

# Membership Guidelines



# Stronger Together

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## 1.0 INTRODUCTION TO THE GUIDELINES

Membership growth is a key strategic direction for CILT. The International Membership Standards Committee (IMSC) is charged to ensure that growth would not be achieved at the expense of quality and standards in order to realise the value of CILT as a professional institute.

The old guide book (Guide to CILT Membership and Professional Qualifications 2008) is, therefore, reviewed and updated to provide guidance notes to help all Territorial Organisations (TOs) and Institute Branches (IBs) to manage membership matters in their countries to the Charter requirements.

In allowing flexibility, specific benchmarks are set out to ensure that a consistently high standard of professional membership is maintained when individual National Councils of TOs elect members according the CILT Bye-Laws (Appendix I). Therefore, the aim of this guidebook is to set consistent yet flexible membership election criteria for all TOs to make reference to. This is particularly so with the guidance given on the two areas of education and professional experience where TO's will have varied professional environments they operate in and where local judgement needs to be exercised whilst maintaining the importance of both. Where appropriate, local examples are provided for reference.

With this aim, the IMSC conducted a survey after the Birmingham Convention 2012. Two questionnaires (one for 10 TOs and one for 21 IBs) were distributed on 20<sup>th</sup> September 2012. Seven out of the 10 TOs returns were received. They were Australia, Hong Kong, India, Malaysia, New Zealand, Singapore and United Kingdom. Based on the findings of this survey and the subsequent presentations and discussions at the Colombo Convention in Sri Lanka 2013 and the Malacca Convention in Malaysia 2014, this guidebook has been prepared. Deliberation of major issues took place in 8 IMSC meetings which took place between 2013 and 2015.

The list of IMSC membership (2012-2015) is as follows:

- Prof Becky P.Y. Loo, Chairperson & IVP
- Mr Keith Newton, Secretary General, CILT International
- Mr Bob Armstrong, CILT North America
- Dr Murray King, CILT New Zealand
- Mr Channaka de Alwis, CILT Sri Lanka
- Dr Emurwon Olupot, CILT Uganda
- Ms Janet Eady, CILT United Kingdom
- Ms Harriet Leung, CILT Hong Kong

As CILT is a growing organisation, there may be new TOs and branches over time. Therefore, it is expected that the Guidelines will need to be reviewed and updated every five years or as circumstances change. The IMSC recognises that the local context of the logistics and transport profession is always important in managing membership matters. The Council of Trustees empowers National Councils of TOs to elect members. National Councils should set up local Membership Committees whose composition and expertise can demonstrate a clear understanding of the

CILT Bye-Laws and their interpretations in different local contexts as set out in this guide book. In order to ensure that local examples are up to date and remain relevant as CILT expands, they are provided separately on the CILT International website. Whenever there are queries, TOs and branches may write directly to the CILT Secretary General or the Chairperson of IMSC, whose contact information is provided on the CILT International website (<a href="www.ciltinternational.org">www.ciltinternational.org</a>).

The first version of this guidebook was endorsed by the Council of Trustees in July, 2015 and released in September, 2015.\_The second version amended references on Page 12, 14 & 15, removed the reference to Appendix IV and advised the appendices on Page 1 were on request.

## 2.0 THE INSTITUTE

# 2.1 History

The Institute of Transport was founded in 1919. In November 1926, the Chartered Institute of Transport was granted a Royal Charter 'to promote, encourage and coordinate the study and advancement of the science and art of transport in all its branches'.

In July 2001, the Chartered Institute of Transport became the Chartered Institute of Logistics and Transport (CILT).

From the beginning, the CILT's role has been education in the broadest sense: to spread transport knowledge and to be a source of authoritative views for communication to governments, industry and the community.

The Institute is represented worldwide with Territorial Organisations and Institute Branches in over 30 countries/regions. Each one is, in its own right, a separate organisation representing CILT in their territory.

# 2.2 Objectives and Aims

Our vision is to be recognised globally as the first choice professional body for the Supply Chain, Logistics and Transport professions. No matter what part of the world you are in, CILT is recognised as the dynamic, pre-eminent professional body for everyone involved in Logistics, Transport and Supply Chain.

CILT is a dynamic and forward-looking organisation that broadens its international activities on an ongoing basis – opening new branches offering education and training, and providing superb opportunities for learning and development for members at both an individual and corporate level.

