



Chartered
Institute of
Environmental
Health

Annual Report and Financial Statements

For the year ended 31 December 2014

Improving public health since 1883

The CIEH is a professional membership organisation with an effective governance and organisational structure incorporating policy and professional standards, membership, events, training and publishing activities, supported by central services including communications, finance, IT and administration functions. Our membership support network extends throughout the United Kingdom carried out by regional management boards and special interest groups who deliver peer support activities and continuing professional development training opportunities. Members working overseas benefit from direct contact with the registered office in London.

We are a registered charity with a Royal Charter and a wholly owned trading company, CIEH Limited. Our activities as a professional, awarding and campaigning body for environmental health and its practitioners are supported by our trading activities, through which we provide a leading range of high-standard international and national accredited products and services that promote education, knowledge and good practice in environmental health.

The CIEH brand and charitable mission encompasses all of these activities. Everything we do – from lobbying to influencing government policy, to accrediting degree curricula, to running educational events, to developing new training vocational qualifications and publications – all contributing towards the achievement of the object for which the CIEH was established ‘to promote for the public benefit the theory and science of environmental health’.

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Janet Russell, OBE, CFCIEH

President's Message

Throughout the country I have witnessed innovation in adversity and in the transfer of public health to local government, new opportunities which many have grasped.

I have been honoured to serve as President of the CIEH for the past three years the ultimate year covered by this report. With the changes in governance and a new government in place from May 2015 the Trustees have asked me to carry on in support of the organisation and the new President, Tim Everett, in a new role supporting a presidential team with the Chairman and Chief Executive, that of immediate past President.

During my three years of office and particularly this past year I have seen at first hand the tremendous work done by our members in protecting and promoting the health of citizens and their communities and regrettably, also the struggles of many colleagues in the public sector trying to deliver services with minimal resources.

Throughout the country I have witnessed innovation in adversity and in the transfer of public health to local government, new opportunities which many have grasped. While I have personally been an advocate of the benefits of specialist knowledge and competence in the delivery of environmental health for many years, I am concerned about the loss of flexibility and holistic understanding possessed by generalist practitioners, who are now much more of a rarity, particularly in metropolitan and unitary councils. I am however seeing a return to the generalist approach as the 'new' way for environmental health services to retain resources and relevance in the light of continued financial public sector contraction. This represents a move away from the former constraining model of regulation and a welcome return to our ability to address the real ills of society as we fully embrace programmes to reduce health inequalities through our professionalism and action.

Fortunately, our profession no longer relies solely on the public sector for job opportunities. The private sector

increasingly recognises the skill set of Environmental Health Practitioners (EHPs) and more and more of our members are employed in business such as leisure, catering, retail and other industries, many at director level.

We should also welcome the commitment to the profession of the armed forces. They have fully embraced chartered membership of the CIEH as the mark of professionalism in their higher ranking officers and now employ a large cadre of trained environmental health professionals on the front line, worldwide. It was EHPs in the armed services that were first deployed to assess the Ebola emergency in Sierra Leone and West Africa and pave the way for the establishment of treatment and laboratory centres provided by Public Health England with whom we have developed a particularly good and fruitful working relationship. We need to do more to promote the stories of our military colleagues and others in a vast array of employment positions in the private sector and in parts of government as role models for those entering the profession or looking to change their career.

I acknowledge the continuing work of our many 'retired' colleagues who have used their professionalism to support the network of the CIEH or to make life better for people across the world. They are an inspiration to us all and pathfinders for those who are just entering the profession.

This year our colleagues working in academia and those who make up the CIEH research special interest group have successfully addressed a long-term weakness in the profession in creating a solid research platform for members' work. The Assembly of Representatives has fully endorsed the proposals they have made and significantly influenced the decisions by Trustees to adopt a five-year research strategy. The aim is to achieve by 2020 a fully recognised professional research



During the past year I probably attended more events that were primarily focussed on public health than ever before and I would like to see that focus in our work continue.

programme that supports all levels of professional research and contributes to the professional body of evidence; is accessible to members and key stakeholders; is responsive to and maximises research opportunities in the widest sense and supports and seed funds relevant bids and wider research proposals and activity.

On a personal note, over the last three years I have been successful in challenging a number of people including the minister leading the Red Tape Challenge and in upsetting the pro-fracking community while continuing to forge and maintain close links with our influential supporters and our Vice Presidents. I was particularly pleased to see Joan Walley MP's select committee report in December on air quality in the UK and the CIEH will be following up on this work over the coming year.

Food has probably been the hottest topic, whether it be the exposure of food fraud through the horsemeat scandal or revelations about the bacteriological quality of food, most recently *Campylobacter* in chicken. It has therefore been timely for the CIEH to recognise the growing professional needs of all those throughout the food industry interested in food safety and food integrity through the establishment of a new membership organisation, the Institute of Food Safety Integrity and Protection (TiFSiP).

Public health was and remains a key issue in terms of collaboration and our relationship with Public Health England goes from strength to strength following the signing of the Memorandum of Understanding in 2013. As I travel the country I see a new engagement with the public health agenda. Those that are doing it successfully are finding a whole new lease of life, fundamental to traditional environmental health delivery mechanisms, but using a new mind set within the local government family.

During the past year I probably attended more events that were primarily focussed on public health than ever before and I would like to see that focus in our work continue.

A personal area I was involved in during the year was fracking. Certainly from an environmental health manager's perspective there was very little information that provided the facts that need to be taken into account when considering advice on planning applications for a fracking site. Concerns were raised in our regions of Yorkshire, Lancashire and Northern Ireland. Following the initial work done by Gary MacFarlane I was instrumental in creating the partnership with Scientists for Global Responsibility (SGR), which led to the redrafting of our policy position and the production of a joint publication with SGR. This document has proved to be a welcome addition to the information needed by many authorities in taking a precautionary approach when setting conditions for exploratory drilling sites.

I was privileged to attend the first meeting of the National Environmental Health Board (NEHB) in September chaired by CIEH Vice President Lord Rooker in the House of Lords. This is an extremely important initiative created by the CIEH with the aim of providing a national focus for government with those who deliver environmental health services in local government on the ground. The meeting, consisting of senior managers representing their groups throughout the country, engendered significant enthusiasm around the room. Bringing the right people around a single table discussing our professional field is a primary role for the CIEH and the NEHB has significant opportunities to drive improvements in the relationships with government agencies and stakeholders in the future through that mechanism.



Graham Jukes, our Chief Executive was awarded an OBE.

Former President Stephen Battersby and Principal Policy Officer Jenny Morris were awarded MBEs.

Much of my final year as President has been in engaging with Government and with those who work within the traditional local government sector of employment which has been absolutely essential given the seismic changes that are taking place in the delivery of environmental health interventions. I have also fully engaged with members and colleagues in the private sector and explored new ways of working and delivery largely through my direct involvement with the Better Regulation Delivery Office (BRDO). Through those forums and through TiFSiP it is important to note the role that members play in very senior capacities in the private sector and in the growing area of risk management and mitigation.

Finally, as I noted in last year's annual report I was delighted to record that Graham Jukes, our Chief Executive was recognised by the Queen in the 2014 New Year Honours List with the award of an OBE for his services to environmental health both at home and overseas, which was presented in April. I was equally pleased and delighted to see in the Queen's Birthday Honours list our former President Stephen Battersby and Principal Policy Officer Jenny Morris recognised for their services to environmental health with the award of the MBE. Two other members, Major Jim Fawcett and Rachel Starling, were also awarded the MBE during the year. I offer my congratulations to them all and would comment that 2014 was remarkable in having so many prominent members of the profession nationally recognised for their services in this way, which is an indicator of our significant strength in depth and influence at the very highest levels.

The annual awards ceremony in the House of Commons in June provided the opportunity for us to celebrate not only the national awards but to recognise and honour the work of Joan Walley MP, our longest-serving Parliamentary Vice

President, who announced that she would not be standing for re-election to her constituency as MP for Stoke on Trent. She was presented with Honorary Membership and a gift in recognition of over 30 years' service. We also celebrated the success of the recipients of the 2014 Presidents Awards; Lisa Cobb, Professor Chris Elliot and Cornwall Council to whom I offer my sincerest congratulations.

It really has been a fantastic year and I would like to thank you all for making this profession what it is and supporting me over the past three years as President. I have met so many members who have commitment and passion for their work and I know that with the breadth and depth of the profession whatever the economic difficulties are, our future is in good hands.

CIEH Award winners 2014

Graduate of the Year
Charley Woodman – Gold
Leah MaMahon – Silver
Shaun Halford – Bronze

Fellowship

Daniel Rowson
Dr Timothy Farmer
Nigel McMahon
Maria Jennings
Vivi Mason

President's Award

Lisa Cobb
Professor Chris Elliott
Cornwall Council



The CIEH recognises the growing professional needs of all those throughout the food industry interested in food safety and food integrity through the establishment of a new membership organisation, the Institute of Food Safety Integrity and Protection (TiFSiP).



Tim Everett, LLB, CFCIEH

New President's Message

The themes of my presidency are encouraging research, promoting the environmental health profession to employers and raising the profile of mental health.

This report is for 2014, however it is traditional in the annual report to look forwards and I'm pleased in my new role as President for the next three years to be able to do that based on the firm foundations of my predecessor, the Board of Trustees and the staff at Chadwick Court led by our Chief Executive, Graham Jukes. It is a challenging time ahead. We have had a challenging five years since the last General Election and, whatever the outcome in 2015, it's going to continue to be challenging in financial terms going forward.

We may be facing an exit from the EU, which would be significant to environmental health, because what we do in terms of health and safety, food safety and environmental protection is driven by the European agenda. If we are no longer a part of that, how is that going to affect the UK regulatory agenda? This is a big issue that could come up in the next few years, in the space of my presidency.

There is going to be a continuing pressure on resources. The problem for services such as ours is we are quite small in terms of 'the spend', compared to social care and child protection. The more the government of the day tries to ring-fence particular services, the more financial pressure falls on everything else. Doing more for less is going to be a continual theme at a time when our members in local government and elsewhere have been under pressure for the last five years, so being smart about what we do is important. We need properly resourced public regulators when the drift to private regulation is not going to give overall protection for our populace as a whole. The question is, how is that going to be done?

We do need to make use of the skills we have available, and need to make sure our members feel empowered to make full use of them. To echo a point made by Janet Russell, when I came into the profession the emphasis was on the 'generalist' approach to things. It was only later that large authorities drifted into specialisation, which became the model across the board. But having trained people up and given them those skills across a wider range and seeing how the dots are joined up, at a time like this it is an incredibly powerful skill if our members, who maybe worked in food safety or one of the other specialist groups, are prepared to widen their horizons. Our skills and our professionalism have a lot to offer. It is about convincing our members that they are able to contribute in new and different ways in a changing environment and having the courage to step aside from the job that they might have done in the past and learn new skills. We do have those opportunities and we are going to have to make sure we work in different ways.

You can pick up on a number of big issues that are as true in this country as they are across the developed world. We have an ageing population living longer if not necessarily living more healthily. There is a growing health inequality. One of the things that concerns me most goes back to the Marmot Review, a powerful piece of reporting from a few years ago, that made it clear it's not just the difference in life expectancy, which is bad enough from the top and bottom of the income spectrum but the difference in what is called 'disability free life expectancy' is even more stark. As much as 15 years difference in life expectancy in those income groups, if people have to live with a major disabling illness from their fifties, this is going to impact on their quality of life, and their earning power. We have evidence that health and financial inequalities are getting more pronounced.

One of my concerns is the number of young unemployed in this country – much higher as a percentage than the rate of unemployment generally. This has implications for our profession. We are not building enough affordable housing particularly in the south east and in London. Rents are going up at a time when people's salaries are stable or going



Andy Statham, MBA, DMS, CFCIEH, MIMgt Chairman's Overview

As I reflect on 2014, it has been again another productive and successful year. I note the challenges the organisation has faced, the opportunities we have taken, the investments we have made and the services we have provided to our members in pursuit of our charitable objects.

Following on from my two colleagues it is my pleasure to outline some of the highlights of the year from the significant activity of the CIEH during 2014.

I'm now in my fourth year as Chairman following the implementation of the governance changes which brought about significant changes in the way that organisation works to which the Chief Executive refers in his commentary.

The changes we have made have enabled a robust Board of Trustees to be firmly established with a diverse and excellent skill mix focussed on the interests of the organisation as a whole. Equally, we have established subsidiary boards and committees that we rely upon to support our decision making. The Assembly of Representatives, in particular, led by its Chair, Rosemary Lee has been an outstanding success, as the main forum for member engagement. It has gone from strength to strength and during the year their input into the Trustee decision-making process has been invaluable.

