



The Chartered Institute of
Plumbing and Heating Engineering



Annual report 2021

ciphe.org.uk

Founded in 1906, the Chartered Institute of Plumbing and Heating Engineering is the professional body for the UK plumbing and heating industry. A membership of over 7,000 individuals is made up of practitioners, consultants, specifiers, designers, public health engineers, lecturers, trainers and trainees.

The Trustees present their report with the financial statements of the charity for the year ending 31 December 2021. The Trustees have adopted the provisions of the *Statement of Recommended Practice Accounting and Reporting by Charities* issued in accordance with the *Financial Reporting Standard for Smaller Entities* effective 1 January 2015. In addition, Trustees have paid due regard to the Charity Commission's guidance on public benefit in determining activities The Chartered Institute of Plumbing and Heating Engineering (CIPHE) should undertake.

Registered Company number

RC000822 (England and Wales)

Registered Charity number

1124517

Registered office

64 Station Lane
Hornchurch
Essex RM12 6NB

Trustees

P N Gale BA Hons
N Jones BA ACA
P Massey
K McCallister EngTech MCIPHE RP
M Bridges EngTech MCIPHE RP
J Allsopp MCIPHE RP (*Ceased 18/06/21*)
P Thom FCIPHE FRSA FCIM AIGEM (*Co-opted 19/11/19*)
P Williams EngTech LCGI MCIPHE RP
G Westall EngTech MCIPHE RP (*Appointed 18/06/21*)

Honorary Company Secretary

M Rooze LLB (*Resigned 10/11/21*)
K Wellman EngTech FCIPHE RP (*Appointed 10/11/21*)

President

M Gumbs EngTech MCIPHE RP

Chief Executive Officer

Kevin Wellman EngTech FCIPHE RP

Auditors

Clemence Hoar Cummings
Chartered Accountants
Riverside House
1-5 Como Street
Romford
Essex RM7 7DN

Solicitors

Penningtons Manches Cooper LLP
Matrix House
Basing View
Basingstoke
Hampshire RG21 4DZ

Bankers

Barclays Bank PLC
Knightsbridge Business Centre
PO Box 32014
London NW1 2ZG

Structure, governance and management

Governing document

CIPHE is a company incorporated by Royal Charter, granted on 12 February 2008. It is a registered charity, obtaining charitable status on 16 June 2008. The Institute is governed by its Royal Charter and Bye-Laws. The Bye-Laws and Regulations are under constant review and were last updated in 2017, and future amendments will be carried out when necessary.

Recruitment and appointment of new Trustees

Applications for Trusteeship are sought by advertisement.

Induction and training of new Trustees

After appointment, an induction is arranged for new Trustees. Trustees serve up to a four-year period and may be re-elected for a further four-year period. The Trustees meet at least five times a year to review the strategy and performance and to set the operating plans and budgets.

Organisational structure

There are committees covering membership, professional standards and technical services. The Chief Executive Officer (CEO) is appointed by the Trustees to manage the day-to-day operations of the Institute.

Related parties

The Institute is the registered owner of 100% of the issued capital of Plumbing and Heating Promotions Limited, which has been incorporated to carry out commercial activities relating to the promotion of exhibitions and similar activities. The Institute is also the registered owner of 100% of the issued share capital of GreenPlumb Limited and SafePlumb Limited, which have remained dormant since their respective incorporation.

Risk management

The Trustees have introduced a formal risk management process to assess business risks and implement risk management strategies. The Trustees are pleased to report that the charity's internal financial controls, in particular, conform to guidelines issued by the Charity Commission. The Trustees are fully cognisant of their responsibility to evaluate and manage business risk, which they classified as:

- Governance and management
- Operational risks
- Financial risk
- Environmental and external factors
- Compliance
- Other risks not classifiable under the above headings.

The Executive team discuss and rate business risks as they are identified. On-going monitoring and updates on risk management is undertaken through reports provided by the CEO.

Objectives



Our purpose

The purpose of the CIPHE is to enhance the safety, health and wellbeing of the public through a strong qualified membership reinforced by their competency and technical expertise.

Our mission

The mission of the CIPHE is to operate as an independent technical and professional focal point and be a catalyst for the plumbing and heating industry by providing technical and professional standards, expertise, education and technical innovation to the operatives within its scope.

