



Proposed new member grades and entry criteria

For review and decision at EGM
13 June 2018



Introduction

The new CIWM Strategy places individual members at the heart of CIWM. As part of that, we committed to review the CIWM member grade structure. This document is the result of that work.

The proposals have been positively supported by members of CIWM following a consultation. This EGM has been called to seek formal agreement from members to the proposed changes. If that agreement is granted, CIWM will then approach the Privy Council for its agreement to the necessary changes to our Bye Laws, with the aim of implementing the changes for the 2019 membership year.

The proposal is based on insights gained from the member survey last summer, what other professional bodies do, and the experience of members across the sector. It has been shared with and improved on by CIWM's Education, Training and Membership Committee, Centre Councils, Trustees and members.

The aims of the proposed new grade structure are:

- A modern, simple to understand and future proofed structure;
- A potential grade for all professionals in the sector;
- Clear entry criteria at all levels allowing for a range of backgrounds; and
- A clear path from entry to Fellow for those who wish to progress within the sector and CIWM.



This document covers:

- Summary
- Definitions of member and potential member groups
- Identifying four membership levels
- Defining five core membership grades
- Membership route entry criteria improvements



Summary

The main points of the proposal are:

a) A simplification from eight current grades to five core grades:

- **Fellow (FCIWM)** – the pinnacle of the profession;
- **Chartered Member (MCIWM)** – highly qualified, responsible, with a breadth of knowledge across the sector;
- **Associate Member (ACIWM)** – qualified, responsible, with a detailed knowledge of their particular area and/or with an interest in further professional development;
- **Affiliate Member** – interested in the sector; and
- **Student Member** – learning about the sector.

b) Two voting grades – Fellow and Chartered Member – and a new Chartered descriptor: ‘Chartered Resource and Waste Manager (CRWM)’;

c) Three professional grades – Fellow, Chartered Member and Associate Member. Each of these will have specific entry criteria and will require some element of assessment. They will also come with the right to have letters after your name – FCIWM, MCIWM and ACIWM;



Summary

d) Three entry routes (subject to also passing the relevant assessment) for each professional grade:

- Academic qualification (and, where appropriate, relevant experience);
- Technical qualification (and, where appropriate, relevant experience); and
- Relevant experience only.

e) Direct entry (subject to meeting entry criteria and passing the appropriate assessment) at every grade;

