

**Mutual Recognition Agreement  
on Labour Mobility for Social Workers in Canada**

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**BETWEEN**

Alberta College of Social Workers

Board of Registration for Social Workers in British Columbia

Manitoba Institute of Registered Social Workers

New Brunswick Association of Social Workers

Newfoundland and Labrador Association of Social Workers

Nova Scotia Association of Social Workers

Ontario College of Social Workers and Social Service Workers

Prince Edward Island Social Work Registration Board

Ordre professionnel des travailleurs sociaux du Québec

Saskatchewan Association of Social Workers

**March 2007**

## 1.0 PURPOSE

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We, the undersigned, enter into this Mutual Recognition Agreement (MRA) in order to comply with our obligations under the Agreement on Internal Trade (AIT), Chapter 7 (Labour Mobility). The purpose of this MRA is to establish the conditions under which a Social Worker who is registered in one Canadian jurisdiction will have his/her qualifications recognized in another Canadian jurisdiction which is a Party to this Agreement.

## 2.0 DEFINITIONS

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- 2.1 Approved program** means a social work university degree from a Canadian social work program, accredited by the Canadian Association of Schools of Social Work or approved in the *Regulation respecting the diplomas issued by designated educational institutions which gives access to permits or specialists certificates of professional orders* (c. C-26, r.1.1), listed in Appendix 1, as amended from time to time.
- 2.2 University degree in a social work program** means a social work university degree from a Canadian social work program accepted by a Party to this agreement.
- 2.3 Conditional / provisional / temporary** registration means registration granted to an applicant applying to a receiving jurisdiction may be required to meet specific conditions of registration. This will be determined by each receiving jurisdiction's legislation respecting the

regulation of the social work profession and may include additional education, examination or both.

- 2.4 Currency** of professional knowledge and skills means that a social worker seeking registration in a receiving jurisdiction must show proof of having actively practiced as a registered social worker in the originating jurisdiction.
- 2.5 Disciplinary sanction** means revocation, suspension or restriction of a permit, license or registration or other decision rendered through a disciplinary process of a Social Work Regulatory Body.
- 2.6 Good standing** refers to, fulfilling as at the relevant time, registration, licensure or membership requirements in the member province.
- 2.7 Grandparenting means** a provision in regulatory legislation permitting individuals who do not meet the occupational standards and requirements for entry to practice to use the title *social worker*, to engage in the practice of social work, or both. Grandparenting provisions are time limited and are restricted to those who have been identified as practicing social work for a specified period of time prior to the proclamation of regulatory legislation.
- 2.8 International social work credential** means a degree or certificate granted outside of Canada and deemed by the originating jurisdiction to be equivalent to an undergraduate or postgraduate bachelor's, master's, or doctoral degree in social work provided that such degree or certificate is granted by a university, college or educational institution that is acceptable to the originating jurisdiction.

**2.9 Local legislation & policies** means legislation, regulations and policies specific to a jurisdiction that have been identified by the provincial regulatory body as applying to the practice of social work in that jurisdiction.

**2.10 Occupational standard** means the skills, knowledge and abilities required for an occupation as established by a party to this agreement and against which the qualifications of an individual in that occupation are assessed. (Article 713)

**2.11 Originating jurisdiction** means the province in which the social worker is registered by the regulatory organization having legislative authority to regulate practice within that province.

**2.12 Occupational requirement** means a condition other than an occupational standard, imposed by a party to this agreement for the practice of an occupation. (Article 713)

**2.13 Party** means a signatory to this agreement which is a Regulatory Body that exercises authority delegated by law for social workers in Canada.

**2.14 Receiving jurisdiction** means the province in which the social worker seeks to be authorized to practice social work pursuant to the MRA.

**2.15 Registration** means the process of reviewing and evaluating competencies and qualifications for the purpose of determining whether or not an applicant has fulfilled the requirements to be eligible

to practice as a social worker. This process could include testing, achievement of an educational qualification, examinations or provisional registration.

**2.16 Registered Social Worker** means recorded in the register or membership roll in the jurisdiction as being qualified to practice social work.

