



NCCR

Convergence Consultation Document

Questionnaire Feedback Report – Final Version

11th May 2004

>BlueSpark
consulting

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1 EXECUTIVE SUMMARY

1.1 At the date that this report was compiled, 445 questionnaires had been returned, representing a total of 691 members. Excluding Institutional and Overseas members, this represents a very healthy 19% response rate. See section 2.1.1

1.2 Of the respondents, 59% are members of just one organisation, 30% are members of two and one person is a member of 6. See section 2.1.2

1.3 Of the 445 respondents, 175 (39%) took the time and trouble to provide individual comments, ranging from a few words to 6 pages! See section 2.1.3

The individual comments have been included as Appendix I, appropriately amended to protect the identities of the individuals.

1.4 Of the 445 respondents, 90 are also members of IIC, 74 are members of the Museums Association, 35 are members of ICOM and 24 are members of the Institute of Conservation Science. See section 2.2

1.5 Of the 21 questions that asked respondents to either agree or disagree, the average percentage number of people who agreed with the detailed recommendations amounted to a very positive 86%. See section 2.3

1.6 There were only 3 questions where more than 10% of respondents disagreed. The 3 questions were:

Q2a One co-opted place should be reserved for a nominated representative of the two Irish conservation bodies.
- 13% disagreed

Q5 Governing Body should be comprised of Chair, reps for England, Scotland Wales; 4 reps elected for their skills/experience/fit with strategy; and 4 co-opted members, including one for all-Ireland.
- 13% disagreed

Q8a Patron invited by Governing Body.
- 11% disagreed See section 2.4

1.7 A large number of different names have been suggested for the new organisation.
See section 2.5

1.8 Over 80% of respondents want to see a magazine published 4 times a year and a peer reviewed journal published once a year. See section 2.5

1.9 The most commonly requested community of interest groups are books and paper, private practice, disaster planning, preventive conservation and collections care.

See section 2.5

1.10 The services that would be most valued are publications, accreditation, campaigning and advocacy, professional standards, CPD and training. See section 2.5

1.11 85% of respondents are prepared to pay the membership rate proposed to be applicable to them. Of the Vanguard Group, the resistance to the proposed membership rates is:

% not prepared to pay

CCF	14
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IPC	10
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PhMCG	27
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SSCR	4
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UKIC	4
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See section 2.6

1.12 Only 35% of respondents are prepared to pay a higher than proposed membership rate for more/better services. See section 2.6

1.13 Responses from the following organisations and sections are included in section 3.

BAFRA

BHI

Institution of Conservation Science

SOA

SSCR

UKIC Stone & Wall Painting Section

1.14 The Consultation Document has been very effective in both attracting views from members and securing significant agreement with the recommended structure of the new organisation. However, it has also identified a number of areas of weakness in the Consultation Document. These are described in section 4, and in summary are:

- i) The lack of detailed explanation on how financial and operational autonomy will be devolved to groups, and generally a lack of attention to what it will mean in practice to be a member.

- ii) No information on precisely what will change and what won't change. This has undoubtedly caused unnecessary concern about the future of existing publications.
- iii) The recommended structure could be too complex, particularly in a start-up situation.
- iv) An unproven financial case for convergence.

See section 4.2

- 1.15 The feedback to the Consultation Document has successfully identified both the things we seem to have got right in the structure of the new organisation but has also identified the key concerns of members. The importance of resolving these concerns means that the previously reported timescales for convergence should be extended.

See section 4.3

- 1.16 We would like to take this opportunity to thank everyone who has put such thought and passion into their responses. Harnessing and nurturing this will be a challenge but presents a tremendous opportunity for a new organisation to be established on a bedrock of an active and involved membership.

Mike Caudrey

11th May 2004

2 QUESTION BY QUESTION ANALYSIS

2.1 Respondents

The total number of respondents amounted to 445. 42 of these responded by email.

2.1.1 The organisations to which the 445 respondents belong are as follows:

Organisation	Number of Members Responding	Number of Respondents by Prime Organisation	Total Number of Individual Members (see Note)	Note	% of Individual Members Responding
BAFRA	6	2	173	1	3%
BAPCR	48	16	393		12%
BHI	9	5	24	2	38%
CCF	64	14	190	3	34%
ICHAWI	9	3	28		32%
IPC	135	111	927	4	15%
IPCRA	15	2	166	5	9%
NatSCA	13	6	89	6	15%
PhMCG	11	4	138		8%
SoA	44	23	117		38%
SSCR	54	11	118	7	46%
UKIC	290	222	1287	8	23%
More than 1		26			
Total	691	445	3650		19%

Notes:

General – Membership numbers are constantly changing, and in respect of non Vanguard organisations, we have used figures that may be out of date. However, the calculated overall response rate of 19% should not be materially affected.

1. Total of 393 members less 220 student members. However, the Consultation Document was not specifically sent to BAFRA members, so the percentage of individual members stated in above table is considerably under-stated.
2. Antique conservators only.
3. Total of 240 less 50 Institutions.
4. Total of 2025 less 381 Institutions and 717 overseas.
5. Total of 177 less 11 Institutions.
6. Total of 110 less 21 Institutions.
7. Total of 216 less 98 Institutions.
8. Total of 1785 less 334 Institutions and 164 Overseas.

2.1.2 The number of respondents just belonging to one of the twelve NCCR organisations is 263 or 59%. The remaining 182 or 41% have multiple memberships, with the following distribution:

Number of Memberships	Number of Respondents	% of Total
1	263	59
2	134	30
3	36	8
4	9	2
5	2	1
6	1	-
Total	445	100

I am proud to say that I have met the person with 6 memberships!!

- 2.1.3 Of the 445 respondents, 175 (39%) took the time and trouble to provide individual comments, ranging from a few words to 6 pages! The 175 were from the following “prime” organisations:

Prime Membership	Number of respondents	Comments received from	% Providing Comments
BAFRA	2	1	50
BAPCR	16	5	31
BHI	5	3	60
CCF	14	10	71
ICHAWI	3	1	33
IPC	111	42	38
IPCRA	2	-	-
NatSCA	6	5	83
PhMCG	4	1	25
SoA	23	5	22
SSCR	11	9	82
UKIC	222	81	37
More than 1	26	12	46
Total	445	175	39

2.2 Membership of Other Organisations

The 445 respondents were also members of the following organisations:

Other Relevant Body	No. of respondents
IIC	90
Museums Association	74

ICOM	35
Institute of Conservation Science	24
British Association of Paper Historians	8
AIC	7
Society of Bookbinders	7
Other Relevant Body	No. of respondents
BSMGP	5
Design Bookbinders	4
IHBC	4
SPAB	3
CILIP	2
Furniture History Society	2
IFA	2
Museum Documentation Association	2
Society of Museum Archaeologists	2
AIA	1
AIBMS	1
AICCM	1
ARLIS	1
Association of Restorers	1
Australian Institute for Conservation of Cultural materials	1
CAPC	1
Centre for Study of Ancient Textiles	1
CGCG	1
Conservation Teachers Forum	1
Costume Society	1
FIIC	1
Group for Costume & Textile Staff in Museums	1
ICDM-CC	1
Institute of Science Technology	1
International Association of Book & Paper Conservators	1
IPH	1
Irish Museums Association	1
Master Carvers Association	1
Museums Computer Group	1
Museums Journal	1
NACF	1
NAWCC (USA)	1
Preventive Conservator Forum	1
RIBA	1
RSA	1
SFIIC	1
SMF	1
Society of Antiquities	1
UKRG	1
VDR (German)	1
Wallpaper History Society	1
Welsh Federation Museum & Arts Galleries	1

2.3 Questions 1 to 17

The responses to questions 1 to 17 are analysed below. Where the % disagreeing exceeds 10%, these have been **highlighted** and are further analysed in section 2.4.

Question		%		
		Agree	Disagree	No response
RECOMMENDATIONS				
1	Size of Governing Body to be no more than 12	91	4	5
2a	Up to 4 co-opted members on Governing Body	86	7	7
2b	One co-opted place should be reserved for a nominated representative of the two Irish conservation bodies	80	13	7
3	Chair elected by membership	93	3	4
4	Initial two-stage election process for Governing Body	88	5	7
5	Governing Body comprised of Chair, reps for England, Scotland, Wales; 4 reps elected for their skills/experience/ fit with strategy; and 4 co-opted members, including one for all-Ireland	80	13	7
6	Initial period of office to be 3 years	89	4	7
7	Officers Group, comprising Chair, Vice-Chair, Treasurer and, as <i>ex officio</i> , the Chief Executive	87	7	6
8a	Patron invited by Governing Body	81	11	8
8b	Vice-Chair elected by members of Governing Body	84	9	7
9	3 Standing Committees: Professional Standards & Training, Communications, and Finance & Resources	87	4	9
10a	Chairs of Professional Standards & Training and Communications selected by Governing Body from amongst its members	84	8	8
10b	Treasurer to be Chair of Finance & Resources Committee	90	4	6
11a	Existing specialism be carried over from existing organisations	87	6	7
11b	Concept of Faculties to be tested	81	8	11
12	Faculties, specialist and community of interest groups be funded with a working capital based on a submitted annual budget	84	7	9
13	National groups and regional networks be established	85	7	8
14	Advisory Council formed	87	4	9
15	Role of hybrid organisations	82	6	12
16	Membership categories and voting rights	87	6	7

17	Chief Executive and 4 other staff	86	5	9
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2.4 Additional Analysis where “Disagrees” Exceed 10%

2.4.1 Question 2b

Question		%		
		Agree	Disagree	No response
2b	One co-opted place should be reserved for a nominated representative of the two Irish conservation bodies	80	13	7

The number of members that disagree are members of:	
0	BAFRA
9	BAPCR
1	BHI
7	CCF
0	ICHAWI
19	IPC
1	IPCRA
2	NatSCA
2	PhMCG
4	SoA
7	SSCR
34	UKIC

Either in their response to 2b or 5, 20 people (out of 58) provided reasons why they disagreed. These were split equally between: “illogical to treat Irish differently to England, Scotland and Wales”; “a fudge”; and Eire is part of EU, not the UK.

2.4.2 Question 5

Question		%		
		Agree	Disagree	No response
5	Governing Body comprised of Chair, reps for England, Scotland, Wales; 4 reps elected for their skills/experience/ fit with strategy; and 4 co-opted members, including one for all-Ireland	80	13	7

The number of members that disagree are members of:

BAFRA	0
BAPCR	7
BHI	1
CCF	7
ICHAWI	0
IPC	22
IPCRA	1

The number of members that disagree are members of:	
NatSCA	4
PhMCG	2
SoA	5
SSCR	5
UKIC	30

Excluding those that disagreed because of the proposed Irish representation, 9 people (out of 58) gave the reason that proportionality should be used to allocate representatives between UK countries.

2.4.3 Question 8a

Question		%		
		Agree	Disagree	No response
8a	Patron invited by Governing Body	81	11	8
The number of members that disagree are members of:				
0	BAFRA			
10	BAPCR			
0	BHI			
4	CCF			
0	ICHAWI			
15	IPC			
0	IPCRA			
0	NatSCA			
2	PhMCG			
6	SoA			
6	SSCR			
31	UKIC			

Of the 9 people (out of 49) that gave a reason for not having a Patron, they were divided equally between: "should be chosen by membership"; "the role needed explaining better" and "No, never"!

2.5 Questions 18 to 24

18. What should the name of the new body be?

The following names were suggested by more than one respondent

Name of new body	No of respondents
UKIC	16
Institute of Conservation	10
NCCR	8
British Institute for Conservation	7
British Institute For Conservation & Restoration	5
Institute of Conservation Professionals	5
Institute of Conservators	5
British Isles Institute for Conservation	4
National Institute for Conservation & Restoration	4
National Institute for Conservation	3
Association of British Conservators	3
Conservation UK	3
National Society for Conservation & Restoration	3
The Conservation Forum	3
The Conservation Institute	3
United Kingdom Institute For Conservation & Restoration	3
British Conservation Institute	2
British Institute of Conservation	2
British Institute of Conservators	2
British Society for Conservation & Restoration	2
British Union of Conservators	2
Council for Conservation & Restoration	2
Institute for Conservation & Restoration	2
Institute for the Conservation of Cultural Heritage	2
Institute of Conservators – Restorers	2
National Institute of Conservation	2
The Association of Conservators – UK	2
The Conservation Council	2
The Conservation Group	2
The Institute for Conservation – Restoration	2
The Institute of Conservation & Restoration	2
United Kingdom Institute for Conservation	2
United Kingdom Institute for Conservation & Restoration	2

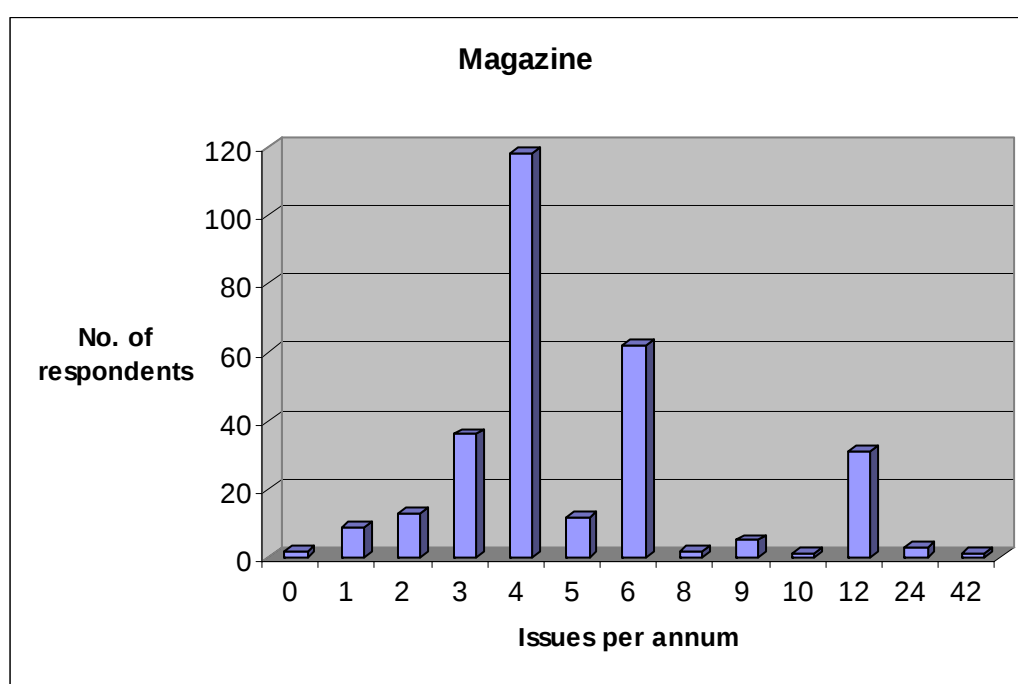
Question	% Agree	% Disagree	% No response
19 Would you be prepared to pay the membership rate that is relevant to you, as listed in section 3.3.3 and the	85	9	6

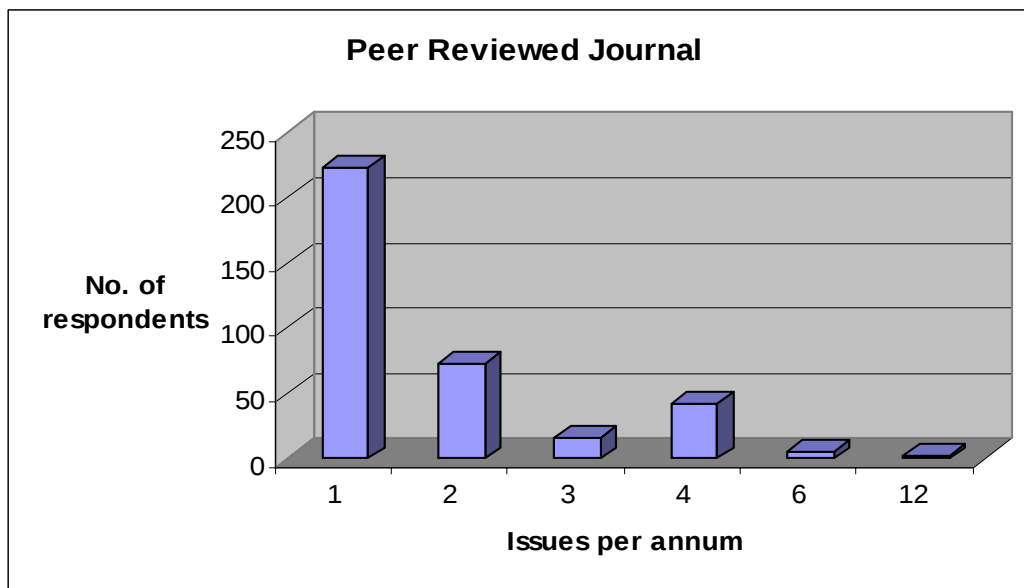
	answer to Question 20?			
20	Would you be prepared to pay more if a higher membership rate would provide more or better services?	35	53	12

21. What publications do you want the new body to produce?

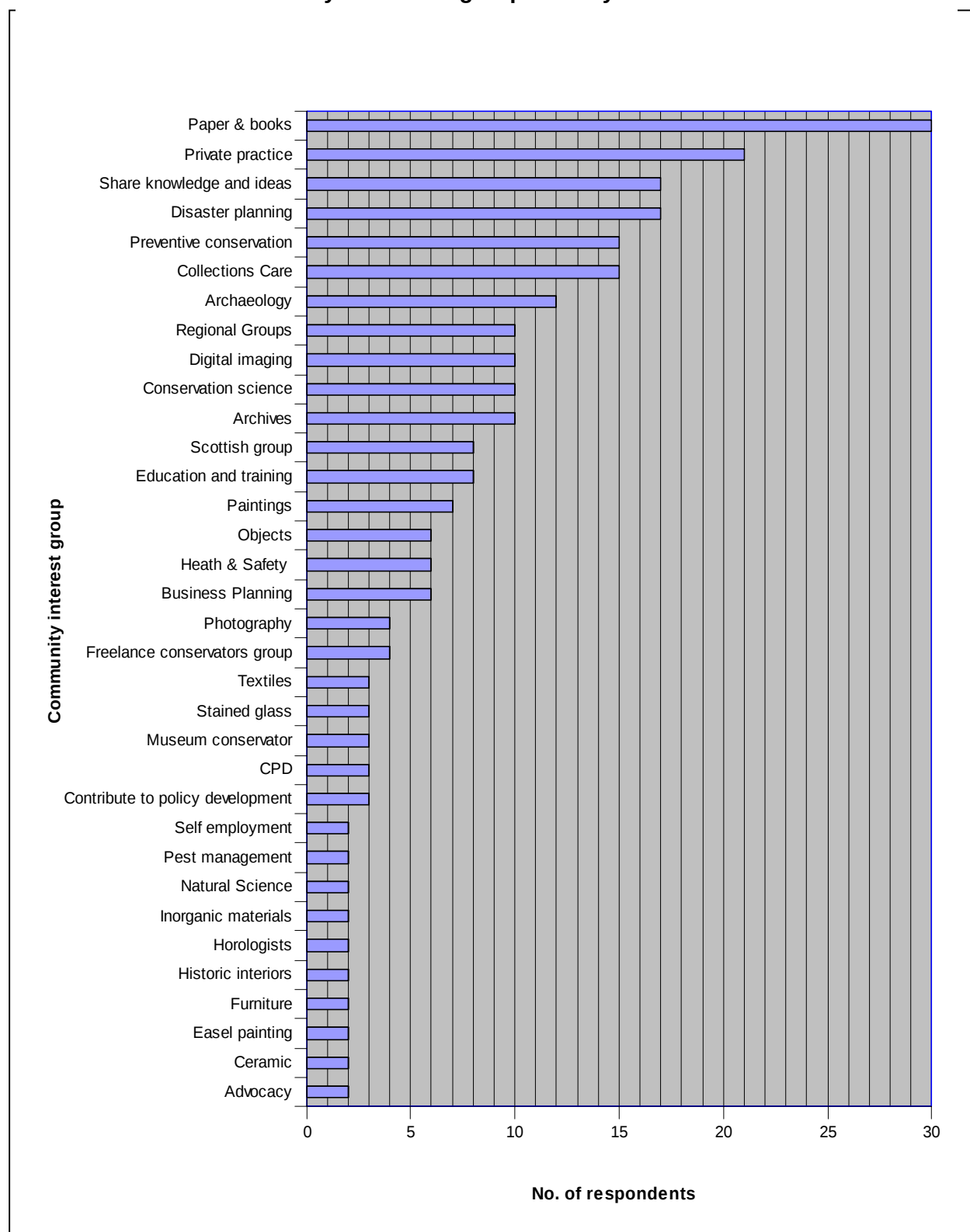
- Topical news and jobs 86% agree
- Magazine 78% agree
- Peer Reviewed Journal 85% agree

