

## HRPA's Mutual Recognition Procedure

March 4, 2011

HRPA's procedure is as follows:

1. The person must apply to become a member of HRP.

The person and only that person can apply to become a member of HRP. The reason for that is that applicants for membership with HRP must agree to the terms and conditions of membership. The Registrar of another provincial HR association cannot agree to these terms and conditions on behalf of an applicant.

Membership in HRP is not automatic. Currently, the requirements are:

- a. Payment of dues
- b. Agreement to abide by the HRP's Rules of Professional Conduct
- c. If in independent practice, attest to the fact that one has adequate professional liability insurance

In regards to the payment of dues, as a courtesy, when a person is moving from another province to Ontario, the individual will not be required to pay dues until the start of the next membership year (June 1).

As per the Agreement on Internal Trade (AIT), there are no residency requirements for registration with HRP.

2. Once the person is a member of HRP, they can request to have their CHR, which was granted in another province, recognized by HRP. This request must be accompanied by a signed permission to release information to HRP.

Should a person be a member of more than one other provincial HR association, they must (1) inform HRP that that is the case, and (2) give HRP the permission to contact each of these provincial HR associations.

Should a person be a member of some other regulated profession (e.g., nursing), they must (1) inform HRP that that is the case, and (2) give HRP the permission to contact these other professional regulatory bodies.

3. HRP makes a request to the provincial HR association or other regulatory body which includes the permission to release information from requesting information about:

- a. Membership status
  - b. Membership and certification history
  - c. Disciplinary history
4. Based on the information provided, if all is in order the Registrar of HRP A will grant the CHRP designation and issue a certificate to that effect.

Should there be any issue; the Registrar of HRP A would refer the case to HRP A's Certification Committee for decision.