



HUMAN RESOURCE MANAGEMENT PROFESSIONALS ACT, 2026

**HUMAN RESOURCE MANAGEMENT PROFESSIONALS (GOVERNANCE,
ELECTIONS AND MEETINGS) REGULATIONS, 2026**

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HUMAN RESOURCE MANAGEMENT PROFESSIONALS ACT, 2026

IN EXERCISE of the powers conferred by sections 10, 11, 39, 40, 41 and 49 of the Human Resource Management Professionals Act, 2025, the Cabinet Secretary makes the following Regulations—

**HUMAN RESOURCE MANAGEMENT PROFESSIONALS (GOVERNANCE,
ELECTIONS AND MEETINGS) REGULATIONS, 2026**

PART I—PRELIMINARY PROVISIONS	
Citation..	1. These Regulations may be cited as the Human Resource Management Professionals (Governance, Elections and Meetings) Regulations, 2026.
Interpretation.	2. In these Regulations, unless the context otherwise requires— “Act” means the Human Resource Management Professionals Act, 2025; “Council” means the Council of the Institute established under section 10 of the Act; “election” means the process of electing the Chairperson and elected members of the Council in accordance with the Act and these Regulations; “general meeting” means a meeting of the Institute convened under sections 39 or 40 of the Act; “member in good standing” means a member who—

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	<ul style="list-style-type: none"> (a) has paid all prescribed subscriptions and regulatory fees; (b) has complied with continuing professional development requirements; (c) is not under suspension or disciplinary sanction; and (d) is eligible to exercise membership rights under the Act and regulations; <p>“Returning Officer” means a person appointed under regulation 29 to conduct elections.</p>
Application.	<p>3. These Regulations shall apply to—</p> <ul style="list-style-type: none"> (a) governance of the Council; (b) elections of the Chairperson and elected members of the Council; and (c) convening and conduct of meetings of the Institute.
PART II— GOVERNANCE OF THE COUNCIL	
Assumption of office.	<p>4. (1) A person elected or appointed to the Council shall assume office only after—</p> <ul style="list-style-type: none"> (a) executing a declaration of compliance with the Act and these Regulations; (b) disclosing any actual or potential conflict of interest; (c) taking an oath or affirmation administered by the Chief Executive Officer.
	<p>(2) The declaration of compliance shall include confirmation that the member—</p> <ul style="list-style-type: none"> (a) meets the eligibility requirements under the Act; (b) is a member in good standing; and (c) undertakes to uphold fiduciary responsibilities.

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	(3) The assumption of office shall be recorded in the minutes of the Council.
Duties and Responsibilities of Council Members	<p>5. A Council member shall—</p> <p>(a) act in good faith and in the best interests of the Institute;</p> <p>(b) exercise independent and objective judgment in decision-making;</p> <p>(c) promote the objects and functions of the Institute;</p> <p>(d) ensure prudent management of resources of the Institute; and</p> <p>(e) maintain confidentiality of information obtained in the course of Council service.</p>
Disclosure of Conflict of Interest	<p>6. (1) A Council member who has a direct or indirect interest in a matter under consideration shall disclose the interest before deliberations begin.</p> <p>(2) The disclosure shall be—</p> <p>(a) recorded in the minutes; and</p> <p>(b) communicated to members present at the meeting.</p> <p>(3) A member who has declared an interest shall—</p> <p>(a) withdraw from deliberations on the matter;</p> <p>(b) not vote on the matter; and</p> <p>(c) not be counted for purposes of quorum during consideration of the matter.</p>
Procedure for removal from office	<p>7. Where removal from office is proposed under section 12 of the Act—</p> <p>(a) the member shall be issued written notice specifying the grounds of removal;</p> <p>(b) the member shall be afforded at least fourteen days to respond in writing;</p>

