

# CONSTRUCTION

THE OFFICIAL MAGAZINE OF THE CONSTRUCTION INDUSTRY FEDERATION

MAY/JUNE 2018



HOUSING:  
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# EDITORIAL



Cover illustration  
By Jon Berkeley

**W**ith Foreign Direct Investment (FDI) being an important contributor to the creation of new jobs in many areas of the country, Apple's decision to abandon plans for an €850m data centre in Athenry, Co Galway is a major blow. It has, however, resulted in a call for an urgent review of the planning process for large infrastructural projects. This, if heard, should result in Ireland getting a planning process that is fit for purpose, particularly with the many NDP challenges that lie ahead.

In this issue of *Construction*, we look at a re-emerging Housing Sector, which, particularly in regional areas, requires finance to get projects up and running. We ask what are the key challenges facing housebuilders at this time? How should they address these, and what are the pitfalls and opportunities that lie ahead? We also look at what plans the Housing Agencies have to deliver new social housing units, and we talk to a housebuilder in the South East who has just open up his first new site in over 10 years.



In our Category Focus, engineering Consultant Brian Kavanagh outlines what needs to be done to achieve BCAR compliance.

Our Member Focus this issue is on Main Contractor Stewart Construction, while in our Project Feature JJ Rhatigan & Company delivers a modern office building suspended inside the walls of an early 18th century church in Dublin.

We report from the inaugural CIF Construction

Industry Economic Outlook on how the Construction Industry recovery is masking underlying capacity challenges. CIF has also joined with NSAI and other Industry bodies to establish the NSAI Construction Standards Consultative Committee to strategically manage the development of new construction product standards.

Elsewhere in this issue, we bring you all the latest CIF News, Events, Industry Analysis and Industry News. **C**

*Robbie Cousins*  
Editor

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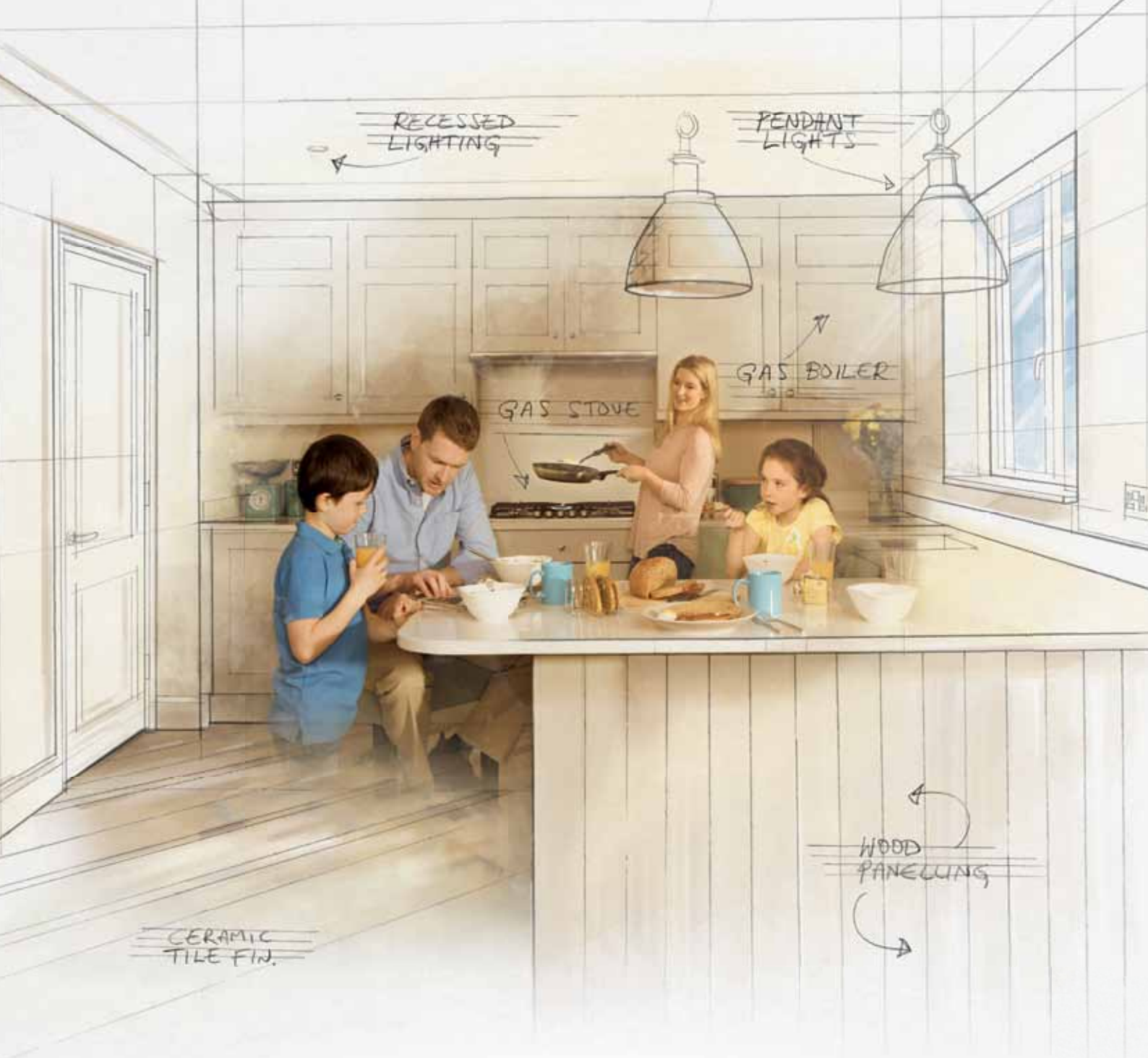
### Printing:

W.G. Baird

### Publisher

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# CIF NEWS

## A NEW GOVERNMENT CONTRACT AND PUBLIC PROCUREMENT SYSTEM NEEDED FOR NDP

A message from CIF Director General, Tom Parlon

In the previous issue, I outlined the CIF's concerns regarding the unfair Government Public Sector Contract, which has been having a devastating effect on many of our members. This month, we initiated a grassroots campaign to highlight this issue; sending letters to every TD, Senator and Councillor in the country. Our branches are now meeting with local and national politicians to drive home the seriousness of the environment facing Irish contractors and how this has the potential to undermine public sector construction projects across the country and cost construction jobs.

The CIF believes that the National Development Plan or the housing crisis, particularly in social housing, cannot be addressed effectively with the current Government contract and public procurement system. The CIF has met with several State Bodies and senior politicians on this issue, and there is agreement that the amendments to the ways of working between the Government and Industry must evolve. In the next few months, the CIF will be unrelenting in pushing for positive changes in the both the Government's contract and its procurement system to prevent a raft of construction companies facing examinership in current high-cost inflation environment.

This issue of construction focusses on the Housebuilding sector. Despite the huge increase in housing demand, housebuilders are constantly stymied from increasing supply. The reasons are manifold and as our cover illustrates solving the problem is not child's play. Output is increasing in Dublin and other major urban centres despite some challenges; however regional housebuilding still lags significantly behind sustainable demand levels, and members in these areas are finding a myriad of barriers to building.

Primarily, the availability of finance is a major issue in the regions. Where



CIF Director General Tom Parlon

**“ DESPITE THE HUGE INCREASE IN HOUSING DEMAND, HOUSEBUILDERS ARE CONSTANTLY STYMIED FROM INCREASING SUPPLY. ”**

it is available, the cost of equity and development finance is too high and can render housebuilding unviable.

While there is a willingness by financial

institutions to re-enter the market, they need to see time limited bonds and a collaboration between Local Authorities regarding a single worded bond. Cash bonds cause a high finance restriction and the requirement for a coordinated single authority approach is paramount.

Housing input costs remain high. We must continue to explore all options as to how all-in construction costs can be reduced so that the market value of completed new homes exceeds the all-in construction costs, which renders housebuilding unviable in many areas around the country where second-hand homes are valued well below the overall average cost of construction.

On a positive note, the Help to Buy scheme has been a resounding success for Ireland and is having a positive impact on the ability of first-time buyers to purchase a new home. It is important that the scheme is extended to minimise market uncertainty beyond its current deadline of 31st December 2019.

The CIF is also calling for the requirement to reinstate full BCAR compliance for all one-off unit housing projects, which require a commencement notice under BCAR. This would support compliance with the Building Regulations and level the playing field.

Finally, the CIF is continuing to highlight the C&D Waste issue at the highest level. At our recent meeting with the Environmental Protection Agency, we raised concerns over uncertainty, pending legal actions and capacity issues that can undermine housing and construction generally in the coming years. The Government has re-established the Construction Waste Resources Group to address this critical issue promptly.

The CIF will continue to work tirelessly to improve the operating environment, you, our members face.

Thank you for your ongoing support for the Federation. **C**

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# NEW CIF SMART CARD SIMPLIFIES VERIFICATION OF WORKERS' CREDENTIALS

The CIF has launched a new smart card, which is being issued to people who complete CIF Training or Health & Safety courses.

**T**he Construction Industry Federation 'Verification of Competency Smart Card', developed by Irish firm QualEpass, uses cloud-based technology to provide employers with instant verification of worker qualifications and credentials.

When a worker completes a CIF course, their CIF certificate is uploaded onto their Construction Industry Federation Verification of Competency Smart Card account. The card can be scanned by employers using a smartphone that has the QualEpass app to verify the worker's status and credentials. Alternatively, a unique identifier number can be provided to employers to check the worker's status online or on the QualEpass app.

"QualEpass is here to support construction firms and employees by providing a convenient cloud-based solution to store and manage work credentials," says James Daly, Managing Director, QualEpass. "This simplifies the verification process for employees and employers.

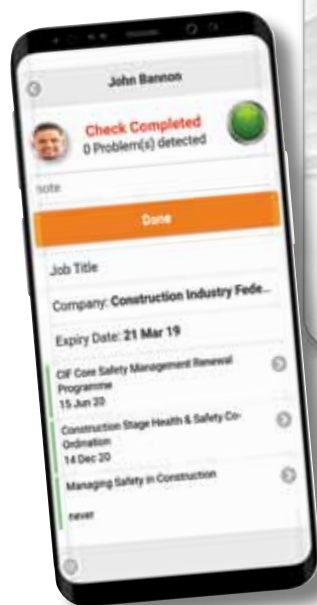
"We also consulted with the Office of the Data Protection Commissioner when developing the smart card to ensure that it is GDPR compliant."

Dermot Carey, CIF Director, Manpower & Training, says the introduction of the smart card will greatly improve verification of qualifications when workers come to site, benefitting both workers and CIF member companies.

"CIF recognises the importance of ongoing training and development for those working in the Construction Industry," says Dermot Carey, "We want to ensure that workers can easily verify their competence and qualification for the work required of them. The introduction of the Construction Industry Federation Verification of Competency Smart Card is an important step in simplifying and streamlining this process for worker and employer, as it enables workers to easily demonstrate that they have the required credentials for the job."

On completion of a course, CIF upload and securely store all CIF certificates to the QualEpass cloud-based storage facility.

The worker is also issued with an original hard copy for their files. The Verification of Competency Smart Card then provides one location to access digital copies of each set of CIF certificates. When the worker presents their smart card, the employer scans and draws down the certification from the cloud via the secure QualEpass app. Alternatively, employers can check certification by inputting a unique identifier number, which is provided by the



worker, into the app or online web portal. This makes it fast and easy to show CIF certificates to a third party, if necessary.

The smart card system also has the capacity to issue timely reminders of soon-to-expire certificates. E-mail reminders can be sent automatically when a certificate is coming due for renewal. **C**

To learn more about the Construction Industry Federation Verification of Competency Smart Card visit <https://ciftraining.ie/cif-verification-of-competency-card/>



**Construction Industry Federation  
Verification of Competency Smart Card**



**James Daly, Managing  
Director, QualEpass**

# BE SMART AND PROTECT YOUR SKIN AGAINST CANCER

CIF joins forces with Irish Cancer Society to spread the SunSmart message this summer.

**S**kin cancer is the most common cancer in Ireland. Most cases are caused by UV rays from the sun. UV rays also cause skin ageing, sunspots and eye damage.

According to Irish Cancer Society, one in four (23%) of skin cancer deaths in Ireland are from the construction, farming and other outdoor industries. The Society warns that construction workers need to be extra vigilant during the summer months.

This summer the CIF is teaming up with the Irish Cancer Society once again to bring the SunSmart message to all workers and reduce their risk of skin cancer.

A recent report published in the *British Journal of Cancer* said that construction workers diagnosed with melanoma skin cancer had the highest number of deaths (four in 10), followed by agriculture workers (over two in 10).

Kevin O'Hagan, Cancer Prevention Manager with the Irish Cancer Society, says, "Figures from the CSO show that in 2014, we had around one death every week in Ireland that is related to sun exposure at work. Coupled with the research from the UK, it shows just how extensive, and unfortunately fatal, sun damage can be for outdoor workers."

"It's vital that we pay heed to this in Ireland this summer. You don't have to work in a Mediterranean country for the sun to do damage to your skin and Irish people need to wise up to that. It would be really useful if workplaces whose employees work predominately outdoors did a risk assessment and put in place a policy in relation to protection from sun exposure."

"Every year in Ireland, over 10,000 people are diagnosed with skin cancer, and recent figures show that more men than women were diagnosed, with 5,979 men receiving a diagnosis in 2013 compared with 4,796 women. Whether it's sunny or cloudy, everyone should protect their skin and this summer; we ask people to follow our SunSmart Code for best protection."

Bracegrade Ltd is one CIF member that is taking this warning very seriously by installing sunscreen stations on all its sites.



Tim Stuart, Site Manager at Bracegrade Ltd, says workers are driving this decision and that the company is delighted to support this year's SunSmart Campaign.

"In addition to engaging skincare specialists Deb Ltd to install sunscreen stations with dispensers that provide factor 50 sunscreen protection on all our sites," Tim Stuart explains, "Deb Ltd are conducting toolbox talks on skin protection, where the advice will include reapplying creams every two to three hours to maintain

effectiveness. They will also provide a UV facial scanner to conduct base level tests on the skin of workers if they wish."

The Irish Cancer Society and the CIF have produced a leaflet and poster for members on how to be safe in the sun and how to reduce their risk of skin cancer. **C**

To learn more about the SunSmart campaign, visit [www.cancer.ie/reduce-your-risk/sunsmart](http://www.cancer.ie/reduce-your-risk/sunsmart)



# INDUSTRY LEADERS GATHER TO MARK WORKERS MEMORIAL DAY

In Ireland between 2008 and 2017, a total of 501 people were killed due to work activity with many thousands more seriously injured.



L to r: Martin O'Halloran, CEO, HSA; Sheila Nunan, President, ICTU; Tom Coughlan, Chairman, HSA; Minister Pat Breen TD; Danny McCoy, CEO, Ibec and John Egan, Executive, CIF.

**W**orkers' Memorial Day, 28th April, is the day when all those injured or killed in work-related accidents are remembered.

This year the Health and Safety Authority (HSA) along with the CIF, Department of Business, Enterprise and Innovation, Irish Congress of Trade Unions (ICTU) and Ibec marked Workers' Memorial Day by encouraging businesses and their staff to organise awareness-raising initiatives.

CIF also asked members to take this opportunity to review their approach to safety and health in the workplace. A number of member firms used the occasion to promote safety through their websites and social media profiles, and with displays in their offices.

Pat Breen TD, Minister of State for Trade, Employment, Business, EU Digital Single Market and Data Protection, whose remit includes workplace safety and health, said that a collaborative approach is vital: "The purpose of Workers' Memorial Day is to remember accident victims and to collectively reflect on what can be done to prevent future tragedy. Workplace safety is everyone's responsibility. Safety conditions are more likely to be improved when employers and employees engage proactively to identify risks in the workplace and the measures needed to eliminate them."

Tom Parlon, Director General, CIF, said: "As an employers' representative organisation, we make a major investment in Health and Safety. All persons in the workplace should engage with their employer on Health and Safety grounds and take measures to protect work colleagues."

Martin O'Halloran, Chief Executive, HSA, said, "If you average out the number of fatal accidents over the past 10 years, nearly every week one person has died due to work activity. Clearly, prevention is the best course of action to take. Our message to organisations is simple; protect your people, your business and



Members of the CIF Manpower, Education & Training sub-committee.



CIF Safety, Health and Welfare sub-committee. Back row L to r: Dermot Carey, Michael O'Connor; Kathy O'Leary, Kevin Cummins, Derek Murphy, James Curran, Mike McLoughlin, Frank Kelly and Colin Goode. Front row L to r: Cathal Mooney, Lisa O'Donnell, Stephen Lyons, Piers Bennion, and Michael Murphy.

your reputation by identifying hazardous activity and putting plans in place to reduce risks. Don't wait until an accident or near miss occurs, make safety paramount today." **C**

# DOES YOUR PROJECT HAVE WHAT IT TAKES TO WIN A COVETED CECA AWARD?

Infrastructure project entries are being sought for the CECA Awards 2018.

**T**he CECA Awards, held every two years, recognise the top infrastructure projects that have been completed by CECA members over the previous five years. Awards are presented over five categories, along with an 'Overall Best Project Award'.

## Award Categories

Projects Under €2m

Projects Under €2-€5m

Projects Between €5m-€10m

Projects Over €10m

Best Health & Safety Initiative

Closing date for entries is 29th June 2018.

## What the CECA Awards mean for your company

The Overall Winner will be presented with a specially commissioned piece of Irish art to commemorate their success. Each Category Winner will also receive an award.

All winners will be promoted through the CECA marketing and social media channels and will receive a double page spread in a Special CECA Awards issue of Construction magazine.

## Entry requirements

Entrants may submit three entries per category.

Separate Forms must be used for each entry.

Entries must be submitted by 29th June 2018.

Each submission must be accompanied by a maximum of 10 project photographs for display and publication.



L to r: CECA Awards judges: Martin Lang, Jerry Grant, Tim Ahern, Maurice Buckley and Michael Nolan.

Projects entered for CECA Awards previously may not be submitted for consideration.

## Selection process

All entry forms will be reviewed in detail by the judging panel and a shortlist selected before 30th July.

Finalists in each category will be informed by 31st August.

Remember, the closing date for entries is 29th June 2018. **C**

To enter contact Denise Tuffy, Tel: 01 4066066, Email: [dtuffy@cif.ie](mailto:dtuffy@cif.ie) or visit [https://eventhaus.formstack.com/forms/ceca\\_application\\_form\\_2018](https://eventhaus.formstack.com/forms/ceca_application_form_2018)

# CIF TY WORK PLACEMENT INITIATIVE IN ACTION

**T**he recently launched CIF Transition Year Work Placement Initiative aims to facilitate CIF member-companies nationwide to provide work experience placements to Transition Year (TY) students from local schools. To streamline this collaboration, the CIF teamed up with Careersportal.ie to offer a platform to members that will allow them to advertise their willingness to take work placement students.

Enda Cullen, HR Manager with Winthrop Engineering, Waterford was one of the first people to get behind the programme.

"Winthrop Engineering enjoys a good relationship with Waterford Institute of Technology, Waterford Wexford Education Training Board and local schools in the region," Enda Cullen explains. "The new CIF Transition Year Work Placement



L to r: Keith Katus, TY Supervisor; Conal White, TY Student and Graham Walsh, TY Mentor.

Initiative presents an opportunity for us to engage with young people at a very pivotal time when they are making career choices. So, we are delighted to be part of it."

The Winthrop Engineering two-week placement programme comprises a mix of work experience, job shadowing and students conducting career exploration interviews with staff.

"Ensuring the safety of TY students is of paramount importance at Winthrop Engineering. We devised a two-week programme, which challenges the students to engage with Winthrop staff across a number of areas."

At the end of their placement students are presented with a Certificate to recognise the completion of their time with the company.

Conal Wall is a TY student, who recently completed his work placement with Winthrop Engineering. While with Winthrop he was assigned a Supervisor and Mentor to help him get the most from his time on the placement. **C**

Construction companies interested in taking part in this initiative can visit <https://careersportal.ie/cif/> to learn more and sign up.





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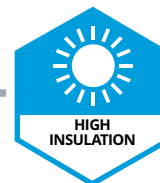
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# DONAL CAHALANE ELECTED CHAIRMAN OF CIF CORK BRANCH

**New Cork Branch Chairman is the third generation of his family to serve on CIF Cork Branch Executive**

**D**onal Cahalane of Cahalane Bros has been elected Chairman of CIF Cork Branch. The chain of office was handed over to Donal by the immediate past Chairman, Brian Nolan of O'Shea's Electrical, who wished him all the best for his term as Chairman.

Donal Cahalane is a qualified Chartered Civil and Environmental Engineer and studied at University College Cork. Upon graduating Donal started his career with Laing O'Rourke as a site engineer on the Cannon Place Development in the City of London rising through a range of roles as the four-year project progressed. He also worked as a structural engineer with AKT, while on placement from Laing O'Rourke, where he gained further knowledge across numerous high-profile projects.