The role and contribution of volunteers is very much valued and a vital part of CIEH professional and member service delivery. The CIEH membership network relies on over 300 member volunteers with around 80 being involved in leadership and management of local activities within the 12 regions, 50 branches and four Special Interest Groups (SIGs).

The volunteer network is the main CPD provider delivering over 38,000 CPD hours covering a wide range of topics and often at free or low-cost events to members.

The CIEH also sees volunteering extend through the governance of the charity with Trustees and committee members leading the organisation.

Professional volunteers have played a part in projects and high-profile initiatives such as London 2012 and, more recently volunteering to support overseas disaster and emergency relief.

Review of the network

CIEH wanted to make sure that the membership network continues to be 'fit for purpose' and to ensure we are on the right track to keep volunteers supported and responsive to future challenges. Such a network needs to be at all times relevant to members and the profession.

The overall findings of the review showed that the CIEH membership network is 'fit for purpose', operating well, to good practice and delivering critical service outcomes to members. The volunteers agreed that no major changes were needed to the network; just the continuing enhancements and practical improvements around communication, streamlining systems, and recognising and tangibly rewarding volunteer effort.

Volunteers told us their primary motivation is to 'put something back' with a secondary motivation of career and personal development. 70 per cent of volunteers say it is a good and rewarding experience working with CIEH!

CIEH will continue to rely upon and support volunteers and the network, as we have done in 2014. As part of the Membership 2020 programme, in 2015 our special priorities for the network will focus on:

- Supporting student members
- Technical and professional development
- Valuing and recognising volunteers
- Smarter local events providing local CPD
- Encouraging member involvement and representing your views



In May, we again celebrated with those awarded their 50- and 60-year member certificates. This annual lunch and presentation hosted at Chadwick Court is to honour those who have supported us throughout their professional lifetime.

In particular I applaud the tremendous work done by our region, SIG and branch volunteer officials who deliver:

- Local CPD
- Technical and professional development
- Local members' views
- Support to students
- Professional networking

As I reflect on 2014, it has been again another productive and successful year. I note the challenges the organisation has faced, the opportunities we have taken, the investments we have made and the services we have provided to our members in pursuit of our charitable objects. I am proud of the strides we have taken and the impact we have made, some of which have already been touched on and which I detail below.

In January, the CIEH published 'Putting Wrong Things Right' to which I made a small literary contribution. The book highlights the work of environmental health practitioners from 1952 to 2012 to mark the Queen's Diamond Jubilee. It was produced by Will Hatchett from the recollections and photographs of current and retired members from the previous 60 years.

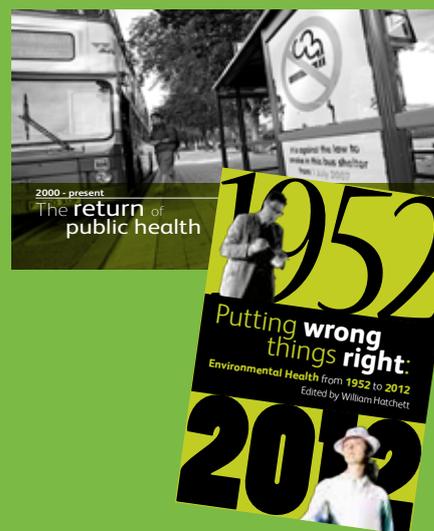
In words and pictures, 'Putting Wrong Things Right' records in detail the London smog, the Aberfan disaster, slum landlord Peter Rachman's terror tactics, outbreaks of smallpox and typhoid, the BSE crisis, awareness of climate change and countless unacknowledged but vital interventions that improved the quality of the nation's life. It demonstrates how the work of our profession and the improvements we have been instrumental in making to our physical environment since the 1950s have been of great benefit to the nation's health and wellbeing. A short film directed by Paolo Sedazzari and written by Will Hatchett introducing the book can be seen

on YouTube <http://bit.ly/1hIxBGh> which I recommend to all members and should be compulsory viewing for all EHPs. It really does give you a sense of pride in knowing what the profession has achieved and what it can achieve in the future.

Also in January we had the Jonathan Peck memorial service held at Southwark Cathedral and afterwards at Chadwick Court where we celebrated his life and work through a dedicated seminar. This for me was a time for reflection and a means of saying thank you to a great friend of our organisation who supported us for many, many years. Jonathan was a great guy who will be sorely missed. His legacy is the organisation he set up, Killgerm, who continue to support us through their generous sponsorship of our conferences and exhibitions but also in the work they do with the National Pest Advisory Panel.

During the year the Board of Trustees agreed, in the light of the challenges faced by the whole food industry and our own members in the aftermath of 'Horsegate', to set up a new membership body, TiFSiP previously mentioned by the President. The advisory Board, led by Professor Chris Elliot has representation from all food industry and regulatory sectors and offers a new opportunity to provide support through the TiFSiP mechanism to all those including our existing members who work to improve food safety and integrity throughout an ever-complex food chain. I'm very encouraged by the initial response we have had to this new initiative since its launch, and with Jenny Morris MBE heading it up, I have no doubt that the new organisation will be successful and add value to its members and the CIEH in many ways over the coming years.

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Within the last few years the military contribution to the profession has come very much to the fore and is a reminder of how important the members who also serve in Her Majesty's armed forces are to us. They are a growing cadre of membership within the organisation.

I reflect on when I will hopefully be standing there getting my 50th certificate, which actually won't be too far off. Many of our long standing members still continue to play an active role at a regional and branch level.

Fracking was touched on earlier by the President. As she noted, a significant amount of initial work was combined with work from SGR and subsequently by the executive team in responding to the significant pro-fracking lobby. There remains a real need to provide up to date and adequate guidance in the light of increasing numbers of planning applications. This is a prime example of the relevance and timeliness of CIEH work in producing essential information and support to its members on current issues.

One of the most enjoyable things I do is in supporting the President in making the annual awards that we hold at the Houses of Parliament in the summer. It's a tremendous celebration of the work done by CIEH members and customers and the excellence that they represent gives me a sense of pride and confidence for our future. Within the last few years the military contribution to the profession has come very much to the fore and is a reminder of how important the members who also serve in Her Majesty's armed forces are to us. They are a growing cadre of membership within the organisation and they are very, very supportive of the CIEH going forward. So it is really good to celebrate that relationship at our annual awards.

As the President has touched upon, our award for Joan Walley MP was heartfelt as she has been one of our staunchest supporters and a Vice President. As she is stepping down from parliament we thought it was appropriate to mark this with a special award for her. It was a great occasion and Joan was suitably moved by the affection shown to her and rightly so. As Chair of the Commons Environment Committee, it was fitting and appropriate that CIEH presented her with a bicycle.

Last year saw the start of the Education Review lead by the education team and chaired by Nick Wilson a long standing member, former assistant secretary and currently Strategic Director of Children, Schools and families at Surrey County Council. Reviews of graduate and MSc curricula happen periodically and it is a vital process that ensures the continued relevance of our educational programmes to current and future employment markets. The report is due in 2015 and we look forward to seeing its recommendations and working with our academic colleagues in implementation. In addition, during 2014 we embarked upon a workforce survey which will lead, together with the Education Review, into a full work force plan for the future when it reports in 2015.

Our relationship with the Food Standard Agency is a close one and CIEH has been working with the FSA on the review of official controls. This is a key document for the profession and one that will be influential in education and employment terms into the future. The code review will be presented to ministers for implementation in April 2015.

The establishment of the National Environmental Health Board (NEHB) was agreed by Trustees in May 2014 and was launched in the House of Lords in November chaired by Lord Rooker. From a strategic point of view we have



created a vehicle for policy makers, for politicians, for the movers and shakers at a national level to engage directly with the local government workforce facilitated by CIEH as the professional body.

A major piece of work in 2014 to which CIEH contributed evidence was the Elliot Review. I have had the pleasure of meeting Professor Chris Elliott on several occasions and speaking at various seminars with him. Despite delays in publication his report was eventually published and all the recommendations were agreed by Government. As the Chairman of the TiFSIP advisory board he will maintain a keen interest in seeing how the report's recommendations have been implemented.

In October, as promised to the annual meeting, we re-launched the Annual Conference, the first national conference for six years. Past conferences were always a great success with excellent speakers and the key learning and networking opportunity for the year. The previous model for the conference was no longer sustainable but I'm pleased to report that the current model will enable the event to remain a permanent fixture on the calendar. 2014's venue at the East Midlands Conference Centre, on the Nottingham University Campus, was excellent. I have to say, by any measure, it was a very successful conference attended by 250 delegates and exhibitors over the two days and I'd like to thank Denise Donnelly and her team for organising a great return to the yearly stage.

The end of 2014 brought to a close the three-year presidency of Janet Russell. Janet has been an excellent President; very engaged, a real powerhouse of energy and has been extremely supportive and effective. I am pleased that she has agreed to accept a continuing role, as Immediate Past President and I look forward to continuing to work closely with her in the future.

The work and challenges of the constant evolution of the CIEH are significant and I pay tribute to the work of all our staff led by the Chief Executive and the Executive Management Team (EMT). The Board of Trustees are fully engaged in the processes of the strategic management of the organisation and as we move into 2015, trustee sub-groups and working groups will assist in helping the EMT look at specific areas of work.

I welcome our new President, Tim Everett and I look forward to working with him over the coming year. As an organisation, the CIEH continues to thrive and the Board of Trustees are pleased with the direction of travel. The Trustees have made significant investments from reserves over the past five years and we are very focussed on realising those investments for the benefit of members in the future and getting back to profitability.

We have an extremely successful commercial arm in CIEH Ltd. We have good products, extending beyond conventional vocational qualifications, and a good broad customer base. The strategies we have been adopting over the last few years have been appropriately geared to increasing the support that members need during an uncertain and challenging employment market and in ensuring the continued profitability of the business, reducing the cost base and increasing the activities of the charity.

As we move into 2015 we are entering a growth stage for the organisation. Our US operation is doing well and so too is the Middle East and North Africa, where past investments in time and resources are now bearing fruit. Our commitment in harnessing new technology is exemplified by the success of our e-learning portfolio.

2014 has been an exceptionally busy and productive year and I thank my fellow Trustees for their continued support, the Chief Executive and his staff, our Vice

Presidents, the committee members and all those who give their time in the Assembly, in the regions, branches and special interest groups. Looking forward, 2015 has started well and we have a full programme of activities including the 115th National Conference, and other events.

I am coming to the end of my five years as Chairman at the end of 2016. My intent over the coming two years, bearing in mind the change in government this year, will be to ensure we maintain our relevance as a profession, that we support our members who are the life blood of the organisation, to ensure that changes we make in the organisation, finances and management are achieved efficiently and effectively in order to maintain the sustainability of the organisation for the future.



Graham Jukes, OBE, CFCIEH

Chief Executive's Report

I'm pleased to be able to record that 63 members were awarded Chartered Status and 97 per cent of members successfully complied with the random CPD audit, ensuring the quality of members and demonstrating the value of membership.

The CIEH sets, accredits and creates awards across the complete spectrum of qualifications from our professional MSc and Hons degree programmes to high-quality public health training and CPD events, seminars and one day training courses as part of its Royal Charter and charitable mission. Providing services that support the education and training of our members and the wider business community is central to our role as the professional body of the environmental health profession.

The charity's Chairman and Past and Current President have so far commented on the professional activities of the CIEH. It is my pleasure to now comment on some of the specific areas of activity and the broader strategic overview of the organisation which will lead into the balance sheet and accounts for the CIEH for 2014 which demonstrate how our strategies and activities that flow from them support our Royal Charter and charitable mission.

At the beginning of 2014 as a continuation of our evolving strategic planning, Trustees confirmed the need for the CIEH strategy to:

- Lead and inspire staff, membership and other CIEH stakeholders towards attaining new opportunities and partnerships.
- Reassure and support retention and resilience of current membership, create new membership services and opportunities, maximise existing opportunities and consolidate spheres of influence.
- Be founded on a sound financial strategy that maintained strong positioning of the CIEH brand whilst enabling the investments made during 2014 to develop and drive future organisational sustainability.
- Take account of changes in the employment settings landscape and the difficulties being experienced by our members in the public sector in the provision of our goods and services.
- Recognise the Government's accent on skills and competencies and the need to address enhanced support to members through the member 2020 initiative; the TiFSiP Project; the education review and the delivery of new training material and initiatives.

Our strategy has continued to evolve, taking into account internal and external factors affecting the CIEH and taking account of new opportunities that have been identified.

