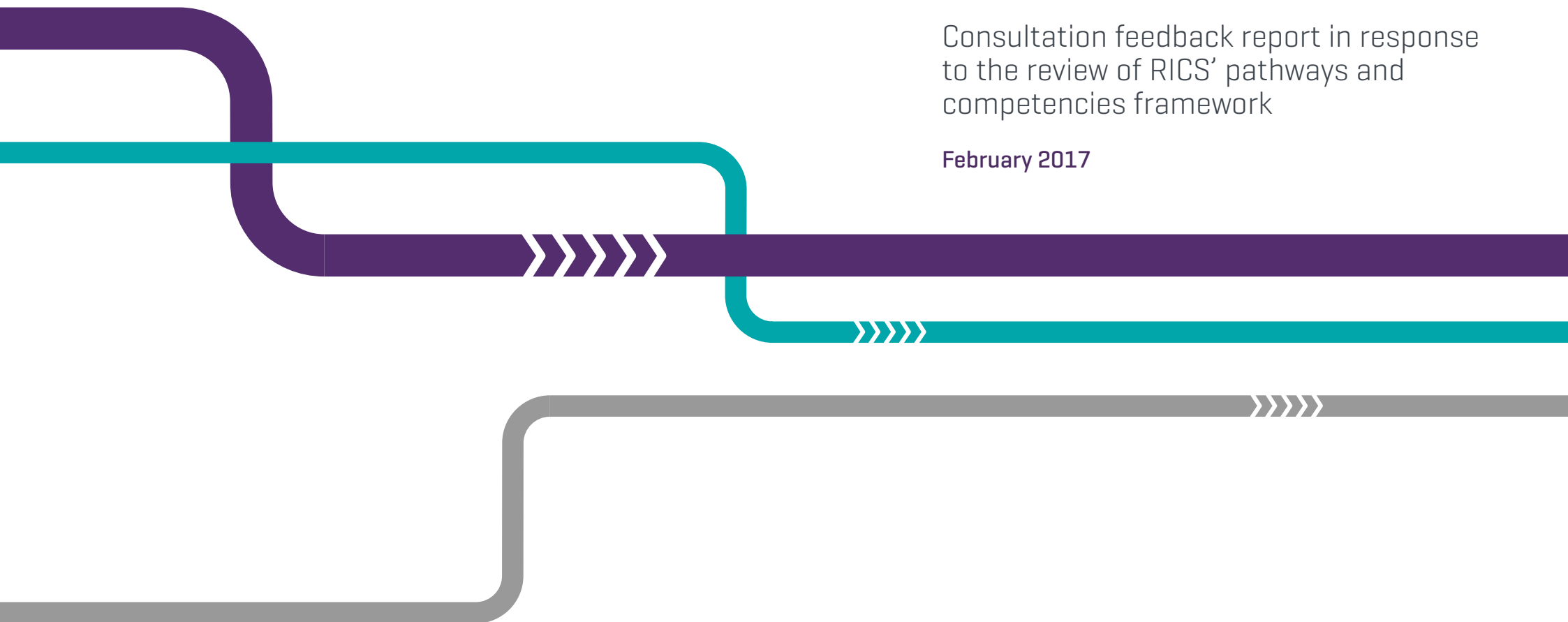




# Shaping the professionals of the future

Consultation feedback report in response  
to the review of RICS' pathways and  
competencies framework

February 2017



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# Background

RICS' pathways and competencies framework defines the knowledge, skills, experience and competence required to become a Chartered Surveyor.

The current framework launched in 2006. There are 20<sup>1</sup> pathways across the three 'clusters' of land, property and construction.

Each pathway contains a different combination of 'core' and 'optional' competencies across three defined levels;

Level 1 - Knowledge and understanding

Level 2 - Application of knowledge and understanding

Level 3 - Reasoned advice and depth of technical knowledge

There are a total of 111 competencies, including 10 'mandatory' competencies which all candidates must demonstrate.

There is a wide choice of technical competency options between pathways, ranging between 10 and 29 competencies.



<sup>1</sup>Research is also a pathway. A specialist area, the competencies in the Research pathway and areas of knowledge and practice belong to the pathway the research is based on.

## Review

We have conducted a review of the framework to ensure it is globally relevant and represents contemporary practice.

In October 2015, after consultation on a range of options, the following programme of work was agreed by the RICS Knowledge Board<sup>2</sup>;

- In recognition of the robust nature of the framework, the current 20 pathways will be retained, subject to a pathway-by-pathway review of content.
- The creation of new competencies for emerging areas.
- Duplication and overlap in existing competencies to be removed.
- Pathways should have greater flexibility of choice for candidates.
- While there is no 'one size fits all' model, the number and the level of competencies should be broadly consistent between pathways.
- Further refinement of the competencies and each competency statement is needed to ensure focus on competencies with a) clear scope to assess, avoiding the use of generic or abstract terms such as 'to be aware of' and b) essential/desirable attributes or behaviours separated out from the competency descriptor.

- The development of three new pathways for the broader areas of Built Environment, Land and Resources, and Real Estate.

The outcomes recognise the diverse nature of the profession and the different skills required for each discipline while aligning the framework with the RICS Futures Report<sup>3</sup>, specifically the changing role of the surveying profession.

The project team worked initially with each RICS Professional Group<sup>4</sup> to carry out the pathway-by-pathway content review. Each RICS Professional Group was asked to consider the following questions;

- a) Where there is any duplication and overlap, can competencies be combined?
- b) Where competency descriptions should be modernised?
- c) Where new competency areas should be added?
- d) Is the competency outcome appropriately defined so as to remove any ambiguity from the final assessment interview?
- e) If the option to choose from the full list of competencies does not apply to the pathway, can it be introduced?
- f) Is the number of competencies and the level of competency requirements still appropriate in comparison to other pathways?

The feedback from each Professional Group, as well as other stakeholders, helped to inform the consultation documents. As many competencies sit across different pathways and 'clusters', this naturally led to differing viewpoints in some cases, highlighted throughout this report.

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<sup>2</sup>The RICS Knowledge Board is responsible for enabling the setting of International Standards for the benefit of the industry, setting and maintaining clear admission criteria and assessment methods for determining membership of RICS, and for helping practicing members to attain and maintain professional excellence so they can lead and compete in the global market place.

<sup>3</sup>RICS' Futures Report can be accessed at; <http://www.rics.org/uk/about-rics/responsible-business/rics-futures>

<sup>4</sup>RICS Professional Groups provide technical advice across RICS.

## Executive summary

- There will be a second-stage consultation in 2017 with a view to implementing changes in early 2018.
- The Exposure Draft of the requirements and competencies guide and the proposed competency matrix will be updated to reflect the feedback received. Both documents will be re-issued alongside the updated pathway guides as part of the second-stage consultation.
- Prior to the second-stage consultation there will be industry wide engagement on the development of the new pathway guides.
- Pathway guides will be developed for the new pathways of Land and Resources and Corporate Real Estate.
- The option to choose a limited number of competencies from the full list of technical competencies should be added to all pathways where this option is not currently present.
- New competencies proposed for property technology ['Prop Tech'] should be further developed.
- The 'Inclusive design' competency should be added to the competency framework.
- The Research pathway should be retained with consideration to developing a Research specific pathway guide for candidates.
- Terminology [e.g. 'core', 'optional' and 'mandatory' competencies] should remain unchanged. New guidance must be produced to clearly articulate the competency requirements, including how Chartered Alternative Designations [CADs] can be achieved.

**Action:** All changes will be part of the second-stage consultation in 2017.

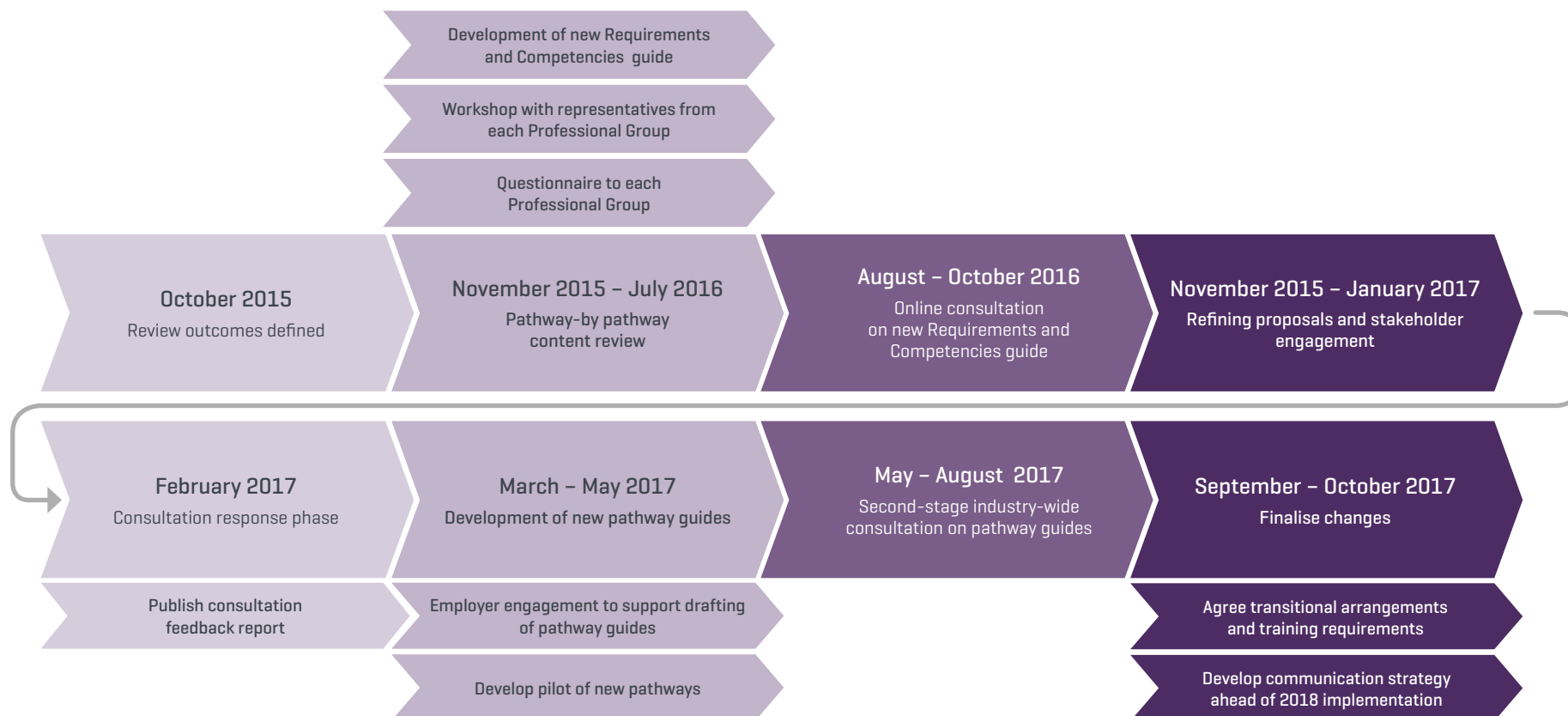
# Timeline

Changes relating to education and qualification standards are made in January and July every year.

