

The RSS Professional Pathway

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Member of the RSS Professional Affairs Committee

Professional Statisticians' Forum meeting
at Errol Street
27th March 2018

Trevor Lewis: career to-date

University of Bradford

- Lecturer in Mathematical Statistics 1974/82

Integration & re-engineering of Pfizer global biometrics organisation, processes and systems 1989/2001

Pharma industry-wide stats expert/working groups (ABPI, EFPIA, ICH) 1991/2001

Pfizer (multinational pharmaceutical company)

- Consulting Statistician 1982/90
- Head of Biometrics 1990/2000
- VP Development Operations 2000/04

Royal Statistical Society

VP and Chair of Professional Affairs Committee 1998/2000, 2011/12

TLwise Consulting Ltd

- Director and consulting statistician 2004 onwards
- Primarily providing advice on design, analysis and reporting of clinical trials

Pfizer mergers & acquisitions (Warner-Lambert, Pharmacia) 2000/03

Science Council

Chair of CPD learning group 2011-

Member of Registration Authority 2012-

Outline

Professionalism

The RSS Professional Pathway

The value of CStat

Continuing Professional Development

Professionalism

Expectations of a professional

- Being trustworthy, ethical, up-to-date and competent

Adhering to a Code of Conduct

- Working in the public interest
- Obligations to employers/clients
- Obligations to the profession and the Professional Body
- Professional competence & integrity

Model of 'Professionalism in Science' developed by the Science Council

- Technical competence
- Ethical competence
- Engagement in CPD and reflective practice

True Professionalism:

the courage to care about your people, your clients and your career

by David H Maister (Simon & Schuster, 1997)

The courage to care about your people, your clients and your career



Losers

Cruisers

Dynamos

Losers, Cruisers and Dynamos

Losers

- Do not meet the basic standards of quality, client service and hard work
- Are working in a 'dying practice' area
- Have disruption in their personal life

