



QUANTIFYING RISK, ENABLING OPPORTUNITY

Tobé

Continuous Professional Development

Exciting stuff!

- **The Code**
- **Professionalism**
- **CPD**

HONOR YOURSELF

HONOR

THE CODE

INTEGRITY • RESPECT • RESPONSIBILITY

The Code

- Applies to all members
- Replaces PCS
- Effective 1 July 2012
- Main Professionalism Document
 - Everyone should read it
 - Developing Auxiliary Guidance eg Peer Review, Whistle-blowing

The Code

- Built on the IAA 3-strand professional promise
 - The application of specialist and up-to-date actuarial knowledge and expertise
 - The demonstration of ethical behaviour, especially in doing actuarial work
 - The member's accountability to the Society for professional oversight

Who of you have read the Code?

The Code

- Principles of Professional Conduct
 - Knowledge And Expertise
 - Values And Ethical Behaviour
 - Professional Accountability

Professionalism

The words profession, professional, professionalism, come from the root word in Latin “*professio*”, which means a public declaration with the force of a promise. The profession promises the public to deliver something to society.

What is this promise?

And why should people believe us?

Professionalism Tests

THIS IS NOT THE WEATHER FORECAST...

THE
Sun

NEXT

SUNDAY

**ANOTHER SUN
EXCLUSIVE**

By **MARTIN PHILLIPS**

THE Sun on Sunday has arrived.

Next weekend will see the birth of the first ever Sunday edition of your favourite paper.

Rupert Murdoch announced last week that **The Sun on Sunday** would be coming "very soon". Now that momentous new dawn is here.

Full Story - Page Seven

“A smart man learns from his mistakes, a wise man learns from the mistakes of others and a fool never learns”

Remember - It's not that simple

- Often is not black and white
- Always take note of your decisions and the reasoning behind those decisions on how you have applied the principles of the Code
- This is necessary because professional standards will inevitably evolve over time, and your decisions will be judged with the benefit of hindsight
- The process is important –consider everything that should be considered, ignore everything that should be ignored
- Become a savvy actuary –learn about wider governance
- Know the Profession's governance framework
- Avoid “misconduct complaint” traps

Continual Professional Development

Subset of the Professional Matters Board

ToR

- To ensure a structured, well-managed and –governed approach to continuing professional development of members exist.
- Maintain and propose changes to processes around governing / measuring and monitoring of CPD and lifelong learning.
- Monitoring ... ensure CPD is appropriately reviewed to safeguard the reputation of the profession.
- Communication ... ensure appropriate measurement / feedback on CPD governance exists to facilitate communication to the PMB and members.
- Some other generic items such as link up with other committees

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Why change ?

Relevance to the profession

- Wider fields, diverse roles
- Deeper and wider application of actuarial thinking
- What about “non-practicing” actuaries

Compliance vs Learning

- Recording of hours vs actual learning

Professional Promise

Strategically placing the profession for the future

Continual Professional Development

ASSA

to ensure that the professional conduct and skills of members always meet the highest standards;

to develop and expand the expertise of members as markets and conditions change;

to ensure the relevance and enhance the role and reputation of the profession, both in South Africa and within the international actuarial community and

to harness the expertise of members to inform public debate.

The Professional Promise

To achieve its mission, the Society has developed a Code of Professional Conduct ('the Code'). In this Code, the professional promise of each member is that:

*“Members are expected to render **quality services** to their clients through:*

the application of specialist and up-to-date actuarial knowledge and expertise;

*the demonstration of **ethical behaviour**, especially in doing actuarial work; and*

*the member’s **accountability** to the Society for professional oversight.”*

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The Professional Promise

The purpose of the Society's CPD requirements is to encourage members to develop and maintain the capability to keep this professional promise.

Pre-Qualification : Courses , WBS , Professionalism Course

Post-Qualification: CPD!

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Delivering on the Professional Promise

NNBB i.r.o. professional development is that each member implements a **personal development plan (PDP)**

Actuaries are familiar with the power of an actuarial control cycle to move an enterprise forward through cycles of planning, acting and reviewing.

Continual Professional Development

Delivering on the Professional Promise

A personal development cycle follows similar patterns such as:

- Define your various roles and responsibilities
- Assess your development needs
- Design and document activities
- Implement
- Analyse and apply learning
- Evaluate progress and repeat.

The development cycle should include analysis of unplanned development that occurs during interaction with colleagues at work and with clients.

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Role players

Members : do CPD and Learn!

ASSA :

- Technical practice area seminars
- PMB to encourage members to understand and apply authentic professional development
 - guide members through the development process and ensure that it is recorded and monitored.

Employers / ATO :

- Much of the new PDP CPD process could be part of the in-house performance development processes.
- Experienced members to mentor other members with less experience or expertise, as this process will usually contribute to the professional development of both mentor and mentee.



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Any (more?) questions ?

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Certified Actuarial Analyst (CAA)

Certified Actuarial Analyst

- recently introduced qualification and membership category at IFoA
- to provide an internationally recognised professional qualification, proven technical and professional skills and a gateway to a career in financial services,
- the designation was recognised by the World Bank in March this year.

Certified Actuarial Analyst (CAA)

Certified Actuarial Analyst

- takes two to three years of study / exams
- to be equipped with “key analytical skills that will enable one to advance one’s career”.
- will provide candidates with a diverse set of technical skills and prepare them for a different career path if they chose
- this route to becoming an actuary will take longer than progressing directly along the Fellowship path; however, it will permit candidates to assess their career options at fixed steps while attaining a valued qualification at an earlier stage.

Certified Actuarial Analyst (CAA)

Possible benefits to the employer

- professionalization of technical and analytical roles;
- assurance to clients; assistance in staff retention and boosting morale; and
- helping employers to attract the best employees.

- “In the public interest, the qualification assures public confidence by bringing those in technical and analytical roles into a regulatory framework; promotes actuarial science and capacity building; and helps to publicise actuaries as well as the value they add to society.”

Certified Actuarial Analyst (CAA)

Training

- no higher skills are assessed;
- all technical training takes the form of multiple choice questions;
- a modelling exam is the 5th module;
- 1 year work-based skills is required;
- an online professional skills exam has to be passed;
- CPD is required per year;

Certified Actuarial Analyst (CAA)

Good idea?

Provide an alternative career option for students unable to successfully complete the associate level exams.
Keep ASSA more relevant

Reputational risk ?