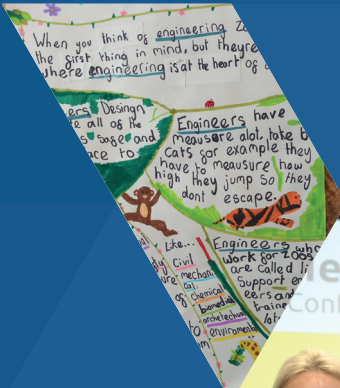
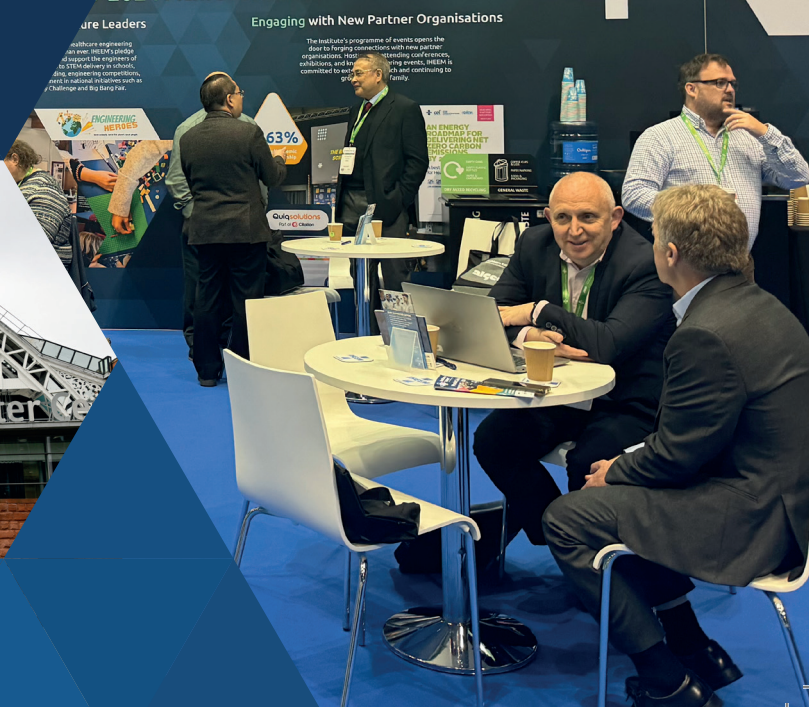


# OUR VISION, YOUR FUTURE ANNUAL REPORT 2024



## 2024 Achievements



# A MESSAGE FROM THE PRESIDENT

Welcome to IHEEM’s Annual Report, providing you with an update of the Institute’s key activities and achievements over the past twelve months.

It is a privilege, after many years of service with the Institute, to accept the role of President for the coming two years. Over the course of my membership with IHEEM, I have been closely involved across a broad range of activities and responsibilities, dedicated throughout to serving the wider membership, and contributing to the progression of an Institute which acts in the best interests of all those connected to the healthcare engineering and estates management communities.

One of my priorities as President will be to continue in this vein, as I remain passionate about supporting and developing individuals, teams, and our workforce - current and future. It is vital that we are proactive in engaging and motivating people to not only choose or continue to work across our sector, but drive standards, innovate, and lead on ensuring the longevity and betterment of healthcare provision for all.

I am proud to see the Institute taking great strides in its objectives to nurture a future generation of healthcare engineers, from delivering ground level STEM activities in schools, to driving major initiatives such as its support for the Big Bang Competition and Fair in 2025. Alongside these and other historical STEM activities such as leading the theme and judging for the Faraday Challenge in 2022, IHEEM has also seen growth in its apprentice membership, and continues to protect and vitalise this pathway for many young engineers on a national basis.

IHEEM remains incomparable in its position and offering to those embarking on a career in healthcare engineering or facilities management, from early career stages through to accreditation under professional registration or Authorising Engineer status. I look forward to collaborating and supporting the direction of the Institute and Head Office team, building on the extensive resources already offered in support of training, knowledge sharing, and professional development.

**Nigel Keery**



**Nigel Keery OBE,  
IHEEM President**

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**Cover Photos:**  
 New IHEEM office entrance  
 STEM competition winning entry  
 Lego engineeringz workshop  
 Presidency handover  
 Eddie McLaughlan Lifetime Achievement Award  
 Technical Platform Chairs at AE Conference  
 IHEEM Members’ Lounge at Healthcare Estates  
 Healthcare Estates at Manchester Central





# CHIEF EXECUTIVE STATEMENT

I am pleased to share with you the IHEEM Annual Report 2024. It details all activities and achievements from across the Institute over the past year, and presents our position as we draw our current 5 Year Business Plan period to a close.

Following another highly successful year for the Institute, the report details delivery against our annual and five year business objectives. These initiatives and associated works have been developed alongside the broader member engagement and support extended by the Institute, as well as meeting the corporate and operations needs of the IHEEM Council, its many branches, committees, and platforms.

Institute membership has continued on an upward trend and, since the commencement of our current five year business period, the overall IHEEM membership has risen 22%. In the past 12 months, notable rises can be seen in our company, university, and NHS affiliate membership, as well as apprentice and student membership, marking a positive and proactive engagement from all stakeholders of our future workforce.

It has been a year of productivity and expansion for the Institute's Platforms and Committees, with the establishment of three new specialist groups in the Mechanical Technical Platform, Medical Engineering Technical Platform, and Sustainability Advisory Platform, as well as the reconvening of our Professional

Development Committee. The support and service of our Council, Platforms, Committees, Boards, and Working Groups is a credit to the contributing members and the industry excellence they represent across them, and I am grateful for their efforts and commitment to the Institute.

