Chartered Institute of Environmental Health

CIEH ROADSHOW

Venue: Totnes

Dates: 29 March 2019

Mission and purpose

A lightbulb moment

A future based on facts not supposition

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Research delivered in partnership with YouGov

98

Questions on the context in which the profession operates; where CIEH is delivering value today, what value looks like tomorrow and practitioners' priorities and aspirations.

935

Responses from **members** survey, ensuring our community has a voice

1,039

Contributions from **practitioners** involved in all aspects of health, safety and environmental protection but not currently members of CIEH.

Market research – key findings

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A diverse profession

Common professional identity

Unmet needs and ambitions

Flexible professional development

A strong uniting idea

Direction of travel

Strategic pillars

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Membership

Professional development

Voice & visibility

Enablement

Membership

Membership pathway

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Affiliate	Associate	Member	Fellow	Chartered
EDUCATION ROUTES				
No qualifications required for Affiliate membership	Relevant level 3 No minimum experience requirement	Relevant level 4 5 years in an EH role **OR** Relevant level 6 No minimum experience requirement but currently practising	CIEH level 6 5 years evidenced practice post MCIEH recognition **OR** Equivalent level 6 (non-CIEH) 10 years evidenced practice post MCIEH recognition	CIEH level 6 (no equivalency) 2 years' evidenced practice post MCIEH recognition and currently practising
OR				
EXPERIENCE ROUTE				
No minimum experience required for Affiliate membership	Minimum 2 years relevant practice	Minimum 10 years relevant practice	– – / – –	– – / – –

Membership trends

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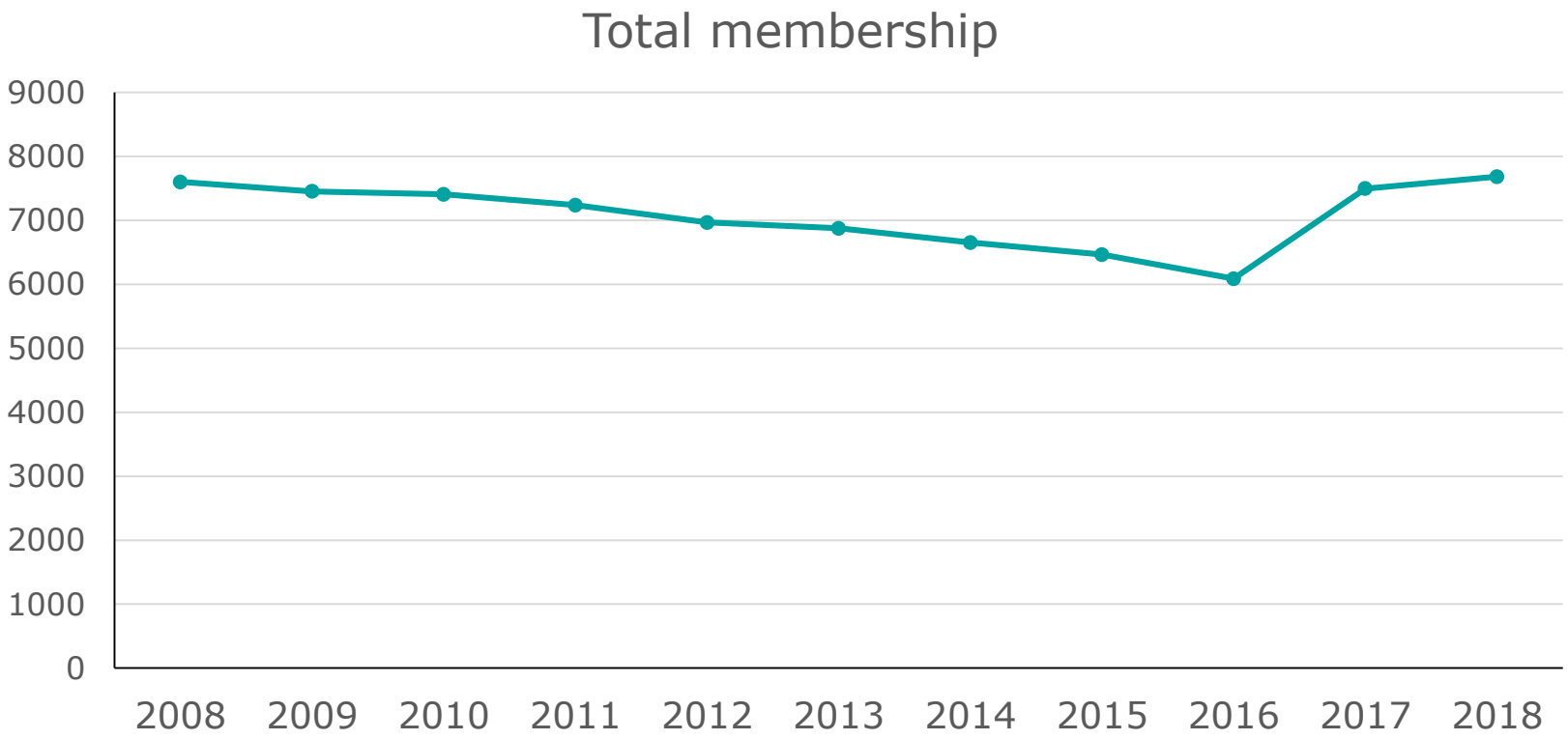