CILT has something for everyone – from students building careers in logistics, or for corporates, or for those who have led accomplished careers wanting to input into policy and professional development. Membership of CILT gives members the tools they need to realise their ambitions and to progress throughout their career for life.

## 3.0 MEMBERSHIP OF THE CILT

By joining the Institute, you will gain a lifelong professional anchor for your career, a unique source of support, knowledge and networking, to assist you to develop and succeed throughout your professional life

# 3.1 Membership Grades

All members are actively encouraged to progress through these categories via a commitment to continue professional development and lifelong learning. There are two categories of membership, Assessed and Non-Assessed. Within both a number of Grades are available. Only Assessed grades enable the member the privilege of carrying our post nominals.

Individuals are required to meet specific criteria on the qualification and experience required for different membership grades. Applicants are elected or upgraded to a certain membership grade accordingly to such criteria. Applicants may refer to Figure 1 (p.65) for the requirements in general for the respective professional membership grades. In particular, the Council of Trustees has confirmed that educational qualifications and professional experience should be considered holistically in evaluating membership applications. The directions on variations in qualifications for Chartered Membership between Territories are given as follows:

"The Council of Trustees and IMC recognised that there was no violation of the Bye-Laws through existing practices in many TOs whereby higher education qualifications are deemed as equivalent to a year of professional experience. Moreover, there should be flexibility in handling membership qualifications taking into consideration qualifications and experience and should be on a case by case basis applying Bye-Law 12 c (iii). On that basis, TOs may have internal guidelines on the implementation"

Figure 1 Membership Entry Chart (MILT/CMILT/FCILT)

#### Applicant Assessed Note 1 Non-assessed MILT Affiliate **Educational Qualifications** Practical Experience Student **Graduate Member** CILT Certificate / 3 years at junior Associate CILT Diploma / management level Relevant Exempting Qualifications Military : UK framework as reference Grades where CMILT Note 2 Charter applies Practical Experience **Educational Qualifications** CILT Advanced Diploma / 5 years with 2 years at Some TOs may have more specific Relevant Exempting senior management level Qualifications requirements for the election of those Assessed' membership. Note 2 **FCILT** Applicants who do not meet the specific educational requirements but have Upgrade - Election Criteria Direct Entry relevant professional experience at A current CMILT Position of eminence / a level consistent with the criteria for Special knowledge / CMILT may be elected through the Upgrade - Practical Experience Outstanding contribution Professional Entry Route'. 7 years of high-level to T&L sector management experience

Membership Entry Chart

In particular, applicants need to demonstrate different levels of knowledge of the Key Knowledge Areas (KKA) – (a) Awareness (b) Understanding (c) Competence (d) Expertise. Details are provided in Appendix II. An overview of the education and training processes is provided in Appendix III.

As for education qualification for the respective membership grade, applicants may refer to the respective tables below for reference. For the purpose of membership election, the education qualifications are generally put into six categories in three major groups, as shown in Table 1.

Table 1 Main Groups of Education Qualifications for CILT Membership Applications

<b>Education Qualifications</b>	Category		
CILT Professional Qualifications	CILT Certificate;     CILT Diploma;     CILT Advanced Diploma		
Degree Qualifications	<ul> <li>2 Transport/Logistics degree         (accredited by TOs) *</li> <li>3 Transport/Logistics degree (not accredited by TOs) *</li> <li>4 Non-transport/-logistics degree (not accredited by TOs)</li> </ul>		
Sub-degree Qualifications	5 Transport/Logistics programme of advanced diploma level (accredited by TOs) or other relevant exempting qualifications 6 Non-degree/diploma		

The first education qualification group is CILT professional qualifications, and it is highlighted in blue in the respective membership grade tables below. The second group is degree qualifications, and it consists of three categories which are highlighted in orange in the respective tables below. The last group is sub-degree qualifications, and it consists of two categories which are highlighted in green in the respective tables below.

For any enquiry on the accredited Transport/Logistics degree/diploma (Categories 2 and 5), please consult relevant TOs.

## 3.2 Affiliate / Student Member

Bye-Law 13: "The Council or a Territorial Governing Body may create and designate from time to time a grade or number of grades of Affiliate of the Institute, establish criteria for qualification for entry to any such grade of Affiliate and formulate such other regulations applicable thereto as it shall determine provided always that such criteria and regulations shall be consistent with the standards of qualification decreed by the Council from time to time."

