

FET Review 2024

The voice of the HVACR industry



New government, new opportunities?

Celebrating T Levels

Raising heat pump awareness in parliament

Chairman's welcome



Welcome to the FETA Review 2024. I was very proud to take up the role of Chairman and I would like to thank my predecessor Alan Macklin for his valuable contribution during his term.

Once again there are changes aplenty across the political and industrial landscape. The EU implemented its revised F Gas Regulation in March, increasing the pressure to move away from high global warming refrigerants. The situation in the UK remains unclear, with the consultation now expected early in 2025, with the general election partly responsible for the delays. The FETA F Gas Strategy Group is monitoring the situation and we have contacted a number of MPs and peers and have had many parliamentary questions tabled. Training and certification is a key part of the new regulations, as the industry moves to the wider use of flammable refrigerants.

Training remains a key focus for FETA with Wendy Belfield now chairing the FETA Training and Skills, and the promotion and progress of T Levels in particular has been fantastic to see. The BRA Training Section is also attracting more members, with a focus on T Levels and Training on flammable refrigerants.

The importance of indoor air quality (IAQ) and its impact on our health continues to grow and FETA was proud to participate in World Ventil8 Day in November, while the role of humidity control in IAQ was highlighted on World Humidity Control Day. The HEVAC Humidity Control group launched this day in March with a good response from the market, and we are aiming to have a wider ranging number of topics in 2025.

FETA has continued to contribute to the review of Building Regulations, making our position clear in support of low carbon and renewable energy technology as the UK steps up its decarbonisation plans.

I hope you enjoy this brief look back at 2024 and I look forward to seeing many of you at the FETA Annual Luncheon in April.

Neil Roberts
Chairman, FETA

FETA Chief Executive Chris Yates looks back on another busy year



We started 2024 with a lot of political activity with over 70 MPs and Lords contacted resulting in a number of meetings scheduled and, despite the general election being called, we have maintained political engagement albeit with a new cohort.

We also started to see a reversal of the government's position on UKCA in January which we had been lobbying government on through a number of channels and this was finally fully reversed late summer by the new government as common sense prevailed, but at no small cost to those companies who got products approved to UKCA. A number of associations, including ourselves, have been pushing to get these costs offset in some way, although this is still work in progress.

The new groups we launched in 2023 have seen numbers grow with each meeting and lots of initiatives going on regarding skills and training, particularly in the development of T Levels. We are also going to be setting up an Embodied Carbon Group within FETA as many members are looking for more guidance in this area.

Chloe Davis joined us in June to work in the HPA team and we said goodbye to Elizabeth in July as she took retirement from FETA. I would like to personally thank her for all the work that she put into FETA over her time with us. As a result, we welcomed Louise Humphrey who has taken over Elizabeth's role as Secretariat Support Manager in July.

For the second year running, we hosted in London the ISO/TC117 Fans meeting in June as we hold the secretariat for this committee. Thanks to our sponsors of that event, ebm-papst, Nicotra Gebhardt and Torin-Sifan.

Competence continues to be a high priority for many groups within FETA and is a common issue running through all associations, and good progress is being made to identify the best routes for experienced workers to gain competence. 2025 should see the arrival of the Future Homes & Buildings Standards as well as the Home Energy Model and further consultation on the government's Industrial Strategy and a recent meeting asked for more support in terms of manufacturing productivity and ensuring colleges are fully equipped to train the workforce of tomorrow.

FETA does not function at its best without the support and input from members so I thank all of you for your contribution this year and would encourage more people, particularly those in the early years of their career, to get involved and be ahead of the game when it comes to witnessing and influencing the changes in the industry.

Chris Yates
Chief Executive, FETA



Appointments

FETA has appointed **Neil Roberts** as its new Chair, replacing Alan Macklin. Neil is also President of the BRA and Technical Sales Director at Climalife.

Barry Trehwitt has been appointed President of HEVAC, taking over from Alan Macklin. Barry was previously Vice-President of HEVAC since May 2023 and has been Chair of the FETA Fan Coil Group since June 2017. He has worked at Advanced Air (UK) for the past eight years, initially as a Senior Application Engineer and now as Product Development Manager. John Barker, Chair of the HEVAC Humidity Control Group, has taken over as HEVAC Vice-President.

Wendy Belfield has been appointed Chair of the FETA Training and Skills Group.

