



President's Report

A short speech, I suspect, is the normal proceeding,
So a short poetry piece, is what I'll be reading.
Firstly thanks to Gary, and all the past presidents before,
I appreciate now what you'd taken on, and your commitment even more.
I'm not so interested in titles or letters after names,
It's about supporting the Association so our industry (hopefully!) gains,
Specifically greater security, around the climbing guide pathway,
For this was the founding qualification of the NZMGA.
And one that links us to a larger, international family,
The IFMGA, and all that this does oversee.
(and who, on a side note, hold NZ in high regard,
for producing strong, capable guides, from our mountainous backyard).
Be great if Kiwis can reclaim the industry here at home,
And then continue on to a global stage, where we've been seen to roam.
So I'll take my turn in this role, as others have done before,
With best intentions and limited time, where we could always do with more.
I see it optional to become, perhaps, a little bitter and twisted,
With psychological scarring, from a brain that gets too blistered,
After the beating it receives – the tennis match to and fro,
From being cornered with our issues, wherever one does go.
Which is all part of the role, yes it is a given,
As long as rants from members, are solution driven.
Something I've observed, sometimes an often noted feature,
Is the reference to the Guides Association as some sort of mythical creature.
Trust me, there is no merry band of sweaty bearded dwarfs,
Sitting behind a row of desks, awaiting endless chores.
It is us – we are it! What we say and what we do,
And it's made up of regular foible folks, just like me and you.
One thing I'd like continued, that I think we all can share,
Is the camaraderie and banter, across the board of guides out there.
Regardless of the sort, the terrain, the where, the how,
We're all part of a larger extended, collective Guide whanau.
From sharing a cuppa in a hut, or a passing ice axe/ski pole wave,
We have an amazing rewarding office, which needs support to protect and save.
To all of you sitting here, it is still alive and well,
Even if we have our run ins, and our ideas don't always gel.
At times a cantankerous family, of many a sister and brother,
But let's put aside those grievances we hold against each other.
To ultimately stand together, support our industry in time of need,
Because together we are stronger – I think on this we are agreed.
So as we head into the future, continuing the Association's evolution,
Get involved, support, contribute – be part of the solution.
For it is your collective voices, that are the NZMGA
And I'll do my best to represent you all, from here on in today.

Jane Morris : as read at the AGM 2016, Queenstown



NZMGA SKI GUIDE

Ben Nicholson

NZMGA Assistant Ski

John Horan

Anna Loomes

Dan Phillips

Kat Maceskova

Paul Nicholson

Bronwen Waters

Jerry Williams

2016/2017 Executive Committee

Jane Morris—President

Andy Cole—Vice President

Jono Gillan—Training Officer

Anna Keeling

Tim Steward

Martin Hess

Elke Braun-Elwert

Mike Madden

Gideon Geerling

Jamie Robertson

Emma Stead—AO

NZMGA Website Contact Details

If your contact details have changed, need updating or you want to change which details are shown on the NZMGA website Guide's Contact Details page, you can log-in and update this information yourself. Just log-in using your full name with no spaces and your password is usually the first 4 letters of your surname + the first letter of your first name

eg: Joe Bloggs Username: JoeBloggs Password: BLOGJ

If you are having issues logging in, drop me an email and I'll let you know what the deets are—admin@nzmgga.org.nz!

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AGM Summary

Thank you to all those members who came from round the country to gather at Sherwood Manor in Queenstown on the 8th of October. It was one of the larger turn outs in the past few years with a broad spectrum of guides across the ages and disciplines.

For details of the formal meeting part, please see the attached minutes.

Immediately after this a workshop on 4 previously identified key topics (Climbing Pathway Revival; Avalanche 2 and Climbing 2; Website Restructure; NZMGA – NZOIA collaboration) had people clustered around tables in the topic they were most interested in to brain storm.

Whilst not much new content came out of it that had not already been identified by the Committee, it was good to get members input and see where people’s perspectives sat on some issues.

Following this, the winter themed CPD began, with Pete Bilous presenting the August 2015 James Peak incident learnings and recommendations. Roy Smith provided a voice recording of the events, and Julian Field from Southern Lakes Heliski was also present to answer questions.

