formal education programs.
Research		
256	Research	Knowledge development and dissemination of research.
Other		
258	Advocacy	Promoting the interests or cause of a health profession with the aim of influencing decisions in political, economic and social institutions.
260	Sales	The sale of profession-related equipment and/or products.

Value code	Value label	Value definition
269	Other areas of practice not otherwise specified	Area of practice not otherwise identified.
997	Not collected	Data element is not collected and/or not submitted by the data provider.
998	Not applicable	Data element is known to have no proper value.
999	Unknown	A proper value is applicable but not known.

Source standards

CIHI, SNOMED CT

Additional information

First, second and third employment refers to the employment, with an employer or in a self-employed arrangement, that is associated with the highest, second-highest and third-highest number of annual earned hours, respectively. When there are fewer than 3 employments, use 998 (*not applicable*) to fill in the remaining entries.

For each employment, a maximum of 3 entries are allowed for multiple selection variables. When there are fewer than 3 employment areas of practice, use 98 (*not applicable*) to fill in the remaining entries.

Example 1: Mélanie's main area of practice at the University of Toronto is education in musculoskeletal structure and function. Their main area of practice at the OT clinic is administration and supervision.

Category	Field	Field name	Response
5	53	Provider Employment Area of Practice	254
5	54	Provider Employment Area of Practice	174
5	55	Provider Employment Area of Practice	998
5	78	Provider Employment Area of Practice	236
5	79	Provider Employment Area of Practice	242
5	80	Provider Employment Area of Practice	998
5	103	Provider Employment Area of Practice	998
5	104	Provider Employment Area of Practice	998
5	105	Provider Employment Area of Practice	998

Example 2: Josh’s activities focus on providing mental health care to preschoolers.

Category	Field	Field name	Response
5	53	Provider Employment Area of Practice	170
5	54	Provider Employment Area of Practice	200
5	55	Provider Employment Area of Practice	998
5	78	Provider Employment Area of Practice	998
5	79	Provider Employment Area of Practice	998
5	80	Provider Employment Area of Practice	998
5	103	Provider Employment Area of Practice	998
5	104	Provider Employment Area of Practice	998
5	105	Provider Employment Area of Practice	998

Example 3: Quinn’s main area of practice at Eastern Health is providing direct ear, nose and throat (ENT) care. Occasionally, they also assist with administration and client service management (i.e., coordination of patient care). At Shoppers Drug Mart, Quinn provides immunizations.

Category	Field	Field name	Response
5	53	Provider Employment Area of Practice	136
5	54	Provider Employment Area of Practice	236
5	55	Provider Employment Area of Practice	248
5	78	Provider Employment Area of Practice	208
5	79	Provider Employment Area of Practice	998
5	80	Provider Employment Area of Practice	998
5	103	Provider Employment Area of Practice	998
5	104	Provider Employment Area of Practice	998
5	105	Provider Employment Area of Practice	998

Fields 56, 81, 106: Provider Employment Funding Source

Field type

- Core: Yes
- Multiple selection: No

Definition

The main funding source for each employment at the time of registration or renewal.

Rationale

Allows identification of the public and private sources of funding for the provider's employment.

Enables understanding of workforce capacity at the sector level, including identification of cross-sector mobility (i.e., the proportion of providers who go from private to public settings or vice versa).

Values and descriptions

Value code	Value label	Value definition
10	Public	The public sector is the main source of funding for employed activities.
15	Private	A private sector entity or an individual client is the primary source of funding for employed activities.
20	Mix of public and private	Funding for employed activities is derived from a mixture of public and private sources.
97	Not collected	Data element is not collected and/or not submitted by the data provider.
98	Not applicable	Data element is known to have no proper value.
99	Unknown	A proper value is applicable but not known.

Source standards

CIHI

Additional information

First, second and third employment refers to the employment, with an employer or in a self-employed arrangement, that is associated with the highest, second-highest and third-highest number of annual earned hours, respectively. When there are fewer than 3 employments, use 98 (*not applicable*) to fill in the remaining entries.

Example 1: Mélanie’s first employer, the University of Toronto, is a publicly funded educational institution. Their OT clinic is privately funded.

Category	Field	Field name	Response
5	56	Provider Employment Funding Source	10
5	81	Provider Employment Funding Source	15
5	106	Provider Employment Funding Source	98

Example 2: Josh’s only employer, Alberta Health Services, is publicly funded.

Category	Field	Field name	Response
5	56	Provider Employment Funding Source	10
5	81	Provider Employment Funding Source	98
5	106	Provider Employment Funding Source	98

Example 3: Quinn’s first employer, Eastern Health, is publicly funded. Shoppers Drug Mart is privately funded (owned by Loblaw Companies Ltd.).

Category	Field	Field name	Response
5	56	Provider Employment Funding Source	10
5	81	Provider Employment Funding Source	15
5	106	Provider Employment Funding Source	98

Fields 57, 82, 107: Agency Health Care Provider Flag

Field type

- Core: No
- Multiple selection: No

Definition

Whether a health care provider is employed by a staffing agency at the time of registration or renewal.

Rationale

Identifies and allows monitoring of patterns of employment and geographic distribution.

The capacity of the available workforce can be determined when assessing this data element with others (i.e., Employment Status, Full-Time/Part-Time Status, Provider Employment Annual Earned Hours).

Values and descriptions

Value code	Value label	Value definition
Y	Yes	Employed by a staffing agency at the time of registration/renewal.
N	No	Not employed by a staffing agency at the time of registration/renewal.
7	Not collected	Data element is not collected and/or not submitted by the data provider.
8	Not applicable	Data element is known to have no proper value.
9	Unknown	A proper value is applicable but not known.

Source standards

CIHI

Additional information

First, second and third employment refers to the employment, with an employer or in a self-employed arrangement, that is associated with the highest, second-highest and third-highest number of annual earned hours, respectively. When there are fewer than 3 employments, use 9998 (not applicable) to fill in the remaining entries.

Example 1: Mélanie is not employed by a staffing agency.

Category	Field	Field name	Response
5	57	Agency Health Care Provider	N
5	82	Agency Health Care Provider	N
5	107	Agency Health Care Provider	8

Example 2: Josh is not employed by a staffing agency.

Category	Field	Field name	Response
5	57	Agency Health Care Provider	N
5	82	Agency Health Care Provider	8
5	107	Agency Health Care Provider	8

Example 3: Quinn is not employed by a staffing agency.

Category	Field	Field name	Response
5	57	Agency Health Care Provider	N
5	82	Agency Health Care Provider	N
5	107	Agency Health Care Provider	8

Note: CIHI's 2025 update will incorporate examples that are more reflective of agency health care providers as we learn more on how these providers work.

Fields 58, 83, 108: Multiple Site Flag

Field type

- Core: No
- Multiple selection: No

Definition

Whether a provider works at more than one site for a single employer in a given employment.

Rationale

Identifies providers who work at different sites for the same employer. Allows users to distinguish between providers who work at multiple sites for a single employment and providers who work at multiple sites because they hold more than one employment (i.e., they have 2 or more separate employers).

Values and descriptions

Value code	Value label	Value definition
Y	Yes	A provider works at more than one site of practice for a single employer in a given employment.
N	No	A provider works at a single site of practice for a single employer in a given employment.
7	Not collected	Data element is not collected and/or not submitted by the data provider.
8	Not applicable	Data element is known to have no proper value.
9	Unknown	A proper value is applicable but not known.

Source standards

CIHI

Additional information

First, second and third employment refers to the employment, with an employer or in a self-employed arrangement, that is associated with the highest, second-highest and third-highest number of annual earned hours, respectively. When there are fewer than 3 employments, use 8 (*not applicable*) to fill in the remaining entries.

Example 1: Mélanie teaches at 2 sites for the University of Toronto: the St. George campus and the Mississauga campus. The OT clinic has only 1 site.

Category	Field	Field name	Response
5	58	Multiple Site Flag	Y
5	83	Multiple Site Flag	N
5	108	Multiple Site Flag	8

Example 2: Josh works from their home office and occasionally travels to clients' and patients' homes.

Category	Field	Field name	Response
5	58	Multiple Site Flag	Y
5	83	Multiple Site Flag	8
5	108	Multiple Site Flag	8

Example 3: Quinn provides ear, nose and throat (ENT) services at 2 sites for Eastern Health: St. Clare's Mercy Hospital and an outpatient clinic located in the Health Sciences Centre in St. John's. At Shoppers Drug Mart, Quinn provides immunizations at 1 site.

Category	Field	Field name	Response
5	58	Multiple Site Flag	Y
5	83	Multiple Site Flag	N
5	108	Multiple Site Flag	8

Fields 59, 84, 109: Primary Site Virtual Care

Field type

- Core: No
- Multiple selection: No

Definition

The proportion of virtual care used to provide direct care at a provider's primary site of practice.

Rationale

Provides an understanding of the use of virtual care services to deliver direct care.

When assessed with Provider Employment Place of Work, provides information on the use of virtual care across the health care system.

Values and descriptions

Value code	Value label	Value definition
10	More than 50% of the time	Virtual care is the primary mode of delivery.
15	10% to 49% of the time	Virtual care is provided as part of a regular delivery mode.
20	Less than 10% of the time	Virtual care is provided on only an ad hoc basis.
25	Never	Virtual care is not part of service delivery.
97	Not collected	Data element is not collected and/or not submitted by the data provider.
98	Not applicable	Data element is known to have no proper value.
99	Unknown	A proper value is applicable but not known.

