

AGM 2025 Q&A

A number of questions were asked by attendees at the AGM that either required further input from staff or were not fully addressed in the meeting because of time pressures. These are captured and answered below.

Governance, Strategy & Membership

	Questions	Answers
1	What is the vision for CIEH's future, and how will the new strategy be implemented?	Our strategy and action plan for 2025-2027 are available on our website here . The Board is conscious that the strategy is ambitious and is monitoring progress carefully. Roll out of the strategy will also require a restructure at CIEH, which is currently underway.
2	What steps are being taken to improve openness and transparency in CIEH governance?	<p>So far, we have published:</p> <ul style="list-style-type: none"> • Minutes of Board meetings and our Membership Learning and the Profession Advisory Group • Board member and Executive Management Team interests • Contract and tender opportunities as well as contracts awarded <p>The Board is committed to greater transparency and is working on a number of initiatives to reflect this. A new policy and implementation plan has been agreed by the Board of Trustees and they will monitor its delivery.</p>
3	How will future AGMs be improved to enhance member engagement?	<p>In 2025, we reviewed the format of the AGM and liaised with other membership organisations for insight into how to attract bigger audiences and engagement. Many have turned to online only.</p> <p>At the 2025 AGM face to face meeting, we also saw our lowest turnout. However, we worked hard to attract some students to attend and this was received well, and it was great to see diversity across the profession.</p> <p>For 2026 we are committed to developing new initiatives to attract all pillars and levels of our CIEH members to the AGM. We will be creating a 'members' day, which will include the AGM meeting.</p>

		<p>We are hoping to continue to encourage students and other members who new to the profession to be involved at future AGMs.</p> <p>Longer term, CIEH will research locations for the 'members day' event to ensure we are being as inclusive as we can be.</p>
4	How will CIEH improve UK member engagement, especially regionally, given the decline in traditional branch/centre meetings?	<p>We recognise the importance of regional engagement and networking with peers.</p> <p>A wider regional engagement plan is under development.</p> <p>This plan sits within a new member engagement strategy, also under development.</p> <p>Good plans require better data and insights into our membership and their preferences. We are looking at ways we can do that. Meanwhile, we will continue ask members (via surveys, feedback forms etc) what their priorities are and seek feedback on new member engagement initiatives.</p> <p>In general, recent face to face events have experienced poor attendance, and at a significant cost to CIEH.</p> <p>A notable exception to this was our joint conference with Environmental Health Wales in Cardiff, which was extremely well received and well attended.</p> <p>CIEH remains committed to learning lessons on how to structure in person events that will attract attendance.</p>

Professional Standards & Workforce

	Questions	Answers
5	How can CIEH better support students and professionals completing the public health elements of the EHP portfolio, especially those without existing connections?	<p>All of the interventions in the EHP portfolio were included as a result of an extensive consultation with member and employer groups in 2021. They represent a snapshot of what were at that point considered to be the essential activities which should be demonstrated by a "day-one qualified" EHP.</p>

		<p>Some of these activities are easier to gain experience of in standard EH workplaces than others. Candidates enrolled on the EHP Pathway can also gain help via:</p> <ul style="list-style-type: none"> • Mentors • The Directory of Student Training Opportunities • Interactive Exercises • New to the profession coffee catch ups <p>We are especially keen to hear from members who are interested in being mentors or who can provide experiences for the Directory of Student Training Opportunities. Similarly, we would love to hear from employers or regional groups who would like to run one of our interactive exercises.</p> <p>The EHP portfolio will be reviewed as part of an extensive review of the qualification process. We will be especially interested to hear from members who have experience of the portfolio with suggestions about how it could be improved.</p>
6	Should there be a more structured approach from Local Councils and CIEH for new EHOs doing their portfolios?	<p>Not all employers are the same and there is a trade-off between flexibility and a more structured approach.</p> <p>We would welcome input from employers (and groups like ACEHO, EH Wales and EHNI) as part of the review of the portfolio.</p>
7	What happened to the December 2023 Board paper proposing five registration options? Can it be reviewed and shared for consultation?	<p>A process for reviewing this and related work has been agreed with the proposers of the motions. This includes the establishment of an expert panel which will consider the pros and cons of various options for professional registration. It is expected that the panel will publish its findings on a regular basis.</p>
8	How will CIEH align its registration and competency frameworks with the UK Public Health Register and other bodies?	<p>It is clear from Phase 1 of the Professional Standards Framework review that members in the public health space are eager for more progress in this area and we welcome the input from the Public Health Advisory Panel – and the offer of help from its members.</p> <p>Colleagues at the UK Public Health Register remain open to us producing material that will help EHOs gain registration with them.</p>