In 2012, he returned to Ireland to the family business, Cahalane Brothers Ltd, where he applied his experience to manage live projects and develop Health and Safety and Quality systems for the company. However, with the market in the negative position, in 2013 he moved abroad again, this time to take on the challenge of delivering fast-track, large-scale data centres for a world leading client in Finland. While abroad Donal progressed to the position of Lead Campus Engineer for the Main Contractor, overseeing half a billion euros worth of work.

In 2015, with a small upturn in the market in Ireland, Donal returned to take an active role in the running of the family business alongside his father and Managing Director, Conor. Donal has served on the Cork Branch Executive of the CIF and is the third generation of the family to do so.

Cahalane Bros focuses on work in Cork City and West Cork and covers the full range of Main Contracting services from housebuilding to industrial and commercial developments. Recent projects of note include Clonakilty Black Pudding's new factory, Bryce House



L to r: Tom Parlon, Director General, CIF; Dominic Doherty, President, CIF; Donal Cahalane, Chairman, CIF Cork Branch; Brian Nolan, Immediate Past Chairman, CIF Cork Branch and Conor O'Connell, Regional Director, Southern Region, CIF.



L to r: Donal Cahalane, newly elected Chairman of CIF Cork Branch is handed the chain of office by Brian Nolan, immediate past Chairman.

restoration in Garnish Island and a swathe of refurbishments for AIB across Munster. The company prides itself on the competency of its staff and quality of workmanship. The company has a long history of training apprentices and currently has six apprentices on staff.

"I am delighted to welcome Donal Cahalane to the position of Chairman," said Conor O'Connell, CIF Director, Southern Region. "Donal is a dedicated CIF member. He is the third generation of his family to serve on the Cork Branch Executive of CIF and will no doubt bring a new and unique perspective to the role. Donal's experience working on large projects both here and abroad will be key as we usher in a new era of investment in Cork and the Southern Region, both in terms of Project Ireland 2040 and FDI coming in from abroad. The

Construction Industry in the Southern Region has significant capacity to deliver the essential housing, infrastructure and specialist buildings underpinning the ambition outlined in the National Planning Framework, which represents a game-changer for the area and the Irish economy."

Donal Cahalane said that he is honoured to have the opportunity to represent the Cork Branch as Chairperson.

"As a family business, Cahalane Brothers Ltd have a long history of contributing to the built environment in the region. During the next 12 months, I will endeavour to gain positive traction with those engaged with the Industry on key items including infrastructure for Cork, developing ways of providing affordable housing and attracting people to the industry as it builds momentum." **C**



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# NEW NSAI COMMITTEE TO DEVELOP FUTURE PRODUCT STANDARDS

**ROBBIE COUSINS** reports on how the new NSAI Construction Standards Consultative Committee will manage the development of construction product standards.

**T**he NSAI Construction Standards Consultative Committee (CSCC) is a new cross-sector body that aims to expedite the development and adoption of EU and national building product standards across the Irish Construction Industry.

The CSCC has been established by the NSAI, CIF and other sector bodies to strategically manage the development of new construction standards and provide a means for the industry to track changing standards.

The nature of the Construction Industry is such that it is heavily dependent on a voluntary standardisation process, nationally and internationally, to establish and share best practice and support regulation. These standards form part of the technical and regulatory framework for national and EU policies around the built environment, energy usage, open market, sustainability and climate change.

The role of standards is to enable companies to implement more efficient and effective processes in their work.

In the EU, Construction is one of the biggest industries, representing some 10% of GDP and 50% of Gross fixed Capital formation. It employs more than 12 million EU citizens, and it is estimated that 26 million workers in the European Union depend in one way or another, on the Construction Sector.

The European Standards Programme for the Construction Sector, in which the NSAI participates, includes more than 3,000 work items on product standards and test methods, of which about 600 standards are or will be harmonised under the Construction Products Regulation (CPR).

NSAI Standards is currently delivering projects implicitly related to activities across the construction spectrum and identified in the Government strategy for the Construction Sector 'Construction 2020, A Strategy for a Renewed Construction Sector'. For example, experts are actively engaged in standardisation projects around legacy issues, energy efficiency, construction products regulations and related training.

The NSAI sets out that the future direction of any standardisation activities should be fully informed by the key stakeholders in the Sector, thereby



NSAI Construction Standards Consultative Committee; Sean Downey, Vice Chair; Kevin Sheridan, Chairman and Yvonne Wylde, Manager of Standards Technical, NSAI.

ensuring the best use of limited resources for the benefit of all.

In Construction, there is further potential for standardisation to better support Sector initiatives.

Areas where standards might usefully contribute include:

- Provision of infrastructure
- Application of IT and technological developments, eg, Building Information Modelling (BIM), e-procurement and Smart Cities
- Export of construction products and engineering services

## NSAI CONSTRUCTION STANDARDS CONSULTATIVE COMMITTEE

It is with this in mind that NSAI CIF and other Sector Bodies have established the CSCC. The new Committee will provide strategic management of standards developed for the entire Construction Sector.

The Committee is chaired by Kevin Sheridan, Past Chairman, Institution of Civil Engineers and CIRI Registration Board Member; and Sean Downey, CIF Director, Specialist Contracting takes on the role of Deputy Chairperson.

"There are currently over 600 standards for the Construction Sector," says Kevin

Sheridan, "and this number is increasing. The goal of the Committee is to increase the level of awareness of standards and place companies in a stronger position to ensure that products they are being offered meet required standards."

The Committee will advise on standardisation policies concerning:

- European regulations and issues arising (eg, Construction Products Regulations),
- Work programme, prioritisation and allocation of resources,
- Need for and direction on engaging in new work areas (eg, BIM, Sustainability),
- Committees matters – Co-ordination/continuity/advice,
- Funding and operational models,
- Stakeholder feedback,
- Stakeholder engagement,
- Promotional activities, engagement with BSI Group on Brexit-related matters etc,
- Research related to standards.

Sean Downey explains, "The new Committee will meet twice a year and provide an overall update on standards being developed or revised. It will also publish a bi-annual Directory of Building Standards, so specifiers and decision-makers have the latest standards to hand when needed." **C**

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# STEEL FIXING COURSE GRADUATES PROVE THEIR METAL IN CONSTRUCTION SECTOR

A steel fixing course at Ballyfermot CDETB College has helped 40 young people develop the skills to start careers in the Construction Industry.

**A** 12-week steel fixing course, which has been run for the past two years at Ballyfermot CDETB College, is helping to meet the needs of the CIF member companies for semi-skilled operatives with steel-fixing skills.

Over 30 young people, who were previously unemployed, have completed a Steel Fixing course at Ballyfermot CDETB College and are now in full-time employment with CIF-member companies. Another group of steel fixers are working on a part-time basis in the Sector and are ready to work on a full-time basis when the opportunity arises.

Dermot Carey, Director of Safety & Training, CIF, says that the course resulted from the identification of a growing need amongst CIF members for skilled steel fixers.

“Workers with steel fixing skills have become an essential element of the workforce on the vast majority of construction sites in Ireland,” explains Dermot Carey. “In 2016, the CIF Manpower, Education and Training sub-Committee set about addressing a growing need amongst members for semi-skilled workers with steel-fixing skills. We met with Solas and the Education Training Boards and worked with them to develop a course that would bring new workers with steel fixing skills into the Sector.”

Mike Turner, Ballyfermot College Steel Fixing Course Supervisor, devised the programme for the course. The programme consists of a 12-week course, comprising eight weeks in-class training at Ballyfermot Training Centre, with a four-week on-site placement with a CIF member company. This placement is designed to transition the trainee steel fixer to full-time work.

“The on-site placement is very important. Our goal is not only to give the participant appropriate on-site experience,” says Mike Turner, “but, to work with them and the hosting company to help them move to full-time employment.”

This approach has proven very successful for the Trainee Steel Fixers and companies participating in the programme. Today, over 30 are working in

The steel fixing programme consists of a 12-week course, comprising eight weeks in-class training at Ballyfermot College.



## “ THE WORK PLACEMENT GIVES THE TRAINEE STEEL FIXERS AN OPPORTUNITY TO SHOW THE SKILLS THEY HAVE LEARNED ”

full-time jobs as steel fixers and have the opportunity to expand their skillset and develop careers in Construction.”

Mike Turner says he is delighted with the success of the programme and would like to bring more CIF members on-board.

“The work placement gives the student an opportunity to show the skills they have learned and gives employers an opportunity to assess those skills.

“If there are CIF members interested in providing placements, I would suggest the ideal time to contact us is just before or at the start of a new project. I would be happy to meet with member companies and bring them through the process.”

Ballyfermot Training Centre recently took in the latest group of steel fixing trainees. The Training Centre also runs a Formwork course that operates on a similar basis. **C**

*To learn more about providing placement opportunities to steel fixing students, email Mike Turner at [mike.turner@btc.cdetsb.ie](mailto:mike.turner@btc.cdetsb.ie) or phone 01 605 5900/089 2093303.*

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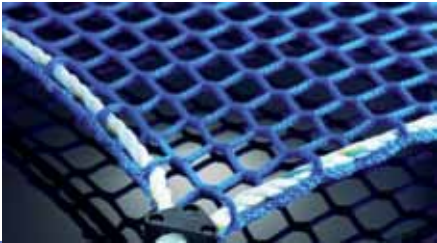
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# NEW MEMBERS

The Construction Industry Federation welcomes the following new members who, having met all the necessary criteria, have been approved for membership by the CIF Executive Body:

## Claddagh Metal Services Ltd

Unit C4 Centrepont  
Rosemont Business Park  
Dublin 11

## Titan Roofing Ltd

Unit F8, Swords Enterprise Park  
Feltrim Road  
Swords  
Co Dublin

## Kennedy Woods Architecture t/a Kennedy Woods Project Management

The Old Stables  
4 Dartmouth Place  
Ranelagh  
Dublin 6

## Jabes Interiors Ltd

201 Q House  
76 Furze Road  
Sandyford Business Park  
Dublin 18

## SNB Construction Ltd

4 Glenbourne Park  
Leopardstown Valley  
Dublin 18

## Gunn Lennon Fabrications Ltd

Unit 2, Swords Business Park  
Swords  
Co Dublin

## Vision Built Structures Ltd

Unit 1  
Deerpark Industrial Estate  
Oranmore  
Co Galway

## Byrne's Bespoke Joinery Ltd

Loughlass  
Ballylinan  
Athy  
Co Kildare

## Sheahan & Collins Construction Ltd

Block B  
Maynooth Business Campus  
Maynooth  
Co Kildare

## Apex Property Development Ltd

Killybeggs Road  
Clane  
Co Kildare

## M&P Walls Ltd

Monavoathe  
Rathvilly  
Co Carlow

## Eco Mechanical Solutions t/a EMS Engineering

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Annacotty Business Park  
Annacotty  
Co Limerick

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Emsworth Park, Kinsealy, Dublin, a development by Anthony Neville Homes.

## IS FINANCE THE ONLY STUMBLING BLOCK TO ACHIEVING TARGETS FOR NEW HOUSING OUTPUT?

**CAROL TALLON** speaks to industry leaders about the importance of creating a regionally balanced House Building sector.

**B**ased on ESB connection figures there will be approximately 23,000 housing completions in 2018, a jump of about 4,000 units or 20% on last year's 19,000 completions.

Discussing how the Housing Sector has performed over the past 12 months, Hubert Fitzpatrick, Director, Housing, Planning and Development, CIE, says, "Completion figures show more than 19,000 units delivered in 2017, whereas in 2016 completion figures were just short of 15,000. So, we had a 29% increase in activity over that period. We envisage for 2018 that completions – based on ESB connections – could be in the region of 23,000 to 23,500 units. We've also seen for 2017 an increase of 33% on

commencement notices lodged for new dwellings. This proves that we have a recovery in building activity. This recovery is still Dublin and city-focused. However, we expect to see that recovery in regional cities and some provincial centres later in 2018.

"There are still many areas where houses are selling for 60, 70 and 80% of replacement cost, which makes it unviable to build new houses. The Industry has seen a phenomenal increase over the past three years, but there is an even greater level of building activity required."

### HELP-TO-BUY

When considering initiatives that are proving successful, Hubert Fitzpatrick points to the Help-to-Buy scheme,

maintaining that "it has had a major impact at the starter end of the market, helping first-time buyers to secure deposits for new homes. If this initiative were not in place, the level of building activity in this sector would be much reduced as builders would not be able to secure the required development finance. The scheme is due to end on 31st December 2019, and we will be looking to have this retained when we make our Budget Submission for 2019."

He continues, "We are also making a detailed submission to the Commissioner for Regulation of Utilities (CRU) about the new Irish Water charging policies, which propose a standard water connection charge per home nationwide by the end of this year. We have highlighted a number of concerns from the Industry about how



George's Place, Dun Laoghaire, a development by Sisk Living.

works can be undertaken within sites and external to sites, and indeed how connection charges can be paid to Irish Water."

## CHALLENGES AHEAD

When asked about challenges facing the Industry over the next year, Hubert Fitzpatrick says that he has concerns about soil and stone waste, and how that can be dealt with both on and off-site.

"We will be meeting with the EPA to highlight our reservations about the Article 27 process, which allows soil and stone to be declassified as waste. We will also be meeting with An Bord Pleanála in the coming weeks about our concerns over the density sought in many provincial towns. We want to highlight some Industry experiences in relation to the new planning process for strategic housing developments and how that can work effectively. We would particularly like to see a system whereby the time-frame for decision-making by An Bord Pleanála for ordinary planning applications could be expedited."

## CONSTRUCTION INDUSTRY REGISTER IRELAND

Hubert Fitzpatrick says that the Construction Industry Register Ireland (CIRI) is due to be presented to both houses of the Oireachtas later in 2018, with a view to making registration of qualified and competent Construction Professionals mandatory.

"We encourage all builders to apply for registration so that their application can be considered for the voluntary register that applies at present before we ultimately move to a mandatory registration process under CIRI."

## ANTHONY NEVILLE, CHAIRMAN,



Hubert Fitzpatrick, Director, Housing, Planning and Development, CIF.

## IRISH HOME BUILDERS ASSOCIATION

Anthony Neville Homes has been at the forefront of housing development in the East and South East for many years and its founder and Managing Director, Anthony Neville has experienced the highs and lows of the business over his career.

Speaking about house building outside of the Greater Dublin Area, Anthony Neville says that it is heading in the right direction, but that the momentum in the right direction is questionable.

"We are back to the old problem of a two-tier housing economy," he explains. "Dublin versus provincial Ireland. Provincial Ireland is not moving at all, except in pockets, but this is simply because the market values have not yet reached replacement cost. The money is just not there. Dublin is trending the right way, but it has been slower than expected."

Looking ahead to the rest of 2018, he says that he expects the number of commencement notices to continue to rise.

"I think there will be further inflation in

house prices as we are nowhere near where we need to be to satisfy demand. Land costs are soaring, particularly sites that are ready to go. This is not the case with land banks as there is no real finance in place to back housebuilders to purchase land banks that do not have planning but might only be zoned."

## A NUMBERS GAME

"Outside of Dublin," Anthony Neville continues, "we see an improvement in house prices. In some areas, house prices are achieving north of €200,000. However realistically, even if a housebuilder or developer were to forget about the replacement costs, forget about the next site, and just worry about the site that is on his plate at the moment, he would need to achieve €225,000 to €235,000 for a typical three-bedroom semi-detached house. This, however, cannot be achieved everywhere. We are getting closer, but if you look at the longevity of that housebuilder, then €225,000 to €235,000 is unsustainable. He will be unable to build up the equity required to buy the next site to roll out or to obtain planning and all the services which go with it.

"We have a potentially major problem coming down the line in provincial Ireland in that when house prices recover sufficiently for it to become viable to build again, we will have little to no finance available. None of the pillar banks are interested. They are running roadshows, talks and workshops in provincial Ireland but I have no idea why they are doing it as they don't seem to have any real commitment or desire to lend to that market. They are talking about 50% acquisition and about 60-70% development finance; that bridge is simply too vast for our members to make up the rest.

"The banks are suggesting mezzanine finance to make up the financing gap, but there is no way that provincial Ireland house prices can support mezzanine finance."

Anthony Neville says that IHBA members are only now returning to sites they may have owned since 2008, and they are finding it extremely difficult to obtain development finance, even though they already own the site.

"The equity input which a bank is looking for is sizeable, and in many cases, our members are unable to overcome this hurdle. Those who can, are building for no other reason than to attempt to create confidence in the market, knowing that the first phase, or half of the first phase, may be just about meeting costs and keeping the doors open, in the hope that it might





Anthony Neville, Chairman, Irish Home Builders Association.

be possible to slowly work the prices up a little and build the margin in later on in the scheme.”

### NORMAN HIGGINS, DIRECTOR OF HOUSING, SISK LIVING

Norman Higgins, Director, John Sisk & Son says that housing activity in 2018 is slower than was anticipated and this is concerning.

“We expected that 2018 would take off very strongly with design and build tendering to Local Authorities and approved housing bodies, however, activity has been slower than expected.”

Discussing the issue of tendering, Norman Higgins explains, “The focus is almost entirely on price. With tenders weighted up to 60% on price, quality just doesn’t carry enough weight. We have always felt that if it is over 35% focused on price, this makes it all about price.”

He points to recent failures of contractors. “Housebuilders are struggling at the moment because of this race to the bottom. That’s a risk to our and everyone’s supply chain, including the tendering Local Authority; It’s a huge risk for them.

“This is not good for anyone. No builder likes to see another getting into trouble. For this to change, we need two things. Firstly, we need to see more volume. The current volume is too small, it makes the Sector overly-competitive resulting in below-cost tendering. Greater volume will help deal with that. The second thing we need to see is a greater focus on quality at tendering stage.”

### RAPID-BUILD FRAMEWORK

“Under the Rebuilding Ireland programme there is a rapid-build framework to provide for 1,400 houses over a three-year period,” he continues. “We are now half-way through that period, and only about 100 homes have been delivered



Norman Higgins, Director of Housing, Sisk Living

or are close to being delivered. We hope that this will accelerate, which would be a great help. The trouble with the rapid-build framework is that it was limited to 50 houses and to two-storey only. It would certainly be our recommendation that a new framework be launched to provide for up to 100 houses.

“We need to take more control rather than relying on Design & Build tendering. Government has brought out an enhanced lease model for social housing, and we see both strengths and weaknesses in this. Local Authorities are now advancing land initiative projects where they are offering sites for development, which is another step in the right direction, but these are on large and somewhat isolated sites. To accelerate delivery, Sisk is working on another model that we would like to bring forward. This involves working with private and Semi-State organisations, to deliver houses for €200,000, including VAT, which is at least €130,000 less than the cost of purchasing on the market. Our model for delivering social housing is to design, build and finance these homes to lease back to the Government.”

### CONOR O’CONNELL, REGIONAL DIRECTOR, SOUTHERN REGION, CIF

Conor O’Connell, Regional Director, Southern Region, CIF, says that Southern Region housing activity has been relatively strong so far in 2018 so far, but this performance is location-sensitive.

“In urban centres and surrounding areas, the market is quite good, but in other locations, there are viability issues,” he explains. “The cost of building and delivering homes in some areas is still greater than the market value. Looking at the Southern Region, the main building activity is in the Cork metropolitan area with 52 separate housing schemes under



Conor O’Connell, Regional Director, Southern Region, CIF.

construction, followed by Limerick City and then Waterford City. Outside of those three main centres, there is very little Residential Construction activity happening.

He says that finance is still an issue and that the Central Bank rules impact mortgage availability for buyers.

“Any building that is happening is being carried out on a phased basis. When a site is opened, it is proceeding with five to 10 units, but no more than 20 units at a time. The Help-to-Buy scheme is a very significant aid to housing supply. Without this, our members would not be constructing the number of units that they are at the moment, as it helps them access development finance.

“In regional areas, viability is still an issue. So, when you factor in 12 to 15% finance costs or increases in any of the input costs such as Bonds or Development Contribution Scheme Charges, it may mean a scheme becomes unviable – so input costs are a significant factor in a market where mortgage availability is still limited.”

He says that members are getting back to building.

“We see this through the large number of multi-unit residential sites currently under construction in Cork, Limerick and Waterford. This activity will increase as market prices increase in the region. This is already happening in Dublin, and it is reaching outwards, albeit slowly.”

### MIKE RYAN, MA RYAN & SONS LTD

Mike Ryan of Limerick-based MA Ryan & Sons Ltd says that building activity has been quite slow in Limerick, but demand is strong.

