

Table of Concordance | By-law Revisions | Annual Meeting 2024

Section	Old Version	New Version	Rationale
HRPA General By-Laws			
1.01 Definitions	1.01 Definitions	The Definitions were rearranged to align alphabetically.	Alphabetized to simplify utility.
3.01	<p>3.01 Obligation of Members, Students and Firms to Abide and Attest.</p> <p>All Members, Students, and Firms shall as a condition of initial registration with HRP A and as a condition of any subsequent renewal of registration with HRP A agree to abide by the Act, the By-laws, of the Association, the HRP A Rules of Professional Conduct, and any other professional guidance issued or amended from time to time by the Association.</p> <p>This agreement shall be in the form of a written attestation using the form prescribed for that purpose.</p>	<p>3.01 Obligation of Members, Students and Firms to Abide and Attest.</p> <p>All Members, Students, and Firms shall as a condition of initial registration with HRP A and as a condition of any subsequent renewal of registration with HRP A agree to abide by the Act, the By-laws, of the Association, the HRP A Rules of Professional Conduct, and any other professional guidance issued or amended from time to time by the Association.</p> <p>This agreement shall be in the form of a written attestation using the form prescribed for that purpose.</p>	Removing unnecessary reference to “of the Association.”
4.03 25.01	<p>4.03 Notice of Board Meetings</p> <p>Notice of Board meetings shall be given to each Director by one of the following methods: by telephone, facsimile, email or other electronic method not less than two Days before the meeting is to take place; or</p>	<p>4.03 Notice of Board Meetings</p> <p>Notice of Board meetings shall be given to each Director by one of the following methods: by telephone, facsimile, email or other electronic method not less than two Days before the meeting is to take place; or</p>	The HRP A no longer uses facsimile for Board Notice. This change applies to both sections 4.03 and 25.01.
5.13	<p>5.13 Removal of Directors</p> <p>A Director or a Non-Member Director may be removed from office where the Director has failed to live up to their duties under the Act or the By-laws or has been found to be in violation of the Board’s Code of Conduct pursuant to the processes set out in Section 6</p>	<p>5.13 Removal of Directors</p> <p>A Director or a Non-Member Director may be removed from office where the Director has failed to live up to their duties under the Act or the By-laws or has been found to be in violation of the Board’s Code of Conduct pursuant to the processes set out in Section 6</p>	Definition of “Director” already includes Non-Member Director.
7.03 Step 5	<p>Step 5 Voting Procedures:</p> <p>Board Directors will be asked to write down their choice for Chair and submit their choice to the Chair of the Board.</p>	<p>Step 5 Voting Procedures:</p> <p>Board Directors will be asked to write down their choice for Chair and submit their choice to the Chair of the Board. If the Chair is seeking</p>	Clarification on voting procedures if the Chair were to seek renewal.

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		renewal, votes will be submitted to the Secretary.	
7.09	N/A	7.09 Acting Registrar Despite Section 7.10, the Board may appoint a member of the Board or another person to be an Acting Registrar for an initial term not to exceed twelve months with the option to extend the initial term for a further period not to exceed twelve months. The Acting Registrar shall perform the functions assigned to the Registrar by the Act, the By-laws, and the Board.	Where an immediate internal candidate is not available or identified the Board may appoint a Board member or another person to be an Acting Registrar for a period of time until a Registrar who is not a member of the Board is selected.
16.03	16.03 Annual Confirmation As part of the annual renewal process, Members and Students are required to indicate whether any of the reportable events set out in Section 16.01 have occurred since the last renewal cycle. Members and Students must complete the annual confirmation even if they have previously notified the Registrar of the occurrence of one or more of the reportable events under Section 16.01. The Member and Student must make all relevant disclosures as set out in Section 16.02 above, unless these disclosures were previously made to the Registrar.	16.03 Annual Confirmation. As part of the annual renewal process, Members and Students are required to: (a) indicate whether any of the reportable events set out in section 16.01 have occurred since the last renewal cycle; (b) indicate whether they have been involved in a circumstance or engaged in an action that could reasonably lead to a belief that the Member or Student may lack the knowledge, skill, judgment, or willingness to practise ethically and with integrity; and (c) honestly answer any other reasonable questions deemed necessary to ensure the protection of the public interest. Members and Students must complete the annual confirmation even if they have previously notified the Registrar of the occurrence of one or more of the reportable events under Section 16.01. The Member and Student must make all relevant disclosures as set out in Section 16.02 above, unless these disclosures were previously made to the Registrar.	Modified to reflect current renewal practice and include flexibility for any future questions.

