

# **The New CPD System**

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# Continuing Professional Development

*'The systematic maintenance, improvement and broadening of knowledge and skills, and the development of personal qualities necessary for carrying out professional and technical duties throughout a working life.'*

An organised way for professional geologists to maintain and develop the standards of technical and professional competence required for their work. As well as broadening their knowledge, CPD gives assurance to their employers, clients and to society in general, of their professional competence.

# Our Existing CPD System – 1

- unchanged for 16 years
- not well understood
- weighted points-based system
- inflexible

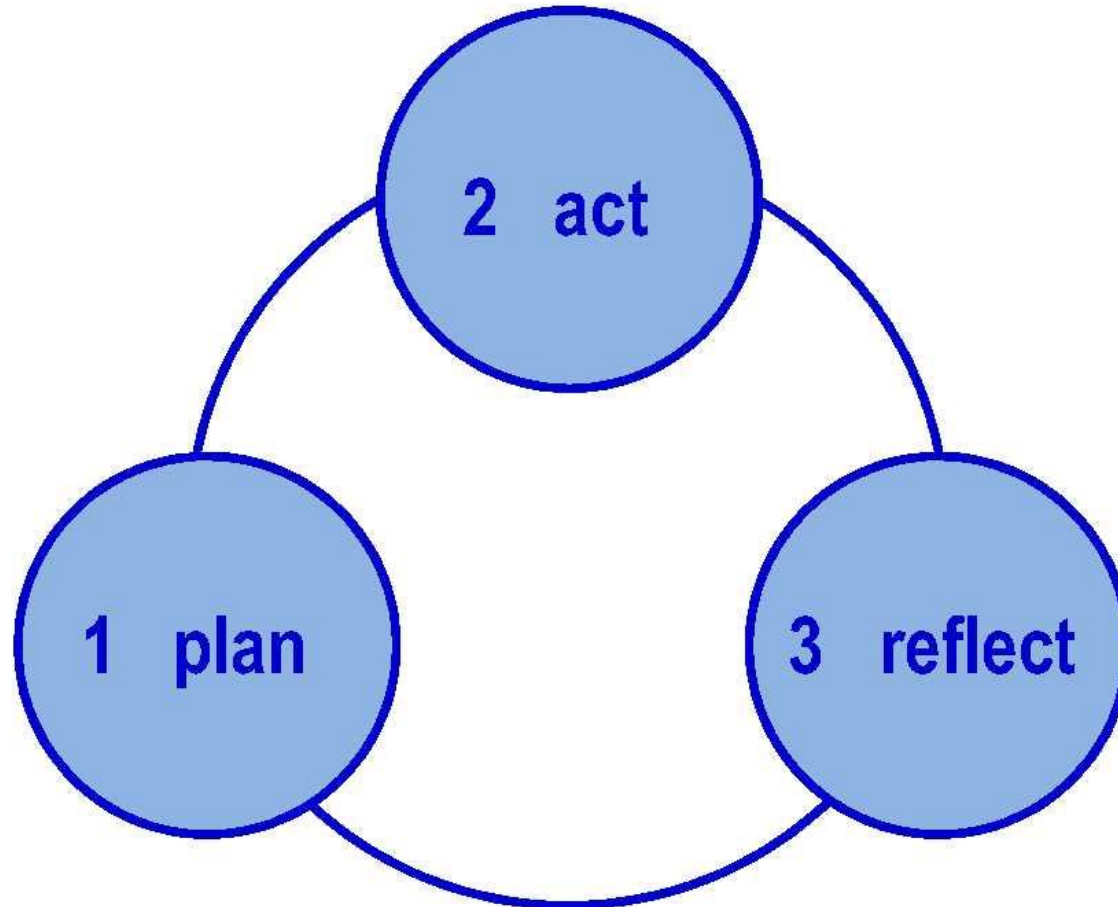
# Our Existing CPD System – 2

- overly complicated and inequitable
- widely disliked cumbersome online recording system
- update for 21<sup>st</sup> century is long over-due

