



**CONSTRUCTION
INDUSTRY
FEDERATION**

ANNUAL REPORT 2023

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WHO WE ARE AND WHAT WE DO



Angela McDwyer and Aoife Power
painting apprentices with JW McNulty.



The Construction Industry Federation (CIF) is the representative body for the Irish construction sector, offering a comprehensive range of services to assist construction companies of all sizes in navigating the complexities of the political, business, economic, and regulatory landscape.

We Are Member Led

The Construction Industry Federation operates as a member-led organisation with a 34-member Executive Committee appointed by our branches and associations. This committee guides our team of experts and support staff in pursuing the objectives of the construction sector.

Under their leadership, we work diligently to elevate standards in construction competence, health and safety, product quality, innovation, and cost efficiency, all while advocating for smart, targeted, and effective regulations.

We Represent All Areas of Construction

The federation provides policy and professional member services across seven divisions: Main Contracting, Specialist Contracting, Housing, Planning and Development, Industrial Relations and Employment Services, Safety and Health, Education, Skills and Training and Environmental, Social and Governance.

We Provide Support Regionally and Nationally

Our services encompass a wide spectrum of business needs, including recruitment and training, legal and industrial relations consultation, health and safety guidance, and industrial intelligence reports. We actively engage with the government, statutory bodies, and other industry organisations, providing regular updates on issues impacting the construction sector.

Our services are available on a national and regional basis, with offices located in Dublin, Cork, and Galway. We focus on key areas such as advising members on public sector procurement contracts, home building policies, public capital spending programmes, regional development, SME access to finance, skills development, and raising public awareness of the construction industry's contribution to Ireland's economy. We also play a crucial role in resolving payment disputes and providing training across the sector.

We Lead on Standards in Construction

Since 2014, CIF has been at the forefront of managing the Voluntary Construction Register (VCR), which served as the official register of competent builders, contractors, specialist sub-contractors, and tradespeople involved in construction works. In 2023 the Construction Industry Register Ireland was brought into law and CIF was formally appointed as Registration Body. It is envisaged that it will become mandatory for builders to join the statutory register.

PRESIDENT'S FOREWORD

Strategic planning and policy are vital to ensure we can accommodate the growing nation and build a country that thrives.

Ireland reached a significant milestone this year, as its population exceeded five million people. This demographic shift carries profound implications for the country's economic landscape, including labour force dynamics and infrastructure.

Our economy is also thriving and last year, despite global challenges, it was the fastest growing in Europe, with GDP growth of 12.2%.

These dynamics underscore the need for strategic planning and policy initiatives to ensure we can accommodate the growing nation, while fostering sustainable economic prosperity. The construction industry plays a key role in building this resilience.

As an industry, we excel at finding solutions and we embrace innovation. This is more vital than ever as the country confronts a much-needed surge in housing and infrastructure delivery, energy, water, transport, and decarbonisation. This is a challenge we can rise to with the right policy environment and processes in place. One of the biggest obstacles to delivering on housing and infrastructure is the current under-investment in the people, processes and technology that support the planning system.

It is crucial that the Government prioritises streamlining processes within planning and delivery bodies, so that we can expedite infrastructure and housing delivery.

On a national level, the National Development Plan serves as our roadmap to 2030, outlining the state's commitment to infrastructure development, housing, foreign direct investment, and economic growth.

Access to detailed data is paramount for the industry, allowing us to monitor project advancement from pre-construction phases and forecast their preparedness for implementation.

While we continue to move forward, I am pleased to acknowledge the significant strides that have been made on behalf of our members by the federation over the last year.

We have exceptional experience across our policy committees, associations, and branches, which enables our work, and I want to thank the companies and individuals that show leadership in this way, committing significant time to serve and represent the sector on all our behalf.

This year we welcomed the amendments to the Public Works Contract, which appear to embed checks and balances that will help provide greater budget certainty and value for money to the state and taxpayer, while also supporting the viability and delivery of important infrastructure projects.

A review of the National Planning Framework was also announced, an action we have consistently called

for. This will be crucial for developing infrastructure to support the growing population, meet housing needs, and at the same time, enhance our competitiveness as an economy.

Building enough homes to meet the critical needs of people in Ireland is one of the country's greatest challenges. Irish Home Builders' Association has consistently put forward key recommendations for increasing housing supply, which has led to significant progress.

Measures announced in April included the introduction of a development levy waiver and water connection rebate scheme to aid cost stabilisation following years of inflation.

Further housing measures included Project Tosaigh 2, Croí Cónaithe 2 and a new STAR scheme aimed at activating the many apartment scheme permissions stalled due to viability challenges.

The publication of a new Planning and Development Bill, as well as compact growth guidelines, will hopefully facilitate the construction of high density own-door units in urban locations.

The construction sector has evolved into a mature and professional industry, and we take our responsibilities seriously. Since 2014, CIF and our members have been calling for a mandatory register of competent builders to promote the highest level of building standards.

In February, CIF was formally appointed as the Registration Body for the new statutory Construction Industry Register Ireland or CIRI, which was brought into law this year.

The register is a positive move to ensure uncompromising quality and a safeguarding of standards across the sector. It is envisaged that it will become mandatory for builders to join the statutory register and we will keep you updated on this.

Government and industry are working together to increase pathways into construction and the recent launch of the Careers in Construction Action Plan was a positive step. This year's CAO offers showed a small but steady increase in the number of young people taking up engineering and construction-related subjects as their first preference, which is good news for our future.

In the dynamic landscape of the construction industry, upskilling the current workforce holds paramount importance. As technologies evolve and advance, empowering our construction professionals with new skills and knowledge is a strategic necessity.

Our new Smart Offsite Association is a prime example of how the industry is driving progress in this space to enable efficiency in time and cost, and high-quality outcomes.

We have also established a new ESG committee to support the development of policy and associated services for CIF's membership to enable you to address the critical pillars of ESG, corporate sustainability obligations and develop business strategies, plans and actions.

The construction industry is a vital cog in the Irish economy, and members of the Construction Industry Federation are at the forefront of this.

I would like to express my gratitude to the CIF team and our many members at committee, branch and association levels for your unwavering commitment.

By continuously listening to our members needs and collaborating we can represent the industry with insight, while delivering for the public good.

It has been a privilege to serve our members in my inaugural year as President and to represent an industry that has been my dedication and career for over forty years.

Let us continue to build world-class structures and a strong industry together, as we strive to deliver a sustainable built environment that reflects our collective capabilities and vision.

Joe Conway
President



DIRECTOR GENERAL'S MESSAGE

2023 heralded progress and growth, but we must construct a competitive economy for the future by investing in infrastructure.

In 2023, the Irish construction sector witnessed a positive shift after overcoming years of unprecedented global challenges. Our research, conducted in collaboration with our members, indicated sector growth and a promising outlook, although construction investment had not yet returned to pre-pandemic levels.

The significance of public investment in NDP 2030, as a cornerstone for stabilising construction demand and employment, remains paramount. Additionally, a cohesive strategy encompassing infrastructure development, education, and skill policies is imperative for ensuring continuous growth in construction productivity and a robust and competitive economy. Meeting Ireland's housing needs for the present and future, remains a significant challenge.

Ireland boasts a youthful, rapidly growing population and a thriving economy, attracting significant inward migration and foreign direct investment. This positions us favourably on a socio-economic front and is a position we must proactively leverage. However, we require adequate housing and infrastructure to fully realise our potential. Our current planning system presents a major obstacle. We welcomed the process surrounding the new Planning and Development Bill this year and actively participated in consultations in the Oireachtas. Its provisions aim

to streamline the planning system, but the practical impact will become clearer once it is implemented.

The Construction Industry Federation serves as the representative voice of the Irish construction industry, dedicated to supporting our members. Our membership includes a 34-member executive committee, representing various construction sectors, from main contracting to civil engineering, home building, mechanical and electrical, specialist contractors, and off-site construction.

We offer guidance on legal and industrial relations, employment services, health and safety, and contractual matters. We engage with the government, statutory bodies, and industry organisations on your behalf. Our training academy, CIF Training, offers high-quality professional development both in-person and online.

Through the year we organise a dynamic calendar of events and conferences across the country, providing members with networking opportunities and a platform to explore shared interests. In September, our annual conference featured addresses from Taoiseach Leo Varadkar and Minister Paschal Donohoe under the theme of 'constructing a competitive economy', and our fully-booked International Women's Day summit attracted some

of the top female minds in the country on the theme of sustainability.

The new statutory Construction Industry Register Ireland, CIRI, which became law this year is an important milestone after almost a decade of work towards this goal. We are pleased that plans for the new register are moving forward with a new board in place, and we look forward to stewarding our members into this new era of regulation, which will serve the best interests of the industry and the public.

I am honoured to have assumed the role of Director General in July, following Tom Parlon's retirement. We thank Tom for his dedication to the industry over 16 years and we wish him the best in his future endeavours. I have greatly appreciated our members' support this year and am fully committed to representing your needs and recommendations, alongside the CIF team.

The Construction Industry Federation nears its ninety-year mark, reflecting a rich heritage. Yet, our focus remains on the future. We must continue to engage in consistent dialogue with our public and private stakeholders to ensure our members receive the support required to advance their projects and to contribute to an economy and society that excels.

Hubert Fitzpatrick
Director General

2023 IN FOCUS

- ▶ **Amendments to the Price Variations Clauses and the Liability Caps in the Public Works Contracts announced by Government.**
- ▶ **CIF formally appointed Registration Body for the new statutory Construction Industry Register Ireland or CIRI.**
- ▶ **Supplementary measures to aid housing output announced including water rebate scheme and development contribution waiver scheme.**
- ▶ **Revision of National Planning Framework commenced.**
- ▶ **CIF engages in the Draft Planning and Development Bill consultation.**
- ▶ **Online Safe Pass service launched, with CIF engagement.**
- ▶ **Two-year scaffolding apprenticeship expects first graduates in 2023.**
- ▶ **New national civil engineering apprenticeship programme is launched.**
- ▶ **249 CIF courses delivered, reaching 4,250 delegates.**
- ▶ **CIF's CPD online content reached 4,300 people.**
- ▶ **New committees formed: Smart Off-site Association, Environmental, Social Governance Sub-Committee, Water Services Operators Group.**



OUR MEMBER SERVICES



Penrose Dock, Cork City,
PJ Hegarty



CONSTRUCTION INDUSTRY FEDERATION IMPACT

CONTRACTING AND TENDERING

The Main Contracting Department is responsible for the two major associations representing Main Contractors, the Master Builders and Contractors Association, and the Civil Engineering Contractors Association, as well as its sub-group, the Water Services Operators Group.

The Main Contracting Department is also responsible for CIF's Procurement, Tendering and Contractual Matters Committee, which is a policy sub-committee of the Executive Body.

A new initiative developed by the Main and Specialist Contracting Departments in the last year is the Contracting Resource Hub on our website, cif.ie, which provides a one-stop shop where members can access up-to-date information on procurement, tendering, contracting and dispute resolution.

Over the last year, the Main Contracting Department has been involved in a number of initiatives to support members.

Amendments to the Public Works Contracts

On the 3rd of July, the Minister for Public Expenditure, National Development Plan Delivery and Reform, Paschal Donohoe, and Minister of State with responsibility for Public Procurement and eGovernment, Ossian Smyth, announced the amendments to the Price Variations Clauses and the Liability Caps in the Public Works Contracts. The new clauses for the Liability Cap and Price Variation apply to those tenders received on or after 27 July 2023 (27th July being the date 10 days after the

date of publication of the amendments, disregarding the day of publication).

