

2021/2022



# magazine

The voice of the HVACR industry

***OBE for industry stalwart***

***Thoughts from the new Chief Executive***

***FETA joins new industry alliance***

***The evolution of the BCIA since 1991***



***Kevin Keegan entertains at 30th Annual Lunch***



## A word from the Chairman

Dear FETA members

Welcome to the 2021/22 issue of the FETA Magazine. The last couple of years have brought more unforeseen challenges than we have seen for generations and the impact of COVID-19 has adversely affected nearly all walks of life.

We are living in a very different world to the one we knew back in 2019, with new words and phrases entering our everyday language, such as, Social Distancing, Furlough, Working From Home, Zoom and Teams. The issue of ventilation has also become key here. Buildings welcome many occupants on a daily basis and are now perhaps needing more air changes to dilute the dangerous virus particles.

Outside of the COVID pandemic, we have also seen the rise in use of the phrase Net Zero. Two years ago, the mainstream media would have used this term rarely but now there is a reference to it nearly every day, alongside the issue of overuse of energy and its impact on the environment. This is often emphasised by the danger of not achieving it or the announcement of some great technological improvements which will help us to achieve the goal. Net Zero may mean different things to different people but it has captured the public attention. The pandemic has clearly demonstrated what can happen to global emissions when manufacturing output and travel is cut dramatically.

It was great to finally be able to meet up again, in person, for our 30th FETA Annual Lunch after its postponement in 2020. It was fantastic to see so many of our members there and I'm sure you'll agree Kevin Keegan's speech was well worth the wait.

On a final note, I'd like to thank our former Chief Executive Russell Beattie for his dedicated service during his tenure and wish him the best of luck for the future. I would also like to welcome Chris Yates as the person to build on Russell's excellent work and take us forward into a new era.

All the best for 2022!

Paul White,  
Chairman, FETA



## Chris Yates offers his thoughts on tackling some of the key issues as FETA's new Chief Executive



**I am extremely proud to have joined FETA and it is a privilege to follow in the footsteps of Russell Beattie, whose work in the past seven years has helped maintain FETA's industry relevance. He has also performed a fantastic job in steering the organisation through some notably tricky issues, particularly in the past year.**

There is never a 'quiet' time to be joining an industry like this, and the recent UN Climate Change Conference in Glasgow (COP26) served as another reminder of the collective challenge we face to get runaway climate change under control. One of the conference's goals was for countries to come forward with ambitious 2030 emissions reductions targets that align with reaching Net Zero by the middle of the century. FETA and its member associations therefore have a huge role to play in working towards that target and the challenges involved.

Brexit continues to produce a number of issues to navigate, not least the recent concern around the introduction of the UKCA marking regime. The decision to extend the deadline by a year until 1st January 2023 was no doubt welcomed by many but it does not necessarily make the task of ensuring all products are compliant in the timeframe any easier. Our partners at Actuate UK were part of an active campaign in highlighting the potentially serious consequences for businesses, public and commercial projects as well as domestic customers the original deadline posed and we will continue to work in resolving these issues in the months to come.

Another ongoing issue, and in the wake of Grenfell, is improving building safety. This applies to both newbuilds and retrofits and in order to be successful it is vital that we significantly narrow the gap between design specification and reality. I am a firm believer in value engineering and compromising on quality at the cost of safety is not (and never should have been) an option. Improving visibility in the supply chain and enabling the client to have more involvement in the process from start to finish will go some way in giving them something a lot closer to what they were expecting. This will also be of great benefit to the contractors, who have knowledge of the quality of technology going into their projects and of suitable products where substitutions are necessary.

There are of course a number of other important issues to address, not least changes to the F-Gas regulations, visibility in the supply chain and demonstrating industry competence – keep an eye on FETA's LinkedIn page and follow FETA on Twitter to keep track of the challenges we face as an industry and the work we are doing.

I look forward to working with our members to ensure our industry continues to lead by example and help secure a healthy, safe and environmentally friendly future for the sector.

