

NZISM Continuous Professional Development

The background features four stylized human silhouettes in yellow, orange, green, and blue, standing on a path of interlocking puzzle pieces. The silhouettes are positioned behind the main title and the names of the managers.

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NZISM wishes to acknowledge the support of Impac



Programme

- Being a professional and having a professional body
- CPD - the need
- NZISM structure & Issues
- How CPD will work
- What's next

Back ground to CPD

- 2005 issues identified with career pathways.
- 2006 NZISM joined INSHPO as full member.
- 2007 International Passport to Practice concept identified.
- 2008 review of international best practice for professional development undertaken by NZISM under an all branch mandate.
 - To deliver a CPD / career pathway that was acceptable to an internationally accepted standard.

Being a professional and having a professional body



Characteristics of a Profession

- Skill-based on theoretical knowledge
- Professional association
- Code of professional conduct or ethics
- Individual clients
- Autonomy
- High status & rewards
- Middle-class occupations
- Public service and altruism
- Mobility

Taken from D. Dyck 2008

Characteristics of a Profession

- Extensive period of education
- Testing of competence
- Institutional training
- Offer reassurance
- Male-dominated
- Legitimacy
- Indeterminacy of knowledge

Taken from D. Dyck 2008

Characteristics of a Profession

- Self-regulation
- Licensed practitioners
- Exclusion, monopoly & legal recognition
- Control of remuneration & advertising
- Ritualistic

Taken from D. Dyck 2008

OH&S: A Profession or Not?

OH&S Professionals will need:

- Technical/Specialist Skills
- Interpersonal Skills
- Business Skills
- Research & Development Skills

Taken from D. Dyck 2008

OH&S: A Profession or Not?

The OH&S Profession will need:

- Professional body/association -administration
- Professional standards
- Professional licensure
- Educational standards & requirements
- Research & development ability
- Political action ability
- Etc.....

Taken from D. Dyck 2008

OH&S Professional Development

- Where we are now
- What *IS* the future
- What might it look like
- What should we be doing now.

History

- Random
- No career path
- Varying standards
- No regulation/ direction
- The “Wild West”
- Using old learning.

Now

“The quality of privately provided training in occupational safety and health appears to vary considerably and there are few standards applied to ensure purchasers are aware of the quality of the training provided”

“There are no registration or education requirements for health and safety consultants”

“Groups within the workforce do not hold consistent qualifications”

“The combination of performance based legislation , lack of appropriate resources’, and no registration requirements and standards for health and safety consultants means that employers and workplaces are often unsure how and where to get advice to prevent disease and injury in the workplace”

The future

- Need to align learning with “Continuous Professional Development”
- Need to create a base line of acceptable standards
- Need to have a single OH&S Registration Body

What is the role of an OH&S Professional ?

- This question is never asked yet we continue to offer answers when we do not know the scope of the issue.
- Are they,
 - Specialists over a wide range of fields
 - Specialists inside a work place range
 - Generalists with excellent networks
 - Generalists with wide experience

OH&S

- Is it Knowledge?
- Is it Skills?
- Is it Qualifications?
- Is it Experience?



NZISM

- We created a starting point for our members
- “Professional Standard Development Framework”
- Work with INSHPO.
 - *International Network of Safety and Health Practitioners Organisations*

International Network of Safety and Health Practitioner Organisations



INSHPO

- Will administer the Global “Passport to Practice” in conjunction with member countries.
- Have signed MoU with ENSHPO
- Australia has released a white paper and are preparing what core knowledge actually means.
- Leave for Canada ABM on 17 September.

Continuous Professional Development:

What is it?



What is CPD ?

...is a part of every professional's working life.

It provides members with a structured development plan throughout their occupational health and safety career.

What is CPD?

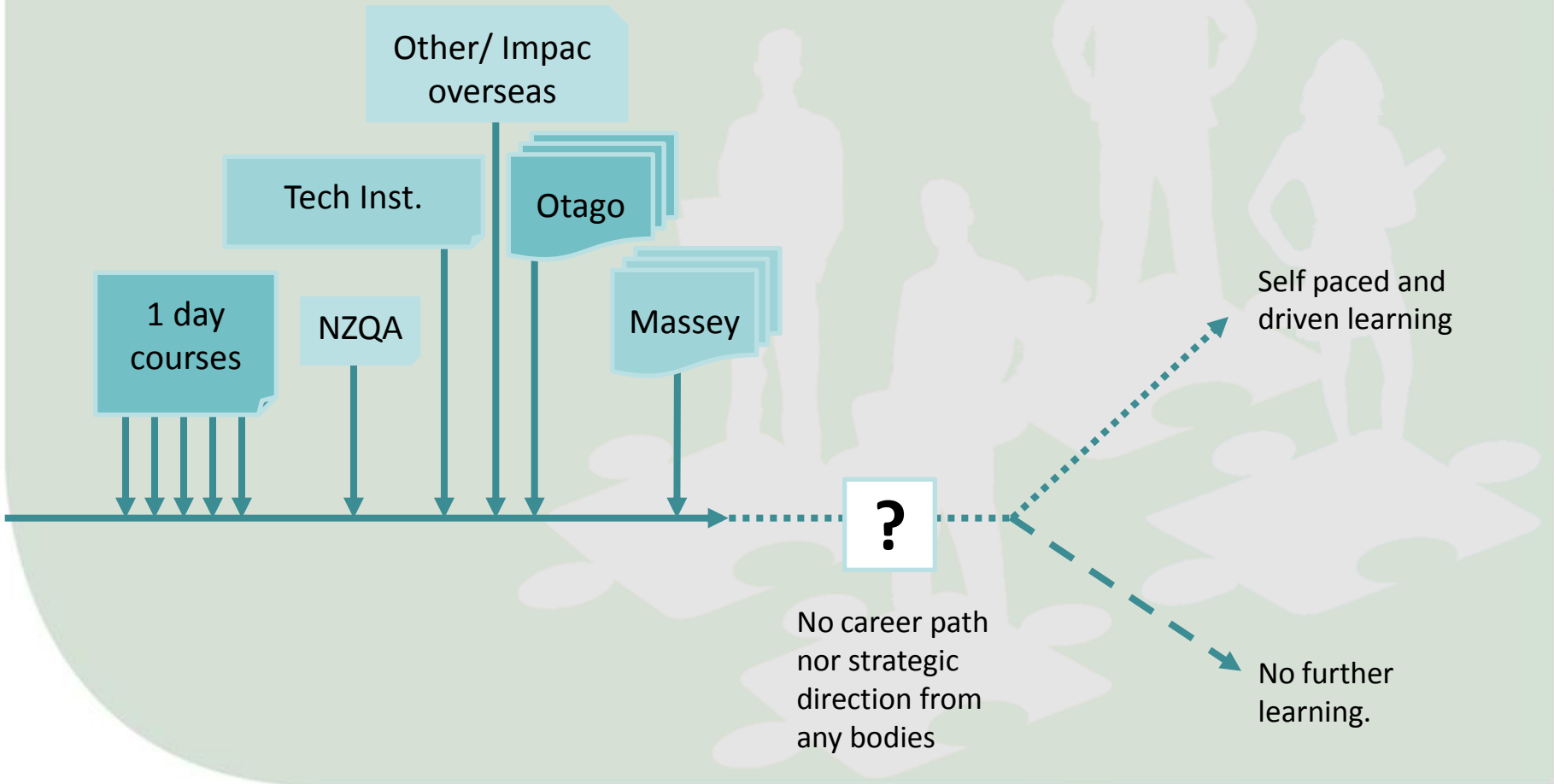
- CPD is Continuous Professional Development.
- What is it all about ?
 - Its a system that's lets you create a structured career path whilst maintaining your professional status.
 - You identify your knowledge gaps, create an action plan to refresh or expand your knowledge and experience.
 - All learning gains credits.
 - CPD is about the future NOT looking back at our histories.

