

## **Membership of People In Aid: a mutual relationship.**

### **Rights and responsibilities**

*We believe that membership of People In Aid is a mutual relationship based on both parties recognising and discharging their responsibilities.*

Our Board, the majority of whom are from member agencies, has therefore agreed on the following lists of responsibilities.

As an organisation run by and for its members People In Aid wants you to know what you can expect from us. Equally the organisation, and particularly the network, will be able to function more effectively if its members are committed to contributing positively to good HR practice both inside their own organisation and in the network and wider sector. Therefore:

*We expect members to:*

- *show a commitment to demonstrable improvements in their HR,*
- *join in People In Aid's efforts to identify and spread good practice by sharing what they can,*
- *ensure that senior team members and Chief Executives are aware of People In Aid, the Code and what we stand for,*
- *pay promptly any sums due to People In Aid,*
- *respond to any member satisfaction survey sent by People In Aid.*

Any measurement of your HR performance by People In Aid is achieved through your implementation of the People In Aid Code, and not through any assessment of one or more of the above responsibilities.

*In return, People In Aid will offer its members:*

- *opportunities to influence the direction and workplan of the organisation,*
- *opportunities to engage in the organisation's governance process,*
- *the benefits of the knowledge shared by other members in the network,*
- *access to contacts and resources when a specific question arises,*
- *opportunities for the sector to learn of your good practice,*
- *the benefits of all the resources which People In Aid can collect for its members,*
- *a raising of the profile of HR in the sector,*
- *support in implementing the People In Aid Code,*
- *output (eg training, publications) responding to expressed needs,*
- *financial benefits, such as discounts on workshops.*