To put this into context over the past five years during a period of unprecedented UK recession the CIEH has, through planned change, delivered greater efficiency and effectiveness in the things we do as a professional body and in the services we provide to achieve our charitable objectives, using a proportion of the reserves we have built up over the past 20 years previously tied up in property.





Our established training activities saw significant levels of investment and work to maintain the CIEH reputation as the number one provider of quality training products which support the improvement of good public health practices in business and service communities.

This strategy has fuelled fundamental change in the structures, governance and business plans for the organisation:

- 2009 was characterised by the endorsement of a new approach to management and the creation of a more focussed executive structure.
- 2010 and 2011 were characterised by departmental restructuring, reducing the base costs of the organisation, changing the financial systems and improving efficiencies throughout.
- By the end of 2012 the governance restructure had been completed, all departments had been reorganised and realigned to achieve our corporate goals and the Olympic year had been successfully supported through full corporate engagement.
- 2013 saw the bedding down and subsequent review of the implementation of the governance change programme; business planning; greater emphasis on developing our member engagement networks including the commencement of systems designed to provide direct support to the Regions and Special interest Groups in banking, accounts and event management; full engagement with government particularly with Public Health England which culminated in October of that year with the signing of an historic Memorandum Of Understanding.

Promoting the profession was a key activity particularly in local government where the cuts and the better regulation initiatives of government were significantly affecting traditional EH delivery models.

Our established training activities saw significant levels of investment and work to maintain the CIEH reputation as the number one provider of quality training products which support the improvement of good public health practices in business and service communities. At the awards event at the House of Commons in 2014 we were

pleased to announce the following awards to our top training centres, trainers and students.

Top Training Centres, Trainers and Students

Health & Safety in the Workplace

- Food Hygiene Centre Ltd
- Trainer – David Belford
- Student – Debra Piergentili

Food Safety in Catering

- Coleg Gwent (BDU)
- Trainer – Jane Yates
- Student – Andrea Davis

Food Safety for Manufacturing

- Coleg Cambria
- Trainer – Donald Mogg
- Student – Rachel E Evans

In 2014 we developed new training programmes in:

- CIEH Level 2 Award in Food Safety for Logistics
- CIEH Level 2 Award for Personal Licence Holders
- CIEH Level 2 Award in Food Allergen Awareness
- Level 3 Award in Paediatric First Aid
- Level 3 Award in Emergency Paediatric First Aid
- Level 3 HACCP
- eLearning
- Equality Act 2010
- Licensing Law Awareness
- Serving the allergic and food intolerant customer

Further initiatives and investment around supporting current and future members enabled our professional educational standards to be maintained, membership numbers to remain stable and positions to be adopted in public health, regulation and food safety. This enabled repositioning of the EHP to be achieved in new roles, structures, systems and employment models.

We introduced a new Code of Ethics in 2014 following a full consultation with members. The new code is part of the work being done to ensure that members' professionalism is recognised in the emerging environmental health landscape.

I'm pleased to be able to record that 63 members were awarded Chartered Status and 97 per cent of members successfully complied with the random CPD audit, ensuring the quality of members and demonstrating the value of membership.

Following on from the attainment of ISO14001, 2014 has seen further work done through the CIEH Environmental Champions team to achieve further improvements as well as further embed environmental stewardship within the organisation.

All staff have now received awareness training and the Environmental Management System (EMS) is fully incorporated into induction programmes for new starters and/or temporary staff. As we do not have full data for 2013, absolute figures are difficult, however we do now have full data for 2014 and these would suggest that we have significantly reduced our energy usage and waste outputs. In 2015 we will be able to more definitively quantify the data in comparison to this year.

Our EMS provides a foundation for our wider sustainability efforts using the framework of BS8900 - Managing Sustainable Development. BS8900 2006 was a guidance standard developed to assist organisations that wished to work within defined sustainable development principles. The Standard was revised in 2013 and re launched in 2 parts – part 1 and 2. BS8900 Part 2 is now a certifiable standard.

As an organisation committed to sustainable development and public health we have been using the standard since 2011 as a way of assisting the future development of the organisation, particularly in a period of rapid change in its strategic operating environment.



Duncan Selbie, Chief Executive, Public Health England, Graham Jukes, Chief Executive, CIEH (right).

2014 saw the continued full professional engagement with Public Health England and an emphasis on re-orientating the activities and language of our members to be more public health facing.



TiFSiP The Institute of Food Safety Integrity & Protection

The strategic framework provided by the standard has helped to enhance and articulate the meaning of the current activity of the profession, which is inherently concerned with the management of sustainability in its social, economic and environmental components. As result, 8900 adds value to the professional stance of the organisation through communication, focus and the practice of continual organisational learning.

We have now attained Certification to Part 2 of the Standard - the first organisation in the NGO sector to do so. The learning we have gained through our work and experiences in both piloting the original standard, contributing to the BSI review committee, and attaining this acknowledgement means we are ideally placed, through our advisory services, to offer support, advice and also training to any organisation that would seek to demonstrate its sustainability and corporate responsibility credentials through attaining third party certificated evidence of its work in these areas.

2014 saw the continued full professional engagement with Public Health England and an emphasis on re-orientating the activities and language of our members to be more public health facing.

The member 2020 programme has been designed to provide a direction and 'futures' look at the support required to be provided over the next five years. To date this has focussed on providing greater engagement with our member networks and mapping our current membership offer to the life course of an environmental health professional. We also created TiFSiP; a separate professional body encompassing the wider food community which supports the development of the changing role and function of the EHP in food regulation and recognises in the context of the Elliot Review on horse meat, the need for a wider profession to be developed across all sectors of the food chain.

During the year the National Environmental Health Board was created, chaired by Lord Rooker. This strategic initiative is ideally placed to raise the profile of the EH profession as it is delivered in its traditional setting in local government with partners in government.

The Education Review was commenced to address the future education requirements of the changing employment settings of our members and to ensure the skills and competencies continue to remain fit for purpose by an increasing variety of employers.

As the Chairman has noted following a commitment to create a 'Maypole event' given at the 2013 annual meeting the National CIEH Conference was staged for the first time in six years and is now set to continue as an annual event with the aim of bringing the whole CIEH community together and provide them with the knowledge and skills to equip them to carry out their essential role in a rapidly changing environment.

Members do not just buy a service from CIEH. We support students with free membership and access to all services. Once qualified, members develop a direct relationship with CIEH and their peers through our networks. The CIEH centrally engages with government and stakeholders to represent the professions' interests and expertise. CIEH provides advocacy, representation, kudos and credibility through membership. It is an emotional lifelong partnership and so much more than just belonging to a membership organisation.



As a result of these investments our UK business performance has seen growth in a number of new areas, particularly e-learning.



Internally we made improvements to our IT capability and support; resolving the long-term pension fund commitment and completed the sale and leaseback of Chadwick Court which has allowed all these investments to be funded in the most cost effective and sustainable way.

As a result of these investments, our UK business performance has seen growth in a number of new areas, particularly e-learning. Our US and Middle East operations have performed well and been restructured to develop growth opportunities.

The advisory services initiative has been modified to ensure a better fit with the opportunities to bid for government contracts both at home and abroad. Significant progress has been achieved in providing better services for our members, securing the role of the EHP into the future by being fully engaged with government policy and delivering future income streams.

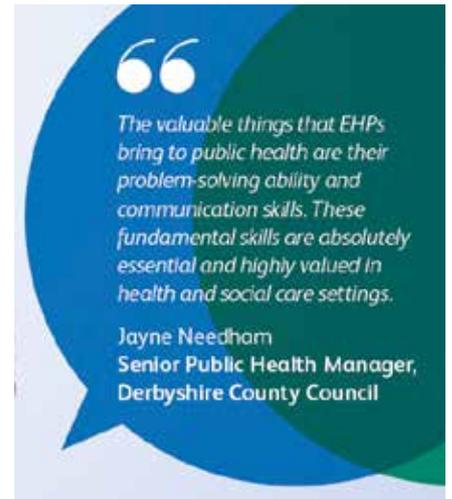
Trustees have endorsed a five-year business plan designed to bring the organisation back to full profitability by 2018.

2015 has started well and is maintaining the momentum of change made over the past five years supporting improved financial and operational performance. It is clear, however, that no matter which party or combination of parties make up the next government the accent will remain on UK economic stability and growth. This means continuing to reduce or refocus the resources of the public sector and the continuing state of austerity felt by so many of our members and stakeholders. The CIEH will continue to provide the tools and support our members need wherever they are employed.

Looking further forward, growing interest in public health, well-being and the prevention agenda will continue and our members must reposition themselves to take advantage of the opportunities to deliver environmental health but within new description frames.

As in 2014, the thrust of the CIEH's professional teams and our networks will be to remain viable, visible, part of new solutions and fully engaged.

CIEH membership covers the whole of the UK however devolution is creating differences in policy and approach in the countries that now make up the UK. The directors working in Wales and Northern Ireland report directly to me and respond to the policy and delivery changes that are emerging. I detail over the coming pages reports from Julie Barratt and Gary McFarlane, providing some of the highlights of their work in 2014 and follow that with listings of the output from our policy and education teams.



CIEH volunteers in figures

Occupation of CIEH volunteers



300 free or low-cost events

19,000

hours of volunteer time contributed

4 special interest groups

8,613

DELEGATE ATTENDANCES

on 73 different topics

50 Branches

12 Regions

11

Student support events

38,000

CPD hours



Why members volunteer

I want to give something back and help others

5.5%

It helps fill my spare time

33%

I like meeting new people

51.7%

I can use my skills and expertise in other areas

51.7%

I enjoy the challenge and new experiences

63.7%

For personal development and career profile

19.8%

Other



The Northern Ireland Directorate, as previously noted became involved in fracking largely through member requests for further information back in 2012. The CIEH lead on this policy area was allocated to Gary McFarlane. The publication of a joint briefing with Scientists for Global Responsibility in July 2014, referred to by the President earlier has led to our increased involvement in the debate; particularly in responding to fairly outspoken criticisms from the industry.

Wales

The Director of the CIEH Wales, has worked closely with the Wales Audit Office (WAO) and Wales Heads of Environmental Health Group in the collation of information for the WAO report 'Environmental Health: delivering with less.' This report looked at the impact on environmental health services from the cuts in council funding in Wales.

The directorate was also involved in other emerging pieces of legislation that concern practitioners in Wales, the Wellbeing of Future Generations Bill, the Public Health Bill and two new pieces of housing legislation.

With the Wales Health Impact Assessment Support Unit, CIEH Wales developed a Health Impact Assessment course for EHPs and others in readiness for the implementation of the Wellbeing of Future Generations Bill, to ensure that EHPs are well placed to be central to delivery.

CIEH Wales also produced the EH careers DVD 'Environmental Health: more than a job' which is available on YouTube and is being used widely by local authorities and others, including Careers Wales.

The CIEH annual Wales Conference held in Cardiff in May 2014 was again a great success with a number of key ministerial speakers and research presentations which attracted considerable media attention

Northern Ireland

The Northern Ireland Directorate, as previously noted became involved in fracking largely through member requests for further information back in 2012. The CIEH lead on this policy area was allocated to Gary McFarlane. The publication of a joint briefing with Scientists for Global Responsibility in July 2014, referred to by the President earlier has led to our increased involvement in the debate; particularly in responding to fairly outspoken criticisms from the industry.

CIEH Northern Ireland contributed to the policy debate regarding a statutory Food Hygiene Rating Scheme (FHRS). The bill is currently making its way through the Assembly.

The Review to examine effectiveness of current regulation within the private rented sector in Northern Ireland has enabled meetings with the minister to take place to ensure that there would be an environmental health professional contribution to this. Colleagues from PHARS have recently met with DSD Officials as part of this on-going review.

A Northern Ireland version of the CIEH Toolkit on Tattooing and Body Piercing was produced on the request of members and with the input of practitioners from across Northern Ireland.

Review of the Public Health Act 1967 – along with colleagues from the relevant Chief Environmental Health Officer Groups (CEHOG) subgroups, input was made to the Law Commission who are currently undertaking a review of this legislation.

We continue to both promote and support colleagues interested in 'research'. In addition CIEH Northern Ireland undertake, or facilitate research. A recent



example is involvement during 2014 in an 'All Island' study into the use of smoky coal which was commissioned by the North South Ministerial Council. They are also working with members to assist them in the production of reports and articles for publication.

At every opportunity CIEH Northern Ireland promote the contribution that the environmental health service is making and could make to health, wellbeing, and quality of life. This has continued throughout 2014 as local government moves towards reorganisation in 2015.

