CStat revalidation – your questions answered

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Member of the RSS Professional Affairs Committee

*Professional Statisticians’ Forum – 9th February 2015*
Outline

Reminder about CStat revalidation
The transition to revalidation
The first cohort – revalidation during 2014
The second cohort – revalidation during 2015
Recording your Continuing Professional Development (CPD)
Scope of CPD
Support materials
Any questions?
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 operate?
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?

- 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
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
The 5-year cycle

- **Year 1**: Prepare CPD summary
- **Year 2**: Prepare CPD summary
- **Year 3**: Prepare CPD summary
- **Year 4**: Prepare CPD summary
- **Year 5**: Submit information as requested
- **Year 6**: ‘Year 1’ of next 5-year cycle
The ‘Year 5’ process

Late ‘Year 4’
   Email reminder & overview of process

January
   Email/webpage process description

March
   Submit declaration + basic information

April
   Feedback & selection of audit sample

June
   Audit submission

July/Aug
   Panel of assessors meet

September
   Feedback to audit sample
The transition to revalidation

- Cohort with ‘Year 5’ in 2014 revalidating based on 2012-13 CPD summaries. Revalidate from 1st January 2015. (Also 2014 awardees)
- 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 undergoing CStat revalidation (2014)

<table>
<thead>
<tr>
<th># of members</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cohort of professionally active CStats with revalidation date of 1\textsuperscript{st} January 2015 at the beginning of 2014.</td>
<td>190</td>
</tr>
<tr>
<td>Members choosing not to continue membership or defaulting (mid-April).</td>
<td>15</td>
</tr>
<tr>
<td>Remaining members in the cohort.</td>
<td>175</td>
</tr>
</tbody>
</table>

Note that in 2013 6\% (=71/1284) of CStats defaulted (failed to pay their subscription by mid-April)
<table>
<thead>
<tr>
<th>Outcome</th>
<th># of members</th>
<th>% out of 175</th>
</tr>
</thead>
<tbody>
<tr>
<td>Continuing into 2015 as a professionally active CStat with revalidation date of 1&lt;sup&gt;st&lt;/sup&gt; January 2020.</td>
<td>115</td>
<td>66%</td>
</tr>
<tr>
<td>Continuing into 2015 as a professionally active CStat with revalidation date of 1&lt;sup&gt;st&lt;/sup&gt; January 2017.</td>
<td>2</td>
<td>1%</td>
</tr>
<tr>
<td>Continuing into 2015 as a professionally active CStat with revalidation date of 1&lt;sup&gt;st&lt;/sup&gt; January 2016.</td>
<td>15</td>
<td>9%</td>
</tr>
<tr>
<td>Continuing into 2015 as a CStat on a career break – not professionally active.</td>
<td>6</td>
<td>3%</td>
</tr>
<tr>
<td>Continuing into 2015 as a CStat – retired – not professionally active.</td>
<td>12</td>
<td>7%</td>
</tr>
<tr>
<td>Removed from the CStat register at the end of 2014.</td>
<td>25</td>
<td>14%</td>
</tr>
</tbody>
</table>
The second cohort: Process in 2015

15th 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 2016
The second cohort: the initial submission

*Go to [www.rss.org.uk/cstat-revalidation](http://www.rss.org.uk/cstat-revalidation) for details*

The requirements of the initial submission included in an email sent on 15\(^{th}\) January.

By 31\(^{st}\) March select one of 3 options and reply to pac@rss.org.uk

- **Option A**: make declaration and return CPD summary for 2014
- **Option B**: unable to make declaration due to career break, extenuating circumstances, retirement
- **Option C**: do not wish to revalidate
Option A

I would like to revalidate and continue to hold the Chartered Statistician award from 1st January 2016 until my next revalidation date.

I affirm that I will continue to be professionally active, comply with the RSS CPD Policy and adhere to the RSS code of conduct. If my professional circumstances change such that I am not able to fulfil the above obligations, then I will contact the Society immediately.

I attach my CPD summary for the calendar year 2014 with my reply.

• If you select this option you may be selected for audit and be required to submit further information about your professional experience and development in 2012, 2013 and 2014. You will be notified whether you have been selected for audit during April.
Option B

I wish to continue to hold my Chartered Statistician award.

However due to a career break, extenuating circumstances or retirement I am unable to make the declaration described in Option A.

- If you select this option, please provide a brief explanation of your circumstances.

