

# OUR VISION, YOUR FUTURE

## ANNUAL REPORT 2025



# 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.

As I reflect on my final full year as Institute President, I am extremely proud of the strides taken across the organisation to progress our aims and objectives, all of which ultimately serve to enhance the quality of patient care and healthcare standards.

One of the biggest challenges to the longevity and efficacy of our national health services continues to be the critical long-term need for an abundant, thriving workforce across the engineering and estates sectors. It is essential for all those concerned with the leadership and future-proofing of healthcare provision at both local and national levels to be proactive in the planning and delivery of robust strategy centred on nurturing tomorrow's engineers.

I am delighted at the great strides the Institute has taken in supporting this agenda, with significant extension of its STEM and early career stage professional development support over the past twelve months. From showcasing healthcare engineering to thousands of young people as part of The Big Bang, partnerships with initiatives such as the NextGen Healthcare Network and the NHS Graduate Scheme, to extending its support for apprentice and university members, IHEEM continues to engage, inspire, and bolster our future workforce.

As seen through a positive membership trend and increased participation across our committees, events, training, and CPD activities, the Institute offers unrivalled opportunities for professionals at all levels to drive standards in healthcare and achieve their own development goals. The growth in head office and mentoring support of members pursuing professional registration or AE status, along with the major partnership agreement with NHSE for ownership of the Authorising Engineers register, highlight IHEEM's commitment and reputation for delivering excellence in patient safety.

As we move into the coming year and the closing chapters of my presidency, I look forward to extending further support to the delivery of IHEEM's objectives, and am greatly optimistic about future developments and accomplishments on the horizon for the Institute and its vibrant community.

**Nigel Keery OBE**



**Nigel Keery OBE,  
IHEEM President**

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Cover Photos:  
TBC



# CHIEF EXECUTIVE STATEMENT

I am pleased to present the IHEEM Annual Report 2025, which shares highlights of the past year's professional development activity, events programme, and achievements across the wider IHEEM business operation and membership.

The past twelve months represents a period of change, growth, and future-proofing of our Institute. With the adoption of new Articles of Association at our foundation, more about which you can read over the page, IHEEM and its membership have driven activities and work streams forwards that serve not only the Institute community, but the wider sector and, ultimately, the delivery of healthcare excellence.

A proud and momentous milestone was reached in the landmark partnership signed with NHS England, entrusting IHEEM to hold and manage the sole Authorising Engineers Register for NHSE. This agreement demonstrates the confidence in our commitment to uphold the highest standards of competence, compliance, and patient safety, and will require all Authorising Engineers to be registered with IHEEM, establishing a unified benchmark for professional standards across the AE community. Our certification will be embedded in the forthcoming HTM 00, cementing the Institute's central role in strengthening the integrity of healthcare engineering nationwide.

An essential part of securing our future workforce, we strengthened our commitment

to inspiring and developing the next generation of healthcare engineers. Our members played a vital role delivering outreach in schools, creating resources for national STEM initiatives, and illustrating early-career pathways from primary education to graduate level. We were proud to contribute to the launch of the first NHS Estates Graduate Training Scheme, and to establish a collaboration with the rapidly growing Next Gen Healthcare Network. A key focus for the Institute, these activities are inspired and driven by a critical responsibility to cultivate skilled future leaders who will sustain and advance the healthcare engineering and estates management workforce long into the future.

Our first year with The Big Bang Fair and Competition has been a powerful reminder of why supporting aspiring healthcare engineers is so essential, and opened the door to meaningful conversations with young people, allowing us to share real stories from within healthcare engineering. The standard of entries to the IHEEM Special Award was exceptional, and I was inspired to see such engagement and innovation in healthcare engineering from students of all ages.

Another regular highlight of the IHEEM events calendar, this year's Healthcare Estates welcomed a record 7,500 delegates, demonstrating a strong commitment to shared learning, and many making use of the new CPD Record booklet. I was proud to see so many



attendees wearing apprentice-support badges throughout the event, and an outstanding attendance at our new closing session, accompanied by the first Engineering and Estates Essentials publication. I extend my heartfelt thanks to all those who continue to make this industry leading event such a resounding success every year.

As our membership goes from strength to strength, so too does the collaboration and activity of our Council, Platforms, Committees, Boards of Registration, Branches, and Working Groups. I am extremely grateful for their continued commitment and efforts, and in the great level of success achieved across the gamut of professional specialisms, regions, and career development stages.

I look ahead optimistically to the coming year. In building on these new foundations, we will drive improvements in our offer to all individual and affiliate members, nurturing existing and new relationships alike with our knowledge partners and key stakeholders. As we enter a new age for the Institute, our growing IHEEM family is more vital and valued than ever in driving healthcare excellence and patient care.



# A NEW STANDARD

## ARTICLES OF ASSOCIATION

A significant achievement this year was the review and update of our Articles of Association, a much needed venture with the former Articles having originally been adopted and in place since 1987. This considered revision and adoption of the new Articles ensure that our governance, regulations, and compliance are greater aligned with the current-day operations and organisational structure of the Institute.

