

 The Geological Society	<b>The Geological Society of London</b> <b>REGULATIONS</b>	Number : R/FP/2 Issue : 10 Date : 27/11/13 Page : 1 of 16
	<b>CRITERIA AND  PROCEDURE FOR  VALIDATION AS A  CHARTERED GEOLOGIST</b>	Approval Authority  COUNCIL

## 1 OBJECTIVE

To ensure that a Fellow with appropriate post-graduation experience can be validated as a Chartered Geologist in accordance with Clause 3 of the Bye-laws

## 2 SCOPE

This Regulation covers criteria for validation of a Fellow as a Chartered Geologist and the action of the Fellowship Office, Chartership Officer, Scrutineers, Fellows, Council and Officers in implementing the procedure for the validation of Fellows as Chartered Geologists.

## 3 RELATED REGULATIONS

Reference should be made to the following related Regulations

Regulation R/FP/1: Nomination and Election of a New Fellow

Regulation R/FP/5: Appeals Procedures

Regulation R/FP/6: Disciplinary Procedures

Regulation R/FP/7: Codes of Conduct

Regulation R/FP/8: Accreditation of Degrees

Regulation R/FP/9: Subscriptions and Fees

Regulation R/FP/13: Continuing Professional Development

## 4 CRITERIA FOR VALIDATION AS A CHARTERED GEOLOGIST

### 4.1 General Requirements

To qualify for validation as a Chartered Geologist, a candidate must:

be a Fellow of the Society (see Section 4.2 below);

hold a recognised degree or equivalent qualification in geology or a cognate (closely related) subject (see Section 4.3 below);

have relevant, postgraduation experience in the profession and practice of geology and demonstrate the competencies defined in Section 4.4 of this Regulation (see Section 4.4 below);

be supported by two Sponsors who should normally be Chartered Geologists (see Section 5.9 below);

have submitted a complete application as defined in Section 5.1 below;  
have satisfied the Society that they meet the above requirements for validation through a professional interview (see Section 4.5 below); and  
have paid the required application fee.

## **4.2 Fellowship**

Only a Fellow of the Society may be validated as Chartered Geologist.

## **4.3 Recognised Degree or Equivalent Qualifications**

Applicants for validation as a Chartered Geologist shall hold a degree at Honours (H) level (BSc, MSci, MGeol, MEdSci), Master's (M) level (MSc) or Doctorate (D) level awarded by a university or institution of higher education.

The nature of the degree and its course content, together with the Applicant's post graduation experience, will exert a strong influence on the ability of the Applicant to demonstrate the required competencies defined in Section 4.4 below.

As a guide to Applicants, and based on past experience of evaluating applications for validation, the Society provides in table 1 guidance of the relationships between degree and post-graduation experience that has typically enabled Applicants to successfully demonstrate the required competencies. This should be considered as general guidance as to the minimum relevant experience needed for eligibility to apply.

Only under the most exceptional circumstances will Council accept an application for validation as a CGeol from a Fellow who does not hold a recognised degree or equivalent qualification. The candidate will be required to demonstrate the required competencies defined in section 4.4 below and have a minimum of 15 years relevant professional experience working in the geosciences.

<b>TABLE 1. MINIMUM NUMBER OF YEARS RELEVANT POSTGRADUATION EXPERIENCE REQUIRED FOR ELIGIBILITY TO APPLY FOR VALIDATION AS A CHARTERED GEOLOGIST</b>				
<b>FIRST DEGREE OR EQUIVALENT QUALIFICATION AWARDED BY A UNIVERSITY OR INSTITUTION OF HIGHER EDUCATION</b>	Honours (H*) level degree	Master's (M) level degree		Doctorate (D) level degree
		Accred	Non Accred	
First degree accredited by the Society in accordance with the Regulation R/FP/8 (Accreditation of Degrees)	5	4	5	3
First degree in geoscience or a cognate subject in which at least 50% of the course content is made up of geoscience subjects.	6	5	6	4
First degree in geoscience or a cognate subject in which at least 25% of the course content is made up of geoscience subjects.	8	6	7	5
First degree in scientific and/or technological subjects in which less than 25% of the course content is comprised of geoscience subjects.	12	10 (or 6 after MSc)	11 (or 7 after MSc)	9 (or 5 after PhD)

\* H level degrees include BSc, MGeol, MSci, MEng etc

In the above table, the term 'geoscience' is used to encompass all the various first degrees that fall under the broad umbrella of Geology/Earth Science including Geology, Earth Science, Applied Geology, Geophysics, Geochemistry, etc. For post-graduate qualifications 'geoscience' encompasses Geology/Earth Sciences, Hydrogeology, Engineering Geology, Environmental Geology, Petroleum Geology, Palaeontology, Mineral Exploration, Geophysics, Geochemistry etc.

