

CONSTRUCTION

THE OFFICIAL MAGAZINE OF THE CONSTRUCTION INDUSTRY FEDERATION

SEPTEMBER 2018

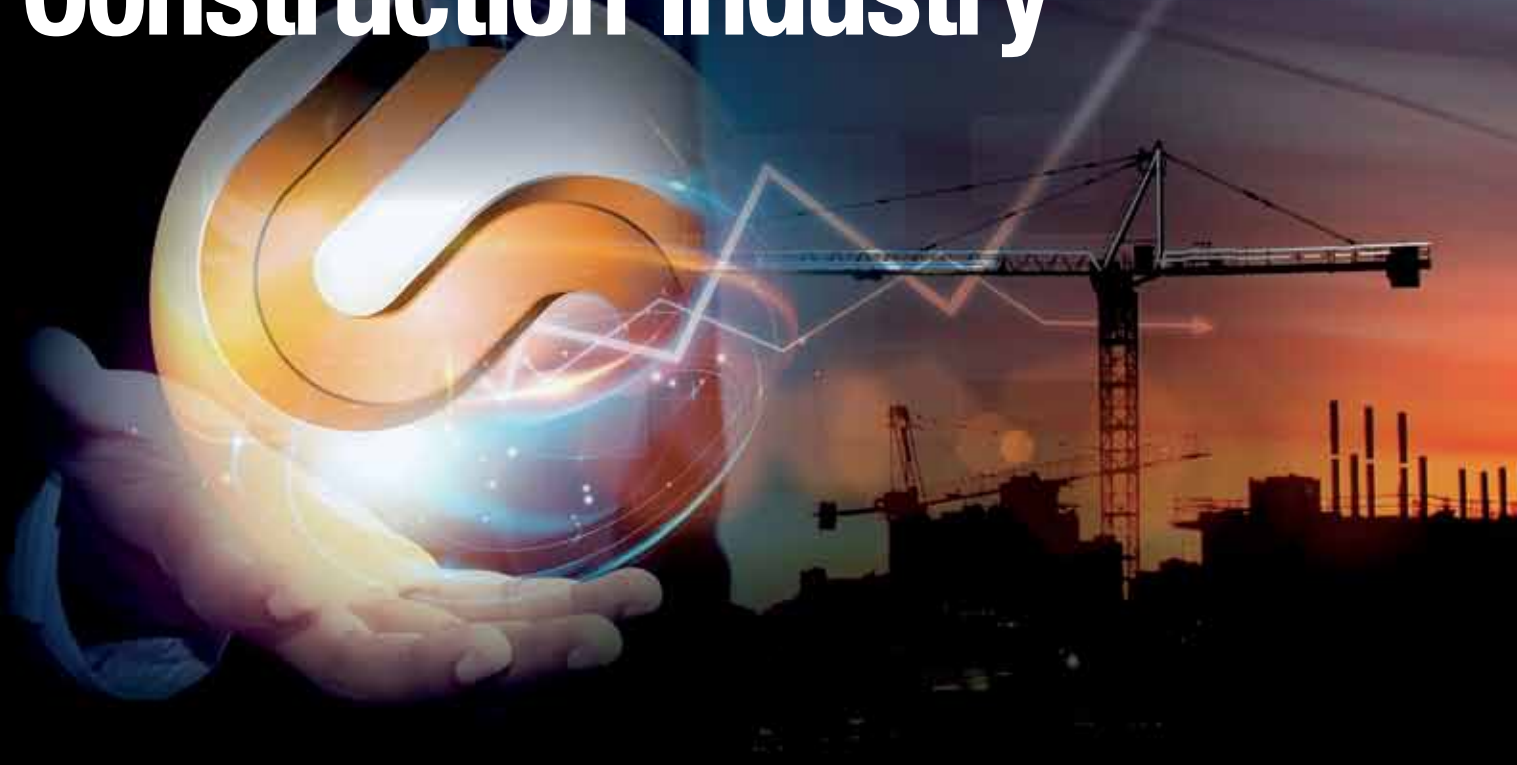
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EDITORIAL



Cover image
by Mark Boland

As the industry gears up for Construction Safety Week 2018, we are reminded that although 2017 was a year when fewer accidents and fatalities occurred, the work to find ways to improve on-site health and safety is never finished.

The theme of this year's Construction Safety Week, 'Better Safety for Smaller Contractors', focuses on the challenges that smaller contractors and subcontractors face around health and safety. As we go to press, we are aware of five construction-related fatalities to date in 2018, which is the same number of fatalities as the whole of 2017. As you read our cover story, you will see all of these fatalities involved small contractors or self-employed workers.

The message is clear: smaller firms need to look at their health and safety practices. But, all firms need to play their part, and should not become complacent about their safety practices.

In this issue of *Construction*, we review the construction industry's safety record over the past few years and learn what improvements in health and safety have been achieved. We highlight areas of concern for health and safety leaders, including those of new HSA chief Dr

Sharon McGuinness, as the work continues to make Irish construction a safer place for all. We also have a day-by-day preview of Construction Safety Week 2018, with tips on what your company can do to take part.

In our Category Focus, we talk to the leaders of a number of the constituent organisations of the Alliance of Specialist Contractors Association about how the sector is changing to meet new market needs.

Our project feature looks at The Queen's Room, a project where Murphy International literally 'moved house' when it transferred the historic building from its original location alongside the Curragh grandstand to a location inside the racecourse's entrance.

In Industry Analysis, Jeanette Mair writes about the importance of SME contractors in delivering infrastructure and housing, and Scott Delaney, CIS, assesses the latest residential development statistics.

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



Robbie Cousins
Editor

YOUR CONSTRUCTION INDUSTRY FEDERATION TEAM - WWW.CIF.IE

Foundation Media Ltd

1 Northumberland
Place,
Dun Laoghaire,
Co Dublin.
P: +353 1 677 3157

Editor:

Robbie Cousins
Email: robbie@foundationmedia.ie

Commercial Manager:

Joe Connolly
Email: joe@foundationmedia.ie

Editorial Design:

Joanne Birmingham

Printing:

W.G. Baird

Publisher

Foundation Media Ltd

Construction House,
Canal Road, Dublin 6.
D06 C6T2
Tel: 01 406 6000
Fax: 01 496 6953
Email: info@cif.ie
Twitter: @CIF_Ireland



Construction House,
8 Montpellier Terrace,
The Crescent, Galway. H91 AC96
Tel: 091 502680 Fax: 091 584575
Email: cifgalway@cif.ie

Construction House,
4 Eastgate Avenue,
Little Island, Cork. T45 YR13
Tel: 021 4351410 Fax: 021 4351416
Email: cifcork@cif.ie

PRESIDENT: Dominic Doheny
DIRECTOR GENERAL: Tom Parlon
CHIEF OPERATIONS OFFICER:
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DIRECTOR/EXECUTIVE TEAM

HOUSING & PLANNING:
Hubert Fitzpatrick, Lorraine Hosty

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Affinity Cover Conor O'Connell,

Justin Molloy, Gillian Heffernan

CQAI Robert Butler

Economic and Policy Research

Executive Jeanette Mair

Magnet Renee McManus

CERS:

Frances McNally

Tel: 01- 407 1434

Email: info@cers.ie

MILESTONE ADVISORY:

Susan O'Mara

Tel: 01- 406 8021

Email: info@milestoneadvisory.ie

CWPS:

Martin Bradley

Tel: 01- 406 8025

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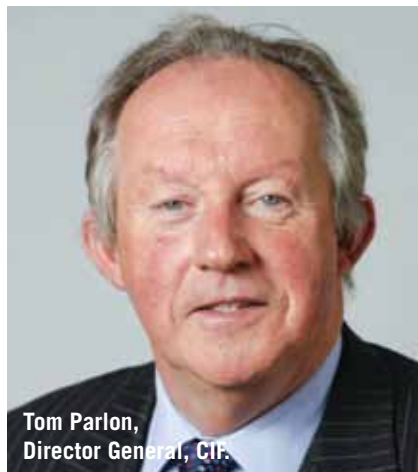
CIF NEWS

A BUSY TIME FOR THE CONSTRUCTION INDUSTRY

A message from CIF Director General, Tom Parlon

This is an extremely busy time for the construction industry. However, the industry, particularly in the regions and in segments of housebuilding, is still underperforming. Over the past three years, the CIF has successfully influenced national policy to help revive the industry where there are issues. In housing, we have been instrumental in shaping the Help to Buy scheme, the Housebuilding Ireland Finance Initiative (a €700m fund for regional housebuilders), the Rebuilding Ireland strategy, and the Local Infrastructure Fund amongst others. In infrastructure, we were central in ensuring the National Development Programme was ambitious, around €116b over the next decade. In addition, we have insisted that the delivery of this funding is measured and transparent on an annual basis. Finally, on procurement, we have incessantly made the case for a better procurement process in the public sector that focusses on value for money, not the lowest priced tender, and that doesn't exclude SME contractors.

And yet, there are still blockages in the system preventing the delivery of construction activity. In our budget submission and meeting with the Minister for Finance, and other Ministers, we identified the fact that many agencies of the State are inadequately motivated, resourced and aligned behind Rebuilding Ireland, the NDP and the National Planning Framework. The EPA, Local Authorities, the OGP, SOLAS and many other agencies that can affect housing and infrastructure delivery all need to be directed and resourced to facilitate construction and to engage with the industry positively. The CIF will continue to work with all bodies to make sure the business environment is positive towards




Tom Parlon,
Director General, CIF.

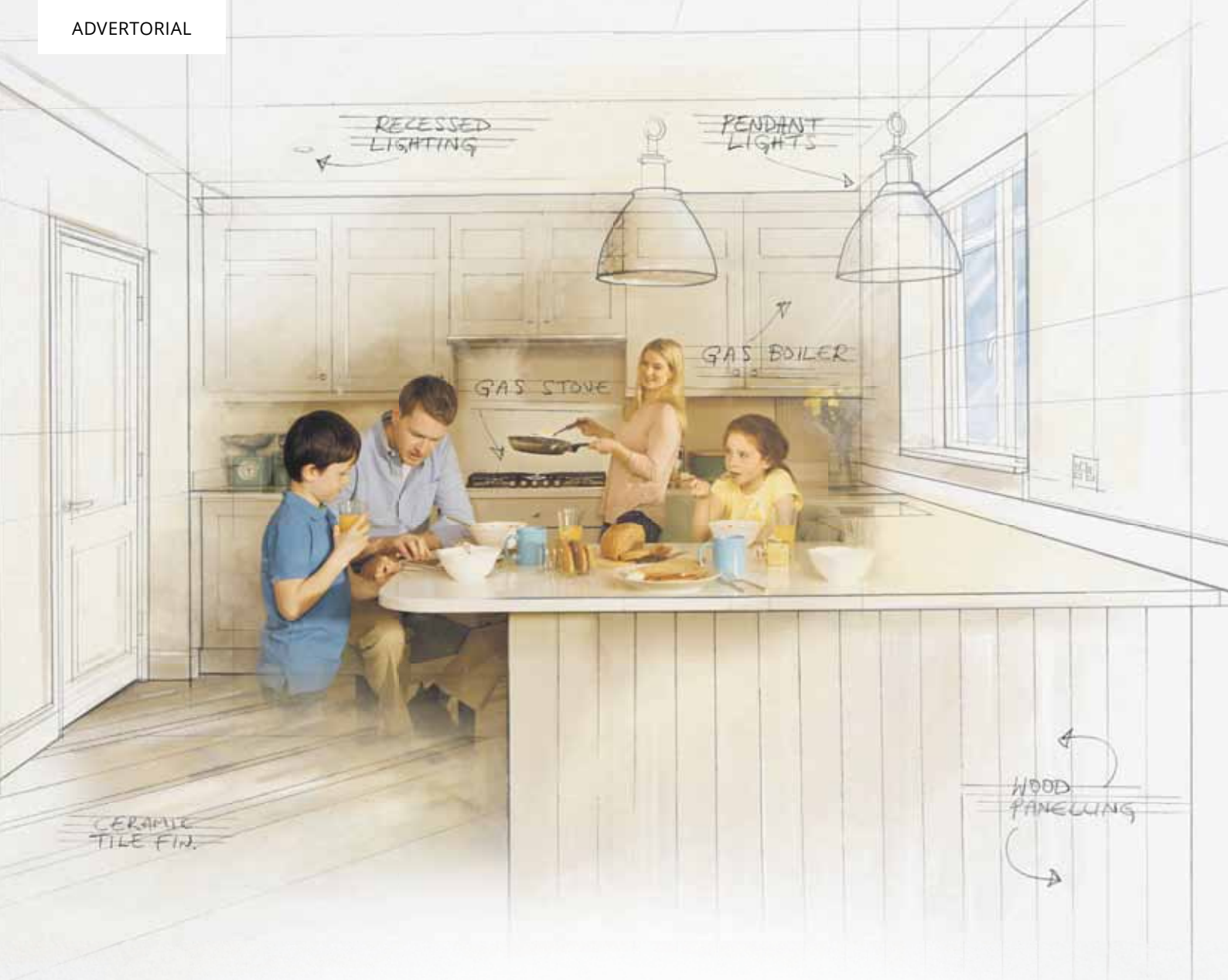
“ **MANY AGENCIES OF THE STATE ARE INADEQUATELY MOTIVATED, RESOURCED AND ALIGNED BEHIND REBUILDING IRELAND, THE NDP AND THE NATIONAL PLANNING FRAMEWORK.** ”

its members.

This month, we have successfully launched a diversity and inclusion guidebook for members. This is part of our #buildingequality, which has been ongoing for the past year. I encourage you to download the guide and talk to our learning and development section to help you ensure your company is adopting best practice in diversity and inclusion. Also, take a moment to look at our #buildingequality campaign video on (www.cif.ie/building-equality) and share it with your employees and colleagues.

This month will also see Safety Week (22nd-26th October) and our National Conference on 2nd October. Safety continues to be of the utmost importance to every construction company in the country. This year, we have secured the services of Dermot Bannon to front the campaign. The CIF is working closely with Dermot to develop safety awareness amongst smaller contractors and housebuilders. Please get involved in the campaign this year. It's very easy. Download the partner logo from our website (www.cif.ie/safety-week). You can then send us pictures and videos of any safety initiatives/activities you put on during Construction Safety Week. It's a great way to promote your company's focus to hundreds of thousands in the CIF social media community. On the 22nd October, we will have our annual Stand Down for Safety at noon on sites around the country so make sure you're involved on the day.

Finally, the CIF is growing its membership week on week. The more members we have, the more influence we gain, to the benefit of the wider industry. So please spread the word and encourage your peers in the industry to get involved and join up. Anyone interested should contact Bernardine Walsh at bwalsh@cif.ie 



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CIF PRE-BUDGET SUBMISSION CALLS FOR REMOVAL OF BARRIERS TO PROJECT DELIVERY



The CIF delegation that met with Minister for Finance Pascal Donohoe to present their pre-budget submission, L to r: David Reid, ASCA (Alliance of Specialist Contractors Association); Anthony Neville, Chairman, IHBA; Philip Crampton, Chairman, PTCM Committee; Tom Parlon, Director General, CIF; Cormac Smith, President, MBCA; Dominic Doheny, President, CIF; Hubert Fitzpatrick, Director, Housing, Planning & Development, CIF; Pat Lucey, Senior Vice President CIF and Sean McElligott, Chairman, M&EBSCA.

In its pre-budget submission to Government, the CIF has stated that the delivery of transformative housing, infrastructure and education facilities requires more effective coordination between industry and Government in three key areas: investing in skills and R&D; enhancing infrastructure delivery; and, removing barriers to sustainable housing delivery.

Tom Parlon, Director General, CIF, acknowledged that central Government has put in place a number of national policies and strategies that have the potential to solve the housing crisis.

"These measures are improving the situation with housing output increases and significant commitments to investment in infrastructure," he said. "What is required now is a real focus on delivery. In our experience, the commitments made at national level are not being matched by the myriad of State Agencies and regulatory bodies that impact on housing delivery. The billions of euros committed will not translate into housing and world class infrastructure unless An Bord Pleanála, Local Authorities, the EPA, Solas, the OGP and other State Bodies are adequately motivated and resourced to collaborate with industry and the banking system. Many appear to be operating at

a capacity well below the level required to fundamentally tackle the housing and infrastructure gaps that could really upend our economic well-being in the coming decade."

Jeanette Mair, Head of Economic Policy, CIF, says that from Ireland's perspective, the timely implementation of the *National Planning Framework* (NPF) and the *National Development Plan 2018-2027* (NDP) is essential to meet the critical physical and social infrastructure needs of a growing country – especially in areas such as transport, housing, health and education.

"These strategies will drive economic and social progress over the coming decade and quarter century, while failure to deliver will damage competitiveness of the wider Irish economy with resulting negative impacts on employment, GDP growth and exports."

CIF PRE BUDGET KEY RECOMMENDATIONS

The CIF has submitted recommendations in several key areas, which include:

INVESTING IN PEOPLE

- Facilitate zero-rate employers PRSI contributions for those engaging apprentices in trades in need of

stimulus.

- Introduce an apprenticeship trainee grant for a limited time until the shortage of construction apprenticeships has been addressed.
- Reintroduce payment of apprenticeship fees/levy in phases 4 and 6 as part of the apprentice's training from the NTF budget, which was removed in 2014.
- Introduce a tax allowance for relocation costs to assist the skilled diaspora return to Ireland.
- Establish a National Construction Research and Education Forum to increase funding to construction-related areas at third-level and within the research community.

INFRASTRUCTURE DELIVERY

- Reform the public sector procurement process to ensure optimum delivery of quality infrastructure and long-term value for money for the Exchequer.
- Replace the 'lowest price' award criteria with a collaborative model offering improved profits (+1%) in return for desired delivery outcomes and reduced likelihood of project delays and budget overruns.
- Utilise appropriate Early Contractor Involvement (ECI) to improve the project management of the planning phase of major projects.
- Develop a capital projects tracker that is dynamic and designed in an easy-to-use manner.
- Address pinch points in the construction and demolition waste treatment and disposal system that are impinging on construction activity.

HOUSING

- Announce the extension of the 'Help to Buy' incentive scheme beyond the 31st December 2019 to provide a stable investment environment for housebuilders.
- Enable the House Building Finance Ireland Initiative to lend funds to housebuilders on foot of being granted license agreements for development of State lands.
- Explore all options as to how all-in house construction costs can be reduced so that the market value of completed new homes exceeds the all-in construction costs. **C**

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Artist's impression of view of the proposed College Green Plaza from Trinity College Dublin.

AN BORD PLEANALA SHOULD BE ADEQUATELY RESOURCED TO ADDRESS GROWING CAPITAL PLANNING BACKLOG

The CIF has called on Government to provide adequate resources for An Bord Pleanála after it emerged that a number of high profile projects in the capital face delays. Decisions on plans for Dublin's College Green Plaza and Poolbeg peninsula have been deferred by the authority. The delays are being attributed to the volume of appeals being processed by An Bord Pleanála.

A decision from An Bord Pleanála, due in August, on plans to turn Dublin's College Green into a civic plaza was delayed until October, as news also emerged that a backlog at the planning authority has forced it to indefinitely postpone a decision on the development of 3,000 new homes on the Poolbeg peninsula.

The College Green Plaza plan would see the creation of a huge pedestrianised space in the area between Trinity College and Dame Street bringing about the most significant change to the layout of the city centre in a generation.

Tom Parlon, Director General, CIF, says the problem appears to be down to the number of board members.

"It seems ridiculous. I see the excuse from the representative of the board saying that the number of board members dropped down to four last year. I think the normal complement is four," he said. "If there are not enough board members to sit and review the appeals, then obviously they build up."

The provision of 3,000 homes on the Poolbeg peninsula has been delayed

indefinitely, and questions have been asked as to how such vital plans can be handled so inefficiently.

Robert Troy TD, Fianna Fáil transport, tourism and sport spokesperson, has warned that commuters will face significant disruption in the months ahead as a result of the delay in making a decision over the proposed College Green Plaza.

"The handling of the College Green Plaza project has been chaotic since day one," he said. "The project was first announced by Dublin City Council in 2016, but over two years later we are still waiting to hear whether or not it will get the go ahead." **C**



Artist's impression of view of the proposed College Green Plaza from Dame Street.

CIF INVITES NEW PARTNERS TO JOIN ITS EXCLUSIVE AFFINITY DISCOUNT SCHEME

As part of its commitment to members, CIF developed the CIF Affinity Scheme to bring genuine savings that help reduce costs. CIF Affinity is a unique package of exclusive top brand discounts and special offers available only to CIF members.

If you are a supplier to the construction industry with an irresistible offer, CIF Affinity offers you an opportunity to engage directly with your core market by offering Ireland's leading construction firms exclusive deals.

The CIF's Affinity Team is on hand to assist qualifying brands in tailoring their offering for member companies. CIF is particularly interested at this time in speaking with companies offering car, motor and home insurance, travel, hotel breaks and utilities.

All CIF members automatically qualify to avail of Affinity tailored discounts. These packages have been developed with CIF Affinity Scheme Partners. The current range of offers covers travel, multiple forms of insurance, and communications.

Members can avail of these special offers:

- Affinity Cover: A range of exclusive insurance products designed to meet the construction industry's needs.
- Affinity Travel Deals: Avail of a 10% discount in any Dalata Group Hotel across Ireland and the UK.
- CIF Connect: A telecom and broadband package, which is offered in partnership with Imagine Telecommunications. **C**

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



Bernardine Walsh, Membership Development Executive, CIF.

CIRI IMPROVING INDUSTRY STANDARDS



2018/2019

In 2014, the Construction Industry Register Ireland (CIRI) was introduced on a voluntary basis as an essential component of a suite of measures to increase compliance, competence and oversight in the construction industry.

Since its establishment, the General Scheme of the Construction Industry Register Ireland that will place CIRI on a statutory footing was published in 2017.

