Immigration, Refugees and Citizenship Canada / Immigration, Réfugiés et Citoyenneté Canada
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Archived: June 2, 2025 10:04:45 AM
From: Immigration Representatives / Représentants immigration (IRCC)
Sent: Fri, 10 Jan 2025 20:17:04
To:
Cc: Immigration Representatives / Représentants immigration (IRCC)
Subject: TR: New PDUs Free Trade Agreement ICT Wage Floors -(REP-2024-1860 -- REP-2024-2557)-- REP-2025-0028- Due 31-Jan-25
Importance: Normal
Sensitivity: None

Good day,

[redacted] **Immigration Representatives Mailbox**

Please note that this mailbox is intended for general guidance and does not provide responses to case-specific inquiries. If you have case specific questions about a file, you are encouraged to submit the IRCC Web form.

Please see our response to your question.

Question

I see the Jan 3 2025 PD update with respect to five FTAs, largely removing reference to prevailing wage requirements.

There remain another five FTAs (that continue to refer to ICT and/or professional prevailing wage requirements.

Will those FTAs also be amended to be consistent with the Jan 2025 batch?

Response

The ICT information in the remaining FTA PDIs is in the process of being updated, and will reflect the language that was made available on January 3rd.

At this time, I am unable to confirm a specific date, but their publication is imminent.

We hope this information is of assistance. Do not hesitate to reach out again if you required further clarification.

Sincerely,

The Immigration Representatives Mailbox

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De
Envoyé : 5 janvier 2025 16:44
[redacted]
Objet : RE: New PDUs Free Trade Agreement ICT [redacted] - REP-2024-1860 [redacted] REP-2024-2557 [redacted]

[redacted]

I see the Jan 3 2025 PD update with respect to five FTAs, largely removing reference to prevailing wage requirements.

There remain another five FTAs [redacted] that continue to refer to ICT and/or professional prevailing wage requirements.

Will those FTAs also be amended to be consistent with the Jan 2025 batch?

[redacted]
Representantsimmigration.[redacted]
Sent: December 27, 2024 10:16 AM
To
[redacted]
Subject: TR: New PDUs Free Trade Agreement ICT Wage Floors - REP-2024-1860 -- REP-2024-2557 - Due 8-Jan-25

Immigration, Refugees and Citizenship Canada / Immigration, Réfugiés et Citoyenneté Canada
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Good day,

[redacted] **Immigration Representatives Mailbox**

Please note that this mailbox is intended for general guidance and does not provide responses to case-specific inquiries. If you have case specific questions about a file, you are encouraged to submit a Webform at:
http://www.ircc.canada.ca/english/contacts/web-form.asp

Please see our response to your question.

Question

It appears that FTA ICTS (except for certain FTAs) will be exempt. But General ICTs will still have the wage requirement?

Response

As you noted, General ICTs will still have the wage requirement assessed during eligibility review.

For more information, please consult the following webpages:

Intra-company transferees (ICT) – [R205(a) – C61, C62, C63] – Canadian interests – International Mobility Program - Canada.ca

We hope this information is of assistance. Do not hesitate to reach out again if you required further clarification.

Sincerely,

The Immigration Representatives Mailbox

De :
Envoyé : 10 décembre 2024 15:18
À : Immigration Representatives / Représentants immigration (IRCC) <IRCC.ImmigrationRepresentatives-Representantsimmigration.[redacted]
Objet : RE: New PDUs Free Trade Agreement ICT Wage Floors - REP-2024-1860 - Due 1-Nov-24

[redacted] it is very appreciated. The IRCC clarification is much needed. It appears that FTA ICTS (except for certain FTAs) will be exempt. But General ICTs will still have the wage requirement? Lets see.

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From: Immigration Representatives / Représentants immigration (IRCC) <IRCC.ImmigrationRepresentatives-Representantsimmigration.[redacted]
Sent: November 8, 2024 11:14 AM
To: [redacted]
Cc: Immigration [redacted] (IRCC) <IRCC.ImmigrationRepresentatives-Representantsimmigration.[redacted]
Subject: TR: New PDUs Free Trade Agreement ICT Wage Floors - REP-2024-1860 - Due 1-Nov-24

Hello,

[redacted] to [redacted] and Citizenship Canada's Immigration Representatives mailbox. We appreciate your patience.

