

1 April 2022

PAPER CLASSIFICATION: OPEN

**Minutes of the Meeting of the
COUNCIL**

**held on Thursday, 24 March 2022 at 15.00 hrs (GMT)
at Savoy Place, London WC2 and via Virtual Meeting**

- Present: Eur Ing Dr Carol Marsh (Chair)
Dr Imran Ansari
Mr Shane Bennison
Ms Kerrine Bryan
Mr Jolyon Caplin
Professor Yue Chen
Miss Anni Feng
Mr Mark Goudie
Ms Orla Hartley
Miss Justina Ho
Mr Russell Jobbins
Mr Bhagvat Joshi
Miss Macauley Kenney
Professor Wai Yie Leong
Mr Ian MacGillivray
Mr Alan Palmer
Mr John Peckham
Professor Ian Phillips
Mr Adam Pocock
Mr Graham Prebble
Mr Ami Singh
Miss Mamta Singhal
Sir Julian Young (President)
- By invitation: Dr Bicky Bhangu (Trustee)
Professor Phil Blythe (Trustee)
Professor Paul Needham (Trustee)
- In attendance: Ms Toni Allen (Director of International Strategic Marketing and Engagement)
Mr Ed Almond (Director of Finance and Planning)
Ms Morna Dason-Barber (Director of Human Resources)
Mr Simon Edwards (Director of Governance and External Engagement)
Mr Nigel Fine (Chief Executive and Secretary)
Mr Giles Grant (Director of Knowledge Services and Solutions)
Ms Philippa Hare (Customer Excellence Lead)
Mr Oliver Kelly (Research Manager)
Ms Eloisa de la Maza (Governance Executive)
Ms Alice Myles (Strategic Marketing Manager)
Ms Michelle Richmond (Director of Membership and Professional Development)
Mr Charlie Thomason (Strategic Analysis and Planning Executive)
Mr Richard Weatherburn (Strategic Marketing Manager)
Mr Andrew F Wilson (Head of Governance)

1. Apologies for Absence

Apologies for absence were received from Mr John Cowburn, Dr Ozak Esu, Colonel Andy Rogers and Dr David Smith.

2. Conflicts of Interest

There were no conflicts of interest declared.

3. Minutes

The Minutes of the Meeting held on 14 January 2022 (CO(22)M1) were approved and signed as a correct record.

4. Actions Taken or Outstanding

Council noted a report on actions taken or outstanding since the previous meeting of Council (CO(22)4).

5. Matters for Approval

- 5.1. Dr Marsh introduced and Council noted the draft Annual Report of Council to be presented at the Members Annual Information Event on 16 June 2022 (CO(22)5). Following discussion, the report was approved.
- 5.2. Dr Marsh introduced and Council noted the draft of Council's proposals on Technicians for submission to the Board of Trustees, arising from discussion at the Council meeting on 14 January 2022 (CO(22)6).
- 5.3. Dr Marsh suggested that the proposal be approved subject to any amendments that might be required to make the paper more comprehensible. Mr Prebble suggested that the paper should be submitted to the Board of Trustees unchanged.
- 5.4. Council discussed the proposal in the paper to remove the designatory letters TMIET. Mr Bennison suggested that the designatory letters should be retained but that the membership fees for members with them should be reduced by 50%. Miss Singhal suggested that membership fees should be reduced by 50% for one month per year. Mr Prebble commented that it was recognised engineering was a spectrum and Technicians were just as valuable as other engineers.
- 5.5. Following a vote (13 in favour, 0 against, 5 abstained), Council agreed to recommend to the Board of Trustees that the IET should:
 - 5.5.1. remove the designatory letters TMIET, because the membership fees for those in the category Member were the same whether they were awarded the designatory letters TMIET or MIET, all members had access to the same resources and benefits, and removing the designatory letters TMIET would address the perception that TMIET and MIET were not of equal value;
 - 5.5.2. eliminate the perception that the IET was an Institution for graduates and those at CEng level or above;
 - 5.5.3. improve the clarity of the descriptions of the engineering spectrum and the categories of registration awarded by the IET and publish easy to understand one-line descriptions of the wide range of technical and operational responsibilities;
 - 5.5.4. improve the clarity of the descriptions of accreditation;

