

activity involved. A recommended level of CPD credits is 20 per year. These credits can be gained through many different types of learning opportunities offered by a range of providers including local sections, employers, universities and private training establishments. It seems that most members already do far in excess of this level. Twenty hours are not deemed to be the recommended level of CPD for professional foresters to undertake, but rather the minimum level.

#### Guidelines

Guidelines will be issued that assist members to select appropriate CPD involvement. NZIF will encourage opportunities for CPD involvement across all geographic areas of New Zealand and in all areas of practice.

All full members are expected to undertake CPD as part of their professional responsibilities. Exemptions will apply to student and affiliate members and those who have retired from work. Partial exemptions may be applied for by members who are temporarily leaving the profession for travel overseas or parental leave.

#### Random Audit

A random audit procedure will be used to monitor CPD participation and members will sign an annual declaration indicating that they are meeting Institute standards. This procedure is consistent with practices in other professional groups.

Table 1 gives a comparison of the CPD systems established by several other associated professions.

## CPD Task Force – Who's Who

In convening the Task Force to investigate Standards/CPD, NZIF endeavoured to gain representation from a wide cross-section of the membership. The resulting group reflects the perspectives of members in different career stages, employment situations and geographic regions.

**Bill Liley**, Convenor of CPD/Standards Task Group. Bill is a Senior Forest Consultant for Groome Poyry and is involved in a variety of consultancy work in New Zealand and offshore. His special areas of interest are forest valuation, forest modelling and harvest planning and he has spent considerable time in tropical forest inventory and harvesting in Papua New Guinea.

Bill's interest in education dates back over a decade during which he has been involved in LIRA and FEI courses. Through his parallel participation in the Consultants' Committee and the Valuation Working Group, he was co-opted onto the CPD/Standards Task Group.

His vision is for NZIF to develop a workable and effective mechanism which encourages members to maintain and enhance their professional skills, which in turn will further raise the stature of the forestry profession.

**Kathy Kuggeleijn** is a self-employed forestry adviser, with a client base consisting of farmers, landowners and forestry companies.

She has been instrumental in encouraging investment in forestry in the Tararua district and her establishment programme this season saw 150,000 seedlings planted. As a female, sole charge consultant in a fairly new business, and contracting to both forestry companies and private owners, Kathy occupies a unique position in the industry.



Kathy Kuggeleijn

Kathy is well experienced in education, having been involved with the promotion of forestry in schools with the recently released Forestry Insights resource materials, facilitated various link courses and school field trips, and acted as Industry Representative in evaluating a Polytech forestry programme.

As a consultant she has recognised the mistrust with which the timber industry is viewed by some sectors of the community. She believes that the maintenance of standards in the industry, particularly for those providing services to the public, can do much to dispel this and she is keen to see NZIF develop this role.

**David Paul** works in silviculture with Rayonier in Northland. He brings a new graduate perspective to the CPD debate and is particularly keen to see CPD progressed because of its importance for career development.

David recognises the vital link between CPD and quality management, which is currently a key influence in all aspects of the forestry industry. He also believes that

**TABLE 1: Comparison of CPD Systems operated by Associated Professional Groups**

	Credits/Yr	Credit Type	Recording	Mandatory
Association of Investment Advisers & Financial Planners	20	1 credit per hour of learning	Self-record participation in approved courses	Yes
NZ Institute of Valuers	1995: 15 1996: 20	1 credit per hour of learning	Self-record all participation & sign declaration	Yes from 1.1.96
NZ Society of Accountants (Chartered Accountants)	40	1 credit per hour of learning	Self-record and sign declaration annually	Yes from 1.7.95
NZ Institute of Surveyors	20	Varies with course type Divided into 3 categories	Self-record	No
NZ Institute of Agricultural Science	Under development			No

some type of professional development activity. Armed with that information, you can then evaluate the options available to help you meet your career aspirations. For some NZIF members, access to forestry specific courses will be helpful to build knowledge and skills in different aspects of the industry. For other members, management or marketing skills may better serve the purpose. Each member must take individual responsibility for identifying their own learning needs.

Having identified particular development needs, it is helpful to have access to information on the programmes and other opportunities available. NZIF will progressively develop a resource database for members. The following list serves to illustrate some possibilities, but is in no way exhaustive. These are general examples for you to build on.