#### **4.4 Required Competencies**

In order for a Fellow to be validated as a Chartered Geologist, the Applicant must demonstrate, to the satisfaction of the Society, that they have acquired and used the required specific competencies. Thus, the evaluation is competency-based.

For each of the competencies listed below, the applicant must demonstrate that they are able to perform without supervision and are able to direct others.

The required competencies are listed below.

**i. Understanding of the complexities of geology and of geological processes in space and time in relation to the applicant's speciality.**

Applicants meeting this criterion will be able to demonstrate competence in the recognition and determination of basic geological processes in three and four dimensions, diagnosis of geological conditions, fundamentals of the Earth's history, understanding of geological problems and their interpretation, creation and

interpretation of geological maps and cross sections, compilation and testing of ground models.

Supporting evidence could include:

- examples of the Applicant's work illustrating the maintenance of a sound theoretical approach to the application of geology in practice;
- the use of a sound evidence-based approach to problem solving;
- the identification and selection of procedures and methods to undertake geological tasks;
- conducting or engaging in appropriate study and research to improve technical practices and solutions; and
- evaluating the effectiveness and relevance of approaches and solutions in use in the Applicant's area of specialism.

## **ii. Critical evaluation of geoscience information to generate predictive models.**

Applicants meeting this criterion will be able to demonstrate competence in the acquisition, observation and description of geological data, appreciation of the limitations of and conditions under which the data were collected or how they arrived in their present state, and an assessment of certainty/uncertainty. The geological data may be acquired in or from the field in one or more of the following ways: at outcrop, by intrusive investigations (boreholes, pits, etc), by geophysical/geochemical surveys or other remote sensing. It may also consist of experimental data (including laboratory-based investigations or computer modelling).

Supporting evidence could include:

- examples of work carried out and interpretations made, including the reasoning used;
- contribution to the development of solutions;
- the level of decisions undertaken in the workplace;
- output reports and publications; and
- contribution to evaluation of the outputs.

## **iii. Effective communication in writing and orally**

Applicants meeting this criterion will be able to demonstrate competence through the material presented in the professional report and documents accompanying the application together with the impact that the applicant makes at interview.

Supporting evidence could include:

- materials which demonstrate communication skills both within the workplace and also socially and outside the workplace.

Assessment of this criterion will be based on the whole of the application for validation as a Chartered Geologist, including supporting documents prepared by the applicant such as reports, correspondence and presentations (including any feedback).

**iv. Competency in the management of Health and Safety (H&S) and Environmental issues and other statutory obligations applicable to the discipline or area of work.**

Supporting evidence of satisfactory attainment could include:

- records showing how H&S issues are managed as part of day to day work for the applicant and others;
- a summary of the Applicant's H&S responsibilities;
- examples of implementation of H&S policies;
- responses to incidents (including near misses) and subsequent investigations;
- knowledge of Environmental legislation in the area of their work and Environmental protection and management practice.

The evidence should also demonstrate sound knowledge of sustainable development best practice and implementation and management of such practices

**v. Clear understanding of the meaning and needs of professionalism, including a clear understanding of the Code of Conduct and commitment to its implementation**

Applicants meeting this criterion will be able to demonstrate an understanding of the need to behave professionally and ethically at all times in accordance with the Society's Code of Conduct. They must fully understand the requirements of the Code and be able to give relevant examples of its application in their professional actions, activities and decisions.

**vi. Commitment to Continuing Professional Development throughout the applicant's professional career**

Applicants meeting this criterion will be able to demonstrate that they are committed to a continuing and forward looking programme of development of technical and professional skills for the work they undertake in order to enhance the skills available in pursuance of their career.

Applicants are required to submit a minimum of one-year's CPD records as part of their application (see Section 5.8 of this Regulation).