22. How many issues per annum do you want?

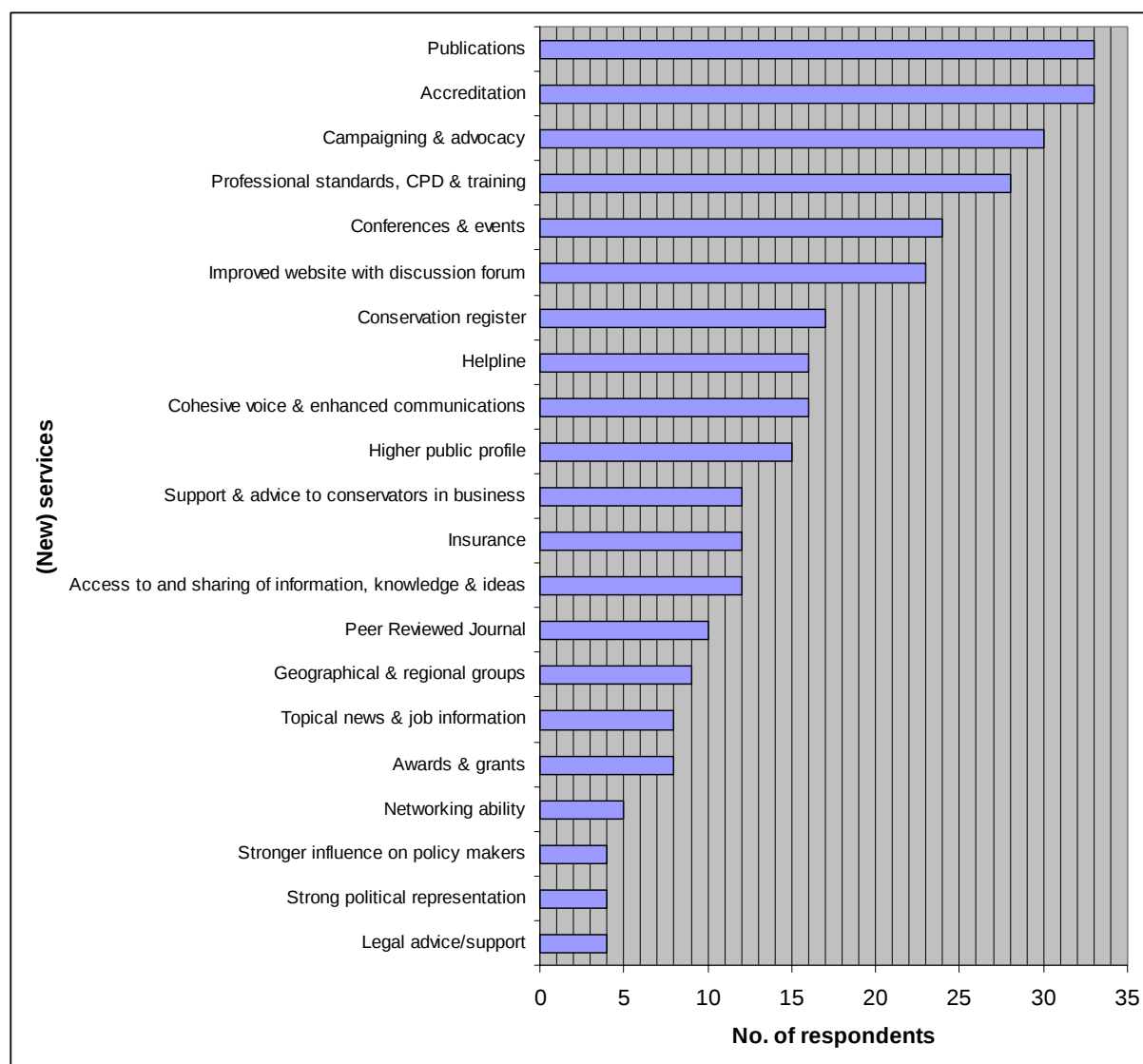




23. Which community of interest group would you most like to see formed?



24. Which of the new services would you most value?



2.6 Further Analysis of Questions 19 & 20 (Membership Rates)

Question		%		
		Agree	Disagree	No response
19	Would you be prepared to pay the membership rate that is relevant to you, as listed in section 3.3.3 and the answer to Question 20?	85	9	6

The number of members that disagree:	Organisation	% of members that disagree
1	BAFRA	17
6	BAPCR	13
2	BHI	22
9	CCF	14
1	ICHAWI	11
13	IPC	10
3	IPCRA	20
3	NatSCA	23
3	PhMCG	27
6	SoA	14
2	SSCR	4
12	UKIC	4

Question		%		
		Agree	Disagree	No response
20	Would you be prepared to pay more if a higher membership rate would provide more or better services?	35	53	12

The number of members that disagree:	Organisation	% of members that disagree
2	BAFRA	33
27	BAPCR	56
6	BHI	67
26	CCF	41
3	ICHAWI	33
78	IPC	58
7	IPCRA	47
8	NatSCA	62
6	PhMCG	55
26	SoA	59
25	SSCR	46
135	UKIC	47

3 ORGANISATION RESPONSES

These have been received from the following organisations, and are included in sections 3.1 to 3.6.

BAFRA

BHI

Institution of Conservation Science

SOA

SSCR

UKIC Stone & Wall Painting Section

3.1 BAFRA

The Convergence Consultation Document was distributed to the BAFRA Executive Committee in advance of their recent meeting on 20th January 2004. Completed questionnaires from committee members were returned for co-ordination by BAFRA Head Office. Because of entire agreement between committee members, it was decided that the BAFRA Executive should respond using one questionnaire. I, as Chairman, was tasked to make the Executives' response to the questionnaire accordingly.

Co-ordinated Response from the BAFRA Executive Committee

There was full agreement that the thrust of the consultation document is perfectly acceptable and would seem to represent a sensible and praiseworthy path towards convergence.

We are considerably less convinced about the practicalities of convergence. Our own organisation is dedicated to:

- Service to the heritage and the owners and custodians thereof in the public and private sectors.
- Service to our members and the support of members' business enterprises. Service to the education of our professional membership and of the public.

This involves an immense amount of personally dedicated and detailed support towards all those who, BAFRA purports to serve, instant response and the ongoing production of an educational programme entirely dedicated to BAFRA members' specialist aspirations.

Over the period of our Association's 25 year existence we have become known and respected as the leaders in our field. The most important aspects contributing to BAFRA's public performance are:

- Fast and detailed response to inquiries and consequent referrals and the oft acknowledged adherence to the highest professional standards of our members' work.
- Fast and detailed response to members' requirements in technical, educational and business management issues.
- The operation of a complaints system for the benefit of the public and members.

We are not confident that this level of service is achievable by the organisation envisaged in the consultation document. There is insufficient information and assurance given that the public

and our members will receive the service and support in the aforementioned areas to which the public and our members are accustomed will be provided, BAFRA prefers to remain an interested observer and to maintain its own independent identity.

The BAFRA membership, although frequently appraised over the past two years of the developments within NCCR towards convergence, has shown little interest in the NCCR initiatives. It is the BAFRA's Executive's intention to continue to inform the membership of developments in convergence and to encourage interest in individual membership of the new body. To this end we plan to mail copies of the Convergence Document and the Questionnaire to the membership in time for them to respond direct to you by 27th February.

3.2 BHI

The convergence consultation document questionnaire was intended for response from individuals of NCCR member bodies. However, the British Horological Institute (BHI) considers it appropriate to provide a corporate response to the convergence proposals.

The BHI, by reason of its constitution and mixed membership, is unable to 'converge' and is therefore classified a 'hybrid' organisation. Whilst recognising the potential benefits of a single conservation body to the conservation profession as a whole, the main effect of convergence to the BHI will be the loss of voting rights it currently has on NCCR council. Although supportive of the concept of convergence, membership of the new body in the 'organisation' category appears to offer little benefit and carries no voting rights.

The BHI also notes that representation for hybrid organisations is not envisaged in the Governing Body. This appears to place the hybrids at a disadvantage with the Irish bodies, which are also unable to converge but nonetheless have a place on the Governing Body. Accepting that a constituency place for each hybrid would be unrealistic, it is proposed that the Governing Body should include a place for a 'hybrid' organisations representative.

3.3 Institute of Conservation Science

Institute of Conservation Science (ICS) Meeting at Tate Britain

16 February 2004

15:30 Duffield Room

Present:

Joyce Townsend, meeting chair

Graham Martin

Barry Knight

Kathryn Hallett

This meeting was called to discuss the NCCR convergence process, and what part ICS should have in the future.

- **Why is ICS not a NCCR member body?** – ICS has not signed up to be a member body, and has not paid the £100 fee to ensure voting rights. The issue of convergence was discussed at the last ICS AGM, with a call for an EGM. The EGM has not been called, and there has been no further pressure from ICS members to do so. Is there apathy amongst ICS members over this issue? There was a split amongst the ICS membership as to whether ICS should join the convergence process, and/or the accreditation process.

- **What is the NCCR involvement?** - There has been no pressure from NCCR yet, but Graham Martin has been asked about progress in consulting ICS membership. Carole Milner (NCCR) could not attend this meeting. In an email to Graham Martin, David Leigh (UKIC) asked ICS to alert members to the NCCR consultation process. ICS members have been sent an email with details of this consultation exercise, and a hyperlink to the NCCR website. This information is also on the ICS website, www.instituteofconservationscience.org.uk.
 - o The deadline for consultation is 27 February 2004, and ICS members are encouraged to give their feedback on the proposed convergence structure. Similarly to conservation managers, conservation science forms a very small part of UKIC membership: is NCCR for conservators only? The majority of the ICS members at the meeting had sent back their NCCR feedback questionnaires, as members of UKIC and ICS.
 - o After the questionnaires have been collated, a firmer proposal will be made, and a ballot of all members taken. ICS can join NCCR at any point, subject to paying the £100 fee. ICS are invited to NCCR meetings, to participate in the process. It is not always possible to send a representative due to time constraints.
- **Would ICS fit well into the NCCR process?** - Graham Martin pointed out that many ICS members are also members of other, accrediting, scientific institutes (Institute of Physics, Royal Society of Chemistry etc.) He called for NCCR to liaise more closely with these bodies. Barry Knight suggested that the “spiritual home” of a conservation scientist depended on their chosen career path – whether they felt more allied to the heritage profession, or to academic or industrial science. Many ICS members are not UKIC members. When the ICS was first formed out of the Conservation Scientists Group, there was resistance to joining UKIC as a specialist section, perhaps for fear of being sidelined? Historically, some members felt they were scientists, not conservators, so would not fit well into UKIC. ICS was formed to foster cooperation and networking, not as an accrediting body. Is NCCR taking the ICS away from its founding principles (which are only 3 years old)?
- **Accreditation questions** – Conservation science has a variable career route, which could make accreditation a valuable scheme. Joyce Townsend pointed out that accreditation could be useful when conservation science is outsourced; to ensure that external analytical labs carrying out conservation science work have sufficient knowledge to interpret their work. Accreditation is not compulsory yet in jobs, but it is desirable. There is considerable variation in the degree to which employers will support staff going through the accreditation process in terms of time and/or money. Are conservation scientists disadvantaged in applying for accreditation? Some conservation scientists were accredited as part of the fast-track process. Currently, it is not possible for any more conservation scientists to become accredited through the “full” route, which diminishes the value of fast-track accreditation status for conservation scientists.
- **Hybrid organisation** – the Care of Collections Forum (CCF) is part of the NCCR “vanguard group”: they have many parallels with ICS with a diverse membership (not all conservators), informal background and low fees. How have they overcome these issues and decided to join NCCR? In fact, many of the vanguard group bodies are hybrids.
 - o Joyce Townsend expressed concern that the international dimension of ICS is being ignored. However, IPC and several other members of the vanguard group are international bodies too. It is still possible through the NCCR proposed structure to be an international member; although the NCCR converged organisation will be UK based. Does ICS want to be a truly international body like IIC or ICOM?

- o ICS could be a “hybrid organisation”, as described in the NCCR consultation document (p.7), or alternatively, exist as a “Faculty” within NCCR. A Faculty is a cross-specialist interest group, another example of which could be pest management. Graham Martin expressed fears that NCCR is proposing a management structure for lobbying etc, but not for furthering conservation practice within the profession. This means that conservation science may not be well represented.
- **NCCR and the future** – NCCR is a transitory body. It is proposed that the future organisation will have 5 paid staff. The goodwill of members is required to take on many other roles in the organisation. Employers do not have to let staff attend such meetings.
 - o **ICS in the NCCR** – If ICS merge into NCCR would there be more money available for conservation science? Graham Martin suggested possibly yes, for example for conferences. Joyce Townsend then pointed out that the ICS Conservation Science 2002 (Edinburgh) conference had been very successful, and this was largely a result of volunteering.
- **Resolutions** – Graham Martin stressed that the NCCR process has two strands: convergence and accreditation, which must not be confused. These need to be discussed separately by ICS. Graham Martin felt he did not have a clear mandate from ICS members in how to proceed, because ICS members had not contacted him on this issue. However, at the last AGM, a vote indicated favour to converge. Someone is needed to “champion” the progress of ICS with regards to NCCR.
 - o Graham Martin and Barry Knight are to attend a meeting in March on accreditation and how it impacts conservation science. They will discuss possible frameworks for accreditation, and feedback at the next AGM.
 - o It was decided to add a discussion on NCCR to the upcoming AGM, with votes required to precipitate future action. Two resolutions are proposed for the next AGM (5th May 2004 at the V&A Museum):
 1. **The membership of ICS instructs the ICS committee to join the NCCR convergence process. (Proposed by Barry Knight, seconded by Joyce Townsend).**
 2. **The membership of ICS instructs the ICS committee to join the NCCR accreditation process. (Proposed by Kathryn Hallett, seconded by Barry Knight).**

3.4 SOA

Following the publication of the convergence consultation document, the Society of Archivists (SoA), as a NCCR member, wishes to provide a corporate response to some of the proposals put forward.

The Society comprises Archivists, Record Managers, and Conservators, and therefore will not converge, and as such is classified as a Hybrid organisation. The Group welcomes the formation of an Advisory Council (Recommendation 14), which would be of benefit to all, and the opportunity for the Society to be represented at this. Communication will have to remain open for many areas to operate fully, such as the circulation of agendas relating to the meetings of the Governing Body of the new organisation. This will enable the Hybrid Groups to be fully aware of relevant topics that arise. It is also requests the right to ask to attend such meetings not subject to invitation on occasion, when apposite.

The possibility of SoA becoming an Organisation member would appear to have little benefit, with no voting rights. Currently SoA has a position on council with NCCR and holds full voting rights. Benefits of the Organisational member category require further clarification.

Although the SoA will continue to provide a variety of services to its conservator members, it does feel that there will be a strong attraction to join the converged body, and is also aware that many members will chose to be a full member of both organisations. Therefore we fully embrace the prospect of concessionary rates for Hybrid ACRs, but feel that 75% may still be too high, and ask for this to be reviewed. Full support and assistance will be given to the development of a reciprocal arrangement to benefit other members, to include not only conservators, but other individuals currently members of the Preservation and Conservation Group.

SoA has been a participating body in PACR from the beginning, and wishes confirmation that for current and future SoA ACRs it will not be mandatory to join the new body, although some are expected to. SoA wishes to remain a part of PACR to continue to provide this service to our members.

The creation of a single unified conservation body has many potential benefits, and the SoA recognises convergence as an important issue.

3.5 SSCR

The SSCR Committee applauds and admires the work which has been done by NCCR, the Vanguard group, Mike Caudrey and all others which has culminated in the Convergence Consultation Document. The points made below follow from our consideration of the document, an open meeting with Mike Caudrey and various discussions among Committee members.

SSCR's Aims.

SSCR has evolved as a society for conservators across all disciplines, related professionals and those with an interest in conservation issues in Scotland. Numbers and geography means that there is a strong focus on work throughout Scotland. It is not a dry professional group. As well as the widely admired Journal it delivers an active and stimulating programme of events for its membership. Our aim is to support and enhance a UK-wide professional conservation body while maintaining these strengths and meeting the wider membership needs which SSCR has established in Scotland.

Culture in Scotland

In recent years there have been big political changes in Scotland. We have devolved government; funding for Culture and the Arts through the Scottish Executive rather than the Department of Culture, Media and Sport; a Minister for Culture; and a Cultural Strategy. Very recently the First Minister has emphasised the Cultural entitlement of all of Scotland's citizens. All of this means that the political landscape surrounding conservation of the Cultural Heritage in Scotland is different from the rest of the UK, bringing unique opportunities for lobbying, for grants and for other funding and development.

Conservation Profession

The SSCR Committee embrace the strengthening of the conservation profession in the UK which will be brought by convergence (covering Cultural Heritage generally), particularly recognised accreditation, central co-ordination and membership management, conferences and publications. Authoritative lobbying from a professional institute should be much more effective. However, in order to maximise the benefits both to the UK and to conservators in Scotland, we want the new conservation body to address the question of devolved Scotland further than is proposed in the Convergence document

A Scottish Committee

Meeting the membership needs both within and between specialisms will be a challenge for the new body in each geographical area. SSCR as it stands is committed to this, and we want to ensure that it survives and blossoms. Our proposal therefore is that the position of the Scottish regional member on the Governing Body should be enhanced. This position should be the Chair of the Scottish Committee, with three responsibilities:

- to establish a committee in Scotland drawn from the new membership to deliver SSCR-like membership needs in Scotland;
- to promote and develop the UK-National Body's agreed aims and objectives in Scotland;
- and to contribute fully to policy development of the UK national agenda at the Governing Body.

This will require personal commitment - but also administrative support and operational funding. (We suggest basing this on SSCR's operational budget with the central costs of membership support etc removed to the central body).

Clearly the detailed role of the Scottish Committee would have to be carefully developed by the Governing Body and its Advisory Board in terms of its remit and devolved responsibilities. However we would like to establish the principle of this important position from the start. It may be that there are parallel proposals for other geographical groups: but it is our view that it is devolved Scotland, with its needs and opportunities, which makes the structure so important if the effectiveness of the new UK-wide body to be maximised.

Operationally the status of the Chair of the Scottish Committee would be significant. It seems to us that an Executive Group within the Governing Body should be: the Chair, the Scottish Committee Chair; presumably an equivalent English region or Committee Chair; and the Treasurer.

Given the degree of devolvement which this structure would bring to the new body, it may well be that some primary staffing functions might in fact be based in Scotland to support the whole UK membership.

Summary

We propose that:

- The Scottish member of the Governing Body is the Chair of the Scottish Committee.
- The Governing Body has an Executive Group which includes the Scottish Committee Chair.
- The Scottish Committee has:
 - o An operating budget
 - o Devolved responsibility for broad membership support similar to SSCR's present aims
 - o Administrative support
- Consideration is given to some UK-body support functions being based in Scotland.

3.6 UKIC Stone & Wall Painting Section

EXECUTIVE SUMMARY

The Committee continues to support the aspirations of a united conservation body for the UK and is therefore in favour of the convergence process.

The Committee does not feel that the consultation undertaken to produce this current document was sufficiently widespread and that it has not adequately taken into account the role and importance of individual members.

The Committee considers the remit and intentions of the groups identified in Chart 2 are too vague at present, and feels there is a risk that increased spread of interest groups (including regional groups) may weaken the current 'volunteer' network.

The Committee would strongly encourage the vanguard group to define a more clear and specific vision for the new body at all levels to help members to understand their individual and collective roles and rewards.

The Committee feels that the perceived increase in electronic communication proposed for the new body will require dedicated and fully resourced support since this acts as a 'linchpin' between the formal governance and management groups and the specific interests groups.

In principle, the Committee:

- supports the general framework of the Governing Body, its associated election process, and the duration of the first term.
- supports the intentions of the Advisory Council and the Officers Group.
- supports the staff allocation but would strongly encourage an increase in central office staffing to assist in a centralised membership activities programme and IT support.
- supports the notion of simplified membership categories
- strongly encourages an active and explicit method and status for student and recent graduates in relation to membership and accreditation.
- expresses concerns over the current status of the both the regional and members groups.

Suggested name of the new body

The committee suggests that a new name for the body could be 'The Association of Conservators – UK' or (ACUK), though hopes that this decision will be taken under wider consultation.

SPECIFIC REVIEW COMMENTS

Despite the claims of wider consultation and discussion between the vanguard groups and their representatives, there is a general feeling that the process to date does not appear to have clearly or adequately identified the nature/extent/ range of the various groups and their specific membership.

This is reflected in this document through the following:

- The definitions provided for 'conservation' and 'moveable heritage' demonstrate a clear bias towards objects-based practical conservators. They contradict the intentions expressed that this new body would 'unite the conservation profession and the wider conservation community' and has created considerable scepticism and resentment on the part of section members. Correspondence between individual members and the UKIC Chair and Executive Director have already highlighted this important issue. The committee feels that his response adequately addressed the inappropriateness of the document's terminology, yet the pervading error in language has highlighted the need to re-examine the composition of the vanguard advisory group, and to reflect on the wider issues relating to the remit of united body. In particular, there were valid concerns raised about the parameters and structure of the current PACR accreditation system. It is noted that all the email correspondence, including the UKIC responses, were forwarded to Blue Spark consulting, and the committee encourages its careful reading and review.
- The document and proposed framework appears to have concentrated heavily on the higher level management structure at the cost of understanding the role and place of the individual member, and most importantly how their volunteer input is organised, fostered, sustained and ideally expanded.
- The proposed structure lacks definition in the way in which the average individual member relates to the GB and associated standing committees, with the only specific reference made to access to membership services, and increased use of electronic communication.

Specialisms and their structure

At present, sections within UKIC operate under a clearly defined system of organisational rules, with elected representation through annual meetings and clear committee structures, and a defined mechanism of communication through a position on council. For section members, this is their direct link to the Institute as a whole, and section chairs take this role seriously.

This document appears to suggest that these formal procedures are abolished, yet doesn't offer clear methods to ensure their continued activity or the accountability of their actions both downwards (towards individual membership) and upwards (towards the GB).

In addition, it is identified that collective resources would be distributed on a forward request basis to groups, but no clear demarcation of annual limits, or methods for even, objective distribution are indicated.

