

The Statistical Society of Australia

Regulations

(Updated August 2022)

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1. Sections and Networks

1.1 The Society has established special interest Sections in the following areas of statistical endeavour:

- (i) Bayesian Statistics
- (ii) Biostatistics & Bioinformatics;
- (iii) Business Analytics;
- (iv) Environmental Statistics;
- (v) Official Statistics;
- (vi) Statistical Computing and Visualisation;
- (vii) Statistical Education

and the following Networks:

- (i) Early Career and Student Statisticians Network;
- (ii) Statistical Consulting Network.

The Society may establish other Sections and Networks from time to time.

1.2 Each Section and Network fosters activities in its area of interest by such actions as:

- (i) providing news of relevant activities to the Newsletter and to Branches;
- (ii) organising a segment of a Society Biennial Conference,

subject to the agreement of the Programme Committee;
 (iii) organising a conference for that Section's members;
 (iv) conducting joint activities with other Societies.

- 1.3** Each Section and Network is responsible to the Central Council through a Chairperson who will be elected annually by the Annual General Meeting of the Society.
- 1.4** The President shall invite one of the Section or Network Chairpeople to each meeting of Central Council, as an observer.
- 1.5** The administrative structure of the Section or Network is the responsibility of that Section or Network.
- 1.6** Membership of a Section or Network is open to all members of the Society and is obtained by requesting it at the time of paying for membership of the Society each year.
- 1.7** The Chairperson of a Section or Network shall receive the agendas and minutes of Central Council meetings.
- 1.8** Proposals for major activities in a Section or Network shall be presented to the Central Council for comment and approval.
- 1.9** The Central Council may authorise the payment of grants to a Section or Network.
- 1.10** The Central Council may authorise a loan to a Section or Network to meet expenses incurred in advance of an activity (e.g. a conference) being organised by that Section or Network. Where activities are organised with another Society, agreements with that Society as to the sharing of surplus or deficit shall be agreed and approved in advance by Central Council. All Section surpluses or deficits shall return to Central Council.
- 1.11** Non-members of the Society who participate in an activity organised by a Section or Network shall pay a fee equal to the fee for members plus an additional fee where appropriate.
- 1.12** At the end of each year each Section and Network shall present an Annual Report, including a financial statement, to the Central Council, which may require that the financial statement be audited.
- 1.13** Council may choose to disband a Section or Network either:

- (i) on the recommendation of the Section or Network; or
- (ii) if the Section or Network is deemed by the Council to have been inactive for at least four years, and to be no longer viable as a special interest Section or Network of the Society; or
- (iii) if the Section or Network has persistently refused or neglected to comply with the provisions of these Rules and Regulations, or has persistently and wilfully acted in a manner prejudicial to the interests of the Society or to the statistical profession.

1.14 The Chair of the Early Career and Student Statisticians Network shall, in accordance with the Rules of the Society, be a member of the Central Council of the Society.

1.15 A special interest group will be deemed a “Section” if it is focused on particular subject-matter areas of statistical application or particular statistical techniques, methods, or tools (such as Bayesian statistics, or official statistics). A special interest group will be deemed a “Network” if it is focused on particular statisticians (such as early career statisticians, or statistical consultants)

2 Conference Organising Committee

We require all committees organising the Early Career and Student Statistician, Australian Statistical Conference and other large events organised in whole or part by the SSA to send a list of potential keynote speakers to the Executive Officer who will check whether any members appear in the repository of incidents concerning breaches of the Code of Conduct. If a member or non-member being considered as a keynote is in the repository, then the details will be confidentially shared with the Chair of the organising/scientific program committee. The Committee Chair will decide whether to inform the committee of the broad details of a record associated with an individual, while always keeping the precise nature of the event confidential. Committee members should also make their committee aware of any adverse findings or ongoing investigations by other societies or institutions that they know of concerning the potential keynote speaker. The committee should seriously consider any adverse information, and decide whether the keynote speaker is an appropriate person to support.

3. Optional Accreditation

Two types of professional accreditation are available to members who qualify:

- Graduate Statistician (GStat)
- Accredited Statistician (AStat).

The qualification of Graduate Statistician indicates that the holder has recently completed a course of study equivalent to a pass degree with a major in Statistics.

The qualification of Accredited Statistician indicates that the holder has a sound knowledge of Statistics at an advanced level, and has applied that knowledge competently and ethically through practice for several years.