“We’re completely sold out of our current scheme, Caislean na hAbhainn in Castletroy, where we built 55 houses



Caislean na hAbhainn, Castletroy, Limerick, a development by MA Ryan & Sons.

over the past two years. The Help-to-Buy scheme has been a remarkable success from our point of view. The majority of buyers in our development were first-time buyers, and the prices paid range from €290,000 to €350,000. Coming up next, we are expecting a planning decision within the next few days for 31 houses on a site in Greenpark Avenue, which is part of the former racecourse.

“We are finding here in Limerick that there is so much pent-up demand,” he continues. “But between planning and financial challenges, we have no hope of delivering on this. My view is that the planning process is just too long – it’s such a drawn-out process. I find that the planning officials are very non-committal and there is nothing pro-active about them. Between pre-planning, planning, the further information – it all takes too long and you can never be certain of a successful outcome.”

## JUSTIN MOLLOY, REGIONAL DIRECTOR, WESTERN & MIDLAND REGION, CIF

Justin Molloy, Regional Director, Western & Midland Region, CIF says that there is little housing activity in Galway City or County at this time.

“There is a certain amount of construction activity in the one-off housing market as well as the extensions and renovations of existing houses. As



Justin Molloy, Regional Director, Western & Midland Region, CIF.

regards housing developments, there is some activity on the east of Galway City, but very little activity on the west of the city. A significant number of our members are General Contractors working on a variety of construction projects for both the public and private sectors. There are only a small number of builders in Galway who focus solely on building housing developments. Some of these builders are currently working on site, while more are at various stages of the planning process. I would expect that towards the latter end of the year, or early next year, we will see more onsite activity.”

When discussing reasons for the delay, he says, “In addition to delays in the planning process, we still have an

issue with the lack of zoned and serviced land available to the market. There are also a number of major infrastructural projects, which if they were to proceed would greatly enhance the economic development of the region. These projects include the N6 Galway City Ring Road, the Galway Eastern Main Drainage Scheme, the Galway Harbour Development, the Galway to Clifden Cycleway/Greenway, and the delivery of an adequate Broadband Network.”

Justin Molloy also refers to the challenge of securing development finance.

“Securing development finance is difficult for members. If a development is not deemed to be of sufficient size, then it is more difficult to access finance. Pillar banks are lending an average of 65%, so builders must raise the remaining 35% from equity investors at sometimes very high interest rates.”

In conclusion, Justin Molloy suggests greater clarity in the planning process is one measure that might help.

“We need our development plans to provide a level of clarity and certainty for applicants wishing to invest in residential developments, and all planning applications and appeals should be adjudicated on in a cost-effective, efficient and timely manner. Uncertainty and delays in the planning process will only add to construction costs and delay the delivery of much-needed housing.” **C**





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Tonleegge Court Development, Athy, a Raggett Homes development.

# RETURNING TO SITE

Michael Raggett, Managing Director of Raggett Homes talks to **CAROL TALLON** about the challenges of returning to development after a decade off site.

**A**t the height of the market, Raggett Homes was one of the largest house builders in the South East Region. Between 2008 and this year the company, like the majority of homebuilders outside the Greater Dublin region, has not opened any new sites. However, Michael Raggett Managing Director, Raggett Homes, is optimistic, but cautious about what lies ahead.

Discussing recovery in the Housebuilding Sector in the South East, he explains that the market is moving closer to a level of viability in some areas, but not all.

“For instance, we have a site in Athy, Co Kildare that is not at a stage of viability yet. Houses are selling at about €50,000 below cost. There is demand, particularly for starter homes, but it is challenging to make it work.

“In Kilkenny, we are looking at the upper end of the market, where families are trading up. In the starter home niche, new three-bedroom houses in Kilkenny need to achieve a minimum of €230,000, but that has to be tested yet. In the trading-up niche, houses can make €500,000 to €600,000. Demand in this niche is in small pockets but seems consistent due to years of pent-up demand. Families have outgrown their three and even four-bedroom semis, have paid down their mortgages, moved on in their careers and now have the financial capacity to trade-up.”

He says that up to recently, only two sites had been developed in Kilkenny over

the past decade, one with nine houses and one with four.

“Recently, there is a development where 20 four-bedroom houses were sold off plans in the €390,000 to €420,000 bracket,” he explains. “There haven’t been many three-beds built in Kilkenny, Athy or Carlow for a long time, so it is difficult to measure the impact of the Help-to-Buy scheme in these regions.”

He says the improving economy is lifting the Sector and the lack of supply is driving up prices close to the level needed to be able to build again.

“Prices are rising, but they have to come back to a base level where we can produce a house. For a three-bedroom house, we would need to be able to achieve a minimum of €230,000, but this also depends on obtaining the site for a reasonable cost.”

Speaking about the lost decade in home building, he explains that Raggett Homes went back to basics over the past 10 years.

“We were building one-off houses, extensions and refurbishment work for the Local Authorities in Carlow and Kilkenny. This type of work kept a lot of local building firms going. Building single houses is where our business started out in my father’s time. During the 1980s, we would have delivered 30 to 40 one-off houses every year.”

He says there is a perception that things are very busy, but that this is only true in Dublin.

“We recently acquired a small site in Kilkenny. We have received permission



Michael Raggett, Managing Director, Raggett Homes.

for seven four-bed homes, and we’ll start on this in the coming months. We have not been active on any of our sites since 2008. Later this year, we plan to go back to a part-finished site in Athy for the first time since 2008. It was for a scheme of 70 houses. We originally built 26 units. Of those, 10 were sold in the early days, with the remaining 16 sold throughout the bad years as we finished off the site to the point where it could be taken over by the residents and the Local Authority.

“We are going to take a chance and test the market by building six houses to start with on this site. The site has a capacity for a further 150 units. At the moment, second-hand three-bedroom houses are achieving between €140,000 and €160,000 in Athy. This does not make building viable. However, we hope to attract commuters who have been priced out of North Kildare and South Dublin, given the proximity and infrastructure connecting Athy to Dublin.”

Looking to the immediate future Michael Raggett is optimistic, but this is with a note of caution. “We will target small but proven niches in the market for the moment as we await other niches to become viable.” **C**



# RISING TO THE SOCIAL HOUSING CHALLENGE

**BARRY MCCALL** looks at our national social housing goals and how they can be achieved.

If societal problems could be solved by goodwill alone, Ireland's housing crisis would be a thing of the past by now. There has long been a consensus across all strands of society that the problem needs to be tackled both through a private sector response and the delivery of massive numbers of social houses. The devil, as always, has lain in the detail.

In terms of defining the problem much good work was done by 'Rebuilding Ireland', the Action Plan for Housing and Homelessness published in July 2016, which committed Government to increasing overall housing supply to a baseline level of 25,000 new homes annually by 2020.

This has been further built on by the National Development Plan (NDP) and National Planning Framework (NPF), which have put long-term housing demand at a minimum of 500,000 homes up to 2040. In this scenario, housing output post-2020 will have to increase to 30,000 to 35,000 homes annually up until 2027 if the supply deficit created by the economic crash is to be addressed.

In terms of social housing, the NDP envisages, through a planned capital investment of over €4.2bn for the period 2018 to 2021, support for the delivery of some 40,000 new homes.

This is to be achieved through a combination of direct Local Authority builds, acquisitions, rejuvenation of formerly empty homes and provision by housing bodies. The aim is to reduce social housing waiting lists and ensure a sustainable supply of social housing through future appropriate investment in line with projected demand.

By 2021, Local Authorities and approved housing bodies should be making approximately 12,000 social housing homes available annually to those on social housing waiting lists, according to the NDP.

## THE HOUSING AGENCY

These are extremely ambitious targets but



**John O'Connor, Chief Executive Officer, The Housing Agency.**



**Fiona Cormican, New Business Director, Clúid Housing.**



**Sharon Cosgrove, Chief Executive Officer, Oaklee Housing.**

ones that will have to be met if the crisis is to be resolved. The Housing Agency will play a key role in their achievement. The Agency provides support and assistance to Local Authorities, Approved Housing Bodies (AHBs) and the Department of Housing, Planning and Local Government in relation to the delivery and management of social housing.

Specifically, in relation to delivery, the Agency assesses funding applications from AHBs for their delivery of social housing. It is currently acquiring portfolios of properties from banks and other entities to be used for social housing. The plan is to provide 1,600 homes in that way. This is in addition to its work with NAMA to deliver 2,500 homes from its loan portfolio. The Agency also procures buildings for long-term housing for homeless people.

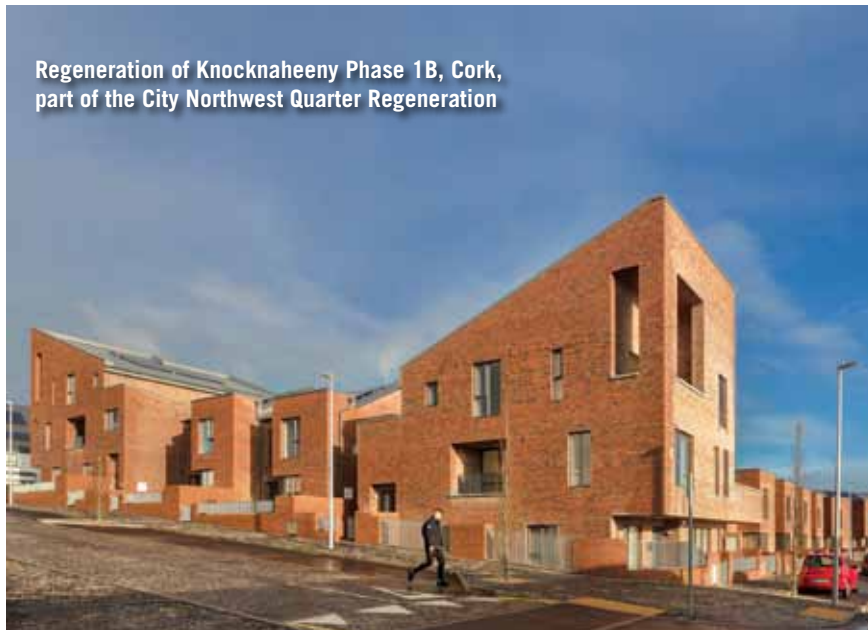
"We also support the private sector in the delivery of housing – this includes contractors, developers, property owners, banks and other investors," says John O'Connor, the Housing Agency's Chief Executive. "Specifically, we work on the long-term leasing of property for social housing from the private sector."

In terms of the scale of the challenge facing the Agency and other stakeholders, John O'Connor believes a number of issues need to be dealt with and acknowledged.

"With regard to the necessary housing delivery, we need to embrace higher density in developments, and we need to incentivise high-density over low-density development," he contends. "We need to appreciate the reality of the current demographics in Ireland, such as realising that over half of our housing requirements are for one and two-person households and a further quarter of our requirements is for three-person households. It's important for those planning and delivering housing in cities and towns around the country to realise that to be sustainable and to be able to support social and economic wellbeing, higher density developments are vital."

Legacy issues from the crash also have to be resolved, he says.

Regeneration of Knocknaheeny Phase 1B, Cork, part of the City Northwest Quarter Regeneration



“We have a large number of households with mortgage difficulties. We can’t ignore that fact. We also have a large number of households that are not in a position to move house or to trade up. Although we have significant supply requirements for both rental and ownership the level of viable demand is significantly constrained. In order for housing supply to happen, it requires a housing demand, and it requires that those who need the homes can afford to buy or rent. There can often be a lack of understanding of this balance.”

Land is another issue. “We also have to address the issue of the cost of land,” John O’Connor continues. “High land cost in areas of high demand is having a very significant impact on the affordability of housing. The vacant site levies introduced will stimulate a level of action. However, we need to continue to address land costs. One welcomed measure is the greater use of Local Authority and State lands.”

### CLÚID HOUSING

Fiona Cormican, New Business Director, Clúid Housing, agrees.

“Without land, we can do very little,” she says. “Social housing is unfortunately in competition with private sector housing for land. Social housing needs to be treated differently for land, particularly when it comes to Local Authority land. One way to solve it would be to have State land dedicated for social housing use.”

This could bring its own problems in terms of revisiting the massive failed Local Authority schemes of the past.

“We don’t want to create ghettos,” Fiona Cormican agrees. “But we can form relationships with developers to create more mixed schemes. You can have all

sorts of arrangements to solve that issue; it’s just a question of being creative.”

### LAND OWNERSHIP

Land ownership and cost must also be addressed as it is currently a very significant impediment to housing delivery, according to John O’Connor.

“There is sufficient land available to meet our needs in terms of brownfield and other sites. However, we must address land cost and land speculation. In addition, we must make better use of State land and promote high-density developments. One way of addressing land speculation is that social housing requirements should increase with the price of the land as is the case in England – that is, the more valuable the site, the more social housing you have to provide under Part V arrangements.”

### OAKLEE HOUSING

Oaklee Housing, one of Ireland’s AHBs, recently announced details of an innovative long-term €50m debt financing agreement with German-based Norddeutsche Landesbank. The funding will allow the body to provide 250 social homes through a combination of new build and acquisition.

Sharon Cosgrove, Chief Executive, Oaklee Housing, agrees that land represents a constraint.

“While we are in the business of buying completed developments and units that have been vacant for some time, we also seek to buy land for development purposes. Land suitable for social housing is hard enough to come by,” she notes. “We are competing for that land with the private sector at a time of increasing prices.”

This is not the only issue.

“Recruiting and attracting talent into housing and development positions in a buoyant employment market where we compete with the private sector is also a challenge,” she adds.

Then there is the not so small matter of Construction Industry capacity.

“Capacity is another of the challenges we face,” says Sharon Cosgrove. “Construction costs are rising, and developers are getting busier and busier. It is a competitive environment out there for Approved Housing Bodies like Oaklee Housing. The Construction Industry is also having problems finding certain trades.

“But, with private finance in place and an appetite to deliver significant social housing to meet the need, Oaklee Housing is ready to face these challenges and continue to deliver fine homes all around the country.”

John O’Connor believes it is AHBs such as Clúid and Oaklee which will do the main portion of the heavy lifting in future social housing provision, but the Construction Industry will also play a key role.

“The big providers should be the AHBs and the private sector,” he says. “The reason for this is that the AHBs are specialist in providing and managing housing. Local Authorities should remain as the authorities overseeing eligibility for and the allocation of social housing and ensuring that there is adequate social housing delivered.”

A significant level of delivery of turn-key developments has and will continue to be required, he adds.

“The Construction Industry is best placed to support Local Authorities and housing bodies to deliver a large portion of social housing in an effective way. The Industry will play a significant role in the design, project management and construction of developments. In addition, the development of housing can be provided on long-term leasing and rental arrangements with Local Authorities – a critical element of that supply.”

He concludes by acknowledging the difficulties faced by the Industry and suggests some solutions. “Clearly, there is a growing skills shortage across the Construction Industry and in addressing that there will be a need to develop more off-site manufacturing of housing,” he contends. “We must also rethink our education and school system, which promotes third-level education over trades. We must look at other jurisdictions such as Germany where equal status and promotion is given to both.” **C**





**Mechanical**

**Electrical**

**Fire Protection**



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# JJ RHATIGAN RESTORATION BREATHES NEW LIFE INTO RUINED CHURCH BUILDING

Galway head-quartered contractor, JJ Rhatigan & Company, recently moved its regional operations in Dublin to a former Church building which, working closely with Dublin City Council, has been transformed into modern offices in a Joint Venture with St Luke's Partnership.



The enclosed office space does not extend entirely through the building.

In November 2017, JJ Rhatigan completed a €3.25m 13-month restoration and repurposing of a 17th century Huguenot Church in Newmarket Square, Dublin 8 into a three-storey modern state of the art office, with two floors suspended from the roof truss structure within the walls of the 300-year old Church.

## BACKGROUND

Originally designed by Thomas Burgh, St Luke's Church dated back to 1716.



A suspended staircase from the atrium provides access to the upper floors.

Deconsecrated in 1980, the Church burnt down in 1986, leaving only a roofless ruin, comprising the four walls of the main body of the Church, three chancel walls, and a portion of its mosaic floor. There was also some original plasterwork. But this was severely damaged due to exposure to the elements over the past 30 years.

In that 30 years, there had also been an extensive growth of trees, and the roots had caused severe structural damage to the chancel and some vaults in the crypts.

Following the construction of the

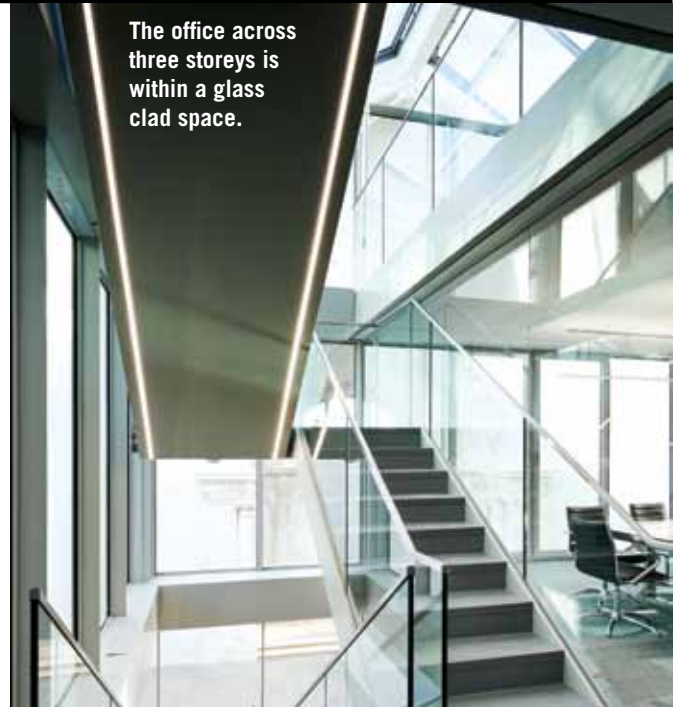
Coombe Bypass, now St Luke's Avenue, Dublin City Council sought proposals in 2006 for the development of the Church in accordance with the St Luke's Conservation Plan, prepared in 2005 by Shaffrey Associates on behalf of the City Council.

A proposal was submitted on behalf of the St Luke's Partnership (Derek Tynan Architects and Carrig Conservation) for the retention and conservation of the original structure and its adaption to office accommodation, with the addition of a new reception pavilion in the South Graveyard





The office across three storeys is within a glass clad space.



A biodiversity garden to the south of the building.



The original church building.

## PROJECT DETAILS

Location: Thomas Burgh House, Newmarket Square, Dublin 8  
Client: St Luke's Partnership/JJ Rhatigan & Company  
Architect: DTA Architects in association with Carrig Conservation  
Main Contractor: JJ Rhatigan & Company  
Contract Value: €3.25 million  
Gross Floor Area: 885 sq m internal  
Duration: October 2016 to November 2017

on the footprint of the original vestry.

JJ Rhatigan & Company saw the potential to locate its Dublin Region Office to this iconic and historical building. They then came to an arrangement with St Luke's Partnership to do so.

## CHALLENGES

The original walls of the building were to be restored, repointed externally and rendered internally with lime plaster. When the Victorian north porch was removed, it revealed the remains of the original doorcase and elements within the walls – including stained glass windows and elaborate chancel plasterwork. These have been carefully restored, providing a rich context into which the office accommodation has been inserted.

John Cormican, Contracts Manager on

the project for JJ Rhatigan & Company says that it was a project that had a number of unique challenges, some of which were not obvious at first, which tends to be the case with substantial conservation projects.

“Much of the initial work was uncovering and discovering what we were dealing with,” says John Cormican. “Through consultation with all of the relevant officials, working closely with Project Manager, Padraic Costelloe, we decided what our next course of action would be.

“For example, the condition of the crypts could not be fully determined until we removed all of the structure above them, which had to be carried out under archaeological supervision. Once the City Architect had examined and reviewed them, we agreed on the method of support for the ground floor slab. In this case, we

used a lightweight concrete aggregate to fill the voids and poured a mass concrete floor above.”

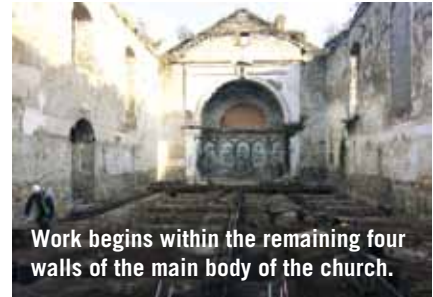
Great care was taken to remove all decayed and unusable materials and reinstate with similar materials.

“The process of uncovering, reviewing, submitting and agreeing took place for many elements of the project,” explains John Cormican. “This included the plasterwork, load bearing walls for the suspended roof trusses, dressed stone façade, mosaic flooring and roof coverings. It could have led to substantial delays and a long approval process.”

JJ Rhatigan & Company engaged with Stone and Plastering Specialists, Nolan Group and George O'Malley, whose expertise assisted with the process of review and approvals with the Council officials.



