



# Association of Canadian Mountain Guides

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## Professional Practice and Continuing Professional Development (CPD)

### 1.0 Background

- 1.1. In order to properly protect the public interest in mountain guiding and climbing instruction, the ACMG must ensure that its members remain current in their skills and knowledge
- 1.2. Professional practice and development requirements help maintain public trust in the Association and its membership
- 1.3. This policy outlines the requirements for active members regarding the amount of time they need to spend at work in their profession as well as the amount of time required for professional development
- 1.4. This policy also specifies the requirement for a current, valid first aid certificate

### 2.0 Professional Practice

- 2.1 Following are the minimum number of hours of professional practice required by active ACMG members for each of their disciplines:

#### Number of hours of professional practice required every 2 years

Certification	Required Hours
Mountain Guides	100 in each discipline
Alpine, Apprentice Alpine, Ski, Apprentice Ski	100 in each applicable discipline
Rock, Apprentice Rock, all hiking guides	60
Climbing Instructors	30

- 2.1.1 Mountain Guides may choose to specialize in one discipline, but must regain the required currency before guiding in the other discipline if they have been dormant in that activity for more than two years. Those specializing in one discipline require 100 hours practice in that discipline every 2 years.

- 2.2 The two year span is a rolling window that allows members to make up hours that may have been missed in a given year.
- 2.3 Example 1: A Ski Guide who was only able to work for 20 hours one year can meet the requirements by working 80 the next

- 2.4 Example 2: A Hiking Guide who works 60 hours one year and no hours the next year must work 60 hours during the year after
- 2.5 For all members, related risk management, education and public safety work including consulting and administration are considered valid work days
- 2.6 Members with multiple certifications must work the total number of hours required for each discipline
- 2.7 An exception to section 2.6 exists for Alpine and Apprentice Alpine Guides who are not required to add 60 hours of work in the Rock discipline to cover their Rock or Apprentice Rock Guide standing.
- 2.8 Alpine and Apprentice Alpine Guides who also hold hiking certificates are not required to record additional hours as for their hiking certifications.

### 3.0 Professional Development

- 3.1 Because techniques and information in mountain guiding and climbing instruction are constantly evolving, and because client expectations are continually expanding, it is incumbent on the active practitioner to maintain currency in their skill, knowledge and application of these learnings to their professional work
- 3.2 Although the responsibility for currency rests with individual members, the ACMG provides CPD opportunities throughout the year
- 3.3 Members are by no means restricted to ACMG CPD programs to maintain their currency. Section 3.10 outlines acceptable training.
- 3.4 Following are the minimum number of hours of professional development required by active ACMG members:

#### Number of hours of professional development required every 2 years

Certification	Required Hours
Mountain, Alpine, Apprentice Alpine, Aspirant (Apprentice Alpine plus Apprentice Ski)	64
Ski, Apprentice Ski	32
Rock, Apprentice Rock, all hiking guides	16
Climbing Instructors	8

- 3.5 Members with multiple certifications must train for the total number of hours required for each discipline. Training that applies to more than one discipline may be counted toward both disciplines.
- 3.6 Training must reflect a member's anticipated range of professional practice.
- 3.7 Example 1: Alpine Guides practicing in both summer alpine and ice realms should train in both areas
- 3.8 Example 2: Although learning rope handling skills may be interesting for a Hiking Guide, it is not considered as acceptable professional development.

### 3.9 Acceptable training includes:

- 3.9.1 ACMG-sponsored CPD courses
- 3.9.2 In-house training by employers
- 3.9.3 Mountain rescue or related public safety training
- 3.9.4 Courses conducted by, but not limited to such organizations as Thompson Rivers University (CMSSG or Adventure Tourism programs), Canadian Avalanche Association, Avalanche Canada, Interpretive Guides Association, Canadian Ski Instructors Alliance, Canadian Association of Snowboard Instructors, Canadian Association of Nordic Ski Instructors
- 3.9.5 Instructor training sessions offered by the ACMG, Thompson Rivers University (CMSSG program), Canadian Avalanche Association, other IFMGA organizations
- 3.9.6 Relevant coaching certifications
- 3.9.7 Developing Thompson Rivers University (CMSSG program) training programs
- 3.9.8 Independent Guide training sessions (maximum of ½ annual CPD hours), such as practice of new or previously learned skills with other members, researching new techniques, applications or equipment, soft skill training such as communication, conflict resolution and decision-making
- 3.9.9 Relevant language courses (maximum of ¼ annual CPD hours)
- 3.9.10 Mentorship provided by qualified supervisor/instructor to individual or small group (maximum of ½ annual CPD hours)
- 3.9.11 First aid recertification (maximum of ¼ annual CPD hours)
- 3.9.12 Direct questions regarding the eligibility of specific training to the ACMG Technical Director

### 4.0 First Aid

- 4.1 Active members must hold a current, valid first aid certificate per the ACMG standard
- 4.2 Upon authorization by the ACMG Executive or Technical Directors, members with expired certificates may still be considered active if they can demonstrate registration in a recertification course within 90 days of the date of expiry of their first aid certificate

## **5.0 Member Accountability and Audits**

- 5.1 Responsibility for assessing and maintaining an appropriate level of competence and currency rests with individual members.
- 5.2 It is also the responsibility of each member to decide whether the demands of work are within his/her training and experience and to forego work for which they are not current
- 5.3 The Professional Practices Committee of the ACMG runs two official audits per year, each one including 20 randomly selected members
- 5.4 Members should ensure their records of professional practice, professional development and first aid are always up to date in preparation for a possible audit
- 5.5 Members who receive a provisional pass on an audit will have one year from the date of the audit to complete the missing requirements
- 5.6 Members who fail an audit may choose to become inactive in the deficient stream(s) or resign from the ACMG
- 5.7 The Professional Practices Committee will work with members who have not passed outright to determine whether extenuating circumstances exist that may lead to a different audit outcome
- 5.8 Members may appeal an audit within 4 weeks of having received the result, by sending a written or electronic explanation to the ACMG Executive Director
- 5.9 Appeals are evaluated by the ACMG President, Vice President, Technical Director and Executive Director, and the judgement rendered is final.