Holders of the qualification must agree to follow the Society's Code of Conduct. It is expected that Accredited Statisticians will continue to keep abreast of new developments in Statistics through appropriate professional development activities.

3.1 Eligibility

Who may apply

A financial member of the SSA may apply to the Council to become a Graduate Statistician or an Accredited Statistician. These qualifications are available as options to members, in addition to membership of SSA.

Post-nominal letters

A financial member with the qualification of Accredited Statistician may use the abbreviation AStat after his or her name (for example: Kim Gooddata, AStat). A financial member with the qualification of Graduate Statistician may use the abbreviation GStat.

Organisational structures

3.2 Accreditation Committee

There shall be an Accreditation Committee to make recommendations to Council about applications for accreditation, and about the accreditation processes. The Committee is responsible to Council, reporting to Council at least once a year.

3.2.1 Terms of Reference

- (i) to assess applications for the qualifications of Graduate Statistician and Accredited Statistician according to the requirements for

- qualification as stated below;
- (ii) to make recommendations to Council on applications for accreditation;
 - (iii) to assess applications from Universities for accreditation of specified degree programs according to the requirements for qualification as stated below;
 - (iv) to make recommendations to Council on such applications for accreditation;
 - (v) to make recommendations to Council about the accreditation process, and to produce guidelines on the process for Council's consideration or as requested by Council;
 - (vi) to provide feedback to universities and other interested bodies as requested by Council;
 - (vii) to provide a proforma for applications.

3.2.2 Composition of the Committee

- (i) After consulting with the Chair of the Accreditation Committee the Central Council will determine the size of the Committee for the following year at the Annual General Meeting of the Council. The members are to be appointed by Council from applications obtained by advertisement in the Newsletter or from members proposed by the Nominating Committee of Council. The Committee should be as representative as possible of the Branches and interests of the Society, the statistical profession and of areas of statistical expertise. Appointments will normally hold the qualification of Accredited Statistician and must be members of SSA.
- (ii) Committee members normally will serve for three years. The Chair will normally have served for at least one year, not necessarily immediately before appointment to Chair, as a Committee member. The Chair will be elected annually by the Committee with the appointment ratified by Council. Continuous service on the Committee, as member or Chair, will normally not exceed four years.
- (iii) The appointments will normally be made at the Annual General Meeting (AGM) of the Council, with the call for applications being made at least two months before the Council AGM. Appointments to occasional vacancies will be made by Council on recommendations from the Executive after calling for nominations. If an election by Council is necessary for filling an occasional vacancy, it will be conducted by electronic or postal vote.
- (iv) The Committee Chair will be ex-officio a member of Council.
- (v) For a particular application the Committee will have the authority to consult non-committee members if it wishes to augment its knowledge of a particular area of statistical work whilst at all times ensuring appropriate confidentiality is maintained.

Requirements for qualification

3.3 Graduate Statistician

The Graduate Statistician (GStat) qualification requires an educational achievement only.

3.3.1 Education requirement

Holders of the qualification of Graduate Statistician shall meet at least the following educational requirements, provided no more than eight years has elapsed since the award of the degree or equivalent on which the application is based:

1. A pass degree from an Australian university, or equivalent qualification.
2. A minimum of 25% of a year's study in Statistics in total at second year level, and a minimum of 50% of a year's study in Statistics at third year level.
3. The applicant holds a four year Honours degree in Statistics, or the applicant has achieved a minimum average grade of 65% (that is, a credit average or equivalent) in their Statistical major at third year level or in the Statistics postgraduate coursework in the degree that forms the basis of their application.
4. Units involving statistical inference, data analysis, statistical communication skills and the use of a statistical package.
5. Several units covering material from the following list: probability and distribution theory, linear models, design of experiments, sampling methods, multivariate analysis, analysis of categorical data, time series, survival analysis, statistical consulting, statistical graphics, databases.

3.3.2 Supporting documentation

- a. Applicants who have graduated from a degree program accredited under Regulation 4 need provide only their Academic Transcript that provides evidence of the qualification.
- b. Other applicants must provide copies of Academic Transcripts and details of the statistical courses they have studied, years and institutions, including a listing of their second and third year level and Honours Statistics subjects/units, and any Statistics coursework in higher or postgraduate degrees, if such degrees form part of the application. The applicant should supply details

of the content of courses in the application. In certain cases, the Accreditation Committee may require further information about course content from the degree-granting institution.

