News from the President
Stepping towards Professionalism

At its September meeting the NZIF Council approved a series of key recommendations from the Consultants committee and Registration sub-committee, concerning the intended operation and funding for the new Registration Board, and the Registration fee structure.

Registration Board
From October 1, 1996, the former NZIF Consultants Recognition Committee became the NZIF Registration Board. The Board will administer the new Registration Scheme until a new Board is elected, effective from April 1, 1997. The registration process will be carried out in two steps. Firstly, there will be an interview of all applicants (excepting those currently recognised consultants who will convert across). The decision to interview all applicants was taken to ensure equity of consideration across all applicants. Interviews will be carried out by three-member panels of the full Board, supported by the Registrar or Secretariat, in the main centres and elsewhere depending on locations and numbers of applicants. Recommendations from the interview panels will then be decided by full meetings of the Board held as required, but at least quarterly.

Given the high level of interest in the Registration Scheme, especially in the first 18 months, the Council recognises the very significant commitment in time that will be required by the interview panels and Board members to operate the process in a thorough and professional manner. Accordingly, the Council has resolved that all members of the Registration Board and interview panels will be paid standard attendance fees. These fees have been set at $550 per day for the Chairperson and $350 per day for the Board and panel members. Budgets for operating the Registration process were then prepared, using attendance fees and cost of travel, accommodation etc., combined with the indicated levels of interest in the scheme from the survey of interest back in July. The Council then approved an emerging registration fee structure for Registered Members and Registered Forestry Consultants, which are detailed in a separate box.

The application and interview process has high up-front costs, and with the high level of interest in the scheme, the Board will run at a significant cash deficit for the first two years. It will then be important for the Board to build a reserve fund to provide in particular for any disciplinary processes that may be required to be funded. Fortunately, the Institute is in a relatively healthy cash position, and will be able to fund the deficit on the Registration Scheme through its formative years. Over time the Registration process is expected to be self-funding.

Registrar
The workload on the Registrar will also be considerable, and we are fortunate that our current Secretariat, Susan Sheppard, is available and willing to take on a part of the administration of the Registration Scheme. Susan already carries out similar duties for other Societies she is employed by. Detailed job descriptions for the Registrar function have been developed in consultation with the current Registrar Bill Wheeler, Susan and our consultant Katherine Fraser.

Interview Training
Given the importance of the formal interview of applicants in the Registration process, the Registration Board organised some formal training for its members and others in a Structured Interview Technique, held in Rotorua over a day and a half in early November.

Disciplinary Process
The new Articles for Registration include a comprehensive disciplinary process to

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**REGISTRATION FEES**

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<thead>
<tr>
<th>Category</th>
<th>Fee</th>
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<tbody>
<tr>
<td>Registered Forestry Consultant</td>
<td>$300</td>
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<tr>
<td>Application Fee (one off)</td>
<td>$200</td>
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<tr>
<td>Annual Registration Fee</td>
<td>$125 pa</td>
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<tr>
<td>Annual Practising Certificate</td>
<td>$ 75 pa</td>
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<tr>
<td>Transition Fee* (one off)</td>
<td>$ 75</td>
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* Applies to Recognised Forestry Consultants transferring to the Registration Scheme.

** Applies to Registered Members transferring to Registered Forestry Consultant. All above fees are in addition to the Full Member subscription, currently $95 p.a.

All annual fees as above, payable in the first year of registration, will be prorated according to the quarter in which application for registration is made, i.e. applications made in the first quarter of the financial year from April 1 – full fee; applications made in the second quarter – three-quarters fee; and so on.
Registration and continuing professional development

One component of the Institute's new Registration Scheme is that Members make a commitment to ongoing learning. This article expands on what NZIF requires of applicants.

On October 1 the New Zealand Institute of Forestry Registration scheme came into effect. Its purpose is to enable the professional knowledge and skills, high standards of professional conduct and commitment to ongoing learning demonstrated by suitable practitioners, to be recognised within the industry.

The focus of the scheme is professionalism in forestry practice. One component, identified by Council as a cornerstone of professionalism, is a demonstrated commitment to ongoing learning or what the Institute has termed Continuing Professional Development (CPD). Members are expected to undertake a minimum of 20 hours CPD per year. Applicants for registration are required to provide an outline of the CPD they have undertaken over the previous three years.

NZIF has defined Continuing Professional Development (CPD) as "the systematic and structured learning that professionals undertake throughout their careers to ensure that they continually maintain and enhance their knowledge and skills and improve the quality of service they offer". This is a very broad definition, allowing members to focus on learning that is relevant to their particular work situation and career stage.

All members of the Institute are encouraged to keep a record of their learning activities, and to this end a CPD Record Card has been printed. On this card members can record the name and organiser of the event, the learning time involved and other basic details. The card also includes another critically important component. This is a column in which members record what they gained from the event in terms of knowledge and skill and how they might apply this in their work. Katherine Fraser, who has been working with the Institute in the development of the Registration scheme, believes this to be a significant innovation.

"Research on adult learning has shown that the bridge from learning to application on the job is a critical ingredient in gaining benefits from CPD. CPD is not about learning for learning's sake, just to clock up hours. It is about improving individual and organisational performance," she says. "We have all attended training programmes where we cover lots of material, but then return to the hassles of the job with no chance to consciously transfer new learning. Learning without subsequent change is a waste of resources, both financial and human. Spending some time reflecting on new learning and its application enables professionals to identify changes they can make in their own work to better meet the demands of their clients and work situation."

Greatest Benefit

To gain the greatest benefit from CPD, it is important that learning is relevant to professional practice and the individual's personal and organisational goals. Answering the following questions can assist with identifying key development priorities:

- What would make this year successful for you professionally (both personally and organisationally)?
- What job do you envisage yourself doing in five years' time (consider both technical and management aspects)?
- What new clients/markets are emerging for your services?
- How will technology, legislation and other external factors influence the job you currently do?

Answers to these questions assist in identifying the gap between current practice and desired future practice. Having identified the knowledge, skills or attitudes needing development, the next step is to seek out opportunities for this learning. This could take the form of formal courses (e.g. an extranural tertiary paper), seminars (e.g. the use of a computer application) or conferences. There are also other forms of structured learning that NZIF recognises. For example, independent research which members might be required to undertake as part of their work. This involves objectives being identified, various sources explored and conclusions

Maori version of Institute's name

Council, at its September 24 meeting in Auckland, in response to a proposal by Tim Thorpe at the July meeting, received the Maori version of the New Zealand Institute of Forestry, "Te Putahi Ngaherehere o Aotearoa". "Putahi", a recently established Maori word for "Institute" and published in "Te Matatiki – Contemporaray Maori Words", derives from the concept of coming together as one. "Ngaherehere" means "forestry", as applied for example in Ministry of Forestry.

Te Taara Whiri i te Reo Maori, the Maori Language Commission, has endorsed "Te Putahi Ngaherehere o Aotearoa" as the appropriate Maori rendition of "New Zealand Institute of Forestry".

The Council has endorsed the process of adopting a Maori version of the Institute's name in appreciation of the maturing of New Zealand's cultural identity and in recognition of the increasing role of Maori in forestry and the forestry profession.

Council is considering the process by which it will adopt the Maori version of New Zealand Institute of Forestry and welcomes comments from members on this matter.

John Galbraith

Peter Allan

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37