

Nursing Care



FEBRUARY 12, 2025

Rationale for AUPE Ingoing Proposals

AUPE ingoing proposals have been thoughtfully crafted to address the issues our members experience within the workplace.

- Inequality within AHS
- Benefits
- Hours of Work
- Workload and the Work Environment
- Recruitment and Retention
- Scope of Practice
- Wages

Inequality within AHS



AHS is One Employer



Healthy Albertans.
Healthy Communities.
Together.

Together we
do amazing
things

We do incredible life-changing work every day by serving the health needs of more than four million Albertans.

Vision, Mission, Values & Strategies

Our Vision

Healthy Albertans.
Healthy Communities.
Together.

Healthy Albertans. Healthy Communities. **Together.**

Our Mission

To provide a patient-focused, quality health system that is accessible and sustainable for all Albertans.

Our Values



Our five values – compassion, accountability, **respect**, excellence and safety – are at the heart of everything that we do. They inspire, empower and guide how we **work together** with patients, clients, families and **each other.**

- [Infographic Video](#)
- [We Are AHS Booklet](#)
- [Poster](#)

It may be when a grandmother has a stroke. Or when a teenager breaks a leg. It might be when a new mother learns to breastfeed her newborn. Or when a city faces a natural disaster.

We help people during illness, disease, disaster, trauma, birth, life and death. Much of our work is in hospitals and health centres, but includes the entire spectrum of healthcare.

From health promotion in school classrooms to end-of-life care in a family's

home, we are increasingly taking healthcare into our communities to deliver services and programs where they are most wanted and effective—where people live.

It's a huge task and one we accomplish by also working with families, other healthcare providers, communities, businesses and governments.

In all, AHS is a team of over 130,000 staff, volunteers and physicians dedicated to making a difference in the lives of Albertans.

Our people are at the heart of everything we do. As a whole, we are compassionate, reliable, diverse, caring, warm and professional.

A SHARED PURPOSE

our vision and mission

The AHS vision is:

Healthy Albertans.
Healthy Communities.
Together.

The AHS mission is:

To provide a patient-focused, quality health system that is accessible and sustainable for all Albertans.

Why do we have a vision and mission?

Our vision sets us on a path for the future—it shows where we want to go. It's our hope of what we want to achieve.

Our mission defines our shared purpose (why we exist) and describes how we will work toward our vision.

It gets us excited about where we are going and how we will get there.

By having a vision and a mission, we ensure our workforce of more than 130,000 people works together towards common goals.

WE
Your guide to living our values
ARE
AHS



compassion

We show kindness and empathy for all in our care, and for each other

Three weeks before his son's wedding, Ron Chomyc was admitted to the University of Alberta Hospital. When the Chomyc family and unit staff realized Ron wouldn't live to see the wedding day, they arranged an impromptu wedding in 24 hours.

The unit clerk brought flowers. A resident doctor donated her bridal garter. A nurse made a cake. Others secured donated food, photography and fizzy drinks.

As the ceremony drew near, unit staff flanked the bride as she walked down

a hallway to join her groom at his father's bedside. The hospital chaplain declared the couple husband and wife. And Ron, who listened to the exchange of vows with closed eyes, whispered to his son: "I heard every word and am so happy." Two days later, he died, surrounded by family.

RIGHT THING TO DO

our code of conduct

Principles guide us and help us do the right thing

Our Code of Conduct is based on both rights and responsibilities. It protects and guides everyone who works for or on behalf of AHS. It anchors AHS policies and procedures.

It recognizes:

- The challenges we face
- The high standards expected and needed of us
- The importance of our shared duty to the people we serve.

The Code of Conduct calls for each of us to:

- Treat people with respect, compassion, dignity and fairness
- Be open, honest and loyal
- Act ethically and uphold professional standards
- Take responsibility for our own actions and expect others to do the same
- Respect confidentiality and privacy.

To learn more about the Code of Conduct, visit [Insite](#) or talk to your leader.

Proposals to address inequality within AHS

- AHS Employees all work **together**
- Often doing the same work
- No one's time off is more important than the person working next to them
- No one's health is less important than the person working next to them
- It's the **Right Thing to Do**

AUPE Proposal	Description	UNA Article
12	Hours of Work	7
19.02	On-Call Schedule	9
22.06	Working (or not) Weekends adjacent to Named Holidays	18
23.07	Vacation cancellation	17
24	Benefits	21
27.09	Personal Leave	22
32.03	Layoff Notice	15



Benefits

BENEFITS - ELIGIBILITY

	UNA	AUPE
Waiting period	Coverage begins 1st of month following date of hire	3 months
Min hours to qualify	15/week avg/6 mo for all If less than 15 hrs/week, eligible for Supplemental Health and Dental only	15/wk avg/6mo

DENTAL - BASIC

	UNA	AUPE
Survivor benefits	12 months	not included
Recall exams	1/person/6 months	adult 1/year child 2/year
Bite-wing x-rays	1/person/6 months	adult 1/year child 2/year
Polishing	1 unit/ 6 months	adult/1 year child/6 months
Fluoride	1/person/6 months	child/6 months
Scaling/root planing	18 units/ 1 year	3 units/1 year
Sealing	included	child/1per tooth/5 years
Restorations (fillings)	included	1/tooth surf/2 years max 5
Oral surgery	included	included
Oral surgery exam	included	1/person/5 years
Endodontic exam	1/person/9 months	1/person/5 years
Tissue reconditioning	included	1/denture/2 years

DENTAL – EXTENSIVE, PERIODONTIC

	UNA	AUPE
EXTENSIVE SERVICES		
Gold foil restoration	1/5 years	not included
Bruxism APP, TMJ	1/person/3 years	not included
Implants	1/5 years	not included
Denture adjustments	included	3 months after placement
Denture rebase/reset	1/denture/2 years	5 years after placement
PERIODONTIC SERVICES		
Periodontic exam	1/person/ 1 year	1/person/5 years
Scaling/root planing	max 18 units/person/1 year	max 13 units/person/1 year

PRESCRIPTION DRUGS

	UNA	AUPE
Drug co-insurance	80% or 100% to specified maximums	80% to specified maximums
Dispensing fee cap	n/a	\$7.00
Contraceptive drugs	included, no maximum	\$250/person/five years
Vaccines	Hepatitis A & B and Shingles	\$250/person/year
Sexual dysfunction drugs	included	not included
Weight loss drugs	included	not included
Joint injectable materials	included	not included