Notes:

- a. Where a substantial part of an honours year consists of a research thesis, the applicant should include a statement from the awarding university of the proportion of the thesis that is statistical. In such circumstances, the Accreditation Committee may require a copy of the thesis to be produced.
- b. Graduate Diplomas in Statistics, depending on their origin, may satisfy the degree requirement under one or other of the above two categories. In deciding whether the course requirements above have been met, the Accreditation Committee shall judge the standard and level.
- c. It is expected that applicants be graduates. The Accreditation Committee shall judge whether this requirement is met in cases where there is no obviously equivalent Australian degree.

3.4 Accredited Statistician

The Accredited Statistician (AStat) qualification requires both appropriate educational qualifications and relevant practical experience.

3.4.1 Education

1. Holders of the qualification of Accredited Statistician shall meet at least the education requirement for the GStat (see 3.3.1).
2. Under exceptional circumstances, applicants may be accredited who do not satisfy the education requirement above, but who can demonstrate a breadth of knowledge and understanding of both theoretical and applied Statistics equivalent to at least the education requirement for GStat together with a first or second class Honours degree including an honours year with at least 50% statistical content.

3.4.2 Experience

The applicant needs to demonstrate an appropriate level of competence in the application of statistical methods. Here, *application* refers to the use of statistical methods in connection with analysis and/or modelling and/or reporting of work in which the handling of real-world data is an important part. Theoretical work is not sufficient of itself; the emphasis is on application to data, not on research into the theory of statistics. This should not be taken to exclude work in which the primary focus is theoretical, as long as there

is a part that can be regarded as application.

- a. Where the educational requirement is met through 1 of 3.4.1, a further six (6) years of practical experience is required.
- b. Where the educational requirement is met through 1 of 3.4.1 and the applicant has a first or second class Honours degree including an honours year with at least 50% statistical content, a further four (4) years only of practical experience is required.
- c. Where the educational requirement is met through 2 of 3.4.1, at least ten (10) years of practical experience is required.
- d. For at least three (3) years of the qualification period, applicants must have taken *responsibility* for the statistical content of their work.
- e. Practical experience is not limited to paid employment; it may occur in a range of forms of practical activity. The Accreditation Committee will consider any practical experience which the applicant believes to be relevant.
- f. In considering the evidence for experience, the Accreditation Committee will take into account the length of experience and the level of expertise involved, and may exercise discretion in considering what constitutes *evidence* of experience and expertise.
- g. Applicants who have undertaken study for higher or other postgraduate degrees in Statistics may count some of their years of study for these degrees, up to a maximum of two-thirds of the study, towards the experience qualification, provided it fits within the practical experience requirements.

Examples

The following list gives examples of types of experience which would be considered:

- Leading statistical projects requiring a significant amount of statistical analysis or modelling.
- Undertaking statistical analysis of data and reporting on the results.
- Having responsibility for the interpretation and presentation of statistical information.
- Designing statistical databases and reporting systems.
- Provision of professional advice and opinions on statistical issues.
- Carrying out and implementing research to develop new methods to solve significant applied statistical problems.
- Taking responsibility for the design and analysis of statistically-based surveys.
- Managing and taking responsibility for statistical quality in a Statistics section whose work falls in one or more of the above areas.

3.4.3 Responsibilities of AStat

An Accredited Statistician must agree to abide by the Society's Code of Conduct and Code of Conduct at SSA-run events.

3.4.4 Application Processes

All applications are to be treated in confidence.

Applications shall be made on the appropriate form.

It is the responsibility of the applicant to demonstrate that the requirements are met.

Applicants must provide evidence (such as a transcript or degree certificate) that they meet the *educational* requirement.

Applicants must provide details of up to five publications, reports or the like, demonstrating they meet the *experience* requirements. Copies of two of these should be made available. These materials should be in English.

Where confidentiality of reports may be an issue, the applicant should consult the Executive Officer. See also 3.4.5 below.

Applicants must provide the details of two referees willing to provide a confidential report. Their reports will be obtained by the Executive Officer of the Society. Both referees should be in a position to comment on the applicant's work from first-hand knowledge and at least one referee should be an Accredited Statistician or hold an equivalent qualification awarded by another professional statistical organisation.

