

# CONSTRUCTION GOT TALENT

JULY/AUGUST 2019



THE OFFICIAL MAGAZINE OF THE CONSTRUCTION INDUSTRY FEDERATION



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# EDITORIAL



**Cover Image:**  
**Rory O'Connor,**  
**Photograph by**  
**Mark Boland.**

**W**elcome to the latest issue of *Construction*, where our Cover Story looks at how industry leaders have been working to attract new talent, retaining and developing existing talent, and planning for the future through engagement with young students, their

parents and their teachers.

In Category Focus, we learn about the civil engineering sector's concerns around the continued slow roll-out of National Development Plan projects, and sector leaders discuss the Government's 18-month public review of the Capital Works Management Framework and whether they this will deliver the required significant changes.

We downsize for our Project Feature, with the €120,000, 60 sq m 'Modular Dwelling' by Lidan Designs, the smallest project we are likely to feature in these pages.

In Member Focus, we interview Ronan Quinn, CEO, Ardmac, an Irish contractor making huge inroads overseas, but also a foremost advocate at home for the digital transition of the industry, and a leading campaigner for the removal of single-use plastics from the construction workplace.

In Industry Analysis, we learn how

a pension audit will confirm if your financial plans for retirement are on track. We review the latest version of MyProjectIreland, the Project Ireland 2040 Capital Investment Tracker, and ask members to keep a close eye on developments in their region.

We report on the new CIF policy on intoxicant use in the workplace. We have the launch of the Iron Games Ireland, a competition that gives members the opportunity to have their workers play football at Croke Park and golf at the K Club, Ryder Cup golf course, while supporting the work of the Irish Haemochromatosis Association.

In Safety Focus, Rory O'Connor, comedian and CIF Safety Ambassador, talks to Construction about his own

personal struggles and what it means to him to present toolbox talks to workers across the country and encourage them to address their own mental wellbeing.

In Events, we report from the launch of the *Construction* magazine CIF Top 50 Contractors, the CIF Digital Construction Summit 2019 and have an update on plans for major CIF events for the rest of the year.

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



*Robbie Cousins Editor*

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# CIF NEWS

## CONSTRUCTION INDUSTRY IN A WAR FOR TALENT

**A message from CIF Director General, Tom Parlon**

**T**he supply of construction skills in the Irish industry is a major concern for companies, Government and the rest of the economy. In 2016, the CIF, SOLAS and DKM analysed the objectives of the Government's housing and infrastructure plans. We found that the industry would require an additional 100,000 workers to deliver these strategies. Since then, the demands on the industry have only increased, and we have responded by hiring an additional 1,000 people per month. However, we are approaching full employment and, working with the ETBs, we have upskilled the majority of those on the live register so they can work in our industry. Recently, we successfully had the eligibility requirements relaxed for workers with essential skills from outside the EU to enter the industry.

However, our members are reporting a tightness in labour supply on the ground. The industry and Government need to work together to attract more people into the sector – from apprentices to graduates, both onsite and in the office. There's no doubt that the construction industry's got talent as our magazine's front cover exclaims. But we must redouble our efforts to make the industry an attractive career destination for young people, both male and female, and from all sectors and groups within society. We are determined to open up the construction workforce to a more diverse range of workers. We have taken great strides recently with our Building Equality, Women in Construction events, but we must continue to improve and further promote Diversity and Inclusion in the industry.

With this in mind, I'd like to remind you that the cornerstone of this is safety. Despite a huge increase in construction activity, the industry's safety record remains strong with low fatalities and



Tom Parlon,  
Director General, CIF.

**“ LET’S CELEBRATE SAFETY AND  
ALL WE HAVE ACHIEVED WHILE  
KEEPING IN MIND THE LONG WAY  
WE STILL HAVE TO GO. ”**

accidents relative to the 150,000 people employed and millions of hours worked in the industry every year. To continue to promote safety, we're launching Construction Safety Week on this issue and ask all companies and members to

participate this year. Let's celebrate safety and all we have achieved while keeping in mind the long way we still have to go. **C**

Kind regards  
Tom





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# GET PLANNING NOW FOR CONSTRUCTION SAFETY WEEK 2019

Construction Safety Week 2019 will run from Monday, 21st October to Friday, 25th October.


Last year's Construction Safety Week saw a huge increase in engagement across all social media channels. The total reach of the Construction Safety Week 2018 campaign across all CIF social media channels exceeded 5.5 million interactions, according to online media analysts Olytico. This included in excess of 2,200 tweets, over 500 contributors and over 930,000 accounts reached. To maximise reach on social media this year, use the hashtag #CIFSafety19 on all platforms, including Facebook, Twitter, LinkedIn and Instagram.

## 2019 CAMPAIGN DETAILS

The CIF has announced SSE Airtricity as a confirmed sponsor for this year's Construction Safety Week. Speaking about plans for this year, Dermot Carey, Director, Safety and Training, CIF, says, "The CIF is once again calling on all persons engaged in construction to get actively involved in Construction Safety Week, to reaffirm a commitment to working safely to ensure their own health and wellbeing."

The CIF Safety and Health sub-committee identified five key focus topics for Construction Safety Week 2019. These are:

- Day 1. Mental Health and Wellbeing in Construction
- Day 2. Vehicle Risks and Safety
- Day 3. Working Safely with Electricity
- Day 4. Working Safely at Height
- Day 5. Hazardous Substances

Construction Safety Week is an initiative of the Construction Safety Partnership Advisory Committee (CSPAC) and is administered by the CIF. The CSPAC is a grouping of all the main stakeholders in the construction sector in Ireland, namely employers, unions, State Bodies (in conjunction with the Health and Safety Authority) and professional bodies. 



Tom Parlon, Director General, CIF; Eugene O'Shea, Managing Director, Walls Construction; Frank Kelly, Director, Walls Construction and Senior Vice President, CIF; and Dermot Carey, Director, Safety and Training, CIF; with Walls Construction workers during Construction Safety Week 2018.



Tom Parlon, Director General, CIF, with Flynn staff and workers during Construction Safety Week 2018.

If your company is organising its own Construction Safety Week activities prior to Construction Safety Week, CIF asks that you use the hashtag #CIFSafety19 to help get the safety message out. To learn more, visit the CIF's dedicated webpage for Construction Safety Week 2019 at [www.cif.ie/safety-week](http://www.cif.ie/safety-week)

## RORY'S STORIES

Comedian and online star, Rory O'Connor, of 'Rory's Stories' fame, is the CIF Safety Ambassador for Construction Safety Week 2019. Over the past few months, Rory has immersed himself in this role by providing toolbox talks on mental wellbeing, and he will continue to do so up to and during Construction Safety Week 2019.



Rory O'Connor, CIF, Safety Ambassador.

*Rory has a limited number of openings to give toolbox talks. If you would like to book him, contact Shane Dempsey, Director, Communications, CIF, at [sdempsey@cif.ie](mailto:sdempsey@cif.ie)*

## FIVE TIPS TO GET INVOLVED

The CIF is seeking the active involvement and engagement of individual workers and companies during Construction Safety Week 2019. The following suggestions may be helpful to anyone planning to organise activities.

- Organise a safety event during this week, for example, a safety talk or demonstration, and publicise this via social media, using the hashtag #CIFSafety19
- Advise the CIF of your planned actions in the 'Safety Week Activities' dedicated section of the CIF website at [www.cif.ie/safety-week](http://www.cif.ie/safety-week) and on social media using the hashtag #CIFSafety19
- Download a copy of the Construction Safety Week logo and use it on your website, in communications and as an addition to your email signature.
- Register as an official partner to Construction Safety Week by contacting Michaela Courtney: [m.courtney@cpas.ie](mailto:m.courtney@cpas.ie), or phone 01 407 1400
- Get involved in European Safety Week by visiting the webpage of the European Agency for Safety and Health and downloading the OSH Campaign Toolkit at: [www.osha.europa.eu/en/healthy-workplaces-campaigns](http://www.osha.europa.eu/en/healthy-workplaces-campaigns).

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# HUBERT FITZPATRICK APPOINTED CHIEF OPERATIONS OFFICER OF THE CIF

**T**he CIF is delighted to announce the appointment of Hubert Fitzpatrick as Chief Operations Officer (COO). He takes over the role from George Hennessy on his recent retirement.

George Hennessy, who worked tirelessly on behalf of CIF members and was instrumental in the development of CIF Pension Administration Services (CPAS), joined CIF in 1982 and was appointed COO in 2007.

As COO, Hubert Fitzpatrick is responsible for the day to day running of the internal organisation. He becomes secretary to the CIF Executive Body and the Federation's Audit and Organisation Committee. He also oversees the



Hubert Fitzpatrick, Chief Operations Officer, CIF.

provision of a range of functions and business support services. He is executive director of CPAS, which administers the Construction Workers' Pension Scheme (CWPS), the Construction Executive Retirement Savings (CERS), and the Sick Pay and Construction Industry Retirement Trust (CIRT) schemes.

Hubert Fitzpatrick previously held the position of Director, Housing Planning and Development Services, CIF, and was the director with responsibility for the Eastern Region of the Federation.

Prior to joining the CIF, he was a consultant with a major law firm and worked with a number of local authorities up to senior management level. **C**

# WESTERN REGION CONTRACTORS NEEDED FOR SHARED APPRENTICESHIP SCHEME

**T**o help more young people from the west of Ireland to take up an apprenticeship in the wet trades, CIF Western and Midland branches are asking members to consider participating in the 'Shared Apprenticeship Scheme'.

"We would like our members to consider creating co-ops whereby a number of construction companies choose to work collaboratively to provide training for new apprentices," explains Justin Molloy, Director, Western and Midland Region, CIF. "The Shared Apprenticeship Scheme differs from the traditional model in two ways. Firstly, it allows direct employers and co-op members, who may not be specialists in the appointed trade but employ skilled subcontractors, to arrange for the training required under the guidance of a co-op. Secondly, co-op members can move apprentices between their companies to ensure continuity of engagement and training, should one area, or a particular project, become more or less busy than another."

## MEMBERS' EXPERIENCE

John O'Shaughnessy, Managing Director, Clancy, and Chairperson, CIF Education, Training and Skills Committee, says that they are seeking the support of construction companies throughout the western region and across Ireland for the Shared Apprenticeship Scheme.

"This is an industry effort to grow the numbers of apprentices registering to the wet trades, which are sadly lagging at this time," John O'Shaughnessy explains. "In 2015/16, my company was part of the pilot scheme of this sharing initiative, and we deemed it to be a success. Now, SOLAS has agreed to extend the initiative, and I am calling on members to form consortia of three to four companies and start registering apprentices under the scheme. This is a great opportunity for the industry to seek to address the low numbers in the wet trades."



Justin Molloy, Director, Western and Midland Region, CIF.

## JOBS CHALLENGE

Dermot Carey, Director, Safety and Training, CIF, says, "There is an urgent need for Government and industry to collaborate in attracting more people into the industry, and to invest in construction skills training. The alternative is that we will fail to meet targets, our housing crisis will continue, and our infrastructural deficit will stall economic progress." **C**

*If your firm wants to participate in the Shared Apprenticeship Scheme, contact Dermot Carey, email: [dcarey@cif.ie](mailto:dcarey@cif.ie)*

# BE SUNSMART AND PROTECT YOUR SKIN AGAINST CANCER

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

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

This summer, the CIF has once again teamed up with the ICS to bring the SunSmart message to all workers and reduce their risk of skin cancer.

The ICS recently welcomed the launch of the first skin cancer prevention plan for Ireland and called on the Government to follow through on this ambition by ensuring the plan is adequately funded and resourced.

Kevin O'Hagan, Cancer Prevention Manager, ICS, says, "Between 2005 and 2015 there was a 70% increase in the incidence of skin cancer (melanoma and



non-melanoma) in Ireland, with 11,785 cases diagnosed in 2015. If we don't all take action to look after our skin, the number of skin cancers in Ireland is projected to double by 2045.

"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 beneficial if workplaces whose employees work predominately outdoors did a risk assessment and put in place a policy concerning protection from sun exposure."

According to Ciara Naughton, Health and Safety Manager, PJ Hegarty, "Many construction workers spend a significant proportion of their working day outdoors and thus need to take precautions against the risk of skin damage from exposure to the sun. PJ Hegarty is seeking to ensure workers are SunSmart and avail of sun cream provided by the company when the UV index level reaches 3. Workers are advised to take precautions to protect themselves from UV light that radiates from the sun, even on cloudy days."

The ICS 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)

## HSA AND SOLAS CLARIFY POSITION ON SAFE PASS 'LETTERS OF COMFORT'

**T**he Health and Safety Authority (HSA) has advised SOLAS on the content of a standardised 'Confirmation of Attendance' statement letter that is acceptable to the HSA inspectorate as evidence of the successful completion of a Safe Pass course, prior to workers being issued with a current Safe Pass card.

The statement template is to be used by all SOLAS-approved Safe Pass tutors and is to be only issued to participants that successfully complete a Safe Pass course. All sections of the Confirmation of Attendance statement must be completed in full, and the information must be factual and accurate.

The HSA will not accept any deviation from the standardised template. The statement can only be issued on headed paper of the SOLAS-approved Safe Pass trainers, and contractors are not permitted to accept photocopies of statements. The

statement is valid for 15 working days from the stated completion of the Safe Pass course.

Dermot Carey, Director, Safety and Training, CIF, welcomed the introduction of the standardised Confirmation of Attendance statement letter, which the CIF had been pushing for, and advised that workers should ensure they have up-to-date Safe Pass documentation at all times.

"The recent issue that arose with the Safe Pass programme regarding letters of comfort should be a warning to the industry about the importance of the Safe Pass card. If a worker is stopped from entering a site because they can't produce it, the consequences can be delayed projects, lack of payment and major inconvenience to the project. My advice to all members is to check that all personnel have their cards and that they are in date. A good tip is also for the cardholder to take a picture of their Safe Pass card on



their phone in case they lose it." **C**

To learn more visit [www.cif.ie/download/cif-statement-21st-may-2019-safe-pass-letters-of-comfort-advice-to-members](http://www.cif.ie/download/cif-statement-21st-may-2019-safe-pass-letters-of-comfort-advice-to-members)



# GOVERNMENT 'CLIMATE ACTION PLAN 2019' NEEDS TO BE IMPLEMENTED WITHOUT DELAY

CIF is to seek the establishment of an informal stakeholder advisory group to facilitate the implementation of climate plan actions.

**T**he CIF has broadly welcomed the publication of the Government's 'Climate Action Plan 2019' as a very positive statement of intent on behalf of the Government, saying that the plan now needs to be moved quickly towards implementation if its ambitious targets are to be met.

Among the plan's goals are the retrofitting of 500,000 homes to B2 level, and the installation of heat pumps in 400,000 homes and businesses.

Sean Downey, Director, Specialist Contracting, CIF, says that there are a substantial number of goals in the plan that will take time to deliver hence the need to move quickly.

"There are 183 actions outlined in the plan," Sean Downey notes. "Action 43, for example, outlines the need for an analysis of existing retrofit actions and the identification of the optimal mix of deep and medium home energy efficiency upgrades across the country. This analysis will only commence in Q1 2020, resulting in a delivery window for a targeted 500,000 retrofits of close to eight and a half years."

He adds that for any retrofitting scheme to be effective, it must address houses in their entirety from an energy efficiency perspective.

"If the scheme has too narrow of a focus on single aspects of improvement, it will not deliver optimum results for the consumer, the industry, the economy and of course, the environment. Our primary aim must remain the decarbonising of homes."

The Climate Action Plan 2019 also includes the introduction of legislation to ban the sale of petrol and diesel cars from 2030, the roll out of a nationwide charging system for electric vehicles, and the banning of gas-fired boilers for new homes after 2025.

If Government estimates are right, the retrofitting of 500,000 homes could quadruple the size of the Irish retrofit market to €600m per annum. At present, 25,000 homes are participating in energy retrofit schemes at an overall estimated

value of €150m per annum.

## SMART FINANCE

The Government will introduce 'smart finance' and 'easy payback' methods to get the 500,000 homes upgraded to B2 level.

Examples of this referenced in the plan include a smart finance programme in the United States that enables homeowners to take out 'Green Mortgages' or Energy Efficient Mortgages, letting them borrow money to pay for energy-efficient retrofits that may be costly upfront, but save money over the long run. The European Investment Bank's Smart Finance for Smart Buildings initiative allows financial intermediaries, such as banks, to develop and deploy attractive financial products for the energy renovation of buildings, especially homes.

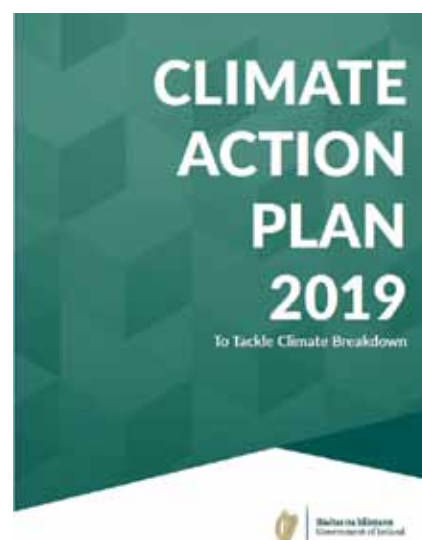
## GREENHOUSE GAS EMISSIONS

According to the plan, the built environment accounted for 12.7% of Ireland's greenhouse gases in 2017. It states, "It is important that we improve the energy efficiency of our buildings, including our homes, workplaces and schools, by meeting higher energy performance standards and by increasing retrofit activity. This will not only reduce Ireland's dependence on fossil fuels, but will also improve our living standards by making our buildings more comfortable, healthier, safer, and less costly to heat. We have already had some success in decarbonising our buildings, with emissions falling by 10.3% between 2005 and 2011, and falling again by 11.3% between 2011 and 2017. The scale of continued reduction beyond 2011 is in contrast to most other sectors in Ireland."

The plan also states that Ireland faces several challenges in reducing emissions from buildings. Irish homes use 7% more energy than the EU average and emit 58% more CO<sub>2</sub>. Irish buildings are 70% reliant on fossil fuels, including oil-fired boilers; and over 80% of homes and other buildings assessed for their BER have a rating of C or worse.



Sean Downey, Director,  
Specialist Contracting, CIF.



## ADVISORY GROUP

The next step for the CIF is to seek the establishment of an informal advisory group comprising industry, the Sustainable Energy Authority of Ireland (SEAI), and the Department of Communications, Climate Action & Environment with a view to implementation.

"The key will be giving certainty to construction companies and workers that there is a pipeline of funding along with support for upskilling," comments Sean Downey. "If this is in place, the Irish construction industry will be able to develop the capacities and capabilities to deliver on the targets of the Climate Action Plan." **C**

To learn more or download a copy of the Climate Action Plan 2019, visit [www.dccae.gov.ie](http://www.dccae.gov.ie)



# 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.

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<p><b>Pinebridge Construction Limited</b> Office 2, The Tower Killinarden Enterprise Park Tallaght Co Dublin <a href="http://www.pinebridge.ie">www.pinebridge.ie</a></p> <p><b>Damp Prevention and Control Ltd</b> Gray Office Park Galway Retail Park Headford Road Co Galway <a href="http://www.dampprevention.ie">www.dampprevention.ie</a></p>	<p><b>AMR Steel Construction Ltd</b> Lambtown Ardee Co Louth <a href="http://www.amrsteel.com">www.amrsteel.com</a></p> <p><b>Sean Smyth Civil Engineering Ltd</b> Belmore Ballymore Mullingar Co Westmeath <a href="http://www.seansmythconstruction.ie">www.seansmythconstruction.ie</a></p>	<p><b>Rory McArdle Design Construction &amp; Project Management Ltd</b> Aghavannagh Barack Aughrim Co Wicklow <a href="http://www.rorymcardle.ie">www.rorymcardle.ie</a></p> <p><b>Giant Property Holdings Ltd t/a Giant Construction Services</b> 69 Lower Gardiner Street Dublin 1</p>	<p><b>Phoenix Mechanical Ltd</b> Unit 49 Park West Enterprise Centre Lavery Avenue Park West Dublin 12 <a href="http://www.giantconstruction.ie">www.giantconstruction.ie</a></p>

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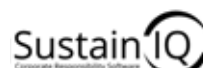
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To learn more about CIF Affinity, contact Bernardine Walsh today on 01 406 6067 or email: [bwalsh@cif.ie](mailto:bwalsh@cif.ie)



Bernardine Walsh, Membership Development Executive, CIF.

## Affinity offers that CIF members can avail of include:

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# EXPANDING THE TALENT POOL...

Skills shortages in the construction industry are not yet at crisis level, but current growth trends could bring that about. **BARRY MCCALL** writes about solutions industry leaders and influencers are championing to attract talent to the sector.

**T**he strong recovery of construction employment has been welcomed, but it will bring challenges when it comes to recruiting talent in the coming years.

Alan McGrath, Director of Strategy, Research and Evaluation, SOLAS, says employment in the industry grew by 50% between 2012 and 2017.

"This makes sense when you think about the absolute collapse in construction between 2008 and 2011. The industry was coming from a very low base. There were 145,000 employed in the industry in the fourth quarter of 2018. That's not back at boom levels, but I'm not sure we want to go there. We need balance in the

workforce."