The launch of the IHEEM Mentor Scheme represented a major milestone in the growth of our offer to members in their professional development. Establishing a framework within which members can seek out an IHEEM trained mentor offers reassurance and support to individuals looking for guidance in apprenticeships, professional registration or authorising engineer accreditation, or broader career pathways. We are pleased to have integrated the MyIHEEM Mentor digital recording platform with our CPD system, also ensuring the process is secure and user-friendly for all members.

A notable moment for the Institute's Authorising Engineers in 2024 was seeing our 'Paper to Digital' work continue to progress, with the launch of our AE Audit Tool, in partnership with QuiqSolutions. I am proud to be able to offer IHEEM AEs exclusive and free use of



this invaluable application, which facilitates regulatory compliance and assurance, offering reporting and analysis capabilities to ensure the highest standards are maintained in the healthcare environment.

The latter part of 2024 saw a full renovation of the IHEEM Head Offices, including integration of energy efficient solutions and the development of a state-of-the-art meeting and training facility, reflecting the Institute's commitment to its membership through modernisation, excellence, and sustainability. I am proud to see the Head Office team take ownership of a space that facilitates and recognises their hard work and commitment to the Institute, and to witness IHEEM transition into a new phase across all aspects of the operation, ensuring its continued membership growth and support.

The IHEEM Healthcare Estates Conference once again welcomed record numbers of to Manchester Central. It is rewarding to be a part of the continued growth of this two-day event, which offers those in the healthcare sector unparalleled opportunities to access an extensive programme

of industry leading speakers, engage with suppliers and producers, and knowledge-share with a broad and varied network of likeminded professionals.

A personal highlight of the conference was announcing our commitment to sponsoring an award for, and exhibiting at, the national Big Bang event in 2025. In collaboration with EngineeringUK, the Institute launched its own award as part of the Big Bang Competition which invites young people between the ages of 11-18 to submit entries in the fields of science, technology, engineering. The 'IHEEM Innovation in Wellbeing and Healthcare Engineering Award' welcomes proposals of any idea which would contribute towards the betterment of healthcare provision or user experience.

Developing future leaders through strategic planning and valuable STEM delivery is more crucial now than ever, to the Institute and all wider, related workforces. In delivering in-school workshops, and our 'Engineering Heroes' poster design competition, which saw engagement with over 200,000 young people, IHEEM has taken positive steps in its commitment to supporting the national STEM agenda. It is testament to a collective vision and commitment to supporting,

developing, and championing the next generation of industry leaders that IHEEM is increasingly recognised as an invaluable Institute for healthcare engineering and EFM professionals to engage with at all stages of their career development.

As we embark on the coming year, and set out our next 5 Year Business Plan, I am confident the Institute will go from strength to strength, continuing to improve on its offer to all individual and affiliate members, and valuable relationships with partners and key stakeholders. Reflecting on the past year with pride, I look forward to building on these many successes, ensuring a future for the Institute that serves and supports the IHEEM family into 2025 and beyond.



# HEALTHCARE ESTATES CONFERENCE & EXHIBITION 2024

BUSINESS PLAN CORE OBJECTIVES 5 & 6

IHEEM KEY EVENTS & NETWORKING PROGRAMME 2024

Overall attendance at IHEEMs annual flagship conference and exhibition reached record levels with over 6,500 visitors attending Manchester Central over the two days. Exhibitor numbers remained high, with many IHEEM Company Affiliates benefitting from direct engagement with conference attendees.

**6590** Visitors  
15% more than 2023

*"Great event and well hosted!"*

*"A fantastic event offering an extremely valuable platform for our team to demonstrate the benefits of our product family for the healthcare estate."*

**1297** Conference Delegates  
17% more than 2023

**3962** sq m  
floorspace  
8.4% more than 2023

**207** Speakers & Chairs  
100% increase on 2023

**117** Conference & Theatre Presentations

**31** Hours CPD accredited content and made available free to IHEEM members online

**6** Exhibition theatres free to attend

**5** Key Themes

**222** Exhibitors

*"It was a really positive and well organised couple of days."*

**658** Guests hosted at the Healthcare Awards and Gala Dinner





# TRAINING & DEVELOPMENT

BUSINESS PLAN CORE OBJECTIVES 1, 2, 4 AND 7

## IHEEM PROFESSIONAL ACCREDITATION

Members were supported to achieve accreditation through the Institute across Professional Registration, notably with the Engineering Technician grade and non-standard routes to registration being more in demand. IHEEM Authorising Engineers were accredited in the fields of decontamination, electrical, ventilation and water.

The Institute also added membership and professional registration review training to its roster, allowing for an expanded pool of specialised reviewers and an expedited process for applicant members.

## STEM DELIVERY

The Institute has continued in its commitment to inspire future leaders in the fields of healthcare engineering and estates management. Activity was broad ranging, extending to school workshops, attending national STEM events, competitions, and developing classroom resources to engage aspiring healthcare engineers of all ages. Former IHEEM President Alison Ryan delivered an inspiring careers talk to students followed by a LEGO-based practical challenge at Bedales School in Hampshire, whilst the Engineering Heroes poster design competition run by the Institute saw engagement with over 200,000 young people over a six week period.

## BIG BANG FAIR

Delivered by EngineeringUK, The Big Bang Fair is the UK's biggest celebration of STEM for young people, taking place over three days at the Birmingham NEC. In 2024 IHEEM again attended the event which saw over 20,000 young people learn about developments, career opportunities and entry routes to a vast range of STEM-related industries and organisations.

Institute collaboration with EngineeringUK and support of the Big Bang programme will continue to grow into 2025 and beyond, as IHEEM announced its plans for exhibiting at the 2025 Fair, and sponsorship of a brand new award, as part of the Big Bang Competition, at this year's Healthcare Estates. The IHEEM Innovation in Wellbeing and Healthcare Engineering Award, will engage young people nationally from ages 8-18 in a challenge centred around health and wellbeing from an engineering perspective, with criteria and judging of the competition to be overseen by a select programme group of Institute members.