As Commercial Director at InTandem Systems, Wendy has frequently championed the importance of training and qualifications in the building services sector and played a key role in the development of the hugely successful BEMS Controls Engineer Apprenticeship.

Wendy takes over from Graham Wright who chaired the group since its inception and spent 18 months in the role.

In March 2024 the BCIA named **Stacey Lucas** as its new President. Stacey replaced Graeme Rees, following his two-year tenure, while Jen Vickers has been appointed as the Vice-President of the BCIA.

FETA calls on new government to prioritise Net Zero, technological advancement and skills development

FETA has called upon the new Labour government to prioritise work towards the UK meeting its Net Zero targets, including the consultation on the GB F Gas review.

In today's increasingly digital and interconnected world, it is crucial for countries to embrace emerging technologies and equip their workforce with the necessary skills to thrive in the Fourth Industrial Revolution. Robotics and artificial intelligence have the potential to transform industries, drive productivity gains, and stimulate economic growth. Therefore, FETA strongly urges the UK government to focus on these pivotal areas to ensure our nation remains at the forefront of global innovation and competitiveness.

In addition to technological advancements, a comprehensive industrial strategy must also prioritise skills improvement.

The rapid pace of technological change necessitates a workforce that is adaptable, resilient and equipped with the necessary digital skills. By investing in lifelong learning initiatives, vocational training programmes, apprenticeships and reskilling opportunities, the government can ensure that all citizens have the chance to participate in and benefit from the digital economy. This will not only support individuals in their career progression but also enhance overall productivity and drive inclusive economic growth.

FETA is committed to working collaboratively with the UK government, industry leaders and other stakeholders to develop and implement effective policies and initiatives that promote technological innovation, skills development and economic resilience.



Snooker legend entertains guests at FETA Annual Luncheon

The 2024 **FETA** Annual Luncheon took place on Thursday 11th April and attracted guests from across the heating, ventilation, building controls, refrigeration and air conditioning industries as well as individuals from related institutions, associations, the trade press and government departments.

The 34th Annual Luncheon was hosted at a sold out The Brewery on London's Chiswell Street where guests enjoyed a lunch followed by speeches from FETA Past Chair Mark Hughes and snooker legend Steve Davis.

Mark Hughes used his speech to highlight the industry's increased focus on competency and training before recognising several new FETA groups that have been established over the past 12 months. World Snooker Champion – and now successful broadcaster, author and DJ – Steve Davis then entertained guests with tales from his time at the very top of the game.

The 2025 Annual Luncheon will take place on Thursday 3rd April 2025 at The Brewery, London.

Embodied carbon generates further industry discussion

Embodied carbon is a topic of growing interest across many **FETA** groups. What this covers is a lifecycle assessment for embodied carbon calculated throughout each stage of a building/RAC system/ heat pump, covering construction, use and maintenance, and demolition or disassembly. CIBSE has issued a Technical Memoranda on this subject (TM65) giving guidance on calculating this matter.

You can find the guide here.

Several BRA groups have had presentations from Amazon about this topic with specific reference to refrigeration. Amazon is working with CIBSE to produce a specific calculation guide for refrigeration systems.

The topic has been discussed extensively within other FETA associations and sub-groups. We are considering forming a working group on the subject which will be open to all FETA members. Ultimately, we will look to issue guidance and advice to FETA members on this subject to help them address this matter when it arises in their business. It will have responsibility for initiating external communications on this topic to members and wider industries.

Social Media

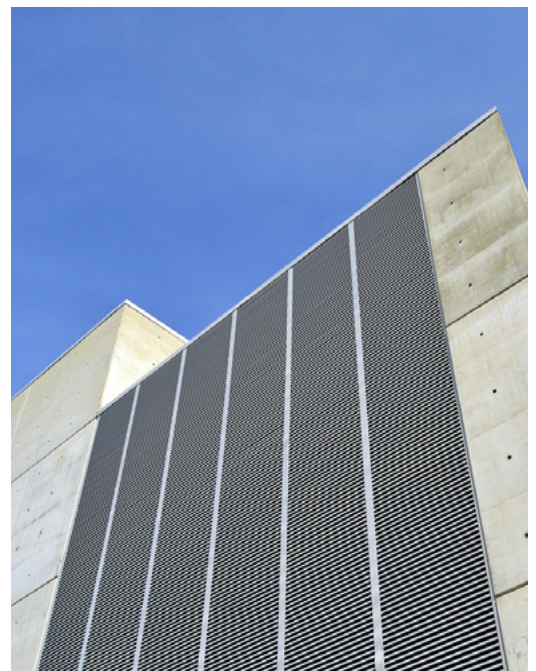


FETA currently has more than 25,600 followers on LinkedIn across all associations.

