

7. Members must conduct themselves and proceedings before them so as to ensure that all are treated equally and according to the law.

8. Members must maintain their knowledge up to date, specifically regarding matters of human rights and freedoms, in particular by participating in the Tribunal's professional development activities. They must take appropriate measures to improve the skills necessary to the exercise of their functions.

9. Members must comply with the President's administrative directives in the performance of their duties.

DIVISION 2

INCOMPATIBLE SITUATIONS AND ACTIVITIES

10. Members must avoid placing themselves in a situation of conflict between their personal interest and their duties as members.

11. Members must refrain from engaging in any activity or placing themselves in any situation that could affect the dignity of their duties or discredit the Tribunal.

12. Members must refrain from engaging in any activity that is incompatible with the exercise of their functions. In particular, members must refrain from becoming involved in any cause or participating in any organization or pressure group having objectives that deal with matters falling within the jurisdiction of the Tribunal and from engaging in a political activity.

13. Members must refrain from engaging in any activity that could constitute a ground of recusation. A member who is aware of a valid ground of recusation to which the member is liable must abstain from sitting.

DIVISION 3

FINAL

14. This Code replaces the Code of ethics of the members of the Human Rights Tribunal (R.Q. c. C-12, r.0.001).

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

8300

Draft Regulation

An Act to promote workforce skills development and recognition
(R.S.Q., c. D-7.1)

Training bodies, training instructors and training services — Accreditation — Amendments

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 to amend the Regulation respecting the accreditation of training bodies, training instructors and training services, appearing below, may be approved by the Government on the expiry of 45 days following this publication.

The draft Regulation is incidental to the implementation of the Act to amend the Act to foster the development of manpower training and other legislative provisions (2007, c. 3), which seeks to promote workforce skills development and recognition.

The draft Regulation updates the conditions on which training bodies, training instructors and training services referred to in subparagraph 2 of the first paragraph of section 6 of the Act to promote workforce skills development and recognition (R.S.Q., c. D-7.1) will be accredited by the Minister.

The draft Regulation has no negative impact on the public or enterprises.

Further information may be obtained by contacting Danielle Amyot, Secretariat of the Commission des partenaires du marché du travail, 800, rue du Square-Victoria, 28^e étage, C.P. 100, Montréal (Québec) H4Z 1B7; telephone: 514 864-8218; fax: 514 864-8005; e-mail: danielle.amyot@mess.gouv.qc.ca.

Any interested person having comments to make on the matter is asked to send them in writing, before the expiry of the 45-day period, to Marjolaine Loiselle, Chair of the Commission des partenaires du marché du travail, 800, rue du Square-Victoria, 28^e étage, C.P. 100, Montréal (Québec) H4Z 1B7.

SAM HAMAD,
*Minister of Employment
and Social Solidarity*

Regulation to amend the Regulation respecting the accreditation of training bodies, training instructors and training services*

An Act to promote workforce skills development and recognition
(R.S.Q., c. D-7.1, s. 20, 1st par., subpar. 1, and s. 21, pars. 2 and 3)

1. Section 1 of the Regulation respecting the accreditation of training bodies, training instructors and training services is amended in section 1

(1) by replacing the part preceding subparagraph 1 of the first paragraph by the following:

“**1.** A legal person, including a non-profit organization, or a partnership wishing to be accredited as a training body for the purposes of the Act to promote workforce skills development and recognition (R.S.Q., c. D-7.1) must apply in writing to the Minister of Employment and Social Solidarity using the form provided, giving the following information:”;

(2) by replacing “the registration number attributed to it under” in subparagraph 1 of the first paragraph by “its Québec business number assigned under section 21 of”;

(3) by striking out subparagraph 2 of the first paragraph;

(4) by striking out the second paragraph;

(5) by replacing “Société” in the third paragraph by “Minister”.

2. Section 2 is amended by replacing “Société” by “Minister”.

3. Section 3 is amended by replacing “Société” wherever it appears by “Minister”.

4. Section 4 is amended

(1) by replacing “The Société will accredit the training service of an employer subject to the provisions of section 1 of the Act to foster the development of manpower training when it” in the part preceding paragraph 1 by “The

Minister is to accredit the training service of an employer subject to the provisions of Division I of the Act if the Minister”;

(2) by striking out paragraph 3;

(3) by replacing “written statement by the representative authorized for this purpose specifying the skills” in paragraph 5 by “description of the skills and qualifications”.

