

## Draft Regulations

### Draft Regulation

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

#### Human resources and industrial relations professionals — Standards for equivalence of diplomas or training for the issue of a permit

Notice is hereby given, in accordance with sections 10 and 11 of the Regulations Act (R.S.Q., c. R-18.1), that the “Regulation respecting the standards for equivalence of diplomas or training for the issue of a permit by the Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec”, which has been adopted by the Bureau of the Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec, may be submitted to the government for approval, with or without amendment, upon the expiry of 45 days following this publication.

The purpose of the regulation, according to the Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec, is to set forth the equivalence standards for diplomas issued by teaching establishments situated outside Québec, for the purpose of issuing a permit, and to set forth the equivalence standards for the training of individuals who do not hold a diploma that gives access to a permit.

The order does not foresee that the regulation will have any impact on organizations, including SMEs.

For further information, please contact Sarah Thibodeau, Attorney, the Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec, 1200, avenue McGill College, bureau 1400, Montréal (Québec) H3B 4G7, at (514) 879-1636, or by fax at (514) 879-1722.

All persons wishing to present comments regarding this topic may send them prior to the expiry of the 45-day period to the President of the Office des professions du Québec, at 800, place D’Youville, 10<sup>e</sup> étage, Québec, Québec (G1R 5Z3). The Office will forward any comments to the Minister responsible for the administration of legislation respecting the professions, and may also

forward them to the professional order that adopted the regulation, and to the appropriate interested parties, government departments and organizations.

GAÉTAN LEMOYNE,  
*President of the Office  
des professions du Québec*

### Regulation respecting the standards for equivalence of diplomas or training for the issue of a permit by the Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec

Professional Code  
(R.S.Q., c. C-26, s. 93, par. c)

#### DIVISION I GENERAL PROVISIONS

**1.** The secretary of the Ordre des conseillers en ressources humaines et en relations industrielles agréés du Québec shall forward a copy of this Regulation to a candidate who, for the purpose of obtaining a permit from the order, applies for an equivalence of a diploma issued by an educational establishment situated outside Québec, or requests a training equivalence.

**2.** In this Regulation, the following terms mean:

1° “diploma giving access to a permit” means a diploma recognized as giving access to the permit issued by the order by regulation of the Government made under the first paragraph of section 184 of the Professional Code;

2° “diploma equivalence” means the attestation by the Bureau of the order, in accordance with subparagraph g of the first paragraph of section 86 of the Professional Code (R.S.Q., c. C-26), that the level of knowledge and skills attained by the holder of a diploma issued by an educational establishment outside Québec is equivalent to the level attained by the holder of a diploma giving access to a permit by the order;

3° “training equivalence” means the attestation by the Bureau of the order, in accordance with subparagraph g of the first paragraph of section 86 of the Professional Code, that a candidate’s training is equivalent to the level of knowledge and skills attained by the holder of a diploma giving access to a permit by the order.

## **DIVISION II** STANDARDS FOR A DIPLOMA EQUIVALENCE

**3.** A candidate holding a diploma issued by an educational establishment outside Québec shall be granted a diploma equivalence if the diploma was issued upon completion of an undergraduate program comprising at least 90 credits. Each credit must correspond to 45 hours of in-class attendance and individual work. At least 60 out of the 90 credits shall be apportioned as follows:

1° A minimum of 12 credits in labour relations;

2° A minimum of 12 credits in human resources management;

3° A minimum of 9 credits in Québec public policy and labour laws;

4° A minimum of 12 credits in financial and organizational management;

5° A minimum of 9 credits in information systems, scientific and statistical methods, workplace health and safety, industrial, social and organizational psychology, organizational behaviour, and political sociology;

6° A minimum of 6 credits in economics and the workplace, planning and management, marketing, business ownership, business management, ethics, technology and industrial relations, multi-ethnic relations, organizational communications and international industrial relations.

In addition, a minimum of twenty-four (24) credits must be completed from among the subjects listed in paragraphs 1 to 6. The credits must be aimed at acquiring versatile, cross-functional competencies that emphasize individual analytical or management skills, an understanding of the role of a certified human resources management or industrial relations professional, or the integration and analysis of various fields related to the workplace or management.

**4.** Notwithstanding section 3, where the diploma in respect of which an equivalence application has been filed was issued 3 or more years prior to the application, a diploma equivalence shall be denied if the candidate’s knowledge and skills, taking into account developments

in profession, no longer correspond to the knowledge and skills acquired upon completion of a current program of study leading to the granting of a diploma that gives access to a permit.

