



Tyler Wray MCIEH is Environmental
Protection Officer at East Lindsey
District Council

Pride in our profession

Annual Review
2019

Sandra Moore MCIEH CEnvH
is Technical Director at Hygenisys

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Chair's overview

In the last year, CIEH has focused on promoting the environmental health profession and highlighting the understated and often underestimated role that EHPs play in protecting society.

The *I am Environmental Health* campaign was hugely informative and demonstrated the range of disciplines as well as the backgrounds and skillsets of the type of individuals who take on those challenges. It highlighted the different routes into the profession for those who may have been intrigued by the campaign.

It was fantastic for CIEH to retain 93% of its members in 2019 and to see membership increase by 830. This is testament to our continuing efforts to represent the profession with credibility whilst providing relevant services for our members.

With a newly embedded CRM, and improved collation and analysis of data, CIEH is more able to respond to member needs in an always evolving workplace.

In May, it was once again an honour to present EHP colleagues with their 50- 60- and 70-year member certificates. As always this is an opportunity to acknowledge their long service and commitment to the profession. In November, I had the pleasure of attending the combined CIEH Graduation and Excellence Awards. Attended by a buoyant crowd, it was a chance to celebrate the academic achievements of members and showcase some of the incredible projects delivered across the world.

The Board of Trustees has continued to monitor the financial recovery of the organisation and, with more diversified and reliable income streams, CIEH is certainly moving in the right direction.



Siraj Choudhury, Chair

In 2019, the Board remained steadfast in its commitment to upholding CIEH's charitable objectives and purpose. It held an honest and constructive strategy day and endeavoured to provide robust challenge and scrutiny. Following the changes to CIEH's governance model a few years ago, we have continued to see a range of talented and experienced EHPs, and other professionals, serving the organisation as trustees and on the various committees and advisory groups. I hope to see a steady flow of excellent candidates wanting to get involved in the future.

On behalf of the Board, I would like to thank the Executive Management Team, CIEH staff and outgoing board members for their drive and dedication in the last year. The Board is also appreciative of the high-quality support it receives from Risk & Audit, Appointments & Remuneration, the Learning & Qualifications Group and the Membership & the Professional Advisory Group.

In 2020, CIEH must navigate the challenges which present themselves at home and abroad. It must also embrace the amazing opportunities for this well-respected profession and its unique members.

President's message

2019 was my last full year as CIEH President and I cannot be prouder of the steps our organisation and our profession have taken during my time in this role. We are dynamic, energised and highly engaged.

We have been front and centre of some the most important issues facing our country over the past 12 months. Throughout the lengthy negotiations on the UK's withdrawal from the European Union we loudly and consistently called on the Government to uphold our country's high food and environmental standards. We have highlighted the need for a wide-ranging deal with the EU on our future relationship, one that secures our food supplies and our food safety. We will continue to hold the Government's feet to the fire on their promise not to lower standards as we go into 2020.

We have also been heavily involved with developments around allergens and have worked closely with government and key stakeholders to ensure that our members' voices helped to shape the legislation mandating full ingredient and allergen labelling on foods pre-packed for direct sale. With this new regime coming into effect in 2021, we will continue this important work on allergens, supporting businesses and organisations to understand and implement the legislation.



Dawn Welham, President

I want to thank all our members, and everyone at CIEH, for helping us drive forward the essential changes that have allowed our organisation to be in the positive and confident position it is in now.

It has been an honour and a privilege to have been your President and I am sure that my successor will build on our progress and take CIEH and our profession towards an even brighter future.



Martin Walker FCIEH CEnvH
is Port Health Officer at Suffolk
Coastal Port Health Authority

CEO update

Three years into our transformation programme, I am delighted to say that CIEH is in a far better position than it was at the beginning of all our efforts.

Not only have we seen substantial improvements in our financial position, with a return to profit, but we have been increasingly able to celebrate the successes of our profession and its practitioner members.

There is no better example than our flagship *I am Environmental Health* campaign intended to highlight the vital role of environmental health and inspire the next generation of Environmental Health Practitioners.

