



# CIEH Professional Standards Framework Professionalism in Practice

Guide



Version 1.0  
2018



# Professionalism in Practice

Professionalism is characterised by the autonomous evidence-based decision making within a profession that shares the same values and education. Professionalism in environmental health is realised through accountability and underpinned by opportunities to further shape professional practice.

The environmental health professional holds a unique position in being able to determine the health impact on both individuals and populations from external factors.

The profession plays a critical role in the strategy to improve public health outcomes, actively enabling collaboration between partners and facilitating collective decision making at all levels to improve policy making and service provision.

The environmental health profession occupies a critical role in facilitating change and improving the environment. Through this important activity the profession must be able to celebrate good practice, support improving practice and challenge poor practice to uphold standards for the good of the public.

## How to use the CIEH competency framework

The CIEH competency framework aims to support those within the environmental health profession, now and in the future. It sets out the globally recognised knowledge and application required to provide consistency of competence. The framework ensures that there are clear expectations of those working within the environmental health profession in order to constantly build capacity and raise standards for the benefit of public health.

The competency outcomes presented in this guide provide a holistic view of a professional environmental health practitioner. The framework may benefit different stakeholder groups in the following ways:

Members of the public	Identifying and assessing risks to health and proposing appropriate interventions Describing the expectations of the environmental health professional Providing a framework to offer feedback about the actions of members of the profession
Environmental health profession	Defining the competency standards environmental health professionals are expected to meet Facilitating individual learning, development and assessment
Educators delivering courses in environmental health practice	Defining the competency standards for environmental health professionals Informing learning design
Employers	Providing a benchmark against an internationally recognised competency standard Informing recruitment and selection Identifying training and development needs and justifying the allocation of resources Demonstrating a commitment to maintaining professional competence within the workforce
CIEH	Establishing and maintaining standards within environmental health for public protection and well-being Supporting ethical and competent practice Showcasing what it means to be an environmental health professional and raising the profile of the profession
Policy makers, government and partner agencies	Outlining the expectations from environmental health professionals and raising awareness Upholding and improving competency standards within environmental health for public protection Identifying and articulating emerging health risks and advocating solutions

## About this guide

This reference guide has been produced to provide an overview of the CIEH Professional Standards. It sets out the importance of professionalism in environmental health practice as the driver to continuously improving standards of service.

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## Interested in using our competency framework?

Contact us on [info@cieh.org](mailto:info@cieh.org) or **020 7827 5800**

# Case studies

## Alice - New opportunity

Alice is a qualified Environmental Health Practitioner, she completed her EH degree in 1990 and holds EHRB Registration. She currently leads a small specialist food safety team whose role is to support businesses in achieving high standards and legal compliance. Alice has been working in this area for 10 years and would consider herself an expert and specialist. An opportunity has arisen within the organisation and a strong leader is required to manage the health and safety function. Although Alice qualified as an Environmental Health Practitioner it was a long time ago and she hasn't held an isolated health and safety role before. She feels some concern about her knowledge being outdated. Alice needs to know what competencies and areas of knowledge she needs to refresh in order to confidently carry out this role, so she turns to her professional body for support. The CIEH Professionalism in Practice Guide sets out the key functional and technical competencies required across EH practice.

Using the guide Alice turns to page 17 and reviews the Health and Safety Technical Knowledge from HSL1 to G2. She then turns to pages 8 and 9 and reviews the Functional Competency statements from An1 to As8 (much of which should be familiar given her current role). This process enables Alice to create an appropriate personal development plan.

## Chris - Career development

Chris currently works in a global hotel chain as a Sous Chef, he started out 15 years ago as a Commis Chef and has worked his way up. He has a passion for cooking and working as part of a team but has no desire to become an Executive Chef. Chris feels he has acquired a range of transferable skills and is particularly interested in food hygiene and the need for kitchen staff to understand the implications of food safety and integrity. Chris has been chatting to the local Food Enforcement Officer about their job and likes the sound of it but wants more information to ascertain what additional competency he would require. Chris contacts CIEH which provides advice on how to access the food safety knowledge within the Professionalism in Practice Guide. Chris now has a much better idea of the areas which will require development should he wish to pursue a career within environmental health.

