



Human Resources
Professionals
Association of
Durham

Resource

shaping organizational excellence

www.hrpad.org

August 2010

Help us grow our HR Field Placement program network

As a HR professional, you realize the importance of “real world” experience as a key component in the academic preparation in a community college human resources management program of studies.

The School of Business, IT & Management has built a solid reputation for quality field placement experiences for both diploma and graduate certificate programs in HR management in the Durham Region and beyond. That reputation depends on growing our current roster of employers to meet increased enrolment projections in both full time and continuing education students in the program.

Here are some key points to keep in mind:

- There are three student groups involved in field placements: full time 3rd year students; full time graduate certificate students and part time diploma or graduate certificate students pursuing their education through our Continuing Education department.

- Our 3rd year students serve a 22 week (352 hour) placement (Thursday and Friday weekly schedule) from October – April in the academic year.

- Our graduate certificate students serve a four week (160 hour) placement on a full time basis following the winter semester exams beginning in late April/early May.

- Students in either program of study who pursue the course through our Continuing Education office, as of September, 2010, must complete the required number of hours for their respective program’s field placement credit.

- The field placement experience involves the student in an agreed-to list of routine and special projects designed to build on the individual’s knowledge of key HR programs and services gained in their course of studies in the College’s HR program.

- As the field placement supervisor you share your HR expertise along with ongoing guidance and feedback on routine and special project assignments designed to develop the student’s confidence and professional competencies as a future HR generalist or specialist.

If you are now serving as a field placement supervisor to one or more of our students, I hope you will continue to share your time and expertise with students now enrolled in our program of studies. If you have not yet made a commitment to serve as a supervisor to an HR student, there is no better time than now to get in touch and talk about what is involved and how you may become part of our field placement network.

Although I am off campus until August 30, 2010, I do regularly check e-mails and telephone messages to my office. Please see my contact information below. I look forward to speaking with you at a mutually convenient time.

Gary Gannon, CHRP
Program Coordinator & Professor
Human Resources Management Program
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HRPA's Evening Academic Program

The registration deadline for HRPAs Evening Academic Program for 2010/2011 is Sept 10, 2010.

Courses are offered in the nine subject areas in fall, winter, and spring semesters and are held at two convenient locations; Toronto (Bloor St. Location) and Mississauga.

For further information check the HRPAs website under Professional Development.

www.hrpad.org



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Human Resources
Professionals
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**Durham
Chapter**

TM

Shaping Organizational Excellence

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The first year has been a whirlwind of activity with increased events, a roll out of our mentorship program and going green with the newsletter. As I go into my second year of my term, I would be remiss if I didn't mention the parting of Peter Spratt, Mary Norton, Jodie Stauffer, Lorie Blundon and Jana Robinson from our Board of Directors. All of them were great to work with and left a positive and influential mark on the Durham Chapter.

However, our new board has new members with some returning ones and I'm very positive that this will be an exciting year for the association.

At the provincial level there were two new membership categories that were introduced for the association. The first one is called Allied Professional. The allied professional is a current member of a regulated profession listed in Schedule 1 of the Fair Access to Regulated Professions Act and any other professional regulatory bodies. The Board may approve at its sole discretion from time to time who may be admitted to the category of Allied Professional. Allied professional members must provide proof of their professional status and good standing with their professional regulatory body.

The second membership added is called the Human Resources Internationally Educated Professional (HRIEP). The HRIEP is for an individual who: a) obtained their professional education or professional experience from an accredited academic institution or an analogous corporate body outside the boundaries of Canada; b) has worked in human resources in a professional capacity for two of the past five years; and c) has obtained permanent residency

President's Message

status in Canada within the past twenty-four months, may be admitted to the category of HRIEP*. The HRIEP membership category provides a one-year bridge during which time the individual has the opportunity to establish themselves in the Ontario HR community. After the twelve-month period, the membership expires and the individual must renew at a prorated rate for one of the other voting or non-voting membership categories if he or she wishes to remain a member.

The HRPAD also established a partnership with Certified General Accountants of Ontario (CGA Ontario), designed to provide their respective members with ready access to each others' core expertise and professional development opportunities. This includes, among other initiatives, professional development certification in financial management for human resources professionals and human resources certification opportunities for certified general accountants (CGAs).

One final update from the HRPAD of Durham was an email sent to the Board of Directors of the HRPAD concerning the YouTube video called "Caprano Video". The intent of the video was to promote the HR profession and the HR professional; social media was used for this purpose. The Durham Board of Directors' email response was aligned with many other chapters across Ontario with its call for the removal of the video as its content was inappropriate. Some of the comments around the video included sexist, unprofessional and violation of workplace violence and sexual harassment act.