# New CPD System – 1

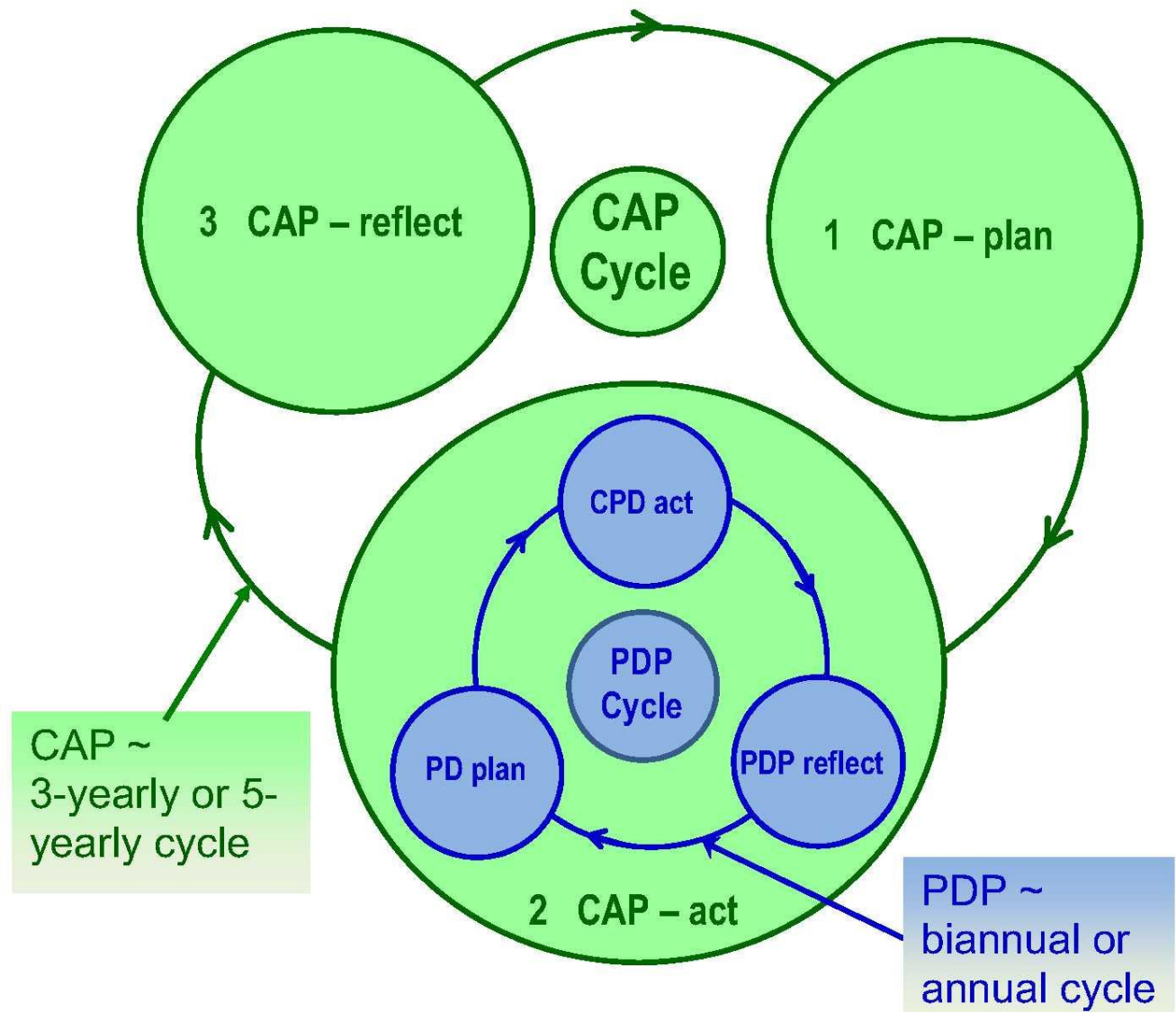
- a new, revitalised CPD system proposed for Fellows of the Society
- CPD planning and recording required for all Chartered Fellows (ie, for Fellows with CGeol and, or, CSci) and for Fellows aspiring to Chartership
- undertaking and recording CPD is very strongly advised for other Fellows who are professionally active
- as before, CPD is a recursive, reflective system of:  
**plan → act → reflect**  
based on experiential learning