A joint webinar was run in collaboration between the Construction Industry Federation, Society of Chartered Surveyors, and the Office of Government Procurement on the 15th of August, which is available on the CIF's Contracting Resource Hub. A further webinar on the changes to the public works contracts is taking place at the end of this year.

On the 3rd of July the Ministers also confirmed the introduction of International Construction Measurement Standards, ICMS and mandatory use of Building Information Modelling (BIM), on projects. The BIM requirements will be introduced into the Capital Works Management Framework from January 2024. BIM requirements will initially apply to higher value projects, over €100 million, and cascade down to projects below €1 million over a 4-year period.

The government is also adopting the International Cost Management Standard (ICMS) to enable consistent reporting of costs, life cycle costs and life cycle analysis including embodied carbon across the National Development Plan. The first updated cost reporting templates incorporating ICMS were published in August 2023.

They will be updated early in 2024 to incorporate reporting of life cycle costing and further again in 2025 to enable reporting on life cycle analysis including embodied carbon.

The review of the consultant engagement contracts is also ongoing to address the introduction of whole life-cycle assessment, carbon budgeting, digitalisation, collaboration, and design quality to better manage risk.

Construction Contracts Act

A workshop facilitated by the Construction Contracts Adjudication Service took place in July 2022 to review the ongoing operation of the Construction Contracts Act 2013 and the supporting Code of Practice. As a result, a group of stakeholders convened to establish the merits and potential format for a model Low Value Disputes Procedure, (LVDP) to support the application of adjudication in Ireland.

The key objective of the LVDP is to set out a streamlined adjudication procedure for low value disputes, to help ensure that the adjudicator's fee is commensurate with the disputed amount, and where desired, to provide certainty as to how much the adjudicator will be paid for making an 'adjudicator's decision'. By including an outline timetable for the procedural stages, it provides a flexible yet simple to understand approach to

the key elements of the adjudication process. On behalf of its members, the Construction Industry Federation is taking an active role as a participating organisation.

The drafting of the LVDP is currently in its final stages following a consultation process which took place across the summer months and is expected to be officially launched in November 2023.

CIVIL ENGINEERING CONTRACTORS ASSOCIATION

Civil Engineering Apprenticeship

The Civil Engineering Contractors Association, (CECA) has been heavily involved in the development of the new level 6 and level 7 civil engineering apprenticeship programme. It is estimated there is a minimum of 3,000 new civil engineers needed to ensure the successful delivery of Project Ireland 2040, the National Development Plan and Climate Action Plan 2019. Therefore, a new delivery mode of civil engineering needed to be developed to entice stronger uptake of the profession.

This is an exciting new initiative, creating an alternative career path to the civil engineering profession in Ireland. The civil engineering apprenticeship programme is planned to be transformational, and over time, bridge the shortfall in supply of engineers in Ireland, providing those skills critical to the delivery of Project Ireland 2040.

Water Services Operators Group Engagement Framework with Uisce Éireann

The Water Services Operators Group, represents the Civil Engineering Contractors Association and Construction Industry Federation general contracting members specialising in the operation of water treatment plants, and wastewater treatment plants.

Typically, members undertake all elements involved in the operation and maintenance of Ireland's water, drainage, and wastewater infrastructural network. Some of them also participate in the design, build and commissioning of the plants that they operate.

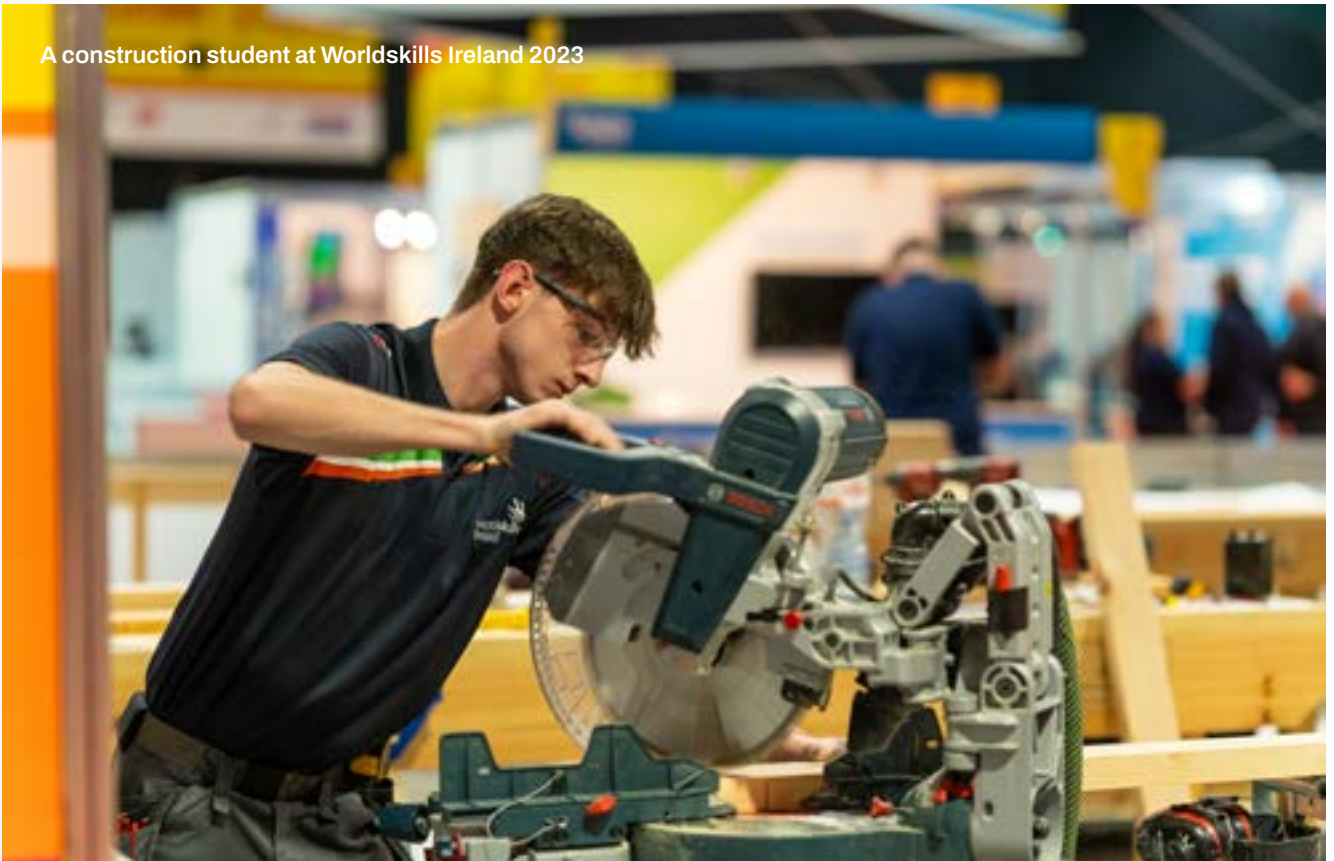
The Water Services Operators Group plays an active role in promoting the highest standards within the industry and supporting the welfare and interests of each individual member.

The Water Services Operators Group has been engaging with Uisce Éireann on an ongoing basis in relation to Uisce Éireann strategy, taking in local authorities, operational strategy, and changes to the operational model of wastewater treatment plants.

Video Communications

The CECA Communications Working Group and its members have been working alongside the Communications team in the CIF to develop project videos showcasing what the Civil Engineering industry contributes to infrastructure and Irish society. These videos have been publicised across CIF social media and are available to view on the CECA section of the CIF website.

A construction student at Worldskills Ireland 2023



Design Risk and Building Control Regulations report and supports

Over the last year, the Master Builders and Contractors Association (MBCA) and CIF have developed a series of member supports in relation to Design Risk & Building Control. Firstly, a Design Risk & Building Regulations Practice note was published to provide information on situations where the contract/specialist is:

- ▶ taking responsibility for the design of works items
- ▶ dealing with instances where there are incomplete design elements in the works requirements/specifications
- ▶ managing ambiguities, discrepancies and/or omissions related to the design of a works item in the contractual documents
- ▶ understanding Building Control Amendment Regulations (BCAR) in the context of designing works items

Secondly, a series of videos on design responsibility and the process under the Building Control (Amendment) Regulations 2014 was developed by the Directors for Main and Specialist Contracting to provide information to members.

The most recent support for members is a collection of resources including a booklet and flowchart adapted and updated from the original information document developed by MBCA representatives in 2015. These are available on the Contracting Resource Hub.

Engagement with Dublin City Council on Road Opening Licences and Permits

MBCA representatives engaged with Dublin City Council on issues being faced by contractors currently working in the area. For example, contractors working in Dublin city were experiencing significant delays, sometimes up to five months, in securing the necessary permits and licences in accordance with DCC guidelines.

A delegation from the MBCA met with a delegation from Dublin City Council on three separate occasions to raise issues including the lack of Dublin City Council resources and a liaison officer as factors escalating delays and confusion for contractors. During these engagements, the MBCA proposed a number of recommendations to help address the matter and we have issued an advice note to our members on how to navigate this changing situation.

Member Events and Committee Meetings

The CECA Annual Dinner took place on 22nd September 2023 with over 250 people in attendance from across members, suppliers, and clients to the industry.

The MBCA Annual Dinner took place on 3rd November 2023 with over 500 members and clients attending.

In 2023, the long-standing Chairman of the Procurement, Tendering & Contractual Matters Committee, Philip Crampton stepped back from the role of Chair due to his responsibilities as President of FIEC, the European Construction Industry Federation. He was replaced by Seamus Duggan, former MBCA President, Duggan Brothers Contractors.



Over the last year, the Master Builders and Contractors Association (MBCA) and CIF have developed a series of member supports in relation to Design Risk & Building Control.

SPECIALIST CONTRACTING

The Specialist Contracting Department oversees a range of services to its members including contractual and tendering assistance and dispute resolution, assistance in the development of traineeships and courses related to specific areas of specialist contracting.

The department is also engaged with regulatory agencies on issues regarding specialist contracting. The department ensures representation for members at national committees that impact the sector as well as involvement with stakeholder groups and government departments.

The Specialist Contracting Department includes the Mechanical and Electrical Contractors Association and the Alliance of Specialist Contractors Association.

The Mechanical and Electrical Contractors Association includes the Electrical Contractors Association and the Mechanical Engineering and Building Services Contractors Association. The Alliance of Specialist Contractors Association (ASCA) represents master craft associations and specialist trades with a number of active associations representing specialist contractors.

Electrical Contractors Association

In 2023, the ECA was instrumental in the development of a Certificate in HV Electrical Systems in conjunction with Southeast Technical Technological University, Technological University of the Shannon: Midlands Midwest and the South-East Regional Skills Forum. This course was oversubscribed in its inaugural year, which is a clear

indication of the requirement for this training by industry.

There has been continued development of relationships with other stakeholder bodies in the electrical sector such as the Association of Consulting Engineers of Ireland (ACEI) and the Irish Institute of Electrical Traders (EIFI). This has included the establishment of a short-term taskforce in conjunction with EIFI that has addressed the unprecedented inflationary pressures.

Members continue to engage with Solas on apprenticeships and have worked with Solas on the current review of the curriculum. Engagement is also ongoing with the Government Construction Contracts Committee on the review of the Capital Works Management Framework.

The association has also been active around sectoral employment orders, (SEO), providing support to the industrial relations function on the SEO for the electrical sector. It is also supporting the industrial relations function in negotiating the terms of an SEO for the mechanical sector.