Given their diversity in size and length of existence, and without any clear infrastructure, this committee has grave concerns that more 'established' groups could dominate the 'Institute' activities, drawing on the limited total resources. The reliance on volunteer input is already a significant challenge to specialist groups, especially ones such as S&WP which has a strong element of site-based private practitioners. It is feared that smaller specialist activities will get slowly squeezed out due to competitive pressures, and a growing feeling of tangential relevance.

Quantity and breakdown of committees and other groups

The new framework creates two new higher level groups (AC and OG), and identifies three distinct types of members' groups. At present, this arrangement lacks clarity. There is no clear hierarchy between these groups, nor a clear avenue for their communication towards the GB.

The Committee noted that the connecting line of Chart 2 highlights this point clearly, suggesting that the members' group must somehow determine amongst themselves which of the management groups to approach. This 'three-way' junction needs careful review, and may be assisted through a well established electronic support network, staffed from the central office.

In addition, with the additional instigation of generalist regional groups, the committee is unclear whether these can be sustained through the existing volunteer workforce, or how additional volunteer support will be fostered. At worst, this extended and wide ranging collection of interest groups may act to discourage continued involvement by those existing volunteers who find it difficult to see any personal or collective benefit.

There is some concern that the body will not have sufficient membership to support both groups defined by special interest and those by region.

SUGGESTED AREAS TO BE FURTHER EXPLORED

Definitions and scope

The new body must taken into account the need to clarify and amend the current terminology to reflect the wider conservation community that forms the prospective and projected membership. It is imperative that this is undertaken in an explicit and visible manner to ensure that those existing and prospective members who have felt excluded by the definitions within this document, and those used in previous NCCR convergence papers are clear about the intended inclusiveness of the new body.

The committee would also highlight the use of similar terminology within the current Conservation Register, and need to be carefully reviewed and amended as part of this exercise.

The terms requiring amendment include:

- **moveable heritage** (and the use of **portable heritage**) – neither of these reflects the breadth of the conservation community and should not be used. The Committee has reviewed definitions used by other conservation bodies, and recommends the term '**cultural property**' as defined in the Code of Ethics of the Canadian Association of Professional Conservators:

Objects that are judged by society, or by some of its members, to be of historical, artistic, social or scientific importance.

Cultural property can be classified into two major categories:

1) Movable objects such as works of art, artefacts, books, archival material and other objects of natural, historical or archaeological origin.

2) *Immovable objects such as monuments, architecture, archaeological sites and structures of historical or artistic interest.*

- **the three domains (libraries, archives and museums)** – these do not take into account the wider proposed membership and are extremely misleading. The phrase alienates private conservators, as well as those in education /

training, and within the public sector. It is recommended that delineation of this sort is counter-productive and should be avoided.

The committee strongly recommends that emphasis be placed on characterising the professional attributes of the membership, rather than any limited description of the work that might be considered relevant. There are countless ways in which prospective membership of the new body can contribute towards conservation, and that is not exclusive to interventive or preventive action to historic fabric. In this regard, we would draw attention to the Canadian Association's definition of a conservation professional:

*...**conservation professional** refers to any person who has the education, knowledge, ability and experience to formulate and carry out conservation activities in accordance with an ethical code such as this Code of Ethics and Guidance for Practice. The term, therefore, includes practising conservators (who are normally designated according to areas of specialisation, e.g. paintings conservator, textile conservator, architectural conservator) as well as conservation scientists, conservation technicians, conservation educators, conservation managers and conservation consultants.*

Specialist and regional groups

The new body should undertake a clear evaluation and review of all existing 'specialist groups' with an aim at simplification, and clarity of purpose and intent. It is unclear how many existing groups are spread between the various vanguard bodies, nor the extent of any overlap or duplication. It is acknowledged that this exercise may be better served by waiting for the formation of the new body, however, with the apparent lack of a clear relationship between the GB and these groups, a detailed and structured proposal for the scope and intentions of any review should form part of the formation objectives.

The nature and intention of regional groups should be driven by the outcome of the review and reorganisation of the specialist groups, who should be tasked to address this as part of their overall remit.

Centrally-driven activities

The committee suggests that there needs to be a clear and regular system for 'Institute' activities and events which is centrally controlled and driven. This would provide a yearly schedule of event 'slots', which would then be offered to specialist sections or faculties, and could provide a method for encouraging cross-disciplinary thematic events bringing the membership together, rather than encouraging individual events in relative isolation. This would also encourage continued and routine involvement across membership against a framework that provided initial structure and significantly simplify and reduce the organisation and resource demands on the volunteer groups. Once established, it would also ensure even distribution of energy, time and resources across the specialist and regional components of the new body.

APPENDIX 1: Section Background

UKIC S&WP Section comprise over 150 members from varying backgrounds including institutional and private practice conservators, scientists, consultants, architects, historians/researchers and academics.

At present, approximately 40% of membership is PACR accredited, with the vast majority going through the initial 'fast track' system.

Already an amalgam of two specialist sections, there is recognised alignment with other specialist sections, including metals, paintings, and historic interiors.

A large proportion of section members is directly involved in in-situ or site based conservation within historic buildings, either as private single practitioners or as part of larger conservation firms. Widely spread across the UK, the membership tends to have limited time or resources to engage in numerous 'Institute' activities, but there is reasonable loyal to section events, with attendance at the last 2 AGM's totally over 50, and the most recent conference being over-subscribed (at 100 people).

4 CONCLUSIONS

4.1 Overall

The Consultation Document has been very effective in both attracting views from members and in securing significant agreement with the recommended structure of the new organisation.

4.2 Weaknesses in Consultation Document

However, it has also identified a number of areas of weakness in the Consultation Document., the principal ones being:

1. The lack of detailed explanation on how financial and operational autonomy will be devolved to groups, and a general a lack of attention to what it will mean in practice to be a member.
2. No information on precisely what will change and what won't change. This has undoubtedly caused unnecessary concern about the future of existing publications.
3. The recommended structure could be too complex, particularly in a start-up situation.
4. An unproven financial case for convergence.

4.3 Next Steps

The feedback to the Consultation Document has successfully identified the key concerns of members. The importance of resolving these concerns indicates that the previously reported timescales for convergence should be extended.

Whereas previously, the aim was for membership votes on convergence to take place in June/July 2004, it seems sensible to delay those votes until at least the end of September. This will provide more time to prepare properly thought through solutions to allay the fears that have understandably been raised by members.

The key milestones are:

Milestone		Timing
1	Business Plan finalised	May 2004
2	"Prospectus" issued	June 2004
3	Voting papers sent to members	End August/early September
4	AGMs or EGMs for members to vote on Convergence	End September
5	New organisation operating in "start-up" phase	Jan 2005

Finally, we hope that this report will reassure the reader that the considerable input that members have provided to the consultation process will be acted upon.

Mike Caudrey

11th May 2004

APPENDIX I

INDIVIDUAL COMMENTS

NB: We have tried our best but with this volume of comments, it is possible that:

- 1. Despite deleting “clues”, we may not have protected the identities of all respondents.**
- 2. We have misread people’s handwriting.**
- 3. We have not spotted all typos.**

ID	Other comments
5	Although this convergence of societies into one large professional society is a good and welcome idea, I must insist that such a new society should have a greater presence in the public, private and political sectors. Advertising in the past from many of the societies has been minimal. I noticed in the draft business plan that a mere £3000 has been allocated for advertising. As a private conservator, I know that £3000 does not go far on advertising. I would strongly advise that the new larger society for conservation, restoration and preservation issues within the UK and Ireland be more realistic about their advertising figures if they want to have a wider and more noticeable presence in the public, private and political sectors. Advertising and possible sponsorship should be continuous and in wide and varied areas within heritage sectors. More ideas - sponsorship of awards at the major universities for conservation, restoration and preservation. Specific advertising boxes in Yellow Pages for conservators, restorers as already used by framers within the Fine Art Trade Guild. Renting out of equipment to private conservators either established or just starting out. E.g. suction tables, fume cupboards etc. A show to highlight the work carried out by student conservators from all over the country, attended by gallery owners, record offices, galleries and the public. A student forum on the new website. Availability of articles past and present. List of libraries and institutions. Private conservators list for the country on the new website.
13	Peer Reviewed Journals - could be published more frequently with a few articles for each specialism thus allowing the same amount of material that is currently published for each specialism to be available. Perhaps more could be made of the website and articles that don't go into the Journal are put on the website.
16	Please continue letter mail for those 'oldies' without computers.
17	If Irish bodies are politically unable to join us, I'm not sure that they should be on our governing body. Eire is a different country.
27	Board will need terms of office staggered otherwise will all be up for re-election at the same time. How will stagnant / dormant groups be disbanded? Officers - recruitment and TUPE must be very transparent in way handled. Many large national organisations now have their HQs outside London. E.g. NHS, National Trust. Many large cities and towns outside the capital have extremely good transport links. I would thoroughly support moving out of central London to an easily accessible site for all members of the governing body, staff and members. (Board / committee members from the corners of the UK can get fed up at having to travel to London and it can put very good candidates off from putting themselves forward).

ID	Other comments
28	Some variance in terms of office otherwise they all leave at the same time?
29	I do not agree with moveable heritage. This new body should be a professional body for conservators, whatever the specialism.
30	I have grave worries about the automatic membership of BAFRA in such a new group. Other groups may well be similar in a non-evidence based restoration guided approach. My experience of BAFRA is mixed whilst some excellent and useful work is common it is not the rule. The dominance of traditional craft skills is sometimes untempered by conservation demands. Chemistry knowledge and application with special reference to adhesive and finishing materials is often unacceptably poor. Restoration is not a good partner of conservation. A conservator can restore but can a restorer conserve? The financial and skill based preference for restoration is difficult to negate for in a treatment proposal. If the aim of the new group is to unify the fields of conservation - great. But to unify at all costs would be self defeating. Would it not be possible to link the 'restorers' as an associated group not in the main body of conservation? I do not ignore the need for their work but I baulk at their ipso facto inclusion in the conservation. The accreditation route is fine individually but many restorers do not wish to be more that restoration professionals who may do conservation. The role of CPD needs more emphasis and standing in the new body. No mention has been made for the inclusion of part-time and semi-retired membership - or did I miss it in the overview? Was mentoring and international exchange covered? What status will the new body have with regards to higher education courses especially with regards to career plans and eventual institute status? Thank you for all your hard work and brave attempts to unite and benefit all those with conservation interests. Do not forget our primary aims of preserving, recording, analysing and maintaining our cultural and social heritage. Having a considerable office presence in the capital is not financially justified. The current state of information technology could allow for a non-central structure. Locating to outside the capital would benefit the areas where jobs are cheaper, rent is cheaper and making a difference to the community are positive factors. The use of a meeting venue in a central place could well be varied around the population. Hiring / loaning a facility would be preferential. The conservation goal could be supported in a real way by having the conservation offices in a conservation project. Funding and sensible kudos would be achieved. Any site which could allow expansion / training or some new modern areas would be both practical and informative. Leading by example would also be a moral choice. Working within the constraints of many of our members would also be a joint learning curve of mutual reward. Cost must be a driving factor. Too many costly white elephants plague our past - the Dome, Scottish Parliament, Welsh Assembly, Channel tunnel, Portcullis House spring to mind. Not only did such disasters damage the institutions involved but the high cost of wages and infrastructure in such congested areas continue to drain resources from the main goals of their organisations. Good luck with all your work.
42	1. Are we dealing with 'institutions' versus 'private sector' or individual conservation professions? In Chart 2 the private sector is classified as a 'Community Interest Group' - this highlights historic perceptions. Identifying the true 'Professional Conservator' and breaking the mould of a Conservation Institution and Conservator in the private sector - qualifications, training, experience all being equal, should be the way forward for an organisation moving towards a bona fide profession. 2. Training course representation should have an elected member on the governing body. Training courses produce future professionals and spread the word most effectively both to students as they train and then go out to work experience during their course. 3. Premises - regardless of where the offices are located would it be worth considering how much money Sections and Council spend on renting, conference / meeting space? If the various bodies could converge on a central office it could be made into a professional study centre with Library and Internet facilities. Conservators in the private sector and smaller institutions have no access to a professional library. Would this not be something to be considered by a professional organisation?
45	I feel that this paper covers every aspect. Hopefully it will come to fruition.
47	I foresee problems in deferring Faculties as most conservation organisations bridge one or more areas, whether the Faculties are subject based or material based.
54	Introducing a higher fee would not be good for those people raising a family and taking a career break and making limited use of the services.

ID	Other comments
60	1. I thought that the object of convergence is to merge groups - when then is Ireland singled out to have a specific co-opted member? Why the nationally based categories for election? The weight of each place would not necessarily represent the size of membership in that country and it might prevent suitable candidates from being elected. Why can't Irish members join as individuals and allow their current organisation to be affiliated through the hybrid system? 2. Given the current problem with finding suitable section committee members, I would accept fewer faculties to represent the specialisms rather than an overcrowded mass of sub-committees. However, I feel that the individual specialisms should remain identifiable at some level. 3. I assume the relative reduction in membership rates for Accredited Full members represents the assumed savings in administration of the new body. Why the 2 rates? Eire would be classified as International? Concessionary rates should only be given to student, retired etc members. Why discount membership rates because the member is to be a member of another group too? 4. What other services are proposed for members to warrant higher subs?
66	Non-conservators ought to be allowed to be members, as is now the case in IPC.
67	Section A. The Executive model is very similar to that adopted by many London Boroughs. There, the improved efficiency is evident but great care has to be taken to ensure that decision-making is transparent and rank and file members are satisfied that it is fair and just, particularly in the case of funding. In local government transparency has not always been achieved and some lessons can be learned from councils where it is already in operation. Scrutiny panels carry out a significant role and it would seem that this role could be assigned to the Standing Committees. It has partly been stated, particularly in the case of Finance and Resources but it should be much clearer; ensure effective governance and management by the Governing Body. It is not really enough to say that the GB is accountable to the membership. It takes 3 years to vote ineffectual members out. Faculties, Recommendation 11 - This is confusing. How can the committee of a specialist section submit budgets for such a fluid group in terms of specialist composition and numbers? I do not agree with the establishment of faculties, which is a recipe for hierarchy and elitism. The elements of critical mass, level of activity etc are likely to be dealt with effectively by budget allocation. Lead groupings will always be there but establishing faculties will allow many of the undesirable inequalities of the previous system to be carried over into the new one. National groups are in a different category. Section B. Groups will need training in preparing budgets and bidding. Not because they do not have members with expertise but to know clearly what the criteria and ground rules are; also to ensure fairness. 7. How will the specialist sections communicate with the centre? This does not yet appear to have been very well conceived as far as a two-way communication goes. The responsibility of the centre to promote communication from the centre to the membership has not been adequately described. As one of the most crucial aspects it should surely be a responsibility of the Communications Committee. Section C. I agree that a relevant member of the GB should be co-opted on to the Standing Committees but not necessarily as Chair although it makes sense in the case of the Finance Committee.
70	Would rather the organisation be UK delineated and not broken down to Scotland, Wales, Ireland and England?
79	Professional Standards and Training Committees are critically important and their chairs should perhaps be best chosen by the membership at large or by some constituency wider than solely the Board. Specialist sections / faculties. I am most concerned that this issue be properly debated - there are already far too many special interest groups, not to mention regional groups; each needs funding and the reservoir for this is by extension too shallow. Membership should be set at a critical mass in each case, below which central funding could not be accessed; the current regulations in this regard in UKIC, at least, are inadequate. I would like to see the Vanguard group seize the opportunity to rationalise the current set-up, and I assume there would be a drop in the number of devolved sub-sections as a result. An alternative would be to give more power to subsections of the new body and more responsibility in providing front line services, advocacy advice etc - I haven't thought this through properly!
84	Accreditation needs to be more widely accessible before accredited members get improved voting rights. I agree with the proposal but want to see much more emphasis on broadening the range of people who can be accredited and can feel fully welcomed into the organisation. I would like to see conservation managers given an opportunity to be accredited and I would like to see buildings /

ID	Other comments
	architectural conservators encouraged to the same extent as museums / objects conservators. In summary, please ensure a holistic approach to the conservation community.
94	It is not clear what the Irish bring to the table, there is little if any chance of resolving the issue of merger for the Irish organisations in the long term. They would also not contribute financially to the organisation, therefore this place should go to a representative from within the organisation.
96	I am concerned about the question of publications. I stopped being a member of UKIC because there was never an article relevant to my specialism (books). As an existing member of IPC I find the PCN and annual The Paper Conservator adequate. I do not wish to end up collecting articles and information not relevant to my area as space is always problem, and time for reading scarce.
97	The governing body should concentrate in creating a positive attitude in sections for activities and conference. Things for members to participate in.
101	Serious concern over loss of Scottish identity in relation to gaining funding, publicity, network and communication with UK.
103	If possible get high profile patron such as a member of the Royal family like Prince Charles.
105	Need more people (elected and paid) to run organisation of this size. Why no secretary or company secretary?
106	More staff needed. Save money by not having the CE, elevate the Administrator and add several staff at realistic rates (£20k not £34k)
107	There is very little reference in the convergence consultation to the small army of voluntary workers who are caring for Archives. Some Collections are managed entirely by volunteers. Such individuals should be recognised formally within the new structure. Perhaps the category described as 'Subscriber' might be changed to 'Associate' - thus separating them from the formally qualified members, but recognising their contribution to archival services. However, their reduced fees should not deprive them of the services offered - indeed they are often in the greatest need of advice and help. Perhaps the new organisation could provide special training opportunities relevant to the 'Associates'.
108	1) I am not sure if the 2 organisations represent both north and the republic of Ireland. I am happy for NI to be represented but if one is an exclusively Southern body then it should not have a place. (anymore than say France should have a place) i.e. places are for regional areas of the UK not separate countries. 2) I am happy with 3 yrs although I suggest that the whole council does not go off at one go. 3) Rather than hedge yourself in why not leave it open so that they would "normally" be taken from the Gov council but might be someone selected on the basis of their skills from the membership? 4) Faculties no one can understand what they are - as long as people can understand that they can form cross sectional groups then that's enough. 5) This is just too woolly - I can't say yes or no. You are going to get in a terrible mess unless finance is related to section member numbers. You then have the additional problem that if a member is allowed to join several groups then potentially they can attract more finance for all those sections. I need more detail on this. 6) I would be happy to give them a go but I am sceptical that National groups will want to meet under the banner of general conservation. People's time is very limited and they are not going to go to something that is not strictly relevant. Possibly they would if there was something that affected their particular area specifically. 7) What is going to happen with an organisation like IPC that is made up of some conservators and some not. Are they going to be allowed to be part of the new organisation or will that have to have a separate membership? 8) Is this really costed out in terms of working hours? I suspect that this is too optimistic and that there will be tremendous demand from the various section groups. I suspect that they will be disappointed when they realise that the amount of work that was involved in running their groups is much the same as before the foundation of the new organisation. 9) Paintings is not big enough to justify its own mag' if you were able to get the BAPCR group to join. 10) Sorry I can't see that there are new services only more of the hopefully done more efficiently with a lower office cost. A general note: my concern is that this is a management decision to rationalise the organisations that is being dressed up as if members are asking for it. There is a perception that UKIC has been telling its members what to do and think rather than listening to them. Great care will need to be taken to ensure that this new organisation does not fall into the same trap.

