



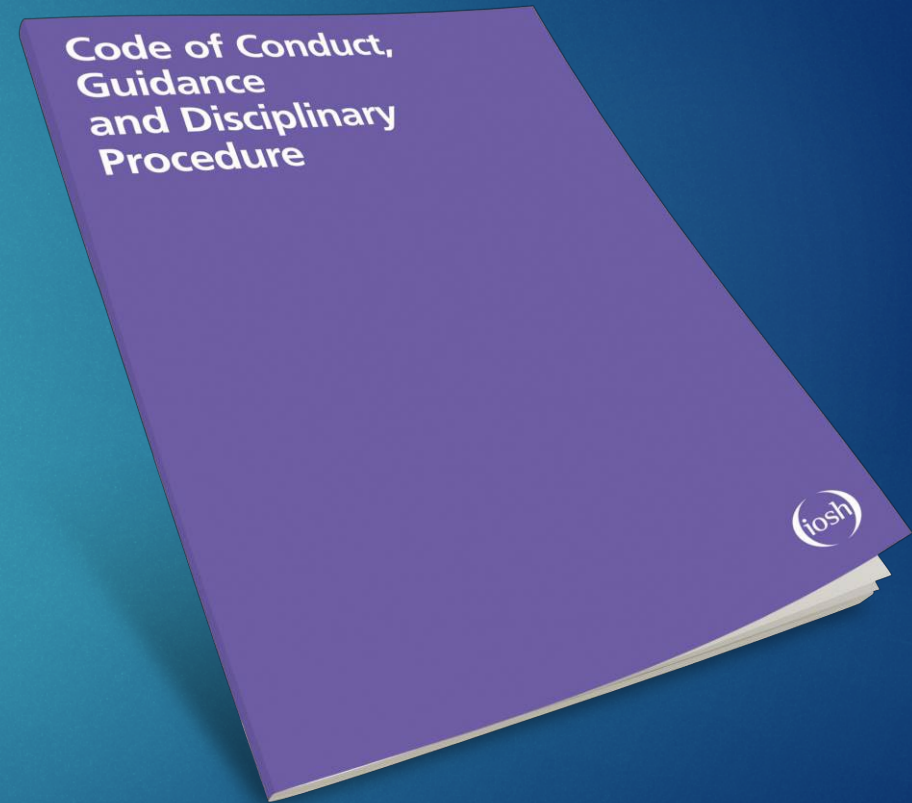
IOSH Personal Development Plans A USER VIEW

DAVID STARLING CMIOSH

CPD standard

IOSH's Code of Conduct

- According to the **IOSH Code of Conduct s.2(1) and s.2(3)**, members are required to ensure they are competent and are required to undertake appropriate CPD and record it in a manner prescribed by IOSH.
- As per **IOSH regulation 3** on Continuing Professional Development, this standard applies to all members with mandatory CPD requirements and is further described in the CPD requirements.



IOSH Grades Graphic

Category	Affiliate Member	Associate Member AIOSH	Technical Member TechIOSH	Graduate Member GradIOSH	Chartered Member CMIOSH	Chartered Fellow CFIOSH
Qualifications/Experience	Everyone joins IOSH at this level, regardless of their qualifications or experience	An occupational safety and health qualification equivalent to the European Qualification Framework (EQF) Level 4 or any other qualification that IOSH assesses as meeting the criteria e.g. NQF/QCF Level 3 Certificate (BSC), NVQ Level 3 Certificate, SCQF Level 6, Certificate (NEBOSH), TUC Diploma	An occupational safety and health qualification equivalent to the European Qualification Framework (EQF) Level 4 or any other qualification that IOSH assesses as meeting the criteria e.g. NQF/QCF Level 3 Certificate (BSC), NVQ Level 3 Certificate, SCQF Level 6, Certificate (NEBOSH), TUC Diploma Experience required, typically two years' full-time or five years' part-time	An occupational safety and health qualification equivalent to the European Qualification Framework (EQF) Level 6 or any other qualification that IOSH assesses as meeting the criteria e.g. Bachelors/PGD/MSc, NQF/QCF Level 6 Diploma (BSC), NVQ Level 5 Diploma, SCQF Level 10 Diploma or cognate degree*	Open assessment and/or skills development portfolio Professional peer interview Experience for progression to Chartered status is assessed according to qualification route	Minimum five years as Chartered Member Successful application including portfolio and interview
CPD	Discretionary CPD	Discretionary CPD	Obligatory CPD	Obligatory CPD	Obligatory CPD	Obligatory CPD

*A degree in a different discipline with enough health and safety in it for us to allow the folder to progress to Graduate on a cognate basis

The 4 stages to a successful CPD record



My CPD Front Page



My CPD

My CPD Help

David Starling's CPD

How do I update my CPD?