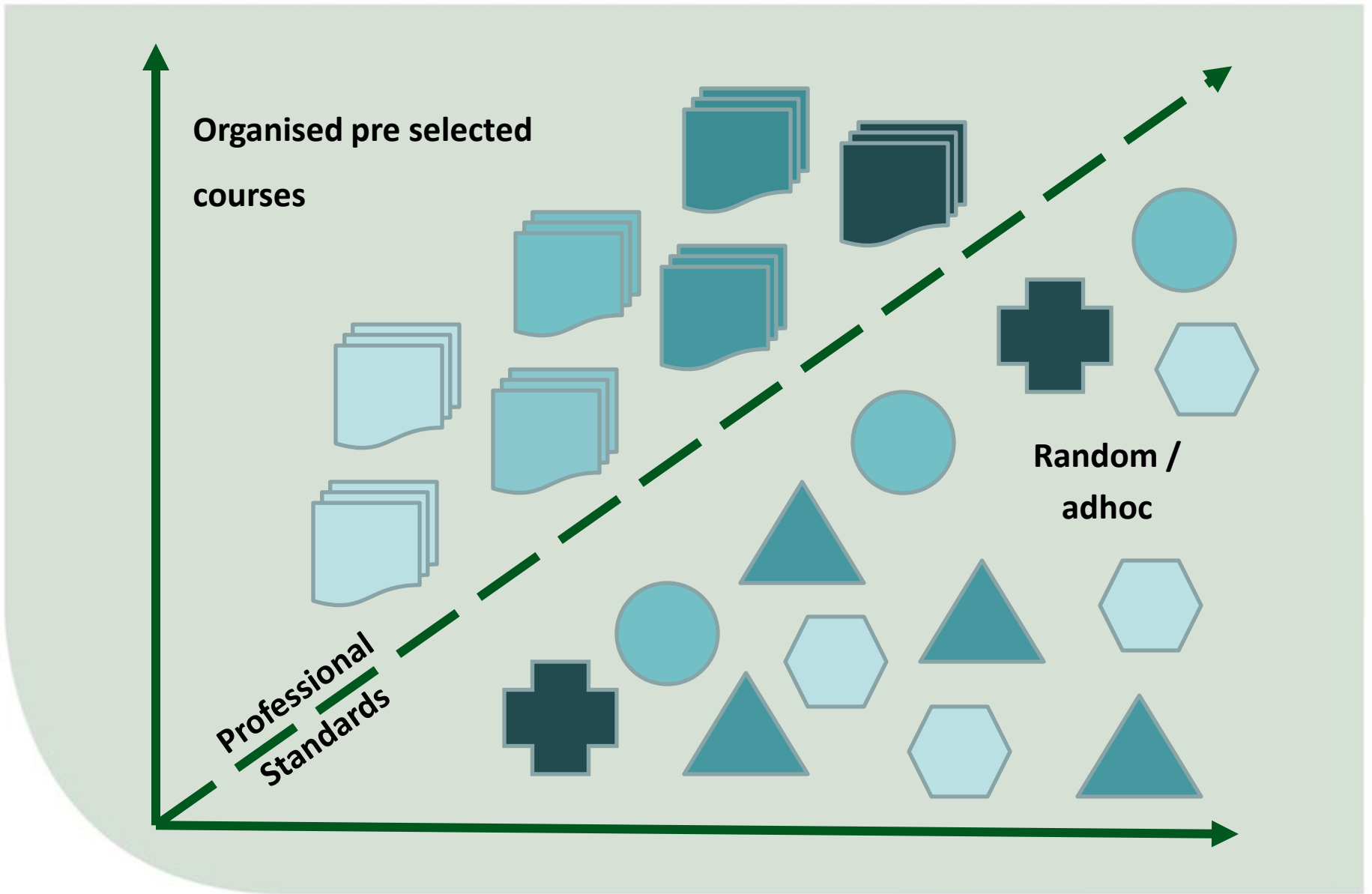
NZISM

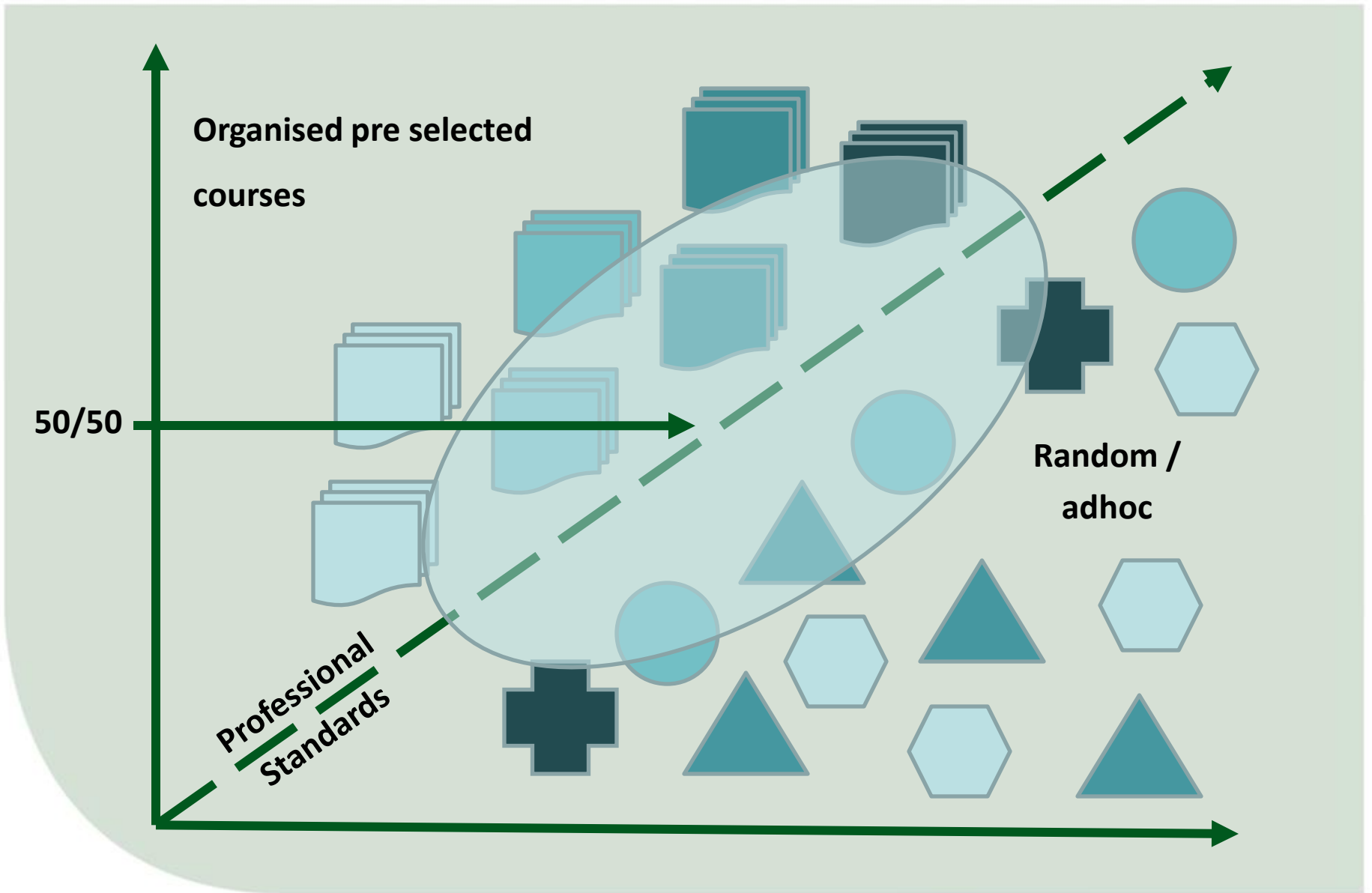
The Professional Development Standard Framework is

