

TAKING SHAPE

MEMBERSHIP GRADES REVIEW UPDATE
SEPTEMBER 2020



The final proposed membership structure has been scrutinised and approved by the Board of Trustees and the Policy & Standards Committee, and we are delighted to be able to share it with you here.

As the results of the membership grades survey indicated that the majority of members were in favour of the changes we proposed, the grades structure you'll see on the following pages has not changed significantly. However, the descriptions have been improved and sharpened, in response to feedback.

If you are one of the many IOSH members who participated in the consultation, you can be assured that you have played your part in shaping the future of membership at IOSH.

Read on, to see the final proposed membership structure and find out how competency will be mapped to grades, to enhance your professional journey with IOSH.



**HEADING IN THE
RIGHT DIRECTION**

FINAL PROPOSED MEMBERSHIP GRADES STRUCTURE

GRADE TITLE	REQUIREMENTS FOR ENTRY	DENOMINATION/DESCRIPTION	PROFESSIONAL POST-NOMINAL	SHOWING COMPETENCY AT RQF LEVEL	MEMBERSHIP PROGRESSION	MAINTENANCE	SANCTION FOR NON-COMPLIANCE TO CPD
AFFILIATE MEMBER	Open entry. No experience or health and safety qualifications are required.	An Affiliate Member is defined as anyone: <ul style="list-style-type: none"> • who is actively engaged in or considering a career in safety, health and wellbeing or who has an active interest in the OSH sector and wants to connect to a global health and safety support network OR <ul style="list-style-type: none"> • wanting to progress to other levels of membership, either based on qualifications or experience, but who wants to "test out" IOSH first. 	n/a	n/a	Dependent on qualifications and experience	Voluntary CPD	n/a
STUDENT MEMBER	Open entry, but individuals must be studying for an IOSH qualification or equivalent IOSH-accredited qualification at either Level 3, Level 6 or 7.	A Student Member is defined as: <ul style="list-style-type: none"> • an individual who is studying for an OSH qualification – from either IOSH's own qualifications or equivalent. 	n/a	n/a	Technical or Certified	Voluntary CPD	n/a
TECHNICAL MEMBER	Should be able to demonstrate, understand and implement the technical requirements for delivering OSH in the workplace through: <ul style="list-style-type: none"> • Knowledge: gained through the <i>IOSH Level 3 Certificate in Safety and Health for Business Qualification</i>, or equivalent IOSH-accredited qualification AND <ul style="list-style-type: none"> • Experience: all applicants should have completed a minimum of one year's relevant experience operating in OSH. 	A Technical Member of IOSH will be able to: <ul style="list-style-type: none"> • Undertake detailed work in a technical area of occupational health and safety. • Support internal and external relationships with customers and suppliers. • Manage resources, systems and processes effectively. • Take responsibility for managing their own work and sometimes the work of others. <p>Ultimately, a Technical Member can optimise their own, and their company's performance, through effective use of appropriate OSH processes, procedures and resources.</p> <p>Technical Members undertaking further studies to reach Cert IOSH level can be a 'Studying Technical Member', retaining their post-nominals and can have full access to Student Member benefits.</p>	Tech IOSH	Level 3	Certified	Mandatory annual CPD (30 hours), including reflective statements.	Revert to Affiliate