The newly drafted Articles of Association represent a major step forward in modernising and strengthening IHEEM's governance framework. Key changes include the consolidation of constitutional clauses, and relocating more detailed membership rules to the Standing Orders, allowing for easier updates in future.

These provisions have also been streamlined, with clearer rights for members, such as the ability to use written resolutions and appoint proxies, bringing the Articles fully in line with the Companies Act 2006. The Executive Council has been granted greater decision making powers over membership, branch, and committee operations and conduct, ensuring greater clarity, accountability, and legal compliance.

Collectively, these revisions will improve IHEEM's organisational agility and strengthen regulatory compliance, creating a more robust foundation to support the next 5 Year Business Plan and the future growth of the Institute.



# Healthcare Estates® 2025

Conference. Exhibition. Awards.

## IHEEM KEY EVENTS & NETWORKING PROGRAMME 2025

This year's Healthcare Estates saw staggering continued growth in attendance, with 7,500 delegates benefitting from an unparalleled opportunity to gain knowledge, critical insight, and network with peers and industry leaders from across the healthcare landscape.

The two day event at Manchester Central explored the theme 'Prevention is Better than Cure' through hundreds of focused presentations, workshops, and key notes, with dedicated theatres centring updates and thought on the latest developments across a broad range of healthcare engineering and estates disciplines.

New for 2025, the closing session of the conference 'Where Do We Go From Here?', was an informal and interactive session for delegates to hear from key members of the profession from across national healthcare bodies and leading organisations.

As well as sharing food, drinks, and topical conversation, attendees were offered an inspiring opportunity to explore how to move forward across project continuity, sustainability, workforce agendas, and continuing to drive healthcare infrastructure and patient safety.

The session was accompanied by the first volume in a new series of annual publications, 'Engineering and Estates Essentials'. Each edition will capture all of the papers submitted by the closing panel of speakers on themes relevant to the conference, this year focusing on planning to reduce risk, avoid mistakes, and ensure that all healthcare facilities support the safety and needs of patients, staff, and local communities.





# Key Stats

(%s given are up on 2024)

## 7498

Visitors +14%

## 295

Speakers and Chairs +43%

## 4404

Sqm floorspace +11%

## 6

Exhibition theatres

## 5

Key themes

## 270

Exhibitors +22%

## 1327

Conference delegates

## 137

Conference and Theatre Presentations +17%

## 25

Hours of CPD content

## 662

Gala Dinner Guests





# TRAINING & DEVELOPMENT

## PROFESSIONAL REGISTRATION

The Institute continued to extend its pool of professional registration reviewers with annual training offered to both existing PRI members and individuals newly entering into the process. Acting as both a refresher and full training session for over 15 experienced members across a range of disciplines, this now regularly scheduled learning opportunity allows reviewers to support the accreditation process, give back to the peers, as well as contribute to their own continued professional development.

Professional Registration was released at Healthcare Estates late in 2025, and offers a user friendly insight into the stages of professional registration application and accreditation. The guide also outlines the responsibilities of registration reviewers and mentors, for those looking to enhance their involvement with the Institute and its member support.

## MEMBER MENTORING SUPPORT

Support for members' professional development and career advancement through peer support and the growing number of IHEEM Mentors continued throughout the year, with growing engagement from mentees and mentors alike.

Plans to strengthen the programme throughout the four nations look positive for the coming year, with dedicated sessions for IHEEM Mentor training due to align with the Institute's conference programme, improving accessibility for this CPD opportunity across the breadth of the United Kingdom.

Members can find out more about mentoring and mentee opportunities by requesting an IHEEM Mentoring Pocket Guide, or contacting Head Office for more information.



# FUTURE LEADERS

Inspiring and developing the next generation of healthcare engineers remains critical to the Institute's priority to support and maintain the future workforce. The delivery of effective, engaging educational and early careers outreach, workshops, and events, and supporting our membership to become STEM Ambassadors all contribute towards the Institute's wider future leaders objectives.

In 2025, IHEEM members gave their time and expertise to support this essential agenda, through in person delivery, written articles, and forging new schemes, platforms, and networking opportunities from primary school age all the way through to early career stages.

At a school level, members gave inspiring presentation at Exeter Mathematics School, aimed at 16-18 year olds already engaged specifically in pursuing STEM subjects in higher education. Written contributions were also welcomed from members towards teaching resources and motivational careers content for Tomorrow's Engineers Week, a dedicated week led by EngineeringUK to inspire and motivate students to pursue further education and careers in STEM subjects.

The first cohort of graduates was ushered into the new NHS Estates Graduate Training Scheme, the structure and delivery of which has been supported by IHEEM members, with experienced professionals meeting and engaging with the group of future leaders at this year's Healthcare Estates.

