

Annual gross income	Income replacement indemnities (90% of weighted net income for 2002)				
	Single or single-parent family				
	Number of dependents				
	0	1	2	3	4 or more
51,300	31,348.37	31,827.17	32,269.07	32,710.97	33,152.87
51,400	31,403.84	31,882.64	32,324.54	32,766.44	33,208.34
51,500	31,459.31	31,938.11	32,380.01	32,821.91	33,263.81
51,600	31,514.77	31,993.57	32,435.47	32,877.37	33,319.27
51,700	31,570.24	32,049.04	32,490.94	32,932.84	33,374.74
51,800	31,625.71	32,104.51	32,546.41	32,988.31	33,430.21
51,900	31,681.17	32,159.97	32,601.87	33,043.77	33,485.67
52,000	31,736.64	32,215.44	32,657.34	33,099.24	33,541.14
52,100	31,792.11	32,270.91	32,712.81	33,154.71	33,596.61
52,200	31,847.58	32,326.38	32,768.28	33,210.18	33,652.08
52,300	31,903.04	32,381.84	32,823.74	33,265.64	33,707.54
52,400	31,958.51	32,437.31	32,879.21	33,321.11	33,763.01
52,500	32,013.98	32,492.78	32,934.68	33,376.58	33,818.48

4391

## Draft Regulation

Professional Code  
(R.S.Q., c. C-26)

### Social workers — Integration of marital and family therapists

The Minister responsible for the administration of legislation respecting the professions hereby gives notice, in accordance with the third paragraph of section 27.2 of the Professional Code (R.S.Q., c. C-26), that the draft integration of marital and family therapists into the Ordre professionnel des travailleurs sociaux du Québec, the text of which is attached hereto, will be examined by the Government upon the expiry of 60 days following this publication.

The proposed integration is intended to provide for the measures required to integrate into the Ordre professionnel des travailleurs sociaux du Québec, marital and family therapists to whom it is deemed necessary to grant a reserved title for the protection of the public.

The proposed integration follows up on the Advice given to the Minister responsible for the administration of legislation respecting the professions on the opportunity to constitute a professional order in the field of psychotherapies, which was released to the public in April 1992 by the Office des professions du Québec. In that advice, the Office considers the opportunity to constitute a professional order for various groups of practitioners in the psychotherapy field, including marital and family therapists, sexologists and psychoeducators

but, instead of proposing the constitution of a new order, the Office is of the opinion that those three groups of practitioners should be integrated into already existing orders with reserved titles.

The Ordre professionnel des travailleurs sociaux du Québec has discussed with the Association des psychotérapeutes conjugaux et familiaux du Québec and the Quebec Association for Marriage and Family Therapy with a view to setting the terms and conditions governing the integration of both groups into that professional order.

The Office des professions du Québec, the Québec Interprofessional Council and the Ordre professionnel des travailleurs sociaux du Québec have been duly consulted about the proposed integration.

Further information on the proposed integration may be obtained by contacting Lucie Boissonneault, research officer, or France Lesage, advocate, Office des professions du Québec, 800, place D'Youville, 10<sup>e</sup> étage, Québec (Québec) G1R 5Z3; tel. (418) 643-6912 or 1-800-643-6912, fax: (418) 643-0973.

Any interested person having comments to make on the proposed integration is asked to send them, before the expiry of the 60-day period, to the Chairman of the Office des professions du Québec, 800, place D'Youville, 10<sup>e</sup> étage, Québec (Québec) G1R 5Z3. Comments may be forwarded by the Office to the order concerned, to organizations representing the persons affected by the integration and to interested persons, departments or agencies.

PAUL BÉGIN,  
*Minister responsible for the administration  
of legislation respecting the professions*

## SCHEDULE

### Integration of marital and family therapists into the Ordre professionnel des travailleurs sociaux du Québec

Professional Code  
(R.S.Q., c. C-26, s. 27.2.)

## DIVISION I GENERAL

1. Social workers and marital and family therapists shall now be grouped together within the Ordre professionnel des travailleurs sociaux du Québec, whose name remains unchanged.

2. Holders of a social worker's permit may engage in the following professional activities, in addition to those otherwise permitted by law: providing social services to persons, families and communities with a view to favouring their social development and the improvement or restoration of their social functioning, in particular by psychosocial evaluations and social intervention, by means of an approach focused on the interaction with the environment.

