

CONTINUING PROFESSIONAL DEVELOPMENT (“CPD”) FOR GEOSCIENTISTS

CPD Workshop, 2019



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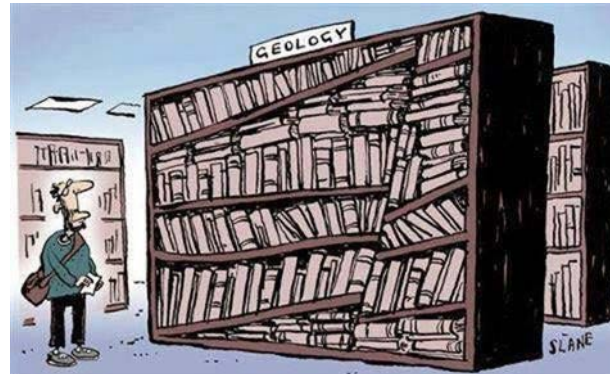
PROFESSIONALISM

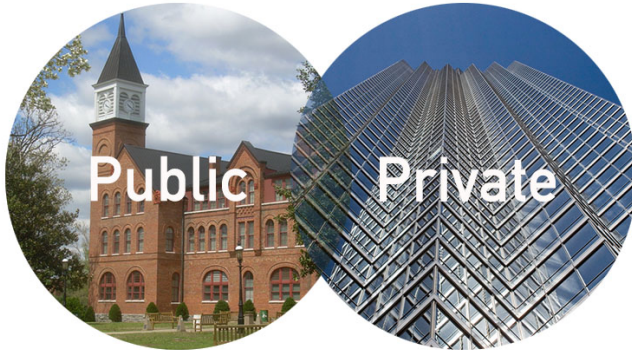
"Almost all geologists think of themselves as scientists. Unfortunately, far fewer consider themselves to be professionals in the same way that doctors and lawyers do – this leads to an unrecognised career handicap"

(Sonnenberg, 2003)



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- ❑ Professionalism is just as important in the academic, research or teaching arenas.
 - Applied & academic/research communities are interdependent

- ❑ It is rapidly becoming accepted globally that excellence in practical and professional skills go hand-in-hand with excellence in scientific research.
 - Whilst preserving our identities and specialisms, we are **all** part of a single (geoscientific) system



CONTINUING PROFESSIONAL DEVELOPMENT

Half life of knowledge is eight years. So, after eight years, half of what you know will be forgotten, irrelevant or just plain useless

(Sonnenberg 2003)



CONTINUING PROFESSIONAL DEVELOPMENT

WHAT?

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- ❑ 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.

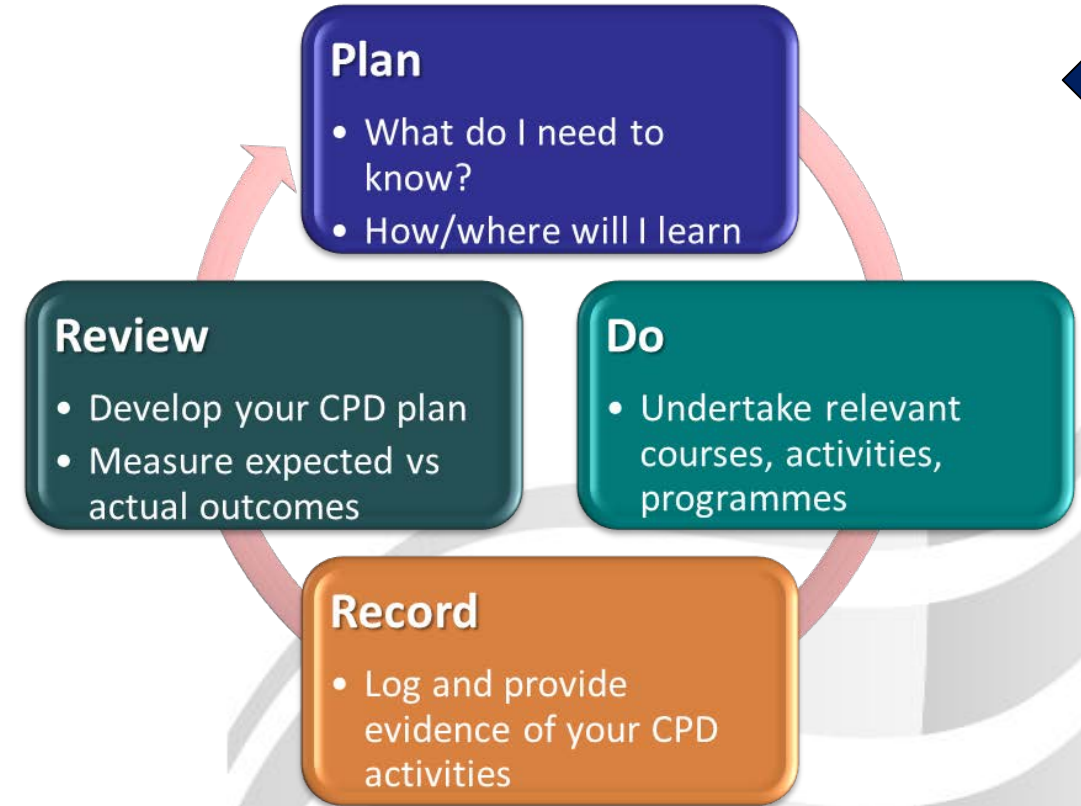
CONTINUING PROFESSIONAL DEVELOPMENT

WHAT?