# The PDP Cycle of CPD



Basic 3-stage cycle of a PDP

ical



### Combined CAP & PDP Reflective Cycles

# New CPD System - 2

- CPD is no longer weighted points-based;
- it is a simpler system;
- solely time-based in un-weighted hours;
- a greater number of activities identified;
- activities are re-categorised with six main categories, best displayed using a Mind Map, explained in the next few slides



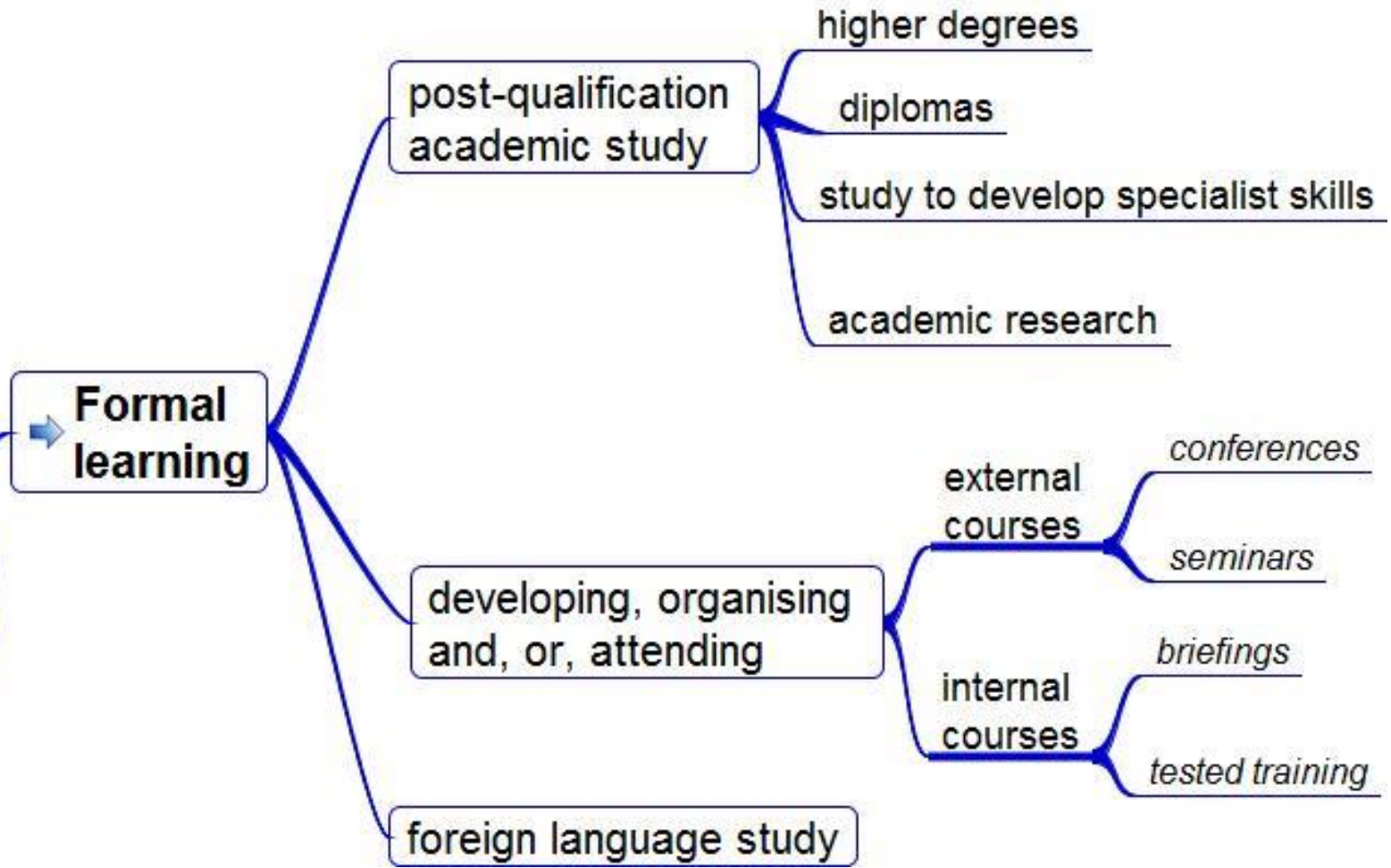
# CPD Mind Map



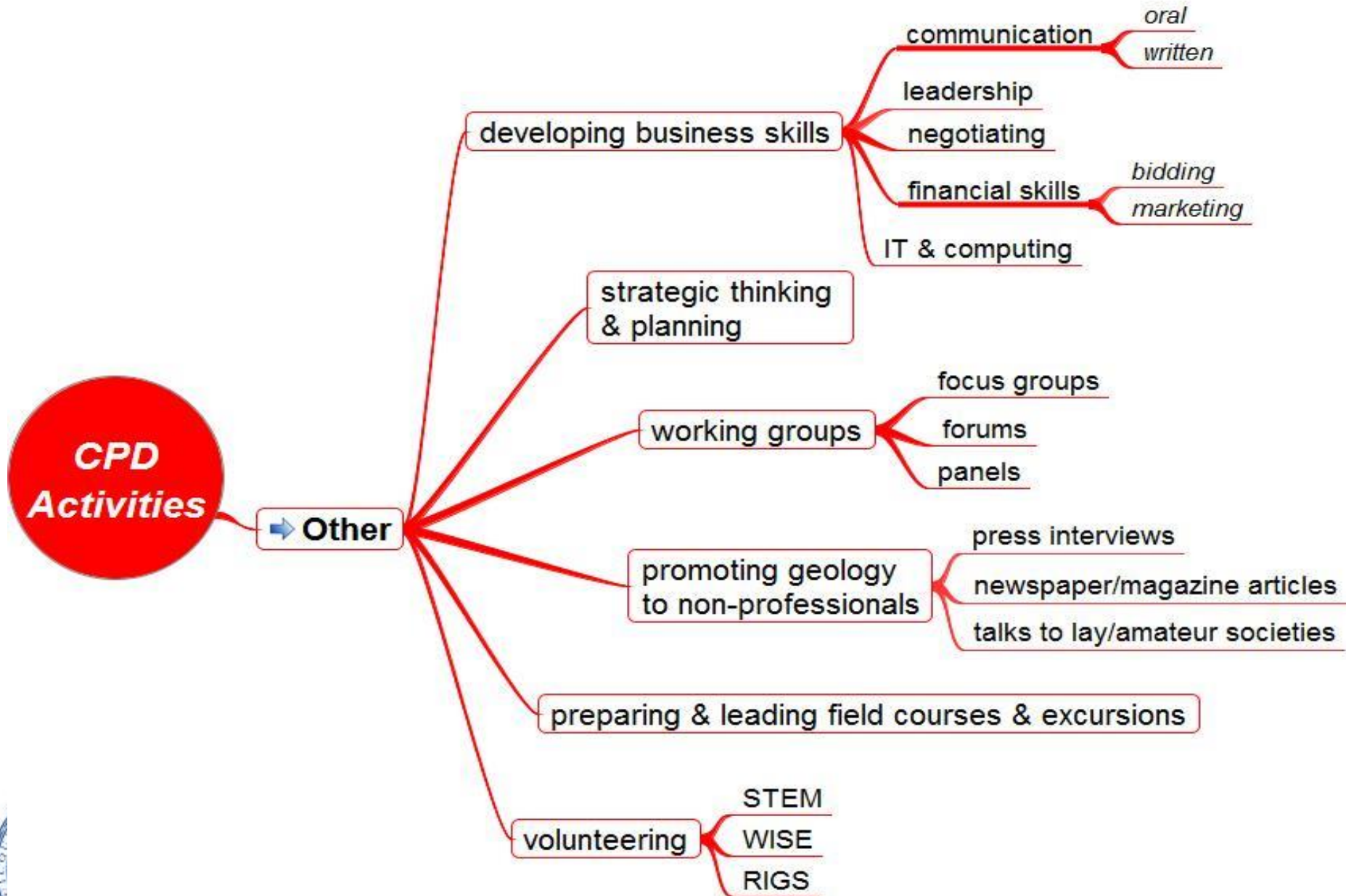
# 6 Main CPD Categories



**CPD Activities**







writing/editing papers, books  
conference proceedings

referee/peer review of papers  
books, etc, for publication

presenting lectures, teaching

