



GENERAL CAMPAIGN AND ELECTION GUIDELINES FOR THE 57th ANNUAL GENERAL MEETING

Contestants for all elective positions will share their respective manifestos in their campaigns, expected to be held from **Friday, May 8, to May 22, 2026**. Contestants can also share their manifestos, solicit votes, and answer questions via a **Virtual Election Debate** scheduled to be held from **Thursday, May 21, to Friday, May 22, 2026**. **All campaign activities end on Friday, May 22, 2026, at 4.00 pm, and e-voting commences on Friday, May 22, 2026, at 6:00 p.m. prompt.**

1. ELIGIBILITY REQUIREMENTS

- Section 3 (2) of the Official Gazette (**CAP I15 LFN 2004**) of the Chartered Institute of Personnel Management of Nigeria, (CIPM) states in part: “The Council shall consist of the following members, being financial members in the grades of Associate, Member, and Fellow of the Institute, nominated or elected as follows...” From the foregoing, only financial members in the grades stated can nominate persons for election, vote, and be voted for.
- Contestants must be in good standing and abide by the code of conduct and professional ethics of the Institute.
- The Contestants and Nominators shall be financially up to date in the payment of the 2026 Membership Subscription and any outstanding membership dues.
- The Contestants and Nominators must have a valid Human Resource Practitioners’ Licence (HRPL)
- Contestants must be active and financially up to date at the State Branch level.
- Contestants must NOT be members of the Executive Council at the Branch, National, Regional, and Global level in other **Business Membership Organisation (BMOs) or Membership Business Organisation (MBOs)**. Contestants shall complete the Declaration form to validate their claim.
- Contestants must have updated his/her profile via the Membership portal (Profile, Educational, and Professional Qualification, Work Experience, career achievements, upload of professional headshot photographs, etc., during the year of the election.
- Contestants seeking election for the Elective Positions (President, Vice President, National Treasurer, and the 5 Elected Council Members) must seek election or re-election annually. The main body of the Act supersedes any contrary provision in the Schedule of the Charter; hence, all elected members of the Council must seek election or re-election annually.

(This interpretation is formally documented as a Council-adopted interpretation. This interpretation is adopted pursuant to a formal legal advisory dated May 6, 2024, and approved by the Governing Council at its 165th Governing Council meeting, which was held on Wednesday, 29th January 2025.)

2. CAMPAIGN REGULATIONS

Intending and/or qualified contestants are not allowed to commence campaigns before it is declared open by the Electoral Guidelines and timelines. **Contestants shall not take advantage of any CIPM-organised activities to announce their intention to contest the election (both at the National and Branch Levels), such as seminars/workshops/or cooperative meetings that may coincidentally fall within the days, weeks, or months before campaigns are officially declared.**

In addition, all campaigns must end as scheduled in the AGM Activity Highlights and timelines. Campaigns are not allowed while the voting process is ongoing.

3. CAMPAIGN TACTICS

Profiles and manifestos of contestants will be uploaded to the Institute's website and sent to members via email, WhatsApp, and on our social media platforms. Contestants will also be able to interact with members through various platforms that the Institute shall promote and support during the campaign period. Campaigns shall, however, be devoid of unethical practices and tactics, and bear in mind Personal Private Data Protection laws to avoid the risk of litigation.

Unethical Campaign Tactics: include but are not limited to:

1. Sending text messages, emails, and other campaign materials to members by contestants or other individuals on behalf of contestants after campaigns have closed. Except through a disclaimer, such a post is an indictment of the contestant.
2. Communicating defamatory messages or posts against other contestants via any platform (text, social media messages, orally, etc.)
3. Working individually, in groups, or in alliances to discredit other contestants
4. Offering any form of financial inducement in exchange for votes
5. Unprofessional manners and tone of campaigns on any platform
6. Prohibition of religious, ethnic, and gender-based, regional, or any other discriminatory sentiments in campaign materials.
7. Using any confidential membership database or Institute-controlled data for campaign purposes outside officially approved communication channels.
8. Misinformation, impersonation, false representation, or fabricated endorsements in the campaign materials in any form, including AI-generated content.

Acceptable Platforms for Campaign

1. Contestants' social media pages
2. E-flyers
3. Campaigns and talk shops during Branch and Chapter meetings
4. Personal outreach to own networks
5. Social Media Platforms
6. Text messages and emails

The Institute shall provide campaign avenues via the following platforms:

1. Webinar sessions (virtual debates) to share your manifesto with members
2. Use of short videos provided by contestants on CIPM social media platforms.
Videos received from contestants during the campaign period will be posted on our social media platforms.

