



September 26, 2018

Chivers Carpenter  
101, 10426 81 Avenue  
Edmonton, AB T6E 1X5  
**Attention: Kristan McLeod**  
Fax: (780) 439-8543

United Nurses of Alberta  
700, 11150 Jasper Avenue  
Edmonton, AB T5K 0C7  
**Attention: David Harrigan/  
Lee Coughlan**  
Fax: (780) 426-2093

Jessica Wakeford  
c/o United Nurses of Alberta  
700, 11150 Jasper Avenue  
Edmonton, AB T5K 0C7  
**Attention: Lee Coughlan**  
Fax: (780) 426-2093

Alberta Health Services  
10301 Southport Lane SW  
Calgary, AB T2W 1S7  
**Attention: Jacqueline Laviolette**  
Fax: (403) 943-0972

Alberta Health Services  
900, 9925 109 Street  
Edmonton, AB T5K 2J8  
**Attention: Dennis Holliday/  
Monica Bokenfohr**  
Fax: (780) 424-4309

Seveny Scott  
3155, 10180 101 Street  
Edmonton, AB T5J 3S4  
**Attention: Dan Scott**  
Fax: (780) 638-6062

Health Sciences Association of  
Alberta  
18410 100 Avenue  
Edmonton, AB T5S 0K6  
**Attention: Laura Hureau**  
Fax: (780) 488-0534

Nugent Law Office  
2<sup>nd</sup> Floor, 10020 82 Avenue  
Edmonton, AB T6E 1Z3  
**Attention: Patrick Nugent**  
Fax: (780) 439-3032

The Alberta Union of Provincial  
Employees  
10451 170 Street NW  
Edmonton, AB T5P 4S7  
**Attention: William Rigutto/  
Larry Dawson/ Carol Drennan/  
Jim Petrie**  
Fax: (780) 930-3393

McLennan Ross LLP  
600, 12220 Stony Plain Road  
Edmonton, AB T5N 3Y4  
**Attention: Christopher J. Lane, Q.C.**  
Fax: (780) 482-9100

Covenant Health  
11111 Jasper Avenue  
Edmonton, AB T5K 0L4  
**Attention: Michael J. Hughes**  
Fax: (780) 342-8258

Taylor Janis LLP  
120, 301 14 Street NW  
Calgary, AB T2N 1A1  
**Attention: Micah A. Kowalchuk**  
Fax: (587) 356-0422

Nurse Practitioners Association of  
Alberta  
P.O. Box 71192 Northtown  
Edmonton, AB T5E 6J8  
**Attention: Teddie Tanguay**  
(via mail)

Dina Sotiropoulos  
1302, 8000 Wentworth Drive SW  
Calgary, AB T3H 5K9  
(via mail)

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501, 10808 - 99 Avenue  
Edmonton, Alberta  
T5K 0G5

Tel: 780-422-5926  
Fax: 780-422-0970

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308, 1212 - 31 Avenue NE  
Calgary, Alberta  
T2E 7S8

Tel: 403-297-4334  
Fax: 403-297-5884

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E-mail:  
alrb.info@gov.ab.ca

Website:  
www.alrb.gov.ab.ca

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**Anthony Falvi**  
220 Citadel Meadow Bay  
Calgary, AB T3G 4Z4  
(via mail)

**Kevin Huntley**  
951 Kerfoot Crescent SW  
Calgary, AB T2V 2M8  
(via mail)

Attorney General of Alberta  
Constitutional and Aboriginal Law Section  
4<sup>th</sup> Floor, 9833 109 Street  
Edmonton, AB T5J 3S8  
**Attention: Margaret Unsworth, Q.C./  
Roderick Wiltshire/  
Donald Padget**  
Fax: (780) 425-0307

Attorney General of Canada  
Prairie Regional Office – Edmonton  
Department of Justice Canada  
3<sup>rd</sup> Floor, 10423 101 Street  
Edmonton, AB T5H 0E7  
**Attention: Bruce Hughson**  
Fax: (780) 495-8491

**RE: An application for determination brought by United Nurses of Alberta and Jessica Wakeford affecting Alberta Health Services - Board File No. GE-07762**

