



# CONTINUING PROFESSIONAL DEVELOPMENT (“CPD”) FOR GEOSCIENTISTS


CPD Workshop, 2023  
Tania R Marshall

# cherish  
# promote  
# prosper

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## Continuing Professional Development

*“In times of change, the learners shall inherit the earth; the learned find themselves beautifully prepared to deal with a world that no longer exists.” (Hoffer, 1983)*




**REGISTRATION**

- Statutory/Professional
- SACNASP/GSSA
- Confirmation of qualifications, experience, character



**CONTINUING PROFESSIONAL DEVELOPMENT**

- Career-long personal process
- GSSA/SACNASP




**PROFESSIONAL CONDUCT**


- SACNASP /GSSA
- Codes (Ethics, Conduct, Practice)
- Complaints & Disciplinary
- Geoethics

← **COMPETENCE** →

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## Continuing Professional Development Key Features





**CPD is a term used to describe learning activities that professionals take part in to develop and enhance their skills.**

This could include courses, workshops, informal learning opportunities, or vocational education that helps to expand knowledge or add new skills related to a chosen career.



**It refers to the process of tracking & documenting the skills, knowledge and experience that you gain both formally and informally as you work, beyond any initial training.**


It's a physical/digital record (logbook) of what you experience, learn and then apply.

<https://www.oxbridgeacademy.edu.za/blog/continuing-professional-development-cpd-matter/>  
<https://www.jobs.ac.uk/careers-advice/managing-your-career/1318/what-is-continuing-professional-development-cpd>  
 Nautical Institute

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## Continuing Professional Development Key Features

- It is self-directed: driven by you, not your employer or your registration authority
- On-going programme of personal development
  - It includes both formal and informal learning
  - It helps you set development goals and objectives
- Planned programme throughout your working life
  - Uncovers gaps in your skills and capabilities
  - It helps keep you up-to-date with the latest advancements in your field of practice
    - Technical/academic/procedural, etc.



*The goal is personal development, not simply collecting CPD credits*


<https://www.jobs.ac.uk/careers-advice/managing-your-career/1318/what-is-continuing-professional-development-cpd>




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# Continuing Professional Development Why?

□ CPD is implicit in the GSSA Code of Ethics (Clause 7) which is incumbent upon Members

- Demonstrating CPD record is not currently a requirement of GSSA membership
  - Highly recommended for personal advancement of professionalism
  - Highly recommended for both academic and industry geoscientists
- **Demonstrating CPD is a requirement for Chartered Status (required if you wish to be considered as a Competent Person using your GSSA membership to sign off Public Reports)**



*The goal is personal development, not simply collecting CPD credits*

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# Continuing Professional Development Why?

**SACNASP CONTINUING PROFESSIONAL DEVELOPMENT (CPD)**

Under the terms of the Natural Professions Act of 2003, SACNASP is required to register professionals in the field of natural science.

Equally important is the requirement to renew their professional registration. In light of this, SACNASP has developed and implemented a fully-fledged CPD system.

What does this mean? It means that professionals must complete CPD activities over a 5-year cycle to stay compliant and to renew their professional registration.




South African Council for Natural Scientific Professions  
*Integrity in science*

Develop your career with SACNASP

SACNASP introduced CPD in 2017 and the first cycle was completed in 2022. The audit of portfolios commenced in January 2022.

Note that an individual's cycle begins on their registration date, so not all cycles will end at the same time.

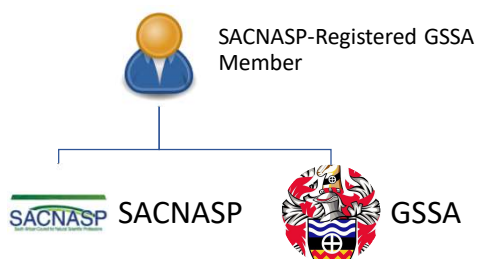


*The goal is personal development, not simply collecting CPD credits*

(<https://cpd.sacnasp.org.za/#/>)

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## Continuing Professional Development How?



☐ SACNASP-registered GSSA members can choose to record CPD credits on either GSSA or SACNASP website and be mutually recognised by the other organisation

- GSSA and SACNASP signed MOU to make compliance easier and to avoid duplication of effort for members

☐ Compliance with one system will be deemed to be compliance with the other.



*Professional Affairs in the Geosciences in South Africa is a joint SACNASP and GSSA process.*

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## Continuing Professional Development How?

☐ Although there are many elements common to both classifications, the GSSA and SACNASP systems are completely different in the way they allocate credits.

- Different number of credits for different activities
- Different combinations/classifications of activities



☐ It is not possible to simply transpose information/credits from one system to another.

☐ Credits obtained in one system cannot simply be reflected in the other.

- If a member logs their CPD credits through the GSSA, the individual points will not simply reflect on the SACNASP website (and vice-versa).



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## Continuing Professional Development How?



- ❑ The choice to log CPD credits through the GSSA or through SACNASP is *yours*
  - Each member must decide for themselves which method they will use
- ❑ Each system is a stand-alone structure.
  - A combination of the two is not allowed.
  - You can change after each five-year period



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## Continuing Professional Development SACNASP Summary – Pr. Sci. Nat.

- ❑ Five-year CPD Cycle
  - From 1 April 2022 to 31 March 2027.
    - Or five years from the date of membership
  - Everything then reverts to zero (on renewal of registration) and the following five-year cycle begins.
  - Registrants need 25 (SACNASP) credits in a 5yr cycle (FIVE credits/year)
- ❑ There are THREE categories in which to claim credits
  - CPD credits to be obtained in at least two of the three categories
  - At least 1 credit/year from Category 1



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## Continuing Professional Development SACNASP Summary – Cand. Sci. Nat.