The SOLAS Skills and Labour Market Research Unit identifies skills shortages in a range of areas, including the construction sector.

"Our last National Skills Bulletin was published in 2018 with data from 2017," Alan McGrath continues. "Analysis of this data indicated shortages across a range of roles, including civil engineers, project managers, quantity surveyors and tradespeople such as carpenters, block layers, scaffolders, pipe layers, and steel erectors."

That brings up the question of how the industry can attract more people.

"The number one thing is that there

must be good job opportunities in construction," he continues. "The number one issue for any sector is being able to see that there are viable job opportunities. There are a huge variety of roles and lots of different opportunities, and that's something that should make the industry attractive."

## NO QUICK FIXES

There are no quick fixes, according to Steven Purcell, Client Development Manager, Irish Management Institute (IMI).

"Construction output in Ireland is forecast to be in excess €20bn in 2019, and while initiatives to boost apprenticeships



Alan McGrath, Director of Strategy, Research and Evaluation, SOLAS.

and those choosing third-level based careers in design, engineering and construction are growing, these will take some years to bear results,” Steven Purcell points out.

“Digitisation, technological advancements and sustainability are key drivers of this accelerated pace of change in construction services, and it is the responsibility of incumbent leaders to learn how to shift these factors in their favour,” he adds. “Training and education at apprenticeship and third level, rising to excellence in leadership development is the key to capturing and harnessing the opportunities and managing the challenges from disruption in the market. Construction and engineering organisations need to show that they can innovate successfully and manage their strategic growth opportunities in what the IMI calls this ‘VUCA’ (volatile, uncertain, complex and ambiguous) world.”

## LACK OF KNOWLEDGE ABOUT OPPORTUNITIES

The attitudes of potential recruits are also critically important, according to Dermot Carey, Director, Safety and Training, CIF.

“We commissioned research into the attitudes of young people to the industry,” he explains. “There is a huge lack of knowledge out there in terms of the broad range of opportunities on offer. The industry is perceived as low tech and not higher value. And there is no real knowledge about the level of innovation in the industry.”

Interestingly, presumptions about negative attitudes of parents towards the

“PEOPLE ARE NOT AWARE THAT DESIGN, SUSTAINABILITY AND ENERGY EFFICIENCY ARE AT THE HEART OF THE INDUSTRY. IT’S NOT JUST LAYING BRICKS.”

DERMOT CAREY, DIRECTOR, SAFETY AND TRAINING, CIF.

industry were not borne out.

“The indications are that parents are open to their children going into the industry,” says Dermot Carey. “That was a pleasant surprise. I thought they would be more closed to it. It’s still fairly obvious that we need to do more to sell the industry and highlight the opportunities it presents and better explain what it does. Other industries are doing it, and the situation won’t change if we don’t.”

## SCHOOL ENGAGEMENT

At least part of the answer lies in the schools.

“What came out of the research was the need for more companies to go into the schools at senior level and engage with the students,” Dermot Carey continues. “We need to connect with teachers and with students to attract them both to professions and trades in the industry. People are not aware that design, sustainability and energy efficiency are at the heart of the industry. It’s not just laying bricks. Also, there is no obvious career pathway for young people, and we need to address that.”

The situation is made all the more pressing as a result of competition from other areas of the economy.

“Despite the growth in the industry and the launch of the National Development Plan the numbers are still not there,” he notes. “I would have thought with the industry growth over the past few years that young people would automatically gravitate towards it, but that hasn’t been the case. Competition from other sectors,



Steven Purcell, Client Development Manager, Irish Management Institute (IMI).

like ICT, is taking a lot of talent. On the other hand, teachers realise there is a big cohort of students who will never be computer programmers but are very productive people. We need to point them in the right direction.”

## MAKING A DIFFERENCE

There is also a change in outlook on the part of the new generation of workers.

“Young people today want to be able to make a difference and influence things for the better,” Dermot Carey points out. “They want careers with impact. We are not doing enough to sell construction as a creative industry. We need to highlight the great buildings created and the things made possible by the industry. We have been doing careers days in schools and so on and we need to do more of that. We haven’t been as strategic as we could have been.”

Pat Lucey, President, CIF, and Managing Director, Civils Ireland, John Sisk and Son, agrees.

“We have been looking at it for some time,” Pat Lucey says. “The survey on behaviours and attitudes towards construction told us that we need to do more to be better understood. Quite a few members of the new generation want to make a difference to the world in their careers. We can see that in their activities in relation to climate change. What we do in construction does make a positive difference to climate change, but we’ve got to get that message across. There is so much scope in construction to address it and help create a circular economy by reducing emissions and creating more





Dermot Carey, Director,  
Safety and Training, CIF.



Pat Lucey, President, CIF.



Joanne Cluxton, HR  
Manager, Mercury.

efficient buildings, among other things.”

The technology utilised in the sector also needs to be highlighted, he contends. “There is a cohort of young people skilled in digital technology who aren’t aware of its use in the industry. Construction has been using digital CAD technologies for years and is now adopting BIM, but when young people think of construction, they tend to think about mucky boots. They don’t think of ways they can use their digital skills to make a difference. I think we can sell ourselves better. We are not very public about what we do, maybe we’re just a ‘matter of fact’ bunch of people, but we’ve got to get more creative about getting our messages across.”

## INCREASING AWARENESS OF CAREER OPPORTUNITIES

Increasing awareness of the industry and the career opportunities it offers is of critical importance, according to Joanne Cluxton, HR Manager, Mercury.

“Attracting school-leavers into the industry is very important,” she says. “We need to attract talented people into the industry and show them the vast number of available career opportunities. We also need to facilitate greater awareness of career progression paths and opportunities for parents and career guidance teachers to see.”

She believes this needs to happen very early on.

“You have to go right down to primary school level. When children come out of primary school, they are choosing secondary school subjects, and that choice has a big influence on their careers.

Awareness of the industry is critical at that stage.”

At a later stage, students need to be made more aware of the career progression opportunities offered by the industry.

“Many of the senior leaders in Mercury came through an apprenticeship,” Joanne Cluxton points out. “We have various paths for employees to progress along into leadership positions. Some of these paths include an apprenticeships, our internal apprentice scholarship, our graduate programme, traineeships and various management and leadership training programmes. Hopefully with these progression paths we will encourage more people into the industry.”

## WOMEN IN CONSTRUCTION

Joanne Cluxton says that Mercury is continually trying to attract more females into the industry. “There are now, more than ever, an immense number of varied roles and opportunities for anyone interested in a career in construction,” she explains. “Mercury will continue to drive awareness of the career opportunities, including bringing career fairs to girls’ schools. One area we looked at in early 2019 was to run a free Safe Pass training courses for female school or college leavers. Some of our female employees have progressed from apprenticeship or graduate level into more senior roles. We are also looking at ways to encourage women who have taken career breaks to focus on their family back into the workplace.

Steven Purcell agrees.

“Diversity is crucial, both in terms of

attracting new talent into the construction and engineering sector and developing existing pools of talent,” he says. “Women face a unique set of challenges when progressing into senior leadership positions. From unconscious bias and a scarcity of role models to a peer group that shrinks the more senior they become, women must rise to challenges that are not encountered by most men.”

He points to three ways to increase diversity and overcome these factors.

“Mentoring can help accelerate progression; women encouraging each other can enable a cultural shift. Career coaches can also help people overcome personal inhibitors, such as confidence and self-awareness. Also, internal sponsors can be an effective way of accelerating high potential employees within an organisation.”

## ROLE MODELS

Lorraine Brady, Design Manager, BAM Ireland, has carried out some research of her own into this area. She has talked to guidance counsellors and school students and found a need to create an altered image for the industry.

“Role models are important, but more is needed,” she says. “One of the major influencers on second-level subject choices and careers is parents and guidance counsellors. We need to change perceptions amongst these influencers about what a career in construction entails.”

She cites UK research on this topic, saying that 52% of young people have never given a career in construction any



Lorraine Brady, Design Manager, BAM Ireland.

## “ AS AN INDUSTRY, WE NEED TO SHARE THE WIDER REALITY OF OUR ROLES WITH ALL. ”

LORRAINE BRADY, DESIGN MANAGER, BAM IRELAND.

consideration. “Boys are more likely than girls to receive advice on construction careers and apprenticeships. Only 17% of youngsters feel they receive high-quality, wide-ranging careers advice at school, with 38% stating that advice was non-existent or not useful, and 9% of parents saying they would actively discourage their child from pursuing a career in construction.

“We have to educate those that influence young people on the wide range of careers and the opportunities that are available in the construction industry.”

During a school presentation, Lorraine Brady asked a group of young teenagers what they thought of the industry.

“They said it is ‘muddy’, ‘wet’, and ‘about hammering nails,’” she says.

“Of course, this is one small element of construction,” she continues. “I asked the children what they thought I do, and they said I was a nurse or a teacher; then I told them I work for builder, and they looked surprised.

“There are many other sides to the industry. And, as an industry, we need to share the wider reality of our roles with all.”

Lorraine Brady surmises that there are a lot of excellent promotional programmes out there aimed at changing this perception, and BAM is involved in a number of them.

“The STEAM (Science, Technology, Engineering, Art and Maths) programme involves people from industry going into primary schools for 10 weeks and explaining what they do through class activities. They teach the children about engineering in a fun and engaging way.

“We are giving them the opportunity to learn about engineering in the classroom with experts from the industry. At the end of the programme, we ask the children who wants to work in construction, and it’s fantastic to see those who are really keen to progress this option further.”

She says the gender issue is critically important and needs to be kept high on the agenda.

“Girls are not encouraged to take construction-related subjects at second level,” she continues. “At 13, they don’t know what to choose. To be able to attract talented people, we need to change the perceptions of a whole suite of influencers. We also have to remember that 50% of the potential workforce is women. But women still do the majority of the heavy lifting when it comes to family responsibility. Nursing and teaching are very flexible careers, and the construction industry is not at present. Until men see an impact to their career progression from taking time out or reduced time for family commitments, the industry will be slow to change. It’s the elephant in the room we are not discussing.

“How do we fix it that both sexes do their fair share?” Lorraine Brady asks. “This is not just a matter for employers – it will take Government policy to drive change. We will probably have to think about enforcing parental leave for both sexes. A big societal shift is needed to bring more balance, particularly in construction, where there are such demanding hours.

“A guidance counsellor told me recently that many 17-year-old female leaving certificate students are asking her about family-friendly career options. Are the



Nellie Reid, Managing Director, Meehan Green Architects.

boys asking those questions too? Both sexes should see only future opportunities not limitations.

## NEW POOLS OF TALENT

Nellie Reid, Managing Director, Meehan Green, is a member of the Women in Property and Construction Ireland organisation.

“We have to start early in schools to get more young girls thinking about the industry,” Nellie Reid says. “I was at an industry awards event earlier in the year, and up on stage there were only two women and about 30 men. That shows there is still a major imbalance in the industry’s leadership.”

Looking at the broader issue and more immediate solutions, she says the industry must look at a wider pool of talent.

“We have to think of Ireland as part of the EU and look at the pool of applicants there,” she says. “When we post a job on LinkedIn, we get applications from throughout the EU. Social media has really changed the game. We also need to look at what’s going on in the universities. These are the next generation of leaders, and we need stronger engagement while they are in college. Organisations like the CIF, RIAI and Engineers Ireland need to work strongly together on this,” Nellie Reid comments.

In closing, Dermot Carey sums up the challenge facing the industry. “We are going to require imaginative solutions,” he says. “The structure of the industry won’t change. But we have to create an environment that makes it attractive to people.” **C**



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# AN OFFER EMPLOYEES CANNOT REFUSE

**PAULA THORNTON**, Business Development Manager, CPAS, writes about how to design benefits packages that attract and retain staff.



**Martin Bradley, Manager, Construction Workers Pension Scheme (CWPS).**



**Frances McNally, Manager, Construction Executive Retirement Savings (CERS)**

**W**e read in the news every day of how Ireland has again reached full employment and about the challenges that employers are facing in attracting staff of the required calibre. Construction is one sector where this challenge is acute, with skilled labour often in short supply.

Many employers are being creative with innovative initiatives being launched to try to attract staff. However, beyond these initiatives, prospective employees will always turn their attention to the benefits on offer when looking at their options and choosing which job offer to accept.

A competitive salary, of course, is essential. But, research tells us time and time again that it is not always the most important deciding factor for employees. This is where a broad benefits package will often swing prospective employees to choose your company.

## SECTORAL EMPLOYMENT ORDERS

Of course, Sectoral Employment Orders (SEOs) have mandated employers to provide a minimum level of pension, life assurance and sick pay for certain employees in the construction, mechanical – and soon the electrical – sectors.

For employees not covered by the requirements of the SEOs, employers as a minimum must provide all employees with access to a pension arrangement or a personal retirement savings account (PRSA). However, there is currently no requirement for employers to contribute to an employee's pension. Coming down

the tracks, the Government is making progress on auto-enrolment for pension savings, which means that it will soon be mandatory (expected in 2022) for employers and employees to contribute to a pension scheme when their employees are working.

Martin Bradley, is the manager of Ireland's largest industry-wide master trust pension arrangement, the Construction Workers Pension Scheme (CWPS). He says SEOs have improved cover for thousands of employees working in construction.

"SEOs are statutory instruments that define the rates of pay, pension and sick pay cover to be provided to workers in all sectors of the industry," Martin Bradley explains. "The first SEO was for the construction sector and came in to force on 17th October 2017, followed by a mechanical sector SEO on 9th March 2018, and an electrical sector SEO on 4th June 2019 (taking effect on the 1st September 2019). There was a second SEO for the construction sector, which includes an agreement to increase pay, pension, life assurance and sick pay rates with effect from 1st October 2019, and again on the 1st October 2020. In line with the requirements of this legislation, CWPS will increase our rates on both these dates."

Martin Bradley is happy that there is certainty and uniformity in the sector in relation to these benefits, saying that the rates are low compared to the average private-sector pension scheme. When speaking to members, he would always encourage them to consider paying more than the minimum amount through additional voluntary contributions (AVCs) if they can afford it.



**TABLE 1: CURRENT CONTRIBUTION RATES AND INCREASED RATES FROM 2019 AND 2020.**

Category	Up to 30/09/2019	With effect from 01/10/2019	With effect from 01/10/2020
Pension Contribution Employer	€26.63	€27.35	€28.09
Pension Contribution Employee	€17.76	€18.24	€18.73
Life Assurance Contribution Employer	€1.11	€1.14	€1.17
Life Assurance Contribution Employee	€1.11	€1.14	€1.17
Sick Pay Contribution Employer	€1.27	€1.30	€1.34
Sick Pay Contribution Employee	€0.63	€0.65	€0.67
Total Employer Rate	€29.01	€29.79	€30.60
Total Employee Rate	€19.50	€20.03	€20.57

Frances McNally, Manager, Construction Executive Retirement Savings (CERS), says CERS is helping employers provide top class benefits packages to help employers attract and retain key staff. She says employees are more informed about the need to save for their retirement and are now arriving at job interviews with not only a salary in mind but also an expectation around pension, life cover and ill-health benefits.

"Many employers are looking beyond minimum requirements in trying to attract skilled workers," Frances McNally says. "They are looking for an edge by offering a stronger benefits package."

She says these may include some or all of the following benefits:

- Membership of a pension scheme
- Life assurance
- Sick pay
- Health insurance
- Income protection.

"A package may offer all of these benefits or a combination of them," she continues, "depending on the profile and requirement of employees, and the overall budget of the employer."

"Benefits packages can also be tailored to suit the needs of different staff, and this is where our CERS pension consultants can help employers plan around this by designing a bespoke pension arrangement. It is quite common for companies to offer a basic package to new employees or junior level staff. However, as employees remain loyal to an employer through longer service, or progress to more senior or managerial roles, the level of benefits can also increase."

She says this often plays out in practice with longer serving or more senior employees benefiting from higher employer pension contributions, higher levels of life cover and maybe a contribution towards health insurance costs.

"The place to start for an employer is to understand the profile of their own staff," Frances McNally advises, "and to design an appropriate package. For example, a large cohort of single people in their 20s and early 30s will be more interested in income protection cover than in their life assurance benefit. However, the latter may be far more important to 40-year-olds with young families."

## WHAT'S IN IT FOR THE EMPLOYER

Martin Bradley explains that SEOs are negotiated agreements for the sector regarding rates of pay, pension and sick pay benefits.

"It's important that all companies comply with the legislation to maintain a level playing field in the industry," he states. "The agreements give stability and certainty over costs, save time in relation to local pay bargaining and avoid industrial disputes."

CWPS has seen a substantial increase in membership since the first SEO. Martin Bradley believes this is of great benefit to the industry and to generations of employees that will be provided with a pension when they retire, and for their families who are protected if they die or cannot work because of illness or injury.

"Having a good benefits package in place for all will help employers attract and retain workers to the sector," he adds.

A CERS pension arrangement can be individually designed with the particular needs of each employer in mind.

Frances McNally believes that the provision of a robust employee benefits package sends a clear message to existing employees that you are a benevolent employer who has their best interests at heart.

"This will support all of your efforts in retaining your workers in this difficult labour market and will make it more difficult for employees to leave your employment to join a company that has no such package in place," she notes. "You are also shown in a good light to potential new employees where your benevolence is demonstrated not just by words but by the tangible benefits that you are offering."

An essential financial consideration for companies is that tax relief is allowed for corporation tax purposes in the accounting period in which contributions are paid. Contributions can include pension, life assurance and income protection costs.

## COMMUNICATION IS KING

For Frances McNally, it is important for the employer to bear in mind that these are not the most exciting topics for a lot of people. Neither the 25-year-old or the 40-year-old may be enthused by the pension scheme that they are being offered, so employers need to be enthusiastic about the full range of benefits provided.

"Employers need to highlight the value in the benefits they are offering, regularly, to ensure that their staff fully understand and appreciate what they have and what it means to them and their future," she says. "CERS will help employers with this task through their written communication and member online access. They also offer the opportunity for employees to meet their pension consultant at least once a year, by attending a presentation or at one-to-one meetings."

Martin Bradley agrees about the communication issue and adds that CWPS also offers its members online access to their pension information and face-to-face engagement through their onsite pension toolbox talks. But he has a word of caution for employers that are not currently complying with the requirements of the SEOs.

"These employers are running the risk of being exposed to large liabilities if they have not made the correct provision for their employees. If, for example, an employee died but was not covered for the correct life assurance benefits, would a business be able to afford a €100,000 payout to their family? This is the amount of life cover that members of CWPS are provided for as standard."

In closing, the labour market today is difficult for employers who are seeking an edge in recruiting and retaining skilled workers. A good employee benefits package is a critical element in addressing this challenge. **C**

Further information on CWPS can be found on [www.cwps.ie](http://www.cwps.ie) and for CERS on [www.cers.ie](http://www.cers.ie)

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# GOOD THINGS COME IN SMALL PACKAGES

Lidan Designs' €120,000, 60 sq m two-bedroom 'Modular Dwelling' achieves an A2 BER, is a certified nZEB building, is Part L compliant and fully sustainable.

ROBBIE COUSINS reports.

**A**t 60 sq m and with a budget of €120,000, Lidan Designs' two-bedroom 'Modular Dwelling' for Dun Laoghaire-Rathdown County Council (DLR) Parks Department is probably the smallest and least costly Project Focus you are likely ever to see featured in *Construction* magazine. But living up to the saying "good things come in small packages", Modular Dwelling is giving DLR Parks Department a lot of bang for its €120,000 price tag.

Designed and constructed entirely at Lidan Designs' manufacturing facility in Co Roscommon and installed on site – all in just six weeks – the timber frame modular dwelling has a BER rating of A2 and is a Near Zero Energy Building (nZEB) certified building.

According to Dan O'Brien, Managing Director, Lidan Designs, the company adapted a design provided by DLR for production at its plant to meet the required performance levels.

"We provide a full design service but can adapt architects' designs. We use Sketch-Up software to design our buildings, and we build to the exact measurements generated from the drawing," he explains. "This project took six weeks to complete, including design, build, installation and eventual handover."

Dan O'Brien says most of the challenges that occur with projects that the company takes on are site-related. Modular Dwelling was no different.

"The location for the building was Fernhill Park and Gardens, a recently opened public park that is designated as fully sustainable by DLR. The site within the park was very tight. We literally had to insert the building into a small space amongst a group of four historical buildings, which in turn are enclosed by mature trees," Dan O'Brien continues. "We designed and fabricated the building with the tight site in mind. There was only a 5mm clearance to get the building into the site and with almost all four sides bounded by existing structures and less than one foot of room on any one side. We manufactured the building in two sections, transported them to site, then reconnected the units.

"What is unusual in this case was that the kitchen, bedrooms, bathroom, all internal

A section of Lidan Designs' Modular Dwelling arriving on site at Fernhill Park and Gardens.



plumbing, electrics, and energy systems were completed in Roscommon before being brought to site. It was then a matter of connecting the units once craned into position, then connecting services prior to certification and handover to the client."

To achieve the A2 BER, nZEB and Part L, in conjunction with client sustainability criteria such as sustainable energy sources and waste management, required for locating in Fernhill Park and Gardens, Lidan Designs used materials that included Ecocel recycled paper insulation, air-to-air heat pump, a H20 exhaust air hybrid hot water system, a PV solar system, a vacuum toilet and a separate greywater system. In addition, this building had to meet the new Part L compliance for all buildings now purchased by the public sector, which came into force from 1st January 2019.

