

The value to your business of hiring CIPD professional members into your HR team

An employer's guide to CIPD membership



Recruiting a professional CIPD member into your HR team can provide the reassurance that you are taking on somebody who is prepared to demonstrate their commitment to the profession, has the right level of skills and experience and is committed to an ethical approach to business.

CIPD membership demonstrates an individual's professional credibility and experience. It is an assurance that they have attained a certifiable standard of knowledge and capability, are bound by a professional code of conduct, and are current with the latest thinking in HR. CIPD membership also ensures your existing HR staff bring invaluable benefits to your organisation.



About the CIPD

The CIPD, the UK's professional body for HR, people management and work-based learning, has 140,000 members. The CIPD is the only professional HR institute in the world that awards chartered status to its members. More than a third of CIPD members are chartered and 17 per cent hold senior Executive positions.

Who are CIPD members? **The CIPD has three professional grades of membership:**

ASSOCIATE MEMBER This is a non-chartered professional grade and is the level at which most members come into professional CIPD membership. Associate members are HR and learning and development practitioners. They typically provide professional advice to managers across a business and deliver activities within the HR plan. Associate members are expected to have an awareness of the different areas of HR and experience in one or two specialisms. To be awarded associate membership, an individual needs to demonstrate sustained performance over a period of six months to a year. Nearly eight out of 10 CIPD associate members work for organisations with more than 250 employees. 30 per cent of associate members hold management positions.

"I can safely say that professional membership of the CIPD has facilitated my career and opened doors to opportunities" (Sefi Osho, senior HR advisor, Thurrock Council)

CHARTERED MEMBER Chartered membership recognises further professional development and is backed by a Level 7 qualification or Experience Assessment. There are 40,000 CIPD members at this chartered grade. They usually work as a specialist (such as reward, learning & development or resourcing) or as a generalist managing and developing HR projects. They provide a consultancy service to managers, using their generalist or specialist HR expertise to coach and influence. They have the authority to drive and deliver HR change within organisations. Chartered members actively plan their continuing professional development, and apply best practice within their organisations.

They keep up to date with industry trends and use their insights to solve business problems.

"Being a chartered member gives me credibility. Something to be proud of"
(Emma Vernon, HR business partner, APM group)

CHARTERED FELLOW This grade recognises professional members at the pinnacle of their careers in terms of experience and seniority and operating at a strategic level within their organisations. 14,500 members have currently achieved this status. Chartered Fellows are role models for the profession. They lead their organisations' HR strategy and promote continuing professional development. Chartered fellows are senior HR leaders. Whether from a specialist or generalist background, they help executive teams or the board interpret business strategy and ensure successful delivery of integrated HR plans.

"As a Chartered Fellow, my own employer sees me as a trusted strategic adviser"
(Derren Young, global head of learning, Universal Music)

Continuing Professional Development

One of the professional requirements of CIPD membership is that members commit to continuing professional development (CPD). The CIPD recommends that members keep a record of their learning over the previous 12 months and set objectives for the coming year. CPD can involve attending training courses, implementing projects, reading articles in business publications and listening to TED talks and podcasts.

- **CPD benefits practitioners and also the organisations they work for.**
- **CPD adds value by helping members to consciously apply learning to their role and their organisation's business needs.**
- **It promotes employee development, leading to better morale and motivation and an enhanced image for the organisation.**
- **CPD can also be used in appraisals and is a good tool to enable employees to focus on their achievements throughout the year.**

The CIPD offers its members access to a number of tools and diagnostics for monitoring and guiding their professional development.

Professional behaviour

All CIPD members are required to commit to a code of professional conduct that sets out standards of behaviour. These obligations are grouped into principles around professional competence, ethical integrity, representation of the profession and stewardship. The CIPD takes potential breaches of the code very seriously.

- **Complaints that a CIPD member has violated the code will be investigated by a panel of members.**
- **If the complaint is upheld, a range of sanctions can be applied, from advising on future conduct to expulsion from CIPD membership.**
- **Employers of CIPD members can rest assured that their staff will be held accountable for their actions.**

A source of knowledge

CIPD membership also provides exclusive access to a range of resources that enable practitioners to carry out their roles and / or studies efficiently and knowledgeably. These include:

- **Survey reports, factsheets, policy reports and podcasts.**
- **Access to all the latest thinking and thought leadership through CIPD's leading research**
- **Weekly update newsletters**
- **An exhaustive range of topics from employment law, data protection and parental rights to corporate strategy and organisational development.**
- **Access to webinars and international and EU reports.**
- **A helpline for members to ask about employment law and whistleblowing queries.**
- **Discounts on conferences, on subjects such as managing talent and engaging employers.**
- **Face to face and social media networking events.**
- **Every edition of *People Management* magazine.**
- **A monthly 'in a nutshell' email round-up of the latest thinking in HR.**

The Government of the UK regularly consults the CIPD for feedback from members on matters of policy. The CIPD carries out independent research and shapes the future of work.

With the current barrage of corporate scandals and mal-practice it is vital that employers can trust the integrity of their employees. The CIPD is a registered charity and independent-thinking organisation. Its Royal Charter enshrines its purpose of promoting the art and science of human resources management for the public good. CIPD members whilst operating within their own moral code also demonstrate through their membership that they are prepared to stand up and be counted and to be role models for the profession.

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