

BILLS SUPPLEMENT

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Bill No. 18 *Human Resource Management Professionals Bill* **2025**

**THE HUMAN RESOURCE MANAGEMENT
PROFESSIONALS BILL, 2025**

MEMORANDUM

1. Policy and principles

The object of the Bill is to provide for the professionalisation of the human resource management practice and regulate the human resource management profession; to establish the Human Resource Management Professionals Society; to provide for the establishment of the Council as the governing body of the Human Resource Management Professionals Society; to provide for the registration of members of the Society; to provide for the disciplinary procedures for members of the Society; and for related matters.

2. Justification for the Bill

Currently, there is no legal framework regulating the human resource management practice in Uganda despite the country's social and economic development being dependent on the quality of human resource it possesses. The absence of a regulatory body to set and enforce the required professional standards for the effective management of this critical resource has left many organisations operating under varied standards.

The human resource management practice is at the centre of organisational strategic planning and the realisation of organisational goals and objectives. The practice therefore requires standardisation of

the qualifying disciplines in order to achieve an effective management of the country's human resource.

Globally and regionally, the human resource management function has become dynamic in order to cope with the social, economic, legal, political and technological innovations. For example, the revival of the East African Community has created new opportunities, standards, and challenges. Additionally, the free movement of labour in the East African Partner States calls for the building and maintaining of standards of human resource practice at national, regional and international level.

3. Remedies proposed by the Bill

The Bill is intended to provide a legal framework to professionalise the human resource management practice and regulate the human resource management profession by establishing a regulatory body responsible for setting the required professional standards and professional code of conduct that will enhance service delivery in both the public service and private organisations.

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Workers' Representative

THE HUMAN RESOURCE MANAGEMENT
PROFESSIONALS BILL, 2025

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A BILL for an ACT

ENTITLED

**THE HUMAN RESOURCE MANAGEMENT
PROFESSIONALS ACT, 2025**

An Act to provide for the professionalisation of the human resource management practice; to provide for the regulation of the human resource management profession; to provide for the establishment of the Human Resource Management Professionals Society; to provide for the establishment of the Council as the governing body of the Society; to provide for the functions of the Council; to provide for the registration of members of the Society; to provide for disciplinary procedures for members of the Society; and for related matters.

BE IT ENACTED by Parliament as follows:

PART I—PRELIMINARY

1. Interpretation

In this Act, unless the context otherwise requires—

“Council” means the Human Resource Management Professionals Council established under section 4;

“currency point” has the value assigned to it in the Schedule;

“Society” means the Human Resource Management Professionals Society established under section 2;

“Minister” means the Minister responsible for the public service;

“Registrar” means the Registrar of the Society appointed under section 13;

PART II—ESTABLISHMENT OF HUMAN RESOURCE MANAGEMENT PROFESSIONALS SOCIETY

2. Establishment of Human Resource Management Professionals Society

(1) There is established a Human Resource Management Professionals Society.

(2) The Society shall be a body corporate with perpetual succession and a common seal and may, for purposes of discharging its functions under this Act—

- (a) sue or be sued in its corporate name;
- (b) acquire, hold or dispose of movable or immovable property; and
- (c) do all acts a body corporate may lawfully do.

3. Seal of Society

(1) The Society shall have a common seal which shall be kept in the custody of the Registrar.

(2) The seal of the Society shall be authenticated by the signatures of the president of the Council and the Registrar and in the

absence of the president, by the signatures of the vice president of the Council and the Registrar.

PART III—ESTABLISHMENT OF HUMAN RESOURCE MANAGEMENT PROFESSIONALS COUNCIL

4. Council of Society

There is established the Human Resource Management Professionals Council, which shall be the governing body of the Society.

