

Understanding the Difference: Regulator, Association, Union, and Employer

The College of Licensed Practical Nurses of Saskatchewan (CLPNS) is mandated to regulate the Licensed Practical Nurse (LPN) profession and practice in the public interest.

Regulatory colleges, associations, unions, and employers each perform a different function that works towards protecting the public and supporting the profession or the healthcare professional. This info sheet is intended to support an understanding of the distinct functions of a regulator, association, union, and employer.

THE BASICS: What Do They Do?



REGULATOR

Protect the public.

- Ensures compliance with healthcare legislation.
- Sets registration, annual renewal, and continuing competence requirements.
- Approves practical nurse education programs.
- Establishes professional requirements through standards of practice, code of ethics, and other guidance documents.
- Investigates allegations of unprofessional conduct.



ASSOCIATION

Advocate on behalf of and **promote the interests** of members of the profession.

- Advocates for the interests of the profession to government, employers, and other healthcare organizations.
- May provide education, career, social, and award opportunities.
- May promote research interests of the profession.



UNION

Establish a bargaining relationship with intent to promote collaborative labour relations between employees and employers.

- Negotiates conditions of employment such as wages, benefits, working conditions, and job security.
- Processes employee grievances under collective agreements.
- Assists employees with labour issues and conduct matters.
- Advocates for employee rights.



EMPLOYER

Hires and compensates people for their work.

- Follows Saskatchewan's employment laws to ensure employees are treated safely, fairly, and are free from discrimination.
- Defines the specific job duties of employees.
- Ensures employees understand their rights.
- Supports nursing practice through employer-specific requirements.