



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 (Mandatory) <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.

(Approved by Governing Council on Friday, April 12, 2024)