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	<p>(c) the Council shall consider the response and determine the matter in a meeting convened for that purpose;</p> <p>(d) the decision and reasons shall be recorded in the minutes.</p>
Effect of Disciplinary Sanctions on Council Membership	<p>8. (1) A Council member who becomes subject to suspension or revocation of registration shall immediately cease to hold office.</p>
	<p>(2) The office shall be deemed vacant.</p>
Filling of Vacancies	<p>9. Where a vacancy arises under section 13 of the Act—</p> <p>(a) the Council shall initiate the process of filling the vacancy within sixty days; and</p> <p>(b) where the vacancy arises in respect of an elected position, a by-election shall be conducted unless the remaining term is less than twelve months.</p>
PART III—COUNCIL MEETINGS	
Frequency and notice of meetings	<p>10. (1) The Council shall meet at least four times in every calendar year.</p> <p>(2) Notice of a meeting shall be issued not less than seven days before the meeting and shall specify—</p> <p>(a) the date, venue and time of the meeting;</p> <p>(b) the agenda; and</p> <p>(c) documents relevant to the agenda.</p>
Agenda and Conduct of Business	<p>11. (1) Business at a meeting shall be conducted in accordance with the agenda circulated.</p>
	<p>(2) A matter not appearing on the agenda may be considered only where—</p>

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	<p>(a) members present unanimously agree that the matter is urgent; and (b) the urgency is recorded in the minutes.</p>
Quorum	12. (1) Quorum shall be as provided under the Act.
	<p>(2) Where quorum is not attained within thirty minutes— (a) the meeting shall stand adjourned; and (b) the Chief Executive Officer shall issue notice of the adjourned meeting.</p>
Presiding at Meetings	13. The Chairperson shall preside at meetings of the Council and where the Chairperson is absent, members present shall elect one of their number to preside.
Voting and Decision-Making	14. (1) Decisions of the Council shall be made by simple majority of members present.
	(2) Each member present shall have one vote.
	(3) In the event of a tie, the presiding member shall have a casting vote.
Participation by Electronic Means	15. Members may participate in meetings through electronic communication systems provided that— (a) identity of participants is verified; (b) communication is simultaneous; and (c) integrity of deliberations is preserved.
Minutes	16. Minutes shall be kept of every meeting and shall record— (a) attendance; (b) matters considered; (c) decisions made; (d) declarations of interest.

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PART IV— GENERAL MEETINGS OF THE INSTITUTE	
Annual General Meeting.	<p>17. The Institute shall convene an Annual General Meeting once every calendar year and the meeting shall—</p> <p style="margin-left: 40px;">(a) consider audited accounts;</p> <p style="margin-left: 40px;">(b) receive reports of the Council; and</p> <p style="margin-left: 40px;">(c) consider resolutions.</p>
Notice and quorum of General Meetings	<p>18. Notice of a general meeting shall be issued not less than twenty-one days before the meeting and the quorum shall be as provided in the Act.</p>
Voting at General Meetings	<p>19. (1) Each member shall have one vote.</p> <p style="margin-left: 40px;">(2) Voting shall ordinarily be by show of hands.</p> <p style="margin-left: 40px;">(3) A secret ballot shall be conducted where demanded by at least ten members present.</p> <p style="margin-left: 40px;">(4) Proxy voting shall not be permitted.</p>
PART V — ELECTIONS	
Election Timetable	<p>20. (1) The Council shall publish an election timetable at least ninety days before expiry of the term of office.</p> <p style="margin-left: 40px;">(2) The timetable shall specify—</p> <p style="margin-left: 80px;">(a) nomination period;</p> <p style="margin-left: 80px;">(b) verification period;</p> <p style="margin-left: 80px;">(c) campaign period;</p> <p style="margin-left: 80px;">(d) voting period; and</p> <p style="margin-left: 80px;">(e) declaration of results.</p>
Eligibility for Nomination	<p>21. A person shall be eligible for nomination if the person—</p>

