

# Review of IOSH membership grades – FAQs



## Why are you reviewing IOSH's membership grades and why now?

We're reviewing the grades to enhance and future-proof the global occupational safety and health profession. The world of work has changed significantly since our grades were last set (in 2006), and OSH professionals are faced with more complex challenges which require a broader set of skills, knowledge and behaviours.

As the Chartered Institution for OSH, IOSH sets the standard for the profession, guided by our competency framework, which we have strengthened following extensive research, to reflect the need for technical as well as business and behavioural competencies. This membership grades review aims to create parity with other professions and provide a smoother process to membership progression. It's the logical next step to ensure that our members are equipped with the competencies they need to influence and drive change and to be relevant and in demand in their organisations.

## How will this review affect me?

We believe OSH professionals should command the same respect as colleagues from other disciplines that enable strategic and operational success. If IOSH membership grades reflect more accurately the broader range of skills, knowledge and behaviours required in OSH today, they'll enhance your career development.

Finally, the insight we gain from the consultation process, particularly the member survey, will help IOSH provide you with differentiated products and services, according to grade, thereby adding value to your membership.

## I'm a Chartered Member – will there be any change to my designation as a member?

We don't envisage that the title or designation of Chartered Member would change. However, this is a consultation process, and we cannot know yet how specific grades might be affected. Please rest assured that your IOSH membership will continue as normal during this period. If the consultation process, and subsequent AGM vote, does result in new grades being implemented, any members who do not meet the requirements would have a transition plan to help align them with the new IOSH grades.

There would be a grace period during which members would be required to complete any transition plan. We will keep you informed throughout the consultation process but if you wish to check on progress, please visit the membership grades review web page, as we will post updates there. Alternatively, if you have any questions, please contact our Customer Service Centre on +44 (0)116 257 3198 or email [grades@iosh.com](mailto:grades@iosh.com).

## Is this going to affect my current progression to Chartered status?

For Graduate Members completing the Initial Professional Development (IPD), there will no change to IPD requirements while the grades are being reviewed. Depending on the results of the consultation process and AGM vote, there may be changes to the assessment process to become Chartered. Should this be the case, we would provide a transition plan for each candidate, to ensure that no-one is disadvantaged by any potential changes.

## Will IOSH CPD be affected by the grade review?

Continuing Professional Development (CPD) will remain a mandatory process which must be completed by Technical, Graduate, Chartered and Chartered Fellows. A new CPD scheme, aligned with our updated competency framework, will be launched in 2020, to help members develop their competencies and build capability. More information will be provided in advance of any changes.

## I'm already a Chartered member – will my membership automatically transfer?

Your IOSH membership status will remain the same. However, should any changes to Chartered status be recommended as a result of the consultation, you may need to provide additional evidence of skills or experience, within the grace period mentioned above.

## Will the changes to membership grades result in a change to my member benefits or access to my member networks?

Don't worry – you will retain all the same member benefits, including access to networks. Rest assured, the review aims to add value to your membership. Feedback to the member survey will also provide us with useful insights that may result in positive enhancements to membership benefits in the future.

## Will the cost of membership change?

The consultation process is primarily aimed at ensuring that we recognise – and that our membership grades reflect – the skills, knowledge and behaviours of members which are relevant to the organisations they serve.

Once we know the likely impact of any potential changes to the membership structure resulting from the consultation process, we will look at our pricing strategy to see if changes need to be made. We have been asked by members at recent AGM and Council meetings to review whether our pricing strategy could be differentiated to members in emerging economies as current fee levels are prohibitively high.

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Our main concern is to ensure that our membership fees provide value for money, no matter what type of member you are. We will therefore be reviewing the member benefits available to each grade so that they're as relevant and beneficial as they can be.

Like all membership bodies, our Board reviews fees annually and we were pleased to be able to hold 2018 membership prices for this year.

## My employer sponsors a number of members – how are you going to notify them of IOSH plans and potential changes?

If your employer is in direct contact with IOSH to provide membership administration for a number of employees, we will be in contact with them, as well as sending you individual communications during the membership grades review process.

## How can I, as a member, get involved in the consultation?

As a global membership organisation with nearly 50,000 members, we're committed to ensuring that the consultation process is inclusive. It's a phased programme, starting with the IOSH member survey, which included questions to inform the membership grades review, such as "Do you or your line manager report directly to your organisation's Board?" and "Have you undertaken any business management training in the past five years?"

Focus groups and in-depth interviews with a wide range of stakeholders, including members at all grades, are scheduled in November 2019. In February 2020, all members will be invited to complete a further online survey, focused specifically on the membership grades. Finally, if proposed and approved, Chartered Members and Chartered Fellows will be able to engage with the process by voting on any recommended changes at our AGM (or online) in October 2020. If you wish to express your views outside these channels, please email [grades@iosh.com](mailto:grades@iosh.com).

## How long will the consultation process last and what is the approval process?

The period of consultation is between now and the end of March 2020. The findings from the two surveys (October 2019 and February 2020) will be combined with feedback from the focus groups and in-depth interviews for analysis. This analysis will inform two decisions: first, if there is a need to update our grades; and second, if an update is required, what this would look like. Findings and any recommended changes would be subject to scrutiny and approval in stages, starting with the Policy and Standards Committee (a sub-committee of the Board), then progressing to the Board of Trustees, then Council. If approved by Council, the recommended changes would be submitted to Privy Council.

If they are approved by Privy Council, they would then be tabled for a vote at the AGM in October 2020.

## Who gets to vote on the final proposal?

In accordance with IOSH byelaws and in line with other Chartered bodies, only members with Chartered status, so our Chartered Members and Chartered Fellows, are entitled to vote. Members of other grades can have a voice in the consultation by participating in online surveys or focus groups or emailing [grades@iosh.com](mailto:grades@iosh.com).

## If changes are proposed to grades, will IOSH Council have a vote, either before or after the Privy Council?

Yes. See above for the consultation and staged approval process. It will be Council's job to scrutinise the proposals on behalf of the membership, making sure that your concerns and comments have been heard. Council would have the right to send the proposals back to the Board of Trustees with recommendations or they can vote to approve, in which case the proposals would be taken forward for a vote at the AGM.

## When will any changes be introduced?

Any changes resulting from this review would be subject to approval by the membership at our AGM in October 2020 and subsequently by the Privy Council. They wouldn't be implemented until 2021.

## How many members responded to the member survey in October?

We were delighted to receive nearly 9,000 responses to the member survey – significantly more than we received for the last member survey (7,340). This year's response represents an engagement rate of around 20%, which is higher than the average engagement rate for the sector (17%). We are enormously grateful to members who took the time to complete the survey, as the findings will inform the membership grades review and help us develop our membership offer.

## Will IOSH share the findings of the member survey with members?

Yes. We plan to do this early in 2020, once the analysis of results is complete.

## Does IOSH have specific CPD courses in mind that are required for the various levels of membership?

No. This kind of detail will depend on the outcome of the membership grades review which has not yet been decided.