



Association of B-BBEE Professionals

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CPD POLICY

1. Introduction

1.1. What is CPD?

Continuing Professional Development [“CPD”] refers to learning activities that improve, broaden and maintain knowledge and skill and develop personal qualities necessary to enable members and associates to perform competently within their professional environments. It specifically includes the development and maintenance of competence in the BEE Industry.

1.2. Why is it necessary?

ABP is recognised as a professional body and as such is required to develop, monitor and enforce standards that ensure the continuous development and maintenance of professional competence of BEE professionals, verification agencies and BEE advisors who are members of ABP.

ABP’s affiliation to the dtic and SANAS as well as its recognition by SAQA further re-enforces its obligation to foster a commitment to lifelong learning and development amongst its members. Individual, lifelong learning and development is the hallmark of professionalism.

The knowledge and skills needed to function effectively in the business world continue to change and expand at a rapid rate. ABP Members face increased knowledge and skills expectations. Continued development of professional competence and lifelong learning are critical if members are to meet these expectations.

Amongst its aims, ABP includes setting the standards for ethical behaviour, professional development, and the achievement of excellence in the profession. ABP believes that a CPD programme plays an important role in ensuring that members fulfil their professional activities and responsibilities and in the maintenance of professional standards, ethics, and knowledge.

In the event of a charge of unprofessional conduct, a member who can demonstrate compliance with the CPD requirements would be in a stronger position than a person who was unable to do so.

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2. CPD Framework

2.1. Objective

The objective of CPD is to assist members to develop and maintain professional competence to provide accurate BEE advice or conduct BEE verifications of high quality, in the public interest.

2.2. Compulsory Professional Development

CPD is compulsory and is applicable to all members. It is the members' ethical and professional responsibility to accurately record their points.

2.3. Measurement of CPD activity

2.3.1 Approach

Measurement of completion of CPD shall be done as an input-based approach which attempts to measure by establishing a minimum amount of learning hours that is considered appropriate to develop and maintain professional competence.

2.3.2 CPD Requirement for members

The following minimum CDP requirements must be met in each reporting period:

2.3.2.1 Members registered as EEP's are required to obtain **40 CPD** points of which **20** must be ABP verifiable points.

2.3.2.2 All other members are required to obtain **20 CPD** points of which **10** must be ABP verifiable points.

Members will have four weeks from initial notification to submit and send verification of their CPD activities if selected for the audit. It is therefore imperative that members keep a record of their attendance to CPD events such as a certificate, signed registration form, receipt of course payment, etc., in the event, they are chosen for audit purposes.

2.3.3 Qualifying Programmes

ABP shall host various CPD activities but will not prescribe which activities members must complete, other than to provide a maximum number of hours which can be claimed for certain activities. Members are free to choose from the range of relevant CPD activities based on their identified learning and development needs and ABP will rely on the professional judgment of members in this regard.

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Members will choose and record their CPD activity using the CPD table below:

CATEGORY	ACTIVITY/ EVENT	ABP EVENT POINT ALLOCATION	EXTERNAL EVENT POINT ALLOCATION	MAXIMUM NUMBER OF POINTS PER YEAR	Verifiable/Non-verifiable
A	MDP, Masters, PHD, Post Grad. Diploma			20	Verifiable
B	Accredited events or activities	15	10	20	Verifiable
C	Attending workshops & short courses	Half day- 4 Full day – 8	Half day- 2 Full day – 6	15	Verifiable
	Webinars	Two hours- 2	hours- 2	20	Verifiable
D	Facilitating breakfast presentations, seminars and updates	5	3	10	Verifiable
E	Serving on ABP Committees	10	5	10	Verifiable
F	Conferences, AGM, members meetings, summits	5	5	5	Verifiable
G	Writing BEE-related articles	4	2	6	Verifiable

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H	Reviewing BEE related educational material, summarising sector codes for the industry, packaging learning	10	5	15	Verifiable
I	Attending breakfast presentations, seminars and updates	4	2	8	Verifiable
J	Personal Development Course-assessment	4	2	4	Verifiable
K	Work Experience- new learning ie new sector codes	4	2	4	Verifiable

2.4. Reporting period

The period in which the member must obtain their minimum required CPD points will be for a period of 12 consecutive months, commencing on the 1st of January and ending on the 31st of December of every year.

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2.5. Responsibility for reporting and record-keeping

Members bear the primary responsibility of documenting their compliance with CPD requirements. Members have an obligation to develop and maintain their professional competence, to update their CPD points on the ABP system and keep their own records - should it be necessary to justify their CPD compliance.

Notwithstanding the need for confidentiality of members' personal information, ABP may provide a CPD compliance report of its members to any third party as and when requested for the purpose of proving compliance.

For all categories other than A&B, members must advise how the activity has resulted in enhanced BEE knowledge and improved services to current and future clients so that ABP can evaluate the validity of the activity. Documentation confirming attendance should not be sent to ABP unless requested. Each member must retain documentation for at least one year after the end of the reporting period. ABP may request these documents at any time up to one year from the end of a reporting period.

Documentation may be a grade report or transcript for activities involving an examination. A written confirmation of attendance (i.e., Certificate of Attendance, Certificate of Completion, etc.) from the organization should include: the member's name, name of program, name of CPD provider, date of program, location, number of CPD hrs and signature of provider representative.

2.6. Monitoring of CPD activity

ABP will always maintain a system that allows members to review their CPD activity for the year and provide a consolidated total advising them on how many more hours they require so that they can easily keep track of their activity. The system is also able to generate an annual report which alerts them to which members have not complied with the minimum CPD requirements.

Please note that ABP reserve the right to audit the CPD activity of any member at any time of the year. Members are required to attach their CPD log when reapplying for membership/renewing membership.

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2.7. Sanctions

ABP is committed to ensuring that Members commit to and strive through personal initiative to maintain professional competence through CPD, and keep abreast of emerging issues, world trends, etc. in the BEE space. Members who do not comply with CPD reporting requirements will be given 60 days to report additional hours. Members who fail to comply within the prescribed 60 days will have their membership suspended and disciplinary action may follow. The same sanction will apply to any member who is found to have fraudulently reported their CPD hours.

2.8. Exemptions

Members may apply for exemption from the CPD requirements based on retirement or due to extenuating circumstances such as medical, disability leave, career breaks or other similar reasons.

These requests should be reviewed on a case-by-case basis. Written requests along with supporting documentation must be made to ABP.

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Abbreviations and Definitions

ABP	The Association of B-BBEE Professionals
EEP	Economic Empowerment Professional
The dtic	Department of Trade, Industry and Competition
SANAS	South African National Accreditation System
SAQA	South African Qualifications Authority
ABP Event	ABP event means an event, activity provided, hosted by ABP
External Event	Means an event, activity not provided or hosted by ABP