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□ 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
- **Planned programme** throughout your working life



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

The goal is personal development, not simply collecting CPD credits

CONTINUING PROFESSIONAL DEVELOPMENT

WHY?

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- ❑ There is a focus on learning from experience, reflective learning and review
 - Uncovers gaps in your skills and capabilities
 - It helps you set development goals and objectives
 - 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



CONTINUING PROFESSIONAL DEVELOPMENT

WHY?

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- ☐ Fundamental Values of Geoethics (applicable to all geoscientists)
 - *Competence, including regular training and life-long learning;*
- ☐ Cape Town Statement of Geoethics (an international consensus)
 - *... I will continue lifelong development of my geoscientific knowledge.*
- ☐ CPD is implicit in the GSSA Code of Ethics (Clause 7) which is incumbent upon Members
 - Demonstrating CPD record is not a requirement of GSSA membership
 - Highly recommended for personal advancement of professionalism
 - Highly recommended for both academic and industry geoscientists
 - Currently a voluntary exercise for GSSA members



The goal is personal development, not simply collecting CPD credits



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WHY?



**Register to
be Recognised!**

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☐ SACNASP Act 25774 of 2003

- Section 18 (2) A person may not practise in [geological science, earth science, geohydrology] unless he or she is registered
- Clause 20(1) Only a registered person may practise in a consulting capacity.

☐ CPD is a requirement for retaining SACNASP registration

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



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WHY?



**Register to
be Recognised!**

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- ❑ 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.
- ❑ *Objective is to encourage/enforce personal development; not to de-register scientists*



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



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CONTINUING PROFESSIONAL DEVELOPMENT

How?



**Register to
be Recognised!**

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- ❑ GSSA is the Voluntary Association (VA) representing the majority of geoscientists (earth & geological sciences, including geohydrology) at SACNASP
- ❑ Professionalism (and, therefore, CPD) in the Geosciences in South Africa is a joint SACNASP and GSSA process.
 - GSSA and SACNASP signed MOU to avoid duplication of effort for members

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

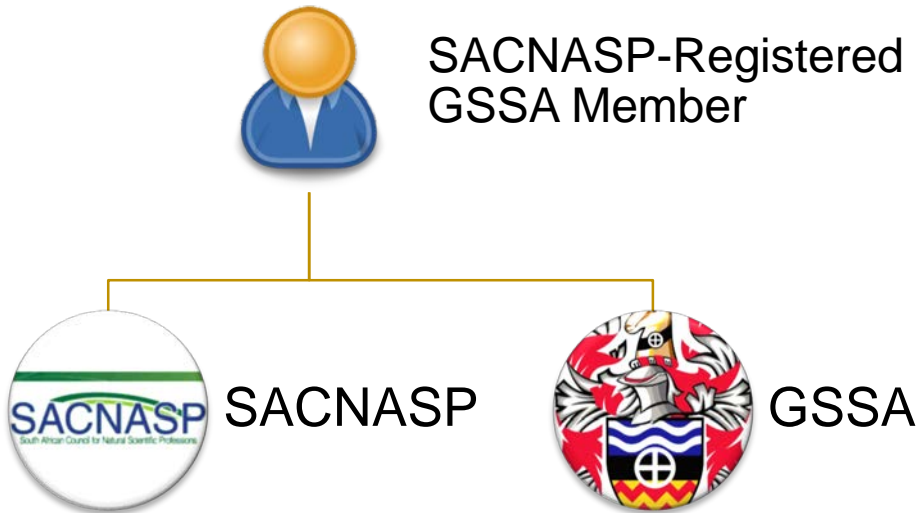


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How?

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- ❑ SACNASP-registered GSSA members can choose to record CPD credits on either GSSA or SACNASP website and be mutually recognised by the other organisation
- ❑ The choice to log CPD credits through the GSSA or through SACNASP is the 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.

CONTINUING PROFESSIONAL DEVELOPMENT

How?

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- ❑ 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 reflect on the SACNASP website.
 - It is only at the end of each year when the GSSA certificate of compliance is uploaded to the SACNASP website by the member that SACNASP will be able to recognise and allocate compliance.
- ❑ Each member must decide for themselves which method they will use
 - A combination of the two is not allowed. Each system is a stand-alone structure.



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



CONTINUING PROFESSIONAL DEVELOPMENT SACNASP

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**Register to
be Recognised!**



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



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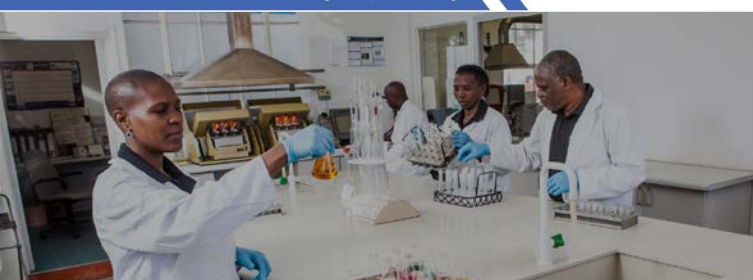
CONTINUING PROFESSIONAL DEVELOPMENT SACNASP SUMMARY

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- ❑ Professionals must complete CPD activities over a 5-year cycle to stay compliant and to renew their professional registration.
 - The current cycle runs from 1 April 2017 and ends on the 31 March 2022.
 - Or from the date of membership
 - Everything then reverts to zero and the following five-year cycle begins.
- ❑ Log onto <https://cpd.sacnasp.org.za/#/> to sign in and log activities
 - There are THREE categories in which professionals can claim credits
 - Registrants need FIVE credits/year (at least 1 credit from Category 1)
 - 25 credits/cycle, of which five (5) credits must be from Category 1 activities.





