



Dr Campbell Gemmell
Chief Executive
Scottish Environment Protection Agency
Erskin Court
Castle Business Park
Stirling
FK9 4TR

18th August 2010

Dear Dr. Campbell Gemmell,

Continuing Professional Development

The Institution of Environmental Sciences (IES) is charitable organisation which promotes and raises public awareness of environmental science by supporting professional scientists and academics working in this crucial arena. The Institution aims to be involved in many aspects of environmental science, including promoting high professional standards, competencies and ethics for environmental professionals.

The IES enables its members to demonstrate their ability and commitment to providing high-quality service through Continuing Professional Development (CPD). The aim of CPD is to augment the professional's ability in the workplace through improving their professional performance. At the beginning of 2010 there were 76 employees of the Scottish Environment Protection Agency (SEPA) who were doing this through their membership of the IES. When SEPA ceased the Individual Learning Account, which allowed £150 per employee for their professional development, this was therefore a cause for concern for us.

The IES would encourage SEPA to continue to support employee membership of professional bodies as a cost-effective means of continuing employee development. Staff membership of professional bodies is often difficult without financial support from employers. Doing so demonstrates SEPA's commitment to quality assurance in your staff, despite the economic difficulties at this current time. We would therefore invite you to maintain your support of employee professional development.

Yours sincerely,

Mark Everard
Chair
Institution of Environmental Sciences