



Chartered property,
land and construction
surveyors

CONTINUING PROFESSIONAL DEVELOPMENT (CPD) FRAMEWORK

January 2022



What is CPD?

Continuing Professional Development (CPD) is the systematic maintenance, improvement and broadening of knowledge and skills, the enhancement of competence and performance and the development of personal qualities necessary for the execution of professional and technical duties throughout the individual's working life.

CPD is a commitment by SCSi Members to continually update their knowledge and skills in order to remain professionally competent for the benefit of themselves, fellow professionals, peers and for members of the public. Members operate in a constantly changing environment with new legislation, regulation, technology and best practice introduced regularly. SCSi expects Members to be competent in order to provide the best possible service.

CPD is a highly beneficial career tool if it is planned and managed in the right way; it can be used to strengthen the member's business skills and to acquire new skills and specialisms.

This document outlines the requirements for CPD and a framework to assist Members in planning and undertaking their CPD annually.



Introduction

This Framework has been developed following an extensive review of SCSi and RICS's current CPD policy and delivery strategies. It aims to redefine how Members will approach the planning and execution of CPD, providing a framework for CPD that relates directly to APC competencies that should be carried through into the ongoing professional journey for Members. The framework aims to guide Members in identifying and selecting CPD that is relevant to their professional learning needs. In this way, the framework will help to ensure that APC competencies remain central to CPD and will also ensure that CPD that is developed and delivered by SCSi is relevant to the professional designation held by the Member. The framework also allows flexibility in choice for Members, acknowledging that individual competencies will have varying degrees of importance and that the lifelong learning needs of Members will evolve over time.

Allied to the framework are CPD rules and regulations. The framework is intended as a support for Members in planning and completing CPD. It does not set standards related to individual competencies and is not intended to replace the SCSi/RICS Codes of Conduct. The overall requirements for CPD remain unchanged, thereby ensuring that Members will continue to comply with both SCSi and RICS CPD requirements.



Competency Framework

As trainees begin their journey towards professional Membership, they undertake the Assessment of Professional Competence (APC), which requires them to achieve and demonstrate certain competencies. The Competency Framework for CPD provides a structure to support Members to continue to build on the achievement of becoming Chartered by further enhancing their competencies throughout their career. The framework also provides Members with an opportunity to learn from their fellow professionals by undertaking CPD from other areas of expertise.

Members should consider the competencies within this framework when identifying activities that may contribute towards their own professional development.

Current CPD Requirements

Each year, all Members at Associate, Chartered and Fellowship grade are required to undertake a minimum of 20 hours of CPD:

- A minimum of 10 hours must be formal, structured CPD e.g., a lecture, webinar or e-learning
- A maximum of 10 hours may be informal CPD e.g., reading newspaper articles / SCSJ Journal
- A minimum of at least 1 hour of CPD relating to ethics within every 3 year period.
- At least 1 hour of CPD per year directly relating to their professional designation.

Panel members that are included and act on the Society's Dispute Resolution Panels are required to undertake and record an additional 10 hours per calendar year, specifically related to the field of dispute resolution.

Structuring and planning CPD within the Framework

As part of the new CPD Framework, it is recommended that Members be required to undertake a minimum of 20 hours of CPD per year, of which:

- A minimum of 10 hours must be formal, structured CPD e.g., a lecture, webinar or e-learning
- A maximum of 10 hours may be informal CPD e.g., reading newspaper articles / SCSJ Journal
- A minimum of at least 1 hour of CPD relating to ethics within every year
- A minimum of at least 1 hour of CPD relating to sustainability within each year.

When planning CPD, Members should plan the following:

- 10 hours relating to core and/or optional competencies relating to Members' professional designation or area(s) of expertise
- 10 hours should relating to any of the below:
 - Mandatory competencies, including ethics
 - CPD from other areas of expertise that may expand your knowledge and expertise e.g., a Quantity Surveyor may benefit from devoting some time to CPD relating to Building Surveying or Geomatics Surveying; or

- Environmental, Social & Governance (ESG); or
- Mentoring, supervising, counselling or assessing APC candidates; or
- Other active voluntary activity within SCSi e.g., Membership of a Professional Group, Committee or Working Group.

