

# CONSTRUCTION

THE OFFICIAL MAGAZINE OF THE CONSTRUCTION INDUSTRY FEDERATION

DECEMBER 2018/ JANUARY 2019



**OUTLOOK 2019**  
**— COMPREHENSIVE LOOK**  
**AT THE YEAR AHEAD**



# HERITAGE CONTRACTORS JOHN PAUL CONSTRUCTION

[www.johnpaul.ie](http://www.johnpaul.ie)



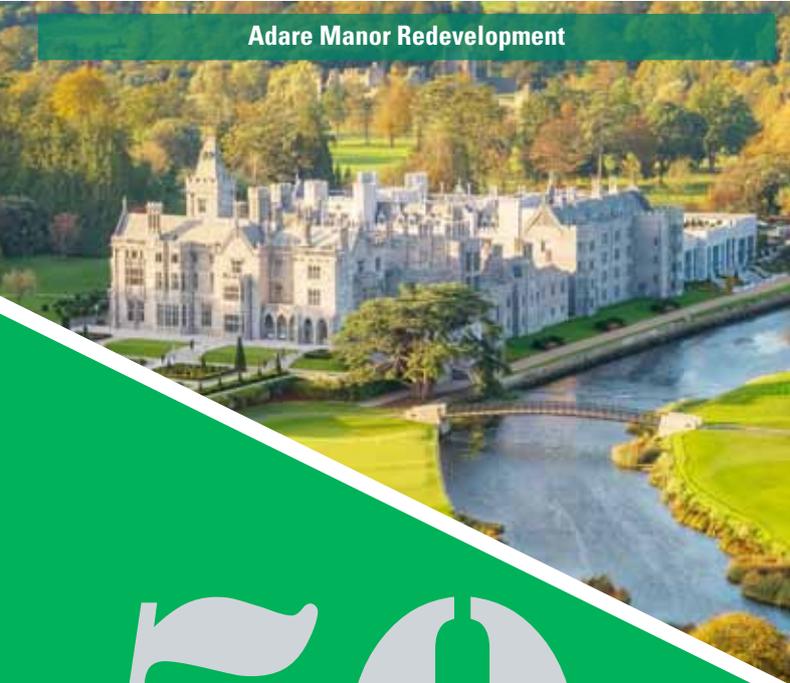
1-6 Sir John Rogerson's Quay



Pearse Lyons Whiskey Distillery & Visitor Centre



The National Gallery of Ireland - Refurbishment of Historic Wings



Adare Manor Redevelopment



23-27 College Green



# EDITORIAL



**A**t the beginning of 2019, one thing is clear, which is that nothing is clear regarding Brexit and its impact on Irish construction. Whatever happens, it is also clear that Brexit will not be the only issue focusing minds in the construction sector in the year ahead.

In this issue of *Construction*, we bring you the most comprehensive construction industry outlook for 2019, ranging from the views of Government, CIF directors and executives to external sector experts and regular contributors who have unique insights on the numerous and complex issues that affect Irish construction.

In our main Outlook 2019 feature, CIF directors highlight issues such as housing and infrastructure delivery, NDP, inflation, recruitment and health and safety, and, of course, Brexit, outlining how they will work to address these issues in 2019.

Finance Minister, Paschal Donohoe, TD, where he outlines his thinking on what can be achieved in delivering elements of the National Development Plan 2018-2027 (NDP) in the year ahead, and he also acknowledges the challenges that the construction sector faces in delivering these projects.

Top sector experts from EY, ByrneWallace and Davy offer insights into what they see on the construction horizon in the year ahead.

Our Project Feature is an exclusive report on John Paul Construction's magnificent renovation of Adare Manor Hotel and Estate. Our Category Focus continues the conservation theme, featuring work by Stewart Construction and CK Roofing, who, like John Paul Construction, are members of the CIF's 'Register of Heritage Contractors'.

In our Member Focus, Townlink founder Joe McCarron talks about the impact of low cost tendering and how the sector should go about presenting itself as a viable career option for young people.

In Industry Analysis, we learn how Sinead Savage, Head of Business Development, Collen Construction, came to construction by accident and hear about her career to date.

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

Finally, I would like to take this opportunity to wish you a Happy New Year and every success in 2019. **C**



*Robbie Cousins*  
Editor

## YOUR CONSTRUCTION INDUSTRY FEDERATION TEAM - [WWW.CIF.IE](http://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](mailto:robbie@foundationmedia.ie)

### Commercial Manager:

Joe Connolly  
Email: [joe@foundationmedia.ie](mailto: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](mailto: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](mailto:cifgalway@cif.ie)

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

**PRESIDENT:** Pat Lucey  
**DIRECTOR GENERAL:** Tom Parlon  
**CHIEF OPERATIONS OFFICER:**  
George Hennessy

### DIRECTOR/EXECUTIVE TEAM

#### HOUSING & PLANNING:

Hubert Fitzpatrick, Lorraine Hosty  
Jeanette Mair

#### MAIN CONTRACTING:

Martin Lang, Alison Irving

#### SPECIALIST CONTRACTING:

Sean Downey, Gillian Ross, Jennifer Nisbet-Daly

#### INDUSTRIAL RELATIONS & EMPLOYMENT SERVICES:

Jean Winters, Cheryl Treanor, Anthony Brady

#### EASTERN REGION:

Hubert Fitzpatrick, James Benson

#### SOUTHERN REGION:

Conor O'Connell, Ronan O'Brien

#### WESTERN/MIDLAND REGION:

Justin Molloy

#### SAFETY & TRAINING:

Dermot Carey, John Egan

#### LEARNING & DEVELOPMENT:

Robert Butler

#### MEMBERSHIP:

Maude Foley

### NEW MEMBERSHIP:

Bernardine Walsh

### FINANCE/ACCOUNTS:

Gabriel MacGrath

### COMMUNICATIONS:

Shane Dempsey, Joanna Kiernan, Michaela Courtney

### ICT SERVICES:

Denis Cadogan, Paul Brady

### CIRI - [www.ciri.ie](http://www.ciri.ie)

CIRI: Lorraine Hosty

CIRI CPD OFFICE: Robert Butler

### CERS: Frances McNally

Tel: 01- 407 1434

Email: [info@cers.ie](mailto:info@cers.ie)

### MILESTONE ADVISORY:

Susan O'Mara

Tel: 01- 406 8021

Email: [info@milestoneadvisory.ie](mailto:info@milestoneadvisory.ie)

### CWPS: Martin Bradley

Tel: 01- 406 8025

Email: [info@cwps.ie](mailto:info@cwps.ie)

We've built  
one business  
to help you  
build yours

Lagan Products has become Breedon. One brand and one business offering an enhanced, high-quality product range, backed by a service commitment designed to add value to merchants of all sizes on a nationwide scale.

And because we are now bigger and part of the Breedon Group, a leading construction materials company in the UK and Ireland, you can grow too. You can take advantage of our wider product range and the peace of mind that you are backed by the highest quality, comprehensive technical support and an enduring commitment to customer care.

For more information call **028 9264 7100** or visit **[www.breedongroup.com](http://www.breedongroup.com)**



Lagan Products 

now known as

  
**BREEDON**



CONSTRUCTION

# CONTENTS

DECEMBER 2018/JANUARY 2019

## CIF NEWS

5 THE LATEST NEWS FROM CIF

## CONSTRUCTION OUTLOOK 2019

16 ARE THERE BLUE SKIES AHEAD FOR THE CONSTRUCTION INDUSTRY IN 2019?

CIF Directors' Outlook for 2019

28 CONSTRUCTION OUTPUT FORECASTED TO REACH €30BN BY 2020

30 CIS PROJECT OUTLOOK 2019

## SPECIAL FEATURE

32 CONSTRUCTION IS IDEALLY POSITIONED TO DELIVER ON THE AMBITIONS OF PROJECT IRELAND 2040

Interview with Pat Lucey, President, CIF

## PROJECT FEATURE

35 A DARING RESTORATION – John Paul Construction's Restoration of Adare Manor Hotel and Estate

## CATEGORY FOCUS

40 BREATHING NEW LIFE INTO IRELAND'S HISTORIC BUILDINGS Projects by Stewart Construction and CK Roofing and Carpentry

## MEMBER FOCUS

44 "THE RACE TO THE BOTTOM ON PRICING HAS BEEN MERCILESS ON FAR TOO MANY CONTRACTORS" –

Townlink

## INDUSTRY ANALYSIS

47 MAKE YOUR PENSION YOUR 2019 RESOLUTION

## 49 #BUILDINGEQUALITY

"I Got into The Industry by Accident Really" – Sinead Savage, Collen Construction

## 56 LEARNING & DEVELOPMENT –

CIF Courses Become The First to Attain 'Assured' Accreditation

## CORPORATE PARTNER FOCUS

57 PANDA POWER – Taking the Stress Out of Delivering New Development Utilities

## SAFETY FOCUS

59 ESB NETWORKS – Keep a Safe Distance from Electricity Wires and Cables

## EVENTS

61 CIF HEALTH AND SAFETY SUMMIT 2018

62 CIF WESTERN & MIDLAND PUBLIC SECTOR PROCUREMENT COLLOQUIUM

64 CPAS BREXIT BRIEFING

65 ECA CENTENARY CELEBRATIONS

66 CSPAC FORUM AND AWARDS 2018

68 ANNUAL MBCA DINNER

69 MPDI CONVENTION 2018

70 CIF BREXIT BRIEFING

## INDUSTRY NEWS

71 NEWS OF DEVELOPMENTS FROM THE WIDER INDUSTRY

## DIARY

75 DATES FOR YOUR DIARY

Don't Miss a Thing

## TRAINING

76 TRAINING

A Look at the CIF Training Schedule



# Ireland **skills** live

21–23 MARCH 2019

RDS, SIMMONSCOURT

THIRD LEVEL → APPRENTICESHIPS → TRAINING → CAREERS

## TOGETHER WE CAN CHANGE PERCEPTIONS AND DELIVER REWARDING CAREERS

### LOOKING TO RECRUIT IN ONE OF THESE AREAS:

- CONSTRUCTION
- HOSPITALITY
- CREATIVE ARTS
- TRANSPORTATION AVIATION
- INFORMATION TECHNOLOGY
- MANUFACTURING ENGINEERING

Meet Your Future Employees At Ireland Skills Live.  
Book Your Stand Today.

Contact: **Margaret Andreucetti** or **Joanna Sheridan**

**T** 018460020 **E** Sales@eventhaus.ie

[www.irelandskillslive.ie](http://www.irelandskillslive.ie)

Media Partners:

Irish Independent 

**THE Herald**

Main Sponsors:



# CIF NEWS

## 2019 WILL BE A MAKE OR BREAK YEAR FOR IRISH CONSTRUCTION

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

**D**uring 2019, CIF will embark on its most ambitious programme of work to address a broad range of issues to the benefit of members.

Last year was a milestone year for construction, with the Government unveiling its *Building Ireland 2040 plan*, *National Development Plan (2018-2027)* and *Ireland 2040 Our Plan – The National Planning Framework*.

In 2019, there are a number of challenges that need to be addressed as a matter of urgency to progress the rollout of the NDP, as well as facilitate other development activity.

Primarily among these, CIF remains deeply concerned that members face an unstable environment in 2019. Members should be aware of increasing costs when tendering, as we are entering a period of prolonged input cost inflation, including upward pressure on wages. It is vital that companies allow for this in tendering to mitigate risk. The CIF will resist any wage claims that increase costs and will continue to apply pressure on the Government to introduce more sustainable procurement practices.

The strength of our regional construction industry is a barometer for regional development. Local development supports local economies. It drives job creation and investment. Balanced regional development should be a priority for Government. We are fully aware of the pressures that regional contractors are working under at the moment, and over the coming months, we will continue to work with Government to increase the rollout of regional projects.

Skills shortages is another challenge that CIF will be working to address in 2019. While recruiting foreign-based workers offers a short-term solution, our long-term focus is on working with schools to highlight to young people, children and their parents the opportunities that exist in the construction industry to build a sustainable and fulfilling career.

It is with this in mind that I look forward to the upcoming first Ireland Skills Live Apprentice event, which will take place from 21st to 23rd March, at the RDS Simonscourt, Dublin. This will showcase Irish trades and skills at their best and will be the first of several significant initiatives this year, which CIF will be supporting, to highlight career opportunities in construction for young people.

Brexit and its potential impact remain significant issues for Irish contractors, particularly as at this time there is still no clarity on what will happen. CIF directors will monitor this closely over the coming months to minimise whatever fallout may occur.

We have faced and overcome many challenges in the past, and I am in no doubt of our ability to address the challenges that lie ahead in the coming year.

Finally, I would like to congratulate Pat Lucey on his



Tom Parlon,  
Director General, CIF.

“ THE STRENGTH OF OUR REGIONAL CONSTRUCTION INDUSTRY IS A BAROMETER FOR REGIONAL DEVELOPMENT. ”

appointment as the new President of the CIF. I look forward to working with Pat in his new role.

I would not like to let this opportunity to pass without thanking Dominic Doheny for his tireless work as CIF President over the past two years. I very much enjoyed working with Dominic and wish him continued success in the coming years. **C**

Kind Regards,

Tom Parlon



An award winning and innovative company with a history of integrity, **Stewart Construction** understand clients evolving needs and will deliver its promise on each and every project.



Stewart Construction is one of a few listed Heritage Contractors under the Heritage Registration Scheme.



**Stewart**  
Construction **Est.1902**

 **Multi-Award Winning Main Contractor**

**A Deloitte Gold Standard  
Best Managed Company**



   [stewart.ie](http://stewart.ie)

# CONSTRUCTION SME'S FACING LIQUIDATION DUE TO PROCUREMENT ISSUES AND INSURANCE COSTS

The CIF has called for greater investment to improve conditions, support innovation in the construction sector and protect its small and medium-sized enterprises (SMEs.)

Late last year, the CIF addressed the Seanad Public Consultation Committee on Small and Medium Sized Business in Ireland, following a detailed submission earlier in the year.

Tom Parlon, Director General, CIF, said that the impact of the economic downturn was particularly felt among the many SME businesses that operate in the construction sector.

"The industry needs the right conditions for its supply chains to thrive and be confident about investing in new research, innovation, technology and people," he said. "The construction industry has previously called on Government to assist in developing a strong and resilient supply chain and create conditions for construction supply chains to thrive by addressing access to finance, education and skills, and leaner procurement."

According to Jeanette Mair, Economic Policy and Research Executive, CIF, the construction industry comprises predominantly SME and micro-enterprises.

"Over 97% of businesses in the construction industry employ fewer than 10 people," Jeanette Mair said. "Over 65% of people employed and engaged in construction activity 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.

"Small businesses face a disproportionate burden of regulation and administrative costs and are often the companies most in need of business supports, training and access to finance," she continued. "The rising costs of construction have made productivity a critical 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."



Tom Parlon, Director General, CIF.

The CIF recommended that the Committee consider the role of fairer procurement in terms of capital expenditure by the State, with regard to safeguarding and developing Irish construction SMEs, and that it also considers widening the R&D Tax Credit scope in line with the UK to incentivise SMEs to get involved in R&D activities. **C**

# CIF STARTER PACK GIVES CONTRACTORS TOOLS TO INCORPORATE BIM INTO THEIR OPERATIONS

The new *CIF BIM Starter Pack* is a guide for contractors, designed to enable them to meet projects digital needs as the construction industry veers more and more towards the use of these modern methods and innovative techniques in everyday construction projects.

Welcoming the publication of the Starter Pack, Sean Downey, Director, Specialist Contracting, CIF, said, "Members of the CIF Construction 4.0 sub-committee have published this practical guide in a bid to improve the industry and I would like to congratulate them on their efforts."

Eoin Vaughan, Chairperson, Construction 4.0 sub-committee, also welcomed the publication of the Starter Pack.

"The purpose of the document is to give members of the industry a starting point for BIM implementation in their business," he said. "It can be read as a 'how-to' guide for companies, which may not yet have made an investment into this area and



Eoin Vaughan, Chairperson, Construction 4.0 sub-committee.

are perhaps at a point where they are considering how they can best establish a BIM capability. Alternatively, it can be a useful tool for companies that are already dipping their toe into the world of digital construction."