The biggest percentage increase in followers was the BRA with a 271% increase in followers from the start of 2024, closely followed by The Humidity Group with a 221% increase.

LinkedIn followers by association as of December 2024:

FETA:	874
BCIA:	5,920
BCIA YEN:	618
SCA:	2,804
ADCAS:	971
BRA:	552
BFCMA:	295
The Humidity Control Group:	192
HEVAC:	140
Fan Coil Unit Group:	75
Residential Ventilation Association:	43
CBCA:	28
HPA:	13,721



FETA TRAINING & SKILLS GROUP

During 2024 the **FETA Training & Skills Group** has focused upon a number of areas to help address the skills shortages/training challenges in the various associations by sharing knowledge and best practice in relation to competency frameworks and Experienced Worker Assessments. Particular emphasis has also been placed on trying to attract new entrants to our industry sector through promotion/development of the BSE T Level programme and specifically the Industry Placement element which involves students working in a business for 45 days. To support this the group has been involved in:

- Having a T Level stand at the FETA Annual Luncheon in April with some T Level students/employers helping to explain the key business benefits to hosting T Level students
- Adding a Training & Skills area to the FETA website
- Drawing up a list of all T Level colleges running the BSE T Level and making contact with them to obtain specific contact details to make it easier for employers to make contact with the right people and then publishing on the FETA website
- Liaising with Electrotechnical Certification Scheme (ECS) to make sure that the Industry Placement Skill Card is understood by employers and T Level providers
- Liaising with Institute for Apprenticeships & Technical Education (IfATE) to seek clarification that the BSE T Level can exempt successful students from significant elements of a relevant Level 3 apprenticeship (eg Electrotechnical) – and it can! And also for relevant Level 4 apprenticeships (eg Level 4 BEMS Controls Engineer)
- Providing input into the proposed Skills England agenda
- Hosting a FETA stand at the Smart Buildings Show in October

Celebrating T Levels

To celebrate T Level Thursday as part of National Apprenticeship Week, FETA spoke to three students currently pursuing T Level courses to find out more about why their course appealed to them and how their experience has been so far.

T Levels are an alternative to A Levels, apprenticeships and other courses for 16-19 year olds. Equivalent in size to 3 A Levels, a T Level focuses on vocational skills and can help students into skilled employment, higher study or apprenticeships. Each T Level includes an in-depth industry placement that lasts at least 45 days. Students get valuable experience in the workplace while employers get early sight of the new talent in their industry.



Ethan-John Yates, Ariel Lusala and George Knight are all part of the team at InTandem Systems, a FETA member, while pursuing T Level courses. George and Ethan are enrolled on a Building Services Engineering: Electrotechnical course, while Ariel is taking a course in Engineering Design and Development: Manufacturing.

Ariel first heard about T Levels during a school assembly, where they were described as a cross between A Levels and practical learning. He was thinking of studying A Levels but when his college told him they also offered T Levels he remembered back to that assembly. He said: "Since I liked doing a bit of both I thought, 'why not?'. I am now using the skills I learn in college in real life as well."

Explaining his reasoning behind choosing a T Level course after completing his GCSEs, George said: "I wasn't originally planning on going into a trade but then I realised I was quite keen to do something challenging, a bit more hands-on and a bit more practical. I saw a brief overview of my course and it covered everything I'm interested in. So I gave it a go, I stuck with it and am now really enjoying it."

Ethan-John described how important his industry placement with InTandem Systems has been in helping him progress from full-time learning to the world of work. He said: "It helps us understand how a company actually functions, because we're in the middle of it. Instead of being on the sidelines watching we're treated like a member of staff so we can get a feel of what it's going to be like in the future."

