



The Advocates' Society

# CPD & Mentoring Across Canada



Province / Territory	Continuing Professional Development credit for mentoring activities
Ontario	<p>CPD credit is available for “Mentoring, being mentored, providing coach or advisor support, participating in a coach or advisor program, acting as an articling principal, or supervising an LPP work placement or paralegal field placement.”<sup>1</sup></p> <p>“The Mentor, Mentee, Coach, Advisor, Participant, Articling Principal, LPP work supervisor, or Paralegal Field Placement Supervisor may claim time spent discussing substantive or procedural law or practice management topics that maintain or enhance learning ability. Time spent discussing specific client files is not eligible for CPD hours. <b>Lawyers and paralegals are entitled to claim up to their entire 12 required CPD hours annually for such activities.</b>”<sup>2</sup></p> <p>“If claiming all 12 CPD hours through mentoring, at least three of those 12 hours must be accredited Professionalism Hours. In order to qualify for Professionalism Hours, the above activities must address topics of professional responsibility, ethics and/or practice management and be accredited by the Law Society of Upper Canada. See CPD Accreditation Process for more information.”<sup>3</sup></p>
Alberta	<p>“Under the Rules of the Law Society of Alberta, each active lawyer is accountable for developing, implementing and declaring their Continuing Professional Development (CPD) Plan.”<sup>4</sup> <b>“CPD activities may include a wide range of activities such as...Mentoring a junior lawyer.”</b><sup>5</sup></p>
British Columbia	<p>“Mentoring, for purposes of continuing professional development (CPD) credit, is a relationship in which a lawyer with experience or expertise in a practice area or practice skill (the “mentor”) provides guidance or advice in support of the professional or practice goals of another lawyer, or an articled student in another firm, who requests assistance (the “mentee”) (Rules 3-26 and 3-30). Mentoring can be either face to face or by telephone, including real time videoconferencing or by electronic means.</p> <p>Mentor qualifications:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> A lawyer in practice either full or part-time, in Canada for seven of the 10 years immediately preceding the current calendar year</li> <li><input type="checkbox"/> A lawyer who is not the subject of an order of the Credentials Committee under Law Society Rule 3-30(4)(c)</li> <li><input type="checkbox"/> Need not be senior to the mentee, but must have sufficient experience or</li> </ul>

1. <https://www.lsuc.on.ca/eligible-activities/>

2. [https://www.lsuc.on.ca/eligible-activities/#Mentoring\\_being\\_mentored\\_providing\\_coach\\_or\\_advisor\\_support\\_participating\\_in\\_a\\_coach\\_or\\_advisor\\_program\\_acting\\_as\\_an\\_articling\\_principal\\_or\\_supervising\\_an\\_LPP\\_work\\_placement\\_or\\_paralegal\\_field\\_placement](https://www.lsuc.on.ca/eligible-activities/#Mentoring_being_mentored_providing_coach_or_advisor_support_participating_in_a_coach_or_advisor_program_acting_as_an_articling_principal_or_supervising_an_LPP_work_placement_or_paralegal_field_placement)

3. [https://www.lsuc.on.ca/eligible-activities/#Mentoring\\_being\\_mentored\\_providing\\_coach\\_or\\_advisor\\_support\\_participating\\_in\\_a\\_coach\\_or\\_advisor\\_program\\_acting\\_as\\_an\\_articling\\_principal\\_or\\_supervising\\_an\\_LPP\\_work\\_placement\\_or\\_paralegal\\_field\\_placement](https://www.lsuc.on.ca/eligible-activities/#Mentoring_being_mentored_providing_coach_or_advisor_support_participating_in_a_coach_or_advisor_program_acting_as_an_articling_principal_or_supervising_an_LPP_work_placement_or_paralegal_field_placement)

4. [http://www.lawsociety.ab.ca/lawyers/cpd/cpd\\_requirements.aspx](http://www.lawsociety.ab.ca/lawyers/cpd/cpd_requirements.aspx)

5. [http://www.lawsociety.ab.ca/lawyers/cpd/cpd\\_ideas.aspx](http://www.lawsociety.ab.ca/lawyers/cpd/cpd_ideas.aspx)

