



Chartered
Institute of
Environmental
Health

Report on Phase 1 of the CIEH workforce survey and other similar intelligence sources. Indicative Findings

August 2013

1. Summary

1. The CIEH workforce survey is being undertaken to provide a picture of the environmental health service delivery across all workforce sectors in order to help inform tracking of work force capacity, the impact of the current economic climate and of Public Health England (PHE). This work is particularly important for CIEH to help inform considerations of the PHE workforce strategy at national and local level.

1.2 This paper reports on the findings from Phase 1 (on line, short questionnaire for local authority sector only) and explores the intelligence offered through similar surveys and information sources. Phase 2 of the survey will be led by the Policy and Education Team during 2014 and will explore in more detail the service perspective/ position within environmental health delivery in a sample of Local authorities. Phase 3 will further explore the components of the current environmental health service.

1.3 Indicative issues:

- **Professional staffing** –The CIEH 2013 survey shows that the responding environmental health services are predominantly staffed by qualified environmental health practitioners at 42.7% of the total FTE (Table 1). This is not significantly different from the proportion of qualified environmental health officers employed (44.6%) within the environmental health function reported in 2002 (CIEH Workforce survey 2002). This same survey reported the proportion of Environmental Health Technicians as 33.7% in 2002 whereas the CIEH 2013 survey indicates this proportion is in the region of 42.8% within responding local authorities.

- **Management** – In 2002 the proportion of FTE posts that were reported as managerial was 26% (CIEH Workforce survey 2002) whereas in the CIEH 2013 survey this is indicated as 10% (see Table1). The Blackburn Council survey 2013 reported 75% of their respondents stated that their Head of

Environmental Health was a qualified environmental health practitioner (Table 13). The Blackburn survey also reported that 54.8% of the environmental health services were managed at 2nd tier within their authority (Table 12).

- **EHP per 1000 population** –The CIEH 2013 survey data indicates that the number of EHPs per 1000 population is 0.070. In 2004 the number of EHOs per 1000 population was 0.074 (CIPFA) this figure appears to have stayed relatively stable although a little lower in 2007-09 (See tables 3 and 8).

- **Total staffing per 1000 pop** –The total staffing per 1000 population indicated by the CIEH 2013 survey is 0.163. The total staffing figure of 0.134 was indicated by the Blackburn survey 2013.

- **Total staffing** –The total staffing in “Regulatory services” (combining Trading Standards and Environmental Health) has been reported as decreasing by just over 10% between 2010 and 2011 (CIPFA Table 9). It is not possible to indicate the specific impact on environmental health within this data. However, Unison in their survey in 2012 reported a total of 1272 jobs (recorded as headcount) had been lost in environmental health services in the UK over the past two years. While it has been difficult to establish full capacity data for environmental health since CIPFA stopped publishing the full environmental health reports, their earlier data sets show the environmental health workforce capacity has declined significantly by 13.2% over the decade 1999- 2009 (CIPFA Table 7 & 8).

- **Vacancies** –CIEH 2013 survey indicates a 1.9% vacancy rate. In 2002 CIEH Workforce survey reported a vacancy rate of 5.2% across all staff.

- **Service reduction** –The Unison survey highlighted that some employers (51%) stated that they had ceased to provide some services and that 60% of their respondents reported less preventative work was being undertaken.

- **Further changes** – there is an expectation that further changes will take place (CIEH – Environmental Health Managers 2013). The Unison survey 2012 highlighted that 85% of their respondents were expecting further changes to staffing over the next three years with an increasing trend towards generic working. There is a spectrum of responses indicated by the CIEH Environmental Health Managers survey in 2013 with the majority reporting no changes in their services (57%), 30% stating their services were contracting while 13% stating that their services were expanding.
 - **Public Health** – 64% of Environmental Health Managers reported that there was no change in their service in response to the public health arrangements in England (CIEH Environmental Health Managers Survey 2013).
 - **Student placements** – The CIEH 2013 survey shows 58% of respondents provided student placements. This included a broad placement mix but was dominated by 42.5% being reported as “employed as Technical/enforcement officers or other” and in some cases reported as “growing their own” students from within the existing staff. The Unison Survey 2012 reported a total of 60 trainee and student environmental health posts deleted from responding local authorities. A reduction of 6% in training placements was also reported within the FSA survey 2013.
 - **Variance** – There is a variance from the anecdotal evidence received through feedback and subjective intelligence with that being indicated by the data and evidential sources. The perception of the impact of the cuts may be more than that actual experienced impact within environmental health services. Further work needs to be done to explore this variance.
- 1.4 Issues for taking forward:**
- The data sets and variances show how important it is to collect data at regular periods over a longer time frame to track changes and trends that may be masked within ad hoc approaches. The CIEH should put into place a regular process for survey, data collation and analysis on workforce capacity and structure in order to remain informed of the changes in environmental health delivery across all sectors. This would include exploration of how to encourage better response rates for future surveys.
 - Even with a low response rate the indicative information provided is useful to informing future direction of workforce research approaches as well as pointing to further areas for more detailed exploration. Phase 1 findings therefore support the implementation of
 - Phase 2 to ensure that intelligence is gathered into the impact of experiential and qualitative assessment of changes taking place within the workforce
 - Phase 3 to provide intelligence of the current scope of environmental health function
 - further analysis -for instance in to ongoing response to public health delivery; student placement opportunities; role of specialist/ generic service approaches .
 - The changes to the CIPFA survey and data sets to combine TS and Environmental health since 2009 prevents CIEH being able to track the changes to the workforce capacity with the profession and service delivery. CIEH needs to lobby CIPFA to address this in future reports and to link CIEH survey plans to support and supplement the CIPFA reports.