VISION

	UNA	AUPE
Eye exams	1/person/year	\$40 per person (19 to 64 years of age)
Vision care max	\$600/person/2 years	\$150/adult/2 years & child/1 year
Laser surgery	included	not included

EXTENDED HEALTH - HOSPITAL, DIABETIC, OTHER

	UNA	AUPE
Extended Health maximum	\$2 million/year	\$1 million/year
Hospital rooms	Current rates	January 2009 rates
Blood test monitor	\$175 max/person/5 years	\$150 max/person/5 years
Insulin pump & supplies	\$7000 max/5 years; 100% supplies	\$7,000 max/5 years
Glucose transmitters	included	not included
Foot orthotics	\$500/person/2 years - no sports	\$200/person/year - no sports
Hearing aids	\$3000/person/5 years. No batteries	\$500/person/2 years. No batteries
Home nursing care	\$10,000/person/3 years	\$2500/person/year
Wigs, hairpieces	\$200/person/2 years	not included

EXTENDED HEALTH - OTHER

Benefit	UNA	AUPE
Surg.stockings/arm sleeve	2 pairs/person/year	not included
Stump socks	6 pairs/person/year	not included
Ileostomy & supplies	all included with no maximum	combined max of \$1,200/person/year
Colostomy & supplies		
Urinary Catheter & sup		
Aerochamber devices	direct bill coverage to \$40/max/2 years	80% to \$40/max/2 years - Under age 11
Oxygen - eq., supplies	included (no maximum)	\$2500/person/year
Iron lungs	included	not included
Respiratory equip/suppl	included	not included
Custom-fitted braces	included (no maximum)	\$200/person/year - no sports
Orthopedic shoes	1 pair/year (no maximum)	\$100/person/year

EXTENDED HEALTH - OTHER

Ancillary Services	UNA	AUPE
Blood/blood plasma	included	not included
Diagnostic testing	included	not included
Lab services	included	not included
Radium/isotopes	included	not included
X-rays	included	not included
Out of prov/country		
Survivor benefits	12 months	not included



Workload and the Work Environment



Email from AHS Manager, February 2024



“It has been mentioned to me that some of you are not picking up or fearful of picking up because of your overtime being cancelled. It saddens me to think that if OT was not an option, some of you would not want to come in and help your fellow teammates and have the unit short 😞”

“I know we all have bills and rising cost of living... utilizing only OT is not the way to make ends meet. If utilizing only OT is how you want to make ends meet, this may be the wrong profession for the long game. May I suggest some side jobs: Investment Banking? Fund Manager? Tik Tok Influencer?”

“I've reached out to a UNA rep.... the CA does not exclusively state or indicate specific staff/patient ratio - as it is not legislated. If you have documentation to suggest otherwise, please share!! Let us take note of our colleagues in Ontario - they have far worse patient to staff ratio.”

PROPOSALS TO IMPROVE THE WORK ENVIRONMENT AND WORKLOAD

Article	Proposal
8.02	Orientee supernumerary during orientation
8.02(c)	All 6 shifts during orientation under guidance
9.02(e)	Involuntary transfer determined by seniority
11.01(a)	Positions are posted within 10 days
12	Hours of Work
13	Overtime

Article	Proposal
19.02a(ii)	On-Call Scheduling posted 12 weeks in advance, and penalties for changes < 14 days
19.02(d)	Employees not scheduled on-call the night before a Saturday, Sunday or Named Holiday if they are not also scheduled to work one of those days
19.02(e)	Employees not scheduled on-call the night before scheduled days off
19.04	Call back - 4 hrs minimum
19.07	Time off after callback - 10 hrs in next 12
19.08	Phone consult – min 30 min pay per incident

PROPOSALS TO INCENTIVIZE EMPLOYEES

Article/Clause	Premium	Proposal	Incentivizes Employee to:
16.01	Evening Shift Differential	\$5.00/hour	Work the evening shift
16.02	Night Shift Differential	\$10.00/hour	Work the night shift
16.04	Super Shift Premium	\$1.85/hour	Work weekend nights
17.01	Weekend Premium	\$8.00/hour	Work weekend shifts
20	Ambulance Duty	\$50/trip	Accept patient transfers

PENALTIES/DETERRENTS FOR SHORT-STAFFING

Article	Proposal	Penalty
18	Responsibility Premium In Charge Pay	\$5.00/hour \$5.00/hour
19.02a(ii)	Vacation cancelled by Employer	Costs reimbursed
32	Severance/Layoff	Severance cost

PENALTIES/DETERRENTS FOR DENYING TIME OFF REQUESTS

Automatic carry-over of the amount of time off that was requested but denied by AHS

Article	Proposal
13.06(b)	Time off in lieu of overtime
22.05(b)	Banked Named Holidays
23.04(f)	Vacation
27.09(f)	Personal Leave

OCCUPATIONAL HEALTH AND SAFETY

Article	Proposal
25.15	Pay for isolation/quarantine
26	WCB – pay includes premiums, no sick leave deduction
35.03(iv)	Support to report issues to police
34.04(b), 35.10	Working alone supports – cell phones, security personnel on site
35.05(a)	Applicable rate for meeting attendance
35.06	Access to worksite to conduct safety inspections.
35.07, 35.08	Adequate stock of N-95 masks and PPE.
35.09	Requirements to meet in the event of a pandemic, natural disaster or other emergency situation.
44	Critical incident stress management program



Recruitment and Retention



BC is *crushing* Alberta

<https://x.com/KelownaNow/status/1823823367105093956>



Vacancy Rate

	Full-time Employees	Part-time Employees	Vacancies	Vacancy FTE	Vacancy Rate
Dec 2023	4507	6705	1551	1150	12.11%
Dec 2024	4135	6443	1397	1042	11.75%

Work Intensity: Vacancies



It is not only the scope that changes the value of a position, it is also the amount of those tasks that are being completed in a given period of time, the *intensity* of that work.



The greater the number of vacancies, the greater the work intensity must be.



There is a shocking 12.11% vacancy rate in this bargaining unit.

Work Intensity: Working Short

In addition to working with a high number of vacancies, work intensity is heightened when workers have to cover their colleagues who are not at work.

Sick hours used in 2022-23: **1,145,328.92**

Relief hours worked to cover sick time: **382,852.63**

Only **33%** of sick hours were covered by relief, increasing the intensity of work for staff on those shifts.

