



# The ISM's annual survey of teaching, examining and accompanying rates

Conducted November 2020-January 2021



DOWN ↓ LIKE ZAINI  
WENT HARD  
DIRECTION  
LARRY IS MY OTP  
BUT THEY ARE  
FORCED TO HIDE  
GIRL CAN'T  
CONTROLLED  
ME HOME  
WE ARE  
THE ROAD AGAIN  
Sch/b  
9/2  
2/4



# Fees for private teaching, part-time teaching in schools, fees charged for accompanying and fees charged for examining

Thank you to all of you who responded to our recent survey of tuition fees. The survey was conducted by an independent statistician and was open from 6 November 2020 to 10 January 2021. In total there were 385 respondents that answered enough questions to be included in the results. This is fewer responses than in previous years – likely reflecting the reduction in activity – and although the reported findings can be considered as statistically robust, some aspects have small sample sizes compared to previous years with minimal reported figures, so please bear this in mind when reading this report. The results in this report are based on all respondents, both members and non-members.

This year the survey covered the following parts of the sector:

- private teaching
- part-time teaching in schools (both as employed and self-employed)
- accompanying services
- examining

The survey results are summarised in this booklet. These are not recommendations. Competition law prevents us – and other trade associations and organisations – from recommending rates for musicians' freelance work. Due to COVID-19 and the resultant regional and national lockdowns, the survey asked slightly different questions to previous years, with some additional questions to reflect the changes caused by lockdown measures.

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# Experience and qualification

Respondents' teaching experience was very similar to the previous year, with the majority of people having more than fifteen years of experience teaching. This was also the case in 2019, as was a reduction in the proportion of teachers with less than five years' experience, which might suggest a drop in the number of new teachers entering the sector.

Given the long-term propensity for respondents to have been teaching for longer, it is possible that retirements may have reduced the number of overall respondents, though this difficult to quantify given the impact of the coronavirus pandemic.

## Years of teaching experience

	%	% 2019
0-5 years	13.0	14.4
6-15 years	23.9	24.1
More than 15 years	62.9	60.4
Did not respond	0.3	1.1
<b>Total</b>	<b>100%</b>	<b>100%</b>

The highest music qualification held by respondents is also very similar to the previous year with the largest group being those with a music degree.

## Highest qualification in music or teaching

	%	% 2019
Music degree or equivalent (B.Mus., BA, etc.)	41.6	39.4
Master's degree	18.4	19.9
Diploma	15.3	14.7
Postgraduate diploma	11.4	14.0
Grade 6-8	5.2	5.4
PhD	2.9	2.0
Specific teaching qualification (PGCE, CT ABRSM etc)	2.9	0.0
Other (please specify)	1.6	4.3
HND or equivalent	0.5	0.3
Did not respond	0.3	-
<b>Total</b>	<b>100%</b>	<b>100%</b>

## What instrument do respondents teach?

It is of note that nearly half the respondents teach piano or organ as their main instrument.

## Main instrument taught

	%
Piano or organ	48.8
Woodwind	13.2
Vocal	12.7
String	12.2
Multiple	7.0
Brass	2.6
Guitar	1.8
Other (please specify)	1.0
Percussion	0.3
Did not respond	0.3
<b>Total</b>	<b>100%</b>



# Survey results for private music teachers

**71% of respondents had conducted some private face-to-face** teaching since September 2020, just **over 20% less than at the same time last year**, reflecting reduced opportunities for in-person teaching due to coronavirus restrictions. To get a better idea of the extent of private teaching, respondents were also asked about any teaching done online, which 89% of respondents had provided. In total, 65% had conducted both in-person and online teaching since September with a further 6% doing *only* face-to-face teaching and 24% teaching *only* online, so 95% across the whole sample have been able to do some form of private teaching.

The majority of respondents who had taught privately provided their hourly rate which ranged from £14.40 per hour to £85 per hour, this was the same for both face-to-face and online teaching. **The median rate for online teaching was only slightly lower, £32 compared to £33 face-to-face.** The average rate charged was just over £34 for both face-to-face and online teaching, a very slight increase on 2018 and 2019.

Respondents were also asked about charges for online teaching during the first lockdown (March - August 2020), 89% of respondents undertook online teaching during this period, with teaching rates the same as those from September onwards.

