

67. Geologists shall avoid making exaggerated or unfounded declarations.

Geologists shall also refrain from providing inaccurate, incomplete or ambiguous information that could encourage the public to participate in risky ventures or that could cause the public substantial prejudice.

68. All advertising by geologists shall serve to help the public make an informed choice, shall be carried out with integrity and shall foster professionalism.

69. Geologists shall indicate their name and professional title in all their advertising.

70. Geologists shall refrain, in all their advertising, from:

1. discrediting the services offered by other geologists;

2. claiming to possess experience, professional or academic qualifications or specific abilities that they are unable to substantiate.

71. Geologists shall indicate in all advertising on their fees for services:

1. the nature and scope of the professional services included;

2. the additional costs and services that may be required and that are not included.

The fees advertised shall remain in effect for a period of 60 days following the date such advertising was last disseminated or published.

72. Geologists shall keep a copy of all advertising for a period of five years following the date it was last disseminated or published. Such copy shall be remitted to the syndic, upon request.

SECTION V GRAPHIC SYMBOL OF THE ORDRE

73. The Ordre is represented by a graphic symbol, the original of which is held by the secretary.

74. Geologists who reproduce the graphic symbol of the Ordre shall ensure that it is a true likeness of the original held by the secretary.

When geologists use this symbol in their advertising, they shall not lead the public to believe that such advertising is that of the Ordre.

75. Geologists practising with a firm shall ensure that the firm uses the graphic symbol of the Ordre strictly when all the services provided by the firm are professional geologist services.

In the event that a firm provides professional geologist services as well as the services of individuals other than geologists with whom geologists are authorized to practise their professional activities, the firm may use the graphic symbol of the Ordre provided it also uses the graphic symbol identifying each of the professional orders or bodies of which such individuals are members.

SECTION VI FIRM NAME

76. Geologists shall not practise with a firm under a name that is numerical, misleading, deceptive or contrary to the honour and dignity of the profession.

77. When a practising partner passes away, retires or leaves the partnership, his or her name shall be removed from the firm name within 30 days of his or her departure, unless there is a written agreement to the contrary with such partner or his or her successors.

SECTION VII FINAL PROVISION

78. This Code shall come into effect on the fifteenth day following its date of publication in the *Gazette officielle du Québec*.

1085

Draft regulation

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

Physicians — Professional activities that may be engaged in by an athletic therapist

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 certain professional activities that may be engaged in by an athletic therapist”, adopted by the board of directors of the Collège des médecins du Québec, the text of which appears below, may be submitted to the government, which may approve it, with or without amendment, upon expiry of the 45 days that follow this publication.

The purpose of this Regulation is to allow an athletic therapist to engage in the following professional activities:

— evaluate musculoskeletal function when it presents a problem or incapacity of musculoskeletal origin and when the condition with which it is associated, if any, is in a chronic phase and a controlled state;

— use invasive forms of energy;

— provide treatment to wounds;

— administer topical medications that have been the subject of a prescription as part of the use of forms of invasive energy and for treatments of wounds.

It is not anticipated that this Regulation will have any impact on enterprises, including small and medium-sized businesses.

Further information may be obtained by contacting, M^{re} Linda Bélanger, Assistant Director of the Legal Services Division, Collège des médecins du Québec, 2170, boulevard René-Lévesque Ouest, Montréal (Québec) H3H 2T8; Telephone No.: 1 888 633-3246 or 514 933-4441, extension 5362; Fax No.: 514 933-3276; email: lbelanger@cmq.org

Any person having comments is asked to send them, before the expiry period indicated above, to the Chair of the Office des professions du Québec, 800, place D'Youville, 10th floor, Québec City, Québec, G1R 5Z3. Comments will be forwarded by the Office to the Minister of Justice and Minister responsible for the administration of legislation respecting the professions; they may also be sent to the Collège des médecins du Québec, as well as to interested persons, departments and organizations.

JEAN PAUL DUTRISAC,
*Chair of the Office
des professions du Québec,*

Regulation respecting certain professional activities that may be engaged in by an athletic therapist

Professional Code
(R.S.Q., c. C-26, s. 94, par. h)

1. The purpose of this regulation is to determine, amongst the professional activities that physicians may engage in, those professional activities that may be engaged in by an athletic therapist pursuant to the terms and conditions set out herein.

2. In this regulation, the following definitions apply:

(1) “athlete” is a person who, at an introductory, recreational, competitive or elite level, engages in a physical activity that includes some form of training, respect for certain rules of practice, supervision, technical content or practice time;

(2) “athletic therapist” is a person who has been certified by the Canadian Athletic Therapists Association and is in either of the following situations:

(a) holds a Bachelor of Science (B.Sc.) degree conferred upon completion of the Bachelor of Science Specialization in Exercise Science - Athletic Therapy Option program of Concordia University;

(b) holds a degree issued by an educational institution located outside Québec upon completion of a program in athletic therapy certified by the Canadian Athletic Therapy Association.

