



INSTITUTE OF
PEOPLE MANAGEMENT
MALAWI (IPMM)

e-newsletter

Vol. 2

THE ANNUAL CON-
FERENCE THAT WAS -
YEAR 2017, NKOPIA
LODGE

STAKEHOLDERS
MEETING - HUMAN
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MEMBERSHIP TO IPMM IS COMMITMENT TO EXCELLENCE!

FORWARD

THE ANNUAL CONFERENCE THAT WAS - YEAR 2017, NKOPOLA LODGE

Yes, we are in the first quarter of the year. As we start, it may appear obvious to many that every functioning HR department is busy setting the pace for contracting staff performance. Some enjoy this assignment while others are cursing it. Setting performance objectives means setting yardsticks against which performance will be measured. Experience will inform our readers that this assignment is not liked by many. It is a daunting task far from being a copy paste game. Forget about last years goals which you successfully run over. This is a new performance year and you certainly need to think afresh if things are to be done differently, particularly if you work in organizations characterized by operational dynamism. Love it or hate it, you will still have to do it.

In this issue, we aim at refreshing readers regarding 2017 events particularly, the Annual conference. We carry some highlights that epitomized the Annual Conference. We also give an update on the few activities that have taken place since the year began. Events ahead will be featured last. We also reiterate our call that was earlier made to our readers to be sharing articles with the editorial team, for purposes of publication in the People Manager Magazine. These articles should primarily be professionally inclined to our HR field. Comical material may be considered last, space permitting!



A cross section of Guests that filled up Nkopola Conference Hall



IPMM president (Laston Chilando) interacting with the Guest Speaker -David Ssegawa



Speakers plus Delegates attentively listening to the inaugural remarks.



As part of Corporate Social Responsibility, IPMM members together with IPMM Council donate 7 wheel Chairs to Mangochi District Hospital.



(Standing): David Ssegawa in the thick of a presentation.



Zogan Opperman, stressing a point



Hon. Chimwemwe Kamowa, tackling Labour Relations issues.



Question time. A delegate seeking clarification.



Our esteemed delegates



Delegates keenly following events.



A cross-section of participants to the Bill Stakeholders meeting.

STAKEHOLDERS MEETING - HUMAN RESOURCES MANAGEMENT BILL

A stakeholders meeting was held on 12 January 2018 at Mount Soche Hotel with the view to share notes on the bill and create a platform for cleaning up and shaping the bill before it can be presented to the overall IPMM membership and then parent ministry i.e. Ministry of Public Services Management through Department of Human Resources Management and Development (DHRMD). The meeting, facilitated by Counsel Chimango Phiri of BCP Law Consulting Company, was attended by the following stakeholders, Employers Consultative Association of Malawi (ECAM), National Council for Higher Education (NCHE), University of Malawi- Chancellor College, University of Malawi (The Polytechnic), Malawi National Examina-

tions Board (Maneb), Ministry of Public Services Management (DHRMD), Ministry of Education, Sciences and Technology, Ministry of Labour, Youths, Sports and Manpower Development, Malawi Institute of Management (MIM), Staff Development Institute (SDI), Ministry of Justice and Constitutional Affairs, Malawi Congress of Trade Unions (MCTU), Institute of Chartered Accountants in Malawi (ICAM), and Malawi Chambers of Commerce and Industry (MCCI).

Stakeholder's inputs will feed into the next draft of the bill that will be reviewed by the Committee, prior to sharing the same with the wider IPMM Membership.

SPONSORS COCKTAIL

This event took place on 12th January 2018 at Sunbird Mount Soche Hotel. The event was held with the sole aim of appreciating the support we got from our sponsors in the year 2017. Sponsors present were Nico Life, FMB, F&N, Teveta, NCIC, CDH, Medi Health, and Reunion Insurance. In addition to sponsors named above, IPMM enjoyed financial and material support from the following companies in year 2017; MASM, Old Mutual, FDH Bank, Blantyre City Council, MHC, MBC, CARD, National Aids Commission (NAC), Malawi Institute of Management (MIM), Carlsberg, TNM, PriceWaterHouse Coopers (PWC), National Bank of Malawi and Malawi Energy Regulatory Authority (MERA). We remain hopeful that sponsors will again avail their support towards 2018 IPMM activities.

UPCOMING EVENTS - 2018

1. Implement a training program (CPD) on 13 April 2018 targeting HR professionals.
2. Run a training program (CPD) on 25 May 2018 targeting Non HR professionals (HR for Non HR Managers).
3. Implement a third training program (CPD) targeting HR professionals, on 27 July 2018.
4. Organise and implement Annual Dinner and Dance for IPMM Members on 27 July 2018.
5. Continue with consultations on the Draft Bill and handover a refined Draft Bill to the parent Ministry through Department of Human Resources Management and Development (DHRMD).
6. Publish names of paid-up members of IPMM by 30th July 2018.
7. Publish People Manager Magazine in September 2018.
8. Hold IPMM Annual Conference from 25th -27th October 2018 at Nkopola Lodge.
9. Election of new office bearers for IPMM in October 2018.