The original walls of the building were to be restored, repointed externally and rendered internally with lime plaster.



Work begins within the remaining four walls of the main body of the church.



The roof truss structure within the walls of the church.



All elements carefully restored providing a rich context for the office space.

### OFFICES

The new building contains office accommodation across three storeys in a glass-clad space. The upper two floors are supported by a tensile suspension system from new trusses spanning onto the original walls. The office accommodation is separated from the restored walls of the church. This structural solution was a result of the inability of the vaults to take any load.

The enclosed office space does not extend entirely through the building. It is separated from the walls on three sides and open at the end bay adjacent to the restored chancel. This maintains the original Church volume, forming an atrium space overlooked from the office space above.

### MACALLOY HANGING SYSTEM

“Coming from an Engineering background,” explains John Cormican, “the most exciting and unique feature of this project was the suspended structure, where the first and second floors were fully suspended from the roof truss structure. This was achieved by using an elaborate Macalloy type hanging system.

“Seven large trusses were fabricated and bolted together on site,” he continues. “These rested on two-metre long spreader beams, which in turn rest on the original one-metre wide walls of the former Church.

The crypt structure below was unable to take substantial loadings, and we developed a simple installation process which allowed for the floor beams to be offered up to the trusses in place.”

### RE-PURPOSED SPACE

New additions to the existing structure include the roof truss, zinc-clad roof and rooflight, windows and reception pavilion. These are distinguished materially as modern additions to the original shell.

The accommodation consists of 600 sq m of net office space. There is a suspended stair from the atrium providing access to the upper floors, which include meeting rooms, individual offices and open plan areas.

### SERVICES

Lift and escape stairs are located within the core at the rear of the open plan office areas.

The fit out, designed for JJ Rhatigan, includes bespoke workstations and storage for both individual and open plan offices.

The building is heated and cooled using high-efficiency air-water heat pumps and variable refrigerant systems, which reflect industry-best standards in energy generation. Ventilation comprises automated opening windows supplying fresh air to the building’s occupants, with a

Building Management System controlling the automatic windows and rooflights to provide natural cooling during summer months.

Underfloor heating has been incorporated throughout the ground floor, supplied by the high-efficiency air-water heat pump, which is a highly efficient form of heating and utilises the available thermal mass of the building. Rooflights provide a significant level of natural daylighting but have been designed over office areas to minimise unwanted solar gain and glare. Energy-efficient LED lighting has been provided throughout the building, with PIR-control and absence detection to minimise energy wastage.

### GROUND

The building has been renamed ‘Thomas Burgh House’ in honour of the original architect.

JJ Rhatigan worked on the project in association with the Heritage Division, Dublin City Council, who in turn commissioned Bernard Seymour Landscape Architects and Shaffrey Associates to carry out the redevelopment of the former public areas and graveyard at St Luke’s Park to the north and a biodiversity garden to the south. **C**



# ACHIEVING COMPLIANCE UNDER THE NEW BUILDING REGULATIONS

**BRIAN KAVANAGH**, Director, Garland engineering consultants, outlines how to achieve compliance under Building Control Regulations 2014.

**W**e all know why there was a need for change in the Regulatory Regime for new buildings in Ireland. One has only to mention Priory Hall, Long Boar Quay and Beacon South Quarter, where residents were faced with substantial bills to fix mostly fire safety problems.

There was a long period of consultation between the Department of the Environment and the professional bodies of the Construction Industry. What emerged in January 2014 was a compromise between what the then Environment Minister Phil Hogan wanted and what was acceptable to Construction Professionals, who would be charged with implementing the new regulations.

SI9 of 2014 Building Control (Amendment) Regulations 201 came into force on 1st March 2014, giving a relatively short period to get used to the new environment.

## WHAT DO THE REGULATIONS MEAN?

The Regulations introduce a number of new roles into the traditional building contracts. These are the Assigned Certifier and the Design Certifier.

Both of these must be:

- Architects that are on the Register maintained by the RIAI under Part 3 of the Building Control Act 2007; or
- Building Surveyors that are on the Register maintained by the SCSi under Part 5 of the Building Control Act 2007; or
- Chartered Engineers on the Register maintained by Engineers Ireland under Section 7 of the Institution of Civil Engineers of Ireland (Charter Amendment) Act 1969.

They must be competent in relation to the particular works involved. This requirement has caught out a number of foreign-based professionals who are not on one of the Registers listed above. However, in many cases, the foreign professionals can for the payment of a fee and submittal of relevant experience and qualifications be added to the Registers. This does, though, take time,



Brian Kavanagh

typically six to 12 weeks.

The Assigned Certifier and the Builder are now responsible for certifying that the building has been built in compliance with the Building Regulations. This is a far more onerous requirement than previously, where only the professionals and not the Builder would certify that the works were “substantially” in accordance with the Building Regulations.

There was also a promise to create a statutory Register of Builders by November 2014 to undertake works. A bill, the General Scheme of the Building Control (Construction Industry Register Ireland) Bill 2017, was published in May 2017 and is still awaiting enactment.

## BUILDING CONTROL MANAGEMENT SYSTEM

The last new player to the game is the Building Control Management System (BCMS), which is a country-wide system that administrates the lodgement of Commencement and Completion Notices. There are now over 70,000 registered users of the BCMS, which has undergone a number of upgrades, most recently on 27th February 2018.

The BCMS has its good points and not so good points, in that all documentation is standardised in one place, but it is slow and very difficult to amend. This is where local administration staff in each Local Authority is the Assigned Certifier’s best friend.

Does BCAR apply to all projects? The simple answer is “No”. It only applies to:

- New dwellings – houses and apartments
- Extensions with a floor area greater than 40-sq m
- Buildings and works that require a fire safety certificate (Part III)

If not one of above ... no BCAR.

In 2015, the Department of the Environment brought in Statutory Instrument SI365 of 2015, which gave owners of single dwellings or domestic extensions the ability to opt out of the main BCAR process. They must follow an alternative registration process.

A guide to the SI365 process, published by the Department of the Environment, advises the homeowner to consult with their solicitor prior to opting out and appraise themselves of the implications of same. In truth, the actual implications are not known at this stage and may not be for a number of years to come. However, since it was introduced, some 9552 owners have opted out.

## BUILDING REGISTER

It is a requirement that prior to the opening, using or occupancy of a building, the building or works must have been added to the Building Register. This occurs up to 21 days after the submittal of the Certificate of Completion on Completion. For contractual purposes, it is important that the BCAR completion date is defined and is separate to the traditional Practical Completion date, as they are not the same thing.

Compliance with the Building Regulations should be straightforward, as the Department provides a range of Technical Guidance Documents (A-M), which provide guidance on how to comply. However, these documents are constantly being updated and thus evolving, and as a result, there are gaps and contradictions between the documents. There is no trump suite, you must comply with all the parts of the regulations, and if you can’t, you must apply for a dispensation or relaxation from that Building Regulation. This goes through the same process as a fire certificate, takes



approximately eight weeks and costs up to €250 per application.

The most recent Technical Guidance Document to be updated is Conservation of Fuel and Energy –Buildings other than dwellings Part L 2017. This heralds Near Zero Energy Buildings for all commercial buildings and becomes mandatory on 1st January 2019

### CONSTRUCTION PRODUCTS REGULATION

The other minefield for compliance is the Construction Products Regulation 2013, which means that the vast majority of construction materials used on projects in Ireland must be CE marked and have a Declaration of Performance (DOP). The only exception to this is where there is no Harmonised European Norm (hEN) in place. For quite some time, the writer was constantly in contact with the NSAI to enquire if there was a hEN for a particular product and whether therefore there was a need for a CE mark and DOP. The fun did not stop there, as having a CE mark and DOP did not necessarily mean that the product was suitable for use in particular works. In that sense, it is not a Quality

Mark.

As well as statutory certificates, which are generated by the BCMS, the Code of Practice for Inspecting and Certifying Buildings and Works allowed for certification by other competent members of the Construction Team to confirm compliance of elements of the building, design or works with the Building Regulations, called Ancillary Certificates.

Professional bodies, including the Royal Institute of the Architects of Ireland (RIAI), Engineers Ireland, Association of Consulting Engineers of Ireland (ACEI), Society of Chartered Surveyors Ireland (SCSI) and the CIF all came together to design industry-wide agreed wording and formats for these Ancillary Certificates. Since their introduction, they have also issued a number of Practice Notes on their use.

These Ancillary Certificates are used at both commencement and completion stages and can be relied on by the main certifying people, such as the Builder, The Design Certifier and The Assigned Certifier.

### BUILDING PROJECT STAGES

There are a number of stages in any building

project, and the BCAR regime mirrors some of those stages. They are Commencement Stage; Construction Stage and Completion Stage.

Prior to a project starting construction on site, the Assigned Certifier must submit a “Commencement Notice” between seven and 28 days prior to the start of construction, depending on the type of notice.

The commencement notice process has, as previously noted, been updated on the BCMS and provides the Building Control Authority (BCA) with an amount of information to allow them to carry out a Risk Assessment of the project. The BCAs have a target of projects to carry out physical inspections of, namely approximately 15% of all projects. Certainly, in the Dublin area, they are making those inspections and meeting this target.

### PRELIMINARY INSPECTION PLAN

A vitally important document that must be uploaded to the BCMS at commencement stage is the PIP or Preliminary Inspection Plan, which is prepared by the Assigned Certifier in conjunction with the other Design Team members. The PIP should take into account the full amount of the relevant factors for the building work concerned. These include:

- The Type of building, type of construction and expertise of the Builder;
- How complicated or relatively straightforward the method of construction is;
- Whether recent experience indicates current problems in interpreting and/or achieving compliance with certain requirements;
- How serious the consequences of a particular contravention might be;
- The impracticability or impossibility of subsequent inspection of closed up work; and
- The speed of construction, or methods of fast-track construction.

You should also consider:

- Appropriate professional judgement
- Best practice
- Risk Assessment
- Works that will be hidden (after completion)
- Elements for which failure would be catastrophic
- Unusual design
- Fire safety
- Work that needs to be verified (by test) to ensure compliance

The PIP must be shared with the Contractor, preferably at tender stage,



as they will be responsible for notifying the inspectors of when works need to be inspected in accordance with the PIP.

## INSPECTION RECORDS

Records of each inspection should be maintained by the person and firm responsible and should be sufficient to identify the work inspected and any non-compliance. Where the work inspected is not shown on drawings available to the person inspecting, these records will necessarily be more detailed. It is important, to ensure that proper, evidence-based inspection arrangements and procedures are in place, that adequate records are maintained to show what works were inspected, the results of the inspection and any remedial action considered necessary and when remedial action was carried out.

Not only should the Design Team carry out inspections, but also the Contractor and Sub-contractors, as the Code of Practice states that the Builder has supervised the works.

Effective follow up procedures are essential to check that previously noted non-compliance issues have been corrected. The person responsible for the particular inspection, ie, the Assigned Certifier or the Ancillary Certifiers, should check that the matter raised has been resolved satisfactorily. This is possibly the most difficult area of compliance in the BCAR system, as it depends on efficient tracking systems to allow non-compliance issues to be tracked and recorded as being completed satisfactorily. Certain tests may need to be carried out, as necessary, to demonstrate compliance. In some cases, such tests may be ones referred to in the TGDs published to accompany the various parts (A-M) of the Building Regulations. The Assigned Certifier and Ancillary Certifiers should consider and identify the need for such tests at the earliest possible stage and as far in advance as possible. They should include them, as far as possible, in the tender documentation and the PIP.

Should the BCA inspectors find any breaches of regulations, they are entitled to take enforcement action. The enforcement action can encompass:

- Scrutinise proposals and inspect works in progress
  - Serve enforcement notices on owners and builders for non-compliance
  - Institute proceedings for breaches of any requirements outlined in the Acts, or any regulations made thereunder
  - Seek High Court orders to mitigate danger to the public where serious non-compliance poses risks to public safety
- Failure by an Owner or a Builder, at



the request of a BCA, to demonstrate compliance with Building Regulations or Building Control Regulations, or to rectify such non-compliance, may be an offence under the Building Control Acts. If successfully prosecuted in court, such offences may lead to a substantial fine and/or a term of imprisonment.

## COMPLETION OPTIONS

As a project approaches completion, the Construction Team will need to consider the completion options open to them. There are two main routes to submit a completion notice, namely:

- Normal Route, or
- Nominated Date Route

In the case of the Normal Route, once the building is complete in accordance with the Building Regulations, the Assigned Certifier will submit all the relevant documentation through the BCMS. The BCA will then consider the submission and within 21 days either validate the submission or ask the Assigned Certifier to provide additional documentation to show compliance.

If the submission is validated, the building is placed on the Statutory Register and can be opened, used or occupied.

The Nominated Date Route differs in that between three and five weeks prior to anticipated completion, the Assigned Certifier nominates a completion date. During this period the Assigned Certifier submits the draft documents, and the BCA will carry out their consideration during this period. Twenty-four hours prior to the nominated date, the Assigned Certifier must submit the final documents and the Certificate of Compliance on Completion. The building is then added to the Statutory Register on the nominated date.

The following information must be submitted at completion stage:

- A Certificate of Compliance on

Completion signed by the Builder and by the Assigned Certifier

- Plans, calculations, specifications and particulars, showing how the completed building has achieved compliance with the Building Regulations must be lodged on the BCMS when the Certificate of Compliance is submitted or at an earlier date.
- Where design documents have changed or supersede design documents previously lodged with the BCA with the Commencement Notice or at a later date, any such difference should be clearly identified;
- The Inspection Plan as implemented by the Assigned Certifier in accordance with the Code of Practice.

## FIRE AND DISABILITY ACCESS CERTIFICATION

As well as the above information, there needs to be a valid Fire Certificate and Disability Access Certificate in place for the building. This has caused problems in the Greater Dublin area, in particular, as there is currently a delay in issuing Fire Certificates.

It is also very important that the building is clearly identified by its correct address and name on the Completion Certificate. The BCMS have recently added Eircodes and latitude and longitude fields to Commencement Notices.

It is possible to have phased completions, such as in the case of a number of houses on an estate, but it should be noted that it is not just the house, but access to and from it, along with access for the Fire Brigade, and all main utilities connected and commissioned to service those homes. **C**

*Brian Kavanagh is a Registered Consulting Chartered Engineer and a member of the ACEI.*

# IRELAND'S FIRST ENGINEERED INERT LANDFILL SETS BAR FOR WASTE MANAGEMENT



**T**he much-welcomed increase in building activity comes with increases in construction related waste materials. Construction and demolition (C&D) waste volumes have risen rapidly from a low base over the past number of years resulting in challenges for projects as the number of waste outlets has reduced and regulations and producer responsibilities are tightening.

There is a broad range of C&D waste types ranging from clean uncontaminated soil from greenfield sites through to asbestos containing materials and hazardous soils from brownfield sites with industrial heritage. The environmental and public health risks from the waste materials produced during construction work are also wide ranging from benign through to extreme.

Integrated Materials Solutions (IMS) are a relatively new company who specialise in the management of construction related waste materials. Together with their strategic partners, IMS aim to provide an overall solution for construction waste requirements and provide a hands on informed approach to ensure wastes are managed in a compliant, safe and economic

manner. The various wastes types, classifications and chemical limits as set out in the Waste Management Act and Landfill Directive are complex. Some materials such as made ground and soils require classification and characterisation via site investigation, sampling and analysis to ensure materials can be appropriately managed. A good site investigation and site characterisation can aid in safe waste disposal and generally saves money and reduces risk for the groundworks aspects of projects.

IMS's main site is an engineered lined landfill formally operated by Murphy Environmental Hollywood. The landfill is restoring a former shale and limestone quarry which has been active as a landfill since early 2000s under a Waste Licence regulated by the EPA. The licence sets out conditions and standards around the acceptance and deposition of waste at the site including what material types can be accepted. Waste types include mixed C&D waste and brownfield soil and stone which meet the inert limits as specified in the site's licence.



## COMMERCIAL FEATURE - INTEGRATED MATERIAL SOLUTIONS



The site is located off the M1 less than 30km from Dublin City and accepts waste from many parts of the country. The site was the first engineered inert landfill in Ireland and established the bar for managing construction waste and environmental performance. IMS is currently undergoing recertification of their Environmental Management System to the recently updated ISO standard.

IMS recognise that landfilling of material is not the always the most appropriate or favourable solution. They are continually looking to advance materials recovery, recycling and sustainable development and the company has been investing and developing these areas. European and National Waste Policy is strongly supportive of sustainable development and the circular economy when it comes to managing construction and other wastes. However getting a recycled material such

as secondary aggregate to market is difficult and requires material to meet End of Waste definition as defined in the Waste Directive. Currently IMS are investing in the necessary studies required to assess the environmental risks of secondary materials with the aim to producing recycled aggregate for resale in the near future. The use of secondary aggregates and construction waste recycling is commonplace in the UK and much of Europe and it is hoped that Ireland will follow suit and increase our waste recovery levels. IMS also promote the reuse of uncontaminated suitable material as a By-Product in construction projects as valuable soils should not be placed in landfills out of the materials loop.

There are a number of materials which are best suited for landfills including contaminated soils such as those containing polluting substances or soils contaminated with invasive species. Japanese Knotweed is

one such invasive species and it has become a significant and costly problem which has spread to many parts of Ireland. The plant is extraordinarily aggressive and resilient and poses a substantial threat to the built and natural environment. There are a limited number of options for managing the plant on a site including long term treatment in situ or deep burial (up to 5m below ground level).

The only option to completely remove the plant and associated risk from the site is controlled excavation and offsite disposal. Disposal options in Ireland have been very limited with the majority of impacted soils being shipped abroad to disposal and treatment facilities in Europe. Shipment of material is expensive and presents its own biosecurity risks. IMS have recently received approval for the disposal of soils contaminated with Japanese knotweed soils in a safe and biosecure manner.



For more information contact:  
Integrated Material Solutions,  
Hollywood Great, Nag's Head,  
Naul, Co. Dublin  
Tel: 01 843 3744

[www.imsirl.ie](http://www.imsirl.ie)  
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# THE REPUTATION OF A COMPANY IS BUILT ON ITS TEAMS

Rachael Stewart of Stewart Construction, outlines to SEAN MURPHY how a family business, founded in 1902, has positioned itself to be at the forefront of the digital transformation of the Irish Construction Industry.

**S**tewart Construction has been in business for more than a century. It is seen as a leading proponent of the adoption of BIM and digital construction technology. It is also leading a charge in terms of attracting new and retaining experienced talent in the Irish Construction Sector and innovating in terms of on-site safety practices.

According to the McKinsey Global Institute report 'The Productivity Opportunity in Construction', the global Construction Industry is expected to be worth more than €8.5tn by 2023. Innovation and digital construction are playing critical roles in growing and transforming the Industry both globally and nationally. This represents enormous opportunities for inward Foreign Direct Investment (FDI) and the export of home-grown technical expertise.

Rachael Stewart, Business Development Director, Stewart Construction, says innovation or technology cannot succeed or truly take root unless the fundamentals of the business, and indeed how a company does business, are right.

"From our experience at Stewart Construction, we have learned that there needs to be robust management in good times and bad to ensure a business can evolve and grow," says Rachael Stewart.

## DELOITTE BEST MANAGED COMPANY 2018

Stewart Construction was recently named among the Deloitte Best Managed Companies for 2018.

"We, as a team, are proud to be named among the Deloitte Best Managed Companies for 2018 for the fifth consecutive year," Rachael says. "Stewart Construction was first invited to enter this programme in 2014, and we became the first Main Contractor in Ireland to achieve the Deloitte Gold Standard, Ireland's most recognised benchmark of high-performing companies with a focus on business performance, operational excellence and strategy. The impact for Stewart Construction of earning such an award cannot be underestimated."

According to Rachael Stewart, there are many factors that lead to success. For Stewart Construction, it has always been about resourcefulness rather than resources.

"One significant factor in our organisational success to date is our willingness to embrace emerging technologies," she explains. "As any early adapter knows, this is not without its pain. However, the increasing digitisation of the industry demands it."

## DIGITAL TRANSFORMATION

"Very much driven by a digitally aware Managing Director, Paul Stewart, the company strategically built up BIM expertise before it became a project prerequisite. This enabled us to succeed through competitive tendering. For example, the proven ability of our Design & Build team to work to BIM Level 2 project standards was instrumental in winning the bid for Dublin Airport Central.



Rachael Stewart, Business Development Director, Stewart Construction.

This is seen as an exemplary project for DAA campus, with the value identified in the ability to use the information generated and captured at design and construction stages through BIM, in the future facilities maintenance and operation of the building complex. It is envisioned that all future construction in the airport will be level 2 PAS compliant. We are currently using a federated model to carry out clash detection and coordination checks which will reduce our need to engage in costly on-site rework."

