

# Index

○ AUTUMN /WINTER | ○ 2022

Newsletter of the  
Commissioning Specialists Association

PROFICIENT PROFESSIONAL COMMISSIONING



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- AGM
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- NEW ITCM COURSE DATES
- And much, much more...

*This Edition of Index is  
sponsored by:*

**BANYARDS.**

## CSA NEW VICE CHAIRMAN AND NEW TRAINING SUB COMMITTEE CHAIRMAN



We are pleased to announce that Tony Anderson has taken over the role of CSA Vice Chairman.

As you may know Andrew Watkin stepped into this role once again to assist the CSA during a very busy period. We also have a new Training Sub Committee Chair: Gary James! Gary takes over the role from Carlo Gambardella.

Both Andrew and Carlo remain on the committees and we would like to thank them for their continued service to the CSA as well as congratulating both Tony and Gary in their new roles.



**CSA GALA AWARDS EVENING  
HELD ON 6TH OCTOBER AT  
TOWER BRIDGE HOTEL**

**FULL DETAILS OF WINNERS  
AND FINALISTS AND OF THE  
EVENING INSIDE**

**CSA SOCIAL MEDIA #CSAHORSHAM or #COMMISSIONING**

**NEW MEMBERS** We would like to welcome the following new members to the Association.

**Corporate Members:** Molden Technical & Consulting Project CO. LLC

**Associate members:** Clade Engineering Systems Ltd, Duct Clean Services

**Individual Members:** Rami Ahmed, Mohamed Siddiq, Anotonious Sameh, Czar Isnang, Charity Butiong, Sabarinathan Viswanathan, Jha Pravinkumar, Sam Tompkins, Mohammed Sirajudeen, Naresh Kumar, Yasir Abbas, Emmanuel De Castro, Mark Loresto, Velmurugan Kaliamoorthy, Shady Essam, Ryan Wood, Zahir Hammad, Lewis Macaree, Matthew Metcalfe, Mark Buitendach, Yasir Abbas, Niroshan Paramantham, Devantay Dimsoy, Paul Mullins, William Askham, Leo Zhao



# Office News



**H**i everyone and welcome to the last issue of *Index* for 2022.

Firstly the CSA Office would like to thank everyone who attended the AGM/Gala Awards. It was so good to see so many faces old and new turn up for these two events. The CSA office would like to also give a heartfelt thanks to our Chairman Neil Burdess for lending us his support and knowledge in the last few months.

Myself and Kate continue to work tirelessly for you and our aim is to achieve a high level response and satisfaction rate for all our members. If there is anything you need or require please do not hesitate to contact us and we will do our best to assist you or if we can't, find someone who can. We do aim to respond within 24 hours to all enquiries but please just be aware that there are only two of us in the office at present but we will get to you as soon as we can.

As this is the final *Index* of the year please note that subscription invoices for 2023 will go out Mid-December via email. You will have the option to pay by clicking directly on the pay now button on your invoice, via BACS, PayPal or by card. The usual discount rate applies ONLY if your invoice is paid by the date specified. We hope to increase publications of *Index* in 2023 and would encourage you to submit articles for everyone in the industry to enjoy to us! If you would like to write or submit anything please email it through to [jo@csa.org.uk](mailto:jo@csa.org.uk)

The ever popular ITCM course will be available online for 2023 and a full list of online dates and face to face dates can be found in this edition of *Index* on page 8. To book onto a course please email Kate on: [office@csa.org.uk](mailto:office@csa.org.uk)

A warm welcome to our new Vice Chairman Tony Anderson and our New Training Sub-Committee Chairman Gary James. We look forward to working with you and a big thank you to Andy Watkin and Carlo Gambardella for your continuous contribution to the CSA.

Finally, just to let all our members know that after 22 years Julie Parker has left the CSA and we wish her all the best for her future endeavours.