- ❑ Will be compulsory to upgrade to Pr.Sci.Nat. – Details TBC (in 2023)
- ❑ Cycle will begin on date of registration.
  - Everything reverts to zero on upgrade to Professional.
- ❑ There are THREE categories in which to claim credits (same as Professional)
- ❑ Other
  - Some core courses that candidates will be required to complete, e.g., ethics training, importance of CPD
  - Can be done through VA or through SACNASP



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## Continuing Professional Development SACNASP Summary

- ❑ CATEGORY 1 (DEVELOPMENTAL ACTIVITIES)
  - **Compulsory activity**
  - Geoscience-related (local/international), formal, technical courses, workshops, conferences, lectures, seminars, etc.
    - On-line events
  - All events subject to validation by SACNASP
  - Need to be accompanied by a certificate of attendance/completion issued by the organiser
  - Require 1 credit/year
    - 5 credits over a 5-year cycle
  - 1 credit = full-day event (or 0.1 credit/hr)



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## Continuing Professional Development SACNASP Summary



- ❑ Event Accreditation (Category 1 activities)
  - All GSSA/SAIMM/SAMCODES courses are automatically accredited for CPD points
  - Any course run by approved Tertiary Institutions or Government Departments is automatically accredited (accreditation done by them)
  - All other bodies, such as private companies or PCO's, would need to have the contents of every event they provide for in this Category of CPD accredited (through SACNASP)
    - Register on the SACNASP website ([www.sacnasp.org.za](http://www.sacnasp.org.za)) as a training provider
    - Submit the material for validation, SACNASP (in conjunction with the appropriate VA) will validate the activity.
    - A fee for such evaluation and accreditation would be charged by SACNASP
  - Confirm PCO registration for SACNASP credits – SACNASP Validation #

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## Continuing Professional Development SACNASP Summary

- ❑ GSSA Course accreditation:
  - GSSA/SAMCODES courses will be available on the SACNASP website AFTER the event has taken place
    - Need to provide delegate attendance list (event organizer)
    - Need to upload certificate of attendance (delegate)
- ❑ Delegates – if your course is not reflected on the SACNASP website:
  - For GSSA courses, contact GSSA ([info@gssa.org.za](mailto:info@gssa.org.za))
  - For all other courses, contact the course coordinator and/or SACNASP



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# Continuing Professional Development



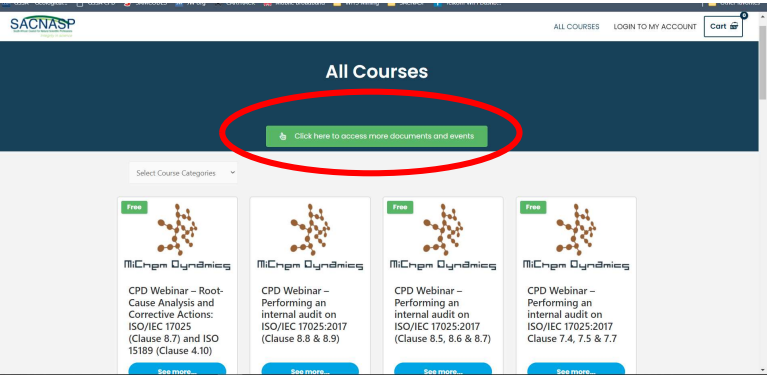
Apply now | Log in

- On-Line CPD Website (<https://www.sacnasp.org.za>)
  - Click on “CPD”
  - Then select “On-line CPD” from the drop-down menu
  - Use your registration number and ID number to log in.


**Register to be Recognised!**

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# Continuing Professional Development SACNASP Summary



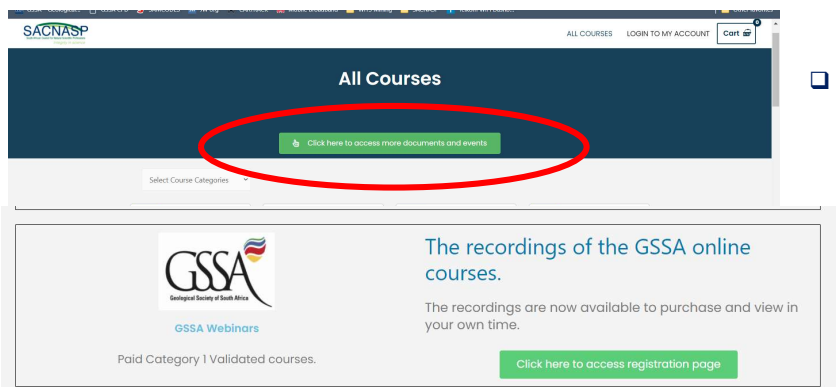
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**Register to be Recognised!**

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## Continuing Professional Development SACNASP Summary



### On-Line CPD Website (<https://www.sacnasp.org.za>)

- Click on "CPD"
- Use your registration number and ID number to log in.
- Then select "On-line CPD" from the drop-down menu
- Some of these (2020-2022) are FREE from the GSSA website



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## Continuing Professional Development SACNASP Summary

### CATEGORY 2 (WORK-RELATED ACTIVITIES)

- 2A Natural Scientific Work: 1 credit = 400 hours (50 days)
  - Science-related work (not include management time)
  - Max 2 credits for 800 hours of work per year
- 2B Mentoring of SACNASP Candidates : 1 credit = 50 hours
  - Max 1 credit/year
  - Formal mentoring programmes
  - In-house skills training sessions (organised by an employer/natural scientific company) and career guidance for Candidates.



