

HVCA

Heating and Ventilating Contractors' Association

Name of HVCA member company

SUSTAINABILITY

COMPETENCE

PROFITABILITY

INDUSTRIAL RELATIONS

SKILLS

COLLABORATION

Annual Report and Review of Achievements 2007/08



MAINTAINING MOMENTUM

HVCA MEMBER SERVICES

SUSTAINABILITY

COMPETENCE

PROFITABILITY

INDUSTRIAL RELATIONS

SKILLS

COLLABORATION

*The services provided by **HVCA member companies** include the following.*

Air conditioning

Commercial and industrial heating

Commissioning and testing control systems

Design-and-build packages

Domestic heating and plumbing

Ductwork design, manufacture and installation

Energy and building management

Facilities services

Fire protection

Gas fitting

Industrial process pipework

Insulation

Offsite prefabrication

Refrigeration

Service and maintenance

Ventilating systems

Ventilation hygiene

Water treatment

HVCA PAST PRESIDENTS

SUSTAINABILITY

D M Nesbit 1904-09
J H Clements 1909-11
C Ingham Haden 1911-12
J G Walker 1912-14
Chas R Honiball 1914-15
Ernest Griffiths 1915-18
Frank Biggin 1918-19
W Nelson Haden 1919-20
Stanley J Benham 1920-22
Ernest S Beal 1922-25
P M B Grenville 1925-27
James Elliot 1927-29
F A Norris 1929-32
R C Ching 1932-34
Harry Walker 1934-35
J L Musgrave 1935-37
W Mumford Bailey 1937-39
Walter Charles 1939-41
G Nelson Haden 1941-42
J Eric Steel 1942-43
W Leonard Swain 1943-44

COMPETENCE

A Scull 1944-45
C P How 1945-46
J B W Boyd 1946-47
J H Caramel 1947-48
F C Mitchell 1948-49
Raymond E Otter 1949-50
C S K Benham 1950-51
John Cooling 1951-52
J M P Hamilton 1952
J N Saunders 1952-54
Ian MacKenzie 1954-55
R Duncan Wallace 1955-56
W A Mee 1956-57
A G Winch 1957-58
J W L Beaven 1958-59
W S Richards 1959-60
W Roy Cox 1960-61
P J Gardner VC 1961-62
Edwin Osborne 1962-63
F R Colton 1963-64
Brian Hickmott 1964-65

PROFITABILITY

INDUSTRIAL RELATIONS

C Muir Gibson 1965-66
C S Taylor MBE 1966-67
Sir Alan Pullinger 1967-68
J H Evans 1968-69
J Michael Cooling OBE 1969-70
M R H Austen 1970-71
G Stringer 1971-72
D Russell Naylor 1972-73
Norman Ludlow 1973-74
S Neuman 1974-75
Peter How 1975-76
D J Hyam 1976-77
E F Starnes OBE 1977-78
A G Manly 1978-79
N J Pople 1979-80
B W Wright MC 1980-81
W Don Fisher 1981-82
Albert S McVean 1982-83
Edward R S Lapidge 1983-84
Geoffrey H Clarke 1984-85
Peter J Stratton 1985-86

SKILLS

Edgar Poppleton 1986-87
John Beresford 1987-88
Chris Corbin 1988-89
Harry Miller 1989-90
Chris Sneath 1990-91
Jim McCabe 1991-92
Allan McDougall 1992-93
Mike Justice MBE 1993-94
Michael Burgoyne 1994-95
Fred Perryman 1995-96
Chris Sneath 1996-97
Bill Belshaw 1997-98
Ann Justice MBE 1998-99
David Summerfield 1999-2000
Peter Hoyle 2000-02
Robert Stirland 2002-03
Brian Townsend 2003-04
Michael J Taylor 2004-05
Geoffrey Robinson 2005-06
Mike McCloskey 2006-07

COLLABORATION

HVCA MAINTAINING MOMENTUM



SUSTAINABILITY

COMPETENCE

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It has become increasingly evident over the past couple of decades that, in order to be truly successful – and to be able to deliver against its stated aims and objectives – an organisation must have in place a clear strategy...and one which is clearly “owned” and understood by every member of its professional team.

