

APPENDIX C.

Educational, Training and Credentialing Recommendations

SPECIAL COMMISSION ON LOCAL AND REGIONAL PUBLIC HEALTH EDUCATIONAL, TRAINING, AND CREDENTIALING RECOMMENDATIONS			
POSITION	REQUIRED AT HIRE	REQUIRED AFTER HIRE	RECOMMENDED
MANAGEMENT – e.g., Director, Assistant Director, Deputy Director <i>Management position does not do inspections but supervises those who do.</i>	<ul style="list-style-type: none"> Registered Sanitarian or equivalent eligible* Master's in relevant field or BA/BS with 5 years of relevant experience 	<ul style="list-style-type: none"> RS or equivalent within a year* Foundations for Local Public Health Practice ("Foundations") course within one year of hire CHO within 3 years of hire Complete Master's within 5 years 	<ul style="list-style-type: none"> Health Association membership LPHI Managing Effectively in Today's Public Health Environment ("Management") course Three years of experience in local or state public health MAVEN training within one year
MANAGEMENT/AGENT	<ul style="list-style-type: none"> Registered Sanitarian or equivalent eligible 	<ul style="list-style-type: none"> Foundations course within 18 months RS within 18 months of hire Specific certifications for inspections performed, such as soil evaluator, system inspector, food inspector training, housing inspection training, certified pool operator/certified pool inspector, lead determinator within one year of hire 	<ul style="list-style-type: none"> Health Association membership LPHI Management Course CHO within 3 years of hire
INSPECTOR/SANITARIAN	<ul style="list-style-type: none"> High School Diploma or equivalent 	<ul style="list-style-type: none"> RS within 6 years of hire Foundations course within 18 months Specific certifications for inspections performed, such as soil evaluator, system inspector, food inspector training, housing inspection training, certified pool operator/certified pool inspector, lead determinator within 1 year of hire 	<ul style="list-style-type: none"> Health Association membership Associates degree in science or public health, at hire.
PUBLIC HEALTH NURSE	<ul style="list-style-type: none"> Bachelor of Science in Nursing (BSN) Registered Nurse (RN), current MA license 	<ul style="list-style-type: none"> MAVEN trained within 6 months Foundations course within one year of hire 	<ul style="list-style-type: none"> MAPHN Membership
CLERICAL STAFF	<ul style="list-style-type: none"> Microsoft Office (or similar) applications 	<ul style="list-style-type: none"> Modified Foundations course (Foundations course for Clerical Workers) within one year of hire 	<ul style="list-style-type: none"> On-line permitting
BOH MEMBER (NOTE: IF DOING INSPECTIONS MUST MEET REQUIREMENTS ABOVE)			<ul style="list-style-type: none"> Orientation to Public Health within 3 months Foundations course within one year

INSPECTION TYPE	REQUIRED	RECOMMENDED
FOOD PROTECTION	<ul style="list-style-type: none"> ServeSafe or similar Massachusetts Public Health Inspector Training (MA PHIT) Food Inspection Class Field Component 	<ul style="list-style-type: none"> Food and Drug Administration/Office of Regulatory Affairs - University (ORAU)
HOUSING	<ul style="list-style-type: none"> MA PHIT Housing Class Housing Court training (TBD) Lead Determinator Field Component 	<ul style="list-style-type: none"> Relevant LPHI Modules
TITLE 5	<ul style="list-style-type: none"> Soil Evaluator System Inspector MA PHIT Wastewater Field Component 	<ul style="list-style-type: none"> Relevant LPHI Modules
POOLS	<ul style="list-style-type: none"> Certified Pool Operator or Certified Pool Inspector with Field Component 	<ul style="list-style-type: none"> Relevant LPHI Modules
RECREATIONAL CAMPS	<ul style="list-style-type: none"> MA PHIT Camps (TBD) with Field Component 	<ul style="list-style-type: none"> Relevant LPHI Modules
TANNING/BODY ART	<ul style="list-style-type: none"> MA PHIT (TBD) with Field Component 	<ul style="list-style-type: none"> Relevant LPHI Modules
NUISANCES	<ul style="list-style-type: none"> MA PHIT (TBA) with Field Component 	<ul style="list-style-type: none"> Relevant LPHI Modules

- All personnel should have at least ICS 100/NIMS 700 within one year of hire. Those who might have a leadership role should have ICS 200 and above.
- Boards of health may have stricter requirements, but must meet these requirements.
- Boards of health with current staff who have worked for local or state public health for at least 7 years, but who do not meet these requirements, may request a waiver except for inspectional trainings.
- Membership in professional organizations is deemed as critical for professional growth and development, for leadership and mentoring opportunities, and for opportunities for sharing best practices. This is recommended, but not required.

*Management positions should meet the requirements as set forth in this document for the position. However, a request may be submitted by the board of health to waive the Registered Sanitarian (RS) requirement if

- the health department has a management position and a separate fulltime environmental health director and
- the environmental health director has an RS, oversees the inspectors, and reports directly to the management position.