2018. There will be carefully worked through transitional arrangements for all candidates already enrolled.

The initial date for delivering the outcomes of the review was July 2017. Some changes may be included in July this year, but the majority will now take place in early

The table below gives an overview of the work completed to date and the next steps until January 2018.



## Consultation approach

The consultation ran for 10 weeks from 17 August to 31 October 2016 through RICS' online iConsult platform. This report shares the outcomes of the consultation.

Respondents were asked to review the following documents;

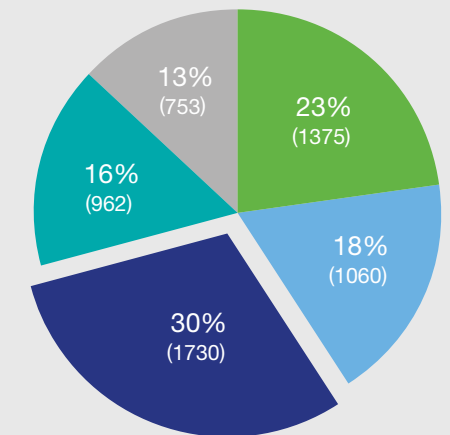
- Briefing note.
- Exposure Draft of the new requirements and competencies guide [the design and layout of the guide was not reflective of the final version].
- Summary of proposed changes.
- Proposed technical competency matrix.
- FAQs.

The briefing note and the FAQs were the two shortest documents and gave a good sense of the work underway; the others contained a significant amount of detail.

The consultation concluded with a questionnaire of 14 questions/statements. The majority of questions included a free text response. For ease of reference, this report focusses on the main findings.

The Exposure Draft of the new requirements and competencies guide included a descriptor for each competency. These were intended to be high level – the context and Level 1, 2 and 3 examples for each area of practice will be included in each individual pathway guide, which are to be developed.

Figure 1 – document download figures, total number in parenthesis



- Briefing document
- Requirements and competencies guide
- Summary of proposed changes
- Matrix of proposed competencies
- FAQs

## Who responded?

We received a total of 172 responses through the iConsult questionnaire prior to the deadline, the second highest number to an RICS consultation in 2016. Some responses were collective [e.g. from employers] rather than individuals.

In addition, feedback was received separately from RICS' Professional Group Boards and Working Groups, Education Standards Boards, and Regional Training Advisors. We also received external feedback from the Property Training Forum, Surveying Apprenticeships

Trailblazer Employer Working Group, and the UK's Built Environment Professional Education (BEPE) project.

All views have been taken into account, though only the iConsult responses appear in the quantitative analysis in this report.

Figure 2 – Responses by region

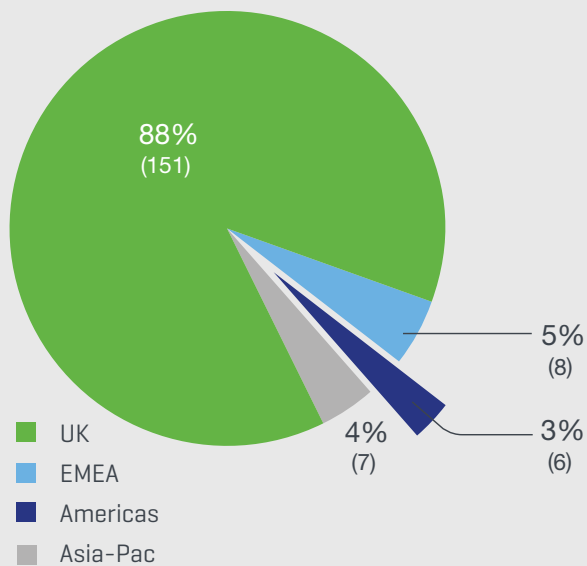
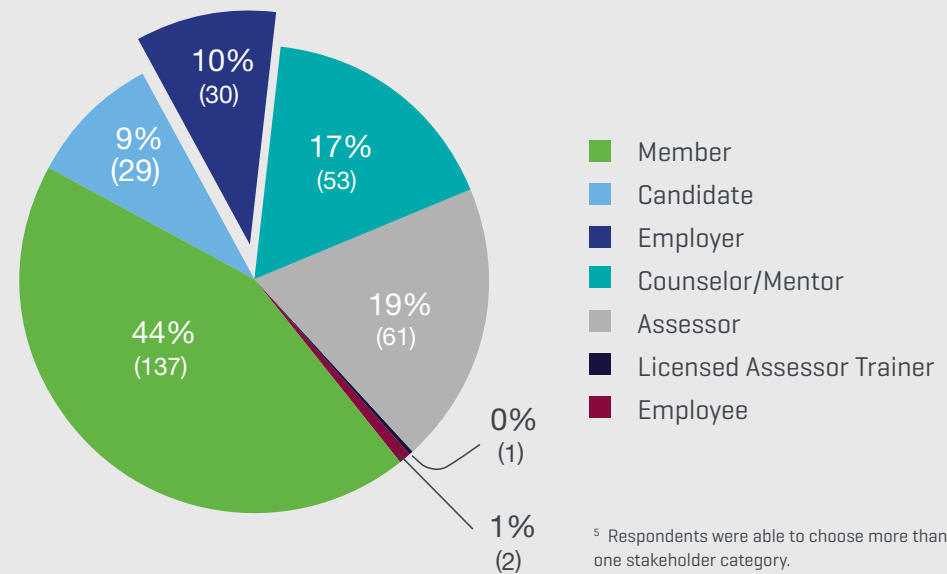


Figure 3 – Responses by stakeholder group<sup>5</sup>



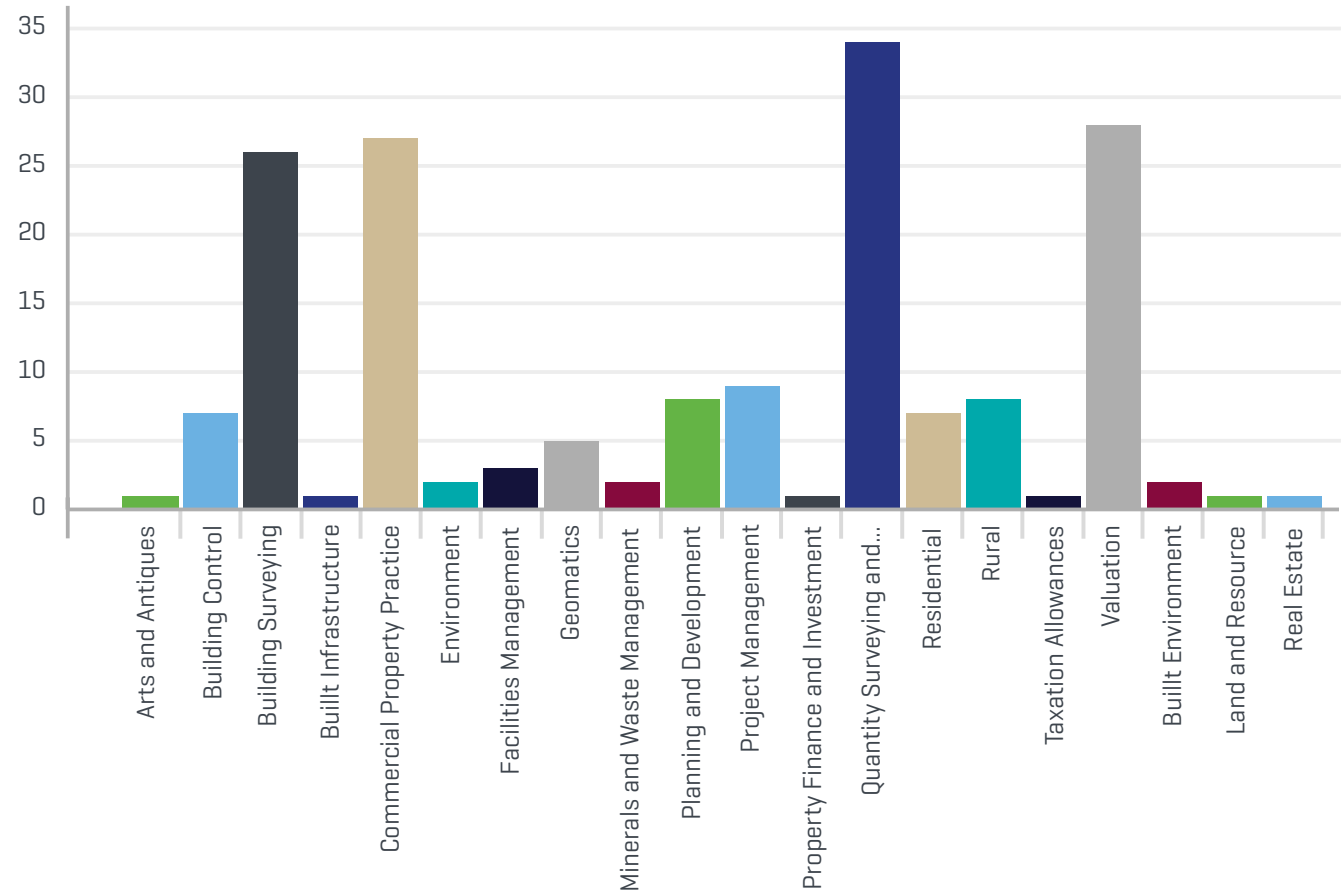
<sup>5</sup> Respondents were able to choose more than one stakeholder category.



