

From the Chief's desk

by Russell Beattie,
Chief Executive FETA



Having taken over as Chief Executive in mid September I have been encouraged by the welcome and support I have received: from the Board; the staff; the wider membership of our various associations; related UK and international trade bodies

and various ministerial interlocutors. All of this provides an affirmation of the credibility and value of our Federation and that in turn is ultimately a reflection of the professional expertise, dedication and contribution of our membership. FETA has been celebrating its 30th anniversary and it is an achievement which all can be proud of.

My immediate priorities will be to get to grips with the myriad facets of our broad portfolio of specialist interests and to both visit member companies and those responsible for influencing and taking national and European decisions which affect our interests. This will be an ongoing process and I believe we should do all we can to shape future policies rather than end up as acquiescent recipients of change as it is forced upon us.

FETA has huge strengths but like any dynamic organisation it should remain self critical and agile in its approach to change: I am open minded as to how we might refine our modus operandi and would welcome ideas which would lead to improvement. All the work of our sub committees is fundamental to our output but as we endeavour to focus on the bigger picture I am sure as we approach 2015 we would do well to ensure our stance is optimised to cope with such topics as BIM, EcoDesign, F gas, future Building Regulations Review and opportunities afforded by the run up to, and fallout from, the May 2015 election. Interesting times for FETA and I am looking forward to being part of it.

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Plan for a 'known' future

by Mike Lawrence, FETA Chairman and British Refrigeration Association President

I write having recently taken over as Chairman of FETA in encouraging times. Discussion at FETA meetings reflects positive feelings about the market and the technological challenges that we face. The F-gas situation which has been the unknown for a long time, thus making planning very difficult, has now been resolved. Although the decisions will not have pleased all, we now have a known future scenario and we can develop our plans with most of the major "unknowns" having become "knowns".

Development of the F-gas directive in Europe has been demanding on FETA resources during the last 3-4 years. As a result of it now being complete, in top level decision terms, there will be more resource available to devote to other matters. However, we cannot assume F-gas has gone away completely. There will be detailed implementation matters to be tracked and to which input will be required. On this matter I must record our thanks for the sage advice Cedric Sloan has provided, to us as members, and for us, as commercially interested parties, to the various government and Brussels lobbying groups. This has been an essential component in reaching the result of a reasonably acceptable outcome – there were times when it appeared such an outcome was going to be unlikely.

Because of the time and resources taken up with the F-gas directive development, energy efficiency matters have not had the attention they deserve in the last few years. As an industry, we have

to invest in developing, making and deploying more energy efficient systems than we have in the past. To do this, we have to address whole systems, the parts of systems and the controls of whole systems. We need to get the maximum useful output for each unit of electricity used by the systems that we supply. As well as efficient systems in terms of unit output for unit input, the output has to be at the right place at the right time.

Reducing energy use, as well as making systems more efficient, can be done by providing reduced loads. There are many European Community strategies aimed at this. These include a large number of initiatives. The drafters of these are well-meaning but, to help them avoid unintended consequences, we all have to keep our eyes on the ones in our own trade areas. When we see things that are going to have an undesired effect, we must alert FETA centrally and, thereby, fellow members of FETA. FETA can then work with the other similar bodies in the rest of Europe, with whom we have good relationships, to improve the proposed legislation and make it fit for purpose.

In the autumn of this year, Cedric Sloan retired as the Director General of FETA. He had guided the Associations with great skill and tact for 16 years. He has brought FETA from premises that were not good to work in to the pleasant offices FETA now owns; he has run the business so that finances are enviably good for a trade association; he has brought us into the position where FETA is



unmistakably the voice of commercial HVAC&R and Allied Trades as far as the Government is concerned; he has made FETA an important contributor to the thinking of our industry's main lobbying group in Brussels (EPEE) and, engaged with many other trade associations, industries, colleges and training bodies in the UK and Europe. We have a huge amount for which we must thank Cedric.

I had the pleasure of chairing the panel to find Cedric's successor. The quantity and quality of candidates was a testimony to the esteem in which FETA is held in its field. The panel was unanimous in its choice of Russell Beattie as our new Chief Executive. Russell has previously been responsible for the British Forces Post Office. The good operation of this has a crucial impact on Army morale; and side by side of the letter operation, there is a highly secure operation for classified documents. After leaving the Army, Russell became Chief Executive of the John Smith Memorial Trust, entrusted with helping to further the rule of law in former Soviet Union and Middle East countries. His brief was to recover and revive this organisation over a fairly short time. This involved considerable contact with MPs, ambassadorial staff and home-based civil servants. In the earlier stages of his career, he worked in Brussels and knows his way around the bureaucracy there.

So we wish Cedric bon voyage and we welcome Russell to our Associations.



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Time to profit from market recovery

by Malcolm Moss, Association of Ductwork Contractors and Allied Services President



As 2014 draws to a close, it is on an optimistic note that I provide our readers with this year's update. The UK construction market, and in particular the ductwork sector, has gone through a difficult last few years and we are still not out of the woods, but there are signs the market is improving. As an Association, we need to assist members in profiting from the recovery.

As an industry we were one of the last to go into the recession and we have been slower to emerge, but the signs are that better times are ahead, at least in the short term.

ADCAS is continuing the battle to raise the profile of the ductwork industry so that we are recognised as an integral part of the construction industry. But those efforts need to be supported by member companies who must develop their businesses in a professional way. Our aim is to eliminate the 'tin basher' label that hampers our sector.

ADCAS members must show our clients and their ultimate customers that by working with a member company they can expect excellent performance in all aspects of the project.

Being a member of ADCAS therefore carries some responsibility. We need to stand out from the rest, and this means investing in our employees and training them in the relevant skills. In order to support these efforts, ADCAS will be reintroducing training courses in 2015 which fell by the wayside during the recession. This means we are working as an industry to invest in our collective future, ensuring that membership of ADCAS means something to our customers - and potential customers.

Another important point about membership of an Association is that being an active member is the best way to ensure you are gaining from membership and contributing to it as well. ADCAS wants to support membership, but can only do so with good levels of participation and feedback.

As an Executive we continue to recognise the need to encourage

membership of ADCAS and are pleased once again to announce membership fees are frozen for a further year.

Construction is now a global market and ductwork is not excluded from that. With increasing amounts of imported product from around the world, in particular from Asia, we need to ensure those products are of good quality. If it looks too good to be true, it probably is. ADCAS has always encouraged Associate Membership and the integration of suppliers and associated services, it is essential that we work with those members wherever possible.

ADCAS continues to do what we can to influence European legislation with representation on both BSI and CEN committees dealing with Ventilation and Ductwork. This part of the Association's work is essential. Brussels increasingly drives legislation that affects our industry so we will need to see even more commitment in the future to ensure the industry has an input. George Latimer from Hotchkiss Air Supply has represented ADCAS over the past two years, but will handover at the end of 2014, and we thank him for his commitment.

ADCAS has renewed its membership of the NSCC (National Specialist Contractors Council). This membership forms an integral part of our strategy to increase awareness of the Association across the construction sector. NSCC's work on common issues across the construction market, including payment for subcontractors, will without doubt benefit our members.

The Council's involvement in the Government's 2025 Strategy for Construction will enable the active involvement of NSCC member associations which otherwise would have been too small to have a voice.

Over the coming year, the NSCC will also be working on increasing the minimum requirements for their member associations, which we fully support. By doing so we can provide clear and transparent standards for our industry. I strongly

advise ADCAS members to spare the time to visit the website www.nsc.org.uk The Council is working on a range of projects and you will also see the many additional NSCC benefits and services you can take advantage of through your membership of ADCAS.

ADCAS collaboration with the B&ES Ductwork Group on matters of common interest must continue as collectively we are better placed to influence or rally support, but we will also individually continue to tackle issues which we feel can also benefit the membership and the wider industry.

B&ES Ductwork Group launched an updated version of DW144 mid 2014 and this will become the reference document for the industry as its predecessor was. The team at B&ES Ductwork Group led by Peter Rodgers who worked on the document must be applauded for their contribution to what was clearly a very difficult and complicated project.

ADCAS was able to give input into the content, although in reality we were not able to influence this as much as we had originally hoped. However, the specification is now in place and ADCAS will continue to review the content in detail, offering members additional guidance where necessary. I would also strongly encourage all members to read the document because there are a number of changes which affect ductwork manufacture and installation. ADCAS members need to be aware of the impact on their businesses.

Increasingly, building running costs are coming under scrutiny and the ductwork system is an integral part of the building. System performance is without doubt an opportunity and a challenge for our members and it is essential that everyone is fully aware of the changing requirements. As an Executive we felt it so important that members are aware of the new DW144 we offered members a free copy. If you have still not taken up the offer please do. Should you require any further advice after

reading the document, you can get in touch with Caroline Sloan (carolines@feta.co.uk).

Further to the launch of the ADCAS newsletter, 2014 saw ADCAS launch its own website, not only providing a focal point for its members but also for the ductwork industry as a whole. The site offers free downloads of all guidance notes produced by ADCAS; a members' forum, a job posting / employment-seeking section for employers or employees; information on training; along with links and articles which are relevant to the industry. It also provides clients with the opportunity to check out ADCAS members and their capabilities and it is essential that members take the opportunity to complete their individual page on the site, this is an opportunity to show what you can do. Again, you can contact Caroline Sloan (carolines@feta.co.uk).