Our vision

The vision of the CIPHE is to create technical excellence through which the public will receive the benefit of a protected environment and enhanced sustainability together with improved safety and health through the provision of correctly installed, commissioned, maintained and decommissioned plumbing and heating systems.

The aims of the CIPHE are summarised in four areas in the graphic above.

Strategic Plan

The Strategic Plan is fully reviewed each year. The Board approved the 2022–24 Strategic Plan, which continues to focus on a number of the key activities in support of its role as the Chartered body for the plumbing and heating industry.

Our strategy focusses on harnessing the considerable expertise available within the CIPHE, our membership and our industry colleagues. Together we work to promote best practice, create training opportunities, and enhance education within the plumbing and heating industry.

The CIPHE's prime aim is to advance for the benefit of the public the science, practice and principles of plumbing and heating engineering and in exercising its responsibilities to satisfy the requirements of the Charity Commission. It fulfils its objectives through several activities. A summary of these and key achievements follows.

Activities and achievements

Public benefit

Public benefit is derived from the activities set out below particularly in raising the safety, health and environmental aspects of plumbing and heating engineering in the perception of the public.

COVID-19

The coronavirus pandemic had an immediate and long-lasting impact globally and its legacy will undoubtedly have far-reaching implications for the future. Throughout the year CIPHE has provided guidance on minimising risks associated with the pandemic and post lockdown recovery.

Consumer support

The Institute continues to provide support to members of the public through telephone enquiries and through publication of articles in consumer magazines. In addition, it promotes the *Find a Professional* listing which is available through the CIPHE website.

Grenfell Tower fire disaster

The Engineering Council leads Working Group 1 and was invited to develop a contextualised competence standard for engineers working on Higher-Risk Residential Buildings (HRRBs).

The Engineering Council committed to work with the professional engineering institutions (PEIs) and the broader cross-industry Competence Steering Group (CSG) to take this forward, as one of a series of solutions to enhance engineering competence and public safety.

PEIs including CIPHE united to discuss contextualised registration for HRRBs and how this could work in practice. WG1's proposals were included in the CSG interim report, *Raising the Bar* and this work is now moving into the development phase.

Royal Academy of Engineering (RAEng)

CIPHE supported the development of a strategy for the National Engineering Policy Centre and was one of the signatories in response to the 2021 Government's Spending Review.

Government engagement

Communications and engagement with government increased substantially through a number of areas and activities including: Heat and Buildings Strategy; Renewable Heat Incentive; Hydrogen Heating Trial; Sustainable Warmth; Clean Heat Directorate and Healthy Homes & Buildings.

The demise of the Green Homes Grant Scheme was not a surprise but nonetheless frustrating for all involved. CIPHE expressed its concerns on numerous occasions that the Scheme appeared to place greater emphasis on business probity rather than technical competency. CIPHE has offered to meet with officials to help develop a meaningful alternative.

Gas Safety Week

During September, the CIPHE added its support once again to the Gas Safety Week, raising consumer awareness of the dangers of using unqualified gas fitters.

Licensing

The Federation of Master Builders has proposed a Licence to Build for construction companies through the Domestic Building Works (Consumer Protection) Bill. It attracted support across the industry and with parliamentarians. Following a debate on 19th November the Bill was withdrawn due to lack of support in the Houses of Parliament. The Ministers preferred to maintain existing measures including support of TrustMark and Competent Persons Schemes. The Bill also failed to define 'Domestic Building Works'.

Whilst the COVID-19 pandemic has distracted attention from issues such as licensing there are plumbing related matters which reinforce the need for stringent controls in the plumbing and heating industry. Ongoing incidents leading to hospital admissions for those suffering burns from pipes, radiators and appliances and also those scalded by hot water provides ongoing justification why the CIPHE will continue to promote and support registration campaigns at every opportunity.



Register of Plumbers – Public Register

The Worshipful Company of Plumbers established the Register, which gives the public access to qualified plumbers, in 1886. It helps protect public health and safety and promotes the competence and conduct of good plumbers.

In 1909, the Company handed over day-to-day management of its Register to the National Council for the Registration of Plumbers, which, in 1953, was renamed the Registered Plumbers Association.

When the Association amalgamated with the Institute of Plumbing in 1970, the Worshipful Company relinquished the Register and award of the designation “Registered Plumber” to the new Institute.

