

CStat revalidation – experience to-date and plans for 2015

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Outline

Reminder about CStat revalidation

The transition to revalidation

Experience in 2014

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Reminder about CStat revalidation

What is revalidation?

Who needs to undertake revalidation?

Why revalidation for CStat?

What is the basis of revalidation?

How does the 5 year cycle work?

What is revalidation?

Revalidation is the process to be successfully completed in order to retain CStat (professionally active) status

The aim is to confirm maintenance of professional standards, by declaration or providing evidence

It is a professional appraisal carried out by the Society (cf performance appraisal carried out by an employer)

Expectations of a professional: being trustworthy, ethical, up-to-date and competent

Who needs to undertake revalidation?

Professionally
active
Chartered
Statisticians

- Those also holding the CSci award undertake the Science Council's annual revalidation process
- Those on a career break or with extenuating circumstances can defer revalidation
- Those who are permanently retired are exempt
- Those holding FIS, MIS are exempt

Why revalidation for CStat?

Raising the value of the CStat award for those who hold it and for the beneficiaries of their work

- Increases credibility of CStat as a professional award
- Advocated by employer focus groups
- Reflects trends in continuing professional development (CPD) best practice
- Experience with CSci revalidation

What is the basis of revalidation?

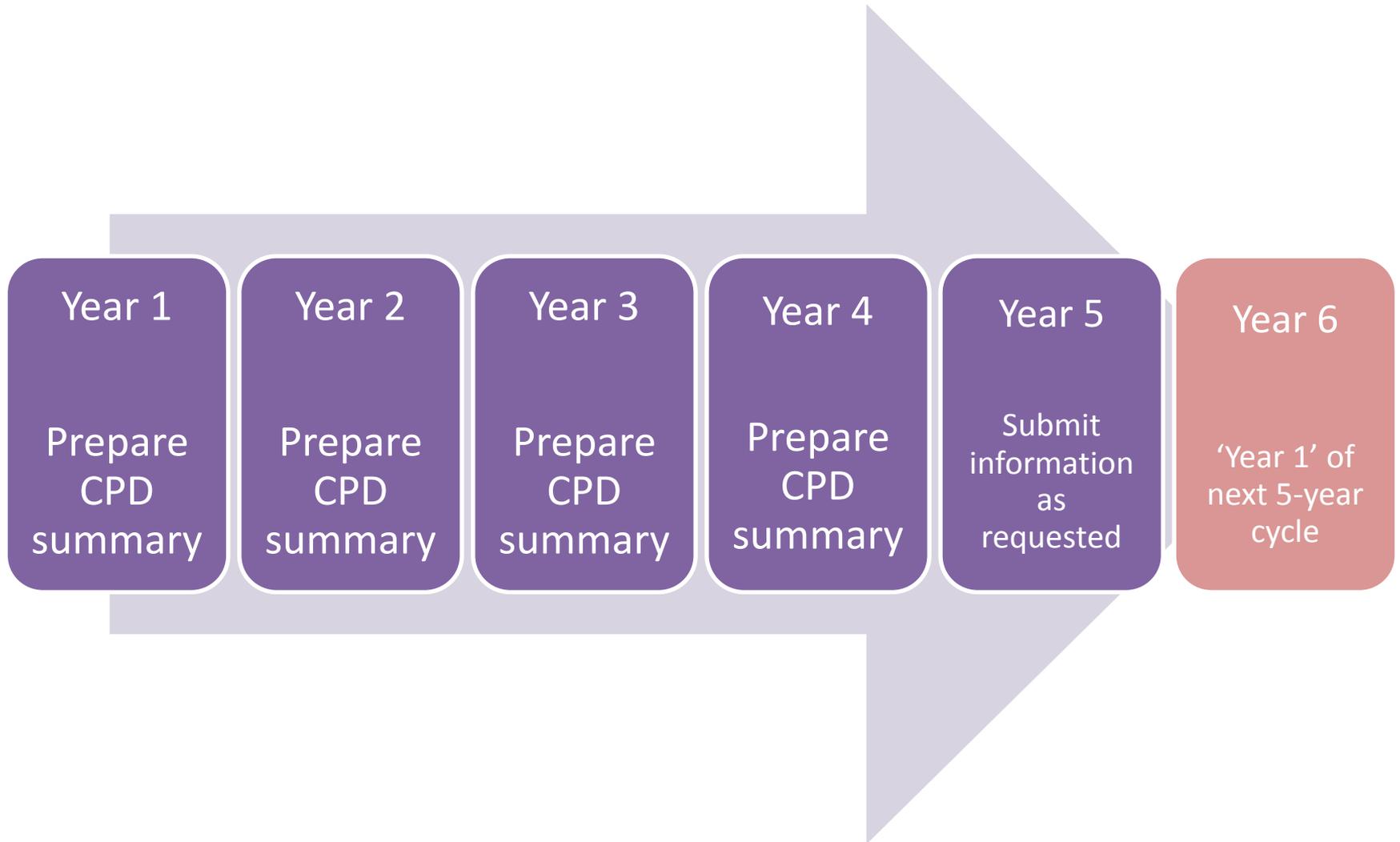
Adherence to
the Society's
code of
conduct