You'll find guidance and FAQs under the "My CPD Help" section above.

[Expand All Sections](#) [Collapse All Sections](#) [Print](#) [Download All](#)

PLAN - My Development Plan and Diary

[+ Add new activity](#)

▼ A: The Development Plan and Diary

Name	Start	End	Status	Type
The Development Plan 	04 Jan 2012	21 Dec 2017	FINISHED	Activity
Development Plan 2018-2021 	01 Jan 2018	01 Jan 2021	STARTED	Activity
Revisit Blueprint for Updating and Presentation to CPD (SWB) Group 	17 Oct 2018	17 Oct 2018	FINISHED	Activity

COMPLETED ACTIVITIES

- ▶ B: Maintenance of Skills
- ▶ C: New Professional Skills
- ▶ D: Transferable-Management Skills
- ▶ Completed with no assigned activity type

PLANNED ACTIVITIES

STARTED ACTIVITIES

CPD Categories

- ▶ Personal development Plan
- ▶ Maintenance of Skill
- ▶ New Skill
- ▶ Transferable Skill
- ▶ Completed with no activity type
 - ▶ Planned Activities
 - ▶ Started Activities
 - ▶ Cancelled Activities

WHY? PDP

- ▶ Good for CPD (“Thinking”)
- ▶ An IOSH standard requirement
- ▶ Good to refer to in Your Peer Review Interview
- ▶ Useful to identify gaps
- ▶ May help your employer with your “Work” Personal Development Plan



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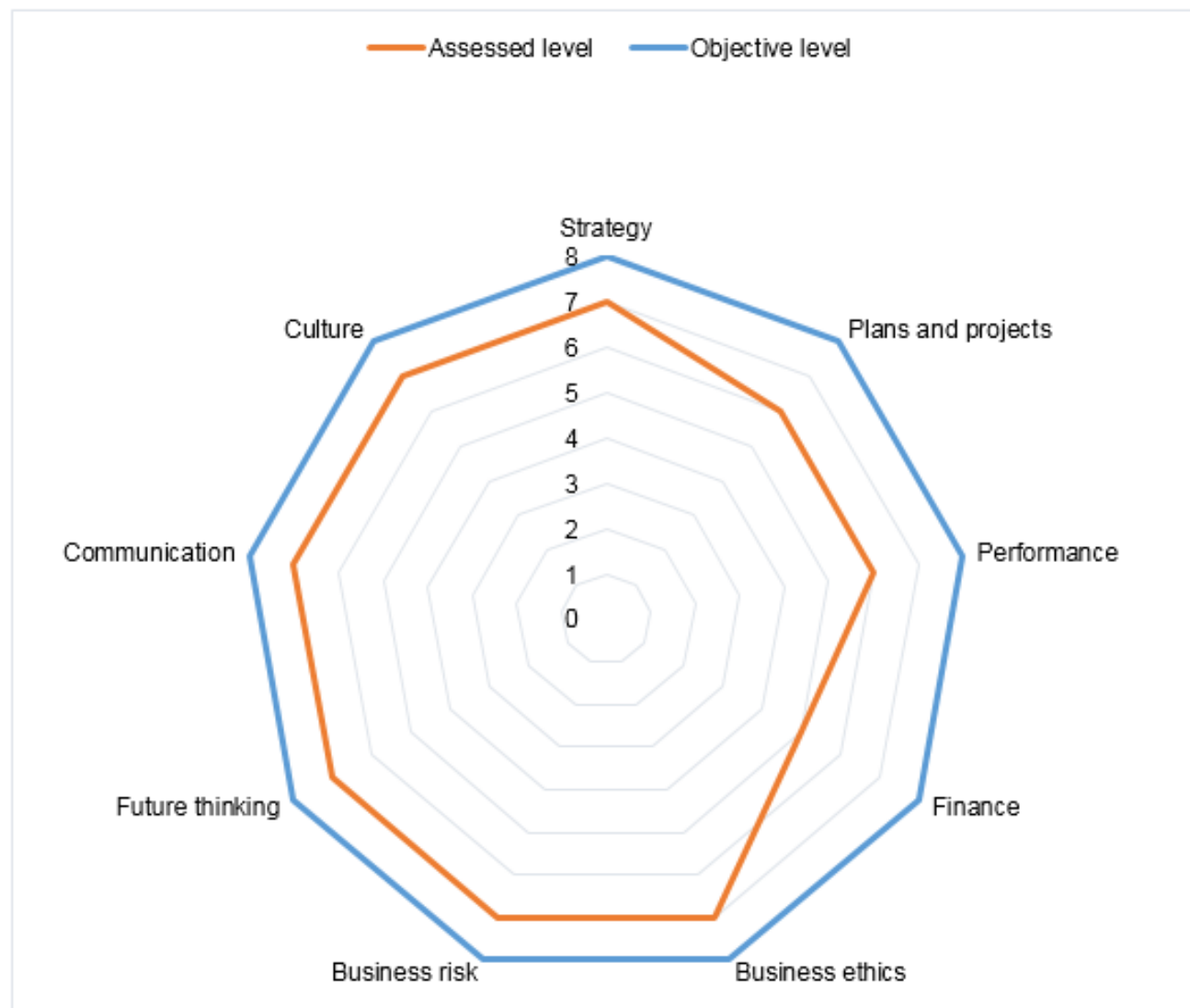
[Preview my Member directory profile](#)