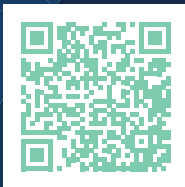
The Institute also built on its support for Next Gen Healthcare Network, a multidisciplinary network of young healthcare professionals between 5 and 15 years into their career journeys, and a group already seeing significant growth and an influx of graduate and apprentice members.





# THE BIG BANG

A standout moment for the Institute and its members in its commitment to support the engineering workforce of tomorrow was the extensive engagement from IHEEM and a number of company affiliates with this year's The Big Bang Competition and Fair.



Scan or click

## THE BIG BANG FAIR

In June of this year, The Big Bang Fair was delivered by EngineeringUK at the NEC Birmingham, an annual event inviting young people and teachers from across the UK to learn more about STEM subjects.

The IHEEM exhibit at The Fair was immensely popular, with students learning about and experiencing first-hand a broad range of healthcare engineering solutions virtual reality, endoscopy, lighting, robotics, and 3D printing.

Sincere thanks are extended to Brian Kirk, Carbon & Energy Fund, Getech Education, Hoare Lea, Institutes of Technology, PPL Training, Stephen George + Partners, and Tarkett, for their significant and valuable contributions to delivering a highly successful event.

A short highlights video of the event can be viewed using the adjacent link.

IHEEM  
stand  
supported by

8

Partner  
organisations

Over  
20,000

Students

IHEEM  
stand  
supported by

40

Volunteers





INSTITUTES OF  
TECHNOLOGY

we care | we challenge | we deliver

**SGP** **IHEEM**  
Architects + Masterplanners

**ppltraining**  
Groupe apave

**Brandon Medical.**

**CEF**  
Carbon & Energy Fund

**HOARE LEA** (H)

## THE BIG BANG COMPETITION

The Institute proud to have been involved with The Big Bang Competition, a nationwide initiative for 11-18 year olds inviting students to develop and submit STEM projects within a range of categories and briefs on offer.

New for 2025, the IHEEM Innovation in Wellbeing and Healthcare Engineering Special Award saw all entries representing the highest level of consideration, care, and hard work from talented students engaged in helping to improve the lives of others.

The winner, Vaishnavi Rudra, impressed judges with her project 'Health Hub' for the ingenuity of the concept, which utilised a range of healthcare engineering disciplines for the betterment and improved accessibility of patient care on an international level.

Vaishnavi and Aaron Lord, this year's recipients of the IHEEM Special Award and the Young Engineer of the Year at The Big Bang Competition respectively, also presented at this year's Healthcare Estates, where they received a certificate of scholarship and a £5,000 bursary towards further academic and professional development.

Over  
**40**

Shortlisted  
entrants

IHEEM  
stand  
supported by

**10**

Finalists

Vaishnavi  
Rudra for her  
Project:

**'Health  
Hub'**

Winner



# EDI COMMITTEE



It's been a busy year for the Equality, Diversity and Inclusion group at IHEEM. In late 2024, the Committee welcomed its newest member of the group, Karen Blay - Director of EDI, Senior Lecturer in Digital Construction & Quantity Surveying at Loughborough University. In May 2025, members attended the IHEEM Wales event in Cardiff, learning about healthcare estates innovations and practices at Celtic Manor Resort.

In May and June EDI Chair, Gareth Longley, was involved in shortlisting applications from young people on healthcare innovation projects as part of The Big Bang Competition, reviewing dozens of entries engaged with ideas around improving health and wellbeing. The main goal was to promote careers in healthcare engineering and to inspire young people – notably those from underrepresented and underprivileged backgrounds through the new IHEEM competition.

In October 2025, the Committee attended Healthcare Estates in Manchester. Vice-Chair, Kim Shelley, presented the IHEEM Diversity & Inclusion Award to Vincent Hart, Head of Estates at Broadgreen Hospital, NHS University Hospitals of Liverpool Group, at the gala awards dinner at the Kimpton Clocktower Hotel.

On the final day of the conference, members organised a presentation around the importance of inclusive design, especially design focussed on neurodiverse user groups and those with non-visible disabilities, and invited

industry experts to offer greater insight into the topic. Along with Institute's ED&I representatives, the Committee was joined by external speakers; Architect and Inclusive Design Consultant, Stephanie Kyle, Chief Operating Officer for MTS Health Ruth Strickland, and Shaz Hawkins, Head of Commercial Marketing for Tarkett.

The Committee is dedicated to raising awareness of ED&I issues and advising the Institute of ways to improve equality, diversion, and inclusion across the healthcare environment. We look forward to working with IHEEM members to achieve this moving into 2026.





# BRANCHES

2025 saw IHEEM Branch activity continue to grow throughout the UK, with the re-establishment of South West, London & South East, and Scotland branches building on an expansive portfolio of regional membership hubs for localised CPD, knowledge sharing, and networking opportunities.

