



A webinar presented by the Office of the Registrar

Self-regulation: Why it is important, why should you care, and what it should mean to you

October 27, 2016

1. *What was the participation rate in the member survey of all members eligible to participate?*

| HRPA member survey participation rates 2012-2016 | | | | | |
|--|--------|--------|--------|--------|--------|
| | 2012 | 2013 | 2014 | 2015 | 2016 |
| Respondents | 2093 | 2188 | 2472 | 2919 | 3508 |
| Surveys sent | 19,934 | 20,402 | 19,697 | 22,264 | 23,367 |
| Participation rate | 10.5% | 10.7% | 12.6% | 13.1% | 15.0% |

2. *What is HRPA doing to increase the participation rate from the membership?*

HRPA publicizes the Member Survey extensively and has a draw for free memberships.

3. *In +25 years in the HR profession, I have never been asked to provide any HRPA credentials - either informally or formally. What is being done to continually educate business--HR as a true profession, adding value/ROI, etc.*

It is interesting that we have done much more to educate business about adding value than professionalism. In any case, the best way to accomplish this is not through media campaigns but by having members educate managers, co-workers, employees, etc.

4. *I understand regulating members but how do you regulate firms?*

The regulation of firms is really the regulation of members who practice through firms. This topic deserves a full discussion. We will dedicate a webinar to the topic in our next webinar series.

5. *When will that webinar about firms be?*

Likely in March 2017.

6. *What about all those who are employed as an HR professional, but are not members of HRPA. What impact will they have on public perception when they don't work to serve the public's best interest?*

Consider, for instance, that bookkeepers are individuals who offer accounting services to the public but who are not registered with CPA Ontario. What impact will they have on public perception when they don't work to serve the public's best interest? What we need is to do as a profession is to highlight the difference between registered and unregistered professionals and between designated and undesignated registrants.

7. *Suggested topics for other webinars:*

Employment Law

Terminations

Questions to ask during interviews

What to do when asked unethical/unlawful questions

Do's and don'ts with termination letters

Topics for Federal Employers

How to return to work after a long leave...

Perhaps a series that goes through employment law in review (like the legal ease series),

How to handle questions about prolonged leave

Where to search for HR jobs etc.

Thank you for the suggestions, these have been passed along to the Professional Development team. Note, however, that this webinar series is about the regulation of the profession. One of the big gaps we have as a profession is that there are many members who know very little about what it means for Human Resources to be a profession. This and future series from the Office of the Registrar will focus on bridging that gap.