GRADE TITLE	REQUIREMENTS FOR ENTRY	DENOMINATION/DESCRIPTION	PROFESSIONAL POST-NOMINAL	SHOWING COMPETENCY AT RQF LEVEL	MEMBERSHIP PROGRESSION	MAINTENANCE	SANCTION FOR NON-COMPLIANCE TO CPD
CERTIFIED MEMBER	<p>Should be able to demonstrate they can lead through:</p> <ul style="list-style-type: none"> • Knowledge: gained through a Level 6 IOSH-accredited qualification (Level 6 or above) <p>AND</p> <ul style="list-style-type: none"> • Experience: all applicants should have a minimum of two years' relevant experience in OSH <p>OR</p> <ul style="list-style-type: none"> • Knowledge and experience: through successful completion of IOSH's Accreditation of Prior Experiential Learning (APEL) assessment. 	<p>A Certified Member will be able to:</p> <ul style="list-style-type: none"> • Advise, assist and support the development of innovative, creative and complex OSH-related work activities in the context of the wider business. • Demonstrate high-level knowledge and capability within individual specialisms and communicate effectively and professionally when representing OSH internally and externally with customers and suppliers. • Use and provide information to support decision-making and be commercially aware, with strong planning and financial awareness to underpin the health, safety and wellbeing requirements of the organisation. <p>Ultimately, a Certified Member of IOSH should be able to demonstrate a sustainable approach to OSH, underpinned and supported by strong policy and practice.</p>	Cert IOSH	Level 6	Chartered	Mandatory annual CPD (30 hours), including reflective statements.	Revert to Affiliate
CHARTERED MEMBER	<p>Entry to Chartered Member grade of membership is for IOSH Certified Members who can demonstrate they can lead and innovate through:</p> <ul style="list-style-type: none"> • Current and relevant knowledge: evidenced with specific CPD within IOSH Blueprint 2.0 • A current IOSH Ethics Certificate <p>AND</p> <ul style="list-style-type: none"> • Experience: a minimum of three years' relevant leadership experience in an OSH role <p>OR</p> <ul style="list-style-type: none"> • Knowledge and experience: through successful completion of IOSH's Accreditation of Prior Experiential Learning (APEL) assessment. 	<p>A Chartered Member will be able to:</p> <ul style="list-style-type: none"> • Act as a visible leader for the OSH function and be a senior influencer to ensure organisational accountability for the health, safety and wellbeing of the organisation. • Interface with the wider organisation, its customers and suppliers, represent the OSH requirements at senior management level and provide input to board-level discussions. • Participate in business strategy, aligning the OSH requirements with the organisation, its vision, mission and objectives. • Be a senior influencer in holding the organisation to account for the performance of OSH and its impact on the business, including quality outputs and minimising organisational disruption and risk. <p>Ultimately, a Chartered Member is equipped to be a policy driver, with responsibility for optimising resource in the function.</p>	CMIOSH	Level 7 (as part of mandated CPD)	Chartered Fellow	Mandatory annual CPD (30 hours), including reflective statements and annual IOSH Ethics Certificate.	Revert to Affiliate

GRADE TITLE	REQUIREMENTS FOR ENTRY	DENOMINATION/DESCRIPTION	PROFESSIONAL POST-NOMINAL	SHOWING COMPETENCY AT RQF LEVEL	MEMBERSHIP PROGRESSION	MAINTENANCE	SANCTION FOR NON-COMPLIANCE TO CPD
CHARTERED FELLOW	<p>Entry to Chartered Fellow grade of membership is for IOSH Chartered Members who can demonstrate they are competent to lead and innovate through:</p> <ul style="list-style-type: none"> • Current and relevant knowledge: evidenced with specific CPD within IOSH Blueprint 2.0 • A current IOSH Ethics Certificate <p>AND</p> <ul style="list-style-type: none"> • Experience: a minimum of five years' relevant leadership experience in a senior-level role(s) with responsibility for OSH. 	<p>The grade of Chartered Fellow recognises IOSH Chartered Members who evidence excellence in practice and excellence in contribution.</p> <p>In addition to meeting the competency criteria for a Chartered Member, an IOSH Chartered Fellow is one who demonstrates significant seniority and experience and is highly influential within the OSH profession locally, nationally and/or internationally.</p> <p>In addition, a Chartered Fellow must be able to demonstrate an outstanding commitment to the OSH profession and is clearly visible in contributing to the development of the profession in a number of ways.</p>	CFIOSH	As Chartered	n/a	Mandatory annual CPD (30 hours), including reflective statements and annual IOSH Ethics Certificate.	Revert to Affiliate

RECOGNITION AWARD

COMPANION	<p>A Companion of the Institution of Occupational Safety and Health is the highest accolade and level of recognition awarded by IOSH.</p> <p>Invitations to become a Companion of IOSH are made directly by the IOSH Board of Trustees.</p>	<p>An individual who is known as an exceptional and prestigious leader in the field of occupational health, safety, and wellbeing.</p> <p>A Companion of IOSH will have a proven track record externally, is a significant influencer and has demonstrated exceptional impact in their field of expertise and in OSH and related professions.</p> <p>A Companion of IOSH will contribute significantly to the profession, helping to build credibility and create a legacy for the future.</p>	n/a	n/a	n/a	n/a	n/a
------------------	--	--	-----	-----	-----	-----	-----

ENHANCING YOUR PROFESSIONAL JOURNEY



Competency framework researched and developed in consultation with members and employers

