

Draft: Malawi Institute of Human
Resources Management Bill, 2018

MALAWI INSTITUTE OF HUMAN RESOURCES MANAGEMENT

BILL, 2018

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BILL TO:

Establish a body called Malawi Institute of Human Resources Management and to provide for its objects, functions, membership, management and powers; to provide for the mandatory registration of human resources practitioners, including consultants in the human resources management field and for the regulation and control of their practice; and to provide for matters connected with or incidental to the foregoing.

ENACTED by the Parliament of Malawi as follows-

PART I - PRELIMINARY

Short title and commencement

1. This Act may be cited as the Malawi Institute of Human Resources Management Act, 2018, and shall come into operation once assented to by the President of the Republic of Malawi.

Interpretation

2. In this Act, unless the context otherwise requires-

“AFHRMA” means the African Federation of Human Resources Management Associations;

“associate” includes-

- (a) any person who is employed in a profession that is associated with, but is not necessarily allied with the profession of Human Resources Management;
- (b) any person who is actively engaged in promotion and protection of the aims and objects of the Institute; and

- (c) any practitioner who has not yet satisfied the requirements for full membership of the Institute;

Provided that

- i) Institute shall mean the Malawi Institute of Human Resources Management
- ii) Human Resources Management shall mean a profession whose employment relates to formulation, overseeing ,implementation and reviewing of polices related to Human Resources Management or supervision of other employees or advising of his employers or formulation of policies or any industrial relations duty and shall include consultancy and training in the Human Resources Management field.

“branch” means a body of the Institute’s members in a distinct geographical area as determined by the Council from time to time;

“By Laws” means rules made pursuant to the provisions of this Act in order to deal with specific issues provided for under this Act;

“Executive Director” means the Executive Director of the Institute appointed pursuant to section 20;

“Council” means the Council of the Institute established under section 7;

“fellow” includes-

(a) A Merited Fellow

or

(b) An Honorary Fellow

“financial year” means the period of twelve months commencing on 1st January and ending on 31st December in each year;

“Institute” means the Malawi Institute of Human Resources Management established under section 3;

“member” shall mean and includes;

- (a) any person who has obtained a diploma or degree which is relevant to the profession of Human Resources Management provided that the said degree or Diploma is awarded by an institution of higher learning that is recognized by Laws of Malawi` or the said degree or diploma is otherwise recognized under this Act; and
- (b) the said person has a record of three years of continuous active engagement in the profession of Human Resources Management in respect of a person with a degree or five years of continuous active engagement in the profession of Human Resources Management in respect of a person with a diploma ; or
- (c) a person who in the opinion of Council is eligible for consideration of an Honorary

award but is unable to meet the requirement of Honorary Fellow as stated under the Act.

(d) any person who is a holder of a degree that is not recognized under the Act as a degree relevant to the profession of human resources management , but has a minimum of ten years' practical experience in a position of employment relevant to the profession of Human Resources Management, provided that ;

i) the said degree was awarded by an institution of higher learning which institution is recognized under the laws of Malawi that regulates institutions of higher learning or

ii) in the event that the degree is obtained outside Malawi, the said degree is recognized by the law regulating institutions of higher learning of the country of the awarding university;

and

iii) the said person shall have passed an examination or a professional interview set by the Institute;

“Human Resources Management” shall mean all employee life cycle events, including but not limited to employee resourcing, onboarding services, training and development, reward and benefits administration, employee relations, performance management and any other activity concerned with the harnessing of employee’s knowledge , skills and experiences to maximize productivity at the workplace.

“Register” means a register kept and maintained in terms of section 4;

“Standing Committee” means a committee appointed by the Council to undertake a specific task.

“student” means any person who is enrolled with an institution of higher learning that is recognized under the laws regulating institutions of higher learning in Malawi or any institution of higher learning recognized under the Act and is pursuing a programme of study that is relevant to the profession of Human Resources Management in accordance with the Act;

“voting member” means a fully paid up member of the Institute, irrespective of his grade of membership; and

“WFPMA” means the World Federation of Personnel Management Associations.

Qualification 2 A.