For those that wish more details please contact me at gian.dc@rogers.com

See you in the fall!

**Gian Detta Colli, CHRP
HRPAD President**

Government Relations Committee is working for you

This fall, the HRPAD Government Relations Committee is planning to meet with local MPP's from all three political parties to advocate for our profession. The HR LNX program is a grassroots program created by the HRPA that relies on the HRPAD to communicate with the local MPPs who are our decision makers.



The Government Relations Committee will meet with the politicians and communicate the profession's knowledge of the issues and outstanding legislation and how it affects the profession. Building the relationships with MPPs will allow us as professionals to have some ability to influence the decision-making process in the policy making and legislative process that will affect our profession, local industry and employers. The objectives of the program are:

- Raising the profile of the HRPA and its members to elected officials.
- Educating key influencers and decision makers and raising their level of awareness of HRPA and the role of its members in the community.
- Ensuring that the HRPA is seen as a recognized stakeholder by all ministries of interest to HRPA.

By establishing these relationships, the HRPAD will build trust and understanding of the concerns of the local employers and the profession concerning new and outstanding legislation and policies and how it affects us in our roles.

Krista Root, CHRP (Co-Chair)
Deena Durack, CHRP (Co-Chair)

Communications Committee: It's All Coming Together

Change waits for no one, or so they say. That may be true as our Committee, as well as the entire Board, have experienced several big changes since our last update.

We are sad to see five long-standing members whose outstanding contributions have helped our cause move on to pursue greater opportunities in life. As we say good-bye and good luck to Mary Norton, Peter Spratt, Jodie Stauffer, Lorie Blundon and Jana Robinson, three new members have joined our Board, bringing new ideas and energy to the table. Please join me in welcoming Sara Bragg, Deena Durack and Tracey Starrett!

Krista Root, former Communications Co-Chair, has decided to move on to tackle her political fortitude. No, this doesn't mean you'll see another name show up on your MPP list in a future election (although I'm sure she'd get a few votes) but rather has joined up with the Government Relations Committee. With the departure of Jana Robinson it opened up a spot for a new chair to step in, and Krista generously volunteered to fill it. She will be sharing the role with Deena Durack.

With Krista's departure, it brings the arrival of a new co-chair, Tracey Starrett, of The Starrett Group. Tracey has a large roster of experience in various HR roles throughout her career, so her expertise will be a refreshing change not only on our Committee but on our Board as well. Take a look at her Spotlight featured in this issue.

We're doing something special with Durham College/UOIT this summer regarding the benefits of hiring HR students for their field placement assignments. Be on the lookout for an article

written by former HRPAD Board member Gary Gannon in this issue, as well as information posted on our website in the near future.

Change helps foster new ideas and removes redundancies from obstructing progress. It also fosters resistance. But without change, it creates stagnation. How we intend to use this change is to analyze what our fundamental roles are as a Committee to the membership and the Board.

In 2010/2011, the HRPAD Communications Committee will fervently be looking at ways in which we can improve our impact on the Board but also delve deeper to explore the many talents and ideas our present Committee's talents bring us.

We'll also be looking into the goals and reach of our newsletter, making our website an enhanced hub of information, and also implementing several interactive media for you, our membership, to communicate more in depth with us and the rest of HR community.

If you have any suggestions on how we can improve our service to you, please email myself at s.mitchell@blacktalonsolutions.com, or Tracey at tstarrett@starrettgroup.ca.

On that note, it's still summer outside. Get out there, enjoy the sun, and we'll see you all in our next newsletter in the Fall!

Sean Mitchell, CHRP
Communications Co-Chair

Membership Committee: The Good, The Bad, and The Ugly

The mandate of the Membership Committee of your Chapter's Board of Directors is to: address membership issues; develop and implement strategies for member recruitment, retention and recognition; and keep an up-to-date, accurate membership list.

There is much that is good in achieving our mandate. First, we have launched the mentorship program and the evaluation completed at the half-way mark of the pilot program was very positive.

Comments included:

- There is a high level of commitment from all parties
- The networking created has been very good
- The matching worked really well. The process has been satisfactory so far
- A safe environment has been created from the initial meeting through the process of connecting to the mentor
- We are identifying actual issues and examples to address

Suggestions for improvement have included reinforcing the time commitment (so only those really interested apply), speeding up the selection process and improving the application form. The pilot finishes in November with another evaluation and a final report to the HRPAD Board.

The second good is that membership continues to grow at the HRPAD. July 2010 shows that we have 589 members—22% more than one year ago. The increase continues to be in almost all categories. Membership has value.