Figure 4 – Responses by pathway

Seven pathways received the majority of responses, largely reflecting assessment enrolments by pathway;

- Quantity Surveying and Construction [20%]
- Valuation [16%]
- Commercial Property Practice [16%]
- Building Surveying [15%]
- Project Management [5%]
- Rural [5%]
- Planning and Development [5%]
- Pathways not shown in chart received no responses through iConsult



## Terminology

Prior to the consultation, feedback from candidates and assessors suggested the framework terminology was not clear or easily understood, especially outside of world regions where the framework is not well established.

The Exposure Draft of the requirements and competencies guide included proposed changes to some terms;

Current	Proposed changed	Description
Mandatory competency	Professional competency	The personal, interpersonal, professional practice and business skills common to all pathways and mandatory for all candidates
Technical core competency	Technical primary competency	The primary skills of the chosen pathway
Technical optional competency	Technical elective competency	Selected as additional skill requirements for the chosen pathway from a list of competencies relevant to the area of practice

Many respondents, using the free text option or submitting responses outside of the questionnaire, felt these proposed changes are unnecessary and could result in replacing an established set of terms with new references, potentially causing further confusion, especially during the period of transition to the new framework.

Feedback noted the term 'mandatory' ensures candidates are clear on what competencies are required irrespective of pathway and all competencies are, in fact, 'professional'.

For the purposes of this report, we will refer only to the existing terms – mandatory, core and optional.

**Action:** There was a clear steer to retain the current terminology, though improvements can be made to the existing glossary of terms and to the layout of guidance.

## Competency selection

One of the outcomes of the review is to provide candidates with a more flexible approach to their competency selection.

This can be achieved by expanding on an existing principle within 11 of the 20 pathways, which allows candidates to choose a limited number of competencies (varying between one and three) from the full list of technical competencies.

In the stakeholder engagement we have undertaken, the introduction of this principle to other pathways is well supported, though consideration does need to be given to the number of competencies and to which competency level this will apply.

**Action:** Introduce the flexible choice option to all pathways.

## Chartered Alternative Designations

All candidates who qualify as MRICS are eligible to use the Chartered Surveyor designation. Some pathways also allow candidates to achieve an additional Chartered Alternative Designation [CAD]<sup>6</sup>.

These designations were listed in the Exposure Draft alongside each corresponding pathway, which did lead to some confusion as to how a CAD is achieved. Clearer guidance must be produced to illustrate where CADs are relevant to a pathway and how each CAD can be achieved.

**Action:** Produce clearer guidance for how and when a CAD is applicable.

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<sup>6</sup>The full list of Chartered Alternative Designations is online at; <http://www.rics.org/uk/about-rics/professional-groups/specialist-qualifications>

Figure 5 – The competencies for your selected pathway(s) reflect normal practice in your country

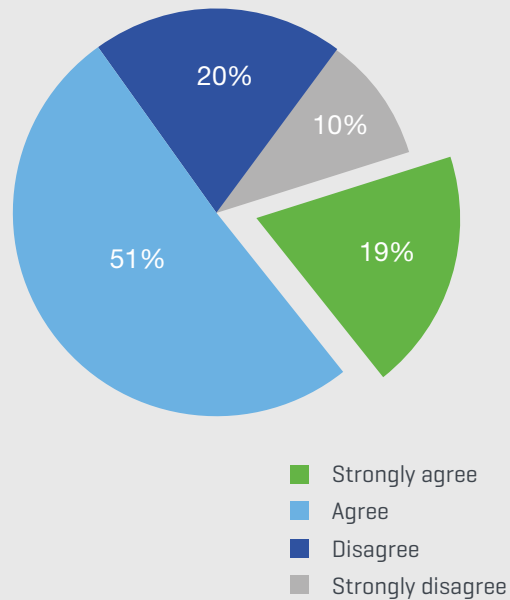
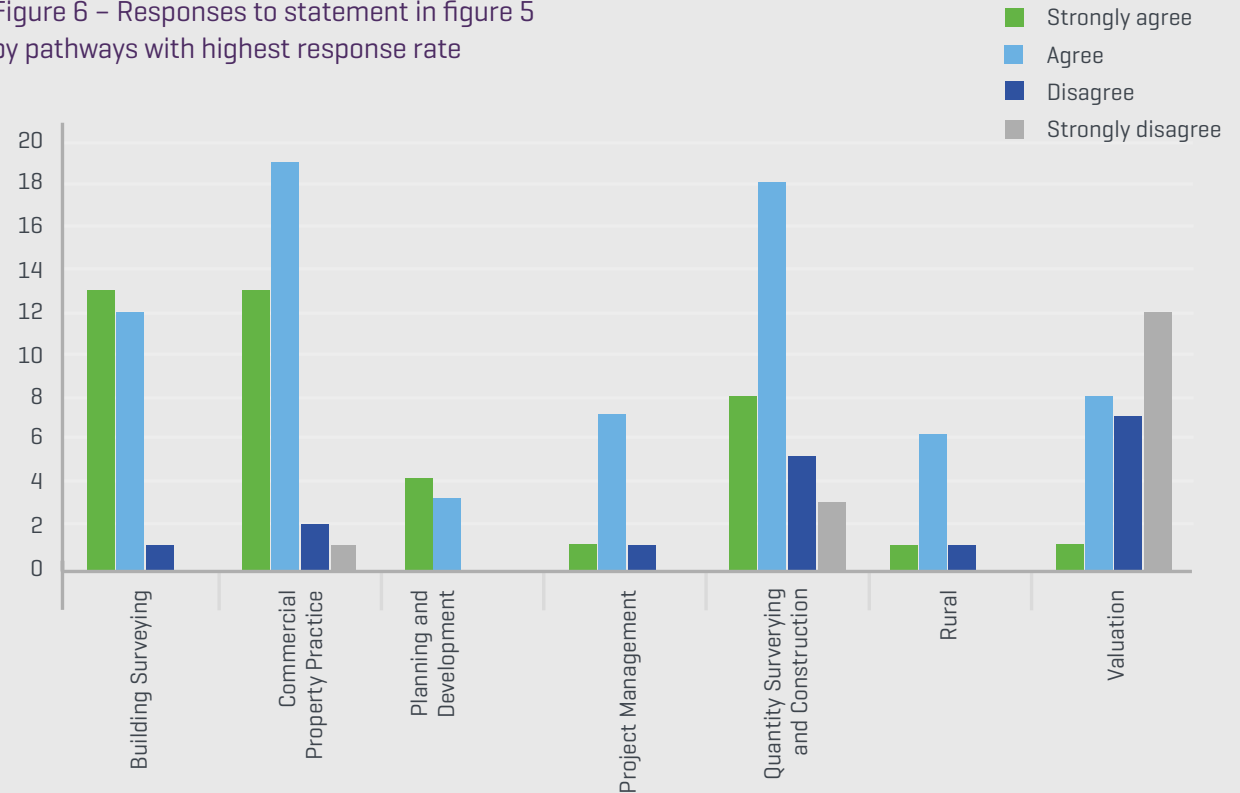


Figure 6 – Responses to statement in figure 5 by pathways with highest response rate



Respondents noted it is difficult to fully comment without the individual pathway guides which set out the competencies within the context of the area of practice.

Whilst it is understood that the competencies were purposefully presented in a generic manner so that they can be applied to different areas of practice and geographical locations this ambiguity has the potential to create confusion. Individual pathway guides are needed to provide further clarity.

The majority of respondents who disagreed or strongly disagreed noted this was because of specific changes to certain competencies.

For the Quantity Surveying and Construction pathway, there was disagreement around merging the 'Contract administration' and 'Contract practice'.

For the Valuation pathway, the main area of concern was proposed changes to the taxation related competencies. These concerns were reflected in figures 7 through 10 .

Figure 7 – Your selected pathway[s] accurately reflects the competencies required of a Chartered Surveyor at the point of qualification

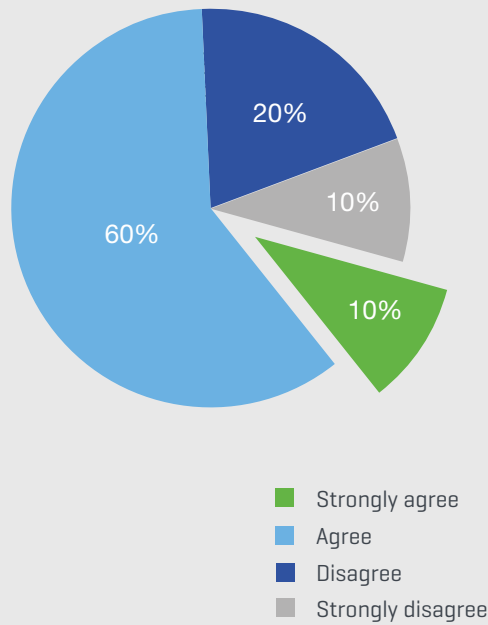


Figure 8 – Responses to statement in figure 7 by pathways with highest response rate