5. Functions of Council

The functions of the Council are—

- (a) to admit and register all persons eligible for membership under this Act;
- (b) to register and licence human resource management consulting firms in accordance with this Act;
- (c) to conduct continuous human resource professional development programs;
- (d) to issue practicing certificates to members of the Society in accordance with this Act;
- (e) to recommend to the National Council for Higher Education programs for accreditation for universities, tertiary institutions and other degree awarding institutions, leading to qualifications in human resource management;
- (f) to monitor and regulate the practice, competence, standards and ethics of the human resource management profession;
- (g) to institute a professional code of conduct for members of the Society and exercise disciplinary control over members registered under this Act;

- (h) to act as an authentication center for qualified human resource management professionals;
- (i) to ensure the maintenance of professional standards of members of the Society;
- (j) to advise government on matters of human resource management practice;
- (k) to advocate for the welfare of members of the Society;
- (l) to promote research in human resource management practice;
- (m) to promote collaboration with regional and international human resource management professional related bodies;
- (n) to promote and protect the interests of the human resource management profession;
- (o) to promote awareness about the human resource management profession; and
- (p) to carry out any other functions prescribed under this Act.

6. Composition of Council

- (1) The Council shall consist of the following members—
 - (a) a president, who shall be the chairperson of the Council;
 - (b) a vice president;
 - (c) a representative of the Ministry responsible for the public service who shall be appointed by the Minister;

- (d) a representative of the Ministry responsible for labour who shall be appointed by the Minister;
- (e) a representative of labour unions registered under the Labour Unions Act, who is a professional member under this Act appointed by the Minister;
- (f) four members of the Society, one of whom shall be from the academia;

(2) A member referred to under subsection (1) (a), (b) and (f) shall be elected, at a general meeting, by members of the Society from among members of the Society who possess valid practicing certificates issued under this Act.

(3) At least one third of the members of the Council shall be women.

(4) A member of the Council shall hold office for a period of two years and is eligible for re-election or reappointment, for one more term only.

(5) The Registrar shall be the secretary to the Council.

7. Resignation of member of Council

A member of the Council may, in writing, addressed to the Minister, resign his or her office.

8. Removal of member of Council

(1) A member of the Council referred to in section 6(1)(a), (b) and (f) may be removed from office, at a general meeting, by members of the Society for—

- (a) breach of the professional code of conduct;
- (b) abuse of office;

- (c) inability to perform the functions of the office; or
- (d) failure to attend three consecutive meetings of the Council, without reasonable cause.

(2) The president of the council shall notify the Minister of the decision of the general meeting under subsection (1) within five working days of the decision of the general meeting.

(3) Where the decision of the general meeting is to remove the president of the Council, the vice president shall notify the Minister within the time prescribed under subsection (2).

9. Meetings of Council

The meetings of the Council shall be conducted in accordance with regulations made under this Act.

10. Committees of Council

(1) For the efficient implementation of its mandate, the Council may establish committees under this Act, consisting of members of the Council and members of the Society.

(2) The members of a committee of the Council shall not be more than five in number.

(3) The chairperson of a committee of the Council shall be a member of the Council.

(4) The Council shall regulate the proceedings of the committees established under this section.

11. Delegation by Council

The Council may delegate any of its functions under this Act to a committee of the Council.

12. Remuneration of members of Council

The members of the Council shall be paid such remuneration or allowances as shall be approved by the members of the Society at a general meeting.

PART IV—REGISTRAR AND OTHER STAFF OF SOCIETY**13. Registrar of Society**

(1) The Council shall appoint a Registrar of the Society who shall hold office in accordance with the terms and conditions of his or her appointment.

(2) A person shall not be appointed a Registrar unless—

- (a) the person is a member of the Society under section 16(a); and
- (b) the person has ten years' practical experience in human resource management.

(3) The Registrar shall be the chief executive officer of the Society and shall be responsible for the day to day management of the Society.

(4) The Registrar shall be answerable to the Council.

(5) The Registrar shall hold office for four years and shall be eligible for reappointment for one more term only.

14. Functions of Registrar

The Registrar shall be responsible for—

- (a) keeping and maintaining the register of members of the Society;
- (b) recording the minutes of the meetings of the Council and the committees of the Council;

- (c) keeping custody of all records and documents of the Council;
- (d) managing the funds and property of the Society;
- (e) making necessary alterations and corrections in the register in relation to any entry as may be directed by the Council; and
- (f) removing from the register—
 - (i) the name of a member of the Society as may be directed by the Council;
 - (ii) the name of a deceased member of the Society;
 - (iii) any entry which may have been incorrectly or fraudulently made in the register; or
 - (iv) the name of a member of the Society who has ceased to practice the human resource profession.