		<p>We are also pleased to have been invited to participate in the steering group reviewing the Public Health Skills and Knowledge Framework.</p> <p>CIEH intends to make progress in this area, which will be one strand of the review of our qualification process which is considered by the expert panel referred to above.</p>
9	How will CIEH ensure consistency across different qualification pathways (e.g. apprenticeships vs. traditional degrees)?	<p>There is reasonable consistency already as both traditional taught and apprenticeship degree courses are accredited against the Professional Standards Framework.</p> <p>The BSc EHP apprenticeship standard will be due for review by Skills England soon and we expect to be able to input into this. Our review of the PSF can inform how we shape future of the degree apprenticeship.</p> <p>It is clear that employers and members want clarity about how the L4 Regulatory Compliance Officer apprenticeship and the L5 Housing and Food courses fit into career pathways, etc. We are working with providers of these courses to ensure that they are joined up. Again, accreditation of these courses is key here.</p>
10	What is the status of the workforce satellite panel?	<p>The panel has not met for some time because of staffing issues. We have recently recruited a new Head of EH Workforce, which will mean we can fully engage with the workstreams identified in the strategy for this area.</p> <p>Work undertaken by the panel's careers materials subgroup has continued and new material aimed at recruiting school leavers into the profession was launched this year.</p> <p>Workforce remains a top priority and other work is being undertaken in this area, including the accreditation of L4 Regulatory Compliance Officer apprenticeships in housing and initiatives to promote greater connectivity between Universities and employers.</p> <p>A group including employers, training providers and the Food Standards Agency has been launched to develop a Regulatory Compliance Officer apprenticeship for Food.</p>

11	Professional identity and professional titles: EHO or EHP?	The Board is conscious of a previous AGM motion in favour of greater use of the title Environmental Health Officer. The next step for CIEH is to conduct a survey in respect of professional titles and professional identity. That survey is currently under development.
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Policy & Advocacy

	Questions	Answers
12	How will CIEH become more visible and influential in policy, especially on issues like mould-related deaths and long-term empty homes?	<p>We have plans to increase our policy activity across all areas of Environmental Health, starting with a parliamentary event in December. On housing, our focus this year has been on the Renters' Rights Bill, and on calling for local authorities to have greater flexibility on licensing. We have also provided evidence on the decent homes standard, while a member of our housing panel provided oral evidence to the House of Commons Select Committee on housing conditions in England. We will tend to focus our resources on raising housing conditions and tackling poor provision, because that is where our members' expertise lies, although we will work in partnership with other organisations where we can make a contribution.</p> <p>On policy more widely, we're refreshing our objectives and are refreshing our materials so that they reflect the current political reality and enable us to shout more loudly, especially with those adjacent to the profession.</p>
13	What is the status of the campaign to establish an APPG on environmental health?	We're talking to MPs and Peers all the time, with a view to setting up the APPG. And in the meantime, we're planning a parliamentary event that will enable us to showcase the important contribution that the profession makes to the fabric of the nation.
14	Recruitment & Advisory Panels: "Any update on the recruitment/retention of policy advisors and improving the effectiveness of advisory panels?"	<p>The make up of all of the Advisory Panels (including Satellite Panels) is due to be refreshed due, to their current membership being now 3 years old and we will be exploring how to recruit formal Chairs from amongst our membership in due course alongside the review process.</p> <p>Changes to the remit of the existing panels will be made in due course to better reflect current areas of work and to create better alignment with different stakeholders. This may result in the creation of new sub-groups and</p>

		<p>the phasing out of other groups. New Terms of Reference (ToR) will be created in due course once the structure and composition of the Advisory Groups is completed to the satisfaction of the Board Working Group.</p> <p>The two positions within the Policy Team have now been recruited to.</p>
15	<p>Policy Voice & Environmental Issues:</p> <p>“We have lost our voice on CIEH policy issues – e.g. injury/death from pollution, long-term empty homes, loss of housing.”</p> <p>- “Lots of studies going on into pollution in residential but little input from CIEH.”</p>	<p>Housing is an extremely important policy area for us. We’re speaking up on housing standards, and we’ve been very active in making the case for licensing. That said, housing supply and demand is something that we put out of scope of our policy work because it is something that other bodies and organisations are better placed to advocate for. On empty homes, we recognise the impact that empty buildings can have on surrounding areas and will be having a conversation with policy colleagues at the Chartered Institute of Housing in order to investigate what work they may or may not be doing in this area. On pollution related issues, we play a role in a number of different coalitions (e.g. Healthy Air Coalition) and actively respond to Government announcements where these arise. However, we are exploring new areas where we could be more visible in the environmental protection field.</p>

Financial & Operational Matters

	Questions	Answers
16	<p>How will the generous legacy from Anthony Babbage be managed? Will there be criteria for external funding proposals (e.g. for research)?</p>	<p>The generous legacy donation has been ringfenced by the Board of Trustees as a designated fund. A process for reviewing requests to draw down on these funds has been implemented.</p> <p>We will publish the criteria for requests to utilise the funding, alongside the process. We will notify members when this is live and where to find it.</p>
17	<p>How will CIEH ensure long-term financial resilience beyond the legacy donation?</p>	<p>One of the purposes of ringfencing the legacy donation is to ensure that these funds aren’t used as a short term solution to financial resilience.</p> <p>Becoming a financially resilient organisation is one of CIEH’s strategic goals. Work to deliver on this goal is underway and covers many areas, including careful</p>

		budgeting and monitoring of financial performance, exploration of alternative income opportunities and ensuring that we have the appropriate team structures in place. The Board of Trustees and its sub-committees are overseeing this work.
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Positive Feedback & Appreciation at the 2025 AGM

- “Interesting event, well done to all involved.”
- “Thank you for a very interesting meeting.”
- “Many thanks, some very interesting updates.”
- “Good work, a brighter future in prospect.”
- “Well done all – much better.”
- “Hopefully the next few years will build on the positive steps over the past year.”