

A photograph of the UNESCO-IHE Institute for Water Education building. The building is a multi-story structure with a light-colored, textured facade and several windows. In the foreground, there are three tall flagpoles with blue flags flying against a clear blue sky. The text of the slide is overlaid on a semi-transparent white band across the middle of the image.

***Compliance and Enforcement of Water and  
Environment Legislations:  
Training and Qualifications of Inspectors  
Best Practices***

**UNESCO-IHE** INSTITUTE FOR WATER EDUCATION

# Outline

- Preliminary points
- Framework for qualification and training needs
- Skills and competences
- Core competences and qualifications
- Training

# Preliminary points

- Limited research/literature on this topic
- Focus on inspectors
- Source: European Union Network for the Implementation and Enforcement of Environmental Law IMPEL Network
- 2003 Report - Best Practices Concerning Training and Qualification for Environmental Inspectors
- Recommendation of the European Parliament and of the Council of 4 April 2001 providing for minimum criteria for environmental inspections in the Member States (2001/331/EC)

# Preliminary points

- Actual competences of an individual/organisation are determined by their respective roles and functions
- Competencies will be selected by each country as defined by the national regulatory system

# Framework for Qualification and Training Needs

Minimum criteria for inspectors based on minimum criteria for environmental inspections:

1. Preparing plans for inspections
2. Undertaking site visits
3. Preparing reports/conclusions following site visits
4. Investigating serious accidents/incidents/occurrences of non-compliance
5. Report on environmental inspection activities generally

# Framework elements

1. Entry level requirements
2. Initial training
3. Competency assessment
4. Continuing professional development
5. Specialisation training
6. Management training
7. Assessment of training effectiveness
8. Quality management systems

# Entry level requirements

Entry qualifications: immediately required

Training: provided later on

Recruitment process – factors considered:

- Academic qualifications
- Personal attributes
- General suitability

# Initial training

- Training provided following selection to allow the employee to work autonomously in the area of inspection
- Can consist of: formal courses, self-learning and practical experience on the job under a senior staff member

# Competency assessment

- Evaluation post-training to determine that all core competence have been obtained by the inspector
- Evaluation undertaken by a staff member responsible for new employees during their initial training period

# Continuing professional development

- Keeping abreast of changes and development in technologies, standards, legislation, etc. and maintaining required level of competence
- Formal training, updates on scientific literature, guidance documents, etc.
- Responsible authority to provide CPD programme together with assessment of individual's competence and additional training needs

# Specialisation training

- Development and maintenance of specialisation in one/more field for an individual/team
- Specialists support other inspectors by providing professional advice to others
- Allows for cost-effective spreading of expertise within the organisation

# Management training

In addition to technical skills, the following management skills may be necessary for some staff:

- HR management
- Project management
- Time management

# Assessment of training effectiveness

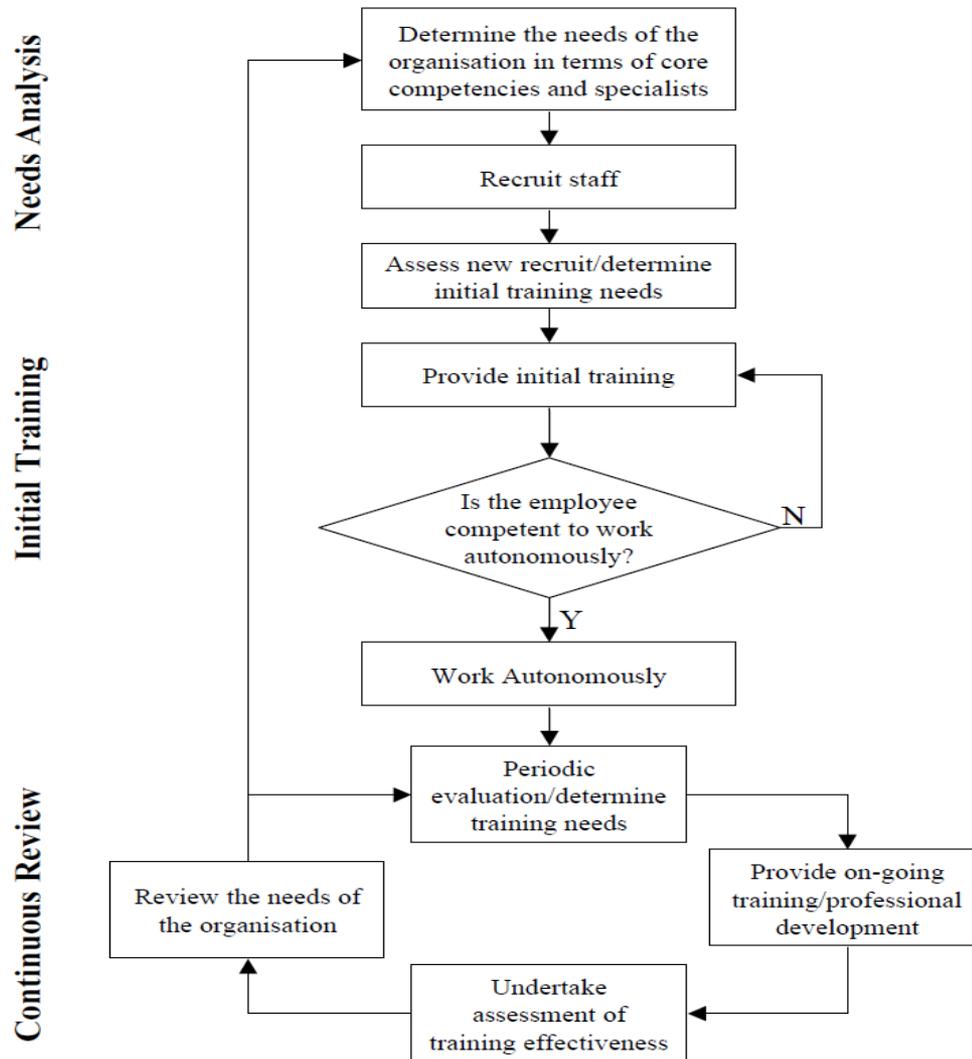
- Assess training to check effectiveness of training (delivery mechanism)
- Determine whether it has been beneficial to the individual/organisation

