



CLICK A BOX  
FOR MORE INFO

### FIS LAUNCHED THE DIGITAL SPINE

This is focused on making innovation accessible, and was created by our Digital Construction Working Group. Watch out for our **exciting plans** in 2022.



### FOCUS ON INCLUSIVITY

This is an essential part of transformation and in helping us to address profound shortages in the workforce. FIS launched the FIS Respect Policy and a new **Fairness, Inclusivity and Respect Toolkit**.



### PROFESSIONAL AND SOCIAL

FIS's **presence on LinkedIn** generated millions of impressions, helping to raise the collective profile of our community.

### END THE SKILLS SHORTAGE

Our sector employs, in the trade, around 250,000 people, and we have an annual recruitment target of around 5,000 people. The high reliance on EU workers that has built up over recent decades that mean that we relied on a new wave of immigration to meet nearly half this target – this has now gone. FIS trained close to 200 potential new dryliners via our pre-employment BuildBack programme (unemployed and ex-service leavers) and launched as a Kickstart Gateway to help members to find new blood. We are dedicated to working with you to **end the skills shortage**.

**FIS**  
BuildBack

### TARGET GROUPS

FIS relaunched its Fit-out Group to help target support for the sector. We now have 10 active groups, with each setting a work plan for FIS. **Find out more and get involved.**



Active groups:

- Drylining
- Steel framed systems
- Heritage and fibrous plastering
- Operable walls
- Partitions and pods
- Health, safety and welfare
- Ceilings and absorbers
- Digital construction
- Sustainability.



### TRAINING INITIATIVES

We redefined the way we work with training providers and launched a new Approved Training Providers network. Through this work, from a standing start in 2019, there are now 33 centres registered to deliver to deliver the new **Interior Systems Installers Apprenticeship**.



### WEBINARS

FIS ran 24 webinars, delivered by 60 expert speakers, which garnered a combined audience of well over 2,000 – [review them here](#).

Topics covered included:

- Fire door installation
- Self-employment tax changes
- Implementing reverse charge VAT
- Right to work and modern slavery
- The Fire Safety Bill
- Golden thread
- and many more.

### DEDICATED TO PROMOTING THE SECTOR

We released 70 articles in construction and specification media with a combined reach of nearly 2 million.



### GUIDING LIGHT

FIS launched two new specifiers guides and our seminal Penetrations Guide has now been downloaded over 20,000 times. It has also been turned into a short training course that is freely available to members.

### MEDIA REACH

Our own magazine, SpecFinish, has a strategic partnership with Barbour ABI, which sees our information re-published to their network via our collaborative **Interiors Hub** and newsletter.



### NET ZERO HITS THE SECTOR

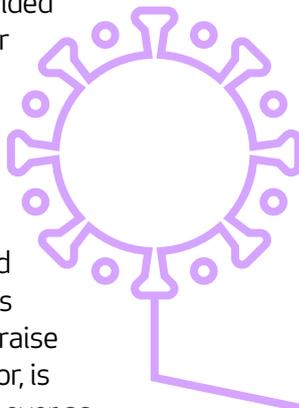
To help individual businesses and the wider sector address this collectively, FIS launched a Sustainability Working Group, **Net Zero Hub** and appointed a 'Sustainability Champion' as a new team member.



### COVID SUPPORT

"FIS has risen to the challenge of recent times and has provided exceptional support to our team, fighting our corner as a business – this has reinforced the reason why we are members. The work that FIS does in uniting our community and helping to attack problems head on, while working to raise standards within the sector, is more important now than ever as the industry rebuilds – together we are stronger."

KEVIN NAUGHTON, MANAGING DIRECTOR, RPN LIMITED



### FIS BUSINESS RISK MANAGEMENT TOOL

Specifically designed to support contractors and help them adopt a structured approach to understanding risk and reducing uncertainty. The tool identifies over 120 common risks facing many areas of business activities. It provides a mechanism to score and rank risk, and advises on mitigation and management.

**Free download for members of the FIS community.**

# FIS BENEFITS IN FOCUS

## DID YOU KNOW?

Members can access a free telephone helpline on contractual and legal matters: **0121 707 0077**.