## SKILLED TALENT POOL

Rachael Stewart says that Stewart Construction has built up a skilled talent pool, which has enabled it to secure many key projects, and as a result expand the business exponentially in recent years.



Bishop's Square development, Dublin.



Dublin Airport  
Central Phase One.

“People are the single most important part of any project. Our growing team, increasing turnover and a secured portfolio of projects all support the strategic decision for Stewart Construction’s ongoing and future expansion plans. These expansion plans run alongside the Government’s National Development Plan, which provides for at least 550,000 new homes over the next decade. This population growth and increased demand for housing and infrastructure is something that we view as a ‘positive problem’ – in that growth is positive; and the only problem is labour.”

### SAFETY

Safety is ingrained in the Stewart company ethos. Stewart Construction is proud of a very healthy safety record and focuses on never becoming complacent, striving for continuous improvement and an assumed culture of shared responsibility for safety. Last year, Stewart Construction supported CIF Construction Safety Week by running a range of Safety Events across its sites and in its offices



Harcourt Road, Dublin  
office development.

and runs its own annual safety week which facilitates reflection on what has worked and a look ahead to how safety standards can be increasingly improved.

“In addition to the human cost,” says Rachael Stewart, “we have always understood the business case for safety, identifying results-driven initiatives to support a changed culture that prioritises personal safety onsite.”

### RECRUITMENT

The Construction Industry is experiencing a chronic shortage of skilled workers at the moment. This is not just an Irish problem, but a global trend, which adds to the challenge facing the Irish Construction Sector. In addition, the industry is losing highly experienced construction professionals to retirement.

“We are losing more people every year through retirement than we are attracting into the industry at entrant level,” Rachael says. “Historically, Construction has not been an industry that mid-career level people tended to break into, although this is starting to change at C-suite level. Given the ambitious plans and targets set by Government under ‘Ireland 2040 Our Plan’, recruitment of talent has never been more important.

“At Stewart Construction, we have addressed this by expanding our HR function, hiring a dedicated HR Manager to support our HR Co-ordinator to ensure we are attracting the most suitable talent. We are committed to excellence as we grow and our full-time Quality Manager reviews and implements our Quality Steering Group’s enhanced Lean processes. By hiring strategically, and supplementing that with targeted up-skilling in new technologies, we can build specialist teams around each client project. This has allowed us to deliver projects to the highest standards while maintaining Lean efficiencies.”

### DIVERSITY

Stewart Construction works closely with NUI Galway, GMIT, DIT, CIF and Regional Skills Groups to promote career events, summer internships and other graduate opportunities.

“We see this work as vital positioning for Stewart Construction as the first option for excellent candidates, says Rachael Stewart. “Diversity is an issue within the Construction Industry. One important element of this is the lack of gender diversity. Stewart Construction supports the CIF #BuildingEquality initiative, in fact, with 16.1% female employees, we are well ahead of the industry average of 5.5%.”

### RETENTION

Of course, it’s not all about hiring. Employee retention has long been a priority of Stewart Construction. “One of the most successful ways to retain staff is encouraging engagement and training for individual performance, Rachael Stewart explains. “For instance, we have expanded our Marketing Department in our Dublin office. The Marketing team is tasked with Industry research, client communications and PR activities, which have become a core part of business retention and new business development in this evolving Sector.”

Rachael Stewart concludes by pointing out that the key to building a successful team is to ensure that they are appropriately resourced to carry out their work and that they can set a standard for others to follow.

“Ultimately, the reputation of the company is built on the ability of its teams to perform at the highest possible level in a truly collaborative way. This is achieved by providing them with the tools and technology they need including real-time project management apps, live cameras and dynamic cost analysis modelling to achieve their project goals.” **C**





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# A GUIDE TO KEYPERSON COVER

**SUSAN O'MARA** explains a form of insurance cover that is often overlooked by business owners at their peril.

write a lot about pensions, investment and protection for individuals. How you can look after your family in the event of sudden death, how you can protect your income if you are unable to work due to illness or injury, and how you can maximise your income in retirement through pension planning. However, if you are a business owner, there is also a way to protect your business in the event of the death or serious illness of an important member of your team.

I have written about this cover in the past. However, it bears repeating, particularly considering the number of new businesses in the Construction Sector and related industries. Smaller companies and start-ups have perhaps the most to lose from the loss of a key person and therefore should review their contingency plans to include this crucial protection for their company.

## WHAT IS KEYPERSON COVER?

So, let's start at the beginning – Keyperson Cover is a life assurance policy taken out by an employer on the life of a key employee, who may also be a shareholder or director. This is done to protect the company against any financial consequences of that individual's sudden death or serious illness.

The sudden death or serious illness of a key person could give rise to a number of immediate financial pressures for the company:

- Company Loan repayment – in particular, any of which the 'key person' had given a personal guarantee
- The potential cost of any extra resources that may have to be committed to the recruitment and replacement of the key individual
- The potential cost of an interruption to business
- The potential loss of business contacts

## WHO IS A KEY PERSON?

A key person is any 'key' employee or Director on whom the business depends



Susan O'Mara

## “ THE SUDDEN DEATH OR SERIOUS ILLNESS OF A KEY PERSON COULD GIVE RISE TO A NUMBER OF IMMEDIATE FINANCIAL PRESSURES FOR THE COMPANY. ”

for its continued success, or existence, and on whose death or serious illness the business could suffer a financial loss. You would consider the Directors, Partners, owners and beyond, people without whom your business would lose sales and profits or without whom even the basic viability of your business would be shaken. Roles such as senior managers in sales, technical development and operations should be carefully considered.

## WHAT LEVEL OF COVER IS REQUIRED?

In determining the appropriate amount of key person insurance cover, an insurable

value must be put on the potential financial loss that the company would suffer on the death or serious illness of a key individual. In assessing the amount of cover, there are two important factors to consider are:

- Loan repayment cover – Any loans personally guaranteed by a key person or any loans made by him or her to the company
- Loss of profits cover – The death or serious illness of a key individual could jeopardise the trading position and profitability of the company.

In reviewing these factors, you should be able to determine the estimated financial loss to the company and insure against this appropriately.

## IS THERE A TAX LIABILITY ON THE PAYMENT OF KEYPERSON COVER?

The answer to this depends on the reason for cover. If the cover is used to insure against loss of profits and replacement costs, then the benefit is taxable. However, in certain circumstances, the premium may be tax deductible. However, if the cover is used for loan repayment of a share purchase, then the benefit is not taxable and nor is the premium tax deductible.

The cost of Keyperson Cover varies by provider and by the person's age, but you should be able to find a level of cover that suits your needs. Talk to your financial advisor today, and protect the future of your company. **C**

*Susan O'Mara is a Financial Services Consultant with Milestone Advisory.*

# €20.9BN IN CONSTRUCTION PROJECTS ADDED TO CIS ONLINE TO DATE IN 2018

**TOM MOLONEY**, Managing Director, Construction Information Services (CIS) gives an overview of planned site activity across the country.

Irish construction activity remains strong as 6,055 Republic of Ireland construction projects with a total value of €20.9bn have been added/updated to our CIS Online System to date this year.

## COMMERCIAL

The Commercial Sector continues to see strong development in 2018 with the main concentration in the Dublin area. Plans have been lodged with Dún Laoghaire-Rathdown County Council for a €96m neighbourhood centre at The Park in Carrickmines, South County Dublin. The project will see the creation of more retail warehousing, a cinema, offices, medical centre, public realm areas and 130 residential units.

In the city centre, plans have been lodged for a €63m office development at the Setanta Centre, Nassau Street, Dublin 2. Nearly 40,000 sq m of office space is proposed over eight storeys. Works have also commenced on the €10m Irish Stock Exchange development on Anglesea Street, Dublin 2.

An appeal has been lodged with An Bord Pleanála against Wicklow County Council's decision to grant planning permission for the €90m redevelopment of Ashford Film Studios, in Co Wicklow.

## MEDICAL

In the Medical Sector, a Main Contractor is due to be appointed shortly for the €6m new hospice in Magheramore, Co Wicklow.

In Bantry, Co Cork, work is underway on the €6m Health Care Centre and is due to be completed in 18 months.

A Suitability Assessment Questionnaire has been issued to Building Contractors for the construction of a €10m Medical Residential Treatment and Recovery Centre in Island Street, Dublin 8.

## CIVIL, TRANSPORT AND UTILITIES

In the Civil, Transport and Utilities Sector, a Prior Information Notice was issued to contractors for a Preliminary Market Consultation relating to the procurement of design and construction works for the €3bn Metro North project in Dublin.

According to reports, tenders are expected to be sought from contractors in Q2/Q3 2018 for the €230m North-



Tom Moloney

South Interconnector. A Main Contractor is expected to be appointed in Q4 2018/ Q1 2019. EirGrid proposes to construct almost 300 pylons in Meath, Cavan and Monaghan as part of the application. The interconnector is due to run from Batterstown in Meath, to Turleenan in Co Tyrone.

## RESIDENTIAL

The Residential Sector remains buoyant,

particularly in the Leinster region. A seven-year planning permission was submitted to An Bord Pleanála via the Housing Act 2017 for a €24m strategic housing development in Glounthaune, Co Cork. This will include a mix of housing, community facilities and amenities. A decision is expected to be made on 5th July 2018 for this development, which will provide 174 residential units.

Fast Track Planning has been submitted to An Bord Pleanála for a €75m residential mixed-use development of 462 new dwellings in Maynooth, Co Kildare. In Tuam, Co Galway, plans have been granted for a €30m housing development under the Housing Act 2017.

Main Contractor Bushnell Investments Limited has commenced works on Phase 1 of a €4.1m housing development at the La Touche Hotel site in Greystones, Co Wicklow. This will comprise 18 units.

## STUDENT ACCOMMODATION:

Student Housing remains an active sector, particularly in the Dublin area. Tenders are due to be issued to a select list of Main Contractors in May for the construction of a new €19m student accommodation development and ancillary student support facilities at Victoria Cross, Cork for University College Cork. An Bord Pleanála has granted planning permission for a €44m strategic housing development in South County Dublin. This project includes 130 apartments, 179 student units and retail space.

Demolition works are underway



Plans have been granted for a €30m housing development in Tuam, Co Galway, under the Housing Act 2017.





Site enabling works have commenced for the €70m East Quad and €110m Central Quad at Grangegorman, Dublin.

on a€15m Student Accommodation development at the Donnelly Centre, Cork Street, Dublin 8. This will create 399 student accommodation bed spaces in 90 residential cluster units.

## EDUCATION

The Education Sector is headlined by the progression of the major mixed-use scheme in Grangegorman, Dublin. Site enabling works have commenced for the €70m East Quad and €110m Central Quad at Grangegorman, with main works to commence shortly and take in the region of 18 months to complete.

Work is underway on a €5m school development in Portarlinton, Co Laois. This will provide a three-storey building with 24 classrooms, two-class SNU, general purpose hall and support teaching space.

In the west of the country, Pre-Qualification Questionnaires have been issued to contractors for the €7m extension to Ennis Community College, Co Clare.

## HOTEL & LEISURE

The Hotel and Leisure Sector continues to thrive with ongoing demand for hotel beds. Plans have been approved for a €19.3m hotel redevelopment of Twilfit House, Abbey Street Upper, Dublin 1. This will provide 218 bedrooms over eight storeys. Enabling works are underway on the €15m extension for The Radisson Blu Hotel in Dublin 8, with main works due to

“ A SEVEN-YEAR PLANNING PERMISSION WAS SUBMITTED TO AN BORD PLEANÁLA VIA THE HOUSING ACT 2017 FOR A €24M STRATEGIC HOUSING DEVELOPMENT IN GLOUNTHAUNE, CO CORK. ”

commence in Q3, 2018.

Work is underway on a 10-month build programme to supply 470 holiday lodges at the Center Parcs Resort, part of the overall €233m development at Newcastle Wood, Co Longford.

## INDUSTRIAL

Looking at the Industrial Sector, work is due to commence shortly on the construction of the €27m maturation warehouse expansion for Irish Distillers Limited in Dungourney, Co Cork. Plans have also been approved for a €10m data centre for Amazon at Greenhills Business Park, Dublin 24.

## SPORT AND SOCIAL

The Sport and Social Sector remains active with work underway on the €5m sports centre on Ardilaun Road/Sackville Avenue, Dublin 3. Works are expected to take in the region of 18 months to complete. Work is due to commence imminently on the €3m College Club Room extension at O'Reilly Hall, UCD Campus, Belfield, Dublin 4. **C**

*\*The costings on these projects are indicative and are based on a price per sq m for shell and core only.*

*This project information was accurate on 24th April 2018. For more information visit [www.cisireland.com](http://www.cisireland.com), call 01 299 9200 or email [sales@cisireland.com](mailto:sales@cisireland.com)*

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# THE GDPR JARGON BUSTER



Lorraine Valentine

**LORRAINE VALENTINE** cuts through some of the jargon associated with the EU General Data Protection Regulation (GDPR), which came into force on 25th May.

**T**he EU General Data Protection Regulation (GDPR) has finally come into effect. It can be difficult to understand some of the confusing terminology referenced in the legislation. We have compiled a useful GDPR jargon-buster to help you understand some of the key language used.

## ACCOUNTABILITY

This is a new principle under GDPR and means that organisations must have clear documentation and recording procedures in place to prove that the organisation meets the required standards.

## BIOMETRIC DATA

Data that enables the identification of a data subject. It can include behavioural and physical characteristics of that person eg, facial image.

## CONSENT

Informed, unambiguous, freely given, specific and explicit consent by statement or action from the data subject to have data relating to him/her processed.

## DATA BREACH

A breach of security leading to the destruction, loss, alteration, unauthorised disclosure, of or access to, personal data.

## DATA CONTROLLER

A legal individual, public authority, agency or body that, alone or jointly with others, determines the purposes and methods of processing personal data.

## DATA PROCESSOR

A legal individual, public authority, agency or body that processes personal data on behalf of the controller.

## DATA PROTECTION OFFICER

A representative for the data controller/ data processor who oversees data protection

compliance and is a data privacy expert. Under GDPR, not all organisations have a requirement to appoint a Data Protection Officer.

## DATA SUBJECT

The data subject is the individual the personal data relates to.

## ENCRYPTED DATA

The protection of personal data through technological measures to ensure that data is only accessible/readable by those with appropriate permission.

## EU GDPR

The EU GDPR was adopted as Regulation (EU) 2016/679 of the European Parliament and of the Council on 27th April, 2016. In contrast to its predecessor, the Data Protection Directive, the GDPR is intended to apply directly in each EU Member State without the need for implementing legislation, and to create a framework within which more detailed rules can be made.

## PERSONAL DATA

The GDPR has a broad definition of what constitutes personal data. It is any information relating to an identified or identifiable natural person that can be used directly or indirectly to identify the person eg, name, identification number, location data or online identifier.

## PROCESSING

Any operation performed on personal data, whether or not by automated means, including collection, use, recording etc.

## PRIVACY BY DESIGN

The inclusion of data protection from the onset in the designing of systems, rather than an addition/afterthought

## PRIVACY IMPACT ASSESSMENT

A method of identifying and reducing privacy risks for individuals when undertaking new projects handling personal data.

## PROFILING

Profiling is any form of automated processing of personal data intended to evaluate certain personal aspects relating to an individual, or to analyse or predict in particular that person's performance

at work, or his/her economic situation, location, health, personal preferences, reliability, or behaviour.

## PSEUDONYMISATION

A process to make personal data no longer attributable to a single data subject without the use of additional data. Additional data must be separate to ensure non-attribution.

## SPECIAL CATEGORIES OF PERSONAL DATA

Data concerning the racial or ethnic origin, political opinions, religious or philosophical beliefs, trade-union membership, genetic data, biometric data, and data concerning the health or sex life or sexual orientation of an individual.

## RIGHT OF ACCESS

This is the data subject's right to obtain from the data controller, on request, certain information relating to the processing of his/her personal data.

## SUPERVISORY AUTHORITY

The independent public authority who will be enforcing GDPR. In Ireland this is the Data Protection Commissioner.

## TERRITORIAL SCOPE

The territorial scope of the GDPR includes the European Economic Area (EEA – all 28 EU member states), Iceland, Lichtenstein, and Norway, and does not include Switzerland.

## THIRD PARTY

A third party is any natural or legal person, public authority, agency, or any other body other than the data subject, the controller, the processor, and the persons who, under the direct authority of the controller or the processor, is authorised to process the data.

## TRANSFER

The transfer of personal data to countries outside the EEA or to international organisations is subject to restrictions. As with the Data Protection Directive, data does not need to be physically transported to be transferred. Viewing data hosted in another location would amount to a transfer for GDPR purposes. **C**

*For further information please visit the Data Protection Commissioner's website click here or the UK Information Commissioners office website click here.*



L to r: Conall MacCoille, Chief Economist, Davy; Tom Parlon, Director General, CIF and Jeanette Mair, Economic & Research Executive, CIF

# CONSTRUCTION RECOVERY MASKING UNDERLYING CAPACITY CHALLENGES

The CIF's Construction Industry Economic Outlook highlights the underlying challenges facing the Sector that could impact on its ability to deliver essential housing and infrastructure in the next decade.

**T**he CIF has published its first annual Construction Industry Economic Outlook, which outlines the opportunities and challenges that lie ahead for the Sector in the coming years. One major issue that arises in the Outlook is that while there is strong growth in some areas, concerns exist about the Sector's ability to sustain this growth.

"Strong headline growth figures mask potential capacity challenges," says Jeanette Mair, CIF Economic & Research Executive, "particularly in the face of the

huge increase in activity forecast in the Government's housing strategy and the National Development Plan (NDP). In 2016, the CIF forecast an average 9% per annum growth rate up to 2020. This year, some commentators forecast a growth rate of 14%. This indicates the rapid increase in activity in the Sector. At some point, capacity issues in the area of skills, finance and productivity could potentially impact the Industry's ability to deliver the quantum of housing and infrastructure required.

"To address this, the Government has

quite sensibly set out a 10-year pipeline of projects within the NDP. This will give certainty to the Sector giving Industry players confidence to invest in their businesses thus building the Industry's capacity to deliver. However, getting the pace of release of the funding in the NDP right is essential; too slow and companies won't invest; too fast, and the Sector could overheat. Housing delivery is another area of potential concern for the Industry. The prioritisation and timeframe for delivery of projects are vital to business planning





**Jeanette Mair, Economic & Research Executive, CIF.**

for construction companies. Policy actions within the areas of skills development should also be given more consideration at this time."

Several reports from the Central Bank, the CIF and the SCSi have identified a looming skills shortage as a major challenge facing the Industry. The CIF is engaging with SOLAS and the Department of Education to attract people back into the Industry. It is likely that the Industry will have to significantly increase its uptake of modern construction practices and technologies to bridge the skills gap. In addition to these challenges, issues within the public procurement system, severe shortages in waste capacity and market failure in funding for regional construction SMEs are all issues impacting on the Industry's capacity to deliver in the short-term.

The CIF event, hosted by Davy Group, featured an economic update from Conall MacCoille, Chief Economist, Davy Group.

"We forecast that consumer spending will grow by 3.2% in 2018 and 3.0% in 2019 and employment by 2.7% and 2.5% respectively, Conall MacCoille told attendees. "Homebuilding is forecast to grow by 23% in 2018 and 20% in 2019, which is still a fraction of the natural demographic demand of 35,000 per annum.



**L to r Jim Curley, CEO, Jones Engineering and Philip Smith, Associate Director, Davy.**

However, we expect that bank lending to the corporate sector will grow for the first time in 2018 and with housing transactions rising towards 60,000 in 2018, we expect the stock of mortgage lending to stabilise after a decade of de-leveraging."

Davy Group recently revised their projections for Irish GDP growth upwards to 5.7% in 2018 and 4.5% in 2019 on the back of stronger-than-expected export growth and labour market performance. **C**



**L to r: Joe Briody, Construction Director, MDY Construction; Brian Cox, Associate Director, Davy Group and Ed O'Dea, Senior Specialist, Davy Group.**

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# THE IMPORTANCE OF CONTINUING PROFESSIONAL DEVELOPMENT (CPD)

**ROBERT BUTLER**, Head of Learning & Development, CIF outlines some of the benefits for business owners and managers of establishing a Continuing Professional Development programme for their staff.

**C**ontinuing Professional Development (CPD) is widely recognised as fundamental to the improvement of standards and skills for individuals and their industry's sectors. Prior to attempting to understand how to make the most of the various CPD opportunities available, it is important to understand why CPD is important, why it exists and its primary purpose.

## WHY IS CPD IMPORTANT AND WHY DOES IT EXIST?

CPD exists to ensure that an individual enhances their skills and abilities once they have formally qualified. Typically, academic qualifications have already been completed at this stage, and an individual is now working within their specific industry and job function. CPD is important as it helps to ensure that further learning is progressed in a structured, practical and relevant way to guarantee that there are applied efficiencies in learning. CPD allows an individual to focus on what specific skills and knowledge they require over a short-term period normally 12 months, to be confident that there is a recognisable improvement in their proficiency and skillsets.