CONTINUING PROFESSIONAL DEVELOPMENT SACNASP SUMMARY

❑ Category 1 (Developmental Activities)

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- *Compulsory activity*
- Geoscience-related courses, workshops, etc.
- 1 credit = 10 hours (full-day activity). No Maximum credits
- Require 1 credit/year (5 credits over a 5-year cycle)

❑ Category 2 (Work-related Activities):

- Natural Scientific Work: 1 credit = 400 hours / 50 days (Max 2 credits)
- Mentoring of Candidates : 1 credit = 50 hours (Max 1 credit)

CONTINUING PROFESSIONAL DEVELOPMENT SACNASP SUMMARY

❑ Category 3 (Individual Activities):

- Membership of a recognized Voluntary Association: 1 credit
- Other activities 1 credit = 10 hours (Max 30hrs or 3 credits)
 - Lecturing and supervision of post-graduate students
 - Oral examinations and examination of MSc/PhD theses
 - Publication of research in peer reviewed journals
 - Publication of technical articles
 - Papers presented at conferences or congresses / poster presentations:
 - Participation in statutory, professional, institutional, technical or non-technical committees or task groups.
 - Evaluation of educational programmes
 - Completing relevant additional qualifications (these are exceptional allocations):.
 - Self-study which includes, but is not restricted to studying of journals or electronic or computerised material.
 - *All activities under this item must be verified.*



CONTINUING PROFESSIONAL DEVELOPMENT SACNASP SUMMARY

❑ Event Accreditation

- All GSSA/SAIMM/SAMCODES courses are automatically accredited, but still need to be uploaded to the SACNASP site
- Any course run by Tertiary Institutions or Government Departments is automatically accredited, but also need to be uploaded to the site by the body concerned
- 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.sacnaspcpd.org) 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





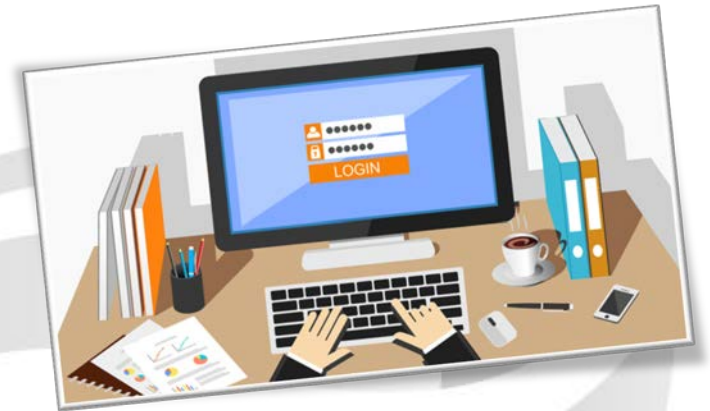
CONTINUING PROFESSIONAL DEVELOPMENT SACNASP SUMMARY

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- ☐ GSSA Course accreditation:
 - GSSA/SAMCODES courses will be added automatically by GSSA CPD committee

- ☐ Delegates – if your (GSSA) course is not reflected on the SACNASP website:
 - Contact GSSA, providing
 - Course name
 - Location and dates
 - Course organiser/coordinator and contact details

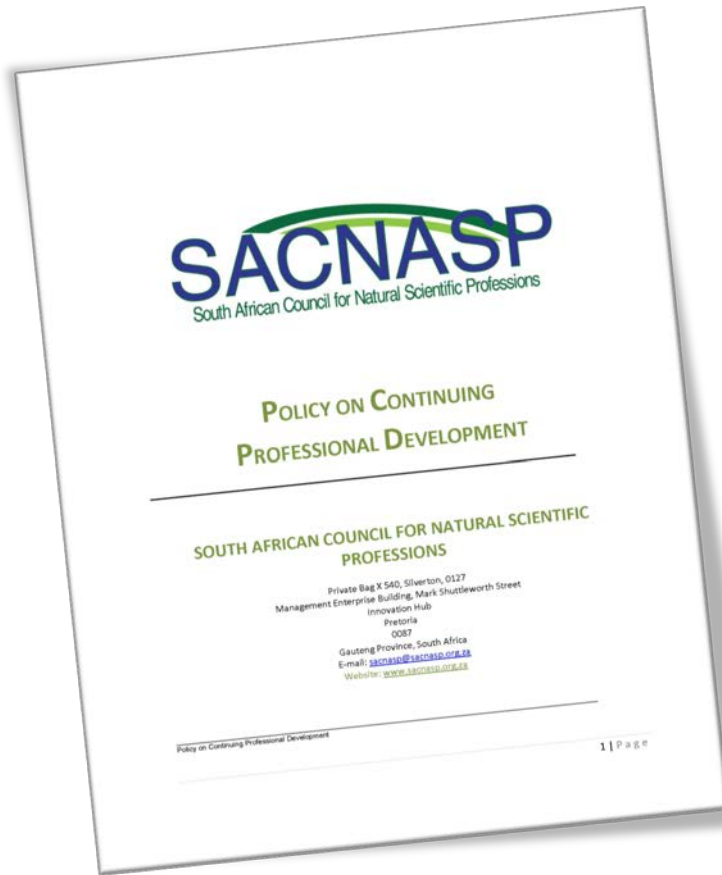
- ☐ For all other courses, contact the course coordinator and/or SACNASP