The bottom 20% and top 20% of rates charged, along with the median, are shown in the table below with comparisons to 2019 and 2018. It shows that there has been little change in hourly rates over the past three years, although the minimum rates appear to have gone up slightly.

## Hourly rate for private music teaching

		Bottom 20%	Median	Top 20%
Face-to- face teaching	From September 2020	£30	£33	£40
	September 2019	£28.50	£32	£40
	September 2018	£28	£32	£40

		Bottom 20%	Median	Top 20%
Online teaching	March – August 2020	£30	£32	£40
	From September 2020	£30	£32	£40

**Hourly rate for face-to-face private music teaching by region  
(not including Wales, Scotland, Northern Ireland and Yorkshire)**

	Bottom 20%	Median	Top 20%	Median 2019
Inner London	£32.40	£40.00	£47.60	£40.00
Outer London	£32.20	£40.00	£44.60	£40.00
Elsewhere in South East England	£32.00	£36.00	£42.00	£34.00
North East England	£28.60	£32.50	£36.00	£30.00
West Midlands	£29.60	£32.00	£36.00	£30.00
North West England	£30.00	£30.00	£32.00	£30.00
South West England	£26.21	£30.00	£36.00	£32.00
East England	£28.00	£30.00	£37.20	£33.00
East Midlands	£30.00	£30.00	£32.20	£30.00
<b>Overall</b>	<b>£30.00</b>	<b>£33.00</b>	<b>£40.00</b>	<b>£32.00</b>

When looking at hourly rates charged by region, respondents from London, both inner and outer, charge the highest median hourly rates at £40 for both, although the average rate was £44.23 for inner London compared to £39.97 in outer London. Those living elsewhere in South East England also charge higher than the rest of the UK at a median rate of £36. For all other English regions, the median charge ranged between £30 and £32.50 (please note that we did not receive enough respondents from Scotland, Wales, Northern Ireland and Yorkshire in our sample to provide figures for these areas).

There was **no significant difference in rates between most regions of the UK, but rates in London (inner and outer combined) are significantly higher** than those charged in the rest of the UK, and rates charged in the South East are significantly higher than those charged elsewhere in the UK. This pattern was the same for online teaching both during and after lockdown.

When comparing these results with those from last year they show little change, but there are some noticeable increases with the median rate in the South East, North East and West Midlands increasing by £2. There are also decreases, in the East of England and the South West.

When looking at rates by region for online teaching (the sample size for Scotland was higher for online teaching therefore this region has been included here) the rates across regions are comparable to

those for face-to-face teaching (it must be noted these are not exactly the same two samples as just under 100 people had taught online either during or after lockdown but no face-to-face teaching).

### Hourly rate for online private music teaching March – August 2020 by region (not including Wales, Northern Ireland and Yorkshire)

	Bottom 20%	Median	Top 20%
Inner London	£32.40	£40.00	£51.00
Outer London	£28.80	£40.00	£44.00
Elsewhere in South East England	£30.00	£36.00	£42.00
North East England	£28.60	£34.00	£36.00
Scotland	£30.80	£34.00	£39.80
East England	£27.40	£34.00	£36.40
East Midlands	£27.00	£30.00	£30.00
West Midlands	£27.32	£30.00	£33.60
South West England	£25.20	£30.00	£36.00
North West England	£30.00	£30.00	£32.00
<b>Overall</b>	<b>£30.00</b>	<b>£32.00</b>	<b>£40.00</b>

### Hourly rate for online private teaching since September 2020 by region (not including Wales, Northern Ireland and Yorkshire)

	Bottom 20%	Median	Top 20%
Inner London	£32.40	£40.00	£51.60
Outer London	£31.40	£39.50	£44.00
Elsewhere in South East England	£30.00	£36.00	£42.00
Scotland	£30.80	£34.00	£39.80
North East England	£28.60	£33.00	£36.00
East England	£28.00	£32.00	£37.20
West Midlands	£27.00	£32.00	£36.00
South West England	£28.40	£31.50	£36.00
North West England	£30.00	£30.00	£32.00
East Midlands	£25.30	£30.00	£30.80
<b>Overall</b>	<b>£30.00</b>	<b>£32.00</b>	<b>£40.00</b>

### Rate changes over the past year

Of the respondents that had done any private face-to-face teaching since September 2020, **nearly a quarter (22.7%) said they had increased their rates since September 2019**. The median increase was £2, exactly the same as in 2019, **however 10% fewer respondents this year quoted an increase (22.7% compared to 32.8%)**.

