

Published May 2022

HR leading the way

YEAR IN REVIEW | 2021



Advancing HR practice to benefit people, workplaces and business

AHRI is the professional body for Human Resources in Australia, setting the industry standard for HR practitioners.

AHRI provides an exciting range of learning and development opportunities across HR, people management and business.

AHRI members can engage in networking opportunities across Australia, from local forums and virtual events to the world-class AHRI Convention & Exhibition.

AHRI sets the standard for HR practice through AHRI Certification and accreditation of Australian HR qualifications. AHRI's globally benchmarked Australian HR Capability Framework underpins our professional

development products, events and programs.

The Framework, which consists of six capabilities, fifteen key knowledge areas and ten behaviours, is mapped across the scope of experience from early career professionals to senior HR leaders. The Framework can be found [on the AHRI website](#) and it is complemented by the member-only Australian Capability Analysis Tool which enables self-analysis against the Capability Framework and provides a personalised report.

AHRI also recognises and celebrates excellence in HR practices through its highly regarded AHRI Awards.

Key Data 2021:

16,041
Financial members

100
Accredited HR courses

Certification completions

151
AHRI Practising Certificate

33
Senior Leaders Pathway

21
CIPD reciprocity candidates were approved

2
AP (Academic Pathway)

From the Chair

AHRI Chair Michael Rosmarin reflects on how AHRI supported members through the continuing Pandemic.

[Watch video](#)



Michael Rosmarin
FCPHR

*National President
and Chair*



From the CEO

AHRI CEO Sarah McCann-Bartlett shares her thoughts about AHRI's transformation and enhanced member experience.

[Watch video](#)



Sarah McCann-Bartlett
*CEO and
Managing Director*



A year like no other

The HR profession continued to step up to meet the challenges of 2021.

HR practitioners demonstrated value to their organisations by ensuring their people were safe, connected and productive and as a result, they grew their influence.

2021 milestones

1.

Improved Learning

AHRI launched its new learning management system to create improved learning experiences for our members.

2.

Blended Programs

AHRI created 20 new blended learning short courses, based on the neuroscience of learning to drive improved learning outcomes.

3.

Events, Networking & Learning

In 2021, AHRI and its volunteers continued to deliver network forums, national webinars and major events.



AHRI Resources

AHRI National Webinars

AHRI gathered experts from across the profession who shared their knowledge and insights on issues facing AHRI members.

The webinar series was one of the most-utilised member benefits during the year, keeping HR professionals informed on a range of important topics.

AHRI:Assist Resource Hub Expands

AHRI:Assist continues to provide members with relevant content and responses to day to day HR queries. Content has been completely reviewed and updated on AHRI's new website, and resourcing has been increased to meet members' needs for timely information.

 [Learn more about the latest resources and tools](#)

AHRI Network Forums

AHRI's state based networks continued to support members locally with online and face to face network events, holding 155 network events during the year across Australia.

AHRI National Webinars

23
webinars delivered

6,930
total registrations

Network Forums

155
network events

Popular webinar themes

#1

COVID vaccinations in the workplace

#2

Women & Leadership, Communication and Negotiation

#3

Reshaping our Workforces and Workplaces for the Future

#4

Workplace support to enable effective work-life management

AHRI research

AHRI and partnered research

AHRI and its research partners produced 6 research reports throughout the year, that provided deeper insights into a range of employment and workplace topics.

AHRI's research program was guided by the Advisory Research Panel and supported by key industry partners.

In November, AHRI undertook a [pulse survey](#) that provided insights into the key issues facing members including a deep dive into workplace vaccination.



2021 reports

Australian organisations response to the COVID pandemic – Macquarie Uni [Read more](#)

AHRI Pulse Survey – November 2021 [Read more](#)

Employing and Retaining Older Workers [Read more](#)

Human Resource Competency Study [Read more](#)

If I knew then what I know now... Reflections of HRDs internationally [Read more](#)

Performance management in Australian organisations: Current Practice & Future Plans [Read more](#)

New virtual events

International Womens Day

For 2021, AHRI switched its IWD event to be fully virtual, enabling members from across the entire country to attend. The keynote speaker was Gretchen Carlson, followed by a panel session on sexual harassment in the workplace.

Diversity & Inclusion Conference

AHRI's first fully hybrid event saw the main room content streamed to a virtual audience, along with networking sessions and a virtual exhibition. A strong program covered a wide range of speakers and topics that focused on D&I in a hybrid working environment.