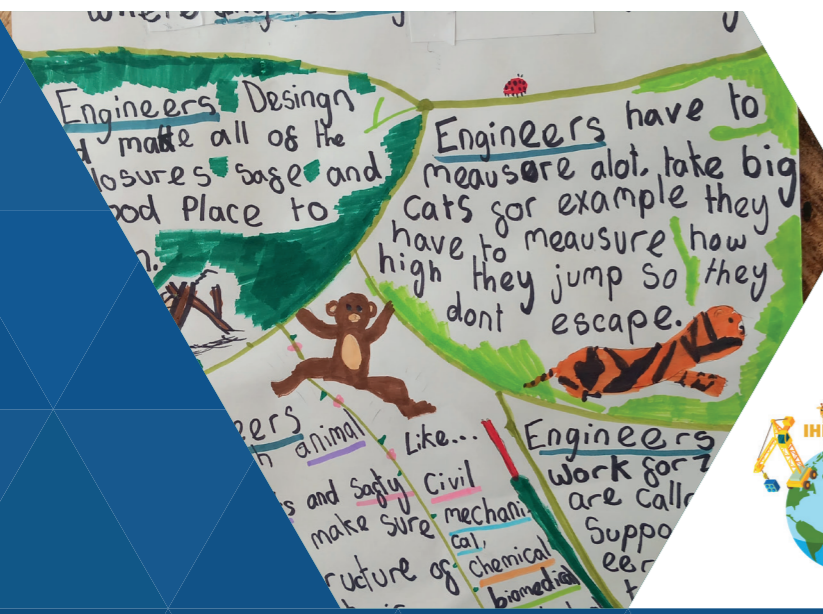


## IHEEM MENTOR SCHEME

This year has seen the delivery of two successful IHEEM Mentor training sessions and the establishment of the IHEEM Mentor scheme and mentor register. Free, full day training was extended to members looking to support individuals via a mentor-mentee relationship, and encompassed all aspects of effective models of mentoring, confidentiality, contracting, and Institute code of conduct. This development means members can be suitably connected to mentors who are able to support with their specific career needs and location, with the IHEEM training offering trust and reliability to mentees entering into a mentoring partnership.

## IHEEM KNOWLEDGE PARTNERS

We continue to work closely with leading training providers to deliver members an extensive range of certified courses and qualifications to consider. Over 270 unique courses are available across myriad facets of engineering disciplines, and estates and facilities management. Through the HEJ Training and Development section and dedicated website listing, Knowledge Partners have the opportunity to share their expertise and relevance of their courses to members.



**BOOK YOUR TRAINING WITH IHEEM**

Book your course via the IHEEM website as a member to receive discounted course rates, and directly support the continued work and priorities of the Institute, at no extra cost to you.

IHEEM offers significant member discounts on an extensive programme of training opportunities. The Institute's online Learning Hub is easily accessed via [iheem.org.uk](http://iheem.org.uk), and details hundreds of healthcare engineering and estates management training courses offered by IHEEM's Knowledge Partners.

- Head to [iheem.org.uk/learning-hub/training](http://iheem.org.uk/learning-hub/training) courses to find our extensive library of over 270 specialist courses.
- Browse by discipline or our 12 leading training providers to find the perfect course to suit you or your team.
- Submit your booking via the IHEEM website to receive your discount and support the Institute.

Train through IHEEM, support IHEEM.  
**IHEEM.ORG.UK**





# EQUALITY, DIVERSITY & INCLUSION

## BUSINESS PLAN CORE OBJECTIVE 1

The IHEEM ED&I Committee met regularly throughout 2024 to highlight opportunities to improve Equality, Diversity & Inclusion within the IHEEM membership and across healthcare engineering and estates in general.

The Committee welcomed new members from a range of backgrounds, all of whom are IHEEM members and have a particular interest in improving ED&I. Recent new members include; Louise Clark from GPT Consult, David Stevens from East London NHS Foundation Trust, and Karen Blay, Director of EDI, Senior Lecturer in Digital Construction & Quantity Surveying at Loughborough University.

The working group elected Gareth Longley, who has been a member of the ED&I Committee for the past five years, as the new Chair. As part of his responsibility as Chair, Gareth was honoured to co-present the Diversity & Inclusion Award at the Healthcare Estates Conference to Amy Francis-Smith, a multi-award winning Senior Architect at Pinnegar Hayward Design, an accessible design specialist, and the outgoing Vice-President of the Birmingham Architectural Association.

The Committee worked with Pure Innovations to present on the Keynote Stage at Healthcare Estates 2024 around 'purposeful partnerships'. This presentation was delivered by



Members of the IHEEM ED&I Committee meeting in 2024

ED&I Committee member, Lucy Rowe (NHS Estates Workforce, NHS England), Leah Coyle (Strategic Growth Manager, Pure Innovations) and included an excellent presentation from Luke Dodds (Domestic Assistant, Trafford General Hospital) who was placed in his role by Pure Innovations.

The Committee remains focussed and passionate on raising awareness of ED&I workplace challenges, and advising on ways to improve equality, diversity, and inclusion across the wider healthcare estate moving in to 2025 and beyond.



The D&I Award at Healthcare Estates 2024



# IHEEM MODERNISATION PROGRAMME

## BUSINESS PLAN CORE OBJECTIVES 8 & 9

Modernisation of IHEEM's brand identity and offer was seen across digital, print and physical presence in 2024. The core focus continued to be driving the standard and range of services available to members by supporting with enhanced professional development and broader, more streamlined access to Institute resources.

### HEAD OFFICE REDEVELOPMENT

Ownership of the IHEEM Head Office premises was returned in November following an extensive five month redevelopment, which saw the building fully gutted, reconfigured, and modernised.

