

Chartered Institute of
Environmental Health



ANNUAL REVIEW

2023

Find more information about who we are
and what we do at:

cieh.org

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CHAIR'S OVERVIEW



In 2023 the Board of Trustees underwent significant changes. There were two Special General meetings driven by a lack of confidence in the Board of Trustees. Following those meetings there was a number of changes including the Trustees, the Chair and the composition of elected and appointed Trustees. Since assuming the role of Chair, together with the other Trustees and the whole of CIEH, we have been working tirelessly to rebuild trust and confidence with our membership. CIEH wants its members to be proud of its institute, we want to be transparent and accountable to them. Whilst it is early days, there are signs for being optimistic and that we are moving in a positive direction.

Our CEO departed in October. The Board of Trustees have taken this opportunity to review the requirements of the role of the CEO and expect the recruitment process to be live before the 2024 AGM. An Acting CEO has assumed a short-term assignment to support the Board of Trustees during this period of transition. I would like to thank Fran McCloskey for her drive and enthusiasm in this role and the progress she is making in terms of the positive development of the organisation.

Financial sustainability has been a relentless focus and these accounts demonstrate a remarkable improvement as CIEH has, for the first time, in over 15 years, reported a positive financial result before investment gains and losses. Whilst the loss on the property lease is disappointing it is based on a valuation that reflects the difficult market conditions that many are experiencing. CIEH is also able to report an improvement in free reserves due to the hard work on understanding the property condition. This allows CIEH to adjust the capital fund which, in turn, had a positive impact on the free reserves.

The Board of Trustees approved a suite of priorities for 2024 aimed at making progress on key strategic objectives around sustainability of CIEH and the profession. CIEH wants to ensure it does all that it can to assure the future of the profession is financially sustainable and well-governed.

I would like to thank our members for their hard work each and every day as it is through our members that CIEH delivers its objects, and to the staff who have continued to deliver through an ever-changing environment. We look forward to building on what we've achieved so far, to continue to address some of the challenges facing the organisation and the profession and to make further progress towards sustainability both as an organisation and profession. Thank you for your support.

Judith Hedgley MCIEH



PRESIDENT'S MESSAGE



As we look back at 2023, I would like to thank Julie Barratt, CIEH's previous President, for her hard work and dedication to the profession. Julie became president in 2021, when we were in the midst of the coronavirus pandemic, yet she was still able to spearhead a number of key initiatives including the launch of the mentoring scheme to support personal and professional development - in 2023 alone the scheme supported 115 members. Julie also established the CIEH Career Ambassadors programme to encourage people into the profession and the

Directory of Student Training Opportunities to help students complete their Environmental Health Practitioner Portfolio. All of these initiatives were designed to support and develop the profession, something that closely resonates with my own focus for my time as President. I hope I can continue to build on Julie's success.

2023 was a year of change for CIEH and as I begin my tenure, my aim for 2024 is to tackle the challenges, provide open and transparent updates, and work with the membership to build a thriving profession.

My programme for the President's Commission is environmental health capacity and capability. We all know that the role of environmental health professionals is vital, yet we are seeing the number of accredited universities courses decline, the number of unfilled vacancies increase and a lack of funding. It is key that we tackle this challenge head on, and I will be working with CIEH members, volunteers and staff to ensure this is a priority. Along with other members and key stakeholders, I sit on the CIEH Workforce Satellite Panel, which I hope will produce tangible outputs and results for the benefit of members and the wider community.

Communication and engagement with members is particularly important to me as CIEH President. Members of CIEH are a unique and special professional cohort and I want to ensure that you receive updates from myself in a regular and timely manner. I also want to talk to members, hear your ideas and thoughts, and harness your passion and enthusiasm for environmental health, I encourage you to get in touch by emailing president@cieh.org. Together I am confident we can demonstrate the impact and importance of our profession and build a thriving prosperous professional institute.

Mark Elliott CEnvH FCIEH

OUR STRATEGIC PRIORITIES

Our vision is of safer, cleaner and healthier environments for the benefit of people, businesses and local communities. At the end of 2023 the Board of Trustees chose to agree a set of priorities for 2024 with a view to reviewing its overall strategic aims during the year. The priorities for 2024 are in line with the current aims of a sustainable profession and a sustainable organisation. The priorities are:

