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Chair
Bureau du
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Management
Board of
Cabinet

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March 10, 1998

Mr. Zubair Choudhry
Director, Government Affairs
The Society of Professional
Accountants of Canada
37 Cosentino Drive
Scarborough, Ontario
M1P 3A3

Dear Mr. Choudhry:

The Honourable David J. Johnson, Minister of Education and Training, forwarded a copy of your November 20, 1977 letter concerning the recognition and use of credentials in the Ontario Public Service (OPS). I am pleased to have the opportunity to respond to the issues you have raised.

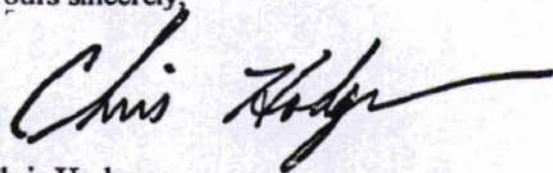
The government is committed to equal opportunity by ensuring that all employees and job applicants have equal access and are hired on the basis of merit through a selection process free of barriers and discrimination. The current OPS policy on credentialism supports equal opportunity by removing barriers from the recruitment process and promoting equal access. The policy states that a credential (e.g. a degree, diploma, certificate or license) may be requested only where the credential is required by law or it is the sole means of acquiring the skills, knowledge and ability necessary for effective performance of the job. This policy allows all qualified applicants to be considered regardless of how they obtained the knowledge and skills to perform the job.

Within the OPS, few positions require an accounting designation by law. Most finance positions are advertised as requiring "knowledge of/experience with accounting principles and processes." Applicants' knowledge and experience may have been obtained in a variety of ways including but not limited to a professional designation, a business degree, or related work experience. Where candidates meet the job qualifications by possessing a designation (e.g., C.A., C.G.A., C.M.A. or a R.P.A.), all designations are considered equally. Your members should be encouraged to apply to competitions for which they believe their qualifications and designation are suited.

We believe that the current credentialism policy reflects the government's commitment to equal opportunity. As part of the implementation of equal opportunity in the OPS, we will be re-examining this policy as well as all other human resources policies to ensure that our policies reflect the government's commitment to a hiring process based on merit. However, if you have concerns about the use of a credential in a specific ministry competition, please bring them to the attention of the appropriate ministry Human Resources Director. For your reference, I have enclosed a list of ministry Human Resources Directors.

Thank you for raising these concerns on behalf of the Board of Directors and the members of the Society of Professional Accountants of Canada.

Yours sincerely,

A handwritten signature in black ink, appearing to read "Chris Hodgson". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Chris Hodgson
Chair of Management Board of Cabinet

Enclosure