Subject to the direction of the Council, membership of the Institute shall be graded as follows-

- (a) student
- (b) associate
- (c) member
- (d) fellow

i) STUDENT

A student is a person who has qualified to be a student as provided for under Section 2 of the Act.

i) ASSOCIATE

Any person who has qualified as an associate as provided for under this Act

ii) MEMBER

a) A member shall be admitted as a member of the Institute upon

- i) providing to Council with evidence of successful completion of a degree in Human

Resources Management from an institution accredited by the National Council for Higher Education as set out under National Council for Higher Education Act to offer such a degree.

ii) compliance with procedure determined by council from time to time.

b) Subject to section 2A ii , membership of the Institute shall be open to any person who is either a citizen of the Republic of Malawi practicing Human Resources Management outside the Republic or to any person who has a permanent place of abode in Malawi and is engaged in Human Resources Management at any level within the Republic of Malawi including Human Resources Managers, Directors, Consultants, or work related to, but not limited to;

(a) operational (the day to day implementation of Human Resources policies);

(b) supervisory (supervision of subordinate officers);

(c) advisory; or

(d) creative (formulation of human resources policy).

- e) performance management
- f) talent management
- h) training and development

2B FELLOW

A person may be considered for an award of fellow if;

- i) The person has been a voting member of the Institute for a period of ten consecutive years and has a good record of participation in the Institute's activities, as deemed acceptable by the Council;
And
- ii) the person has not been found liable of breach of ethics, rules or regulations as provided for in the Act for five consecutive years immediate to being considered for the status of a fellow;
And

- iii) the person can demonstrate a record of ten years of continuous active engagement in the practice of Human Resources Management as a manager, consultant, director or senior member of management.
 - iv) the person has been successful in an interview or a test administered in conformity with this Act.
- c) An Honorary Fellowship may be conferred by the Council on an individual for an outstanding contribution to Human Resources Management provided that;
- i) Council may base its decision on
 - 1) The personal achievement of the candidate;
 - or
 - 2) The contribution of the candidate to the profession;
 - or
 - 3) The contribution of the candidate to the clientele of the profession.

PART II – ESTABLISHMENT OF THE MALAWI INSTITUTE
OF HUMAN RESOURCES MANAGEMENT AND MANDATORY
REQUIREMENT FOR REGISTRATION

Establishment of
the Institute and
requirement for
Mandatory
registration

1. Each and every human resources practitioner shall be required to register with Malawi Institute of Human Resources Management to perform human resources management work whether as an employee or as a consultant in the field of Human Resources Management.
2. Registration with Malawi Institute of Human Resources Management shall be at a fee, decided and agreed upon by Council of Malawi Institute of Human Resources Management in consultation with its members, from time to time, provided that at commencement of the Act, and 3 years after commencement, the fee shall not exceed the threshold as set by Council.

3. There is hereby established an institute to be known as the Malawi Institute of Human Resources Management, which shall be a body corporate by that name, having perpetual succession and a common seal and shall, by that name, be capable of-

- (a) suing and being sued;
- (b) purchasing or otherwise acquiring, holding and alienating moveable or immoveable property;
and
- (c) subject to this Act, doing or performing all such acts and things as bodies corporate may by law do and perform.

Membership of
the Institute

4.- (i) Subject to Section 2, and Section 2A,
The Executive Director shall keep and maintain a Register of members of the Institute, which shall be available for scrutiny by the general public at all reasonable times.

(ii) The Register referred to under subsection (3) shall contain the following particulars-

- (a) the name, address, current employer and occupation of each member;
- (b) the date on which a person became a member of the Institute;
- (c) the grade of each member; and
- (d) the qualifications of each member.

(iii) Those members who are still not in good standing with their subscriptions as at 31st December, shall be advised that their membership will be suspended for 6 months from that date during which period they may re-instate their membership by payment of the outstanding subscription, failing which their names will be struck from the register of members at the end of that period.

Objects of the Institute

5. The objects of the Institute shall be to-

- (a) promote the profession of Human Resources Management by providing a framework for continuing the development of members in accordance with standards of practice prescribed by council;
- (b) promote best practices in the utilization of people;
- (c) set professional guidelines on contemporary human resources management issues;
- (d) provide a framework for networking;

- (e) confer grades to all persons in the profession of Human Resources Management based on the standards prescribed by Council;
- (g) define and enforce codes of professional conduct, and promote integrity by all members of the Human Resources Management profession in Malawi.;
- (h) conduct research and offer consultancy services for the benefit of members or the Institute;
- (i) participate in the global direction of the profession by co-operating with other bodies with similar objects; and
- (j) lobby Government and other institutions, including the Employer bodies, Trade Unions and recognized Universities, in the development of Human Resources Management.