Source standards

CIHI

Additional information

First, second and third employment refers to the employment, with an employer or in a self-employed arrangement, that is associated with the highest, second-highest and third-highest number of annual earned hours, respectively. When there are fewer than 3 employments, use 98 (*not applicable*) to fill in the remaining entries.

For this data element, information is collected about a provider's primary site of practice **for each employment**. The primary site represents where the provider is directly engaged in an employment associated with their profession for the highest number of hours. When the primary site is not available or there is no fixed location, the employer or business office can be provided as an alternate.

Direct care pertains to all area of practices in the **Areas of direct care** section of the data element Provider Employment Area of Practice. If the virtual service provided does not pertain to areas of direct care, select 98 (*not applicable*).

Example 1: Mélanie teaches at 2 sites for the University of Toronto: the St. George campus and the Mississauga campus. They spent the most hours at the St. George campus. The OT clinic has only 1 site. Mélanie does not provide direct care services at any employment site.

Category	Field	Field name	Response
5	59	Primary Site Virtual Care	98
5	84	Primary Site Virtual Care	98
5	109	Primary Site Virtual Care	98

Example 2: Josh spends the most hours working from home. They provide more than 50% of their mental health care to preschoolers virtually.

Category	Field	Field name	Response
5	59	Primary Site Virtual Care	10
5	84	Primary Site Virtual Care	98
5	109	Primary Site Virtual Care	98

Example 3: Quinn provides ear, nose and throat (ENT) services at St. Clare's Mercy Hospital and the Health Science Centre; they spent the most hours at St. Clare's Mercy Hospital. At St. Clare's Mercy Hospital, most of Quinn's time is spent providing in-person care; they provide less than 10% of their care virtually. They administer immunizations at only 1 Shoppers Drug Mart site, and all are provided in person.

Category	Field	Field name	Response
5	59	Primary Site Virtual Care	20
5	84	Primary Site Virtual Care	25
5	109	Primary Site Virtual Care	98

Fields 60–62, 85–87, 110–112: Primary Site Encounter Mode

Field type

- Core: No
- Multiple selection: Yes

Definition

The method(s) of interaction between the provider and clients when providing direct care at the primary site of practice. Providers with multiple methods of interaction at the primary site will select up to 3 encounter modes that account for the majority of worked hours (in order from most to fewest hours).

Rationale

Represents the modes of service delivery between the provider and their clients. Enables better understanding of how providers are delivering virtual care.

Values and descriptions

Value code	Value label	Value definition
10	In person	Participation by direct action where participants are in the same location.
15	Email	Participation by text or diagrams transmitted over an electronic mail system. Includes secured or unsecured message transmission. Includes submission of photos or other images.
20	Messaging	Participation by messaging, typically from a mobile phone or mobile device through a cellular network or the internet. Includes secured or unsecured message transmission. Includes online chat and submission of photos or other images.
25	Telephone	Participation by voice communication where the voices of the communicating parties are transported over an electronic medium.
30	Videoconference	Participation by voice and visual communication where the voices and images of the communicating parties are transported over an electronic medium. Includes secured or unsecured videoconference.
39	Other	Known to have no proper value.
97	Not collected	Data element is not collected and/or not submitted by the data provider.
98	Not applicable	Data element is known to have no proper value.
99	Unknown	A proper value is applicable but not known.

Source standards

CIHI, HL7

Additional information

First, second and third employment refers to the employment, with an employer or in a self-employed arrangement, that is associated with the highest, second-highest and third-highest number of annual earned hours, respectively. When there are fewer than 3 employments, use 98 (*not applicable*) to fill in the remaining entries.

For each employment, a maximum of 3 entries are allowed for multiple selection variables. When there are fewer than 3 encounter modes, use 98 (*not applicable*) to fill in the remaining entries.

For this data element, information is collected about a provider's primary site of practice **for each employment**. The primary site represents where the provider is directly engaged in an employment associated with their profession for the highest number of hours. When the primary site is not available or there is no fixed location, the employer or business office can be provided as an alternate.

Direct care pertains to all area of practice in the **Areas of direct care** section of the data element Provider Employment Area of Practice. If the virtual service provided does not pertain to areas of direct care, select 98 (*not applicable*).

Example 1: Mélanie does not provide direct care.

Category	Field	Field name	Response
5	60	Primary Site Encounter Mode	98
5	61	Primary Site Encounter Mode	98
5	62	Primary Site Encounter Mode	98
5	85	Primary Site Encounter Mode	98
5	86	Primary Site Encounter Mode	98
5	87	Primary Site Encounter Mode	98
5	110	Primary Site Encounter Mode	98
5	111	Primary Site Encounter Mode	98
5	112	Primary Site Encounter Mode	98

Example 2: Josh provides mental health care to preschoolers via telephone and/or videoconference.

Category	Field	Field name	Response
5	60	Primary Site Encounter Mode	25
5	61	Primary Site Encounter Mode	30
5	62	Primary Site Encounter Mode	98
5	85	Primary Site Encounter Mode	98
5	86	Primary Site Encounter Mode	98
5	87	Primary Site Encounter Mode	98
5	110	Primary Site Encounter Mode	98
5	111	Primary Site Encounter Mode	98
5	112	Primary Site Encounter Mode	98

Example 3: Quinn provides some ENT care via telephone and the remainder in person. Quinn administers all immunizations in person.

Category	Field	Field name	Response
5	60	Primary Site Encounter Mode	10
5	61	Primary Site Encounter Mode	25
5	62	Primary Site Encounter Mode	98
5	85	Primary Site Encounter Mode	10
5	86	Primary Site Encounter Mode	98
5	87	Primary Site Encounter Mode	98
5	110	Primary Site Encounter Mode	98
5	111	Primary Site Encounter Mode	98
5	112	Primary Site Encounter Mode	98

Fields 63, 88, 113: Primary Site Organization Identifier

Field type

- Core: Yes
- Multiple selection: No

Definition

The publicly funded organization identifier of the provider's primary site of practice at the time of registration or renewal.

Rationale

Allows de-identified health workforce information to be linked to other data sets, specifically of the health facilities where services are provided. This linkage will provide the ability to examine differences in provider mix in health facilities and the impact on patient care.

Collecting this information at the site level permits a more detailed understanding of where providers work.

Values and descriptions

Value code	Value label	Value definition
		Valid organization identifier code.
For a full list of organization identifier codes, email hhr@cihi.ca.		
999999996	Not in organization identifier list	Publicly funded organization that represents the provider's primary site of practice does not exist in the organization identifier list.
999999997	Not collected	Data element is not collected and/or not submitted by the data provider.
999999998	Not applicable	Data element is known to have no proper value.
999999999	Unknown	A proper value is applicable but not known.

Source standards

CIHI

Additional information

First, second and third employment refers to the employment, with an employer or in a self-employed arrangement, that is associated with the highest, second-highest and third-highest number of annual earned hours, respectively.

This data element is collected only if [Provider Employment Funding Source](#) is 10 (*public*) or 20 (*mix of public and private*). If Provider Employment Funding Source is 15 (*private*), 97 (*not collected*), 98 (*not applicable*) or 99 (*unknown*), select 9999999998 (*not applicable*).

For this data element, information is collected about a provider’s primary site of practice **for each employment**. The primary site represents where the provider is directly engaged in an employment associated with their profession for the highest number of hours. When the primary site is not available or there is no fixed location, the employer or business office can be provided as an alternate.

When a primary site cannot be identified in the organization identifier list, select 9999999996 (*not in organization identifier list*).

Refer to [Appendix F](#) for a visual illustration of how to capture organization information for a provider’s primary site of practice.

Example 1: Mélanie spends the most hours at the St. George campus of the University of Toronto, a site that is not found on the organization identifier list. For this site, Mélanie selects 9999999996 (*not in organization identifier list*). Mélanie’s OT clinic is private.

Category	Field	Field name	Response
5	63	Primary Site Organization Identifier	9999999996
5	88	Primary Site Organization Identifier	9999999998
5	113	Primary Site Organization Identifier	9999999998

Example 2: Josh’s primary site of employment has no fixed location, so they select the organization identifier code for Alberta Health Services.

Category	Field	Field name	Response
5	63	Primary Site Organization Identifier	SSSSSA2253
5	88	Primary Site Organization Identifier	9999999998
5	113	Primary Site Organization Identifier	9999999998

Note
S represents a blank space

Example 3: Quinn spends the most hours providing ear, nose and throat (ENT) services at St. Clare’s Mercy Hospital, a site found on the organization identifier list. Shoppers Drug Mart is a privately owned pharmacy.

Category	Field	Field name	Response
5	63	Primary Site Organization Identifier	SSSSSA0026
5	88	Primary Site Organization Identifier	9999999998
5	113	Primary Site Organization Identifier	9999999998

Note
S represents a blank space

Fields 64, 89, 114: Primary Site Postal Code

Field type

- Core: Yes
- Multiple selection: No

Definition

The 6-digit postal code assigned by Canada Post to the provider's primary site of practice at the time of registration or renewal.

Rationale

Examines geographic distribution of providers at the national, provincial/territorial and sub-provincial/-territorial levels, and allows users to investigate geographic concepts relevant to health planning (e.g., urban and rural distribution of the health workforce).

Values and descriptions

Value code	Value label	Value definition
ANANAN	6-digit postal code assigned by Canada Post	See data element definition.
999997	Not collected	Data element is not collected and/or not submitted by the data provider.
999998	Not applicable	Data element is known to have no proper value.
999999	Unknown	A proper value is applicable but not known.

Note

N represents a number (0–9) and A represents a letter (A–Z).