- Affiliate / Student Members are classified as non-assessed membership. Admission is by direct entry as shown in Figure 1 (p. 56).
- Persons who do not qualify for assessed membership but aspire to upgrade to a higher grade of membership in the future.
- Entry level for anyone who is interested in logistics and transport, i.e. no qualification or experience is required.
- A student may join as an affiliate with the intention of taking CILT qualifications.

# 3.3 Member (MILT)

Bye-Law 12A: "A Member shall be a person elected as such by the Council who: - (a) shall be nominated for election by such number of Institute Members or Members and in such manner as determined by the Council from time to time; and (b) has completed education and training of a nature satisfactory to the Council; and meets such criteria as to experience as the Council may from time to time determine."

- Members (MILT) are classified as assessed membership. In comparing with Chartered Membership (CMILT), a higher proportion of membership applications are by direct entry, lesser by upgrade from Affiliate / Student membership.
- The applicant should ideally have completed the CILT Certificate or the CILT Diploma or another relevant exempting qualification (please refer to Table 2 on p.89 for details), and have at least 3 years junior management experience in the logistics and transport sector. Members are entitled to use the post-nominal MILT.
- For those interested applicants for membership who have significant relevant experience but have not completed the CILT Certificate or CILT Diploma can still apply for membership and their higher formal educational qualifications and/or their relevant experience will be taken into account and considered as equivalent.
- MILT membership requires the following (please refer to Appendix II):
  - (i) Knowledge Level
    - Knowledge of the Universal Concepts affecting the Transport / Logistics Profession; and
    - Knowledge of at least one of the Professional Areas
  - (ii) Awareness Level
    - Awareness of at least one of the other four Professional Areas

A summary table showing the educational qualifications and practical experience for MILT is shown in Table 2.

Table 2 Indicative Entry Requirements for Membership (MILT)

Reference	Education Qualifications	Practical Experience <u>+</u>
Category 1	CILT Certificate/ CILT Diploma	At least 3 years' junior management experience
Category 2	Transport/logistics degree (accredited by TOs)	2 years' junior management experience
Category 3	Transport/logistics degree (not accredited by TOs)	3 years' junior management experience
Category 4	Non-transport/logistics degree (not accredited by TOs)	3 years' junior management experience
Category 5	Transport/logistics programme of advanced diploma level (accredited by TOs) or other relevant exempting qualifications	3 years' junior management experience
Category 6	Non-degree/diploma	7 years relevant experience with at least 2 years at the management level
Legend		
■ CILT Professional Qualification	Degree Qualification	■ Sub-degree Qualification

For those who have obtained the International Introductory Certificate in Logistics and Transport (4<sup>th</sup> tier) of qualification (please refer to Appendix III) and are interested in applying for MILT, they are encouraged to obtain the CILT Certificate in Logistics and Transport (3<sup>rd</sup> tier) of qualification first.

<sup>◆ +</sup> Practical experience may be modified upon territory discretion to meet local professional expectations e.g. MILT 5 years experience or7 years (as above).

# 3.4 Chartered Member (CMILT)

Bye-Law 12: "A Chartered Member shall be a person elected as such by the Council who:
(a) shall be nominated for election as a Chartered Member by such number of Institute
Members and in such manner as determined by the Council from time to time; and (b) has
completed education and training of a nature satisfactory to the Council; and (c) (i) is
engaged in and has had relevant experience for periods amounting in the whole to five years
in or in connection with logistics and transport management, and has passed or been
exempted by the Council from all or any part of the examination at the time applicable to the
grade of Chartered Member, or (ii) at the date of nomination for election or transfer to the
grade of Chartered Member is engaged in logistics and transport management and, for at
least five consecutive years immediately preceding such date has held a position or
positions or responsibility in logistics and transport management satisfactory to the Council;
or (iii) has at some time or times previous nomination for election as a Chartered Member
held a position or positions of responsibility satisfactory to the Council in logistics and
transport management and has such special knowledge in regards thereto as in the opinion
of the Council justifies his election as a Chartered Member."