Supporting evidence of satisfactory attainment could include:

- records of CPD through a formal reporting scheme supported by evidence of analysis of scientific and professional development needs; and
- actions taken to satisfy these needs, including critical review of how successful these actions were.

**vii. Competence in his/her area of expertise**

Applicants meeting this criterion will be able to demonstrate that they are competent in their claimed areas of professional practice at the level appropriate to their level of seniority.

Supporting evidence of satisfactory attainment could include:

- relevant sections from job description and written examples of contributions to key tasks;
- examples of the Applicant's role in project planning, organisation of tasks, use of people and resources, managing changing technical and project needs;
- written examples of personal contributions to key tasks;
- examples of preparing and implementing quality-related processes and
- examples of projects for which they had responsibility for design, Implementation, interpretation of data collected and presentation of conclusions.

#### **4.5 Validation Interview**

All Fellows applying to become a Chartered Geologist will be required to attend a Validation Interview.

Validation Interviews are normally conducted on set dates at defined locations (these appear on the Society's website).

The interview will be conducted in English and will normally last no more than two hours. It will be conducted to examine whether the Applicant has the required competencies defined in Section 4.4 above.

Applicants will be required to make a short oral presentation at the start of the interview to demonstrate and explain how they meet the required competencies for validation as a Chartered Geologist.

Where an Applicant is resident overseas, the Society will take all reasonable steps to conduct the Validation Interview in the country of residence of the Applicant. The Society reserves the right to delay the Validation Interview until the Applicant is able to be present for interview in the UK.

### **5 REQUIREMENTS FOR SUBMISSION OF AN APPLICATION**

#### **5.1 General Requirements**

A standard application comprises the following:

- a completed application form;
- a statement of preference for the date and location for the Validation Interview;
- an accompanying application fee;
- a Professional Report included as part of the application form;
- a Competency Report demonstrating how they satisfy the required competencies set out at Section 4.4;
- a portfolio of supporting documents selected to demonstrate claims of competence and experience made in the Professional Report;
- records of Continuing Professional Development; and
- sponsors' statements;
- the requirements for submission of an application are stated below.

## **5.2 Application Form**

An Applicant shall complete an application form using the form available from the Society's web site. The Fellowship Office shall be responsible for ensuring copies of the application form are available for downloading from the Society's website.

## **5.3 The completed application form shall be submitted to the Fellowship Office at the Society's apartments in accordance with the instructions on the application form. Statement of Preference for Date and Location of Validation Interview**

Validation Interviews (see Section 4.5 of this Regulation) are normally conducted on advertised dates. The dates and locations for these interviews are published on the Geological Society's web site. For each Interview day there is a closing date for receipt of applications by the Society. Applicants who intend to submit applications for validation as a Chartered Geologist may contact the Fellowship Office at the Society to provisionally book an interview place. . Completed application forms, all supporting documents and Sponsors' Statements, must be received by the Fellowship Office on or before the closing date. In the event of late receipt of some or all of the required documentation the Society may offer a Validation Interview on the next scheduled date.

## **5.4 Application Fee**

An application for validation of a Fellow as a Chartered Geologist must be accompanied by a non-refundable application fee. Details of the amount of this fee shall be established by Council and published on the Society's web site.

## **5.5 Professional Report**

The application form (available from the Society's web site) includes space for the Applicant to present a Professional Report.

The requirements for the Professional Report are that:

- it shall demonstrate that the Applicant possesses the required competencies as defined in Section 4.4 of this Regulation;
- it shall summarise the Applicant's career development, training and experience in the profession and practice of geology that the applicant is claiming;
- it shall describe the tasks undertaken for each period of experience cited, including the level of responsibility of the Applicant and the name(s) of the supervisor(s). The report shall explain the ways in which such activities have contributed to the Applicant attaining the required competencies;
- it shall provide cross references to the supporting documents (see Section 5.6 of this Regulation) identifying specific examples within these documents that demonstrate that the Applicant has attained the required competencies;
- each period of experience shall be countersigned by a supervisor, employer or other appropriate person who has personal knowledge of the Applicant's work. The signatory is required to confirm, on the basis of personal knowledge, that the information provided by the applicant is a fair and reasonable description of the work undertaken and the Applicant's contribution; and
- it shall normally be 1,500 to 2,000 words in length, be concise, and be included in the appropriate section of the application form.