Mechanical Engineering and Building Services Contractors Association

A course in High Purity Welding and Fabrication and Welding is in the

process of being developed with Waterford Wexford ETB as the lead partner with other national ETBs, Southeast Regional Skills and Engineering the Southeast.

Recently, a collaboration with the Commission for Regulation of Utilities (CRU) has ensured that the drafting of the Non-Domestic Gas Installers Regulations is appropriate, and that the industry can meet the requirements in a timely manner.

Members interest have been pursued through the European mechanical association, GCP Europe, while our industrial relations function has negotiated pay claims from construction unions.

Finally, members of both the ECA and MEBSCA have led the discussion, together with the Office of Government Procurement, ACEI and SCSi, on the modernisation of the agreed rules of measurement on sections relating to mechanical and electrical installations.

Mechanical and Electrical Contractors Association

This year the ECA elected its first ever female Vice President, Joanne Cluxton from Mercury Engineering. Joanne has been an active participant of the M&ECA for many years and is currently the Vice Chair of the CIF's Education, Training and Skills Sub Committee.

This year has seen the establishment of the Certificate in High Voltage Systems in conjunction with Southeast Technical Technological University, Technological University of the Shannon: Midlands Midwest, and the South-East Regional Skills Forum. This course has been specifically designed to fill a skills gap in the highly specialised area of High Voltage Electrical Systems. It was fully subscribed in its first year and there has been strong support provided by ECA members.

Work has commenced on the development of a High Purity Welding and Pipe Fabrication course which will be accredited by City and Guilds through national ETBs. The course has been called for by industry operating in the semi-conductor, pharma and medtech sectors as there is currently no course of this nature in terms of the depth of the intended syllabus.

The lead institution in terms of the development of the course is Waterford Wexford ETB with input from other ETBs nationally. Members of the consortium include members of MEBSA, Engineering the Southeast and Regional Skills Forum.

The Mechanical and Electrical Contractors Association held three annual events, the annual dinner, which took place after the AGM in January, the annual golf outing in September and the annual M&ECA Conference in September. These are informal events that have been put in place to provide members with an opportunity to network with colleagues in the industry and establish strong working relationships.

M&ECA Joint Assembly with GCP Europe and Europe On

In May 2023, M&ECA hosted GCP Europe, the representative voice for building services engineering in Europe, and Europe On, representing the electrical contracting industry in Europe, for a joint assembly. Eamon McGrattan, President of the M&ECA and MEBSA is also the current President of the GCP Europe of which MEBSA has been an active member for decades. An EU-wide event of this scale hasn't been hosted in Dublin in over forty years signifying the importance of the event in offering a unique opportunity for Irish building and electrical services to be at the forefront of construction on the European scale.

Alliance of Specialist Contractors Association

The National Association of Scaffolding & Access Contractors, NASAC, has played a pivotal role in elevating industry standards through the creation of a two-year scaffolding apprenticeship programme. This initiative was born out of the growing complexities and increased responsibilities shouldered by scaffolders within the industry. The first scaffolders will graduate from the programme in December 2023 with a Level 5 QQI qualification. The consortium group is currently developing a recognition of prior learning (RPL) process for scaffolders who wish to gain a qualification equivalent to the apprenticeship.

Irish Association of Demolition Contractors (IADC), is actively engaged in the CIF Environmental Social and Governance Committee and collaborating closely with the government departmental group on waste. As part of its commitment to staying updated with international standards, the association welcomed a representative from the European Demolition Association, of which it is a member, in May to address



Pictured at the launch of the Certificate in Strategic Supply Management for Modern Methods of Construction at Cuan Buí, Malahide, Co. Dublin are Peter Lennox, Development Advisor, Skillnet Ireland; Richard Fitzmaurice, Managing Director, B&G Construction; Hubert Fitzpatrick, Director General CIF and Suzanne Burdis, Programme Director, Graduate Business School, Griffith College.



The National Association of Scaffolding & Access Contractors, NASAC, has played a pivotal role in elevating industry standards through the creation of a two-year scaffolding apprenticeship program.

policy matters. These endeavours ensure that the latest insights and practices are integrated into the Irish demolition sector.

Master Painters and Decorators of Ireland, (MPDI), has a legacy dating back to 1899 and stands as one of the oldest trade associations in Ireland. It is also currently undertaking a review of the MPDI apprenticeship and its curriculum among members and stakeholders.

Roofing and Cladding Contractors Association, (RCCA), is working in an evolving landscape of roofing technologies and techniques and is committed to elevating the skillset of its members. This year, the association is developing the curriculum of the Level 5, three-year apprenticeship program being developed as part of a collaboration with Ballyfermot ETB.

Construction C4.0 Committee

During the year, the Modern Methods of Construction Working Group under the Construction C4.0 Committee provided feedback to the Construction Professional Skillnet through a workshop to assist in the development of two level 8 micro-credentials in MMC: Certificate in Strategic Collaboration and Coordination for MMC and Strategic Supply Management.

The BIM Working Group published three documents in relation to BIM including: BIM Standards and Policies; Bidding for BIM; and the BIM Starter Pack. These documents have been combined to form one encompassing document 'Digital Construction Pack' which was produced by Construction Professional Skillnet and Digital Construction Technologies with the assistance of the working group. The aim of this guide is to bring even the uninitiated reader logically through the pre-construction and delivery of construction projects using digital technology, i.e., digital construction.

The Register of Heritage Contractors

The Register of Heritage Contractors is the principal, independent source of information on main and specialist contractors in the field of heritage works. The Register is managed by a Heritage Board of external stakeholders whose aim is to raise awareness of the register and its contractors.

The Conservation Theory programme for Heritage Contracting took place in February. This comprehensive programme covered the fundamental principles of conservation and architectural requirements for contractors applying for membership of the register.

The register also hosted the 'Heritage series – Knowledge skills in Conservation Works,' comprising six modules covering topics on historic buildings, roofs, windows, ironworks, brickwork and lime and lime mortars. Due to its popularity the series was offered again in the Autumn as an online event.

The board engaged with Dublin Port to take a tour of the restored electrical substation and discovery of the historical sea wall beneath the substation. The launch took place in September with Minister Pascale Donohoe, T.D. and the building will be used as a cultural centre. The Manager of the register attended the Irish Georgian Society Kingdom of Skills: Exhibition and Conservation Talks in partnership with Kerry County Council's Architectural Conservation Officer in September to raise awareness of the heritage register in the Munster region.

During the year, the board saw many changes in its membership including the retirement of the Chairperson, Mr. Michael O'Sullivan, who served the board admirably for many years. We welcome Jimmy O'Friel, Oldstone Conservation as the new Chairperson.

Smart Off-site Association

This is a newly formed association within the CIF which has been set up to promote the interests of CIF members operating in an off-site manufacturing environment.

The association, which is in its infancy, has set out its key objectives based on the CIF Modern Methods of Construction report that was published in 2021 and is working on establishing its overall strategy for the future.

Key policy objectives for the Smart Off-site Association, will centre around the continued growth and development of Ireland's economy through the rapid development of our building supply in relation to housing, education, health, and the private sector.

HOUSING, PLANNING AND DEVELOPMENT

CIF and its constituent association, Irish Home Builders' Association (IHBA), support home builders of all sizes across Ireland to deliver quality homes and advocate on housing and planning matters in our efforts to deliver more homes for more people.

The Irish Home Builders' Association, provides members with the information and knowledge required to operate successfully in today's complex, fast-changing and increasingly challenging regulatory and business environment.

The association offers support and advice to members, liaising with relevant authorities and key stakeholders on the issues impacting home builders in order to deliver quality affordable homes to home buyers.

Housing Conference at the Department of The Taoiseach and Department of Housing

The Department of The Taoiseach and the Department of Housing held a Housing Conference in January 2023 at Government Buildings, with attendees including the Chair of the IHBA, CIF Director General, Director General Designate and Director of Housing and Planning. A series of suggested solutions to expediate housing supply were made directly to The Taoiseach and the Minister for Housing at the conference, including cost reduction measures (VAT), focused and targeted capital allowances for regeneration, resourcing An Bord Pleanála to address the backlog of planning applications and other related matters.

The Government was open to suggestions at the event, and liaison

with key personnel continues. The conference was attended by several different representative organisations and delivery bodies, as well as the most senior civil servants in the country. IHBA ensures our members were represented and heard.

Housing Forum

Throughout 2023, the association continued its established Housing Forum with the Minister for Housing. The platform allowed valuable meetings with the relevant Government Departments, the Minister, and his advisors in relation to all housing and planning matters and critical delivery challenges faced by members on the ground. The forum is now a regular sitting and has grown significantly from the previous quarterly meetings established in 2019.

Important Government Policy Announcements

In April, Government announced a set of supplementary measures to aid housing output including a water rebate scheme and development contribution waiver scheme as cost stabilisation measures.

The revision of the National Planning Framework commenced in September and new Compact Growth Guidelines were published in September. IHBA has advocated strongly for these major policy initiatives to stimulate greater

growth in housing and we welcomed their implementation.

IHBA Strategy Day

In June 2023, the IHBA held a special 'strategy day' to discuss the challenges facing housebuilders today. The workshop explored our new housing policy paper 'More Homes for More People', which sets out key recommendations under the acronym ZIPCAVS, Zoning, Infrastructure, Planning, Construction, Affordability, Viability, and Sustainability.

The event was well attended and resulted in positive engagement and feedback. A document was finalised and circulated to members by the IHBA, outlining how we can provide 'More Homes for More People' based on the above supply determinants.

Joint Oireachtas Committee on Housing

In 2023 the IHBA/CIF appeared in front of the Oireachtas Housing Committee a number of times, discussing important issues for our members. In February we discussed the Draft Planning and Development Bill and in May IHBA/CIF and the Oireachtas Housing Committee discussed the Land Value Sharing and Urban Development Zone Bill, the updated General Scheme, which was recently published.

In June we discussed the delivery of public infrastructure as part of national housing provision. The IHBA welcomes the opportunity to appear in front of the Oireachtas Committee to discuss these important pieces of legislation and represent our members views.

IHBA Submissions

The IHBA made a number of submissions throughout 2023, including position papers relating to:

- ▶ Draft Planning & Development Bill
- ▶ First Mover Disadvantage consultation by the CRU
- ▶ Draft Sustainable and Compact Settlement Guidelines for Planning Authorities
- ▶ Review of the Private Rental Sector
- ▶ General Scheme of a Land Value Sharing and Urban Development Zones Bill 2022
- ▶ Residential Zoned Land Tax

Budget Submission

The Irish Home Builders' Association called for urgent, targeted action in Budget 2024. This budget submission addresses five key themes for the industry and seeks support from Government in several areas to ensure the industry can continue to be effective and improve our productive capacity. The five key themes include:

- ▶ Resourcing the Planning System
- ▶ Infrastructure and Regional Development
- ▶ Residential Supply
- ▶ Sustainability
- ▶ Cultivating People, Skills, and Capacity

This submission dealt solely with fiscal policy measures which can have a positive impact on housing affordability and supply.

Irish Home Builders' Association's supports and services are delivered nationally and through CIF's network of regional branches, giving unrivalled access to information and networks. CIF has also developed a range of services designed to support companies engaged in the housing and development sectors and all construction companies that interface with the planning system.

IHBA 'Home Builder' Newsletter

The IHBA 'Home Builder' monthly e-newsletter with industry news, submissions, statistics, events, and emerging legislation continued to grow and develop.