A redesigned Health Estate Journal was launched with a new look and feel to mirror the clean, modern branding also rolled out across wider Institute resources in 2024. The IHEEM Pocket Guides, website, and Healthcare Estates Members' Lounge designs have all been brought newly up to date. In addition to offering a more engaging and accessible reader experience, the welcome changes ensure the Institute's visual identity develops in line with its forward-thinking and dynamic outlook.

### MYIHEEM PLATFORM

The MyIHEEM Mentor recording system was added to the MyIHEEM suite to support the newly launched Mentor Scheme, and allows members to digitally set up mentoring relationships and confidentially record details of meetings. The platform addition was carefully integrated with the existing CPD recording system, allowing members the option to pull across key non-confidential information to their CPD record and log the number of hours dedicated to mentor-mentee partnerships.

### INTERNATIONAL IDENTITY

With a flagship presence at Healthcare Estates and exhibition representation across all IHEEM events, the visual identity of the IHEEM brand and offer continued to be streamlined and modernised to reflect the direction and values of the organisation. The Health Estate Journal extended the well-received new look and feel already seen in its Training and Development section, to encompass the full publication. The relaunch brings the stylings in line with newer print media published by the Institute, including Pocket Guides and Resource and Guidance documents, and was launched at Healthcare Estates 2024.





# REGIONAL BRANCHES

## BUSINESS PLAN CORE OBJECTIVES 3 AND 5

2024 was an active year for IHEEM’s Regional Branches across the Institute’s international networks, including site visits, AGMs and regular meetings, and valuable CPD and knowledge sharing events. Branch events are captured throughout the year in the IHEEM Health Estate Journal, with notable highlights below.

The work of the IHEEM Branch Chairs Committee continues to progress consistency in branding, messaging, and Branch delivery across the Institute, with new Committee members being welcomed, in line with Branch Governance changes throughout the year. More information on the full IHEEM Governance structure is also available in this report.

### WEST MIDLANDS REGIONAL BRANCH

In February, Branch Council Representative Claire Hennessy, Stephen Hinckes, and David Arthurs from Birmingham Community Healthcare NHS Foundation Trust Estates and Facilities team hosted a presentation focussed on the Trust’s Agile Working Project, a scheme to reconfigure the office spaces for the various teams based on site.

Attendees took part in a facility tour and interactive discussion to understand more about the engagement and collaboration with stakeholders, and see how the scheme had improved the working environment and team members’ health and wellbeing.

The West Midlands Branch Annual Business Meeting was held in April at the Dudley Institute of Technology, with focussed discussion on apprentice opportunities through the college, as well as holding a vote for Branch positions as Phil Wade stood down as Branch Chair. Steve Lawley was voted in as the new Chair, with Andrew Rodgers as Vice Chair. The Branch took the time to thank Phil for his hard work at a local and national level.

Late 2024 saw West Midlands Branch meetings held in October and December at the Birmingham Government Hub, home of the Infrastructure Projects Authority (IPA). During these sessions, the IPA presented to IHEEM members on the support available for Major Projects and PFI Contract Management, and P-2-G and P-H-D presenting on the Centre of Best Practice DHSC asset survey specification.

### NORTHERN IRELAND BRANCH

The Northern Ireland Regional Branch hosted their Annual Business Meeting at the National Football Stadium at Windsor Park, where members discussed success of the previous year, plans for the year ahead, and highlighted future technical seminars. Branch members also enjoyed an informative tour of the stadium, learning about the history of the Irish Football Association.

The new IHEEM Branch Chair, Michael McCloskey, said, ‘I look forward to taking on the role of the Northern Ireland Branch Chairman, our Committee are dedicated to providing guidance and development opportunities for engineers and estate managers in the healthcare sector. It is important that the Northern Ireland Branch continue to support its members and offer accessible CPD opportunities to enhance their knowledge and understanding. I look forward to working with the new Committee and to grow Institute membership within Northern Ireland’.





# REGIONAL BRANCHES

## BUSINESS PLAN CORE OBJECTIVES 3 AND 5

### WALES REGIONAL BRANCH

Three well attended CPD events took place in 2024 at the Royal Welsh Showground, Builth Wells, hosted by NWSSP/SES and facilitated through the IHEEM Wales Regional Branch: The All-Wales Authorised Person (Decontamination) Forum, Endoscope Decontamination, and the NWSSP-SES Engineering Day.

### WALES CONFERENCE 2024 IHEEM Key Events and Networking Programme 2024

The Wales Conference and Exhibition was held for the first time at the International Convention Centre, Newport, with John Prendergast, Wales Regional Branch Chair, stating it had long been a Branch ambition to hold a conference and exhibition at the ICC. With support from Wales Regional Branch, IHEEM and NHS Wales Shared Services Partnership – Specialist Estates Services (NWSSP-SES) came together to deliver a hugely successful event, with Branch members directly supporting the event programme.

The conference title, Back to the Future, looked at lessons learnt from the past to deliver the healthcare estate of the future. The Gala Dinner Awards, held at the prestigious Celtic Manor Hotel, saw exceptional contributions to healthcare engineering and estates management in Wales recognised, with guests entertained by after-dinner speaker, Colin Jackson, CBE.



### A TRIBUTE TO GRAHAM STANTON

During 2024, the Wales Regional Branch and Decontamination Technical Platform lost an integral member, Graham Stanton, who sadly passed away in April 2024. Graham was an active member of both groups for many years, and his commitment to improving patient care and safety throughout will forever be an outstanding legacy. Friends, colleagues, and the IHEEM family will miss Graham immensely. The Wales Branch, DTP, and Institute would like to thank him for all his unwavering dedication and support.





# TECHNICAL & ADVISORY PLATFORMS, BOARDS OF REGISTRATION (AE)

BUSINESS PLAN CORE OBJECTIVES 2, 5, 7 AND 9

## IHEEM TECHNICAL & ADVISORY PLATFORMS

This year saw the further establishment of IHEEM's newer platforms, as well as valuable ongoing contributions from longer established technical and advisory platforms and AE Boards. Spotlights below showcase the past year's activities from the Strategic Estates Management Advisory Platform, and Mechanical Engineering and Decontamination Technical Platforms.

