

Continuing professional development implementation

ANALYSIS OF FEEDBACK

November 2018

A total of 45 responses	
Do you understand the CPD requirements? 36 responses 83% understand the CPD requirements 17% do not understand the requirements	
How do you find completing the CPD requirements? 36 responses 51% ok 49% difficult	
How easy do you find it to record your CPD and provide evidence? 34 responses 61% find it difficult 39% find it easy	
Submitter understands but has difficulty getting others to understand and believes others finds it difficult to understand	<p>“Yes I understand the requirements but have had challenges explaining them to others.”</p> <p>“I believe that I understand the complexity within the requirements, but I’m sure most of the COC holders within J Swap are confused, as are many others I meet around the country.”</p> <p>“Yes, but most of the team (and their bosses) don’t.”</p> <p>“I understand the requirements, but the average small quarry operator has little understanding of what is required.”</p>
Concerns about interpretation	<p>“Although the guideline gives reasonable information it would appear the WorkSafe interpretation differs from what I and other industry members understand it to be”</p> <p>“There is also conflicting an interpretation of what is, what isn’t, is it formal or is it informal coming out of the office administering CPD”</p> <p>“...with the interpretation of the wording that was used in the original document by different parties including Worksafe which further blurs the lines of what may be deemed allowable by different people.”</p>
Conflicting advice	“Yes, we understand the requirements as documented in the gazette notice December 2015 and CPD guidelines. However, in our opinion subsequent advice and guidance from WorkSafe have at times contradicted this”
Good information available	<p>“notices and communications, info pack was informative.”</p> <p>“.....There has been really good information from you on this”</p> <p>“Yes and if more information is required then it is easy to find online or 0880 number for help”</p>
Two pieces of legislation contradict each other	“....even though 2 pieces of legislation contradict each other”
Responders poor understanding of CPD requirements for other professions/ industries	<p>“...but don’t agree with the high level asked for (24 hours for A Grade). This amount is far higher than many other professionals have to complete (ie nurses and other medical professionals).”</p> <p>“In summary, I believe the CPD has been made too difficult and should be simplified. Doctors, Surgeons, Teachers, (and the list goes on) don’t need to have CPD.”</p>
Don’t understand the differences between formal and informal	<p>“...they struggle with the difference between Formal and Informal.”</p> <p>“I sort of understand my CPD requirements struggle in working out formal and informal”</p>

Four competencies requirements	<p>“Many fail to comprehend the required balancing of the Competencies...”</p>
Claimable hours allowance too restrictive	<p>“.....then compares each years subtotals with the Claimable Hours limits. This is where most guys realise that they can't claim as many hours as they thought.”</p> <p>“At the time this information came out I thought I understood what was required but with further investigation I struggle with the restricted hours that are allowable for different categories — this seems very restrictive.”</p> <p>“I find it difficult to complete my hours mainly because of the restrictions on claimable hours.”</p>
Level of hours required too high	<p>“We advocate less hours, but high quality learning...”</p> <p>“..... but don't agree with the high level asked for (24 hours for A Grade).”</p> <p>“...and think it is over the top.”</p>
Practical experience on the quarry should be enough	<p>“Working anything over 2,000 hrs a year in a quarry should be enough.”</p> <p>“I would be happy, that if they have completed 2,000 hrs per year in a quarry, then this should keep them current with their ticket.”</p> <p>“Currently there is not any recognition for people who spend 2000 to 3000 hours on the job every year and who are learning something each and every day”</p>
Hard to understand what CPD requirements are	<p>“The rules around what qualifies CPD hours and the evidence of such are hard to follow”</p> <p>“The rules around what qualifies as CPD hours and what evidence is required is not easy to follow.”</p> <p>“The CPD Guidelines for Extractives are over complicated..”</p>
CPD options limited	<p>“To get the 'special hours' for a First Class Coal Mine Manager is difficult to be achieved as there is simply not the learning available to undertake in NZ”</p> <p>“At first it was difficult sourcing appropriate course material to satisfy CPD requirements.....”</p> <p>“The opportunities for this type of learning are limited and often clash with other commitments for me”</p> <p>“The only problem that we have is that there are very few options for formal training on the West Coast to be able to fulfil the requirements.”</p> <p>“I contacted more than 5 training institutions and have not been able to find a training provider to assist in studying those unit standards”</p> <p>“We all struggle to get enough hours. Site based or locally (Reefton) based training would be a great help rather than having to travel to Greymouth or Christchurch”</p>
CPD not too hard to do	<p>“Not too bad. Work for a company that provides opportunities”</p> <p>“Once I got into the swing of it then it's pretty straight forward I think. To a degree it's a matter of keeping your eye out for opportunities that broadly fit the CPD requirements and record them as such”</p> <p>“I have completed a unit standard towards A grade quarry ticket to get CPD this year so that was quite easy to complete”</p> <p>“Easy, As I attend formal courses during the year and have evidence, and then the at work evidence is collected as part of my role”</p> <p>“No problems experienced to date.”</p>

	<p>"I do a lot of H/S stuff so far haven't been too bad achieving the CPD"</p> <p>"I have gone out of my way to gain CPD, so am able to achieve it"</p> <p>"Completing requirements are easy to do, when we have time and remember"</p>
Prefers prescribed learning	<p>"There is room for some prescribed learning..."</p> <p>"A suggestion made by others is to prescribe at least half of the current yearly requirement for each year"</p> <p>"Maybe a better way for them to have CPD is for the Board of Examiners to run compulsory workshops if and when there are changes in the industry or legislation"</p> <p>"Why don't you put everyone in the renewal year through a 6hour (half day) refresher course - mandatory that will tidy up CPD hours etc. "</p> <p>"I could accept though, to have the same as we do with our first aiders, where they do a refresher course every 2 years, I could accept that our Quarry Managers do a 8 hour/ 1 day, course every year to maintain their ticket"</p> <p>"I would propose every Statutory Manager as notified to Worksafe should attend an annual one day course. BoE can include all and any topics that deem important, this then gets us away from courses/learnings being approved/accepted or declined by BoE. (they have basically Hi jacked our conference with things they accept or decline)"</p> <p>"If current ticket holders need updating on new regulations or other areas of learning then a one or two day course should be set up that will cover these requirements. Quarry Ticket holders could attend this course every year and if they stay full time in the Industry he or she should be entitled to have their ticket renewed every five years."</p>
Gets someone in to run a course	<p>"We have decided as a company it is best to get someone in to run a course as a group so we can tick the box. This is a cost to the company and has limited value as we hear the same thing each year."</p> <p>"We have had to engage an industry trainer from out of the region to organise and facilitate a number of formal courses on relevant topics chosen by us."</p>
Annual requirements restrictive	<p>"The requirement for minimum CPD hours each year is also incredibly restrictive"</p>
Finds it easy to record	<p>"Was a bit unsure of the online log book as people had commented it was a bit hard and long winded. Once did the first few found it very easy..."</p> <p>"I find the online system with Worksafe really easy to use and access"</p> <p>"It is very easy to record the CPD activities and evidence through the online portal."</p>
Finds it difficult to record	<p>"The WorkSafe site does not allow you to go back and add or correct any information."</p> <p>"Record keeping with the ONLINE system is a nightmare..."</p> <p>"I prefer the paper record, and discourage the web system as 3 of our 14 COC holders are computer illiterate (they don't own one nor use one at work). Those younger holders that have used the web system complain to me about it being clunky to use."</p>

	<p>“I found the WorkSafe system hard to access at the start and restrictive in terms of timing of inputs”</p> <p>“I have found the website cumbersome to use...”</p> <p>“This is extremely difficult for most of our staff, and we have had to get our office staff to keep their records.”</p>
<p>Finds it difficult to get/provide evidence</p>	<p>“Very difficult, often go to a course and I forget or they don’t supply a list of attendees. If forget then it’s almost impossible to get people to go back and find attendance”</p> <p>“The guys hate it, both the recording and Springboard (sorry).”</p> <p>“Evidencing is really difficult”</p> <p>“A lot of seminars, workshops and meetings I could provide evidence by receipts, bank statements or flight records if really required but I don’t have certificates of attendance for most things.”</p> <p>“This has become yet another administrative to task to perform and follow up on, to make sure that course providers and meeting holders supply the required evidence.”</p> <p>“Finally and probably most importantly for me is the frustration that can arise in providing evidence for formal learning”</p> <p>“The biggest issue and hardest thing to provide is evidence of such learning from some providers.”</p>

Do you understand the CPD requirements?						
Feedback	Age	Sat oral	CoC type	When gained CoC	Size of employer	Location
Yes, notices and communications, info pack was informative.	50-59	Yes, No, Yes, Yes	A Grade Tunnel Manager , A Grade Quarry Manager, Coal Mine Deputy, Ventilation Officer	31/03/2017 29/02/2016 29/02/2016 29/02/2016	Large	Auckland
Yes I have read the information including subjects and understand the time frame. Although the guideline gives reasonable information it would appear the WorkSafe interpretation differs from what I and other industry members understand it to be	50-59	No, No	A Grade Quarry Manager, B Grade Quarry Manager	27/04/2016 27/04/2016	Large	Gisborne
Good	60-69	No, No	A Grade Quarry Manager, First class coal mine manager	15/02/2016 30/12/2015	Large	Dunedin
Yes it is very clear to understand	50-59	Yes	A Grade Quarry Manager	14/07/2017	Large	Auckland
Yes I understand the requirements but have had challenges explaining them to others. I think that splitting into the four categories is wrong as in the oral questions we are evaluating all four at the same time. Simpler for everyone to just have one set of hours to achieve as the number of courses is restricted	60-69	Yes, Yes, No, No	A Grade Opencast Cole mine manager, A Grade Quarry Manager, First class Coal Mine Manager, Site Senior Executive	18/08/16 18/08/16 18/11/15 05/11/15	Large	Christchurch
This is a topic discussed at length regularly by the 15 COC holders in our company and also the greater quarry/mining industry. If the time discussing the requirements and how to complete them qualified for CPD we would have no trouble completing the hours. I have a bound copy of 'Continuing Professional Development guidelines for Extractives' on my desk to help with these ongoing		No	Unknown		Medium	Dunedin

discussions. There is also conflicting an interpretation of what is, what isn't, is it formal or is it informal coming out of the office administering CPD. Most are now just doing their own thing and hoping in 5 years its ok. Not a great way to manage a career.						
I understand the CPD requirement, even though 2 pieces of legislation contradict each other, I get the purpose of the gazette annualised version.	50-59	Yes, No, No, No	Site Senior Executive – Opencast Coal Mining Operation, Mechanical Superintendent, A Grade Opencast Coal Mine Manager and A Grade Quarry Manager	6/04/2017 20/08/2018 19/04/2016 19/04/2016	Small	Auckland
I believe that I understand the complexity within the requirements, but I'm sure most of the COC holders within J Swap are confused, as are many others I meet around the country. First they struggle with the difference between Formal and Informal. Practically, seminar/workshops, Appendix 1, conference, and tertiary training are the only Types of Learning that apply to most quarry managers out of the extensive list. Of these, IOQ evenings as seminar/workshops are the most common avenue for hours for many of the quarry managers I know, particularly outside of J Swap. The other Types of Learning in Formal (writing and presenting papers) will be a struggle for the majority. With some assistance, J Swap guys understand what qualifies for Informal training, but the bite that many don't grasp, at least initially, is the yearly limits on each Type of Learning. In monitoring the J Swap COC holders, I have made up a spreadsheet, which divides their hours into the Types of	50-59	No	A Grade Quarry Manager	18/12/2015	Large	Matamata

<p>Learning, and then compares each years subtotals with the Claimable Hours limits. This is where most guys realise that they can't claim as many hours as they thought. I have some old guys who don't get their head around all the requirements, who now rely on the internal Appendix 1 training J Swap do, then I have to "pull teeth" to identify Informal training that they have done, but don't realise. In the first year, some of our COC holders claimed Toolbox meetings as In-house training and Delivering In-house training, as running a Toolbox properly, rather than superficially, was a learning curve for them. We have found other ways to claim In-Formal now, or just ensure there is sufficient Appendix 1.</p> <p>Many fail to comprehend the required balancing of the Competencies, and again our spreadsheet helps identify areas needing more training. I won't be surprised many others will not realise how unbalanced their hours are at the first 5 year review. We understand the intention of this requirement, but wonder about the benefit vs effort. We believe the Types of Learning could be radically simplified, and question the value of Informal for the effort. We believe the Claimable Hours limits for different Types of Learning creates more bureaucratic waste of effort than its worth, and many will be surprised by this aspect when they get audited. We advocate less hours, but high quality learning, which comes back to Appendix 1 or Tertiary study, ignoring all the other permutations.</p>						
<p>Yes, but most of the team (and their bosses) don't. This could be because they are having a hard time understanding the CPD from the language (competencies, formal vs informal etc) to the meaning of the competencies and which PD goes in which section. There has been really good information from you on this, but</p>		No	Not a CoC holder		Medium	Waipukurau

because it's not part of the day to day stuff and only used occasionally, that info is filed away somewhere deep in the man cave.						
Yes. The CPD Guidelines for Extractives are explicit.	30-39	Yes	A Grade Quarry Manager	16/11/2016	Small	Palmerst on North
Yes	50-59	Yes	A Grade Opencast Coal Mine Manager Site Senior Executive	26/07/16 18/01/17	Small	Westport
No	50-59	No	Unknown			Gisborne
I understand the requirements, but the average small quarry operator has little understanding of what is required. I believe the process is too rigid and prescriptive to the point where many small operators are just not doing CPD. Some have said to me they will take their chances at the end of 5 years and if necessary sit another oral exam.		No	Not a CoC holder			Wellington
Yes	40-49	No	A Grade Quarry Manager	20/05/2016	Large but quarry small component	Hamilton
Yes these are relatively straight forward. I do keep a copy of the CPD guideline in my drawer to refer to. Something I seem to do fairly often	40-49 (est)		A Grade Quarry Manager	10 Years	Medium	Bay of Plenty
I sort of understand my CPD requirements struggle in working out formal and informal	40-49 (est)		A Grade Quarry Manager	10 years	Medium	Southland
Understand the requirements – but don't agree with the high level asked for (24 hours for A Grade). This amount is far higher than many other professionals have to complete (ie nurses and other medical professionals).	Unkown		A Grade opencast coal, A Grade quarry manager	10+ years	Self employed	Christchurch
Yes I do, and think it is over the top. Working anything over 2,000 hrs a year in a quarry should be enough.	50-59		A Grade quarry manager	Life	Large	Christchurch
Fine	40-49		A Grade quarry	3 years	Large	Masterton

Yes, the guidelines are reasonable.	Unkno wn		A Grade opencast coal	10+ Years	Medium	Christchu rch
Yes, it is fairly straightforward. Only question I have is around the proportion of training required in each of the 4 groups – e.g do you have to complete some training in all four categories over a period of time?	30-39	Yes	B Grade Quarry Manager	14/08/2017	Small	Wanaka
At the time this information came out I thought I understood what was required but with further investigation I struggle with the restricted hours that are allowable for different categories — this seems very restrictive. The next issue is with the interpretation of the wording that was used in the original document by different parties including Worksafe which further blurs the lines of what may be deemed allowable by different people.		No	Unknown		Large	Christchu rch
Yes	50-59	Yes	A Grade Quarry Manager	12/07/2017	Small	Auckland
Yes	40-49	Yes	B Grade Quarry Manager	10/07/2017	Large	Christchu rch
Yes I understand the CPD requirements		No	Unknown			Northlan d
Yes and if more information is required then it is easy to find online or 0880 number for help	50-59	No	B Grade Quarry Manager	2/11/2015	Large	Oamaru
Yes we fully understand the CPD requirement for our A Grade Quarry Managers – 24 hours are required to be completed every 12 months with a minimum of 16 hours are required to be formal.		No	Not a CoC holder		Medium	Greymou th
Yes	40-49	Yes	Opencast Coal mining Operation Underground Coal Mining Operation	09/03/18 09/03/18	Worksafe NZ	Hamilton
Yes I understand the requirements.	30-39	Yes, No,	A Grade Tunnel Manager	08/11/17 25/10/16	Large	Auckland

		Yes	B Grade Tunnel Manager Site Senior Executive	03/03/16		
I believe so	30-39	Yes, Yes, Yes	A Grade Opencast Coal Mine Manager Electrical Superintendent Senior site Executive	07/12/15 25/02/16 03/03/17	Bathurst	Hamilton
The rules around what qualifies CPD hours and the evidence of such are hard to follow		No	Unknown		Medium	Reefton
Yes I do understand the requirements like anything new it will take time	50-59	No	B Grade Quarry Manager	18/11/2015	Small	Whangarei
The rules around what qualifies as CPD hours and what evidence is required is not easy to follow. We've had our health and safety person ringing around trying to suss this out for events like the Queenstown mining conference which some of us attended	60-69	No, Yes	A Grade Opencast Coal mine Manager SSE- Opencast Coal Mining operation	18/08/16 28/11/17	Small	Westport
Yes, we understand the requirements as documented in the gazette notice December 2015 and CPD guidelines. However, in our opinion subsequent advice and guidance from WorkSafe have at times contradicted this. As an example, an executive member made a request to the BoE to confirm what CPD formal hours were able to be claimed for the 2018 Quarry NZ conference and the reply was "For conference you can claim a maximum of 4 hours per conference (total) including workshops." This is not what was issued in the gazette notice in December 2015 which states in Appendix 1: "Actual hours up to a maximum of 4 hours per conference. This is in addition to the hours claimed for attendance at conference workshops."		No	Unknown			

<p>No, The CPD Guidelines for Extractives are over complicated, and designed to make one shoe fit all. How can that be workable? To operate a typical quarry in NZ with the regular drilling, blasting, excavating, hauling and processing equipment will present a certain set of challenges. Another, high tech operation, with remote control dumpers, CCTV, automated computer controlled crushing and use of robotics, will present a totally different set of challenges. Many CoC holders in the first set of dynamics may only ever read about the second set of operating parameters, let alone be required to operate in it. What would be the sense of them undergoing formal training in the latter if their chances of getting employed in such an environment are totally remote. I use this extreme example because it illustrates what is happening in the industry. Our CPD is not focussed enough on the demands of the specific position, and there is apparently no follow up to see if CoC holders are practicing what they got preached. Follow up would be of more value than CPD!</p>		No	A Grade Quarry Manager	19/05/2016	Small	Ashhurst
<p>Yes it is very clear to understand</p>	50-59	No	A Grade Quarry Manager	27/01/2016	Medium	Auckland

How do you find completing the CPD requirements?

