



**Federation of Canada's Professional Chemists
Fédération des chimistes professionnels du Canada
(FCPC)**

**Memorandum of Understanding
regarding**

**A Process to Facilitate the Transfer of the Registration of Professional Chemists
to other Provincial Organizations in Canada**

PREAMBLE

As members of the FCPC, the following provincial organizations representing professional chemists in Canada and legally constituted under the required statutes in their provinces are agreed that it is in their mutual interest to enter into an agreement to facilitate the transfer of registered Professional Chemists, chimistes and Chartered Chemists from one member organization to another by an orderly process:

The Association of the Chemical Profession of British Columbia (ACPBC)

The Association of the Chemical Profession of Alberta (ACPA)

The Association of the Chemical Profession of Saskatchewan (ACPS)

The Association of the Chemical Profession of Ontario (ACPO)

L'Ordre des chimistes du Québec (OCQ)

The Nova Scotia Chemists Society (NSCS).

THE AGREEMENT

WHEREAS the transfer of professional chemists between provinces where professional chemist is a regulated occupation is to be in accord with Chapter 7 of the Agreement on Internal trade, and it is agreed other transfers under this MOU will follow the principles of AIT Chapter 7;

and

WHEREAS this Memorandum of Understanding is based on discussions that have involved representatives of all the members of the FCPC, and that a mobility agreement including attachments has been unanimously endorsed for ratification, it is further agreed that said agreement and attachments as appended at the end of this document will constitute the terms and conditions of the MOU;



**Federation of Canada's Professional Chemists
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BE IT RESOLVED that the members of the Federation of Canada's Professional Chemists /Fédération des Chimistes Professionnels du Canada (FCPC) agree to adopt the process to facilitate the transfer of the registration of professional chemists to other Provincial Organizations in Canada as specified in the appended documents (Appendix A).

Representing the members of the FCPC in this agreement, the following organizations are hereinafter referred to as the signatories of the Memorandum of Understanding.

In Ontario:

The **Association of the Chemical Profession of Ontario (ACPO)**, legally incorporated under the Association of the Chemical Profession of Ontario Act, (R.S.O., c. Pr10, 1990), with its head office at 1 Yonge Street, Suite 1801, Toronto, Ontario, M5E 1W7, represented by its president _____, Chartered Chemist, acting on behalf of the said corporation, duly authorized under Motion by the Council of the Association of the Chemical Profession of Ontario, at its meeting of _____, a copy of which is hereto attached;

In British Columbia:

The **Association of the Chemical Profession of British Columbia (ACPBC)**, legally incorporated under the Society Act of British Columbia, (R.S.B.C.1996, c.433), with its head office at Department of Chemistry, University of Victoria, 3800 Finnerty Road, Victoria, British Columbia, represented by its president, Paul West, Professional Chemist, acting on behalf of the said corporation, duly authorized under Motion by the Board of Directors of the Association of the Chemical Profession of British Columbia, at its meeting of _____, a copy of which is hereto attached;

In Nova Scotia:

The **Nova Scotia Chemists' Society**, legally incorporated under the Societies Act of Nova Scotia (to be replaced in the future by an act of the Nova Scotia Legislature), with its head office address at P.O. Box 542, Dartmouth, NS , represented by its president W. James Frazee, P.Chem. acting on behalf of the said Group, duly authorized under Motion by the Board of directors of the Nova Scotia Chemists' Society, at its meeting of _____, a copy of which is hereto attached;

In Alberta:

The Association of the Chemical Profession of Alberta (ACPA), legally incorporated under the Professional Chemists Regulation of the Professional and Occupational Associations Registration Act (POARA), (Alberta Regulation 248/2001), with its head office at P.O. Box 21017, Edmonton, Alberta, Canada T6R 2V4, represented by its president, Don White, Professional Chemist, acting on behalf of the said corporation, duly authorized under Motion by the Board of Directors of the Association of the Chemical Profession of Alberta, at its meeting of _____, a copy of which is hereto attached;



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The **Ordre des chimistes du Québec**, legally incorporated under the Professional Chemist Act, with its head office at 300, rue Léo-Pariseau, bur. 2199, Montréal, Québec, H2X 4B3 represented by its president Guy Collin, Ph. D., chimiste, acting on behalf of the said Group, duly authorized under Motion by the Board of directors of the Ordre des chimistes du Québec, at its meeting of _____, a copy of which is hereto attached;

In Saskatchewan:

The **Association of the Chemical Profession of Saskatchewan (ACPS)**, legally incorporated under the Non-Profit Corporations Act (Saskatchewan), with its head office at 110 Science Pl, Saskatoon, Saskatchewan, S7N 5C9,, represented by its president, Stephen Urquhart, Ph.D., P.Chem., acting on behalf of the said corporation, duly authorized under Motion by the Board of Directors of the Association of the Chemical Profession of Saskatchewan, at its meeting of _____ a copy of which is hereto attached.

REVIEW and AMENDMENT

This MOU, including all Annexes, may be amended by written consent of all the parties to the agreement.

All signatories agree to review the Agreement after three years to assess if mutually desired results are being achieved. A process for review of some aspects of the academic qualifications for transfer is provided in attachment two of the agreement document.

After completion of that review, it may be amended as agreed to unanimously by the signatories following the notice of termination. The rights of chemists who have been transferred under this MOU will not be affected by changes that are made to the MOU subsequently.

INTERPRETATION

It is understood that the conditions of implementation in the memorandum tabled at the FCPC Council meeting of June 1, 2016 will remain in force until the time of review.

This Agreement supersedes all prior agreements between the signatories concerning the transfer of professional chemist membership between their organizations.

IN WITNESS WHEREOF the FCPC members have signed this Memorandum of Understanding for the process to facilitate the transfer of the registration of professional chemists to other Provincial Organizations in Canada. Prepared in multiple copies, all copies being equally authentic.



**Federation of Canada's Professional Chemists
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Signed at _____, on _____ 2016

Chartered Chemist

President of the Council, Association of the Chemical Profession of Ontario

Signed at _____, on _____ 2016

Paul West, Professional Chemist (PChem)

President of the Association of the Chemical Profession of British Columbia

Signed at _____, on _____ 2016

Don White, Professional Chemist (PChem)

President of the Association of the Chemical Profession of Alberta

Signed at _____, on _____ 2016

Guy Collin, Ph. D., chimiste

Chairman of the Board, Ordre des chimistes du Québec

Signed at _____, on _____ 2016

Stephen Urquhart, Professional Chemist (PChem)

President of the Association of the Chemical Profession of Saskatchewan

Signed at _____, on _____ 2016

James Frazee, Professional Chemist (PChem)

President of the Nova Scotia Chemists' Society



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Appendix A

The following protocol is agreed to for transfer of registration:

I General Provisions

- 1) The professional chemist seeking to transfer registration or obtain dual registration must be “of good standing” as defined by his/her current professional organization. This status can be identified by a declaration of the Registrar of the current association or from an up to date published roster, and affirmed by the transfer applicant.
- 2) The professional class of registration held by the professional in the current organization has an equivalent in the organization in which the registration is sought (“future” organization hereafter). For this purpose the classes of professional chemist listed in Appendix A of the Bordeleau report are deemed to be equivalent.
- 3) The Registrar/Secretary of the future organization reviews the documentation provided by the applicant for transfer (see application form below) to establish that it is complete by the standard of the future organization. If so, the transfer or dual registration is accepted. If not, additional documentation could be sought from the professional chemist by the Registrar/Secretary of the future organization.
- 4) Once a transfer or dual registration has been accepted, the professional chemist will be bound to fulfill the requirements of the future organization. This may include acceptance of the Code of Ethics, Professional Courses and/or documentation of ongoing Professional Development activities as required by the future organization. The future organization will inform the transferring professional of the ongoing requirements in the receiving organization. It is anticipated that the new organization will provide reasonable time for the transferee to meet these obligations.
- 5) Once a decision has been made, the Registrar/Secretary of the future organization communicates that decision to the applicant, with a copy to the Registrar/Secretary of the current organization if it wishes to receive such notification.
- 6) An agreement on these points does not preclude *ad hoc* transfers of chemical professionals holding registration in other classes, for example, between CIT and “affiliate”. Nor does it preclude considerations of transfers of other individuals who for any reason do not fulfill the requirements noted above.



