



## AN ONGOING HISTORY OF ALBERTA'S LICENSED PRACTICAL NURSES

The practical nursing profession exists in a state of perennial growth. This chronological record is updated regularly with the most significant changes.

The [CLPNA's Special History Edition of CARE Magazine](#) provides an illustrated version of these key historical events.

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### Organizations Through the Years

1955 – The Alberta Certified Nursing Aides Association (ACNAA) was established.

1978 – The ACNAA became the Alberta Association of Registered Nursing Assistants (AARNA).

1985 – The Professional Council of Registered Nursing Assistants (PCRNA) was established.

1990 – Registered nursing assistants adopted the title of licensed practical nurse (LPN) and the professional organization changed their name to the Professional Council of Licensed Practical Nurses (PCLPN).

1998 – The organization became regulated under the Health Disciplines Act as the College of Licensed Practical Nurses of Alberta (CLPNA) was established.



## 1947 – 1960 – A New Kind of Nursing

1946 - As a result of a shortage of registered nurses during World War II, the School for Nursing Aides was established in 1946 by the Department of Veterans' Affairs and Canadian Vocational Training schools. Enrollment was restricted to armed forces personnel with classes held in Quonset Huts (single story H-shaped wooden structures) on the grounds where Calgary's Southern Alberta Institute of Technology (SAIT) is currently located.

1947 - In January 1947, civilians were accepted as trainees, and the Nursing Aides Act was passed by the provincial government, providing for the licensing of the Certified Nursing Aide (CNA). The Department of Public Health took over the training program from the Canadian Vocational Training schools. Upon successfully completing a forty-week training program (16 weeks theory and 24 weeks practical), they were issued an armband (later a pin and cap), a certificate, and a license to practice in Alberta for one dollar. Initially, trainees were between 17 and 40 years old, with at least a grade 9 education with enrollment only open to women.

Frances Ferguson, registered nurse, was the first registrar of the School for Nursing Aides in Calgary. Courses included anatomy, community health, communicable and common disease, personal hygiene and home management.

Uniforms began as grey 'hoover-style' smocks, white bib aprons with straps that crossed in the back, clean white shoes and white stockings. It was cause for dismissal from the program if you appeared in public in your uniform without it being covered, had your hair touching your collar, or wearing jewellery. The uniforms were all measured carefully to ensure they were 16 inches from the floor. The height of the student was irrelevant.

Early CNA trainees were required to get a chest x-ray before beginning their training "as a basal comparison if the nursing aide is later exposed to tuberculosis."

1952 - The School for Nursing Aides moved from its original location to 1315 – 16 Ave NW in Calgary. It was the first of its kind in Canada.

1953 - Subjects to be studied during the 40-week course at the School for Nursing Aides included: Nursing Ethics, Personal Care and Hygiene, Anatomy and Physiology, First Aid, Bandaging, Care of Mother and Child, Child Care and Development, Community Health and Communicable Disease, Common Diseases, Health and Recreation, Nursing Procedures, and Diet in Disease.

Early training for CNAs included 17 hours of "Household Management," with topics like Stain Removal, Laundering, and the Efficient Kitchen. Final exam questions ranged from "List five 'don'ts' in table etiquette" to "Why should a washing machine wringer be set loose for table linens?"

1955 - Nursing aides established an organized group, the Alberta Certified Nursing Aides Association (ACNAA), to meet and discuss concerns. Their first annual convention was at the Royal Alexandra



Hospital that same year. In 1959, they were given a seat on the Nursing Aide Advisory Council, which included several government officials - the Medical Inspector of Hospitals and the Supervisor, Public Health, Nursing Branch – and representatives of the Associated Hospitals of Alberta and the Alberta Association of Registered Nurses [AARN]. The committee oversaw the school curriculum, set applicant requirements, arranged clinical training, made recommendations about the regulations governing the profession to the Minister of Health, and was further empowered to hear complaints about the school, the Act, and practitioners.