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	<ul style="list-style-type: none"> (a) is a member in good standing; (b) meets statutory qualifications; (c) is not subject to disciplinary sanction.
Nomination Procedure	<p>22. A person eligible for nomination shall submit a nomination which shall to the Council and the nomination shall—</p> <ul style="list-style-type: none"> (a) be submitted in prescribed form; (b) be supported by two members in good standing; (c) include a declaration of eligibility; and (d) include disclosure of campaign funding sources.
Verification of Nominations	<p>23. (1) Upon the close of the nomination period, the Returning Officer shall conduct a verification of all nomination papers submitted by candidates.</p> <p>(2) The verification process shall include confirmation that—</p> <ul style="list-style-type: none"> (a) the candidate is duly registered under the Act; (b) the candidate is a member in good standing; (c) the nomination form has been duly completed and signed by the candidate; (d) the nomination has been supported by the required number of proposers and seconders who are members in good standing; (e) the candidate has submitted all declarations required under these Regulations including declarations relating to eligibility and campaign funding sources; (f) the nomination was submitted within the period specified in the election timetable.
	<p>(3) The Returning Officer may require a candidate to provide additional information or clarification where necessary for purposes of verification.</p>
	<p>(4) Where the Returning Officer determines that a nomination does not comply with the requirements of the Act or these Regulations, the Returning Officer shall—</p>

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	<p>(a) notify the candidate in writing of the deficiency; and</p> <p>(b) allow the candidate a period not exceeding two days to rectify the deficiency where the deficiency is capable of rectification.</p>
	<p>(5) Where the deficiency is not rectified within the period specified under paragraph (4), the nomination shall be rejected.</p>
	<p>(6) The Returning Officer shall prepare a provisional list of candidates whose nominations have been accepted.</p>
	<p>(7) The provisional list of candidates shall be published through—</p> <p>(a) the official website of the Institute;</p> <p>(b) electronic communication to members; and</p> <p>(c) any other official communication channel of the Institute.</p>
Objection to nominations	<p>24. (1) A member in good standing may object to the nomination of a candidate within three days after the publication of the provisional list of candidates.</p>
	<p>(2) An objection under paragraph (1) shall—</p> <p>(a) be submitted in writing to the Returning Officer;</p> <p>(b) clearly state the grounds of objection; and</p> <p>(c) be supported by documentary or other evidence.</p>
	<p>(3) Grounds upon which an objection may be made include—</p> <p>(a) that the candidate does not meet the eligibility requirements under the Act;</p> <p>(b) that the candidate is not a member in good standing;</p> <p>(c) that the nomination documents contain false or misleading information;</p> <p>(d) that the nomination was not validly supported by members qualified to propose or second the candidate.</p>
	<p>(4) Upon receipt of an objection, the Returning Officer shall—</p> <p>(a) notify the candidate concerned; and</p>

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	(b) allow the candidate not less than two days to respond to the objection.
	(5) The Returning Officer shall consider the objection and the response and determine the matter within three days.
	(6) The decision of the Returning Officer shall— (a) be communicated in writing to the parties; and (b) state the reasons for the decision.
	(7) Where the objection is upheld, the Returning Officer shall reject the nomination.
Publication of final list of candidates	25. (1) Upon determination of all nomination objections, the Returning Officer shall prepare the final list of candidates eligible to contest the election.
	(2) The final list of candidates shall indicate— (a) the name of each candidate; (b) the position contested; (c) the membership category of the candidate.
	(3) The Returning Officer shall publish the final list of candidates not later than seven days before the commencement of the campaign period.
	(4) Publication of the final list shall be effected through— (a) the official website of the Institute; (b) electronic communication to members; (c) any other official communication channel of the Institute.
	(5) No person whose name does not appear in the final list of candidates shall contest the election.
Campaign period	26. (1) The campaign period shall commence immediately after publication of the final list of candidates.
	(2) The campaign period shall end twenty-four hours before the commencement of voting.

