

Your Journey Through the IOSH Grades

Presented by:

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Background and Experience

- Formed DTD Training in 1997
- Previous experience in food processing operations, hotel management and contract catering.
- Specialise in delivery of NVQs in Occupational Health and Safety Practice, supporting our consultancy clients with governance and leadership solutions to health and safety operational problems.
- IOSH training provider
- Branch chair since 2019
- IOSH education group committee since 2017
- Passionate about the safety of vulnerable groups, particularly those in post-16 education.



Let's start

I feel that every member is a mentor. Every member has an opportunity to look at those within the same grade as them, or below, and evaluate that members experience and any developmental requirements.

It's not a chore, or a full-time job, its an opportunity. An opportunity to make sure we all support each others journey if/where required.

Imparting knowledge, experiences (good and bad), ideas and support can help you as well as them along the way. Try it !



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Poll 1.

What is your current membership grade?

Non-member

Affiliate

Associate

Technical

Graduate

Chartered

Fellow



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Joining IOSH

- Anyone applying to join IOSH as a member joins as an **affiliate** (non-students), or **student** member irrespective of qualification and/or experience.
- Moving to any higher grade, known as '**category transfer**' is on application to IOSH membership, and satisfaction of key details and production of appropriate information (certification/CPD).
- You are advised to research carefully as to what each grade requires and get everything in place before application submission.



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Moving on a grade, or two!

- You can only attain **chartered** membership if you have completed IOSH's **IPD process**. There is **no short cut**. Moving from **affiliate** to **graduate** (not going through the **technical** grade) is possible, subject of course to qualification and experience.
- Between **affiliate** and **graduate** is the **technical** grade. It is not a requirement to move via this grade to get to a higher grade, though this happens.
- You cannot move from **technical** grade direct to **chartered**, by-passing **graduate** level.
- **Student** members may move direct to **graduate** level, but may also progress via **technical** grade



What is needed to attain each grade - a summary:

- **Affiliate** – You do not need to prove anything when joining at this grade, once a member, evaluation of your qualifications and experience determines your attainment of a different/higher grade.
- **Student** – You need to be studying for an accredited safety and health qualification, or be an apprentice on the SHE Technician apprenticeship.

N.B CPD is discretionary at the preceding grades and obligatory at Technical and beyond.

- **Technical** (Tech IOSH) – Gained an OHS qualification, typically 2 years full-time, or 5 years part-time.



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What is needed to attain each grade - a summary:

- **Graduate** – (Grad IOSH) – Gained an appropriate OHS qualification.
- **Chartered** – (CMIOSH) - *Must* have gone through the IOSH *IPD* process (1 of 2 routes) and a *peer* review interview.
- **Chartered Fellow** – (CFIOSH) – A minimum of 5 years experience as a chartered member, application process and interview.

N.B Associate member grade (AIOSH) – Is available to those with a suitable qualification, and is seen as a progression from **affiliate** and **student** though not a necessity on your way to a higher grade.



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Some underlying requirements.

- **CPD** (continual professional development) is obligatory at all grades inclusive of Tech. IOSH and above.
- As a minimum **CPD** should consist of a development plan and a minimum of 6 activities over a year.
- **CPD at affiliate grade** is discretionary, though there are very good reasons to establish a CPD record at the earliest opportunity!.
- When applying to move from **affiliate** to **technical** or **graduate**, membership (IOSH) will check that you have at least a development plan in place (technical) and a development plan and activities (graduate).



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Applying for a category transfer – example 1.

You've joined as an **affiliate** and believe you are qualified to be granted **graduate** status.

- IOSH will request a copy of your certificates/qualification.
- Check that your CPD record is up to date.
- IOSH may request a CV or clarification of your role and responsibilities.



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Applying for a category transfer – example 2.

You've joined as an ***affiliate*** or ***student*** and believe you are qualified to be granted ***technical*** status.

- IOSH will request a copy of your certificates/qualification.
- check that you have a development plan in place as part of CPD and
- that you are and have been in a suitable and responsible role.



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Poll 2.

Do you feel you could/should be at a higher membership grade but aren't sure how to get there?

