



CPD FACTSHEET

What is CPD?

The purpose of continuing professional development (CPD) is to encourage continued lifelong learning and professional growth for members that includes, but is not limited to further massage training.

The 2016-2018 CPD Guidelines use four models to support a more user friendly means to gain CPD hours. The models focus on different areas of CPD and allow the professional massage therapist to implement different activities to develop new knowledge and skills that are relevant and interesting to their professional development. The models used are:

- The Training Model which focuses on updating a person's skills and knowledge development.
- The Deficit Model which can be designed to address any performance deficits.
- The Coaching/Mentoring Model emphasises the importance of the one-to-one relationships and reflection on practice.
- The Community of Practice Model engages the person in the wider massage community and develops broader non clinical elements to their role as a therapist.

The CPD Guidelines list a range of activities that can be undertaken which are listed in Table 1 (see MNZ CPD Logsheet 2016-2018). Many of these activities can be used to meet the professional development goals of the above models.

It is our intention to build a collection of resources for your use. We also invite all members to share resources that they have found useful for their own CPD. Please forward ideas and relevant material to the Executive Administrator for processing.

CPD Requirements

CPD is now on a 2 year fixed cycle. Members need to provide evidence of hours spent on CPD activities. The first cycle runs from April 2016-March 2018 and hours

can be accrued at any time over this two year period. The eligible activities are listed in Table 1 (see MNZ CPD Logsheet 2016-2018). There is no limit on the number of hours that can be used on any one activity. A member may choose to use their CPD hours on one activity if that is relevant for their professional growth. There is no requirement for CPD hours to include hands-on training as per previous CPD requirements. However, diversity of activities is encouraged where applicable, as is hands-on training where this is beneficial to a member's professional growth. Any hours over the required minimum cannot be rolled over into a new CPD cycle.

- RMTs and CMTs who on average do 10 or more massage client hours per week need to do a minimum of 40 hours of CPD over this 2 year cycle.
- RMTs and CMTs who on average do less than 10 massage client hours per week need to do a minimum of 30 hours of CPD over this 2 year cycle.

Pro rata CPD hours will apply. Any new member who enters the cycle part way through will be required to do proportionally less hours of CPD as a minimum. Current members who are halfway through their previous 2 year CPD cycle at 31 March 2016 will complete their current cycle using the old points-based system and will join this new hour-based system in April 2017. Accordingly, these members will be required to do a minimum of 20 hours (if full time) and 15 hours (if part time) CPD for the period 1 April 2017-March 2018.

To help MNZ members formalise and capture learning from CPD activities, you will now see a need to reflect on a number of your CPD activities. This reflective practice need not be difficult; after all, you probably do it informally anyway. The Reflective Practice Statement template (see MNZ CPD Logsheet 2016-2018) outlines the questions to be answered using no less than one page and no more than three pages. The page allocation is only a suggestion and can be modified to suit each individual and activity; the format can also be modified to suit. A reflective practice statement may also contain an activity done more than once e.g. a MNZ regional meeting attended three times could be summarised on one reflective practice statement.

The CPD Log Sheet is also to be used to record your list of CPD activities. You can find a sample log sheet included in the document MNZ CPD Logsheet 2016-2018.

Please only send in your Log Sheet of CPD Hours 2016-2018 with your membership renewal in March/April 2017 and again in March/April 2018. Remember, you are not required to have completed the hours until March 31, 2018. Please remember to sign the attestation on the CPD Log Sheet. Please also retain all of your evidence of completed CPD hours for one year after the end of each CPD Cycle as you may be required to submit your evidence as part of the Annual MNZ CPD audit.