Feedback	Age	Oral sat	CoC type	How long CoC	Size of employer	Location
Not too bad. Work for a company that provides opportunities. Plus are able to sort it out easy on what I need to do	50-59	Yes, No, Yes, Yes	A Grade Tunnel Manager A Grade Quarry Manager Coal Mine Deputy Ventilation Officer	31/03/2017 29/02/2016 29/02/2016 29/02/2016	Large	Auckland
We find it difficult as it appears that the interpretation is that unless you been to course it does not count as CPD. It is extremely difficult to get staff that work at remote sites together to complete courses run by providers which require minimum numbers. These are often cancelled. By taking one staff member off the site this means the operation has to stop or another person found to take their role. The CPD hours for the quarry conference are unrealistic; this is professionally run conference with world class papers and should be recognised as such.	50-59	No, No	A Grade Quarry Manager B Grade Quarry Manager	27/04/2016 27/04/2016	Large	Gisborne
Difficult as never sure if enough hours or will it be rejected	60-69	No, No	A Grade Quarry Manager First class coal mine manager	15/02/2016 30/12/2015	Large	Huntly Dunedin
Very easy on the WorkSafe CPD site, but I don't see the need for informal requirements as we do most of that on a day to day basis on an ordinary day	50-59	Yes	A Grade Quarry Manager	14/07/2017	Large	Auckland
To get the 'special hours' for a First Class Coal	60-69	Yes,	A Grade Opencast	18/08/16	Large	Christchurch

Mine Manager is difficult to be achieved as there is simply not the learning available to undertake in NZ, and if one is arranged a major travel commitment to get there for 1 or 2 hour talk. Not sure how to resolve but likely easier to just reduce target to hours as above		Yes, No, No	Coal mine manager A Grade Quarry Manager First class Coal Mine Manager Site Senior Executive	18/08/16 18/11/15 05/11/15		Christchurch
As above. Most people seem to have plenty of hours, if they qualify who knows, and then there are the streams, it's not straight forward. We have decided as a company it is best to get someone in to run a course as a group so we can tick the box. This is a cost to the company and has limited value as we hear the same thing each year.		No	Unknown		Medium	Dunedin
Completing CPD requirements annual for is ok, some years are tougher than others to meet formal requirements given the state of the mining industry -downturns cut training budgets.	50-59	Yes, No, No, No	Site Senior Executive – Opencast Coal Mining Operation, Mechanical Superintendent, A Grade Opencast Coal Mine Manager and A Grade Quarry Manager	6/04/2017 20/08/2018 19/04/2016 19/04/2016	Small	Auckland
I guess this is answered in part above, but in short, a hassle. We reiterate that if we have to do CPD, that it be high quality training, and hours limited to a day (6-8 hrs) or 2 half days. The hassle is in accumulating the 12 or 24 hrs, or rather the 4 or 8 Informal hours.	50-59	No	A Grade Quarry Manager	18/12/2015	Large	Matamata

<p>There is an argument that engaged quarry managers don't need CPD, that it should be aimed at those not currently involved in the industry who want to keep up to date. Personally, as I'm involved in Industry meetings, from AQA board, Minex board, Training advisory group, on examination Panels, and various other excuses, I can accumulate all the hours I need, even with the 6 hr limit for each group. Essentially as COC holder, engaged in industry affairs, I easily find qualifying hours, without having to pay for training courses. Any engaged quarry managers will be learning to keep up with the constant change. How do you identify the unengaged manager? What does the unengaged manager need to know? There is room for some prescribed learning, as was the case in the 2013 "update" training. To compare, Plumbers need to attend training each year, with the content defined by their Certifying Board each year, and Electricians need to complete two e-learning modules set by their Board to "refresh your knowledge" before a competency assessment every 2 years. The point is the learning is defined by the Board. The worst aspect is the prescriptive hours per year, which supposedly can't be "caught up" if you fall short in any one year. It is obvious many will leave it all to the last year without some yearly prescription. A suggestion made by others is to prescribe at least half of the</p>						
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current yearly requirement for each year, allowing some flexibility to accumulate the required hours over 5 years. The engaged COC holders will likely accumulate and carry over, vs the lessor engaged who will forever be in "catch up" mode.						
Very easy. This is mainly because we have a person (me) who organises and records CPD plus we have cover for the guys needing to take study/CPD leave. I can see those with one or two guys on site and who need to do 24 hours of CPD (formal and informal) would find it a little more difficult as they spend most of their time on the job. I know that other commitments/meetings/experiences also count as informal CPD, but the reality is that many of these guys aren't involved in anything else so have to use the time at work to get the hours. Without the Quarry NZ conference and free seminars from WorkSafe and MinEx, many B-graders would also struggle to consistently get their hours. As more courses come online, it would be easy for people to start to short-change the system and just enrol in the same courses year after year without actually developing their knowledge.		No	Not a CoC holder		Medium	Waipukurau
Very difficult. <u>Annual Restrictions</u> I find it difficult to complete my hours mainly because of the restrictions on claimable hours. For example, I attend about: 4-5 days of oral exam panels each year	30-39	Yes	A Grade Quarry Manager	16/11/2016	Small	Palmerston North

<p>4 AQA board meetings local IOQ meetings where I am the secretary 2 MITO industry council meetings, representing extractives 3-4 AQA technical committee meetings 4 National Pavements Technical Group meetings but can only claim for 1 day (6h) for each of these activities which is about 36h, when I do at least 80-100h towards these groups.</p> <p><u>Other Restrictions</u> It is also difficult to complete because I need to ensure: I'm covering off enough of each of the 4 competencies to make sure I don't get caught out. My informal learning doesn't exceed 8h per year</p> <p><u>Annual Minimums vs Average Over the Period</u> I think the system of allowing carrying forward 1 year and only once in the 5 year period is incredibly restrictive. The requirement for minimum CPD hours each year is also incredibly restrictive. I think to encourage more CPD uptake and acceptance; the total hours should be averaged over the 5 years. I.e. minimum 120h per 5 years, not a minimum of 24h per year. This is the standard accepted by other professional bodies e.g. AusIMM, IPENZ, Vet Council of NZ</p>						
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<p>and NZ Dental Council. I note the Medical Council of NZ requires a minimum per year, not averaged over a renewal period but this is the only professional body I know of that requires a minimum per year rather than averaged over the renewal period. Generally I find it easier to meet the average 50h per year required by AusIMM for chartered professionals than the minimum 24h per year required by WorkSafe.</p> <p><u>Formal vs Informal and Annual Maximums</u> I would also argue against the 2/3: 1/3 formal: informal balance required. For example, I would find it much more worthwhile to visit a mate's quarry "field trip" and look at his HSMS, pit layout, bench management and traffic management than attend a seminar about prestart checks. The seminar is formal and doesn't have an annual cap yet the field trip is capped and informal. This is something that needs to be addressed. I am also conscious of most quarry managers who are unable to "get away" from the quarry for the day like I do to attend formal CPD. I think the focus of CPD should be what is learned and how much learning is completed rather than the semantics between formal and informal. So-called "informal" training in the workplace such as mentoring, high-level risk assessments, PHMPs and incident investigations might be the most accessible and only thing available</p>						
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to many managers and I would strongly argue these types of learning should be recognised for the professional development they provide. They too should be uncapped. Another one of the things I would like to see changed is the annual cap when studying towards tertiary qualifications. This is out of step with the uncapped “formal training courses” and I note most people would record their diploma, degree or national certificate as a formal training course instead of tertiary qualifications to avoid this pitfall.						
At first it was difficult sourcing appropriate course material to satisfy CPD requirements, but as more and more providers are supplying suitable course material it is not too bad	50-59	Yes	A Grade Opencast Coal Mine Manager B Grade Opencast Coal Mine Manager Site Senior Executive	26/07/16 29/04/13 18/01/17	Medium	Westport
I don't know, see question #1.	50-59	No	Unknown			Gisborne
I have travelled extensively talking to small and large mine and quarry operators. Specialist CoCs (Superintendents, Ventilation officers etc.) and small CoC holders in remote parts of the country really struggle to get their CPD. Most of these operators do not attend Conferences or are members of industry or professional associations and therefore really struggle to complete the hours.			Not a CoC holder			Wellington
Difficult. I use the WorkSafe online tool and am constantly frustrated that there is no way	40-49	No	A Grade Quarry Manager	20/05/2016	Large	Hamilton

<p>of choosing what I consider to be formal under the appropriate drop down headings. The gazette notice clearly starts what I can and can't claim as formal CPD but the drop down boxes does not align with this. Also, the limitation of hours set out in the gazette notice is too onerous. Restricting claimable hours to 6 hrs a year for formal industry representative meetings and limiting the conference hours to 4 hrs reduces the attraction to take part in these events. I would have thought the WorkSafe/BOE would know that these industry bodies and their associated conferences and meetings are where the idea of the current state of knowledge gets debated and formed.</p>						
<p>Some of the CPD requirements, Emergency Management & Leadership, can be very hard to complete. The opportunities for this type of learning are limited and often clash with other commitments for me. I do feel the IOQ need to step up and help provide more of this. I find it bizarre that we've developed a barter system for claimable hours. Essentially for me if you've done 6 hours of training, 7hrs less breaks say, then it's six hours and not 4 or 5. Seems to be an issue with workshops and conferences</p>	40-49		A Grade Quarry Manager	10 years	Medium	Bay Of Plenty
<p>I do a lot of H/S stuff so far haven't been too bad achieving the CPD but it all depends if WorkSafe accept the stuff not related to quarrying as such but the transport industry that I'm owned by</p>	40-49		A Grade Quarry Manager	10 Years	Medium	Southland

Feel that as a group in the industry we are forced to “create” courses and workshops just to “tick the box”. Maybe a better way for them to have CPD is for the Board of Examiners to run compulsory workshops if and when there are changes in the industry or legislation. Also now that we are a couple of years down the track we are running out of “subjects and topics” to do this training on.	Unknown		A Grade Opencast coal, A Grade quarry	10+	Small	Christchurch
Very hard to get the formal hours. I have a lot of our staff wanting to attend the AQA / IOQ Quarry Conference to increase their formal hours. This is not practical, and in fact if every quarry ticket holder wanted to attend, we wouldn't have a big enough venue, and the quarries would not be able to function during this time.	50-59		A Grade Quarry Manager	Life	Large	Christchurch
Fine						
Once I got into the swing of it then it's pretty straight forward I think. To a degree it's a matter of keeping your eye out for opportunities that broadly fit the CPD requirements and record them as such, e.g. recently we had an ISO9001 revalidation audit over 2 days where I was the company's key representative, I asked BOE re. CPD and they advised it was recordable as formal learning.	Unknown		A Grade Opencast Coal Mine	10+ years	Medium	Christchurch
I have completed a unit standard towards A grade quarry ticket to get CPD this year so that was quite easy to complete. Generally I have to travel to complete the courses so	30-39	Yes	B Grade Quarry Manager	14/08/2017	Small	Wanaka

there is quite a time/cost involved but it is good to be forced to keep current.						
Very onerous due to not being sure of what qualifies. The IOQ NZ had an on line system of recording, then Worksafe has brought out their system which is very restrictive on timing on when you are able to enter information. I believe when reading the original CPD requirements that a Ticket Holder did not have to present any paperwork until such time as they were picked out for an audit or were due to renew their ticket at the end of the five year period. This part is becoming somewhat of a shambles and will continue to get worse as time goes by.		No	Unknown		Large	Christchurch
Ok	50-59		A Grade Opencast Coal Mint Manager A Grade Quarry Manager B Grade Opencase Coal Mine Manager	26/01/17 01/09/17 18/11/15	Medium	Whangapararoa
Easy to understand	40-49	Yes	B Grade Quarry Manager	10/07/2017	Large	Christchurch
Completing the CPD requirements is not difficult		No	Unknown			Northland
Easy, As I attend formal courses during the year and have evidence, and then the at work evidence is collected as part of my role, or again if you need help you can check on line or ring the 0800 number	50-59	No	B Grade Quarry Manager	2/11/2015	Large	Oamaru

All of our CoC holders have been completing the required amount of CPD since it was introduced. The only problem that we have is that there are very few options for formal training on the West Coast to be able to fulfil the requirements. We have had to engage an industry trainer from out of the region to organise and facilitate a number of formal courses on relevant topics chosen by us. We are lucky in this respect as we have the numbers to be able to run a course but there are a number of small businesses that would struggle to be able to do this.		No	Not a CoC holder		Medium	Greymouth
No problems experienced to date. I've completed my CPD hours for year 1 with 6 months to go, so easily achieved.	40-49	Yes	Opencast Coal mining Operation Underground Coal Mining Operation	09/03/18 09/03/18	Large	Hamilton
I have gone out of my way to gain CPD, so am able to achieve it	30-39	Yes, No, Yes	A Grade Tunnel Manager B Grade Tunnel Manager Site Senior Executive	08/11/17 25/10/16 03/03/16	Large	Auckland
I find certain aspects of achieving formal hours very difficult. I thought I'd use the WorkSafe document "Proposed requirements for granting extractives certificates of competence' as a steer and I thought I'd study appropriate unit standards as a way of getting more knowledge. I contacted more than 5 training institutions and have not been able to find a training provider to assist in studying those unit standards. It would	30-39	Yes, Yes, Yes	A Grade Opencast Coal Mine Manager Electrical Superintendent Senior site Executive	07/12/15 25/02/16 03/03/17	Large	Hamilton

make life easier (and perhaps help others) if training providers can be found and their contact details disseminated to every CoC holder- this will make further study so much easier						
So much of the requirements are not related to the mining /quarrying industry		No	Unknown			
Completing requirements are easy to do, when we have time and remember, I think there is a lot of double up work to provide proof	50-59	No	B Grade Quarry Manager	18/11/2015	Small	Whangarei
We all struggle to get enough hours. Site based or locally (Reefton) based training would be a great help rather than having to travel to Greymouth or Christchurch	60-69	No, Yes	A Grade Opencast Coal mine Manager A Grade Quarry Manager B Grade Quarry Manager Opencast Coal Mining operation	18/08/16 ? ? 28/11/17	Medium	Westport
This is relatively straightforward as required by the Gazette notice and CPD guidelines however when the logbook is submitted for review — the auditor's interpretations once again affect the outcome. Some members have asked how the auditors have accepted or rejected CPD hours claimed through the random audits carried out in 2017 and 2018.		No	Unknown			
Very expensive and very difficult to manage. It is also not fair the way it is 'dished out' at the moment. For instance, attending a so		No	A Grade Quarry Manager	19/05/2016	Medium	Ashhurst