## Distance Learning Courses A, B & C

*Well Done to those listed below who have recently passed the DLC tests.*

### DLC A

Nathan Gavin, Jordan Logan, Josh Hurst, Mark Beagan, Ross Livesey, John Thinnesen, Ashley Small, Sam Burgoine, David Renwick, Marley Davies, Luc Bigg, Harvey Mckay, Harvey Hayes, Harrison Ranson, Lance Baron, Phil Flynn, Steven Sunnucks

### DLC B

Kemal Bastug, Wentao Chen, Zac Smith, Kieran Wetham, Sam Humphries, Slava Vereda, Jonathan Hunt, Praveen Raj, Aaron Gibbons, Nathan Smith, Giovanni Mezzullo, David Nicol, Phil Flynn

### DLC C

Ryan Mcculloch, Andrew March, Thomas Miller, Ben Weatherley

**The next Grade 4 Exam will be MAY 2023 date TBC.  
Please email Jo and Kate in the CSA office to book on:  
[office@csa.org.uk](mailto:office@csa.org.uk)**

## GRADE 5 PASSES

*Congratulations to those listed who passed the GRADE 5 THESIS.*

George Evans, Mark Ace Martin, Matthew Murray, Emerson Chan

**CSA SOCIAL MEDIA PLEASE REMEMBER: #CSAHORSHAM**

# Bridging the Gap to attract more people into the Commissioning Industry

**BANYARDS.**

## What can we do?

The commissioning industry has historically struggled with recruitment difficulties and skills shortages which is an issue that needs addressing if we are to create a sustainable future for the commissioning profession. At Banyards we are looking at ways to increase both ours, and the attractiveness of the commissioning industry to allure new people into the commissioning world including recruits from schools, colleges, universities, and independent individuals entering our industry. Working with the Commissioning Specialist Association (CSA) this is an objective that needs to take focus in the year ahead.

The commissioning profession has many desired aspects for potential recruits that we, as leaders in our field, are looking to communicate. These include opportunities to gain a professional services qualification well respected in the wider construction industry, the opportunity to work in some of the most interesting and sometimes off-limits buildings across the UK, Europe and indeed worldwide and the chance to join an industry that is playing its part towards a better environment including Carbon Reduction and Net Zero. The commissioning industry offers a well-structured training programme and career path, using some of the latest technology to make buildings sustainable and Smart, to be creative and to produce tangible outcomes, to experience professional and friendly employers and to take part in interesting and practical work with flexibility.

We feel that much more can be done by us all to increase the visibility and awareness of commissioning. Example ways we can communicate include:

- Interesting and more accessible information via the CSA for potential recruits
- Use a range of channels including careers websites, careers advisers, teachers, and employers to promote the opportunities and benefits available in our industry
- Offering more work experience opportunities
- Increasing the use of internships and apprenticeships

## Other examples for consideration include:

Raising the visibility of the CSA career pathway illustrated with real life examples and personal success stories; and helping individuals see the relevance of their skills and qualifications for commissioning and how they can fit in.

Value-based recruitment, drawing on the motivators of different groups and tailoring recruitment messages to align with individual business needs and values. Emphasising what new recruits could achieve within the first couple of years in their development and demonstrating the CSA pathways for different entry points.

A proactive education strategy with recruitment focused outcomes is needed, with our leading body the Commissioning Specialist Association at its forefront driving awareness, knowledge and working closely with our corporate members and employers.

## What are Banyards doing?

We have picked up the baton to help bridge the recruitment gap with visits to career fairs in schools and colleges and have also worked with organisations such as The City of London and Career Ready which is a UK-wide charity linking employers with schools and colleges to open the world of work to young people aged 16-19.

We must not forget staff retention and have found a contributing factor to the longevity and positive outlook of our people starts at the very beginning of their employment involving induction, visible career pathways, personal development plans, training both technical and people management and an opportunity to work with supportive colleagues.

If individuals' expectations are met, they see and feel part of the plan; people stay and use their skills and qualifications to become a valued part of our business and progress within the industry.

We are continuing to develop our recruitment strategies with education drives, further internships, mentoring programs and employee funding, and working with the CSA we are taking a more active role in promoting our industry across all of the available recruitment channels.

# CSA GALA AWARDS HELD 6TH OCTOBER 2022 AT THE GUOMAN TOWER BRIDGE HOTEL – WINNERS AND FINALISTS



## PROJECT OF THE YEAR

*Sponsored by BSRIA INSTRUMENT SOLUTIONS*

**Winner: T Zone, King's Cross London -**

**Crosscount**

**Finalists:**

- One Za'abeel - AESG
- Battersea Power Station Phase 2 - Ashford Environmental Services
- University of Salford, School of Science, Engineering and Environment Building - Banyards
- The Person-Environment-Activity Research Laboratory (PEARL) - Banyard Consultants
- Alexander Stadium Redevelopment - Beech Technical Services
- Soho Place - Crown House Technologies
- Project Jupiter, Leamington Spa - End Systems