IHBA Information and Training

The IHBA held National Committee meetings in addition to webinars, workshops, conferences, and lunches throughout the year to network and access up to date information, which is crucial in today's complex, fast-changing and increasingly challenging regulatory and business environment.



IHBA National House Building Summit

The third IHBA National House Building Summit took place at Croke Park on in March 2023 and brought together industry experts including builders, contractors, building developers, architects, and policymakers to take stock of the housing market and its current economic outlook.

The summit included discussions around the housing market, the implications of the draft Planning and Development Bill, infrastructure delivery and the viability of housebuilding. This year the event also highlighted modern methods of construction including modular housing. Underpinning all of this was how to address the core obstacles to delivering housing supply in the current market. There was a very strong turnout at the conference with informative presentations, insightful panel discussions and strong networking between delegates.

IHBA 'More Homes For More People' Workshops

A continuation of the IHBA workshops were held in Spring 2023 visiting Wexford, Offaly, Galway, Meath, Dublin, Limerick and ending in Cork. Topics ranged from national policy to housing delivery and attendees were updated on the imminent revision of the National Planning Framework.

Each workshop provided the latest practical information on Housing for All, planning and development regulations, utilities, and finance, to ensure homebuilders are up to date with changes in legislation and regulation. Homebuilders also discussed current challenges and opportunities including supply, affordability, infrastructure, and planning. Expert speakers at each event included representatives from the Department of Housing, Local Government and Heritage, Uisce Éireann, ESB Networks, Enterprise Ireland, McCutcheon Halley, HBFi and HomeBond.

Annual Lunch

Following the successful re-introduction of the annual lunch in 2022, the IHBA again held their Annual Housing Lunch in September 2023 attended by over 25 IHBA member companies, in addition to representatives from the Department of Housing, Local Government and Heritage. The event was sponsored by AIB.

IHBA Prospects '23 Briefing

Following the successful Prospects '23 briefing, where the various housing supply schemes were presented by key personnel from the Department of Housing, alongside an address from the Minister for Housing, Darragh O'Brien TD, plans are in place for Prospects '24 in November.

IHBA ran regular webinars updating members on relevant industry topics including: Uisce Éireann Connections & Developer Services, Draft Planning & Development Bill, Draft Sustainable Compact Settlement Guidelines, The Housing Agency - 2nd Call for the Croí Cónaithe (Cities) Scheme and Construction Safety Month - Critical Risks in Residential Development.

Utilities Stakeholder Engagement

The association completed a number of briefing sessions with Uisce Éireann & ESB Networks throughout 2023 and will continue to engage with services and the relevant government departments to progress the challenges faced by members on the ground relating to water, wastewater services and connections.



Expert speakers at each event included representatives from the Department of Housing, Local Government and Heritage, Uisce Éireann, ESB Networks, Enterprise Ireland, McCutcheon Halley, HBFi and HomeBond.

INDUSTRIAL RELATIONS AND EMPLOYMENT SERVICES

The Industrial Relations and Employment Services Division provides information, advice and support to contractors on managing their workforce to ensure compliance with employment protective legislation and represents members at meetings with trade unions and employee representatives, the Workplace Relations Commission and the Labour Court, free of charge.

Pay Claims

All of the construction group of unions affiliated to ICTU served pay claims on employers this year to offset cost-of-living pressures being experienced by their members. Claims ranged from 8% to 11%, depending on the sector and unions concerned.

An amended construction Sectoral Employment Order (SEO) was introduced in May, agreement on increases in pay in the electrical sector were concluded in August, and, at the time of writing, agreement on increases in pay have concluded with one of the two unions involved in the mechanical sector. All increases agreed to date are 5.4% over 2023 and 2024, with percentage increase and the timing of increases differing depending on the sector.

General Construction Sector

Late last year ICTU served a claim on the industry for an increase in pay of 8% to combat inflation.

A Labour Court hearing into the unions' claim took place in February, following which the Court made the following recommendation to the Minister on pay increases for general construction workers:

- 1.9% from 18 September 2023
- 3.5% from 5 August 2024

The Minister accepted the recommendation from the Labour Court and in May a new SEO was signed into law setting out the above increases in pay.

Electrical Contracting Sector

A pay claim of 8% to offset inflation was served by Connect Trade Union on the ECA. Negotiations took place with the assistance of the WRC and the following increases were agreed:

- 2.7% from 1 October 2023
- 2.7% from 1 June 2024
- Agreement expires at end August 2025

The Electrical National Joint Industrial Council (ENJIC), which comprises of the ECA, AECl and Connect, are committed to making a joint application to the Labour Court for a new SEO in the electrical contracting sector.

Mechanical Contracting Sector

A pay claim of 8% to offset inflation was served by Connect Trade Union on MEBSCA. A separate pay claim of 11% was served on MEBSCA by Unite the Union. All efforts were made to negotiate collectively with the unions on their claims, as has been the tradition in the sector. However, efforts to reach agreement with both unions broke down in June and Unite referred their claim to the Labour Court.

Following a ballot of their members, Connect accepted the following proposal tabled by MEBSCA:

- 3.5% from 18 September 2023
- 1.9% from 5 August 2024

A Labour Court hearing into Unite's pay claim took place in July and a recommendation was issued by the Labour Court on 1 August as follows:

- 3.5% on 18 September 2023
- 1.9% on 5 August 2024
- Negotiations to commence on a successor agreement in 2024 with a view to agreeing an additional increase from end April 2025

At the time of writing, Unite has rejected the Labour Court recommendation.

Unite is also pursuing an additional hour's travel in the mechanical sector (an increase of almost 13%) and engaged in industrial action in March in pursuit of this claim.

The issuing of an injunction by the High Court to prevent further picketing has been appealed to the Supreme Court by Unite. As part of its case, Unite is seeking to have the mechanical SEO struck out on the basis that the dispute resolution procedures contained within that SEO are ultra vires.



Challenges to SEOs

A challenge to the constitutionality of the general construction SEO has been taken by Taaffe Roofing against the Minister for Enterprise, Trade and Employment. A separate challenge to the constitutionality of the mechanical SEO has been taken by Albrite Electrical & Mechanical Ltd, again this case is being taken against the Minister for Enterprise, Trade and Employment. As stated above, Unite is also challenging the validity of the mechanical SEO.

CIF has consistently stated its support for the SEO process and has urged Government to defend and, if necessary, amend the legislation to ensure a mechanism continues to exist to set minimum terms and conditions of employment for construction workers.

New Legislation

2023 saw the introduction of further employment protective legislation, including:

a) Statutory sick pay

Workers who have completed 13 weeks continuous service are currently entitled to three days sick pay from their employer. These days can be consecutive or non-consecutive. The entitlement will increase to 10 days and will be phased in as follows:

2024	5 days paid sick leave.
2025	7 days paid sick leave.
2026	10 days paid sick leave.

A medical certificate, in the official language of the State and signed by a registered medical practitioner, must be provided from the first day of absence. Statutory sick pay is paid at a rate of 70% of the employee's wage subject to a maximum of €110 per day. Discussions are currently taking place with the trade unions at the National Joint Industrial Council on the possibility of the CWPS Sick Pay Scheme being deemed a substitute for the Sick Pay Act.

b) Work Life Balance and Miscellaneous Provisions

The Act was introduced to give additional rights to parents and carers. From July, parents and carers are entitled to five days unpaid leave per year for medical care purposes. Before year end, it is the Minister's stated intention to introduce the right to request remote and flexible working arrangements for parents and carers. The Minister has also stated his intention to introduce five days paid leave per year for victims of domestic abuse.

Circulars on the above have been issued to all members during the year.

IR Sub-Committee

The IR sub-committee comprises of representatives from each CIF branch and association. The sub-committee met during the year to discuss the topics discussed above, together with all other issues relevant to the industrial relations agenda. The sub-committee will continue its work in 2024 and make policy recommendations to the Executive Body where appropriate.

SAFETY AND HEALTH

The Safety and Health Department provides professional support to members on the managing their health and safety function. The service operates under the auspices the CIF Safety and Health Committee.

The committee, chaired by Frank Kelly of Walls Construction, consists of members from all branches and associations within the federation. The committee works closely with other industry stakeholder groups including the Health and Safety Authority (HSA), trades unions and Government bodies on a mutual objective of ensuring the safety and health of workers in the sector.

In early 2023, to assist the sector in setting out a roadmap of monthly initiatives, the committee published its 2023 Health and Wellbeing Calendar.

The construction sector faces an ongoing challenge to improve its health and safety performance. In 2023, to meet this mandate the department has sought to improve the training regime for the sector. Through work with SOLAS and our own CIF training department, we have worked to produce an online Safe Pass service launched in February 2023.

Throughout 2023, there has been a focus on seeking to ensure that the Construction Safety Licencing Bill addresses the issues it was designed to improve and to ensure that employers' needs are met.

Also, in 2023, we continued to seek to raise the performance of the industry in managing health and wellness issues.

Support for the services offered to the sector by the Lighthouse Club have been ramped up and a new on-site support service launched. In tandem, CIF is working with the Construction Workers Health Trust (CWHT) to improve access to their service.

In October 2023, we launched our annual Construction Safety Month across the sector, with a digital media campaign, outreach, and radio ads in place.

Throughout 2023, we continued to play our part in the Construction Safety Partnership Advisory Committee (CSPAC) This is a sub-committee of the Board of the Health and Safety Authority and strives to bring together the main stakeholders in the industry with a mutual goal of improving safety and health.

The CIF also works with the Health and Safety Authority via the HSA Collaboration Group to share feedback regarding site inspections from the Authority and challenges the industry faces.

There are a number of subgroups working on resources for the sector, including guidance on the installation of timber frame structures and on the installation of precast concrete elements.

In 2023, we continued to pilot a scheme to benchmark performance of the sector and to gather statistics that should assist in identifying trends within the industry.

The annual safety summit was moved out of Construction Safety Month and held in May 2023 with a large attendance.

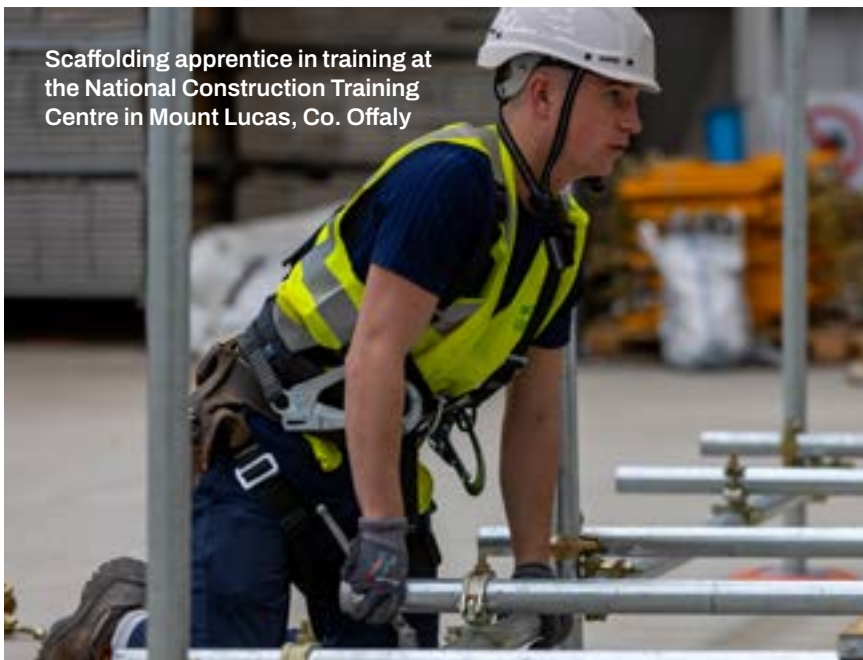
The Safe-T-Cert scheme continues to attract new companies seeking certification of their Safety Management System and in 2023, it successfully completed three external audits from National Standards Authority of Ireland and Safety Schemes in Procurement (UK).