CONTINUING PROFESSIONAL DEVELOPMENT SACNASP SUMMARY

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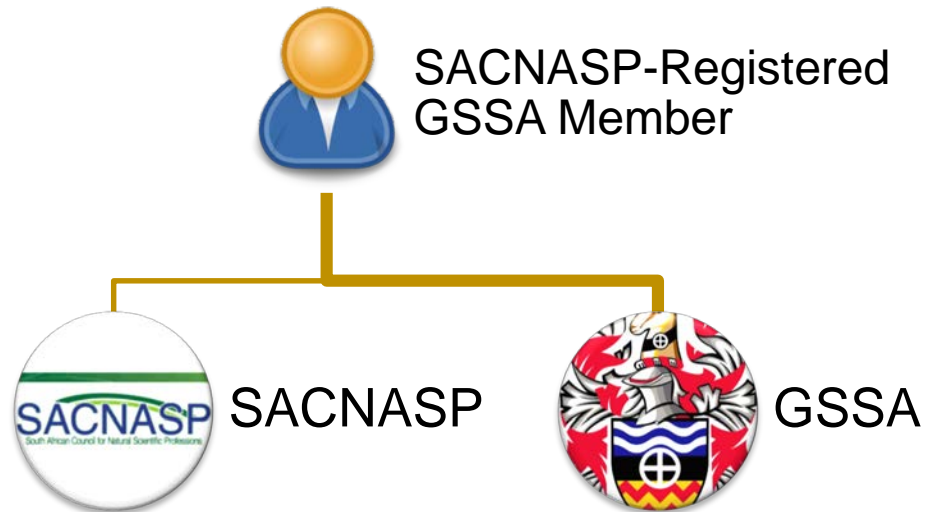


- ❑ SACNASP allows various exemptions and partial exemptions
 - Candidates and retired people (not working) are exempt
 - Most retired scientists are exempt from Category 1 activities
 - See policy document for definition of “retired”
 - Other special exemptions/dispensations exist
- ❑ Refer to the latest policy document and website for current details.

CONTINUING PROFESSIONAL DEVELOPMENT

GSSA

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

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



CONTINUING PROFESSIONAL DEVELOPMENT

GSSA

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- ❑ Geoscience specific
- ❑ GSSA format benchmarked against international geoscientific systems
 - Especially important for geoscientists (academics and industry/corporate) to have an international focus
 - Can be used by GSSA members wherever they live/work;
 - Developing MOUs with international geoscience organisations for mutual recognition of CPD systems
- ❑ Specifically applicable to members employed in minerals industry
 - Specifically cognizant of issues around unemployed, retrenched, retired or field-based Members



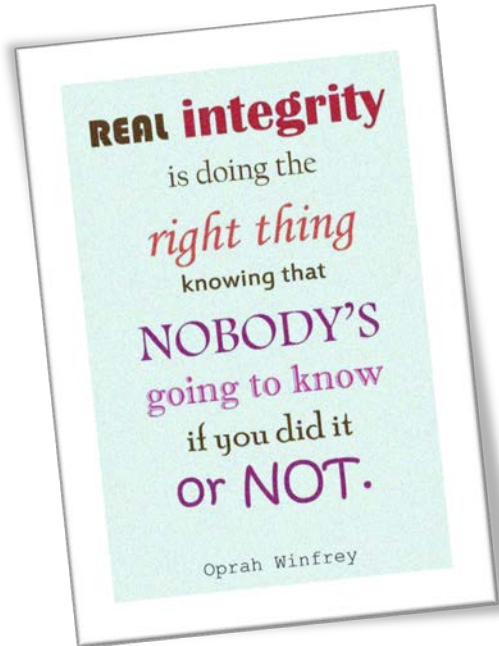
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GSSA

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□ The GSSA CPD system is based on the following principles:

- *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).
- The CPD cycle:
 - GSSA digital system has been operational since 2014
 - Concurrent with SACNASP cycle of 5yrs (April 2017 – March 2022)



CONTINUING PROFESSIONAL DEVELOPMENT

GSSA



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- ❖ Objective of 60 PDH/CPD credits annually
- ❖ Total of 300 PDH/CPD credits over a 5-year cycle
- ❖ *No category is obligatory*

CONTINUING PROFESSIONAL DEVELOPMENT

GSSA



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- ❖ Objective of 60 PDH/CPD credits annually
- ❖ Total of 300 PDH/CPD credits over a 5-year cycle
- ❖ *No category is obligatory*



CONTINUING PROFESSIONAL DEVELOPMENT

FORMAL LEARNING

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- ☐ 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*



CONTINUING PROFESSIONAL DEVELOPMENT

FORMAL LEARNING

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❑ 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
 - 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*