AGENCY CLINICAL STAFFING



NurseX is very proud to continue offering contracts in Alberta.
If you want to take advantage of our great rates before they drop with the new contracts please email hr@nursex.ca
RN - \$100 (\$120 for specialty ER/ICU etc) per hour plus \$75 working day per diem. \$200 for Housing accommodations and \$50 a day care rental if approved.
LPN - \$60 per hour plus \$75 working day per diem. \$200 for Housing accommodations and \$50 a day care rental if approved.
\$5 extra for nurses on priority assignment.
HCA - \$45 per hour plus \$75 working day per diem. \$200 for Housing accommodations and \$50 a day care rental if approved.
If you are currently mid contract and would like to switch over to take advantage of these rates before they are gone, we can help you do so.
Wishing you and your families health and happiness,
NurseX Team — 🙏 feeling blessed.



Calling all healthcare superstars! Ready for top-notch pay and the most rewarding roles in Alberta Health Services? Join the NurseX family and shine brighter than ever before by giving the best patient care you can! 🌟👩‍⚕️📝
[#HealthcareExcellence](#) [#JoinTheTeam](#)
[#HealthcareCareers](#) [#AHSOpportunities](#)
[#NurseX](#)

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possible wages our contracts allow for.

Referral Program

Our team is our best marketing strategy. That's why we offer **\$250.00** for anyone who refers a new health care professional after they work their first 10 shifts!

Education Allowances

At NurseX we believe education is empowerment, the more our health professionals can develop their knowledge, skills and experience the more they can do in their careers. That's why we will cover the cost of your educational courses and certifications that will help you work where you want, when you want!

Looking for professional development such as :

- Trauma Nursing Core course
- Basic Life Support Certification
- Advanced Cardiac Life Support
- Paediatric Advanced Life Support
- Financial education
- And more!



Travel Nurse Position: Licensed Practical Nurse

Hines Health Services Inc. [📍](#) 4.4  Canada

Hines Health Services Inc.

     9 reviews

[Read what people are saying about working here.](#)

Apply now  

Job details

Here's how the job details align with your profile [🔗](#).

-  **Pay**
\$40-\$51 an hour
-  **Job type**
-  **Shift and schedule**

[+ show more](#)

Location

 Canada

Full job description

Licensed Practical Nurse

HHS is recruiting several Licensed Practical Nurses (LPNs) meant to fulfill short term contracts to meet the needs of Alberta Health Services.

HHS is seeking qualified LPNs who have experience and qualifications in one (or both) of two Medical Staff streams:

- **LPN Stream 1:** General Medical Care, Surgical Care, Continuing Care, Congregate Care
- **LPN Stream 2 (Specialized):** Emergency Medical Care, Intensive Care, Critical Care, High Observation Unit

As critical members of the professional Medical Team, the LPN will utilize practical nursing processes, through assessment, problem solving and decision making, as well as teaching, counselling, and advocating on behalf of patients and their families.

The ideal candidate will play an important role in an integrated and holistic approach to patient care, health promotion and maintenance. They will provide safe, quality patient and family-centered care while reflecting the shared vision and values of Hines Health Services.

Hourly rate:

· **LPN Stream 1:** \$40-45 per hour, commensurate on experience.

· **LPN Stream 2 (Specialized):** \$45-51 per hour, commensurate on experience.

Benefits: Flights, accommodation and \$75 per diem (rental vehicle may be provided contingent on location)

Additional compensation: Overtime pay; Travel mileage; Travel time (up 7.5 hours at \$50 per hour)

Location: Rural Alberta (Central Zone; South Zone; North Zone)

Duties and Responsibilities of the Licensed Practical Nurse:

· Compiling information by monitoring patients' progress and monitoring established respiratory and intravenous therapy; evaluating effectiveness of nursing interventions; and, administering medication, and observes and documents therapeutic effects.

· Instructing patients and their families by providing safety and health education; providing pre-operative and post-operative personal and comfort care; and consults with members of the healthcare team.

· Operating medical equipment to perform nursing interventions such as taking vital signs, applying aseptic techniques including sterile dressing, ensuring infection control, monitoring nutritional intake and conducting specimen collection.

· Working in collaboration with other members of the healthcare team and directly caring for patients and their families.

· Offering practical care as you assess a patient's needs and provide treatment.

· Acting in a manner that ensures the client's dignity, safety, privacy, and confidentiality.

Required Qualifications:

· Current AHS employees will not be considered for this position.

· Completion of a recognized LPN program with College of Licensed Practical Nurses of Alberta (CLPNA) registration/practice permit

· Vulnerable Sector Search

· Proof of Rubella Vaccination

HHS is not seeking to recruit nurses employed by AHS; but, looking to fill contract roles to meet the short-term needs of the health care system.

To Apply:

This position is currently accepting applications.

Email a detailed résumé to recruitment@hineshealth.ca

We thank all applicants; however, only those selected for the interviews will be contacted.

Job Types: Full-time, Contract

Pay: \$40.00-\$51.00 per hour

Schedule:

- 10 hour shift



Indemand Care Healthy Agency Inc.

March 13 · 🌐

Excited to have had the opportunity to meet with Health Minister Adriana LaGrange, with our CEO Avery Robson on the right and COO Deepanshu Kohli on the left, to discuss our initiatives at Indemand Care!

Our conversation focused on enhancing healthcare accessibility in remote areas while ensuring affordability. Committed to bridging the gap by providing quality healthcare staff at accessible rates.

Highlighted the importance of prioritizing mental health balance among healthcare workers—a critical aspect. Grateful for the chance to collaborate for a healthier future.