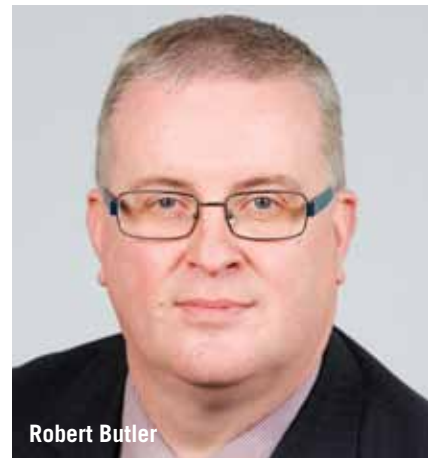
## THE PURPOSE OF CPD

In an ever-increasing globalised and competitive society, the importance of Continuing Professional Development cannot be overstated. The world's industries are forever evolving, which creates exciting opportunities, but which also comes with challenges. CPD enables an individual to apply attention to important areas of development regularly and takes appropriate action to reduce any shortfalls in knowledge. Equally, an individual must see CPD as a means to remain competitive with his or her peers, and as an opportunity to differentiate themselves in situations where this may be required, such as in

“ **THE AVAILABILITY OF MORE FLEXIBLE CPD, SUITED FOR BUSINESS REQUIREMENTS, HAS INCREASED SIGNIFICANTLY IN RECENT YEARS, WITH THE INTRODUCTION OF ONLINE LEARNING, SHORT COURSES AND HALF-DAY WORKSHOPS.** ”

job interviews or tenders for new work and business acquisition. As more people become professionally qualified with similar qualifications, CPD becomes more important as a means of separating yourself from the pack.

A planned approach to CPD allows an individual to put themselves in charge of their own career development and work-related ambitions. Personal empowerment of learning brings with it an increase in confidence and resulting abilities, all



Robert Butler

of which correlate to an improvement of capability for their employment environment.

## IMPORTANCE OF CPD FOR EMPLOYERS

The responsibility for completing CPD lies ultimately with the individual, often within the context of their membership and involvement with Industry Professional Bodies or Institutes. However, more and more employers are taking a proactive and supporting role with the CPD required by their employees. Aside from Industry Associations, the importance of CPD within the general enterprise is growing, as more employers see the benefits of a more highly skilled, motivated and committed workforce. There is a common misunderstanding with some employers that CPD takes significant time, which may result in periods of “out of the business”.

However, the availability of more flexible CPD, suited for business requirements, has increased significantly in recent years, with the introduction of online learning, short courses and half-day workshops, as well as distance learning and educational exhibitions. These can provide CPD learning seminars alongside new business revenue and networking opportunities. **C**

# A SAFE PAIR OF HANDS

Health & Safety Authority chief executive Martin O'Halloran retires at the end of June. He spoke to **BARRY MCALL** about his 15 years with the agency, 11 of which were at the helm, and his hopes for its future.

**W**hen Martin O'Halloran looks back on his stewardship of the Health & Safety Authority (HSA) he can do so with some justifiable pride. On the most important statistic of all, workplace fatalities, his tenure has been an unqualified success.

In 2007, the year he took over as Chief Executive, there were 67 fatal workplace injuries in Ireland – 18 of them in Construction. That figure had fallen to 46 last year with just five of them in Construction.

## IMPACTS OF WORKPLACE FATALITIES

But he is still not satisfied. "That is still five too many," he says. "It is good that the rate has fallen, but these are real people with real lives and families. The impact on families can be felt for two, three or more generations. My own great, great grandfather died in a farming accident in Galway in 1865 and that was still being talked about in my family when I was growing up."

Sadly, agriculture remains the one area where progress has proved almost impossible to achieve. Indeed, fatality rates have actually increased over the past 13 years. "We have made very significant progress overall with the notable exception of agriculture," he points out.

Fatality numbers alone do not tell the full story, however. There has been a perceptible change in culture and attitude towards Health and Safety over the past two decades and this has been particularly visible in the Construction Sector.

## A CHANGE IN ON-SITE CULTURE

"Even 15 years ago, if you were to take a walk past construction sites around the country you would have found most of them completely open to the public, many of them would have had poorly secured scaffolding, and the use of personal protective equipment (PPE) such as hard hats, gloves, and respiratory equipment by employees was sporadic to say the least," he explains.

"If you were to walk around now, you will



find nearly all sites are guarded and you'd be astonished to find anyone there not using personal protective equipment," he adds. "Also, you will find that employees on the sites have received safety training. There will be some small sites that still lag behind of course, but we have made enormous progress over the years."

He attributes that progress to a number of factors, with HSA staff playing a key role. "We have 180 people working in the organisation who do quite extraordinary work. I am just the conductor, they are the people who make the fine music and really make a difference."

## SOCIAL PARTNERSHIP

Social partnership has also played its part.

"The fatality rate back in the late 1990s was completely unacceptable," Martin O'Halloran says. "That prompted the Government to provide additional resources to the HSA. The partnership model was working back then and this brought all the players and stakeholders together. That was very important. Regulators tell people what

to do, but getting buy-in from the social partners meant that all the stakeholders were driving it. Everyone's voice was heard, and everyone recognised the value of Health and Safety at work."

That buy-in from employers, trade unions and employees means that it is now difficult to find a construction site that doesn't have a properly trained Safety Representative. "Safety Reps are another very important resource," He adds.

## UPCOMING CAMPAIGNS

The work goes on, of course. "We are about to begin a new campaign on excavations," he points out. "What happens if a wall collapses? We want people to be aware of things like that when they are excavating sites."

Later in the year there will be a focus on chemicals and hazardous substances and their safe use on construction sites.

Safety is just part of the equation, Martin O'Halloran points out. Health is the other element and there will be a much stronger emphasis on this in future. "This is an





Pat Kenny, Joint Chair, Construction Safety Partnership Forum; Martin O'Halloran and Tom Parlon, Director General, CIF, launch CIF Construction Safety Week 2017.

emerging issue. The number of working days lost due to health issues and illness has now surpassed the number caused by accidents. Ireland is not unique in this. It is an emerging trend across Europe as well. We will need to address that in future."

The health issue includes physical aspects including the correct use of PPE, training in manual handling, as well as handling hazardous substances. Psychological aspects are equally important.

### PSYCHOLOGICAL HEALTH ISSUES

"We have done quite a bit of work on stress, bullying and other psychological health issues. Our Work Positive online tool offers a psychosocial risk management process that helps organisations identify ways to improve employee wellbeing. To date, more than 1,000 employers have registered to use it."

Martin O'Halloran believes Ireland has been lucky to certain extent in respect of how it has adopted a positive Health and Safety culture in recent years and that this should not be taken for granted.

### RESOURCES

"I have to beat the drum a lot when it comes to resources. A lot of problems remain to be addressed and people often don't understand or appreciate the full breadth of the work done by the HSA. Our 180 staff are responsible for the regulation of Health and Safety for the 2.1 million people at work in this country, the 350,000 employers, and the 4.7 million citizens when it comes to



Martin O'Halloran addresses the Construction Safety Partnership Forum.

chemicals. We have a very broad remit and we need the resources to be able to carry it out."

There is a commitment from Government that resources will be increased over the coming years.

"I think the organisation is on a very positive trajectory and is moving in the right direction for my successor. I am confident that we are pretty well regarded in the regulatory world both at home and internationally. We led the campaign in Europe in relation to domestic detergent capsules, for example. We have good relations with stakeholders and I think the prospects are bright for the future."

Among his final tasks for the authority will be completing a new strategy document for 2019-2021. "We will have this ready for the board to sign off at the end of June so it

is in place for my successor. It will be quite a radical strategy. I had to shake myself a bit before starting it. We always need fresh ideas. There will be a much greater focus on health and on the use of technologies such as social media to achieve our goals."

### FUTURE PLANS

For himself, he plans a well-earned break before going back to work on a range of projects. "I am on the board of the Institute of Public Administration and I have a few books I want to write. One of them is on genealogy and my family history. My parents both moved from Galway to Meath in the 1940s in what was known as Gaeltacht Migration No 5 and I want to do further research on that and write a book about that small piece of our history." **C**



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# GETTING THE MOST OUT OF ON-SITE CCTV

CIF recently broadcast a webinar in which video technology experts Evercam showed the increasing functionality of on-site CCTV cameras. Evercam director VINNIE QUINN outlines how new video technology can facilitate better site management.

**W**hen most people see a CCTV camera, the first thing they think of is security, but with the right tools in the hands of the right people, there's so much more that can be done.

## PROJECT MANAGEMENT

Effective project management means good communication. It means getting the necessary information to the right people at the right time. The old saying goes "a picture is worth a thousand words" – so why not make more use of pictures? With tools like Whatsapp and email, it's now easy to snap a picture and send it, and this can be done from your CCTV system.

Modern tools such as those provided by Evercam have these sharing facilities built in.

We've all been at a site meeting where time is spent arguing about how various tasks were completed. When everyone has access to the same pictures on their phone, the conversation can move along more quickly.

## SNAPMAIL

Snapmail is a timed email service, available from Evercam. It sends a high-resolution picture of a site to a selected group at a specific moment in time. For instance, a weekly update of what stage a project is at can be delivered to inboxes. We've found this to be particularly useful for the people who spend more time off-site such as senior management, developers, investors and also sub-contractors who just want to be kept in the loop as to how progress is coming along. It has also been used as a marketing tool to keep future customers informed.

## MARKETING

In the past few years, CCTV footage has gone from grainy, blurred images to cinema quality 4k footage. This has opened up new uses for these cameras as they're perfectly designed for the rough, outdoor environment of building sites, especially for long projects that might stretch over several



years.

The first job they can do is time-lapse photography. Even with a regular 4k camera, many of them have features to upload images at regular intervals. Or, you can use software to produce beautiful videos with logos, splash pages, music and annotations. Timelapse photography not only tells the whole story of the concert of activity on a building site, but it does it in social media friendly way so that people share the story.

You can also send animated gifs in an email to relevant people.

As most high-profile projects now also have BIM models, it's possible to create high-quality renderings to include in videos for that extra touch.

## DISPUTE AVOIDANCE

With so many people, often from different companies, having to work together, the potential for disagreements is high – and they can get expensive, fast.

When there's a bird's eye camera that has captured a full video of the event, a lot of potentially expensive disagreements simply never happen. 'How many loads were actually delivered or taken away?' The answer is simply 'We've got the video.'

This also comes in handy when managing your relationships with people off-site,

eg, a neighbour who is convinced that the late-night noises came from building activity. Now it's quick and easy to provide indisputable proof that it didn't.

## HEALTH & SAFETY

Unfortunately, even in today's well-run sites, accidents do happen and quite often they can be traced to someone not following guidelines. If there's a potential insurance claim on the line, it can be very beneficial to be able to present the evidence before things get too heated.

## GDPR

GDPR rules are pretty simple. You need a good reason to record whatever you are recording, you need to tell people what you're doing (a sign at the entrance is enough), and you need to let them know how to contact you. The above sign covers all three of those requirements.

Visit [www.ciftraining.ie](http://www.ciftraining.ie) to watch the Evercam webinar. Any member of your team who views the webinar will be awarded 1 CPD point, which can be allocated to meet your CIRI CPD points requirements. **C**

*To learn more about using cameras on your site, contact Vinnie Quinn, Evercam on 087 9871869.*

# MY STORY – NIAMH BARRY, WALLS CONSTRUCTION

As part of the #BuildingEquality 2018 Campaign's push for more visible female role models, **NIAMH BARRY**, Manager of Training & Development, Walls Construction, shares her story.

**M**y professional history has been a funny one. In a lot of ways, my career found me. One of the elective subjects in secondary school was Technology. It was my favourite subject, by far. We did woodwork, metal works, plastics, circuit boards, and tech drawing. Unfortunately, at the time, it was only part of the Junior Cert Programme, and while I would have loved to, I couldn't pursue it any further. However, it gave me a taste of what I wanted to do with my future.

I studied Architectural Technology and spent eight blissful years working as a Technician. But the recession had a thing or two to say about that. During this time, I started working in the contracts department of a Dublin-based sub-contractor.

I loved being involved in the coordination of installations, to see the fabrication taking place, the requirements to meet specifications, technical submittals, collateral warranties, forms of contract – just the entire process that goes with it.

In the past, I had experienced site from a design team's side. This was a distinct perspective, and we were only delivering one element/package of what was required to achieve a completed project. It gave me a taste for the contractor's side and the diversity that comes with it. I wanted to know more, and I decided to upskill.

I completed a Postgrad Diploma in Construction Law and Contract Administration at Trinity College Dublin and moved on to an MSc in Quantity Surveying. With this under my belt, it was time for me to make the move. I interviewed with Walls Construction for what I believed was a QS role, however, midway through the interview they revealed that the interview was slightly under false pretences. It was for a Training and



Development role. I decided to risk it, and I haven't looked back since.

I love the variety that comes with all the different disciplines that are involved. My previous experience and academic background provide me with an understanding of the requirements for all the company departments. I always experience a huge sense of pride in the work we produce. Many of our projects are iconic landmark buildings, such as Trinity Bioscience, the new Central Bank of Ireland HQ, Dublin Landings, etc. Buildings that will be there a long time after I retire, and beyond.

I believe that the built environment creates the feeling, culture and heart of a place, a sense of what it is about. From sustainability, to smart technology, to conservation, and to the obvious aesthetics.

These factors contribute towards greater community cohesion through their impact on a neighbourhood. It's great to be part of an industry that delivers this."

Role models are very important for any career. It is what you aspire to. I have to say my role model in the built environment would be the architect Zaha Hadid and well, as Irish as this sounds, my most significant female role model and the biggest influence in my life is my mam. She is a very pragmatic person. She always worked hard, never complained, returned to college in her 40's to complete a BSc in Nursing Management, and worked her way up to a Director of Nursing position, all while having a family of five! She's a very determined person, and I've always tried to be the same. In my home, if you really wanted something you pursued it.

The Construction Industry has wide-reaching appeal. It's challenging, diverse, and rewarding. You meet great characters along the way. I believe to attract more females into the Industry we need more female role models. But this will not be easy, particularly when there are so few women in leadership roles. A starting point might be greater collaboration between the Industry, third level institutions, and professional bodies to demonstrate to young people – male and female – that the industry can be a place for anyone if you want it to be. **C**

*CIF wishes to thank CPAS, Mercury Engineering, Collen Construction, Hilti, Walls Construction and Flynn Management and Contractors for their support of the #BuildingEquality Campaign.*

*To learn more about the #BuildingEquality campaign visit [www.cif.ie/building-equality](http://www.cif.ie/building-equality)*





# MURDOCK BUILDERS MERCHANTS STRENGTHENING POSITION IN IRISH MARKET

Murdock Builders Merchants was originally established in 1982 with the set-up of Newry Building Supplies Ltd in Newry, Co Down. Today it has 13 branches across Northern Ireland and Ireland.

**M**urdock Builders Merchants has a unique position in the building supply marketplace. In addition to providing general building supplies, it has grown over the years through a series of vertical integrations, acquiring manufacturing firms who supply into the building market and putting its stamp on their operations.

The company opened its first builders merchants branch in the Republic of Ireland in 2007 with an outlet in Balbriggan. It opened a second store in Ballymount, Dublin in 2015 and followed this with a third branch in Kilbarrack, Dublin, in September of last year.

Today, Murdock Builders Merchants has 13 branches across Northern Ireland and Ireland as well as two timber product manufacturers and a Civil Engineering Section. It is also looking to expand its operation further in the South.

“The company’s growth over the years has been as a result of organic development as well as the strategic acquisition of manufacturers within in the supply chain,” explains Gary Craven, Group Sales Manager (ROI). “In addition to our builders merchants, we operate four specialist divisions, which supply machined timber (Cranwood Industries), roof trusses and joists (Murdock Roof Trusses and Space Joists), Civil Engineering (Murdock Civils) and rough sawn timber (Cranwood Carcassing). This gives our customers greater scope, choice and value.”

Facilitating the building trades’ preference to order and collect, and an early opening time of 6.45am has proven very popular with Murdock’s growing customer base.

“The fact that builders can pre-order and then collect their orders, beating the early morning rush hour traffic has helped us build up a strong customer base,” says Gary Craven. We also have a mobile optimised website with a customer account log-in facility. This means that customers can easily order from desktop or mobile devices. We plan to develop our online services further in the coming year.”

Murdock stocks all major brands for collection and delivery. Also, its specialist ranges include products from Murdock’s machined timber division Cranwood Industries and in-house roof truss/space joist manufacturing plant, as well as in-house timber carcassing and Civil Engineering products.

Murdock’s timber product manufacturing division is based in a purpose-built facility in Warrenpoint, Co Down. It offers a full range of machined timber products, from standard skirting and architrave moulds to customised window boards, stair parts and door sets. With increasing demand from both domestic and commercial customers for more intricate and detailed timber sections, Murdock has combined technical expertise with modern machining technology and imaginative designs to deliver innovative solutions in this market. This plant also stocks a wide range of high-quality hardwood and softwood species imported from around the world with over 20 different species of timber in stock. All these products are available through Murdock Builders Merchants branches.

Roof trusses are an increasingly popular roof solution for many



customers due to the reduction in labour and costs they provide. Murdock designs and manufactures roof trusses at its Newry-based operation.

“Having made a significant investment in state-of-the-art plant and software,” says Gary Craven, “we offer a full design and production service, complemented by an experienced sales team who are available to call on site to confirm measurements and discuss any queries on a face-to-face basis.

“We offer clients trusses of the highest quality supported by superb customer service,” says Gary Craven. “Where required, customers can be supplied with trusses, which have been treated at Murdock’s high- or low-pressure treatment facility, and all are certified by the FSC or PEFC bodies.

In the coming months, Murdock Builders Merchants plans to strengthen its presence in the Dublin area and will be introducing a range of specialist Civil Engineering products into the ROI through Murdock Civils Division. **C**

# RECOGNISING AND MANAGING STRESS

Stress response tutor, nurse and Managing Director of FL Safety Training, **FLORENTINE LOUGHNEY**, outlines what you can do to identify stress overload in yourself and others.

**T**here is a need to turn the tide on suicide by recognising the signs of depression and stress in ourselves, in our families, friends and work colleagues.

Stress is defined by behavioural scientist Richard S Lazarus as being “a particular relationship between the person and the environment that is appraised by the person as taxing or exceeding his or her resources and endangering his or her wellbeing”.

## PSYCHOLOGICAL IMPACTS OF STRESS

Overload of stress can be the cause of poor mental health. It can lead to anxiety and depression. Moods and emotions are created by our thoughts. When we are depressed and anxious, we have negative thoughts, which may be distorted, irrational or exaggerated. Cognitive Behavioural Therapy seeks to challenge the thoughts of the individual and teaches the person to think in a more rational and realistic way.

## PHYSICAL EFFECTS OF STRESS

When stressed, the brain stimulates the release of adrenaline and noradrenaline into the bloodstream. The resultant impact is akin to a fire alarm going off, arousing the body in a negative manner. The physical effects of stress are very real and include the following:

- Increased heart rate
- Blood pressure rises
- Breathing rate increases
- Oxygen consumption rises
- Muscles become tense
- Changing brain wave patterns
- Our thoughts intensify
- Health sustaining activities are suspended.

## COPING WITH STRESS

There are many resources to enable us to deal with stress. These include:

- Maintaining health and energy (by eating and sleeping well and by exercising)
- Positive beliefs in oneself (positive



- mental attitude)
- Problem-solving skills (identifying the causal factors of stress)
- Social skills (talk about any issues)
- Social support (seek help).

## SUICIDE PREVENTION

Ireland has the fourth highest rate of suicide in Europe, which is an alarming statistic. Those at greatest risk fall within two age groups, 25 to 34-year olds and 45 to 54-year olds, with men three times more likely to commit suicide than women.

There is a need to turn the tide on suicide by recognising the signs of depression and stress in ourselves, in our families, friends and work colleagues.

Early intervention is essential. There is a need to recognise the warning signs, ask the question of family, friend and work colleagues if they are okay, and advise them that it is okay not to feel okay, and certainly okay to verbalise that feeling. So, what are the signs of stress burden or depression? Some typical indications may be:

- Lack of interest in life events
- Change of behaviour
- Social isolation
- Poor performance at work
- Lack of interest in physical appearance
- Poor sleeping habits
- Over indulgence in alcohol drugs or food
- Weight loss or weight gain

## MASLOW'S HIERARCHY OF NEEDS

Please remember that every person is different, but we each have needs that must be met to achieve satisfaction and appreciation of self-worth. I refer to Maslow's Hierarchy of Needs, which is often presented as a five-level pyramid, with higher level needs coming into focus only once lower, more basic needs are fulfilled.

