



A webinar presented by the Office of the Registrar

The costs and obligations of professionhood

November 9, 2016

1. *How is the HRP Association going to be able to find the HR professionals that are not acting according to the public interest? and how are you going to enforce the standards of practice?*

Let's use the expression "*members whose practice falls short of the standards of the profession.*"

There are two mechanisms for identifying members whose practice falls short of the standards of the profession: one reactive the other proactive. The reactive mechanism is the complaints process. Anyone who feels that the practice of a member has fallen short of the standards of the profession may file a complaint with HRP Association. The proactive mechanism is the practice inspection process. HRP Association has not put in place a practice inspection process yet; but it may well come as this is an essential part of professional regulation for almost all other professional regulatory bodies in Ontario. The purpose of practice inspection programs is to catch potential problems early, before they turn into real issues.

2. *Knowing about activity that is not in the public interest is enough to implicate a professional as being complicit. As you say, that is a tough position, but the obligation to disclose is there - that is the meaning of the social contract. Agree? This is the case with teachers, nurses and doctors when it comes to child or elder abuse. This is the case with CPAs when tax avoidance occurs. So, when an HR profession comes to know about sexual harassment on the part of senior management for "star players" (eg. CBC), safety violations, environmental pollution, undocumented workers, or any illegal activities, this should apply - at least that is what I believe my responsibility is as an HR professional.*

HRP Association does not have a mandatory reporting obligations. What HRP Association members are required to do is to do what is within their power to do to deal with issues. In some circumstances, this could mean reporting illegal activities to the proper authorities. Nonetheless, HRP Association does not have a mandatory reporting obligations.

3. *If a member chooses to leave HRP Association, will the member's contact information remain on the public registry for 10 years even if they have had no suspensions, reinstatements or other matters during the time the person has been a member of HRP Association?*

Yes.

How might this be? First, the section 67 (2) 28 of the Act gives the Board the authority to make by-laws “governing the register that the Association is required to establish and maintain, including prescribing information that the register must contain.” In turn, the section 13.01 of the By-laws states “The Registrar shall keep a register in which shall be entered the following information in respect of Members and, for a period of 10 years, of former Members:”

4. *What checks and balances are in place to ensure that the monetary costs of membership and maintaining certification are kept reasonable? If the Association is the sole provider (monopoly) costs could get high and nothing members can do...*

In the end, through the annual budget, dues are established by the Board. Now today’s webinar was about the obligation of professionals to financially support their professional regulatory body. As was noted in a previous webinar, at HRP A only 5.4% of membership dues go to supporting professional regulation activities.

5. *What about those that do not join the HRP A as a certified member, but still practice HR and in an unethical manner?*

There is nothing that HRP A can do in such cases—just like CPA Ontario cannot do anything about bookkeepers who practice accounting in an unethical manner.

That comment suggest a sense that it is unfair that HRP A members are required to practice their profession in an ethical manner whereas individuals not registered with HRP A are not. As members of a regulated profession, we have chosen to hold ourselves accountable to a high standard of conduct and ethics.

6. *It is the senior HR leadership that have to buy into this concept... how are you targeting them?*

Not quite sure what ‘this concept’ is referring to. The concept that HRP A members have obligations which follow from the fact that HRP A is now governed by public statute is one that requires the buy-in of all members. If members don’t ‘buy into’ the concept that being a true profession also means having duties and obligations as professionals the whole enterprise will become a joke. We are targeting all members with the concept that there are costs and obligations that come with being a true profession.

7. *Does HRP A have supports for members who are struggling with questions/issues that may be unethical?*

You are probably thinking of what some professions call ‘ethics hotlines.’ HRP A does not have an ethics hotline *per se*, but the staff of the Office of the Registrar do take such calls and do help members work their way through ethical issues.

8. *People work hard to get a certification and maintain it, it would be a shame if economic circumstances caused a member to lose their designation. An inability to pay doesn't mean the person has lost their HR skills and ethics.*

Indeed, HRPAs has various reduced dues options for members experiencing tough economic circumstances. There are described on HRPAs's web site.

9. *Why do people with their CHRP need to pay a fee once their designation is upgraded to an CHRL upon completion of requirements?*

The fee is a one-time adjustment relating to the difference in the dues amount for CHRPs and CHRLs. The adjustment is pro-rated depending on when in the cycle the member is moved from the CHRP to the CHRL.