#Healthcare #Accessibility #InDemandCare #HealthCareAccess #InDemandCare #AffordableHealthcare #RemoteHealthcare #HealthcareInitiatives #MentalHealthAwareness #HealthcareWorkers #CollaborationForHealth #HealthierFuture #ResilientCommunities #AlbertaHealth #AccessibleRates #QualityHealthcare



AHS AGENCY USAGE - HCA

Attachment 16a - Active Agency HCAs and LPNs - as of February 15, 2024

Placement Zone	Placement Location	Placement Facility/Unit	Total Active HCAs as of February 8, 2024	Total Active HCAs as of February 15, 2024
Calgary	Canmore	Canmore General Hospital	2	2
Central	Drayton Valley	Drayton Valley Hospital and Care Centre	6	6
Central	Drumheller	Drumheller Health Center	6	6
Central	Hanna	Hanna Health Centre	5	5
Central	Rimbey	Rimbey Hospital and Care Centre	6	6
Central	Stettler	Stettler Hospital and Care Centre	1	1
Central	Two Hills	Two Hills Health Centre	5	5
Central	Vegreville	Vegreville Care Centre	5	5
North	Athabasca	Athabasca Health Care Centre	1	1
North	Barrhead	Barrhead Home Care	1	0
North	Smoky Lake	Bar-V-Nook Manor	4	4
North	Barrhead	Dr. W.R. Keir Building - Continuing Care Centre	6	6
North	Smoky Lake	George McDougall Health Care Centre	1	1
North	High Prairie	High Prairie Health Complex	1	1
North	Hythe	Hythe Continuing Care Centre	1	1
North	High Prairie	J.B. Wood Continuing Care Centre	3	3
North	La Crete	La Crete Continuing Care Centre	4	4
North	Radway	Radway Continuing Care Centre	2	2
North	Redwater	Redwater Health Centre	3	3
North	Slave Lake	Slave Lake Health Care Centre	3	2
North	Fort Vermilion	St. Theresa General Hospital	1	1
North	Valleyview	Valleyview Community Health Services	1	0
North	Wabasca	Wabasca/Desmarais Health Care Centre	3	3
North	Boyle	Wildrose Villa	1	1
North	Lac La Biche	William J. Cadzow - Lac La Biche Healthcare Centre	3	3
South	Crowsnest Pass	Crowsnest Pass Health Centre	1	1
		Totals	76	73

AHS AGENCY USAGE - LPN

Placement Zone	Placement Location	Placement Facility/Unit	Total Active LPNs as of February 8, 2024	Total Active LPNs as of February 15, 2024
Central	Daysland	Daysland Health Centre	1	1
Central	Drayton Valley	Drayton Valley Hospital and Care Centre	1	1
Central	Drumheller	Drumheller Health Centre	2	2
Central	Galahad	Galahad Care Centre	2	2
Central	Hanna	Hanna Health Centre	3	3
Central	Rimbey	Rimbey Hospital and Care Centre	2	2
Central	Two Hills	Two Hills Health Centre	3	3
North	Barrhead	Dr. W.R. Keir Building - Continuing Care Centre	1	1
North	Beaverlodge	Beaverlodge Municipal Hospital	0	1
North	Edson	Edson Health Care Centre	1	1
North	Fort Vermillion	Fort Vermilion Community Health Centre	2	2
North	Fort Vermillion	St. Theresa General Hospital	5	5
North	Grande Prairie	Grande Prairie Regional Hospital	2	3
North	Grimshaw	Grimshaw/Berwyn & District Community Health Centre	3	3
North	High Level	High Level Northwest Health Centre	1	1
North	High Prairie	High Prairie Health Complex	0	1
North	High Prairie	J.B. Wood Continuing Care Centre	2	2
North	La Crete	La Crete Continuing Care Centre	2	2
North	Mayerthorpe	Mayerthorpe Health Care Centre	1	1
North	Peace River	CSAB - Peace River Correctional Center	1	1
North	Redwater	Redwater Health Centre	2	2
North	Slave Lake	Slave Lake Health Care Centre	1	1
North	Smoky Lake	Bar-V-Nook Manor	1	1
North	Wabasca	Wabasca/Desmarais Health Care Centre	2	3
North	Cold Lake	Cold Lake Health Care Centre	3	3
North	Elk Point	Elk Point Health Care Centre	1	1
North	La Crete	La Crete Public Health and Home Care Building	1	1
North	Manning	Manning Community Health Centre	1	0
North	Peace River	Peace River Community Health Centre	3	3
North	St. Paul	St. Therese/St. Paul Health Care Centre	3	3
North	Swan Hills	Swan Hills Health Care Centre	1	1
North	Westlock	Westlock Continuing Care Centre	0	3
South	Brooks	Brooks Health Centre	1	1
South	Medicine Hat	Medicine Hat Regional Hospital	1	1
		Totals	55	62

Proposals to address recruitment and retention issues

Article/Clause	Premium	Proposal
16.01	Evening Shift Differential	\$5.00/hour
16.02	Night Shift Differential	\$10.00/hour
16.04	Super Shift Premium	\$1.85/hour
17.01	Weekend Premium	\$8.00/hour
20	Ambulance Duty	\$100/trip

Proposals to address recruitment and retention issues

Article	Proposal
Salaries	25%, 10% plus market adjustments
7.02	5 paid days for professional development
14.03	Promotion increments which recognize service
19.02	On-call schedules provided 12 weeks in advance. On-call thoughtfully scheduled.
19.03	On-call pay \$15, \$22.50 (stat/day off)
19.09	Accommodation provided to enable call back for all employees

Proposals to address recruitment and retention issues

Article	Proposal
21	Mileage (CRA amt), Business Insurance (\$750), Parking paid, Business Allowance \$150/mo
22	Recognition Days, 2X work on stat, Christmas and August 3X pay
23	Vacation Accrual increased
24	Benefits improved, 100% ER paid, \$2750 FSA
25	Sick Leave 2 days/mo accrued
27	Bereavement 14 days, Personal 4 days, Domestic Violence paid
28	Pension – PT automatic, Supplemental Pension Plan
43	Professional Fees

Scope of Practice



INCREASES TO LPN SCOPE OF PRACTICE

Effective February 2020:

- Administer blood or blood products, dispense certain drugs based on a prescriber's instructions, provide ultrasound for bedside nursing assessments, administer intravenous nutrition, and administer medication by an invasive procedure, such as central venous line.

Effective April 2024:

- LPNs no longer require direct or indirect supervision by a physician or nurse practitioner when providing aesthetic or dermatological procedures and treatments. LPNs are still required to work collaboratively with an authorized practitioner and to obtain an order from an authorized prescriber.
- Removed restrictions that prevented LPNs from inserting or removing intraosseous (IO) devices.



WORKING TO FULL SCOPE OF PRACTICE

Decision Aid: Scope Pyramid



RN

Coordinates care delivery
Leads nursing
Collaborative Care teams
Takes on most complex tasks
Facilitates discussions
& decision-making
Interprets complex information
Coaches & mentors team members

Although something may be in your scope of practice, individual knowledge may vary. Ensure competence before performing a skill, if unsure, seek further education.