Melanie Lopez, Colum Costello and Gillian Gonoud from Suir Engineering launch Construction Safety Month 2023.

EDUCATION AND TRAINING

The CIF Education, Training and Skills department works to ensure that the construction sector in Ireland has enough skilled personnel to meet the construction needs of the country considering the National Development Plan and its constituent parts such as Housing for All, retrofit plans and the delivery of infrastructure projects.



Scaffolding apprentice in training at the National Construction Training Centre in Mount Lucas, Co. Offaly

In 2023, a proposal to merge craft and 'post 2016' apprenticeships has caused concern in the construction sector. Issues regarding administration burden and funding are the key issues, along with maintenance of quality delivery.

In 2022 and 2023, the Education, Training and Skills committee continued its careers campaign targeted at school leavers. This consisted of a Safe Pass Programme delivery in schools and a TY focused-schools competition. A Tik Tok advertising campaign was rolled out, which featured young construction ambassadors speaking about why they enjoy their careers and a dedicated careers in construction landing page was developed on the CIF website with a range of resources.

In autumn 2023 we began a new Schools Partnership campaign, seeking to encourage contractors to partner with their local school to offer support for TY and careers guidance.

In September we continued our sponsorship of World Skills Ireland in the RDS, Dublin. This event attracted 22,000 young people to showcase skills for the built environment.

The CIF Education, Training and Skills committee is chaired by John O'Shaughnessy, M.D. of Clancy, and its membership is representative of the broad nature of the Construction Industry Federation. In 2023, the committee engaged with key education bodies who provide training and education on construction and built environment programmes in further education and higher education.

In 2023, there was a considerable focus on apprenticeships and the growing number of registrations and types of apprenticeships available.

To input into this key policy area, CIF is a member of the National Apprenticeship Advisory Committee (NAAC) and the National Apprenticeship Alliance (NAA).

There were and continue to be challenges in certain areas of apprenticeship. Low registrations on the wet trades and back logs in the delivery of training in others such as electrical continue to cause concern. Through engagement via the above groups, the CIF continues to seek to address these challenges.

LEARNING AND DEVELOPMENT

CIF Learning and Development provides a wide range of training programs for our members and the wider construction sector. CIF Learning & Development also provides over 100 units of free CPD content to members to support CPD needs for CIRI Registration.

In 2023, while CIF Learning and Development continued to support our members training needs via our online delivery, we saw a strong return to classroom-based training and provided in-house courses for our members.

We provided 249 courses delivered in classroom or online, reaching approximately 4,250 delegates. Our CPD content accounted for an additional 4,300 people who received training.

In 2023 CIF Training Services grew our trading position as the provision of training services underwent a significant increase in demand among our members and we successfully delivered courses for new clients across Government bodies, semi-state entities and the wider construction sector.

CIF Learning & Development continues to work with our accrediting partners IOSH & City & Guilds to ensure the quality of our tutors and program content.

CIF Learning & Development provides a wide range of training content to support our members in developing their teams and retaining talent.

The range of current courses available include:

- ▶ Building Control
- ▶ Business and Legal Courses
- ▶ Business Management
- ▶ CIF Safety Programs Renewals
- ▶ Contracting & Tendering
- ▶ Environmental Management
- ▶ Essential Skills short CPD content
- ▶ Health & Safety Courses
- ▶ Heritage
- ▶ Microsoft Courses
- ▶ Project Management



We provided 249 courses delivered in classroom or online, reaching approximately 4,250 delegates. Our CPD content accounted for an additional 4,300 people who received training.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE

The Environmental, Social and Governance Sub-Committee was established in 2023 with a clear mandate to promote environmental, social and governance systems within the construction industry and showcase what is being accomplished by Construction Industry Federation members.

The committee, which is chaired by Eamonn Stapleton, Vice President, convened its inaugural meeting on July 12th. The sub-committee mandate also includes building leadership and influence around environmental, social and governance (ESG) by promoting positive stories that reflect the industry's profile on the issue.

This year the committee's short-term initiatives have been shaped by the feedback the committee received regarding the diverse nature of ESG data requests within RFIs, PQQs, and similar processes. The feedback highlighted the absence of a standardised approach, a lack of visibility into future requirements, and increased resource demands for providing this data and complying with the Corporate Sustainability Reporting Directive, CSRD.

Oversight of the Corporate Sustainability Reporting Directive

The ESG Committee will lead CIF regarding the obligations and standards that will apply to CIF members regarding the European Union's Corporate Sustainability Reporting Directive, CSRD.

The CSRD, approved by the European Parliament and the Council of the European Union, is set to take effect on January 1, 2024. It establishes sustainability reporting as equally significant as financial reporting, with equivalent obligations and standards. Many of CIF's Top 50 members are expected to commence reporting in 2026 based on data from 2025.

Contributing to the Supply Chain Sustainability School

As a founding partner of the Irish branch of the Supply Chain Sustainability School, the ESG Committee guided CIF's contribution to localising the Energy & Carbon modules in preparation for the launch on January 26th 2024.

Advocated on the EPA Article 27 Soil & Stone Decision, due in 2024

CIF collaborated with the Environmental Protection Agency (EPA) on the Article 27 Soil & Stone National Decision, including organising a site visit to Clonburris, facilitated by Cairn Homes. The publication of the Greenfield Soil & Stone decision is anticipated in March 2024, pending approval by the EPA board and a three-month EU approval period.

Contributed to the CSG Construction Sector Circular Economy Report

This report, developed for the Department of Environment, Climate, and Communications by the Sustainability and Climate Action Consultative Committee of the CSG Innovation and Digital Adoption Subgroup, is mandated to deliver crucial actions for improving productivity and sustainability in the construction sector. CIF collaborated with its members in drafting the construction chapter of the report, which is expected to be finalised and published in late 2023.

Engaging members in Carbon Reduction in Public Sector Projects – Cement & Concrete.

In 2022, the Department of Enterprise, Trade, and Employment established a Cement and Construction Sector Decarbonisation Working Group comprising relevant public sector stakeholders to enhance coherence and shared ambitions in implementing the Climate Action Plan recommendations for the evolution of the cement and construction sector (CAP 2021). The recommendations from the RPS/RKD/EY study will serve as a vital input to this effort, and CIF will engage its members as part of this study in Q4.

ECONOMIC POLICY AND RESEARCH

In 2023, the Economic Policy and Research Unit continued its work with the CIF Taxation, Investment, Finance/Funding and Public Spending Committee and the NDP & NPF Monitoring Committee helping to guide policy across a spectrum of economic, industry, regulatory and investment matters.

This work involved carrying out and commissioning new research, expanding the CIF's information databases and libraries, preparation of submissions and strategy papers and advocating on various industry matters to support CIF's dialogue with key policy stakeholders.

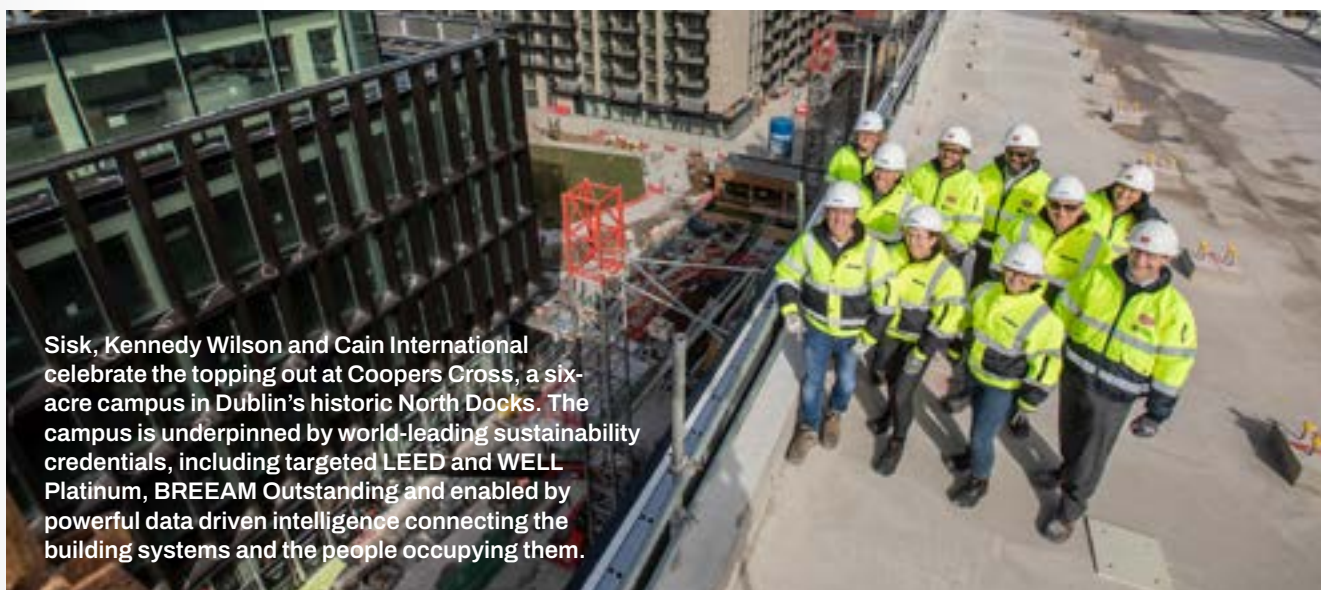
A range of industry reports and submissions were prepared during 2023. A sample includes CIF's submission to the National Reform Programme; CIF's Budget 2024 submission; CIF's Quarterly Economic Outlook; the Economic Analysis for the CIF's Labour Court submission and CIF's submission to the National Economic Dialogue.

The CIF pre-Budget 2024 submission focused on five key themes: Resourcing the Planning System, Infrastructure and Regional Development, Residential Supply, Sustainability, and Cultivating People, Skills and Capacity.

It is important to recognise that the construction industry underpins the competitiveness and productivity of the domestic economy by providing and maintaining the infrastructure necessary for it to function well.

Ensuring Ireland has a dynamic construction industry with the capacity to deliver construction projects efficiently and cost-effectively is critical in terms of:

- ▶ enabling a better quality of life and improved wellbeing for all citizens
- ▶ improving Ireland's economic competitiveness and climate resilience
- ▶ addressing capacity constraints across the economy and the built environment.



Sisk, Kennedy Wilson and Cain International celebrate the topping out at Coopers Cross, a six-acre campus in Dublin's historic North Docks. The campus is underpinned by world-leading sustainability credentials, including targeted LEED and WELL Platinum, BREEAM Outstanding and enabled by powerful data driven intelligence connecting the building systems and the people occupying them.

