

A Year in Review 2021-2022

May 13, 2022



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As the saying goes, if you want to go fast, go alone, if you want to go far, go together. This year CPHR Saskatchewan has been focussing on going far.

Today, May 13, 2022 the Association celebrates one year governed under the Chartered Professionals in Human Resources Act! As a newly regulated association, the focus has expanded to include protecting the public. So we have turned inward, strengthening our conduct and discipline committee structure and enhancing our education

for board members, ensuring we have the policy and leadership infrastructure that will move the Association forward within the new mandate.

Strategic Planning

In January 2022, the board undertook a strategic planning session, establishing clear outcomes in three key focus areas: Regulatory Accountability and Governance; Professional Standards; and Brand, Awareness and Growth. Click to view the [CPHR Saskatchewan Plan on a Page](#).

CPHR Canada's Competency Framework Revision

We worked together with our partners across the country and launched the current revision to CPHR Canada's Competency Framework, separating HR competencies that are more specific to the work of today's HR professional, from an expanded scope of non-HR competencies. This separation moves us all beyond the silos of "functional" HR areas to be more strategic and integrative, reflecting the evolution of the HR professional in workplaces across

Canada. The Competency Framework is a living document that will continue to evolve in real time as our profession does.

Ethics Course Requirements for CPHRs

The newly mandatory ethics course requirements for CPHRs across Canada fits intimately with CPHR Saskatchewan's role to protect the public. We are happy to partner with CPHR Canada to offer this on-line training to CPHR designation holders for free. This helps our members, and CPHR Saskatchewan, to confidently uphold our expanded responsibilities and extend our influence in workplaces across the province.

Professional Development

CPHR Saskatchewan alone cannot develop and deliver all the professional development our members want and need. As such, we have engaged partners whose development offerings align to the CPHR Competency Framework.

These experts and organizations help bring best practice to life, delivering compelling and relevant learning and development. This year alone, Compliance Works has provided members with a Legal Tool Kit; CPHR British Columbia & Yukon have offered several complimentary webinars for Professional Development; Gallagher Benefit Services (previously Optimum Talent) has offered the Executive

Senior Breakfast Series webinars; In our three-part series Hope, Courage, Skill and Will, Brett Elmgren of Axom Leadership moderated a guided journey of managing harassment in the workplace through each stage: prevention, investigation, and restoration, presented by Enough Already, YWCA Regina, and the Labour Relations and Mediation Division from the Ministry of Labour Relations and Workplace Safety, and Veritas Solutions; Dr. Bill Howatt presented on psychological safety and mental health; Lighthouse Labs offered brilliant sessions on Data Analytics for HR 101 and Cyber Security Training for HR; MLT Aikins LLP presented their Annual HR Seminar; and Veritas Solutions offered their Workplace Investigations Certificate Program, that has been in high demand.

Our 3rd virtual HR Forum and 2nd virtual conference were both very successful, allowing members and non members all across Saskatchewan to participate. Together, we gathered insights on topics that couldn't be more current – inclusion and diversity, mental health and wellness, digital teamwork, developing leaders, benefits and rewards, and navigating the future of work. Planning has already started on the HR Forum in the fall which will be held virtually, and on the next conference which we hope will be both digital and in-person, giving us the chance to be together face-to-face once again.

Moving Forward

Like everyone, employers and employees across Saskatchewan have faced a few difficult years. I believe that the work we all do every day to create safe, inclusive, stable and rewarding workplaces contributes tremendously to the overall health and wellness of the people in our communities.

I want to thank the members of our board, our outstanding staff, our partners new and old, and of course our members, for your individual and

collective contributions to CPHR Saskatchewan's ongoing success. I look forward to continuing this important work with each of you as we keep moving further, together.

A handwritten signature in blue ink, appearing to read "N. Scott", with a stylized flourish at the end.

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