ADCAS has benefited from being a member of FETA for many years and with the retirement of Cedric Sloan and the appointment of Russell Beattie as the new Chief Executive we see a new stage in ADCAS development. Our deepest thanks go to Cedric for his support and commitment to raising the ADCAS profile across the industry and we look forward to working with Russell in the future.

As we start a new year, we can take strength from the market becoming more buoyant but we must be aware that as an industry we must invest and develop if we are to satisfy the future requirements of an ever-demanding market. As the independent voice of the ductwork industry ADCAS will continue to do its utmost for its members and the wider industry.



Working together to achieve our goals

by Steve Harrison, Building Controls Industry Association President

The most significant development of 2014 for the BCIA has been the launch of the Building Controls Professional Assessment (BCPA). The Assessment is the culmination of our work on developing the BEMS NVQ Diploma, and one of its key functions is to act as the final assessment for apprentices taking this course.

The BCPA is a two-and-a-half day assessment that addresses topics covered by our BEMS Diploma, but which is particularly focused on what the BCIA considers the key areas of installation and fault-finding.

The BCIA has long been aware of the importance of raising standards in our sector. We have seen studies from research bodies in the construction sector that point to building controls as one of the reasons for poor building operation.

As the representative of the UK



controls industry, the BCIA is keen to dispel this view, and taking responsibility for the skills of our sector is one of the main ways we aim to demonstrate this commitment.

That is why the BCPA is also available for 'practicing operatives' in our sector to take as well as apprentices, and why the BCIA aims to link the achievement of this Assessment to a JIB card.

Building the BCPA has been a testament to what industry associations can achieve. The Assessment has been put together by volunteers from the BCIA membership, supported by National Electrotechnical Training (NET) and also Clarkson Evans, who are hosting our first As-

essment Centre in Gloucester. It is only through cooperation that we have achieved our goals, and it was the forum of the BCIA that enabled various member companies to come together and identify mutual objectives.

Cooperation has also played an important role in the development of the BCIA's annual conference. Building on the success of previous years, we have joined forces with the Building & Engineering Services Association (B&ES) to create the Building Services Summit which took place in London on 27th November.

The theme of our conference was how to combine good design, installation and operation of building services and controls to ensure long-term energy efficiency. By working with B&ES, the Summit attracted some excellent speakers

and we also won the support of FETA, the Commissioning Specialists Association and CIBSE.

The BCIA has harnessed the power of its Working Groups to access specialist knowledge within our own membership, and used that as a base from which to work with other associations and extend our reach. Our aim is to raise awareness of the importance of building controls, and 2014 has so far been a successful year.



Industry support – So much to do!

by Robert Burke, British Flue and Chimney Manufacturers' Association President and Hetas Technical Director



The British Flue & Chimney Manufacturers Association is Britain's only Trade Association for factory-made chimney products and works closely with Government, public bodies and other organisations to further the interests of the chimney & flue industry.

The BFCMA website www.bfcma.co.uk launched last year clearly outlines the function of the different types of chimney and flue systems and provides comprehensive guidance on the use of chimneys and flues with wood burning appliances.

The site has been completely updated to incorporate the changes made by the new UK annex to BS EN 15287-1, the design and installation standard for chimneys.

The BFCMA is currently working on a biomass guide as this is an

area of high market take-up due to the impact of the government's Renewable Heat Incentive.

The work to incorporate a new biomass guide has been helped by the close relationship with HETAS which is the UK's lead body for the combustion of solid fuel and biomass at a domestic scale. As such HETAS is committed to supporting all aspects of the solid fuel, wood and biomass industry.

Each year we budget to spend increasingly larger amounts of money, time and effort on what we call "standards and influencing" work. The standards work can be anything from European standards work on various UK and European committees, through to the review of approved guidance documents and building regulations. We also coordinate bespoke work looking at innovation or new ideas that will one day be covered by standards of the future; finding ways to allow compliance with what is currently ambiguous guidance etc.

Work in Europe deserves special

mention. At the moment there appears to be a large numbers of work streams emanating from Brussels with multiple directives and regulations covering the work of our industry. We are constantly looking for links between these directives and regulations, and attempting to see how they fit with current EN standards National standard, Building Regulations and other UK good practice. Sometimes links are obvious, but more often than not, the links between the EU policy and local requirements are well hidden within the spider's web of information. It has become increasingly important for each industry sector to join the dots, make the links and raise the issues associated with the work coming out of Europe.

To take an example we looked hard at CE marking requirements under the Construction Product Regulations and at first made assumptions about the possibility of joined up regulations. Talks with enforcement agencies responsible for the sales of product without a



CE mark led us to take a firm view that any product where the mark was not properly placed, should not be allowed to be HETAS Approved under our product approval scheme. Such joined up thinking seemed obvious to us. However, when making enquiries at other enforcement agencies dealing with the purchase and/or installation of the same products, we found that regulations in this part of our industry do not forbid, or even really discourage, purchase or installation of product that bears no mark even though regulation on the sale of products require it. As an organisation with a wide ranging list of stakeholders we are forced to give different messages to different stakeholders. It is hard to justify this.

A large part of our work is in

supporting civil servants who are given the task of reviewing rules and regulations along with associated guidance that they publish. It is very clear that in the past four or five years the Government departments have become much more open and communicative seeking support from the likes of HETAS, BFCMA, FETA and other industry bodies in the various sectors. This is very welcome although it comes at a cost. Organisations spend a lot of time attending additional committees, at meetings, and undertaking work that comes out of these meetings. Industry wanted more contact and opportunity to inform Government departments of the capabilities of that industry sector. As a consequence of this we have gained more of a say and a much larger

slice of the work that goes with it.

We have recently created a diagram of all the standards, reviews, directives, regulations and committees that we chair, attend, are involved with and have influence on. It showed links and relationships and whilst incredibly useful it showed that the sheer volume of work and complexity of interrelationships is so complex that it appears impossible to have the highest level of involvement that we would like to have at all levels.

Bearing in mind the importance to both our industry and the allied sectors that work with us, keeping up to date, and understanding when and where we and they can have a meaningful influence or impact, involvement is crucial. The volume of work involved in

understanding the web of directives and regulations coming from Europe are clearly an immense task. Yet for most small organisations and associations, this is starting to become practically impossible. What can we do to ensure that we prioritise in the right areas?

At this stage it seems that the key to not being overwhelmed is for organisations and associations to work together sharing information and holding regular meetings where we can hear the findings of allied and even competing industry sectors. It's very pleasing that in our particular industry we are talking and communicating well. This has enabled us to overcome many issues without over stretching the limited resources available.

For HETAS and our industry we



have no choice but to look at priorities and work with all our stakeholders to find what is most important to them. We wonder if anyone in Brussels understands that Member States have so few official government resources and rely heavily on organisations and associations to assist them with all of the work coming from an industry perspective – and all done for free.



F-Gas and training top the agenda

by John Skelton, British Refrigeration Association Vice-President

The commercial refrigeration industry never fails to impress me. Whatever challenges are set before us we seem to be able to work collectively to deliver on our commitments. The downside is that this possibly makes us the ideal industry to challenge with ever more stretching targets. The F-Gas Regulation is a case in point. We worked collaboratively to achieve the targets set by the European Commission in the first draft of the directive and now the bar has been set even higher in the latest draft that entered into force in June 2014 and will begin to take effect from 1st January 2015. The timeline being introduced for the phase down of HFC refrigerants in the latest regulation will be a significant challenge for our industry and for our customers, especially when you consider that we don't really understand yet what the phase down will mean for the production of the different HFC blends going forward. Will the changes see low volumes of high GWP HFC refrigerants or high volumes of low GWP HFC refrigerants – only time, or the influence from the industry, will tell.

The latest draft of the F-Gas Directive should be seen as yet another opportunity for our

industry to show leadership and to demonstrate how effective we can be when set challenging targets. To do this effectively we will need to consider a number of key areas.

FETA and BRA have done an exemplary job of providing guidance on the latest changes to the F-Gas regulation. However we need to consider how best to ensure that the wider industry is aware of the pending changes and what it will mean to them and their customers. We need to understand how best to engage with the whole of our sector from sole traders to companies with national refrigeration coverage to equipment manufacturers and the wider supply chain. FETA and the BRA have always taken the lead in this area hosting events and publishing guides to support and educate on such topics and this will need to continue and evolve going forward. It's important that the industry is able to adapt to the challenges that lie ahead but it needs to be able to capitalise on them as well.

Training will be another key consideration going forward. With the challenges to the industry becoming ever more onerous and refrigeration systems becoming ever more complex it is important



that we attract the right individuals into our industry. We need a training framework in place that ensures that they are suitably equipped to develop their careers whilst ensuring they can design, install and maintain our refrigeration systems to ever tighter standards of efficiency and performance.

We will also need to consider how best to engage with the owners/operators to ensure that they fully understand what the changes will mean to their businesses and how best we can support them. Many customers are heavily reliant on high GWP HFC refrigerants so the service and maintenance ban on HFC refrigerants with GWP's of 2,500 or more (applies to equipment with a charge of 40 tonnes CO₂e or above) from the 1st January 2020 and the phase down of production of HFC refrigerants is likely to be costly and without careful management seriously affect their operations. So there's only five years for owner/operators to get future refrigerant strategies in place, that's

not long especially when you consider most companies work on traditional three-year budget plans. I feel that the impact of the HFC refrigerant production phase down is only just starting to dawn on customers. That's the enlightened ones who seek out the information or have a supply chain that keeps them informed.