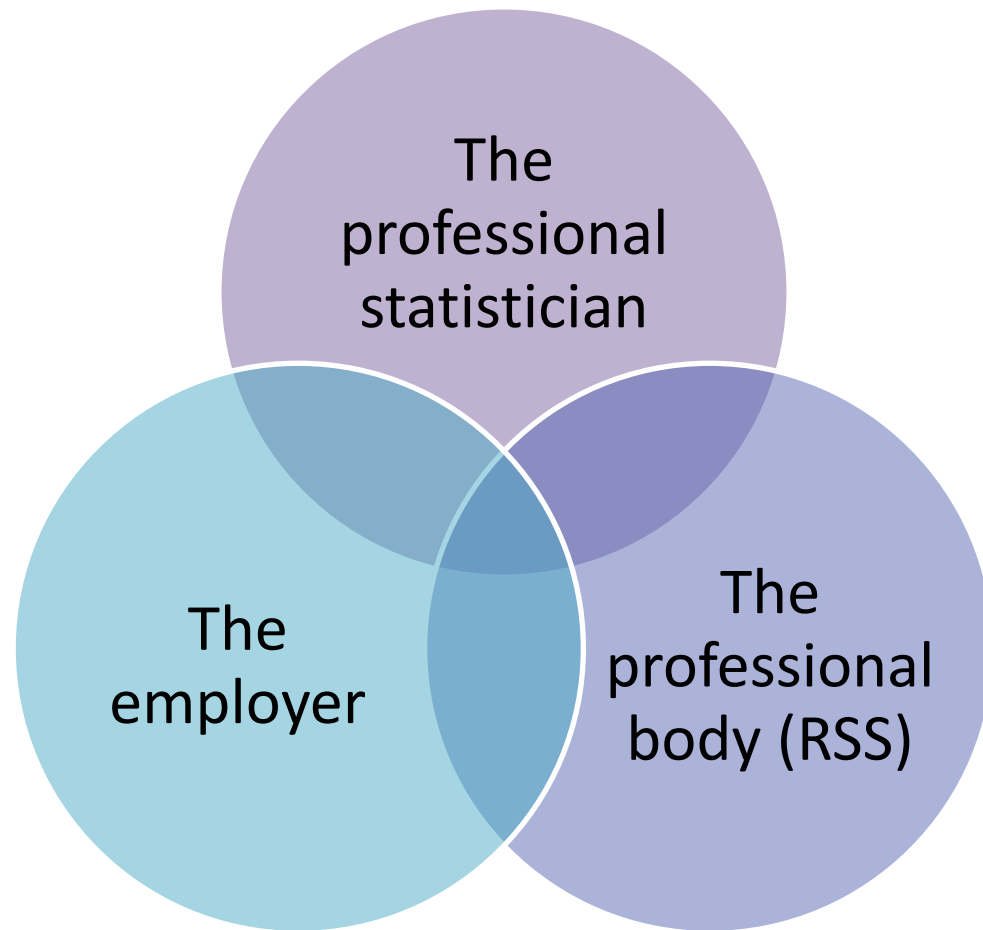
Cruisers

- Fully competent, work hard, do good work, take care of their clients
- Experts at repetitive work, but not going anywhere
- Do well for the time being living off existing skills; will be overtaken by others
- Have a job, not a career

Dynamos

- Have a personal strategic plan
- Work to learn something new, continually adding new skills and knowledge
- Find ways to get out of the flow of repetitive work
- Pursue active career development and continuous self-improvement

