**Continuing Professional Development**

The aim of any HSE CPD program is to continuously improve competency, knowledge, and practice to ensure the professional keeps up with and contributes to the H&S profession. At NZSC this has two purposes, 1) to improve the working capital of the individual with an aim to improve personal standing (competency) and 2) ensure that NZSC can demonstrate that their HSE staff have the requisite skills and knowledge to identify and manage Critical Risks; and apply this knowledge to continuously improve HSE within our industry sectors.

**Continuing Professional Development (CPD) -  Points System**

CPD points equate to approximately 1 point for every 1 hour of Quality Committed Activity.

**Why is professional development important for NZSC Members?**

Continuing Professional Development (CPD) is vital in maintaining professional competence and provides a structured career path, but also safeguards the individuals’ professional status by demonstrating they are suitably qualified to both their peers and business.

To ensure that practising HSE members of NZSC maintain their professional competencies and reflect the new minimum standards in legislation, mainly through demonstration of core competencies to manage Critical OHS Risks, NZSC requires that their own HSE practitioner members (ASP and RSP grades) undertake CPD and demonstrate ability to be Registered as a Safety professional.

NZSC wants their members to achieve their potential. They are looking at opportunities for individuals to reach their professional development targets each year, take advantage of CPD activities and encourage critical risk compliance in their own or client businesses by ensuring they are suitably qualified and maintain appropriate levels of professional accreditation.

Participating in the CPD and keeping your log book up to date is mandatory for all NZSC ASP/RSP members and is also a requirement to be listed on the HASANZ register as a Practitioner or Professional through NZSC. This requirement aligns with other professional bodies such as CPMSIA, CMIOSH, or other equivalents and is recognised by INSHPO as the primary means for professionals to remain current within their profession

The NZSC CPD program will require their ASP / RSP members to attain a requisite number of points annually to ensure they maintain their professional standing with NZSC.

**What's changed?**

The two categories, Share and Extend, have been introduced to the standard CPD processes. These have a range of new activities and category names which NZSC considers will encourage a lifelong learning approach to professional development and see increased participation from members:

* Learn  (Education, Publication, Review, Research and Conferences/Seminars);
* Apply (OHS work, work based:- reports, policy/training development & original work);
* Share (Present at Conference/Seminar, Solution Share or Mentoring);
* Serve  (NZSC Committee or Community Work); and
* Extend (Non OHS Professional Development; - the NZSC CPD Log Book, management training, public speaking, wellbeing, training cert.).

**How many points do I need to annually to maintain my NZSC practitioner or professional standing?**

The points required to maintain a level of professional standing at NZSC is set at 60 points minimum for RMC\* Practitioner (if wanting to be listed on HASANZ register), and 80 points minimum for ASP and RSP. CPD Logs will be reviewed annually by the NZSC CPD review panel.

**Are there any restrictions on how I credit my points?**

How you credit your points through the different categories is open to each individual, but it is intended that they take full advantage of the scope of activities and learning opportunities to broaden their skills and expertise.

**The CPD log book**

The log book is available on the members section of the NZSC website.

**Advice on how to establish your CPD processes**

Read and Follow the CPD program:

* 1. Introduction to CPD
	2. Maximising CPD
	3. Planning CPD
	4. Professional Self Reflection Tool
	5. HSE – CPD Learning Plan
	6. Professional Portfolios
	7. Types of CPD
	8. HSE Professional Supervision
	9. Mentoring
	10. Specialist Support

\*Note that RMC – Registered Management Consultants are classified as practitioners and CPD is recommended as a NZSC member, however if the member requires to be listed on the HASANZ register then CPD becomes an annual mandatory requirement.