**2.17 Scope of practice** for social work refers to the range of activities that a qualified social worker may practice. It establishes the boundaries of social work, especially in relation to other occupations where similar activities may be performed. The scope of practice for social work may be established through governing legislation, regulations or by-laws adopted by a regulatory body.

**2.18 Substantially equivalent** means a level of knowledge, skills and abilities deemed by a party equivalent to that received by a person having a social work degree recognized for the purposes of registration.

## 3.0 TERMS AND CONDITIONS

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- 3.1 WHEREAS** the undersigned agree that it is in the interest of their memberships and members of the general public to enable properly qualified social workers to have access to employment opportunities in that occupation in all provinces;
- 3.2 WHEREAS** it is further agreed and understood that threshold levels of competence and public safety in the practice of social work must be established, maintained and upheld by regulators to ensure protection of the public;
- 3.3 WHEREAS** this recognition agreement does not modify the authority of each regulatory body to set standards and requirements;
- 3.4 WHEREAS** the undersigned recognize that there are different paths to achieve the threshold competence levels for the practice of social work and the undersigned take the responsibility of setting standards responsibly and in good faith to ensure that the public is protected;
- 3.5 WHEREAS** the Parties have recognized a high level of commonality with respect to :
- Scopes of practice;
  - Occupational standards and requirements for initial entry to practice: graduation from an approved program;
  - Recognizing the same standards for social work academic education/training;

- Having complaints and disciplinary procedures in place;

**3.6 WHEREAS** no Party will maintain or adopt any requirement for residency in its jurisdiction as part of its occupational standards or occupational requirements;

**3.7 WHEREAS** each Party shall ensure that any measure it adopts or maintains relating to registration of social workers from any other Party is readily accessible or published and does not result in unnecessary delay nor impose inequitable, burdensome fees, except for cost differentials;

**3.8 WHEREAS** each Party may require an applicant for registration to demonstrate knowledge of the local legislation and policies that apply to the practice of social work as a condition for registration;

**3.9 WHEREAS** an applicant who is registered in a jurisdiction may be required to undergo additional training or examination as a condition of registration in a receiving jurisdiction, when identified scope of practice differences exist;

**3.10 WHEREAS** the Parties recognize that in order to be registered in a receiving jurisdiction (1) an applicant is required to be fully registered in the originating jurisdiction until the date of registration in the receiving jurisdiction and (2) an applicant may be required to :

- Demonstrate the necessary occupational standards and requirements to begin practice as a social worker in the jurisdiction where initial application is made, and those occupational standards and requirements are deemed to be

equivalent between the jurisdictions that are signatories to this agreement; as of the date of this agreement;

- Establish and confirm identity for entry onto the register;
- Pay applicable fees;
- Be in good standing in the jurisdiction in which she/he is currently registered;
- Meet any language requirement in place in the receiving jurisdiction;
- Meet any requirements pertaining to local legislative and regulatory frameworks in the receiving jurisdiction;
- Sign an agreement to adhere to the code of ethics and practice standards of the receiving jurisdiction;

**3.11 WHEREAS** it is recognized that Parties may have members registered under a grandparenting provision of the originating jurisdiction's legislation, and who may not meet the current occupational standards and requirements for entry to practice, the Parties to this Agreement will establish a process for registration defined by the receiving jurisdiction;

**3.12 WHEREAS** Parties to this Agreement may maintain differing continuing education requirements of practitioners in their jurisdictions, applicants for registration will be required to demonstrate compliance with continuing education requirements in the receiving jurisdiction once registered there;

**3.13 WHEREAS** Parties to this Agreement may maintain differing currency or practice hour requirements for practitioners in their jurisdictions, applicants for registration may be required to demonstrate compliance with currency or practice hour requirements in the receiving



jurisdiction, or may be required to demonstrate competency through another mechanism, once registered there or as a condition for registration;

**3.14 WHEREAS** Parties agree that this Agreement applies only to registered social workers who are not subject to a current disciplinary process and have no history of disciplinary sanctions in the immediate five years preceding an application for registration in the receiving jurisdiction (or however many years the person has been registered, whichever is less). Recognition may be hindered as a result of a matter currently under review.

