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How IHEEM Members can become Challenge Leaders

Applications for schools to register for the 2021-2022 IET (the Institution of Engineering and Technology) & IHEEM Faraday Challenge are now open. The challenge is an annual competition that tasks students to research, design, and make, prototype solutions to real-world engineering problems. Its aim is to introduce 12-13-year-olds to engineering, inspiring them to consider engineering as a career, and to help to develop their practical and employability skills, including team-working, problem-solving, and creative thinking, and enabling them to make informed decisions when choosing their GCSE choices.

The Faraday Challenge days are designed as cross-curricular activity days covering science, design and technology, engineering, and mathematics (STEM), and are held at schools, organisations, and universities across the UK; IHEEM Company Affiliates or members' local schools or children's schools can sign up to be included in this fantastic opportunity.

Monira Kaouech, Project Support Officer, and IHEEM's STEM Ambassador said: "We would like to encourage all members to consider participating in any way they can, and to reach out to their local schools or their own children's schools to inspire them to take part in our 2021/22 Faraday Challenge, where they will have a chance to win up to £1000 for their school to spend on STEM activities."

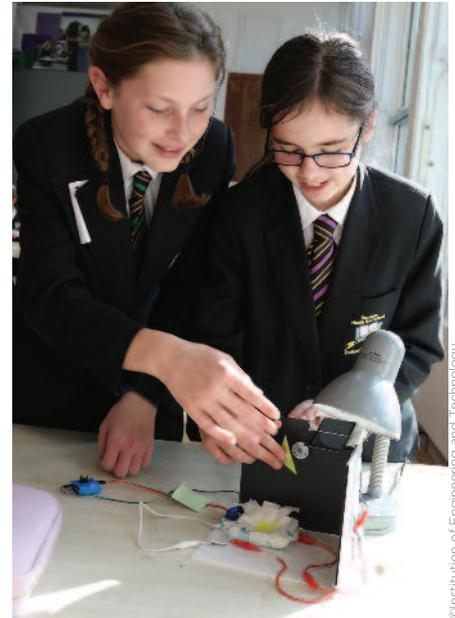
There are a few ways that schools, teams, or individuals, can apply:

Option A: Schools with a team can apply to host a Challenge Leader-led Faraday Challenge Day at their school, with the option to invite teams from up to five other local schools.

Option B: If they are unable to host, schools can apply to be an invited school, and take one team from their school along to another local event.

Option C: If circumstances mean it is not possible for a Challenge Leader to come into the school, they can apply to hold a teacher-led Faraday Challenge Day at their school for their students only. We strongly advise that only those who have attended or hosted a Faraday Challenge Day previously choose this option.

Option D: Finally, there is the option for Company Affiliates or other organisations to host a Challenge Leader-led Faraday Challenge Days at their organisation/



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University, and invite teams from up to six local schools to come to their premises to take part.

There will also be a Virtual Faraday Challenge, which will be available via the IET website from September 2021 until July 2022. The Virtual Faraday Challenge is open for anyone aged 7-15; young people can participate at home, in school, individually, or as a group or family. It is also a good opportunity for international students to take part. The virtual challenge is not part of the National Faraday Challenge competition, but there are prizes to be won.

More information can be found at <https://education.theiet.org/faraday-challenge-days/virtual-faraday-challenge>

Teams should be made up of six students aged 12-13 years old (England and Wales Year 8, Scotland S1/S2, Northern Ireland Year 9). The winners of each Faraday Challenge Day will win prizes for themselves, and a trophy for their school, and gain a place on the national league table. The top teams from across the UK will get to go through to the National Final at the end of the season to compete for a cash prize of up to £1,000 for their school to spend on STEM activities.

The deadline for applications is Thursday 1st July 2021. Those wishing to take part in the 2021-22 season of Faraday Challenge Days should visit <https://education.theiet.org/faraday-challenge-days/enter-your-school> to find out more, and to apply.

