



BC LPNs united

Which union has LPNs' professional interests at heart?

Who's really committed to the future of our independent profession?

These are questions some LPNs - especially newer members of the profession - have been asking themselves and members of HEU's LPN advisory committee over the course of the BCNU raid.

Looking back, LPNs in B.C. have come a long way since they were almost eliminated from the health care team in the late 80s.

When B.C. was facing an RN shortage in 1990, **HEU pushed for more LPNs**, leading to a hiring boom that continues to this day.

Later in the 90s, recognizing that LPNs had more to offer the health care system, **HEU advocated for expanding LPN utilization**.

As a result, LPNs took on **greater roles in residential and acute care**. By 2002, LPNs had a new full scope benchmark designation.

In 2006, **HEU adopted a strategy to push for greater professional autonomy for LPNs**, that would not only seek greater utilization, but would expand LPN practice in areas where care has traditionally been delivered solely by registered nurses.

Looking forward, **LPNs are poised to reap the benefits** of the work that HEU has championed in the past 20 years.

The regulation governing LPNs under the *Health Professions Act* is now under review for

the first time in 11 years. As part of this review, the provincial government is moving to a "restricted activities" model for LPNs.

This new model would set out particular "restricted" activities LPNs can perform, including those that can be performed independently.

HEU has a solid track record of advocating on behalf of LPNs. And moving forward, **HEU has a clear strategy** for advancing LPNs' professional interests.

And the BCNU?

They don't have a plan to increase LPN utilization, particularly in areas where care is traditionally delivered by an RN.

They can't guarantee LPNs' professional interests will be front-and-centre in an RN-dominated union.

They have remained silent with respect to greater independence and autonomy for LPNs' profession.

Think about it.

There's a lot at stake for LPNs and their professional future.

November 21, 2011

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