- Working in the public interest
- Responsibility to employers/clients and the profession
- Professional competence & integrity

Compliance
with the
Society's CPD
Policy

- Maintenance, improvement and broadening of knowledge and skill
- Recording CPD activities and their outcomes/benefits

How does the 5-year cycle work?



Dynamos, Cruisers and Losers

Dynamos

- Have a personal strategic plan
- Work to learn something new, continually adding new skills and knowledge
- Find ways to get out of the flow of repetitive work
- Pursue active career development and continuous self-improvement

Cruisers

- Fully competent, work hard, do good work, take care of their clients
- Experts at repetitive work, but not going anywhere
- Do well for the time being living off existing skills; will be overtaken by others
- Have a job, not a career

Losers

- Do not meet the basic standards of quality, client service and hard work
- Are working in a 'dying practice' area
- Have disruption in their personal life

True Professionalism: the courage to care about your people, your clients and your career,
by David H Maister (Simon & Schuster, 1997)

The transition to revalidation

Cohort with 'Year 5' in 2014 revalidating based on 2012-13 CPD summaries. Revalidate from 1st January 2015.

Cohort with 'Year 5' in 2015 revalidating based on 2012-14 CPD summaries. Revalidate from 1st January 2016.

Cohort with 'Year 5' in 2016 revalidating based on 2012-15 CPD summaries. Revalidate from 1st January 2017.

Those awarded CStat in 2012 will have 'Year 5' in 2017 & revalidation based on 2013-16 CPD summaries. Revalidate from 1st January 2018.

Those awarded CStat in 2013 will have 'Year 5' in 2018 & revalidation based on 2014-17 CPD summaries. Revalidate from 1st January 2019.

The first cohort: Process in 2014

27th January – revalidation process defined & communicated

31st March – initial submission by all

April – feedback on initial submission, selection of audit sample

30th June – additional information submitted by audit sample

September – decision of panel of assessors communicated

November – remedy inadequate audit submissions

Revalidate from 1st January 2015

The first cohort: the initial submission

Go to www.rss.org.uk/cstat_revalidation2014 for details

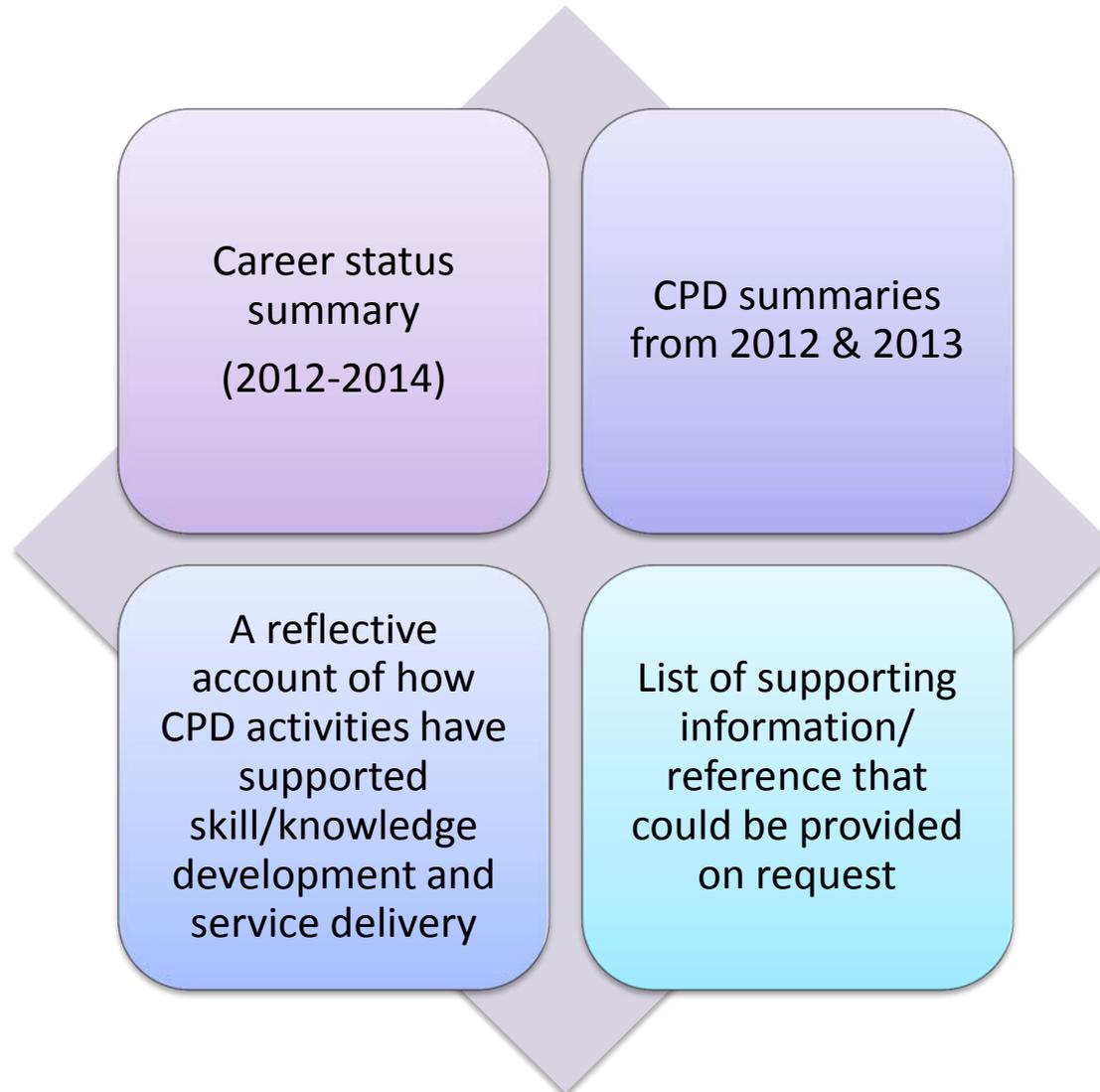
The requirements of the initial submission included in an email sent on 27th January.

