



AusIMM Chartered Professional Program Regulations

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(List of revisions are located at the end of the document)



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Definitions:

In these Regulations, unless the context otherwise requires:

- a) 'AusIMM' means the Australasian Institute of Mining and Metallurgy.
- b) 'The Board' means the Board of the AusIMM, or any other governance body that in the future may be responsible for the management of the AusIMM.
- c) 'CPPC' means the AusIMM Chartered Professional Program Committee.
- d) 'CPP' means Chartered Professional Program.
- e) 'CP' means AusIMM Chartered Professional.
- f) 'CPD' means Continued Professional Development.
- g) 'PD' means Professional Development.
- h) 'Registrar' means the Registrar of AusIMM's CPP, an administrative position that includes the secretarial duties of the CPPC.
- i) 'Core discipline' means one of the disciplines in which professionals can be accredited under the AusIMM CPP.
- j) 'Technical discipline' means any core discipline other than management.
- k) 'Sponsor' means a person supporting a CPP application. This person is required to provide a referee statement in support of the application. The term 'referee' may be used interchangeably here.
- l) 'RPEQ' means Registered Professional Engineer of Queensland.
- m) 'BPEQ' means Board of Professional Engineers of Queensland.
- n) 'RPEV' means Registered Professional Engineer of Victoria.
- o) 'BLA' means Business Licensing Authority of Victoria

Regulations:

The Chartered Professional Program is established by the AusIMM to provide an objective means for members to demonstrate their commitment to continued professional development, competence in practice and ethical conduct.

These regulations set out the governance, accreditation, and accountability mechanisms that underpin the Chartered Professional status, ensuring its integrity, consistency, and value to both members and the broader community

A) Establishment of the AusIMM Chartered Professional Program (CPP) and Chartered Professional Program Committee (CPPC)

- 1) In accordance with AusIMM By-law clause 5, the Board establishes the Chartered Professional Program and the Chartered Professional Program Committee.
- 2) The Terms of Reference for the CPPC are approved by the Board.
- 3) The CPPC will report on a quarterly basis to the Chief Executive Officer of the AusIMM under authority delegated by the Board.
- 4) The CPPC may recommend changes to these regulations to the Board for their approval.
- 5) AusIMM Services will administer the financial transactions and accounting of the CPP and CPPC activities.
- 6) The Chief Executive Officer will ensure secretariat support services are available to assist in the effective operation of the CPP and the CPPC.

B) Chartered Professional Disciplines

- 1) The CPPC accredits professionals in the following core disciplines:
 - a) Environment
 - b) Geoscience
 - c) Management
 - d) Mining

- e) Metallurgy
- f) Geotechnical (Mining)
- g) Social Performance
- h) Valuation

The CPPC may recommend new core disciplines as the need arises, based on Guideline 1 Criteria for a new discipline, for approval by the Board.

C) Use of post-nominals

- 1) Once admitted to the AusIMM Chartered Professional Program, members are entitled to describe themselves as being a 'Chartered Professional of The Australasian Institute of Mining and Metallurgy' and permitted to use the post-nominal 'CP' (with an abbreviation of the CP discipline if desired) following the holder's AusIMM membership grade, as follows:
 - a) CP only:
 - i. MAusIMM (CP)
 - ii. FAusIMM (CP)
 - iii. HonFAusIMM (CP)
 - b) Discipline-specific list: Geoscience: CP(Geo) Geotechnical Engineering: CP(Geotech Mining Engineering: CP(Min) Metallurgy: CP(Met) Environment: CP(Env) Management: CP(Man) Social Performance: CP(SP) Valuation: CP(Val)
 - c) Grade examples:
 - i. MAusIMM CP(Geo)
 - ii. FAusIMM CP(Man)
 - d) Retired category:
 - i. MAusIMM CP(Ret)
 - ii. FAusIMM CP(Ret)

D) Admission as an AusIMM Chartered Professional

- 1) From 1 January 2018, a person shall be eligible for admission to the AusIMM CPP, if they meet the following eligibility requirements:
 - a) Current financial membership of AusIMM at the grade of Member, Fellow, or Honorary Fellow;
 - b) An appropriate tertiary degree or equivalent relevant to the discipline in which accreditation is sought. Refer to Guideline 2 Qualification requirements. Certified qualification documentation must be provided, if not previously supplied to the AusIMM;
 - c) At least five years of relevant work experience within the mining industry in at least one Area of Practice (Guideline 3) in the discipline being applied for, demonstrated by a detailed curriculum vitae (CV);
 - d) Demonstrated key competencies, detailed by a written response to the Competency Statements providing clear evidence the applicant has worked competently in the area of practice and in the discipline applied for a period of at least 5 years since qualification;
 - e) Nomination of three (3) sponsors who are familiar with and can substantiate the applicant's qualifications and experience. Sponsors will be asked to provide a detailed peer review to confirm the competency of the applicant. Guidelines describing who can sponsor an applicant are detailed in Guideline 4 Sponsor requirements.
 - f) A minimum satisfactory level of relevant PD during the three years prior to the application for CP. This must be demonstrated by a completed AusIMM online PD logbook (or other means of recording PD), providing evidence that in the last three years the applicant has completed 150 hours of PD in compliance with Guideline 5 Professional Development requirements.
 - g) A declaration that:
 - i. All the information being submitted is a true and fair representation of the applicant's recent responsibilities, qualifications, and experience.
 - ii. They will adhere to these Regulations, the Code of Ethics of The AusIMM and any other Code in force within The AusIMM.
 - iii. They will commit to maintain the level of PD required for accreditation as outlined in Guideline 5 Professional Development requirements.
 - h) Payment of the application fee.
 - i) CP (Retired)

Members who have ceased practice may apply to

transfer to CP (Retired). Applicants must: (a) remain financial members; (b) have held CP status for ≥ 10 years and passed all PD Reviews during that period; and (c) present a compliant PD logbook as at the date of retirement or transfer.

Giving-back PD (first 5 years only). For the first 5 years post-retirement, CP (Retired) members must complete ≥ 15 hours/year of contribution-type PD (e.g., assessing, mentoring, participation in AusIMM conferences, panels, webinars, technical talks, Branches, Societies or Committees). Beyond 5 years, contribution remains valued but no annual PD quota applies.

No Application or Annual fee applies to CP (Retired). (The retirees' membership fee applies.)

j) CP (Emeritus) (optional recognition)

Honorary recognition for long-serving CPs who have fully ceased practice and rendered distinguished service. No fee and no PD quota; the status does not confer any right to practise.

E) Assessment for Registration with Board of Professional Engineers of Queensland (RPEQ)

- 1) The AusIMM (through the CPPC) under agreement with the Board of Professional Engineers Queensland (BPEQ) may assess engineers applying for registration with the Board (RPEQ), who wish to provide Professional Engineering Services under the Professional Engineers Act 2002 (PE Act) within the mining industry in the state of Queensland. The CPPC does not have the authority to assess engineers who carry out non- mining professional engineering services on mine sites in Queensland.
- 2) Core disciplines in which applications can be assessed for recommendation as an RPEQ are:
 - a) Environment,
 - b) Mining,
 - c) Metallurgy,
 - d) Geotechnical (Mining).
- 3) Following assessment and a positive recommendation by the AusIMM, the individual must apply directly to the BPEQ for registration.
- 4) Applicants may apply for RPEQ accreditation and Chartered Professional accreditation concurrently.
- 5) Registered Professional Engineers of Queensland (RPEQ) applicants must meet the same admission requirements and follow the same application process as applicants for Chartered Professional accreditation (see Section D: Admission as an AusIMM Chartered Professional), with the following exceptions:

- a) RPEQ only applicants are not required to be current members of AusIMM;
- b) RPEQ applicants must hold a four (4) year engineering degree in the discipline being applied for, or they must be deemed to have equivalent qualifications as per the Guideline 2 Qualification requirements.

NOTE: While the AusIMM have made every attempt to align requirements with BPEQ, where any difference of requirements exist, the BPEQ requirements are considered the expectations to meet.

- c) RPEQ applicants require four (4) years' experience since qualification of the engineering degree.
 - d) RPEQ applicants must undertake a professional interview with AusIMM assessors.
 - e) RPEQ applicants will pay the fee for RPEQ assessment to the AusIMM. A separate fee for RPEQ registration is payable to the BPEQ.
- 6) Those assessed as competent for a RPEQ recommendation are subject to the Chartered Professional PD requirements, as detailed in Guideline 5 Professional Development requirements. The CPPC will undertake PD audits of RPEQ registered members on behalf of the BPEQ when requested.
 - 7) Member to inform the Registrar prior to submitting a Chartered Professional application, if they are being investigated by the BPEQ or are involved in any legal proceedings.

F) Assessment for Registered Professional Engineers of Victoria (RPEV)

- 1) The AusIMM, through the CPPC, maintains an Assessment Scheme for Registration of professional engineers in and for Victoria.
- 2) The Assessment Scheme has been approved for use in Victoria and applies to professional engineers in the mining sector, under the category of Civil Engineering. The Assessment Scheme satisfies the requirements of the Professional Engineers Registration Act 2019 (VIC).
- 3) The AusIMM assesses engineers applying for Engineering Registration under the professional Civil Engineering category, who wish to provide Professional Engineering Services within the mining industry in Victoria, under the Professional Engineers Registration Act 2019 (VIC) and the related Regulations.
- 4) The AusIMM does not assess engineers who carry out non-mining professional engineering services in or for Victoria.

- 5) Relevant disciplines under the professional Civil Engineering category in which applications can be assessed for recommendation as a Registered Professional Engineer Victoria under the AusIMM Scheme are:
 - a) Environmental Engineering (Mining)
 - b) Geotechnical Engineering (Mining)

- 6) Following assessment and notification of the outcome, the individual must apply directly to the BLA for Registration. The AusIMM assessment is one of several things the BLA will consider when assessing an application and does not guarantee registration.
- 7) AusIMM accepts applications for assessment from both members and non-members. Both members and non-members must comply with the qualifications, experience and competency requirements set out in the Professional Engineers Registration Act 2019 (Vic) ('the Act').
- 8) RPEV-only applicants are not required to be current members of the AusIMM. Applicants may apply for RPEV assessment and Chartered Professional accreditation concurrently. AusIMM membership is a requirement for Chartered Professional accreditation.
- 9) For RPEV-only applicants who are not Members of the AusIMM, they must meet the eligibility requirements as outlined in the "Australasian Institute of Mining and Metallurgy ASSESSMENT SCHEME for Registration of Engineers, Victoria, 4 April 2023".
- 10) For RPEV and Chartered Professional applicants who are Members of the AusIMM, they meet the eligibility requirements as stated in the "AusIMM Application as an assessment entity for Registration of Engineers, Victoria, December 2021 (Revised August 2022)".
- 11) RPEV applicants will pay the fee for Registration assessment to the AusIMM. A separate fee for Registration is payable to the BLA.
- 12) Registered Professional Engineers under the AusIMM Assessment Scheme are subject to the Chartered Professional PD requirements, as detailed in Guideline 5 Professional Development requirements. The CPPC will undertake PD audits of RPEV registered members on behalf of the BLA when requested.
- 13) Note: Whilst the AusIMM have made every attempt to align requirements with the BLA (Victoria), where any difference of requirements exist, the BLA (Victoria) requirements are considered the expectations to meet.

- 14) Member to inform the Registrar prior to submitting a Chartered Professional application if they are being investigated by the BLA (Victoria) or are involved in any legal proceedings.

G) Assessment Process

- 1) Applications will be assessed by two (2) Assessors and the outcome ratified by the CPPC.
- 2) If Assessors and the CPPC require clarification regarding any part of an application, an online interview may be arranged with the applicant.
- 3) Where the two Assessors do not agree on the outcome of a PD review, the Registrar will forward the assessment to the Chair and/or Deputy Chair or Immediate Past Chair of the CPPC for consideration and decision. If they cannot agree on an outcome, the assessment will be forwarded to the full CPPC for consideration and decision.
- 4) The CPPC shall have absolute discretion to:
 - a. allow or deny accreditation as an AusIMM Chartered Professional or approve an assessment for RPEQ/RPEV; and
 - b. review a Chartered Professional's and RPEQ/RPEV's competence and ability to meet the requirements of the program at any time.
- 5) If the CPPC is satisfied that an applicant is eligible, the applicant will be admitted to the appropriate discipline of Chartered Professional and notified accordingly.
- 6) Admitted applicants will be added to the register of Chartered Professionals.
- 7) Admitted applicants may request a certificate of AusIMM Chartered Professional accreditation.
- 8) Rejected applicants will be advised accordingly, and feedback on their application will be provided. Any rejected applicant may re-apply after 12 months from the date of rejection by submitting a new application and will be required to pay the application fee again.
- 9) The CPPC will reject an application if requested information is not supplied by the applicant or their sponsors within 90 days of the CPPC request unless extenuating circumstances exist. Applicants rejected due to incomplete applications may re-apply after 6 months from the date of rejection by submitting a new application and will be required to pay the application fee again.
- 10) An application must be completed within 6 months, unless extenuating circumstances occur, in which case, a request for an extension of time must be submitted in writing to the Registrar.

H) Applications for Two Chartered Professional Disciplines

- 1) If an applicant wishes to apply for CP accreditation in two disciplines, two separate applications must be completed. Each will be assessed independently, and applicants must demonstrate that they are fully qualified and experienced in each discipline.
- 2) The applicant must demonstrate they have completed and will maintain the Professional Development (PD) commitments for each Chartered Professional discipline sought. For applications covering two CP disciplines the following PD requirements apply:

A minimum total of 200 PD hours over the required PD period is required for the two disciplines combined.

Up to one third ($\frac{1}{3}$) of the total technical PD hours may be common to both disciplines where the activity is genuinely relevant to both. Where overlap applies this will normally be 60 hours common between the two disciplines.

To meet the 200-hour requirement with overlap, each CP discipline must include at least 70 PD hours and the two disciplines together may include up to 60 hours common to both ($70 + 70 + 60 = 200$).

Where overlap is not relevant, each CP discipline must include 100 PD hours ($100 + 100 = 200$).

Applications for more than two CP disciplines: PD hours required will be determined by the CPPC on a case-by-case basis.

Applicants must provide evidence of PD types and relevance in their logbook; guidance on PD categories (technical, risk & ethics, professional practice, contribution) will be published by CPPC.

3) Sponsors for two CP disciplines

Applicants for accreditation in two CP disciplines must supply three sponsors in support of each CP discipline. One sponsor may support both discipline applications. Where one sponsor supports both applications, applicants must provide at least five (5) distinct sponsors in total. Sponsors must be able to comment on the applicant's competence in the relevant discipline and meet any conflict-of-interest requirements set by CPPC.