5. Section 5 is amended

(1) by inserting “must demonstrate that it” in the part preceding paragraph 1 after “services”;

(2) by inserting the following before paragraph 1:

“(0.1) identification of training needs;”;

(3) by adding the following paragraph at the end:

“(4) follow-up to training activities.

6. Section 6 is revoked.

7. Section 7 is amended by replacing “to 6” by “and 5”.

8. Section 8 is amended

(1) by inserting “, du Loisir et du Sport” in paragraph 3 after “Éducation”;

(2) by replacing “, a municipality, an urban community” in paragraph 4 by “et des Régions, a municipality, a metropolitan community”.

9. Section 10 is amended

(1) by replacing the first paragraph by the following:

“**10.** Accredited training bodies and training instructors must inform the Minister without delay of any change in the conditions to be satisfied for accreditation or in the information provided in their initial application for accreditation or in their application for renewal.”;

(2) by replacing “stipulated in the 3rd sub-section” in the second paragraph by “required by the second paragraph”;

(3) by striking out “, at least every 6 months,” in the second paragraph.

* The Regulation respecting the accreditation of training bodies, training instructors and training services, approved by Order in Council 764-97 dated 11 June 1997 (1997, G.O. 2, 2737), has not been amended since.

10. Sections 16 and 17 are amended by striking out “actively” wherever it appears.

11. The following is inserted after section 17:

“**17.1.** The holder of an accreditation must give to any participant who so requests a detailed statement of the content of the training provided to the participant in the last 24 months.

The first paragraph is applicable to training provided as of 1 January 2008.”.

12. Section 20 is amended by replacing “board of directors of the Société can” by “Minister may” and by replacing “it” by “the Minister”.

13. The first paragraph of section 22 is replaced by the following:

“**22.** The holder of an accreditation wishing to renew the accreditation must apply to the Minister in writing, using the form provided, at least 30 days before the accreditation expires.”.

14. Sections 23 and 24 are replaced by the following:

“**23.** The fees for processing an application for accreditation or a renewal application are

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| (1) for a training body: | \$550; |
| (2) for a non-profit organization: | \$200; |
| (3) for a training instructor: | \$300; |
| (4) for a training service: | \$250; |
| (5) for a multi-employer training service: | \$500.”. |

15. This Regulation comes into force on 1 January 2008.

8295

Draft Regulation

An Act to promote workforce skills development and recognition
(R.S.Q., c. D-7.1)

Eligible training expenditures — Amendments

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 to amend the Regulation respecting eligible training expenditures, appearing below, may be approved by the Government on the expiry of 45 days following this publication.

The draft Regulation is incidental to the implementation of the Act to amend the Act to foster the development of manpower training and other legislative provisions (2007, c. 3), which seeks to promote workforce skills development and recognition.

The draft Regulation proposes to adapt the Regulation respecting eligible training expenditures to the new realities in the Act to promote workforce skills development and recognition and to refocus eligible training expenditures on those that contribute directly to workforce skills improvement and development.

Accordingly, it modifies certain rules applicable to the calculation of eligible expenditures and to the supporting documents that must be kept. In that perspective, the draft Regulation will have a positive impact on enterprises since the administrative burden of employers will be reduced.

Further information may be obtained by contacting Danielle Amyot, Secretariat of the Commission des partenaires du marché du travail, 800, rue du Square-Victoria, 28^e étage, C.P. 100, Montréal (Québec) H4Z 1B7; telephone: 514 864-8218; fax: 514 864-8005; e-mail: danielle.amyot@mess.gouv.qc.ca

Any interested person having comments to make on the matter is asked to send them in writing, before the expiry of the 45-day period, to Marjolaine Loiselle, Chair of the Commission des partenaires du marché du travail, 800, rue du Square-Victoria, 28^e étage, C.P. 100, Montréal (Québec) H4Z 1B7.

SAM HAMAD.
*Minister of Employment
and Social Solidarity*