



Canadian Standards Changes to the 8th Edition

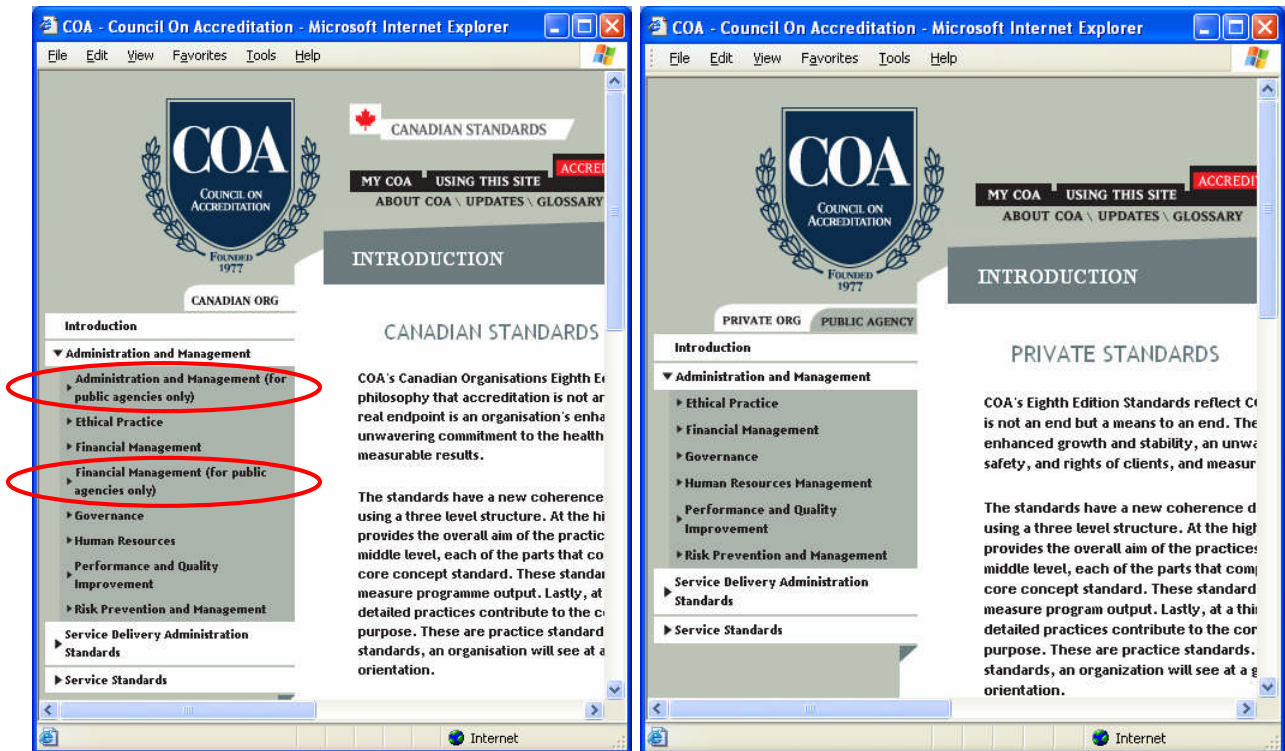
The 8th Edition Standards for Canadian Organisations reflect the unique service delivery mechanisms and management processes in Canada making them easier to understand, interpret, and implement. As a result, they are more culturally and linguistically relevant which improves their general accessibility and meaning for users.

It is also important to note that the same set and number of standards exist in the US version of the 8th Edition as in the Canadian version. Listed below are some of the more specific changes that were made across the standards, guidelines, and tools for the 8th Edition.

1. **Spelling was anglicized through out the manual (e.g., standards, glossary, guidelines, tools, etc.).**

Examples include organization to organization, program to programme, and behavior to behaviour.

2. **Since COA did not create a separate public agency manual, when a Canadian public agency seeks accreditation, they should use CP-AM and CP-FIN under the Administration and Management standards rather than CA-GOV and CA-FIN as these are designed private Canadian organizations.**





3. Changes were made in legal terminology and references to certain laws and regulations were changed.

8th Edition United States Example

HR 5.01

The organization complies with applicable laws and regulations governing fair employment practices and contractual relationships.

