Continuing Professional Development (CPD)

BMG CPD GUIDELINES

The aim of BMG CPD is to further a mountain Guide's professional development. This training should serve to deepen and extend knowledge as well as encouraging the exchange of ideas and experiences relevant to the skills of mountain guiding.

This document sets out to ensure that Guides:

- Keep up to date in guiding practice, techniques and delivery
- Are informed of Guiding issues that have been identified by the Professional Standards Committee
- Meet the minimum CPD requirements of the BMG and IFMGA

IFMGA RECOMMENDATION

3.21 CPD is training recognised and approved by a Member Association as contributing to the continued professional development of a Mountain Guide.

3.22 Each Member Association (subject to any national or federal laws) can set its own requirements as to how often CPD should take place. However, the IFMGA recommendation is that a Mountain Guide does CPD at least every 2 years and that it is on the basis of at least 1 day per year.

The BMG Requirement: There is a BMG CPD requirement of 2 days in every 2 years. However, it is **recommended** that a Guide complete a minimum of one day CPD each year. It is every Guide's responsibility to keep their continued personal development up to date.

1. All BMG Guides must meet the IFMGA minimum requirements for CPD of two days every 2 years. Any Guide who does not fulfill this requirement will not receive the IFMGA sticker.

2. The two days can be made up of BMG CPD or Non BMG CPD (see later definitions).

3. It is the view of the Committee that Guides should exceed, rather than meet, this minimum requirement.

4. Guides who wish to have Non BMG CPD approved need to present their CPD proposal to their Area Committee. If approved by the Area Committee, the Area Representative will inform the BMG Office. When informing the Office the Area Representative must have the following information:

    - The Guides name

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- The nature of the CPD
- The date that the CPD was completed

5. The details of Guides' CPD are recorded on the Candidate Management System (CMS) at the BMG Office. Only the BMG Office can update an individual Guide's CPD records on CMS; BMG Guides must not attempt to update their own CPD records.

6. It is the Guide's responsibility to ensure that the CPD recorded on CMS is accurate and up to date. The BMG Office and the PSC will rely upon the information recorded on CMS – it is the definitive record. (Note that the CMS system will list CPD as "points" rather than days)

7. BMG Guides who organise CPD are responsible for reporting the CPD to the BMG Office (who will, in due course, update the records of participating Guides on CMS)

8. Newly qualified Guides do not need to meet the CPD requirements until two years after the date they qualified (i.e. in year three they must have two CPD days as described above).

9. The training must be provided by an IFMGA member, an appropriate organisation or qualified person. If a third party provider is used for the training, an IFMGA guide must take the responsibility to promote the training and to ensure the training fulfils the required objectives.

10. The CPD should have a syllabus showing aims and objectives so that the BMG membership can see the value of the event. After the event, a report should be written by the course convenor and sent to the BMG office. This report is important as it allows the membership to review the day and learn indirectly any important issues from the day. The report helps to improve and expand on the type of CPD provided as it can be reviewed by the members who can indirectly benefit from the issues covered. The report will be posted under the CPD section of the BMG website

11. Guides convening and working on CPD will have the CPD count towards their own quota. If the convening guide regularly delivers the subject professionally it would be better if their CPD focussed on other areas of interest. For example, a BMG trainer working on a BMG training course would not count whilst a guide running a CPD workshop would count.

12. CPD training should be promoted to all the BMG membership. This can be done by email, BMG website or the "News from the Mountains" internal magazine.

13. The BMG shall not be liable for any outstanding payments for any CPD.

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Definitions of CPD Categories

BMG CPD

The following events are recognised by the BMG as CPD when no Area Committee approval is required:

- All formal BMG Training and Assessment Courses
- The BMG Risk Management Seminar (takes place annually after the AGM)

Non BMG CPD

BMG Area Committees will validate any Non BMG proposed CPD. This peer approval should ideally be sought before the event takes place but could also be granted after an event at the discretion of the Area Committee.

Non BMG CPD should fulfil the following criteria:

- The CPD will improve the Guide's technical ability to carry out their work as a mountain guide
- The CPD will develop the Guide's understanding of issues that relate to the work of a mountain Guide and will improve client care or the Guide's experience of the environment in which they work.
- The CPD will be delivered by an IFMGA Mountain Guide or other recognised specialist or expert.
- The CPD will be delivered in a high quality and professional way.

CPD events (or courses) will be counted based on their duration i.e. the BMG Risk Seminar counts as one day and the BMG Avalanche course counts as five days.

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