



## 2020 Greetings from IOQNZ Education Officer

Good morning all IOQ NZ members.

*(My apologies right up front for the length of this email. However, I think you will agree after reading it, all of the information following is extremely important as we get stuck into 2020)*

My sincere wish is for 2020 to bring you and your family peace, joy and good health. The year 2020 is a new chapter in life waiting to be written; daunting yet exciting! New challenges will be presented with solutions to be discovered. Let's make 2020 a year where our industry continues to work collaboratively and in partnership with the IOQ NZ to deliver the best possible outcomes imaginable regarding Continuing Professional Development (CPD). Let's be there for one another in this great industry to prove to others, sitting on the other side of the fence, that we are professionals in every essence of our practice. So, take a leap of faith and begin 2020 believing in yourself knowing that you can be the best you can be in your chosen career.

I look forward to working with you all in 2020!

Kind regards  
Paul

**Paul Sutton**  
**IOQNZ Education Officer**  
[paul@foresighttd.com.au](mailto:paul@foresighttd.com.au)  
+61 429 438 554

2020 is going to be a year of certain change in our industry. **Two major changes** on the horizon in 2020 include:

### 1. New CPD requirements

New CPD requirements for A-Grade and B-Grade Quarry Managers will come into effect on 01 February 2020. The Gazette Notice "**Health and Safety at Work (Mining Operations and Quarrying Operations—Continuing Professional Development Requirements) Notice 2019**" is now live [here](#). I will continue to keep you updated as I receive information from Work Safe New Zealand.

What we do know is that the following changes will be implemented commencing 01 February 2020:

- a) Removal of annual hourly requirements, CoC holders can complete their CPD hours over 5 years with no conditions.
- b) Removal of formal and informal activities and the introduction of unrestricted and restricted activities.
- c) Removal of claimable hours limits – except for the limited list of restricted activities.
- d) Removal of hourly requirements for the four competencies however still a requirement to record CPD activities in a competency.

- e) Requirement for evidence for all CPD activities (unrestricted and restricted) – with clarification on what evidence is acceptable.
- f) Revise CPD logbook to accommodate changes and encourage emphasis on the components of CPD – maintenance, broadening and improving of knowledge and understanding, skills and personal qualities, and on key learnings. There will be the ability to use a WorkSafe endorsed logbook.
- g) Evidence of CPD attendance can include any of the following. Please note: A certificate of attendance is the best type of evidence that you attended the CPD opportunity.

---

## Evidence

A CoC holder must supply evidence to confirm that they attended or completed all recorded CPD activities.

Evidence could include but is not limited to:

- certificate
- receipt
- minutes
- email confirmation of attendance or completion from organiser
- attendance record
- NZQA record of achievement
- confirmation of field trip signed by mine, tunnel or quarry manager
- copy of published article or book cover
- copy of agenda or programme noting the CoC holder as speaker
- alternative evidence form when you have insufficient evidence
- any other verifiable evidence that demonstrates a CoC holder attended or completed the CPD activity.

Evidence must include the CoC holder's name, the date of the activity, and if possible, the number of hours of the CPD activity.

There will a transitional arrangement.

CoC holders are able to disregard the CPD requirements applying to the two years following their introduction on 1 January 2016 (i.e. 1 January 2016 to 1 January 2018) and are only required to meet the requirements on a pro rata basis for the remaining period of their CoC.

Again, Paul advises that he is more than happy to assist members understanding how these transitional arrangements apply to their CoC.

# Transitional arrangements

This section on transitional arrangements only applies to CoC holders who gained their CoC before 1 January 2018.

WorkSafe and the Board acknowledge the difficulties for industry when CPD was introduced. Initially there was confusion and difficulty in understanding the requirements and for some, very limited opportunities to attend CPD activities.

For that reason, CoC holders are able to disregard the CPD requirements applying to the two years following their introduction on 1 January 2016 (ie 1 January 2016 to 1 January 2018) and are only required to meet the requirements on a pro rata basis for the remaining period of their CoC.

The following table will assist in working out how many pro rata hours the CoC holder will be required to do in their five year renewal period. Transitional arrangements calculations tables<sup>1</sup>

A winding engine driver who gained their CoC before 1 Jan 2018 will be required to complete 24 hours of CPD during the 5 year renewal period of their CoC this includes meeting the specialist requirements required.

| IF YOUR CoC WAS AWARDED IN | PRO RATA HOURS REQUIRED IF THE CoC HOLDER IS REQUIRED TO DO 120 HOURS OVER 5 YEARS | PRO RATA HOURS REQUIRED IF THE CoC HOLDER IS REQUIRED TO DO 60 HOURS OVER 5 YEARS |
|----------------------------|--|---|
| July 2015                  | 82   | 31  |
| August 2015                | 84   | 32  |
| September 2015             | 86   | 33  |
| October 2015               | 88   | 34  |
| November 2015              | 90   | 35  |
| December 2015              | 92   | 36  |

<sup>1</sup> Formula used to calculate pro rata hours.

