ACOTRO

ASSOCIATION OF CANADIAN OCCUPATIONAL THERAPY REGULATORY ORGANIZATIONS

ACORE

ASSOCIATION CANADIENNE DES ORGANISMES DE RÉGLEMENTATION EN ERGOTHÉRAPIE

Labour Mobility Support Agreement

May 2023

Effective Date: May 9, 2023

This document replaces an earlier version of the Labour Mobility Support Agreement which was effective August 11, 2009 and signed in February 2010. (Refer to table in 8.0).

Established in 1989, the Association of Canadian Occupational Therapy Regulatory Organizations has a membership comprised of the ten provincial occupational therapy regulatory bodies in Canada. Our members work to protect the public by fulfilling their statutory mandate to regulate the practice of occupational therapy in their respective jurisdictions. Together, we work to promote consistency and excellence within the occupational therapy regulatory environment across Canada.

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To learn more about ACOTRO, please visit: www.acotro-acore.org. Or email us at: info@acotro.org. Or write us at: 900-20 Rue Bay St. PO Box 78, Toronto, ON M5J 2N8

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1.0 GENERAL CONSIDERATIONS

1.1 Signatories

This Labour Mobility Support Agreement (the "agreement") is made between the provincial regulatory organizations for Occupational Therapists and/or Occupational Therapy named at the end of this document, and hereafter referred to as the signatories (See Section 9).

1.2 Resolution

The signatories are committed to the implementation of this agreement within the limits of their statutory authority. This agreement remains in force until replaced by any further written agreement, even in circumstances where one or more signatories have withdrawn.

This agreement will be reviewed periodically according to paragraph 7.3 of the agreement or at the request of any one signatory.

1.3 Purpose

The signatories wish to enter into this agreement to comply with their obligations under the Ninth Protocol of Amendment (entry into force August 11, 2009) of the Canadian Free Trade Agreement (the "CFTA").

The purpose of this agreement is to establish the conditions which will enable an occupational therapist certified by a signatory in one jurisdiction to become certified by another signatory in its jurisdiction.

1.4 Definitions

agreement means this document; the ***Labour Mobility Support Agreement***.

applicant means an occupational therapist certified by one of the signatories (the certifying authority) who has applied for an authorization to practise the profession issued by another signatory (the receiving authority) under this agreement.

application for an authorization to practise the profession means an application presented by an applicant to a receiving authority in order to receive an authorization to practise the profession, issued by said receiving authority under this agreement.

authorization to practise the profession means the authorization, in the form of a certificate, a license, a registration or any other official recognition, issued by a signatory to a person who meets the occupational standards and other applicable conditions. This authorization allows the person to practise occupational therapy as well as to use the professional title(s) in the jurisdiction of the signatory who issued it.

certified means that an occupational therapist has received an authorization to practise the profession issued by one of the signatories.

certifying authority means the signatory which has issued an authorization to practise the profession in its jurisdiction.

jurisdiction means the province in which a signatory exercises its regulatory authority.

occupational standard means the skills, knowledge and abilities required for the practice of occupational therapy as established by each jurisdiction and against which the qualifications of an applicant are assessed before issuing the applicant an authorization to practise the profession.

receiving authority means the signatory to which an applicant has applied for an authorization to practise the profession under this agreement.

regulatory organization means the College/Board/Association/Ordre/Society authorized by statute to regulate occupational therapists in a jurisdiction *(see signatory).*

restricted authorization to practise the profession means an authorization to practise the profession that contains practice limitations, conditions or restrictions not imposed on all occupational therapists certified by the signatory who issued it. The authorizations utilized by the signatories are listed in Schedule 2.

scope of practice means the range of occupational therapy activities, roles and services considered by the regulatory organization to be within its legislative authority.

signatory means a regulatory organization.

unrestricted authorization to practise the profession means an authorization to practise the profession that does not impose any practice limitations, conditions or restrictions except those imposed on all occupational therapists certified by the signatory who issues it. The authorizations recognized under this definition are listed in Schedule 1.