Interpretation: This standard applies to the organization's employment practices and contracts, including use of independent contractors, volunteers, temporary employees and compliance with collective bargaining agreements. Review of compliance is part of the organization's risk management review process described in RPM 2.

Some of the major federal laws in the United States that govern employer/employee relations include: Titles VI and VII of the Civil Rights Act of 1964 (as amended by the Equal Employment Opportunity Act of 1972 and the Civil Rights Act of 1991), the Fair Labor Standards Act (FLSA), Section 503 of the Rehabilitation Act of 1973, the Equal Pay Act, the Age Discrimination in Employment Act of 1967, the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), the Occupational Safety and Health Act (OSHA), the Consolidated Omnibus Budget Reconciliation Act (COBRA), the National Labor Relations Act, as well as the regulations implementing all of the above statutes, and Executive Order 11246.

Typically, state or local law or regulation, when more stringent, supersedes federal regulation. Organizations are expected to review and monitor their compliance with federal, state, and local laws and regulations.

8th Edition Canadian Example

CA-HR 5.01

The organisation complies with applicable laws and regulations governing fair employment practices and contractual relationships.
related CA-RPM 1, CA-RPM 2.01

Interpretation: This standard applies to the organisation's employment practices and contracts, including use of independent contractors, volunteers, temporary employees and compliance with collective bargaining agreements. Review of compliance is part of the organisation's risk management review process described in CA-RPM 2.

The major federal laws in Canada that govern employer-employee relations include, but are not limited to: all chapters of the Canada Labour Code, the Fair Wages and Hours Labour Act, the Canadian Human Rights Act, the Employment



Equity Act, the Employment Insurance Act, and implementing regulations for all of these statutes.

Typically, provincial or local law or regulation, when more stringent, supersedes federal regulation. Organisations are expected to review and monitor their compliance with federal, provincial, and local laws and regulations.

4. References to health regulations were changed.

8th Edition United States Example

RTX 9.04

A physician or other qualified medical practitioner assumes 24-hour on-call medical responsibility.

Interpretation: The standard requires professional medical oversight to ensure that residents' health needs are identified and promptly addressed. Physicians must be familiar with the needs of the resident population.

NA All residents have private physicians.

8th Edition Canadian Example

CA-RTX 9.04

The organization establishes procedures for ensuring that residents' health needs are identified and promptly addressed and medical emergencies are responded to on a 24-hour basis.

5. References to "affordable health care," "health insurance" "or other health related issues changed. In some service sections the need for an MD on staff changed to acknowledge access to and use of the public health system.

8th Edition United States Example

KC 10.01

Children receive comprehensive health care services, and the organization provides assistance to caregivers to ensure:

- a. the child has health insurance benefits;
- b. availability of the child's health records;
- c. authority to consent for health services is clearly documented;
- d. continuity of care; and
- e. effective communication of child's health care needs to providers and caregivers.



Interpretation: Caregivers should be provided with alternative health care options when insurance coverage is not available. Although organizations do not necessarily provide children and families with health insurance, they can take steps to promote access to coverage.

8th Edition Canadian Example

CA-KC 10.01

Children receive comprehensive health care services, and the organisation provides assistance to caregivers to ensure:

- a. availability of the child's health records;
- b. authority to consent for health services is clearly documented;
- c. continuity of care; and
- d. effective communication of child's health care needs to providers and caregivers.

Interpretation: Whenever possible, a medical home should be established for each child with special health care needs. Children should continue receiving health care services from familiar providers.

6. References to permanency planning laws changed since those are not all federal laws in Canada (i.e., some are more local laws or policy).

8th Edition United States Example

FC 4: Child and Youth Permanency

The organization participates in or facilitates a permanency planning process with families to promote stability and permanency.