4) Applicants for multiple Chartered Professional accreditations will be required to pay the application fee for each discipline in which Chartered Professional accreditation is sought.

5) Holders of multiple Chartered Professional accreditations will be required to pay the annual fees, if applicable, for each discipline in which Chartered Professional accreditation is held.

I) Applications for Discipline Transfers

- 1) Where an applicant has a recorded history of assessment and currency with the Chartered Professional program and wishes to transfer to a related discipline, such as any technical discipline to Management, or Geoscience and Mining Engineering into Geotechnical (Mining), they are eligible to submit an abridged application.
- 2) Current CPs applying for discipline transfer from a technical discipline to Management are permitted to submit an abridged application where they supply:
 - a) one Sponsor from their current workplace who can testify to at least the most recent 12 months of employment;
 - b) a PD logbook that demonstrates 150 hours of acceptable PD;
 - c) a current CV; and
 - d) competency statements for the Management discipline.
- 3) Current CPs applying for discipline transfer to a different technical discipline are permitted to submit an abridged application where they supply:
 - a) one Sponsor from their current workplace who can testify to at least the most recent 12 months of employment;
 - b) a PD logbook that demonstrates 150 hours of acceptable PD, including at least 75 hours of technical PD related to the new discipline;
 - c) a current CV;
 - d) competency statements for the new technical discipline; and
 - e) evidence of qualifications in the new discipline.
- 4) Applicants eligible to submit an abridged application in accordance with Regulation 33 and 34 may be asked to provide further information on request.

J) Applications for an Additional Recommendation/ Accreditation

- 1) Where an applicant is an AusIMM Chartered Professional seeking RPEQ and/or RPEV assessment in the same discipline; or is RPEQ/RPEV registered and seeking Chartered Professional accreditation in the same discipline, they are eligible to submit an abridged application.
- 2) For applications/assessments that were approved within the past three (3) years, applicants are permitted to submit an abridged application where sponsor statements and competency statements are not required, but they must supply:
 - a) a PD logbook that demonstrates 150 hours of acceptable PD; and

b) a current CV.

- 3) For applications/assessments that were approved more than three (3) years ago, applicants are permitted to submit an abridged application where sponsor statements are not required but they must supply:
 - a) a PD logbook that demonstrates 150 hours of acceptable PD; and
 - b) a current CV; and
 - c) competency statements covering the period since RPEQ/RPEV accreditation / Chartered Professional accreditation.
- 4) Applicants eligible to submit an abridged application in accordance with Regulations 47 may be asked to provide further information on request.

K) Applications for Specific Reinstatements

- 1) An abridged application may be submitted where an applicant is a Chartered Professional seeking reinstatement less than three (3) years after their membership was suspended or resigned. In this situation an applicant may submit an application with:
 - a) one (1) Sponsor from their current workplace who can testify to at least the most recent 12 months of employment (careers must have resumed for more than a year after a break of no more than two years);
 - b) a PD logbook that demonstrates 150 hours of acceptable PD as per Guideline 5: Professional Development (PD) requirements;
 - c) a current CV; and
 - d) competency statements covering the period since registration was suspended or resigned.

L) Requirements for ongoing Professional Development (PD)

To retain Chartered Professional accreditation, CP's must maintain;

- a. Current financial membership of AusIMM (Member, Fellow or Honorary Fellow); and
- b. A focus on learning and activities in areas relevant to their technical or Management discipline over and above normal work-related activities.
- c. A program of PD activities. Within each three (3) year period at least 150 hours of PD activities must be completed, averaging 50 hours per year, as per Guideline 5: Professional Development (PD) requirements. Alternatively, if the applicant has applied for two disciplines, a minimum of 200 hours will be required, with a third of the total technical hours submitted may overlap between the disciplines, if relevant for both.

M) Recording and declaring Professional Development (PD) undertaken

- 1) Each Chartered Professional must maintain a record of Professional Development undertaken for each discipline in which they are accredited.
 - 2) Chartered Professionals should update the AusIMM online PD Logbook (or other means of recording PD), at minimum every three (3) months.
 - 3) Chartered Professionals who are members of one or more additional professional associations may record their PD activities in an alternative form of PD Logbook, provided the minimum information related to the AusIMM requirements (Guideline 5) is recorded and demonstrated. Logbooks that do not demonstrate this alignment or commentary may be rejected for the Chartered Professional to update.
 - 4) Annually, each Chartered Professional must review their PD logbook entries and declare (via electronic declaration) that:
 - their claim to PD is a true and correct record for the period of PD claimed; and
 - that the completion of at least 150 hours of PD activities during the past three years has occurred.
 - 5) If a Chartered Professional is unable to make this declaration, they should resign their CP status or contact the Registrar if they believe special circumstances are present.
 - 6) A Chartered Professional who provides false or misleading information about their PD compliance will have their Chartered Professional accreditation revoked and the incident will be reported to the AusIMM Complaints and Ethics Committee as a breach of the AusIMM's Code of Ethics. Information for complaints can be found on the Code of Ethics and Professional Conduct Regulations; Complaints and Appeals webpage.
- 3) Chartered Professionals taking career breaks may maintain their CP accreditation provided their career breaks total less than two years in a three-year period, and they maintain a minimum of 25 hours per year of acceptable PD during periods of career break.
 - 4) The CPPC may allow differing maximum hours in categories such as Category F: Private Reading, where the Chartered Professional can;
 - a) justify the learning they undertook, and
 - b) why other PD categories were inaccessible to them at the time.
 - 5) Extended Career Breaks under special circumstances:
 - a) For career breaks under typical circumstances, totalling more than two years in a three-year period, CP accreditation cannot be continued. If a career break is expected to be greater than two full years in three, Chartered Professionals should contact the Registrar at the earliest opportunity to discuss their individual circumstances.
 - b) For Career Breaks greater than two years, when CPs are not able to undertake meaningful PD activities for extended periods (e.g., parental leave, extended illness, etc.) CPs can take the first two years with no PD and then restore currency of knowledge at the end of the Career Break.
 - 6) CP (Reduced Practice)

Eligibility & status. Members averaging ≤ 8 hours/week of professional practice over the prior 3 months may apply to transfer to CP (Reduced Practice). Applicants must remain financial members, maintain ethical and technical competence and continue to meet AusIMM's Code of Ethics.
 - 7) Professional Development (PD). While in Reduced Practice, minimum annual PD is:
 - 10–14 years as CP: 40 hours/year
 - 15–19 years as CP: 30 hours/year
 - ≥ 20 years as CP: 15 hours/year
 - 8) Attestation & audit. Applicants must complete an annual self-declaration of reduced practice and PD. Compliance may be verified by random audit of logbooks and evidence of engagement. (Age or date of birth is not used as a proxy for eligibility.) Fees. Standard CP fees apply.

N) Career breaks

- 1) A Chartered Professional should advise the Registrar of their intention to take a career break at the earliest opportunity, preferably prior to the career break commencing. A career break is to be recorded in the AusIMM online PD Logbook (or other means of recording PD),
- 2) Career breaks are considered events where the Chartered Professional's capacity to undertake CPD is substantially diminished. Situations such as parental leave, extended sickness, extended carers leave, extended unemployment are considered appropriate (or other directly related instances). Travel or holidays are not appropriate for career breaks and depending on the nature of the request, this may be considered under 'special circumstances' (below) and will need to be confirmed by the Registrar prior.

O) Isolated work and other special circumstances

- 1) Chartered Professionals based or working in isolated areas, or who are experiencing other special circumstances who believe they may not be able to meet the PD requirements must submit a statement as soon as practical to the Registrar, outlining their circumstances, the impact on their PD activities and suggestions for a modified PD requirement.

- 2) The CPPC will consider the Chartered Professional's request for a modified PD requirement due to these special circumstances and notify them of the outcome accordingly.
- 3) Requests for special circumstances should be submitted to the Registrar at the CPs earliest opportunity, preferably prior to the break commencing the Professional Development (PD) Review.

P) Professional Development (PD) Review

- 1) In addition to the annual Chartered Professional's declaration of compliance and the quarterly requirement to update the AusIMM online PD Logbook (or other means of recording PD), the AusIMM will conduct random and selected PD Reviews of Chartered Professionals (previously called PD audits). Reports will also be generated to review logbook compliance and any CPs who are not maintaining a compliant logbook will be contacted.
- 2) An annual notification will be sent to all CPs notifying them to update their logbook. CPs under 150 hours will be given a 3-month period to update their logbook before removal process. A random sample of 10-20 CPs above 150 hours will be reviewed each year.
- 3) Chartered Professionals may be called for a PD Review approximately every 3-7 years, but not more than once every three (3) years (unless there is a specific reason).
- 4) A Chartered Professional who marginally passed their last PD Review may be automatically selected for review after two (2) years.
- 5) When called for PD Review a Chartered Professional must within one month provide the following:
 - a) A record of PD activities over the immediate past three calendar years, or a time period in the previous 3-4 years as specified by the Registrar, by ensuring information in the AusIMM online [PD Logbook](#) (or other means of recording PD), is up to date and any evidence relating to the entries is uploaded where possible.
 - b) Any other information that is requested by the Registrar to clarify the evidence provided, such as a summary of diary records, course/ seminar enrolment records, receipts, certificates, assessment reports, employer/supervisor/peer/client reports or statutory declarations.
- 6) CPs have 30 days to appeal the decision to remove their CP status by providing evidence to demonstrate their logbook complies or there were other extenuating circumstances to be considered by the CPPC.

Q) Professional Development (PD) Review Process

- 1) The Registrar will notify the Chartered Professional of the PD Review.
- 2) A selection of Chartered Professionals will be randomly selected for a PD review each year. The CPPC will determine the timing of the reviews, which will usually be completed in four batches each year.
- 3) The Chartered Professional must provide requested information within 30 days.
- 4) A Chartered Professional who fails to make an acceptable submission (including providing clarifying documentation) within three (3) months of being notified of a PD Review will have their accreditation suspended and their name removed from the Register of Chartered Professionals, unless an extension of time is requested and granted by the CPPC, providing a reasonable explanation for the extension. The Board of Professional Engineers Queensland and the Business Licensing Authority of Victoria will also be notified, if relevant.
- 5) Once documentation is received, two Assessors will be appointed for PD Reviews, at least one in the same discipline. Where impracticable, Assessors from related disciplines may be appointed and the rationale must be recorded.
- 6) If an Assessor believes there is, or could be, a Conflict of Interest, they will notify the Registrar and the PD review will be assigned to a different Assessor.
- 7) Assessors will forward their final recommendation (outcome) to the Registrar within three (3) weeks of being requested to undertake the review. The Registrar will compile the outcomes.
- 8) Where the two Assessors do not agree on the outcome of a PD review, the Registrar will arrange for both assessors to meet and discuss their findings in order to arrive at a mutually agreed outcome. The outcome (with feedback) is to be provided by email to the Registrar.
- 9) Where non-compliance is found, the Registrar will contact the Chartered Professional to comment on the non-compliance, including clarification of specific entries; a re-submission of the PD Logbook; and/or an interview with the reviewee to clarify the claims. The Chartered Professional will be allowed one month to respond, and the Assessors will review this new information prior to making their final recommendation.
- 10) A Chartered Professional who the CPPC determines as having failed their PD Review, will have their accreditation revoked and their name removed from the Register of Chartered Professionals. The Board of Professional Engineers Queensland and the Business Licensing Authority of Victoria will also be notified, if relevant. They may apply again after a

period of 12 months as long as they have completed sufficient PD for their logbook to be compliant. An appeal of the decision can be followed as outlined in Section S of these regulations.

- 11) Quality Assurance (QA) auditing of application assessments and PD reviews will be undertaken by the CPPC on a regular basis to ensure guidelines and procedures are being followed at all times, and that decisions are repeatable and verifiable.

R) Appeals

- 1) If a failed applicant disagrees with the reasons stated for the outcome of their application or Professional Development review, they may appeal the outcome to the Chair of the CPPC. Such appeals must be lodged with the Registrar within 30 days of the date of the outcome letter, stating the grounds for the appeal.
- 2) The Registrar will attempt to resolve the appeal through the CPPC Chair/Deputy Chair, who may review the application or PD Review and refer to the full CPPC for decision if required.
- 3) Where the Chair and Deputy Chair believe that the appeal has grounds, they may order a Quality Assurance (QA) audit of the process under appeal and decide on the appeal based on those findings.
- 4) Where an application appeal is successful, the revised outcome will be considered for ratification by the CPPC.
- 5) Where an appeal is unsuccessful, the decision of the CPPC shall be final and not subject to any further appeal. The applicant may reapply for the Chartered Professional Program 12 months after the final determination by the CPPC.
- 6) If an applicant believes the administrative procedures specified by these Regulations with regards to their admission to the Chartered Professional Program have not been followed, they may appeal the rejection of their application to the Chief Executive Officer of The AusIMM within one month of receiving the application outcome, stating which section of these Regulations have allegedly been breached.
- 3) If prescribed, an annual subscription shall be payable each year with the membership fees, following the Chartered Professional's annual certification of their Professional Development activities.
- 4) If a Chartered Professional has not paid the annual subscription and/or their AusIMM membership fee by the due date, their accreditation may be suspended or cancelled. The Board of Professional Engineers Queensland and the Business Licensing Authority of Victoria will also be notified, if relevant Cessation of Chartered Professional Accreditation.
- 5) A Chartered Professional who ceases to be a member of the AusIMM shall cease to be a Chartered Professional and their name shall be removed from the Register of Chartered Professionals.
- 6) A Chartered Professional who fails to provide evidence of their compliance with their Professional Development obligations within three months of such evidence being requested, shall be deemed to have forfeited their Chartered Professional accreditation and shall be removed from the Register of Chartered Professionals.
- 7) A Chartered Professional who fails their Professional Development review shall be deemed to have not maintained their currency in accordance with their agreements as a Chartered Professional, and their Chartered Professional accreditation and shall be removed from the Register of Chartered Professionals.
- 8) A Chartered Professional who fails to pay the annual subscription fee and/or their annual AusIMM membership fee by 31 March of the subscription year shall be deemed to have forfeited their Chartered Professional accreditation and shall be removed from the Register of Chartered Professionals.
- 9) A person may resign their Chartered Professional accreditation by informing the Registrar in writing, whereupon they shall be removed from the Register of Chartered Professionals.
- 10) The rights and privileges of a Chartered Professional shall cease immediately upon that person's removal from the Register of Chartered Professionals.

