



October 8, 2024, Vol. 8, Issue 44

Congratulations to our Newest Designated HR Professionals!

Registration and certification with the HRPA protect the public by governing and regulating the practice of our registrants. Certification not only facilitates competent and ethical HR practice, but it also works to advance the profile and value of the HR profession amongst our members and students, and the public.



The HRPA has welcomed 335 newly designated CHRP members, 169 newly designated CHRL members, and 7 newly designated CHRE members to date this fiscal year.

Well done and congratulations to all!!

[The HRPAs Competency Framework Review Has Started.](#) [Volunteer Now to be Part of This Exciting Project!](#)

In [Vision 2027](#), we committed to reviewing and updating our [competency framework](#), which supports the HRPAs designations. Our goal with this project is to create a modern, agile, and simplified competency framework that can be used to support a variety of activities and reflect the needs of the profession and the province for the years to come.

The revised competency framework will reflect current and emerging HR practices, and the competencies will be presented in a user-friendly manner.

We have scheduled 3 focus group sessions (90 minutes each) and are seeking participation from a wide cross-section of stakeholders. The purpose of the focus groups is to collect feedback about the current framework and identify suggestions for improvement.

To prepare for the focus group, participants will be asked to review the current [competency framework](#) and the focus group questions in advance. No other preparation is required. The focus group questions will be sent to participants after selection for the focus groups.

Please note that designated members can log this activity for 1.5 hours of CPD, under category B.12.

Three focus groups will be held as follows:

- Wednesday, October 30, 12:30 to 2:00 pm
- Thursday, October 31, 12:30 to 2:00 pm
- Monday, November 4, 7:00 to 8:30 pm

If you are interested in participating, **please go to the link below and complete this brief survey by Tuesday, October 15th**. Be sure to indicate in your survey response the dates on which you are available to participate.

[Focus Group Participation Survey](#)

Should we have more expressions of interest than places available, we will select participants based on availability and with a view to obtaining a good balance of experience and diversity.

We anticipate notifying selected individuals by Monday, October 21, 2024.

Please consider letting any colleagues who might be interested know about this exciting project. Information and the above link are also available on our [Consultations and Initiatives](#) page.

We welcome your potential participation in this important project. Please email Patricia Muenzen, PhD at Patricia.Muenzen@act.org if you have any questions.

Tips for Registrants

Well-written communications can assist registrants in ensuring that their communications are understood and appreciated. Below are a few tips that may help you improve your written communications.

1. Take time to think about your communication. It is far better to send a thoughtful, clear, accurate, useful, and respectful communication than to send a quick communication that does not meet these qualities.
2. Even if you don't regularly use the text-to-speech functionality in your software for reading or proofreading purposes, consider using it to have complex or challenging communications read aloud to you to help you identify potential issues in tone.

[HRPA 2024 Practice Exams](#)

Are you getting ready to write exams for your HRP A designation in 2024 or 2025? You're on the right track! An HRP A designation carries value and sets you apart from the rest, equipping you to learn more, earn more, and advance your career.

If you're writing the **CHRP** or **CHRL Knowledge Exam**, we offer **fully-calibrated practice exams** – with real questions from past exams – to help you 'ace it'!

[Learn More](#)

[Challenge Exams Now Open](#)

Challenge Examinations are a great alternative to completing specific course requirements. These examinations are designed to assess a registrant's academic currency in an individual subject area and are similar to a final examination in the subject. Registrants can achieve credit in a required subject area without having to retake a course. Registration for the October 2024 Challenge Examinations is now open and will run from October 21st – 25th.

[Register](#)

Professional Conduct

We are committed to promoting and protecting the public interest by governing and regulating the practice of members and students registered with the HRP in accordance with the [Registered Human Resources Professionals Act, 2013](#) and our [by-laws](#). Providing information related to discipline and complaints facilitates transparency regarding our processes and is intended to help our members and students better understand their duties and adjust their own practices as appropriate.

There were no discipline matters during this quarter. Information regarding discipline matters is posted on the HRP [website](#).

The Complaints Committee received 4 referrals and issued 3 decisions in the third quarter of 2024. Complaint matters are not posted on the HRP website, but a summary of allegations in complaints referred to the Complaints Committee for review this quarter is set out below. Please note that one complaint may contain several allegations. No determination has been made with respect to the allegations. The allegations include the following:

- failing to understand the registrant's obligations to meet and practise under the spirit and rule of relevant laws and regulations, including the HRP's [Code of Ethics and Rules of Professional Conduct](#);
- retaliating or condoning retaliation or reprisal against employees for exercising their rights under applicable employment standards, occupational health and safety, or human rights legislation, including their right to file a complaint or grievance, report serious misconduct in good faith, participate in an investigation, or question a registrant's practices;
- failing to promote and maintain a healthy, safe, and inclusive workplace;
- failing to safeguard restricted or confidential records and information; and
- failing to make appropriate accommodations for those who are vulnerable, who have suffered trauma, or who are entitled to accommodations under the law.

Need Assistance?

We are available via phone, email, and scheduled phone appointments, Monday to Friday from 8:30 a.m. to 5:00 p.m. 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 | [Phone Appointment](#) | registrar@hrpa.ca