



Human Resources
Professionals
Association

OOTR 2017 Summer webinar series

Decoding HRPAs objects

June 8, 2017

Discussion with commentary

AP: Would not the public be better protected when the HR professionals are members of HRPAs and therefore regulated? In this context, what does the HRPAs do to promote the HRPAs members?

This is the whole issue of licensure for HR. The choice between 'regulation with licensure' and 'regulation without licensure' was made by the Ontario Legislature. Explaining the rationale for the Legislature's decision is beyond what we can do here but there will be an OOTR webinar on Licensure for HR in the fall.

MB: How the professional could know about complains opens against others professional?

Complaints are confidential, only when a referral is made to Discipline does the matter become public. The reason for this is that complaints are unproven.

LH: While answering the questions, could you please change the slide so that the HRPAs objects are visible?

LK: Do we expect the HRPAs objects to further evolve long-term? And if they do, how can that affect the professional development of the HRPAs members?

No. Any change to our objects would need to be done by legislation. The Ontario Legislature has shown no desire or inclination to make changes to our objects. Of course, things could change.

JW: On average how many complains does HRPAs get about its members on an annual basis?

In 2016, HRPAs received nine complains. To see how this compares to other professional regulatory bodies in Ontario please see <https://www.hrpa.ca/Documents/Regulation/Complaints-Benchmarking-Report.pdf>

AB: Hi Claude. Presume the HRPAs (& its Board) evaluate its performance against the five Objects (with a weightage assigned to each)?

Not quite. HRPAs evaluate its performance against targets set out in the strategy.

ET: could you provide an example for 4d (promote inter-professional collaboration w other prof. bodies).

ET: a specific example in terms of how HRPAs would collaborate with another professional body

This object is there to promote collaboration with other professional regulatory bodies and discourage conflict with other professional regulatory bodies. As an example of this, HRPAs are quite active in the professional regulatory community. We exchange information with many regulatory bodies.

MZ: Does an HR professional need to be a member of HRPAs in order to be complained against?

Yes, HRPAs only has jurisdiction over its members, students, and firms.

RS: Is licensure and barrier to practice an aspiration of the HRPAs?

Yes, but in a very long-term sense. As noted above, we will explore the topic more fully in a webinar this fall.

MZ: To elaborate, do the objects extend to the entire profession or just the HRPAs members

Just to be clear, objects apply to HRPAs as a corporation. HRPAs as a corporation is comprised of its members. This means that HRPAs members must support the objects of the corporation. HRPAs's objects do not apply to individuals who are not registered with HRPAs.