Formal and Informal CPD Activities

‘Formal’ CPD

Formal CPD can be any form of structured learning that has clear learning objectives and outcomes, such as a professional course or structured online training. It could also be learning that includes an assessment measure. Members could be asked to provide supporting evidence of any formal learning entered onto the CPD management system.

‘Informal’ CPD

Informal CPD is any self-managed learning that is relevant or related to a member’s professional role. This could include activities such as private study, on-the-job training, attendance at informal seminars or events where the focus is on knowledge sharing. Members could be asked to provide supporting evidence of any informal learning entered onto the CPD management system.

Non-CPD Activity

Some activities cannot be considered to be CPD such as:

- Social activities
- Networking or meetings that have little/no relevance to your professional role
- Running a personal blog, website or newsletter
- Participation in marketing events
- Completion of surveys unless the application of professional expertise is required.

Examples of formal and informal CPD activities are included in the table below. These are indicative examples and are not an exhaustive list. Other activities may also be included. The activity must however support the enhancement of competence and performance and the development of personal qualities necessary for the execution of professional and technical duties throughout the individual’s working life.

CPD Activity	Formal	Informal
Professional courses, seminars and conferences (where there are clear objectives and learning outcomes and supporting evidence can be provided if requested).	✓	
Structured seminars/discussions where there is a learning outcome, for example leading an online webinar on a technical topic.	✓	
Development of personal and practical skills through activities such as shadowing and delivering/receiving coaching.		✓
Informal learning and development within your firm or organisation, for example interactive and participative discussions with internal experts on specific technical topics.		✓
Formal learning and development within your firm or organisation, for example attending in-house training on a technical subject.	✓	
Formal teaching/training for others (providing interactive and participative tutoring and/or instruction for others which includes setting clear objectives and learning outcomes).	✓	
Informal teaching/training for others, such as facilitating a discussion session at a seminar or conference, or feeding information back to peers, boards or committees.		✓
Self-managed learning that has a clear learning outcome, clearly linked to the member's development needs.	✓	
Computer based training where there are clear objectives and learning outcomes and an assessment measure, e.g., multiple choice test.	✓	
Taking part in online events/viewing video sessions relating to your professional role where there is a clear learning outcome.	✓	
Private study such as: <ul style="list-style-type: none"> • reading online or paper based trade publications, manuals, professional briefs, journals, newspapers. • listening to podcasts relating to your professional role. 		✓
Technical Authorship (writing articles, reports, manuals etc which are published for use by members).	✓	
Mentoring (providing instruction, guidance and support to trainees or students).		✓
Sitting on SCSi Boards/Committees/Working Groups that focus on technical matters, for example advising on measurement standards, and where there are clear learning outcomes.	✓	
Attending an SCSi Board/Committee/PG meeting where there is a clear learning objective, such as a third party expert attending and delivering a session which enhances your knowledge of a technical subject.	✓	
Sitting on non-RICS Boards/Committees where you are able to develop your business/technical skills.		✓
Delivering a presentation on a technical subject where research and preparation have been required to enhance your own understanding/knowledge.	✓	
Delivering a presentation on a technical subject that you are already an expert in and little or no research or preparation has been required.		✓
Undertaking academic courses that have a clear link to your professional role, for example undertaking a Postgrad Cert in M&E if that relates to your professional field.	✓	

CPD Recording

Members are required to maintain a record of their CPD activity and should link activities to the competency framework. Those who complete SCSi activities, such as attendance at an online CPD webcast or an in person CPD lecture or event will have their CPD activity logged by SCSi. Members are required to log their participation in formal or informal activities completed through other providers.