1957 - The Department of Public Health took over the nursing aide program.

1958 - The Department of Health opened a second training centre in Edmonton in 1958, located in the old Garneau School near the University of Alberta. The entrance requirement was a grade 9 education.

“In April 1959, the Department of Public Health decided these schools should operate as near capacity as possible and during the year enrolled 308 in the Calgary School and 270 in the Edmonton School.” – Alberta Department of Public Health annual report, 1959.

1959 - Uniforms were ordered through the nursing school and cost \$4.25 for a grey smock, \$2.50 for white aprons, \$1.50 for bibs and 50 cents for caps.

## **1961 – 1976 – New Demands & Changing Expectations**

1961 – On May 25, 1961, the Alberta Certified Nursing Aide Association (ACNAA) became incorporated under the Societies Act with a membership of 443 and 12 chapters.

Besides patient care, the role of the Certified Nursing Aide included housekeeping duties such as dusting furniture and floors, cleaning the charting and service rooms and caring for all of the equipment. Supplies were not disposable, so everything was washed and sterilized for reuse. Nursing aides would sharpen needles, which had to be done very carefully to ensure there were no barbs and that the needles were sharp enough to penetrate the skin easily. At night, aides removed the flowers because they thought it consumed too much oxygen; they were then put back in the rooms in the mornings.

1963 – The ACNAA negotiates wages and working conditions with the Alberta Hospital Association. Unions were not common in Alberta at this time and were almost unheard of in hospitals. Because of this, in 1963 ACNAA gained the right to negotiate “personnel policies and other factors affecting the economic welfare and security of the Certified Nursing Aide” with the Alberta Hospital Association.

Employees were completely at the mercy of the hospital administration. It was not uncommon for staff to start at 7:00 a.m., work until the patients were settled for a nap after lunch, have three hours off and then return for the supper hour and to settle the patients for the night, finishing work at 7:00 p.m. Ten- and twelve-day stretches without a day off were common. There was no such thing as overtime. CNAs could be paid by the month and worked whatever time they were scheduled.



1960s - Nursing aide trainees received an allowance while in training. The amount was based partly on marital status, with married women receiving substantially lower. “It has come to our notice that the above-named trainee is living at home with her husband and children in Calgary. Therefore, her allowance should be \$2.00 per day and not \$2.75.” – letter, Provincial Archives of Alberta.

1960s – An advertisement for CNAs in Coronation, AB, offered \$190 per month, minus \$30 for room and board. Another ad from High Prairie offered train fare from any point in Canada refunded after one year of employment. An ad for McLennan, AB, said: “Situated in prosperous Peace River country, French & English population.” By 1967, advertisements in Cardston and Calgary offered \$240 to \$300 per month for CNAs.

### Uniform Controversy – 1960s

Around this time, hospitals discontinued the laundering of uniforms for nursing aides. The Nursing Aide Advisory Council voted to allow a one-piece grey uniform in 1966. It was, however, very unpopular, as many considered it dull and unflattering. (A uniform manufacturing company, Blands, was left with almost 10,000 yards of grey fabric and dozens of unsold uniforms when CNAs refused to order the new style.)

“In mental hospitals, our sensitive patients are annoyed by “that horrible grey uniform”, as they put it.

No more grey to drag down mood for everyone and please no piping or binding around collars and cuffs to give the wearer a shackled feeling.

From a letter in which CNAs requested a change to white uniforms.

“CNAs have often been attacked verbally and even physically because as they often say, “You seem to be nice enough, but why do you have to wear that dirty grey uniform all the time?” – letter to the Civil Service Association of Alberta from a CNA about the wish to change uniforms, July 1967

The uniform situation was finally resolved in early 1968 by an Order-in-Council that added a third option for Alberta CNAs: a white uniform with Alberta Certified Nursing Aide flashes (available at a cost of 60 cents each) on both shoulders.