## Zak - Recruitment

Zak works in HR and has been tasked with drawing up a draft job description, including the competencies expected for an Environmental Protection Officer. He has been given a brief detailing the activities the role will include. While Zak knows how to design and develop a job description, and the use of competency assessment, he is not an EH professional and therefore has little technical knowledge of this sector.

Using the CIEH Professionalism in Practice Guide Zak turns to page 19 and maps the Technical Knowledge from EPL1 to G1. He then uses the statements and headings within the knowledge criteria of the job description. Zak then turns to pages 8 and 9 to review the Functional Competency against the activities in his brief and again adds the statements which align. Zak can also check whether there is appropriate coverage of activity and, if not, suggest it is added. Zak then turns to the introductory pages and uses this to frame the job description with reference to the professional standards and behaviours that would be expected. Zak draws up the draft job description based on the brief provided indicating where there may be gaps and areas for further review.

## Bhavika - Maintaining Chartered Status

Bhavika has recently been awarded Chartered Status and is keen to plan her professional development and practice in accordance with CIEH's revalidation requirements. Using the Professionalism in Practice Guide Bhavika can review the Professional Standards and competencies she is expected to demonstrate on an annual basis. It is important that Bhavika refers to the guide every year as the Professional Standards will change to reflect contemporary practice.

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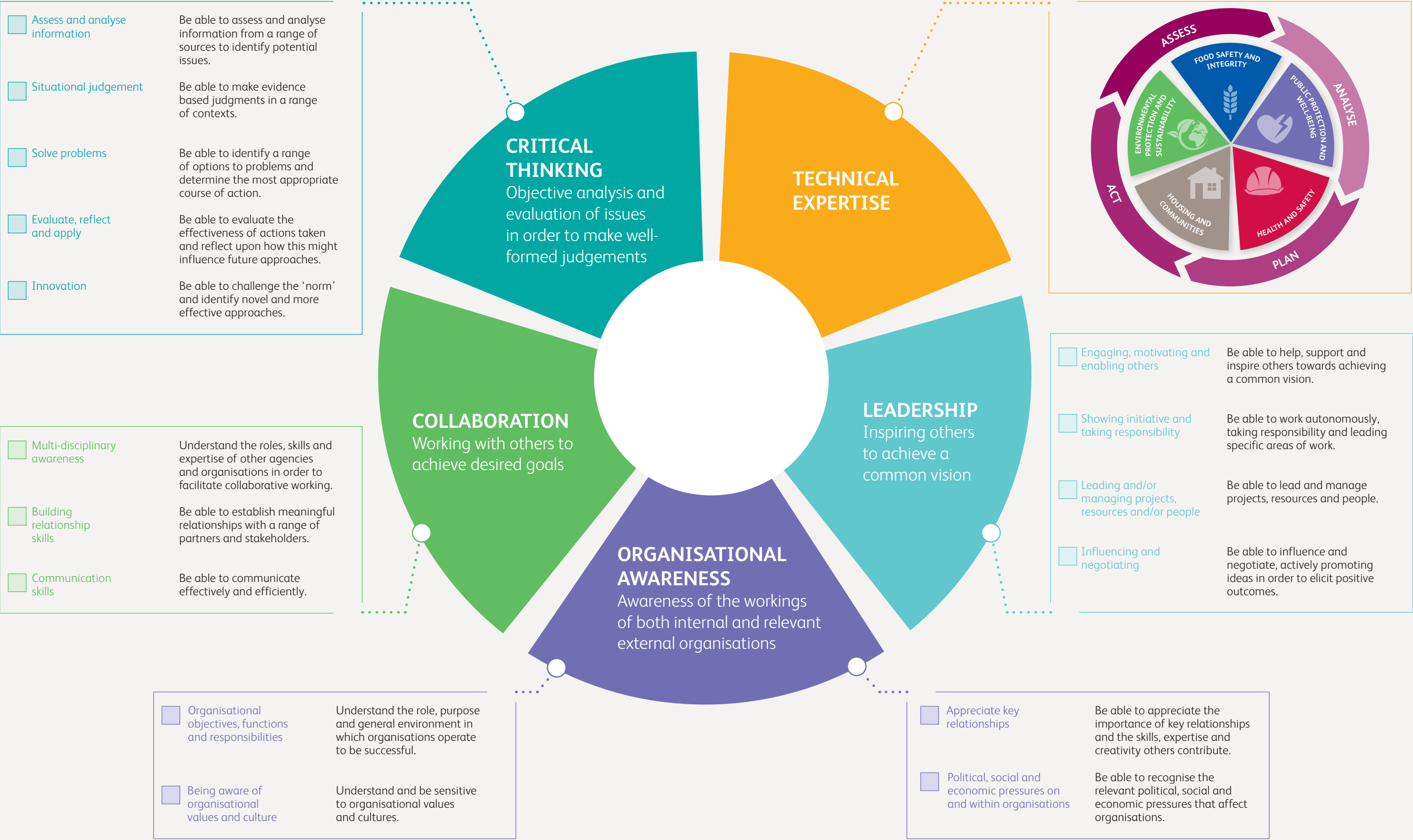
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# CIEH Professional Standards Framework

