

IHRM E-SHOT



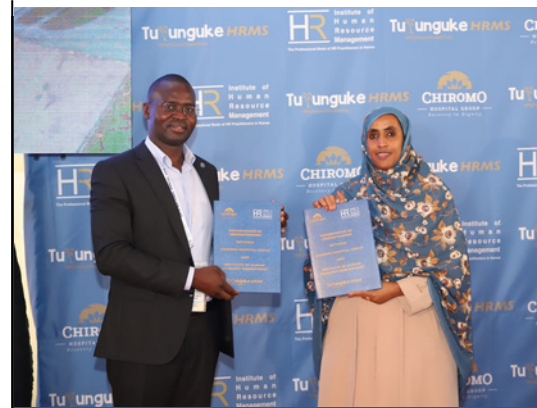
Employee Wellness Summit

The Employee Wellness Summit commenced on 21st – 24th February, 2023, at the Travellers Beach Hotel Mombasa themed: Employee Wellness Reinvented; Harnessing the Power of a Fit Workforce

Employee wellness has become an increasingly important issue in Kenya in recent years, but there is still much work to be done to improve the status of employee wellness in the country.

HR professionals, therefore, play a crucial role in promoting employee wellness in the workplace. It does not have to cost money, with innovation and the commitment to improve our places of work any organisation can kick off this journey.

As an Institute we will continue playing a leading role in creating awareness and enhancing the capacity of HR professionals as they enable organizations to take care of their people and the nation at large.



IHRM has partnered with the Chiromo Hospital Group to raise awareness of mental well-being at the workplace and to equip HR professionals with the necessary skill for early detection and care as the custodians of people in their organizations. Through this partnership, IHRM Members can access a free session at any Chiromo Hospital Group center or virtually and get subsequent sessions at a discounted rate. Members can also take self-assessment tools on the IHRM website to test for burnout, stress, and depression among others, and access support online.

<https://ihrm.or.ke/chiromo-ihrm-tools/>



UPCOMING CPD EVENTS

This March we have a showcase of CPD Programmes going on! We are exciting to announce the following events:



HUMAN PERFORMANCE IMPROVEMENT (HPI)

Take aways

- HPI for your business
- Discovering and analyzing Human Performance gaps
- Planning for Improvements in Human Performance
- Implement appropriate human performance improvements
- Evaluation of human performance
- Designing Human Performance tools
- Building High Performance Teams
- Identifying a good HR solution

Date: March 2nd & 3rd, 2023
Venue: Nairobi
Investment: KShs.30,000(Exclusive VAT)

KCB BANK A/C: 1203884745 | ABSA BANK: 1498910 | PAYBILL: 355050 ACC: PERFORMANCE

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4TH WOMEN IN HR CONVENTION

Theme: TOWARDS WHOLENESS; EMBRACE EQUITY

8TH - 10TH MARCH | SAROVA WHITESANDS, MOMBASA

PHYSICAL ATTENDANCE: KES. 30,000 EXCLUSIVE VAT
VIRTUAL ATTENDANCE: KES. 20,000 EXCLUSIVE VAT

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2ND national HR DIALOGUE

29TH - 31ST MARCH 2023

Physical -Kshs. 50,000(Exclusive VAT)
Online- Kshs. 15,000(Exclusive VAT)

Venue: Mombasa

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DIVERSITY & INCLUSION AT THE WORKPLACE

Take aways

- Diversity Versus Inclusion
- Unconscious Bias in the Society-Culture
- Unconscious Bias in the Workplace
- Designing D&I Policy and Procedure Framework
- Obstacles of Effective Diversity Management

Date: March 23rd & 24th, 2023
Venue: Nairobi
Investment: KShs.30,000(Exclusive VAT)

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TAX & COMPLIANCE FOR HR PRACTITIONERS & PAYROLL

Take aways

- Personal Tax, including expatriate tax,
- Tax planning & tax crimes for HR practitioners
- Understanding financial reports and the road to Financial reports

Date: April 25th - 28th, 2023
Venue: Nakuru
Investment: KShs.62,000(Exclusive VAT)

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KENYA LABOUR LAWS & INDUSTRIAL RELATIONS

Topical Areas

- Employment Act
- Labour Relations Act
- Labour Institutions Act
- Work Injury Benefits Act
- Occupational Safety and Health Act
- Industrial Training Act

Date: April 24th - 28th, 2023
Venue: Nakuru
Investment: KShs.65,000(Exclusive VAT)

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ANNUAL NYANZA/WESTERN HR CONVENTION