The ACNAA newsletter of December 1968 noted, “There has been no change in the Regulations in respect of the traditional grey cotton cap, laced white oxfords and white stockings or the permissive provision for grey capes.”

1962 - The Alberta Association of Nursing Orderlies was formed. In July of 1963, the group proposed opening a centralized training school for nursing orderlies.



1964 - The entrance requirement for the Nursing Aide training program was increased to Grade 10.

1965 - The Government of Alberta approved in principle the establishment of Alberta Vocational Centres (AVCs), which replaced the Canadian Vocational Training schools (CVTs) that first offered practical nurse training. These AVCs concentrated on adults' education, including providing the Nursing Aide program at AVC Edmonton (now NorQuest College) and AVC Calgary (now Bow Valley College).

1967 - Interviewees for the School of Nursing Aides were marked on such factors as Dress, Manner, Poise and Maturity.

1967 - The Alberta Association of Nursing Orderlies changed its name to the Alberta Association of Registered Nursing Orderlies. The Department of Education established a training program for these male counterparts of nursing aides in Edmonton. The training program was the same length as the Nursing Aide program but differed in delivery method and lacked the gynecology, obstetrics, and pediatric components while increasing education on orthopedics and urology. Nursing orderlies were trained to do catheterizations, and nursing aides were not. Instructional staff taught classroom content and then supervised the students in clinical practice settings. A similar Nursing Orderly program opened at the Calgary Foothills Hospital. The orderlies' association had voluntary registration but was not regulated under provincial legislation.

1967 - The ACNAA became the negotiating body for CNAs with the Alberta Hospital Association. They became a bargaining agent in 1971. At that time, there were more formal processes and some unions in place for bargaining with employers. The ACNAA became officially recognized as a bargaining agent and represented CNAs. Registered nursing orderlies were represented by the Alberta Union of Provincial Employees (AUPE) or by the Canadian Union of Public Employees (CUPE).

1971 - The Nursing Aide and Nursing Orderly programs moved to Alberta Vocational College Edmonton. The programs were on two separate floors, and the students and staff were discouraged from communicating with each other.

1972: The Canadian Association of Practical and Nursing Assistants (CAPNA) was founded. Together with eight other practical nurse/nursing assistant associations, the Alberta Certified Nursing Aide Association became a founding member of the Canadian Association of Practical and Nursing Assistants. Communications were established that helped to provide commonality to increase mobility and improve education.

1973 - The ACNAA's bylaws were amended in 1973 to comply with the Board of Industrial Relations policies, which didn't recognize the ACNAA's right to collectively bargain for CNAs and expand the bargaining unit to include auxiliary nursing care personnel. Formal negotiations were carried out with the Alberta Hospital Association, and the association obtained collective bargaining certificates in six Alberta Hospitals and eighty-nine voluntary recognition certificates.



## Pay Equity

1973 - Seven CNAs at the Royal Alexandra Hospital submitted a complaint to the Alberta Human Rights Commission against the Royal Alexandra Board of Governors. They argued that they deserved the same pay for doing the same work as male orderlies: equal pay for equal work. They were Doreen Gares, Edna Gultner, Herta Kuchta, Stella Zurawell, Shirley Alm, Katherine Whitehead and Carmelle Morin.

Significant inequities existed in the pay between certified nursing aides and registered nursing orderlies (RNOs), with the latter receiving approximately \$140 more per month.

1974 - Briefs were submitted to the Alberta Government, the Human Rights Commission and the Board of Industrial Relations. The Human Rights Commissioners requested the Minister of Manpower and Labour to appoint a board of inquiry.

1976 - The Supreme Court of Alberta ordered that CNAs and RNOs be paid equal wages for equal value work. The order was to cease sex discrimination and that the certified nursing aide and the registered nursing orderly be paid equally. The effect of the order went far beyond pay. The two groups were represented by different unions, trained in separate programs and under different government departments' authority. CNAs were regulated under legislation while RNOs were voluntarily registered by the Alberta Association of Registered Nursing Orderlies. The first woman entered the registered nursing orderly program this year.