An inventory of work undertaken or curriculum vitae will not be accepted in lieu of a Professional Report.

Should there be a problem in acquiring countersignatures then this should be discussed with the Chartership Officer, or the Fellowship Office, in order to produce a resolution.

## **5.6 Competency Report**

Each Applicant, as part of their application, is required to complete a report form (provided with the application form) in which they outline how they meet the competencies listed in Section 4.4 above. The Society will provide guidance on the format for preparation of this report.

## **5.7 Supporting Documents**

### **General Requirements**

A Fellow applying for validation as a Chartered Geologist is required to submit a portfolio of selected supporting documents that have been prepared by the Applicant during the period of relevant experience cited on the application form. The supporting documents shall:

- demonstrate that the Applicant possesses the required competencies (See Section 4.4 of this Regulation);
- be indexed and cross referenced to the relevant sections of the Professional Report (see Section 5.5 of this Regulation);
- be written in English; and
- be submitted electronically in Microsoft Word, Excel and/or Adobe PDF format. (If any part(s) of the portfolio of supporting documents are not suitable for electronic submission, the Applicant shall contact the Fellowship Office in advance of the submission of the application for guidance. Any documents that it is agreed are to be submitted in hard copy shall be provided to the Society as three copies.)

Applicants shall ensure that the supporting documents are selected and presented in a form such that the Scrutineers appointed by the Society to evaluate the application can easily navigate through them and identify which parts are being used to demonstrate particular competencies. No more than six supporting documents should be submitted.

### **Contents of Portfolio of Supporting Documents**

The Applicant is responsible for determining the nature of the individual documents contained in the portfolio of supporting documents subject to the following general requirements and guidance.

The documents may include:

- reports;
- published papers;
- books;
- interpretative maps, plans and sections;
- geophysical interpretations;

- designs and relevant calculations;
- technical specifications;
- teaching syllabuses and examination papers; and
- other similar documents.

Documents prepared as part of the studies leading to the qualifying (undergraduate) degree or equivalent qualification (see Section 4.3 of this Regulation) are not admissible.

Applicants are encouraged to compile work diaries and/or log books during their period of postgraduation experience and to submit these as part of their supporting documents.

### **Certification of Supporting Documents**

Applicants shall ensure that all supporting documents are certified as having been prepared by the Applicant, as follows:

- each supporting document shall be countersigned by a person such as an employer, client or supervisor, to indicate that the document was prepared by the Applicant;
- any document that was not wholly prepared by the Applicant may be submitted as a supporting document provided that the contribution of the Applicant to its preparation is clearly identified and confirmed by the appropriate signatory;
- a signatory shall be personally familiar with the document that they are countersigning. Signatories shall normally be Chartered Members of a recognised professional body in the UK or an equivalent overseas body;
- documents that have been published externally, such as papers in a recognised scientific or technical journal, or a published book, do not need to be countersigned.

### **Confidentiality of Documents**

The Society undertakes to respect confidentiality of supporting documents. However, the Society recognises that some Fellows may be unable to submit an adequate portfolio of supporting documentation because of imposed restrictions of confidentiality or difficulties in obtaining appropriate signatories. In these circumstances, the Fellow should initially discuss the matter with the Chartership Officer in an attempt to overcome the problems. If the difficulty cannot be overcome, the Fellow will be required to satisfy the Society that he/she has obtained the necessary relevant experience for validation by, for example:

- a signed statement from an employer or client to indicate that documentation has been prepared by the Applicant but is confidential; and
- a statement from the Applicant explaining why documentation is not available.

### **5.8 Records of Continuing Professional Development**

Applicants are required to submit a minimum of their last year's CPD records as part of their application. The records should preferentially be recorded using the Society's on-line CPD scheme (see Regulation R/FP/13) though records on a company

scheme or other system are also acceptable. In all instances there should be; a) evidence of planning with aims and objectives; b) a statement of what was done/undertaken; c) an evaluation and reflection on whether or not objectives have been achieved; d) an indication on how the evaluation is to be used to plan CPD in subsequent years.

## **5.9 Sponsors**

The application of a Fellow for validation as a Chartered Geologist must be supported by two Sponsors who have current, first-hand knowledge of the professional standing and competencies of the Applicant preferably over the 3 years prior to the application.