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23.01	<p>23.01 Structure</p> <p>The Membership of the Association will be divided into Chapters as follows:</p> <ol style="list-style-type: none"> 1. Barrie & District 2. Durham 3. Chatham-Kent 4. Grand Valley 5. Guelph & District 6. Halton 7. Hamilton 8. London & District 9. Niagara 10. North Bay 11. Northern Ontario 12. Ottawa & District 13. Peel 14. Peterborough 15. Quinte 16. Sarnia & District 17. Sudbury 18. Thousand Islands 19. Toronto 20. West Toronto 21. Windsor & District <p>Chapter boundaries will be defined by the geographical areas as defined by the Registrar.</p>	<p>23.01 Structure</p> <p>The Membership of the Association will be divided into Regional Chapters in accordance with the <i>Registered Human Resources Professional Act, 2013</i>.</p>	<p>Optimized structure and simplified governance. With Vision 2027, we aim to drive collaboration, impact, and success. Our focus is on enhancing the member experience with new products and services, while optimizing resources for greater value. Through reimagining the chapter structure, we aim to deepen connectivity, innovate with modern technology, and provide high-quality experiences for our members.</p> <p>Restructuring our Chapters was a carefully considered decision. HRP A conducted thorough analyses of Chapter engagement and member experience, including 12 Focus Group discussions with diverse members. Data was reviewed by the Chapter Redesign Working Group (CRWG), consisting of 9 dedicated volunteers, to establish a plan for optimizing the Chapter structure. Ultimately, with support from our CRWG and Focus Group members, HRP A decided that moving to a 7 Chapter model would optimize the resources available to provide the best overall member experience. To maintain accessibility for members to attend in-person programs, events will rotate in location within the new regions. In addition, Chapter events starting in December 2024 will be offered in a hybrid format to ensure accessibility.</p>
23.07	<p>23.07 Association Rights</p> <p>Upon written application of 25 Members with voting privileges who request the establishment</p>	Removed	<p>The Chapter Operating Terms may consider the Associations rights and application process in the future. This will</p>

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	of a new Chapter, the Board may by By-law approve such establishment provided the application fulfills such criteria as may be set out in the By-law.		remain within the sole discretion of the Board as part of its oversight accountability.
23.09	23.07 Dissolve or Amalgamate Chapter	Removed.	Within the oversight authority of the Governance and Nominating Committee.
23.11 23.13	Chapter Board(s)	Chapter Board Council(s)	Nomenclature changes in these sections to differentiate from the HRPB Board of Directors.
HRPA BY-LAWS SCHEDULE 3 CHAPTER OPERATING TERMS			
Schedule 3	Schedule 3 Chapter Governance and Operating Terms	Schedule 3 (NEW FILE) Chapter Operating Terms	<p>The HRPB conducted a deep internal analysis of the Chapter experience and the uptake from members. The HRPB reviewed engagement data, worked closely with a Chapter Redesign working group comprised of 9 Chapter Leaders and members, and held 12 focus group discussions. Findings demonstrated that operations could be optimized by reallocating resources to other areas to improve the overall member experience.</p> <p>An external analysis showed that of the 58 regulatory bodies and professional associations in Ontario, only 8 maintained a Chapter structure. HRPB feels strongly that maintaining a Chapter structure is a crucial part of our member experience, however, we cannot sustain the existing Chapter structure while also looking to improve other areas of the overall member experience. Ultimately, with support from our Chapter Redesign Working Group and Focus Group members, HRPB decided that moving to a 7 Chapter model would optimize the resources available to provide the best overall member experience.</p> <p>In the fall, Member and Students will receive notice of their new local Chapter. Chapters are reflective of Ontario's geographic regions: Central, Central West, Central East, Northeast, Northern, Western and Southwest.</p>
HRPA BY-LAW SCHEDULE 5 HRPB REEGLATORY COMMITTEE TERMS OF REFERENCE			
Schedule 5	<p>Schedule 5 Section Panel Constitution Academic Standard Committee</p> <p>A panel shall consist of three members of the Academic Standards Committee. When a decision is to be made about coursework at the degree level, two of the three panel members shall have knowledge of and experience with degree-level coursework. When a decision is to be made about coursework at the certificate, diploma, advanced diploma, or post-diploma</p>	<p>Schedule 5 Section Panel Constitution Academic Standards Committee</p> <p>A panel shall consist of three members of the Academic Standards Committee. When a decision is to be made about coursework at the degree level, two of the three panel members shall have knowledge of and experience with degree-level coursework. When a decision is to be made about coursework at the certificate, diploma, advanced diploma, or post-diploma</p>	<p>In 2022 a decision was made to combine the Diploma Academic Standards Committee and the Degree Academic Standards Committee into a single Academic Standards Committee. The Terms of Reference have been adjusted to align with that change.</p>

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	<p>certificate levels, two out of the three panel members shall have knowledge of and experience with coursework at the certificate, diploma, advanced diploma, or post-diploma certificate levels.</p>	<p>certificate levels, two out of the three panel members shall have knowledge of and experience with coursework at the certificate, diploma, advanced diploma, or post-diploma certificate levels.</p>	