3. Holders of a marital and family therapist's permit may engage in the following activities, in addition to those otherwise permitted by law: providing marital and family therapy services to couples and families with a view to helping them to function better, by evaluating the dynamics of the relational systems and by intervening.

4. The following title is reserved for holders of a social worker's permit: "social worker".

The following initials are reserved for holders of a social worker's permit: "T.S.P.", "P.S.W.", "O.P.", "T.S." and "S.W.".

5. The following titles are reserved for holders of a marital and family therapist's permit: "marital and family therapist", "marital therapist" and "family therapist".

The following initials are reserved for holders of a marital and family therapist's permit: "T.C.F.", "T.C.", "T.F.", "M.F.T.", "M.T" and "F.T."

6. The Ordre professionnel des travailleurs sociaux du Québec may issue the following two categories of permits: social worker's permits and marital and family therapist's permits.

7. Members of the Order who hold a social worker's permit may use the titles reserved for social workers and may engage in the professional activities that may be engaged in by social workers; they may not lead people to believe that they are marital and family therapists unless they hold a valid permit to that effect.

8. Members of the Order who hold a marital and family therapist's permit may use the title reserved for marital and family therapists and may engage in the professional activities that may be engaged in by marital and family therapists; they may not lead people to believe that they are social workers unless they hold a valid permit to that effect.

9. The newly grouped members may hold more than one category of permit where they meet the requirements for the issue of each permit.

## DIVISION II TRANSITIONAL PROVISIONS

10. On the effective date of the integration, the Bureau of the Ordre professionnel des travailleurs sociaux du Québec shall consist of the president and the following 23 directors, serving for the terms indicated:

— 23 directors of the Bureau of the Ordre professionnel des travailleurs sociaux du Québec in office when integration takes effect, including the president of the Ordre professionnel des travailleurs sociaux du Québec in office when integration takes effect, as follows:

— one director representing the Bas-Saint-Laurent and Gaspésie-Îles-de-la-Madeleine regions;

— one director representing the Saguenay—Lac-Saint-Jean region;

— three directors representing the National Capital and Chaudière-Appalaches regions;

— one director representing the Mauricie and Centre-du-Québec regions;

— one director representing the Estrie region;

— two directors representing the Montérégie region;

— three directors elected in 2000 to represent the Montréal and Laval region;

— three out of four directors elected in 1998 to represent the Montréal and Laval region, chosen by the directors of the Bureau of the Ordre professionnel des travailleurs sociaux du Québec in office when integration takes effect;

— one director representing the Lanaudière and Laurentides region;

— one director representing the Outaouais region;

— one director representing the Abitibi-Témiscamingue and Nord-du-Québec region;

— one director representing the Côte-Nord region;

— four directors appointed by the Office des professions du Québec;

the president of the Ordre professionnel des travailleurs sociaux du Québec shall be elected for a term ending in 2002, on the date the president elected in 2002 takes office, as determined by regulation made under paragraph *b* of section 93 of the Professional Code;

the directors whose terms with the Ordre professionnel des travailleurs sociaux du Québec expire first shall be appointed for a term ending in 2002, the other directors shall be appointed for a term ending in 2004, on the date the directors elected in 2002 and 2004 respectively take office, as determined by regulation made under paragraph *b* of section 93 of the Professional Code ;

— the director who sits on the board of directors of either the Association des psychotérapeutes conjugaux et familiaux du Québec or the Quebec Association for Marriage and Family Therapy when integration takes effect, for a term ending in 2002, on the date the directors elected in 2002 take office, as determined by regulation made under paragraph *b* of section 93 of the Professional Code.

**11.** From the first election of directors to the Bureau of the Ordre des travailleurs sociaux du Québec following the effective date of the integration, both the social work sector and the marital and family therapy professional sector shall be represented. The marital and family therapy professional sector shall be represented by one director.

That first election shall take place in 2002, in accordance with the terms and conditions determined by regulation made under paragraph *b* of section 93 of the Professional Code.

At that first election, no one may be a candidate for the office of director or be a director representing at the same time more than one professional sector on the Bureau of the Order.