Currently, CIRI has over 820 registered members that have achieved and displayed a base line standard of competence. Applicants under the current CIRI process must demonstrate competence and experience in the profile for which they require registration, in addition to tax clearance and confirmation that appropriate insurances are in place. This in turn provides for a reputable industry that is subject to oversight and approval.

Membership of the register is not something that can be purchased and displayed for a company's advertising. The registered title is a professional designation granted to an applicant who meets specific requirements, as outlined by the CIRI Admission and Registrations Board. Since CIRI's introduction, it has come to be recognised as a hallmark of quality in the private sector, which is a most welcome outcome for members.

Not only that, but one of the core requirements for continued membership is the ongoing requirement of Continuous Professional Development (CPD). Currently, as the construction industry is evolving, we see advances in technology, changes in regulation and increased specialised areas. CPD is the one way to get ahead and keep up to date with the changing regulations and processes, as well as adapt to a rapidly changing workplace. The CPD Pillars under CIRI include Health and Safety, Building Regulations, Technology and Innovation as well as Business and Management. By adhering to the CPD requirements, members will be kept informed on CIRI best practice practices and regulatory obligations, ensuring employers are up to date while continuously maintaining and improving its standards.

All in all, CIRI is seen to be a positive initiative for the construction industry and can be both used by the consumer in their search for a builder and the builder in their search for a subcontractor. **C**

To learn more about CIRI, visit www.ciri.ie

CIF WELCOMES ESTABLISHMENT OF LAND DEVELOPMENT AGENCY

The Construction Industry Federation has welcomed the Government's establishment of the new Land Development Agency saying it will fundamentally alter Ireland's housing market.

Tom Parlon, Director General, CIF, said its establishment is the latest in a series of major initiatives at a national level by Government to address the housing crisis.

"The Help to Buy scheme, LIHAF, Home Building Finance Ireland and a number of strategies are now in play to a lesser or greater extent at a national level," he said. "The devil will be in the detail. In our experience, it will be at least three to four years from this announcement for this initiative to wend its way through the political, national and local government spheres and translate into physical housing output.

"So, in the meantime, to alleviate the worst effects of the housing crisis what's required now is the alignment of all existing State Bodies and Agencies at national and local level to increase housing supply in a sustainable manner.

Tom Parlon indicated that he would like to see progress before the required legislative and bureaucratic processes are in place to allow any initiative to make a substantial impact.

"Local authorities, An Bord Pleanála, the EPA, Government procurement and other State Agencies must all now be adequately resourced, motivated and incentivised to align behind housing delivery.

"In the medium term, this agency has the potential to dampen the natural volatility in the housebuilding sector by essentially giving the State a lever by which it can influence land prices, of which are one of the largest components of construction costs in urban centres. This volatility dampening measure will also bring more stability to sector allowing housebuilders the certainty to invest in their businesses, technology and people."

An Taoiseach, Leo Varadkar TD said the agency will be seen to be as significant as the decision to establish the ESB, Aer Lingus or the IDA.

"The Land Development Agency, with capital of €1.25bn behind it, is a step change in the Government's involvement in the housing market," An Taoiseach said. "We are going to build new homes and lots of them. That includes social housing, affordable housing, private housing and cost rental housing on both publicly and privately owned land."

Housing Minister Eoghan Murphy TD said that the Land Development Agency will enable Government to "address traditional volatility in land prices as a result of land speculation as well as delays in delivering housing and strategic urban redevelopment."

Minister Murphy signed the new agency into law by statutory instrument. With a chief and management team already in place, it has an initial pipeline of State land, which is capable of delivering 10,000 homes, with 3,000 of those homes on lands that have already been secured.

The new agency has an immediate focus on managing the State's own lands to develop new homes and regenerate under-utilised sites. In the longer-term it will assemble strategic landbanks from a mix of public and private lands, making these available for housing in a controlled manner.



Tom Parlon, Director General, CIF.



An Taoiseach, Leo Varadkar TD.

The Land Development Agency will have two main functions:

- Coordinating appropriate State lands for regeneration and development, opening up key sites which are not being used effectively for housing delivery; and
- Driving strategic land assembly, working with both public and private sector land owners to smooth out peaks and troughs of land supply, stabilising land values and delivering increased affordability.

The Land Development Agency will be run along commercial lines, and it will see the State forming joint ventures with builders and developers to provide homes. There will be a requirement that 40% of homes built on State lands are social and affordable ones. It is intended that the agency will get these homes built either directly or through joint ventures with the private sector. **C**



NEW MEMBERS

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

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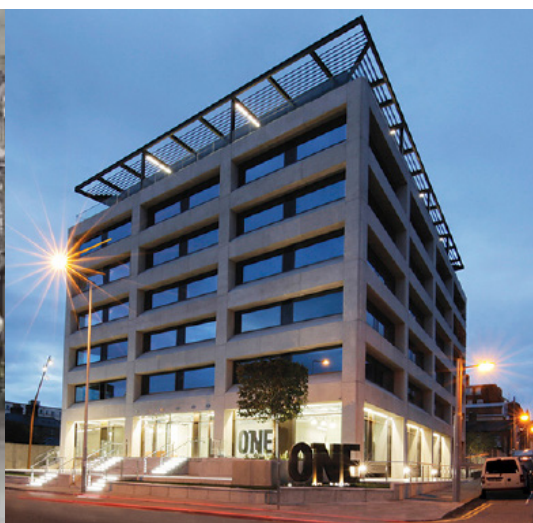
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People are no longer prepared to work on unsafe sites.

NO TIME FOR COMPLACENCY WHEN IT COMES TO SAFETY

With a potential rise in construction fatalities this year, the need for an increased focus on health and safety has never been greater. **BARRY MCCALL** reports.

Progress on health and safety in the construction industry has been quite remarkable, with ongoing reductions in the rate of accidents and workplace-related illnesses being achieved since the turn of the century.

Indeed, in 2017 there were five fatalities on construction sites in Ireland, down from nine in the previous year.

This continuous drive to zero accidents in the industry must be the goal. Unfortunately, there are some worrying underlying trends. The first is the fact that there have already been five fatalities on sites in 2018. In all probability, this means that there will be an increase this year.

Possibly of even greater concern is the nature of the fatalities. All of the 2017 fatalities involved small contractors or self-employed workers, and this trend is continuing this year.

Coupled with this are the dangers posed

by less-visible hazards such as dusts and chemicals. Indeed, several industry leaders have described respirable crystalline silica (RCS) dust as representing a potential 'new asbestos' if not vigorously tackled now.

COMMITTED TO IMPROVING SAFETY

Dermot Carey, Director, Safety & Training, CIE, says the industry is very committed to improving safety and health.

"Health has been the poor relation somewhat up until now, but the industry is beginning to focus on both physical and mental health. This industry has a long history of safety advances, with concerted efforts being made by many industry initiatives to improve safety management. At the start of this century, the Construction Safety Partnership brought all the stakeholders together and that was a catalyst for improvement. National and EU regulations placed an obligation on clients

to retain contractors with good safety regimes and records. And people became more aware of the issue. The introduction of mandatory training was important as well. People are no longer prepared to work on unsafe sites.

"But there is a long lead-in with these things. I definitely wouldn't say the job is done. Construction Safety Week from October 22nd to 26th is an opportunity to reinforce and drive home the safety message."

A GROWING SECTOR

"The sector is performing well in the sense that overall fatality rates have been falling for a long period," says Dr Sharon McGuinness, Chief Executive Officer, Health and Safety Authority (HSA).

"Unfortunately, we have had five deaths this year. Even with the improvements, it's just one of those things that you cannot afford to get complacent about. You can



Dermot Carey, Director, Safety & Training, CIF.

“ WE NEED TO GET THEM UP TO SPEED ON ENSURING THAT IF THEY DO A JOB, THEY DO IT SAFELY. ”

– **DERMOT CAREY, DIRECTOR, SAFETY & TRAINING, CIF.**

never think you have got it sorted out.”

To some extent at least, the industry has become a victim of its own success in terms of the 2018 statistics.

“One of the challenges for the industry is that it is growing at such a fast rate,” says Dermot Carey. “It has grown by 8,000 people since January; that’s 1,000 a month. It’s a good thing for the economy and society, but from a health and safety perspective there are challenges associated with bringing new people in. They have to be trained. The pressure of work makes it difficult to keep all these people safe. Ongoing incident and accident prevention will be a challenge.”

Dermot Carey adds that the pressure will only increase when the National Development Plan rollout commences.

“A lot of work will have to be done in a short timeframe,” he explains. “Brexit is going to be an issue as well. The current rate of growth in the industry means it will have to attract people from overseas as it has always done. The ability to communicate impacts on the safety regime on the site. We are conscious of that. We fixed it in the past and we can fix it again.”

HOME IMPROVEMENTS CHALLENGE

But it is at the smaller end of the sector that the problems are most acute.

“Since the end of the recession people have more money in their pockets and they are spending on home improvements,” Dermot Carey notes. “That is generating lots of work for smaller contractors and that’s where accidents are most frequent. They are more focused on getting the job done on time and within budget. We need to get them up to speed on ensuring that if they do a job, they do it safely.”

One of the big problems for small contractors is people falling from heights.



Pat Kenny, Joint-Chairperson, Construction Safety Partnership Advisory Committee.

“If we could address that area in particular it be a major achievement,” Dermot Carey says. “We ran a campaign a few years back targeted at small businesses where we had posters at trade counters in builders’ providers. One of the problems with smaller contractors is that many people think there is lots of bureaucracy and paperwork associated with health and safety. It’s not about paperwork. It’s about ensuring work is planned properly and done safely.”

BOGUS SELF-EMPLOYED

Pat Kenny, Communications Workers Union, and Joint-Chairperson, Construction Safety Partnership Advisory Committee (CSPAC), believes that the high number of self-employed individuals in the industry is part of the problem.

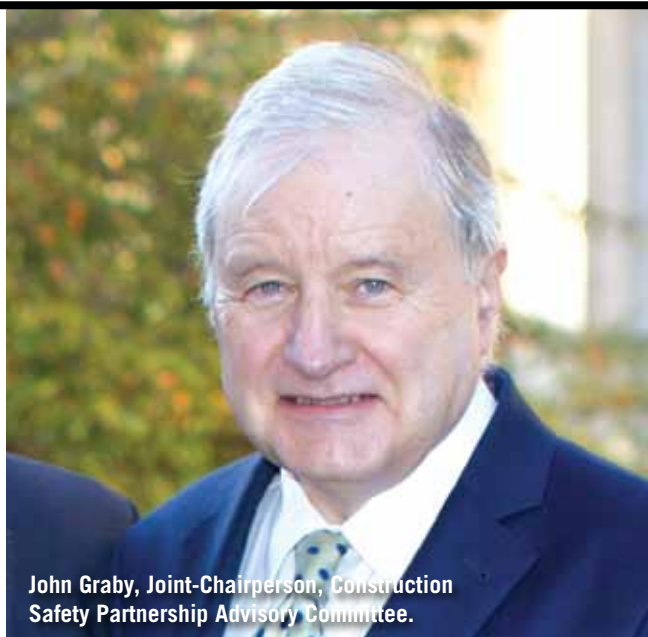
“The biggest issue from a trade union perspective is the whole piece around self-employed subcontractors,” he says. “We call them bogus self-employed, which refers to the individual’s employment situation rather than the individual themselves. This has kicked on into health and safety. We would contend that they are employees to all intents and purposes. They tend to be afraid to raise health and safety issues. They are afraid of being victimised and being out of work as a result. Many of them have no safety training and this has a knock-on effect on accidents. This situation is resulting in it being hard to find enough safety reps on too many sites. This has to change. I know the Government is trying to address the bogus self-employed issue, but the situation has huge safety implications.”

Pat Kenny says that everyone involved in the CSPAC is committed to the highest standards of health and safety. “One way to deal with it would be to have the lead contractor responsible for all safety on the site,” he adds.

Pat Kenny’s co-chair of CSPAC is former RIAI chief executive John Graby. He agrees with Pat Kenny on the safety challenges posed by the high number of self-employed individuals working in the industry.

“When the first health and safety directive came out and was transposed into Irish law we had a different kind of industry,” John Graby explains. “Now it has been atomised with many more individuals working as subcontractors. As Jonathan Swift said: ‘A flea hath smaller fleas that on him prey; and these have smaller still to bite ‘em, and so proceed ad infinitum.’”

John Graby continues by saying that a lone individual working for themselves will have difficulty in being a safety professional alongside everything else they have to do.



John Graby, Joint-Chairperson, Construction Safety Partnership Advisory Committee.

"I am not saying the systems in place don't work. But I am asking if what we are doing is the best way. We have to ask if the way we are managing safety is sufficient. It's a cause for debate."

John Graby believes part of the debate should be around the possibility of making the lead contractor responsible for all site safety.

Sharon McGuinness points to evidence that confirms links between the high rate of growth and the accident rate.

"We did research with the ESRI that shows new entrants have more accidents and injuries than those that have been there a while," she says. "The onus is on the industry to look after them. The construction industry has transformed over the years from a large single company employing many to having many different companies on a single site. It's very hard to bring it down to the level of a self-employed carpenter or bricklayer who doesn't have the resources to get the training and so on. We recognise this issue and we hope to address it with the industry. We need to ensure that everyone is aware of the issues. Whether it's a large site or a small one, an accident is not good for anyone. Everyone should try to ensure that health and safety is at the forefront."

HAZARDOUS SUBSTANCES

But accidents and fatalities are only one part of the issue, she adds. "There is the issue of exposure to hazardous substances. The structure of the industry and the way it operates means that the focus may be on the obvious things like machinery and working at heights. But people may be handling substances not as safely as they should be."

RCS is a key issue in this regard. Like asbestos, exposure can give rise to long latency illnesses which take upwards of 20 years to present.

"We have to make sure that there is no new asbestos coming along," says Sharon McGuinness. "We know that dust like silica can cause problems. We need to ensure that people wear the right Personal Protective Equipment (PPE) and use dust suppressors. I'm sure everybody has seen somebody using an angle grinder with a big plume of dust around them and using no protective equipment. Education and awareness is key. Most people on a construction site will automatically put on a helmet and a hi-vis vest, but don't think about the next piece – the PPE or the suppression equipment to avoid the plume. We need to get to the position where they automatically use them as well."

John Graby is also concerned about RCS.

"The European Commission has classified it as a carcinogen and



Dr Sharon McGuinness, Chief Executive Officer, Health and Safety Authority.

“ WE HAVE TO MAKE SURE THAT THERE IS NO ‘NEW ASBESTOS’ COMING ALONG, ”

— SHARON MCGUINNESS, CEO, HSA.

it is a problem that has to be addressed," he says. "You can see it on developments around suburban Dublin all the time. There are products available to deal with it. Good suppression equipment is available, but there is not much evidence of it in use around suburban Dublin. It has been described as the new asbestos and codes of practice and protocols need to be put in place to deal with it."

Pat Kenny believes that more information should be available on the issue.

"There is a lack of information out there. People are not aware of what they are doing. They will only be going to see doctors in the next few years. There could be as many as 24 deaths a year from it already. By 2020, it could be 68 deaths. It's going to be a colossal area."

HAZARDOUS CHEMICALS

The handling of hazardous chemicals is another area which Sharon McGuinness points to. She advises that people should adhere to the manufacturers' instructions when handling and using them. She also warns against decanting them into other containers that are not properly labelled.

MENTAL HEALTH

Finally, Dermot Carey points to the growing awareness of mental health issues within the industry. "Positive mental health is very important," he says. "We ran a campaign with Pieta House back in 2015 on this. It opened our eyes about people in the industry with mental health issues. It's becoming part of the discussion now. I was at an event in Center Parcs earlier this year where Sisk brought Brent Pope down to talk about it. It's beginning to be addressed. Mental health first aiders are being trained to spot issues and offer help. We have a long way to go, but it wouldn't have been discussed at all a few years ago." **C**

Dermot Bannon, Director,
Dermot Bannon Architects.

A close-up portrait of Dermot Bannon, a man with short brown hair, smiling warmly at the camera. He is wearing a blue blazer over a blue button-down shirt. The background is a soft-focus outdoor scene with green foliage.

ROOM TO IMPROVE HEALTH AND SAFETY

Architect and tv star Dermot Bannon, who fronts this year's Construction Safety Week campaign, tells [ROBBIE COUSINS](#) about his concerns in relation to on-site health and safety and the challenges smaller contractors face every week.

With Construction Safety Week 2018's theme being 'Better Safety for Smaller Contractors' it's appropriate that architect and tv presenter, Dermot Bannon, whose tv show *'Room To Improve'* sees him work with numerous small contractors and subcontractors, is the face of this year's campaign.

While his own practice, Dermot Bannon Architects, executes a broad range of project sizes, because of his experience on residential renovations he is particularly aware of the challenges smaller contractors face when it comes to health and safety.

"Contractors working on domestic renovations face many difficult safety challenges," he says. "In addition to working within a tight site footprint, they have to ensure subcontractors and suppliers, who may only be on site temporarily, adhere to their rules. They also have to ensure that their clients – the homeowners – are safe when on site. In addition, they have to occasionally contend with the added headache of clients dropping by unannounced for a site visit or inspecting the site unaccompanied when there is no one there. It makes the contractor's job so much more difficult when clients, who have no safety training and sometimes no safety gear, come to site completely unaware of the risks to their own safety and unaware of the position they are placing the contractor in."

His 2017 tv show, *Dermot Bannon & The Big Build*, saw him follow the progress on the transformation of the Royal College of Surgeons in Dublin City Centre by Bennett Construction. He says that health and safety rules on a site of this scale are the same to those on a smaller site, but the approach and communication process leaves no one in doubt about their safety responsibilities.

"The principles regarding safety are the same on any construction site. But with a larger site such as the Royal College, everyone is expected to have their Safepass and have specialist training where needed before arrival. They also have to go through an intensive site safety induction before they are allowed to move around. It is expected that subcontractors coming to a site like this are appropriately trained, and they are experienced in working on large sites."

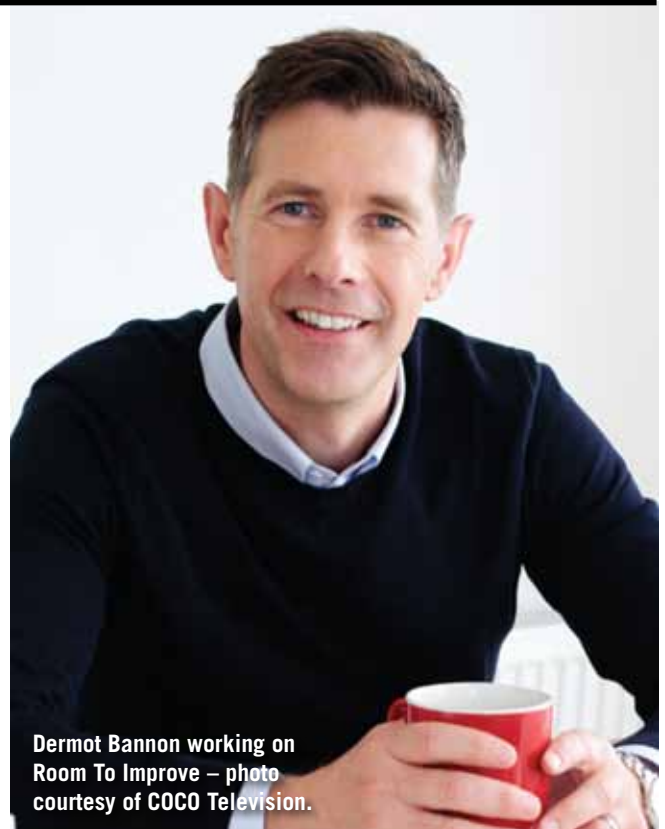
When it comes to safety Dermot Bannon says, no matter what level of training is in place, people cannot be reminded enough to be careful.

"No matter what rules and processes are in place, construction sites are dangerous. If you are working on one, you are responsible for your personal safety and that of those around you. In turn, you should expect that those working around you are equally aware of your safety."

Having just recorded a series of videos on the five themes of Construction Safety Week, Dermot is particularly cognisant of the importance of the issue of mental wellbeing.

"With what happened in the industry and economy over the past 10 years, mental wellbeing is such an important issue. In an office or similar group working environment, people get to know each other and can be well-placed to spot if a colleague is behaving differently or going through a hard time. However, on a construction site, particularly where sub-contractors are coming and going, there is less engagement and fewer opportunities to spot problems. It is important to remember that everyone is a colleague and Health & Safety applies to mental well-being also. If you have a problem, it is good to talk and seek help, if needed, and to know there are supports and there won't be a stigma attached if one looks for help. There is still a lot of work to be done in this area, but I am delighted to see the industry addressing this silent demon head-on."

Dermot Bannon says he left his old job to set up his practice,



Dermot Bannon working on *Room To Improve* – photo courtesy of COCO Television.

“ WITH WHAT HAPPENED WITH THE INDUSTRY AND ECONOMY OVER THE PAST 10 YEARS, MENTAL WELLBEING IS SUCH AN IMPORTANT ISSUE. ”

the day before Lehman Brothers collapsed. He jokes that maybe instinctively it wasn't the wisest business move at the time, but his heart was set on it and his business has eventually started to grow.

"My tv work may have raised my profile, but like many others in the industry, it has been a long hard slog to establish the practice. We have chased work from Donegal to Dingle, and Dublin to Galway. The practice takes on new house builds, renovations and larger projects such as health and education projects. This was my speciality in my previous job. Like many other companies, we are getting to a good place, and we hope to keep things going at a steady pace."

He is next off to Australia to record segments for the follow up to his US Homes tv show for RTE. He concludes by saying health and safety has come a long way in Ireland in a few short years.

"I see how high the standards are in Ireland, particularly when I get to work abroad. Our industry has a lot to be proud of. But, as any Health & Safety Officer would advise, one should not get complacent, and that is why Construction Safety Week is so important for the Irish construction industry." **C**

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L to r: Dermot Carey, Director, Safety & Training, CIF; John Egan, Executive, Safety & Training, CIF; Ian Donohoe, Machine Operator, Roadstone; Clive Kelly, Clive Kelly Safety; and Cormac McCarthy, Health, Safety & Environmental Manager, Roadstone; at the recording of the Working Safely with Vehicles webinar for Construction Safety Week 2018.

