

Ontario puts regulatory bill through its paces

Gaining new status as a self-regulated profession in Ontario was a major victory for the Human Resources Professionals Association (HRPA) in 2013.

But while passing Bill 32 was a big accomplishment, HRPA will still put a lot of work into rolling out the new act in 2014.

“There’s a lot of work to be done,” says Bill Greenhalgh, CEO of HRPA in Toronto.

“(The act) changes a great deal. Now, we have been anticipating that for some time so many of the things that we needed to do, we’d already started doing, things internally that we could do — changing our processes and changing how we deal with complaints and our adjudicative committee. Many of those processes and much of the governance processes we actually altered in anticipation of the act going through.”

Even so, there are some notable changes still to come in 2014 as the details are hammered out and bylaws are written.

“The act itself is going to take us about 18 months to fully implement, but there’s some things we need to do very quickly, which is change bylaws between now and May,” says Greenhalgh, who adds the bylaws will be drafted by HRPA’s annual general meeting in May.

“When you look at the act itself, it’s kind of divided into immediate-term and longer term.

Some of the things that are longer term, we don’t really need to deal with right now, so we’ll leave those,” he says.

“But there are some things that we do need to deal with, for example, the size of our board and the government appointees, and how we deal with the regulation of firms — those are all things we need to do very quickly.”

New powers for enforcing proper use of the Certified Human Resources Professional (CHRP) designation, as well as tools for dealing with incapacity in the workplace — that is, accommodation for professionals dealing with personal issues — are two other significant changes in the act.

Another big item on the agenda for 2014 is the professional practice review HRPA has been working on for the past year. HRPA will be examining the impact the practice review will have as the association moves forward, says Greenhalgh.

“Now we’re looking at, well, what implications does that have going forward? So what kind of education, what kind of competencies HR professionals need to know and how would we go about assessing those?” he says.

“This is not a short-term program — this is a long process.”

HRPA, which has 20,800 members, will also be working on more white papers this year to expand on those released in 2013 that focused on appren-

ticeships, training, education and immigration.

The association will also be adding new research in other topics — likely including mental health, Alzheimer’s, palliative care and employees who are in caregiver roles.

“We found that mental health, the whole question of palliative care and how employees are dealing with that is becoming a major concern and worry for many of our members, because they’re trying to provide the advice and support to their employees,” says



Bill Greenhalgh, CEO, HRPA

Greenhalgh.

“One other area we’ll be focused on in 2014... is really promoting the profession and promoting the designation, and adding clear value for senior HR professionals. We do have a significant number of HR professionals and we’d like to expand that number. We offer meetings and sessions on topics that suit them, and it offers them the chance to network with people with similar challenges and issues in other industries.”