15. Other staff of Society

(1) The Council may appoint such other staff of the Society as are necessary for the efficient discharge of the functions of the Society under this Act.

(2) The other staff of the Society shall hold office on such terms and conditions as the Council shall determine in their instruments of appointment.

PART V—REGISTRATION OF MEMBERS OF SOCIETY

16. Membership of Society

A person is eligible for registration as a member of the Society under any of the following categories—

- (a) professional member;

- (b) fellow member;
- (c) associate member; or
- (d) honorary member.

17. Professional member

(1) A person is eligible for registration as a professional member of the Society where—

- (a) the person holds a bachelor's degree in human resource management from a university or other institution recognised by the National Council for Higher Education;
- (b) the person holds a bachelor's degree with a seventy percent core course content in human resource management from a university or other institution recognised by the National Council for Higher Education; or
- (c) at the commencement of this Act, the person—
 - (i) is practicing human resource management; and
 - (ii) holds a bachelor's degree from a university or other institution recognised by the National Council for Higher Education and a postgraduate qualification in human resource management.

(2) The National Council for Higher Education shall, in consultation with the Council, determine a degree with a seventy percent core course content in human resource management referred to in subsection (1).

18. Fellow member

A person is eligible for registration as a fellow member of the Society where the person—

- (a) is registered as a professional member of the Society under section 17;

- (b) has at least ten years' experience in human resource management; and
- (c) demonstrates outstanding contribution to the human resource management profession, as the Council may determine.

19. Associate member

(1) A person who, at the commencement of the Act, is practicing human resource management but does not meet the requirements for a professional member under section 17, is eligible for registration as an associate member of the Society.

(2) The registration of an associate member of the Society under subsection (1) shall be valid for a period of five years from the date of commencement of this Act.

20. Honorary membership

Where the Council considers that a person who is not a member of the Society has rendered exceptional services to the Society or to the human resource management profession, the Council may invite the person to become an honorary member of the Society.

21. Annual subscription

(1) A member of the Society shall pay annual membership subscription as may be prescribed by the Council and approved at a general meeting.

(2) An honorary member shall not pay annual subscription.

22. Application for registration

(1) A person who qualifies to be registered as a member of the Society may apply to the Council for registration.

(2) An application under subsection (1) shall be made in the prescribed form and upon payment of the prescribed application fee.

(3) Where the Council is satisfied that a person who applies for registration under this section fulfills the requirements for a category of membership applied for as prescribed under this Act, the Council shall authorise the Registrar to enter the name of the applicant in the register.

(4) The Council shall not delegate the powers of approval of an application for registration under this section.

(5) This section does not apply to an honorary member of the Society.

23. Temporary registration

(1) A person who—

(a) is not ordinarily resident in Uganda but wishes to engage in human resource management practice for specific work for which he or she has been engaged; and

(b) qualifies to practice human resource management under this Act, may apply to the Council for registration.

(3) Where the Council is satisfied that the person meets the requirements under subsection (1), the Council shall direct the Registrar to enter the name of the person in the register, and grant the person a practicing certificate for a period not exceeding one year.

(4) The Council may approve the renewal of a certificate granted under subsection (2).

(6) An application under this section shall be made in the prescribed form and be accompanied by proof of payment of the prescribed fee.

24. Effect of registration

(1) A person whose name has been entered in the register is entitled to use the title “Human Resource Management Professional” and the initials “HRMP.”

(2) Notwithstanding subsection (1), a person whose name has been entered in the register as a fellow member of the Society is entitled to use the initials “FHRM.”

(3) Subsection (1) does not apply to an honorary member of the Society.

25. Voting rights

(1) A member of the Society registered under sections 17, 18 or 19 shall have a right to vote at a general meeting.

(2) For the avoidance of doubt, an honorary member shall not have a right to vote at a general meeting.