contributing to knowledge

coaching/tutoring

mentoring

sponsoring

examining

helping younger professionals

literature reviews  
and case studies

networking

expert witness

Professional practice

CPD  
Activities

*committee work*

GSL

*scrutineering,  
reviewing, auditing*

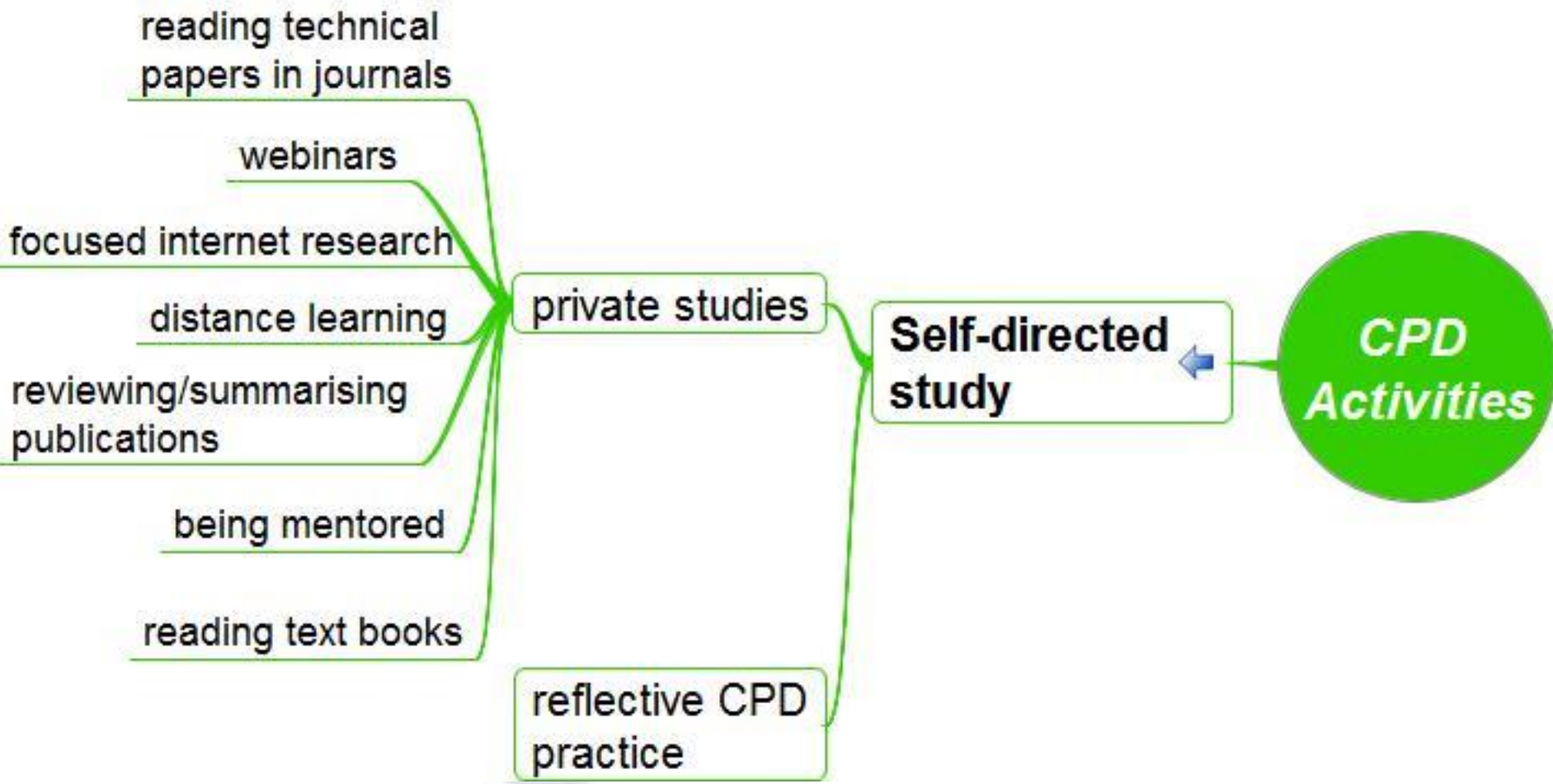
formal role in learned  
and prof bodies