Source standards

CIHI, Canada Post

Additional information

First, second and third employment refers to the employment, with an employer or in a self-employed arrangement, that is associated with the highest, second-highest and third-highest number of annual earned hours, respectively. When there are fewer than 3 employments, use 999998 (*not applicable*) to fill in the remaining entries.

For this data element, information is collected about a provider's primary site of practice **for each employment**. The primary site represents where the provider is directly engaged in an employment associated with their profession for the highest number of hours. When the primary site is not available or there is no fixed location, the employer or business office can be provided as an alternate.

Information for this data element should be collected regardless of the response for Provider Employment Funding Source (i.e., private, public or mix).

Refer to [Appendix F](#) for a visual illustration of how to capture organization information for a provider's primary site of practice.

Example 1: Mélanie submits the postal code for the St. George campus of the University of Toronto. For this data element, Melanie also provides the postal code for the OT clinic.

Category	Field	Field name	Response
5	64	Primary Site Postal Code	M5S1A1
5	89	Primary Site Postal Code	M8V3L1
5	114	Primary Site Postal Code	999998

Example 2: Josh submits the postal code for Alberta Health Services.

Category	Field	Field name	Response
5	64	Primary Site Postal Code	T5J3S4
5	89	Primary Site Postal Code	999998
5	114	Primary Site Postal Code	999998

Example 3: Quinn submits the postal code for St. Clare's Mercy Hospital. For this data element, Quinn also submits the postal code for the Shoppers Drug Mart location.

Category	Field	Field name	Response
5	64	Primary Site Postal Code	A1C5B8
5	89	Primary Site Postal Code	A1L1V1
5	114	Primary Site Postal Code	999998

Fields 65, 90, 115: Site of Practice Indicator for Postal Code

Field type

- Core: No
- Multiple selection: No

Definition

Whether the Primary Site Postal Code provided reflects the primary site of practice at the time of registration or renewal.

Rationale

Qualifies analysis based on the Primary Site Postal Code by identifying whether the postal code reflects the provider's primary site of practice or the employer or business office.

In combination with other data elements (i.e., Primary Site Organization Identifier, Primary Site Postal Code), verifies the data quality of the organization information submitted.

Values and descriptions

Value code	Value label	Value definition
Y	Yes	Postal code reflects the site where service is delivered.
N	No	Postal code reflects the employer or business office.
7	Not collected	Data element is not collected and/or not submitted by the data provider.
8	Not applicable	Data element is known to have no proper value.
9	Unknown	A proper value is applicable but not known.

Source standards

CIHI

Additional information

First, second and third employment refers to the employment, with an employer or in a self-employed arrangement, that is associated with the highest, second-highest and third-highest number of annual earned hours, respectively. When there are fewer than 3 employments, use 8 (*not applicable*) to fill in the remaining entries.

For this data element, information is collected about a provider's primary site of practice **for each employment**. The primary site represents where the provider is directly engaged in an employment associated with their profession for the highest number of hours. When the primary site is not available or there is no fixed location, the employer or business office can be provided as an alternate.

Refer to [Appendix F](#) for a visual illustration of how to capture organization information for a provider's primary site of practice.

Example 1: Mélanie provided the postal code for the University of Toronto's St. George campus and the OT clinic. The St. George campus is Mélanie's primary site at the University of Toronto, and the OT clinic is the only site of practice for that employment.

Category	Field	Field name	Response
5	65	Site of Practice Indicator for Postal Code	Y
5	90	Site of Practice Indicator for Postal Code	Y
5	115	Site of Practice Indicator for Postal Code	8

Example 2: Josh provided the postal code associated with his employer, Alberta Health Services.

Category	Field	Field name	Response
5	65	Site of Practice Indicator for Postal Code	N
5	90	Site of Practice Indicator for Postal Code	8
5	115	Site of Practice Indicator for Postal Code	8

Example 3: Quinn provided the postal code for St. Clare's Mercy Hospital and Shoppers Drug Mart. St. Clare's Mercy Hospital is Quinn's primary site of practice for Eastern Health, and the Shoppers Drug Mart is the only site of practice for that employment.

Category	Field	Field name	Response
5	65	Site of Practice Indicator for Postal Code	Y
5	90	Site of Practice Indicator for Postal Code	Y
5	115	Site of Practice Indicator for Postal Code	8

Fields 66, 91, 116: Primary Site Province/Territory

Field type

- Core: Yes
- Multiple selection: No

Definition

The Canadian province or territory of the provider's primary site of practice at the time of registration or renewal.

Rationale

Enables analysis of the geographic distribution of the workforce. In combination with other data elements, reduces double counting of providers registered in more than one Canadian jurisdiction.

Values and descriptions

Value code	Value label	Value definition
	See Appendix B for full list of Canadian province/territory codes.	Valid Canadian province or territory code.
97	Not collected	Data element is not collected and/or not submitted by the data provider.
98	Not applicable	Data element is known to have no proper value.
99	Unknown	A proper value is applicable but not known.

Source standards

CIHI, Canada Post, ISO 3166, Natural Resources Canada

Additional information

First, second and third employment refers to the employment, with an employer or in a self-employed arrangement, that is associated with the highest, second-highest and third-highest number of annual earned hours, respectively. When there are fewer than 3 employments, use 98 (*not applicable*) to fill in the remaining entries.

For this data element, information is collected about a provider's primary site of practice **for each employment**. The primary site represents where the provider is directly engaged in an employment associated with their profession for the highest number of hours. When the primary site is not available or there is no fixed location, the employer or business office can be provided as an alternate.

Refer to [Appendix F](#) for a visual illustration of how to capture organization information for a provider's primary site of practice.

Example 1: Mélanie's primary sites of practice for both employments are in Ontario.

Category	Field	Field name	Response
5	66	Primary Site Province/Territory	ON
5	91	Primary Site Province/Territory	ON
5	116	Primary Site Province/Territory	98

Example 2: Josh's employer is located in Alberta.

Category	Field	Field name	Response
5	66	Primary Site Province/Territory	AB
5	91	Primary Site Province/Territory	98
5	116	Primary Site Province/Territory	98

Example 3: Quinn's primary sites of practice for both employments are in Newfoundland and Labrador.

Category	Field	Field name	Response
5	66	Primary Site Province/Territory	NL
5	91	Primary Site Province/Territory	NL
5	116	Primary Site Province/Territory	98

Fields 67, 92, 117: Primary Site Country

Field type

- Core: Yes
- Multiple selection: No

Definition

The country of the provider's primary site of practice at the time of registration or renewal.

Rationale

Enables analysis of the geographic distribution of the workforce. In combination with other data elements, reduces double counting of providers registered in more than one Canadian jurisdiction. Indicates the proportion of the workforce registering and/or living in Canada but employed outside of Canada.

Values and descriptions

Value code	Value label	Value definition
See Appendix C for a full list of valid country codes.		Valid country code.
997	Not collected	Data element is not collected and/or not submitted by the data provider.
998	Not applicable	Data element is known to have no proper value.
999	Unknown	A proper value is applicable but not known.

Source standards

CIHI, ISO 3166, SNOMED CT

Additional information

First, second and third employment refers to the employment, with an employer or in a self-employed arrangement, that is associated with the highest, second-highest and third-highest number of annual earned hours, respectively. When there are fewer than 3 employments, use 998 (*not applicable*) to fill in the remaining entries.

For this data element, information is collected about a provider's primary site of practice **for each employment**. The primary site represents where the provider is directly engaged in an employment associated with their profession for the highest number of hours. When the primary site is not available or there is no fixed location, the employer or business office can be provided as an alternate.

Example 1: Mélanie's primary sites of practice are both in Canada.

Category	Field	Field name	Response
5	67	Primary Site Country	CAN
5	92	Primary Site Country	CAN
5	117	Primary Site Country	998

Example 2: Josh's employer is in Canada.

Category	Field	Field name	Response
5	67	Primary Site Country	CAN
5	92	Primary Site Country	998
5	117	Primary Site Country	998

Example 3: Quinn's primary sites of practice are both in Canada.

Category	Field	Field name	Response
5	67	Primary Site Country	CAN
5	92	Primary Site Country	CAN
5	117	Primary Site Country	998

Appendices

Appendix A

Provider type codes

Value code	Value label
110	Advanced care paramedic
112	Acupuncturist
114	Alternative healer
116	Audiologist
118	Audiology assistant
120	Certified graduate nurse
122	Chiropractor
124	Clinical counsellor
126	Combined lab and X-ray technologist
128	Communicable disease case investigator
130	Counsellor
132	Critical care paramedic
134	Dental assistant
136	Dental hygienist
138	Dental technician
140	Dentist
142	Denturist
144	Emergency medical responder
146	Environmental public health professional
148	Health information management professional
150	Health service executive
152	Homeopath
154	Home support worker
156	Genetic counsellor
158	Kinesiologist
160	Lab technician
162	Licensed practical nurse
164	Marriage and family therapist
166	Medical assistant
168	Medical doctor
170	Medical laboratory technologist

Value code	Value label
172	Medical officer of health
174	Medical physicist
176	Medical radiation technologist
178	Medical resident
180	Naturopath
182	Nuclear medicine technologist
184	Nurse aide/health care aide
186	Nurse practitioner
188	Occupational therapist
190	Occupational therapist assistant
192	Ophthalmic technician
194	Optician
196	Optometrist
198	Orthoptist
200	Orthotist
202	Paramedic practitioner
204	Personal support worker
206	Pharmacist
208	Pharmacy technician
210	Physician assistant
212	Physiotherapist
214	Physiotherapist assistant
216	Podiatrist
218	Primary care paramedic
220	Procedural sedation/anesthesia provider
222	Prosthetist
224	Psychologist
226	Psychotherapist
228	Public health inspector
230	Radiation technologist in magnetic resonance
232	Radiation technologist in radiation
234	Radiation technologist in therapy
236	Recreation therapist
238	Registered acupuncturist
240	Registered clinical social worker
242	Registered dietitian
246	Registered massage therapist
248	Registered midwife

Value code	Value label
250	Registered nurse
252	Registered psychiatric nurse
254	Rehabilitation counsellor
256	Rehabilitation engineer
258	Respiratory therapist
260	Social worker
262	Speech–language pathologist
264	Speech therapist
266	Therapy assistant

Source

Canadian Institute for Health Information. [CIHI Reference Data Model Toolkit](#). 2021.