We also need to consider the work that still needs to be done to develop and trial new technologies, the impact of changing refrigerant on existing systems, controls and safety and whether we have a suitably large and well trained work force to carry out all of the work that will be required to hit the F-Gas timeline.

Finally we need to consider what the future has in store for us. Will the F-Gas regulation be reviewed in the future, will carbon and energy become ever more significant or will things get easier for us? My view is it is likely that things will only get tougher. I am confident though that if the industry can avoid complacency then it can rise to whatever challenges are set before it. The first step for any sector though is to put the F-Gas Regulation and training at the top of our agenda for the foreseeable future.

Guidance is key to regulatory minefield

by Graham Wright, HEVAC Association President

When you speak to HEVAC equipment manufacturers and distributors there are several common themes that frame the conversation. There is of course the drive to be successful in whatever field they work in, but they all want stability in the economic environment so they can foresee, plan, and maximise business opportunities. Secondly is certainty, in how future legislation will affect their business. However, the one thing that seems to evade us is the ability to find clarity on both of these areas as the recent introduction of Part L demonstrated.

As I start my two-year term as HEVAC president I wish I could believe things were going to get easier but I'm afraid that in my view this will probably not be the case. When we consider the future results of the 2015 election we can see that whatever the complexion of the new government will be they all are thinking about changes to the status of UK regulations and even the status of the European Union. I am sure they are considering making changes to incentive schemes and how these processes will work in the future.

In my recent statement to members I stated I believe there are three significant areas we need to focus upon the first of which are the new versions of Building Regulations. Discussions are underway to start the new revision of SAP



2015 and consequently Part L 2016. This will affect the whole sector, as we know. Recently the coalition has restated its commitment to meeting the CO2 emission targets set out by Europe, by using the current regulations and allowable solutions. But given the implications of changes to part L and the effect it will have on the products we manufacture and sell we should be looking at the impending changes in 2016 with significant interest and be ready to offer assistance and inform where possible.

One factor that is having a significant effect on the UK is the ECODesign and energy labelling directives. These can be seen as specific LOTs that review different technologies and are having an effect on almost every sector within our industry. This need not be bad news as they level the playing field between different technologies and give a degree of consistence about product performance. Moreover the regulation has some teeth when it comes down to guarantees of performance, but we need to be vigilant to ensure the regulations are set up to achieve what is viable today and reasonable targets for the future. It is also crucial that we ensure that all future building regulations marry up the need to comply with EcoDesign and the individual

aspects of building regulations, as failure to do so will lead to confusion and extra complexity which inevitably will lead to higher costs.

Another discussion topic that is close to my heart is that of training. Anyone working in the renewables field will have come to realise that there is a significant skills shortage not only in our ability to install these new technologies but also in how building designs can benefit from their use. Work is underway to discuss how we close the skills gap but time has all but run out if we are to see the volumes of renewable technologies supplied and installed to meet the Government's CO2 emission targets. This is not an easy problem to solve – a recent trailblazing application from our sector was turned down by Government and we need to collaborate with other groups to ensure that where apprentice schemes are being set up the qualifications are meaningful not only in terms of content but also in providing new entrants to our industry the top quality training they need for a long and fulfilling career.

With the end of F-Gas 1 and the issues surrounding the phase out of R22 at the beginning of 2015, we are now faced with the introduction of F-Gas 2 with its phase downs, phase-outs and complexities of dealing with higher GWP refrigerants and its mildly flammable replacements. I am sure we will endeavour to communicate these



not only to our customers but also to a wider audience to ensure a smooth transition. What is a fact though is we must make these regulations work.

HEVAC along with BRA and other organisations will try to make sure the rules are communicated and adhered to where possible but it will be ongoing work that will need a substantial amount of effort by our members and close co-operation with Government.

If history is anything to go by, whoever is elected in May will have their own agenda and will drive the regulations in which way they see fit. HEVAC will be ready to help and represent the sector whatever happens. It could be said that I am being pessimistic about the future, I prefer realistic and I have a tremendous feeling of satisfaction when I see members of HEVAC working together to make substantial contributions to assist Government in the understanding of how our technologies can help change the future for the better.

Stimulating growth in the heat pump market

by Mike Nankivell, Heat Pump Association President

In July 2014 I took up the Presidency of the Heat Pump Association, succeeding Tony Bowen who had held this position for over a decade. It would be extremely remiss of me not to offer a vote of grateful thanks to Tony who has dedicated an enormous amount of his personal time to developing the HPA. Today the Association enjoys a high profile with Government departments, in

particular the Department of Energy and Climate Change (DECC) concerned with renewable heating technologies, heat strategies and carbon emission reductions.

I am pleased to say Tony remains very much involved as a key member of the Association's management team. This is making the transition far easier than it might otherwise have been. That said, we continue to enjoy the excellent secretariat



services of Terry Seward that our hosts at FETA provides. Terry is hugely experienced in the heat pump sector and as many of you will know, his many years dedicated to the sector was recognised at the National Heat Pump Awards 2014, with Phil Creaney's Heat Pump Champion Award.

HPA management restructure

To coincide with Tony standing down as President, the structure of the HPA's management team was revised to strengthen our membership support services. This involved the appointment of two Vice Presidents (both voluntary roles). Graham Wright is now Vice President of heat pump technology and implementation and James Timbs-Harrison is Vice President

with a focus on marketing as well as development.

With the wide range of DECC, Ofgem and MCS Industry Advisory Groups the HPA is actively involved with we would struggle without the technical expertise of our retained consultant Graham Hazell. Finally we benefit from the continued support of Keith Sutton of KandP Marketing Today, who wields his magic pencil over the Association Newsletter - Heat Pump News.

DECC and Ofgem

During the past two years the HPA has participated in regular DECC and Ofgem IAGs (Industry Advisory Groups), which have focussed on the domestic and non-domestic Renewable Heat Incentive (RHI).

The IAGs have provided an invaluable line of communication between industry and the implementers of RHI policy. This has had a largely unseen yet significant impact in a number of ways; making the application process easier (e.g. clearer forms; treatment of insulation on distribution pipe-work); been able to flag up potential issues (e.g. problems with metering) before they became barriers or worse, showstoppers; creating a balance between robust-

ness and practicality; and identifying trends early. In short, we believe the deployment of the scheme would have been much the poorer without the work of the IAGs and we will continue to work with DECC and Ofgem to optimise the up take of Renewable Heat with the ultimate goal of helping to reach the Government's targets for Renewable Heat.

MCS accreditation

We have also been closely involved with the MCS scheme and are represented on most sub working groups. For example we are assisting with the transition and implementation of the European Commission's ErP (Energy related Products) Directive. This includes setting procedures, qualifying levels and a timetable for new ErP measures that enter into force in September 2015.

We are also working with MCS on training - now called Reference Materials - looking at improving the quality and delivery of heat pump training. The inclusion of very high temperature heat pumps and solar assisted (thermodynamic panel) heat pumps have also been important topics of discussion between the HPA and MCS.

Finally we have been busy updating the domestic Heat Emitter Guide with MCS, and, along with other interested trade associations, working on a non-domestic Heat Emitter Guide, which we expect to become available in the near future.

Water source heat pumps

In response to a DECC initiative announced by the secretary of state, Ed Davey, the HPA has taken part in a workshop/seminar on Water Source Heat Pumps (WSHP) in conjunction with the Environment Agency, DECC & the GSHPA. There are plans afoot to make a similar presentation to senior policy makers within the EA itself in order to facilitate improvements in the application process. The ultimate purpose of the group is to develop a report, outlining the barriers to the take up of WSHPs. We had already pointed out that some barriers are in fact common to most if not all heat pump types and as an example we highlighted the variances in responses to applications to DNOs to enable connection of HPs to the electricity

grid. The main problem is that different DNOs use different forms with different questions asked. In addition there are no agreed customer response time scales, which means applicants are never sure if a belated refusal is likely to drop through the post after a commitment to an installation has been made. Clearly this is not acceptable and we hope the workshop and subsequent report will help inform the Secretary of state and resolve these issues.

Awards, Exhibitions and Confex

In addition to our participation in these important meetings the HPA is maintaining its role as Patron of the National Heat Pump Awards, we endorsed and chaired seminar sessions at the 2014 ECObuild and NEC Renewables Event and have already agreed to support a number of exhibition and seminar events to promote heat pump technologies in 2015.

So I hope you can see that we continue to be extremely active on behalf of our members, in the important matter of promoting and stimulating the growth of the heat pump market.



Global support for manufacturers

by Stephen Yurek, Air Conditioning, Heating and Refrigeration Institute President



At the Air Conditioning, Heating, and Refrigeration Institute (AHRI), we deliver three key services to members, and to the industry.

First, we bring all parts of the industry together to write performance standards for HVACR and water heating equipment. These standards are recognised the world over, and we are an accredited standards development organisation in Canada, meaning AHRI standards can be directly introduced into Canada. This recognition, and similar efforts, go a long way toward our goal of harmonising standards and certification in North America and around the world.

Our next pillar grows directly from our performance standards, as we test the performance of equip-



ment to ensure it meets the standard to which it is rated. The certification program is voluntary; however we have seen growing participation since its inception, more than 80 years ago.

