

November 3, 2025

**To: The Nova Scotia Real Estate Appraisers Association (NSREAA)**

**RE: Review of Registration Practices under the [Fair Registration Practices Act](#)**

Thank you for submitting the FRPA Review Report (appended below), which was received by this office on October 17, 2025, pursuant to Section 16 of the [Fair Registration Practices Act \(FRPA\)](#). Any statistical information provided through the annual FRPA survey and as published in the FRPA Annual Report, which can be found on the [FRPA website](#), has been accepted as forming part of this report.

This letter pertains solely to NSREAA's compliance status with the FRPA. It does not address compliance with any other enactment.

Upon review of this report, including information found through links contained within, the registration practices of the NSREAA were found to be non-compliant with Section 11 of the FRPA, which states:

***“A regulating body shall ensure that individuals acting as decisionmakers in internal reviews receive training on conducting ...an internal review.”***

- Noncompliance with this Section was determined based on the response to Question 3.9(a) in the review report appended below.

This same area of non-compliance was identified in the previous two assessment letters (dated March 26, 2024, and April 29, 2025, corresponding to the previous two FRPA Review Reports (dated March 20, 2024, and April 9, 2025, respectively).

Additionally, as noted in the previous two assessment letters, pursuant to Subsection 16(12), which states:

***“...the regulating body shall demonstrate compliance ...within one year of the finding of non-compliance...”***

...NSREAA was required to demonstrate compliance by **March 26, 2025**. The previous assessment letter of April 29, 2025, noted that, since this date had passed, NSREAA was confirmed to be in non-compliance with Subsection 16(12) and, in consideration of that, also stated:

***“...Should full compliance not be demonstrated [by October 17, 2025] ...NSREAA will be subject to compliance action under Sections 17 and 18 of the FRPA”***. NSREAA did not meet this requirement – though the steps taken toward compliance as noted in the response to Question 3.9(b) is acknowledged.

Therefore:

- 1) This letter will be followed by a formal ***Notice of Proposed Order*** issued under Section 18 of the FRPA. NSREAA will have an opportunity to respond.
- 2) Pursuant to Section 16 of the FRPA, the next FRPA review report is due on or before **February 16, 2026**. Should full compliance not be demonstrated at that time, NSREAA will be subject to further compliance action under Sections 17 and 18 of the FRPA.

Finally, accurate reporting is required under the FRPA. However, in assessing this FRPA review report, it is noted that, for Section 3.8, part 'c', NSREAA indicated that its "internal review process" is **not** accessible through NSRAA's website (implying non-compliance) but then also provided a link to it, proving otherwise. This same issue was also noted in the previous two assessment letters (dated March 26, 2024, and April 29, 2025). For the benefit of future submission, please be aware that, as of the date of this letter, the correct answer to part 'c' of Section 3.8 is "YES" and the link provided in the last comment box, should have been provided in the first comment box.

Thank you for your attention to this. Compliance with the FRPA helps to ensure fair access to Nova Scotia's labour force of regulated professions. As always, please don't hesitate to reach out should you have any questions or need assistance in meeting any of the FRPA requirements.

Sincerely,

A handwritten signature in blue ink, appearing to read "F. Reinhardt".

Frank Reinhardt, Review Officer, Fair Registration Practices Act  
Department of Labour, Skills and Immigration

***Enclosure:*** FRPA review Report as prepared and submitted by NSREAA.

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# Nova Scotia Real Estate Appraisers Association

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Report on Registration Practices under Nova  
Scotia's

*Fair Registration Practices Act* (FRPA)

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October 17, 2025

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## 1. Requirement and Purpose of this Report under the FRPA:

This report has been submitted to the “*Review Officer*”, appointed under Section 13 of the [Fair Registration Practices Act](#) (FRPA or “the Act”), in fulfillment of the requirements of Section 16 of the Act, which states, in part that:

*16(2) Every regulating body shall review its registration practices in accordance with this Section and shall file a report on the results of the review with the Review Officer...(8) every five years ...unless the Review Officer, based on an assessment of the information provided in a report, specifies a more frequent reporting...*

Section 6 of the Act summarizes the “**Duty**” of each “regulating body” as:

*A regulating body has a duty to carry out registration practices that are transparent, objective, impartial and procedurally fair.*

Sections 5 to 12 of the Act, formally referred to as the “*Fair Registration Practices Code*”, details the specific legislative requirements that must be met in fulfillment of this “**duty**”. This FRPA review report, which is subject to review by the FRPA “*Review Officer*”, details the registration practices of this regulating body in relation to those specific requirements and others detailed under Section 16.