8th Edition Canadian Example

CA-FC 4: Child and Youth Permanency

The organisation participates in or facilitates a permanency planning process with families to promote stability and permanency.

Interpretation: Permanency work is aimed at achieving physical, emotional, and legal permanency for children and youth. Public and private agency roles in the permanency planning process are defined by provincial policy, regulations, or contracts.

Note: When the organisation is not responsible for facilitating the permanency planning, it documents attempts to participate in the process.



7. Terms such as State, Indian, Medicaid card, and social security number were replaced with appropriate Canadian equivalents.

8th Edition United States Example

RTX 17.06

The organization assists individuals in obtaining or compiling documents necessary to function independently, including:

- a. an identification card;
- b. a social security or social insurance number;
- c. a resume, when work experience can be described;
- d. a driver's license, when the ability to drive is a goal;
- e. medical records and documentation, including a Medicaid card or other health eligibility documentation;
- f. an original copy of the birth certificate;
- g. religious documents and information;
- h. documentation of immigration, citizenship, or naturalization, when applicable;
- i. death certificates when parents are deceased;
- j. a life book or a compilation of personal history and photographs, as appropriate;
- k. a list of known relatives, with relationships, addresses, telephone numbers, and permissions for contacting involved parties;
- l. previous placement information and health facilities used, when age-appropriate; and
- m. educational records, such as high school diploma or general equivalency diploma, and a list of schools attended, when age-appropriate.

8th Edition Canadian Example

CA-RTX 17.06

The organisation assists individuals in obtaining or compiling documents necessary to function independently, including:

- a. an identification card;
- b. a social insurance number;
- c. a resume, when work experience can be described;
- d. a driver's licence, when the ability to drive is a goal;
- e. medical records and documentation, including a provincial health services card or other health eligibility documentation;
- f. an original copy of the birth certificate;
- g. religious documents and information;
- h. documentation of immigration, citizenship, or naturalization, when applicable;
- i. death certificates when parents are deceased;
- j. a life book or a compilation of personal history and photographs, as appropriate;



- k. a list of known relatives, with relationships, addresses, telephone numbers, and permissions for contacting involved parties;
- l. previous placement information and health facilities used, when age-appropriate; and
- m. educational records, such as a GED, and a list of schools attended, when age-appropriate.

8th Edition United States Example

AS 2.04

The organization identifies Indian children and collaborates with the tribe or Indian organization to determine the applicability of the Indian Child Welfare Act and the most appropriate plan for the child.

8th Edition Canadian Example

CA-AS 2.04

The organisation identifies Aboriginal children and collaborates with the tribe or Aboriginal child and family service organisations, where available, to determine the most appropriate plan for the child.

8. References to vehicle inspections were revised to address safety since inspections are not required as they are in the United States.

8th Edition United States Example

ASE 4: Facility Maintenance

The organization conducts and documents:

- a. regular inspections and preventive maintenance by a qualified professional;
- b. a monthly review of the physical plant's heating, fire extinguishers, fire safety, lighting, and other systems;
- c. a review of vehicle safety inspections;
- d. installation of window guards, where necessary; and
- e. quick responses to emergency maintenance issues and potentially hazardous conditions.
- f. Interpretation: "Emergency maintenance issues" include: overflowing toilets, flooded basements, defective heating systems, and other situations that can damage property, pose a threat to clients, or interfere with service delivery.

Interpretation: "Hazardous conditions" include: uncovered electrical outlets, improper storage of cleaning supplies and other hazardous materials, unsecured floor coverings or equipment, walk-in freezers or refrigerators that do not open from the inside, stairs without handrails, harmful water temperatures, inadequate lighting, ventilation and temperature, unscreened areas or unmarked glass doors,



and unsafe use of electrical appliances and objects, such as hair dryers, space heaters, and radios or toys that are used by children or others who may be vulnerable.

Interpretation: The monthly review is typically a facility walk-through with a check list to verify that systems are functional, fire extinguishers are charged, etc.

NA Element (a): The organization is a tenant in all its facilities.