It was as long ago as the turn of the century that HVCA took this key concept fully on board – with the result that, as I write, the Association is already 12 months into its second three-year Strategic Plan.

This time last year, my presidential predecessor Mike McCloskey outlined the four core objectives contained in the HVCA Strategic Plan 2007/10.

These are as follows:

- *to improve the commercial environment in which Association members operate;*
- *to equip its members to operate efficiently and profitably;*
- *to improve professional standards throughout the industry; and*
- *to ensure and maintain a skills pool adequate for the short and long-term needs of the industry.*

And he went on to identify the six key areas – ie, sustainability,

competence, profitability, industrial relations, skills and collaboration – in which positive and proactive action was most crucially required if these core objectives were to be met.

This Annual Report revisits all of these six areas and, in each case, records the progress that has already been made, the milestones that have already been reached, and the solid successes that have already been achieved.

It also offers a review of what remains surely the boldest and most significant step the Association has taken in its 104-year history.

I refer, of course, to the regular independent inspection and assessment of the technical competence and commercial capability of members, which has, since 2003, comprised the criteria for entry – and which has further raised the profile and status of HVCA membership as a badge of competence and professionalism.



John Miller

HVCA President 2007/08

HVCA INSPECTION AND ASSESSMENT

SUSTAINABILITY

COMPETENCE

PROFITABILITY

INDUSTRIAL RELATIONS

SKILLS

COLLABORATION

In December 2002, an overwhelming majority of the HVCA membership – both by number and by turnover – voted in favour of the introduction of the independent **inspection and assessment** of all new and existing members.

A new regime was duly introduced, with effect from 1 April 2003, whereby (a) all applicants for membership would be subject to the independent member **inspection and assessment** of their technical competence and commercial capability prior to admission, and (b) all existing members would undergo an identical **inspection and assessment** within three years of its introduction.

Following discussions with a number of organisations, the HVCA appointed BM TRADA – an accredited certification body with an established track record in the construction industry – to undertake the third-party **inspection and assessment** on its behalf.

The **inspection and assessment** was carried out against criteria developed by the Association in collaboration with the Building Services Research and Information Association, and explained in the first edition of the *Inspection and Assessment Handbook* (copies of which were circulated to all actual and aspiring members).

The initial independent **inspection and assessment** of all Association members was duly completed by the end of March 2006 – ie, within the allotted three-year period.

Although very few members were expelled from membership during this first phase, a larger but still modest number resigned (or allowed their membership to lapse) in the knowledge that they were not in a position to fulfil the new, more rigorous membership criteria.

During the first three-year cycle, the **inspection and assessment** process

identified some form of non-conformance in almost two-thirds of cases, (although this figure has reduced to 59% in respect of the second cycle).

Applicants for membership must rectify non-conformities prior to admission, while existing members must reach the same goal within a specified period.

The membership loss cited above was, however, more than balanced by the number of new members recruited during the same three-year period – many of which were persuaded to join owing to the credibility conferred by the independent **inspection and assessment** process.

At the end of the first phase, the criteria for HVCA membership were subjected to a further in-depth review by the members of the Inspection and Assessment Review Group – a process which led to a number of amendments, updates and additions being put in place.



SUSTAINABILITY

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The nature of the member **inspection and assessment** for 2006/09 differs in certain aspects from that carried out in the first three years – the focus, for example, moving on from the *existence* of policies and standards that reinforce the non-technical elements of inspection and assessment to the actual *application* of those policies within companies.

The opportunity was also taken to update many of the technical and non-technical standards against which members are assessed, and to reflect the growing emphasis on renewable technologies and the increasing quest for sustainable solutions across the spectrum of the built environment.

The performance of BM TRADA, too, was subjected to a detailed review, and the company was subsequently reappointed to undertake **inspection and assessment** on behalf of the Association for a further three-year period.

Now that the end of the second phase (ie, to March 2009) is on the horizon, further meetings of the Inspection and Assessment Review Group are taking pace, at which the present membership criteria are once again the subject of rigorous review, re-evaluation and refreshment.