- If you have a CoC which requires 120 hrs CPD, multiply the number of months the CoC was held prior to January 2018 by 2 and subtract from 120.
- If you have a CoC which requires 60 hrs CPD, multiply the number of months the CoC was held prior to January 2018 by 1 and subtract from 60.

| IF YOUR CoC WAS AWARDED IN | PRO RATA HOURS REQUIRED IF THE CoC HOLDER IS REQUIRED TO DO 120 HOURS OVER 5 YEARS | PRO RATA HOURS REQUIRED IF THE CoC HOLDER IS REQUIRED TO DO 60 HOURS OVER 5 YEARS |
|----------------------------|--|---|
| January 2018               | 74   | 37  |
| February 2018              | 76   | 38  |
| March 2018                 | 78   | 39  |
| April 2018                 | 80   | 40  |
| May 2018                   | 82   | 41  |
| June 2018                  | 84   | 42  |
| July 2018                  | 86   | 43  |
| August 2018                | 88   | 44  |
| September 2018             | 90   | 45  |
| October 2018               | 92   | 46  |
| November 2018              | 94   | 47  |
| December 2018              | 96   | 48  |

| IF YOUR CoC WAS AWARDED IN | PRO RATA HOURS REQUIRED IF THE CoC HOLDER IS REQUIRED TO DO 120 HOURS OVER 5 YEARS | PRO RATA HOURS REQUIRED IF THE CoC HOLDER IS REQUIRED TO DO 60 HOURS OVER 5 YEARS |
|----------------------------|--|---|
| January 2017               | 98   | 49  |
| February 2017              | 100  | 50  |
| March 2017                 | 102  | 51  |
| April 2017                 | 104  | 52  |
| May 2017                   | 106  | 53  |
| June 2017                  | 108  | 54  |
| July 2017                  | 110  | 55  |
| August 2017                | 112  | 56  |
| September 2017             | 114  | 57  |
| October 2017               | 116  | 58  |
| November 2017              | 118  | 59  |
| December 2017              | 120  | 60  |

I posed the following two questions to Paul Hunt (Work Safe NZ):

1. *“Many of our members are concerned that audit process will be quite lengthy given the amount of log books that are due for audit in 2020. Is there some kind of assurance that can be provided to allay their concern?”*

Paul Hunt’s response:

This is the BoEs issue – People will not lose CoCs if the process time is longer than two months – don’t think it will be but that is the assurance. But they must have the correct hours and the evidence – this is the CoC holder’s responsibility – So if the delays are because of lack of evidence which cannot be remedied– this could ultimately result in no renewal.

I think it is important that CoC holders understand that many changes have been made to make the renewal process and verification of CPD hours much easier – But this will not remedy too few hours or no evidence. Otherwise I expect the process to be quite straightforward. We are also considering pre verifying log books. If a candidate is confident that they have hours we could process earlier and then the renewal process could be even easier – submitting a pre verified log book + fit and proper person and renewal form.

2. *“When will the new log book format be available for members to make the transition in recording their CPD hours?”*

Paul Hunt’s response:

To be advised - we have a draft and will be posting and/or discussing with stakeholders like yourself soon.

**Please** do not hesitate to contact me if you are not clear on any of the above changes as I will be pleased to provide further information and/or clarification. Please also remind our members in your branch that I am more than happy to assist them with making sense of their log book requirements in line with these new requirements. I am only an email or telephone call away.

## 2. Reform of Vocational Education in New Zealand

The Reform of Vocational Education in New Zealand will feature prominently in 2020.

What we do know is that the following 7 changes will begin to be implemented:

- a) **Create Workforce Development Councils:**  
Around four to seven industry-governed bodies will be created to give industry greater leadership across vocational education.
- b) **Establish Regional Skills Leadership Groups:**  
These would provide advice about the skills needs of their regions to the Tertiary Education Commission (TEC), workforce development councils, and local vocational education providers.
- c) **Establish Te Taumata Aronui:**  
A group to help ensure that the Reform of Vocational Education reflects the Government's commitment to Māori Crown partnerships.
- d) **Create a New Zealand Institute of Skills & Technology:**  
A unified, sustainable, public network of regionally accessible vocational education, bringing together the existing 16 ITPs. This change is expected to occur by April 2020.
- e) **Shift the role of supporting workplace learning from ITOs to providers:**  
The new Institute and other providers would support workplace-based, on-the-job training as well as delivering education and training in provider-based, off-the-job settings, to achieve seamless integration between the settings and to be well connected with the needs of industry.
- f) **Establish Centres of Vocational Excellence:**  
CoVEs will bring together the Institute, other providers, workforce development councils, industry experts, and leading researchers to grow excellent vocational education provision and share high-quality curriculum and programme design across the system.
- g) **Unify the vocational education funding system:**  
A unified funding system will apply to all provider-based and work-integrated education at certificate and diploma qualification levels 3 to 7 (excluding degree study) and all industry training.