1976 - Following the 1976 court decision on equal pay, there were ramifications for regulation, education and union representation. At the time, nursing assistants were represented by different unions within the same hospital. Nursing orderlies were represented by the Canadian Union of Provincial Employees or the Alberta Union of Provincial Employees. Nursing aides were represented by the Alberta Association of Certified Nursing Aides. A vote for representation was held in each hospital in the province for CUPE/AUPE or the ACNAA. Whichever union won the majority vote would represent the nursing assistants in that facility. The ACNAA won a majority in most facilities, while AUPE won in the Royal Alexandra Hospital and the Foothills Hospital.

1976 – The Board of Industrial Relations refused to allow the ACNAA certification to act as a bargaining agent in several hospitals, as the ACNAA had applied only to represent CNAs. In the wake of the Equal Pay for Equal Work decision, the board suggested that an appropriate bargaining unit would include all auxiliary nursing care personnel, including nursing attendants, registered nursing orderlies, operating room technicians and orthopedic technicians.



## 1977 – 1987 – Conflict and Consolidation

1978 - Legislation was drafted and approved on January 1, 1978, for the Nursing Assistants Registration Act. The act combined the nursing aide and the nursing orderly into registered nursing assistants (RNA). A Nursing Assistant Registration Board was established to oversee the registration and discipline of the RNA. For the first time, a registered nursing assistant was appointed as registrar.

1978 - The ACNAA changes its name to the Alberta Association of Registered Nursing Assistants (AARNA).

1979 - The amalgamation of the Nursing Aide program, administered by the Department of Health, and the Nursing Orderly program, administered by AVC, was completed and called the Nursing Assistant Program. A competency analysis was done to determine the nursing assistant's necessary skills, and a new curriculum implemented in September.

1979 - The first post-registration module for nursing assistant students in cardiopulmonary resuscitation was offered at AVC Edmonton.

1980 - The Government of Alberta passed the Health Occupations Act, which designated health occupations. The education, registration, and discipline of the professions governed by the act would be a multi-disciplinary committee's responsibility.

1981 - The Nursing Assistant program was offered for the first time outside Edmonton and Calgary at the AVC in Grouard, now Northern Lakes College.

1982 - The AARNA established a committee to do a comparative analysis of the Nursing Assistants Registration Act and the Health Occupations Act (changed in 1982 to the Health Disciplines Act). The committee recommended seeking designation for registered nursing assistants under the Health Disciplines Act.

1985 - Amendments were made to the Health Disciplines Act, which allowed for self-governance for designated health disciplines.

1985 - Because the AARNA acted as a bargaining agent for nursing assistants, it could not take part in the profession's self-governance. The Professional Council of Registered Nursing Assistants (PCRNA) was established with a founding convention in April 1985 and the election of a Board of Governors in May.

1986 – An Order-in-Council approved the Nursing Assistants Regulation on September 24, 1986, to become effective January 1, 1987.

1987 - "The primary responsibility of the Council [PCRNA] is to oversee the Registry of Nursing Assistants and the responsibility for the discipline of our members. In the education area, we will be responsible



for recommending to the Health Disciplines Board approval of basic and advanced training programs for RNAs.” – from the first issue of News & Views, the newsletter of the PCRNA, early 1987.

1987 - The entrance requirement for the practical nurse program was increased to a grade 12 as of September. The government transferred all records for registration to the Professional Council of Registered Nursing Assistants in October 1986. By January 1, 1987, all RNAs employed in Alberta had to be registered with the PCRNA. There were more than 8000 registrants at that time.

1987 - RNAs become the first self-regulated health association under the Alberta Health Disciplines Act. The PCRNA was self-regulating, responsible to the public and its membership, to ensure the development of a quality healthcare system through education, licensing, evaluation and discipline.

1987 - For the first time, RNAs from Alberta were required to write the Canadian Nurses Association Testing Service (CNATS) Examination for Nursing Assistants.