The CIEH Professional Standards define what is expected of environmental health professionals who improve and protect people’s health, safety and well-being by securing safer, cleaner and healthier environments (or aspire to do so). The Standards include commitments, behaviours, skills and technical expertise. The Standards capture the common attributes of a diverse group of professionals, working in different disciplines, roles and sectors, showcasing what it means to be an environmental health professional. They help to raise the profile of the profession, by setting expectations and providing a national reference point. The Standards facilitate professional development, learning and progression and ultimately uphold and improve standards within environmental health for public protection.



# Professional Commitment and Professional Behaviours







# Functional Competency

The threshold competencies comprise skills, behaviours and application essential to the practice of environmental health. Mastering each activity, as well as understanding the cyclical interdependencies, is essential.

## Assess

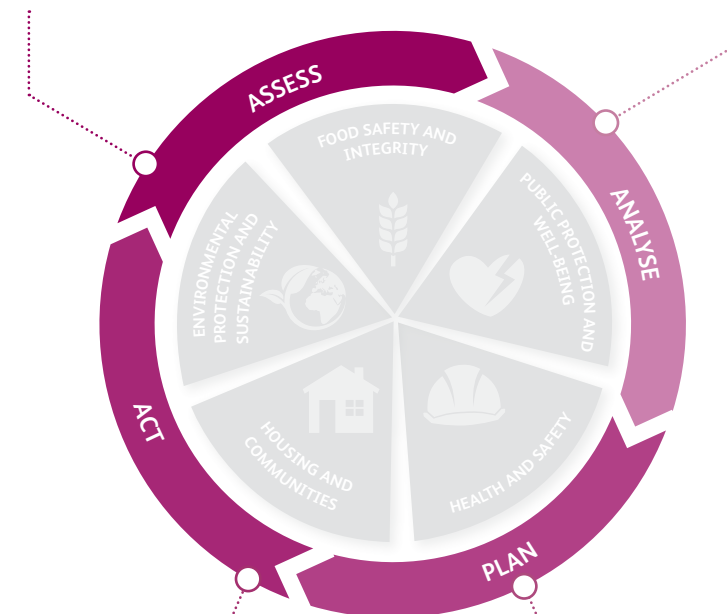
Professional assessment and evaluation underpin effective practice.

Impact assessment is important in developing processes and intervention approaches for future development.

Evaluating the lessons learnt, improving and sharing this with others is vital in shaping a reflective profession.

## Analyse

Analysis is a fundamental component, enabling robust decision making, identifying effective solutions and interventions.



## Act

Environmental health professionals will be involved in a wide range of complex interventions such as emergency incident management and formal legal action and representation.

## Plan

Planning for appropriate specialist assistance prior to action will improve timeliness and service levels during intervention.

Making a robust case for resource allocation, and a planned approach to intervention, is essential in delivering an efficient, viable and effective service.

# Functional Statements

ANALYSE

Analysis is a fundamental component enabling robust decision making, proposing effective solutions and planning interventions. It should encompass all sets of applicable information; undertaking robust option analysis to identify the most appropriate course of action.