S) Fees and Subscriptions

- 1) The CPPC may recommend, for the approval of the AusIMM Board, any fees, in addition to AusIMM membership fees, that may be payable upon application for accreditation and/or an annual subscription fee for maintaining accreditation.
- 2) Details of any prescribed fees approved by the Board, including the amount and date/s for payment, will be posted on the [AusIMM website](#).

T) Complaints and Disciplinary Action

- 1) Any alleged unprofessional behaviour by a Chartered Professional should be reported in accordance with the [AusIMM standard complaints procedures](#). All matters relating to complaints and/or disciplinary action will follow the Professional Conduct and Ethics Committee regulations.

Chartered Professional Guideline 1

Criteria for Establishing a New Chartered Professional Discipline and Cessation of an Existing Chartered Professional Discipline

Establish

1. For a new Chartered Professional discipline to be considered by the CPPC, there needs to be sufficient perceived demand and a group of content expert 'champions' to lead the proposal.
2. A minimum of three initial champions are required who can demonstrate competence in the new discipline and can lead the development of the competency framework, assessing procedure specifics, PD guidance etc.
3. A working group comprising of at least ten potential Chartered Professionals in the proposed discipline (with advanced standing) will be formed to consult over the discipline's specific requirements.
4. The working group must develop a marketing strategy for consideration by the CPPC:
 - a) to establish a value proposition to recruit Chartered Professionals to this new discipline. Consideration should be given to ensure that the new discipline will not struggle to compete with other non-AusIMM programs.
5. The Regulations and Guidelines updates required. The administrative processes updates required. A minimum of 30 expressions of interest (including those in the working group) must be received for a new discipline to be developed, with a view to creating a minimum critical mass of 30 Chartered Professionals in that discipline from the first year.
6. One of the initial champions is required to be a nominee to the CPPC, and the first 'competent' Assessor.

Cessation

1. Once an existing Chartered Professional discipline drop below the minimal critical mass of 30 Chartered Professionals, the CPPC should assess and consider the future of the discipline
2. The CPPC will revise an existing Guideline to accommodate the discipline under review to ensure those Chartered Professionals affected still have accreditation and CPPC representation.

Chartered Professional Guidelines 2 & 3: Qualifications & Areas of Practice Index

[Areas of Practice: Environment](#)

[Areas of Practice: Geoscience](#)

[Areas of Practice: Metallurgy](#)

[Areas of Practice: Mining Engineering](#)

[Areas of Practice: Management](#)

[Areas of Practice: Geotechnical \(Mining\)](#)

[Areas of Practice: Social Performance](#)

[Areas of Practice: Valuation](#)

Chartered Professional Guidelines 2 & 3:

1. Qualifications & Areas of Practice: Environment

Minimum Qualifications for entry to the AusIMM Chartered Professional Program and various Engineering Registration programs which the AusIMM is currently an assessing entity for the Environment Discipline is outlined in the table below Years of experience is based on post-graduation of the approved qualification.

AusIMM Chartered Professional (Environment)*			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent (3-year degree option)
Environmental Science	3-year degree (BSc, BEnvSc) + EITHER honours/postgraduate OR 5 extra years' experience (10 years in total)	Engineering primary degree + postgraduate qualification in Environmental field of study.	Applicants without a relevant tertiary qualification - environment must be the applicant's main area of technical work. The applicant must have a degree and sufficient other qualifications related to Environment to meet the criteria to allow admission to the CP Program of the AusIMM.
Environmental Engineering	4-year Bachelor or Master of Engineering (Environmental Engineering)	4-year Engineering primary degree + postgraduate qualification in Environmental field of study.	3-year degree (BSc, BEnvSc) + EITHER postgraduate Degree in Environmental Engineering OR 5 extra years' experience (10 years in total)
Registered Professional Engineer Queensland (Environment)**			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent# (3-year degree option)
Environmental Engineering	4-year Bachelor of Engineering (Environmental Engineering)	4-year Engineering primary degree + postgraduate qualification in Environmental field of study + 5 extra years' experience (10 years in total)	4-year Environmental Honours degree (BSc(Hons), BEnvSc(Hons)) + postgraduate Degree in Environmental Engineering + 5 extra years' experience (10 years in total)
Registered Professional Engineer Victoria (Environment)**			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent# (3-year degree option)
Environmental Engineering (Mining)	4-year Bachelor of Engineering (Environmental Engineering)	4-year Engineering primary degree + postgraduate qualification in Environmental field of study + 5 extra years' experience (10 years in total)	4-year Environmental Honours degree (BSc. (Hons), BEnvSc. (Hons)) + postgraduate Degree in Environmental Engineering + 5 extra years' experience (10 years in total)

* All candidates for accreditation under the AusIMM Chartered Professional Program for the Environment discipline shall have a minimum of 5 years of mining industry experience in the area of the discipline in which he/she seeks accreditation. Those persons will usually but not exclusively be graduates of an approved tertiary course of study as outlined above and may require additional qualifications and/or experience. Those persons shall also be members of the AusIMM at the level of Member, Fellow, or Honorary Fellow.

** Those persons need not be members of the AusIMM but must still meet the experience requirements as described; such persons must hold a recognised engineering degree (or acceptable alternative) relevant to the discipline in which they seek registration.

Candidates in the Deemed Equivalent (Science) category, or with degrees not meeting Washington Accord will require a Stage 1 Competency assessment. Please contact the Registrar for further details.

An Environmental Scientist or Environmental Engineer is a professional who undertakes activities which aim to minimise environmental harm being caused by single or multiple mining or mineral processing operations.

This work can include preparation and implementation of environmental management plans; development, implementation, and analysis of environmental monitoring programs; preparation and implementation of project closure and/or repurposing plans, rehabilitation, and remediation programs; preparation of environmental impact assessments; and community consultation and liaison in relation to environmental matters. These professionals prepare regulatory documents from an industry as well as a government perspective, undertaking review and approval processes for regulatory documents as well as developing related policy. Research environmental scientists/engineers may be engaged in a range of disciplines which support the application of sustainable development principles for all phases of the mining life cycle.

The following 'Areas of Practice' (AoP) descriptors and listed examples of competency indicators are intended to support Environment professional development that provides a pathway and indication of AusIMM Chartered Professional (Environment) status. Some AoP's are systemic to the minerals sector, hence apply to both the Environment and Social Performance disciplines and are identified accordingly.

A compulsory requirement for this area of practice requiring clear competency demonstration is proficiency in Safety, Health and Risk management, including hazard identification, risk assessment, implementation of identified controls, plus effective and comprehensive monitoring and review.

1. Environmental science. Collecting, interpreting, and applying environmental science data relevant to exploration, mining, mineral processing, and closure of operations. Competency indicators include technical understanding of:

- 1.1. water, land, air, ecology, ecotoxicology, agronomy, geochemistry, or other relevant environmental disciplines;
- 1.2. research techniques, experimental design, and data analysis;
- 1.3. the application of environmental science to the prevention, mitigation, and management of development impacts on water, land, air, and ecosystems;
- 1.4. contamination sources and impacts, and remediation methods;
- 1.5. plant-soil-water interactions as applied to revegetation;
- 1.6. design of biodiversity offsets; and

1.7. scientific and technical report writing.

2. Environmental engineering. Designing, constructing, and operating civil, mechanical, or chemical engineering facilities related to environmental management of mining and mineral processing operations. Competency indicators include:

- 2.1. design, construction and operation of water treatment and recycling plants;
- 2.2. design, construction, and operation of facilities to treat contaminated soils, wastes and air emissions;
- 2.3. design, construction, and operation of facilities to suppress noise and vibration;
- 2.4. understanding the waste hierarchy;
- 2.5. preparing and implementing programs to maximize the efficiency of water use and energy use;
- 2.6. developing and implementing programs to abate greenhouse gas emissions; and
- 2.7. developing and implementing cleaner production methods.

3. Rehabilitation, remediation, closure, and repurposing. Designing and implementing programs to remediate and rehabilitate disturbed areas to achieve defined criteria and repurposing and closure objectives. Competency indicators include:

- 3.1. knowledge of methods to characterise soil, waste rock, tailings, and residues;
- 3.2. knowledge of how material properties influence plant growth;
- 3.3. contamination sources and impacts;
- 3.4. design and construction of landforms, cover systems and water management structures;
- 3.5. design and implementation of methods for remediating contaminated materials;
- 3.6. species selection and plant establishment techniques;
- 3.7. engaging with internal and external stakeholders;
- 3.8. contributing to multi-disciplinary teams (environment, social, economic, engineering) to develop and evaluate post-closure and/or repurposing land use options;
- 3.9. determining closure objectives and completion criteria for facilities, structures, and rehabilitated land;
- 3.10. preparation of closure management plans and closure/repurposing cost estimates;

- 3.11. assessment of closure and post-closure/ repurposing (residual) risks; and
 - 3.12. implementation of decommissioning, demolition, rehabilitation, and repurposing projects
4. Environmental impact assessment. Collecting and interpreting data relevant to impacts on the environment resulting from exploration, development, operations, and closure activities. Competency indicators include:
- 4.1. describing the existing biophysical and socio-economic environment;
 - 4.2. designing and implementing baseline studies;
 - 4.3. describing the proposed project and associated environmental mitigation measures;
 - 4.4. predicting environmental effects under proposed operational scenarios and under abnormal conditions;
 - 4.5. preparing environmental impact assessment documentation;
 - 4.6. coordination of multi-disciplinary teams and integrating environmental impact assessments with engineering, social, economic and project feasibility studies; and
 - 4.7. designing and implementing engagement programs with affected communities and other stakeholders in relation to environmental impacts.
5. Environmental monitoring. Designing and implementing environmental monitoring programs and recording data relevant to exploration, mining, and mineral processing. Competency indicators include:
- 5.1. identification of environmental indicators;
 - 5.2. knowledge of monitoring methods and equipment;
 - 5.3. design and implementation of monitoring programs;
 - 5.4. knowledge of databases, statistical analysis, and interpretation of environmental data; and
 - 5.5. presentation of technical data and preparation of monitoring reports.
6. Environmental planning and management. Using environmental knowledge to minimize adverse impacts over the entire life cycle of mining and mineral processing operations. Competency indicators include:
- 6.1. integration and coordination of environmental, engineering, and financial knowledge to design and plan operations;
 - 6.2. undertaking environmental risk assessments;
 - 6.3. understanding of Geographical Information Systems;
 - 6.4. identifying, documenting, and interpreting legal and organizational environmental obligations;
 - 6.5. preparation and implementation of environmental management systems, plans and procedures;
 - 6.6. undertaking environmental auditing;
 - 6.7. reviewing performance and implementing performance improvement and corrective action programs;
 - 6.8. investigation of environmental incidents; and
 - 6.9. preparation of emergency procedures.
7. Stakeholder engagement relating to the environment. Undertaking and/or participating in effective communication and engagement regarding environmental matters with affected communities and other stakeholders. Competency indicators include:
- 7.1. knowledge of organizational structure and permitting, approval and compliance processes of environmental regulators;
 - 7.2. designing and implementing effective communication, consultation and engagement with affected communities and other stakeholders as part of regulatory approvals processes;
 - 7.3. preparing technical and non-technical environmental information for communication with affected persons, groups, and the general public;
 - 7.4. understanding that different customs, norms, and values of different groups influence the effectiveness of stakeholder engagement; and/or
 - 7.5. engagement with landholders, non-government organisations, special interest groups or academic institutions.
8. Environmental policy and advice. Understanding and influencing internal and external environmental policy making. Competency indicators include:
- 8.1. formulation and implementation of environmental policies with due consideration of economic and environmental factors for business, industry associations and government;
 - 8.2. provision of strategic environmental advice; and
 - 8.3. preparation of guidelines for good environmental management and monitoring practices.

The following Areas of Practice descriptors relate to systemic requirements in the minerals sector and can apply to Environment and Social Performance (ESP) and other professional disciplines.

9. Mining enterprise management systems. Familiarity with enterprise governance and management systems and using these in the course of ESP work to create business value. Competency indicators include:

- 9.1. understanding overarching business context, needs and strategies, and positioning ESP accordingly;
- 9.2. using risk and materiality assessments to appropriately position ESP factors in risk registers;
- 9.3. managing ESP matters in a way that considers why and how external stakeholders interact with mining enterprises and ensures that interactions add value to them and the enterprises;
- 9.4. positioning ESP in an organisational context, particularly within the Health, Safety and Environment, Human Resources, Finance, Operations, Risk, Internal Audit, Communication, Government and Public Relations functions.
- 9.5. managing ESP through an enterprise's existing systems and tools, such as change management approaches, budgeting tools and lean boards;
- 9.6. establishing ESP accountability in enterprise management frameworks and business practice;
- 9.7. ensuring ESP compliance and performance consequences are accurately understood and appropriately factored into enterprise internal audit/assurance processes; and
- 9.8. developing and embedding ESP metrics into business improvement, compliance, and reporting.

10. Multi-lateral and financial institutions standards. Managing ESP matters to achieve business compliance with government and other external ESP policies, standards, and guidelines. Competency indicators include working knowledge and application of:

- 10.1. context-specific jurisdictional statutory, regulatory and policy requirements;
- 10.2. relevant United Nations (UN) and International Labour Organisation (ILO) and other declarations, such as the UN Guiding Principles on Business and Human Rights, the UN Declaration on the Rights of Indigenous Peoples and the Voluntary Principles on Security and Human Rights;

10.3. International Finance Corporation (IFC) and similar Performance Standards;

10.4. Equator Bank and other relevant principles, codes of conduct and good practice;

10.5. Extractive Industries Transparency Initiative (EITI) and the Global Reporting Initiative (GRI);

10.6. OECD Due Diligence Guidance for Responsible Business Conduct;

10.7. relevant management certification standards (e.g., ISO 14001 and ISO 26000); and

10.8. adequately positioning and managing ESP practice, governance and reporting to help secure financing.

11. Sustainable Development principles. Understanding the history of Sustainable Development (SD), evolving Sustainability expectations and how this relates to business Environment-Social-Governance (ESG) performance, metrics, and reporting. Competency indicators include working knowledge and application of:

- 11.1. the economic, social, environmental and governance aspects of Sustainable Development;
- 11.2. concepts like intergenerational equity, materiality, and natural and social capital fungibility;
- 11.3. ESP in Sustainability Standards Accounting Board approaches;
- 11.4. sustainable supply chain assessments;
- 11.5. extractive sector ESP alignment with the UN Sustainable Development Goals (SDGs);
- 11.6. International Council for Mining and Metals (ICMM) 10 Principles;
- 11.7. ICMM Sustainable Development Framework and Assurance Standard
- 11.8. ESP factors in stock exchange sustainability indices and reporting; and
- 11.9. ESP in annual sustainability reporting consistent with the Global Reporting Initiative (GRI).

