

19TH ANNUAL NATIONAL HRM CONFERENCE

HR Act: Implications for HR Practice in Kenya

ENACTMENT OF HR ACT

- **The legal framework for governing entry and conduct in the Human Resource management profession received Presidential assent on 31st December, 2012.**
- **IHRM had pushed for the law for the last few years through intensive consultation, discussions and lobbying.**

IHRM MANADATE

- **The main purpose of the HR Act is “to provide for a legal framework for the regulation of activities of human resource professionals in Kenya.”**
- **The regulatory framework is to ensure that HR professionals are competent and practice HR in an ethical manner.**

IHRM MANDATE

- **The Act entrenches IHRM into the laws of Kenya as the legal regulatory body of the HR profession.**
- **IHRM is mandated to register HR professionals, maintain governance in the profession and promote standards of HR practice in Kenya.**

IHRM ORGANS

- **Registration Committee is established to receive applications for registration and grant practicing certificates.**
- **Disciplinary Committee is established to govern the ethics and conduct of HR professionals.**
- **Human Resource Management Professionals Board Examinations Board to draw up a curriculum, set and administer HR professional examinations.**

HR ACT IMPLICATIONS

- **Promoting the recognition of the HR function and its key role in driving organizational productivity. The HR function will be expected move to the centre stage in partnering with other departments for organization success.**
- **Everyone working in an HR role will be required to have a practicing licence which will be issued by the Institute. In effect “No person shall practice as a human resource management professional unless the person has been issued with a valid practicing certificate.”**

HR ACT IMPLICATIONS

- **Enforcement of discipline within the profession. Anyone duly registered and practicing as a HR management must adhere to the yet to be gazetted National Professional Code of Conduct and Ethics.**
- **Improvement of the quality of HR services rendered by HR professionals and protection of clients including the general citizenry from incompetent and unqualified people who masquerade as human resource practitioners.**

IHRM FUTURE AGENDA

- **Setting standards of HR practice in Kenya**
- **Issue Annual Practicing Certificates to HR professionals**
- **Developing of rules and regulation and prescribing a code of ethics that will govern the conduct of those working in the HR profession.**
- **Establishment of a complaints, investigation and discipline process whereby alleged misconduct, incapacity or incompetence of members of the Institute are investigated, leading to appropriate disciplinary measures in cases where such disciplinary measures are warranted.**

IHRM FUTURE AGENDA

- **Establishment of a Directorate of Compliance to ensure that members comply with the provisions of the HR Act.**
- **Establishment of the Human Resource Management Professionals Board Examinations Board which will draw up a curriculum, set and administer examinations. The board will issue professional qualifying certificates and other awards to candidates who satisfy examination requirements, as well as make and enforce rules pertaining to the examinations.**

IHRM FUTURE AGENDA

- **Continue to enhancement of service delivery to the membership**
- **Build and Strengthen Strategic Partnerships with other organizations that promote the HR profession**
- **Establish and strengthening the compliance to the HR Act**
- **Establish and strengthen the Human Resource Management Professionals Examinations Board**

IHRM FUTURE AGENDA

- **Develop relevant Knowledge Management Systems for membership access**
- **Advocate and lobby for the inclusion of management of people at the workplace in national programmes and policies of Kenya.**
- **Seek for representation HR professionals in various national taskforces and commissions.**
- **Support initiatives aimed at promoting appropriate legislation, policies and programmes for enhancement of productivity at both organisational and national levels**

HR PROFESSION IN TRANSITION

IHRM is our institution, it will become what we as members envision. Let's join hands and build an HR profession that would be at par with already established professions like accountancy, law, engineering etc.

End