Appendix B

Canadian province/territory codes

Value code	Value label
NL	Newfoundland and Labrador
PE	Prince Edward Island
NS	Nova Scotia
NB	New Brunswick
QC	Quebec
ON	Ontario
MB	Manitoba
SK	Saskatchewan
AB	Alberta
BC	British Columbia
YT	Yukon
NT	Northwest Territories
NU	Nunavut

Source

Canadian Institute for Health Information. [CIHI Reference Data Model Toolkit](#). 2021.

Appendix C

Country codes

Value code	Value label
AFG	Afghanistan
ALA	Åland Islands
ALB	Albania
DZA	Algeria
ASM	American Samoa
AND	Andorra
AGO	Angola
AIA	Anguilla
ATA	Antarctica
ATG	Antigua and Barbuda
ARG	Argentina
ARN	Armenia
ABQ	Aruba
AUS	Australia
AUT	Austria
AZE	Azerbaijan
BHS	Bahamas
BHR	Bahrain
BGD	Bangladesh
BRB	Barbados
BLR	Belarus
BEL	Belgium
BLZ	Belize
BEN	Benin
BMU	Bermuda
BTN	Bhutan
BOL	Bolivia
BES	Bonaire, Sint Eustatius and Saba
BIH	Bosnia and Herzegovina
BWA	Botswana
BVT	Bouvet Island
BRA	Brazil
IOT	British Indian Ocean Territory
BRN	Brunei Darussalam

Value code	Value label
BGR	Bulgaria
BFA	Burkina Faso
MMR	Burma (Myanmar)
BDI	Burundi
CPV	Cabo Verde
KHM	Cambodia
CMR	Cameroon
CAN	Canada
CYM	Cayman Islands
CAF	Central African Republic
TCD	Chad
CHL	Chile
CHN	China
CXR	Christmas Island
CCK	Cocos (Keeling) Islands
COL	Colombia
COM	Comoros
COD	Congo, Democratic Republic of the
COG	Congo, Republic of the
COK	Cook Islands
CRI	Costa Rica
CIV	Côte d'Ivoire
HRV	Croatia
CUB	Cuba
CUW	Curaçao
CYP	Cyprus
CZE	Czechia
DNK	Denmark
DJI	Djibouti
DMA	Dominica
DOM	Dominican Republic
ECU	Ecuador
EGY	Egypt
SLV	El Salvador
GNQ	Equatorial Guinea
ERI	Eritrea
EST	Estonia
ETH	Ethiopia

Value code	Value label
FLK	Falkland Islands (Malvinas)
FRO	Faroe Islands
FJI	Fiji
FIN	Finland
FRA	France
GUF	French Guiana
PYF	French Polynesia
ATF	French Southern Territories
GAB	Gabon
GMB	Gambia
GEO	Georgia
DEU	Germany
GHA	Ghana
GIB	Gibraltar
GRC	Greece
GRL	Greenland
GRD	Grenada
GLP	Guadeloupe
GUM	Guam
GTM	Guatemala
GGY	Guernsey
GIN	Guinea
GNB	Guinea-Bissau
GUY	Guyana
HTI	Haiti
HMD	Heard Island and McDonald Islands
VAT	Holy See (Vatican City State)
HND	Honduras
HKG	Hong Kong
HUN	Hungary
ISL	Iceland
IND	India
IDN	Indonesia
IRN	Iran
IRQ	Iraq
IRL	Ireland
IMN	Isle of Man
ISR	Israel

Value code	Value label
ITA	Italy
JAM	Jamaica
JPN	Japan
JEY	Jersey
JOR	Jordan
KAZ	Kazakhstan
KEN	Kenya
KIR	Kiribati
PRK	Korea, North
KOR	Korea, South
XKO	Kosovo
KWT	Kuwait
KGZ	Kyrgyzstan
LAO	Laos
LVA	Latvia
LBN	Lebanon
LSO	Lesotho
LBR	Liberia
LBY	Libya
LIE	Liechtenstein
LTU	Lithuania
LUX	Luxembourg
MAC	Macao
MKD	Macedonia, Republic of
MDG	Madagascar
MWI	Malawi
MYS	Malaysia
MDV	Maldives
MLI	Mali
MLT	Malta
MHL	Marshall Islands
MTQ	Martinique
MRT	Mauritania
MUS	Mauritius
MYT	Mayotte
MEX	Mexico
FSM	Micronesia, Federated States of
MDA	Moldova

Value code	Value label
MCO	Monaco
MNG	Mongolia
MNE	Montenegro
MSR	Montserrat
MAR	Morocco
MOZ	Mozambique
NAM	Namibia
NRU	Nauru
NPL	Nepal
NLD	Netherlands
NCL	New Caledonia
NZL	New Zealand
NIC	Nicaragua
NER	Niger
NGA	Nigeria
NIU	Niue
NFK	Norfolk Island
MNP	Northern Mariana Islands
NOR	Norway
OMN	Oman
PAK	Pakistan
PLW	Palau
PAN	Panama
PNG	Papua New Guinea
PRY	Paraguay
PER	Peru
PHL	Philippines
PCN	Pitcairn
POL	Poland
PRT	Portugal
PRI	Puerto Rico
QAT	Qatar
REU	Réunion
ROU	Romania
RUS	Russian Federation
RWA	Rwanda
BLM	Saint Barthélemy
SHN	Saint Helena

Value code	Value label
KNA	Saint Kitts and Nevis
LCA	Saint Lucia
MAF	Saint Martin (French part)
SPM	Saint Pierre and Miquelon
VCT	Saint Vincent and the Grenadines
WSM	Samoa
SMR	San Marino
STP	Sao Tome and Principe
XSQ	Sark
SAU	Saudi Arabia
SEN	Senegal
SRB	Serbia
SYC	Seychelles
SLE	Sierra Leone
SGP	Singapore
SXM	Sint Maarten (Dutch part)
SVK	Slovakia
SVN	Slovenia
SLB	Solomon Islands
SOM	Somalia
ZAF	South Africa, Republic of
SGS	South Georgia and the South Sandwich Islands
SSD	South Sudan
ESP	Spain
LKA	Sri Lanka
SDN	Sudan
SUR	Suriname
SJM	Svalbard and Jan Mayen
SWZ	Swaziland
SWE	Sweden
CHE	Switzerland
SYR	Syria
TWN	Taiwan
TJK	Tajikistan
TZA	Tanzania
THA	Thailand
TLS	Timor-Leste
TGO	Togo

Value code	Value label
TKL	Tokelau
TON	Tonga
TTO	Trinidad and Tobago
TUN	Tunisia
TUR	Turkey
TKM	Turkmenistan
TCA	Turks and Caicos Islands
TUV	Tuvalu
UGA	Uganda
UKR	Ukraine
ARE	United Arab Emirates
GBR	United Kingdom
USA	United States
UMI	United States Minor Outlying Islands
URY	Uruguay
UZB	Uzbekistan
VUT	Vanuatu
VEN	Venezuela
VNM	Viet Nam
VGB	Virgin Islands, British
VIR	Virgin Islands, United States
WLF	Wallis and Futuna
PSE	West Bank and Gaza Strip (Palestine)
ESH	Western Sahara*
YEM	Yemen
ZMB	Zambia
ZWE	Zimbabwe

Note

* Provisional name.

Source

Canadian Institute for Health Information. [CIHI Reference Data Model Toolkit](#). 2021.