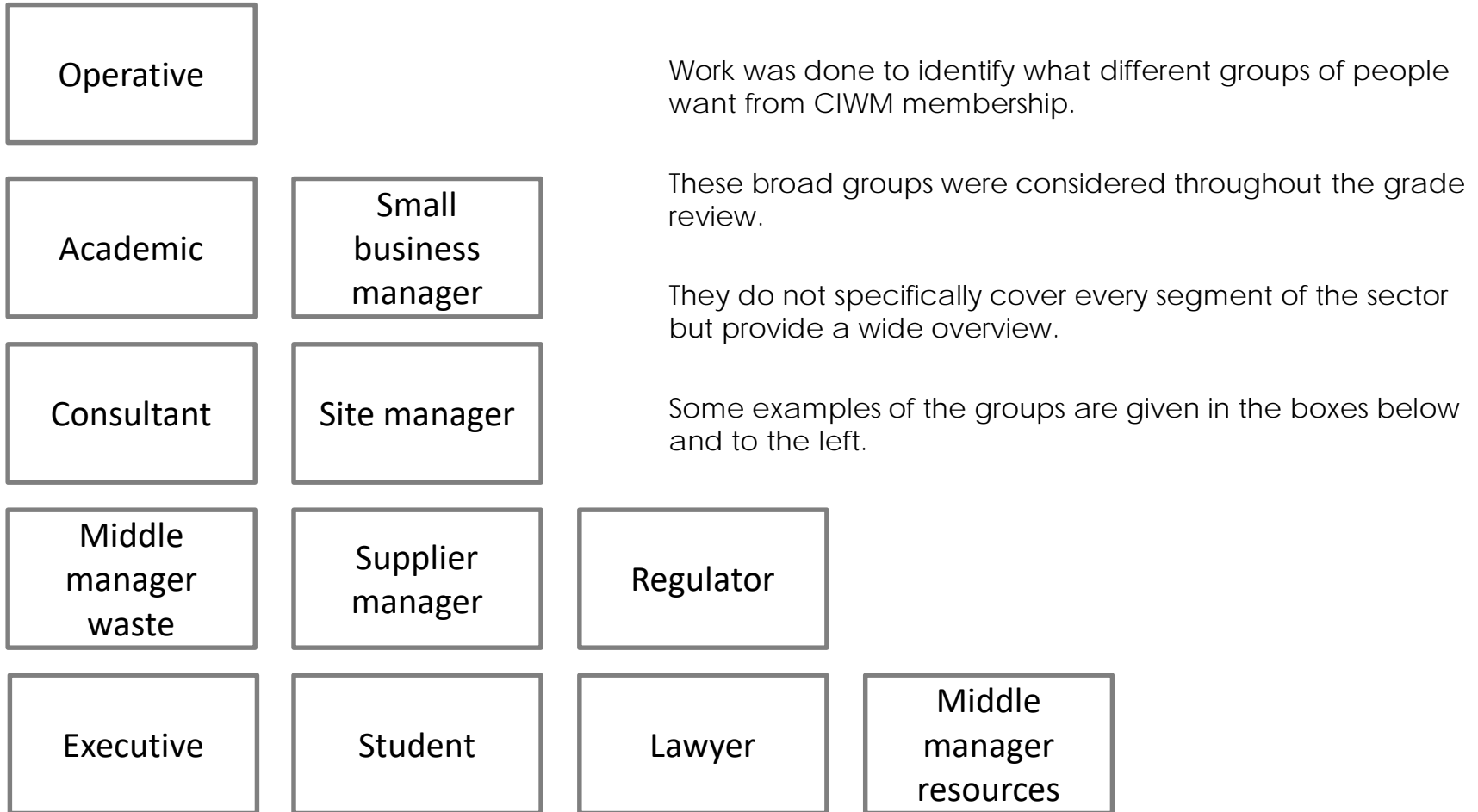
f) Members currently in the grades Fellow, Chartered Member, Affiliate and Student will not experience any direct change from these proposals;

g) Members currently in the existing grades of Associate, Graduate, Licentiate and Technician either transfer to the new Associate Member grade or, if they wish and are eligible, will be supported to apply to upgrade to Chartered Member status; and