### Forestry Programmes

- NZIF Annual Conference
- Local Section Meetings
- Farm Forestry Meetings/Field days
- FRI/LIRO Courses
- Thirty modules are available through the Forest Industry Record of Skills (FIRS) system, some of which contribute towards National Certificates or Diplomas.

Enquiries to The Logging and Forestry Industry Training Board, P.O. Box 1632, Rotorua or Forestry Training Centre, P.O. Box 943, Rotorua.

- Diploma in Forestry – One-year course through Canterbury University
- Masters programmes in Forestry are available through Canterbury, Lincoln and Waikato Universities

### Other Programmes

Introduction to Using PCs

- available through most Polytechnics
- intro to a variety of software packages

#### • Business PC Applications

- advancement on the above

Computer Aided Design

- available through Polytechnics

Statistics

- part-time course for one year, starting March
- available right throughout the country through distance learning (eTV) in association with AIT
- course consists of written materials supplemented by regular television broadcasts
- practical introduction to modern statistics

Marketing

- part-time course through distance education (eTV) by AIT
- duration one semester (13 weeks) starting March 1995
- covers strategic market planning, mar-

ket research, market segmentation, consumer behaviour, product development, pricing, distribution and promotion

Business Administration and Management

- Henley MBA and Diploma in Management available throughout the country through AIT's distance-learning programme supported by week-end workshops
- Intakes throughout year in Auckland, Wellington, Nelson, Christchurch and Rotorua
- Most Universities offer Diplomas in Management and MBAs on a part-time basis

Small Business Management

- full or part-time courses available through various polytechnics

Training and Development

- 14 day workshops (in four sessions) available through Auckland NZIM, in association with The Institute of Training and Development, England. Leads to an internationally recognised certificate

Various programmes to enhance the skills of trainers are run by the National School of Training for Trainers, PO Box 17310, Karori, Wellington. Included are: Public Speaking and Presentation Skills, Negotiation Skills, Practical Writing, Rapid Reading, Stress Management, Time Management. These types of short courses are available from training consultants and polytechnics. Public and in-house programmes.

NZIM Courses – Auckland include:

Various management development programmes (residential)  
Leadership, Motivation and Team Building (two days)  
Leading Change in Organisations

(two days)

Working with Diversity (one day)

Assertiveness Skills (one day)

Project Management (three days)

NZIM Courses – Wellington include:

Four Quadrant Leadership (three days)

Report Writing (one day)

Introduction to ISO 9000 (one day)

Creative Thinking and Problem Solving (one day)

Finance for Business Managers

Other professions offer CPD programmes that may be of interest to foresters. For example, mid-1994, NZ Institute of Valuers offered a Distance Teaching Seminar (available in 26 locations around New Zealand) on Forest Valuation. NZIF will liaise with associated professional groups to keep members informed on events of interest.

Many other private training providers offer in-house training programmes for companies and often public courses as well. These include: Flyon Projects – Essentially Speaking programme at Massey Albany Campus; First Trainers' Brokerage – based in Auckland but arranges training around the country to meet very diverse organisational needs; Kinetics ODC (Auckland) specialises in in-house programmes on organisational communication, e.g. communication and team building, performance appraisal.

Other avenues to explore in your region include local Employers' Associations, Chambers of Commerce and evening classes available through local secondary schools.

CPD credits can also be achieved through the authorship of original articles on forestry and practice-related topics, making presentations and teaching new forestry courses.

## What would the NZIF CPD system look like?

The cornerstones of the proposed NZIF system are relevance, quality and accessibility. NZIF will continue to conduct the annual conference and Local Section activities and will also inform members of other opportunities for CPD, such as programmes available through LIRO, Universities, Polytechnics and Private Training Providers. The NZIF CPD system will be designed to require minimum administrative support and to recognise professional autonomy. It is proposed that the NZIF system require members to self-record their CPD including:

- an annual individual professional

development review;

- a plan of key CPD activities;
- personal objectives for participating in each CPD event;
- an evaluation of learning as a result of participation;
- an action plan for implementation.

### CPD Credits

In keeping with the approaches of a number of other professional groups, it is recommended that CPD credits accrue at the rate of one credit per hour of structured learning time, irrespective of the type of