As with 2019, the average increase was higher in London (£3.08 compared to £2.37 elsewhere) but it must be noted that only 16 respondents in both inner and outer London had increased their fees and the median increase was the same both in London and elsewhere at £2 per hour. The table below shows the higher mean in London is caused by the much larger increase by the top 20% of respondents.

In addition to the usual recording of increase in fees, **we also asked respondents whether they had reduced their fees during lockdown, when teaching was only possible online. Just 40 had done so**, although the median reduction was £5, so those that decided to reduce fees did so by quite a large amount. The bottom 20% reduced fees by £4 and the top 20% by £15.20.

30.7% of respondents plan to increase their fees by September 2021, just a slight drop on the previous year (32.8%).

Another extra question asked this year was **whether respondents had noticed an increase in the number of adult clients they were teaching (given that many adults were furloughed from work). 59 people said yes**, the majority of these (96.6%) had an increase of up to five additional adult clients.

You can read our tips on how to set your own fees, including how to assess where you yourself fit within the overall range of fees and how to negotiate with your pupils and parents, by visiting [ism.org/advice/tips-for-setting-music-tuition-rates](https://ism.org/advice/tips-for-setting-music-tuition-rates)

### Summaries of the increase in hourly rate for private teaching

	Bottom 20%	Median	Top 20%
London	£2	£2	£5
Elsewhere in the UK	£1	£2	£2.80
<b>Overall</b>	<b>£1.29</b>	<b>£2</b>	<b>£3</b>



# Survey results for part-time music teaching in schools – employed

Of all respondents, **only 89 had taught as an employed teacher in a school since September 2020**, this is 23% of the sample, about 7% less than last year, which is probably to be expected given the circumstances of the pandemic. **The majority of these respondents were employed at independent schools, a considerably higher percentage than last year.** When asked the location of their school there was generally an even spread across the country, around 10% in each region with notable exceptions of 26.4% in South East England and 2.3% in Wales and Scotland (equating to two respondents).

Most of the respondents reported their hourly rate, with bottom and top **rates having slightly increased overall since last year; although the median rate remains at £30 per hour.** As expected, the rates are higher in independent schools than state schools, by around £5 per hour across the sample. However, **rates are much lower overall in music services or hubs, a very similar pattern to what was found the previous year.** As seen last year, the rates paid in independent schools was higher than those in the other two main establishments.

Sample sizes across regions were too small to make statistical comparisons reliable but the median rate was noticeably higher in outer London at £39.28 compared to the overall (£30). However, rates were not markedly low in any particular region and there was no significant difference between fees paid within the whole of London (inner and outer combined) and elsewhere.

Very few respondents reported that they had received an increase in hourly rate since September 2019 but this could again be due to the impact of COVID-19. However, a few people said that they expect their rate to increase by September 2021.

## Schools taught at by employed music teachers

Type of School	%	% in 2019
Independent school	44.9%	36.3%
State-funded school (including academies)	21.4%	24.6%
Music Service or hub	21.4%	26.7%
Specialist music school	1.1%	4.2%
Other	11.2%	8.1%
<b>Total</b>	<b>100%</b>	<b>100%</b>

## Hourly rates for employed music teachers by school type (excl. music school as only one respondent)

Type of School	Bottom 20%	Median	Top 20%
Independent school	£30	£34	£40.5
State-funded school (including academies)	£25.40	£29	£35
Music service or hub	£22.88	£25.85	£28.40
<b>Overall</b>	<b>£26.84</b>	<b>£30</b>	<b>£38</b>

### Ensemble rates

Despite the many restrictions due to coronavirus, **48 respondents did report that they were currently able to teach groups or ensembles**, and rates ranged from £18.81 per hour to £50 per hour. Group sizes ranged from two to 50, but hourly rates didn't differ much from the average across this range. It should be noted that respondents were not asked how frequently they are currently teaching groups. Rates did not differ much between regions of the UK, however they were significantly higher at independent schools than at music services or hubs.