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## Continuing Professional Development SACNASP Summary

### □ CATEGORY 3 (INDIVIDUAL ACTIVITIES)

- 3A Membership of a recognized Voluntary Association:
  - 1 credit/year
  
- 3B Individual Activities
  - 10 hours/credit to a maximum of 3 credits (30hrs)/year
  - All activities under this item must be verified.
  - Papers presented at conference (1 credit each)
  - Publication in a peer-reviewed journal (2 credits/article for single author)
  - Publication of technical articles (1 credit per article)
  - Completion of a post-graduate degree (5 credits once-off)
  - Evaluation of PhD/MSc thesis as external examiner (2 credits)



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## Continuing Professional Development SACNASP Summary

### □ CATEGORY 3B (INDIVIDUAL ACTIVITIES):



- Lecturing and supervision of post-graduate students
- Participation in statutory, professional, institutional, technical or non-technical committees or task groups (SACNASP, GSSA, SAIMM, University, CGS, SAMCODES, etc.).
- Evaluation of educational programmes at Universities/Technikons
- Evaluation of educational qualifications for SACNASP's Qualifications Examination Committee
- Evaluation of competence and applications for registration for SACNASP's Registration Committees, RPL Committees and Professional Advisory Committees
- Self-study which includes, but is not restricted to, studying of journals or electronic or computerised material (*includes 3B webinars on SACNASP CPD site*).
  - All activities under this item must be verified.



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# Continuing Professional Development

Apply now | Log in

- ON-LINE CPD WEBSITE (<https://www.sacnasp.org.za>)
  - Click on “CPD”
  - Use your registration number and ID number to log in.
  - Then select “On-line CPD” from the drop-down menu

Register to be Recognised!

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# Continuing Professional Development SACNASP Summary

- ON-LINE CPD WEBSITE (<https://www.sacnasp.org.za>)
  - Click on “CPD”
  - Use your registration number and ID number to log in.
  - Then select “On-line CPD” from the drop-down menu

Register to be Recognised!

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# Continuing Professional Development SACNASP Summary

**ON-LINE CPD WEBSITE**  
(<https://www.sacnasp.org.za>)

- Click on “CPD”
- Use your registration number and ID number to log in.
- Then select “On-line CPD” from the drop-down menu
- Select “more training/events”

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# Continuing Professional Development SACNASP Summary

**SACNASP** allows various exemptions and partial exemptions

- Retired people (not working) are exempt
  - Most retired scientists (still working) are exempt from Category 1 activities
  - See policy document for definition of “retired”
- Other special exemptions/dispensations exist

Refer to the latest policy document and website for current details.

- V7 (as of March 2020)

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# Continuing Professional Development SACNASP Summary

Apply now | Log in

Log onto  
<https://cpd.sacnasp.org.za>

SACNASP  
South African Council for Natural Scientific Professions  
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Overview  
CPD Scientist Portal  
On-Line CPD  
CPD Service Provider  
Validation

JOIN OUR DATA SCIENTISTS  
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SACNASP  
South African Council for Natural Scientific Professions

SACNASP CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

SACNASP under the terms of the Natural Professions Act of 2003 is required to register professionals in the field of natural science. Equally important is the requirement to renew their professional registration in light of this. SACNASP has developed and implemented a fully-fledged CPD system.

What does this mean? It means that professionals must complete CPD activities over a 5-year cycle to stay compliant and to renew their professional registration. There are 3 categories in which professionals can claim credits.

1. Developmental activities - courses, training

SIGN IN

SACNASP registration number  
Your Council Registration Number

Password  
Your ID Number

Login

CPD Portfolio  
Add CPD Cycles

CPD Portfolio (Apr 2017 - Mar 2022)  
Field of practice: Geomorph Science

SACNASP  
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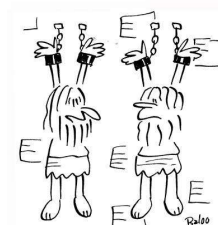
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# Continuing Professional Development



**Register to  
be Recognised!**

- ❑ In the event of a registered person not complying with the requirements of the CPD system, SACNASP may impose any one or more of the following conditions:
  - Require the registered person to **follow an approved remedial programme** of continuing professional development within a period prescribed by SACNASP.
  - Deregistration.
  
- ❑ If Candidates don't comply with CPD requirements, then they will not be eligible for upgrade to Pr.Sci.Nat. or Cert.Sci.Nat.




"I've been here so long I don't remember what I did, but it had something to do with non-compliance."




*The goal is personal development, not simply collecting CPD credits*


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**THE GEOLOGICAL SOCIETY OF SOUTH AFRICA**  
Promoting the study and advancement of earth sciences since 1895

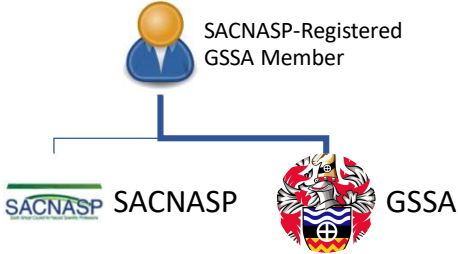


**CONTINUING PROFESSIONAL DEVELOPMENT**  
("CPD") FOR GEOSCIENTISTS



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## Continuing Professional Development GSSA



- ❑ SACNASP-registered GSSA members can choose to record CPD credits on either GSSA or SACNASP system and be mutually recognised by the other organisation

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## Continuing Professional Development How?

