



HRS

HAMPSHIRE REFRIGERATION SOCIETY

Serving the Refrigeration, Air Conditioning, Heat Pump & Environmental Industries

HRS Christmas News Bulletin Q4 2025





As we wrap up 2025, we want to extend our heartfelt thanks to all our members, followers, and supporters for another fantastic year.

Your continued engagement, expertise, and passion for our industry have helped strengthen the Hampshire refrigeration community and keep our society thriving.

This year has brought inspiring collaboration, valuable training events, and shared successes across the sector. We're proud of what we've achieved together and grateful for the dedication each of you brings to advancing best practice and supporting one another.

As we head into the festive season, we wish you a joyful Christmas and a restful break surrounded by family, friends, and good cheer.

Here's to a prosperous, innovative, and connected 2026, filled with continued learning, growth, and opportunities for us all.

Thank you for being part of the Hampshire Refrigeration Society.

*Season's greetings and a very Happy New Year from us
All at the HRS.*



A Very Merry Christmas From Us





HVAC Industry Summary for 2025, The Growth, Positive Progress & Ongoing Challenges....

Growth and positive developments we have seen within our industry has continued to grow steadily, driven by rising demand for energy efficient comfort systems in both residential and commercial buildings. New builds, renovations and stricter building regulations have all boosted investment in modern heating, cooling and ventilation technologies, which has all brought strong market expansion.

The Push for Sustainability & Low Carbon Solutions has seen the industry push for environmental targets and refrigerant phase downs which has accelerated the adoption of sustainable systems:

- Heat Pumps have surged in popularity as governments encourage low carbon heating.
- Low GWP Refrigerants are being embraced, prompting manufacturers to innovate rapidly.
- Improved ventilation standards in response to air quality awareness have raised interest in advanced HVAC filtration and recovery systems.

These changes are not only helping reduce carbon emissions but also expanding opportunities for skilled engineers trained in modern technologies.






We have seen advancements in Smart Technologies with the rise of smart buildings and IoT has transformed how HVAC systems are monitored and maintained:

- Predictive maintenance tools now help reduce downtime.
- Smart thermostats and controls improve occupant comfort and cut energy use.
- Remote diagnostics are increasingly standard, offering better efficiency for engineers and end users.

These innovations have created new revenue streams and upskilling opportunities across the industry.

Challenges & Negative Impacts

1. Despite growth, we have seen skill shortages, the sector continues to face significant shortage of qualified engineers. The pace of technological change, especially in refrigeration, heat pumps and digital controls, means ongoing training is essential. Many businesses have struggled to keep up with recruitment and skill development demands.
 2. Rising costs & supply chain pressures have seen global disruptions, material shortages, and fluctuating refrigerant prices have put financial strain on contractors and end users alike. Delays in obtaining components such as compressors, electronics and specialist equipment have extended project timelines and increased operational costs.
 3. Compliance burdens & regulatory change, while environmentally positive, new regulations (such as tighter F-Gas requirements and energy efficiency standards) have placed additional administrative and financial pressure on organisations. Many smaller firms find the pace of regulatory change challenging, especially when it requires immediate investment in training or equipment.
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4. Transition stress for businesses as the industry shifts away from legacy systems, whether high GWP refrigerants or older boiler technologies, has been difficult for some businesses. The need to balance investment, customer expectations, and long-term compliance has created uncertainty for both engineers and building owners.

Overall Industry Outlook

The industry continues to evolve quickly, with sustainability and smart technology driving much of the momentum. While growth has been strong, especially in energy efficient and low carbon systems, the sector is also navigating notable challenges around regulation, costs, and workforce readiness.

Despite these pressures, the industry is well positioned for continued innovation, and the organisations that invest early in training, compliance and modern solutions are set to benefit the most.





A Festive Word From Our Chairman...

As we reach the end of another year, I hope that 2025 has brought each of you success, progress, and moments to be proud of. From the Society's perspective, it has certainly been a year marked by growth, activity, and sustained momentum across the HRS team.

Our programme of events continued to thrive, with a series of well attended Quarterly Technical Breakfast Briefings (TBB) hosted at City of Portsmouth College and Coolers & Condensers this year. These sessions explored an impressive breadth of topics from CO₂ applications in small retail and forecourt environments, to refrigerant developments, emerging service and installation technologies, energy-efficiency approaches, and the increasing role of AI in our industry. The feedback has been exceptional, and we remain deeply grateful to all guest speakers who generously shared their time, knowledge and insight.