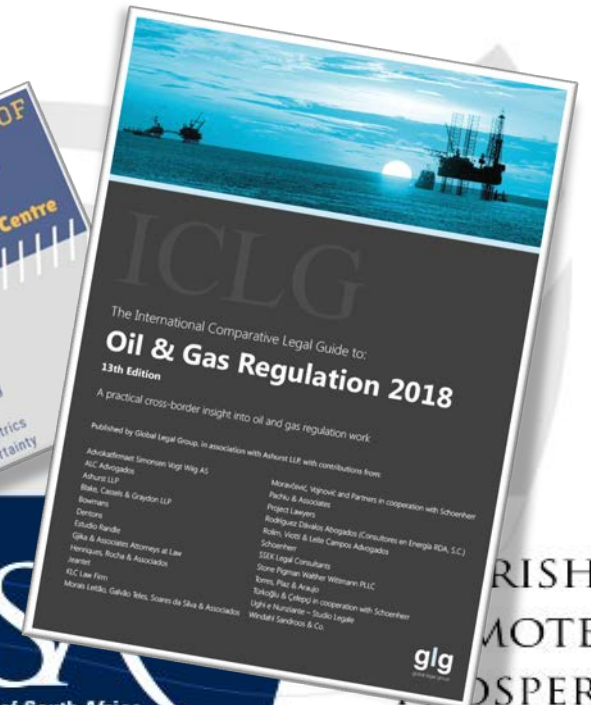
CONTINUING PROFESSIONAL DEVELOPMENT

FORMAL LEARNING

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- ❑ Technical or (non-technical) function-related courses of a geoscientific nature
 - Non-technical courses which focus on specific scenarios or examples that exploration and mine geologists could face is a function related course. Examples:
 - Financial Evaluation and Decision making for Geologists
 - Courses on the MPDRA or mining and exploration related law
 - CPD/Professionalism/Ethics for Geoscientists
 - Geoethics
 - Job-related language/software courses

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



GSSA
Geological Society of South Africa

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CONTINUING PROFESSIONAL DEVELOPMENT

FORMAL LEARNING

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- ❑ The GSSA does not accredit specific courses
 - No endorsement of 3rd party courses
 - Any applicable course can be included in the GSSA Formal Learning event list by the course coordinator or by a delegate.
 - The individual delegate simply logs the course and claims the relevant number of PDH and CPD points through the GSSA website.
 - No need to contact GSSA to confirm courses for GSSA (only SACNASP)
- ❑ Although the GSSA does not accredit 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).

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



CONTINUING PROFESSIONAL DEVELOPMENT

FORMAL LEARNING

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❑ 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 CPD committee 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*



CONTINUING PROFESSIONAL DEVELOPMENT

FORMAL LEARNING

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- ☐ Course leaders/organisers are encouraged to keep records of the date, location and duration of the course, presenters (\pm CV's or resume's), names of delegates who *completed* the course, programmes and any feedback from the course participants where relevant.
 - Provide certificates of attendance/completion to delegates, where possible
- ☐ 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.
 - Certificate required for examinable courses.



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

CONTINUING PROFESSIONAL DEVELOPMENT

GSSA



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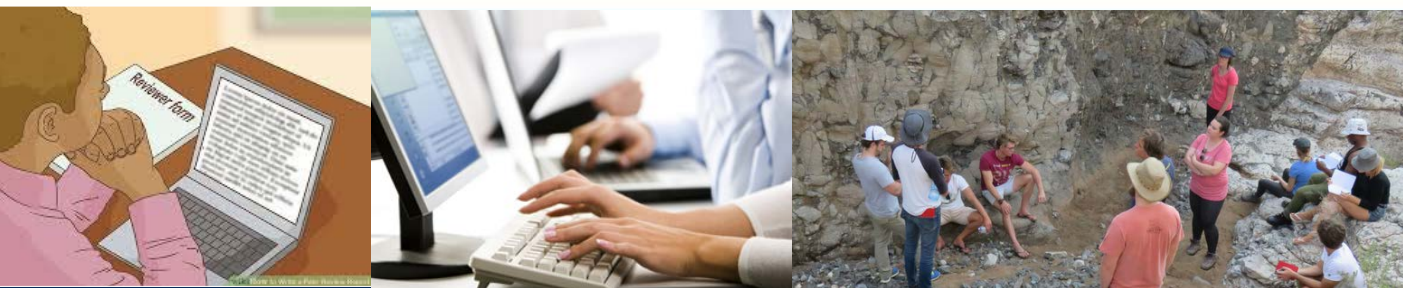
- ❖ Objective of 60 PDH/CPD credits annually
- ❖ Total of 300 PDH/CPD credits over a 5-year cycle
- ❖ *No category is obligatory*



CONTINUING PROFESSIONAL DEVELOPMENT KNOWLEDGE CONTRIBUTION

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- ☐ The preparation and presentation of material contributing to professional development
- ☐ Includes (but not limited to) time spent preparing for and presenting at formal/informal events, leading field-trips, writing, publishing, reviewing/refereeing papers, reviewing theses, etc
- ☐ *This does not include day-job activities*
- ☐ The time, effort and study involved will be suitably rewarded e.g. **a 1PDH would attract 3 CPD 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*





CONTINUING PROFESSIONAL DEVELOPMENT KNOWLEDGE CONTRIBUTION

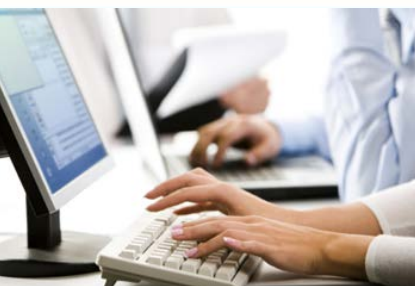
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□ Presentation

