

Dear member - "The need for change"

You are no doubt aware or have heard about the NZISM moving toward a Continuous Professional Development (CPD) methodology for its members. Why has this decision been made?

If we look at the matrix of learning available within NZ it is possible to attend lots of courses but at the end of a period of time end up with no acknowledgement of that learning or recognition within the OH&S fields.

There currently is no career pathway within NZ or a method of professional development. Put simply one merely meanders from one learning experience to the next with no direction or recognition of this learning.

Overseas jurisdictions are years ahead of NZ in this regard. We (the OH&S profession) within NZ are the only profession with no CPD programme or equivalent system for professional development. This does not mean nor indicate a wealth of skills and experience and to a lesser degree qualifications held by members. What it does indicate is the need for change to bring NZISM (you) up to international and other internal standards.

We have surveyed (you the members); we have searched the world for international models and compared our findings with other internal surveys (Safeguard surveys). As a consequence, the National Executive Council has decided to introduce a CPD programme based on international 'best practice'. This is neither scary nor intimidating; rather it's a systematic means to grow within NZISM and the industry as a whole. Our survey told us you want qualifications, transferable skills and internationally recognised credentials (profession grades). This CPD programme will deliver all these needs.

In a short time after CPD has been introduced individuals will be able to sit back and plan their own career pathway and at the same time move along an internationally grading system.

A CPD programme means you are a professional or practitioner. A CPD programme is journey of learning and should not be seen a destination.

We have recently signed a Memorandum of Understanding (MOU) with the Department of Labour to enable their inspectors and other staff to access the CPD programme. The DoL signed this after accessing the programme and deciding it is in line with their objectives that have been established for their staff. This in its self is a huge endorsement a) of the programme and its structure and b) the integrity of our commitment to establish a framework from which we are able to grow the profession and create career paths for OH&S professionals.

This communication is intended to indicate the need for change and the benefits of that change.

There will a further updates re the CPD programme in the near future.

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