Intended for generalized practice



RN & LPN

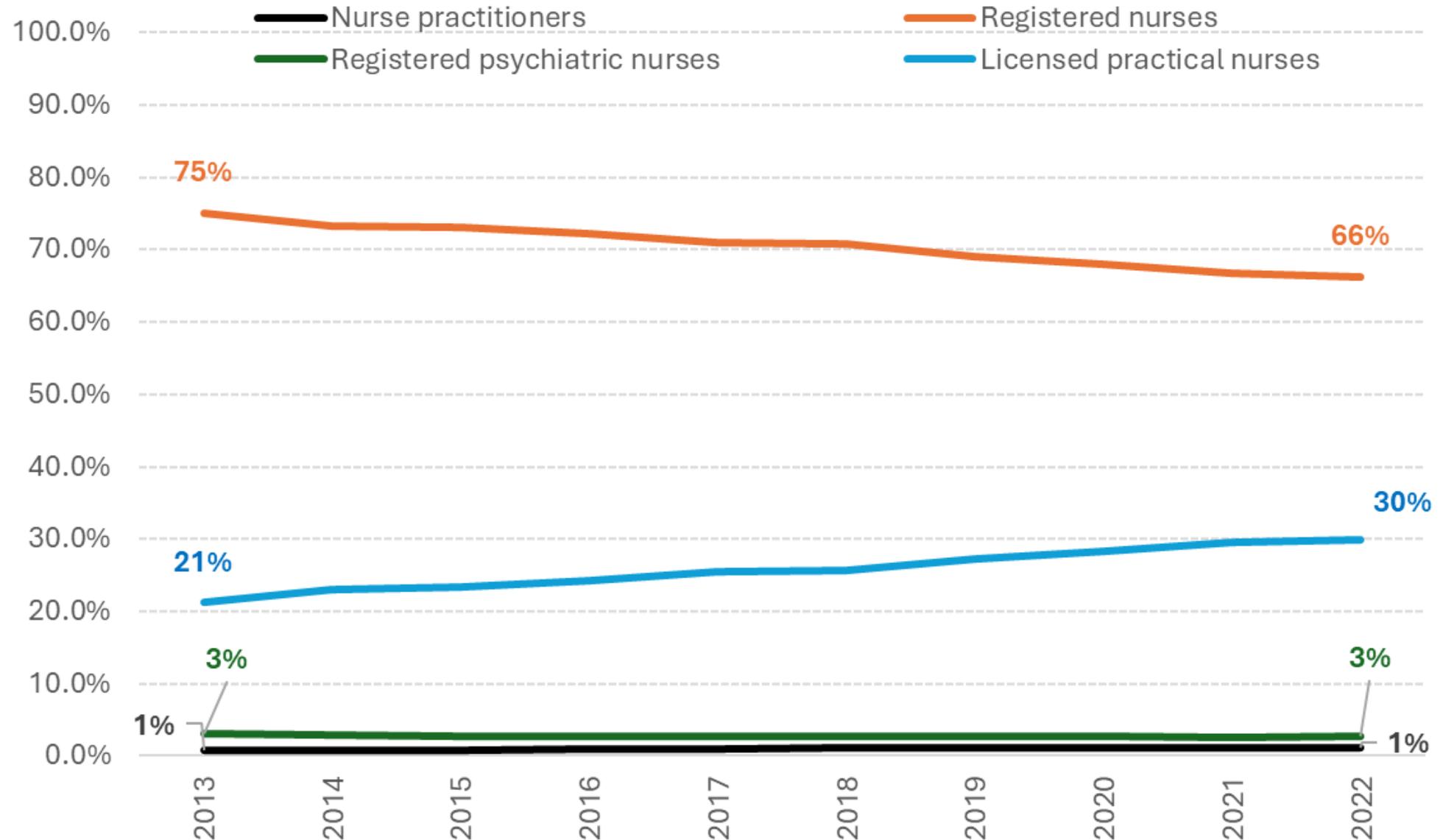
Prepares & administers blood products • Administers medication
Parenteral nutrition • Wound care • Catheter insertion
Manages peripheral IV, PCA, & hypodermoclysis
Manages & monitor central lines
Empties, irrigates, shortens, & removes drains
3 & 5 lead ECG • Chest tube care • C-spine management
Nursing processes (assessment, nursing diagnosis, planning, implementing & evaluation)

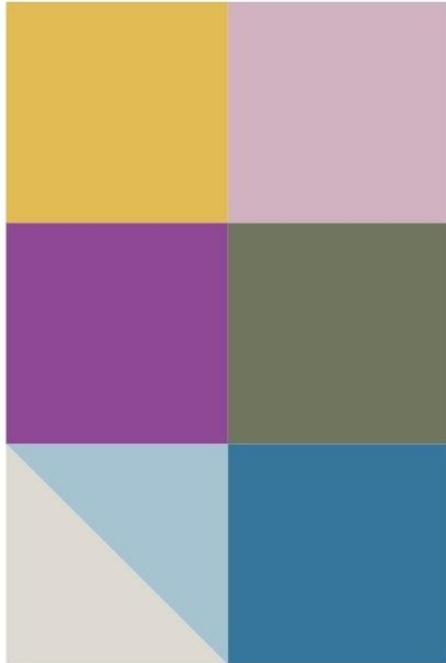


**RN, LPN
& HCA**

Intake & output • Catheter care • Transfer & mobility assists
Meal assist • Safety checks • Infection prevention • Vital signs
Document care provided • ADLs • Update whiteboards
Blood glucose testing Comfort Rounds • Report findings to team
Participate in Care Hub Huddles • Provide holistic care

NURSES BY TYPE IN ALBERTA





In August 2019, the "Mackinnon Report" stated:

“Significant savings can be achieved without affecting the quality of health care if Alberta follows the example of Ontario and allows LPNS and Nurse Practitioners to perform duties consistent with their scope of practice.”

Report and Recommendations

Blue Ribbon Panel on Alberta's Finances

August 2019

NOVEMBER 2023

PUBLIC HEALTH EMERGENCIES
GOVERNANCE REVIEW PANEL

FINAL REPORT

LPNs were acknowledged as:

- *“professional nurses who contribute to the assessment, planning, implementation and evaluation of patient care at AHS. Licensed practical nurses have the knowledge, skill, judgement and abilities to contribute to many types of patient care, including prevention, acute treatment and management, long term and palliative care.”*
- The report highlights that the average salary for an RN in Alberta is \$72,818, equating to an average hourly wage of \$46.21.
- For an LPN, the average salary is \$48,364, with an average hourly wage of \$30.17, noting that the **average LPN wage is 65.3% of the RN wage**.
- The report goes on to recommend the Government of Alberta continue to take advantage of LPNs:

“that the use of LPNs, as well as the scope of services they are permitted to provide, be expanded to reduce the burden on registered nurses, to improve access to healthcare for Albertans, and to lower system costs.”