- *Guidance:* 5 hours of preparation per hour of (new) lecture (5hrs preparation + 1hr presentation = $6\text{PDH} \times 3 = 18\text{CPD credits}$)
- *Guidance:* 1-2 hours of preparation per hour of repeat lecture (1-2hr preparation + 1hr presentation = $3\text{PDH} \times 3 = 9\text{CPD credits}$)
 - 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 – $40\text{PDH} \times 3 = 120\text{CPD credits}$



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CONTINUING PROFESSIONAL DEVELOPMENT KNOWLEDGE CONTRIBUTION

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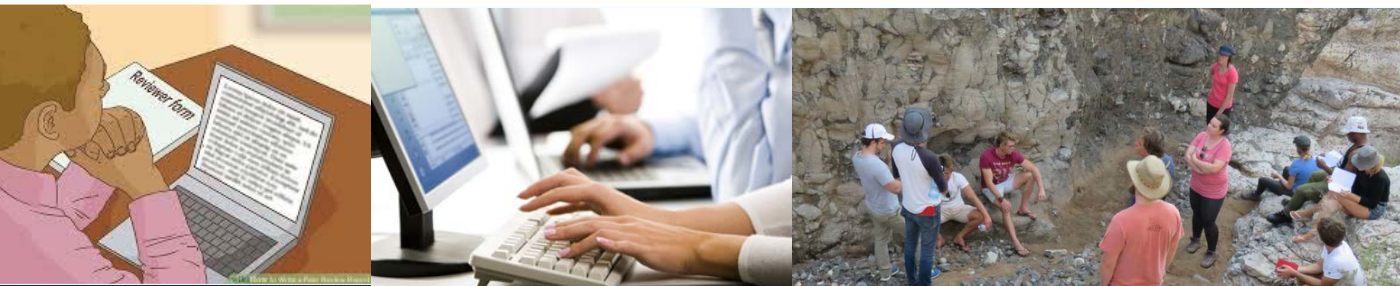


❑ Writing a paper (published in a recognised, peer-reviewed journal)

- *Guidance:* Sole/first author: 1PDH/page (± 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





CONTINUING PROFESSIONAL DEVELOPMENT

GSSA

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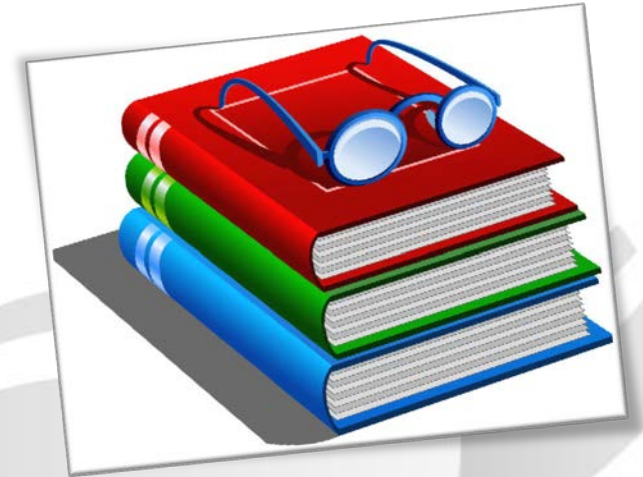
- ❖ Objective of 60 PDH/CPD credits annually
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- ❖ *No category is obligatory*



CONTINUING PROFESSIONAL DEVELOPMENT SELF-DIRECTED STUDY & INFORMAL LEARNING

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- ❑ As this is not as structured nor as intensive an activity as is, for example, course attendance, this category would attract fewer points
 - 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)



CONTINUING PROFESSIONAL DEVELOPMENT SELF-DIRECTED STUDY & INFORMAL LEARNING

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☐ Acceptable activities would include (but not limited to):

- Attendance at non-structured or informal geoscience-related lectures/field-trips;
 - WimSA, Wits Geotalks, African Mining Network Dinner series, GSSA branch lectures, Alex du Toit Memorial Lecture, etc.
- Reading of relevant Journal articles
- Personal research
 - Research for papers/presentations
- Viewing on-line presentations
 - Wits Geoscience YouTube series.

**The African Mining Network newsletter
and Mining Network Dinner series**



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



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CONTINUING PROFESSIONAL DEVELOPMENT

GSSA



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- ❖ Objective of 60 PDH/CPD credits annually
- ❖ Total of 300 PDH/CPD credits over a 5-year cycle
- ❖ *No category is obligatory*



CONTINUING PROFESSIONAL DEVELOPMENT PROFESSIONAL PRACTICE

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- ☐ This might be defined as self-development to meet, or exceed, the requirements of the role of a professional geologist
 - CPD's would be awarded on the basis of 8PDH hours of this activity being equivalent to 1CPD credit.
- ☐ Subject to annual maximum of 80 hours (10 CPD credits)
- ☐ Acknowledge that a great deal of professional development occurs on the job.
 - This does not include day-to-day work but covers the work activity extended beyond the routine but that does enhance the member's professional skills set.