An1 Contextual landscape

Understand the different complexities and realities faced by a range of stakeholders.

An2 Risk assessment, analysis and mitigation

Be able to conduct relevant risk assessments in order to determine the most appropriate course of action.

An3 Information, guidance and codes of practice

Be able to use a wide range of valid data sources relating to environmental health.

An4 Data Interpretation

Be able to accurately interpret data and communicate effectively.

An5 Case review and prioritisation

Be able to carry out robust case reviews to identify the priorities for action and resources to be allocated.

An6 Solution assessment and analysis

Be able to evaluate the most appropriate courses of action in different contexts.

An7 Legal frameworks

Be able to make decisions and initiate appropriate action taking into account relevant legislation.

An8 Insight and intelligence

Understand how a range of relevant intelligence is obtained and how it provides insight and informs decision making.

PLAN

Planning for appropriate specialist assistance prior to action will improve the timeliness and service levels during intervention. Making a robust case for resource allocation and a planned approach to intervention is essential in delivering an efficient, viable and effective service.

P1 Advice, guidance and education

Be able to apply relevant advice, guidance and educational resources throughout planning processes.

P2 Legal process

Be able to select the most appropriate legal process within different contexts.

P3 Other specialist resources

Be able to utilise the most appropriate specialist resources in order to achieve the most satisfactory outcomes.

P4 Planning

Be able to determine the most relevant planning methods.

P5 Securing Investment

Be able to justify the need for investment by presenting evidence underpinned by critical analysis.

ACT

Environmental health professionals will be involved in a wide range of complex interventions such as emergency incident management and formal legal action and representation.

A1 Securing public health

Be able to apply a range of methods to safeguard public health and well-being.

A2 Achieving compliance

Be able to intervene appropriately in order to achieve compliance.

A3 Inspection, assessment and audit

Be able to carry out inspections, assessments and audits in order to safeguard public health and well-being.

A4 Report preparation and presenting information/ evidence

Be able to articulate and communicate valid intervention options and/or valid outcomes.

A5 Incident management

Be able to dynamically manage incidents utilising health risk assessment skills.

A6 Professional representation and advocacy

Be able to consistently demonstrate professional standards in order to secure stakeholder confidence in environmental health.

A7 Project management

Be able to successfully manage projects or programmes to achieve desired outcomes.

A8 Multi-agency collaboration

Be able to engage with multiple stakeholders in order to achieve the most satisfactory outcomes.

ASSESS

Professional assessment and evaluation underpin effective practice. Impact assessment is important in developing processes and intervention approaches for future development. Evaluating the lessons learnt then improving and sharing this with others is vital in shaping a reflective profession.

As1 Building capacity and sustainability

Be able to promote continuous improvements in order to provide effective and resilient services.

As2 Impact assessment

Be able to reflect upon interventions and outcomes in support of continuous improvement.

As3 Best practice versus good practice

Be able to critically evaluate environmental health activities in order to inspire innovative professional practice.

As4 Record keeping

Be able to maintain accurate, compliant and retrievable records.

As5 Reflection and professional development

Be able to critically review personal practice and ongoing professional development.

As6 Managing, leading and training others

Be able to develop management and leadership styles and training strategies designed to shape positive change.

As7 Achieving compliance

Understand the links between compliance and associated impacts to public health.

7 CIEH Professional Standards Framework

CIEH Professional Standards Framework 8





# Technical Competency

The threshold competencies comprising knowledge and understanding essential to the practice of environmental health.

## Food Safety and Integrity

Complex food and feed supply chains may pose risks. Physical, chemical and microbiological contamination can occur.

The hazards associated with food safety and integrity must be assessed and managed throughout all stages of the food chain.

## Environmental Protection and Sustainability

The long-term protection of our environment is critical to maintaining health and well-being.

Actions to secure the provision of clean air, potable water, sustainable waste management and a pollutant and nuisance controlled environment are fundamental.

## Public Protection and Well-being

Proactive action is essential in resolving risks identified from current and emerging public health threats.