This new guidance document has been developed with SME and major construction services providers in mind. Written by contractors for contractors, it provides insights from those who

have been 'early-adopters' of the new technology.

One such early adopter, Cillian Kelly, Chairperson, CIF BIM Working Group, agrees that the goal of the document is to provide direction to organisations within the construction industry on basic BIM requirements, including strategy, project, contractual, hardware/software and training.

"This guide should help CIF companies put the resources in place to enable them to respond to the digital requirements of projects," he said. "BIM is here to stay as a project deliverable. It is critical that companies are aware of what they are being asked to sign up to and that they can ensure they have the correct process and technical resources in place to meet clients' expectations." **C**

*The CIF BIM Starter Pack, the third document produced by the Construction 4.0 sub-committee, can be downloaded at [www.cif.ie/reports-and-publications](http://www.cif.ie/reports-and-publications)*

# G.K. Nets

HIGH QUALITY SAFETY NETS

MANUFACTURED  
TO EN1263-1

*At G.K. Nets we pride ourselves on being Ireland's market leader when it comes to the manufacturing of safety nets for the construction industry.*

*Our nets comply to the EN1263-1 standard. We manufacture all our safety nets using the highest quality netting. All nets come with border rope test patches and certificates of conformity. We can also arrange for annual testing of test patches and can provide a repair service for torn and damaged nets.*



Please call and speak to a member of our team to discuss all your safety netting requirements:

**ADDRESS:** Foresters Hall Balglass Road, Howth, Co. Dublin, Ireland, D13 A363

**PHONE:** 01 839 1833 **MOBILE:** 087 6798866 **EMAIL:** gknets@eircom.net



dillon  
productions

**VIDEO RICH LEARNING AND COMMUNICATION CONTENT.**

**SPECIALISTS IN THE PRODUCTION AND HOSTING OF ENVIRONMENTAL, HEALTH AND SAFETY INDUCTION PROGRAMMES.**



## CONTACT US

UNIT 2, BLOCK D, NUTGROVE OFFICE PARK  
DUBLIN, D14 H262, IRELAND

T: +353 1 298 0736

[WWW.DILLONPRODUCTIONS.COM](http://WWW.DILLONPRODUCTIONS.COM)

# TOMMY DRUMM ELECTED PRESIDENT OF THE MBCA

**T**ommy Drumm, Managing Director, Colleen Construction Ltd, was elected President of the Master Builders' and Contractors' Association (MBCA), at the 2018 Annual General Meeting of the Association. He takes over the role from Cormac Smith, Director, MMD Construction Ltd.

Accepting the post, Tommy Drumm thanked Cormac Smith for his hard work throughout his term as President and congratulated honorary officers on their election. Rachel Clarke, MJ Clarke & Sons Ltd, was elected Senior Vice President, and Kevin O'Brien, PJ Hegarty & Sons, was elected Vice President at the AGM.

He also expressed his thanks to Martin Lang, Director, Main Contracting CIF; Alison Irving, Executive, Main Contracting, CIF; and Denise Tuffy, Administrator, Tendering and Contracting, CIF, for their ongoing support and assistance to the MBCA Committee.

"I am delighted and honoured to be



L to r: Denise Tuffy, CIF; Martin Lang, Director, Main Contracting, CIF; Alison Irving, CIF; Frank Kelly, Senior Vice President, CIF; Seamus Duggan; Rachel Clarke, Senior Vice President, MBCA; Philip Weinmann; Tommy Drumm, President, MBCA; John Ward; Cormac Smith, immediate Past President, MBCA; Paul Carey; Kevin O'Brien, Vice President, MBCA; and Richard Treacy.

elected as President of the MBCA and will endeavour to use the year to work with all the stakeholders to address what we in the industry see as the key issues," said Tommy Drumm at his inauguration. "I also pledge

to work to promote a better gender balance within the industry during the term of my presidency in conjunction with the CIF's Building Equality initiative." **C**

# CONSTRUCTION ACTIVITY IN GALWAY ON THE RISE IN 2019

**G**alway is starting 2019 with an increase in construction activity as a number of projects, which began late in 2018, are proceeding to plan, and others are ready for roll-out as the year proceeds.

Purcell Construction ended 2018 by beginning work on a major extension on client Medtronic's B1 facility in Parkmore, Galway. The two-storey building, when completed, will contain an ISO Class 8 Cleanroom.

In Galway City, Carey Building Contractors are completing work on a major refurbishment and conservation of the Piscatorial School, in the Claddagh area of Galway.

A number of developers, including O'Malley Construction, are building houses on the east side of the city, while Burkeway Homes is building on the west of the city.

Justin Molloy, Director, Western and Midland Region, CIF, says that contractors can expect to see an increase in activity over the coming months.

"2019 is set to be busier than recent years for contractors in the Galway area with a number of student accommodation developments starting in the city and commercial developments coming on stream in Galway Docks," he says.

"We are also looking forward to seeing several new residential sites opening up in the east and west of the city during the year.

"While it is not yet at the level we would like to see," he continues, "the signs are encouraging. The roll-out of the *National Development Plan 2018-2027* (NDP) in the regions over the coming 24 months, and beyond, will bring increased public work as well as opening up this region to future investment, which will, we expect, also include foreign direct investment (FDI) activity." **C**



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

# We frequently achieve savings of more than 20% for new clients.

## Specialist Construction Brokers

Martin Insurance has a long history of providing tailored insurance solutions to the construction industry that stretches back to 1980. Our strong relationships with underwriters in Dublin and London, built over many years, enables us to place complex risks at competitive premiums.

## Insurance & Bonds

### Our long-standing clients include:

- ✓ General Contractors (PSCS)
- ✓ Formwork & Shuttering
- ✓ Scaffolding & Temporary Works
- ✓ Demolition & Asbestos Removal
- ✓ Civil Engineering & Groundworks
- ✓ Quarrying & Concrete
- ✓ Waste & Environmental
- ✓ Traffic Management
- ✓ Manufacturing & Engineering
- ✓ Roofing & Cladding
- ✓ Mechanical & Electrical
- ✓ Plant Hire & Crane Hire
- ✓ Airside & Marine Contractors
- ✓ Architects, Engineers and Surveyors

### Client Solutions:

- ✓ Public, Products & Pollution Liability
- ✓ Employers Liability
- ✓ Professional Indemnity - Design & Construct
- ✓ Performance Bonds
- ✓ Motor Fleet
- ✓ Machinery & Plant
- ✓ Contract Works
- ✓ Property & Business Interruption
- ✓ Airside & Offshore Risks
- ✓ Employment Disputes
- ✓ Insurance Backed Warranties
- ✓ Trade Credit Insurance

### Performance Bonds Service:

- ✓ Access to Irish, London-Market & European Underwriters
- ✓ Simultaneous facilities across 3-5 underwriters to support growth
- ✓ Central management of the information flow to underwriters including financials, workflow schedules and completion certificates to ensure continuous capacity at competitive rates
- ✓ Favourable terms and conditions

### Recent Client Placements:

Design & Construct Professional Indemnity Risk

30%  
Premium reduction

Manufacturing Risk

15%  
Premium reduction & profit share agreement

Contractors Liability Risk

25%  
Premium reduction



### New Business Contact

👤 James Martin  
📍 Kilmore Business Park, Dublin Road, Cavan  
☎ 049 432 7089 / 087 902 2000  
@ james.martin@mib.ie

# PADRAIG HANNON ELECTED CHAIRPERSON OF CIF MIDLANDS BRANCH

The Annual General Meeting (AGM) of the CIF Midlands Branch took place at the Hodson Bay Hotel, Athlone. At the meeting, Padraig Hannon, Leamore Construction Ltd, was elected Chairman for the coming year. He takes over the role from Gillian Murtagh, Murtagh Precast Ltd, who has held the position for that past five years.

In accepting the position, Padraig Hannon thanked Gillian Murtagh for her work on behalf of the branch and contractors in the midlands region over the past five years.

“Gillian has been tireless in her work and commitment over her tenure, and she set a very high standard. In the coming year, I intend to work on behalf of branch members to address issues that are hindering development in the midlands region as well as work to develop the branch’s membership.” **C**



Gillian Murtagh, outgoing Chairperson, CIF Midlands Branch being presented with a commemorative vase from the incoming Chairperson, Padraig Hannon; and Dominic Doheny, outgoing President, CIF, and Midlands Branch member.

# TARA FLYNN RE-ELECTED AS CIF GALWAY BRANCH CHAIRPERSON



L to r: Rachael Stewart, Stewart Construction; Dominic Doheny, outgoing President, CIF; Tara Flynn, Chairperson, CIF Galway Branch; and Mark Coffey, Coffey Group.

At the recent CIF Galway Branch AGM, Tara Flynn, Paul Flynn Construction Ltd, was re-elected to serve a second term as Chairperson of the branch.

In her first term as Chairperson, Tara Flynn worked locally and nationally on behalf of members in the west of the country. Her main focus was on addressing the regional development imbalance that exists within the State.

She said that she was honoured to be re-elected to serve a second term and

would continue to work for members in the region.

“Since my election as Chairperson of the branch in 2017, it has been a very busy but enjoyable year. Apart from our bi-monthly branch meetings, we held several business briefings, which allowed us to open up our network with presentations by various consultants and professionals, such as AECOM, Grant Thornton, Quigg Golden, Construction Guarantee, McCarthy Keville O’Sullivan, IDA and Revenue.”

As well as organising site visits and

meeting with various Government Ministers, Tara Flynn’s first term as Chairperson saw the return of the CIF Galway Branch Annual Gala Ball after an absence of several years, as well as the return of the CIF Galway Golf Classic.

“One of the highlights of my first term was being afforded the opportunity to speak at the CIF Annual Conference on behalf of the medium-sized builders and to be able to relay the various issues continuing to hinder development and growth here in the West.”

During her term, Tara Flynn was shortlisted for the Galway County Council Cathaoirleach’s Awards 2018, which is a testament to her hard work, both within the industry and the voluntary work she carries out in her hometown.

“I would like to extend my thanks to Justin Molloy, Director, Western and Midland Regions, CIF, and to Dominic Doheny, outgoing President, CIF, for their support during my first year as Chairperson.

“In the coming year, I remain committed to tackling the regional development imbalance that continues to impact on contractors in the west and to work to increase opportunities for small- and medium-sized contractors in the region.” **C**

# WE KEEP THE WARMTH INSIDE



## HIGHLY ENERGY-EFFICIENT ROOF WINDOW **FTT U8 Thermo**

The combination of innovations brought together in the manufacture of the **FTT U8 Thermo** roof window enables it to achieve a heat transfer coefficient **U<sub>w</sub> = 0.58W/m<sup>2</sup>K**. This makes it by far the most energy-efficient roof window with a single glazing unit on the market. The window available in natural pine and white colour.

FTT U8 Thermo window ensures:

- lower heating bills – thicker frames and triple-chamber glazing unit
- ease of operation and more space with the window open – higher pivot point
- long-lasting performance – insulated flashing kit and Thermo flashing included as standard

# CIF IOSH MANAGING SAFETY PROGRAMME ACHIEVES HIGHEST DELIVERY STANDARD

**A**s part of a Learning and Development annual audit and review process with Institute of Occupational Safety and Health (IOSH), CIF recently achieved an outstanding grade in programme administration and delivery of a tailored programme in line with International Organization for Standardization (ISO) policies and procedures to ensure it delivers a strong, supportive and applicable programme for members and clients. As part of the audit, the quality manual was examined, and the overall processes were found to be of the highest standard.

Robert Butler, Head of Learning and Development, CIF, says this outstanding award is the highest standard out of five grades and demonstrates that CIF's Learning and Development Department is highly effective at provision while exceeding all current IOSH standards.

"While reviewing the overall content the CIF, as part of the continuing process



Robert Butler, Head of Learning and Development, CIF.

of improvement, updated the slide format and is now releasing a new format," he says. "The CIF programme is the longest established 'Managing Safety in Construction' programme in Ireland and

CIF strives to improve it while working with its lead tutors who add significant value during delivery by being able to draw on their own real-world experiences to bring course material to life."

As part of the requirement to ensure those who have attended the CIF IOSH Managing Safety in Construction programme, CIF offers two vehicles for the CPD delivery, via its online portal or a regional tutor-lead half-day programme at [www.ciftraining.ie](http://www.ciftraining.ie)

Robert Butler concludes by advising, "It is essential to renew your CIF Safety Management card or the new CIF Verification of Competency Smart Card every three years. Failure to do so can impact on your Continuous Professional Development (CPD) record and also affect the issuing or updating of future cards." **C**

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

# SCHOOL LEAGUE TABLES COMPETITION IS NOT SERVING STUDENTS WELL

**T**he college-feeder schools league tables, which were recently published, are not serving students well, according to Tom Parlon, Director General, CIF.

"While everyone is celebrating the fact that State schools are catching up with fee-paying schools at getting students into college," Tom Parlon warns, "championing this career path in isolation, young people continue to be done a disservice.

"The practice of comparing schools based on the number of children they get into college is a ridiculous metric that forces everyone down this path, regardless of their aptitude or interest," he says, "especially, when you consider that about one in every six young people drops out in the first year of college.

"We need to focus on equality of education and helping young people find the career path best suited to them. Allowing schools to continually compete to see what numbers they can get into college, reduces students to just that – numbers – and does not put their interests or their future first."

He said that CIF is finding that schools are not even considering or discussing other options such as apprenticeships with students, at a time when there are excellent career opportunities available in the construction industry.

"We expect activity to grow here even further as we continue to become a more modern, innovative and diverse sector. Many of those at high levels in the construction industry now, began through the apprenticeship route, and it is worth noting that it is an approach to education, which also allows students to earn as



We need to focus on equality of education and helping young people find the career path best suited to them.

they learn."

With a decade of work in the construction pipeline, the construction industry is again on the hunt for skills. The evolution of the industry means that it is looking to fill thousands of engineering, trades, craft and technology-led roles in areas such as BIM. So the message to students and parents is that there is a career path here for the next generation of workers. In addition, with the introduction of a Sectoral Employment Order, wages are on the increase and conditions are very favourable. **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.

**Kingscourt Insulation Ltd**

Church Street  
Kingscourt  
Co Cavan

**Brian Callinan Carpentry Limited**

Skeagh  
Inagh  
Ennis  
Co Clare

**Domestic Gas Heating Systems Ltd**

10 Windemere Court  
Bishopstown  
Co Cork

**Thomas Patton Construction Limited**

Cloughroe  
Ballybofey  
Lifford  
Co Donegal

**Alpha Fire Protection Limited**

4 The Park  
Kingswood Heights  
Tallaght  
Co Dublin  
[www.alphafireprotection.ie](http://www.alphafireprotection.ie)

**NOC Heating & Plumbing Limited**

Knockeen  
Castleisland  
Co Kerry

**Greenland Eco Construction Ltd**

Boycetown  
Kilcock  
Co Kildare

**JD Ravensdale Construction Limited  
t/a Raven Construction**

6C Elm House  
2 Millennium Park  
Naas  
Co Kildare

**McLoughlin Industrial Flooring  
Contractors Ltd**

Unit 14  
M7 Business Park  
Naas  
Co Kildare  
[www.mcloughlinltd.ie](http://www.mcloughlinltd.ie)

**Terrakon Limited**

Tanyard Industrial Estate  
Tullamore  
Co Offaly

**Lidan Designs**

Lidan House  
Unit 1  
Lanesboro Road  
Roscommon  
Co Roscommon  
[www.lidandesigns.com](http://www.lidandesigns.com)

**LG Gaynor Enterprises Ltd**

Clashnagraun  
Kilruane  
Nenagh  
Co Tipperary

**Kendrick Industrial Coatings Ltd**

Unit 11L  
Ard Goaithe Business Park  
Cashel Road  
Clonmel  
Co Tipperary  
[www.kendrickcoatings.ie](http://www.kendrickcoatings.ie)

**Vinnie S & Z**

17 The Avenue  
Lakepoint Park  
Mullingar  
Co Westmeath

**Belhouse Construction Ltd**

Bulgan Cross  
Glynn  
Enniscorthy  
Co Wexford  
[www.belhouse.ie](http://www.belhouse.ie)

**Kilcaven Property Developments Ltd**

Ballyngly Enterprise Centre  
Wellington Bridge  
Co Wexford

# NEW CORPORATE PARTNERS

The Construction Industry Federation welcomes the following new Corporate Partners:

**Bentley Systems  
International Limited**

2 Park Place  
Upper Hatch Street  
Dublin 2  
[www.bentley.com](http://www.bentley.com)

**MCM Insurance  
Brokers Ltd**

First Floor Wellworth  
Buildings  
Bridge Street  
Ballina  
Co Mayo  
[www.mcminsurance.ie](http://www.mcminsurance.ie)

**Property Button**

The Boulevard Centre  
Quinsborough Road  
Bray  
Co Wicklow  
[www.propertybutton.io](http://www.propertybutton.io)



# FM IRELAND

5-6 March  
2019  
RDS, Dublin

Incorporating

**Fire Safety** & **Health & Safety**  
IRELAND & IRELAND



Discover more online at [www.f mireland.com](http://www.f mireland.com)

# Bonds

*Construction Guarantee is the leading specialist provider of Bonds in Ireland*

Have you been requested to take out a bond on the contract you have recently been awarded?