Chartered Professional Guidelines 2 & 3: 2 Areas of Practice Geoscience

Minimum Qualifications for entry to the AusIMM Chartered Professional Program and various Engineering Registration programs which the AusIMM is currently an assessing entity for the Geoscience Discipline is outlined in the table below. Years of experience is based on post-graduation of the approved qualification.

AusIMM Chartered Professional (Geoscience)*			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent (3-year degree option)
Geoscience	3-year degree (BSc, BEnvSc) + EITHER honours/postgraduate OR 5 extra years' experience (10 years in total)		
Registered Professional Engineer Queensland (Geoscience)**			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent# (3-year degree option)
Not available			
Registered Professional Engineer Victoria (Environment)**			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent# (3-year degree option)
Not available			

* All candidates for accreditation under the AusIMM Chartered Professional Program for the Environment discipline shall have a minimum of 5 years of mining industry experience in the area of the discipline in which he/she seeks accreditation. Those persons will usually but not exclusively be graduates of an approved tertiary course of study as outlined above below and may require additional qualifications and/or experience. Those persons shall also be members of the AusIMM at the level of Member, Fellow, or Honorary Fellow.

** Those persons need not be members of the AusIMM but must still meet the experience requirements as described; such persons must hold a recognised engineering degree (or acceptable alternative) relevant to the discipline in which they seek registration.

Candidates in the Deemed Equivalent (Science) category, or with degrees not meeting Washington Accord will require a Stage 1 Competency assessment. Please contact the Registrar for further details.

A geoscientist is a professional who studies, investigates or explores the earth's crust to find mineral resources (including hydrocarbons) of sufficient quantity and having sufficient content of useful metals or other commodities to warrant their extraction; or controls and monitors the geological aspects of subsequent mining and extracting operations; or determines those structural characteristics of the earth's crust that may affect the design, safety or practicability of excavations (either on the surface or underground) required for mining operations or civil engineering excavations.

The following areas of practice are offered as examples of experience that is required for registration as a Chartered Professional (Geoscience). Professional experience need not be limited to those listed and applications will be considered for appropriate areas of practice in addition to those listed below.

A compulsory requirement for this area of practice requiring clear competency demonstration is proficiency in Safety, Health and Risk management, including hazard identification, risk assessment, implementation of identified controls, plus effective and comprehensive monitoring and review.

1. Exploration strategy:

- 1.1. experienced in the strategic aspects of exploration, who advises on corporate philosophies, objectives, and general implementation;
- 1.2. extensive experience at an executive level responsible for exploration.
2. Exploration planning and management:
 - 2.1. advising on and/or who undertakes the planning and management of exploration programs;
 - 2.2. usually dealing with the 'hands-on' rather than the strategic aspects of exploration;
 - 2.3. detailed knowledge of drilling techniques (e.g., open hole, core, reverse circulation).

3. Exploration property appraisal:

Note: This category does not cover the economic valuation of exploration properties.

- 3.1. technical assessment and evaluation of exploration properties;
- 3.2. a geoscientist with sufficiently broad and relevant experience to qualify as the author of a Technical Report, as defined in the VALMIN Code (1998) (as modified from time to time), on an exploration property.

4. Geochemistry:

- 4.1. planning, design, implementation, and assessment of geochemical exploration programs;

- 4.2. experienced in the theory of geochemistry and its application to mineral exploration.

5. Geophysics:

- 5.1. planning, design, implementation, and assessment of geophysical exploration programs;
- 5.2. experienced in the theory of geophysics and its application to mineral exploration.

6. Photogeology and remote sensing:

- 6.1. geological interpretation of aerial photographs and/or of satellite images;
- 6.2. theoretical aspects of photogeology and remote sensing and their application to mineral exploration.
7. Mineral Resource/Ore Reserve estimation (including geostatistics):
 - 7.1. advising on, and/or undertaking, the preparation of Mineral Resource estimates;
 - 7.2. a geoscientist who is sufficiently experienced to contribute to, or in restricted circumstances to undertake, the preparation of JORC compliant (or equivalent code compliant) Ore Reserve estimates;
 - 7.3. a geostatistician who specialised in Mineral Resource / Ore Reserve estimation.

8. Mining geology/grade control:

- 8.1. advising on geological aspects of existing or planned mining operations;
- 8.2. experienced in the field of mine grade control.
9. Structural geology: A specialist who advises on, or who undertakes, structural geological studies related to the exploration for, and/or mining of, mineral deposits.

10. Mineralogical services:

- 10.1. experienced in petrology and/or mineralogy as it relates to the exploration for, and/or mining of, mineral deposits;
- 10.2. a geoscientist who provides petrological and/or mineralogical services including QEMSCAN/MLA techniques.

11. Geochemical Analytical and Sampling Methods:

- 11.1. a geoscientist with knowledge of basic geochemical techniques, particularly where they apply to exploration, grade control, variability testing and sterilisation testing;
- 11.2. a geoscientist with understanding how to take representative samples and blending/composition techniques. Examples of analytical techniques include XRF, XRD, Wet Chemistry Methods, ICP-OES, ICP-MS, AAS.

Chartered Professional Guidelines 2 & 3:

3. Qualifications & Areas of Practice: Metallurgy

Minimum Qualifications for entry to the AusIMM Chartered Professional Program and various Engineering Registration programs which the AusIMM is currently an assessing entity for the Metallurgy Discipline is outlined in the table below. . Years of experience is based on post-graduation of the approved qualification.

AusIMM Chartered Professional (Metallurgy)*			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent (3-year degree option)
Metallurgical Engineering	4-year Bachelor or Master of Engineering in Metallurgy OR Chemical Engineering	Either 4-year Bachelor of Engineering (relevant to area of practice) + EITHER postgraduate qualification in Chemical Engineering or Metallurgy OR 5 extra years of postgraduate experience (10 years in total)	3-year Degree in a technical discipline (relevant to area of practice) + one-year postgraduate qualification in Chemical Engineering or Metallurgy AND 5 extra years' experience (10 years in total)
Registered Professional Engineer Queensland (Metallurgy)**			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent# (3-year degree option)
Metallurgical Engineering	4-year Bachelor of Engineering in Metallurgy OR Chemical Engineering	4-year Bachelor of Engineering in Civil Engineering + postgraduate qualification in Chemical Engineering + 5 extra years' experience (10 years in total)	Not available
Registered Professional Engineer Victoria (Metallurgy)**			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent# (3-year degree option)
Not available			

* All candidates for accreditation under the AusIMM Chartered Professional Program for the Metallurgy discipline shall have a minimum of 5 years of mining industry experience in the area of the discipline in which he/she seeks accreditation. Those persons will usually but not exclusively be graduates of an approved tertiary course of study as outlined above and may require additional qualifications and/or experience. Those persons shall also be members of the AusIMM at the level of Member, Fellow, or Honorary Fellow.

** Those persons need not be members of the AusIMM but must still meet the experience requirements as described; such persons must hold a recognised engineering degree (or acceptable alternative) relevant to the discipline in which they seek registration.

Candidates in the Deemed Equivalent (Science) category, or with degrees not meeting Washington Accord will require a Stage 1 Competency assessment. Please contact the Registrar for further details.

A metallurgist is a professional who either investigates, plans, designs, or directly controls the process of converting minerals produced by mining into primary commodities of economic value in sufficient quantity to be used in the manufacture of economic goods.

The following areas of practice are offered as examples of experience that is required for registration as a Chartered Professional (Metallurgy). Professional experience need not be limited to those listed and applications will be considered for appropriate areas of practice in addition to those listed below.

A compulsory requirement for this area of practice requiring clear competency demonstration is proficiency in Safety, Health and Risk management, including hazard identification, risk assessment, implementation of identified controls, plus effective and comprehensive monitoring and review.

1. Process investigation and test work:

- 1.1. a minimum of five years' experience of laboratory and pilot plant investigations using mineral processes;
- 1.2. extensive experience in undertaking process investigation and development for mineral projects;
- 1.3. experience in testing and developing new process technology.

2. Flow sheet development, plant design and commissioning:

- 2.1. a metallurgist who uses the results of process investigation and test work to design a flow sheet for a planned mineral development;
- 2.2. a metallurgist with appropriate experience to select and size suitable equipment, and to prepare materials balances for a proposed or existing operation;
- 2.3. a person who has had extensive practical process plant operating experience and/or extensive commissioning experience on which to base their design recommendations.

3. Project appraisal.

Note: This specialisation may not include the economic valuation of existing and proposed metallurgical operations.

- 3.1. the technical assessment and evaluation of current and proposed mineral treatment operations, e.g., conducting Due Diligences and Independent Technical Reviews (ITRs);

- 3.2. a person with sufficiently broad and relevant experience to qualify as the author of a Technical Report, as defined in the VALMIN Code (1998) (as modified from time to time), on an exploration property includes supporting JORC Resource and Reserve statements and NI43-101 reports.

4. Project planning and management:

- 4.1. Extensive experience in the planning, design, implementation, and commissioning of new processing plants, or in the upgrading/optimisation of existing processing plants.

5. Project Studies.

- 5.1. Includes: experiences in studies such as Conceptual, Scoping, Pre-Feasibility and Feasibility, including test work evaluation, flowsheet selection, process modelling, mass and water balances, design criteria, equipment sizing and selection, development of operating and capital costs, provision of inputs for financial modelling, and technical report preparation.

6. Operational management:

- 6.1. hands-on experience of plant operation and management;
- 6.2. working as a mill or smelter superintendent;
- 6.3. experience gained in trouble-shooting operations.

7. Mineral processing:

- 7.1. the application of mineral processing, such as, but not limited to, flotation, magnetic separation, electrical separation, gravity, sorting, classification and cyanidation in the testing laboratory, pilot plant, or production plant;
- 7.2. experience may have been gained in the treatment of, but not limited to, base and precious metal ores, uranium ores, iron ores, mineral sands, alloying metal ores (manganese, chromium, tungsten, molybdenum, etc.), rare earth ores and industrial minerals such as graphite and mineral sands;
- 7.3. establish and manage tailings discharge requirements including an Operation, Maintenance and Surveillance (OMS) Manual, Dam Safety Emergency Response Plan, and facilitate routine compliance inspections/audits.

8. Hydrometallurgy (including electrowinning, leaching and bacterial action):

- 8.1. the application of hydrometallurgy to mineral processing operations, in the testing laboratory, pilot plant, or production plant;

8.2. may have chemical engineering qualifications rather than metallurgy;

8.3. experience gained in the treatment of uranium, copper, nickel, and rare earth ores, but not gold cyanidation.

9. Roasting, smelting, and refining:

9.1. experienced in pyrometallurgical or electrometallurgical aspects of mineral processing;

9.2. experience may be in laboratory investigations plant/ process design or in operations, or in all of these.

10. Comminution and sizing.

10.1. a metallurgist who advises on aspects of size reduction including crushing, grinding, and sizing in a production plant or staged crushing, sieving, cyclo sizing / laser sizing in a laboratory;

10.2. the person may have spent most of their career working in this field of processing.

11. Materials handling:

11.1. experience in materials handling by conveyor, elevator, chutes, pumped slurry, thickening, tailings management and storage, etc.

11.2. qualifications may be in metallurgy or in chemical or mechanical engineering.

12. Coal washing. A metallurgist with experience in the test work, development, design, commissioning and/or operation of coal washeries.

13. Infrastructure management:

13.1. the assessment and/or the design, construction and/or management of power and water supply facilities and/or tailings storage facilities;

13.2. qualifications may be in metallurgy but may also be in other fields of engineering.

14. Laboratory testing methods.

14.1. Includes knowledge/understanding of basic mineral processing laboratory techniques such as Work Index determination, breakage factors, locked cycle flotation testing, variability testing, leaching, effect of gangue minerals, dewatering and mineralogical techniques such as XRD and QEMSCAN/MLA for liberation and quantitative mineralogical analysis.

15. Geochemical Analytical Methods.

15.1. Includes knowledge of basic geochemical techniques, particularly where they apply to metallurgical assays of head, tailings and concentrate samples. Examples include XRF, XRD, Wet Chemistry Methods, ICP-OES, ICP-MS, AAS etc.

Chartered Professional Guidelines 2 & 3:

4. Qualifications & Areas of Practice: Mining Engineering

Minimum Qualifications for entry to the AusIMM Chartered Professional Program and various Engineering Registration programs which the AusIMM is currently an assessing entity for the Mining Engineering Discipline is outlined in the table below. Years of experience is based on post-graduation of the approved qualification.

AusIMM Chartered Professional (Metallurgy)*			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent (3-year degree option)
Mining Engineering	4-year Bachelor of Engineering (Mining Engineering)	Either a 3-year Degree in Mining or a 4-year Bachelor or Master of Engineering (relevant to area of practice) + EITHER postgraduate qualification in Mining Engineering OR 5 extra years of postgraduate experience (10 years in total)	3-year Degree in a technical discipline + PLUS one-year postgraduate qualification in Mining Engineering AND 5 extra years' experience (10 years in total)
Mining Infrastructure	4-year Bachelor of Engineering (relevant to area of practice)	3-year Degree in Engineering (relevant to area of practice) + EITHER postgraduate qualification in Engineering (relevant to area of practice) OR 5 extra years of postgraduate experience (10 years in total).	3-year Degree in a technical discipline + PLUS one-year postgraduate qualification in Mining Engineering AND 5 extra years' experience (10 years in total).
Registered Professional Engineer Queensland (Mining Engineering)**#			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent# (3-year degree option)
Mining Engineering	4-year Bachelor of Engineering (Mining Engineering)	4-year Bachelor of Engineering in Civil Engineering + postgraduate qualification in Mining Engineering + 5 extra years' experience	Not available
Registered Professional Engineer Victoria (Mining Engineering)**			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent# (3-year degree option)
Not available			

* All candidates for accreditation under the AusIMM Chartered Professional Program for the Mining Engineering discipline shall have a minimum of 5 years of mining industry experience in the area of the discipline in which he/she seeks accreditation. Those persons will usually but not exclusively be graduates of an approved tertiary course of study as outlined above and may require additional qualifications and/or experience. Those persons shall also be members of the AusIMM at the level of Member, Fellow, or Honorary Fellow.

** Those persons need not be members of the AusIMM but must still meet the experience requirements as described; such persons must hold a recognised engineering degree (or acceptable alternative) relevant to the discipline in which they seek registration.

Candidates in the Deemed Equivalent (Science) category, or with degrees not meeting Washington Accord will require a Stage 1 Competency assessment. Please contact the Registrar for further details.

A mining engineer is a professional who investigates, plans, designs, or directly controls the process of extracting naturally occurring minerals containing useful commodities from the earth's crust.