As at 31 December 2021, 70,165 individuals had been entered onto the Register.

The Register of Plumbers is maintained in the Membership Department and is available for inspection by any member of the public by appointment.

Register of Heating Professionals – Public Register

Since its launch in January 2010, 872 members have been entered on to the Register of Heating Professionals.

WaterSafe – Public Register

The CIPHE continued its involvement with WaterSafe whose objectives are to contribute to the safety of drinking water supplies and protection of customers, by:

- Bringing together the seven existing Approved Contractors’ Schemes.
- Promoting good plumbing practice and compliance with the Water Supply (Water Fittings) Regulations and Scottish Water Byelaws.
- Providing easy access to online search facility listing approved and competent plumbing businesses.
- Reducing the risk to drinking water supplies from poor plumbing practice

At the end of 2021 2,569 businesses across the industry, employing 5,147 Approved Plumbers had signed up to WaterSafe.

WaterSafe contributes towards public health by helping consumers to protect their drinking water and avoid rogue traders by offering them an accessible online directory of qualified plumbers.

Which? Trusted Trader

CIPHE continues to collaborate with Which? Trusted Trader to promote positive consumer facing messaging regarding the plumbing and heating industry and provides platform for them to communicate with members through the membership benefits and services guide and resources.

Insurance industry

Further discussions took place with leading insurance underwriters regarding water related issues including escape of water, pressure testing, risk mitigation and competency of installers. Discussions continued with the Construction Insurance Risk Engineers Group looking at how competence and qualification can be recognised in insurance premiums and risk assessment. The CIREG Best Practice Guidance — *Managing Escape of Water Risk on Construction Sites*, which CIPHE helped to update is well used across the insurance sector.

CIPHE manifesto

The manifesto continues to be published on an annual basis. It was distributed widely during the year and continues to be received favourably, especially by the trade press.

Covering key issues such as the health, safety and welfare of the public, the environment, education, regulation and licencing, the CIPHE’s manifesto sits the plumbing and heating industry at the centre of many key areas of Government policy, such as health, education, housing, energy and the environment.

An updated manifesto, including focused priority items for the year will be launched in the first quarter of 2022.

Supporting consumers through the Registration Authority

The Institute has a duty to investigate complaints that allege a member has not complied with the Code of Professional Standards to act professionally, competently and responsibly. Upon notification of such complaints, the complainant is required to complete a form, which is then submitted to the Investigation Panel (IP) to proceed further. During 2021, the Panel investigated eight complaints, referring six to the Disciplinary Committee.

The Disciplinary Committee impose sanctions on members when a complaint against them has been upheld. During 2021, one member was removed from membership for failing to adhere to the Code of Professional Standards.

Education

Educational Pathway

Career Pathways are promoted to students and members through the flowchart during presentations to Colleges and Approved Training Centres. The flowchart is available on the website via the following hyperlink: <https://tinyurl.com/w6qqvxl>

Education has continued to suffer from the impact of the pandemic and this is still the case going forward as students and staff fall ill or need to isolate. During 2021 support has been given to colleges with on-line presentations, some of which has been carried out jointly with Industrial Associates.

Trailblazer Apprenticeship

A review of the Trailblazer Standard commenced during the year with a number of improvements being proposed, one such modification is to include a unit on industrial plumbing. This could help with larger businesses who do this type of work that doesn't map into the present domestic criteria. Oil and solid fuel would be removed completely. Solar Thermal and Heat Pumps will be retained as a pathway with water recycling and boosted supplies embedded into the syllabus.

Educational development through competition

The CIPHE continues to support the HIP Learner of the Year annual competition and headed up the judging for the 2021 competition, which was mainly on-line. A method of engagement and assessment was developed, along with the practical task for the area heats and the designs for the live final. The final was delivered across each area winner's college and an independent judge was to hand.

Working Groups

The Institute have been involved in reviewing competencies against the backdrop of changes to Buildings Regulations and have also been appointed onto the BSI group to review Water Supply-Internal systems and components. We have also participated with Energy Utility Skills meetings on the review and developments of national occupational standards.

The CIPHE is working with the four awarding organisations and APHC on the agreement and development of an experienced/upskilling worker route at level 3 and is making suitable progress towards a suitable program for experienced workers in possession of a level 2. Eligible candidates will be encouraged to seek professional registration with the Engineering Council. Feedback from both industry and education is encouraging and it is hoped that the program will be launched mid-2022.