The Sponsors shall normally both be Chartered Geologists and have been Chartered for at least three years. However, the Society may accept one of the two Sponsors as a Chartered Member of a recognised UK professional body or an equivalent overseas body. An Applicant shall obtain prior approval from the Society for a Sponsor who is not a Chartered Geologist by application to the Fellowship Office.

The Applicant shall provide each Sponsor with a copy of the completed application form (see Section 5.2 above) and a copy of the form "Sponsors' Statement" (available from the Society's web site). A Sponsor shall complete the Sponsor's Statement based upon their own personal, first-hand knowledge of the Applicant. Sponsors should provide as much information as appropriate to indicate their assessment of the Applicant's work, professional standing and reputation. The Applicant is responsible for submitting the completed application including the Sponsors' statements.

## **5.10 Applications by Fellows with more than 20 years' professional experience**

An application comprises the following:

- a completed application form;
- an accompanying application fee;
- a report of their career and experience with an indication as to how they satisfy the seven competencies for validation as a Chartered Geologist;
- sponsors' statements.

They will attend a Validation Interview to discuss:

- their report and how they satisfy the seven Chartership competencies;
- how they will help promote Chartership within their organisation and the promotion of professional standards across the geosciences;
- their attitude to and thoughts on CPD and training and career development for young geologists.

## **5.11 Suspension of Chartership**

Suspension of Chartership may occur under the following circumstances:

As a consequence of a complaint against the person concerned, which has been pursued in accordance with the Society's procedures and which has been upheld (Regulation R/FP/6).

As a consequence of failure to pay the dues demanded by the Society in accordance with R/FP/9.

A Chartered Geologist who has been suspended may apply for reinstatement in accordance with Section 5.12. Notification of suspension as a consequence of a successful complaint will include a statement of whether or not an application for reinstatement will be considered. The Society's Appeals Procedure (R/FP/5) is available to those who have been suspended.

### **5.12 Re-instatement of lapsed Chartered Geologists**

A Chartered Geologist whose title has been lapsed for less than three years due to failure to pay the annual fee or by being removed for whatever reason from the register of Chartered Geologists (R/FP/9) and who wishes to apply for revalidation shall complete a 'Request for Reinstatement' form (available from the Society's web site), submit CPD records for all years covering the lapsed period and pay a reapplication fee. The form will provide details of their relevant professional experience and continuing professional development during the lapsed period and will be reviewed by the Chartership Committee.

Where status has lapsed for more than three years, no re-instatement is allowed and a completely new application for Chartership status must be submitted and a full Professional Interview carried out.