Where the applicant is not able to provide a referee who holds AStat or an equivalent qualification, the Accreditation Committee may at its discretion accept reports from another statistician of seniority in the profession. If referees are clients (using the word "clients" in the broadest sense of covering all possible recipients of a statistician's work) or professional colleagues who are not statisticians, they may be asked to describe their level of expertise in Statistics and why they are suitable referees for assessing the applicant's work. The Committee will not necessarily be limited to obtaining information from only the nominated referees. Further evidence may be required in some cases.

3.4.5 Confidentiality of applicant's evidence

Where confidentiality may be an issue regarding the submission of reports and similar material, the applicant should approach the

Executive Officer of the Society for advice. The Accreditation Committee has established procedures for protecting confidentiality of reports should such restrictions inhibit presentation of evidence of practical experience. Applicants are then advised to:

- (i) ensure that they have permission for members of the Committee to review the material,
- (ii) enclose the material in its own sealed envelope before transmission to the SSA Office, and
- (iii) nominate up to two members of the Committee who should not see the material.

Members of the Accreditation Committee selected to review the material then sign a non-disclosure agreement in relation to the documents they will review. No one else on the Committee will see the material.

3.5 Mutual exclusivity of GStat and AStat

The qualifications of Graduate Statistician and Accredited Statistician may not be held simultaneously.

3.6 Reciprocal Accreditation

Financial members of the SSA who have been awarded Professional Statistician (P.Stat) status by the American Statistical Association (ASA) or Chartered Statistician (C.Stat) status by the Royal Statistical Society (RSS) and whose professional accreditation is current, and members who have been awarded P.Stat status by the Statistical Society of Canada (SSC) within the past five years are automatically eligible to become an Accredited Statistician with the SSA.

3.7 Ratification

The Accreditation Committee is responsible to Council. Committee recommendations on applications for accreditation must be ratified by the Executive, on behalf of Council, who will either accept the Committee's recommendations or return them to the Committee for reconsideration. In the latter case, the Executive shall provide reasons for its request for reconsideration. Council shall notify all applicants of the outcome of their application. In the case of unsuccessful applications a copy of the Accreditation Committee's report will be sent to the applicant. In the case of successful applications Council shall also notify the relevant Branch.

3.8 Appeals

An appeal against an unsuccessful application for accreditation may only be made on the basis of procedural error. An applicant has four weeks from the date of receipt of notification of the unsuccessful application to lodge an appeal with the Society Secretary. The

appeals will be considered by the Executive of the Society. Their decision will be final.

3.9 Maintenance of Accredited Qualification

Accredited Statisticians shall provide to the Accreditation Committee every five years, including any years of cessation of financial status, or membership of the Society, or accredited membership, a summary of their activities in that five years to demonstrate at least continuing contact/involvement with Statistics and the practice of Statistics appropriate to them, plus the name of 1 referee to be contacted if desired. The Committee will discount temporary interruptions to employment, and parental leave.

Accredited qualification is suspended if an accredited member ceases to be a financial member of the Society, and is reinstated only on payment of all outstanding dues. The elapsed time of being deemed accredited, in terms of possible re-accreditation, is unchanged.

Accredited qualification is rescinded on cessation of membership of the Society, but restored on resumption of membership of the Society within five years of membership cessation. An accredited member may choose to terminate his/her accreditation qualification. The qualification may be reinstated at the discretion of the Committee and Council, subject to the maintenance requirement above.

3.10 Confidentiality

Applications and maintenance reports may be accessed by the Committee during considerations but are stored confidentially. Part or any of their contents may be released only with the consent of the member concerned. In the case of an appeal, the Executive of the Society may also access the papers relevant to the appeal.

3.11 Fees and Records

A fee shall accompany each application to the Accreditation Committee. Unsuccessful applicants shall receive a refund of part of this fee. The application fee for Accredited Statistician status shall be \$220, with \$50 refunded if the application is not successful. The application fee for Graduate Statistician status shall be \$66, with \$20 refunded if the application is not successful. The initial accreditation fee shall be made with the application. A fee shall accompany an appeal against an unsuccessful application. This fee shall be equal to half the amount of the refund as stated above. Accredited Statisticians shall pay an additional annual capitation of \$44. This extra annual capitation will apply at the time of renewal of membership after the qualification is approved. The extra annual capitation fee for AStat shall be payable with ordinary subscription fees. Central Council

shall inform Branches regularly which of their members are accredited. The part-time executive officer will help with all membership and record-keeping aspects, as well as publicity, providing assistance to Branches and accredited members as well as centrally.

