

# Position Statement: Student Employment

## Reason for Position Statement

Student members may seek employment while completing their education. Although NHPC Bylaws do not prohibit student members from working, they must meet all licensing, supervisory, and practice requirements to ensure safe, ethical, and competent service delivery. This position statement clarifies the expectations, responsibilities, and limitations for student members, supervising practitioners, and employers.

## Overview

Student employment in health and wellness environments can provide valuable practical experience; however, it also introduces risks if students work outside academic, regulatory, or supervisory requirements. This position statement outlines the conditions under which students may work, what constitutes appropriate supervision, and which restrictions apply to student practitioners.

## Guiding Principles

Student members must adhere to the following guidelines.

- **Compliance with NHPC requirements:**
  - [NHPC Bylaws](#) (PDF)
  - [NHPC Code of Ethics](#)
  - [NHPC Standards of Practice](#)
- **Adherence to Academic Institution Policies:** Students must follow all employment-related guidelines set by their academic institution, including any restrictions on techniques, hours, or external practice.
- **Municipal and Regulatory Compliance:** Student members must follow all applicable municipal licensing requirements and provincial regulations that govern their role and permitted activities.
- **Transparency with Clients:** Student practitioners must clearly identify themselves as students (e.g., student therapist, student massage therapist) in all client interactions.



- **Onsite Supervision Requirements:** Regardless of setting or modality, onsite supervision must be provided by a practitioner who:
  - has completed education in the modality being practiced
  - is an active member or registrant in good standing with a recognized professional association or regulatory college for that modality
- **Scope of Practice Limitations:** Students may only provide services in areas they have been formally taught, tested on, and successfully completed in their academic program (e.g., a second-year massage therapy student may only perform first-year competencies they have passed).
- **Liability Insurance Requirements:** Student members must maintain liability insurance appropriate to their employment setting and permitted scope of practice.

## Additional Considerations

### Receipt Requirements for Supervised Services

Under the [Canadian Life and Health Insurance Association \(CLHIA\) Service and Supply Provider Receipt Best Practices](#), receipts for services provided under supervision must include:

- student member's name
- supervising practitioner's name
- registration numbers for both, if applicable

CLHIA states: "If the services are provided under the supervision of another practitioner, both practitioner names and registrations (if applicable) must be shown on the receipt."

Insurance companies may have policies that restrict or exclude reimbursement for supervised treatments. Clients are encouraged to verify these policies directly with their insurance provider prior to treatment.

### Restrictions on Student Members

Student members cannot:

- issue receipts for third-party reimbursement, as they are not eligible service providers
- operate their own business or be self-employed in any capacity

## Definitions

**Employment:** Working under the direction or supervision of an employer in exchange for compensation within an established organizational or clinical setting.

**Supervision:** Onsite or on-premise oversight provided by a qualified practitioner who guides, monitors, and supports the student's delivery of services.



Natural Health Practitioners of Canada  
Praticiens de la Santé Naturelle du Canada

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## More Information

For questions or clarification, please contact:

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