All three students are now considered important members of the team at InTandem Systems, as Hashika Pieris, Technical Support, explained: "When we're very busy there are a lot of last-minute tasks that we need to do, so when the students are in it is really handy as we can give them work quite easily and it helps us get the jobs done. On quieter days they can help out anyone individually – which is important just to make the company tick and it adds to their overall learning as well."

FETA Chief Executive Chris Yates commented: "The success of the students at InTandem Systems is a great example of how employers can benefit from offering T Level placements and how the students themselves can gain valuable industry knowledge and apply the skills they learn at college to real world scenarios. It is fantastic to hear these stories and I hope they will inspire others to consider following a similar path."



INSPIRING THE FUTURE LEADERS OF THE BUILDING CONTROLS SECTOR

With a real focus on inspiring the talented professionals across the building controls sector to lead the industry forward in the future, the BCIA's Inspiring Leaders programme has been a resounding success.

The initiative, launched in January 2024 and developed in partnership with Inspired Leadership Solutions, has already seen its first selected delegates complete the 16 weeks of training courses and workshop sessions.

Led by Michael Holbrow, an experienced coach, mentor and facilitator who has spent more than three decades in the building controls industry, the Inspiring Leaders programme was the result of a training gap identified during the development of the BCIA's corporate plan.

This analysis revealed that leadership training and people development was suffering due to the pace of the market. Furthermore, companies were also found to be struggling to recruit and not able to set time aside to concentrate on staff development.

The purpose of the programme is to enable businesses to more effectively retain and improve top talent while also giving building services engineers the chance to gain the significant knowledge and

expertise needed to be an influential leader in the sector and drive it forward in the future.

Giving participants the opportunity to truly grasp and understand the challenges and possibilities of leading within the building controls industry, the 16-week programme comprised six modules that focused on changing the ways in which industry professionals might approach situations. The course covered everything from how to better understand the benefits of self-leadership through to how to lead teams and client projects.

BCIA President Stacey Lucas praised the dedication of the delegates and highlighted their determination to learn and embrace the potential for leadership. She said: "The Inspired Leaders programme has given participants the opportunity to really understand how to optimise work situations and professional relationships while supporting those working underneath them. Michael is an absolutely brilliant coach and really helped the delegates embrace the potential for leadership roles in the building controls sector and understand how to overcome any challenges along the way."

Further information about the Inspired Leaders programme can be found [here](#).



CAR PARK VENTILATION

Alex Finch of the SCA discusses the transformative shift taking place in the field of car park ventilation, where there is a move away from conventional ducted setups towards innovative impulse ventilation or jet fan systems.

The core idea is elegantly simple: instead of the sprawling networks of ducts crowding the car park ceiling, jet fan systems strategically position units to provide proper cross-flow ventilation. This not only facilitates efficient air renewal for pollution control, but also ensures effective smoke extraction during fire scenarios. This is achieved by reducing the smoke's temperature and density, reducing or nullifying fire spread potential, therefore aiding the firefighting services in their tasks. This evolution calls for a studied arrangement of air intake and extraction points, typically shafts, necessitating early collaboration with engineers and architects.

Whether it's an existing facility or a new development, the adoption of jet fan systems should begin with engaging discussions among design stakeholders to understand project needs. The initial aim isn't to intricately define the ventilation system but rather to establish a robust approach that accommodates everyone's requirements. This collaborative effort results in well-defined supply and extraction points, freeing additional spaces for diverse uses, increasing available parking height, and minimising installations.

The installation's simplicity and timings reduce potential for interference with other systems, creating a more open and uncluttered environment. Maintenance tasks are also less disruptive for the car park activity, since units may be individually disconnected, cleaned and put back into operation once more. The need to stop the complete system periodically during several hours disappears, representing a more cost effective solution.

Compliant with strict regulations that surpass the general basic building codes, these systems not only enhance performance, they allow for a reduced power

consumption and improve air circulation, especially during fire emergencies, thereby increasing overall safety. Of course, without an adequate power and control system, this ventilation system's potential cannot be maxed. Proper pollution and fire detection panels and sensors must be present so that the power and control unit may initiate or stop the necessary sequences at any given time.

Tools such as Computational Fluid Dynamics (CFD) for risk analysis during fire events can also be considered. Their proper use requires vast amounts of knowledge and experience as well as powerful software and hardware to run the simulations. The collaborative approach, from locating main supply and extract points, to impulse fans and operation sequence, ensures the system's design, coordination, functionality and overall success for all project stakeholders.