## 4.0 TERMS OF RECOGNITION

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**4.1 THEREFORE**, based on the principles adhered to above (and subject to articles 3.8, 3.10 and 4.7) we, the Parties agree to recognize those fully registered social workers in good standing without further assessment with evidence satisfactory to the Parties of this Agreement that applicants :

- Have received a social work university degree from an approved program.<sup>1</sup>

**4.2 THEREFORE**, based on the principles adhered to above, (and subject to articles 3.8, 3.10 and 4.7) we, the Parties will recognize those fully registered social workers in good-standing without further assessment with evidence satisfactory to the Parties that applicants :

- Have received a social work university degree from a Canadian social work program accepted by a Party (Manitoba, Quebec);
- Have graduated from and received a social work university degree from a Canadian social work program accepted by a Party pending legislative or regulatory changes or both (Saskatchewan) ;

These persons may be required to undergo additional training, or supervised practice, or examination or a combination of same, as a condition of registration (Alberta, British Columbia, Newfoundland and

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<sup>1</sup> List of Approved Programmes – Appendix 1

Labrador, New Brunswick, Nova Scotia, Ontario and Prince Edward Island) ;

**4.3 THEREFORE**, based on the principles adhered to above, (and subject to articles 3.8, 3.9, 3.10, 3.13 and 4.7) we, the Parties will recognize those fully registered social workers in good standing without further assessment with evidence satisfactory to the Parties that applicants :

- Have received an international social work credential accepted by an originating jurisdiction (Alberta, Manitoba, Newfoundland and Labrador, New Brunswick, Nova Scotia, Ontario, Prince Edward Island, Quebec and Saskatchewan);

These persons may be required to undergo re-assessment of their international credential (British Columbia);

**4.4 THEREFORE**, based on the principles adhered to above, (and subject to articles 3.8, 3.9, 3.10, 3.13 and 4.7) those fully registered social workers in good standing who do not possess a social work degree but who have experience and education that have been accepted by a Party as substantially equivalent to a social work degree shall be :

- Accepted without further assessment (New Brunswick, Prince Edward Island and Quebec);
- Accepted without further assessment pending legislative and/or regulatory changes (Alberta, Ontario, Manitoba and Saskatchewan);
- Granted a temporary/ provisional registration subject to the completion of a social work degree from an approved program within a specified time period (Newfoundland and Labrador, Nova Scotia);

These persons may be required to undergo additional training, or supervised practice or a combination of same, as a condition of registration (British Columbia);

**4.5 THEREFORE**, based on the principles adhered to above, (and subject to articles 3.8, 3.9, 3.10, 3.13 and 4.7) registered social workers in good-standing who became fully registered under a grandparenting provision of the originating jurisdiction's legislation respecting the regulation of the social work profession :

- Will be registered without further assessment ( Manitoba);
- Will be registered without further assessment pending legislative and/or regulatory changes (Saskatchewan and Ontario);
- May be required to undergo additional training or supervised practice or examination or a combination of same as a condition of registration (Alberta, British Columbia, Newfoundland and Labrador, Nova Scotia and Prince Edward Island);
- Will be required to demonstrate substantial equivalency to a social work degree on a case-by-case basis as a condition of registration (New Brunswick and Quebec);

**4.6 THEREFORE**, based on the principles listed above (and subject to articles 4.7 and 3.10) and subject to the exceptions below, registered social workers in good standing who became fully registered on the basis of a social work college diploma or certificate will be required to demonstrate substantial equivalency to a BSW degree on a case by case basis as a condition of registration;

Social workers in good standing registered on the basis of a social work college diploma or certificate would be eligible in Ontario for registration as a Registered Social Service Worker;

Social workers in good standing registered on the basis of a social work college diploma or certificate would be granted a temporary/provisional registration in Nova Scotia subject to the completion of a social work degree from an approved social work program, within a specified period ;

**4.7** Registration in a receiving jurisdiction involves meeting the regular application requirements of the receiving jurisdiction, which may include but not be limited to :

- References;
- Disclosure of and/or a signed consent of current restrictions or limitations to the registration, of unresolved complaints and of prior disciplinary actions;
- Child abuse registry checks;
- Supervised practice hours;
- Résumé ;

**4.8** In articles 4.2 to 4.5, inclusive the jurisdictions listed in brackets are the receiving jurisdictions in the context of each provision.