Speaking about Lidan Designs' other work, Dan O'Brien says, "Almost 80% of our buildings are now modularly built in our facility in Roscommon and transported to site. Apart from the natural advantages of using a modular build system, this allows us to create sustainable jobs in the west

of Ireland while leveraging local skilled tradesmen and professions. This is a core strategy of Lidan, and it is fundamental to our business as we move forward."

Lidan's work is now almost equally split between private residential and public sector. Work to date includes sports and community centres, homes, and amenity facilities for heritage and environmentally sensitive areas where they sit seamlessly with their natural surroundings.

"Our houses offer a high-quality, cost-effective alternative to other house types, particularly in the current housing crisis, where cost, quality and speed of delivery of so important," Dan O'Brien says.

Lidan Designs operates nationwide and is currently building a modular community centre in Dundrum for DLR, and completing a modular unit for the Office of Public Works at the Casino heritage site in Marino, Dublin. **C**

To learn more contact Lidan Designs by phone 0906 630583/01 901 1680, email [dan@lidandesigns.com](mailto:dan@lidandesigns.com), or visit [www.lidandesigns.ie](http://www.lidandesigns.ie)



# A CHALLENGING ENVIRONMENT

Civil engineering has not benefited as much from the recovery as other areas of construction. **BARRY MCCALL** reports.

**T**he civil engineering sector has long been a key indicator of the overall economic health of the country. Historically, it has been the first to feel the impact of any downturn as governments throttle back on spending in response to falling tax revenues and the private sector recalibrates its longer-term investment plans.

It should, therefore, be a cause for some concern that the sector is seen by many of its leading players as lagging behind the rest of the industry when it comes to recovery and growth.

"I am very worried about it," says Pat Lucey, President, CIF, and Managing Director, Civils Ireland, John Sisk and Son. "Civil engineering is still in recession. The Ulster Bank PMI Index shows the civil engineering sector has contracted over the last 10 months, and it is in a poor place right now. The biggest problem now is the lack of new work. The CIF has been saying this for some time. More investment is needed in infrastructure."

Martin Lang, Director, Main Contracting, CIF, agrees.

"The serious concern is the lack of a pipeline and the time it currently takes to bring a project to pre-construction stage," he says. "Unless radical action is taken to address poor productivity in the pre-construction stages, this critical infrastructure deficit – fundamental to any successful economy – will be an impediment to our future."

John Cradock, Managing Director, John Cradock Ltd, also says the sector is not doing as well as building generally.

"Labour shortages and the nature of public sector contracts are critical issues for the industry, John Cradock says. "The National Development Plan is obviously a big plus, but, in my view, the contracts should be more collaborative by design to achieve better outcomes. It is recognised internationally that collaborative contracts give the best results. The current forms of contract are almost adversarial. Some improvements are coming, and that is welcome news. But design development at pre-tender stage presents problems."



Pat Lucey, President, CIF and Managing Director, Civils Ireland, John Sisk and Son.

"Labour is another issue," John Cradock adds. "We are at full employment, and there are shortages. That applies right across the board from professionals to the people on the ground."

John G Murphy, Managing Director, Murphy International, and incoming CECA President, takes a slightly more optimistic view.

"It is busy," he says. "It's certainly got a different feel to it than last year. Contractors got so badly damaged in the recession that funding is probably still an issue, so the industry is not expanding as quickly as it might. Contractors are naturally being more careful."

Gordon O'Regan, Chief Executive Officer, Keating, also has a more positive outlook.

"Notwithstanding the challenges we're facing, I think the sector in Ireland is in a strong, healthy position," he says. "The civils sector as a whole is almost unrecognisable from where it was just 10 years ago. Some factors have contributed to this positive change, including changing cultures, adoption of digital construction technology, increased focus on safety and wellbeing, and the move





**Martin Lang, Director,  
Main Contracting, CIF.**

towards greater diversity within the engineering workforce.”

## KEY ISSUES

The vital issue for Pat Lucey is the slow start of the National Development Plan.

“Having come through an incredible recession, where the economy fell off a cliff, contractors tried to hold on to their people, took lower margins and broke even at best on projects,” he notes. “The industry has been waiting fairly patiently for the public capital programme to begin again. We knew it would start slowly, but we are seeing slippages everywhere. We are very concerned about National Development Plan projects that will be delayed in the planning process. Our planning process is unpredictable, and you need to have projects that can slot in if others are held up.”

Pat Lucey cites the example of the frequently promised M20 Cork-Limerick motorway as a case in point.

“The problem is not enough work being done to bring projects to the shovel-ready stage,” he says.

“It’s a four-year process to get from initial concept to construction readiness with everything going well. The four years’ work required to get the M20 through planning and ready for construction will cost €15m. That’s for a project which will cost between €1.1bn or €1.2bn, maybe. The preparation work will not be done by our members. It will be done by planners, surveyors, archaeologists, consulting engineers, and so on. Everyone recognises that we need this, and it should be done.”

## CAPITAL WORKS MANAGEMENT FRAMEWORK

The other key issue is the nature of public works contracts, which see the vast majority of risk carried by the party least able to manage it, namely the contractor.

“When a contract is so one-sided, it rewards the lucky and the litigious,” says John G Murphy. “If you’re lucky, the job goes well. If you’re unlucky, all the risk is passed to you as the contractor, and you have to try to get out of it. In those cases, you feel obliged to go to third party resolution. A lot of Irish contractors prefer working in the private sector or overseas as a result. Working for multinationals can be a far less risky than working for our Government.”

Having said that, John G Murphy welcomes recent progress on the issue.

“Positive things are happening as well,” he comments. “There is a realisation that the contract in its current form was fundamentally



**John Cradock, Managing  
Director, John Cradock Ltd.**

ill-conceived. We are paying for that now in terms of contractors struggling to stay in business. The Government would never have done that to any other major sector of the economy. Thankfully there is now a recognition of the unintended consequences of the contract.”

The progress he mentions is the launch in March by Paschal Donohoe, TD, Minister for Finance and Public Expenditure and Reform, of a review of procurement policy for public works projects. The review is aimed at delivering significant changes to the Capital Works Management Framework (CWMF) over the coming years. The process will involve extensive engagement both with industry stakeholders and with the public bodies charged with the delivery of projects on a broad range of issues and will extend over the next 12 to 18 months.

“I think we can have far better contracts,” says Pat Lucey. “We see it happening overseas in many countries where the public client wants a sustainable industry that is there when needed. They have contract terms and conditions that are fair to both sides. Unfortunately, in Ireland, the terms and conditions are adversarial and completely unfair to the contractor. It’s all about defending claims and leads to an incredible misuse of valuable resources. It’s done far better in other countries. We can see all the lessons there, but we are poor at taking them on board.”

Philip Crampton, Chairman of the CIF’s Procurement Tendering and Contractual Matters sub-committee (PTCM) is heartened by the review.

“We particularly welcome the commitment made by the Minister to develop optimum procurement and contracting strategies and appropriate risk transfer for public works projects. We also welcome the intention to reform further public works contracts to ensure that they are fair and balanced, conforming to modern international standards.”

## CONSTRUCTION COST INFLATION

Construction cost inflation remains a cause for concern for John G Murphy.

“It’s running at 7.6% at the moment, and it is as high as 12% in Dublin,” he notes. “The nature of contracts means it can be a year after a tender before a project goes ahead, and there is no mechanism to allow for inflation there. Every contractor knows that inflation is running high at the moment and they should build that into current prices, but they didn’t know two years ago what the



John G Murphy, Managing Director, Murphy International.

level of inflation would be now. I hope to see that fixed."

### INNOVATION

Innovative work practices and workplace cultures are required for the industry to prosper, according to Gordon O'Regan.

"In terms of changing culture, there is much more focus on Lean, and how Lean principles are adopted by companies working within the engineering and construction sectors, Gordon O'Regan notes. "Companies must foster a culture of continuous improvement to maximise value while minimising waste – we must meet our customers' needs while using less. And we do that through production management principles, managing workflow streams, our commitment to project management, involving supply chain management and collaboration; and working closely with our partners to bring added value benefits to our customers."

"The increased adoption of technology is leading to improvements within the sector, from cost to carbon reduction," he adds. "Digitisation of the construction and engineering process is essential for improving quality and reliability."

Innovation is hard-wired into the sector, according to Pat Lucey.

"We are lucky that a lot of innovation came about when the National Roads Authority (NRA) moved to Design and Build contracts. We simplified those projects – that's what contractors do. A lot of the elements are pre-cast off-site as a result. We now have some of the foremost pre-cast facilities in the world – to the extent that we are exporting a lot of the output. If you give Irish civil engineering contractors a problem, they will solve it. Innovation plays a big part in that, it's what we do day to day."

### RECRUITMENT AND RETENTION

Staff recruitment and retention is a growing challenge, particularly when other sectors are expanding rapidly.

"Ireland is competing globally for talented and skilled workers. The retention and supply of expertise is a challenge that the industry will continue to face in the coming years," says Gordon O'Regan. "In tandem with this, firms are trying to procure talent in a sector that has somewhat of a reputation for unsociable working hours, remote locations of work, and has traditionally been male-dominated and less attractive for female engineers."

Gordon O'Regan proposes two actions to meet this challenge.

"Firstly, with current talent, we must provide the resources necessary for upskilling and promoting professional development.



Gordon O'Regan, Chief Executive Officer, Keating.

Secondly, with prospective talent, we need to drive diversity and inclusivity in the industry, to make it attractive and accessible to all.

"At Keating, we work hard to attract and nurture young talent and work jointly to support all individuals to reach their full potential," he adds. "Our people strategy is focussed on establishing Keating as an employer of choice, and building a sustainable employment and skills infrastructure with people to meet today's and our future business needs."

John G Murphy cuts to the heart of the issue and points to another interesting potential solution.

"Labour is a key issue, and part of the solution is having a sustainable industry," he says. "160,000 people left the industry between 2008 and 2012 and they are reluctant to come back. Credibility is a factor when it comes to the construction industry. We've had long term plans before, but we need to build resilience by ringfencing money in boom years to spend during downturns. We need to have that conversation."

"You attract people by having a healthy industry," he continues. "In the last boom, civil engineering graduates were coming out of all the colleges and the industry was well supplied. That dropped to almost nothing in the recession, and it will take a few years for numbers to pick up again. But by that stage, historically, another recession starts. So, we need to act now."

Attracting people back from abroad will present its own challenges and problems.

"If you do succeed in attracting them," John G Murphy says, "we'll have to build houses for them, so they can build homes for others. To provide 50,000 beds for new construction workers would account for two years of housing production – that's the irony of the boom-bust cycle."

### BREXIT OPPORTUNITY

But John G Murphy suggests there are opportunities to fill the gaps, particularly as a result of Brexit. "There are a few hundred thousand eastern European workers in the UK construction industry at the moment. They are English-speaking, used to the western European industry and its standards, and could easily come here post-Brexit. If you were an eastern European living in the UK, would you buy property there? It's too unstable."

A challenging environment, yes, but the positive signs in evidence from the National Development Plan and the Government's procurement review point to better times ahead. **C**



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# GROUNDFORCE BREAKS NEW GROUND WITH STATE-OF-THE-ART PREMISES

**S**pecialist equipment rental provider Groundforce has moved to a new state-of-the-art premises in Mountmellick, Co Laois. The company's new two and a half acre site includes a half-acre warehouse, dedicated painting booth, double wash bay and two dispatch areas, halving equipment turn-around times to ensure timely deliveries of high equality equipment to their customers. This is good news for the construction industry that is looking to Groundforce to provide innovative solutions to meet its shoring, piling, pipe testing, site access and temporary works needs.

Joe Lenihan, General Manager at Groundforce, says; "At Groundforce, delivering top class customer service is at the core of our business model. This attitude combined with our continued investment in new equipment and backed up by an innovative technical service, allows us to deliver advanced solutions to our growing and loyal customer base."

Groundforce has a long history of providing support to Irish contractors and counts Sisk, BAM and GMC among its long client list. While its core market is water and infrastructure works, it also provides solutions for the building, transmission, marine and utility sectors."

As well as currently holding Plant &



Joseph Lenihan, General Manager, Groundforce



Civil Engineer's Plant Hire Company of the Year award, recently Groundforce was awarded 'Specialist Geotechnical Supplier of the Year' at the 2019 Ground Engineering Awards in the UK. The judging panel of over 50 experts said that Groundforce "clearly demonstrated innovation in a number of areas and across a variety of projects, including training provision, with good growth and investment in staff built on the foundations of the key values of service, technical excellence, innovation, value and compliance".

Groundforce provides a wide range of specialist products and the expansion of the operation in Ireland will facilitate the delivery of a number of new products including Larssen sheet piles, free suspended piling hammers and temporary bridges.

"With the extra working room in the new depot, we can increase our stock holding of day-to-day items such as trench boxes, trench sheets and pipe testing equipment, Joe Lenihan continues." It will also allow us to stock some of the more specialist equipment in the Groundforce portfolio such as Larsen sheet piles, crane



suspended piling hammers and the larger capacity hydraulic struts – none of which were available in Ireland until now"

Groundforce is also unique in that it has a comprehensive excavation support training service for clients. With over 25 years of experience as a market leader in ground support systems, Groundforce delivers hands-on training in a safe environment provided by qualified industry professionals. Its dedicated training facility offers a range of courses, from classroom-based understanding to replication of on-site scenarios with hands-on experience in the outdoor training area.

With its move to new premises, Groundforce has positioned itself to maintain its place as an industry leader and provide even greater support to its large and continuously-growing client base. With plans for expansion to meet client needs, Groundforce will also continue to introduce the latest proprietary shoring, and temporary access products to the Irish market.

"The re-location of the business will allow us to build on the success we have achieved over the past 12 years with continued but measured expansion as the Irish economy remains buoyant, Joe Lenihan concludes." **C**

To learn more call 1890 882 364 or visit [www.vpgroundforce.ie](http://www.vpgroundforce.ie)







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Ardmac is a specialist data centres contractor operating across Europe.



# BUILDING A SUSTAINABLE LEGACY

Ronan Quinn, Chief Executive, Ardmac, discusses digital construction, corporate culture, and the challenge of eliminating single-plastics from the workplace. **ROBBIE COUSINS** reports.

**F**ounded in 1977, Ardmac is an international construction specialist that delivers complex high-value workspaces and technical environments. It specialises in commercial fit-outs and refurbishments, cleanroom and data centre solutions.

Headquartered in Dublin, it has offices in Manchester, Craigavon and Brussels, and it plans to open new offices in Cork and Amsterdam in the near future. The company had revenues of €157m in 2018 and expects to achieve revenues of circa €170m in 2019.

With over 50% of its business generated outside of Ireland, Ardmac employs over 300 people across Europe.

Ronan Quinn, Chief Executive, Ardmac, has a background in project management. He joined Ardmac as a contracts manager in 1999, after a successful career in the London fit-out market. He oversaw Ardmac's technology division and occupied various group roles before being appointed chief executive in 2013.

### ARDMAC VISION

Ardmac's expansion in recent years has been very impressive. Ronan Quinn says that this is in part down to the company's diversity in terms of the industry sectors and geographic regions it operates across. But he adds it is also about the corporate culture that the management team and staff have developed, as well as the company's early transition to digital construction.

"We provide specialist construction services to the commercial office fit-out, advanced manufacturing, and life sciences sectors. We are continually assessing and updating our service offering to meet our clients' changing needs.



Ronan Quinn, Chief Executive, Ardmac.

"Our geographic reach currently covers Ireland, the United Kingdom, Belgium, the Netherlands, Denmark and Switzerland, and we have further continental expansion in the pipeline.

"Ardmac's vision is to be the 'contractor of choice' for clients, and the 'workplace of choice' for great people," he continues. "Our goal is to consistently provide the ultimate solution for high-value working environments through continuous investment in the best people, technology, and processes. As a result, we have been investing heavily in the management and leadership training of our staff and in digital technology to ensure they have the most up to date tools to do their job to the highest standard possible. Most recently, our leadership team graduated from the 'Building Better Leadership' programme, run in partnership with Trinity Business School."

He adds that to be the contractor of choice, Ardmac has put in place operational excellence programmes in all of its business units to ensure that customer experience with Ardmac is second to none.

"From a market perspective, we have been expanding our reach into mainland Europe in our technology-led business streams, namely life sciences and data centres."



CAT A & CAT B refurbishment of Grade II listed Sunlight House for Aberdeen Standard Investments in Manchester.



## CORPORATE CULTURE

To achieve their goals, Ronan Quinn and the Ardmac management team have developed the company's operating approach in recent years.

"This included developing the culture of the company through a complete rebrand and the establishment of a set of 'guiding principles' for all of us to work by," he explains. "We work with a 'Safety First' ethos, which forms part of our guiding principles and underpins everything that we do, wherever we operate."

## DIGITAL CONSTRUCTION

Ardmac's high standards and pioneering spirit in the area of safety were recognised when the company received the Order of Distinction award for Safety Management from RoSPA, following 2018 award wins for its Lean programme at the Irish Construction Industry Awards and Lean Business Ireland.

"We have become award-winning leaders in the areas of Lean construction and the development of BIM and digital project delivery. Adopting a Lean culture across the business has dramatically changed how we look at everything we do and has driven us to greater efficiencies in all aspects of our construction output."

Ronan Quinn says Ardmac customers have recognised the added value the company has to offer.

"As a result, our levels of repeat business are increasing, and we are regularly pre-selected to collaborate at the early stage of projects.

"From an operational perspective, we have improved how we perform on projects by combining Lean construction, BIM and collaborative field software on a digital platform called 'SMART'.

"We have invested heavily in new software packages that remove paper records from site and ensure that all project information is stored centrally and available to all parties on the contract. From a hardware perspective, all our site teams and subcontractors use hand-held devices to view drawings and 3D models, and carry out quality and safety inspections, ensuring a single source of truth and enabling real-time project collaboration."

## CHALLENGES

Like all contractors, one of the main challenges facing Ronan Quinn and the Ardmac management team is recruitment.

"Operating in growing construction markets and trying to expand your workforce at times of practically zero unemployment is a challenge for every company in the industry also looking to maintain growth," he explains. "Unfortunately, there is no quick fix

**“ BY BEING LEADERS IN THE DIGITALISATION OF OUR INDUSTRY AND BEING TRULY INNOVATIVE, WE ARE ATTRACTING AND RETAINING THE BEST TALENT IN THE INDUSTRY. ”**

**RONAN QUINN**

to the problem.

"We are targeting people overseas to join our team as well as targeting graduates via our graduate training programme. Recruitment is definitely a significant challenge for us at present. We are in a period of real growth across Europe, and we are actively looking for ambitious and resourceful people to join us and be part of this exciting phase of our development."

Locally, Ardmac has invested significantly in training and developing its teams, as well as presenting itself as an employer of choice for those working within the industry by offering exciting career opportunities.

"By being leaders in the digitalisation of our industry and being truly innovative, we are attracting and retaining the best talent in the industry," Ronan Quinn adds.

Ardmac has a 'refer a friend' programme in operation that encourages staff to refer a friend – or indeed to share their experiences of working as part of Ardmac with their peers, especially when working abroad.

"We run a referral scheme for employees to incentivise them to encourage friends and family and their broader networks to join us, which has worked well for us to date. In addition, we communicate all career progressions within our intranet to demonstrate the opportunities available and encourage our teams to take the next step in their own career within Ardmac."



Clean rooms project for Global Pharmaceutical, Dublin.



Pieta House – Ardmac nominated charity 2019.  
L to r: Ronan Quinn; Marie Peelo, Deputy Director of Funding and Advocacy, Pieta House; and Amy Bramley, Executive, Pieta House

### PROJECTS

Ardmac is currently the Design and Build contractor for a new QC Laboratory on the MSD campus in Swords, Co Dublin. Ronan Quinn says this was a significant win for the company as it allows the company to demonstrate its expertise in modular off-site construction as well as building a facility that is being used to produce the life-saving cancer drug Keytruda.

“It’s very rewarding to be part of that. We also have two large integrated project delivery (IPD) projects on the ground at the moment that mark a significant milestone in the development of the company. One is a €300m-plus FDI investment by a large pharma company in Cork, and the second is a 60MW data centre development in the Netherlands for a confidential client. Both are significant in that we were pre-selected by the customer based on previous experiences and because, culturally, we were the best choice partner for collaboration. Both projects are proceeding exceedingly well, and I see the IPD model being a huge success. I predict IPD will be used more widely on complex construction projects as the industry embraces the collaborative benefits of Lean and BIM.”

Other notable current projects include BioCork 2 for Johnson and Johnson and a Biogen facility in Switzerland.

### MEDIUM-TERM PLANS

Ronan Quinn is firmly focused on expanding Ardmac’s European operations in the medium term.

“Our medium-term goals are to continue expansion in Europe in the pharma and data centre sectors. We see continued significant growth opportunities in each sector.

“We are also investing in our build-offsite capacity and capability, as we see the demand from our existing customers increasing for modular buildings.

“At Interphex New York this year, we announced a new partnership with Germfree, a US-based modular cleanroom provider, for Ardmac to provide Germfree clean modules in Europe. Effectively this means taking the construction of complex cleanroom suites away from the building site and prefabricating them in totality within a factory environment. The advantages are

many, as it provides a rapidly deployable solution for laboratories and cleanrooms that are precision-built, ready-to-use, modular and scalable.