Our campaigning work has seen us step-up our influencing and profile-raising activities in vital areas. From engaging with parliamentary candidates during the recent General Election, to working as a key member of the Healthy Air Campaign to table air quality amendments to the Government's *Environment Bill*, CIEH is pursuing a proactive approach to championing our members and the issues that matter to them.



Anne Godfrey, Chief Executive

We have re-established our relationship with key industry regulators, ensuring we are able to feed in to, and influence, key developments affecting our members.

I have been passionate about working with trustees, volunteers, staff and member to get this organisation back to where it needs to be. A financially sound organisation and one that our members be proud of.

We have come a long way and should take a moment to reflect on our successes and celebrate the modern, inclusive CIEH we have built together.



2019



Our Mission:

To promote for the public benefit the theory and science of environmental health in all its aspects and the dissemination of knowledge about environmental health.



Theresa Fidge MCIEH CEnvH is Senior Environmental Health Officer at Kingston and Sutton Shared Environment Services



2019: Pride in our profession

2019 was the year that saw CIEH emerge from its change programme a stronger and more dynamic organisation.

With the groundwork of the last few years complete, and the organisation on a sustainable footing, CIEH has once again been able to positively champion our members and our profession.

Externally recognised for the strides we have taken at the Association and Memcom Awards, 2019 was also the year we launched our powerful *I am Environmental Health* campaign showcasing the wonderful achievements of practitioners.

We have been well positioned to actively engage with policy makers, partners and stakeholders on the key issues impacting us all, ensuring that our profession's voice is heard. We have confidently restored our pride.

Corporate objectives

- Ensure that CIEH is recognised as the voice of the environmental health profession by its members, stakeholders, key decision-makers and the public
- Build on our existing membership base, while increasing the number and diversity of environmental health professionals joining CIEH
- Provide multiple pathways into the profession and support a wide range of practitioners to transition into, or progress through, their environmental health career
- Create and maintain a professional, collaborative and inclusive culture



Adele Masztalerz MCIEH CEnvH
is Head of Safety Management
at the Wildfowl & Wetlands Trust

A thriving membership

In 2019 we continued to attract members from across the globe, from the highly experienced professional to those just starting out in their careers.

We have successfully concluded the modernisation of our professional pathway by launching a new route to Fellowship to recognise and celebrate the achievements of senior practitioners.

June 2019 saw the launch of the four-year BSc Environmental Health Practitioner apprenticeship. This was the culmination of several years' work by a trailblazer group of employers and accredited universities, supported by CIEH. The quality of the offer was reflected in the award of the £22,000 funding per apprentice by the Institute of Apprenticeships. We will continue to promote the scheme and encourage partnerships between employers, our accredited universities and the apprentices themselves.

The end of 2019 saw the closure of the Chartered Status Assessment ('points route'). The large volume of applications received means that we now have the largest number of Chartered members for many years.

We have continued to engage with candidates about the closure of the Environmental Health Registration Board in June 2020. This has also led to a significant increase in assessments and a significant increase in the number of EHRB Certificates of Registration being awarded.