Appendix D

Language codes

Value code	Value label
afr	Afrikaans
aka	Akan
sqi	Albanian
alq	Algonquin
ase	American Sign Language
amh	Amharic
ara	Arabic
hye	Armenian
aii	Assyrian, Neo-Aramaic
atj	Atikamekw
aze	Azerbaijani
bcr	Babine
bam	Bambara
bea	Beaver
bel	Belarusian
ben	Bengali
bik	Bikol
byn	Bilin
bos	Bosnian
bul	Bulgarian
mya	Burmese
yue	Cantonese, Chinese, Yue
crx	Carrier
cat	Catalan
cay	Cayuga
ceb	Cebuano
cld	Chaldean, Neo-Aramaic
clc	Chilcotin
zho	Chinese
hak	Chinese, Hakka
cmn	Chinese, Mandarin
mnp	Chinese, Min Bei
cdo	Chinese, Min Dong
nan	Chinese, Min Nan

Value code	Value label
czo	Chinese, Min Zhong
cpx	Chinese, Pu-Xian
wuu	Chinese, Wu
chp	Chipewyan, Dene Suline
coo	Comox
cre	Cree
crm	Cree, Moose
crl	Cree, Northern East
crk	Cree, Plains
crj	Cree, Southern East
csw	Cree, Swampy
cwd	Cree, Woods
hrv	Croatian
ces	Czech
dak	Dakota
dan	Danish
prs	Dari
din	Dinka
nld	Dutch
bin	Edo
eng	English
est	Estonian
ewe	Ewe
fij	Fijian
fin	Finnish
fra	French
fry	Frisian, Western
gaa	Ga
gla	Gaelic, Scottish
lug	Ganda
kat	Georgian
deu	German
git	Gitxsan
ell	Greek, Modern (1453–)
guj	Gujarati
gwi	Gwich'in
hai	Haida
has	Haisla

Value code	Value label
hat	Haitian
hur	Halkomelem
haa	Han
har	Harari
heb	Hebrew
hei	Heiltsuk
hil	Hiligaynon
hin	Hindi
hun	Hungarian
isl	Icelandic
ibo	Igbo
ilo	Iloko
moe	Innu, Montagnais
ikt	Inuinnaqtun
iku	Inuktitut
ita	Italian
jpn	Japanese
kab	Kabyle
kan	Kannada
kas	Kashmiri
kkz	Kaska
khm	Khmer
kin	Kinyarwanda
kok	Konkani (macro language)
kor	Korean
kur	Kurdish
kut	Kutenai
kwk	Kwakiutl
lao	Lao
lav	Latvian
lil	Lillooet
lin	Lingala
lit	Lithuanian
mkd	Macedonian
mlg	Malagasy
msa	Malay (macro language)
mal	Malayalam
pqm	Malecite-Passamaquoddy
mlt	Maltese

Value code	Value label
mar	Marathi
crg	Michif
mic	Micmac
moh	Mohawk
mon	Mongolian
nsk	Naskapi
npi	Nepali (individual language)
ncg	Nisga'a
nor	Norwegian
nuk	Nuu-chah-nulth
oji	Ojibwa
ojs	Ojibwa, Severn
oka	Okanagan
one	Oneida
ori	Oriya (macro language)
orm	Oromo
otw	Ottawa
pam	Pampanga
pag	Pangasinan
pan	Panjabi, Punjabi
pus	Pashto
fas	Persian
pol	Polish
por	Portuguese
fuf	Pular
fcs	Quebec Sign Language
ron	Romanian
run	Rundi
rus	Russian
str	Salish, Straits
srs	Sarsi
ojw	Saulteaux
sek	Sekani
srp	Serbian
hbs	Serbo-Croatian
sna	Shona
shs	Shuswap
bla	Siksika
snd	Sindhi

Value code	Value label
sin	Sinhala
den	Slave (Athapascan)
scs	Slavey, North
xsl	Slavey, South
slk	Slovak
slv	Slovenian
som	Somali
spa	Spanish
squ	Squamish
sto	Stoney
swa	Swahili (macro language)
swe	Swedish
tgl	Tagalog
tht	Tahltan
tam	Tamil
tel	Telugu
tha	Thai
thp	Thompson
tir	Tigrinya
dgr	Tlicho
tli	Tlingit
tsi	Tsimshian
tur	Turkish
ttm	Tutchone, Northern
tce	Tutchone, Southern
twi	Twi
ukr	Ukrainian
urd	Urdu
uig	Uyghur
uzb	Uzbek
vie	Vietnamese
vls	Vlaams
war	Waray (Philippines)
cym	Welsh
wol	Wolof
yid	Yiddish
yor	Yoruba

Source

Canadian Institute for Health Information. [CIHI Reference Data Model Toolkit](#). 2021.

Appendix E

Post-secondary Canadian education institution codes

Value code	Value label
10001000	Memorial University of Newfoundland — Parent Institution
10001001	Memorial University of Newfoundland, St. John's Campus
10001002	Memorial University of Newfoundland, Sir Wilfred Grenfell Campus
10001005	Memorial University of Newfoundland, Off Campus Centres
10001006	Memorial University of Newfoundland, Marine Institute
10020000	College of the North Atlantic — Parent Institution
10020001	College of the North Atlantic, Happy Valley–Goose Bay Campus
10020002	College of the North Atlantic, Labrador West Campus
10020003	College of the North Atlantic, Corner Brook Campus
10020004	College of the North Atlantic, Saint Anthony Campus
10020005	College of the North Atlantic, Bay St. George Campus
10020006	College of the North Atlantic, Port Aux Basques Campus
10020008	College of the North Atlantic, Baie Verte Campus
10020009	College of the North Atlantic, Grand Falls–Windsor Campus
10020010	College of the North Atlantic, Gander Campus
10020011	College of the North Atlantic, Clarenville Campus
10020012	College of the North Atlantic, Bonavista Campus
10020013	College of the North Atlantic, Burin Campus
10020014	College of the North Atlantic, Carbonear Campus
10020015	College of the North Atlantic, Placentia Campus
10020016	College of the North Atlantic, Prince Philip Drive Campus
10020017	College of the North Atlantic, Engineering Technology, Ridge Road Campus
10020018	College of the North Atlantic, Seal Cove Campus
10020019	College of the North Atlantic, Topsail Road Campus
10020020	College of the North Atlantic, District 7
11001000	University of Prince Edward Island
11011000	Holland College — Parent Institution
11011001	Holland College, Charlottetown Centre
11011002	Holland College, PEI Institute of Adult & Community Education
11011003	Holland College, Atlantic Tourism and Hospitality Institute
11011004	Holland College, Montague Centre
11011005	Holland College, Summerside Centre
11011006	Holland College, Harbourside Centre
11011007	Holland College, Royalty Centre

Value code	Value label
11011008	Holland College, Technology Centre
11011009	Holland College, West Prince Centre
11011010	Holland College, Justice Institute of Canada
11011013	Holland College, Marine Centre
11011014	Holland College, Aerospace & Industrial Technology Centre
11011015	Holland College, Souris Centre
11011016	Holland College, Montgomery Hall
11011017	Holland College, Georgetown Centre
11011018	Holland College, Dalton Centre
11011019	Holland College, Atlantic Welding and Fabrication Centre
11011099	Holland College, Off-Site Campuses
11014000	Collège de l'Île
12001000	Acadia University — Parent Institution
12001001	Acadia University
12001002	Acadia Divinity College
12002000	Atlantic School of Theology
12003000	Cape Breton University
12004000	Dalhousie University
12005000	University of King's College
12006000	Mount St. Vincent University
12007000	Nova Scotia Agricultural College
12008000	NSCAD University
12010000	Université Sainte-Anne — Parent Institution
12010001	Université Sainte-Anne, Pointe-de-l'Église (siège social)
12010002	Université Sainte-Anne, campus de Halifax
12010003	Université Sainte-Anne, campus de La Butte
12010004	Université Sainte-Anne, campus du Petit-de-Grat
12010005	Université Sainte-Anne, campus de Saint-Joseph-du-Moine
12010006	Université Sainte-Anne, campus de Tusket
12010007	Université Sainte-Anne, campus de Wellington
12011000	St. Francis Xavier University — Parent Institution
12011001	St. Francis Xavier University
12012000	Saint Mary's University
12022000	Nova Scotia Community Colleges (NSCC) — Parent Institution
12022001	Nova Scotia Community College, Lunenburg Campus
12022002	Nova Scotia Community College, Akerly Campus
12022003	Nova Scotia Community College, Halifax Campus
12022004	Nova Scotia Community College, Annapolis Valley Campus

Value code	Value label
12022005	Nova Scotia Community College, Strait Area Campus
12022006	Nova Scotia Community College, Shelburne Campus
12022007	Nova Scotia Community College, Cumberland Campus
12022008	Nova Scotia Community College, Pictou Campus
12022009	Nova Scotia Community College, Marconi Campus
12022010	Nova Scotia Community College, Kingstec Campus
12022011	Nova Scotia Community College, Burridge Campus
12022012	Nova Scotia Community College, Institute of Technology Campus
12022013	Nova Scotia Community College, College of Geographic Sciences
12022014	Nova Scotia Community College, Truro Campus
12022015	Nova Scotia Community College, Adult Vocational Training Campus — Dartmouth
12022016	Nova Scotia Community College, Adult Vocational Training Campus — Cape Breton
12022017	Nova Scotia Community College, Colchester Campus
12022018	Nova Scotia Community College, Sydney Campus
12022019	Nova Scotia Community College, Hants Campus
12022020	Nova Scotia Community College, Strait Area Campus, Nautical Institute
12022021	Nova Scotia Community College, Waterfront Campus
12022022	Nova Scotia Community College, Virtual Campus
12022023	Nova Scotia Community College, Strait Area Campus, School of Fisheries
13002000	Mount Allison University
13003000	University of New Brunswick — Parent Institution
13003001	University of New Brunswick, Fredericton Campus
13003002	University of New Brunswick, Saint John Campus
13004000	Université de Moncton — Parent Institution
13004001	Université de Moncton, Campus de Moncton
13004002	Université de Moncton, Campus de Shippagan
13004003	Université de Moncton, Campus d'Edmundston
13005000	St. Thomas University
13016000	Maritime College of Forest Technology — Parent Institution
13016001	Maritime College of Forest Technology, Fredericton Campus
13016002	Collège de technologie forestière des Maritimes, Campus de Bathurst
13018000	New Brunswick Community College — Parent Institution
13018001	New Brunswick Community College, Fredericton Campus
13018002	New Brunswick Community College, Edmundston Campus
13018003	New Brunswick Community College, Bathurst Campus
13018004	New Brunswick Community College, Campbellton Campus
13018005	New Brunswick Community College, Moncton Campus
13018006	New Brunswick Community College, Saint John Campus

