

**HR WORK ACTIVITIES & RELEVANT TRAININGS FOR HRPL
REVALIDATION/RENEWAL**

S/N	ACTIVITY TYPE	UNIT CREDIT POINT	MAXIMUM CREDIT POINTS
1	Regular Mandatory Continuous Professional Education (MCPE) organized by CIPM or Trainings organized by other Organisations	5	25
2	Special Licence Revalidation Continuous Professional Education (SLCPE) or Recertification by exams (e.g. SHRM, HRCI... etc)	10	20
3	Participation at the CIPM National Annual Conference	10	20
4	CIPM Special Human Resource Forum (SHRF)	5	10
5	Membership of the CIPM Governing Council or Committee of Council with not less than 75% attendance during tenure.	10/tenure	20
6	On-the-job functional/ lead roles on HR activities with verifiable business impact (i.e Business Leadership and General HR)	5	30
7	Peer reviewed HR Publications in journals/Magazine	5	10
8	Authoring/co-authoring of HR related books (quality validated by the Professional Development Committee of Council)	5	10
9	Participation in CIPM organized Workshops, Annual Public Lecture (APL), Learning Leaders' Forum (LLF) and Sectorial Forum...	3	12
10	Attendance to World Federation of People Management Association (WFPMA) member organized Annual Conferences e.g. CIPD, SHRM, ASTD...	5	10
11	Facilitation of MCPE type learning events (value and relevance of presentation, event and audience for consideration for credit point to be assessed by the Licence Administrator)	5	15
12	Special assignments for the Institute e.g. major representations and other professional engagements requiring strategic expertise with Government and Corporate bodies on behalf of CIPM.	5	10
13	Not less than 75% attendance & participation in State branch/ PPCA activities	2	6
14	Participation at CIPM State Branch Annual Conference (less than 3days program)	3	6
15	Participation at CIPM State Branch Annual Conference (for 3days program)	5	10