At that first election, only members of the Order who hold a social worker's permit may be candidates for the office of director or be a director representing the social work professional sector on the Bureau of the Order. Only members of the Order who hold a social worker's permit may sign the nomination paper of a candidate for that office. The candidates shall be elected, in accordance with the Professional Code, by a vote of the members of the Order who hold a social worker's permit.

At that first election, only members of the Order who hold a marital and family therapist's permit may be candidates for the office of director or be a director representing the marital and family therapy professional sector within the Bureau of the Order. Only members of the Order who hold a marital and family therapist's permit may sign the nomination paper of a candidate for that office. The candidates shall be elected, in accordance with the Professional Code, by a vote of the members of the Order who hold a marital and family therapist's permit.

**12.** An advisory committee for the marital and family therapy professional sector shall be constituted within the Ordre des travailleurs sociaux du Québec.

No later than six months after the effective date of the integration, the Bureau of the Order shall appoint five members to that committee among the members of the Order holding a marital and family therapist's permit and after consulting those members. It shall determine the duration of their term.

That committee may make recommendations to the Bureau of the Order concerning holders of marital and family therapist's permits and their professional practice, in particular the terms and conditions for issuing the permit, initial training, professional inspection, ethics, continual education and professional development and give its opinion to the Bureau on any matter submitted by the latter.

The committee shall participate in the harmonization of all the regulations respecting the marital and family therapy professional sector.

The committee shall file a true copy of the minutes of each of its meeting with the secretary of the Order.

These committees shall be in operation for five years from the date of their first meeting.

**13.** The Code of ethics of social workers (R.R.Q., 1981, c. C-26, r. 180), amended by the Regulation approved by Order in Council 1367-94 dated 7 September 1994 and by the Regulation approved by Order in Council 1067-2000 dated 5 September 2000, applies to the newly grouped members, with the following amendments:

(1) the title of the Code shall read as follows:

“Code of ethics of the members of the Ordre professionnel des travailleurs sociaux du Québec”;

(2) where the Code is applied to the holder of a marital and family therapist's permit, it shall read as if

(a) the words “marital and family therapist” and “marital and family therapy” were substituted for the words “social worker” and “social work” respectively; and

(b) the words “an evaluation” were substituted for the words “a psychosocial evaluation” in section 3.06.02;

(c) the word “expertise” was substituted for the words “expertise sociale” in the French version of section 3.06.07;

(d) the words “marital and family therapist” and “marital and family therapists” were substituted for the words “social worker” and “social workers” in sections 4.02.04 and 5.10;

(e) the words “marital and family therapy” were substituted for the words “social work” in sections 4.03.01 and 4.03.03;

(f) the word “data” was substituted for the words “evaluation criteria” in Subdivision 4 of Division IV;

(g) the words “on social work” were deleted from section 4.04.01;

That Regulation, with the above-mentioned amendments, shall cease to apply to the newly grouped members on the date of coming into force of a regulation made by the Bureau of the Ordre professionnel des travailleurs sociaux, pursuant to section 87 of the Professional Code.

**14.** The Regulation respecting the conciliation and arbitration procedure for the accounts of members of the Ordre professionnel des travailleurs sociaux du Québec, approved by Order in Council 1358-93 dated 22 September 1993, applies to the newly grouped members, with the following amendment:

— where the Regulation is applied to the holder of a marital and family therapist’s permit, it shall read as if the word “marital and family therapist” were substituted for the words “social worker”.

That Regulation, with the above-mentioned amendment, shall cease to apply to the newly grouped members on the date of coming into force of a regulation made by the Bureau of the Ordre professionnel des travailleurs sociaux du Québec, pursuant to section 88 of the Professional Code.

**15.** The Regulation respecting the professional inspection committee of the Ordre professionnel des travailleurs sociaux du Québec, approved by Order in Council 827-93 dated 9 June 1993, applies to the newly grouped members, with the following amendments:

(1) where the Regulation is applied to the holder of a marital and family therapist’s permit, it shall read as if the words “marital and family therapist” were substituted for the words “social worker”;

(2) the first and second paragraphs of section 2 and section 12 shall read as if the words “members of the Order” were substituted for the words “social workers”;

(3) the words “social workers” are deleted in section 11.