South West Chair Martyn Jeffery delivered an impactful STEM careers presentation at the Exeter Mathematics School, whilst Paul Jackson chaired London & South East Branch at a number of in-person events throughout the year at Lewisham Hospital, with external guest speakers offering valuable CPD sessions for branch members.

Scotland Branch was also relaunched this year, welcoming a new Chair in Graham Souter, and a CPD session highlight exploring 'Intelligent Water System Monitoring', aligning with the Institute's commitment to drive standards for infection control and water system management, enhancing patient safety.

For Institute's established platforms, another successful year saw a busy calendar deliver key learning and development events. These included the Wales Regional Branch Conference and Exhibition entering its second year at the ICC in Newport, with the conference programme centring on 'Pioneering Estates for Tomorrow', and Wales Branch Awards recognising outstanding achievements in healthcare engineering and estates within the region.

The Innovation Conference led by East Midlands Branch saw industry leading speakers share updates and insight in the latest technological advancements being utilised in the delivery of patient care. West Midlands Branch and North West Branches also delivered exceptional CPD sessions throughout the year, with both site visits and presentations focused on a range of critical topics including NHS fire safety, water safety, and the Building Safety Act.





# TECHNICAL AND ADVISORY PLATFORMS

## NEW TECHNICAL PLATFORMS

The establishment of two new IHEEM Technical Platforms, in Mechanical and Medical Engineering, play a critical role in advancing the effective management of medical equipment across the NHS and improving patient safety. The platforms have held regular meetings to review ongoing initiatives, set future priorities, and share insights that support innovation and best practices.

As part of the development and promotion of the Authorising Engineer (Medical Engineering) role, the METP has developed a set of governance questions now embedded within the IHEEM Governance Software. A three-day CPD-accredited training course, led by Prof. John Sandham, has been established as a prerequisite for AE (ME) registration, with most METP members now registered AE (ME)s.



## TECHNICAL PLATFORMS AND THE IHEEM X COMPLIMIND COLLABORATION FORUM

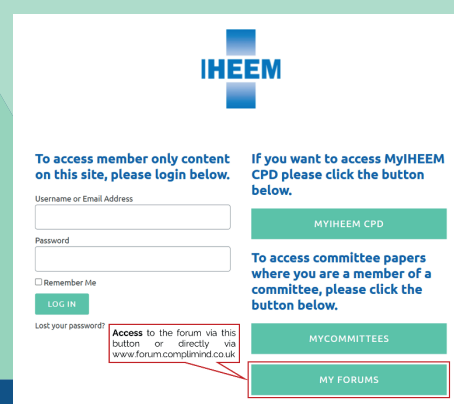
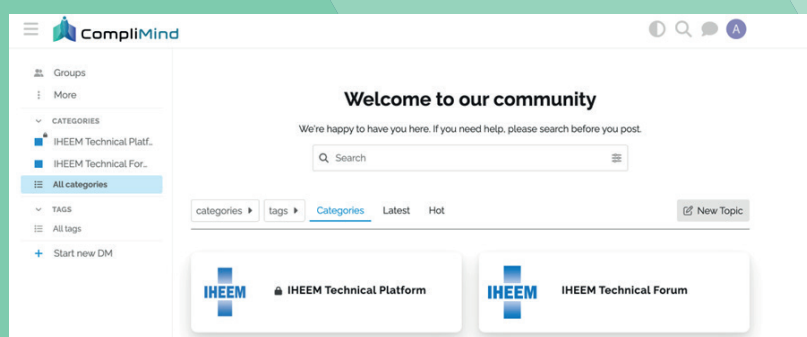
IHEEM now oversees almost a dozen Technical Platforms and Advisory Platforms, each providing expert guidance across the healthcare engineering and estates landscape. These groups are essential to shaping standards, strengthening professional practice and supporting safe, effective estates management. Historically, communication between quarterly meetings relied on email, WhatsApp or phone calls. This made it difficult to follow discussions, retrieve previous answers or maintain continuity as membership evolved. Valuable insight was often dispersed, hard to search and sometimes lost entirely.

To improve collaboration, IHEEM partnered with CompliMind, a company developing advanced AI tools for EFM compliance, to launch the IHEEM x CompliMind Collaboration Forum. Each Technical Platform and Advisory Platform now has a dedicated, secure online space for documents, meeting minutes, shared resources and ongoing dialogue. Powerful search tools make it easy to locate previous discussions, while anonymous posting supports sensitive questions and personalised notifications help reduce noise.

IHEEM has also extended this approach by creating dedicated Forums for Authorised Persons (APs) and Competent Persons (CPs), enabling subject-specific knowledge sharing aligned with the work of the Technical Platforms.

All members receive limited access to the CompliMind Chat Assistant, which can search publicly available legislation, HTM/HBN guidance, HSE material and more. Platform and Forum members can register with their IHEEM-linked email at: <https://forum.complimind.co.uk/>.

For further information, please contact [rebecca.carter@iheem.org.uk](mailto:rebecca.carter@iheem.org.uk) or [contact@complimind.co.uk](mailto:contact@complimind.co.uk).