2.0 GENERAL CONDITIONS

Whereas:

2.1 this agreement does not modify the authority of each signatory to set standards and requirements for occupational therapists in its jurisdiction;

2.2 the signatories have determined a high level of commonality with respect to their respective scope of practice;

2.3 it is further agreed and understood that threshold levels of competence and public safety in the practice of occupational therapy must be established, maintained and upheld by the signatories to ensure protection of the public;

2.4 the signatories recognize that there are different paths to achieve the threshold levels of competence and public safety for the practice of occupational therapy and the signatories agree to set those levels responsibly and in good faith to ensure that the public is protected;

2.5 the signatories have determined that each signatory has complaint investigation and disciplinary procedures in place;

2.6 the signatories will not impose a residency requirement as part of standards or requirements for an authorization to practise the profession in each of their jurisdictions;

2.7 the signatories agree to treat applicants in a manner that is consistent with the approach used with certified occupational therapists in each of their jurisdictions;

2.8 the signatories will continue to assess differences in standards and requirements for an authorization to practise the profession in each of their jurisdictions and work toward reconciliation of differences to the extent possible to prevent and resolve disputes.

3.0 TERMS OF RECOGNITION

3.1 Recognition of an Unrestricted Authorization to Practise the Profession

The signatories agree that:

3.1.1 this agreement is based on the recognition by all signatories of an unrestricted authorization to practise the profession issued by one of them to an occupational therapist (See Schedule 1);

3.1.2 the receiving authority will recognize an occupational therapist if they meet the registration requirements and occupational standards of the current certifying jurisdiction(s), such as, but not limited to: education, examination, currency as outlined in 5.3, occupational therapy competencies, standards of practice;

3.1.3 where an unrestricted authorization to practise the profession may be available, the receiving authority may also impose local requirements on an applicant which are not more onerous than those required by the receiving authority for its certified occupational therapists, which may include but are *not* limited to:

a) an application fee;
b) malpractice coverage;
c) evidence of good character including criminal record check;
d) evidence of fitness to practise;
e) verification of regulatory history from current and past certifying authorities in Canada and internationally;
f) evidence of proficiency in English or French; and
g) evidence of practice in current certifying jurisdiction.

3.1.4 the current certifying authority will, upon written request, provide information about the applicant to the receiving authority that is relevant to the application, subject to any statutory privacy requirements; and

3.1.5 applications for an authorization to practise the profession will be reviewed in a timely manner through a process established and defined by each signatory to which the applicant has submitted an application.

3.2 Recognition of a Restricted Authorization to Practise the Profession

The signatories agree:

3.2.1 this agreement facilitates the recognition of a restricted authorization to practise the profession issued by one signatory to an occupational therapist (See Schedule 2);

3.2.2 to issue an unrestricted authorization to practise the profession to an applicant who has a restricted authorization to practise the profession issued by another signatory where the applicant is eligible for such an authorization with the receiving authority;

3.2.3 that the receiving authority will, where possible, issue a restricted authorization to practise the profession following:

3.2.3.1 a review of the practice limitation(s), restriction(s) or condition(s) imposed on the applicant by the current certifying authority; and

3.2.3.2 a determination if equivalent practice limitations, restrictions or conditions can be applied;

3.2.4 where there is no provision to provide an equivalent practice limitation, restriction or condition, the receiving authority to which the application is made may refuse to issue an unrestricted or restricted authorization to practise the profession to the applicant;

3.2.5 where a restricted authorization to practise the profession may be available, the receiving authority may also impose local requirements on an applicant which are not more onerous than those required by the receiving authority for its certified occupational therapists, which may include but are not limited to:

a) an application fee;
b) malpractice coverage;
c) evidence of good character including criminal record check;
d) evidence of fitness to practise;
e) verification of regulatory history from current and past certifying authorities in Canada and internationally;
f) evidence of proficiency in English or French; and
g) evidence of practice in current certifying jurisdiction.

