



# United Nurses of Alberta

**Provincial Office:**

700-11150 Jasper Avenue NW  
Edmonton Alberta T5K 0C7  
(780) 425-1025  
1-800-252-9394  
Fax: (780) 426-2093

**Southern Alberta  
Regional Office:**

300-1422 Kensington Road NW  
Calgary Alberta T2N 3P9  
(403) 237-2377  
1-800-661-1802  
Fax: (403) 263-2908

www.una.ab.ca  
nurses@una.ab.ca

April 17, 2013

By email: mrobinson@nurses.ab.ca

Ms. Mary-Anne Robinson RN, BN, MSA  
Chief Executive Officer  
College & Association of Registered Nurses of Alberta  
11620 168 Street  
Edmonton AB T5M 4A6

Dear Ms. Robinson:

We are in receipt of your letter dated April 5, 2013 and I am responding on behalf of United Nurses of Alberta.

In your letter you ask for feedback on proposed changes to the CARNA regulation. The timeline to respond is fast approaching, so our comments will be brief. To summarize, United Nurses of Alberta is very strongly opposed to the proposed changes.

The changes, if passed, would not be in any way beneficial to the public or to the nursing profession.

In response to your specific questions:

1. **What are the implications of this proposal for your practice setting from a patient safety perspective?**

There is nothing in these proposed changes which would enhance patient safety. The changes would not require temporary permit holders to be supervised. It merely punishes graduate nurses if they are not supervised – something which they would have no control over.

2. **Do you support this proposal in assisting the graduate nurse to make the transition to practice? Why or why not?**

This question is built on a faulty premise. Nothing in the proposed change assists graduate nurses to make a transition to practice. In fact, the proposal does quite the opposite and places needless expensive roadblocks.

3. **Does the 4 months seem like a reasonable time period for the graduate nurse to be under supervision?**

Again, the question is based on a faulty premise. The proposal does not refer to 4 months. It refers to “at a minimum, to be on the temporary register under supervision for the equivalent of 4 months of full time employment.”

This is not appropriate and we are not aware of any rationale whatsoever to support it.

4. **Do you have any other suggestions or comments related to this issue and CARNA’s proposal to support safe practice?**

Again, the question is faulty. Nothing in the proposal supports safe practice. Under this proposal the new graduate would still be permitted to perform all restricted activities. There would be no requirement for supervision.

The only change would be to make registration more difficult.

5. **What benefits do you anticipate by implementing this sort of proposal? What challenges might be encountered?**

There would be no benefits to the public, or to the nursing community.

The challenges would include much administrative work and litigation. Because graduate nurses can perform all the actions of registered nurses, and normally do so at less cost, it is quite possible that an Employer would now be less likely to provide proper supervision.

In summary, we very much oppose the proposed change.

Yours truly,



Heather Smith  
President  
United Nurses of Alberta

c.c: Diane Dyer, President, CARNA  
UNA Executive Board  
Fred Horne, Minister of Health