## 2. Overview of the Regulating Body:

Name of Regulating Body:	<b>Nova Scotia Real Estate Appraisers Association</b> In this report, “regulating body” refers to this organization.	
Homepage of Regulating Body:	<a href="https://nsreaa.ca/">https://nsreaa.ca/</a>	
List of Occupations Regulated by the Regulating Body and that are being reported on in this report:	<b>Real Estate Appraisers</b>	
List of types of Licences / Certificates / Registrations Issued (eg. Full, Conditional, Temporary, Student) by the Regulating Body:	<b>Registration Full Conditional - Candidates Temporary Students</b>	
Name of the authorizing legislation (include link(s)):	Real Estate Appraisers Act  <a href="https://nsreaa.ca/wp-content/uploads/2018/02/real-estate-appraisers.pdf">https://nsreaa.ca/wp-content/uploads/2018/02/real-estate-appraisers.pdf</a>	
The following information is accessible through the Regulating Body’s home page (Yes/No): <ul style="list-style-type: none"><li>• The role of the regulating body.</li><li>• Descriptions of the occupations and licence types listed above.</li></ul> <b>If no</b> , please provide that information here:		<div>YES</div>
<div>Click or tap here to enter text.</div>		



### 3. Reporting on Registration Practices:

This report has been submitted using a template provided by the FRPA “Review Officer”.

This Section details the registration practices of this regulating body in relation to the requirements under the Act for all three applicant types:

**“New”** applicants: *Those who only include Canadian credentials in their application to apply for registration (licensure) and are not currently registered (licensed) to practice anywhere in Canada.*

**“Interprovincial”** applicants: *Those who are currently registered (licensed) to practice elsewhere in Canada (outside of Nova Scotia); and*

**“International”** applicants: *Those who are including international credentials in their application to apply for registration (licensure) and are not currently registered (licensed) to practice anywhere in Canada.*

### 3.1 Registration Process – Requirements, Criteria Communications:

#### Sections of FRPA: 7, 9(a) and 16

Indicate which of the following aspects of the registration process is described ***“in a clear and understandable form”*** on, or accessible through, the regulating body’s website, including any differences, if any, for each applicant type (“New”, “Interprovincial” and “International”):

YES / NO

- a) The step-by-step process that applicants must follow to apply for registration.  
[Sections 16(3)(a), 7(a) and (c)]

YES

- b) “Requirements for registration” (including qualifications and required documentation) [Sections 16(3)(a) and (c), 7(c), 9(a)]

YES

- c) “the criteria used to assess whether the requirements for registration have been met”  
[Sections 16(3)(b), 7(d)];

YES

- d) “the fees charged for registration” (if any) [(Sections 16(3)(d), 7(f)];

YES

- e) “information about the length of time that the registration process for that regulating body usually takes” [Sections 16(3)(l), 7(b)];

YES

For each item above, for which the answer is **“YES”**, the FRPA Review Officer will review the regulating body’s website to confirm compliance with the above cited FRPA sections.

For each item above for which the answer is **“NO”** (if any), in order to determine compliance with the cited FRPA sections, please provide a description of that item in the space provided below as well as a description of how this information is (or is not) provided to the unidentified individuals who only ***“...intend to apply for registration”*** (e.g. How it is made available to the public):

Click or tap here to enter text.



## 3.2 Communicating Registration Decisions:

### Sections of FRPA: 8, 10(1)

For each of the following statements, indicate whether, or not, it accurately describes the registration practices of the regulating body ('Yes' or 'No').

Accurate?  
(YES/NO)

a) Where registration **is granted**, written confirmation is provided to applicants within a reasonable time.

YES

b) Where registration **is not granted**, the regulating body:

- provides written decisions that include reasons to applicants within a reasonable time respecting registration decisions;

YES

- provides, if/where practical, information respecting measures or programs that may be available to assist unsuccessful applicants in obtaining registration at a later date; and

YES

- informs the applicant of the internal review process and of the procedures and time frames for the internal review.

YES

c) (Optional) Please use the space below to provide any further details as/if necessary:

Click or tap here to enter text.

