

Exemptions process

Check the exemption mapping for the new CIPD qualification that you are planning to study. (typically found in Appendix B)

<https://www.cipd.co.uk/learn/training/qualifications/regulatory-information#gref>

Appendix B – Exemption mapping

Agreed transition exemptions

Units	Transition arrangements
5CO01 Organisational performance and culture in practice	n/a
5CO02 Evidence-based practice	n/a
5CO03 Professional behaviours and valuing people	n/a
5HR01 Employment relationship management	Completion of 5DER/5CER Contemporary Developments in Employment Relations
5HR02 Talent management and workforce planning	Completion of 5RST/5RTP Resourcing and Talent Planning
5HR03 Reward for performance and contribution	Completion of 5RMT/5RWM Reward Management
5OS01 Specialist employment law	Completion of 5EML/5ELW Employment Law
5OS02 Advances in digital learning and development	Completion of 5DBS Designing and Developing Digital and Blended Learning Solutions
5OS03 Learning and development essentials	n/a
5OS04 People management in an international context	n/a
5OS05 Diversity and inclusion	n/a
5OS06 Leadership and management development	n/a
5OS07 Wellbeing at work	n/a

Do you have a unit credit for one (or more) of the units listed where transition arrangements exist?

YES

Did you achieve this unit by studying and passing the assessment?

YES

Your exemption(s) will be automatically applied towards the completion of your qualification

NO

Have you already studied and passed a non CIPD qualification which covers most of the material in a unit in the new qualification?

YES

Did you achieve this unit by gaining an exemption (e.g. from a previous CIPD qualification or another qualification?)

YES

Look at the new CIPD qualifications syllabus to find any unit content that you have already covered

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Have you already covered a substantial amount of unit content?

YES

Apply for an exemption (request it if not already on our list of known exemptions)

Learning outcome, assessment criteria and indicative content

<p>1 Understand the relevance of leadership and management and the knowledge, skills and behaviours required.</p> <p>1.1 Analyse the external factors that drive the need for leadership and management within the organisation.</p> <p>Stages of organisational development, competition, market-led, external environment, audit tools, agreed and leaders of change (local, national, global), desirable vs imperative factors, self-determined vs imposed.</p> <p>1.2 Explain the key differences between leadership and management roles and styles and the implications of each for organisational effectiveness.</p>	<p>2 Understand a range of different learning and development initiatives in developing leaders and managers.</p> <p>2.1 Discuss the role of people professionals in supporting leadership and management development initiatives.</p> <p>2.2 Explain the key differences between leadership and management roles and styles and the implications of each for organisational effectiveness.</p> <p>Role people professionals have in supporting and developing leadership and management development initiatives, for example establishing learning and development needs, design and delivery of</p>
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NO

You are unlikely to be eligible for an exemption