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II Stepwise Process

As a practical matter, the transfer process is initiated by the professional chemist. The individual fulfills these administrative steps by:

- a. Indicating to the Registrar/Secretary of the future organization that a transfer or dual registration is requested from the professional's class in the current organization to a requested class in the future organization.
- b. Providing full contact information as required by the initial application process in the future organization.
- c. Attesting that she /he is "of good standing" in the current organization.
- d. Providing a current resume that includes work experience and academic qualifications including university degrees awarded.

III Application Form

Applicants must use the application form provided on the website of the provincial organization to which they are transferring.

In some cases that form will be the same form as a membership application with a check box that indicates it is a transfer application.

Transfer applications do not undergo reassessment. Information is requested for organization records that is the same as for all its members.

Model Application Form

A model application form that includes the information required in the stepwise process is found in attachment 1. The form may be useful for members who do not wish to develop their own form.

IV Background and Rationale

Mobility of Professional Chemist Registration

Bordeleau Report

The 2010 comprehensive report on the Professional Chemist Designation in Canada (Bordeleau report)¹ summarized the current requirements for chemical professionals in the five (now 6) provinces where

¹ Bordeleau, C. (2010): "Professional Chemist Designation in Canada: Transferability and Harmonization of Provincial Requirements" Final Report to NACPCC and CSC June 15, 2010



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professional organizations now exist. The Bordeleau report covered all aspects of professional chemistry: scope of practice, codes of ethics and practice, membership requirements, and disciplinary policies and professional monitoring. The report noted both commonalities and differences between the independent provincial organizations, but found *"a substantial level of commonalities, and few, if any, real differences."* The report noted that *"mutual recognition agreements could be set up, either on a bilateral or a multilateral basis to allow for full labour mobility of the professional chemists."*² In the concluding remarks, the report noted that the reduction of barriers to harmonization *"is a stepwise process"* that could proceed in *"progressive and incremental steps that solve practical problems"*³.

One such practical area is the transfer of professional registration and affiliation between provincial organizations. There is some experience in handling such transfers on an ad hoc basis. Examples include transfers between Alberta and BC and between BC and Quebec. In a majority of these historical cases, the professional qualifications of the chemist seeking to move between provinces has been clearly above the minimum requirements for membership in the two organizations, and the class of registration sought was equivalent between the two organizations. In such cases, the Registrar/Secretary of the accepting organization has obtained confirmation and documentation of the registration status of the individual, and has accepted the transfer as an administrative procedure. Transfers between non-equivalent classes of membership have not been accepted by the incoming organization.

FCPC 2nd Annual General meeting Discussion

The FCPC was founded in Vancouver on June 1, 2014, and after its first Annual General meeting it resolved to address the mobility issue at a discussion session. Subsequently at discussions following the second Annual General meeting in Mississauga on April 16, 2015, it was resolved to adopt the baseline standard of a BSc degree in Chemistry and two years of work experience for the professional chemist in Canada.

2015-2016 Process to Address Academic Qualifications of the Professional Chemist

Subsequently in a series of meetings of provincial registrars and FCPC Council members organized by Kathy Janzen, an agreement was reached to accept accreditation by the CSC or OCQ or the equivalent degree with 1000 hours of instruction in the chemical sciences (molecular entity) in order to introduce more flexibility that could accommodate multidisciplinary programs. The report presented to the FCPC Council and adopted on February 16 is attachment 2 of this document.

² *ibid* p 19.

³ *ibid* p 24.



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Attachment 1 to Appendix A

Model Application for Membership Transfer

Note: Any member of ACPBC, ACPA, ACPO or OCQ who wishes to transfer professional chemist membership to another of these regulatory bodies, must complete the application form posted on the website of the organization to which the member wishes to transfer.

I am currently a member of the following organization(s):

☐ ACPBC ☐ ACPA ☐ ACPO ☐ OCQ

Membership Type:

☐ PChem/chimiste/CChem ☐ CIT ☐ Technologist ☐ Other _____ Member # _____

Name:

First Name: _____ Last Name: _____

Address:

Street/#/Apt/: _____

City: _____ Province: _____ Postal Code: _____

Contact Information:

Mobile: _____ Home: _____

Business: _____ Fax: _____

Email: _____

Alternate Email: _____

Current Resume

Please supply a current resume that includes work experience and academic qualifications including degrees obtained.



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Declaration of Applicant

☐ I hereby certify that the foregoing statements are correct. I will provide additional information to clarify my resume as required. I confirm that I am registered member in good standing in _____
(name of association).

Signature _____ Date _____

Submit application with administrative fee (\$50).

Declaration of Registrar

(To be completed by the Registrar of the current association unless an up-to-date Register of the Association is available in a public posting).

I hereby certify that _____ (name) _____ (Member #)
of _____ (association) meets FCPC minimum academic requirements and is a member in
good standing.

Name of Registrar: _____ Date: _____

Signature: _____



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Attachment 2 to Appendix A

Educational Standards for Mobility of Chemists

Adopted by FCPC Council February 16, 2016.

Background

A number of developments in the practice of the sciences and in academic programs have shown a transition to more multi-disciplinary approaches, and as a result, toward greater flexibility in the set of skills and the knowledge of the practicing professional. The concept of the professional standard as defining the rights, obligations and credentials of the professional has emerged.

Within the FCPC (previously CPC), the need to move beyond a prescriptive disciplinary approach to the chemical sciences was introduced in a presentation at the CSC conference at Quebec City in 2013 by OCQ (Martial Boivin).

In the context of the OCQ's process to define the practice of chemistry, OCQ provided the following definition:

"The practice of chemistry is to perform an activity of scientific character such as an analysis, design, determination, implementation, monitoring or certification of the composition, properties and transformations of a molecular entity, to ensure the integrity, security, usefulness and reliability of such an entity."

"We define a 'molecular entity' [quotes in original] every atom, molecule, ion, ion pair, radical, diradical, radical ion, complex, conformer, chemically or isotopically well-defined and which can be individually identified."

More recently, OCQ has provided a definition of a professional standard incorporating the molecular entity focus. While quite lengthy it is important to understand how and why this change has been introduced in Quebec by OCQ. The text follows:

In today's environment the use of an educational standard in order to govern a profession is questionable. The purpose of such a standard is more appropriate for the accreditation of programs. Considering our mission, serve and protect the public, we came to the conclusion that a "professional standard" approach based on mobility and inclusiveness is more appropriate.

The conditions in which professionals are formed and practice are under profound changes. The explosion of knowledge and technological advances increase the needs of specialization, and the



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imperatives of developing models of practice in interdisciplinary and multidisciplinary are pressing. The universities mission is to keep up with these advances and they modify their programs accordingly. As observed in the province of Quebec over the last 10 years, most university programs in chemistry, biochemistry have evolved accordingly.

As a result, a traditional standard, based on a pure chemistry profile is no longer sustainable. Time has come to adapt to this new environment through a "Globally equivalent" perspective. This was the foundation in the agreement between France and Québec.

Although pure chemistry programs still exist in Québec, the majority of the Universities offer "Bachelors à la carte" "whose content in chemistry sub disciplines varies in function of the specialization field. Some programs are even entirely specialized i.e. the chemistry courses content is fully adapted to a specialization field (biochemistry, molecular biology, microbiology) to name a few. All these University programs lead to a diploma after 3 years (in Quebec) which in turn opens the door to the job market.

In this new environment where several constraints are not under our direct control, we at OCQ, strongly believe that a "professional standard" is more appropriate to our mandate to serve and protect the public. A "professional standard" is directly under our control and it allows to govern all the persons issued from this wide variety of profiles based on a common denominator called the "molecular entity". As a direct consequence, the Public protection will be enhanced because those persons will fall under the application of our other mechanisms of surveillance such as "professional inspection", "continuous education", "code of ethics", etc..