Evidence was given during the year to the Environment Committee's review of planning issues relating to wind turbines. As a result changes to planning provisions are now highly likely and these will assist in further protecting the public from any potential adverse effects.

The Directorate, working with the Northern Ireland Region and professional Environmental Health groups and networks has delivered a number of opportunities for members during the past 12 months. These have included training in legal matters, tattooing and body piercing, as well as providing two interactive workshops for student EHPs to assist with the completion of their PPP.

Working on behalf of the Chief Executive and closely with our colleagues in the Republic of Ireland, and in particular the Environmental Health Association Ireland (EHAI) and Dublin Institute of Technology we have resolved a long standing professional recognition issue. During 2014 as a result a formal and historic agreement was reached and an agreement signed between CIEH and EHAI in Dublin.

The Directorate, working with the Northern Ireland Region and professional environmental health groups and networks has delivered a number of opportunities for members during the past 12 months. These have included training in legal matters, tattooing and body piercing, as well as providing two interactive workshops for student EHPs to assist with the completion of their PPP.

Press and Public Relations

In the media in 2014, there was national television coverage with Jenny Morris appearing on BBC's Inside Out programme, the Food Inspectors, SKY News and a live appearance on ITN national news. Julie Barratt was interviewed on the issue of tattoo regulations on BBC Breakfast and ITV Wales. And I was interviewed on ITV Tonight's Rise of The Super Rats. There was national newspaper coverage in the Mirror (food safety and separately, fracking), The Guardian (housing) and The Sunday Times (the CIEH Conference in Nottingham).

Environmental Health News and Environmental Health Extra were produced and delivered to all members according to schedule during the year and featured significant interviews with the leaders of many of our stakeholder organisations as well as providing news and essential information into our networks.



CIEH Policy Output 2014

It is the Policy and education teams that work to support the delivery of the professional outreach and policy programmes and I list below the outputs from those teams. The documents are available on the CIEH website for download:

Consultation Responses

http://www.cieh.org/policy/consultation_responses.html

Environment

Defra	The impact of revised Part 2A Statutory Guidance (on-line)	Feb 2014
Home Office	Relaxation of licensing hours during World Cup England games	Mar 2014
Home Office	Covert surveillance and covert human intelligence sources codes of practice	Mar 2014
BSI	Draft British Standard 4142 on the assessment of industrial noise	Apr 2014

Housing

DCLG	Review of conditions in the PRS discussion document	Mar 2014
NICE	Response to draft NICE guidance on excess winter deaths	Jul 2014
DECC	Response to DECC on proposed energy efficiency regulations for the domestic PRS	Sep 2014

Public Health

HEE	Cosmetic non-surgical interventions. Call for Evidence	Feb 2014
CAP/BCAP	Response to CAP/BCAP consultation on e-cigarette marketing	Apr 2014
NICE	Workplace interventions to promote smoking cessation	Jun 2014
PHE	Consultation on Collaborative TB Strategy	Jun 2014
DH	Smoking in private vehicles carrying children	Aug 2014
DH	Proposed statutory regulation of public health specialists	

Food

FSA	Incident contingency plan (non-public consultation)	Jan 2014
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Parliamentary Evidence

<http://www.cieh.org/policy/resources/evidence-to-select-committee-inquiries.html>

Associate Parliamentary Group on EH	Briefing on tattooing and body piercing	Mar 2014
Environmental Audit Committee	Evidence to inquiry on 'An Environmental Scorecard'	Aug 2014

Other Evidence

<http://www.cieh.org/policy/resources/evidence-to-inquiries.html>

Evidence to the Homes for London Board on the HHSRS	Jan 2014
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Publications

http://www.cieh.org/policy/publications_A_Z.html

Model licence conditions and guidance for dog breeding establishments	Jan 2014
Who is responsible for what in animal welfare?	May 2014
Will you permit or prohibit electronic cigarette use on your premises? Five questions to ask before you decide (with ASH)	Jun 2014
Developing an organisational approach to the use of electronic cigarettes on your premises (with ASH)	Aug 2014
LQM/CIEH 'Suitable 4 Use Levels'	Sep 2014
Contribution to PHE national communicable disease outbreak guidance	Aug 2014
NPAP Pest Control Procedures Manual – social insects, wasps, ants and bees	Aug 2014
NPAP Code of Practice on the use of vertebrate traps	Sep 2014
Contribution to PHE Bovine TB: impact on health guidance	Sep 2014
Ending cold homes: Affordable warmth manifesto. End Fuel Poverty Coalition	Sep 2014
PPN on the use of Community Protection Notices under the Anti-social Behaviour, Crime and Policing Act 2014	Oct 2014
Policy call on air pollution (with Healthy Air Campaign)	Nov 2014

Policy Briefing Notes and Documents

http://www.cieh.org/policy/policy_briefing_notes.html

Policy position statement on 'Category 4 Screening Levels'	Jul 2014
Hydraulic fracturing	Sep 2014
Normal levels of contaminants in soil	Oct 2014

Parliamentary Briefings

Baroness Hamwee	Briefing on busking amendment to Deregulation Bill (not published)	Oct 2014
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Professional Education

The Education team's continued commitment to those preparing to practice as Environmental Health Practitioners and Technical Officers was again apparent in the accreditation and re-accreditation of courses against 'Curriculum 2011' both here and abroad, the setting of some searching written, case study-based examinations and the administration of several rounds of Professional Interview sessions throughout the country.

The team of education officers was especially active in the first half of the year on regional workshops designed to assist candidates preparing for the submission of the Portfolio of Professional Practice. However, in the second half of the year, attention turned to a project initiated by the Professional Standards and Policy Committee and refined by the Board of Trustees – reviewing the education of EHPs and technical officers, especially looking at the effectiveness and practicability of the qualification process in producing practitioners for the future. This review is on-going and producing some interesting prospects for the future.

Other matters of interest and importance to the education section have included the review of the Food Law Code of Practice, the recognition of EH personnel working in mainstream public health, and the preparation of submissions (with Advisory Services and partners drawn from academe) in response to research calls.

Finally, the year saw something of a breakthrough in moving the profession forward on research, with the establishment of the CIEH Research Strategy Group, increasing local and regional support for research conducted by 'practitioner-researchers' and, aside from the appearance of another edition of the *Journal of Environmental Health Research*, the regular featuring of research-based pieces in *Environmental Health News*.

As can be seen from my report and those of my colleagues together with the listings provided above, CIEH has achieved a significant amount during the year to meet our Royal Charter, Charitable mission and objects. As we move into 2015, changes are planned to ensure the continued effective evolution and sustainability of the organisation into the future.

I end my report with sincere thanks to the members, volunteers, trustees and all the staff for the enthusiasm and professional support provided to the organisation and to me personally during the year.

Trustees' Annual Report

The Trustees present their report together with the Audited Financial Statements for the year ended 31 December 2014.

Reference and administrative detail

Name:

The Chartered Institute of Environmental Health is also known as the CIEH.

Constitution:

The CIEH was granted a Royal Charter on 27 July 1984.

Status:

The CIEH is a registered charity

Registered Charity Number:

290350
(www.gov.uk/government/organisations/charity-commission)

The registered office is:

Chadwick Court,
15 Hatfields,
London
SE1 8DJ

Contact details are:

Tel: 020 7928 6006
Fax: 020 7827 5862
Email: membership@cieh.org
Website: www.cieh.org

Trustees

The names of the CIEH's Trustees are listed on page 48.

The CIEH President was Janet Russell, OBE, CFCIEH. The President in 2015 is Tim Everett, LLB, CFCIEH.

CIEH regulations govern the election and appointment process of Trustees. Three Trustees are recruited through an advert and selection process and six Trustees are nominated and elected by the CIEH's Assembly. Assembly members are nominated and elected by the members in the CIEH's regions and special interest groups. The President is automatically appointed as a Trustee. Four Trustees retire in rotation after a three year term of office, and are eligible for re-election or re-appointment.

Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Annual report and the financial statements in accordance with applicable law and regulations.

Charity law requires the Trustees to prepare financial statements for each financial year, in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under charity law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and charity and of the incoming resources and application of resources, including the income and expenditure, of the group for that period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;

- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Financial statements are published on the charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the charity's website is the responsibility of the trustees. The trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

CIEH Charitable Object

The Charitable Object of the CIEH is to promote for the public benefit the theory and science of environmental health in all its aspects and the dissemination of knowledge about environmental health.

CIEH Mission

The mission of the CIEH is to promote effective environmental health practice.

Our Vision

Our vision is environmental health; leading, inspiring and delivering a safer, cleaner and healthier world.

Environmental health is concerned with the health and wellbeing of communities, individuals and organisations; the condition and sustainability of the places where we live, work and relax and the safety of the food we eat.

The way the world thinks about health and wellbeing is changing. Governments throughout the world recognise that reducing health inequalities needs more prevention than cure and the role of environmental health practitioners, their skills and competencies are essential in addressing the improvements needed in society to maintain healthy lifestyles and choice.

Public benefit

We have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and when planning our programmes. The significant activities undertaken by the organisation to further its charitable purposes and Royal Charter obligations for the public benefit are detailed within this annual report and the commentary provided by the President for 2014 and 2015, Chair and Chief Executive.

CIEH structure

The CIEH is structured to enable the delivery of our aims to a wide audience, including government, our members, the general public, training providers and the media.

Our governing body is the Board of Trustees, which sets the overall strategic direction for our activities. We have committees and boards overseeing different areas of operation.

Each member of the CIEH belongs to a geographic region based on the former boundaries of the English regional government offices and the countries of Wales, Scotland and Northern Ireland. The 12 regions provide a range of activities based primarily on maintaining the skills, competence and continuing professional development of our members and ensuring opportunities for peer review and contact. The regions have democratically elected management boards who determine the regional work programmes and activities to accord with our Royal Charter objects.

In addition to the regional structure, special interest groups (SIGs) provide a national occupational focus to the activities of members, working in commerce and industry, port health, international development and research.

In total 32 representatives of the regions and SIG's meet together three times a year as an elected Assembly and feed members professional views into the governance structure of boards and committees.

The Board of Trustees consists of 10 members, constituting the President, six elected by the Assembly of Representatives, who are themselves elected by the CIEH membership, and three appointed specialists. It is the ultimate decision-making body for the operation of the charity. There are three committees reporting through to the Board of Trustees.

As part of their induction programme new Trustees are made aware of their responsibilities as Trustees of the CIEH. The induction includes an introduction to the objectives, scope and policies of the charity, the use of charitable funds and they are provided with detailed Charity Commission information on trustee responsibilities.

The Risk and Audit Committee consists of five members who are responsible for identifying risks arising from all CIEH activities and overseeing the management of these risks to ensure the charity fulfils its strategic aims and

objects. It agrees the audit strategy with the external auditors, receives their management letter and ensures that issues are resolved through the risk management process.

The Professional Standards and Policy Committee provides policy advice and guidance to the executive on environmental Health professional issues and makes recommendations to the Board of Trustees. It consists of 12 members.

The Qualifications Standards Committee reports to the Professional Standards and Policy Committee on matters for joint policy determination and acts on behalf of and in conjunction with the Trustee board as the main awarding organisation for the CIEH. It deals with all matters relating to the operation of CIEH professional examinations, practical training assessment, accreditation of courses by the CIEH and other relevant vocational qualifications. It consists of eight members.

Day-to-day management of the CIEH

The CIEH's Chief Executive is Graham Jukes to whom the day-to-day management of the organisation is delegated by the Trustees. His work in managing the whole organisation is supported by an Executive Management Team consisting of Charles Angus: Executive Director of Corporate Services, Frank Post: Executive Director of Commercial Services and Catherine Horsfield: Executive Director of Stakeholder Engagement. The Executive Management Team meets weekly and considers forthcoming issues and corporate direction, and reports to the Board of Trustees and all the boards and committees of the CIEH. The Executive Management Team is supported by a Senior Management Forum consisting of all heads of departments and the Directors of Wales and Northern Ireland, which meets twice monthly to consider cross-organisational management, operational and policy implementation issues.

Details of relevant advisers and relevant supporting organisations are given on page 49.

Management of CIEH Limited

Many of the activities of the CIEH are undertaken and delivered by its wholly-owned subsidiary company, CIEH Limited. Responsibility for the management of its operations rests with its board of directors in line with the requirements of company law. The Board of CIEH Limited meets five times a year and was chaired in 2014 by Geoff Ward. In 2014, the Board consisted of three independent non-executive directors, and the four members of the Executive Management Team. A representative of the Chair of the Board of Trustees and the President attend the CIEH board meetings as observers. The CIEH, as sole shareholder of CIEH Limited, has overall control of the company.