830


new members

45

countries

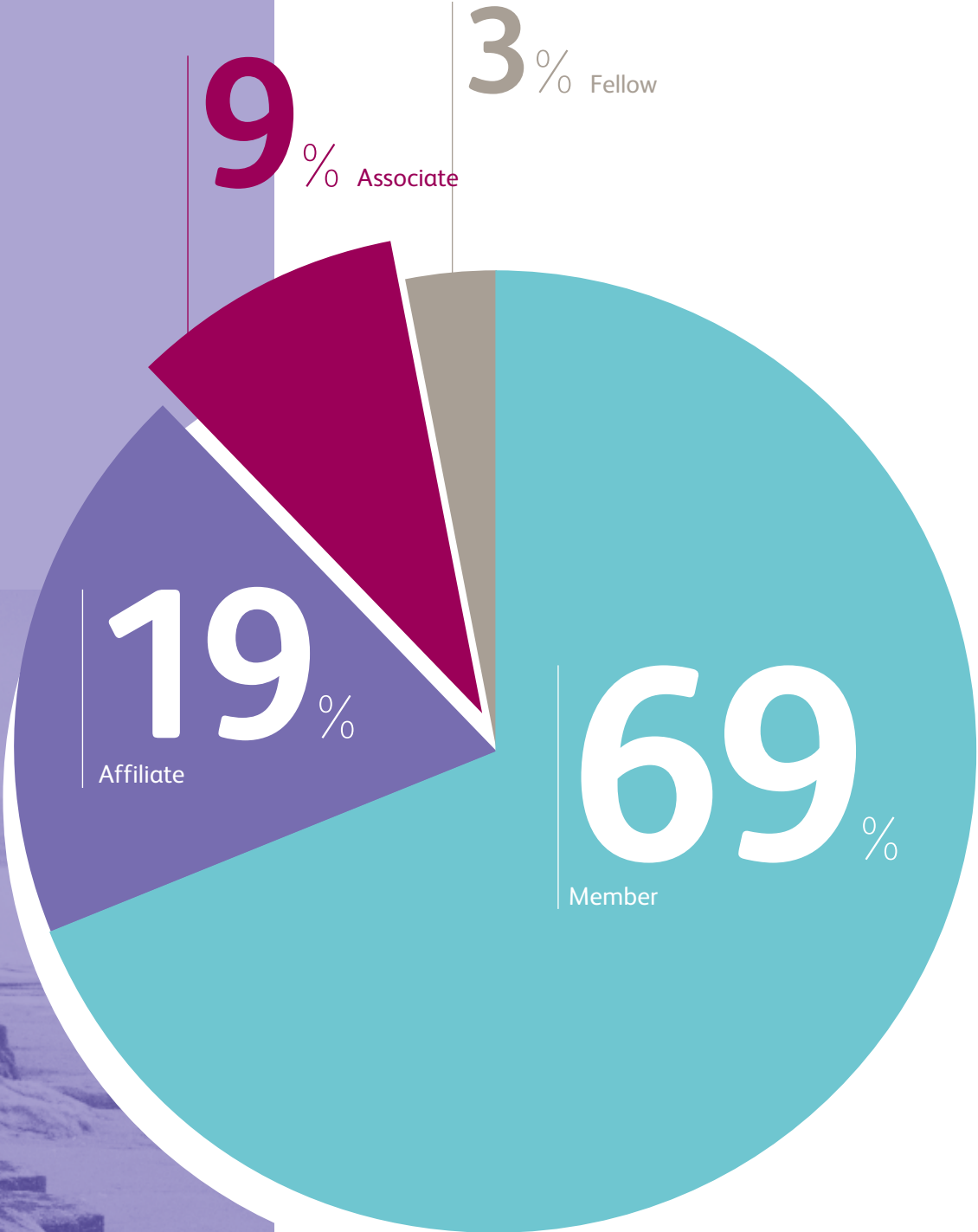
174

members awarded
Chartered Status



Amanda Bowskill, left, and Tyler Wray, centre, are completing the Chartered Practitioner Programme with their mentor David Dodds, right, all at East Lindsey District Council.

Our membership by grade



8 flagship
conferences

45 technical
workshops

65
member forums

15 in-house
training courses

Networking and events

Despite an unstable political backdrop, CIEH continued to build on its strong events programme and saw a growth in delegate numbers and delegate income throughout 2019. With the help of our lead volunteers, and a modern event platform, we were able to grow and expand our offer with network events across the UK.



12,274
CPD hours



CIEH Excellence Awards 2019 'Rising Environmental Health Star' winner Hassan Alzain, 2nd right, with awards guest speaker Gavin Ramjaun, right, Victoria MacMaus from category sponsor Tascomi Ltd, 2nd left, and CIEH's Anne Godfrey, left

The events programme continued to deliver a range of technical workshops, focusing on developing professional competence. A wide range of topics, reflecting the diversity of the EH profession, were successfully delivered; including Allergens, Statutory Noise Nuisance and Managing Health Safety in Swimming Pools.