Tips for achieving and maintaining positive mental health include:

- Mindfulness
- Meditation
- Exercise/Physical fitness
- Maintain a healthy weight
- Good diet
- Have a good sleep pattern
- Talk to your friends and family
- Journal (eg, Write five things you are grateful for before you go to sleep and when you wake up.)
- Taking time for yourself
- Doing nothing!!!

Florentine Loughney is Managing Director of FL Safety Training, a well-established, QQI, and Irish Heart Foundation approved training company with national, multinational and individual clients. **C**

*A webinar on managing stress can be viewed on the members' section of the CIF website at [www.ciftraining.ie](http://www.ciftraining.ie)*

If you would like more information or are affected by any of the issues mentioned in this article, contact one of the following support organisations:

- The Samaritans on Tel: 116 123, 24 hours, seven days a week
- Aware on Tel: 1800 80 48 48, Monday to Sunday 10am to 10pm or email [supportmail@aware.ie](mailto:supportmail@aware.ie)
- Grow on Tel: 1890 474747. [www.grow.ie](http://www.grow.ie)
- Pieta House locally at [www.pieta.ie/contactus](http://www.pieta.ie/contactus)



# POSITIVE FIRE TESTS UNDER NEW PART B GUIDELINES

CIF Seminar on TGD Part L hears of likely provisions to be included in upcoming Part L Dwellings amendments.

**C**IF hosted a Building Regulations Seminar on Part B Volume 2 Dwellings, Part L Conservation of Fuel & Energy Buildings other than Dwellings & Part L Conservation of Fuel & Energy Dwellings at the Louis Fitzgerald Hotel, Dublin.

Speakers included Eamonn Smyth, Technical Advisor in the Building Standards Section of the Department of Housing, Planning, and Local Government; Sean Armstrong, Senior Advisor, Department of Housing Planning and Local Government and Orla Coyle, Programme Manager Sustainable Energy Authority of Ireland (SEAI)

In his presentation, Eamonn Smyth welcomed the significant positive results of recent fire tests that took place since the release of the guidance document in June. This related to permissible 30min FR external wall constructions together with additional acceptable internal wall constructions for 30min FR.

Sean Armstrong, and Orla Coyle spoke collaboratively on TDG Part L Conservation of Fuel and Energy in buildings other than dwellings and on TGD Part L Conservation of Fuel and Energy Dwellings. They informed delegates on the existing guidance and outlined some of the likely provisions to be included in the public consultation on Part L Dwellings which opened April.

"There have been a number of important amendments to TGD Part L relating to fire safety of which builders should be fully aware," said Eamonn Smyth. "The positive results of tests under the



Seminar speakers Sean Armstrong and Eamonn Smyth.

new guidelines show that the amendments to the guidelines were greatly warranted."

Exhibitors Xtratherm, TIDL, Ameresco and Saint Gobain hosted stands with the latest in product innovations, service advice and technical knowledge from each of their respective fields.

A copy of each presentation is available to all members on the members section of the website for further review. **C**

# BREAKING DOWN BARRIERS

**W**aterford Institute of Technology hosted the inaugural 'Women in Technology' event in March. The event was aimed at removing barriers, perceived or otherwise, from women entering into the technological world.

Clodagh Dunphy, who works as a Project Engineer/Manager with Winthrop Engineering and is a graduate of the Institute, gave a presentation to students on her career progression since joining the company in 2014. She originally joined Winthrop on a work placement programme from WIT and subsequently as a Graduate Engineer in 2014.

"Since joining Winthrop my career progression has been swift," explained Clodagh Dunphy to WIT students, as well as students from local secondary schools who also attended. "I now work with some of the world's most renowned Pharma and Med Tech companies. From my experience in the past four years, I would highly recommend that young women who have an interest in Engineering or Construction should pursue that interest. While some may perceive barriers entering the Industry, these are disappearing. At this point in time, there are many exciting opportunities for women in Construction." **C**



Clodagh Dunphy addressing students at WIT

# CIF PRESIDENT CALLS FOR 'SMART SUSTAINABLE GROWTH'

This year's GMIT International Construction Management Conference heard from some of the Industry's leading figures. **SEAN MURPHY** reports.

**T**he eight International Construction Management Conference, hosted by the GMIT Galway's Department of Building & Civil Engineering, heard Dominic Doheny, President, CIF, outline three possible scenarios for the Construction Industry to follow in the next 20 years. They are: Repeat the mistakes of the past and return to a Boom/Bust cycle; Repeat some successes of the past, resulting in a mixed picture; or, Proceed from here-on with 'Smart Sustainable Growth' achieved by Government and Industry collaboration.

The CIF President said "Smart sustainable growth would require embracing innovations such as Lean Construction and Investment in BIM which will result in technology-enabled growth while meeting Ireland's climate change challenges head-on."

Dominic Doheny also said he foresees a scenario where a greater number of Irish construction firms will compete and challenge on the global stage, not just nationally.

He added that challenges lie ahead. "These include addressing the current skills shortage, which has seen a lack of young people entering the industry, both at managerial/technical levels and also in the trades as well as addressing the lack of diversity in the Sector, which is further exacerbating skills shortages."

The focus of the one-day conference was on how the Sector is emerging from recession and starting to expand strongly, while at the same time embracing massive change, driven by digitalisation of design and processes and the introduction of new technologies,

## DEFICIT IN THIRD-LEVEL EDUCATIONAL DEVELOPMENT

Dr Fergal Barry, GMIT President, opening the conference, highlighted the deficit in third-level educational development funding during the recessionary years and the need for considerable construction/infrastructure funding both within the third-level sector and nationally. He said that there is currently a need for 4,500 social



houses in Galway alone and welcomed the €116bn National Development Plan noting the significant increase in demand for construction-related programmes within GMIT and nationally.

## 57% RESIDENTIAL PLANNING APPLICATIONS IN DUBLIN

In his presentation, Tomás Kelly, Director, AECOM Ireland highlighted the cyclical nature of the Construction Industry and the current upward part of high growth. He said that in 2017 construction output increased by 8% and the predicted output in 2018 would rise by 14%. "In line with the recovery to date," he said, "the increases are not evenly distributed throughout the country, with the greater Dublin area responsible for a large proportion of the growth."

He summarised planning permission applications against floor area nationally, stating that residential development was responsible for 57% of planning applications

and the Dublin region alone accounted for 42% of the overall floor area, for which planning permission was being sought.

## BIM AS A GAME-CHANGER

David Taylor, President of the Chartered Association of Building Engineers (CABE), looked at how construction will evolve over the next 25 years. He saw the major industry challenges as being lack of investment and the need to embrace technology to drive change; and saw BIM as a game-changer, capable of de-risking construction and making it faster, cheaper and engendering better quality.

## ONE MILLION IRISH HOMES ENERGY INEFFICIENT

Brian McIntyre, Deep Retrofit Pilot Programme Executive, Sustainable Energy Authority of Ireland (SEAI) provided an outline of the Deep Retrofit towards Zero Energy Programme that commenced in June 2017. He estimated that up to one



Delegates at GMIT International Construction Management Conference



Dominic Doheny,  
President, CIF,



Gus McCarthy, Managing  
Director, McCarthy Keville  
O'Sullivan.

million existing homes in Ireland are considered to be significantly energy inefficient resulting in higher energy bills and poorer health and wellbeing for homeowners and occupants.

Gus McCarthy, Managing Director, McCarthy Keville O'Sullivan Planning Consultants gave an overview of the current planning system and considered that there were serious issues in the way planning is approached, citing the recent Apple project in Athenry. He welcomed a number of new regulations that have been introduced by Government in an attempt to speed up planning decisions, but considers they are falling short in regard to their stated objectives.

Eamonn Smyth, advisor to the Department of Housing, Planning and Local Government on Building Regulations, provided an overview of changes to Technical Guidance Documents Part B

(Fire) and Part L (Energy Performance).

Ursula Jedrol, BIM Manager, Stewart Construction and GMIT Architectural Technology graduate presented a 'Case Study in Building Information Modelling' focussing on Dublin Airport Central Phase 1, a Design & Build Contract and BIM Level 2 project.

### INTERNATIONAL CONSTRUCTION MANAGEMENT CONFERENCE

The first GMIT International Construction Management Conference took place in 2011, when GMIT wanted to provide a forum where the industry could discuss a sustainable future for the industry. From small beginnings, the conference has now evolved into the largest annual construction event in the west of Ireland.

"We are delighted to see the continued growth of the conference, said Dr Martin Taggart, conference organiser and

chairperson. "It commenced in the depths of the recession and is now the leading annual event in the west of Ireland, for built environment professionals and contractors".

Other speakers at the conference included Oliver Mahon, Senior Vice President CRH Ireland; Patrick King, Building Information Modelling (BIM) Director at ECD Architects; Patricia Callear, Senior Inspector with An Bord Pleanála; Gus McCarthy, Director and Senior Planner with McCarthy Keville O'Sullivan Planning Consultants; Mattie Dwane, Procurement Director at Specialist Project Services Ltd and Project Procurement Manager for Alexion Pharmaceuticals; and Kevin Duke, Managing Director, Duke McCaffrey Construction Consultants. **C**

Copies of Presentations can be found here:  
<http://www.gmit.ie/general/constructgmt18-presentations>





L to r: Colm O'Grady, John Sisk & Son Ltd; Seamus Brady, Castle Ceilings & Partitions Ltd; Ailish O'Grady; Dominic Doheny, President, CIF; Kathy Brady; Tara Flynn, Chairperson, CIF Galway Branch and Tom Parlon, Director General, CIF.

# CIF GALWAY BRANCH GALA BALL

**T**he CIF Galway Branch Gala Ball took place in the Ardilaun Hotel, Galway on Friday 20th April. Guests included Councillor Pearce Flannery, Mayor of Galway City; Councillor Eileen Mannion, Cathaoirleach, Galway County Council; Sean Canney TD; Pat Carter, President, Society of Chartered Surveyors Ireland Western Region; Dominic Doheny, President, CIF and Tom Parlon, Director General, CIF.

Speakers on the evening included Tara Flynn, CIF Galway Branch Chairperson and Director, Paul Flynn Construction; Tom Parlon; Sean Canney and Dominic Doheny. Paul Carey of Carey Building Contractors was Master of Ceremonies.

The supported charities on the evening were The Laura Lynn Foundation and The Children's Ward, Portiuncula Hospital, Ballinasloe.

The CIF Galway Branch would like to thank sponsors of the event, which included Roadstone, Vision Built and Xtratherm, for their support. **C**



L to r: Sean Canney TD; Eileen Mannion, Cathaoirleach, Galway County Council; Dominic Doheny, President, CIF; Tara Flynn, Chairperson, CIF Galway Branch and Tom Parlon, Director General, CIF.



L to r: Laura Tynan, Stewart Construction; Eileen Mannion, Cathaoirleach, Galway County Council and Rachael Stewart, Director, Stewart Construction.



Sarah Murphy and Olivia Kelly, both from Carey Building Contractors.



Sandra and Padraic Rhatigan, Managing Director, JJ Rhatigan.





L to r: Tom Parlon, Director General, CIF; Simon Coveney TD, Tánaiste and Minister for Foreign Affairs; Dominic Doheny, President, CIF; Brian Nolan, outgoing Chairman, Cork Branch CIF; Conor O'Connell, Regional Director, Southern Region, CIF.

## CIF CORK CONSTRUCTION DINNER 2018



Scooby Doo gives tips to Eoin Stack of BAM during the CIF Cork golf outing

**T**he CIF Cork Construction Dinner 2018 took place on 23rd March in Fota Island Resort. Sponsored by Cork Builders Providers, the dinner was attended by over 300 guests.

The evening followed a golf outing at Fota Island Golf Club, which was sponsored by Roadstone.

The Chairman's Charity on the evening was Marymount Hospice, and €6,500 was raised.

Brian Nolan, outgoing CIF Cork Branch Chairman, said that "there was a need to identify work ready sites for the life sciences sector in the region." He also said that the M20 Cork to Limerick motorway is as a critical project for opening up zoned lands in Cork and that the M28 to Ringaskiddy project "would allow the Port of Cork to relocate and free up the



The Roadstone team at the CIF Cork golf outing.

Cork Docklands area for residential and commercial development."

Tánaiste, Simon Coveney TD spoke at the event welcoming the increase in Construction activity in Cork.

"The growth the Cork region will experience as evidenced in the National Planning Framework (Ireland 2040) and the National Development Plan, with projections of the population in Cork to grow by 125,000 over the next 22 years," the Tánaiste added.

CIF President Dominic Doheny spoke

about the need for the Government to invest in infrastructure. He welcomed the National Planning Framework, in particular, the establishment of the Construction Sector Group within the NDP.

"The Construction Sector Group will help address the challenges with the delivery of the ambitious vision behind the National Planning Framework, the CIF President said, "while also modernising the Construction Industry over the next 20 years." **C**



Designer Group mechanical apprentices Conor Cregan and Mark Fitzgerald, winners of the inaugural Generation Apprenticeship award, with their sustainable Herb Garden A.

# CREATIVE THINKING DOMINATES INAUGURAL GENERATION APPRENTICESHIP COMPETITION

A team of mechanical apprentices from Designer Group have won the inaugural Generation Apprenticeship Competition for the sustainable Herb Garden 'A'.

**S**even teams comprising 39 apprentices were chosen as finalists in Ireland's first ever Generation Apprenticeship Competition. The apprentices were part of the innovative national competition celebrating design, team-working and the problem-solving skills of Irish apprentices.

The competition, which was part of the Generation Apprenticeship campaign, involved teams of apprentices creating six-foot, three-dimensional 'A' letters using a diverse range of design skills.

The teams chosen for the final were from:

- Designer Group (two teams)
- John Sisk and Son
- Jones Engineering Group
- Mayo, Sligo, Leitrim Education & Training Board
- The Hospitality Education Training Campus, Limerick Clare Education and Training Board
- Kerry Education & Training Board Training Centre

Entries included a range of moving parts, electronics, wood, metal, stone, piping, water and electrical circuits.

The competition, which is the first of its kind, aims to highlight the importance and value of apprenticeships as a route to skills development in 21st century Ireland. It will also highlights the strong tradition of craft-based apprenticeships and the new industries in which apprenticeships are now available, including advanced manufacturing, engineering, finance and hospitality.

The entries were on display in the National College of Ireland



Jones Engineering apprentice team with their Self-Powered A. L to R: Paul Burnet, Michael Murray, Aaron Cassells, Liam Kane, Ryan Doyle and Simon Watson (Team Development).

until 27th April. A gala awards ceremony was held at the end of the exhibition to announce the winning entry.

In addition to receiving support from the Department of Education and Skills and SOLAS, the competition was sponsored by ESB and CIE. An independent judging panel selected the winning entry with reference to the competition criteria of design skills, teamwork, critical thinking and problem-solving.

**Designer Group submitted two entries.**

The winning entry was sustainable Herb Garden A, which was created by Designer Group mechanical apprentices. The A mimicked the sustainability of the Irish ecosystem including a





John Sisk & Son carpentry apprentices show their Joinery A to Tom Parlon and Dominic Doheny. L to r: Paul Kearney, Harry Hennessy, Stephen Chapman, Tom Parlon, Director General CIF; Dominic Doheny, President, CIF; Dave Tracey, Joinery Works/Training Centre Manager, John Sisk & Son; Neil Farrell and Joey Murphy.

water collection and recycling through a waterfall.

An intelligent A by Designer Group electrical apprentices used smart technology that encompassed the control of LED lighting, emergency systems and audio-visual technology.

"I am delighted for all of our apprentices who have taken part in this inaugural Generation Apprenticeship event, said Brendan Kearns, Training Director, Designer Group. "They all showed great initiative, teamwork and dedication to put in the work and hard hours to deliver such creative models to display their apprenticeship craft. This is true of all entries and all models were a great display of our young talent and skills in the various categories. To have won the event was a great achievement for Conor and Mark and I am delighted for our company to have been part of the programme. It will be an inspiration to all of our other apprentices in the future."

The John Sisk & Son A comprised a range of commercial FSC woods, which represented the seven phases of apprenticeship. The carpentry apprentice team also incorporated modern technology into the design with the use of a solar panel powered tablet device and low-energy LED lights.

Jones Engineering apprentices devised a self-powered A. Among many features, it was powered by a motor, which can be charged by power generated by an attached bicycle.

Dr Mary-Liz Trant, Executive Director for Skills Development, SOLAS said that she was blown away by the energy, imagination and commitment on display, not to mention the craft and detailed work on show.

"The work is beautiful, skilfully finished and polished, but also ground-breaking in the way that each group has combined teamwork, critical thinking and problem-solving to create their entries. This is something we want to highlight and apprentices from diverse backgrounds have so much to offer in this regard. These insights offer new possibilities about the role of apprenticeship, including for those thinking about a change in career or returning to work."

Tom Parlon, Director General, CIF, said that the CIF was proud to be associated with the competition as it highlighted the great skills that apprentices can attain.

"We hope this competition will inspire young people, who are seeking an exciting and rewarding career, to explore what apprenticeships have to offer. The Construction Sector is in a growth phase and needs young talented people to drive our development and to meet the demands of the economy. An apprenticeship offers a world of opportunity, as well as the prospect of earning while learning. The CIF is particularly keen to see more female apprentices coming into the system as figures for female participation in construction-related apprenticeships remains worryingly low." **C**



Designer Group apprentice Stephen Mullery explains his team's Intelligent A. L to r: Brendan Kearns, Training Director, Designer Group; Dominic Doheny, President, CIF; Stephen Mullery; Tom Parlon, Director General CIF and Senan Collieran, Manager, Distribution and Customer Service, ESB Networks.

# INDUSTRY NEWS

## SISK COMMITS TO DOUBLE ENERGY PRODUCTIVITY

John Sisk & Son has become the first Irish company to join global energy efficiency initiative Eco Driving pilot EP100, which is to be extended through all its operations.

As part of its newly acquired EP100 membership commitment, John Sisk & Son has pledged to double its energy productivity within 25 years, joining companies such as Schneider Electric, Johnson Controls, Danfoss and H&M in demonstrating climate leadership by reducing energy use.

Supported by The Climate Group, which leads EP100 in partnership with the Alliance to Save Energy, Sisk will now work to identify, assess and implement energy conservation measures while assisting business growth through enhanced resilience and competitiveness. This will help the business achieve its aim of doubling energy productivity, measured in kWh/turnover, by 2030. This is based on the 2014 benchmark Sisk set under its ISO50001 Certified Energy Management System.

Sisk has identified site fuel and fleet fuel as its significant energy users and has a number of projects on its action plan for implementation over the coming year. The development of generator efficiencies and an Eco Driving pilot project has produced impressive results that will extend through the company's operations. The Eco Driving initiative has been implemented on over 100 vehicles and has resulted in a saving of approximately 33,000 litres or 10% of annual consumption.

Ian O'Connor, Energy Manager, John Sisk & Son says that Sisk is delighted to announce its membership of the global energy efficiency initiative EP100.

"Our commitment is to double our energy productivity within 25 years. As the first Irish business to join EP100, Sisk is proud to be leading the way in demonstrating climate leadership by reducing energy use."

Led by The Climate Group in partnership



The Reflector Building, Grand Canal Dock, Dublin, a John Sisk & Son project.

with the Alliance to Save Energy, EP100 is a global, collaborative initiative of influential businesses committed to being energy-smart. By doubling their energy productivity within 25 years, members drive greater economic output from every unit of energy consumed – enabling them to benefit from lower energy costs while demonstrating clear climate leadership. Driving greater energy efficiency through behaviour change and smarter technology such as LED lighting enhances resilience and boosts competitiveness while cutting greenhouse gas emissions.

Stephen Bowcott, CEO, John Sisk & Son, says that energy efficiency is an important part of the long-term business strategy at John Sisk & Son.

"As an innovative, international, engineering and construction company with extensive operations across Ireland, the United Kingdom and mainland Europe, we are committed to reducing our carbon footprint and contributing to the global fight against climate change. Sisk's membership of EP100 further demonstrates this commitment."

Helen Clarkson, CEO of The Climate

Group, welcomes Sisk's membership and commitments.

"As the first Irish company to join EP100, Sisk is positioning itself alongside some of the world's most influential companies committed to the highest levels of leadership on climate change," says Helen Clarkson. "By making smarter use of everyday energy, our members are driving tech innovation while saving on energy bills and lowering their emissions – that's good business."

In joining EP100, Sisk is recognising that doubling energy productivity improves corporate stability and profitability, while also contributing to limiting global warming to well below 2°C, as set out by the UN COP21 Paris Agreement.