## 5.0 ADMINISTRATION OF THE AGREEMENT

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- 5.1** Each Party agrees to give advance notice to other signatories when proposing modification or adoption of new occupational standards or occupational requirements that might impact on the inter-provincial mobility of workers.
- 5.2** Each Party agrees that this agreement is a dynamic and evolving instrument that may be amended with the consent of all signatories. The Parties agree to review and assess the effectiveness of the agreement within twelve months of signing, and then subsequently every three years, or when a request to review the agreement is made by one of the signatories.
- 5.3** Each signatory will give written notice to its government and to other signatories of its intent to withdraw from this agreement at least 12 months before the signatory withdraws. The notice period is waived where the withdrawal is not within the Party's control.
- 5.4** Any entity that has been delegated authority to regulate social work by their government may accede to this agreement on such terms as are agreed to by all signatories.
- 5.5** Each Party agrees to seek the necessary legislative changes from their respective government if, in order to implement this Agreement, there is a need for such changes. Each Party also agrees to seek the necessary

changes to by-laws, policies or procedures in order to implement this agreement.

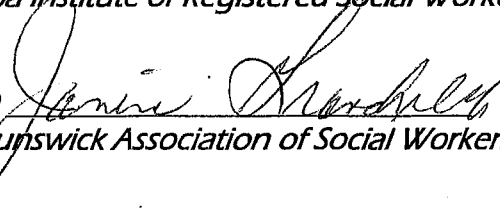
- 5.6** The French and English versions of this Mutual Recognition Agreement are recognized by the Parties as official versions.

## 6.0 SIGNATORY PAGE

SIGNED  Date: April 18/07  
Alberta College of Social Workers

SIGNED  Date: April 13/07  
Board of Registration for Social Workers in British Columbia

SIGNED  Date: May 10, 2007  
Manitoba Institute of Registered Social Workers

SIGNED  Date: June 2, 2007  
New Brunswick Association of Social Workers

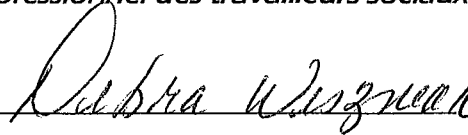
SIGNED \_\_\_\_\_ Date: \_\_\_\_\_  
Newfoundland and Labrador Association of Social Workers

SIGNED  Date: June 14, 2007  
Nova Scotia Association of Social Workers

SIGNED  Date: May 16/07  
Ontario College of Social Workers and Social Service Workers

SIGNED  Date: June 15/07  
Prince Edward Island Social Work Registration Board

SIGNED  Date: 3 avril 2007  
Ordre professionnel des travailleurs sociaux du Québec

SIGNED  Date: April 23, 2007  
Saskatchewan Association of Social Workers



## **Appendix 1**

**Canadian Social Work Programs – As of September 2006**

Regulation respecting the diplomas issued by designated educational institutions which give access to permits or specialist's certificates of professional orders.

March 2007

Canadian University	BSW Fully Accredited CASSW	Candidacy BSW	MSW Fully Accredited CASSW	Candidacy MSW
Carleton University	1998	1994 (CASSW)	1977	CSWE 1951-1974
Dalhousie University (Maritime School of Social Work joined Dalhousie in 1969)	1983		Dalhousie 1985 Maritime 1973	CSWE (Dalhousie) 1972-1975 CASSW (Maritime) 1967
First Nations University of Canada (Formerly Saskatchewan Indian Federated College)	1991 (BISW)		N/A	2002 (CASSW)
King's University College (University of Western Ontario)	1979	1971 (CASSW) 1973 (School)	N/A	2006-2011
Lakehead University	1980 (4 yr Hons) 1986 (1 yr Hons)		2003	2001 (CASSW)
Laurentian University	1979	1973 (School)	2006-2010	2001 (CASSW)
McGill University	1976		1983	CSWE 1939-1973
McMaster University	BA/BSW 1973 BSW 1980		MA (SWP) 1981 MSW 1993	
Memorial University of Newfoundland	1977	1970 (School)	1989	
Nicola Valley Institute of Technology	2002		N/A	N/A
Renison College (University of Waterloo)	2002	1999 (CASSW)	None	