Yes

No

(N.B please do not answer if you are currently studying a qualification that you need to get to the higher grade)



Qualifications – an overview

- **Student** – Studying an accredited OSH qualification at EQF level 4 or 6, an apprentice on the SHE Technician Apprenticeship
- **Associate** – Attained an accredited OSH qualification at EQF level 4
- **Technical** – Attained an accredited OSH qualification at EQF level 4
- **Graduate** - Attained an accredited OSH qualification at EQF level 6

N.B – ‘or any other qualification that IOSH assesses as meeting the criteria’ see www.iosh.co.uk/quals (qualifications not listed are assessed on an individual basis). (EQF – European Qualification Framework)



Moving from Grad IOSH to CMIOSH – Example

When your **graduate** status is confirmed IOSH will invite you to join the IPD process to move toward (not transfer) to **chartered** status.

- Depending on the qualification at **graduate** level, those with vocational qualifications (NVQs at level 5 or 6) will follow a route commencing with an **open assessment** and then concluding with a **peer interview**.
- Those with a degree, diploma (NEBOSH, NCRQ) will follow a route commencing with a **skills portfolio** and then a **peer interview**.
- If you have a '**cognate**' qualification you will have to do both open assessment and a portfolio before a peer interview.



IPD – Open Assessment Process

- Pay your IPD fee – this lasts for 2 years
 - Review all documents applicable to the process and when ready book on via IOSH.
 - 9 ‘monthly’ opportunities in any year.
 - open book assessment
 - Part A - 48 multi-choice/format Qs in 3 hours (no longer)
 - result, pass or fail on part a instantly
 - Passing part A gives access to part B
 - 7 days (no longer) to complete part B which starts immediately you know you have passed part A.
 - Part B - 2 Qs (no choice), (700 words).
- Overall result within 21 days.



IPD – Portfolio route

- Select 7 criteria from 5 elements (27 criteria in all)
- Submit electronically to IOSH for assessment.
- Assessment takes approx. 3 weeks per assignment.
- There is a detailed guide on the IOSH website (66pages) to the process.
- IOSH website includes all appropriate documents and explanations.
- It is similar to NVQ processes in layout and requirement, and criteria overlap in some regards.



IPD – Peer Assessment

- Pay your fee
- Get available dates from IOSH (and locations dependence on Covid-19) otherwise ZOOM interview.
- Interview is 1 hour –usually 3 ‘peers’, all CMIOSH
- Interview requires you to present an overview of your career for 10 minutes
- Questions from peers cover a range of topics, some technical. Some relating to career and others to the Requirements of a chartered member and the code of conduct etc.
- Outcome can be from the next day up to 14 days.
- If unsuccessful you currently have to wait 12 months.



Poll 3.

Are you stuck somewhere in the IPD process?

Yes

No



CMIOSH to CFIOSH

- ‘The pinnacle of the profession’
- ‘Demonstrate outstanding dedication to the profession’
- ‘Above and beyond’
- ‘Role models for other members’
- Must be a chartered member for 5 years
- Process is by way of a structured application
- A fee applies
- An review of your portfolio/application before selection for interview.
- Interview lasts 1hour
- Presentation is optional.



CPD and its part in your journey.

- You must record your CPD from Tech IOSH onwards.
- Your CPD can be audited by IOSH at any time
- Your CPD will be audited if you apply for any category transfer. i.e. from **affiliate** to **technical** – do you have a development plan at least, and
- When you apply for Grad IOSH.
- When you have completed your open assessment or portfolio before proceeding to peer interview.
- When you submit an application for fellow.

- The term ‘of good standing’ is often used in conjunction with CPD



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Getting the most from mentoring

Before you create your profile please spend some time watching the videos below. This will help you get the most from the mentoring process.



[What is the role of a good mentor?](#)

[How it works](#)

[Mentoring for mentors](#)

[The mentoring journey](#)



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Conclusion.

- Details of everything you need at each grade are on the IOSH web-site
- <https://www.iosh.co.uk/membership/>
- Contact them via 01162573198 or membership@iosh.com
- Consider the benefit of a mentor
- Consider the benefit of mentoring
- Everyone needs help and sometimes that includes making sense of the information you are given, putting it into perspective/timeframes etc.

- Thank-you.



Any Questions?

- Please note:
Should your question not be posed to the speaker today. We will be providing answers to all direct questions via our event feedback which will be published on our “*recent events*” page shortly and notified via Committee Mailer.