By 31st March select one of 3 options and reply to pac@rss.org.uk

- **Option A** : make declaration and provide a CPD summary for 2013
- **Option B** : unable to make declaration due to career break, extenuating circumstances, retirement
- **Option C** : do not wish to revalidate

The first cohort: Information required for audit

Go to www.rss.org.uk/cstat_revalidation2014 for details



The first cohort undergoing CStat revalidation (2014)

	# of members	Percent
Cohort of professionally active CStats with revalidation date of 1 st January 2015 at the beginning of 2014.	190	
Members choosing not to continue membership or defaulting (mid-April).	15	8%
Remaining members in the cohort.	175	92%

Note that in 2013 6% (=71/1284) of CStats defaulted (failed to pay their subscription by mid-April)

The first cohort undergoing CStat revalidation (2014) - Outcome

Outcome	# of members	% out of 175
Selected for audit (10% of those who are professionally active) – assessment process still ongoing.	12	7%
Continuing into 2015 as a professionally active CStat with revalidation date of 1 st January 2020.	109	62%
Continuing into 2015 as a professionally active CStat with revalidation date of 1 st January 2016.	14	8%
Continuing into 2015 as a CStat on a career break – not professionally active.	5	3%
Continuing into 2015 as a CStat – retired – not professionally active.	12	7%
Removed from the CStat register at the end of 2014.	23	13%

