



I've always felt recognition of the scientists in the water industry has been missing

For almost 10 years I've been involved with professional registration and the Institute of Water. When I joined Thames Water it became clear that internally, as well as externally, there wasn't an understanding of the diversity of scientists and how important they are to a water company – and the supplying of safe drinking water. Alongside our team of lab-based 100+ biologists and chemists, we have field and regulatory scientists applying science to real-life situations. Professional registration allows us to recognise them for their skills and talent.

Becoming an Employer Champion really helps with recognising Thames Water's approach to the development of its scientists

Staff can seek registration through all three awards offered by the Science Council: Registered Science Technician, Chartered Scientist, and Registered Scientist. The Drinking Water Inspectorate – the Government regulator for drinking water quality – is very supportive of water companies working alongside the Science Council and Licensed Bodies. The professional registration awards provide recognition of the quality of the science community, and gives our people opportunities to network with scientists outside of the water industry.

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Employer Champion status really helps recognise Thames Water's development of its scientists.

Claire Pollard CSci



Science Council
**Employer
Champion**

Investing in talent

Case study: Thames Water

Claire Pollard CSci

Water Quality Strategy and Assurance Manager

The Employer Champion Programme

The Employer Champion Award is given to those employers who show commitment and dedication to enabling staff to grow their career and showcase their skills and competence through professional registration.

Professional Registration with the Science Council provides independent recognition for the skills and competence being maintained by scientists and science technicians. It also demonstrates a commitment to integrity, regard for public interest and a responsibility for others.

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Definitely go for Employer Champion status. It's an excellent opportunity to demonstrate the quality of your scientific staff.

Claire Pollard CSci

We're developing a 'licence to science' approach

Our 'license to science' approach includes funding all the scientists in our drinking water and support teams to attain professional registration with a Science Council-endorsed licensing body of their choice. There is a gap with a number of our scientists who operate at a Chartered level. However, there is recognition that their colleagues in the lab already have professional registration — and so are excited that we're supporting them to become registered too.

I see professional registration expanding at Thames Water

We plan to focus on professional registration as part of career progression, as well as promote it as an ethos. Our Science Graduate scheme recruits six recent graduates each year into the scientific team. As part of a two-year programme they're expected to work towards professional registration. The importance of continuing professional development and professional registration will set them up for the rest of their scientific careers – in Thames Water and beyond.

Thinking of applying for Employer Champion status? Go for it

It's an excellent opportunity to demonstrate the calibre of your scientific staff. Plus, it motivates the scientists already in post because they see you're investing in their development. It's a win: win, and the Science Council are very supportive.

Become an Employer Champion

Get in touch with us today to discuss how to support your staff through professional registration.

Jane Banks

j.banks@sciencecouncil.org

020 3434 2020

Ever wondered how your staff see themselves?

Take our '10 Types of Scientist' quiz today and find out your key strengths at sciencecouncil.org/10-types