Value code	Value label
13018007	New Brunswick Community College, St. Andrew Campus
13018008	New Brunswick Community College, Woodstock Campus
13018009	New Brunswick Community College, Miramichi Campus
13018010	New Brunswick Community College, Dieppe Campus
13018011	New Brunswick Community College, Peninsule Acadienne
13029000	Collège Communautaire du Nouveau-Brunswick — Parent Institution
13029001	Collège Communautaire du Nouveau-Brunswick, Campus de Dieppe
13029002	Collège Communautaire du Nouveau-Brunswick, Campus de Bathurst
13029003	Collège Communautaire du Nouveau-Brunswick, Campus de Campbellton
13029004	Collège Communautaire du Nouveau-Brunswick, Campus d'Edmundston
13029005	Collège Communautaire du Nouveau-Brunswick, Campus de la Péninsule-Acadienne
13030000	New Brunswick College of Craft and Design — Parent Institution
24001000	Université Bishop's — Parent Institution
24001001	Université Bishop's
24002000	Université McGill — Parent Institution
24002001	Université McGill
24002005	McDonald College — Université McGill
24003000	Université de Montréal — Parent Institution
24003001	Université de Montréal
24003002	École Polytechnique de Montréal
24003003	École des hautes études commerciales de Montréal
24005000	Université Laval
24006000	Université de Sherbrooke
24007000	Université Concordia
24008000	Université du Québec à Chicoutimi
24009000	Université du Québec à Montréal
24010000	Université du Québec en Abitibi-Témiscamingue
24011000	Université du Québec à Trois-Rivières
24012000	Université du Québec en Outaouais
24013000	École nationale d'administration publique — Parent Institution
24013001	École nationale d'administration publique, Québec
24013002	École nationale d'administration publique, Gatineau
24013003	École nationale d'administration publique, Montréal
24013004	École nationale d'administration publique, Saguenay
24014000	Institut national de la recherche scientifique
24015000	Université du Québec à Rimouski
24016000	École de technologie supérieure
24017000	Télé-université

Value code	Value label
24020000	CÉGEP de l'Abitibi-Témiscamingue
24021000	CÉGEP d'Ahuntsic
24022000	CÉGEP André-Laurendeau
24023000	CÉGEP de Bois-de-Boulogne
24024000	CÉGEP de Chicoutimi
24025000	Dawson College
24026000	CÉGEP de Drummondville
24027000	CÉGEP Édouard-Montpetit
24028000	CÉGEP François-Xavier-Garneau
24029000	CÉGEP de la Gaspésie et des Îles
24030000	CÉGEP de Granby-Haute-Yamaska
24031000	CÉGEP de Baie Comeau
24032000	CÉGEP John Abbott
24033000	CÉGEP régional de Lanaudière à Joliette
24034000	CÉGEP de Jonquière
24035000	CÉGEP de La Pocatière
24036000	Champlain Regional College — Parent Institution
24036001	Champlain Regional College, Campus Saint-Lambert-Longueil
24036002	Champlain Regional College, Campus Saint-Lawrence
24036003	Champlain Regional College, Campus Lennoxville
24037000	CÉGEP de Lévis-Lauzon
24038000	CÉGEP Limoilou
24039000	CÉGEP Lionel Groulx
24040000	CÉGEP de Maisonneuve
24041000	CÉGEP de Matane
24042000	CÉGEP Montmorency
24043000	CÉGEP de l'Outaouais
24044000	CÉGEP de Thetford
24045000	CÉGEP de Rimouski
24046000	CÉGEP de Rivière-du-Loup
24047000	CÉGEP de Rosemont
24048000	CÉGEP de Sainte-Foy
24049000	CÉGEP de Saint-Félicien
24050000	CÉGEP de St-Hyacinthe
24051000	CÉGEP Saint-Jean-sur-Richelieu
24052000	CÉGEP de Saint-Jérôme
24053000	CÉGEP de Saint-Laurent
24054000	CÉGEP de Sept-Îles

Value code	Value label
24055000	CÉGEP Shawinigan
24056000	CÉGEP de Sherbrooke
24057000	CÉGEP de Sorel-Tracy
24058000	CÉGEP de Trois-Rivières
24059000	CÉGEP de Valleyfield
24060000	Vanier College
24061000	CÉGEP de Victoriaville
24062000	CÉGEP du Vieux-Montréal
24063000	CÉGEP Beauce-Appalaches
24064000	Collège Héritage / Heritage College
24065000	CÉGEP Marie-Victorin
24068000	Collège international des Marcellines
24070000	Collège Centennial
24071000	Collège Ellis, campus de Drummondville
24072000	Collège André-Grasset (1973) Inc.
24074000	Collège Bart (1975)
24077000	École de Musique Vincent d'Indy
24079000	Collège Français
24080000	Institut Teccart (2003)
24081000	Collège Jean-de-Brébeuf
24082000	Collège Laflèche
24083000	Collège LaSalle
24084000	Le petit séminaire de Québec
24087000	Collège Marianopolis
24089000	Collège Mérici
24090000	Campus Notre-Dame-de-Foy
24092000	Collège O'Sullivan de Québec Inc.
24093000	Collège Nouvelles Frontières
24094000	Séminaire de Sherbrooke
24127000	Collège international Marie de France
24128000	Collège Stanislas Inc.
24136000	Institut de tourisme et d'hôtellerie du Québec
24143000	Collège Ellis, campus de Trois-Rivières
24160000	Collège O'Sullivan de Montréal Inc.
24400000	Collège d'Alma
24410000	CÉGEP Gérald-Godin
24659000	École nationale de Cirque
24700000	CÉGEP régional de Lanaudière à l'Assomption

Value code	Value label
24715000	École de sténographie judiciaire du Québec
24716000	CÉGEP régional de Lanaudière à Terrebonne
24724000	Collège TAV
24725000	Collégial international Sainte-Anne
35001000	Brock University — Parent Institution
35001001	Brock University
35001002	Brock College of Education
35001003	Concordia Lutheran Theological College
35001004	Brock University, Hamilton Campus
35002000	Carleton University — Parent Institution
35002001	Carleton University
35002002	Dominican University College
35003000	Collège universitaire dominicain (de philosophie et de théologie) — Parent Institution
35003001	Collège universitaire dominicain (de philosophie et de théologie)
35003002	Institut de pastorale du collège dominicain (Montréal)
35004000	University of Guelph — Parent Institution
35004001	University of Guelph
35004003	University of Guelph, Ridgetown College
35004004	University of Guelph, Campus d'Alfred
35004005	University of Guelph, Humber Campus
35004006	Guelph Off-Campus Centres
35005000	Lakehead University — Parent Institution
35005001	Lakehead University
35005002	Lakehead School of Nursing
35005003	Lakehead University, Orillia Campus
35006000	Laurentian University — Parent Institution
35006001	Laurentian University
35006003	Université de Hearst
35006004	Huntington University College
35006005	University of Sudbury
35006006	Thorneloe University
35006007	Laurentian University, Off-Campus Centres
35006008	Laurentian University, Barrie Campus
35007000	McMaster University — Parent Institution
35007001	McMaster University
35007002	McMaster Divinity College
35007003	McMaster University, Conestoga (Nursing)
35007004	McMaster University, Mohawk (Nursing)

Value code	Value label
35008000	Nipissing University — Parent Institution
35008001	Nipissing University
35008002	Nipissing University, Brantford Campus
35008003	Nipissing University, Bracebridge Campus
35009000	Tyndale College — Parent Institution
35009001	Tyndale Bible College
35009002	Tyndale Seminary
35010000	Université d'Ottawa — Parent Institution
35010001	Université d'Ottawa
35010002	Université Saint-Paul
35010003	Saint Augustine Seminary
35010004	University of Ottawa / Université d'Ottawa, Toronto (Glendon) Campus
35010005	University of Ottawa / Université d'Ottawa, Windsor Campus
35011000	Queen's University — Parent Institution
35011001	Queen's University
35011002	Queen's Theological College
35012000	Redeemer University College
35014000	Ryerson University — Parent Institution
35014001	Ryerson University
35015000	University of Toronto — Parent Institution
35015001	University of Toronto
35015002	University of Toronto, Scarborough
35015003	University of Toronto, Mississauga
35015004	St. Augustine's Seminary
35015005	University of St. Michael's College
35015006	University of Trinity College
35015007	Victoria University
35015008	Knox College
35015009	Wycliffe College
35015010	Emmanuel College
35015011	Regis College
35015012	University College
35015013	Ontario Institute for Studies in Education
35015014	Toronto School of Theology
35016000	Trent University — Parent Institution
35016001	Trent University
35016002	Trent University at Durham College/UOIT
35017000	University of Waterloo — Parent Institution

Value code	Value label
35017001	University of Waterloo
35017002	St. Jerome's University
35017003	Renison College
35017004	Conrad Grebel University College
35017005	St. Paul's United College
35017006	University of Waterloo, Kitchener Campus
35017007	University of Waterloo, Cambridge Campus
35017008	University of Waterloo, Stratford Campus
35018000	University of Western Ontario — Parent Institution
35018001	University of Western Ontario
35018002	Brescia University College
35018003	Huron University College
35018004	King's University College
35018005	University of Western Ontario, Hong Kong Campus
35018006	University of Western Ontario, Beijing Campus
35019000	Wilfrid Laurier University — Parent Institution
35019001	Wilfrid Laurier University
35019002	Martin Luther University College
35019003	Wilfrid Laurier University, Brantford Campus
35019004	Wilfrid Laurier University, Kitchener Campus
35020000	University of Windsor — Parent Institution
35020001	University of Windsor
35020002	Assumption University
35020003	Canterbury College
35020004	Iona College
35021000	York University — Parent Institution
35021001	York University
35021002	Atkinson College
35021003	Glendon College
35021004	Lakeshore Teacher's College
35021006	York University (off-shore)
35021007	York University, India Campus
35022000	Ontario College of Art & Design — Parent Institution
35022001	Ontario College of Art & Design
35023000	University of Ontario Institute of Technology — Parent Institution
35023001	University of Ontario Institute of Technology
35024000	Algoma University — Parent Institution
35024001	Algoma University