Developing the healthcare EFM workforce – a partnership approach

On 12 May IHEEM held a three-part joint webinar with HEFMA titled ‘Developing the Healthcare EFM Workforce – a Partnership Approach’. The day saw keynote speaking sessions from Prerana Issar, Chief People Officer from NHS England and NHS Improvement, Professor Richard Williams OBE, Emeritus Professor of Mental Health Strategy, University of South Wales, and Lord Anthony Young of Norwood Green, a prominent Apprenticeship Ambassador.

The event focused on the new joint Workforce Strategy launched by IHEEM and HEFMA, moving on to discuss the current challenges facing the industry, including staff turnover, mental health and wellbeing, and training and development, and finishing on the positive steps that both organisations are working towards to improve what is available, such as a new national apprenticeship programme, and the development of joint resources such as the Future Leaders Career Route Map. Overall, attendees gained a better understanding of how to improve visibility, development, retention, and diversity within the EFM workforce, and the importance of encouraging and supporting future leaders in the sector.

A national policy perspective

The first session, ‘National Policy Perspective’, introduced the IHEEM & HEFMA joint Workforce Strategy document, and was chaired by Paul Fenton, IHEEM President, with speakers Jonathan Stewart, HEFMA National Chair, and, Pete Sellars, IHEEM’s CEO, highlighting the key objectives of both organisations in supporting the healthcare EFM sector. These include:

- Influencing and supporting the NHS England & NHS Improvement National Workforce Strategy to address recruitment, retention, diversity, and appropriate pay structures across healthcare EFM services, and developing model structures for healthcare organisations.
- Driving a campaign to change the traditional perception of the NHS workforce as being predominantly made up of doctors and nurses, to one that has better awareness of the importance and diversity of job roles in the EFM professions.
- Developing resources to market healthcare EFM services as a career of choice across all sectors of society, and drive diversity, inclusion, and representation, in healthcare organisations.

- Supporting and influencing the creation of a national apprenticeship structure and training programme for all professional groups in healthcare EFM services.
- Supporting the ongoing development of a comprehensive Career Route Map to inform potential employees, recruiters, and existing staff, of the employment and career advancement opportunities in healthcare EFM services.
- Providing opportunities for education, training, and knowledge-sharing for members, to develop their skills and experience across the requirements of their job roles, and support and enable them to make the most of career development opportunities.
- Exploring ways to help HEFMA and IHEEM’s membership develop personal resilience, mindfulness, wellbeing, and mutual support, to protect them from the pressures of working life.

Commitment to partnership working

Pete Sellars emphasised the Institute’s commitment to working with any willing partners to deliver on this strategy, to grow and sustain the EFM workforce across the healthcare industry, and use all available resources to drive improvement in the key focus areas of Visibility; Development; Process, Retention & Remuneration, and Diversity. He also stressed the importance of providing a wide choice of training and learning options for IHEEM and HEFMA members, and showing them the next steps to take regarding the opportunities available for their career path.

Dedicated courses for learners

Since the beginning of the year, IHEEM has established eight new knowledge partnerships with notable training providers, including TAHPI, Asset Wisdom, Eastwood Park, Eta Projects, Spirax Sarco, PPL Training, Dudley College of Technology, and BESA SFG20. The purpose of the knowledge partnerships is to provide access to knowledge and learning resources, and connections to support our members throughout their career.

Links to all the available courses are in the IHEEM website ‘Learning Hub’. Members will shortly have access to between 75 and 100 dedicated and targeted training programmes, providing a wide choice and variety of options as part of the Institute’s ‘one-stop-shop’ approach.



Top left clockwise: Jonathan Stewart, Lord Anthony Young, Professor Richard Williams OBE, Wayne Carr, Simon Dennis, and Prerana Issar.