CIEH Limited owns 75 per cent of Environmental Health Testing LLC (EHT), a business undertaking similar activities to CIEH Limited in the US. Responsibility for the management of its operations rests with its board of directors, chaired in 2014 by Geoff Ward. The governance arrangements are in line with UK company good practice and the requirements of US company law. Day-to-day management is exercised by Larry Lynch, the President of EHT.

Internal controls

The Board of Trustees is responsible for the CIEH's systems of internal control. The key features of the internal control system that operated throughout the period covered by the financial statements were:

- a clear organisation structure for monitoring the conduct and operation of the CIEH with defined reporting lines, levels of responsibility and delegation of authority.
- communication of ethical values and a controls awareness through written codes of conduct, formal standards of discipline and employee performance appraisal.

- a system of review and monitoring of the key areas of risk.
- regular consideration by the Board of Trustees and the Board of Directors of CIEH Limited of management accounts, forecasts and budgets, and key performance indicators.

In accordance with the guidance of the Turnbull Committee on internal control, an ongoing process has been established for identifying, evaluating and managing risks faced by the CIEH. The Executive Management Team reporting into the Risk and Audit Committee and the Trustee and Company Boards continually undertakes an assessment of the risks faced by the organisation and in particular on the management of UK income-generating entities and the charity, and it is a core part of their decision making processes. Key decisions, including those of an investment nature, are taken by the Board of Trustees and the Board of Directors of CIEH Limited.

The Board of Trustees has reviewed the operation and effectiveness of this framework. The Board acknowledges that there are inherent limitations in any system of internal financial control and, accordingly, even the most effective system can provide only reasonable, and not absolute, assurance with respect to the preparation of financial information and the safeguarding of assets. The reorganisation of structures and systems completed during 2012 and the review of those systems after two years of operation now provides greater visibility and control.

The Board of Trustees considers that the CIEH has adequate resources to continue in operational existence for the foreseeable future. For this reason, the going concern basis continues to be adopted in preparing the financial statements.

Financial review

The charity experienced a challenging year, with a reduction of £0.73m to its general funds. This arose mainly from investments made and continuing subdued levels of commercial trading within CIEH Limited. Gift Aid reduced from £1.05m in 2013 to £0.75m in the current year. Total reserves reduced by £2.08m due to a £1.51m increase in the pension scheme deficit.

Total incoming resources of £11.93m were £0.45m higher than that achieved in 2013, due primarily to income arising from the newly-established investment portfolio, a further strong performance from the 15Hatfields conferencing facility, significant growth in events activity and strong growth in our computer-based training products.

Trading in the US business significantly improved with sales stabilised whilst costs were reduced. This generated a profit of £65k (2013 loss: £67k). The rapidly-improving economic environment is expected to increase sales during 2015, leading to higher levels of profitability.

During the year, £0.43m was spent on capital additions to business applications to improve service delivery to members and customers, including an on-line shop to be implemented in the first quarter of 2015, eLearning products and website development. A revenue investment of £0.25m was incurred for the setting up of The Institute of Food Safety, Integrity and Protection (TiFSiP).

During 2014, the charity invested £0.06m in developing new accreditation and training products, in the fields of Health and Safety, First Aid and Environmental Management. New products from 2013 and 2014 generated additional revenue of £0.40m within the year.

The cash outflow of £12.3m was primarily due to the investment of the proceeds of the disposal of the freehold interest

in 15 Hatfields into an investment portfolio managed by Cazenove Capital Management (an operating division of Schroder & Co) during the course of the year. The cash outflow from operations of £2.4m was primarily due to the payment of £2.0m VAT arising from the sale of the property, in February 2014.

The 150-year lease on 15 Hatfields has an initial annual rental of £0.34m which will be subject to five-yearly upwards only rent reviews. As the risks and rewards of the property substantially remain with the CIEH, the proceeds from the disposal of the freehold interest have been disclosed as a long-term capital lease within Creditors due after one year. A finance charge of 3.41 per cent will be applied to the opening balance each year into the future to ensure adequate provision is made for the payment of the initial rent over the term of the lease. However, as FRS102 does not allow for the effect of future rent reviews, an additional charge of 2.14 per cent per annum will be transferred over to a lease redemption reserve to allow for the impact of future rent reviews assumed at 16% for each review from the 15th year of the term of the lease.

Reserves policy

The Trustees annually review the reserves of the charity. This review encompasses the nature of the income and expenditure streams, the need to match variable income with commitments and the nature of the reserves. Previously, the Trustees had determined that the minimum level of the reserves should be sufficient to meet all the committed liabilities of the charity in the event of winding down or transfer of its activities to another entity. However, the substantial increase in the charity's net liquid assets has made this policy redundant. A more appropriate policy has been agreed by the Trustees to hold six months expenditure within reserves.

Based upon the 2015 budget, this figure is estimated to be £5.05m which is currently 84 per cent covered by reserves. The Trustees plan to build reserves back to 100 per cent of six months expenditure by 2017 through development of new commercial activities, expanding membership and strong control over costs.

Investment powers

The Board of Trustees may invest any monies belonging to the CIEH in accordance with the provisions of the Trustee Act 2000, or in the purchase of freehold or leasehold property in the United Kingdom provided that as regards leasehold property the term thereof shall have at least 60 years to run.

The funding provided to the CIEH through the sale and leaseback of 15 Hatfields has been invested to meet its charitable objectives for the long term. Cazenove Capital Management (an operating division of Schroder & Co) was appointed to advise the Investment Sub-Committee of the Trustee Board in the construction of a suitable investment portfolio, and to manage the investment into specific funds to be held within the portfolio. The strategic target is to achieve a long return of 4 per cent above inflation with a risk profile of less than 5 per cent probability of making a capital loss exceeding 10 per cent of the portfolio value within any one year. During 2014, the fund made a total return of 5.1 per cent.

Funds held as custodian trustee on behalf of others

The CIEH holds funds as Custodian Trustee on behalf of others as disclosed in note 18. These funds are excluded from this report.

Auditors

The Trustees consider that auditors should be rotated on a regular basis in the interests of good governance. Following a competitive tendering process, Haysmacintyre were

appointed as auditors to the CIEH, and a proposal to confirm their appointment in accordance with the Companies Act 2006 will be made at the next annual meeting.

The Trustees would like to thank BDO LLP for their professional and courteous service to the CIEH during the period of their appointment as auditors to the organisation.

Disclosure of information to auditors

In the case of each of the persons who are Trustees of the charity at the date when this report was approved:

- so far as each of the Trustee is aware, there is no relevant audit information of which the charity's auditors are unaware; and
- each of the Trustees has taken all the steps that he/she ought to have taken as a director to make himself/herself aware of any relevant audit information (as defined) and to establish that the charity's auditors are aware of that information.

Employees and members

The Board of Trustees would like to take this opportunity to thank all CIEH employees and all its volunteer members engaged in running its regions, special interest groups and branches throughout the UK for their contribution towards a successful year.



By order of the Board of Trustees

Andrew Statham
29 April 2015

Independent Auditors' Report

To the Trustees of the Chartered Institute of Environmental Health (CIEH)

We have audited the financial statements of The Chartered Institute of Environmental Health for the year ended 31st December 2014 which comprise the Consolidated Statement of Financial Activities, the Group and Charity Balance Sheets, the Consolidated Cash Flow Statement and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the charity's trustees, as a body, in accordance with the Charities Act 2011. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of Trustees and Auditor

As explained more fully in the Statement of Trustees' Responsibilities, the Trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

We have been appointed as auditors under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Financial Reporting Council's (FRC's) Ethical Standards for Auditors.

Scope of the audit of the financial statements

A description of the scope of an audit of financial statements is provided on the FRC's website at www.frc.org.uk/auditscopeukprivate

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charity's affairs as at 31 December 2014 and of the group's incoming resources and application of resources for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- the information given in the Trustees' Annual Report is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the parent charity financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

BDO LLP

BDO LLP
Statutory Auditor
London
United Kingdom

Date: 30 April 2015

BDO LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006. BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

Consolidated Statement of Financial Activities (SoFA) (Incorporating an Income and Expenditure Account)

for the year ended 31 December 2014

		Group	
		2014	2013
		£'000	£'000
	Note		
Incoming resources			
Incoming resources from generated funds			
Commercial trading	3	976	887
Investment income	3	136	10
Incoming resources from charitable activities			
Membership	3	1,531	1,482
Education	3	8,456	8,473
Conferences	3	764	514
Regions	3	71	123
Total incoming resources		11,934	11,489
Resources expended			
Commercial trading			
Commercial trading	5	525	459
Investment management fee	5	39	-
Costs of charitable activities			
Membership	5	1,854	1,789
Education	5	8,706	8,549
Conferences	5	1,534	1,082
Regions	5	168	201
Governance costs	7	110	89
Total resources expended		12,936	12,169
Net (outgoing) resources for the year		(1,002)	(680)
Taxation			
Taxation		-	60
Minority interest			
Minority interest		(71)	(6)
		(1,073)	(626)
Other recognised gains and (losses) arising during the year			
Pension scheme – actuarial (loss)/gain	10	(1,345)	613
Gain on investments		265	-
Other net gains /(losses)		36	(9)
Net movement of funds before minority interest		(2,117)	(22)
Minority interest			
Minority interest		34	(45)
Net movement of funds after minority interest		(2,083)	(67)
Funds and reserves brought forward at 1 January 2014			
		6,310	6,377
Funds and reserves carried forward at 31 December 2014		4,227	6,310

None of the CIEH's or the group's activities were acquired or discontinued during the above two financial years. There were no recognised gains or losses other than those shown above. All incoming and expended resources are in respect of unrestricted funds.

Balance Sheets

as at 31 December 2014

		Group		CIEH	
	Note	2014 £'000	2013 £'000	2014 £'000	2013 £'000
Fixed assets					
Tangible fixed assets	11	8,045	7,973	7,602	7,660
Investments	13.1	9,505	-	9,505	-
Intangible fixed assets	12	-	-	-	-
		<u>17,550</u>	<u>7,973</u>	<u>17,107</u>	<u>7,660</u>
Current assets					
Stocks		241	222	-	-
Debtors	16	1,668	1,599	960	1,321
Cash at bank and in hand		805	13,104	403	12,689
		<u>2,714</u>	<u>14,925</u>	<u>1,363</u>	<u>14,010</u>
Creditors: amounts falling due within one year	17(i)	<u>(2,185)</u>	<u>(4,241)</u>	<u>(1,734)</u>	<u>(4,045)</u>
Net current assets		<u>529</u>	<u>10,684</u>	<u>(371)</u>	<u>9,965</u>
Total assets less current liabilities		<u>18,079</u>	<u>18,657</u>	<u>16,736</u>	<u>17,625</u>
Creditors: amounts falling due after more than one year	17(ii)	<u>(9,635)</u>	<u>(9,639)</u>	<u>(9,632)</u>	<u>(9,632)</u>
Total net assets before pension deficit		<u>8,444</u>	<u>9,018</u>	<u>7,104</u>	<u>7,993</u>
Pension scheme funding deficit	10	<u>(4,217)</u>	<u>(2,708)</u>	<u>(4,217)</u>	<u>(2,708)</u>
Total net assets		<u>4,227</u>	<u>6,310</u>	<u>2,887</u>	<u>5,285</u>
Funds and reserves					
General funds	19	4,025	4,754	2,776	3,787
Revaluation reserve	19	4,113	4,206	4,113	4,206
Lease redemption reserve	19	215	-	215	-
Pension fund	19	(4,217)	(2,708)	(4,217)	(2,708)
Group funds		4,136	6,252	2,887	5,285
Minority interest	19	91	58	-	-
Total funds	19	<u>4,227</u>	<u>6,310</u>	<u>2,887</u>	<u>5,285</u>

The notes on pages 28 to 47 form an integral part of these financial statements.