Value code	Value label
35024002	Algoma University, Brampton Campus
35024003	Algoma University, Timmins Campus
35043000	Collège Boréal d'art appliqués et de technologie — Parent Institution
35043001	Collège Boréal d'art appliqués et de technologie, Campus de Hearst
35043002	Collège Boréal d'art appliqués et de technologie, Campus de Kapuskasing
35043003	Collège Boréal d'art appliqués et de technologie, Campus de New Liskeard
35043004	Collège Boréal d'art appliqués et de technologie, Campus de Nipissing
35043005	Collège Boréal d'art appliqués et de technologie, Campus de Timmins
35043006	Collège Boréal d'art appliqués et de technologie, Campus d'Elliot Lake
35043007	Collège Boréal d'art appliqués et de technologie, Campus de Toronto
35043008	Collège Boréal d'art appliqués et de technologie, Campus d'Alfred
35045000	La Cité Collégiale — Parent Institution
35045001	La Cité Collégiale, Campus d'Ottawa
35045002	La Cité Collégiale, Campus de Hawkesbury
35045003	La Cité Collégiale, Campus de Cornwall
35046000	Algonquin College of Applied Arts and Technology
35047000	Cambrian College of Applied Arts and Technology
35048000	Centennial College of Applied Arts and Technology
35051000	Conestoga College Institute of Technology and Advanced Learning
35052000	Confederation College of Applied Arts and Technology
35053000	Durham College of Applied Arts and Technology
35054000	Fanshawe College of Applied Arts and Technology
35055000	George Brown College of Applied Arts and Technology
35056000	Georgian College of Applied Arts and Technology
35057000	Loyalist College of Applied Arts and Technology
35058000	Mohawk College of Applied Arts and Technology
35059000	Niagara College of Applied Arts and Technology
35061000	Lambton College of Applied Arts and Technology
35062000	Humber College Institute of Technology and Advanced Learning
35063000	Northern College of Applied Arts and Technology — Parent Institution
35063001	Northern College of Applied Arts and Technology
35063002	Northern College of Applied Arts and Technology, Porcupine Site
35063003	Northern College of Applied Arts and Technology, Haileybury School of Mines Campus
35063004	Northern College of Applied Arts and Technology, James Bay Education Centre
35063005	Northern College of Applied Arts and Technology, Kapuskasing Campus
35063006	Northern College of Applied Arts and Technology, Kirkland Lake Campus
35064000	St. Clair College of Applied Arts and Technology
35065000	St. Lawrence College of Applied Arts and Technology — Parent Institution

Value code	Value label
35065001	St. Lawrence College of Applied Arts and Technology, Brockville Campus
35065002	St. Lawrence College of Applied Arts and Technology, Cornwall Campus
35066000	Sault College of Applied Arts and Technology — Parent Institution
35067000	Seneca College of Applied Arts and Technology
35068000	Sheridan College of Applied Arts and Technology
35069000	Fleming College of Applied Arts and Technology
35073000	Canadore College of Applied Arts and Technology
35089000	Northern Ontario School of Medicine — Parent Institution
35089001	Northern Ontario School of Medicine, Main Campus
35089002	Northern Ontario School of Medicine, East Campus
35089003	Northern Ontario School of Medicine, West Campus
35102000	Ridgetown College
35103000	Collège d'Alfred
46001000	Brandon University
46002000	Canadian Mennonite University — Parent Institution
46002001	Concord College
46002002	Menno Simons College
46002003	Canadian Mennonite Bible College
46003000	William and Catherine Booth University College
46005000	University of Manitoba — Parent Institution
46005001	University of Manitoba
46005002	Université de Saint-Boniface
46005003	Saint Andrew's College, University of Manitoba
46005004	St. John's College, University of Manitoba
46005005	Saint Paul's College, University of Manitoba
46006000	University of Winnipeg — Parent Institution
46006001	University of Winnipeg
46009000	Providence University College and Seminary
46010000	Steinbach Bible College
46016000	Assiniboine Community College
46017000	Red River College — Parent Institution
46017001	Red River College, Notre Dame Campus
46017004	Red River College, Stevenson Aviation and Aerospace Training Centre, Winnipeg Campus
46017005	Red River College, Gimli Campus
46017006	Red River College, Portage Campus
46017007	Red River College, Roblin Centre
46017009	Red River College, Steinbach Campus
46017010	Red River College, Winkler Campus

Value code	Value label
46017011	Red River College, Language Training Centre
46017012	Red River College, Aviation and Aerospace Training Centre, Southport
46018000	University College of the North
46018001	University College of the North, The Pas Campus
46018002	University College of the North, Thompson Campus
46018010	University College of the North, Churchill Regional Centre
46018011	University College of the North, Flin Flon Regional Centre
46018012	University College of the North, Swan River Regional Centre
46018013	University College of the North, Pimicikamak (Cross Lake) Regional Centre
46018014	University College of the North, Nisichawayasihk (Nelson House) Regional Centre
46018015	University College of the North, Norway House Cree Nation
46018016	University College of the North, Tataskweyak (Split Lake) Regional Centre
46018017	University College of the North, Chemawawin (Easterville) Regional Centre
46018018	University College of the North, Mathias Colomb Cree Nation (Pukatawagan) Regional Centre
46018019	University College of the North, St. Theresa Point Regional Centre
46018020	University College of the North, Misipawistik (Grand Rapids) Regional Centre
46018021	University College of the North, Bunibonibee (Oxford House) Regional Centre
46021000	Manitoba Institute of Trades and Technology (MITT)
46023000	L'École Technique et Professionnelle
47004000	University of Regina — Parent Institution
47004001	University of Regina
47004002	Campion College
47004003	Luther College
47004004	First Nations University of Canada
47005000	University of Saskatchewan — Parent Institution
47005001	University of Saskatchewan
47005005	St. Thomas More College
47005007	Saint Peter's College
47005010	Gabriel Dumont Institute of Native Studies and Applied Research Inc.
47015000	Saskatchewan Polytechnic — Parent Institution
47015002	Saskatchewan Polytechnic, Woodland Campus
47015004	Saskatchewan Polytechnic, Palliser Campus
47015005	Saskatchewan Polytechnic, Wascana Campus
47015007	Saskatchewan Polytechnic, Kelsey Campus
47017000	Carlton Trail Regional College
47018000	Cumberland Regional College
47019000	Cypress Hills Regional College
47020000	North West Regional College

Value code	Value label
47021000	Parkland Regional College
47022000	Prairie West Regional College
47023000	Saskatchewan Indian Institute of Technology
47025000	Southeast Regional College
47026000	Northlands College
47030000	Great Plains College
47031000	College of Emmanuel and St. Chad
47032000	Lutheran Theological Seminary
47033000	St. Andrew's College
47034000	Horizon College & Seminary
47035000	Briercrest College
47036000	Dumont Technical Institute
48001000	University of Alberta — Parent Institution
48001001	University of Alberta
48001002	University of Alberta, Campus Saint-Jean
48001003	University of Alberta, St. Joseph's College
48001004	St. Stephen's Theological College
48001008	Augustana Faculty of the U of A
48002000	Athabasca University
48005000	University of Calgary
48007000	Burman University
48008000	Concordia University College of Edmonton
48009000	University of Lethbridge
48010000	Newman Theological College
48011000	The King's University
48013000	St. Mary's University
48014000	Ambrose University
48015000	Grant MacEwan University
48016000	Mount Royal University
48017000	Alberta University of the Arts
48022000	Bow Valley College
48023000	Olds College
48024000	Lakeland College
48024002	Lakeland College, Vermilion Campus
48024003	Lakeland College, Lloydminster Campus
48026000	Grande Prairie Regional College
48027000	Lethbridge College
48028000	Medicine Hat College

Value code	Value label
48029000	Mount Royal College
48031000	Keyano College
48032000	Red Deer College
48033000	Northern Alberta Institute of Technology
48033001	Northern Alberta Institute of Technology (NAIT), Fairview Campus
48033002	Northern Alberta Institute of Technology (NAIT), Grande Prairie Campus
48033005	Northern Alberta Institute of Technology (NAIT), Patricia Trades Campus
48033006	Northern Alberta Institute of Technology (NAIT), Peace River Campus
48033007	Northern Alberta Institute of Technology (NAIT), Souch Campus
48033008	Northern Alberta Institute of Technology (NAIT), St. Albert Campus
48034000	Southern Alberta Institute of Technology
48035000	Alberta College of Art and Design
48053000	Taylor University College and Seminary
48146000	NorQuest College
48147000	Northern Lakes College
48148000	Portage College
48149000	Alberta Cancer Board School of Radiation
59001000	University of British Columbia — Parent Institution
59001001	University of British Columbia
59001003	Vancouver School of Theology
59001005	University of British Columbia, Okanagan
59002000	University of Northern British Columbia — Parent Institution
59002001	University of Northern British Columbia, Prince George Campus
59002002	University of Northern British Columbia, Northwest Campus (Terrace)
59002003	University of Northern British Columbia, Peace River–Liard Campus (Fort St. John)
59002004	University of Northern British Columbia, South-Central Campus (Quesnel)
59002005	Wilp Wilxo'oskwhl Nisga'a (WWN)
59005000	Royal Roads University
59007000	Simon Fraser University
59009000	University of Victoria
59020000	Justice Institute of British Columbia
59023000	British Columbia Institute of Technology
59023001	British Columbia Institute of Technology, Burnaby Campus
59023003	British Columbia Institute of Technology, Aerospace and Technology Campus
59023004	British Columbia Institute of Technology, Marine Campus
59023005	British Columbia Institute of Technology, Downtown Campus
59023006	British Columbia Institute of Technology, Kelowna Aerospace Technology Campus
59023007	British Columbia Institute of Technology, Great Northern Way Campus