- (k) as and where necessary, lobby and advocate for formulation, implementation or review of laws relevant to the profession of Human Resources Management.
- (l) Regulate the conduct of all persons registered under the Institute.
- m) Liaising with domestic tertiary education institutions and institutions mandated to regulate tertiary education with a view to safeguard standards of the profession and addressing needs of the profession as they arise from time to time.

Offence 5A

- i) Any employer in Malawi who engages the services of any other person to undertake the services of Human Resources Management unless the said employed person is registered with the Institute, shall commit an offence.
- ii) Any employer liable for the offence under Section 5 (A) (i) shall be liable to a fine of MK5, 000,000.00
- iii) Any person in Malawi who practices human resources management without being registered with the Institute, to practice Human

Resources Management shall commit an offence.

- iv) Any person liable for the offence under 5A (iii) shall be liable to a fine of MK1, 000,000.00 or three years imprisonment.

Common seal
of the Institute

6.- (1) The common seal of the Institute shall be kept in the custody of the Executive Director, and shall not be used except upon the order of the Council.

(2) All courts, judges, and other persons acting in judicial capacity shall take judicial notice of the common seal of the Institute affixed to any document and shall presume that it was duly affixed.

(3) The common seal of the Institute shall be authenticated by the signature of the President or Secretary General or Executive Director.

PART III- COUNCIL OF THE INSTITUTE

Establishment
of the Council

7. There shall be established a body to be known as the Council which shall be the governing body of the Institute.

Composition
of the Council

8. - (1) The Council shall consist of-

- (a) the President;
- (b) the Vice President;
- (c) the Secretary General;
- (d) the Deputy Secretary General;
- (e) the Honorary Treasurer General;
- (f) the Deputy Honorary Treasurer General;
- (g) Four Executive Members,
- (h) The Immediate Past President of Malawi Institute of Human Resources Management
- (i) One Ex-Officio member representing the Department of Human Resources Management and Development (DHRMD) , without voting rights.

Tenure of office
of members

- (1) A member of the Council, shall hold office for a period of two years from the date of election and shall be eligible for re-election for another two years, at the expiry of that period:
- (2) Any person, elected into the position of President, who has served for two terms shall not be eligible to contest for any other position in the Council.

(2) For purposes of subsection (1), the term “term of office” means a period of at most two years and at least one year.

(3) On the expiry of the period for which a member of the Council has been elected, he shall continue to hold office until he has been re-elected or a successor has been elected:

Provided that the member shall not continue to hold office in terms of this subsection for more than six months.

Vacation of office of members

10.- (1) The office of a member, other than an ex officio member, shall become vacant-

- (a) upon his permanent incapacitation;
- (b) if he has been absent from three consecutive meetings of the Council, of which he has had notice, without a reasonable cause;
- (c) if he has been convicted of an offence relating to moral turpitude;
- (d) if he is certified by a qualified medical practitioner to be suffering from a permanent disease of the mind ; and
- (e) if he is adjudged bankrupt.
- (f) Provided that
 - i) a person is eligible to vote or hold office if at the time of voting he is discharged from bankruptcy having been a bankrupt or certified mentally sound by a competent physician having suffered from disease of the mind or having been convicted of offence bordering on moral

turpitude, has served the punishment or five years have elapsed since date of conviction.

(2) A member may at any time resign from office by giving written notice to the President. Or written notice to be given to Secretary General of the Institute if the person resigning is holding the office of president.

Filling of vacancies on the Council

11.- (1) A vacancy on the membership of the Council shall be filled by the election of a new member in accordance with the relevant provisions of section 8 under which the former member was elected.

(2) A person elected to fill the vacancy shall serve for the remainder of the term of office but no person shall be so elected where the remainder of the term of office is a period of less than six months.

3) Council may appoint any person to fill a vacancy created consisted with Clause 11 (2) hereof, in an acting capacity.

4) Save as provided for under Clause 11 (3) hereof, any position in the Council shall be filled by a person elected by secret ballot at an elective Annual General Meeting ,

5) For a person to hold office of a President and Vice President, one shall be required to amass fifty percent plus one of the total number of persons who have participated in voting.

6) A Member of Council shall upon expiry of their term pursuant to this Act continue to hold office until a successor has been elected or appointed in accordance with this Act.