This year also saw our quarterly bulletins becoming an increasingly valuable touchpoint for our members. Through these updates, we highlighted industry trends, shared Society news, showcased contributions from our community, and provided clear summaries of the learning and discussions emerging from each briefing. The positive response to the expanded content and improved regularity has reinforced their role as an important part of our communications strategy.

In addition, our annual golf day was once again a standout highlight, our largest ever turnout at The Old Thorns Golf Course and an achievement we are extremely proud of. Looking ahead, 2026 is already shaping up to be another exciting year. Key events will include the 39th Annual Golf Tournament in July, and we are exploring the return of a summer family fundraising day, complete with BBQ and activities. We also plan to continue our (venue to be confirmed), along with our ongoing programme of Technical Breakfast Briefings and our Christmas Golf Day.

Finally, I would like to take this opportunity to wish you all a very Happy Christmas and a prosperous New Year. Thank you for your continued support, your enthusiasm and encouragement are what keep the Society thriving. John Emm



Fantastic turnout at our final TBB of 2026! We welcomed two outstanding speakers who captivated attendees with engaging, insightful topics.

Guest Speaker: Dr Edward Hammond – Decarbonisation of Refrigeration

We were delighted to welcome Dr Edward Hammond, specialist in refrigeration system design, temperature processes and industrial decarbonisation, who delivered an insightful session on how our sector can meaningfully cut carbon emissions while improving operational efficiency and reducing costs.

Why Refrigeration Decarbonisation Matters

Dr Hammond opened with a striking reality: refrigerant leakage is one of the biggest hidden carbon emitters in the food and seafood industry. A single leak from a mid-sized 95 m³ chiller can have the same climate impact as the electricity needed to run that system for more than three years, and up to ten years if operated at modern efficiency standards. Many systems nationally, and in the Grimsby survey, were shown to lose their entire refrigerant charge every year, despite best practice expectations of just 0.5–1% loss annually. Reducing leakage is therefore “one of the easiest wins on the path to Net Zero,” delivering both environmental and financial returns.

Dr Hammond emphasised transitioning to natural refrigerants where safe and viable:

Ammonia for large systems, zero GWP, highest efficiency. Hydrocarbons (e.g., Propane) for small to medium packaged units very low GWP and strong energy performance. Packaged or “through-wall” refrigeration units were recommended because they minimise on site pipework, significantly reducing leak risk.

Closing Message - Dr Hammond concluded with a simple but powerful message: “Leak prevention, good installation, and quality maintenance are the most effective decarbonisation tools we have and they save businesses money.” His talk reinforced that decarbonisation is not only an environmental duty, but also an opportunity for energy savings, improved reliability, and stronger long-term competitiveness within our sector.



Guest Speaker: Andy Bradison – “Rise of the Machines”, Cool Designs Ltd

Our second invited presentation came from Andy Bradison of Cool Designs Limited (CDL), who delivered a compelling session titled “Rise of the Machines”, a term CDL now uses as its strapline to reflect the rapid market shift toward heat pumps, electrification, and decarbonised hot water generation across the UK.

Andy opened by setting the scene, The move away from gas and steam-based heating is no longer theoretical regulation, policy pressure, and customer demand mean the UK is rapidly transitioning to fully electric heating and hot water systems.



How the Shift Is Impacting CDL

Andy shared how CDL has adapted to the rapidly changing landscape, building Capability, CDL has expanded training, technical support and knowledge sharing to ensure the supply chain is ready for a world where:

- Heat pumps dominate project specifications
- Clients expect precise energy performance
- Installers must navigate increasingly digital equipment

Message to the Industry:

Andy left the audience with a clear takeaway:

The machines are here, and they are reshaping our industry. Success now depends on embracing electrification, developing new technical skills, and working collaboratively to deliver reliable, low-carbon heating and cooling. His presentation underscored that decarbonisation is not just an environmental opportunity, it is a profound shift in how we design, install and support building services.

On behalf of us all at the HRS, we thank you for your valued insights and experience shared with us all



Our Winter Golf returned in style and we were delighted by the success of the day, hosted at Paultons Golf Centre, which proved to be a real highlight of the quarter.

The event brought together colleagues, partners, and sponsors for an enjoyable day of competitive golf, networking, and excellent hospitality. The enthusiasm and engagement from all attendees contributed to a fantastic atmosphere and reinforced the strength of our professional relationships.