An overview of the historical and planned works from all IHEEM platforms was also published in the Health Estate Journal, October 2024, as a preview to the Technical and Advisory Platform Drop-In Surgery held in the IHEEM Members' Lounge at Healthcare Estates. The Drop-In Surgery offered Conference attendees the opportunity to engage directly with IHEEM platform members, enquire about activities and initiatives undertaken by the groups, and joining processes.

### STRATEGIC ESTATES MANAGEMENT ADVISORY PLATFORM

Over the past 12 months, the SEMAP management group met in person four times, in addition to smaller meetings called to respond to urgent issues as they arose. The wider platform membership, comprising 30 highly experienced healthcare estates professionals, also met three times in 2024, and welcomed several new members.

The role of SEMAP Chair has transitioned to Suzanne MacCormick from Paul Mercer, one of the initiators of the Platform, who adopts the Vice Chair position until February 2025 following extensive work in the establishment of the platform.

Three active workgroups now operate within SEMAP umbrella, with a fourth due to launch formally in 2025:

1. The strategic front end
2. PFI handback and reassessing capital/revenue imbalance
3. Healthcare planning
4. Digital

All subgroups centre delivery of healthcare excellence, each with their own remit and delivery objectives. Though all currently at different places in their mission, the workgroups aim to provide expert guidance, advice, and strategic approaches for healthcare system-wide issues and infrastructure projects, improving patient outcomes, efficiencies, and digital integration.

## DECONTAMINATION TECHNICAL PLATFORM

The Decontamination Technical Platform (DTP) participated at Healthcare Estates, where the Board of Registration Chair presented on the training and registration of Authorised Persons and Competent Persons, and was available at the Drop-In Surgery in the IHEEM Members' Lounge.

During the year, members of the DTP worked on a collaborative review and update of what was formerly known as the Microbiology Advisory Committee (MAC) decontamination manual, to be rebranded as an introduction to the principles of decontamination, aimed at those new to the field.

Members of the DTP presented at various conferences during the year, and welcomed newly registered AE (D)s to the group. The group saw the loss of two very experienced AE(D)s, Graham Stanton and Wayne Spencer, both of whom contributed greatly to the advancement of decontamination practices, improving patient care and safety. Graham and Wayne were extremely active in the development of local standards of practice, and in the international sector on CEN and ISO Technical Committees, and their contributions to the field will be remembered for years to come.



## MECHANICAL TECHNICAL PLATFORM

In collaboration with IHEEM North West Branch, the Mechanical Technical Platform (MTP) had a pre-launch tour of the Healthcare Innovation Facility at Union House in Altrincham. The visit encompassed a fully equipped operating room, ICU facility, and an array of ancillary healthcare products and technology, with one presentation focussed on the risk of working in confined spaces, safe systems of work, and working at height. Coverage of this event was featured in the May 2024 edition of the Health Estate Journal.

At the IHEEM Authorising Engineers Conference in July 2024, members from the MTP gave presentations on the following:

- Low carbon technologies and UK infrastructure upgrades
- Mechanical and pressure systems
- Clinical waste reduction and low carbon generation of steam

Moving forwards, the platform will support members by providing overviews of mechanical systems and best practice with respect to mechanical safety, technical 'watch points', best practice and lessons learnt. The platform will continue to deliver networking events where expertise, views and ideas can be shared, collaborate with other IHEEM Platforms, and feature case study information within the Health Estate Journal.



# TECHNICAL & ADVISORY PLATFORMS, BOARDS OF REGISTRATION (AE)

BUSINESS PLAN CORE OBJECTIVES 2, 5, 7 AND 9

## BOARDS OF REGISTRATION Spotlight on Authorising Engineers (Electrical)

2024 continued to be a busy year for the Authorising Engineer (Electrical) Board of Registration, which welcomed a steady stream of applicants and one new AE onto the register. The necessarily high technical bar for this accreditation led to the Board of Registration examining how it can better provide a clear career path, setting out both the necessary skills, competence, knowledge, experience, and training required to become an AE (E), thus promoting the AE as a professional engineering career.

The Board have been utilising the new Digital AE tool for the first time this year, provided free to IHEEM registered AEs, working closely with the developers and the Institution to monitor how it performs in the field and during audits. So far, the reports are encouraging with very few teething issues reported.

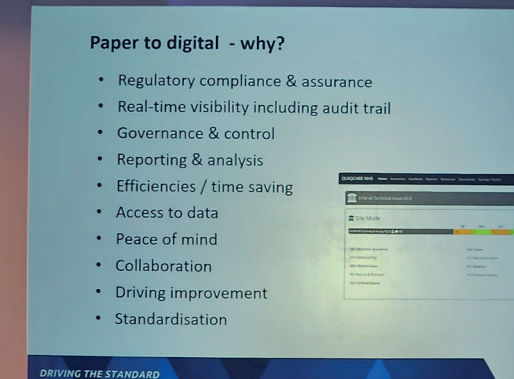
In late 2024, IHEEM member Jason Fisher was appointed Chair of the Board of Registration for AE(E). He is a member of the IHEEM Electrical Technical Platform, represents IHEEM on the BSI JPELB/64 Technical Committee for BS767, is an Institute mentor, Professional Review Interviewer, and a registered AE(E). Of his new role, Jason says, 'I am immensely proud to have recently taken over as chair of the AE(E) BoR and am looking forward to an exciting future as we continue to grow, develop, and expand. I am grateful to my predecessor and friend, Mark Richards, who has chaired the BoR for seven years, and is a dedicated member of the Institute, and a source of wise counsel.'

