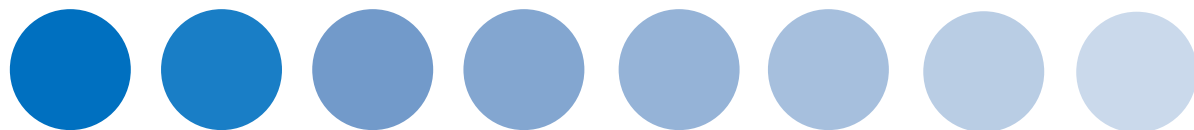




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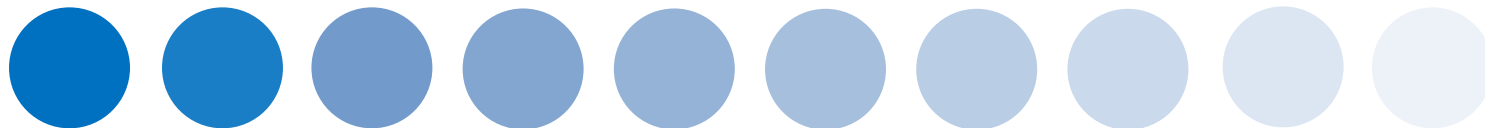


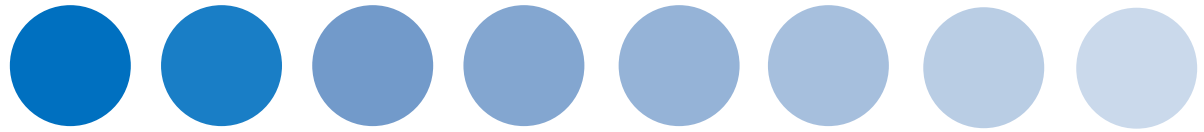


CPD IS a good thing

Philippa Nobbs

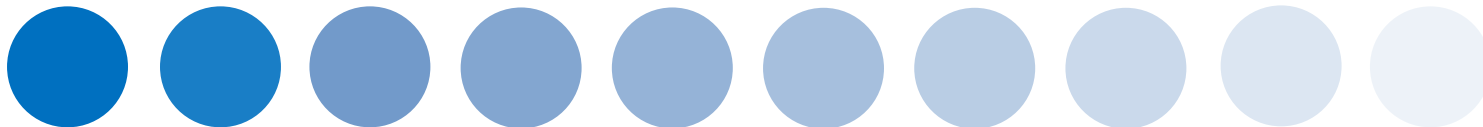
Education Officer, IST

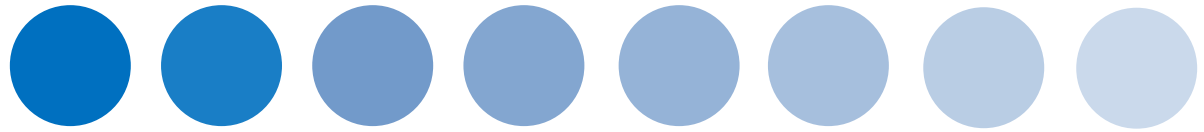




What is CPD?

- systematic maintenance, improvement and broadening of **your** skills and knowledge year after year

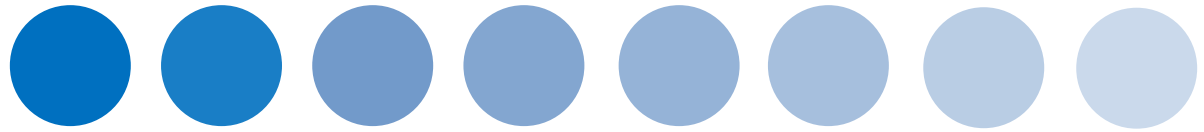




Why is CPD important?

- Personal reasons
 - improvement within current position and to CV
 - self-improvement and self-esteem can reduce stress levels
 - provides a sustainable and more rewarding career





Why is CPD important?

