Objects of the HRPA and predecessor organizations

Personnel Association of Toronto
Incorporated
February 15, 1954

Personnel Association of Toronto
Objects modified
December 17, 1973

Institute of Personnel Management (Ontario)
Incorporated
August 17, 1979

Name change to
Personnel Association of Ontario (PAO)
December 19, 1979

Amalgamation of PAT and PAO
New corporation to be known as Personnel Association of Ontario
December 19, 1987

Personnel Association of Ontario (PAO) changes name to
Human Resources Professionals Association of Ontario (HRPAO)
June 7, 1990

Letters Patent repealed and incorporation by Special Act of the
Human Resources Professionals Association of Ontario (HRPAO)
June 28, 1990

Human Resources Professionals Association of Ontario Act repealed and incorporation
by Public Act of the Human Resources Professionals Association (HRPA)
November 6, 2013

The Human Resources Professionals Association (HRPA) family tree
Objects of the Personnel Association of Toronto Incorporated (1954)


Purposes and objects: “to further sound personnel practices and to encourage constructive employer-employee relations”

Revised objects of the Personnel Association of Toronto Incorporated (1973)

Source: Supplementary Letters Patent, December 17, 1973

Objects of the Corporation:
(a) To further sound personnel practices and to encourage constructive employer-employee relations,
(b) To provide leadership and assistance to members and to improve their competence in the field of personnel and industrial relations; and
(c) To promote social intercourse and good fellowship among its members.

Objects of Institute of Personnel Management (Ontario) (1979)


The objects for which the Corporation is to be incorporated are:

1. To establish and encourage the acceptance and maintenance of uniform province-wide standards of knowledge, experience and ethics for all persons engaged in the field of Personnel Management.
2. To promote and further the education of persons engaged in Personnel Management at recognized educational institutions in Ontario and to organize, arrange, prescribe, hold and deliver courses of study, classes, seminars, correspondence courses, examinations and such tests of fitness and efficiency as may be thought expedient and to grant certificates of qualification.
3. To provide a medium for communication and exchange of information and knowledge for those persons engaged in the field of Personnel Management within Ontario.
4. To sponsor, encourage and promote liaison with other individuals, associations, and groups engaged in similar or related fields of activity.
5. To promote the interests of the institute with all levels of government and to review and make representations with respect to all government legislation and programs which affect persons engaged in the field of Personnel Management.

6. To do all such things as many directly or indirectly be incidental, conducive and proper for the attainment of the aforesaid objects.

By Supplementary Letters Patent dated December 19, 1979, The Institute of Personnel Management (Ontario) changes the name of the corporation to Personnel Association of Ontario. No changes were made to the objects of the corporation.

The PAO was dissolved on January 27, 1987, but reconstituted on February 6, 1987. The corporation had been cancelled for inadvertent failure to file a Special Notice.

By Letters Patent of Amalgamation the Personal Association of Ontario and the Personnel Association of Toronto Incorporated amalgamate on June 1, 1987. The objects of the Amalgamated Corporation shall be identical to the objects of PAO.

By Supplementary Letters Patent dated June 7, 1990, the Personnel Association of Ontario changes its name to the Human Resources Professionals Association of Ontario. The objects of the renamed corporation were not changed.

**Objects of the Human Resources Professionals Association of Ontario (1990)**

*Source: Human Resources Professionals Association of Ontario Act, 1990:*

2. The objects of the Association are,

(a) to establish and encourage the acceptance and maintenance of uniform province-wide standards of knowledge, experience and ethics for all persons engaged in the field of human resources management;

(b) to promote and further the education and improve the competence of persons engaged in human resources management by granting registration and membership to persons who meet the standards of the Association;

(c) to hold examinations and prescribe tests of competency deemed appropriate to qualify membership in and certification by the Association;

(d) to maintain discipline among members of the Association;
(e) to provide a medium for communication and exchange of information, knowledge and ethical standards for those persons engaged in the field of human resources management;

(f) to sponsor, encourage and promote liaison with other individuals, associations, and groups engaged in similar or related fields of activity; and

(g) to promote the interests of the Association.

Objects of the Human Resources Professionals Association (2013)

Source: Registered Human Resources Professionals Act, 2013:

4. The objects of the Association are,

(a) to promote and protect the public interest by governing and regulating the practice of members of the Association and firms in accordance with this Act and the by-laws, including,

(i) establishing, maintaining, developing and enforcing standards of qualification,

(ii) establishing, maintaining, developing and enforcing standards of practice,

(iii) establishing, maintaining, developing and enforcing standards of professional ethics,

(iv) establishing, maintaining, developing and enforcing standards of knowledge, skill and proficiency, and

(v) regulating the practice, competence and professional conduct of members of the Association and firms;

(b) to promote and increase the knowledge, skill and proficiency of members of the Association, firms and students;

(c) to promote and protect the welfare and interests of the Association and of the human resources profession;

(d) to promote inter-professional collaboration with other professional bodies;

(e) to address any other matter that relates to the regulation of its members that the Board considers appropriate.
### Comparing the objects of the Personnel Association of Ontario (PAO) to those of the Human Resources Professionals Association of Ontario (HRPAO)

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