

HR is now a Self-Regulated Profession in Saskatchewan

CPHR
Saskatchewan



CPHR Saskatchewan is thrilled to announce that the Government of Saskatchewan passed Bill 19 – The Chartered Professionals in Human Resources Act, formally granting CPHR Saskatchewan the public protection mandate for the members of CPHR Saskatchewan.



Gary Mearns, CPHR
Chair Self-Regulation Committee
Past Board Chair
CPHR Saskatchewan

“The self-regulation of CPHR members provides employers with the confidence that the HR practitioners they rely on for business success are upholding the highest standards of ethics and professional practice in the province. For employees, it means that they can expect the best in HR practice, supporting them in their workplace and in their careers.”



Nicole Norton Scott, CPHR
CEO/Registrar
CPHR Saskatchewan

“The Association has been preparing for this public protection mandate for years. For our members this legitimizes the HR expertise and leadership they provide to business. If we have learned anything over these past months, it is the incredible value strong HR systems and practice bring to employers and employees.”

Saskatchewan is the first Province outside of Ontario and Quebec to recognize a self-regulating body for HR professionals. It is a process that has involved a great deal of diligence and the support of many stakeholders including:

- **Saskatchewan’s Business Community**- strong business leaders like Scott Banda, CEO Federated Co-operatives Limited and Eric Dillon, CEO Conexus Credit Union, and the Chambers of Commerce
- **HR Post-secondary institutions**, whose curricula is now aligned with the CPHR Competency Framework and CPHR designation requirements.

- **Past and present volunteer Board Members** who have personally contributed hundreds of hours to advancing the HR profession and the Self-regulation process.
- **CPHR Saskatchewan Members** who are committed to their profession.

We are tremendously grateful for their support and for the business community's everyday leadership in recognizing that people are the core of any meaningful business strategy.

What does Bill 19 Mean?

- CPHR Saskatchewan has been granted a public protection mandate and the association is prepared with the standards of professional practice, code of ethics and complaints and disciplinary structure.
- Public, employers and employees can be confident that HR practitioners in Saskatchewan workplaces are held to the highest standards through a Code of Ethics and Standards of Professional Practice.
- The HR profession and CPHR designation becomes stronger.
- CPHR Members now have the legal authority and the responsibility to uphold the national standards in workplaces, as does a CPA or an Engineer.

What does Bill 19 NOT Mean?

- HR practitioners are not required to become members or CPHRs.
- Employers are not required to hire CPHRs.



A strong, vibrant, and professional Human Resources profession is in the interests of the Saskatchewan public. For more information on self-regulation, visit <https://www.cphrsk.ca> to view the **Public Interest** tab. If you have any questions please reach out to Nicole Norton Scott, CEO/Registrar at nnortonscott@cphrsk.ca.