### INNOVATION PROCESS

“I recently completed the Enterprise Ireland Innovation for Growth programme (I4G) and one of the major takeaways was always to remain relevant,” he continues. “We operate across several distinctively diverse market sectors, and our offering is specific to that sector. So, it is critically important that we remain relevant in each by understanding our customers’ needs and serving them well. That’s why we now have autonomous business units that have their own leadership, staff and core technical expertise.

“We have also introduced an ‘innovation process’ to capture and track new idea generation, and all our business units are tasked with bringing new ideas to fruition for their sector, in a drive to have 20% of revenue by 2023 from new products or services.”

### ELIMINATING SINGLE-USE PLASTICS

Ardmac has made eliminating single-use plastics a crucial part of its broader Corporate Social Responsibility (CSR) programme, ‘Sky Blue’, which launched earlier this year.

“We have made commitments for 2019 to support our ambition to be a more responsible business,” Ronan Quinn explains. “We currently have a company-wide programme reviewing all of our single-use plastics, from exhibition merchandise and office waste practices to supply chain and on-site use of single-use plastics on our projects.

“While we have made product changes and introduced initiatives to reduce plastics, we’ve recognised that we will need industry and supply chain support to make significant impacts, and the biggest challenge will be achieving the change in mindset – bringing our teams onboard by challenging the norm. But, we are confident that we can lead the change that is needed within our industry.”

Ardmac has introduced a plastics committee with members from across the business to help it review and drive the approach across its operations. It also recently launched an online tool to help measure and manage its approach to single-use plastics at site level.

“Externally, we are working with partner organisations to support us on our journey and taking best practice from others outside of our industry through our partnership with Business in the Community.”

### COMMUNITY INVOLVEMENT

Pieta House and Manchester Mind are Ardmac’s two employee-nominated charities for 2019, and Ardmac teams have recently completed the Darkness into Light walk. In Hoorn, Amsterdam, the team hosted its own dedicated Pieta House walk with the other contractors on site, raising over €22,000, demonstrating an immense commitment to supporting mental health and suicide awareness across its operations.

“To date this year, we have raised over €50,000 for our nominated charities, and in July, our volunteer team worked with Ronald McDonald House to refurbish their garden play area,” he says.

In closing, Ronan Quinn explains Ardmac is about people.

“We are about building relationships, long-term relationships with clients and employees. According to the guiding principles we work by, that means acting with honesty and integrity in all that we do and being respectful and open in how we approach our work. It means encouraging employees to be forward-thinking, to embrace change, and to share new ideas and knowledge. That experience and knowledge feeds back into projects and brings certainty to our clients, and this helps us to continue delivering superior results,” he concludes. **C**



# TAKING STOCK OF YOUR PENSION

**SUSAN O'MARA** asks if the time is right for a pension health check, and if there is any potential shortfall in your desired retirement income.

In Milestone Advisory, I spend the majority of my time with clients who are approaching retirement or who have reached this particular milestone. This part of the financial lifecycle is about taking stock of what you have already accumulated in pension funds and how to maximise its benefits into the future.

Often, it is not until this point that people look for advice around their retirement planning.

## KNOW YOUR PENSION VALUE

I met a couple last week who were decidedly different. They "hadn't a clue" about pensions, but had recently both turned 50 and felt they needed some help.

While both had accumulated pension funds over the course of their working lives, they did not know what these funds meant for their financial future.

At the end of this particular meeting, I felt that the information I had provided and explained was the sort of information everyone needs. So, here it is – for free.

## BOX-TICKING

Both clients, having been in pension schemes since their early 30's felt "that box was ticked". This might once have been true; if you joined; a company in your early 20's and stayed there until your 65th birthday with a pension promise of two-thirds of your final salary. However, defined benefit pensions, where your income in retirement was defined at the outset are no longer the standard type of pension. Nor is staying with one employer for life. Now, the vast majority of all pensions are defined contribution, ie, the only thing that is defined is the pension contribution being invested.

## ANNUAL BENEFIT STATEMENT

In this case, you will need to understand what the contributions will translate to in income terms when you retire. This is where your annual benefit statement comes in. Each year, your provider will send you such a statement, outlining the contributions that have been paid in, along with the current value of your fund. It will also lay out a set of figures that show you the value of your income in retirement based on these contributions.

It is only when you read and understand this that you can decide if the pension box is ticked. It may be that you are on target for a financially comfortable retirement or you might be surprised to learn that there is a gap between what you will need and what you have.

A pension scheme is simply a tax-efficient long-term savings plan, but knowing what the outcome will be at retirement is vital. It is the key to ensuring that you have time to enhance your savings should that be required.

It is crucial that you take some time to read your direct contributions (DC) benefit statement each year. Although the layout varies between providers, legislation dictates that all providers include the same information. This includes your personal



Susan O'Mara,  
Milestone Advisory.

“ THE ONLY THING THAT IS DEFINED IS THE PENSION CONTRIBUTION BEING INVESTED. ”

information, salary details, your pension contribution level and a statement showing contributions remitted to the scheme in the year since your last statement. You should take a look over this information to ensure it is correct.

The key area is what is known as a statement of reasonable projection. This is where you will see the details of your projected benefits at normal retirement age, based on a set of certain assumptions.

While this is not a cast-iron guarantee of what will be available to you at retirement, it is the best estimate of what your future fund value and pension will be and the only way you can establish if your contributions into your pension will provide you with meaningful income in retirement.

## AN EARLY ASSESSMENT

Back to my new clients, a couple in their 50's, with a file full of unread benefit statements. We looked at each of their most recent statements. Both were happy with their fund values, and surprised that they had saved so much over the years. Both were equally surprised by how those fund values translated into income in retirement. Taking into account the fact that their mortgage would be paid off by the time they retire and that they would both be entitled to the Contributory State Pension when they turn 68, they still saw a potential shortfall in their desired income. Finding out now at age 50 has given them close to 20 years to address this – rather than discovering the shortfall at 65 or 68, when they go to collect. **C**

Susan O'Mara is a financial services consultant with Milestone Advisory. To contact Milestone Advisory, phone 01 406 8020.

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# DESIGN AND CONSTRUCT PROFESSIONAL INDEMNITY INSURANCE NOW IN A HARD MARKET PHASE

**D**esign & Construct Professional Indemnity Insurance has become a prerequisite for many contracts in recent years but contractors often struggle to understand what it covers and why the cover can be so expensive. The following article provides a brief Q&A.

## WHAT DOES PROFESSIONAL INDEMNITY INSURANCE COVER?

Every individual or business that provides a professional service has a duty to their clients to ensure that this service is of a high standard and executed with reasonable skill and care. If a breach of that duty occurs or is alleged to have occurred, professional indemnity insurance will cover the costs of a legal defence and third party damages subject to the policy terms and conditions.

## WHAT IS DESIGN & CONSTRUCT (D&C) PROFESSIONAL INDEMNITY INSURANCE?

Where contractors engage in professional design, advice or specification as part of their overall operations, they can purchase D&C Professional Indemnity Insurance to protect them against claims which arise out of alleged negligent design, advice or specification (professional services).

## WHAT IF YOU DON'T DO ANY DESIGN BUT ARE STILL BEING ASKED FOR PI INSURANCE?

In recent years, many contractors are being asked to provide professional indemnity insurance even where they carry out little or no design work. This is often a standard pre-contract requirement so it is important to communicate to underwriters when design work is minimal and a reduced premium should apply. The policy can still provide cover for incidental design and advice provided by the contractor throughout the project, subject to policy terms and conditions.

## WHAT IF YOU ALREADY HAVE PRODUCTS LIABILITY INSURANCE – IS THIS DUPLICATION?

Products liability covers claims arising from (a) third party injuries and (b) third party property damage arising out of a defect in a product. For example, if a pipe was defective or poorly installed and subsequently ruptured, causing injuries to people in the vicinity as



well as damage to surrounding property, the injuries and damage to the third party property would be covered under products liability as the root cause was poor workmanship and not design error.

If a heating system was found to be underperforming or failing and the root cause was identified as a design/specification error then that claim would be covered under D&C Professional Indemnity

subject to the policy term and conditions.

## WHY ARE PROFESSIONAL INDEMNITY INSURANCE RATES INCREASING?

The Grenfell Tower Fire which occurred in June 2017 caused catastrophic losses and resulted in the deaths of 72 people. It was the worst residential fire in the UK since the Second World War and the rapid spread of the fire has been attributed to cladding on the exterior of the building. The fire has widely been cited as a turning point for the construction professional indemnity insurance market, putting underwriters on the back foot and forcing insurers to review the potential for catastrophic losses elsewhere in the construction sector. In addition to Grenfell, Lloyds of London reported losses of £2bn in 2017 and professional indemnity insurance was identified as one of the underperforming business lines. These events have contributed to a more difficult professional indemnity insurance market and many Design & Construct contractors have been subjected to large rate increases and restricted cover terms during 2018 and into 2019. Insurers have generally moved to reduce the size of their construction PI exposure and are especially wary of contractors involved in cladding. Fortunately, there is still capacity in the Lloyds and London market, however underwriters are more selective on the risks they accept.

## WHAT IS THE DIFFERENCE BETWEEN EACH AND EVERY CLAIM AND AGGREGATE?

An aggregate policy provides one limit and this applies to all claims reported during the period. So if you have a €6.5M limit and have one claim for €1M then there will only be €5.5M left for any subsequent claims

reported during the policy period. An “Any One Claim” policy means that there will be €6.5M cover for each claim even if there are multiple claims reported during the policy period, again subject to the policy terms and conditions. “Any One Claim” limits are often a contract requirement, however, for some contractors, these have been more difficult and expensive to secure.

## WHAT IS A COLLATERAL WARRANTY?

Collateral warranties create a contractual link between one party (for example: a subcontractor or an engineer) and another party, such as a funder, where a contractual link would otherwise not have existed. A collateral warranty gives the second party a direct right of recourse against the subcontractor. Collateral warranties often have a requirement with regard to maintaining a certain level of professional indemnity insurance for a set period.

## WHAT DOES “CLAIMS MADE” BASIS OF COVER MEAN AND WHY ARE CONTRACTORS ASKED TO KEEP COVER IN PLACE FOR YEARS AFTER THE CONTRACT HAS FINISHED?

With professional indemnity insurance, it is the policy in place on the day you become aware of a claim or circumstance that will cover the claim. So even if an issue arises out of professional services provided years earlier when you were insured with a different company, the insurance company that you are covered with on the day you find out about a potential claim is the company that will cover the claim. Professional indemnity policies also have retroactive dates which have the effect of putting a backstop on how far back your professional indemnity policy will provide cover. The retroactive date is normally the date from which you first held cover, assuming you have had continuous cover since that date. It is imperative that this date is carried forward when you change insurer and that there are no gaps in cover. **C**

*If you have any questions about any aspect of this article, please contact James Martin, 049-4327089 or e-mail [james@mib.ie](mailto:james@mib.ie) or visit [www.MartinInsurance.ie](http://www.MartinInsurance.ie).*

*Every insurance policy contains detailed terms and conditions. The content of this article is intended to provide a general guide to the subject matter. Specialist advice should be sought about your specific circumstances.*



An tÚdarás Slándála Príobháidí  
The Private Security Authority

# BUILDING A HOTEL, STUDENT OR OFFICE ACCOMMODATION?

**IS THERE AN ACCESS CONTROL SYSTEM BEING  
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If you break the law you will be prosecuted.

**YOU CAN CHECK IF A CONTRACTOR IS LICENSED AT [PSA.GOV.IE](http://PSA.GOV.IE)**

A PSA Licence is also required for the following security services; Locksmith, Intruder Alarm Installation and Maintenance, CCTV Systems Installation and Maintenance, Powered Gates.

The Private Security Authority (PSA) is the statutory body responsible for the licensing and regulation of the private security industry in Ireland. The PSA is an agency of the Department of Justice and Equality.

*The Security Regulator*



# GOVERNMENT SPENDING €296M ON INFRASTRUCTURE IN 2019

**TOM MOLONEY**, Managing Director, Construction Information Services (CIS), outlines the latest news on key infrastructural projects, including the North-South Electricity Interconnector, Dublin Metro and the Cork-Limerick motorway scheme.

**W**ith infrastructure being of such high importance for the delivery of all construction projects, Government is spending €286m on roads and other infrastructure in 2019. Minister for Finance Pascal Donoghue TD has allocated an extra €1.26bn for roads and transport projects between 2019 and 2021. The Minister has also announced an extra €40m for the repairing of regional and local roads and footpath improvements around the country.

## PROJECTS ON SITE

At present, there are 62 projects under construction with a value of €1.32bn, with various completion dates between 2019 and 2022. For example, in 2019 projects worth €135m are expected to be completed, with €591m in 2020, €478m in 2021, and €114m in 2022. These include the €150m N4 Collooney to Castlebaldwin road scheme in Co Sligo, a €3.6m street enhancement project in Tullamore, Co Offaly, and Phase 2 of the €12m N52 Cloghan to Billistown Phase 2 - Turin to Billistown Realignment in Co Westmeath comprising 6km of Type 1 single-carriageway (S2) national secondary road and associated works. Work is also ongoing on the €300m expansion of Irish Water's wastewater plant in Ringsend, Dublin.

## PROJECTS AT TENDER

We are tracking 45 projects at a tender stage with a good regional spread. In Leinster, there are 23 projects, Munster has 12, Connaught has four, and there are six projects in the border region.

In Mayo, the N5 Westport to Turlough road project (estimated value €200m) is at tender stage. We expect a main contractor to be appointed in Q3 2019.

In Cork, the N22 Baile Buirne road scheme (estimated value €200m) has also seen the return of tenders from contractors, with an award expected in the coming months.

In Donegal, a contractor is to be appointed in the coming months for the €11m N56 Drumbeigh to Inver road scheme, following the conclusion of a tender process.

## PLANS GRANTED

There are 70 projects with a value of €1.83bn at plans granted stage. A major project that has received planning approval is the €280m North-South Electricity Interconnector. This will be of the highest strategic importance for the island of Ireland, as it will be carrying a capacity equivalent to 23% of the island's peak demand. According to reports, the earliest possible date for construction to commence is early 2020.

The €220m M28 Cork to Ringaskiddy road project has had its planning approved. However, the project is currently awaiting a judicial review. The proposed motorway will run south of Cork City via Carrigaline, and then east before finishing at Ringaskiddy, a distance of about 21km. Also in Ringaskiddy, An Bord Pleanála has granted permission for a €160m municipal and hazardous



Tom Moloney, Managing Director, Construction Information Services (CIS).

waste incinerator.

The €100m N5 Ballaghaderreen to Scramoge road scheme in Co Roscommon has received planning approval, and it is hoped the tender process for the scheme will commence later this year or early next year.

## PLANS SUBMITTED

There are currently 252 projects at plans submitted stage, including the €500m Greater Dublin Drainage scheme with an oral hearing having been carried out in Q1 2019 with regards to the CPO applications, to allow the project to progress to the next stage.

In Galway, at the planning stage and awaiting approval is the €600m N6 Galway City Outer Bypass scheme, which is due to begin construction in 2021. Also, the €126m harbour extension in Galway is currently awaiting a planning decision from An Bord Pleanála.

## PRE-PLANNING

The €3bn Dublin Metro project is at pre-planning stage, with a planning application not expected to be lodged until 2020 at the earliest. Lead consultants have been appointed for the project, and a tender for utility investigations has been advertised.

Outside of the capital, the €1bn M20 Cork-Limerick motorway scheme is at planning and design stage. The motorway, which is the first under the €116bn 'Building Ireland 2040' plan, will link both cities and will be the largest infrastructure project outside of Dublin. Also, in the region, the €120m Foynes to Limerick road scheme is at pre-planning stage, with a planning application expected to be lodged in Q4 2019/Q1 2020. **C**

*This project information was accurate on 27th June 2019. For the latest updates on these projects or for more information on the CIS construction intelligence service, visit [www.cisireland.com](http://www.cisireland.com), email [sales@cisireland.com](mailto:sales@cisireland.com) or phone 01 299 9200.*



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# STAYING ON TRACK WITH PROJECT IRELAND 2040

**JEANETTE MAIR**, Economic Policy and Research Executive, CIF, calls on members to drill down into the 'Project Ireland 2040' Capital Investment Tracker – MyProjectIreland – to identify local construction opportunities.

**T**he latest version of 'MyProjectIreland' contains all the projects and programmes in the pipeline at present, which mostly cost €20m and above. The interactive tracker is map-based and includes new details on the suite of projects selected for funding under Round One of the Government's Urban and Rural Regeneration Funds in 2019. Details on schools and social housing projects are promised as the tracker develops into the future.

Projects included to date are identified by their stage in the project lifecycle. The project lifecycle stages range from project identification, business case, design, procurement, implementation/construction, and of course, project completion.

equality and opportunity.

If we examine just one of the National Strategic Outcomes – 'Enhanced Regional Accessibility' – we can see some evidence of developments on the appraisal and design of specific transport projects supporting it, such as the Western Distributor road project in Sligo – for which a contract was awarded in November 2018.

Then, there are those projects due to commence construction in 2019 (subject to business case approval and sanction by Government), such as:

- N8/N25 Dunkettle Interchange
- N22 Ballyvourney to Macroom
- N5 Westport to Turlough.

The projects due to progress to contract award in 2019 are:

- Listowel Bypass in Kerry



**Jeanette Mair, Economic Policy and Research Executive, CIF.**

very limited output growth in public construction. Coherent and timely implementation of committed funding under Project Ireland 2040 and the National Development Plan (NDP) will support more sustainable growth in all sectors of the construction industry, and this will benefit the broader economy.

The timeline for infrastructure projects is predictably uncertain, yet, despite a huge immediate economic and social demand for infrastructure, and a commitment to invest, the relatively small spends on preparatory works are not prioritised. This delays projects unnecessarily and ultimately costs the Exchequer as inflation erodes investment.

CIF is asking Government to progress and finance the forward planning and procurement work for infrastructure projects identified in the NDP. Ultimately, Early Contractor Involvement, earlier planning, and better control of the construction process by people who understand construction and timescales will lead to higher productivity outcomes for the industry, the wider economy and the Exchequer.

It is very important that CIF members across the country begin to drill down into the tracker and the projects listed to identify public construction opportunities in their region and locality. The CIF wholly supports Project Ireland 2040. Where there are blockages, challenges and capacity constraints, the CIF will work with Government in delivering the ambitious €116bn investment plan.

The CIF values all feedback on the tracker, and members are very welcome to contact me directly with feedback so that their experiences are fully understood and considered. **C**

For more details contact Jeanette Mair, email [jmair@cif.ie](mailto:jmair@cif.ie), or phone 01 406 6035.

**TABLE 1: PROJECT IRELAND 2040 TOTAL CAPITAL INVESTMENT PROJECTS BY TYPE**

Investment Projects by Type	Northern and Western Region	Eastern and Midland Region	Southern Region
Airport and Ports	0	2	2
Climate Action	1	4	6
Culture, Heritage and Sport	0	10	1
Education, Health and Children	16	28	13
Enterprise, Skills and Innovation	2	7	3
Environmentally Sustainable	0	4	0
Public Transport			
Housing and Sustainable Urban Development	17	43	36
National Road Network	5	3	9
Rural Development	35	16	38
Water Infrastructure	2	10	8
Other	3	7	7
Total	81	134	123

*Data collated from MyProjectIreland Interactive Map [www.gov.ie](http://www.gov.ie)*

On review of the tracker, it becomes clear that many of the projects remain at the early stages of the project lifecycle – ie, at planning and design stage. While this is accepted, given the fact that we are still in the early stages of the rollout of Project Ireland 2040, CIF members expected that we would be seeing more of the identified projects proceed to procurement and implementation/construction sooner.

Project Ireland 2040 sets out 10 National Strategic Outcomes (NSOs), built around the over-arching themes of wellbeing,

- Coonagh to Knockalisheen Distributor road in Limerick.

The projects due for completion in 2019:

- N11 Gorey to Enniscorthy
- N25 New Ross Bypass
- Portlaoise Southern Distributor Road
- Upgrade of the Adamstown and Nangor roads.

Since recovery in the sector began, construction growth has been dominated by growth in the private residential and non-residential sectors. There has been



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# WHY THE CONSTRUCTION INDUSTRY NEEDS TO EMBRACE E-LEARNING

**ROBERT BUTLER**, Head of Learning & Development, CIF, outlines why construction firms should be taking advantage of e-learning opportunities for their staff.

**T**he Irish construction industry has seen significant and dramatic shifts in the use of technology to improve how we work, operate on site and develop our employees' knowledge and skills. In an industry that's far from new, adopting new methods and technologies can feel unnecessary or intimidating. But it shouldn't.

Exploring how technology can improve a business is as important for construction companies as it is for those in any other industry. e-learning and online education offer significant benefits for businesses in all sectors of construction.

E-learning is a broad category that encompasses any sort of learning facilitated by electronic technologies outside of a traditional classroom. This includes everything from an online degree to free webinars, podcasts and email correspondence courses. A common thread among these avenues of online learning is that all are highly accessible, especially with the use of mobile technology.