We would like to extend a sincere thank you to everyone who attended, as well as to our sponsors, whose support played a vital role in making the event such a success.

Congratulations also go to our worthy winners, who demonstrated great skill and sportsmanship throughout the day.

Events like this continue to showcase the value of bringing people together outside of the workplace, and we look forward to building on this momentum in the months ahead.

Winter Golf Season Wraps Up with Outstanding Success











Our Winter Golf Winners & Sponsors



Longest Drive:

Hole Number 2 - Mark Coplestone, sponsored by Evomart & JE Hall

Hole Number 7 - Mark Coplestone, sponsored by HRS

Hole Number 9 - Mark Coplestone, sponsored by Daikin & Freedom

Hole Number 13 - Mark Coplestone, sponsored by HRS

Nearest the Pin:

Hole Number 3 - Joe Pace, sponsored by Diversitech

Hole Number 8 - Tony Holland, sponsored by Blygold

Hole Number 12 - Sam Tait, sponsored by HRS

Hole Number 15 - Paul Icough, sponsored by HRS

Best Nett Score - 18 Holes, Individual:

Winner - Paul Icough by 67 nett, sponsored by Blygold

Best Gross Score - 18 Holes, Individual:

Winner - Lawrence George by 74 gross, sponsored by Diversitech

18 Hole Stableford TEAM:

3rd Place - Pump House by 125 points, sponsored by Danfoss

2nd Place - Fujitsu by 128 points, sponsored by HRS

Winners - Blygold Bandits by 130 points, sponsored by iCool Refrigeration & HRS

Need To Play More Golf, Individual:

Brock Beers by 10 points over 18 Holes, sponsored by HRS

Outstanding performances, great sportsmanship, and a fantastic day of competition made this event truly memorable.

Well done to all of our winners, and thank you to everyone who took part and helped make the day such a success. We hope you enjoyed it as much as we did!





Our HRS, Vice Chair Craig, recently represented World Refrigeration Day (WRD) in Burkina Faso, delivering an insightful presentation that underscored the vital role of refrigeration in society, the importance of technician training, and the growing momentum behind the International Network for Women in Cooling (INWIC). His contribution formed part of activities linked to the Dr Charity Kpabep Award, an initiative celebrating and empowering women technicians working in the refrigeration and air-conditioning sector across Africa.

Craig opened his presentation by reminding the audience of the origins of World Refrigeration Day, celebrated each year on 26 June the birthday of Lord Kelvin, the famed British physicist credited with developing the absolute temperature scale.



WRD continues to grow as a global awareness campaign promoting the societal value of refrigeration, air conditioning, and heat-pump (RACHP) technologies.

Craig reiterated WRD's mission: to highlight refrigeration's role in food preservation, medicine, comfort cooling, industrial productivity, and overall quality of life.

As he put it, **“Refrigeration is everywhere... it changes lives for the better.**



World Refrigeration Day & Women in Cooling: Report on Craigs Presentation in Burkino Faso





Central to Craig's talk was the Dr Charity Kpabep Award, a competition created to encourage and elevate women working in the RAC sector throughout Africa. Run jointly by U-3ARC and World Refrigeration Day, the programme offers recognition, skills development, and in some years, scholarship opportunities.

Recent rounds of the competition (2024 and 2025) aim to identify talented women technicians and provide them with international exposure, including invitations to events in Europe. The initiative directly supports gender inclusion in STEM and highlights the essential part women continue to play in advancing refrigeration technologies across the continent.

Craig also spoke about the International Network for Women in Cooling (INWIC) a collaborative initiative founded by WRD and UNEP OzonAction, supported by global partners including AREA, ASHRAE, IOR, JSRAE, ISHRAE, U-3ARC and others.

INWIC's Mission is to:

- *Promote the visibility of women professionals in the RACHP sector*
- *Support career development and educational opportunities*
- *inspire future generations of women to pursue technical and engineering careers in cooling.*

This global network continues to gain momentum and is instrumental in building capacity and inclusivity within the refrigeration workforce.



