



Minutes of the twenty-third Annual General Meeting of the Chartered Institute of Personnel and Development held at the Macdonald Burlington Hotel, Birmingham B2 4JQ and online on Tuesday 13 December 2022 at 10:00-11:30

There were 65 Chartered Members in attendance, making the meeting quorate, and another 88 in attendance. Most of the attendees joined the meeting online.

1 Welcome

- 1.1 Baroness Ruby McGregor-Smith CBE, President of the CIPD, welcomed everyone to the CIPD's twenty-third AGM. This was her first AGM as President and the CIPD's first hybrid AGM.

2 Overview of the year

- 2.1 The Chair of the CIPD, Valerie Hughes D'Aeth, presented an overview of the year. She explained that the CIPD had embraced online and hybrid ways of delivering resources, guidance, networking and learning events, with 22,500 people so far using our new Learning Hub. She thanked the 5,000+ volunteers who dedicated their time and expertise to strengthen our community and remove barriers to better work for all, and our employees whose work had brought our whole community together and laid the foundations to expand into new international markets, grow our membership and increase our impact.
- 2.2 Valerie talked about ways in which we were growing a strong community. Examples included running a free, online student conference which had attracted over 1,500 student members and awarding a new Foundation-level membership grade to over 440 people professionals.
- 2.3 She explained that 4,400 delegates had joined our fully hybrid, globally-accessible Annual Conference and Exhibition in November, and 4,200 delegates had joined our fully hybrid Festival of Work. She also highlighted all the work done in our countries and regions to organise local conferences, award ceremonies, round tables and learning events, sharing insights and amplifying our collective voice.
- 2.4 Examples were shared of some of the 330 organisations who chose to work with us, including a flagship food retailer in the Middle East, a national healthcare group in Singapore and NHS Improvement in the UK.
- 2.5 Valerie shared some updates on developments to the Profession Map, explaining that 20k+ people professionals had registered for our qualifications and 20 new study centres had been added. She went on to congratulate the 3,000+ students who had graduated from CIPD-approved universities in the last year and acknowledged the introduction of a new Level 7 Senior People Professional Apprenticeship alongside other initiatives to boost learning.
- 2.6 Valerie also set out what we were doing to make the case for better work. This included our CEO continuing to co-chair the Government's Flexible Working Taskforce, launching a new hub to tackle in-work poverty, launching a One Million Chances campaign, which encourages organisations to create opportunities for young people, a policy paper on effective sick pay, responsible business and contributing to Acas's bereavement guidance. We also launched a Future of work article series, inviting experts from a wide range of disciplines to explore longer-term viewpoints on the trends shaping workplaces and working lives.
- 2.7 This past year we've built on our social impact programmes by establishing the CIPD Trust. Using the support of people professionals to help individuals get into work, get back into work,

and develop in work. The CIPD Trust means we can expand our reach to those who experience greater hurdles in the workplace.

- 2.8 Finally, Valerie explained what we had done to improve how we work, including improving our customers' digital experience and preparing to launch a new CIPD website. Our commitment to sustainability was also presented, explaining that we continue to support the UN Sustainable Development Goals and have set up a group to oversee our progress. Alongside our guide for professionals on embedding environment sustainability in your organisation, we continue to measure our carbon footprint and have secured the commitment of our partners and suppliers to sustainable practices, events and publications. We have also signed up to the Investors in the Environment accreditation scheme, renewed our membership of Climate Action for Associations and added a standard on environmental sustainability to our Profession Map.

3 Finances

- 3.1 CIPD Treasurer Shakil Butt presented key highlights of the organisation's finances from the past financial year. He explained that, despite a slight drop in membership numbers for the first time in ten years, renewals were up again in the current year and revenues had bounced back from the impact of the Covid-19 pandemic, up £4 million on the previous year. This had meant we had been able to maintain a £2 million operating surplus and continue to spend on strategic initiatives.
- 3.2 Shakil described the different sources of income, much of which came from membership activity with the rest from commercial activities for individuals and employers (e.g. training, consultancy, conferences, events, publications etc). He explained that operating costs were being managed carefully and that we had made strategic investments in our technology platforms and delivering a new learning management system - the CIPD Learning Hub. He also described changes to our investment portfolio and gave an update on the pension scheme, explaining that a more detailed "full" triannual valuation of the Scheme was next due in October 2023.
- 3.3 Shakil set out a high-level summary of the past four years of membership numbers, income and margins in Ireland, Asia and the Middle East. He also reflected on CIPD's financial performance over his period as Treasurer for the past six years. He noted that our increasing impact had had been supported by growth in membership and the resulting revenue, and that increased investment had been made in strategic projects to secure our future and enable growth. He also explained that reserves were strong, and that our consistent surplus reflected our intention to spend wisely and to invest the money received to benefit our members and the wider profession.

4 AGM vote

- 4.1 Baroness Ruby McGregor-Smith then opened the voting on the AGM resolutions, which were combined with the proxy votes to result in the following outcomes:
- a. The minutes of the twenty-second Annual General Meeting held on 7 December 2021 were **received** by a majority vote.
 - b. The Annual Report and Accounts of the CIPD for the year ended 30 June 2022 were **received** by a majority vote.
 - c. The re-appointment of Haysmacintyre as auditors of the CIPD and authorisation of the Board to agree their remuneration were **agreed** by a majority vote.
 - d. Caroline Stockmann was elected as Treasurer of the CIPD **unanimously**.

5 Q&A session

- 5.1 Angela Attah, Institute Secretary of the CIPD and Director of Legal and Governance, opened the floor for questions. These covered the following topics:
- a. How the HR profession might evolve strategically over the next five to ten years.
 - b. Activities being undertaken to increase diversity in the profession.
 - c. Future plans for CIPD's Wimbledon office.
 - d. Ways to further promote the newly updated Code of Conduct and Ethics which had received very positive feedback from the community.
 - e. What the CIPD is doing to introduce common business skills training for HR professionals, as roles evolve within the profession, and whether this is limited to the UK or as part of its global expansion plan.
 - f. Whether the CIPD is involved in responding to the two current ICO consultations regarding treatment of employee health data and employee monitoring in the workplace.
 - g. What the CIPD is doing to support student members and integrate them into leadership and other managerial roles.
 - h. What the CIPD is doing to address wellbeing issues within the profession and as it seeks to support the working population more widely, especially in sectors such as healthcare.
 - i. How the CIPD will advise MPs about the automatic dissolution of European employment legislation after December 2023.
 - j. How members from outside the UK can get the maximum benefit from their membership.
 - k. How the CIPD and branches can engage more with students who are both studying HR and who have misunderstandings about the profession (this was a comment rather than a question).
- 5.2 Since there were no further questions, the floor was closed.
- 5.3 Angela Attah thanked all those who submitted questions to the Board and to the trustees for providing insightful responses.

6 Final remarks

- 6.1 Shakil Butt was thanked for serving the CIPD as Treasurer for six years and Caroline Stockmann was congratulated on her new role as CIPD Treasurer.
- 6.2 There being no further business, the meeting was officially closed.