Membership breakdown

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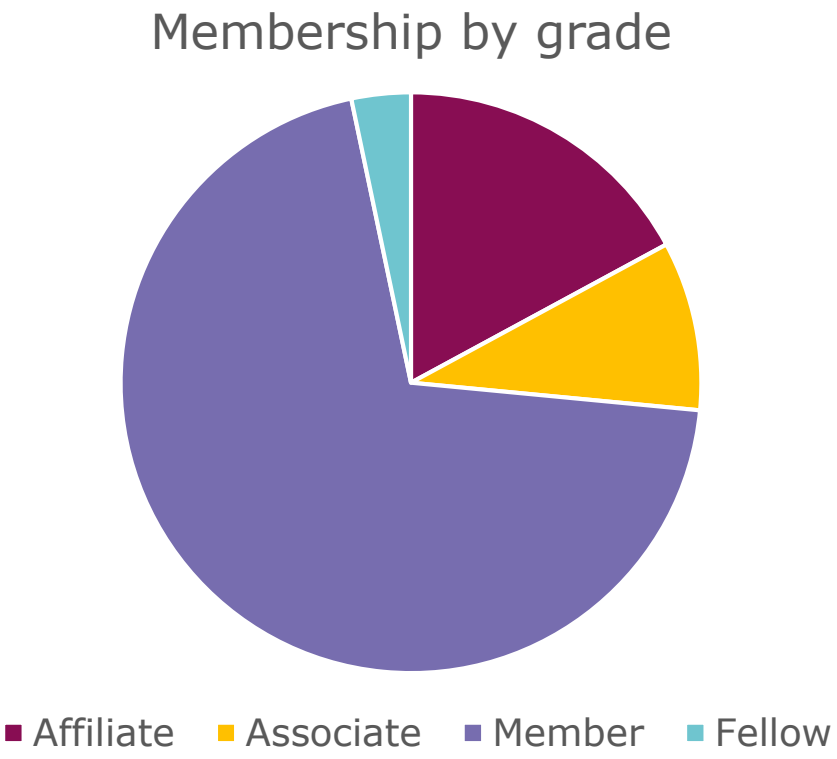