Members should record the following:

- Title of Activity
- Start and end date & time
- Activity Type (can be selected from drop down list)
- Details (information on event such as learning outcomes can be provided)
- Standards understanding (should be Yes if activity relates to ethics/professional standards)
- Experience Gained (When uploading CPD to SCSi's online recording system, Members are required to write a brief statement (<100 words) on the experience gained for any non-SCSi activities uploaded. This should outline the relevance of the activity to a specific competency.)
- Formal/Informal
- Hours

Competencies

Competencies define the knowledge, skills, experience and competence required of chartered surveyors. The Competency Framework for CPD outlines the competencies that members should consider when engaging in CPD. The framework contains three groupings of competency:

Mandatory competencies

These competencies are a mix of the professional practice, interpersonal, business and management skills that are considered common to, and necessary for, all surveyors.

Core & Optional competencies

Core competencies are those that reflect the primary skills required of all surveyors on a particular pathway or specialism. Optional competencies reflect the fact that not all surveyors will be operating in identical roles and different specialisms and expertise may be required, depending on the role and so a surveyor may be competent in some, but not necessarily all optional competencies.

Overall, core and optional competencies should reflect the work surveyors do in their day-to-day environment driven by the needs of employers and/or clients. Please note that it is not intended that you should cover all competencies in your pathway in a given CPD year. It is more appropriate to focus on a small number of competencies where you have identified a potential development or learning need.

The tables below list the mandatory competencies and indicates both core and optional competencies for the majority of specialisms and disciplines. Detailed information on competencies and breakdown between core and optional can be found using the links below:

[Mandatory competencies guide](#)

[Pathway guides](#)

Mandatory Competencies

Ethics, rules of conduct & professionalism
Client care
Communication & negotiation
Health & Safety
Accounting principles & procedures
Business planning
Conflict avoidance, management & dispute resolution procedures
Data management
Diversity, inclusion & teamworking
Inclusive environments
Sustainability

Construction Pathways – Core & Optional Competencies

	Quantity Surveying Competencies	Building Surveying Competencies	Project Management Competencies
BIM Management		✓	✓
Building Pathology		✓	
Capital Allowances	✓		
Commercial Management	✓	✓	✓
Conservation & Restoration		✓	
Construction Technology & Environmental Services	✓	✓	✓
Consultancy Services			✓
Contract Administration	✓	✓	✓
Contract Practice	✓	✓	✓
Corporate Recovery & Insolvency	✓		
Design & Specification		✓	
Design Economics & Cost Planning	✓	✓	
Development appraisals			✓
Development Project/Briefs		✓	✓
Due Diligence	✓		
Fire Safety		✓	
Housing maintenance, repair and improvements or Maintenance management		✓	

Construction Pathways – Core & Optional Competencies			
	Quantity Surveying Competencies	Building Surveying Competencies	Project Management Competencies
Inspection		✓	
Insurance	✓	✓	
Landlord & Tenant		✓	
Leading projects, people and teams			✓
Legal/Regulatory Compliance		✓	✓
Maintenance management			✓
Managing projects			✓
Measurement		✓	
Performance management			✓
Procurement & Tendering	✓	✓	✓
Programming & Planning	✓		✓
Project Feasibility Analysis	✓		
Project Finance	✓	✓	✓
Purchase and sale			✓
Quantification & Costing	✓	✓	
Risk Management	✓	✓	
Stakeholder management			
Supplier management			✓
Works Progress & Quality Management		✓	✓