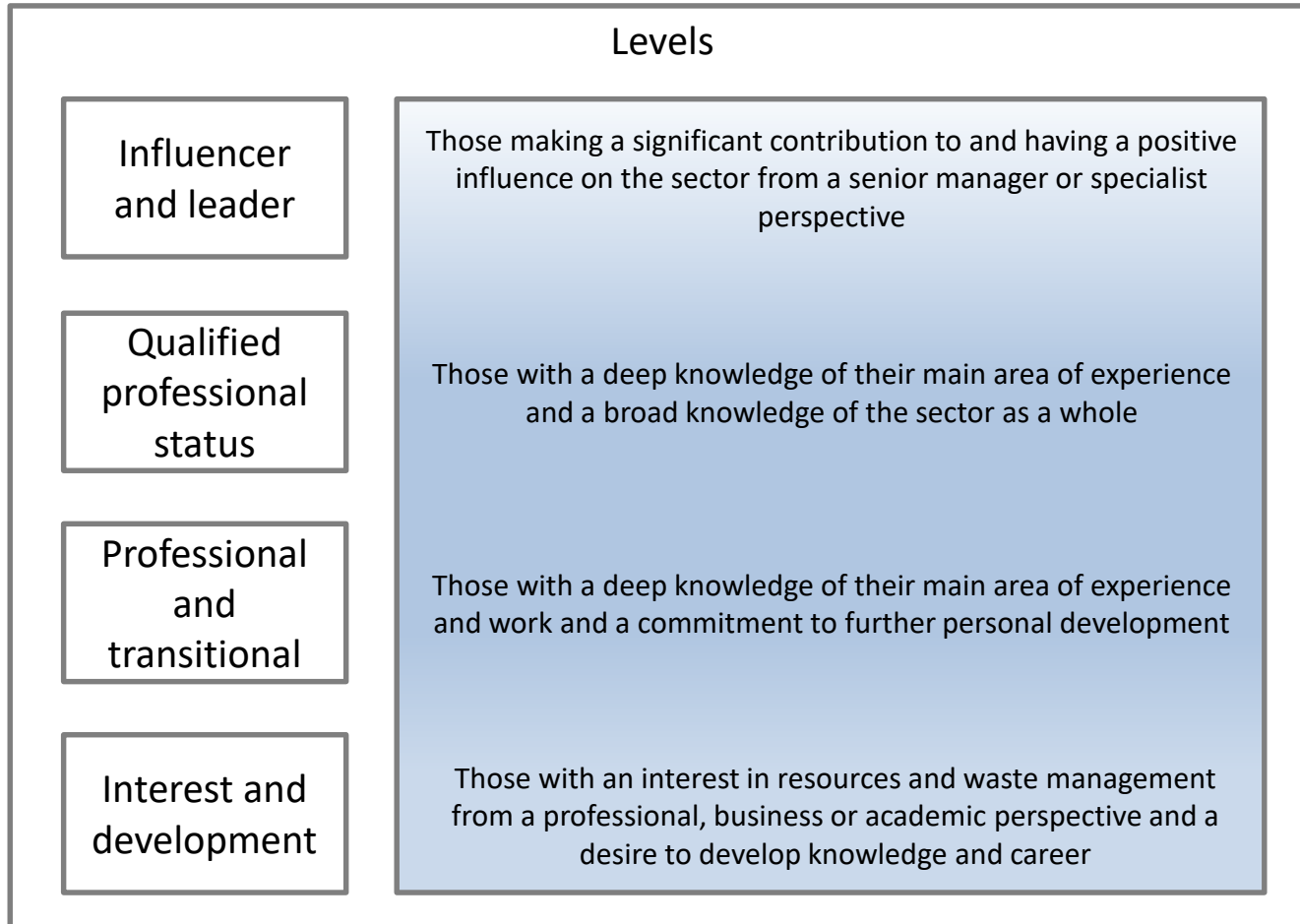
h) The existing adjunct grades of Honorary Fellow, Life Member and Retired Member continue unchanged as does the ability to apply for Chartered Environmentalist status.