How to move from an "Educational Standard" to a "Professional Standard"

Our current standard is an "Educational Standard":

At OCQ a chemistry profile must contain at least 55 credits of chemistry with a minimum of 30 credits theoretical and 18 credits practical (laboratory) plus 7 credits theoretical or practical.

In addition to the above, additional constraints apply :

Physical chemistry: 12 credits or +

Analytical chemistry: 9 credits or +

Organic chemistry: 12 credits or +

Inorganic chemistry: 9 credits +

or Biochemistry: 9 credits or Inorganic + biochemistry = 12 credits

Overall, this translates in about 1000 hours of chemistry.

Allow me this metaphor in order to illustrate the above:



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A candidate has to fill a "container", of defined size, composed of 4-5 compartments in which each must contain a minimum number of credits (hours).

Our New Global approach is a "Professional Standard"

In summary: OCQ will examine only the files of candidates who have earned a university diploma upon completion of studies in a program in which "Molecular entities" was a major subject.

Composed of at least 750 + hours of studies on Molecular entity. (Martial later clarified that 1000 hours is more realistic.)

OCQ will validate that the "profile" is filled with the required amount of "Molecular entities". This model combines flexibility and mobility and serves our mission – protection of the public! – Martial Boivin OCQ.

Members of FCPC moving towards Professional Standards

For all associations in the FCPC the challenge of changing to a more professional standard from an educational standard is a change that transcends the traditional focus on undergraduate degrees. In a more flexible approach, the work experience and mentoring component, the adherence to a Code of Ethics and a disciplinary process, proof of professional development and practice take on much greater importance. Associations are challenged to go beyond the educational standard when moving to a professional standard.

All the associations currently have an educational standard similar to the OCQ starting point. It is important to note that the 1000 hours is to represent the previous body of instruction but without compartmentalizing it. The 1000 hours is not meant to reduce or dilute the chemistry content.

Several associations have established elements of a professional standard. Others have admission (academic requirements) and work experience standards, but do not have performance monitoring to ensure the professionalism of their registered members.

CSC Accreditation

At the same time these changes were occurring in Quebec and with OCQ, the CSC accreditation process and criteria were also evolving to become more flexible in evaluating multi-disciplinary programs and moving to a 1000 hour standard. Explanations within the CSC document will work to emphasize a full scope of chemistry education while allowing flexibility. The CSC accreditation committee will be working to align with the 1000 hour standard while maintaining a strong core standard of preparation in chemistry.



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Academic qualifications of the Professional Chemist for purposes of mobility :

Graduation from a program accredited by the Canadian Society for Chemistry (CSC), or the OCQ /
Quebec provincial accreditation,

or

The equivalent that includes a university degree conferred upon completion of a program in which chemical sciences ('molecular entities') was a major subject. This program will include at least 1000 hours of instruction in the study of the chemical sciences ('molecular entities').

Review, consultation and data sharing by the FCPC Council:

- 1) FCPC members agree to share statistics on their transfer process with the federation on an annual basis (e.g. total number of requests, numbers of requests accepted / denied, etc.).
- 2) The FCPC will review the outcomes of the transfer process every three years, and report this to the annual meeting of the council.
- 3) The FCPC will continue to consult with the CSC accreditation committee and will request to be informed of any changes in the application of the CSC accreditation process. As a part of the three year review, the CSC accreditation process will be considered from the perspective of ensuring that graduates of accredited programs continue to have sufficient skills and knowledge to meet regulatory requirements. In particular, safeguarding public health and safety will be of paramount importance.

**EXTRAIT DU PROCÈS-VERBAL DE LA TROISIÈME ASSEMBLÉE
ORDINAIRE DU CONSEIL D'ADMINISTRATION DE L'ORDRE
DES CHIMISTES DU QUÉBEC TENUE LE 7 JUILLET 2016, À 15 H,
À LA PLAZA-SALLES DE RÉCEPTION, SALON EXÉCUTIF,
À MONTRÉAL**

RÉSOLUTION CA1617-34

**RATIFICATION DU MOU – FEDERATION DES CHIMISTES PROFESSIONNELS
DU CANADA (FCPC)**

Les administrateurs prennent connaissance du document intitulé «Memorandum of Understanding (MOU) regarding a Process to Facilitate the Transfer of the Registration of Professional Chemists to other Provincial Organizations in Canada». Ce document est joint à ce procès-verbal.

**SUR PROPOSITION de Mme Anne-Marie Faucher;
APPUYÉE par M. Jacques Turcotte;**

IL EST RÉSOLU à l'unanimité d'autoriser le président, Guy Collin, de signer la «Ratification du MOU» telle que présentée en version anglaise. Une version française aurait été appréciée.

**COPIE CERTIFIÉE CONFORME D'UNE RÉSOLUTION ADOPTÉE LORS DE LA
TROISIÈME ASSEMBLÉE ORDINAIRE DU CONSEIL D'ADMINISTRATION DE
L'ORDRE DES CHIMISTES DU QUÉBEC TENUE LE 7 JUILLET 2016.**



Montréal, le 18 octobre 2016

Martial Boivin, chimiste, M.B.A.
Secrétaire



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Signed at _____, on _____ 2016

Chartered Chemist

President of the Council, Association of the Chemical Profession of Ontario

Signed at _____, on _____ 2016

Paul West, Professional Chemist (PChem)

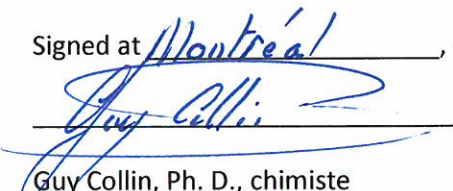
President of the Association of the Chemical Profession of British Columbia

Signed at _____, on _____ 2016

Don White, Professional Chemist (PChem)

President of the Association of the Chemical Profession of Alberta

Signed at Montreal, on October, 13 2016



Guy Collin, Ph. D., chimiste

Chairman of the Board, Ordre des chimistes du Québec

Signed at _____, on _____ 2016

Stephen Urquhart, Professional Chemist (PChem)

President of the Association of the Chemical Profession of Saskatchewan

Signed at _____, on _____ 2016

James Frazee, Professional Chemist (PChem)

President of the Nova Scotia Chemists' Society



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- 4) Once a transfer or dual registration has been accepted, the professional chemist will be bound to fulfill the requirements of the future organization. This may include acceptance of the Code of Ethics, Professional Courses and/or documentation of ongoing Professional Development activities as required by the future organization. The future organization will inform the transferring professional of the ongoing requirements in the receiving organization. It is anticipated that the new organization will provide reasonable time for the transferee to meet these obligations.
- 5) Once a decision has been made, the Registrar/Secretary of the future organization communicates that decision to the applicant, with a copy to the Registrar/Secretary of the current organization if it wishes to receive such notification.
- 6) An agreement on these points does not preclude *ad hoc* transfers of chemical professionals holding registration in other classes, for example, between CIT and "affiliate". Nor does it preclude considerations of transfers of other individuals who for any reason do not fulfill the requirements noted above.



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II Stepwise Process

As a practical matter, the transfer process is initiated by the professional chemist. The individual fulfills these administrative steps by:

- a. Indicating to the Registrar/Secretary of the future organization that a transfer or dual registration is requested from the professional's class in the current organization to a requested class in the future organization.
- b. Providing full contact information as required by the initial application process in the future organization.
- c. Attesting that she /he is "of good standing" in the current organization.
- d. Providing a current resume that includes work experience and academic qualifications including university degrees awarded.

III Application Form

Applicants must use the application form provided on the website of the provincial organization to which they are transferring.

In some cases that form will be the same form as a membership application with a check box that indicates it is a transfer application.

Transfer applications do not undergo reassessment. Information is requested for organization records that is the same as for all its members.

Model Application Form

A model application form that includes the information required in the stepwise process is found in attachment 1. The form may be useful for members who do not wish to develop their own form.

