Greetings HR Professionals,

I am grateful that the Month of March has successfully come to an end without any major accident or incident. I trust that you are in one piece and that you have experienced growth in your area of expertise.

As Christians approach the Easter Season, I am reminded of how Jesus Christ took upon himself the sins and sorrows of the world. As HR Professionals we are largely our brothers’ keeper since we are in charge of ‘our brother’ at the place of work.

Like Jesus, I urge each one of you to wholeheartedly support the team entrusted to you and help by creating a conducive working environment for all. Endeavour to uphold fairness and justice to all even when it appears difficult or impossible.

*Set-Maat* in ancient Egypt invented the practice of Human Resource Management 3600 year ago which brought about great revolutionary documented civilization. What can the current generation of Human Resource Practitioners invent/innovate that will be documented for the future generations? I know you are playing your part in revolutionizing HR Practice in your work place.

At the Institute, we have had a successful month. In the month of April the IHRM portal will go live for testing and eventually all IHRM Services including renewal of membership, booking events and payments will be made online. I urge each one of you to continue supporting the Institute as we grow it to greater heights.
I. Membership Update

Membership has grown tremendously since the Council took office in May 2016. The number has grown tremendously from a paltry 2,300 members to 10,000 as of March 2017.

I take this opportunity to thank each one of you for remaining committed to growing the Institute and safeguard the HR Profession in this country. I can confidently say that HR Professionals are receiving the recognition they deserve. As a matter of fact it is now a requirement for one to demonstrate that they are members of IHRM and of good standing when applying for a job or seeking promotion in most Ministries and Corporations. The trend is quickly catching up in the private sector and before long it will be common practice.

II. Going digital – No more queues as IHRM goes paperless

The Council approved the development of an online portal and the exercise has been successful and the online portal is LIVE for testing. This means that before the end of the month of April, members will be in a position to;

- Apply for membership on line;
- Renew their membership on line;
- Book to attend various events on line;
- Make payments on line;
- Update personal details;
- Access personal financial statement;

Members of the public especially employers will be in a position to check one’s IHRM membership status with the launch of the online portal. Are you ready for the migration? Are your details up to date at the Institute? I encourage each one of you to embrace the digital platform which will enable the Secretariat serve you effectively and efficiently.

III. By – Elections

a) Pursuant to provisions of Section 3 of the Human Resource Management professionals Act, the Coast Region – Mombasa Chapter on Friday 31st March 2017 conducted a by-election for the position of the Chairperson following the resignation of the former Chairperson Ms Rachel A. Okuom.

b) The Nairobi by-election is on and I request all members from the Nairobi/ Central/North Eastern Region to participate and elect their next representative to the National
Council. The notice of a by-election was issued on the 24\textsuperscript{th} April, 2017 by the Returning Officer Mr. Richard O. Randa of Tritek Consulting LTD. The election will take place on 3\textsuperscript{rd} May 2017. All who qualify are encouraged to submit their documents to the Returning Officer.

In line with the IHRM election regulations, a person shall qualify for election as a Council Member if he/she meets the criteria here below:

- Member of the Institute;
- Minimum of ten (10) years working experience in Human Resource, five (5) of which must have been at senior management level;
- Get clearance from Kenya Revenue Authority;
- Higher Education Loans Board (HELB);
- Criminal Investigations Department;
- Credit Reference Bureau and;
- The Ethics and Anti-Corruption Commission.

**IV. Improved communication and conduct on social media**

The Institute has a number of social media sites which have been very active as we endeavor to keep members up to date. I have noted that there is improved conduct and better communication among members on social media. I thank you for adhering to my earlier request to uphold decorum on all social media platforms.

For the few who are yet to appreciate the need to maintain social media etiquette, I urge you to desist from being disrespectful and avoid the use of unprofessional language on matters concerning the Institute and the HR profession. We have channels through which grievances can be channeled and resolved effectively. It should be noted that the IHRM code of conduct applies to HR professionals in all spheres of their lives including personal/private conducts.

**V. Branch Activities**

Regional conventions are took place and your participation is requested. The 1\textsuperscript{st} Nyanza/Western Convention was held at the Shalom Hotel Kisumu on the 23\textsuperscript{rd}-24\textsuperscript{th} March, 2017 and successfully so, attracting 41 participants’ majority from within the region.