3.2.6 that the current certifying authority will, upon written request, provide information about the applicant to the receiving authority that is relevant to the application subject to any statutory privacy requirements; and

3.2.7 that applications for an authorization to practise the profession will be reviewed in a timely manner through a process established and defined by the signatory to which the applicant has submitted an application.

4.0 LIMITS OF AGREEMENT

4.1 The signatories are committed to the implementation of this agreement within the limits of their statutory authority.

4.2 This agreement will be reviewed in accordance with paragraph 7.3 of the agreement or at the written request of any signatory.

4.3 This agreement does not limit the authority of a signatory to:

4.3.1 refuse to certify an applicant or impose practice limitations, restrictions or conditions on their ability to practise in its jurisdiction where such action is considered necessary to protect the public interest as a result of complaints, discipline proceedings or criminal proceedings in Canada or internationally, relating to but not limited to, the applicant's competency, conduct, character or fitness to practise; or any other relevant information;

4.3.2 impose requirements for additional training, experience, examinations or assessments as a condition to issue an authorization to practise the profession where the applicant has not practised occupational therapy in the current jurisdiction(s) within the 3 year period preceding the date of application.

4.4 In the event of an inconsistency between this agreement and the Canadian Free Trade Agreement (CFTA), the latter agreement prevails to the extent of the inconsistency.

5.0 REGISTRATION REQUIREMENTS & OCCUPATIONAL STANDARDS

In order to receive an authorization to practise the profession by one of the signatories under this agreement, an applicant must meet the following requirements, which reflect and / or represent the Occupational Therapy Competencies and occupational standards.

5.1 Education Requirement or Equivalent

The signatories agree that an applicant has met one of the following requirements:

5.1.1 completed an approved degree program attained in Canada and listed in Schedule 3, and, if not included in the degree program, a minimum of 1000 hours of clinical fieldwork/practicum;

OR

5.1.2 has education that has been accepted under a grandparenting provision by the certifying authority;

OR

5.1.3 has education and experience considered to be substantially equivalent to the approved Canadian occupational therapy degree program (see Schedule 3) by the certifying authority

OR

5.1.4 has successfully completed the ACOTRO Substantial Equivalency Assessment System (SEAS).

5.2 Examination Requirement or Equivalent

The signatories agree that an applicant has met one of the following requirements:

5.2.1 successfully completed an approved examination described in Schedule 4

OR

5.2.2 been certified under a grandparenting provision by the certifying authority;

OR

5.2.3 been certified by a certifying authority that does not require an examination;

The signatories agree that:

5.2.4 Exam attempts, and time limits are cumulative and carried across all certifying authorities that require an exam.

5.3 Currency Requirements

The signatories agree that an applicant must meet the following requirements:

5.3.1 An applicant must provide evidence of meeting the currency requirement of the certifying authority.

5.3.2 An applicant has met the requirements of paragraph 5.3.1 for the first eighteen (18) months of their initial certification by virtue of being:
(a) a new initially certified occupational therapist in Canada, or
(b) a newly certified occupational therapist, following completion of a re-entry program, and will be required to provide evidence to confirm the same.

5.4 Language Requirements

The signatories agree that:

5.4.1 an applicant may be required to demonstrate to the receiving authority proficiency in English or French in cases where:

(a) there was no equivalent language proficiency requirement imposed upon the applicant by the current certifying authority as a condition of their certification; or
(b) the applicant was not able to demonstrate language proficiency required by the current certifying authority as a condition of their certification.

5.4.2 an applicant who applies for an authorization to practise the profession issued by the Ordre des ergothérapeutes du Québec under this agreement must demonstrate that they satisfy the requirements imposed upon the Charter of the French Language (R.S.Q. chapter C-11).