HOW TO GET INVOLVED IN CONSTRUCTION SAFETY WEEK 2018

JOHN EGAN, Executive, Safety & Training, CIF, outlines all you need to know about Construction Safety Week 2018

Construction Safety Week is an initiative of the Construction Safety Partnership Advisory Committee (CSPAC), a grouping of all the main stakeholders in the construction sector in Ireland, comprising employers, Unions, State Bodies (in conjunction with the Health & Safety Authority) and professional bodies.

The collective mission for Construction Safety Week 2018 is to partner together to:

- Reduce accidents on construction sites in Ireland
- Increase awareness of the importance of being committed to safety and health
- Inspire all of us to share best practices and to work together to strengthen our industry's safety culture.
- Celebrate safety achievements to date.

Good health and safety depends on co-operation between all parties on a project, from client to designers and contractors. Essentially, a person's safety depends on their co-workers, be it persons working

alongside you or above you.

The mission for this week is to re-focus on health and safety and it is a call to action for companies of all sizes to run a safety event this week.

GET INVOLVED

The Construction Industry Federation (CIF) is calling on construction companies of all sizes and workers to get involved in Construction Safety Week in 2018. If you are wondering what to do, here are some ideas:

1. Organise a safety event during the week, for example, a safety talk (perhaps invite one of your suppliers in ladders / MEWPs/PPE etc to give a talk on safety and their product).
2. Tell the CIF what you intend to do to raise health and safety awareness, for positive publicity in the "Safety Week Activities" section of the CIF website (www.cif.ie/safety-week/) and on social media.

“ THE MISSION FOR THIS WEEK IS TO RE-FOCUS ON HEALTH AND SAFETY. ”

3. Download a copy of the Safety Week logo and use it on your website and your emails.
4. Register as an official partner to Construction Safety Week 2018 by contacting: mcourtney@cif.ie

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DAY ONE: MONDAY, 22ND OCTOBER – WORKING SAFELY AT HEIGHT

The theme of the first day of Construction Safety Week 2018 is a continuation of efforts for the preceding year by focusing on Working Safely at Height.

In our industry, falls from working at height may result in serious or even fatal accidents. The hazards of working at height are often underestimated but are reflected in the annual accident statistics. Over a five-year term (2011-2015), there were 12 fatalities associated with roof work, of which 10 involved sheeted/cladded roofs, and seven occurred on agricultural buildings, with most involving a fall through fragile roof material.

Before working at height, we must first assess the risks and follow these simple steps:

- Avoid work at height where it is reasonably practicable to do so (ie do as much work as possible from the ground)
- Where work at height cannot be easily avoided, prevent falls using a safe system of work, with

collective protection prioritised over individual protection

- Select the most suitable work equipment for the job to avoid overload or over-reach when working at height
- Ensure protection for workers and non-workers from falling objects
- Always assume roofing materials are fragile unless confirmed otherwise by a competent person
- Ensure equipment is suitable, stable and strong enough for the job, maintained and checked regularly
- Always consider safe access and egress for workers, including emergency rescue
- Refer to the HSA's *Code of Practice for Safety in Roofwork*

For the 2018 campaign, the CIF has partnered with architect Dermot Bannon in recording a video to highlight the consequences of falling from height. This will be released by the CIF on the morning of Monday, 22nd October for viewing by participating companies/individuals.

Additionally, and mindful of the access



and egress to working at height, the CIF has worked with HSS Hire (www.hss.ie) to provide a talk on the practical safety checks and precautions to be undertaken on equipment for 'safely working at height', including ladders; this will be accessible for viewing on the CIF webpage at: www.cif.ie/safety-week/ videos from Monday, 22nd October.

To download the Working Safety at Height poster and Construction Safety Week logo, visit www.cif.ie/safety-week/schedule/



DAY TWO: TUESDAY, 23RD OCTOBER – POSITIVE MENTAL HEALTH

risk fall within two age groups, 25-34-year olds and 45-54-year olds, with men three times more likely to commit suicide than women. Early intervention is essential. Hence, there is a need for all to recognise the warning signs of depression and stress in ourselves, in our families, friends and work colleagues. Indicative signs of stress burden or depression may include a perceived lack of interest in life events, an observed personality change, social isolation, lack of interest in physical appearance, excessive indulgence in intoxicants, dramatic weight loss or gain, and noticeable irritability.

The workplace is a particularly influential environment, given the large amount of time people spend at work and in the company of their work colleagues. Let's watch out for ourselves and our colleagues and effectively 'mind our workers'.

The means of achieving and maintaining positive mental health differs from individual to individual. Some common methods employed include: meditation, mindfulness, the undertaking of regular exercise, maintaining a good diet, ensuring sufficient and appropriate

sleep patterns, consultation (albeit with family, friends or a qualified professional) and taking the time to enjoy hobbies and activities of personal interest.

For the 2018 campaign, the CIF has partnered with architect Dermot Bannon in recording a video to highlight the difference between a person's outward and inward emotions, which can be dramatically different. This will be released by the CIF on the morning of Tuesday, 23rd October for viewing by participating companies/individuals at: www.cif.ie/safety-week/videos

Additionally, the CIF is proud to continue a partnership approach with Pieta House (www.pieta.ie). Pieta House provides a free, therapeutic approach for persons in suicidal distress and those who engage in self-harm. Pauline Bergin, psychotherapist with Pieta House has recorded a webinar specifically for Construction Safety Week 2018. This will be available for viewing on the CIF website from Tuesday, 23rd October.

To download the Positive Mental Health poster and Construction Safety Week logo, visit www.cif.ie/safety-week/schedule/

Society is increasingly more open to discussing the topics of suicide and mental health. However, to affect a reduction in the number of suicides in Ireland, there is a need to promote further understanding and awareness of suicide and mental health among Irish workers, particularly men. Irish men can be reluctant to discuss their problems and emotions with their colleagues and friends.

The latest UNICEF report highlights Ireland as having the fourth highest rate of suicide in Europe. Those at greatest

DAY THREE: WEDNESDAY, 24TH OCTOBER – WORKING SAFELY NEAR UTILITIES

When planning work in near proximity to known utilities, either underground or above ground services (or in the case of unknown utilities), there is a need to take extra safety

precautions. There were 68 electrocutions or fatalities in Ireland from the explosive/burning effects of electricity from 1996 to the end of 2016. Of those, 45 fatalities were associated with a work activity. Electricity aside, gas networks, water pipes, sewers, and telecommunication cables (if damaged), may pose a direct hazard to personnel in the nearby vicinity. Thorough investigations are required to locate potential utilities to enable identification of potential hazards, devise workplace plans and implement a safe system of work.

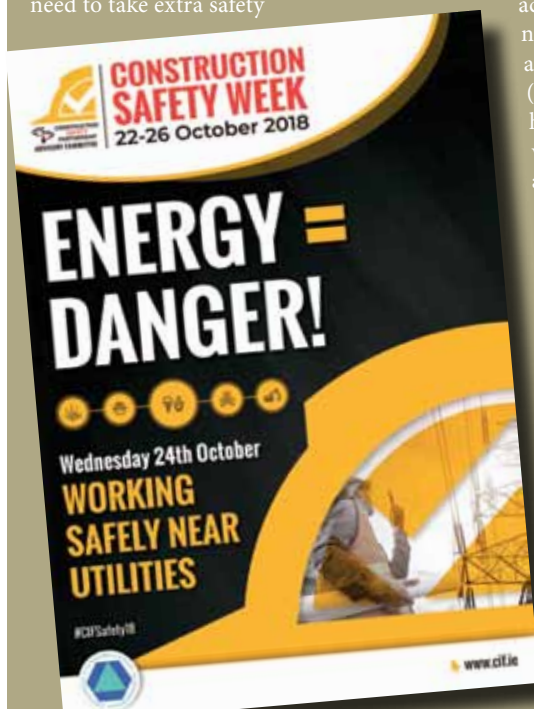
Contractors are responsible for managing the risks associated with work near overhead electricity wires and underground cables, thus competent persons need to review past site records and utility drawings in advance of works and to liaise with the respective utility providers (where applicable). For example, if planning work near overhead electricity

wires, contact ESB Networks in advance so that the necessary safety precautions can be evaluated. Avoid construction activity within 10 metres of live overhead electricity lines and any activities that may result in a reduction in the safe line to ground clearance.

For the 2018 campaign, the CIF has partnered with architect Dermot Bannon in recording a video to focus on what services may unknowingly lurk beneath the ground at a construction site. This will be released by the CIF on the morning of Wednesday, 24th October for viewing by participating companies/individuals at: www.cif.ie/safety-week/videos

Additionally, the CIF has recorded a talk with Sean Mannion of Ward & Burke Construction Services on the top five things to think about when locating underground services. This will be available for viewing on the CIF website from Wednesday, 24th October.

To download the Working Safely Near Utilities poster and Construction Safety Week logo, visit www.cif.ie/safety-week/schedule/



DAY FOUR: THURSDAY, 25TH OCTOBER – WORKING SAFELY WITH HAZARDOUS SUBSTANCES

A dangerous/hazardous substance in the workplace is deemed any substance, in gas, liquid or solid form, including aerosols, fumes and vapours, that poses a risk to workers' health or safety.

Some potentially hazardous substances encountered in construction may include: asbestos (eg, pre-2000 insulation, guttering, roof or floor tiles); Respirable Crystalline Silica – RCS (dust from stone/cement/concrete); wood dust; solvents (paint, paint strippers, adhesives); lubricants or fuels; mineral fibres (rockwool insulation); fumes (welding); heavy metals (eg lead, cadmium, mercury); isocyanates (paints, coatings, foams); and, carbon monoxide (eg exhaust fumes from diesel-generators).

Employers and employees need to ensure that care is taken to effectively manage hazardous substances in the workplace by first identifying the associated hazards, assessing the potential for exposure, and implementing appropriate control measures to protect persons and the environment.

Where possible, hazardous substances and processes should be eliminated from workplaces (eg designing new work processes). If elimination is not possible, risks must be managed based on a hierarchy of prevention measures detailed in Schedule 3 to the SHWW Act 2005.

For the 2018 campaign, the CIF has partnered with architect Dermot Bannon in recording a video to promote a safety-conscious approach when working with hazardous substances. This will be released by the CIF on Thursday, 25th October for viewing by participating companies/individuals at www.cif.ie/safety-week/videos

Additionally, the CIF has recorded a webinar on 'Working Safely with Hazardous Substances' with Paul O'Shea on behalf of the International Institute of Risk & Safety Management (IIRSM). This will be available for viewing on the CIF website from Thursday, 25th October.



To download the Working Safely With Hazardous Substances poster and Construction Safety Week logo, visit www.cif.ie/safety-week/schedule/

DAY FIVE:**FRIDAY, 26TH OCTOBER – WORKING SAFELY WITH VEHICLES**

Vehicles continue to be associated with a very high proportion of the reported fatal incidents. Up to 30th June, the total number of workplace fatalities involving vehicles in 2018 year to date is 11, which equates to 46% of all fatal incidents (24) and comprises incidents associated with tractors (3), trailers (3), trucks (2), forklifts (2), and teleporters (1).

Of the 11 vehicle-related fatal accidents reported to the HSA, seven of the deceased were workers and four were non-workers. Of the four nonworkers, three of the incidents occurred on a public road and one in a farmyard. With regards to the seven workers, all those incidents occurred in a work environment/workplace. There is an apparent need for continued effort by all of us, aimed at reducing these figures.

Driving for work involves specific risks because of the type of vehicles driven and the amount of time spent behind the wheel. The greater the time spent behind the wheel, the greater the exposure to risks associated with driving for work. In the case of journeys taken in a vehicle provided an employer, such as a van, jeep or fleet car, an employer has a duty of care to ensure the safety of employees using the vehicle. Employers should have appropriate policies and procedures in place when employees drive a

workprovided vehicle or drive their own vehicle for work, to ensure employees are:

- Legally entitled to drive the vehicle they are using
- Using a vehicle that is safe and roadworthy
- Trained, competent and fit to drive their vehicle safely
- Using their vehicle in a safe manner.

Common to the use of all mobile plant, machinery and vehicles is the need to ensure appropriate segregation from pedestrians. For excavators, consider exclusion, clearance, visibility, and the need for a signaller. For telescopic handlers, consider visibility (forward and rear), loading, ground conditions and speed. For mobile elevating work platforms (MEWPs), consider confined overhead working, ground conditions, outriggers, guardrails, arresting falls, falling objects, weather, handling materials and nearby hazards. For dumper trucks, consider overturning and collision.

For the 2018 campaign, the CIF has partnered with architect Dermot Bannon in recording a video to highlight the importance of maintaining vigilance when persons and mobile plant and machinery are in close proximity. This will be released by the CIF on the morning of Friday, 26th October for



viewing by participating companies/individuals at: www.cif.ie/safety-week/videos.

The CIF has recorded a video on the safety checks associated with heavy plant machinery in conjunction with Roadstone and Clive Kelly Safety Ltd. For driving for work, the CIF has teamed-up with the Health and Safety Authority to provide a webinar on transportation safety. Both the video and recorded webinar will be circulated by the CIF on the morning of Friday, 26th October.

To download the Working Safely With Vehicles poster and Construction Safety Week logo visit www.cif.ie/safety-week/schedule

CONSTRUCTION SAFETY WEEK 2018 SPONSORS

The CIF would like to thank the Construction Workers Sick Pay Trust, DRS Bonds, Gas Networks Ireland, Irish Water, Jacobs, Walls Construction, Collen Construction, Glenveagh Properties plc and ESB Networks for their support of Construction Safety Week 2018.





The Queen's Room at its new location among mature trees.

A ROOM FIT FOR A QUEEN

The relocation of the Queen's Room at The Curragh Racecourse by Murphy International has breathed new life into the historic building. **SEAN MURPHY** reports.

Murphy International Ltd was awarded a highly prestigious enabling, and demolition works contract at the Curragh Racecourse early in 2017, which involved the upgrading of a number of inherent facilities to enhance the experience of patrons attending race meetings at The Curragh.

THE WORKS

Works included the demolition of the old Curragh grandstand and weigh room and the installation of all services. This was to be completed between February and March 2017 to allow for the construction of temporary facilities marquees. These had to be completed and fitted out by May 2017 in time to facilitate the racing season.

The highlight of the project was the deconstruction and reconstruction of the historic 'Queen's Room' as a stand-alone feature building. The Queen's Room was a viewing room constructed in 1861 to commemorate a visit by Queen Victoria, whose son the Prince of Wales, later King Edward VII, was training at The Curragh Camp at that time.

DECONSTRUCTING THE QUEEN'S ROOM

Deconstruction of the Queen's Room and the remaining facade wall of the original limestone stand (40m in length) brought significant challenges to the project team. Both were protected structures, and conservation principles had to be observed. Design and construction works were required to provide the necessary protection measures with due regard for the building's heritage. However, a modern viewing terrace had been anchored to the top of the facade, integrating it with the now replaced grandstand with large concrete columns and capping beams. This meant that a detailed logistical plan was needed in order to carefully and assiduously demolish the modern structures while retaining all of the existing 19th-century materials for reconstruction.

For example, the removal of the staircase involved firstly propping it with an elaborate support structure. This allowed the removal of each of the granite torsion steps. The steps were stored onsite until the stairwell in the relocated Queen's Room was complete. The stairs were then fitted



The entire Queen's Room structure was moved stone by stone.



Upon completion of the staircase installation, each step was repaired by a specialist contractor.

and grouted into their new position in the reconstructed building. The propping used as part of the deconstruction was replicated for the reinstallation works. Upon completion of the installation process, each of the steps was repaired by a specialist contractor.

RECONSTRUCTING THE QUEEN'S ROOM

The Queen's Room was reconstructed approximately 200m from its original location in a setting among mature trees, where it can continue to be appreciated by visitors as they enter the reconfigured public area of the racecourse. The entire Queen's Room structure was moved stone by stone. Original windows and doors were conserved and repaired as necessary. In addition to reconstructing original torsion granite staircase, the interior was refitted with the original wall décor moulding and ceiling cornices. The quality of the completed structure has received wide acclaim from the client and racegoers alike.

PROJECT APPROACH

Murphy International put in place an experienced project management team which drew on a skilled directly-employed labour force, and completed the works within the prescribed project timeframe without impacting upon the wider redevelopment works at the racecourse.

An integrated and collaborative approach between all invested stakeholders was critical to achieving the successful completion of the works. The project design team comprised specialist service providers such as conservation architects, CODA Architects and design and construction engineers, Aecom.

According to John G Murphy, Managing Director, Murphy International, "There were in excess of 3,000 limestone blocks deconstructed, cleaned and rebuilt. These blocks varied in weight from 10kg to 300kg. There were 12 timber sash windows removed from the original building and taken from the site for repair. This work was carried out by a specialist restoration joiner. Overall these works were ongoing for approximately 20 weeks."

The coordination of the deconstruction phase of the works, and managing the interface with other contractors working in adjoining locations, was critical to the completion of the works.



The interior of the Queen's Room was refitted with the original wall décor moulding.

"To facilitate safe and efficient working, morning briefings were held with the demolition contractor who was working simultaneously on the adjoining east and west grandstands, and with other live contractors and affected stakeholders," Fiach Byrne, Construction Manager, Murphy International, explains. "Works, and works areas, were clearly defined on a daily basis, including the implementation of exclusion zones and designated access and egress points. Where necessary, adjacent work operations were temporarily ceased to facilitate the safe removal and transportation of some elements of the existing structure."

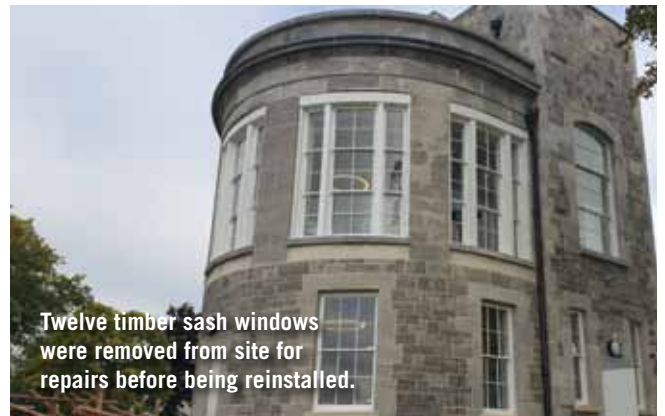
He says that reconstruction was a less challenging operation with the works situated in an isolated and enclosed location. "This meant that coordination and interface with other contractors on-site were minimised."

Deconstruction of the Queen's Room commenced in February 2017, and works were completed by March 2018.

Racegoers can appreciate the work that went into the relocated Queen's Room as the ground floor has now been repurposed as a coffee shop. The upper floor of the building is operating as The Curragh's Winners Room. While part of a much larger project, the Queen's Room element had a value of approximately €1.5m.

"It was a very interesting project, and one with which we are very proud to be associated," says John G Murphy.

"The restoration of the period building in isolation might be



Twelve timber sash windows were removed from site for repairs before being reinstalled.

viewed by some as a departure from our core business. However, as it was completed under a wider construction contract we were able to utilise the expertise of a very capable project team to generate greater efficiencies," he comments. "Furthermore, as a direct delivery organisation we were able to handpick operatives from across our business with the required experience to deliver such a project. Murphy has vast experience in successfully delivering public realm and urban renewal projects, and the Queen's Room was similar in nature with the emphasis on extremely high-quality workmanship. Essentially, we see it as an extension to our public realm portfolio of projects in terms of producing a high-class surface finish in an environment sensitive to enduring history and heritage.

"Our supply chain and specialist partners were integral to successfully completing this contract, particularly in relation to the finer points of conservation principles," continues John G Murphy. "It is a testament to the collaborative efforts of all involved that the works were completed in such a timely, safe, and efficient, manner, causing minimal disruption to racegoers and visitors during the peak racing season."

"As a race-going patron myself, instead of counting my losses on the horses," he quips, "it will be a source of immense pride to showcase such high-quality work carried out by our company to friends, colleagues and clients on future visits to the Curragh." **C**

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There are huge expectations on specialist contractors at this present time.

SPECIALIST CONTRACTORS CAUTIOUS AS MARKET ACTIVITY GROWS

BARRY MCCALL reports on the key issues affecting the specialist contractor sector.

Economic recovery is always welcome, but the pace of it can bring its own challenges. The rapid growth in the construction industry over the past number of years has been quite remarkable. The volume of output in building and construction increased by

13.9% year-on-year in the second quarter of 2018, following growth of 16.5% in the first quarter of the year.

CAPACITY CHALLENGES

According to Sean Downey, Director, Specialist Contracting, CIF, this is

presenting capacity problems across the industry, but particularly for the specialist contractors who are dependent on a supply of skilled workers to meet demand.

“Generally speaking, the main issue facing specialist contractors in Ireland at present is coping with demand,” says Sean



Sean Downey, Director, Specialist Contracting, CIF.

Downey. "They all face difficulties trying to find good staff and management. Retraining people is a big issue. They have to reskill to meet changing needs."

Those changing needs include new construction technologies and methodologies. "The industry is moving towards prefabrication, and there is a lot more off-site prefabrication now," he continues. "There is also a move towards modularisation. Traditional skills are being replaced by these new systems and technologies. Different skill sets are required now, and specialist contractors are having to adapt to that."

ADDRESSING OVERTRADING

Another critical issue is cash flow management and the risk of overtrading. The dangers associated with overtrading should not be understated. This happens when a business has a very healthy order book but due to poor cash flow management doesn't have the money to pay staff and suppliers when due. And companies can often find themselves overtrading without realising it. A healthy cash position can change quickly if just one or two key customers are late with payments or encounter trading difficulties themselves.

Sean Downey explains that many companies emerged from the recession with cash reserves badly depleted. "Indeed, many of them came out of it burdened by debt. Since then they have been rebuilding their businesses in a highly competitive marketplace with huge downward pressure on margins.