26. Practicing certificate

(1) A person shall not practice as a human resource management professional unless the person possesses a valid practicing certificate.

(2) A person who practices as a human resource management professional without a valid practicing certificate commits an offence and is liable, on conviction, to a fine not exceeding five hundred currency points or imprisonment not exceeding six months, or both.

27. Application for practicing certificate

(1) A person who wishes to practice as a human resource management professional shall apply to the Council for a practicing certificate.

(2) An application under this section shall be in the prescribed form and shall be accompanied by the prescribed fee and proof of registration as a member of the Society under section 17, 18 or 19.

(3) Where the Council is satisfied that the applicant is registered under this Act and meets the prescribed requirements, the Council shall authorise the Registrar to issue a practicing certificate to the applicant.

(4) The Registrar shall, within fourteen working days from the date of the decision of the Council, notify the applicant of the decision.

(5) Where the Council refuses to grant a practicing certificate to an applicant, the Registrar shall, within fourteen working days from the date the decision, inform the applicant of the refusal to grant the certificate and reasons for the refusal.

(6) The Council may suspend or revoke a certificate granted under this section where the human resource management professional to whom the certificate is granted contravenes the Professional Code of Conduct.

(7) An applicant who is aggrieved by a decision made under this section may appeal to the High Court.

28. Duration of practicing certificate

A practicing certificate issued under this Act shall be valid from the date of issue to the 31st day of December of the year in which the practicing certificate is issued.

29. Renewal of practicing certificate

(1) A person who wishes to renew his or her practicing certificate shall within two months before the expiry of the practicing certificate, upon payment of the prescribed fee, apply to the Council for renewal of the certificate.

30. Registration of human resource management consulting firm

(1) A holder of a practicing certificate may operate a human resource management consulting firm as a sole practitioner or in partnership with another member of the society.

(2) A holder of a practicing certificate, who intends to operate a human resource management consulting firm under subsection (1) shall apply to the Council for a licence.

(3) The Council may issue a licence to the applicant if the Council is satisfied that the applicant—

- (a) holds a valid practicing certificate; and
- (b) meets such other requirements as may be prescribed by the Council.

(4) A licence granted under this section shall be in the prescribed form.

(5) Where the Council refuses to grant a licence under subsection (1) to a human resource management consulting firm, the Registrar shall, within fourteen working days from the date of the decision inform the applicant of the refusal to grant the license and the reasons for the refusal.

(6) The Council may suspend or revoke a licence granted under this section where the human resource management consulting firm to which a licence is granted contravenes the Professional Code of Conduct.

(7) A human resource management consulting firm aggrieved by the decision of the Council made under this section, may appeal to the High Court.

PART VI—REGISTER

31. Register

(1) The Registrar shall keep and maintain a register in a form prescribed by the Council, of—

- (a) members of the Society;
- (b) persons who are eligible to practice human resource management; and
- (c) human resource management consulting firms.

(2) For the purposes of subsection (1)(a), the Registrar shall indicate, against every member of the Society registered—

- (a) the name of the member;
- (b) the date of entry of the name of the member in the register;
- (c) the address of the member;
- (d) his or her membership number;
- (e) qualifications of the member; and
- (f) any other particulars as the Council may require.

(3) The Registrar shall, after the 1st day of January and not later than the 31st day of March in each year, cause to be published in the Gazette, an up-to-date register maintained under this section.

(4) The Registrar shall cause to be published, in the Gazette and in a newspaper of nation-wide circulation, the name of every person entered or struck off the register as soon as is practicable.

32. Removal of name from register

(1) The Council may direct the Registrar to remove a name of a member of the Society from the register where the Council is satisfied that the member—

- (a) is dead;
- (b) has requested that his or her name be removed from the register;
- (c) has failed to pay the prescribed fee within the stipulated time;
- (d) had his or her name entered in the register in error or by reason of any false or misleading information;
- (e) has been convicted of an offence under this Act;
- (f) has been found guilty of breach of the Professional Code of Conduct by the Disciplinary Committee under this Act; or
- (g) has been adjudged bankrupt.