- Chartered Members (CMILT) are classified as assessed membership. The membership elected by direct entry and by upgrade are about of the same proportion.
- Routes 1 & 2 CILT Professional Qualification / CILT Accredited Exemption Degree: the applicant should have completed the CILT Advanced Diploma, or another relevant exempting qualification (refer to Table 3 on p.911 for details), and have at least 5 years' experience in the logistics and transport sector, of which at least 2 years must be at a managerial level.
- Chartered Members are entitled to use the post-nominal CMILT and are allowed to vote at the AGM.
- Route 3 the Professional Entry Route: there are, in addition, specific routes to Chartered Membership for those people who have significant relevant experience but lack of formal educational qualifications.
- Conversely, people with higher formal educational qualifications may be elected with less professional experience.
- CMILT membership requires the following Key Knowledge Areas (please refer to Appendix II):
  - (i) Competence Level
    - Competence in at least one of the five Professional Areas
  - (ii) Knowledge Level
    - Knowledge of the Universal Concepts affecting the Transport / Logistics Profession
    - Knowledge of at least two of the Professional Areas
  - (iii) Awareness Level
    - Awareness of both the remaining two Professional Areas

A summary table showing the educational qualification and practical experience for CMILT is shown in Table 3.

Table 3 Indicative Entry Requirements for Chartered Membership (CMILT)

Reference	Education Qualifications	Practical Experience±	
Category 1	CILT Advanced Diploma/ CILTS PQE/CILTHK PQE	5 years of which 2 at managerial level	
Category 2	Transport/logistics degree (accredited by TOs)	4 years of which 2 at managerial level	
Category 3*	Transport/logistics degree (not accredited by TOs)	5 years	
Category 4*	Non-transport/logistics degree (not accredited by TOs)	6 years	
Category 5	Transport/logistics diploma (accredited by TOs) or other relevant exempting qualifications	5 years	
Category 6*	Non-degree/diploma	8 years	
Legend			
■ CILT Professional Qualification	Degree Qualification	■ Sub-degree Qualification	

- \*—For those who have obtained the CILT Certificate in Logistics and Transport (3<sup>rd</sup> tier) / CILT Diploma in Logistics and Transport (2<sup>nd</sup> tier) of qualification (please refer to Appendix III) and are interested in applying CMILT, they are encouraged to obtain the CILT Advanced Diploma in Logistics and Transport (2<sup>nd</sup>-1<sup>st</sup> tier) of qualification and apply for MILT first.
- + Practical experience may be modified upon territory discretion to meet local professional expectations e.g. CMILT 5 years plus 2 years managerial experience (Figure 1 Page 6) or 8 years (as above).

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# 3.5 Chartered Fellow (FCILT)

Bye-Law 11: "A Chartered Fellow shall be a person elected as such by the Council at its discretion who:- (a) shall have been nominated for election as a Chartered Fellow by such number of Institute Members and in such manner as determined by the Council from time to time; and (b) (i) at the date of nomination for election or transfer to the grade of Chartered Fellow has held for at least seven years in aggregate a high position or series of positions or responsibility in logistics and transport management and can demonstrate the educational attainment applicable to the grade of Chartered Member; or (ii) prior to nomination for election as a Chartered Fellow, has held such high position or positions or responsibility in logistics and transport management and has achieved such eminence in regard thereto as in the opinion of the Council justifies his election as a Chartered Fellow; or (iii) has such special knowledge of the theory or practice of logistics and transport management that election as a Chartered Fellow would in the opinion of the Council conduce to the achievement of the objects of the Institute; or (iv) has rendered such special contribution to the achievement of the Council conduce to the interests of the Institute."

- Chartered Fellowship (FCILT) is classified as assessed membership. When compared with Chartered Membership (CMILT), a higher proportion of membership applications are by upgrade from CMILT, lesser by direct entry.
- The applicant should ordinarily already be a Chartered Member, and has at least 7 years high-level management experience in the logistics and/or transport sector (please refer to Table 4 on p.143 for details).
- Chartered Fellowship may also be awarded, in exceptional circumstances, to individuals who have made an outstanding contribution to the logistics and transport sector, or those who have attained a position of eminence in their field, or who has special knowledge of the theory or practice of logistics and transport.
- Chartered Fellows are entitled to use the post-nominal FCILT and are allowed to vote at the AGM.
- FCILT membership requires the following Key Knowledge Areas (Details please refer to Appendix II):
  - (i) Expertise Level
    - Expertise in at least one of the Professional Areas
  - (ii) Knowledge Level
    - Knowledge of the Universal Concepts affecting the Transport / Logistics Profession
    - Knowledge of the four other Professional Areas

A summary table showing the practical experience for FCILT is shown in Table 4.