Co-opted persons 12. The Council may, at any time and for any period, invite any person to attend any meeting of the Council and take part in the deliberations of the Council, but such person shall not be entitled to vote at any meeting.

Disclosure of interest 13. If a member of the Council acquires any pecuniary interest, directly or indirectly, in any matter and is present at a meeting of the Council at which that matter is the subject of consideration by the Council, he shall, as soon as practicable, after the commencement of the meeting, disclose the fact to the Council, and shall not take part in the consideration or discussion of, or vote on any question with respect to the determination of the matter.

Meetings of the Council 14.
(1) A meeting of the Council may be convened by the President or at least half plus one of the members of the Council excluding ex officio members.
(2) Subject to section 8 (2), all members of the Council shall have full voting rights.
(3) Subject to subsection (4), the Council shall hold ordinary meetings for the dispatch of business at least four times a year.

(4) An extraordinary meeting of the Council-

(a) may be convened by the President at any time;

(b) shall be convened by the President within seven days of receipt by him of a request in writing signed by not less than half of all members entitled to vote and specifying the purpose for which the meeting is to be convened; and

(c) shall only transact business for which the meeting was convened.

(5) At any meeting of the Council-

(a) the President shall preside or in his absence, the Vice President shall preside;

(b) in the absence of both the President and the Vice President, the members present and forming a quorum shall elect one of them to preside; and

(c) the quorum shall be formed by one-half (1/2) of the members present.

(6) An ex officio member of the Council shall attend any meeting of the Council in person or designate, in writing, another person to attend.

(7) At any meeting of the Council, a decision on any matter shall be that of the majority of the members who have cast a vote at that meeting, and in the event of an equality of votes, the President or the person presiding shall have a casting vote in addition to his deliberative vote.

(8) The Council shall have powers to regulate its own procedure.

(9) The Council shall cause minutes of every meeting of the Council to be kept.

Annual General Meeting

15.- (1) The Council shall hold an Annual General Meeting, in the quarter of a calendar year, in order to-

(a) receive a report from the President;

(b) elect members of the Council every two years;

(c) appoint auditors every two years;

(d) receive audited accounts

and

(e) transact any other business.

(2) A voting member who is unable to attend the Annual General meeting may vote by proxy.

(3) Members are free to elect an individual to fill a position even if they are not physically present at the elective Annual General Meeting, provided they accept the position in the event that a member secures the majority votes in absentia.

Branches of the Council

16.- (1) The Council may, for the purpose of performing its functions under this Act, establish such branches and delegate to any such

branch such functions of the Council as the Council may consider expedient.

(2) A branch shall be managed by a committee which shall consist of-

- (a) a Branch Chairman;
- (b) a Vice Branch Chairman;
- (c) a Branch Secretary;
- (d) a Branch Treasurer; and
- (e) four other committee members, including representatives from its satellite branches.

(3) Members of a committee of a branch shall be elected every two years by members of the branch, ahead of elections for the governing Council.

(4) Members of a committee of a branch shall elect a member to represent the branch on the Council and fill vacancies on the Council.

(5) The aims of a branch shall be to-

- (a) promote the objects of the Institute within the branch; and
- (b) convey the views of its members to the Council by submitting quarterly reports on its activities to the Secretary General of the Council.

6) A branch may, for the purpose of fulfilling its aims under subsection (5), establish satellite branches which shall be part of the branch.

(7) The Council may by resolution constitute Special Committees assigned to carry out specified task for a specific period

Non-liability of members of the Council or of branches

17. No member of the Council or of any branch of the Council shall be liable for any act or default of his or of the Council, done in the exercise in good faith of the functions or powers of the Council.

PART IV– FUNCTIONS AND POWERS OF THE COUNCIL

Functions of the Council

18. The functions of the Council shall be to-

(a) enrol students of Human Resources Management and keep a register of all enrolled students;

(b) set examinations for students enrolled with the Council;

(c) set and establish such course of study or syllabus, whether graduate, post-graduate or otherwise, as the Council may consider necessary;

(d) confer certificates on successful candidates in the examinations conducted by the Council; and

(e) do all such other things as are incidental to the foregoing or conducive to the attainment of the objects of the Institute.

(f) determine membership fees and other fees to be paid by any member or other person in respect of courses and examinations by the Council;

(g) Review curricula for teaching Human Resources Management and related subjects , for purposes of standardisation towards attaining required competences in managing human resources.