IV Background and Rationale

Mobility of Professional Chemist Registration

Bordeleau Report

The 2010 comprehensive report on the Professional Chemist Designation in Canada (Bordeleau report)¹ summarized the current requirements for chemical professionals in the five (now 6) provinces where

¹ Bordeleau, C. (2010): "Professional Chemist Designation in Canada: Transferability and Harmonization of Provincial Requirements" Final Report to NACPCC and CSC June 15, 2010



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professional organizations now exist. The Bordeleau report covered all aspects of professional chemistry: scope of practice, codes of ethics and practice, membership requirements, and disciplinary policies and professional monitoring. The report noted both commonalities and differences between the independent provincial organizations, but found *"a substantial level of commonalities, and few, if any, real differences."* The report noted that *"mutual recognition agreements could be set up, either on a bilateral or a multilateral basis to allow for full labour mobility of the professional chemists."*² In the concluding remarks, the report noted that the reduction of barriers to harmonization *"is a stepwise process"* that could proceed in *"progressive and incremental steps that solve practical problems"*³.

One such practical area is the transfer of professional registration and affiliation between provincial organizations. There is some experience in handling such transfers on an ad hoc basis. Examples include transfers between Alberta and BC and between BC and Quebec. In a majority of these historical cases, the professional qualifications of the chemist seeking to move between provinces has been clearly above the minimum requirements for membership in the two organizations, and the class of registration sought was equivalent between the two organizations. In such cases, the Registrar/Secretary of the accepting organization has obtained confirmation and documentation of the registration status of the individual, and has accepted the transfer as an administrative procedure. Transfers between non-equivalent classes of membership have not been accepted by the incoming organization.

FCPC 2nd Annual General meeting Discussion

The FCPC was founded in Vancouver on June 1, 2014, and after its first Annual General meeting it resolved to address the mobility issue at a discussion session. Subsequently at discussions following the second Annual General meeting in Mississauga on April 16, 2015, it was resolved to adopt the baseline standard of a BSc degree in Chemistry and two years of work experience for the professional chemist in Canada.

2015-2016 Process to Address Academic Qualifications of the Professional Chemist

Subsequently in a series of meetings of provincial registrars and FCPC Council members organized by Kathy Janzen, an agreement was reached to accept accreditation by the CSC or OCQ or the equivalent degree with 1000 hours of instruction in the chemical sciences (molecular entity) in order to introduce more flexibility that could accommodate multidisciplinary programs. The report presented to the FCPC Council and adopted on February 16 is attachment 2 of this document.

² *ibid* p 19.

³ *ibid* p 24.



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Attachment 1 to Appendix A

Model Application for Membership Transfer

Note: Any member of ACPBC, ACPA, ACPO or OCQ who wishes to transfer professional chemist membership to another of these regulatory bodies, must complete the application form posted on the website of the organization to which the member wishes to transfer.

I am currently a member of the following organization(s):

☐ ACPBC ☐ ACPA ☐ ACPO ☐ OCQ

Membership Type:

☐ PChem/chimiste/CChem ☐ CIT ☐ Technologist ☐ Other _____ Member # _____

Name:

First Name: _____ Last Name: _____

Address:

Street/#/Apt/: _____

City: _____ Province: _____ Postal Code: _____

Contact Information:

Mobile: _____ Home: _____

Business: _____ Fax: _____

Email: _____

Alternate Email: _____

Current Resume

Please supply a current resume that includes work experience and academic qualifications including degrees obtained.



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Declaration of Applicant

☐ I hereby certify that the foregoing statements are correct. I will provide additional information to clarify my resume as required. I confirm that I am registered member in good standing in _____
(name of association).

Signature _____ Date _____

Submit application with administrative fee (\$50).

Declaration of Registrar

(To be completed by the Registrar of the current association unless an up-to-date Register of the Association is available in a public posting).

I hereby certify that _____ (name) _____ (Member #)
of _____ (association) meets FCPC minimum academic requirements and is a member in
good standing.

Name of Registrar: _____ Date: _____

Signature: _____



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Attachment 2 to Appendix A

Educational Standards for Mobility of Chemists

Adopted by FCPC Council February 16, 2016.

Background

A number of developments in the practice of the sciences and in academic programs have shown a transition to more multi-disciplinary approaches, and as a result, toward greater flexibility in the set of skills and the knowledge of the practicing professional. The concept of the professional standard as defining the rights, obligations and credentials of the professional has emerged.

Within the FCPC (previously CPC), the need to move beyond a prescriptive disciplinary approach to the chemical sciences was introduced in a presentation at the CSC conference at Quebec City in 2013 by OCQ (Martial Boivin).

In the context of the OCQ's process to define the practice of chemistry, OCQ provided the following definition:

"The practice of chemistry is to perform an activity of scientific character such as an analysis, design, determination, implementation, monitoring or certification of the composition, properties and transformations of a molecular entity, to ensure the integrity, security, usefulness and reliability of such an entity."

"We define a 'molecular entity' [quotes in original] every atom, molecule, ion, ion pair, radical, diradical, radical ion, complex, conformer, chemically or isotopically well-defined and which can be individually identified."

More recently, OCQ has provided a definition of a professional standard incorporating the molecular entity focus. While quite lengthy it is important to understand how and why this change has been introduced in Quebec by OCQ. The text follows:

In today's environment the use of an educational standard in order to govern a profession is questionable. The purpose of such a standard is more appropriate for the accreditation of programs. Considering our mission, serve and protect the public, we came to the conclusion that a "professional standard" approach based on mobility and inclusiveness is more appropriate.

The conditions in which professionals are formed and practice are under profound changes. The explosion of knowledge and technological advances increase the needs of specialization, and the



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imperatives of developing models of practice in interdisciplinary and multidisciplinary are pressing. The universities mission is to keep up with these advances and they modify their programs accordingly. As observed in the province of Quebec over the last 10 years, most university programs in chemistry, biochemistry have evolved accordingly.

As a result, a traditional standard, based on a pure chemistry profile is no longer sustainable. Time has come to adapt to this new environment through a "Globally equivalent" perspective. This was the foundation in the agreement between France and Québec.

Although pure chemistry programs still exist in Québec, the majority of the Universities offer "Bachelors à la carte" "whose content in chemistry sub disciplines varies in function of the specialization field. Some programs are even entirely specialized i.e. the chemistry courses content is fully adapted to a specialization field (biochemistry, molecular biology, microbiology) to name a few. All these University programs lead to a diploma after 3 years (in Quebec) which in turn opens the door to the job market.

In this new environment where several constraints are not under our direct control, we at OCQ, strongly believe that a "professional standard" is more appropriate to our mandate to serve and protect the public. A "professional standard" is directly under our control and it allows to govern all the persons issued from this wide variety of profiles based on a common denominator called the "molecular entity". As a direct consequence, the Public protection will be enhanced because those persons will fall under the application of our other mechanisms of surveillance such as "professional inspection", "continuous education", "code of ethics", etc..

How to move from an "Educational Standard" to a "Professional Standard"

Our current standard is an "Educational Standard":

At OCQ a chemistry profile must contain at least 55 credits of chemistry with a minimum of 30 credits theoretical and 18 credits practical (laboratory) plus 7 credits theoretical or practical.

In addition to the above, additional constraints apply :

Physical chemistry: 12 credits or +

Analytical chemistry: 9 credits or +

Organic chemistry: 12 credits or +

Inorganic chemistry: 9 credits +

or Biochemistry: 9 credits or Inorganic + biochemistry = 12 credits

Overall, this translates in about 1000 hours of chemistry.

Allow me this metaphor in order to illustrate the above:



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A candidate has to fill a "container", of defined size, composed of 4-5 compartments in which each must contain a minimum number of credits (hours).

Our New Global approach is a "Professional Standard"

In summary: OCQ will examine only the files of candidates who have earned a university diploma upon completion of studies in a program in which "Molecular entities" was a major subject.

Composed of at least 750 + hours of studies on Molecular entity. (Martial later clarified that 1000 hours is more realistic.)