Our third pillar is advocacy, through which we support our member manufacturers in the U.S. Congress and state legislatures, and in regulatory agencies such as the U.S. Department of Energy and Environmental Protection Agency. We also advocate for our member companies with our sister organisations in other nations as well as with governments around the world.

We are hopeful that our new Congress, elected in November and

taking office in January 2015, will be more productive than our last.

After the election, Congress did return to Washington in mid-November for a "lame duck" session, during which they were expected to act on federal government funding and tax provisions.

While AHRI worked to move its priority legislation forward in 2014, we were up against a highly polarised Congress that passed very few bills. In most cases, AHRI legislation had bipartisan support; however politics often got in the way of passing even widely-supported bills.

This year AHRI is working toward Congressional recognition of its globally recognised certification program, which would reduce the compliance burden on many manufacturers that participate in

AHRI's program, as well as reduce the temptation for government to recreate AHRI's existing, reliable program. We will also continue pushing for common sense tax depreciation schedules for our equipment, which would allow building owners to deduct the cost of new HVAC and water heating equipment in commercial and residential rental properties. The current depreciation schedule - 29 years - is far too long to make replacements attractive from a tax standpoint. Providing added incentives for equipment upgrades would improve efficiency, save energy and money.

Our goal is to support AHRI member manufacturers and the industry as they deliver reliable comfort and quality of life to people around the world.

In memory

As we go to press we have received the sad news of the passing of Ron Baker who was FETA Director General from 1985 up to his retirement in 1998 and will be well known to many of our readers.

Ron joined FETA following a career in the Royal Air Force and presided over the early discussions on the Montreal Protocol on substances that deplete the ozone layer which was a major challenge for the refrigeration and air conditioning sectors throughout the late '80s and early '90s. Ron was also instrumental in the first round of Approved Document L consultations, starting in 1995, which affected air conditioning for the first time. Ron was also responsible for bringing the Heat Pump Association into FETA, where they play a significant part today.

Throughout his time as Director General Ron made many friends amongst members, related organisations, civil servants and staff. He was a guest of honour at the 30th FETA annual lunch earlier in 2014 where he met up with past presidents and staff from his time in charge of FETA.



**Ron Baker was FETA
Director General from
1985 to 1998**



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What difference will BIM make?

by Hywel Davies, Technical Director CIBSE



Building Information Modelling (BIM), is a central plank of the Government's Construction Strategy. It is seen as the route to delivering reductions in capital and operating costs, in waste, and in carbon emissions. From April 2016 all central Government contracts for buildings and infrastructure works will be procured using Level 2



BIM. The objective is for the supply chain to hand over the asset along with the information that the client needs to manage, operate, maintain and in due course replace the various components that make up the works cost effectively over its service life. And government has been busy working with BSI to produce guidance and standards to support this.

British Standard BS 1192-4 sets out detailed information exchange requirements, often referred to as COBie – Construction Operations Building Information Exchange. Another BSI publication, Publicly Available Specification (PAS) 1192 Part 3, provides a “Specification for information management for the operational phase of assets using building information modelling”. This is a companion document to PAS 1192 Part 2, a “Specification for information for the capital /delivery phase of construction projects using building information modelling”.

Part 3 provides an approach to creating an asset information model to support the whole life of an asset from creation or acquisition, through use and maintenance and on to replacement, renewal or disposal. It sets requirements for asset information management. But what does this mean for the building services sector – in particular manufacturers and installers of heating, ventilation and air conditioning systems?

The objective of the Government's approach to BIM is to get better information about assets that are built for the public sector. So this means getting better information about the products and systems that

go into those buildings, and that means information about the heating, ventilation, lighting, air conditioning, lifts, controls, and any other fixed building services, including renewable energy generating technologies.

This means manufacturers will be expected to provide information about their products to populate the client's asset information system. The information requirements are described in the COBie standard, and cover everything the client needs to know to manage the asset. But COBie is about operations, not installation, so there is a further set of information required. This is described in a standard template called a product data template (PDT).

CIBSE is working with the industry, designers, contractors, installers, manufacturers and facilities managers, to identify what information is needed about a particular product group through its life. To get this right CIBSE is working with all interested parties to ensure every stage of the life of the asset is covered, and that all the key elements in the supply chain are involved. We are starting to see the first PDTs emerging from this process, peer reviewed and ready for use. The intention to ensure manufacturers only have to pull this data together once, reducing the burden of being ready for BIM.

Another benefit of this approach is the correct product data will be out for all to see, which should be helpful in demonstrating what genuine products offer and for identifying counterfeit products. It will help ensure that when products are substituted, the replacement can be properly assessed to ensure it fully meets the specification, and if not, it will be much clearer why it does not. This benefits bona fide producers of building services equipment.

CIBSE views BIM as an opportunity to demonstrate how the services engineering sector can deliver improved building performance as the building services supply chain works together.

Challenging times for industry

by Andrea Voight, European Partnership for Energy and the Environment Director General



When I wrote my article in the autumn of last year, horse-trading between the European Institutions was in full swing. Blanket bans on HFCs in all stationary refrigeration and air-conditioning applications were being discussed in the European Parliament, and EPEE, along with strong partners such as FETA and many others, fought hard to prevent this from happening.

The new F-Gas rules, which were published in May in the EU's Official Journal and will become applicable on January 1, 2015, represent an ambitious and challenging, yet feasible compromise for industry. They are based on four main pillars: containment & competence, phase-down, bans, and traceability.

The most important innovation is the phase-down. It requires a 79% reduction in HFC consumption by 2030 and will change forever how industry operates. Combined with



several GWP limits, the phase-down will dictate a general move towards low GWP technologies. Sectors such as commercial refrigeration are expected to be the first to take action due to the ban on HFCs with a GWP above 2,500 in new equipment and for service and maintenance. Others will follow.

However, the main theme over the next decades will be refrigerant flammability. Whilst refrigerant producers have been busy researching and developing low and ultra-low GWP alternatives, it has become clear most of them are (mildly) flammable as soon as their GWP drops below an average of around 700.

Needless to say industry needs to act quickly. Training installers will be crucial for the safety of us all,

equipment manufacturers need to take appropriate safety precautions, and standards and building codes need to be adapted.

In short, the new F-gas rules have been adopted – now we have to make them happen.

In a pledge published in the framework of the UN Climate Summit in New York earlier this year, EPEE committed to taking concrete, proactive action to ensure the new rules are a success.

Our commitments focus on two main areas – (1) education, in terms of raising awareness & promoting the rules, and (2) supporting a smooth and viable transition towards lower emission technologies.

For example, we plan to organise regular and tailored events to explain the new rules and foster a harmonised understanding across sectors. We also intend to set up a Low Emissions Task Force to examine how to overcome barriers which

prevent the uptake of low emissions technologies, as well as monitor the effectiveness of the EU F-gas Regulation and raise global awareness.

To make this happen – and the F-gas rules a success – we count on our excellent cooperation with FETA and our partners and friends across Europe and the world.

It goes without saying we will miss Cedric and his valued strategic advice, insights, and British humour. Yet he clearly chose the perfect time to retire. The new F-gas rules have been finalised, and even though the “F-gas chapter” has certainly not been closed, we are entering a new era, and very much look forward to working with Russell Beattie and continuing our excellent relationship with FETA.

With this in mind, all of us at EPEE wish you the best, Cedric. Enjoy your retirement and a very warm welcome to Russell from “the old continent”!

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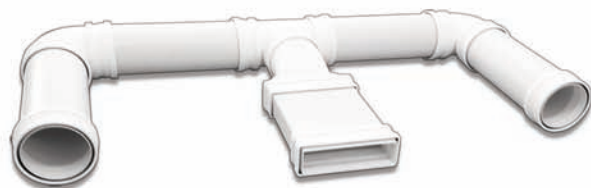
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New entrants, skills and training



by Graeme Maidment, Institute of Refrigeration President



It is now some 18 months since I became President of the IOR and I have noticed that there have been some common themes that continually cropped up through discussion with members and other stakeholders in our industry.

By far the most popular has been around the general theme of new entrants, skills and training. I was delighted to be a judge at the recent Cooling Industry Awards for the IOR Student of the year and to meet 10 shortlisted finalists (centre right).

I was really impressed with the enthusiasm and dedication of this group; certainly the cream of our industry. However, there remains a lot of concern around skills shortages and gaps across the industry. And specifically how the RAC workforce will meet the demands of a low carbon economy with many new and different refrigerants, an increasing focus on energy efficiency and the widespread use of heat pumps.

To ensure our industry is prepared to meet these demands, it needs a future supply of engineers with the right skills.

If left unaddressed skills shortages and gaps will have not just a detrimental effect on the development of our sector but on the UK economy in general.

There have been many recent articles about skill shortages in engineering disciplines. Unfortunately, it seems Britain, the birthplace of the industrial revolution and many of the inventions that formed the modern world, isn't attracting enough young people into engineering professions. It is

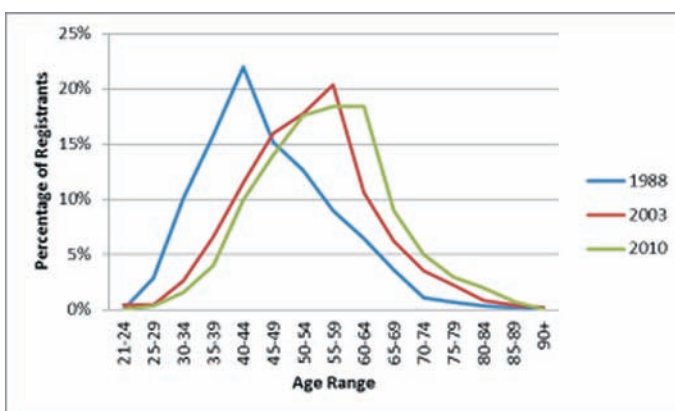
predicted that engineering needs more than 1.5m new entrants by 2020. This is to deal with predicted growth of more than 2.5 per cent year on year to 2020 but also to replace our workforce as it retires. As a relatively mature industry, part of the demand in RAC will be driven by demographics as shown in the graph (bottom right).

