



Office of the  
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December 13, 1994

Mr. W.O. Nichols  
President  
The Society of Professional  
Accountants of Canada  
37 Cosentino Drive  
Scarborough, Ontario  
M1P 3A3

Dear Mr. Nichols:

Re: Recognition of Credentials  
in Ontario Public Service

Thank you for your letter to my predecessor Valerie Gibbons concerning the recognition of credentials in the Ontario Public Service. I apologize for the delay in responding to you.

In staffing public service positions, the government is committed to ensuring public access and equitable treatment. One way of enhancing public access is through the policy on the use of credentials in Ontario public service positions. Credentials such as a degree, licence, certificate must only be required where there is a legal requirement (e.g. R.N. certification for nurses) or the credential is the sole means of acquiring the skills, knowledge and ability to successfully perform the job.

When a credential is not used in Ontario public service positions it does not mean that less qualified candidates will be hired or that candidates with a degree will not be hired. Under the credentialism policy, the focus is not on how the candidates acquired their skills but on whether or not the candidate possesses the qualifications to do the job. In this way, candidates who are qualified but lack the credential are not denied employment opportunities.

Further, when a credential is not used as part of the job qualifications it is not intended to undermine the value of post-secondary education.

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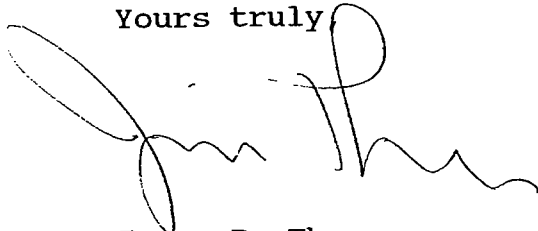
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The government is a strong supporter of ongoing learning; however, it cannot limit job access by prescribing that only one way is the acceptable method of learning unless the qualification is required by law. The important point is that we are not shutting out those who may not have finished their education or who have acceptable combinations of education and experience.

In light of the above, we would only recognize the RPA credential in the same way as we do the CA, CGA and the CMA credentials; that is, only if they are required by law to perform certain duties of a position.

Thank you for raising concerns regarding the use and recognition of credentials in the Ontario Public Service.

Yours truly,

A handwritten signature in black ink, appearing to read 'James R. Thomas', with a large, stylized initial 'J' and a long, sweeping underline.

James R. Thomas  
Chair  
Civil Service Commission