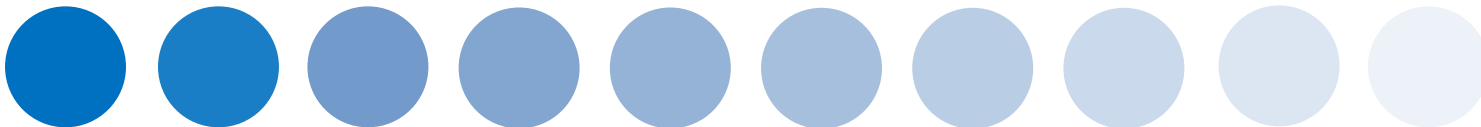
- Professional reasons
 - keeping skills up-to-date
 - keeping abreast of technical advances
 - do a better job
 - satisfy any mandatory requirements within your profession

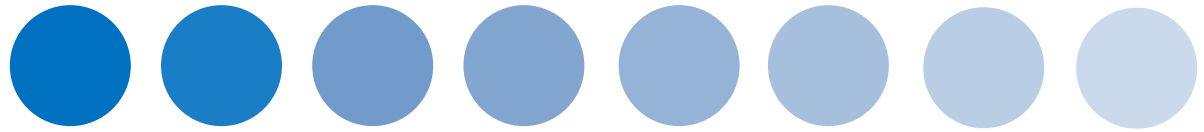




Underpinning CPD

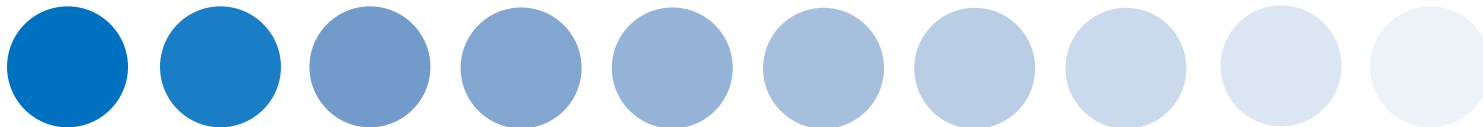
- Employers have a part to play in enabling CPD
- Be creative but realistic about what is available





Science Council CPD standards

- Should be a continuous mixture of learning activities relevant to current or future practice
- Relies on reflection / reflective practice
- Benefits your work
- Benefits users of your work

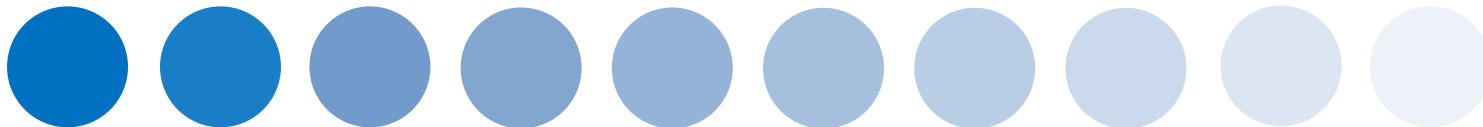


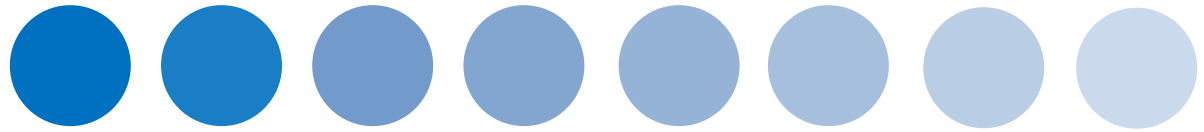


Science Council registration

requires CPD that is a mixture of activities relevant to current or future practice in at least **three** of the following categories:

- Work based
- Professional activity
- Formal / Educational
- Self-directed learning
- Other