Membership & professional practice

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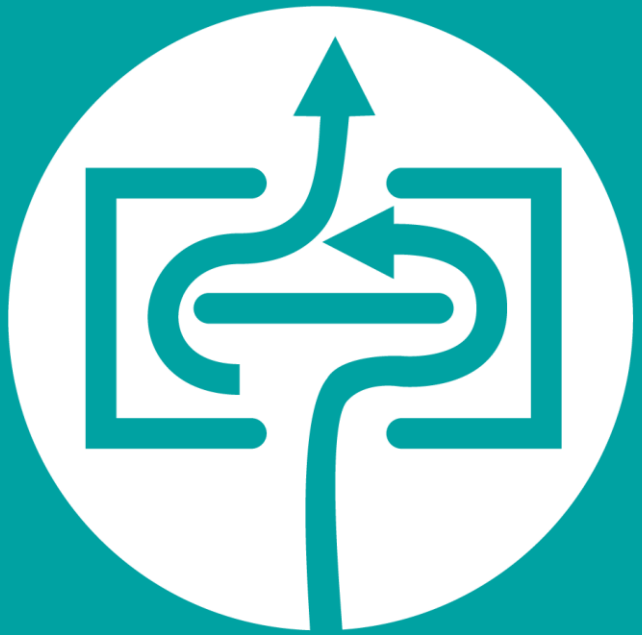
New developments

- Fitness to Practise
  - New regime aligned to Code of Ethics
  - Independent panel of scrutineers
  - Implemented 1 October 2018
- Route to Fellowship
  - Experience
  - Contribution to the profession
- Chartered Practitioner Programme
  - Transition from the PPP and EHRB



Professional development

Key drivers

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REVALIDATE THOSE PRACTISING

CHARTERED STATUS

BROADER THAN JUST KNOWLEDGE

BUILD RESILIENCE

BE INCLUSIVE

BE INTERNATIONAL

THE STANDARD SETTER

PROVIDE MEANINGFUL PROFESSIONAL DEVELOPMENT

ENGAGE THE NEXT GENERATION OF ENVIRONMENTAL HEALTH PROFESSIONALS

RAISE THE PERCEIVED VALUE OF THE ENVIRONMENTAL HEALTH PROFESSION

Professional standards

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Competency framework

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Professional Commitment and Professional behaviours

- Assess and analyse information — Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam.
- Situational judgement — Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam.
- Solve problems — Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam.
- Evaluate, reflect and apply — Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam.
- Challenge established ways of doing things — Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam.

CRITICAL THINKING
Objective analysis and evaluation of issues in order to make well-formed judgements

TECHNICAL EXPERTISE

COLLABORATION
Working with others to achieve desired goals

LEADERSHIP
Inspiring others to achieve a common vision

- Engaging, motivating and enabling others — Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam.
- Showing initiative and taking responsibility — Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam.
- Leading and/or managing projects, resources and/or people — Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam.
- Influencing and negotiating — Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam.

- Organisational objectives, functions and responsibilities — Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam.
- Being aware of organisational values and culture — Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam.
- Appreciate key relationships — Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam.

ORGANISATIONAL AWARENESS
Understanding the workings of both internal organisation and other external organisations

- Organisational objectives, functions and responsibilities — Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam.
- Being aware of organisational values and culture — Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam.

- Appreciate key relationships — Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam.
- Political, social and economic pressures on and within organisations — Sed ut perspiciatis unde omnis iste natus error sit voluptatem accusantium doloremque laudantium, totam rem aperiam.

Work-based learning

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Consumer & workforce protection

- Online delivery portal
- Immediate results and certification
- Updating in 2019
  - HACCP
  - First Aid
  - Food Safety
  - Health & Safety
- New for 2019
  - Manual Handling
  - Risk Assessment
  - COSHH
  - Fire

Learning management system

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Practitioner & workforce learning

- Flexible learning with 24/7 accessibility
- Interactive elements including video, animation and games
- Track learner progress and performance
- Create, curate and deliver learning that adapts to each individual
- Initial rollout of 24 compliance courses
- Piloted with first chartered practitioner cohort
- Planned use for applied professional modules and CPD

Learning pathways

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Apprenticeship pathway	Advanced and Higher Apprenticeships	Degree Apprenticeship	Chartered Degree Apprenticeship
Graduate pathway	HNC/HND	BSc	MSc
Applied professional pathway	Applied Professional Qualifications	Chartered Practitioner Programme	
		Professional Leadership Programme	

Learning pathways – launched

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Apprenticeship pathway	Advanced and Higher Apprenticeships	Degree Apprenticeship	Chartered Degree Apprenticeship
Graduate pathway	HNC/HND	Degree	Masters
Applied professional pathway	Applied Professional Qualifications	**Chartered Practitioner Programme**	
		Professional Leadership Programme	