Appreciative thanks to all involved, particularly Pete, Roy, Tarn and Julian, for this presentation to the members and the wider industry representatives that were there. It was engaging, open, respectful and authentic. (Please note, however, this does not set any sort of precedent for future incident sharing, at an AGM, to be the norm. Every incident case is completely unique and in this instance SLH were willing to assist with presenting this to members, for which the NZMGA appreciates but does not expect).

Ben Corcoran then led us assuredly through the maze of the new HSWA (Health & Safety at Work Act) contingencies of our various guiding environments. Due to time restraints this was unfortunately cut short (Apologies Ben!), just as we were getting to the real head scratchers. However, I think most of us gained more insight into this complex world of rules and regulations we are now working under thanks to Ben’s excellent guide-focused presentation.

A quick ‘Tractor Pull’ demonstration from Pete Bilous on a simple yet effective crevasse extraction technique for a group of skiers (no fan dangled rope tricks or bits of gear here – just hitch ‘em up and haul ‘em out) completed the CPD session.

The final part of the day was the book launch ‘The Short End of a Sharp Rope’.

This is the remarkable result of the fine work from historian Graham Langton, who has worked tirelessly on this project for the past 2 years. Despite many offers of payment for his work, he only took the absolute bare minimum. His labour of love has resulted in a superb account of the past 40 years history of the NZMGA. Graham, you no longer need to read Quickclips but if you still are...huge thanks and appreciation from us all. It is available for \$30 plus postage to members.

A ‘Family Style’ dinner (perhaps for a family of sparrows) and beverages followed, with most guides eventually remembering to pay their bills! Finally thanks to Sherwood who graciously did not charge us anything for using their venue, so perhaps that family of sparrows were sufficiently catered for after all.

Thanks to Gavin Lang for the photos of the AGM



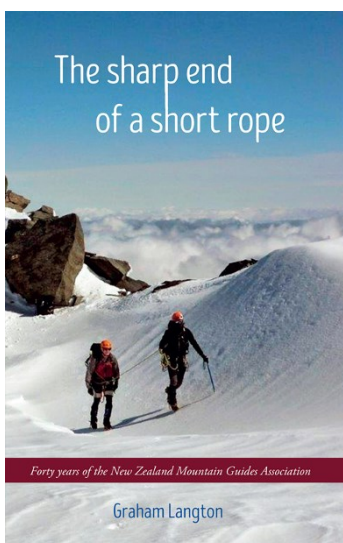
AGM Thanks and Farewells – Gary and Sue



The AGM of 2016 saw the end of an era with Gary Dickson stepping down as President and Sue Atkinson moving onto life beyond the NZMGA!

HUGE thanks to both of you for your tireless efforts, energy and time spent on the Association. Your input has been invaluable.

Welcome to Jane Morris as the new President and Emma Stead taking over the AO role.



The Sharp End of a Short Rope

: 40 years of the New Zealand Mountain Guides Association

This is the remarkable result of the fine work from historian Graham Langton, who has worked tirelessly on this project for the past 2 years. Despite many offers of payment for his work, he only took the absolute bare minimum. His labour of love has resulted in a superb account of the past 40 years history of the NZMGA.

Our initial print run was 300 copies and we have the chance to make any edits as required prior to the next print run. For anyone who has read the book and noticed any edits that could be made, please get in touch and we will forward them onto Graham.

Copies have been sent to The Climber magazine, New Zealand Wilderness magazine, CMC for reviews and we have received interest from book stores in stocking it.

If you are interested in getting yourself a copy, they are available to NZMGA members for **\$30.00** + \$4.50 postage for one copy. RRP is \$40.00. Please email admin@nzmgga.org.nz and we'll get one in the post to you.