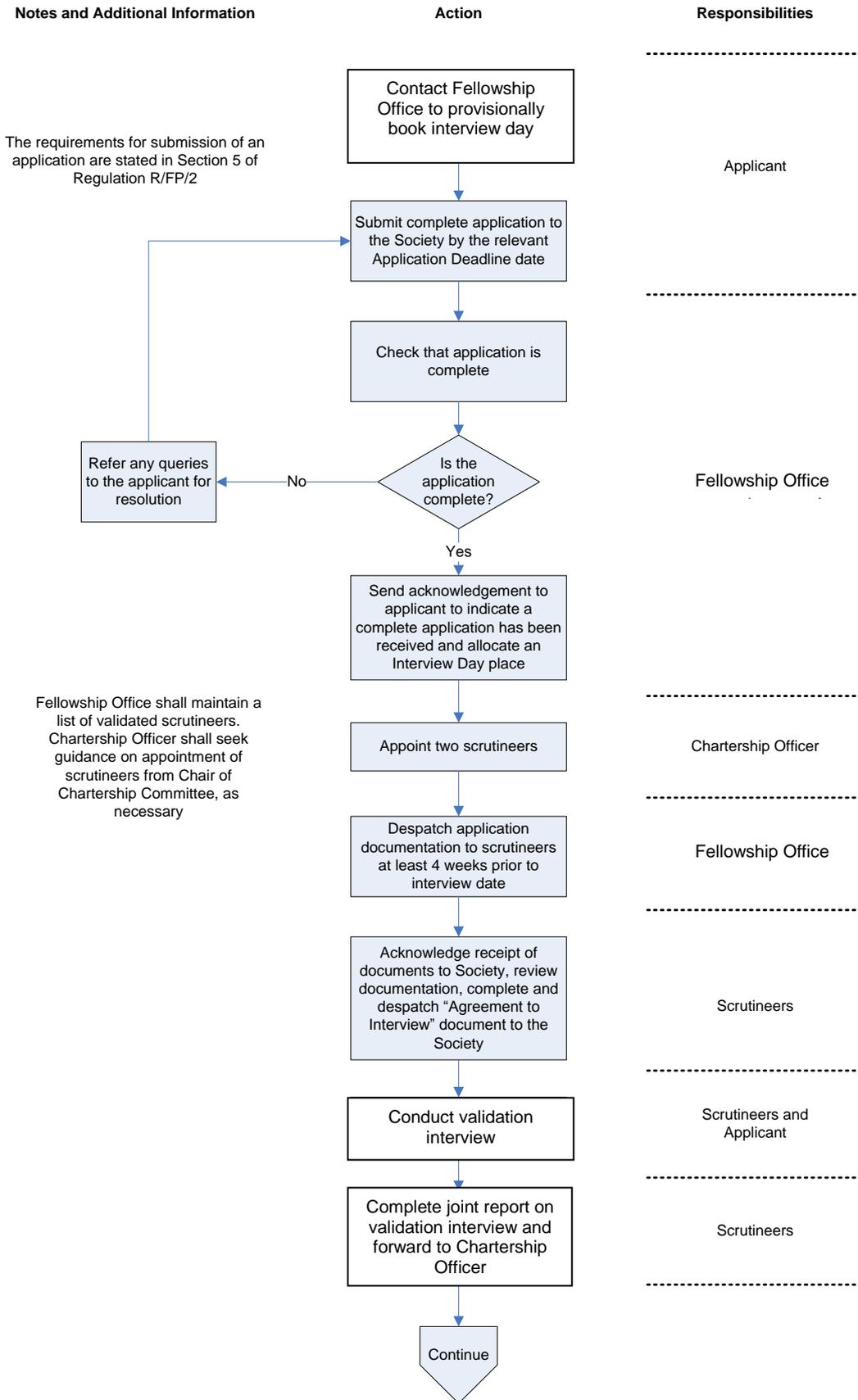
The designation FGS, which in the case of most applicants re-applying to become CGeol may also be lapsed (but upon which CGeol status depends), should be similarly reinstated at the closest possible OGM.

It should be noted that the re-application fee would not apply in instances where a Fellow has given prior notice to the Society of their intention to undertake any form of career break (maternity, ill health etc).

At the discretion of Council a former Chartered Geologist who has been removed from the Register under the Disciplinary Procedures (R/FP/6) may apply for revalidation subject to the process set out at R/FP/6 section 6.

In exceptional cases when a Chartered Geologist has let their Chartership lapse they may be readmitted on recommendation of the Executive Secretary, who shall have consulted the Chartership Officer, and subject to the approval of the Secretary for Professional Matters. All exceptions recommended for acceptance or refusal will be reported to the next meetings of the Chartership Committee and Professional Committee. The Professional Committee, Chartership Committee and Council may overturn and reverse any decision taken by the Professional Secretary and any fee if paid will be refunded and the applicant informed within 14 days of the Committee's or Council's decision.