ID	Other comments
109	Will the new organisation be recognised by inland revenue for reclaiming against basic rate tax?
110	Recommendation 16 - the low waged (for the concessionary rates) should be those who are paid less than UKIC's recommended salary. It seems unfair that an accredited member must pay a higher membership rate fee than an ordinary member, since in order to be accredited you must be a member. It is effectively a no win situation for accredited members. As a non-accredited member I would be happy for accredited members to pay the same amount as non-accredited members.
111	Question 17 - one of the staff should be trained in dealing with the media and be an effective and coherent spokesperson.
119	I would like to see an organisational membership to be available for non-accredited members of hybrid groups who are unwilling / unable to pay the full rate but who are kept apprised of what is happening and are given support, when required, so that they might become full members in time. The mention of cheaper reciprocal memberships is a good idea.
120	1. The Irish group should have the same relationship to the new NCCR as the other groups (e.g. hybrids, trade associations) that do not for the moment want to join. They should be on say a separate advisory group (B-list). Q&A 29 says they are non-voting co-opted members of the governing body, but that is not what 3.1.1 says. 2. A two stage election process seems unnecessarily complex, especially at a time when we need easy engagement by those uncertain of what is happening. 3. I see no reason why one person should not represent on the board both the external marketing and the fundraising functions. I feel that these functions must always be closely coordinated. By providing 2 places, this reduces the number of elected places without portfolio, which is already too few. I would leave the freedom to co-opt the Professional board. 4. The terms should be staggered so not all the elected members go at the same time. Say 1/3 should go after 2 years. 5. I think the introduction of "Faculties" is too prescriptive. I would allow the existing groups to find their feet, form (not force) new alliances then reconsider the structure after the initial 3 years. It could be part of the restructure which will be needed by then. 6. Even if unstated, there should be an expectation that there should be one (ONLY) peer reviewed journal for the new organization. I have not done the calculation, but how many, say, engineering or medical journals are produced by the professional body per member of the body. 7. The statement in the questionnaire is significantly different from the recommendation 12. The question of "responsibility" and to whom the body can delegate needs to be clarified (pace the discussion on the 10th). Q&A 4 8. Chart 2. I think the apparent distinction between "community of interest group", e.g. CCF or conservation scientist, and the specialist group, e.g. archaeology or BAFRA, is artificial and divisive. 9. 3.2.5 A muddying of thought/argument is still apparent in this paragraph. Hybrids cannot join the new organisation, any more than UKIC can join. Only members can join. Unless it is being proposed that organisations can be elected/co-opted, cf the Irish. If the Irish can be under the umbrella of our new federal conservation body, why not BAFRA? 10. 3.3.2 There is a worrying absence of services to the public in this document – it is still inward looking. What are listed are membership services. There needs to be another para showing what the profession is doing for the public good (Chart 1, staff role). This needs to be costed in the business plan. 11. Chart 1 I think the Patron needs to be given a role, say chair of Advisory Council. 12. Chart 1. Communications standing committee, what standards is this committee monitoring? Prof SC, what communications is it maintaining? Is this a special role of the PSC, presumably the F&RSC does not have to bother with maintaining communications? 13. 4.3 The one-off costs of convergence are not included, nor are the reserves brought forward from the Vanguard groups. 14. Q&A 6. Do members / committee members of the specialist groups need to be members of NCCR2? UKIC reorganisation really struggled over this. 15. Q&A 31 Do not even think of trying to create a rival to AATA. The GCI has real trouble finding abstractors. If in the UK we are saying we should pool resources for efficiency, we should be saying the same on the international level. Conservation can afford only one abstracting service. I tried to set one up for natural history, doomed to failure even though it managed to stimulate action in AATA.
123	I hope the new name will be short and be one which enables members of the general public to clearly identify accredited members as specialist conservators / restorers. This is very ambitious and could become very costly to run. Contingency and staff travel and expenses both seem quite low figures given the whole budget.
124	Any member that misses 2 consecutive meetings should resign

ID	Other comments
125	Why do our Irish colleagues have a co-opted place on the committee. Do they pay into the new body? I would be happy to have them as observers and even pay them to attend meetings, but I see no reason why they should have an influence over the organisation. If the co-opted member was from Northern Ireland this would be more acceptable. The 4th co-opted place would be better used to further the aims and objectives of the organisation in the UK. I disagree with this resolution. I agree that the Chair should be appointed but I think the membership should have a right to elect the co-opted members. There seem to be a lot of co-opted posts and some of the membership may see this as a way of committee members getting their friends or those in agreement with their policies into positions of influence. If no nominations are forthcoming then by all means co-opt. I want convergence to happen.
126	Can there be a rep for all Ireland in line with reps fro England, Scotland and Wales, so as not to put Northern Ireland, part of the UK, at a disadvantage? If this will not work for political reasons, can a Northern Ireland rep be included?
127	Not too many faculties please.
129	Whilst I welcome faculties / interest groups/ regional networks etc, I fear that too many may lead to fragmentation and loss of corporate feel.
133	I am not convinced there is a need for convergence
136	I belong to IPC, SOA, CCF, & PHMCG. These memberships total approx up to £200 pa. Will this convergence mean I can pay as an accredited member (one payment only) & still have access to the information that these 4 groups provide for me? Or if I have to pay for all 4 groups each this will total approx £335? I an in favour of convergence but this cost is prohibitive to me (Private Practice: turnover varies from £16k - £22k - I support a family of 5 on this income). But I do want to keep the memberships of all the above if possible. I do appreciate the possibility of reciprocal cases on special arrangements with sister organisations. This is very important to me as I am sure it is to many others. You may be interested that in Wales we do have a group run by Bob Child (NMGW) that includes museum & private practice people from all over Wales. We meet 2 x a year, called 'Conservation matters in Wales'. It is a success.
138	The size of the Council may prove too small to allow for one representative from each of England, Scotland, Ireland & Wales and still include the skills required. Perhaps a rotation? As a conservator in private practice and a member of the UKIC's Interior Section I object to the definition of 'Conservation' as being the 'preservation, protection, care and restoration of movable heritage', as a specialist in the conservation of carvings and panelling as well as other timber structures it is important to include details and items that are not 'moveable'. Details that are nailed, screwed, or otherwise fixed are not designed to be moveable and to use this word is incorrect. All these objects may be moveable once a building has been dismantled, but as most of what I work on is not separated from its original setting and now in a museum I object to the use of this word. Where does a building conservator fit into the overall scheme. The building could be dismantled into its component pieces but a pile of bricks and some wood and glass would not be of much use.
140	It is hugely important to make the national groups as strong as possible and united through an effective governing body.
143	Why has the Republic of Ireland been asked to join? We have not asked France or Holland or Germany. Keep it simple - stick to the UK only.
145	Do not want CCF to merge.
147	Congratulations - this has been brilliantly prepared and explained
151	It should be compulsory that the governing body should have co-opted members only if the expertise necessary is not available from the elected members.
152	N
153	N
154	I feel that the strong affiliation of some members to their specialist area can work against recognition of the vital importance of central body. Q12 is a very tricky subject. I speak as one who, when President of another professional body, had to deal with it. The proposed subs to the new body are very high when compared with those paid to other professional bodies. My subscription

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	as Fellow of the Royal Society of Chemistry for instance is significantly less than that to the UKIC. Most chemists earn significantly more than conservators. To this is added the very high cost of accreditation. There will be a temptation for local or specialist non-members to attend meetings paying only the fee for the meeting. Eventually there could be more non-members than members attending meetings. This could lead to committees of the local or specialist groups including those who are not members of the National body. I had to confront a non-member who had been elected by his local group as chairman of the group. He was hard working, popular, a leading member of the trade, but just did not see why he should pay the subscription to the central body to get a journal which he could borrow from a friend. The problem was overcome but it would be better if arrangements are made to ensure that it doesn't arise in the first place. Perhaps non-member rates should be set as being normally at least twice the members' rate rather than the usual 10-20% premium.
156	Communication vital between hybrid bodies and new governing body.
158	Not sure about level of provision for non-conservators. Sidelined in organisation.
160	Not entirely convinced of the need for a patron though have no views either way. If do go with a patron he/she should be someone of proven interest in conservation and who could actively help the organisation. Concern about a proliferation of committees.
164	Most impressive
171	As a prospective subscriber, I am asked to pay 500% more, (when self-funding) have no vote, and restricted entitlement to services - NO!
172	Scotland, Wales and Ireland should be membership proportional - or there should be 2 representatives from England.
176	I don't know whether the following – my thoughts on convergence - are the sort of comments that are called for but I submit them in case anyone is interested. The benefits to be derived from closer co-operation between all conservation disciplines cannot be disputed for all the reasons that have been cited by those interested in the subject. The most obvious to me is the presenting of one voice for the conservation world in order to attract government funding and support. Another is the pooling of resources in all areas where there is avoidable duplication. And for me most vital of all is a Common Accreditation Framework which would embrace all the organisations. One of my regrets, when/if this new alliance occurs, is that I feel that if all the energy, enthusiasm, time and money that has been put towards the formation of yet another large organisation: "the Vanguard Group" had been put into building up NCCR it could have succeeded just as well in achieving these objectives. I have been a member of UKIC (Paintings Section) and BAPCR ever since I first came into the profession 25 years ago. Over the years I have noticed that the bigger UKIC has become and the more expensive it has become the less I get from it in the way of a service. BAPCR has improved with the years and is still affordable to all paintings conservators and is therefore an essential means of keeping all those in the profession, whatever their means, in touch with developments. This fact is vital if standards and conditions in the profession are to continue to improve. It has been argued that because in my specialism there are two organisations that BAPCR sucks the life-blood of the UKIC and is the reason why UKIC has become less effective. This is true but it is also true that the larger an organisation becomes the less it remains in touch with its members and its needs. I wish the Vanguard Group well and hope that it achieves its aims. If it becomes the one organisation that meets all our needs I am sure that BAPCR will want to join forces. In the meantime the creation of this new body has meant the destruction of the NCCR which, whatever its failings, was the only umbrella body and voice for the whole conservation profession. So, my sincere hope is, that if this new body finds its feet it also achieves its stated aim to go on facilitating working relationships with bodies like BAPCR that remain outside.
179	I have long been in favour of the formation of a single Conservation body to represent our interests. I have reservations about major parts of this proposal, however, and as it stands would vote against it. • I am deeply concerned that this structure gives too little power to the members. Only 2/3 of the Governing Body would be elected by members. Individual members would in fact only be eligible to vote for 6 Governing Body members out of 12. • Members are not able to vote on potential choices of Patron. • The Chief Executive is not voted for by the members. This paid member of staff sits on the Officers Group, and all three Standing Committees. I believe this gives

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	too much power to an unelected (possibly permanent) person. • The proposed structure appears to be too complicated. A simpler organisation, I believe, would be more effective. • I have no wish to receive single publications (either magazine or journal) for the whole organisation. One of the strengths of the IPC is the amount of information that is currently shared, that is relevant and of interest to all paper conservators. I do not want to have this diluted with articles about other concerns, e.g. bronze disease or water-logged wood.
181	Generally the aims set out by convergence are very worth while. The benefits to heritage as a whole and to individual restorer / conservators are great. It is very frustrating that accreditation through BAFRA will not be recognised alongside PACR and that the money spent on gaining this accreditation will be a waste if I then have to apply to PACR for full voting rights and status within the new body, incurring more costs.
182	The proposed Governing Body should reflect Proportional Representation. It is clearly unfair for one person to represent each home nation when the population of these areas is so unbalanced. It may seem an attractive solution but perhaps it is unwise to use a geographical framework. Instead how about a Governing Body based on Specialism? Secondly, it seems nonsense to include an Irish Co-opted member. This just appears as a fudge for local political reasons. The new body will not (as I understand it) prevent an International co-opted member rather than specifically Irish.
183	Specialisms should have wider context.
184	This is in addition to my general disagreement with the CON-vergence document. The first question should have been whether we want convergence not about the form it might take. The answer for many of us is no. This is an ill-informed piece of work; financially and organisationally unworkable; destructive of all IPC's fundamental reasons for existence. It does away, in a stroke, with our 4 newsletters and journal; makes us apply for our faculties and apparently run and finance voluntarily (what the devil do you think we do now?), or fight for funding against a lot of conservators with whom we have nothing whatever in common. In spite of the flowery language, it promises us nothing, except possibly a bureaucratic nightmare. It will lobby for conservators. What good will that do? NB: PEOPLE DON'T GIVE MONEY TO CONSERVATORS - they give it to collections, curators, institutions, but NOT to conservators. So, are we to be reduced to an advisory capacity? It is untruthful. The Independent Conservator's group was founded by Laila Hackforth-Jones NOT the IPC. The fact that its members are members of IPC is coincidental. It is not a creature of IPC. How dare this committee promulgate the idea that the main function of a conservators' organization is primarily towards the 'cultural heritage' B*****S! The main responsibility of any professional organisation is to its MEMBERS. I could go on. Finally, the chairman and Committee of IPC have a great deal to answer for and I hope they will come to the AGM with some very cogent reasons for donating thousands of IPC's funds to this consultation document without any reference to the membership. If it isn't downright unconstitutional, it should be.
185	There must be some overlap of committee members to advise and discuss previous decisions with new incoming members. A wholly new committee every 3 years would be a great mistake and waste a lot of time with the danger of trying to make decisions about things which have already been discussed and perhaps discarded. Only invite a patron once the new body is up and running and successful. This seems a very high price to pay and the business plan must show very clearly how this money is going to be spent. Personally I would not be able to pay a higher rate. Undertaking voluntary work while fully employed is becoming more and more difficult for conservators so more than 3 editions of a major publication might be impossible to achieve.
193	There is a danger of putting too many subgroups and sub-subgroups in the structure - if members are divided in terms of specialism and in terms of location, the organisation could be very fractured, though I understand the aim is not to divide. Why not elect Ireland rep as for the other countries, then have 3 co-opted? Why does the initial election have to be 2-stage? - involves more cost. All co-opted reps non-voting?
194	There are more disadvantages than advantages for the individual member as a result of this merger.
195	If the Irish bodies are not part of the new organisation they should not be on the governing body.
200	I feel that the move to convergence is a positive and sensible approach and I appreciate the hard

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	work that has gone into this so far. I do however have some thoughts over the publications issue, having been involved closely with the UKIC 'Conservator' publications for many years and prior to that the old UKIC Occasional papers series. I think that the move to having more ready access to up to date information from a website is a good idea, but would be against the option of having a peer reviewed journal like the 'Conservator' put online. This I feel should remain as a hard copy publication. Secondly, the make-up of this journal could be problematic. In the past 'Conservator' has deliberately taken papers from many disciplines - objects, natural history collections, textiles, interiors, preventative and museological issues, to name but a few and the breadth of topics covered is to be commended. However, there have been relatively no articles on paper conservation submitted, even indirectly as composite objects, in recent years and vice versa for the IPC journal. I would therefore like to see an amalgamation of the 'Conservator' with the IPC journal and other peer reviewed journals within the group, for a number of reasons: 1. it would save costs and improve efficiency having just one publication and editorial board. 2. it would broaden the field from which papers could be chosen, with hopefully more papers being submitted 3. this would help to improve the overall standard of the journal, as papers would have to be of a good enough standard to be chosen for publication. Less worthy papers, as usual, could then be submitted to the group's other publications. 4. A combined publication would help foster a sense of common aims and pride in a flagship publication 5. it would also hopefully broaden the reading matter of specialists and fit in with the NCCR faculty idea. To achieve this however, the publication does need to be professionally run. In the past the 'Conservator' has not received the promised administrative help and this journal has only reached its current high standing through an awful lot of voluntary work. This cannot continue. Money needs to be spent on central support and an efficient publication office, part paid if necessary. Given the fact that it would still have to rely heavily on volunteer support and papers are still notoriously difficult to get out of people, I feel that it would be too ambitious to publish this more than once a year.
202	I disagree with the membership rates proposed and the apparent exclusion of consideration within those rate bands at present of those who are not primarily conservators, but in allied professions. I am currently a member of CCF precisely because in my role as a collections manager I value contact with a variety of other professionals, including conservators. I already pay for professional membership of the SoA and MA, which costs me over £150pa, so the current £10 CCF membership is just fine. It is affordable and reflects the relative place of the body in my 'support structure'. If CCF joined in and I was expected to pay another £70pa in order to be a member I would leave.
203	Q 1-8 all after the initial 3 year period, should retire annually or staggered triannually and should be eligible for re-election if willing. As a retired life member of SSCR I am without any formal qualifications and am still interested in many aspects of conservation and restoration. I usually try to go to the Internship exhibition of work and attend as many meetings and outings as I can. I usually read much of the SSCR Journal and would like to see a similar publication published quarterly. I would not really expect to receive a monthly newsletter with topical news and jobs but have no doubt that it would be welcomed by members still at work or training and students.
211	I do not agree that BAPCR should be part of the divergence body. I see it as a means of distancing Members from their Council so that they feel outsiders and unable to influence affairs. They become alienated.
214	Any involvement in the new body by representatives of another EU state should be matched by similar opportunities for representation of other EU states.
216	I am very keen on the amalgamation of all the diverse conservation bodies in the UK. I have had this opinion ever since sitting on the IPC committee in the early 1990s, so I broadly support all the recommendations for the convergence. It is essential for a higher professional profile for conservation as a whole. While I believe in theory it would be splendid to embrace the whole of the British Isles, should Ireland have such a large voice (and probably the highest traveling expenses) if politics do not allow for full convergence. Would not this format disenfranchise ex-members of IPC and UKIC living in Northern Ireland from certain policy decisions to some extent? As a member of the IPC, I would like to see the best of it carried through to the new body, especially the unique international membership. I think that most overseas members find the publications the most important feature, so it is essential that we should continue to have an annual peer reviewed

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	journal and a quarterly magazine with shorter articles of interest, both totally dedicated to paper conservation. Without these there would be a severe drop in overseas membership, In countries like the US and Canada this is probably a second professional subscription in addition to their own national body and they would drop their membership unless and the publications were relevant to their specialism and were considered good value. In developing countries, the subscription could be a high proportion of the annual wage without sponsorship, so the sponsored membership scheme must be carried forward to the new body. It has proved an excellent way to disseminate current thinking and to encourage professionalism in countries with a more recent tradition of conservation. 2 final points, I think membership of sections should be limited, multi-membership could cause a loss of focus. Secondly, regional networking will always come most successfully from the grass roots, the new body should spend most of its time to concentrate on a higher public profile nationally.
218	Patron should be chosen by membership
224	I hope convergence of the relevant bodies goes ahead – but a few points to add. 1. Please can the renewal of membership not be in January. There have been some comments from the textile section (UKIC) that the membership renewal comes at a particularly lean time and is usually followed by the section mailings advertising events, workshops and study days for which more money needs to be put aside. 2. The existing section funds must be ring fenced so that sections who have been careful will not be penalised and loose their balances into the general pot to be re-allocated elsewhere. 3. The faculty proposal is good. Specialist sections should be maintained, although some need to be examined – such as Historic Interiors, which should become a faculty with a specialist section for painted surfaces and gilding. The historic interiors section seems to function as a faculty at the moment as it has such a range of membership including many non conservators. Specialist sections must remain specialist conservation disciplines.
226	Agree that specialist groups should be carried over, but want to see this extended to geographic where existing to retain continues identity group
227	Not sure how 4 members are going to cover the range of skills represented by the Vanguard Group
236	A number of people in conservation have become self appointed spokespeople for areas such as this despite the fact that they may not be very effective in this role. I therefore believe that these positions should be identified, a job / person spec drawn up and elections should be held against the qualities required. This may also widen the pool as there remains a danger in finding the co-opted people we fall back on friends or friends which becomes non inclusive. 6. I am against a blank 3 year in office. In order to avoid sudden change I think that no less than 50% of the committee should be replaced within 3 years and 100% within 6. To be followed by a 3 year maximum following this. This should ensure continuity and change. 8a. I am concerned that we do not automatically create 'establishment' feeling about our new body as I think this is a barrier to inclusively. As a result I am against the selection of a Patron as I believe that the person selected will be identified as 'important' and this is often related to privileges that they have had in life. 15 I do not yet feel happy with the way that hybrid organisations in particular CCF would work with this group. I doubt very much that most of the non conservators in CCF would pay £50 for membership. I may have misunderstood the reports but I feel that more thought is needed.
237	6. Initial period of office to be 3 years. I think that this is too short a time. I am unclear how many periods can run sequentially. If members of the Governing Body could stand for more than one period of office then this would provide continuity. It would also be helpful if there was overlap between periods of office so that not all members of the Governing Body retire at the same time. I would therefore propose an initial period of office to be 3, 4 or 5 years. With 4 members retiring after 3 years, 4 after 4, and 4 after 5. After that the period of office could be 3 years with the possibility of re-election for another 3 year period. 10a. I am unclear how it will be ensured that there are members of the Governing Body who are competent to chair these important sub-committees. The membership will have to be encouraged to vote for candidates with strong backgrounds in these areas. 13. Whilst I support the principle of national groups and regional networks, there is a concern that once the benefits of convergence have been forgotten as a result of time, the pendulum may swing again and a move towards federalism could occur. Similarly, if special interest groups become too strong, there could be break-away groups. It is not that long ago that IPC broke away from UKIC. Memories are short, I am afraid. Can measures be put in

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	place to ensure that all members are aware of the positive reasons for convergence, not only now but also several years into the future. Name of new body - it is absolutely vital that we do not use the term 'conservation' in an unqualified way. For many people, conservation means nature conservation or building conservation. As we are using 'conservator-restorer' as our profession for accreditation would like to see its name used in the new body. We must not take for granted that the wider public know when we say conservation that we mean objects and interiors.
245	As a member of IPC since it was formed, I cannot discover in the convergence proposals any convincing advantages for paper conservators if IPC is dissolved and its activities submerged as proposed. The idea of a national body to represent all conservators is excellent of course, but we have already the UKIC and the NCCR. The benefits of a centralised administration seems obvious too. However, many members of IPC will remember how and why it was formed in the first place and see the convergence proposals as turning the clock back. I am all for efficient administration and good representation at national level but it is hard to see how IPC members as individuals would gain from convergence. We would see increased fees, and have relatively little control over centralised expenditure. Our membership fees, conference income etc would no longer be available for specific paper conservation activities, but could be used to subsidise other areas of interest. The converged body would represent little saving for IPC membership in terms of voluntary effort. Moreover the institute has a large overseas membership. Some might resign if existing services were cut due to convergence, making a sizable hole in income. Centralised publications would be less useful for practising conservators than the existing specialised conservation newsletter and journal. IPC currently produces excellent publications, organises good and popular meetings and is reasonable efficiently well run. There have been problems recently with office staff and an overloaded Chair, but it seems to me that they are short-term problems which can be solved. The general aim of convergence are admirable and the consultation document is a bold step in the right direction, But I have strong reservations about the viability of a converged body. The proposed structure is complicated, the number of different interests large and the prospect of falling income due to the loss of membership is worrying.
247	I think that convergence is an important step forward. Getting one unified body to represent conservation on this country. It will give a much stronger voice for working conservators, both on a day to day basis or when museum services are under threat. Closer links with other conservation specialisms will also be very beneficial.
248	It is important to keep subscription rates to those suggested. An increase imposed soon after convergence will alienate members.
249	1. The proposed size of the Governing Body does not allow for a member from each of the potential joining organisations. I am not aware of problems due to the area in the UK that members of IPC, to which I belong, originate from. I do believe that there are worries about loss of specialist interest focus in the new organisation. Therefore I think it is more important to have a spread across interest groups in the Governing Body, rather than a Geographic spread. A larger Governing Body would be needed to ensure representation from all interests. It would need to be much larger if it was to represent the balance of interests. 2. A - The co-opted members further reduce the conservator content of the Governing Body. The paid officers seem to cover some of the areas of expertise called for in recommendation 2. I Would suggest that the posts filled by the co-opted members are filled by elected members, and the paid officer's act in an advisory capacity. B – All the conservation bodies are entitled to a representative on the Governing Body. 3. } 4. I agree the Chairman can be specifically elected, but the election of the remaining representatives should be, as I've already stated, based on members' free choice, with any bias towards specialty rather than region. 5. See above. 6. } 7. This would be dependent on the regularity of the meetings of the Governing Body. I wouldn't want to elect the Body, and then find that the Officers Group were effectively a ruling force. 8. } 9. } 10. } 11. } 12. It is suggested that the budget be based on 'historic levels of activity'. Some groups, such as the London-based 'Conservators in Private Practice' have been formed as small interest groups. This group has no funding or organisational input from the larger bodies. It has no 'historic level of activity' for budgeting but, (see question 9) is viewed as a sub-set with potential for expansion in the new organisation. 13. I agree to this suggestion, but as a separate issue to the formation of the Governing Body. 14. } 15. A body which acts as an accrediting body for conservators, and has conservators as part of its membership