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<p>British Columbia (Continued)</p>	<ul style="list-style-type: none"> <li><input type="checkbox"/> expertise in the subjects under discussion to enable the mentee to learn</li> </ul> <p>You <b>can claim credit for mentoring</b> an articulated student provided the student is working in another firm or workplace separate from yours. You cannot claim credit for mentoring a law school student or a law firm summer student.</p> <p>The Law Society must approve in advance a mentorship plan. A mentorship plan must include:</p> <ul style="list-style-type: none"> <li><input type="checkbox"/> The mentee's specific development and learning goals.</li> <li><input type="checkbox"/> The mentoring goals must comply with the same categories of subject matter as required for any other CPD credit.</li> <li><input type="checkbox"/> Mentoring goals that do not qualify for CPD credit include subjects such as client or business development, marketing or profit maximization, wellness or work life balance issues, or seeking advice on specific client files.</li> <li><input type="checkbox"/> Mentoring must not simply answer questions about the handling of specific files. Mentoring should encompass broader practice issues and skills.</li> <li><input type="checkbox"/> If the mentoring goals change, the mentorship plan must be revised to reflect the new goals.</li> <li><input type="checkbox"/> A brief description of the mentor's expertise or experience in the subject areas in which the mentee wishes guidance.</li> <li><input type="checkbox"/> Whether the meetings are to be face to face or by telephone or a combination of the two.</li> <li><input type="checkbox"/> An agreement that the parties plan to meet for a minimum of six hours over the course of the year.</li> <li><input type="checkbox"/> An agreement to document the time spent and to finalize the mentorship plan when the six hours are complete.</li> </ul> <p>When the requirements of the mentorship plan have been completed, the mentor must log in and mark the plan as complete. The mentee's record will automatically be updated. The six hours must have been completed before the mentor marks the mentorship plan as complete.</p> <p>The Credentials Committee, on a referral by the Executive Director or on the recommendation of the Discipline Committee, Practice Standards Committee or its own motion, can deny a mentorship proposal where sufficient concern exists about the suitability of the proposed mentor.<sup>6</sup></p>

6. <https://www.lawsociety.bc.ca/support-and-resources-for-lawyers/continuing-professional-development/mentoring/>

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Saskatchewan	<p>“Under the CPD Policy, the Law Society of Saskatchewan is to accommodate the professional development needs of all members by providing a wide range of professional development opportunities. In order to become an Accredited CPD Activity, an activity must either be pre-approved by the Law Society or be delivered by an Approved Provider.”<sup>7</sup> Mentoring is not specifically identified by the Law Society of Saskatchewan as an accredited CPD activity, although “teaching at a course or activity related to law or the practice of law” is.<sup>8</sup></p>
Manitoba	<p>“The Law Society requires lawyers to participate in continuing professional development per Law Society Rule 2-81.1(8) “Commencing January 1, 2012, and subject to subsection (10), a practising Lawyer must complete one hour of eligible activities for each month or part of a month in a calendar year during which the lawyer maintained active practising status. Where the lawyer maintained active practising status for three or more months in the calendar year, one and a half hours of the total eligible hours must relate to ethics, professional responsibility or practice management.”<sup>9</sup> <b>Mentoring is not an eligible CPD activity.</b><sup>10</sup></p>
Quebec	<p>See catalog of approved CPD activities (French only).<sup>11</sup></p>
New Brunswick	<p>“All practising members of the Society must complete and report at least 12 approved CPD hours by December 31 each year. Lawyers may claim up to 2 credits each year for self-study. The Society recommends that each member complete 50 hours of self-study each year. See the Rules on Mandatory Continuing Professional Development and the current Requirements for complete information. Lawyers may request approval for courses, online interactive[sic] programs, writing, study groups, local bar and other meetings with an educational purpose, and for teaching. In order to qualify for credit, the subject matter must deal exclusively with substantive law, procedural law, professional ethics, practice management or lawyering skills. If a course or another type of activity includes subject matter that does not meet the requirements, only the portion of the activity that meets the subject matter requirements will qualify for accreditation.”<sup>12</sup></p> <p>The Law Society of New Brunswick does not specifically suggest mentoring activities for CPD credit, however, “a lawyer may apply individually for accreditation for teaching, writing, study groups, and local bar or other educational meetings.”<sup>13</sup></p> <p>“Training to be a mentor does not satisfy the practice management definition for CPD accreditation.”<sup>14</sup></p>

8. <https://www.lawsociety.sk.ca/continuing-professional-development/cpd-activities/types-of-cpd-activities.aspx>

9. <http://www.lawsociety.mb.ca/education/CPD-requirements>

10. <http://www.lawsociety.mb.ca/education/CPD-requirements/mcpd-requirements/frequently-asked-questions#does-mentoring-a-student>