A key part of the solution is apprenticeships and this is very much on the IoR strategic agenda and in particular our new Education and Training Committee. It is important to understand what skills are important for the RACHP workforce in the future, and the group is working to clarify this.

The recognition and understanding of what best engineering practice is and why it is important, is a key requirement across our industry. Our members believe that there must be strong emphasis on RACHP fundamentals as the core building blocks for learners. As an industry we need to take greater ownership of both the standards to which operatives are trained and how that training is delivered. New opportunities from the Richards Review of Apprenticeships and the Trailblazer approach to new apprenticeships aim to put employers in the driving seat of qualifications. Working together the IOR, the BRA, HEVAC and the Air Conditioning and Refrigeration Industry Board are beginning to gather input from employers to do this.

The IOR has also led by example by taking on its own apprentice and has applied to join an initiative to promote take up of apprentices called the five per cent club. This is a club for employers committed to having five per cent of employees as apprentices. It would be great to see more RACHP companies following this lead and bringing in new blood via apprenticeships. If you are interested in joining see www.5percentclub.org.uk

We also need to do more to engage with schools. As Link Careers Governor for my old school Wilmington Grammar, I have experienced first hand the strong interest in engineering as a career.



Age of Mechanical Engineering registrants in 1999, 2003, 2010

However, these students struggle to find relevant work experience and there is an opportunity for us as an industry to engage with these students whilst at school and for them to experience the excellent industry we work in.

I was delighted to be able to find work experience for a number of students through GEA Grenco and J&E Hall. Above is an picture of myself with two students Kaichen He and Beatriz Ruiz from J&E Hall during the placement.

As individual employers we can do a lot to address training issues, whether this be employing apprentices, encouraging employees to add to existing skills, or participating in consultations on skills and qualifications. However we also need strongly supported professional institutes and trade bodies working together to represent our sector's needs. I look forward to continuing to work with FETA member organisations on these and other technical issues in the future.



EU energy policy: The mismatch between ambition and reality

by Thomas Nowak, Secretary General EHPA



The policy debate that took place over the 2030 European Climate and Energy targets shows the prevailing mismatch between the ambition of Sunday morning speeches and the reality of everyday policy.

The background to the European Climate and Energy policy is influenced by the debate on global warming on the one hand and by the security of fossil fuel imports on the other hand. In particular the gas crisis in the Ukraine puts a question mark on Russia as a reliable energy trade partner. Both issues are in fact interlinked: any action to improve energy efficiency and the use of renewables will reduce import dependency and will be beneficial to the environment in general.

A number of prestigious players have stressed the need for additional policy action. The International Energy Agency (IEA) has repeatedly reminded national governments in the last world energy outlook that the level of action is absolutely insufficient to achieve anything close to the 2°C target deemed acceptable to maintain a mitigation potential of the consequences of climate change. The European Parliament has passed a resolution asking for ambitious and binding targets on greenhouse gas emission reduction, the use of renewable energy and improved energy efficiency. This was backed by many companies, industry associations (including EHPA) and NGOs.

The new Commission president, Jean-Claude Juncker, has stressed the importance of the European Energy Union, which aims to strengthen the block by relying more on indigenous energy sources. Juncker has stressed his wish to make Europe a world leader in renewable energy and to achieve a similar status in the field of energy efficiency. His new Commissioners Šef ovi and Cañete have explicitly been asked to accomplish this task.

It is remarkable, that the heads of State and Governments weren't able to take a similar stance and agree to ambitious targets. Instead they

agreed on a business-as-usual approach understood by many as the direct result of a continuation of policy measures and supportive action agreed upon already today.

The Council decision aims for

- A binding target on the reduction of greenhouse gas emissions by at least 40% by 2030 (compared with 1990)

- An EU target of at least 27% is set for the share of renewable energy consumed in the EU; it will be binding at the EU level.

- An indicative target at the EU level of at least 27% for improving energy efficiency. Even though the 2020 target of 20% suffered already from being non-binding on any level, it is again and explicitly not planned to make the target mandatory, neither on the EU nor on the Member State level.

- The achievement of a minimum target of 15% of existing electricity interconnections by 2030 to facilitate cross-border delivery of electricity and to balance supply and demand.

From a heat pump perspective, the fear of ambitious targets is even less understandable. With more than six million installed units in Europe, heat pumps have proven their reliability. The technology is affordable and efficient for heating, cooling and hot water for residential, commercial and industrial applications.

Heat pumps are mainly designed, built, installed and maintained in Europe, thus maintaining know-how and creating local employment. They use an abundant indigenous energy source: renewable energy from air, water and ground, they also run on waste energy – which is equally abundant and largely untapped across Europe.

As such, heat pumps will not only contribute to the immediate issue of supply security but will also be a cornerstone of a sustainable European energy infrastructure.

EHPAs market data reveals: an additional 54 million heat pumps can immediately end the need for Russian gas imports to Europe.

Significantly reducing Europe's

import dependency would influence the perceived ambition level of the Climate and Energy targets. What is considered 'too ambitious' could become 'realistic and achievable'.

In 2030, a total of 60 million heat pumps in operation would provide 60 Mtoe of renewable energy, reduce energy demand by 37 Mtoe and reduce GHG emissions by 181Mt. This would also go hand in hand with the creation of 333,772 additional jobs.

This vision is realistic because many heat pump markets have left their infancy status and have the necessary infrastructure and expertise to allow for double digit growth.

We re-iterate our call on policy makers across Europe to take swift and decisive actions towards making heat pumps a central technology for heating and cooling by:

- acknowledging and raising awareness on the assets and the potential of heat pumps for energy security, climate change mitigation and green growth in Europe;

- reducing the competitive advantage of other less efficient, less environmentally friendly and/or less indigenous energy sources;

- boosting investment in heat pumps (one of the few technologies currently not benefitting from almost any public funding, according to recent EC study).

Winter is coming and supply security maybe at stake – with heat pumps this scenario loses its threat.

- The EHPA policy note 'Winter is coming' presents the basis of the calculation on how to reduce import dependence via heat pumps. (www.ehpa.org/about/news/article/winter-is-coming/)



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As the recession eases, it's time to think of the next generation

by Julia Evans, BSRIA Chief Executive



situation as we plan for the future of this particular sector. Indeed to be in a situation of predicted growth is a welcome change for the months, nay, years of depressing figures issued by the Office for National Statistics whose strap line surely must be 'don't shoot the messenger!'

Contemplating growth after battenning down the hatches for so long requires a whole new mindset; one which inevitably requires some reflection and courage as once again we start to take informed and educated risks about business and investment.

Key amongst the factors taxing business minds is the prospect of an emergent skill shortage, not only for young people entering the industry, but also for skilled and experienced workers. Demand and supply lines are very close to one another. Any idea that there is capacity in the market waiting to be reabsorbed as job opportunities increase must surely be questionable. The idea that those lost from the industry will simply be waiting in the wings to once more take up work seems to me to be a fallacy. Whilst many employers made supreme efforts to keep people employed, there were also those who lost employees with little ceremony. In those less than comfortable times this was perhaps understandable but for a young person who has been ejected from his job part way through an apprenticeship or a skilled worker made redundant after many years of service we must question whether they would return? For them at

least the idea that we might be entering a seller's market in terms of pay and conditions may be offering some comfort but it's more likely that they have gone away and found other employment and are unlikely to return.

Encouraging people back into the industry must rest, at least in part, in addressing the issue of the image of construction. The image of the industry forms a large part of 'Construction 2025' the industry and Government joint strategy for the next 10 years. That reputation in itself has achieved such prominence in this document and in the joint thinking that produced it must be seen to be recognition, at the most senior level, that unless this issue is addressed then the best laid plans may falter.

Is this all sabre rattling? I think not. Fear of skill shortages has hit its highest level since 2008 with 51 per cent of firms saying that there are insufficient workers to meet demand against further growth in construction output with a net balance of 41 per cent of firms reporting increased output in the second quarter of 2014. (RICS 2014). We also note that 275,000 trainees are required for trades with vocational skills requirements and only 123,000 are currently in training. (Dolphin 2014) across what is a very diverse industry. The competition for the talent we need is strong.

However the questions are not only how many entrants we need but how we attract them and a review of what it is they will study. Recent research tells us that only

40 per cent of respondents to a recent CIPHE and SUMMIT skills report think current vocational qualifications are fit for purpose.

Whilst many of these figures are for the construction sector any idea that building services is somehow immune to this situation must be firmly quashed. The need to 're-invigorate the image of the industry' and 'to work together to inspire young people' is emphasised in 'Construction 2025'. The challenge is how this is done in a consistent and effective way. The many excellent events attended by individual firms in schools and colleges up and down the nation bear testament to industry interest, but without a concerted and high profile campaign it is unlikely that great strides will be made.