# AUTHORISING ENGINEERS

## IHEEM TO MANAGE NHS ENGLAND AUTHORISING ENGINEERS REGISTER

The first day of Healthcare Estates marked a major milestone in driving professional healthcare standards and patient safety, as IHEEM CEO, Pete Sellars, and Simon Corben, Director and Head of Profession, NHS Estates and Facilities, signed a partnership agreement mandating the Institute to hold and manage the sole Authorising Engineer Register to be recognised by NHS England.

Under this new agreement, all Authorising Engineers will be required to be registered with IHEEM, establishing a unified standard of competence and accountability across the profession. IHEEM's certification will be formally referenced in the forthcoming HTM 00, to be released in 2026, cementing the Institute's central role in advancing professional standards within healthcare engineering.

## AE CONFERENCE 2025

The IHEEM Authorising Engineers Conference delivered this year's theme of 'Leading the Standard' at Epsom Downs Racecourse, offering a unique opportunity for both members and non-members to gain valuable CPD and hear the latest from IHEEM AEs across the fields of decontamination, electrical, medical gas pipeline systems (MGPS), ventilation, and water.

The conference programme saw IHEEM launch its official Authorised Persons (AP) list, as well as a broader panel discussions covering technical guidance, updates, and best practice from all Institute Technical Platform representatives,







## BOARDS OF REGISTRATION – SPOTLIGHT ON: AE (E) BOR

2025 has continued to be an encouraging period for the Authorising Engineer (Electrical) Board of Registration.

Utilising the new Digital AE tool for the first time this year, provided free to registered AEs, has been encouraging, with few teething issues reported. We are working closely with the developers and the Institution to monitor how it performs in the field and during audits.

We have welcomed some very experienced applicants and had three successful AE re-registrations this year. And, with the announcement at Healthcare Estates of the AE Register agreement between NHS England and IHEEM, we are expecting to see a surge of registration applications, with several practicing AEs already in the process of applying.

The AE (E) BoR recognises importance of also developing interest among younger engineers to embark on the formal training required to become a registered AE (E), and we continue to explore how we can mentor and develop the future generations of Authorising Engineers.

Supporting aspiring AEs to meet the necessarily high technical competence demanded by the role, and ensuring that the career path of an AE (E) is a clearly defined one, are key priorities for the Board. Early work and initial thoughts, including separating out the HV and LV components have commenced, and we intend to develop this further into 2026.

By setting out the necessary skills, competence, knowledge, experience, and training required to become an AE (E), we are committed to promoting the AE role as a viable and sustainable professional engineering career.

# KNOWLEDGE PARTNERS & KEY STAKEHOLDERS

Our networks of key stakeholders and Knowledge Partners are critical in supporting the Institute's commitment to driving member development, and cultivating environments where both professional excellence and patient safety can thrive.

The Institute's growing collaboration with organisations including CompliMind, NHSE, EuHPN, and the International Engineering Alliance is better serve its members, current and future workforces through initiatives leading the industry in digital, compliance, and engineering education.

IHEEM is proud to work with all its partners and stakeholders, listed adjacent:



## AFFILIATE MEMBERS

Affiliate membership of the Institute continues to offer a unique opportunity for companies, NHS Trusts, and universities to engage with like-minded members and raise organisational profiles to a key audience. Each affiliate member is also able to extend the key benefits enjoyed by all IHEEM members to a number of named persons, depending on organisation type.

In addition to access to the Institute's industry shaping events and networking programme, many affiliates took advantage of IHEEM's webinar platform, often delivering insightful CPD sessions to hundreds of members. The Institute would like to thank all Company, Trust, and Academic Affiliates for their continued engagement and support throughout 2025.

18 AFFILIATE MEMBERS





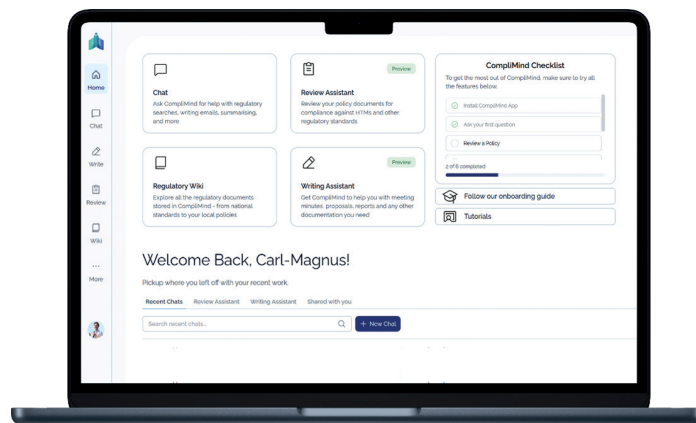
## COMPLIMIND: AI-ENABLED COMPLIANCE SUPPORT FOR ESTATES AND FACILITIES TEAMS

CompliMind is tackling a challenge familiar to every NHS Capital, Estates and Facilities team: essential compliance work is scattered across disconnected documents, guidance, meeting minutes and action logs. Staff routinely lose hours each week searching for the correct HTM/HBN or HSE requirement, writing up reports, or manually checking whether local policies align with national standards. With rising regulatory expectations and shrinking teams, this administrative load has become increasingly unsustainable.