Obituary

The **SCA** was saddened to hear of the death of Paul Grimwood MBE of the Kent Fire and Rescue Service. Paul was very helpful to the SCA over many years, helping the SCA write the early editions of the SCA Guidance on Smoke Control to Common Escape Routes in Apartment Buildings. His knowledge and expertise on the fire and rescue aspects was a great help in producing guidance that has been widely used throughout the industry.



ADCAS working on new training options as Industry Accreditation cards are phased out

With Industry Accreditation cards set to expire at the end of 2024, there is a lot of uncertainty surrounding the changes and why they have been introduced.

Previously, Industry Accreditation (IA) allowed individuals to obtain CSCS-backed cards based on their experience without the need for a qualification. However, these will be phased out as of 31st December 2024 and all current card holders will require relevant approved qualifications to access a site.

These changes are being introduced as a response to the Grenfell Tower tragedy and the subsequent recommendations made by Dame Judith Hackitt. The Construction Leadership Council (CLC) then

issued card scheme recommendations that are being adopted throughout the industry.

As things currently stand, the SVQ in Ductwork Installation is the sole route to proving competency in the ductwork industry. ADCAS has previously raised concerns over the suitability of this pathway and, as part of a wider 'Raising the Bar' campaign, the association is currently working tirelessly with other industry stakeholders to explore new training options to ensure that its members are able to prove competency in a satisfactory manner.

ADCAS will be issuing progress updates in the coming months. To keep up with all the latest news visit www.adcas.co.uk or follow the association on LinkedIn.

Public sector payment requirements update

From 1st April 2024, companies bidding for government contracts over £5 million per annum will have to demonstrate that they pay invoices within an average of 55 days and at least 95% within 60 days (90% if an action plan is provided) as set out in PPN 10/23.

The guidance to the PPN confirms that companies must meet both these metrics in at least one of their two previous six month reporting periods under the Reporting on Payment Practices and Performance Regulations, although any companies that have failed to do so may submit data that has not yet been reported for the previous three or more months.

The Cabinet Office has confirmed that under the Procurement Act the way that the public sector reports payment performance will be aligned with the private sector to improve transparency.

ALL CHANGE FOR CHIMNEYS

Dennis Milligan, President of the British Flue and Chimney Manufacturers Association, discusses some new developments in the chimney world.

New standards

The last year has seen a significant change in the publication of chimney standards. The log jam created by the European Commission is now starting to clear and the main standard for chimney design, commissioning and installation, BS EN15287, was published in October and the revised UK Annex is currently being worked on. More revised standards will now follow. In addition to defining how a product should be designed and installed product standards feed into Approved Document J. The BFCMA is hopeful that Document J will be updated in the near future. In the meantime, stay up to date with the BFCMA design and installation guides covering wood burning and multi-fuel stoves, biomass appliances, gas appliances and commercial flues. The guides can be downloaded from the BFCMA website.

Post Brexit, you might wonder why we are talking about the European Commission. Well, that is because the UK government has decided to stay in alignment with the EU on product standards. The UK can, however, create a UK Annex to tailor the standard to UK practices.

The position on the UKCA mark continues to be uncertain with the previous government indicating that it would be 2025 at the earliest before an announcement would be made. In the meantime, the CE mark remains valid.

Ecodesign stoves

The advent of Ecodesign stoves with their lower emissions has placed even more importance on the draw in the chimney/flue. One of the ways in which stove manufacturers have reduced emissions is to retain the products of combustion in the fire chamber for longer before releasing them into the flue. This can reduce the velocity and temperature of the flue gases as they enter the flue. The draw of the chimney should be checked when installing the stove to ensure that the draw meets the stove manufacturer's requirements.



Other ways of improving the performance of the chimney/flue include building the chimney as straight as possible and ensuring there is consistent insulation along the complete length of the flue. It is important that the temperature of the gases are maintained above the dew point as they travel up the flue/chimney. BFCMA members can advise on chimney design and installation. This includes using industry standard software to check that the flue design will create the required draw in the flue/chimney.

U-turn on stoves

The decision of the Scottish government to rethink the installation of stoves in new houses is to be welcomed. The installation of bioenergy heating (biofuels and biomass) and peat heating systems is once again permitted in residential buildings. The Scottish government stated that it "is akin to the position before the New Build Heat Standard (NBHS) came into force on 1st April 2024, where no restrictions were placed on the use of these fuel types".