Biological, chemical, radiological, physiological and psycho-social threats to health must be identified, assessed and managed in order to safeguard public health.

## Housing and Community

Housing must provide an environment that is safe and healthy as poor living conditions are a major cause of accidents and ill health.

Actions to improve poor housing protect health, safety and well-being.

## Health and Safety

The complex interaction between people, the work environment, the equipment they use and the activities undertaken can be hazardous.

These hazards need to be risk assessed and managed, effectively engaging both employees and employers within a safety culture.





# Food Safety and Integrity



Complex food and feed supply chains may pose risks. Physical, chemical and microbiological contamination can occur. The hazards associated with food safety and integrity must be assessed and managed throughout all stages of the food chain.

## FSL1 Principle and supplementary food safety legislation

Understand the application and scope of principle and supplementary legislation including relevant guidance/codes of practice.

## FSL3 Product labelling

Understand the legislative, presentational and public health requirements for appropriate food labelling.

## FSL2 Food safety management systems

Understand current and emerging food safety management systems.

## FSL4 Imported food and feed controls

Understand the legislative and public health requirements regarding the control of imported food and feed products.

## FST1 Food microbiology

Understand the microorganisms that inhabit, create, or contaminate food, including those causing food poisoning or spoilage.

## FST6 Food sampling

Understand the rationale and practice of sampling techniques for food safety.

## FST2 Consumer protection

Understand the rights that protect consumers in relation to food safety, nutrition and integrity.

## FST7 Enforcement/compliance

Understand enforcement options and their application to ensure compliance.

## FST3 Food technology

Understand current and emerging developments in food technology and their impact on public health.

## FST8 Food fraud

Understand the public health and consumer impact of food fraud.

## FST4 Nutritional science

Understand the scientific basis of nutrition including its impact on health and well-being.

## FST9 Principles of food inspection

Understand the principles of food inspection to determine nature, substance and quality.

## FST5 Food allergens

Understand the public health significance of food allergens.

## FSG4 Food chain

Understand the public health and other related risks at each stage of the food chain.

## G1 Social, political and economic factors

Understand the wider social, economic and political factors that impact public health and well-being.

## G3 Health and well-being

Understand the contribution that the environmental health profession can make to improve health and well-being.

## G2 Governmental agencies

Understand the inter-relationship of the environmental health profession and relevant government departments and other agencies.





# Housing and Communities



Housing must provide an environment that is safe and healthy as poor living conditions are a major cause of accidents and ill health. Actions to improve poor housing protects health, safety and well-being.

## ☐ HL1 Housing legislation

Understand the relevant legislation within the judicial system.

## ☐ HL3 Fire safety law

Understand the breadth of legislative options that apply to fire safety.

## ☐ HL2 Legislative options in housing

Understand the breadth of legislative options that apply to the resolution of poor housing conditions.

## ☐ HT1 Building construction and applied technology

Understand building construction techniques, emerging technologies and potential health impacts.

## ☐ HT4 Social and environmental stressors

Understand the external factors that impact on the health and well-being of communities.

## ☐ HT2 Housing defects and deficiencies

Understand the range of defects and deficiencies and the remedial actions required.

## ☐ HT5 Community cohesion and sustainability

Understand the factors that can affect community cohesion and how building sustainably can have a positive impact.

## ☐ HT3 Range of housing tenure

Understand the complexity of housing tenure including its history, regulation and investment challenges.

## ☐ G1 Social, political and economic factors

Understand the wider social, economic and political factors that impact public health and well-being.

## ☐ G3 Health and well-being

Understand the contribution that the environmental health profession can make to improve health and well-being.