Of course, much remains to be done further to raise the profile of the HVCA member **inspection and assessment** regime. However, there exists ever-increasing evidence to support the view that it is emerging as:

- *a recognised differentiator between those companies (ie, HVCA members) that can offer third-party endorsement of their technical competence and commercial capability, and those (ie, non-HVCA members) that cannot;*
- *a potentially valuable counter to the proliferation of discrete "approved contractor" lists that continue to be*

maintained by external organisations in the public and the private sectors;

- *an effective method of demonstrating – to Government, to clients and to other stakeholders – that the HVCA is fully engaged in the drive to improve standards and performance across the construction industry.*

Against this background, there is no doubt whatsoever in my mind that this Association's now well-established independent member **inspection and assessment** regime will continue to be

refined, developed and improved in the years and decades to come.



Robert Higgs

Robert Higgs OBE
HVCA Chief Executive

HVCA MAINTAINING MOMENTUM IN SUSTAINABILITY

Name of HVCA member company

SUSTAINABILITY A BUSINESS OPPORTUNITY

HVCA is committed to positioning its members in the marketplace such that they can gain real commercial advantage by being recognised as experts in integrated energy systems and low and zero carbon technologies.

COMPETENCE

PROFITABILITY

INDUSTRIAL RELATIONS

SKILLS

COLLABORATION

HVCA Achievements in SUSTAINABILITY 2007/08

Establishment of **M&E Sustainability** – jointly by HVCA and the Electrical Contractors' Association (ECA) – to take forward the "green" agenda across building services engineering, and to raise awareness among HVCA and ECA members of sustainability in all its aspects.

Publication of an authoritative guide to heat pumps as the first in a suite of **best practice installation guides** covering low and zero carbon (LZC) technologies.

Review of the standards against which the Association's member **inspection and assessment** regime is carried out, to ensure that it adequately addresses LZC technologies and other sustainability issues.

Extension – in collaboration with sector skills council SummitsSkills – of the industry's new-entrant **vocational qualifications** in order fully to accommodate LZC technologies.

Creation of a **searchable database** of organisations that provide high-quality vocational education and training in respect of LZC technologies.

TrustMark In the autumn of 2005, HVCA became one of the first organisations to be appointed a scheme operator under TrustMark, which was established to help consumers in England and Wales to ensure that the tradespeople they employ are reliable, competent

and capable of providing a quality service at a fair price. As a direct result of undergoing the HVCA independent member **inspection and assessment** regime, Association members qualify automatically for registration on the TrustMark database.

"The sustainability challenge is already providing a massive opportunity for the building services engineering sector to show that it can do a first-rate job – and increase its profit margins into the bargain."

John Miller
HVCA President
2007/08

HVCA MAINTAINING MOMENTUM IN **COMPETENCE**

Name of HVCA member company

SUSTAINABILITY

COMPETENCE

PROFITABILITY

INDUSTRIAL RELATIONS

SKILLS

COLLABORATION

DEEMED TO SATISFY

HVCA is committed to promoting the rationalisation of the industry's procedures for demonstrating competence, and to discouraging the further proliferation across the UK of discrete contractor qualification schemes.

"Ever since its formation, the HVCA has valued above all else the competence, quality and professionalism of the engineering services sector in general and its own member companies in particular."

John Miller
HVCA President
2007/08

HVCA Achievements in COMPETENCE 2007/08

Quality assurance accreditation – to **ISO 9001:2000** – of the HVCA's membership handling and review arrangements.

Appointment of HVCA subsidiary Building Engineering Services Competence Accreditation Ltd (BESCA) to **extend the scope of its accreditation schemes** to include energy performance certificates, display energy certificates and energy assessors.

Publication of **HVCA good practice guides** on heat pumps, solar heating, site and welding safety – along with the launch of a web-based version of the *Standard Maintenance Specification for Building Services*.

Confirmation, by a site audit conducted by the ECA/HVCA Joint Major Contractors' Group, of a continuing **high level of membership** of the Engineering Services SKILLcard personnel registration scheme.

Development – with SummitSkills and Building Engineering Services Training – of a **nationwide network of centres** providing experienced worker assessments for Engineering Services SKILLcard registration.

CLE In 2006, the HVCA gained accreditation from the Construction Licensing Executive (CLE), which allows its members in Scotland and Northern Ireland to enjoy benefits similar to those available under TrustMark in England and Wales. Owing to the third-party nature

of the HVCA independent member **inspection and assessment** regime, Association members qualify automatically for inclusion on the CLE register, which covers work in the industrial/commercial as well as the residential sector.

