GLOSSARY for
LPN Professional Responsibility Form (PRF) Process

Chief Operating Officer (COO)

The Chief Operating Officers, or COOs, are the senior administrators of Local Health Areas. Each Health Authority is divided into a number of smaller Local Health Areas. Names and contact information of each Local Health Area COO are listed on the **BLUE**-coloured sheet in the LPN Professional Responsibility Form information folder.

Chief Nursing Officer (CNO)

The Chief Nursing Officers are the senior nurse leaders in each health authority. They are responsible for the clinical practice of the nurses in their jurisdiction. The union will raise some of the practice issues that emerge from the PRF process – that are resolved at Step 3 – with the CNO.

HEU's Nursing Team Committee

HEU's nursing team committee includes care aides and licensed practical nurses. The committee is elected every two years, and consists of three executive members and four members-at-large.

The nursing team advocates on behalf of LPNs and care aides whenever possible – exchanging valuable information and feedback from various nursing-related functions. Recently, the focus has been on increased education and funding, consistent utilization throughout the province, and more opportunities to sit on various professional nursing committees.

In the future, this committee may expand to include more members of HEU's care team, such as activity aides, etc.

Joint Policy Committee

HEU's nursing team initiated joint policy discussions on care aide and LPN utilization during 2006 bargaining – involving members of the Facilities Bargaining Association (HEU, BCGEU, IUOE and other smaller unions), the health authorities, the Ministry of Health, and the Health Employers Association of British Columbia (HEABC).

These policy discussions resulted in an agreement between the Ministry of Health and the FBA to promote more effective utilization of LPNs and care aides – including increased training opportunities, and having greater input into their clinical practice. The ongoing joint policy discussions will provide an avenue for our nursing team to address concerns related to the Professional Responsibility Forms at a provincial level.

Regional Workload Committee

Workload remains a top concern for health care workers across the province. The health authorities (and Providence Health Care Society), HEABC and the FBA have agreed to meet regionally and then locally to discuss workload problems – such as short-staffing, overtime, sick leave, unfilled vacancies. The workload committee – scheduled to meet at least twice per year – will also be a platform to address LPN workload issues that are not resolved at Step Three of the PRF process.