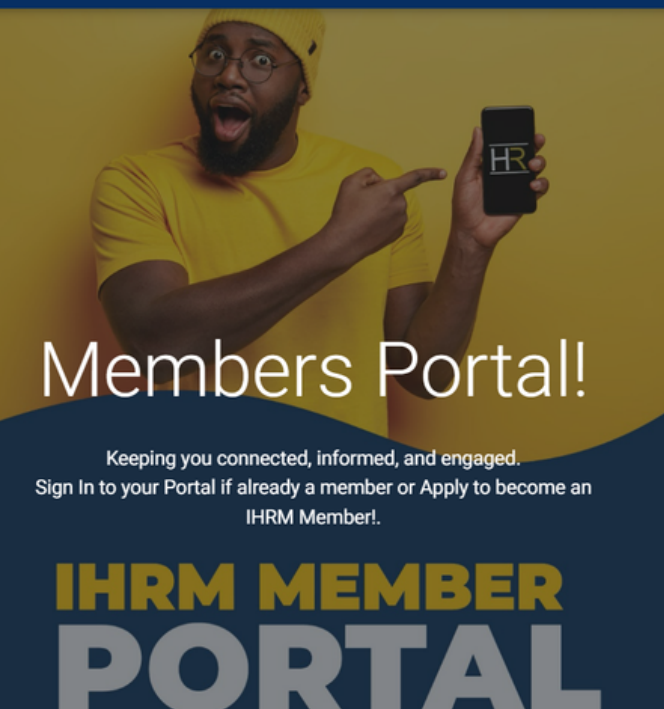
Date: April 24th - 28th, 2023
Venue: Nakuru
Investment: KShs.45,000(Exclusive VAT)

KCB BANK A/C: 1203884745 | ABSA BANK: 1498910 | PAYBILL: 355050 ACC: NYANZA

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THE NEW LOOK OF MEMBER PORTAL

The Institute of Human Resource Management(IHRM) launched a new Member Portal which is interactive and user friendly.



The portal will allow Members to update their records, navigate and access IHRM Services, update their CPD Activities, make payments, post and access available job opportunities among others.

Click here to login: <https://members.ihrm.or.ke/signin>

AGM MEETING



The Institute of Human Resource Management successfully hosted the 2nd Annual General Meeting (AGM) at Kenyatta International Convention Centre on Friday 10th February 2023



A Group photo of Delegates during a training on Applied Human Capital Modelling and HR Analytics hosted in partnership with Human Resource Managers' Association Of Uganda HRMAU at Méstil Hotel & Residences in Kampala, Uganda on Wednesday 8th February 2023



CHRP Exam Results

The Human Resource Management Professionals Examinations Board (HRMPEB) on Wednesday, On 26th July, 2022, released the 12th Certified Human Resource Professional (CHRP) June 2022 examinations results.

A total of 1,309 candidates were examined under the Old CHRP Curriculum and the Revised CHRP Curriculum. Male candidates were 271 (20.70%) while female candidates were 1038.



Institute of Human Resource Management
The Professional Body of HR Practitioners in Kenya

DID YOU KNOW?

*IHRM Membership runs on a calendar year
i.e January - December.*


You need 10 CPD Points to renew your Membership



Prism Towers, 24th Floor,
3rd Ngong Avenue,
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The Professional Body of HR Practitioners in Kenya

COMPLIANCE WITH THE HUMAN RESOURCE MANAGEMENT PROFESSIONALS ACT, NO. 52 OF 2012

The Institute of Human Resource Management (IHRM) is a Statutory Professional Body established under the Human Resource Management Professionals (HRMP) Act, No. 52 of 2012. Its mandate is to regulate the Human Resource (HR) profession in Kenya, and enhance competencies and capabilities while supporting innovative and transformative HR practices and standards.

The IHRM is also mandated to register as members all persons who meet the required professional and ethical standards and to enforce compliance with the HRMP Act and related rights for its licensed HR practitioners.

The IHRM wish to notify the public that all persons eligible to be registered/licensed under the HRMP Act are required to comply with Sections 19 (1), 22, 23 and 29 (1) of the Act. Section 29(1) of the Act provides "No person shall practice as a human resource management professional unless the person has been issued with a valid practising certificate."

Rule 7 of the Human Resource Management Professionals (Registration and Training) Regulations, 2015 requires any person "who.... performs human resource management duties and responsibilities in an organization" to obtain a valid practicing certificate.

Take notice that under Section 41 of the HRMP Act a person who, though eligible to be registered or licensed under the Act, is not so registered or licensed but practices as such, commits an offense and shall be liable on conviction to a fine not exceeding two hundred thousand shillings, or to imprisonment for a term not exceeding two years, or to both.

Notice is also given to all employers who intend to employ foreign Human Resource Practitioners within the Republic of Kenya that part of the requirements for a Class D work permit, at the Directorate of Immigration Services, is clearance with the IHRM for HR Professionals. In addition, all our registered and licensed members should note that they are required to renew their 2023 Membership to be in good standing and therefore able to carry on their practice

For any clarifications please contact the undersigned.

CHRP QURESHA ABDULLAHI
EXECUTIVE DIRECTOR.

Contact Us!