“...it is worth emphasizing that expanding the use and scope of LPNs is particularly beneficial from the standpoint of expanding the ability of the healthcare workforce to meet the surge in the demand for health services caused by a pandemic and other public health emergencies.”

[← Government news](#)

Apr 25, 2024

Nurse practitioners to help strengthen primary care | Les infirmières et infirmiers praticiens contribueront à renforcer les soins primaires

A new program will support nurse practitioners to work independently and provide Albertans with more access to primary care clinics.

“We looked at the compensation that family practitioners and rural generalists are getting and determined by the scope of what a nurse practitioner are doing that roughly 80% of what a physician can do is roughly what a nurse practitioner will be doing.”

“We will compensate Nurse Practitioners approximately 80% of what a family physician would provide who provides comprehensive Primary Care is paid.”

NURSE SCOPE OF PRACTICE IN ALBERTA

Category	Activity	RN	LPN
Assessment and therapeutic management	Conduct health assessment	Full	Full
	Identify nursing diagnosis	Full	Full
	Develop nursing care plan	Full	Full
	Implement nursing care interventions	Full	Full
	Consult with other health professionals	Full	Full
	Refer to other health professionals	Restricted	Restricted
	Coordinate health services	Full	Full
	Order X-rays	Restricted	Out of scope
	Interpret X-rays	Out of scope	Out of scope
	Order lab tests	Restricted	Out of scope
	Interpret lab test results	Full	Restricted
	Communicate diagnoses and test results to patients	Restricted	Restricted
	Monitor and evaluate client outcomes	Full	Full
Conduct follow-up visits	Full	Full	

Category	Activity	RN	LPN
Treatments/interventions	Provide wound care (above dermis)	Full	Full
	Perform procedures below the dermis	Full	Restricted
	Establish an intravenous line	Full	Full
	Perform procedures that require putting an instrument or finger into body openings	Full	Full
	Order a form of energy	Restricted	Out of scope
	Apply a form of energy	Restricted	Restricted
	Perform an electrocardiogram	Full	Full
	Interpret an electrocardiogram	Full	Restricted
	Order blood and blood products	Out of scope	Out of scope
	Order any form of radiation	Restricted	Out of scope
	Apply any form of radiation	Restricted	Restricted
	Order cosmetic treatments like Botox	Out of scope	Out of scope
	Apply cosmetic treatments like Botox*	Restricted	Restricted
	Set fractures	Out of scope	Restricted
	Reduce dislocation	Full	Out of scope
	Apply cast	Full	Restricted
	Apply restraints	Full	Full
	Manage restraints	Full	Full
	Conduct sexually transmitted infection (STI) assessment	Full	Full
	Conduct contraceptive management assessment	Full	Full
	Insert intrauterine devices	Full	Restricted
	Conduct pelvic exam	Full	Restricted
	Conduct cervical screening	Full	Full
	Conduct mental health screening	Full	Full
	Conduct substance use screening	Full	Full
	Perform allergy testing	Full	Full
	Provide rehabilitative care	Full	Full
	Provide psychotherapy for mental health	Full	Restricted
	Support medical assistance in dying with supervision	Full	Restricted

Category	Activity	RN	LPN
Pharmacotherapy	Prescribe pharmacotherapy	Restricted	Out of scope
	Prepare prescribed medications	Restricted	Restricted
	Administer prescribed medications	Full	Full
	Prescribe controlled substances	Out of scope	Out of scope
	Administer controlled substances	Full	Full
	Prescribe vaccines	Restricted	Out of scope
	Administer vaccines	Full	Restricted

Category	Activity	RN Alta.	LPN Alta.
Other	Independently manage labour and delivery	Full	Out of scope
	Pronounce death	Full	Restricted
	Admit to and discharge from hospital	Out of scope	Out of scope
	Certify death (i.e., complete death certificate)	Out of scope	Out of scope
	Conduct driver's medical examination	Out of scope	Out of scope
	Complete federal disability forms	Out of scope	Out of scope
	Complete provincial/territorial medical forms	Restricted	Restricted
	Sign disabled person placard forms	Restricted	Out of scope
	Admit to long-term care facilities	Out of scope	Out of scope
	Complete Form 1 for involuntary admission to hospital	Out of scope	Out of scope
	Hold disease management clinics (foot care, diabetes)	Full	Full

SUMMARY OF NURSE SCOPE OF PRACTICE

RN				LPN		
	Number of Activities by Scope	%	Total Activities which can be performed by an RN	Number of Activities by Scope	%	Total Activities which can be performed by an LPN
Full Scope	36	59%	82%	24	39%	69%
Restricted	14	23%		18	30%	
Out of Scope	11	18%		19	31%	
Total	61	100%				



SUMMARY OF NURSE SCOPE OF PRACTICE

- RNs can perform 50 out of 61 Restricted Activities
- LPNs can perform 42 of those 50 Restricted Activities
- LPNs can perform 84% of the job of an RN

LPN WAGES COMPARED TO SCOPE OF PRACTICE

Maximum hourly wage for an RN: \$51.46

Maximum hourly wage for an LPN: \$36.13

$\$36.13/\$51.46 = 70\%$

An LPN currently earns 70% of an RN

But they can perform 84% of the RN job

Why did we propose a 20% wage adjustment for LPNs?

$\$51.46 \times 84\% = \43.23 – this is what an LPN should be paid in 2023 to reflect their scope of practice.

$\$43.23 - \$36.13 = \$7.10$ – this is the dollar value gap between what LPNs should be paid, and what they are paid.

$\$43.23 / \$36.13 = 19.65\%$ - this is the percentage gap between what LPNs should be paid, and what they are paid.

AUPE proposed a 20% scope of practice adjustment for LPNs



Alberta Health Care Aide Competency Profile

In 2018, Alberta Health created the *Alberta Health Care Aide Competency Profile*.

The Competency Profile's purpose is to outline competencies, provide the foundation for HCA Curriculum, provide guidelines for assessment tools, act as a reference for job descriptions, and be a reference for employers, the public, and health care teams to understand HCA core competencies.



SELF-REGULATION OF HCA

Currently:

“The range of care provided by HCAs is determined by individual clients and/or client populations, the care setting, the competency of the individual HCA, employer policies and guidelines and, when applicable, provincial legislation.”

