



## Licensed Practical Nurses Association of BC

*Island Health and CDMR*

### LPNABC Position Statement re: Care Delivery Model Redesign

The LPNABC believes that all health care providers have an important place in providing safe patient care, when placed in the right environment, with the right supports.

LPNABC has been actively responding to the outcry of concerns that LPNs are being displaced and replaced through decision makers based on economically equations. We support the concern around licensed practical nurses and registered nurses being replaced by health care assistants versus the addition of HCAs to the staffing mix.

The key points of concern regarding the “Care Delivery Model Redesign” are the dramatic changes in the staffing mixes. The term “redesign” has implication towards improvement of care delivery for all patients, but this is not the case. The Health Care Assistant is not educated or trained for acute care settings and requires further dependency on the nursing staff for guidance, assignments and delegation to ensure the best outcomes for the patients.

Licensed Practical Nurses are highly educated, trained and held to a regulated Standard of Practice and Code of Ethics, working in collaboration with the Registered Nurse, Physician and Nurse Practitioner as we attend the patient. The acute care environment is a highly complex care environment that has a critical need for trained professionals to be continually assessing the patients and coordinating the “Plan of Care” towards a safe, efficient and timely discharge plan. LPNABC believes in “Home is Best”.

With the decrease of regulated professional nurses having to supervising more HCAs, as the “new redesign” indicates; the majority of the direct care providers will be the HCA. This will have direct implications for negative outcomes. The need is to support increase bedside care needs through a “*collaborative model not a replacement model*”.

LPNABC welcomes Health Authorities to include all nursing designations in discussions around safe patient care. We encourage & support dialogue with the front-line workers. Providing safe care for our patients is foremost in nursing. LPNs want to be the solution to the needs and support better patient care outcomes.

LPNABC is aware that LPNs need jobs, have the best education, training and capabilities but are struggling in their workplace to be allowed to work to their Standards of Practice and Baseline Competencies. LPNABC continues to advocate for the need for all health authorities to work together and have standardized approach across the province for continuity of practice.

#### About the Licensed Practical Nurses Association of BC (LPNABC)

Founded in 1951, LPNABC is the voice of licensed practical nursing in British Columbia. There are more than 13,000 licensed practical nurses working in BC, playing a vital role in the province’s health care system.

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For more information about LPNABC

And its mandate, please visit [www.lpnabc.ca](http://www.lpnabc.ca) or email: [info@lpnabc.ca](mailto:info@lpnabc.ca)