- Advocating for professionalism and the profession, by developing powerful impact statements, increasing our influence at all levels of government and increasing our media coverage and impact
- Increasing the impact of our policy and campaigning work by developing the model to have member led policy and campaign work, including creating a register of volunteers and initiating an independent review of our advisory panels. Our work to increase influence and media coverage will also support this area
- In this expected election year develop a powerful general election strategy and supporting manifesto
- Working with partners to plan for the workforce of tomorrow through the creation of a workforce satellite panel
- Raise the profile and attractiveness of environmental health careers and supporting campaigns to maintain or increase student numbers
- Develop plans to deliver on 2023 AGM motions
- Deliver a finance strategy that aims to ensure the organisation is financially sustainable and resilient



MEMBERSHIP OVERVIEW

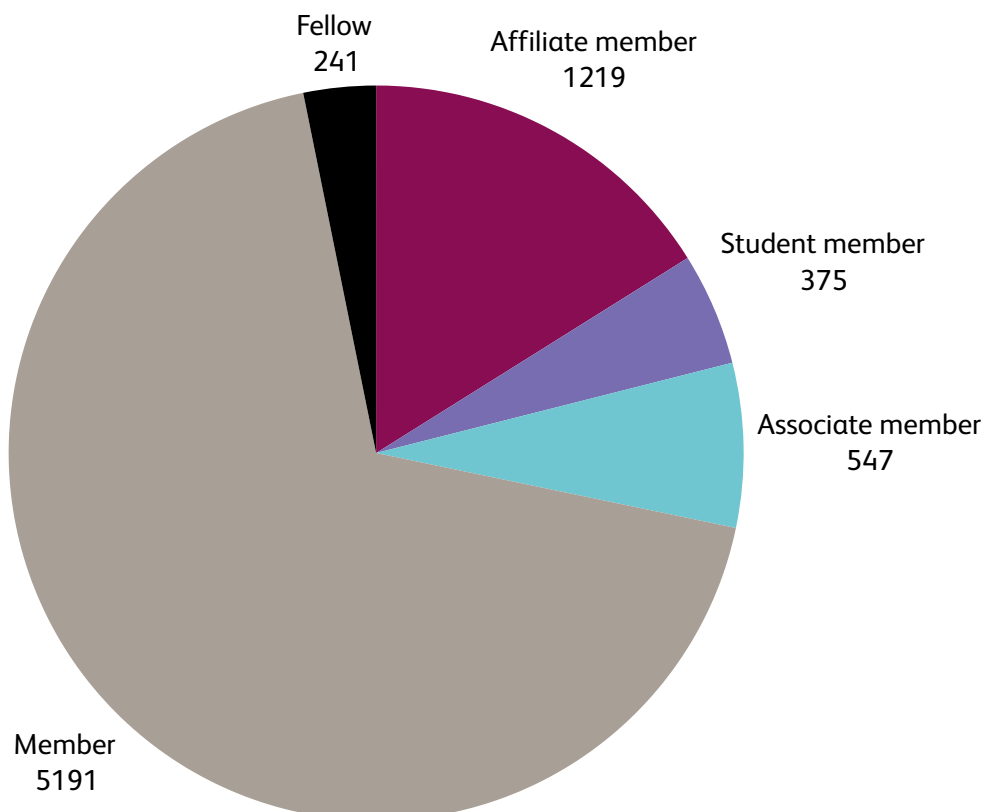
In 2023 we welcomed 1,271 new members to CIEH and ended the year on a total of 7,573 members.

We partnered with the Faculty of Public Health (FPH) to offer members in the Associate, Member and Fellow grades free Associate membership with FPH – providing CIEH members with even more opportunities to learn, network, and promote environmental and public health. We also launched a partnership with leading publisher Routledge to offer our members 25% off a range of environmental health (EH) books.

Additionally, we teamed up with The Institute of Leadership and Management to offer EH professionals access to an Introduction to Leadership online course.

In 2023 we welcomed 1,271 new members and ended the year with 7,573 members

We launched two new partnerships to bring members more learning opportunities



PROFESSIONAL DEVELOPMENT OVERVIEW

In 2023 we completed the review of Chartered Status and we aim to make the new route to Chartered Status available in Q1 of 2024. We ended 2023 with 2,030 Chartered Status members and welcomed a number of new students to our other professional registration pathways:

- 132 enrolled on the pathway to Environmental Health Practitioner
- 47 enrolled on the pathway to Food Safety Practitioner
- 4 enrolled on the pathway to Housing Health Practitioner

In addition to this, our mentoring scheme continued to gain traction with 115 members receiving mentoring support in 2023.

We also recognised how important it is to offer students access to additional learning opportunities, which is why we enhanced our student membership offering to include free attendance to our headline conferences.

2,030 Chartered Status members


Student members can now attend CIEH conferences for free

EVENTS OVERVIEW

2023 was another busy year for the CIEH events team. We ran eight headline conferences covering the breadth of environmental health with a total of 1,418 delegates. Alongside this, we also ran 89 bitesize training sessions and 90 technical workshops. We were also able to keep our member event prices constant from the previous year in recognition of the cost of living crisis.