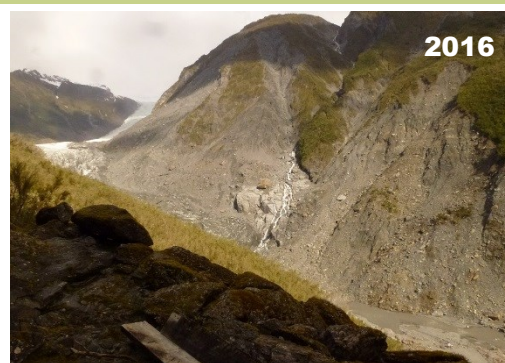
Climate Change on the West Coast Glaciers



2007



2013



2016

On a recent visit to the Fox Glacier I went up to the, in olden days, famous "Kodak Corner". The ice has now receded past Boyd Creek on the true left, something we thought we would never see happen so quickly. The down wasting and volume loss is very evident in these images. As NZMGA guides we need to make sure we role model and practise best environmental care in our work, play and living environment. Not only the West Coast girls and boys will be thankin'ya ☺!

Martin Hess

JOB OPPORTUNITIES

MSC - Partnership Advisor Alpine - Wellington Based

This is your chance to make a lasting difference to the safety and enjoyment of alpine outdoor recreation in NZ.

With several fatalities and serious incidents in the last few years', safety messaging in the alpine recreation space is an ongoing challenge. With your help we'll be identifying the critical issues, developing the best interventions and resources, ultimately, making it safer for all those who enjoy recreating above the bushline.

<https://www.seek.co.nz/Job/32332736? ga=1.82217814.1162163536.1480038831>

MSC - Partnership Advisor Hunting - Wellington Based

This is your chance to make a lasting difference to the safety and enjoyment of Hunters in NZ.

Each of the three partnership advisors (General / Hunting / Alpine) specialise in building relationships and uncovering opportunities to affect change through safety advocacy. The Partnership Advisor Hunters will focus on developing longstanding relationships with a range of organisations in the firearms and hunting sector, as well as uncovering new opportunities and projects to further increase the reach and effectiveness of the safety messaging.

<https://www.seek.co.nz/Job/32332994? ga=1.45575012.1162163536.1480038831>



Splitboard Use on NZMGA Ski Courses

Splitboarders shall be able to complete NZMGA ski guides qualification while completing the entire program on their boards and without being tested on skis. They will have to pass a one-day technical riding exam. During all other training and assessment courses, Splitboarders will have to demonstrate the same guiding skills as skiers both on and off their boards. Their uphill travel mode will have to be via skins. No snowshoes will be allowed.

Splitboarders will not be able to be awarded IFMGA status unless they complete a Ski 2 exam on skis.

Post Traumatic Stress : Accidents Can Happen

Accidents happen. Chances are that guides will be involved directly or indirectly in incidents which may trigger post traumatic stress. The Association will support any member(s) that have been exposed to a serious accident while guiding and who may be at risk of post traumatic stress.

- * A guide may have different roles following an incident. The incident may involve yourself, friends, workmate, clients, and/or members of the public.
- * Effects can vary between people:
 - Accidents that involve you directly may have a greater impact.
 - Stress can take many forms, it can be subtle, ie poor concentration, indecision, social withdrawal, sleeplessness, waking early
 - Or it may be overt - anger, low mood, depression, anxiety and worry, inability to work, apathy
- * By nature, it can affect you in ways you cannot fully understand. We may not be aware of those affects on ourselves.
- * Help from friends or work mates may be well intentioned and helpful but friends do not always have the skills that help people cope with PTS. Friends usually have limited experience in supporting people with PTS. They tend to give advice (bad or good), talk about themselves, be poor listeners and lack experience.
- * Seeking support and advice from professionally trained people can ensure that someone will be supported by people who have the experience and skills for the job. Seeking the support of a professionally trained person should be done early. Intervention after an event does not mean you are mentally unwell or ill. Early intervention could mean that you do not become unwell. The NZMGA cannot provide members with the skills to overcome PTC. NZMGA can, however, support you to seek the help of a professional.
- * The NZMGA will organise and pay for an initial meeting with a psychologist to determine if ongoing help is needed. Knowing this may be helpful either for yourself or a colleague you are supporting. The above advice may be useful in supporting a friend to seek help. Sometimes accompanying a friend to the first session can help them take the first step. Offering information on people with professional training can also help.