Support network



What the support network provides

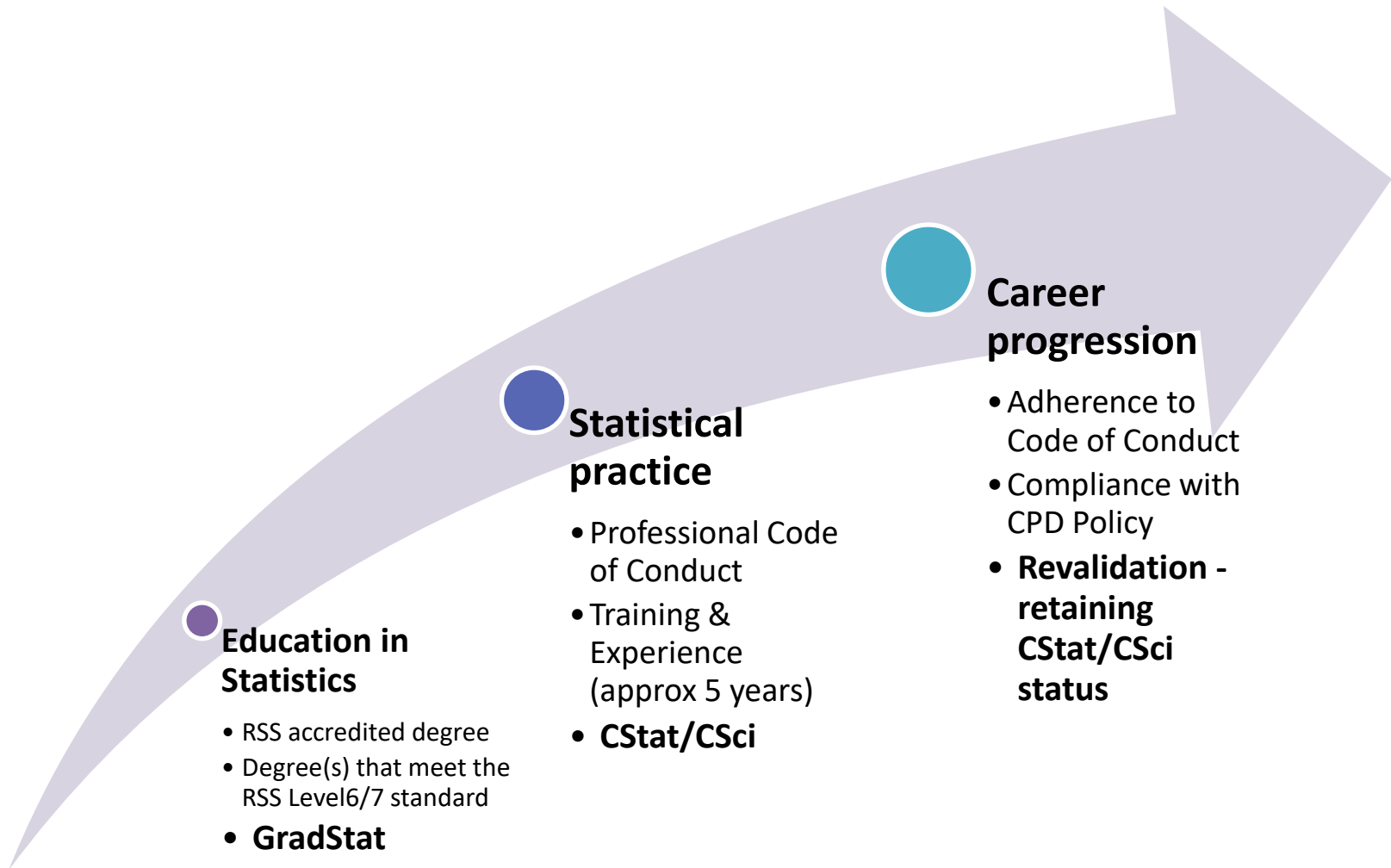
Employer

- The opportunity to practice
- A career pathway within the organisation
- A network of colleagues focused on business sector
- Development to advance your value to your employer
- Annual performance appraisal & goal setting
- A transient & variable presence

Professional body

- Professional standards
- A professional pathway recognised by awards
- A network of colleagues focused on discipline
- Development opportunities focused on your career needs
- Periodic professional appraisal (revalidation)
- A permanent & consistent presence

The RSS professional pathway



Pathway to Chartered Statistician (CStat) status

www.rss.org.uk/cstat

Standard route

- A. Statistical education to the GradStat standard (RSS Level 6/7)
- B. Refereed evidence of professional training and experience (about 5 years)
- C. Professional development in line with RSS CPD Policy for the last 2 years

Competency route

- 1. Formal statistical education does not meet GradStat standard (RSS Level 6/7)
- 2. Standard route B&C
- 3. Verified additional information on supplemental formal training and competency achievement in professional practice

Professional register : www.rss.org.uk/professional-registers

Pathway to Chartered Scientist (CSci) status

www.rss.org.uk/csci

Background info

- An award of the Science Council that the RSS is licensed to offer to CStats
- About 200 professionally active CStats also hold CSci award
- Can apply simultaneously for CStat & CSci via the same online system

Additional requirements

- A Masters level degree (or an M-level report)
- Evidence of achievement of 15 competencies in professional practice:
 - Application of knowledge and understanding (3)
 - Personal responsibility (4)
 - Interpersonal skills (3)
 - Professional practice (3)
 - Professionalism (2)

Register : www.sciencecouncil.org/the-professional-registers/search

Retaining professional status (CStat/CSci)

The basis of revalidation

Professionals are Trustworthy, Ethical, Up-to-date & Competent

Adherence to the Society's Code of Conduct

- Working in the public interest
- Obligations to employers/clients
- Obligations to the profession
- Professional competence & integrity

Compliance with the Society's CPD Policy

- Maintenance, improvement and broadening of knowledge and skill
- Maintenance of records of CPD activities and reflective practice

Revalidation processes

CStat only

www.rss.org.uk/cstat-revalidation

- Revalidation normally takes place on a 5-year cycle for those who are professionally active.
- If not professionally active can retain CStat without undertaking revalidation; and professional register indicates career break, career change or retired.
- Submit a declaration & CPD summary on 5th year of cycle; and possibly be audited.

CStat & CSci

www.rss.org.uk/csci-revalidation

- Revalidation takes place annually and serves revalidation needs of both awards.
- If (permanently) not professionally active need to relinquish CSci status.
- Make declaration each year; and possibly be selected for audit.

Audit : Submit a CPD summary and a completed Revalidation Form

Value of CStat

To CStat holders

- Supports career progression
- Raises confidence and self-esteem

To employers and clients

- Increases credibility of work product
- Signifies ability and integrity

To the profession and RSS

- Defines professional standards
- Provides a community and network

Value of CStat

(according to holders of the award (2011))

It is a prestigious professional award
– attests to professionalism and
quality of work

It is an award that is of personal value
to me (sense of belonging to
professional community)

It is an award that is valued in my
current role (by employer, clients,
colleagues, funders)

I hold the award in order to be
supportive to my profession and my
professional body (RSS)

It is an award that is helpful to
career progression (promotion, job
applications)

It enables me to be listed in the RSS
Directory of Consultants

www.rss.org.uk/consultants

Today: Increased relevance of the professional pathway (GradStat, CStat/CSci)

Increased focus on professionals, their accountability, and need for them to work in the public interest

Increased recognition of 'evidence based decision making' and awareness of the misrepresentation of 'evidence'

Greater variety of education and career pathways – confusing for employers and clients

More choice, less control of career pathways – greater need for practitioners to have professional body support

Take advantage of what the RSS has to offer as a professional body

How has NOT holding the CStat award enhanced

- Your career as a statistician?
- Your support to your colleagues & profession?
- Your support to your professional body?
- Your delivery to clients?