Our weekly newsletter is sent to thousands of inboxes across the sector. We use it to highlight important issues and highlight opportunities – there is no limit to the number of people in your team that can receive it – **contact Greg Greves** if you want to add colleagues to the circulation list.

Each member has a nominated Account Manager – if you're unsure who yours is, **contact Jane Knight**.

"I have got increasingly closer to, and involved in, the work of FIS over the past couple of years and the closer I get the more impressed I am with the leadership and support that they provide the sector. We are lucky to have a trade body that cares so passionately, and works so hard on behalf of our trade and sector - I encourage everyone to get involved."

DEREK PLATT, DIRECTOR,  
PLATT AND REILLY

2021 saw the introduction of reverse charge VAT. We developed a dedicated area in our **Business and Taxation Toolkit**, ran a number of live and online events, and dealt with specific issues through a dedicated helpline. We also met with HMRC and updated them on the challenges facing our members.

## DID YOU KNOW?

Our partnership with Forrest Brown delivered an additional £5m to members in returned tax credits in the tax year to April 2021.

We are dedicated to delivering value through a range of services aimed at members through various partners. **Find out more** about gaining access to membership discounts and extended services.

## DID YOU KNOW?

FIS members have access to unlimited free company credit checks – **find out more**.

## The FIS Acoustic Verification

**Scheme** is all about integrity. The scheme continues to expand in terms of the partition systems and operable walls covered. In 2022 we will include a process to verify adaptable meeting rooms.

"There is a growing understanding of the intrinsic link between good acoustic management and well-being for occupants and this scheme helps to deliver what our customers expect from us and our industry."

KEVIN DUNDAS, SUPPLY CHAIN  
MANAGER (PRODUCTS),  
WILLMOTT DIXON

FIS is a member of Build UK, the Construction Products Association (CPA) and the CICV Forum in Scotland – these bring additional support and influence for our community – a real highlight is the **rich market data** from CPA.

## DID YOU KNOW?

FIS runs dedicated one-to-one skills clinics to help members **get funding** to which they are entitled to support and develop training. The average yield in terms of additional funding of a skills clinic is an additional £2,500 per two-hour session.

FIS supported the development of the Code for Construction Products Information (CCPI) to help improve the quality of information associated with construction products.

**Find out more.**

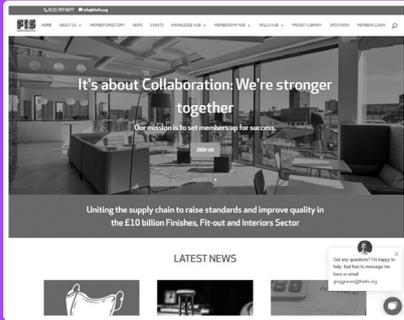
As well as regular liaison with six key Government departments, FIS met with the Bank of England, is an active member of the Construction Leadership Council Liaison Group (supporting key working groups), and has spoken at over 20 events targeted at construction and specification across the UK, representing our sector – we work hard to ensure your voice is heard.

Shortages remain the number one concern for FIS Members. To help manage inflationary pressures, FIS conducted the wage rate survey and established a campaign area on the website focused on **managing shortages**, including links to latest price indices, contractual advice and tips from the community.



# PROMOTING OUR SECTOR AND INFORMING OUR COMMUNITY

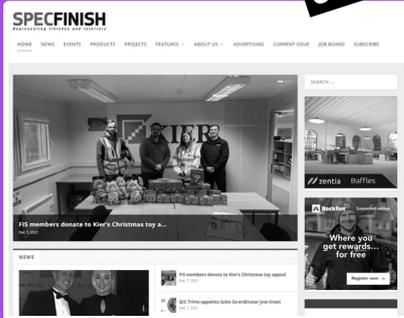
## 225,493 UNIQUE WEBSITE VISITS



### TOP FIVE LANDING PAGES

- Expired CSCS Cards
- CIJC Pay Agreement
- Membership Directory
- Fit Out 500
- About us