Each chapter will host a regional convention on an annual basis. Mombasa Chapter held it Convention during the month February 2017 and that of Nairobi/Central/North Eastern HR Convention shall be in the Month of June 2017.
Plans are at an advanced stage of establishing the Kericho Chapter that will serve IHRM members within Kericho, Bomet and Narok Counties and this will be a subject of my future communication.

- **CPD Activities**

As devolution takes root across the Country, IHRM has not been left behind. With 6 chapters in place and more coming up soon, members will be in a better position to earn CPD credit points. Have you looked at the HR Forums calendar within your region? There are plenty of activities all geared towards giving you an opportunity to earn CPD credit points as you upgrade your own knowledge on HR current trends.

- **Membership Recruitment**

One of the main responsibilities of Chapter Officials and by extension the members of the given chapter include spearheading membership recruitment. I urge all members to encourage HR Professionals within their regions who are not members of the Institute to join. We all must be ambassadors of IHRM.

- **Launch of Branch Network Functionality Audit**

The Institute will soon launch a Branch Network Functionality Audit that will ensure that branches are offering meaningful services to its members and be able to generate periodic reports to the secretariat for monitoring and evaluation. The audit among other things will reflect the population of members in a particular Chapter/ cell, the membership fee contributions of the Chapter and the number of professional activities in the jurisdiction. The ratings of these Chapters will be done on this basis and various awards will be given depending on the ratings in a given Chapter.

- **Dividing Nairobi into cells**

The Institute is considering dividing Nairobi region into cells for better management especially during the quarterly free forums by the Institute. In the last quarter close to 800 members turned up for the evening forum resulting in a logistical nightmare especially due to space.

The cells could for instance be divided based on the traffic; Mombasa Road, Waiyaki Way, Jogoo Road, Ngong Road, Thika Road, CBD and Kajiado town. Once this is finalized, communication will be sent out for readiness to participate.
VI. **Secretariat News**

- **Compliance**

Compliance audits are back and are continuous. You are encouraged to renew your membership, apply for an upgrade and obtain a Practicing Certificate to avoid inconveniences at your workplace.

- **Collaborations**

In the month of March alone we have established significant partnerships which will transform how we operate into the future and the place of IHRM in the Kenyan workplace. We launched the findings of two surveys;

a) The Governance of pension schemes in Kenya in partnership with Enwealth Financial Services and

b) The Job Outlook Survey in collaboration with Corporate Staffing Services.

We have also established working partnerships with:

- The Association of Kenya Insurers;
- Kenya Revenue Authority;
- Public Service Commission;
- Kenya Nuclear Electricity Board;
- Strathmore Business School;

These collaborations are meant to diversify services offered to members and ensure value addition especially in professional development.

- **Visibility**

We are committed to ensuring that IHRM and its activities receive visibility through mainstream media and social media. On social media we have religiously updated members of the various activities we are engaged in.

On the mainstream media we have had various appearances on different TV stations among them; NTV Better Living show, K24 Inside Business and on Print Media. We intend to intensify this visibility as we reach out to our stakeholders and the general public on who IHRM is and what our mandate is.

- **Public Sector (HR Directors’) Breakfast Meeting**

On 15th March 2017 at the Crowne Plaza Hotel, Nairobi, the Institute held the second breakfast meetings with the public sector HR Leaders in Kenya. A total of 57 HR Professionals turned up for the breakfast meeting. During the meeting an executive
update on the implementation of the HRMP Act No. 52 of 2012 was made to the leaders. These are leaders in all Government Departments and are therefore capable of influencing positive change. The forum further offered the Institute an opportunity to gather feedback on key areas of concern from members as well as borrow realistic solutions on offer.

- **Annual HR Congress 17th to 19th of May in Mombasa**

All facilitators meant to make presentations during the 4th Annual HR Congress scheduled for the Coastal City of Mombasa starting on the 17th May to 19th May, 2017 at the PrideInn Paradise Hotel (Shanzu) have confirmed their attendance. Over 100 delegates have so far made their reservation. These three day event awaits you registration and confirmation - book you space now, by writing to hrcongress2017@ihrm.or.ke

ELIJAH SITIMAH  
NATIONAL CHAIRMAN

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