

PROFESSIONAL REGISTRATION GEOLOGISTS ZIMBABWE

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GEOLOGICAL SOCIETY ZIMBABWE
Workshop: 14 July 2017

WORKSHOP PROGRAMME

1. Introduction

- Discussion

2. Registration

- Discussion

3. Code Of Ethics

- Discussion

4. Code Of Conduct

- Discussion

5. Competence

- Discussion

6. Continued Professional Development

- Discussion

7. Reporting

- Discussion

8. Summary

- Discussion

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BACKGROUND

PROFESSIONAL REGISTRATION

- 1994 Committee Mining & Metallurgical Institutions (CMMI) established
- 1997 Denver Accord – CMMI adopted standards reporting Resources & Reserves based JORC Code.
- 2002 Committee for Mineral Reserves International Reporting Standards (CRIRSCO) created
- 2003 CRIRSCO adopted advisory International Reporting Template
- 2013 CRIRSCO International Reporting Template updated

RESOURCE / RESERVE CODES

EXAMPLES:

- JORC – Recognises AusIMM & AIG
- SAMREC – Registration SACNASP + imminently mandatory membership GSSA or SAIMM

RECOGNISED PROFESSIONAL ORGANISATIONS - RPOs

- Requirements RPOs:
 - Self regulating organisations - mining / exploration
 - Membership primarily qualifications & experience
 - Compliance members with standards competency and code ethics of organisation worldwide
 - Maintain disciplinary procedures with power legitimately suspend and expel members for breaches standards competency or ethics
- Stock Exchanges produce lists RPOs

PROFESSIONAL REGISTRATION GEOLOGISTS IN ZIMBABWE

Repeatedly debated GSZ - presentation Andy du Toit - Summer Symposium 2015. Main Issues:

- Regulation geologists in country
- Professional Registration becoming increasingly stringent internationally
- Continued Professional Development requirements organisation out country

KEY ASPECTS PROFESSIONAL REGISTRATION GEOLOGISTS

- ❖ Registration – verification qualifications
- ❖ Code Ethics
- ❖ Code Conduct – disciplinary powers
- ❖ Competence
- ❖ Continued Professional Development
- ❖ Reporting

REGISTRATION - STATUTORY

- Engineers in Zimbabwe required register with Engineering Council
- South Africa all scientists required register SACNASP
- Canada required pass exams - Professional Practise & Ethics

REGISTRATION - ZIMBABWE

- **Constitution GSZ requires Members normally have university /college degrees in earth sciences**
- **Verification qualifications: GSU / MSU –Mutare & Zvishavane / UZ / ZSM**
- **Legislation would be required in Zimbabwe to enforce registration geoscientists - voluntary unless law enacted or amended**

CODE OF ETHICS

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- GSZ does not have a formal code of ethics
- Templates creation readily available

CODE OF CONDUCT

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- RPOs must have enforceable disciplinary procedures – incl. powers legitimately suspend and expel members
- Clauses 4.11 and 4.12 of GSZ Constitution permit suspension / expulsion Members
- Extensive revision required GSZ Constitution

GSZ Constitution – Disciplinary Action

4.11 Suspension or Expulsion

Should ≥ 10 Members address to the Committee, in writing, a protest against the continued membership of the Society of any Member, the Committee shall institute an inquiry, and should $\geq 75\%$ of the Committee resolve that the protest is justified, it shall be entitled to:-

- i) suspend such Member for such a period as it may deem fit, or
- ii) call upon such Member to resign, or
- iii) strike his/her name from the Membership Register.

A Member whose suspension or expulsion is being considered shall be notified by the Secretary of the date of the Meeting of the Committee at which his/her case will be considered, and such notice shall not be less than thirty days and he/she shall be advised of the complaints or charges against him/her. If he/she so desires, he/she may submit a defence in person or in writing or by a representative, and such defence shall be considered by the Committee as part of the suspension or expulsion procedure

4.12 Contravention of Constitution and By-Laws

Any Member who, in the opinion of $\geq 75\%$ of the Committee, has wilfully contravened the Constitution and By-Laws of the Society, or who has rendered himself/herself unfit to be a Member, may be expelled from the Society and struck off the Membership Register. Such Member shall be notified of the date of the meeting of the Committee at which his/her case will be considered, and shall be entitled to defend himself/herself in accordance with the procedure laid down in clause 4.11 of the Constitution

AusIMM: CHARTERED PROFESSIONAL

Application – Accreditation Areas Practise:

- CV with proof qualifications
- 5yrs Experience – each area practise
- Sponsored 3 Chartered Professional – submit confidential letters
- Continued Professional Development – established rolling 3 year average with commitment maintain standing

CONTINUED PROFESSIONAL DEVELOPMENT

CONTINUED PROFESSIONAL DEVELOPMENT (CPD)

- CPD directed maintaining and enhancing professional capability throughout career.
- Organisations, including AusIMM and SACNASP with GSSA / SAIMM, proceeding towards implementation CPD based earned points systems

AusIMM: CHARTERED PROFESSIONAL

CONTINUED PROFESSIONAL DEVELOPMENT - 50 hrs / yr, focussed areas discipline, on rolling 3 yr average recorded in accredited *Professional Development Logbook*:

- Proven application of self learning
- Course Work
- Structured on-job training
- Site Visits pertinent areas discipline
- Relevant Workshops , Seminars, Meetings ,Conferences, Etc
- Mentoring other professionals
- Membership relevant Committees
- Preparation lectures, courses, publications

GSSA: CPD SYSTEM

- Professional Development Hours -

ACTIVITY	WEIGHTING	PDH OBJECTIVE	CPD POINTS	MAX CPD POINTS/YR
Knowledge Contribution	3.0	Not Stipulated	Not Stipulated	No Maximum
Learning - Untested	1.0	≥40 hrs	≥40	80
Learning - Tested	1.5			
Self Development	0.25	≥12 hrs	≥3	20
Professional Practise	0.125	≥64 hrs	≥8	10

CPD OBJECTIVE: Rolling 3 Year Average: ≥60

REPORTING

- Stock market requirement Competent Persons (CPs) to sign-off public reports
- CPs must be a members of Recognised Professional Organisations (RPOs) with >5yrs pertinent experience
- Able defend reports peers

SUMMARY

TRANSITION PROFESSIONAL ORGANISATION REQUIRES

Possibility GSZ implementing Professional
Registration Geologists requires:

- ❖ Clarification objectives
- ❖ Assessment practicality
- ❖ Costing affordability

MEMBERSHIP GSZ

- 2016/17 GSZ : 103 Members – 16 Hon / 11 Foreign / 76 Full
- Two requests details Professional Registration elicited 15 replies ($\pm 20\%$)

AIG	GSSA	AusIMM	IMMM	SAIMM	SACNASP
2	5	5	1	3	7
7		9			7

GSZ NEEDS ADOPT POSITION ON PROFESSIONAL REGISTRATION

- Continue as a geological society dedicated promoting earth sciences in Zimbabwe
- ↓
- Commence assisting geoscientists attain and maintain external RPO membership: CPD
- ↓
- Affiliate organisation – ECZ / GSSA / AusIMM
- ↓
- Transition become body professional registration: Zimbabwe Assoc Geoscientists