The following areas of practice are offered as examples of experience that is required for registration as a Chartered Professional (Mining Engineering). Professional experience need not be limited to those listed and applications will be considered for appropriate areas of practice in addition to those listed below.

A compulsory requirement for this area of practice requiring clear competency demonstration is proficiency in Safety, Health and Risk management, including hazard identification, risk assessment, implementation of identified controls, plus effective and comprehensive monitoring and review.

- 1.1. Coal mining open pit: Extensive experience in Coal Reserve estimation, planning, design, mining operations, scheduling, budget preparation, risk management, operations coordination, and management of open pit coal mines.
- 1.2. Coal mining underground: Extensive experience in Coal Reserve estimation, planning, design, mining operations, scheduling, budget preparation, risk management, operations coordination, and management of underground coal mines.
- 1.3. Coal project technical, technical auditing and technical due diligence: A well-rounded understanding of Coal Reserve estimation, planning, design, operations, scheduling, budget preparation, risk management, supporting infrastructure requirements, construction and operations coordination, and management of coal mines.
- 1.4. Metalliferous mining open pit: Extensive experience in Ore Reserve estimation, planning, design, mining operations, scheduling, budget preparation, risk management, operations coordination, and management of metalliferous open pit mines.
- 1.5. Metalliferous mining underground: Extensive experience in Ore Reserve estimation, planning, design, mining operations, scheduling, budget preparation, risk management, operations coordination, and management of underground metalliferous mines.
- 1.6. Metalliferous project technical, technical auditing and technical due diligence: A well-rounded understanding of Ore Reserve estimation, planning, design, scheduling, budget preparation, risk management, supporting requirements, construction and operations coordination, and management of metalliferous mines.
- 1.7. Alluvial mining, dredging: A well-rounded understanding of Ore Reserve estimation, planning, design, mining operations scheduling, budget preparation, risk management, supporting infrastructure requirements, construction and operations coordination and management of alluvial mines.
- 1.8. Quarrying: A well-rounded understanding of Ore Reserve estimation, planning, design, mining operations, scheduling, budget preparation, risk management, supporting infrastructure requirements, construction and operations coordination and management of quarries.
- 1.9. Mine services: A well-rounded understanding of mining construction and operations and the required supporting infrastructure including ventilation, backfill, de-watering, haulage, utilities, and maintenance to service the operations.
- 1.10. Geotechnical services: A well-rounded understanding of rock mechanics, slopes stability and water management during mining construction and mining operations, experience in assessing ground conditions and associated risks. This knowledge is to ensure application of geotechnical design advice is appropriately implemented, and not to act as the geotechnical engineer without appropriate qualifications or mentoring.

Chartered Professional Guidelines 2 & 3: 5. Qualifications & Areas of Practice: Management

Minimum Qualifications for entry to the AusIMM Chartered Professional Program and various Engineering Registration programs which the AusIMM is currently an assessing entity for the Management Discipline is outlined in the table below. Years of experience is based on post-graduation of the approved qualification.

AusIMM Chartered Professional (Management)*			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent (3-year degree option)
Management	A relevant 4-year tertiary degree in a technical, business, legal, accounting or management discipline, that allows admission to Membership of the AusIMM		3-year degree in a technical, business or management discipline + EITHER postgraduate qualification OR 5 extra years mining sector experience
Registered Professional Engineer Queensland (Management)**			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent# (3-year degree option)
Not available			
Registered Professional Engineer Victoria (Management)**			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent# (3-year degree option)
Not available			

* All candidates for accreditation under the AusIMM Chartered Professional Program for the Management discipline shall have a minimum of 5 years of mining industry experience in the area of the discipline in which he/she seeks accreditation. Those persons will usually but not exclusively be graduates of an approved tertiary course of study as outlined above and may require additional qualifications and/or experience. Those persons shall also be members of the AusIMM at the level of Member, Fellow, or Honorary Fellow.

** Those persons need not be members of the AusIMM but must still meet the experience requirements as described; such persons must hold a recognised engineering degree (or acceptable alternative) relevant to the discipline in which they seek registration.

Candidates in the Deemed Equivalent (Science) category, or with degrees not meeting Washington Accord will require a Stage 1 Competency assessment. Please contact the Registrar for further details.

The Management area of practice is primarily for professionals who would formerly have qualified for Chartered Professional accreditation in one of The AusIMM's technical Core Disciplines and other professionals who are members of The AusIMM (including accountants, lawyers, mineral economists, engineers, etc.), who hold management or administrative positions, where most of their day-to-day activities do not involve technical considerations.

Professionals for whom management forms a substantial and separate function may seek registration in Management in addition to their technical general area of practice. However, registration in Management is not warranted where managerial functions are only incidental to practice in a core technical discipline, in which case, registration should be in that core technical discipline.

The following areas of practice are offered as examples of experience that is required for registration as a Chartered Professional (Management). Professional experience need not be limited to those listed and applications will be considered for appropriate areas of practice in addition to those listed below. Applicants must show that their professional practice includes management, leadership, or consultancy in one or more of the following categories.

A compulsory requirement for this area of practice requiring clear competency demonstration is proficiency in Safety, Health and Risk management, including hazard identification, risk assessment, implementation of identified controls, plus effective and comprehensive monitoring and review.

1. Mine and mineral property valuation.

A qualified professional with at least five years of experience in each of one or more of the following fields:

- 1.1. independent expert valuations;
- 1.2. feasibility studies;
- 1.3. technical audits.

2. Marketing and sales.

A qualified professional with at least five years of experience in each of one or more of the following fields:

- 2.1. marketing studies;
- 2.2. commodity studies;
- 2.3. product or service sales management.

3. Corporate management.

A qualified professional with at least five years of experience in each of one or more of the following fields:

- 3.1. listing and due diligence studies;
- 3.2. strategic planning including company acquisition and capital raisings;
- 3.3. shareholder relations including investor and broker presentations;
- 3.4. mineral economic studies;
- 3.5. financial planning including budget preparation and supervision of financial accounts preparation;
- 3.6. corporate service on company boards in an executive or non-executive capacity;
- 3.7. environmental management including energy efficiency, mine-site rehabilitation and environmental regulatory compliance.

4. Mine management.

A qualified professional with at least five years of experience in managing a company or a department / section within a company, including:

- 4.1. operations, budgeting, and cost management;
- 4.2. strategic planning including Life of Asset planning;
- 4.3. human resources;
- 4.4. scope of work and workflow priorities.

5. Tenement management and government relations.

A qualified professional with at least five years of experience in each of one or more of the following fields:

- 5.1. tenement management;
- 5.2. surveying;
- 5.3. resources law;
- 5.4. native title law;
- 5.5. community relations (including indigenous owners).

6. Human resources management.

A qualified professional with at least five years of experience in each of one or more of the following fields:

- 6.1. recruitment and personnel assessment;
- 6.2. training and education;
- 6.3. personnel management.

Chartered Professional Guidelines 2 & 3:

6. Qualifications & Areas of Practice: Geotechnical (Mining)

Minimum Qualifications for entry to the AusIMM Chartered Professional Program and various Engineering Registration programs which the AusIMM is currently an assessing entity for the Geotechnical (Mining) Discipline is outlined in the table below. Years of experience is based on post-graduation of the approved qualification.

AusIMM Chartered Professional (Geotechnical (Mining))*			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent (3-year degree option)
Geotechnical (Mining)	4-year Bachelor of Engineering (Geotechnical Engineering)	4-year Bachelor of Engineering (Mining or Civil Engineering) + EITHER postgraduate qualification in Geotechnical Engineering OR 5 extra years Geotechnical experience (10 years in total)	3-year Geology Degree (BSc, BAppSc) + EITHER postgraduate Degree in Geomechanics OR + PLUS 5 extra years Geotechnical Engineering experience (10 years in total)
Registered Professional Engineer Queensland (Geotechnical (Mining))**			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent# (3-year degree option)
Geotechnical (Mining)	4-year Bachelor of Engineering (Geotechnical Engineering)	4-year Bachelor of Engineering (Mining or Civil Engineering) + 1 years' postgraduate qualification in Geotechnical Engineering	4-year Geology Honours Degree (BSc.(Hons), BAppSc.(Hons)) + PLUS postgraduate Degree in Geomechanics
Registered Professional Engineer Victoria (Geotechnical (Mining))**			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent# (3-year degree option)
Geotechnical (Mining)	Geotechnical Engineering (Mining)	4-year Bachelor of Engineering (Geotechnical Engineering)	4-year Geology Honours Degree (BSc. (Hons), BAppSc. (Hons)) + PLUS postgraduate Degree in Geomechanics

* All candidates for accreditation under the AusIMM Chartered Professional Program for the Geotechnical (Mining) discipline shall have a minimum of 5 years of mining industry experience in the area of the discipline in which he/she seeks accreditation. Those persons will usually but not exclusively be graduates of an approved tertiary course of study as outlined above and may require additional qualifications and/or experience. Those persons shall also be members of the AusIMM at the level of Member, Fellow, or Honorary Fellow.

** Those persons need not be members of the AusIMM but must still meet the experience requirements as described; such persons must hold a recognised engineering degree (or acceptable alternative) relevant to the discipline in which they seek registration.

Candidates in the Deemed Equivalent (Science) category, or with degrees not meeting Washington Accord will require a Stage 1 Competency assessment. Please contact the Registrar for further details.

A Geotechnical (Mining) professional investigates plans, designs, and monitors the process of creating fit-for-purpose mining excavations associated with the surface or underground excavation of an in-situ rock mass, or matters directly associated therewith, including the construction or excavation of in-pit or underground infrastructure, the construction of waste dumps and stockpiles, or tailings dams, and the placement of backfill.

This discipline does not include geotechnical investigation and design for the construction of civil infrastructure on a mine site, specifically access roads and rail lines, foundations for the construction of buildings and processing facilities. The discipline also does not cover civil tunnelling or underground storage. The following areas of practice are offered as examples of experience that is required for registration in this discipline. Professional experience need not be limited to those listed and applications will be considered for appropriate areas of practice in addition to those listed below.

A compulsory requirement for this area of practice requiring clear competency demonstration is proficiency in Safety, Health and Risk management, including hazard identification, risk assessment, implementation of identified controls, plus effective and comprehensive monitoring and review.

Areas of Practice

1. Site characterisation:

- 1.1. follow industry standard mapping and data collection requirements in geotechnical mapping, interpretation, and domaining skills with the ability to identify and focus on important aspects of the geotechnical features of the site and the excavations/structures to be developed;
- 1.2. demonstrated ability to recognise and interpret the significance of lithological units, alteration and structure types in the field;
- 1.3. ability to review, identify, design, and manage field projects and drill hole programs;
- 1.4. ability to recommend or undertake appropriate rock property testing and sample selection, including compile databases and reports on rock mass parameters.

2. Geotechnical analysis and design

- 2.1. demonstrated ability to create a geotechnical model of the major geologic structures, geotechnical features, geotechnical properties, rock/soil qualities of the mine, stockpiles/dumps, or tailings dam site;
- 2.2. demonstrate familiarity with using empirical, analytical, and numerical design methods, and understand the suitability and limitations of each design method;

- 2.3. ability to understand and develop a water balance model for mining excavations and/or tailings storage facility, and design of water management infrastructure;
- 2.4. design and implement ground control standards, or site-specific ground control installations;
- 2.5. planning of tailings management processes, investigation of foundations for tailings facilities and associated infrastructure, design of embankments, managing quality assurance and control of construction, design, and implementation of tailings discharge processes;
- 2.6. confirming achievement of required conditions, periodic raising of storages and safe closure of facilities on completion of filling;
- 2.7. monitor ground performance and interpret data from instrumentation (e.g. displacement monitoring, stress/strain change, micro-seismicity, pore pressure, etc.);
- 2.8. review, update, and optimise geotechnical design criteria for mine planning requirements, and to support Mineral Resource and Ore Reserve estimates.

3. Monitoring and Surveillance:

- 3.1. demonstrate capabilities to ensure changes in rock mass, soil, and waste material parameters are captured in the mine database and in a timely manner;
- 3.2. demonstrate capabilities to ensure information from monitoring systems is interpreted and reported in a timely manner, including short- and long-term trends;
- 3.3. analyse and report data from ground control QA/QC testing programs, including mine fill;
- 3.4. ability to design and specify instrumentation programs for monitoring, including relevant data collection and maintenance systems;
- 3.5. ensure systems are in place to monitor and assess mine seismicity in a timely manner;
- 3.6. ensure collection and analysis of groundwater from mine environment;
- 3.7. monitor, analyse and report ground vibrations resulting from blasting.
- 3.8. develop and maintain Trigger Action Response Plans (TARPs) for monitoring systems.
- 3.9. establish and manage tailings discharge operations documentation including an Operation, Maintenance and Surveillance (OMS) Manual and Dam Safety Emergency Response Plan;

3.10. be cognizant of operational processes supporting closure designs and post-closure sustainable land use.

3.11.

4. Mining systems and documentation:

- 4.1. sound practical understanding of common mining methods, mining equipment capability and their interaction with the mine environment;
- 4.2. provide appropriate information to mine management on the effect current mining practices are having on localised and mine-site wide ground stability issues in a timely manner;
- 4.3. communicate with and train the workforce on geotechnical hazard awareness;
- 4.4. prepare and maintain key regulatory documentation (ground control management plan, open pit management plan, voids management plan, waste dump management plan, tailings storage facility management plan, water management plan, etc.).
- 4.5. demonstrate a knowledge and understanding of relevant legislation, leading, guidelines, standards and industry practice in accordance with state, national, or international guidelines and standards related to geotechnical engineering in mining, tailings facility design, operations management, and subsequent closure.

5. Technical studies/reviews

- 5.1. demonstrated ability to undertake and deliver or contribute towards appropriate technical studies for new projects at scoping, prefeasibility and feasibility levels.
- 5.2. Ability to undertake optimisation studies of existing operations and facilities;
- 5.3. Ability to undertake due diligence reviews, independent technical expert reviews, incident investigation, or participate in subject matter expert review boards.

6. Research and Development

- 6.1. demonstrated ability to contribute towards and deliver appropriate research and development to advance technical knowledge, equipment, and techniques in the geotechnical field.
- 6.2. provision of academic lectures at tertiary institutions for undergraduate or post-graduate degree award (including specialist guest lectures).

Chartered Professional Guidelines 2 & 3: 7. Qualifications & Areas of Practice: Social Performance

Minimum Qualifications for entry to the AusIMM Chartered Professional Program and various Engineering Registration programs which the AusIMM is currently an assessing entity for the Social Performance Discipline is outlined in the table below. Years of experience is based on post-graduation of the approved qualification.