CompliMind provides a dedicated compliance workspace designed for NHS Capital, Estates and Facilities teams, as well as private contractors and Authorising Engineers. The Chat Assistant offers fast, verifiable answers linked to HTMs, HBNs, HSE legislation and local documents. The Writing Assistant transforms transcripts, meeting notes and draft text into structured, accurate documents aligned with NHS language and Trust templates. The Review Assistant compares local policies and SOPs with national standards, highlights missing requirements and recommends evidenced corrections with full auditability.

The platform has been co-developed and validated across 10+ NHS Trusts and several Authorising Engineer firms, supporting operations, governance and safety groups. For example, at Somerset NHS Foundation Trust, CompliMind supports 60 registered users, answers 300+ queries weekly, writes 6+ Safety Group meeting minutes each week, and saves more than 300 hours every month.

CompliMind's roadmap is moving towards an AI-first Compliance Operating System for healthcare estates, integrating assurance dashboards, real-time policy compliance and unified action tracking into one transparent, auditable environment.



# MEMBERSHIP PROFILE 2025



Figures as of 30.09.2025

\* Includes Retired

↑ Indicates a rise in figures from 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*

Paul Jackson

### *North East*

Alan Spraggon

### *North West*

Vacant

### *Northern Ireland*

Michael McCloskey

### *Republic of Ireland*

Bill O'Reilly

### *Scotland*

Graham Souter

### *Southern*

Chris James

### *South West*

Martyn Jeffery

### *Wales*

John Prendergast

### *West Midlands*

Steve Lawley

### *Yorkshire*

Chris Davies

## COUNCIL MEMBERS

Alan Spraggon

Bill O'Reilly

Claire Hennessy

James Chadwick

Jim Leiper

Martyn Jeffery

Nigel Keery

Dr P L Yeun

Paul Rodgers

Peter Davies

Richard Harris

Victoria McKee

Warren Duffy

## TECHNICAL AND ADVISORY PLATFORM CHAIRS

### *Decontamination*

Brian Kirk

### *Electrical*

Paul Harris

### *Environmental Sustainability*

Steven Heape

### *Fire Safety*

Oliver Brooke

### *Health and Safety*

Ashley Morpeth

### *Mechanical*

Alison Ryan

### *Medical Engineering*

Professor John Sandham

### *Medical Gas Pipeline Systems*

Richard Maycock

### *Strategic Estate*

### *Management*

Suzanne MacCormick

### *Ventilation*

Andrew Poplett

### *Water*

Harry Evans

## 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 Sanford

### *Ventilation*

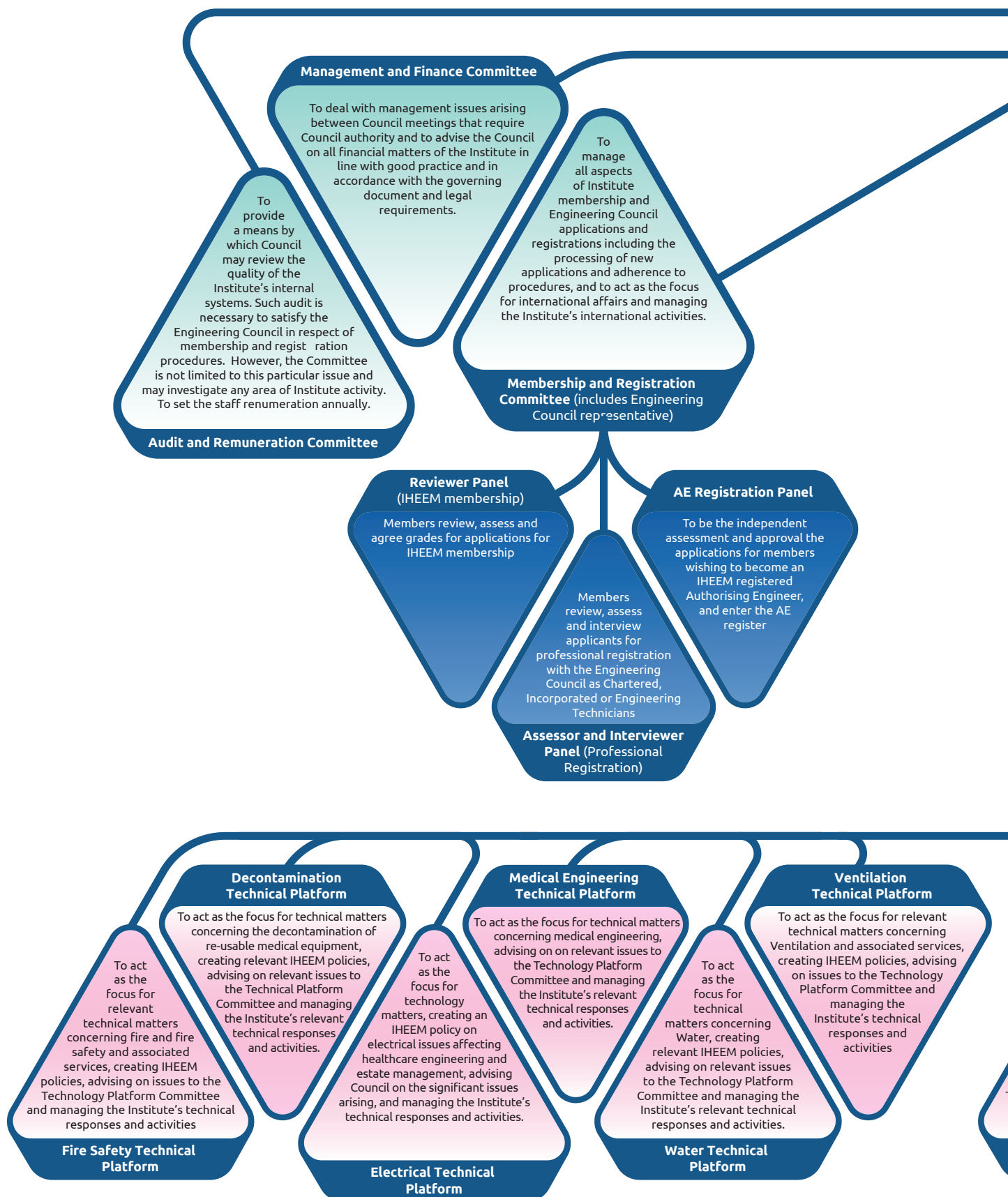
Graham Taylor

### *Water*

Paul Nolan

The Institute would also like to acknowledge and sincerely thank Alison Ryan whose service to Council ended in 2025.

# GOVERNANCE STRUCTURE





## Council

All members are both company directors and trustees, made up of elected representation from branches, a president and 2 president elects  
Members of Council hold the Institute 'in trust' for current and future beneficiaries by:

*Ensuring the Institute has a clear vision, mission and strategic direction and is focused on achieving these*

*Being responsible for the performance of the Institute and its corporate behaviour*

*Ensuring that the Institute complies with legal and regulatory requirements*