That Regulation, with the above-mentioned amendments, shall cease to apply to the newly grouped members on the date of coming into force of a regulation made by the Bureau of the Ordre professionnel des travailleurs sociaux du Québec, pursuant to section 90 of the Professional Code.

**16.** The Regulation respecting the keeping of records and consulting offices by social workers, approved by Order in Council 929-88 dated 15 June 1988, applies to the newly grouped members, with the following amendments:

(1) the title of the Regulation shall read as follows:

“Regulation respecting the keeping of records and consulting offices by members of the Ordre professionnel des travailleurs sociaux du Québec”;

(2) where the Regulation is applied to the holder of a marital and family therapist’s permit, it shall read as if the words “marital and family therapist” were substituted for the words “social worker”, respectively;

(3) section 16 shall read as if the words “members of the Ordre professionnel des travailleurs sociaux du Québec” were substituted for the words “social workers”, wherever they appear.

That Regulation, with the above-mentioned amendments, shall cease to apply to the newly grouped members on the date of coming into force of a regulation made by the Bureau of the Ordre professionnel des travailleurs sociaux du Québec, pursuant to the first paragraph of section 91 of the Professional Code.

**17.** The Regulation respecting the cessation of practice of a member of the Ordre professionnel des travailleurs sociaux du Québec, approved by Order in Council 779-93 dated 2 June 1993, applies to the newly grouped members, with the following amendments:

— where the Regulation is applied to the holder of a marital and family therapist’s permit, it shall read as if the words “marital and family therapist” were substituted for the words “social worker”.

That Regulation, with the above-mentioned amendment, shall cease to apply to the newly grouped members on the date of coming into force of a regulation made by the Bureau of the Ordre professionnel des travailleurs sociaux du Québec, pursuant to the second paragraph of section 91 of the Professional Code.

18. The Regulation respecting the business of the Bureau, the administrative committee and general meetings of the Ordre professionnel des travailleurs sociaux du Québec, approved by Order in Council 778-93 dated 2 June 1993, applies to the newly grouped members.

19. The Regulation respecting equivalence standards of degrees for a permit to be issued by the Ordre professionnel des travailleurs sociaux du Québec, approved by Order in Council 86-81 dated 14 January 1981 and replaced by the Regulation adopted by the Bureau of the Order, on 27 November 1981 (R.R.Q., 1981, 283 (Suppl.)), applies to the newly grouped members only when they hold a social worker's licence.

That Regulation shall cease to apply to those members on the date of coming into force of a regulation made by the Bureau of the Ordre professionnel des travailleurs sociaux du Québec, pursuant to paragraph *c* of section 93 of the Professional Code.

20. The Règlement sur l'assurance de la responsabilité professionnelle des membres de l'Ordre professionnel des travailleurs sociaux du Québec, approved by the Office des professions on 16 December 1999, applies to the newly grouped members, with the following amendments:

(1) where the Regulation is applied to the holder of a marital and family therapist's permit, it shall read as if the words "thérapeute conjugal et familial" were substituted for the words "travailleur social";

(2) paragraph 1 of section 1 shall read as if the words "qu'il peut exercer, en outre de celles qui sont autrement permises par la loi" were substituted for the words "mentionnées au paragraphe *d* de l'article 37 du Code des professions (R.S.Q., c. C-26)";

(3) where the Regulation is applied to the holder of a marital and family therapist's permit, paragraph 2 of section 2 and paragraph 2 of the Schedule shall read as if the words "à la thérapie conjugale et familiale" were substituted for the words "au travail social"

(4) sections 5 and 6 shall apply only to the holder of a social worker's licence;

(5) paragraph 1 of the Schedule shall read as if the words "que je peux exercer, en outre de celles qui me sont autrement permises par la loi" were substituted for the words "au paragraphe *d* de l'article 37 du Code des professions (R.S.Q., c. C-26)".

That Regulation, with the above-mentioned amendments, shall cease to apply to the newly grouped members on the date of coming into force of a regulation made by the Bureau of the Ordre professionnel des travailleurs sociaux du Québec pursuant to paragraph *d* of section 93 of the Professional Code.