## **1988 – 2003 – Beginning of Self-Regulation**

1989 - RNAs applied for a change of title to licensed practical nurse (LPN). This title was supported by the Canadian Association of Practical and Nursing Assistants (CAPNA), which was widely used in the United States and promoted across Canada.

1990 - In December, an amendment to the Regulation received approval by Order-in-Council, and the title was changed to Licensed Practical Nurse. The professional organization’s name also changed to the Professional Council of Licensed Practical Nurses (PCLPN).

Mid-1980s - By the mid-80s, RNAs were being relegated to long-term care and even removed from this setting. Nursing managers stated RNAs did not meet the system’s needs, and as they resigned, they were not replaced. When this information was brought to the government, it led to the LPN Education Standards Advisory Committee (ESAC) formation in 1990.

1990 - The Education Standards Advisory Committee (ESAC) was established in March of 1990 as an advisory committee to the Health Disciplines Board to advise whether current basic, refresher, and advanced practical nurse (PN) programs were preparing graduates to perform the LPN scope of practice. This committee spent four years doing a complete review of the program, consulting with nursing managers throughout the province.

1995 - The Health Disciplines Board forwarded the Education Standards Advisory Committee program recommendations to the Department of Advanced Education. The proposals were approved, necessitating significant changes to the curriculum. The responsibility for the Educational Standards Advisory Committee was transferred to the PCLPN.

1992 – The annual LPN registration fee was \$115.



1993 – Massive cuts to health care began under Ralph Klein’s government.

1994 - The LPN Operating Room certificate pilot program began in 1994 at the Royal Alexandra Hospital and was later transferred to Grant MacEwan Community College (now MacEwan University). It was approved as a post-basic program in 1995.

1995 - LPN devaluation and membership decline lead to mandatory educational upgrading.

From 1986 to 1999, the number of licensed practical nurses registered in Alberta steadily declined as the LPN’s value and role was seriously questioned by employers. Membership declined from 8,646 in 1986 to 4,342 in 1999 at rates from -1.3% (1991) to -10.8% (1996) per year. LPN jobs were being eliminated. Their education did not prepare them to meet the healthcare system’s changing needs. The education of the current practitioners was so diverse that nurse managers could not be assured of a consistent competence level. And, the LPN Regulation was a barrier to effective utilization.

1995 - The PCLPN established a mandatory upgrading requirement for all registrants. To be eligible for registration renewal in 1999, all registrants must have completed courses in Physical Assessment, Medication Administration and Infusion Therapy.

1995 - Alberta creates 17 regional health authorities to eliminate local hospital and public health boards.

1997 - Regulation amendments are approved to allow LPNs to administer narcotics and subcutaneous injections.

1997 - The PCLPN celebrated 50 years of the LPN profession in Alberta.

1997 - This year, the PCLPN starts a website with registration information, education updates and special events. The organization also gets an email account.

1998 - The Practical Nurse program became available in a distance delivery format from AVC Lesser Slave Lake.

1998 - The first edition of the LPN Competency Profile was finalized. This 252-page publication described the LPN scope of practice in Alberta and was later used as a template for other LPN jurisdictions in Canada as they developed their own competency profiles.

1998 - The PCLPN changed its title to the College of Licensed Practical Nurses of Alberta (CLPNA).

1999 - The Government of Alberta passed the Health Professions Act. The act eventually placed all regulated health professions under one umbrella with profession-specific regulations.

1999 - The lowest LPN registration in Alberta in recent times was experienced in 1999, with 4,342 members. Registration began increasing again in 2000 for the first time since 1986.



2003 – On April 12, 2003, licensed practical nurses in Alberta were proclaimed as a regulated health profession under the provisions of the Health Professions Act (HPA).

## 2004 – 2020 – Reshaping the Profession

2004 - The CLPNA released Practice Statements for the first time. Practice statements provide LPNs, employers, and the public with information and clarity regarding the scope of practice of Alberta LPNs and help employers utilize LPNs more effectively in the healthcare system. The first statements issued included professional accountability, fitness to practice, and processing physicians' orders.

