



Canadian Association of Occupational Therapists  
Association canadienne des ergothérapeutes

December 11, 2023

To Whom It May Concern:

**Re: Job Reclassification and Fair Compensation for Occupational Therapists**

I am writing to you as the CEO of the Canadian Association of Occupational Therapists (CAOT) – the national voice of over 20,000 occupational therapists (OTs), occupational therapist assistants (OTAs) and occupational therapy students in Canada. The purpose of this letter is to provide information about the occupational therapy profession and to support job reclassification and fair compensation for OTs in Nova Scotia.

OTs are highly educated (requiring a master's degree to practice in Canada), and regulated health care professionals. Given the profession's breadth, depth, scope of practice, along with the competencies, skills set, experience and expertise, OTs need to be compensated fairly for their services.

OTs in Nova Scotia that fall under the Healthcare Collective are the lowest paid OTs in Canada. OTs are paid at a bachelor level classification despite occupational therapy being a Masters level program since 2009. Unlike other provinces in Canada, Nova Scotia has yet to reclassify OTs as Masters educated, creating significant pay discrepancies between OTs and other Masters trained health professionals within and outside of Nova Scotia.

In October 2023, the Alliance of Occupational Therapy Professional Associations (ACOTPA) released the [2023 National Occupational Therapy Private Practice Fee Schedule](#). This resource can be used to inform public organizations about occupational therapy fees charged in private practice across Canada. Regarding publicly employed fee compensation in Nova Scotia, please refer to the Nova Scotia Society of Occupational Therapists (NSSOT) advocacy document. While there are various factors that impact pay differentiation between publicly and privately employed OTs in Canada, OTs may continue to transition to private practice or leave Nova Scotia due to unfair compensation, thus impacting public access to essential occupational therapy services.

If you require additional information about the occupational therapy profession in Canada, you are welcome to reach me at my coordinates provided below.

Yours sincerely,

**Hélène Sabourin**

Chief Executive Officer • Chef de la direction

Canadian Association of Occupational Therapists/ Association canadienne des ergothérapeutes

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