But - within several years:

- HCAs will become self-regulated.
- Restricted Activities will become a part of the HCA job.
- The CLPNA will develop and enforce their professional practice statements, scope of practice, and code of ethics.

Why did we propose a 15% wage adjustment for HCAs?

Wages and wage increases in Alberta related to addressing scope of practice issues should most closely resemble those in British Columbia, the most accurate comparator based on duties. And they aren't even regulated.

In 2015, Alberta had the highest HCA wages in the Western provinces.

In 2024, an HCA in BC earns **\$29.83.**

In 2023, an HCA in AB earns **\$26.03.**

BC HCA wages are **15% higher.**

WAGES



WAGES and EDUCATIONAL REQUIREMENTS

Green = AUPE, Orange = UNA, Blue = HSAA

	Min	Max	Education	Licensed
Rehabilitation Attendant	\$20.78	\$24.55	Grade 12	No
Rehabilitation Care Worker	\$20.78	\$24.55	Certificate	No
Health Care Aide Non-Certified	\$20.78		Grade 12	No
Health Care Aide - Certified	\$21.86	\$26.03	Certificate	No
Mental Health Aide	\$22.67	\$26.43	HCA or Mental Health Aide Cert	No
Psychiatric Aide	\$22.67	\$26.43	HCA, Mental Health First Aid	No
Recreation Aide	\$22.67	\$26.43	Certificate	No
Lab Assistant	\$23.72	\$29.56	Certificate	No
Client Care Assistant	\$23.74	\$27.39	Grade 12	No
Mental Health Therapy Assistant	\$24.23	\$28.22	Diploma	No
Community Health Representative Worker	\$24.59	\$29.77	Grade 12	No
Mental Health Support Worker	\$24.59	\$29.77	Diploma	No
Therapy Assistant	\$25.11	\$31.17	Diploma	No
LPN	\$27.58	\$36.13	Diploma	Yes
Personal Support Coordinator	\$27.58	\$36.13	Diploma	Yes
LPN - Renal Dialysis	\$27.89	\$36.48	Diploma + AKC-N training	Yes
Primary Care Paramedic	\$28.42	\$35.87	Certificate	Yes
Undergraduate Nurse	\$28.88		Enrolled in RN	No
Operating Room Technician	\$28.93	\$37.90	Diploma + Certificate	Yes
Cardiology Tech 1	\$31.13	\$40.38	Diploma	Yes
Pharm Tech 1	\$31.13	\$38.98	Diploma	Yes
HIMP 1	\$31.13	\$38.98	Diploma	Yes
Lab Tech 1	\$35.45	\$46.69	Diploma	Yes
Medical Radiation Tech 1	\$35.45	\$46.69	Diploma	Yes
Nuclear Medicine Tech	\$35.45	\$46.69	Diploma	Yes
Advanced Care Paramedic	\$35.46	\$46.69	Certificate + Diploma	Yes
Orthopaedic Technician	\$35.70	\$47.02	Diploma + Certificate	Yes
Certified Graduate Nurse	\$35.87	\$43.82	Degree	Yes
Graduate Nurse - Temporary Permit Holder	\$35.87	\$43.82	Degree	Yes
Graduate Psychiatric Nurse	\$35.87	\$43.82	Degree	Yes
MRI Tech 1	\$38.75	\$49.81	Diploma	Yes
Registered Nurse	\$39.21	\$51.46	Degree	Yes

WESTERN CANADA WAGES – LPN

with employer offer applied

Province	Union	2024	2025	2026	2027	Ave
Alberta	AUPE	\$36.85	\$37.59	\$38.25	\$38.92	\$0.70
British Columbia	BCNU	\$41.35	\$42.98	\$44.66	\$46.42	\$1.57
Saskatchewan	CUPE / SEIU (SGEU)	\$42.25	\$44.14	\$44.72	\$45.32	\$1.22
Manitoba	MNU	\$40.33	\$41.85	\$43.53	\$44.84	\$1.76
Ontario	SEIU	\$37.05	\$38.16	\$39.50	\$40.88	\$1.26
Comparator Avg		\$40.25	\$41.78	\$43.10	\$44.36	\$1.45
Gap-to-market		-\$3.39	-\$4.19	-\$4.86	-\$5.45	-\$0.75

LPN Rates of Pay in Canada by start rate

Rank	Union	Hourly Min	Max	Annual Min	Max2	Steps	Expires	Annual Hours
1	ONA (ON)	\$37.00	\$38.00	\$72,150.00	\$74,100.00	6	3/31/2025	1950
2	CUPE (SK)	\$36.19	\$38.72	\$70,527.07	\$75,457.54	3	3/31/2023	1948.8
3	BCNU (BC)	\$31.89	\$40.15	\$62,185.50	\$78,292.50	10	3/31/2025	1950
4	NSNU (NS)	\$31.11	\$35.11	\$60,664.50	\$68,464.50	6	10/31/2025	1950
5	MNU (MB)	\$30.03	\$37.82	\$60,516.50	\$76,201.26	7	3/31/2024	2015
6	NBNU (NB)	\$29.92	\$32.14	\$58,568.40	\$62,914.05	3	12/31/2023	1957.5
7	AUPE (AB)	\$27.58	\$36.13	\$54,571.77	\$71,448.79	8	3/31/2024	2022.75
8	NAPE (NL)	\$26.54	\$29.48	\$51,753.00	\$57,486.00	3	3/31/2026	1950
9	PEIUPSE (PEI)	\$24.52	\$26.69	\$47,814.00	\$52,045.50	3	3/31/2020	1950
10	FIQ (QC)	\$24.21	\$32.32	\$47,372.92	\$63,242.16	12	3/31/2023	1956.75