- ❖ Goal of 8 CPD (64 hours)
- ❖ Maximum of 10 CPD (80 hours)



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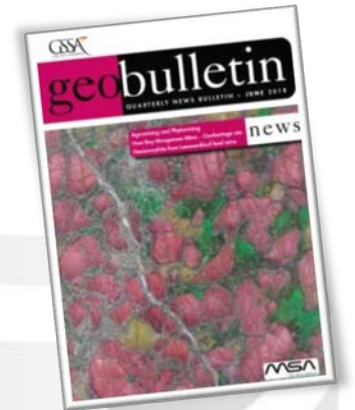


CONTINUING PROFESSIONAL DEVELOPMENT PROFESSIONAL PRACTICE

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❑ 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 mentoring and being mentored



- ❖ Goal of 8 CPD (64 hours)
- ❖ Maximum of 10 CPD (80 hours)



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CONTINUING PROFESSIONAL DEVELOPMENT

PROFESSIONAL PRACTICE

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- ❑ Acquiring significant skill-sets such as could be added to a CV and justified to the peer group. Acceptable activities may include (but not confined to):
 - Developing applicable soft-skills (face-to-face, on-line, correspondence, etc.)
 - General professionalism/ethics courses;
 - Interpersonal/communication skills;
 - Language skills;
 - General software courses;
 - Advanced 4-wheel driving courses, first-aid courses, mine rescue training, etc.
 - Typical MBA-type courses which are not (geoscience) technical or functional in character (generally given through “Business Schools”)



- ❖ Goal of 8 CPD (64 hours)
- ❖ Maximum of 10 CPD (80 hours)



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CONTINUING PROFESSIONAL DEVELOPMENT

Activity	Annual PDH Objective	Weighting	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
Total	60		60	110

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

CONTINUING PROFESSIONAL DEVELOPMENT

GSSA



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☐ 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)





CONTINUING PROFESSIONAL DEVELOPMENT GSSA

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- ❑ People who are unemployed or who have been retrenched (but still looking for work) or who are retired (and/or working part-time), are not exempt.
 - GSSA system designed so that these could give of their time and knowledge and still earn CPD, *even when they could no longer afford to pay for and go to courses.*



- ❑ Examples (1)
 - An unemployed Masters/PhD graduate could claim some PDH time after being awarded their degree for time spent on writing up a paper and getting it published;

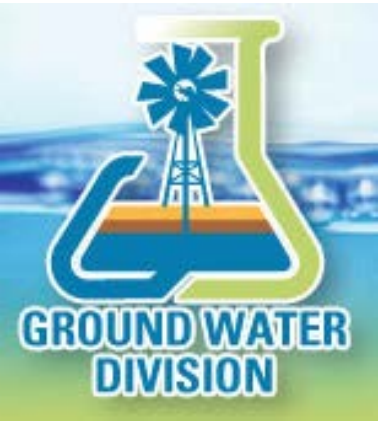


CONTINUING PROFESSIONAL DEVELOPMENT GSSA

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□ Examples (2)

- An unemployed/retrenched or retired individual might claim for time spent:
 - Preparing and presenting at a conference or meeting of one of the GSSA Branches or Divisions
 - As members of the various SAMCODES Committees or Working Groups (Skype/ZOOM facilities available)
 - Organising/participating in GSSA Branch, Division, Council or MANCO activities (Skype facilities available)
 - Assisting with GSSA Website/Facebook/Geobulletin contributions and/or maintenance
 - Writing/reviewing technical papers for SAJG (or other journals) or related conference publications



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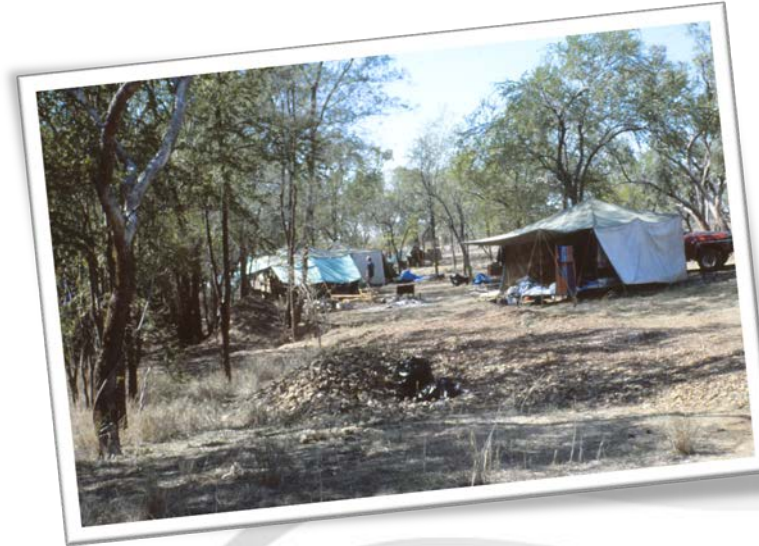


CONTINUING PROFESSIONAL DEVELOPMENT

GSSA

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- ☐ Formal learning
 - *Not obligatory*
 - On-line or correspondence courses (*webinars*)
- ☐ Knowledge contribution
 - Writing a paper
 - Preparing 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 (camp) workshops, social/environmental upliftment activities (related to Social Licence to operate)

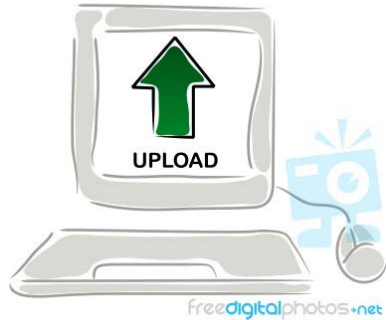


Field-based geologists in remote areas

CONTINUING PROFESSIONAL DEVELOPMENT

GSSA

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☐ 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 members credits
- Download/print the CPD certificate from the GSSA website and upload it to SACNASP annually, during April.