The second cohort: Process in 2015

January – revalidation process defined & communicated

March – initial submission by all

April – feedback on initial submission, selection of audit sample

June – additional information submitted by audit sample

September – decision of panel of assessors communicated

November – remedy inadequate audit submissions

Revalidate from 1st January 2016

2015 process: the initial submission

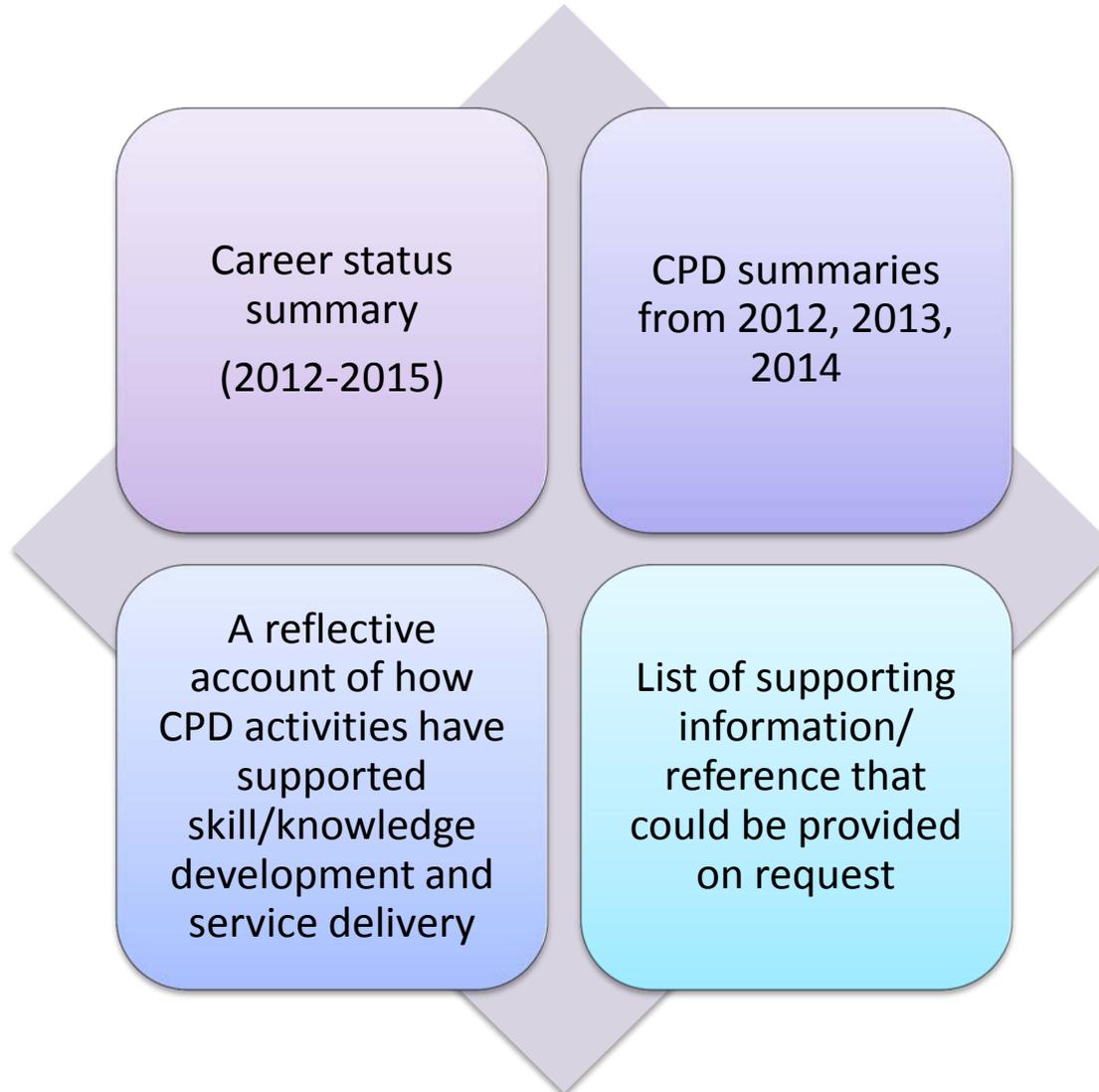
Adaptation of general guidance: www.rss.org.uk/cstat_revalidation

The requirements of the initial submission may vary from year to year. Examples of the requirement are:

- a simple declaration to be signed – confirming the person is still professionally active, following the CPD Policy and complying with the Code of Conduct of the Society, or
- the 2014 CPD summary, or
- the CPD summaries from 2012, 2013 & 2014.

2015 process: Information required for audit

Adaptation of general guidance: www.rss.org.uk/cstat_revalidation



Recording your CPD

You can use any method/system

- personal
- employer
- RSS online CPD system (video demo at www.rss.org.uk/cpd)
- RSS MSWord template (download from www.rss.org.uk/cpdprofiles)

May need to supplement so that compliance with RSS CPD policy can be confirmed.
Annual requirements:

- Cover at least 3 of 5 categories of activity
- At least 60 learning hours
- Reflective practice (assessment of outcome/benefit)

Support for revalidation - CPD

CPD policy and report that provides additional guidance.

www.rss.org.uk/cpd

Slides and extensive notes from the Professional Statisticians' Forum (PSF) session '*Continuing Professional Development – how to make it effective*'. www.rss.org.uk/psf

16 exemplars of CPD summaries (audit submissions as part of the CSci revalidation process). www.rss.org.uk/cpdprofiles

A brochure of CPD opportunities at the RSS.

www.rss.org.uk/cpd

Support for revalidation - general

CStat revalidation webpage. www.rss.org.uk/cstat_revalidation

Audio and slides of the Professional Statisticians' Forum (PSF) session '*CStat revalidation – your questions answered*'. www.rss.org.uk/psf

RSS Code of Conduct. www.rss.org.uk/codeofconduct

Email pac@rss.org.uk with your questions.

Any questions?