



Catherine Hanson-Farid
Chair
ICREPs

9 October 2024

ICREPs Member Portability – REPs Poland

Dear Catherine

As you know, my organisation, the European Observatoire of Sport and Employment (EOSE), has an agreement in place with ICREPs whereby we are able to provide a service in relation to reviewing new member portability applications, to assist portability among ICREPs members.

In 2019 REPs Poland completed the New Member Portability Application Form, and provided evidence against the three areas of standards, accreditation and registration. In October 2019 I provided REPs Poland with a letter supporting the portability of their members, based on my review of their submission.

REPs Poland have been in touch with me this month (October 2024) informing me that they have updated their categories of registration and asking if I can update this letter concerning portability. I have reviewed the information they sent me with their new category titles, and I am happy to provide this updated letter with the correct and up-to-date titles.

My main conclusion is that the REPs Poland submission shows a quality assurance and accreditation system being implemented to a high standard, in line with international norms. I think there is definitely a clear path to allow ICREPs members to work with REPs Poland to achieve mutual portability.

My review was based on the paperwork submitted and it is up to ICREPs to decide if there is a need to do any further reviewing through an in-country visit to see the training provider submissions and accreditation system in action on the ground.

I can now summarise the submission and the positive aspects to it which allow me to support portability for REPs Poland members.

The categories of REPs Poland, updated for 2024, are:

- Group Fitness Instructor
- Gym Instructor
- Personal Trainer
- Mat Pilates Instructor
- Yoga Fitness
- Senior Specialist
- Medical – Movement Therapy Trainer
- Medical – Nutritional Therapy Practitioner

- **Medical – Mental Health Trainer**

My review and support for portability applies to the categories in black in the list. Those in red cover topics where I have not reviewed material, and there is no directly corresponding ICREPs Global Standard. Individual national registers may still wish to discuss portability against these categories if they have a corresponding category of their own.

I can provide a summary of responses to the application criteria under three main headings and summarise the evidence and my views on it. REPs Poland can make their full application for portability and supporting documents available to any ICREPs member.

Standards

REPs Poland has adopted the ICREPs Global Standards with no amendments, these have been accepted by all stakeholders in REPs Poland and translated to Polish.

As reviewer, there was no need for me to check mapping to ICREPs standards as it is the ICREPs standards being used.

In addition to the standards there is an appropriate Code of Ethical Practice in place for REPs Poland which is in line with international best practice.

Accreditation

Where new registers use the ICREPs standards the accreditation of providers is in fact a more important aspect to consider in reviewing for portability.

REPs Poland have provided a document “Accreditation and Monitoring Procedures”. Review of this document covers all areas which would be expected to be covered in line with international best practice, there are no major gaps. The document covers the following areas with sections included with suggested evidence and notes to explain further to providers what is expected:

Management of qualifications

Staff, resources and systems
Student induction materials
Equality policy
Complaints and appeals policy

Competence of staff

Qualified tutors, assessors, quality assurance staff
On-going staff training

Quality assurance

QA strategy, QA reports, sampling plans, standardisation activities

Assessment practice

Recognition of prior learning
Theory and practical assessment
Assessment criteria and systems

Mapping to ICREPs standards

Mapping learning outcomes to knowledge and skills

Physical resources

Relevant equipment, facilities

Health and safety procedures

This criteria outlines a robust process. The portability application also outlines the governance arrangements for the accreditation process, where the evaluators are selected by open application process and receive training, overseen by the accreditation body of REPs Poland.

There is a Code of Ethical Conduct for REPs Polska Accredited Training Providers which meets international standards.

The minimum face to face hours of teaching exceeds many international courses:

- Group Fitness Instructor 60H in-person
- Gym Instructor 60 H in-person
- Personal Trainer 60H in-person
- Mat Pilates Instructor 90H in-person
- Yoga Fitness 60H in-person
- Senior Specialist 60H in-person
- Medical – Movement Therapy Trainer 220 hours + physiotherapy or rehabilitation degrees
- Medical – Nutritional Therapy Practitioner 220 hours + nutritionist or dietitian degrees
- Medical – Mental Health Trainer 220 hours + psychology degree

The theory exam among providers is standardised and the aim is to standardise the practical assessment as well. All courses must have practical assessment.

A quality assurance visit to the provider takes place, the criteria for the visit was supplied and meets international norms.

Registration of fitness professionals

Even where standards and accreditation processes are robust confidence for portability can fall down without strict criteria and monitoring of those who can actually join the register. I believe REPS Poland have dealt with this in a satisfactory manner which throws up no issues or concerns.

A sample certificate has been provided which contains an individual membership number, expiry date.

Any trainer with certification older than 6 months, must take a conversion exam and if their qualifications are not on par with standards then they must do the course in any accredited centre.

REPS Poland is not linked to any university and all university graduates must take the conversion course or a full course.

Trainers need 20 CPD points/ hours each year to stay on the register.

REPs Poland does not have any provisional members, if trainers don't hold a full up to date accreditation certification they are not registered and told to do conversion or full course. Therefore all members can be eligible for portability.

Given that REPs Poland is using ICREPs Global Standards and has robust accreditation and registration requirements in line with international norms, I can in principle support portability of REPs Poland members to other ICREPs countries.

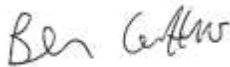
REPs Poland is aware that some ICREPs member countries do not offer direct portability without further certification (such as USA) and also that some ICREPs member countries do not have all categories (for example some do not have a Pilates category and Senior Specialist is not a common category among ICREPs members).

I am content for REPS Poland to use this letter to begin discussions with other ICREPS member countries to confirm portability arrangements; on conclusion of those discussions I am also happy to help add REPS Poland to the portability matrix online on the ICREPs website.

I am available if you or any ICREPs member has any questions or would like any clarification.

Please get in touch if you have any questions or I can provide any further information.

Yours sincerely

A handwritten signature in dark ink, appearing to read 'Ben Gittus', with a stylized, cursive script.

Ben Gittus
Director of Standards