Transforming safety and health across the world

Development plan summary

The following diagram shows your assessed levels and development activities for the skills in the IOSH Blueprint framework.



Thing to consider

Section A of IOSH CPD

- ▶ What are your main duties and responsibilities? (Your JD)
- ▶ What knowledge and skills am I expected to demonstrate?
- ▶ Do I need to update any of my current knowledge and skills?
- ▶ What are my career objectives?
- ▶ What knowledge and skill would I like to develop?
- ▶ Can I write a reflective statement?
- ▶ Are there any foreseeable circumstances that may affect my CPD?

+ Date

Activity	Category
1. Professional Objectives	
2. Approach and Reason	
3. Completed Activity	
4. Contribution of others	
Chair	Members
5. Results	
6 Where the objectives achieved	
6. Analysis	
Strength	Weakness
8 Learning Points	
7. Impact on my role as a professional	

Reflective Statement

CPD Reflection

- ▶ **Personal Development Plan**
- ▶ Maintenance of Skill
- ▶ New Skill
- ▶ Transferable Skill
- ▶ **Completed with no activity type**
 - ▶ Planned Activities
 - ▶ Started Activities
 - ▶ **Cancelled Activities**

Conclusion

- ▶ Your Personal Development Plan is required by IOSH as a CPD Topic
- ▶ Your Personal Development Plan is a guide!
- ▶ You decide if it is correct!
- ▶ You decide how long it will be!
- ▶ You can change it !
- ▶ You can scrap it and start again!

IOSH View

- ▶ **Understanding the value of keeping a professional record** – Keeping a record of your professional activity is a great way of keeping track of your successes and achievements. It's very easy to undertake training and forget to log it. By logging as you go, you can keep track of the themes and topics you are learning and identify where you may need to undertake further training.
- ▶ **Pushing yourself beyond your day-to-day** – Those who invest time in their CPD are often those who are the most driven to succeed, pushing themselves beyond what is expected to ensure they are at the top of their game. Maintaining your core competencies and learning soft skills can make a huge difference, not only in how your organisation perceives you, but also in how you perceive yourself.
- ▶ **IOSH is here to help** - As an IOSH member, you have the opportunity to use our online CPD programme to develop your career plan and reflect on your learning and work. Maintaining your knowledge and competence is quick and easy, and linking the CPD activities you do to the goals you have set yourself is a great way to meet your objectives.
- ▶ **Getting into the mindset** – CPD is a very personal journey. While it is mandatory, maintaining your CPD is ultimately a way for you to assess your own abilities and to set the goals for your own development journey. It can be useful to view doing your CPD as a way of setting targets and thinking about your future. Where do you want to be next year?
- ▶ **Demystifying the term 'leadership'** – It isn't just those in senior positions within a business who can demonstrate leadership skills. Anyone can showcase their own leadership abilities by maintaining their competency and showing a commitment to innovating and learning new things. Whether you aspire to a leadership role or not, having the skills to engage and influence others is vital and can pay off in many areas of your professional career.