Our events team delivered the Food Standards Agency contract; 'Imported Food Training – Legislation and Enforcement' - providing free training and helping our members prepare the way for Brexit at UK borders. CIEH successfully negotiated an extension to the contract, securing extra dates, and look forward to partnering with the FSA to deliver an updated programme in 2020.

The CIEH Excellence Awards continued to grow and was held successfully at an external London venue, continuing to attract sponsorship and provide an excellent platform to celebrate achievements within the profession.

Alongside this, a new graduation event was successfully launched, bringing together over 50 of our newly qualified EHPs and Chartered practitioners.

2,235
delegates



106

practitioners on our
Chartered Practitioner
programme

142

EHRB Certificates of
Registration issued

5,516

learners passed a
CIEH e-learning module

Learning and development

In 2019 we continued to work with employers and regulators to broaden routes into the profession while ensuring high levels of competence.

CIEH supported the launch of the BSc Environmental Health Practitioner apprenticeship with three roadshows bringing together 100 employers from across the country. Environmental health managers will be able to draw down the maximum £22,000 funding per apprentice, helping to fill existing vacancies and generate a future pipeline of qualified EHPs.

Work commenced on the design of a new Advanced Professional Certificate in Food Hygiene and Standards Controls. With the closure of EHRB in 2020 this will be a new baseline qualification for those wishing to become competent food officers. It will address the need for a holistic approach to food law intervention to ensure effective use of local authority resources.

Finally, we worked with our learning network to develop a new, streamlined accreditation process. This will ensure that the learning programmes provided by our universities, and other recognised partners, align with our Professional Standards across all of the environmental health disciplines.

Our voice and influence

In 2019, CIEH was able to navigate the tumultuous political landscape, and build on recent success, to promote the voice of the profession.

We threw ourselves into the middle of the general election campaign, producing our flagship *Manifesto for Environmental Health*, engaging early on with political parties and their manifesto teams, and securing the support of Prospective Parliamentary Candidates across the political spectrum. We were also highly active in the media, engaging with candidates and political parties on social media and promoting the views of our members on key policy issues.

On housing, we launched our campaign for a national register of landlords and agents in England, giving evidence to the APPG on the North's inquiry into Housing in the North and participating in a roundtable with the Labour Party Front Bench to discuss the private rented sector.

We also worked in partnership with the Chartered Institute of Housing to research the effectiveness of selective licensing schemes in improving housing conditions, with our joint report *A licence to rent?* being published early in 2019.



112

- Secured the endorsement of 112 Prospective Parliamentary Candidates for CIEH's *Manifesto for Environmental Health*

3

- Received letters of support from three UK political parties during the General Election

6

- Published six key reports and briefings

Environmental protection was another core campaigning area, and our efforts in 2019 were focussed on the Government's flagship *Environment Bill*. Working with our members, and our strategic partners in the Healthy Air Campaign, we built our campaign to coincide with the publication of the Bill whilst also influencing behind the scenes and engaging with the Department for Environment, Food and Rural Affairs.

On cosmetics, we teamed up with the Institute of Licensing to launch the first survey of Environmental Health Practitioners and licensing officers working with the regulation of cosmetic treatments. This survey was used as our evidence base, with key results being presented to the All-Party Parliamentary Group (APPG) on Beauty, Aesthetics and Wellbeing.

In Northern Ireland we published a report in collaboration with the Food Research Collaboration. Entitled *Food, No Deal and the Irish Border* it looked at how a no-deal exit from the EU would impact on the food and agriculture sectors in Northern Ireland. In Wales we have been working to ensure regulators and businesses are ready to implement the *Public Health (Wales) Act* as the new regulations come into force. The legislation is far reaching, including the creation of a mandatory licensing scheme for practitioners and businesses carrying out special procedures.

Finally, in the media, we had success in securing a range of coverage throughout 2019, most notably appearing on BBC News, Sky News, and BBC Radio Ulster, highlighting the issue of food and the Northern Irish border, The Times talking about budget cuts and enforcement bodies, the Guardian on Brexit and public health, and the Sun, Mirror, and Independent, on Just Eat, Deliveroo, and food hygiene ratings.