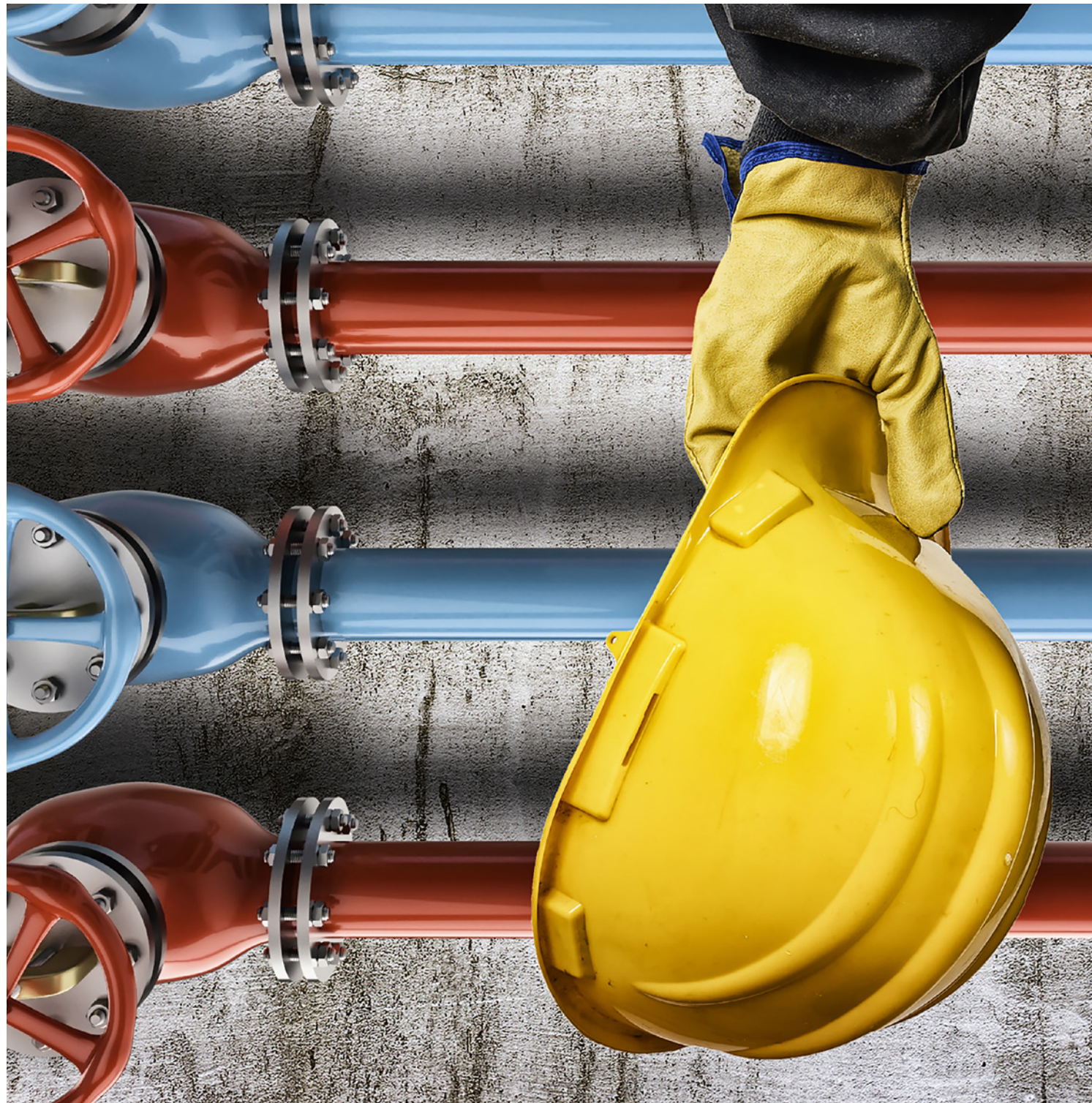
## ☐ G2 Governmental agencies

Understand the inter-relationship of the environmental health profession and relevant government departments and other agencies.





# Health and Safety



The complex interaction between people, the work environment, the equipment they use and the activities undertaken can be hazardous. These hazards need to be risk assessed and managed, effectively engaging both employees and employers within a safety culture.

## HSL1 Health and Safety Law

Understand the relevant legislation within the judicial system.

## HST1 Proactive interventions

Understand the critical need of undertaking discrete proactive interventions to improve or maintain health and safety.

## HST2 Incident management

Understand the need to dynamically manage health and safety incidents.

## HST3 Safety management and culture

Understand how the principles of effective safety management impact upon a safety culture.