OCQ will validate that the "profile" is filled with the required amount of "Molecular entities". This model combines flexibility and mobility and serves our mission – protection of the public! – Martial Boivin OCQ.

Members of FCPC moving towards Professional Standards

For all associations in the FCPC the challenge of changing to a more professional standard from an educational standard is a change that transcends the traditional focus on undergraduate degrees. In a more flexible approach, the work experience and mentoring component, the adherence to a Code of Ethics and a disciplinary process, proof of professional development and practice take on much greater importance. Associations are challenged to go beyond the educational standard when moving to a professional standard.

All the associations currently have an educational standard similar to the OCQ starting point. It is important to note that the 1000 hours is to represent the previous body of instruction but without compartmentalizing it. The 1000 hours is not meant to reduce or dilute the chemistry content.

Several associations have established elements of a professional standard. Others have admission (academic requirements) and work experience standards, but do not have performance monitoring to ensure the professionalism of their registered members.

CSC Accreditation

At the same time these changes were occurring in Quebec and with OCQ, the CSC accreditation process and criteria were also evolving to become more flexible in evaluating multi-disciplinary programs and moving to a 1000 hour standard. Explanations within the CSC document will work to emphasize a full scope of chemistry education while allowing flexibility. The CSC accreditation committee will be working to align with the 1000 hour standard while maintaining a strong core standard of preparation in chemistry.



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Academic qualifications of the Professional Chemist for purposes of mobility :

Graduation from a program accredited by the Canadian Society for Chemistry (CSC), or the OCQ / Quebec provincial accreditation,

or

The equivalent that includes a university degree conferred upon completion of a program in which chemical sciences ('molecular entities') was a major subject. This program will include at least 1000 hours of instruction in the study of the chemical sciences ('molecular entities').

Review, consultation and data sharing by the FCPC Council:

- 1) FCPC members agree to share statistics on their transfer process with the federation on an annual basis (e.g. total number of requests, numbers of requests accepted / denied, etc.).
- 2) The FCPC will review the outcomes of the transfer process every three years, and report this to the annual meeting of the council.
- 3) The FCPC will continue to consult with the CSC accreditation committee and will request to be informed of any changes in the application of the CSC accreditation process. As a part of the three year review, the CSC accreditation process will be considered from the perspective of ensuring that graduates of accredited programs continue to have sufficient skills and knowledge to meet regulatory requirements. In particular, safeguarding public health and safety will be of paramount importance.



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(FCPC)**

Memorandum of Understanding

regarding

**A Process to Facilitate the Transfer of the Registration of Professional Chemists
to other Provincial Organizations in Canada**

PREAMBLE

As members of the FCPC, the following provincial organizations representing professional chemists in Canada and legally constituted under the required statutes in their provinces are agreed that it is in their mutual interest to enter into an agreement to facilitate the transfer of registered Professional Chemists, chimistes and Chartered Chemists from one member organization to another by an orderly process:

The Association of the Chemical Profession of British Columbia (ACPBC)

The Association of the Chemical Profession of Alberta (ACPA)

The Association of the Chemical Profession of Saskatchewan (ACPS)

The Association of the Chemical Profession of Ontario (ACPO)

L'Ordre des chimistes du Québec (OCQ)

The Nova Scotia Chemists Society (NSCS).

THE AGREEMENT

WHEREAS the transfer of professional chemists between provinces where professional chemist is a regulated occupation is to be in accord with Chapter 7 of the Agreement on Internal trade, and it is agreed other transfers under this MOU will follow the principles of AIT Chapter 7;

and

WHEREAS this Memorandum of Understanding is based on discussions that have involved representatives of all the members of the FCPC, and that a mobility agreement including attachments has been unanimously endorsed for ratification, it is further agreed that said agreement and attachments as appended at the end of this document will constitute the terms and conditions of the MOU;



**Federation of Canada's Professional Chemists
Fédération des chimistes professionnels du Canada
(FCPC)**

BE IT RESOLVED that the members of the Federation of Canada's Professional Chemists /Fédération des Chimistes Professionnels du Canada (FCPC) agree to adopt the process to facilitate the transfer of the registration of professional chemists to other Provincial Organizations in Canada as specified in the appended documents (Appendix A).

Representing the members of the FCPC in this agreement, the following organizations are hereinafter referred to as the signatories of the Memorandum of Understanding.

In Ontario:

The **Association of the Chemical Profession of Ontario (ACPO)**, legally incorporated under the Association of the Chemical Profession of Ontario Act, (R.S.O., c. Pr10, 1990), with its head office at 1 Yonge Street, Suite 1801, Toronto, Ontario, M5E 1W7, represented by its president _____, Chartered Chemist, acting on behalf of the said corporation, duly authorized under Motion by the Council of the Association of the Chemical Profession of Ontario, at its meeting of _____, a copy of which is hereto attached;

In British Columbia:

The **Association of the Chemical Profession of British Columbia (ACPBC)**, legally incorporated under the Society Act of British Columbia, (R.S.B.C.1996, c.433), with its head office at Department of Chemistry, University of Victoria, 3800 Finnerty Road, Victoria, British Columbia, represented by its president, Paul West, Professional Chemist, acting on behalf of the said corporation, duly authorized under Motion by the Board of Directors of the Association of the Chemical Profession of British Columbia, at its meeting of _____, a copy of which is hereto attached;

In Nova Scotia:

The **Nova Scotia Chemists' Society**, legally incorporated under the Societies Act of Nova Scotia (to be replaced in the future by an act of the Nova Scotia Legislature), with its head office address at P.O. Box 542, Dartmouth, NS , represented by its president W. James Frazee, P.Chem. acting on behalf of the said Group, duly authorized under Motion by the Board of directors of the Nova Scotia Chemists' Society, at its meeting of _____, a copy of which is hereto attached;

In Alberta:

The Association of the Chemical Profession of Alberta (ACPA), legally incorporated under the Professional Chemists Regulation of the Professional and Occupational Associations Registration Act (POARA), (Alberta Regulation 248/2001), with its head office at P.O. Box 21017, Edmonton, Alberta, Canada T6R 2V4, represented by its president, Don White, Professional Chemist, acting on behalf of the said corporation, duly authorized under Motion by the Board of Directors of the Association of the Chemical Profession of Alberta, at its meeting of Sept 7, 2016, a copy of which is hereto attached;



**Federation of Canada's Professional Chemists
Fédération des chimistes professionnels du Canada
(FCPC)**

In Québec:

The **Ordre des chimistes du Québec**, legally incorporated under the Professional Chemist Act, with its head office at 300, rue Léo-Pariseau, bur. 2199, Montréal, Québec, H2X 4B3 represented by its president Guy Collin, Ph. D., chimiste, acting on behalf of the said Group, duly authorized under Motion by the Board of directors of the Ordre des chimistes du Québec, at its meeting of _____, a copy of which is hereto attached;

In Saskatchewan:

The **Association of the Chemical Profession of Saskatchewan (ACPS)**, legally incorporated under the Non-Profit Corporations Act (Saskatchewan), with its head office at 110 Science Pl, Saskatoon, Saskatchewan, S7N 5C9,, represented by its president, Stephen Urquhart, Ph.D., P.Chem., acting on behalf of the said corporation, duly authorized under Motion by the Board of Directors of the Association of the Chemical Profession of Saskatchewan, at its meeting of _____ a copy of which is hereto attached.

REVIEW and AMENDMENT

This MOU, including all Annexes, may be amended by written consent of all the parties to the agreement.

All signatories agree to review the Agreement after three years to assess if mutually desired results are being achieved. A process for review of some aspects of the academic qualifications for transfer is provided in attachment two of the agreement document.

After completion of that review, it may be amended as agreed to unanimously by the signatories following the notice of termination. The rights of chemists who have been transferred under this MOU will not be affected by changes that are made to the MOU subsequently.

INTERPRETATION

It is understood that the conditions of implementation in the memorandum tabled at the FCPC Council meeting of June 1, 2016 will remain in force until the time of review.

This Agreement supersedes all prior agreements between the signatories concerning the transfer of professional chemist membership between their organizations.