Groups of members and potential members



Identified four broad membership levels

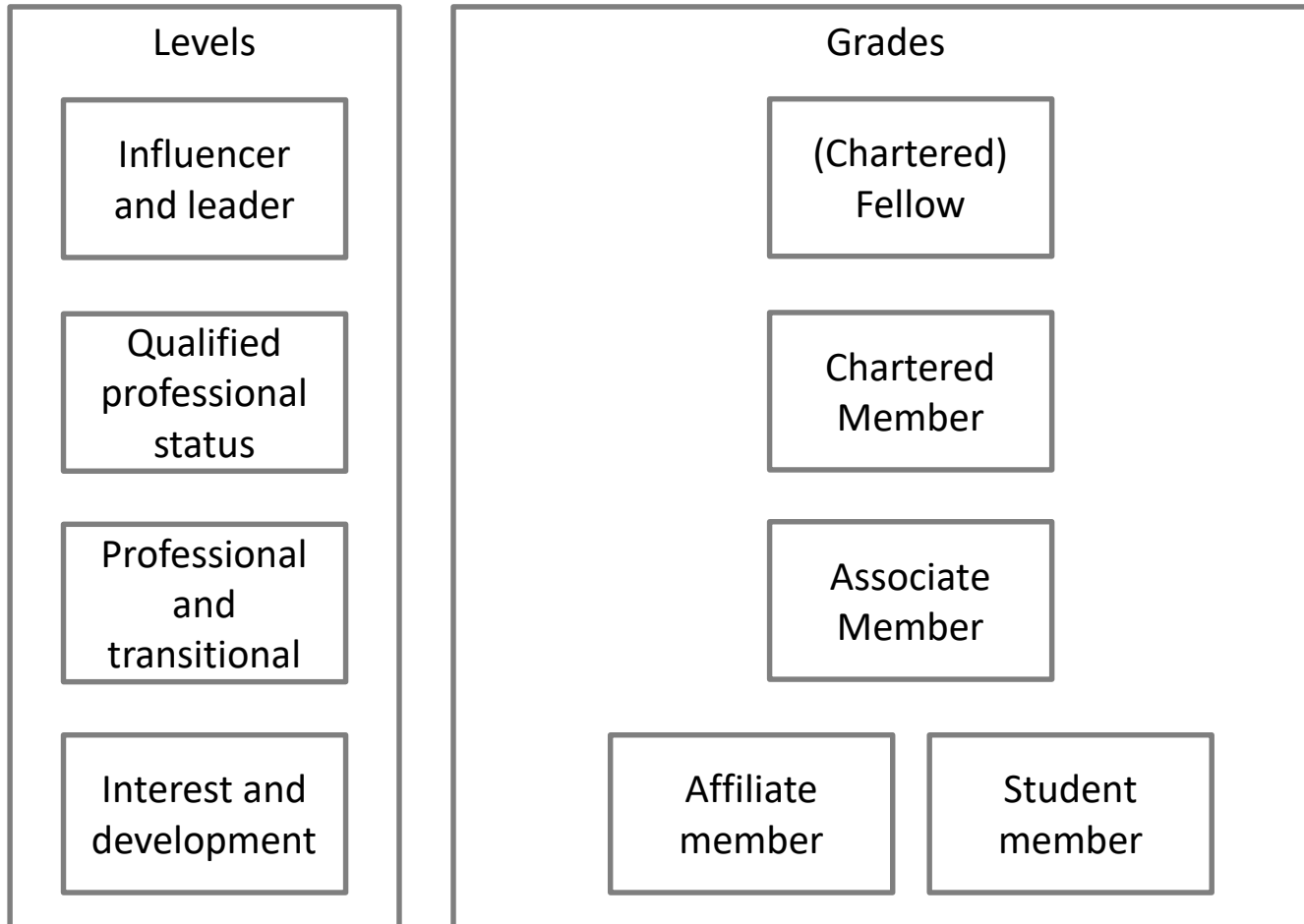


Four broad membership levels emerged from the work on member wants and needs.

Describing the broad membership levels formed a picture of the minimum possible number of grades.



Core grades – minimum number



Attaching grades to each of the membership levels indicates a minimum of five grades.

These grades are five of the most common grades across a sample of similar organisations, as shown on the next two pages.



Grades in other membership organisations

Green indicates a grade that an organisation has. Red indicates no grade.

There are some notable conclusions from this, which are outlined on the next page.

Organisation/Grades	Companion	Fellow (Fellowship)	Associate Fellow	Professional Process Safety Engineer	Professional	Certified	Member	Chartered	Associate (Process Safety)	Licentiate	Associate	Professional Graduate	Graduate	Practitioner	Technician	Student	Student Affiliate	Apprentice	Applicant	Global Affiliate	Affiliate	No.	
CIWM		1						1		1	1		1		1	1					1	8	
CIWEM		1					1	1			1		1		1	1		1					8
IEMA		1					1				1		1	1		1						1	7
Association Project Management		1						1			1					1							4
Institution of Civil Engineers	1	1						1			1		1		1	1							7
Chartered Institute of Legal Executives		1									1		1			1						1	5
Chartered Institute for IT		1			1						1					1							4
BIFM		1				1	1				1											1	5
Institute of hospitality		1					1				1											1	4
CIBSE		1					1			1	1		1			1						1	7
Chartered Institute of Building		1						1			1					1			1				5
Chartered Management Institute		1					1	1			1											1	5
Chartered Institute of Public Relations		1					1				1					1					1	1	6
Society of Education and Training	1	1					1				1											1	5
Institute of Materials, Minerals and Mining	1	1			1						1	1	1		1	1						1	9
ICHEM		1	1	1				1	1		1				1	1						1	9
Institution of Structural Engineers		1						1			1		1		1	1							6
Institution of Engineering and Technology		1					1				1					1							4
IOD		1					1				1												3
Chartered Institute for Securities and Investments		1					1	1			1					1						1	6
Chartered Institution of Civil Engineering Surveyors		1					1						1		1	1						1	6
Chartered Institution of Highways and Transportation		1					1				1		1			1		1					6
Royal Society of Biology		1					1				1						1					1	5
Institute of the Motor Industry		1					1				1					1						1	5
Total number	3	24	1	1	2	1	15	9	1	2	23	1	10	1	7	18	1	2	1	1	15		
																						Average	5.792