Chris Yates  
Chief Executive  
FETA



## Industry comes together once more at FETA's Annual Lunch

Following a challenging 18 months, during which time the FETA Annual Lunch was postponed on several occasions, representatives from the heating, ventilating, building controls, refrigeration and air conditioning sectors finally met once again at The Brewery on London's Chiswell Street on Friday 5th November 2021.

After enjoying a superb three course lunch, the assembled manufacturers, suppliers, installers, contractors, government colleagues and other distinguished guests heard from FETA Chairman Paul White and special guest speaker Kevin Keegan – the charismatic former England football player and manager – who entertained guests with stories from his playing and managerial days.

In what was FETA's 30th Annual Lunch at The Brewery, Paul White took the opportunity to reflect on some of the changes brought about by the pandemic, paying particular attention to the movement towards Net Zero. After highlighting FETA's role in working collaboratively with its membership and government to implement industry initiatives and meet the challenges associated with reducing emissions to Net Zero, Mr White then referenced the current supply chain problems before discussing the recently introduced UKCA mark and building safety. Changes to building regulations will increase the focus on competency across the industry and Mr White advised guests to be ready, remarking: "Proof of competency is going to become very high profile in both the short and long term. People offering training must be able to demonstrate their own competency in being able to deliver that training successfully for the specific subject. Anyone can attend training. Putting that training effectively to work is another matter."

## Mike Nankivell awarded OBE for services to the UK Refrigeration and Air Conditioning Industry

Mike Nankivell was awarded an OBE in the Queen's Birthday Honours List for services to the UK Refrigeration and Air Conditioning Industry.



With almost 50 years of experience in the HVACR industry, Mike has served as President of the HPA, President of HEVAC and as Chairman of FETA during its 30th anniversary year. In the wider industry he is also a Fellow and former Trustee of the Institute of Refrigeration (IoR) and has served as a Director of the Air Conditioning and Refrigeration Industry Board (ACRIB).

Commenting on being awarded an OBE, Mike said: "I am proud, grateful and equally humbled that my work within an industry that I love has been recognised in this amazing way. Throughout my long career within the HVACR industry I have had the privilege to work with a number of incredible people and I would like to pay tribute to each and every one of them as they are the ones who have made this possible."

## FETA joins new engineering services alliance

The Federation of Environmental Trade Associations (FETA) is now part of a newly formed industry alliance made up of eight leading professional bodies from the engineering services sector.

Created as a vehicle for positive, meaningful change within the sector, Actuate UK will support the delivery of a safer, more productive and sustainable UK built environment.

By working together, alongside the UK Government and the Devolved Nations, this alliance of professional bodies will pool supreme levels of experience and expertise in order to tackle the economic, social and environmental factors that will be so crucial in ensuring the industry builds back better

and greener in the months and years ahead. This will include taking a lead on building safety and the drive towards UK net-zero carbon as well as championing cultural changes and promoting the skills needed for tomorrow's built environment.

The Actuate UK alliance is made up of the following bodies:

- The Federation of Environmental Trade Associations (FETA)
- The Building Engineering and Services Association (BESA)
- The Building Services Research and Information Association (BSRIA)
- The Chartered Institution of Building Services Engineers (CIBSE)

- ECA – Electrical Contractors' Association
- The Lift and Escalator Industry Association (LEIA)
- SELECT – the Electrical Contractors' Association of Scotland
- SNIPEF – The Scottish and Northern Ireland Plumbing Employers' Federation

Actuate UK will bring together technical, practical and commercial knowhow from all eight trade bodies and communicate it to the industry as one single, consolidated voice.