☐ GSSA Obligations

- GSSA will audit annually and send results of audit to SACNASP
 - SACNASP have the right to audit the GSSA system independently
- GSSA will send annual reminders to membership

☐ SACNASP will send reminders, follow up and conduct independent audits, as applicable



- ❖ *Onus is on each member to fulfil this obligation*
- ❖ *Neither the GSSA nor SACNASP is responsible for hunting down your credits!*

CONTINUING PROFESSIONAL DEVELOPMENT

GSSA

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- ☐ Log onto GSSA website (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 PDH Points” OR “My CPD Points” tab)
 - Annually (during April), 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 GSSA certificate (CPD_Log.pdf) on CPD Dashboard

- ❖ *Onus is on each member to fulfil this obligation*
- ❖ *Neither the GSSA nor SACNASP is responsible for hunting down your credits!*



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CONTINUING PROFESSIONAL DEVELOPMENT

GSSA

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- ❑ For GSSA members who have elected to record their CPD credits on the SACNASP system
 - Download CPD certificate from SACNASP website
 - Send to GSSA when/if requested



Register to
be Recognised!



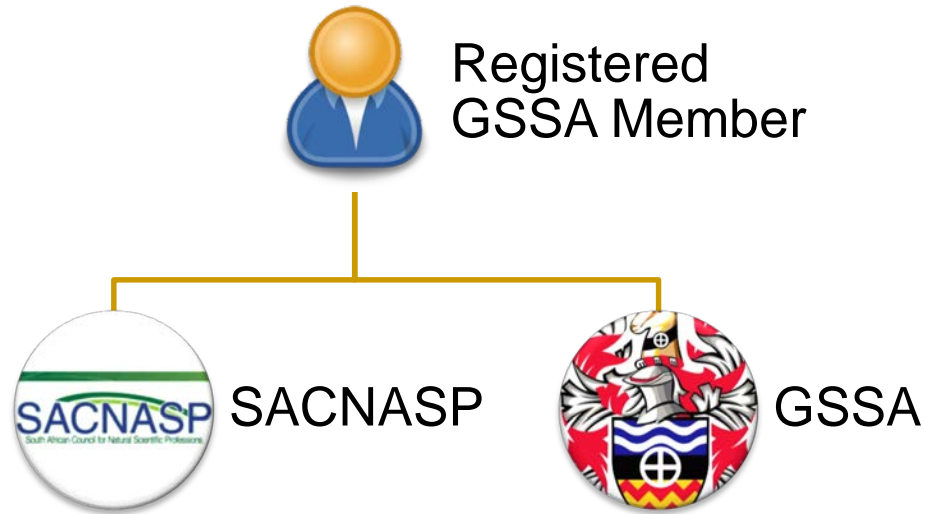
- ❖ *Onus is on each member to fulfil this obligation*
- ❖ *Neither the GSSA nor SACNASP is responsible for hunting down your credits!*



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CONTINUING PROFESSIONAL DEVELOPMENT SUMMARY

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- ❑ 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
- ❑ 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.

CONTINUING PROFESSIONAL DEVELOPMENT

SACNASP

- ☐ Total of 5 credits/year
- ☐ One day course is ONE credit
- ☐ Writing/presenting papers: 1-2 credits
- ☐ Post-graduate degree 5 credits
- ☐ Courses/conferences OBLIGATORY
- ☐ Credits for being employed

GSSA

- ☐ Total of 60 credits/year
- ☐ One day course is EIGHT credits
- ☐ Writing/presenting papers – up to 60 credits
- ☐ Post graduate degree 30-120 credits
- ☐ Courses/conferences NOT obligatory
- ☐ Credits not dependent on employment status

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

CONTINUING PROFESSIONAL DEVELOPMENT

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❑ 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 activities or for logging or submitting your CPD credits*

❑ Employers also have a role to play, 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





REGISTRATION

CONTINUING PROFESSIONAL DEVELOPMENT

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by attending industry related events, training and reading relevant material throughout their careers as natural scientists. This is monitored via the Continuing Professional Development Programme. These activities will be regularly audited by SACNASP to ensure that the registered scientists, in their fields of practice, are still actively involved in the field and can hence maintain their registration as a professional natural scientists.

Registered Scientists must also comply with a Code of Conduct. If a registered scientist is responsible for substandard work or has displayed behaviour not in compliance with the Code of Conduct, SACNASP can take appropriate action. As indicated, the key role of SACNASP is as a registration and regulation body for natural scientists and in so doing, provide protection to the public and the profession. By employing a Registered Scientist, industry benefits in terms of risk mitigation in that their scientists were evaluated by the statutory registration authority and are regulated by such.

Modern society and the social and economic challenges facing South Africa, requires top quality, highly skilled professionals in the fields of science and technology. SACNASP is therefore also involved in the setting and controlling of standards in education, training and conduct of professionals.

Finally, you are welcome to contact Landi Jacobs at vljacobs@sacnaso.org.za for further information.

Thank you.

Yours sincerely

Dr Pradish Rampersadh Pr.Sci.Nat.
CEO: SACNASP



Geological Society of South Africa

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The goal is personal development,
not collecting CPD.