Approved and authorised for issue
on behalf of the Board of Trustees on
29th April 2015

Andrew Statham,
Chairman, Board of Trustees



Tim Deveaux,
Deputy Chairman, Board of Trustees



Consolidated Cash Flow Statement

for the year ended 31 December 2014

		2014		2013	
	Note	£'000	£'000	£'000	£'000
Net cash inflow resulting from operations	20		2,408		1,636
Returns on investments and servicing of finance					
Investment income		136		10	
Gain on investments	13.1	265		-	
Loan to RH Environmental repaid		1		19	
Interest paid	14	(343)		(20)	
			59		9
Capital expenditure and financial investment					
Payment for tangible fixed assets	11	(434)		(483)	
Investments		(9,505)		-	
			(9,939)		(483)
Net cash inflow before financing	22		(12,288)		1,162
Financing					
Sale and leaseback		(3)		9,977	
Other loans		(8)		-	
Repayment of mortgage		-		(49)	
			(11)		9,928
(Decrease) / increase in Cash	22		(12,299)		11,090

Notes to the Financial Statements

for the year ended 31 December 2014

1 Accounting Policies

1.1 Basis of accounting

These Financial Statements have been prepared under the historical cost convention as modified by the revaluation of certain fixed assets. They are also in accordance with applicable accounting standards, and the Statement of Recommended Practice (SORP 2005), Accounting and Reporting by Charities issued in March 2005.

The Consolidated Financial Statements and financial interests of the Group, prepared under the equity method of accounting, include those of the CIEH and CIEH Limited and its subsidiary undertakings and financial interests, all of whose financial statements are made up to 31 December each year. Details of the CIEH's subsidiary undertakings are given in note 13. The financial statements also include the results and assets and liabilities of the Regions and Branches of the CIEH.

1.2 Leasehold property

On 20 December 2013, the charity entered into a sale and leaseback agreement on the charity's property, Chadwick Court, located at 15 Hatfields, London. The property is held by the charity under a 150-year long lease. The property has been reclassified as a long-leasehold property in note 11. The Board of Trustees consider that the risks and rewards of ownership rest with the charity and consequently account for the long-leasehold as a finance lease and continue to recognise the property as a fixed asset in the financial statements of the charity.

It is the policy of the Board of Trustees to obtain an external valuation of the property, Chadwick Court, on a sufficiently regular basis in order to ensure that the carrying amount is not materially different from the amount presented in the financial statements and to ensure that realistic annual depreciation charges are made in the financial statements.

Depreciation is charged at 2 per cent per annum. Depreciation is also charged to the revaluation reserve and credited to the general funds in note 19.

1.3 Other fixed assets

Equipment and IT are depreciated over three to five years on a straight line basis. These rates are estimated to write off the cost of the assets over their estimated useful lives.

IT developments, which are expected to generate future revenues and meet the other criteria allowable under SSAP 13 'Research & Development' have been capitalised as appropriate.

No depreciation is charged on assets under construction.

1.4 Stocks

Stocks of publications and course material are stated at the lower of cost or net realisable value, after making due allowance for obsolete and slow moving items.

All stock items are finished goods held for resale.

1.5 Resources expended

All expenditure is accounted for on an accruals basis, inclusive of any VAT which cannot be recovered. Any VAT which is not recoverable by the CIEH is included in allocated support costs (note 6).

Direct expenditure is directly allocated to specific activities and has been included in those cost categories. Indirect costs, which are attributable to more than one activity, are apportioned across cost categories on the basis of the direct usage in the various categories.

Governance costs relate to the general running of the charity as opposed to those costs associated with fund raising or charitable activity. These costs include Board of Trustee costs, audit costs and other strategic management costs (note 7).

1.6 Incoming resources

Subscriptions and membership fees are accounted for on a cash receivable basis. No income is accrued in relation to unpaid subscriptions at the year-end. Amounts received in advance are deferred to the period to which they relate.

Education income is accounted for on an accruals basis in respect of professional exams and public training courses.

Conference income is accounted for on an accruals basis and is generated from the delivery of Institute events to its members and the public, as well as from the hire of its facilities (conference and meeting rooms), including the provision of catering, equipment and related services.

Rents receivable are accounted for on an accruals basis.

1.7 Research and development

Research and development expenditure for products is charged to the Consolidated Statement of Financial Activities in the year in which it is incurred.

1.8 Operating leases

Rentals paid under operating leases are included in the Consolidated Statement of Financial Activities on a straight line basis over the term of the lease.

1.9 Finance leases

Obligations under the finance lease for Chadwick Court were initially recognised at their fair value, net of any transaction costs directly attributable to the finance issue. Subsequently, the obligation under the finance lease is carried at amortised carrying value using the 'effective interest method', which allocates the interest expense over the period to maturity at a constant rate on the balance of the liability carried in the balance sheet for the relevant period.

1.10 Intangible fixed assets

This is comprised of purchased goodwill. Purchased goodwill is stated at cost and has now been fully amortised over its useful life of twelve years.

1.11 Pensions

The CIEH operates a **defined benefit pension** scheme. The scheme was reopened to new members from 1 May 2014, operating as the CIEH's nominated scheme as part of Auto enrolment. The amounts charged in resources expended are the current

service costs and gains and losses on settlements and curtailments are included as part of staff costs. Vested past service costs are recognised immediately in the Consolidated Statement of Financial Activities. The interest cost and the expected return on assets are charged to net finance charges within support costs. Actuarial gains and losses are recognised immediately as 'FRS 17 Actuarial Losses'. The defined benefit scheme is funded, with the assets of the scheme held separately from those of the group, in separate trustee-administered funds. The pension scheme assets are measured at fair value and liabilities are measured on an actuarial basis using the projected unit method and discounted at a rate equivalent to the current rate of return on a high-quality corporate bond of equivalent currency and term to the scheme liabilities. Actuarial valuations are obtained at least triennially and are updated at each balance sheet date. The resulting defined benefit asset or liability, net of the related deferred tax, is presented separately after other net assets on the face of the balance sheet.

The CIEH also operates a **defined contribution** scheme and the amount charged to the Consolidated Statement of Financial Activities in respect of pension costs and other post-retirement benefits is the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the balance sheet.

1.12 Foreign currency

Foreign currency transactions are recorded in sterling at the average rate for the year. Monetary assets and liabilities in foreign currencies are translated into sterling at the year-end rate of exchange. Non-monetary assets are translated at the historic exchange rate prevailing at the date of transaction. Exchange differences on monetary assets and liabilities and trading transactions arising in the ordinary course of business are dealt with through the Consolidated Statement of Financial Activities.

1.13 Deferred taxation

Deferred taxation is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date, where transactions or events that result in an obligation to pay more or less tax in the future have occurred by the balance sheet date. Deferred tax is calculated at the tax rates that are expected to apply in the periods in which the timing differences are expected to reverse.

1.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes.

Restricted funds are funds subject to a specific trust, restrictions as to use placed on the funds by the donor. The CIEH has no restricted funds.

Endowment funds are funds where there is no power to convert the capital sum of a donation into income. The interest only can be used as directed by the donor. The CIEH has no endowed funds.

1.15 Investments

Profit or loss on investment is recognised in the Consolidated Statement of Financial Activities on a cash receivable basis.

Investments are stated at market value at the balance sheet date.

Notes to the Financial Statements *continued*

for the year ended 31 December 2014

2 Subsidiary activities

The CIEH has two wholly-owned UK trading subsidiaries; CIEH Limited and TiFSiP Limited.

CIEH Limited, a holding company registered in England, carries out mainly primary purpose trading activities, providing qualifications, organising seminars and publishing magazines. For the year £745,148 (2013: £1,047,407) was gift aided to the charity. CIEH Limited has a subsidiary, Chadwick House Incorporated (CHI), a holding company registered in the United States of America. Their income and expenditure relating to environmental health qualifications, seminars and publications has been included under charitable activities in education and conferences in the group statement of financial activities.

organisation carrying out primary purpose trading activities around offering a platform to enable greater coordination and cooperation between all those involved in food safety and standards setting, supporting professionals throughout the food industry by giving them the tools they need and the competence and authority to use them, the provision of effective quality training and the dissemination of good practice that will ultimately help to better safeguard the delivery of food to consumers. TiFSiP Limited commenced trading on 1 January 2015 and, therefore has no trading activities during 2014.

TiFSiP Limited, is a new holding company incorporated on 13 March 2014, in the United Kingdom. TiFSiP Limited is a new membership

A summary of the trading results for CIEH Limited and its subsidiary, Chadwick House Incorporated is shown below.

	CIEH Ltd		CHI(US)	
	2014	2013	2014	2013
	£'000	£'000	£'000	£'000
Turnover	7,303	7,183	2,581	2,576
Total expenditure	(6,377)	(6,161)	(2,516)	(2,643)
Profit before gift aid	926	1,022	65	(67)
Gift aid to CIEH	(745)	(1,047)	-	-
Retained profits/(losses) b/f	1,114	1,139	427	494
Retained in subsidiary	1,295	1,114	492	427

3 Incoming resources

	2014			2013
	£'000	£'000	£'000	£'000
	Membership	Education	Conferences	Total
UK activity	400	5,793	100	6,293
US activity	-	2,581	-	2,581
Income from subsidiaries	400	8,374	100	8,874
Institute activity	1,131	82	664	1,877
	1,531	8,456	764	10,751
Regions				71
				10,822
Other income				
Commercial trading				976
Investment income				136
Total income				11,934
				11,489

Membership income consists of membership fees, and other sources of income of a membership nature (including membership magazines).

Education income is in respect of professional exams and public training courses.

Conference income arises from the delivery of events to members and the public.

Commercial trading income arises from 15Hatfields venue and events business, together with rent from letting part of Chadwick Court.

4 Regions

	2014	2013
A summary of the results of the Regions is detailed below:	£'000	£'000
Income		
Turnover	71	123
Expenditure	(168)	(201)
Deficit for the financial year before Head Office funding	(97)	(78)
Head Office funding	112	107
Surplus for the year	15	29
Net assets of the Regions were	311	296

5 Resources expended

					2014	2013
	Direct costs £'000	Staff costs £'000	UK/US support £'000	CIEH support £'000	Total £'000	Total £'000
Membership	393	538	557	366	1,854	1,789
Education	1,956	2,145	2,773	1,832	8,706	8,549
Conference	358	328	508	340	1,534	1,082
Governance	78	-	16	16	110	89
Subsidiary costs	2,785	3,011	3,854	2,554	12,204	11,509
Regions					168	201
Investment management fee					39	-
Commercial trading					525	459
Resources expended					12,936	12,169
Basis of apportionment: Direct costs						

Notes to the Financial Statements *continued*

for the year ended 31 December 2014

6 Support costs

			2014	2013
	UK/US £'000	CIEH £'000	Total £'000	Total £'000
Staff costs	1,763	1,316	3,079	2,860
Office costs	961	299	1,260	1,033
Printing, postage and stationery	199	44	243	273
Rent, rates and maintenance	208	116	324	259
Light and heat	-	70	70	64
Publicity and marketing	267	33	300	339
Research and development	60	-	60	98
Telephones	26	14	40	51
Computers	4	5	9	7
Legal and professional	111	20	131	120
Insurance	55	24	79	103
Bank charges	37	19	56	47
Finance lease	-	343	343	18
Irrecoverable VAT	-	46	46	27
Depreciation	147	189	336	353
Support costs	3,838	2,538	6,376	5,652

7 Governance costs

	2014 £'000	2013 £'000	
Board of Trustees and other meetings	78	59	Governance costs are the costs of general running of the charity. Included in here are the costs of the Board of Trustees and associated support costs including external audit.
Support costs	32	30	
	110	89	

8 Net outgoing resources for the year

This is stated after charging:

	Group		CIEH	
	2014 £'000	2013 £'000	2014 £'000	2013 £'000
Depreciation of tangible assets	366	443	189	187
Auditors' remuneration				
- audit work	32	31	16	15
- non-audit work	7	6	3	2
- audit work USA	21	25	-	-
Exchange gains / (losses)	10	(1)	-	-
Finance lease	343	18	343	18
Operating lease	51	45	-	-
Research and development	60	57	-	-

9 Employees and Trustees costs

The employee costs for the Group and the charity were:

	Group		CIEH	
	2014 £'000	2013 £'000	2014 £'000	2013 £'000
Wages and salaries	4,953	4,808	1,696	1,696
Social security	452	441	169	165
Pension costs	685	486	438	305
Temporary staff	161	264	85	61
Training and recruitment	145	131	38	29
Recharge of seconded staff	(28)	(29)	-	(29)
	6,368	6,101	2,426	2,227

Central services staff (finance, IT, HR, marketing and administration) are employed by the CIEH and are partially recharged to subsidiary companies on a time basis.

	2014	2013	2014	2013
	Number	Number	£'000	£'000
Membership activities	19	18	538	662
Educational activities	72	71	2,793	2,732
Conferences	4	4	328	307
Commercial	9	6	271	240
Central services	30	31	2,438	2,160
	134	130	6,368	6,101

These costs have been allocated to the most appropriate individual headings within the Statement of Financial Activities.