"You have to ask if companies are just chasing turnover when pricing jobs," he says. "They need to look after the commercial side of their business properly.



Derrick Enright, Chairman, National Association of Scaffolding & Access Contractors.

“ DIFFERENT SKILL SETS ARE REQUIRED NOW, AND SPECIALIST CONTRACTORS ARE HAVING TO ADAPT TO THAT.” SEAN DOWNEY. ”

They need to professionalise how they chase payments and manage their credit properly."

Failure to do this will make them vulnerable to any future downturn. But he is not necessarily talking about a market crash such as that experienced between 2008 and 2010. A natural cyclical slowdown in just one sector could have a severe impact," he explains.

"A large number of commercial projects are set to finish at the same time," Sean Downey points out. "This will cause a natural slowdown in commercial fit-out work. Switching to multi-unit residential work could be very difficult for the specialist contractors involved."



Damian Duff, President, Master Painters and Decorators of Ireland.

A CHANGING INDUSTRY

Specialist contractors also have to cope with the changed structure of the industry as well as pressure to deliver to much shorter deadlines.

"There are huge expectations on specialist contractors at this present time," says Sean Downey.

The shrinkage in employment in the industry during the recession is at the root of the issue. "There has been a big loss in direct employment. A lot of contractors don't have section foremen anymore, and the traditional site manager has almost disappeared."

The consequence has been to shift the responsibility onto subcontractors to manage relationships with each other in order to ensure projects run smoothly, efficiently and safely. "This can lead to on-site challenges," he adds. "If there is a lack of management on-site on fast-moving projects, and if subcontractors don't have people who understand how to coordinate projects, you are going to get problems."

NEW TECHNOLOGIES

Downward pressure on costs also constrains the specialist contractor's ability to invest in training and new technologies.

"Most companies don't have the resources to invest in modernisation," Sean Downey notes. "We need support from Government to help in the drive towards digital contracting. There is no single department responsible for the industry, and this is part of the problem. We all agree with productivity and greater project efficiency, but if Government, which is the biggest construction client in the country, doesn't want to invest in it, we have a problem."

At the individual specialist contractor

association level, training, recruitment, health and safety, and public procurement are among the key issues being addressed.

SPECIALIST CONTRACTING REPRESENTATIVE BODIES

The National Association of Scaffolding & Access Contractors (NASAC) is currently developing a scaffolding apprenticeship with the Laois and Offaly Education Training Board. This is a notable achievement for the industry, as it will ensure that as scaffolding becomes more complex, scaffolders will be trained to meet the needs of the industry. NASAC has also collaborated with the Health and Safety Authority to revise the Code of Practice for Access and Working Scaffolds. This is currently awaiting sign off by Government before publication.

“Manpower is a big issue for us, and we have been talking to Solas about that,” says Derrick Enright, Chairman, NASAC. “The Code of Practice was drawn up three years ago. If we could get that signed off, it would make a big difference to the quality and standard of scaffolding once it is enforced in full.”

The Road Marking Contractors Association (RMCA) is currently engaging with the Local Government Operational Procurement Centre (LGOPC) in relation to the Road Marking Procurement Review. The aim is to ensure a robust system, which offers a fair and level playing field for contractors, is put in place.

The Roofing, Window and Cladding Technology Group has recently been re-established to encompass the full building envelope. Among the items high on the agenda is the development of an apprenticeship scheme for the roofing/cladding sector to ensure best international practice is applied here in Ireland.

The Master Painters and Decorators of Ireland (MPDI) is currently planning its National Convention which will take place on Saturday 20th October in Ballymascanlon House Hotel, Dundalk. The MPDI Convention is the main painting and decorating industry event in the construction calendar. Over 100 guests from Ireland's leading painting and decorating contractors are expected to attend this year's convention. The main sponsor of the event is Dulux Trade, with sponsorship support from Colourtrend, Complete Coating Services, Crown Paints, Fleetwood Paints and Pat McDonnell Paints.

“The biggest issue facing MPDI members at present is getting employees,” says Damian Duff, President, MPDI. “There has been a serious shortfall in employees over the past five to six years. There is not a lot we can do to address it unless



A lot of contractors don't have section foremen anymore, and the traditional site manager has almost disappeared.

Government relaxes the visa system for non-EU nationals. The wet trades have been impacted more than any other by labour shortages.”

The association is hoping to encourage young people into the trade through the apprenticeship scheme. “The trouble is non-members are employing young people and not putting them through the apprenticeship scheme,” says Damian Duff. “They are not going to be qualified to work in the industry. They won't have the skills that are needed. Our focus is on encouraging new starters, who are serious about developing careers, to go into the apprenticeship scheme.”

The Irish Mobile Crane Hirers Association (IMCHA) was established in June 2018 specifically to meet the needs of mobile crane hire companies. Matters currently being addressed include the revision of the Code of Practice/I.S. 360 for Mobile Cranes and the development of a set of standards for hirers in the industry.

The Irish Association of Demolition Contractors is working alongside the CIF to develop solutions to the construction waste issue, which has become a significant problem for the construction industry. The association is also developing demolition-specific training to deliver programmes for machine attachments. **C**



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The Gaeltec Utilities delivery model firmly focuses on in-house expertise.



ENERGISING EXCELLENCE THROUGH ENGINEERING

BARRY MCCALL profiles Gaeltec Utilities, a specialist contractor that continues to deliver in Ireland and beyond.

Gaeltec Utilities has been successfully delivering transmission and distribution networks for over 15 years, during which time it has established itself as a distinguished brand with expertise in the energy and telecommunication sectors.

Employing over 300 staff directly, the Kilkenny-headquartered firm offers a wide range of services in niche sectors. A specialist in transmission and distribution networks, the Gaeltec name is widely recognised for its knowledge and ability to deliver various scale energy projects, including full turnkey developments. The company is also heavily involved in the delivery of critical fibre broadband infrastructure in various markets and has become a key player in the telecoms sector.

Declan Wynne, Executive Director, Gaeltec Utilities, says that the business has gone from strength to strength in recent years.

“One of the key contributing factors to both our domestic growth and export market expansion is our ability to offer

key clients reliable, tailored and flexible services,” Declan Wynne says. “Gaeltec delivers complex projects for public, Semi-State and private clients in various markets across Europe. Many of these schemes are fast-track mission critical infrastructural projects, requiring extensive experience and competence in the field of engineering. The openness of our entire team to continually self-assess, improve, and be willing to change and to challenge themselves is the most important ingredient.”

With a large number of engineering professionals in disciplines that include electrical, mechanical, mechatronic, and civils, coupled with highly-skilled technicians and experienced field staff, the in-house team has a track record that proves its capability and capacity to deliver schemes.

EXPERTISE

Gaeltec has extensive experience in overhead power lines, substations and grid connections, providing design, construction and tailored solutions to utility companies, private entities, blue chip and multi-national organisations and private



Declan Wynne, Executive Director, Gaeltec Utilities.

developers.

From network planning to conceptual design, including full engineering procurement and construction contracts, the Gaeltec team meets client expectations in both the telecom and energy sectors, delivering to world-class standards in notably challenging environments or timescales.

In recent years, the telecommunications side of the business has grown substantially.

MEMBER FOCUS: GAELTEC UTILITIES



Gaeltec offers a full range of network planning and design services, fixed network solutions including fibre and equipment installation, and a range of services for mobile and wireless networks.

In addition, the company boasts deep data centre sector expertise, where it specialises in power provisions and grid connections. Last year, Gaeltec successfully delivered a full design and build 220kV AIS substation and grid connection to power a new world-class data centre at Clonee, Co Meath.

"It was the first design and build 220kV substation privately developed on the Island of Ireland," Declan Wynne explains. "It was a flagship project for the Irish energy industry and is now one of the key nodes on the electricity network. It is also the heart of the most sophisticated data centre on the planet."

CLIENT BASE

Gaeltec's client base reads like a who's who of the energy and telecoms sector. It includes ESB Networks, Bord Na Mona, Coillte, ESB Wind Development, Scottish Power Energy Networks, major multinational blue-chip enterprises, and Siro – the ESB and Vodafone joint venture that is currently rolling out gigabit-speed broadband services to rural towns around Ireland.

"The majority of our business is with large Semi-State or large utility companies and major multinational firms," continues Declan Wynne. "However, we also deliver projects for a number of smaller, private developers, mainly associated with grid connections for renewable schemes."

Gaeltec has also established a reputation in the renewables sector. In Ireland, the company is currently working on a turnkey design and build contract for Ireland's largest onshore windfarm in Co Mayo. The project is being delivered for a joint venture entity comprising ESB and Bord na Mona.

In the UK, where Gaeltec is a service partner for Scottish Power, the company is working on the world's largest offshore windfarm – the Hornsea development, off

the northeast coast of England. The project is being developed by Orsted and will power up to 1.3 million UK homes when completed. Gaeltec is a project partner to Siemens to deliver an important element of the scope.

"We see the offshore renewable market playing a key role in the development of the business in future years," he continues. "UK government policy will drive continued growth in offshore renewables, and we believe that offshore windfarm development is something we will see more of off the coast of Ireland in the not so distant future."

INTERNATIONALISATION

International expansion has been central to Gaeltec's growth strategy over the past number of years.

"The recession was exceptionally difficult for many firms," Declan Wynne says. "Although at the time, it hit our particular sector later than others as funding was locked in, and these schemes were built out despite the recession. However, the tap was turned off in 2012 and we saw a major slump in the domestic market. Thankfully, we had already triggered the internationalisation of the business and had some inroads to sustain reasonable business volume in other markets and retain key personnel."

Today, Gaeltec has offices in Ireland, the UK, Portugal and the Nordic region, where it runs sizable operations that are fully aligned with the company's growth strategy and development plan.

"Our primary asset is our people and their passion," he says. "Our success is down to the knowledge and expertise of our individual employees working as a collective, and their passion for high-end workmanship. Our delivery model firmly focuses on in-house expertise, all of the key competencies required to deliver are in-house. Even during the recession, we took a strategic decision at board level to retain our core people."

The other critical success factors he mentions are the company's track record and partnership approach to project

delivery.

"We work in partnership with clients; we are now getting involved in contracts earlier. We can add greater value over the full life cycle of a project through early engagement with clients who strategically contract specialists to work in a partnering arrangement."

Sustainable growth is the dominant theme for the future.

"We see substantial sustainable growth continuing for the company in the coming years," he says. "We will progress in existing markets and develop new clients and marketplaces."

NATIONAL BROADBAND PLAN

However, there are some dark clouds on the horizon. Declan Wynne laments what he refers to as the "lack of vision and proactiveness" of the Irish Government on the National Broadband Plan (NBP).

"This is hugely disappointing, and it will have a major knock-on effect on the Government's ability to attract foreign direct investment (FDI) to Ireland and regional locations throughout Ireland. People not having high-speed broadband across Ireland for many years to come is simply not good enough. It is an issue for wider society, for the development of rural Ireland, for the education of future generations, and it will debilitate any prospect of enterprise areas outside of regional hubs."

"Considering Ireland's ranking within the OECD countries, it's surprising that such a critical piece of infrastructure continues to be undetermined. Kicking the NBP further down the road will certainly not help attract businesses out of urban regions, where housing remains a major crisis. This, coupled with the limited power supply in various regions throughout Ireland, raises many questions for domestic businesses and international investors."

Declan Wynne, who holds a degree in engineering and a master's in business administration (MBA) is firmly focused on the development of the business. He concludes by saying that, Gaeltec's future growth will be underpinned by continuous investment in people and systems.

"We continue to upskill and adopt the latest technologies, including BIM and other smart software systems that drive efficiency. We have a strong appetite to remain as the leading business in our field, and that in itself helps drive performance."

With competent and passionate people and a clear growth strategy, the business seems to be well positioned for continued expansion and export, making for exciting times ahead for the Gaeltec team. **C**






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Contact

Derek Phelan

Summit House
Embassy Office Park
Kill, Co. Kildare, Ireland
Tel: +353 (0)45 886993
ireland.bonds@tmhcc.com

Peter Lynch

Summit House
Embassy Office Park
Kill, Co. Kildare, Ireland
Tel: +353 (0)45 886993
ireland.bonds@tmhcc.com

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Kerri Crossen

✉ kcrossen@philiplee.ie

Clare Cashin

✉ ccashin@philiplee.ie

Hugh Cummins

✉ hcummins@philiplee.ie



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TAX RELIEF THROUGH PENSIONS

SUSAN O'MARA advises it is once again time to maximise tax relief on your pension.

It's that time of the year again when financial advisers and accountants are focussed on ensuring their clients maximise the tax reliefs available through pension savings. If you work in the construction sector and are either a company director, self-employed or an employee, I'm talking to you.

WHY IS THERE A SPECIFIC TIME OF THE YEAR?

If you have any unclaimed pension tax relief for 2017, it must be claimed before either the 31st October 2018 or 14th November 2018, if you use ROS, Revenue Online System, to pay and file.

I AM SELF-EMPLOYED – HOW DOES THIS BENEFIT ME?

If you are self-employed, you will have to calculate your tax liability in respect of:

- Final tax assessment for 2017
- Preliminary tax for 2018

You can reduce your final tax liability for 2017, as well as reduce your 2018 preliminary tax liability, by contributing to a pension by 31st October 2018 or 14th November 2018 as outlined above.

I AM A COMPANY DIRECTOR – WHAT'S IN IT FOR ME?

If you are a Proprietary Director, you must also file self-assessed tax returns by 31st October, even if all of your income is taxed under the PAYE system. If your income includes non-PAYE income, you must pay any balance of Income Tax outstanding from the previous year, and you should now consider paying preliminary tax for the current year.

Once again, a pension contribution can reduce the total tax due for 2017 if a lump sum is made by 31/10/2018 (or 14/11/2018 if you pay online). The maximum you can pay is a % of salary, based on your age and this is subject to an earnings cap of €115,000 (see table below).

I AM AN EMPLOYEE – HOW DOES THIS WORK FOR ME?

Of course - while PAYE employees do not have the pay and file deadline, the 31st October/14th November is a good opportunity to maximise your pension contributions for the previous year if you have not already done so. Furthermore, if you are an employee and also perhaps an "accidental landlord" you may have a tax return to make - and it may be advantageous to use the same tax efficiencies the self-employed use to reduce their tax bill.

WHAT TAX RELIEF IS ACTUALLY AVAILABLE?

Table 1: Tax relief is available as follows:

Age Band	% of Net Relevant Earnings
Under age 30	15% of Remuneration
Age 30 to 39	20% of Remuneration
Age 40 to 49	25% of Remuneration
Age 50 to 54	30% of Remuneration
Age 55 to 59	35% of Remuneration
Age 60 and over	40% of Remuneration

Please note that an earnings cap of €115,000 applies for contributions.



“ IF SOMEONE OFFERED TO SELL YOU €1,000 FOR A PRICE OF €600, YOU WOULD TAKE THAT DEAL IN A SECOND. ”

WHAT DOES THIS MEAN IN PLAIN ENGLISH?

Table 2 shows the tax relief available at both tax bands and the cost of a pension contribution of €1,000 invested in your name.

Table 2:

Tax Band	40%	20%
Tax Relief	€400	€200
You Pay	€600	€800

You will see, at the higher tax rate, that if you invest €1,000 in a pension, it will only cost you €600. On any day of the week, if someone offered to sell you €1,000 for a price of €600, you would take that deal in a second.

IS TAX RELIEF THE ONLY ADVANTAGE?

Well no, of course not. While you are busy saving tax, a fortunate by-product is that you are also saving for your own retirement, and the benefits of this include peace of mind when you retire, additional income above the state pension, and a whole host of others I will write about again.

If you think that any of this tax relief is of interest to you, give me a call today. **C**

Susan O'Mara is a Financial Services Consultant with Milestone Advisory. To contact Milestone Advisory, phone (01) 406 8020



HEALTH SCREENING FOR YOUR MANUAL EMPLOYEES

Construction Workers Health Trust continues to deliver on-site health screening to building workers up and down the country despite falling income.

This year we are seeing a substantial increase in building activity and an increased awareness in the Health side of the H&S equation.

We are continuing with our programme of testing workers for, blood pressure, cholesterol, BMI, lung function and diabetes. So far this year over 3000 workers have availed of screening and we remain on track to hit our target of 5000 for the year.

As always finance remains a problem, and although the requirement to provide workers with pension benefits has been restored, contributions to the Health Trust

remains voluntary.

We are now finding that many firms requesting our service are not contributing to the Trust and it has therefore become necessary to charge them directly for the service. That said, there is an easy and relatively painless way of funding health screening in your workplace by simply going to our website, www.cwht.ie and clicking on the 'Employer Registration' tab.

All a firm need do is complete a simple online registration form and give us a rough estimate of the number of workers employed. No names or personal details are required.

We will then invoice the firm for the cost of screening and a date can then be arranged. It doesn't matter if more or less than the estimated number of people actually turns up for the tests. We simply correct this by adjusting the invoice for the following year, based on the actual number screened.

Screening costs €75 per person and includes all test results given on the spot. Each session with our occupational health nurse is fully reviewed by our qualified doctor and if necessary a personal letter of referral is issued to the worker, based on his/her test results.



The main advantage of this kind of occupational health screening is the high participation rate, usually above 80%, which we experience while on-site. In addition, the three important tests which we provide, namely lung function, cholesterol and diabetes, are generally not available from your local GP. Most family doctors will refer their patients to the nearest hospital for these tests which can involve anything up to a full day off work.

We, however can provide the tests within the confines of the building site, in a one-to-one private session which takes an average of 35-40 minutes. Disruption is kept to a minimum and no-one requires any time off.

This year we have completed successful screening assignments at the Centerpark development in Longford for John Sisk &

Co, the N25 New Ross venture for Bam Contractors and the ESB re-development for PJ Carey & Co.

In the coming weeks we will be screening at Intel in Co Kildare and on the Eli Lilly project in Kinsale Co Cork.

Firms who wish to avail of our services can cover their workers for health screening in two ways. For those firms that participate in the industry pension scheme (CWPS) simply contact the scheme and ask to be invoiced for 'Standard with Additions'. This monthly composite payment includes the Health Trust along with your normal pension payment.

Firms not operating the pension scheme go to www.cwht.ie and click 'Employer Registration'.

The cost is a very modest €75 per worker per year. It is a worker contribution and



“ SO FAR THIS YEAR OVER 3000 WORKERS HAVE AVAILED OF SCREENING AND WE REMAIN ON TRACK TO HIT OUR TARGET OF 5000 FOR THE YEAR. ”

can be managed by deducting €1.50 from wages each week.

In return your employees will be entitled to a comprehensive bi-annual medical assessment carried out in the workplace at a time of your choosing.

To get the ball rolling simply contact our office, or visit our website and we'll do the rest.

ONE FINAL THOUGHT.....

When you consider how much your company spends on Health & Safety, shouldn't you be directing some of it towards HEALTH? **C**

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FIRST-TIME BUYER GRANT AND FAST-TRACK PLANNING FACILITATING NEW GROWTH IN RESIDENTIAL MARKET

SCOTT DELANEY, Research Manager, Construction Information Services (CIS), looks at changing activity in the residential market.

The residential sector has seen an upturn in output in the past 12 months. The sector continues to improve year on year from a low of when fewer than 8,000 units were built in 2013.

Table 1 demonstrates the sustained increases at all three stages in housing activity in H1 2018, with still some way to go to achieve the 35,000 units required to ease the current crisis.

TABLE 1

	H1 - 2017 Project Unit	H1 - 2018 Project Unit	% Variance
Submitted	16,273	17,900	10%
Granted	7,831	13,000	66%
On-Site	8,125	9,100	12%

The Government's initiative to ease the housing crisis with the introduction of the fast-track planning process for residential and student accommodation applications has resulted in excess of €1,372m worth of projects now in the planning system.

A sustained level of increase in activity is now evident. However, one anomaly of the residential statistics is a small decline in projects going on-site and being applied for in Dublin. Figures show an increase in development opportunities outside the capital since the recession, as housing remains largely more affordable to first-time buyers further away from the capital's city centre.

The volume of residential projects commencing on site in the first six months of 2018 is up 15% on the same period last year, with 321 projects/schemes started in the period. Dublin is the only region to experience a decline in the volume of projects commencing, down 2% to 94 projects.

These 321 projects are expected to deliver over 9,100 units if all are completed. This represents a 12% increase on the same period last year. Connacht is the only region where fewer units will be built as Leinster continues to be the largest region by volume, with over 3,500 units commencing in H1 2018, while Dublin has remained relatively static at almost 3,300 units.

FUTURE PIPELINE OF RESIDENTIAL PROJECTS

The volume of projects granted planning in H1 2018 is up 20% on the same period last year. Interestingly, Dublin is down 15% on the same period last year, with 108 projects granted planning in H1 2018, while Connacht is up 71% and Munster up 47% on the period. In total, there were 476 projects granted planning in the first half of 2018, up from almost 400 in the first half of 2017.

The volume of units granted planning permission in H1 2018 is up 66% on the same period last year, with over 13,000 units granted planning in multi-unit schemes, up from 8,000 units in H1 2017. There were also a further 3,300 self-build single-dwellings granted permission in the first six months of 2018.

A resurgence in consumer confidence, with the aid of the first-time buyer grants on new builds, has resulted in new residential developments being created around Leinster, Cork, Limerick, and Galway. Dormant lands in these areas are now creating the foundation of the Government's intended 25-30,000 new builds per



**Scott Delaney, Research Manager,
Construction Information Services.**

annum, with developers taking the calculated risk of entering the residential sector for the first time since the recession at the tail end of the last decade.

HOUSING ACT 2017

One of the most successful recent Government initiatives to come to fruition is the Housing Act 2017. Since the beginning of July 2018, nearly 1,500 units of large-scale residential development have been submitted to An Bord Pleanála under the Housing Act 2017. These developments consist of both apartment and housing projects and are spread across Dublin, Cork, Galway, and Kildare.

