

Intermediate Rules of Combination

Core units	Credit Value (QCF)
Developing Professional Practice (5DPP)	4
Business Issues and the Contexts of Human Resources (5BIC)	6
Using Information in Human Resources (5IHR)	4

Optional units	Credit Value (QCF)
5RTP Resourcing and Talent Planning	6
5RWM Reward Management	6
5IOP Improving Organisational Performance	6
5EEG Employee Engagement	3
5CER Contemporary Developments in Employment Relations	6
5ELW Employment Law	6
5MHR Managing and Coordinating the Human Resources Function (core unit for Diploma)	6
5ODS Organisation Design: Implications for Human Resources	3
5ODV Organisation Development: Implications for Human Resources	3
5HRS Human Resources Service Delivery	3
5HRD Contemporary Developments in Human Resource Development	6
5MDN Meeting Organisational Development Needs	3
5DCM Developing Coaching and Mentoring within Organisations	3
5KNM Knowledge Management	3

Rules of combination for CIPD awarded qualifications:

Intermediate Award – a free choice of units from the tables above (minimum 3 credits, maximum 12)

Intermediate Level Certificate in Human Resource Development = 32 credits (QCF)

All core units and 18 credits from optional units; 12 Credits from 5HRD, 5MDN, 5DCM, 5KNM, 5MHR, 5ODS, 5ODV, 5HRS maximum of 6 credits permitted from 5RTP, 5RWM, 5IOP, 5EEG, 5CER, 5ELW

Intermediate Level Diploma in Human Resource Development = 44 credits (QCF)

All core units (this includes 5MHR as a core unit) 24 Credits from optional units; 18 credits from 5HRD, 5MDN, 5DCM, 5KNM, 5ODS, 5ODV, 5HRS maximum of 6 credits from 5RTP, 5RWM, 5IOP, 5EEG, 5CER, 5ELW

Intermediate Level Certificate in Human Resource Management = 32 credits (QCF)

All core units and 18 credits from optional units; 12 Credits from 5RTP, 5RWM, 5IOP, 5EEG, 5CER, 5ELW, 5MHR, 5ODS, 5ODV, 5HRS maximum of 6 credits permitted from 5HRD, 5MDN, 5DCM, 5KNM.

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