<p>called workshop at a Quarry Conference/ Worksafe talk, entitles you to several hours “Formal CPD” However, if you have to test the workshop against the parameters of CPD Formal training it fails. (check against last page of CPD handout.) There is for instance no testing of absorption of content at the end of the workshop? Yet, I could spend 10 hours training a sub-ordinate in Dump Truck Operation, (I have 45 years’ experience in the industry) train to a syllabus, have a set test at the end including theory and practice, yet none of that time is claimable as Formal. This is what I was told last week at an IOQ meeting attended by a Worksafe representative. (Which I can claim formal training for by the way!) Yet when I attended a workshop about CPD in Napier a couple of years ago, I was told by the three representative of Worksafe, that this training given would count as formal CPD. Hence the hundreds of hours I have spent on training my staff which I thought would count, will be “Red Lined”</p> <p>In the same vein, attending a talk by Worksafe is always considered “Formal”.</p> <p>Thank you, appreciated the freebie. But how does that compare with the above example? It falls horribly short, yet I can only claim informal CPD for the training I provide.</p> <p>More examples, take webinars for instance. Very useful and informative. And considered Formal. No test. And I can do the same stuff</p>						
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<p>every year and claim for it, as long as I pay the \$50.00 each time.</p> <p>Where is the development in that?</p> <p>The fact is that you very quickly reach saturation, and that there then is little room for formal development. We blast, extract and crush rock very much the same way we did 50 years ago, with some technology thrown in, in some cases. But most of the sites are stuck in the past, because of the cost of Capital and compliance. CPD alone is not going to change that.</p> <p>To expand on the comment of costs.</p> <p>Attending a webinar costs \$50.00 for one hour. Attending a conference will cost up to \$2000 per conference, if you include the cost of travel, hotels etc., not to mention salary etc. What do you get? 18 hours? More than a \$100/ hour. This is a serious barrier, specially to smaller operators.</p> <p>Allowing CoC holders to carry forward 1 year and only once in the 5 year period is very restrictive. The minimum CPD hours each year is restrictive. We compare badly with other disciplines. Go and have a look.</p> <p>Most quarry managers are unable to “get away” from the quarry for the day to attend formal CPD. The focus of CPD should be what is learned and how much RELAVENT learning is completed rather than if it’s formal or informal. What is called “informal” training in the workplace such as mentoring, high-level risk assessments, PHMPs and incident</p>						
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<p>investigations, is often the only thing available to many managers. These types of learning should be recognised for the professional development AND AWARENESS they provide and should be uncapped. There should be no annual cap when studying towards tertiary qualifications. This is out of step with the uncapped “formal training courses”</p>						
<p>Recording Informal Hours is a total waste of time and achieves absolutely nothing. Informal hours are always achieved, whether it is an article read in a loader or a quarrying / mining paper read on-line. I do not understand why NZ has insisted on adopting this. I am a Certified Practicing Quarry Manager(CPQM) in Australia. Apart from Wayne Scott CEO of MinEx the only Kiwi to hold this qualification. Australia do not do this, their Professional Development Log are all Formal hours.</p>	50-59	No	A Grade Quarry Manager	27/01/2016	Medium	Auckland

How easy do you find it to record your CPD and provide evidence?

Feedback	Age	Oral Sat	CoC type	How long CoC	Size of employer	Location
Was a bit unsure of the online log book as people had commented it was a bit hard and long winded. Once did the first few found it very easy (did about 18 months in a weekend). All routine now - scan in the evidence, file and then upload within a couple days of doing the CPD. Additional specific CPD requirements i.e. for Ventilation Officer could have a drop down line so it can be categorised and more visible.	50-59	Yes, No, Yes, Yes	A Grade Tunnel Manager A Grade Quarry Manager Coal Mine Deputy Ventilation Officer	31/03/2017 29/02/2016 29/02/2016 29/02/2016	Large	Auckland
The WorkSafe site does not allow you to go back and add or correct any information. There has been difficulty on getting access to the site but this started to improve. The evidence supplied has been rejected on the basis it is deemed non-compliant. This is related to the interpretation of formal CPD	60-69	No, No	A Grade Quarry Manager B Grade Quarry Manager	27/04/2016 27/04/2016	Large	Gisborne
Very difficult, often go to a course and I forget or they don't supply a list of attendees. If forget then it's almost impossible to get people to go back and find attendance	60-69	No, No	A Grade Quarry Manager First class coal mine manager	15/02/2016 30/12/2015	Large	Dunedin
Sometimes the evidence is not always available to provide, but apart from that very easy		Yes				
Would be easier if you could load a photo of evidence to the claimed hours.	60-69	Yes, Yes,	A Grade Opencast Cole mine manager	18/08/16 18/08/16		Christchurch

Again the complexity of the four hours is not needed		No, No	A Grade Quarry Manager First class Coal Mine Manager Sit Senior Executive	18/11/15 05/11/15		
At the moment we are doing what we think is right. I'm nervous.		No	Lifetimer			Dunedin
My personal record keeping is great, form from WorkSafe into excel and managed on a CALENDAR year basis, for both WORKSAFE and AUSIMM professional institute. Record keeping with the ONLINE system is a nightmare, not only do I have certificates that expire on different dates, Jan and Jul, I prefer to keep year 1,2, etc as CALENDAR year basis ie Year3 is 2018 (01Jan-31dec2018). With the provision that we carry over for one year basis. And trying to find the ONLINE login, takes about 10minutes each time as it is located deep in the extractive board members area. Why there is no LOGIN portal at the top of the WorkSafe area like other government depts is just lazy.			Site Senior Executive – Opencast Coal Mining Operation, Mechanical Superintendent, A Grade Opencast Coal Mine Manager and A Grade Quarry Manager	6/04/2017 20/08/2018 19/04/2016 19/04/2016	Small	Auckland
I prefer the paper record, and discourage the web system as 3 of our 14 COC holders are computer illiterate (they don't own one nor use one at work). Those younger holders that have used the web system complain to me about it being clunky to use. Again, if we had a simpler system, of high quality Appendix	50-59	No	A Grade Quarry Manager	18/12/2015	Large	Matamata

<p>1 and/or Tertiary training, the recording could also be simplified. We hate to think about the amount of effort that will be required in auditing the current Types of Learning vs Key Learnings is a well-intentioned column, but as you read into the sometimes amusing comments of others, it very quickly becomes obvious that there wasn't much to learn. Sometimes this is unfortunate, as many struggle to access CPD, so rely on anything local and really don't learn much for their effort to attend, in probably what should be family time. Claimable Hours, and balancing the Competencies. Providing evidence of Formal training by the use of Certificates of Attendance is especially easy. I wonder how easy it is to audit full or partial attendance at conference, as it is easy to scan your way into each session. For industry meetings, I generally provide the Agenda, which I assume will be acceptable.</p>						
<p>As someone used to dealing with admin stuff, Springboard is a little clunky but a million times better than handwriting log books. On that, can we PLEASE have the ability to do the following year's logbook as well as the current one? That would be a real help so we're not clogging files with CPD we are allocating to the next year but can't enter until the rollover,</p>			<p>Not a CoC holder</p>		<p>Medium</p>	<p>Waipukurau</p>

<p>thank you... moving on.... 😊 The guys hate it, both the recording and Springboard (sorry). Evidencing is really difficult. Most of the time we don't get certificates and courses/subscriptions that are booked online don't usually come with a receipt. At the moment we're just keeping emails and hoping they will suffice as evidence. IoQ say that if we need evidence of attendance to direct the BoE to them and they will provide it but I don't know whether that has ever been tested... Evidencing is really difficult. Most of the time we don't get certificates and courses/subscriptions that are booked online don't usually come with a receipt. At the moment we're just keeping emails and hoping they will suffice as evidence. IoQ say that if we need evidence of attendance to direct the BoE to them and they will provide it but I don't know whether that has ever been tested...</p>						
<p>Reasonably difficult. This is the technical part as I need to view all the possible options and then restrictions on each category to ensure I don't exceed my annual allowance for each group. What honestly ends up happening, is I just record everything I do and categorise it as best as I can and I figure when I get audited, it can get slashed down to the bare bones allowances. I have recorded</p>	30-39	Yes	A Grade Quarry Manager	16/11/2016	Small	Palmerston North

about 100h over the last 18 months, none of which is made up. I use the IOQ online recording system which is generally good with its drop down menus. I found the WorkSafe system hard to access at the start and restrictive in terms of timing of inputs (e.g. closing off the previous year) so I haven't used it for a long time. Evidence is OK, I wouldn't say it's really easy to provide. If an audit was imminent I would be scrambling for as much as possible. A lot of seminars, workshops and meetings I could provide evidence by receipts, bank statements or flight records if really required but I don't have certificates of attendance for most things.						
Not bad	50-59	Yes	A Grade Opencast Coal Mine Manager B Grade Opencast Coal Mine Manager Site Senior Executive	26/07/16 29/04/13 18/01/17	Medium	Westport
While there are some challenges getting people to accurately record their CPD, the majority of people I speak to do have records albeit that they may not be complete or to the BOE requirements.		No	Not a CoC holder			Wellington
Difficult. Having to restrict the amount of CPD hours per event, increases the recording requirements for different exercises (I can't choose the correct category either - see above). Also, closing off each year on the WorkSafe	40-49	No	A Grade Quarry Manager	20/05/2016	Large	Hamilton

<p>online system is no help. There is also no requirement for WorkSafe/ BOE to have yearly restrictions on the on line log books. This makes things difficult if you are not up to date and miss the cut off. I am yet to find out whether my evidence will stand up to scrutiny. Again, the gazette notice should be the guiding document for this not an interpretation of the intent. If I can show I was present and have a learning outcome that reflects the session attended I think it would be very hard for the BOE to knock back those hours. Being able to produce realistic proof of meeting attendance after 5 years will also be difficult.</p>						
<p>I find the online system with Worksafe really easy to use and access. I've stopped recording my CPD with the IOQ, and keep everything electronically. They've done a great job on this. My only gripe is you can't view your previous years CPD records, which makes it very difficult when trying to track where you are at with your 5 year totals. Finally and probably most importantly for me is the frustration that can arise in providing evidence for formal learning. In many situations this can be quite absurd. For instance if you are being trained by a Komatsu trained employee/ trainer using official Komatsu presentations and training resources, you can't claim formal</p>	40-49		A Grade Quarry Manager	10 years	40	Bay of Plenty

<p>if you don't have an assessment. Then the same guys get given a 30min stint at an industry event, where he can only squeeze in some sales promotional material, and this is formal?? For me the real quality learning in in the first instance. I've also been to an event where high quality material on the new Health & Safety at Work Act was presented and couldn't claim it because I was the only guy in the room that needed an assessment for CPD and it wasn't offered. In these instances I believe the onus should go back to the COC holder to provide suitable key learnings in the CPD record to claim it as Formal. The current situation often deprives the COC holder of great "free" formal learning opportunities. I strongly believe COC holders shouldn't have to pay for all formal CPD hours particularly as many suppliers have access to better training resources and will share them for free</p>						
<p>This has become yet another administrative to task to perform and follow up on, to make sure that course providers and meeting holders supply the required evidence.</p>			<p>A Grade Opencast coal mine, A Grade Quarry Manager</p>	<p>10+</p>	<p>Self employed</p>	<p>Christchurch</p>
<p>I have found the website cumbersome to use; When I have completed a course that covers multiple sections this data has</p>	<p>30-39</p>	<p>Yes, No, Yes</p>	<p>A Grade Tunnel Manager</p>	<p>8/11/15 25/10/16 3/3/16</p>	<p>Large</p>	<p>Auckland</p>

<p>had to be entered in each section Having all of the different sections to select from also makes it harder to use and requires lots of moving around the website</p> <p>My suggestion is that there is one page where the CPD hours for each course can be entered, thus making it easier to use. A format like below could be used *. I gave feedback on this at the end of last year, and was told it would not change. I therefore decided to change to paper based records as it is much easier for me to compile</p>						
<p>This is extremely difficult for most of our staff, and we have had to get our office staff to keep their records.</p>	50-59		A Grade Quarry Manager	Life	Large	Christchurch
<p>The biggest issue and hardest thing to provide is evidence of such learning from some providers. Recording is great and on line for this is terrific, however proof of such sometimes is hard, also as I provide informal leadership to staff every morning I feel this would be milking the system and recording of such does not happen for me and not valid of such input so hard to sometimes distinguish between clarity of reporting or not. Overall the Industry has and is better at providing CPD hours but Emergency Management is still an area lacking in gaining those CPD hours. I think a more</p>	40-49		A Grade Quarry Manager	3 Years	Large	Masterton

regular update on CPD hours as to correct data input into CPD logbook from BOE would be helpful as well as to how you are going would be great						
Straightforward but time-consuming.			A Grade Opencast Coal Mine Manager	10+ Years	Medium	Christchurch
The website is generally ok to use, but it was a bit confusing trying to put in multiple items in the same category. I haven't had evidence to attach, as you don't generally get certificates etc at training or meetings so not sure if I have completed the evidence required sufficiently.	30-39	Yes	B Grade Quarry Manager	14/08/2017	Small	Wanaka
Largely the same answer as question two - very onerous and after the time I have been in the industry it is bordering on ridiculous that this is required. I do not believe that the WorkSafe office will be big enough to house all the paperwork that is supposed to be collected as part of all Ticket Holders evidence come the five year renewal period nor will the hours required to process this information will be the best use of WorkSafe labour hours let alone all the hours put in by the industry to attempt to comply with this.		No	Unknown	NA	Large	Christchurch
Annoying trying to split a training course over two or more categories.	50-59		A Grade Opencast Coal Mine Manager A Grade Quarry Manager B Grade Opencast	26/01/17 01/09/17 18/11/15	Medium	Whangapararoa

			Coal Mine Manager			
Very easy thank you	40-49	Yes	B Grade Quarry Manager	10/07/2017	Large	Christchurch
I use the 'WorkSafe online log book, at first I made several entry errors not understanding where the various sections were within the log book. I keep a hard copy in case there are any mistakes. (I'm sure there are plenty)		No	Unknown			
Easy, Just need to upload evidence on line and if you need help again you can check on line or ring the 0800 number	50-59	No	B Grade Quarry Manager	2/11/2015	Large	Oamaru
It is very easy to record the CPD activities and evidence through the online portal.		No	Not a CoC holder	NA	Medium	Greymouth
I use the online system and find it relatively straightforward to enter CPD... however if I want to claim 1hr legislation, 1hr emergency management and 1 hr leadership for a conference then I have to enter the conference three times i.e. once under each competence category, which becomes tedious very quickly. It would be good if we could find a way to make this easier to enter online.	40-49	Yes	Opencast Coal mining Operation Underground Coal Mining Operation	09/03/18 09/03/18	Large	Hamilton
No issues	30-39	Yes, Yes, Yes	A Grade Opencast Coal Mine Manager Electrical Superintendent Senior site Executive	07/12/15 25/02/16 03/03/17	Large	Hamilton
Some of it can be difficult as some of the evidence is not relevant to the mining industry. There are too many people getting into this industry and not having		No	Unknown		Medium	Reefton

relevant experience eg machinery geotechnical or quantities and hands on time in the industry. Are getting away with qualifications they are not entitled to.						
Our last technical meeting I bought up that the BoE need more evidence than just the technical flyer. I suggested COC holders need to take a photo of the sign in sheet mainly their name and title as proof. Did not go down well. How many lads are using the flyers to claim hours but not attending? Or sign in and stand outside and not hearing the presentation. Spoke to Charlie from WorkSafe re holding a presentation in the north around CPD hours. She informed me she already had one in the area. I suggested in the future the local loQ needs to be contacted which she agreed to do. I also sent her an email to give her permission to inspect my online logbook which was done 9 Sept I have not head back from her as yet. Some people at meeting are thinking that the BoE don't have enough people to check all the logins so are taking the risk and not doing it	50-59	No	B Grade Quarry Manager	18/11/2015	Small	Whangarei
Some of us struggle with this	60-69	No, Yes	A Grade Opencast Coal mine Manager A Grade Quarry Manager B Grade Quarry	18/08/16 ? ? 28/11/17	Medium	Westport