Just seven respondents had received an increase in their rate for teaching groups or ensembles since September 2019.

We have heard examples of formulas from our members as to how they have calculated rates for their own group teaching. Find out more at [ism.org/advice/tips-for-setting-music-tuition-rates](https://ism.org/advice/tips-for-setting-music-tuition-rates)

### Ensemble Rates by type of establishment

Type of School	Bottom 20%	Median	Top 20%
Independent school	£30.40	£34	£41.60
State funded school (including academies)	£25.27	£30	£35.30
Music service or hub	£22.99	£26	£29.20
<b>Overall</b>	<b>£26</b>	<b>£30.50</b>	<b>£37.20</b>

### Holiday pay

**Just under 50% of employed teachers said their holiday entitlement is pro-rated.** Of those, close to half answered that their holiday is part of their hourly rate – similar to 2019.

### Is holiday entitlement pro-rated based on the amount of work during the school year?

	%
Yes	48.1%
No	51.9%
<b>Total</b>	<b>100%</b>

### Is holiday pay rolled up in your basic hourly rate?

	%
Yes	47.4%
No	52.6%
<b>Total</b>	<b>100%</b>

ISM members have access to our **specialist in-house legal team** for queries relating to holiday pay

### Pension scheme

Respondents were asked whether or not they were enrolled in their employer's pension scheme.

**Half of respondents said they are** (43 out of the 85 respondents that answered the question) with the majority being enrolled in the Teacher's Pension Scheme (81% of those who are enrolled in a scheme use this one).

### Weeks working

Most of the part-time employees answered how many weeks they work during a normal school year and the **majority work between 30 and 37 weeks**, although 15 respondents said they usually work the full 38 weeks of a normal school year. The median number of working weeks was exactly the same as the previous year at 33 weeks however, 35% of respondents report normally working 30 weeks.

Due to the current circumstances, we had also asked respondents how much they expect to work this current school year however, it must be noted that everyone answered this question before the lockdown in January 2021 was announced with school closures and therefore these responses are no longer reliable. It was interesting to note that four people had expected to work more than normal this year and a couple of comments mentioned that students wanted to continue lessons over the holidays (online) as neither themselves nor the teachers were going away as they might normally be expected to.

### Number of children taught

Most respondents told us how many children they teach (73 out of the 89 employed teachers). Due to the current situation we asked them how many children they were teaching prior to lockdown to get an accurate picture of the normal situation. Responses ranged from two up to 175 but the majority taught between 12 and 55 children with the median of 25 which has not changed since the previous year. **Respondents were then asked whether the number of children they are currently teaching has decreased, which just over half (52.5%) said was the case.** The number of pupils lost ranged from one up to 100 with half losing 10 or more pupils, most comments about this stating issues caused by the pandemic (schools reducing teaching hours, pupils not wanting online lessons, teachers not feeling safe in schools) as the reason for the loss in pupils.



# Survey results for part-time music teaching in schools – self-employed

115 respondents had worked in schools as a self-employed visiting teacher since September 2020, 30% of the sample. There appears to have been little impact of the pandemic on this sample, with just 23 respondents indicating that the reason they had not done any visiting classes was due to current circumstances (either through personal choice or schools stopping lessons). However, this does not take into account anyone who did not complete the survey at all because they have had no work.

All self-employed teachers quoted their hourly rate which ranged from £15 to £57 with an average of £34.73, slightly higher than in 2019, with the median rate also rising slightly from £32 to £34.

Given the difficulties of teaching within schools during 2020 and 2021, **self-employed teachers were also asked whether they had done any online teaching either instead of or in addition to face-to-face lessons. 25% of respondents said they had done so**, 97% reporting that they were paid the same rate for both online and face-to-face lessons.