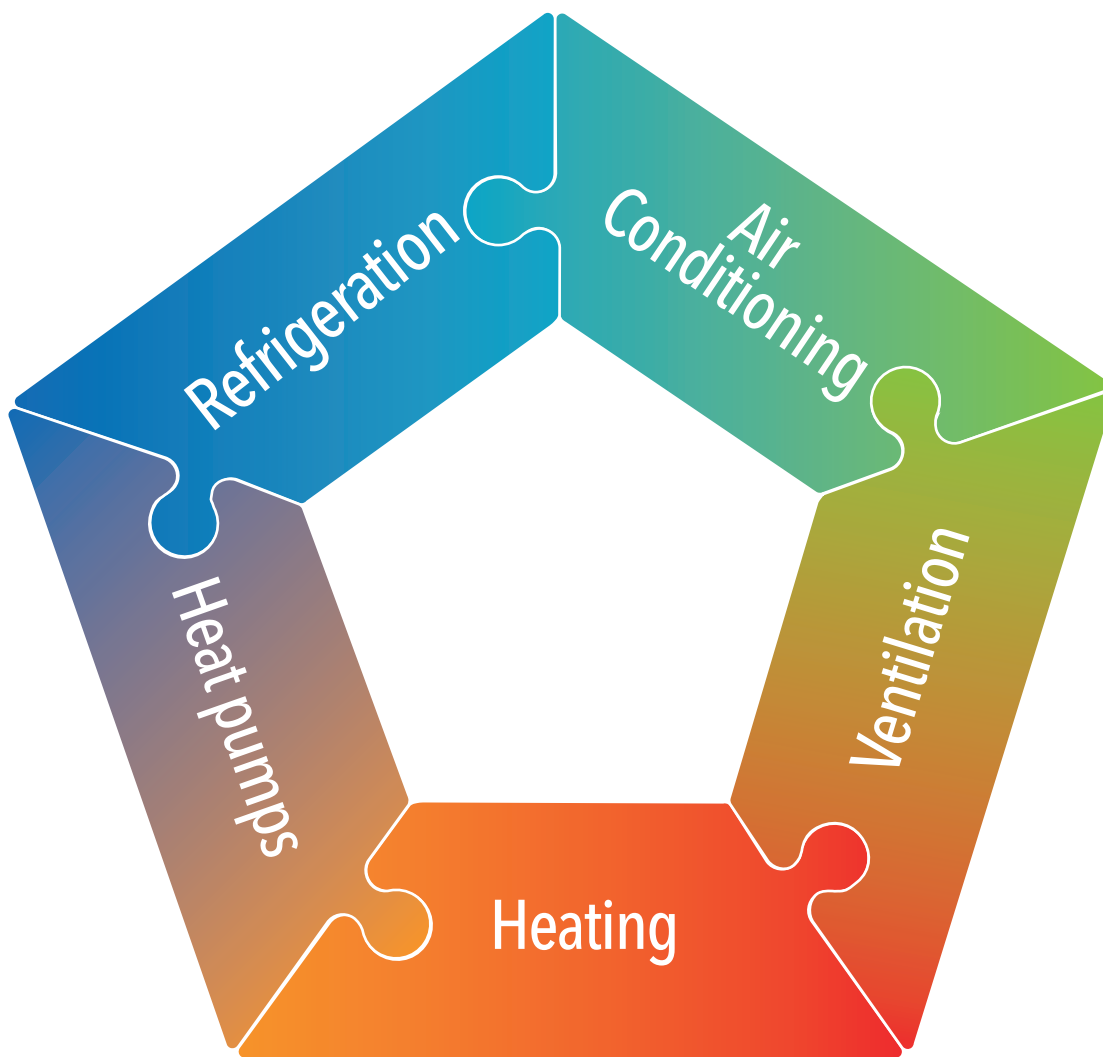
Clearly the agenda for training and development and for attracting workers is complicated, however it also isn't new. What is new is the speed at which the crisis is rushing towards us and without active, concerted and joint efforts on behalf of the Building Service industry the recovery will be stifled.

There is good news and some of this is around initiatives such as the apprentice trailblazer programme. Similarly work supporting the growth of the Women in Construction (Munn 2014) and Women in Engineering programmes is constructive and progressive. But more needs to be done and it's only by working together that we will achieve this. It's time for us and our industry bodies to stand up and be counted in this key and crucial business issue.

'One of the consequences of the downturn in all industries especially construction and building services, is both the loss of labour and a dramatic reduction in investment in training and development.'

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Brussels and bananas

by Geoff Lockwood, Chairman EVIA Fan Working Group



The European Commission's desire to, and its method of, classifying objects with an aim of simplification unnecessarily complicates regulations. Within the Heating, Ventilation and Air Conditioning industry this focus has created problems in the Fan regulation and the planned Ventilation regulation. This could get worse if one objective of the current review of the fan regulations becomes a reality; the consultant has been asked to simplify the regulation by reducing the number of fan types, in other words changing the classification. This is why the industry needs groups of logical people to lobby against unfortunate consequence of perceived good intentions.

Many will remember the furor over the EU's decision to define the bend in a banana. The concept is

logical; if the bend is defined bananas can be classified. Bananas that fall within a particular bend can be classified as more desirable than another category. One can imagine that retailers can get a higher price for one that is bent in a perceived optimum manner. But what is wrong with a straight banana? They taste the same and weigh the same if they are of the same density and volume. Whatever classification they fall into they deliver the same result, they give the same sustenance. The end result, a piece of red tape that can be used by the astute retailer, but it does not increase the sustenance of the banana.

Fans have been classified without the full consideration of the consequences. Again the logic can be understood as other industrial components have been successfully classified. Motors for example are classified by frame size that is defined in an internationally recog-

nised standard. The output of a motor is simple, the output is torque and speed stated as power and therefore classified accordingly. It works, or has done until recently, as most of the market was AC induction motors. Alternative technology has made this more complicated and highlights one of the bad consequences of classification; it stifles innovation when new ideas do not fit into pre-defined classification.

The situation with fans is more complicated than motors and the consequences of poor classifications are more serious. At the start of the study for the current regulation there was a desire for one classification and one efficiency limit. It did not consider the diversity of fans. Fortunately the industry lobbied for a number of different fan types, but has learnt it did not go far enough, a consequence of some parts of the industry not being fully engaged with the regulation development process. The concern is now greater as the Consultant of the review of the fan regulation, regulation 327/2011, has been asked to simplify by reducing the number of classifications.

A fan has more outputs than a motor and is affected by the media it handles. Whereas the motor's output is just power (a product of torque and speed) the fan's key parameters are power (a product of volume and pressure), airflow pattern and size. The pattern of the airflow is important when a fan is integrated in another product and this is linked to the physical size. Further the motor does not transport a media that affects its performance. Its output is a mechanical turning moment that is coupled to another component that wants a rotating drive. The fan transfers its power into another media, a gas, and that media has properties that change and that can affect the performance of how the fan's impeller transfers the energy into the gas. The gas can also have aggressive properties that adversely affect the life of the impeller and so the impeller design is defined by that property.

A stakeholder's wish at the first formation study was one classifica-

tion of a fan that did not consider the fan type or the construction of the fan. If they had what they wished there would be only one fan type that would meet the limit. The other fan types are less efficient than this one, but have a higher benefit in use because of the air pattern they deliver, or the small space they provide, or the robust construction they have to withstand the aggressive gas. Fortunately the consultant saw sense and proposed six fan types, axial, forward curved centrifugal, backward curved centrifugal without scroll, backward curved centrifugal with scroll, mixed flow and tangential.

But this is not enough classifications. The backward curved classification does not consider backward inclined or radial. These are less efficient than the backward curved but are designed to meet the demands of aggressive media. The result is that they will die out and be replaced by 'more efficient' backward curved that will not last five minutes in some applications. Not a very sustainable solution. The fear is the new drive to 'simplify' the regulations will cause more complications and adverse consequences.

The imminent Ventilation regulation will have consequences due to new classifications. Shortly the simple Box Fan that moves air from A to B becomes complicated; it is now classified many ways. The box fan could be a residential unidirectional ventilation unit and need to meet defined limits, or it could be a commercial unit-directional ventilation unit and need to meet a different set of parameters, or it could fall within a range where it could be both but the manufacturer does not know its intended use so is unsure what to declare, or it could be used for a purpose other than ventilation in which case the Commission is not interested. But to many it will look the same so what classification does it fall into? A simple product is now a complicated area.

What is the moral of the story? Be engaged to manage this fixation of putting things in pigeon holes and be aware of the consequences.






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A holistic approach is the key to a successful industry

by Andy Sneyd, Building & Engineering Services Association President

In my inaugural address in July, I pointed out that I had been elected B&ES president in challenging times – for our association, for building engineering services and for the construction industry.

And, indeed, in its recently published industrial strategy, the Government has acknowledged the key role construction has to play in the future prosperity of the nation as a whole. Let's look at some statistics.

The construction sector delivered 83 billion pounds to the UK economy in 2012 – some 6% of total GDP. It employs a workforce of 2.5 million. It grew 2.5% in the first quarter of this year – with a 4.9% year-on-year increase forecast for 2014, and further significant growth expected over the next four years.

As such, it is a key enabler of our economic recovery – as well as being critical to the achievement of national and international climate change targets in the years and decades to come.