While the Housing Act 2017 allows for the submission of student accommodation developments over 200 bed-spaces, this summer has not witnessed any applications. Decisions are made approximately six months after being submitted. This new legislation is breathing new life into the sector to meet the ever-growing demand that has cropped up in recent years. **C**

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FLYNN MANAGEMENT & CONTRACTORS AIMS TO DISPEL GENDER BALANCE ISSUE

Flynn Management & Contractors has been involved with the CIF's #BuildingEquality campaign since its launch in 2017. Operations Director Mick Flynn has made it a central part of the company's internal processes.

"We employ women across all levels, and we are looking to increase the number of female professionals in our business," says Mick Flynn.

As a company, Flynn has significantly benefited from the contribution of women within its ranks.

"All our projects benefit greatly from having a female perspective on them," he explains. "Women on our project teams have demonstrated excellent technical skills and problem-solving ability, and their communication style has enhanced project teams. They also show exceptional dedication to safety and adherence to our processes."

Sinead Whelan, Human Resources Manager, sees first-hand the contribution



Sinead Whelan, Human Resources Manager, Flynn Management & Contractors.

women make to Flynn's success. She believes that the industry needs to look beyond targeting second level and primary schools if it is to change the

traditional mindset about the suitability of construction as a career for women.

"Our biggest industry challenge is to get in front of young people and their parents and convince them that construction offers so many fantastic opportunities regardless of gender. We need to target families with children at preschool, as well as at primary and secondary schools, to demonstrate how construction is evolving and embracing increased female participation."

She adds that the industry is a really exciting place to be at this time.

"Our desire as a company to continuously review our building methods and improve the quality of buildings we deliver – both in new build and in renovations – is being positively influenced by our greater gender balance. We are passionate about this because we see results every day. The industry needs to work on consigning the gender balance issue to history. Construction offers a career with lifelong learning benefits, where anyone can stay fresh and agile." **C**



Edel Corrigan, Senior Health & Safety Manager, Flynn Management & Contractors.

MY STORY: EDEL CORRIGAN, SENIOR HEALTH & SAFETY MANAGER, FLYNN MANAGEMENT & CONTRACTORS

I grew up in a construction household. I was my father's apprentice at home. At secondary school, while on placement with a construction company, I became fascinated by how health and safety within

the company operated and this led to me following my current career path. I studied Construction Studies and Building Surveying at college but moved into health and safety when I joined Flynn in 2015.

Health and safety gives me the opportunity to move between many different divisions and areas of expertise, including design, operations, structural, civils, training, management, and organisational.

I believe that roles should be filled by the most appropriate person regardless of gender. It has been a long time since I have experienced any direct negativity relating to my gender in the industry.

Construction is a male-dominated industry at this time. I would like to see the sector make use of this by encouraging more male ambassadors for gender equality and diversity to come forward.

Diversity is to be embraced. When we learn from others' experiences we better ourselves. Gender shouldn't be allowed in any way to limit opportunities or career paths, nor should this be accepted as the

norm.

There are many skilled and experienced professionals in Flynn Management & Contractors who mentor and encourage us all to upskill and develop in our careers. I have been lucky to have the opportunity to grow and develop with the company at a fast pace while progressing in my career. I have the support and trust that make me feel valued as an employee.

The construction industry is like no other. It has so many different divisions and offers something for everyone. It is high-energy, fast-paced and skilled, with endless opportunities. Every day brings new challenges and rewards. I wouldn't change it, I'm lucky to work in a job I enjoy.

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

To learn more about the #BuildingEquality campaign visit www.cif.ie/buildingequality



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FROM GLOBAL RESEARCH TO 3D CONSTRUCTION PRINTING PIONEER

HENRIK LUND-NIELSEN, who will speak at the CIF Annual Conference, writes about the remarkable short history of his BOD2 3D construction printer.

Fuelled by reports about the remarkable performance of 3D construction printers, mainly in Asia, 3D Printhuset started researching the potential of 3D construction printing technology four years ago.

In 2015, the Danish government provided a three-year grant for a research project to be carried out in conjunction with NCC, Denmark's largest construction company. Our objective was to investigate the area in more detail by carrying out a global study of 'state-of-the-art 3D construction printing'. Our ultimate goal was to bring home all the findings, so the Danish construction sector could be ready to utilise this new technology.

Over the course of the study, we visited 38 3D construction printing projects worldwide, and organised two large conferences on 3D construction, each of which was attended by over 200 delegates. These delegates saw speakers from all over the world make presentations on the latest findings and advances in 3D construction printing.

We also built two prototype printers and tested 20 different concrete mixes for 3D construction printing.

On completion of the study in 2017, we issued the first-ever comprehensive report about 3D construction printing. This was a 108-page report, which is only available in Danish, as our government intended the information for the Danish construction sector.

In the report, we identified 66 active 3D construction printing projects and case-studied 20 buildings and structures completed worldwide using 3D construction printing.

After our first conference in March 2017, we discovered that although there were some 40 European ongoing 3D construction printing projects, none of the project promoters had taken it on themselves to print the first fully-permitted building in Europe. Based on our many years of 3D printing experience and on the three years of research we had just completed, we decided to go for it.



The 3D printed 'Building in Demand' building.

As we had done the research, we knew exactly what was required. Within six months we developed the BOD1 printer, a concrete mix we could use for the printing, obtained a building site, prepared our plans, and received the permit to build.

On 11th September 2017, with cameras from three national TV stations and over 100 attendees on site, we started printing.

Bearing in mind that doing something for the first time is very difficult, and doing it in front of a large audience even more difficult, the printing of the 'Building On Demand' (BOD) went relatively well, despite having all kinds of issues relating to the materials handling. The printing was completed in eight weeks. The BOD was then finished using traditional construction workers, and today it stands as a landmark for the new technology.

Due to massive media coverage, we started receiving requests for 3D construction printers from all over the world. During the printing of the BOD, we discovered places where we could make improvements. We developed a new version of the printer, BOD2, and we started selling it before the start of summer this year. The first clients will take delivery of their BOD2

3D construction printers in November.

The reception for the BOD2 has been great. It is the only second-generation printer available. It is modular, which allows customers to choose exactly the size that they wish. It uses open-source software and open materials supply and is second to none in the market. This is evidenced by the fact that we won the first-ever EU tender on a 3D construction printer, issued in Belgium during the summer.

We started out researching "state of the art", and now we have ourselves become "state of the art".

CIF CONFERENCE 2018

The CIF Conference 2018 takes place at Croke Park on Tuesday, 2nd October. The theme of the conference is *Constructing Ireland 2040: How the industry will shape communities, careers and competitiveness in the next 25 years*.

The CIF is grateful to Gold Sponsors Topcon, Kingspan, Philip Lee, EY Ireland and Mace for their support of the conference. It would also like to thank Silver Sponsors CRH and Enterprise Ireland for their support. **C**



THE ROAD AHEAD

Kilsaran Roadsurfacing and Contracting completes roadworks that will facilitate development of Cherrywood Town Centre project.



Kilsaran Roadsurfacing and Contracting are proud to have undertaken the significant infrastructure development work on the Cherrywood Strategic Development Zone (SDZ) recently.

The main contractor on the Cherrywood Infrastructure Project is a joint venture between John Craddock Ltd and Jons Civil Engineering Ltd working for Hines, the Houston based owner, developer and asset manager of the SDZ.

Development of roads, cycle ways, car parks and recreational areas in this SDZ necessitated the production and installation of over 40,000 tonnes of asphalt. All pavements have been completed to surface course level. This development is unique in that the Local Authority required completed

infrastructure to be in place prior to the development of any building work, which is due to commence shortly on this 390-acre master-planned development site. Future development work will include the construction of a new, retail-led mixed-use town centre; up to 3,800 apartments and houses; and zoning capacity triple the size of the existing business park, all utilising the recently installed infrastructure.

Works here included the widening of the Wyattville Link road and the reconfiguration of the junction with Tully Vale Road and the existing Cherrywood Business Park access road. These works were phased, working at different hours to optimise the quality of the end product while minimising the inconvenience to residents and businesses. **C**

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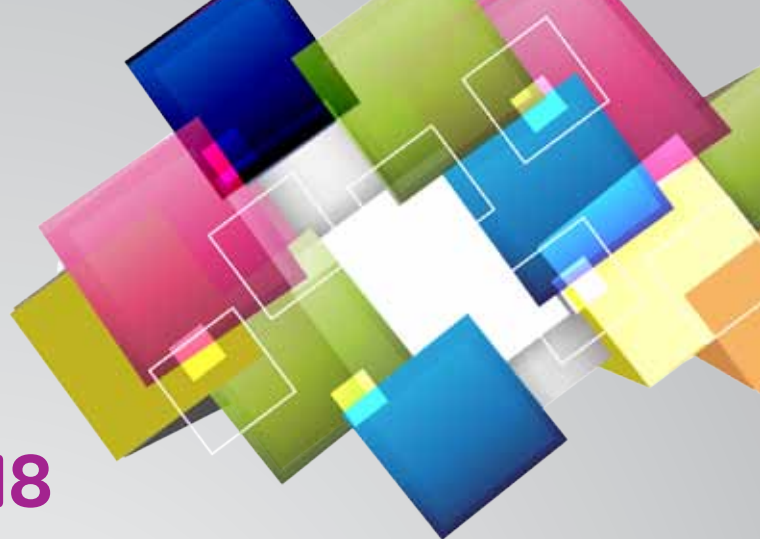
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CONSTRUCTION OUTPUT EXPECTED TO REACH €21BN IN 2018

RICHARD JOYCE, Managing Director, Linesight, writes construction industry output is expected to grow even further in 2018.

At the beginning of 2018, Linesight predicted that construction output would reach €20.1bn this year. However, this has now been revised as being closer to €21bn, representing growth of almost 64% in the past three years. The output in 2018, however, will still only be 55% of the 2007 peak output of €38bn, albeit it that this was unsustainably high. It will also lag significantly behind the recognised European sustainable level of 10% to 12% of GDP.

CSO indices, published in June, show that construction output increased by 7.4% in the first quarter of 2018, when compared with the preceding period. This reflects increases of 5.6%, 5.5% and 1.1% in the volume of residential building work, non-residential building work and civil engineering work respectively. Employment in construction is also growing rapidly, with the CSO Labour Force Survey, published in August 2018, showing direct employment in construction at 137,400, reflecting an increase of 25,000 or 22% in two years since



Richard Joyce, Managing Director, Linesight.

the corresponding period in 2016.

The number of new dwellings completed in the first half of 2018 was 7,909, which is 30% more than were built in the same period of 2017. However, this level of output is still well below the required levels. *Project Ireland 2040* estimates that 550,000 homes will be required over the next 20 years, and the *National Development Plan 2018-2027* commits €11.6bn to providing 112,000 new social homes by 2027.

As the Irish economy continues to grow, so too does the construction industry. With

GDP growth levels of 4.7% predicted by the ESRI in 2018, Ireland will have the fastest growing economy in the EU, with rates at almost twice the Eurozone average. At Linesight, we are seeing commercial office space, office fit-outs, hospitality, retail, data centre and industrial projects, as well as residential programmes, contributing to the growth of the sector in Ireland. We are confident that the recovery in the Irish construction industry will continue, and that the revised output figures of €21bn will be delivered. **C**

ECA TO CELEBRATE 100 YEAR HISTORY WITH GALA DINNER EVENING

The Electrical Contractors Association (ECA), which celebrates its centenary in 2018, will host a special Gala Dinner evening at The Crypt, Christchurch Cathedral, Dublin on 8th November.

The ECA's first President was Mr AJ Bruty, who was General Manager of Edmundson Electrical. The ECA is delighted to announce that Edmundson Electrical is acknowledging its historical links with the association by sponsoring the celebratory evening.

Tim Ferris, current ECA President, says as one of the oldest existing industry bodies in the construction industry, the ECA has a long tradition of working to improve conditions and standards for electrical contractors in Ireland.

"I would like to thank Edmundson Electrical for their generous

support of this year's dinner," he says. "Their historic links with the association makes their sponsorship of the dinner even all the more special. I look forward to joining colleagues and invited guests from across the sector and country at what promises to be a spectacular evening.

"The ECA Centenary Gala Dinner will be an opportunity to recognise the achievements of the association over the past 100 years and the contributions made by its members and past presidents to the construction industry and Irish society as a whole." **C**

Tickets for the ECA Centenary Gala Dinner are priced at €150 and can be booked by contacting Jennifer Nisbet-Daly at jnisbetdaly@cif.ie or phoning 01 406 6048

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ARE CONFIDENTIALITY AND TRANSPARENCY SIMPLY TWO SIDES OF THE SAME COIN?

CLARE CASHIN, Partner, Philip Lee Solicitors, writes the requirement for confidentiality in arbitration has led to inconsistent awards.

“Don't talk anything you can whisper. Don't whisper anything you can smile. Don't smile anything you can nod. Don't nod anything you can wink.”

Perhaps that quote is a little too clandestine when merely questioning the merits of confidentiality in certain Alternative Dispute Resolution (ADR) processes, but it might at least set the scene for deliberations.

Arbitration remains a cornerstone of dispute resolution in Ireland. There has been, of late, a significant growth in alternatives to litigation and arbitration; the introduction of statutory adjudication to the construction industry in the Construction Contracts Act 2013 and the Courts' continuing emphasis on mediation, notably the Mediation Act 2017, are just two examples. However, an arbitration clause is still standard in most construction contracts used in this jurisdiction, so the conduct of the process deserves attention.

While there are numerous benefits to arbitration, including the cost, time efficiency and expertise of the arbitrator, the confidential nature of arbitral hearings is seen as a key advantage over litigation. But is this the best approach to serving the industry?

The presumption of confidentiality in arbitration is accepted in practice, being less of an implied term of contract and more a procedural benefit. However, this presumption is by no means absolute or guaranteed; an arbitration that ends up being the subject of court orders will become public, for example. Practice generally dictates that the following three principles be followed:

- Proceedings should be in private
- Confidentiality is implied in all instances
- Confidentiality is subject to certain limitations, being court orders, consent, public interest and necessity, for the most part.

Arbitration generally lacks consistency in its practice across jurisdictions, with little uniformity. In Ireland, the Arbitration Act 2010 (the 2010 Act) gives force to the United Nations Commission on International Trade (UNCITRAL) Model Law. The 2010 Act, however, is notably mute regarding confidentiality.

Recently, the UNCITRAL Arbitration Rules were amended to incorporate the rules on transparency for investor-state arbitrations (because of the public interest element and involvement of public funds). Accordingly, in those incidences, the presumption of confidentiality has been significantly undermined.

The most immediate reason to baulk at the opening up of private arbitrations in this manner is that the parties have actively chosen (or the institution governing the contract has selected) arbitration because of the privacy and confidentiality that it inherently offers. The confidentiality of the process is one of its most valued components. Other advantages include a degree of informality and candour of witnesses.

The problem with confidentiality however is that it has led to inconsistent awards, an absence of precedent in the industry, and an ultimate lack of transparency. In the construction industry, many disputes are settled through arbitration and a large bank of precedent is therefore not being made available. Relaxing the



Clare Cashin, Partner, Philip Lee Solicitors.

“IT IS SURELY TIME TO CONSIDER MAKING ARBITRAL AWARDS PUBLIC, EVEN IF THE PROCEEDINGS THEMSELVES REMAIN PRIVATE.”

obligations of confidentiality could see significant benefits, namely:

- Increased consistency of arbitral awards
- Avoidance of future disputes given the benefit of having precedent
- Improved procedural standards
- Efficiency in the selection of the arbitrator, given the expertise required in industries such as construction.

Arbitration is a significant area of law which operates in a vacuum. While legal precedents are cited throughout the arbitration process, the resulting decision is rarely, if ever, publicised – leading to an inconsistent, unforeseeable body of law, with decisions being made entirely on a case-by-case basis. Great analysis and impressive solutions are found in arbitrations, but we never get to glean those lessons and to learn.

Admittedly, there does not appear to be any great motivation for reversing the presumption of confidentiality. However, the principle of administering justice in public is as fundamental as it is, given the predictability, accountability and legitimacy that are encouraged when parties and judges are answerable to the public. It is surely time to consider making arbitral awards public, even if the proceedings themselves remain private. It is certainly time that this conversation became live within the construction industry. **C**



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SME'S CAN ENSURE IRELAND'S INFRASTRUCTURE SERVES COMMUNITIES WELL INTO THE FUTURE

JEANETTE MAIR, Head of Economic Policy, CIF, writes that Government should establish a Centre of Excellence for Construction to ensure construction SME's can survive and grow.

The construction industry has long been fragmented, underinvested in, and operating on thin margins. These are not the conditions that support innovation and enable improved productivity. In the context of the *National Development Plan 2018-2027* we need to look at ways to incentivise the industry to innovate, invest in more productive skills (such as digital and off-site construction), and deliver more value in the long term. Supporting construction small and medium-sized enterprises (SME's) to grow will help to ensure Ireland's infrastructure serves Irish communities well into the future.

This year's CIF pre-budget submission focuses on the areas where Government policy can assist Irish businesses operating in the construction sector to grow, invest and innovate. Issues for construction SMEs include supports for start-ups, training and development of staff and helping businesses build strong routes to market domestically and internationally.

The impact of the economic downturn was particularly felt among the many SME businesses that operate in the construction sector and beyond. The sector needs the right conditions for its supply chains to thrive and to be confident about investing in new research, innovation, technology and people. The construction industry has previously called on Government to assist in developing a strong and resilient supply chain by creating conditions for construction supply chains to thrive by addressing access to finance, education and skills, and leaner procurement.

The construction industry comprises predominantly SME and micro-enterprises. Over 97% of businesses in the construction industry employ fewer than 10 people. Over 65% of people employed and engaged in construction work in small companies of fewer than 10 persons. As an industry it is highly sensitive to the impact of regulation and the administrative costs of doing business, (eg, labour costs, transport costs, insurance costs, planning costs, energy costs and taxation). Small businesses face a disproportionate burden of regulation and the administrative costs and are often the companies most in need of business supports, training and access to finance. The rising costs of construction have made productivity a very important issue for the industry. As a result, it is now essential to facilitate SME businesses across the industry to scale up and become more efficient, thereby maximising the return on any investment by the State.

The Organisation for Economic Co-operation and Development (OECD) has recommended increasing the use of direct public support for business research and development. This would be in the form of grants, increasing the share of funding dedicated to training for those in employment, and providing financial support to workers who undertake postgraduate courses as a means to target the widening productivity gap between foreign multinationals operating in Ireland and Irish firms.

The share of innovation expenditure by small businesses remains just above 13% in Ireland. Investment in R&D by construction businesses in comparison to other industries is even lower. That's why CIF is recommending the establishment of a Centre of



Jeanette Mair, Head of Economic Policy, CIF.

Excellence for Construction and a dedicated National Construction Sector Research and Education Working Group to direct funding to construction-related areas at third-level and within the research community.

New research on the future of infrastructure delivery will support our collective capacity to provide world-class infrastructure that continues to respond to the needs of the economy, technological change, environmental challenges and consumer behaviour. In addition, one of the roles of the proposed National Construction Sector Research and Education Working Group would be to identify EU funding opportunities that would allow for collaborative submission across the industry and the higher education sector.

Promoting innovation in construction through expansion of Government support for SME-driven R&D, including direct funding measures, and non-bank financing, will help increase dynamism across the industry and wider domestic economy. By supporting SMEs in the construction sector and right across the supply chain we can improve the way Ireland's infrastructure is planned, procured, delivered and operated. **C**

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COLLABORATIVE FORUMS SUPPORT SAFETY CULTURE ACROSS IRISH WATER PROJECTS

BRIAN SHEEHAN, Head Of Asset Delivery, Irish Water, outlines how collaborative forums are driving safety culture and safety awareness for everyone working on the Irish Water sites.

Irish Water is passionate about working in partnership with their contractors and working together to improve safety standards and safety culture across the industry.

Collaboration is a 'core value' for Irish Water and something that Irish Water's Asset Delivery team believe in and incorporate into all their contractor activities.

One initiative that the Irish Water Asset Delivery team has established and is rolling out in partnership with Irish Water contractors is collaborative forums.

A number of collaborative forums have been held between Irish Water and contractors to date. Within Asset Delivery this initiative is currently being rolled out across the Water Network Management Programme. However, it is planned that the forum will be delivered across all asset infrastructure and capital programmes early next year.

These forums aim to support and promote safety culture across Irish Water projects, through regular consultation, communication and collaboration with Irish Water contractors. They also provide an opportunity for contractors to work collaboratively with Irish Water to share learnings across all projects and to ensure that all teams learn from each other, identify safe ways of working collectively, and successfully plan for future works, while also eliminating any foreseen risks to contractor staff, Irish Water staff and anyone who is visiting an Irish Water site.

The forums provide an opportunity for Irish Water to build relationships with contractors while actively and effectively improving health and safety culture across the industry. The forums are well attended by both contractors and Irish Water and include members of their safety and project management teams.

As part of the Water Network Management Programme forum, the stakeholders discuss what is working well on the programme and highlight any potential hazards for discussion. The top five hazards from the Water Network Programme were agreed at the first forum, and these were identified as follows:

- Underground services
- Working near overhead power lines
- Excavations
- Mobile plant and equipment



Brian Sheehan, Head of Asset Delivery, Irish Water.

- **Traffic management**

Each contractor has taken a top hazard and will lead the discussion around this. The forum is highly driven by both Irish Water and contractors, with a rotating chair led by each of the contractors. Forums take place quarterly.

IRISH WATER ONLINE SAFETY BRIEFING TRAINING

Irish Water has also developed a detailed online safety briefing which will be rolled out to all contractors undertaking works on Irish Water construction sites. This online safety briefing was recently presented at the Water Network Management collaborative forum, and the regional contractors are in the process of having all their personnel complete the briefing.

This online safety briefing will ensure

Irish Water's core values, and HSQE expectations are being communicated in a consistent manner to all personnel working on projects.

