



# United Nurses of Alberta

May 15, 2009

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Dr. Stephen Duckett  
President & CEO  
Alberta Health Services  
700 10108 - 101 Street  
Edmonton AB T5J 3S4

Dear Dr. Duckett:

**RE: May 5, 2009 Memo**

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We have now learned that on May 5, 2009, you sent a memo to the AHS Executive Committee, directing them to begin implementing the portion of the strategic direction that calls for reducing RNs and replacing them with "lower cost replacement resources."

It is extremely disappointing that you continue to pretend to seek consultation, when in fact you have already started implementation of the "Strategic Direction."

During our meeting of May 12, 2009, you indicated that you believed that there were too many RNs in acute care, and further stated that although you did not know the proportion of RNs, you were convinced that it had to be reduced. You also neglected to mention that you had already implemented measures to reduce RNs (ie: the May 5 Memo.)

These actions do NOT reflect values of respect, accountability, transparency or engagement.

Yours truly,

Heather Smith  
President  
United Nurses of Alberta

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