Business accounts for around half of the electricity used worldwide. By focusing on energy productivity outcomes, Sisk can reduce its own energy costs and significantly contribute to reducing energy demand. **C**

Find out more about EP100 by visiting [www.theclimategroup.org](http://www.theclimategroup.org)



# CIARÁN KENNEDY ELECTED PRESIDENT OF ACEI



Tony Horan, outgoing President, ACEI, hands over the chain of office to Ciarán Kennedy, incoming President.

**C**iarán Kennedy, Managing Director, Barrett Mahony Consulting Engineers, has been elected President of ACEI (Association of Consulting Engineers in Ireland) at the Association's AGM on 6th April.

He was first elected as a member of the ACEI Executive in 2007 and has served on the Executive Board for the past decade in a variety of roles including Convenor of the Structures Committee; Convenor of the CPD Committee; Honorary Secretary, Second Vice-President and Vice-President. He has also maintained active involvement in the Structures Committee of the ACEI since 2002.

Ciarán Kennedy succeeds Tony Horan, Group Managing Director, O'Connor Sutton Cronin, is a chartered structural engineer and was appointed Managing Director of Barrett Mahony in 2016. He graduated from DIT Bolton Street in 1996 with a first-class honours degree in structural engineering and began his career as a design engineer in a site-based role, gaining particular experience in refurbishment and the interaction of new build with heritage buildings. **C**

## ARDMAC CELEBRATES 18TH CONSECUTIVE YEAR OF ROSPA SAFETY RECOGNITION

**S**pecialist construction firm Ardmac has been awarded three Order of Distinction Awards for their Dublin, Manchester and Craigavon operations, in the prestigious annual RoSPA (Royal Society for Prevention of Accidents) Health and Safety Awards.

Order of Distinctions are presented to organisations that have achieved a minimum of 15 consecutive Gold awards. With 18 years of Gold awards, this is Ardmac's fourth consecutive year receiving the Order of Distinction Award.

"We are delighted to have received this recognition again this year," Diarmaid Magee, Director SHEQ, Ardmac, said. "As safety is at the fore of all we do. This recognition by RoSPA reflects the hard work and effort put in by all of our employees across the business, keeping Ardmac as a safe place to work."

The internationally recognised RoSPA Awards are a much sought-after accolade, given to organisations from every sector, who can demonstrate a long-term commitment to accident and ill-health prevention.

Ardmac will be presented with the awards during a ceremony at ExCeL, London on Tuesday, 19th June.

The RoSPA Awards scheme, which receives entries from organisations around the world, recognises achievement in Health and Safety management systems, including practices such as leadership and workforce involvement. **C**



Diarmaid Magee, Director SHEQ, Ardmac.

# KOMATSU INTRODUCES 'KOMVISION' SURROUND VIEW VISIBILITY

**K**omVision is a new 'surround view' visibility system developed by Komatsu which is now being fitted as a standard safety feature on all excavators.

KomVision is described by Komatsu as a 'visual aid' that goes beyond safety regulations. It complies with the provisions of ISO5006:2017 – the new visibility testing standard that came into force from January 2018 – and is incorporated into the EU Standard EN474-1 for earthmoving machinery safety.

Designed to give the operator ultimate peace of mind by providing an all-sides, real-time, bird's eye view of the machine's immediate surroundings, KomVision was designed, developed and manufactured by Komatsu as a fully integrated feature that offers seamless connectivity between driver, machine and the surrounding jobsite.

Using a network of high-definition cameras, KomVision projects a crystal clear view of the immediate surroundings on to a widescreen cab monitor that the driver can quickly and easily check prior to making any movements.

John O'Brien, Sales Director for Komatsu distributor McHale Plant Sales, says, "KomVision will ease the life of drivers who often wish they had eyes in the back of their head, and alleviate the concerns of operators keen to eliminate unnecessary contacts or collisions due to blind spots." **C**



# TOPCON SHOWCASES THE LATEST AUTOMATED WORKFLOWS

**T**opcon Positioning Group presented their latest innovations in cutting-edge construction workflows at Intermat 2018 recently. At the event, Topcon experts showed construction and geospatial automated work processes, which provide cost, time and productivity benefits.

"It is no secret that there is a huge gap in terms of the demands for creating and maintaining global infrastructure and the capacity that is available within the industry. In fact, the deficit is projected to be in the region of \$12 trillion," commented Ulrich Hermanski, Vice President of Construction Business EMEA at Topcon Positioning Group.

"The reality is that we need to find quicker, more cost-effective and productive ways to build. Automated technology is key to achieving this, helping to save money before and during the build – as well as throughout maintenance cycles. Events like Intermat offer a great stage for the construction industry to come together and understand which technology is the best to implement and how to adopt it successfully."

At the event, Topcon demonstrated full workflow systems with integrated hardware and software, designed to reduce cost and minimise time on every project.



Topcon Falcon 8+ in action

For instance, Topcon's Smoothride system offers users one seamless system to improve road construction workflows in five key areas: scanning; designing; milling; paving and compacting. The system comprises a Topcon RD-M1 scanner – a vehicle mounted road resurfacing scanner; Mobile Master Office visualisation processing software; MAGNET® Office with resurfacing software; and the RD-MC machine control 3D resurfacing solution for milling and paving.

Topcon also demonstrated its range of unmanned aerial vehicles (UAVs),

including the Falcon 8+, designed to offer a more efficient way of capturing mass data on survey, inspection or as-built jobs. The Falcon 8+ can be used to create aerial maps and digital terrain models without the need for ground points. As such, the time it takes to capture detailed survey data can be reduced by as much as 50%.

By integrating the UAVs with Topcon's software packages, including ContextCapture (in partnership with Bentley Systems) and MAGNET Collage, users can easily process this data and create precise 3D models from the imagery. **C**



# FOR YOUR DIARY

Helping you plan ahead

## **Wednesday 6th June 2018, 8:00pm DONEGAL BRANCH MEETING**

Location: Mount Errigal Hotel, Letterkenny  
Contact: Justin Molloy, Tel: 091 502680,  
Email: jmolloy@cif.ie

## **Monday 11th June 2018, 1:00pm CORK BRANCH IHBA MEETING**

Location: CIF Cork Office, Little Island, Cork  
Contact: Brid Cody, Tel: 021 435 1410,  
Email: bcody@cif.ie

## **Monday 11th June 2018, 6:00pm GALWAY BRANCH MEETING**

Location: Ardilaun House Hotel, Galway  
Contact: Justin Molloy, Tel: 091 502680,  
Email: jmolloy@cif.ie

## **Wednesday 13th June 2018, 1:00pm MECHANICAL & ELECTRICAL CONTRACTORS ASSOCIATION (M&ECA) MEETING**

Location: Maldron Hotel, Abbeylax Rd, Portlaoise  
Contact: Orla Brady, Tel: 01 406 6048,  
Email: obrady@cif.ie

## **Monday 18th June 2018, 1:00pm CORK BRANCH EXECUTIVE MEETING**

Location: CIF Cork Office, Little Island, Cork  
Contact: Brid Cody, Tel: 021 435 1410,  
Email: bcody@cif.ie

## **Monday 18th June 2018, 3:00pm CECA EXECUTIVE COMMITTEE MEETING (FOLLOWED BY CECA AGM)**

Location: CIF Head Office, Construction House, Canal Rd, Dublin  
Contact: Denise Tuffy, 01 4066066, Email: dtuffy@cif.ie

## **Tuesday 19th June 2018, 2:30pm-4:00pm CONSTRUCTION 4.0 COMMITTEE MEETING**

Location: CIF Head Office, Construction House, Canal Rd, Dublin.  
Contact: Orla Brady, Tel: 01 406 6048,  
Email: obrady@cif.ie

## **Tuesday 26th June 2018, 8:00pm MIDLAND BRANCH MEETING**

Location: Bloomfield House Hotel, Mullingar  
Contact: Justin Molloy, Tel: 091 502680,  
Email: jmolloy@cif.ie

## **Wednesday 27th June 2018, 3:00pm MBCA EXECUTIVE COUNCIL MEETING**

Location: CIF Head Office, Construction House, Canal Rd, Dublin  
Contact: Denise Tuffy, Tel: 01 406 6066,  
Email: dtuffy@cif.ie

## **Tuesday 3rd July 2018, 11:00am EXECUTIVE BODY MEETING**

Location: CIF Head Office, Construction House, Canal Rd, Dublin.  
Contact: Gillian Heffernan, Tel: 01 406 6016, Email: gheffernan@cif.ie

## **Tuesday 3rd July 2018, 9:30am-11:00am ASCA MEETING**

Location: CIF Head Office, Construction House, Canal Rd, Dublin.  
Contact: Gillian Ross, Tel: 01 406 6000,  
Email: gillianr@cif.ie

## **Tuesday 10th July 2018, 10:00am IHBA NATIONAL COMMITTEE MEETING**

Location: CIF Head Office, Construction House, Canal Rd, Dublin.  
Contact: Cathy Gurry, Tel: 01 406 6008,  
Email: cgurry@cif.ie

## **Wednesday 11th July 2018, 1:00pm PROCUREMENT TENDERING & CONTRACTUAL MATTERS COMMITTEE MEETING**

Location: CIF Head Office, Construction House, Canal Rd, Dublin  
Contact: Denise Tuffy, Tel: 01 4066066,  
Email: dtuffy@cif.ie

## **Monday 20th August 2018, 1:00pm CORK BRANCH EXECUTIVE MEETING**

Location: CIF Cork Office, Little Island, Cork  
Contact: Brid Cody, Tel: 021 435 1410,  
Email: bcody@cif.ie

## **Monday 27th August 2018, 1:00pm CORK BRANCH IHBA MEETING**

Location: CIF Cork Office, Little Island, Cork  
Contact: Brid Cody, Tel: 021 435 1410,  
Email: bcody@cif.ie

## **Wednesday 22nd August 2018, 3:00pm MBCA EXECUTIVE COUNCIL MEETING**

Location: CIF Head Office, Construction House, Canal Rd, Dublin  
Contact: Denise Tuffy, Tel: 01 406 6066,  
Email: dtuffy@cif.ie

## **Tuesday 28th August 2018, 9:30am-11:00am**

## **ALLIANCE OF SPECIALIST CONTRACTORS ASSOCIATIONS (ASCA) MEETING**

Location: CIF Head Office, Construction House, Canal Rd, Dublin.  
Contact: Gillian Ross, Tel: 01 406 6000,  
Email: gillianr@cif.ie

## **Tuesday 28th August 2018, 11:00am EXECUTIVE BODY MEETING**

Location: CIF Head Office, Construction House, Canal Rd, Dublin.  
Contact: Gillian Heffernan, Tel: 01 406 6016, Email: gheffernan@cif.ie

## **Friday 31st August 2018, 11:30am-1:00pm IRISH ASSOCIATION OF DEMOLITION CONTRACTORS (IADC) MEETING**

Location: CIF Head Office, Construction House, Canal Rd, Dublin.  
Contact: Gillian Ross, Tel: 01 406 6000,  
Email: gillianr@cif.ie

## **Monday 3rd September 2018, 6:00pm GALWAY BRANCH MEETING**

Location: Ardilaun House Hotel, Galway  
Contact: Justin Molloy, Tel: 091 502680,  
Email: jmolloy@cif.ie

## **Tuesday 4th September 2018, 10:00am IHBA NATIONAL COMMITTEE MEETING**

Location: The Midlands Park Hotel, Portlaoise  
Contact: Cathy Gurry, Tel: 01 406 6008,  
Email: cgurry@cif.ie

## **Wednesday 5th September 2018, 1:00pm PROCUREMENT TENDERING & CONTRACTUAL MATTERS COMMITTEE MEETING**

Location: CIF Head Office, Construction House, Canal Rd, Dublin  
Contact: Denise Tuffy Tel: 01 406 6066,  
Email: dtuffy@cif.ie

## **Monday 10th September 2018, 4:00pm CECA EXECUTIVE COMMITTEE MEETING**

Location: CIF Head Office, Construction House, Canal Rd, Dublin  
Contact: Denise Tuffy, Tel: 01 406 6066,  
Email: dtuffy@cif.ie

## **Monday 10th September 2018, 4:00pm WICKLOW/NORTH WEXFORD BRANCH MEETING**

Location: Glenview Hotel, Glen of the Downs, Delgany, Co Wicklow  
Contact: James Benson, Tel: 01 406 6061,  
Email: jbenison@cif.ie

## **Tuesday 11th September 2018, 2:30pm-4:00pm CONSTRUCTION 4.0 COMMITTEE MEETING**

Location: CIF Head Office, Construction House, Canal Rd, Dublin.  
Contact: Orla Brady, Tel: 01 406 6048,  
Email: obrady@cif.ie 

# CIF TRAINING COURSES

CIF training and education programmes for May - July 2018

JUNE COURSES	CODE	DATE	DURATION	LOCATION
CIF Site Supervisor Safety Programme	SSSP 3261	7th June	2 Days	Limerick
CIF Site Supervisor Safety Programme	SSSP 3262	14th June	2 Days	Dublin
Temporary Works Co-Ordinator TWC	3359	5th June	2 Days	Dublin
CIF IOSH Managing Safety in Construction	MSIC 3264	31st May	5 Days	Cork
CIF IOSH Managing Safety in Construction	MSIC 3263	1st June	5 Days	Dublin
CIF IOSH Managing Safety in Construction	MSIC 3265	5th June	5 Days	Castlebar
CIF IOSH Managing Safety in Construction FAST TRACK	MSIC 3266	6th June	5 Days	Limerick
CIF QQI Building Control Course - Part A & Part C - Subsoils + Substructures [1] CSE 1	BCC 32523	27th June	10 Days	Dublin
CIF QQI Building Control Course - Part A & Part C - Subsoils + Substructures [2] CSE 1	BCC 32523	28th June	10 Days	Dublin
CIF QQI Project Supervisor Construction Stage	PSCS 3268	8th June	3 Days	Waterford
CIF QQI Project Supervisor Construction Stage	PSCS 3267	11th June	3 Days	Dublin
Environmental Management for Construction	EM 3375	19th June	1 Day	Dublin
Temporary Work One day Programme	TW 3282	19th June	1 Day	Dublin
Appointed Persons Course	AP 3269	11th June	3 Days	Dublin
Business Management Skills	BMS 3342	13th June	2 Days	Dublin
CIF IOSH Project Supervisor Design Process	PSDP 3270	20th June	2 Days	Dublin
Radon Prevention Measures	RPM 3271	15th June	Half Day	Dublin
Radon Prevention Measures	RPM 3272	28th June	Half Day	Cork
CIF Management & Inspection of Scaffolds	SI 3273	29th June	1 Day	Dublin
CIF Core Safety Management Programme Renewal/CPD	CSMP 3274	22nd June	Half Day	Dublin
CIF Core Safety Management Programme Renewal/CPD	CSMP 3275	29th June	Half Day	Cork
Site Managers a Practical Approach to Building Regulations	SMBR 3422	21st June	2 Days	Cork

JULY COURSES	CODE	DATE	DURATION	LOCATION
CIF Site Supervisor Safety Programme	SSSP 3276	3/4th July	2 Days	Dublin 6
CIF Site Supervisor Safety Programme	SSSP 3277	25/26th July	2 Days	Cork
CIF IOSH Managing Safety in Construction FAST TRACK	MSIC 3278	2/3/9/10/16th July	5 Days	Cork
CIF IOSH Managing Safety in Construction FAST TRACK	MSIC 3279	4/5/11/12/16th July	5 Days	Dublin 6
CIF QQI Project Supervisor Construction Stage	PSCS 3253	10th July/24th May	3 Days	Cork
Project Supervisor Construction Stage	PSCS 3280	6/20th July	3 Days	Dublin 6
CIF IOSH Project Supervisor Design Process	PSDP 3281	16/17th July	2 Days	Dublin 6
CIF Core Safety Management Programme Renewal/CPD	CSMP 3283	20th July	Half day	Dublin 6

AUGUST COURSES	CODE	DATE	DURATION	LOCATION
CIF Site Supervisor Safety Programme	SSSP 3284	9/10th August	2 Days	Dublin 6
CIF Site Supervisor Safety Programme	SSSP 3285	30/31st August	2 Days	Cork
CIF IOSH Managing Safety in Construction	MSIC 3287	16th Aug - 13th Sep	5 Days	Tullamore
CIF IOSH Managing Safety in Construction	MSIC 3286	20th Aug - 17th Sep	5 Days	Dublin 6
CIF QQI Project Supervisor Construction Stage	PSCS 3288	24th Aug - 7th Sep	3 Days	Dublin 6
Appointed Persons Course	AP 3289	14/28th August	3 Days	Dublin 6
IOSH Project Supervisor Design Process	PSDP 3290	29/30th August	2 Days	Dublin 6
CIF Core Safety Management Programme Renewal/CPD	CSMP 3293	23rd August	Half day	Dublin 6
CIF Core Safety Management Programme Renewal/CPD	CSMP 3294	29th August	Half day	Cork
CIF Core Safety Management Programme Renewal/CPD	CSMP 3292	31st August	Half day	Galway



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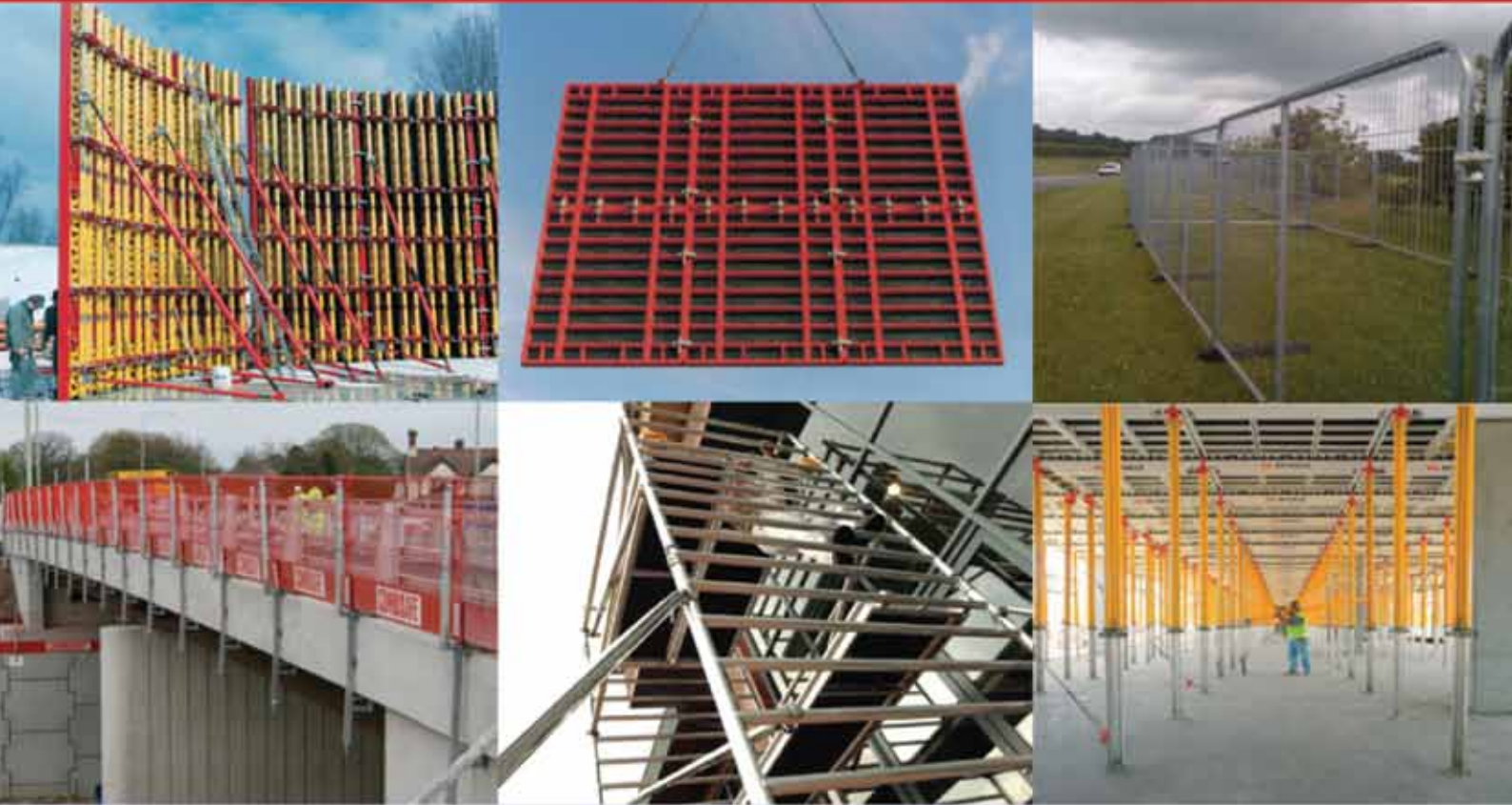


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