In other words, construction is important – and how it is led, organised and managed is crucial to every man, woman and child in the country.

Of course, members of the Building & Engineering Services



Association have long prided themselves on their competence and professionalism – and on their ability to complete projects, on time, on-budget and to the satisfaction of their clients.

But the challenges faced today by all parties to the construction process go a great deal farther and deeper than that. And key to our ability to address them is the existence of a well-trained, well-managed and well-motivated team, at every level of the workforce.

On the one hand, it is true to say that our industry has changed out of all recognition in the 30 years since I began my career as a 16-year-old apprentice on a CITB Youth Training Scheme. On the other hand – being still under 50, I'm considered a young man by the standards of construction. That cannot be a healthy condition for any industry to find itself.

The irony, however, is that there has never been a better or more re-

warding time to come into building engineering services – or the many other highly skilled occupations that fall under the construction "umbrella".

Of course, technical competence must continue to lie at the heart of everything we do. But there is a very great deal more to the design, construction and commissioning of today's buildings than simply the technological aspects. Many of these have, in any case, been removed from the traditional building site, to be addressed instead in a sophisticated offsite fabrication environment.

In order to attain the world-class status that must be our ultimate goal, each of us must develop an appreciation and understanding of the entire supply chain.

And we must be able and prepared to influence every stage of project delivery.

For this ambition to have any chance of fulfilment, we must recruit into our businesses the brightest and best of today's young talent. And we must educate them – not only in the skills and competences required within our own discipline, but also in the overall construction process.



It is my belief that we must be prepared to invest in education, training and development programmes that are genuinely broadly-based and fit-for-purpose.

That way, we will build a workforce that will ensure the future success of our own organisations. We will also spread the word that the construction industry can provide careers that offer a stimulating working environment, profound job satisfaction, opportunities for international travel and the chance to think and act innovatively, with creativity and imagination.

The Chinese philosopher Confucius said that, "if you choose a job you love, you will never have to work a day in your life."

I am delighted to be able to confirm that I love my job very much indeed – and there is nothing I'd like more than to persuade others to come and share my pleasure.

Dealing with the impact of fan efficiency both within Europe and globally

by Geoff Sheard, Air Movement Control Association Chairman

The regulation of fan efficiency is driven by a desire to reduce the carbon emissions associated with fans used in air movement applications. The European Union is at the forefront of this regulatory drive, but is not alone in its efforts. Within the USA the Department of Energy has declared its intent to regulate fans by 2019 with the objective of eliminating inefficient fans from the

market. China and some other Asian countries have been actively considering possible approaches to fan efficiency regulation.

Inevitably there is a risk that different global regions will require fan manufactures to comply with different fan efficiency regulations.

Fan efficiency was first regulated



within the European Union when Regulation 327/2011 came into force on January 1st 2013. The effect of Regulation 327/2011 was to make legally binding 'Tier 1' minimum fan and motor efficiency levels. These minimum levels will increase on January 1, 2015 when 'Tier 2' minimum fan and

motor efficiency levels become legally binding. It is as yet undecided if there will be 'Tier 3' minimum fan and motor efficiency levels or when they will become legally binding. However, the debate has already commenced. On May 5 the European Commission initiated a review of Regulation 327/2011. The review will provide background information for the

continued on page 16

European Commission which has stated that the review will be published in March 2015 having undertaken the following five tasks:

- Task 1; assess the practicality of reducing fan types.
- Task 2; assess the practicality of reducing exemptions.
- Task 3; assess the adequacy of the duty use allowance.
- Task 4; accommodate the requirements of jet fans.
- Task 5; assess the adequacy of market surveillance.

Within Europe the majority of fan manufacturers have found compliance with Regulation 327/2011 'Tier 1' requirements relatively easy to accommodate. Compliance has generally been possible by selecting lower speed and larger diameter alternative products the manufacture already has in its portfolio of products. In contrast the Regulation 327/2011 'Tier 2' requirements are driving fan manufacturers to undertake product development for some applications to enable them to continue to offer compliant products. Any 'Tier 3' requirements will likely require significantly



broader product development.

Within the European Union the topic of the moment is market surveillance and enforcement. The requirements of Regulation 327/2011 (contained in Annex 3 Section 2) define the documentary evidence that fan manufacturers are legally required to provide. When placing a fan on the market within the European Community a fan manufacturer has a legal requirement to provide five pieces of information on the fan rating plate:

1. Overall efficiency rounded to the nearest decimal place.
2. Measurement category to deter-

mine the energy efficiency (A-D).

3. Efficiency category (static or total).
4. Efficiency Grade at optimum efficiency point.
5. Whether the calculated efficiency assumed the use of a VFD.

The European Commission has published a new Market Surveillance Directive with the intention of enforcing effective market surveillance across all European Union Member States. The agencies responsible for market surveillance within European Union Member States are working together to develop methodologies to enable effective enforcement and information sharing.

In the USA, the US Department of Energy has monitored activity within the European Union. On 1 February, 2013 the US federal government published a framework document in the Federal Register, outlining the approach to fan efficiency regulation within the USA. The framework reflected a desire to be consistent with many elements of the European approach in Regulation 327/2011. The

Department of Energy is expected to reach a consensus with advocates and industry representatives on the approach to fan regulation before the middle of 2015, with the resultant regulations anticipated to come into effect by the end of 2019.

With both Europe and the USA now regulating or declaring intent to do so, Asian countries are considering setting minimum commercial and industrial fan or fan and motor efficiencies. Currently, Malaysia, Korea, and Taiwan have considered adopting fan efficiency requirements based on the Air Movement and Control Association (AMCA) Standard 205 Energy Efficiency Classification for Fans, as a mandatory requirement for government and private-sector projects.

Given today's regulatory environment it is reasonable to assume that in all global regions, minimum fan or fan and motors efficiencies will become mandatory and then increase over time. The global impact of fan efficiency regulation will be felt towards the end of the decade as fan efficiency regulations come into effect in the USA and Asia.



Tackling cross-industry issues jointly

by Miriam Rodway, ACRIB Secretary

There have been three key issues that have united the trade associations and professional institutes within ACRIB this year. Representing individuals, companies and end users through its members, the ACRIB Board bring a diverse range of interests together to address cross-industry matters jointly:

F Gas Regulation

Finally published in April 2014 the revised EU F Gas Regulation will shape our industry in the future with a series of phase downs and key application bans, small but significant changes to training, leak checking, labelling, supply requirements etc. Most sectors of the industry whether equipment users, service contractors, wholesalers, distributors, installers or training providers will be impacted in some way.

ACRIB has worked hard to

make sure that the voice of the RACHP industry was heard in EU consultations and meetings which led up to the new regulations, both directly and through its relationships with European groups such as EPEE (European Partnership for Energy and the Environment) and AREA (European Refrigeration Contractors Association).

Whilst not necessarily able to directly influence the overall outcomes agreed by MEPs, ACRIB made sure that the UK policy makers were kept informed of the impact of their decisions on UK businesses.

The ACRIB F Gas Group, chaired by Mike Nankivell, continues to meet and liaise with DEFRA officials to gain a clearer understanding of how the new requirements will be implemented.

The culmination of this work was a one-day conference on 11th

November. The conference provided presentations and guidance materials accessible to all – and to attract a wide audience.

The programme included a series of leading speakers from official bodies and industry to give advice and help clarify outstanding issues. Materials will be available on the ACRIB F Gas website for future reference as well.

RACHP qualifications

The ACRIB Education and Training Committee is one of the few groups where both employers of technicians and providers of training can meet together to discuss industry qualifications and skills matters.

The group has brought in awarding bodies such as City & Guilds and standard setting organisations such as SummitSkills to work together on addressing concerns raised around relevance of

content and updating of assessments in particular with existing certificates and diplomas. ACRIB has provided information on its website about the range of qualifications currently available to help employers choose the most relevant one.

An open industry meeting took place in December 2013 hosted by FETA, and those present made it very clear that a new industry-led approach would be needed to ensure new entrants to the industry were being adequately qualified in core skills such as fundamentals of the vapour compression system.

Most recently ACRIB has been supporting the work of employers to start preparing for the development of new Apprenticeship Standards based on a much more industry specific set of needs across engineering professions.

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This project is likely to continue into 2015, with a great deal of consultation on future standards and how they will be delivered.

Registration

The ACRIB Refrigerant Handlers Register was integrated with the Engineering Services Skillcard to become part of the CSCS scheme several years ago. This change was made in response to requests from employers to simplify registration processes and prevent duplication of card schemes.

ACRIB has continued to promote the take up of what is now known as the ACRIB Skillcard as an important tool for individuals to prove that they are F-gas qualified (only those with an F-gas certificate can obtain the ACRIB Skillcard).

Talks to contractor and end user group meetings and presentations at exhibitions have helped to raise awareness and understanding of the importance of employers supporting the ACRIB Skillcard. As we move to an increased demand for alternative refrigerants, the ACRIB Skillcard scheme will be an increasingly important tool for employers and customers to help them recognise the competence of individual operatives. The ACRIB Skillcard is the only scheme that brings together all of an individuals' different refrigerant qualifications as well as their health & safety assessment on a single portable card.