## WHAT CAN CONSTRUCTION PROFESSIONALS LEARN ONLINE?

Everyone can agree that the construction industry is complex. Legislation, regulations and codes of practice vary by project type and location, and can change depending on a company's role on the project as well as the contract value. Staying on top of applicable rules and regulations is fundamental for construction businesses to operate successfully.

Failing to follow pertinent legislation, guidance, health and safety regulations or building regulations can result in severe consequences, ranging from financial exposure to legal penalties and fines. Taking advantage of the accessibility of online resources can help construction businesses to increase efficiency, improve business practices and boost productivity.

## HEALTH AND SAFETY

Staying on top of health and safety training is particularly important in the construction

industry due to the high-risk nature of construction work. Operating heavy equipment close to pedestrian construction workers, and working at heights using various access systems, can be dangerous if not managed by a competent person on site. Effective training is the best way to make a workplace safe and prevent job-related injury.

## BUILDING REGULATIONS

CIF Learning & Development provides limited online sources for learning about building regulations and has a significant range of short tutor-delivered programmes available nationally, which in time will move to a blended learning delivery.

Working with content partners is essential, and CIF Learning & Development works closely with Essential Skillz in the delivery of a range of short safety programmes to enable members to gain access to topical safety content, which also awards the necessary CIRI CPD points.

## BENEFITS OF E-LEARNING

In the information age, continued education is easier than ever. Companies and organisations like Sligo IT, Khan Academy and CIF Learning & Development make it easy for anyone to seek out self-betterment through online education. The clear benefits associated with e-learning have made it a popular avenue among people who wish to expand their knowledge and improve their careers.

The benefits of e-learning include,

- **Saving money:** Online education programmes tend to cost much less than in-person courses or training seminars. This benefits individuals seeking self-improvement as well as managers looking for ways to train and onboard employees.
- **Flexibility:** The flexibility offered by e-learning allows people to educate themselves at their own pace and on their own schedule. Having the opportunity to slip in some self-education when there is downtime, permits squeezing in a bit of learning



**Robert Butler, Head of Learning & Development, CIF.**

between projects or if there is a delay. This is much easier than trying to force a static, inflexible commitment, like a weekly class or a seminar, into a hectic schedule.

- **Learning from anywhere:** With e-learning, it is possible to learn on the go, at the job site or at home. The ability to take advantage of downtime, whether during commuting or waiting for a meeting significantly reduces the burden of reserving time to learn.
- **Simultaneous delivery:** Training and onboarding employees can be a major headache, especially for large companies. Arranging for everyone to attend training sessions can be expensive, as well as a logistical nightmare. E-learning makes it easy to roll out the same educational programme to all employees, even if the company has multiple locations in different cities or different countries.

CIF Learning & Development is continuing to develop content and work with content providers to enhance our e-learning offering into the future to support members' training and staff development needs. **C**

*For more information or any enquiries, contact Robert Butler, Head of Learning & Development, CIF, on 01 406 6071, or email: [rbutler@cif.ie](mailto:rbutler@cif.ie)*

# HBFI EXPECTED TO AID RESIDENTIAL PROJECT DELIVERY IN THE REGIONS DURING 2020

**JAMES BENSON**, Executive, Eastern Region, CIF, writes that residential developers continue to experience difficulties in presenting viable local projects, and details a case study in the Eastern Region, where a CIF member continues to enjoy a successful long-term relationship with an FDI client.



James Benson, Executive, Eastern Region, CIF.



Robert Quinn Ltd workers on site at MSD in Carlow.

**N**ationally mortgage approvals were up considerably in May, rising 20% month on month and 10% year on year. Significantly over 51% of these were first time buyers, which echoes the urgency of extending the 'Help to Buy' scheme, which is due to expire in its current form in the next six months.

The Government's initiative in establishing Home Building Finance Ireland (HBFI) is being embraced in the regions, and it is expected that this will aid delivery in 2020 of a number of developments close to final approval. While further growth is expected through the year, provincial Ireland is still only moving in pockets.

## DENSITY LEVELS

With higher densities and compact growth now requirements of planning policy, many residential developers in provincial towns are experiencing difficulties in presenting for planning residential development projects that are viable in their local areas. Density levels of up to 35 units per hectare are not viable in many of these areas as residential developers struggle to design sustainable schemes that are fundable and marketable.

Positively, additional activity continues

in the Eastern Region and experienced contractors are strengthening relationships with local partners. One such example is Robert Quinn Ltd and its long-standing partnership with MSD in Carlow.

## MSD CARLOW EXPANSION

Robert Quinn Ltd is undertaking a major expansion at MSD's bio-pharma plant in Carlow. When MSD began work on its first standalone human vaccine plant in Carlow in 2008, it already knew that expansion would be on the cards in the not-too-distant future. Having been involved with the operation at Pollerton Little outside Carlow town since the beginning, and having been a constant, trusted presence on the site for numerous projects over the past 10 years, Carlow-based, Robert Quinn Ltd was a natural choice as the contractor when it came to extending the complex.

The expansion project, known as 'Carlow 2', involves extensions to the existing production building, energy centre and MMSF warehouse, as well as other external works. The production building and warehouse extensions are being constructed to the west of the existing buildings in an area that was occupied by logistics and contractors' compounds during the original

construction phase. Works for the energy centre extension are underway to the north of the existing energy centre in an area that is currently an open utilities yard.

Underground services currently running along the western elevation of the existing buildings (and thus, under the footprint of the new buildings) are being diverted around the perimeter of the site.

All of this goes to highlight the biggest challenge for Robert Quinn in operating on this site – the fact that the plant is in 24/7 operation.

Overcoming that challenge and minimising the impact of the construction work on MSD's activities is an essential part of the project. Doing that as well as bringing the works in on-budget and to the client's exceptionally high standards can only be achieved by careful planning, co-ordination and management of all CSA projects between MSD, Robert Quinn and the overall project-managers, PM Group. The ongoing enabling works on Carlow 2 are expected to finish in November 2019. **C**

*If you have any queries about the CIF Eastern Region, contact James Benson, Tel: 01 406 6061, Email: [jbenson@cif.ie](mailto:jbenson@cif.ie)*



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# SPRINGBOARD+ 2019 OFFERS OVER 9,000 CAREER-ENHANCING PLACES ON 282 COURSES FREE

**JOHN EGAN**, Executive, Safety and Training, CIF, outlines some of the key construction-related courses on offer for people looking to develop their careers or change career direction.



John Egan, Executive, Safety and Training, CIF.

**S**pringboard+ 2019, co-funded by the Irish Government and the European Social Fund as part of the ESF Programme for Employability, Inclusion and Learning 2014-2020, offers free and 90%-funded courses at certificate, diploma, degree, and post-graduate level in areas where there are employment opportunities in the economy. Most courses are part-time for a maximum of 12 months and are open to all eligible applicants, whether they are employed, unemployed or a returner, subject to defined restrictions.

The CIF is delighted to support Springboard+ 2019, which has approximately 50 construction-related courses under the current scheme, many of which comprise online or blended learning. Examples of courses on offer under Springboard+ 2019 include:

## **CERTIFICATE IN NZEB DESIGN (POSTGRADUATE) – WATERFORD INSTITUTE OF TECHNOLOGY**

This part-time programme is delivered at NFQ Level 9 and aims to further develop expertise in the design and construction of dwellings and buildings. Participants would obtain the knowledge and skills to quantify energy flow paths in buildings and to make engineered decisions as to energy reduction, thermal and electrical and energy supply measures. Closing date for applications is 23/08/2019.

## **BACHELOR OF ENGINEERING IN FIRE ENGINEERING - WATERFORD INSTITUTE OF TECHNOLOGY**

This part-time programme is delivered at NFQ Level 7 over 12 months. Participants develop an understanding of the scientific and technological principles related to fire science and engineering. This enables graduates to develop and apply appropriate fire engineering techniques in building design. Closing date for applications is 23/08/2019.

## **CERTIFICATE IN BUILDING INFORMATION MODELLING (BIM) WITH REVIT – INSTITUTE OF TECHNOLOGY, TRALEE**

This part-time online Special Purpose



Award at NFQ Level 6 was developed as a foundation for those employed in the built environment to adopt BIM. Participants will develop the skills needed to create and engage with building information models and digital building data. Closing date for applications is 28/08/2019

## **CERTIFICATE IN BIM (REVIT) – LETTERKENNY INSTITUTE OF TECHNOLOGY**

This is a part-time NFQ level 6 programme delivered on evenings in a classroom environment. The programme serves to upskill construction industry professionals in the fundamentals of BIM processes and the use of Revit. Closing date for applications is 30/08/2019.

## **L9 CERTIFICATE IN BIM AND LEAN CONSTRUCTION MANAGEMENT – INSTITUTE OF TECHNOLOGY, SLIGO**

This is a part-time NFQ Level 9 programme, delivered online to meet the needs of the construction industry to deliver projects using BIM and Lean Construction methods. Closing date for applications is 30/08/2019.

## **CERTIFICATE IN LOW ENERGY BUILDING CONSTRUCTION (FOUNDATION ENERGY SKILLS) – TU DUBLIN**

This is a part-time at NFQ Level 6 programme, delivered in a classroom environment. Participants are afforded an understanding of the building techniques, requirements, building regulations and best practice standards for new and retrofitting low energy building projects. Closing date for applications is 05/09/2019.

## **CERTIFICATE IN NEAR ZERO ENERGY BUILDINGS – LIMERICK INSTITUTE OF TECHNOLOGY**

This is a part-time NFQ Level 6 programme, delivered online in conjunction with two weekend sessions for site visits and design

tutorials. The programme is targeted at architects, builders, engineers and others involved in the building sector and participants will develop an outline design for a new or retrofitted building to achieve a Near Zero Energy Building (nZEB) standard. Closing date for applications is 09/09/2019.

## **CERTIFICATE IN SUSTAINABLE BUILDING TECHNOLOGY – GALWAY-MAYO INSTITUTE OF TECHNOLOGY**

This is a part-time mixed-learning programme at NFQ Level 8. The primary goal of the programme is to provide those who already possess a Level 7 qualification in a cognate area of construction with an opportunity to upskill in the areas of project management, sustainable building technology and construction informatics, which includes BIM, and building energy systems. Closing date for applications is 13/09/2019.

## **BACHELOR OF SCIENCE IN CONSTRUCTION HEALTH AND SAFETY – LIMERICK INSTITUTE OF TECHNOLOGY**

This is a part-time NFQ Level 7 programme, which comprises mixed-learning methods. It is designed to provide students with the knowledge base, professional attitudes, leadership skills, commercial awareness, and the other general skills necessary for the management of health and safety and its associated technologies in the context of construction, industry and society. Closing date for applications is 06/01/2020. **C**

*A full list of Springboard+ courses may be viewed at [www.springboardcourses.ie](http://www.springboardcourses.ie). For advice and guidance on Springboard+ 2019, freephone the helpline on 1800 303 523 between the hours of 09:30 and 16:30, Monday to Friday.*



# EFFICIENT LEGAL DOCUMENT MANAGEMENT

**EVA BAUMGART**, Associate, Matheson, explains why efficient document management is critical to the success of transactions related to any construction project.

**C**onstruction projects, whether multi-building or not, are typically document-heavy. This means that alongside the full-time job of contractors collating/producing the suite of technical documents, there is an ancillary, but no less burdensome, role of producing the various legal documents required by the developer's solicitors through the life of a project. The volume and complexity of the legal paper trail increases significantly in large-scale developments, mainly due to the involvement of a wider range of stakeholders, including lenders, purchasers, tenants, and other interested third parties.

## DEVELOPER'S SOLICITORS – WHAT DO THEY WANT?

The reality is that a large-scale development throughout its construction lifespan will be designed, built, and, sometimes, several times, banked, sold and leased. Each of these transactions will require a full set of legal documents, a significant portion of which fall on the contractor to manage/procure. The contractor is typically required to furnish the following documents:

- Certified copies of subcontracts from key subcontractors, ie, specialist subcontractors and those with design responsibility. This means that contractors must hold the original subcontracts.
- Original collateral warranties from the contractor and the key subcontractors in favour of the developer, lenders, purchasers, tenants, and others with an interest in the works. A significant number of collateral warranties are usually required per transaction, making document management very important.
- Certificates of insurances evidencing that insurances are maintained by the contractor and key subcontractors, typically professional indemnity (PI), product liability, employer's liability, and public liability insurances.

## DOCUMENTATION TIPS FOR CONTRACTORS

There is a huge project management exercise for contractors with respect to collating documents required in, for example, a financing or acquisition of a block in a multi-building development. Not least because documents, such as collateral



Eva Baumgart, Associate, Matheson.

warranties, are often required at very particular intervals (ie, in accordance with contractual terms of a financing agreement, contract for sale or agreement for lease), and there can be very significant financial implications for developer clients if the legal documents are not procured on time. Arguably, the most common pitfalls relate to the execution of documents, but there are three areas that contractors can focus on: subcontracts, collateral warranties and insurances.

### SUBCONTRACTS

- Ensure written subcontracts are entered into and are in the form required by the developer (if specified);
- Ensure subcontract terms reflect the requirements under the building contract, eg, the contractor may have contractual obligations relating to ensuring that subcontractors maintain insurances at a particular level;
- Ensure subcontracts meet the formalities for execution.

### COLLATERAL WARRANTIES

- Ensure correct forms of collateral warranty are executed – different forms may be agreed for different beneficiaries;
- Collateral warranties must be executed

on time;

- Ensure the obligation to maintain insurances under the collateral warranty corresponds with the contractor's and subcontractor's obligations under the contract and subcontract, respectively;
- Ensure collateral warranties meet the formalities for execution;

### INSURANCES

- Ensure subcontractors hold the required level of the insurances. Issues commonly arise in the context of PI insurance where contractors either commit, in the main construction contract, to subcontractors maintaining a particular level of PI insurance, or provide for a particular level of PI insurance in the subcontracts, which it then subsequently transpires, the subcontractors do not hold and will not or cannot take out (but contractual commitments have already been entered into in relation to PI insurance being held at certain agreed levels). Contractors should be clear on the PI insurance levels the subcontractors will maintain so that all stakeholders' expectations in this regard can be managed from the outset;
- Ensure insurance certificates relate to the correct contracting entity;
- Ensure insurance certificates are in date.

## IMPORTANCE OF DOCUMENT MANAGEMENT

There are often significant financial implications where documents required to bank or lease a block in a development are not provided at all, are incorrect, or are provided late. In our experience, one of the key elements of effective document control is having a system to manage document flow and centralising the document management, eg, by allocating a person/team with responsibility for producing, procuring and collating the documents. This ensures that any issues with the documents are considered early and dealt with efficiently, allowing transactions to complete on time. **C**

*For advice about project documents/documentmanagement, contact Rhona Henry, Partner, Email: [rhona.henry@matheson.com](mailto:rhona.henry@matheson.com) or Eva Baumgart, Associate, Email: [eva.baumgart@matheson.com](mailto:eva.baumgart@matheson.com). Web: [www.matheson.ie](http://www.matheson.ie)*

# GOVERNMENT PLANS SIGNIFICANT CHANGES TO CAPITAL WORKS MANAGEMENT FRAMEWORK

Importance of continuous work, early contractor engagement and reliance on the lowest price criteria set to be addressed in the review of Government Capital Works Management Framework.

**T**he Minister for Finance and Public Expenditure and Reform, Paschal Donohoe TD recently launched a review of procurement policy for public works projects at a stakeholder event in the Department of Finance.

## PROCUREMENT POLICY REVIEW

This review will deliver significant changes to the Capital Works Management Framework (CWMF) over the coming years. The review process will involve extensive engagement both with industry stakeholders and with the public bodies charged with the delivery of projects on a broad range of issues.

The Office of Government Procurement (OGP) has prepared a methodology for extensive structured engagement, both with public sector and industry stakeholders, to inform the implementation of the strategy. It is proposed to publish a series of position papers on a variety of topics to foster debate and engagement on specific issues such as:

- Price variation
- Risk management
- Creating a better quality/price balance in the award of contracts
- Adoption of BIM on public works projects
- Liability, indemnity and insurance requirements
- Performance evaluation
- Encouraging collaborative working.

Upon the conclusion of the consultation period for each issue, the Government Contracts Committee for Construction (GCCC) will prepare a recommendation for approval at the appropriate level. It is envisaged that the process of engagement will extend over the next 12 to 18 months, however where the GCCC's recommendations are accepted they may be implemented without waiting for the entire process to conclude, providing it is practicable to do so.

## CAPITAL WORKS MANAGEMENT FRAMEWORK

The CWMF represents the tools that a public body must use to procure and manage the external resources necessary to deliver public works projects that are delivered under the Exchequer-funded element of the National Development Plan.

Preliminary engagement and scoping have already been undertaken, and following further consultation, a range of position papers will be prepared throughout 2019 and 2020 on issues that are impacting on project delivery. These papers will be published to facilitate wider engagement with all those working on the delivery of public works projects.

Enhanced risk management throughout a project's lifecycle and quality of information will inform all aspects of the work



Paschal Donohoe TD, Minister for Finance and Public Expenditure and Reform.

programme. Opportunities to further deploy digital technologies, such as Building Information Modelling (BIM), will also be explored with the aim of improving workflows and information management for public bodies, contractors and consultants.

Commenting on the launch, Minister Donohoe said, "Construction projects form a major part of 'Project Ireland 2040' – our ambitious plan to drive Ireland's long term economic environmental and social progress. This new and improved approach to the way we procure construction contracts will support the delivery of Project Ireland 2040 by ensuring maximum value for money, while sustaining a modern, innovative and resilient construction sector."

The initiative is being led by the OGP, in conjunction with the GCCC, and is a key recommendation arising out of the performance review of the public works contracts. The scope is broader on this occasion and will look at the way both construction consultancy services and building contractors are procured and the contract conditions under which they are engaged.

The CWMF is a structure that has been developed to deliver the Government's objectives in relation to public sector construction procurement reform. It consists of a suite of best practice guidance, standard contracts and generic template documents.

## MEDIUM-TERM PROCUREMENT STRATEGY

Minister Donohoe also launched the Government's 'Medium-Term Strategy for the Procurement of Public Works Projects' with a





Pat Lucey, President, CIF.

**“ WE PARTICULARLY WELCOME THE COMMITMENT MADE BY THE MINISTER TO DEVELOP OPTIMUM PROCUREMENT AND CONTRACTING STRATEGIES AND APPROPRIATE RISK TRANSFER FOR PUBLIC WORKS PROJECTS. ”**

**PHILIP CRAMPTON, CHAIRMAN, CIF PROCUREMENT TENDERING AND CONTRACTUAL MATTERS SUB-COMMITTEE.**



Philip Crampton, Chairman, CIF Procurement Tendering and Contractual Matters sub-committee.

call for the highest standards possible. He pointed out the need to improve the capacity and capability of Government departments and the productivity of the industry generally.

Pat Lucey, President, CIF, welcomed the Medium-Term Strategy, saying, “While cost certainty and value for money were stated objectives for the Minister, the contributions from the other stakeholders emphasised the related importance of continuous work, early engagement, improved briefing for advisors, and tender evaluations that are not reliant on lowest price. I welcome the call for improved standards on all sides, the pursuit of collaborative working and the review of risk apportionment.

“Minister Donohoe’s endorsement of the process underlines the importance to the economy of Project Ireland 2040 and the CIF is at one with the Government on the timely delivery of the associated construction projects.

Philip Crampton, Chairman, CIF Procurement Tendering and Contractual Matters sub-committee welcomed the Minister’s announcement regarding the Medium-Term Strategy for the Procurement of Public Works Projects.

“This is a development we have been demanding for a very long time,” Philip Crampton said. “We particularly welcome the commitment made by the Minister to develop optimum procurement and contracting strategies and appropriate risk transfer for public works projects.

“We also welcome the intention to reform further public works contracts to ensure that they are fair and balanced, conforming to modern International standards. Our committee is well prepared to contribute to this process over the coming months, and we look forward to working with the GCCC and all other stakeholders to achieve the optimum outcome for the industry,” he concluded. **C**

# TOPCON GTL-1000 IS A TRULY INNOVATIVE REAL-TIME SITE ANALYSIS DEVICE

Topcon Positioning Group's GTL-1000 allows instant on-site verification and enables near real-time constructional corrections for the first time.

**T**opcon Positioning took the opportunity of the recent CIF Digital Construction Summit 2019 at Croke Park to launch one of its most exciting and innovative products to date.

The new Topcon GTL-1000 vertical construction device is already transforming entire on-site workflows by reducing a typical scan and analysis task down to just a few hours.

Before delivering his opening remarks to conference delegates, Patrick O'Donovan, Minister of State for Finance, Public Expenditure and Reform, and Sean Downey, Director of Specialist Contracting at CIF, visited the Topcon exhibition stand where Topcon's team of experts outlined the new ground-breaking technology behind the product.

Chris Emery, Senior Manager Vertical Construction, Topcon Positioning, delivered a keynote speech at the conference highlighting how the GTL-1000 allows verification to be accessible on site instantly, making near real-time corrections a possibility for the first time. In turn, this increases the capability of improving efficiency and profitability on large vertical construction projects.