Nowadays, the construction Industry has specialists in every area and it makes sense to talk to the experts in Contract Bonds.

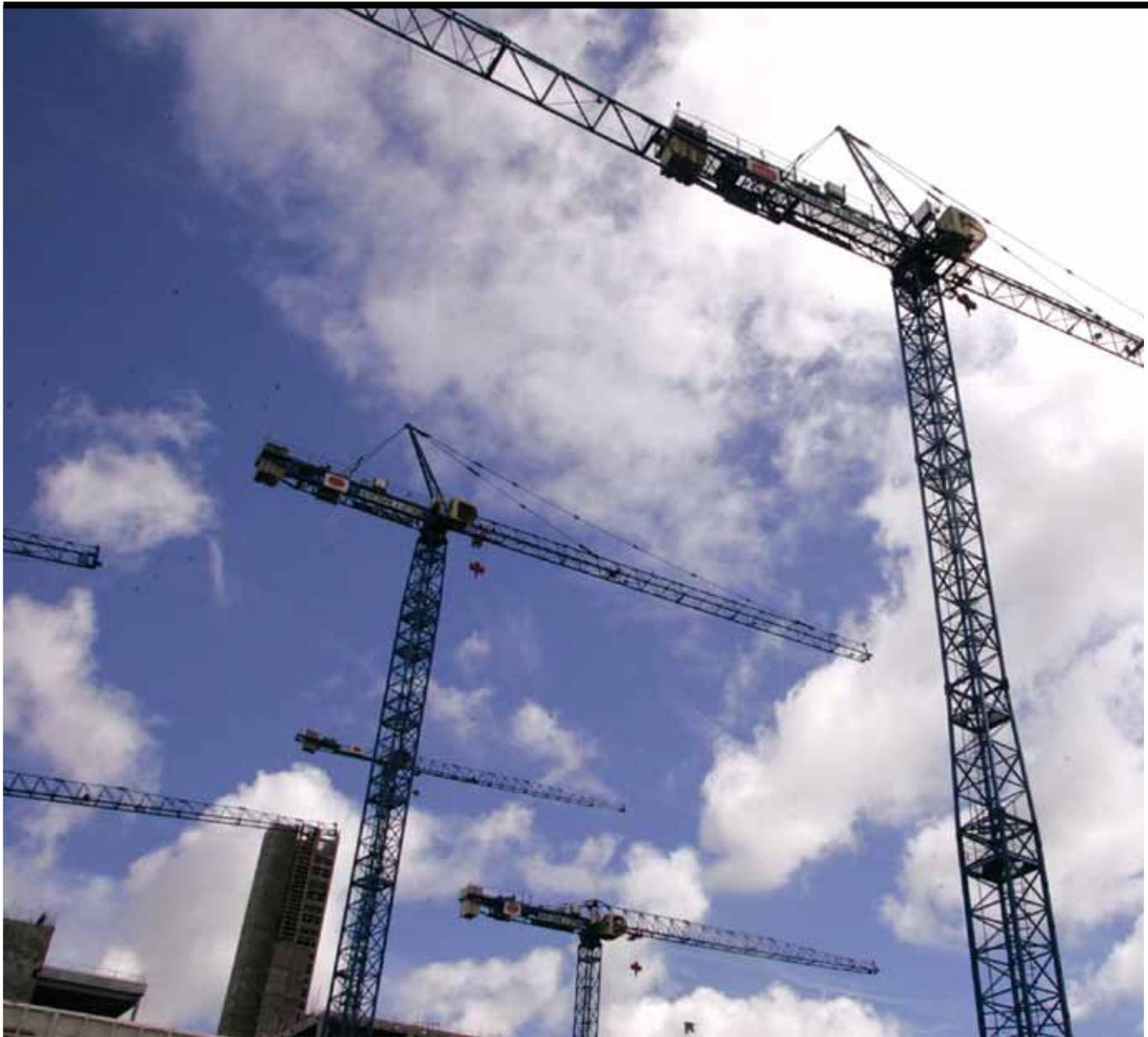
With over 500 clients in all areas of the industry, we understand your business. For an unrivalled service and a competitive quotation, contact Kevin O'Brien or Mark Hogan

**Tel: 01-668 7240**  
**info@constructionguarantee.ie**  
**72 Northumberland Road, Dublin 4**

[www.bonds.ie](http://www.bonds.ie)



**Construction Guarantee**  
Performance Bonds for the Construction Industry



# ARE THERE BLUE SKIES AHEAD FOR THE CONSTRUCTION INDUSTRY IN 2019?

Construction Industry Federation directors outline the key issues that will affect Irish construction in the year ahead.

**W**ith a number of positive indicators for Irish construction in 2019, but also some major issues to be addressed, CIF directors are positive but cautious about industry prospects in the year ahead.

Uncertainties around Brexit overhang any positive activity that will come into play this year. As soon as it becomes clear what the impacts the complicated UK exit from Europe may have, the industry can start to address the issues that arise in a meaningful way.

Government announcements under Project Ireland 2040, comprising the 'National Planning Framework' to 2040 and the 'National Development Plan 2018-2027' (NDP), last year have

given greater clarity on the shape of the project landscape in Ireland in the years ahead. But uncertainty remains as to when and how these projects will be ready to roll-out. Skills shortages, not only in construction, but also in the public sector areas with responsibility for processing the public portfolio of projects, remain a concern.

On the housing front, the increase in development activity in 2018 has been welcomed. But forecasted completions in 2019 fall far short of the required 25,000 to 35,000 homes. CIF will be watching with interest at how quickly the Housebuilding Finance Ireland (HBFI) initiative can gear up to support new development from early in the year.

Elsewhere, issues such as low cost tendering, health and safety, balanced regional development, recruitment, apprenticeships, training, input costs, the Sectoral Employment Order (Construction Sector) 2017 (SEO), timely payment for contractors and the 'Roadmap to Digital Transition' are all areas that will need to be addressed on an ongoing basis as the year proceeds.



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

“ THE ESTABLISHMENT OF CIRI ON A STATUTORY FOOTING, IS NOW AWAITED FROM GOVERNMENT. THIS IS FULLY SUPPORTED BY THE HOUSE BUILDING INDUSTRY.”

HUBERT FITZPATRICK.

**HUBERT FITZPATRICK, DIRECTOR, HOUSING, PLANNING & DEVELOPMENT**

In 2018, approximately 19,000 new housing units were completed. The projection for 2019 is for 22,000 to 23,000 unit completions, which falls short of the targeted requirement of 25,000 to 35,000 units annually. The key challenge facing the house building industry in 2019 is securing continued growth in housebuilding numbers.

Challenges for housebuilders in 2019 will include increased costs arising from updated building regulations and standards under Part L (Conservation of Fuel and Energy in Dwellings) relating to nZEB and Part F (Ventilation). It is also anticipated that further consultations will take place in relation to Part B (Fire) during the year.

The movement of soil and stone was problematic during the year 2018, and I am hopeful that advances can be made in the area in the first half of 2019. The industry looks forward to anticipated clarifications from the Environmental Protection Agency (EPA) in relation to the movement of soil and stone under the Article

27 process, which should streamline the process for the industry. Also, the suggested increase in thresholds for permitted sites from 100,000 tonnes to 200,000 tonnes, if implemented, will be welcomed.

The launch of the Housebuilding Finance Ireland initiative is now long awaited. It is intended that the HBFI will provide development finance to industry for projects of greater than 10 units on ‘ready-to-go’ sites by February. This will provide better funding opportunities for builders in emerging areas during the year.

The Commission for Regulation of Utilities standardised water connection charges will bring greater clarity to connection charges payable countrywide. While the final decision of the Regulator is awaited, the industry must fully understand Irish Water requirements going forward and, in particular, how to secure appropriate quotations for supply effectively and efficiently. However, the industry must also understand the new standards for laying of services now sought by Irish Water to ensure that their standards are met.

Much work was undertaken in 2018 on the drafting of a development bond that would apply for a fixed period. Hopefully, this nature of bonding will be finalised at an early date in 2019.

I welcome the publication of the Department of Housing, Planning & Local Government *Guidelines on Urban Development and Building Heights*. This should enable members to reconsider some of their apartment projects, which may have been on hold due to viability, and review their viability for 2019.

The Land Development Agency, announced by Government in 2018, has set its targets for the development of State lands with an immediate yield of 3,000 homes and a projected yield on other State and local authority land of 7,000 homes.

This will present an opportunity for the wider construction industry to enter into arrangements with The Land Development Agency for the construction of a substantial number of homes in 2019.

Funding for infrastructure will continue to be a major requirement for industry into 2019. Significant lands have been zoned and are not yet serviced. Announcements by Government in the *National Development Plan 2018-2027* (NDP) for significant investment in infrastructure are more than welcome.

The industry is experiencing major challenges with utility companies such as ESB Networks and Irish Water. We will continue to work with the utilities in addressing member difficulties and the level and timing of services available to members. However, the resourcing of the utility companies is critical for the continued growth in housebuilding levels in 2019.

Finally, other challenges for 2019 will include rising costs due to wage inflation and the scarcity of specialist trades and contract works. The culture of compliance in the industry is now of paramount importance, particularly so since the commencement of the Building Control Amendment Regulations in 2014. The remaining piece of the jigsaw, the establishment of CIRI on a statutory footing, is now awaited from Government. This is fully supported by the housebuilding industry.

**MARTIN LANG, DIRECTOR, MAIN CONTRACTING**

There are a number of issues that will present challenges in the coming year. But the whole uncertainty around Brexit needs to be addressed urgently.

For instance, in the area certification, ie, CE and CENelect, it would appear that BS certification may no longer be compliant after 29th March. It is critical that members verify with their various suppliers that the certification agency used for such products comply with EU regulations.



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

We also need to resolve the issue of currency fluctuation and if this will be recoverable under contracts? We still don't know what is going to happen with borders, as materials will be moving all over Europe and through the UK. These Brexit-related issues need to be resolved urgently.

Capacity is another issue, but not for the construction sector. The construction industry has shown time after time that it can deliver no matter what challenge is presented. But I am greatly concerned about Government capacity to get NDP projects through the system, and if they recruit enough planning professionals and architects to take on this work, will these people be experienced enough to know how to procure for the NDP?

BIM, Lean and off-site construction will bring productivity to new levels, but they need time to be adopted across the industry. One element of increasing productivity is having the right education and training programmes in place and making sure all contractors can access these.

This will require a focused approach on how we train our people to become more productive. Support will be required from Government agencies for smaller firms to adopt new methods, as many companies are still in recovery mode and have not got the balance sheets or financial robustness to invest in training to become more productive.

Sustainable procurement remains a huge issue in 2019, and while Government recognises this, we have to continue our improvement in how we procure projects. The brief must include a value for money or quality element. One of the great evils in the industry at the moment is the race to the bottom in terms of tender prices. If we continue to procure on the lowest price criteria we will continue to have challenges in delivering quality, and sustainable value for money tenders. We have to get to a position where companies can reinvest in their operations. But we can only do that if we are getting sustainable tender rates with sustainable profits to reinvest.

## **JEAN WINTERS, DIRECTOR, INDUSTRIAL RELATIONS AND EMPLOYMENT SERVICES**

2019 will be another challenging year from an industrial relations perspective.

As the industry continues to grow, we can expect employment



**Jean Winters, Director, Industrial  
Relations and Employment Services, CIF.**

numbers also to increase. In such a context, trade union activity is also likely to increase and, therefore, managing industrial relations in the sector will be crucial. New employment protective legislation will also be introduced in 2019, which will have a significant impact on employers.

The SEO was introduced in October 2017 with the objective of providing a level playing field for contractors when tendering for work. The SEO reintroduced legally binding rates of pay and conditions of employment after a four-year period during which employers were free to negotiate terms and conditions directly with employees. Once signed by the Minister, the SEO had immediate effect and provided for substantial increases in labour costs at a time when recovery in the sector was mainly confined to the Greater Dublin Area.

In September 2018, the construction group of unions requested the CIF to make a joint application to the Labour Court to amend the SEO to provide for further increases in pay and allowances.

The unions' claims were rejected by the CIF at a meeting of the National Joint Industrial Council (NJIC) in October 2018. The unions were advised that the SEO provided for substantial increases in labour costs in October 2017. Once signed by the Minister, the SEO had immediate effect and the industry simply cannot afford additional increases in labour costs at this time. In November 2018 the unions applied to the Labour Court to amend the SEO. A Labour Court hearing into the unions' claims will be convened in due course. CIF will continue to strongly resist these claims before the Labour Court.

Measures to ensure compliance with the SEO will be the focus of discussion at the Industrial Relations sub-committee in 2019 and a meeting with the Compliance Division of the Workplace Relations Commission (WRC) takes place early in the year.

In June 2018, CIF made a submission to the Department of Business, Enterprise and Innovation seeking an amendment to the legislation to provide for an additional general operative rate of pay in an SEO. Following a number of meetings, the Department recently advised that it will look at our request positively. We will continue to lobby Government on this issue in 2019.

New employment protective legislation due to be enacted soon includes the Employment (Miscellaneous Provisions) Bill 2017, the Irish Human Rights, Equality Commission (Gender



Dermot Carey, Director, Safety and Training, CIF.

“ THE MAJOR ISSUE FOR THE SECTOR IS, AND CONTINUES TO BE, BETTER MANAGEMENT OF WORK AT HEIGHT – THREE OF THE FIVE FATALITIES IN 2018 WERE FALLS. ”

DERMOT CAREY.

Pay Gap Information) Bill 2017 and the Prohibition of Bogus Self Employment Bill 2018. Members will be kept abreast of the impact of new legislation on their business in 2019.

DERMOT CAREY, DIRECTOR, SAFETY AND TRAINING

Looking at the likely context in the coming next year, growth of 6% is forecasted coming on the back of growth of 11% in 2018. All welcome, but it will come with its own issues and problems that need to be managed.

From a safety perspective, as the industry expands and the numbers working in the sector grow, the real danger is that accident rates will increase. This is a statistical fact – the more hours that are worked and the more exposure to hazardous situations, the more likely there will be an increase in accidents. This is compounded by an increase in new personnel into the sector.

It is often quoted that the first seven days on site are the most hazardous for a newcomer to the industry. The sector has bucked this trend for the last couple of years with accident rates

and fatalities reducing even though the work levels have been increasing.

It is expected that to meet the short-term need for workers, more migrant labour will join the workforce. With this comes the concern that understanding of safety cultures and methods of operation will be strained and we need to be cognisant of this.

Other issues that will come to the fore in 2019 will include mental health and wellbeing. We are aware that mental health concerns are high in the construction sector and the challenge to CIF and other stakeholders will be how to address this. Also, as was highlighted at the recent CIF Safety and Health Summit in Croke Park, the misuse of intoxicants and how we can manage this is high on the agenda.

The major issue for the sector is, and continues to be, better management of work at height – three of the five fatalities in 2018 were falls – how can we stop this?

Looking at training, the Bearing Point Report into the delivery of Safe Pass and Construction Skills Certification Scheme was high on the agenda in 2018. A key concern was the lack of investment available to these schemes and the impact on a growing construction sector. Recent discussions with SOLAS indicates that a major investment project is about to commence to address shortfalls. This is welcomed, and 2019 will be crucial to the delivery of the sector’s needs.