4. SANCTIONS FOR INFRACTIONS AND VIOLATIONS

The Electoral Committee, after due investigations into all established breaches of campaign regulations and tactics by any contestant, shall submit its report and recommendations to the Leadership/Governing Council for consideration and approval

Category	Type of Violation	Examples	Primary Sanction	Escalated / Additional Sanctions (If Repeated or Severe)
MINOR BREACH	Administrative / Procedural Breach	Minor profile omission	Mandatory correction within 24 hours	Written warning
		Unprofessional language on social media across all platforms, during the virtual debate, etc.	Written warning	Disqualification
		Minor profile omission	Mandatory correction within 24 hours	Written warning
		Continued campaign after the close of the campaign period and during the voting period	Disqualification	Disqualification
		Using CIPM events before the campaign window	Final Warning	Disqualification

MODERATE BREACH	Clear breach of campaign rules	Use of the Institute platforms without approval	Disqualification	Refer to the Professional Conduct and Ethics Committee
		Failure to disclose a conflict of interest as stated in the Eligibility requirement, or a proven conflict of interest by the Electoral Committee	Disqualification	Refer to the Professional Conduct and Ethics Committee
		Disregard of campaign communication protocols	Disqualification	Disqualification
MAJOR BREACH	Criminal / Governance-threatening conduct	Financial inducement for votes	Disqualification	Suspension from two elections Refer to the Professional Conduct and Ethics Committee
		Proven defamatory messaging and campaign	Disqualification	Disqualification Refer to the Professional Conduct and Ethics Committee
		Data Privacy Breach (Unauthorized use of members' personal data)	Disqualification	Disqualification Refer to the Professional Conduct and Ethics Committee
		False declaration on Business Membership Organisation (BMOs) or Membership Business Organisation (MBOs).	Disqualification	Suspension from two elections Refer to the Professional Conduct and Ethics Committee
		Conspiracy to Influence the Voting Process	Disqualification	Nullification of votes Refer to the Professional Conduct and Ethics Committee
		Identity misrepresentation	Disqualification	Nullification of votes Refer to the Professional Conduct and Ethics Committee
		Bribery supported by evidence	Disqualification	Nullification of votes Refer to the Professional Conduct and Ethics Committee
		Forgery of documents	Disqualification	Nullification of votes

		Forgery or false declarations		Refer to the Professional Conduct and Ethics Committee
		Cyber interference with the voting system	Disqualification	Nullification of votes Refer to the Professional Conduct and Ethics Committee

5. VOTING PROCESS

1. To ensure transparency and integrity, the e-voting platform shall undergo an independent audit by the Quality Assurance Partner before the commencement of the election process.”
2. To be eligible to vote, members must be financially up to date for 2025. Online payments are updated instantly via the portal; however, offline payments shall not be updated once voting has commenced. Members are strongly encouraged to pay via the portal during the election for automated update of payment records.

APPENDIX 1

ELECTION GUIDELINES FOR THE 57th ANNUAL GENERAL MEETING

1. NOMINATION AND ELECTION OF OFFICERS

The Institute’s Charter, First Schedule, Section 1 (6) states that:

“Elections to the Council shall be held in such manner as may be prescribed by rules made by the Council, and until so prescribed they shall be decided by a show of hands”. However, the Governing Council has approved the adoption of a single channel for the nomination process (i.e., online) at the 163rd Governing Council Meeting held on Thursday, July 18, 2024.

The Governing Council approved the Leadership’s recommendations of election guidelines for the 57th AGM and election of officers at the 170th Governing Council Meeting held on **Friday, 17th April 2026**

The Returning Officer, who shall also be the Chairman, the Electoral Committee, has been re-appointed by the Council from amongst the Institute’s highly reputable Fellows. Other Electoral Committee members, similarly, re/appointed by the Council, are also members of the Institute, and the Registrar/Chief Executive is the Secretary.

Electoral Committee Members:

1. Henry Olufadejin Awodele, FCIPM (Chairman)
2. Fatima Mohammed, MCIPM (Vice Chairman)
3. Toyin Emeordi, FCIPM
4. Usen Udoh, FCIPM
5. Abiola Oke, FCIPM
6. Edith Ngene, FCIPM
7. Inyang Osazuwa, FCIPM
8. Mr. Nasiru Salisu Burji, FCIPM
9. Dr. Kayode Momodu, MCIPM
10. Deaconess Joy Nwanju, MCIPM
11. Leslie George, MCIPM
12. Bertina Bamgbose, MCIPM
13. Jide Ologun, Esq, ACIPM
14. Victoria Odusegun, ACIPM
15. Oluwatoyin Naiwo, FCIPM, Registrar/Chief Executive, as the Secretary.