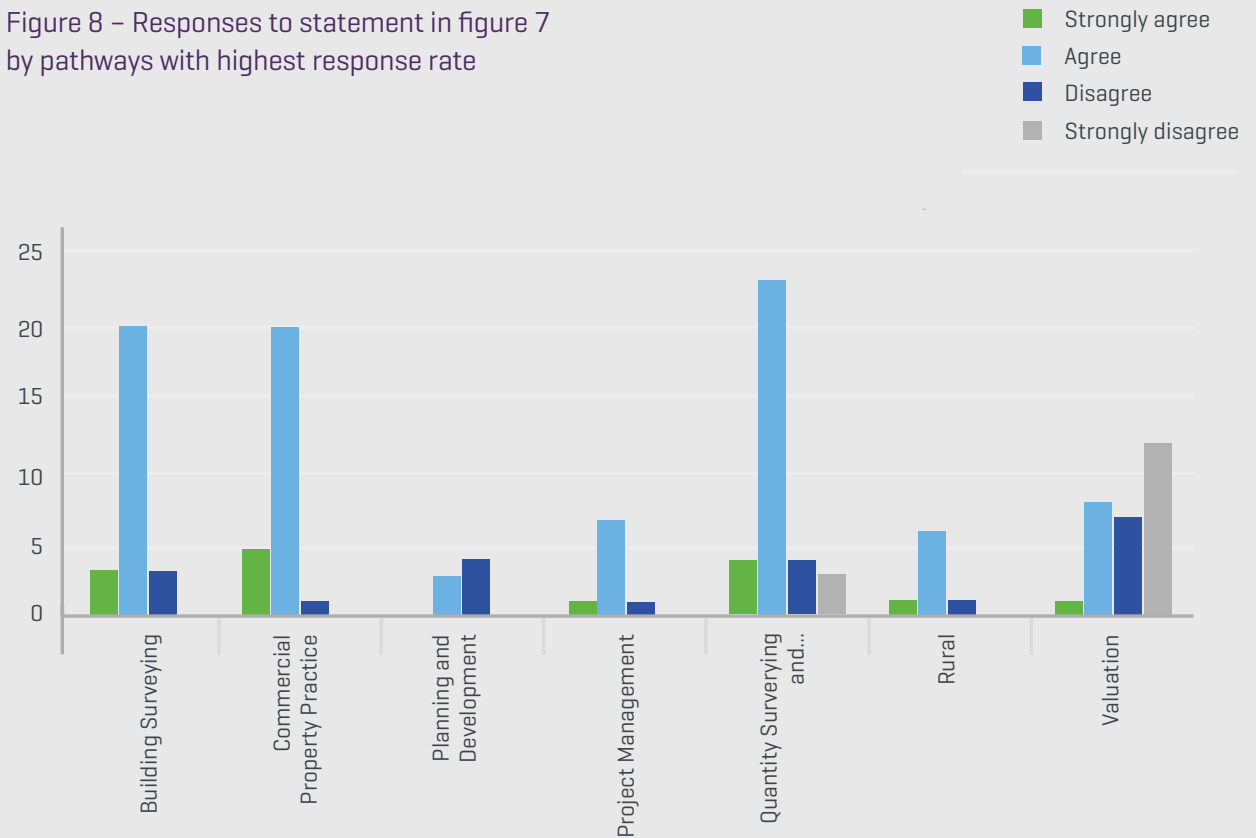


Figure 9 – The pathways and competencies described will provide an effective basis for assessing the competencies needed for a Chartered Surveyor

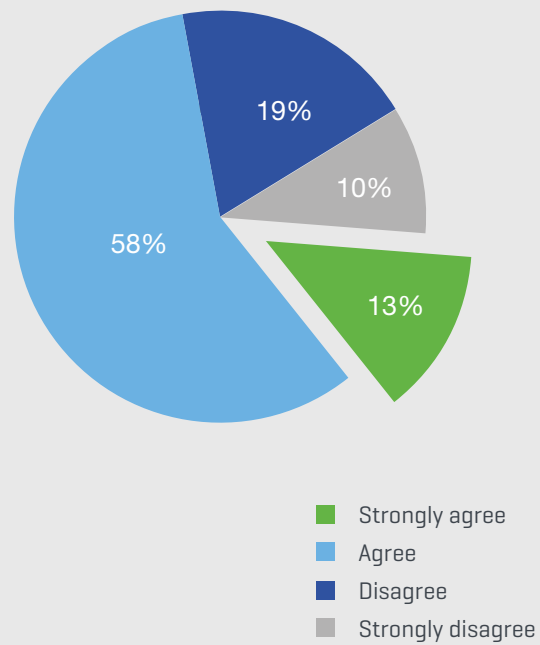
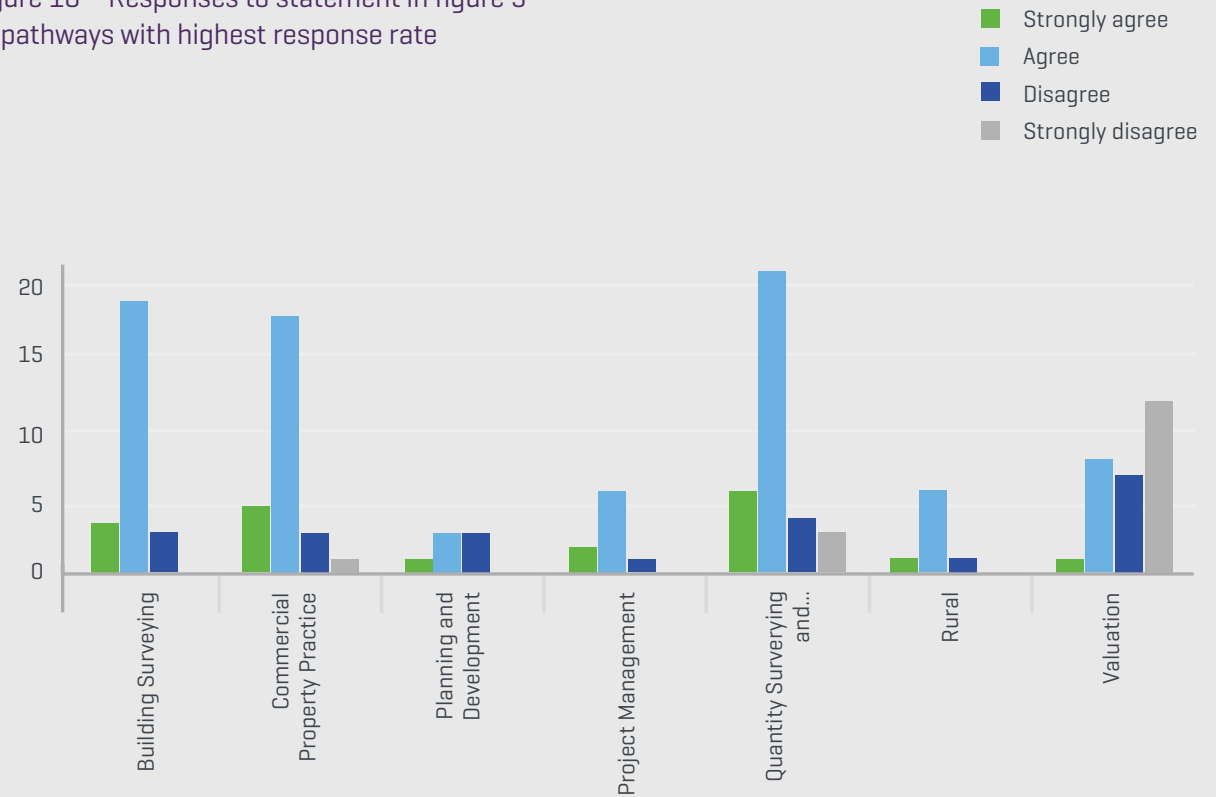


Figure 10 – Responses to statement in figure 9 by pathways with highest response rate

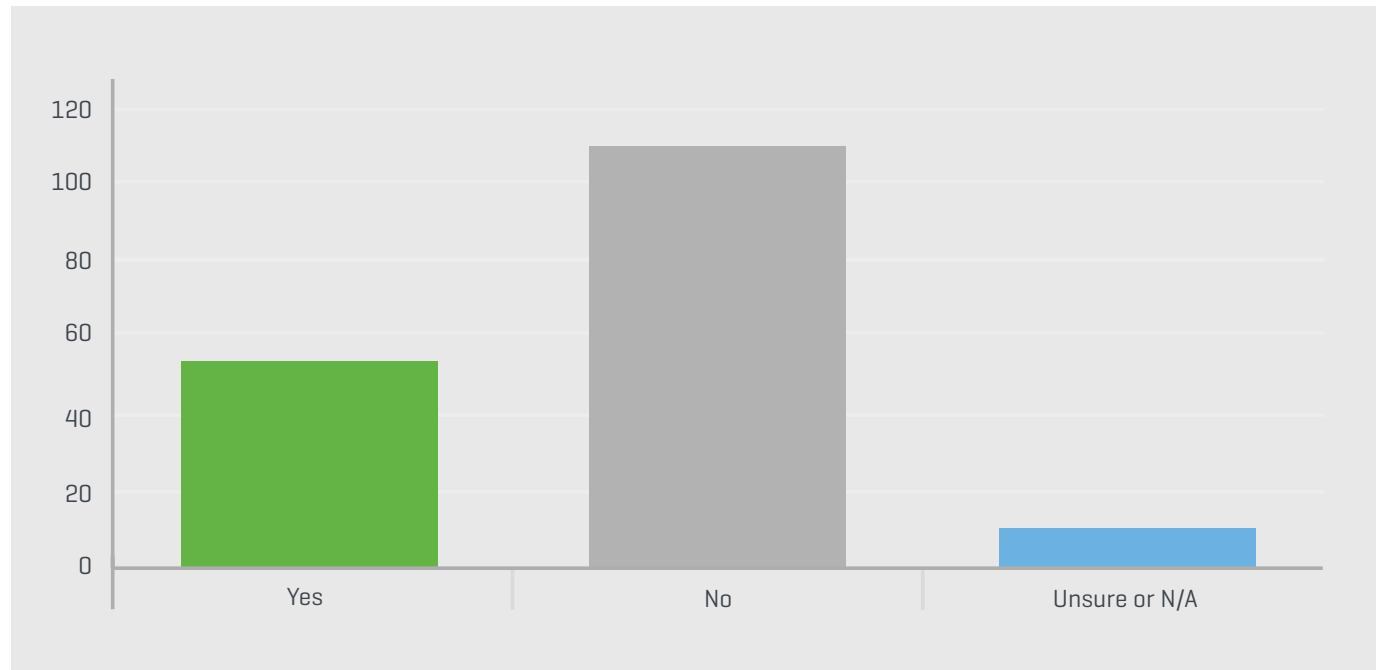


**Action:** Please refer to page 24 for a competency-by-competency overview of proposed changes and actions.

Figure 11 – Are there any other ‘soft skills’ which do not appear in the list of mandatory competencies, which all RICS professionals must be able to demonstrate?