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	<p>(3) During the campaign period, candidates may present their manifestos and engage with members through lawful means including—</p> <p>(a) professional forums;</p> <p>(b) electronic communication platforms approved by the Institute;</p> <p>(c) meetings organised in accordance with guidelines issued by the Returning Officer.</p>
	<p>(4) A candidate shall conduct campaigns in a manner that upholds the dignity and integrity of the Institute and the profession.</p>
	<p>(5) A candidate shall not—</p> <p>(a) offer or promise any financial or material inducement to influence voting;</p> <p>(b) misuse the resources, facilities or official communication channels of the Institute for campaign purposes except as authorised by the Returning Officer;</p> <p>(c) publish false or defamatory statements about another candidate;</p> <p>(d) intimidate or harass members.</p>
	<p>(6) The Returning Officer may issue guidelines regulating the conduct of campaigns for purposes of ensuring fairness and orderly conduct of the electoral process.</p>
	<p>(7) Any complaint relating to campaign conduct shall be submitted to the Returning Officer who shall investigate the complaint and make an appropriate determination.</p>
Campaign conduct	<p>27. (1) A candidate shall conduct campaign activities in a manner that upholds the dignity, integrity and professional reputation of the Institute.</p>
	<p>(2) Campaign activities shall be conducted within the campaign period specified in the election timetable.</p>
	<p>(3) A candidate may communicate with members through—</p> <p>(a) professional forums organised by the Institute;</p> <p>(b) electronic communication platforms approved by the Institute;</p> <p>and</p>

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	(c) circulation of campaign manifestos to members.
	(4) A candidate shall not— (a) offer or promise financial or material inducement to influence voting; (b) misuse funds, property or communication platforms of the Institute for campaign purposes except as authorised; (c) disseminate false or misleading information concerning another candidate; or (d) engage in intimidation, harassment or undue influence against members.
	(5) The Returning Officer may issue guidelines regulating campaign activities.
	(6) A complaint regarding campaign conduct shall be submitted to the Returning Officer who shall investigate the complaint and make an appropriate determination.
Campaign finance disclosure	28. (1) A candidate shall maintain a record of all campaign contributions and expenditure incurred during the election period.
	(2) Within seven days after the declaration of election results, each candidate shall submit to the Returning Officer a sworn statement containing— (a) the total amount of campaign funds received; (b) the sources of campaign funding; (c) the total campaign expenditure incurred; (d) any outstanding campaign liabilities.
	(3) A candidate shall not receive campaign contributions from— (a) anonymous sources; or (b) entities that may create a conflict of interest with the professional duties of the Institute.

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	(4) Failure to disclose campaign funding in accordance with this regulation shall constitute electoral misconduct.
Electoral misconduct	<p>29. (1) Electoral misconduct includes—</p> <ul style="list-style-type: none"> (a) bribery or inducement of voters; (b) falsification of nomination documents; (c) interference with ballot papers or voting systems; (d) intimidation or harassment of voters.
	<p>(2) Where electoral misconduct is established, the Returning Officer may—</p> <ul style="list-style-type: none"> (a) disqualify a candidate; (b) refer the matter to the Disciplinary Committee for further action.
Voting procedure	<p>30. (1) Voting in an election conducted under these Regulations shall be conducted by secret ballot in a manner that ensures fairness, transparency and integrity of the electoral process.</p>
	<p>(2) The Returning Officer shall, in consultation with the Council, determine whether voting shall be conducted—</p> <ul style="list-style-type: none"> (a) physically at designated polling stations; (b) electronically through an approved voting platform; or (c) through a hybrid system combining physical and electronic voting.
	<p>(3) Where voting is conducted physically, the Returning Officer shall—</p> <ul style="list-style-type: none"> (a) designate polling stations; (b) publish the location of polling stations not less than seven days before the voting date; and (c) appoint polling officers to supervise the polling process.

