**Orientation:** If Human Resource Management (HRM) has a positive role in providing direction for the permissible use of people in organisations, then such a role inevitably creates a number of ethical tensions. The HRM practitioner often encounters situations, where they require moral expertise to make decisions that are ethical.

**Research Purpose:** The purpose of the research is to identify and describe the moral competencies HRM can use to make normative judgements in organisations.

**Motivation for the Study:** The understanding of HRM moral expertise is important, given the role of HRM in organisations.

**Research Design:** This article uses a virtue-ethical approach to identify and describe possible HRM moral competencies and their use.

**Main Findings:** There is value to using a virtue-theoretic approach in HRM, because it allows for the identification of moral competencies that can be used to improve ethical decision making, when using HRM practices.

**Practical/Management Implications:** The article provides a practical approach to using moral expertise. Moral expertise can be used to discern concrete normative actions when using HRM practices, and so doing improve normative outcomes for employees and organisations.

**Contribution/Value Add:** This is the first attempt to identify and apply HRM moral competencies to HRM decision-making and practice. Furthermore, if the requirement for HRM moral expertise is known, it follows that it can provide the basis for further HRM professional development.