



Human
Resources
Professionals
Association

REGULATORY AFFAIRS

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NEWS AND EVENTS

Professional Liability Insurance

If you are currently providing HR services on an independent basis, you are required to [submit](#) your professional liability insurance information to HRPA. This includes resubmitting your information when you:

- [Renew](#) an existing policy
- [Change](#) insurance providers
- [Cancel](#) an existing policy

Changes to your professional insurance liability information should be submitted within 30 days of the change. A copy of your insurance certificate, along with a completed Professional Liability Insurance Information Form, should be sent to registrar@hrpa.ca.

To find out more information about the Professional Liability Insurance requirement, please log in to your account and click on the “Registration” tab on the bottom navigation bar.

CERTIFICATION AND DESIGNATIONS

VOE/AR Submission Deadlines

All [Validation of Experience](#) applications and/or [Alternate Route -Experience Stream](#) applications submitted in December 2020 will be submitted with the January 31, 2021 batch of applications.

Exams Update – 2021 Schedule – Register Today!

HRPA’s certification exams are currently delivered by Prometric via computer-based testing. If you are planning to write either the CHRP Employment Law Exam (CHRP-ELE), the CHRL Employment Law Exam (CHRL-ELE), the CHRP Knowledge Exam (CHRP-KE), or the CHRL Knowledge Exam (CHRL-KE), you have the choice of writing the exam remotely via an online delivery module or at test centre in your area.

The 2021 exam registration schedule for the CHRP and CHRL Employment Law Exams, as well as the CHRP and CHRL Knowledge Exams, is now open.

[Click here](#) to view the 2021 schedule and to register and learn more about the CHRP or CHRL Knowledge Exam, and

[Click here](#) to view the 2021 schedule and to register and learn more about the CHRP/CHRL Employment Law Exam.

Structural Changes for Certification Exams in 2021

NEW 2021: The HRPA will be introducing structural changes to our certification exams effective January 1, 2021, starting with the [Employment Law Exams](#) and then with the [Knowledge exams](#). HRPA has made this decision in an increased effort to protect the security and integrity of our certification exams, particularly in the remote environment.

These changes apply to exams written in test centres, as well as remotely proctored exams.

Call for Volunteers – CHRL Exam Validation Committee

We are currently looking for five designated registrants with at least seven years of industry experience in the last 10 years.

The CHRL Exam Validation Committee is a standard-setting committee with a mandate to approve all examination content related to both the CHRL Knowledge Exam (CHRL-KE) and the CHRL Employment Law Exam. It is used to assess future CHRLs and to set defensible standards to use in determining success on those examinations. The Committee is also responsible for approving examination blueprints and for providing advice on policies related to the examinations.

If you are interested and are not currently sitting on another statutory or standing regulatory committee, please check out the [CHRL-EVC posting in iVolunteer](#) for more information.

Applications are due by January 15, 2021.

Exam Prep

In time for the upcoming CHRP-KE and CHRL-KE, HRPA is offering live webcast exam preparatory sessions, led by York University Human Resources Professor Ron Alexandrowich. This series of eight live webcast sessions will provide a comprehensive review of the nine functional areas tested on the CHRP-KE and CHRL-KE.

Registration for these live webcast sessions is open now. For more information, as well as to register, please [click here](#).

Online Academic Program Winter 2021 Term

Registration for the winter 2021 term of the Online Academic Program (OAP) is now open.

This term will run from January 5th to April 9, 2021.

The deadline to register is January 15, 2021. For more information, as well as to register, please click [here](#).

January 2021 Challenge Exams

Registration for the January 2021 Challenge Exams is now open. These exams will be administered from January 18th to January 20, 2021. For more information, as well as to register, please click [here](#).

MISCONDUCT COMPLAINTS

We are committed to promoting and protecting the public interest by governing and regulating the practice of members, students, and firms registered with the Association in accordance with the [Registered Human Resources Professionals Act, 2013](#) and our [By-laws](#), as well as providing transparency over our disciplinary processes. For this reason, we share a summary of complaint matters that were recently referred to the Complaints Committee for review. We believe this information will help our members, students, and firms to better understand their duties related to promoting and protecting the public interest.

Case: C-2020-8

Date complaint filed: November 3, 2020

It is alleged that the member breached the Rules of Professional Conduct through

- 1) failing to successfully re-assign work;
- 2) using unethical, underhanded, and bullying tactics;
- 3) ignoring employees' mental health.

Case: C-2020-9

Date complaint filed: November 17, 2020

It is alleged that the member breached the Rules of Professional Conduct by

- 1) acting in a demeaning and discriminatory manner towards the complainant
- 2) failing to investigate on the matters requested by the complainant

DISCIPLINE NOTICES

In accordance with sections 13.06 and 13.07 of the By-laws and the Registered Human Resources Professionals Act, 2013, the HRP A publishes Notices of Hearings and any decisions rendered by the Discipline Committee concerning registrants facing allegations of professional misconduct or incompetence. The most recent notices of hearing and discipline decisions made by the Discipline Committee can be found below.

Notice of Hearings

A referral to the Discipline Committee was made on May 11, 2020 and the Notice of Hearing has been served on the registrant. It has been alleged that the registrant repeatedly used, displayed, and/or authorized the use of the CHRP and/or CHRL designation while she was suspended and/or revoked, and that the Association repeatedly advised the registrant that she was using the CHRP and/or CHRL designation improperly and/or asked her to cease use of the CHRP and/or CHRL designation, and that the failure to comply constitutes a breach of HRP A's Rules of Professional Conduct.

[Notice of Hearing](#)

Discipline Decisions

On April 16, 2020, a referral was made to the Discipline Committee. It had been alleged that the registrant failed to comply with a decision of the HRP A's Review Committee and ignored the numerous communications to facilitate compliance with the decision, and that the failure to comply constitutes a breach of [HRP A's Rules of Professional Conduct](#).

The hearing on this matter was held on October 9, 2020.

[Discipline Decision](#)

CONTACT US

Did you know?

Changing your last name with HRPA is simple? Send a legal document showing proof of name change to registrar@hrpa.ca and a staff member will process the change for you.

Need Assistance?

We are available via phone and email from 8AM – 4:30PM, Monday to Friday. If you require assistance or have any questions, please contact us and we will be happy to help.

416.923.2324 | Toll-Free: 1.800.387.1311 | registrar@hrpa.ca

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