

HRi CPD guide for members

CPD is hugely important for every HR & People professional. However everyone has different needs and when you join HRi we will assess your priorities & key areas of focus with you.

We split CPD into 3 areas. Our minimum target is 60 CPD points per annum spread over the 3 areas to recognise the varying stages and priorities of our members. We will review it with you annually if you are a Platinum member.

CPD is calculated in 15 minute increments so 1 hour equals 1 CPD point or is per an activity like reading a book. It's not an exact science, just a guide.

If you have any queries about how to record your development just message the AskHRi helpdesk.

1. **Develop your HR & People knowledge** - Developing our professional knowledge is an ongoing activity that never ends. That's the fun part. You can do this in a number of ways and we list below some of the main ones.

Conferences

Workshops

Webinars

Formal study (university/college)

Qualifications and certificates

Podcasts

E-learning

Books

2. **Develop your HR & People consultancy expertise** – Many of us start our consultancy journey with little knowledge of how to work externally in whatever form that is. Packaging up our skills and delivering for a client or running our business are key areas of focus for many of us.
 - This section focuses on projects for clients in areas that have been identified in your HRIP assessment (Platinum and Gold) as ones to gain experience in.
 - New areas that have been identified for you through your own or HRIP assessment – HRi practice standards, marketing, business development, finance and risk management, professional knowledge etc.

10 CPD points for the completion of an HR/OD etc related project or gaining and practicing a new business or related skill that involved 50+ hours of work

20 CPD points for the completion of an HR related project or gaining and practicing a new business or related skill that involved 100+ hours of work

3. **Develop our HR & People profession** – We know that independent HR professionals contribute a huge amount of their time voluntarily and whilst their communities benefit, so do they.

Here are some examples of different types of activities or responsibilities.

Thought leadership & volunteer activities (inc CIPD branch support)

Activities that contribute to the development of the HR profession, expert delivery and raised profile of external HR services and our community.

Volunteer leadership (using HR skills in a different setting like being a parent governor or Scout leader)

Speaking at conferences

Guest blogging

Research, writing and publications

Coaching or mentoring others