- NOT a qualification
- It's a starting point
 - CPD's will add to this process

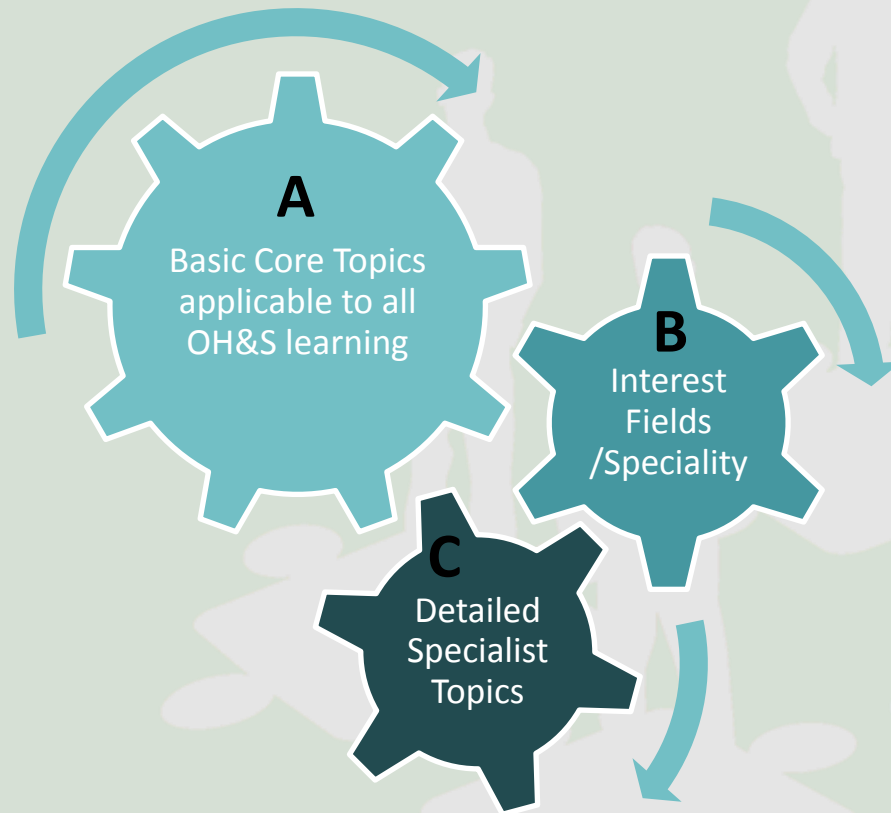
Current position



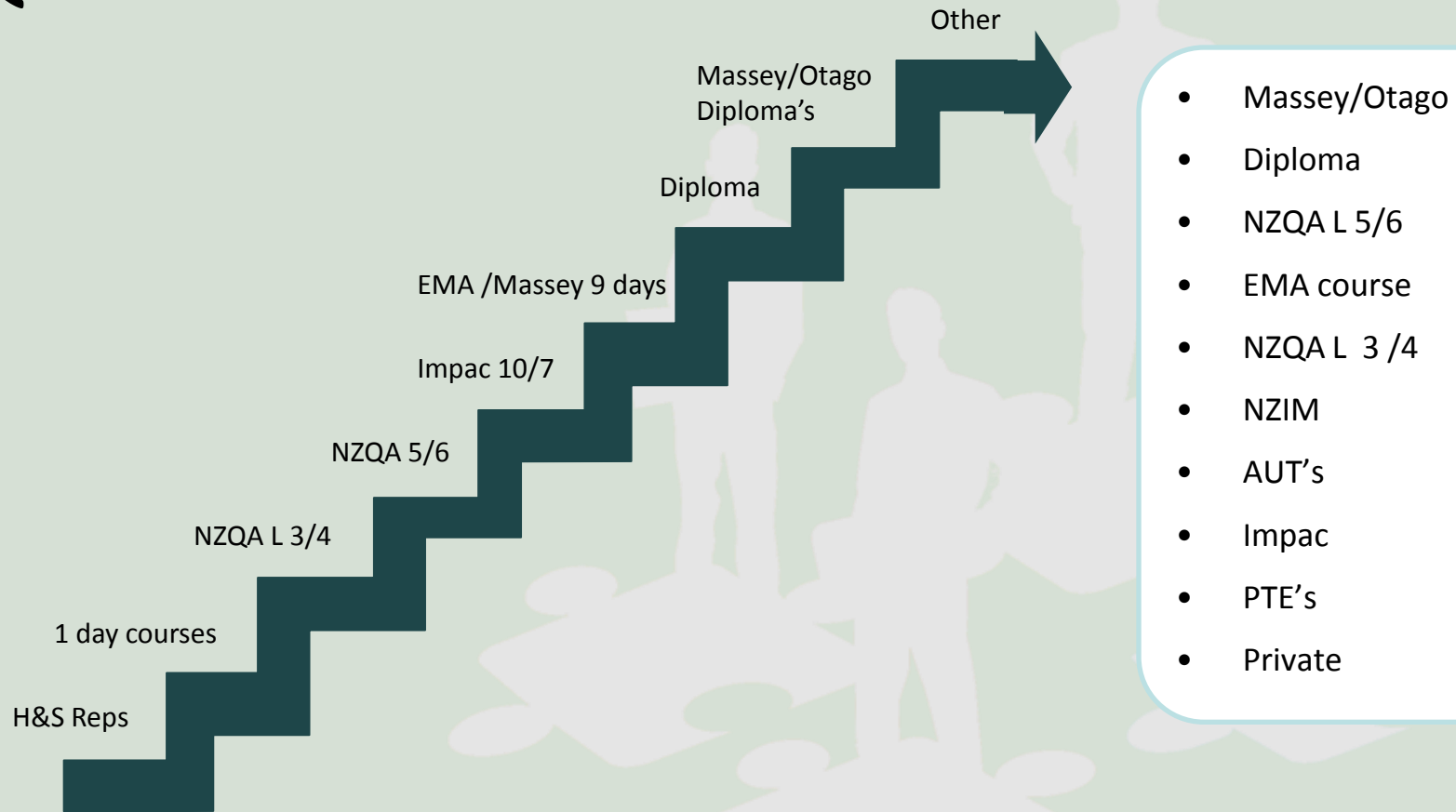




Concept of OH&S learning

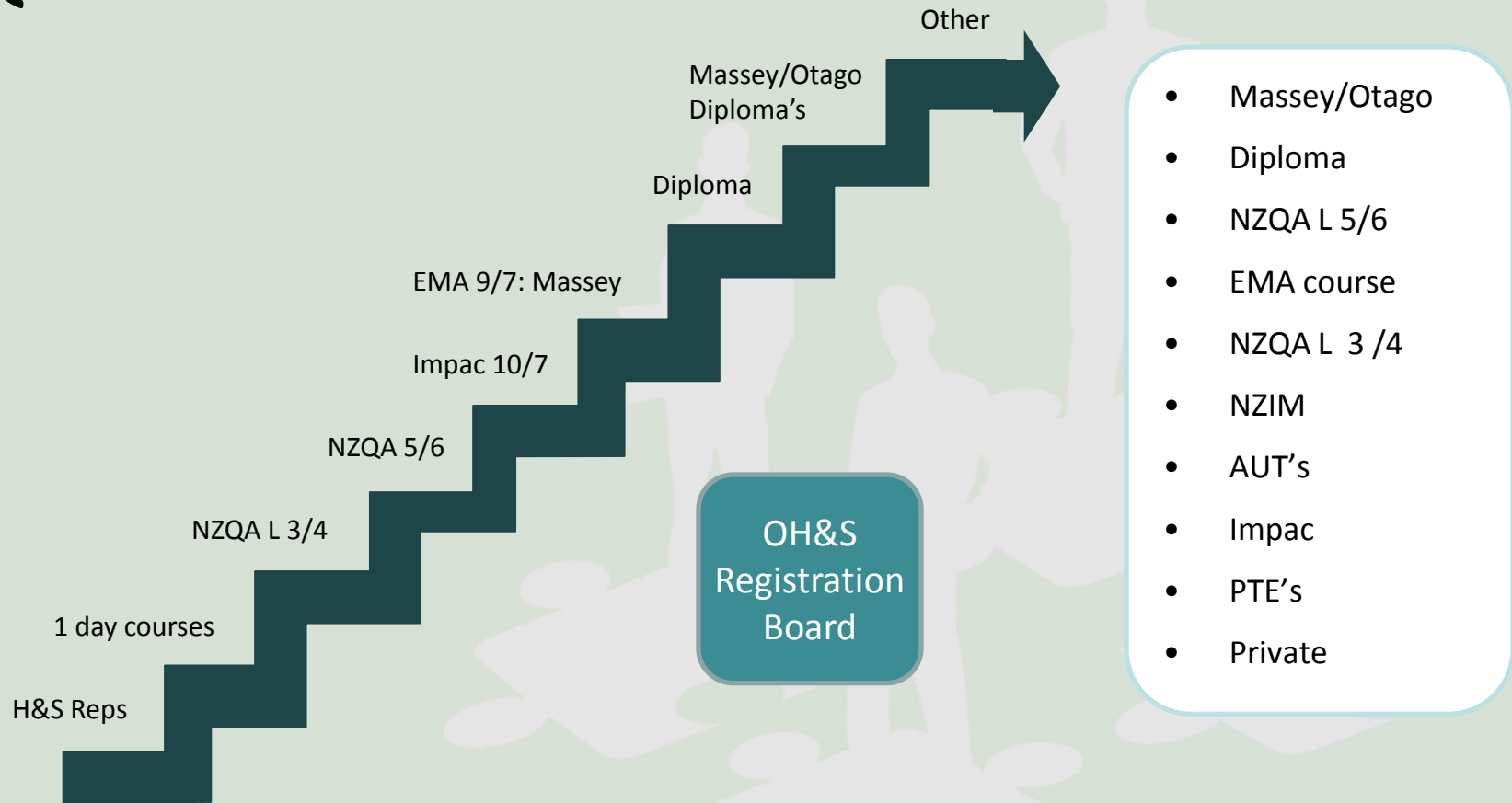


Qualifications



- Massey/Otago
- Diploma
- NZQA L 5/6
- EMA course
- NZQA L 3 /4
- NZIM
- AUT's
- Impac
- PTE's
- Private

Qualifications



How CPD Works



How does it work?

Identify your gaps in knowledge

Create a learning plan

Undertake that learning

Assess how useful the learning was *

Award yourself credits

Update database.

*An audit will verify completed learning and action plans as well as progress along the pathway.

Competence

- This term is still used but is going out of favour. It refers to
 - Maintaining core professional knowledge and skills.
 - Developing professional skills, new skills and knowledge to increase your professional effectiveness.
 - Developing transferrable skills e.g. communication and management skills.

Competency stages (from IOSH)

- **Unconscious incompetence**
 - When you are unaware of what you need to do to act in a competent way.
- **Conscious incompetence**
 - When you begin training and become aware of what you don't know.
- **Conscious competence**
 - When you've completed enough training to complete a task in a competent way and you're aware of this.
- **Unconscious competence**
 - When you carry out tasks in a fully competent way and you're unaware of this because your behaviour has become habitual.

Assessing your learning

- This is called “REFLECTION”
- It requires you to assess what value did the learning add to you, or how much personal gain did I achieve?
 - Activities with no discernable development should not get any credits.
 - Those that provide only a small degree of development get 1 credit.
 - Those that provide moderate development gain 2 credits.
 - Those that provide considerable development gains get 3 credits.
 - Generally 2 credits are awarded per activity.

Creating your plan. Section A

- The plan runs over a 3 year cycle.
- Enter the proposed plan on the data base.
- IOSH require 100 credits to be gained over this period.
- Plans and credits should cover all areas.

Section B

- Maintaining core professional knowledge and skills, and
- Keeping your core competence up to speed.

Section B performance criteria includes

- Promote & Develop Safety Culture
- Undertake work-based projects
- Develop effective communications
- Assess OH&S risk
- Manage OH&S Risk
- Maintain individual and organisation OH&S

Section C

- Developing professional skills, and
- Focusing on developing new skills and knowledge to increase your effectiveness.

Section C performance criteria includes

- Insure your own actions reduce risk to H&S
- Monitoring procedures to control risk
- Developing procedures to control risk
- Reviewing H&S procedures in the workplace i.e. carry out audit
- Promoting OH&S culture
- Conducting an assessment of risks to identify hazards
- Undertake education & Training
- Undertake work based projects to review develop and implement H&S policy strategy.
- Contribute to H&S by promoting OH&S via a number of mechanisms. (training, white paper, visits, conference)

Section D

- **Developing transferable skills.**
 - Maintain your broader management skills from communication to change management.
- **These three areas represent the core performance criteria and framework of your development plan.**

Section D performance criteria includes

- Undertake a management role in an organisation
- Help others via mentoring or designing a programme
- Undertake courses in management i.e. Auditing
- Undertake other roles e.g. Research, involvement in local community

Credits

Maintaining core professional knowledge
Section B

9 credits

Developing professional skills
Section C

9 credits

Developing transferable skills
Section D

9 credits

Writing your CPD plan **Section A**

3 credits

100 credits over 3 years

Maintaining your plan

- You will be expected to maintain your plans.
- You can take time out and postpone activities but you should log these amendments.
- The plan is to keep you focused and moving forward. It is not a restrictive or compulsory document.



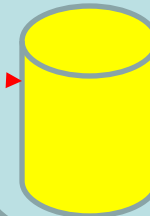
Concept plan with IOSH and NZISM

NZISM web site.
Log In.....



IOSH web site.

See notes for more details

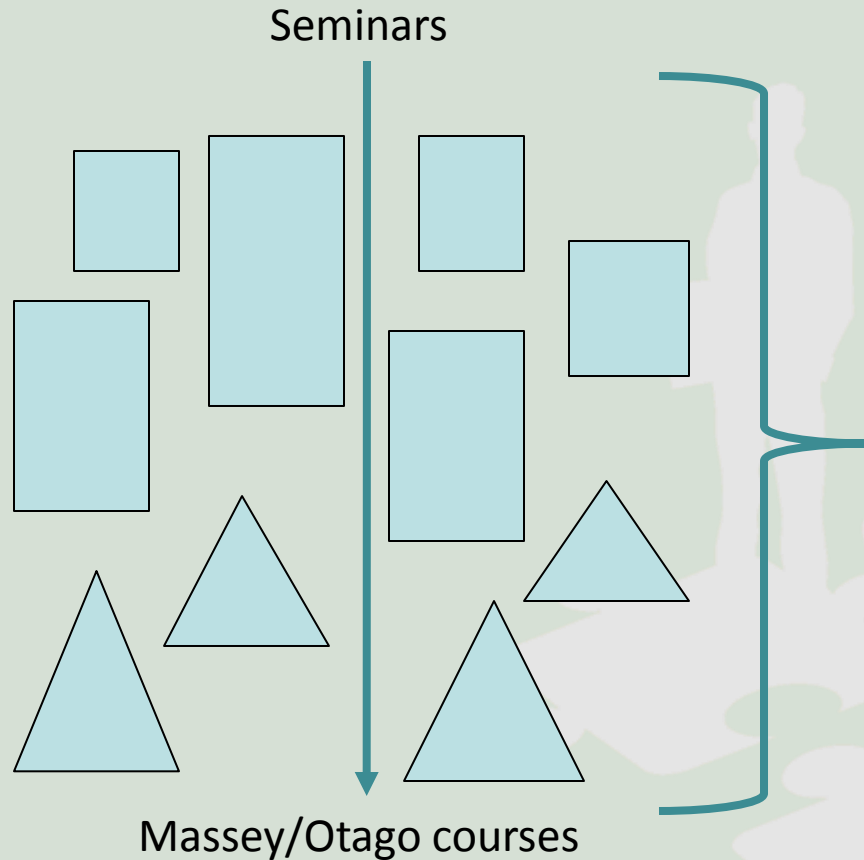


My CPD Data
base

Who is IOSH

- Institution of Occupational Safety and Health
- 44,000 members worldwide
- Large infrastructure for the ongoing development of OH&S
- Has an in depth CPD system
- Has been developing and implementing CPD for 15 years.

