



CRITERIA FOR UPGRADING FROM FULL MEMBER TO FELLOW

	CRITERIA	MAXIMUM POINT
KNOWLEDGE/COMPETENCE	Education <ul style="list-style-type: none"> • Higher Degree i.e. Masters/ PhD 	5
	Training <ul style="list-style-type: none"> • 2 CIPM Trainings (MCPE or SHRF) • 2 HR/ other management-related training programs attended (The courses must be attended in the last seven years)	10
	Demonstrable cognate HR/Admin/Cross-functional Management Experience <ul style="list-style-type: none"> • 11 – 15 years • 16 – 20 years 21 years and above 	20
	Valid Human Resource Practitioners’ Licence (Mandatory)	10
CONTRIBUTION TO THE INSTITUTE	Membership of HR Chapter /State Branch <ul style="list-style-type: none"> • Nominal Member • Active Member • Executive Committee member 	7
	Membership/Participation in National Committee/Council Meetings	5
	Attendance at the Institute activities <ul style="list-style-type: none"> • Annual Public Lecture/Sectoral HR Forum – • Annual General Meeting • Annual National Conference 	20
	Publications/Facilitation at lectures <ul style="list-style-type: none"> • Facilitation at CIPM Programmes/Facilitation at other Comparable HR Programmes, Relevant • Publication in Journals, Relevant books • Author of relevant books 	8
ORGANISATIONAL ATTAINMENT	<ul style="list-style-type: none"> • Senior Manager to GM • Directors (GL 14 -15) • Managing Director/CEO/Permanent Secretary (GL 16 – 17) Persons below the post of Senior Manager would not be considered.	5
		90



CRITERIA	
OTHER REQUIREMENTS	<ul style="list-style-type: none">• To be considered for Interview/formal interaction of prospective fellows by the Board of Fellows; the applicant must score a minimum of 57 out of 90• Interview/formal interaction by the Board of Fellows which is 10% is mandatory for this category of members and the applicant must score a minimum of 6 marks out of 10marks.• To be considered successful, an applicant must have a minimum total score of 63%.• The applicant must not be less than seven calendar years on the grade of Full Member from the date of admission into the grade.