AusIMM Chartered Professional (Social Performance)*			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent (3-year degree option)
Social Performance	3-year degree (Bachelor of Science or Arts) + EITHER a post graduate degree with application in the minerals industry OR 5 extra years' experience in the minerals industry or similar natural resource sector (10 years in total)	Pathway degree + postgraduate qualification in a social or humanities field of study with application in the minerals industry.	For applicants without a relevant tertiary qualification - social and/or socioeconomic interface and/or studies must be the applicant's main area of technical work. The applicant must have a degree and sufficient other qualifications (e.g., Law, International Development, Economics) related to the discipline to meet the criteria to allow admission to the CP Program of the AusIMM
Registered Professional Engineer Queensland (Social Performance)**			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent# (3-year degree option)
Not available			
Registered Professional Engineer Victoria (Social Performance)**			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent# (3-year degree option)
Not available			

* All candidates for accreditation under the AusIMM Chartered Professional Program for the Social Performance discipline shall have a minimum of 5 years of mining industry experience in the area of the discipline in which he/she seeks accreditation. Those persons will usually but not exclusively be graduates of an approved tertiary course of study as outlined below and may require additional qualifications and/or experience. Those persons shall also be members of the AusIMM at the level of Member, Fellow, or Honorary Fellow.

** Those persons need not be members of the AusIMM but must still meet the experience requirements as described; such persons must hold a recognised engineering degree (or acceptable alternative) relevant to the discipline in which they seek registration.

Candidates in the Deemed Equivalent (Science) category, or with degrees not meeting Washington Accord will require a Stage 1 Competency assessment. Please contact the Registrar for further details.

Social Performance practitioners advise on, guide, and undertake work activities that seek to minimise harm and maximise benefits from minerals sector enterprises on affected stakeholders and in doing so constructively and sustainably position minerals sector activity in its social context. Social Performance work undertaken effectively integrates across many enterprise functional areas through all stages of mineral exploration, project evaluation, construction, operations, transition to closure and post-closure. It includes the preparation and implementation of Social Performance management plans that support optimal business strategy, socioeconomic research and monitoring, community engagement, the preparation of social-related compliance and other documentation required by government and financial lenders, the development of social-related business policy and involvement in assurance activities. It can also involve a range of activities that support the application of sustainable development principles in all stages of the resource extraction cycle.

The following 'Areas of Practice' (AoP) descriptors and listed examples of competency indicators are intended to support Social Performance professional development that provides a pathway to AusIMM Chartered Professional status. The 'Areas of Practice' are not all relevant everywhere, nor in their entirety to everyone in Social Performance roles considering Chartered Professional pathway and status. They are updated regularly in response to evolving industry needs. Some AoP's are systemic to the minerals sector, hence apply to both the Environment and Social Performance disciplines and are identified accordingly.

A compulsory requirement for this area of practice requiring clear competency demonstration is proficiency in Safety, Health and Risk management, including hazard identification, risk assessment, implementation of identified controls, plus effective and comprehensive monitoring and review.

1. Social science.

Collecting and interpreting social science data relevant to natural resource exploration, development, operations, and closure. Competency indicators include:

- 1.1. being proficient in desktop and field based quantitative and qualitative social science research;
- 1.2. knowledge of development and behavioural studies, sociology, anthropology, ethnography, and archaeology;
- 1.3. compiling socioeconomic and sociocultural knowledgebase studies, including validation approaches;
- 1.4. understanding and using risk frameworks to determine community and social group priorities;

- 1.5. undertaking Social Impact Assessment (regulatory and business-driven), including human rights assessment;
- 1.6. understanding overarching gender, cultural diversity, vulnerable people, and human rights considerations and taking these into account across all areas of practice;
- 1.7. understanding data distorting effects such as 'survey fatigue' and 'observer effect';
- 1.8. familiarity with the 'Capital' frameworks model (e.g., natural, social, human, built and financial), including transfer flows and drivers; and
- 1.9. other social analysis frameworks relevant to natural resource extraction.

2. Community and stakeholder communication and engagement.

Designing and implementing effective communication, consultation and engagement with affected communities and stakeholders. Competency indicators include:

- 2.2. preparing stakeholder engagement plans;
- 2.3. carrying out stakeholder mapping, including their interests, influence, and materiality;
- 2.4. identifying communities of direct interest within the stakeholder network;
- 2.5. organising and undertaking engagement activities at individual, small group, medium- and large-scale levels;
- 2.6. sustaining community and stakeholder direct feedback of views and concerns regarding existing operations and proposed projects
- 2.7. preparing community and stakeholder communication plans including key messages; and
- 2.8. skills in social media management.

3. Cultural competency and training.

Understanding the customs, norms, and values of different local and minority community groups. Competency indicators include:

- 3.1. knowing how and why these may differ from those of the dominant culture and how this affects how people experience the impacts of extractive activities;
- 3.2. understanding how different world views affect social and business relationships, behaviours, and political outcomes;

- 3.3. understanding the difficulties that local, marginalised, and other minority groups may experience in the face of development;
- 3.4. demonstrating respect for ethnic, race, gender, class, and authority relationships;
- 3.5. exercising the fundamentals of active listening, dialogue, and consensus communication;
- 3.6. being able to fit local customs, values, rights, interests, and norms into the context of legal and international conventions; and
- 3.7. managing and delivering cross cultural training and induction.

4. Indigenous and land-connected peoples.

Understanding the risks, threats and opportunities when working with land-connected and Indigenous peoples. Competency indicators include:

- 4.1. understanding the social nature of Indigenous recognition;
- 4.2. awareness of traditional and/or legal title and claims to land, water and other natural resources;
- 4.3. knowledge of frameworks of colonisation and national inclusion;
- 4.4. understanding the alienation that disconnection from land and waters can cause;
- 4.5. managing issues associated with competing claims for land, water, and other resources;
- 4.6. understanding the role of Indigenous institutions and representative organisations;
- 4.7. understanding within Australasian context the history of minerals sector engagement with Indigenous peoples and how it has changed over time; and
- 4.8. knowledge of relevant national and international context, standards, guidance, and laws, such as Free, Prior, Informed Consent (FPIC) and the UN Declaration on the Rights of Indigenous Peoples (UNDRIP).

5. Prevention and management of social risk and conflict.

Identifying and managing social risks, impacts and conflict. Competency indicators include:

- 5.1. being able to analyse the nature and causes of social and related business risk;
- 5.2. identifying conflicting interests and prohibitions between/within different community groups;
- 5.3. designing systems and action aimed at prevention, management, remediation, resolution, and recompense;

- 5.4. designing and managing community concerns, complaints, and grievance procedures;
- 5.5. participating in social incident investigation and mitigation;
- 5.6. conversant in active listening, restorative justice, mediation, dialogue, and consensus building;
- 5.7. understanding particular issues associated with artisanal mining and how to manage them; and
- 5.8. knowing the importance of civil interface in emergency response procedures and situations.

6. Cultural heritage management.

Identifying and managing the protection of cultural heritage values, rights, and interests. Competency indicators include:

- 6.1. recognising the diverse forms of tangible and intangible cultural heritage values and their interaction;
- 6.2. understanding the roles and relationship of archaeology and anthropology in assessing different heritage values, potential impacts upon them and associated business risks;
- 6.3. designing and implementing of cultural heritage management systems;
- 6.4. developing cultural heritage protection approaches with the involvement of communities and stakeholders;
- 6.5. designing mitigation procedures that avoid and minimise potential cultural heritage impacts (e.g., work clearance and chance finds procedures);
- 6.6. integrating cultural heritage considerations, risks, protection procedures and penalties into operational practice;
- 6.7. designing approaches and programs aimed at cultural heritage enhancement; and
- 6.8. working with cultural heritage custodians to identify the limits of acceptable cultural change.

7. Local level agreements (LLA).

Managing the negotiation and implementation of LLA in various business, land use, recreational, cultural, and jurisdictional contexts, recognising that they apply across an entire enterprise with senior management accountability. Competency indicators include being able to:

- 7.1. identify formal and informal land, water, and other natural resource tenure;
- 7.2. work with relevant groups to negotiate agreement, in the form of formal contracts which impact the whole of the business, on access to these resources;

- 7.3. design 'fit for purpose' LLA, ranging from simple memoranda of understanding to comprehensive legal agreements;
- 7.4. understand and achieve agreement on the difference between compensation and benefits;
- 7.5. build environmental rehabilitation and post-closure options in LLA;
- 7.6. achieve mutual accountability frameworks for management of social impacts and commitments;
- 7.7. design and achieve institutional arrangements and governance structures for durable LLA; and
- 7.8. set up monitoring and evaluation of LLA and contained commitments.

8. Resettlement and population movement.

Identifying and managing the risks associated with population movements arising from natural resource exploration, development, and closure. Competency indicators include:

- 8.1. understanding in-migration, resettlement and/or the economic displacement of people and their livelihoods;
- 8.2. being able to identify existing, emerging, and latent socio-economic drivers of migration;
- 8.3. knowledge of resettlement, economic displacement, and in-migration mitigation approaches;
- 8.4. the ability to align restorative mitigation with resource and asset development schedules;
- 8.5. understanding gender, age, ethnic and other social identity considerations;
- 8.6. preparing resettlement and economic displacement action plans (RAP); and
- 8.7. designing RAP monitoring, evaluation, and close-out criteria.

9. Local and regional development.

Understanding the negative impacts and positive influence that natural resource development can have in a region and advise how to leverage this for business and affected community benefit. Competency indicators include understanding:

- 9.1. the fundamentals of local and regional economic development;
- 9.2. economic studies, such as Economic Value Added (EVA) and Input-Output analysis;
- 9.3. understanding the respective roles of communities, business, government, NGO's, and philanthropy;

- 9.4. mutual benefit of shared infrastructure (e.g., roads, airports, and emergency services), and
- 9.5. applying participatory and partnership approaches that necessarily involve governments, community groups and specialist agencies having different resources and skills, mutual commitments, accountability, and reciprocity.

10. Management, monitoring, and evaluation of social projects.

Identifying, selecting, and effectively managing business-supported social projects. Competency indicators include:

- 10.1. designing business strategy, cost/benefit analysis, control, and assurance of social projects;
- 10.2. building sustainable partnerships that include capacity development, respective resource inputs and value alignment;
- 10.3. being able to monitor and evaluate social project viability, risks, progress, and outcomes;
- 10.4. designing quantitative and qualitative performance indicators (e.g., education, health, and economic metrics);
- 10.5. ensuring the involvement of affected communities and other appropriate organisations; and
- 10.6. understanding different social project and endowment governance structures (e.g., trusts, foundations, managed funds, direct management).

11. Local employment and workforce development.

In conjunction with human resources, operations functions, and community representatives, designing processes for improving local employability and employment and brokering this within the business. Competency indicators include:

- 11.1. designing appropriate and effective methods for training local people to be work-ready;
- 11.2. knowing how to identify, recruit, select and employ suitable local people;
- 11.3. ensuring selection processes and criteria match business and community needs;
- 11.4. reviewing performance and reporting on measures to community on a regular basis;
- 11.5. mitigating the potential impact on family life, gender relationships and other local norms; and
- 11.6. understanding how to expand local employment opportunities through contractor activities.

12. Local enterprise facilitation and development.

In conjunction with procurement, other functions, and community representatives, facilitating the development of local/regional small and medium enterprises (SME).

Competency indicators include:

- 12.1. understanding approaches and methods to identify local entrepreneurs and SME opportunities;
- 12.2. designing business processes for sourcing of local goods and services including optimal invoicing arrangements;
- 12.3. being able to foster SME development programs, business incubators and advisory services;
- 12.4. brokering SME development partnerships with government, civil society, and other enterprises;
- 12.5. understanding the principles of micro-financing and other SME funding models; and
- 12.6. monitoring performance outcomes and reporting these internally and externally.

The following Areas of Practice descriptors relate to systemic requirements in the minerals sector and can apply to Environment and Social Performance (ESP) and other professional disciplines.

13. Mining enterprise management systems.

Familiarity with enterprise governance and management systems and using these in the course of ESP work to create business value. Competency indicators include:

- 13.1. understanding overarching business context, needs and strategies, and positioning ESP accordingly;
- 13.2. using risk and materiality assessments to appropriately position ESP factors in risk registers;
- 13.3. managing ESP matters in a way that considers why and how external stakeholders interact with mining enterprises and ensures that interactions add value to them and the enterprises;
- 13.4. positioning ESP in an organisational context, particularly within the Health, Safety and Environment (HSE, Human Resources, Finance, Operations, Risk, Internal Audit, Communication, Government and Public Relations functions.
- 13.5. managing ESP through an enterprise's existing systems and tools, such as change management approaches, budgeting tools and lean boards;

- 13.6. ensuring community and stakeholder feedback is adequately recorded and understood within and across an enterprise;
- 13.7. establishing ESP accountability in enterprise management frameworks and business practice;
- 13.8. ensuring ESP compliance and performance consequences are accurately understood and factored in enterprise internal audit/assurance processes; and
- 13.9. developing and embedding ESP metrics into business improvement, compliance, and reporting.

14. Multi-lateral and financial institutions standards.

Managing ESP matters to achieve business compliance with government and other external ESP policies, standards, and guidelines. Competency indicators include working knowledge and application of:

- 14.1. context-specific jurisdictional statutory, regulatory and policy requirements;
- 14.2. relevant United Nations (UN) and International Labour Organisation (ILO) and other declarations, such as the UN Guiding Principles on Business and Human Rights, the UN Declaration on the Rights of Indigenous Peoples and the Voluntary Principles on Security and Human Rights;
- 14.3. International Finance Corporation (IFC) and similar Performance Standards;
- 14.4. Equator Bank and other relevant principles, codes of conduct and good practice;
- 14.5. Extractive Industries Transparency Initiative (EITI) and the Global Reporting Initiative (GRI);
- 14.6. OECD Due Diligence Guidance for Responsible Business Conduct;
- 14.7. relevant management certification standards (e.g., ISO 14001 and ISO 26000); and
- 14.8. adequately positioning and managing ESP practice, governance and reporting to help secure financing.

15. Sustainable Development principles.

Understanding the history of Sustainable Development (SD), evolving Sustainability expectations and how this relates to business Environment-Social-Governance (ESG) performance, metrics, and reporting. Competency indicators include working knowledge and application of:

- 15.1. the economic, social, environmental and governance aspects of Sustainable Development;
- 15.2. concepts like intergenerational equity, materiality, and natural and social capital fungibility;
- 15.3. ESP in Sustainability Standards Accounting Board approaches;
- 15.4. sustainable supply chain assessments;
- 15.5. extractive sector ESP alignment with the UN Sustainable Development Goals (SDGs);
- 15.6. International Council for Mining and Metals (ICMM) 10 Principles;
- 15.7. ICMM Sustainable Development Framework and Assurance Standard;
- 15.8. ESP factors in stock exchange sustainability indices and reporting; and
- 15.9. ESP in annual sustainability reporting consistent with the Global Reporting Initiative (GRI).