- ❑ Although there are many elements common to both classifications, the GSSA and SACNASP systems are completely different in the way they allocate credits.
- ❑ It is not possible to simply transpose information/credits from one system to another. Credits obtained in one system cannot simply be reflected in the other.
  - If a member logs their CPD credits through the GSSA, the individual points will not simply reflect on the SACNASP website (and vice-versa).
- ❑ The choice to log CPD credits through the GSSA or through SACNASP is yours
  - Each system is a stand-alone structure.
    - A combination of the two is not allowed.



*Professional Affairs in the Geosciences in South Africa is a joint SACNASP and GSSA process.*

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## Continuing Professional Development GSSA

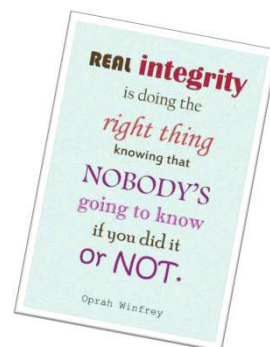
- Geoscience specific
  - Specifically applicable to members employed in minerals, metals, O&G and related industries
  - Specifically cognizant of issues around unemployed, retrenched, consulting, retired or field-based Members
  - Can be used by GSSA members wherever they live/work - does not rely of GSSA content only;
  - Have MOU in place with SACNASP for mutual recognition of CPD credits
  - Developing MOUs with local/regional/international geoscience organisations for mutual recognition of CPD systems



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# Continuing Professional Development GSSA

- The GSSA CPD system is based on the following principles:
  - GSSA members not currently required to log CPD – professional best practice
  - **GSSA Members/Fellow with Chartered Status are required to log CPD**
  - The system is underpinned by the presumption of honesty and integrity by the membership.
    - Good governance requires that it is subject to annual audits by both GSSA and SACNASP
  - CPD points/credits are based upon activity units called Professional Development Hours (PDH)
    - 1hour of professional development activity will be converted to CPD points (on a variable scale).
  - Principles based (guidance not rules)
  - The CPD cycle:
    - GSSA digital system has been operational since 2014



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# Continuing Professional Development GSSA



❖ Objective of 60 CPD credits annually / Total of 300 CPD credits over a 5-year cycle  
 ❖ No category is obligatory - members are encouraged (not obligated) to collect points across the spectrum, as possible

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## Continuing Professional Development Formal Learning

- ❑ Attendance of a formally structured course, seminar, conference, workshop, field-trip, etc.
  - It is highly recommended that in each five-year cycle there is at least one SAMCODES course or workshop.
- ❑ One professional development hour (PDH) equates to 1 CPD.
  - A full-day course will attract 8 CPD points and a half-day course would attract 4 CPD points.
- ❑ Additionally, if this is a tested activity the CPD points would be weighted 1.5 times to recognise the additional effort required to study and pass the test.



- ❖ Goal of 40 CPD (5 days)
- ❖ Maximum of 80 CPD (carryover)
- ❖ *Module not obligatory*

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# Continuing Professional Development Formal Learning

Such activities are not confined to GSSA-organised courses

- **Any relevant formal learning activities may be applicable** (typically confined to related *geoscience* knowledge/skills provided by a third-party).
- Examples include:
  - International events
  - Events organised by other organisations
  - Formal, structured, in-house training/conferences
  - Relevant e-learning, on-line courses or webinars
  - Live-streaming events
  - Correspondence courses



- ❖ Goal of 40 CPD (5 days)
- ❖ Maximum of 80 CPD (carryover)
- ❖ **Module not obligatory**

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# Continuing Professional Development Formal Learning

Function related

- Technical (geoscience) courses
- Non-technical courses which focus on specific scenarios that exploration and mine geologists could face.
  - Financial Evaluation and Decision making for Geologists
  - Courses on the MPDRA or mining and exploration related law
  - CPD/Professionalism for Geoscientists
  - Geoethics
  - Job-related language/software courses



- ❖ Goal of 40 CPD (5 days)
- ❖ Maximum of 80 CPD (carryover)
- ❖ **Module not obligatory**

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## Continuing Professional Development Formal Learning



- ❑ The GSSA does not accredit specific courses
  - Any applicable course can be included in the GSSA Formal Learning event list by the course coordinator or by a delegate.
    - No need to contact GSSA to confirm courses for GSSA (only SACNASP)
    - The individual delegate simply logs the course and claims the relevant number of PDH and CPD points through the GSSA website.
    - GSSA does not charge to add courses
- ❑ Although the GSSA does not validate courses, they do audit a sample of courses annually.
  - If the member is selected for audit, then they may be asked to prove relevance of the course (especially non-technical courses).
- ❑ GSSA does not generally endorse 3<sup>rd</sup> party courses



- ❖ Goal of 40 CPD (5 days)
- ❖ Maximum of 80 CPD (carryover)
- ❖ **Module not obligatory**

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## Continuing Professional Development Formal Learning

- ❑ If you see your course is not listed:
  - Contact course coordinator to add to list; OR
  - Log on to GSSA website and manually add the course and relevant details;
  - If you encounter problems, contact GSSA ([info@gssa.org.za](mailto:info@gssa.org.za)) providing
    - Course name & brief outline of course
    - Location and dates
    - Course coordinator and contact details



