



Constitution & Code of Professional Ethics

Details of proposed amendment – Senior Professional

This category will be added to the Constitution as follow:

Article IV – MEMBERSHIP

1. Types of Membership

- i. Patron
- ii. Honorary Life, Hon. MSHRI
- iii. Fellow, FSHRI
- iv. **Senior Professional**
- v. Professional, MSHRI / Accredited Professional, HRP, SHRP / Certified Professional
- vi. CMSHRI
- vii. Affiliate
- viii. Student
- ix. Social

- The objective of this category is to recognise members from HR organisations such as NHRPCF, SHRM, CIPD, AHRI, **IHRP** and others.

Article IV (d) (i) will be amended as follow:

- i. Professional / Senior Professional
 1. Any person who is a “Professional / Senior Professional” SHRI Member
 2. who possesses the requisite qualifications and requirements for the “Accredited Professional / Senior Professional” under SHRI’s Competency and Accreditation Framework for the HR Profession
 3. who possess the requisite qualifications and requirements for the “Certified Professional” from other HR organisations such as NHRPCF, SHRM, CIPD, AHRI and IHRP etc
 4. and is not in arrears of subscription shall be eligible for (Accredited) / (Certified) Professional / Senior Professional membership status.

Article IV (d) (ii) will be amended as follow:

- i. Any person who is an Associate member with at least three years of membership with the Institute and who possesses the requisite qualifications for Professional / Senior Professional membership under Article IV e)(iii) and who is not in arrears of subscription shall be eligible for Professional / Senior Professional membership and the reclassification fee as mentioned in Appendix C shall be waived.

Article IV (d) (iii) will be amended as follow:

- iii. Any person who has been conferred fellowship by the Council shall continue to be a Professional / Senior Professional member.

Article IV (d) (iv) will be amended as follow:

- iv. A person may qualify for Professional / Senior Professional membership if he has had not less than three years of approved professional experience in human resource management and/or development as prescribed by the Council and has passed the Institute's prescribed examinations, provided that the Council, on receiving an application in writing, exempts a person from the examinations either in whole or in part if he satisfies the Council that he has the knowledge, experience, application and attitudes in human resource management and/or development comparable to the level of the Institute's prescribed examinations.

Application for Professional membership shall be submitted by the applicant on the prescribed form to the Council and shall be accompanied by the prescribed entrance fee.

Article IV (d) (v) will be amended as follow:

- iv. Upon the applicant qualifying for Professional / **Senior Professional** membership in accordance with the provisions of (i) to (iii) above, the Honorary Secretary shall notify the successful applicant accordingly and the applicant's name shall be entered in the Roll of Members as a Professional / **Senior Professional** member when the prescribed fee is paid.

Article IV (d) (vi) will be amended as follow:

- vi. Every applicant for Professional / **Senior Professional** membership from Associate membership shall be required to pay the prevailing re-classification fee or such sum as may be decided by the Council from time to time. Such fee shall be in addition to any fee that may be payable in respect of the prescribed examinations.

The Council may approve or reject any application without having to give a reason.

Article IV (d) (vii) will be amended as follow:

- vii. A Professional / Senior Professional member shall be issued with a Professional / Senior Professional membership certificate and shall be entitled to use the designation “Member of the Singapore Human Resources Institute (MSHRI)”.

Article IV (d) (viii) will be amended as follow:

- viii. A Professional / Senior Professional member having retired from full-time business activity and occupation, having reached the prevailing retirement age, and having been a member of the Institute for at least 10 years, shall upon application in writing, be eligible for a reduced subscription fee as may be decided by the Council.