How could holding the CStat award be of benefit to you?

- *The response to this question will be personal to you Please take the time to ask yourself the question ... and if necessary investigate further what the award has to offer you.*

The Society's CPD Policy

In each 12-month period

At least 60 learning hours

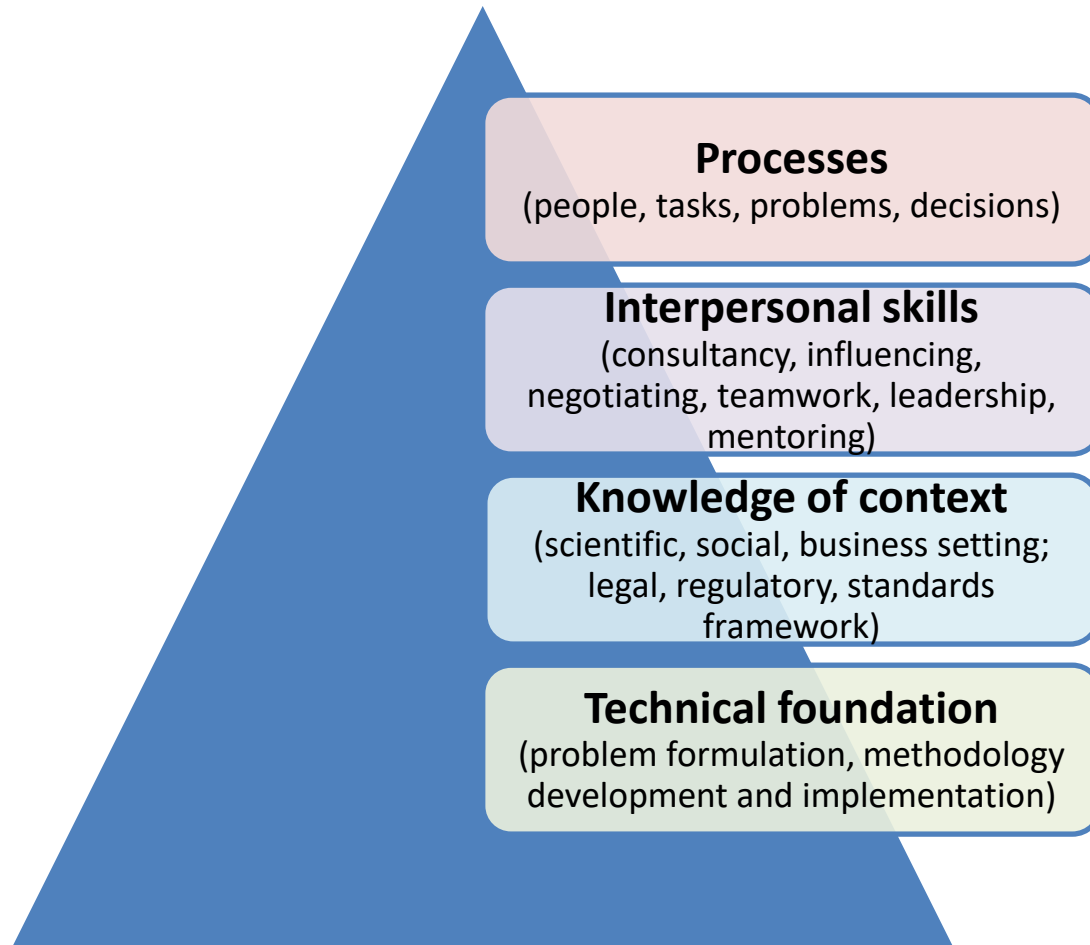
Activities from
at least 3 of 5
categories