IN WITNESS WHEREOF the FCPC members have signed this Memorandum of Understanding for the process to facilitate the transfer of the registration of professional chemists to other Provincial Organizations in Canada. Prepared in multiple copies, all copies being equally authentic.



**Federation of Canada's Professional Chemists
Fédération des chimistes professionnels du Canada
(FCPC)**

Signed at _____, on _____ 2016

Robert Johnson, Chartered Chemist (CChem)
President of the Council, Association of the Chemical Profession of Ontario

Signed at _____, on _____ 2016

Paul West, Professional Chemist (PChem)
President of the Association of the Chemical Profession of British Columbia

Signed at Tofield, AB, on October 14 2016

Don White

Don White, Professional Chemist (PChem)
President of the Association of the Chemical Profession of Alberta

Signed at _____, on _____ 2016

Guy Collin, Ph. D., chimiste
Chairman of the Board, Ordre des chimistes du Québec

Signed at _____, on _____ 2016

Stephen Urquhart, Professional Chemist (PChem)
President of the Association of the Chemical Profession of Saskatchewan

Signed at _____, on _____ 2016

James Frazee, Professional Chemist (PChem)
President of the Nova Scotia Chemists' Society



**Federation of Canada's Professional Chemists
Fédération des chimistes professionnels du Canada
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**Memorandum of Understanding
regarding**

**A Process to Facilitate the Transfer of the Registration of Professional Chemists
to other Provincial Organizations in Canada**

PREAMBLE

As members of the FCPC, the following provincial organizations representing professional chemists in Canada and legally constituted under the required statutes in their provinces are agreed that it is in their mutual interest to enter into an agreement to facilitate the transfer of registered Professional Chemists, chimistes and Chartered Chemists from one member organization to another by an orderly process:

The Association of the Chemical Profession of British Columbia (ACPBC)

The Association of the Chemical Profession of Alberta (ACPA)

The Association of the Chemical Profession of Saskatchewan (ACPS)

The Association of the Chemical Profession of Ontario (ACPO)

L'Ordre des chimistes du Québec (OCQ)

The Nova Scotia Chemists Society (NSCS).

THE AGREEMENT

WHEREAS the transfer of professional chemists between provinces where professional chemist is a regulated occupation is to be in accord with Chapter 7 of the Agreement on Internal trade, and it is agreed other transfers under this MOU will follow the principles of AIT Chapter 7;

and

WHEREAS this Memorandum of Understanding is based on discussions that have involved representatives of all the members of the FCPC, and that a mobility agreement including attachments has been unanimously endorsed for ratification, it is further agreed that said agreement and attachments as appended at the end of this document will constitute the terms and conditions of the MOU;



**Federation of Canada's Professional Chemists
Fédération des chimistes professionnels du Canada
(FCPC)**

BE IT RESOLVED that the members of the Federation of Canada's Professional Chemists /Fédération des Chimistes Professionnels du Canada (FCPC) agree to adopt the process to facilitate the transfer of the registration of professional chemists to other Provincial Organizations in Canada as specified in the appended documents (Appendix A).

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In British Columbia:

The **Association of the Chemical Profession of British Columbia (ACPBC)**, legally incorporated under the Society Act of British Columbia, (R.S.B.C.1996, c.433), with its head office at Department of Chemistry, University of Victoria, 3800 Finnerty Road, Victoria, British Columbia, represented by its president, Paul West, Professional Chemist, acting on behalf of the said corporation, duly authorized under Motion by the Board of Directors of the Association of the Chemical Profession of British Columbia, at its meeting of _____, a copy of which is hereto attached;

In Nova Scotia:

The **Nova Scotia Chemists' Society**, legally incorporated under the Societies Act of Nova Scotia (to be replaced in the future by an act of the Nova Scotia Legislature), with its head office address at P.O. Box 542, Dartmouth, NS , represented by its president W. James Frazee, P.Chem. acting on behalf of the said Group, duly authorized under Motion by the Board of directors of the Nova Scotia Chemists' Society, at its meeting of _____, a copy of which is hereto attached;

In Alberta:

The Association of the Chemical Profession of Alberta (ACPA), legally incorporated under the Professional Chemists Regulation of the Professional and Occupational Associations Registration Act (POARA), (Alberta Regulation 248/2001), with its head office at P.O. Box 21017, Edmonton, Alberta, Canada T6R 2V4, represented by its president, Don White, Professional Chemist, acting on behalf of the said corporation, duly authorized under Motion by the Board of Directors of the Association of the Chemical Profession of Alberta, at its meeting of Sept 7, 2016, a copy of which is hereto attached;



**Federation of Canada's Professional Chemists
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In Québec:

The **Ordre des chimistes du Québec**, legally incorporated under the Professional Chemist Act, with its head office at 300, rue Léo-Pariseau, bur. 2199, Montréal, Québec, H2X 4B3 represented by its president Guy Collin, Ph. D., chimiste, acting on behalf of the said Group, duly authorized under Motion by the Board of directors of the Ordre des chimistes du Québec, at its meeting of _____, a copy of which is hereto attached;

In Saskatchewan:

The **Association of the Chemical Profession of Saskatchewan (ACPS)**, legally incorporated under the Non-Profit Corporations Act (Saskatchewan), with its head office at 110 Science Pl, Saskatoon, Saskatchewan, S7N 5C9,, represented by its president, Stephen Urquhart, Ph.D., P.Chem., acting on behalf of the said corporation, duly authorized under Motion by the Board of Directors of the Association of the Chemical Profession of Saskatchewan, at its meeting of _____ a copy of which is hereto attached.

by electronic motion on October 5, 2016,

REVIEW and AMENDMENT

This MOU, including all Annexes, may be amended by written consent of all the parties to the agreement.

All signatories agree to review the Agreement after three years to assess if mutually desired results are being achieved. A process for review of some aspects of the academic qualifications for transfer is provided in attachment two of the agreement document.

After completion of that review, it may be amended as agreed to unanimously by the signatories following the notice of termination. The rights of chemists who have been transferred under this MOU will not be affected by changes that are made to the MOU subsequently.

INTERPRETATION

It is understood that the conditions of implementation in the memorandum tabled at the FCPC Council meeting of June 1, 2016 will remain in force until the time of review.

This Agreement supersedes all prior agreements between the signatories concerning the transfer of professional chemist membership between their organizations.

IN WITNESS WHEREOF the FCPC members have signed this Memorandum of Understanding for the process to facilitate the transfer of the registration of professional chemists to other Provincial Organizations in Canada. Prepared in multiple copies, all copies being equally authentic.




Federation of Canada's Professional Chemists
Fédération des chimistes professionnels du Canada
(FCPC)

Signed at _____, on _____ 2016

Robert Johnson, Chartered Chemist (CChem)
President of the Council, Association of the Chemical Profession of Ontario

Signed at _____, on _____ 2016

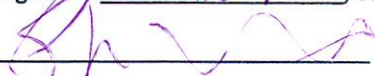
Paul West, Professional Chemist (PChem)
President of the Association of the Chemical Profession of British Columbia

Signed at Edmonton, AB, on October 14 2016


Don White, Professional Chemist (PChem)
President of the Association of the Chemical Profession of Alberta

Signed at _____, on _____ 2016

Guy Collin, Ph. D., chimiste
Chairman of the Board, Ordre des chimistes du Québec

Signed at Saskatoon, SK, on October 17, 2016


Stephen Urquhart, Professional Chemist (PChem)
President of the Association of the Chemical Profession of Saskatchewan

Signed at _____, on _____ 2016

James Frazee, Professional Chemist (PChem)
President of the Nova Scotia Chemists' Society



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Memorandum of Understanding

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PREAMBLE

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The Association of the Chemical Profession of British Columbia (ACPBC)

The Association of the Chemical Profession of Alberta (ACPA)

The Association of the Chemical Profession of Saskatchewan (ACPS)

The Association of the Chemical Profession of Ontario (ACPO)

L'Ordre des chimistes du Québec (OCQ)

The Nova Scotia Chemists Society (NSCS).