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	should have equal rights in the new organisation, e.g. SoA. However, any of the participating organisations may have members who are not acting conservators, so surely this applies to all of them. If I understand the membership categories correctly, it is the individual members who have voting rights and stand on the committees, etc., so if there is a distinction between member and subscriber, surely the whole question is irrelevant. Is the implication that the hybrid organisations will continue as separate entities? Does this imply that although they are members of NCCR they are not fully committed to convergence. 16. } 17. I believe that there has been a reluctance to devote too much time to committees, etc. because of individual members' need to earn a living. Would it be possible to have just one or two full time members of staff, and split the other positions between several members, on a part time basis, or carry out the work as committee members, but with some payment for their time. This would encourage members to give more active participation, and support members of the conservation community. 18. - 19. } 20. We already do – the new charge for inclusion on the Conservation Register. 21. } 22. At present the IPC is very well served with publications of very specific interest. I would be reluctant to see this diluted. I have been a member of IIC for over 30 years, and their magazines are remarkable in the lack of articles of specific interest to paper conservators. I would be very unhappy to see any reduction in the quantity and quality of published material of specific interest to me in any organisation that replaces IPC. 23. It's not the number, it is the contents that counts. 24. Paper 25. I am unconvinced by the benefits listed. • I am unconvinced by the body being able to influence policy makers. They seem to be influenced by available finance and politics. • I think that the proposed structure threatens to be less cost effective, with the larger specialist interest groups seeing a reduction in return for their financial input. • I think the assumption of only 15% loss of membership is unrealistic. I think we will see a huge drop in the foreign membership, and a drop in UK members who believe the new organisation will be of less specialist interest to them. If I remember correctly, when IPC was founded not all the members were members of UKIC, which resulted in them not being able to vote, and consequently IPC became an independent organisation. The members wanted a group that concentrated specifically on their area of interest. I am also concerned that • so few people have been consulted in this process – over 25 (= 26?). That is just over 2 per current organisation. I consider that minimal, and I would be interested to know how that 25 were selected. • The 'Conservators in Private Practice' group is mentioned as IPC initiated. I agree that it is formed of members of the IPC, but it was independently formed, and is not under the governance of, or funded by the IPC. Also, none of the members that I have spoken to have been consulted about the group either before its mention in the Convergence document, or as part of the 25 selected consultees. Finally, I am sorry if the tenor of my questionnaire is negative. I didn't start with that intention. However, as I analysed the information provided I became more worried. Having reached the end, I suppose my concern is that I agree with the aim of bringing the benefits listed, I just have no conviction that the proposed structure would produce them.
252	I am currently a member of the team who produce Conservation News every 2 months. It is my view that there should be a paid post to deal with publications such as this. The job of producing a quality magazine every 2 months really is too much to expect from volunteers. The turnover in volunteers also makes for a lack of continuity for the sub-editor (currently the only paid member of the team). My view on sections is that they focus members' attention too much on the activities of the section and away from the wider organisation. This is purely my perception of course. I think the setting up of a new organisation is a chance to be a bit more radical about the sections and the organisation in general. There are only a few sections that are really active, certainly in relation to the amount of copy sent to Conservation News. If the new organisation is to make a mark nationally then I think that members will need to make a radical shift in thinking and I am not sure that maintaining the current structure of specialist groups and sections is the best way to do it. Having said that I am not sure what the ideal situation would be. I think that convergence is an opportunity to really start afresh. I am not sure how Faculties differ from the specialist groups. The fees for the new organisation appear to be lower than currently charged - is this correct? Charter mark - this should certainly be a long term goal for the organisation.
253	Not interested in another self opinionated group
256	Could be more radical with Sections. Need to be more cohesive. Subs are too high - too much difference between member and accredited.

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257	Subscriber rate and organisation rate too high. If the treasurer is co-opted should not be so powerful.
258	Consideration should be given to method of payment. Pay monthly.
260	The wellbeing of works of art is not mentioned in this document. I have a worry that the new body is so busy with itself that there cannot be any energy free to support the members. Networking and exchange of information is my greatest concern and I believe it is not happening; it probably cannot happen as long as the profession is structured as competitively as it is at the moment. I feel very strongly that - as in medicine - conservation deals with irreplaceable things, hence competition may be very counter productive. People working on site need to be supported much stronger than hitherto!! In which way needs to be worked out, but information on jobs ought to be on the list.
261	Sections need clear models, using examples of how the section funding will work. The new organisation should have better and more detailed financial reporting to members than UKIC does at present.
262	I do not agree with the structure of the proposed body. In 1976 we founded the Paper Group. At this stage this was part of the UKIC. The position of this new group within the parent body was roughly similar to the one you have called a 'faculty' in the Consultation Document. Very quickly our numbers of members increased and we found that the Paper Group just did not work properly trammled (??) up with another body. A great deal of time was wasted in joint meetings and we had no autonomy. We shortly broke away and formed the Institute of Paper Conservation which has been a great success ever since. Large specialist groups need to be able to publish and hold conferences. Members demand this, and it is fundamental to paying fees. In the proposed new body there seems to be only a nod to this necessity, and really very little understanding about the needs of specialist members, or practising conservators. Simple arithmetic indicates there would be little, if any, money for these activities. There would be no autonomy. In my opinion our members would leave in significant numbers. We do need a central body that speaks for conservation generally, I have no quibbles with that. Now we have the NCCR and UKIC. The former is perhaps the right structure for holding all the separate bodies together. It has been doing a good job. I do feel that all the separate groups should go on being affiliated to this central hub which in turn could be more consolidated to cope with the increase of other bodies. I don't know that people who experience feel that this federal approach is not satisfactory, but I am not convinced by their arguments. The IPC has got a few problems at present, none of which are insurmountable. In fact some members feel that the very suggestion of this proposed new body will breathe new life into that organisation. We have had to rely heavily on voluntary work from our members, but this document shows that the proposed structure has weighty numbers of voluntary workers involved, including committees governing "faculties". There would be only change for the worse for any new paper related group - at present we can afford to employ at least 2 personnel, with Convergence we would have no money of our own. The IPC has considerable overseas members. If convergence came about in the form you outline in the documents that would mostly drop away as there would be no regular specialist publications or conferences. These members have been of fundamental benefit to us all, giving us a truly international cross-fertilisation essential to practising conservators. As a member of IPC a new body that did not give me what I demanded would be one that would not get my membership. There is little in this proposal for the practising conservator. At the root of it is lack of money, but it would also be frustrating to have no freedom. We, as a group would, I am sure just wither away, which would be a great loss and sadness to many within and outside the profession. Carole Milner puts in her letter that such a body is for the good of "our cultural heritage, conservation and our profession". This list is the wrong way round. A body that is financially supported by its profession is first and foremost for that profession, the other 2 are important parts of the whole, but must be seen to come in priority after those who pay the piper and therefore play the tune. Please can you tell me the names of the 25 people you interviewed in the course of your research?
266	I feel that the points as expressed in the Consultation document make perfect sense and are well argued.
270	Care needs to be taken that the Advisory Council does not become too immersed in meetings for meetings sake.

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271	CCF's membership rate was very inexpensive & CCF conformed 100% with my interests. The new organisation will be stronger and better for the UK but the increase in services does not benefit me enough (Canadian living in Italy), to justify my continued membership at the higher fee. Best wishes for this endeavour, I think that it is the right one for you.
273	Convergence should primarily be about the profession itself.
275	I have agreed with most of the recommendation if the majority view is to converge. I would prefer to keep IPC separate but, if there really is no future for IPC without convergence, then it makes sense. However, there is no doubt that even with the faculty system, there will be areas of loss to members of all the groups, especially journals and newsletters will be non-specific, although knowing more about other conservation disciplines' material and areas of study may well be beneficial. If we are to go down this line, we need to ensure that the benefits of being one organisation, e.g. lack of duplication of effort, better communications and dissemination of general information, outweigh the loss of autonomy. The faculties and specialist sections should make this acceptable and I would welcome each conservation discipline having one section, rather than being split up between several groups, as it is at present. The present recommendations for the governing body do not allow there to be one representative from each conservation discipline, which I do not think appropriate. I agree that there should be national representation from the countries within the UK and Ireland but the governing body should be larger. Service for 3 years seems fine but what happens next? You don't want to end up with everyone leaving at the same time. The implication is that conferences will be included in the membership fee but you are also expecting to raise £25kpa from them - how? I imagine that this section needs to be broken down into things which are included and those for which there is a reduced fee, which I suspect is meant here. I would have been more impressed if these charts hadn't had so many typos. The lack of detail to presentation does not entirely inspire confidence, ditto para 1.1. BlueSpark's CV would have been a welcome addition to this consultation document. Premises: you have allocated £22kpa for these, so are obviously not thinking of being in London. I'm in favour of that, and not because I no longer live in London. Birmingham would make sense. Insurance: this seems remarkably low.
279	Budget for IT looks far too low - especially if website is to be developed.
281	Initially, thanks to all those who have been involved in drawing up this document. The following are personal comments, which may in some cases stem from a misunderstanding of what seems to be rather a complicated process. However, I hope they are constructive and useful. Q2b & 5 Am concerned that reserving places on GB be for S, W, E, Ire is not proportional to membership, would unfairly exclude some would be nominees and will be difficult to administer. What will the criteria be for these places? E.g. is it someone working in these countries or would they have had to be born in them? What if someone was elected as the Scottish member because they were working there and then they moved to Ireland within their term of office? It is too much like positive discrimination. I think representatives should be elected on merit/suitability and not on location/nationality. Q7/8/9 Agree if GB is centralising the running of the whole organisation. I am confused as to the role of the GB in relation to Faculties and their committees. It seems that there are many new layers of "management" but no real detail of the power of the GB and how these layers will impact on how the faculties will be administered (except with the notion of submitting budgets.) Existing committees, e.g. IPC, UKIC are completely swamped with their commitments just what will the GB take away from these to alleviate the strain on the volunteers? Q9 Communications should have a Marketing, PR and Publications director and should manage these areas Q10a Whilst it is important that committees have representatives who understand membership requirements it does not follow that a Chair with the necessary understanding of the areas of PST, C and F&R can be found from within it. This brings up the issues of where to draw the line at paying committees – would someone from outside the profession who knows about marketing and publishing for e.g. be persuaded to be a chair as a volunteer? Q10b I think it's important to have several people who understand finance on a finance committee. The chair could be the treasurer but there should also be provision made that at least one other member has financial background who is not a colleague/business partner etc of the treasurer. Q11b How far would 'faculties' and 'community of interest groups' be separate? In the e.g. of faculties there is "preventive conservation" there is an argument to say that disaster planning/pest management could be part of this rather than as an interest group for e.g. Not sure about material specific groups if they have to be agreed for the

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	convergence. Where would the splinters end? Would they be separate from the faculty they might "belong" to? E.g. there could be a group for photographs but are they not paper too? Would there be a danger of having to stretching funds? Is it not the responsibility of the faculties to represent these areas? I can appreciate they may want autonomy but would they have the same support/funding etc as the faculties? In which case why not make them a faculty? Q12 In principle I see the logic of this but it is in isolation of all the other work expositing committees do and implies that a GB is formed only to monitor spending. Q13 I may have misinterpreted this but it just seems to be yet another layer of splinter group which will require administration. Q17 I think the organisation would require 4 paid staff as a minimum. Marketing & PR, and Publications would require two managers at least if it is going to be across the whole of the conservation profession. It is, I believe, impossible for the format of these areas of responsibility currently undertaken by volunteers to continue. They need to be made 'professional' with for example a publishing arm being formed. I suspect that the need to bring in paid professionals for management and administrative areas outside conservation will grow considerably and provision should be made for this expense. Q21 I think the area of publications is one which requires extensive revision and would be one that could benefit from being managed professionally by a paid publisher. Post prints or Conference material would be a useful addition. What about electronic publications, publishing abstracts, archiving existing publications, producing a directory etc There are many questions but even suggesting one annual journal has implications) including: An annual journal (paper/CD?) how vast to cover all specialisms? Is it feasible to continue to produce The Conservator, The Paper Conservator for e.g. – in what format? Are several from each specialism produced how is that managed within a subscription? Will an Editorial Board be formed? Will current editors be retained?
286	While I am very supportive of convergence I would be very concerned that the Common Accreditation Framework ensure that my PACR accreditation is not devalued should it be ranked alongside other, and in some cases inferior, accreditation of other bodies within NCCR. I would like to be assured that members of those accrediting bodies uniting into a single entity are capable of achieving the same high standards of PACR and are prepared to engage in CPD with all the advantages and disadvantages that carries.
287	Will political issues make fielding one all-Ireland rep difficult? I feel that the current specialist groups are too isolated in their approach to each other. I understand that materials specialists want to work together to develop new methodologies and approaches but the current section system appears to lead to constant re-inventing the wheel and can foster feelings of elitism. I have agreed that the specialisms carry over but very much look forward to the proposed development of Faculties as a means of promoting better understanding and closer working relationships between disciplines.
288	Personally I am in favour of convergence. However I think it unlikely that my other BAPCR group are likely to be. I have not filled in some of the questions because I don't know either way what is best so I am happy for you to decide. There is a big problem in the unwillingness of people to let go of their preconceptions about other conservators, and in the movers and shakers in each current group to allow their own past hard work and effort to be lost and the loss of their own subject specific society. It is also asking a lot of people who have put in a lot of work to continue in a more amorphous group working in their own time for some huge amorphous conservation good. There needs to be some way that the little cliques can be allowed to keep their own cosy little society as a sub group within the whole as they are actually meeting different needs in the conservation community. As each group has their own magazines, there is a problem with the loss of these if only one is made instead. A lot of important info will be lost as these differences have been fruitful in their own way. Some are seen to be more 'highbrow' , whereas others are more 'friendly' so anyone might feel able to contribute, but all are of value . A way of amalgamating these so both types can be included may help in convergence
290	I particularly like the idea of monthly 'Hot News'. It would be helpful if this could be distributed via email, rather than just made available on the web.
298	I am unsure that the additional groups would work as they could overstretch membership base which is already heavily dependent upon volunteers to function. There is also the practical question of time available to attend such meetings.
300	I am still unsure why Ireland has the right to be co-opted. How will it benefit Ireland and the UK? I

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	think there needs to be more that one person with such power over money and resources. I think that membership rates are high enough. Not everyone attends conferences every year and membership cost should not increase to cover such activities. When a conference does arise that is relevant to an individual they should be prepared to pay the prices for self-development. Also there should be money available to help individuals with financial problems to attend these conferences. The price to pay as an accredited member discourages me from accreditation. I have completed a BA(hon) and am completing my MA (both in conservation) at great financial cost, for my development and job security in this career. To then think that I have to prove myself by spending £400 to be accredited and £125 a year for the pleasure....well I see no financial gain. Where is the evidence that I will be paid more? It will be hard enough to persuade employers that I am worth more than the base rate of the jobs they advertise.
304	My main support for convergence is to bring all aspects of conservation together. If this can be achieved there is a good chance that we can stop the decline of practical development and create better public awareness. There still remains some old prejudices but these will disappear as the "old school" retire. As with the fast track, there needs to be initial push of confidence. Given the progress to date this would seem a good approach especially as so much has been achieved. I still believe that individual outside organisations can exist within the framework without changing their name by adoption of policy. At present, the Council of BAPCR is split and this will reflect the mood of the membership in general. It is commonly felt however that a major concern is for the postgraduates who need to find a position of permanent employment. This prospect is becoming a diminishing one as the financial restraints on conservation development increase.
309	Specialist groups should be under Faculties. Officers Group seems unnecessary.
310	We need a short name, like 'duchas', which can be followed when required by a longer and more explanatory name. We need to retain the title 'institute' which indicates professionalism and membership qualifications. I am a member of the Nautical Institute which has quite a short name that says a lot. We could do with something like that. Question 20. Having worked as a conservator since 1996, and endured many and frequent periods out of work, sometimes working as an archaeological excavator on a low wage just to keep in employment, I do not want to pay high membership subscriptions. Question 21 / 22 If you combine all the previous publications, the result will be too big and expensive. The problem with publications will be accommodating the various interest groups without loss to each. A frequently produced Peer Reviewed Journal will be very expensive. Perhaps some members will opt out of this if it is billed separately from the membership subscription. Jobs information should be much more frequently and freely available then it is now. The IFA Jobs Information Service Bulletin is an example here. At present I have to subscribe to that in order to find conservation jobs. Jobs in building conservation do not seem to be advertised at all. If the new body is devoted to the conservation of the moveable heritage, where does that leave conservators who work on parts of buildings that are not moveable?
311	Recommendation 5. As an American I do not understand having to have national/regional representatives on governing council. This seems to me to be thinking in a parochial way, rather than in such a way as to promote unity across conservation in the UK. Recommendation 7. Officer's Group containing a chair, vice-chair etc is confusing. I am not sure that I understand this structure. Recommendation 13. I do not agree with nation/regional committees. In additional, in general, there seems to be a huge number of groups. Will the number of groups be limited in any way? How will the governing committee keep control over the groups if budgets are devolved? Are we going to end up with a similar situation to the one we have now? Recommendation 16. How are overseas members going to be represented? Should non-accredited members be able to vote? How will the new body be able to verify whether someone is a "conservation professional" when we have set up accreditation to tell us exactly that - whether someone is a conservation professional or not.
312	As a SSCR member and a resident of Scotland, I am, overall, against convergence as it is currently being presented. The different political situation in Scotland is not acknowledged and too little emphasis is given to the role of the national groups. In general, I found the questions repetitious and poorly thought-out, since the wording of any one question that I had disagreed with forced me to disagree with further questions - it seemed that the questions and their flow had been very much designed with 'Agree' responses in mind. It also would have been better to have been

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	given options for alternatives. The questions also avoided the BIG questions and instead fiddled with details. How about - do you agree with convergence? Do you think any physical office of the new organisation can best serve all its members if it is based in the south-east? Would an office based in e.g. Manchester be acceptable to you? I was born, brought up and worked as a conservator in London. I now work in Scotland. I have first-hand experience of the hegemony of London and benefited from it while I worked there. I now suffer its negative aspects as am frequently confronted with the bizarre concept that for people in the south-east it is much further to Scotland than it is from Scotland to the south-east. As a conservator in Scotland I am ineligible to apply for a grant from UKIC - they do not state this in their literature and yet cling onto the 'UK' in their title. There are continual assumptions that the law is the same in Scotland as it is in England. It is not. Basing the office in a central UK location would be an important symbol to conservators nationwide that this is an organisation that represent everyone. Using the excuse of 'it is often easier for meetings to be held in London, especially where staff are included' (page 17) is double think and nonsense. You can't base the office there because then it would be easier for the office staff to meet there - it's a crazy self-justification. As for other staff - there are plenty of other conservators outwith London who would be more than delighted if any meetings were just down the road for them. With devolution, moving Whitehall departments into the regions and the growth of cheap airlines serving regional depots, now is the perfect time to be based outwith the south-east. Be brave! Factors of the organisation could be based out with the central office. Why not base publications in Scotland? Moveable heritage - no, no. Despite the fact that the glossary declares that this term includes immovable things those 2 words simply do not convey this. I suggest Material and cultural heritage. This would include the things that so many of us work on such as the built environment (e.g. structural paintings, cared stone), archaeological site, and also the conceptual side, such as the work being done by conservators in southwestern US where they facilitate use of items in sacred ceremonies, and avoid certain treatments because it would negatively affect the essence of the artefact. It is likely that in the medium term we will begin to see more of this type of conservator in the UK, and we should be ready to embrace that in our terminology. Questions 1 & 2. I am concerned at the layers of bureaucracy that would be in place with the Governing Body and the Advisory Council. The remits could be covered by expanding the numbers of co-opted members as 4 seems too few. 3. It is unclear in the Document what is meant exactly by the 'membership' since at one point it says that the chair should be elected by the 'eligible membership' and elsewhere by the 'whole membership'. I believe it should be by only full and accredited members. 4. Why this 2-stage process? This is not explained in the document. Is it to give someone a second chance at standing if they weren't successful in the first round? 5. I am unable to either fully agree or fully disagree with this question since it partly repeats something I have already disagreed with elsewhere. 6. 3 years is too long - 2 years will give a real impetus to proceedings and will also enable the membership to more swiftly seek a change if there is discontent with any process. 7. If this is being used to make swift decisions, it is imperative that the national representatives are present. The law and government are different in Scotland and thus decisions made will not have the same impact as elsewhere. 8. Any patron invited by the Governing Body should be agreed by the Membership and there should be more than one option given. Under no circumstances should it be a member of the Royal family or any hereditary Earl, Lord, Lady etc. Non-heredities are acceptable. 11a. The specialisms in the UKIC, on which accreditation is based, are too narrowly defined, do not represent all specialisms, block people from seeking accreditation whose job falls across more than one of the specialisms, and do not allow for development in the job into other areas (for example, someone who was accredited as an easel painting conservator but is now exclusively doing preventive conservation. If a job was advertised for an accredited preventive conservation person what position would this person be in?) The specialism ignore cross-transferable skills, when used as the basis for accreditation, and do not appreciate an organic career development. They also exclude e.g. engineering conservators. 11b. The broader faculties would be more inclusive of those of us who sit across disciplines. 14. another layer of bureaucracy. 16. I strongly disagree with the voting rights here. Denying full, non-accredited members the opportunity to vote on matters that will affect them, such as accreditation and CPD, is wrong. It's a bit like saying that you can't stop fagging at a public school until you've been through that process.
313	There already exists a broad church of conservation in Scotland, (with all disciplines present in