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The Board acknowledges receipt of the following correspondence regarding the position of the parties in respect to UNA's Constitutional Challenge in this matter:

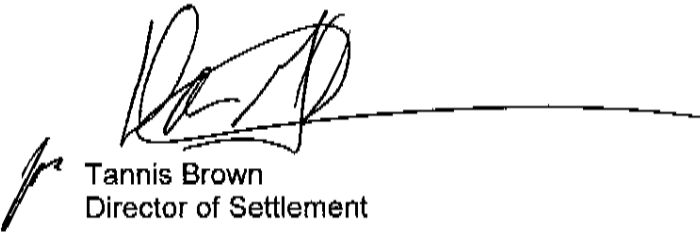
- a letter dated September 12, 2018 from Donald Padget, filing the submissions of the Attorney General of Alberta;
- a letter dated September 11, 2018 from Patrick Nugent, filing the submissions of AUPE; and
- a letter dated September 11, 2018 from Micah Kowalchuk, filing the submissions of the NPAA;

The Board acknowledges receipt of a letter dated August 25, 2018, from Greta Cummings, Sandra Davidson and Margaret Edwards ("University Deans") requesting intervenor status in this matter. We enclose a copy for the record of the parties and the intervenors.

The Board requests the parties to file a written response to the intervenor request of the University Deans **on or before Wednesday, October 3, 2018.**

This matter will be brought before Vice-Chair Schlesinger, sitting alone, for review on October 15, 2018 to decide the issue of bifurcation and the intervenor request of the University Deans. Any objections to this procedure must be submitted to the Board on or before October 3, 2018.

If you have any questions regarding this matter, please contact Dan Galdamez, Labour Relations Officer at (780) 427-0067.



Tannis Brown  
Director of Settlement

DG/cs



**UNIVERSITY OF ALBERTA**  
**FACULTY OF NURSING**

**DEAN'S OFFICE**

Level 3, Edmonton Clinic Health Academy  
 11405 – 87 Avenue  
 Edmonton, Alberta, Canada T6G 1C9  
 Tel: 780.492.6236  
 Fax: 780.492.2551  
 nudean@ualberta.ca  
 uofa.ualberta.ca/nursing

August 25, 2018

Alberta Labour Relations Board  
 #501, 10808 99 Avenue NW  
 Edmonton, AB T5K 0G5

66-09762 050

09/06/18 35

**RE: United Nurses of Alberta (UNA) application to represent Nurse Practitioners in AHS**

To whom it may concern:

This letter is in response to the United Nurses of Alberta (UNA) application to represent Nurse Practitioners (NPs) in Alberta Health Services. We understand that part of the argument for UNA to become the representative of NPs without a vote from potential members is that:

*“Nurse Practitioners are Registered Nurses with additional education and experience. The work of the Nurse Practitioners is similar to that of Registered Nurses, except that they have additional skills and supplement their nursing model of care with a medical model of care. That is whereas Registered Nurses provide holistic care and do not provide a diagnosis, Nurse Practitioners provide holistic care and can provide a diagnosis and address physiological issues. Thus, they do more differential diagnoses than do Registered Nurses, and do more in-depth medical histories with clients than do registered nurses.”<sup>i</sup>*

This quote infers that NP practice differs only from RN practice because NPs provide a (medical) diagnosis and conduct medical histories. We assert that the nature of the role NPs are prepared to assume through education preparation at the graduate level is not merely to supplement their RN knowledge with a “medical model of care” in order to “address physiological issues.” While NPs are by legislation allowed to perform activities traditionally associated with physician-provided services (e.g. diagnosis, ordering of tests, prescribing treatments including pharmacological therapies) as part of their scope of practice, NP practice goes beyond these tasks. The role of the NP is an advanced nursing role, defined by the Canadian Association of Schools of Nursing as:

*“Nursing roles requiring additional expertise and a deeper, more extensive knowledge base, developed through post-graduate study. Some, such as the clinical nurse specialist and the nurse practitioner, have a clinical focus, whereas others in areas such as health policy, nursing research, health system management, nursing education, and nursing administration may have a non-clinical focus and affect the recipients of health care services indirectly.”<sup>ii</sup>*