**ACTUATEUK**  
THE ENGINEERING SERVICES ALLIANCE

# Statement about the late Max Halliwell, HPA Vice Chairman, by Phil Hurley, Chairman, Heat Pump Association

“The entire heat pump industry is shocked and saddened at the passing of the Heat Pump Association’s Vice Chairman, Max Halliwell. Max was liked and respected for almost two decades as an industry ambassador for heat pumps, often in the front-line of influencing government policy to decarbonise heating in Britain’s homes. Colleagues and competitors alike regarded him as a friend, and he will be missed by all who had the privilege to work with him. Our heartfelt condolences go to his colleagues at Mitsubishi Electric, and especially to his family and personal friends.”

## Secretary of State welcomes ground-breaking new training course launched by HPA

The Secretary of State for Business, Energy and Industrial Strategy, the Rt Hon Kwasi Kwarteng MP, has welcomed the launch of a new training course that will overhaul the route to becoming a heat pump installer in the UK.

The Prime Minister’s Ten Point Plan for a green industrial revolution, published in November 2020, outlined a target to install 600,000 heat pumps per year by 2028 as part of ambitions to create green jobs whilst making strides towards Net Zero by 2050.

The new training course, launched by the HPA, aims to equip the heating industry

with the additional skills needed to deliver on this target and deliver low carbon heat to hundreds of thousands of British homes.

Business and Energy Secretary Kwasi Kwarteng said: “The Government is absolutely committed to working with industry to drive down the costs of heat pumps over time so they are increasingly affordable for consumers.

“While heat pumps are fast becoming a natural option for households, we need to ensure we have enough skilled tradespeople to hit our target of 600,000 installations each year by 2028 – so the



Heat Pump Association setting up this training scheme is absolutely critical in this endeavour.”

The new course will be available for bookings across 38 training centres spread across the UK, with the ability to train over 40,000 installers each year across the HPA membership alone at maximum capacity.

## Appointments

- Following a rigorous and thorough selection process involving representation from across the Federation’s associations, Chris Yates was appointed FETA’s new Chief Executive, taking over from Russell Beattie who had delayed his original departure date due to the COVID situation. Chris has worked in the low carbon and renewable heating and ventilation sector since 1998 and has gained extensive experience running manufacturing/distribution companies and working for the Energy Utilities Alliance.

- Phil Hurley, Managing Director of NIBE Energy Systems, was appointed as the new Chairman of the HPA in January 2021, replacing Graham Wright.

- Following the retirement of Roger Borer, George Lee was appointed as the new Executive Officer of the BCIA. George is an experienced Trade Association executive having previously been CEO at Highways Term Maintenance Association and Road Safety Markings Association.

- The BRA has announced Neil Roberts, Senior Technical Sales Manager at refrigerant supplier Climalife, as its new Vice President. Neil joined Climalife in April 2021 after 12 years at Chemours.

- Alan Macklin, Group Technical Director at Elta Group, was appointed as the new Vice President of HEVAC in February 2021. Chairman of the Fan Manufacturers Association since 2016, Alan is a fan engineer with a 41 year career in the ventilation industry.

## Support for heat pumps will boost confidence and drive growth

The HPA has warmly welcomed the launch of the UK’s Heat and Buildings Strategy in the hope that it will encourage exceptional market growth over the next few years.

The Heat and Buildings Strategy, published in October 2021, has unveiled phase-out dates for the installation of fossil fuel heating, increased funding support for households purchasing heat pumps, and the rebalancing of environmental levies on electricity, all of which will be vital to growing the heat pump market and reducing emissions from our homes.

Phil Hurley, Chairman of the HPA, said: “The heat pump industry warmly welcomes these bold steps forward. The industry is in the best shape it has

ever been, with sales this year already double those seen ever before. This announcement is timed perfectly to take advantage of the HPA’s recently launched training course, with the industry now ready to retrain the UK’s army of installers with the capacity to train up to 40,000 per year, to ensure consumers can find a suitably trained and skilled heat pump installer when they need one.”