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	small numbers) which is what is aspired to across the UK. SSCR has always had a spirit of 'amateur' along with a broader professional dynamic. This is what makes it unique within this scenario, it already hits the right buttons, but fails by not offering accreditation (PACR). I agree with convergence as long as the tradition of events, conferences and ceilidhs can be maintained, and as long as our 'government' Historic Scotland funding is not too badly affected. A few suggestions - CONSOLIDATE. Federation of Conservators UK (FCUK)
314	I really do not know how to answer questions 1 to 17. My feeling that a Governing Body of up to 12 people is far too many and that it will be hugely expensive to run. The number of proposed committees and permanent staff reporting to the Governing Body will also add to the problem as could having a high profile patron. Furthermore I do not see why the body should include representatives from England, Scotland, Wales (and Ireland) in order to fulfil political criteria - surely our conservation concerns are the same, no matter what region you come from? By this method England would be under-represented in proportion to the membership living in the area. If this proposal goes ahead, it is vitally important that the Governing Body of the new organisation is composed of more conservators than administrators so that our real conservation concerns (rather than perceived ones) are taken into account. It is recognised that IPC has gone through tough times recently with the sad death of two members of its administrative staff and the ever-increasing voluntary workload for the Chairman and the Executive Committee. This has been increased due to efforts surrounding the accreditation process. However it is important that the issue of convergence is examined in detail before the IPC can make such a major move. A move towards federation or convergence is examined in detail before the IPC can make such a major move. A move towards federation or convergence is not totally irrevocable - as members can always vote with their feet (and their subscriptions) as a later date should the move not prove to have been worthwhile. The NCCR Consultation Document (as produced by BlueSpark Consulting) fails to ask the simple and direct question: Does the IPC need convergence at all? The ideas laid out in the documents are not convincing. The IPC is liable to end up with a cumbersome, expensive and bureaucratic organisation which would serve no individual members directly. The main benefits of IPC are its publication and meetings which help members to do their job. The high quality journal and newsletter are both invaluable sources of information for case histories, evaluation of new techniques, conference reports and details of newly published articles and reviews. Lectures, conferences and practical meetings are also vitally important means of broadening and refining specific conservation skills, especially those who work in private practice. IPC's international membership also gives a wider perspective on book and paper conservation issues that a single UK-based central body could offer. The advantages of the Federation / Convergence are: to share administrative effort and office accommodation, which might reduce costs overall to the combined membership, to provide a focus for effective publicity and PR campaigns, to obtain grants for conservation projects and training (particularly CPD for newly qualified students). To provide legal and insurance advice and services where necessary. To manage a central accreditation system and the Conservation Register. The disadvantages of convergence are: The creation of an expensive, bureaucratic and cumbersome organisation instead of streamlined society concentrating on core business. The loss of control over IPC finances; and possible lack of accountability. The loss of control over IPC meetings and publications. The potential loss over the international reputation and membership. The potential generalisation of conservation issues, rather than specific problems addressed directly to IPC members. The loss of influence and support for smaller groups within IPC. 'England' is not represented on the new Governing Body in proportion to the membership compared to Scotland and Wales. The international membership of IPC is not represented either. Policies and decisions of the Governing Body may be made by administrators rather than conservators. Recommendations - to consider a loose federation rather than convergence (as has been proven to work with the Engineering Council). The Federation to manage accreditation, to maintain the Conservation Register, to obtain and administer grants, and to act as a common voice for the membership. To ensure that each group within the Federation remains autonomous with its own control over its members, publications, newsletters and meetings. To ringfence a significant proportion of IPC members' subscriptions. This is to guarantee the continuation of our specialist group and its high-quality publication and meetings. To ensure the balance of the remaining IPC subscription goes to general administration and publicity, providing value for money given. To ensure that cross subsidies between one group and another is fully

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	justified and approved in advance through an agreed process.
315	SW and P Section of UKIC has requested that certain changes be made to document and proposals before it is reviewed again. Not adequate as it stands.
317	Membership categories and subscriptions rates should include a 'low paid' category. 'Low pay' should be based on normal people's salaries not on what is acceptable to pay young (or just desperate) conservators.
323	I am very supportive of convergence but am concerned that those involved in collections care/management may not feel that this organisation includes them. If one of the main roles of this new group is to increase our power as advocates in the heritage sector, it is essential that the voices of those dealing with wider collections issues are heard. In fact, I would expect that most of the campaigns that the new organisation would be championing would involve supporting a strong collections management/care culture alongside the advances in increasing access. I would like to see the name of the group reflect this wider role that most conservators in the museum sector are now undertaking.
324	Dear BlueSpark, I have found it very interesting reading the consultation documents on convergence which I thought was well written and detailed. I strongly support convergence; but have some comments about the first documents which are listed as follows: 1. I found it impossible to envisage how this new body would operate and particularly how my experience as a member would change. For future documents, would it be possible to write a description of what a theoretical member of the new body would experience, almost a case study of someone's interaction with the new organisation? In a sense you would be describing the organisation from the ground up, from one person's perspective, which would make it easier to understand. 2. I found the structure of the organisation very complicated and felt that what is described seems very bureaucratic and far removed from the ordinary member. I also found it very difficult to understand how all the faculties, special interest communities and geographic groups could possibly work together. For example, how would the strategic planning of the national/regional groups be reconciled with the plans and directions of other groups? Or are all of these groups just collection information from members and then feeding it back to the Governing Body? 3. I am very concerned about the future of IPC's journal. In the years that I have been involved, I have become very aware of the importance of the journal to IPC members and I think this will have to be considered very carefully. I would support a meeting to discuss this issue to be held as soon as possible. 4. How will the new organisation work to retain international members? 5. What additional voting rights would ACR members have that ordinary members would not have? I look forward to seeing the next documents and appreciate all the work that has gone into the first.
325	I fully understand the need for convergence and I agree with it. Here are my comments or perhaps questions - 1. Which organisations are going to join? From the text it seems that all the listed organisations are willing to join. But are they all going to, or is it going to be the members of the Vanguard group only? And what will happen to the NCCR if some organisations do join and others don't? Will NCCR automatically become the new body? Recommendations - Recommended governing system seems to be very complicated and I don't fully understand the role of the Officers and Patron. I think it needs more detailed explanation. As it states the faculties and specialist and community groups will have some autonomy, but how is this going to work and who will be the person making decision? I presume, that they would have to have their own committees and chairs. Perhaps it might be easier to understand if the relations between individual members and the organisation were explained and drawn in a chart. SSCR - is mentioned as an example of a cross-disciplinary organisation functioning successfully. Perhaps the new body could be modelled on this, but on a larger scale. IPC - As a member of IPC I am slightly concerned that some qualities of this organisation might be lost. IPC has always been an international organisation having large part of members overseas. This is very important for members in the UK and also for members abroad, especially in countries where no similar organisation exists. Having wide membership opens a forum for discussions and convergence might affect this. Publications - The other concern is publications. As you state in the document, a number of services in existing organisations duplicate. Newsletters are one of them. I am fully supportive of having a joint news publication (short news, adverts, vacancies etc) issued either quarterly or even more often and perhaps accompanied by a magazine issued less often. But I feel very strongly about the Journal. The

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	Paper Conservator is a very good quality journal providing space for all members to participate in forming their profession. Its very important for both the private sectors and institutions. And for some members it is one of the biggest reasons for their membership. I'm sure that other organisations joining in have similar publications that are unique to their profession. I think that we need to keep these publications. As to the name of the new body, it should be something simple. Conservation and Restoration Institute, Conservation and Restoration Society etc.
327	Keen to see members of hybrid organisations welcomed as far as possible
332	As a member of the IPC I do have quite large reservations about the proposed merger. I feel that our representation would be significantly watered down and it wouldn't be long before the various sub groups would look again for independence. Especially the larger ones.
336	A well thought out basis as starting point. Thanks to all for all the time and effort expended.
338	Absolute matter: a) Members are central to this new body. B) Provide publicity for the public c) Provide a bigger source for funding / grants d) New body being a guardian to the organisations assets. Advantages - a) I agree with much of the document's Section A. B) I like the proposal for geographical groups c) Emphasis on paid staff (apart from the need to attract volunteers). Disadvantages - a) The new body becoming too absorbed in advising / attracting policy makers. B) I found much too much detail within this documents on Governing Body prior to members voting to move forward on this matter. D) Focus is needed as to how public and private conservators can allocate time to participate on the Governing Body. The Advisory Council or Regional Committees. D) Subscription rates confusing. How much concession can accredited members claim from £125 pa? e) Compared to the detail outlining the Governing Body, I wished to read more on the certainty of a Business Plan. F) Not enough reassurance that this new body will not demote conservators and increase conservation managers cum public relation officers. A.O.B - a) From discussions with various colleagues only 25 meetings and telephone interviews were conducted during BlueSpark's consultation period. This is quite a minimal number. B) I have left various questions unanswered as I believe what the IPC has spent on consultants that the latter should provide a list of possible names for this new body.
341	May I suggest that the location of this joint venture is given some consideration. London is not a particularly easy venue for those travelling in from outside, and is also expensive, especially for those members running small businesses. Administration costs could surely be reduced if the organisation was based outside of London, and this could result in membership fees being kept at a reasonable level.
342	Notes concerning Recommendations 2b and 5. The status of "all-Ireland" is not logical. Northern Ireland is part of the UK. It uses UK law and £ and therefore benefits from being represented by UK body. Eire / Irish Republic is an independent country with different laws and uses the Euro. Why should the new organisation downgrade the status (their place in the Governing Body carries no vote) of one of the four parts of the UK (Northern Ireland), while an entirely separate EU country is given preferential treatment over all the other countries in the EU? Why? Is this based on long outdated traditions? Left over colonial attitudes? Or a 'special relationship', based on language? It makes no logical sense, and seems out of date for our new organisation, which should look ahead to the next century. 12 votes in Governing Body. Furthermore, this leads to the bizarre situation that while a Governing Body of 12 is recommended, this has in-built that only 11 are able to vote! This seems quite wrong. If Ireland is to be given a place on the governing Body, should then not Northern Ireland rightfully takes its part as UK constituent, while Eire has no more reason to be there than any other European state. However if they are to have a place on the Governing Body, then let it be one of observer, in the same vein as the Hybrid organisations. If Northern Ireland wishes to form one vote with Eire, then they should together take up the status as for Hybrid Organisations. Should an observational place for ECCO be considered? Geographical representation - It is unbalanced that England, representing a huge number of conservators/restorers, should have the same number of elected members on the Governing Body as Wales, or even Scotland. If this is to do with geographic representation then it must be more balanced, or else the whole notion of geographic representation abandoned. If Northern Ireland chooses an observational status with Eire, then that vacancy on the Governing Body could go to England. Otherwise Northern Ireland takes the Irish place, and another must be created for England? I sincerely hope that the make-up of the Governing Body will be approached with a

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	clean, open and modern frame of mind. We must approach it with logic and efficiency. And may we please not fall back into the old traps of outdated emotional illogic, and colonialism! That would be such a bad start. Otherwise, lets go for it.
344	I do not have strong views on the proposed governance, which I am sure conforms to the best models, except that I doubt whether the pursuit of total democracy in the election of a Chairman is really worthwhile with such a diverse constituency; he/she would better be chosen by the Governing Body, who will be best placed to know the most effective operator. As a self-employed craftsman I am not sure how much there is for me in all this. As I told Mike Waddington, I never got any work from the former Conservation Register, and I doubt whether many of my customers delve deeper than the Yellow Pages. I can however see that museum conservators would find it useful. So I am prepared to go along with it, although £125pa is not a negligible amount for me.
351	6. Initial period of office to be 3 years - I am concerned by the potential for all the experience built up during 3 years of service to be lost at the same time in transfer to a new GB. I would suggest a more flexible period of office such as 3-5 years. 11. Specialist groups and faculties - Whilst agreeing that the transfer of existing specialism groups will make the transition and initial operation of a new body smoother, I feel there is a risk of being stuck with a replication of the existing groupings and a way must be found to build on the momentum of convergence and the opportunities it presents for re-developing these groupings. I suggest that a finite period subject to review of activities be identified for each specialist group established. It should not be made difficult to dissolve/establish groupings and these processes should be considered when establishing the structure of such groupings and their commitment to proposed activities. 13. national groups and regional networks to be established - Whilst agreeing that national and regional groups are important, and particularly at this time as an effective means of engaging with external agendas, it is imperative that the number of groupings formed is kept to a minimum. A major potential strength of the new organisation is the saving on the currently unsustainable level of voluntary input. With a governing body, 3 standing committees, specialist groups, faculties and national/regional groups it would appear that the level of input required has increased. 14. Advisory Council formed - I feel an advisory council would be an important tool in helping to raise the profile of the new organisation. It would help to maintain an outward looking organisation and would also ensure that the invited and represented organisations are closely involved in / informed of current developments and priorities in the conservation-restoration profession. I would like more information on how big this council could become, and think there is a danger of it becoming unwieldy in seeking to be inclusive and wanting to invite all stakeholders. I would also like to see the proposal suggest a mechanism for the exchange of information between the advisory council and the organisation itself. In assisting in areas such as advocacy the advisory council must not duplicate the work of other areas of the organisation such as the Communications standing committee - this could be a mechanism for feedback to the governing body i.e. the chair or a member of the Communications committee also sitting in the advisory council. 16. Membership categories and voting rights - I feel it is important to use the membership services available to distinguish between the categories of 'member' and 'subscriber'. I feel there is a tendency for some practising professionals to choose to join in the subscriber category as it is cheaper - this must be discouraged as actively as possible e.g. by not giving subscribers access to accreditation training, CPD and other training programmes; by not offering the support or discounts available to conservators in business, by not being eligible for inclusion in the Conservation Register. Is £10 all that it additionally costs to service overseas members? 17. Chief Executive and 4 other staff - If possible a higher level of administrative support is desirable. All existing staff provide considerable overtime and whilst this may well continue it cannot and should not be relied on e.g. If posts were to be filled with other individuals who had commitments such as collecting children from school it would not be physically possible. I do not agree with the staffing structure as currently proposed in the charts. I think that existing job profiles should be carefully analysed and considered in the light of what members want the new body to achieve. This is a time of enormous potential and we should seize the opportunity to achieve more and build requirement into part of the essential roles. Particularly, I feel that the proposed roles/structure are too inward looking. I think it would be of enormous benefit to the organisation to have a member of staff fulfilling an 'outreach' role. There is a tendency for the conservation-restoration community to be reactive as it is small and currently under-staffed. An 'outreach' role would provide the opportunity to engage with heritage organisations and members

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	of the public alike - it would also help to align the work of the organisation with government agendas (and hence funding) which strongly emphasise education and access. Very few people know what we do, and we need to be the ones to inform them. There is talk of establishing a national collections care and advisory centre - the conservation profession should be at the heart of this and this post could be used to provide a practical input to the resultant service. E.g. CEO - advocacy and external relations; fundraising. Administrator - grant applications, monitoring and reporting; support to CE including diary management; website maintenance; liaison with book keepers. Training Officer - accreditation overview, CPD, promotional workshops, clinics, mentoring, assessors, events (including for non-accredited members). Membership - subscriptions; related enquiries; database maintenance; administrative support to Conservation Register review process; Conservation Register subscriptions. Conservation Register / outreach - public enquiries; CR website and database maintenance; assessment of CR applications and reviews; promotion of CR to conservation-restoration community; promotion of CR to external users; marketing and editorial; advisory service to public and heritage organisations; liaison/involvement with national collections care advisory service. 20 Would you be prepared to pay more ... as someone likely to fit into the category of 'member' but not 'ACR' I would be unlikely to pay more as I feel that many of the services already disproportionately benefit ACRs. I am a strong supporter of accreditation and if I were a practising conservator I would definitely apply for accreditation but the vast majority of the training officer's work, and much of the Conservation register work only benefits accredited conservators - as an ordinary member there would be a limit to how much more I would be prepared to subsidise this, although of course if the services were of an all round benefit, I would consider an increase.
352	1) There is nowhere on this questionnaire where people can state whether they are either for or against convergence – either in principle, or on a group basis for each of the various organisations to which they are individually a member. This is most surprising omission – and, given the effort in compiling this document and its wide distribution, hugely unfortunate opportunity missed in canvassing the whole UK conservation community! I have been a member of UKIC for some 25 years, it was the first representative body I joined. I have contributed to and watched it grow and develop over the years into one of the most objective, professional and highly respected institutions of its kind nationally and internationally. It is for this reason that I consider it my primary membership body and why I am so heartily glad (for all the reasons outlined so clearly by Carol Milner) that it has opted for convergence. I have been a member of BACPR for about 18 years. This small organisation is known for its friendly informal and very much valued evening meetings where members can for example, and amongst other things, freely admit to embarrassing mistakes and discuss what to do about them – an instructive and daring eye-opener not available anywhere else in the UK. BACPR has a significant emphasis on 'practical work' (highly important), and also produces (latterly at least), one of the best and most active quarterly magazines in the field of paintings conservation worldwide – and certainly way better than UKIC's Painting section. However, over the last 8 years or so it has tried very hard to develop its scope and 'move with the big boys' in its professional representation – but much of the net result has been that it has wasted time and money in duplicating a large amount of stuff that UKIC already does much better and more cost effectively. BACPR's style is also widely perceived (by many of my generation and younger at least) to be parochial, partial, subjective/emotional, occasionally unprofessional and more often influenced by the "connections network" and "Gin & Tonic agreements" (I have heard this phrase used many times) – the latter particularly in association with Fellowship accreditation applications and the recommending of members work from the BACPR register. As far as Paintings Conservation is concerned, we were once the specialism that led the field – and in the UK back in the 50's we led the world. We are now fast becoming the sidelined cousin in preference to a more archaeological and less practical / hands on approach. Furthermore, the continued perceived (and often active) division between the museum / art gallery world and the private sector is no longer acceptable and must be stopped. Statistics today show that many more conservators (inc. paintings) work in the private sector than ever before, and many regularly move back and forth between the public and the private sector than ever before. This said, it is clear that from the Paintings Conservation angle that there are some areas where UKIC is currently weak and BACPR is stronger (indeed BACPR is bleeding and sapping much of the UKIC Paintings Section's activities and cohesive strength). Further – the new organisation needs all the weight in numbers it can get.