The final decision on the future use of bioenergy fuels for both primary and secondary heating will be taken when the review of the NBHS and the associated technical guidance is concluded. (The review also includes an examination of the role of wood burning stoves in Scotland). The review is expected to support the use of bioenergy fuels for both primary and secondary heating but this cannot be taken for granted and continued lobbying of the Scottish government will be required. The SIA spearheaded the campaign for a review of the NBHS, arguing that modern wood burning stoves are among the lowest carbon-emitting heating options available, significantly reducing carbon intensity compared to direct electric heating. The SIA also rightly raised concerns that a ban on wood burning stoves would leave many Scottish households, especially in rural areas, vulnerable to heat loss during power outages and exacerbate fuel poverty by limiting heating choices. The Minister described his decision as a "common sense and progressive step" which gives hope for the future.

The BRA highlights some of the key developments in the refrigeration sector

Commercial Refrigerated Cabinets Section (CRC)

Members will be invited to continue any contributions of information to the TICR project: 'An investigation into real energy use and greenhouse gas emissions from the transport, industrial and commercial refrigeration sectors in the UK'. Representatives of the scheme from London South Bank University joined the last CRC meeting to present an overview and the objectives of the scheme to the group.

Given the news that a review study has been initiated for the Commercial Refrigeration energy labelling and ecodesign regulations, the section will continue to follow the development and regular updates to legislative responsibilities such as Ecodesign of Energy related Products Directive & Labelling.

A key topic will continue to be a review of new releases of BS EN standards, the group will discuss implications of the new requirements and recommends the issue of applicable information bulletins to other BRA sections as appropriate.

F Gas matters will continue to feature on CRC meeting agendas.

Equipment & Components Section (E&C)

The revised F Gas regulations are a key topic for the section. Discussion and review of EU regulation has taken place with a view to the potential impact on GB F Gas Regulation. Updates on timetable for GB consultation and latest info and insights from DEFRA. The group will be coordinating BRA response to the GB consultation.

PFAS (per fluoro alkyl substances) is also a concern for the section. BRA is monitoring progress on this in the EU, and are in touch with DEFRA regarding any GB legislation.

As with other sections, progress on key standards is important to E&C members.

The section is looking into measuring specific statistics on refrigeration components and equipment. This involves finding a statistics collector and processor with appropriate levels of skill and confidentiality at a reasonable cost.

End Users Section

The section has also engaged with the TICR project. Members have been encouraged to support FETA's lobbying efforts on the GB F Gas Regulation. The section has also started looking into the subject of embodied carbon, which is growing in importance to



many companies. The section continues to engage with potential new members.

Contractors Section

The Contractors section is a good forum for discussing key topics affecting its members, sharing knowledge and getting input from elsewhere when needed. We get regular updates on the situation around the F Gas regulation and PFAS which helps in terms of future business planning but also when advising our customers. Other recent topics include helping members to better understand the issues around the wider use of flammable refrigerants, which will almost certainly be an outcome from any new GB F Gas regulation. Pressure testing of systems is another topic under discussion.

Training Section

The section has recently reformed to advise the BRA Council on needs across all the BRA committees with regard to training and skills development initiatives to achieve the objectives for training as agreed by the BRA.

Key activities have been focused on supporting the adoption of T levels as a means of encouraging new intake of service engineers and as an alternative to traditional apprentice approach.

In addition, the section has been looking at working towards mandatory training in HC technologies in line with 2024 EU F Gas Regulation. At present, training in flammables is only relevant to those covered by current GB F Gas regulations.

The section works closely with the FETA Training and Skills Group.

Celebrating the 2024 BCIA Awards Winners

The winners of the 2024 BCIA Awards were announced at a glamorous dinner and ceremony held at The Eastside Rooms in Birmingham on Thursday 2nd May 2024.

The prestigious event saw members of the building controls sector and other industry professionals come together to celebrate the accomplishments of all award entrants while enjoying an evening of delicious food and drink and fun activities. This year's host was comedian Ellie Taylor, who oversaw a thoroughly enjoyable and entertaining evening and had the attendees in stitches with her humour and quick wit.

