

REASONS FOR THE PROPOSED CHANGES TO THE BYE-LAWS

Following a process of member consultation, the Professional Standards Committee of the Institute ("PSC") has resolved in principle that a new, non-chartered technical grade of membership should be offered in readiness for the cessation of the post-nominals of the Associate and Incorporated grades of membership on 30 June 2025 and in recognition of the need to recognise and welcome into membership those construction professionals with technical skills and expertise.

The proposal to introduce the new grade also forms part of the Institute's response to the Hackitt review and the reforms to be introduced pursuant to the Building Safety Bill, as explained further below.

A Non-Chartered Working Group of members supported by CIOB staff was set up under the previous Education Qualifications Standards and Practice Board in 2020 with the remit of:

- investigating the need for a new non-chartered grade; and
- making appropriate progression arrangements towards Chartered membership for the current non-chartered members in the Associate and Incorporated members in order to decouple these grades from the new non chartered grade.

There is no intention of 'grandfathering' the remaining ACIOBs and ICIOBs into the new grade.

There are approximately 7,000 members in the Associate and Incorporated grades (at time of writing). The CIOB has conducted extensive research amongst these members and found that they are generally senior managers and leaders in the industry who aspire to be Chartered members but lack the qualification entry criteria to progress. The CIOB Professional Standards Committee agreed the introduction of an Accreditation of Prior Experiential Learning (APEL) process to help these senior members to progress to Chartership and agreed that a new technical grade would not be appropriate for them. Therefore, these members are not considered in scope for the new grade and there is no intention to "grandfather" any of these members into the new grade.

However, the CIOB recognises the important contribution technical experts make to our built environment. Members of the CIOB tend to be generalists who rely heavily on the specialist technical professionals, and it can only benefit our community to include these important specialists.

Therefore, it was proposed in 2020 to introduce a new technical grade, tested by a set of rigorous competences that assess sustainability, professionalism and ethics and technical competencies. The purpose of this grade differs greatly to that of the old ACIOB/ICIOB grades which included no competence assessments and were designed as stepping stones to chartership.

This grade is designed to have a value in its own right, to give employers confidence in the technical and specialist skills of the employee and to broaden the CIOB community to include those vital specialists which our members entrust and rely upon. There will be an infrastructure built around the grade to afford progression to chartership for those who seek it.

In relation to the potential new Non-Chartered grade, the Working Group undertook extensive research into non-chartered grades across a variety of Institutes, and not just those that are built environment focussed. It was agreed early in the project that the new grade would be designed to have value in its own right and not be merely or necessarily a stepping stone to Chartership. The new grade was also designed to provide a 'home' for those in technical

positions who wanted to be part of a Professional Body and at the same time assist with the professionalisation of the industry.

In October / November 2021 a member consultation was carried out. Background information provided to all members with the consultation detailed the rationale, competences and scope for the proposed new grade. A good response to the consultation was received (7.5%) and that demonstrated over 80% support for the proposals from both individual members and Company members for the introduction of the non-chartered Technical grade – TechCIOB. The proposal was approved by the Board of Trustees in December 2021.

The new grade has been developed with future skills in mind including new roles in Modern Methods of Construction such as off-site manufacturing, Digital Technologies and existing roles crucial to building safety and quality such as building control, Clerk of Works and site supervision. The project team are engaged with the work of Dame Judith Hackitt, the Industry Safety Steering Group and with the Building Safety Bill and the intent is to create a grade that benchmarks the competence of those putting together buildings and working on critical safety systems to provide assurance to employers of their competence in their role.

Whilst these members would not have the ability to call themselves Chartered or use the CIOB Logo, we propose that they hold a postnominal TechCIOB commensurate with the competence assessment for entry to the grade and have a designation of Technical member of the Chartered Institute of Building. All members regardless of grade would be bound by the Rules and Regulations of Professional Competence and Conduct.

Informal comment has been sought from Privy Council to the proposal and they have responded that they have no comments at this time and await our formal application.

BACKGROUND FOR THE TECHNICAL GRADE OF MEMBERSHIP - TechCIOB

Introduction

An enormous diversity of roles and qualifications make up the construction industry. We offer MCIOB for those in manager-level roles and FCIOB for strategic decision-makers; however, if someone has spent 30 years honing their craft in a specialist area, till now, CIOB hasn't had a clear pathway for them to achieve recognition for their skills and experience. For example, a stonemason, a CAD or BIM technician, off-site manufacturing, building control, or a health and safety specialist. Previously CIOB has not had a consistent method of benchmarking and assessing the level of a technical specialist.

Where are we now

If consent is received from the members for the introduction of the new grade and Privy Council grant approval the following will take place.

A pilot will run involving companies, individual participants, and assessors, testing out all elements of the assessment process. Internal processes and a pricing structure will be developed, ready for a proposed launch early in Q2 2023.

Pricing proposal

Proposed - TechCIOB Subscription - £253

The fee should be no less than the existing Incorporated and Associate membership. Creating a cheaper subscription rate may lead to Incorporated and Associate members applying for

TechCIOB when they should be applying for Chartered membership via the Accreditation of Prior Experiential Learning (APEL) route. This was designed specifically for this group and ICIOB and ACIOB members will be able to apply for APEL until 2024.

This grade is not a steppingstone to Chartered membership (although people can progress if they gain the right qualifications) and the fee should not reflect the current pathway MCIOB subscription fee.

A number of professional bodies were considered prior to submitting a proposal to the Finance and Risk Committee, which has been approved by the Board of Trustees for presentation at EGM.