

# A Strong LPNs INDEPENDENT Profession



## Revised PRFs reflect new practice standards

In the 2006 round of Facilities bargaining, a priority for LPNs was the establishment of professional responsibility language in the collective agreement.



HEU successfully negotiated this priority, and as a result LPNs can address practice issues through this collective agreement provision.

The PRF language in the collective agreement puts an emphasis on nursing practice conditions, safety of patients, residents and LPNs, and workload.

Since then, we've also succeeded in negotiating professional responsibility language into many private sector collective agreements as well.

The process is nurse-focused and LPN-driven. And since 2006, the union has trained nearly 200 LPNs as PRF stewards.

The PRFs include a copy of LPN Standards of Practice that LPNs can reference when meeting with managers and when filling out the form.

The College of Licensed Practical Nurses of B.C. amended the LPN standards of practice last year, so we've taken the opportunity to revise our PRFs as well.

In that review process we simplified the form and added a mechanism that ensures our provincial office receives a copy in order to better assist and support LPNs who have filed PRFs.

The PRF is a valuable tool that empowers LPNs to take control of their work environments. The new PRFs will be available from your local union executive in the next few weeks.

If you have any questions about the PRF process, please feel free to contact Maire Kirwan by email or at 1-800-663-5813.

You can find the PRF language in the Facilities collective agreement starting on page 200.

### If you can't beat them, raid them?

In 1996, BCNU's Debra McPherson told a union meeting that "there is no room for LPNs in the health care system anymore."\*

The numbers tell a different story. After falling to a 25-year low in 2002, LPN numbers rebounded dramatically.

By 2010, the number of working LPNs had risen by 93 per cent (as compared to just 11 per cent for RNs during the same period).

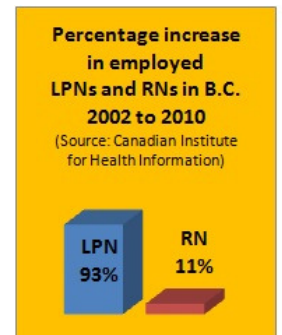
HEU's vocal advocacy for the advancement of LPNs as professional nurses -- during good times and bad -- is working.

We've secured access to education and training and worked with health care decision-makers to expand LPN utilization.

Fifteen years after McPherson's comments, it's clear that BCNU's efforts to restrict the utilization of LPNs failed.

LPNs are here to stay -- and in greater numbers than ever before.

\*BCNU Update magazine (July/August 1996)



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