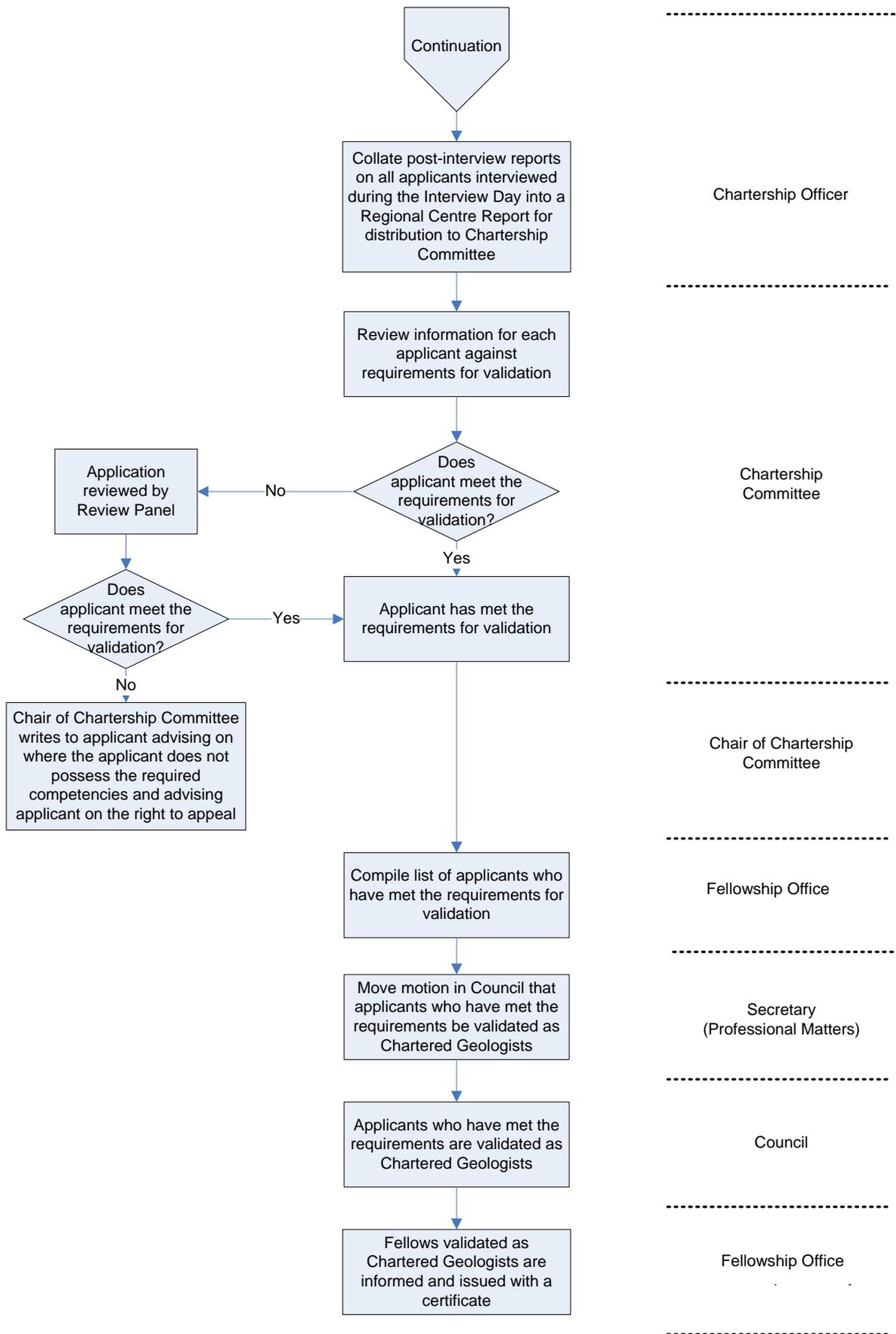
## 6 PROCEDURE (SEE ALSO ANNEX B)



**Notes and Additional Information**

**Action**

**Responsibilities**



The roles and responsibilities of the Chartership Officer, Chartership Committee, Chartership Audit Committee, Review Panels and Appeals Panel are defined in Annex A to this Regulation.

## **7 RECORDS**

The Fellowship Office is responsible for maintaining the following records:

- a list of Fellows who have applied for validation as Chartered Geologists and who meet the requirements as set out in these Regulations. This list is for presentation to Council who may approve the validation of the Fellows;
- a register of appropriately qualified Scrutineers from the list of Fellows who have been validated as Chartered Geologists. The register shall record the specialist discipline of the Scrutineers and where and when they have acted;
- a register of Fellows who are validated as Chartered Geologists.

## Supplementary Information Roles and Responsibilities

The Chartership Committee will be responsible for the execution of the Chartership application process supported by staff based in Burlington House. It will comprise a pool of CGeols and CScis who are experienced Scrutineers and will oversee applications for Chartership and will consider the recommendations from Scrutineers and Review panels following the Validation Interviews of the Applicants. It recommends to Council those Applicants who are considered to have fulfilled the criteria for election to Chartership.