16. Human Rights.

Identifying and managing human rights-related risks and impacts associated with a business operation, natural resource exploration, development, and closure. Competency indicators include:

- 16.1. Understanding the human rights landscape including the regulatory environment, the range of rights-holders, international guidelines and standards, and expectations of shareholders, investors, customers including buyers and end-users;
- 16.2. Undertaking human rights due diligence and approaches including human rights risks and impact assessments in consultation with rights-holders for the effective identification, prevention, mitigation and remedy of human rights-related risks and impacts.
- 16.3. Designing and implementing management plans that support the optimization of business processes and systems to identify, mitigate and manage human rights-related risks and impacts;
- 16.4. Using risk and materiality assessments to appropriately position human rights factors, including risks associated with vulnerable and marginalised groups and human rights defenders, in risk registers;
- 16.5. Developing grievance mechanisms to receive and track human rights grievances raised by stakeholders and rights-holders to enable access to remedy;
- 16.6. Establishing human rights objectives and/or targets related to human rights performance at the business, in the supply chain and for business relationships, measure progress and publicly report against them.
- 16.7. Undertaking public disclosure of how impacts are being addressed in a manner that is accessible to intended audiences, with sufficient information to evaluate the adequacy of the response, and that does not pose risks to affected stakeholders and rights-holders, personnel, or commercial confidentiality.
- 16.8. Developing and implementing human rights training for employees who are responsible for managing human rights-related issues. such as security, procurement, and community relations;
- 16.9. Building capacity of business partners to develop human rights policies and to improve their ability to identify, prevent, mitigate, and account for adverse human rights impacts.

Chartered Professional Guidelines 2 & 3: 8. Qualifications & Areas of Practice: Valuation

Minimum Qualifications for entry to the AusIMM Chartered Professional Program and various Engineering Registration programs which the AusIMM is currently an assessing entity for the Valuation Discipline is outlined in the table below. Years of experience is based on post-graduation of the approved qualification.

AusIMM Chartered Professional (Valuation)*			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent (3-year degree option)
Valuation	A relevant 4-year tertiary degree in mining, geology (honours), or metallurgy, which allows admission to Membership of the AusIMM	Pathway degree + postgraduate qualification in a social or humanities field of study with application in the minerals industry.	3-year degree in mining, geology, or metallurgy, + EITHER postgraduate qualification in valuation or valuation theory in a Masters degree (MBA, MBM, MBA) eg. option theory, artificial intelligence modelling theory OR 5 extra years valuation experience, plus some academic training in valuation theory and application to projects in various stages (exploration to mining) plus some academic (10 years in total)
Registered Professional Engineer Queensland (Valuation)**			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent# (3-year degree option)
Not available			
Registered Professional Engineer Victoria (Valuation)**			
Pathway	Tertiary Qualifications required	Deemed equivalent	Deemed equivalent# (3-year degree option)
Not available			

* All candidates for accreditation under the AusIMM Chartered Professional Program for the Valuation discipline shall have a minimum of 5 years of mining industry experience in the area of the discipline in which he/she seeks accreditation, PLUS at least an additional five years (totalling a minimum of ten years) of recent and relevant experience in the valuation of Mineral Assets. Those persons will usually but not exclusively be graduates of an approved tertiary course of study as outlined above and may require additional qualifications and/or experience. Those persons shall also be members of the AusIMM at the level of Member, Fellow, or Honorary Fellow.

** Those persons need not be members of the AusIMM but must still meet the experience requirements as described; such persons must hold a recognised engineering degree (or acceptable alternative) relevant to the discipline in which they seek registration.

Candidates in the Deemed Equivalent (Science) category, or with degrees not meeting Washington Accord will require a Stage 1 Competency assessment. Please contact the Registrar for further details.

The Chartered Professional discipline of Mineral Asset Valuation, “CP(Val),” applies to Professional Valuers engaged in the preparation of public valuations of Mineral Assets, which is to say, Professionals who judge, estimate, appraise, evaluate, value, rate or assess the economic worth of a Mineral Asset.

The CP(Val) area of practice is primarily for professionals qualified for Chartered Professional accreditation in one of the Core Disciplines (Geoscience, Mining, Metallurgy), and other professionals, members of the AusIMM, including but not limited to, accountants, lawyers, mineral economists, engineers, who conduct valuations, as defined by the VALMIN CODE (the “Australasian Code for Public Reporting of Technical Assessments and Valuations of Mineral Assets” 2015 Edition); and/or the VALUATION OF PROPERTIES IN THE EXTRACTIVE INDUSTRIES of the INTERNATIONAL VALUATION STANDARDS issued by the INTERNATIONAL VALUATION STANDARDS COUNCIL (“IVSC Standard”).

When a CP accredited Professional Valuer carries out a public valuation to be released in a jurisdiction other than Australia or New Zealand, the CP(Val) Professional must consider the relevant legislation and Codes that may apply to valuation in those jurisdictions. The public valuation must always comply with the requirements of the VALMIN CODE.

Applicants must show that their professional practice includes management, leadership, or consultancy in one or more of the disciplines identified above. The following Areas of Practice are offered as examples of experience that is required for registration as a CP(Val).

A compulsory requirement for this area of practice requiring clear competency demonstration is proficiency in project hazard identification and risk assessment, effective application of factors to recognise the effects of risk on valuation and comprehensive assessment of the combined influence of such circumstances.

1. Mineral Property Asset Valuation

A CP(Val) Professional Valuer must be able to demonstrate experience in the preparation of valuation reports expressing an opinion as to the monetary value of a mineral asset.

Two of the primary objectives for valuers are that valuations prepared must be credible and reliable, based on the specific characteristics of the asset being valued.

In a broader sense, valuations must be based on the five fundamental principles of transparency, competence, reasonableness, independence and materiality. Of these, the principal of transparency is the critical factor to explain the basis of each valuation, the methodologies applied in the process and the relevant data on which the valuation is based. Valuers will employ at least two methodologies in arriving at a value for the asset under consideration and will provide a range of estimates (High, Low, Most Likely) within which the value is considered to lie. The market valuation assessment must include similar projects and the impact of any comparison variation noted. Statistically insignificant data must be avoided where possible to reduce data bias. The valuer must not use inappropriate methods of valuation eg projected NPV, IRR for exploration properties.

The Institute will recommend a framework for the Geoscience method for valuers to utilise.

Valuations must be fit for purpose at the Valuation Date, being as comprehensive as required for that purpose and in accord with the instructions of appointment. They must be consistent with relevant applicable Codes of Industry Best Practice, specifically including the JORC and VALMIN Codes and consistent with Australian Corporate Regulations. The appropriate Best Practical Valuation Methodology [BPVM] is that which is relevant at the time the project is evaluated or appraised and which produces the most reliable “highest and best use” estimate of that mineral asset’s value, taking account of and making provision for the risks associated with any known attributes of the project. The mineral valuation report must provide stakeholders with information and data at a level of confidence aligned with the knowledge of the asset so that they can make fully informed capital assessment and investment decisions consistent with the purpose of the valuation.

If the Use of AI is incorporated the valuer must set out the decision methodology and the database used to arrive at the preferred value and lower and upper values.

AI-powered predictive modelling, machine learning, and data analysis used to determine high-potential mineral deposits, refine exploration potential must be clearly set out. Valuers must take into consideration changes in commodity prices with respect to historical transactions and provide an adjusted valuation at the date of valuation or appraisal.

Common terms for the value of a mineral asset are market value, fair value, and intrinsic value. The meanings of these terms differ. A mineral asset's intrinsic value may be subject to personal opinion and vary among valuers. Documents that would qualify as demonstration of appropriate experience in valuation include any valuations in the public domain where the valuer is either a signatory or co-signatory to such reports.

The VALMIN Code and the IVSC STANDARD include definitions for common bases of value and generally accepted practice procedures for valuing assets. Regardless, the valuation itself is generally conducted using one or more of the following approaches:

- i. Absolute value models, "intrinsic valuations," determining the present value of an asset's expected future cash flows;
- ii. Relative value models that determine value based on the observation of market prices of 'comparable' assets;
- iii. Contingent claim valuations where the value is contingent on some other asset or expenditure.

2. Technical Appraisals

- i. The preparation of a Valuation often requires the consideration of technical aspects that impact the current and future economic performance of a mineral project, for example:
 - a. The assessment of the prospectivity of an exploration property;
 - b. The economic estimation of resources and/or reserves;
 - c. The assessment of the engineering factors that may impact the value of a mineral property;
 - d. An evaluation of aspects of compliance with legal and government regulatory provisions;
 - e. An assessment of a mineral projects social licence to operate.
 - ii. These reports must be prepared by CP(Val) Professional Valuers who are aware of the requirements of the VALMIN Code and the reasons for the preparation of the valuation.
 - iii. A CP(Val) Professional Valuer preparing these reports must have demonstrable experience in the preparation of technical reports assessing the factors that may affect the economic outcome of the exploitation of a mineral asset.

Chartered Professional Guideline 4:

Sponsor requirements

1. Sponsors must be familiar with and be able to substantiate the applicant's qualifications and experience. Sponsors will be asked to provide a detailed peer review to confirm the competency of the applicant.
2. A sponsor must have worked with the applicant for a minimum period of 12 months.
3. Ideally one sponsor should be a CP (or equivalent) in the discipline being applied for (but is not essential).
 - 3.1. The same criteria for RPEQ applications, where ideally one sponsor would be accredited RPEQ (or equivalent) in the discipline being applied.
 - 3.2. For RPEV applications, either CP, RPEQ or RPEV accreditation is ideal in the discipline being applied for.
4. In order of preference, sponsors should be:
 - AusIMM Chartered Professionals;
 - Chartered Members (or equivalent) of another relevant program or organisation;
 - Registered Engineer with RPEQ or RPEV registration (or equivalent).
 - Fellows of the AusIMM;
- Senior professionals or executive level personnel who are of a comparable standing, and who are in a position to assess the applicant's work and competency in the discipline of accreditation applied for.
- Senior management or executive level personnel who have sufficient experience to assess the applicant's work and competency in the discipline of accreditation applied for.
5. Only one sponsor may be from the current employer, except where the applicant has less than eight years' experience and the majority (all) of which has been with their current employer. In this case two sponsors may be from the same employer.
6. The other two sponsors should be:
 - 6.1. from other organisations, clients, consultancies, academia, previous employers, or former employees of the current employer; and
 - 6.2. from different stages of the applicant's career, excluding the current workplace.
 - 6.3. able to assess different periods of employment, if these two sponsors are from the same organisation.
7. A sponsor may not be a related party to the applicant, either as immediate family or by marriage.

Chartered Professional Guideline 5:

Professional Development (PD) requirements.

1. PD Requirements

- 1.1. Continuing Professional Development is important for Chartered Professionals to demonstrate currency in their discipline and more broadly across relevant disciplines which the Chartered Professional may interact with.
- 1.2. Continued Professional Development for a Chartered Professional should focus on learning and activities in areas relevant to their technical or Management discipline over and above normal work-related activities.
- 1.3. To maintain Chartered Professional accreditation, a Chartered Professional must engage in a personal program of Professional Development activities. Within each three (3) year period at least 150 hours of Professional Development activities must be completed, averaging 50 hours per year.
- 1.4. The 150 hours over three (3) years must include:
 - 1.4.1. For Chartered Professionals in a technical discipline (not Management) a minimum of 75 hours of discipline specific technical Professional Development;
 - 1.4.2. Professional Development from a range of the Professional Development categories in Table 1, noting that there are maximum caps permitted for certain categories. These caps may differ between Chartered Professional/RPEQ requirements and RPEV requirements.
- 1.5. Where a Chartered Professional's career is transitioning towards Management and their Professional Development no longer reflects their technical discipline, they should consider applying for a transfer to Chartered Professional Management, rather than fail a Professional Development Review due to a lack of discipline specific technical Professional Development.

2. CPD Requirements for Registration of Professional Engineers of Queensland

- 2.1. The PD requirements for RPEQ must be followed generally in accordance with the BPEQ's Continuing Registration Requirements (CRR) Policy (2.02). PD categories and hourly limits for the mining sector should be in accordance with Guideline 5 of this document, with the additional following requirements:

- 2.1.1. complete a minimum of 150 hours of structured professional development over a three-year period leading up to the renewal or restoration of their registration.
- 2.1.2. undertake a minimum 75% (112.5 hours) of the 150 hours as technical PD;
- 2.1.3. undertake as a minimum, 1 hour of non-technical CPD covering ethics in any rolling 3 year period; and
- 2.1.4. undertake as a minimum, 1 hour of non-technical CPD covering risk management in any rolling 3 year period.

3. CPD Requirements for Registration of Professional Engineers for Victoria

- 3.1. The PD requirements for Registration must be followed generally in accordance with the requirements described below. PD categories and hourly limits for the mining sector should be in accordance with Table 1 and Section 3 of this Guideline 5, with the additional following requirements:
 - 3.1.1. complete a minimum of 150 hours of structured continuing professional development (CPD) over a three-year period leading up to the renewal or restoration of their Registration.
 - 3.1.2. undertake a minimum 33% (50 hours) of the 150 hours as technical PD in their area of focus.
 - 3.1.3. undertake a maximum 67% (100 hours) of the 150 hours as non-technical PD, for example, project management, ethics and law, risk management, communication, health and safety programs, and
 - 3.1.4. structured mentoring.
 - 3.1.5. undertake as a minimum, 1 hour of non-technical CPD covering ethics in any 3 year rolling period; and
 - 3.1.6. undertake as a minimum, 1 hour of non-technical CPD covering risk management in any 3 year rolling period.
- 3.2. Non-members of AusIMM will not be required to submit a current and compliant Professional Development (PD) logbook upon application; however, they must ensure they maintain their CPD requirements during the period of registration.

Chartered Professional Guideline 5:

Professional Development requirements for Chartered Professional and RPEQ Applications. For RPEV Professional Development categories, please refer to Page 28 of the [RPEV Assessment Scheme](#).