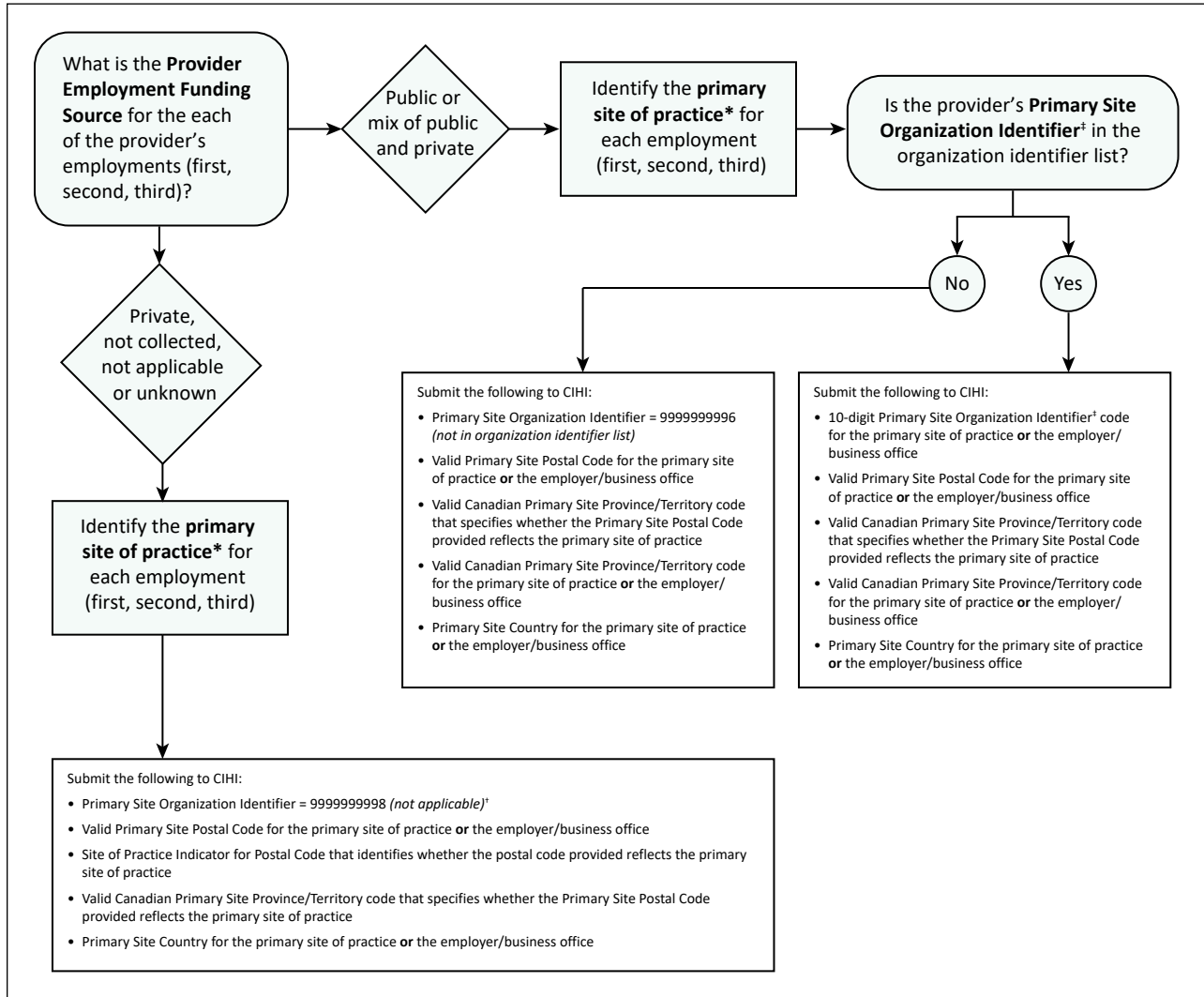
Value code	Value label
59026000	College of New Caledonia
59027000	Douglas College
59031000	Selkirk College
59032000	Vancouver Community College — Parent Institution
59032002	Vancouver Community College, Alberni Centre
59032003	Vancouver Community College, Downtown Campus
59032004	Vancouver Community College, Broadway Campus
59033000	Northern Lights Community College
59034000	Camosun College
59035000	North Island College
59036000	Coast Mountain College
59038000	College of the Rockies
59043000	Nicola Valley Institute of Technology
59044000	Institute of Indigenous Government
59045000	Langara College
59048000	Thompson Rivers University — Parent Institution
59048001	Thompson Rivers University, Kamloops Campus
59048003	Thompson Rivers University, Williams Lake Campus
59048004	Thompson Rivers University, Open Learning
59049000	Capilano University
59050000	Okanagan College
59051000	Vancouver Island University
59052000	Emily Carr University of Art and Design
59053000	Kwantlen Polytechnic University
59054000	University of the Fraser Valley
60001000	Yukon College — Parent Institution
61002000	Aurora College — Parent Institution
61002001	Aurora College, Aurora Campus
61002002	Aurora College, Thebacha Campus
61002003	Aurora College, Yellowknife Campus
62001000	Nunavut Arctic College — Parent Institution
62001001	Nunavut Arctic College, Kivalliq Campus
62001002	Nunavut Arctic College, Kitikmeot Campus
62001003	Nunavut Arctic College, Nunatta Campus
62001004	Nunavut Arctic College, Nunavut Research Institute

Source

Statistics Canada. [PSIS Reporting Documentation 2020–2021](#). 2021.

Appendix F

How to capture Primary Site Organization Identifier information



Notes

* Primary site of practice: The site where the provider is directly engaged in employment associated with their profession for the most hours. When primary site is not available or there is no fixed location, employer or business office can be provided as an alternate.

† Also submit Primary Site Organization Identifier of 9999999998 (*not applicable*) if the funding source is not collected, not applicable or unknown.

‡ Organization identifier: A CIHI-assigned 10-character code that uniquely identifies the primary site of practice for the health care provider.

Appendix G

Text alternative for How to capture Primary Site Organization Identifier information

First, determine the funding source for each of the provider's employments (first, second and third).

If the funding source is *private*, *not collected*, *not applicable* or *unknown*, identify the primary site of practice* for each employment (first, second and third). Once identified, submit the following to CIHI:

- Primary Site Organization Identifier of 9999999998 (*not applicable*)[†]
- A valid Primary Site Postal Code for the primary site of practice or the employer/business office
- Site of Practice Indicator for Postal Code that identifies whether the postal code provided reflects the primary site of practice
- A valid Canadian Primary Site Province/Territory code that specifies whether the Primary Site Postal Code provided reflects the primary site of practice
- The Primary Site Country for the primary site of practice or the employer/business office

If the funding source is public or a mix of public and private, identify the primary site of practice* for each employment (first, second and third).

Next, determine whether the Primary Site Organization Identifier[‡] is on the organization identifier list.

If it is on the list, submit the following to CIHI:

- The 10-digit Primary Site Organization Identifier[‡] code for the primary site of practice or the employer/business office
- A valid Primary Site Postal Code for the primary site of practice or the employer/business office
- A valid Canadian Primary Site Province/Territory code that specifies whether the Primary Site Postal Code provided reflects the primary site of practice
- A valid Canadian Primary Site Province/Territory code for the primary site of practice or the employer/business office
- The Primary Site Country for the primary site of practice or the employer/business office

If it is not on the list, submit the following to CIHI:

- Primary Site Organization Identifier of 9999999996 (*not in organization identifier list*)
- A valid Primary Site Postal Code for the primary site of practice or the employer/business office
- A valid Canadian Primary Site Province/Territory code that specifies whether the Primary Site Postal Code provided reflects the primary site of practice
- A valid Canadian Primary Site Province/Territory code for the primary site of practice or the employer/business office
- The Primary Site Country for the primary site of practice or the employer/business office

Notes

* Primary site of practice: The site where the provider is directly engaged in employment associated with their profession for the most hours. When primary site is not available or there is no fixed location, employer or business office can be provided as an alternate.

† Also submit Primary Site Organization Identifier of 9999999998 (*not applicable*) if the funding source is not collected, not applicable or unknown.

‡ Organization identifier: A CIHI-assigned 10-character code that uniquely identifies the primary site of practice for the health care provider.

**CIHI Ottawa**

495 Richmond Road
Suite 600
Ottawa, Ont.
K2A 4H6
613-241-7860

CIHI Toronto

4110 Yonge Street
Suite 300
Toronto, Ont.
M2P 2B7
416-481-2002

CIHI Victoria

880 Douglas Street
Suite 600
Victoria, B.C.
V8W 2B7
250-220-4100

CIHI Montréal

1010 Sherbrooke Street West
Suite 602
Montréal, Que.
H3A 2R7
514-842-2226

cihi.ca

22650-1022