THE AGREEMENT

WHEREAS the transfer of professional chemists between provinces where professional chemist is a regulated occupation is to be in accord with Chapter 7 of the Agreement on Internal trade, and it is agreed other transfers under this MOU will follow the principles of AIT Chapter 7;

and

WHEREAS this Memorandum of Understanding is based on discussions that have involved representatives of all the members of the FCPC, and that a mobility agreement including attachments has been unanimously endorsed for ratification, it is further agreed that said agreement and attachments as appended at the end of this document will constitute the terms and conditions of the MOU;



**Federation of Canada's Professional Chemists
Fédération des chimistes professionnels du Canada
(FCPC)**

BE IT RESOLVED that the members of the Federation of Canada's Professional Chemists /Fédération des Chimistes Professionnels du Canada (FCPC) agree to adopt the process to facilitate the transfer of the registration of professional chemists to other Provincial Organizations in Canada as specified in the appended documents (Appendix A).

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In British Columbia:

The Association of the Chemical Profession of British Columbia (ACPBC), legally incorporated under the Society Act of British Columbia, (R.S.B.C.1996, c.433), with its head office at Department of Chemistry, University of Victoria, 3800 Finnerty Road, Victoria, British Columbia, represented by its president, Paul West, Professional Chemist, acting on behalf of the said corporation, duly authorized under Motion by the Board of Directors of the Association of the Chemical Profession of British Columbia, at its meeting of 8/31/16, a copy of which is hereto attached;

In Nova Scotia:

The Nova Scotia Chemists' Society, legally incorporated under the Societies Act of Nova Scotia (to be replaced in the future by an act of the Nova Scotia Legislature), with its head office address at P.O. Box 542, Dartmouth, NS , represented by its president W. James Frazee, P.Chem. acting on behalf of the said Group, duly authorized under Motion by the Board of directors of the Nova Scotia Chemists' Society, at its meeting of _____, a copy of which is hereto attached;

In Alberta:

The Association of the Chemical Profession of Alberta (ACPA), legally incorporated under the Professional Chemists Regulation of the Professional and Occupational Associations Registration Act (POARA), (Alberta Regulation 248/2001), with its head office at P.O. Box 21017, Edmonton, Alberta, Canada T6R 2V4, represented by its president, Don White, Professional Chemist, acting on behalf of the said corporation, duly authorized under Motion by the Board of Directors of the Association of the Chemical Profession of Alberta, at its meeting of Sept 7, 2016, a copy of which is hereto attached;



**Federation of Canada's Professional Chemists
Fédération des chimistes professionnels du Canada
(FCPC)**

In Québec:

The **Ordre des chimistes du Québec**, legally incorporated under the Professional Chemist Act, with its head office at 300, rue Léo-Pariseau, bur. 2199, Montréal, Québec, H2X 4B3 represented by its president Guy Collin, Ph. D., chimiste, acting on behalf of the said Group, duly authorized under Motion by the Board of directors of the Ordre des chimistes du Québec, at its meeting of _____, a copy of which is hereto attached;

In Saskatchewan:

The **Association of the Chemical Profession of Saskatchewan (ACPS)**, legally incorporated under the Non-Profit Corporations Act (Saskatchewan), with its head office at 110 Science Pl, Saskatoon, Saskatchewan, S7N 5C9,, represented by its president, Stephen Urquhart, Ph.D., P.Chem., acting on behalf of the said corporation, duly authorized under Motion by the Board of Directors of the Association of the Chemical Profession of Saskatchewan, at its meeting of _____ a copy of which is hereto attached.

by electronic motion on October 5, 2016,

REVIEW and AMENDMENT

This MOU, including all Annexes, may be amended by written consent of all the parties to the agreement.

All signatories agree to review the Agreement after three years to assess if mutually desired results are being achieved. A process for review of some aspects of the academic qualifications for transfer is provided in attachment two of the agreement document.

After completion of that review, it may be amended as agreed to unanimously by the signatories following the notice of termination. The rights of chemists who have been transferred under this MOU will not be affected by changes that are made to the MOU subsequently.

INTERPRETATION

It is understood that the conditions of implementation in the memorandum tabled at the FCPC Council meeting of June 1, 2016 will remain in force until the time of review.

This Agreement supersedes all prior agreements between the signatories concerning the transfer of professional chemist membership between their organizations.

IN WITNESS WHEREOF the FCPC members have signed this Memorandum of Understanding for the process to facilitate the transfer of the registration of professional chemists to other Provincial Organizations in Canada. Prepared in multiple copies, all copies being equally authentic.



Federation of Canada's Professional Chemists
Fédération des chimistes professionnels du Canada
(FCPC)

Signed at _____, on _____ 2016

Robert Johnson, Chartered Chemist (CChem)
President of the Council, Association of the Chemical Profession of Ontario

Signed at VICTORIA BC, on SEPTEMBER 27 2016

Paul West

Paul West, Professional Chemist (PChem)
President of the Association of the Chemical Profession of British Columbia

Signed at Tofield, AB, on October 16 2016

Don White

Don White, Professional Chemist (PChem)
President of the Association of the Chemical Profession of Alberta

Signed at _____, on _____ 2016

Guy Collin, Ph. D., chimiste
Chairman of the Board, Ordre des chimistes du Québec

Signed at Saskatoon, SK, on October 17, 2016

Stephen Urquhart

Stephen Urquhart, Professional Chemist (PChem)
President of the Association of the Chemical Profession of Saskatchewan

Signed at _____, on _____ 2016

James Frazee, Professional Chemist (PChem)
President of the Nova Scotia Chemists' Society

Excerpt from the minutes of a meeting of the Board of Directors of the Association of the Chemical Profession of British Columbia held on August 31 2016 by web link

5. Ratification of FCPC MoU

- A Process to Facilitate the Transfer of the Registration of Professional Chemists to other Provincial Organizations in Canada

MOTION (EXECUTIVE): To ratify the FCPC MOU to facilitate transfer of registration of CPs from one province to another across Canada.

Moved: Paul

Motion approved unanimously.



Federation of Canada's Professional Chemists
Fédération des chimistes professionnels du Canada
(FCPC)

Signed at _____, on _____ 2016

Chartered Chemist
President of the Council, Association of the Chemical Profession of Ontario

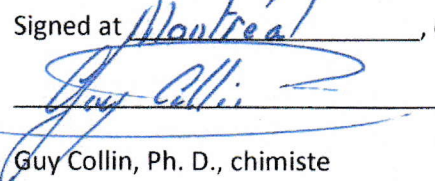
Signed at _____, on _____ 2016

Paul West, Professional Chemist (PChem)
President of the Association of the Chemical Profession of British Columbia

Signed at _____, on _____ 2016

Don White, Professional Chemist (PChem)
President of the Association of the Chemical Profession of Alberta

Signed at Montréal, on October, 13 2016


Guy Collin, Ph. D., chimiste
Chairman of the Board, Ordre des chimistes du Québec

Signed at _____, on _____ 2016

Stephen Urquhart, Professional Chemist (PChem)
President of the Association of the Chemical Profession of Saskatchewan

Signed at Walsville NS, on Nov 10 2016


James Frazee, Professional Chemist (PChem)
President of the Nova Scotia Chemists' Society



**Federation of Canada's Professional Chemists
Fédération des chimistes professionnels du Canada
(FCPC)**

BE IT RESOLVED that the members of the Federation of Canada's Professional Chemists /Fédération des Chimistes Professionnels du Canada (FCPC) agree to adopt the process to facilitate the transfer of the registration of professional chemists to other Provincial Organizations in Canada as specified in the appended documents (Appendix A).

Representing the members of the FCPC in this agreement, the following organizations are hereinafter referred to as the signatories of the Memorandum of Understanding.