## HST4 Hazard identification and risk control

Understand the principles of hazard identification, assessment and associated risk control.

## HST5 Business impact

Understand how decisions relating to health and safety can affect organisations.

## HST6 Support

Understand the importance of utilising appropriate specialist resources in order to achieve the most satisfactory outcomes.

## G1 Social, political and economic factors

Understand the wider social, economic and political factors that impact public health and well-being.

## G3 Health and well-being

Understand the contribution that the environmental health profession can make to improve health and well-being.

## G2 Governmental agencies

Understand the inter-relationship of the environmental health profession and relevant government departments and other agencies.



# Environmental Protection and Sustainability



The long-term protection of our environment is critical to maintaining health and well-being. Actions to secure the provision of clean air, potable water, sustainable waste management and a pollutant and nuisance controlled environment are fundamental.

## EPL1 Statutory nuisance legislation

Understand how relevant legal procedures apply in achieving compliance.

## EPL3 Environmental permitting

Understand how relevant legal procedures apply in achieving compliance.

## EPL2 Contaminated land, air and water

Understand how relevant legal procedures apply in achieving compliance.

## EPT1 Environmental cycles

Understand the inter-relationships between human health and the environment.

## EPT4 Statutory nuisance

Understand the role of statutory procedures in achieving the most appropriate course of action.

## EPT2 Sustainable resource management

Understand how finite environmental, economic and social resources need sustainable management.

## EPT5 Resilience, major incidents and emergencies

Understand how to dynamically manage environmental incidents utilising health risk assessment skills.

## EPT3 Natural and man-made impacts on the environment

Understand the fundamental principles and threats relating to the sustainable management of air quality, soil and water resources.

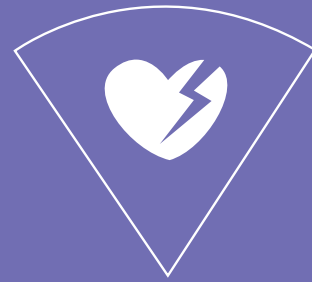
## G1 Social, political and economic factors

Understand the wider social, economic and political factors that impact public health and well-being.





# Public Protection and Well-being



Proactive action is essential in resolving risks identified from current and emerging public health threats. Biological, chemical, radiological, physiological and psycho-social threats to health must be identified, assessed and managed in order to safeguard public health.

## ☐ PPL1 **Public health legislation**

Understand the purpose of public health legislation and the roles and functions of stakeholders.

## ☐ PPL2 **Health inequalities**

Understand the causes of, and factors influencing, health and social inequalities.

## ☐ PPT1 **Population health and well-being**

Understand the distribution and causes of disease and ill health in populations.

## ☐ PPT6 **Partnership working**

Be able to engage with multiple stakeholders in order to achieve the most satisfactory outcomes.

## ☐ PPT2 **Initiatives and strategy development**

Understand the importance of evidence-based initiatives to deliver short and long-term health and well-being strategies.

## ☐ PPT7 **Health Impact Assessment**

Understand the principles and processes of Health Impact Assessments.

## ☐ PPT3 **Prevention and control of disease**

Understand different types of disease and their prevention and control.

## ☐ PPT8 **Nutritional science**

Understand the role of nutrition in relation to malnutrition and disease.

## ☐ PPT4 **Promoting well-being**

Understand the complex concept of good mental health and well-being and how it may be affected by the environment.

## ☐ PPT9 **Port health**

Understand how the port health function prevents and controls cross-border movement of public health and environmental hazards.

## ☐ PPT5 **Positive psychology**

Understand the contribution positive psychology makes to well-being.

## ☐ PPT10 **Pest management**

Understand the principles of integrated pest management in order to minimise the integrated impact upon human health, safety and economic factors.

## ☐ G1 **Social, political and economic factors**

Understand the wider social, economic and political factors that impact public health and well-being.

## ☐ G3 **Health and well-being**

Understand the contribution that the environmental health profession can make to improve health and well-being.

## ☐ G2 **Governmental agencies**

Understand the inter-relationship of the environmental health profession and relevant government departments and other agencies.



# Continuing Professional Development Journey



## Notes

## Notes

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