National Convention & Exhibition

Due to state border and Victorian lockdowns the 2021 National Convention & Exhibition pivoted to a fully virtual event. It took the theme of Transform across all aspects of the program, which included the Public Sector Conference,

Masterclasses, two streams of Main Program, Transform Talks, social activities and a virtual exhibition, all within a vibrant and engaging platform.

Event participation

5
expert speakers at IWD

1,056
registrations for IWD

25
expert speakers at D&I

143
onsite registrations for D&I

287
virtual registrations for D&I

62
expert speakers at Convention

1895
registrations for Convention



Media and advocacy

AHRI continued to build on its momentum throughout 2021 and was a key voice in the media on workplace issues, covering topics such as COVID-19 vaccination policy, mental health and wellbeing, age discrimination and the return to the workplace. External media efforts aimed to provide clear advice, insights and resources to the business community, AHRI members and the Australian government. In May 2021, AHRI and the Australian Human Rights

Commission jointly released the [Employing Older Workers](#) report, which resulted in significant coverage and conversation around discrimination against older workers. Moreover, AHRI's latest Pulse Research (published December 2021) led the national news agenda achieving coverage across tier 1 print, digital and broadcast news. Strong research and partnerships continued to be a driving factor in AHRI's success in the media throughout 2021.

In the media

308
media mentions

Top news publications

Australian Financial Review
The Australian
The Age
ABC Radio National
ABC Radio Melbourne
3AW

In retrospect



Vaccine Mandates

AUSTRALIAN FINANCIAL REVIEW | FEBRUARY 2021

[Read Article](#)



Older Workers

THE AUSTRALIAN | APRIL 2021

[Read Article](#)

Requires paid subscription to The Australian



This Working Life

ABC RADIO NATIONAL | MAY 2021

[Listen to Recording](#)



Vaccine Status with Helen Trinca

THE AUSTRALIAN | DECEMBER 2021

[Read Article](#)

Requires paid subscription to The Australian



Pulse Research with Wendy Tuhoy

THE AGE | DECEMBER 2021

[Read Article](#)



[Read media releases](#)

AHRI's volunteers

AHRI has a strong and active volunteer network that delivers specialist programs, provides advice and insights on key issues, and state-based activities and engagement for members. These volunteers are contributing their time and their significant expertise to AHRI's members and the wider HR profession across Australia.

To all AHRI's volunteers, thank you.

State Councils

ACT President
Steph Waddon FCPHR

South Australia President
Susan Sadler CPHR

Northern Territory President
Jason Chin FCPHR (until 30/06/2021)
Renee Alexander MAHRI (from 01/07/2021)

NSW President
Athena Chintis CPHR

Queensland President
Caroline McGuire FCPHR

Tasmania President
Alayne Baker FCPHR (until 30/06/2021)
Freya Beech MAHRI (from 01/07/2021)

Victoria President
Matt Connell FCPHR

Western Australia President
Jonathon Woolfrey FCPHR

Councils, Committees and Advisory Panels

National Certification Council Chair
Peter Wilson AM FCPHR *Life*

National Accreditation Committee Chair
Professor Alan Nankervis FCAHR

Future of Work
Dr Ben Hamer CPHR

Advisory Research Panel Chair
Dr Tanya Hammond FCPHR

Diversity & Inclusion Advisory Panel Chair
Rhonda Brighton-Hall FCPHR

Public Sector Advisory Panel Chair
Carmel McGregor PSM FCPHR

Looking forward

AHRI's board and management continue to work closely with the Council of State Presidents and their State Councils to deliver AHRI's transformation program throughout 2022 and ensure that member experience continues to be enhanced. AHRI has a suite of new products and services that will be launched by AHRI throughout 2022, including new Senior Leader Pathways to Certification.

AHRI:
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HR practice to
benefit people,
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and business

AHRI's Postcard for the Future sets out the vision for AHRI:

- AHRI is the custodian of HR standards and certification in Australia, and these are universally recognised and applied
- AHRI is the key insights resource for the profession and uses its voice to advocate for and influence HR best practice
- HR practitioners identify strongly with the AHRI community and aspire to be professional AHRI members
- HR practitioners are essential in influencing, contributing and leading the achievement of strategic business and HR objectives
- AHRI supports HR practitioners throughout their career journey. AHRI design is member and customer centric and digital first
- AHRI has a sustainable business model and dynamic operating model





GET IN TOUCH

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Always was.
Always will be.

AHRI acknowledges the Australian Aboriginal and Torres Strait Islander peoples as the first inhabitants of the nation and the traditional custodians of the lands where we live, learn and work.

ahri.com.au