- i) Elective Offices shall be President, Vice President, National Treasurer, and 5 Elected Council Member positions.
- ii) No member shall be allowed to nominate himself/herself as a candidate for election.
- iii) No member shall be allowed to nominate more than one (1) Candidate.
- iv) Each Nominee shall state clearly which of the Objectives captured in the Institute’s 2025 – 2027 Strategic Plan, he/she would pursue.

- v) Nominations for any of the offices shall be through the CIPM membership portal from **Thursday, April 30 to Thursday, May 7, 2026, 11.00 pm**
- vi) The Nominee must accept the nomination request from the sponsor, and the Branch Chairman shall also validate the financial status to complete the online nomination process.
- vii) The Electoral Committee shall open the electronic box at **10:00 a.m. on Friday, May 8, 2026. The Electoral Committee will announce nominees who comply with the electoral requirements specified herein as approved candidates for the positions vied for.**
- viii) Contestants in all elective positions will share their respective manifestos during the campaign period, which is expected to hold from **Friday, May 8 to Friday, May 22, 2026, at 4.00 pm.** Contestants will also have the opportunity to solicit votes and answer questions during a Virtual Election Debate scheduled from **Thursday, May 21, to Friday, May 22, 2026. All campaign activities end on Friday, May 22, 2026, at 4.00 pm.**
- ix) E-voting will be enabled on **Friday, May 22, 2026, at 6.00 p.m.** prompt and will remain open until **9:00 a.m. on Friday, June 5, 2026,** the day of the AGM

2. ELECTIONS AND DECLARATION OF RESULTS

- i) Elections
 - a. After all other items on the agenda of the Annual General Meeting, and before item “Election of Officers and Council Members”, all offices shall automatically become vacant, and the Returning Officer shall conduct the elections. The Returning Officer may appoint not more than five other Members of the Electoral Committee at the AGM to assist him in the conduct of the elections.
 - b. The 2026 Election shall be by e-voting. Members are entitled to vote once for each office, i.e., President, Vice President, National Treasurer, and 5 Council Member positions.
- ii) Declaration of results
 - a. The Quality Assurance team shall validate the final election results
 - b. The candidate with the highest valid votes for each position shall be deemed to have won the election. In case there is a tie in the vote count for the same position, the Returning Officer shall have a casting vote in addition to his/her vote as a Member
 - c. The Returning Officer shall engage all the contestants before the general announcement.
 - d. The votes cast shall be displayed in the presence of all interested members of the Institute
 - e. The Returning Officer shall declare the winners of the elections.

1. THE ELECTORAL COMMITTEE MANDATE

The 2026 Electoral Committee of the CIPM is made up of 15 members. The Committee reports to the Governing Council. It is charged with overseeing all activities related to the conduct of Annual Elections into the under-listed Governing Council Positions:

- I. **President/Chairman of the Governing Council**
- II. **Vice President**
- III. **National Treasurer**
- IV. **Elected Council Member (x5)**

2. COMMITTEE RESPONSIBILITIES

- ❖ Receive details of nominees in each of the offices.
- ❖ Review the eligibility of each nominee against the established criteria for each position.
- ❖ Confirm the final names of candidates eligible for elections.
- ❖ Communicate the list of candidates eligible for each position to the Members of the CIPM (through the Secretary of the Committee/Registrar).
- ❖ Oversee campaigning and voting activities.
- ❖ Provide guidance and address any infractions.
- ❖ Announce election results at the AGM
- ❖ Inaugurate the newly Elected Officials into office, post-AGM.

3. PRE- AND POST-ELECTION GRIEVANCES/COMPLAINTS

The electioneering process shall be conducted under the Election Rules and guidelines as approved by the Governing Council. **ALL** Complaints, questions, and all activities related to Nomination, screening, selection, campaign process, sanction, and disqualification shall be directed to the Electoral Committee **ONLY**.

Only complaints in this manner will be addressed by the Committee and sent to the Governing Council.



Contact Us

For support and various forms of assistance, you may reach our customer service teams via the following channels:

- Telephone
 - a. Helpdesk- 07001237555

- Email:
 - a. Technical issues: ict@cipmnigeria.org
 - b. Membership dues and payment: subscriptions@cipmnigeria.org
 - c. General inquiries on AGM: agm@cipmnigeria.org
 - d. Enquiries on Election: election@cipmnigeria.org

Please call or send a WhatsApp message to 09065609134 and 08066413154 for immediate resolution of complaints during the period of voting when unable to get a response from the Institute's first respondent.