In Ontario:

The **Association of the Chemical Profession of Ontario (ACPO)**, legally incorporated under the Association of the Chemical Profession of Ontario Act, (R.S.O., c. Pr10, 1990), with its head office at 1 Yonge Street, Suite 1801, Toronto, Ontario, M5E 1W7, represented by its president _____, Chartered Chemist, acting on behalf of the said corporation, duly authorized under Motion by the Council of the Association of the Chemical Profession of Ontario, at its meeting of _____, a copy of which is hereto attached;

In British Columbia:

The **Association of the Chemical Profession of British Columbia (ACPBC)**, legally incorporated under the Society Act of British Columbia, (R.S.B.C.1996, c.433), with its head office at Department of Chemistry, University of Victoria, 3800 Finnerty Road, Victoria, British Columbia, represented by its president, Paul West, Professional Chemist, acting on behalf of the said corporation, duly authorized under Motion by the Board of Directors of the Association of the Chemical Profession of British Columbia, at its meeting of _____, a copy of which is hereto attached;

In Nova Scotia:

The **Nova Scotia Chemists' Society**, legally incorporated under the Societies Act of Nova Scotia (to be replaced in the future by an act of the Nova Scotia Legislature), with its head office address at P.O. Box 542, Dartmouth, NS , represented by its president W. James Frazee, P.Chem. acting on behalf of the said Group, duly authorized under Motion by the Board of directors of the Nova Scotia Chemists' Society, at its meeting of _____, a copy of which is hereto attached;

In Alberta:

The **Association of the Chemical Profession of Alberta (ACPA)**, legally incorporated under the Professional Chemists Regulation of the Professional and Occupational Associations Registration Act (POARA), (Alberta Regulation 248/2001), with its head office at P.O. Box 21017, Edmonton, Alberta, Canada T6R 2V4, represented by its president, Don White, Professional Chemist, acting on behalf of the said corporation, duly authorized under Motion by the Board of Directors of the Association of the Chemical Profession of Alberta, at its meeting of _____, a copy of which is hereto attached;



**Federation of Canada's Professional Chemists
Fédération des chimistes professionnels du Canada
(FCPC)**

BE IT RESOLVED that the members of the Federation of Canada's Professional Chemists /Fédération des Chimistes Professionnels du Canada (FCPC) agree to adopt the process to facilitate the transfer of the registration of professional chemists to other Provincial Organizations in Canada as specified in the appended documents (Appendix A).

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In British Columbia:

The **Association of the Chemical Profession of British Columbia (ACPBC)**, legally incorporated under the Society Act of British Columbia, (R.S.B.C.1996, c.433), with its head office at Department of Chemistry, University of Victoria, 3800 Finnerty Road, Victoria, British Columbia, represented by its president, Paul West, Professional Chemist, acting on behalf of the said corporation, duly authorized under Motion by the Board of Directors of the Association of the Chemical Profession of British Columbia, at its meeting of 08/3/16, a copy of which is hereto attached;

In Nova Scotia:

The **Nova Scotia Chemists' Society**, legally incorporated under the Societies Act of Nova Scotia (to be replaced in the future by an act of the Nova Scotia Legislature), with its head office address at P.O. Box 542, Dartmouth, NS , represented by its president W. James Frazee, P.Chem. acting on behalf of the said Group, duly authorized under Motion by the Board of directors of the Nova Scotia Chemists' Society, at its meeting of _____, a copy of which is hereto attached;

In Alberta:

The **Association of the Chemical Profession of Alberta (ACPA)**, legally incorporated under the Professional Chemists Regulation of the Professional and Occupational Associations Registration Act (POARA), (Alberta Regulation 248/2001), with its head office at P.O. Box 21017, Edmonton, Alberta, Canada T6R 2V4, represented by its president, Don White, Professional Chemist, acting on behalf of the said corporation, duly authorized under Motion by the Board of Directors of the Association of the Chemical Profession of Alberta, at its meeting of Sept 7, 2016, a copy of which is hereto attached;



**Federation of Canada's Professional Chemists
Fédération des chimistes professionnels du Canada
(FCPC)**

In Québec:

The **Ordre des chimistes du Québec**, legally incorporated under the Professional Chemist Act, with its head office at 300, rue Léo-Pariseau, bur. 2199, Montréal, Québec, H2X 4B3 represented by its president Guy Collin, Ph. D., chimiste, acting on behalf of the said Group, duly authorized under Motion by the Board of directors of the Ordre des chimistes du Québec, at its meeting of _____, a copy of which is hereto attached;

In Saskatchewan:

The **Association of the Chemical Profession of Saskatchewan (ACPS)**, legally incorporated under the Non-Profit Corporations Act (Saskatchewan), with its head office at 110 Science Pl, Saskatoon, Saskatchewan, S7N 5C9,, represented by its president, Stephen Urquhart, Ph.D., P.Chem., acting on behalf of the said corporation, duly authorized under Motion by the Board of Directors of the Association of the Chemical Profession of Saskatchewan, at its meeting of _____ a copy of which is hereto attached.

by electronic motion on October 5, 2016,

REVIEW and AMENDMENT

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All signatories agree to review the Agreement after three years to assess if mutually desired results are being achieved. A process for review of some aspects of the academic qualifications for transfer is provided in attachment two of the agreement document.

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INTERPRETATION

It is understood that the conditions of implementation in the memorandum tabled at the FCPC Council meeting of June 1, 2016 will remain in force until the time of review.

This Agreement supersedes all prior agreements between the signatories concerning the transfer of professional chemist membership between their organizations.

IN WITNESS WHEREOF the FCPC members have signed this Memorandum of Understanding for the process to facilitate the transfer of the registration of professional chemists to other Provincial Organizations in Canada. Prepared in multiple copies, all copies being equally authentic.



Federation of Canada's Professional Chemists
Fédération des chimistes professionnels du Canada
(FCPC)

Signed at Alliston Ont, on March 8 2017

Robert Johnson

Robert Johnson, Chartered Chemist (CChem)
President of the Council, Association of the Chemical Profession of Ontario

Signed at VICTORIA BC, on SEPTEMBER 27 2016

Paul West

Paul West, Professional Chemist (PChem)
President of the Association of the Chemical Profession of British Columbia

Signed at Edmonton AB, on October 10 2016

Don White

Don White, Professional Chemist (PChem)
President of the Association of the Chemical Profession of Alberta

Signed at _____, on _____ 2016

Guy Collin, Ph. D., chimiste
Chairman of the Board, Ordre des chimistes du Québec

Signed at Saskatoon, SK, on October 17 2016

Stephen Urquhart

Stephen Urquhart, Professional Chemist (PChem)
President of the Association of the Chemical Profession of Saskatchewan

Signed at _____, on _____ 2016

James Frazee, Professional Chemist (PChem)
President of the Nova Scotia Chemists' Society



**Federation of Canada's Professional Chemists
Fédération des chimistes professionnels du Canada
(FCPC)**

Memorandum of Understanding

regarding

**A Process to Facilitate the Transfer of the Registration of Professional Chemists
to other Provincial Organizations in Canada**

PREAMBLE

As members of the FCPC, the following provincial organizations representing professional chemists in Canada and legally constituted under the required statutes in their provinces are agreed that it is in their mutual interest to enter into an agreement to facilitate the transfer of registered Professional Chemists, chimistes and Chartered Chemists from one member organization to another by an orderly process:

The Association of the Chemical Profession of British Columbia (ACPBC)

The Association of the Chemical Profession of Alberta (ACPA)

The Association of the Chemical Profession of Saskatchewan (ACPS)

The Association of the Chemical Profession of Ontario (ACPO)

L'Ordre des chimistes du Québec (OCQ)

The Nova Scotia Chemists Society (NSCS).

THE AGREEMENT

WHEREAS the transfer of professional chemists between provinces where professional chemist is a regulated occupation is to be in accord with Chapter 7 of the Agreement on Internal trade, and it is agreed other transfers under this MOU will follow the principles of AIT Chapter 7;

and

WHEREAS this Memorandum of Understanding is based on discussions that have involved representatives of all the members of the FCPC, and that a mobility agreement including attachments has been unanimously endorsed for ratification, it is further agreed that said agreement and attachments as appended at the end of this document will constitute the terms and conditions of the MOU;