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STAKEHOLDERS ENGAGEMENT



IHRM-SIGHT SAVERS PARTNERSHIP

The Executive Director CHRP Quresha Abdullahi and Ms. Irene Kimacia – Head of Corporate Affairs and Communication hosted Mr. Moses Chege, Country Director and Mr. Simon Brown, Global Technical Lead Economic Empowerment from Sightsavers on Tuesday 31st January 2023.

REVENUE ALLOCATION COMMISSION

Newly appointed Commissioners at the Commission on Revenue Allocation Commissioner Fatuma Gedi, Commissioner Ben Mwasia and Commissioner Isabel waiyaki paid a courtesy call to the Executive Director CHRP Quresha Abdullahi at IHRM Offices Prism Towers on Monday 6th February 2023.



AGRICULTURAL EMPLOYER'S ASSOCIATION

On Tuesday 14th February, 2023, The Executive Director CHRP Quresha Abdullahi and Legal Officer Mr. Edwin Musila Met Mr. Wesley Siele Chief Executive Officer, Agricultural Employers Association (AEA) and Ms. Margaret Mbutia Assistant Manager PR & Training paid a courtesy call to the Institute to review the ongoing partnership which has had significant impact on Compliance and capacity building within the sector. The MoU between IHRM and AEA has provided a platform of reaching thousands of employees promoting best HR practices across allied sectors.

STAKEHOLDERS ENGAGEMENT



The Executive Director CHRP Quresha Abdullahi together with Esther Katiba in an event that brought together HR Professionals from different sectors to discuss the Role of HR and the Implementation of NSSF Act 2013 on Tuesday 14th February 2023.



IHRM hosted Dr. Selina Ambe, Ph.D. a Senior HR Professional and author of The Human Resource Management Scope on Monday 23rd January 2023.

You can directly Purchase her book by clicking the link below

<https://nuriakenya.com/.../the-human-resource-management.../>

IHRM was part of the International Customs Day 2023 celebrations hosted by the Kenya Revenue Authority which took place on Thursday 26th January 2023.



HRM Magazine

FEB. 2023 ISSUE

A Publication of the Institute of Human Resource Management

● How to set
**PURPOSE-DRIVEN
GOALS** for the
new year

● **MENTAL
HEALTH**
A recipe to employee
wellness and empowerment

**WORLD
CUP FEVER**
Lessons from the 2022
World Cup



HR IN 2023

ENABLING BRANDS TO THRIVE AND ACHIEVE THEIR GOALS

EXCLUSIVE: CHRP ODERO PHILIP DALMAS
NATIONAL CHAIRMAN, IHRM

Click the link below: <https://magazine.ihrm.or.ke/>
to enjoy informative and educative pieces

HR body condemns sexual harassment

by George Kebaso
@Morarak

The Institute of Human Resource Management (IHRM) has waded into a trending conversation around the sexual harassment allegations within the tea sector in Kenya following a BBC expose.

Now the Institute says any form of sexual harassment in workplaces should be condemned and called on employers to stamp it out. "As an institution we strongly condemn any form of sexual harassment at

the workplace and welcome the move to further investigate the allegations and that action is taken against those found culpable," the institute announced yesterday.

The institute's Executive Director, Quresha Abdullahi (pictured) said that sexual harassment is a serious violation of human rights that should not be tolerated in any workplace, and welcomed the move by the office of the Director of Public Prosecution to have the matter investigated. "We urge the Government to enforce existing laws and regulations that protect

employees from sexual harassment and to ensure that those who commit such acts are held accountable for their actions," Abdullahi stated.

She said all employees and job seekers have the right to work in an environment that is free from harassment, intimidation, and discrimination.

In the expose - that aired early this week - more than 70 women employed in two tea farms, owned for years by two British companies, told the BBC reporters that they had been sexually abused by their supervisors.



<https://www.the-star.co.ke/news/realtime/2023-02-23-ihrm-breaks-silence-after-bbc-tea-firms-sexual-expos/?fbclid=IwAR0UWrPfiutZbrHOMCPXsfErNMnN9iBc0GpGN6x94wxRGI5Wfk3X5n90IZA>

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TODAY'S E-PAPER

MORE

PHILIP ODERO: Employers must prioritise health and well-being of workforce

We must also provide access to affordable quality healthcare

In Summary

- We need a comprehensive and integrated approach that addresses the physical, mental, and emotional needs of our employees.
- This includes policies and programs that promote healthy lifestyles, mental health support, and work-life integration.



CHRP Odera Philip Dalmaz, the National Chairman Institute of Human Resource Management. He spoke during the employers wellness summit in Mombasa.

Read The E-Paper

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<https://www.the-star.co.ke/opinion/star-blogs/2023-02-21-philip-odero-employers-must-prioritise-health-and-well-being-of-workforce/?fbclid=IwAR0UWrPfiutZbrHOMCPXsfErNMnN9iBc0GpGN6x94wxRGI5Wfk3X5n90IZA>

QUOTE OF THE DAY

***"Don't let the fear
of losing be greater
than the excitement
of winning."***

-Robert Kiyosaki



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Human
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Management

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