


Professional Standards Committee – Terms of Reference

Approved by the Board of Directors: 

Date: June 20, 2013

Mandate and Purpose

The Professional Standards Committee exists to review and make recommendations to the Board on matters relating to certification, recertification, award criteria and process, FCHRP process and criteria and professional partnerships (e.g. universities).

Responsibilities

- ❖ Monitor trends and changes in certification and recertification standards throughout Canada;
- ❖ Develop an analysis for consideration by the board regarding Manitoba positions on professional standards issues for communication at CCHRA meetings;
- ❖ Identify options for improvements in Manitoba's current certification and recertification processes and present those options to the Board of Directors for their consideration;
- ❖ Highlight learning and development trends (i.e. thought leadership in HR). Present those trends to the CEO for his or her information;
- ❖ Review current awards, criteria and processes: make recommendations to the board;
- ❖ Research current practices in other provinces for awarding FCHRP designations; recommend criteria and process for consideration by the Board; and
- ❖ Make recommendations to the board on professional development partnerships (i.e. universities).

Composition

Chair: CHRP Board member appointed by the Board.

Committee: Membership will include CHRP board members and CHRP association members. The members are appointed by the board on recommendation of the Nominating Committee.

Frequency of Meetings

Conflict of Interest

A conflict exists at any time when an individual's judgement is impaired due to other factors. It is the responsibility of the individual to self-declare any potential conflicts. The potential for real and perceived conflict of interest exists in not only the Board, but with members who participate on committees. This policy applies to both board and committee members.

- Board and Committee Members must avoid conflict of interest with respect to their responsibility:
 - There must be no self-dealing or any conduct of private business or personal services between any Board member and the Association except as procedurally controlled to assure openness, competitive opportunity and equal access to "inside" information.
 - When the Board or a Committee is to decide on an issue, about which a member has an unavoidable conflict of interest, that member shall absent her or him without comment from not only the vote, but the deliberation as well.
 - Board Members must not use their positions to obtain employment for them, family members, or close associates. Should a member desire employment, he or she must first resign.
 - Members will annually disclose their involvements with other organizations, with vendors, or any other associations which might produce a conflict.
 - Any Board member or Committee member serving on an awards committee or any Board member where the Board is making the selection must remove themselves from the deliberation and the decision when the potential nominee or recipient is:
 - The owner, employer or the employee of the board or committee member;
 - A work colleague of the board or committee member;
 - A family member of the board or committee member; and
 - Any other situation identified by the Board or Committee where an individual's objectivity may be impaired.
 - The above would apply in the following situations:
 - Choosing speakers
 - Awarding contracts/choosing service providers
 - Selecting award recipients
 - Member discipline, accreditation and assessment
 - Creating strategic partnerships

- It is incumbent on an individual board member or committee member to remove him or herself from any discussion and decision when he or she feels that objectivity is impaired; and
- Should it be unclear as to whether a real or perceived conflict of interest exists, the decision will be made by vote of the Board or Committee.