			Manager Opencast Coal Mining operation			
The recording and provision of the evidence is the most challenging part of the process. Examples included are: initial login to the site, online recording has limited timeframe to go back to review (currently 3 months limit) making it difficult to confirm what hours have been recorded to date, inflexible for changes, system is not holistic. Finally, it is the understanding of the IOQ NZ (Inc.) that the BoE indicated there would be a review on CPD within few years of its introduction. As CPD has been in place for almost three years, the IOQ NZ (Inc.) request that the BoE consider a formal review of CPD in the near future. The IOQ NZ (Inc.) is concerned that there are a number of CoC holders across the extractive sector who are struggling with meeting their CPD requirements.		No	Unknown			
Very difficult. I just record everything I do hoping that if I get audited, I will still make it. I have recorded a lot more hours than what is required, none of it is fabricated. I started with the IOQ online recording system which was good. However, the website got revamped, and all my records went to cyber heaven. The		No	A Grade Quarry Manager	19/05/2016	Medium	Ashhurst

<p>WorkSafe system is hard to access and is restrictive. I have not used it. Evidence is not easy to provide. I attended a lot of seminars especially by and all presented by Worksafe, and was told that a certificate would follow to prove attendance. These never came. I don't have certificates of attendance for most of the seminars/meetings I attended. I'm told that it could be checked against by calling Worksafe who would check the signed attendance register. I bet you that won't work, as nobody will have the energy to look up attendance registers if they even exist. In closing an example of what happened to me when I migrated to this country in the mid 90's with 25 years quarrying experience, being a senior works manger with 120 people reporting to me and operating two quarries with combined output of over 3 million m3 per annum. I wanted to get a blasting permit in NZ. I was told that I had to complete 20 blasts in NZ before I could get a ticket. I was doing, weekly, two blasts detonating 20 tonnes of explosives per blast, using down the hole computer initiated blasting techniques, which at that stage in the late 80's was not even being used in quarries in NZ. I could not do that as it was too disruptive, with Wellington being the closest hard Rock Quarry at the</p>						
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<p>time, and operated by the opposition. Hence I lost my ticket.</p> <p>I have been a citizen of this country for many years, lived and breathed the Quarry Industry for over 20 years and believe I made a difference in my area of influence during this period. Once again, there apparently is a threat of being disenfranchised, by a person/persons acting in an official capacity with no practical quarrying experience, of my ability to manage a quarry as a CoC holder because they don't agree with my professional development record. If I can't be trusted to operate a quarry with 45 years' experience, a degree equivalent in Mechanical Engineering and winning 5 industry awards, then who can be trusted to do this?</p> <p>Thank you for asking my feedback. I am about to retire from the industry for health reasons, and felt therefore that I could and should speak my mind.</p>						
<p>Sometimes the evidence is not always available</p>	<p>50-59</p>	<p>No</p>	<p>A Grade Quarry Manager</p>	<p>27/01/2016</p>	<p>Medium</p>	<p>Auckland</p>

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Date	Title	Type	Provider	Lessons learnt	OSS Formal hrs	OSS informal hrs	Emergency Formal hrs	Emergency informal hrs	Leadership Formal hrs	Leadership informal hrs	Legislation Formal hrs	Legislation informal hrs	Mechanical	Ventilation
1/01/2017	demo	Attending a course	trainer	US1234	2		2		2					

Additional feedback

Feedback	Age		CoC type	How long CoC	Size of employer	Location
<p>At our company we are well aware the quarry industry needed to lift its game on safety. A number of things have been put in place since Pike River that has worked toward this better performance by the industry. Changes to the requirements for quarry managers are one of the legs to overall improvement.</p> <ul style="list-style-type: none"> · This is people's career's we are dealing with. · Generally I think people think the idea of CPD is ok · Not being able to go back and catch up hours will see major issues in the near future · If you do a year's work in the industry you get 2,000+ informal hours · The competencies are an issue · We are getting to know the system but it needs to be more flexible 		No	Unknown		Medium	Dunedin
<p>One more thing, when it comes time for renewal. Why don't you put everyone in the renewal year through a 6hour (half day) refresher course - mandatory that will tidy up CPD hours etc. Just like what I do in Australia where the GENERIC INDUCTION-STANDARD11 is mandatory to work in coalmining industry every 5 years. And they cover HSMS, first aid, site rules (this will be traffic management plan), PHMPS and PCP,s multi-questionnaire. I believe the formal CPD hours you should attain a certificate (like first aid), not the attend a 1.5hour social gathering at night time in the main city's, for example, I have not seen a social gathering in Huntly in the last 3 years, the hub of the</p>	50-59	Yes, No, No, No	Site Senior Executive – Opencast Coal Mining Operation, Mechanical Superintendent, A Grade Opencast Coal Mine Manager and A Grade Quarry Manager	6/04/2017 20/08/2018 19/04/2016 19/04/2016	Small	Auckland

north island mining industry, 6pm straight after work. Quarry guys, similar, local regions. And it should be run with the mines/quarries inspectors like when we sat our A grade certs in the 1990's ie update HSMS news. Minex reports read out for the last month.						
At J Swap Contractors, we have 11 A Grades, 3 B Grades, and 4 in training. Of the 14 COC holders, 6 are over 55. It is my responsibility to ensure they all receive sufficient training. The simplest way is to organise enough Appendix 1 training to cover the Formal requirement and follow each one up for total hours. Last year we engaged the expat kiwis who provided the Emergency Management training for IQA/IOQ. We extended this training by splitting the theory component into two morning sessions, with site visits in the afternoons, to different quarries, where the guys were challenged with scenarios and audits. Before certificates were issued, we were challenged over qualifying for Appendix 1, with regard to “learning outcomes” and “assessment activities”. We took the course which otherwise qualifies for 1 day (? Hrs), and added in practical time, for a total of 12 hrs over 2 days. The feed back from all of our guys, both young and old, was that the field challenges set by the trainers was the most worthwhile, putting the theory into practice, in their own environment. This year, we paid for all A Grades to attend conference, as we didn’t face the cost of travel and accommodation as will the case when conference isn’t “local”.	50-59		A Grade Quarry Manager	18/12/2015	Large	Matamata
On a good note, the CPD which has been completed is helping to create better managers who are also better informed, so it’s certainly worth pursuing. Keeping it compulsory is also the only way it will get done because			Not a CoC holder		Medium	Waipukurau

the managers have to make the effort and the bosses have to give them the time to do it.						
We would like to make some comments on logging CPDs. There is no feedback apart from a reminder from time to time that CPDs need to be logged. I find when logging CPDs in that I am unable to print off what I have logged and generally find the site difficult.			Not a CoC holder			Southland
This is a system I'd like to see continued but in a more approachable and less restrictive form please: Minimum hours averaged over the 5-year period, not each year Removal of annual maximum claimable hours for each type of learning. Removal of informal/formal designations. I'm very supportive of requiring CPD in general – I think every CoC holder should be working on their professional development as part of their working career but I have some reservations about the details of the system in its current form. I know you are somewhat "locked in" to the current CPD framework but I can share some of my frustrations anyway. Please don't take it personally as I just want the system improved which will in turn improve its public reception (and uptake).	30-39	Yes	A Grade Quarry Manager	16/11/2016	Small	Palmerston North
I am aware of the amount of hours that I must complete every year and in total over the 5 years between renewals. I know that there are 4 categories to cover those hours required, but I am unaware of specifics beyond this. I have an office administrator that tells me how many hours I must do a year and advises which categories I need to attend courses in, to align with the requirements. She also fills out the logbook on my behalf. She has indicated that she finds the Worksafe logbook very frustrating. Specifically: It is not clear if you are to save or submit after entering	40-49	No	B Grade Quarry Manager	18/07/2016	Small	Otago

<p>records - she adds courses as I complete them not in one bulk process at year end so she wants to SAVE, but sometimes the SAVE button is not available???</p> <p>Sometimes she wants to CLEAR a record as she has entered in the incorrect category, but you cannot do this without deleting all the information you have just input. The site crashes often, losing all the work she has input so having to double handle as such.</p>					
<p>At great personal risk of drawing more attention to myself again from Worksafe, here are my views on your CPD. What is becoming apparent to me is that we as an industry are enabling an industry of parasites to run courses of little or no value to the average quarryman. The only value I see is negative, in the amount of money sucked out of us in course fees, accommodation, travel and lost production. There is a safety aspect to this as well, operating short staffed while people are tied up in courses, is hardly ideal. The quarry industry used to be a practical industry, you learnt on the job. There is an old saying "It's a sad day when you learn nothing". We as an industry seem to have been hijacked by academics, perhaps a quarryman who can physically do the job , unaided by computers, courses and box ticking is a thing of the past, or at very least becoming rare, or should I say obsolete. It is a shame really as practical people who can actually do the job are what I would have thought the industry needs, surely if you can actually do the job you are a better judge of what is safe and what is not. Two questions I have are: How can you accrue CPD when you haven't actually worked in or near a quarry recently or in fact in some cases ever? How is this right? If you are so Professional Development focused,</p>	50-59	No	Unknown		Gisborne

where is the recognition for the decades of professional development already done by older quarrymen? CPD must be relevant and pertinent to what COC holders are doing and must fit small players' needs and not just corporates. There needs to be less recycled rubbish, pie in the sky content or university level stuff. The mind numbing volumes of b.s. needs to go.						
The following feedback represents my observations and feedback as I travel the country talking with mine and quarry CoCs and business owners. I have also added the un-edited feedback that I have received since MinEx asked for feedback in response to the BOE request. I have not included verbal feedback. The extent of feedback suggests to me that a formal review/consultation is warranted and I request that the BOE consider such a review.			Not a CoC holder			Wellington
There are a couple of questions regarding the above that we would like addressed please to help each candidate for ensuring their development is recorded correctly on the current system used to maintain the qualifications already obtained. 1. CPD Logbook – currently cannot review evidence of training requirements previously entered in previous YEAR. Once your Logbook year has been closed off that is exactly what it does. There should be some system that allows the Certificate holder to review what has already been submitted in previous years. 2. When entering your record of learning, these need to be explained in a more simpler version so that any age group as well as an individual's capability of understanding comprehends what each area means. Eg: Formal: OSS – description should be underneath here of what this covers.	NA			Mixed	Large	Auckland

<p>My thoughts. We have 2 pieces of legislation that I believe are in conflict, the mentioned reg 120hours per 5years, and the gazetted 24hours per year. Would be great to see this 24hour notice amended into the regulations, as it once used to be, rather than as a separate gazette notice that not everyone reads. I understand the reasoning for annual requirements as a prompt to do training rather than leaving it all till the last minute. And as the quarry guys were alerting to, it is sometimes difficult to access training and timing in smaller NZ regional sites. And not all can afford the time-travel-cost to attended conferences. One note about affording training, I work predominantly in the coal mining sector, and with the economic cycles, there are years that we cannot afford training. Such as the latter with Solid Energy where we saw all training stop for 2years, and we all took paycuts to keep operations ticking over until they were sold off. I think the 5year 120hours is reasonable, the 24hours per year(16formal) as gazetted will see mine/quarry managers and SSE's that miss one year by 0.5hour will be a struggle and I think should be held in context with allowing makeup time in the 5year period.</p> <p>The last thing, I document CPD for 2 organisations, professional AusIMM, and NZ WorkSafe. The same training material, just 2 logbooks. I log training by calendar year ie 01Jan-31Dec, but for NZ WorkSafe they are by certificate date. I have 5 certificates, with 2 dates ie 4 x Jan and 1 x July. I log training as entered by date of training so that it is able to be audited. So I guess when it comes time to renew, this will be done in 2 separate processes ie Jan and July. I would like to see Calendar year used as the benchmark fr CPD recording</p>	Unkn own		On Behalf of B and A Grade Quarry	Mixed	100+	Auckland
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ie CAL2018 vs 26Jan2018 and 12JUL2018 as it currently is.						
My only issue is the closing of the online yearly CPD log book, and the choices for the informal and formal meetings etc. don't match the gazetted definitions. It looks like the BOE have put a ruler over a few things and called them informal where I would call them formal. Can talk more next week if there is still time to discuss.	40-49		A Grade Quarry Manager	5 Years	Medium	Waikato
I welcome the opportunity to have my say on CPD. I understand why CPD was thought to be needed, but I believe it's wrong and should only be applied to people who hold a quarry ticket, but not presently employed in a NZ quarry, and not up with the latest regulations. All of our staff who hold a current quarry ticket, are presently working 2,500 – 2,800 hrs a year. They are learning every day in their current employment. When regulations change, they are aware of them as notices are continually posted on notice boards alerting them to any changes. I would be happy, that if they have completed 2,000 hrs per year in a quarry, then this should keep them current with their ticket. We should recognise the work they do. CPD does not recognise this employment or take any of it into account. It most definitely should. I don't believe that CPD has made any of our employees a better quarry manager. What makes our quarry managers better is the experience they are gaining through every day events that occur in the course of their work. My opinion is that the only people gaining from CPD are the people and companies who are running courses and webinars for a large fee. It is particularly hard for some of our staff who are working in remote areas to have access to these	50-59		A Grade Quarry Manager	Life	Large	Christchurch

<p>courses, and we need to send in replacements in order for them to attend. I could accept though, to have the same as we do with our first aiders, where they do a refresher course every 2 years, I could accept that our Quarry Managers do a 8 hour/ 1 day, course every year to maintain their ticket. This 8 hour, one day, course could tackle new regulations along with best practices and Health & Safety. This would make it easy to record and provide evidence of. Another absolute farce, is the police report required. I can accept this requirement if using explosives, but wonder why this requirement is needed for an alluvial quarry. Also the fact that it is only valid for 3 months (should be valid for at least one year). We have had staff that has completed their police report, failed at their BOE interview, and had to re-apply for their police report when resitting their exam. In summary, I believe the CPD has been made too difficult and should be simplified. Doctors, Surgeons, Teachers, (and the list goes on) don't need to have CPD. I do struggle with the fact that we used to have life-time Quarry Tickets, and now the need for CPD or the ticket is cancelled after a period. Once you have passed the exam, you don't forget your learning. Our drivers on the road, where most of our injuries and fatalities occur, don't need to complete CPD. The Quarry industry is struggling to get new recruits, and I believe we are making this too hard to attract new entrants. Common sense and more importantly, experience should prevail. In summary, we need to recognise the hours that our ticket holders do in our quarries, and if they must attend a refresher course, do it as a one day course.</p>						
<p>How were we to find out about this CPD review the BoE</p>	<p>40-49</p>		<p>A Grade Quarry</p>	<p>10+</p>	<p>Medium</p>	<p>Dunedin</p>

are undertaking? I have spent ten minutes looking at their web pages on the Worksafe site and found nothing? If Minex did not highlight this to us we would have never known. I have some very strong views on this, basically to complex, to complicated, with a lot of time being spent on it, not only by CoC holders but the BoE also (money better spent with inspectors in the field), this is not making us safer and needs a some serious changes if we are to get any benefit from it at all. I would propose every Statutory Manager as notified to Worksafe should attend an annual one day course. BoE can include all and any topics that deem important, this then gets us away from courses/learnings being approved/accepted or declined by BoE. (they have basically Hi jacked our conference with things they accept or decline) I would not make it mandatory for all CoC holders, only those in positions of using their ticket as above. I could waffle on, but it is not working and the sooner it is changed the better for all concerned.			Manager			
I've been assisting someone who has just started recording their CPD having held their COC for many years. They don't have internet etc but we rang BOE and who sent out a hard copy journal. This person is behind the 8 ball but I'll keep working with them to get through it. And I think that one of the keys to this is people helping those who they know are struggling to get up to speed.	Unkn own		A Grade Opencast Coal Mine	10+ Years	50	Christchurch
Overall I like the system as I don't have to keep paper copies of anything and it is always available. It would be good to get sent the odd reminder email sent to update your CPD records online as I never remember when each year gets locked. Perhaps 2 reminders per year to	30-36	Yes	B Grade Quarry Manager	14/08/2017	Small	Wanaka

keep updated would be great to jog memories as it is something that is quite easy to put off and not get around too. I realise this isn't the Boards primary role but it would be easy to implement and help managers stay on top of the admin.						
Thank you for the opportunity to provide some feedback on CPD. I've been a supporter of CPD for many years and have been promoting it in NZ for a long time. Well before it was a requirement as I felt it would benefit the industry	40-49		A Grade Quarry Manager	10 Years	30	Southland
I have been involved in a number of Quarry Industry meetings over a period of years that have had discussions around Quarry Tickets, Unit Standards, Legal requirements and CPD since the Pike River catastrophe. When CPD was initially raised as a possible tool for Quarry Certificates of Competence the discussion was around people coming back into the NZ Industry after having being employed elsewhere, coming back from Australia or from elsewhere around the world. This was aimed at bringing these people up to speed with the then current NZ legislation and regulations given that they had not been continuously in the NZ Quarry Industry. At a later date CPD was then applied as a requirement across the board for most Quarry Ticket holders — this is where the problems started and have now become apparent. Currently there is not any recognition for people who spend 2000 to 3000 hours on the job every year and who are learning something each and every day — this should at least equate to half the required hours, certainly the informal hours required if not more. All Quarry Ticket holders working full time learn something every week and every month even if these learnings are not		No	Unknown		Large	Christchurch