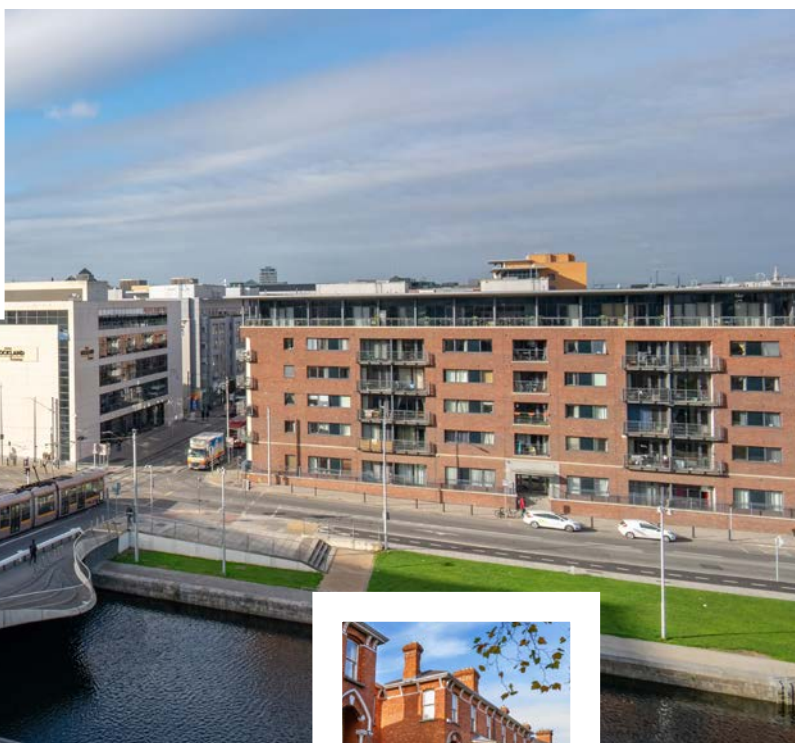
Land Pathways – Core & Optional Competencies			
	Geomatics Surveying Competencies	Planning & Development Competencies	Rural Surveying Competencies
Access and rights over land		✓	✓
Agriculture			✓
Auctioneering			✓
Big Data	✓		
BIM Management	✓		
Cadastre and land administration	✓	✓	
Capital taxation			✓
Compulsory purchase and compensation	✓	✓	✓
Conflict avoidance, management and dispute resolution procedures	✓		
Construction technology and environmental services	✓		
Consultancy Services	✓		
Data Management	✓		
Development appraisals		✓	✓
Development/project briefs	✓	✓	
Economic development		✓	
Engineering surveying	✓		
Environmental assessment	✓		
Forestry and woodland management			✓
Geodesy	✓		
GIS	✓		
Ground engineering and subsidence	✓		
Housing strategy and provision		✓	
Hydrographic surveying	✓		
Investment management			✓
Land use & classification			✓
Landlord and tenant			✓
Leasing/letting		✓	
Legal/regulatory compliance	✓	✓	

Land Pathways – Core & Optional Competencies			
	Geomatics Surveying Competencies	Planning & Development Competencies	Rural Surveying Competencies
Management of the built environment		✓	
Management of the natural environment and landscape	✓		✓
Mapping		✓	
Measurement	✓	✓	
Planning		✓	✓
Planning and development management	✓		
Property finance and funding			✓
Property management			✓
Purchase and sale		✓	✓
Remote sensing and photogrammetry	✓		
Strategic real estate consultancy			✓
Surveying and mapping	✓		
Surveying of land and sea	✓		
Sustainability		✓	
Use of the marine environment	✓		
Valuation		✓	✓



Property Pathways – Core & Optional Competencies			
	Commercial Property Competencies	Property Management	Valuations
Access and rights over land		✓	
Analysis of Client Requirements		✓	
Auctioneering	✓		✓
BIM management	✓		
Building Pathology	✓	✓	✓
Capital taxation	✓		✓
Commercial Management			
Compulsory purchase and compensation	✓		✓
Consultancy Services			
Contaminated land	✓	✓	✓
Corporate Real Estate Management		✓	✓
Corporate recovery and insolvency	✓		
Development Appraisals	✓	✓	✓
Housing Aid or Advice		✓	
Housing maintenance, repairs and improvement		✓	
Housing Management and Policy		✓	
Housing Strategy and Provision		✓	
Indirect Investment Vehicles	✓		✓
Inspection	✓	✓	✓
Insurance	✓	✓	✓
Investment Management	✓	✓	✓
Land Use and Diversification		✓	
Landlord and Tenant	✓	✓	✓
Leasing & letting		✓	✓
Legal/regulatory compliance	✓		
Loan security valuation	✓		
Local Taxation / Assessment	✓		✓
Measurement	✓		✓
Planning & development management	✓		✓