Aside from our popular face to face in-house training model, CIEH sought to deliver several face to face training events in 2023, but due to low numbers we were unable to deliver them. Thus, demonstrating the appetite for online training as the preferred delivery method for most of our members.

The tragic Awaab Ishak case highlighted the significance of CIEH members working in the Private Rented Sector, demonstrating their important role in identifying and investigating health hazards. CIEH saw a significant increase in training in this area and we were able to meet demand and deliver our established and well received HHSRS and Damp and Mould training.



8 headline conferences
89 bitesize training sessions
90 technical workshops

1,418 delegates attending CIEH conferences

ENGAGEMENT OVERVIEW

We continued to run our popular member forum webinars with 22 taking place over 2023 and 2,138 members attending.

Engagement with CIEH online continued to grow with 62,856 engagements on social media and our social following increasing by 13% to 27,537. LinkedIn remains our most popular channel for our members and where we receive the highest engagement.


During 2023 we published 55 blogs and 98 Environmental Health News (EHN) Extra articles in addition to the EHN magazine. We also upgraded the content management system of both the CIEH website and the 15Hatfields website in order to future proof both websites and improve usability.

Email communication remains an important and popular channel of communication for CIEH including the weekly Member Connect newsletter and our monthly Community newsletters. In 2023 both our open rates and click through rates increased, demonstrating that members are engaging with our email content.


In 2023 we also worked hard to give members a voice. For World Environmental Health Day 2023 we invited members to share their experiences of working in environmental health and what it means to protect public health. We heard from a range of members and the content was well received with the LinkedIn content alone reaching 22,873 impressions.



62,856 engagements on social media



22 member forum webinars with a total of 2,138 members attending



We published 98 EHN Extra articles and 55 blogs

OUR VOICE OVERVIEW

In 2023 we issued 52 press releases and secured 41 appearances in print and online media including The Guardian, The Daily Mail, BBC News, BBC News NI, and the Sunday Times.

We responded to 10 consultations on a variety of issues including the licensing of non-surgical cosmetic procedures in England, the draft Noise and Soundscape Plan for Wales, the FSA consultation on developing a modernised food hygiene delivery model, and the draft Border Target Operating Model.

The team secured four Select Committee Appearances, enabling expert members to provide evidence on key issues. Members also attended a private meeting alongside CIEH stakeholders with Professor Sir Chris Whitty to discuss indoor air quality and housing conditions.

A lot of work has also been done to revitalise the operation of our Advisory Panels, with a focus on empowering members to have a more substantial role in policy development. This included recruiting members to join two new Advisory Panels focusing on public health and port health.

Our Career Ambassadors have also been working hard to raise the profile of environmental health. Activity included engaging with hospitality and catering students on the importance of environmental health as a profession to attending sixth form careers fairs and visiting schools.

We issued 52 press releases and received 41 appearances in print and online

The Policy team responded to 10 consultations

We secured 4 Select Committee Appearances for CIEH members

WHAT WE'VE LEARNT

We're proud of the progress we made in 2023 but we've also learnt a lot and have more to do to ensure we continue to work towards a sustainable profession, organisation and world, and we'll continue to ensure we work closely with members and stakeholders to get there.

As we move forward we will ensure that:

- We clearly communicate our priorities and strategic objectives with our members
- We are transparent with CIEH members and provide regular updates on Board activity
- We continue to work with key stakeholders and develop closer working relationships for the benefit of environmental health and CIEH members
- We provide regular opportunities for members to meet and engage with the CIEH leadership team
- We review how we communicate with members to ensure we reach the full membership and that we share relevant information

FINANCIAL REPORT 2023

CIEH has recorded its first net operating profit for over 15 years at £0.02m (2022: loss of £0.8m). Made up of:

- Total income of £5.8m (2022: £5.3m) an increase of 12 %
- Total expenditure of £5.8m (2022: £6.0m) a decrease of 3 %

CIEH's net movement of -£2.1m on total funds 2022 -£6m) is a result of:

- Net operating profit of £0.02m (2022: loss of £0.8m)
- Gain on investments of £0.2m (2022: loss of £0.5m)
- Property lease asset valuation fall of £2.4m (2022: fall of £10.7m).

Total income increased in 2023 by £0.5m. Membership numbers have increased to 7,573 (2022: 7,255). Membership income has increased by £0.1m. Income from education activities decreased by £0.1m as economic conditions toughened. CIEH conferencing income increased by £0.1m due, in large part, to additional training provided in respect of housing, and 15Hatfields venue and conference hire income increased by £0.4m as it continued its recovery from the pandemic.

