



REPORT TO COUNCIL

Meeting Date: Friday 29 March 2019

Subject: Membership Policy – Post-nominals (designatory letters)

Report by: Karin Knedler, Manager Advocacy and Policy

SUMMARY

- 1 This paper addresses whether, following the introduction of a trading name (Survey and Spatial New Zealand), changes are required to post-nominals (designatory letters):
 - (a) for Associate and Voting Members (currently ANZIS and MNZIS) and
 - (b) Fellows (currently FNZIS).
- 2 Two options are presented:
 - (a) to retain the current post-nominals to reflect the legal name or
 - (b) to change post-nominals to reflect the trading name in which case further options are presented for selection and decision.
- 3 Post-nominals for Honorary Members and Fellows are not currently specified and should be considered and included for consistency.
- 4 Consideration of any changes to post-nominals for Overseas Members to reflect overseas status is premature pending a review of that category of membership to address the concerns of the Hong Kong Branch.

BACKGROUND

- 5 The Rules of the New Zealand Institute of Surveyors trading as Survey and Spatial New Zealand (registered in February 2019) provide for:

6.1 The categories of Membership are as defined by the Council and must be defined in the policy and made readily available on Survey and Spatial's website.
- 6 Paragraph 3.4 of the Membership Policy Statement states that the designatory letters of Associate Members shall be ANZIS and paragraph 4.3 states that the designatory letters of a Voting Member shall be MNZIS.

- 7 Overseas Members can use MNZIS or ANZIS depending on their eligibility (see Table appended to Membership Policy Statement).
- 8 The Rules regarding the pinnacle award of Survey and Spatial New Zealand, i.e. Fellowship state:
- 14.2b Fellows receive such benefits as may be determined by Survey and Spatial New Zealand policy.*
- 9 There appears to be no policy relating to designatory letters for Fellows or Honorary Members. Prior to the 2013 Rule changes, the Rules provided for designatory letters for an Honorary Member to be HonMNZIS (Rule 4.6.4) and for a Fellow to be FNZIS (Rule 4.5.4).
- 10 With the introduction of *Surveying and Spatial New Zealand* as the trading name of the New Zealand Institute of Surveyors, a decision is required whether to retain the designatory letters that reflect the legal name or change them to reflect the trading name. This was not addressed as part of the rebranding following the introduction of a trading name and a decision would be helpful to members, particularly when they order new stationery and business cards and update their web presence.
- 11 Overseas Members and the Hong Kong Branch, in particular, have raised a number of issues including the introduction of a different set of post-nominals for that membership category. Post-nominals will be a matter when issues with the Overseas Member category are addressed and options developed for Council consideration and decision.

OPTIONS

Retain current post nominals

- 12 The first decision that is required is whether to retain the current post-nominals that reflect the legal name and amend the Membership Policy Statement to also include post-nominals for Fellows and Honorary Members that are currently not provided for. The advantages and disadvantages are set out in the Table 1:

Table 1: Advantages and disadvantages of retaining or changing post-nominals

RETAIN CURRENT POST-NOMINALS	ADVANTAGES	DISADVANTAGES
	Familiarity, including local government and courts, especially in relation to expert witness evidence	No connection to rebranding (which does not mention legal name)
	Short post-nominals	Increasing disconnection with passage of time
	Does not require as many changes to the Membership Policy Statement as the option below	Resulting confusion with passage of time and loss of corporate memory
		Does not explicitly cover spatial
		May not be valued by a broader membership
		Requires change to Membership Policy Statement to include post-nominals for Fellows and Honorary Members

Table 1 *continued*

CHANGE POST-NOMINALS	ADVANTAGES	DISADVANTAGES
	Opportunity for consistent rebranding thus avoiding confusion	One-time cost to members and businesses to update stationery, business cards and websites
	Opportunity to future-proof by covering spatial	May take some time getting used to
	Consistent look and feel with earlier rebranding	Requires more changes to the Membership Policy Statement than the option above
	More inclusive (for spatial)	Challenge to avoid clumsiness or long post-nominals

Change post nominals

- 13 If a decision is taken to change the post-nominals, then a number of options are available. These are set out in Table 2. As a matter of principle, whichever is chosen should reflect the rebranding and be consistently applied for each category of membership or honour.

Table 2: Post-nominal options

OPTION	MEMBER	ASSOCIATE MEMBER	HONORARY MEMBER	FELLOW
1	MS+SNZ	AS+SNZ	HonS+SNZ	FS+SNZ
2	MSaSNZ	ASaSNZ	HonSaSNZ	FSaSNZ
3	MSandSNZ	ASandSNZ	HonSandSNZ	FSandSNZ
4	MSurveySpatialINZ	ASurveySpatialINZ	HonSurveySpatialINZ	FSurveySpatialINZ

- 14 The above table is not exhaustive. Post-nominals with “&” (e.g. MS&SNZ) are not included as a decision had been made earlier to exclude the ampersand. Concatenated “SS” is also not included for obvious reasons.

CONSULTATION

- 15 Consultation was undertaken on the introduction and wording of a trading name. Council will need to determine whether it will consult, and to what extent, on the post-nominals.
- 16 As a consequential action arising from the introduction of a trading name, full consultation is probably not justified on the post-nominals. However, an inclusive action could be to advise the membership and provide one week for feedback before finalisation of the post-nominals.

RECOMMENDATIONS

- 17 It is recommended that Council:
- 17.1 **note** that post-nominals were not considered at the time of the rebrand following the introduction of a trading name

- 17.2 **note** that since the 2013 Rule changes:
- (a) post-nominals for Members and Associate Members have been included in the Membership Policy Statement
 - (b) neither the Membership Policy Statement nor any other policy addresses post-nominals for Honorary Members or Fellows
- 17.3 **decide** whether to:
- (a) retain the current “NZIS” post-nominals and similarly accommodate Honorary Members or Fellows
OR
 - (b) adopt a new consistent set of post-nominals for Members, Associate Members, Honorary Members and Fellows
- 17.4 **decide**, if option 17.3(b) above is chosen, what post-nominal option is to be used for Members, Associate Members, Honorary Members and Fellows
- 17.5 **agree** that Council’s decision be communicated to the membership and that one week be provided for feedback from members before finalisation of the post-nominals
- 17.6 **agree** that this paper be made available to members as part of the communication process seeking feedback from members
- 17.7 **agree** that, following finalisation of the post-nominals, the Membership Policy Statement be amended accordingly
- 17.8 **note** that membership matters relating to the Overseas Member category raised by the Hong Kong Branch have yet to be resolved.