## PRODUCT / SERVICE INNOVATION OF THE YEAR

*Sponsored by MEDIA CONTROL MANAGEMENT*

**Winner: Duct Clean Services Aroseal**

**Finalists:**

- AESG's Data+ Cloud-Based Data Management Platform
- BAPI BA/PM-D-BB Particulate Matter Sensor
- Belimo Energy Valve™4 and Thermal Energy Meter
- Bluerithm Technical Project Management Software
- Siemens QBM7300 Air Pressure Sensor with added I/O



## COMMISSIONING PROVIDER OF THE YEAR

*Sponsored by MODERN BUILDING SERVICES*

**Winner: Banyards**

**Finalists:**

- Ashford Environmental Services
- Media Control
- RED Engineering



## COMMISSIONING MANAGER OF THE YEAR

*Sponsored by HDR*

**Winner: Jamie Collins, Crown House Technologies**

**Finalists:**

- Thomas Townley, AESG
- Patrick Barry, Banyards
- Conor Kavanagh, L&P Group
- Kieran McArdle, L&P Group
- Jason Reynolds, RED Engineering



## INVESTMENT IN TRAINING AWARD

*Sponsored by VEXO International*

**Winner: Ashford Environmental Services**

**Finalists:**

- Banyards
- End Systems
- H&V Commissioning Services



## STUDENT OF THE YEAR

*Sponsored by RED ENGINEERING*

**Winner: Thomas Miller, End Systems**

**Finalists:**

- Jack Gibson, Beech Technical Services
- Giovanni Mezzullo, Sutton Services International
- Sajid Khan, TAB Engineering Services



## COMMISSIONING ENGINEER OF THE YEAR

*Sponsored by ASHFORD ENVIRONMENTAL SERVICES*

**Winner: Kalimulla Palekar, RED Engineering**

**Finalists:**

- Jack Gibson, Beech Technical Services
- Thilanka Thilakarathne, Core Emirates
- Declan O'Connor, End Systems



# BRIAN TOWNSEND

## LIFETIME CONTRIBUTION AWARD



The CSA Lifetime Contribution Award is one of the most prestigious industry honors that senior members of the commissioning world can be awarded.

This year we took a slightly different approach in awarding the Lifetime Contribution Award, and for the first time ever we awarded posthumously in honor of a late great grandfather to the commissioning world and without a doubt one of the main reasons I am the CSA Chairman today.

Brian Townsend first started in the commissioning industry in the 1970's working for Haden Young, he was a founder member of the CSA in 1990, CSA chairman between 1994 and 1996, as well as BESA president during the centenary year of what was then the HVCA Association in 2004. While outside of work Brian was a judge at Crufts, and a valued member and chairman of the Cavalier Club Brian founded End Systems Limited in May of 1976 which has grown to be one of the leading commissioning companies in the UK, with training being always at the forefront of his mind, he was an advocate of the CSA training schemes ensuring all his engineers sat the relevant CSA exams, I still remember the days before the CSA distant learning courses were around, when he used to call us in the office to surprise us with a CSA exam, sure on one of these surprise tests I failed the Grade 3 exam with less than a 10 minutes to revise, but this was just part of his ways to keep us on our toes!

It's a testament to him that so many of the highflyers in the commissioning industry began their career with him and they still thrive to grow with the knowledge that he left them with. End Systems still continues to thrive and grow under the directorship of his daughter Kay, Brian was a champion of the industry, he truly made a significant contribution to all things commissioning and a true gentleman who will be sorely missed

On behalf of the CSA committees and members we send congratulations to the End Systems family on a much deserved award for Brian which is a further testament to his legacy.



# GALA AWARDS EVENING





COMMISSIONING SPECIALISTS ASSOCIATION

MAKING BUILDINGS WORK

## ***Introduction to Commissioning Management 2-day Course***

With an already established and renowned portfolio of training courses, the CSA has constructed the 'Introduction to Commissioning Management' course to give real life insight and guidance to the Commissioning Management Process.

This 2-day course is split into 8 sessions, and has recently been updated to include the Cibse Code M. It provides exercises to assess and guide Delegates through specific activities. Each session contains:

- **the source material**
- **detailed guidance through the process an interactive session “exercise” to end each session**

On successful completion of all 8 sessions each delegate will be awarded a CSA Introduction to Commissioning Management certificate and CSA members who are a Grade 5 and have the relevant path of development experience would then be able to apply for their Grade 6.