Key conclusions from comparison with other organisations

CIWM, CIWEM and IEMA currently have 8, 8 and 7 grades respectively. This is significantly more than the average number of grades, which is 5.8. CIWM could have fewer grades.

Fellow, Member or Chartered, Associate, Student and Affiliate are the most common grades. CIWM should use grade names that are widely used and understood.

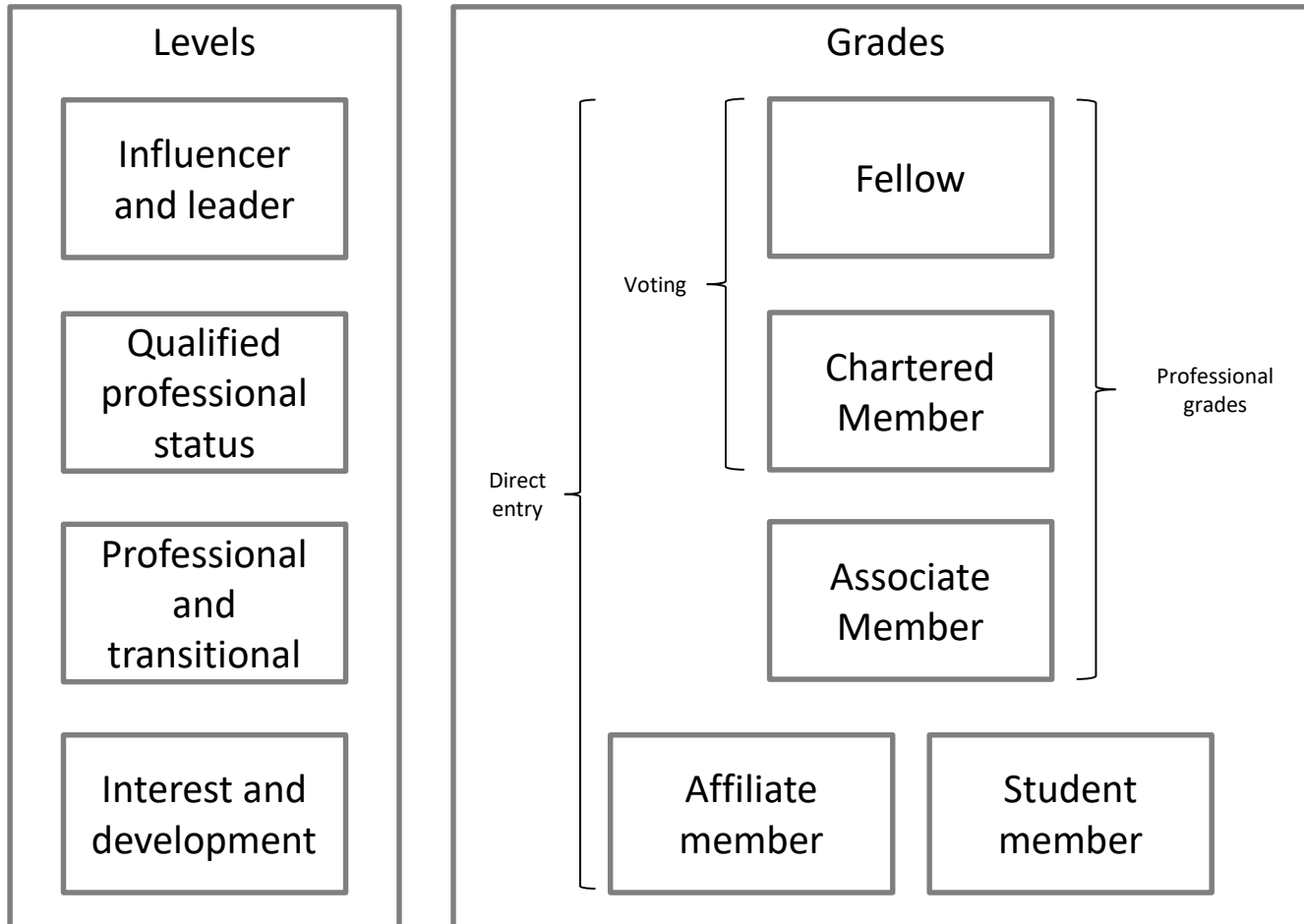
Licentiate is rare. CIWM may not want this grade name.