While 31% of responses suggested additional soft skills are needed, the topics put forward were, in the main, already included in the mandatory competencies proposed.

The examples given included client/relationship management, communication and negotiation, emotional intelligence, innovation, IT skills, time-management, and well-being.



**Action:** Please refer to page 24 for a competency-by-competency overview of proposed changes and actions.

## 'Inclusive design' competency

A new competency – 'Inclusive design' – was proposed by RICS' Inclusive Design Working Group.

The competency covers the design of new and the adjustment of existing physical environments to enable all people with differences in physical ability and/or psychological make-up, to work and live in dignity and equality.

The proposal was to include the competency as a mandatory competency to Level 1 for all pathways and as an optional competency to Level 2 in three pathways – Building Surveying, Commercial Property Practice, and Facilities Management.

Feedback to the proposal was mixed, however, the principles of inclusive design were well supported and the competency should be captured in the framework.

Feedback highlighted confusion between the terms 'inclusive design' and 'inclusion and diversity'.

Figure 12 – Should the 'Inclusive design' competency be mandatory to Level 1 for all candidates [please refer to Appendix 2 of the Exposure Draft]?

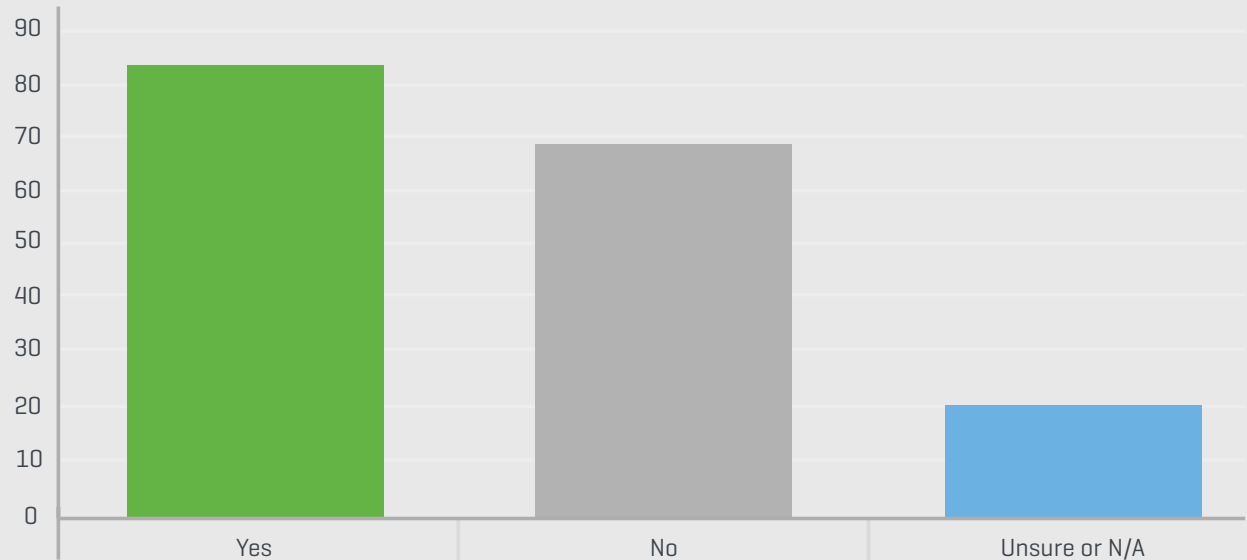
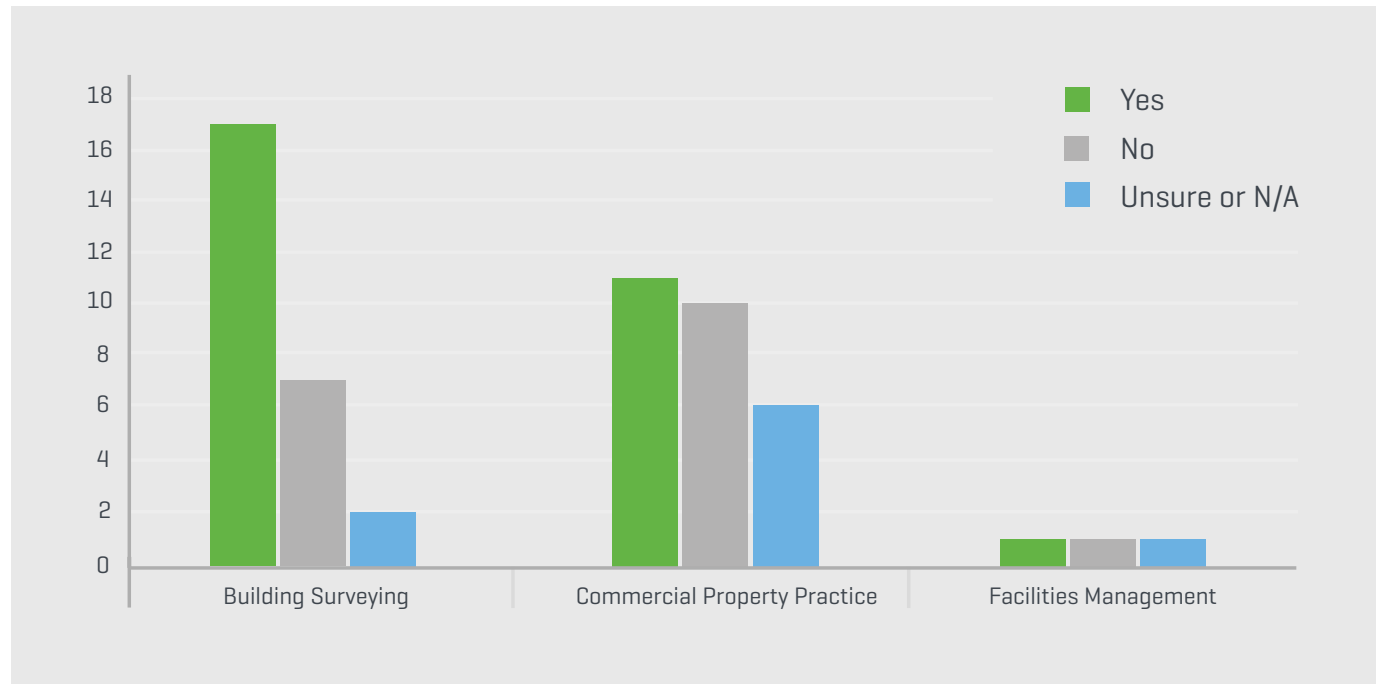




Figure 13 – If responding for the Building Surveying, Commercial Property Practice or Facilities Management pathways, should the 'Inclusive design' competency be included as an optional competency to Levels 2 and 3?

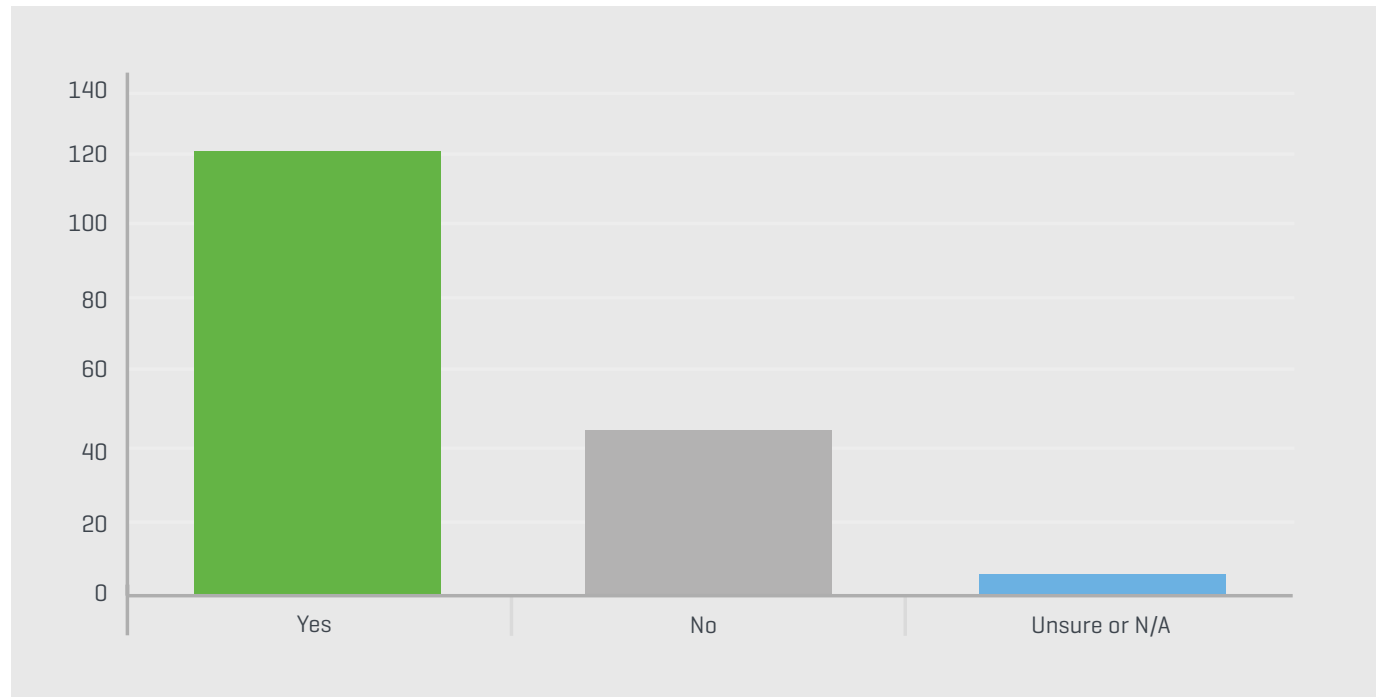


**Action:** Definitions and contextualisation for both 'Inclusive design' and 'Teamworking, inclusion and diversity' competencies to be developed further.