<p>documented and put into some sort of category. The setup of CPD. With four separate formal CPD learning areas and then with highly restrictive numbers around allowable hours for various categories of learning that may or may not qualify for formal CPD the system is fraught with issues now and going forward. It is highly dependent on someone's opinion on whether an item qualifies for CPD in certain areas or the person in question may have already reached the total allowable hours for that supposed category. Current Quarry Ticket holders understanding. Many ticket holders do not fully understand the complicated system that governs CPD nor have they the time in their busy working lives to document and file the hours required let alone attend various events that may qualify for CPD depending on what they may have already achieved. Not being able to carry hours forward or back in years is a complete nonsense if they are spending all year within the Quarry Industry. The elephant in the room is the fast approaching renewal period for all the Quarry Tickets achieved 2 or 3 years ago that all have a 5 year expiry date. When all these renewals come due largely around the same time, MBIE and Worksafe will not have the capacity to go through all the required paperwork, make balanced and consistent decisions on what qualifies for CPD and what doesn't in a reasonable and fair manner. I believe that this will become a major issue given as of now we can't even get the Quarry Regulations agreed to and put in place. It is becoming apparent that every year there is a higher percentage of current Quarry Ticket holders that are not achieving their correct or allowable hours — this is being shown up in the Worksafe audits that are taking place. Unless</p>						
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<p>personally picked out by Worksafe for an audit I believe that current ticket holders do not have to put forward any CPD paperwork to Worksafe until such time as their 5 year ticket becomes due for renewal. That is when I believe that the system will fall apart and the Industry will be in grave danger of not being able to operate on a legal basis due to a major shortage of qualified Certificate of Competence Holders. This is on top of the uncertainty many years on from Pike River as to what will be required to achieve a revised Certificate of Competence in a couple of years' time when the new Quarry Regulations may or may not be in place. My recommendations Whilst I am in favour of continued training and upskilling in knowledge I believe, that Worksafe should scrap the current CPD system. If current ticket holders need updating on new regulations or other areas of learning then a one or two day course should be set up that will cover these requirements. Quarry Ticket holders could attend this course every year and if they stay full time in the Industry he or she should be entitled to have their ticket renewed every five years.</p>						
<p>The requirements are well advertised, but it has been difficult doing courses as they do not seem available so easily as in previous years. The initial drive for people to get COC's seems to have passed, so my personal feeling is that course providers are not giving same energy to requirements. Maybe this is because other companies can do CPD, but weren't able to do initial CoC instruction. It's got a bit fragmented and crowded, so I hear providers struggle to get class numbers. The online CPD recording had several glitches during year, but I found the staff at Worksafe more than helpful</p>	60-69	Yes	A Grade Quarry Manager	13/03/2017	Small	Wellsford

when I rang, so not a problem and in a lot of ways it was easier to actually easier to talk to someone						
<p>Otraco would like to commend the BoE on the training scheme described on the New Zealand Gazette #135 (10/12/2015) which provides a clear definition of training requirements for personnel performing key roles within the New Zealand mining industry. Although the New Zealand training scheme is well defined, it is important to highlight that there is no reference to the need for tyre related competencies. "A recent study prepared for the Minerals Council of Australia lead to the conclusion that, for rubber-tyred equipment, tyre related maintenance has a fatality risk in the order of 10 times higher than non-tyre maintenance work." It is highly recommended tyre management subjects be added to the list of topics for each competency requirement. The tyre management subject should, as a minimum requirement, cover critical risks and their associated controls, including rim management, TKPH and tyre selection. In Australia, Otraco' status as a Registered Training Organisation has allowed us to assist the key stakeholders (PricewaterhouseCoopers and Utilities, Engineering, Electrical and Automotive Training Council) to revise the units of competency for tyre related training content. This involves all tyre sizes, including off-the-road and their respective legislative requirements. We encourage the NZ Board of Examiners to consider the inclusion of rim and tyre management in the CPD program.</p>			Not A CoC holder			
<p>1. There should be no differentiation between formal and informal. The informal is easier for some bus managers to achieve and really at the end of the day training is training, as long as it</p>						

<p>meets the general criteria</p> <p>2. Hours for CPD should be the same for A and B Grades. The responsibilities are the same. Hours should be between 16 – 20 hours. Outside that it is either too easy to achieve (lower) or hard to achieve (higher) for busy managers This would be more in line with other august professional groups</p>						
<p>I have some strong views on the current version of CPD, basically to complex, to complicated, with a lot of time being spent on it, not only by CoC holders but the BoE also in administration (money better spent on inspectors in the field) this is not making us safer and needs some serious changes if we are going to get any benefits at all. If there is real tangible safety benefits to CPD then I am all in favour of additional learning. Finding activities to gain CPD hours is pre occupy most CoC holders that work at the 'coal face' and is a distraction from where the real risks are in their workplace. I would propose every statutory manager as notified by WorkSafe should attend an annual one day course. BoE can include all and any topics they deem important, this gets us away from courses/learnings being formal/informal approved/accepted or declined by BoE. I would make it mandatory for all CoC holders only those in positions of using their ticket as above</p>	50-59		<p>A Grade Quarry Manager</p> <p>B grade Quarry Manager</p>	<p>7/10/201</p> <p>5</p> <p>?</p>	Large	Dunedin
<p>Good Day, Before I give feedback, I would like to make a broad statement. Having a CoC is like having a driving licence. It allows you to drive a vehicle, or operate a quarry/mine. Once you have it, you can have as much theoretical input (CPD) as can be legislated, it will not make you a better driver. You actually need policing. There is a need to catch the guys that don't follow the</p>		No	A Grade Quarry Manager	19/05/2016	Medium	Ashhurst

<p>rules and drive dangerously. That's why we have Police doing traffic enforcement, right! This is totally the same with CoC and CPD. There would be more value if we had an active inspectorate ("Police force") that made sure that the CoC holders actually implemented what they signed up for. The normal response is its too expensive to police. Well if that the case, then why have it. Implement a levy again like we used to have in MIG days, when incidentally, the fatalities were at its lowest ever. It could be a flat rate per operation, plus a sliding scale per m3 over a certain volume/tonne per annum. With a CPD system, the CoC holders will have different development requirements depending on their working environment/ quarry/mine that they manage and what safety systems are in place. I have serious reservations about the CPD system as it stands, and I suspect having said this, the rest of what I write will be binned, because criticism of anything official is not received well.</p>						
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Inspector Feedback

Some people worried they will not meet requirement and loose there COC as get to five years and then find out they missed out.

Conference 4 hrs not adequate as 2-3 days of papers, but if attend workshops no proof that went to this as separate from Attendee list.

From my point of view be good if employer could verify if went to workshop or conference from approval or statements., or from a person who saw me at the conference or workshop

Do you understand the CPD requirements?

A few people don't understand that you need minimum hours in all four competencies but overall I have observed that most people understand the hours they need each year.

How do you find completing the CPD requirements?

A lot of people in smaller regions struggle to complete the hours required. We have had feedback that people have not got enough hours in the first year and are concerned that they can't catch up hours from the year before and can only carry hours over to the next year. They would like to be able to carry back not just carry forward. They also want more CPD opportunities in smaller regions so they don't have to travel large distances and shut down operations for an extended period of time. More information on claiming informal hours would be beneficial.

How easy do you find it to record your CPD and provide evidence?

A few people think that they have to use the website and they are not very computer savvy. We are letting them know that they can hold the physical information and use that instead of recording it online. A bit more information around recording informal hours and providing the right information for this would be beneficial.

Common complaints:-

- Not enough available courses for CPD, especially technical competencies (e.g. Ventilation) or courses are too far away and take too much time to attend (i.e. take away from work time).
- Takes too much time and money
- Requirements are too complicated (i.e. the four competency areas plus all the minimum hours required for each year and then for each competency).

- Confusion about how to deal with logging CPD for those who hold more than 1 CoC (i.e. which dates to use for anniversaries)

That has really only been the issue that people have raised with me, the difficulty of logging on. And not being sure of what to record the learning under i.e. leadership, emergency management. I know this seems obvious to us but for some they are just not sure.

Specialist feedback

Are you meeting the requirements?	How easy has it been to meet the requirements?	Are there issues with meeting the requirements? What are they?	Are these specialist requirements important for maintaining your knowledge?	Additional feedback
<p>Currently I am doing far more hrs than I need to in order to cover all the strands required.</p>	<p>Not the easiest as above with providers finding it difficult to get numbers for specialist COC courses. We tend to be too few and too far apart.</p>	<p>Yes, finding suitable courses that challenge are available and you get good learnings from.</p>	<p>One big issue I have is many of the courses have really poor material and tutors that don't know the material they are teaching. I think it would be useful for some if not all of the BOE members to try some of these courses for themselves and get a real understanding of the issues. Most courses I attend the students find themselves asking each other what does that question mean? Or this is a repeat of a question we have already done . How did you answer this? As the questions can be difficult to understand. What's this got to do with this course? Unfortunately the system of a feedback form at the end of the course handed out by the tutor and then collected back in by the tutor puts students in a bad position to answer honestly. Mito or the provider in my view should be contacting trainee's after the</p>	

			<p>course has been marked and fully completed/ reported before seeking feedback and they may actually get honest and useful feedback. I know this is an issue for Mito/ Providers to sort but I firmly believe the BOE needs to address this as if they don't it will never get sorted. New legislation, guidelines, best practice etc are constantly changing and CPD requirements will help ensure CoC holders keep up to date with these.</p>	
<p>On a 5 year plan, yes, on a year to year basis maybe some shortfalls</p>	<p>Some years not a lot happens, i.e. no training, courses, meetings etc to add to "formal" hours. As an example my last 12 month in Australia has just been day to day work and I'm sure this happens with a lot of people.</p>	<p>There is good support out there from WSNZ, MINEX, MRS for various workshops etc that support CPD. Having these dates fit with peoples schedules/ travel is not always possible and thus are lost opportunities for CoC holders</p>	<p>Yes I believe there are some, but if you can meet the current requirements set out, you should cover 80% of these. Some will be site specific which is very hard to build into a generic CPD process. The issues tend to be the same, it is the complexity that can be very different which can come with mine size, location or processes involved</p>	<p>I think there could be improvements to the way the 'on-line CPD log book' is populated. It tends to be a bit 'clunky' with needing to save each topic, then go back to the summary to ensure everything is logged. I think some examples in drop down boxes are incorrect and could be improved to help some CoC holders.</p>

				<p>Are CoC holders required to add any new CoC's they gain or should this be done by BOE?</p> <p>Having an indication as to if you have met the minimum requirements for your highest CoC at any point in time would be a great help to know where you have to focus some CPD during the remaining timeframes</p>
Yes most definitely	For me personally easy, as I work in operations and have plenty of opportunity to attend training, In my new role at Pike River it's an area I strongly believe in and are ensuring our employees meet their requirements as well as extra training to upskill and allow for succession planning.	No	Most definitely it's important to upskill and refresh in technical and specialist areas as technology keeps advancing	
				In answer to your questions regarding keeping my COC

				<p>current, I will not be continuing with keeping up the Unit Standard requirements due to the Government closing down the industry in New Zealand. It is a waste of time and cost to pursue a career in underground mining when all have closed. The current Government structure is looking at closing down all mining and it's like flogging a dead horse. Time to move on, Cheers Mike McGrath</p>
<p>Yes, although I need to make a special effort in keeping the logbook up to date. Currently I have 2 logbooks (NZ and NSW) which are slightly different with regards to the requirements.</p>	<p>Meeting the requirements has not been too difficult.</p>	<p>No major issues</p>	<p>I find that working in the industry as a mine manager, that we were maintaining our knowledge and skills anyway, and now it has just been formalised. Yes, it is important to maintain and build on skills and knowledge.</p>	

All feedback together

Do you understand the CPD requirements?

Yes, notices and communications, info packs were informative.

How do you find completing the CPD requirements?

Not too bad. Work for a company that provides opportunities. Plus are able to sort it out easy on what I need to do.

How easy do you find it to record your CPD and provide evidence?

Was a bit unsure of the online log book as people had commented it was a bit hard and long winded. Once did the first few found it very easy (did about 18 months in a weekend). All routine now – scan in the evidence, file and then upload within a couple days of doing the CPD. Additional specific CPD requirements i.e. for Ventilation Officer could have a drop down line so it can be categorised and more visible.

Do you understand the CPD requirements?

Yes I have read the information including subjects and understand the time frame. Although the guideline gives reasonable information it would appear the WorkSafe interpretation differs from what I and other industry members understand it to be

How do I find completing the CPD requirements?

We find it difficult as it appears that the interpretation is that unless you been to course it does not count as CPD. It is extremely difficult to get staff that work at remote sites together to complete courses run by providers which require minimum numbers. These are often cancelled. By taking one staff member off the site this means the operation has to stop or another person found to take their role. The CPD hours for the quarry conference are unrealistic, this is professionally run conference with world class papers and should be recognised as such

How easy do you find it to record your CPD and provide evidence?

The WorkSafe site does not allow you to go back and add or correct any information. There has been difficulty on getting access to the site but this started to improve. The evidence supplied has been rejected on the basis it is deemed non-compliant. This is related to the interpretation of formal CPD I do not believe there is any benefit or relevance in having or recording informal CPD.

Do you understand the CPD requirements? Good

How do you find completing the CPD requirements? Difficult as never sure if enough hours or will it be rejected.

How easy do you find it to record your CPD and provide evidence?

Very difficult, often go to course and I forget or they don't supply list of attendees. If forget then almost impossible to get people to go back and find attendance

Do you understand the CPD requirements?

Yes it is very clear to understand

How do you find completing the CPD requirements?

Very easy on the WorkSafe CPD site, but I don't see the need for informal requirements as we do most of that on a day to day basis in our ordinary day?

How easy do you find it to record your CPD and provide evidence?

Sometimes the evidence is not always available to provide, but apart from that very easy.

Do you understand the CPD requirements?

Yes I understand the requirements but have had challenges explaining them to others. I think that splitting into the four categories is wrong as in the Oral questions we are evaluating all four at the same time. Simpler for everyone just to have one set of hours to achieve as the number of courses are restricted.

How do you find completing the CPD requirements?

Completing: to get the "special hours" for a first class Coal Mine Manager is difficult to be achieved as there is simply not the learning available to undertake in New Zealand and if one is arranged a major travel commitment to get there for a 1 or 2 hour talk. Not sure how to resolve but likely easier to just reduce target to hours as above.

How easy do you find it to record your CPD and provide evidence?

Record: would be easier if you could load a photo of evidence to the claimed hours. Again the complexity of the four areas is not needed.

At our company we are well aware the quarry industry needed to lift its game on safety. A number of things have been put in place since Pike River that have worked toward this better performance by the industry. Changes to the requirements for quarry managers is one of the legs to overall improvement.

Do you understand CPD requirements?

This is a topic discussed at length regularly by the 15 COC holders in our company and also the greater quarry / mining industry. If the time discussing the requirements and how to complete them qualified for CPD we would have no trouble completing the hours. I have a bound copy of 'Continuing Professional Development guidelines for Extractives' on my desk to help with these ongoing discussions. There is also conflicting interpretations of what is, what isn't, is it formal or is it informal coming out of the office administering CPD. Most are now just doing their own thing and hoping in 5 years its ok. Not a great way to manage a career.