6.0 ENABLING LABOUR MOBILITY

Signatories agree, to the extent possible and where practical, to take steps to reconcile differences between their registration requirements and occupational standards, including but not limited to:

6.1 maintaining consistency in approach to educational and competence equivalence for initial certification of internationally educated occupational therapists that includes qualification recognition and competence verification;

6.2 working toward consistency in their currency requirements with a target date of December 2023.

6.3 moved to 5.2.4 in May 2019.

6.4 working toward promoting an objective principled approach to continuing competency / quality assurance, re-entry with a target date of December 2024;

6.5 maintaining a common approach, tools and language fluency (this paragraph does not apply to Ordre des ergothérapeutes du Québec).

7.0 MAINTENANCE OF THE AGREEMENT

The signatories agree that:

7.1 the President of the Association of Canadian Occupational Therapy Regulatory Organizations (ACOTRO) is responsible for the annual monitoring of this agreement.

7.2 reasonable advance notice will be given to other signatories when proposing modification or adoption of new registration requirements or occupational standards that might impact on the inter-provincial mobility of occupational therapists. To the extent possible, each signatory also agrees to afford other signatories an opportunity to comment on the requirement or standard.

7.3 this agreement is a dynamic and evolving instrument that may be amended with the consent of all signatories. The signatories agree to periodic reviews of this agreement and its schedules every 3 years effective January 1, 2016 or when such a request is made by one of the signatories.

7.4 each signatory will give written notice to other signatories of its intent to withdraw from this agreement at least twelve (12) months before the signatory withdraws. The withdrawal will take effect twelve (12) months after the notification. The notice period is waived where the withdrawal is not within the signatory's control.

7.5 any entity that becomes delegated with the authority to regulate occupational therapy by their government (i.e. after this agreement is enacted) may become party to this agreement on such terms as are agreed to by all signatories.

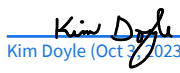
7.6 each signatory agrees to seek the necessary legislative changes from its respective government in order to implement and maintain this agreement if there is a need for such changes. Each signatory also agrees to make the necessary changes to by-laws, policies or procedures permitted by their legislation in order to implement and maintain this agreement.

7.7 an exact French translation of this agreement will be obtained, and will be equally accepted and adhered to by all signatories as an official version of this agreement.

8.0 EFFECTIVE DATE

Name of Document	Approved By	Approved	Reviewed/Revised	Next Review
Mutual Recognition Agreement (MRA)	Board of Directors	2006		
LMSA	Board of Directors	2010		
LMSA	Board of Directors	January 1, 2016	November 16, 2018	November 2019
LMSA	Board of Directors	May 28, 2019		
LMSA	Board of Directors	May 3, 2022	May 3, 2022	May 2025
LMSA	Board of Directors	May 9, 2023	May 9, 2023	May 2025

9.0 Signatories

JURISDICTION	SIGNATORY / REGULATORY ORGANIZATION	SIGNATORY REPRESENTATIVE	SIGNATURE
Alberta *	Alberta College of Occupational Therapists (ACOT)	Marianne Baird, CEO & Registrar	
British Columbia	College of Occupational Therapists of British Columbia (COTBC)	Carin Plischke, Registrar & CEO	Carin Plischke (Sep 29, 2023 13:56 PDT)
Manitoba	College of Occupational Therapists of Manitoba (COTM)	Michelle Martin-Strong, Executive Director	
New Brunswick	New Brunswick Association of Occupational Therapists (NBAOT)	Natalie MacKenzie, Registrar	
Newfoundland & Labrador	Newfoundland & Labrador Occupational Therapy Board (NLOTB)	Kim Doyle, Executive Director	 Kim Doyle (Oct 3, 2023 22:45 GMT-2.5)
Nova Scotia	College of Occupational Therapists of Nova Scotia (COTNS)	Kevin Wong, Registrar	
Ontario	College of Occupational Therapists of Ontario (COTO)	Elinor Larney, Registrar & CEO	
Prince Edward Island	Prince Edward Island College of Occupational Therapists (PEICOT)	Colleen MacPherson, Registrar	Colleen MacPherson (Oct 4, 2023 10:06 ADT)
Québec	Ordre des ergothérapeutes du Québec (OEQ)	Nicole Charpentier, Secrétaire générale	
Saskatchewan	Saskatchewan Society of Occupational Therapists (SSOT)	Sherry Just, Executive Director / Regulatory Coordinator	Executive Director (Oct 5, 2023 15:20 MDT)