2. Outline of survey

- 2.1** The research is being conducted in two tranches with the first tranche focussing on local authority environmental health and the second tranche (planned to take place in 2014) on the environmental health workforce outside of local government. The local government tranche will be undertaken in two phases with the option of a third:
- **Phase 1** will provide us with quantitative data on the current workforce employed in Environmental Health as a 'snap-shot' of the workplace capacity
 - **Phase 2** will explore in detail what might have changed in the delivery of the service in the three years and how this might change further in the next three years. This phase will be expected to start in 2014.
 - **Phase 3** will be looking at the duties and responsibilities of the various personnel employed in Environmental Health around the country and relating this back to the qualifications and competencies held by the workforce. This phase will be determined by the outcomes of phase 2.
- 2.2** The methodology for Phase 1 involved selecting a stratified sample of 20% of total local authorities in England, Wales and NI based on geographic region and where possible each regions sample was a representative mix of local authority types.
- 2.3** 36 Local Authorities have responded to the survey. This equates to a 49% response rate from the stratified sample of Local Authorities.
- 2.4** The last workforce survey specifically on environmental health was in 2002 and produced jointly for the Employers Organisation for Local government and the Society of Environmental Health.

3. Indicative Findings from the CIEH Phase 1 Survey

3.1 Environmental Health Staffing Numbers

Respondents were asked to provide information on the number of staff working in their Local Authority based on the following descriptions:

Table 1: Number of staff working in the local authority per category

	Full time posts	Part time posts	Total FTE	% of total FTE per category	Average FTE for responding LAs	Maximum FTE in any LA
TPO – A EHRB Certificate of Registration or REHIS Diploma	313	60	349.6	42.7 %	10.6	59.3
TPO – B EHRB ‘Higher’ certificates /technical qualifications	174	19	186.5	22.8 %	5.7	36.6
TPO – C qualified in a professional discipline other than environmental health	82	7	86.4	10.5 %	2.6	10.0
TPO – D employed to visit within rudimentary qualifications and/or limited experience	73	8	77.6	9.5 %	2.4	24.1
TPM Manager	82.3	0	82.3	10.0 %	2.5	12.0
TPO – CON Contractors	29	24.5	37.0	4.5 %	1.1	17.0
Total Staff	753.3	118.5	819.3	100 %	17.1	96.4

Table 2: Percentage of FTE environmental health staff per category

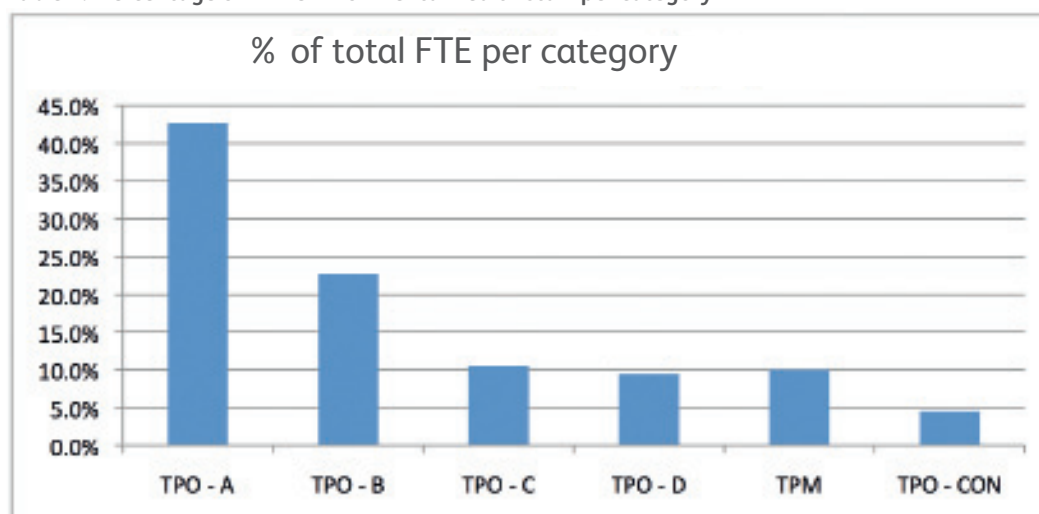


Table 3: Total FTE of qualified environmental health practitioners/ all categories per 1000 population

Total FTE TPO A per 1,000 population	0.070
Total FTE all categories per 1000 population	0.163

Table 4: Total vacancies across all staffing categories

	Full time posts	Part time posts	Total FTE	Maximum FTE in any LA
TPO - VAC	13	7	16.1	4.5

3.2 Student Placements

Table 5: Number of student placements

Local Authorities providing student placements	21 (58 % of responding LAs)
Total number of placements	39
Average number of placements per LA	1.2
Maximum placements in any LA	5

Note: 1 other placement was due to commence summer of 2013 making a total of 40 student placements available in 2013.