Brexit will challenge the industry in 2019. For instance, what happens about personnel from Northern Ireland and Great Britain travelling to work in Ireland? Will their training be recognised? What about those going the other way? Will Irish qualifications be recognised in Great Britain?

From a manpower perspective, 2019 will be a challenge. As the industry continues to grow, we need more personnel to deliver on the NDP and other major projects. The sector has been taking on new workers at a rate of 1,000 per month since 2013. The challenge will be to maintain momentum and source new personnel. Luckily, we are not commencing from a standing start. CIF has been investing time and effort to try to address this issue via four key routes. The Live Register, at 5%, does not present much hope. Second-level schools, the diaspora and widening the work permit eligibility criteria are the three other areas of opportunity.

The diaspora and work permits are a short-term solution. The long-term solution is to work with young people seeking a career and attract them to the construction sector. This will take a massive effort from all in the sector as there is much competition for emerging talent.

SEAN DOWNEY, DIRECTOR SPECIALIST CONTRACTING

The outlook for specialist contractors in 2019 is multi-layered. This year will hopefully see the establishment of the Digital Centre of Excellence for Construction. This is an integral part of the Roadmap to a Digital Transition for our industry. We will continue to work with Enterprise Ireland to help drive our companies towards competitive and continuous improvement initiatives that they support.

The Greater Dublin Area will continue to suffer as a result of its success. Certain subsectors will do very well as they provide niche project offerings for highly technical clients. However, the ongoing growth in activity continues to mask what is really going on. We believe that a lot of companies operating in the broader commercial and residential sectors are still operating on extremely tight margins on projects that have been bid at below cost. The difficulties will only be exacerbated by construction inflation. The gap in project profitability for a lot of craft-orientated specialist



Sean Downey – Director,  
Specialist Contracting, CIF.

contractors may not be realised until the industry slows down again.

Companies are finding it challenging to secure competent, experienced management professionals and skilled labour.

From 2019 onwards, with the development of new apprenticeship programmes for the M&E sector in the engineering services management field, along with new ab initio programmes for scaffolders, and proposed for roofing and cladding installers, we hope to start building a long-term sustainable supply of qualified homegrown personnel.

The current situation, where extensive works packages are supplied using agency labour, is unsustainable and will no doubt lead to quality issues on projects. 2019 will definitely start to put more pressure on delivery and show the effects of a lack of investment in skills training.

### SHANE DEMPSEY, DIRECTOR, COMMUNICATIONS

The CIF made significant progress in building the industry's reputation throughout 2018. This ongoing work will continue apace in 2019 with several campaigns planned to support CIF policy goals. A central focus of CIF communications will be to highlight the opportunities and challenges facing constructions in the regions. Throughout the year, we will be promoting the excellent work underway across the regions through our channels.

At a political level, highlighting the paucity of work outside the Greater Dublin Area to policymakers and local politicians will be important, especially considering the local elections scheduled for May 2019. The ongoing housing shortage will indeed continue, and the issue will feature in the media weekly, if not daily, throughout 2019. The CIF will continue to highlight the barriers to housing delivery that our members face on the ground, particularly in the regions.

Next year, the CIF's high visibility campaigns will focus on issues such as promoting safety, attracting more young people into the industry, promoting equality and diversity and building the regions. Safety Week will run in October with hundreds of construction companies promoting safety to thousands of employees. March will see another #BuildingEquality event aimed at promoting women in the industry.

This year has started with a lot of media coverage on skills



Shane Dempsey, Director,  
Communications

## “ A CENTRAL FOCUS OF CIF COMMUNICATIONS WILL BE TO HIGHLIGHT THE OPPORTUNITIES AND CHALLENGES FACING CONSTRUCTIONS IN THE REGIONS. ”

SHANE DEMPSEY.

shortages in the industry. The CIF anticipated this in 2016 and began a campaign to address skills gaps in the industry. In 2019, the flagship communications programme for 2019 and 2020 will be a national awareness campaign and school outreach programme aimed at attracting more young people into the industry. This ambitious programme will support CIF members in engaging with transition year students and will be supported by a digital and media campaign.

Throughout the year, the CIF will also run a series of roadshow events, conferences and briefings. Keep an eye on our website's events section for information. Our flagship event, the National Conference will be held in early October, and I encourage you to book tickets early.

Finally, the CIF wants to feature its members in its communications, you are the ambassadors for the industry. Contact us to discuss how we can support you in promoting your company. The CIF has developed significant online audiences and media audiences, and we are eager to highlight your company's story to the public. **C**

# HOUSING MARKET SHOULD REGAIN MOMENTUM EARLY IN THE YEAR

**CONALL MACCOILLE**, Chief Economist, Davy, writes on the key issues that will impact the construction industry in 2019.

Ireland's economy continued to perform in 2018. Although GDP growth of 9% in the first half of the year was overstated by distortions in the multinational sector – specifically, the profits of technology companies resident in Ireland and a surge in pharmaceutical exports – there is no denying improvement in the underlying economy.

Retail sales volumes increased 4% in 2018, goods exports by 12% and tax revenues by 7%. Employment is expected to have grown by 3% in 2018, with the unemployment rate falling to 5.3% in November. Moreover, net inward migration was 34,000 in the 12 months to April 2018, as former emigrants returned home to take up employment. The population now stands at a fresh high of 4.9 million, growing by 64,500 in the past year.

## BREXIT BREXIT BREXIT

Looking at 2019, the obvious concern is Brexit. At the time of writing it remains unclear whether Prime Minister Theresa May will get enough support to pass the European Union (EU) Withdrawal Bill, with speculation of a leadership challenge, general election or people's vote continues.

Irrespective of the political theatre, we believe, whoever is UK prime minister will be forced to maintain the status quo, either by extending Article 50 or moving into the transition period. A no-deal Brexit is not a realistic option. The UK has yet to establish its own single country membership of the World Trade Organization (WTO). Also, it has not 'rolled over' existing EU trade agreements with the rest of the world. So, the UK's entire export sector would be at risk, not only trade with EU countries.

It is not too late for parliament to pass legislation that would mitigate the worst effects of a no-deal Brexit. The UK government had indicated it would



**Conall Maccoille, Chief Economist, Davy.**

“ THERE IS GROWING CONCERN THAT EXPENDITURE DISCIPLINE IS BEING ERODED, ESPECIALLY ON HEALTH SPENDING.” 77

legislate to recognise EU standards across a range of sectors – reducing the disruption from a cliff-edge Brexit – and seek reciprocal action from the EU. However, it is now too late for these steps to be taken ahead of the 29th March deadline.

## WHEN WILL THE GOVERNMENT RUN A SURPLUS?

The Irish Government received harsh criticism from the Irish Fiscal Advisory Council (IFAC) last year. Despite the fact

the budget will probably have been in surplus in 2018 for the first time in over a decade. However, IFAC and the Central Bank of Ireland, among other institutions, have argued Ireland should be running substantial budget surpluses to insure against the next downturn and to help Ireland's still strained Government debt position.

The improvement in Ireland's fiscal position has almost entirely been a result of buoyant corporation tax receipts. This is an unstable platform to launch a sharp rise in spending from, as it is reliant on a small number of technology and pharmaceutical multinationals. Moreover, there is growing concern that expenditure discipline is being eroded, especially on health spending where the budget overrun in 2018 will be close to €700m. The Irish Government may like to characterise Budget 2019 as prudent. However, the planned 6% increase in spending can hardly be described as cautious.

## A STABLE HOUSING MARKET

In September, annual house price inflation slowed to 8% nationally, and 6% in Dublin. It is clear that stretched affordability, coupled with the Central Bank mortgage lending rules, is starting to cool the market. During the summer the average mortgage for a house purchase in Ireland was €227,500, the highest level since 2009, but up only 2.9% on the year. Banks are not facilitating homebuyers increasing their mortgage levels to chase the housing market.

In 2019, Irish banks can make new exemptions to the 3.5x loan-to-income threshold to homebuyers. So, we expect the housing market to regain momentum early in the new year, as long as the uncertainties from Brexit are resolved. However, the real issues holding back supply, including poor planning, a lack of development land and other bottlenecks, will continue to slow construction activity. **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. J&E Davy, trading as Davy, is regulated by the Central Bank of Ireland and is a member of Euronext Dublin and the London Stock Exchange.*

# PROJECT IRELAND 2040: DOING THINGS DIFFERENTLY

A message for the construction industry from **PASCHAL DONOHOE**, TD, Minister for Finance and Public Expenditure & Reform.

**A**s the latest data confirms, our economy continues to grow. GDP is forecast to increase by 7.5% this year and 4.2% in 2019. But to quote economist and Nobel Prize winner for Economic Science, Simon Kuznets, ‘The welfare of a nation can scarcely be inferred from a measurement of national income as defined by the GDP.’

In concrete terms, more people are now working in the economy than ever before (2.273 million), employment rates are the lowest they have been in a decade (5.5%) and job creation can now be described as truly national, with employment growth recorded in seven out of the eight regions reported by the CSO over the past year.

What’s driving this growth? Domestic demand, rising household incomes and higher employment levels, which in turn support sustained increases in consumer spending. We will see more construction with house completions expected to rise from around 18,500 units in 2018 to an annual average of around 38,000 units between 2020 and 2023.

But of course, risks remain. Brexit, global trade tensions, or changes in other jurisdictions that affect the competitiveness of Ireland’s corporate tax regime all have the potential to adversely impact on Irish growth and living standards. That is why we are delivering competitiveness-oriented policies and building up buffers – such as the Rainy Day Fund – in the public finances.

## PROJECT IRELAND 2040

Since the launch of the Project Ireland 2040\* back in February 2018, infrastructure investment has been prioritised and increased.

We’ve delivered major projects including the Luas Cross City and the M17 and are continuing important investment programmes in schools, primary care centres and housing.

Budget 2019 included a €1.4bn (24%) increase in public capital expenditure this year when it will reach 3.5% of national income (GNI) compared to an EU average in recent years of 2.7% (GDP). This funding ensures a well-planned, phased pipeline of vital infrastructure projects. We will also see additional non-exchequer investment from Semi-State companies, such as the second parallel runway at Dublin Airport.

We are absolutely committed to this and have put new structures in place to ensure the efficient, coordinated and timely implementation of Project Ireland 2040:

- A high-level Project Ireland 2040 Delivery Board made up of the Secretaries-General of the key infrastructure departments has been established in order to drive implementation and performance.
- An Investment Projects and Programmes Office (IPPO) has been established in the Department of Public Expenditure and Reform (DPER) to embed value-for-money reforms in relation to areas such as project appraisal and selection.
- The Land Development Agency has been established by the Minister for Housing, Planning and Local Government, Eoghan Murphy TD, to coordinate the use of appropriate State-owned lands for regeneration and development – primarily for new housing.



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

“ WE RECOGNISE THAT A SUSTAINABLE AND INNOVATIVE CONSTRUCTION SECTOR IS CRUCIAL FOR THE EFFICIENT DELIVERY OF PROJECT IRELAND 2040. ”

- A new and improved Investment Tracker has now been published on the DPER website capturing the investments detailed in the National Development Plan 2018-2027 (NDP). It contains over 270 projects and programmes and details estimated costs, project status, commencement dates and completion dates. The Tracker represents a sea-change in terms of transparency. It is publicly accessible, interactive and user-friendly, allowing the construction industry to future-proof based on hard evidence.

- The four NDP funds, which will focus on the implementation of the central NDP objectives, were launched during the summer. The first round of projects to be funded have been announced.

## CONSTRUCTION SECTOR GROUP

Building on this progress, we recognise that a sustainable and innovative construction sector is crucial for the efficient delivery of Project Ireland 2040. To help foster the development of the sector and ensure a regular and open dialogue between the industry and Government, we have set up the Construction Sector Group. The Group has met regularly and agreed a high-level work programme for 2019. Parallel to this process, the IPPO has been meeting with individual stakeholders in order to get a sense of issues on the ground. One common ask was for an updated Investment Tracker which, as mentioned, has since been published. The Construction Sector Group will be consulted on the continued development and improvements in this space.

There has been good progress to date on implementing the NDP, but we can't be complacent. We have identified risks and are tackling them head-on.

Perhaps chief among these is the potential for construction sector inflation. The coming year will see the Construction Sector Group tackling the important challenges of productivity, technology adoption and skills gaps. This can help ensure that we can maximise the value of our investment.

## MANAGING RISK

While the scale of our ambition is clear, there is an imperative to manage risk and strive for maximum value for money. Measures to improve productivity, attract talent home from overseas and keep the pipeline of investment moving will all be important in this regard.

We also need to ensure that, unlike in the past, homes are built in the right places for those who need them. Three-quarters of new growth between now and 2040 will be outside Dublin, with 50% of the projected population growth planned for our towns, villages and rural areas and 50% for our cities. The development of the new Regional Spatial and Economic Strategies (RSEs), in a process monitored by the Delivery Board, will see that City and County Development Plans and Local Area Plans are consistent with national and regional policy.

Project Ireland 2040 is about doing things differently. We have changed how we invest in public infrastructure in Ireland, moving away from the approach of the past which saw public investment spread too thinly and investment decisions which didn't align with a clearly thought out and defined strategy. Project Ireland 2040 is a clear, responsive, needs-based strategy. Investment is being boosted to meet those needs and activity in the construction sector is gearing up accordingly. While risks exist for the sector as well as the economy as a whole, the Government is cognisant of these and is undertaking proactive measures to mitigate them. In this way, we will create a sustainable construction sector within a sustainable economy that is well equipped to meet society's needs. **C**

*\* Project Ireland 2040 comprises the National Planning Framework to 2040 and the National Development Plan 2018-2027.*



# AA SECURITY

PSA LICENCE NO: 00825

- GALWAY OFFICES
- SLIGO OFFICES

[www.aasecuritygroup.com](http://www.aasecuritygroup.com)

**Rest Assured That  
A Professional Response  
Team is dealing with  
potentially serious  
situation on your behalf  
nationwide**



INDUSTRIAL



STATIC SECURITY



MOBILE PATROL



WIND FARM



STUDENT ACCOMMODATION



CORPORATE

**Call Us on 071 913 1871 (Office Hours) or  
24 Hour Emergency Line 086 063 4580**

AA SECURITY PROVIDES NATIONWIDE STATIC AND PATROL SECURITY SERVICES TO A BROAD LIST OF INDUSTRIES INCLUDING GOVERNMENT, COMMERCIAL, CORPORATE, INDUSTRIAL, HOSPITALS, RETAIL, ENERGY, STUDENT ACCOMMODATION AND CONSTRUCTION SITES



# BONDS

## Surety Bonds

Our team of experienced specialist Bond underwriters, based in Kill, Co. Kildare can manage your queries, quotes and paperwork, giving you more time to build your business.

So, for all of your Bond needs, whether in Ireland or the UK, please call us today on **(045) 886993** or email **irelandbonds@tmhcc.com**

Tokio Marine HCC is rated **AA- (Very Strong) by Standard & Poor's**, ensuring your clients have peace of mind and strong financial security.



**TOKIO MARINE**  
**HCC**

- **Performance Bonds**
- **Advance Payment Bonds**
- **Bid Bonds**
- **PPP Bonds**
- **Maintenance Bonds**
- **Retention Bonds**

**International Group** tmhcc.com irelandbonds@tmhcc.com

Tokio Marine HCC - International Group is a trading name of HCC International Insurance Company plc, which is a member of the Tokio Marine HCC Group of Companies. HCC International Insurance Company plc is authorised by the Prudential Regulation Authority (PRA) and regulated by the Financial Conduct Authority (FCA) and the Prudential Regulation Authority and is also regulated by the Central Bank of Ireland for conduct of business rules. Registered in England and Wales No. 01575839 with registered office at 1 Aldgate, London, EC3N 1RE. The Irish Branch is registered in Ireland No.902629 with registered office at Summit House, Embassy Office Park, Kill, County Kildare.