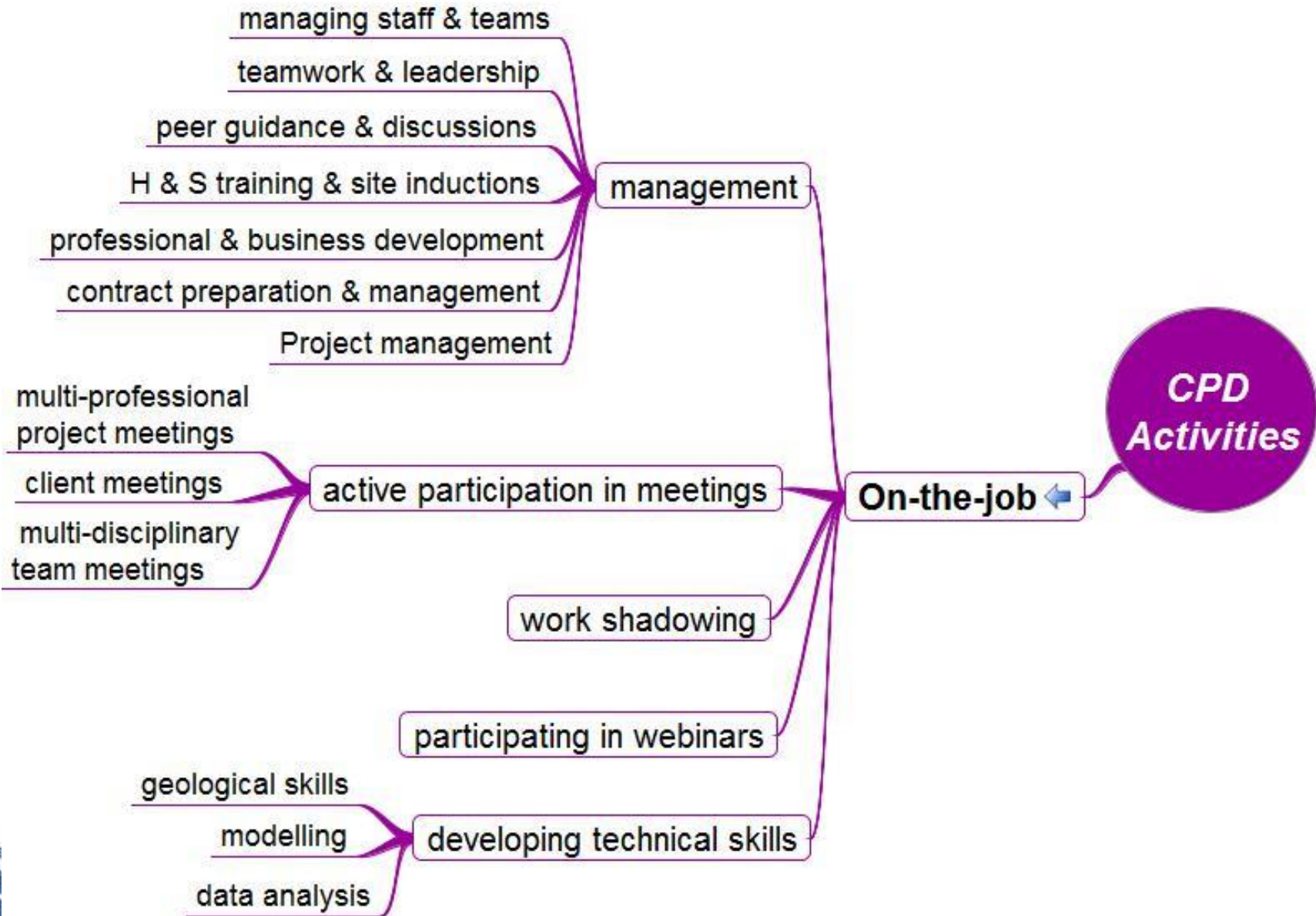
*committee work*

other bodies

*other duties*









# How Much CPD – 1

For most Chartered Fellows, ie, those in full-time employment:

- 90 hours minimum CPD must be recorded in at least 3 different categories
- with the following limits:
  - 30 hours in the On-the-Job category;
  - the remaining 60 hours (= 90-30 hours) of CPD should be spread across *at least 2* of the remaining 5 new CPD categories;
  - Of these remaining 60 hours of CPD, at least 30 hours must be focused on career development and work-associated skills enhancement outside the On-the-Job

category



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# How Much CPD – 2

- there is no upper limit to the amount of CPD that can be completed in any year
- time in excess of the minimum total, but not exceeding 20 hours pa may, if so desired, be carried forward

# Minimum Amounts of Annual CPD for Chartered Fellows in Various States of Work

Work Status of Fellow	Min annual CPD, total hr	Min total CPD hr in On-the-job learning	Max annual carry-over of excess hr
Early career (pre-Chartership) Fellows	≥ 90	30	20
All Fellows in full time employment, or on sabbatical leave	≥ 90	30	20
All Fellows in part time employment (eg, work sharing)	≥ 50	16	10h
All Fellows on extended leave (carers, parental leave, prolonged illness, etc) (but with special pre-arranged GSL dispensation, 50% of these hours may, exceptionally be allowed)	≥ 40	0	8h
Retired Fellows offering occasional professional services or who wish to retain their chartered status, and unemployed Fellows	≥ 50	0	10h
Retired Fellows not offering professional services or who do not wish to retain their chartered status	Optional	0	—