### 3.3 Allowance for Alternative Information

<p><b>Sections of FRPA:</b> 7(c), 8(a), 9 and 16(3)(a), (c) and (g)</p> <p><b>Note:</b> FRPA compliance does not require that a regulating body accept “alternative information”. It requires that, if there are such policies (there exists some known circumstances where alternative information may be considered), that such policies be communicated to applicants and unidentified “potential applicants” (e.g. by making the information publicly available).</p>	<p>(YES/NO)</p>
<p>a) <i>“Where documentation cannot be obtained by an applicant for reasons beyond the applicant’s control...”, does there exist any “...alternative information [which] may be supplied by the applicant that may be acceptable to the regulating body?”</i></p>	<p><b>YES</b></p>
<p>b) <b>If ‘Yes’</b> to part ‘(a)’, <b>and</b> these “alternative information” policies, <b>are</b> detailed on the regulating body’s website, including what alternative information may be acceptable, and under what circumstances, please provide the direct weblink in the space provided below:</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Click or tap here to enter text.</p> </div>	
<p>c) <b>If ‘Yes’</b> to part ‘(a)’, <b>and</b> these “alternative information” policies <b>are not</b> detailed on the regulating body’s website, in the space provided below, please detail these “alternative information” policies, including what alternative information may be acceptable, under what circumstances, and how this information is (or is not) provided to the unidentified individuals who only “...<i>intend to apply for registration</i>” (e.g. How it is made available to the public) (Section 7c):</p> <div style="border: 1px solid black; padding: 10px; margin-top: 10px;"> <p>If you look at the application forms, we ask for granting institution and member number which can use to verify credentials even the applicant does not have a certificate. If we verified this, we would grant registration and provide a registration number which would be shown on the member list on our website.</p> </div>	
<p>d) If an applicant informs the regulating body that they are unable to provide the standard required information or documentation, and the Regulating Body determines that there is no acceptable “alternative information”, does the regulating body inform the applicant of this “<i>within a reasonable time</i>”?</p>	<p><b>YES</b></p>
<p>a) (Optional) Please use the space below to provide any further details as/if necessary:</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>Click or tap here to enter text.</p> </div>	

### 3.4 Accommodation Policies for Applicants with A Physical or Mental Disability

**Sections of FRPA:** 7(e), 8(a) and 16(3)(h)

**Note:** FRPA compliance does not require that a regulating body provide accommodations for applicants with disabilities. It requires that, if there are such policies (there exists some known circumstances where accommodations may be provided), that such policies be communicated to applicants and unidentified individuals who are only *“intending to apply”* (e.g. by making the information publicly available). It also requires that any requests for accommodations be responded to in a timely manner (whether granted or not).

**Accurate?  
(YES/NO)**

Indicate whether, or not, the following statements accurately describes the registration practices of the regulating body (‘Yes’ or ‘No’).

- a) “A description of existing accommodation policies for applicants with a physical disability or mental disability” is accessible “in a clear and understandable form” on, or through, the regulating body’s website.**

**NO**

If ‘Yes’, please provide a weblink to this description in the space provided below (then skip to the next question, 3.5):

Click or tap here to enter text.

If ‘No’, indicate which of the following (b, c, or d) accurately describes this regulating body’s registration practices:

- b) Although no formal “accommodation policies” exist, the regulating body considers, and provides timely responses to, any request from an applicant, or potential applicant, for accommodations for a disability (physical or mental). Such responses would detail any accommodations that may be provided (if any) and reasons for any specific requests not granted.**

**YES**

- c) No accommodations for physical or mental disabilities are currently offered under any circumstances by the regulating body. Any applicant who requests such accommodations are informed of this in a timely manner.**

**NO**

- d) The regulating body has policies related to accommodations for applicants with a physical or mental disability that are different than those described in parts ‘b’ and ‘c’. However, descriptions of these policies are not posted on the regulating body’s website.**

**NO**

**If yes,** in the space provided below, please provide *“a description of existing accommodation policies for applicants with a physical disability or mental disability”* and describe how the regulating body provides this information to the unidentified individuals who only *“...intend to apply for registration”* (e.g. How it is made available to the public):

Click or tap here to enter text.

### 3.5 Other Support Provided to Applicants During the Registration Process

Sections of FRPA: 7(e) and 16(3)(k)

Accurate?  
(YES/NO)

For the following statement, indicate whether, or not, it accurately describes the registration practices of the regulating body ('Yes' or 'No'):

YES

- a) The regulating body's website informs applicants that general support (e.g. to answer questions they may have about the registration process or requirements) is available upon request throughout the registration process by using the contact information provided on the website.

- b) If there are any other supports available to applicants (which have not already been described within this template), in the space provided below, please list those supports and, for each, **either**: 1) provide a direct weblink to its description; **or** 2) provide that description including how this information is (or is not) provided to the unidentified individuals who only *"...intend to apply for registration"* (e.g. How it is made available to the public):

Click or tap here to enter text.