A member of Tokio Marine Group of Companies

# GETTING YOUR COMPANY READY FOR THE NEW INVESTOR LANDSCAPE

**LORRAINE MCCANN**, Leader of Climate Change and Sustainability Services, EY Ireland, writes that sustainability pressures on the construction sector are coming from increasing regulatory requirements and investor demands for more non-financial information.

**A** number of key sustainability drivers will change the shape of the construction sector in 2019 and beyond. Rising investor demands for non-financial information, increasing energy performance targets and future gender pay-gap reporting requirements, reflect some of the key sustainability issues that the construction sector must tackle over the coming year. Reporting requirements will continue to evolve and the construction sector has to respond with agility to adapt quickly to new requirements and address a much wider range of risks and opportunities than ever before.

## NON-FINANCIAL INFORMATION CRITICAL TO INVESTORS

A recent study conducted by EY globally revealed a consensus amongst investors that environmental, social and governance (ESG) information is critical to investor decision-making, and ESG factors can help mitigate risk.

Investors are now very focused on long-term value creation, with 97% saying they conduct an evaluation of non-financial disclosures when making investment decisions. An overwhelming 96% of investors say that ESG information has occasionally or frequently played a pivotal role in decision-making.

The study also found that the top ESG factors that would cause investors to rule-out investment are risks related to governance, supply chain, human rights practices and climate change. The top four factors motivating companies to report on ESG information were regulatory compliance, risk management, strategy to generate long-term value and competitive pressures.

Companies must now rise to the challenge of meeting investors' demands for greater ESG disclosures. It is important that non-financial disclosures are aligned with those topics that are considered to be material to stakeholders.

## ENERGY PERFORMANCE TARGETS

Climate change has been deemed by G20 leaders as "our greatest threat" and "one of the greatest challenges of our time". The World Economic Forum (WEF) in its *Global Risks Report 2018* outlines extreme weather events, natural disasters, and failure of climate change mitigation and adaptation, as three of the top four risks in terms of potential impacts.

Stringent greenhouse gas (GHG) emission reduction targets, agreed at European Union (EU) level, require Ireland to achieve a 20% reduction in GHG emissions by 2020, and a 30% reduction in GHG emissions by 2030, compared to 2005 levels. The built environment currently accounts for 13% of Ireland's total GHG emissions and the construction sector will continue to be faced with challenges to decouple economic growth with environmental degradation.

At the same time, the implementation of new standards, such as the nearly Zero Energy Buildings (nZEB) standards, under the European Energy Performance of Buildings Directive (EPBD),



Lorraine McCann, Leader of Climate Change and Sustainability Services, EY Ireland,

requires all new buildings to be nZEB by 31st December 2020, and all buildings acquired by public bodies, by 31st December 2018.

## GENDER PAY-GAP REPORTING

Gender pay-gap reporting is expected to be introduced in Ireland in the coming year as draft legislation was approved by the Seanad on 3rd October 2018. The draft gender pay-gap reporting requirements will apply to both the public and private sector where an organisation has 50 employees or more.

If ratified, the legislation will require certain employers to publish the mean and median pay differences between male and female employees in relation to the hourly rate of pay and bonus pay. The proportions of male and female employees who were paid bonuses, and the proportions of male and female employees across four pay bands, must also be published.

Gender pay-gap reporting is already in effect in the UK since April 2017. The first gender pay-gap reports were published in 2018, and the construction sector was found to have the biggest gender pay-gap of any British industry, reporting a median difference of 25% (on average) between males and females.

To get ahead of any anticipated brand and reputation impacts that could come from observed gender pay gaps, employers are encouraged to understand reporting requirements and establish the systems needed to collect the required data.

The need to manage financial and non-financial risks and opportunities has never been higher. With regulatory risk and stakeholder demands increasing, it is now a business imperative that non-financial performance and risk management is embedded in business strategy and processes, to be able to respond quickly to emerging sustainability requirements. **C**

# MORE FUNDING AVAILABLE FOR SMALLER PROJECTS IN 2019

**MARTIN COONEY**, Partner and Head of Construction, ByrneWallace, writes that project finance will continue to be an issue in 2019, but peer to peer lenders may help get smaller projects up and running.

**A** recurring issue I hear from smaller developers is that they find it difficult to obtain finance for projects in the €1m to €5m bracket. There appears to be plenty of appetite in the market for large-scale projects, but it appears that smaller projects are more difficult to finance. This is an issue I highlighted in these pages last year. When these developers can identify willing funders, they often do not have the platform to deal with the myriad of funders' requirements, and this poses an additional barrier to obtaining funds. I have seen some positive developments with alternative funders, such as peer-to-peer lenders, entering the market, who are specifically focusing on the provision of funding for smaller developments. I believe that this will increase in 2019 as the demand is there.

## STATUTORY ADJUDICATION

It is clear that there has been a significant increase in the use of statutory adjudication in 2018. I believe this will continue in 2019 and follow a similar trend to when it was first introduced in the UK. One matter which remains uncertain is how the courts will treat enforcement proceedings relating to an adjudicator's decision. There are various arguments which have been tried and tested in the UK in respect of enforcing and challenging adjudicators' decisions. However, we have yet to see whether the Irish judiciary will follow a similar approach. This uncertainty has meant that some parties are unwilling to engage in an adjudication process where they are not sure that they can ultimately enforce an adjudicator's decision. Nevertheless, this uncertainty is placing a greater impetus on parties to settle disputes which have been referred to adjudication, and it appears that this is what has been happening to date.

## STATE-SPONSORED CONSTRUCTION

There has been a marked increase in State-sponsored construction initiatives, particularly in the area of residential development, and this will continue in 2019. The majority of initiatives require some form of public procurement process. It appears that there is a greater appetite on the part of contracting authorities to utilise innovative public procurement processes, such as competitive dialogue and the competitive procedure with negotiation. These can be very useful in terms of allowing market operators to propose alternative ways of achieving projects. However, these processes can require significant investment and time input. The cost and time involved may be off-putting to certain market participants, and some developers have indicated that they would rather focus on private sector projects as a result. There is no getting away from the fact, however, that if the State is to deliver on 'Project Ireland 2040', public procurement will be to the fore and market participants would do well to invest in their platforms to allow them to participate competitively.

## SKILLS SHORTAGES

Finally, the skills shortage in the industry also poses legal risks.



Martin Cooney, Partner and Head of Construction, ByrneWallace.

**“ THERE HAS BEEN A MARKED INCREASE IN STATE-SPONSORED CONSTRUCTION INITIATIVES, PARTICULARLY IN THE AREA OF RESIDENTIAL DEVELOPMENT. ”**

We are all familiar with what can happen when there is a lack of skills on a project or if a project is rushed, particularly in terms of health and safety and regulatory compliance. While I appreciate the pressure of seeking to meet increased demand, companies need to ensure that they scale in a steady and sustainable manner. Many companies have learned from the past and are doing so, and it is impressive to see how much is being invested in resourcing, training, implementation of good practice processes and accreditation with independent quality assurance bodies. This feels very different from our recent past, and it is an extremely positive development. **C**

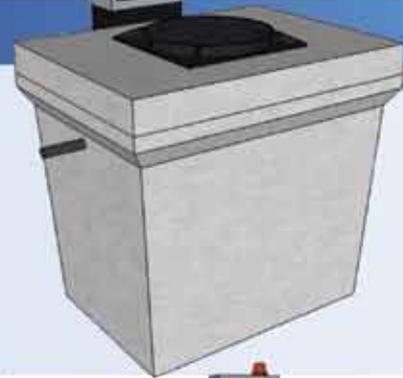
# Foul and Surface Water Pump Stations



## PACKAGED PUMP STATIONS

Delivered fully assembled completed with:

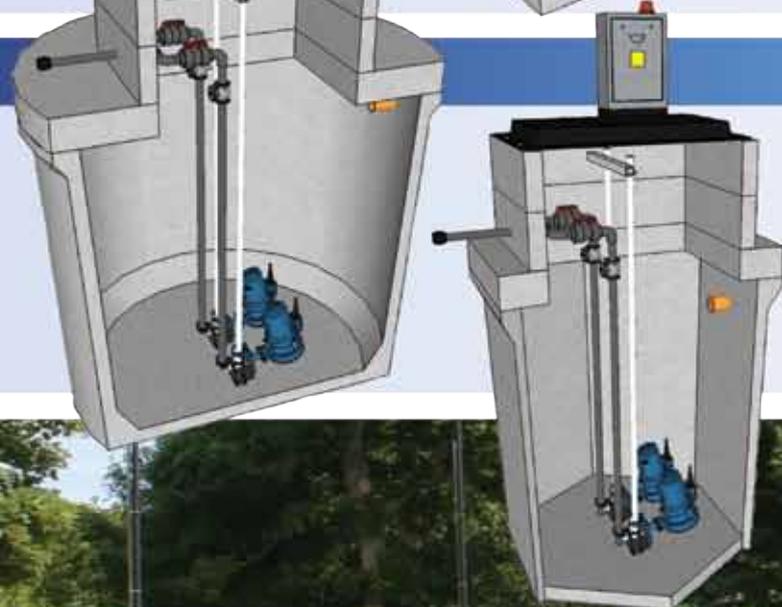
- ✓ Inlet pipe and outlet pipe
- ✓ Pumps, valves, guiderails etc.
- ✓ Outdoor galvanised steel or plastic wall-mountable kiosks available
- ✓ Control kiosk with duty/standby/assist control panel, beacon and BMS connection
- ✓ D400 ductile iron manhole cover



## BESPOKE PUMP STATIONS

Large scale commercial pump stations:

- ✓ Full mechanical & electrical and tank design & installation
- ✓ Irish water specifications catered for (if required)
- ✓ Customisable to your needs using precast concrete and plastic tanks



Molloy Environmental Systems design, manufacture, supply and maintain:

- ✓ PUMP STATIONS
- ✓ WASTEWATER TREATMENT SYSTEMS
- ✓ PERCOLATION DESIGN
- ✓ SAND FILTERS
- ✓ RAINWATER HARVESTING
- ✓ OIL INTERCEPTORS AND GREASE TRAPS
- ✓ PRECAST CONCRETE TANKS



# CONSTRUCTION OUTPUT FORECASTED TO REACH €30BN BY 2020

**JEANNETTE MAIR**, Economic and Policy Research Executive, CIF, writes that while Brexit will no doubt cast a shadow on the construction industry in 2019, the sector can expect strong but moderate growth of 6% during the year.

At the time of writing we are none the wiser on Brexit and uncertainty regarding its outcome remains high. Amid international trading tensions, Ireland is now actively preparing a contingency plan for a possible no-deal Brexit. Yet, as we begin 2019 the national economic situation is a healthy one despite the uncertainty around Brexit. In fact, the economy is expected to have grown by 7.5% in 2018. Overall economic growth is expected to moderate to 4.2% of GDP in 2019 (once the UK follows an orderly Brexit based on the withdrawal agreement), followed by 3.6% in 2020, and 2.6% in 2021. Growth would be at least two percentage points lower should there be a no-deal or a WTO Brexit scenario.

Positively, the labour market, tax receipts and trade all increased in size and volume during 2018. Unemployment has fallen from 15% in 2012 to a forecast of 5.3% in 2019. And while this is positive news for the economy in general, the impact of near full employment has led to a tightened labour market and increased competition for skilled personnel in the construction sector, as well as other key sectors of the economy. Additionally, the latest Tender Price Index published by the Society of Chartered Surveyors Ireland shows that construction tender prices are continuing to rise steadily. The forecast represents a full year increase of 7.4% in tender prices in 2018. Due to the high ongoing demand for construction services, this level of increase is likely to continue in 2019. This emphasises the importance of planning for future construction inflation.

## EMPLOYMENT

At the end Quarter 3, 2018, construction provided direct employment for 146,500 people. That figure represents 6.4% of total employment. Encouragingly, the increase in overall employment has been broad-based and driven by gains in full-time employment. The largest annual rate of increase was recorded in the construction sector at 13.9%, or an additional 17,900 persons, year on year, to the end of Quarter 3, 2018.

The medium-term prospects for construction remain positive following the introduction of the longer-term



Jeannette Mair, Economic & Policy Research Executive, CIF.

spatial planning framework (National Planning Framework/Project Ireland 2040) and capital investment plan (National Development Plan 2018-2027). The value of construction output could reach over €23bn in 2018.

2018's growth continued to be driven by the private residential and non-residential sectors. From 2019 onwards, we can expect to see positive gains in contributions from social and productive infrastructure and an increase in the share of repair, maintenance and investment in the private non-residential and residential sectors.

## OUTPUT

The data available at writing shows that on an annual basis the volume of output in building increased by 12% in the third quarter of 2018 compared with the third quarter of 2017. Output volumes increased in civil engineering work (27.3%), non-residential building work (17.9%) and residential building work (7.8%). There was an increase of 19.9% in the value of output in building and construction in the same period.

The overall volume of construction output was forecast to have increased by approximately 11% by the end of 2018.

Growth of 6% is forecast in 2019 and 4.2% in 2020. The average annual growth rate in the period 2018-2020 is projected at just over 7%. By 2020, the volume of construction output is forecast to reach €25bn (in 2017 prices) or €30bn in current prices, which is equivalent to around 8.8% of GDP.

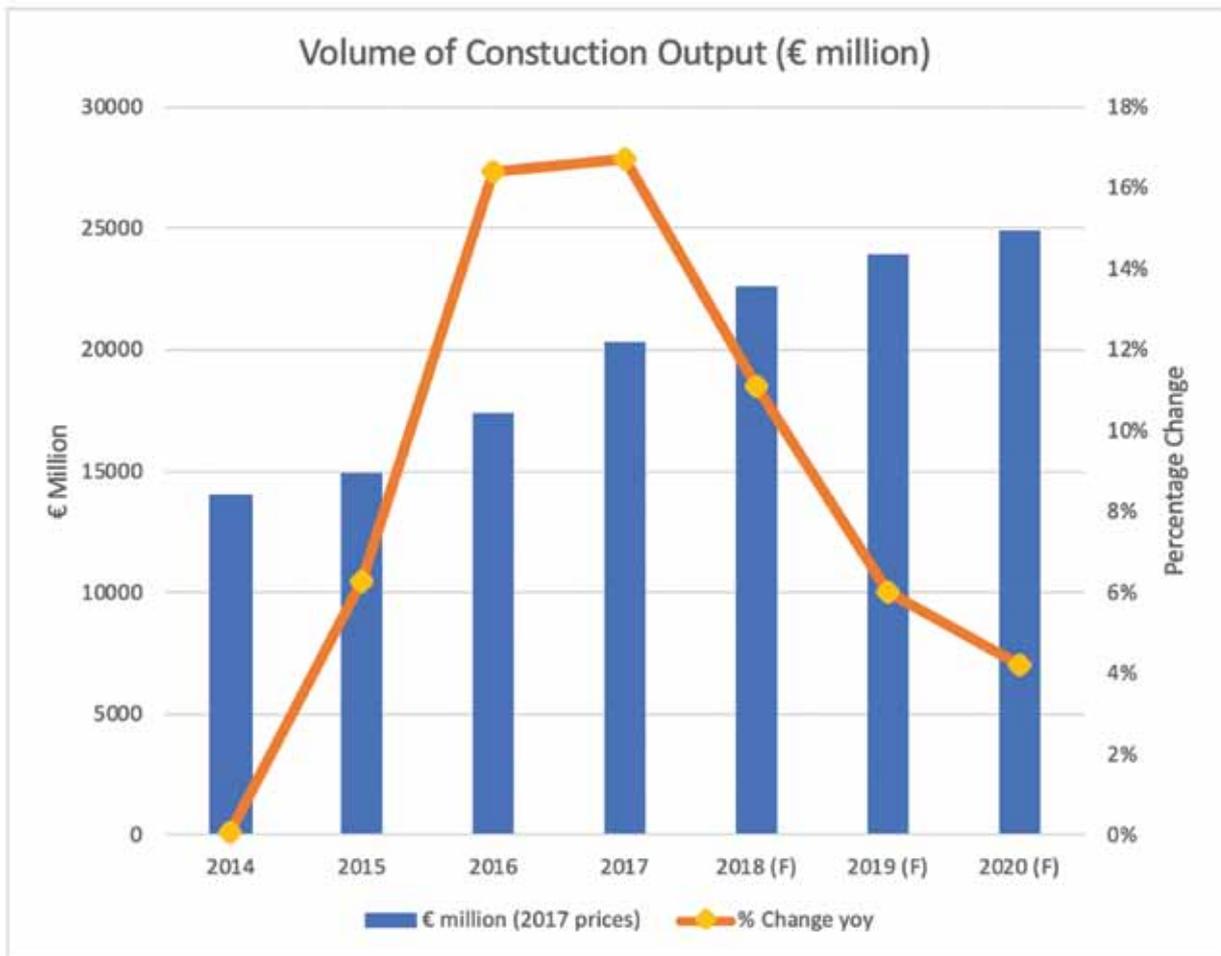
In terms of Gross Fixed Capital Formation (investment), underlying domestic demand increased by a strong 20% in the first half of 2018. This was a significant contribution to growth in recent years and is now just below its pre-crisis peak. It was underpinned by strong growth of 11.6% in building and construction. For the non-residential sector, activity was forecasted to increase by 10% in both 2018 and 2019, moderating to 8% growth in 2020. Overall, building and construction investment was forecasted to increase by about 12% in both 2018 and 2019 and by 9.4% in 2020.