2004 - LPNs in Specialized Practice (Perioperative, Dialysis, Advanced Orthopedics, Immunization, and Advanced Foot Care) are required by the Health Professions Act to submit proof of specialized education to the CLPNA to be granted specialization on their Practice Permit.

2004 - The Canadian Council of Practical Nurse Regulators (CCPNR) was formed in October 2004 with representatives from every nursing jurisdiction in Canada except the Northwest Territories.

2004 - The 2nd Edition of the Competency Profile for LPNs was released. The Profile described the scope of practice of LPNs in Alberta and was updated using the new LPN Standards of Practice and the many changes in practice since the original printing in 1998.

2005 - The CLPNA released a document, "New Times – Bright Future, Primary Health Care: Emerging Roles for LPNs" to clearly articulate the LPN's role in primary health settings.

2005 - The LPN Education Foundation provided \$10,000 to Bow Valley College to develop a leadership program for LPNs.

2005 - First classes began in Fall 2005 for students who would graduate with a practical nursing diploma. The work towards a diploma program began in 2002 and would be gradually implemented among the colleges providing Alberta's practical nurse program.

2006 – The CLPNA's Executive Director/Registrar Pat Fredrickson (1986-2006) and Director of Practice and Policy Rita McGregor (1987-2006) retired and Linda Stanger was selected by Council as the Executive Director/Registrar. Stanger sat as a Public Member on the CLPNA's Council from 2001-2004.

2006 - Post-basic LPN certificates from Bow Valley College were offered online, increasing accessibility throughout the province.

2006 - The Immunization Certificate Course, previously available solely through the CLPNA, became available through Bow Valley College on September 1, 2006.

2006 - The CLPNA received a \$3.3 million grant from Alberta Health and Wellness to support the continuing education needs of LPNs in Alberta. The grant funds are administered and distributed by the Fredrickson-McGregor Education Foundation for LPNs.



2006 - In 2006, Alberta Health and Wellness approved the diploma as the entry-to-practice credential for newly graduating licensed practical nurses in Alberta. Graduates of the new diploma program began entering the workforce in the spring of 2007. Working closely with the CLPNA, the colleges that deliver practical nurse education developed a new curriculum. The program was lengthened from 52 weeks to 68 weeks.

2006 – A National Survey of the Work and Health of Nurses (NSWHN) was held in collaboration with the Canadian Institute for Health Information, Health Canada and Statistics Canada. This first nationally representative survey examined links between the work environment and regulated nurses' health in Canada. Almost 19,000 regulated nurses participated, representing RNs, LPN, and RPNs across Canada. The study focused on various topics, including practice conditions, work challenges, and physical and mental well-being.

2006 - The CLPNA begins to work with the Canadian Institute for Health Information and all practical nurse regulators across Canada to develop a unified statistical data set to understand the nursing workforce.

2006 - The CLPNA releases one of the first LPN-focused applied research projects. Funded by Health Canada and led by Bow Valley College in partnership with the CLPNA, the research project's result is an online toolkit to help managers successfully transition LPNs to the full scope of practice within continuing care facilities.

2006 – The Advanced Orthopedics program at NorQuest College was approved.

2007 - Columbia College in Calgary became the first private college in Alberta to be approved as a provider of practical nurse education.

2007 - Submissions for practical nurse programs at Lethbridge College, Portage College and Red Deer College were approved.

2007 - The CLPNA's 2007 Member Survey was completed, and survey results were used for planning and to inform stakeholders and decision-makers in areas of LPN utilization, career satisfaction, retirement plans, and relations within health care teams.

2007 - The Practical Nursing for Internationally Educated Nurses program at NorQuest College was established to train nurses educated outside Canada with the knowledge, clinical judgement, and communication skills required for Canada.