HVCA MAINTAINING MOMENTUM IN PROFITABILITY

Name of HVCA member company

SUSTAINABILITY

COMPETENCE

PROFITABILITY

INDUSTRIAL RELATIONS

SKILLS

COLLABORATION

A LEVEL PLAYING FIELD

HVCA is committed to enabling its member companies to operate profitably by improving the construction procurement process.

"It is one of the greatest strengths of our members that they are able and willing to embrace a changing environment, to adapt to changing circumstances, and to accommodate changing customer requirements."

John Miller HVCA President 2007/08

CHAS Since 1 April 2006, all Association members have been automatically registered with the Contractor Health and Safety Assessment Scheme (CHAS), directly as a result of the HVCA independent member **inspection and assessment** regime.

Registration with CHAS enables members to satisfy the tender conditions relating to health and safety in respect of most work undertaken on behalf of public and private sector clients, as well as for main contractors.

HVCA Achievements in PROFITABILITY 2007/08

Finalisation of an arrangement with **Exor Management Services** that allows HVCA members to be included on the company's accredited supplier purchasing databases at special rates.

Development – by HVCA subsidiary Welplan and Oval Insurance Brokers – of the **HVCA Unique** package of commercial insurances, which is available exclusively to Association members at highly competitive premiums.

Revitalisation of the **Confederation of Associations of Specialist Engineering Contractors** (CASEC) to provide a single effective voice for building services engineering in Scotland and Northern Ireland.

Engagement with the Department for Business, Enterprise and Regulatory Reform on the **review of the contracts legislation** contained in Part II of the Housing Grants, Construction and Regeneration Act 1996.

Introduction of **HVCA Business Plus** to promote to a broader audience of building services engineering contractors the wide range of cost-effective products and services available from the HVCA group of companies.

HVCA MAINTAINING MOMENTUM IN INDUSTRIAL RELATIONS

Name of HVCA member company

SUSTAINABILITY

COMPETENCE

PROFITABILITY

SKILLS

COLLABORATION

HVCA Achievements in INDUSTRIAL RELATIONS 2007/08

Formation – in association with the Electrical Contractors' Association and SELECT – of a Strategic Industrial Relations Forum to continue the development of a draft **unified working rule agreement** for the mechanical and electrical sectors.

Consideration of the detailed aspects associated with the development of a unified m&e working rule agreement, including **costings, industrial relations infrastructure and welfare benefits**.

Development of proposals – for discussion with the trade union – for **greater flexibility** in the provisions of the H&V Operative National Agreement which relate to the organisation and use of working time.

Recognition by the trade union Unite that the "semi-skilled tasks" undertaken by the Mate grade in the H&V Operative National Agreement include the **installation of support systems and modularised components**.

Establishment of the **Building Services Engineering Employment Agency Alliance** in order to define, maintain and improve professional standards among organisations that provide skilled personnel to the building services engineering contracting sector.

**INDUSTRIAL
RELATIONS
COMING
TOGETHER**

HVCA is committed to reforming and reshaping the industrial relations landscape across building services engineering.

"The excellent progress being made on the development of a single m&e working rule agreement leads me to hope that it will not be long now before meaningful dialogue can begin with our trade union colleagues."

John Miller HVCA President 2007/08

Competent Persons The HVCA independent member **inspection and assessment regime** allows a member in England and Wales automatically to qualify for membership of a **Competent Persons scheme** operated by Building Services

Competence Accreditation Ltd (BESCA). To retain **Competent Persons status**, they must submit to an annual BESCA audit. However, their HVCA inspection and assessment allows them a **dispensation from this in every third year**.

HVCA MAINTAINING MOMENTUM IN SKILLS

Name of HVCA member company

SUSTAINABILITY

COMPETENCE

PROFITABILITY

INDUSTRIAL RELATIONS

**SKILLS
SUPPLY AND
DEMAND**

COLLABORATION

HVCA Achievements in SKILLS 2007/08

Introduction of a fully searchable **training courses database** covering all aspects of hvacr and related services, and publication of new literature designed to promote careers in building services engineering.