Membership grades reviewed in consultation with members and other important stakeholders

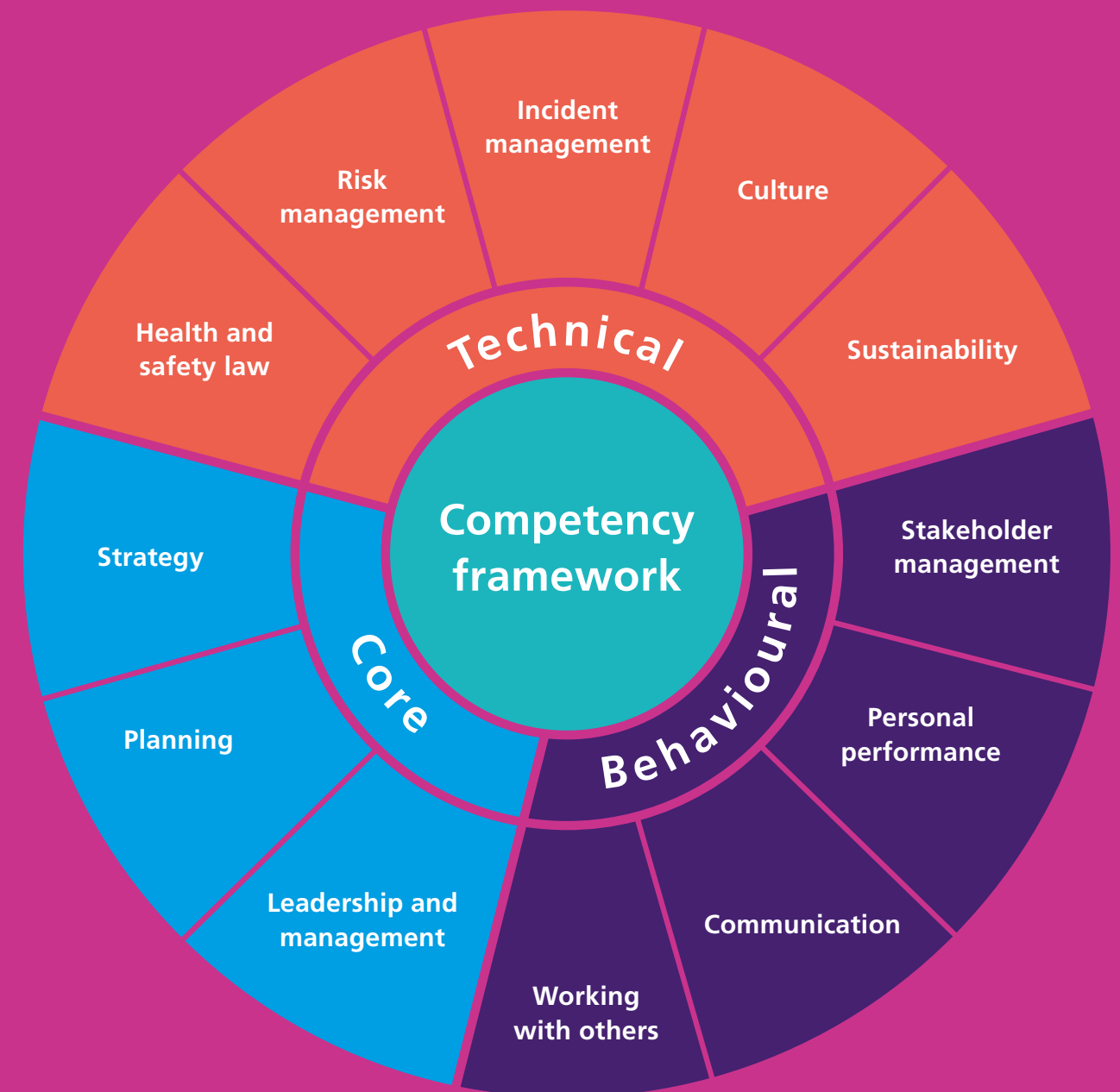
Both will come together in Blueprint 2.0 to deliver robust assessment of IOSH membership grades

With competencies mapped to grades in Blueprint, you'll have a tailored professional journey to guide your career development.

HOW WILL COMPETENCY BE MAPPED TO IOSH GRADES?