**ACOT has decided to rescind agreement with 6.2 but is in agreement with all other provisions of this agreement.*

SCHEDULE 1:

Unrestricted Authorizations to Practise the Profession

The unrestricted authorizations to practise the profession recognized under this agreement are:

JURISDICTION	SIGNATORY / REGULATORY ORGANIZATION	UNRESTRICTED AUTHORIZATIONS TO PRACTISE THE PROFESSION
Alberta	**ACOT**	General Practice Permit
British Columbia	**COTBC**	Full Registration Certificate
Manitoba	**COTM**	On the Practising Register
New Brunswick	**NBAOT**	Individual Membership
Newfoundland & Labrador	**NLOTB**	Licence
Nova Scotia	**COTNS**	Certificate of Licensure on the General Register
Ontario	**COTO**	General Practising Certificate of Registration
Prince Edward Island	**PEICOT**	Certificate of Registration
Québec	**OEQ**	Permit & Entered on the Roll Temporary Permit & Entered on the Roll
Saskatchewan	**SSOT**	Practising Licence

SCHEDULE 2:

Restricted Authorizations to Practise the Profession

In order to be considered for transfer under the LMSA, the applicant must hold one of the following restricted authorizations.

The restricted authorizations to practise the profession utilized by signatories to this agreement are:

JURISDICTION	SIGNATORY / ORGANIZATION	RESTRICTED AUTHORIZATIONS TO PRACTISE THE PROFESSION
Alberta	**ACOT**	Provisional Practice Permit
		General Permit with Conditions
British Columbia	**COTBC**	Provisional Registration Certificate
		Limited Registration Certificate
Manitoba	**COTM**	On the Practising Register with Conditions
		On the Provisional Register as an Examination Candidate
		On the Provisional Register as a Supervised Practice Candidate
New Brunswick	**NBAOT**	Provisional Membership
Newfoundland & Labrador	**NLOTB**	Provisional Licence
Nova Scotia	**COTNS**	Certificate of licensure on the general register -provisional registration
		Certificate of licensure on the general register with conditions or limits
Ontario	**COTO**	General Practice Certificate with Terms, Conditions or Limitations
		Provisional Practice Certificate
Prince Edward Island	**PEICOT**	Special (Limited) Certificate Provisional Certificate
Québec	**OEQ**	Permit & Entered on the Roll with Practice Limitations/restrictions/conditions Restrictive Temporary Permit
Saskatchewan	**SSOT**	Restricted Licence

SCHEDULE 3:

Approved Degree Education ProgramsA

All degrees conferred within the dates identified are recognized as meeting entry to practice requirements under this agreement.