Table 1: Professional Development (PD) Requirements			
Category	Category Description	Summary explanation. Refer to section on the next page for a detailed explanation and full guidance.	Maximum permitted hours (out of 150 hours total in three
A	Formal Education: Undertaking formal coursework relevant to the member's area of practice (postgraduate education, other coursework, programs, and certificates).	Report actual lecture hours or equivalent research hours or online engagement hours	No maximum
B	External and Internal Short Courses: Technical and commercial courses not taken for award/degree purposes	Courses for general life skills not permitted.	No maximum
C	Technical Conferences, Webinars and Learned Society Meetings: Including AusIMM Technical Meetings. Attending and presenting at relevant technical conferences, meetings, seminars, workshops and webinars, that can be shown to add value to the member's practice.	Hours to be claimed for technical conferences and learned society meetings. Where events are not technically focused, only the technical learnings from these events may be claimed. 10 hours may be claimed for delivering a 1-hour technical presentation and may only be claimed once (not for repeat presentations).	No maximum
D	Publications: Material written and published in technical journals and technical conference papers.	May claim up to 40 hours for each technical paper or research report for conferences; up to 50 hours for papers subject to peer review for learned journals.	No maximum
E	On-the-job Skill Enhancement: Time spent on formal, structured and company-sponsored on-the-job training programs; personal self-education; and on-the-job research and evaluation	Claims must demonstrate that professional skills have been developed.	45 hours maximum in three years
F	Private Reading of Learned Publications: Relevant to the member's practice and the demonstrated use of the information gained.	Must demonstrate relevance to the member's practice and the new or enhanced learnings	52.5 hours maximum in three years
G	Structured Mentoring: Being part of a structured mentoring program (as a mentor or mentee)	Must be a structured formal program. Training/mentoring of own staff not able to be claimed.	30 hours maximum in three years
H	Service to industry: Active participation as a member of an industry committee, panel, board or similar	May include meeting attendance, preparation, and associated work.	52.5 hours maximum in three years
I	Peer reviewing: Of technical journal, conference, lecture, or course papers	Up to 1 hour per paper.	No maximum
J	Other Activities: That advance CPD but do not fall into the above categories	Must demonstrate relevance to the member's practice and the new or enhanced learnings	No maximum
	Ethics and Risk Management		1 hour of Ethics training and 1 hour of Risk training is required every 3 years

4. Further Detail on PD Requirements

Category A: Formal education

- 4.1. Examples of acceptable courses and continuing education are higher degree courses for the purpose of tertiary qualifications, which can be completed (part time or full time) in Science, Engineering, Metallurgy and Environmental Studies, as well as other disciplines such as Business Studies, Management, Law, Commerce, Economics, Health & Safety, Environment, etc. Include actual hours of formal lectures or equivalent hours of research or online engagement for distance/internet delivered courses.
- 4.2. For Chartered Professionals undertaking a higher tertiary degree or a graduate diploma, the coursework involved (unless previously credited) will likely cover the requirements for PD for a three-year rolling period. Results must indicate successful progression and are to be included in the online PD logbook. A copy of the academic transcript may be requested at the discretion of the Registrar.

Category B: External and internal short courses

- 4.3. Examples of acceptable courses and continuing education are short courses (including courses delivered online) run by tertiary institutions and other accredited educational establishments or consultants, government or semi-government bodies, professional institutions and individual undergraduate or postgraduate course units/ subjects.

Includes technical software training, as applied in a technical sense for specific disciplines, e.g., Mining Engineering and Geotechnical (Mining) Engineering, AusIMM short courses and certificates (ie. JORC Certificate, Certificate in Tailings, ESG Certificate, etc).

- 4.4. Examples of unacceptable courses which are not to be included in the logbook and will not be credited as PD include general life skills (e.g., first aid courses, non-technical software, Microsoft Office products); internal management presentations (e.g., site inductions, management policies); industrial safety training (e.g. Working at heights or confined spaces, 4WD training, Emergency Response training, Supervisory training); learning new languages; and general software training without any technical up- skill in new techniques.

Category C: Technical Conferences, Webinars, and Learned Society Meetings

Attendance

- 4.5. Attendance at relevant technical presentations (including cross-disciplinary events, Health and Safety, presentations of other technical disciplines such as law and accounting) should

be counted based on the hours spent in actual attendance at relevant technical sessions.

- 4.6. The Logbook must record the name of the conference, meeting or webinar, and the areas where enhanced skills learned at the conferences, webinars, and meetings have been put into practice by the member as part of their professional duties.
- 4.7. Where CPs claim for attendance at non-technical conferences and events (e.g., expos and promotional conferences) they must differentiate the hours of actual learning from the total hours spent. Logbook entries should only claim up to 25 per cent of hours attended at these events and must clearly state the hours claimed and attended. Examples of non-technical events include commercially or promotionally focused conferences such as 'Diggers and Dealers', 'Mining Indaba', Mines and Money, IMARC, Mining Club Lunches, and PDAC.

Preparation and presentation

- 4.8. The preparation and presentation of material for courses (conferences, seminars, technical meetings, and symposia) relevant to the applicant's CP discipline will be credited at 10x the maximum of the duration of presentation hours and claims should be proportioned in line with effort or where multiple persons generate the material. Full details of the presentation location, timing and event organiser should be included in the claim as well as a description of the presentation.
- 4.9. Presenting the same material at technical meetings and conferences multiple times should not be claimed beyond the first presentation. Presenting similar material at multiple events (e.g., conferences) must be discounted or counted under 'lectures' in Category E.
- 4.10. Presentations developed for multiple uses such as sales or organisational capability presentations will not be accepted.

Preparation of lectures and short course material should be claimed under Category C.

Category D: Publications

- 4.11. Material written and published in technical journals and technical conference papers relevant to the applicants' CP discipline may be claimed (once published and publicly available). The following maximum hours per paper may be claimed.
 - 40 hours for each technical paper or research report for a conference;
 - 50 hours for papers for learned journals that have academic recognition by universities subject to academic peer review.

- 4.12. Full details of the publication must be supplied (uploaded or online link provided).
- 4.13. Co-authored publications will be subject to, pro-rata share of the total time in proportion with their contribution. The lead author must ascribe some time to each co-author. Claims for full hours on co-authored papers will not be accepted, and will be returned to the CP for updating and justification. An author can claim a higher than pro-rata share of the hours where they justify the reasoning in the logbook notes.
- 4.14. Claims for papers that develop on previous publications should be discounted in proportion to the previous content.
- 4.15. Claims are not permitted for: papers written with similar content for multiple events, regardless of the technical content; articles written for trade journals or news items; or interviews with journalists.

Category E: On-the-job skill enhancement

- 4.16. Acceptable examples include time spent on formal, structured and company-sponsored on-the-job training programs; personal self-education; and on-the-job research and evaluation.
- 4.17. Claims must be substantiated and there must be a demonstration that professional skills have been developed or enhanced, and that these skills can be used in the member's area of practice.
- 4.18. Acceptable activities are provided below. This list is not exhaustive and alternative items can be considered where justifications are clearly provided in the logbook.
- undertaking a structured program of on-the-job training e.g., cadetships or graduate programs, where up to 10 per cent of the first three months of a new technical role may be claimed if justifiable and within the first 10 years of commencing that technical career;
 - initial preparation of lectures, courses and papers for on-the-job technical training programs which involves research and additional learning to create the presentation material;
 - industry involvement for those in academic positions or part-time academic lecturing for those in industry;
 - on-the-job and project evaluation of innovative or new technology, others' practices, or ideas of non-standard practice where professional skills are expanded;
 - original work including planning, evaluation, and research, on existing operations and on new projects;
- visits to mining or minerals extraction or processing plants or sites for the purposes of enhancing the professional's knowledge or skills. Claims may only be made for hours actually spent in technical presentations or inspection of facilities. Where such visits occur as part of a professional assignment, such as a consulting brief or a due diligence assessment, the claim should be limited to that time involved in skill enhancement;
 - visits to equipment vendors, test work providers and assaying facilities where it can be shown that new and/or updated knowledge has been gained;
 - learning to use new computer programs to enhance professional skills (new learnings must be identified);
 - learning to design or use computer applications;
 - learning new codes and reporting requirements;
 - web site discussion forums;
 - review of company and project reports to gain knowledge for upgrading an existing project or planning a new project.
- A cap on hours is applicable to this category. A maximum of 45 hours over three (3) years will be credited. CPs are encouraged to document all hours completed in this category, but are reminded the category cap will be applied during an audit.
- 4.19. Unacceptable examples include activities that otherwise would be included in normal job roles, including unsubstantiated blocks of time on projects or normal work (e.g., 100 hours for working on a project); 50 hours for preparation of Mineral Resource and Ore Reserve reports, Reviewing internal/external reports, etc); the learning of languages, general life skills (e.g., first aid courses, non-technical software, Microsoft Office products); internal presentations (e.g., site inductions, management policies); industrial safety training (e.g. Working at heights or confined spaces, 4WD training, Emergency Response training, Supervisory training), etc.

4.20. Category F: Private reading of professional publications

- 4.21. Include the number of hours spent studying relevant publications with full referencing for non-conference proceedings or journal reading (seminar/conference proceedings, periodicals including The AusIMM Bulletin, and textbooks).

4.22. A cap on hours is applicable to this category. A maximum of 52.5 hours over three (3) years will be credited. CPs are encouraged to document all hours completed in this category, but are reminded the category cap will be applied during an audit. The PD Logbook must show the relevance of the information to the member's practice and the new or enhanced learnings.

4.23. Claims for the reading of non-technical publications will not be accepted. Non-acceptable publications include (but are not limited to) historical texts, general interest reading or industry news publications such as The Mining Chronicle, Longwall, Paydirt, Resources Stocks, Gold & Minerals Gazette, Mining Journal and Mining News.

Category G: Structured Mentoring of professionals

4.1. Examples of structured mentoring include being part of a structured and documented formal mentoring program, mentoring a professional to write a paper, or researching a topic to give advice on a specific issue.

4.2. Acceptable mentoring of professionals covers:

- being formally mentored (not supervised) in technical, professional, and ethical matters.
- mentoring and guiding other professionals in technical, professional, and ethical matters to the extent that preparation and learning is required by the mentor.

4.3. Normal supervision of subordinate team members or interactions in the workplace cannot be claimed.

4.4. Structured mentoring may be claimed up to a maximum of 10 hours per year.

Category H: Industry engagement/Service to Industry

4.5. Service to the industry in the form of active participation as a member of an industry committee, panel, board or similar.

4.6. A cap on hours is applicable to this category. A maximum of 52.5 hours over three (3) years will be credited. CPs are encouraged to document all hours completed in this category, but are reminded the category cap will be applied during an audit

4.7. Acceptable examples include:

- active participation as a member of relevant committees or societies directly related to the mining industry (subcommittees, panels, or boards);

- meeting attendance (both face-to-face and electronic), formal minute-taking, preparation and review of documents associated with the committee (examples include budget preparation for treasurers, technical program coordination for branches or societies, technical conference organisation, interviewing scholarship candidates or newsletter editing) and other activities emanating from active participation;
- Simply being a member (or on the distribution list) of a committee, sub-committee society conference organising committee or panel is not acceptable PD.

Category I: Peer Review

4.8. Peer reviewing of papers prepared for technical journals, technical conferences, lectures or courses are accepted in this category. This generally applies to externally prepared papers (routine day to day work not included). Up to 1 hour per paper may be claimed, unless detailed justification is provided to extend this to 2 hours.

4.9. Peer reviewing of internal reports, consultant reports, Mineral Resource and/or Ore Reserve reports, Industry research projects and proposals, etc. are not acceptable CPD.

Category J: Other activities

5.0 Any activity that potentially advances PD but does not come under any of the above classifications, may be claimed under 'other activities'. Claims made in this category must have a clear description of the activity, plus a detailed justification to ensure the professional learnings can be adequately assessed.

5.1 Examples may include, but are not limited to:

- attendance at exhibitions and trade shows, to the extent that new learning as applied to current roles is clearly identified. Hours for general attendance should not be claimed.
- Specific activities or experiences that improve or refresh skill. To be accepted, the journal entry must describe how the activity or experience contributed to improving or maintaining skill/competency.

List of Revisions

Amended November 2025

- Addition of a preamble
- Frequency of reporting to CEO updated to quarterly
- Addition of recognition for other means of recording PD
- Examples of PD added for the CP Retired category
- Specificity added for application alignment with BPEQ and BLA
- Request for applicants to declare any involvement in legal proceedings
- Updated PD requirements for applications with two disciplines
- Change of the word 'recommended' to 'registered' in reference to abridged applications
- Updated phrasing of the criteria to maintain CP accreditation
- Removal of the word 'weighted' in relation to PD hours
- Inclusion of a link to the Code of Ethics and Professional Conduct Regulations
- Updated criteria around career breaks and special circumstances to provide clarity and allow for flexibility in submission timeframes
- Updated PD Review criteria to allow for improvements in the review process
- Inclusion of notification to be provided to BPEQ / BLA where relevant, when a CP fails or resigns accreditation
- Updated process when two assessors do not arrive at the same outcome
- Updated process on reporting for PD Reviews
- The title of Vice Chair updated to Deputy Chair
- Updated phrasing of a marketing strategy when establishing a new discipline
- Updated minimum requirement for a discipline to 30 CPs
- Combination of Guidelines 2 and 3
- Clarity provided for years of experience post-graduation of qualifications
- Valuation and Social Performance discipline competencies updated for currency
- Addition of 'executive level personnel' for sponsor criteria
- The acronym 'CP' to be written as 'Chartered Professional'
- Guideline 5 PD requirements updated to include RPEQ and a link to the RPEV assessment scheme categories
- Inclusion of Ethics and Risk added to the categories for RPEQ applications
- List of revisions updated to reflect the most recent changes first and the list moved to the back of the document

Amended July 2023

- Rename Geology discipline to Geoscience.
- Addition of Valuation discipline and all associated requirements.
- Addition of Registered Professional Engineer Victoria assessment scheme details.
- Minor amendments to F) Assessment process, N) Career breaks, Guideline 4 – Sponsor requirements, and Guideline 5 - Professional Development requirements.

Amended September 2020

- Addition of Social Performance category.
- Amended requirements for RPEQ – Interviews, and PD hours in technical discipline.
- Amendments to Guideline 2 Qualification Requirements.

Amended June 2020

- Expansion of the Environment, Metallurgy, and Geotechnical (Mining) disciplines to include Tailings Storage Facility specialisation.

Amended January 2020

- Additional clause in Section N) for Career Breaks greater than two years, covering parental leave and extended illness.

Amended June 2019

- Requirements for the CP (Retired) category – Section D) 10) i)
- Expanded requirements in the CP and RPEQ Qualifications tables – Guideline 2, Tables 1 & 2
- Allowance for PD Logbooks from multiple associations – additional clause in Section 45)