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To: All SJIB and SELECT Members

Dear Sir/Madam,

Final Integrated Competence Assessment (FICA) – Introduction of Assessment Validity Period

As part of the implementation of the new FICA Management & Monitoring System (MMS), a two-year validity period will be introduced for FICA assessments from November 2026.

Candidates will have two years from the date of their first FICA booking recorded on the FICA MMS to successfully complete all sections of the assessment.

Where a candidate passes one or more sections of the FICA but does not successfully complete all remaining sections within the two-year period, any previously achieved section passes will expire. In these circumstances, the candidate will be required to submit a new FICA application and undertake the full assessment.

Candidates will be advised of the two-year validity period when booking their initial FICA assessment or, where applicable, when booking their first resit on the new FICA MMS. Reminder notifications will also be issued throughout the two-year period.

The introduction of a validity period ensures that FICA assessment outcomes continue to reflect current competence and aligns the assessment with established arrangements elsewhere within the electrotechnical industry.

Yours faithfully,

Catherine Gillon
The Secretary

Susan Fitzgerald
For UNITE the Union

Donald W Orr
For SELECT