Actions for us all

The keynote presentation from Prerana Issar, Chief People Officer for NHS England & NHS Improvement, addressed the key achievements made thus far as set out in the NHS People Plan 2020/21. She explained how the creativity and drive shown by Estates and Facilities departments in their response to the COVID-19 pandemic emphasised the importance of the EFM roles within healthcare, and how thankful she was for all their efforts. She explained that the NHS EFM sector’s response in building the Nightingale Hospitals had been called upon to support the current COVID-19 crisis in India, which she has a personal interest in, and connection to. She also outlined the successful steps that had already been taken to reduce the NHS carbon footprint, and emphasised how Estates and Facilities teams had had a big part to play in this, before reaffirming that it is everyone’s responsibility to continue to strive to implement this important agenda.

Prerana Issar then went on to refer to the next steps in the NHS People Plan 2021/22, which include specific commitments around:

- Looking after our people – with quality health and wellbeing support for everyone.
- Belonging in the NHS – with a particular focus on tackling discrimination.
- New Ways of Working and Delivering Care – making effective use of the full range of people’s skills and experience.

■ Expanding the Workforce and Growing for the Future – how we recruit and keep people, and welcome back colleagues who want to return.

“When we first published the People Plan in July 2020, the NHS was facing the greatest challenge in its history. COVID focused and accelerated the People Plan’s actions, for the NHS to have more staff, working differently, in a compassionate and inclusive culture,” the Chief People Officer said, before going on to explain how the ‘four pillars’ provided a common framework and clear direction to work towards during these unprecedented times.

Collective progress to date against the People Plan

In association with the ‘Looking after our people’ pillar, she explained that one million risk assessments have already been carried out to keep staff safe, and make sure their voices are heard and supported. Mental health and wellbeing support services offered to the NHS workforce have been accessed over 900,000 times. Wellbeing Guardian roles have also been implemented within Trusts at Board level, to make sure staff’s safety and support is a Board responsibility, and over 95% of NHS staff have received their first vaccination. Regarding ‘Belonging in the NHS’, 181 Trusts have now established disabled networks, while 177 now have ethnic minority networks in place. Improvements to the disciplinary process have seen 500 fewer staff go through the process in 2020 compared with 2019. In relation to ‘New ways of working and delivering care’, a third of staff are now working remotely, with more flexibility in their working arrangements, and staff digital passports have been implemented and apply for training via mobile apps, to make such training more accessible to all staff. Finally, on ‘Expanding the Workforce and Growing for the Future’, overall staff numbers are growing, with 42,000 staff recruited between November 2019 and November 2020, and retention has improved across the whole of the NHS.

Prerana Issar concluded by commenting on how fatigued staff will be feeling after dealing with the pandemic – an issue now a priority in the 2021/22 People Plan, with the focus on ‘people recovery’. The joint IHEEM and HEFMA Workforce Strategy closely aligns with the NHS People Plan, and both organisations are committed to continuing their collaborative approach.

Prince’s Trust Health and Social Care Agenda

During the second session, entitled ‘Engaging with the EFM Workforce’, Sam Hay, Senior Head of Operations (Health

and Social Care) from the Prince’s Trust, highlighted the important work the organisation does in supporting people up to the age of 30 into the health and social care sector in England, and in fact the Trust has helped over 10,000 individuals secure work in the sector in the past four years.

He went on to explain how the Government had funded a blend of digital and in-person initiatives, including the ‘Get into Employability’ programme, which sees individuals secure valuable work experience within NHS Trusts across England for 1-8 weeks, enhancing their practical skills and offering training. While this initiative was in fact the most popular offer that the Prince’s Trust sees the greatest success with, it had temporarily to be put on hold due to the pandemic. The Prince’s Trust also offers ‘mentoring’ and a ‘Get Started’ initiative to help younger professionals as they start out within their career.

HEST Apprenticeship Standard

Wayne Carr, Director of Estates & Facilities, CHOICE, and Simon Dennis, Apprenticeships & Procurement Lead, Salisbury NHS Foundation Trust, set out in more detail the recently announced Healthcare Engineering Specialist Technician Apprenticeship National Programme (HEST).