Powers of the Council

19. The Council shall have power to-

- (a) ensure that the Vision and Strategic Intent of the Institute are achieved;
- (b) establish organs and determine the scope and conduct of their activities;
- (c) admit and discipline members;
- (d) publish statements on behalf of the Institute;
- (e) execute deeds and other documents on behalf of the Institute;
- (f) submit annual reports and audited financial statements to the Annual General Meeting; and
- (g) confer grades of membership to members.

PART V– MANAGEMENT OF THE INSTITUTE

Appointment of Executive Director Officer and other staff

20.- (1) Subject to the provisions of this section, the Council shall appoint-

(a) a person to be designated as the Executive Director upon such terms and conditions as the Council shall determine;

(b) other employees as it considers necessary or desirable in the discharge of its duties and upon such terms and conditions as it may determine.

(2) The office of the Executive Director shall be held by a person who-

(a) is a distinguished administrator in human resources

management; and

(b) has such other qualifications and experience as the Council may from time to time determine.

(3) The Executive Director shall be the secretary to the Council and all committees and shall, on instructions of the President, convene meetings of the Council or committees.

Duties of the Executive Director

21. Subject to the general or special directions of the Council, the Executive Director shall be responsible for the day to day management of the Institute and administrative control of other members of staff of the Institute and, in that regard, shall be answerable and accountable to the Council.

Establishment of Standing Committees

22. Council shall for the purpose of performing its functions under this Act, establish the following Standing Committees;

- a) Finance and Audit Committee
- b) Consultancy and research Committee
- c) Marketing Committee
- d) Training and Education Committee
- e) Standards Committee
- f) Editorial Committee

1)The Finance Committee shall;

- a) Consist of Treasurer of the Council, Branch Treasurers and two other members nominated by Council; and

b) Be Responsible for:

i) Managing the finances of the institute and coordinating all its income generating activities; and

ii) Advising Council on issues of budget, investments, expenditure, audit and any other financial matters relating to the operation of the institute, its Branches or Committees.

c) have an investment subcommittee

d)

2) Consultancy and research Committee shall;

a) Consist of any five members of the Institute, including a member of the Council; and

b) be responsible for sourcing consultancies and coordinating research effort in Human Resources Management.

3) Marketing Committee shall consist of any three members and shall be responsible for publicity and building the visibility of the institute.

4) Training and Education Committee shall be responsible for coordinating Professional Development Programs and overseeing profession development of all persons registered under the Institute.

5) Disciplinary Committee, appointed by Council on issue by issue basis, shall consist of any person who has formerly served on the position of the President under this Act, and three other members with proven record of distinction in Human Resources Management

And be responsible for disciplinary matters, accreditation of persons to be registered under the institute and admission of the said persons;

3 (1) Powers of Disciplinary Committee

The disciplinary Committee in conformity with principles of natural justice shall as the case may be, admonish, suspend, withdraw or order to pay a fine, any person found liable for an offence under this Act, Disciplinary Committee shall set separate rules and regulations to be followed in managing disciplinary matters under this Act.

6) Editorial Committee: This committee shall consist of any three members and shall be responsible for the production of the Magazine for the Malawi Institute of Human Resources Management in addition to all the Institute's publications.

7) Standards Committee: this committee shall be responsible for enforcement of standards set by Council under this Act and shall be constituted of the Vice president, the Executive Director and any three other persons appointed by Council.

8) The subcommittees may delegate some of their functions to the Secretariat provided that in that event:

i) The Sub-Committee shall specify in writing the functions delegated and the timeframe during which the functions are to be carried out.

ii) The Executive Director shall report to the head of subcommittee on the progress of a delegated task.

iii) The Subcommittee shall reserve the power to withdraw a delegated task without notice or explanation

iv) Upon withdrawal of a delegated power, the Executive Director shall

not later than twenty-one days provide to the subcommittee a full report accounting for the delegated task

9) The Council shall promulgate rules to govern the power, procedure and management of sub committees.