Unlike employed teachers, close to half self-employed visiting teachers work in state funded schools. As expected, hourly rates are higher in independent schools than all other schools, however comparisons have only been tabulated between independent and state schools as the numbers are too small elsewhere to make useful comparisons. Statistical testing shows that **hourly rates are significantly higher in independent schools, a median rate of £40.50 compared to £31 at state schools.**

## School type for self-employed music teachers

Type of School	%
State-funded school	47.4%
Independent School	37.7%
Music service or hub	4.4%
Specialist music school	2.6%
Other	7.9%
<b>Total</b>	<b>100%</b>

## Hourly rates paid at independent compared to state funded schools

Type of School	Bottom 20%	Median	Top 20%
Independent School	£33.82	£40.50	£44.12
State-funded school (including academies)	£28.40	£31	£35.00
<b>Overall</b>	<b>£30</b>	<b>£34</b>	<b>£40.50</b>

Nearly half of visiting teachers work at schools in London or the South East (48%) with a further 14% teaching in the South West. Rates in London and the South East were significantly higher than the rest of the UK, with no significant difference between the two regions.

### Increase in rates since September 2019

**Just 21% of self-employed teachers saw an increase in pay since last year**, a lot less than the previous year ending August 2019 (40.7%). Pay increases were small for those who did receive them, ranging from 12 pence to £2 per hour with an average increase of £1.17.

Two-thirds of those whose pay stalled last year expect their rate to increase by September 2021 (the overall proportion anticipating a rise was 26%).

### Room hire and administration fees

Very few respondents reported paying for room hire or administration fees – just 24 and four respectively. Because of the size of the response, it appears few people are expected to pay such a fee. The results don't offer a pattern for the rate of fees.

### Number of children taught

As with employed teachers, respondents were asked how many children they were teaching on a self-employed basis prior to lockdown, with numbers ranging from one to 200 (average of 29). The bottom 20% of respondents taught 10 or fewer and the top taught 45 or more. **A large proportion of visiting teachers (62%) reported a decrease in pupil numbers from September 2019 to September 2020** and the average number of pupils currently being taught is 23, top and bottom

20% have also decreased (the bottom 20% taught seven or less pupils and top 20% 30 or more). Again, issues from coronavirus were generally stated as the reason for the reduction in pupil numbers, both closure of schools and pupils not wanting to learn online, but also parents having less disposable income to spend on lessons. Other issues mentioned were needing more time between pupils to clean equipment, singing lesson and choirs not being allowed and some schools not allowing music teachers back even when opened.

### Hourly rates across regions

	Bottom 20%	Median	Top 20%
London	£28.88	£39.20	£44.68
Elsewhere in South East England	£32	£37.50	£43.60
Elsewhere in the UK	£28.66	£32	£36
<b>Overall</b>	<b>£30</b>	<b>£34</b>	<b>£40.50</b>

## Comparing employed with self-employed

Similarly to the previous year, **hourly teaching rates are higher for self-employed contracts than employed**. There is a statistically significant difference between average hourly rates of £34.73 for self-employed teachers compared to £32.04 for employees.

### Comparison of rates according to employment status (per hour)

	Bottom 20%	Median	Top 20%
Employed	£26.84	£30	£38
Self-employed	£30	£34	£40.50



# Survey results for accompanists and examining

This year, it was difficult to obtain accurate information about accompanying work, as this was not possible for most of 2020 and online options are less feasible than for teaching. In addition to this after the launch of our survey in November 2020 the UK entered its second lockdown, which could have contributed towards the number of responses – **just 27 respondents said they had done online accompanying work in one or more of the following categories.**

32% of respondents said they had carried out accompanying work prior to lockdown in the adjacent categories, half of these in just one or two areas. The median rate charged per hour was £32 ranging from the bottom 20% charging £25 or less and the top 20% £40 or higher.

- examinations (including rehearsal fee)
- grades 1-4 (per exam)
- grades 5-6 (per exam)
- grades 7-8 (per exam)
- diplomas (per exam)
- festivals and competitions (including rehearsal fee)
- amateur choir or operatic society
- school or college choir
- dance lessons
- auditions (including rehearsal fee)
- organist in church

In addition to accompanying work, we also asked if those who normally do accompanying, for example those who play an organ in church, were asked to work via online streaming. Twelve percent of the sample had done so, although more than half of those did not receive any payment for their consent to stream their work.