11. <http://www.barreau.qc.ca/registre-activites-reconnues/>

12. <http://lawsociety-barreau.nb.ca/en/for-lawyers/continuing-professional-development>

13. [http://lawsociety-barreau.nb.ca/uploads/Requirements\\_2017\\_Final.pdf](http://lawsociety-barreau.nb.ca/uploads/Requirements_2017_Final.pdf)

14. [http://lawsociety-barreau.nb.ca/uploads/Requirements\\_2017\\_Final.pdf](http://lawsociety-barreau.nb.ca/uploads/Requirements_2017_Final.pdf)

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Prince Edward Island	<p>“One of the core mandates of the Society is the establishing of standards for professional responsibility and ongoing competence of lawyers. All practising members of the Society must complete and report at least 24 hours of continuing professional development by June 30 every two years.”<sup>15</sup> The Law Society of Prince Edward Island does not specifically suggest mentoring activities for CPD credit, however, “credit is available for such other activities as may be approved by the Secretary/Treasurer in advance.”<sup>16</sup></p>
Nova Scotia	<p>“All practising lawyers are required to complete and implement an annual professional development plan, and report they have done so in their Annual Lawyer Reports.”<sup>17</sup> There are no strict requirements for what may be included in a CPD Plan.<sup>18</sup> “Although the Society will not be tracking individual programs or hours, the basic principles and objectives of the NSBS CPD Requirement remain the same. Lawyers are expected to determine what education they need in any given year in a comprehensive and purposeful way. The general test should be this: Is the activity primarily for an educational purpose and is it relevant to your practice?”<sup>19</sup></p>
Newfoundland & Labrador	<p>“Beginning in 2016, the Law Society of Newfoundland and Labrador will require all practicing members to complete a minimum of 15 hours of eligible CLE activities annually.”<sup>20</sup> “Some examples of <b>non-eligible</b> CLE activities would include...activities relating to mentoring, including being a Principal to an Articled Student-at-Law.”<sup>21</sup></p>
Yukon	<p>“The Law Society of Yukon CPD program requires that all practicing members complete 12 hours of professional development annually.”<sup>22</sup> “Mentoring or being a principle to an articled student is <b>not eligible</b> to count towards the required hours.”<sup>23</sup></p>
Northwest Territories	<p>“Members are required to complete a minimum of twelve (12) hours of CPD activity, including a minimum of two (2) hours focused on Legal Ethics &amp; Professional Responsibility, during each membership year (April 1st to March 31st)... CPD time can be spent in a classroom setting, by reading legal publications (periodicals, digests and journals), listening to podcasts, watching recorded programs and seminars, or logging onto an online CPD program. It is each member’s responsibility to determine whether a learning activity meets the criteria set out by the Law Society and, therefore, qualifies as CPD.”<sup>24</sup></p>

15. <http://lawsocietypei.ca/continuing-professional-development>  
16. <http://lawsocietypei.ca/media/forms/Mandatory%20Continuing%20Professional%20Development%20Policy.pdf>  
17. [http://nsbs.org/for\\_lawyers/professional\\_development](http://nsbs.org/for_lawyers/professional_development)  
18. <http://nsbs.org/nsbs-cpd-requirement-1>  
19. <http://nsbs.org/cpd-plans-general-information#B2>  
20. <http://www.lawsociety.nf.ca/wp-content/uploads/2016/12/Mandatory-CLE-Requirements.pdf>  
21. <http://www.lawsociety.nf.ca/wp-content/uploads/2016/12/Mandatory-CLE-Requirements.pdf>  
22. <http://www.lawsocietyyukon.com/pdf/Information%20-%20Compulsory%20Profession%20Development.pdf>  
23. <http://www.lawsocietyyukon.com/pdf/Information%20-%20Compulsory%20Profession%20Development.pdf>  
24. <http://www.lawsociety.nt.ca/lawyers/continuing-professional-development-cpd>

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Nunavut	<p>“As of January 31, 2013, all active members of the Law Society of Nunavut are required to complete a minimum of 12 hours of CPD annually, including at least 1 hour devoted to professional responsibility and ethics.”<sup>25</sup> As of March 2017, participation in a legal mentorship program <b>is considered a recognized CPD activity</b>.<sup>26</sup></p>

25. <http://lawsociety.nu.ca/cpd-policy-requirements/>

26. [http://lawsociety.nu.ca/wp-content/uploads/2013/07/CPD-LSN-POLICY\\_-web.pdf](http://lawsociety.nu.ca/wp-content/uploads/2013/07/CPD-LSN-POLICY_-web.pdf)