**The Dr Charity
Kpabep Award:
Supporting
African Women
Technicians**

Building Africa's Training Capacity – 'Training in Africa for Africa'



A major focus of Craig's presentation was the need for competency based training and safe refrigerant handling skills across the African continent. He highlighted UNEP's ongoing push for accredited regional training centres and test facilities, ensuring technicians receive world class instruction close to home

The flagship initiative in this area is the Africa Centre of Excellence for Sustainable Cooling and Cold Chain (ACES), headquartered in Kigali, Rwanda, with additional outreach centres under development in Kenya and other countries. ACES focuses on sustainable cooling solutions for agriculture and healthcare sectors where refrigeration is critical for food security and vaccine integrity

Craig emphasised that training is not simply about technical ability it directly impacts:



- Environmental protection
- energy efficiency
- Safety
- economic opportunity



He illustrated this by discussing real-world diagnostic questions from technicians, including incorrect refrigerant replacement (e.g. switching from R134a to R600a), showing how lack of training can produce unsafe and ineffective outcomes,





The Cost of Insufficient Training



Craig outlined the significant consequences of untrained or undertrained refrigeration technicians, including:



LEAKAGE OF HIGH GWP
REFRIGERANTS AND
ENVIRONMENTAL HARM



SAFETY HAZARDS FROM
FLAMMABLE OR HIGH-
PRESSURE REFRIGERANTS



POOR SYSTEM
PERFORMANCE AND
INCREASED ENERGY
CONSUMPTION



REDUCED CONSUMER
CONFIDENCE AND
TECHNICIAN
EMPLOYABILITY

The solution, he emphasised, lies in structured certification programmes, adherence to international standards (e.g., EN 378), and broader access to technical education.





IOR Partnership & Technician Development



Craig proudly highlighted the collaboration between the Institute of Refrigeration (IOR) and ACES, enabling graduates of the Clean Cooling Academy (in Rwanda and India) to become IOR members. This opens pathways to continuous professional development, including access to technical resources on refrigerant safety, brazing, system operation, and cold-chain management.

He also introduced the new IOR RACHP EngTech Technician App, providing technicians with a digital toolkit to support safe and effective fieldwork



Conclusion...

Craig's presentation in Burkina Faso showcased the vital work being undertaken globally to strengthen technician training, promote gender inclusivity, and enhance the sustainability of cooling technologies.

His role as an ambassador for both the HRS and WRD reflects our Society's commitment to advancing professional standards and supporting international collaboration within the refrigeration community.

We extend our thanks and congratulations to Craig for representing the Hampshire Refrigeration Society with such expertise and enthusiasm on the global stage





2026 Dates to Remember



Date	Events Calendar
26 March	TBB, Portsmouth College
23 June	TBB, Portsmouth College
16 July	39 th Annual Golf Tournament, Venue tbc
22 September	TBB, Portsmouth College
8 December	TBB, Portsmouth College
December TBC	Winter Golf, TBC





HRS TEAM



John R Emm FInstR
HRS Chairman



Jayne Emm
Treasurer & Golf
Co-ordinator



Craig Girdlestone FInstR
Vice Chairman



Nicola Prentice AMInstR
Social Media & Events
Co-ordinator



Kyle Hobley
Committee



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Giving Back to the Industry Our HRS Fundraising Continues....

The launch of our very own fundraising initiative is still ongoing and designed to make a lasting impact.

The goal of this initiative is to provide educational opportunities for individuals from underprivileged or disadvantaged backgrounds, helping them to join our beloved industry. By raising funds, we aim to empower talented individuals who might otherwise miss the chance to pursue their aspirations.

To support this cause, we've introduced exclusive, personalized HRS badges. These badges represent not just a symbol of our society but also the commitment to fostering the next generation of industry professionals.

We'd like to extend our heartfelt thanks to everyone who has supported the initiative so far, your generosity and encouragement are already making a meaningful difference.

Stay tuned for more updates as we work together to make this vision a reality. Let's continue to pave the way for a brighter future.

"One badge and one opportunity at a time."



**WE NEED
YOUR
SUPPORT**





HRS

HAMPSHIRE REFRIGERATION SOCIETY

Serving the Refrigeration, Air Conditioning, Heat Pump & Environmental Industries



BECOME A SPONSOR

Looking to elevate your company's presence in the HVAC industry? Sponsoring HRS events is a powerful way to showcase your brand, connect with industry professionals, and contribute to the growth of our community.

As a sponsor, you can make an impact by providing prizes, advertisements, or exciting giveaways that will be highlighted throughout our events. This is a unique opportunity to promote your business to a highly targeted audience while supporting the advancement of the HVAC sector.

Want to learn more about sponsorship opportunities and how your company can get involved? Contact a member of our committee today and discover how sponsorship can help grow your business while supporting HRS events.



Get in touch: hrscommittee@outlook.com



MERRY
CHRISTMAS