### **An Overview of the Training Course**

#### **Day One**

- Project delivery in the 21<sup>st</sup> Century built environment
- Commissioning: what is it and why it is important
- The commissioning process for a construction project
- Management of the Commissioning process
- The commissioning management specialist
- Getting started on the project
  - Forming a commissioning team
  - Producing a commissioning plan
  - Commissioning team administration
- Commissioning-focused design reviews
- Programming commissioning activities

#### **Day two**

- Factory acceptance tests
- Preparation for site-based commissioning works
  - Pre-start commissioning workshops
  - Production of pre-start documentation
- Monitoring and controlling commissioning works on site
  - Tracking Commissioning activities
  - Verifying and documenting commissioning works
- Project handover and close-out
  - Producing a final project commissioning report
  - Initial occupation support
  - Seasonal commissioning

### **Course Dates 2023**

**Tuesday 21<sup>st</sup> & Wednesday 22<sup>nd</sup> March - Mill Hill House, Oxford**

**Tuesday 20<sup>th</sup> & Wednesday 21<sup>st</sup> June - Mill Hill House, Oxford**

**Tuesday 12<sup>th</sup> & Wednesday 13<sup>th</sup> September - Mill Hill House, Oxford**

**Tuesday 7<sup>th</sup> & Wednesday 8<sup>th</sup> November - Mill Hill House, Oxford**

### **Online Course Dates 2023**

**Wednesday 25<sup>th</sup> & Thursday 26<sup>th</sup> January**

**Wednesday 24<sup>th</sup> & Thursday 25<sup>th</sup> May**

**Wednesday 23<sup>rd</sup> & Thursday 24<sup>th</sup> August**

**Wednesday 25<sup>th</sup> & Thursday 26<sup>th</sup> October**

### **Course Pricing**

This unique 2-day course is priced at £650.00 + VAT for CSA Members and £750.00 +VAT for non-members.

**For further information and to express interest in attending this important training course, please contact Kate McIntyre or Joanne Rowe at the CSA office on:**

**+44 (0)1403 754 133 or by email at [office@csa.org.uk](mailto:office@csa.org.uk).**





We're supporting



**Guide  
Dogs**

Every year our Chairman gets to pick a Charity to support during our fun game of heads and tails. This year was no exception and our chosen charity was Guide Dogs for the Blind.

The Guide Dogs for the Blind Association, known colloquially as Guide Dogs, is a British charitable organisation founded in 1934. The Association helps blind and partially-sighted people in the United Kingdom through the provision of guide dogs.

Thank you for all your generous contributions. A total of £1443 was raised.

We would also like to take this opportunity to thank all of our sponsors for the CSA Gala Awards, our dedicated judging panel and of course our media partners, Touchwave Media for all their hard work.

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# Chairman's Say



Well, what can we say about this last year? We all continue to face daily challenges, both commercially and personally, due to the aftermath of the pandemic, the conflict in Ukraine, the constant rise in energy prices and of course the overall cost of living, however, the Association continues to support its members, given our foundation of hard work and sheer effort of the past 32 years and this year has been one where support has been paramount.

Despite the upheaval, we have continued to grow the CSA membership numbers, we held our first ever CSA conference "Making Buildings Work" which was a great success despite being cancelled due to Covid, dates changed and then on the week of the event train strikes either side of the event. Despite this, we still managed to pull it off and it gives us a platform to build on in the future. The 2022 CSA AGM and Awards was again a great event (except for the lack of Vent/Cooling!) which the Hotel has advised will be refurbished before we return in 2023 and from discussions with members at the AGM and Awards our industry is holding well with lots of our corporate companies being busy for the foreseeable. Congratulations to all the winners and finalists that attended the CSA awards from myself and keep up the good work.

A big thanks must be given to Jo and Kate in the CSA office for their sterling support throughout 2022, we have achieved lots of great progress for the Association, the commissioning management accreditation system is working extremely well with lots of commissioning managers submitting detailed dissertations and attending online interviews all of which would not be possible without the hard work from the CxM sub-committee (Paul Brown, Tony Anderson, Lee Hewitt, Rob Cleworth, Martin Elliott) so a special thanks from me that they have seen my vision for commissioning management come to fruition and finally every member of our committees and the sub-committees must also receive praise for their tireless work. Sincerely thanks to all.