16

- Responded to 16 government consultations and inquiries

5

- Gave five sets of oral evidence at Parliament



16,210
followers on
social across five
channels

342,844
Website sessions

11,776
registrations on
the MyCIEH portal

Digital engagement

We continue to develop our new website, launching new features and functionality to enhance the user experience and improve our offering to members.

In 2019 we introduced rolling membership renewals with the option for members to pay via direct debit. MyCIEH now provides enhanced CPD functionality and the ability for members to 'self-serve' their communication preferences.

Our website now features a brand-new section for EHN Online and a digital version of our revamped EHN magazine.

We implemented a new digital storytelling platform to present information on our website in a dynamic and engaging way, creating a suite of videos featuring Environmental Health Professionals telling us their story and highlighting the diversity of the profession.

- **2,120** Facebook followers
- **5,536** Twitter followers
- **8,068** LinkedIn followers

Our people, our organisation

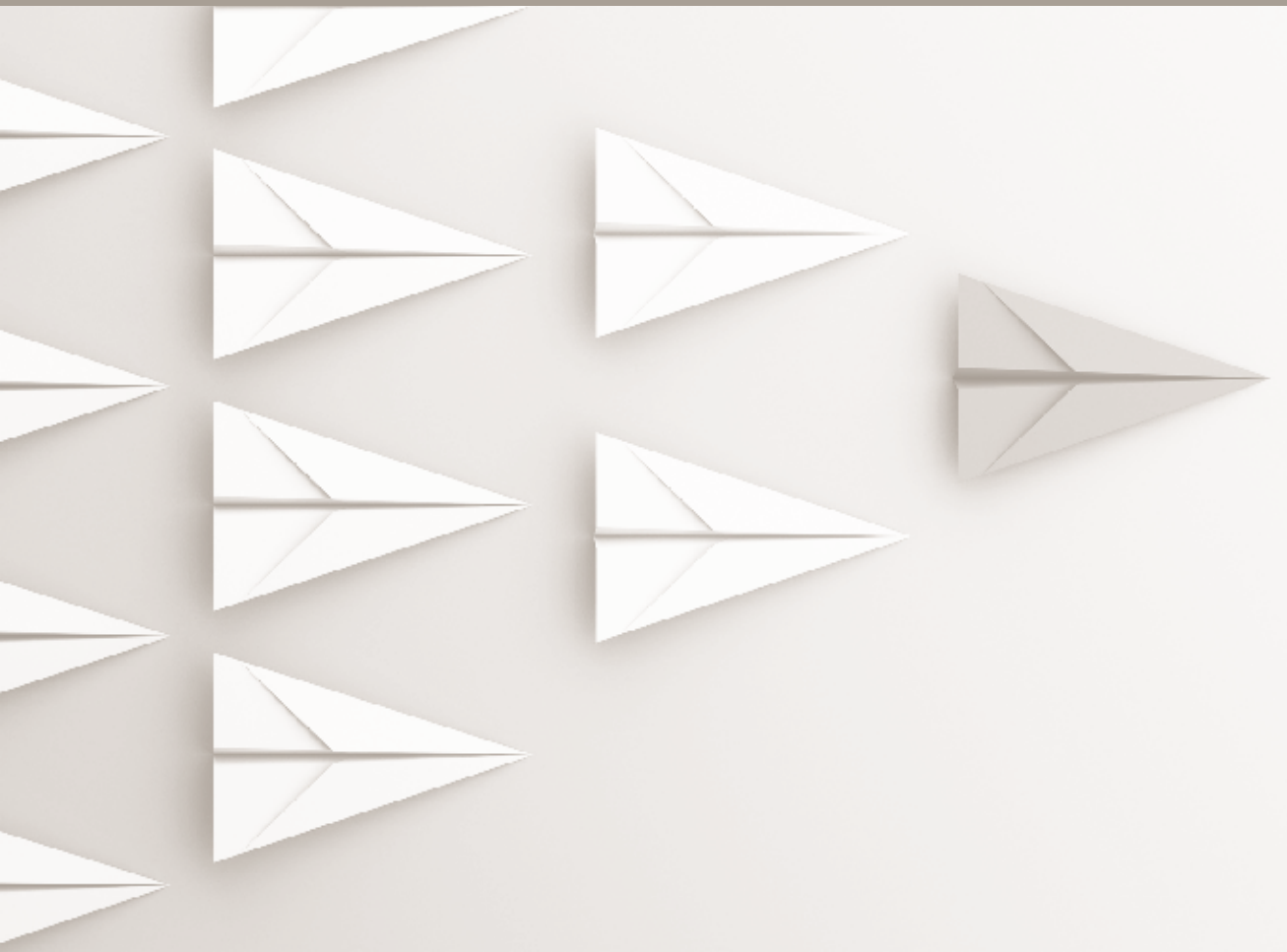
Transformation has continued in 2019 with one the most tangible changes being the consolidation of our workforce in the lower ground floor.