Collaboration with SummitSkills, the sector skills council for building services engineering, on the creation of a **Sector Skills Agreement** aimed at delivering significant improvements in workforce development and employer productivity.

Revitalisation of the industry's **regional training groups** to focus on the delivery of information on all key training issues, including provision, qualifications, funding arrangements and Government/industry consultations.

Extension and review of the suite of **HVCA management courses** to bring it fully in line with recent legislative and regulatory changes.

Establishment of **Plumbing and Mechanical Services Training Ltd** – a joint venture between HVCA subsidiary Building Engineering Services Training and the Scottish and Northern Ireland Plumbing Employers Federation – to manage apprenticeship programmes in Northern Ireland.

REFCOM The majority of the criteria for membership of the REFCOM register of companies competent in the safe handling of refrigerants (which was established by the HVCA in 1994, but now operates at arm's length from the Association) have been incorporated into the

standards against which HVCA independent member **inspection and assessment** is carried out. This very considerably smoothes the path to REFCOM membership for those Association member companies that are involved in the handling of refrigerants.

HVCA is committed to ensuring the development of appropriate skills and competences to satisfy the short and long-term requirements of the industry.

"It is a sobering thought that more than 70% of the 2020 working population is already over the age of 16. In such circumstances, training is not an optional extra. It is an absolute requirement for survival."

John Miller
HVCA President
2007/08

HVCA MAINTAINING MOMENTUM IN **COLLABORATION**

Name of HVCA member company

SUSTAINABILITY

COMPETENCE

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SKILLS

HVCA Achievements in **COLLABORATION** 2007/08

Confirmation – through member consultation – of the broad support among HVCA members for the **creation of single organisation** to represent mechanical and electrical contractors, to be brought about by the *convergence* of the HVCA and the Electrical Contractors' Association (ECA).

Creation of a Convergence Steering Group – comprising representation from both HVCA and ECA – **to develop a model** for a single organisation upon which the memberships of both Associations can, in due course, be consulted.

Re-positioning of the long-established Heating and Ventilating Joint Safety Committee as the Mechanical and Electrical Health, Safety and Environment Committee, in order to **generate co-operative working** with the electrical services sector.

Launch of an occasional series of joint **ductwork industry events** by the HVCA's Ductwork Group in collaboration with the Association of Ductwork Contractors and Allied Services (ADCAS).

Development of a Grand Dinner and Ball staged jointly by the London Regions of the HVCA and the ECA, as a new **pan-industry networking opportunity** for members of both organisations.

Constructionline The HVCA independent member **inspection and assessment** regime entitles members **to a discount on their subscription to Constructionline, the Government-backed register of contractors deemed competent to undertake work on public sector projects.**

There is also an arrangement in place – under the Constructionline Information Knowledge (CLiK) initiative – whereby details of HVCA inspection and assessment is readily available to clients via the Constructionline database.

COLLABORATION POSITIVE RELATIONSHIPS

HVCA is committed to working in partnership with other organisations that share its aims, values and aspirations, and its absolute dedication to standards of excellence and best practice.

"We must be prepared to embark upon joint initiatives and joint campaigns, to establish collaborative strategies, and to develop partnerships that are both effective and enduring."

John Miller
HVCA President
2007/08

HVCA STRUCTURE

SUSTAINABILITY

COMPETENCE

PROFITABILITY

INDUSTRIAL RELATIONS

SKILLS

COLLABORATION

HVCA Council

Standing Committees

Conduct
Commercial and Contractual
Education
Finance
Membership
Operative
Staff
Technical

Specialist Groups

Joint Major Contractors'
Ductwork
Heating and Plumbing Services
Refrigeration and Air Conditioning
Services and Facilities

Operating Subsidiary Companies

HVCA Ltd
Building Engineering Services Competence Accreditation Ltd
Building Engineering Services Training Ltd
Engineering Services SKILLcard Ltd
Piper Assessment Ltd
Piper Insurance Company Ltd
Refcom Ltd
Welplan Ltd

Associated Companies

Credit Card Holidays Ltd
Engineering Services Training Trust Ltd
Plumbing & Mechanical Services Training (Northern Ireland) Ltd
Welfare Holdings (H&V) Ltd