(2) Except in the circumstances specified in subsection (1)(a), the Registrar shall, within fourteen working days of the decision of the Council to remove a name of a member of the Society, in writing, inform the member whose name is removed from the register, of the removal of the name of the member from the register.

(3) The Registrar shall cause to be published in the Gazette and in a newspaper of nation-wide circulation as soon as practicable, the name, address and qualifications of a person whose name is removed from the register under this section.

33. Restoration of name on register

The Council may, on its own volition or on the application of a person whose name has been removed from the register and after holding such inquiry as the Council may consider necessary, cause the name of the person to be reinstated on the register on payment of a fee, as the Council may determine.

PART VII— DISCIPLINARY COMMITTEE

34. Disciplinary Committee

(1) There is established a committee of the Council known as, the Disciplinary Committee.

(2) The Disciplinary Committee shall consist of five members appointed by the Council from among the members of the Council.

(3) The members appointed under subsection (2) shall elect a chairperson from among their number.

(4) The Registrar shall be the secretary to the Disciplinary Committee.

(5) A member of the Disciplinary Committee shall hold office for one year and shall be eligible for reappointment

(6) The quorum of the Disciplinary Committee shall be three members.

35. Complaints against human resource management professional

(1) A person may make a complaint for breach of the Professional Code of Conduct against a human resource management professional to the Disciplinary Committee.

(2) The complaint under subsection (1) shall be addressed to the secretary to the Disciplinary Committee.

(3) Upon receipt of a complaint, the secretary shall, within ten working days, refer the matter to the Disciplinary Committee, and the committee shall fix a date for the hearing of the complaint.

(4) The Committee shall give the human resource management professional against whom the complaint is made an opportunity to be heard and shall, within five working days before the date fixed for the hearing, furnish the human resource management professional with a copy of the relevant document.

36. Procedure of Disciplinary Committee

The procedure of the Disciplinary Committee shall be prescribed by regulations made under this Act.

37. Decision of Disciplinary Committee

The Disciplinary Committee may, after considering the evidence adduced—

- (a) order that the complaint be dismissed; or
- (b) make any of the following orders if the Committee is of the opinion that a case of breach of the Professional Code of Conduct on the part of the human resource management professional has been made out—
 - (i) that the human resource management professional be cautioned;
 - (ii) that the practicing certificate of the human resource management professional be suspended for a specified period not exceeding two years;
 - (iii) that the human resource management professional pays a fine as may be determined by the Disciplinary Committee; or

- (iv) that the name of the human resource management professional be struck off the register.

38. Report of Disciplinary Committee to Council

(1) The Disciplinary Committee shall, after consideration of a complaint, make a report of its findings, in writing, to the Council.

(2) The Council shall, within fourteen working days of receipt of the report under subsection (1), deliver a copy of the report to the complainant and to the human resource management professional to whom the complaint relates.

39. Appeal to High Court

A person aggrieved by the decision or order of the Disciplinary Committee may appeal against the decision or order, to the High Court.

PART VIII—FINANCIAL PROVISIONS

40. Funds of Society

The funds of the Society shall consist of—

- (a) annual subscription fees and registration fees from the members of the Society;
- (b) fees paid for practicing certificates under this Act;
- (c) fees, fines and money paid to the Society for services rendered by the Society;
- (d) grants, gifts or donations to the Society; and
- (e) proceeds from any investment by the Society.

41. Borrowing powers

The Society may borrow money on terms agreed upon by the Council for the performance of the functions of the Society.

42. Financial year

The financial year of the Society shall be the calendar year beginning from 1st January for a period of twelve months ending on the 31st day of December of each year.

43. Annual estimates

(1) The Council shall, at least three months before the commencement of each financial year, cause to be prepared, estimates of the revenue and expenditure of the Council for that financial year.

(2) The annual estimates shall be approved by the Council before the commencement of the financial year to which the estimates relate.

(3) Upon approval of the estimates by the Council, the estimates shall be submitted to the annual general meeting for approval.

(4) No expenditure shall be incurred except in accordance with the annual estimates approved under this section.

44. Accounts and audit

(1) The Society shall keep proper books of accounts and shall prepare the annual financial statements for a financial year, not later than the 31st day of March of the following year.