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	<p>(4) Where voting is conducted electronically, the Returning Officer shall ensure that—</p> <p>(a) each member eligible to vote is provided with secure voting credentials;</p> <p>(b) the system permits only one vote per voter; and</p> <p>(c) voting credentials cannot be transferred or reused.</p>
	<p>(5) The Returning Officer shall ensure that voting is conducted during the period specified in the election timetable.</p>
	<p>(6) No voting shall be permitted after the official closing time except for voters who are already present at the polling station at the time of closing.</p>
Ballot papers and ballot design	<p>31. (1) Where voting is conducted physically, the Returning Officer shall cause ballot papers to be printed for purposes of the election.</p>
	<p>(2) Ballot papers shall—</p> <p>(a) (a) contain the names of all candidates contesting the position arranged alphabetically;</p> <p>(b) contain the office being contested;</p> <p>(c) contain instructions for marking the ballot; and</p> <p>(d) bear official security features including serial numbers or official marks designed to prevent duplication.</p>
	<p>(3) The Returning Officer shall ensure that the number of ballot papers printed does not exceed the number of eligible voters by more than ten percent.</p>
	<p>(4) Ballot papers shall remain in the custody of the Returning Officer until the commencement of voting.</p>
	<p>(5) The Returning Officer shall maintain a record indicating—</p> <p>(a) the number of ballot papers printed;</p> <p>(b) the number issued to each polling station;</p> <p>(c) the number of unused ballot papers returned.</p>

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Electronic voting systems	32. (1) Where elections are conducted electronically, the Institute shall use a secure electronic voting system approved by the Council.
	(2) The electronic voting system shall ensure— (a) secure authentication of voters through unique credentials; (b) confidentiality of votes cast; (c) prevention of duplicate voting; and (d) maintenance of a verifiable audit trail of all votes cast.
	(3) The electronic voting system shall be subjected to independent technical testing before the election.
	(4) The Returning Officer shall ensure that— (a) the electronic system is accessible to members during the voting period; and (b) technical support is available to members experiencing difficulty with the voting system.
Polling supervision and polling agents	33. (1) The Returning Officer shall supervise the conduct of polling.
	(2) For purposes of supervising polling, the Returning Officer may appoint polling officers.
	(3) Each candidate may appoint one polling agent for each polling station.
	(4) Polling agents shall— (a) observe the voting process; and (b) ensure compliance with election procedures.
	(5) A polling agent shall not interfere with the voting process or influence voters.
	(6) The Returning Officer may remove a polling agent who interferes with the conduct of polling.
Closing of polls	34. (1) Polling shall close at the time specified in the election timetable.

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	<p>(2) Immediately after the close of polling—</p> <p>(a) the ballot box shall be sealed in the presence of candidates or their agents; and</p> <p>(b) unused ballot papers shall be accounted for and sealed.</p>
	<p>(3) Where electronic voting is used, the voting platform shall automatically close at the official closing time.</p>
Counting of votes	<p>35. (1) The Returning Officer shall conduct the counting of votes immediately after the close of polling.</p>
	<p>(2) The counting of votes shall be conducted—</p> <p>(a) in the presence of candidates or their authorised agents; and</p> <p>(b) in a transparent manner.</p>
	<p>(3) During counting—</p> <p>(a) ballot papers shall be sorted according to candidates; and</p> <p>(b) invalid ballots shall be identified and set aside.</p>
	<p>(4) A ballot shall be considered invalid where—</p> <p>(a) the ballot is not marked clearly;</p> <p>(b) the ballot bears marks identifying the voter; or</p> <p>(c) the ballot is improperly marked.</p>
	<p>(5) The Returning Officer shall record—</p> <p>(a) the number of votes cast for each candidate; and</p> <p>(b) the number of rejected ballots.</p>
Recount of votes	<p>36. (1) A candidate may request a recount of votes immediately after the announcement of preliminary results.</p>
	<p>(2) A request for recount shall—</p> <p>(a) be made before the declaration of final results; and</p>