3. An athletic therapist may engage in the following professional activities with an athlete:

(1) evaluate musculoskeletal function when it presents a problem or incapacity of musculoskeletal origin and when the condition with which it is associated, if any, is in a chronic phase and a controlled state;

(2) use invasive forms of energy;

(3) provide treatment to wounds;

(4) administer topical medications that have been the subject of a prescription as part of the use of forms of invasive energy and for treatments of wounds.

An athletic therapist must engage in the professional activities provided in paragraphs (1) to (4) of the first paragraph for purposes of supervising athletes in the preparation and execution of their physical activity, offer them first aid on training and competition sites, determine their treatment plan and evaluate and treat their problem or incapacity of musculoskeletal origin in order to obtain optimum functional performance.

4. An athletic therapist may engage in the professional activities provided in paragraphs (2) to (4) of section 3 with any other persons if the following conditions are respected:

(1) the person presents a problem or incapacity of musculoskeletal origin and the condition with which it is associated, if any, is in a chronic phase and a controlled state;

(2) there has been a prior assessment by a physio-therapist or a medical diagnosis.

5. A person registered in a program of studies that leads to the degree contemplated in sub-paragraph *a* of paragraph (2) of section 2 and a person who is a candidate for certification by the Canadian Athletic Therapists Association may engage in the professional activities provided in section 3 if the following conditions are respected:

(1) they engage in these activities in accordance with sections 3 and 4 and in the presence of an athletic therapist;

(2) the practice of these activities is required to complete this program or obtain this certification.

6. This regulation comes into force on the fifteenth day that follows its publication in the *Gazette officielle du Québec* and shall cease to apply on the date of the fifth anniversary of its coming into force.

1084

Draft Regulation

Pay Equity Act
(R.S.Q., c. E-12.001)

Report on pay equity

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 report on pay equity, appearing below, may be made by Order of the Minister of Labour on the expiry of 45 days following this publication.

The draft Regulation identifies the employers that are subject to the obligation to submit a report on the implementation of the Pay Equity Act in their enterprises. It also specifies when the report is to be submitted and the information that it must contain.

Further information may be obtained by contacting Josée Marotte, Ministère du Travail, 200, chemin Sainte-Foy, 5^e étage, Québec (Québec) G1R 5S1; telephone: 418 528-8182; fax: 418 643-9454.

Any person wishing to comment on the draft Regulation is requested to submit written comments within the 45-day period to the Minister of Labour, 200, chemin Sainte-Foy, 6^e étage, Québec (Québec) G1R 5S1.

LISE THÉRIAULT,
Minister of Labour

Regulation respecting the report on pay equity

Pay Equity Act
(R.S.Q., c. E-12.001, s. 4)

1. The following employers are subject to the obligation to submit a report on pay equity:

(1) an employer registered under the Act respecting the legal publicity of sole proprietorships, partnerships and legal persons (R.S.Q., c. P-45) which, under that Act, is subject to the obligation to file an annual declaration for the current year and declared 6 employees or more in its previous annual declaration or in any other document standing in lieu of the last annual updating under that Act;

(2) the Conseil du trésor, as an employer deemed to be the employer in the public service enterprise and the parapublic sector enterprise under section 3 of the Pay Equity Act (R.S.Q., c. E-12.001);

(3) an employer registered in the central database of public bodies and corporations provided for by Order in Council 1870-93 dated 15 December 1993, except if the employer is in the public service enterprise or the parapublic sector enterprise;

(4) a group of employers recognized as the employer of a single enterprise by the Commission de l'équité salariale pursuant to section 12.1 of the Pay Equity Act;

(5) any employer registered under the Act respecting the legal publicity of sole proprietorships, partnerships and legal persons which, not having 6 employees or more or being exempt from the obligation to file an annual declaration, has already submitted a report on pay equity in which the employer declared that it was subject to the Pay Equity Act.

In this Regulation,

(1) "report on pay equity" means an employer's report on the implementation of the Pay Equity Act in the employer's enterprise, provided for in the second paragraph of section 4 of the Pay Equity Act;

(2) "annual declaration" means the declaration provided for in section 26 of the Act respecting the legal publicity of sole proprietorships, partnerships and legal persons.

2. An employer referred to in subparagraph 1 or 5 of the first paragraph of section 1 is to submit a report on pay equity during the period applicable to the employer