The staff's co-operation enabled the rest of the building to be let out, generating rental income which has significantly contributed to CIEH's financial sustainability. This move brought with it the opportunity to introduce agile working, new technology, collaborative working spaces and other positive well-being aspects for staff.

54
total employees

52 full-time
employees

15.69%
staff turnover



Looking to the future

In the coming year we will continue to build on the successes of 2019 and look to achieve the ambitious goals we have set ourselves in our business plan.

We will seek to recruit 1000 new members, reflecting the diversity of the profession and promote pathways to membership, particularly to Fellowship, building on members' experiences and contributions.

Alongside this we will continue to promote the environmental health profession, delivering phase two of our *What is Environmental Health* campaign, increasing member engagement and building on our network of volunteers.

A key element of our work in 2020 will be completing the transition from EHRB registration, ensuring effective stakeholder engagement at all stages. This is an integral element of our ambition to deliver a broader, sustainable, contemporary learning and development offer that supports our learning pathways.

Having engaged extensively with the FSA, to develop new routes to qualification in food enforcement, we will roll out a more accessible replacement for the Higher Certificate in Food Control logbook and interview. Our new Advanced Professional Certificate in Food Hygiene and Standards Control will launch in September 2020. These changes to our learning portfolio will ensure that practitioners of all levels of experience and qualification will have suitable routes towards authorisation for work relating to Official Controls Regulation.

We will use our venue, 15Hatfields, to raise the profile of CIEH, supporting our meeting and event activity and cementing ourselves as the voice of sustainability in the meeting and events industry. This includes launching a new and dynamic website later in the year.

Our campaigning work will continue with a strong focus on the Environment Bill. Due to the election, the publication of the Bill was delayed until early 2020 but our extensive work last year has put us in a strong campaigning position going forwards. In addition, our campaigns will centre on energy efficiency in the housing sector and regulation in the cosmetics industry.

We look forward to appointing a new Chair and President to oversee delivery of the next phase of our strategic development. It has been an eventful and rewarding 2019 and we look forward to taking these successes forward with members and stakeholders in 2020.

