

LETTER OF UNDERSTANDING
BETWEEN
SASKATCHEWAN ASSOCIATION OF HEALTH ORGANIZATIONS
AND
THE CANADIAN UNION OF PUBLIC EMPLOYEES

Re: Licensed Practical Nurses

The parties agree to initiate steps within the Regina Qu'Appelle Health Region, Sunrise Health Region, Sun Country Health Region, Prairie North Health Region and the Prince Albert Parkland Health Region to enable Licensed Practical Nurses to perform the full scope of their duties and agree to the following:

1. SAHO and the Health Regions designated above shall fully endorse the optimal utilization of LPNs and immediately implement a process that ensures the immediate full utilization of LPN professional skills in every health region;
2. SAHO and the health regions shall examine current nursing vacancies and the nursing core competencies required for those positions and determine the potential of LPNs to meet those nursing service needs;
3. The health regions shall designate at least 60% of LPN positions as full time positions;
4. All health regions shall ensure clear policies are in place that direct unit managers and nurse managers to fully utilize the professional skills of LPNs;
5. The health regions shall ensure all RNs and RPNs are educated on the full range of competencies held by LPNs;
6. Beginning September 30, 2008, the first of quarterly reports will be prepared by SAHO measuring the progress of this initiative.

The parties hereto have affixed their signatures this day of 20 .

SIGNED ON BEHALF OF

SASKATCHEWAN ASSOCIATION
OF HEALTH ORGANIZATIONS

SIGNED ON BEHALF OF

CANADIAN UNION OF PUBLIC
EMPLOYEES