# Quality management system

Benefits for training purposes:

- Document procedures: their use provides a clear description of work practices – useful for the new recruit
- Transparent mechanism for updating and implementing procedures
- System requires an annual training plan preparation and maintaining training records
- Mechanism for feedback
- System audit by an external auditor who can advise on how to improve the system

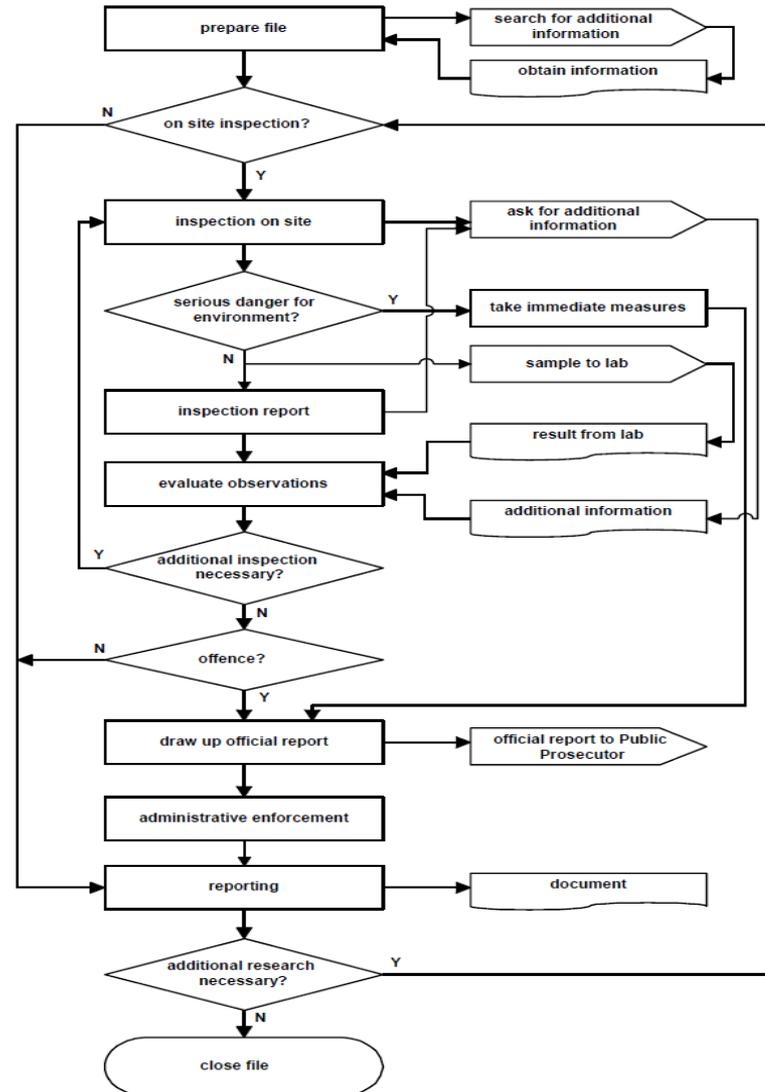
**Fig. 1 : Training and assessment process**



# Skills and Competences

- Basis for identifying the necessary skills and competences: elements of inspection process and other activities carried out by the inspector
- When considering these tasks, there need to be standards to determine how well they should be performed

**Fig. 2 : Inspectors' tasks for inspection as a sequence of activities**



# Core Competences and Qualifications

- Core competences: those specific for an inspector which each inspector should have at least a basic understanding of
- Team competences: needed within a team of inspectors but not required for every inspector
- 6 competences identified:
  - 5 – core competences
  - 1 – personal attributes
- Additional competences may be necessary depending on the system in place

# Competences

- Administrative framework and legal skills
- Methodology of inspection
- Methodology of the permitting process
- Technical skills
- Communication, management and inspection tools
- Personal attributes

# Training

Training needs assessed at 2 points:

- New recruit: must possess core competences before autonomous practice – if necessary their knowledge must be completed
- Inspector: specialisation + additional training

Specialisation: before recruitment/after

# Management and Assessment of Training, Skills and Competences

Inspecting body is responsible for ensuring core competences are present by hiring qualified individuals or providing suitable training/CPD

*Skills matrix*: useful to identify competences/skills required against competences/skills available

*Training plan*: plan to develop competences/skills identified as required by the inspecting body

*Training records*: preparing and maintaining such records is evidence of when an inspector has received appropriate training

# Assessment

Comparison of individual skills/competences against those identified as necessary for the role of the inspector

When?

- Selection procedure
- After beginner training – assess success of training and possible autonomous practice
- Periodically throughout the career for up-to-date knowledge and further training requirements

Thank you for your attention