8th Edition Canadian Example

CA-ASE 4: Facility Maintenance

The organisation conducts and documents:

- a. regular inspections and preventive maintenance by a qualified professional;
- b. a monthly review of the physical plant's heating, fire extinguishers, fire safety, lighting, and other systems;
- c. a review of vehicle safety;
- d. installation of window guards, where necessary; and
- e. quick responses to emergency maintenance issues and potentially hazardous conditions.

Interpretation: The monthly review is typically a facility walk-through with a check list to verify that systems are functional, fire extinguishers are charged, etc.

Interpretation: The organisation should have procedures to ensure vehicles are in proper working condition. Procedures should address periodic visual inspections conducted by the organisation or other documentation indicating mechanical soundness from a certified mechanic. Procedures should also address the need for repair.

Interpretation: "Emergency maintenance issues" include: overflowing toilets, flooded basements, defective heating systems, and other situations that can damage property, post a threat to clients, or interfere with service delivery.

Interpretation: "Hazardous conditions" include: uncovered electrical outlets, improper storage of cleaning supplies and other hazardous materials, unsecured floor coverings or equipment, walk-in freezers or refrigerators that do not open from the inside, stairs without handrails, harmful water temperatures, inadequate lighting, ventilation and temperature, unscreened areas or unmarked glass doors, and unsafe use of electrical appliances and objects, such as hair dryers, space heaters, and radios or toys that are used by children or others who may be vulnerable.

NA Element (a): The organisation is a tenant in all its facilities.



9. In a few sections additional options for personnel degrees were added and staff "licensure" was removed or revised if not applicable.

8th Edition United States Example

ECCD 12.03

In a child care center:

- a. administrators or program managers have a bachelor's degree in child development, early childhood education, or social work, and related field experience in early childhood or elementary education;
- b. teachers have a CDA credential, CCP credential, an associate's degree in early childhood education or child development, or a bachelor's degree in a related field; and
- c. assistant teachers, associate teachers, and aides have a high school diploma or GED, and have completed a minimum of 30 hours of training in relevant topics within the first year of employment.

related TS 1, TS 2

Research Note: Research has shown that caregiver education and training are related to children's developmental outcomes. Some researchers suggest that qualified teachers have better interactions with children, which leads to improved cognitive and social outcomes. Early childhood education workforce research suggests that with the tremendous growth in the field, it is becoming increasingly difficult to recruit and retain experienced and qualified workers. Low wages and benefits have been cited as obstacles for sufficient recruitment and retention of staff.

NA The organization does not operate a child care center.

8th Edition Canadian Example

CA-ECCD 12.03

In a child care centre:

- a. administrators or programme managers have a bachelor's degree in child development, early childhood education, or social work, and related field experience in early childhood or elementary education;
- b. teachers have an appropriate credential, an associate's degree in early childhood education or child development, or a bachelor's degree in a related field; and
- c. assistant teachers, associate teachers, and aides have a high school diploma or GED, and have completed a minimum of 30 hours of training in relevant topics within the first year of employment.

related CA-TS 1, CA-TS 2



Research Note: Research has shown that caregiver education and training are related to children’s developmental outcomes. Some researchers suggest that qualified teachers have better interactions with children, which leads to improved cognitive and social outcomes. Early childhood education workforce research suggests that with the tremendous growth in the field, it is becoming increasingly difficult to recruit and retain experienced and qualified workers. Low wages and benefits have been cited as obstacles for sufficient recruitment and retention of staff.

NA The organisation does not operate a child care centre.

10. Some reseach notes and interpretations were deleted when they were US specific.

8th Edition United States Example

OTP 8.03

The organization uses opioid treatment medications approved by the U.S. Food and Drug Administration in the treatment of opioid addiction.

Interpretation: As of 2003, methadone, levo-acetyl-methadol (LAAM), buprenorphine, and burprenorphine combination are approved as opioid treatment medications in the United States.

8th Edition Canadian Example

CA-OTP 8.03

The organisation uses opioid treatment medications approved by Health Canada in the treatment of opioid addiction.