	2014	2013
	Number	Number
Employees whose emoluments were over £60,000 per annum:		
£60,000 - £69,999	6	6
£70,000 - £79,999	1	-
£80,000 - £89,999	2	4
£90,000 - £99,999	1	-
£100,000 - £109,999	1	1
	11	11

The Group makes pension contributions on behalf of eleven (2013: nine) of the employees whose emoluments exceed £60,000.

No Board of Trustee member received any remuneration for services as a Trustee (2013: none).

All 10 Board of Trustee members received reimbursement of their travel and subsistence expenses incurred in the performance of their duties as Board of Trustee members. These expenses totalled £22,379 (2013: £21,917).

Transactions with Board of Trustee members, officers of the CIEH and Directors of CIEH Limited and its subsidiary undertakings are disclosed in note 25.

Notes to the Financial Statements *continued*

for the year ended 31 December 2014

10 Pension contributions

During the year contributions were made to various, independently administered, approved, employees' pension funds. These were as follows:

	Group		CIEH	
	2014 £'000	2013 £'000	2014 £'000	2013 £'000
London Pension Fund Authority	463	197	352	197
Aegon UK Plc	195	231	75	84
Other	27	58	11	24
	685	486	438	305

The LPFA scheme is a successor to the last GLC fund and is a **Career Average Revalued Earnings (CARE) scheme**. It is actuarially valued on a three year cycle. In line with the 2010 valuation, CIEH's contributions are 12.2 per cent (2013: 20.9 per cent).

In accordance with Financial Reporting Standard No 17: Retirement Benefits (FRS 17) CIEH is required to disclose certain information concerning assets, liabilities, income and expenditure related to defined benefit pension schemes for its employees. Certain employees of CIEH participate in the LPFA Pension Fund,

part of the Local Government Pension Scheme, a defined benefit statutory scheme. The Fund is administered by LPFA in accordance with the Local Government Pension Regulations 2007/08, as amended.

The last full actuarial valuation of the LPFA Pension Fund was undertaken as at 31 March 2013. This was updated to 31 December 2014 by qualified independent actuaries in accordance with FRS 17. The major assumptions used by the actuaries were (in nominal terms).

Financial assumptions

	31 Dec 2014	31 Dec 2013
	% pa	% pa
Price increases – RPI	3.2%	3.6%
Price increases – CPI	2.4%	2.8%
Salary increases	4.2%	4.6%
Pension increases	2.4%	2.8%
Discount rate	3.4%	4.6%

Breakdown of the expected return on assets by category

	31 Dec 2014	31 Dec 2013
	% pa	% pa
Equities	6.6%	6.8%
Cashflow matching	2.5%	3.6%
Target return portfolio	5.2%	6.5%
Alternative assets	5.4%	5.8%
Infrastructure	n/a	n/a
Commodities	5.2%	6.5%
Property	5.7%	5.9%
Cash	2.3%	3.6%
Total expected returns (weighted average)	5.3%	6.4%

10 Pension contributions *continued*

Mortality

Life expectancy is based on the PFA92 and PMA92 tables projected to calendar year 2033 for non pensioners and 2017 for pensioners. Based on these assumptions average future life expectancies at age 65 are summarised below:

	Males	Females
Current pensioners	22.9 years	25.7 years
Future pensioners	25.2 years	27.9 years

However, for LPFA an additional mortality loading of approximately 3.5% was applied to the non-pensioner liabilities and approximately 1.7% to the pensioner liabilities for 2008 to reflect the particular experience of the Fund. By virtue of the roll-forward approach this loading has also been applied for 2014 disclosures. These figures make no allowance for the age ratings set out in our report on the latest triennial valuation of the Fund.

Commutation

An allowance is included for 20% of future retirements to elect additional tax-free cash up to HMRC limits.

Fair value of employer assets

	31 Dec 2014	31 Dec 2013
	£'000	£'000
Equities	2,879	4,007
Cashflow matching	551	510
Target return portfolio	1,842	2,113
Alternative assets	-	-
Infrastructure	313	219
Commodities	64	73
Property	182	219
Cash	600	146
Total	6,431	7,286

Balance sheet

	31 Dec 2014	31 Dec 2013
	£'000	£'000
Fair value of employer assets	6,431	7,286
Present value of funded obligations	(10,648)	(9,994)
Net liability	(4,217)	(2,708)
Amount in the balance sheet		
Liabilities	(4,217)	(2,708)
Assets	-	-
Net liability	(4,217)	(2,708)

Notes to the Financial Statements *continued*

for the year ended 31 December 2014

10 Pension contributions *continued*

Recognition in the Consolidated Statement of Financial Activities (SoFA)

	31 Dec 2014	31 Dec 2013
	£'000	£'000
Current service cost	455	132
Interest cost	437	419
Expected return on scheme assets	(430)	(354)
Losses on curtailments and settlements	-	-
Past service cost	-	-
Total	462	197
Actual return on scheme assets	277	884

Recognition of defined benefit obligation

	31 Dec 2014	31 Dec 2013
	£'000	£'000
Opening defined benefit obligation	9,994	9,701
Service cost	455	132
Interest cost	437	419
Contribution by scheme participants	124	31
Actuarial losses	1,192	93
Losses on curtailments and settlements	-	-
Past service costs	-	-
Estimated benefits paid	(1,554)	(382)
Closing defined benefit obligation	10,648	9,994

Recognition of fair value of employer assets

	31 Dec 2014	31 Dec 2013
	£'000	£'000
Opening fair value of scheme assets	7,286	6,312
Expected return on scheme assets	430	354
Contribution by scheme participants	124	31
Contribution by employer	298	265
Actuarial gains (losses)	(153)	706
Estimated benefits paid	(1,554)	(382)
Closing fair value of scheme assets	6,431	7,286

10 Pension contributions *continued*

Amounts for the current and previous accounting periods	Year to 31 Dec 2014	Year to 31 Dec 2013	Year to 31 Dec 2012	Year to 31 Dec 2011	Year to 31 Dec 2010
	£'000	£'000	£'000	£'000	£'000
Fair value of employer assets	6,431	7,286	6,312	5,653	5,649
Present value of defined benefit obligation	(10,648)	(9,994)	(9,701)	(8,607)	(8,021)
Deficit	(4,217)	(2,708)	(3,389)	(2,954)	(2,372)
Experience gains/(losses) on assets	(153)	707	232	(524)	(42)
Experience gains/(losses) on liabilities	-	405	-	-	883

Amounts recognised in statement of total recognised gains and losses in the SoFA	Year to 31 Dec 2014	Year to 31 Dec 2013	Year to 31 Dec 2012	Year to 31 Dec 2011	Year to 31 Dec 2010
	£'000	£'000	£'000	£'000	£'000
Actuarial (losses)/gains	(1,345)	613	(496)	(725)	1,157
Cumulative actuarial losses	(3,858)	(2,513)	(3,126)	(2,630)	(1,905)

Sensitivity analysis	£'000	£'000	£'000
Adjustment to discount rate	+0.1%	0.0%	-0.1%
Present value of total obligation	10,485	10,648	10,814
Projected service cost	1,027	1,044	1,061
Adjustment to long term salary increase	+0.1%	0.0%	-0.1%
Present value of total obligation	10,663	10,648	10,633
Projected service cost	1,044	1,044	1,044
Adjustment to pension increases and deferred revaluation	+0.1%	0.0%	-0.1%
Present value of total obligation	10,800	10,648	10,498
Projected service cost	1,061	1,044	1,027
Adjustment to mortality age rating assumption	+1 year	None	-1 year
Present value of total obligation	10,318	10,648	10,978
Projected service cost	1,013	1,044	1,075

Analysis of projected amount to be charged to operating profit for the year to 31 December 2015

	31 Dec 2015	Employer's contributions for the year ended 31 December 2015 will be approximately £410,000.
	£'000	
Service cost	1,044	The Aegon UK PLC scheme is a defined contribution scheme . The CIEH's contributions are 11 per cent. The CIEH offers employees an additional 0.3 per cent contribution to cover waivers of premium insurance. The CIEH also contributes 11 per cent to employees' personal pension schemes.
Interest cost	137	
Administration expenses	10	
Total	1,191	No employees or directors of the CIEH or CIEH Limited and its subsidiary undertakings, are involved in the control or administration of any of the above funds.

Notes to the Financial Statements *continued*

for the year ended 31 December 2014

11 Tangible fixed assets

	CIEH			
Cost or Valuation	Long leasehold property £'000	Equipment & IT £'000	Assets under construction £'000	Total assets £'000
At 1 January 2014	8,118	590	7	8,715
Additions	-	30	101	131
Transfer	-	3	(3)	-
Disposals	-	(127)	-	(127)
At 31 December 2014	<u>8,118</u>	<u>496</u>	<u>105</u>	<u>8,719</u>
Depreciation				
At 1 January 2014	615	440	-	1,055
Charge for the year	123	66	-	189
Transfer	-	-	-	-
Disposals	-	(127)	-	(127)
At 31 December 2014	<u>738</u>	<u>379</u>	<u>-</u>	<u>1,117</u>
Net Book Value				
At 31 December 2014	<u>7,380</u>	<u>117</u>	<u>105</u>	<u>7,602</u>
At 31 December 2013	<u>7,503</u>	<u>150</u>	<u>7</u>	<u>7,660</u>

11 Tangible fixed assets *continued*

	Group			
Cost or Valuation	Long leasehold property £'000	Equipment & IT £'000	Assets under construction £'000	Total assets £'000
At 1 January 2014	8,118	2,224	10	10,352
Additions	-	213	221	434
Transfer	-	3	(3)	-
Exchange	-	17	-	17
Disposals	-	(238)	-	(238)
At 31 December 2014	<u>8,118</u>	<u>2,219</u>	<u>228</u>	<u>10,565</u>
Depreciation				
At 1 January 2014	615	1,764	-	2,379
Charge for the year	123	243	-	366
Transfer	-	-	-	-
Exchange	-	13	-	13
Disposals	-	(238)	-	(238)
At 31 December 2014	<u>738</u>	<u>1,782</u>	<u>-</u>	<u>2,520</u>
Net Book Value				
At 31 December 2014	<u>7,380</u>	<u>437</u>	<u>228</u>	<u>8,045</u>
At 31 December 2013	<u>7,503</u>	<u>460</u>	<u>10</u>	<u>7,973</u>

Long leasehold property relates to the Charity's property, Chadwick Court, held under finance lease from 20 December 2013.

The property, Chadwick Court, was valued at 31 December 2008

by Edward Symmons & Partners, Consultant Surveyors, at an open market valuation of £7.86m. The historical net book value of these premises is £1.99m. On 20 December 2013 the property was used to raise capital by way of a finance lease.

12 Intangible fixed assets

	Goodwill
Cost	£'000
At 1 January 2014	296
Exchange rate adjustment	18
At 31 December 2014	<u>314</u>
Amortisation	
At 1 January 2014	296
Exchange rate adjustment	18
At 31 December 2014	<u>314</u>
Net Book Value at 31 December 2014	<u>-</u>
Net Book Value at 31 December 2013	<u>-</u>

The goodwill arose on the acquisition of part of the business of Professional Testing, Inc. by Environmental Health Testing, LLC, a subsidiary company incorporated in Florida, USA.

Notes to the Financial Statements *continued*

for the year ended 31 December 2014

13 Investments

13.1 Investments

Investment portfolio held at Cazenove Capital Management comprises of:

	Market value
	£'000
Equities	5,378
Bonds	790
Multi asset funds	426
Hedge funds	352
Property	660
Cash	1,899
Total investments	<u>9,505</u>

Movement in the investment portfolio during 2014 was as follows:

	Market value
	£'000
Opening balance – 1 January 2014	-
Additions	10,000
Disposals	-
Cash withdrawals	(850)
	<u>9,150</u>
Gain on investments	265
Investment income	133
Investment management fee	(39)
Sundry	(4)
Closing balance – 31 December 2014	<u>9,505</u>

13 Investments *continued*

13.2 Subsidiary undertakings

(i) CIEH Limited

The CIEH holds the entire equity interest in CIEH Limited, a company incorporated in the United Kingdom. The equity interest was donated to the CIEH. The company is currently engaged in the delivery of the charity's primary purpose objectives.

(ii) Details of CIEH Limited's US subsidiaries and financial interests

Name	Holding	Principal activity
Chadwick Holdings Inc.	100%	Holding company
Chadwick Group (Florida) Inc.*	100%	Holding company
Environmental Health Testing LLC*	75%	Exam board
The National Registry of Food Professionals Inc.*	75%	Dormant

During 2014, Environmental CHGL Management partners: EAMP (a management company) was dissolved. Environmental Health Testing LLC previously held a 60% interest in EAMP and 40% held by an Executive of Environmental Health Testing LLC.