- Work-based learning, professional, formal/educational, self-directed learning, other

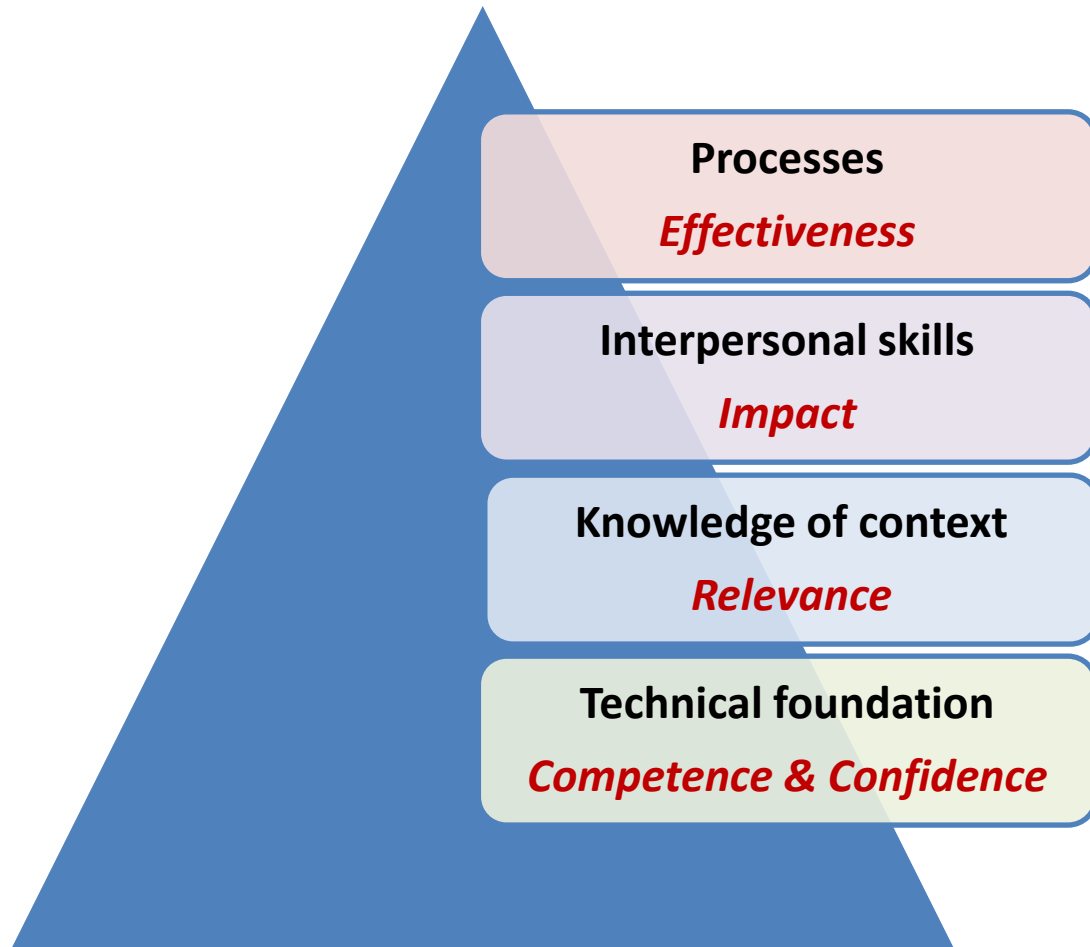
Reflection on
benefit

- To self (specific skills and knowledge gained)
- To users of your work (employer, clients, colleagues, students, etc)

Pyramid of Knowledge & Skill



Pyramid of Knowledge & Skill



Scope of CPD activities

Work based learning

- e.g. experiential learning, in-service training, secondments, supervision

Professional activity

- e.g. involvement in a professional body, giving presentations at conferences, networking

Formal / Educational

- e.g. writing articles / papers, attending training courses or scientific meetings, gaining qualifications