2007 - Because of the increased recruitment of internationally educated nurses, the CLPNA co-ordinated a review and standardization of the substantial equivalency assessment process with Bow Valley College and NorQuest College.



2007 - The CLPNA's Council approved new CLPNA Standards of Practice and Code of Ethics on December 7, 2007.

2007 - As directed by the Health Professions Act, the CLPNA began the Continuing Competency Program (CCP) Validation program, verifying membership learning completed in the last two years.

2007 - Over 1,000 Alberta LPNs wrote the new Canadian Practical Nurse Registration Examination (CPNRE), achieving a 97% pass rate for first-time writers (compared to the national pass rate of 90%).

2007 - A member survey by the CLPNA showed Alberta LPNs are feeling underutilized and stressed. Many members indicated they are discouraging others from entering the profession

2008 - The CLPNA launched its new brand with a redesigned logo and website. The new logo features a modernization of nurse Florence Nightingale's lamp and a focus on "Competent – Committed – Care."

2008 - CARE magazine replaced the former CLPNA newsletter, "News & Views." CARE magazine is redesigned as a glossy, colour magazine with feature stories on Alberta's LPNs.

2008 - A partnership between the CLPNA, NorQuest College and Capital Health developed a process to recruit, assess and register nearly 1000 internationally educated nurses (IENs) from the Philippines to work in Alberta.

2008 - Red Deer College began offering a practical nurse program in September 2008.

2009 – The LPN scope of practice was updated in Spring 2009 to allow LPNs in appropriate environments to administer medications via peripheral intravenous (IV) push. Effective 2010, all graduates of Practical Nurse programs have competence in IV initiation.

2009 – Alberta's Regional Health Authorities were combined into Alberta Health Services (AHS).

2009 - Alberta Health and Wellness provided the CLPNA with \$1.2 million for bursaries to offset tuition costs for students enrolled in LPN refresher/re-entry educational programs.

2009 - Due to the H1N1 Pandemic, the CLPNA released a Practice Statement on Pandemic Preparedness.

2009 - The CLPNA secures a \$100,000 grant from the Alberta government to fund perioperative education.

2009 - The number of LPNs registered in 2009 was double the number registered only ten years previously, rising from 4,342 in 1999 to 8,531.

2009 – The CLPNA collaborated with Alberta Employment and Immigration and six Alberta educational colleges to launch a campaign recruiting into the profession.



2010 - The Knowledge and Education Project report released in early 2010 was the culmination of three years of research looking at nursing students' academic preparedness.

2010 - The CLPNA's Council announced a registration fee increase for the first time since 2004. The registration fee for 2010 was \$250, \$300 for 2011, and \$350 for 2012.

2010 - The CLPNA began using social media, Twitter and Facebook, to engage with members and stakeholders.

2010 – Alberta's LPNs, through the CLPNA, adopted new national Standards of Practice and Competencies for Perioperative LPNs.

2010 - The CLPNA admitted to the National Council of State Boards of Nurses in the US.

2010 - "Decision-Making Standards for Nurses in the Supervision of Health Care Aides" was created, a joint document from the CLPNA, the College and Association of Registered Nurses of Alberta (CARNA) and the College of Registered Psychiatric Nurses of Alberta (CRPNA).

2010 - Medicine Hat College received approval to offer a Practical Nurse program in September of 2010.

2011 - The LPN profession celebrated 25 years of self-governance in Alberta.

2011 - 23 Jamaican LPNs immigrated to Alberta after completing a NorQuest program in Jamaica to prepare them to work here.

2011 - Online Registration Renewal was launched, along with the Public Registry of LPNs.

2012 - Keyano College, Lakeland College, Northern Lakes College and NorQuest College worked together to develop a new curriculum to act as stand-alone practical nurse programs at each site beginning in the fall of 2012. Ten colleges in Alberta offer the practical nurse program.

2012 - The CLPNA adopts a new Policy Framework to guide LPN practice.