### 3.6 Role of Third-Party Assessors

Sections of FRPA: 16(3)(i)

YES/NO

A **"third-party assessor"** is defined in the Act as: *"a body external to a regulating body relied on by the regulating body to assess the equivalence of the qualifications of an applicant for registration."*

Are **"third-party assessors"** involved in the registration process?

NO

**If yes**, compliance with the Section 16(3)(i) of the FRPA requires that *"an outline of the role of third-party assessors"* be provided. Therefore, in the space provided below, please provide that outline/description or, if this is described on the regulating body's website, provide a weblink to this information:

Click or tap here to enter text.

### 3.7 Access to Registration Records

**Sections of FRPA:** Sections 12 and 16(3)(j).

**Accurate?  
(YES/NO)**

For the following statement, indicate whether, or not, it accurately describes the registration practices of the regulating body ('Yes' or 'No'):

***“Upon the written request from an applicant, ...the regulating body ...provides the applicant with access to [any and all] records held by it that are related to the application, other than any records or portions of records (if any) that Section 12 of the [FRPA](#) specifically permits regulating bodies to refuse to provide (eg. those protected by legal privilege or other existing legislation or to protect the identities of other individuals, or to avoid negative impacts on public safety or the integrity of the registration process).***

**YES**

In the space provided below, please provide **either**: a description; **or** a link to a “*description of the process under which requests for access to records are considered*”; **or** both if/as deemed necessary.

<https://nsreaa.ca/support-for-applications/>

### 3.8 Internal Review Process

**Sections of FRPA:** 7(a), 8(a), 10, 16(3)(m) and (n)

For each of the following statements, indicate whether, or not, it accurately describes the registration practices of the regulating body ('Yes' or 'No').

**Accurate?  
(YES/NO)**

a) An ***“internal review process”***, is available to unsuccessful applicants to appeal their registration decision.

**YES**

b) The internal review process includes the following features:

- Applicants appealing a registration decision are provided an opportunity to provide new information and to make submissions with respect to an internal review in such a manner as determined by the internal review decisionmaker.
- An internal review decision-maker provides applicants with a written decision that includes reasons within a reasonable time.
- No one who acted as a decision-maker in respect of a registration decision may act as a decision-maker in an internal review in respect of that registration decision.

**YES**

**YES**

**YES**

c) ***“A description of the internal review process”*** is accessible ***“in a clear and understandable form”*** on the regulating body’s website.

**NO**

**If yes**, in the space provided below, please provide a link to this description and the FRPA Review Officer will review to confirm compliance with the cited FRPA sections:

Click or tap here to enter text.

**If no**, in the space provided below, please provide ***“a description of the internal review process”*** and describe how the regulating body provides this information to the unidentified individuals who only ***“...intend to apply for registration”*** (e.g. How it is made available to the public):

The Appeal process is outlined in our by-laws which is posted in their entirety on our website <https://nsreaa.ca/wp-content/uploads/2021/01/20201008-Draft-By-Laws-signed.pdf>. This information is also available to the public by email or calling the Association office. We are updating our website this year. This will be added to the website.

### 3.9 Training for Internal Reviewers

Sections of FRPA: 11, 16(3)(p)

Accurate?  
(YES/NO)

NO

- a) The regulating body ensures that any individuals acting as decisionmakers in internal reviews receive training on conducting an internal review and that training includes the following features:
- Structured/formalized (expectations are clearly defined);
  - Specific to the process of conducting an internal review; and
  - Includes a means of verifying that the training was “received” (eg. attendance tracking, signed declarations by trainees and/or some form of course assessment such as a test or assignment).

- b) In the space provided below, please describe the training provided to individuals who make internal review decisions, including the three required features noted in part ‘a’ above. Alternatively, if this description happens to be available on or through the regulating body’s website (not required), you may provide a link to this description:

I have sent an application to The Network for the online training modules. I have not heard back from The Network as of yet. Once I receive the online information from The Network I plan on completing the training.

### 3.10 “Interprovincial” Applicants under the Canadian Free Trade Agreement (CFTA):

#### Sections of FRPA: 3, 7, and 16(3)

##### **Context:**

Section 3 of the FRPA “...recognizes the commitments ...made under the [Canadian Free Trade Agreement](#) (CFTA)...” and Section 16 requires that the registration practices of this regulating body, for all applicants, including “Interprovincial” applicants, be detailed in this FRPA review report.