Courses available in NZ



To be assessed and given indicative credits.

Can be used to get started but not intended as a prescriptive programme of learning.

Will be phased out over time and replaced with individual's own CPD plans.

NZISM will be brokering a range of courses/ workshops to get things started.

Scope

- We have identified 120-140 topics that could fall under an OH&S learning umbrella.
- Only a small number of these are being offered and taught. (There are many providers providing similar courses.)

CPD is flexible.

- CPD is **not** just about going to courses.
- Doing your own research or reading can qualify.
- Learning and doing something different qualifies.
- Being involved in an activity and being better off from that experience can qualify.

**THEN YOU
START
AGAIN !**

Bugger

NZISM Grading Structure



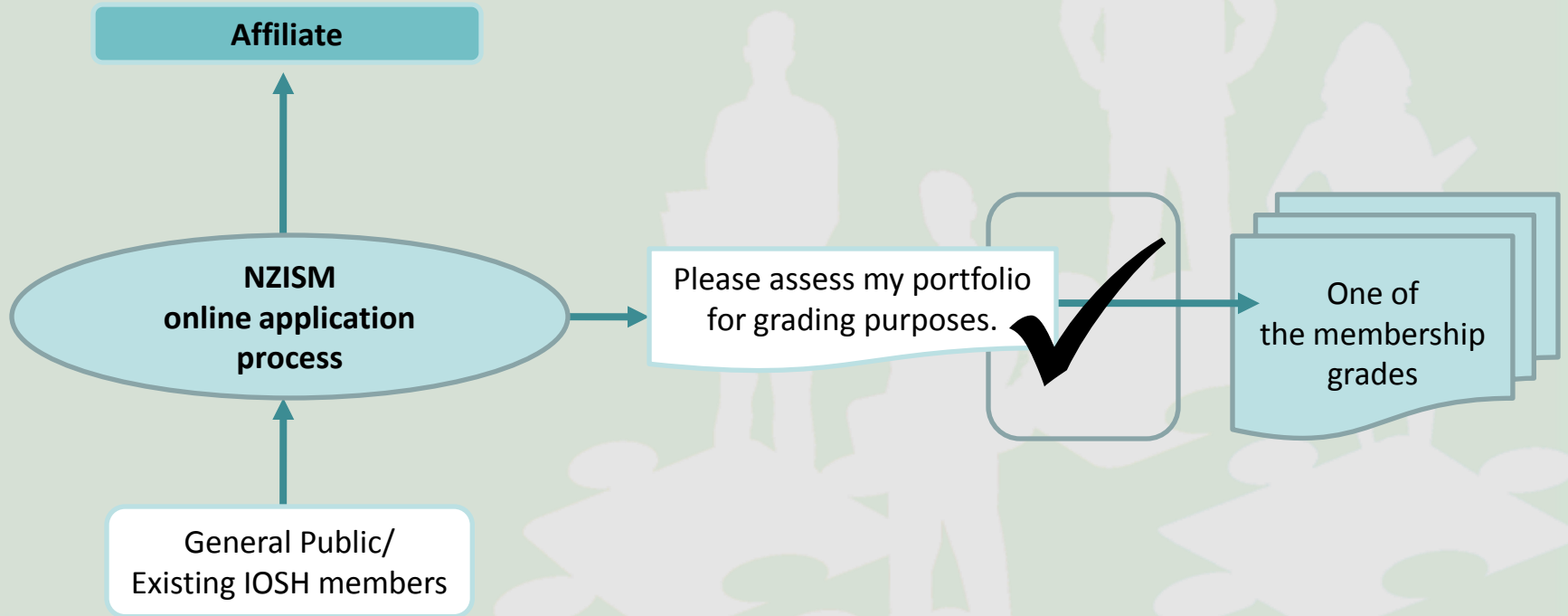
The current NZISM Grading structure

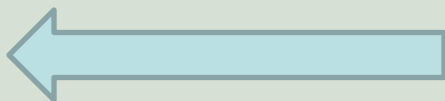
- Student
- General
- Professional
- Corporate
- Fellow

PROPOSED NEW GRADING SYSTEM

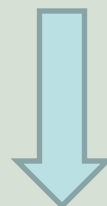
- Affiliate
- Technical
- Graduate
- Certified Member
- Fellow
- Honorary

Initial application





If you check this box on the application form to have a grading assessment



- Applicants must send in their:
 - C.V.
 - Evidence of learning
 - Academic Qualifications
 - Attestation form employers, skills experience
 - Evidence of research topics, conference papers, publications/articles
- This is to be sent into NZISM via the use of the Internet portal and must be compiled in a single e-file, in PDF format. (Limit 5meg)

Proposed Membership Structure

- Affiliate member is an initial applicant who joins NZISM, (currently equals a general member)
- This will be the default level for all applicants until graded.

Proposed Membership Structure

- Technician level is one where the person operates within an OH&S scope but has no formal qualifications. They have technical skills, with growing experience and knowledge.

A Graduate

Is someone who has been awarded a cognitive degree by a university or college, or its equivalent. For the purposes of CPD this will be a person who has demonstrated evidence of robust core activity including, developing prioritizing, managing, analyzing and participating; e.g. A company safety manager working independently. This person has formal OH&S qualifications or similar that are above level 7 on the NZQA framework.

(Additionally, this person must still be doing CPD to maintain currency)

A Certified Member

A person who has demonstrated both qualifications, skills, experience and has been completing CPD. They are recognised for their at hand knowledge and ability to problem solve by thinking in a broad scope of related issues that may manifest in the situation or problem at hand. They will hold a degree or its equivalent.

A Fellow

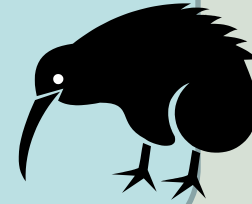
- A person with extensive skills, knowledge and experience. These people are at their professional peak and are recognised by their peers as being competent and proficient. They are used to mentor others and have put a significant amount of their knowledge and skill-sets back into the profession through their involvement and participation.

NZISM CURRENT GRADES

- Student
- General
- Professional
- Corporate
- Fellow

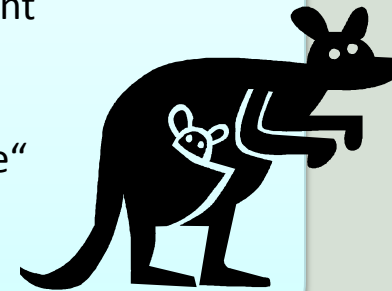
PROPOSED NEW GRADING SYSTEM

- Affiliate
- Technical
- Graduate
- Certified Practitioner
- Fellow
- Honorary/Life



SAFETY INSTITUTE AUSTRALIA (SIA)

- Member
- Chartered Professional Member (CPMSIA) "Competent Professional"
- Fellow (FSIA) "Proven Leadership in Safety"
- Chartered Fellow (CFSIA) "Highest Professional Grade"
- Honorary Fellow
- Retired Member (Ret.)
- Life Member



SIA Member

Anyone at all, who is passionate about health and safety prevention and promotion.

This could include:

✓ Occupational Health & Safety: OHS Managers, OHS Coordinators, OHS Consultants, HS Reps, Human Factors, Hygienists, Radiation Technicians, Occupational Health Nurses, Fire Safety and Security.

✓ Transport Safety

✓ Road, Air & Sea

✓ Sport & Recreation Safety

✓ Child Safety

✓ Older Person Safety

✓ Patient Safety

✓ Home Safety

A person who can demonstrate a satisfactory standard of general education and also has an interest in the delivery of safety and/or health programmes.

Definition

- Full Time OHS / Safety Experience is at least an average to 24 hours a week, working in the field of OH&S or Safety e.g. practitioner, educator, auditor, inspector or teaching.
- Duties could include the development and implementation of health & safety policies and programmes, planning and undertaking audits and training; teaching, incident investigations; installation of OHS Management Systems; consultation & reports

Chartered Professional Member (CPMSIA)

- An OH&S Degree, Graduate Diploma or Masters
- 3 years experience
- 300 CPD points
- 2 referees

Certified Professional Member (CPMSIA)

Members with **Significant Experience** but **insufficient qualification** will require:

- 6 years full time in a quality OHS employment
- 300 equivalent CPD points
- Pass the SIA Challenge Assessment
- Provide the details of 2 referees.

Certified Professional Member (CPMSIA)

Members with Allied Qualifications will require:

- 6 years full time in a quality OHS employment
- 300 equivalent CPD points
- Pass the SIA challenge assessment or have allied qualifications (degree, Grad Dip or Masters which includes the essential OHS Body of Knowledge).
- Provide the details of 2 referees.

The SIA Challenge Test.