Building Services Engineering Employer Board

Hosted by City & Guilds, meetings were held throughout 2021 to discuss employer engagement and buy-in for the level 3 T-level qualification, due to be launched in September 2022.

CPD and e-learning

A requirement of the Code of Professional Standards is that members should undertake Continuing Professional Development (CPD) to broaden and maintain their knowledge and the CIPHE recommends that members should undertake 30 hours of CPD on an annual basis. CIPHE delivers many ways by which members can earn CPD hours, including via CPD articles in P&H Engineering magazine and online via the e-Learning Academy (www.ciphepd.org.uk).



Members are issued with CPD certificates and the Institute can monitor the commitment made by members to CPD on an annual basis. Recording CPD is an important activity and is considered during membership upgrades. To assist with monitoring CPD the CIPHE supports mycareerpath®, which is an online professional development system, designed by the Engineering Council and adopted by many professional engineering institutions for use by their members.

The CIPHE digital project is incorporating techtalk® and smarttalk® content, providing informed technical and professional education and training across a range of subjects. The video content has collectively had 69,460 views to date. The CIPHE Plumbing Engineering Services Design Guide has been made freely available online for members and work to update the Guide section by section continues.

A website for the member magazine, *P&H Engineering*, is accessible at www.pandhengineering.co.uk.

Approved Training Centre

The CIPHE has revised its Approved Training Centre model to introduce a level that includes membership for the trainers and access to the digital training tools that have been developed too.

Despite the ongoing pandemic, the following colleges have joined the Institute as Approved Training Centres: Oldham, Colchester, Derby and Harris Professional Skills 6th Form. ATC (Energy) Limited and South Eastern Regional College have joined as Professional Approved Training Centres.

Industry engagement

World Plumbing Council

As a consequence of the ongoing issues associated with COVID-19 pandemic Executive Board meetings continue to be held remotely. The profile and promotion of World Plumbing Day (WPD) increases year by year and with the need to maintain good hygiene to prevent the spread of viruses it is likely that WPD will have greater significance in the future. Many countries are reaffirming the need to use

licensed plumbers to safeguard plumbing systems and promote the fact that ‘The Plumber Protects the Health of the Nation’.

The WPC General Meeting was held in November and attracted participants from around the globe. After the formal business was concluded a series of presentations took place facilitated by Paul Bonsak, IAPMO R&T Oceania. The panellists were: David Norman, Chief Executive Officer at Future Fuels CRC, Melbourne, Victoria, Australia; Alexander Ziehe, Director of Business Development Asia Pacific / Head of Sales Oceania at Viessmann and Mary Usovicz, UMass Lowell, USA.

Construction Industry Council

CIPHE continues to support the Construction Industry Council (CIC), especially with its work on post Grenfell activities and in the development of the Building Safety Bill. Elsewhere the CIC has called on Government to work more directly with employers and the professions to ensure degree apprenticeships remain a demand led and valuable career route for a better skilled workforce in the construction and built environment sector.

Industrial Associates

CIPHE is now partnering on projects with some of the Industrial Associates Development Group – this ranges from support for apprenticeships and training to product-focused CPD, the low-carbon agenda and shared priorities on matters of public safety and wellbeing and the plumbing and heating industry workforce. Regular Industrial Associate-focused communications are included amongst the rest of our output to members. Feedback from Industrial Associates highlights their support for CIPHE key messages. They are gravely concerned regarding issues around the aging workforce, current and future skills-gap, professional routes into the industry and what this will mean for their businesses and their products and will provide channels to help CIPHE highlight them.

Research and technical

Technical Strategy Group

The Technical Strategy Group (TSG) operates as an independent technical and professional focal point and aims to be an authority to the plumbing and heating industry by providing technical standards, guidance, expertise and education and technical innovation. It achieves this through the appointment of Technical Working Groups; the following Groups have been established: Water Safety; Heating; Controls, Hot and Cold Water Services and Above and Below Ground Drainage. In addition to this, the CIPHE have engaged in a wide variety of technical industry group meetings ensuring both the installer and consumer are being represented correctly. This includes future updates to the building regulations and other matters associated with both water safety and the future of heat in buildings.



