



LANGUAGE FLUENCY

Request for Exemption from Language Fluency Requirement

8-90

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Established: May 2009

Most recent revision: October 2011

Applicable Categories of Registration:

1. General Practising Certificate
2. Provisional Practising Certificate
3. Temporary Practising Certificate

Type of requirement: Exemptible

Applicable Regulation

35(1) The following are registration requirements for a certificate of registration of any class:

5. The applicant must be able to speak and write either English or French with reasonable fluency.

Principle(s):

Effective communication is one of the key essential competencies of practice in occupational therapy and is critical for the delivery of safe and effective, quality care. For these reasons the Registration Committee believes that applicants must provide persuasive, objective evidence of language fluency. An applicant will only be exempted from this requirement under exceptional circumstances and if the Committee is satisfied that such an exemption will not pose a risk to public safety or effective care.

Decision Criteria

1. The Registration Committee will consider each request on an individual basis.
2. An applicant will only be granted an exemption if he/she can provide alternative objective evidence of fluency that the Registration Committee considers substantially equivalent to the requirements set out in the Fluency Policy, and the Committee is satisfied that granting such an exemption will not pose a risk to public safety or effective care.

Evidence to be provided to the Committee may include:

- Documentation of the language tests and scores the applicant has achieved to date, provided by the applicant as an original hard-copy document, fax or as a PDF;
- Evidence of experience with verbal communication, validated by letters of support, sent directly from third parties to the College; these may be provided by occupational therapists, other health professionals, previous practice supervisors, previous clients/employers/ members of the public;
- Evidence of related health care employment where written documentation was required, validated by letters sent directly from third parties to the College; these may be provided by occupational therapists, other health professionals, previous practice supervisors, previous clients/employers/ members of the public;
- Evidence of successful, functional communication as demonstrated and validated in a previous supervised practice experience (e.g. completed through a Refresher Program/Supervised Practice).



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This should be provided directly to the College as an original document, fax or PDF, signed by a preceptor and/or supervisor; or

- Other evidence as presented by applicant.

Possible Outcomes

1. An applicant who can satisfy the Committee that he/she has demonstrated evidence of fluency that is substantially equivalent to the requirements indicated in the Fluency Policy may be granted an exemption from the requirement.
2. If he/she has met all other requirements, under exceptional circumstances may be granted a temporary exemption from the requirement and have Terms, Conditions, and / or Limitations (TCLs) placed on the Certificate. This decision is at the discretion of the Registration Committee and may be granted to an applicant who has demonstrated a degree of fluency that would, with supervision, provide adequate safeguarding of public safety and effective care.

The TCLs may include but are not limited to:

- a) Requiring the registrant to disclose to all potential employers that he/she has not yet met the College's fluency requirement; and/or
 - b) Imposing conditions for supervision (e.g. written documentation, verbal communication); and /
- or**
- c) Imposing limitations regarding practice settings or controlled acts.

Once the registrant has met the language fluency requirement, the TCLs will be lifted.

If the registrant does not pass the required language test by the date stipulated, his or her Certificate of Registration will expire.

The individual has the option to apply again for a Certificate of Registration.

3. If the Committee is not satisfied that the applicant has provided sufficient evidence of fluency by alternative means and is of the opinion that the public would not be adequately protected by allowing the applicant to practise with TCLs, he/she will be deemed to have not met the fluency requirement.