ISM members have access to our **specialist in-house legal team** for queries relating to payment of fees for streaming

We also asked respondents about any work as an examiner, either prior to lockdown or for online exams. As 6% of respondents had worked in this area we offer a summary - in total 23 people had worked for one of the below organisations (one respondent worked for both Trinity College and LCM).

### Which organisation did you work for?

	%
Associated Board for the Royal Schools	2.9%
Trinity College London (TCL)	1.3%
London College of Music (LCM)	1.0%
Rockschool	0.3%
Other	0.8%

82.6% of these worked as self-employed when examining and 68% are paid a daily rate, with a further 18% being paid by the hour. Due to the differences in how pay is received, calculating a rate is difficult, especially with such small numbers, but the median hourly rate appears to be close to £30 and the daily rate just over £200.

Only three people said they were paid for travelling time and four received holiday pay (or said they were entitled to it). However, the majority (77%) were entitled to expenses, 15 of whom gave details (comments here are unedited):

- £10 per day for food; accommodation provided
- £100 per day if staying away from home
- £17 per day
- £22 per day subsistence plus 45 per mile in mileage and any overnight hotel expenses
- daily rate or overnight rate set by ABRSM
- daily sub £25, overnight £100
- daily subsistence flat rate
- expenses for meals and travel reimbursed

- for face-to-face exams we claim our travel costs; if we stay away from home we are paid a flat rate for accommodation
- hotel and breakfast pre-paid by LCM plus £25 dinner allowance; day-trip examining £10 lunch allowance
- I am reimbursed for all receipted out of pocket expenses
- mileage, subsistence
- petrol allowance
- petrol and meals and accommodation
- travel plus accommodation plus per diem

## More information

### Legal services, insurances and more

ISM members have access to our **specialist in-house legal team** and **24-hour legal helpline**. Our specialist in-house legal team are there to assist members with issues affecting their professional work and the legal helpline is available 24 hours a day, 365 days a year to offer members advice about any legal matter

ISM members receive **public liability insurance cover up to £10m** in the event of claims against you relating to injuries to third parties or damage to their property in the course of your work; an **unpaid fees service** that recovers overdue payments owed to you in relation to your work; **DBS (Disclosure and Barring Service)** checks and advice; and **listings on our Music Directory and in Member Connect** to help you promote your services, obtain work, and access an active community of music educators who you can meet and share ideas with. Members who have been teaching privately for six months or more can apply for **ISM Registered Private Teacher status**, which demonstrates to pupils and their parents that you have been reference and DBS checked by your professional body and that you have signed up to our Safeguarding & Child Protection Policy, Code of Practice and procedures. Find out what else you are entitled to as an ISM member at [ism.org](http://ism.org)

ISM also produces **advice pages** and guides, some of which are free to non ISM members. Our advice pages offer guidance on numerous topics and includes access to our popular COVID-19 advice hub. Our **How to...** guides include three guides released last year that look at teaching adult learners, an overview of the profession and becoming an instrumental teacher.

### The ISM Teachers' Pack and professional development webinars, provided by the ISM Trust



**The ISM Teachers' Pack** is designed as a helpful guide for all instrumental and vocal teachers, whether they are employed, working freelance in schools or teaching privately. It covers issues which all music teachers need to know about, including finding work, setting rates, recovering unpaid fees, safeguarding, DBS (Disclosure and Barring Service) checks and tax.

### Professional development webinars

Our webinar series covers need-to-know subjects such as **safeguarding, graded examinations, changes in primary and secondary curriculum, setting your tuition fees, teaching students with dyslexia or other educational needs, GCSE and A Level music, progression, curriculum and assessment** and more.

### About the ISM



The Incorporated Society of Musicians (ISM) is the UK's professional body for musicians and a subject association for music.

Since 1882, we have been dedicated to promoting the importance of music and protecting the rights of those working in the music profession. We support nearly 11,000 members across the UK and Ireland with our unrivalled legal advice and representation, comprehensive insurance and specialist services.

Our members come from all areas of the music sector and from a wide variety of genres and musical backgrounds. As well as working musicians, our membership also includes part-time and full-time students and retired musicians.

We campaign tirelessly in support of musicians' rights, music education and the profession, as a whole. We are a financially independent not-for-profit organisation with no political affiliation. This independence allows us the freedom to campaign on any issue affecting musicians.

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