Here is a list of experienced counsellors. Members can go directly to any of the people below, and they will invoice the NZMGA for the first session. Make sure you are listed as a member on our website.

Neal Brown, Wanaka 03 4431044

Geoffrey Shirley, Queenstown 03 441 0560

Anette Fea, Queenstown 03 442 3564



Dan Phillips styling Sensa Dextra gd. 20 on his recent NZMGA Rock Exam Nov 16

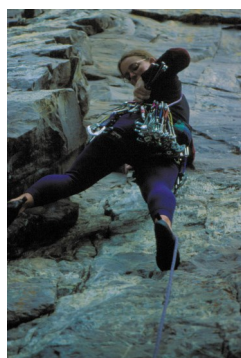
Meet Emma—your new AO

I have met many of you before in my previous life in the Outdoor Industry so it is great to be working with you again, for everyone else, here is a wee intro on me so you have an idea who you are talking to on the end of the phone and email!



I have been involved in the Outdoor Industry in a professional manner for nearly 20 years with representing high-profile outdoor equipment brands and managing the companies who bring them to New Zealand. On a personal level I have been in and around the outdoors pretty much all of my life, tramping and camping in my younger years then onto rock climbing, ice climbing (in Canada), skiing and mountain biking.

I totally “get” what being in the outdoors is about, hence, coming back to the industry for more after being “just Mum” for a couple of years. I am married to Scott, a fellow Ski Guide, and we have two gorgeous children,



Zoe (3) and Oscar (1). We are based in Christchurch, so the best of all worlds being close to the hills, mountains and sea.

Your new NZMGA Administration Office is a cabin sitting in our backyard and this is where I do all of that background work to keep you out there doing what you do best—guiding!

If you are in Christchurch at any stage, please feel free to drop by for a chinwag and a cuppa!

All the best and take care out there, Emma



Training and Certification of Climbing Guides

Tim Steward and Anna Keeling November 2016 | Many thanks to previous work and contributions from Gary Dickson and Jamie Robertson

The committee has recently received a number of applications concerning the concept of a perpetual Assistant Climbing Guide and the impracticability of requiring Avalanche 2 for Full Climbing Guides. The Committee are busy people and volunteer their time to working on behalf of the Association. Time and effort are finite things. They want to let NZMGA members know that these submissions have been duly considered (and discussed ad nauseum!). The reality is that, despite the suggested solutions, there are many interconnected issues and underlying complexities that need to be understood. As a result of this consideration, the concept of developing an Assistant Climbing Guide end point has been deprioritised and this report aims to clarify the rationale behind this decisions.

Assistant Climbing Guide

Climbing Guide Prerequisites

The NZMGA Training and Certification programme has transitioned from a system where candidates were still getting climb or ski mileage and experience during the process of learning to become a guide, to one where they enter the pathway with strong personal climbing and skiing skills. The previous system had its advantages in that a prospective guide could start their training and start earning \$ with partial prerequisites. The issues with this system were that, for some, it became difficult to gain the work experience and build and consolidate guiding skills (in order to pass a Level 2 assessment) against the pressure of finishing prerequisites. If candidates are in a position to just focus on developing guide skills during their apprenticeship, it becomes easier to complete their pathway in a timely manner.

One of the requirements of the common IFMGA platform (2009), requires prospective guides to have satisfied the prerequisites before beginning their training. This brings us in line with the international standards.

On a domestic front, the NZMGA has spent a great deal of time and effort to convince Worksafe NZ that it is not a provider of Adventure Activities and therefore not subject to the additional costs of compliance of the Adventure Activities Regulations. By avoiding the recurring cost of auditing, the cost of courses can be kept to the minimum. The largest contributor to this case is to ensure that prospective guides are internationally competent climbers and/or skiers before starting their guide training and therefore not being taught personal climbing and skiing during the NZMGA training and assessment courses.