All personnel undertaking works on Irish Water's behalf will be required to complete the briefing. The briefing will be delivered in addition to the contractor's site-specific induction. Having successfully completed a questionnaire at the end, a completion certificate is generated for each worker. The certificate is valid for one year, and upon expiry of the certificate, the briefing will have to be completed again. The annual completion of the briefing by all personnel will allow Irish Water to directly communicate any changes to requirements or safety-related information on a consistent basis. **C**

CONSTRUCTION WORKERS' SICK PAY TRUST DELIGHTED TO SPONSOR CONSTRUCTION SAFETY WEEK 2018

After the success of Construction Safety Week in 2017, the Construction Workers' Sick Pay Trust has once again got on board as a sponsor of this important industry initiative.

The Chairman of the Construction Workers' Sick Pay Trust (CWSPT), Andy O'Gorman, is delighted to be able to participate in Construction Safety Week. As he reminds us, construction sites can be dangerous environments and people need to be aware of that and take steps to minimise the dangers. The overall aim of Construction Safety Week is to reduce accidents on construction sites in Ireland and everyone will benefit from that.

WHAT IS THE CONSTRUCTION WORKERS' SICK PAY TRUST?

The Construction Workers' Sick Pay Trust provides benefits for active members of the Construction Workers Pension Scheme (CWPS) if they cannot work due to illness or injury. The Trust is quite unique as it is self-funded. This means that there are no underwriting conditions for members who are claiming benefit from the Scheme. This is important as workers in the construction industry may have difficulty getting cover with another provider, as they are considered a high-risk category.

Under both the Sectoral Employment Order (SEO) for the Construction Sector and the SEO for the Mechanical Engineering Building Services Contracting Sector, the requirements for a Sick Pay Scheme for the sectors are outlined in detail. The Trustee Board ensures that the Construction Workers' Sick Pay Trust is run to the highest standards and members of CWPS can rest assured that they have provisions in place that fulfil the requirements of the SEOs.

WHAT ARE THE BENEFITS TO MEMBERS?

Active members of CWPS and CWSPT are covered for sickness benefit once they have paid at least 13 contributions into the Scheme in the six months before they make a claim. Benefit is paid after just a three-day waiting period as opposed to the current six-day waiting period from the Department of Social Protection. The amount that will be paid directly to members is currently €40 per day or €200 for a full week. This means that a member's family is protected during vulnerable times of sickness or injury and the benefit is payable in addition to any benefit that may be due to the member from the Department of Social Protection. For any claimant who is not entitled to illness benefit under the social welfare scheme, there is a supplementary payment available from the Sick Pay Scheme.

Active members of CWPS are also covered for Death in Service benefit. The current benefit (subject to Scheme rules) is €100,000 plus the value of the member's pension account payable to next of kin.

HOW MUCH DOES IT COST?

To avail of these benefits members must be registered in CWPS and making weekly contributions. The overall cost to employers is €29.01 per week per member. This is made up of a pension contribution of €26.63, €1.11 for Death in Service cover and €1.27 for Sick Pay benefit.


The total cost to members is €19.50 per week. Of this, €17.76 goes into their pension account, Death in Service cover costs €1.11, and it only costs €0.63 per week (or €32.76 for the year) for their Sick



Andy O'Gorman, Chairman, Construction Workers' Sick Pay Trust.

Pay benefit. This is great value for money.

WHERE DO I GET MORE INFORMATION?

Talk to your contact in the Construction Workers' Pension Scheme, ring the Sick Pay Scheme information line on 01 497 7663 or email sickpay@cwps.ie. 

Further details are available on www.cwps.ie

The CIF would like to thank Construction Workers Sick Pay Trust, DRS Bonds, Gas Networks Ireland, Irish Water, Jacobs, Walls Construction, Collen Construction, Glenveigh Properties and ESB for their support of Construction Safety Week 2018.

IRELAND'S MEDIUM-TERM PROSPECTS REFLECTED IN GROWING MARKET ACTIVITY

CHRIS DAVIES, Managing Director, DRS Bond Management Limited, writes his is not the only company that sees medium and long-term growth prospects in Ireland.

I have been blessed to cross the Irish Sea up to twice a week for the last 10 months. In that time, I have spoken to contractors and developers of all sizes across the length and breadth of Ireland.

With the fastest growing economy in the European Union and double-digit growth in construction output, aside from the inevitable concerns about a bubble, particularly in house prices in central Dublin, on balance, the outlook is positive in the medium term.

The volume of hotel building in Dublin reflects a level of demand that surpasses the noughties. I quickly learnt to book any overnight stays at least two to three weeks in advance. A number of companies are setting up new regional offices. Galway, Limerick and Cork are all featuring prominently as the far-sighted look beyond the “now”.

When plc housebuilders are only seeking land tracts that allow 500+ unit developments, this implies that they believe they will deliver an affordable product in three to five years’ time, which will still deliver them the return their shareholders expect. This can only be good news overall for other national and regional developers.

There are inevitably challenges. Chronic issues such as access to finance and a shortage of skilled labour will not go away.

Sustainable growth can and should be an achievable objective in the coming years, but ignoring the threats to it would be folly.

Affordability of land for housing is a recurring theme in Cork, but notwithstanding, the banks of the River Lee look set to be developed for commercial and residential tenants in the coming five years.

Public sector procurement models continue to be skewed heavily towards cost over quality, leaving often anaemic margins.

Increasing use of precast concrete mitigates some of the need to pour it and helps keep build programmes on schedule. When it is deployed in lieu of being able to access sufficient specialist labour though, while innovative, this cannot be ignored.

While Ireland will almost certainly be a net beneficiary of inflowing skilled labour from Brexit, the industry must find more ways to attract those who have left the industry to return.

In June, thanks to the fantastic support of the CIF, DRS and a number of corporate partners toured Ireland in our *Building Opportunities* roadshow. After two weeks of travelling to Kilkenny, Dublin, Limerick, Galway and Cork, we sponsored the *Construction* magazine CIF Top 50 launch in Dublin.

The conclusion for all participants was overwhelmingly positive. DRS gained clients across the country; the British & Irish Trading Alliance (BITA) gathered new members; *The Irish Post* demonstrated its global appeal to the Irish diaspora and sold tables to its star-studded annual Business Awards dinner. Ayming left with multiple opportunities to reward those who innovate under the R&D Tax Credits scheme, while specialist construction lawyers, Silver Shemmings Ash, like DRS, are incorporating a company in Ireland, regardless of the Brexit outcome.

Such was the commercial success of the Roadshow, before it had reached its final destination in Cork all parties had signed up to repeat it in early 2019. As well as hosting events each evening, the



Chris Davies, Managing Director,
DRS Bond Management Limited.

“ GALWAY, LIMERICK AND CORK ARE ALL FEATURING PROMINENTLY AS THE FAR-SIGHTED LOOK BEYOND THE “NOW”. ”

next roadshow will be touring schools to encourage teenagers to consider a career in construction. From architects to surveyors, crane operators to bricklayers, the talent is undoubtedly there, even if the people concerned don't know it yet.

Overall, I am very positive about the medium-term prospects for growth in the Irish construction sector. DRS is focused on growing our client base here by supporting contractors with performance, retention and advance payment bonds, and developers with road and sewer bonds. **C**

Call for Proposals

Enhanced Long Term Social Housing Leasing Scheme

The Housing Agency is seeking proposals from interested parties for the provision of properties through long-term lease arrangements with local authorities to provide accommodation for households eligible for social housing support.

The proposals are being sought to :

- target newly built or yet to be built houses and apartments for leasing;
- target property developers and investors who are in a position to deliver housing at a reasonable scale; and
- provide for 25 year lease terms that require the property owner to provide day to day maintenance of the properties under a schedule of Management Services.

The Call for Proposals is available on the Housing Agency's website www.housingagency.ie.

The closing date for receipt of submissions is 5pm on Thursday the 25th of October 2018.

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PLANNING TO SELL YOUR BUSINESS – WHAT'S YOUR STRATEGY?

Whether you are looking to sell your business now or further down the line, **TOM HAMILTON**, Director, Davy Private Clients, writes that there are many issues to consider.

At a business level there are tax, legal and commercial aspects to deal with when it comes to selling your business. From a shareholder or business owner perspective, the long-term plan for you and your family will no doubt be a priority.

Ensuring that you have an effective pre-exit strategy in place is key to achieving the desired outcome of any business sale.

While no two businesses are exactly alike, we have found that there are a number of common elements to an effective pre-sale strategy. The strategy should be:

- **Fit for purpose commercially:** The corporate structure should be optimised without impacting on the performance of the business in the years up to the sale
- **Flexible:** It should be possible to adapt your strategy to take account of changing circumstances
- **Tax-efficient:** It is important to be aware of the various tax reliefs which may be applicable on a sale and to ensure you can avail of any conditions attaching to such reliefs
- **Consistent with your overall financial plan:** A business exit strategy should not exist in isolation. It should be part of an overall plan to meet short- and long-term financial goals

With all of this in mind, what steps can you take now to give yourself the best chance of creating an effective pre-sale strategy?

PUT IN PLACE A FINANCIAL PLAN

A crucial first step in achieving your goals is to put in place a financial plan to help identify your objectives and create a road map to achieving them.

MAXIMISE YOUR PENSION FUNDING

Having put in place a financial plan, the next step for most people will be to maximise pension funding. Building up a pension through a small self-administered scheme is a tax-efficient way of saving for retirement and extracting cash from your business.

Through a combination of company and personal contributions, owners have the opportunity to build up a tax-efficient fund



Tom Hamilton Director, Davy Private Clients.

“ PUTTING IN PLACE AN EFFECTIVE PRE-SALE STRATEGY BEGINS WELL IN ADVANCE OF THE SALE OF THE BUSINESS ”

of up to €2m.

ENSURE YOUR BUSINESS IS STRUCTURED APPROPRIATELY

Another question that arises frequently is the optimal structure when gearing up for a sale. There is no one-size-fits-all approach and there are a variety of structuring options, which range from an

unincorporated sole trader to a holding company structure containing one or more incorporated entities.

OPTIMISE YOUR TAX RELIEFS

A final and important step in this process will be to consider what tax reliefs might apply on a potential sale, and how you can best position yourself to take advantage of them.

The basic rate of Capital Gains Tax (CGT) on a disposal of assets is 33% (2018 level), up from 20% in 2008. Certain more favourable treatments can apply in certain circumstances.

For example:

- Retirement relief can provide for a tax-free sale subject to certain conditions being met and certain consideration amounts
- There is also a new 10% rate of CGT which can apply to the first €1m of gains when a business is sold; again subject to certain conditions
- If your business is held through a holding company structure then it can be possible to defer the CGT altogether until such time as the proceeds are taken out of the holding company

There are various other permutations from a tax perspective, depending on your circumstances and the structure of the business.

START NOW

Putting in place an effective pre-sale strategy begins well in advance of the sale of the business itself. Starting early, creating and sticking to a plan, and working with experienced advisers is critical to ensuring the best possible outcome. **C**

This article is general in nature, and does not take account of your financial situation or investment objectives. It is not intended to constitute tax, financial or legal advice and is based on Davy's understanding of current tax legislation in Ireland. Davy does not provide tax or legal advice. Prior to making any decision which may have tax, legal or other financial implications you should seek independent professional advice. The value of investments may go down as well as up.



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GETTING YOUR FIRM BREXIT-READY

STEPHEN HUGHES, Head of Construction, Enterprise Ireland, writes about the available supports to assist construction companies to prepare their operations for Brexit.

In Ireland, construction is an important economic sector that is supporting employment in all regions across the country. Although severely damaged during the economic downturn and the immediate aftermath, the sector is currently experiencing consistent strong growth, and has been and continues to be a very important sector within Enterprise Ireland's portfolio. Despite the current uncertainties around Brexit, we expect that the industry will continue to be a key contributor to sales and export growth in the coming years.

A key priority for Enterprise Ireland is to support Irish companies to scale in international markets and achieve their global ambition through a broad range of funds, mentoring and initiatives. From an export perspective, construction exports by Enterprise Ireland clients are at an all-time high, and many construction companies who diversified during the downturn are now well-positioned to capitalise on global growth in key markets.

PREPARING FOR BREXIT

The impact of Brexit on Irish construction companies remains uncertain. Currently, more than half of Ireland's construction exports are destined to the UK, and while this has been reducing in recent years, the sector remains very exposed to Brexit. In the short term, the impact of Brexit is being felt through currency fluctuations, while in the longer term it could result in fewer projects to tender on, with the imposition of tariffs and new regulations driving up the cost of Irish products and services while reducing profit margins for Irish exporters to the UK.

ENTERPRISE IRELAND SUPPORTS

There is a range of Enterprise Ireland supports available to construction sector clients, designed to support and encourage repositioning in response to Brexit while building scale. These supports range from market diversification and innovation supports via two funds, the Market Discovery Fund and the Agile Innovation Fund, to leadership capability and skills shortages mentoring. We have also recently launched a new Operational Excellence Offer, which is designed to further strengthen the supports to Irish businesses in the face of Brexit. The offer will enable Irish companies trading internationally to develop or transform their wider business in order to compete more effectively.

Enterprise Ireland offers significant Brexit supports to start-ups, SMEs and large companies across all sectors, including the new 'Act On' initiative which provides two days expert mentoring and consultation, the 'Be Prepared Grant' and a network of Brexit Advisory Clinics that will take place across the country from October to December.

Construction companies will have different concerns in terms of Brexit, based on many determining factors, such as the size of the company, current export markets and their location in Ireland. Enterprise Ireland is committed to the support of all construction sector clients, and I would encourage anyone concerned about the impact of Brexit on their business, to take action and contact your development advisor or local Enterprise Ireland office to start the important process of preparing for Brexit. **C**

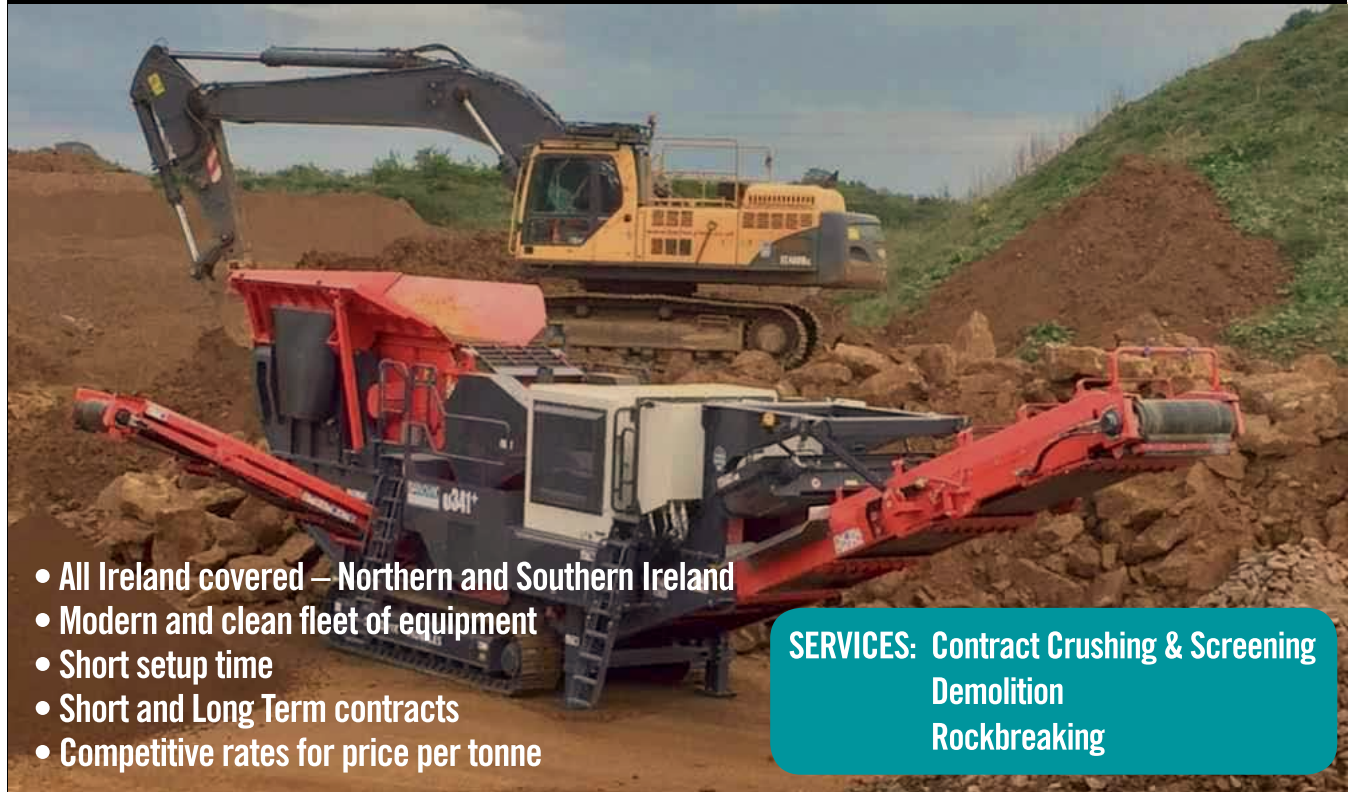
Enterprise Ireland is a Gold Sponsor of the Construction Industry Federation Conference 2018.



Stephen Hughes, Head of Construction, Enterprise Ireland.

“MANY CONSTRUCTION COMPANIES WHO DIVERSIFIED DURING THE DOWNTURN ARE NOW WELL-POSITIONED TO CAPITALISE ON GLOBAL GROWTH IN KEY MARKETS.”

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GROW YOUR CONSTRUCTION BUSINESS WITH PUBLIC SECTOR CONTRACTS

ROBERT BUTLER, Head of Training, CIF, advises on how to tender successfully for public sector contracts.

Large contract growth through Government construction is in the interest of every business, either on their own or in a consortium. The public contracts market in Ireland is worth over €12bn per annum – on goods, works, and services. There are 185,000 SMEs trading in Ireland, but only a fraction of them are seriously competing for public contracts.

There are probably less capable performers winning work because many good construction businesses do not try to win public contracts, or they compete half-heartedly. Public buyers do want to work with SMEs – they are often more agile, more innovative and more accessible than multinationals. The owners are more invested in ensuring a good outcome.

SO, IF NOT YOU, THEN WHO? AND IF NOT NOW, THEN WHEN?

SMEs often comment that they do not know where to go to identify opportunities to win public contracts or are cautious or reticent about tendering. No business should let the process of winning work discourage them from pursuing an attractive sector of the construction market, in which substantial sums of money are allocated to major projects across the next 10 years.

The Office of Government Procurement (OGP) is keen to support SMEs to access these opportunities. Some of the steps the OGP has taken to improve SME access to public procurement include:

- Breaking down tenders by lot, so that companies can compete in smaller geographical areas, or in areas of specialism
- Reducing turnover and insurance requirements to proportionate levels that reflect the scale of the contract
- Publication of guidance for contracting authorities in setting appropriate criteria when procuring works contractors under the Capital Works Management Framework
- Introducing an option for contracting



Robert Butler, Head of Training, CIF.

“ FRAMEWORKS PROVIDE AN UMBRELLA AGREEMENT WITH ONE OR MORE SUPPLIERS WHO CAN MEET THE BROAD SPECIFICATION OF THE REQUIREMENT. ”

- authorities to tender specialist works subcontracts directly
- Encouraging businesses to form consortia so that they can combine their strengths

Tendering opportunities for SMEs typically take one of two forms, either through the creation of a framework or a direct tendering opportunity. Where there is a regular requirement for a particular

construction service, a framework may be put in place.

Frameworks provide an umbrella agreement with one or more suppliers who can meet the broad specification of the requirement. An initial procurement process is run through eTenders to establish the framework. Suppliers compete for a place on it and, if successful, become framework members – and are then eligible to compete for specific projects as they arise. A recent example is a framework for the delivery of rapid delivery housing, procured in support of Rebuilding Ireland, whereby Local Authorities can procure solutions for individual housing projects through mini-competitions.

Outside of frameworks, direct tendering opportunities are competitions that may be advertised by a wide range of public sector bodies, including the OGP, on eTenders. These cover the whole range of construction activity, from landscaping up to large-scale infrastructure. Public construction contracts can provide a buffer against economic cycles and providing the contract is delivered by the supplier, there is no risk of non-payment.

SMEs interested in growing their business through public contracts growth should familiarise themselves with the Office of Government Procurement's website (www.ogp.gov.ie) as well as the State's tender platform for advertising tenders www.etenders.gov.ie

Training and mentor support on public tendering is now available through the series of workshops on Tendering in The Public-Sector Construction Market being run around the country by InterTrade Ireland and the Construction Industry Federation:

LOCATION	DATE
Waterford	Wednesday 10th October
Dublin	Wednesday 17th October
Portlaoise	Tuesday 6th November
Limerick	Tuesday 20th November
Athlone	Thursday 22nd November
Tralee	Wednesday 5th December
Galway	Thursday 6th December

For further information and to register visit: <https://intertradeireland.com/sales-growth/tender-successfully/go-2-tender-register-for-workshops/> ven though they completed the work.



FACILITATING THE DIGITAL TRANSITION OF THE IRISH CONSTRUCTION SECTOR

The adoption of new and emerging construction technologies will be crucial for survival in the coming years. **SEAN MURPHY** learns how Topcon Positioning Ireland is working to facilitate that adoption.

Founded in Japan in 1932, and established in Ireland in 1998, with offices in Dublin and Antrim, Topcon is a global leader in the development of digital technology for the construction and other industries.

Its Dublin offices are designated Topcon European Regional Repair Centre, where six highly-skilled technical staff provide service support for Topcon's network of European locations. Topcon Positioning Ireland is an ISO9001:2015 Quality Management Assured company.

Karol Friel, Topcon Sales Manager, Ireland and Northern Ireland, says that Topcon is ideally placed to help the Irish construction industry address two of the major challenges it faces at this time:

personnel shortages and high costs.

"If the targets of *Rebuilding Ireland 2040* and the *National Development Plan 2018-2027* are to be achieved," he explains, "then a radical rethink is needed. If the personnel to deliver projects in the coming years cannot be sourced, then alternative solutions have to be found. Upskilling existing staff in the use of digital technologies is one solution that will address this challenge.