## 'Risk management' competency

Figure 14 – Should the 'Risk management' competency be a requirement to Level 1 for all candidates?

There was support for including Risk management as a mandatory competency as risk is an inherent part of all projects. However, the proposal will not be taken forward. It was noted that while risk is of crucial importance it is more appropriate as a technical competency as it is carried out in different ways and to varying degrees across pathways.



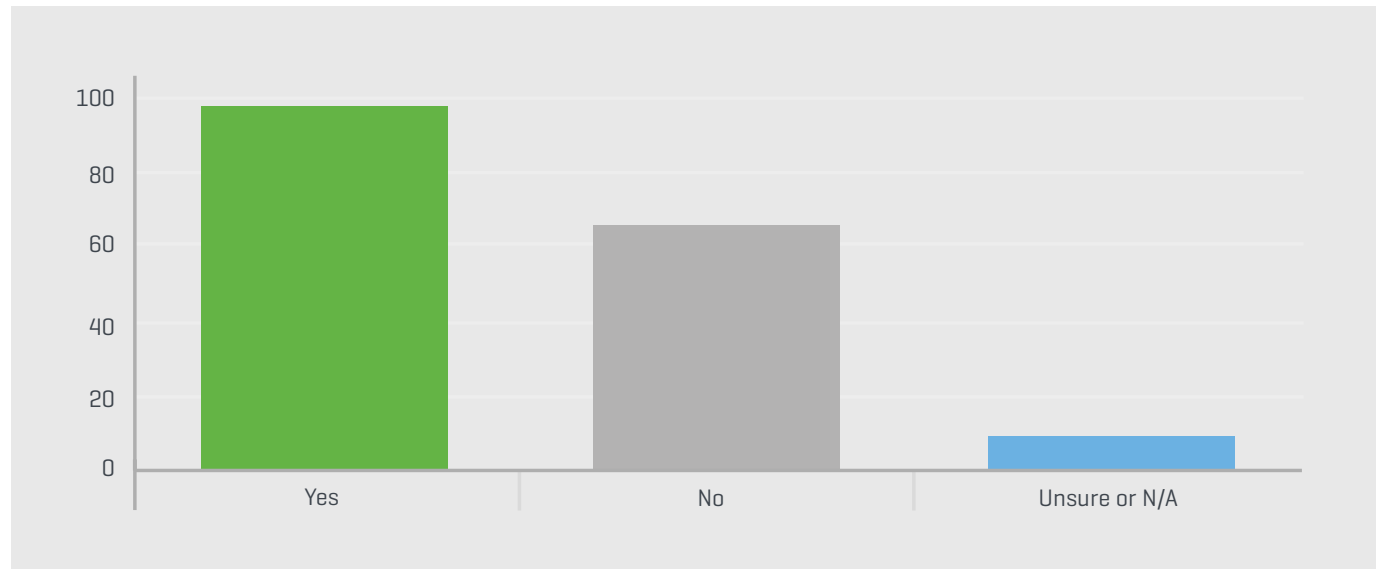
**Action:** Retain 'Risk management' as a technical competency.

## 'Measurement' competency

Figure 15 – Should the 'Measurement of land and property' competency, under the new title of 'Measurement', be a mandatory competency requirement to Level 1 for all candidates?

As with Risk management, this proposal will not be taken forward. Those against the proposal highlighted measurement is not applicable to all pathways.

Mandatory competencies should only cover a broad range of professional activities that could be relevant to any professional, not specific technical activities.



**Action:** Retain 'Measurement' as a technical competency.

## Property technology

As highlighted in the RICS Futures Report, digital technology is changing the way we plan, build, maintain and use our social and economic infrastructure. Property technology ['Prop Tech'] refers to all aspects of innovation and how it impacts the built environment. This includes software, hardware, materials or manufacturing.

The Exposure Draft of the requirements and competencies guide included a proposal to introduce six new competencies relating to Prop Tech;

- Big data
- Data analytics
- Data security
- Database management
- Open data
- Smart cities and intelligent buildings.

Figure 16 – For the new competencies relating to property technology (please refer to Appendix 1 of the Exposure Draft document), are these relevant to your area of practice?

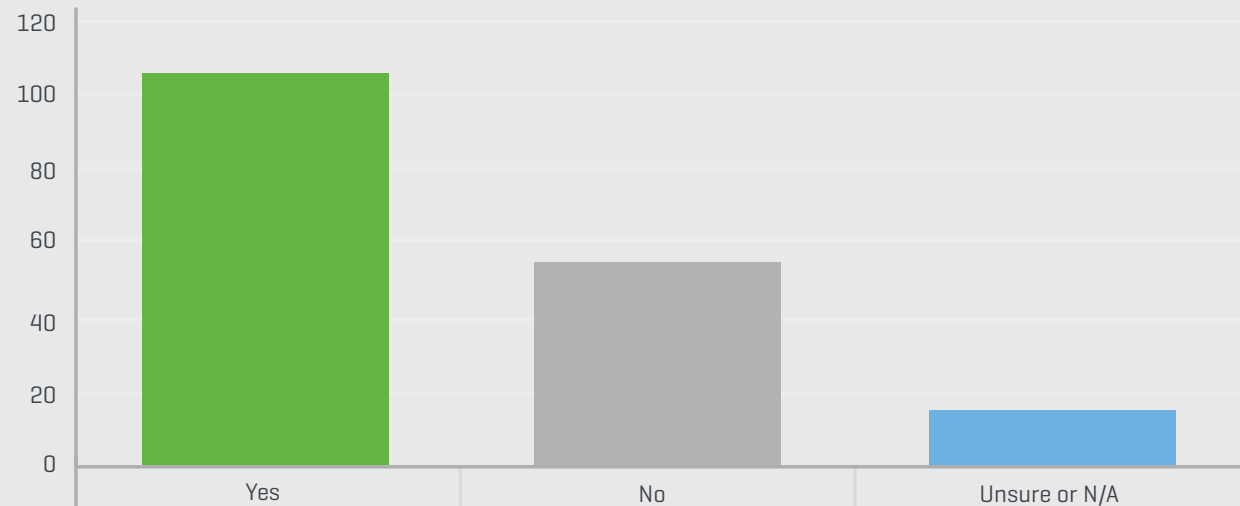
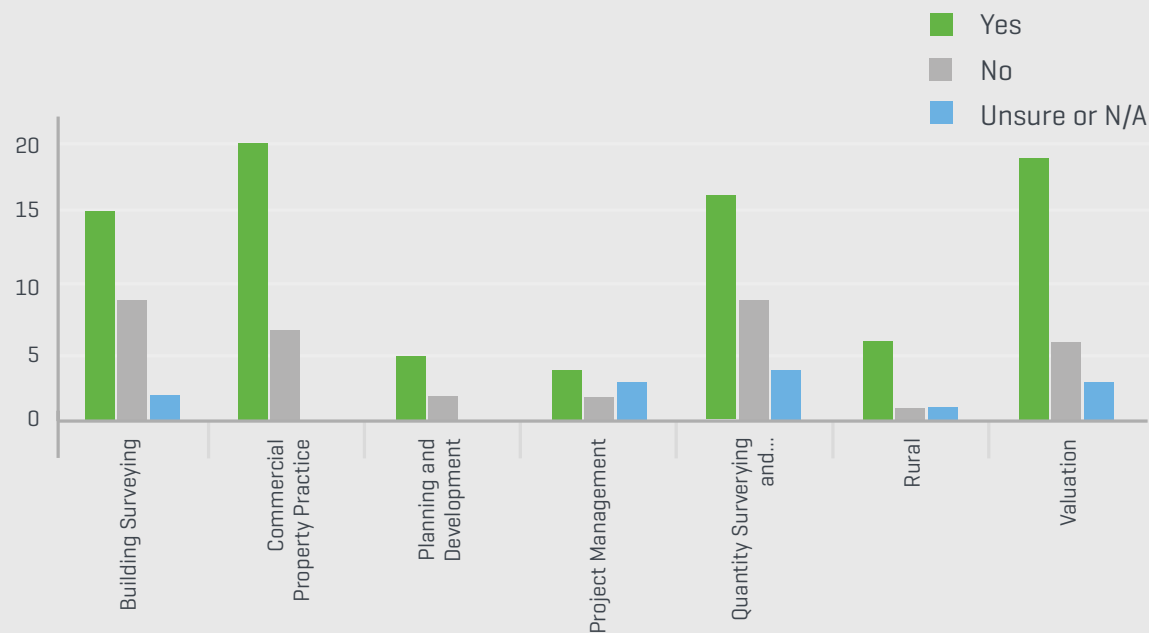


Figure 17 – Responses to question above by pathway with highest response rate



There was clear support for the introduction of new Prop Tech competencies. The potential for overlap within the six proposed was highlighted. Further refinement and context is required and there is a need to blend these new areas with existing competencies.

There was also concern the proposed competencies focused too heavily on data and Prop Tech is much broader. For example, areas such as 3D printing, automation and use of drones were not explicitly referenced.

It should be noted the existing framework does include technology related competencies such as 'Data management', 'BIM management', and 'Construction technology and environmental services'.

**Action:** Refinement of the proposed competencies for Prop Tech is required, including where Prop Tech areas could be captured within existing competencies. An RICS Prop Tech Working Group has since been established to develop these competencies further.

