

This is to certify that

**nicky Holgate-Smith**

has met the professional standards required as an

## ASSOCIATE

of the CIPD, the professional body for HR and people development.

In accordance with the CIPD's Charter and Bye-laws and associated Regulations, the above named is entitled to use the designation 'Assoc CIPD' and is bound by the CIPD's *Code of Professional Conduct*.

For and on behalf of the Institute



**13/05/2017**

President

Date admitted to grade



**18/05/2017**

Secretary

Date issued

This certificate is the property of the Institute to whom it shall be returned on demand. It is only valid if supported by a current CIPD membership card.

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