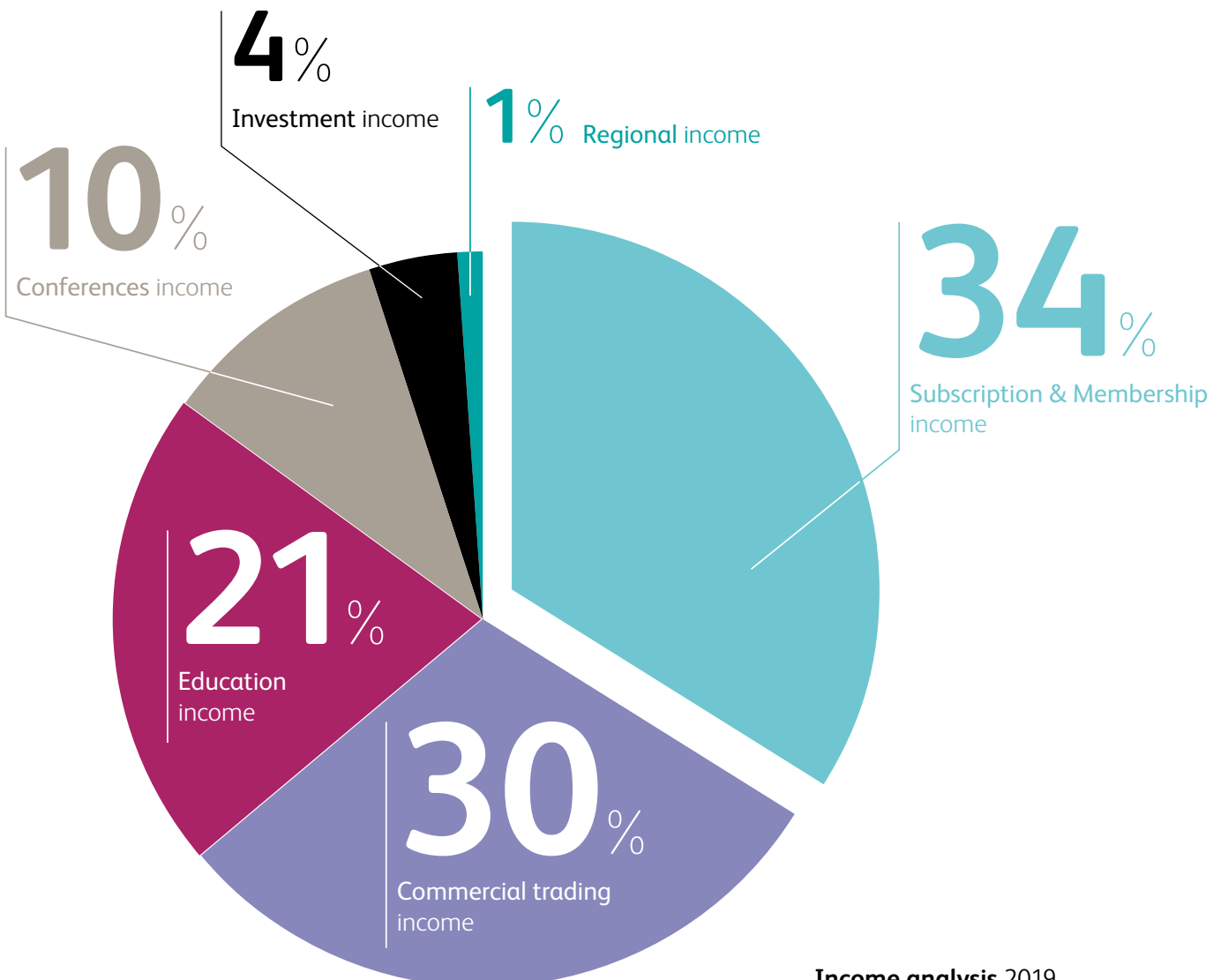


Financial report 2019

Key financial highlights include:

- group operating **loss of £0.8m, an improvement** from the loss of £1.2m in the previous year
- **membership income** in line with the previous year's figure of **£1.8m**
- **total expenditure** in line with the previous year's figure of **£6.1m**
- **an investment gain of £11.2m** of which **£10.6m** relates to investment property compared to a loss in 2018 of £0.6m

CIEH income from commercial activities continues to grow, boosted by rental income from our London office. Although we have seen a drop in income from charitable activities we have also reduced our expenditure in this area. Work has continued to reduce the cost base of the organisation to ensure we become a sustainable, membership focused, professional body.



Income and expenditure

The consolidated results for the year show that our net expenditure exceeded income by £0.8m, which is an improvement over the previous year's figure of £1.2m. This was achieved by both increasing income and reducing costs. The income breakdown is shown in the chart on page 18.

Subscriptions and membership income play an important part in funding the services of CIEH and in 2019 they remained in line with the previous years figure and represent 34% of the overall income of the organisation. The flagship "I am Environmental Health" campaign launched last year and referred to elsewhere in this report continues to help in high-lighting the value of membership of CIEH.

