



New Zealand Hospital Scientific Officers' Association Inc

Home of the Specialist Medical Scientist

The NZHSOA runs a continuing education programme for scientists registered with the Medical Science Council (MSC) of New Zealand. The programme is available to all participants practicing under the scope of practice of Medical Laboratory Scientist and who are registered with the MSC. The NZHSOA supports lifelong competence and professional development that is self-directed to ensure professionals continue to practice safely, effectively and legally within their scope of practice.

Continuing professional development (CPD) is the responsibility of NZHSOA members and is driven by individuals learning needs. The NZHSOA provide a framework on how members may acquire CPD points to meet the NZHSOA requirement of 100 points per year or 200 over 2 years.

Under the Health Practitioners Competence Assurance Act 2003, regulatory authorities are required to certify that a practitioner is competent in their scope of practice when they issue an annual practising certificate. The NZHSOA awards 50 points per year for competence with an additional 50 points per year required for CPD activities. The NZHSOA requirement to accrue 100 points on CPD activities over 2 years is deemed equivalent to at a minimum 20-hours learning per year or 40 hours over 2 years. An audit is conducted annually to ensure participants meet requirements set out by NZHSOA and the MSC.

It is expected that Medical Laboratory Scientists on this programme aim to cover a wide variety of substantive tasks listed herein during their career. You may claim points for activities additional to normal scientific duties where on-going education and new knowledge is gained and documented. These activities recognised in the current NZHSO CPD programme do not lend themselves to measurement in hours. The NZHSOA recognises the merit and indeed advantage of a task-based CPD programme and its associated points-based system. The achievement of 100 points over 2 years on NZHSOA programme demonstrates a significant input of time which NZHSOA deems equivalent to at least 40 hours of CPD. NZHSOA recognises substantive tasks only.

Recertification Timetable

1 January of each year	Recertification period starts - scientists record their points and keep supporting records.
31 December	Recertification period ends - scientists complete their record of points and send a copy to the NZHSOA by 31 December.
31 January	Cut-off date for sending annual report to the Medical Sciences Council where the NZHSOA undertakes an audit of at least 10% of participants and report to the Medical Science Council by 31 January.
1 March	NZHSOA undertakes a review of the years participation and considers any changes to the program.

Scientists may join the program by contacting paula.keating@cdhb.health.nz.



NZHSOA substantive task-based CPD programme and its associated points-based system

Activity	Points	Details
1. Employment	50/annum	Signed assessment of competence by controlling officer
2. Research	50 points, prorated against the number of investigator(s).	Principal or joint investigators of research projects usually funded by grants
3. Publications	30 points per paper, 15 points per letter	Published papers/letters in recognised/peer reviewed international journals
4. Method Validations	15 points per validation	Validation of new tests
5. External Teaching	10/lecture/seminar/tutorial	Lectures, seminars and tutorials in other DHBs, universities and other tertiary education institutes to impart up to date knowledge in diagnostic medicine
6. Internal Teaching	5 points/session	Lectures, seminars and tutorials to update staff knowledge in diagnostic medicine
7. Post Graduate	20/student/annum	B.Sc (Hons); M.Sc and PhD mentoring
8. Post Graduate Examination	30/PhD thesis; 20/Honours'/Master's thesis	Examination/marking of theses from Honours, Masters and Doctoral students
9. Peer Review	5 points/manuscript/article or 15 points for a research grant	Peer review of journal articles or research grant applications
10. Scientific Meetings	30 points/3-day international (pro rata 10 per day); 15 points/ 3 day local/national (pro rata 5 per day)	Local and international scientific/clinical meetings/webinars
11. Scientific Presentations	15 points/oral presentation; 10 points/poster presentation as the primary author otherwise 5	Poster or oral presentations at the above outlined meetings
12. Continuing education leading to Professional Qualification	30 points or 10 points/year of training	Training activities leading to a professional qualification
13. Professional Activities	5 points/annum maximum for office holders or executive committee membership.	professional membership of service as an office holder on appropriate professional/clinical/scientific organisations or executive committee membership.
14. Scientific Direction Setting	10 points/plan	Creation of business plans, management reviews, process improvement plans, policy documents or strategic plans that develop medical science profession and service
15. Auditing	10 points per day	compliance with international standards (e.g. ISO 15189) to ensure the specific requirements for competence and quality are met. Audits may be performed internally or externally.
16. Reflection on Practice	10 points per reflection	Documented conscious analysis of a professional issue or experience either individually or with colleagues. To include - What you did - What you learnt - The activity impact on your practice
17. Quality Improvement	20 points per project/year	Ethical application of quality improvement skills. Expected documentation to include evidence of quality improvement activity, ethics application/review, training in quality improvement methods.
18. Other Scientific Activities	TBD	Other self-directed professional development with documented evidence.