## SPECFINISH **ONLINE**

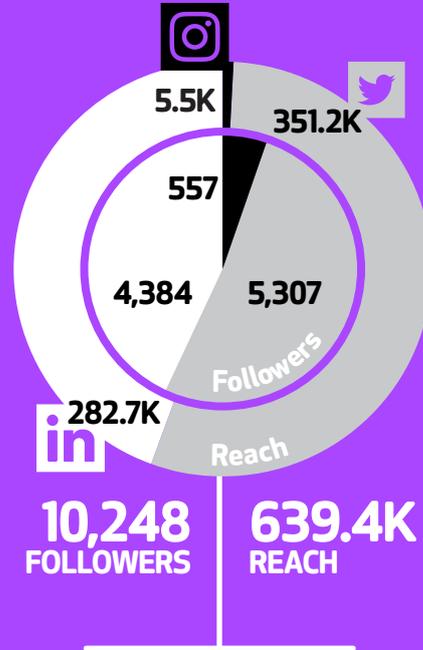


### 173 POSTS

### 45.5K VIEWS

### SPECFINISH MONTHLY E-NEWSLETTER **7,500+** SUBSCRIBERS

## SOCIAL MEDIA



## FIS REACH VIA BARBOUR PRODUCT SEARCH



### 162.6K IMPRESSIONS

### 6,999 PAGE VIEWS



### 2,500 WEEKLY NEWSLETTER SUBSCRIBERS

### ONLINE EVENTS



### 24 WEBINARS

### 2,000+ ATTENDEES

# FIS NEXT STEPS FOR THE NEW YEAR



## TAKE PART IN OUR SURVEY

FIS is data led and member led. The membership survey is a chance to review and, if necessary, reset. It will be reviewed by the FIS Board (all member volunteers voted by the community).

## FIS MEMBERSHIP CENTRED ON QUALITY AND VALUES

To help members project this, we have launched a new pack to help members to promote themselves as part of our community.

## NEW PARTNERSHIP WITH WORKSPACE

This supports an exhibition focused on fit-out – to hit London in early 2023. Watch out for more news.

## FIS PUBLISHES THE TRADE MAGAZINE SPECFINISH

With our new editor, Nicky Rogers, at the helm, the magazine had an amazing year with advertising and readership growing. If you want your news to feature, email **Nicky Rogers**.

## RAISING STANDARDS AND PROMOTING MEMBERS

FIS appointed a new Vetting and Technical Manager to help review and overhaul our ongoing vetting process – any thoughts can be sent to **James Parlour**.

## SEE THE WINNERS

It was great to have the Contractors Awards back and the community together again. In 2022 the Contractor Awards are back in June.

## COLLABORATION KEY TO FIS AND COMMUNITY APPROACH

In 2021 we developed our partnerships with Barbour ABI and NBS, and signed new collaborative agreements with the Guild of Architectural Ironmongery focused on fire doors, and with the The Society of British and International Interior Design. We are also working **The Virtual Interiors Event**, scheduled for 23-24 February 2022.

## 2022: INTRODUCTION OF THE BUILDING SAFETY BILL

This marks the biggest change to building regulations since 1666! A big part of 2022 will be to ensure that you and the wider sector are prepared.

## NEW COMPETENCY FRAMEWORKS TO COVER CORE TRADES

A key focus here is to support compliance with the Building Safety Bill, but also to support more consistent recruitment in the sector. You can access all via the **FIS Skills Hub**.

## INTERIOR SYSTEMS INSTALLERS APPRENTICESHIP

In 2021 we put the time into redefining the way we work with training providers and launched a new Approved Training Providers network. Through this work, from a standing start in 2019, there are now 33 centres registered to deliver the new Interior Systems Installers Apprenticeship.

## THREE STEP PLAN TO REBUILD CONSTRUCTION

We are still struggling with payment challenges, retentions and unfair contracts. FIS continues to champion change and, as well as being a vocal advocate and signing and encouraging members to sign the Conflict Avoidance Pledge, we are commissioning new research into unacceptable procurement practices with Reading University and Barbour ABI.

## PLENTY MORE TO GET INVOLVED WITH IN 2022!

Watch this space!

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