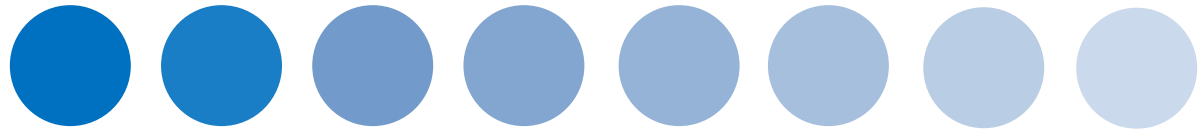


Main principles of CPD

1. planning
2. action
3. review
4. reflection

and is most effective when activities are aimed at meeting development plan objectives

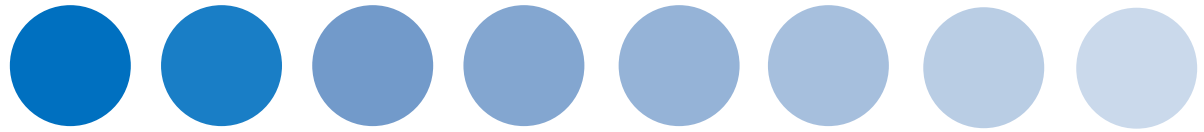




Potential CPD activities

- Researching/testing new activities
- Reading/writing technical articles
- In-house special interest groups
- Volunteering with IST / community
- On-line learning
- Etc.



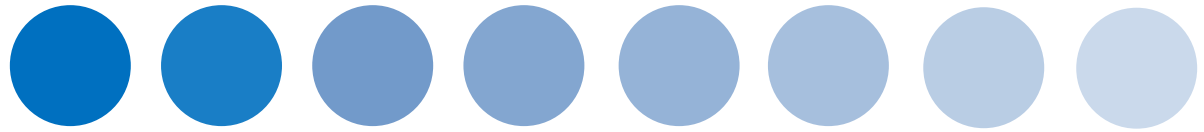


Reflective Practice

Two areas to reflect on:

- Working life
- Development activities

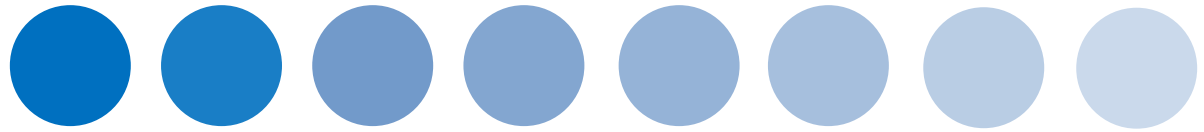




Reflect on your working life

- Decide on your goals
- Work out how to reach them with
 - your strengths
 - your weaknesses
 - opportunities that are available
 - threats/barriers that might exist/arise