* denotes a sub-subsiary of CIEH Limited.

(iii) TiFSiP Limited

The CIEH holds the entire equity interest in TiFSiP Limited, a company incorporated on 13 March 2014, in the United Kingdom. The company is currently engaged in the delivery of the charity's primary purpose objectives. The company commenced trading on 1 January 2015.

14 Interest payable

	Group		CIEH	
	2014	2013	2014	2013
	£'000	£'000	£'000	£'000
On mortgage loan and bank loan repayable by instalments within five years	-	2	-	2
Finance lease	343	18	343	18
Total interest payable	343	20	343	20

Notes to the Financial Statements *continued*

for the year ended 31 December 2014

15 Analysis of the Group's net assets

	General funds	Revaluation Reserve	Lease Redemption Reserve	Pension fund	Minority interest	Total funds
	£'000	£'000	£'000	£'000	£'000	£'000
Tangible fixed assets	3,717	4,113	215	-	-	8,045
Investments	9,505	-	-	-	-	9,505
Current assets	2,623	-	-	-	91	2,714
Current liabilities	(2,185)	-	-	-	-	(2,185)
Long-term liabilities	(9,635)	-	-	-	-	(9,635)
Pension scheme deficit	-	-	-	(4,217)	-	(4,217)
Total net assets	<u>4,025</u>	<u>4,113</u>	<u>215</u>	<u>(4,217)</u>	<u>91</u>	<u>4,227</u>

16 Debtors

	Group		CIEH	
	2014	2013	2014	2013
	£'000	£'000	£'000	£'000
Amounts falling due within one year:				
Trade debtors	1,166	1,220	24	33
Amounts owed by subsidiary undertakings	-	-	745	1,047
Other debtors	74	82	26	37
Loan to RH Environmental	-	1	-	1
Loan to related party (note 25)	30	-	-	-
Deferred tax asset	14	14	-	-
Prepayments and accrued income	227	282	165	203
	<u>1,511</u>	<u>1,599</u>	<u>960</u>	<u>1,321</u>
Amounts due in more than one year:				
Loan to related party (note 25)	157	-	-	-
	<u>1,668</u>	<u>1,599</u>	<u>960</u>	<u>1,321</u>

In January 2009 a loan of £100k was made by CIEH to RH Environmental to assist in its provision of environmental health-related services. The loan was repayable over five years and interest charged at LIBOR + 2 per cent. The loan has been settled in full.

Loan to Related Party relates to a loan of £187k made by the US subsidiary, Environmental Health Testing LLC, to an Executive of Environmental Health Testing LLC. The loan is repayable in arrears over 25 quarterly instalments from 1 January 2015. Interest is charged at 4 per cent per annum on the outstanding balance.

17 Creditors

	Group		CIEH	
	2014 £'000	2013 £'000	2014 £'000	2013 £'000
(i) Amounts falling due within one year				
Obligation under finance lease	343	345	343	345
Instalments due on loans	3	8	-	-
Trade creditors	391	438	111	216
Amounts owed to subsidiary	-	-	608	874
Taxes and social security	235	2,265	(89)	1,957
Accruals and deferred income	1,213	1,185	761	653
	<u>2,185</u>	<u>4,241</u>	<u>1,734</u>	<u>4,045</u>
(ii) Amounts falling due after more than one year				
Loans and obligations under finance lease				
Finance lease	9,632	9,632	9,632	9,632
Other loans	3	7	-	-
	<u>9,635</u>	<u>9,639</u>	<u>9,632</u>	<u>9,632</u>
Loan and obligations under finance lease are payable as follows:				
Between one and two years	343	345	343	345
Between two and five years	1,034	1,042	1,031	1,035
In more than five years	8,258	8,252	8,258	8,252
	<u>9,635</u>	<u>9,639</u>	<u>9,632</u>	<u>9,632</u>

Finance lease The charity's property, Chadwick Court, is held under a finance lease from 20 December 2013. This is a 150-year lease.

Notes to the Financial Statements *continued*

for the year ended 31 December 2014

18 Projects

The CIEH administers projects and funds on behalf of other entities as custodian trustee. Funds for each project are held in separately identifiable accounts and income and expenditure is not included in the Statement of Financial Activities of the CIEH. The balances on the projects and the funds held at 31 December 2014 are as follows:

	2014	2013
	£'000	£'000
WHO Fund	2	2
FLEP	5	6
Emergency & Relief Fund	4	4
Bonnefoy Fund	21	21
Commonwealth Scholarship	8	8

19 Reconciliation of movement in total funds

	At 1 Jan 2014	Incoming Resources	Resources Expended	Tax/ minority Interest	Transfers	Gains/ (losses)	At 31 Dec 2014
	£'000	£'000	£'000	£'000	£'000	£'000	£'000
General funds	4,754	11,934	(12,772)	(71)	(122)	302	4,025
Pension fund	(2,708)	-	(164)	-	-	(1,345)	(4,217)
Total unrestricted funds	2,046	11,934	(12,936)	(71)	(122)	(1,043)	(192)
Lease redemption reserve (iii)	-	-	-	-	215	-	215
Revaluation reserve (i)	4,206	-	-	-	(93)	-	4,113
Total CIEH Group funds	6,252	11,934	(12,936)	(71)	-	(1,043)	4,136
Minority interest (ii)	58	-	(50)	71	-	12	91
Total funds	6,310	11,934	(12,986)	-	-	(1,031)	4,227

- i) The property, Chadwick Court, is revalued at the most every five years. The surplus valuation over the cost of the building, excluding the land value and after taking account of depreciation charged to date, is transferred to the revaluation reserve.
- ii) The minority interest relates to CIEH Limited's subsidiary in the USA.
- iii) Amount set aside to cover expected future rent increases on the Chadwick Court lease.

20 Cash flow resulting from operations

Reconciliation of surplus for the financial year to net cash inflow from operations	Group	
	2014 £'000	2013 £'000
(Loss) for the financial year	(2,083)	(68)
Adjustments to exclude		
Investment income	(136)	(10)
Gain on investments	(265)	-
Interest paid	343	20
Amortisation	-	-
Unrealised losses / (gains)	1,345	(613)
Depreciation	366	443
Exchange loss / (gain)	10	(1)
Unrealised losses – minority interest	(22)	-
(Increase) / decrease in stock	(20)	31
(Increase) in debtors	(69)	(187)
Increase / (decrease) in pension scheme	164	(68)
(Decrease) / increase in creditors	(2,041)	2,089
Net cash flow resulting from operations	<u>(2,408)</u>	<u>1,636</u>

21 Analysis of net debt

	Group		
	1 Jan 2014 £'000	Cash flow £'000	31 Dec 2014 £'000
Cash at bank and in hand	13,104	(12,299)	805
Debt due within one year:			
Finance lease	(345)	2	(343)
Other loans	(9)	5	(4)
Debt due after more than one year:			
Finance lease	(9,632)	-	(9,632)
Other loans	(7)	4	(3)
	<u>3,111</u>	<u>(12,288)</u>	<u>(9,177)</u>

Notes to the Financial Statements *continued*

for the year ended 31 December 2014

22 Reconciliation of net cash flow to movement in net debt

	2014		2013	
	£'000	£'000	£'000	£'000
Increase / (decrease) in cash in the year	(12,299)		11,090	
Cash to repay mortgage and bank loan	<u>11</u>		<u>(9,928)</u>	
Movement in net debt in the year		(12,288)		1,162
Net debt at 1 January		<u>3,111</u>		<u>1,949</u>
Net debt at 31 December		<u>(9,177)</u>		<u>3,111</u>

23 Indemnity insurance

The Board of Trustees has affected an indemnity insurance policy to protect the CIEH and its subsidiary undertakings from loss arising from the neglect or defaults of its Trustees, directors or employees and to indemnify them against loss arising from any claim against them jointly or severally by reason of any wrongful act in their capacity as trustees, directors or officers. The premium on the insurance policy was £2,756 (2013: £2,756).

24 Capital commitments

At 31 December 2014 group capital commitments of £0 had been authorised and contracted for (2013: £0 authorised and contracted for).

25 Related party transactions

During the year the CIEH received Gift Aid payments of £745,148 (2013: £1,047,407) from CIEH Limited, £15,000 (2013: £40,000) from The Environmental Health Registration Board, a company connected with the CIEH.

As part of the provision of its training courses CIEH Limited commissions books, researches new courses and arranges for examination papers to be marked and moderated. Some of this work is undertaken for payment by persons who are members of the Chartered Institute of Environmental Health.

During 2014 one member of the Board of Trustees provided services to the values detailed below, for work on behalf of CIEH Limited.

Mr T Deveaux **£1,450** (2013: £5,110) - Royalty

During 2014, one member of the Board of Directors of CIEH Ltd, Mr F Post, was provided with an interest-free loan facility. Amounts totalling £13,860 were advanced between February and December and the maximum amount outstanding was £4,299. At 31 December 2014, the interest-free loan was repaid in full.

CIEH Trustees

President: 2014: Janet Russell, OBE CFCIEH
2015: Tim Everett, LLB CFCIEH

Chairman of Board of Trustees: Andrew Statham, MBA DMS CFCIEH MIMgt

Deputy Chairman of Board of Trustees: Tim Deveaux, LLB(Hons) CFCIEH

The Trustees who served during the year and continue to serve are listed below.

Steve Cooper	
Roy Coulter	
Tim Deveaux	<i>Deputy Chair</i>
Mark Elliot	
Tim Everett	
Alan Higgins	
Steve Miller	
Janet Russell	
Andrew Statham	<i>Chair</i>
Bob Young	

CIEH Executive Management Team

Graham Jukes OBE CFCIEH	<i>Chief Executive</i>
Charles Angus	<i>Executive Director of Corporate Services</i>
Catherine Horsfield	<i>Executive Director of Stakeholder Engagement</i>
Frank Post	<i>Executive Director of Commercial Services</i>

Standing boards/committees for 2014

Qualifications Standards Committee*

Tessa Blewchamp	John Fuller	Laura Pritchard
Steve Cooper	Kevin Newman	Alan Whitfield
Adele Faulkner	Douglas Ralph (C)	

Professional Standards and Policy Committee*

Sarah Appleby	Adam Choonara	Simon Griffiths
Peter Archer (C)	Steve Cooper	Jonathan Hayes
Mike Bailey	Kendal Davies	Rosemary Lee
John Bryson	Rachel Flowers	Kathryn Preece

Risk and Audit Committee*

Bob Foster	Roger Wastnedge	Patrick Mackie
James Howe	David Purchon (C)	

Assembly of Representatives*

Peter Archer	Peter Brown	Mark Elliott	Sarah Johns	Alan Page
Bill Arnold	John Bryson	Julian Halls	Rosemary Lee (C)	Hayley Robinson-Mitchell
Mike Bailey	Steve Cooper	Jonathan Hayes (DC)	Patrick Mackie	Andrew Statham
Emma Baker	Tom Crossan	Alan Higgins	Steve Miller	Claire Turbutt
Tessa Blewchamp	Kendal Davies	Mark Hodgson	Les Milne	Martin Walker
Maurice Brennan	Tim Deveaux	David Holmes	Keith Moles	Charles Yarnold

CIEH Ltd Board*

Charles Angus	Catherine Horsfield	Geoff Ward (C)
Nick Blong	Graham Jukes OBE, CFCIEH	
David Edwards	Frank Post	

*The President and Chair of the Board of Trustees are ex officio members to all committees and observers to the CIEH Ltd Board

Vice Presidents

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Rt Hon Sir Kevin Barron MP	Professor Hugh Pennington
Dr Stephen Battersby	Geoffrey Podger CB
Dr June Crown CBE	Lord Jeff Rooker
Baroness Sally Hamwee	John Spence
Brian Hanna CBE	Sarah Veale
Professor Tim Lang	Joan Walley MP
Morris McAllister	

Bankers HSBC Bank Plc, 60 Queen Victoria Street, London EC4N 4TR

Auditors BDO LLP, 55 Baker Street, London W1U 7EU

Solicitors Taylor Walton LLP, 28-44 Alma Street, Luton, Bedfordshire LU1 2PL

Investment Managers Schroder & Co. Limited, 12 Moorgate, London EC2R 6DA



Chartered Institute of Environmental Health
Chadwick Court, 15 Hatfields, London SE1 8DJ
Telephone 020 7928 6006
Email info@cieh.org **Web** www.cieh.org
Registered charity no. 290350

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