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	However, if BACPR is to continue on its own (and particularly thinking of the younger generation of Paintings Conservators coming on) it simply cannot compete, or deliver satisfactorily in terms of professional standards and representation (lobbying) on the membership's behalf at top/governmental level. I am therefore especially keen for BACPR to opt for convergence and urgently so that it can be involved in the early decision making and fine-tuning processes of the new body. In 110% agreement with everything Kate Collieran (IPC) put forward so brilliantly and eloquently at the extra ordinary meeting on 20/1/04: I would like BAPCR to amalgamate with the new body's paintings group whilst at the same time retaining much of its longstanding identity, energy and excellent activities, but letting go issues like accreditation, the conservation register, and other administration and financial issues which the new body will take on more professionally, cost effectively, and with one overall recognised standard. Sadly, this will not be easy. Much of the older membership are frightened, ill-informed and not surprisingly intransigent – and certain answers by Mike Caudrey (BlueSpark Consulting) to direct questions at the 20/1/04 meeting, were I felt, unnecessarily misleading and unhelpful to the cause. 2) Ref Q 5 – maybe this was not clear in the document – but I feel that in addition to the 'Chair' at least 4 more of the new GB should be elected by the membership. 3) Ref Q9 – regarding the 3 proposed standing committees, I feel that there should be both legal (employment and contract law) and H&S representatives in addition somewhere, as both hands-on / direct trainers and advisors available (at the least part-time) to the membership on request. Considering the significant comparative size of the private sector membership this is increasingly important, but individual institutional members are also increasingly needing employment situation advice as well and all too often there is nowhere for them to turn. 4) Ref Q11a – this refers back to my point in comment 1. above. For outside organisations to consider convergence seriously and sell it to their membership, they must be able to carry over some significant part of their original identity – certainly in a large proportion of their activities, but especially to some their name or acronym is also very important. Much more open discussion, flexibility and enticement is needed on this very important aspect. I am very much aware that numbers are everything and the larger the ground swell and membership we can entice into the new body the more clout we will eventually have. Surely this is all what convergence is about, so this is probably the single most important issue. 5) Ref Q11b – I am not sure I understand the concept of 'faculties' as described in the document. I agree it should be tested – but not in reality, only in open forum discussion at first. 6) Ref Q 12, 13, 14 & 15 – looking at this in general terms and whilst the proposals and ideals are laudable, I think we should be very careful of creating too many sub-committees, sub-groups, linked councils, and hybrid organisations which will require funding from the central body (e.g. in committee members expenses alone) and thus which will bleed off much needed resources from the individual membership needs and their specialist groups. 7) Ref Q17 – I think that the CE should also be elected by membership, but the other 4 staff selected by her/him. 8) Ref Q18 – my first choice would be to keep the name and acronym of /ukic (but change the logo) as this is so well known and respected throughout/ people quickly know what it is and what it stands for and all that would be needed would be to explain the difference and change in the new body and council. However, I well understand that this may not be acceptable to some. My second choice would be The British Institute for Conservation of Historic and Artistic Works – BIC as a great acronym! However I am open to any suggestion that is accurate and fully representative – but particularly one that is short and succinct and that can grab the collective conscious quickly and stay there. NB the disastrous experiences of for example British Airways and The Royal Mail (amongst many others) in attempting to change their names and/or logos should be well remembered. "If it ain't broke – don't fix it" 9) Q20 – I would be quite prepared to pay quite a lot more (up to £300pa) if I felt my specialism was fully amalgamated and wholly and fully represented – with active lobbying on our behalf and access to specialist legal, H&S, and other practical advice. So long as UKIC and BAPCR remain separate I cannot see this happening. I am fed up with paying 2 subscriptions to two separate bodies who are essentially competing in attempting to fulfil the same role – it is ridiculous. Of paramount importance to the finances of the new organisation and particularly to the busy and /or forgetful individual member should be the option to be able to pay by direct debit. It is crazy in the 21st century that we cannot currently do this to either UKIC or BAPCR (the latter a recent decision). There should also be an option to be able to pay on quarterly terms by DD for those that need it. The new body should arrange this a 'non-negotiable-must-do'. 10) Ref Q21 & 22 – topical news and jobs should be posted on the new

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	body's website and should be regularly updated. Job adverts should be able to be placed cheaply and at very short notice: this is essential in today's climate where major contracts are often only approved at a few days in an impossible time span. Advertising efforts in this way would also give the GB a much more accurate feel for the ebb and flow of work procurement and the ever alarmingly increasing short-term job market in our profession. A great deal more of the website should be used and developed. This might include an informal Internet chat room, similar to the USA's Conservation Dist List. The current UKIC's magazine (Conservation News) is great, as is the current BAPCR's magazine (The Picture Restorer) which is excellent. The trouble is that both duplicate each other on topical news and updates, conferences programming, and job vacancies. However, UKIC's Conservation News is overtly and regularly lacking in stuff relevant to painting conservators. I dearly wish they could combine. A peer review journal is very important and think that this is something that virtually everyone will agree. However, from my standpoint I wish it would produce more in the paintings conservation field (the UKIC 's Conservator is overwhelmed with stuff from the archaeological and technical standpoint – but very little practical hands-on or easel paintings biased). Once the new body is established such a journal may become enormous (e.g. the IPC already produces a fairly weighty annual publication of its own and it clearly wants to keep doing so) so some thought and organisation is going to have to happen if we are to produce one journal per year overall? I nevertheless think one peer review journal per year is a must. Any more would entail excessive preparation and distribution costs that would be too weighty for the new body – at least until in the future we can all be paying circa £300pa! (I was recently sent the UKIC's Conservator in a padded jiffy envelope – this must surely cost a fortune for the whole membership, is such protection really necessary?) In covering/representing all specialisms, and where appropriate papers are submitted and finalised on time, it is possible that the new annual journal could be up to twice the thickness of the current UKIC's Conservator. However, I do have a problem with this and would rather have the one fat journal (with lots of varied papers) than several separate specialist ones. For example, I, as a paintings conservator, relish the very real possibility of being able at last to read IPC papers – a specialism which is closely connected to ours. A minor note – but the speeding up of approving submitted papers for publication would be very much appreciated. (Too many papers currently seem to take years between submission and publication, and often the topical project issue has gone off the boil). NB: See the AIC Journal and its related JAIC-Online. The latter is very good and something which the new body should seriously consider emulating. 11) Ref Q 23 & 24: I would like to see the community of interest groups act as kind of think tanks / in an advisory role identifying problems and recommending action, as well as occasionally arranging a seminar or open forum discussion about 'the state of...(whichever group)' /'where we are at' on a bi-annual or tri-annual basis. As far as the new services are concerned I am definitely for all those outlined in the document, in particular lobbying for a generally improved lot for British conservators and the heritage in our care. (I'm concerned about the phrase 'Movable Heritage' – this seems to omit many fixed features upon which some of the membership do work) I am particularly keen to see the new body provide either direct specialist advice, or carefully vetted referral on legal (employment and projected contract law especially) and H&S matters to individual members- upon a fee-rated system. Having direct and long experience of working both in the public (major national institutions) and private sectors (freelance, own practise, and as a full-time employee), and both in the UK and US, I am currently extremely concerned about a number of key issues relating to our profession and the Heritage sector –particularly in the UK, but also in several other 'first-world' countries. In the UK some of these are (in no special order): · Low salaries and pay rates, and the driven low castings of large complex projects. · Lack of job vacancies at any level in either sector, and especially for experienced conservators. · The laying off, freezing, or closing of positions in the public and institutional sectors, including in the internal ringfencing of positions and placing relatively inexperienced people in charge of key departments and decision making roles. · No recognition for excellence. · The general marginalizing of our profession compared to say the late 80s and early 90s. · Conservators / or conservation departments being used as political pawns, or often being regarded as non-essential in full-time employment terms. · The muddled and messy commissioning of work /projects. Excessive control of specifications by for example architects and not enough input or policing by, for example, English Heritage as to work that is actually being carried out, by the right people and in the right way. Too much lip service and cynicism by commissioners who are more cost conscious than 'conservation ethics'

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	conscious. · Alarming increase of the more survey / observation / archaeological / first aid approach rather than addressing the real problems confidently, sensitively and knowledgeably. · Excessive and totally unrealistic increase on the amount of paperwork required on any one project – big or small. (H&S has significantly contributed to this and often we cannot pass these costs on). · The profession (paintings conservation at least) is in decline in the UK. Specialist skills and extensive experience are not being retained or sufficiently passed on. All is 'short-term-ism' and this is in complete conflict with the very nature of our profession. · Lack of recognition of the importance and teaching of practical skills (and thus these skills are diminishing nation-wide) and too much demand on multi-tasking of individual conservators. E.g. so many these days are expected to be equally if not more brilliant at say computer and digital processing, paint and technical analysis, writing and research, environmental control etc. For those few conservators (a large proportion of which are freelance) who are brilliant at practical work and do little else the current PACR accreditation system is a far off dream for them. This is not acceptable and must change. · In my experience as one who has been continuously in the fore front of choosing applicants for work placements / interns / employees (both full-time and short term / freelance employees), I am finding that all UK post-graduate qualified conservators have strong aptitudes for all things non-practical (especially computer skills) but very little cost effective and employable practical ability – either inherent or otherwise. I am extremely concerned that both the main teaching institutions and the current climate are ignoring these very basic requirements. Job applicants from other countries, particularly Europe but also America, show far more practical skills in comparison to UK ones (and we used to lead in this area). The company I work for currently has 2 European-origin staff in full-time employment because no other UK equivalent applicant could match their practical abilities. There are a large number of European nationals working in this field in the UK (particularly itinerant ones), against a large number of UK potentials who undergo extreme hardship to train and qualify (a long process) who simply do not compare. I am no longer confident of the UK conservation training courses in providing appropriately skilled conservators, or at least those with the right aptitude – however would much rather find them more employable than anyone else if at all possible. · I am concerned about the growing number of freelance and itinerant conservators in the UK. Most of them (who are increasingly becoming older and more experienced) are finding it very hard to service a mortgage or raise a family, but many of them have a great deal to contribute to their profession. Plus many cannot afford to be members of bodies like UKIC – and are not. Thus they cannot voice their particular needs. · Additionally I know from direct experience and personal contact that many museums based / institutionally employed conservators are not members because they can read the publications supplied by their employer's institutional membership. More worrying, most of these more senior members of staff in opinion influencing roles are not only members but completely apathetic and sole-minded. This situation must change if we are to represent 'the whole community'. UKIC has all too long avoided confronting these latter people, in particular their management role and responsibility to the profession and its future. Perhaps some concessions can be arranged for these people to pay a reduced 'service membership only' but not receive publications, etc?? Ultimately and at present I am deeply, deeply concerned about the state of my profession, my personal opportunities as an experienced conservator, and those of the young and up-and-coming generation of paintings conservators in this country. I look to the new body with great hope and excitement that it will have the strength, confronting, lobbying and eventually improving all these issues that I have listed above. I also dearly want BAPCR to be encouraged in to the fold.
353	6. The initial period of office for the newly elected officers will have to be staggered for the first turn around, otherwise they will all come off at the same time. 13. This sounds like fragmentation to me! Unless we have a really strong Chair we will end up with the same situation that we now have. 19. I am prepared to pay it, but as an accredited member I do not seem to input much more to the organisation than a member. The suggestion that I might have extra voting rights as determined by the Governing Body is a bit woolly and I would like a better explanation of what that means exactly. 20. I would be prepared to pay more but it would have to be demonstrably better.
354	Organisational structure - I have no particular experience of building management structures other than working within a large organisation where change seems fairly constant. The main proposals for a new conservation / restoration body seem to be well considered and I am happy to be guided by those have so obviously put a great deal of thought into this - the suggested structure seems

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	quite logical to me and as inclusive of the disparate groupings as it can be while being kept as compact as possible. Flexibility in the actual working of interest groups seems implicit under the higher-level organisational umbrella. I appreciate the need for a centralised / collective voice for conservation when working or having dealings at a National Government level, or when promoting conservation, to employers, the public or clients. Publications - Just a brief thought here, at present the main discipline groups probably generate their own peer-reviewed journals on an annual basis. When treated collectively this might mean a very large annual publication or several smaller publications through the year. I only wonder at the practicalities of this and suspect that the Communications group? Or some grouping to look at publications overall would need to assess this further.
356	1 & 2 - The GB should have 12 fully-voted members on the basis of the argument provided & to provide sufficient cover for conservation expertise. Of the original 8 voted posts, 4 are already restricted by residential area. Co-opted members should be additional if necessary. Given the capacity of the new organisation to accommodate non-conservators, the full credentials of competing candidates for co-option to the GB should be published to the membership: the membership to vote on their preferred candidate: otherwise appointment of members to powerful positions (Treasurer, Marketing & Communications, IT & Fundraising) on the GB may be open to abuse. 4. Why not all at once to save money? 7. The powers of the Officers Group (including decisions regarding expenditure) have not been identified. 8a. Potential candidates for Patron should be put to the membership. 8b. The Vice-Chair should be voted in by the full membership, as one of the posts outlined in 1, particularly as the position carries a lot of responsibility. There is no sound argument as to why the Vice-Chair should simply be appointed by the GB. 10a. As at 8b. 11b. The arguments for the creation of 'faculties' are not very clear. Surely there would be no need for these, given the new ability to join any specialism in any membership category and the creation of the new 'community of interest groups'. The addition of faculties will render cross-communications between members and individuals and groups far more complex and costly. 12. The idea that specialist sections should have to 'bid' for annual funds, albeit on past levels of activity, is a potential disaster area, unless clarified. The sections rely on the voluntary input of time and effort from individual members, so, for example, the idea that profit made from a section event may be split and allocated to other sections, given individual input, may not be well received. Perhaps core funding should be allocated based on membership numbers in the first instance. All profits made from specific section events should be reallocated to that section, as an incentive. 13. Contribution by individual members (and keeping up to date) to faculties, specialist groups and community interest groups alone is going to be complex and time-consuming. Cross-regionalising this is going to make it even more demanding and surely will lead to a reinvention of the wheel, ie. The current scenario where some groups are regionalised and some are specialism-based. The entire organisation should be non-regionally based to be as flexible and efficient as possible. If individuals in specific areas wish to establish their own smaller networking groups then it would be up to them to do so, rather than being underwritten by the new body. 14. How will this be funded? - will fees be paid to Advisory Council members? 15. The benefits of inviting hybrid organisations to join the new organisation on a formal basis & how this will work in practise, are not clear. 17. The 5 core staff seem inadequate, given the information outlined as 3.4.1. Loss of the skills and knowledge of current staff of the Vanguard organisations would be lamentable. In addition there is too much emphasis on short-term contracts and 'farming' work out, which is more expensive and time-consuming (contractual management) than employing staff full-time. Is there a way they could continue to work from the current bases or from home rather than relocating? Further comments. The statutory constitution for the new body has not been outlined, e.g., Society, Association, Institute etc Why? The selection of candidates for the Standing Committees is non-democratic. Will a limit be set on the number of committee members for specialist sections? - some of these have been large, to date, to accommodate the voluntary workload. This has increased in recent years due to the number of government consultations and regulatory changes. The Chair, Treasurer and Secretary for specialist sections should be voted for by the membership rather than nominated by the committee, to ensure this is done democratically. The 'minute-taker' referred to on Page 16. No. 6. should remain known as Secretary. Why will chartered institute status take some time to attain? Page 18. No. 22 The Accreditation Committee is not detailed in either of the charts. How will this be elected, to whom will it report and what will be the procedures for becoming an

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	assessor? If the above questions can be plausibly answered and the procedures introduced are full democratic and 'transparent' then the scheme potentially very worthwhile and successful.
362	11b. I am not convinced Faculties need to be permanent and with budget. Could form and reconfigure according to need ie. for a conference or publication
364	I began to fill in the questionnaire but the questions are so couched that in answering them one is constrained to comment on the detail of the proposals rather than on the suitability of the underlying assumptions and proposals themselves. As a newcomer to the conservation profession, though an ex-manager of some years standing from my previous profession, I can understand the wish for convergence and the economies of scale that might be achieved but am dismayed at the proposals. I can foresee from my previous experience, that much of the benefit and members empowerment sought from convergence will be dissipated by committees and communication between the layers of management and administration structures proposed. As an individual, I can foresee that I will receive less professional support that I currently enjoy. My principal concerns are - The make-up of the council and the administration structure. 1. there seems to be constraints in electing 2/3 of the council as they are either representing a region or co-opted. Although I understand the political correctness involved, is it really necessary to have separate representation for England, Wales and Scotland? If so, what about London, The North, The South??? 2. Again, I am used to standing committees and the equivalent of an 'Officers' Group' but these together with a Governing Council and Advisory Council will tend to grind exceedingly slowly. 3. They will be costly in terms of time and travel as well as money and staffing. The increase in membership fee for a less well-funded and still voluntary-based service for my specialism - 1. I understand that specialist groups will be encouraged, if the membership supports them, as faculties to operate as they do now but in effect that is not possible. 2. Having surrendered their membership fees to the central organisation they would then have to bid for a share in 4.3% of the budget according to figures on page 13. 3. They are also supposed to run on a voluntary basis when the centralised staffing cannot operate on less than 50% of the budget. There is also the consideration that those most fired up by an executive role will want understandably, to be part of the paid, policy-making body - indeed the document points out that some specialist groups "are running hard, largely on voluntary effort, just to stand still". 4. How is this serving my needs as a recent recruit to the profession? I don't want a cross-specialism service at the expense of my own specialism. I need the current dedicated conferences, meetings and journals, where every article is pertinent and at a price I can afford, with as little money swallowed up in paid administration as possible. The Consultation work to date (I trust BlueSpark to pass these comments on) I understand the need to seek professional services and I assume the Vanguard group asked their members before spending their money on a consulting group. However, it seems disappointing that such a group would: 1. Seek so small a sample as "over 25 people" to interview. 2. Allow / recommend such a cumbersome and costly administration structure. PS Editing. It is unfortunate that, if only because of bad phrasing, included under the discussion of premises on page 17 is the suggestion that London is the only major city centre with frequent and competitively priced public transport (?)
365	Presumably if there is a Welsh representative, there needs to be a Welsh Group to feed and disseminate information to and from the National Group.
366	Does Training need to be a full-time post - recommend that this is reviewed after a year
367	Terminology - the definition of terms (specifically that of 'conservation' and the associated 'movable heritage' as currently presented alienates substantive elements of existing membership, and contradicts the primary objective of creating a more unified and inclusive conservation community. I would suggest that the term 'historic environment incorporating both the physical and intellectual cultural heritage offers a more accurate reflection of the expanding domain for conservation professionals that this new body should be trying to pull together. Specialist Groups - this area of the document is the least developed, and as a result does not offer sufficient detail for the individual member to understand their place in the new body. The proposal to 'carry on' in the new group 'as is' seems to go against the notion that this is a new, dynamic and holistic organisation. In addition, the material contained in the Q&A section suggest that there would be a complete loss of structure (in terms of committee structure), direct association or contact with the GB, and loss of defined financial resources or authorities. Given the diversity within the existing groups, it seems likely that the smaller, more specialist groups will suffer at the hands of larger and better-organised

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	communities. Direction from the top is therefore essential, and I would advocate the complete review and reorganisation of specialist groups as the primary agenda for the body (with an aim at streamlining and re-definition) so that we all start afresh. Moreover, I feel that it is vital that a more centralised structure of events and activities is vital in sustaining the presence of a focused larger body to the outside community, and could engender better cross-disciplinary discourse between the newly defined 'specialist faculties'. Otherwise, we risk creating a larger version of the current UKIC set-up, where the bulk of the output is section-driven without any connection to the body as a whole (and therefore weakly communicated to the outside world). IT support - The current proposals suggest increased communication, but the staffing set-up lacks a dedicated IT support system. Lastly I would suggest that while the intention was that 'members are central to the new body', we don't seem to have been very well accounted for, with the more established elements in the document confined to the senior level management groups. As an employee of a large institutional organisation that has been subject to numerous re-organisations and re-structuring exercises, the major fault has always been the top down focus with a lack of getting to grip with a clearly defined vision for those who make up the bulk of the body (and who do the bulk of the work). In this case, my worry is that, unlike those of us who are staff, (and therefore must carry on despite unfocused change) the Vanguard Groups are almost exclusively run by volunteers. Should they not see the benefit of change, they won't feel any obligation to offer the essential support to make it happen. Therefore, despite feeling that convergence is a good idea, I would not vote in favour of going forward on the basis of the current documents and proposed framework, and would need to see some fundamental changes and better-defined structure before being positively swayed.
371	Not sure that I can comment on q10a & 10b - not enough information to make a clear decision. What about subscription discounts whilst on maternity leave?
377	Section 1.1 - Would need to define specifically what is meant by the needs and aspirations its members. 'Raise public , professional and political awareness of the importance of caring for our cultural and material heritage', 'Set, monitor and promote high standards etc': these roles are already covered by other organisations; should not the new body collaborate with those rather than trying to take on a role that already exists? 'The needs of the general public, private and public clients and other stakeholders': this, again, should be defined in an explicit manner; it is vague and what 'needs' cover would gain some clarification. Section 1.2 - 'Clarity of purpose and functions': requires defining, which specific purpose and functions? Which 'enhanced and extended services to members'? What does that cover (too vague)? Yes to a broader European and international Co-operation! Section 2 Glossary - Term 'conservation': should include preventive care; should not include 'restoration' (that is not part of the process of conserving, since it is an aesthetic intervention). 'Movable heritage' can by no means cover decorative features attached to or adorning built structures, historic interiors and preventive care (which belongs to conservation). This term is totally inappropriate: why not use simply the term 'heritage' or 'cultural and historical heritage'? 'Conservation community': would actually be meant to include conservators, not just those who work alongside them. Section 3 - It would be important to make sure, in the structure of the new body, that all the various fields of conservation (specialist sections) are properly represented, concurrently making sure that all the various existing organisations are represented (the latter appears to be the only worry in this document). As the document is presented at the moment, it feels too 'object conservation' driven, as opposed to considering the other material and supports.
381	13. National groups and regional networks are already established. 14. Advisory Council formed - Governing Body + this role.
382	Why does Ireland have to be co-opted onto the Governing Body - why can't the Irish vote like England, Scotland and Wales?
383	Structure good in theory - in practice too many people required to fulfill all roles? Particularly with proposed interest and geographical groups. Also some overlaps in standing committee roles. Possibly make communications part of Standards Committee - perhaps have members of professional committee with particular responsibility for communications. Would also prevent communication problems between the 2 committees.
384	I am worried by this document. We need guarantees that paper conservators will retain control

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	over work, training and standards in Paper conservation
385	The concept of 'Faculties' in comparison to 'specialist sections' has not been explained herein; will existing sections become "poor relations" to other specialisms which become "faculties" in the new body.
388	Vice-chair elected by members of the Governing Body should originally be elected to the Governing Body by members
389	No justification for incorporating Ireland - a different sovereign country. Will muddy the waters when the new body needs to negotiate with UK government (e.g. on higher education). Regional representation (Scotland, Wales) will give disproportionate weight to smaller number of members.
390	Q5. I should like to see a good proportion of practising conservators on the board so that we do not lose sight of what is important to the members. As more and more conservators are going into private practice, independent members should be included. Section B, 9. IPC did not initiate a 'Conservators in Private Practice Group'. The Independent Conservators' Group was started by and is coordinated by Laila Hackforth-Jones who is an accredited member of IPC. The group is open to all interested paper conservators, including those working alone in institutions. Many of the issues discussed are exclusive to private practice but the overwhelming benefits of the group are in supporting each other and exchanging ideas. Q9. It is important that the accreditation body should carry out their work with enough assessors in each discipline to give fair appraisals. Q12. Will there be enough money available when needed by the faculties for the publication of their quality publications e.g. the Paper Conservator. Q19. Many young graduates now trying to make a living in the private sector are finding it difficult to pay the membership rates. Some paper conservators are not joining IPC because it seems to them too expensive. Could some sort of concession be available for new businesses? Proposed fees for the Register are also seen as unfairly priced for single operations. Many conservators would like to go to workshops and training courses but find them too expensive. Could subsidies be considered for training? Q21. Magazine - is this to cover all disciplines and how would it be run? Would there be the money to run this if it is to be sent to all members? Peer reviewed journal - I take this to mean journals such as the present The Paper Conservator.
391	The structure as set out in the consultation documents seems cumbersome, rather bureaucratic and top heavy; it is appreciated these matters can only be resolved once convergence starts to become a reality. Questions 14-17 appear to be self-evident, unless we have missed the point. Questions 21 & 22 - publications - too many would surely work against the main aims of convergence. One magazine published twice a year could cover all requirements; job vacancies can be advertised by different media. Written material needs to be kept to the point and endeavour to keep every specialism up to date; pass on specific information and stimulate ideas / reciprocal discussion. Question 24 - ambiguous - which new services.
394	I cannot support the existence of both the standing committee and the Officers Group when there seems to be duplication of roles, the simpler the structure the less likely 'committee culture' will invade and slow the wheels of progress. What is the Patron's role and where does it fit in the structure? When an even number of GB members are in post the Chair must have a casting vote. To encourage cross-fertilisation of ideas and to improve networking, faculties should represent a greater number of related materials rather than narrow/small groups e.g. Objects - historic interiors, ethnography. Organics - Books & paper, textiles, leather, natural history & furniture. Inorganic - Stone, metals, stained glass, ceramics & glass. Paintings - Gilding & polychrome wood. Preventive Conservation - disaster planning & pest management. Offices of the new organisation could be in Luton - near an airport and within easy reach of London.
395	I agree with the recommendations for convergence. I believe it is really important that there is a single unified body representing the conservation profession and that this can provide the advocacy, training and development required to take the profession forward. As a founder member of the Collection Care Forum and committee member for many years I believe strongly in the holistic approach to collection care and preventive conservation and particularly in bringing together conservators and collection managers or curators who work in the field. CCF has given leadership and advocacy to this approach in the UK. At the time of its foundation there was no other forum open to both professions where discussion and information sharing could take place.