Chartered Practitioner Programme

Transition from the EHRB route

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- CIEH and the Environmental Health Registration Board (EHRB) agreed the following significant changes to the way that qualification as an Environmental Health Practitioner will be recognised in future:
  - EHRB registration will be replaced by an enhanced CIEH Register of Chartered Environmental Health Practitioners.
  - The current registration route will be replaced by a new Chartered Environmental Health Practitioner programme.
  - EHRB will close on 30 June 2020

Programme structure and assessment

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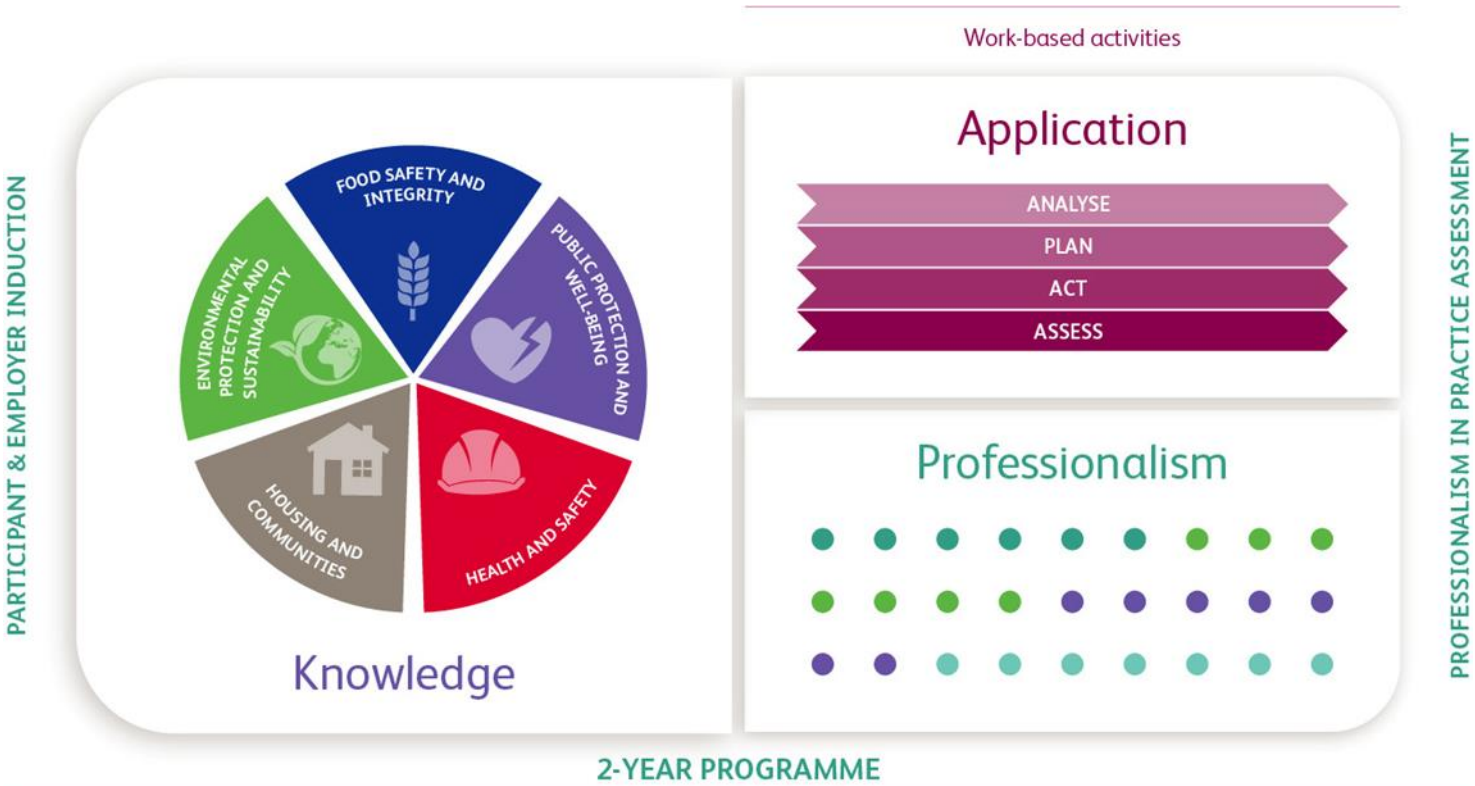