21. The Regulation respecting refresher training periods for social workers (R.R.Q., 1981, c. C-26, r. 189) applies to the newly grouped members, with the following amendments:

(1) the title of the Regulation shall read as follows:

"Regulation respecting refresher training periods for members of the Ordre professionnel des travailleurs sociaux du Québec";

(2) where the Regulation is applied to the holder of a marital and family therapist's permit, it shall read as if the words "marital and family therapist" and "marital and family therapists" were substituted for the words "social worker" and "social workers" respectively.

That Regulation, with the above-mentioned amendments, shall cease to apply to the newly grouped members on the date of coming into force of a regulation made by the Bureau of the Ordre professionnel des travailleurs sociaux du Québec, pursuant to paragraph *j* of section 94 of the Professional Code.

22. The Regulation respecting the committee on training of social workers, made by Order in Council 1049-97 dated 13 August 1997, applies to the newly grouped members only as regards the training of social workers.

That Regulation shall cease to apply to those members on the date of coming into force of a regulation made by the Government, pursuant to the second paragraph of section 184 of the Professional Code.

23. The Regulation respecting family mediation, made by Order in Council 1686-93 dated 1 December 1993, amended by the Regulation made by Order in Council 459-96 dated 17 April 1996, by section 23 of chapter 42 of the Statutes of 1997, by the Regulations made by Orders in Council 499-98 dated 8 April 1998, 905-99 dated 11 August 1999, 1037-2000 dated 30 August 2000 and 1117-2000 dated 20 September 2000, applies to the newly grouped members, with the following amendment:

— subparagraph 1 of the first paragraph of section 1 shall read with the words "holding a social worker's licence" after the words "Ordre professionnel des travailleurs sociaux du Québec".

That Regulation, with the above-mentioned amendment, shall cease to apply to the newly grouped members on the date of coming into force of a regulation made by the Government, pursuant to article 827.3 of the Code of Civil Procedure (R.S.Q., c. C-25).

24. The diplomas giving access to the social worker's permit issued by the the *Ordre professionnel des travailleurs sociaux du Québec* are the diplomas determined in section 1.15 of the Regulation respecting the diplomas issued by designated teaching establishments which give access to permits or specialist's certificates of professional orders, made by Order in Council 1139-83 dated 1 June 1983 and its subsequent amendments.

25. Every permit issued by the *Ordre professionnel des travailleurs sociaux du Québec* before the effective date of the integration is a social worker's permit.

26. All of the following training and supervision, completed in Québec, give rise to the marital and family therapist's permit issued by the *Ordre professionnel des travailleurs sociaux du Québec*:

(1) theoretical training in family and couple studies, in marital and family therapy, in human development and in couple and family ethics of at least 360 hours or 24 credits, completed with an organization in the marital and family therapy field, each credit representing 45 hours of attendance in class and personal work. The 360 hours or 24 credits shall be broken down as follows:

- (a) 90 hours or 6 credits in family and couple studies;
- (b) 135 hours or 9 credits in marital and family therapy;
- (c) 90 hours or 6 credits in human development;
- (d) 45 hours or 3 credits in couple and family ethics;

(2) at least 500 hours of practical training in marital and family therapy, under the supervision of a person meeting the requirements for admission as a clinical member and certified supervisor to the *Association des psychothérapeutes conjugaux et familiaux du Québec* or the *Quebec Association for Marriage and Family Therapy*, as they read during supervision or, if supervision is exercised after the effective date of the integration, as they read on that date;

(3) 100 supervised hours with the supervisor referred to in subparagraph 2 completed during the practical training referred to in that subparagraph.

The training and supervision referred to in the first paragraph shall be completed after receiving a master's degree awarded by a university located in Québec, upon completion of a program comprising at least 135 hours or 9 credits of theoretical training in human development, in the theoretical models of personality and behaviour and in intervention models or methods.

For the purposes of the Professional Code and the regulations thereunder, the training, experience and degree as a whole referred to in the first and second paragraphs shall be deemed to be the diploma recognized as valid for the issue of a marital and family therapist's permit.

The provisions of the second paragraph shall not affect the rights of a person who, on the effective date of the integration, is registered in a training program in marital and family therapy that includes all the training and supervision referred to in the first paragraph, after receiving a master's degree awarded by a university located in Québec, comprising at least 135 hours or 9 credits of theoretical training in human development, in the theoretical models of personality and behaviour and in intervention models or methods if, before the expiry of the five years following the effective date of the integration, the person meets the requirements of the first paragraph and completes an application for a marital and family therapist's permit in the form prescribed by the Bureau of the Order.

