

**THE ZAMBIA INSTITUTE OF HUMAN RESOURCES
MANAGEMENT ACT, 1997**

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GOVERNMENT OF ZAMBIA

ACT

No. 11 of 1997

Date of assent: 12th April, 1997

An Act to establish the Zambia Institute of Human Resources Management; to provide for its functions; to provide for its membership and organisation; and to provide for matters connected with or incidental to the foregoing.

[18th April, 1997

ENACTED by the Parliament of Zambia.

Enactment

PART I

PRELIMINARY

1. This Act may be cited as the Zambia Institute of Human Resources Management Act, 1997, and shall come into operation on such date as the Minister may, by statutory instrument, appoint. Short title and commencement
2. In this Act, unless the context otherwise requires— Interpretation
 - " Code of Conduct " means the code of conduct referred to in section *twenty-eight*;
 - " Council " means the Human Resources Management Council of the Institute established under section *eighteen*;
 - " Councillor " means a member of the Council referred to in paragraph (1) of the First Schedule;
 - " Chairman " means the Chairman of the Disciplinary Committee elected under section *twenty*;

- " Deputy Registrar " means the Deputy Registrar of the Institute appointed under sub-paragraph (1) of paragraph (8) of the First Schedule;
- " Disciplinary Committee " means the Disciplinary Committee constituted under section *twenty*;
- " Infamous conduct " means a breach of the Code of Conduct referred to in section *twenty-eight*;
- " Institute " means the Zambia Institute of Human Resources Management constituted under section *three*;
- " member " means a member of the Institute and " membership " shall be construed accordingly;
- " President " means the President of the Institute elected under sub-paragraph (2) of paragraph (1) of the First Schedule;
- " Registrar " means the Registrar of the Institute appointed under sub-paragraph (1) of paragraph (8) of the First Schedule;
- " Secretary " means the Secretary of the Council elected to the Council under sub-paragraph (2) of paragraph (1) of the First Schedule;
- " Treasurer " means the Treasurer of the Council elected under sub-paragraph (2) of paragraph (1) of the First Schedule;
- " Vice-President " means the Vice-President of the Council elected under sub-paragraph (2) of paragraph (1) of the First Schedule;
- " Vice-Secretary " means the Vice-Secretary of the Council elected to the Council under sub-paragraph (2) of paragraph (1) of the First Schedule; and
- " Vice-Treasurer " means the Vice-Treasurer of the Council elected under sub-paragraph (2) of paragraph (1) of the First Schedule.

PART II

THE ZAMBIA INSTITUTE OF HUMAN RESOURCES MANAGEMENT

Constitution
of Institute

3. There is hereby constituted the Zambia Institute of Human Resources Management.

Functions of
Institute

4. The functions of the Institute shall be to—

- (a) carry out training of persons involved in human resources management;

- (b) raise the standard of human resources management as a means of increasing productivity and efficiency;
- (c) carry out research related to human resources management in order to develop human resources management in Zambia;
- (d) publish a journal of the Institute, and collect, collate and publish other information of service and interests to the Institute;
- (e) encourage, uphold and improve the standards of training and professional ability of persons engaged in human resources management and industrial relations;
- (f) maintain close contact with technical colleges, universities, professional institutions, government departments, commercial institutions and similar international institutions so as to improve the quality of human resources management;
- (g) undertake and execute any trusts which are conducive to any of the objects of the Institute;
- (h) take proper action on all matters affecting the duties and responsibilities of its members; and
- (i) do all such other things as are incidental to the foregoing or conducive to the attainment of the objectives of the Institute.

PART III

MEMBERSHIP

5. (1) There shall be six classes of membership of the Institute, namely: Honorary Fellow, Member, Associate, Affiliate and Student.

Classes of membership

(2) A person making an application for membership of the Institute shall produce such documents as the Council may require.

6. The members may, in special cases, by a vote of two-thirds of the members present and voting at a meeting of the Institute, elect an Honorary Fellow member from persons working in the field of human resources management or persons holding positions in general management, where such persons has been recommended by at least two Fellow members, and—

Honorary Fellow member

- (a) has published articles of a professional nature in field of human resources management training, industrial relations or general management; or
- (b) has conducted research in matters relating to human resources management training, industrial relations or general management, and has published the same.