- 5.5.5. explain clearly the career path of Technicians to progress and address the perception of Technicians that their career path was stilted and limited;
- 5.5.6. make the IET's social media more relevant to Young Professionals, improve the IET website where it was cumbersome and confusing, improve the IET's social media presence with higher-level material, and improve the performance of the member communications team;
- 5.5.7. encourage professional registration by members with low incomes, by subsidies from other members.
- 5.6. Mr MacGillivray introduced and Council noted a proposed approach for creating Council's proposals on IET Strategy for submission to the Strategy Input Meeting to be held on 9-10 June 2022 (CO(22)7).
- 5.7. Following discussion, Council agreed that:
 - 5.7.1. Council members would review the draft paper by Mr MacGillivray on Yammer;
 - 5.7.2. Council members would comment on Yammer, or submit comments by email to Mr MacGillivray, by 7 April 2022;
 - 5.7.3. Mr MacGillivray would update the paper and Council would be asked to approve it out-of-committee, for submission to the Strategy Input Meeting.

6. Monitoring Governance

- 6.1. Miss Feng introduced and Council noted a report from the Council Monitoring Governance Working Party (CO(22)8).
- 6.2. She reported on the discussion at the meetings of the Bye-law Review Working Party and its decision not to propose an amendment to the Bye-law removing the requirement for an annual report from Council to the Annual General Meeting.
- 6.3. The Working Party recommended that Council consider the effectiveness of its communication to members, as part of the World Café discussion on "Spotlight on members" Question 2.
- 6.4. The Working Party also recommended that Council consider the effectiveness of the communications detailed in Bye-laws 93 and 94 and whether they needed to be amended.
- 6.5. Dr Marsh asked members of Council to reply directly to Miss Feng about Bye-laws 93 and 94.

7. President

- 7.1. The President spoke about recent IET activities, including the Meet Your President sessions, the FIRST® LEGO® League national final in Harrogate, the campaign to add engineering to the English secondary school curriculum, the IET Young Woman Engineer Award in Sri Lanka, and the IET response to the Russian invasion of Ukraine.
- 7.2. Miss Singhal suggested that the IET response to the Russian invasion of Ukraine should prompt consideration of the humanitarian crises that affected IET members in other countries around the world.

8. Breakout Session

- 8.1. As background information to the Council World Café discussion on “Spotlight on members”, Mr Kelly gave an oral report on the key findings that related to the area of member benefits from the recent Member Survey. Ms Allen gave an oral report on the Customer Experience Project that had recently been started by the Institution.
- 8.2. Council noted the paper on Council World Café discussion on “Spotlight on members” (CO(22)9). Council then discussed in three groups, in World Café style, the questions:
 - What is the perceived value proposition of IET? Are we offering appropriate services desired by members (in various locales and situations)?
 - How effective are our communication channels? Are we providing adequate quality of services to our members?
- 8.3. Following the World Café discussion, Council received feedback from the three groups, presented by Mr Weatherburn, Ms Myles and Mr Pocock.
- 8.4. It was noted that further comments could be made on Yammer after the meeting for a period of two weeks. It was agreed that a summary of the discussion themes from the three groups, together with input from the Yammer discussion, should be reported to the next meeting of the Board of Trustees.

9. Report to the Board of Trustees

- 9.1. It was agreed to report to the Board of Trustees:
 - 9.1.1. the proposals on Technicians (Minute 5.5 above);
 - 9.1.2. the proposals on IET Strategy (Minute 5.7 above);
 - 9.1.3. a report from the Breakout Session on “Spotlight on members” (Minute 8.4 above).

10. Feedback on Council Meeting

Dr Marsh invited Council members to give feedback on the Council meeting.

11. Date of Next Meeting

Thursday, 9 June 2022 at 3.00 pm.