- ❖ Goal of 40 CPD (5 days)
- ❖ Maximum of 80 CPD (carryover)
- ❖ **Module not obligatory**

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# Continuing Professional Development Formal Learning

- ❑ Course participants/delegates are encouraged to keep certificates of attendance where supplied, otherwise any relevant documentation
  - Proof of attendance is not based on registration, need certificate of completion/attendance.
  - Certificate required for examinable courses.
  - There is a place to upload certificates to the website



- ❖ Goal of 40 CPD (5 days)
- ❖ Maximum of 80 CPD (carryover)
- ❖ **Module not obligatory**

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# Continuing Professional Development GSSA



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## Continuing Professional Development Knowledge Contribution

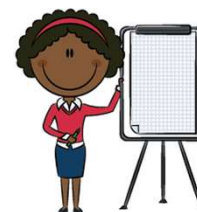
- ❑ The preparation and presentation of material contributing to professional development
  - Includes (but not limited to) time spent preparing for and presenting at formal or informal events, leading field-trips, writing, publishing, reviewing/refereeing papers, reviewing theses, formal mentoring, etc.
  - *This does not include day-job activities*
- ❑ The time, effort and study involved is suitably rewarded e.g. a **1PDH would attract 3CPD points.**
- ❑ There is no maximum CPD for this category – contributors will receive the full benefit of their efforts
  - *A member can acquire many/most of their CPD points through this activity*



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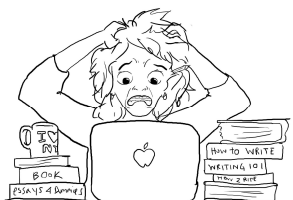
## Continuing Professional Development Knowledge Contribution

- ❑ Presentation
  - *Guidance:* 5 hours of preparation per hour of (new) lecture (5hrs preparation + 1hr presentation = 6PDH \*3 = 18CPD credits)
  - *Guidance:* 1-2 hours of preparation per hour of repeat lecture (1-2hr preparation + 1hr presentation = 3PDH\*3 = 9CPD credits)
    - Presenters should keep copies of lectures and course programmes, or certificates of presentation for audit purposes.
- ❑ Post-graduate study
  - Special dispensation of 10 (Hons), 20 (MSc), and 40 (PhD) PDH *in year of graduation*
    - Example: PhD: 40PDH\*3=120CPD credits



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# Continuing Professional Development Knowledge Contribution



- Writing a paper (published in a recognised, peer-reviewed journal)
  - *Guidance:* Sole/first author: 1PDH/page ( $\pm 500$  words/page)
    - Example – an author publishing a 5,000 word paper could claim  $10 \times 1\text{PDH} = 10\text{PDH}$  which is equivalent to  $10\text{PDH} \times 3 = 30\text{CPD}$  credits
    - Subsequent author: 0.5PDH/page
  - *Does not include time spent on research (claimed elsewhere)*
  
- Publishing a book
  - *Guidance:* 20PDH (60CPD credits) in year of publication
  - *Does not include time spent on research (claimed elsewhere)*



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# Continuing Professional Development Knowledge Contribution

- Formal Mentoring Programmes
  - GSSA/SACNASP CMP
  - WimSA, BridgeTheGap (BTG), SAIMM, etc.
  - Formal company/university programmes
    - Need to provide logbook of meetings
  - 3CPD credits/PDH
    - 40hr formal SACNASP partner CMP = 120credits
  
- Internships/In-service training




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## Continuing Professional Development Self-Directed Study & Informal Learning

- ❑ This is not a formal / structured activity
  - 1 hour of self-directed study / informal learning would attract 0.25 CDP points for each hour spent on the activity
  - **4PDH = 1CPD credit.**
  - This activity is subject to an annual maximum of 80 hours (or 20 CPD credits).



- ❖ Goal of 12 CPD (48 hours)
- ❖ Maximum of 20 CPD (80 hours)

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# Continuing Professional Development Self-Directed Study & Informal Learning

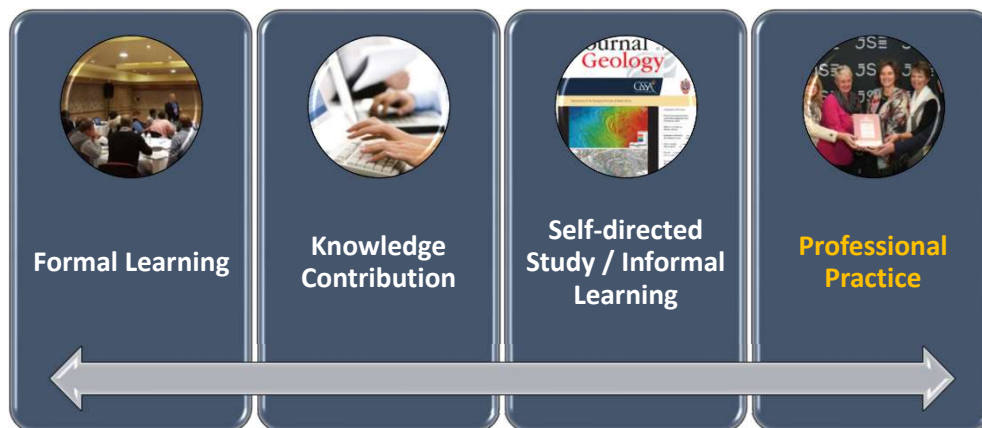
- ❑ Attendance at non-structured or informal geoscience-related lectures/field-trips;
  - WimSA, Wits Geotalks, African Mining Network Dinner series, GSSA Lunchtime (on-line) lectures, SAIMM morning webinars, GSSA branch lectures, Alex du Toit Memorial Lecture, Overberg Geoscientists Group, GIA Knowledge Sessions, etc.
- ❑ Reading of relevant Journal articles
- ❑ Personal research
  - Research for papers/presentations
- ❑ Viewing on-line presentations
  - Informal/Technical
  - Specialist YouTube channels