However let's look at the bad. The recent membership satisfaction survey carried out by HRPAD reveals there may be more we need to do. We have to temper the results by the very small response rate with the survey completed by 2.2% of Durham members or 13% of the total survey respondents. The results do require review as the Durham Chapter ranks between 13th and 26th amongst the 29 Chapters on the

various categories in the survey. The items include: Chapter is influential (14th), benefits my career (24th); fair value for Chapter fees (14th) and professional development opportunities (16th).

What is the ugly? A significant point is that on many questions there were "don't know" responses suggesting we may have more communication work to do.

This feedback is important. The Membership Committee will review and consider the significance of this information and collaborate with other Committees like Communication. Where required, we will propose appropriate strategies to the Board for endorsement and action.

What I want to stress is that the Membership Committee and the Board needs your feedback on what you want from your Chapter membership.

If you have concerns or ideas, please contact Lee Davies, Chair of the Membership Committee at ldavies@kerrysplace.org, or any member of the Board or the Chapter office:

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74 Simcoe South Unit 301 Oshawa, ON L1H 4G6
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Visit the website to see what your Chapter is all about. The site is www.hrpad.org.

Lee Davies, CRRP
Membership Committee Chair

Program Committee:

The Program Committee is a standing Committee of the Board whose volunteers bring the HRPAD members the best possible programs, seminars and events by providing ongoing professional development and networking opportunities according to the members' needs. We believe that career development consists of life-long learning.



We have monthly sessions and a yearly conference as well as networking events. Our Committee is in the process of planning for upcoming events. Please check back in our forthcoming newsletters or on our website at www.hrpad.org for regular program updates.

In order to bring you valuable educational resources, we need your feedback. If you are interested in proposing a future speaker or if you have other ideas or suggestions, we welcome them. Please email one of the Co-Chairs:

Catherine McGuigan
catherine.mcguigan@sympatico.ca

or

Sara Bragg
sbragg@peterboroughutilities.ca
we would love to hear from you.

Your Program Committee

Catherine McGuigan (Co-Chair)
Sara Bragg (Co-Chair)



Tracey Starrett M. Ed., CHRP

Q. What roles have you held in your career?

A. While completing my HR education I had my first role in HR as a Co-op student in Corporate HR with a national clothing retailer at their head office in downtown Toronto. It was an amazing opportunity as I came to understand the HR challenges being faced by the retail industry in the late 1980's. After graduating I worked for a non-unionized plastics manufacturer in the automotive industry in Rexdale. It was a family owned business that was very successful and was a completely different experience to the Corporate HR environment I had been in previously. I started the role as a mat leave replacement for the HR Manager and then got to take the role permanently when she chose not to return to work. I was barely out of school and running HR for a plant of 200 staff. It was a huge learning experience but was very exciting. From there I decided to expand my HR knowledge base by gaining some labour relations experience. I moved out of manufacturing into healthcare and worked as an HR Generalist with a large community hospital in Scarborough. In this role I worked with five collective agreements and got introduced to the way labour relations impacts an organization.

While working there I moved to Whitby and wanted an opportunity in my own community. I joined a fairly new pulp and paper plant. The pulp and paper industry is a breed unto its own and like nothing I had ever experienced. A lot of organizational change and very demanding employee relations issues kept me very busy. As I continued to build my experience base in different industries, an opportunity to work at The Hospital for Sick Children was one I couldn't turn down. I worked in a senior generalist role and then to complement my newly earned M.Ed, I moved into an organizational development and training role. By this time in my life I had two children under four and was looking for greater work-life balance. In 2002, I ventured out on my own and began The Starrett Group, based in Whitby. Now I consult in HR to many different organizations, as well as assist CHRP candidates in gaining their designation through tutoring and exam prep workshops.

Q. What has been your favourite HR role? What did you enjoy about the role?

A. Each of my roles has been enjoyable in their own way and has contributed to the effectiveness of the organizations or clients of that time so it is difficult to select a favourite role. As an organization though, it was hard to top working for Sick Kids. To know that my role in HR has in some part impacted the quality of care provided to the patients is gratification that is second to none.

Q. Who do you see as a leader in today's world? Why?

A. There are obviously a lot of well known leaders shaping the world around us but on a more local scale a leader that has impressed me over the past few years is the principal at my children's school, Randy Hubert. During his tenure at

Ormiston, Mr. Hubert has provided great leadership to the school community. He created a vision for the school and sense of team that motivates and inspires both staff and students. He respects and cares for his staff and students which in return has earned their respect and fostered their development. While he is serious about his role he also shows his lighter side with his "Spiderman" themed office, collection of crazy ties, offers to shave his head for fundraising achievements, and his signature theme song for ringing out the end of the school year. For many kids, and even some families, the school principal is their first exposure to an "organizational leader", and what they learn from how that person runs their school should be a lesson worth learning. Mr. Hubert teaches this lesson well.