3.12 Disciplinary Issues

Loss of accreditation other than by resignation, non-payment of SSA fees or member's choice, is a disciplinary matter, covered by the current Constitution (as required by the Incorporation Act) in Rules 36 and 37.

4. Accreditation of degree programs

4.1 The Qualification

A University may apply to the Council to have a specified degree program accredited by the Society for a period of 3 years. Graduates who complete such a degree program in the specified years, who are members of the Society and who make application, are entitled to the qualification of Graduate Statistician.

Accredited degree courses are entitled to include the following wording in their promotional and other material:

"Students who graduate from this degree program will, on joining the Statistical Society of Australia, be automatically entitled to accreditation as a Graduate Statistician."

The University has an obligation to notify the Society if any material changes are made to the degree program during that period of 3 years. Accreditation may be withdrawn if the Society believes that the program no longer meets the required standard.

4.2 Requirements for Qualification

Degree programs which qualify for Accreditation shall meet the following requirements or be of equivalent standing:

1. All students should be required to undertake a minimum of 25% of a year's study in Statistics in total at second year level, and a minimum of 50% of a year's study in Statistics at third year level.
2. All students should be required to undertake units which involve statistical inference, data analysis, statistical communication skills and the use of a statistical package.
3. All students should be required to take several units covering material from the following list: probability and distribution theory, linear models, design of experiments,

sampling methods, multivariate analysis, analysis of categorical data, time series, survival analysis, statistical consulting, statistical graphics, databases.

Applications should include photocopies of the formal University documents which provide the detailed degree requirements and should, in a separate document, include the following information:

1. the percentage of Statistics which is compulsory at each year level of the program, with an identification of those subjects and their content,
2. the percentage of Statistics which is available for students to undertake at each level of the program,
3. the number of "points" in each subject and the total number of points required in each year of the program,
4. the staff available to teach in the program and their qualifications.

It is noted that in some cases, a degree program with a Major in Statistics may not be considered sufficient but an Honours degree from the same program might qualify.

4.3 Ratification

The Accreditation Committee is responsible to Council. Committee recommendations on applications for accreditation of degree programs must be ratified by the Executive, on behalf of Council, who will either accept the Committee's recommendations or return them to the Committee for reconsideration. In the latter case, the Executive shall provide reasons for its request for reconsideration. Council shall notify all applicants of the outcome of their application. In the case of unsuccessful applications a copy of the Accreditation Committee's report will be sent to the applicant. In the case of successful applications Council shall also notify the relevant Branch.

4.4 Appeals

An appeal against an unsuccessful application for accreditation may only be made on the basis of procedural error. An applicant has four weeks from the date of receipt of notification of the unsuccessful application to lodge an appeal with the Society Secretary. The appeals will be considered by the Executive of the Society. Their decision will be final.

4.5 Maintenance of Accredited Qualification

Universities with accredited degree programs shall re-apply to the Society every three years, by either completing a new application or by providing a summary of any changes made to the degree program since the previous accreditation.

4.6 Fees

A non-refundable application fee shall accompany each application for accreditation of a course. A fee shall also be payable for reaccreditation on the expiry of each three year period of accreditation. These fees shall be determined by the Executive Committee on the recommendation of the Accreditation Committee.

4.7 Conflict of Interest and Confidentiality

The Accreditation Committee has established procedures where the applying University may consider that there is a potential for conflict of interest. In such a case, the University may nominate up to two members of the Committee who should not evaluate the material.

Applications and maintenance reports may be accessed by the Committee during considerations but are stored confidentially. In the case of an appeal, the Executive of the Society may also access the papers relevant to the appeal.

5. The E.J.G. Pitman Early Career Statisticians Prize

This prize is awarded for the most outstanding oral presentation by an "early career or student statistician" at an Australian Statistical Conference.

5.1 Rules of the Prize

The following rules apply:

- 5.1.1 Only members of the Statistical Society of Australia are eligible.
- 5.1.2 "Early career or student statistician" will mean a person enrolled for a degree who is studying either full-time or part-time without age limit, OR a person who graduated with a Bachelor's degree within the past five years, OR a person awarded a postgraduate degree within the past year.
- 5.1.3 The Prize is to be at a value determined by the Council

from time to time. A certificate will also be presented to the winner.

