

CONTINUOUS PROFESSIONAL DEVELOPMENT - CPD

Members are no doubt aware that the IVSL Act No. 33 of 1975 was recently amended and approved by the Parliament – Amendment No. 09 of 2019. This Amendment has expanded the scope of the Valuer to include Valuation of Tangible and Non-Tangible assets and other derivatives. The members are also aware that we have obtained Associate membership with IVSC.

Among the many significant amendments is the structuring of the scheme of assessment of professional competence of Valuers, for the protection and promotion of the interest of the public. This necessarily requires an improved Continued Professional Development (CPD) programme going well beyond the Initial Professional Development (IPD) and current practices.

The Council, heeding this need, are proposing to provide a CPD Programme incorporating practices suggested in the International Professional Standards (IPS). In view of the widened scope of Valuers, members would have to take on new roles during their careers that require new competencies, technical knowledge, professional skills and ethics. The proposed CPD Programme will be structured to include these additional skills.

In addition to written, document-oriented education, practical experience and training, CPD could also include learning and development activities, such as:

- Coaching and mentoring,
- Networking,
- Observation, feedback and reflection, and
- Self-directed and unstructured gaining of knowledge.

CPD activities are to be assessed based on three models, namely.

(1) Input based

(2) Output based and

(3) A combination of (1) and (2) above

Lifelong learning represents all learning and development activity, formal or informal, undertaken with the aim of enhancing knowledge, skills, values, ethics and attitudes from personal, civic, social and employment-related perspectives.

Formal CPD can be any form of structured learning that has clear learning objectives and outcomes, such as a professional course or structured online training or seminars.

Informal CPD could be any self-managed learning that is relevant or related to a member's professional role. These could include activities such as private study, on-the-job training, attendance at informal seminars or events where the focus is on knowledge sharing. A chart of typical formal and informal CPD activities is given below:

EXAMPLES OF FORMAL AND INFORMAL CPD ACTIVITY

CPD Activity	Formal	Informal
Professional courses, seminars and conferences (where there are clear objectives and learning outcomes and supporting evidence can be provided if requested)	X	
Structured seminars / discussions where there is a learning outcome, for example leading an online webinar on a technical topic	X	
Development of personal and practical skills through activities such as shadowing and delivering / receiving coaching		X
Informal learning and development within a firm or organisation, for example interactive and participative discussions with internal experts on specific technical topics		X
Formal learning and development within your firm or organisation, for example attending in-house training on a technical subject	X	
Formal teaching/training for others (providing interactive and participative tutoring and/or instruction for others which includes setting clear objectives and learning outcomes)	X	
Informal teaching / training for others, such as facilitating a discussion session at a seminar or conference, or feeding information back to peers, boards or committees		X
Self-managed learning that has a clear learning outcome, clearly linked to the member's development needs	X	
Computer based training where there are clear objectives and learning outcomes and an assessment measure	X	
Taking part in online events/viewing video sessions relating to your professional role where there is a clear learning outcome.	X	
Private study such as: reading online or paper-based trade publications, manuals, professional briefs, journals listening to podcasts relating to your professional role		X
Technical Authorship (writing articles, reports, manuals etc., which are published for use by members)	X	
Mentoring (providing instruction, guidance and support to trainees or students)		X
Sitting on IVSL Council /Committees that focus on technical matters, for example advising on measurement standards, and where there are clear learning outcomes	X	
Attending an IVSL Council meeting where there is a clear learning objective, such as a third-party expert attending and delivering a session which enhances your knowledge of a technical subject.	X	
Delivering a presentation on a technical subject where research and preparation have been required to enhance your own understanding /knowledge	X	
Delivering a presentation on a technical subject that are already an expert in where little or no research or preparation has been required		X

Undertaking academic courses that have a clear link to your professional role, for example undertaking an MSc in Construction Law if that relates to your professional field	X	
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ASSESSMENT OF CPD:

Accordingly, the Council has decided under Section 5 (kkk) of Amendment Act No. 09 of 2019 to implement the scheme of CPD as detailed below:

Under Section 7D of the Amendment Act, any member of the Institute who fails to satisfy the Council of his Continuous Professional Development in accordance with the scheme or any requirements determined under section 5 (kkk) shall cease to be a member from such date as may be decided by the Council.

1. Members should undertake a minimum of 20 hours of CPD activity each calendar year.
2. Out of the 20 hours of CPD, at least 10 hours must be formal - to be earned by attending seminars and workshop organized by the Institute.
3. Those who are working overseas must communicate with the Council's Secretary to decide the formal hours of CPD.
4. Those who are already enjoying "limited" CPD hours due to age (over 70 years) would also have to cover 20 hours. The concessionary hours are applied to seminars and workshops organized by the Institute. The balance hours must be covered by other means of formal or informal CPD hours.

SUBMISSION OF RECORDS:

Members must undertake and submit to the Institute details of a minimum of 20 hours of CPD activity by 30th November of each year for the renewal of their membership for the following year.

CPD EXEMPTION:

The exception will be on medical grounds and valid documentary evidence to be submitted by the member. The Council decision on the merit of the case will be final.

EFFECTIVE DATE:

The council has decided to implement the assessment of CPD with effect from 01st January 2020.