

## CEO INTRODUCTION FEBRUARY COUNCIL 14 FEB 19

As we start on a New Year we are all bound to reflect on the past 12 months and look forward to the new; this year is no different except that the UK, and the USA too, arguably face the greatest political challenges that we have seen since the end of World War II. While I am interested in politics, I think we can all agree that the outcome to all this uncertainty is neither clear nor indeed can we identify how long it will be before we have some clarity.

More positively we are delighted that the Privy Council has approved our by-law changes and I want to say a big thank you to all of you who were involved in that process and a successful outcome.

Uncertainty is contagious and we see not only political but also commercial uncertainty. At CIBSE it makes us nervous that our events and technical programmes will remain relevant. CIBSE is heavily dependent upon our commercial activities, and especially training - all markets are subject to change. We have traditionally worried about the print revenue that supports our CIBSE Journal and while 2018 has been a challenging year, we are in a much better shape than a year ago. Equally, membership numbers have shown a positive increase this year and now stand at 20,440 with significantly fewer lapses than we saw in 2017. And our registration figures with the Engineering Council continue to grow year on year. Overall our “worry buckets” are pretty full but ‘so far, so good’.

There is one issue internally that is causing concern, and that is staff retention and recruitment. There appear to be fewer people on the job market and we have seen a number of staff decide to leave us for a variety of reasons. That has resulted in staff shortages and in particular our staff with Salesforce experience are in demand. Temporary staffing has not been easy either; in Membership we have recently had six vacancies, now down to two, but finding good staff is a challenge and then they need to be bought up to speed. Please bear with us as we resolve this.

More positively we have now formed the **Membership Support Team (MST)** and Roisin Sweeney has joined us as the Head of MST from the Royal College of Pathologists. This is a significant step as the MST will be responsible for the administration of and support for all the Groups and Societies, less SLL. We anticipate that this will improve the level of service to the Groups and Societies, embrace the benefits of Salesforce and improve coordination. While thinking about our Groups, Societies and Regions, I am delighted that we shall start a pilot with our **Visiting Lecturer Scheme**; this will identify relevant topics and speakers and so further raise the profile of our technical events and participation levels.

It is now well over a year since the **Grenfell Tower Fire** and I still believe that this is likely to have the most influence on CIBSE and our members in the years to come. While the police inquiry and the Public Inquiry chaired by Sir Martin Moore-Bick, appear to be finding progress tough going the Independent Review of Building Regulations and Fire Safety, chaired by Dame Judith Hackitt, has kept us busy. The Government has now responded to the Review by announcing that it will take forward all recommendations, and there are a number of working groups busy trying to move matters forward. The Building Safety Programme now has well over a hundred staff, many in senior grades, to drive this programme. Personally I believe that the Government is committed to follow through on the recommendations and political pressure will only increase when the Public Inquiry reports.

**Build2Perform** we were generally delighted to see the enthusiasm for our second Build2Perform held on the 27-28 Nov 2018 at Olympia. We had well over 3,000 registrations, an increase in attendees with 2000 visiting, and 170 speakers, in five theatres

delivering 70 hours of CPD, The feedback was hugely positive and we attracted more members than ever to one event, even with 66% of attendees being non-members. The model is based upon “free attendance” so our exhibitors and sponsors provide the funding. So we were pleased that exhibitors increased to 53 and we hope to attract 80 this year: the take-up to date is very encouraging. However, we do need you to support this event and ensure it becomes a very special CIBSE event indeed – as always we welcome your feedback. Please mark Tuesday 26<sup>th</sup> and Wednesday 27<sup>th</sup> 2019 in your diaries now and plan to come and see the event for yourself.

**President Elect Visit to Hong Kong** Lynne Jack, who will be our first woman President, visited Hong Kong, which is our largest region with 2,800 members, to meet the Hong Kong Region and Committee and deliver the Keynote address at the Annual Technical Symposium which is run in partnership with HKIE, ASHRAE and CIBSE. Unfortunately I managed to tear my hamstring just before the visit so I could not make it but I am told it was a great success - I did have a late night phone call from a bar in Hong Kong to tell me all was well!

**ASHRAE Winter Meeting** as is our custom the President travelled to Atlanta to represent CIBSE at the ASHRAE Winter Meeting. With 2,700 participants, it is always impressive but also over 70 associations from around the globe attend so it provides an opportunity to meet others and appreciate the global reach of engineering within the built environment.

In spite of all the challenges of 2018, from a CIBSE staff perspective it has been a positive year. There has been significant success, with a lot more planned. We have much to look forward to with the **Building Performance Awards** at the Grosvenor House on 12 February and our **Technical Symposium** at Sheffield University on 25 -26 April looks to be a great event. Most importantly of all it is the people that make CIBSE - your passion, commitment and drive so a big thank you to all our volunteers, who make CIBSE a very special place.