Chris commented "In addition to being



L to r: Mark Fagan, Head of Operations, Topcon Positioning Ireland; Declan Byrne, Sales Engineering; Topcon Positioning Ireland; Patrick O'Donovan TD, Minister of State for Finance, Public Expenditure and Reform; Sean Downey, Director of Specialist Contracting, CIF; and Karol Friel, Sales Manager, Topcon Positioning Ireland; launching the GTL-1000 at Digicon 2019.

a total station for construction projects that carries out and enables site layout surveys, controls and spot-checking, the GTL-1000 has the capacity to, at the touch of a button and in three minutes, take a detailed 360-degree laser scan of a site."

Joe Glennon, Marketing Manager at Topcon Positioning Ireland, says, "The GTL-1000 is a truly innovative and significant product which focuses on merging the capability of a total station and laser scanner without compromising on



**GTL-1000 – The new standard in construction verification workflows**

either, so we're really excited to have officially launched it to the Irish market.

"We had a great response from delegates at the CIF Digital Construction Summit, with both new and familiar faces sharing our excitement and asking for more information from the team. We look forward to speaking to the wider industry about how we can offer them a complete workflow solution." **C**



Chris Emery, Senior Manager Vertical Construction, Topcon Positioning, delivers his keynote speech on the GTL-1000 at Digicon 2019.

For more information about the new GTL-1000 and Topcon's full range of solutions, contact the Ireland team on 018975900 or email [info.ie@topcon.com](mailto:info.ie@topcon.com). Web: <http://go.topconpositioning.com/GTL-1000>



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# ADDRESSING INTOXICANT USAGE IN THE CONSTRUCTION WORKPLACE

**JOHN EGAN**, Executive, Safety and Training, CIF, outlines some of the critical points in the CIF's new 'Policy on Intoxicants at Work' template.

**T**he CIF has developed a 'Policy on Intoxicants at Work' template for reference by members. This policy was developed in the context of the promotion of health, safety and welfare of all persons influenced by work. Those engaged in supervision of workplaces should be mindful of intoxicants and seek to identify problems at the earliest stage and to detail support mechanisms for workers who have acknowledged a problem with intoxicants misuse. The policy should apply equally across all levels within a company or organisation to ensure:

- The health and wellness of individuals, and
- The safety, health and welfare of colleagues, the public and the overall place of work.

The CIF recognises that abuse of intoxicants (in the form of alcohol or drugs) by workers may impair their overall wellbeing and ability to perform their job. Intoxicant use may seriously affect the health and safety of the individual worker, colleagues, visitors and members of the public. Alcohol and other drugs affect concentration, coordination and performance and may result in unintended incidents or accidents.

## WHAT IS AN INTOXICANT?

The term 'intoxicant' is defined in the Safety, Health and Welfare at Work Act, 2005 Act as including alcohol and drugs and any combination of drugs or of drugs and alcohol. It encompasses both legal and illegal substances, including prescribed drugs and over-the-counter medications.

## EFFECTS AND SYMPTOMS OF INTOXICANTS USE

Studies have demonstrated significant health effects from intoxicants use. The effects vary, depending on individual tolerance, but ultimately alter how an individual may think, perceive, judge and feel.

The following list is not exhaustive and should be considered merely as indicative of the associated impacts of intoxicant use:

- Alcohol – Studies have demonstrated



Studies have demonstrated some impairment of function can occur after one drink.

some impairment of function can occur after one drink.

- Cannabis – Research has proven that long term use leads to dependency/addiction. Smoking cannabis increases the risk of heart disease and cancer and reduces fertility. It may trigger schizophrenia in persons with an underlying condition.
- Ecstasy – Its exact long-term effects are not yet known. Social users reportedly suffer a 'crash' effect mid-week, which produces the effects of feeling tired and depressed. Deaths are rare but can occur due to heatstroke, heart attack or an asthma attack.
- Heroin – Regular use leads to addiction. Heroin is often mixed with sugar, flour, talcum powder or other drugs, which cause damage to the body, such as blood clots, abscesses and gangrene when injected. Methadone is substituted for heroin to treat addiction.
- Cocaine – This can damage the heart and lungs. High doses can cause death from a heart attack or blood clots.
- Amphetamines – These can cause psychosis and violent behaviour, which can continue following cessation of the drug usage.
- Solvents – These can cause death by sudden constriction of the airways of the lungs or triggering abnormalities of heart rhythm.
- LSD – This can trigger mental illness or cause accidents. Flashbacks can occur unpredictably, even weeks or months after use.
- Magic mushrooms – These are hallucinogenic with similar effects to LSD. There is also the risk of eating poisonous mushrooms in error.





Employees should ensure they are aware of the side effects of any prescription drugs prescribed to them by a doctor.

### IS THERE EVIDENCE TO SUGGEST AN ISSUE WITH INTOXICANTS IN THE WORKPLACE?

There is no readily available research on the prevalence of intoxicants in Irish workplaces at present. However, research undertaken by the Road Safety Authority in 2017 highlighted that 10% of Irish motorists had driven a vehicle after consuming alcohol in the past 12 months. Consequently, we may assume that if 10% of drivers are willing to accept the risk of operating a vehicle while under the influence of alcohol, there is a high likelihood that persons subject to some form of intoxicant will also be present in the workplace.

### THE DEFINITION OF 'AT WORK' IN THE CONTEXT OF THE POLICY

The place of work may be considered as the company's registered premises, attributed worksites, plant equipment/machinery, company cars or travelling for work, or at any time where the employee is being paid by the organisation. After work functions and other social events are outside the remit of this policy, with the exception of where employees may be seen to represent the organisation.

### GENERAL DUTIES REGARDING INTOXICANTS AT WORK

Employees should ensure they are aware of the side effects of any prescription drugs prescribed to them by a doctor and advise the company's management team immediately of any side effects of prescription drugs, which may affect work

performance or the health and wellbeing of themselves or others. An employee who is intoxicated while at work is a risk to the safety of themselves, their co-workers, third parties and company property, particularly, considering the nature of the work in the construction industry. Should an employee be concerned that he/she may have a problem with alcohol or drugs, they would be encouraged to seek help and advice by contacting their supervisor and making them aware of the issue.

Employers' duties cover where a supervisor/manager identifies a work performance or behaviour indicator of a possible alcohol- and/or drug-related problem. They should raise this with the staff member and make them aware of the availability of support services. The employee will be advised of the consequences if help is refused or should a relapse occur. All discussions with an employee in connection with drugs or alcohol will be kept strictly confidential. This will also be the case with counselling or other treatment that the employee undertakes. While appropriate personnel records will be kept, it is accepted that any record of treatment will be the property of the person administering that treatment.

### MANAGING INTOXICANTS AT WORK

Every company/organisation should aim to contribute to a safe, healthy and productive work environment by:

- Preventing problems with intoxicants through health and wellbeing promotion, training and awareness-

raising;

- Identifying problems at the earliest stage;
- Offering support to employees suspected of being under the influence of intoxicants while at work or those who have acknowledged a problem with intoxicants misuse.

The Policy on Intoxicants at Work template may assist in documenting the expectations, the framework of control measures and the available support mechanisms for those requiring assistance with intoxicants.

The CIF operates a members-only repository for industry reports, template forms and policy documents, etc. Restricted access is permitted at [www.cif.ie/member-area/health-safety](http://www.cif.ie/member-area/health-safety). **C**

### USEFUL NUMBERS

*HSE Drugs and Alcohol Helpline  
– Freephone 1800 459 459 from  
Monday to Friday between 9:30am  
and 5:30pm or email [helpline@hse.ie](mailto:helpline@hse.ie)  
For testing for intoxicants – contact  
Randox Testing Services by phone  
+44 (0) 28 9445 1011 or email,  
[testingservices@randox.com](mailto:testingservices@randox.com)  
For workplace enquiries, contact the  
Health and Safety Authority at  
LoCall: 1890 289 389 or  
email [wcu@hsa.ie](mailto:wcu@hsa.ie)*



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Pictured at the launch of the 2019 Beko Club Bua awards, L to r: Shane Mulligan, Mullinalaghta GAA Club, Longford; Conor McGill, Ratoath GAA Club, Meath; Grace Walsh, Tullaroan GAA Club, Kilkenny; Trevor Giles, Skyrne GAA Club, Meath; Lauren Magee, Kilmacud Crokes GAA Club, Dublin; and Martin Kavanagh, St Mullins, GAA Club, Carlow.

# INNOVATIVE APPLIANCE SOLUTIONS FOR THE CONSTRUCTION INDUSTRY

Beko is a leading and bestselling home appliance manufacturer, operational in Ireland for over 25 years.

**E**stablished in Ireland in 1990, Beko plc is a subsidiary of the large multinational group KOÇ Holdings and the Arçelik Group – one of the top 500 largest companies in the world. In 2018, KOÇ Holdings was ranked 94th on the 'Forbes List of the Top 2000 Best Employers to Work For', the only Turkish company to be included. Arçelik, the parent company of Beko plc, is the second-largest company in the home appliances industry in Europe. The group has over 60 years' experience in manufacturing and distributing home appliances and consumer electronics to 145 countries worldwide.

## BEKO CONSTRUCTION SERVICES

The trend for built-in appliances continues to drive sales in every category, particularly within the residential development industry. When buying a new property, a neat, sleek-looking kitchen is now the most popular choice, and integrated appliances are the obvious solution, as they allow a colour theme and style to flow seamlessly throughout a home.

Beko boasts innovative technologies across all product categories, for example, Beko's connected range includes an AutoDose dishwasher, the first product of its kind in Europe. This dishwasher uses liquid or gel detergent and automatically detects how much detergent and rinse aid to use. This eliminates both the overdosing

of detergent and wastewater being contaminated with a high concentration of unused detergent. It can even monitor remaining detergent and automatically re-order more before running out.

Beko always works to reduce the energy and water used in the manufacture and running of appliances. Customers can be put off by the potential running cost of a tumble dryer, but many Beko models feature heat pump technology. In conventional tumble dryers, the hot air is released after use, whereas in tumble dryers with heat pump technology, the hot air is reused. With heat pump technology, the laundry is dried at a lower temperature, providing better protection for clothes and reducing energy consumption, saving money on energy bills. Beko offers models with RapiDry technology that improves drying times, but still maintains an A+ energy rating.

Commenting on the Irish market, Shane Kelly, Sales & Marketing Manager, Beko Ireland, says, "Over the past number of years, we have seen a growing transition from freestanding appliances to more built-in or integrated appliances in Irish kitchens. Consumers are savvy in terms of their pre-purchase research, and they have a great knowledge of the requirements during the purchasing process in terms of specifications, functionality, warranty and after-sales service, all of which we take very seriously."

## SUPPORTING INITIATIVES

In terms of corporate social responsibility (CSR), Shane Kelly says, "Beko launched its 'Eat Like A Pro' campaign in 2017, a global initiative to help parents around the world feed their children healthier food."

This synergises with the company's support of one of the world's largest soccer teams and its support of global children's charity UNICEF.

"As the main partner of FC Barcelona, Beko knows exactly what the top players in the world eat every day to perform at their best," Shane Kelly explains. "In 2018, Beko donated €1m to UNICEF to help prevent childhood obesity through an influencer-led campaign on social media that saw the company donate €1 for every social media post using the hashtag #EatLikeAPro."

## GAA SUPPORT

He continues, "At a local level we are very proud of our long-standing tradition of supporting GAA clubs and have worked closely with local clubs for almost 30 years. In 2017, in conjunction with Leinster GAA, we helped create the Beko Club Bua award scheme, a quality mark that all clubs should aspire to in terms of best practice for development and player retention. We are also the main sponsor of the 'Beko Woman's Way Mum of the Year' awards programme that gives families, friends and community groups the opportunity to recognise and reward the fantastic work mums do." **C**

For more information, visit [www.beko.ie](http://www.beko.ie).



Rory O'Connor gives a toolbox talk with a difference to John Sisk and Son workers at TU Dublin Grangegorman campus.

# RORY'S SAFETY STORIES

Comedian, social media star and CIF Safety Ambassador Rory O'Connor talks to **BARRY MCCALL** about his mental health struggles and how talking to someone changed his life.

**A**nyone who has ever seen the hilarious 'The useless lad on every building site' YouTube clip will know that creator, Rory O'Connor, has had at least some experience of the industry. Indeed, the Ashbourne, Co Meath native and CIF Safety Ambassador was briefly an apprentice electrician during a short-lived construction career before launching his hugely successful Rory's Stories social media video blog (vlog).

However, few people watching his funny online videos or attending his live shows would realise he has suffered from severe self-doubt and other mental health issues over the years. But he is sharing those darker stories with others now to help them address their own mental health problems.

"It's okay to talk about mental health issues," he begins. "The stigma is starting to change a little. Thirty years ago, nobody talked about depression or anxiety, but people are starting to talk about these things now. I believe that the more people that talk openly about it, the sooner the stigma will break down."

## CIF SAFETY AMBASSADOR

Rory O'Connor joined the CIF team at Ireland Skills Live in March, where he was announced as Safety Ambassador for the year. He has since completely immersed himself into this role, using it to highlight the importance of health and safety and good mental health, especially in the construction industry. He is active on CIF social media and is giving toolbox talks with a difference in the



Rory O'Connor, CIF Safety Ambassador.



## “ EVERYONE HAS SOMETHING THEY ARE GOOD AT, AND THEY SHOULD BE ENCOURAGED TO FIND THAT. ”

**RORY O'CONNOR.**

build-up to Construction Safety Week in October.

He says he was pleased to link up with CIF on this important initiative.

“I was approached about doing some talks about mental health during Construction Safety Week, and I was delighted to do it,” he says. “It’s something I’m extremely passionate about it. I talk to people about my own journey. I struggled a lot while I was in school and suffered from depression in my mid-20s. I reached out for help and got it.”

### SCHOOLDAY CHALLENGES

He speaks frankly about his schooldays and his early career.

“I just wasn’t academically smart,” he recalls. “I struggled with reading and writing, and I had problems with the education system. I thought I was stupid because I wasn’t good in the classroom. But you can’t judge a fish by its ability to climb a tree. It’s something I am very passionate about. Everyone has something they are good at, and they should be encouraged to find that.”

He found the Leaving Certificate Applied more suited to him than the traditional option.

“It was great for me. It meant I wasn’t going to struggle for two years just to get 140 points or something like that.”

### EARLY CAREER

On leaving school, he took a post-leaving certificate course and started as an apprentice electrician, before dropping out of both quite quickly. “I realised almost straightaway this was not for me.”

He worked in a number of sales and office positions, but was still unhappy.

“I realised I was never going to be the CEO,” he notes with a laugh. “I started gambling at 16 or 17 years of age, and the problem just grew. I was too fond of it. I was gambling on the phone, and in the bookies. I’d pay the bills and waste far too much of the rest on gambling. A while after I met Emma, now my wife, I broke down to her and admitted the extent of my problem and told her I wasn’t in a good place. I then made a phone call, reached out for help and that changed everything. It proved to be my turning point. I started to face up to my issues and think about what I really wanted to do with my life. I was always good at telling stories, and I started putting them on Facebook. It all started from there.”

### ADDRESSING MENTAL HEALTH ISSUES

Rory O’Connor is delighted to have this rare opportunity to help people in the construction industry struggling with mental health issues.

“The feedback from my talks is very positive,” he continues. “A few people have come up to me afterwards saying they really



**Rory O'Connor speaks with Dermot Carey, Director, Safety and Training, CIF, at the announcement of his CIF Safety Ambassador appointment at Irish Skills Live in March.**

appreciated it. It helps make it acceptable to be struggling. We need to change the mindset around mental health. I’m looking forward to doing more events with CIF between now and into Construction Safety Week in October.”

### WORKERS’ MENTAL WELLBEING

Rory O’Connor agreed to act as an ambassador for the CIF for Construction Safety Week 2019, which will run for the week commencing Monday, 21st October. He has also undertaken a series of toolbox talks on ‘Positive Mental Health and Lifestyle’ on construction sites across the country in recent months. CIF chose Rory O’Connor as its Safety Ambassador owing to his innate ability to create relatable, entertaining sketches of day to day activities. Rory’s toolbox talks include a comedy routine and an open discussion on mental health and drink awareness.

While CIF is leading efforts on this crucial issue at a national level, many individual member firms are also doing excellent work on it. Among these is Keating.

“We recognise the importance of positive mental health and the role that the workplace has in contributing to positive mental and physical wellbeing,” says Gordon O’Regan, Chief Executive Officer, Keating. “The mental health and wellbeing of a workforce are important in achieving wider health and safety objectives in the workplace. We are also acutely aware of the statistics around the incidents of suicide in Ireland, particularly the high percentages of men in this situation.

“Investing in mental health is integral to retaining our team, and at Keating, we want to support our people and remove the stigma associated with mental health issues,” Gordon O’Regan adds. “We actively encourage our employees to talk to one another, and we host ‘safe-tea and biscuits’ events on our sites every month.” **C**

*Learn more about Rory’s Stories at [www.facebook.com/RorysStoriesOfficial](https://www.facebook.com/RorysStoriesOfficial). Rory O’Connor has a limited number of openings to give Toolbox talks. If you would like to book him, contact Shane Dempsey, Director, Communication, CIF, at [sdempsey@cif.ie](mailto:sdempsey@cif.ie)*



L to r: Tom Parlon, Director General, CIF; Pat Lucey, President, CIF; and Eamon Booth, Managing Director, John Paul Construction.

## CONSTRUCTION CIF TOP 50 CONTRACTORS EXPORT FIGURE INCREASED BY 54% IN 2018

Irish construction industry leaders recently gathered at the Clayton Charlemont Hotel, Dublin, to hear Tom Parlon, Director General, CIF, announce the Construction magazine CIF Top 50 Contractors 2019.

**T**he Construction magazine CIF Top 50 Contractors 2019 had a combined turnover of €8.4bn in the past year, an increase of €1.7bn, or 25%, on the previous year's total turnover figure of €6.7bn. They recorded €5.9bn in construction activity in Ireland, which is an increase of €800m (15.5%) on the corresponding Republic of Ireland (ROI) figure of €5.1bn in the previous year. During the year Irish contractors exported over €2.5bn in construction expertise, a staggering 54% increase on the €1.6bn total exports in the previous year. The entry-level figure for inclusion on the list in 2019 was €31m. The entry-level figure in the previous year was €18m.

"While many contractors enjoyed great success at home in the past year, the figures also show Irish contractors are making increasingly significant inroads into overseas markets. Thirty-one contractors out of the Top 50 list reported returns for overseas markets," said Robbie Cousins, Editor, Construction magazine.

Speaking at the launch of the Construction CIF Top 50, Tom Parlon, Director General, CIF, said that the €2.5bn in exports is a figure that has



Sam McGuinness, CEO, Dublin Simon Community; Jennifer Kitson, Senior Corporate Partnerships Executive, Dublin Simon Community; and Justin Molloy, Director, Western and Midlands Region, CIF.

been increasing year on year. "This shows the quality and expertise of the Irish construction industry is now sought after internationally," he said. "During the recession, construction companies internationalised as the domestic economy collapsed. We are now seeing a massive

dividend in terms of export growth.

"A key driver of export growth is our expertise in data centre construction. Dublin has about 24% of the entire EU's data centre market, just 1% behind London. Our expertise in this area and in M&E and civil engineering, for example, is



Tom Parlon, Director General, CIF, launches the Construction CIF Top 50 Contractors 2019.



**James Benson, Executive, Eastern Region, CIF; and Gillian Ross, Executive, Specialist Contracting, CIF.**



**Sharon Lavelle, Finance Manager, Carey Building & Civil Engineering, and Aisling Whelan, Contracts Manager, Carey Building and Civil Engineering.**



**Paul Bruton, Joint Managing Director, Bennett (Construction) and Paula Thornton, Business Development Manager, CPAS.**

recognised globally," Tom Parlon added.

The event was sponsored by DRS Bond Management Ltd and Silver Shemmings Ash.

Chris Davies, Managing Director, DRS Bond Management Ltd, said, "Ireland's economy continues to be one of the fastest-growing in Europe, and DRS is excited about the prospects for the Irish

construction industry in the coming years. We have established strong relationships with a number of the Top 50 contractors in the past 12 months, and we look forward to working with more contractors in the coming years to ensure that they are best placed to take advantage of the opportunities that arise in Ireland and overseas."

Henry Hathaway, Partner, Silver Shemmings Ash, said, "Silver Shemmings Ash is delighted to be a sponsor of this event again this year and to support the CIF's work ensuring that the right supports are in place to enable contractors to get new projects up and running and to be paid promptly." **C**

# MINISTER SAYS DIGITAL CONSTRUCTION WILL BE CENTRAL TO FUTURE PUBLIC PROCUREMENT

The CIF Digital Construction Summit, 'Digicon 2019' was told that Government must play its part to facilitate the construction sector's digital transition. **ROBBIE COUSINS** reports.

In his presentation at the recent CIF Digital Construction Summit 2019, Patrick O'Donovan TD, Minister of State at The Department of Public Expenditure & Reform with Special Responsibility for Public Procurement, Open Government and eGovernment outlined the measures underway across Government to implement digital solutions in the procurement of public infrastructure projects.

"We must acknowledge the many challenges in addressing the digital transition of the construction sector, not least the disruption that will be experienced," Minister O'Donovan said. "Nonetheless, Government is convinced of the benefits this transition will bring to both business and the economy in general."

He said digital public infrastructure procurement is not only essential for a well-functioning government, but also for a well-functioning economy. It is a powerful tool in managing the efficient expenditure of public money in a sustainable and strategic manner.