Q. What book are you currently reading?

A. I'm working my way through Chuck Palahniuk's collection of novels and have Fight Club, Choke, Invisible Monsters, and Snuff under my belt. Next up is Survivor. Chuck's worlds are an interesting diversion from the world of HR and I love his writing style.

Q. What keeps you occupied in your free time?

A. Most of my free time is spent with my husband and my children, and our shared interests. In the summer we go to a lot of baseball games (my son's team and the Blue Jays), spend time in the Kawartha's, take in theatre and live music, and tend to our garden. I enjoy volunteering at my kids' school, and I've recently began my role on the HRPAD Board.

Q. What do you see as the single biggest HR challenge for the next five years?

A. Given that HR cuts across all sectors I believe the big challenges will be different depending on the industry or kind of business one is in. To anticipate, and therefore be ready to address the challenges, it is imperative for people in HR to understand the business they are in and what impacts it, both short and long term.

Q. What do you see as the added values for being a member of the HRPA?

A. For me, being part of HRPA provides an opportunity to be part of and contribute to a community of practice where I can learn more about HR to improve my own skill set, as well as share my own experience with others. Overall, the more knowledge and experience that is shared, the more effective our profession is, and the greater contribution we can make collectively to businesses we are in.

Q. What words of wisdom would you like to share with our new HR graduates?

A. As you make choices about the jobs you want to take; the work, the salary, or the title may each captivate you, but don't let the latter two be your captor.

Bill 16: Public Sector Compensation Restraint Act

... How will it affect you?

The Compensation Restraint Act to Protect Public Services Act March 22, 2010 is contained in Schedule 25 of the Act which implements the Ontario Budget. What does that mean to individuals who fall under the public sector? There will be no net increase in compensation through to March 31, 2012. Public sector compensation is the largest expenditure of the Ontario government. Any plan to address the deficit while preserving services and jobs must address compensation growth. More than \$50 billion, or 55 per cent, of all government program expenses go to compensation, either directly or through transfers.

Managing compensation growth is a critical part of the plan. This plan will help redirect up to \$750 million toward sustaining hospitals, schools and other public services.

It is important to note that it does not affect unionized employers in existing collective agreements. Employees who are part of a union or who bargain compensation collectively would see their current agreements honoured. When these agreements expire and new contracts are negotiated, the government will work with transfer payment partners and bargaining agents to seek agreements of at least two years' duration that do not include net compensation increases. The fiscal plan provides no funding for compensation increases for future collective agreements.

This act does cover non-union employees. It is also important to state that: movement up a pre-existing grid, or an increase in benefits (pre-approved), is permitted, as this is not considered an increase in compensation for the purpose of the Policy Statement.

For clarification, compensation consists of, but is not limited to:

- Wage rates
- Salary ranges
- Health and other group benefits
- Shift and other premiums
- Vacation and other paid time off
- Pension

All public sector employees are being asked to contribute to protecting public services during these challenging times. It's the fair thing to do.

If it is unclear if the legislation applies to you, contact your employer. Or, if either you or your employer is uncertain if your organization is a recognized bargaining group, you or your employer can seek direction from the Public Sector Compensation Restraint Board. This board has the authority to determine whether employers or employees are covered by the legislation.

Krista Root, CHRP
Government Relations Co-Chair



get
involved

The Board of Directors encourages you to join a committee! Standing Committees of the Board include Government Relations, Program, Membership and Communications.

Contact the Chapter office at
905.721.9564 to get involved!



visit: www.hrpad.org for more information on HRPAD

Great reasons to become a HRPAD member

Membership Benefits

Benefits of chapter (HRPAD) membership include:

- Reduced rates at chapter seminars and special events
- Opportunities to network with local human resource professionals
- Opportunities to participate in volunteer leadership in your local community
- Member newsletter
- Post-secondary bursaries/scholarships

Benefits of HRPAD membership include:

- Monthly magazine (HR Professional)
- Opportunities to influence provincial and federal employment legislation through participation in Government & Public Affairs Committee
- Opportunities to participate in Association governance
- Access to member services such as...
- Professional liability insurance
- Home, auto, liability, travel and small business insurance
- Disability, medical, dental and life insurance
- Discounts for memberships in other organizations



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Kevin Ashe ext 223

Leaders in Providing Group Benefits Advice

mission
& statement
& goals

The members of the HRPAD are committed to making the Durham Region an exemplary community in which to work and achieve successful business results.

This will be achieved by:

- Advocating excellence in the leadership of Human Resources
- Providing opportunities for professional development and advancement
- Promoting the Human Resources profession and designation

visit: www.hrpad.org for more information on HRPAD