## Research pathway

Candidates undertaking the Research pathway must demonstrate competence in research that is applied to the delivery of solutions to a wide range of projects, employing a range of approaches and relating to a number of locations.

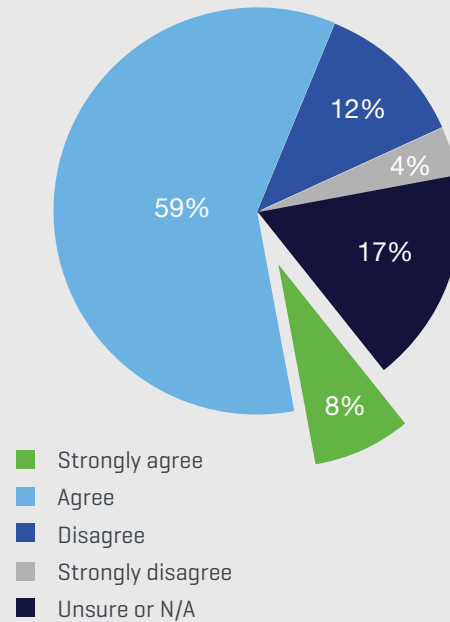
The core competencies candidates must demonstrate are research-specific and to Level 3;

- Analysis of client requirements
- Data management
- Research methodologies and techniques

There is no separate pathway guide for the Research pathway. This is because the competencies and areas of knowledge and practice belong to one of the other pathways. The number of candidates enrolling on the pathway has been traditionally low [20 in total between 2012 and 2015].

Since the pathway was developed, RICS launched the Academic Assessment, a bespoke membership assessment for academics who have undertaken surveying-related teaching and research activities over a minimum period of three years.

Figure 18 – To what extent do you agree the Research pathway is no longer required as candidates for this pathway would typically enrol on to the Academic Assessment?



While the majority of respondents agreed or strongly agreed with removing the pathway, there were two reasons commonly noted for retaining it;

- Some research practitioners are not based in job roles suitable for the Academic Assessment.
- The pathway is not widely known or well understood.

**Action:** Retain pathway and give consideration to creating a dedicated Research pathway guide.

## New pathways

The Exposure Draft of the requirements and competencies guide included three new pathways for the broader areas of the Built Environment, Land and Resources, and Real Estate.

The structure of the new pathways included no core competencies as the intention was for these pathways to be more flexible. Candidates would instead be required to demonstrate;

- the same mandatory competencies as all other candidates.
- six competencies from the optional list.
- two competencies from the full list of technical competencies.

The total number of technical competencies required [six to Level 3 and two to Level 2] was determined by taking an average of the requirements across the existing 20 pathways.

In principle, the concept of broadening the pathways to allow more flexibility for candidates who have a range of experience/knowledge was welcome, but there was concern around introducing the pathways in the form proposed.

It was noted that if there were no prescribed core competencies, candidates following one of the new pathways will potentially not have the same breadth and depth of competence as those following more role-specific pathways. The possible combination of certain competencies was flagged as another potential issue.

From an assessment point of view, a common theme throughout the feedback is the challenge in ensuring we have an appropriate number of assessors with adequate knowledge to assess a potentially wider range of competencies.

### Action:

Built Environment – the content and scope of the pathway was of clear concern for those who commented. The pathway should not be developed without further research.

Land and Resources – further refinement of the optional competencies list is required. The proposal to link Chartered Alternative Designations to specific competencies brings structure and a base level of technical knowledge to the pathway. Pathway guide to be developed.

Real Estate – in its current form, the pathway is not workable and could cause confusion with existing pathways in the Property cluster. The structure will be amended to include core competencies and the competency list will be refined with a focus on corporate real estate. Pathway guide to be developed.

## Proposed competency changes

The proposed changes in the Exposure Draft included reducing the current number of competencies from 111 to 76 (a 32% reduction) as well as the introduction of 12 new competencies.

In the current framework, the competencies are presented in a generic way so they can be applied to different areas of practice and geographical locations. The contextualisation of the competencies for the area of practice as well as examples of the likely skills,

knowledge and experience are set out in the individual pathway guides. These principles will be retained as part of the new framework.

The following tables outline the proposed changes to each existing competency and examples of any feedback received. Where no feedback is listed, no specific comments were noted or feedback was generally supportive of change.



## Mandatory competencies

Current competency	Proposed change	Consultation feedback where applicable	Action
Conduct rules, ethics and professionalism	Title changed to 'Ethics, Rules of Conduct and professionalism'  Competency would incorporate the technical competency 'Cross cultural awareness in global business'		Move forward with change
Accounting principles and procedures	Included in new competency 'Business practice'	Respondents agreed the amalgamation seems sensible as the subject matters are otherwise too small as individual competencies and a number of topics were often duplicated	Move forward with change
Business planning	Included in new competency 'Business practice'	See above	Move forward with change
Client care	Competency would incorporate the technical competency 'Analysis of client requirements'		Move forward with change
Communication and negotiation	Included in new competency 'Business practice'	"Merging 'Accounting principles..' and 'Business planning' would work as they are linked and are both at Level 1. However 'Communication and negotiation' is a Level 2 competency and if included would make the competency cover too big a range. Also, excellent communication skills are a vital part of being a professional and should be identified separately"  "Communication is an essential skill that runs through the entire role of a surveyor and should therefore be evidenced throughout the period of training and final assessment"	Change will not be taken forward

Current competency	Proposed change	Consultation feedback where applicable	Action
Conflict avoidance, management and dispute resolution procedures	Changes to competency descriptor and examples of how to achieve the competency at Level 1, 2 and 3 examples		Move forward with change
Data management	Competency would incorporate the technical competency 'Property records/information systems'		Move forward with change
Health and safety	Competency would incorporate the technical competency 'Fire safety'	'Fire safety' must be retained as a separate technical competency	'Fire safety' to be retained as a separate technical competency
Teamworking	Included in new competency 'Inclusion, diversity and teamworking'	"Inclusion and diversity are both a sub set of teamworking and business practice, as well as being part of ethics, so is it necessary to specifically highlight the topics in one competency title?"	Move forward with change
Sustainability	No change		

There are three additional mandatory competencies for candidates undertaking the Senior Professional Assessment;

Current competency	Proposed change	Consultation feedback where applicable	Action
Leadership <sup>7</sup>	Combine under new competency 'Leadership and management'	"A good combination of similar skills, but we must be mindful how of how broad the competency could become"	Move forward with change
Managing people <sup>8</sup>			
Managing resources [excluding human resources] <sup>9</sup>			

<sup>7</sup>Also a current core competency requirement for the Project Management pathway

<sup>8</sup>Also a current optional competency requirement for the Project Management pathway

<sup>9</sup>Also a current optional competency requirement for the Management Consultancy pathway

## Technical competencies

Current competency	Proposed change	Consultation feedback where applicable	Action
Access and rights over land	No change		
Agriculture	No change		
Analysis of client requirements	Delete as included in updated 'Client care' competency		Move forward with change
Asset identification and assessment	Delete as included in new 'Asset assessment and management' competency		Move forward with change
Asset management	Delete as included in new 'Asset assessment and management' competency		Move forward with change
Auctioneering	No change		
Building control inspections	Delete and include in updated 'Inspection' competency	'Building control inspections' must be retained as a separate competency, is fundamental to the Building Control pathway	Change will not be taken forward
BIM management	No change	Feedback for the Quantity Surveying and Construction pathway suggested BIM was not relevant to Level 2 for the pathway – "A general awareness is needed, but it could be referenced in the 'Quantification and Costing' competency"	
Building pathology	No change		

Current competency	Proposed change	Consultation feedback where applicable	Action
Cadastre and land management	Title changed to 'Land ownership and legal management'	Either title is not reflective of content and scope – 'Cadastre and land administration' considered more suitable	Competency title changed to 'Cadastre and land administration'
Capital allowances	No change		
Capital taxation	Delete and include in updated 'Taxation' competency	Merging the three existing taxation related competencies is not workable	A minimum of two taxation competencies will be retained
Commercial management of construction	Title amended to 'Commercial management' to prevent variations of the competency being produced for other pathways e.g. 'Commercial management of projects'. Competency can be contextualised as appropriate in the pathway guides		Move forward with change
Compulsory purchase and compensation	No change		
Conservation and restoration	No change		
Construction technology and environmental services	No change		

Current competency	Proposed change	Consultation feedback where applicable	Action
Consultancy services	No change		
Contaminated land	No change		
Contract administration	Delete and include in new 'Contract admin and practice' competency	While there is support for merging these competencies and there is overlap, the proposal raised concerns – “Some candidates may find it difficult to achieve the contract administration element to Level 3 as not all candidates administer contracts. The two competencies are large in scope and there may not be sufficient time at the final assessment interview.”	Change will not be taken forward
Contract practice	See above	See above	See above
Corporate finance	Delete and include in new 'Financial management' competency		Move forward with change
Corporate real estate management	Competency split across four new areas; <ul style="list-style-type: none"> <li>· Business alignment</li> <li>· Business case</li> <li>· Performance management</li> <li>· Workspace strategy</li> </ul>		Move forward with change, including further development of new competency descriptors and examples

Current competency	Proposed change	Consultation feedback where applicable	Action
Corporate recovery and insolvency	No change		
Cost prediction and analysis	Delete and include in 'Design economics and cost planning' competency because of duplication and overlap between the two		Move forward with change
Cross cultural awareness in global business	Delete and include in 'Ethics, Rules of Conduct and Professionalism' competency		Move forward with change
Design and specification	No change		
Design economics and cost planning	See 'Cost prediction and analysis' competency		Move forward with change
Development appraisals	Delete and include in new 'Development briefing and appraisals' competency	Competencies should continue to be separate as content and scope would become too large	Change will not be taken forward
Development / project briefs	See above	See above	See above
Due diligence	Delete and reference in new 'Business practice' mandatory competency and updated 'Project finance' and 'Procurement, tendering and contract selection' competencies	<p>"This is a specific function within the Quantity Surveying and Construction pathway and should remain a standalone competency"</p> <p>"Removing the competency begins to limit the optional competency choice of candidates for the QS pathway"</p>	Change will not be taken forward