Assistant Heliski Guide Comparison

The concept of an Assistant Heliski Guide was identified very early on as a possible “niche” end point for Assistant Ski Guides. This is possible due to the specific and unique circumstances associated with heli-skiing compared to other mountain guiding activities. Assistant Heliski Guides cannot guide ski tours and can only follow lead guides. They take part in intense guide’s morning, and often lunch time and evening, meetings as well, they work in specific terrain and are following the lead guide under direct supervision via VHF radio. Clients can get flown out with no guide skill required. The nature of this branch of the mountain guiding industry is that it requires a few qualified Lead Guides and a lot of “followers” (Assistant Guides). Also, the demand is typically part time for only a short amount of time in the busy part of winter. Those ski guides seeking more diverse work will aspire towards the full Ski Guide qualifications, as it gives more options.

It is largely impractical for Assistant Climbing Guides to work under the same level of supervision. Following the same model as the Assistant Heliski Guide, Assistant Climbing Guides working under direct supervision would never be able to split from their supervising guide. For many potential scenarios, this will rarely be possible.

Benefits of Perpetual Assistant Climbing Guides

For many various reasons there is currently a shortage of Climbing Guides. A possible solution to this would be to allow Assistant Climbing Guides to remain as such without the pressure to complete their training pathway. This has been a hard one for the NZMGA. Although these guides would not be as versatile as Full Climbing Guides, they potentially satisfy a niche for standard and relatively easy/moderate guiding assignments. This also means that good, competent guides are not lost from the workforce because they do not present for their level 2 assessment in a timely manner.

Pitfalls of Perpetual Assistant Climbing Guides

Having someone permanently in training/apprenticeship role is not what the expectation is from the public. The apprenticeship model used by the NZMGA is mirrored in other trades such as pilots, doctors, builders, electricians, etc. It is accepted that a period of time is required to gain full qualification. The IFMGA system reflects this in that it provides an independently appraised workforce qualified to international standards. If an Assistant Climbing Guide is operating competently at a good professional standard and has the mileage and skills to make good decisions, it should not be a big deal to have this independently assessed. The assessment should be just like another day in their ‘mountain office’. This gives peace of mind for public looking to hire guides, company directors employing/contracting guides and government authorities looking for a safe/solid adventure tourism workforce.



Pitfalls of Perpetual Assistant Climbing Guides cont'd

The Targeted Review of Qualifications (TRoQ) is an initiative by the government to review qualifications and align them under a unified New Zealand Qualifications Framework (NZQF). This places qualifications into a 10 level framework and has the intent of ensuring that qualifications are useful, relevant, current and periodically reviewed. Skills Active is the Industry Training Organisation (ITO) for recreation, sport and exercise industries and has been tasked by the government to carry out this review for the outdoors industries that include the alpine and avalanche sectors.

The Technical Advisory Group for Alpine has spent the last two years discussing the Level 5 and Level 6 alpine strand for the certificate in Outdoor leadership. This is shortly to be submitted by Skills Active to NZQA for review. The NZMGA has largely been involved in this process in an advisory role as it is recognised that the Climb and Ski qualifications sit well above level 5-6. One of the points that the process has highlighted is that there is already a lot of qualification competition at lower levels of the framework (NZOIA Alpine 2 and NZMGA ATG) with no clear progression. Of a higher priority for the NZMGA is to inspire and develop candidates at this level (both NZOIA Alpine 2 and NZMGA ATGs) to continue into higher NZMGA qualifications rather than muddy the waters with more qualifications at lower levels.

Benefits of Full Climbing Guide

The NZMGA, as respected experts in the alpine industry and owners of highest level of mountain qualifications, owes it to guides and public to uphold their high standards and those of the IFMGA. The IFMGA, comprising 23 member countries, provides international good practice. This has proved to be very beneficial to the NZMGA through the adventure tourism review and audit process. International best practice holds up to scrutiny and provides a lot of weight especially at present. (NZOIA is looking for UIAA exactly for this reason – NZ qualifications are very easily challenged especially if outside the NZ qualification framework). NZMGA qualifications are difficult to gain and can appear daunting but as with any large undertaking, it can be broken down into manageable parts to be achievable. It's a big work/life commitment but after achieving a pathway, candidates can feel very proud as IFMGA (or full Climb or Ski) are not easy undertakings and are not attained by many. IFMGA is one of the few remaining global qualifications.