- ❖ Goal of 12 CPD (48 hours)
- ❖ Maximum of 20 CPD (80 hours)

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# Continuing Professional Development GSSA



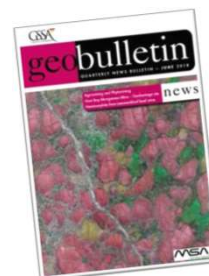
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# Continuing Professional Development Professional Practice

☐ Acceptable activities may include (but not confined to):

- The writing of, for example, standard practice notes (SOP's) or relevant articles for non-technical Journals, company newsletters/websites
- Leading or taking part in internal workshops, "career days", social/environmental upliftment activities (related to Social Licence to operate), etc.
- Attending relevant local/international trade shows, expos, or events such as Electra Mining, Mining Indaba, MIASA, etc.
- Being on the organising committee of relevant conferences, courses, workshops, etc.
- Actively contributing to one or more applicable statutory or professional organisations, committees, branches or councils (GSSA, SAIMM, SAMCODES, SACNASP, CGS, etc).
- Time spent in **informal mentoring and being mentored**



❖ 1CPD credit = 8PDH  
 ❖ Goal of 8 CPD (64 hours)  
 ❖ Maximum of 10 CPD (80 hours)



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# Continuing Professional Development Professional Practice

☐ Acquiring significant skill-sets such as could be added to a CV:

- Developing applicable soft-skills (face-to-face, on-line, correspondence, etc.)
  - Business skills
  - Interpersonal/communication/writing skills;
  - Language skills;
  - General software courses;
- On-the-job activities beyond the routine
  - Advanced 4-wheel driving courses, first-aid courses, fire-rescue training, OHS, etc.
- Courses which are not (geoscience) technical or functional in character
  - MBA



❖ 1CPD credit = 8PDH  
 ❖ Goal of 8 CPD (64 hours)  
 ❖ Maximum of 10 CPD (80 hours)



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# Continuing Professional Development

- Formal Learning
  - Attendance of a formally structured courses, field-trips, etc.
- Knowledge Contribution
  - The preparation and presentation of a course or a lecture
  - Time spent leading formal field-trips, writing, publishing, reviewing or refereeing papers, reviewing CPRs/IAR's for the JSE Readers Panel(s), reviewing theses, formal mentoring, etc.
- Self-directed study and Informal Learning
  - Attendance at non-structured, informal lectures, field-trips;
  - Reading of relevant Journal articles;
  - Personal research.
- Professional Practice
  - Acquisition of significant skill-sets such as could be added to a CV, including soft skills;
  - The writing of, for example, articles for non-technical Journals
  - Times spent organising relevant conferences, courses, workshops, etc.;
  - Time spent on actively contributing to one or more applicable organisations or committees (GSSA, SAIMM, SAMCODES, etc.).
  - Time spent in informal mentoring & being mentored



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# Continuing Professional Development

Activity	Annual PDH Objective	Weighting (Points/hr)	CPD Points	Maximum points per year
Formal Learning	5 days (40 PDH)	1 (1.5- Tested)	40	80
Knowledge Contribution	Not set	3		No maximum
Self directed study and informal learning	12 PDH (48 hours)	0.25	12	20
Professional Practice	8 PDH (64 hours)	0.125	8	10
<b>Total</b>	<b>60</b>		<b>60</b>	<b>110</b>

- ❖ Objective of 60 CPD points annually, Total of 300 CPD credits over a 5-year cycle
- ❖ No category is obligatory



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# Continuing Professional Development GSSA

- ❑ Formal learning
  - *Not obligatory*
  - On-line or correspondence courses (*webinars*)
- ❑ Knowledge contribution
  - Writing a paper
  - Preparing/presenting a presentation for internal/camp workshop
- ❑ Self-directed study and informal learning
  - Attendance at informal lectures (organised in the camp);
  - Reading of relevant Journal articles
  - Personal research
  - Viewing on-line presentations
- ❑ Professional practice
  - Developing related soft skills
  - The writing of articles for Geobulletin, GSSA website/Facebook
  - Informal mentoring
  - Organising, leading or taking part in internal workshops, social/environmental upliftment activities (related to Social Licence to operate)



*Field/mine-based geologists in remote areas*



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# Continuing Professional Development GSSA

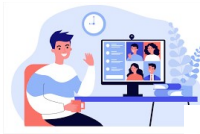


- ❑ People who are unemployed or who have been retrenched or boarded during COVID-19 lockdown are not exempt.
  - GSSA system designed so that these could give of their time and knowledge and still earn CPD, without spending money



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## Continuing Professional Development GSSA



- Attend free on-line webinars, courses, lunch-time lectures, etc.
- Volunteering at a formal mentoring programme
- Become members of SAMCODES Committees or Working Groups
- Organising/participating in GSSA activities
  - Meetings Subcommittee
  - Social Media subcommittee
  - Branches & Divisions
- Assist with GSSA Website/Facebook/Geobulletin contributions
- Writing/reviewing technical papers for SAJG (or other journals) or related conference publications
- MSc/PhD students
  - Write up a paper (based on thesis) and publish in SAJG;
  - Present results at a GSSA event or lunchtime lecture
  - Sign up as a mentor