## AUTHORISING ENGINEERS CONFERENCE 2024 IHEEM Key Events and Networking Programme 2024

The Authorising Engineers Conference and Exhibition was once again held at Epsom Racecourse, with over 170 in attendance. Building on the previous year's theme of 'Delivering the Standard', the 2024 Conference saw speakers address 'Driving the Standard', and featured discussion on governance and assurance and the paper to digital audit work, the IHEEM Mentor Scheme, and competencies logbook for CPs and APs. For the first time, Chairs from all IHEEM Technical Platforms shared the stage to give updates on the work of their relevant groups and priorities for the coming year, answering questions from members and delegates interested in the progression of a broad range of disciplines within healthcare engineering.

### AE PAPER TO DIGITAL AUDIT TOOL LAUNCH

One of the key sessions from the Authorising Engineers Conference was an update on the digital HTM/AE Audit Tool, given by Paul Kaye on behalf of IHEEM's development partner for the software, QuiqSolutions. Members of IHEEM platforms and Boards of Registration have given valuable input to the application, now available for free, exclusively to IHEEM AEs, with the tool including audit areas for AEs within Decontamination, Electrical, Fire Safety, Medical Gases, Water, and Ventilation.





# AFFILIATE MEMBERS

## BUSINESS PLAN CORE OBJECTIVE 7

Affiliate memberships continued an upwards trend in 2024, with many company affiliates attending and exhibiting with the Institute in 2024 at established events including Healthcare Estates, Authorising Engineers and Regional Conferences, as well as those more newly established such as the Innovation in Healthcare Conference. Event attendance offers an invaluable opportunity for to connect with, and to showcase products and services, to decision-makers and front-line workers from the healthcare engineering and estates management sector.

Companies and organisations took full advantage of the benefits that come with joining IHEEM, as the Institute continued to engage with its corporate members to take part in local and national activities. All company affiliates were showcased in the IHEEM Handbook, with several new members featuring in the HEJ's Institute News section.

Affiliate membership continued to increase across the board this year with well over 150 NHS organisations now linked directly to IHEEM, as well as University Affiliates seeing over a 25% rise in membership across the last 12 months.

The Institute would like to thank all its affiliate members for their support this year, especially those who generously provide sponsorship at IHEEM conferences and events and contribute in myriad ways to make these occasions a success and a worthwhile experience for all those who attend.



