

Transcript of dialogue in discussion box with answers to questions for webinar *‘Professional Regulation Free for All’*

April 19, 2018

Answers to questions are in red.

JP: I absolutely agree that we should have a professional designation. However it’s very expensive as we need to pay membership fee as well as need to attend some expensive webinars/seminars in order collect CPD points. There are many other associations that I find that they provide lot of free webinars/seminars or at a lower cost.

HRPA: It’s not really about designations. We (meaning all members) have agreed to establish and maintain a professional regulatory body which governs the practice of its members, firms, and students in the public interest. There will always be some costs involved in doing so. At HRP, in 2017, only 15% of registrant dues went towards supporting our regulatory mandate.

In regards to CPD, the free or low cost webinars/seminars offered by other association could be applied towards HRP’s CPD requirement.

AN: Does each chapter have the same approach to the development of their members?

Yes and no. All chapters operate under the same structure but chapters are also free to set their own priorities.

DH: How does HRP compare to other regulatory bodies, at this time?

Oh my, that is too broad a question.

In short, HRP is still more professional association than it is professional regulatory body. We have just begun the transformation from professional association to professional regulatory body.

LS: Do you think the HR profession will move towards having a mandatory designation/certification for everyone who practices HR?

You are referring to licensure. Last year, we did a whole webinar on the topic—you might want to check it out. The idea is that there are a lot of things we need to do before broad licensure would be even considered for Human Resources. One is that we would have to be able to demonstrate that we can regulate ourselves effectively, which we can’t do right now.

JS: A friend of mine went through audit process and stated that it was very difficult to get most CPD hours approved unless it was pre-approved webinars or courses through HRP directly. Are there other

recommendations for webinars that would be considered appropriate for CPD points that is not through HRPAs directly?

Yes, there are many. For instance, there are many employment law firms that offer free webinars.

LF: Are businesses being informed about CHRP & CHRL? I find as I am applying for jobs that many companies do not understand my designation.

HRPA is doing what it can to inform employers about the fact that Human Resources is a regulated profession in Ontario and that there are many advantages to hiring or engaging a registered Human Resources professional as opposed to a non-registered Human Resources professional.

But here is where HRPAs registrants may also see an opportunity to educate others as to how the profession is organized.

CP: As the presenter mentioned, many law firms are providing HRPAs approved webinars. I did one this morning by Aird and Berlis which was excellent. Does anyone know other law firms doing this?

FM: Aird & Berlis is the only one I know that provide a CPD code after attending.

Pre-approved for CPD credit is really a matter of convenience. It is not required that a webinar be pre-approved for CPD credit to count against the CPD requirement.

CP: Can anyone from HRPAs provide us with other law firms or agencies that provide free HRPAs "pre-approved" webinars?

I will look into that.

MT: How will those individuals – who are given an HR title and related responsibilities by an organization, but who have little-to-no HR background, no training, no CHRP/L designation, is not an HRPAs member – be regulated for compliance to legislation.

The Ministry of Labour has its own verification and complaints processes which apply to all.

JS: Mostly my concern is through the audit process my friend found most of the items that based on the article identifying what is okay for CPD turned out to be denied by the HRPAs and required scrambling to find receipts and other webinars that were considered "approved" as this information was not clearly identified before the audit process began

I must admit that this is not an issue we see that much of. Any event with a pre-approved for CPD credit code counts.

MT: My above question was more directed toward those HR individuals who permit, intentionally or out of ignorance, poor behaviours

HRPAs registrants are subject to the authority of HRPAs, individuals who are not registered with HRPAs are not, but all are subject to the law.