The majority of the student placements were reported as “employed as Technical officers/ enforcement officers/ administrative officers” (17 placements) with a further 13 placements being reported as unpaid opportunities. 5 of the reported student placements were supported through a Environmental Health Managers County group. Only one of the placements was reported as a “paid opportunity” although 4 others were reported as receiving bursaries.

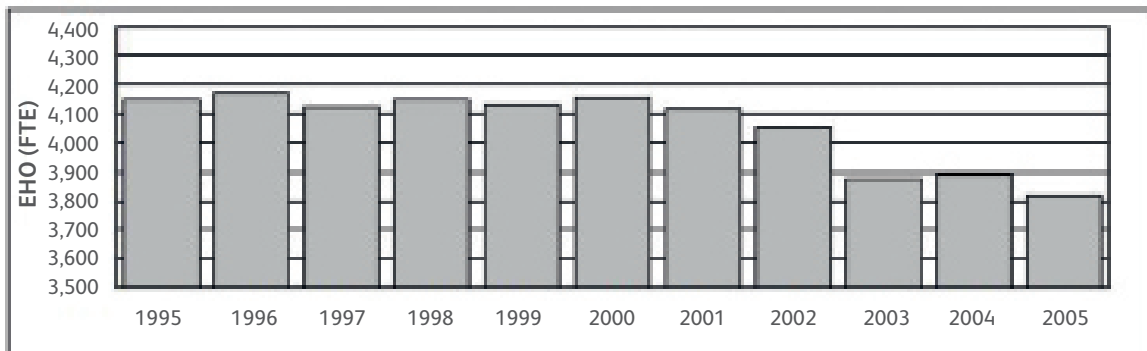
In the CIEH 2002 Workforce survey over half of the respondents (52.4%) reported employing one or more students. The qualification and training for students at this time is significantly different to what is required in 2013 and therefore further analysis of the data is not comparable.

4 Other intelligence, surveys and sources of information

4.1 Chartered Institute of Public Finance and Accountancy (CIPFA)

CIPFA published 27 annual surveys covering the “core functions” of Environmental Health departments in England and Wales. The last publication of environmental health statistics was in 2008/2009. Since this date the published data is for a combined “regulatory” service and it is not possible to pull out data specific to the environmental health. However, the data sets up to 2009 provide a useful benchmark and highlights that a significant decline (13.2%) in environmental health workforce capacity took place in the decade 1999-2009.

Table 6: CIPFA trend in qualified environmental health officers 1995 – 2005



The chart above shows a 11.6% decline in qualified EH officers from 1995 to 2005

	31/03/2004	31/03/2005	31/03/2006	31/03/2007	31/03/2008	31/03/2009
Est staff employed in EH depts on core functions (FTE)	15,302.10	16,031	16,114	15,875	15,958.10	15,896.70
Excluding mgrs, qualified EHOs (FTE)	3,887.50	3,819	3,820	3,646	3,569.40	3,589.20
Excluding mgrs, qualified EHOs as a % of all EH staff	25.41 %	23.82 %	23.71 %	22.97 %	22.37 %	22.58 %
Average EHOs per thousand population	0.074	0.072	0.0716	0.0679	0.066	0.0659
TPM Manager	82.3	0	82.3	10.0 %	2.5	12.0
TPO – CON Contractors	29	24.5	37.0	4.5 %	1.1	17.0
Total Staff	753.3	118.5	819.3	100 %	17.1	96.4

Total England & Wales	2009-10	2010-11	% change	31/03/2007	31/03/2008	31/03/2009
Total Net Expenditure on Environmental Health ('000)	708,728	715,043	0.9 %	15,875	15,958.10	15,896.70
	3,887.50	3,819	3,820	3,646	3,569.40	3,589.20
Total England & Wales	2009-10	2010-11	% change	22.97 %	22.37 %	22.58 %
Direct Employee Costs ('000)	660,139	624,107	-5.5 %	0.0679	0.066	0.0659
Contract/Agency Staff ('000)	21,700	17,332	-20.1 %	10.0 %	2.5	12.0
	29	24.5	37.0	4.5 %	1.1	17.0
Total England & Wales	2009-10	2010-11	% change	100 %	17.1	96.4
Total employees FTE	18,945	16,981	-10.4 %			

CIPFA Regulatory Services Actuals (TS and EH) * 31/03/2010 31/03/2011 % change Total Staff (FTE) 18,945.1 16,981.3 -10.37	0.070
Total FTE all categories per 1000 population	0.163



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