Nova Scotia’s [Canadian Free Trade Agreement Implementation Act](#) requires that regulating bodies comply with Chapter Seven, “Labour Mobility”, of the CFTA.

This Section reports on the regulating body’s registration practices for “Interprovincial Applicants” as they relate to Chapter 7 (Labour Mobility) of the CFTA.

##### **Instructions:**

Indicate which of the following documents/items are required from Interprovincial Applicants before registration (licensure) may be granted. (For each item, answer either ‘Yes’ or ‘No’. Do not leave blank.):

**Note:** Items ‘a’ to ‘c’ are specifically permitted under Article 705 the CFTA. Items 3d to 3j are also permitted but only if they “...are the same as, or substantially similar to, but no more onerous than, those imposed by the regulatory authority on its own workers as part of the normal certification process; and ...the requirement does not create a disguised restriction on labour mobility”.

#### Sections of FRPA: 3 and 16(3)

Indicate whether, or not, each of the following items are required of interprovincial applicants before registration may be granted (Yes or No):

Required?  
(YES/NO)

a) An application form.	<b>YES</b>
b) Proof of current licensure in one or more Canadian jurisdictions (outside of Nova Scotia), for the same occupation, for which the applicant is applying.	<b>YES</b>
c) A certificate, letter, or other evidence from the regulatory authority (or authorities) that issued the applicant’s current license, confirming that their current license is in good standing.	<b>YES</b>
d) Any items that are referred to as “ <i>Exceptions to Labour Mobility</i> ” to satisfy one or more “ <i>Legitimate Objectives</i> ”, or (LOEs - “ <i>Legitimate Objective Exceptions</i> ”) which are approved by the Province of Nova Scotia and listed here: <a href="https://workersmobility.ca/exceptions-by-jurisdiction/">https://workersmobility.ca/exceptions-by-jurisdiction/</a> (Click on Nova Scotia – if none are relevant, chose “no” )	<b>NO</b>
e) an application or processing fee.	<b>YES</b>
f) insurance, malpractice coverage, or similar protection	<b>YES</b>
g) requirement to post a bond.	<b>NO</b>
h) a criminal background check.	<b>YES</b>
i) evidence of good character (besides any item already listed above). <b>If yes</b> , please provide a brief description:	<b>YES</b>
<a href="https://nsreaa.ca/wp-content/uploads/2018/02/nsreaa_certificate_of_good_character.pdf">https://nsreaa.ca/wp-content/uploads/2018/02/nsreaa_certificate_of_good_character.pdf</a>	



j) demonstrated knowledge of measures maintained by Nova Scotia to practice the occupation in Nova Scotia (eg. jurisprudence exam)	<div>NO</div>
<p><b>If yes</b>, please provide a brief description:</p> <div>Click or tap here to enter text.</div>	
k) demonstrated proficiency in either English or French for at least some interprovincial applicants:	<div>NO</div>
<p><b>If yes</b>, is this only required <b>if</b> no equivalent language proficiency requirement was imposed on, and satisfied by, the worker as a condition of the worker's certification in his or her current certifying jurisdiction?</p> <div>select</div>	
l) Any other document(s)/item(s), not covered by the above categories (items 'a' to 'k') (eg. proof of education or other credentials or additional training requirements):	<div>NO</div>
<p><b>If yes</b>, list these items in the space provided below, the criteria used to assess them, and describe why current licensure from another Canadian jurisdiction is not accepted as confirmation of meeting these criteria:</p> <div>Click or tap here to enter text.</div>	
m) If you answered 'Yes' to any of the items from 'e' to 'k', are all of those items "... <i>the same as, or substantially similar to, but no more onerous than, those imposed...</i> " on "New" applicants (unlicensed with only Canadian credentials)?	<div>select</div>
<p><b>If no (or "Not Sure")</b>, please list each item, from 'e' to 'k', that are, or may, not be "...<i>the same as, or substantially similar to...</i>" those imposed on non-CFTA applicants and describe those differences:</p> <div>Click or tap here to enter text.</div>	

#### 4. Declaration by Regulating Body:

The *Regulatory Body* hereby declares that the information contained in this report, including any information provided through weblinks contained in this report, is a true and accurate representation of its current registration practices.

**SIGNATURE OF THE AUTHORIZED MEMBER OF THE REGULATING BODY:**

X Cheryl Kempton

**Name (print):** \_\_\_\_ Cheryl Kempton \_\_\_\_

**DATE:** 2025-10-17