IHEEM Company Affiliates Exhibiting at various IHEEM Events 2024

# GOVERNANCE

## PRESIDENT

Nigel Keery

## VICE PRESIDENT

Simon Adamson

## BRANCH CHAIRS

### East Anglia

Vacant

### East Midlands

James Chadwick

### Hong Kong

Dr P L Yeun

### London and South East

Alan Gascoine

### North East

Alan Spraggon

### North West

Alistair Cameron

### Northern Ireland

Jonny Haire

### Republic of Ireland

Bill O'Reilly

### Scotland

Eddie McLaughlan

### Southern

Chris James

### South West

Martyn Jeffery

### Wales

John Prendergast

### West Midlands

Steve Lawley

### Yorkshire

Simon Adamson

## COUNCIL MEMBERS

Alan Spraggon

Alistair Cameron

Alison Ryan

Bill O'Reilly

Claire Hennessy

James Chadwick

Jim Leiper

Martyn Jeffery

Nigel Keery

Dr P L Yeun

Paul Rodgers

Peter Davies

Richard Harris

## TECHNICAL AND ADVISORY PLATFORM CHAIRS

### Decontamination

Brian Kirk

### Electrical

Paul Harris

### Environmental Sustainability

Steven Heape

### Fire Safety

Stephen Ball

### Health and Safety

Ashley Morpeth

### Mechanical Engineering

Alison Ryan

### Medical Engineering

John Sandham

### Medical Gas

Richard Maycock

### Strategic Estate Management

Suzanne MacCormick

### Ventilation

Andrew Poplett

### Water

Mervyn Phipps

## COMMITTEE CHAIRS

### Audit and Remuneration

Wayne Carr

### Conference and Exhibition

Claire Hennessy

### Management and Finance

James Chadwick

### Membership and Registration

Mark Richards

### Professional Development

Cliff Howell

### Technical Platforms

Alison Ryan

### IHEEM Branches

James Chadwick

## BOARD OF REGISTRATION (AUTHORISING ENGINEERS) CHAIRS

### Decontamination

John Prendergast

### Electrical

Jason Fisher

### Medical Gas Pipeline Systems

Ian Sandford

### Ventilation

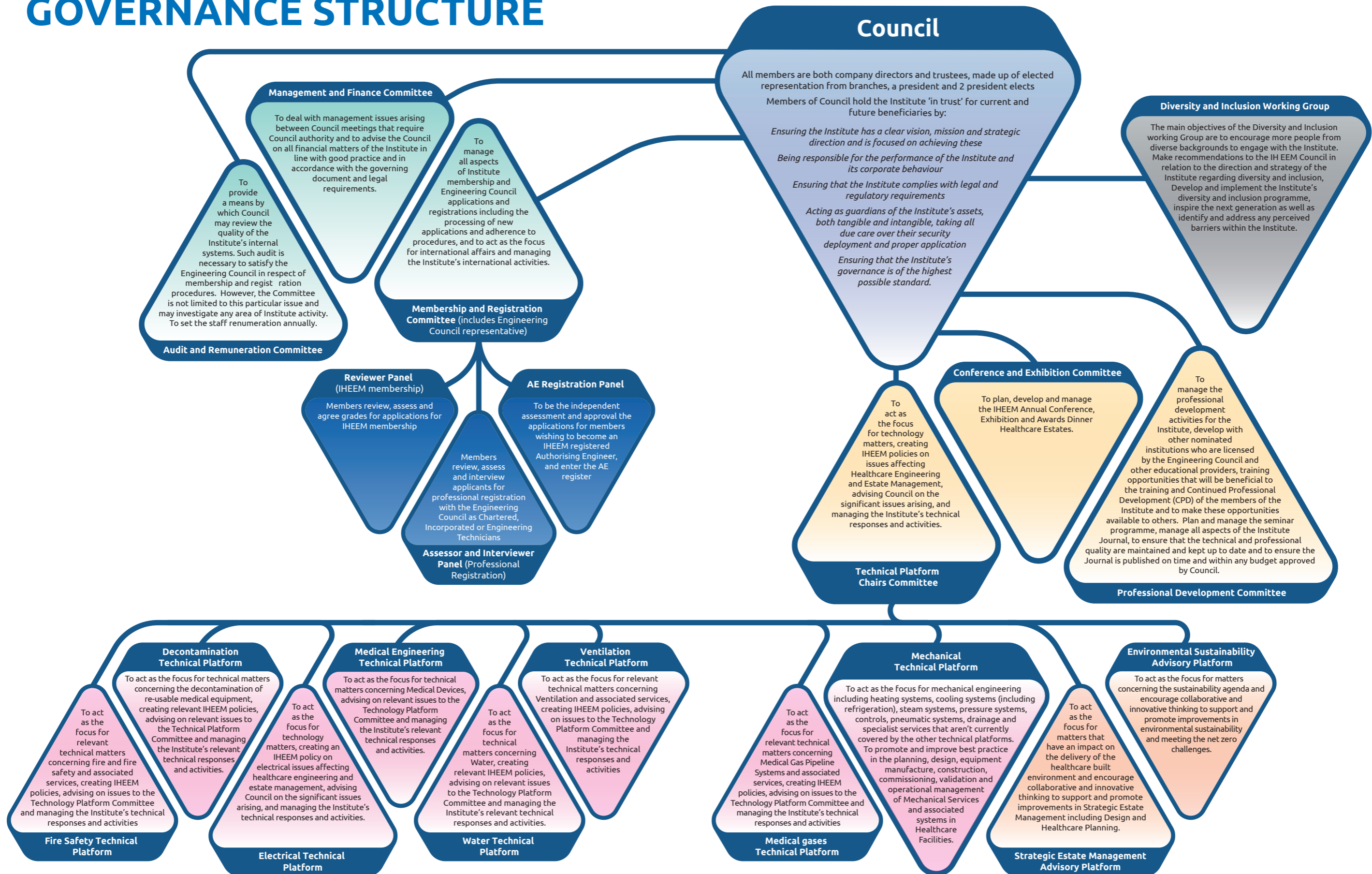
Graham Taylor

### Water

Paul Nolan

The Institute would also like to acknowledge and sincerely thank Eddie McLaughlan whose service to Council ended in 2024.

# GOVERNANCE STRUCTURE





# 5 YEAR BUSINESS PLAN 2020-2024 ACHIEVEMENTS

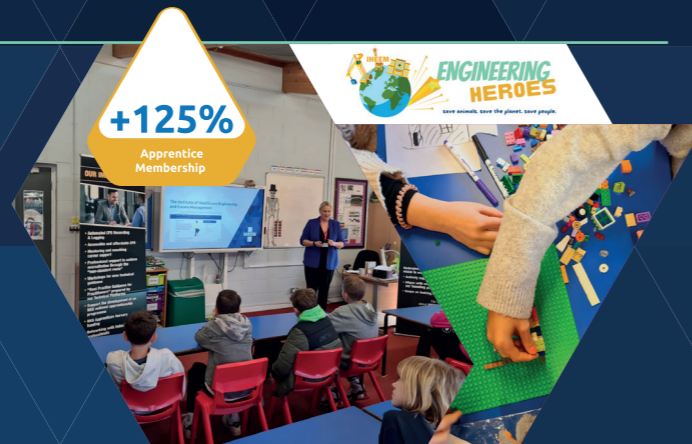
## SERVING OUR MEMBERSHIP

With a growing membership, the Institute continues to offer member value through support with professional registration, CPD, mentoring, and AE accreditation. The evolution of resources such as Pocket Guides, the Health Estate Journal, and the IHEEM website, reflects the Institute's commitment to driving the standard in the healthcare engineering and estates management sectors.



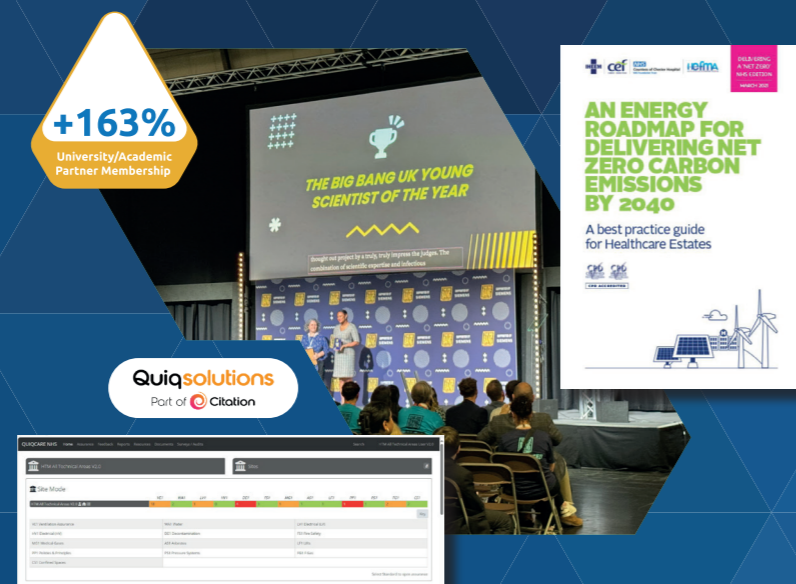
## DEVELOPING FUTURE LEADERS

The future leaders of healthcare engineering are more important than ever. IHEEM's pledge to engage, inspire, and support the engineers of tomorrow extends to STEM delivery in schools, apprenticeship funding, engineering competitions, and direct involvement in national initiatives such as the Faraday Challenge and Big Bang Fair.