"The current low-cost tender system under which contractors must operate is putting them under huge pressure. Digital technologies that increase efficiencies are not only reducing costs but speeding up project delivery and making sites safer places to work."

EDUCATION

Topcon's commitment to driving the digital transformation of the Irish construction industry can be seen through its development of a digital construction training and education programme for colleges and contractors. This programme sees the company offer education and training in the latest digital technologies to contractors of all sizes, as well as students and lecturers in technical colleges and universities. It is all part of the company's strategy to show that the transition to digital technology will not only improve efficiency and expand existing workers' skillsets, but

also bring huge cost savings, overcome recruitment challenges, and make building sites safer places to work.

Topcon's work with third level institutions over the past four years has meant that many of the next generation of construction professionals are arriving on site familiar with the latest digital construction technologies and with some level of proficiency in using the equipment that is becoming commonplace on a growing number of sites. To date, over 300 third level students have taken part in its education programme.

Karol Friel says the programme came about because the company noticed through college visits that the syllabus in third level colleges was not keeping up with the rate of change in technology in the industry.

"Through our collaboration with third level colleges not only are students now getting exposure to that latest equipment and technology, but lecturers are also benefiting from the programmes we run."

The college programme was so successful that Topcon rolled out a similar programme for contractors. This is a service that the Topcon team see as an absolute essential if the sector is to embrace new technology.

Topcon's areas of expertise up to now have been surveying and setting out equipment using GNSS (GPS) and Robotic Total Stations, which allow layout to be completed by just one person, rather than a



Topcon on-site digital surveying equipment.

layout team. The company is also working with clients to integrate their operations using cloud technologies, and continually bringing new technologies to market.

"Topcon has partnerships in place with industry-leading software companies Bentley and Autodesk, which enable clients to streamline workflows and vastly improve project efficiencies and delivery times," explains Karol Friel.

DIGITAL TECHNOLOGY IN ACTION

Citing an example of how this works in practice, Karol Friel sets out a traditional scenario whereby an engineer and their team mark out a site for works to be carried out by a machine operator. The machine operator then follows a course of action under the supervision of the engineer who remains on site to oversee the work.°

"With Topcon 3D machine control technology, the engineer maps out the site in CAD, uploads this directly onto the on-site machine through the cloud. The machine follows the mapped path, with the operator overseeing it and the engineer observing progress remotely. Any changes to plan can be made remotely in real time by the engineer. The machine can also provide the project team with 'as built' models as the work progresses."

There are obvious efficiencies in terms of



Karol Friel, Sales Manager, Topcon Positioning Ireland.



Students from Dundalk Institute of Technology receive instruction from Topcon staff.

the engineer not having to be on site as well as the machine operator having the work mapped out for them and not having to guess what they are supposed to be doing, should an issue arise. But there is also the important safety aspect with fewer people on foot on site.

UNMANNED AERIAL VEHICLES

The other area of technology where Topcon is a market leader is unmanned aerial vehicles (UAVs) or drones. Not only are UAVs now being used to survey buildings and structures, but they are also being employed to set out sites and monitor stock levels in quarries and large sites.

"UAVs have revolutionised surveying," says Karol Friel. "They can quickly survey job sites and build maps. Buildings, bridges and wind turbines can be surveyed for

damage and 3D models easily rendered so project teams can observe the structures from all angles up close. There is no need for scaffolding or people scaling structures. UAVs are also being used to monitor progress on projects and provide comprehensive reports to clients."

In closing, Karol Friel reiterates, "Digital technology improves efficiency and reduces costs at project level. It also addresses recruitment challenges. I strongly recommend that any contractor concerned about the future look at the facts for themselves. This is a very exciting time for the construction sector. It is important to embrace the benefits that are on offer sooner rather than later and not get left behind as technology changes the way that the industry operates and our built environment is constructed." **C**



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ADDRESSING ON-SITE DRUG AND ALCOHOL ABUSE IN A CONSTRUCTIVE MANNER

Randox Testing Services provides a range of drug and alcohol testing and consultancy services that make the workplace safer for all.

According to the Health Research Board's National Alcohol Diary Survey 2013, which looked at alcohol consumption and expenditure of people aged 18-75 years, from the 3,276 Irish residents who responded, 1,083 days of work were missed during the year. When applied to the total working population, 736,486 work days were likely to have been lost in 2013.

Randox Testing Services (RTS) is part of the Randox Laboratories Group, which was founded in 1982 by Managing Director, Dr Peter Fitzgerald. The company is a market leader in drug and alcohol testing, providing drug and alcohol testing programmes for companies seeking to implement testing within their workforce.

RTS provides fully-trained collection officers to attend business premises and conduct testing based on the company's requirements. Officers follow strict chain of custody procedures, ensuring sample integrity is maintained throughout. Results are provided on-site, or sent back to RTS's accredited laboratory for further analysis if needed or requested. RTS is fully compliant with European Workplace Drug Testing Society guidelines.

David O'Regan, Senior Business Development Executive, RTS, says many Irish contractors are fully aware of the risks of drug or alcohol misuse on their sites.

"Any injury or fatality on a construction site is a serious concern," he explains. "From a business point of view, accidents cost companies in a monetary sense, but also in personnel, as a loss of life can have a devastating impact on all personnel. It is vital that employers be proactive in taking steps to ensure their construction sites are drug and alcohol-free areas."

On-site alcohol and drug testing can be a sensitive area, although a person who is under the influence of a substance is a danger to others as well as themselves. RTS not only provides a testing service but can advise on rolling out a policy on alcohol and drug abuse.

"Each of our customers is assigned a dedicated account manager. This person manages the entire process of implementing drug and alcohol testing," explains David

RTS officers follow a strict chain of custody procedures, ensuring sample integrity is maintained throughout.



O'Regan. "The account manager can make informed recommendations to ensure the smooth introduction of any policy changes.

"We also provide regular, in-depth management information reports, which include result analysis. This enables clients to identify trends within their workplace.

"Should customers need immediate access to results, or need to review results retrospectively, we have a secure online portal that can be accessed at any time."

Additional RTS services include a 24/7 call-out service, whereby officers can be on

client premises within two hours to conduct a test.

David O'Regan says some clients have been reluctant at first about the testing, but once introduced, many see a notable difference regarding sick-day reduction and on-site performance.

"We tend to find that companies are initially sceptical about testing, but once they implement it and see how it can have a positive impact on productivity and absenteeism, they may change their testing requirements from our 'with-cause' service to our 'random' service."

In closing, David O'Regan says it is imperative that employers and work colleagues can trust that those who work beside them are not putting others at risk as a result of being under the influence of drugs or alcohol.

"Many employees are required to make safety-critical decisions every day that may impact on their or others' wellbeing. We aim to highlight the dangers, and continue to work with clients to make their workplaces safer."

RTS is offering CIF members a free policy review of assistance in compiling a drug and alcohol policy. **C**

As part of Construction Safety Week, Randox Testing Services has produced a webinar, which can be viewed at www.cif.ie. For more details visit www.randoxtestingservices.com or call +44 (0) 28 9445 1011.

FIVE TIPS TO TACKLE DRUG AND ALCOHOL IN THE WORKPLACE

- 1 Managers and supervisors should be educated on how to recognise and deal with substance use issues
- 2 Employees should be offered educational programmes
- 3 Introduce an effective workplace policy that outlines what is and isn't acceptable behaviour
- 4 Make sure employees are fully aware of a company's regulations, testing and disciplinary procedures
- 5 Employers have a duty to provide reasonable care to their employees and help address substance misuse issues

HOW TO ENGAGE STAFF IN YOUR COMPANY'S SAFETY STRATEGY

CONOR MCNALLY,

Communications Manager, Initiafy, outlines how to achieve staff buy-in to your safety strategy.

One of the main problems experienced by safety professionals and supervisors is the trouble they have encouraging employees to “buy into” the importance of workplace safety.

It might be easy to perform a presentation for a group of employees, telling them how they are supposed to behave for a safe working environment to be produced. The real difficulty is getting employees to adopt any new changes. Most of the time employers need to make a serious effort, encouraging them to become actively involved in workplace safety.

Why encourage workers to follow your company's safety plan?

Contractor management, or the temporary hiring of contractors for their own specific skills and experience, often requires sufficient employee orientation before work begins and safety should always be made a priority. When organisations have a solid safety culture, contractors are often more likely to become interested in the importance and implementation of any popular safe work practices. It is vital for all employees to get behind the safety plan of your company, because:

- They are most likely to be directly affected by any safety issues, having to deal with these health and safety hazards every day
- With a vested interest in successful protection programmes, an innate feeling of self-preservation should encourage them to perform their job in a safer manner.
- Any group decisions benefit from the group's wider level of experience
- Employees are expected to provide more support and give more attention to programmes in which they have personal input
- If employees are asked and encouraged to provide ideas which are seriously



Conor McNally, Communications Manager, Initiafy


“ WHEN ORGANISATIONS HAVE A SOLID SAFETY CULTURE, CONTRACTORS ARE OFTEN MORE LIKELY TO BECOME INTERESTED IN THE IMPORTANCE AND IMPLEMENTATION OF ANY POPULAR SAFE WORK PRACTICES. ”

taken into account, they are likely to feel more fulfilled and productive at work

MAIN ADVANTAGES OF GETTING MANAGEMENT TO SUPPORT YOUR SAFETY PLAN

Dealing with important health and safety issues, provides you with the opportunity to improve business efficiency, while safeguarding workers. Therefore, the main advantages of getting employees and management to follow your safety plan, include:

- Cost reduction and reduced risks

- Drop in employee absence
- Reduced turnover rates
- Decrease in accidents, breakdowns and process failure
- Improved business continuity
- Increase in productivity
- Improved standing, leading to a better reputation with suppliers, clients and other partners. 

You can download the Initiafy E-Book 'Trickle Down Effect of Good Management to Form a Strong Safety Culture' at www.initiafy.com

“PROJECTS WITH HIGH LEAN INTENSITY THREE TIMES MORE LIKELY TO COMPLETE AHEAD OF SCHEDULE”

At the recent CIF Southern Region's Construction for the Life Sciences Breakfast Briefing, a team from DPS Group, outlined the benefits of the Last Planner System (LPS) of production control.

Attendees learned that the LPS is designed to save time and money, eliminate waste, promote quality, and ensure safety. Rather than being carried out by planners, detailed production planning is undertaken by the construction professionals who directly manage work execution.

The LPS style of working involves the last planners working collaboratively to develop weekly schedules of tasks required to hit milestones, while also identifying dependences and constraints that might affect those schedules.

Attendees were shown how the LPS, if used properly, can maintain a 90% complete on-track schedule for a construction project compared to the average of 70% on many other construction projects.

William Power, Productivity and



DPS Last Planner Implementation team (l-r), William Power, Colin Casey and Eddie Doyle.

Performance Manager with DPS, who spoke at the briefing, said the introduction of the LPS on a construction project promotes cross-trade collaboration.

“This is exactly the type of behaviour and interaction that is required to create an environment where engineering, procurement, construction management and validation can collaborate, cooperate, and engage to ensure that best efforts at realising aggressive fasttrack schedules can be achieved.”

Speaking at the briefing, Ronan O'Brien,

Executive, Southern Region, CIF, said that the construction industry has one of the lowest profit margins of all industries.

“Globally the sector's annual productivity growth has only increased one per cent over the past 20 years. This is starting to change and Lean construction practices and tools such as the LPS are starting to address this.”

Donal Cahalane, Chairman, CIF Cork Branch, thanked the DPS Group team for their very comprehensive and interesting briefing. **C**

BRANDING AND PROMOTION KEY TO MAKING CONSTRUCTION A PREFERRED CAREER CHOICE



L to r: Donal Cahalane, CIF Cork Branch Chairman; Ronan O'Brien, CIF; Dr Siobhan Bradley, SW Regional Skills Forum, John Phillips, Dornan Engineering.

The CIF Southern Region and the South West Regional Skills Forum recently held a construction industry round table event where Cork- and Kerry-based construction firms discussed existing and projected skills needs for the sector.

Some of the key actions agreed at the event included:

- The critical importance of career promotion and branding to grow the appeal of construction as a career amongst second and third level students
- To develop a kick-starter construction course for general operatives with ETBs to include Safe Pass, Manual Handling and Abrasive Wheels
- To develop a trial starter pack with TY students and Department of Social Protection to expand entry pathways into the sector
- To build an alternative career pathway to construction management for those who have come up through the trade and apprenticeship route
- A commitment for industry and education providers to work closely together to ensure skills being taught are relevant and up to date especially with technologies such as BIM

Ronan O'Brien, Executive, Southern Region, CIF, spoke about the skills outlook for the industry pointing out that the sector is still in recovery mode.

“The stats show that despite continued growth, the construction industry is still in recovery mode,” he said. “Significant investment in the education, training and apprenticeship system is required if we are to expand the capacity of the industry to deliver.” **C**



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CIF BRIEFING ADDRESSES CHALLENGES FACING SME CONTRACTORS SEEKING PUBLIC CONTRACTS

The recent CIF Breakfast Briefing on 'How can Construction SME's participate more effectively in public sector works', which took place at CIF Headquarters in Dublin, addressed a number of issues of key concern for SME contractors interested in tendering for public contracts.

The speakers were Alison Irving, Executive, Main Contracting, CIF, and Siobhan Kenny, Solicitor, Frank Murphy Solicitors.

In her presentation, Alison Irving pointed out that while Government has reiterated the importance of SME participation in the public procurement process, prequalification remains a hurdle for many contractors despite standardisation of the documents in the last number of years.

"There is concern regarding the experience and understanding of those who are drafting and reviewing prequalification submissions," she said.

She advised that it is vital that contractors looking to enter framework models should have a clear understanding



Siobhan Kenny, Solicitor, Frank Murphy Solicitors, and Alison Irving, Executive, Main Contracting, CIF.

of how frameworks operate before beginning the application process.

In her presentation, construction solicitor Siobhan Kenny addressed the

workings of the pre-qualification process, consortium bidding and framework agreements from the perspective of the small- to medium-sized contractor. **C**

SECOND LEVEL STUDENTS CONSIDER CONSTRUCTION CAREERS AT IRISH TIMES HIGHER OPTIONS EXHIBITION



Speakers at the exhibition, l to r: Caitlin McDonnell, Mitchell McDermott; Ryan Kennedy, Collen; Ciaran Gorham, McGovern Surveyors; Sinead Savage, Collen; and Joanne Bradley, Mercury Engineering.

The Irish Times Higher Options Exhibition 2018 took place between 12th, 13th and 14th September at the RDS Simmonscourt, Dublin. Over 25,000 students from

secondary schools across the country attended the event.

The CIF and Chartered Institute of Building (CIOB) hosted stands at the exhibition. CIF staff and staff from

member-companies ran a number of career talks and provided advice to students about the many exciting career opportunities for young people in the construction sector, which will create more than 100,000 jobs over the coming three years.

Dermot Carey, Director Safety & Training, CIF, said that The Irish Times Higher Options Exhibition 2018 is an important element of the CIF's strategy to engage with second-level schools.

"CIF has been working closely with second-level institutions and bodies over the past few years to highlight the many opportunities a career in construction offers young people," he said. "This was our fourth year to host a stand at the exhibition. We were delighted with the response to the presentations as well as the level of interest and enthusiasm shown by the students. We look forward to building on this and working with students and their schools to help them get all the information they need to choose a career in construction." **C**

PAYE MODERNISATION SET TO CHANGE PAYROLL ADMINISTRATION FROM JANUARY

The PAYE Modernisation Project is the most significant reform of the PAYE taxation system since its introduction in 1960. From 1st January 2019 employers will be required to calculate and report their employees' pay and deductions as they are being paid. This shift to real-time reporting will make it easier to deduct and pay at the right time the correct amounts of:

- Income Tax
- Pay-Related Social Insurance
- Universal Social Charge, and
- Local Property Tax

To prepare businesses for the changeover, Revenue is hosting seminars across the country to outline to employers and their payroll staff how the new system will operate.

PAYE Modernisation will result in the abolition of P30s, P45s, P46s, P60s and End of Year Returns.

CIF, in association with Grant Thornton, recently hosted a PAYE Modernisation breakfast briefing at its head offices.

Sinead Sweeney, Change and Communications Manager, PAYE Modernisation Project, set out the background to the project and advised on how best to prepare for the changeover. She said that the objective of PAYE Modernisation is that Revenue, employers and employees will have the most accurate, up to date information relating to pay and tax deductions.

"The new PAYE system will make compliance easier and ensure that the right tax is paid at the right time," Sinead Sweeney explained. "A statement detailing the employer's total liability in respect of each employee will be issued to employers by Revenue each month. This will then become the employer's return for that period."

"In addition to streamlining the process for employers, PAYE Modernisation will provide employees with secure online access to their pay and tax deduction information that has been returned by their employers on their behalf. This will provide transparency and allow Revenue to manage employee enquiries efficiently."

"As returns will be made on a monthly basis, from 2019 employers will no longer have to make an end-of-year-return or be obliged to issue employees with P60 forms."

Jim Kelly, Director, Grant Thornton,



Gillian O'Sullivan, Grant Thornton, and Sinead Sweeney, Revenue.



Jim Kelly and Oliver O'Connor, Grant Thornton.

advised that employers should be ensuring a number of provisions are in place at this time.

"This is the biggest cultural change we have had in the PAYE system since its inception," Jim Kelly explained. "Employers should immediately make sure they have Personal Public Service numbers (PPSNs) for all their employees and submit a listing of all employees with their PPSNs to Revenue as soon as possible."

"I would also advise that at this time the issuing of P45s for departing employees should be done promptly."

"Employers will find the new system more efficient. Once operating smoothly,

it should reduce the workload for payroll staff," he adds. "Non-cash benefits such as cars, share-based remuneration and employee loans will also be addressed under the new system. Employers will need to monitor these areas closely to ensure the correct amount is reported and taxed. I strongly advise that business owners and their payroll staff take the opportunity to attend a PAYE Modernisation briefing in their local area to learn what will be expected of them." **C**

To find out more about PAYE Modernisation workshops in your local area visit www.revenue.ie

INDUSTRY NEWS

IRELAND'S FIRST PEER-TO-PEER FUNDED FAMILY HOMES COME TO MARKET

Initiative Ireland recently announced the launch of Cluain Dara, Co Kildare, which is the first peer-to-peer funded family homes scheme to be financed and built in Ireland.

Developed by Landport Estates, and financed by Initiative Ireland's lending community, the first phase of houses, comprising a limited number of two-, three- and four-bedroom homes, have come to the market in Derrinturn, Co Kildare.

The development is financed by Initiative Ireland, a social impact finance provider, which originates and syndicates loans on behalf of its Private and Corporate Lending Clients.

Padraig W Rushe, CEO, Initiative Ireland says that Initiative Ireland was established to do three things: provide social impact by delivering affordable homes quickly; promote competition by supporting smaller developments at fair rates, and deliver strong returns to the company's lending community without compromising on capital security.

"Cluain Dara is a prime example of all three, and we are proud to play our small part in delivering much-needed family homes," he commented.

Initiative Ireland is one of the fastest growing peer-to-peer



Cluain Dara residential housing development, Derrinturn, Co Kildare.

lending platforms in Ireland, and the first to specialise in secured property backed finance. With over €5m in loans approved to date, the firm aims to significantly increase its lending in the coming months ahead of the launch of the planned debt fund, aiming to exceed €10m in loans by the end of the year. **C**

CORK SCAFFOLDING FIRM AWARDED PRESTIGIOUS ISO SYSTEM CERTIFICATION



Kevin Kenneally (right), representing NSAI, presents the ISO 9001 2015 Award to Brian Martin (centre), Managing Director, Martin Scaffolding, and Dermot Murray (left), Head of Health and Safety, Martin Scaffolding.

Martin Scaffolding has been awarded the ISO 9001 2015 Quality Management System Award, which is presented to organisations that demonstrate the ability to consistently provide products and services that meet customer and regulatory requirements.

Raheen, Co Cork-based Martin Scaffolding, which celebrates 30 years in business this year, employs 80 full-time workers with a fleet of 20 trucks. It is currently the only Irish scaffolding company to be awarded the accolade.

Brian Martin, Managing Director, Martin Scaffolding, is

delighted with the achievement.

"We are proud to be an early adopter of the updated standard as it provides further proof that we are very serious about the service we supply and we will always strive to deliver top quality for our customers," Brian Martin says. "The process followed to attain the award was a valuable investment in our service, staff and clients."

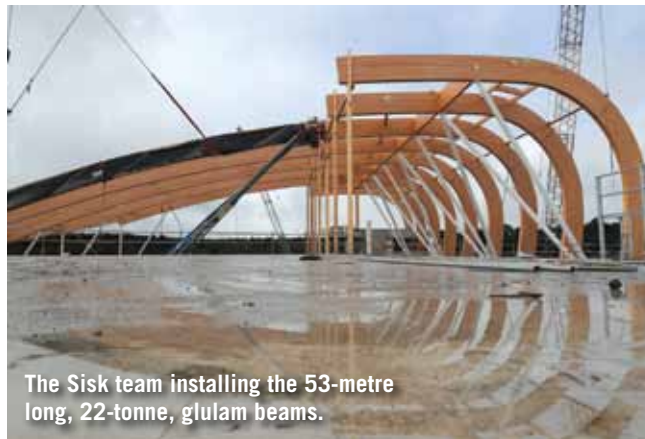
"It is great to be recognised for our hard work and dedication to quality. We want our clients to feel secure in knowing that by choosing Martin Scaffolding they are working with an internationally recognised company whose commitment to safety, quality and customer service is at the core of the business. This award, coupled with our continued Grade A Safe T-Cert, is a credit to everyone who worked hard to achieve it."

International Organization for Standardization (ISO) 9001:2015 is the most updated standard of its kind and focuses on quality management systems and performance. There is an advantage in using suppliers accredited with this certification as it ensures consistent and good quality products and services, which in turn brings many business benefits. It also assists companies in developing a management system that aligns quality with their broader business strategy. There is a focus on risk-based thinking and accountability in all organisational processes that helps improve communications, efficiency, and implementation of continuous improvement. **C**

CENTER PARCS PROJECT TAKES DELIVERY OF GIANT GLULAM BEAMS



The glulam beams being delivered to Center Parcs Longford Forest resort.



