



**HUMAN RESOURCES
MANAGEMENT ASSOCIATION**

The Voice of the HR Profession



Self-Regulating HR in BC

April 2015

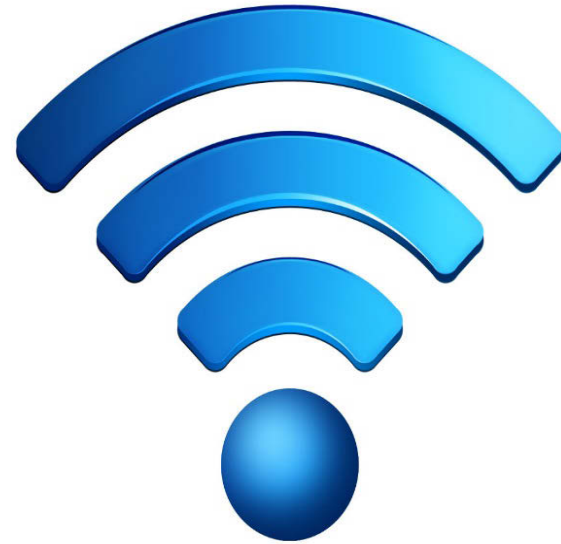


HRMA Strategic Priorities

As the champion of HR matters in BC and the Yukon, HRMA will comprehensively serve the public interest.

- Seek opportunities to work with and influence government
- Obtain self-regulatory status for the profession

Changing Nature of Work



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Implications for Employers

- Managing and mitigating risks
 - Workforces can be geographically diverse
 - Technology blurring work/personal/privacy lines
 - Flexible hours and locations
 - Workplace conduct and harassment issues



Implications for Employers

- Managing complex demographics
- Succession plan for future success
- Compensation and benefit landscape
- Employer/Academic community interactions
- Contingent and temporary workforce

Strong HR Expertise Needed



Panelists

Mykle Ludvigsen

Director of Public Accountability and Engagement
College of Pharmacists of BC

- Senior strategic communications professional
- Previously with the BC College of Teachers
- Experiences working in and for regulatory bodies. As well as the Canadian Mental Health Association and Simon Fraser University. A long-time member of the Canadian Public Relations Society
- SFU and Carleton University in Ottawa.



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Panelists

Natasha Dookie

Deputy Registrar/Directory of Registration, Inquiry and Discipline

College of Registered Nurses of BC

- BC College of Teachers and the Real Estate Council of BC as legal counsel.
- In-house legal counsel for the City of Port Coquitlam, practising in the areas of labour and employment law.
- Previously own law firm

Panelists

Catherine Gordon, CHRP

HR Director, David Suzuki Foundation

- Director of Human Resources and Volunteer Management
- Education in Ancient History and Byzantine Studies
- HR roles in legal charity, tech orgs, BC College of Teachers
- Co-chair of the Vancouver HR Non-Profit Group, HRMA mentor, the SFU Beedie School of Business and Mosaic
- Chapter lead of the Vancouver Mindful Manager Program



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**Mykle Ludvigsen
Natasha Dookie
Catherine Gordon**



Self-Regulation

- Governments regulate activity within society, to ensure public gets the best from its experts
- Exception to be granted this level of trust
- To serve the interests of the public

Public Interest

- Caveat Emptor - Disadvantages result from differences in expertise/knowledge between vendor and buyer
- Public protection where it is difficult for the public to protect themselves
- Standard to entry is best set, monitored and overseen by the members of the profession itself

Tier One Profession

- Governing Body
- Certification, education and training
- Body of Knowledge
- Code of Ethics and Discipline
- Research base
- Independence
- Contribution to Society
- Recognition
- Legal status



Who is regulated in BC

- Currently 65 professions and 237 Trades
- Of the 65 regulated professions:
51 are self-regulated.



Who is self-regulated in BC

Accountant (Certified General)	General Insurance Agent	Physical Therapist
Accountant (Certified Management)	Geoscientists	Physician/Surgeon
Accountant (Chartered)	Insurance Adjustor	Podiatrist
Agrologist	Land Surveyor	Psychologist
Architect	Landscape Architect	Real Estate Agent/Associate/Broker
Biologist (Professional)	Lawyer	Registered Nurse
Biologist (Applied Tech/Biology Tech)	Licensed Practical Nurse	Registered Psychiatric Nurse
Chiropractor	Massage Therapist	Rental Property Manager
Dental Hygienist	Midwife	School Psychologist
Dental Assistant	Music Teachers (Registered)	Social Worker
Dental Technician	Naturopathic Physician	Strata Manager
Dentist	Notary Public	Traditional Chinese Medicine (Acupuncturist)
Denturist	Nurse Practitioner	Traditional Chinese Medicine (Doctor)
Dietitian, Registered	Occupational Therapist (First Aider)	Traditional Chinese Medicine (Herbalist)
Engineer	Optician	Traditional Chinese Medicine (Practitioner)
Forester	Optometrist	Veterinarian
Forest Technologist	Pharmacist	Motor Vehicle Salesperson



Levels of Self-Regulation

Registration: list on a sanctioned registry

Certification: exclusive use of a title after meeting pre-determined requirements

Licensure: most restrictive, *license* to practice after meeting pre-determined requirements



WIIFM

- Professionalization and credibility
- Standards of Practice/Code of Ethics
- Financial rewards
- Greater profession autonomy and control
- Title protection for the CHRP



Compelling Reasons

A Service/Profession should be regulated:

- Where the public cannot protect themselves
- To reduce costly controls
- Minimize harm
- Ensure *information asymmetry* is handled with care



Compelling Reasons

Legislation is required to ensure consistent, qualified and ethical treatment of BC's workforce, so that we remain a vibrant society able to respond to and influence the ever evolving work/life landscape



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Implications

- HRMA can revoke my designation?
- Will HRMA have to make changes?
- What if I don't have my CHRP?



Timeline

Member Awareness

Jan - June 2015

- Research other SR professions
- Engage membership
- Identify champions
- Member feedback - WIIFM
- Address concerns

Stakeholder Outreach/Support

Mar - Dec 2015

- Identify key organizations
- Develop relationships
- Present case
- Seek support
- Identify potential resistance

Government Outreach

Jan - Dec 2015

- Identify key elected officials
- Develop relationships
- Present case
- Seek support
- Identify potential resistance

Regulatory Documentation

June to Dec 2015

- Revise code of ethics
- Develop key points for legislation
- Develop key position papers

Submission to Government

early 2016

- Identify bill supporter
- Answer questions from Provincial Government



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