COMMUNICATIONS

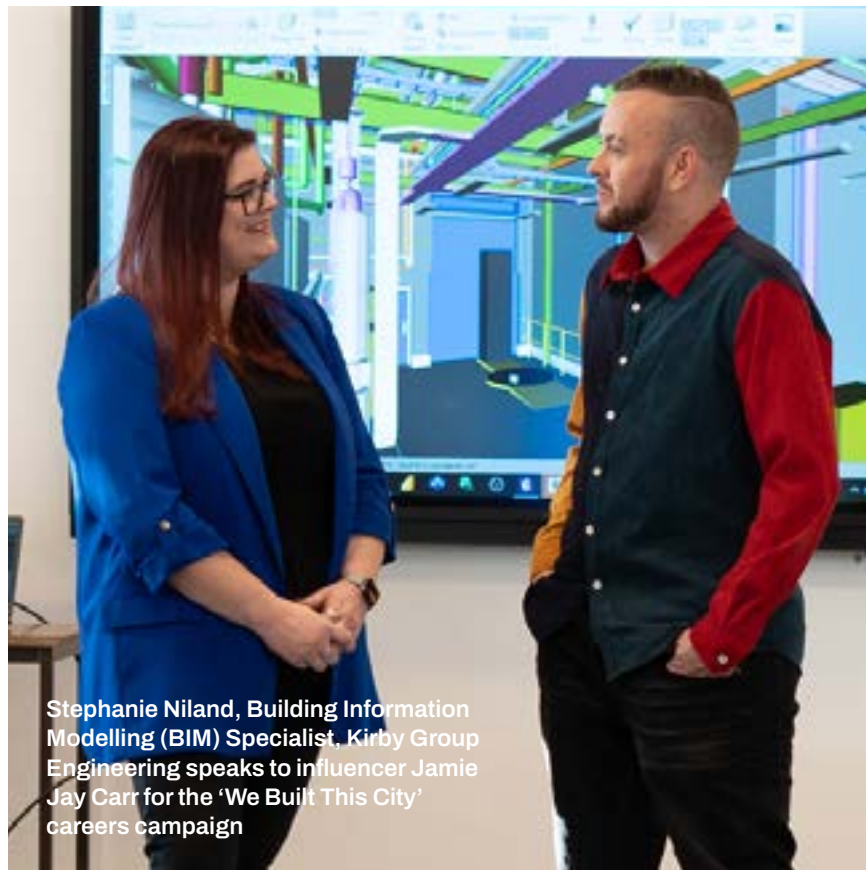
The Communications Department is responsible for external communications for the federation including media relations, digital communications and content, website development, branding and event management. The department strives to support members from all sectors of the industry to communicate their positive impact in shaping the built environment.

Communications

The Construction Industry Federation's Communications 2023 strategy sought to support the construction industry as a positive, responsible and innovative sector that is critical to solving Ireland's biggest challenges and supporting the economy.

Our communications aimed to demonstrate the federation's role as a voice for Construction Industry Federation members and as a partner of consumers, while working to inspire young people to choose a career in construction, a dynamic industry committed to equality, diversity and inclusion.

Key pillars of the communication department's work in 2023 were careers in construction, supporting members and partnerships, community and customer engagement, demonstrating the industry's innovative impact and industry's representation. We communicated on these pillars across earned, owned and paid media.



Stephanie Niland, Building Information Modelling (BIM) Specialist, Kirby Group Engineering speaks to influencer Jamie Jay Carr for the 'We Built This City' careers campaign

During 2023, a key focus across traditional platforms was on the critical need to provide more homes for Ireland's growing population, as one of the country's biggest challenges.

In tandem with this, the department maximised use of digital media to communicate the impact of diverse construction sectors, such as contracting and civil engineering, in delivering infrastructure, while driving viewers to find out more about careers in construction.

A priority this year was to increase our focus on video production to support digital communications across new and existing platforms, particularly across vertical formats. A videographer specialising in video and digital content was recruited and delivered video content to support key campaigns and our messaging on construction sector impact.

Key campaigns and activities in 2023 were:

Brand Refresh

A refresh of the Construction Industry Federation's branding was carried out this year to provide a coherent and futureproofed branding that will serve the federation for the future. A digitised logo was developed, with accessible font to increase readability, alongside a comprehensive set of visual identity guidelines.

Careers in Construction

In collaboration with the Education Team, the department rolled out a Careers in Construction campaign on TikTok aligning with key CAO deadlines. The campaign called 'We Built this City' was hosted by a popular YouTube influencer and featured young ambassadors from our members speaking about their chosen fields. The campaign reached over 3.5 million people on TikTok.

Construction Safety Month

Construction Safety Month took place from 2nd to 31st October. Video production was supported in-house and a paid digital campaign featuring promotional videos and Gold Sponsor videos was rolled out across LinkedIn, Meta and TikTok. The campaign received excellent support from across the industry with companies proudly demonstrating their commitment to safety under the campaign theme on identifying critical risks. Coverage was also secured on national and regional media.

Conferences

CIF's annual conference took place on 28th September with the theme of Constructing a Competitive Economy. Speakers include The Taoiseach, Leo Varadkar, Paschal Donohoe, Minister for Expenditure, NDP Delivery and Reform and experts on infrastructure and housing delivery from across the public and private sectors.

Our annual International Women's Day conference took place in Dunboyne Castle on 8th March. The sold-out event featured leading female experts from the construction sector speaking on the theme of sustainability.

Budget 2024

We received substantial media coverage for our pre-budget submission, which focused on our primary recommendation that Government allocate additional funding to ease bottlenecks across planning and delivery bodies to accelerate infrastructure and housing. We welcomed the increased provisions for capital spending announced in Budget '24 and the Infrastructure, Climate and Nature Fund as a positive step in providing counter-cyclical investment.

Economic Outlook

CIF's quarterly sentiment surveys continued throughout 2023 to gather industry views on central issues such as turnover, pricing, material cost inflation, impact of planning and attracting talent into the sector. The long-term aim of these surveys is to capture the trends and trajectory of the industry over an extended timescale.

Social Media:

Our social media channels continued to grow, with our follower network now standing at.

LinkedIn:

52,200
followers

Twitter:

12,300
followers

Facebook:

13,000
followers

Instagram:

3,000
followers

TikTok:

1,455
followers

CORPORATE AFFAIRS

The Corporate Affairs Department is responsible for central services including finance, information technology, human resources and facilities across the Construction Industry Federation.

Information Technology

The Construction Industry Federation constantly reviews and assesses its IT assets to ensure that the federation is at the forefront in developing and providing continued service to its membership and to ensure that it adheres to best practice in the areas of service delivery, controls and governance.

There have been several initiatives implemented in 2023 to safeguard the organisation in the area of IT and we will continue to keep step with emerging technologies to ensure continuous improvements.

2023 also saw the commencement of a major digital transformation project to consolidate our management information systems into a new, modern solution. This project will take advantage of the latest cloud technologies and will result in improved efficiencies through enhanced work processes and automation.

In the ever-changing world of cybercrime, we continually review our cyber security measures to protect and mitigate risk to the organisation. Several initiatives have commenced in 2023, which include directing regular information to members on existing and emerging threats and more importantly, the implementation of an automated Human Risk Management system.

This system assesses a user's security awareness skills and tailors appropriate learning courses to address gaps or deficiencies in a particular area of cyber security. New technologies and other cyber security services are frequently investigated and reviewed with a view to further enhancing protection to CIF.

Construction Industry Register Ireland

The Construction Industry Federation was formally appointed as the Registration Body for the new statutory Construction Industry Register Ireland (CIRI) in January by the Minister for Housing, Planning and Local Government.

This will be a statutory register of competent builders, building services contractors and tradespersons, who carry out construction works.

The Regulation of Providers of Building Works Bill 2022 was enacted and signed into law by the President on July 5, 2022. As a result of this Act, a new Statutory Register will be established, making it mandatory for all providers of building works to be registered.

The new Statutory Register will be known as CIRI. In the interests of public transparency and avoidance of confusion, the current voluntary CIRI register was renamed and is now known

as the Voluntary Construction Register – VCR.

The construction industry will require time to adapt to these new requirements. It is envisaged that it will become mandatory for builders to join the statutory register.

The first categories required to register will likely be house builders and non-residential builders. Registration for entities for the various trades and subcontractors will happen subsequently.

The board of CIRI has been appointed and consists of a chairperson and 10 ordinary members appointed by the Minister. A Registrar will be appointed in 2023 and work is underway to establish the technical infrastructure required to support the implementation of CIRI.



2023 also saw the commencement of a major digital transformation project to consolidate our management information systems into a new, modern solution.

Charlemont Square, Dublin. JJ Rhatigan.



REGIONAL MEMBER SERVICES

Our regional offices in Galway and Cork continue to work and support our members throughout the country.

CIF Southern Region

The southern region of CIF comprises six branches as follows:

1. Cork branch (covering Cork city and county)
2. Kerry branch
3. Mid-West branch (covering Limerick, Clare and Tipperary North)
4. Southeast branch (covering Waterford, South Wexford and Tipperary South)
5. Carlow/Kilkenny branch
6. North Wexford/Wicklow branch

These six branches are serviced from our southern region office based in Little Island, Cork.

The CIF Southern Region supports our members' businesses with information and expert advice on a range of construction-specific issues:

- ▶ Industrial relations problems / employment legislation
- ▶ Contracts entered into with clients / main contractors / sub-contractors
- ▶ Payment disputes / debt recovery
- ▶ Tendering and pre-qualification
- ▶ Planning and development issues
- ▶ Representation to politicians, semi-state agencies, local authorities, and other regional stakeholders

Southern Region Branches and Chairmen:

- ▶ Cork: Kieran O'Donovan
- ▶ Cork Housebuilders: Stephen McCarthy
- ▶ Kerry: John Flynn
- ▶ Mid-West: Tom O'Connor
- ▶ Southeast: Leonard Daly
- ▶ Carlow / Kilkenny: Michael Raggett
- ▶ North Wexford / Wicklow: Tomas Peare

Stakeholder Engagement

In 2023 members and staff in the Southern Region continued to meet and engage with city and county councils, Irish Water, ESB, Southern Regional Assembly, Cork Development Forum, South-East Regional Economic Forum, Mid-West Regional Economic Committee and a wide range of other state and semi-state bodies. This was to ensure that the views of members are articulated at the most senior levels in all of these organisations.

Alongside the scheduled branch meetings held regularly throughout the year, the region supported members with webinars, guest speakers on key topics at branch meetings and by providing representation at local events hosted by government bodies and stakeholders.

The region provided in excess of 500 responses to members on queries delivering the assistance, which they have required over the course of the year.

We continued to listen to the issues raised by our regional members and work with them to find solutions, develop roadmaps and navigate the various challenges faced by the industry.

Southern Region Representations

In 2023 submissions and representations were made to local authorities and government representatives in the Southern Region on behalf of our members in areas including:

- ▶ Taking in charge policy changes
- ▶ Development contribution charges
- ▶ Development bonds
- ▶ Restrictions relating to archaeological finds
- ▶ Development constraints
- ▶ Housing pressure and challenges
- ▶ Skills, labour and training

The CIF Southern Region held numerous briefings and events for its members over the course of the last 12 months. These events are a great source of first-hand information

and an opportunity for members to network and make new connections; they are attended by thousands of people annually.

During 2023 the region hosted our annual Southern Construct Conference and Exhibition, Mid-West Construct and Southeast Construct which included key stakeholder presentations. Keynote addresses were provided by Minister for Finance, Michael McGrath TD and Minister for Enterprise, Trade and Employment, Simon Coveney TD, alongside panel discussions, debate, industry representation and sentiment.

Southern Region construction dinners took place in the Midwest, South East and Cork during February, March and May this year. The events provide an excellent opportunity for networking with fellow members, clients, TDs and local authority representatives.

Some examples of stakeholders we have invited to speak to our members include Transport Infrastructure Ireland, the Land Development Agency, Port of Cork, Cork City Council, and Office of Government Procurement, Department of Education Planning and Building Unit, ESB, various local authorities and third level institutions.

