

# CLPNA and AUPE There is a difference

**F**requently questions arise from our members about the role of the College and what exactly the College does for them. Can the College make a difference in the collective agreement that is currently in negotiation? Can the College influence AUPE, the Union, to improve talks, LPN's wages, benefits, and job satisfaction? This article is an effort to bring clarity to your questions.

As a College, we have been delegated the responsibility for self-regulation under the Health Profession Act (HPA). Our role is to regulate the profession in a manner that protects and serves the public. Under the HPA, registration is mandatory. It establishes your professional credential which demonstrates to employers and the public that you have the knowledge and skills and allows you the privilege to practice nursing.

The College is responsible for:

- Registration of the members of the profession
- Investigations of complaints and discipline when practice does not meet an acceptable standard
- Establishing the By-Laws, Standards of Practice and Code of Ethics for the profession
- The approval of education programs at the basic, re-entry, and advanced levels
- In collaboration with educational support, the development and delivery of relevant continuing education courses when necessary
- Representing the profession on various provincial and national committees
- Representing the profession to Government, employers, and others
- Interpreting the role and responsibilities of the LPN to employers and others
- Developing and maintaining a Continuing Competency Program

The Union is responsible for:

- The negotiation and administration of a collective agreement including your salary, benefits and job protection
- Processing contractual grievances on behalf of employees
- Assisting employees in labor issues in the work place settings
- Ensuring fair representation for employees
- Protecting the health and safety of the employees

The CLPNA is very pleased to have a collaborative working arrangement with the Alberta Union of Provincial Employees (AUPE), the Union that bargains for most LPNs within Alberta. We are available to AUPE to share information about LPN practice and regulation and meet with representatives as necessary.

As a College we take our role as regulatory body very seriously and take every opportunity to share information about LPN practice with employers, government and AUPE. We frequently participate in information sessions in employment settings around the province. We host an annual conference that is open to all registrants to share information, provide education, and network with fellow LPNs. Alberta LPNs are among the best utilized in Canada with the most varied career opportunities available to them.

LPNs are valuable health care professionals and it takes all of us, including each and every LPN, working together to promote the profession through respectful collaborative practice.