- Available for members;
 - Who may not have tertiary qualifications
 - To ensure equity of access for all occupational health and safety practitioners
 - For those with tertiary qualifications in related areas and wish to increase their knowledge in OH&S, e.g. engineers, nurses..
 - The cost for this test in Australia is \$1000.00 plus GST

The SIA Challenge Test. Part 1

- Must demonstrate competence in the core topics of:
 - Ethics
 - OH&S Law
 - Risk Management
 - OH&S Management systems and planning
 - Consulting and communications
 - This is taken from applicants work.

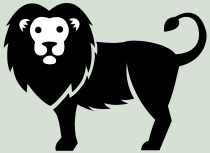
The SIA Challenge Test. Part 2

Plus they must demonstrate competence in **5** of following topics :

- Auditing
- Training and Development
- Chemical Hazards
- Human Factors/ Ergonomics
- Physical Hazards
- Occupational Hygiene
- Radiation Safety
- Building / Fire Safety
- Biological Hazards
- Rehabilitation
- Plant safety
- Transport safety
- Behavioural Safety

Revised Membership Structure

IOSH



Fellow

Chartered
Member

NZ



Fellow

Certified
Member

Graduate

Technical

Affiliate

Honouree or Life MNZISM
No Mandatory CPD

FNZISM Mandatory CPD

CMNZISM Mandatory CPD

Grad NZISM Mandatory CPD

NZISM Tech Mandatory CPD

Affiliate

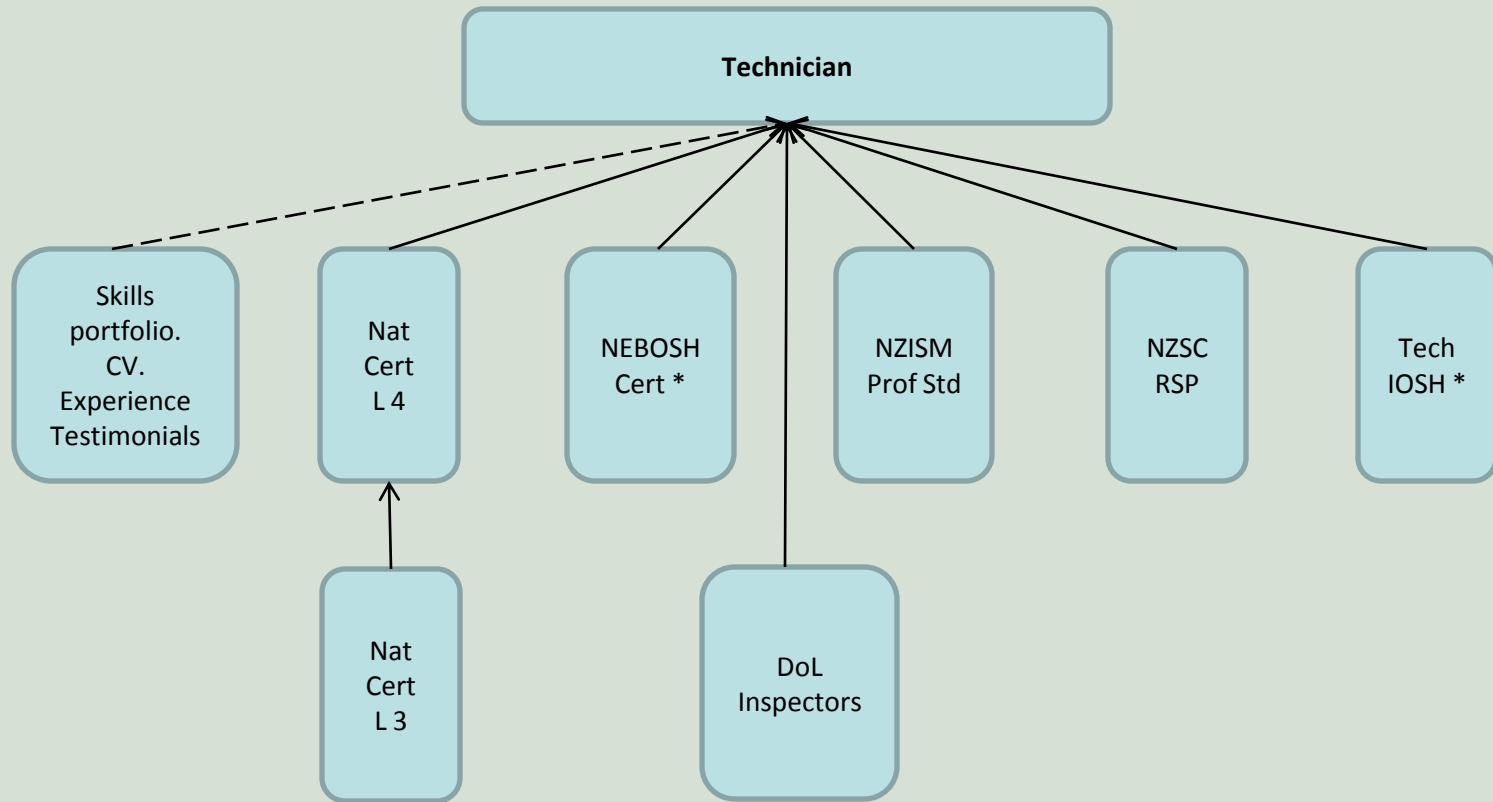
Where are we at?

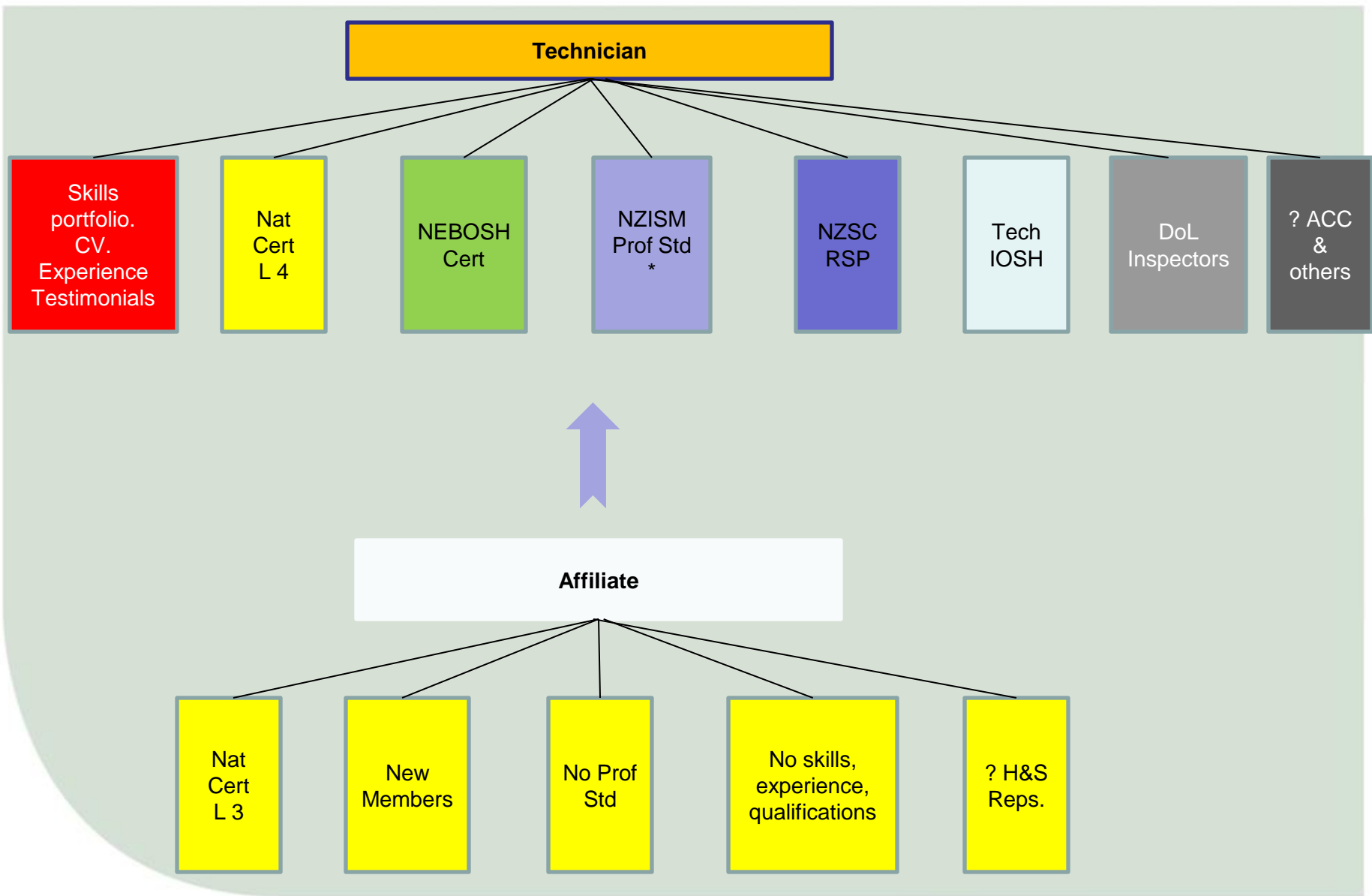
- We feel most people will be at Technical level
- There are a number who hold Tertiary Qualifications under OH&S, these people may qualify as Graduates.
- There are people with associated qualifications and working within OH&S.
- There are a lot of people with attendance records for a number of courses and various work shops.