Key highlights for the heat pump industry include:

- The extension of the Clean Heat Grant scheme. Going beyond earlier proposals, the scheme will now run for three years from April 2022 with an increased funding pot of £450 million. Consumers will receive government grants of up to £5,000 for the purchase of heat pumps.
- The rebalancing of the environmental levies on electricity and gas. This will help to reduce fuel bills for consumers switching to heat pumps and is likely to further stimulate demand.
- Phase out dates for fossil fuel heating. Regulation is vital for instilling confidence in industry and commitment to phase out fossil fuel systems by 2035 is a major milestone for the low carbon heating market.



# BRA announces latest guide on Jointing of Pipework for Refrigeration Systems

The BRA has announced the release of an updated guide on the Jointing of Pipework for Refrigeration Systems. This latest issue is the sixth version of the guide and the first update since the 2014 edition.

Recognising the importance of brazed joints in maintaining the effective and efficient operation of refrigeration and air conditioning systems, the BRA developed the simple brazing procedure specification and approval for jointing copper pipework for refrigeration systems. The specification also incorporates a practical means of assessing an individual's competence to braze joints for refrigeration and air conditioning pipework in accordance with national standards used by the industry and relevant legislation. This revision has incorporated high strength copper alloy pipe in recognition of its adoption on R744 systems and is also applicable to A2L refrigerants.

Mark Woods, President of the BRA, said: "The need to maintain safe working practices throughout any brazing process is paramount both in the workplace and



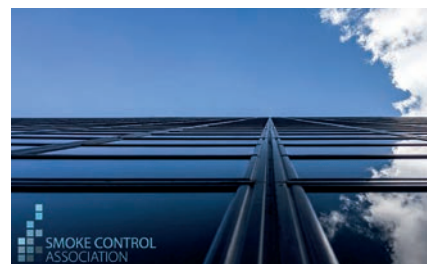
when carrying out training and assessment. This specification has been endorsed by the Technical Committee of the Institute of Refrigeration and the BRA hopes that it will continue to be the accepted industry standard."

## ADCAS carries out major membership survey

ADCAS has carried out a membership survey as part of its campaign to raise standards and set the bar in the ductwork sector. A total of 28 member companies took part in the survey and the results will be instrumental in furthering the campaign to set the highest industry standards, offering valuable insight into areas that require immediate attention.

The results of the survey showed that the vast majority of ADCAS members operate to high standards but there are certain areas that merit further investigation and discussion to identify potential next steps that can be taken by the association.

Every ADCAS member has received a report containing the collected results of the survey and the Executive would like to thank everybody who took time out from busy schedules to provide feedback.



## SCA welcomes Expert Group statement on building safety

The SCA has welcomed a statement from a group of independent experts on building safety in medium and lower-rise blocks of flats in which they highlight 'cost effective risk mitigations' such as smoke control systems.

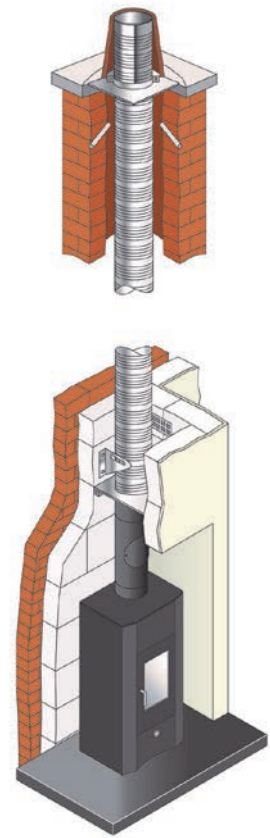
The Expert Group is made up of individuals with broad experience in this field and includes:

- Dame Judith Hackitt, Chair of the Independent Review of Building Regulations and Fire Safety
- Sir Ken Knight, Chair of the Independent Expert Advisory Panel on building safety following the Grenfell Tower Fire
- Ron Dobson, former London Fire Commissioner
- Roy Wilsher, Advisor on fire reform, former Chief Fire Officer

The experts were asked, by the Secretary of State for Housing, Communities and Local Government, to consider issues of proportionality in relation to building safety in medium and lower-rise blocks of flats, the impact on the housing market, and what more government could do to ensure approaches that are proportionate to the level of risk.