IOSH COMPETENCY FRAMEWORK



To see all the 69 competencies, please visit:
www.iosh.com/competencyframework

**3 CATEGORIES. 12 AREAS. 69 COMPETENCIES.
ALL DELIVERED THROUGH BLUEPRINT 2.0**



YOUR COMPETENCIES BUILT IN.

TECHNICAL

- Health & Safety Law
- Risk Management
- Incident Management
- Culture
- Sustainability

BEHAVIOURAL

- Stakeholder Management
- Personal Performance
- Communication
- Working with others

CORE

- Leadership & Management
- Planning
- Strategy

Here's how it will work for each grade in Blueprint:

- **Essential** competencies will need to be evidenced on entry – in line with the standard
- **Complementary** competencies will be developed within the grade, so the member becomes fully competent at the required level, and ready to move up at the appropriate time
- There'll be a learning outcome for each competency statement
- The competency statements and learning outcomes will not be visible to you in Blueprint but read on to see how they will be built into the software once we know the outcome of the membership grades review.

THE PROCESS OF MAPPING

ESSENTIAL AND COMPLEMENTARY COMPETENCIES

EXAMPLE OF MAPPING COMPETENCIES TO TECH IOSH – INDICATIVE ONLY

COMPETENCY CATEGORY/AREA	COMPETENCY DESCRIPTION	ENTRY COMPETENCY STATEMENTS	ENTRY LEARNING OUTCOMES	LEARN & DEVELOP - COMPETENCY STATEMENTS - CPD	L&D LEARNING OUTCOMES - CPD
Technical / Sustainability	Sustainability	Takes responsibility for researching and monitoring... Take responsibility for...	Suggests any potential trend implications for... Ensures that the latest thinking on... Understands developments in...	Proactively attends... Locally monitors the impact of...	Monitors the impact of... Monitors the achievement of...
Technical / Sustainability	Human capital	Specifically engages in personal and professional development that...	Undertakes personal and professional development into...	Contributes to thought leadership on... Gathers data on human capital to look at ... Is aware of...	Identifies trends and practices on... Collates data on... Understands the changing demographic of...
Technical / Sustainability	Community impact	Ensures all appropriate safeguarding arrangements are established and...	Provides OSH input for community led...	Actively supports community-based initiatives with... Collaborates and engages more widely across...	Supports community-based initiatives within the OSH function... Collaborates across the business to... Ensures safeguarding arrangements are established for...
Technical / Sustainability	Financial sustainability	Professionally engages in CPD initiatives to better understand... Provides up to date guidance on...	Undertakes personal and professional development into the... Provides guidance on...	Supports the implementation of... Is responsible for generating and collecting...	Supports the implementation... Generates ideas for... Identifies opportunities for...
Technical / Sustainability	Ethical business practices	Works with stakeholders to develop the application of... Mandates where possible for...	Works with stakeholders to... Investigates to promote... Develops audit processes... Develops processes which enhance...	Communicates standards to eliminate... Investigates, encourages and promotes...	Communicates standards to eliminate... Identifies alleged breaches of... Mandate for...



Essential competencies



Complementary competencies



When is Blueprint 2.0 going live?

As is the case for many other organisations, the impact of the Covid-19 pandemic has forced IOSH to take important decisions and steps to adjust, pause and delay some of our planned system implementations, prioritising work that ensures a continuity of service and support to our members, partners, customers, and staff.

In light of this, and as we are still awaiting Privy Council outcome, implementing the changes to the membership grades will be later than anticipated.

Once we receive an outcome from our Privy Council submission, we will be in a more favourable position to confirm launch timings and provide an update on other key developments including the Ethics Certificate, Blueprint 2.0, the new CPD scheme and the associated assessment and transition processes. These are all progressive developments which will significantly enhance the way we support members through their careers.

We're now in the final stage of the membership grades review and the recommendations will be put to the vote at the Annual General Meeting on 27th October.

Feedback indicates that members recognise change is needed, to keep IOSH grades current and relevant, but the decision rests with our voting members (Chartered Members, Chartered Fellows, Retired Members and Retired Fellows – see FAQs for more detail). We need as many members as possible to know and understand the final proposed membership structure, so please encourage those in your network to visit www.iosh.com/membershipgradesreview

We're no longer in consultation but if you have a question we've overlooked in the FAQ and other documents we've shared, please email grades@iosh.com

In the meantime, thank you for joining us on the journey to shape the future of occupational safety and health.



NEXT STEPS