## ENGAGING WITH NEW PARTNER ORGANISATIONS

The Institute's programme of events opens the door to forging connections with new partner organisations. Hosting and attending conferences, exhibitions, and knowledge sharing events, IHEEM is committed to extending its reach and continuing to grow the IHEEM family.



# FIVE KEY THEMES ACHIEVEMENTS

## SUPPORTING EXISTING PARTNER ORGANISATIONS

Proactive promotion and support are integral to ensuring positive, long-lasting, and effective working relationships with our partner organisations, as evidenced by our growing company affiliate membership. Benefits extended to partners include exhibitor discounts, speaker and sponsorship opportunities, webinar and knowledge sharing member sessions.



## STRENGTHENING OUR NATIONAL AND INTERNATIONAL PROFILE

IHEEM continues to build its profile in the UK and abroad through international activity and events from our Hong Kong Branch, support of recognised awareness days such as National Healthcare Estates & Facilities Day, strengthening our partnership with the European Health Property Network EuHPN, to actively work closer and support the activities of WHO to increase the importance and awareness of the built environment and contribution to an Energy Roadmap for delivering net zero carbon emissions by 2024



A fully comprehensive review of IHEEM's 5 Year Business Plan 2020-2024 is due to be issued as a standalone publication in 2025.



# MEMBERSHIP PROFILE 2024



Figures @ October 2024

\* Includes Retired

↑ Indicates a rise in figures from 2023



# KNOWLEDGE PARTNERS & KEY STAKEHOLDERS

Engaging with our stakeholders and Knowledge Partners is fundamental to our success. By listening to and working in collaboration with all those organisations who share a passion for our industry, IHEEM can grow and develop to better serve our members.

IHEEM is proud to work with all our partners and stakeholders, some of whom are listed below:





# FINANCIAL REPORT

THE INSTITUTE OF HEALTHCARE ENGINEERING  
AND ESTATE MANAGEMENT

STATEMENT OF FINANCIAL ACTIVITIES  
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 DECEMBER 2023

	Unrestricted fund £	Restricted funds £	2023 Total funds £	2022 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>				
Charitable activities				
Conferences	450,964	-	450,964	327,579
Seminars	108,608	-	108,608	216,115
Publications	7,030	-	7,030	6,900
Membership	372,460	-	372,460	358,370
Miscellaneous	20,651	-	20,651	5,020
Investment income	3,728	-	3,728	1,289
<b>Total</b>	<b>963,441</b>	<b>-</b>	<b>963,441</b>	<b>915,273</b>
<b>EXPENDITURE ON</b>				
<b>Charitable activities</b>				
Conferences	99,605	-	99,605	77,816
Seminars	177,392	-	177,392	229,213
Publications	2,957	-	2,957	2,668
Membership	427,399	-	427,399	398,817
Miscellaneous	8,056	-	8,056	11,692
<b>Total</b>	<b>715,409</b>	<b>-</b>	<b>715,409</b>	<b>720,206</b>
Net gains/(losses) on investments	-	-	-	-
<b>NET INCOME</b>	<b>248,032</b>	<b>-</b>	<b>248,032</b>	<b>195,067</b>
<b>RECONCILIATION OF FUNDS</b>				
<b>Total funds brought forward</b>	<b>859,710</b>	<b>4,382</b>	<b>864,092</b>	<b>669,025</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>1,107,742</b>	<b>4,382</b>	<b>1,112,124</b>	<b>864,092</b>

**CONTINUING OPERATIONS**

All income and expenditure has arisen from continuing activities.

THE INSTITUTE OF HEALTHCARE ENGINEERING  
AND ESTATE MANAGEMENT (REGISTERED NUMBER: 895080)

BALANCE SHEET  
AT 31 DECEMBER 2023

	2023 £	2022 £
<b>FIXED ASSETS</b>		
Intangible assets	5,200	-
Tangible assets	187,770	221,584
Investments	100	100
	<u>193,070</u>	<u>221,684</u>
<b>CURRENT ASSETS</b>		
Stocks	9,759	12,992
Debtors	472,431	396,525
Cash at bank	<u>954,817</u>	<u>702,054</u>
	1,437,007	1,111,571
<b>CREDITORS</b>		
Amounts falling due within one year	(517,953)	(469,163)
	<u>919,054</u>	<u>642,408</u>
<b>NET CURRENT ASSETS</b>		
	<u>1,112,124</u>	<u>864,092</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		
	<u>1,112,124</u>	<u>864,092</u>
<b>NET ASSETS</b>		
	<u>1,112,124</u>	<u>864,092</u>
<b>FUNDS</b>		
Unrestricted funds	1,107,742	859,710
Restricted funds	4,382	4,382
<b>TOTAL FUNDS</b>	<u>1,112,124</u>	<u>864,092</u>

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees on 06<sup>th</sup> March 2024 and were signed on its behalf by:



A Ryan - President



# LOOKING FORWARD TO 2025



**IHEEM Ireland & HSE in Partnership with UHEI Sector Conference**  
1st April, Croke Park

**Innovation in Healthcare Conference**  
9th April, Uttoxeter Racecourse

**Wales Regional Conference**  
7th and 8th May, The ICC and Celtic Manor Resort

**Authorising Engineers Conference**  
8th July, Epsom Downs Racecourse

**Healthcare Estates**  
21st and 22nd October, Manchester Central Convention Complex

Please check the IHEEM website for further details of events, training and development opportunities and CPD offers for 2025.



# IHEEM ANNUAL REPORT 2024



**IHEEM**

Institute of Healthcare Engineering and Estate Management



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IHEEM or membership:

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January 2025

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