Total capital expenditure of €10bn is committed in 2019 (Exchequer and non-Exchequer). This amount is broadly in line with the overall allocation set out in the NDP for 2019 and will be 23.6% greater than it was in 2018. You may recall that I outlined a series of capital programmes and projects due to commence in 2019 in the previous issue of the magazine.

## EDUCATION CHALLENGE

Of concern to the CIF however is the reduced intake in higher level education due to the recession, which has led to lower numbers of graduates from construction-related courses entering the labour market, with overall output dropping by 50%. For example, the reduced supply of job ready civil and building service engineers is expected to impact the sector as the demand for these skills increases further in 2019.

The composition of employment across the construction sector has continued to evolve. We see growth in the share of specialist contracting firms operating within the sector and this reflects the emerging technological, managerial and craft developments that are transforming the way in which the sector is innovating into the future. But this is also leading to a more fragmented industry structure.



**PRODUCTIVITY**

In 2018, the OECD made a series of recommendations to the Government to improve Ireland’s overall productivity. It recommended increasing the use of direct public support for business research and development as a means of targeting the widening productivity gap between foreign multinationals operating in Ireland and Irish firms.

According to recent CSO and OECD data, productivity across the global construction sector is low by comparison to sectors such as ICT, advanced manufacturing and finance. We understand that lower productivity in construction can partially be explained by the fragmented nature of the sector and lack of vertical and horizontal integration of technology and innovation, as well as the bespoke nature of individual projects and the thin operating margins that have existed for a long time. However, the construction sector has shifted in recent years from being comparatively less dynamic compared to other sectors of the economy, to one which is showing a greater appetite for innovation, supply chain integration and buildability.

**RESEARCH, DEVELOPMENT AND INNOVATION**

The CIF Economic and Policy Research

Department has been carrying out some research into productivity during 2018 and early findings are pointing to productivity improvements in construction companies being driven by digital and technology trends, labour requirements (supply chain optimisation), and efficiency gains (capability building, eg. using advanced analytics). Companies have highlighted the following key factors as important variables in overall productivity improvement.

- More investment in training and education
- More uptake of innovation
- Increased use of BIM, Lean and IT by client and contractor
- Reduction in waste and rework
- More customisable standard designs
- Improved uptake of pre-fabrication
- Better integrated supply chain
- Early contractor involvement
- More use of KPIs to select tenders
- More effective communication/ collaboration between client, designer, builder and regulator
- Greater standardisation of processes across full project lifecycle
- More sustainable procurement.

CIF believes that research-informed and evidenced-based practice should be embedded into the design, construction

and operation of the built environment. We have established a construction-related research forum that has the potential to provide a coherent approach to addressing industry skills, educational and research requirements into the future. The environment in which businesses operate in the construction sector is changing fast. Technological and digital innovations are transforming the way in which all of us now live and work.

**RESEARCH AND INNOVATION**

All construction companies can benefit from embracing research, development and innovation (RDI). Some companies are already better placed than others and it is our job to ensure that the supports are in place to enable other companies to be involved in RDI. Best practice knowledge transfer and development of enhanced training and education programme identification will be key in this endeavour.

The CIF will be embedding RDI into the wider policy agenda in construction throughout 2019. This will help strengthen the industry’s response to the changing external environment. We will be focused on strengthening research relationships with the aim of developing a shared construction-related research agenda. **C**

# CIS PROJECT OUTLOOK 2019

**TOM MOLONEY**, Managing Director, Construction Information Services (CIS), writes about some of the project highlights on the horizon for 2019.

**A**t the start of 2019, construction activity remains strong despite continuing to contend with numerous constraints that are hampering the positive trajectory of recent years. On the ground, activity remains buoyant, with demand outstripping the ability to supply in virtually all sectors. The CIS ‘Construction Opportunities Report 2019’ contains an analysis of key and major developments across all regions and sectors, which are due to commence, significantly progress or be completed during 2019. Our initial project valuations are based on ‘shell and core’ until the estimated project values are established and verified through our extensive research process.

While compiling this report, I undertook a comparative analysis of our reported forecast values dating back to 2015, which was the first year to witness a significant increase in activity for both volumes and values following the recession.

## OUTLOOK FOR 2019

2019’s forecast is down on recent years and will see both sets of figures equate to our 2016 forecast of €15.6bn in value and circa 500 projects. The only sectors to demonstrate continuous growth since 2015 are residential, industrial and medical. This slowdown is also supported by the recent Ulster Bank PMI index for October of 52.9, which is the weakest upturn in output since March 2015.

Feedback obtained through our researchers’ engagement with developers, professionals, contractors, etc, is that the lack of infrastructure, skills shortages, poor access to finance for particular construction types, lowest price tendering criteria, Government funding for sectors such as schools and medical centres, and recent discussions regarding amending the planning height restrictions are impeding growth and company expansion in the industry. In addition, the current planning process is viewed as a roadblock to projects progressing, due to delays in planning decisions as a result of extensive further information requests and a significant backlog in projects being appealed to An Bord Pleanála.

However, the future for the industry is positive with the 2018 announcement of the Government’s ‘Project Ireland 2040’ plan, encompassing the ‘National Development Plan 2018-2027’, which provides €116m to upgrade the country’s infrastructure. Budget 2019 increased the allocation to the education sector by 6.7% to €10.6bn and a record allocation of €17bn to the medical sector. Other positive supports and initiatives which are mentioned by Damien English TD, Minister of State at the Department of Housing, Planning and Local Government in his foreword for the CIS Construction Opportunities Report 2019 are the Urban Regeneration and Development Fund and the launch of the Land Development Agency.

The outlook for the Irish economy is for solid growth to continue, but the unprecedented nature and unknown contours of a no-deal Brexit makes any attempt to estimate the likely impact on Irish growth highly speculative.

## CIVILS AND UTILITIES

Looking at sectors such as civils and utilities, with infrastructure being of high importance for the delivery of all construction projects, the Government is to spend €286m on roads and other infrastructure in 2019. The Minister for Finance Paschal Donohoe TD has allocated an extra €1.26bn for roads and transport projects between 2019 and 2021. Construction is expected to commence on



Tom Moloney, Managing Director, CIS.

“ THE OUTLOOK FOR THE IRISH ECONOMY IS FOR SOLID GROWTH TO CONTINUE. ”

the €200m N5 Westport to Turlough Road Project.

A main contractor is to be appointed soon for the €160m N22 Macroom to Ballyvourney Bypass Scheme. As was recently announced, work will commence on the €320m runway at Dublin Airport.

In utilities, work is underway on the €200m Vartry Water Treatment Plant in Co Wicklow, the €24m Dinish Wharf extension in Cork and the €24m Saggart Reservoir, Co Dublin.

## RESIDENTIAL

The residential sector continues to draw the most focus from the media, Government, developers and contractors. While the sector continues to improve year-on-year from a low in 2013 when fewer than 8,000 units were built, our analysis to September 2018 records increases in the number of units at three stages in the construction cycle: Planning Applied (27% increase – 26,508 units); Planning Granted (33% increase – 20,600 units); and On-Site (27% increase – 14,186 units). These numbers do not include new self-build houses amounting to 15,597 (at all stages). It is anticipated that the number of actual units delivered in 2018 will be in excess of 18K, which is an increase of circa 4K on 2017. Although there is still some way to go to achieve the generally agreed 35,000 units required to ease the current crisis.

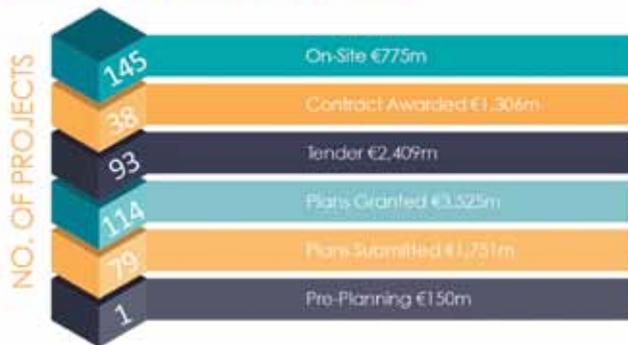
## CONSTRUCTION SECTORS



466 PROJECTS - Total €15,954m

Projects by sector 2019.

## CONSTRUCTION STAGES



Projects by stage 2019.

## INDUSTRIAL

The industrial sector continues to perform strongly. According to Richard Joyce, Managing Director, Linesight Ireland, the IDA continues to attract multinational companies to invest, particularly in data centres and life sciences. Activity in this sector is dominated by tech-giants such as Microsoft, Facebook, Apple, Amazon and Google. Another area of impact on this sector is food and alcohol producers, with plans submitted by Glanbia Estates for a €130m cheese manufacturing facility in Laois and a €5m artisan distillery and visitor centre for Jewelfield in Kildare.

## COMMERCIAL AND RETAIL

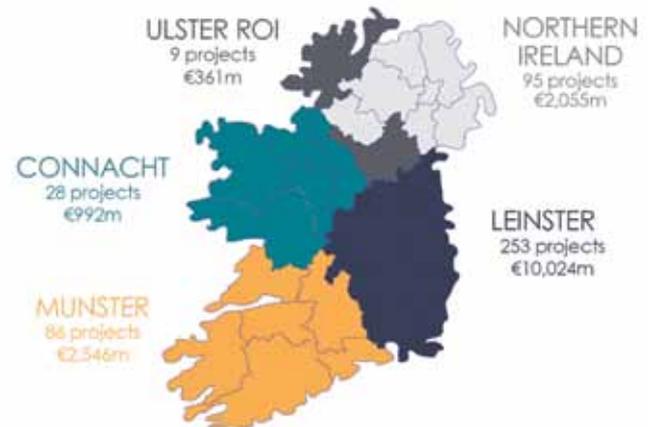
In commercial and retail, activity across all three stages (Applied, Granted and On-Site) has plateaued. The Irish office market is at a stage where the main priority is delivery of the existing large-scale projects under construction. Retail has seen a shift to large-scale refurbishment projects as opposed to new build. Activity in the sector includes the €26m mixed-use development at Tara House, Dublin 2, demolition works on Innovation House in Sandyford, Dublin to make way for a €32m office development, and site-enabling works on the €70m Penrose Quay, Cork. This development, consisting of 40,000 sq m of office space, was the largest commercial scheme to commence in 2018.

## EDUCATION

Education remains dominated by the development at the Grangegorman Campus in Dublin. There has been a continuous year-on-year decline in project volumes since 2016. However, positive news in Budget 2019 is the allocation of €10.6bn for the sector, up by 6.7% on 2018's allocation. It is hoped that this increase will see capital projects awaiting funding now proceed to on-site stage during 2019. Our research has recorded a steady stream of large educational developments progressing to tender and contract award stage during the past three months.

Examples are the €25m Academic Building at Maynooth University, Co Kildare; and schools in Dunboyne, Co Meath, (€13m); Limerick, (€15m); and Galway, (€20m).

## REGIONAL SPREAD



Projects by region 2019.

## MEDICAL AND CARE RESIDENTIAL

The medical and care residential sector is similar to the education sector, where funding is a significant issue due to the ongoing construction of the €1bn National Children's Hospital, resulting in a large number of other medical schemes being put on hold. Again, Budget 2019 has allocated a record €17bn to the sector, which should see movement of large schemes, such as the €300m National Maternity Hospital at St Vincent's Hospital, Dublin. John Sisk and Son has been appointed to commence enabling works on this development in January 2019.

## HOSPITALITY

Hospitality remains buoyant. The increase in tourism over the last number of years has been met with a significant demand for hotel bedrooms in Ireland. As indicated in the 'CIS Q3 Construction Activity Report', we revealed that almost 3,000 hotel rooms are in the planning pipeline for Dublin City and its immediate environs alone. Work is underway and progressing through 2019 on numerous hotels in Dublin City Centre, including a €43m hotel/residential development on Townsend Street, providing 393 bedrooms.

Site works are underway on a new hotel development at the Ormond Hotel, Dublin 7, which will provide 121 bedrooms. Outside of Dublin, work is steadily progressing on the €21m extension to Lawlor's Hotel, Naas, Co Kildare. This extension will provide 140 bedrooms. Works are anticipated to progress in 2019 on the €40m hotel/office development at the former Government buildings on Sullivan's Quay, Cork, creating 193 new bedrooms.

According to recent CSO figures, the number of tourists visiting Ireland over the past 12 months has increased by almost 10% on the same period last year.

## IN CONCLUSION

In our view, we believe the industry will continue to thrive in 2019 and beyond. If the challenges mentioned above can be addressed, the construction sector will be stronger than before and capable of withstanding the uncertainties caused by external factors. It goes without saying that the delivery of housing, both social affordable and private, has to be the key target of both the Government and industry to address our historic homeless crisis and maintain the country's positive economic growth. **C**

*The CIS Construction Opportunities Report 2019, now in its 23rd year, contains hundreds of opportunities for your business. Order your hardcopy report today for the special price of €275 or £245. Call Alan Chapman on 01 299 9201 or email: achapman@cisiireland.ie*



Pat Lucey, President, CIF.

# CONSTRUCTION IS IDEALLY POSITIONED TO DELIVER ON THE AMBITIONS OF PROJECT IRELAND 2040

**BARRY MCCALL** speaks to Pat Lucey, new CIF President, about his priorities for the next two years.

**W**hen Pat Lucey speaks about the construction industry in general and Sisk in particular, he exudes pride and a keen appreciation for heritage. When he points to the pictures of various members of the Sisk family in the boardroom and in the second-floor meeting room in Sisk's Dublin HQ, it's with genuine affection and respect.

He also speaks fondly and passionately about Sisk's long-term commitment to training and apprenticeships and the skills and crafts that the industry needs if it is to grow and thrive in the future. Indeed, it is hard to tell which he sees as most important to Sisk; the boardroom or the joinery.

The new President of the CIF has come through his own form of apprenticeship over the past four years, as he explains. "The presidency of the Construction Industry Federation is a great honour.

It has been a four-year journey to this point. I spent two years as Vice-President, another two years as Senior Vice-president, all of which prepares you very well."

The lead-in to his presidency coincided with the recovery in the industry.

"We went into recession in 2007 and began to emerge from it in 2013," he says. "Commercial building activity started to come out of the downturn first, with a reasonable amount of activity in 2014."

This was mainly private sector work concentrated in the Dublin area. "It has continued apace since, mainly in that Greater Dublin area. But many sectors and regions lag behind. For example, Civil engineering hasn't really come out of recession as of yet. Housebuilding is improving, but regional housebuilders still face a non-market where costs far exceed the price of the existing stock and where people are migrating to Dublin."

### CIVIL ENGINEERING

As a former President of the CIF's Civil

Engineering Contractors Association, he expresses concerns about this sector. He points to the Ulster Bank PMI (Purchasing Managers Index) which scores sentiment on a scale of 0 to 100 with anything over 50 representing a positive outlook and performance. The civil engineering sector index plunged to the mid-20s in early 2009. Today, a decade later, it still only hovers around the 50 mark.

"The sector has stagnated since 2013," Pat Lucey adds.