- 5.1.4 A Chair of the Prize Committee will be a member of the Society appointed by Council at least six months before the Australian Statistical Conference. That person will then become a member of the Program Committee of the Conference. In making this appointment Council will consult with the Chairs of the Organising Committee and the Program Committee of the Conference.
- 5.1.5 The Chair of the Prize Committee will invite suitable Society members who will be attending the Conference to join the Prize Committee. The Prize Committee will be ratified by Council before the start of the Conference.
- 5.1.6 At least two members of the Prize Committee will attend all eligible talks at the ASC and after discussion make a decision. The Prize Committee's decision will be final.
- 5.1.7 If, in the opinion of the Prize Committee there are no candidates of sufficient merit then no prize will be awarded.
- 5.1.8 The E.J.G. Pitman Young Statisticians Prize can be awarded at most once to any given person.

5.2 Criteria for judging the prize

In awarding the Prize the Prize Committee will consider the following:

- (i) the motivation and setting of the general context,
- (ii) the organisation and structure of the talk,
- (iii) the originality of the substance of the talk,
- (iv) the presentation of the material and rapport with the audience.

6. Criteria and Processes for Honorary Life Membership and the Pitman Medal

- 6.1 For the Pitman medal, achieving 'high distinction in Statistics' involves having made a major impact on the discipline of Statistics. Excellence in research and scholarship is a necessary but not sufficient component of this definition. The work should have enhanced the international standing of Australia in the discipline of Statistics. A recipient of the Pitman medal should normally be a member of the Society, but a case may be made for a nominee who is not currently a member of the Society.

- 6.2** For Honorary Life Membership the combination of service to the discipline of Statistics at both branch and national levels should have achieved a significant impact, distinction and/or been effective in change. Contributions to the profession may take a number of forms, but should be well established and supported by eminent members of the statistical or cognisant professions. A certificate plus citation are presented to Honorary Life Members.
- 6.3** The Awards Committee will normally meet every two years, in the November of the year preceding an Australian Statistical Conference (ASC). If a Council member wishes to make a nomination such nomination should normally be made by the November of the year preceding an ASC. The Committee should normally place their recommendations before Council at its February meeting. This does not prevent the Awards Committee from meeting at any other time it sees fit, nor does it prevent nominations from being made at other times if appropriate.
- 6.4** The recommendations from the Awards Committee to the Council should be accompanied by a draft citation, and a recommendation should not normally go to Council unless at least four out of the five members of the Awards Committee vote in favour thereof. Recommendations and draft citations shall be strictly confidential and available only to voting members of Council during discussion. As with the Awards Committee, minutes will not be kept of either discussion or vote and all material of the Council meeting relating to the nominations will be destroyed at the completion of the meeting. If more than one award (of any type) is proposed by the Awards Committee, then Council is to vote on each award.
- 6.5** For both the Pitman Medal and Honorary Life Membership, the awards committee should look favourably on candidates who have promoted inclusivity and diversity in statistics concerning any potentially marginalised group of statisticians.
- 6.6** During their deliberations, the Awards Committee Chair should send a list of potential candidates to the Executive Officer who will check whether any members appear in the repository of incidents concerning breaches of the Code of Conduct. If a member or non-member being considered for an award is in the repository, then the details will be confidentially shared with the Awards Committee Chair. The committee should seriously consider the information passed on by the Chair, and decide

whether the breach means they have failed to maintain the high standards we expect from Pitman Medallists and Life Members.

- 6.6** Awards approved by Council will be announced in the Newsletter and presented at the next ASC.

7. Service and Inclusion Awards

7.1 A Society Service Award may be awarded to a Society member in recognition of sustained and significant service to the Society. There are no formal limits on the number or frequency of these awards, but they should be given only for extended periods of significant service. The Awards Committee will make recommendations for such an award to Council, and the processes will normally be as for the Pitman medal and Honorary Life Membership. Honorary Life Members are ineligible for Society Service Awards. A certificate is presented to the recipients of an award.

7.2 A Society Inclusion Award may be awarded to a Society member or group in recognition of sustained and significant work towards the promotion of diversity and inclusivity in statistics. This work will likely concern increasing the participation and profile of any marginalised group of statisticians. There are no formal limits on the number or frequency of these awards, but they should be given only for extended periods of significant activity. The Awards Committee will make recommendations for such an award to Council, and the processes will be as for the Service Award. A certificate is presented to the recipients of an award. The recipients may not be an individual, but could be a group, and this group does not have to consist wholly of SSA members