

Chartered Membership or Chartered Fellowship

Is this an elusive dream or an affirmation of your experience?

When the Institute of Personnel and Development (CIPD) it joined an elite group of professional bodies. CIPD is the universally recognised body for HR Professionals. This has raised the profile of its accredited qualifications. Whilst this is good it still leaves the very real issue of studying for academic based qualifications versus a more flexible approach.

The purpose of this article is to alert HR professionals who are perhaps feeling frustrated in their attempts to gain Chartered Membership. Cullen Scholefield have been supporting HR professionals for over twenty years in the UK and for over eight years in the Isle of Man. Our creative yet rigorous approaches are recognised by our CIPD External Verifier who has found no action points for us for four consecutive visits. This is unheard of till now!

So let's look at the situations we regularly encounter;

Exams are not for me!

People who are stuck in the system. Part qualified – stuck with bits of the four fields of the professional standards.

My job is so demanding

People who cannot commit to day release programmes or regular time away from the business on a set day.

Work life balance

People who believe that there needs to be a balance – especially true for people with personal commitments in terms of care for others.

Loss of confidence

People who have failed examinations and begin to doubt their competence and experience.

Two years of studying is not for me!

People who have experience and need this to be measured against the CIPD standards.

The Solution – Professional Assessment of Competence (PAC)

The PAC Route to Chartered Membership has an entry requirement – five years of management experience and three years of HR experience. So this would suit a person who has moved into HR after an earlier management career or a person who has been in an HR management

position. It does not mean a total of eight years.

Potential PAC candidates need to have a diagnostic interview to ensure that they meet the eligibility criteria and to look at the standards. This is free of charge. Typically the diagnostic interview results in an action plan being agreed with the Adviser.

Each PAC candidate has an Adviser who coaches and mentors them. There is then the Assessor who carries out an assessment interview in the workplace. We have our internal quality assurance so an Internal Verifier also looks at the processes followed by the Adviser and the Assessor.

There is also a CIPD appointed External Verifier who monitors and samples our activities.

The diagram below shows how PAC candidates prepare for the assessment interview. This is a viable route for an experienced HR professional wishing to validate and affirm their competence and experience.

Further information is on our website.
www.csgconsult.com/qualifications/pac.html
Or call Maureen Scholefield or Phil Gott on 0800 0185 052.