# Recording CPD - now

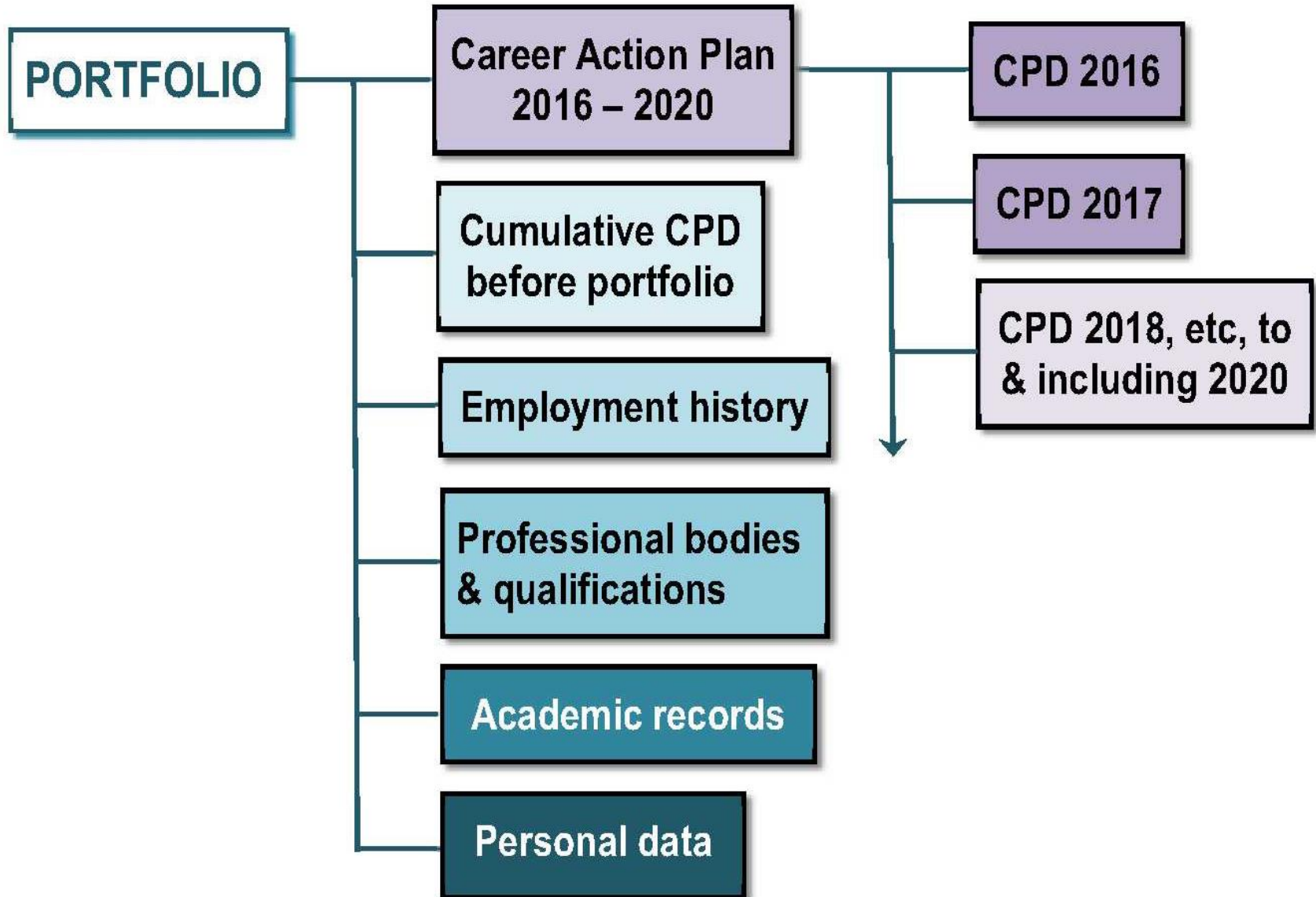
GSL's online CPD recording system  
has been revised:

- It is now more user-friendly with increased functionality and is available for use now using the new log book, available as a download
- online recording will be operational from later this year

# Recording CPD - future

- 1<sup>st</sup> class online cloud-base Fellows' career resource (electronic career portfolio).
- User-friendly system suitable for smart devices on a variety of platforms, to record and manage CPD

# Possible Structure of an Electronic Career Portfolio



# Other CPD Recording Options

- the Society's on-line system is preferred;
- however, it is equally acceptable to use another system, provided the relevant information is recorded, and
- It is uploaded to the personal career portfolio at the end of the year

# Essentials to be Recorded to Conform with GSL's new CPD System

for each year:

- a statement of the planned goals and objectives;
- a table for recording all CPD events;
- a summary of hours gained in each CPD category
- a short reflection on what was achieved, including an indication of which objectives were not achieved and why;
- a brief discussion of events undertaken that were not in the plan



# Web Links

- Regulation R/FP/13 – CPD
- GSL's new CPD system 2017
- The new CPD Log Book
- The CPD mind Map
- A guide to completing a compliant CPD record

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# Data to be Recorded for each CPD Event

- the date of the event;
- the CPD category;
- a brief description of the event, including a note of the provider (if it is a course);
- the number of hours spent; and
- any evidence of participation (and keep a record!)

# A New CPD System

Thank you for your attention

– and now for the questions ...