Everyone on the panel agreed that this was an exciting time for IHEEM, as this is the very first national Apprenticeship for Healthcare Engineering. IHEEM CEO, Pete Sellars, said: “We are delighted that the hard work of our members in the North East over many years to get their apprenticeship programme recognised and approved under the national framework has been successful.” A funding band recommendation of £24,000 is now awaiting full Ministerial approval, and the apprenticeship will be a 48-month programme at occupational level 3 (NVQ). IHEEM is currently mapping this to the Engineering Council’s Engineering Technician core competencies, in order to obtain approval for the qualification to be on the recognised list for EngTech professional status.

The HEST apprenticeship will be trained and assessed against core skills, and one option of either:

- Healthcare Medical Devices Technician.
- Healthcare Estates Technician.

Apprenticeship Ambassador’s support

Lord Anthony Young of Norwood Green, Apprenticeship Ambassador, and Honorary Patron of IHEEM, expressed his support for the Workforce Strategy, and endorsed the Healthcare Engineering Specialist Technician Apprenticeship National Programme (HEST).

Overall, the event was well attended, with over 200 people across the NHS and private sector ‘tuning in’ to hear the speakers’ updates on this important agenda. IHEEM Head Office Project Support Officer, Monira Kaouech, said: “All initial feedback on the event has been very positive, and the overall sessions well received. I also enjoyed presenting on the Career Route Map. A special ‘thank you’ to all those involved in making the day happen”. To stay connected and keep informed as the Workforce Strategy develops, please visit the IHEEM website regularly, where there will be courses added to the Learning Hub.

Diary dates

8-11 JUN Low Voltage Authorised Person HTM 06-02 Training Course online – Eta-07. T: 02392 823 186; www.iheem.org.uk/events

9 JUN IHEEM AE Training Day – The importance of the role of an IHEEM Registered Authorising Engineer. Online awareness. T: 02392 823 186; www.iheem.org.uk/events

24-25 AUG Design in Mental Health 2021 Conference, Exhibition, and Dinner, Ricoh Arena, Coventry. T: 01892 518877; www.designinmentalhealth.com

9 SEPT IHEEM Regional Conference and Exhibition; venue and more details tbc. www.iheem.org.uk. T: 023 9282 3186; Email: office@iheem.org.uk

IHEEM Branch of the Month webinars Q2-3, 2021

24 JUN – North East Branch.

22 JUL – North West Branch.

19 AUG – Northern Ireland Branch.

16 SEPT – Republic of Ireland Branch

28 OCT – South West Branch

For further details, and to register, visit www.iheem.org.uk/events, email: office@iheem.org.uk. T: 023 9282 3186

IHEEM/TAHPI online Healthcare Facility Planning Course

20 SEPT-1 OCT – Q3

1-12 NOV – Q4

IHEEM/TAHPI online Health Facility Briefing System Tools & Techniques briefing system course

7&8 JUN – Q2

29 & 30 NOV – Q4

For further details on both the above training courses, E: training@iheem.org.uk; T: 02392 823 186

2022

16-17 MAY IHEEM Dublin 2022 ‘Delivering Sustainable Healthcare Estates’ Conference, Exhibition and Awards Dinner 2022, Croke Park, Dublin. T: 02392 823 186; E: dublin2020@iheem.org.uk

‘Delivering Sustainable Healthcare Estates’

The joint Conference, Exhibition and Awards Dinner to be staged by the IHEEM Northern Irish and Republic of Ireland branches at Croke Park, Dublin, originally scheduled for 4-5 May 2020, and deferred due to the pandemic, has again been deferred, until Monday 16 May and Tuesday 17 May 2022.

IHEEM CEO, Peter Sellars, said: “Working closely with our Republic of Ireland and Northern Irish colleagues, we have been keeping an eye on the ongoing situation, as well as the vaccination roll-out, and have concluded that deferring the event until 2022 will allow it to proceed in its full format, and we are optimistic that all exhibitors, speakers, and delegates, will then be able to safely meet, network, and have an enjoyable time at the event.”