The NP role is one of two clinical roles recognized in the Canadian Nurses Association (CNA) document *Advanced Nursing Practice: A National Framework*.<sup>iii</sup> CNA asserts that advanced nursing practice requires graduate preparation and involves analysis and synthesis of knowledge, an ability to understand, interpret and apply nursing theory and research as well as develop and advance nursing knowledge and the profession of nursing. Although UNA's letter reports that NPs in Alberta are required, like RNs, to have a baccalaureate in nursing; in fact, all entry-to-practice NPs in Canada are now educated at the graduate level, with most holding masters degrees and some PhDs. The change to Alberta regulations that moves NP entry-to-practice from baccalaureate to masters was submitted by the College and Association of Registered Nurses of Alberta (CARNA), and is awaiting government approval. Most other provinces have already enacted this change. Internationally, graduate preparation is recommended as the standard for advanced nursing practice roles.<sup>iv</sup>

NP entry-to-practice competencies and scope of practice are distinguished from RNs in several important ways.<sup>v</sup> NP entry-to-practice competencies were developed on a national practice analysis study of NPs, undertaken by the Canadian Council of Registered Nurses Regulators in 2015. The NP entry-to-practice competencies include the NP clinical (client care) practice role, and also reflect quality improvement/research, leadership, education and policy, of which the latter could impact the employment relationship.

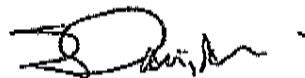
As faculties providing graduate education programs in nursing, including NP streams in our Master of Nursing program, we also want to ensure that our NP faculty members (lecturers and academic researchers) continue to have opportunities to complete their mandatory employed NP practice hours per year (minimum of 600 hours) as well teaching NP students during their clinical practica.

We are asking for intervener status to discuss this matter.

Sincerely



Dr. Greta Cummings, PhD, RN  
Dean and Professor  
Faculty of Nursing  
University of Alberta



Dr. Sandra Davidson  
Dean and Professor  
Faculty of Nursing  
University of Calgary



Dr. Margaret Edwards, PhD, RN  
Dean and Professor  
Faculty of Health Disciplines  
Athabasca University

c.c. Teddie Tanquay, President, Nurse Practitioner Association of Alberta  
Joy Peacock, CEO, College and Association of Registered Nurses of Alberta

<sup>i</sup> UNA Legal Council letter to the Alberta Labour Relations Board April 5, 2018.  
[https://www.una.ab.ca/files/uploads/2018/4/Ltr\\_to\\_ALRB\\_April\\_5\\_2018\\_\(00244829xC1241\).PDF](https://www.una.ab.ca/files/uploads/2018/4/Ltr_to_ALRB_April_5_2018_(00244829xC1241).PDF)

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<sup>ii</sup> Canadian Association of Schools of Nursing (2015). National Nursing Education Framework: Final Report. Ottawa: Author. <https://www.casn.ca/wp-content/uploads/2014/12/Framework-FINAL-SB-Nov-30-20151.pdf>

<sup>iii</sup> Canadian Nurses Association (2008). Advanced Nursing Practice: A National Framework. Ottawa: Author. [https://cna-aicc.ca/~media/cna/page-content/pdf-en/anp\\_national\\_framework\\_e.pdf](https://cna-aicc.ca/~media/cna/page-content/pdf-en/anp_national_framework_e.pdf)

<sup>iv</sup> International Council of Nurses (n.d.). Definition and Characteristics of the Role: Nurse Practitioner and Advanced Practice Roles, Definition, Characteristics. <https://international.nnpp.org/Practice/APNRoles>

<sup>v</sup> College and Association of Registered Nurses of Alberta (2016). Entry-Level Competencies for Nurse Practitioners in Canada. Edmonton: Author. [http://www.nurses.ab.ca/content/dam/carna/pdfs/DocumentList/Standards/EntryLevel\\_NP\\_Compencies\\_Dec2016.pdf](http://www.nurses.ab.ca/content/dam/carna/pdfs/DocumentList/Standards/EntryLevel_NP_Compencies_Dec2016.pdf)