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## Continuing Professional Development GSSA



### Full exemption


- Members who are fully retired (non-practicing members)

### Partial exemption (two-thirds of CPD requirements – 40CPD/yr)


- Members on special leave
  - Maternity/paternity/parental leave
  - Extended sick-leave or leave-of-absence
- Retired members not doing work of a geoscientific nature
  - Those not consulting, writing CP/CV reports or lecturing, etc.
- Other *special circumstances* (case-by-case basis upon application and motivation)

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## Continuing Professional Development GSSA




AUDITOR



UPLOAD

Free digital photos + more



### GSSA Obligations

- Provide CPD training opportunities, on-line CPD portal,
- Send annual reminders to membership

### SACNASP Obligations

- Provide CPD training opportunities, on-line CPD portal,
- Send annual reminders to membership, audit compliance


### It is the members responsibility to:

- Log PDH/CPD credits on the system of their choice
  - *Neither the GSSA, nor SACNASP, is responsible for recording or confirming a member's credits*
- Download the CPD certificate from the GSSA website and upload it to SACNASP annually, during April.


❖ *Onus is on each member to fulfil this obligation*

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## Continuing Professional Development GSSA



Geological Society of South Africa



South African Council for Natural Scientific Professions




- ❑ Log onto GSSA website ([www.gssa.org.za](http://www.gssa.org.za))
  - Go to “Members Access”
  - Update personal information (“Edit My Details – Additional Details”)
    - VIP – both GSSA and SACNASP ID numbers
  - **Indicate whether doing CPD through GSSA or SACNASP**
  - Input CPD activities (“My CPD Points” tab)
  - Annually (31st March), download/print professional, standardised report (*CPD\_Log Report.pdf*) that must be uploaded to SACNASP website
- ❑ Log onto SACNASP website (<https://cpd.sacnasp.org.za>)
  - Log into portfolio
  - Upload CPD\_Log Report.pdf as evidence of compliance

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## SACNASP Recognized CPD Systems

### How to Move or Change you CPD System

☐ Log onto  
<https://cpd.sacnasp.org.za>.






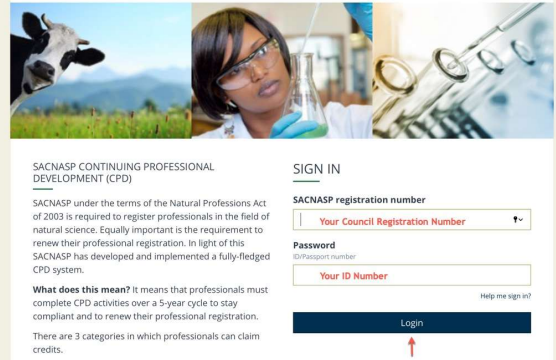
Visit South Africa's official Covid-19 resource portal

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## SACNASP Recognized CPD Systems

### How to Move or Change you CPD System

#### Login

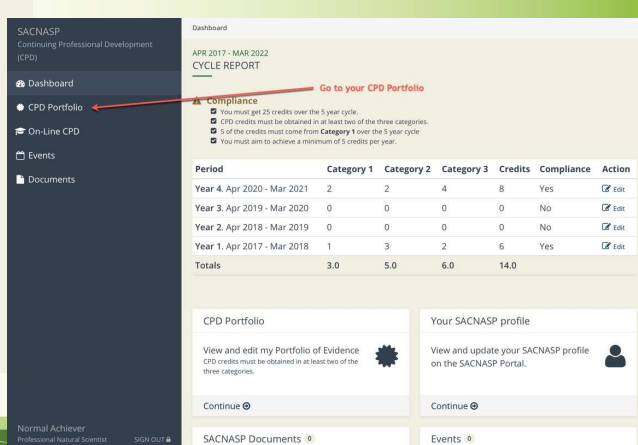
**SIGN IN**

SACNASP registration number  
Your Council Registration Number

Password  
ID/Passport number  
Your ID Number

Login

#### Go to CPD Portfolio



Period	Category 1	Category 2	Category 3	Credits	Compliance	Action
Year 4. Apr 2020 - Mar 2021	2	2	4	8	Yes	☑ Edit
Year 3. Apr 2019 - Mar 2020	0	0	0	0	No	☑ Edit
Year 2. Apr 2018 - Mar 2019	0	0	0	0	No	☑ Edit
Year 1. Apr 2017 - Mar 2018	1	3	2	6	Yes	☑ Edit
<b>Totals</b>	<b>3.0</b>	<b>5.0</b>	<b>6.0</b>	<b>14.0</b>		

www.sacnasp.org.za

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### Change CPD System

CPD Portfolio of evidence

Apr 2017 - Mar 2022  
Field of practice: Agricultural Science

● Add activities | ✓ Edit cover note | **Change CPD system**

Select "Change CPD System"

### Select your CPD System

#### Edit CPD Portfolio

Date from: 2017, 01 April  
Date to: 2022, 31 March

Your field of Practice: Geological Science  
Confirm you field of practice

CPD system: The Geological Society of South Africa  
Select the approved CPD system

Cover note (optional): I am changing my CPD portfolio to the GSSA CPD system.  
Add the Cover Note or Motivation

Save Cancel

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### Select Year to Update

CPD Portfolio Activities

CPD Portfolio  
Apr 2017 - Mar 2022

Activities: Note, You have to update every year with the "approval letter" from the VA. 5.0/25 Credits  
The Geological Society of South Africa (an approved CPD systems)

Year 4 2020 - 2021	Year 3 2019 - 2020	Year 2 2018 - 2019	<b>Year 1 2017 - 2018</b>
-----------------------	-----------------------	-----------------------	-------------------------------

Select the year to update

Year 1: 1 Apr 2017 - 31 Mar 2018

SACNASP Approved CPD systems: Exempt Activities  
5 credits for evidence uploaded per year

● Add CPD accreditation from VA activity

SACNASP APPROVED CPD SYSTEMS CREDITS CLAIMED SUB TOTAL: 0

Cover note: I am changing my CPD portfolio to the GSSA CPD system.