Members of the Chartership Committee will serve for between 3 and 5 years. The Chair of the Chartership Committee will be a member of Council. The Chartership Officer, a staff position, will attend the Committee meetings, acting as the professional interface between the Committee and Applicants seeking Chartership. The Chartership Review Panel consists of a number of experienced Scrutineers who will be called upon from time to time to review defer recommendations. Members of Chartership Committee who are standing down will be invited to join the Chartership Review Panel. The duties of the Chartership Officer will include provision of professional advice to Applicants and to Scrutineers. This person will be a senior CGeol who has previous experience of acting as a Scrutineer and with experience in an organisation that employs geologists from different fields.

Scrutineers are nominated by the Chartership Officer, with advice from the Chairman of the Chartership Committee, from a list of CGeol (and CSci) volunteers maintained by the Fellowship Office. The Scrutineers review the applications assigned to them and, following the Validation Interview with the Applicant, pass their recommendation to the Chartership Committee via the Chartership Officer. Two members of the Chartership Review Panel, appointed by the Chairman of the Chartership Committee (in consultation with the Chartership Officer) will assess each application for CGeol not recommended for acceptance by the Scrutineers. They report to the Chartership Committee, through the Chartership Officer, to confirm or reject the assessment made by the Scrutineers.

The Chartership Audit Committee will comprise 3 senior CGeols (or CScis) and will be responsible to Council for the scrutiny of the Chartership process. It will review the outcome of each year's activity and report on positive outcomes as well as issues that might require the process to be revised. Members will serve for between 3 and 5 years.

The Appeals Panel will comprise three experienced and longstanding Chartered Fellows whose names appear on the Standing List (R/FP/5, section 4). This Panel will be independent of the day-to-day Chartership process and will be responsible directly to Council for recommending a decision where an Applicant has invoked the Appeals Process to appeal a recommendation made first by the Scrutineers and subsequently by the Chartership Review Panel that they be refused validation as a Chartered Geologist. Where a member of the Appeals Panel has a conflict of interest a replacement will be called from the Standing List

## Processing of Applications

The sequence of events followed in processing an application is summarised in a flow chart in Section 6.

Once an application has been received the office will check that it is complete, that all the required documents have been submitted, and that they have been properly signed where appropriate. An acknowledgement will then be sent to the Applicant with a confirmation of the date and venue of their Validation Interview.

The Chartership Officer will select two Scrutineers to assess the application and interview the Applicant. At least one Scrutineer will be an expert in the same field of geosciences as the Applicant.

Once selected, the Scrutineers will be sent the application documents by the office. Requests for clarification from the Applicant can be made by the Scrutineers, and should be addressed through the office or through the Chartership Officer. The Scrutineers should review the applications independently of each other and each should complete a pre-interview report and submit it to the office in advance of the interview day.

The Validation Interview will normally take a maximum of two hours. The Applicant will be required to make a short presentation, following which the Scrutineers will ask such questions as they deem necessary to satisfy themselves of the level of competence of the Applicant under each of the criteria.

Immediately following the interview the Scrutineers will complete a joint report to record their judgment and detailed feedback under each of the criteria assessed. If Scrutineers cannot agree on a point their separate opinions should be recorded. This post-interview report should be submitted to the Chartership Officer who will review it to determine whether the Applicant has met the requirements for validation. Successful applications will be ratified by the Chartership Committee and then proposed to the next meeting of Council for election. The new CGeols (CScis) will be informed immediately following the Council meeting, and will be issued with a certificate signed by the President and the Chairman of the Chartership Committee.

Should the Applicant have failed to demonstrate competence under one or more of the criteria their application together with the post-interview report will be referred for review by two members of the Chartership Review Panel who have expertise relevant to the specialism of the Applicant. The reviewers should make their own assessment of the Applicant's written submission, and will scrutinise the post-interview report to ensure that the decision of the Scrutineers is consistent with the written application, and will satisfy themselves that, from the information available, there are no reasonable grounds to suggest that different Scrutineers would have arrived at a different decision. The reviewers will report to the Chartership Committee through the Chartership Officer, and may choose to uphold the recommendations made by the Scrutineers, or may suggest an alternative course of action. Where the assessments of the reviewers agree with those of the Scrutineers the Chairman of the Chartership Committee will write to unsuccessful Applicants advising where they have failed to demonstrate the required competencies, and providing constructive feedback on the application to assist the candidate in any further reapplication. Unsuccessful candidates will also be advised of their right to appeal the decision under regulation R/FP/5.