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	(b) state the reasons for requesting the recount.
	(3) The Returning Officer may order a recount where satisfied that— (a) the margin of votes between candidates is narrow; and (b) there is evidence suggesting an error in counting.
	(4) The recount shall be conducted in the same manner as the original count.
Declaration and certification of election results	37. (1) Upon completion of the counting process, the Returning Officer shall declare the results of the election.
	(2) The declaration shall specify— (a) the total number of votes cast; (b) the number of votes obtained by each candidate; and (c) the candidate elected.
	(3) The Returning Officer shall prepare and sign a certificate of election.
	(4) The certificate shall be transmitted to— (a) the Council; and (b) the Chief Executive Officer of the Institute.
	(5) The Returning Officer shall cause the election results to be published— (a) on the official website of the Institute; (b) through electronic communication to members; and (c) through any other official communication channel of the Institute.
	(6) The Institute shall maintain an official record of the election results.
PART VI — ELECTION PETITIONS AND APPEALS	

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Lodging of an election petition	<p>38. (1) A member in good standing may challenge the validity of an election conducted under these Regulations by filing an election petition with the Institute within fourteen days after the declaration of election results.</p>
	<p>(2) An election petition shall—</p> <ul style="list-style-type: none">(a) be made in writing;(b) clearly state the name and address of the petitioner;(c) specify the election being challenged;(d) state the grounds upon which the election is challenged; and(e) state the relief or orders sought by the petitioner.
	<p>(3) The petition shall be accompanied by—</p> <ul style="list-style-type: none">(a) supporting affidavits;(b) any documentary evidence relied upon by the petitioner.
	<p>(4) The petitioner shall serve a copy of the petition upon—</p> <ul style="list-style-type: none">(a) the Returning Officer;(b) the candidate whose election is challenged;(c) the Chief Executive Officer of the Institute.
	<p>(5) Service of the petition may be effected by—</p> <ul style="list-style-type: none">(a) personal service;(b) registered electronic communication;(c) any other method approved by the Election Petition Panel.
Constitution of the Election Petition Panel	<p>39. (1) Upon receipt of an election petition, the Council shall appoint an Election Petition Panel to determine the petition.</p>
	<p>(2) The Panel shall consist of—</p>

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	<p>(a) one advocate of the High Court of Kenya of not less than ten years' standing, who shall be the chairperson of the panel;</p> <p>(b) one person with expertise in governance or electoral administration;</p> <p>(c) one senior member of the Institute who did not participate as a candidate in the election.</p>
	<p>(3) A person involved in the conduct or supervision of the election shall not be appointed as a member of the Panel.</p>
	<p>(4) The Panel shall regulate its own procedure subject to the Act and these Regulations.</p>
Preliminary review of petition	<p>40. (1) Upon constitution, the Election Petition Panel shall conduct a preliminary review of the petition.</p>
	<p>(2) The purpose of the preliminary review shall be to determine whether—</p> <p>(a) the petition was filed within the prescribed time;</p> <p>(b) the petition discloses reasonable grounds; and</p> <p>(c) the petition is not frivolous or vexatious.</p>
	<p>(3) Where the Panel determines that the petition does not disclose a reasonable cause of action, it may summarily dismiss the petition.</p>
	<p>(4) Where the petition discloses a prima facie case, the Panel shall proceed to hear the petition.</p>
Hearing of election petition	<p>41. (1) Where the Panel determines that the petition raises a prima facie case, it shall fix a date for hearing of the petition.</p>
	<p>(2) The Panel shall notify the parties of—</p> <p>(a) the date of the hearing;</p> <p>(b) the venue of the hearing; and</p> <p>(c) any procedural directions relating to the hearing.</p>
	<p>(3) During the hearing—</p> <p>(a) the petitioner shall present evidence in support of the petition;</p>