I am very pleased to announce that Tony Anderson has taken over the role of CSA Vice Chairman, Tony will be working alongside myself for the next two years when he will take over as Chairman in 2024 which I'm looking forward to already! Tony has also dedicated hundreds of hours developing an Advanced Commissioning Management (ACM/G7) course, which is due to be released in 2024, this 2-day course will cover topics such as critical commissioning witnessing, CIBSE Code M updates, what makes a good CxM and will be delivered in a similar way to the ITCM. Also, a special mention to Gary James for stepping up as the CSA Training Chairman, Gary's passion for commissioning is already shining through in the committees in which we will see some great future training improvements.

A big thank you to Andy Watkin who stepped in as CSA Vice Chairman in 2021 who has been tremendous in helping me learn the Chairman's role and for his continuous contribution to the CSA.

One of my key actions for my tenure was for the CSA to be working more closely with other associations, to date we have re-developed CIBSE Code M Commissioning Management, we are currently working as a steering group on updating CIBSE Code A while also working alongside BSRIA to re-develop BG-49 and to produce a commissioning responsibilities matrix with BSRIA which will support the integrated critical commissioning work we undertake.

I'm sure most of us in the industry will have now had the email from BESA/SKILLcard regarding Commissioning Engineer cards obtained under employer's endorsements and that they will no longer accept renewal applications from 30th June 2024 unless they hold a nationally recognised construction related qualification, i.e. N/SVQs or approved equivalents. Please be assured that the CSA is working hard with BESA to rectify this issue, to date we have held numerous meetings with the BESA Policy manager, submitting all the CSA's training material as part of an application. In November we have a meeting set where we will present to the Construction Leadership Council (CLC) and Construction Skills Certification Scheme (CSCS) the CSA training systems in which we are aiming for our CSA Grades 1-6 & CM1 to 3, to be accepted as nationally recognised equivalents.

For now, that's all from me, hope the rest of 2022 goes well and look forward to 2023 and beyond for some exciting times in the Commissioning Specialist Association.



# CSA 32nd AGM



The 32nd AGM was held at the Tower Bridge Hotel, St. Kathrine's Walk, London E1 before the Gala Awards evening. It was attended by many of our members and we appreciate those who attended and travelled from far afield to be with us and support us.

Chairman, Neil Burdess, opened the meeting with progress made to date after his first year of Chairmanship.

- Develop the CSA's offerings - Ongoing
- Future proofing our systems with online exams ✓
- Online payment systems ✓
- Downloadable Content ✓
- Develop the commissioning management grading system ✓
- Work alongside CIBSE with the development of Code M Commissioning Management ✓
- Updates to CIBSE Code A&W - Planned ✓
- Making Buildings Work conference ✓
- New active members on the CSA committees ✓
- Advanced Commissioning Management Training course (CM3 / G7) - Ongoing
- Improved visibility on LinkedIn - Ongoing
- Continue to develop GCC Chapters - Ongoing
- Continue to push the CSA to the forefront of the industry - Ongoing

One major achievement in the year is our new commissioning management accreditation system, which sets out to demonstrate competency and experience while satisfying the criteria we have set out.

Pleased to announce that our collaborative work with CIBSE on developing Commissioning Management Code M has been a great success, working alongside key CSA companies and individuals in a steering group on this joint publication was a brilliant experience and testament to great collaboration between CIBSE and the CSA. The new code which is available now addresses commissioning processes taking into account accelerating technological advancement, increasing building complexity, tightening regulatory constraints, growing consumer demand for quality, surging environmental consciousness, and an urgent need to de-carbonise buildings.

Following on from the re-write of CIBSE Commissioning Management Code M we have taken this opportunity to tweak the introduction to commissioning management course (ITCM) this ensures we are delivering our training courses to the latest guides. Furthermore, our advanced commissioning management course (CM3/G7) which is being developed by Tony Anderson is near completion and will be released very soon. Each Sub-Committee Chairman went on to report progress and future key objectives of their individual Committee.

## Key Objectives 2022/23

- Work with BESA/CSCS to get our training systems equivalent to NVQ levels, key to getting
- SKILL cards issued – (Including letter from CSA to all main contractors)
- Water Treatment DLC's, PoD, Exam
- Introduction to Commissioning Management – Available online
- Work with BSRIA & CIBSE to re-write Commissioning Codes A & W
- New active members on the committees
- Advanced Commissioning Management Training Course (ACM/G7)
- Improved visibility on LinkedIn
- 2023 CSA Seminar
- Online Grade 4 Exams – Must be possible in 2023
- Grade 3 exam for GCC Chapter
- Continue to develop GCC Chapters
- Continue to push the CSA to the forefront of the industry

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