Part-Owned Companies

Esca Estates Ltd

HVCA OFFICERS AND COUNCIL AS AT 29 FEBRUARY 2008

SUSTAINABILITY

COMPETENCE

PROFITABILITY

INDUSTRIAL RELATIONS

SKILLS

COLLABORATION

President:

John Miller J H Shouksmith & Sons Ltd

President Elect:

Gareth Vaughan E Poppleton & Son Ltd

Vice President:

David Frise M S Frise & Sons Ltd

Immediate Past President:

Mike McCloskey Argent FM Ltd

Chief Executive:

Robert Higgs OBE

ELECTED REPRESENTATIVES

Ian Beard BMEC Ltd

Scott Gleed Ceelite Airconditioning Ltd

Nick James Arnold James (St Albans) Ltd

Bob Mansfield

Bob Mansfield Heating & Plumbing Ltd

Geoffrey Robinson Geoffrey Robinson Ltd

Bob Shelley Sharp & Howse Ltd

REGIONAL REPRESENTATIVES

Eastern Counties **Mary Gowing**

Gowing & Hunt Ltd

East Midlands **Mick Gaunt**

Hilton Building Services Ltd

London **Jeff Slough** Michael J Lonsdale Ltd

Gary Edgar Bailey Ltd

North East **Gary Dunnill**

Dunnill Mechanical Services Ltd

Northern Ireland **Paul Kane**

Central Group Services Ltd

North West **Kevin White** Senior Hargreaves

Scotland **David Aitken** Vaughan Engineering

Services Ltd **Bruce Bissett** Galloway Group Ltd

South East **Richard Bostel**

Bostel Brothers Ltd (DECEASED)

Martin Burton H W Sladden & Co Ltd

Wales and South West

Sue Wilson Overclean Ltd

West Midlands **John Hurst**

Superior Plumbing Installations Ltd

Yorkshire **John Miller**

J H Shouksmith & Sons Ltd

SPECIALIST GROUP REPRESENTATIVES

Major Contractors' **Martin Bailey**

Bailey Ltd **Allan McDougall** Shepherd

Engineering Services Ltd

Ductwork **Barry Pollard** Mansfield Pollard & Co

Ltd **Gareth Vaughan** E Poppleton & Son Ltd

Heating and Plumbing Services **Mike Staton**

Statons **Billy Wilgar** AC Wilgar Ltd

Refrigeration and Air Conditioning

Graeme Fox Specialist Mechanical Services

Karen Leader Barrier Air Conditioning Ltd

Service and Facilities **Peter Excell**

Platinum Facilities & Maintenance Services Ltd

Sue Wilson Overclean Ltd

STANDING COMMITTEE CHAIRMEN

Commercial and Contractual

Martin Burton H W Sladden & Co Ltd

Education **Andrew Iveson**

SIAS Building Services LLP

Finance **Bill Belshaw** End Systems Ltd

Membership **Brian Townsend**

End Systems Ltd

Technical **Graham Manly**

Gratte Brothers Ltd (not serving on Council)

CHIEF NEGOTIATORS

Operative Standing Committee **Stephen**

Quant Skanska Rashleigh Weatherfoil Ltd

Staff Standing Committee

Murray Reid Bailey Ltd

CO-OPTED

Peter Hoyle

Mike Taylor

ECA OBSERVER

Alan Littler

HVCA REPRESENTATION

SUSTAINABILITY

HVCA SUBSIDIARIES

HVCA Ltd
P M Hoyle (chairman)
R J Higgs
R J Barraclough

**Building Engineering
Services Competence
Accreditation Ltd**
W E Belshaw (chairman)
R J Higgs
R J Barraclough

**Building Engineering
Services Training Ltd**
P M Hoyle (chairman)
P D Fox
J G Hudson
M Johnson
J P Jones
J Pojunas
H B Poolley
R Tierney
R J Barraclough
Dr M J Brenner
(chief executive)

**Engineering Services
SKILLcard Ltd**
G N Vaughan (chairman)
R J Higgs
R J Barraclough

Piper Assessment Ltd
T W R Espin (chairman)
W E Ainstead
F S Perryman

COMPETENCE

R Stirland
S Wright (chief
executive)