Income from education activities remains more or less in line with the previous years' income at £1.1m (2018: £1.2m). Following the move to the new learning management system, in 2018, we continue to invest in our elearning courses, having developed an App to make it easier for our learners as well as using this system for our Chartered Practitioner Programme. At the beginning of 2019 we also made the courses available to the public through an online portal widening the reach of these important learning tools. We have also continued to invest in our flexible work-based learning programme under the banner "Partners in Professionalism". We have added a new course to this programme, food allergens awareness and also updated the material on a number of the courses.

Income from conference activity in 2019 was £548k, which is ahead of the 2018 figure of £502k. Following the review of our conference programme in the summer of 2018 we introduced some new events for 2019, including more in-house workshops. The new programme has been very successful and has included working with the Food Standards Agency to develop a course on Imported Food Training Development 'Legislation and Enforcement' in preparation for Brexit. This activity is an important part of our service to members and we are continuing to invest in this activity.

Commercial trading income totalled £1.6m in 2019 which was a significant increase over the 2018 figure of £1.2m driven by the increase in rental income from renting three floors of Chadwick Court. As part of the move to the lower ground floor we reduced the space available to the venue, 15Hatfields but introduced new meeting rooms in the lower ground floor area. This new space is proving popular and 15Hatfields increased revenue in 2019 to just over £1m. However, there is still significant economic uncertainty and we continue to closely monitor this activity.

Our investment portfolio generated income of £0.2m in line with last year. However, the market remains very volatile and we have seen some sharp downward movements after the year end due to the global economic uncertainty and the recent Coronavirus pandemic. The investment portfolio stood at £6.4m at the end of 2019 having withdrawn £1.05m from the portfolio to support operating activities as well as investments in both new systems and developing Chadwick Court. We also saw significant gain of £11.2m due to addition of investment property in 2019 compared the previous years loss of £0.6m.

About CIEH

President Dawn Welham

Trustees who served during the year and continue to serve:*

Siraj Choudhury (Chair)
 Kevin Gould (Deputy Chair)
 Maurice Brennan (Appointed 1 January 2020)
 Jonathan Hayes
 Terenja Humphries
 Roisin Kerr (Appointed 1 January 2020)
 Graeme Mitchell (Resigned 18 July 2019)
 David Newsum
 Timothy Nichols (Resigned 31 December 2019)
 Daniel Oerther (Appointed 1 January 2020)
 Mike Owen (Resigned 18 July 2019)
 Nick Pahl
 Jessica Tabois
 Kirpal Tahim
 Dawn Welham
 Joanne Wyatt

CIEH Executive Management Team

Anne Godfrey Chief Executive

Andrew Herbert Executive Director of Finance and Corporate Services (to 31 March 2020)

Christine Kanu Executive Director of Finance and Corporate Services (from 1 March 2020)

Abigail Lammas Executive Director of Learning and Professional Development (to 30 September 2019)

Deborah Wood Executive Director of Membership and External Affairs

Risk and Audit Committee*

Roy Coulter (Chair)
 Jonathan Hayes
 Carol Healy (Appointed 16 March 2020)
 Lawrence Manna (Resigned 5 March 2020)
 Les Milne (Resigned 15 March 2020)
 Saravana Namasivayam (Appointed 16 March 2020)
 Robert Spain

Appointments and Remunerations Committee*

Steve Othen (Chair, appointed 1 January 2020)
 Victoria Stubbs (Chair, resigned 31 December 2019)
 Mona Akiki (Resigned 15 November 2019)
 Amanda Clarke
 James Howe (Appointed 1 January 2020)
 Dawn Welham (Resigned, 31 December 2019)

Advisers

Bankers

HSBC Bank Plc,
 60 Queen Victoria Street,
 London EC4N 4TR

Auditors

Haysmacintyre LLP,
 10 Queen St. Pl.,
 London EC4R 1AG

Investment managers

Cazenove Capital Management,
 1 London Wall Place,
 London EC2Y 5AU

* Governance office holders who held office at any time in 2019 and who have been appointed between the end of the year and 30 April 2020 are shown, for completeness.

CIEH
 Chadwick Court, 15 Hatfields,
 London SE1 8DJ

+44 (0)20 7827 5800
 info@cieh.org



cieh.org