

### FITNESS TO PRACTISE

One of the main roles of the College of Occupational Therapists of Manitoba (COTM) is to protect the public. Before granting registration to an applicant, COTM needs to ensure that there are no reasons why you should not be allowed to practise occupational therapy in Manitoba. We also determine if there should be any restrictions on your registration. One of the things we check is that you are fit to practise. This means that you do not have a physical or mental illness or condition, or an addiction to drugs or alcohol that interferes with your ability to practise occupational therapy.

#### **How do you get information about my fitness to practise?**

There are several ways that COTM learns about fitness to practise concerns.

1) There are questions on the initial application form and annual renewal form that ask you if you have a

- physical illness
- mental illness or
- an addiction to drugs or alcohol

that interferes with your ability to practise occupational therapy.

2) Any member of the college who believes that you are suffering from a physical or mental condition or disorder to the extent that you are unfit to continue to practise occupational therapy must inform COTM of his or her concerns.

3) If your employment is terminated, your employer must report the reasons for the termination to COTM.

4) Any person may make a report in writing to COTM about the conduct of a member.

#### **What will happen if I disclose that I have a physical or mental illness or addiction?**

If you declare that your physical or mental illness or addiction interferes with your ability to practise occupational therapy, you will be asked by COTM to:

- provide details of the condition, which may include diagnosis and current treatment regimes
- define any special provisions you require or limitations on your practice
- submit a reference from your current or recent past employer or educator

You may also be asked to provide a report from a recent health care provider or counselor.

### **What will happen if someone reports a concern about me?**

COTM will contact you to gather more information. You may choose to co-operate by providing the information needed, (similar to above) and reaching a mutually agreeable plan to manage the concern. If you choose not to co-operate, the registrar will refer the matter to the investigation committee and a formal investigation will proceed.

### **What will happen if someone complains about my actions?**

If the information is received as a complaint, it will be referred to the investigation committee and may be investigated. This may involve a more thorough assessment of your condition and your practice.

A variety of outcomes are possible. Refer to Part 6 of *The Occupational Therapists Act* for detailed information.

### **Will I be allowed to practise occupational therapy in Manitoba if I have a physical or mental illness or addiction?**

Yes, if the condition does not interfere with your ability to practise.

If the condition does interfere with your ability to practise, any of the following may occur:

- some conditions may be placed on your registration. Where relevant, you may be asked to disclose the information to your employer, and make arrangements to have the necessary accommodations.
- your registration may be suspended
- your registration may be cancelled

### **How can I appeal COTM's decision if I don't agree?**

You can make an appeal in writing. The appeal must be made within 30 days of receiving the decision. The details of the appeals process are in Part 6 of *The Occupational Therapists Act*.

For more information, please contact COTM at (204) 957-1214 or by email at [OTinfo@cotm.ca](mailto:OTinfo@cotm.ca)

This publication is provided for general information. For more specific information see  
*The Essential Competencies for Occupational Therapists in Canada*,  
The COTM *Code of Ethics* for Occupational Therapists and  
*The Occupational Therapists Act and Regulation*.  
COTM publications are available on our website at [www.cotm.ca](http://www.cotm.ca)