



Standards that
create the outstanding

Lloyd's Register

Enabling global recognition of IT talent





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The Lloyd's Register Group provides independent assurance to companies operating high-risk, capital-intensive assets in the energy and transportation sectors, to enhance the safety of life, property and the environment. This helps its clients to create safe, responsible and sustainable supply chains.

Dermot Cronin, Quality Manager for Group IT, explains: 'All of our staff are qualified professionals; whether they are assessors, surveyors, inspectors, or working in IT. They all impart advice and information which has to be accurate and is very much relied upon. We represent governments and deal with ships, oil rigs and power stations. In our industry we cannot afford to fail, and professionalism is very much key to our success. We knew that we needed to improve the perception of IT and to have our IT professionals regarded as highly as those in other areas.'

Ensuring international recognition

As an international organisation it was imperative to find a solution that would support and benefit staff both in the UK and overseas: 'We discussed the need for something that would be highly relevant internationally and not just restricted to the UK. Seeing proof that BCS is increasingly becoming recognised internationally, it made perfect sense for us to establish a collaboration. We can be confident that we are now able to offer something tangible to our IT professionals no matter where they are in the world'.

Following implementation of BCS Group Membership in October 2007, Lloyd's Register now have 75 staff who are BCS members. These currently comprise 17 associate members (AMBCS), 45 professional members (MBCS) and 13 Chartered IT Professionals (CITP), including one BCS Fellow (FBCS). With another 10 prospective CITP candidates in the pipeline, an impressive 81% of all permanent IT staff are now BCS members.

A pathway to chartered status

It was CITP in particular that proved to be

the key factor in swaying the decision to implement membership within the organisation: 'We set a requirement for all staff who are technical specialists and/or at managerial level that they should either already hold CITP status or be working towards the award. CITP was a big driver right from the start in choosing BCS Group Membership and getting our staff to the required level. We want our people to be able to stand side by side with other professions where members hold Chartered status as a benchmark of professional excellence'.

Although productivity levels and staff motivation were already good within the organisation, Dermot felt that a change was needed to gain the most from the new relationship with BCS: 'We have a very low turnover and our staff are already highly motivated. To improve professional development we have reduced our contractors and increased permanent employees who are then entitled to become Group Members and can begin to focus on getting their core skills. Ultimately their main performance target is then CITP. At a departmental level, anyone who is a member has post nominals against their name on our Group Membership intranet page. As professional development is linked to performance planning we look at BCS membership as part of each staff member's six-monthly review'.

Maintaining relevance

BCS has recently updated CITP following extensive industry wide consultation with leading employers, government and the academic community. Under the enhanced approach, Chartered status will offer a new benchmark of IT excellence, in the form of a Certificate of Current Competence, which will be valid for five years.

Dermot expresses only positive views about what he sees as a welcome change:

'A refresh of CITP and the processes and procedures surrounding it will keep staff engaged and encourage more people to work towards the award. This is important in maintaining the relevance of CITP, along

with the fact that it provides a high level of credibility against other technical organisations that don't have staff attaining Chartered status. CITP is not just something you get and put on a shelf, and Chartered professionals should be happy to demonstrate their skills and knowledge in order to maintain their relevance in the industry and prove that they are still worthy of this status'.

Empowering staff through commitment to their career development

In closing, Dermot provides his view on the implementation of BCS Group membership for his IT professionals, and what this means now and for their future development: 'Working with BCS, The Chartered Institute for IT, we have successfully aligned the Group Membership scheme with our personal performance planning system so that they are complimentary to each other, which in turn enhances the career development path for our IT professionals. The two schemes demonstrate our interest and commitment to our staff which empowers them, and offers them a credible benchmark to work towards. We are doing our bit to increase the expectation within industry that IT managers and technical specialists should already have CITP or be very close to achieving it to operate at a professional level; thus raising the bar'.

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Dermot Cronin,
Quality Manager for Group IT,
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