27. A person who, on the day before the effective date of the integration, is a member of the *Ordre professionnel des travailleurs sociaux du Québec* may obtain a marital and family therapist's permit provided that the following requirements are met:

(1) the person completes an application for a marital and family therapist's permit in the form prescribed by the Bureau of the Order, before the expiry of the two years following the effective date of the integration;

(2) the person demonstrates to the Bureau of the Order that he has completed the following training and supervision:

(a) theoretical training in family and couple studies, in marital and family therapy, in human development and in couple and family ethics of at least 360 hours or 24 credits, completed with a trainer or an organization in the marital and family therapy field, each credit representing 45 hours of attendance in class and personal work. At least 240 of the 360 hours or 16 of the 24 credits shall be broken down as follows:

- i. 60 hours or 4 credits in family and couple studies;
- ii. 90 hours or 6 credits in marital and family therapy;
- iii. 90 hours or 6 credits in human development and couple and family ethics;

(b) at least 500 hours of practical training in marital and family therapy, under the supervision of a person meeting the requirements for admission as a clinical member and certified supervisor to the Association des psychothérapeutes conjugaux et familiaux du Québec or the Quebec Association for Marriage and Family Therapy, as they read during supervision or, if supervision is exercised after the effective date of the integration, as they read on that date;

(c) 100 supervised hours with the supervisor referred to in subparagraph *b* completed during the practical training referred to in that subparagraph.

**28.** A person who, on the day before the effective date of the integration, is a clinical member of the Association des psychothérapeutes conjugaux et familiaux du Québec or who is a member of the Clinical Membership category of the Quebec Association for Marriage and Family Therapy may obtain a marital and family therapist's permit provided that the person completes an application for such permit in the form prescribed by the Bureau of the Order, before the expiry of the two years following the effective date of the integration.

**29.** The requirements for admission as a clinical member to the Association des psychothérapeutes conjugaux et familiaux du Québec, approved by the board of directors of the Association on 27 April 2001, and the requirements for admission to the Clinical Membership category in force on 1 January 1992 and published in March 1994 by the American Association for Marriage and Family Therapy, apply in respect of marital and family therapist's permits for the purposes of recognizing, in accordance with subparagraph *g* of the first paragraph of section 86 of the Professional Code, a diploma or training equivalence.

That section shall cease to apply on the date of coming into force of a regulation made by the Bureau of the Ordre professionnel des travailleurs sociaux du Québec, pursuant to paragraph *c* of section 93 of the Professional Code.

4402

## Draft Regulation

An Act respecting the lands in the domain of the State (R.S.Q., c. T-8.1)

### Lands in the public domain

#### — Sale, lease and granting of immovable rights

#### — Amendments

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that Regulation to amend the Regulation respecting the sale, lease and granting of immovable rights on lands in the public domain, the text of which appears below, may be made by the Government upon the expiry of 45 days following this publication.

The purpose of the draft Regulation is to regularize an occupancy after the filing of a cadastral renovation plan, to prescribe provisions setting conditions applicable to camping on lands in the domain of the State and to revise certain administration fees.

Any person having comments to make on this draft Regulation is asked to send them in writing, before the expiry of the 45-day period, to Bernadette Crombé, Director, Politiques territoriales, Ministère des Ressources naturelles, 5700, 4<sup>e</sup> Avenue Ouest, bureau A 314, Charlesbourg (Québec) G1H 6R1.

JACQUES BRASSARD,  
*Minister of Natural Resources*

## Regulation to amend the Regulation respecting the sale, lease and granting of immovable rights on lands in the public domain \*

An Act respecting the lands in the domain of the State (R.S.Q., c. T-8.1, s. 71, subpars. 3 and 7)

**1.** The title and section 1 of the Regulation respecting the sale, lease and granting of immovable rights on lands in the public domain are amended by substituting the words "domain of the State" for the words "public domain."

\* The Regulation respecting the sale, lease and granting of immovable rights on lands in the public domain, made by Order in Council 231-89 dated 22 February 1989 (1989, *G.O.* 2, 1483), was amended by the Regulation made by Order in Council 308-99 dated 31 March 1999 (1999, *G.O.* 2, 400).