He highlighted procurement reforms that Government is pursuing. These include:

- The Department of Public Expenditure and Reform (DPER) is reviewing the public spending code in tandem with the review underway on Capital Works to improve financial appraisal, cost estimation and the management of risk within capital projects;
- The Office of Government Procurement (OGP) is engaged in the development of the next generation of Capital Works Management Framework (CWMF), and one of the key objectives guiding its development is the deployment of digital solutions;
- In the area of eProcurement, the electronic European Single Procurement Document has been implemented, which will reduce the administrative burden of participating in competitions.

In closing Minister O'Donovan said, "While considerable work has been done in procurement reform, digital is fast approaching. The review of procurement strategy, the public spending code and the



CWMF will result in changes to how the National Development Plan is managed and delivered. As an industry, it is vital that we hear your voice as these reviews are progressed, and we look forward to your engagement."

## ROADMAP TO DIGITAL TRANSITION

The CIF's Construction 4.0 sub-committee established the BIM Working Group to develop a strategy document that would assist CIF members in beginning their digital transition. This group has been working off the principle that there is an increasing incentive to be gained by industry, clients and Government, from the adoption of digital construction processes.

In his presentation 'A Collaborative Approach to Construction 4.0', Cillian Kelly, BIM Leader Ireland, John Sisk & Son Ltd and a member of the CIF BIM Working Group, said that leadership will be required to meet the National BIM Council's 'Roadmap to Digital Transition' goals, and he called for support for

businesses to make the digital transition. He also said that the establishment of a Digital Centre of Excellence was essential.

Other speakers at the conference included Chris Toomey, Vice President, Capital Projects & Infrastructure Practice – Major Projects, McKinsey & Company; Chris Emery, Senior Manager, Vertical Construction, Topcon Positioning Group; Phil Clapperton, Sales Director, Magnet Networks; Joe O'Sullivan, Regional Director, John Sisk & Sons; Joseph Mady, Managing Director, Digital Construction Technologies Group; Michael Murphy, Digital Construction Operations Manager, BAM Ireland; Brian Glancy, Head of BIM Strategy, Kingspan Group; Stephen Creaner, Executive Director, Food, Industrial, Life Sciences and Innovation, Enterprise Ireland; and Alexandra Bolton, Deputy Director, Digital Built Britain.

Gold sponsorship for Digicon2019 was provided by Topcon, Kingspan, Magnet Networks and HP. Silver sponsors included Diotec Group, Aruba and Hewlett Packard Enterprise. **C**



# ACEI HOSTS TOP EUROPEAN CONSULTING ENGINEERING CONFERENCE

The ACEI recently hosted the EFCA annual conference in Dublin, which focused on 'Future Trends: Talent, Tools and Technologies'. **SEAN MURPHY** reports.

**T**he Association of Consulting Engineers of Ireland (ACEI) hosted the 2019 European Federation of Engineering Consultancy Associations' (EFCA) Annual General Meeting (AGM) and Conference, from 9th to 11th May. Various events were held at venues that included The Westin Hotel and Hibernia Conference Centre in Dublin Castle.

EFCA is the only organisation representing the consulting engineering industry in Europe, with a total of 26 national member associations. The European consulting engineering sector employs over one million people and annually provides €150bn worth of engineering services. EFCA plays a vital role in representing the best interests of consulting engineers at a European level.

The EFCA event was attended by over 200 industry CEOs, engineers, young professionals and member association representatives from Ireland and across Europe, 24 nationalities in total. The conference was brought to Dublin by EFCA's first Irish president, Kevin Rudden, CEO, Garland. Dr Sarah Ingle, Secretary-General, ACEI, working with the EFCA conference committee curated a diverse programme around the conference theme 'Future Trends: Talent, Tools and Technologies'. Nial Ring, Lord Mayor of Dublin, launched the conference at the Dublin Castle, with ex-CNN anchor Gina London undertaking the moderator role.

In his opening remarks, Ciarán Kennedy, President, ACEI, and CEO, Barrett Mahony Consulting Engineers, said, "We are standing on the brink of the fourth industrial revolution, which will fundamentally alter the way we live, work and relate to one another." Kevin Rudden, noted in his welcome address, "Rather than just imitate the business models that were successful in the past, we must innovate and concentrate our efforts on achieving what our competitors are not yet doing."

## SPEAKERS

The first session was opened by Kevin Rudden, who launched the EFCA's publication '2019 Future Trends in the Consulting Engineering Industry'. Speakers included Maurizio Boi, CEO, Tecnolav; Nikola Matic, CEO, VMS Serbia; and Claire Penny, Global Industry Leader for IBM Watson Internet of Things for Buildings. The speakers delivered presentations on Collaborative Engineering and Networking; Constructive Tech Trends; and Blockchain Technology, with each exploring the trends that will face the consulting engineering industry in the coming years.

The second session was themed 'Future Trends – Talent in the Consulting Engineering Industry'. Speakers included Rohit Talwar, CEO, Fast Future, whose latest book 'A Very Human Future' focuses on staying relevant in the digital world; Ian Curtin, Director Human Capital, Deloitte, who addressed 'Global Human Capital Trends in a Digital World'.

Other sessions, themed 'Future Trends – Tools', and 'Future Trends – Technologies', included presentations on the importance of partnerships and collaboration in practice, by Gerry Carty,



L to r: Kevin Rudden, President, EFCA and CEO Garland; Nial Ring, outgoing Lord Mayor of Dublin; Ciarán Kennedy, President, ACEI; and Dr Sarah Ingle, Secretary General, ACEI.



L to r: Nikola Matic, CEO, VMS Serbia; Claire Penny, IBM IoT World Wide Solution Leader; Gina London, MC; Maurizio Boi, CEO, Tecnolav; and Kevin Rudden, President, EFCA.

Vice President, ACEI, and CEO, RPS; and CEO RPS; and the technologies required to prepare for future trends.

## YOUNG PROFESSIONALS AWARDS

Many EFCA young professional consulting engineers attended the conference following on from their own Young Professionals Day on 9th May, which included a site visit to the New Children's Hospital.

EFCA presents annual awards to young professionals, and at this year's 10th EFCA Young Professionals Awards there was significant competition from seven countries that entered individuals and projects of remarkably high quality.

The overall winner, Gitte Gylling Hammershøj Olesen, is the Chief Specialist Manager for Sustainable Buildings at Ramboll, Denmark. She carried out the sustainability management of the Middelfart City Hall and City Centre's project that was the first public building in Denmark to receive the DGNB Platinum and Diamond certifications. The jury recognised her as "an enthusiastic driving force who communicated and understood the needs of the various stakeholders and then managed a project where environmental, social, economic, technical and processual sustainability qualities were simultaneously developed".

The jury also congratulated the two runners-up: Claus Maimann Davidsen, Nordiq Group, Denmark, and Henrik Bredahl Kock, Head of Bridges at COWI, Denmark-India.

Dr Sarah Ingle noted after the event, "The conference was a resounding success for ACEI, EFCA and Dublin. Irish and international delegates were very impressed by the quality of the conference speakers, the venues provided, and the overall highly-enjoyable experience." **C**

# NEIL DURKAN APPOINTED CHAIRMAN OF IHBA



Neil Durkan, Chairman, IHBA.

**T**he Irish Home Builders Association (IHBA) recently hosted its AGM and annual lunch at the Marker Hotel, Dublin, providing members with a valuable opportunity to network and review the past year's work.

The event was opened by Hubert Fitzpatrick, outgoing Director, Housing, Planning and Development, CIF, who welcomed attendees and invited the outgoing IHBA chairman Anthony Neville and incoming chairman Neil Durkan to address those in attendance.

Anthony Neville, Managing Director, Anthony Neville Homes, acknowledged how much work had been accomplished by the IHBA committee over the past two years, and thanked IHBA members for their commitment during his tenure.

Neil Durkan, Managing Director, Durkan Homes, touched upon issues facing homebuilders and developers in today's market, before outlining the objectives of the IHBA for the coming two years.

He said, "I am honoured to take up the baton from Anthony Neville, who has done an outstanding job. I look forward to the challenges that lie ahead and encourage members to continue their hard work to achieve the objectives of the Association." **C**

# SOME AGE-FRIENDLY HOUSING DESIGNS COULD FACE PLANNING DIFFICULTIES

**C**IF recently hosted an Age Friendly Ireland breakfast briefing themed 'Housing Options for our Aging Population – An Overview of Opportunities' at CIF head office in Dublin.

Speakers included Jack Keys, Principle Housing Advisor, Age Friendly Ireland, and Catherine McGuigan, Chief Officer, Meath County Council.

Established in 2014, Age Friendly Ireland coordinates the national Age Friendly Cities and Counties programme. Brendan Kenny, Deputy Chief Executive, Dublin City Council, described Age Friendly Ireland as the "most successful example of inter-agency cooperation I have come across in over 40 years in local government."

The briefing provided the background and context for the Age Friendly Ireland programme by setting out what is required for our aging demographic, and included key elements of housing and public realm training and the 'Age Friendly universal design plan'. It is anticipated that by 2041, the over 65 population will increase by 22%, or 1.4 million people, by 2041. In her presentation, Catherine McGuigan said, "If you design for the young, you exclude



Lorraine Hosty, Executive, Housing Services, CIF; Jack Keys, Principle Housing Advisor, Age Friendly Ireland; Catherine McGuigan, Chief Officer, Meath County Council.

the old, but if you design for the old you include everyone."

Key points from the briefing included the need to design adaptable dwellings at planning stage to allow feasible alteration in the future at reduced costs and disruption. Design elements discussed included additional beams at ground level to allow future extension, additional trusses in attics for potential bedroom space, accessible doors for wheelchairs, reinforced walls and ceilings for future wet

room refurbishment, etc.

Speaking about the briefing, Lorraine Hosty, Executive, Specialist Services, CIF, said, "The presentations were welcomed by members, who did however note that some design requirements, which could be incorporated into planning to allow for future adaption, would face difficulty complying with density principles at planning, and ultimately at An Bord Pleanála level." **C**



# UPCOMING MAJOR CIF EVENTS PLANNED FOR 2019

**W**e have a very busy second half of the year to look forward to in the CIF, with some excellent events and campaigns lined up.

Top of the bill is the **Annual Conference** on 2nd October in Croke Park. The conference will feature leading Irish and international speakers focussing on four key areas for the industry: People, Planning, Procurement and Productivity. Tickets sales and exhibition stands are already moving quickly. Visit [www.cifconference.ie](http://www.cifconference.ie) for more information.

The **Southern Construction Summit** will take place in the Clayton Hotel, Cork City, on 4th September. This event will focus on the potential of the southern region to underpin economic and social progress in the area and across the country. For more information and to buy tickets, see [www.southernconstruct.ie](http://www.southernconstruct.ie)

The CIF continues the Building Equality, **Women in Construction** campaign with an event this September, which will be hosted by Eaton Ireland. We will be celebrating diversity and inclusion in the workplace with inspiring guest speakers on the night as well as networking with those in the construction industry. For more information on the Building Equality event, please contact Michaela Courtney [m.courtney@cpas.ie](mailto:m.courtney@cpas.ie)

Towards the end of the year, we will be holding the CIF's second annual **Health and Safety Summit** in Croke Park on 12th November. More details on this event to follow.

## OTHER EVENTS OF NOTE INCLUDE:

A Morning Briefing will be held on Tuesday, 13th August in the Radisson Blu Hotel, Little Island, Cork, at 08:45am on the new '**Guidance on Soil and Stone By-Products**'. Registration and tea/coffee will begin at 08:30am, with the presentation starting at 08:45am. The event will run for approximately 60 minutes. Registration for the event is free to CIF members with reservations allocated in order of requests received. To book your place, please contact Brid Cody at [bcody@cif.ie](mailto:bcody@cif.ie) or 021 435 1410.

The **IHBA Building Regulations Seminar** will be held in the Louis Fitzgerald Hotel on Tuesday, 10th September from 8.30am until 10.30am. More details on this event to follow in due course.

The CIF Western and Midland Branch invite you to an evening briefing on 12th



Eoghan Murphy TD, Minister for Housing, Planning and Local Government, addresses the CIF Annual Conference 2018.

September, which will focus on the outlook for the construction industry in the west of Ireland. Speakers for the evening include representatives from IDA Ireland and AECOM as well as CIF President Pat Lucey and CIF Galway Branch Chairperson, Tara Flynn. Speakers will be followed by a Q&A session with Tom Parlon, CIF Director General. This event is free to attend and is open to non-CIF members also. The event is also eligible for 2 CIRI CPD points. Please reserve your place with Brid Cody at [bcody@cif.ie](mailto:bcody@cif.ie) or 021 435 1410.

The **Joint ACEI and M&ECA Conference** is scheduled to take place, following respective committee meetings, on the morning of Thursday, 10th October, at the Killarney Plaza Hotel, Co Kerry. This conference aims to provide an opportunity for senior management from leading Irish based contractors to come together with consulting engineers from the building services sector. This year's theme of 'Building Resilience' will be addressed by speakers from both the public and private sector. A gala dinner will follow the conference at the Killarney Plaza Hotel. A limited number of rooms have been held at the Killarney Plaza Hotel. For more information, please contact Jennifer Nisbet-Daly at [jnisbetdaly@cif.ie](mailto:jnisbetdaly@cif.ie)

The '**Sustaining Success in Specialist Contracting**' event will take place on the morning of Friday, 8th November between 8:30am and 12:30pm at Castleknock Hotel. Specialist contractors face unique challenges in managing their construction business. This event aims to provide an understanding of the risks and how to minimise them. This seminar will provide practical advice and will assist you in understanding the critical conditions and terms of which you should be aware. For more information, please contact Gillian Ross at [gillianr@cif.ie](mailto:gillianr@cif.ie)

And finally, this year's **Construction Safety Week** will take place between 21st and 25th October. As ever, we encourage every CIF member to get involved. Please ask your respective membership grouping to get involved.

From today, we ask that you send us your safety stories, as well as any on-site video content and images about safety. As you may be aware, Rory O'Connor from 'Rory's Stories' is our safety ambassador this year, and he has been busy doing tours of construction sites for the past few months with his toolbox talks, promoting safety and mental health awareness in the construction industry. **C**

# INDUSTRY NEWS

## LIAM KENNY APPOINTED DEPUTY MANAGING DIRECTOR OF JOHN PAUL CONSTRUCTION

**T**he board of John Paul Construction has announced a number of senior appointments to its leadership team.

Liam Kenny has been appointed Deputy Managing Director. Liam Kenny joined the business in 2004 and has a track record of delivering complex projects for global multinational organisations in R&D, pharma, data and logistics, as well as in the commercial and residential sectors. He was also instrumental in establishing John Paul's associate company, Absal Paul Contracting, in the Middle East, and as operations director was responsible for its strategic management and growth.

In other appointments, Niall O'Connor joins the board of directors as Construction Director. He has over 16 years' experience in developing client relationships and delivering major construction projects across all sectors of the industry, including the multi-award-winning Adare Manor Resort.

Bronagh Carty has been appointed to



L to r: Bronagh Carty, Associate Director with Responsibility For the Western Region; Eamon Booth, Managing Director; Niall O'Connor, Construction Director; and Liam Kenny, Deputy Managing Director.

the position of Associate Director with Responsibility for the Western Region. With a successful track record at the company over the past eight years as a commercial and regional manager, she brings a wealth of knowledge and experience of the region to her new role.

Commenting on the appointments

Eamon Booth, Managing Director, John Paul Construction, said, "These exciting appointments from within our organisation reflect the exceptional strength in depth of our senior team and position the business for continued growth and success into the future." **C**

## HSA ONLINE COURSE OFFERS FREE ASBESTOS SAFETY TRAINING FOR TRADESPEOPLE

**T**he Health and Safety Authority (HSA) has launched a free short online course aimed at assisting tradespeople who may encounter asbestos-containing materials (ACMs) in the course of their work.

The 30-minute course will help raise asbestos awareness among a range of workers, including electricians, plumbers, carpenters, installers, maintenance workers, caretakers and construction workers.

If an employee unknowingly disturbs ACMs, asbestos fibres that can seriously harm health are released into the air. The course includes an interactive building highlighting potential areas where ACMs may be found, and their risks. A variety of examples are provided, including images of what to look out for. Learners will also hear a personal account of the health effects of asbestos exposure.

Completion of the 'Asbestos Safety for Tradespeople' course will help learners to improve their awareness of ACMs and how



to protect themselves and others. However, it does not in any way enable individuals to work with ACMs.

At the end of this course, learners should be able to:

- Understand what asbestos is,
- Outline the health effects of exposure to asbestos,
- Identify potential locations of asbestos-containing materials (ACMs), and
- Outline the steps to take to protect yourself from exposure to asbestos.

Darren Arkins, Senior Inspector, HSA, said, "The Asbestos Safety for Tradespeople

course provides learners with important information on ACMs in the workplace. It will help employers and employees to be aware of potential locations of ACMs, and to know how to manage a situation when these materials are found. Employers can also incorporate the course into staff induction or training programmes."

He added, "This short online course will give those who may encounter asbestos in the course of their work a good introduction to it and plenty of guidance on where to seek further information."

Joanne Harmon, Business and Education Support Manager, HSA, said, "Learners can take courses during their own time, at their own pace, and can download a certificate of completion on passing the short assessment. Certification can form part of an individual's training or continuous professional development record." **C**

*The course can be accessed through the HSA e-learning portal [www.hslearning.ie](http://www.hslearning.ie)*





## HAS YOUR COMPANY GOT WHAT IT TAKES TO WIN THE INAUGURAL 'IRON GAMES IRELAND' TITLE?

**MIRIAM FORDE**, Executive Director, Irish Haemochromatosis Association, calls on Irish construction firms to support and enter teams in the inaugural 'Iron Games Ireland'.

**T**he Irish Haemochromatosis Association (IHA) is calling on the support of the Irish construction industry for an exciting new sporting competition, the 'Iron Games Ireland', which will take place on 20th September at Croke Park and 27th September at the K Club.

The IHA is seeking financial support in the form of sponsorship of The Games to help raise nationwide awareness of the genetic condition, haemochromatosis.

Haemochromatosis (or iron overload due to excess iron in the body) is a potentially fatal condition that is more common in people of Celtic or northern European descent. It is the most common genetic disease in Ireland, with approximately one in 83 people predisposed to develop it.

Haemochromatosis is a genetic disorder where an excessive amount of iron is absorbed from the diet into vital organs such as the liver, heart and lungs and tissue, ie, 'iron overload'. Treatment for haemochromatosis is simple and effective if the condition is diagnosed at an early stage, so early detection is vital for sufferers to avoid organ damage and achieve a normal life expectancy.

The Iron Games UK, sponsored by the Toureen Group, Coffey Group, Carey Group, Murphy Group, Oliver Connell & Son Ltd, Mitchellson, Danny Sullivan Group, JRL, ECL and Getjar Ltd, among others, has become a much-anticipated



**Miriam Forde, Executive Director,  
Irish Haemochromatosis Association.**

sports tournament between construction firms, that has raised over £200,000 to date for Haemochromatosis UK.

The IHA is a patient-focused medical charity, founded over 20 years ago to provide support and information to haemochromatosis patients and their families.

The Iron Games tournament in Ireland aims to raise €85,000 to assist in its life-saving work and is an opportunity to promote health, wellness and engagement amongst employees. The IHA aims to raise awareness and inform patients, the medical profession, GPs, allied medical and health

professionals, schools, political and statutory groups, the media and the general public of the disease, and promote early detection.

The IHA is offering 10 Irish construction companies the opportunity to increase employee and client engagement by giving them the opportunity to play on the pitch at Croke Park and on the Ryder Cup golf-course at the K Club.

A corporate package costs €10,000 per company for the two tournaments in football and golf, with a play-off between the leading two teams:

- Gaelic Football (Seven-a-Side) – Croke Park, Friday 20th September
- Golf (Four-Ball) – Friday 27th September, K Club.

The main objective of this event is to raise much-needed funds and awareness of the prevalence of haemochromatosis in Ireland.

The IHA is very excited about the Iron Games Ireland and would be delighted to discuss sponsorship opportunities that would engage your company and staff in promoting wellness and health, and at the same time support the life-changing work of the IHA. **C**

Contact Miriam Forde, Executive Director, Irish Haemochromatosis Association by email: [miriamaforde@gmail.com](mailto:miriamaforde@gmail.com); Mob: 087 285 3907 for more information and for details of corporate sponsorship packages.

# CIF MEMBERS SUPPORT INNOVATIVE MIDLANDS JOBS TRANSITION INITIATIVE

**T**he Regional Transition Team, under the auspices of the 'Midlands Regional Enterprise Plan to 2020', hosted an innovative 'Jobs, Skills and Education Fair' and 'Big Idea Generation Bootcamp' at Mount Lucas National Training Centre in Co Offaly recently. The objective of the event was to promote career transition opportunities for staff employed by Bord na Mona, and many CIF members, including Pat Lucey, President, CIF, and Immediate Past-President Dominic Doheny were on hand to support the initiative.

The event was an opportunity for Bord na Mona employees accepting voluntary redundancy to engage with potential employers who were on site with vacancies to fill.

CIF members who attended included Shay Murtagh Precast, Roadbridge, Windhoist Ireland Ltd, Jones Engineering, Gleveagh Properties plc and Mercury.