Numbers of Graduate and Technician grades are surprisingly low. CIWM does not necessarily need to have these as separate grades.

Either Affiliate or Associate are sometimes used to refer to entry level. CIWM can use either as entry level grade.



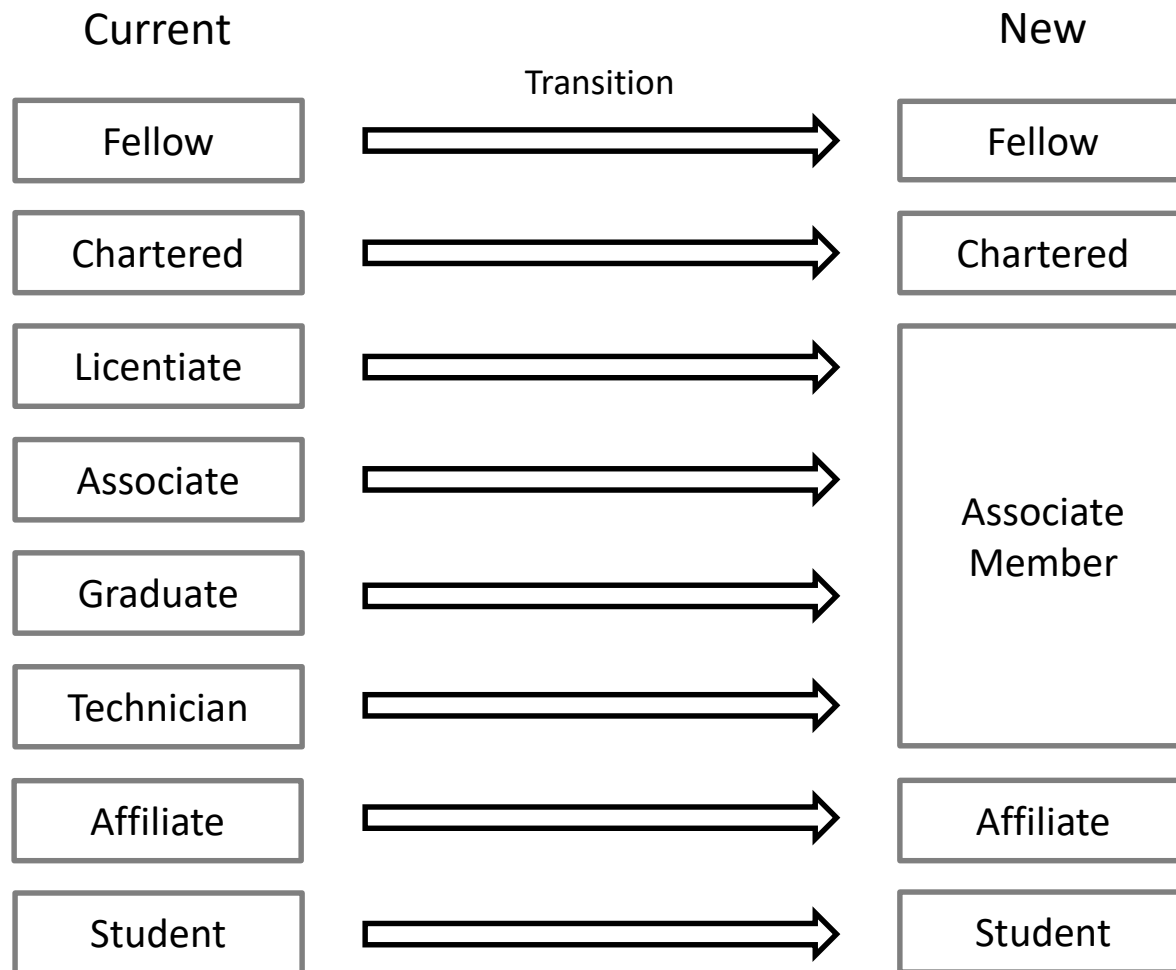
Proposed core grades



- The top three grades are professional grades, with entry requirements.
- All grades have a direct entry route.
- Only Fellows and Chartered Members have voting rights.



How the grades would change



Fellow, Chartered Member, Affiliate and Student grade names remain unchanged.

Current professional (but not Chartered) grades transfer to Associate Member grade.

Licentiate is currently a voting grade. They will be supported to upgrade to Chartered Member; if they do not upgrade they will transfer to (non-voting) Associate Membership