How do you find completing CPD requirements?

As above. Most people seem to have plenty of hours, if they qualify who knows, and then there's the streams, it's not straight forward. We have decided as a company it is best to get someone in to run a course as a group so we can tick the box. This is a cost to the company and has limited value as we hear the same thing each year.

How easy do you find it is to record CPD and provide evidence?

At the moment we are doing what we think is right. I'm nervous.

Notes

- This is people's career's we are dealing with.
- Generally I think people think the idea of CPD is ok
- Not being able to go back and catch up hours will see major issues in the near future
- If you do a year's work in the industry you get 2,000+ informal hours
- The competencies are an issue
- We are getting to know the system but it needs to be more flexible

Do you understand CPD requirements?

I understand the CPD requirement, even though 2 pieces of legislation contradict each other, I get the purpose of the gazette annualised version.

How do you find completing CPD requirements?

Completing CPD requirements annual for is ok, some years are tougher than others to meet formal requirements given the state of the mining industry – downturns cut training budgets.

How easy do you find it is to record CPD and provide evidence?

CPD record keeping. My personal record keeping is great, form from WorkSafe into excel and managed on a CALENDAR year basis, for both WORKSAFE and AUSIMM professional institute. Record keeping with the ONLINE system is a nightmare, not only do I have certificates that expire on different dates, Jan and Jul, I prefer to keep year 1,2, etc as CALENDAR year basis ie Year3 is 2018 (01Jan-31dec2018). With the provision that we carry over for one year basis. And trying to find the ONLINE login, takes about 10minutes each time as is located deep in the extractive board members area. Why there is no LOGIN portal at the top of the WorkSafe area like other government Depts, is just lazy. One more thing, when it comes time for renewal. Why I you put everyone in the renewal year through a 6hour (half day) refresher course – mandatory that will tidy up CPD hours etc. Just like what I do in Australia where the GENERIC INDUCTION-STANDARD11 is mandatory to work in coalmining industry every 5 years. And they cover HSMS, first aid, site rules (this will be traffic management plan), PHMPS and PCP,s multi-questionnaire. I believe the formal CPD hours you should attain a certificate (like first aid), not the attend a 1.5hour social gathering at night time in the main city's, for example, I have not seen a social gathering in Huntly in the last 3 years, the hub of the north island mining industry, 6pm straight after work. Quarry guys, similar, local regions. And it should be run with the mines/quarries inspectors like when we sat our A grade certs in the 1990's ie update HSMS news. Minex reports read out for the last month.

At J Swap Contractors, we have 11 A Grades, 3 B Grades, and 4 in training. Of the 14 COC holders, 6 are over 55. It is my responsibility to ensure they all receive sufficient training. The simplest way is to organise enough Appendix 1 training to cover the Formal requirement and follow each one up for total hours.

Last year we engaged the expat kiwis who provided the Emergency Management training for IQA/IOQ. We extended this training by splitting the theory component into two morning sessions, with site visits in the afternoons, to different quarries, where the guys were challenged with scenarios and audits. Before certificates were issued, we were challenged over qualifying for Appendix 1, with regard to “learning outcomes” and “assessment activities”. We took the course which otherwise qualifies for 1 day (? Hrs), and added in practical time, for a total of 12 hrs over 2 days. The feed back from all of our guys, both young and old, was that the field challenges set by the trainers was the most worthwhile, putting the theory into practice, in their own environment. This year, we paid for all A Grades to attend conference, as we didn't face the cost of travel and accommodation as will the case when conference isn't “local”.

Do you understand the CPD requirements ?

I believe that I understand the complexity within the requirements, but I'm sure most of the COC holders within J Swap are confused, as are many others I meet around the country. First they struggle with the difference between Formal and Informal. Practically, seminar/workshops, Appendix 1, conference,

and tertiary training are the only Types of Learning that apply to most quarry managers out of the extensive list. Of these, IOQ evenings as seminar/workshops are the most common avenue for hours for many of the quarry managers I know, particularly outside of J Swap. The other Types of Learning in Formal (writing and presenting papers) will be a struggle for the majority.

With some assistance, J Swap guys understand what qualifies for Informal training, but the bite that many don't grasp, at least initially, is the yearly limits on each Type of Learning.

In monitoring the J Swap COC holders, I have made up a spreadsheet, which divides their hours into the Types of Learning, and then compares each years subtotals with the Claimable Hours limits. This is where most guys realise that they can't claim as many hours as they thought.

I have some old guys who don't get their head around all the requirements, who now rely on the internal Appendix 1 training J Swap do, then I have to "pull teeth" to identify Informal training that they have done, but don't realise. In the first year, some of our COC holders claimed Toolbox meetings as In-house training and Delivering In-house training, as running a Toolbox properly, rather than superficially, was a learning curve for them. We have found other ways to claim In-Formal now, or just ensure there is sufficient Appendix 1.

Many fail to comprehend the required balancing of the Competencies, and again our spreadsheet helps identify areas needing more training. I won't be surprised many others will not realise how unbalanced their hours are at the first 5 year review. We understand the intention of this requirement, but wonder about the benefit vs effort.

We believe the Types of Learning could be radically simplified, and question the value of In-formal for the effort. We believe the Claimable Hours limits for different Types of Learning creates more bureaucratic waste of effort than its worth, and many will be surprised by this aspect when they get audited.

We advocate less hours, but high quality learning, which comes back to Appendix 1 or Tertiary study, ignoring all the other permutations.

How do you find completing the CPD requirements?

I guess this is answered in part above, but in short, a hassle. We reiterate that if we have to do CPD, that it be high quality training, and hours limited to a day (6-8 hrs) or 2 half days. The hassle is in accumulating the 12 or 24 hrs, or rather the 4 or 8 In-formal hours.

There is an argument that engaged quarry managers don't need CPD, that it should be aimed at those not currently involved in the industry who want to keep up to date. Personally, as I'm involved in Industry meetings, from AQA board, Minex board, Training advisory group, on examination Panels, and various other excuses, I can accumulate all the hours I need, even with the 6 hr limit for each group. Essentially as COC holder, engaged in industry affairs, I easily find qualifying hours, without having to pay for training courses. Any engaged quarry managers will be learning to keep up with the constant change. How do you identify the unengaged manager? What does the unengaged manager need to know? There is room for some prescribed learning, as was the case in the 2013 "update" training. To compare, Plumbers need to attend training each year, with the content defined by their Certifying Board each year, and Electricians need to complete two e-learning modules set by their Board to "refresh your knowledge" before a competency assessment every 2 years. The point is the learning is defined by the Board.

The worst aspect is the prescriptive hours per year, which supposedly can't be "caught up" if you fall short in any one year. It is obvious many will leave it all to the last year without some yearly prescription. A suggestion made by others is to prescribe at least half of the current yearly requirement for each year, allowing some flexibility to accumulate the required hours over 5 years. The engaged COC holders will likely accumulate and carry over, vs the lessor

engaged who will forever be in "catch up" mode.

How easy do you find it to record your CPD and provide evidence?

I prefer the paper record, and discourage the web system as 3 of our 14 COC holders are computer illiterate (they don't own one nor use one at work). Those younger holders that have used the web system complain to me about it being clunky to use.

Again, if we had a simpler system, of high quality Appendix 1 and/or Tertiary training, the recording could also be simplified. We hate to think about the amount of effort that will be required in auditing the current Types of Learning vs Claimable Hours, and balancing the Competencies.

Key Learnings is a well-intentioned column, but as you read into the sometimes amusing comments of others, it very quickly becomes obvious that there wasn't much to learn. Sometimes this is unfortunate, as many struggle to access CPD, so rely on anything local and really don't learn much for their effort to attend, in probably what should be family time.

Providing evidence of Formal training by the use of Certificates of Attendance is especially easy. I wonder how easy it is to audit full or partial attendance at conference, as it is easy to scan your way into each session. For industry meetings, I generally provide the Agenda, which I assume will be acceptable.

I organise and document the CPD for five CoC holders, including using Springboard, so have a fairly good grasp of what is needed vs the difficulties faced by the guys. Hope that is okay.

Do you understand the CPD requirements?

Yes, but most of the team (and their bosses) don't. This could be because they are having a hard time understanding the CPD from the language (competencies, formal vs informal etc) to the meaning of the competencies and which PD goes in which section. There has been really good information from you on this, but because it's not part of the day to day stuff and only used occasionally, that info is filed away somewhere deep in the man cave.

How do you find completing the CPD requirements?

Very easy. This is mainly because we have a person (me) who organises and records CPD plus we have cover for the guys needing to take study/CPD leave. I can see those with one or two guys on site and who need to do 24 hours of CPD (formal and informal) would find it a little more difficult as they spend most of their time on the job. I know that other commitments/meetings/experiences also count as informal CPD, but the reality is that many of these guys aren't involved in anything else so have to use the time at work to get the hours. Without the QuarryNZ conference and free seminars from WorkSafe and MinEx, many B-graders would also struggle to consistently get their hours. As more courses come online, it would be easy for people to start to short-change the system and just enrol in the same courses year after year without actually developing their knowledge.

How easy do you find it to record your CPD and provide evidence?

As someone used to dealing with admin stuff, Springboard is a little clunky but a million times better than handwriting log books.

On that, can we PLEASE have the ability to do the following year's logbook as well as the current one? That would be a real help so we're not clogging files with CPD we are allocating to the next year but can't enter until the rollover, thank you... moving on.... 😊

The guys hate it, both the recording and Springboard (sorry).

Evidencing is really difficult. Most of the time we don't get certificates and courses/subscriptions that are booked online don't usually come with a receipt. At the moment we're just keeping emails and hoping they will suffice as evidence. IoQ say that if we need evidence of attendance to direct the BoE to them and they will provide it but I don't know whether that has ever been tested...

Keeping track of the hours and competencies so everything is ticked off over the five years can be an art form and definitely takes a certain level of organisation/system development (thank you excel).

On a good note, the CPD which has been completed is helping to create better managers who are also better informed, so it's certainly worth pursuing. Keeping it compulsory is also the only way it will get done because the managers have to make the effort and the bosses have to give them the time to do it.

Thanks for asking for feedback on the CPD system. I'm very supportive of requiring CPD in general – I think every CoC holder should be working on their professional development as part of their working career but I have some reservations about the details of the system in its current form. I know you are somewhat "locked in" to the current CPD framework but I can share some of my frustrations anyway. Please don't take it personally as I just want the system improved which will in turn improve its public reception (and uptake).

Do you understand the CPD requirements?

Yes. The CPD Guidelines for Extractives are explicit.

How do you find completing the CPD requirements?

Very difficult.

Annual Restrictions

I find it difficult to complete my hours mainly because of the restrictions on claimable hours. For example, I attend about:

- 4-5 days of oral exam panels each year
- 4 AQA board meetings
- local IOQ meetings where I am the secretary
- 2 MITO industry council meetings, representing extractives
- 3-4 AQA technical committee meetings
- 4 National Pavements Technical Group meetings

but can only claim for 1 day (6h) for each of these activities which is about 36h, when I do at least 80-100h towards these groups.

Other Restrictions

It is also difficult to complete because I need to ensure:

- I'm covering off enough of each of the 4 competencies to make sure I don't get caught out.
- My informal learning doesn't exceed 8h per year

Annual Minimums vs Average Over the Period

I think the system of allowing to carry forward 1 year and only once in the 5 year period is incredibly restrictive. The requirement for minimum CPD hours each year is also incredibly restrictive. I think to encourage more CPD uptake and acceptance, the total hours should be averaged over the 5 years. I.e. minimum 120h per 5 years, not a minimum of 24h per year. This is the standard accepted by other professional bodies e.g. AusIMM, IPENZ, Vet Council of NZ and NZ Dental Council. I note the Medical Council of NZ requires a minimum per year, not averaged over a renewal period but this is the only professional body I know of that requires a minimum per year rather than averaged over the renewal period.

Generally I find it easier to meet the average 50h per year required by AusIMM for chartered professionals than the minimum 24h per year required by WorkSafe.

Formal vs Informal and Annual Maximums

I would also argue against the 2/3 : 1/3 formal : informal balance required. For example, I would find it much more worthwhile to visit a mate's quarry "field trip" and look at his HSMS, pit layout, bench management and traffic management than attend a seminar about prestart checks. The seminar is formal and doesn't have an annual cap yet the field trip is capped and informal. This is something that needs to be addressed.

I am also conscious of most quarry managers who are unable to "get away" from the quarry for the day like I do to attend formal CPD. I think the focus of CPD should be what is learned and how much learning is completed rather than the semantics between formal and informal. So-called "informal" training in the workplace such as mentoring, high-level risk assessments, PHMPs and incident investigations might be the most accessible and only thing available to many managers and I would strongly argue these types of learning should be recognised for the professional development they provide. They too should

be uncapped.

Another one of the things I would like to see changed is the annual cap when studying towards tertiary qualifications. This is out of step with the uncapped “formal training courses” and I note most people would record their diploma, degree or national certificate as a formal training course instead of tertiary qualifications to avoid this pitfall.

How easy do you find it to record your CPD and provide evidence?

Reasonably difficult.

This is the technical part as I need to view all the possible options and then restrictions on each category to ensure I don’t exceed my annual allowance for each group. What honestly ends up happening, is I just record everything I do and categorise it as best as I can and I figure when I get audited, it can get slashed down to the bare bones allowances. I have recorded about 100h over the last 18 months, none of which is made up.

I use the IOQ online recording system which is generally good with its drop down menus. I found the WorkSafe system hard to access at the start and restrictive in terms of timing of inputs (e.g. closing off the previous year) so I haven’t used it for a long time.

Evidence is OK, I wouldn’t say it’s really easy to provide. If an audit was imminent I would be scrambling for as much as possible. A lot of seminars, workshops and meetings I could provide evidence by receipts, bank statements or flight records if really required but I don’t have certificates of attendance for most things.

Summary

Thank you for asking for and considering my feedback. This is a system I’d like to see continued but in a more approachable and less restrictive form please:

- Minimum hours averaged over the 5-year period, not each year
- Removal of annual maximum claimable hours for each type of learning
- Removal of informal/formal designations

I am happy to be contacted for any further comments or clarifications.

Do you understand the CPD requirements?

Yes

How do you find completing the CPD requirements?

At first it was difficult sourcing appropriate course material to satisfy CPD requirements, but as more and more providers are supplying suitable course material it is not too bad

How easy do you find it to record your CPD and provide evidence?

Not bad

Do you understand the CPD requirements?

No

How do you find completing the CPD requirements?

I don't know, see question #1.

At great personal risk of drawing more attention to myself again from Worksafe, here are my views on your CPD. What is becoming apparent to me is that we as an industry are enabling an industry of parasites to run courses of little or no value to the average quarryman. The only value I see is negative, in the amount of money sucked out of us in course fees, accommodation, travel and lost production. There is a safety aspect to this as well, operating short staffed while people are tied up in courses, is hardly ideal. The quarry industry used to be a practical industry, you learnt on the job. There is an old saying "It's a sad day when you learn nothing". We as an industry seem to have been hijacked by academics, perhaps a quarryman who can physically do the job, unaided by computers, courses and box ticking is a thing of the past, or at very least becoming rare, or should I say obsolete. It is a shame really as practical people who can actually do the job are what I would have thought the industry needs, surely if you can actually do the job you are a better judge of what is safe and what is not. Two questions I have are: How can you accrue CPD when you haven't actually worked in or near a quarry recently or in fact in some cases ever? How is this right? If you are so Professional Development focused, where is the recognition for the decades of professional development already done by older quarrymen? CPD must be relevant and pertinent to what COC holders are doing and must fit small players' needs and not just corporates. There needs to be less recycled rubbish, pie in the sky content or university level stuff. The mind numbing volumes of b.s. needs to go.

How easy do you find it to record your CPD and provide evidence?

I understand the requirements, but the average small quarry operator has little understanding of what is required. I believe the process is too rigid and

prescriptive to the point where many small operators are just not doing CPD. Some have said to me they will take their chances at the end of 5 years and if necessary sit another oral exam.

How do you find completing the CPD requirements?