*Acting as guardians of the Institute's assets, both tangible and intangible, taking all due care over their security deployment and proper application*

*Ensuring that the Institute's governance is of the highest possible standard.*

### Diversity and Inclusion Working Group

The main objectives of the Diversity and Inclusion working Group are to encourage more people from diverse backgrounds to engage with the Institute. Make recommendations to the IH EEM Council in relation to the direction and strategy of the Institute regarding diversity and inclusion, Develop and implement the Institute's diversity and inclusion programme, inspire the next generation as well as identify and address any perceived barriers within the Institute.

### Conference and Exhibition Committee

To plan, develop and manage the IHEEM Annual Conference, Exhibition and Awards Dinner Healthcare Estates.

To act as the focus for technology matters, creating IHEEM policies on issues affecting Healthcare Engineering and Estate Management, advising Council on the significant issues arising, and managing the Institute's technical responses and activities.

### Technical Platform Chairs Committee

To manage the professional development activities for the Institute, develop with other nominated institutions who are licensed by the Engineering Council and other educational providers, training opportunities that will be beneficial to the training and Continued Professional Development (CPD) of the members of the Institute and to make these opportunities available to others. Plan and manage the seminar programme, manage all aspects of the Institute Journal, to ensure that the technical and professional quality are maintained and kept up to date and to ensure the Journal is published on time and within any budget approved by Council.

### Professional Development Committee

### Mechanical Technical Platform

To act as the focus for mechanical engineering including heating systems, cooling systems (including refrigeration), steam systems, pressure systems, controls, pneumatic systems, drainage and specialist services that aren't currently covered by the other technical platforms.

To promote and improve best practice in the planning, design, equipment manufacture, construction, commissioning, validation and operational management of Mechanical Services and associated systems in Healthcare Facilities.

To act as the focus for relevant technical matters concerning Medical Gas Pipeline Systems and associated services, creating IHEEM policies, advising on issues to the Technology Platform Committee and managing the Institute's technical responses and activities

### Medical Gases Technical Platform

### Environmental Sustainability Advisory Platform

To act as the focus for matters concerning the sustainability agenda and encourage collaborative and innovative thinking to support and promote improvements in environmental sustainability and meeting the net zero challenges.

To act as the focus for matters that have an impact on the delivery of the healthcare built environment and encourage collaborative and innovative thinking to support and promote improvements in Strategic Estate Management including Design and Healthcare Planning.