Note that this service provides guidance and not case-specific advice.

Please find the answers to your questions below:

Question

Do all ICTs under Free Trade Agreements now have to be paid the median prevailing wage as a requirement? If so, what is the legal basis for this change?

Response

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A mandatory wage assessment is not required for applicants under FTA agreements, except for CPTPP and CUFTA, which do include a wage test under their Professionals category.

For applicants under ICT categories, wage remains an important indicator of knowledge, expertise and experience and should be taken into account as an important factor in an officer's overall assessment, although officers should not refuse an application based on the wage alone.

Please note that the the guidance as it relates to wages is in the process of being further clarified, and the amended text will be published shortly.

We hope this information is of assistance. Do not hesitate to reach out again if you required further clarification.

Sincerely,

Immigration Representatives Mailbox

De :
Envoyé : 3 octobre 2024 20:40
À : Immigration Representatives / Représentants immigration (IRCC) <IRCC.ImmigrationRepresentatives-Representantsimmigration.[redacted]
Objet : New PDUs Free Trade Agreement ICT Wage Floors

[redacted]

In the past IRCC has said that ICT under specialized knowledge under Free Trade Agreements were not subject to the requirement that they be paid the median prevailing wage (wage floor requirement that applied to general ICTs).

However the PDUs released today for ICTs under various FTAs appear to both say that a wage assessment is not required and that ICTs must be paid the median prevailing wage. Do all ICTs under Free Trade Agreements now have to be paid the median prevailing wage as a requirement? If so, what is the legal basis for this change?

Thank you,

https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/operational-bulletins-manuals/updates/2019-specialized-knowledge.html

May 15, 2019

The instructions have been updated to include further clarification pertaining to specialized knowledge.

Officers should be aware that a wage assessment is not a requirement for applicants under this category. However, wage still remains an important indicator of specialized knowledge and should be taken into account in an officer's overall assessment.

CETA ICT https://www.canada.ca/en/immigration-refugees-citizenship/corporate/publications-manuals/operational-bulletins-manuals/temporary-residents/foreign-workers/international-free-trade-

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agreements/canada-eu/transferees.html

Wages

Note: A mandatory wage assessment is not required for applicants under the specialized knowledge category. However, for these applicants, wage remains an important indicator of specialized knowledge and should be taken into account as an important factor in an officer's overall assessment.

Officers should confirm that the **wage**s are reasonable for the occupation. To prevent **wage** suppression, **wage**s should not be lower than the prevailing **wage** for the occupation in the location of work.

Additional allowances provided outside of **wage**s are not to be included when assessing if **wage**s meet the prevailing **wage**. For example, housing or travel allowances.

There is no requirement that the foreign national be paid by the Canadian enterprise or in Canadian dollars. However, **wage**s in the offer must be consistent with the Canadian prevailing **wage**, regardless of currency used.

The analogous guideline for CUSMA Pro, which is missing the "a mandatory wage assessment is not required under the specialized knowledge category" note but has the "wages should not be lower than the prevailing wage for the occupation in the location of work" language:

Professionals – CUSMA [R204(a) – T36] – Agreements or arrangements – International Mobility Program - Canada.ca

Wages

Is the remuneration similar to other similarly qualified professionals in the industry in the region where the work is performed?

Officers should confirm that the **wage**s are reasonable for the occupation. To prevent **wage** suppression, **wage**s should not be lower than the prevailing **wage** for the occupation in the location of work.

Additional allowances provided outside of **wage**s are not to be included when assessing if **wage**s meet the prevailing **wage**. For example, housing or travel allowances.

There is no requirement that the foreign national be paid by the Canadian enterprise or in Canadian dollars. However, **wage**s in the offer must be consistent with the Canadian prevailing **wage**, regardless of currency used.

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