"Civil engineering is very dependent on public spending. In the past, the recovery in public spending has tended to lag behind the recovery in the general economy by a few years. This time it has been different. The severity of the recession meant that the public finances have been slower to recover."

He is quick to acknowledge the Government's plain speaking in relation to that.

"In fairness to Paschal Donohoe, when he was Minister for Transport he said that spending on infrastructure wasn't really going to get started until 2019. We have known for years that this was the case and that it would be 2020 before we were back at a reasonable level of activity. As Minister for Finance, he has been quite specific



Pat Lucey receives the CIF President's chain of office from Dominic Doheny, outgoing President, CIF.



about balancing the books in 2018 and ramping up spending in 2019, and he has stuck to that. You can't fault that policy, but it's been a hell of a long time to wait."

### REGIONAL BALANCE

"We know that infrastructure spend stimulates economic activity. That's why the emphasis in Ireland 2040 on developing the country to counterbalance the influence of Dublin and the Eastern region is so welcome.

"We are a small country, and it is not that difficult to get from one side of it to the other," he adds. "But it is difficult to get from Limerick to Cork. There is a gap in our national roads infrastructure, and that has to be addressed."

Pat Lucey welcomes the aspiration to develop the Cork-Limerick economic corridor to the point where it supports 1.5 million people.

"This is the obvious counterbalance. Dublin doesn't have to keep growing to the detriment of the regions and regional growth should be complementary to the wider economy's growth. Development in Dublin has to continue, and achievements to date should be consolidated through improving transport links around the city and constructing an adequate and affordable stock of residential units. Let's make Dublin better before it gets bigger."

### NORTH-WEST REGION

He is concerned about the growing inequality between certain regions and the rest of Ireland.

"There is an issue about the North-West and Donegal. They are particularly exposed to the impact of Brexit and investment there should be prioritised."

Turning to the private sector, he describes the failure of the Athenry Apple data centre project as "one of the most significant lost opportunities we have ever experienced in this country. We will never know the true extent of the damage it has done our reputation internationally. This is an example of a private sector

company choosing to go to a regional location because of local infrastructure, connectivity through airports, availability of good quality housing, excellent educational facilities, and great potential for good work-life balance, yet it was stopped by shortcomings in the planning process.

"Changes have been made, and we have to see how they work out," he continues. "There must be a right to object, but there must also be a more efficient process elsewhere that we can learn from."

Regional construction companies are part of the essential lifeblood of the industry.

"Those construction SMEs in the regions represent a fantastic production line of people coming into the industry," he explains. "They are owned and managed by people with an entrepreneurial flair who back themselves in being efficient and innovative. We are always keen to celebrate entrepreneurs in other sectors, but not so much in construction. If in the next two years we focus on building the regions and supporting these local entrepreneurial companies, we will attract people to the industry that we wouldn't be able to otherwise."

### PRESIDENTIAL PRIORITIES

Looking towards his two-year term as CIF President, Pat Lucey outlines three priority areas he wishes to address – people, procurement, and public policy.

### PEOPLE

Under people, he says it is all about careers.

"How do we attract people to careers in the industry?" he asks. "The CIF will start a campaign to address this in 2019. It will be a broad-reaching campaign and will certainly have a strong focus on apprenticeships. The national focus is on university education, and apprenticeship is not valued as much as it should be. Apprenticeships are the gateway to a good living and attaining skills that can take

you from the site to the boardroom in Ireland, or internationally. It's accepted internationally that Irish construction workers are among the best and our teams are highly sought after globally."

Improving diversity within the industry is another way of increasing the available talent pool.

"We have to look into diversity," he says. "Many of our members are increasing their efforts in this area. The obvious one is gender diversity. Our industry is predominantly male, but it doesn't have to be. It is recognised that a more diverse workforce produces better solutions to problems."

Attracting talent is only part of the story, however.

"When we do get people in, we've got to care for them. Great improvements have been made in health and safety over the years, similar progress must be made with site welfare facilities and working conditions in general. Nobody should be hurt when carrying out their job, facilities should be modern, and working conditions must reflect 21st century standards and expectations. The Health and Safety Authority recently complimented the industry on the fact that accidents and fatalities continue to drop significantly despite a large increase in activity and an increase in new workers into the industry. But, we must never get complacent."

"We tend to work long hours and travel long distances," he says. "That is a big problem. Members are putting in place measures to tackle it. They are doing things like opening satellite offices to reduce commuting times and finishing early on Fridays. Over the next two years, we will be working hard on skills, attracting people to the industry, caring for them, and improving diversity."

Mental health and wellbeing is another aspect.

"There have been many initiatives in mental health in recent years. In 2015, there was a great joint initiative between CIF and Pieta House; and the 'Mind Our



L to r: Patrick McDonald, Ross Fallon, James Doyle, PJ Ewing, Ger Burke (Joinery Foreman), Marcus Murphy, Sean Nolan, Nathan McGuinness, Alex King, Sally Doherty, Seated, Will Swaine and Pat Lucey.

Workers' campaign still continues. A lot of companies also have their own mental health programmes. We are getting to the point now where companies are talking to each other about it. We had a really successful health and safety conference recently, and a lot of people there shared their experiences and ideas – that was very helpful."

## PROCUREMENT

A key area that has to be looked at within procurement is margin.

"At the moment the industry is working on profit levels of 1% to 2%. This is not sustainable. A lot of companies have gone out of business, and this affects the whole supply chain, our public and private sector clients and, ultimately, the Irish citizen. Construction is a significant part of the economy, and if we want it to be efficient, to be productive, to be sustainable and to attract and retain the best talent, it has to have reasonable levels of profit."

Pat Lucey attributes at least part of it to what he describes as 'a plague on the industry': lowest price tender evaluation.

He concedes that it is understandable for public bodies bound by EU tendering rules to go for the simplest option and accept the lowest price.

"Public procurement is an issue across Europe," Pat Lucey points out. "We are not alone in this. I would like to see a move to a tender evaluation process that measures quality, deliverability and price. A system that takes all aspects into account would be much fairer."

Aspects like deliverability can be subjective, of course.

"You need to be really disciplined in how you evaluate tenders. The process must be fully transparent to withstand legal challenges and be beyond public doubt. Transport Infrastructure Ireland is working on a new tender evaluation process for the N22 and N5 schemes. They are trying to strike a balance between lowest price and other criteria to give a better result all

around. If they get that right, it could be a game changer. The lowest price has its place in certain circumstances, of course, and our members are not afraid of going toe to toe on price when called upon to do so."

Another aspect of sustainable procurement he mentions is the bundling of contracts.

"We had a conference on procurement in Tullamore recently, and some very interesting ideas in relation to joint ventures came up around contract bundles which would facilitate more SME involvement. The CIF is going to look at guidelines in relation to that."

## PUBLIC POLICY

Pat Lucey reserves a special welcome for the Project Tracker being produced by the Government.

"Every single project is being tracked, and Government has committed to updating it regularly with detailed information. This is really important for contractors as they can only plan ahead if they have the information. Contractors will invest in training, people and plant if they know what is coming. They will reach out to international partners for major projects like Metrolink and join up with other local contractors for bundles of schools and so on – but they can only do that if they have up-to-date and accurate information. The Project Tracker is very welcome indeed, there has only been one edition so far. They are going about it the right way though."

He notes the oft-quoted figure of 12% of GDP, which is regarded as the ideal level of output for the industry.

"That's fine when the economy is performing well", he says. "But if you take the extreme scenario when all funding is turned off at the same time, the result is that the industry has to build up from a near-zero base when the economy starts to grow again. You can't go from no houses being built to a lot, at the flick of a switch.

You can't build a motorway without the prescribed surveys, assessments and consultations. There is a timeline for projects – being shovel-ready only comes after a long period of essential lead-in work. We have just been through that extreme scenario, and it will take time to bring new people into the industry and to get them up to speed in terms of productivity. You can't just begin spending and overnight expect the industry to be at maximum efficiency."

"The situation is made all the harder when design work is cancelled. Consulting engineering and design generally is a people business. People were lost from the Irish industry during the recession, and it will take several years to build up those resources again."

He believes targets should be set as public policy for a level of output below which we should never again go to ensure there is a sustainable and efficient industry in future years.

"This is a job for the newly formed Construction Sector Group," he says, "Contractors are only part of the story. We need the clients and the designers on board as well. Minister Donohoe says that we have got to get away from the boom-bust cycle and he is right. Going from highs to lows is no way to live. The Construction Sector Group has the expertise to establish the optimum and minimum levels of output for the industry. We will come up with better answers when we have all sides at the table."

Pat Lucey believes that progress in these areas will result in a sustainable industry that will be able to deal with any challenges which may arise in the coming years. He is also confident that the industry will be able to meet any additional demands placed on it in future.

"When you look at what happened in the past, the industry sourced specialist expertise overseas where necessary, but ultimately the challenges were solved by the indigenous Irish industry." **C**



Hard and soft landscaping was completed across the Adare Manor Estate, providing the same quality of finish externally as internally.

# A DARING RESTORATION

John Paul Construction's meticulous restoration of the Adare Manor Hotel and Estate is one of the most prestigious and complex projects to be completed in Ireland in recent years.

**J**ohn Paul Construction's restoration and remodelling of the Adare Manor Estate brought an estimated 750 workers to the picturesque area around the Co Limerick town of Adare. These people not only created a 'thing of beauty' on the Adare Manor Estate but also contributed to the local economy across the project duration.

The completed hotel is officially recognised as one of the most prestigious in the world, and it now sits in the John Paul Construction project portfolio as an example of exemplary restoration work.

## THE BRIEF

The brief from the client called for a complete redevelopment and faithful restoration of the entire Adare Manor Estate. This entailed enhancing and future-proofing the existing 1832 building, as well as the addition of many exciting features to make it a spectacular and special destination.

"To quote the poet John Keats, 'A thing of beauty is a joy forever'. This sentiment reflected our collective brief and the approach taken to the project," says Niall O'Connor, Contracts Manager, John Paul Construction.

## PROJECT ELEMENTS

The project comprised the delicate restoration of the existing manor house, which included front of house spaces, such as The Great Hall, The Gallery, The Drawing Room and The Oak

Room. The 23 existing signature suites were wholly transformed into a world-class standard. Existing back of house spaces were converted into a spectacular spa facility consisting of luxurious treatment rooms, a pool and a gymnasium.

Exciting new features included the addition of 82 exquisite bedrooms and suites in a new west wing block. It also included a new conference and banqueting facility, a magnificent new ballroom, boardroom, cinema and many other modern amenities.

The project also included ancillary buildings, with a new energy centre, facilities building, and golf clubhouse.

All internal estate roads were upgraded. Hard and soft landscaping was completed across the estate, providing the same quality of finish externally as internally.

"Both the original and new buildings have become a sequence of luxurious interconnecting spaces, which open onto formal gardens that, in turn, lead into mature parkland," explains Niall O'Connor.

## CONSERVATION WORKS

The project also included extensive conservation works, which included many intricate details that required the expertise of skilled traditional craftspeople. Works to the historic features of the 1830s manor house consisted of the complete restoration of the stone features, including the clock tower, gargoyles, parapets and mouldings, as well as over 50 carved stone chimney stacks, each with different ornamentation.

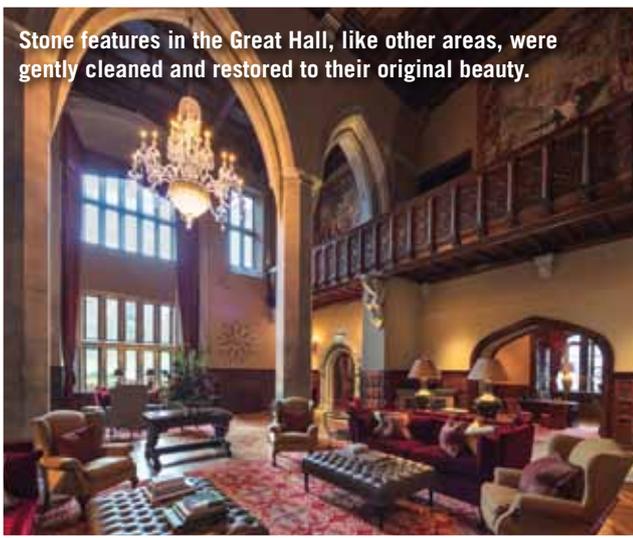
## PROJECT FEATURE: ADARE MANOR HOTEL AND ESTATE

“We carefully re-pointed every wall of the manor with lime mortar,” explains Niall O’Connor. “The stone wall parapet and steps of the east side of the manor, leading to the tidal river Maigue, were beginning to collapse, so they were taken down and rebuilt to perfectly match the original detail and style.”

The original roof structure and towers are a significant part of the Adare Manor’s charm. However, they were in need of substantial repairs. To carry out this very delicate work the entire manor was wrapped with a weatherproof scaffold. This facilitated the opening-up of roofs during the winter period of 2017.

“We restored and replaced large elements of structural members, lead linings, chimney stacks and natural slate finishes,” he explains. “Using Killaloe slates from a local quarry, all 13 pitched roofs were re-slated. All old leadwork on the gutters and downpipes was restored. The decorative character of some of the most distinctive roof fixtures was carefully preserved. Wrought iron finials on the top of the Hardwick tower were taken down, repaired and reinstated, along with the decorative leadwork and timber structure supporting it.”

Adare Manor also has an array of window types, from a simple timber sliding sash to ornate stone frame windows, complete with lead-lined screens. One by one, the John Paul Construction team carefully repaired the framing and the glass as required.



Stone features in the Great Hall, like other areas, were gently cleaned and restored to their original beauty.



Adare Manor has an array of window types, including ornate stone, complete with lead-lined screens.

“We kept the original glass to reuse, wherever possible, and all the non-historic single panes were replaced with slimline double glazing,” says Niall O’Connor.

Perhaps the most delicate and impressive window conservation was the repair of The Gallery’s iconic stained-glass windows, which have been restored and now glisten with brilliant colour and renewed extravagance.

“Our client’s desire was to restore and enhance characteristics such as the original timber floors in the Great Hall and drawing rooms, French polish the ornate wall panelling and pews in the gallery, as well as restore the original door to the house’s Lady Caroline Suite.”

Stone floors and walls were gently cleaned and restored to their original beauty. Fireplaces were repaired, and wherever an inlaid tile was missing, the team sourced matching tiles and seamlessly replaced the missing tile.

Original lime plastered walls and ceilings were repaired and augmented wherever required, then decorated using historically



Adare Manor Hotel at night.

appropriate materials and finishes, including breathable paints, papers, and even gold-leaf.

## CHALLENGES

The Adare Manor redevelopment was an exceptional project for the conservation team at John Paul Construction to win.

“The client’s vision and desire for excellence were always foremost in the minds of the project team,” explains Niall O’Connor. This brought a passion and drive to deliver a world-class product.”

However, as would be expected the project came with many challenges, and overcoming these required a collaborative approach.

“This extensive restoration required the sourcing of specialist and rare tradesmen, such as gold-leaf artists, handmade carpentry/joinery specialists, conservation leadwork craftspeople and window restoration experts, among many others,” he explains.

“We brought together a strong and diverse team to deliver this job. The people on this job were the best calibre of tradespeople that could be found. Materials sourced for the job also required visits to countries such as Greece, Turkey and Portugal for stone, marble and other materials.”

The redevelopment project was a huge bonus to the village of Adare and the region. During construction, John Paul Construction employed a 750-strong workforce. People travelled from near and far to be part of the project. While accommodation seemed plentiful at the commencement of the project, this soon became a challenge. However, with the help of the client, accommodation was found for everyone.

As already noted, the procurement of large quantities of raw materials, such as natural stone, marble, specialist joinery, and bronze, was a big challenge and at times could have been a logistical nightmare.

“The ornate natural stone façade for the ballroom and colonnade was quarried in Co Roscommon, shipped to Fatima in Portugal for processing and final carving, and then shipped back to Adare for installation,” continues Niall O’Connor.

“The project as a whole evolved and developed right up to the opening day. The challenge to deliver our client’s vision always took precedence, and I would like to think what we have delivered has surpassed our client’s expectations.”