CIF Western, Midland & Northern Region

The CIF Regional Office in Galway manages CIF Western, Midland & Northern Region is broken down into six branches:

Branches and Chairpeople

- ▶ Galway: Tara Flynn
- ▶ Midlands: Mark Cronin
- ▶ Northwest: Trevor Wills
- ▶ Donegal: Dermot Gildea
- ▶ Kildare: Conor Cleary
- ▶ Northeast: Alan Hora

Throughout the year the region provided advice on a variety of issues including industrial relations, human resources, contracts, procurement, housing and planning, liability insurance, contractual bonds, health and safety, and training and development.

This year the CIF regional office arranged for delegates from regional branches to meet senior management in their Local Authorities to discuss the issues around planning, infrastructure and housing that are impacting regional economic development.

Members from the branches met with a number of local politicians highlighting the issues impacting the industry and how they might be addressed.

Throughout the year delegates from the various branches also met with a number of industry stake holders, from the Educational Training Boards to third level colleges and the Intreo public employment services on issues regarding staff and training.

Over the year the CIF Galway office held a total of 24 in-person branch meetings in its six regional branches. Apart from offering members the opportunity to network with one another, the branch meetings kept members up to date on industry developments, as well as offering

them the opportunity to hear from our guest speakers.

The annual CIF Network West has become a very popular regional event and has been planned for November 2023. It gives all those operating in our built environment an opportunity to hear from a variety of guest speakers, as well as offering them the opportunity to socialise and network with one another.

The annual CIF Galway Branch Gala Dinner was well supported with over 250 guests in attendance from all sectors of the industry. The guests at the dinner raised approximately €5,000 for the Chairperson's chosen charities, COPE Galway and Down Syndrome Ireland.

The annual CIF Western Region Golf Outing in Oughterard Golf Club in May had 50 golfers participating on the day. This event gives members and their guests the opportunity to unwind and network in a relaxed environment.



Throughout the year the region provided advice on a variety of issues including industrial relations, human resources, contracts, procurement, housing and planning, liability insurance, contractual bonds, health and safety, and training and development.

NETWORKING AND EVENTS



Joe Conway, President of CIF, the Taoiseach, Leo Varadkar and Hubert Fitzpatrick, Director General of CIF at the CIF Annual Conference in 2023.



Joe Conway, CIF President, Tom Parlon, Former CIF Director General and Hubert Fitzpatrick, CIF Director General with CIF Galway branch members at their quarterly branch meeting in May.



L-R: Meabh Smith CIF Director of Communications; Joe Conway CIF President; Robert Lakey, Commercial Director, Diatec; Parag Joglekar Director of Investment & Development, Respond; John Downey Managing Director, Downey Planning; Ivan Yates Entrepreneur & Broadcaster; John Lucy, Regional Managing Director, BAM Civil; Brian Sheehan, Head of Infrastructure Delivery, Uisce Éireann; Niamh McGovern Partner, Arthur Cox; Hubert Fitzpatrick, CIF Director General, Shay Cloherty, Managing Director, iQuest & Business Post LIVE; Loretta O'Sullivan, Chief Economist, EY; Steven Magee, Business Development Manager, Kore Insulation.



Claire Cusack, Human Resources Director, Suir Engineering, Tammy Bennett, Senior Global Enterprise Manager, Evercam, Aine Healy, HSQE and Sustainability Director, Glan Agua, Dermot Carey, Director of Safety and Training, CIF and Lisa O'Shea, Chartered Quantity Surveyor, Ormonde Construction spoke on sustainable workforce at our International Women's Day Summit in Dunboyne Castle last March.

The Construction Industry Federation offers a unique and extensive annual event programme that facilitates members to connect, network and collaborate around common interests. Our events held nationally and locally, bring together industry leaders and stakeholders, providing cutting edge insights on central topics such as housing policy, contracting, diversity and region-specific advancements, ensuring our members stay well-informed about industry developments.



Mila Downey, student from the Institute of Education, with Damien Reidy and Daniel Breen, students from South East Technological University who spoke at Digicon 2023 in Croke Park about how to attract new entrants into the construction workforce.



Hubert Fitzpatrick, CIF Director General, Marcus Carne, Managing Director – Regional Building at John Sisk and Son and Joe Conway, CIF President at our 2023 Top 50 Contractors launch.



Simon Coveney T.D., Minister for Enterprise, Trade and Employment, Hubert Fitzpatrick, CIF Director General, Joanne Tracey, Head of Southern Region Services and Michael McGrath, T.D, Minister for Finance at the annual Cork Construction Dinner in May.



The Irish Home Builders Housebuilding Summit took place in March 2023 attracting leading experts on the residential sector and national media coverage.

FINANCIAL SERVICES FOR MEMBERS

The Construction Industry Federation provides a range of financial planning services and supports for construction employers and workers, including pensions and financial advice.

CIF Pensions Administration Services (CPAS)

CPAS provides the administration support for the construction sector's dedicated Pension Schemes and is a professional registered pension administrator. CPAS is registered to provide the core administration services to the Trustees of the Construction Workers Pension Scheme (CWPS) and Construction Executive Retirement Savings (CERS).

CPAS also provides additional financial services through our Central Bank regulated insurance intermediary, Milestone Advisory.

CPAS understands the needs of the construction sector and our team has over fifty dedicated staff whose expertise in pension administration, and ancillary services allow you the peace of mind that you are on a solid foundation when choosing CPAS to look after you and your staff.

CPAS can help you ensure you are compliant with the SEO, provide bespoke pension solutions to suit your organisation and attract and retain key employees by assisting you with the design and implementation of a benefits package to suit your organisation.

Tel: (01) 407 1400
Web: www.cpas.ie
Email: info@cpas.ie

Construction Executive Retirement Savings (CERS)

With over 5,000 active and deferred members, CERS is an umbrella scheme providing pension and protection benefits to individual employers in the construction and related industries. It is a very easy process for an employer to set up a new CERS arrangement. Through its flexible structure, CERS can meet the needs of employers and members by providing bespoke and varying pension solutions for each participating employer. CERS is a multi-employer arrangement with an independent trustee company. This removes the burden of time and cost for employers and provides peace of mind at no extra cost.

The scheme offers a competitive charging structure with no charges on transfers in or out of CERS. There are no additional charges for standard expert legal and actuarial advice. CERS also offers a wide range of investment options including a Multi Asset fund. Lifestyle investment options are also available which offers a de-risking strategy for members as they approach retirement. Whether members are considering the annuity or the approved retirement fund route at retirement, there is an appropriate lifestyle option available.

Participating employers of CERS can also choose additional death in service

benefits such as lump sum benefits, a spouse's/ dependent's pension and a children's pension as well as income protection benefits under the Construction Industry Income Protection Plan – all at competitive premiums.

In addition to its excellent service proposition, CERS offers a safe and secure platform providing members 24/7 online access to their account information and values.

Tel: (01) 407 1430
Web: www.cers.ie
Email: info@cers.ie

Construction Workers' Pension Scheme (CWPS)

With over 55,402 active members supported by over 3,010 participating employers, CWPS is one of the largest pension schemes in Ireland. CWPS is a multi-employer occupational pension scheme providing pension, death in service and sick pay benefits for workers in the construction and related industries. It allows employers to provide valuable low-cost benefits to their employees with the minimum amount of fuss and overheads.

Membership of CWPS will satisfy all the conditions of the Sectoral Employment Orders (SEOs) for both the construction and mechanical sectors in relation to providing employees with pension, death in service and sick pay

benefits. Registration with CWPS is quick and easy through its employer online portal join.cwpsonline.ie.

CWPS is operated by a trustee company called Construction Workers' Pension Scheme Trustees Designated Activity Company. This service comes at no additional charge, and it removes the burden of time, cost and effort for employers who can hand over the duty of care of the pension fund to the trustee company. In addition to saving the minimum contributions outlined in the SEOs, members can also save additional voluntary contributions (AVCs) to enhance their pension account in CWPS. AVCs attract valuable tax relief and will provide extra benefits at retirement.

CWPS offers members a safe and secure platform providing 24/7 online access to their account information and values through a safe and secure online platform member.cwpsonline.ie

Tel: (01) 497 7663
Web: www.cwps.ie
Email: info@cwps.ie

Milestone Advisory

Milestone Advisory is regulated by the Central Bank of Ireland to bring expert financial advice to members of the construction and related industries. Milestone Advisory provides investment and protection advice to business and individuals and can assist business owners and families ensure that they have a plan for their financial future.

Milestone Advisory is the preferred provider appointed by CERS and CWPS for financial advice for members when needed, in relation to their retirement planning, investments and life and income protection.

Milestone Advisory acts as the broker for the CERS Death Benefit arrangement and Construction Industry Income Protection Plan.

The services provided to businesses by Milestone Advisory include business protection cover such as Key Person and Shareholder Cover. Milestone Advisory can help you maximise your returns with a Corporate Investment

Bonds, allowing you to take control of your investment strategy and position your company for long-term success.

Tel: (01) 406 8020
Web: www.milestoneadvisory.ie
Email: info@milestoneadvisory.ie
Milestone Advisory DAC t/a Milestone Advisory is regulated by the Central Bank of Ireland

Construction Workers' Sick Pay Trust

The Construction Workers' Sick Pay Trust (Sick Pay Trust), helps members who cannot work due to illness or injury. Upon registering with the Construction Workers' Pension Scheme, all members are automatically enrolled in the Sick Pay Trust.

Phone: 01 497 7663
Email: sickpay@cwps.ie



The 22km N22 Baile Bhuirne to Macroom Road scheme, a joint venture between Jons Civil Engineering and John Cradock Ltd.

FUTURE PLANS

Over the coming year, the Construction Industry Federation and our associations have a number of key initiatives and projects underway to continue to represent our members.

Main Contracting

The next step for CIF in looking at reforms of the Construction Works Management Framework is to assess the medium-term strategy document and original submission on the Review of the Public Works Contracts against the changes that have been delivered in the meantime, to determine exactly what remains to be done.

The Contracts Sub-Committee is also engaged in a process of reviewing the standard forms of sub-contract to account for the recent changes to the main forms of contract. Some of the main areas that the team will be targeting further reform in are:

- ▶ Quality In Award, BIM and Carbon Budgeting
- ▶ Design Quality
- ▶ Liability and Risk
- ▶ Collaboration
- ▶ Dispute mechanisms
- ▶ Introduction of a Low Value Dispute Process under the CCA

Further work will also be done on amending the NN-Subcontract in light of the recent changes to the PVC and introduction of Liability Caps.

The Main and Specialist contracting teams will engage with corporate members on an ongoing basis to develop content for the Contracting Resource Hub, with webinars on the Public Works Contracts and on Liquidated and Ascertained Damages planned.

The Payment Recovery Assistance Programme, which offers members an opportunity to have a short meeting with legal representatives within their CIF membership, is in the process of being expanded to cover a wider range of advice to members.

The new Form of RIAI Contract is expected to be finalised shortly, following years of work by the Liaison Committee and sub-committee. Once this document is finalised, the Contracts sub-committee will commence the process of amending the sub-contracts to align with the new form.

The CIF and CECA Water Services Operators Group will continue to engage with Uisce Éireann on their UET and Operational Strategy to support the delivery and maintenance of water and wastewater infrastructure in Ireland.

Specialist Contracting

The Specialist Contracting Department plans to continue offering and developing services that are of value to its members, while advocating for their interests with all other construction stakeholders.

Over the coming year the industry will see the implementation of various requirements through imposed measures such as the BIM mandate, sustainability requirements and the implementation of CIRI. It is a priority of the department to ensure that specialist contracting members stay abreast of these changes, with others, and receive the support they require.