## **DIVISION III** STANDARDS FOR TRAINING EQUIVALENCE

**5.** A candidate shall be granted a training equivalence if he demonstrates that the level of knowledge and skills he acquired after his training is equivalent to the level acquired upon completion of a diploma giving access to a permit.

**6.** Notwithstanding section 5, where the training in respect of which an equivalence application has been filed was completed 3 or more years prior to the application, a training equivalence shall be denied if the candidate’s knowledge and skills, taking into account developments in profession, no longer correspond to the knowledge and skills acquired upon completion of a program of study leading to a diploma that gives access to a permit.

**7.** To determine whether a candidate has attained the level of training required in section 4, the Bureau shall take all the following factors into account:

1° the fact that the candidate holds one or more diplomas issued in Québec or elsewhere;

2° the courses taken, the number of credits earned and the grades obtained;

3° training periods and other learning activities or refresher courses;

4° the total number of years of education;

5° relevant work experience.

Where the evaluation carried out in accordance with the preceding paragraph does not lead to a decision, the candidate may be interviewed or invited to take an examination prescribed by resolution of the Bureau, or both, in order to complete the evaluation.

## **DIVISION IV** DIPLOMA OR TRAINING EQUIVALENCE RECOGNITION PROCEDURE

**8.** A candidate applying for a diploma or training equivalence, for the purpose of obtaining a permit from the order, shall provide the secretary of the order with the following documents and information:

1° a written request along with the fees for the examination of the application, prescribed in accordance with paragraph 8 of section 86.0.1 of the Professional Code;

2° an academic record, including a description of courses taken, and the number of credits and the grades obtained;

3° a copy of any diploma obtained;

4° a document describing and attesting to the candidate's relevant work experience, namely in the practice of professional activities as described in paragraph *f* of section 37 of the Professional Code. The candidate's experience must be attested to in writing by an authorized representative of the employer with respect to the length of employment and the positions held;

5° a list of the candidate's publications;

6° a document attesting to the candidate's participation in a training period or in any learning activity or refresher course pertaining to a professional activity described in paragraph *f* of section 37 of the Professional Code.

When the documents forwarded in support of an application for diploma or training equivalence are written in a language other than French or English, they must be accompanied by a French translation attested to by a sworn declaration from the person who did the translation.

**9.** The secretary of the order shall forward the documents and information prescribed in section 7 to a committee set up by the Bureau of the order, in accordance with paragraph 2 of section 86.0.1 of the Professional Code, to examine equivalence applications and make appropriate recommendations to the Bureau.

**10.** At its first meeting following receipt of the committee's recommendation, the Bureau shall decide whether to grant the diploma or training equivalence. It shall notify the candidate in writing within 30 days following the date of its decision.

**11.** If it does not grant the diploma or training equivalence, the Bureau shall inform the candidate thereof in writing and shall indicate to him the study, the training periods or the examinations that must be successfully completed for the equivalence to be granted, and the prescribed time period during which they must be completed.

**12.** A candidate who is informed of the Bureau's decision not to grant the diploma or training equivalence may apply to the Bureau for a review and a hearing,

provided that the candidate applies therefor in writing to the secretary of the order within 30 days following the date on which the decision was mailed.

The Bureau has a period of 60 days from the date it receives the application for review to grant the candidate a hearing, and review its decision if necessary. To that end, the secretary of the order shall convene the candidate by means of a notice in writing sent by registered mail not less than 10 days before the date of the hearing.

**13.** The Bureau's decision is final and shall be forwarded to the candidate by registered mail within 30 days following the date of the hearing.

**14.** When it has been established that the candidate has successfully completed, within the prescribed time period, the study, the examinations or the training periods prescribed by a decision rendered in accordance with section 10, the Bureau grants the training equivalence. The secretary of the order notifies the candidate in writing within 30 days of the date the application is granted.

#### DIVISION IV FINAL PROVISION

**15.** This regulation comes into force on the fifteenth day following the date of its publication in the *Gazette officielle du Québec*.

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### Draft Regulation

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

#### Physicians — Professional activities that may be performed by a hyperbaric chamber operator

Notice is hereby given, in accordance with the Regulations Act (R.S.Q., c. R-18.1), that the Bureau of the Collège des médecins du Québec, at its meeting held on December 12, 2003, adopted the "Regulation respecting professional activities that may be performed by a hyperbaric chamber operator".

The Regulation has been transmitted to the Office des professions du Québec, which will examine it pursuant to section 95 of the Professional Code (R.S.Q., c. C-26). It will then be submitted, with the recommendation of the Office, to the Government which may, under the same section, approve it with or without amendment, after the expiry of 45 days following this publication.