Renewables and Low Carbon Technical Working Group

With support from industrial associates, industry organisations and LCL Awards, the Group developed the CIPHE Low Temperature Heating and Hot Water Design Qualification. The course has attracted encouragement from government with Lord Callanan, Minister for Business, Energy & Corporate Responsibility writing the Foreword for the *Insight Guide* which accompanies the training course.

Education

The technical team have contributed to a range of educational matters including the development of qualifications in Wales, T-levels and training provision in association with a leading manufacturer to support apprentices. CIPHE also advises government on the future of heat in the UK through the Electrification of Heat Task Group and the MHCLG Minimum Technical Competence Group for Heating and Hot Water.

In conjunction with Ideal Standard, an Above Ground Drainage & Sanitation learning module has been developed. The interactive learning resource will be a valuable tool across many industry sectors as it contains much more than a standard curriculum yet maps into all aspects of learning. It will be launched in early 2022.

Membership and promotion



Membership and Engineering Council

The total membership as at 31 December 2021 was 6,371.

423 membership applications were received in total throughout 2021 which included nine Industrial Associates and eight Approved Training Centres.

During 2021, 28 applicants were registered at EngTech level, one at IEng and two at CEng level.

As at the end of 2021, the Institute had 800 Engineering Technicians, 88 Incorporated Engineers and 17 Chartered Engineers.

Master Plumber Certificate

Due to the ongoing pandemic, there was no formal presentation of Certificates for The Master Plumber Scheme; however the following members applied and were successful: Lai Chun Wai, Tang Ho Yin, Benjamin Bayliss, Christopher Flaherty and Samuel Colmer. Both Dennis Coates and Chan Chun To were successful in obtaining their Journeyman Plumber Certificate.

It is hoped that they will formally receive their Certificates in 2022.

Exhibitions

The CIPHE exhibited at The Installer Show at Coventry, the first industry event of its type to run again since the end of 2019. CIPHE partnered with a number of Industrial Associate members to run a competition that meant CIPHE was visible across a number of stands, drove a lot of footfall for all participants, and was a huge success. The Institute assisted with the judging of the Installer Merit Awards and the Heating Installer of the year awards.

Promotional campaigns

The CIPHE worked closely with the plumbing and heating trade press, who consistently assisted in promoting the *Proud to be a Professional* and customer safety, health and wellbeing campaigns and provided significant coverage on the CIPHE manifesto.

Fuel poverty

The CIPHE continues its calls for greater levels of communication between government and organisations such as the CIPHE to establish long-term strategies which will combat the fuel poverty epidemic. The CIPHE and its membership is dedicated to safeguarding the most vulnerable in society, and that includes those living in fuel poverty. With fuel prices likely to increase substantially in 2022 there is increasing concern that fuel poverty will increase significantly. The Government must seek to protect these people; only by working together can we stop the unnecessary and highly preventable deaths attributable to this issue.

Digital/membership engagement strategy

The new MS Dynamics Customer Relationship Management (CRM) platform launched at the end of November 2021. Next on the agenda is the launch of the new main website for the Institute, followed by the launch of a new online learning management system (LMS).

Website statistics

The CIPHE website had 103,711 visits during 2021, a fall of 5.9% on the previous period. This was distributed across 76,859 different users, down by 7.6% on 2020.

Measurements and activity on the CIPHEpd website have ceased in preparation for the new CIPHEAcademy that will launch in 2022.

Social media

The CIPHE is active on social media and at the year-end had increased its Twitter following by 2% to 9,929, its Facebook followers by 45% to 2,815 and its LinkedIn Company page followers by 209% to 3,652 followers.



Annual general meeting

The thirteenth annual general meeting of CIPHE was held on Friday 18 June 2021. The AGM was held via Zoom Conference Facilities, which gave our members worldwide the opportunity to participate. It was agreed that Melville Gumbs would remain as National President and Dr Henry Hung as Vice-President. Geoff Westall was elected as a Voting Member Trustee, to serve on the Board for four years.



Financial review

Reserves policy

The Trustees regularly review the reserves of the charity to meet its financial commitments and achieve its objectives. They consider that the charity had sufficient reserves to operate for the next 12 months and into the foreseeable future.

The prime objective of the reserves policy of the Trustees is to maximise CIPHE surplus funds which are held in a range of interest bearing bank accounts. In particular the General Fund is invested with due regard to potential calls on the fund as identified in the Strategic Plan.