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	Now I feel this approach is more commonly understood and accepted, not just within the museum sector but also across related bodies as evidenced in 'Benchmarks of Collection Care' and the criteria for the Registration Standard. The time is right to unify the conservation professionals organisations we have become used to. As I do not come from a conservation background I would wish to continue support to the new body through subscription. I would also be keen to be considered for involvement through the Advisory Council as I can bring to this 24 years experience in the museum profession and a strong commitment to and track record for developing collection care and management within museums.
396	Despite being part of the Vanguard, I still cannot agree to 3 of the proposals. 9, Three standing Committees: I think we should just bring over our existing committees or at least the ones that work effectively and merge them where there are overlaps. This will ensure continuity of volunteer support and can be adjusted after a settling in period after the chief executive has been appointed. 10. Having worked extensively as a volunteer on conservation committees it is almost impossible to put time simultaneously into being a member of the governing body and a chair of a major standing committee (I found it was usually the work on the governing body that suffered). Use staff if necessary to report back to governing body and chair committees (we have a precedent for this as our training officer chairs committees and reports to PSB). I don't think this is something we really discussed - running an organisation through volunteers but if we want to avoid burn out we need to spread the load. 12 I still think that faculties, if they have greater responsibility i.e. support the ongoing professional development of their members, should have more financial autonomy. The balance and lines of communication and negotiation between members and the governing body needs to be examined more closely, particularly as members are key players in running the organisation. At the moment the groups have to be financially accountable to the governing body but it is not explicit the governing body is accountable to the members.
397	Q15 - But this implies that hybrids are 2nd class. They are often the people who really make conservation count e.g. managers, financiers etc.
399	Q5 2 co-opted members for England because of proportion of members from England? How do we control that members are fully qualified professionals as opposed to "subscribers"? Important as members can vote but subscribers can't. Do you have to send in photocopy of degree/training, or letter from work place proving who you are?
401	The intention that the new body would concern itself with "movable" heritage only presents me with a real difficulty. I fully appreciate that links will be established with other heritage bodies. However, the preservation of the artefacts stored / exhibited in a building is so dependent on the condition of the building itself, that I wonder if the links will be sufficiently integrated to provide a holistic approach. (The membership of ICHAWI includes conservation architects). The term of the Governing Body is three years. This is to provide continuity, but in theory there could be a complete change of personnel after three years. What happens then to ensure continuity? I think that the Chair of PACR should be co-opted on to the GB. The Chair of PACR is concerned with professionalism. This role is at least as important as that of Marketing, Communications, and Fundraising. I appreciate that there would be only three places remaining to represent the other sectional interests. As ECCO seems to be tightening its criteria for affiliation to restrict it to those bodies that have an accreditation system, will the different categories of membership in the new organisation create a difficulty for it becoming affiliated to ECCO?
402	I am glad to see how rapidly convergence is proceeding - it is very much needed to give a unified voice.
404	Q2b If we are to be a UK body - with a goal of chartered status (with which I agree) - why include Ireland on the Governing Body? Given the geographic spread of conservators - mostly in the S of England - Scotland and Wales (and possibly in Ireland) are overrepresented on the Governing Body as it is. Irish Conservators (ICHAWI and IPCRA) need to sort themselves out - UK conservators need their own body. If one were to exclude Eire from the GB, then representing Northern Ireland becomes an issue - how many conservators work there? Given the links between (and relative number of conservators in) N. Ireland and Scotland - could the Scottish Rep do both? (if indeed regional reps are needed). Question 5: Having the reps for England, Scotland, and Wales etc is an obvious and clumsy ruse to get SSCR on board. My chief concern is that most conservators work in the south of England - they will remain the backbone of the new membership

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	and could feel very under-represented. What really matters is that there are events and activities such as SSCR currently organises across the whole of the UK for the membership - the new body needs to encourage regional networks and not over-represent the regions on the GB. Question 8a: Why do we need patron? Some minor royal or a member of the great and good? For what use? I know charities have patrons - very useful for publicity etc - but what would the role of a patron be if we are aiming for chartered status? More information as the specific role of patron needed before lumbering ourselves with more work. Question 10a: Although I agree with convergence - I do feel it is going to take the GB even further away from membership - so to have the chairs of professional standards and communications chosen by the GB from within the GB - could I think make for even more of a feeling of isolation. A sense of responsibility to the membership through election is needed. Questions 11a & b and 12: I think that the proposals for carrying over the specialist sections and including paper into the new body need considerably further thought. The sections have been one of the UKIC's greatest strengths and greatest weaknesses. They have been brilliant at getting conservators of the same discipline together, yet their existence has impeded communication across the disciplines and made a sense of division. Many people's loyalty is to the section and not UKIC. These habits must not be carried over to the new body. I think perhaps people should be encouraged to form much more informal groups for specific purposes e.g. organising a conference or a workshop to encourage more inter-disciplinary working. Question 14: What is the Advisory Council going to do? More information is needed as their role. IF all they are going to do is give advice - what incentive is there for anyone to join - could they not just be consulted anyway when needed - more a list of the great and good to be consulted? Is this something that should wait until the new body is up and running? I think it smacks as over-ambitious and more than the new body can initially cope with. Question 15: This symptomatic of trying to create a new body to suit anyone working in the heritage sector - but surely the new body is to be for Conservators - if someone conserves clocks - they can be a member of both the BHI and the new body. Keep the new structure simple - consult hybrid bodies as necessary - but why the need for observer as well - any ideas as to how many to include???? Why reciprocal membership etc. Question 19: The reason I disagree with this - is I think the proposed membership rate is too low. How was the 15% loss in membership calculated? I suspect the loss will be even more and to lower the rate (I am UKIC accredited and so pay £137) would be foolish. More information on the working assumption of 15% loss is needed. Question 21: We definitely need an annual peer reviewed journal, but otherwise can the new body not produce a monthly or bi-monthly news, current jobs and matters of the moment stuff and informal articles - much like the Museums Journal. We do not need nor can afford 3 publications. Question 23: I think that we need to start with some activities to unite the new body - and let interest groups develop - rather than automatically take on existing ones. The UKIC Conference and its theme is an illustration of such an activity.
408	In general I welcome the idea of convergence. However, there are a few areas where I believe my own interests and those of my fellow professionals may be compromised. A) I wonder whether any member of the stone and wall paintings section was consulted during the BlueSpark process. It would seem important that a representative from each section should be involved in the consultation process. This is perhaps why, despite many examples of specialist sections given in the document, the SWP section is mentioned not once. B) As has become evident through the communications that have already taken place from individuals in the SWP section, I share the great unease at the use of the term 'movable heritage' which would seem to exclude a significant amount of the work carried out many conservators. While, I do not contemplate for a moment that this was an intentional exclusion, I think it is extraordinary that this significant area of conservation should have been overlooked. I note the responses of both the UKIC Chair and the Chief Executive to the concerns expressed and look forward to further proposals which would encompass all conservation professionals rather than those working in the museum sector. C) It may be that, in the light of this debate, there is a need for an interest group dedicated to architectural conservation to be set up (or indeed self employed conservators). If this were of interest, it is not clear how would the costs relating to setting up such an interest group be met. D) I welcome the increased use of IT interactivity if it means a more streamlined process. However, in the budget it appears that there is only allowance for IT running costs whereas perhaps there would be a need for somebody to be involved full or part-time in ensuring a cohesive approach to all web and email

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	technology. E) I am concerned that the whole document (and particularly the diagram in page 11) concentrates on the management of a converged body and yet there is no apparent mechanism whereby an individual member can make their voice heard. If the membership feel alienated and uninvolved, then they will soon consider membership not to be worthwhile. I hope further thought can be given to this important area.
410	I have not answered many of the questions simply because they are too technical and purely theoretical - there is too much detail which can only be relevant once such an organisation is started. I personally am against convergence on account of the fact that I feel IPC is a strong enough body in its own right to provide conservators with an adequate service. Extra membership fees and less control make convergence an unattractive option to me. I think that we are better off as a separate unit, with control over own budget and specialisms.
414	As a member of SSCR I'd like to see the new body being able to continue and enhance the strengths which SSCR has developed and demonstrated: cross-discipline meetings, membership events for specialist professionals and for (seriously) interested supporters, communications, accessible publications, good web info, and high quality conferences. I don't believe that this is possible unless the structure of the GB gives more prominence to the "Scottish representative", i.e. part of an Executive Group with the appropriate funding to support activities based in Scotland. The structure and authority of the Scottish Representative should also allow him/her to take advantage of devolved Scotland in order to promote the cause of conservation and the aims of the new body. Not really sure whether the Chair should be voted or elected from within the GB - but if from membership then I don't see why Vice shouldn't be name who gets next highest number of votes. I am actually a manager of conservation but a scientist rather a conservator by training: I'm not clear which classes of membership would be open to me, hence uncertain if I agree on voting rights etc
415	I am concerned that the GB is based on national agendas - why is this seen as more important than specialisms? I am also concerned that £15,000 is not enough for the specialist bodies.
416	I do not agree with the convergence proposals.
419	I have been unable to fill in form because I have very little experience of committees and have no idea the implications of most of the questions. However, I have been advised that in the case of 8b the Vice-Chair should not be a member of the GB as this leads to a moribund and self-serving institution. I have read the questionnaire carefully and feel strongly that convergence as set out by NCCR should not take place at the moment. It would have been useful to know what the membership numbers are for each of the organisations belonging to NCCR. I am quite satisfied and well served by both BAPCR and UKIC. They both are useful in their different ways and are specific to the requirements of paintings conservator-restorers. I don't think that we have much in common with, for instance, BAFRA or SoA. As far as accreditation is concerned, I think those involved with the particular discipline should be the only people to implement this procedure. If other professional conservator-restorers are consulted there is a danger of confusion and an incredible waste of time. Surely nowadays all training of conservator-restorers is through apprentice practice does not exist any longer and those, like myself, who were not trained in this way will by now be established and eventually in the not too distant future cease to work anyway. I was surprised that so little money was to be projected by the Government, I believe you said £40,000 which seems to me, but a token. I worry that by amalgamation we will throw the baby out with the bath water and find that the convergence is of no practical use to us but an evermore political josting ground with each section battling for its own interests. It would be most interesting and useful to know how many people have responded to your questionnaire not only from the BAPCR & UKIC but also from all other members of the NCCR.
422	I don't feel as though I know enough to answer these questions. I don't think there has been enough consultation. Why can't the NCCR be expanded to fill the role the new organisation will take. Do we really need a new organisation. I would not like to see the needs of Conservators who are actually working, to be overlooked in the instigation of yet more bureaucracy.
423	I have been a member of the IPC since it was formed. I trained at Camberwell Art School as paper conservator & prints and drawings conservator between 1975-78. I have been actively involved in the private conservation field ever since, except between 1993-98 when I lived in Japan. I am a member of the Independent Conservators Group which was formed by Laila Hackforth-Jones, not

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	IPC. I am not accredited because fast-track went through when I lived in Japan. I hope to apply one day, but as a mid-career conservator working part-time with 3 young children, I find the administration daunting and cumbersome. I list these facts because I find your consultation questionnaire puzzling. A lot of questions you should be addressing are not there. With Clare Hampson's sad death and many other factors we all realise IPC has to change. There are many reasons I don't like the proposals the consultation document flags. It seems to aim to be a body headed by administrators with few 'XX? Face' conservators, but with a profession not endowed with huge earnings the question must be asked, which private conservators have the time to give up to help IPC or some amalgamated body? IPC have funds and I don't think these should be shared with smaller conservation bodies - also what is the future of our valuable IPC library as a resource? From IPC I value most: - 1. Our publications, which I would not want to change. 2. meetings - needs of mid career conservators need to be addressed more. 3. Independent Conservator's Group - I don't think the right kind of amalgamated group is yet proposed. More time is needed to get the right balance. I acknowledge the enormous amount of time Kate Colleran has put into this issue.
424	Apart from a concessionary rate, there should be a status for accredited members of hybrid organisations above that of 'member'.
430	Do we really need GB and committee and staff and officers group? It seems a lot of groups! £170k for salaries!! Faculties seem like a good idea, but will it be the case if you are a preventive conservator (with no material specialism) that you are in a faculty and community of interest group, but not a specialist group?
431	Unsure if a patron is actually necessary. Would regional groups complicate the structure too much if primary groups of faculties and specialist are already established.
434	Option to have additional standing committee is required and should be made available - leave options open.
435	I found it difficult to agree or disagree as I have more questions and comments to most of your recommendations. When I ticked "Agree" it hardly ever meant that I agree 100%. For the final document and during the IPC AGM it will be very important to explain the structure of the new body from the point of view of the single member and not in its structural hierarchy as you did in the draft of the consultation documentation. I hope that at the IPC AGM there will be time to discuss many of the general questions and concerns. These are some of my comments / questions: 4. I did not understand how the election process will be organised for all elections after the initial one. 6. What will happen after the initial office period of 3 years? 7. How exactly will the tasks be divided between chair, vice-chair and treasurer? 9. Your explanation for Rec. 9 should be reinforced: I find it very important to show which committees will definitely be formed and which can be set up if necessary. At the moment there seem to be too many committees and still too much work for the single persons within that structure, e.g. it will be too much to be on the GB and to chair a standing committee at the same time. 11-12 I like the concept of faculties but I do not agree with other groups of the same level. The faculties could have sub-groups and committees which cover specialist and regional interests. This level of the new body has to be much clearer before I could vote on it. 14 I am not sure if an Advisory Council is need. It seems to be easier to regularly invite specialists to the GB to advice on relevant issues. 15 In general I agree but see my comment on 14. 19. For the concessionary rates I find it very important to have a section for low pay as this will concern nearly all graduate conservators. 21-22 I would like to receive a general conservation newsletter with news, job advertisements and a calendar of events and conferences. There should be something about recent research, conservation work, literature etc. Additionally I would like to receive an annual peer reviewed journal for each faculty. As a member of IPC I very much like to see the Paper Conservator to be continued. 23. I would like to see IPC become the faculty for Paper, Books and Photograph conservation. 24. Services which I expect from my professional body: publications & website, conferences and events (including practical training), guidelines and support for training and professional development (internship), Accreditation, support for conservators working in institutions and for self-employed conservators, awards and grants, support and training in fundraising.
436	It is essential that a regional (Scottish) member is on the committee at all times. The political situation North of the border is very different and the Scottish work should be tailored to this. In

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	general I am in favour of convergence. I personally believe that geographical groupings are more important than discipline groups (which appear to be more historical than practical). Many conservators I know do not fit easily into one group alone – may be larger faculty groupings are the answer. It is important that Scotland (and other regional groups maintain their identity for political (i.e. Scottish devolution means a different political group to lobby) and financial (access to Scottish only funding) and social reasons. As a member of the care of collections forum as well, I am less sure if this group should converge because of its wider remit and broad cross discipline membership. I enjoy the informality, newsletters and workshops of this group and have participated much more in CCF activities in the past few years. I would wish these to continue.
438	I find the whole concept of the proposed convergence over ambitious and impractical, possibly a recipe for disunity and bickering by amalgamating focused small organisations with very different aspirations and views of 'conservators' into a defuse bureaucracy which may be difficult to relate to professionally and personally. I think the proposals as they stand are a hell of a leap in the dark and will require a great deal of reassurance before a lot of people will be willing to commit themselves and it has to be achieved by consensus.
440	I have found the questionnaire difficult to complete, as it gave no option to express an opinion about the loss of autonomy of all the separate groups. Whilst I appreciate that efforts that have been made over a long period to reach this point, I have some concerns over the plans for convergence. I fear that IPC interests would overbalance the structure of the newly converged body, being I believe, larger than any other interest group. Tensions which led to the IPC splitting from UKIC over 25 years ago may well arise again. I notice that in 2002, the total income of IPC was £191, 090, well over half the projected new income for the converged body. How will this be disbursed with equity to all the different groups? The savings to be made by not duplicating various activities of individual bodies will, I feel, be far outweighed by the expense of the increased bureaucracy of the new body. Although I would support the aims as expressed 1.1 of the Consultation Documents, I do not believe that many of the benefits in 1.2 are attainable: many hours could be spent in the pursuit of e.g. 'Broader European and International cooperation' without any tangible advantage being gained. I feel that the new body will be involved in a proliferation of committees exploring abstract aims, all remote from concerns of the bench conservator. I would prefer a continuation of an NCCR type of arrangement with separate autonomous bodies contributing to a group, which would pursue joint interests. These I would see as accreditation, the conservation register and publicity of it, some aspects of training and CPD, and perhaps some representation of the conservation community at a national / governmental level. Until reassured that the fears expressed above are groundless, I am unable to agree to the changes proposed.
441	Please get rid of the term 'movable heritage' - it is meaningless.
442	8a. The concept of having a 'Patron' is so medieval. I thought this new organisation was to be forward looking to the 21 century. 3.3.3 How European are we? We are a part of the EU! We are looking toward the future. Subscription rate - UK & Europe/ international. I feel very strongly about this. The Membership, as suggested is so basic, so 'us' and 'them'. Let us look to the future.
445	The role of Patron is not explained sufficiently. Why do international members pay more?
446	The Treasurer and the Vice-Chair should both be elected by the membership.
447	The Vice-Chair and the Treasurer should be elected by the membership.
448	I am in principle in favour of a central body for conservation, to give a common voice and professional support to the various conservation groups. I am not, however, in favour of the organisation outlined in the Convergence Document, as I cannot see how the IPC can be incorporated within it without seriously jeopardising its distinction and effectiveness as a professional group. The IPC is an organisation predominantly of and for practising conservators. Over the years it has built up a strong sense of specialist professional identity, regularly producing its own excellent publications, meetings and major conferences. These things are fundamental to its existence, and are vital to its maintaining a wide international membership. If the IPC loses its autonomy to the extent apparently proposed in this document, giving up control of its funding and its publishing, and having constantly to be accountable to layer upon layer of committees, then it will lose its point and purpose. I cannot believe that this is really what you intend, but your proposal seems to me to fail radically to take account of our needs as specialist professionals and practising

ID	Other comments
	conservators. I know from discussion with colleagues that many share my misgivings and I urge you to consult more widely and think again.
449	GB representatives - As a conservator working in Wales I appreciate the possibility of having direct representation on the GB in equal partnership with England and Scotland, but I wonder whether that is a fair representation of the conservation community as a whole. We have a relatively small number of conservators in Wales especially compared with those in England! However I realise that giving extra representation for the more populated areas of the UK would make the GB overlarge. I realise too that Ireland ought to have a close link with the new conservation body but wonder if we should be spending our members' subs on travel and subsistence for an Irish non-opting representative to sit on the GBor would it be up to IPCRA and ICHAWI to meet those costs? Otherwise I think the proposal looks pretty good and look forward to future developments.
450	I have been restoring painted dials for over 25 years. I take my work very seriously but am fighting a losing battle against other people/firms who do not adhere to my standards. There are unfortunately no real schools / classes of any quality on this important to me) subject, and a great deal of my work is undoing previous botch jobs some recent, some not. At the age of 76 with an 82 year old invalid husband there is not much I can do except bring this problem to your attention. My income is of necessity very limited, as I really cannot afford extra payments and belong to a body which has not sent me any work in the past. This is not the fault of those concerned - just hat the general public is unaware of what standards should be expected of any work undertaken.