● Edit cover note | Change CPD system

### Complete & Submit

CPD Portfolio  
Annual Cycles ending 31 March 2022

New Exempt activity (SACNASP Approved CPD systems)  
CPD accreditation from VA

Name of Recognised Voluntary Association: The Geological Society of South Africa

Membership Number: [input field]

Cycle year: Year 1 (1 Apr 2017 - 31 Mar 2018)

Date from: 01-04-2017 | Date to: 31-03-2018

SACNASP Credits Claimed: 5

Evidence: Upload the approval letter from the VA

Save Cancel

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**Complete for All Years**

**Done & Compliant**

**CPD Portfolio**  
Apr 2017 - Mar 2022

Activities  
The Geological Society of South Africa (an approved CPD system) → 20.0/25 Credits

Year 4: 1 Apr 2020 - 31 Mar 2021 → 5.0 Credits YEAR SUB-TOTAL

SACNASP Approved CPD systems: Exempt Activities  
5 credits for evidence uploaded per year

TYPE OF ACTIVITY	DATES	VOLUNTARY ASSOCIATION	EVIDENCE	CREDITS CLAIMED
CPD accreditation from VA	14/04/2020 - 31/03/2021	The Geological Society of South Africa	0 attached Updated Information	5

**Compliance**  
You must get 20 credits over the 5 year cycle.  
You must aim to achieve a minimum of 5 credits per year.  
**Your receive 5 credits per year. If you update your portfolio with the recognised VA's CPD system**

Period	Approved CPD system	Credits	Compliance	Action
Year 4. Apr 2020 - Mar 2021	5	5	Yes	✓ Edit
Year 3. Apr 2019 - Mar 2020	5	5	Yes	✓ Edit
Year 2. Apr 2018 - Mar 2019	5	5	Yes	✓ Edit
Year 1. Apr 2017 - Mar 2018	5	5	Yes	✓ Edit
<b>Totals</b>	<b>20.0</b>	<b>20.0</b>	<b>Yes</b>	

**CPD Portfolio**  
View and edit my Portfolio of Evidence

**Your SACNASP profile**  
View and update your SACNASP profile on the SACNASP Portal.

**SACNASP Documents**  
Download documents

**Events**  
View events & webinars

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# Continuing Professional Development GSSA

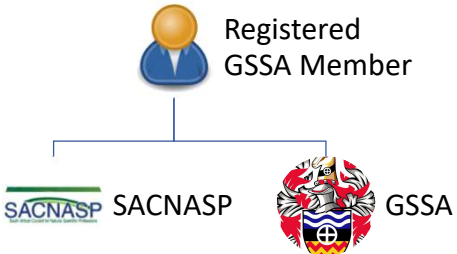
- ❑ For GSSA members who have elected to record their CPD credits on the SACNASP system
  - Download CPD certificate from SACNASP website (before 31 March 2022)
    - Attach it to your CV
    - Send to GSSA when/if requested
    - Attach to Chartered Status application





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# Continuing Professional Development



Registered  
GSSA Member

 SACNASP
 GSSA


- ❑ SACNASP-registered GSSA members can choose to record CPD credits on either GSSA or SACNASP system and be mutually recognised by the other organisation
- ❑ Although there are many elements common to both systems, the GSSA and SACNASP systems are completely different in the way they allocate credits.
  - GSSA system is Geoscience specific
  - Required to renew SACNASP registration
  - Required for GSSA Chartered status
- ❑ It is not possible to simply transpose information/credits from one system to another. Credits obtained in one system cannot simply be reflected in the other.
  - Each system is a stand-alone method of accumulating credits.




Professional Affairs in the Geosciences in South Africa is a joint SACNASP and GSSA process.

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# Continuing Professional Development



- ❑ CPD is a self-directed process and is the **individual's personal responsibility**
  - Neither the company nor the professional/statutory body is responsible for providing (or paying for) CPD activities
  - Neither SACNASP or the GSSA is responsible for logging, keeping track of, or submitting your CPD credits



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# Continuing Professional Development

P.S.

❑ Employers can (but don't have to) also play a role, which **is not necessarily financial**

- Provide training opportunities and support:
  - Encourage attendance/presentation at external conferences, etc.
  - Provide internal training/mentoring/professional activities
  - Support for post-graduate studies
  - Support for publishing papers
  - Support for GSSA branch activities
- Mining Charter obligation to invest in Human Resource Development and to develop/implement career progression plans
  - Discuss your CPD programme with your company as part of your personal career progression plan



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*The goal is personal development,  
not collecting CPD credits.*




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Thank You



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[www.gssa.co.za](http://www.gssa.co.za)

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Geological Society of South Africa

#cherish  
#promote  
#prosper