Self-directed learning

- e.g. reading journals, reviewing books / articles, reflective practice

Other

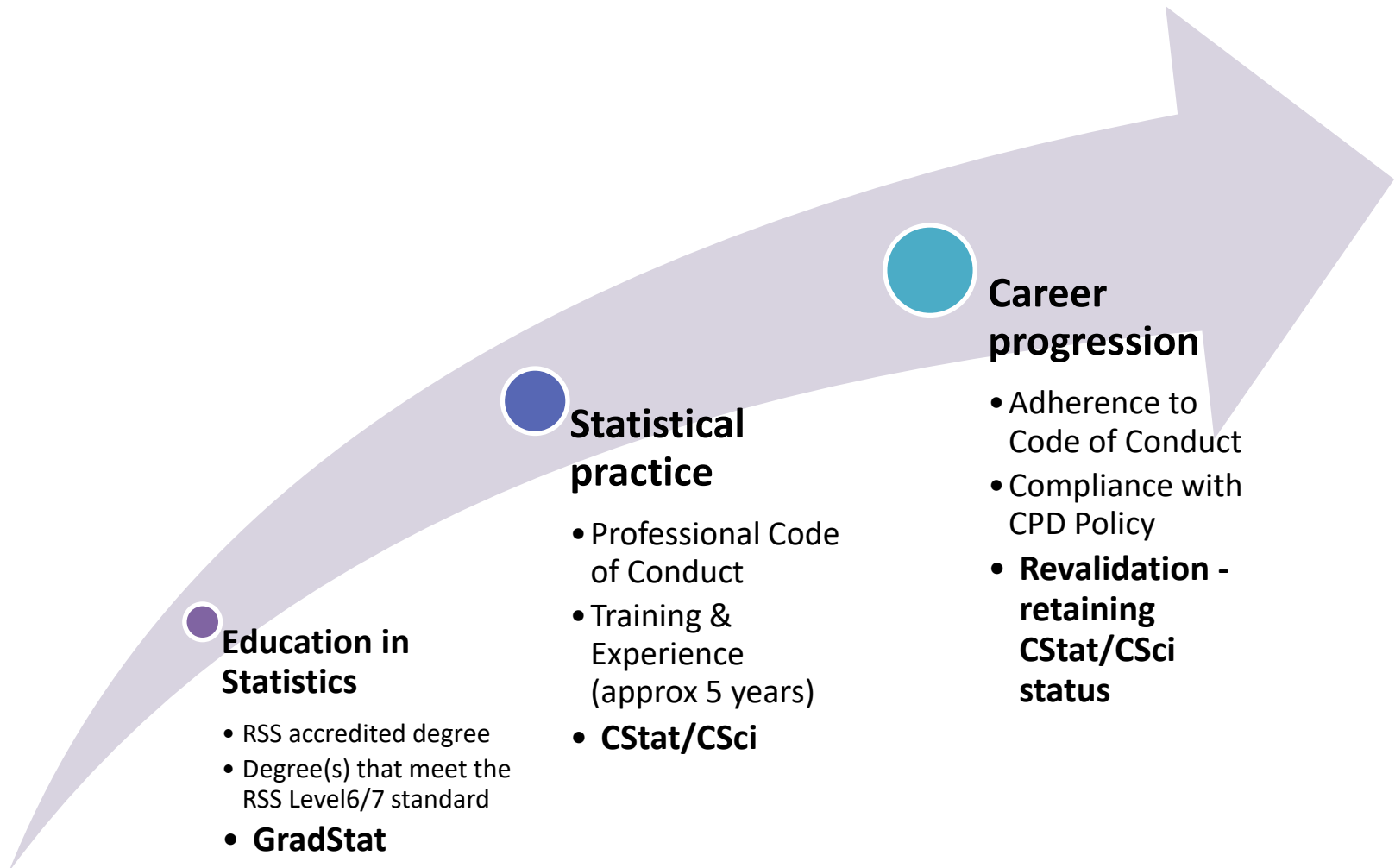
- e.g. relevant transferable skills developed through involvement in strategic projects & community work

RSS CPD activity summary

CPD Activities over the 12 month period		Career status (include a brief description of job role over the 12 month period)			
Category	Description of activity	Start Date	End Date	Learning Hrs	Outcome: Benefit to practice & users
Work-based learning					
Professional activity					
Formal/ educational					
Self-directed learning					
Other					
Total				>60	

Recommended formats: - the above (www.rss.org.uk/cpdprofiles)
 - online CPD system accessed via MyRSS.

The RSS professional pathway



Any Questions?