Total expenditure decreased by £0.2m. The annual savings from the restructure are a major contributing factor to achieving a surplus in 2023 and the drive towards financial sustainability.

Total income of
£5.8 million

Total expenditure of
£5.8 million

CIEH investments grew during 2023 as they proved more positive for investors than expected. Initially, stubborn core inflation alongside indications of softening global growth led to concerns over higher for longer interest rates. However, the last few months of the year saw greater market optimism, largely centred on declining inflation and peaking interest rates.

The valuation fall in respect of the property lease relates to Chadwick Court. CIEH owned the property until 2013 when it sold and leased back the property under a 150-year lease. CIEH is required to value the lease asset annually. The cumulative recorded gains in respect of the annual valuations up to 31 December 2022 is £5.6m. The fall recorded this year of £2.4m reduces the cumulative gains to £3.2m.

Any fall or rise represents the change in valuation of the lease asset at each year end. As it is a valuation it has no impact on the cash position of CIEH. As it is an asset it is allocated to the fixed asset designated reserve and as such the valuation loss has no impact on the free reserves of CIEH.

The lease is valued by Gerald Eve, a surveyor that is registered with the Royal Institute of Chartered Surveyors, using the Red Book methodology of valuation. The main factors that contributed to the reduction in valuation in 2023 are:

Market conditions

- Interest rate changes increasing the cost of debt
- Geo-political and world events affecting sentiment
- Continued impact from the pandemic and hybrid working trends

Market conditions have resulted in different yield assumptions that reduces the value, compared to the previous valuation, by approx. £1m.

Property condition

- The ability to let it at market rent rates given the condition of the property, particularly when compared with other available properties
- Additional works required over previous valuation estimate based on the condition survey report commissioned

Capital expenditure required to address lettable and EPC requirements reduces the value, compared to the previous valuation, by approx. £0.4m.

Other factors

- Proximity to an upcoming contractual break clause for the sub-tenant
- Imminent rent review on the head lease

The potential for the sub-tenant to break their lease term and additional rent due on the head lease decreases its value by approx. £1m.

ABOUT CIEH

President:

Julie Barratt – resigned 14 August 2023
Mark Elliott – appointed 01 January 2024

Trustees who served during 2023 and Trustees who continue to serve:

Stephanie Appiah-Anderson - resigned 29 March 2023
Julie Barratt - resigned 14 August 2023
Nicholas Chapman - current
Sterling Crew - resigned 29 March 2023, appointed 1 May 2024
Joan Elliott - resigned 22 February 2023
Mark Elliott - current
Jonathan Hayes – resigned 17 April 2023
Judith Hedgley - current
Sarah Johns - current
Roisin Kerr – resigned 17 April 2023
Rosemary Lee – resigned 26 July 2023
Penelope Dawson Malone - current
Abigail Miller - 26 July 2023
Madhu Murali – resigned 29 March 2023
Saravana Namasivayam - current
David Newsum - resigned 1 June 2023
Daniel Oerther – resigned 30 November 2023
Nick Pahl - resigned 5 February 2023
Kathryn Preece - current
Lindsay Shaw - current
Kirpal Singh Tahim - resigned 30 November 2023
Vanessa Wardle - resigned 28 April 2023
James Johnson – appointed 1 May 2024
Kev Shawcross – appointed 1 May 2024

CIEH Executive Management Team

Phil James, Chief Executive Officer - resigned October 2023
Fran McCloskey, Acting Chief Executive Officer
Jon Buttolph, Executive Director Professional Standards
Louise Hosking, Executive Director of Environmental Health
Justin Turner, Executive Director of Commercial and Digital Innovation

Risk and Audit Committee

Carol Healy (Chair)

John Cragg - term ended 31 December 2023

Madhu Murali - resigned 29 March 2023

Saravana Namasivayam

Robert Spain - term ended 31 December 2023

Michael Jackson – term started 1 January 2024

Matt Thwaite – term started 1 April 2024

Appointments and Remunerations Committee

James Howe (Chair)

Joan Elliott - resigned 22 February 2023

Judith Hedgley – resigned 1 April 2024

Maria Jennings

Tracey Marshall - term ended 30 September 2023

Andrea Sutherill - term ended 31 December 2023

Nicholas Chapman – term started 1 April 2024

Lamin Tamba – term started 1 April 2024

Advisors

Bankers

HSBC Bank Plc

60 Queen Victoria Street

London EC4N 4TR

Auditors

Crowe U.K. LLP

55 Ludgate Hill

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Investment managers

Cazenove Capital Management

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