- Note the guidance allows the Society the discretion to defer revalidation for up to 3 years in the cases of career breaks or extenuating circumstances.

- In the case of permanent retirement from professional activity (or career change), your Chartered Statistician status can be retained and revalidation is no longer required.

- If you select this option your entry on the professional register will reflect the fact that you are not professionally active.
Option C

I do not wish to revalidate as I do not wish to continue to hold the Chartered Statistician award beyond 31st December 2015.

• *If you select this option it will be useful for the Society to know the primary reason for your decision. Please provide a brief comment.*
The second cohort: Process in 2015

15th January – revalidation process defined & communicated

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Revalidate from 1st January 2016
The second cohort: Information required for audit

Go to [www.rss.org.uk/cstat-revalidation](http://www.rss.org.uk/cstat-revalidation) for details

- Career status summary (2012-2015)
- CPD summaries from 2012, 2013 and 2014
- A reflective account of how CPD activities have supported skill/knowledge development and service delivery
- List of supporting information/reference that could be provided on request
The second cohort: Revalidation Form

Download from www.rss.org.uk/cstat-revalidation

The Chartered Statistician CPD Revalidation Form provides a structure for the audit submission:

- Career Status & Job Role during the 3 year period 2012/13/14.
- Summary of CPD activities & the RSS CPD Policy
- Summary of supporting evidence that is available, and can be provided on request.
- Reflection on benefit to professional practice
- Reflection on benefit to users of your service
- Professional Development Planning
- Declaration
The CPD Cycle

Assessment
• What do I need to know/be able to do?

Evaluation
• What have I learned? How has it benefited my practice?

Planning
• How can I develop the required skills and knowledge?

Action
• Undertaking activities to enhance knowledge and performance.
Recording your CPD

You can use any method/system

- personal
- employer
- RSS online CPD system
- RSS MSWord template
- other

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)
Pyramid of Knowledge & Skill

Processes
(people, tasks, problems, decisions)

Interpersonal skills
(consultancy, influencing, negotiating, teamwork, leadership, mentoring)

Knowledge of context
(scientific, social, business setting; legal, regulatory, standards framework)

Technical foundation
(problem formulation, methodology development and implementation)
Pyramid of Knowledge & Skill

Processes
Effectiveness
Interpersonal skills
Impact
Knowledge of context
Relevance
Technical foundation
Competence & Confidence
## Scope of CPD activities

<table>
<thead>
<tr>
<th>Category</th>
<th>Examples</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work based learning</td>
<td>e.g. experiential learning, in-service training, secondments, supervision</td>
</tr>
<tr>
<td>Professional activity</td>
<td>e.g. involvement in a professional body, giving presentations at conferences, networking</td>
</tr>
<tr>
<td>Formal / Educational</td>
<td>e.g. writing articles / papers, attending training courses or scientific meetings, gaining qualifications</td>
</tr>
<tr>
<td>Self-directed learning</td>
<td>e.g. reading journals, reviewing books / articles, reflective practice</td>
</tr>
<tr>
<td>Other</td>
<td>e.g. relevant transferable skills developed through involvement in strategic projects &amp; community work</td>
</tr>
</tbody>
</table>
Support for revalidation (1)

CStat revalidation webpage. [www.rss.org.uk/cstat-revalidation](http://www.rss.org.uk/cstat-revalidation)

CSci revalidation webpage. [www.rss.org.uk/csci-revalidation](http://www.rss.org.uk/csci-revalidation)

RSS Code of Conduct. [www.rss.org.uk/codeofconduct](http://www.rss.org.uk/codeofconduct)

CPD policy and report that provides additional guidance. [www.rss.org.uk/cpd](http://www.rss.org.uk/cpd)

A video demonstrating the use of the RSS online CPD system. [www.rss.org.uk/cpd](http://www.rss.org.uk/cpd)

The RSS MSWord template for recording CPD. [www.rss.org.uk/cpdprofiles](http://www.rss.org.uk/cpdprofiles)
Support for revalidation (2)

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

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

A brochure of CPD opportunities at the RSS. www.rss.org.uk/cpd

Email pac@rss.org.uk with your questions.
Revalidation is a professional appraisal process introduced with the objective of raising the value of the CStat award.

It is intended to be a supportive process to encourage good professional practice.

The intention is to minimise the extra work required from those managing their career progression as a professional statistician.

It is a two-stage process; an initial submission by all, additional information requested from a sample selected for audit.

If in doubt, contact us at pac@rss.org.uk for clarification and support.
Any questions?