The Sisk team installing the 53-metre long, 22-tonne, glulam beams.

With one year to the opening, the €233m Center Parcs Forest Resort in County Longford has reached a significant milestone as main contractor John Sisk & Son took delivery and started the installation of the 53-metre long, 22-tonne, glulam beams that will form the structure of the impressive Subtropical Swimming Paradise. The Subtropical Swimming Paradise will be heated to 29.5C year-round and will be Ireland's largest indoor water park.

The record-sized glulam beams travelled over 2,000km from Altheim, Austria before arriving in Ballymahon in Longford.

The construction of Center Parcs Longford Forest is now at full tilt with over 750 construction workers on site. The spend on the site will be at €1m per week between now and its opening in 2019.

Tom Byrne, Head of Communications, John Sisk & Son, says the delivery of the Glulam beams is a milestone moment for the Sisk construction team.

"We were delighted to take delivery of the glulam beams. It was an important milestone for all involved. The project is progressing at a great pace and will be a huge boost to the region when it opens next year." **C**

NEW FAST-TRACK MAGPLY WALLING SYSTEM OFFERS OUTSTANDING WEATHER PERFORMANCE

A high rise development in Bournemouth in the UK is using an innovative BBA approved structural walling system, which features 9mm Magply boards for both the inner and outer faces to the insulated panels' design.

Oxford Point is a 16-storey structure containing studio apartments as well as en-suite study bedrooms in cluster flats.

While many composite walling solutions use OSB or particleboards to sandwich a foam insulation core, the MIB MetSIP is much more robustly engineered, with 75 mm deep cold-formed steel Sigma studs – plus a 45mm treated timber packer – at 600mm centres. 9mm thick Magply modified MgO boards form the inner and outer skins to the 136mm thick panels, whose excellent U-value is provided by a CO2 blown polyurethane insulation.

Aside from its speed of erection, two of the reasons that the MIB MetSIP system wins specifications for applications, such as the 16-storey Oxford Point tower, is the

outstanding weather performance and fire resistance offered by the Magply sheathing.

Magply is largely unaffected by prolonged exposure to rain, while under independent testing, the material was shown to achieve 90 minutes fire resistance with minimal smoke generation. This means during the critical erection phase, before fire-stopping breaks and other permanent protection can be installed, the structure is far less vulnerable to arson or an accidental blaze.

"Since their introduction to Ireland, Magply Boards have experienced steady growth and have been most recently used in projects such as a new residential block at The Five Lamps, Amiens Street, Dublin, as well as other projects," explains, Michael Hanrahan, Sales Director – Ireland, Magply.

Magply features an MgO formulation to offer a fire-safe and environmentally-friendly alternative to conventional plywood or OSB products. **C**



Oxford Point, Bournemouth, built using Magply system.



Sean Breen, Managing Director, Ecoplant, with the Ecovolve high-tip electric dumper.

IRISH FIRM CARVES MARKET NICHE AT HOME AND ABROAD WITH ELECTRIC PLANT SOLUTIONS

Celebrating 10 years in business this year, Ecoplant Hire is a unique Irish business that specialises in the hire of electric construction plant. Its product range offers clients a safe, eco-friendly and low-noise solution for construction firms operating within live, tight and enclosed sites. It also means there is no requirement for on-site fuel storage.

In 2015, the company moved into manufacturing with the establishment Ecovolve, when it developed the world's first high tip electric dumper, which it now exports worldwide.

Sean Breen, founder and Managing Director, Ecoplant Hire and Ecovolve, says that much of the success of the company is down to the uniqueness of the product range it offers.

"When it comes to on-site safety, particularly where a client is working within an operational manufacturing or pharma plant, or enclosed building space, our range of plant is an ideal solution because it has zero emissions and makes minimal noise. There is also the added benefit of not having

to store fuel on site.

The Ecoplant Hire product range includes electric diggers, battery-powered dumpers and electric saws and compactors, as well as electric forklifts, powerfloats and Brokk remote demolition machines. The company also provides generators and all required ancillary plant and attachments.

"The large plant used on many construction sites cannot be utilised on smaller and enclosed sites. Our compact but durable equipment has solved this problem for many clients," says Sean Breen.

The company's move into manufacturing in 2015 was brought about by Sean Breen's observation that clients were using wheelbarrows and more inefficient equipment to remove rubble from enclosed sites.

"I thought there had to be a more efficient alternative, and with some help from Enterprise Ireland, and our own creative team, we developed what would become the Ecovolve ED800 high-tip electric dumper for enclosed spaces."

The company employs five people directly

at its plant in Ballybrittas, Co Laois, with a further 10 people employed indirectly. All steel and raw materials are sourced and machined in Ireland. To date, Ecovolve has exported over 100 high-tip electric dumpers to clients all over the world, and there are now three unit types in the Ecovolve range: the ED800, ED1000 and ED1500.

"It is still early days for the Ecovolve high-tip electric dumper, which is the only product of its kind in the world, but we are working closely with Enterprise Ireland to build a global market for the product, and we are delighted with our success to date," comments Sean Breen.

"Ecoplant Hire is also doing very well, as we are again in a unique niche with high demand for our products. Our success can be measured by the fact that our customers include many of the CIF's Top 20 companies. We look forward to providing them and others with safe and eco-friendly solutions in delivering projects in the coming years," Sean Breen concludes. **C**

TOPCON AND JCB COLLABORATE ON NEW 3D CONTROL INITIATIVE

Topcon Positioning Group and JCB have announced a collaboration to provide the Topcon X-53x as a plug-and-play option for the new JCB 220X crawler excavator series — the first models in the next generation of JCB tracked machines for the global construction market.

The new excavators come with a Topcon pre-wire option from the factory. The companies are collaborating through their extensive dealer networks to provide customers with the highest level of technology and support.

“We are excited to bring our leading machine control technology and dealer network into this unique opportunity to work with JCB on the excellent product they are bringing to market,” said Ulrich Hermanski, Vice President, Topcon Construction Business EMEA.

The Topcon X-53x is designed to provide precise positioning of the boom, stick and bucket at all times. “The system maximises output up to 30% more than machines without a 3D system and provides a customisable machine control platform to address future project demands. We are delighted to have integrated this Topcon system option for operators of the JCB machines,” continued Ulrich Hermanski.

The option is available in countries across Europe, the Middle East and Africa (EMEA), including Ireland. **C**



ARDMAC AWARDED ISO 45001: 2018 OH&S MANAGEMENT STANDARD



Diarmaid Magee,
Director SHEQ, Ardmac

Construction firm Ardmac has been awarded certification for compliance with the new ISO 45001: 2018 Occupational Health and Safety Management standard.

ISO 45001: 2018 is an international standard that specifies requirements for an occupational health and safety (OH&S) management system, to enable organisations to provide safe and healthy workplaces by preventing work-related injury and ill-health and improving OH&S performance. The new standard was received in addition to Ardmac’s successful recertification to ISO 9001 Quality and 18001 Environmental standards.

Ardmac operates its unique ‘Safety First’ programme across all projects, which promotes a proactive approach to the management of environment, health and safety (EHS) in all workspaces. Ardmac’s ‘Safety First’ ethos integrates seamlessly with the

new ISO 45001 standard, which sets out effective processes for improving work safety in the workplace.

Diarmaid Magee, Director SHEQ, Ardmac is delighted that the company has been awarded the certification.

“The ISO 45001: 2018 standard complements our leadership strategy, risk management planning, participation and collaborative philosophy that we operate through our Safety First programme across all our projects,” he comments. “Safety is always foremost in our thinking when it comes to our people and our projects, and we are proud to be recognised for this through accreditation of this occupational health and safety standard.”

Ardmac also recently celebrated 18 consecutive years of recognition with the Royal Society for the Prevention of Accidents (RoSPA). **C**

FOR YOUR DIARY

Helping you plan ahead

OCTOBER

Tuesday 2nd, 9:00am CIF CONFERENCE 2018

Location: Croke Park, Dublin
Contact: comms@cif.ie

Tuesday 2nd, 9:30am – 11:30am CIRI INDUCTION TRAINING PROGRAMME

Location: Maldron Hotel, Sandy Road, Galway
Contact: Lorraine Hosty, Tel: 01 406 6028,
Email: lhosty@cif.ie

Wednesday 3rd, 8:00am PTCM CONTRACTS SUB COMMITTEE

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

Thursday 4th, 9:30am – 11:30am CIRI INDUCTION TRAINING PROGRAMME

Location: Radisson Blu Hotel, Athlone
Contact: Lorraine Hosty, Tel: 01 406 6028,
Email: lhosty@cif.ie

Friday 5th, 8:00am – 10:30am “READY FOR NZEB?” – ACEI/M&ECA BREAKFAST BRIEFING

Location: Huckletree, The Academy, Pearse St, Dublin 2.
Contact: Jennifer Nisbet-Daly,
Tel: 01 406 6048, Email: jnisbetdaly@cif.ie

Monday 8th, 1:00pm – 3:00pm CORK BRANCH EXECUTIVE MEETING

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

Tuesday 9th, 9:30am – 11:30am CIRI INDUCTION TRAINING PROGRAMME

Location: Radisson Blu Hotel, Sligo
Contact: Lorraine Hosty, Tel: 01 406 6028,
Email: lhosty@cif.ie

Tuesday 16th, 9:30am – 11:00am ALLIANCE OF SPECIALIST CONTRACTORS ASSOCIATIONS (ASCA) MEETING

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

Wednesday 17th, 3:00pm MBCA EXECUTIVE COUNCIL MEETING

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

Tuesday 23rd, 8am REVENUE PAYE MODERNISATION PROJECT

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

Tuesday 23rd, 11:00am – 01:00pm IHBA NATIONAL COMMITTEE MEETING

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

Wednesday 24th, 1:00pm PROCUREMENT TENDERING & CONTRACTUAL MATTERS COMMITTEE MEETING

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

NOVEMBER

Monday 5th, 1:00pm CORK BRANCH IHBA MEETING

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

Tuesday 6th, 2:30pm – 4:00pm CONSTRUCTION 4.0 COMMITTEE MEETING

Location: CIF Head Office, Construction House, Canal Road, Dublin
Contact: Jennifer Nisbet-Daly,
Tel: 01 406 6048, Email: jnisbetdaly@cif.ie

Tuesday 6th, 4:00pm – 6:00pm MID WEST BRANCH MEETING

Location: Castletroy Hotel, Limerick
Contact: Brid Cody, Tel: 021 435 1410,
Email: bcody@cif.ie

Wednesday 7th, 8:00am PTCM CONTRACTS SUB COMMITTEE

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

Wednesday 7th, 7:00pm – 9:00pm SOUTH EAST BRANCH MEETING

Location: Tower Hotel, Waterford
Contact: Ronan O'Brien, Tel: 021 435 1410,
Email: robrien@cif.ie

Wednesday 7th, 8:00pm – 10pm DONEGAL BRANCH MEETING

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

Thursday 8th ECA CENTENARY DINNER

Location: The Crypt, Christchurch Cathedral, Dublin
Contact: Jennifer Nisbet-Daly,
Tel: 01 406 6048, Email: jnisbetdaly@cif.ie

Friday 9th, 7:00PM MBCA ANNUAL DINNER

Location: Clayton Hotel, Burlington Road, Dublin
Contact: Denise Tuffy, Tel: 01 406 6066,
Email: dtuffy@cif.ie

Monday 12th, 4:00pm CECA EXECUTIVE COMMITTEE MEETING

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

Monday 12th, 6:00pm – 8pm GALWAY BRANCH AGM

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

Thursday 15th, 1:00pm – 4:30pm CIF WESTERN & MIDLAND SME PARTICIPATION IN PUBLIC PROCUREMENT COLLOQUIUM

Location: Tullamore Court Hotel, Tullamore, Co Offaly
Contact: Justin Molloy, Tel: 091 502680,
Email: jmolloy@cif.ie

Tuesday 20th, 8:00pm – 10pm MIDLAND BRANCH MEETING

Location: Hodson Bay Hotel, Athlone
Contact: Justin Molloy, Tel: 091 502680,
Email: jmolloy@cif.ie

Wednesday 21st, 3:00pm MBCA EXECUTIVE COUNCIL MEETING (FOLLOWED BY MBCA AGM)

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

Thursday 22nd, 8:30am – 1:00pm KILDARE BRANCH MEETING

Location: Osprey Hotel, Kildare
Contact: James Benson, Tel: 01 406 6061,
Email: jbenson@cif.ie

Thursday 22nd, 4:00pm – 6:00pm KILKENNY BRANCH MEETING

Location: Lyrath House Hotel, Kilkenny
Contact: James Benson, Tel: 01 406 6061,
Email: jbenson@cif.ie

Friday 23rd, 11:30am – 1:00pm IRISH ASSOCIATION OF DEMOLITION CONTRACTORS (IADC) MEETING

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

Tuesday 27th, 9:30am – 11:00am ALLIANCE OF SPECIALIST CONTRACTORS ASSOCIATIONS (ASCA) MEETING

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

Wednesday 28th INAUGURAL CIF HEALTH & SAFETY SUMMIT

Location: Croke Park, Dublin
Contact: John Egan, Tel: 01 406 6097,
Email: jegan@cif.ie

CIF TRAINING COURSES

CIF training and education programmes for October-November 2018

OCTOBER COURSES	CODE	DATE	DURATION	LOCATION
CIF Site Supervisor Safety Programme	SSSP 3307	10th October	2 Days	Limerick
CIF Site Supervisor Safety Programme	SSSP 3308	25th October	2 Days	Galway
Assigned Certifier – A Site Manager's Approach	AS 3461	19th October	1 Day	Dublin 6
Payment Process under the Construction Contracts Act 2013	PPCC 3457	22nd October	Half Day	Athlone
PRINCE 2 Foundation	P2F 3447	1st October	3 Days	Dublin 6
IR/HR for Construction Managers	IRHR 3448	25th October	2 Days	Galway
Site Managers A Practical Approach to Building Regulations	SMBR 3444	11th October	2 Days	Dublin 6
CIF IOSH Managing Safety in Construction	MSIC 3481	1st October	5 Days	Venue tbc
CIF IOSH Managing Safety in Construction	MSIC 3309	2nd October	5 Days	Limerick
CIF IOSH Managing Safety in Construction	MSIC 3310	4th October	5 Days	Dublin 6
Building Control Course - Part E - Sound	BCC 32525	23rd October	10 Days	Dublin 6
Building Control Course - Part G & Part H - Hygiene and Drainage	BCC 32525	23rd October	10 Days	Dublin 6
CIF QQI Building Control Course - Part F & Part L - Ventilation & Conservation [1]	BCC 32526	24th October	10 Days	Dublin 6
CIF QQI Building Control Course - Part F & Part L - Ventilation & Conservation [2]	BCC 32526	25th October	10 Days	Dublin 6
Appointed Persons Course	AP 3311	8th October	3 Days	Limerick
Project Supervisor Construction Stage	PSCS 3421	3rd October	3 Days	Athlone
Project Supervisor Construction Stage	PSCS 3313	8th October	3 Days	Limerick
Project Supervisor Construction Stage	PSCS 3312	11th October	3 Days	Dublin 6
CIF Management & Inspection of Scaffold	SI 3315	26th October	1 Day	Dublin 6
Temporary Work One-Day Programme	TW 3316	3rd October	1 Day	Dublin 6
Environmental Management for Construction Focusing on Land/Waste/Water	EMC 3420	31st October	1 Day	Limerick
CIF Core Safety Management Programme Renewal/CPD	CSMP 3317	19th October	Half Day	Cork
CIF Core Safety Management Programme Renewal/CPD	CSMP 3318	22nd October	Half Day	Dublin 6
CIF Core Safety Management Programme Renewal/CPD	CSMP 3319	26th October	Half Day	Athlone
Radon Prevention Measures	RPM 3468	17th October	Half Day	Dublin 6
NOVEMBER COURSES	CODE	DATE	DURATION	LOCATION
CIF Site Supervisor Safety Programme	SSSP 3320	5th November	2 Days	Dublin 6
CIF Site Supervisor Safety Programme	SSSP 3321	26th November	2 Days	Cork
CIF Site Supervisor Safety Programme	SSSP 3451	20th November	2 Days	Sligo
Emotional Intelligence	EI	22nd November	Half Day	Dublin 6
Site Managers a Practical Approach to Building Regulations	SMBR 3445	15th November	2 Days	Sligo
Assigned Certifier – A Site Manager's Approach	AS 3462	28th November	1 Day	Dublin 6
Payment Process under the Construction Contracts Act 2013	PPCC 3455	28th November	Half Day	Dublin 6
IR/HR for Construction Managers	IRHR 3449	29th November	2 days	Dublin 6
CIF IOSH Managing Safety in Construction	MSIC 3322	2nd November	5 Days	Dublin 6
CIF IOSH Managing Safety in Construction	MSIC 3323	8th November	5 Days	Athlone
CIF IOSH Managing Safety in Construction	MSIC 3324	14th November	5 Days	Cork
Building Control Course - Part K & Part M - Stairways and Access	BCC 32527	29th November	10 Days	Dublin 6
Building Control Course - Final Revision and Examination	BCC 32528	29th November	10 Days	Dublin 6
Building Control Course Examination	BCC 32529	30th November	1 Day	Dublin 6
Airtightness Programme	AT 3349	30th November	1 Day	Dublin
Appointed Persons Course	AP 3325	12th November	3 Days	Dublin 6
Environmental Management for Construction Focusing on Land/Waste/Water	EMC 3458	28th November	2 Day	Athlone
Project Supervisor Construction Stage	PSCS 3326	13th November	3 Days	Dublin 6
Project Supervisor Construction Stage	PSCS 3453	12th November	3 Days	Galway
IOSH Project Supervisor Design Process	PSDP 3327	20th November	2 Days	Dublin 6
CIF Core Safety Management Programme Renewal/CPD	CSMP 3330	23rd November	Half Day	Dublin 6
CIF Core Safety Management Programme Renewal/CPD	CSMP 3331	30th November	Half Day	Cork



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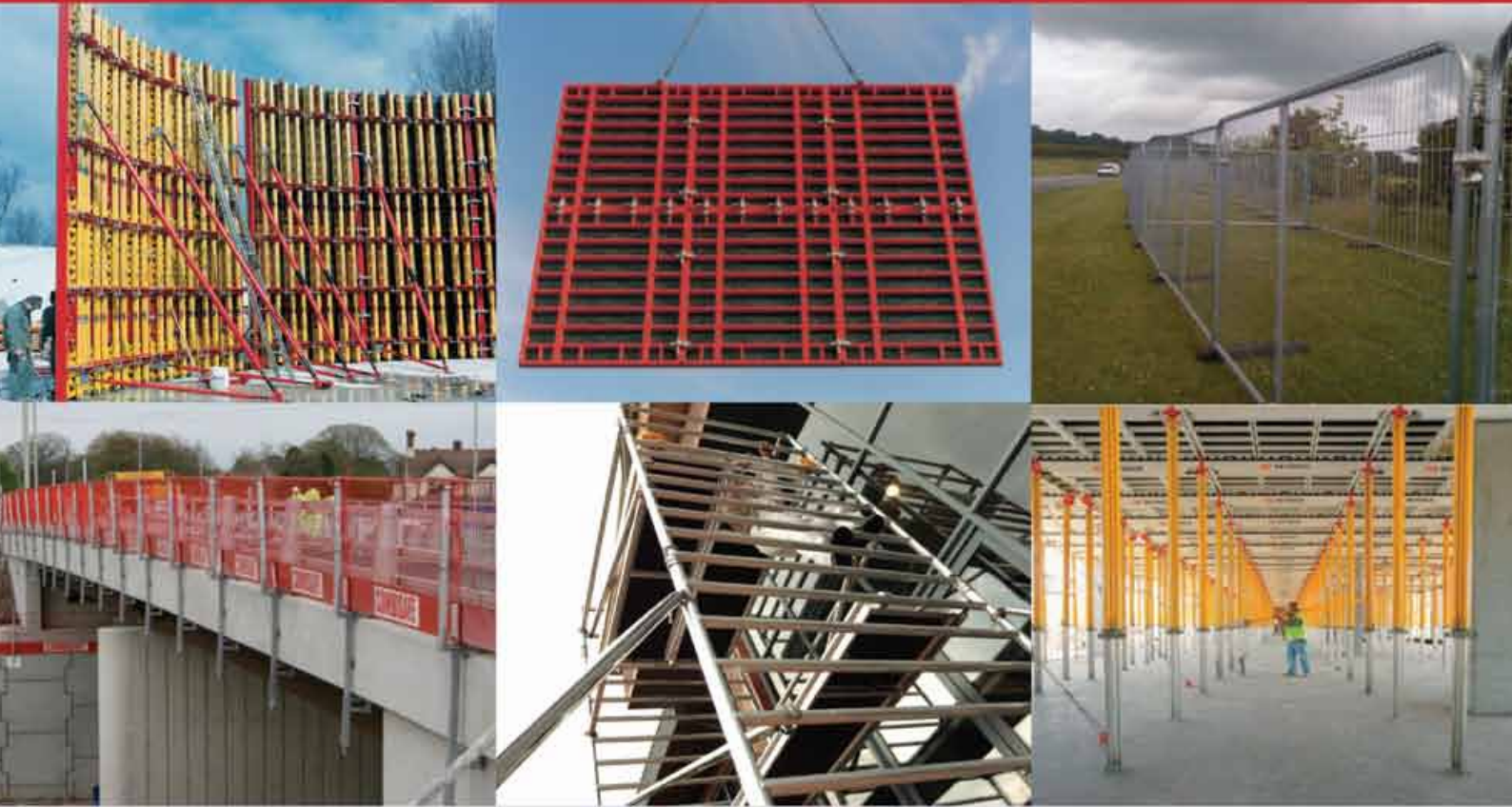
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