2012 - There are 10,000 LPNs registered in Alberta for the first time.

2012 - The research project, "Understanding LPNs' Full Scope of Practice," was submitted to the Ministry of Health.

2013 - The CLPNA adopted national standard documents for Standards of Practice, Code of Ethics, Entry to Practice Guidelines, and Requisite Skills and Abilities.

2013 - The first annual Think Tank hosted by the CLPNA's Council explored current healthcare trends and forecast the future.



2013 - The Perioperative Nursing Program for Licensed Practical Nurses was first offered by MacEwan University.

2013 - On January 1, passing the CLPNA's Jurisprudence Examination became a registration requirement for Internationally Educated Nurse (IEN) Applicants.

2013 - With online registration available in October 2013, most LPNs could print their own 2014 Practice Permits and income tax receipts.

2014 – The CLPNA Council's Strategic Plan sets 10-year goals for the LPN profession.

2014 – The National Nursing Assessment Service (NNAS) began taking applications as a new single-step process for internationally educated nurses to become registered in Canada.

2015 - Release of the CLPNA's updated Competency Profile for LPNs, 3rd Edition.

2015 - The CLPNA set new directions to actively participate in research, innovation and new initiatives that assist in the reform and improvement of the health system.

2015 - The Education Standards Advisory Committee revised the standards for the LPN diploma program; the Council approved these new standards in March 2015.

2016 - The Canadian Practical Nurse Regulation Examination (CPNRE) moved to computer-based testing for the first time with its May 2016 exam.

2016 – The federal government released the Access to Cannabis for Medical Purposes Regulations outlining how Canadians can possess marijuana and its derivatives to help manage the health symptoms. The CLPNA's Fact Sheet: Cannabis for Medical Purposes was released that same year to guide LPNs in the process.

2017 - 70th anniversary of the profession in Alberta.

2017 - The practical nursing profession saw registered LPN numbers in Alberta rising steadily over the past two decades. From 2008 to 2017, total LPN registrations in the province more than doubled, from 7,859 to 15,860, and LPNs work across the care continuum.

2017 – The federal government enacted legislation allowing for the provision of physician-assisted death. In response, the CLPNA, the College and Association of Registered Nurses of Alberta, and the College of Registered Psychiatric Nurses of Alberta jointly developed Medical Assistance in Dying Guidelines for Nurses in Alberta.

2018 – The Alberta government passed Bill 21: An Act to Protect Patients, which amends the Health Professions Act to protect patients from sexual abuse and sexual misconduct by regulated health professionals. The CLPNA developed new Standards of Practice related to this bill.



2018 - New Alberta government regulations gave all health professionals additional responsibilities regarding immunizations to better protect the public. The CLPNA educated LPNs on this change through a Fact Sheet, several webinars, and a video.

2018 – The Continuing Competency Program required LPNs to have a minimum of 1000 practice hours in the previous four registration years. This requirement will be implemented over a three-year transition period from 2019 to 2021.

2019 - ESAC updated its program review standards in 2019, receiving CLPNA Council approval.

## 2020 – Present

2020 – Amendments to the Health Professions Act Licensed Practical Nurses Profession Regulation (2003) approved effective February 1, 2020.

2020 – New Standards for approval of education programs implemented for advanced practice in perioperative, orthopedic, and foot care.

2020 – Chief Executive Officer Linda Stanger retired after 14 years with the CLPNA. Jeanne Weis assumed the role on May 26, 2020.

2020 – The global outbreak of COVID-19 was declared a pandemic by the World Health Organization on March 11, 2020. This led to organizational effects, including the CLPNA's Annual General Meeting was held virtually for the first time on June 17; the Continuing Competence Program Audit was cancelled, and complaints hearings were conducted online.

2020 – On July 29, the Bill 30 Health Statutes Amendment Act passed into law. It required all Alberta health profession regulatory colleges to increase public member registration on their councils, hearing tribunals and complaint review committees from 25 percent to 50 percent of the total members.