Paragraph 3 of the ensuing statement references blocks of flats below 18m where fire safety risks are identified and states: "Adequate levels of safety can be achieved for residents by implementing cost effective risk mitigations (such as smoke and fire detectors and alarms, adequate means of escape, sprinklers and smoke control systems). Where these risk mitigations are not present, their introduction, or other cost-effective measures or enhancements, can mitigate risks identified without unnecessarily financially burdening those involved."

David Mowatt, Chairman of the SCA, commented: "The SCA welcomes the statement from the Expert Group and fully supports the view that fire risks can be managed in medium and lower-rise flats by introducing appropriate safety measures such as smoke control systems."



# Flued up

**Dennis Milligan, BFCMA President, discusses some significant changes for the UK's heating industry.**



## Chimney standards

The BFCMA is also working on the revision of chimney standards including BS EN15278; Design, installation and commissioning of chimneys. It is hoped that this important standard will be published in 2022 but with the hold up in the publication of standards no one can be sure. With the revision of Approved document J, *Combustion appliances and fuel storage systems*, still five plus years away it will be important to look out for the publication of new standards. The BFCMA posts the details of new standards on its website [www.bfcma.co.uk](http://www.bfcma.co.uk)

The Government's decision to move ahead with replacement of natural gas with hydrogen will have longer term implications for chimneys and flues. It is generally accepted that a Hydrogen 20%/Natural gas 80% mix should not require any major changes to the requirements for either boilers or flues. At the moment the hydrogen mix can be covered under gaseous fuels as class 1. What is critical is the sulphur content of the fuels and consideration for the increase in condensates. Development work has started on how to bring hydrogen into future revisions of the standards and the UKCA mark. This will become important as the percentage of hydrogen increases from 20% up to 100%.

**This is a time of significant change for the heating industry with government seeking to reduce carbon emissions, improve air quality and make homes more energy efficient.**

2022 is a landmark year for stoves. From 1st January only Ecodesign stoves can be sold in the UK and Ireland. Ecodesign stoves have been designed to meet the new stringent particulate (PM) emission limits in Defra's Environment Act. The good news is that rather than wait until 2022 the Stove Industry Alliance (SIA) has marketed stoves that will comply with the Ecodesign regulations, branded as Ecodesign Ready. This has given flue manufacturers and installers real-life experience of installing the new stoves. Stove manufacturers have employed a number of design features to reduce PM emissions. One of the ways in which they have reduced emissions is to retain the products of combustion in the fire chamber longer before releasing them into the flue. This needs to be factored into a chimney/flue design as this can reduce the velocity and temperature of the flue gases as they enter the flue. Some Ecodesign stoves may require more flue height. It is always advisable to check with the stove manufacturer's recommendations and the chimney/flue company. 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 chimney.

## UKCA mark

January 2022 was also to see the replacement of the CE mark by the new UKCA mark. Following pressure from the industry this has now been postponed until 2023. As a result of Brexit, the UKCA mark (UK Conformity Assessed) will be the UK's mandatory approvals mark. However, the CE mark will still be required in Northern Ireland.



What won't change is the use of a user-readable classification system that designates the features of the flue components. The features covered include temperature and pressure rating, fire, condensate and corrosion resistance and

distance to combustibles. As with CE designation the classification system will be linked to the UKCA mark. A label showing the classification must go with each stainless steel flue component, so that its specification can be easily verified. Product standards and CE/UKCA marking apply to both flue components and to system chimneys. A CE/UKCA mark for a system chimney applies to the complete flue system, including add on components like rain caps. The use of components that have not been tested with the flue invalidates the CE/UKCA mark and turns the system chimney into a custom flue. Chimneys and flues are required to discharge a variety of combustion gases. Different types of flue are required to safely handle the different gases and this where the classification system becomes really useful.