BCIA President Stacey Lucas had selected Carers UK as her chosen charity and was delighted to see so many attendees keen to support the thoroughly deserving cause and raise vital funds.

Of course, while everyone was there to celebrate the innovations and hard work of all involved in the building controls sector, all eyes were on the stage to see who had won the fiercely contested awards.

Lee Coffin of UK Electric Limited was the recipient of the Outstanding Contribution Award for his outstanding service to the building controls sector.



Full information on all the winners from the 2024 awards can be found [here](#).

Stacey Lucas, President of the BCIA, said: "It was, unsurprisingly, an absolutely brilliant evening, celebrating the best the building controls sector has to offer. There were some incredibly tough categories and I know it was often hard to choose a winner. We hope that everyone enjoyed the evening and were inspired by not only the successes of the winners but everyone involved in this rewarding and exciting industry."

The 2025 BCIA Awards will take place on Thursday 1st May 2025 at The Eastside Rooms, Birmingham.

The Experienced Worker Assessment: A significant step forward in skills validation

For BEMS engineers requiring an ECS Gold Card, or those with a card soon expiring, the BEMS Control Engineer Experienced Worker Assessment (EWA) programme could be a significant step forward for BMS professionals in proving competence.

The requirement for certification was announced in changes to the Construction Skills Certification Scheme (CSCS) with renewals and new applications now requiring competency to be formally assessed and certified. These changes have caused real concern for the building controls and BEMS industry as a sector, as whilst holding a card isn't mandatory, it is an expectation of many main contractors to ensure site safety.

To support all those impacted, the BCIA worked closely with the industry, Group Horizon and Electrotechnical Certification Scheme (ECS) to develop an industry EWA that was cost and time efficient but crucially met the stringent requirements of the card scheme. The EWA aims to assess and validate the knowledge and expertise of workers who have gained significant experience in the BEMS field.



Upon enrolling for the EWA, the individual will receive a provisional card, which will give them site access and highlight they are working through towards EWA certification. This will allow them up to 18 months to work through the programme and fill any skills or knowledge gaps they have.

Upon completion of the Experienced Worker Assessment, successful candidates will be able to show formal recognition of prior learning and experience in order to apply for their ECS BEMS Gold Card. Gaining certification equivalent to a Level 4 qualification will drive up standards in the industry and provide an incredible opportunity for candidates to advance their career.

A round up of what's been happening in the various HEVAC groups in 2024

The Air Conditioning Technical Group had a change of Chair and Vice-Chair during the year as David Sowden of Chemours and Chris Taylor-Hamlin of Daikin agreed to swap roles and we would like to thank both of them for all their efforts during the year. F Gas continued to dominate discussions for this group along with mandatory training for flammables in the UK regulations.

The FETA IAQ meetings have focused on updating the website guidance documents as well as discussing the importance of IAQ and the need for a unified approach. Key points included the need for a policy statement and strategy to address both domestic and non-domestic IAQ, emphasising the distinction between controlled and uncontrolled humidity. The group highlighted the lack of a central authority for air quality regulation, similar to the Office for Water.

The Fan Manufacturers Association (FMA) saw a change of Chair as Alan Macklin stepped down after eight years of great service to the group and the baton has now been taken up by Dan Hopkins of ebm-papst, supported by Greg Llewelyn of Regal Rexnord as Vice-Chair. The FMA meeting in November was hosted by Woodcock & Wilson in Huddersfield. The new revision to the EU fan regulations was reviewed in some detail and the key points that have changed were noted. It was felt the FMA should get in touch with the UK government department and start discussions on what 'UK adoption' will be for this regulation. The very successful training day carried out by Dan Hopkins of ebm-papst in July will be repeated in some form in spring/summer 2025. The FMA said its farewell to Tony Breen who will step back from association work when he retires from Nuair at the end of 2024. The FMA/FETA again hosted the ISO/TC 117 meeting in London, chaired by Geoff Lockwood this year and it proved to be a very successful meeting.

The Air Distribution Manufacturers Association Chair changed this year with Alan Green standing down after many years of service to the group and Steve Gore of Swegon being elected to the position. The group has also been reviewing the Grenfell Tower report which has been sobering reading for the construction industry in general and emphasised the need for dampers to be compliant with current standards. Gathering of market statistics is continuing to be discussed and will be progressed further in the New Year. Immediately after the Grenfell report, the structural integrity of walls has been questioned. This particularly applies to dry-wall installations and has been another focus for the group.

