



Mr R Oates Dip FDSC MSc MBA CBiol MArbA MRSB
Arbtech Consulting Limited

By email

23rd February 2021

Dear Mr Oates,

Subject: Your letter of 22nd February

Thank you for your letter of the 22nd February, raising the issue of the treatment of graduates (and those taking non-graduate routes into the profession) in terms of their pay, working hours and support. This is an issue that is causing CIEEM significant concern and we are pleased to see responsible employers sharing our concerns.

You will hopefully be aware that in recent times we have published articles in *InPractice* and [blogs](#) on our website on this issue, and it has been discussed by members at our Advisory Forum. We also recently updated and republished our guidance on Good Working Practices. The forthcoming issue of *InPractice* has two relevant articles on the subject:

- A New Code of Conduct to Improve the Ethics of Employing Freelance Ecologists – by Tilly Tilbrook
- Early Career Ecologists: Time to Root Out Exploitation in the Consultancy Sector – by Marcus Kohler

Following the advice of the Advisory Forum we are using these articles as the basis for recruiting interested members to form a working group to identify actions for CIEEM to take forward. We would welcome a CIEEM member from Arbtech Consulting volunteering to join that group.

Yours sincerely

Sally Hayns CEcol MCIEEM
Chief Executive Officer