(2) The financial statements shall be audited by—

(a) a practicing certified public accountant; or

(b) a practicing accounting firm licensed by the Institute of Certified Public Accountants of Uganda.

(3) The practicing accountant or accounting firm shall be appointed by members of the Society at an annual general meeting.

(4) The practicing accountant or accounting firm appointed under subsection (3) shall have the same powers and duties as are conferred upon an auditor appointed under the Companies Act.

(5) The annual general meeting shall approve the remuneration of the practicing accountant or accounting firm appointed under subsection (3).

(6) The Council shall, for each year, furnish each member of the Society with the audited financial statements for the preceding year and the report of the auditor, not later than the 31st day of May of the financial year.

PART IX—MISCELLANEOUS

45. Professional code of conduct

A human resource management professional shall be subject to the Professional Code of Conduct prescribed by regulations made under this Act.

46. Protection from liability of member of Council and staff of Society

A member of the Council, an officer of the Society or a person acting on the directions of the Council is not personally liable for any act or omission done in good faith in the exercise of functions prescribed under this Act.

47. Right to associate

An employer shall not interfere with, restrain or coerce an employee registered under this Act in the exercise of his or her right to lawful involvement in the activities of a labour union including his or her participation in industrial action arising from a labour dispute and not in contravention of any written law.

48. Offences

A person who—

- (a) fraudulently makes, causes or permits to be made, a false or incorrect entry in the register;
- (b) fraudulently procures or attempts to procure himself, herself or any other person to be registered under this Act;
- (c) knowingly and willfully makes a statement which is false in a material particular or which is misleading with a view to gaining any advantage, concession or privilege under this Act, whether for himself or for any other person;
- (d) not being a registered human resource management professional under this Act, holds himself or herself out as a registered human resource management professional under this Act;
- (e) obtains or attempts to obtain a forged or counterfeit of a certificate required under this Act; or
- (f) terminates the employment of a member of the Society on account of his or her lawful involvement or proposed involvement in the activities of a labour union, including his or her participation in industrial action arising from a labour dispute and not in contravention of any written law; commits an offence and is liable, on conviction, to a fine not exceeding one thousand currency points or to a term of imprisonment not exceeding two years, or both.

49. Regulations

(1) The Minister shall, in consultation with the Council, by statutory instrument, make regulations for the better carrying into effect the purposes of this Act.

(2) Without prejudice to the general effect of subsection (1), the regulations made under this Act shall prescribe all or any of the following—

- (a) meetings of the Council;
- (b) the annual subscription;
- (c) fees payable under the Act;
- (d) requirements for grant and renewal of human resource management consulting firm licence;
- (e) the management of the property and funds of the Society;
- (f) the election of the members of the Council;
- (g) removal of members of the Council;
- (h) the manner of application for membership of the Society;
- (i) the manner of convening general meetings of the Society and the quorum and procedure at general meeting;
- (j) the procedure for the appointment of committees of the Council;
- (k) the disciplinary control of officers and employees of the Society;
- (l) any matter concerning the regulation of the human resource management profession;
- (m) prescribing penalties in respect of contravention of any of the regulations; and

- (n) other matters as may be deemed necessary by the Council for the proper conduct and regulation of the affairs of the Society.

50. Transitional provision

(1) The Minister shall, in consultation with the Governing Council of the Human Resource Managers Association of Uganda and the Uganda Public Service Human Resource Managers Network existing immediately before the commencement of this Act, appoint an Interim Council to assume responsibilities of the Council under this Act until the first election is held.

(2) The election of members of the Council shall be held within twelve months after the commencement of this Act.

(3) The Interim Council shall facilitate the registration of members of the Society, recruit the Registrar, and convene the first annual general meeting at which Council members shall be elected.

(4) The interim Council shall convene the first annual general meeting of the Society within twelve months from the date of commencement of this Act.

(5) An associate member of the Society shall, within five years of the commencement of this Act, comply with the registration requirements under section 17.

SCHEDULE

Currency point

Section 1

One currency point is equivalent to twenty thousand shillings.