Programme approach

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Key characteristics

- Employer-led
- Builds professionalism
- Highly personalised
- Integrates all of the elements of the Professional standards

Programme block - knowledge

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- Delivered by CIEH accredited universities
- Ensures a broad understanding of environmental health practice
- Covers all five core technical competencies
- Minimum level 6

Programme block – application

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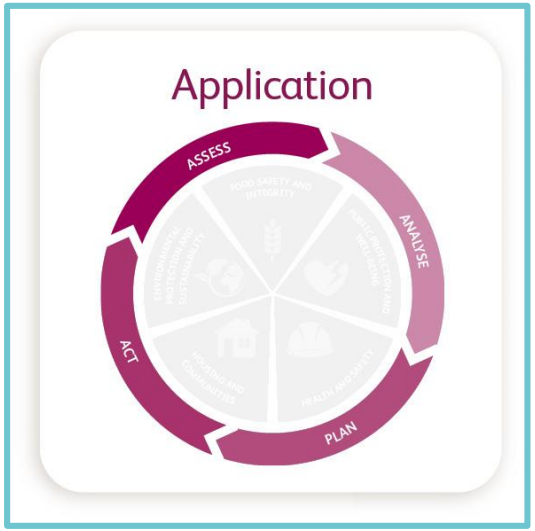

- Employer-led: tailored to the organisation's size, sector and needs
- Enables application of knowledge in the workplace
- Covers a minimum of two of the technical competencies and all of the functional competencies
- Enables employers to recognise when practitioners are ready for the next stage
- Creation of a practice portfolio
- Delivery of an employer-led project

Programme block - professionalism

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- Delivered and managed by CIEH
- Ensures professionalism is embedded into everyday practice
- Practitioners need to complete 60 professional credits
- Opportunities will include
  - Psychometric assessment (DiSC)
  - Ethical practice
  - Professional curiosity
  - Cross-sectoral experience days

Programme approach

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Delivery

- The programme is delivered through a virtual learning environment (VLE) enabling practitioners to work at their own pace and access content from a range of devices
- The aim is to capture the practitioner's every day activity rather than to burden them with meaningless assessment activity
- Online tutorials and mentor support is provided by CIEH
- A private LinkedIn group has been created to underpin a community of practice approach for both practitioners and employer mentors

Programme approach

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Assessment

- Assessment is continuous throughout the programme through co-delivery with the employer, higher education institute and CIEH.
- Upon completion of all programme blocks an end point assessment is administered by CIEH:
- Professionalism in Practice Assessment (PPA)
  - 2 part professional interview
    - Part a) workplace project, competency-based questioning
    - Part b) professional standards, scenario-based questioning

Professional development and revalidation

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Still to come…

- End of chartered status points system
- New revalidation process
- Updated HCFC
- New CPD scheme
  - Based on application of learning
- New professional qualifications
  - Modular approach
  - E-learning

The Food Law Code of Practice

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1. CIEH and FSA had been working closely on a replacement for the baseline qualification; Higher Certificate in Food Control (HCFC)
2. The FSA Regulating our Future (ROF) team has now been disbanded and some, but not all, of the activities absorbed into BAU
3. FSA-led work on an over-arching competency framework has stopped and they will be focusing on a smaller subset of activities around competency
4. FSA will not be making any changes to the current HCFC until they have agreed what they mean by a "competent person". And that is dependant on (3) above
5. However, the FSA do want the revised HCFC to (a) exist, (b) have both food safety and food standards content and (c) be accessible to a wider range of qualified practitioners
6. But they will not be doing it in the foreseeable future!
7. In response, CIEH is going to develop an 'equivalent' baseline qualification so that EHPs can continue to become competent food officers following the closure of EHRB.