Investment policy and objectives

The Institute has the power to make any investment that the Trustees see fit.

Acknowledgement

The CIPHE 2021 Trustee Report is structured around our key objectives and highlights key activities throughout the year. Acknowledgement and appreciation must be given to the Trustees, Presidents, Branches, volunteers, staff and industry stakeholders who have assisted the CIPHE throughout the year.

Your commitment and enthusiasm in supporting our aims and activities has challenged, motivated and inspired the CIPHE to progress and we look forward to working closely with you in the coming years.

Statement of trustees' responsibilities

The Trustees are responsible for preparing the financial statements in accordance with applicable law and UK Generally Accepted Accounting Practice.

The Trustees are required to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources, including the income and expenditure, of the Charity for that period. In preparing those financial statements, the Trustees are required to:

- review, update and, if necessary, ensure they acquire the necessary skills to discharge their responsibilities as a Trustee;
- review the declaration of interest at each meeting;
- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the Charity will continue in business.

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time, the financial position of the Charity, to enable them to ensure that the financial statements comply with the requirements. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement as to disclosure of information to auditors

As far as the Trustees are aware, there is no relevant information of which the charity's auditors are unaware, and each Trustee has taken all the steps that they ought to have taken as a Trustee, in order to make them aware of any audit information and to establish that the charitable company's auditors are aware of that information.

Auditors

The auditors, Clemence Hoar Cummings, will be proposed for re-appointment at the forthcoming annual general meeting.

On behalf of the board of trustees:

By order of the Board of Trustees, Nick Gale BA Hons, Chairman, 16 March 2022.

Summary statement of financial activities for the year ended 31 December 2021

	2021 total funds (£)	2020 total funds (£)
Income and endowments from charitable activities		
Educational magazines and directory	22,381	26,968
Maintaining professional standards and awareness	803,600	810,219
Other trading activities	27,752	33,441
Investment income	1,002	4,182
Other income	28,249	9,245
Total	882,984	884,055
Expenditure on		
Raising funds	4,713	2,489
Charitable activities		
Educational magazines and directory	190,797	182,461
Support services for members	392,817	360,263
Maintaining professional standards and awareness	329,563	377,334
Total	917,890	922,547
Net income/(expenditure)	(34,906)	(38,492)
Reconciliation of funds		
Total funds brought forward	1,307,326	1,345,818
Total funds carried forward	1,272,420	1,307,326

Summary of balance sheet for the year ended 31 December 2021

	2021 total funds (£)	2020 total funds (£)
Fixed assets		
Intangible assets	123,721	136,568
Tangible assets	795,880	799,019
Investments	3	3
	919,604	935,590
Current assets		
Stocks	6,520	6,785
Debtors	34,808	23,423
Cash at bank	515,822	847,676
	557,150	877,884
Creditors		
Amounts falling due within one year	(204,334)	(506,148)
Net current assets	352,816	371,736
Total assets less current liabilities	1,272,420	1,307,326
Net assets	1,272,420	1,307,326
Funds		
Unrestricted funds:		
General fund	549,435	584,341
Valuation reserve	722,985	722,985
	1,272,420	1,307,326
Restricted funds	–	–
Total funds	1,272,420	1,307,326

Founded in 1906, the Chartered Institute of Plumbing and Heating Engineering has more than 100 years' experience of providing professional representation for the plumbing and heating industry.

A membership of over 7,000 individuals and organisations means the CIPHE is the industry's largest membership body in the UK.

Our aims and objectives

Public safety & health	Research	Education	Membership
To benefit and educate the public worldwide by: Defining and monitoring professional standards Compiling and publishing a list of competent persons Co-operating with professional, research and educational bodies.	To promote study, research and publication by: Encouraging research groups in building engineering services Supporting technical advances within the industry Publishing research and development papers.	To further education of the profession, worldwide by: Advocating technical training programmes with colleges and the industry Publishing and selling technical guidance, and supporting new and emerging technologies A commitment to lifelong learning and continued professional development in a rapidly evolving environment.	To support members and grow membership by: Setting basic standards and enabling progression through higher professional development Assisting with career development from traineeships and apprenticeships to Chartered Engineers Encouragement to achieve recognition through Apprentice, Journeyman and Master Plumber Awards, Engineering Council registration, and career goals through CPD attainment.

Proud to be a Professional