

FAQ

“Registered Human Resources Professionals Association Act - 2011”

Q. Why does HRPA want a new act?

- A.** It will enable HRPA to ensure the quality of the HR profession in Ontario. These include:
- More control over our own destiny as a profession
 - Ability to Command a Premium in the Marketplace
 - Increased ability to influence Public Policy
 - Increases the Attractiveness of HR as a Career Choice
 - Controlling the use by unauthorized individuals of the "CHRP" designation;

Q. How will this new act affect members?

- A.** It will help raise the credibility of the HR profession and support the premium that designated members command in the workplace.

Q. How will it raise the credibility of the profession?

- A.** This new act acknowledges that HRPA members possess a high-level of professionalism, and are protected by regulatory safeguards to complete this work, to both create value for the organizations that employ them, and ensure the legislative rights of workers in the workplace.
- A.** HRPA and its members strongly believe that an updated act will better safeguard the public interest by enhancing its regulatory and oversight powers to ensure that their member's (CHRP's) workplaces are fully compliant with existing and future provincial workplace legislation. This is supported by a recent HRPA study that looked at information about convictions under the Employment Standards Act, 2000, posted on the Ontario Ministry of Labour website. HRPA cross-referenced the list of convicted employers with HRPA membership records. Of the 489 ESA convictions between October 2008 and January 2010, none (0.0%) could be linked to an HRPA member.

Q. How will it make it easier to do my job?

- A.** This new act will promote the value of our members and the CHRP designation. Corporations employ accredited HR professionals because of their professionalism – in terms of state-of-the-art knowledge, expertise and experience.



Q. What does it mean for the CHRP designation?

A. It will benefit HR practitioners by allowing HRPA to fully clarify and monitor the standards and practices of the profession. The public will have complete confidence that the Association's members are fully qualified for the job, and possess the most current qualifications; the result will be a heightened prestige for the HR profession, and the HR practitioner.

Q. How will this new act affect chapters?

A. The act does not grant any new powers to the association in relation to the chapters.

Q. Why is this important to the business community and the public?

A. It confirms confidence in HR accreditation is reflected in the greater career opportunities, and generally more senior corporate positions, held by HRPA members who possess the CHRP designation. The public can place greater confidence in accredited professionals, such as those HR practitioners who hold the CHRP designation.

Q. Will this act have expanded powers over HR Professionals who are not members?

A. Subsection 2 of the Act states: *"This Act does not affect or interfere with the right of any person who is not a member of the Association to practice in the field of Human Resources."*

Q. Will the act restrict member's ability to use other HR professional designations?

A. HRPA will have the authority to grant only those designations that we own and we have that right today. Anyone can establish an HR designation and grant it as long as it does not conflict with any that fall under HRPA intellectual property rights.

Q. How do members voice their support or concerns for the new act?

A. Members will be able to contact HRPA, their local Chapter or their MPP directly to provide input on the re-introduced act.