Overall, the department welcomes an increase in membership numbers so that it can continue to represent its members to the fullest extent possible. It also looks forward to continued collaboration and engagement with the strong membership base that currently exists.

Issues such as labour constraints continue to impact heavily on our members. Great work is being done by the CIF's Education, Training and Skills Sub Committee to represent and communicate views in relation to the Action Plan for Apprenticeships 2025. These plans, if imposed as currently indicated, will negatively impact the specialist industry.

The specialist contracting department is strongly represented on this Sub Committee.

In relation to the SEO's process, CIF's Industrial Relations Department in conjunction with other industry stakeholders, are working on the establishment of a new electrical SEO which is welcomed. Maintaining the SEO process in General Construction, Electrical and Mechanical will provide the industry with the stability the industry needs going forward.

Environmental, Social and Governance

Into the future three task forces have been established to evaluate key issues for CIF:

- ▶ Working Group 01 (WG 01): Scope 1 & 2 Greenhouse Gas (GHG) emissions – this team will offer instructions on where to collect the pertinent data and the emission factors to be utilised for calculating a company's carbon footprint. They will also provide an explanation of the two methods for calculating electricity emissions, using both the market-based and location-based approaches.
- ▶ Working Group 02 (WG 02): Scope 3 – this team will assess the various Scope 3 categories to identify the ones relevant to CIF members. CIF will subsequently create a common statement for our members, which we expect to reach an agreement on with government bodies such as the OGP.
- ▶ Working Group 03 (WG 03): CSRD – Value chain implications. This working group will scrutinise the information that Tier 2 & 3 subcontractors need to furnish to Tier 1 Main contractors subject to the CSRD.

We will develop and distribute straightforward guidance documents to our members regarding the measurement of Scope 1, 2 & 3 emissions, the establishment of a baseline, and the setting of science-based targets for both the near term (2030) and the long term (2050). Furthermore, more comprehensive guidance will be provided on the

European Sustainable Reporting Standards (ESRS). The twelve ESRSs will be condensed into a guidance note for our members.

Consequently, we anticipate forming additional working groups to delve deeper into each of the Environmental, Social and Governance areas.

Industrial Relations

A focus of the Industrial Relations agenda will be the need to ensure the constitutionality and viability of SEOs. A mechanism to ensure that members can tender on a level playing field with regard to labour costs is essential. Of equal importance is the ability to manage disputes that inevitably arise through a legally binding dispute resolution procedure.

CIF will continue to represent the industry in discussions with the trade unions at the Construction Industry National Joint Industrial Council and the Electrical National Joint Industrial Council. We will also continue to represent the views of the industry at the Labour Employer Economic Forum, which is chaired by the Tánaiste. Third party claims to the WRC and the Labour Court are on the rise year-on-year. Cases before these fora can be costly. We encourage members to contact the Industrial Relations & Employment Services Department on employment related issues at the earliest opportunity to mitigate against third party claims. CIF Executives represent our members at these hearings free of charge.

We will continue to keep members updated on all employment issues, including the impact of new employment related legislation on the workforce. We have a range of IR/HR documentation on the CIF website, including sample contracts of employment, a sample employee handbook, sample forms, a recruitment checklist. The A-Z Guide on Employment Conditions provides industry-specific information and guidance to members of all aspects of the employment relationship.

Economic Policy and Research

In 2024 the Economic Policy and Research Unit will continue to focus on linkages between industry and the education and research sector. These linkages will help the industry to be confident it has the technical knowledge and the skills necessary to support overall economic growth into the future.

The first revision of the National Planning Framework has now begun and the implementation of recent measures to improve NDP delivery and evaluation will require ongoing review and engagement by industry in 2024 and beyond.

Construction Industry Register Ireland

A key activity of the federation in 2024 will be to continue to build the IT infrastructure and staff resources to support the roll out of Construction Industry Register Ireland and develop resources to steward our members towards registration.

Learning and Development

As a founding member of the Supply Chain School in Ireland, we look forward to providing a significant amount of free CPD courses on the following areas:

- ▶ Sustainability Strategy
- ▶ Waste and Resource Efficiency
- ▶ Energy and Carbon
- ▶ Biodiversity
- ▶ Materials
- ▶ Fairness Inclusion and Respect (EDI)
- ▶ Modern Slavery
- ▶ Business Ethics
- ▶ Community and Social Impact

GOVERNANCE STRUCTURES

CIF is a member-led organisation, reflected in its 34-member Executive Body. All members of this committee and other policy-groups are appointed from and by the CIF's branches and associations. The Executive Body directs a team of executives, subject matter experts and support staff in pursuing the objectives of the CIF's committees, associations and branches.

Executive Body

Joe Conway (President)
 Stephen McCarthy (Senior Vice President)
 Eamonn Stapleton (Vice President)
 Frank Kelly (Immediate Past President)
 Ger O'Leary
 Donal Cahalane
 Bernard O'Donnell
 Paul Carey
 John Flynn
 Conor Cleary
 Pat Cahill
 Lorchan Hoyne
 Mark Cronin
 Alan Hora
 Trevor Wills
 John O'Shaughnessy
 Tomas Peare
 John Pentony
 Charles Wills
 Neil Durkan
 Sean O'Neill
 Michael Kelleher
 Paul Bruton
 Tara Flynn
 Alan Coakley
 Mick Flynn
 Sean Grealley
 Eamon McGrattan
 Paul Nicholls

Barry Sharkey
 Danny Murphy
 Ingrid Ramberg
 Philip Crampton
 David Lee

Audit & Organisation Committee

Joe Conway (President)
 Stephen McCarthy (Senior Vice President)
 Eamonn Stapleton (Vice President)
 Frank Kelly, Immediate (Past President)
 Sean O'Neill
 Philip Crampton
 Danny Murphy
 Tim Ferris

Industrial Relations and Employment Sub-Committee

David Lee (Chairperson)
 Niall Bourke
 Paul Bruton
 Colm Burke
 Donal Cahalane
 Conor Cleary
 Sean Coffey
 John Cradock
 Philip Crampton
 Mark Cronin
 Joe Conway

John Carroll
 John Cradock
 Dominic Doheny
 Damian Duff
 Tim Ferris
 John Flynn
 Dermot Gildea
 Sean Grealley
 Paul Hackett
 Lorchan Hoyne
 Frank Kelly
 Michael Kelleher
 Michael Kennedy
 Eamon McGrattan
 Michael McLoughlin
 John Moran
 Michael Moran
 Michael Murray
 Paul Nicholls
 John O'Shaughnessy
 John Pentony
 Gary Plunkett
 Barry Sharkey
 Pat Tierney

NDP and Taxation Committee

Dominic Doheny (Chairperson)
 Anthony Neville
 Declan Wynne
 Eamonn Stapleton
 Frank Kelly

John G. Murphy
 Paul Carey
 Philip Crampton
 Sean Carrigy
 Seamus Duggan
 Tim Ferris

Taxation, Investment, Finance/ Funding and Public Spending Sub-Committee

Philip Crampton (Chairman)
 Alan Hora
 Anthony Neville
 David Reid
 Dominic Doheny
 Eamonn Stapleton
 Frank Kelly
 Joe Conway
 Joe Delaney
 Michael O'Sullivan Greene
 Trevor Wills
 Seamus Duggan

C4.0 Committee

Anthony Condon
 Breda Corrigan
 Brendan D'Arcy
 Brian Cass
 Brian Kennedy
 Carl Corcoran
 Chris Chambers
 Cillian Kelly

David Browne
David McSweeney
Declan Wallace
Donal Kelly
Emma Chafnavi
Fergal Lalor
Fergus McMahan
Fergus Nugent
Frank Murphy
Gary Plunkett
Gary Widger
Ger O'Leary
Gina Gibbons
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Jonathan Murphy
Justin Keane
Marcella Murphy
Martin Lydon
Martin Searson
Michael Burke
Michael Greene
Michael Murphy
Padraig O'Mahony
Pat Kirwan
Peter Browne
Rory O'Connor
Sean Sheridan
Simon O'Keefe
Stephen Ashe
Susan McGarry
Tim Ferris
Trevor Wills
William Power

Building Regulations, CIRI and Planning & Development Committee

John O Shaughnessy
(Chairperson)
Brian McKeon
(Vice Chairman)
Michael Cosgrave
Neil Durkan
Conor Cleary
Keith Proudfoot
Michael O'Shea
Michael O'Sullivan
Brian Redmond

Eamon Stapleton
Walter King
Tony McLoughlin
Sean O'Neill
Michael Prenty
Gary Plunkett
John Barden
Seamus Duggan

Procurement, Tendering and Contractual Matters Sub-Committee

Seamus Duggan
(Chairperson)
Sean Greally
(Deputy Chairperson)
Sarah Murphy
John Curtin
John Cradock
Frank Kelly
John Pentony
Ger Ronayne
Cian O'Mahony
Niall Bourke
John Sheridan
Danny Murphy
Ed Cronnelly
Leonard Daly
Cormac Smith
James Godley
Eamonn Foy
Conor O'Brien
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Cormac McKenna
Trevor Cavanagh
Trevor Wills
Francis Mulry
Mark Cronin
Barry Desmond
Ger O'Leary
Brendan O'Halloran
Gary Morris
Michael O'Sullivan
Chris Chambers

Health and Safety Sub-Committee

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Cathal Mooney
Eamonn Stapleton
Kevin Cummins
Sinead Gaines
Emmet Hynes

Jason Rao
Paul Kelleher
Colum Costello
Barry O'Brien
Declan Grady
Joe O'Dwyer
David Duggan
Michael Earley
Barry Walsh
Ciaran O'Connell
Gerry Keane
Mike McLoughlin
Niamh McNulty
Derek Murphy
Shane O'Sullivan
Robert O'Dowd
Kathy O'Leary
Simon Purcell
Peter Quigley
Victor Smyth

Education, Training and Skills Sub-Committee

John O'Shaughnessy
(Chairperson)
Joanne Cluxton
(Vice Chair)
John Sweeney
(Senior Vice Chair)
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David Doherty
David O'Connor
Dean Costello
Des Forde
Charlotte Kelly
Fergus Barry
Gerard Keenan
Niamh McAulliffe
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Ronan Murphy
Ronan O'Brien
Ruairi Ryan
Simon Watson
Sinead Savage
Tara Flynn
Tashka Skrobisz
Barbara Robinson
Tommy Flaherty
Tommy Moloney
Trish Flanagan
Will Merriman

Anne Kinsella
Denise Tuffy
Liz Carroll
Paul Cremmins

Environmental, Social and Governance Committee

Eamonn Stapleton
(Chairperson)
Pat O'Halloran
Paul Hogan
Sinead Shinkins
Tommy Flaherty
Gillian Murtagh
Douglas Taylor
Aidan Bird
Brian Hogan
Emma Cotter
Michael O'Sullivan
Donal McCarthy
Paul Bruton
Giedre Visockaite
Kay Springall
Paula Shinnors
Tom O'Malley
Tara Flynn
Fearghal Meagher

CIF Director Team

Hubert Fitzpatrick,
Director General
Paul Sheridan, Director
of Main Contracting
Denise Tuffy, Director
of Specialist Contracting
Conor O'Connell, Director
of Housing and Planning
Meabh Smith, Director
of Communications
Maeve Kearns, Director
of Corporate Affairs
Dermot Carey, Director
of Safety and Training
Justin Molloy, CIF Director
of Western, Midland and
Eastern Regions

NOTES





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