Summary of proposed new grades

Affiliate member

Anyone with an interest in resource and waste management. Including those already working in the profession, those joining the sector.

Student member

Those studying full or part time, including apprentices.

Associate Member

All professionals working in resource and waste management. Including those with significant experience and/or qualifications, graduates and technicians.

Chartered Member

Full Chartered membership is the professional qualification in resource and waste management. Applicants will have a significant breath of knowledge.

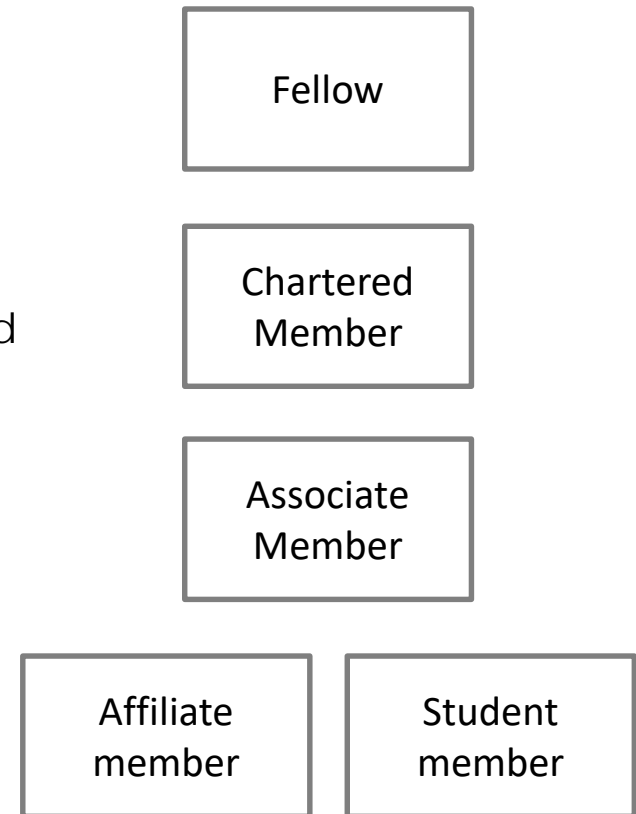
Fellow

Those Chartered-level members that can also demonstrate significant experience, qualification and contribution to the resource and waste sector.