# BRA work with regulations ongoing



The BRA has continued its work throughout 2021 to maintain its influence in the F Gas Regulation Review. The UK Government has been working on its own review of the F Gas regulations and intends to publish a report by no later than 31 December 2022. The UK Government will be monitoring the outcomes of this review and its own Committee on Climate Change has previously called on the Government to match or exceed any future changes to the European F-gas regulations. The BRA has made a point of how successful the regulation has been and has been urging DEFRA not to make any unnecessary changes.

The BRA has also been closely involved in the topic of Per Fluor Alkyl Substances (PFAS) which is a subject that has been raised by five European nations. PFAS are a huge family of chemicals, including HFC and HFO refrigerants, some of which are highly environmentally persistent. Several countries are now considering controls on their use. Refrigerants are seen as needing an exemption due to their everyday importance to life and health and are not as dangerous throughout their lifecycle as many other PFAS.

The BRA has maintained a strong view that HFCs and HFOs cannot be looked at in the same light as the more severe types of PFAS – a view which has been echoed by the European Partnership for Energy and the Environment (EPEE) through the European process.

## Jon Belfield honoured at BCIA Awards

The 2021 BCIA Awards returned to the Hilton Birmingham Metropole on 9th September 2021 after taking place virtually in 2020. Comedian Lucy Porter, who proved a popular host at the 2018 awards, returned to the BCIA stage as the building controls industry came together to celebrate its finest products, projects and people.

Jon Belfield of InTandem Systems was presented with the award for Outstanding Contribution of the Year. Jon has dedicated a significant amount of time, effort and enthusiasm to new initiatives which have benefited the whole industry.

BCIA President Terry Sharp said: "I am very proud to call Jon a friend and I am personally delighted for him. If he retired tomorrow he would leave a lasting legacy of someone who evoked positive change in the building controls industry."

## BCIA's BEMS Controls Engineer Apprenticeship is underway



The BCIA's BEMS Controls Engineer Apprenticeship, delivered through training provider, Group Horizon, is now underway. Applications for the second cohort recently closed and the programme was once again fully booked.

The BEMS Controls Engineer Apprenticeship Standard is a three year technical training programme that will address an industry-wide shortage of BEMS Controls Engineers who will use the technical skills they learn on the Apprenticeship to keep the buildings of tomorrow running efficiently. It offers a balance of on the job assessments and technical training covering all aspects of the industry

Zach Stanley, a BEMS Apprentice with Kendra Energy, has been impressed with the amount of help and education he has received on the programme so far. He said: "I am able to attend site with another engineer each day and learn a different skill or different part of the system and it is amazing that I am able to have a job and learn at the same time. So far I am three months in and I am eager to learn what I can each day and looking forward to learning more, as the more I understand the more I can do. Everyone is very helpful and friendly and can always answer my questions when I ask them."

## HEVAC round up



- HEVAC played a major role (organised via the Chairs of the A/C group and ADMG) in coordinating the FETA response to the consultation on Parts F and L of the Building Regulations.
- The Humidity Group made its own submission on the Building Regulations, highlighting the importance of optimum levels of Relative Humidity.
- HEVAC groups have contributed to FETA's comments over the move to the UKCA mark. As a result of this lobbying, together with other industry bodies, the deadline for compliance with this mark has been moved to 1st January 2023.
- The SCA gave five webinars in January and February and a further four between July and September, all based on the SCA Guides. All the CPDs are CIBSE-certified. In total the webinars attracted around 250 attendees. A further four tailored webinars were given to SCA members, partners and their contractors.
- Since May, an SCA sponsored column and an SCA quarter page advert have been appearing in the CIBSE Journal on alternate months. The columns have in turn promoted the summer webinars, discussed dampers and the right product for different building applications, also the need for regular maintenance.
- The SCA took part in the Fire Safety Event in September. The SCA was provided with a stand and speaking slots at two seminars; 'Is your building compliant with fire safety laws', and another on the SCA guide to smoke control in common escape routes in apartment block buildings. A range of leads for possible SCA membership and/or receiving CPD presentations were recorded at the event.
- The Fan Coil Unit Group (FCU) has revised guidance on COVID and FCUs, and how fan coils can be used with heat pumps. The FCU Acoustic guide has been revised to include exposed and vertical FCUs.
- The FCU Group BIM product data template for fan coils has been published on the CIBSE & BIMHawk websites.
- The Air Handling Unit Group, along with several other HEVAC groups, has been in discussion with the author of HTM-03, and has expressed their concern over the inability to contribute comments on this standard before it was published.