The NZMGA has always been subject to the 5 year timeframe. It has only recently been enforced. If the Association wants to continue to be a member of the IFMGA, it needs to continue to pursue high standards. The common training platform is intended to be able to be completed in 3 years in optimal conditions, good dedication and no setbacks. The 5 year max is intended to give 2 spare years for unexpected events if needed. The Technical Sub-Committee (TSC) can extend a guide's timeline out beyond the 5 year timeline in exceptional circumstances. This is currently in use to finish off our transition candidates and is in use for some new scheme candidates due to changes in life circumstances (baby arrivals or injuries, for example).

A Level 1 guide under the new scheme has done the hard prerequisites. The Level 2 assessment ascertains whether they have got the mileage in the industry for good decision making and have the maturity and experience to foresee mistakes and perform solidly over a day, week and season. There is no shortage of work in the summer for climbing guides so there is ample opportunity to gain the skills to pass at level 2. Most employers are prepared to contribute towards course fees for their guides.

Someone who is qualified to work unsupervised is an asset. A contractor/employee, can be given any role or assignment, so the flexibility of job filling is made easier (eg. someone gets sick/injured, a fully qualified person can fill in). When a client develops a particular relationship with a guide, a fully qualified guide can offer that client a variety of options (eg. an instruction course - then Aspiring etc...). Motivated guides look forward to the variety of work a full qualification offers. For the few candidates who are not choosing to complete their pathway, the most common reason is that their work focus or lifestyle situation has changed. For these people, options include cross crediting to NZOIA (rock or alpine) or an ATG qualification, that may be a better fit with the work they are now pursuing.

Summary

The NZMGA promotes high, internationally aligned standards and is focused on actively supporting prospective and current Assistant Climbing Guides to complete their pathway. The Training and Certification scheme has survived 40 years and it will continue to have ups and downs and challenges but, in general, is good and robust. The Association's aim is to produce guides who are motivated professionals looking for variety, professional support and challenge and who are able to provide high quality guiding and instruction. Although perpetual Assistant Guides may offer a short term solution to the current shortage of climbing guides, it is not inline with the future strategy of the Association.

The NZMGA committee and TSC seek a constructive approach - looking at ways to stay up with international standards and by reviewing our working conditions so that they look attractive to future guides. We are trying to foster up-and-coming guides into the system and are actively working with prospective guides - especially in the climb realm.

One of the fantastic bits that the international standard brings is the exchange of guides around the world. New Zealand guiding companies can, and are, currently utilising this in having overseas guides filling peak demand for guiding companies during the summer. This brings with it international guides' idea exchange and builds relationships for New Zealand guides to go and work overseas.



Avalanche Stage 2 for Climb 2

The Full New Zealand Climbing Guide is able to work throughout the year in NZ and access avalanche terrain. There may not always be the opportunity to fully assess the competence of prospective guides with regard to the management of avalanche hazards during climb assessment courses so further assessment of these skills is required. Although the NZMGA could provide candidates with the opportunity for this, a robust, externally verified and nationally aligned avalanche management qualification exists. Although alternatives to Avalanche 2 for Climbing Guides may exist in the future, pursuing this has been deprioritised in favour of supporting candidates through the current system.

Industry Good Practice

The rest of the NZ snow industry (ski areas, and roading) require Avalanche Stage 2. In the past NZOIA has avoided requiring this level for their instructors but the recent review of the Avalanche qualifications through the TRoQ process, has highlighted that only a holder of Avalanche Stage 2 (or Avalanche Risk Management Level 6 under the new framework) has been assessed to have the skills and knowledge to work unsupervised in avalanche terrain. To go backwards on this would go against current industry good practice.

Prerequisites For Avalanche 2

The entire guide training and certification process, and particular Avalanche 2, may seem daunting for prospective Climbing Guides but an organised and motivated approach can break it down into manageable chunks resulting in a difficult but ultimately achievable qualification. Although the nature of the Climbing Guide qualification means that it can be achieved in isolation by a non-skier, the reality is that current prospective guide candidates see the value of pursuing both streams in terms of opportunity and variety of work and are working hard towards gaining the prerequisites in order to achieve the IFMGA pathway.