**Piper
Insurance
Co Ltd**
B K Jackson (chairman)
G R M Moore
F S Perryman
E R Thomas
R J Barraclough

Refcom Ltd
N C Mitchell (chairman)
M V McCloskey
R J Higgs
R B Kirton

Welplan Ltd
M V McCloskey
(chairman)
M J Horton
A J Miller
R C Scoley
D Summerfield
R B Kirton (chief
executive)

ASSOCIATED BUSINESSES

**Credit Card
Holidays Ltd/Welfare
Holdings (H&V) Ltd**
M J Taylor
(chairman)
G N Vaughan
R J Higgs

PROFITABILITY

Engineering Services Training Trust Ltd

W A Webb
(chairman)
J V C West
R J Higgs
S Wicks

Esca Estates Ltd
R J Barraclough
R J Pettigrew

**Plumbing and
Mechanical
Services
Training Ltd**
D Poole (chairman)
P Kane
A Hamilton
R J Barraclough
Dr M J Brenner

OTHER BODIES

**Air Conditioning
and Refrigeration
European
Association**
G Fox
N Mitchell

**Air Conditioning
and Refrigeration
Industry Board**
N Mitchell
N Yates
G Keller

INDUSTRIAL RELATIONS

**British Standards
Institution**
*The following serve
on BSI committees:*

C Booth
D Braham
W Coates
I Garner
P Hunnaball
B James
N Mitchell
A Rodgers
B Towse
B Faubert

**CIBSE
Education
Committee**
S Wicks

CIBSE Patrons
R Higgs

**Comite European
de Normalisation**
K Talbot

**Competent
Persons Forum**
B Kirton

**Confederation
of Associations
of Specialist
Engineering
Contractors
Northern Ireland**
R Dyer
G Stewart

SKILLS

**Genie Climatique
International-Union
International
de la Couverture
et Plomberie**
P Hoyle
R Higgs

**Joint Taxation
Committee
for the
Construction
Industry**
D Payne

**Mechanical and
Electrical Health,
Safety and
Environment
Committee**
W Belshaw
(chairman)
G Ashworth
M Gallagher
J Hallett
K Hatley
J Hunt
T Sidwell

**Council for
Registered
Gas Installers**
B Towse

**National
Joint
Council for
Environmental
Engineers and
Allied Staff**
P Fox
A Goldie
M Reid
M Reid
P Rimmer

COLLABORATION

**Plumbing
and Heating
Industry Alliance**
G Keller

**Scottish
Confederation
of Associations
of Specialist
Engineering
Contractors**
D Aitken
S Lyon
E Myles
R Pettigrew
R Dyer

**Scottish
Parliamentary
Cross Party
Group for
Construction**
R Pettigrew

**Specialist
Engineering
Contractors'
Group**
M Davis
M Burton
R J Higgs

SummitSkills Ltd
S Lyon
G Manly
R Higgs

TrustMark
G Craig

HVCA LOCATIONS

SUSTAINABILITY

COMPETENCE

PROFITABILITY

INDUSTRIAL RELATIONS

SKILLS

COLLABORATION

Heating and Ventilating Contractors' Association

Esca House
34 Palace Court
London
W2 4JG
020 7313 4900
contact@hvca.org.uk

HVCA Scotland

The Walled Garden
Bush Estate
Midlothian
EH26 0SD
0131 445 5580
bdyer@hvca.org.uk

HVCA Wales

3 The Spinney
Aberthin
Cowbridge
Vale of Glamorgan
CF71 7HW
01446 776801
amarchant@hvca.org.uk

Building Engineering Services Competence Accreditation Ltd/Engineering Services SKILLcard Ltd/HVCA Publications/Refcom Ltd/Welplan Ltd

Old Mansion House
Eamont Bridge
Penrith
Cumbria
CA10 2BX
01768 860400
contact@welplan.co.uk

Building Engineering Services Training Ltd

The Priory
Stomp Road
Burnham
Bucks
SL1 7LW
01628 607800
best@best-ltd.co.uk

Piper Assessment Ltd

United House
Goldsel Road
Swanley
Kent
BR8 8EX
01322 662180
assessment@pass.ltd.co.uk

www.hvca.org.uk