### Other reform changes:

There are a number of reform changes that are also important with some needing engagement and input from stakeholders. [The Reform Bill](#) has been introduced and there are NZQA-led rule changes.

Again, **please** do not hesitate to contact me if you are not clear on any of the above changes as I will be pleased to provide further information and/or clarification.

## 2020 IOQNZ CPD Opportunities:

The IOQ NZ will continue to work with its members in developing and delivering CPD opportunities to meet their needs. This consultation process commenced in 2019 and will continue throughout 2020. My thanks to all who have provided their CPD thoughts to during this period. There are a number of CPD opportunities ready to be rolled out during 2020.

These include:

(a) Webinar: **Traffic Management Part A** – 12 February 2020 (8am and 12noon) – you can register for this webinar on the IOQNZ website.

(b) Webinar: **Traffic Management Part B** – 19 February 2020 (8am and 12noon) – you can register for this webinar on the IOQNZ website.

(c) Webinar: **Legislation, Compliance and Reporting** (currently being developed ready for roll-out in first half of 2020).

(d) Webinar: **How to Prepare for a Certificate of Competence** (written and currently being reviewed ready for roll-out in first half of 2020).

(e) Webinar: **Introduction to Contractor Management** (written and currently being reviewed ready for roll-out in first half of 2020).

(f) Webinar: **Mental Health First Aid** (currently being developed ready for roll-out in first half of 2020).

(g) Face-to-Face: **Emergency Management** – 4 March 2020 at Pedlars Motel, Paeroa and site visit to HG Leach Waitawheta Quarry – you can register for this webinar on the IOQNZ website.

(h) Face-to-Face: **Innovation for Future Proofing** (presented in the 2020 MinEx/IOQNZ Workshop Programme) – dates to be confirmed:

- Blenheim Wed 26 Feb
- Nelson Thu 27 Feb
- Palmerston North Tue 17 Mar
- Waipukurau Wed 18 Mar
- Dunedin Mon 20 Apr
- Invercargill Tue 21 Apr
- Cromwell Thu 23 Apr
- Gisborne Wed 20 May
- Te Kuiti Tue 26 May
- Paeroa Tue 09 Jun
- Rotorua Wed 10 Jun
- Kerikeri Tue 07 Jul
- Dargaville Wed 08 Jul
- Ashburton Tue 11 Aug
- Greymouth Thu 13 Aug
- Whakatane Tue 06 Oct

(i) eLearning Unit: **Finance for Non-Finance Managers** (currently being developed ready for roll-out in second half of 2020).

(j) eLearning Unit: **Foresight and Strategic Thinking for Future Proofing** (currently being developed ready for roll-out in first half of 2020).

(k) eLearning Unit: **Negotiation Skills** (currently being developed ready for roll-out in first half 2020).

(l) eLearning Unit: **Business Sustainability for Future Proofing** (currently being developed ready for roll-out in second half of 2020).

Many other webinars and face-to-face CPD opportunities are in the pipeline and will be rolled out throughout 2020. There is something for everyone in the 2020 CPD opportunities! **Please** do not hesitate to contact me if you would like further information on any of the above CPD opportunities.

## **2020 Quarry NZ Conference – Wellington – 15-17 July 2020 – Theme: 2020 VISION**

### **1. Sutton Annual CPD Recognition Awards:**

For those who know me, you know that I am passionate and committed to continuing professional development. Therefore, I have donated 2 prizes to recognise an A-Grade Manager's and a B-Grade Manager's commitment to CPD by undertaking IOQNZ-branded CPD opportunities during the 01 July 2019 – 30 June 2020 period.

A-Grade and B-Grade Managers attending IOQNZ CPD face-to-face, webinar and eLearning opportunities will be eligible to win a \$500 CPD voucher (1 voucher for an A-Grade Manager and 1 voucher for a B-Grade Manager) that they can use for future IOQNZ branded CPD opportunities.

The A-Grade Manager and B-Grade Manager with the most number of CPD hours recorded, during the period from 01 July 2019 to 30 June 2020, for attending IOQNZ-branded CPD opportunities will win the vouchers. Our winners will be announced at the 2020 Quarry NZ Conference. Please spread the word throughout your branch so that all members are aware of these awards.

Winners will be announced at the 2020 Quarry NZ Conference during the IOQNZ's Annual General Meeting.

### **2. IOQ NZ Education Officer Branch Support:**

Branch Chairs, if I can assist you and your branch in any way during 2020 regarding CPD opportunities, please do not hesitate to contact me. As expressed in the IOQ NZ December 2019 Newsletter, I congratulate all branches on the work they do for their members. Brilliant work! If I can lighten your workload regarding CPD opportunities at the branch level, I am more than happy to receive your email or telephone call.