Avalanche 2 is often cited as a stumbling block for prospective Climb Guide candidates for those not working in ski patrol. The reality, as demonstrated by recent candidates, is that if candidates get onto it early, start logging days from passing Avalanche 1, the guiding pathway provides candidates with numerous opportunities for quality mentored days, particularly on guides courses. Although a number of recently qualified climbing guides (with Avalanche 2) have worked in ski patrol there are a number of recently qualified IFMGA guides that have not.

Summary

Although Avalanche Stage 2 may be challenging for those not working in the ski industry, recent evidence has shown that it is achievable and a better understanding of the current process within the guiding industry will enable support and mentorship to prospective candidates. Guide training, assessment and work experience, whether on foot or skis, can provide opportunities for quality mentored supervision for the motivated candidate.



Changes to the Guidelines

Tim Steward

Much has been going on in the virtual corridors of the NZMGA Committee and Technical Sub Committee over the last 6 months with some significant and unprecedented developments and decisions having to be made on a wide range of issues. As the world in which we are operating changes, the NZMGA is having to change with it or risk being left behind. To complicate things, as always, these issues aren't clear cut and are pierced by some common and interconnected themes.

The introduction of the Adventure Activity Regulations (AAR) in 2011 has marked a significant change in how the sector in which we operate is regulated. The NZMGA, providing the highest level of alpine qualifications in NZ and with its international affiliations, is highly regarded within the adventure activities industry and it is the highest priority that it stays there. Under the AAR, commercial operators are required to be registered and be subject to an external audit of their documentation and process against the standards for Safety Management Systems (SMS) as defined by Worksafe NZ.

International good practice for a regulatory system of safety critical operations is based on the 3 principles of:

- * Activity Guidelines / Standard Operating Procedures;
- * Regulated Qualifications;
- * Independent Audit.

The analogy is that a tripod is stable, even on rough ground. Any more or any less legs introduces instability. Equal effort (length) needs to be given to each stool leg to avoid it tipping over and reliance on a single leg is not robust.

An independent audit ensures operators are following the rules in what they say and do, activity guidelines provide guidance on good practice and qualifications provide robust externally validated evidence and a useful measure of how individuals meet the requirements of the activity they are tasked with carrying out. In NZ qualifications are not legal requirements, they do not license or register individuals to practice. All that is required is that operations have a robust due-diligence process to measure its worker's ability and deems them suitably skilled and experienced.

Activity Safety Guidelines do not currently exist for the mountaineering sector (outside of Heli-Skiing and Alpine Trekking) so the NZMGA's Professional, Terrain and Supervision Guidelines (Guidelines) are an important source of good practice guidance for the sector. Previously the Guidelines entitled the NZMGA to '*take disciplinary action*' against members found operating outside of their qualification scope. This was not compatible with the legal and regulatory framework under which the sector now sits. Operators can ask their employees/contractors who are NZMGA members to work beyond the scope of their NZMGA qualification providing their suitability through further training and experience is documented in the operation's SMS. This could potentially put members in an awkward situation as they are asked to work beyond the scope of their qualification and in contradiction of the rules of their professional association.

After much work by the members of the NZMGA Committees considering options, implications and establishing the details the Guidelines now have been changed to reflect the new reality, the introduction of the SMS and to recognise the changes to the regulatory framework. This is just a first step and there is much more work to be done to resolve the outstanding issues and interconnected themes currently present in our industry. It won't happen overnight and will be an iterative process.

The key constitutional objective of the Association is to '*promote, encourage and safeguard the interests of its' members*'. As we move forward the NZMGA needs to focus on meeting the demands of the industry in providing a desirable and achievable progression of qualifications and to actively promote itself as industry leaders in the setting and maintenance of good practice guidance in order to actively support the auditing process.

This, of course, will take time and effort, a highly valuable commodity. If you have an interest in contributing some ideas and solutions, then the Committee welcomes your input!