This two-day event, themed around ‘Delivering a Sustainable Healthcare Estate’, will discuss topics including

sustainable healthcare capital, workforce, planning, and the management of strategic risk. Both branches are also working towards organising prizes for a charitable auction in aid of Habitat for Humanity; if any companies are interested in donating a prize, please email dublin2022@iheem.org.uk.

Melissa Glass, Marketing and Events Manager at IHEEM, said: “Throughout this uncertain time the events management team at Croke Park have been extremely professional and cooperative in their approach and support, for which the Institute is very grateful. The Doyle Collection Hotel have also been



understanding and helpful in moving people’s bookings, which have again been confirmed for the new deferred dates.”

To keep up to date with the latest news and information for the Dublin 2022 conference, please check www.iheem.org.uk for updates.

Every day in 70 countries, global not-for-profit housing organisation, Habitat for Humanity, works beside families to build, renovate, or repair, their

home. Habitat advocates improving access to affordable shelter, and supports funding models that enable families with limited resources to make vital improvements to their homes. In Ireland, it brings people together from across the community to serve the most vulnerable, ‘mobilising hundreds of volunteers as the hearts, hands, and voices for its work’.

Through ReStore Habitat it provides access to low-cost home improvement materials, delivers skills-based employability and learning programmes, and diverts tonnes of material from landfill. It raises funds to support long-term partner programmes in some of the world’s poorest communities.

Adopting Asset Management in the NHS

A legacy of aged and unsuitable assets, limited capital investment with a large backlog of maintenance, ever greater demands on services, with ever-increasing cost pressures, combined with ever-reducing funding. Sound familiar? It should, although this description is taken from the utility and rail sectors from some years ago, but could so aptly apply to the NHS of today. So, what did those sectors do about it, and why is this description no longer relevant for them today?

In part the answer lies in Asset Management. What is asset management? Asset management is about maximising value to an organisation (such as an NHS Trust) from its assets, i.e. the estate. It starts with understanding and articulating what stakeholders need – the assurance that asset risks are identified and managed, that compliance requirements are satisfied, and that the environment the assets support is safe and fit for purpose, enabling and supporting the delivery of effective patient care, all within available funding limits. This is translated into asset-related targets, decisions, plans, and activities, delivered systematically and efficiently.

Why adopt Asset Management? To do this we need a common language, the right tools and information, and, essentially, good knowledge and understanding of good practice in asset management. Modern asset management incorporates good use of asset

information, integrated risk management, and consideration of whole-life costing, resulting in sustainable control of performance, but above all it aligns the way that organisations work towards common goals – it involves people.

Why now? There is a unique opportunity for the NHS as we emerge from the most demanding circumstances in the history of the service posed by the COVID-19 pandemic. There is a need to learn lessons, and to ensure that the much-promised investment in the estate in the form of the Health Infrastructure Plan, the backlog investment programme, and the extended capital programme, is spent effectively and efficiently.

IHEEM has established a Working Group to raise awareness of Asset Management and develop a framework for deployment across the NHS, to be endorsed by the Institute of Asset Management. As part of this, we have joined forces with Asset Wisdom to provide access to learning platforms (see https://www.iheem.org.uk/training_tags/asset-management), and, as a first step, we will soon be issuing a survey to members to establish the understanding and desire for Asset Management.

Want to know more? See the information and short video at: <https://theiam.org/knowledge/the-big-picture>, and please take part in the survey when the opportunity comes.



Congratulations

IHEEM wishes to congratulate the following, who had Institute grades awarded recently:

FELLOW

Edith Blennerhasset

MEMBER

- James Barnes
- Pete Biggs
- Simon Brinkley
- Scott Corkin
- Stephen Coupland
- Raymond Dwyer
- Hui Chi Fai
- Craig Hinson
- Ibtisam Khalid
- Gordan Millar
- Marcus Nicholson
- Iain Tinniswood
- Syed Riaz Haider Zaidi
- Anthony Webster

ASSOCIATE MEMBER

- Mike Holmes
- Paul Jackson