### Strategic Estate Management Advisory Platform

To promote and improve best practice in the application of health and safety within a healthcare engineering and estates management environment, providing guidance and solutions in relation to key and emerging health and safety issues raised by the other IHEEM Technical and Advisory Platforms, and by individual members.

### Health & Safety Advisory Platform

# 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 2024

	Unrestricted fund £	Restricted funds £	2024 Total funds £	2023 Total funds £
<b>INCOME AND ENDOWMENTS FROM</b>				
Charitable activities				
Conferences	407,978	-	407,978	450,964
Seminars	295,931	-	295,931	108,608
Publications	7,140	-	7,140	7,030
Membership	403,070	-	403,070	372,460
Miscellaneous	42,239	-	42,239	20,651
Investment income	19,750	-	19,750	3,728
<b>Total</b>	<b>1,176,108</b>	<b>-</b>	<b>1,176,108</b>	<b>963,441</b>
<b>EXPENDITURE ON</b>				
Charitable activities				
Conferences	98,689	-	98,689	102,220
Seminars	381,897	-	381,897	180,007
Publications	3,159	-	3,159	2,957
Membership	569,215	-	569,215	448,317
Miscellaneous	41,720	-	41,720	8,056
<b>Total</b>	<b>1,094,680</b>	<b>-</b>	<b>1,094,680</b>	<b>741,557</b>
Net gains/(losses) on investments	-	-	-	-
<b>NET INCOME</b>	<b>81,428</b>	<b>-</b>	<b>81,428</b>	<b>221,884</b>
<b>RECONCILIATION OF FUNDS</b>				
<b>Total funds brought forward</b>	<b>1,081,594</b>	<b>4,382</b>	<b>1,085,976</b>	<b>864,092</b>
<b>TOTAL FUNDS CARRIED FORWARD</b>	<b>1,163,022</b>	<b>4,382</b>	<b>1,167,404</b>	<b>1,085,976</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 2024

	2024 £	2023 £
<b>FIXED ASSETS</b>		
Intangible assets	20,760	5,200
Tangible assets	484,602	187,769
Investments	100	100
	<u>505,462</u>	<u>193,069</u>
<b>CURRENT ASSETS</b>		
Stocks	7,082	9,759
Debtors	484,049	446,284
Cash at bank	<u>784,464</u>	<u>954,817</u>
	<u>1,275,595</u>	<u>1,140,860</u>
<b>CREDITORS</b>		
Amounts falling due within one year	<u>(589,828)</u>	<u>(517,953)</u>
<b>NET CURRENT ASSETS</b>	<u>685,767</u>	<u>892,907</u>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>	<u>1,191,229</u>	<u>1,085,976</u>
<b>NET ASSETS</b>	<u>1,191,229</u>	<u>1,085,976</u>
<b>FUNDS</b>		
Unrestricted funds	1,186,847	1,081,594
Restricted funds	<u>4,382</u>	<u>4,382</u>
<b>TOTAL FUNDS</b>	<u>1,191,229</u>	<u>1,085,976</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 Audit & Remuneration Committee on 18<sup>th</sup> February 2025 and the Board of Trustees on 08<sup>th</sup> May 2025 and were signed on its behalf by:

*N. Keery*

N Keery - President

# THE FUTURE: 2026 AND BEYOND

## 5 YEAR BUSINESS PLAN 2026-2031

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The Institute is evolving, with 2025 marking a year of significant operational transition and growth.

As we forge ahead into 2026, we recognise the rapidly evolving landscape of the healthcare estate and changing needs of our members.

The publication of IHEEM's next 5 Year Business Plan will serve to galvanise and future-proof the Institute, its governance and activities, ensuring that its membership offer and driving excellence in patient safety remain at the heart of our objectives, direction, and decision-making. Work on this critical strategy is currently underway, with its release due for mid-2026.

We are committed to investing in the future of our members and the healthcare environment; from ensuring we stand at the forefront of innovation, transforming our digital spaces and member resources, to an expanding programme of training, networking, and events opportunities.

In developing and delivering a comprehensive strategy for the next five years, the Institute will continue to serve the vibrant community of healthcare professionals and technical specialists that are central to our mission, and shape a healthier future for everyone. We hope you'll join us.



# EVENTS AND NETWORKING 2026



## Innovation in Healthcare Conference and Exhibition

8th April, Uttoxeter  
Racecourse,  
Staffordshire



## Wales Regional Conference, Exhibition and Awards Dinner 2026

6th and 7th May, The  
ICC and Celtic Manor  
Resort, Newport



## NEW FOR 2026: Scottish Regional Conference and Exhibition

12th and 13th  
November



## Authorising Engineers Conference and Exhibition

7th July 2026, Epsom  
Downs Racecourse,  
Surrey



## Healthcare Estates

13th and 14th October,  
Manchester Central  
Convention Complex

# IHEEM ANNUAL REPORT 2025



For more information about  
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November 2025

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