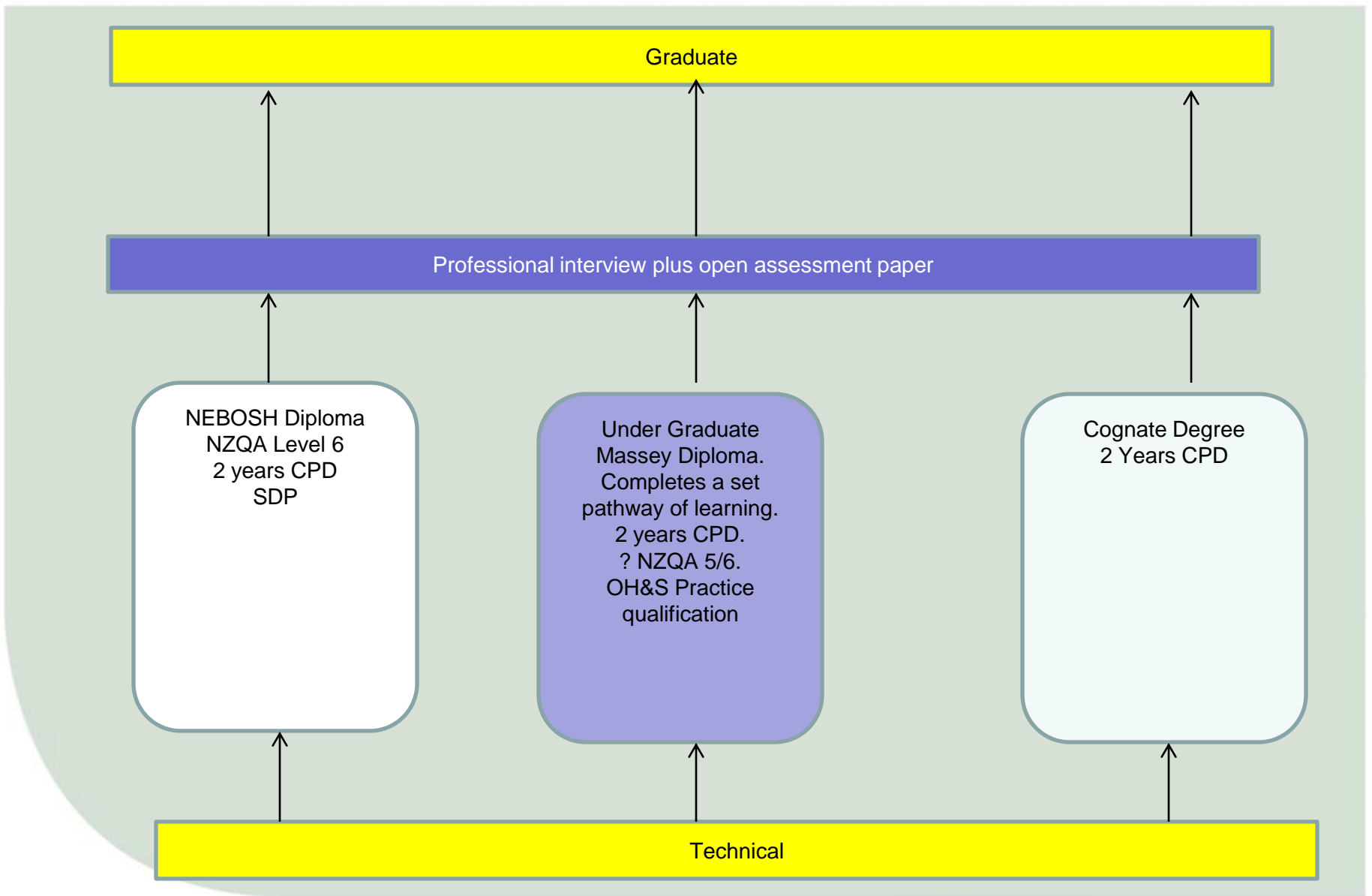
Those with NZISM Professional Development Standards.

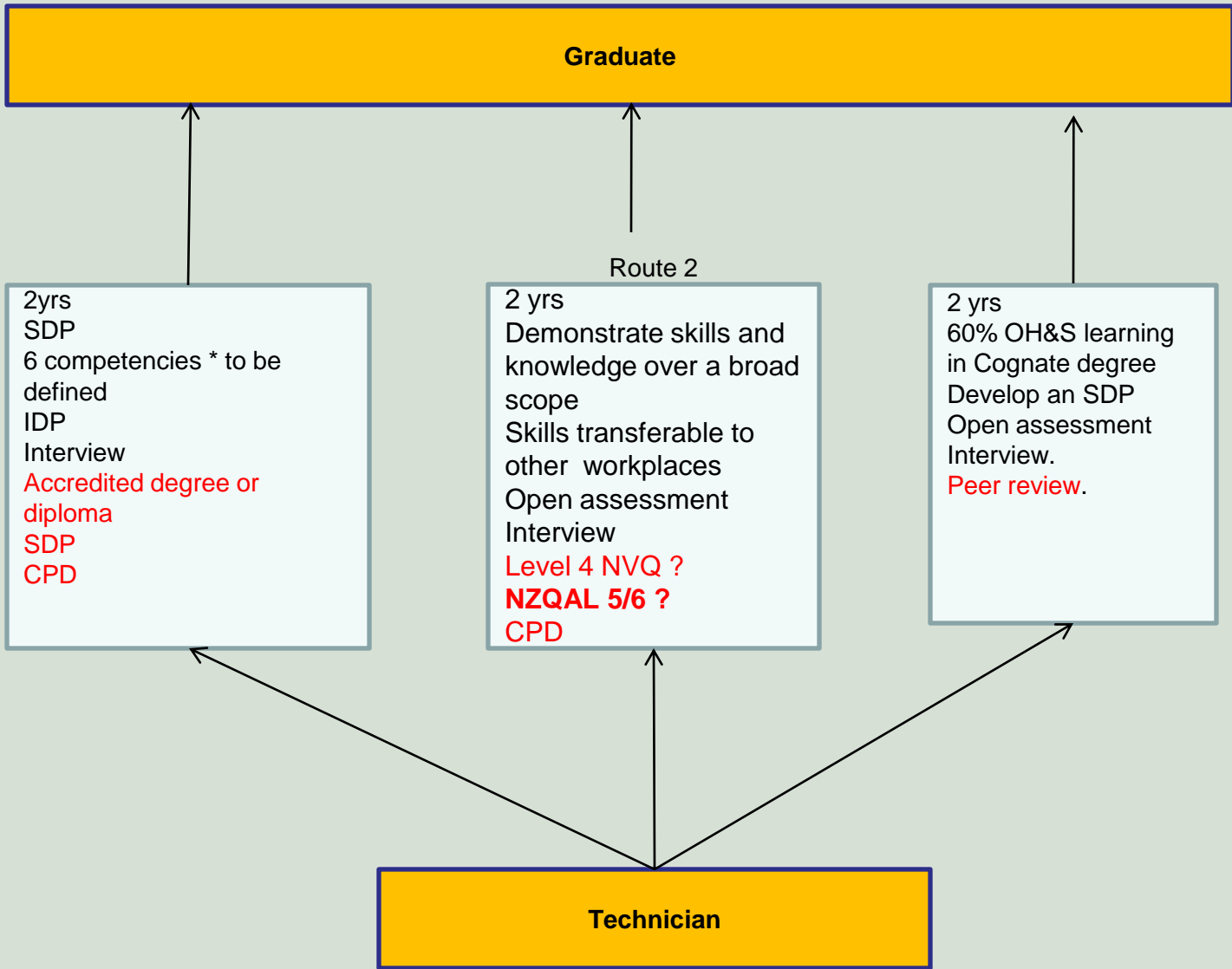
- We wish to somehow recognise this effort and status.
- We can not over estimate the status nor diminish it.
- To be honest, it is not that high a level when benchmarked or even compared to overseas jurisdictions and their Grading systems.

***IOSH equate NZQA L 4
to UK Level 3 which is
at Technician Grade**







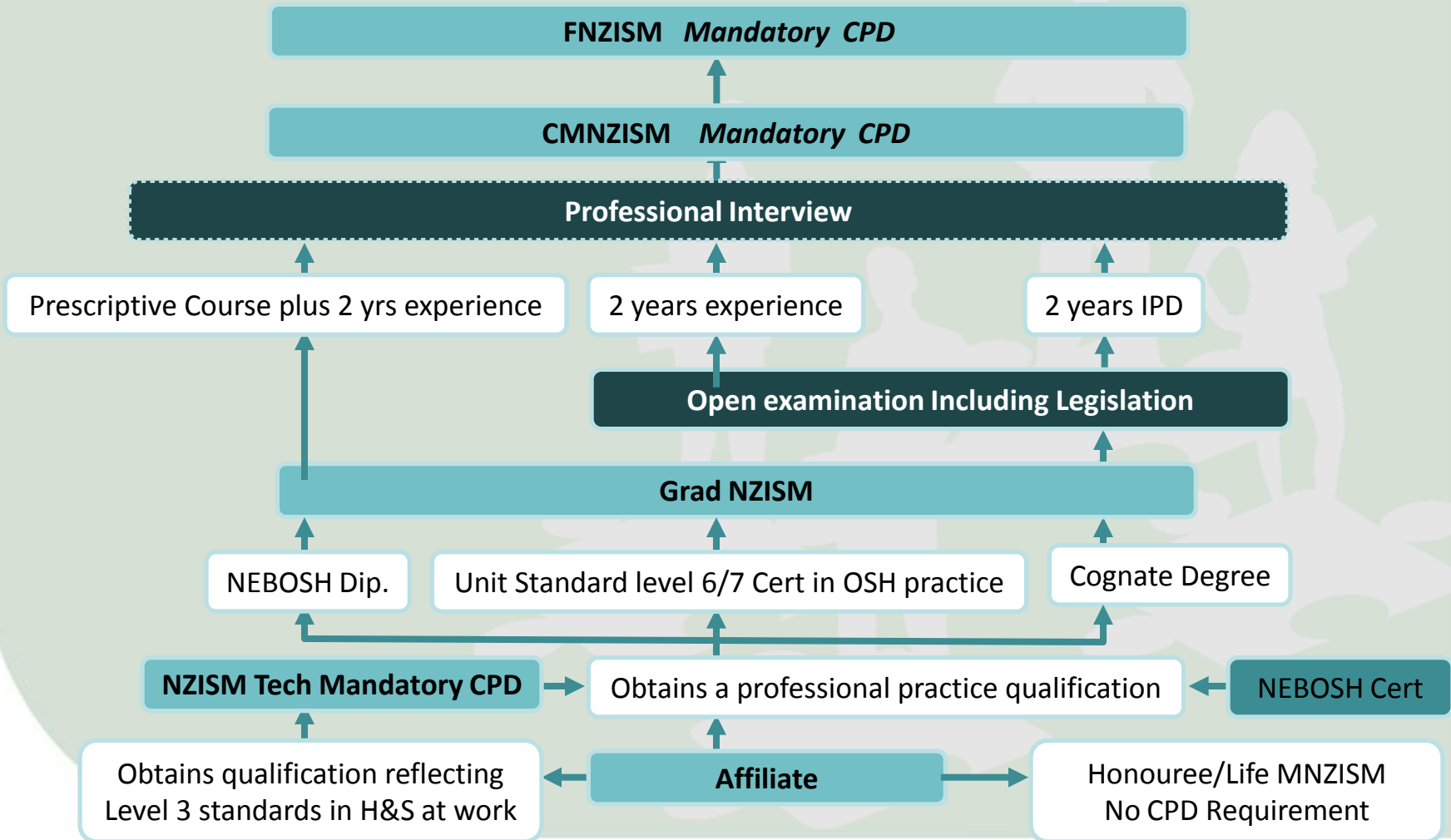


What's Next?