I have travelled extensively talking to small and large mine and quarry operators. Specialist Cocs (Superintendents, Ventilation officers etc.) and small CoC holders in remote parts of the country really struggle to get their CPD. Most of these operators do not attend Conferences or are members of industry or professional associations and therefore really struggle to complete the hours.

How easy do you find it to record your CPD and provide evidence?

While there are some challenges getting people to accurately record their CPD, the majority of people I speak to do have records albeit that they may not be complete or to the BOE requirements.

Do you understand the CPD requirements?

Yes

How do you find completing the CPD requirements?

Difficult. I use the WorkSafe online tool and am constantly frustrated that there is no way of choosing what I consider to be formal under the appropriate drop down headings. The gazette notice clearly states what I can and can't claim as formal CPD but the drop down boxes do not align with this. Also, the limitation of hours set out in the gazette notice are too onerous. Restricting claimable hours to 6 hrs a year for formal industry representative meetings and limiting the conference hours to 4 hrs reduces the attraction to take part in these events. I would have thought the WorkSafe/BOE would know that these industry bodies and their associated conferences and meetings is where the idea of the current state of knowledge gets debated and formed.

How easy do you find it to record your CPD and provide evidence?

Difficult. Having to restrict the amount of CPD hours per event, increases the recording requirements for different exercises (I can't choose the correct category either - see above). Also, closing off each year on the WorkSafe online system is no help. There is also no requirement for WorkSafe/ BOE to have yearly restrictions on the on line log books. This makes things difficult if you are not up to date and miss the cut off.

I am yet to find out whether my evidence will stand up to scrutiny. Again, the gazette notice should be the guiding document for this not an interpretation of the intent. If I can show I was present and have a learning outcome that reflects the session attended I think it would be very hard for the BOE to knock back those hours. Being able to produce realistic proof of meeting attendance after 5 years will also be difficult.

Do you understand the CPD requirements?

Yes these are relatively straight forward. I do keep a copy of the CPD guideline in my drawer to refer to. Something I seem to do fairly often

How do you find completing the CPD requirements?

Some of the CPD requirements, Emergency Management & Leadership, can be very hard to complete. The opportunities for this type of learning are limited and often clash with other commitments for me. I do feel the IOQ need to step up and help provide more of this
I find it bizarre that we've developed a barter system for claimable hours. Essentially for me if you've done 6 hours of training, 7hrs less breaks say, then its six hours and not 4 or 5. Seems to be an issue with workshops and conferences

How easy do you find it to record your CPD and provide evidence?

I find the online system with Worksafe really easy to use and access. I've stopped recording my CPD with the IOQ, and keep everything electronically. They've done a great job on this. My only gripe is you can't view your previous years CPD records, which makes it very difficult when trying to track where you are at with your 5 year totals
Finally and probably most importantly for me is the frustration that can arise in providing evidence for formal learning. In many situations this can be quite absurd. For instance if you are being trained by a Komatsu trained employee/ trainer using official Komatsu presentations and training resources, you can't claim formal if you don't have an assessment. Then the same guys gets given a 30min stint at an industry event, where he can only squeeze in some sales promotional material, and this is formal?? For me the real quality learning in in the first instance. I've also been to an event where high quality material on the new Health & Safety at Work Act was presented and couldn't claim it because I was the only guy in the room that needed an assessment for CPD and it wasn't offered. In these instances I believe the onus should go back to the COC holder to provide suitable key learnings in the CPD record to claim it as Formal. The current situation often deprives the COC holder of great "free" formal learning opportunities. I strongly believe COC holders shouldn't have to pay for all formal CPD hours particularly as many suppliers have access to better training resources and will share them for free

Thank you for the opportunity to provide some feedback on CPD. I've been a supporter of CPD for many years and have been promoting it in NZ for a long time. Well before it was a requirement as I felt it would benefit the industry.

I have also included another feedback as No 3.

Do you understand the CPD requirements?

I sort of understand my CPD requirements struggle in working out formal and informal

How do you find completing the CPD requirements?

I do a lot of H/S stuff so far haven't been too bad achieving the CPD but it all depends if work safe accept the stuff not related to quarrying as such but the transport industry that I'm owned by

How easy do you find it to record your CPD and provide evidence?

I tend to write everything in my diary then transfer it to work safe web page when I get a reminder

I think we need some sort of training weather this format is the way to go I'm not convinced I'm guessing when managers fall behind we'll work it out its hard to get all your staff though the CPD when there is a few on site

There are a couple of questions regarding the above that we would like addressed please to help each candidate for ensuring their development is recorded correctly on the current system used to maintain the qualifications already obtained.

CPD Logbook – *currently cannot review evidence of training requirements previously entered in previous YEAR. Once your Logbook year has been closed off that is exactly what it does.*

There should be some system that allows the Certificate holder to review what has already been submitted in previous years.

When entering your record of learning, these need to be explained in a more simpler version so that any age group as well as an individual's capability of understanding comprehends what each area means.

Do you understand the CPD requirements?

Understand the requirements – but don't agree with the high level asked for (24 hours for A Grade). This amount is far higher than many other professionals have to complete (ie nurses and other medical professionals)

How do you find completing the CPD requirements?

Feel that as a group in the industry we are forced to "create" courses and workshops just to "tick the box". Maybe a better way for them to have CPD is for

the Board of Examiners to run compulsory workshops if and when there are changes in the industry or legislation. Also now that we are a couple of years down the track we are running out of “subjects and topics” to do this training on.

How easy do you find it to record your CPD and provide evidence?

This has become yet another administrative task to perform and follow up on, to make sure that course providers and meeting holders supply the required evidence.

My only issue is the closing of the online yearly CPD log book, and the choices for the informal and formal meetings etc. don't match the gazetted definitions. It looks like the BOE have put a ruler over a few things and called them informal where I would call them formal.

Do you understand the CPD requirements?

Yes I understand the requirements.

How do you find completing the CPD requirements?

I have gone out of my way to gain CPD, so am able to achieve it

How easy do you find it to record your CPD and provide evidence?

I have found the website cumbersome to use;

- When I have completed a course that covers multiple sections this data has had to be entered in each section
- Having all of the different sections to select from also makes it harder to use and requires lots of moving around the website
- My suggestion is that there is one page where the CPD hours for each course can be entered, thus making it easier to use. A format like below could be used (see table on bottom of page)

I welcome the opportunity to have my say on CPD. I understand why CPD was thought to be needed, but I believe it's wrong and should only be applied to people who hold a quarry ticket, but not presently employed in a NZ quarry, and not up with the latest regulations. All of our staff, who holds a current quarry ticket, is presently working 2,500 – 2,800 hrs a year. They are learning every day in their current employment. When regulations change, they are aware of them as notices are continually posted on notice boards alerting them to any changes. I would be happy, that if they have completed 2,000 hrs per year in a quarry, then this should keep them current with their ticket. We should recognise the work they do. CPD does not recognise this employment or take any of it into account. It most definitely should.

I don't believe that CPD has made any of our employees a better quarry manager. What makes our quarry managers better is the experience they are

gaining through every day events that occur in the course of their work. My opinion is that the only people gaining from CPD are the people and companies who are running courses and webinars for a large fee. It is particularly hard for some of our staff who is working in remote areas to have access to these courses, and we need to send in replacements in order for them to attend.

I could accept though, to have the same as we do with our first aiders, where they do a refresher course every 2 years, I could accept that our Quarry Managers do an 8 hour/ 1 day, course every year to maintain their ticket. This 8 hour, one day, course could tackle new regulations along with best practices and Health & Safety. This would make it easy to record and provide evidence of.

Another absolute farce is the police report required. I can accept this requirement if using explosives, but wonder why this requirement is needed for an alluvial quarry. Also the fact that it is only valid for 3 months (should be valid for at least one year). We have had staff that has completed their police report, failed at their BOE interview, and had to re-apply for their police report when resitting their exam.

In summary, I believe the CPD has been made too difficult and should be simplified. Doctors, Surgeons, Teachers, (and the list goes on) don't need to have CPD. I do struggle with the fact that we used to have life-time Quarry Tickets, and now the need for CPD or the ticket is cancelled after a period. Once you have passed the exam, you don't forget your learning. Our drivers on the road, where most of our injuries and fatalities occur, don't need to complete CPD.

The Quarry industry is struggling to get new recruits, and I believe we are making this too hard to attract new entrants. Common sense and more importantly, experience should prevail.

Now, in answer to your 3 questions;

Do you understand the CPD requirements?

Yes I do, and think it is over the top. Working anything over 2,000 hrs a year in a quarry should be enough.

How do you find completing the CPD requirements?

Very hard to get the formal hours. I have a lot of our staff wanting to attend the AQA / IOQ Quarry Conference to increase their formal hours. This is not practical, and in fact if every quarry ticket holder wanted to attend, we wouldn't have a big enough venue, and the quarries would not be able to function during this time.

How easy do you find it to record your CPD and provide evidence?

This is extremely difficult for most of our staff, and we have had to get our office staff to keep their records.

In summary, we need to recognise the hours that our ticket holders do in our quarries, and if they must attend a refresher course, do it as a one day course.

To answer some of the questions outlined personally I have found question 1 & 2 fine

The biggest issue and hardest thing to provide is evidence of such learning from some providers

Recording is great and on line for this is terrific, however proof of such sometimes is hard, also as I provide informal leadership to staff every morning I feel this would be milking the system and recording of such does not happen for me and not valid of such input so hard to sometimes distinguish between clarity of reporting or not
Overall the Industry has and is better at providing CPD hours but Emergency Management is still an area lacking in gaining those CPD hours
I think a more regular update on CPD hours as to correct data input into CPD logbook from BOE would be helpful as well as to how you are going would be great

How were we to find out about this CPD review the BoE are undertaking. I have spent ten minutes looking at their web pages on the Worksafe site and found nothing? If Minex did not highlight this to us we would have never known.

I have some very strong views on this, basically to complex, to complicated, with a lot of time being spent on it, not only by CoC holders but the BoE also (money better spent with inspectors in the field), this is not making us safer and needs a some serious changes if we are to get any benefit from it at all.

I would propose every Statutory Manager as notified to Worksafe should attend an annual one day course. BoE can include all and any topics that deem important, this then gets us away from courses/learnings being approved/accepted or declined by BoE. (they have basically Hi jacked our conference with things they accept or decline) I would not make it mandatory for all CoC holders, only those in positions of using their ticket as above.

I could waffle on, but it is not working and the sooner it is changed the better for all concerned.

My thoughts:

Do you understand the CPD requirements?

Yes, the guidelines are reasonable.

How do you find completing the CPD requirements?

Once I got into the swing of it then it's pretty straight forward I think. To a degree it's a matter of keeping your eye out for opportunities that broadly fit the CPD requirements and record them as such, e.g. recently we had an ISO9001 revalidation audit over 2 days where I was the company's key representative, I asked BOE re. CPD and they advised it was recordable as formal learning.

How easy do you find it to record your CPD and provide evidence?

Straightforward but time-consuming.

I've been assisting someone who has just started recording their CPD having held their COC for many years. They don't have internet etc but we rang BOE and who sent out a hard copy journal. This person is behind the 8 ball but I'll keep working with them to get through it. And I think that one of the keys to this is people helping those who they know are struggling to get up to speed.

My thoughts.

We have 2 pieces of legislation that I believe are in conflict, the mentioned reg 120hours per 5years, and the gazetted 24hours per year. Would be great to see this 24hour notice amended into the regulations, as it once used to be, rather than as a separate gazette notice that not everyone reads.

I understand the reasoning for annual requirements as a prompt to do training rather than leaving it all till the last minute.

And as the quarry guys were alerting to, it is sometimes difficult to access training and timing in smaller NZ regional sites. And not all can afford the time-travel-cost to attended conferences. One note about affording training, I work predominantly in the coal mining sector, and with the economic cycles, there are years that we can not afford training. Such as the latter with Solid Energy where we saw all training stop for 2years, and we all took paycuts to keep operations ticking over until they were sold off.

I think the 5year 120hours is reasonable, the 24hours per year(16formal) as gazetted will see mine/quarry managers and SSE's that miss one year by 0.5hour will be a struggle and I think should be held in context with allowing makeup time in the 5year period.

The last thing, I document CPD for 2 organisations, professional AusIMM, and NZ worksafe. The same training material, just 2 logbooks. I log training by calendar year ie 01Jan-31Dec, but for NZworksafe they are by certificate date. I have 5 certificates, with 2 dates ie 4 x Jan and 1 x July. I log training as entered by date of training so that it is able to be audited. So I guess when it comes time to renew, this will be done in 2 separate processes ie Jan and July. I would like to see Calendar year used as the benchmark fr CPD recording ie CAL2018 vs 26Jan2018 and 12JUL2018 as it currently is.

Do you understand the CPD requirements?

Yes, it is fairly straightforward. Only question I have is around the proportion of training required in each of the 4 groups – e.g do you have to complete some training in all four categories over a period of time?

How do you find completing the CPD requirements?

I have completed a unit standard towards A grade quarry ticket to get CPD this year so that was quite easy to complete. Generally I have to travel to complete the courses so there is quite a time/cost involved but it is good to be forced to keep current.

How easy do you find it to record your CPD and provide evidence?

The website is generally ok to use, but it was a bit confusing trying to put in multiple items in the same category. I haven't had evidence to attach, as you

don't generally get certificates etc at training or meetings so not sure if I have completed the evidence required sufficiently.

Overall I like the system as I don't have to keep paper copies of anything and it is always available. It would be good to get sent the odd reminder email sent to update your CPD records online as I never remember when each year gets locked. Perhaps 2 reminders per year to keep updated would be great to jog memories as it is something that is quite easy to put off and not get around too. I realise this isn't the Boards primary role but it would be easy to implement and help managers stay on top of the admin.

I have been involved in a number of Quarry Industry meetings over a period of years that have had discussions around Quarry Tickets, Unit Standards, Legal requirements and CPD since the Pike River catastrophe.

When CPD was initially raised as a possible tool for Quarry Certificates of Competence the discussion was around people coming back into the NZ Industry after having being employed elsewhere, coming back from Australia or from elsewhere around the world. This was aimed at bringing these people up to speed with the then current NZ legislation and regulations given that they had not been continuously in the NZ Quarry Industry. At a later date CPD was then applied as a requirement across the board for most Quarry Ticket holders - this is where the problems started and have now become apparent.

Currently there is not any recognition for people who spend 2000 to 3000 hours on the job every year and who are learning something each and every day - this should at least equate to half the required hours, certainly the informal hours required if not more. All Quarry Ticket holders working full time learn something every week and every month even if these learnings are not documented and put into some so1i of category.

The setup of CPD.

With four separate formal CPD learning areas and then with highly restrictive numbers around allowable hours for various categories of learning that may or may not qualify for formal CPD the system is fraught with issues now and going forward. It is highly dependent on someone's opinion on whether an item qualifies for CPD in certain areas or the person in question may have already reached the total allowable hours for that supposed category.

Current Quarry Ticket holders understanding.

Many ticket holders do not fully understand the complicated system that governs CPD nor have they the time in their busy working lives to document and file the hours required let alone attend various events that may qualify for CPD depending on what they may have already achieved. Not being able to carry hours forward or back in years is a complete nonsense if they are spending all year within the Quarry Industry.

The elephant in the room is the fast approaching renewal period for all the Quarry Tickets achieved 2 or 3 years ago that all have a 5 year expiry date.

When all these renewals come due largely around the same time, MBIE and Worksafe will not have the capacity to go through all the required paperwork, make balanced and consistent decisions on what qualifies for CPD and what doesn't in a reasonable and fair manner. I believe that this will become a major issue given as of now we can't even get the Quarry Regulations agreed to and put in place.

It is becoming apparent that every year there is a higher percentage of current Quarry Ticket holders that are not achieving their correct or allowable hours -this is being shown up in the Worksafe audits that are taking place.

Unless personally picked out by WorkSafe for an audit I believe that current ticket holders do not have to put forward any CPD paperwork to Worksafe until such time as their 5 year ticket becomes due for renewal. That is when I believe that the system will fall apart and the Industry will be in grave danger of

not being able to operate on a legal basis due to a major shortage of qualified Certificate of Competence Holders. This is on top of the uncertainty many years on from Pike River as to what will be required to achieve a revised Certificate of Competence in a couple of years' time when the new Quarry Regulations may or may not be in place.

Answers to the specific questions that were asked.

Do you understand the specific CPD requirements?

