

Human Relations

APS Minimum Recruitment Standards

Opted Out and Excluded

Effective Date: May 1, 2026

Stream Definition:

Professional consulting in the human resource management field includes the administration of personnel policies or programs; or officers under the Labour Relations Code dealing with matters related to collective bargaining under that Act or investigative work under the authority of the Ombudsman.

Minimum Recruitment Standards:

- Human Relations Level 1
- Human Relations Level 2
- Human Relations Level 3

Human Relations Level 1

Minimum Recruitment Standard:

- Education: 2 year diploma in a related field
- Experience: 1-year of related experience

Equivalency: Two-way

- A related 1-year certificate from a recognized post-secondary institution and 2-years of related experience.
- Directly related education or experience considered based on 1-year of education for 1-year of experience; or 1-year of experience for 1-year of education.

Human Relations Level 2

Minimum Recruitment Standard:

- Education: University Degree in a related field
- Experience: 1-years of related experience

Equivalency: Two-way

- A related 2-year diploma from a recognized post-secondary institution and 3-years of related experience.
- A related 1-year certificate from a recognized post-secondary institution and 4-years of related experience.
- Directly related education or experience considered based on 1-year of education for 1-year of experience; or 1-year of experience for 1-year of education.

Human Relations Level 3

Minimum Recruitment Standard:

- Education: University Degree in a related field
- Experience: 4-years of related experience

Equivalency: Two-way

- A related 2-year diploma from a recognized post-secondary institution and 6-years of related experience.
- A related 1-year certificate from a recognized post-secondary institution and 7-years of related experience.
- Directly related education or experience considered based on 1-year of education for 1-year of experience; or 1-year of experience for 1-year of education.