In bringing together representatives of all of the ACRIB member organisations at quarterly Board meetings, many opportunities to



share technical information and news are also followed up. This includes news on EN378 Safety Standard Revision, liaison with the Health & Safety Laboratory on Ammonia safety zoning and risk assessment, tracking revisions to the Waste Regulations, safe working at height on refrigerated vehicles, building regulations developments and technical guidance or safety alerts. The ACRIB Network is also

an invaluable way of disseminating information on new developments and sharing guidance between members – much of which is already available on the ACRIB website www.acrib.org.uk

If you would like to find out more about these ACRIB initiatives please contact acrib@acrib.org.uk

Members of ACRIB are: Association of Manufacturers of Domestic Electrical Appliances, Building Engineering Services Ltd, British Frozen Food Federation, Chartered Institute of Building Services Engineers, Federation of Environmental Trade Associations, Institute of Refrigeration, Food Storage and Distribution Federation, Cambridge Refrigeration Technology.



An eventful year for AREA

by Per Jonasson, Air Conditioning and Refrigeration Europe Association President

The biggest event for AREA this year has of course been the new F-Gas regulation and all activities related to it, both before and after the ratification by the European Parliament and Council.

As the F-Gas regulation concerns all our member companies' daily activities, AREA decided at an early stage to take an active part in advising and guiding throughout the revision process, which turned out to be a very wise decision.

Thanks to my predecessor Graeme Fox, AREA was able to participate in a number of very positive meetings in Brussels with the Commission and MEPs enabling us to get our message out to a wide audience. The invitation to address the European Parliament's Environment committee really was a mark of how far AREA has come in recent years in being the indisputable voice of RACHP contractors. Now with the final version of the regulation in hand we shall be proud of what we achieved.

But besides the F-Gas regulation several other activities took place during the year.

- The REAL Alternatives project is a project funded by the EU Lifelong Learning Programme.

Among seven partners involved



you find AREA, London South Bank University and Institute of Refrigeration. The aim is to develop training materials to improve workforce skills in the refrigeration and air conditioning sector in alternative refrigerants, i.e. CO₂, HC, NH₃ and HFOs. This programme perfectly matches the F-gas revision and its wordings of "information on relevant technologies to replace or to reduce the use of fluorinated greenhouse gases and their safe handling". The project also complements our own work on low GWP refrigerants.

Visit www.realalternatives.eu.

- The United Nations Environment Programme UNEP is an ongoing cooperation with the aim to introduce and implement training and certification schemes for RACHP technicians in developing countries. I have to thank our Vice President Marco Buoni who attended meetings and conferences all over the globe enabling us to spread our vision and mission. This

brought us several valuable contacts.

- The Chillventa fair in Nuremberg in October 2014.

AREA has been a sponsor of Chillventa ever since it started. As such we have a joint stand together with one of our German members BIV. As well as being given the opportunity to visit the fair, it also enabled us to meet with present and potential members. During our traditional cocktail reception many valuable meetings and discussions take place, and this year was no exception.

Due in 2015

The ratification of the F-gas regulation was just a first step, albeit an important one. What will follow is to agree on the Implementing Acts where the interpretation, or decoding of the regulation will take place. This is an even more important issue for the RACHP business as the outcome will affect all of us for years to come. AREA will in this respect do our utmost to play a strong role in clarifying remaining confusions and concerns wherever needed in the agreed text.

A great concern in most of our member countries is how and where to find and recruit skilled technicians, project and sales

managers as well as executives. How to attract people to our businesses has been, and will be, one of our top priorities for a long time. For this reason AREA has decided to support the European competitors in the upcoming Worldskills, albeit on a modest level.

We will also continue our work for improved skill and competence among our existing workforce. Our involvement in the REAL Alternatives project and guidance on minimum requirements on contractors' training & certification on low GWP refrigerants proves that.

Lastly, I would like to thank Cedric Sloan whom I had the privilege and pleasure of meeting and working with at our General Assemblies.

Cedric, on your retirement, I wish you many happy, relaxing, inspiring and adventurous years to come. "You're simply the best" as my old friend Tina use to sing.

AREA, (Air-conditioning and Refrigeration European Association) voices the interest of 20 national associations from 17 European countries, representing more than 13,000 companies, employing some 110,000 people and with an annual turnover approaching EUR 23 billion.

Impact of new F-gas obligations on the food transport and distribution sector

by Chris Sturman, Food Storage and Distribution Federation Chairman

The Food Storage and Distribution Federation has been closely involved with the F-gas Regulation review through our membership of ACRIB since 2011. Initially of course, we were majorly concerned about the initial proposal to ban HFCs in the stationary equipment sector over a very short timescale, since FSDF members have a significant proportion of cold and chilled store refrigeration using HFCs. Following on closely from the effect of the banning of R22, this would have had major impact on the cold and chilled store sector, especially where some plant is only less than life expired and depreciated.

In addition a significant number of FSDF members have refrigerated distribution and delivery fleets, and the Federation has recently integrated Transfrigoroute UK, the refrigerated trucking fleet trade association. The inclusion of mobile refrigeration added an extra issue on which to battle, to ensure that vehicle fleet refrigeration equipment might not be rendered illegal and inoperable over a very short lead time. As members of Transfrigoroute International, the European wide trade body based in Brussels, we were able to make our voice heard with fridge manufacturers, vehicle builders and transport operators across the whole food supply chain. Our major concern was that the average trailer fridge unit will probably be depreciated over a 10 – 12 year cycle and continue efficient operation lasting for 15 years or more – co-incidentally exactly the period by which the maximum quantity of HFCs will have to be reduced from today's level by 79 per cent. A tough call!

Ignoring the far more draconian and unrealistic proposals set out in the initial F-gas Review consultative papers, we now have a phase down period, over a far more realistic lead time. However, the addition of a quota scheme will diminish the quantity of product



available on the EU market and inevitably drive up costs. This effect will also be exacerbated by the fact that whilst gas produced in EU for export in bulk will not be counted in EU quotas, that used for pre-charged equipment will and this will further reduce the level of product available for use in EU trucks. Since a number of mobile refrigeration companies manufacture equipment with imported pre-charges which is then exported for use outside EU, this will see EU quota refrigerant being removed from the market, and resulting in even more reduced availability and price rises. Whilst the application of Article 15.2 is still being debated, it would be wise to take the more pessimist view.

Overall, the provisions of the F-gas Regulations have lesser effect in the transport sector, whilst the sector does use predominantly R404a and R134a:

- Nearly all mobile refrigeration falls outside of the scope of the service ban limited to refrigeration equipment of 40 tonnes of CO₂ equivalent from 2020
- There are no placing on the market bans for mobile equipment
- Pre-charged equipment will be allowed after 2017, so long as the refrigerant used is part of the quota

‘Inclusion of mobile refrigeration added an extra issue on which to battle to ensure that vehicle fleet refrigeration equipment might not be rendered illegal and inoperable over a short lead time.’

and included in traceability.

- There is a ban on foams used in insulated panelling
- Extruded polystyrene – 2020
- Others – 2023

At the same time, F-gas qualification and certification will be necessary for engineers who leak check and maintain equipment. FSDF operator companies will be required to ensure that all equipment is checked and maintained by visibly competent engineers. Leak testing will be required to take place, mainly on a 12-month basis, since most equipment is using refrigerant of less than five tonnes of CO₂ equivalent. And it will be the obligation of owners and operators to keep records for five years by item of equipment and ensure that the new regime is properly, professionally and efficiently managed, and this includes managing the performance of refrigeration contractors. This will include volume data recovery for reclaim, recycle or destruction. Fleet operators and managers will also have to come to know another regulatory body, the Environment Agency, in addition to the Department for Transport, VOSA, the Traffic Commissioners and the Better Regulation Delivery Office, with the FSDF Primary Authority Partnership.

However, the manufacturers of mobile refrigerated equipment are not standing on their laurels. We have already seen Carrier working with a major supermarket chain with trials on Carbon Dioxide equipment, and also known to be working on alternative blends with lower GWP.



Thermo King recently announced its intention to offer from January 2015 a new range of trailer and self powered truck units with a new refrigerant R452A, developed with DuPont, with half the GWP of those currently used such as R134a. ThermoKing is also seeking to support users of existing equipment by offering a replacement service and retrofit with the new refrigerant from 2016. I am assuming that the development of this new product will also solve the passenger car air conditioning issue recently experienced after the implementation of the EU MAC Regulations.

Other vehicle refrigeration supplied such as FSDF members, Frigoblock are already in the fortunate position of not being affected, by virtue of the use of alternative refrigerants, but still has managing maintenance and leak minimisation as a top priority.

There is even a rumour that Liquid Nitrogen, once used comprehensively by BOC Transhield (now incorporated in GIST), may be making a comeback, despite the health and safety precautions required.

2017 will be the crucial moment when the volumes of HFCs included in pre-charged equipment coming into the EU has to be included within the quota regime, and the impact is then felt across the whole refrigeration infrastructure. It looks as though mobile refrigeration providers are working well to quickly develop a new equipment regime which will enable new lower GWP gases to be deployed.

However for FSDF members, all businesses that help fed the nation, the ability to continue with the current food chain methodology is crucial. The UK food logistics infrastructure is at stake.

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Company profile

Technical director of Hamworth Heating, Bob Walsh, talks about the company's history, future plans and how Hamworth deals with the everyday heating industry challenges

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Contractor focus

Specialist Engineering Group Northern Ireland launched to look after interests of regional contractors, many still anguishing from the effects from the recession

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FETA Annual Lunch	April 16	London
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BCIA Awards	May 14	Kenilworth
EPEE General Assembly	June 3-11	Brussels
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