<p><b>1991</b></p> <p>The world's first webcam HP introduces the first colour scanner</p>	<p><b>1998</b></p> <p>Google is established The first iMac is released Construction begins on the London Eye</p>	<p><b>2000</b></p> <p>USB flash drives are introduced Japan releases the first camera phone</p>	<p><b>2009</b></p> <p>Construction on the Shard begins Digital TV becomes the broadcast standard</p>	<p><b>2020</b></p> <p>The BCIA Awards go virtual this year</p>
<p><b>1995</b></p> <p>Amazon, Ebay &amp; Microsoft Windows 95 are launched Internet Explorer is released</p>	<p><b>1999</b></p> <p>The term IoT is coined Wifi is established</p>	<p><b>2007</b></p> <p>The BCIA hosts the first BCIA Awards The first Apple iPhone is released</p>	<p><b>2017</b></p> <p>IoT Smart Home Tech hits mainstream</p>	<p><b>2021</b></p>

## Two engineers of different generations share their experiences since the BCIA's formation 30 years ago.

*As part of its 30th anniversary celebrations, the BCIA interviewed two of its members who are both at different stages of their career.*



Roger Woodward is a founder member of the Building Controls Group (BCG), which later became the BCIA and has held roles at Johnson Controls and Tridium during a career spanning more than 40 years. He currently works as an Independent Strategy Consultant and was awarded the BCIA's Outstanding Contribution of the Year award in 2012. George Belfield won the BCIA award for Young Engineer of the Year in 2017 and is currently a Building Controls Engineer for InTandem Systems.

Roger described some of the changes the BCIA has undergone since its formation and how they have benefited the industry as a whole. He said: "Companies are now much more open about their problems and opportunities but it took us a while to be able to promote the idea of the BCIA and get it recognised as a body that could influence decisions in industry and government. It is now a significantly more mature body compared to what it started out as."

He also reflected on how modern technology has changed the outlook for the industry and why there is such an exciting future for it: "What we were doing then was considered smart at the time. There were lots of innovative ideas and things were moving from a technical point of view but of course then there wasn't any internet connectivity. That was the big change as it started moving things from on-premise to the cloud, which is where we are today. There is stuff happening now that wasn't happening just 18 months ago and it's absolutely fascinating."



George was born in 1991, the same year the BCIA was formed, and he was keen to highlight the ways in which it helps aspiring engineers today. He said: "From an educational point of view the courses have been a great start to life as a Controls Engineer. Something the industry finds very challenging is that not many people really know what we do and even now we are often having to explain our job title. So having those courses as a start point provides a fantastic grounding in BMS and helps you get the most out of your work experiences as well."

He also had some key words of advice for anybody looking to start a career in the building controls industry, saying: "Adopt a problem-solving approach and try to avoid 'pigeon-holing' yourself in any one part of the industry. If you want to become a Software Engineer for example it's useful to gain some knowledge in other areas as well, whether that's working with a control panel and getting some hands-on experience or dealing with a call-out, you will always learn something that might prove valuable later in your career."

Terry Sharp, BCIA President, said: "I would like to thank Roger and George for giving up their time to talk to us, they provided some really interesting perspectives. It is thanks to people like Roger that the BCIA is the influential body it is today, and with young engineers like George coming through I believe the industry has a very bright future in prospect."



If you are interested in joining FETA call 0118 940 3416 or email [info@feta.co.uk](mailto:info@feta.co.uk)



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