Canadian University	BSW Fully Accredited CASSW	Candidacy BSW	MSW Fully Accredited CASSW	Candidacy MSW
Ryerson University	1982	1978 (School)	None	
St.Thomas University	1986		None	
Thompson Rivers University {Formerly University College of the Cariboo}	2000	1997	None	
Université d'Ottawa	None		1990	CSWE 1951- 1966
Université de Moncton	1976		2004	
Université de Montréal	1988		N/A	CSWE 1951-1969 CASSW Candidacy 2003
Université de Québec en Abitibi-Témiscamingue	1996		None	
Université de Sherbrooke	1997		2004	
Université du Québec à Chicoutimi	1991		None	
Université du Québec à Montréal	1991		N/A	N/A
Université du Québec en Outaouais {Formerly Université du Québec à Hull}	1986		N/A	2003 (CASSW)
Université Laval	1973		1993	CSWE 1952-1969

Canadian University	BSW Fully Accredited CASSW	Candidacy BSW	MSW Fully Accredited CASSW	Candidacy MSW
University College of the Fraser Valley	2005	2001 (CASSW)	None	
University of British Columbia	1978		1981	CSWE 1945-1969
University of British Columbia Okanagan {Formerly Okanagan University College}	2002	1998 (CASSW)	None	
University of Calgary	1975		1979	CSWE 1971-1972
University of Manitoba	1974		1984	CSWE 1949-1969
University of Northern British Columbia	2000	1997 (CASSW)	2003	1998 (CASSW)
University of Regina {Formerly University of Saskatchewan - Regina}	1979	1974 (School)	1991	
University of Toronto	None		1978	CSWE 1939-1974
University of Victoria	1980		2002	1994
University of Windsor	1975	1971 (CASSW) 1970 (School)	1977	1971 (CASSW) 1970 (School)
Wilfrid Laurier University {Formerly Waterloo Lutheran University}	None		1974	CSWE 1968-1983
York University	1982		1988	



*Last version accessible*

Including the Gazette officielle of 29 November 2006

c. C-26, r.1.1

## Regulation respecting the diplomas issued by designated educational institutions which give access to permits or specialist's certificates of professional orders

1.15. Section 1.15 of the Regulation respecting the diplomas issued by designated educational institutions which give access to permits or specialist's certificates of professional orders is amended by substituting the following for subparagraphs *a* to *i* of the first paragraph:

- (a)* Baccalauréat en service social (B.Serv.Soc.) from Université Laval;
- (b)* Maîtrise en service social (M.Serv.soc.) from Université Laval;
- (c)* Bachelor of Social Work (B.S.W.) from McGill University;
- (d)* Master of Social Work (M.S.W.) from McGill University
- (e)* Baccalauréat ès sciences en service social (B.Sc.) (service social) from the Université de Montréal;
- (f)* Maîtrise ès sciences en service social (M.Sc.) (service social) from the Université de Montréal;
- (g)* Baccalauréat en travail social (B.T.S.) from the Université du Québec given at the Université du Québec en Abitibi-Témiscamingue;
- (h)* Baccalauréat en travail social (B.T.S.) from the Université du Québec given at the Université du Québec à Chicoutimi;
- (i)* Baccalauréat en travail social (B.T.S.) from the Université du Québec given at the Université du Québec en Outaouais;
- (j)* Maîtrise en travail social (M.T.S.) from the Université du Québec given at the Université du Québec en Outaouais;
- (k)* Baccalauréat en travail social (B.T.S.) from the Université du Québec à Montréal;
- (l)* Baccalauréat en service social (B.Serv.Soc.) from the Université de Sherbrooke;
- (m)* Maîtrise en service social (M.Serv.Soc.) from the Université de Sherbrooke;
- (n)* Maîtrise en travail social (M.A.) from the Université du Québec à Montréal.

March 2007