Advantages of proposed new grades

- Simple and modern.
- Easy to communicate and understand.
- Associate Member simplifies things at that level.
- Linear personal development.
- Appropriate grade and status for all.
- Access for senior people at Chartered Member and Fellow grades.
- A professional grade for those not quite ready for Chartered.
- Smooth transition for current members.
- Simplified management and administration.
- Unlikely to go out of date.



Entry route improvements

A simplified grade structure requires new entry criteria.

The proposal is to allow direct entry at all levels, subject to satisfying both the entry requirements and the relevant assessment (competence statement, interview, etc).

There are no entry requirements for Affiliate or Student grades.

For each of the professional grades, it is proposed that there are entry routes based on academic qualifications, on technical training/qualifications or on experience.

This approach would also enable CIWM to communicate more clearly what it can offer technically experienced people through membership. This should help us attract them, bringing them, the sector and CIWM the benefits.

The following two pages show the current entry routes and a summary of new proposed entry routes, entry requirements and proposed post nominals.



Current entry routes

Grade	Qualification and experience	Experience only
Fellow	MCIWM + 7 years	No
Chartered	Degree + 4 years or member of other professional body + 2 years	5 years + additional report
Licentiate	Degree + 1 year + additional waste qualification	No
Graduate	Degree + 0 years	No
Associate	A level or equivalent + 2 years	No
Technician	National certificate or equivalent + 1 year	No
Affiliate	No qualifications or experience required	No qualifications or experience required
Student	No qualifications or experience required	No qualifications or experience required



New entry routes - qualifications and experience

	Academic qualifications & experience route	Technical qualification & experience route	Experience only route (no qualifications)
Fellow	Distinguished professional attainment plus either: <ol style="list-style-type: none"> 1. CIWM Chartered member for 7 years; or 2. 11 years of relevant experience, at least 5 at a senior level. 		
Chartered	Relevant degree + 4 years relevant experience; or a CIWM accredited degree + 3 years relevant experience; or chartered member of another professional body + 2 years relevant experience. Demonstrate they meet competencies. Professional interview.	Relevant degree level technical qualification + 3 years relevant experience. Demonstrate they meet competencies. Professional interview.	5 years relevant experience and a possible report. Report only required where breath of knowledge, critical thinking, analysis and argument is not evident in application. Demonstrate they meet competencies. Professional interview.
Associate	CIWM accredited degree or relevant degree-level qualification.	Relevant CIWM recognised technical qualification at level 4 or higher (including COTC, higher apprenticeship) or equivalent level recognised in-company training scheme.	2 years relevant experience.



New entry requirements

Grade	Direct entry	Written report	Interview	Supporting statement	Sponsors/ references	CPD log	Competencies
Fellow	Yes	No	May be invited to professional discussion depending on application	Yes, to demonstrate competencies	3 Fellows of professional bodies at least 1 from CIWM or 6 Chartered members of professional bodies, including 2 from CIWM	Yes	All applicants to meet competencies
Chartered Member	Yes	Where no degree level qualification a report may be requested by CIWM	Yes	Yes, to demonstrate competencies	2 Chartered members of professional bodies, including 1 from CIWM	Yes	All applicants to meet competencies
Associate Member	Yes	No	May be invited to professional discussion depending on application	Yes, to demonstrate competencies (a simpler version to Chartered)	2 people of standing	Yes	All applicants to meet competencies

Note: Affiliate and Student grades require none of the above.



Proposed post-nominals

Grade	Post-nominals
Fellow	FCIWM
Chartered Member	MCIWM
Associate Member	ACIWM
Affiliate Member	None
Student Member	None

Full Members (Fellows and Chartered Members) can also call themselves 'Chartered Resource and Waste Manager (CRWM)' alongside this.

The existing term 'Chartered Waste Manager (CWM)' can still be used by members who were eligible to use it on 31 December 2018 and have been continuously a member since.



Advantages of proposed new entry routes

- Simplified.
- Reflects contemporary sector.
- Maintains standards.
- Increased accessibility.
- Relevant for all backgrounds.

