



**CPD 2008**

**Questions / Answers concerning changes impacting :  
New Members / Members who receive Full or Partial PD waivers in 2007 calendar year**

- 1. I expect to become a new member of ICANS in 2008. What are my PD requirements?**

You are expected to meet the annual and 3 year period minimums just as if you had been a member as at January 1, 2008.

- 2. I was off work on Parenting leave in 2007 and was required to complete only 12.5 hours of PD activity in 2007. If I continue to be on Parenting leave for a portion of 2008, what are my requirements for 2008 and the remainder of the 3 year reporting period? Is the answer any different if I remain on Parenting leave for all of 2008?**

Return to work in 2008 - As you have already received partial relief for purposes of your 2007 PD requirements, you would be expected to complete one-half of the annual requirement (i.e. 10 hours), with prorating as required for the 3 year reporting period minimums.

Return to work in 2009 – You will not have to complete the annual requirement in 2008. However, when you do return to work you will be required to submit a PD plan to the PD Committee for approval. The PD Committee will review your circumstances and determine what level of PD activity is appropriate in conjunction with your re-entering the workforce.

- 3. I was off work on Sick leave in 2007 and was required to complete only 12.5 hours of PD activity in 2007. If I continue to be on Sick leave for a portion of 2008, what are my requirements for 2008 and the remainder of the 3 year reporting period? Is the answer any different if I remain on Sick leave for all of 2008?**

The answer is the same as for # 2 above.

- 4. I was on LTD leave in 2007 and my 25 hour requirement was waived. Assuming I continue through 2008 on LTD leave, how does that affect my PD requirements? How would the answer differ if I returned to the workforce in 2008?**

If you remain on LTD throughout 2008, your 2008 annual requirement will be waived. Assuming you return to work before the end of the 3 year reporting period (i.e. December 31, 2010), the PD Committee will review your circumstances and determine what level of PD activity is appropriate in conjunction with your re-entering the workforce.

If you returned to work in 2008 after having been without PD activity for more than 1 year, the PD Committee again would review your circumstances and determine what level of PD activity is appropriate in conjunction with your re-entering the workforce.

**5. What other changes will apply in 2008 where a Member's 2007 PD requirement was reduced to 12.5 hours?**

In 2007, the PD requirements were reduced to 12.5 hours in any situation where a Member was not in the workforce on a full-time basis due to:

- Education leave
- Unemployment
- Semi-retirement

Effective January 1, 2008, reductions will no longer be approved for any of those reasons. Members who fall into those categories are expected to meet the minimum PD requirements. Please note however, Members who have qualified for a full or partial waiver of their annual fees will be entitled to register for ICANS Passport Valid PD courses for an administration fee of \$25 (plus HST) per course / per day.

**6. Due to extraordinary circumstances, my PD requirement for 2007 was waived in full. If these circumstances persist through all or part of 2008, will I be able to apply for similar relief?**

Yes. The PD Committee always reserves the right to examine circumstances of individual hardship for purposes of determining appropriate PD levels.

**7. In 2007 I held the status of Life Member and as such I was not required to complete PD learning or file a PD report in respect of the 2007 calendar year. How am I affected by the new PD requirements?**

If during 2008 or any subsequent year, you are engaged in public practice or business or employed in public practice, industry or in the educational, not-for-profit or public sectors, you are required to complete the mandatory PD hours. That means that you must meet the annual 20 hour minimum in 2008 and following years as well as the 3 year total of 120 hours with 60 hours verifiable. Further, you will be required to file a PD report on an annual basis.

This will have equal application to Members who became entitled to Life Member status in 2008.