University	Entry Level Degree	Date Degree FIRST Conferred	Date Degree LAST Conferred
Dalhousie University	BSc(OT)[1] M. Sc (OT)[2]	1985 2008	2008
Université du Québec à Trois-Rivières	M.Sc. en ergothérapie	2012	
Université Laval	B. Sc. santé (ergothérapie) [7] Maîtrise en ergothérapie (M.Erg.)	1973 2012	2010
Université de Sherbrooke	Maîtrise en ergothérapie (M. (erg))	2011	
Université de Montréal	B.Sc. (ergothérapie) [8] Maîtrise ès sciences en ergothérapie (M. Sc.)	1972 2009	2009
McGill University	B. Sc. (Occ. Ther.) [9] Master of Science, Applied, in Occupational Therapy (M.Sc. A. (O.T))	1975 2010	2009
University of Ottawa	BSc(OT)[1] M.Sc. Health (OT)[10].	1991 2009	2009
Queen's University	BSc(OT)[1] M. Sc. (OT)[2]	1973 2006	2006
University of Toronto	BSc(OT)[1] M. Sc. (OT)[2]	1974 2003	2002
McMaster University	BHSc(OT)[6] M. Sc. (OT)[2]	1992 2000	2001
University of Western Ontario	BSc(OT)[1] MClSc,OT[5] M.Sc.(OT)[2]	1974 1998 2003	1998 2003
University of Manitoba	BMR(OT)[3] M.O.T[4]	1979 2005	2004
University of Alberta	BSc(OT)[1] M. Sc. (OT)[2]	1978 2003	2008
University of British Columbia	BSc(OT)[1] MOT	1986 2006	2005

A **LEGEND**

[1] BSc(OT) → Bachelor of Science in Occupational Therapy	[6] BHSc(OT) → Bachelor of Health Science in Occupational Therapy
[2] MSc(OT) →Master of Science in Occupational Therapy	[7] B. Sc. Santé (ergothérapie) → Baccalauréat ès sciences de la santé (ergothérapie)
[3] BMR(OT) →Bachelor of Medical Rehabilitation (Occupational Therapy)	[8] B. Sc. (ergothérapie) → Baccalauréat ès sciences (ergothérapie)
[4] MOT → Master of Occupational Therapy	[9] B. Sc. (Occ. Ther.) → Bachelor of Science in Occupational Therapy
[5] M.Cl.Sc.,OT → Master of Clinical Science in Occupational Therapy	[10] MSc(OT) → Master of Health Sciences in Occupational Therapy

Québec baccalaureate programs that do not grant entry to the profession

University	Baccalaureate Degrees that are prerequisite to the Masters programs	Date Degree FIRST Conferred	Date Degree LAST Conferred
Université du Québec à Trois-Rivières	Baccalauréat en sciences de la santé (ergothérapie), [B. Sc. santé (ergothérapie)]	2011	
Université Laval	Baccalauréat en sciences (ergothérapie), [B. Sc. (ergothérapie)]	2011	
Université de Sherbrooke	Baccalauréat en sciences de la santé [B. Sc. Santé]	2010 [B]	
McGill University	Bachelor of Science in Occupational Therapy (non-practising) [BScOT non-practising]	2010	
Université de Montréal	Baccalauréat en sciences de la santé (ergothérapie) [B. Sc. santé (ergothérapie)]	2010	

[B] Note in this program the Baccalaureate and Master are integrated. Exceptionally, an individual could receive a B. Sc. Santé degree if the student discontinues with the OT program after completing 90 credits. Note that this degree title does not contain the domain “Ergothérapie”.

SCHEDULE 4:

Approved Examination

The approved examination is the Canadian Association of Occupational Therapists (CAOT) National OT Certification Examination (NOTCE).

Signatories using the approved examination:

JURISDICTION	SIGNATORY / REGULATORY ORGANIZATION
Alberta	Alberta College of Occupational Therapists (ACOT)
British Columbia	College of Occupational Therapists of British Columbia (COTBC)
Manitoba	College of Occupational Therapists of Manitoba (COTM)
New Brunswick	New Brunswick Association of Occupational Therapists (NBAOT)
Newfoundland & Labrador	Newfoundland Labrador Occupational Therapy Board (NLOTB
Nova Scotia	College of Occupational Therapists of Nova Scotia (COTNS)
Ontario	College of Occupational Therapists of Ontario (COTO)
Prince Edward Island	Prince Edward Island College of Occupational Therapists (PEICOT)
Saskatchewan	Saskatchewan Society of Occupational Therapists (SSOT)

ACOTRO LMSA Final EN - May2023

Final Audit Report 2023-10-05

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