Table 4 Indicative Entry Requirements for Chartered Fellowship (FCILT)

Election Route	Practical Experience
Direct Election	<ul> <li>Exemption of the 7 years' qualifying experience or prior Chartered Membership in exceptional cases, notably by:         <ul> <li>Eminence, the holding of a unique position of responsibility and/or influence in connection with a national or international body or organisation involved in logistics and transport</li> <li>Special Knowledge, knowledge of such a depth or knowledge in a particular area that few other people have</li> </ul> </li> </ul>
Upgrade from CMILT	<ul> <li>Should ordinarily have at least 7 years high-level management experience in the logistics and/or transport sector</li> <li>Outstanding contributions or commitment to make such contributions to the achievement of the object of the Institute/ to the logistics and transport sector.</li> </ul>

The guideline on Chartered Fellowship is for reference only. Flexibility is allowed for local circumstances. TOs should carefully consider each case by individual merits.

# 4.0 INDUSTRY PARTNERS

By partnering with CILT, your organisation will gain many advantages, you will:

- · Raise awareness of your organisation within the market place
- Assist in the development of your employees through continuous professional development
- Expand your business networks
- Help keep your organisation at the forefront of innovation

These advantages are all cost-effective ways of increasing productivity and profit. While practices of local National Councils differ, the package usually allows you to nominate representatives from within your organisation to be registered as participants of CILT events. Nominating key personnel is a cost-effective and useful way of introducing employees to the benefits of the CILT network and is an excellent way to give an overview to senior managers in related specialism such as Human Resources, Marketing and Finance. Organisations will be assessed for their relevancy and professional practices before elected.

# 5.0 OTHER QUALIFICATIONS

CILT recognises different professional qualifications and experience. The level of membership depends on the individual's qualifications, and their relevant professional experience.

# 5.1 Chartered Membership of Cognate Institutes

Applications through professional qualifications and experiences vary among different TOs. The professional entry route used in CILT Hong Kong may be used as reference. Details can be found in Appendix IV.

# 5.2 Military Ranks

CILT membership is open to military applicants. Military officers from the Army, Navy, Marines, Air Force and other military services are allowed to apply for relevant CILT membership. The level of membership depends on the ranks and their relevant professional experience.

Army	Navy	Marines	Air Force	
Private	Able Rating	Marine	Leading	۸ دد:۱: ۵ م
			Aircraftman/Woman	Affiliate
Colour/Staff	Chief Petty	Colour/Staff	Flight Sergeant or	
Sergeant or	Officer or	Sergeant or	below Captain or	MILT
below and	below and	below and	below	IVIILI
Captain or	Lieutenant	Captain or		
below	or below	below		
Warrant	Warrant	Warrant	Warrant Officer and	
Officer and	Officer and	Officer and	Squadron Leader	CMILT
Major	Lieutenant	Major		CIVILLI
	Commander			
Lieutenant	Comm ander	Lieutenant	Wing Commander or	ECT E
Colonel or	or above	Colonel or	above	FCILT
above		above		

# 5.3 Other Logistics/Transport Qualifications and Civil Service Officers

- Merchant Marine Master Mariners
- Civil Service Officers above the rank of Secretary/Head of a Bureau

## 6.0 RESPONSIBILITIES AND BENEFITS

# 6.1 Responsibilities

#### Code of Professional Conduct

Members of the Chartered Institute of Logistics and Transport shall support the general objects of the Institute's Charter and at all times:

- Act with integrity and professionalism and carry out their duties in such a way as to promote a positive image of the Institute and their profession.
- Act responsibly to secure the welfare, health and safety of all members of their organisations and take account of the impact of their activities on the environment and the community
- Continue their professional development throughout their careers and actively assist and encourage fellow members, and non-members, to advance their knowledge and expertise
- Endeavour to serve the interests of their employers and employees without compromising professional integrity or ethics
- Strive to build their professional reputation on merit and compete fairly where competition is appropriate
- Actively promote international understanding, goodwill and cooperation

# 6.2 Values and Rewards

By joining CILT as a member,

- ✓ You will gain a lifelong professional anchor
- ✓ You will gain a unique source of support, knowledge and networking
- ✓ You will be part of a unique global Professional Institute
- ✓ You will be part of a Professional Institute with prestige and pedigree
- ✓ You will be part of a network that will assist your career development
- ✓ You will be able to network with industry professionals from many sectors

Some of these benefits are elaborated below.