LPN Rates of Pay in Canada by top rate

Rank	Union	Hourly Min	Max	Annual Min	Max2	Steps	Expires	Annual Hours
1	BCNU (BC)	\$31.89	\$40.15	\$62,185.50	\$78,292.50	10	3/31/2025	1950
2	CUPE (SK)	\$36.19	\$38.72	\$70,527.07	\$75,457.54	3	3/31/2023	1948.8
3	ONA (ON)	\$37.00	\$38.00	\$72,150.00	\$74,100.00	6	3/31/2025	1950
4	MNU (MB)	\$30.03	\$37.82	\$60,516.50	\$76,201.26	7	3/31/2024	2015
5	AUPE (AB)	\$27.58	\$36.13	\$54,571.77	\$71,448.79	8	3/31/2024	2022.75
6	NSNU (NS)	\$31.11	\$35.11	\$60,664.50	\$68,464.50	6	10/31/2025	1950
7	FIQ (QC)	\$24.21	\$32.32	\$47,372.92	\$63,242.16	12	3/31/2023	1956.75
8	NBNU (NB)	\$29.92	\$32.14	\$58,568.40	\$62,914.05	3	12/31/2023	1957.5
9	NAPE (NL)	\$26.54	\$29.48	\$51,753.00	\$57,486.00	3	3/31/2026	1950
10	PEIUPSE (PEI)	\$24.52	\$26.69	\$47,814.00	\$52,045.50	3	3/31/2020	1950

WESTERN CANADA WAGES – HCA

with Employer offer applied

Province	Union	2024	2025	2026	2027	Ave
Alberta	AUPE	\$26.55	\$27.08	\$27.56	\$28.04	\$0.50
British Columbia	HEU	\$29.83	\$30.55	\$31.30	\$32.06	\$0.83
Saskatchewan	CUPE / SEIU (SGEU)	\$27.11	\$28.31	\$28.69	\$29.07	\$0.78
Manitoba	CUPE / MGEU	\$24.83	\$26.01	\$27.29	\$30.11	\$1.53
Ontario	SEIU	\$29.51	\$30.40	\$31.46	\$32.57	\$0.98
Comparator Avg		\$27.82	\$28.82	\$29.69	\$30.95	\$1.03
Gap-to-market		-\$1.27	-\$1.74	-\$2.13	-\$2.91	-\$0.53

BC Nurses Union Tentative Agreement – March 31, 2023

- April 1, 2022: **3.82%**
- April 1, 2023: **6.75%**
- April 1, 2024: **2% increase, plus a potential cost-of-living adjustment (to a maximum of 3%).**
- New increment steps at 10, 15, 20, 25, 30 years service
- New LPN step 10 (equals 17.02%)
- Evening: \$1.40/ hour (0.70 increase) Retro April 1, 2022 (0.35/hr).
- Night Shift: \$5.00 (1.50 increase) Retro April 1, 2022 (0.75/hr).
- Weekend Shift Premium: \$3.50/hour (1.20 increase) Retro April 1, 2022 (0.60/hr).
- Super Shift Premium \$1.85/hour (0.85 increase) Retro April 1, 2022 (0.40/hr).
- Short Notice Premium remains unchanged.
- Regular Premium (NEW) \$2.15/hr for each hour worked excluding overtime.
- OR/PAR/ER/ICU/CCU Premium (new): \$2.00/hr.
- On-Call: \$7.00/hour for the first 72 hours, then \$7.50/hour above 72 hours.
- Responsibility Pay: In-charge nurse after 2 hours (not 3). Increased from \$1.25/hour to \$2.50/hour.
- Preceptor Premium (new) \$1.50/hour /shift.
- Isolation Travel Allowance:\$150/mo
- Registration: full cost, not prorated.
- Business Allowance: increased to \$150/month (from \$50/month).
- Domestic and Sexual Violence Leave - 5 days paid, plus 5 days unpaid, and up to 15 weeks of unpaid leave with no loss of benefits.

Manitoba Nurses Union Agreement – May 2024

- April 1, 2024 **2.5% + 3%** market adjustment
- April 1, 2025 **2.75% +1%** market adjustment
- April 1, 2026 **3% + 1%** market adjustment
- April 1, 2027 **3%**
- \$12,000/year \$5.95/hr (pro-rated – 2 year trial and subject to OT and agency nurses reduced)
- Weekend Premium \$5.75
- ICU premium \$3/hr
- ER premium \$4/hr
- Urgent Care Premium \$2/hr



The Alberta Advantage

In a press release regarding the construction of new schools, dated March 1, 2024, and amended on March 11, 2024, the Minister of Education stated:

“The Alberta Advantage is back and booming and people from across Canada and around the world are once again flocking to our incredible province, including Calgary.”

The Minister of Treasury Board and Finance is quoted in the same release, boasting about Alberta’s growth.

The government has even taken this catchphrase so seriously that they've named an entire program after it: The Alberta Advantage Immigration Program.



“Alberta is Calling”

- In March 2024, the Government of Alberta unveiled their "Alberta is Calling" program, allocating a total of \$10 million to provide \$5000 tax credits for 2000 skilled trade workers. The government has identified skilled trades as facing the most significant workforce shortage in Alberta. Interestingly, they mentioned that if this program proves successful, it could potentially extend to include healthcare workers.
- The Alberta is Calling website even says that newcomers can “Enjoy Canada’s highest average wages”.

[← Government news](#)

Jun 27, 2024

Solid year-end sets stage for prosperous Alberta future

Positive 2023-24 year-end results display the government's commitment to fiscal responsibility that ensures prosperity and opportunity for Albertans.

Government Affordability

“For the third consecutive year, Alberta has balanced its budget, ending the fiscal year with a \$4.3-billion surplus

Another \$2 billion in surplus cash has also been set aside to further grow the Heritage Fund this coming year.

At the same time, Alberta's government provided the highest-ever levels of funding in 2023-24 to strengthen health care and education, while also supporting Albertans through last year's wildfires, floods, drought and the high cost of living.”

Cost of a Basket of Goods June 2017 – June 2024



	June 2017	June 2024	Percentage Increase
Milk 4L	\$4.86	\$6.01	23.7%
Eggs, 1 dozen	\$3.59	\$4.97	38.4%
Butter, 454g	\$4.53	\$6.25	38.0%
Peanut Butter, 1kg	\$4.46	\$6.17	38.3%
Chicken breast, per kg	\$12.86	\$15.44	20.1%
White Bread, 675g	\$3.13	\$3.40	8.6%
Apples, per kg	\$4.56	\$6.35	39.3%
Iceberg lettuce, unit	\$2.26	\$3.43	52.0%
Total	\$40.25	\$52.02	29.2%

AHS Wage Increases

April 2017 – April 2024

Year	Increase
2017	0%
2018	0%
2019	0%
2020	0%
2021	1%
2022	1.25%
2023	2%
Total	4.25%



Why did we propose 25% in the first year?

- Since 2017, the cost of a basket of goods has gone up 29.2%
- Since 2017, AHS wages have gone up 4.25%
- AHS wages are 25% behind the cost of the goods



The End