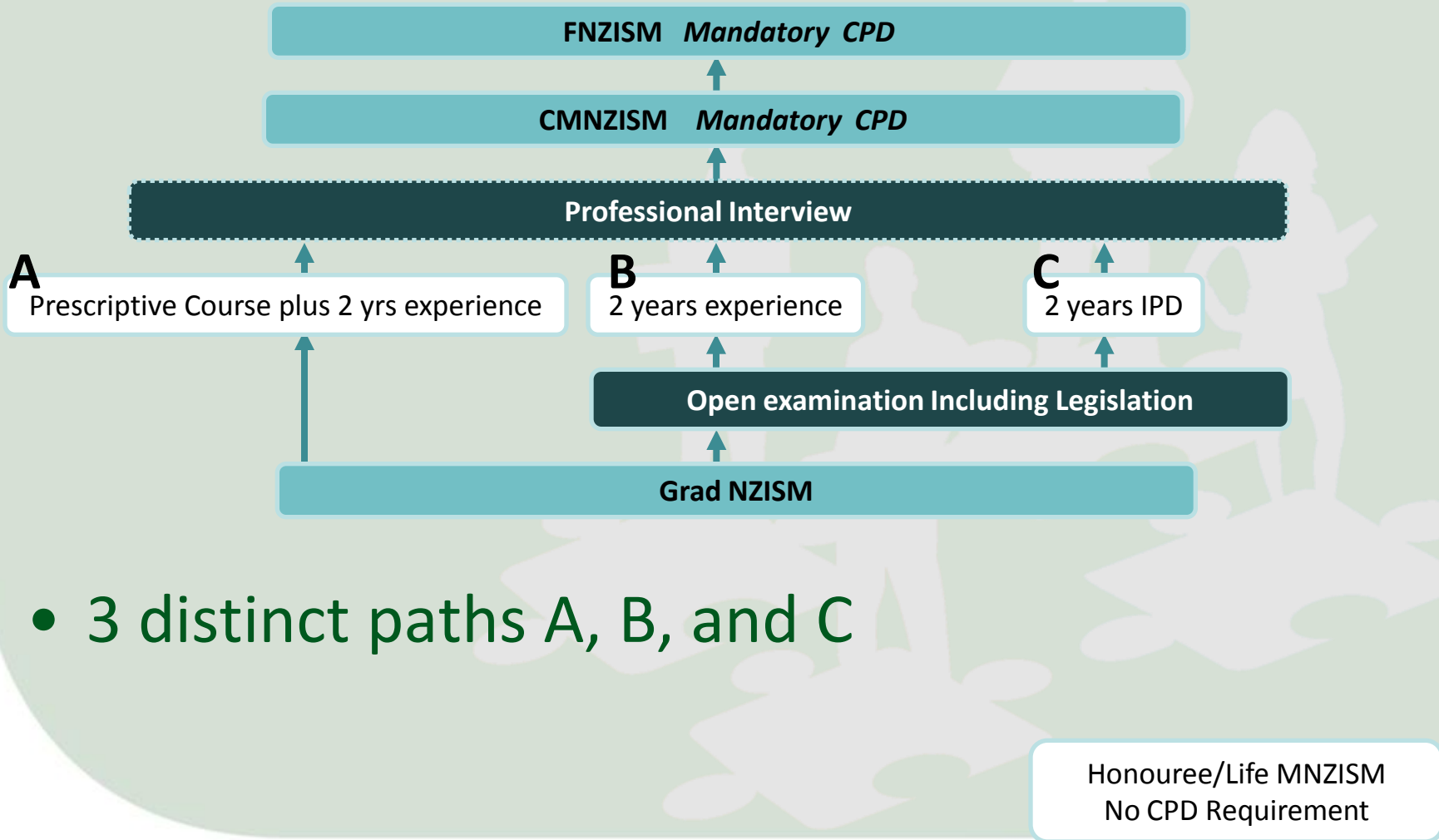


Proposed Membership Grades

Revised Membership Structure

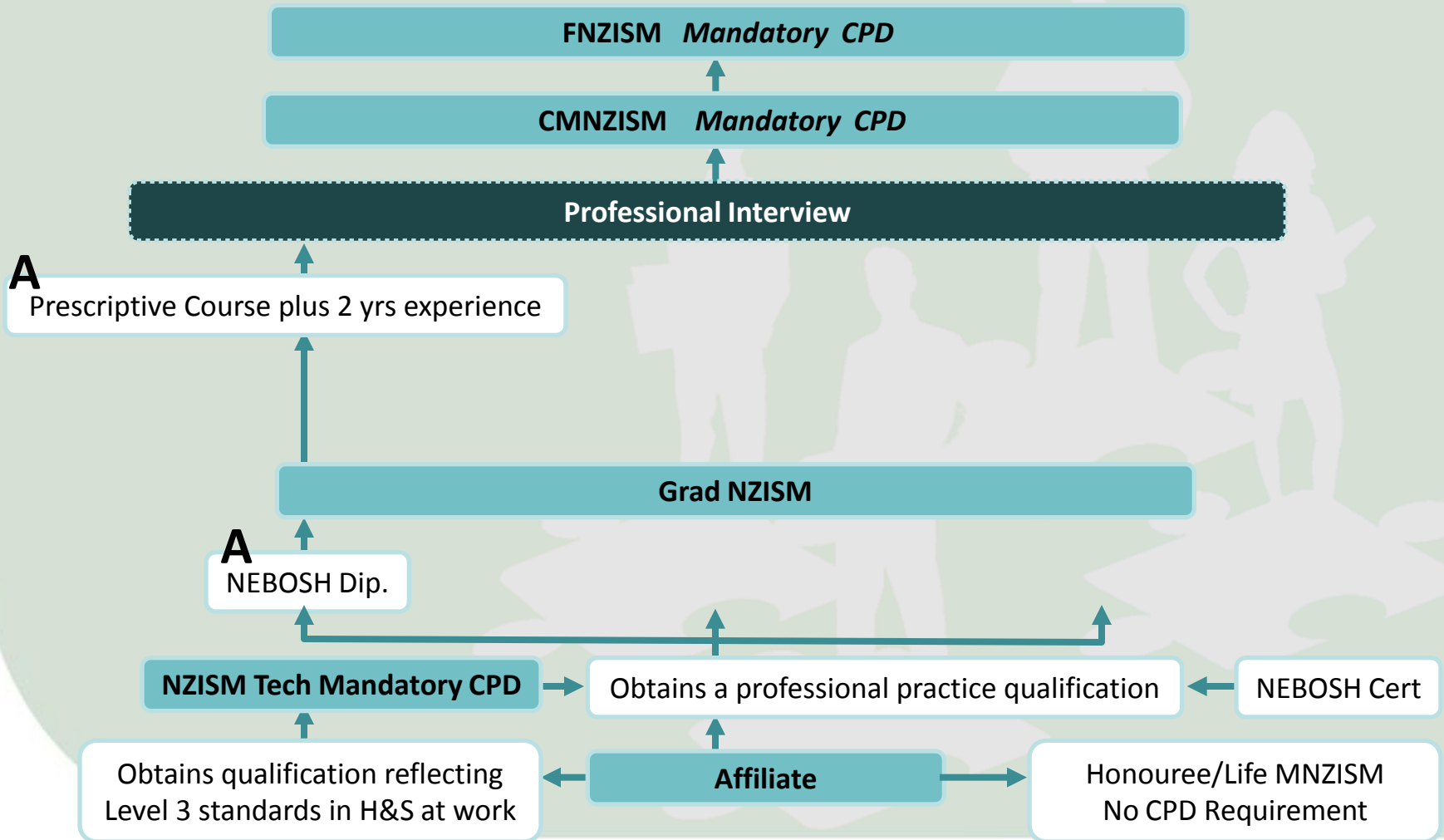


Revised Membership Structure

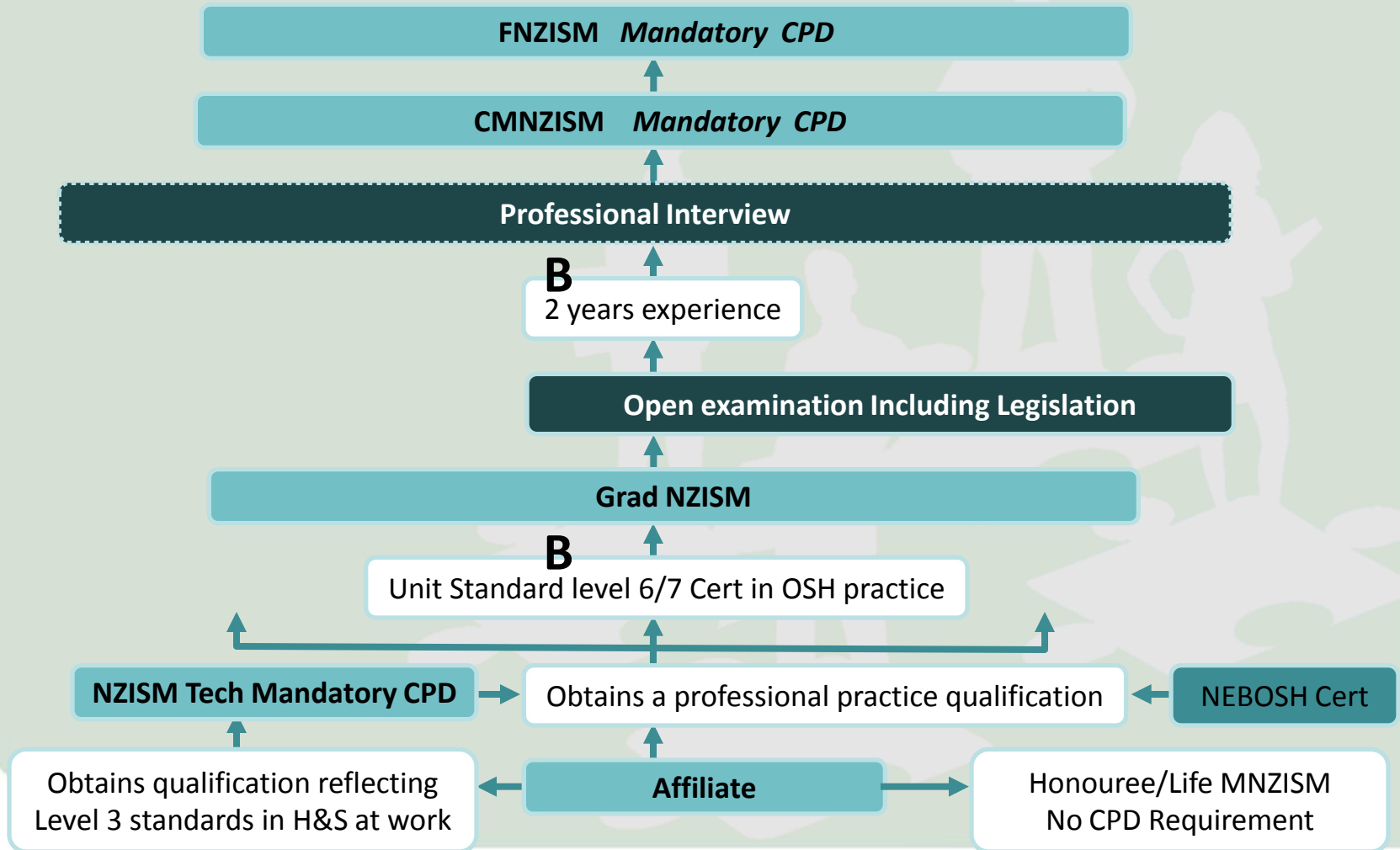


- 3 distinct paths A, B, and C

Revised Membership Structure



Revised Membership Structure



The Future...

1. An MoU with IOSH is currently in draft and should be in place by later this year.
2. This will create the internet links for NZISM members to log their CPD plans.
3. From INSHPO there is a strong possibility that all OH&S Grades/qualifications will be linked or at least transportable from one country to the next.
4. USA is currently an issue that has to be sorted

At our CPD planning meeting held
in
Christchurch 2009.

CPD Roadshow August '09

Process Overview

- Current Situation in New Zealand, we have:
- 250 plus members
- Data base of which < 15% have formal qualifications
- Lots of experience/skill knowledge
- Educational Sector – lots of players doing the same
- Currently have 4 grades- of membership
general/professional/student/corporate
- only 15 persons have their professionals status that have been recognised under the current professional standards

What we want to achieve (continued):

- Registration – independent “Reg” Board – maintain NZ register
- Industry leads the educational programme within NZ (NZISM leads) not Government Departments
- IOSH to review NZ courses – rate and grade into framework
- IOSH to review current/historical logs of learning for entry level grading (independent)
- Within 5 -7 years to have a Degree level qualification in OH&S on offer in NZ.

What we want to achieve:

- Full Introduction to CPD with > 200 members participating
- New Membership (those that practice) have a new grading structure – affiliate/technical/graduate/certified/fellow
- Range of learning mechanics
- CPD programme is equivalent to IOSH & therefore, International Standards (falls in line with INSHPO)
- DOL MoU signed Mon15/6/09 plus many others will follow.

The Future - (the 5 year plan)

- 90% NZISM members doing CPD's
- All industry use the international grading structure for employment purposes
- Tertiary providers are proactive – up to date current
- Skill base increase – better OHS/Systems – better outcomes/industry building with career path for HSE practitioners
- NZ CPD is recognised by INSHPO –overseas organisations
- Have an OH&S Degree on offer in NZ
- NZ Government require suitably qualified people in Reg's or ACOP
- Robust OH&S Industry with clear career pathway

