

Transcript of dialogue in discussion box with answers to questions for webinar *'The transition from unregulated profession to regulated profession'*

November 30, 2017

Answers to questions are in red.

CG: As with the PEO, people whom have completed their degrees in engineering, they are not permitted to call themselves an 'Engineer' because they are not recognized by the PEO as an 'Engineer' unless they received their license. Is this the same?

For engineers, the protected title is 'Professional Engineer.' 'Engineer' by itself is not a protected title. Title protection and licensure is not the same thing. CHRP, CHRL, and CHRE are protected titles but there is no licensure. Unless authorized by HRP to do so, individuals cannot use these titles. Licensure refers to a prohibition—that is, individuals are prohibited from performing certain acts unless authorized to do so by the professional regulatory body.

MB: Question: most regulated professions, such as teachers, doctors, dentists, etc. need to be licensed by their regulatory body - otherwise, they are not able to practice their profession. Is an equivalent licensing requirement in the works for HR professionals in Ontario?

This was the topic of our last webinar. A limited form of licensure already exists for HR professionals registered with HRP. For instance, Human Resources professionals registered with HRP are permitted to conduct workplace investigations for remuneration without needing to be licensed by the Registrar of Private Investigators and Security Guards. Similarly, Human Resources professionals registered with HRP may represent clients before Human Resources related tribunals.

Broader licensure is not in the works for HR professionals in Ontario at this time.

KG: how does the licence differ from the professional designations and PD?

Licence refers to the authorization to perform certain acts that would otherwise be prohibited. Designations refer to the authorization to use a professional title that one would not otherwise be authorized to use. PD is something else altogether.

TW: Marcel's question is what I have been asking for years. It is irrelevant for us to be regulated if not all HR professionals are not required to be members.

In voluntary professions, the title acts as a brand. It informs the public that a practitioner is a regulated professional, accountable to a professional regulatory body. For instance, accounting is not licensed—that is why there are bookkeepers, tax preparer, and financial advisors. But accounting is regulated in that all members of CPA Ontario are subject to the authority of their professional regulatory body. Members of the public value the fact that individuals are regulated because this provides greater assurance that the individual is competent and ethical and that there is some recourse if this individual falls short of the standards of the profession.

It is the case that Human Resources professionals registered with HRPAs are regulated—that comes from the *Registered Human Resources Professionals Act, 2013*. Whether HRPAs should have pursued self-regulation if licensure was not part of the package is another matter. But at this point in the game, professionals registered with HRPAs are regulated.

I have written a short article entitled *'The logic of voluntary professional self-regulation'*—perhaps it can help explain. <https://www.hrpa.ca/Documents/Regulation/LinkedIn-Articles/49-The-logic-of-voluntary-professional-self.pdf>

SS: Is full regulation on the horizon?

I take it that what you mean by 'full regulation' is licensure. Please see the answer above. Professionals registered with HRPA are fully regulated.

JC: How does the members fees broken down - by serving the public vs serving the members through professional development?

Actually, HRPAs has no mandate to 'serve its members.' If you go to the objects of the Association as spelled out in Section 4 of our Act, you won't find any mention of 'serving members.' Now some of the things that HRPAs is permitted to do in carrying out its Objects could be seen by some as 'serving the member.' To my knowledge, HRPAs has never broken down its fees in that way.

MS: +1 to this one....how does the licence differ from the professional designations and PD?

Designation refers to professional title. Only individuals authorized to do so by the Board may use any of the professional titles controlled by HRPAs. License is an authorization to do something that is prohibited to those who are not authorized to do so. One is an authorization to use a title, the other is an authorization to do certain things. PD is something else altogether.

KG: So it's up to employers to insist on professionals that are licensed or have the official designations.

Not quite. When a profession is licensed, that choice is removed. Employers cannot employ non-licensed individuals to do something that requires a license.

SM: is there a specific number or person assigned we can contact if questions or clarification requested about this?

Anyone at the Office of the Registrar will be glad to assist you in this regard.

JC: Will chapters cease to exist and have one body under the HRP A?

There is only 'one body under the HRP A.' Everything and everyone at HRP A is subject to the Act and the By-laws. All activities and initiatives at HRP A must be in furtherance of the Objects. There is no reason that the chapters would cease to exist. Object (b) states: "to promote and increase the knowledge, skill and proficiency of members of the Association, firms and students." This is what the chapters are there to do.

CS: Will the professional development framework change as a result of regulation?

Not quite sure what the question is referring to. Continuing Professional Development is part of professional regulation.

HS: What type of guidance/assistance is HRP A receiving in instituting this? My concern and reticence is that in my 20+ years with the association the execution of things has often fallen short. At this point I personally am not comfortable with them taking this on in a broader aspect. However, hopefully, there is outside guidance being utilized.

Regulatory counsel is especially helpful. Also, the regulatory community is small but very helpful. There are member organizations devoted to helping professional regulatory bodies—organizations like the Canadian Network for Agencies in Regulation (CNAR) and the Council for Licensure, Enforcement and Regulation (CLEAR).

LM: How does this affect a person who is under the "practitioner" authorized for independent practice category?

The fact that there is a public register is because we are a regulated profession. The authorization to practice as an independent practitioner is a regulatory matter. It's all part of professional regulation.

JC: Will HRP A be able to protect the public/workplace if the individual is not registered with HRP A?

Only in a limited way. HRP A has an influence that goes beyond the individuals who are registered with HRP A. Nonetheless, individuals who are not registered with HRP A are not subject to regulation by HRP A.

CG: Are you able to provide the licensing information that HRP A members or CHRLs are permitted to complete - on the transcript?

Not sure what this question means. Does 'transcript' mean 'certificate?' Certificates do not include 'licensing information' as this information could change at any time.

TS: How long it will take to get licensure and what is being done to obtain it? I agree maybe another webinar can explore this even further

'How long' is a question that cannot be answered. However, one of the pre-requisites is that HRP A and the profession demonstrate that it is capable of self-regulation. We haven't done this yet. Our

compliance rates are very low. No government would even consider licensure for a profession until it these issues are resolved.

LC: Thank you.

JN: Thanks

Cecilia Leung: Thank you!

Kelley Ormonde : Thanks!

Nicole Lisi: Thank you! have a wonderful day!

Surbhi Sud: Thank you

Christina Wong: thanks!

Lynn McPherson 2: Thank you.

Juliana Rodriguez: Thank you

Debbie McCauley: Thank you!

Laura Cicione : thank you all

Maha Elshurafa: Thank you

VPO: Thanks a lot

Edna Delgado: Thank you!

Cherie Sookram : thanks

Francis Lacson: Thank you.

Theodora Stanescu: thank you- have a good rest of the day!

AD: Thanks again!

Shannon Campbell: Thank you

Siobhan Williams: Thank you

CR: thank you

Marianne Fiser: Thank you!

Jackie Cabildo: Thank you for your response.

Carmelinda Galota: Thanks, enjoy your afternoon!

Connie Chryssoulakis: Thank you - helpful.

Lynda Lalonde: thank you

LeeAnne Muir: Thanks so much!

Vanessa De Santis: thanks

JL: Thanks

Helen Smeh: thank you

Vanessa Pinto: Thank-you

Susan Lyn: thank you

Robin Coomber: thank you

Michelle White: THANK YOU

Jennica Pui: Thank you!

Meggie-Joan Forrest: thank you

Krista McGregor: CPD code?

Carrie Stone: Thank you

Elizabeth Bencke: thank you

Jason Beattie: thank you

Stacey Barton: thanks

Anjana Yachamanani: Thanks!

sabu Jose: thanks