HCFC – CIEH proposal

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1. CIEH will develop an equivalent qualification route for those wishing to become Competent Food Enforcement Officers
2. The new "Advanced Professional Certificate in Food Hygiene and Standards Controls" will be available for teaching from January 2020
3. The new qualification will meet the requirements of Regulation (EC) No 882/2004 and articulate to the FSA's functional competencies for all national food control activities
4. Two routes to qualification will be offered:
   - As part of the Chartered Practitioner Programme
   - As a standalone module
5. The advanced certificate will comprise of a syllabus of core knowledge, an application of skills in practice and an assessment of competence.

Voice and visibility

Stakeholder network

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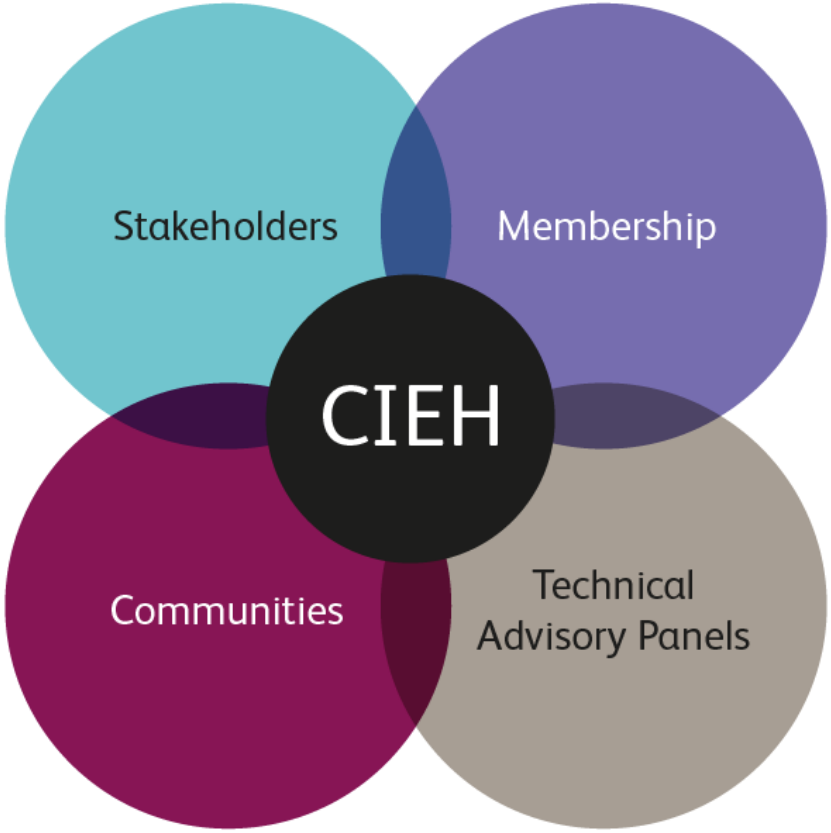

Policy and campaigns

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Current activities

- Air quality
- Brexit and environmental health
  - Food safety, supply and integrity
  - Official controls
  - Port Health
- Primary Authority
- Private rented sector and HHSRS review
- Selective licensing schemes
- Hackitt Review and the JCA

Policy and campaigns

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New activities

- APPG for environmental health
  - Supported by CIEH
- Cosmetic treatments
  - Licensing and enforcement
- FHRS (England)
  - Mandatory scores on the doors
- Housing regulation and enforcement
  - A national conversation
- Noise & events
  - Updated technical guidance

Enablement

Enablement framework

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Membership network

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Get involved!

- 22 regional hubs / devolved nations
- 5 communities
- 5 technical advisory groups
- 2 specialist panels
- Partner network
  - Assessors & examiners
  - Professional interviewers
  - Scrutineers
  - Subject matter experts
  - Welfare Fund trustees

Digital transformation

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Platforms that improve members’ and customers’ experience

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Environmental Health

Thank you

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Questions