

Human Resources Professionals

Description

Human resources professionals develop, implement and evaluate human resources and labour relations policies, programs and procedures and advise employers and employees on human resources matters. Human resources professionals are employed throughout the private and public sectors, or they may be self-employed.

Duties:

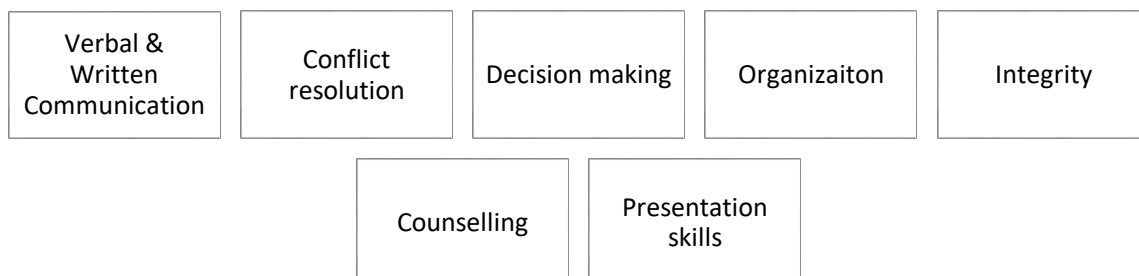
- Advise employers and employees on the interpretation of human resources policies, compensation and benefit programs and collective agreements
- Negotiate collective agreements on behalf of employers or workers, mediate labour disputes and grievances and provide advice on employee and labour relations
- Research and prepare occupational classifications, job descriptions, salary scales and competency appraisal measures and systems
- Plan and administer staffing, total compensation, training and career development, employee assistance, employment equity and affirmative action programs
- Manage programs and maintain human resources information and related records systems
- Hire and oversee training of staff
- Co-ordinate employee performance appraisal programs
- Research employee benefit and health and safety practices and recommend changes or modifications to existing policies.

Other titles:

- Compensation officer
- Conciliator
- Employee relations officer
- Employment equity coordinator
- Human resources consultant
- Labour organizer
- Union adviser

(Government of Canada National Occupation Classification)

Skills



Education/Training Requirements

Ontario Secondary School Diploma (OSSD)

- Most university/college programs in Ontario require an OSSD or Mature Student Status

Post-secondary diploma/degree

- University degree or college diploma in human resources or a related field, such as business administration, industrial relation, commerce, or psychology, OR completion of a professional development program in human resources administration is required

Certification

- Some employers may require a Certified Human Resources Professional (CHRP) designation

Potential Earnings in Durham Region

The average and median wages and salaries for individuals employed as human resources professionals are as follows. Place of Residence (POR) is defined as individuals who reside within the Durham Region. Place of Work (POW) is defined as individuals who are employed within the Durham Region.

Median Wages and Salaries (POR)	Average Wages and Salaries (POR)	Median Wages and Salaries (POW)	Average Wages and Salaries (POW)
\$66,892	\$69,062	\$66,873	\$66,542

Employment Prospects

Industry (NAICS)	Jobs in Durham Region (POW)	Durham Region Residents Employed (POR)
5416 Management, scientific and technical consulting services	50	120
5417 Scientific research and development services	15	20

(Ministry of Advanced Education and Skills Development 2016 data in Durham Workforce Authority's 2017 Sector Report)

Additional Resources

- CHRP Designation: <https://www.harpa.ca/hr-designations/chrp>
- Chartered Professionals in Human Resources Canada: <https://cphr.ca/>