

## NOTICE OF MEASURE

to Achieve a Legitimate objective under Chapter 7 of the Canadian Free Trade Agreement (CFTA)

Approved by the GOVERNMENT OF ALBERTA

**Regulated Occupation Name:** Licensed Practical Nurses

**Province(s)/Territory(ies) whose workers are affected:**

Saskatchewan, Ontario, Quebec, Newfoundland and Labrador, New Brunswick, Prince Edward Island, Nova Scotia, New Brunswick, Yukon and the Northwest Territories

**Under which legitimate objective(s) is/are the measure(s) being filed:**

Protection of human health.

**Rationale/Justification:** Material Scope of Practice Difference

Alberta has one of the broadest scopes of practice for LPNs in Canada. In 1996 in response to employer demand the scope of practice for the LPNs was increased and a mandatory education upgrade was initiated including education in Health Assessment, Medication Administration, and Infusion Therapy. This upgrade was completed by all Alberta LPNs by Jan 1 1999. As a result of the increase in scope of practice in Alberta the education requirements were added to the base curriculum for all Alberta graduates from 2000 forward.

In addition, LPNs in Quebec trained between 2002 to the present do not have obstetrical or pediatric education. These competencies are currently being added by some schools, with a requirement to all schools to have obstetrical and pediatric education in their curriculum by January 2010. Quebec confirms the only way to determine those who have achieved these competencies is through individual assessment.

**Additional Requirement(s):**

Requirement for individual assessment of documentation related to mandatory education requirements may be necessary. In instances where the applicant has not completed the required education to acquire the mandatory competencies, restriction(s) will be placed on that individual's license. The restricted license will include a time frame to meet the required competencies in the following areas:

- Physical Assessment,
- Pharmacology/Medication Administration
- Infusion Therapy.

This will apply to applicants from all provinces/territories except Manitoba and British Columbia. In addition graduates from Quebec will be required to demonstrate having achieved competencies in the areas of obstetrics, and paediatrics.

**Anticipated Duration of the additional requirement(s):**

It is anticipated other jurisdictions will implement a mandatory upgrade for LPNs similar to that in Alberta, Manitoba and British Columbia. Until the jurisdiction provides this assurance, individual assessments will continue.

**Date Approved:**

2017 / 07 / 01  
YY MM DD

(\*originally approved under the former AIT on 09/11/30)

**Date(s) Reviewed and/or Updated**

All of Alberta's Labour Mobility Exceptions are under review and will be confirmed, updated, revised, or removed.

**Contact Information**

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