In-house SWOT Analysis: Our Potential Threats

- There may be some loss of our current members
- There may be a Low/Slow uptake of adopting CPD
- IOSH gets 'cold feet'.
 - Safety Council and others – relationships
 - Lack of infrastructure/ direction for CPD
- Overall cost of this to members
- Backlash from members
- Records of prior learning not acknowledged to the level the member accepts/expects
- dual/tri-membership-cost of all these together e.g.- OHNA/NZISM/IOSH/NZSC/-discounts
- Members are not happy with IOSH independent grading level given to them.

Grandfather Clause (if we use it)

- Individuals with no training evidence or qualifications will be put under a GRANDFATHER clause.
- This will allow a period of time to begin a formal CPD pathway.
- Following this time frame, any NZISM status will be down graded if no CPD plan is in effect. In other words, you go back to affiliate and start over

Issues and challenges

1. Do we even use a Grandfather clause?

1. This allows a pre determined timeframe for people to get things together.

1. Unlikely as obtaining qualifications would be difficult.

2. Do we just have a start date. People are either in or out side the given criteria?

1. It is clean and the same outcome is achieved.

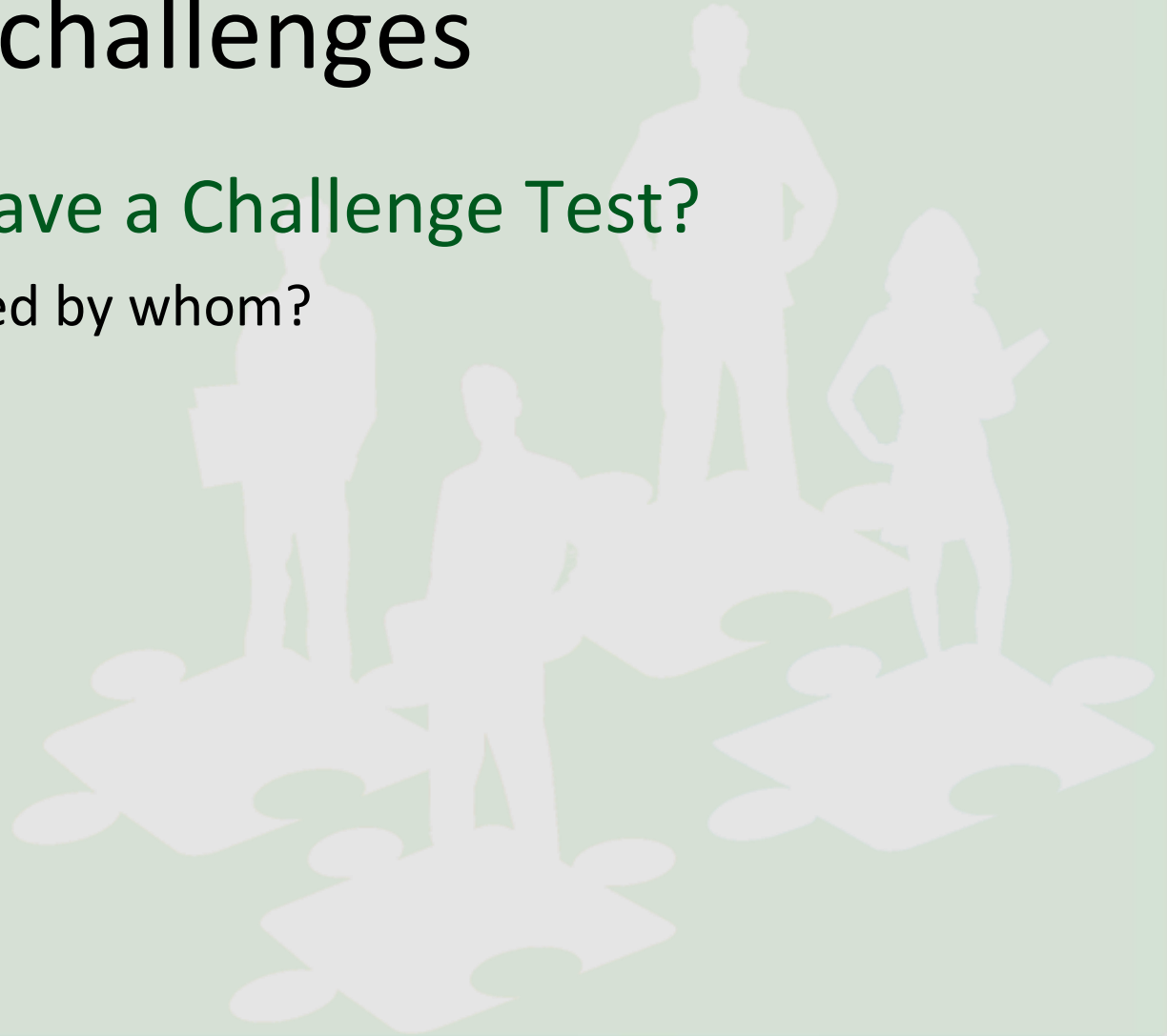
1. Has been used overseas successfully.

3. IOSH has offered to initially grade everyone so its fully independent.

Issues and challenges

1. Should we have a Challenge Test?

1. If so to be used by whom?



NZISM Professional Development Standard Framework (Options)

- Current Professional members will be granted equivalency in the new structure at the GRADUATE level up until the time this new regime begins officially. However they **MUST** complete their CPD.
- If they fail to maintain their CPD plan they **WILL** be downgraded to AFFILIATE level and reassessed from that point forward.

Graduate

NEBOSH Diploma
NZQA Level 6
2 years CPD
SDP

Under Graduate
Massey Diploma
Completes a set pathway of learning
2 years CPD
? NZQA 5/6
OH&S Practice qualification

Cognate Degree
2 Years CPD

*NZISM members with **Significant Experience but insufficient qualifications**; plus*
•NZISM Professional Development Standards, plus
•3 years experience, plus
•2 referees

Technical + CPD

Affiliate no CPD



We need your input on the way forward.

- CPD is coming.
- Do we need a Grandfather Clause?
- How might we use Professional Standards.?
 - We need your considered input.
 - The final position must reflect NZISM and where it sits on the new international scene.