

4/08/09

**Dear member.**

### **Continuous Professional Development- what's in it for me?**

At the core of being a professional is the notion of keeping up to date with new knowledge, skills and systems.

CPD is system that allows you to plan, implement and grow your skills and knowledge pathway. It is in reality the means to your professional career within OH&S. CPD is entirely about moving forward and not so much about looking back. It is premised on the individual continuously doing something that increases their knowledge, skills and experience base. It is a career activity and only finishes when you stop practicing.

We often hear about people taking and not giving these days but CPD is different in that it is up to you to give your time, your resources and your effort to benefit not only yourself but the industry as a whole.

The field of OH&S here in NZ is not organised, has no voice and is deregulated. Individuals can literally set up practice with no knowledge, skills or experience and not break the law. The government is aware of this and will if we do not self regulate impose restrictions and laws for the industry. NZISM by introducing the CPD programme is signalling that the industry is coming of age; it is maturing and standing up.

Another core criterion of a profession is being to an active and creditable professional body. NZISM has come a long way over the last ten years and still has a long way to go in the future. Having an active CPD programme with members participating under that programme will further assist NZISM grow in its professionalism.

Once the CPD programme is in full swing it will be normal for people to critique their learning's and log CPD points. It will take time for this new behaviour to become normal, but rest assured many other professions are doing the exact same thing.

- NZISM members will be able to plan their own career pathways and move along the grading pathways at their own pace and within their needs.
- Employers and customers will have comfort and knowledge about who they are engaging for OH&S information or services.
- The industry will be able to offer creditable career pathways for students rather than how we all stumbled into OH&S.
- NZISM members with professional grades will be able to travel and work overseas.

To conclude there are no down sides of introducing a CPD programme but rather a raft of win wins. For NZISM to do nothing now would amount to grass negligence and for members not to participate in CPD is not to recognise that the world and time does not stand still. We must embrace the change and become part of the rest of the world.

This is the last letter in the series; our road show will be in your town between August 24- 28<sup>th</sup>, 2009. This will be advertised in the very near future. Thank you.

Paul Jarvie & Neville Rockhouse . NZISM