1. Continuing Professional Development (CPD). CPD is defined as 'The systematic maintenance, improvement and broadening of knowledge, skills and competence throughout a professional's working life.' Changes in the world of work emphasise the continuing need for an individual to be professionally competent. These changes include developments in information technology, global markets, the economic situation and a more mobile international workforce.

Members of the CILT are required to make a commitment to ensure that the knowledge and skills you gained when qualifying for membership are systematically maintained at a suitable level.

The basic concept of CPD is a system which:

- · continues throughout a professional's working life
- mirrors the requirements placed on professionals by their professional organisations (CILT) and, equally importantly, by their clients
- operates in a systematic and structured manner
- covers the full range of knowledge and skills, personal, technical and commercial, required by a professional in his or her working life

To prepare your CPD plan, you are advised to:

- Obtain advice from your local CILT Council
- Obtain the CPD documents produced for CILT members. Talk to your employer, if applicable and get his support
- Develop and analyse your own development cycle with the help of these documents
- Undertake your chosen learning activities

CPD units can be acquired from:

- Activities undertaken with CILT
- · Activities certified and recognised by CILT
- Activities that relate to the practice of transport and logistics and undertaken through external providers of appropriate professional standing

All members will be required to gain certain CPD Points over a period of time (varies among TOs). Any member who has either indicated at the time of their renewal that they have not fulfilled the CPD requirements or been identified on a random audit as having not fulfilled the CPD requirement will be entitled to apply for an extension. During this extension period, a member will receive advice and support to ensure that they are achieving the required CPD points.

- 2. Encourage active membership. Members are entitled to attend meetings and functions, and to receive members' discount prices at conferences. Attendance at these gatherings gives members the opportunity to meet others in the transport and logistics spheres, and enhance their knowledge with the most up-to-date information on current developments and future possibilities.
- 3. Networking. The CILT local sections play a critical role in connecting transport and logistics within your local area. This will help the members to foster linkages with 'supporting industries', trade unions, trade organisation leaders and thus have the ability to rapidly expand your networks.
- 4. Publicise members' achievements/awards across countries. CILT issues international electronic newsletter that is designed for members to be kept up to date with what is happening both at a local and national level. Members are

encouraged to share their articles, research papers and news items of general interest for the local newsletters.

# 6.3 Penalties

Members who fail to uphold their responsibilities are subject to penalties.

1. Non-payment of membership fee. If a member is in arrears by at least two months of the due date for payment of a Subscription (varies among TOs/IBs) or other monies due to CILT and fails to pay such arrears within one month of a notice issued by the Secretary to do so, the organisation may at any time suspend the Member from all privileges of membership; or cancel the Member's membership.

You can no longer claim to be a CILT member in any way whatsoever and in particular, you will lose the right to use the CILT post nominals – MILT, CMILT and FCILT after your name. The right to use these post nominals is vested only in the CILT. You will normally be asked to return your membership certificate.

There are special arrangements for re-instatement of membership specific to each TO/IB.

2. Misconduct or breach of code of professional conduct. Members are obliged to comply with the code of professional conduct, those who fail to do so will subject to penalties.

## 7.0 HOW TO APPLY?

Except for Non-assessed grades (Affiliate/Student), membership entry is based on the possession of knowledge (Key Knowledge Areas) with requirements on a certain level and length of relevant experience.

Application can be made to local Council of Territories/Branches. Institute Branches will send electronically membership application forms to CILT International for assessment together with applicants' CV. Two-year Continuing Professional Development (CPD) plans are also required for applications for Assessed membership grades (MILT/CMILT/FCILT). For information on CPD, please read the section on 'Values and Rewards' (56.2(1)) on pp.146-157.

# 7.1 Fees and Subscriptions

Fees are collected for all membership applications. Members need to renew their membership on an annual basis. Contact your Councils for information on annual fees. If you cannot find one in your country, contact CILT International by visiting the CILT website for more information.

Please note that members whose annual subscriptions lapse or who resign will lose all benefits of CILT membership.

There are special arrangements for retired member specific to each TO/IB.

# **CONTACT US**

Visit our website: http://www.ciltinternational.org for more information.

#### **CILT INTERNATIONAL**

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#### **CILT UK (for Legal & Finance Matters)**

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# **CILT HONG KONG (for Membership Matters)**

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# for Education & Training Matters

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