



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

**By email**

25<sup>th</sup> February 2021

Dear Mr Oates,

**Subject: Your letter of 23<sup>rd</sup> February**

Thank you for your letter of the 23<sup>rd</sup> February. It is good to know that we share a common objective here, even if our approach may be different. Difference is healthy.

I agree with you that not all problems require committee-led solutions but I do think this one does (although a working group rather than a committee). It requires a consensus-building approach that draws on the experiences of those working in different types or organization or company and the issues are not just about pay. Such an approach does not require extensive rounds of consultation but does draw on as wide a range of perspectives from the outset, which can be invaluable. We do not want to develop something that only influences responsible employers and has little or no impact on those we are trying to influence (bearing in mind that our members are individuals and not the organisations or companies themselves).

I quite agree that the working group needs to include those who are most affected, such as students and graduates. We regularly involve students and graduates in discussions, where appropriate, and we also have a students and graduates focus group to specifically highlight issues and concerns that impact on the future generation of ecologists and environmental managers.

I do not think that it is unreasonable for CIEEM working groups to be member-only where circumstances dictate that that is reasonable and will provide the diversity to benefit the discussion. Cost of membership is not necessarily an issue. For example some student memberships are free so we have a pool of students following relevant degree courses and recent graduates who have been able to join and access member benefits at no cost to themselves.

I cannot say whether your application for membership would be determined in time for you to join a working group. Applications are dealt with in strict chronological order. There are no deadlines so you can apply at any time.

Yours sincerely

Sally Hayns CEcol MCIEEM  
Chief Executive Officer