At the time this information came out I thought I understood what was required but with further investigation I struggle with the restricted hours that are allowable for different categories -this seems very restrictive.

The next issue is with the interpretation of the wording that was used in the original document by different parties including Worksafe which further blurs the lines of what may be deemed allowable by different people.

How do you find completing the CPD requirements?

Very onerous due to not being sure of what qualifies. The IOQ NZ had an on line system of recording, then Worksafe has brought out their system which is very restrictive on timing on when you are able to enter information.

I believe when reading the original CPD requirements that a Ticket Holder did not have to present any paperwork until such time as they were picked out for an audit or were due to renew their ticket at the end of the five year period. This part is becoming somewhat of a shambles and will continue to get worse as time goes by. This is also difficult for guys working longer hours largely away from home where they do not have access to computers etc. They need time off at weekends to enjoy their private life away from work related issues.

How easy do you find it to record your CPD and provide evidence?

Largely the same answer as question two -very onerous and after the time I have been in the Industry it is bordering on ridiculous that this is required. I do not believe that the Worksafe office will be big enough to house all the paperwork that is supposed to be collected as part of all Ticket Holders evidence come the five year renewal period nor will the hours required to process this information be the best use of Worksafe labour hours let alone all the hours put in by the Industry to attempt to comply with this.

My recommendations

Whilst I am in favour of continued training and upskilling in knowledge I believe that Worksafe should scrap the current CPD system. If current ticket holders need updating on new regulations or other areas of learning then a one or two day course should be set up that will cover these requirements. Quarry Ticket holders could attend this course every year and if they stay full time in the Industry he or she should be entitled to have their ticket renewed every five years.

The requirements are well advertised, but it has been difficult doing courses as they do not seem available so easily as in previous years. The initial drive for

people to get COC's seems to have passed, so my personal feeling is that course providers are not giving same energy to requirements. Maybe this is because other companies can do CPD, but weren't able to do initial CoC instruction. It's got a bit fragmented and crowded, so I hear providers struggle to get class numbers.

The online CPD recording had several glitches during year, but I found the staff at Worksafe more than helpful when I rang, so not a problem and in a lot of ways it was easier to actually easier to talk to someone

The questions are:

Do you understand the CPD requirements? Yes

How do you find completing the CPD requirements? Easy to understand

How easy do you find it to record your CPD and provide evidence? Very easy thank you.

Do you understand the CPD requirements?

Yes I understand the CPD Requirements

How do you find completing the CPD requirements?

Completing CPD Requirements is not difficult

How easy do you find it to record your CPD and provide evidence?

I use the WorkSafe online log book, at first I made several entry errors not understanding where the various sections were within the log book. I keep a hard copy in case there are any mistakes. (I'm sure there are plenty)

Please find my thoughts on the CPD requirements

Do you understand the CPD requirements?

Yes and if more information is required then it is easy to find online or 0880 number for help

How do you find completing the CPD requirements?

Easy, As I attend formal courses during the year and have evidence, and then the at work evidence is collected as part of my role, or again if you need help you can check on line or ring the 0800 number

How easy do you find it to record your CPD and provide evidence?

Easy, Just need to upload evidence on line and if you need help again you can check on line or ring the 0800 number

Do you understand the CPD requirements?

Yes we fully understand the CPD requirement for our A Grade Quarry Managers – 24 hours are required to be completed every 12 months with a minimum of 16 hours are required to be formal.

How do you find completing the CPD requirements?

All of our CoC holders have been completing the required amount of CPD since it was introduced. The only problem that we have is that there are very few options for formal training on the West Coast to be able to fulfil the requirements. We have had to engage an industry trainer from out of the region to organise and facilitate a number of formal courses on relevant topics chosen by us. We are lucky in this respect as we have the numbers to be able to run a course but there are a number of small businesses that would struggle to be able to do this.

We do not begrudge having to complete the CPD, it is a great way of making the workers take time out of work and complete some professional development but think that there would be more buy in especially from company's if some CPD options were provided.

How easy do you find it to record your CPD and provide evidence?

It is very easy to record the CPD activities and evidence through the online portal.

Do you understand the CPD requirements?

Yes

How do you find completing the CPD requirements?

No problems experienced to date. I've completed my CPD hours for year 1 with 6 months to go, so easily achieved.

How easy do you find it to record your CPD and provide evidence?

I use the online system and find it relatively straightforward to enter CPD... however if I want to claim 1hr legislation, 1hr emergency management and 1 hr leadership for a conference then I have to enter the conference three times i.e. once under each competence category, which becomes tedious very quickly. It would be good if we could find a way to make this easier to enter online.

Here is a brief outline of my thoughts –

Do you understand the CPD requirements?

I believe so

How do you find completing the CPD requirements?

I find certain aspects of achieving formal hours very difficult. I thought I'd use the Worksafe document "Proposed requirements for granting extractives certificates of competence" as a 'steer' and thought I'd study appropriate unit standards as a way of getting more knowledge. I contacted more than 5 training institutions and have not been able to find a training provider to assist in studying those unit standards. It would make my life easier (and perhaps help others) if training providers can be found and their contact details disseminated to every CoC holder – this will make further study so much easier.

How easy do you find it to record your CPD and provide evidence?

No issues

Since to have asked, let me be succinct.

- 1/. I am not meeting the requirements.
- 2/. The requirements are not easy to meet and are far too specific and prescriptive.
- 3/, Yes, there are issues as the requirements are too onerous (for me at least).
- 4/. I work in mining....I improve my skills and knowledge on the job daily.

Unfortunately, I work a 9 and 5 roster, have a young family, I have recently completed a 4 1/3 year MBA via correspondence (of which will only count to a fraction of what the BOE requires) and government/society expect me to meet my obligations to it. I'm sorry but I'm keeping the half a day a fortnight I have for me.

Having some time ago received and gone through the NZ BOE's list of requirements to keep up my CoC's there....I drew a line through it and haven't opened it up again. Then the time comes the BOE will take them off me and that will be that.

There is a reason that you have sent this email out....and I suspect that the BOE has realised that there is an issue. I could be wrong of course.....but I don't think so.

Yes I do understand the requirements like anything new it will take time

Completing requirements are easy to do, when we have time and remember, I think there is a lot of double up work to provide proof

Our last technical meeting I brought up that the BoE need more evidence than just the technical flyer. I suggested COC holders need to take a photo of the sign in sheet mainly their name and title as proof. Did not go down well. How many lads are using the flyers to claim hours but not attending? Or sign in and stand outside and not hearing the presentation. Spoke to Charlie from WorkSafe re holding a presentation in the north around CPD hours. She informed me she already had one in the area. I suggested in the future the local IoQ needs to be contacted which she agreed to do. I also sent her an email to give her permission to inspect my online logbook which was done 9 Sept I have not heard back from her as yet. Some people at meeting are thinking that the BoE don't have enough people to check all the logins so are taking the risk and not doing it

Do you understand the CPD requirements?

The rules around what qualifies as CPD hours and what evidence is required are not easy to follow. We've had our Health & Safety person ringing around trying to suss this out for events like the Queenstown mining conference which some of us attended.

How do you find completing the CPD requirements?

Completing the requirements - we all struggle to get enough hours. Site based or locally (Reefton) based training would be a great help rather than having to travel to Greymouth or Christchurch.

How easy do you find it to record your CPD and provide evidence?

CPD recording - some of us struggle with this.

On behalf of the Institute of Quarrying New Zealand (Inc.) (IOQNZ (Inc.)), I would like to thank the New Zealand Mining Board of Examiners for the opportunity to provide some feedback on "Continuing Professional Development for Certificate of Competence holders". The IOQ NZ (Inc.) also promoted the BoE request for feedback on its Facebook page on the 18th September and again as part of the IOQ NZ (Inc.) Spring newsletter (in the WorkSafe section) on the 28th September, as well as notifying its members by email. The IOQ NZ (Inc.) executive discussed the questions at its recent meeting (25th September) and are happy to provide the following responses:

Do you understand the CPD requirements?

Yes, we understand the requirements as documented in the gazette notice December 2015 and CPD guidelines. However, in our opinion subsequent advice and guidance from WorkSafe have at times contradicted this. As an example, an executive member made a request to the BoE to confirm what CPD formal hours were able to be claimed for the 2018 QuarryNZ conference and the reply was "For conference you can claim a maximum of 4 hours per conference (total) including workshops."

This is not what was issued in the gazette notice in December 2015 which states in Appendix 1: "Actual hours up to a maximum of 4 hours per conference. This is in addition to the hours claimed for attendance at conference workshops."

How do you find completing the CPD requirements?

This is relatively straightforward as required by the Gazette notice and CPD guidelines however when the logbook is submitted for review - the auditor's interpretations once again affect the outcome. Some members have asked how the auditors have accepted or rejected CPD hours claimed through the random audits carried out in 2017 and 2018.

How easy do you find it to record your CPD and provide evidence?

The recording and provision of the evidence is the most challenging part of the process. Examples included are: initial login to the site, online recording has limited timeframe to go back to review (currently 3 months limit) making it difficult to confirm what hours have been recorded to date, inflexible for changes, system is not holistic.

Finally, it is the understanding of the IOQ NZ (Inc.) that the BoE indicated there would be a review on CPD within few years of its introduction. As CPD has been in place for almost three years, the IOQ NZ (Inc.) request that the BoE consider a formal review of CPD in the near future. The IOQ NZ (Inc.) is concerned that there are a number of CoC holders across the extractive sector who are struggling with meeting their CPD requirements

Before I give feedback, I would like to make a broad statement. Having a CoC is like having a driving licence. It allows you to drive a vehicle, or operate a quarry/mine. Once you have it, you can have as much theoretical input (CPD) as can be legislated, it will not make you a better driver. You actually need policing. There is a need to catch the guys that don't follow the rules and drive dangerously. That's why we have Police doing traffic enforcement, right!

This is totally the same with CoC and CPD. There would be more value if we had an active inspectorate (“Police force”) that made sure that the CoC holders actually implemented what they signed up for.

The normal response is its too expensive to police. Well if that the case, then why have it. Implement a levy again like we used to have in MIG days, when incidentally, the fatalities were at its lowest ever. It could be a flat rate per operation, plus a sliding scale per m3 over a certain volume/tonne per annum.

With a CPD system, the CoC holders will have different development requirements depending on their working environment/ quarry/mine that they manage and what safety systems are in place.

I have serious reservations about the CPD system as it stands, and I suspect having said this, the rest of what I write will be binned, because criticism of anything official is not received well.

However, for what it’s worth, herewith my comments:

Do you understand the CPD requirements?

No, The CPD Guidelines for Extractives are over complicated, and designed to make one shoe fit all. How can that be workable? To operate a typical quarry in NZ with the regular drilling, blasting, excavating, hauling and processing equipment will present a certain set of challenges. Another, high tech operation, with remote control dumpers, CCTV, automated computer controlled crushing and use of robotics, will present a totally different set of challenges. Many CoC holders in the first set of dynamics may only ever read about the second set of operating parameters, let alone be required to operate in it. What would be the sense of them undergoing formal training in the latter if their chances of getting employed in such an environment are totally remote. I use this extreme example because it illustrates what is happening in the industry. Our CPD is not focussed enough on the demands of the specific position, and there is apparently no follow up to see if CoC holders are practicing what they got preached. Follow up would be of more value than CPD!

How do you find completing the CPD requirements?

Very expensive and very difficult to manage. It is also not fair the way it is ‘dished out’ at the moment. For instance, attending a so called workshop at a Quarry Conference/ Worksafe talk, entitles you to several hours “Formal CPD” However, if you have to test the workshop against the parameters of CPD Formal training it fails. (Check against last page of CPD handout.) There is for instance no testing of absorption of content at the end of the workshop? Yet, I could spend 10 hours training a sub-ordinate in Dump Truck Operation, (I have 45 years’ experience in the industry) train to a syllabus, have a set test at the end including theory and practice, yet none of that time is claimable as Formal. This is what I was told last week at an IOQ meeting attended by a Worksafe representative. (Which I can claim formal training for by the way!) Yet when I attended a workshop about CPD in Napier a couple of years ago, I was told by the three representative of Worksafe, that this training given would count as formal CPD. Hence the hundreds of hours I have spent on training my staff which I thought would count, will be “Red Lined”

In the same vein, attending a talk by Worksafe is always considered “Formal”. Thank you, appreciated the freebie. But how does that compare with the above example? It falls horribly short, yet I can only claim informal CPD for the training I provide.

More examples, take webinars for instance. Very useful and informative. And considered Formal. No test. And I can do the same stuff every year and claim for it, as long as I pay the \$50.00 each time.

Where is the development in that?

The fact is that you **very quickly reach saturation**, and that there then is little room for formal development. We blast, extract and crush rock very much the same way we did 50 years ago, with some technology thrown in, in some cases. But most of the sites are stuck in the past, because of the cost of Capital and compliance. CPD alone is not going to change that.

To expand on the comment of costs. Attending a webinar costs \$50.00 for one hour. Attending a conference will cost up to \$2000 per conference, if you include the cost of travel, hotels etc., not to mention salary etc. What do you get? 18 hours? More than a \$100/ hour. This is a serious barrier, specially to smaller operators.

Allowing CoC holders to carry forward 1 year and only once in the 5 year period is very restrictive. The minimum CPD hours each year is restrictive. We compare badly with other disciplines. Go and have a look.

Most quarry managers are unable to “get away” from the quarry for the day to attend formal CPD. The focus of CPD should be what is learned and how much RELAVENT learning is completed rather than if its formal or informal. What is called “informal” training in the workplace such as mentoring, high-level risk assessments, PHMPs and incident investigations, is often the only thing available to many managers. These types of learning should be recognised for the professional development AND AWARENESS they provide and should be uncapped.

There should be no annual cap when studying towards tertiary qualifications. This is out of step with the uncapped “formal training courses”

How easy do you find it to record your CPD and provide evidence?

Very difficult.

I just record everything I do hoping that if I get audited, I will still make it. I have recorded a lot more hours than what is required, none of it is fabricated. I started with the IOQ online recording system which was good. However, the website got revamped, and all my records went to cyberheaven. The WorkSafe system is hard to access and is restrictive. I have not used it.

Evidence is not easy to provide. I attended a lot of seminars especially by and all presented by Worksafe, and was told that a certificate would follow to prove attendance. These never came. I don't have certificates of attendance for most of the seminars/meetings I attended. I'm told that it could be checked against by calling Worksafe who would check the signed attendance register. I bet you that won't work, as nobody will have the energy to look up attendance registers if they even exist.

In closing an example of what happened to me when I migrated to this country in the mid 90's with 25 years quarrying experience, being a senior works manger with 120 people reporting to me and operating two quarries with combined output of over 3 million m3 per annum. I wanted to get a blasting permit in NZ. I was told that I had to complete 20 blasts in NZ before I could get a ticket. I was doing, weekly, two blasts detonating 20 tonnes of explosives per blast, using down the hole computer initiated blasting techniques, which at that stage in the late 80's was not even being used in quarries in NZ. I could not do that as it was too disruptive, with Wellington being the closest hard Rock Quarry at the time, and operated by the opposition. Hence I lost my ticket. I have been a citizen of this country for many years, lived and breathed the Quarry Industry for over 20 years and believe I made a difference in my area of

influence during this period. Once again, there apparently is a threat of being disenfranchised, by a person/persons acting in an official capacity with no practical quarrying experience, of my ability to manage a quarry as a CoC holder because they don't agree with my professional development record. If I can't be trusted to operate a quarry with 45 years' experience, a degree equivalent in Mechanical Engineering and winning 5 industry awards, then who can be trusted to do this?

Thank you for asking my feedback. I am about to retire from the industry for health reasons, and felt therefore that I could and should speak my mind. I am available to be contacted for any further comments or clarifications.

Do you understand the CPD requirements?

Yes it is very clear to understand

How do you find completing the CPD requirements?

Recording Informal Hours is a total waste of time and achieves absolutely nothing. Informal hours are always achieved, whether it is an article read in a loader or a quarrying / mining paper read on-line.

I do not understand why NZ has insisted on adopting this. I am a Certified Practicing Quarry Manager(CPQM) in Australia. Apart from Wayne Scott CEO of MinEx the only Kiwi to hold this qualification. Australia do not do this, their Professional Development Log are all Formal hours.

How easy do you find it to record your CPD and provide evidence?

Sometimes the evidence is not always available