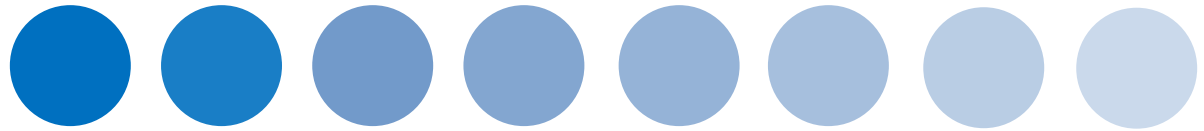




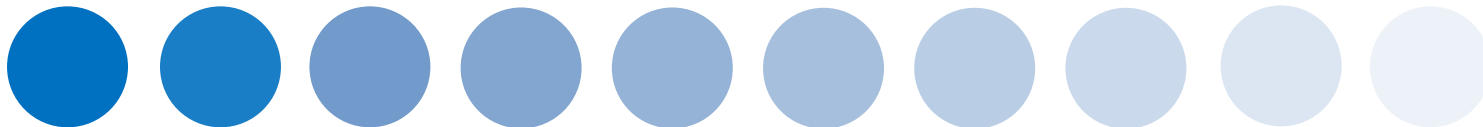
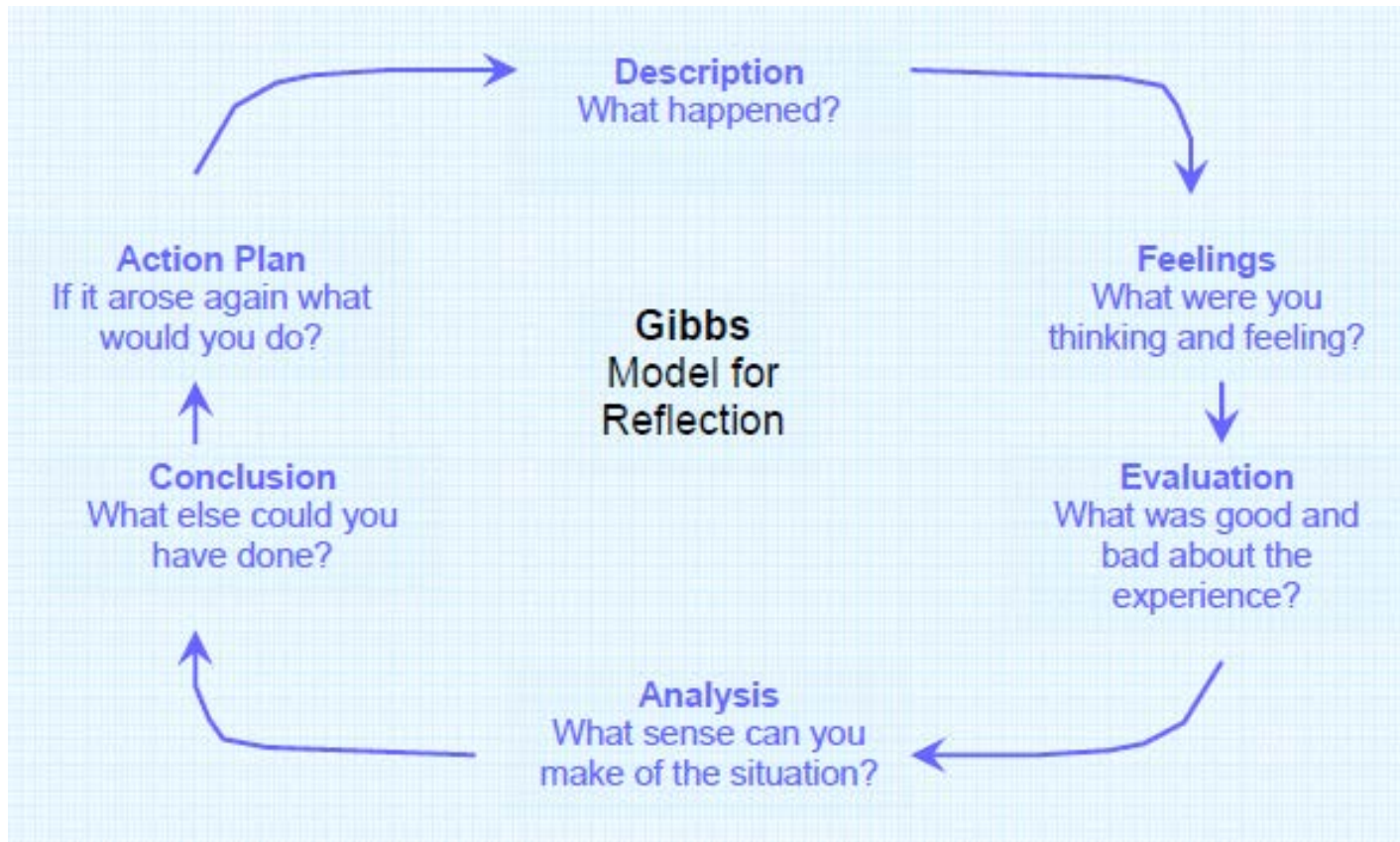
Reflect on development activity

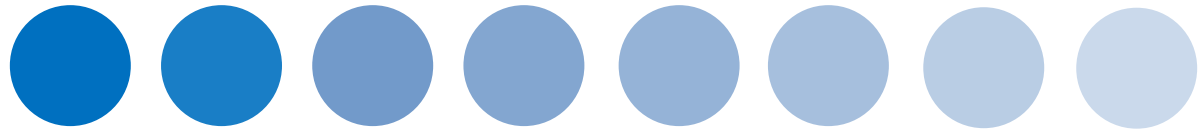
- What and Why
- Outcomes
- Personal benefits
- Benefits for others
- What next