Current competency	Proposed change	Consultation feedback where applicable	Action
Economic development	No change		
Engineering science and technology	Delete and include in 'Engineering surveying' competency		Move forward with change
Engineering surveying	See above		See above
Environmental assessment	No change		
Environmental audit [and monitoring]	No change		
Environmental management	No change		
Environmental science and processes	No change		
Finance modelling	Delete and include in new 'Financial management competency'		Move forward with change
Fire safety	Delete and include in 'Health and safety' competency	Must be retained as a separate competency, is fundamental to the Building Control pathway	Change will not be taken forward



Current competency	Proposed change	Consultation feedback where applicable	Action
Forestry and woodland management	No change		
Geodesy	No change		
GIS	No change		
Ground engineering/ subsidence	No change		
Housing aid or advice	Delete and reference in updated 'Legal/regulatory compliance' competency		Move forward with change
Housing maintenance, repairs and improvements	No change		
Housing management and policy	Delete and include in new 'Housing management and strategy' competency		Move forward with change
Housing strategy and provision	Delete and include in new 'Housing management and strategy' competency		Move forward with change
Hydrographic [marine] surveying	Incorporates 'Use of marine technology' competency	Remove reference to 'marine' in competency title	Competency title changed to 'Hydrographic surveying'

Current competency	Proposed change	Consultation feedback where applicable	Action
Indirect investment vehicles	Delete and include in 'Investment management' competency		Move forward with change
Inspection	No change		
Insurance	Delete and reference in updated 'Legal/regulatory compliance' and 'Risk management' competencies	<p>"Could create potential issues for Quantity Surveying and Construction candidates. Concerns exist that the removal of Insurance as an optional competency limits choice to Sustainability and or Conflict Avoidance – which most won't achieve to Level 2"</p> <p>"Further details needed but candidates should have a technical understanding of insurance in relation to Contracts overall [not just risk]. This should also form part of the Contract Admin/Practice competency"</p>	Change will not be taken forward
Investment management [including fund and portfolio management]	Title changed to 'Investment management'. Incorporates 'Indirect investment vehicles' competency		Move forward with change
Laboratory procedures	Title changed to 'Environmental analysis'		Move forward with change
Land use and diversification	No change		

Current competency	Proposed change	Consultation feedback where applicable	Action
Landlord and tenant (including rent reviews and lease renewals)		“Remove reference to rent reviews and lease renewals in competency title as UK centric”	Competency title changed to ‘Landlord and tenant’
Leasing / lettings	Delete and include in new ‘Agency’ competency	“The combination of these competencies begins to limit the competency selections for some candidates”	Change will not be taken forward
Legal / regulatory compliance	Incorporates references to ‘Insurance’ competency	See ‘Insurance’ competency	See ‘Insurance’ competency
Local taxation / assessment	Delete and include in updated ‘Taxation’ competency	Merging the three existing taxation related competencies is not workable	A minimum of two taxation competencies will be retained
Maintenance management	Delete and include in updated ‘Property management’ competency	The updated ‘Property management’ competency risks being too large	Change will not be taken forward
Management of the built environment	Title changed to ‘Management and regeneration of the built environment’		Move forward with change
Management of the natural environment and landscape	No change		
Mapping	Incorporates ‘Spatial data capture and presentation [advanced mapping]’ competency	Title not reflective of content	Title changed to ‘Surveying and mapping’

Current competency	Proposed change	Consultation feedback where applicable	Action
Market appraisal [note: this competency is currently only available in the RICS Associate competency framework]	Add to the MRICS technical competency list	Competency would be a welcome addition to the Residential pathway	Move forward with change
Measurement of land and property	Competency title changed to 'Measurement'		Move forward with change
Minerals management	No change		
Object identification	No change		
Optional appraisal	Delete and include in 'Strategic real estate consultancy' competency		Move forward with change
Planning	Split into two new competencies; <ul style="list-style-type: none"> <li>· Planning development and management</li> <li>· Planning policy and infrastructure development</li> </ul>		Move forward with change

Current competency	Proposed change	Consultation feedback where applicable	Action
Procurement and tendering	Competency title changed to 'Procurement, tendering and contract selection'	<p>"Adding in contract selection would be a mistake. Procurement and tendering is already a very large competency and contract selection is currently included in Contract practice, where it should stay"</p> <p>"Contract selection should remain part of Contract Practice. Competency becomes too wide when amalgamated and should remain separate. As above, there would not be enough time in the interview to cover sufficiently"</p>	Change will not be taken forward
Programming and planning	Competency title changed to 'Programme management'	"Programme management is very different from programming and planning. Programme management is the management of a programme of works, which means a number of projects. Programming and planning relates to the programming and planning on a single project. The title should not be changed". RICS' Project Management Professional Group Board was supportive of change.	Move forward with change
Project administration	Delete and include in new 'Managing projects' competency	RICS' Project Management Professional Group Board was supportive of change.	Move forward with change
Project audit	Delete and include in new 'Managing projects' competency	See above	Move forward with change
Project controls	Delete and include in new 'Managing projects' competency	See above	Move forward with change
Project evaluation	Delete and include in new 'Managing projects' competency	"Project evaluation covers QS activities at the feasibility stage. Not all Qs will do this, but for those that do it should be a standalone optional competency". RICS' Project Management Professional Group Board was supportive of change.	Move forward with change

Current competency	Proposed change	Consultation feedback where applicable	Action
Project financial control and reporting	Delete and include in new 'Project finance' competency	"Further clarification required on terminology and what would be required at each level."	Move forward with change
Project funding and finance	Delete and include in new 'Project finance'	"Further clarification required on terminology and what would be required at each level."	Move forward with change
Project processes and procedures	Delete and include in new 'Managing projects' competency		Move forward with change
Property finance and funding	Delete and include in updated 'Property management' competency	"Currently, Property finance and funding is not part of Property management accounting. They are two very different things in their current form and should be retained as separate competencies"	Change will not be taken forward
Property management	Competency updated to include; <ul style="list-style-type: none"> <li>· 'Maintenance management'</li> <li>· 'Property management accounting'</li> <li>· Property finance and funding'</li> </ul>	The content and scope of the competency becomes too large.	'Maintenance management' and 'Property finance and funding' will be retained as separate competencies
Property management accounting	See above	See above	See above
Property records / information systems	Delete and include in updated 'Data management' competency, a mandatory competency to Level 1 which can then be selected to Level 2 or 3 as an optional competency		Move forward with change

Current competency	Proposed change	Consultation feedback where applicable	Action
Purchase and sale	Delete and include in new 'Agency' competency	"The combination of these competencies begins to limit the competency selections for some candidates"	Change will not be taken forward
Quantification and costing of construction works	Title amended to 'Quantification and costing'		Move forward with change
Quantification, costing and price analysis	Delete and include in 'Quantification and costing' competency because of duplication and overlap between the two		Move forward with change
Remote sensing and photogrammetry	No change		
Research methodology and techniques	No change		
Risk management	See 'Insurance' competency	See 'Insurance' competency	See 'Insurance' competency
Spatial data capture and presentation [advanced mapping]	Included in updated 'Mapping' competency	Title not reflective of content	Title changed to 'Surveying and mapping'
Stakeholder management	No change		
Strategic real estate consultancy	Incorporates 'Optional appraisal' competency		Move forward with change

Current competency	Proposed change	Consultation feedback where applicable	Action
Supplier management	No change		
Surveying land and sea	Delete and reference in competencies throughout the Geomatics pathway	"Competency examples will need to reference coastal surveys in some form."	Move forward with change
Taxation	Updated to include 'Capital taxation' and Local taxation/assessments	Merging the three existing taxation related competencies is not workable	A minimum of two taxation competencies will be retained
Use of marine environment	Delete and reference in 'Hydrographic surveying' competency		Move forward with change
Valuation	Incorporates 'Valuation reporting and research' competency		Move forward with change
Valuation of businesses and intangible assets	Incorporates 'Valuation reporting and research' competency		Move forward with change
Valuation reporting and research	Delete and reference in 'Valuation' and 'Valuation of businesses and intangible assets' competencies		Move forward with change
Waste management	No change		
Works progress and quality management	No change		



Competency	Consultation feedback
Big data	Refer to pages 20 and 21 of report
Data analytics	Concerns were raised over possible duplication and overlap between the five data competencies. Suggestions included further developing 'Big data' and 'Open data', which would reference 'Data analytics', 'Data security' and 'Database management' throughout.
Data security	
Database management	
Open data	
Smart cities and intelligent buildings	
Business alignment	
Business case	
Performance management	
Workspace strategy	
Inclusive design	Refer to page 16 of report
Masterplanning and urban design	

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## Confidence through professional standards

RICS promotes and enforces the highest professional qualifications and standards in the development and management of land, real estate, construction and infrastructure. Our name promises the consistent delivery of standards – bringing confidence to the markets we serve.

We accredit 125,000 professionals and any individual or firm registered with RICS is subject to our quality assurance. Their expertise covers property, asset valuation and real estate management; the costing and leadership of construction projects; the development of infrastructure; and the management of natural resources, such as mining, farms and woodland. From environmental assessments and building controls to negotiating land rights in an emerging economy; if our professionals are involved the same standards and ethics apply.

We believe that standards underpin effective markets. With up to seventy per cent of the world's wealth bound up in land and real estate, our sector is vital to economic development, helping to support stable, sustainable investment and growth around the globe.

With offices covering the major political and financial centres of the world, our market presence means we are ideally placed to influence policy and embed professional standards. We work at a cross-governmental level, delivering international standards that will support a safe and vibrant marketplace in land, real estate, construction and infrastructure, for the benefit of all.

We are proud of our reputation and we guard it fiercely, so clients who work with an RICS professional can have confidence in the quality and ethics of the services they receive.

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