Property Pathways – Core & Optional Competencies			
	Commercial Property Competencies	Property Management	Valuations
Property Finance & Funding	✓		✓
Property Management	✓	✓	✓
Property management accounting		✓	✓
Property records / information systems		✓	
Purchase and sale	✓		✓
Strategic Real Estate Consultancy	✓		✓
Valuation	✓	✓	✓
Waste Management			
Works project and quality management	✓		



Property Pathways – Core & Optional Competencies			
	Facilities Management	Property Finance & Investment	Residential Property
Asset Management	✓		
Auctioneering			✓
Big Data	✓		
BIM management	✓		
Building Pathology			✓
Business alignment	✓		
Business Case	✓		
Capital taxation		✓	✓
Change Management	✓		
Commercial Management	✓		
Compulsory purchase and compensation			✓
Construction technology & environmental services	✓		
Consultancy Services	✓		
Contract administration	✓		
Contract practice	✓		
Corporate Finance		✓	
Data management			✓
Design and specification	✓		
Development Appraisals		✓	✓
Environmental assessment			✓
Environmental Management	✓		
Financial Modelling		✓	
Housing maintenance, repairs and improvement			✓
Housing Management and Policy			✓
Housing Strategy and Provision			✓
Indirect Investment Vehicles		✓	✓
Investment Management		✓	✓
Land Use and Diversification			✓
Landlord and Tenant	✓	✓	✓
Leasing & letting		✓	✓

Property Pathways – Core & Optional Competencies			
	Facilities Management	Property Finance & Investment	Residential Property
Legal/regulatory compliance	✓		✓
Loan security valuation			✓
Local Taxation / Assessment		✓	
Maintenance management	✓		✓
Managing projects	✓		
Market appraisal			✓
Measurement	✓		✓
Performance management	✓		
Planning & development management			✓
Procurement and tendering	✓		✓
Project finance	✓		
Property Finance & Funding		✓	✓
Property Management		✓	✓
Purchase and sale		✓	✓
Research methodologies & techniques		✓	
Risk Management	✓		✓
Smart Cities & Intelligent Buildings	✓		
Spatial planning policy & infrastructure			✓
Stakeholder Management	✓		
Strategic Real Estate Consultancy	✓	✓	✓
Supplier management	✓		✓
Valuation		✓	✓
Waste Management	✓		
Works Project & Quality Management	✓		
Workspace strategy	✓		

Support & Further Guidance

Members of SCSi Team are available to support members with queries related to their engagement in CPD and the requirements of the Scheme. If you have concerns or require assistance, please contact us using the details below:

education@scsi.ie
events@scsi.ie
(01) 6445500



Chartered property,
land and construction
surveyors

Dating back to 1895, the Society of Chartered Surveyors www.scsi.ie Ireland is the independent professional body for Chartered Surveyors working and practicing in Ireland.

Working in partnership with RICS, the pre-eminent Chartered professional body for the construction, land and property sectors around the world, the Society and RICS act in the public interest: setting and maintaining the highest standards of competence and integrity among the profession; and providing impartial, authoritative advice on key issues for business, society and governments worldwide.

Advancing standards in construction, land and property, the Chartered Surveyor professional qualification is the world's leading qualification when it comes to professional standards. In a world where more and more people, governments, banks and commercial organisations demand greater certainty of professional standards and ethics, attaining the Chartered Surveyor qualification is the recognised mark of property professionalism.

Members of the profession are typically employed in the construction, land and property markets through private practice, in central and local government, in state agencies, in academic institutions, in business organisations and in non-governmental organisations.

Members' services are diverse and can include offering strategic advice on the economics, valuation, law, technology, finance and management in all aspects of the construction, land and property industry.

All aspects of the profession, from education through to qualification and the continuing maintenance of the highest professional standards are regulated and overseen through the partnership of the Society of Chartered Surveyors Ireland and RICS, in the public interest.

This valuable partnership with RICS enables access to a worldwide network of research, experience and advice.

www.scsi.ie

Society of Chartered Surveyors Ireland,
38 Merrion Square,
Dublin 2, D02 EV61,
Ireland.

Tel: + 353 (0)1 644 5500

Email: info@scsi.ie