PART VI- FINANCIAL PROVISIONS

Funds and property of the Institute

23. - (1) The funds and property of the Institute shall consist of-

- (a) such sums of money or other property, real or personal, as may be acquired, purchased or received by, or transferred to, the Institute, whether by way of gift, bequest, purchase or otherwise;
- (b) such sums of money or other property, real or personal, as may accrue to the Institute in the exercise of its powers or the performance of its functions under this Act;
- (c) such sums of money or other property, real or personal, that may accrue to, or be received by, the Institute by way of fees, grants, contributions, donations or

subscriptions from any person or institution; and

- (d) such sums of money or other property, real or personal, as may be donated to the Institute by any international agency or other body or person situate or resident outside Malawi.

(2) The funds and property of the Institute shall be payable to, vested in, held, managed and controlled by the Council.

Bank account 24. The Council shall hold an account with a registered bank to safeguard funds of the Institute and for such purposes as the Council may approve.

Investment of funds 25. The Council shall invest, for the use of the Institute, all funds of the Institute which are not required for immediate use in line with investment policy determined by Council from time to time

Financial year .26 The financial year of the Institute shall be a period of twelve months, commencing on 1st January and ending on 31st December in each year.

Books of
account

27. The Honorary Treasurer shall maintain proper books of account in accordance with the direction of the Council.

Audit of
accounts

28.- (1) The accounts of the Institute shall be audited at the end each financial year by an auditor or auditors appointed by the Council.

(2) The Institute shall pay, in respect of any audit held under this Part, such fees, costs and expenses as may be appropriate.

(3) The auditor may, by writing under his hand, require the production of all books, vouchers, receipts and other documents relating to the accounts or investments of the Institute which he may consider necessary for the purpose of the audit, and he may summon in writing all persons having knowledge of the affairs of the Institute, as he may find appropriate, to appear before him personally at the offices of the Institute for examination in connection with any documents or matters relating to the audit.

(4) On completion of the audit, the auditor shall report thereon in writing to the Council about the audit generally and on such specific matters in relation thereto as the Council may direct.

(5) The Council shall consider the report of the auditor within three (3) months after the date of the receipt thereof.

PART VII- MISCELLANEOUS PROVISIONS

Penalty for improper use of grade or title

29. A person who, not being entitled or authorized to do so, uses the grade or title fellow, member, associate or student of the Institute, commits an offence and shall be liable to a fine of K5, 000,000.00 or imprisonment for six (6) months.

Regulations

30- (1) The Council may make regulations for the better carrying out or giving effect to the provisions of this Act.

(2) Without prejudice to the generality of subsection (1), the regulations may make provision for-

- (a) the grading of members;
- (b) the admission of members;
- (c) entrance and subscription fees;
- (d) examination standards;
- (e) Disciplinary procedures and
- (f) such other matters as the Council may consider necessary.

- (b) where appropriate, issue to the Institute a certificate of title or other statutory evidence or ownership of the property or make such amendments on such certificate or in the appropriate register as may be necessary; and
- (c) make any necessary endorsement on any deeds or other documents as may be presented to such registering authority relating to the title, right or obligation concerned.

Transfer of members, employees, etc

33 (1) Any person who, immediately prior to the commencement of this Act, is a member of the Executive Council of the Trust, shall be deemed to have been transferred to the membership of the Council of the Institute on terms and conditions of membership similar to the terms and conditions of membership with the Institute, for the purpose of determining his rights thereunder, his membership to the Council of the Institute shall be regarded as being continuous from the time he became a member of the Council of the Institute.

(2) Any person who, immediately prior to the commencement of this Act, is a fellow, member, associate or student of the Trust, shall be deemed to have been transferred and become a fellow, member, associate or student of the Institute, respectively, on the same terms and conditions with the Trust.

(3) Any person who, immediately prior to the commencement of this Act, is an employee of the Trust, shall be deemed to have been transferred to the employment of the Institute on terms and conditions of service not less favourable than the terms and conditions of service with the Trust and, for the purpose of determining his rights thereunder, his service shall be regarded as being continuous from the time he was appointed by the Trust.

3) No employee transferred to the Institute by virtue of subsection (2) shall be entitled to claim any payments merely by virtue of such transfer.

4

i) Any persons who at commencement of this Act are engaged in the practice of human resources shall within eighteen months take measures to comply with this Act.

iii) Upon the expiry of eighteen months from commencement of this Act the Council shall by subsidiary rules determine the status of persons who prior to commencement of this Act had been engaged in the practice of human resources but have failed to comply with 4(i) hereof.

OBJECTS AND REASONS

The object of this Bill is to establish the Malawi Institute of Human Resources Management

Attorney General