The Smoke Control Association (SCA) elected Simon Plummer of Nuair and Darren Wale of IFC Certification as Vice-Chairs to support the Chair, Dave Mowatt. The association working groups have been extremely busy with guidance documents with a lot of input from members giving up their time to support this process. The SCA also exhibited at the Fire Safety Event in April and will be doing so again in 2025. A significant amount of work has been done on establishing training modules and a Limited company is also being set up to support the role out of this initiative.

The Air Handling Group appointed Dene Kent as its Chair earlier in the year along with Ana Cross as Vice-Chair and has been focused on the implications of the new ERP and eco-design regulations for UK manufacturers. The group has also been discussing the importance of indoor air quality in schools, with updates on the BB 101 document and the Indoor Air Quality (IAQ) group along with air filtration standards.

The Fan Coil Group has continued to work on a document for 'Heat Pumps used with Hydronic Fan Coils' and a new guide titled 'How to get the best out of fan coils'. The group is at an early stage in a guide titled 'Fan Coils and Air Terminal Devices'. Michael Hims of HEVAC member Biddle Air Systems offered to take on the role of Vice-Chair to assist the Chair, Barry Trehwitt of Advanced Air (UK) Ltd.

The Air Curtain Group was not able to meet during the year but does link into the BSI Technical committee on fans and ISO working group through Mike Hims of Carver Group.

The Humidity Control Group has been working on the content for World Humidity Control Day on 12th March 2025 and a number of speakers are lined up. This day will also be used to re-launch the group's white paper on the benefits of humidity control. The group is also looking at maximising its position as (probably) one of the few groups covering humidity control in Europe.

The Residential Ventilation Association elected Rory Percival of Envirovent as Vice-Chair during the year to support the Chair, Nick Howlett and the association spent the early part of the year responding to the Future Homes and Buildings standard along with the Home Energy Model and their respective consultations. Competency has also been a main topic of discussion as the new Part F is going to strengthen the requirement alongside ventilation being notifiable works. It also discussed Ecodesign in terms of Lot 6 for fans. It also discussed technical guidance NHBC had recently issued.

HPA sets direction for future growth and outputs

On 25th September 2024, the **HPA** held its Annual General Meeting in Birmingham with record levels of member attendance.

Over the past year, the HPA has seen significant growth, expanding its membership by 73% since September 2023. This increase reflects the association's central role in raising awareness and support for the accelerated deployment of heat pumps in the UK.

Throughout 2024, the HPA has enhanced its offering for members in many ways, notably by collecting and sharing UK heat pump sales data and relaunching a Commercial Working Group. Member involvement was demonstrated in the 46 member meetings, 25 external workshops and 174 attendees who participated



in the HPA's working group meetings, reflecting the active role its members play in shaping the future of the sector.

Developing an engaged Installer membership base also remains a key focus, building on the success of the HPA Refrigerant Awareness Webinar, which saw

record levels of participation on the elemental channel. These efforts reflect the association's commitment to providing practical resources and forums for its members.

For a detailed look at the HPA's achievements and future activities, read the full AGM report [here](#).

HPA brings heat pumps to Westminster's doorstep

On 15th of October 2024, the **HPA**, along with three of its manufacturing members, Kensa, Panasonic Heating & Cooling Solutions and Ideal Heating, took working heat pumps to Parliament's doorstep. Kindly supported by the MCS Foundation, to bust myths and raise awareness of the vital technology and its role in decarbonising the UK's heating.

The HPA's 'Hear, See and Feel a Heat Pump' event provided over 40 MPs, peers, councillors, policy officials and wider stakeholders with the ability to see various heat pump types in action, hear from industry experts who were on hand to answer those important questions and feel how heat pumps provide reliable, efficient low carbon heat.

Commenting on the event, Charlotte Lee, Chief Executive of the HPA said: "With only 100 days



of the new government being in place and many new MPs gracing Westminster, we felt it was important to raise awareness of heat pumps as a technology and provide an opportunity for MPs to see them in operation. With

the proliferation of negative and questionable media stories about heat pumps over recent months, it was fantastic to be able to meet so many MPs and stakeholders and bust some myths through the provision of a hands-on experience."



The voice of the HVACR industry

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