At the event, Athlone Institute of Technology (AIT) announced it had secured funding to deliver over 23 Springboard+ courses and Explore programmes, developed to support the impacted employees of Bord na Móna.

At the Big Idea Generation Bootcamp, Pat Cox of Hydraquip and Stephen Grant of Grant Engineering shared their inspirational stories, to encourage attendees to embrace the skills needed to advance in their careers, and possibly even to establish their own business.

Minister for Communications, Climate Action and



John Flanagan, Director, John Flanagan Developments; Pat Lucey, President, CIF; Richard Bruton TD, Minister for Communications, Climate Action and Environment; Marcella Corcoran Kennedy, TD; and Dominic Doheny, Immediate Past President, CIF, and Director, John Flanagan Developments.

Environment, Richard Bruton TD commended the event organisers and spoke about how climate change is changing the Irish business landscape.

"Climate change presents many challenges, but it is also presenting many opportunities for business in the form of renewables, heating our homes, remote working, the circular economy and smart farming."

The Regional Transition Team will host a conference 'Creating Economic & Business Opportunities from Climate Change' on 9th October 2019, in Tullamore, Co Offaly. **C**

# ISOVER AWARDS 2019 HONOUR IRELAND'S MOST ENERGY-EFFICIENT BUILDINGS

**T**he winners of the ISOVER Awards 2019 were recently announced at an event in Dublin, with Simply Architecture being named 'Overall Winner' and 'Designer of the Year', and Cosgrave Developments being announced as runner up and 'Contractor of the Year'.

According to the ISOVER Awards 2019 judging panel, 'The Fairways' project – a one-off residential house in Douglas, Co Cork – by Simply Architecture "demonstrates the perfect way of doing things in terms of sustainability and design, and showcases a stunning residential property that achieves the passive house standard."

Speaking on the impact outstanding energy-efficient design and build in construction can have on reversing climate change, Brian Dolan, Managing Director, ISOVER in Ireland, said: "Today, leaders in Ireland's construction sector were celebrated and awarded for their world-class energy-efficient building projects. All building professionals play a significant role in promoting the benefits of energy-efficient buildings and thus have a crucial part in providing Ireland with a more energy-



The Fairways, Simply Architecture – ISOVER Awards 2019, 'Overall Winner' and 'Designer of the Year'.

efficient future. The ISOVER Awards showcase what excellence in energy-efficient design and build looks like in 2019 and highlights the importance of continually striving to improve the energy performance of our buildings."

## ISOVER AWARDS 2019 WINNERS DESIGNER AND CONTRACTOR OF THE YEAR

- 'Overall Winner' and 'Designer of the Year 2019' – Simply Architecture for The Fairways, Co Cork.
- Runner-up and 'Contractor of the Year

2019' – Cosgrave Developments for Fairway Drive and Abbot Drive, Co Dublin.

## DESIGNER AWARDS

- Excellence in Commercial New Build – Henry J Lyons for City Quay, Co Dublin.
- Excellence in Commercial Renovation – The Passivhaus Architecture Company for St Joseph's Woollen Mills, Co Cork.
- Excellence in Residential New Build – Simply Architecture for The Fairways, Co Cork.
- Excellence in Residential Renovation – Low Energy Design for St Bricin's Park, Co Dublin.

## CONTRACTOR AWARDS

- Excellence in Commercial New Build – Ceiling and Allied Ltd for Maldron Hotel, Co Cork.
- Excellence in Residential New Build – Cosgrave Developments for Fairway Drive and Abbot Drive, Co Dublin.
- Excellence in Residential Renovation – CHP Mechanical Services Ltd for Central Promenade, Co Down. **C**



# WATERFORD WEXFORD ETB LAUNCHES NZEB COURSE SERIES FOR TRADES

**W**aterford and Wexford Education and Training Board (WWETB) has developed an 'NZEB (Nearly Zero Energy Building)

Fundamentals' course, which is designed to provide learners with knowledge of the general principles and practices of NZEB.

The one-day course is delivered in WWETB's training centre in Enniscorthy, County Wexford and is assured by City and Guilds as well as being supported by the CIF.

The course content includes:

- NZEB Principles – Basic understanding of NZEB principles;
- Building Physics – Basic understanding of building physics;
- Building Fabric – Basic understanding of continuous insulation, thermal bridging, air permeability, windows and doors;
- Building Services – Basic understanding of space heating and domestic hot water, controlled ventilation, lighting, ICT and smart technology;
- Renewable Energy, Photo-voltaic, smart metering and electric vehicles;
- Communication and User Information – Understand the required knowledge for communication and best practice user information.

According to the European Energy Performance of Buildings Directive (EPBD), NZEB buildings adhere to "a very



Participants attending an nZEB Fundamental Awareness Course with Michael O'Brien (Far left), Innovation and Development Manager, WWETB; Scott Foster (Second right) Director, UNECE's Sustainable Energy Division; and Kevin Lewis (Far right), Chief Executive, WWETB.

high energy performance level". The nearly zero or very low amount of energy required should be covered to a very significant extent by energy from renewable sources, including energy from renewable sources produced on-site or nearby.

Kevin Lewis, Chief Executive, WWETB, says, "On behalf of Waterford and Wexford Education and Training Board, I am very pleased that we are playing our part in enhancing the skill-set of the national construction workforce in relation to Nearly Zero Energy Buildings (NZEB). WWETB Training Services have a proud and well-recognised tradition of being to the fore nationally in training craft apprentices and Wexford County Council has been exemplary in developing high performance energy efficient housing."

WWETB has pioneered a suite of trade-specific NZEB courses for delivery at its facility in Enniscorthy; the available courses are:

- NZEB' Fundamental Awareness – One day
- Site Supervisors – Four days
- Bricklaying – Three days
- Carpentry – Three days
- Electrical – Three days
- Plastering – Three days
- Plumbing – Three days. **C**

For further information, contact Waterford and Wexford Education and Training Board by phone on Tel: 051-30150; Email at [NZEB@wwetb.ie](mailto:NZEB@wwetb.ie) or web: [www.wwetbtraining.ie/NZEB](http://www.wwetbtraining.ie/NZEB)

# STEPHEN KEANE JOINS BOARD OF TRITECH ENGINEERING



L to r: Fergal Reilly, Electrical Director; Joe Delaney, Managing Director; Stephen Keane, Project Director; Tom Comerford, Commercial Director; and Peter Keane, Director.

**T**ritech Engineering has announced the appointment of Stephen Keane to its board of directors as Project Director.

With over 25 years of industry experience in managing and delivering major engineering projects, Stephen Keane brings a wealth of expertise and experience across all sectors, including industrial and pharmaceutical. He has served at project management level for the past 16 years.

Joe Delaney, Managing Director, Trittech Engineering, welcomed Stephen Keane to

the board of directors, saying, "Stephen is an immensely talented project manager who has experience delivering countless high-profile projects. He has a wealth of experience and expertise and has an acute understanding of operational demands to deliver both mechanical and electrical projects across all industry sectors. His appointment will significantly strengthen our existing senior management team, ensuring that we continue to provide a market-leading client service while pursuing our strategy for growth over the coming years." **C**

## NEW ENGINEERING EXCELLENCE TRAINING FACILITY INCREASES TRAINING OPPORTUNITIES FOR SISK STAFF

**J**ohn Sisk and Son has established a new Engineering Excellence Training Area at its head office in Dublin.

The area was officially opened by Pat Lucey, President, CIF, and Marguerite Sayers, President, Engineers Ireland.

Through its educational engagement programme, Sisk has been making presentations in schools and colleges to highlight engineering opportunities within the firm. As part of this programme, a number of students attended the Engineering Excellence Training Area, where they received a masterclass in site setting-out from senior engineers.

Victor O'Shea, Regional Engineering Associate, Sisk, said the new Engineering Excellence Training Area will be central to training young Sisk staff.

"Sisk strongly believes in ongoing training and development of our staff," he said. "Our Engineering Excellence Training Area builds on our commitment to training and developing young people. It is a welcome addition to our Dublin head office, sitting alongside our existing Joinery Training Centre. It will be utilised for carrying out practical civil engineering



Donal McCarthy, Managing Director, Ireland East, John Sisk and Son; Pat Lucey, President, CIF and Managing Director, Civils, Ireland John Sisk and Son; Marguerite Sayers, President, Engineers Ireland; and Victor O'Shea, Engineering Associate, John Sisk and Son.

tasks, which are critical in the development of our engineers and staff."

Sisk is Ireland's leading construction and engineering company, with extensive

operations across Ireland, the United Kingdom and Europe. It celebrates 160 years in business this year. **C**

## DECLAN MURPHY APPOINTED DIRECTOR OF ROOFING AT LAYDEX BUILDING SOLUTIONS

**B**uilding on its continued growth in recent years, Laydex Building Solutions is delighted to announce the appointment of Declan Murphy as its new director of roofing.

Declan Murphy joined Laydex as area manager for the company's roofing division in 2002 and was appointed roofing division manager in 2013, where he was charged with responsibility for sales, technical solutions, and the development of a broad range of roofing solutions for specialist contractors and architects alike.

Under his stewardship, Laydex has acquired exclusive distribution rights for unique roofing products such as Resitrix and Rubber-X, which have built on the success of already established brands such as Alkorplan and Pluvitec.

Declan Murphy is delighted to be appointed to the new position and looks forward to the challenges ahead.

"The roofing division in Laydex prides itself on taking a personal approach with customers, specifiers and our approved contractors," he says. "We work with the best products in the market to deliver first-class projects. This culture is at the heart of everything we do, and we plan to grow the division and look to the future."

Laydex has also announced the appointment of Paula Prekopova as marketing manager. Paula Prekopova will coordinate the execution of marketing strategy and will assist with overall brand development and messaging in the Irish construction marketplace across a variety of channels.

Operating from a 40,000 sq ft warehousing, sales and



Declan Murphy, Director of Roofing, Laydex Building Solutions.

distribution centre in Dublin, since its foundation in 1995, Laydex has grown to represent some of the leading brands in the global construction market, encompassing roofing, flooring and a wide range of building products. **C**



# FOR YOUR DIARY

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## AUGUST

**Tuesday 13th, 8:30am-9:45am**

### **ARTICLE 27: SOIL & STONE BY-PRODUCT BRIEFING**

**Location:** Radisson Blu Hotel, Little Island, Cork

**Contact:** Brid Cody

**Tel:** 021 435 1410, **Email:** bcody@cif.ie

### **Wednesday 14th, 1:00pm-3:00pm PROCUREMENT, TENDERING AND CONTRACTUAL MATTERS COMMITTEE MEETING**

**Location:** CIF, Construction House, Canal Road, Dublin 6

**Contact:** Denise Tuffy

**Tel:** 01 406 6000, **Email:** dtuffy@cif.ie

### **Monday 19th, 1:00pm-3:00pm CORK BRANCH EXECUTIVE MEETING**

**Location:** Radisson Blu Hotel, Little Island, Cork

**Contact:** Brid Cody

**Tel:** 021 435 1410, **Email:** bcody@cif.ie

### **Wednesday 21st, 3:00pm-5:00pm MBCA EXECUTIVE COUNCIL MEETING**

**Location:** CIF, Construction House, Canal Road, Dublin 6

**Contact:** Denise Tuffy

**Tel:** 01 406 6000, **Email:** dtuffy@cif.ie

### **Thursday 22nd, 8:30am-10:30am KILDARE BRANCH MEETING**

**Location:** Osprey Hotel, Kildare

**Contact:** James Benson

**Tel:** 01 406 6061, **Email:** jbenison@cif.ie

### **Thursday 22nd, 4:00pm-6:00pm KILKENNY BRANCH MEETING**

**Location:** Lyrath Estate Hotel, Kilkenny

**Contact:** James Benson

**Tel:** 01 406 6061, **Email:** jbenison@cif.ie

### **Tuesday 27th, 11:00am-1:00pm EXECUTIVE BODY MEETING**

**Location:** CIF, Construction House, Canal Road, Dublin 6

**Contact:** Gillian Heffernan

**Tel:** 01 406 6016, **Email:** gheffernan@cif.ie

### **Wednesday 28th, 9:00am-11:00am M&ECA GENERAL MEETING**

**Location:** Maldron Hotel, Portlaoise, Co Laois

**Contact:** Jennifer Nisbet-Daly

**Tel:** 01 406 6048, **Email:** jnisbetdaly@cif.ie

## SEPTEMBER

**Tuesday 3rd, 11:00am-1:00pm**

### **IHBA NATIONAL COMMITTEE MEETING**

**Location:** CIF, Construction House, Canal Road, Dublin 6

**Contact:** Cathy Gurry

**Tel:** 01 406 6008, **Email:** cgurry@cif.ie

### **Wednesday 4th, 8am CIF SOUTHERN REGION CONSTRUCTION SUMMIT 2019**

**Location:** Clayton Hotel, Lapp's Quay, Cork

**Web:** www.southernconstruct.ie

### **Monday 9th, 4:00pm-6:00pm CECA EXECUTIVE COMMITTEE MEETING**

**Location:** CIF, Construction House, Canal Road, Dublin 6

**Contact:** Denise Tuffy

**Tel:** 01 406 6000, **Email:** dtuffy@cif.ie

### **Monday 9th, 4:00pm-6:00pm WICKLOW/NORTH WEXFORD BRANCH MEETING**

**Location:** Glenview Hotel, Delgany, Co Wicklow

**Contact:** James Benson

**Tel:** 01 406 6061, **Email:** jbenison@cif.ie

### **Monday 9th, 6:00pm-8:00pm GALWAY BRANCH MEETING**

**Location:** Ardilaun Hotel, Galway

**Contact:** Justin Molloy

**Tel:** 091 502680, **Email:** jmolloy@cif.ie

### **Tuesday 10th, 8.30am-10.30am. IHBA BUILDING REGULATIONS SEMINAR**

**Location:** Louis Fitzgerald Hotel, Newlands Cross, Dublin 22

**Contact:** Cathy Gurry

**Tel:** 01 406 6008, **Email:** cgurry@cif.ie

### **Tuesday 10th, 4:00pm-6:00pm CIF MID WEST BRANCH MEETING**

**Location:** Castletroy Park Hotel, Limerick

**Contact:** Brid Cody

**Tel:** 021 435 1410, **Email:** bcody@cif.ie

### **Wednesday 11th, 4:00pm-6:00pm NORTH EAST BRANCH MEETING**

**Location:** City North Hotel, Gormanston, Co Meath

**Contact:** James Benson

**Tel:** 01 406 6061, **Email:** jbenison@cif.ie

### **Wednesday 11th, 7:00pm-9:00pm SOUTH EAST BRANCH MEETING**

**Location:** Tower Hotel, Waterford

**Contact:** Ronan O'Brien

**Tel:** 021 435 1410, **Email:** robrien@cif.ie

**Thursday 12th, 6:00pm - 8:00pm**

### **GALWAY BRANCH BRIEFING**

**Location:** Galmont Hotel, Galway

**Contact:** Justin Molloy

**Tel:** 091 502680, **Email:** jmolloy@cif.ie

### **Monday 16th, 1:00 pm-3:00pm BRANCH IHBA MEETING**

**Location:** CIF Offices, 4 Eastgate Avenue, Little Island, Cork

**Contact:** Brid Cody

**Tel:** 021 435 1410, **Email:** bcody@cif.ie

### **Tuesday 17th, 8:00pm-10:00pm MIDLAND BRANCH MEETING**

**Location:** Tullamore Court Hotel, Tullamore, Co Offaly

**Contact:** Justin Molloy

**Tel:** 091 502680, **Email:** jmolloy@cif.ie

### **Friday 20th, 8:00pm-11:30pm CECA ANNUAL DINNER**

**Location:** The Clayton Burlington Road, Dublin 4

**Contact:** Denise Tuffy

**Tel:** 01 406 6000, **Email:** dtuffy@cif.ie

### **Wednesday 25th, @ 8:00pm-10:00pm NORTH WEST BRANCH MEETING**

**Location:** Sligo Park Hotel, Pearse Road, Sligo.

**Contact:** Justin Molloy

**Tel:** 091 502680, **Email:** jmolloy@cif.ie

## OCTOBER

**Wednesday 2nd, 8:00am**

### **CIF ANNUAL CONFERENCE 2019**

**Location:** Croke Park Conference Centre, Dublin

**Contact:** comms@cif.ie,

**Web:** www.cifconference.ie

### **Thursday 3rd, 8:00pm-10:00pm DONEGAL BRANCH MEETING**

**Location:** Mount Errigal Hotel, Letterkenny

**Contact:** Justin Molloy

**Tel:** 091 502680, **Email:** jmolloy@cif.ie

### **Monday 7th 1:00pm-3:00pm CORK BRANCH EXECUTIVE MEETING**

**Location:** CIF Offices, 4 Eastgate Avenue, Little Island, Cork

**Contact:** Brid Cody

**Tel:** 021 435 1410, **Email:** bcody@cif.ie

# CIF TRAINING COURSES

CIF training and education programmes for August-October 2019

AUGUST COURSES	CODE	DATE	DURATION	LOCATION
Temporary Works Co ordinator	TWC 3671	12th August	2 Days	Dublin 6
CIF Management & Inspection of Scaffolds	SI 3664	16th August	1 Day	Dublin 6
Environmental Management for Construction	EM 3618	20th August	1 Day	Dublin 6
CIF Site Supervisor Safety Programme	SSSP 3597	26th August	2 Days	Cork
IOSH Project Supervisor Design Process	PSDP 3602	29th August	2 Days	Dublin 6
CIF Core Safety Management Programme Renewal/CPD	CSMP 3603	30th August	Half-day	Dublin 6
CIF Core Safety Management Programme Renewal/CPD	CSMP 3604	30th August	Half-day	Cork
CIF Core Safety Management Programme Renewal/CPD	CSMP 3605	30th August	Half-day	Galway

SEPTEMBER COURSES	CODE	DATE	DURATION	LOCATION
CIF Site Supervisor Safety Programme	SSSP 3606	2nd September	2 Days	Athlone
CIF Site Supervisor Safety Programme	SSSP 3607	23rd September	2 Days	Dublin 6
CIF IOSH Managing Safety in Construction	MSIC 3610	3rd September	5 Days	Dublin City North
CIF IOSH Managing Safety in Construction	MSIC 3611	6th September	5 Days	Dublin 6
CIF IOSH Managing Safety in Construction	MSIC 3612	2nd September	5 Days	Galway
Appointed Persons Course	AP 3747	11th, 18th & 25th September		Dublin 6
Site Managers – A Practical Approach to Building Regulations	SMBR 3609	12th September	2 Days	Galway
CIF Management & Inspection of Scaffolds	SI 3666	13th September	1 Day	Cork
CIF Management & Inspection of Scaffold	SI 3610	30th September	1 Day	Dublin 6
Environmental Management for Construction Focusing on Land/Waste/Water	EMC 3608	18th September	2 Days	Dublin 6
CIF Core Safety Management Programme Renewal/CPD	CSMP 3611	20th September	Half-day	Dublin 6
CIF Core Safety Management Programme Renewal/CPD	CSMP 3612	26th September	Half-day	Co Dublin
Project Supervisor Construction Stage	PSCS 3614	24th September	3 Days	Dublin 6
CIF QQI Project Supervisor Construction Stage	PSCS 3660	25th September	3 Days	Limerick
CIF QQI Building Control Course – Part B & Part J – Fire Safety [1] CSE 1	BCC 35575	26th September	1 Day	Dublin 6
CIF QQI Building Control Course – Part B & Part J – Fire Safety [2] CSE 1	BCC 35576	27th September	1 Day	Dublin 6
IOSH Project Supervisor Design Process	PSDP 3615	26th September	2 Days	Dublin 6
Airtightness Programme	AT 3616	27th September	1 Day	Dublin 6

OCTOBER COURSES	CODE	DATE	DURATION	LOCATION
CIF IOSH Managing Safety in Construction	MSIC 3615	1st October	5 Days	Limerick
CIF IOSH Managing Safety in Construction	MSIC 3616	3rd October	5 Days	Dublin 6
Appointed Persons Course	AP 3618	4th October	3 Days	Galway
CIF Site Supervisor Safety Programme	SSSP 3613	7th October	2 Days	Limerick
CIF Site Supervisor Safety Programme	SSSP 3614	21st October	2 Days	Galway
CIF Site Supervisor Safety Programme	SSSP 3672	29th October	2 Days	Dublin 6
Project Supervisor Construction Stage	PSCS 3619	7th October	3 Days	Athlone
Project Supervisor Construction Stage	PSCS 3620	16th October	3 Days	Portlaoise
Project Supervisor Construction Stage	PSCS 3621	18th October	3 Days	Dublin 6
Environmental Management for Construction Focusing on Land/Waste/Water	EMC 3626	16th October	2 Days	Dublin 6
Site Managers – A Practical Approach to Building Regulations	SMBR 3656	23rd October	2 Days	Dublin 6
CIF Management & Inspection of Scaffold	SI 3623	25th October	1 Day	Limerick
CIF Core Safety Management Programme Renewal/CPD	CSMP 3628	24th October	Half-day	Dublin 6
CIF Core Safety Management Programme Renewal/CPD	CSMP 3627	31st October	Half-day	Cork
CIF Core Safety Management Programme Renewal/CPD	CSMP 3629	31st October	Half-day	Athlone



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