

This first e-newsletter is the initiative of the new Chairman, Mr. Paul Kasimu, aimed at ensuring that members are informed and kept up to date on IHRM activities and functions. It will feature current matters of Council Committees and progress reports on fulfilment of their roles. It will also be a medium for members to exchange ideas on addressing emerging HR issues and share any HR news of interest to the profession.

Updates

New IHRM office bearers:

- 1) Chairman, IHRM Governing council
Mr. Paul Kasimu
- 2) Vice Chairman/Chairman of the Finance and HR Committee
Mr. Elijah Sitimah
- 3) Chairperson, Membership and Publicity Committee
Ms. Mercy Nduku
- 4) Chairperson, Continuing Professional Development Committee
Ms. Irene Muinde
- 5) Chairman, IHRM College Board
Mr. Thomas Mongare

CHAIRMAN'S MESSAGE

Colleagues,

With humility I accepted my election as your new Chairman in June 2010. I acknowledge that this is a position that calls for leadership in promoting the Institute's growth and HR professionalism as well as responding to HR challenges and issues in our ever changing workplaces.

Broad Goals

After speaking to several of HR and business people alike, I see two themes as the key areas of immediate focus for the Institute, namely:

- 1) Need to bring the HR practitioners together; and
- 2) To raise the profile and visibility of the Institute.

It is no secret that the many splinter groups do not help in giving one voice of HR. Other professions pull together. Why not HR? It does not matter whether you are a student, in the private sector, public service or even in private practice.

I have always wondered what it would take to get us to the 'Premier League'. Right now, I think as a profession we are in the 'First Division', at best. A colleague asked me why there is never a 'position' of the HR professional body national and regional matters that affect HR policies and practices.

Strategic Areas

As was mentioned at the AGM, the outgoing

Council under George Hapisu's leadership has developed a strategy document which we are convinced will go along way in achieving the two broad goals highlighted above. I take this opportunity to thank him as well as the previous teams for their contribution to the profession.

We have highlighted the strategy areas for the coming year to be as follows:

- » Membership development
- » Supporting legislation on HR profession (HR charter)
- » Advocacy and lobbying at national and regional
- » Expansion of ihrm branch network
- » Promotion of HR research and dissemination of information
- » Sharing HR best practices.

We have also highlighted the responsibilities of the five sub-committees of the Institute, in line with the strategic areas. I intend to keep the membership updated on the progress that the Council shall be making in each strategic area through a monthly newsletter.

In the meantime, I will be looking forward to your inputs on topical current areas on which to provide a public commentary or position on your behalf.

Together we can!

Paul Kasimu
HR: Our People, Our Pride, Our Passion

MEMBERSHIP AND PUBLICITY COMMITTEE

Role

The Membership and Publicity Committee (MPC) is a Standing Committee responsible to the Council for all matters relating to recruitment and registration of members, membership functions, branch network, publications and publicity.

Functions

- » To provide guidance and direction to the Governing Council and management on matters relating to:
- » Individual and corporate membership recruitment, development, registration
- » Membership functions aimed at promoting networking, sharing ideas and exchange of experiences among HR professionals.

- » Establishment and management of IHRM branch network.
- » Publication of HR resources like journals, e-newsletter and web-based information resources
- » Institute's publicity matters leading to raising both the visibility and the profile of the Institute.

Ms. Mercy Nduku

CONTINUING PROFESSIONAL DEVELOPMENT COMMITTEE

Role

The Continuing Professional Development (CPDC) is a Standing Committee responsible to the Council for all matters relating to continuing education and professional development of members of the Institution including promotion of professional standards and conduct, and legislation of the HR profession.

Functions

- a) To set, disseminate and advise on the continuing education and professional development required of members.
- b) To facilitate and promote the achievement of CPD by members of the Institution, through provision of events organised by the Institution, which meet the Institution's requirements for CPD.
- c) To propose, keep under review, recommend changes to the Institution's policy for HR recognition and excellence awards.
- d) To establishment of regulatory organs within IHRM that will be responsible for ensuring that HR professionals adhere to professional standards of conduct and ethics.

Ms. Irene Muinde

FINANCE AND HUMAN RESOURCE COMMITTEE

Role

The Finance and HR Committee (FHRC)'s role is to oversee the financial and human resource matters of the Institute. It also reviews and makes recommendations on financial and human resource affairs and policies of the Institute.

Functions

Finance Matters

Review and provide guidance to the Governing Council and management about:

- a) Policies and practices relating to the institute's cash flow and cash management
- b) Financial strategies of the institute;
- c) Annual budgets and cash flow management;
- d) Tax compliance;
- e) Transactions or financial issues that management desires to have reviewed by the Finance Committee.

Human Resource Matters

Review and provide guidance to the Governing Council and management about:

- a) Organisation structure, human resource development, compensation principles and practices and recommend any significant changes to the governing council.
- b) Proposals for major changes in management and staffing structures
- c) Framework of terms and conditions of service of staff
- d) Framework of pay structures and grades, including any links to performance
- e) Strategies for achieving efficiencies, gaining productivity or improving quality in relation to staffing and in line with institute's financial plans

Mr. Elijah Sitimah

COLLEGE BOARD

Role

The College Board (CB) is a Standing Committee responsible to the Council for all matters relating to the fulfillment of the mission of the College of Human Resource management including its overall management.

Functions

- a) to contribute to and approve the College's mission and strategic vision, through approval of the corporate plan, and associated academic and business plans and budgets designed to support the achievement of the mission and vision;
- b) To ensure that appropriate supporting strategies are in place in relation to key governing council interests such as finance and human resources;
- c) To monitor the college's performance against approved strategies, using key performance indicators benchmarked wherever possible against competitor institutions, and to make available the outcomes of that monitoring;
- d) To ensure that appropriate systems of control and accountability are in place to secure the solvency of the college and the safeguarding of its assets, including financial and operational controls and risk management procedures and that such systems are subject to audit;
- e) To approve the structure and composition of the college's senior management team;
- f) To ensure that the College has the systems in place to meet its legal obligations in relation to Kenyan law, equality and diversity.

Mr. Thomas Mongare

Members are invited to email brief articles and current news items for the August e-newsletter by 23rd July 2010 to info@ihrm.or.ke