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	<p>(b) the respondent shall present evidence in response to the petition;</p> <p>(c) witnesses may be called and examined; and</p> <p>(d) parties may cross-examine witnesses.</p>
	(4) A party may appear in person or be represented by an advocate.
	(5) The standard of proof in election petitions shall be on a balance of probabilities.
Determination of election petition	42. (1) Upon conclusion of the hearing, the Panel shall deliberate and determine the petition.
	<p>(2) In determining the petition, the Panel may—</p> <p>(a) dismiss the petition and uphold the election;</p> <p>(b) order a recount of votes;</p> <p>(c) declare the election invalid;</p> <p>(d) order a fresh election;</p> <p>(e) disqualify a candidate found to have committed electoral misconduct;</p> <p>(f) refer matters arising from the petition to the Disciplinary Committee where professional misconduct is disclosed.</p>
	<p>(3) The determination of the Panel shall—</p> <p>(a) be made in writing;</p> <p>(b) state the reasons for the decision; and</p> <p>(c) specify the orders made.</p>
	(4) The Panel shall determine the petition within thirty days from the date of filing of the petition.
Appeal	43. (1) A party aggrieved by the decision of the Election Petition Panel may appeal to the High Court within fourteen days from the date of the determination.
	(2) The filing of an appeal shall not automatically stay the decision of the Panel unless the Court directs otherwise.

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	(3) Where the Panel orders a fresh election, the Council shall conduct the election within sixty days unless the Court orders otherwise.

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EXPLANATORY MEMORANDUM

THE HUMAN RESOURCE MANAGEMENT PROFESSIONALS ACT, 2026

**THE HUMAN RESOURCE MANAGEMENT PROFESSIONALS (GOVERNANCE,
ELECTIONS AND MEETINGS) REGULATIONS, 2026**

1. Statutory Basis

These Regulations are made pursuant to sections 10, 11, 39, 40, 41 and 49 of the Human Resource Management Professionals Act, 2025, which empower the Cabinet Secretary to make regulations for the effective administration and governance of the Institute, including the election of the Chairperson and elected members of the Council and the conduct of meetings of the Institute.

2. Purpose of the Regulations

The purpose of these Regulations is to operationalise the governance provisions of the Human Resource Management Professionals Act, 2025 by prescribing procedures relating to—

- (a) governance and functioning of the Council of the Institute;
- (b) election of the Chairperson and elected members of the Council;
- (c) convening and conduct of meetings of the Council and general meetings of the Institute;
and
- (d) resolution of disputes arising from elections.

The Regulations are intended to promote transparency, accountability and integrity in the governance of the Institute.

3. Overview of the Regulations

The Regulations are structured into six Parts.

Part I — Preliminary

This Part provides for the citation, interpretation and application of the Regulations.

Part II — Governance of the Council

This Part prescribes provisions relating to the governance and functioning of the Council, including—

- assumption of office by Council members;
- duties and responsibilities of Council members;
- disclosure and management of conflicts of interest;

- procedures for removal from office; and
- filling of vacancies in the Council.

Part III — Council Meetings

This Part prescribes procedures governing meetings of the Council, including notice of meetings, quorum requirements, decision-making procedures, participation through electronic means and the recording of minutes.

Part IV — General Meetings of the Institute

This Part regulates the convening and conduct of general meetings of the Institute, including the Annual General Meeting, notice requirements, quorum and voting procedures.

Part V — Elections of the Chairperson and Members of the Council

This Part establishes the framework governing elections of the Chairperson and elected members of the Council, including provisions relating to—

- publication of an election timetable;
- nomination and verification of candidates;
- objections to nominations;
- campaign conduct and campaign finance disclosure;
- appointment of a Returning Officer;
- voting procedures including electronic voting;
- ballot security, polling supervision and counting of votes; and
- declaration and publication of election results.

Part VI — Election Petitions and Appeals

This Part establishes procedures for the resolution of disputes arising from elections, including the lodging of election petitions, constitution of an Election Petition Panel, hearing and determination of petitions and appeals to the High Court.

4. Expected Impact of the Regulations

The Regulations provide a comprehensive governance framework for the Institute by—

- (a) promoting transparent and credible elections;
- (b) strengthening accountability in the governance of the Council;
- (c) ensuring orderly conduct of meetings of the Institute; and
- (d) providing clear mechanisms for the resolution of election disputes.

5. Compliance with the Statutory Instruments Act

The Regulations are consistent with the Constitution and the Human Resource Management Professionals Act, 2025 and do not limit any fundamental rights or freedoms.

ZERO DRAFT