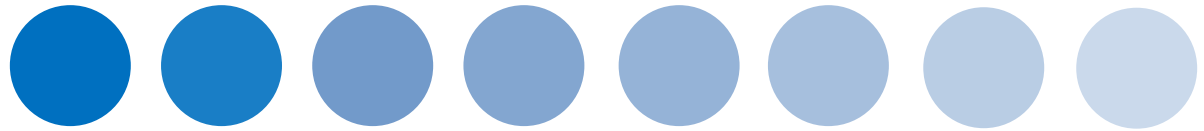
Gibbs' reflective cycle





The IST's Professional and Personal Development scheme (PPD)

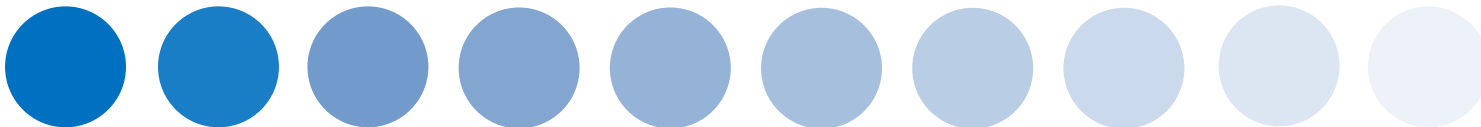


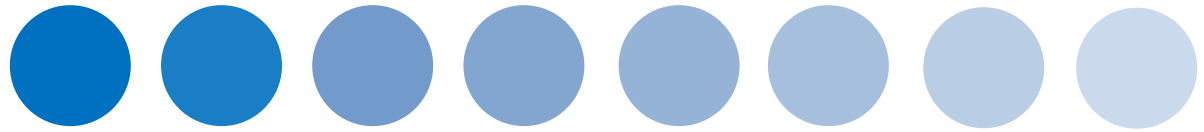


PPD

- Mixture of activities
- Points system* based on
 - Value to the individual
 - Time spent on an activity

** 15 per year required (minimum, no maximum)*



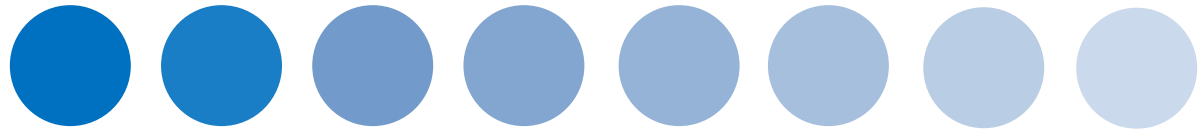


PPD

- a mixture of activities relevant to current or future practice in at least three of the following categories:
 - Work based
 - Professional activity
 - Formal / Educational
 - Self-directed learning
 - Other

No more than 40% of total points from one category

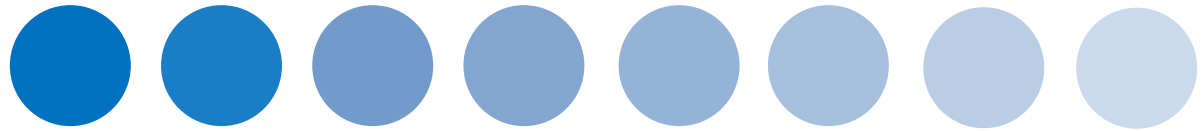




CPD Audit by the IST

- All CPD records are audited by peer assessors
- Four possible outcomes
 1. Very good – exemplar
 2. Good
 3. Improvement required next year
 4. More information required (which if not provided may be regarded as a failure to submit an acceptable record)
- Additional guidance provided for outcomes 3 and 4
- Potentially a 5th outcome if a recalled submission shows no improvement on the previous year





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