## AWARDS

Since its completion, Adare Manor has won numerous important international awards including the ‘Tourism Project of the Year’ at the Irish Construction Excellence Awards 2018. Adare Manor was also recently named the ‘World’s Best Hotel of the Year 2018’ at the prestigious Virtuoso Best of the Best Awards in Las Vegas.

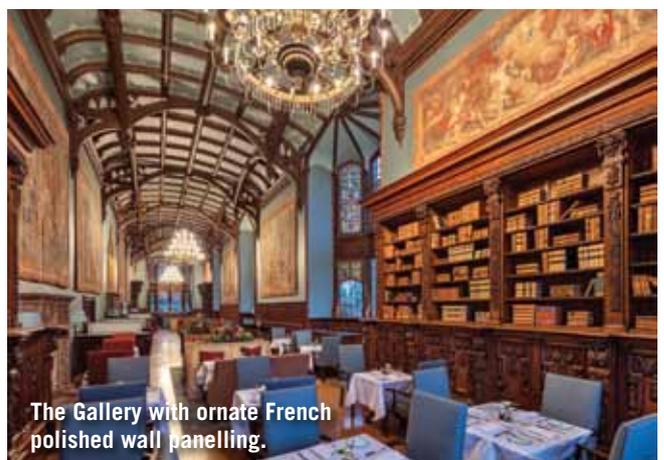
According to Colm Hannon, Chief Executive, Adare Manor, “The international competition within the luxury ‘Hotel of the Year’ category was outstanding this year, and it is with great pride that we brought this worldwide award back to Ireland and Limerick.”

## JOHN PAUL CONSTRUCTION

John Paul Construction strives to maintain a well-rounded portfolio of works, from commercial, industrial and data centres to healthcare and residential schemes to critical infrastructure. Although John Paul Construction has previous experience with both hotel and restoration works, the calibre of the Adare Manor project will possibly never again be matched. The successful completion of this project shows that John Paul Construction is capable of delivering the world’s Best of the Best. **C**



Adare Manor Hotel and Estate



The Gallery with ornate French polished wall panelling.



The 23 existing signature suites were wholly transformed into a world-class standard.



John Paul Construction’s team receiving the Tourism Project of the Year award at the Irish Construction Excellence Awards 2018 for its work at Adare Manor. L to r: Donal Winters, John Kestell, Niall O’Connor, Anna Geary (MC), Eamon Booth and Darragh Canning.

# COMBINED ACCESS SOLUTIONS & DESIGN FOR MAJOR PROJECTS

**B**rogan Group's Ireland presence has seen continuous growth over the last 12 months as it has taken on further projects and is playing a part in the shaping of the country's skyline. The broad range of services that they offer ensures that the access specialists remain unrivalled in the scope of large-scale projects they can consult, design and undertake across the country.

Their hoists are aiding the construction of a 57m high, multi-storey block at Boland's Quay, located in the heart of Dublin's Docklands. The site is being transformed for both commercial and residential use.

They are assisting University College Dublin with their ten-year development plan to improve the framework of the Belfield Campus by providing 20,000m<sup>2</sup> of external scaffold to provide access for the construction of three blocks of the University College.

Their scaffold package is being used to develop the iconic Central Plaza by adding 100,000 sq.ft of office space for up to 1300 professionals, as well as multiple retail and hospitality units. It will also boast a landmark, two-storey, rooftop destination with a 5-star restaurant with 360 views of the City.

Brogan are also providing the scaffold package and crane decks to Dublin Airport Central development to aid the construction of four office blocks that will reach either six or seven storeys in height. Named as Europe's fastest growing airport, it will produce just under half a million sq.ft of office space, a restaurant and a café.

Along with its expertise in scaffold, Brogan provide a range of access solutions that can be combined to suit each project's requirements.

## COMMON TOWERS

Brogan Group's Common Towers are temporary structures used to increase productivity and efficiency in high-rise construction. The common tower is tied to the high-rise building, ascending jointly with the building as works progress. This enables all hoisting facilities to be arranged around and tied to it, whilst only the common tower itself is tied into the main structure. This



reduces the need to leave openings for access into the building.

## HOISTS

Brogan's hoist business has also had a considerable boost in uptake of its services in the last few years. The comprehensive range of sizes and capabilities available enables the transportation of materials and personnel to optimum working height. Cages range from 1.5m to 3m wide on single or twin masts, and cages as large as 3m wide and 5m long are available on a twin mast.

## MAST CLIMBERS

Brogan's mast climbing services are already firmly established as a popular alternative to scaffolding access, cutting labour costs by up to 30% on comparable projects. Their wide range of options includes platforms mounted on single or twin masts and double stacked platforms that allow for multiple crews to work simultaneously at the same elevation. Bespoke solutions are also available, such as cantilevered sections that allow for work around building corners and mechanical sliding platforms that enable movement whilst accessing or avoiding obstacles.

## BROGAN CRANE DECKS™

As building space continues to rise in value and demand, pressure is on to build taller

buildings with smaller footprints and tighter boundaries. The Brogan Crane Deck™ range helps contractors to overcome these loading and access challenges offering fixed and rolling platforms. The Fixed (standard) platform is a basic deck suited to general applications while the Rolling platform can be withdrawn flush to the face of the building, typically used in situations where simultaneous access is required at several levels from one lifting point. The main feature of the Rolling Platform is the rolling load deck, which can be retracted.

## DESIGN AND FABRICATION

What leads so many clients to return to Brogan is that along with their expansive range, they also have the expertise to consult on the best possible design and configuration for even the most challenging of projects. Schemes that combine different modes of access can also be tailored to overcome unique problems using the Group's in-house fabrication and engineering facilities. Examples include the design of all types of temporary structures, structural solutions including RMD and structural steel and the fabrication of additional accessories for mast climbers and hoists where required.

*To find out more about Brogan Group's full-range of access solutions please visit [www.brogangroup.com](http://www.brogangroup.com), email [info@brogangroup.com](mailto:info@brogangroup.com) for enquiries or call (01) 412 4438.*

# DEFINING ACCESS SOLUTIONS



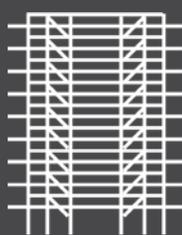
COMMON TOWERS



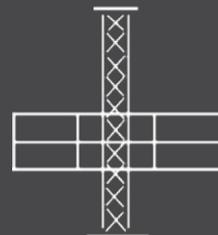
HOISTS



SCAFFOLDING



MAST CLIMBERS



CRANE DECKS



01 412 4438



enquiries@brogangroup.com



www.brogangroup.com



**BROGAN**  
GROUP

# BREATHING NEW LIFE INTO IRELAND'S HISTORIC BUILDINGS



Adare Manor and Estate restoration by John Paul Construction.

**T**he Register of Heritage Contractors is a CIF register of skilled conservation contractors that meet exacting standards in the execution of conservation and restoration works.

The Register aims to provide contractors with the opportunity to demonstrate their proficiency in the field of heritage works, while providing both public and private clients with an accessible list of reliable heritage contractors.

Registered contractors are skilled in the delivery of traditional building trades for the conservation and restoration of heritage properties or sites.

The Register comprises main building contractors and specialist contractors including; stone companies, painters, plasterers, window specialists, iron and wood specialists and specialist cleaning companies.

Heritage contractors are assessed and approved for membership after submission of a detailed application form containing examples of heritage project work signed off by a qualified professional. Applications are assessed by a committee that is made up of key figures from both the client and contractor side of the heritage industry.



Restored ceilings at the Goethe-Institut Irland's Georgian headquarters by Stewart Construction.

The Register is divided into two parts:

**Main contractors** – Companies available for larger projects and who have demonstrated their experience in managing heritage projects for all types of heritage works

**Specialist contractors** – Companies that have demonstrated experience in executing projects in one or more of the specialist categories.

A main contractor or a specialist contractor on the Register agrees to be bound by a number of principles that are set out by the registration board. **C**

To learn more about membership visit [www.heritageregistration.ie](http://www.heritageregistration.ie), phone (01) 4066035 or email [heritage@cif.ie](mailto:heritage@cif.ie)

# MAINTAINING THE FABRIC OF WEXFORD'S HISTORIC BUILDINGS

CK Roofing & Carpentry recently completed painstaking conservation works on two significant historic buildings in County Wexford.

**S**t Iberius' Church, Wexford, is acknowledged to be the oldest church in active use in Wexford town. Dating back to the 17th century, it was designed to optimise the available space by creating a nave that is wider than it is deep. In the 1800s, a Venetian style Gothic frontispiece was added using subtle polychromatic brickwork. CK Roofing & Carpentry (CKRC) was originally contracted to carry out remedial works on the church in 2013. However, a more substantial annual restoration contract has been ongoing in the intervening years.

"We first began conservation works on this building in 2013, when repairs to the belfry uncovered a potentially deadly situation that was mitigated by devising an innovative solution to replace a rotten support beam" explains Ciaran Kelly, Managing Director, CKRC. "Works also included repairs to the roof abutment with the belfry, and repointing over 100 sq m of granite ashlar façade, repointing to polychrome bricks and in situ repairs to polychrome bricks and the clock sandstone surround."

Since that time, limited funding has resulted in a carefully scheduled plan of works each year to conserve this unique part of Wexford town's heritage.

"In 2018, St Iberius Church received funding from the Structures at Risk Fund for the removal, repair and reinstatement of windows," continues Ciaran Kelly. "We were engaged to carry out the works, and the project was completed in September last."

The key challenge was to remove the fragile window frames without incurring further damage and preserving the original frames as much as possible. This work was carried out on a busy narrow main street where public safety is a key consideration, as well as ensuring the building is appropriately secured while the windows were removed to the workshop for repair.

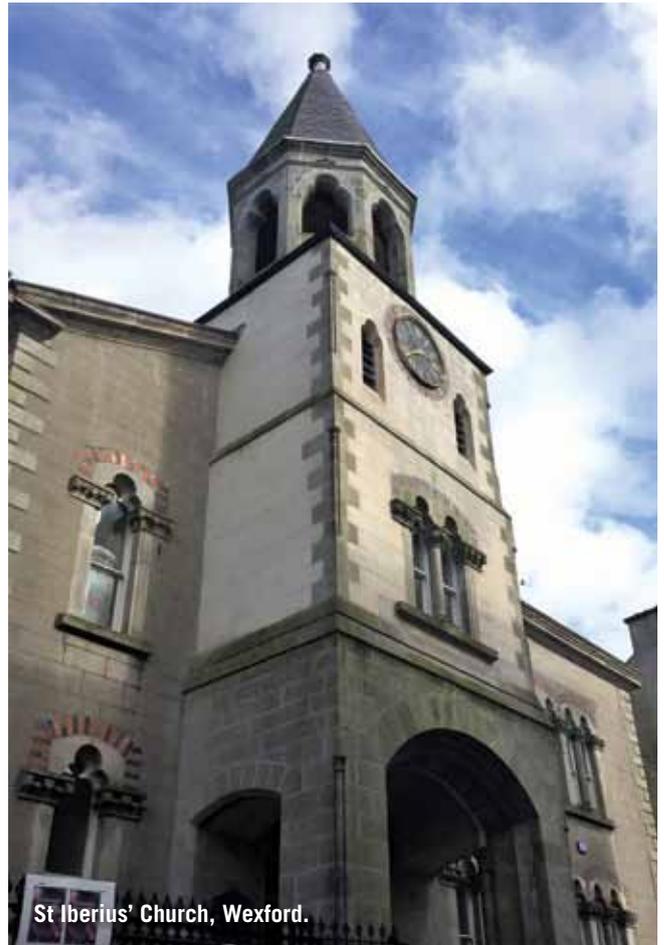
"After removing the windows and replacing them with hoarding for protection and security," Ciaran Kelly explains. "We took the windows to our workshop where the glass was removed, and all paint stripped from the frames. The sashes were repaired, and new glass fitted as needed. The repairs were largely carried out in-house, with a specialist wood machinist engaged to create the outer muntins and half sills, and a glazier to cut the glass. Windows were primed before reinstating, and final coats applied. Works were completed within 15 days."

The core team comprised of highly-skilled carpenters and plasterers, led by Ciaran Kelly, whose understanding of the nuances of conservation coupled with a passion for excellence ensured a high-quality finish.

"Working with Ciaran Kelly was an exceptional experience for us. He sought the most cost efficient way forward without compromise on the quality of the work," said Canon Arthur Minion, Rector, Wexford and Kilsoran Union.

## BALLYSAMPSON HOUSE

Identified as a key part of the vernacular architecture of County



St Iberius' Church, Wexford.

Wexford, Ballysampson House is an 18th-century farmhouse that is widely believed to be the birthplace of Commodore John Barry, founder of the US navy. It was in a very poor state of repair when works began in 2014.

Supported by the Structures at Risk Fund, Ballysampson House received funding to secure the building and prevent further decay.

The project was supervised by Dermot Nolan, Conservation Engineer, on behalf of the client and Wexford County Council.

CKRC was engaged to carry out the required work, including repairing the porch roof and the plastering of the house. In order to do so, the cementitious render covering mud walling first had to be removed.

"This was particularly challenging as the render was so ingrained in the mud wall," explains Ciaran Kelly. "In some areas, it was considered too damaging to the fabric of the wall to remove the render at all. However, removal took two operatives five days to complete. A stonemason was engaged to carry out repairs, and lime render was applied after the porch roof was removed and repaired," concludes Ciaran Kelly. **C**



# GOETHE-INSTITUT IRLAND – STEWART CONSTRUCTION

Stewart Construction's recently completed Goethe-Institut Irland project sets a new standard for the conservation and repurposing of Georgian Dublin buildings.

**S**tewart Construction has a broad portfolio of heritage work to its name. Its landmark projects include the restoration of St John's Cathedral, Limerick; Customs House, Galway; Castlebar Courthouse; and No 47-49 Stephen's Green, Dublin, to name a few.

Its redevelopment and expansion of the Goethe-Institut Irland's Georgian headquarters at 37 Merrion Square, Dublin, to the design of Henchion Reuter Architects, is a prime example of the





Intricate decoration on ceilings and walls.



Leather covered handrails on the stairs.



Stencilled artworks were uncovered on the walls under old wallpaper.

included the construction of a new 1,100 sq m mews to the rear of the original building.

The magnificent protected 1787 Georgian townhouse was refurbished to its period glory, which included two stunningly decorated stucco ceilings, with gold leaf and foliage in intricate detail. Also, two beautiful stencilled artworks were uncovered on the walls under old wallpaper, when a services engineer who worked on the house years earlier was able to identify the location of this hidden artwork.

Other works included re-roofing of the existing building as well as works to the

original façade.

The new five-storey (two underground) contemporary mews hosts the Institute's language school and is linked to the original house both at ground and underground level.

The windows of the mews have an interlayer of copper mesh installed between the outer two layers of glass. This provides a mild vision screen as well as acting as a solar protection layer. The building alternates between looking like a glass box and a metal box, as some sections of the glass box are opaque and others are transparent. Another feature of note is leather-covered handrails on the stairs.

Rachael Stewart, Director, Stewart Construction, says she is delighted with the final project. "We have completed a number of landmark buildings in this area of Dublin. While each project has its own unique position within our portfolio, the Goethe-Institut Irland is an outstanding mix of restoration and new build, where we employed traditional skills to complete works such as the stucco ceilings, and modern practices for the large, but unimposing, mews building. We are truly delighted with the finished project."

The Goethe-Institut Irland represents a considerable investment by the German state, which is benefiting the conservation of Georgian Dublin and sets the bar high for future similar projects. **C**

excellent standards being achieved by Register of Heritage Contractors members across Ireland.

The extensive renovation and remodelling of the Goethe-Institut's Irish headquarters

# “THE RACE TO THE BOTTOM ON PRICING HAS BEEN MERCILESS ON FAR TOO MANY CONTRACTORS”

Joe McCarron, Director and Chairman, Townlink, is proud of his company’s project delivery record. He also has strong views on how issues that continuously arise within the sector should be addressed. **ROBBIE COUSINS** reports.

Joe McCarron was a co-founder of Townlink Construction in 1991. The company is a main contractor with expertise that has resulted in it establishing a strong foothold in a number of sectors, including corporate, health, education, conservation, community and residential.

Joe McCarron is actively involved in the day to day management of the company and is contracts manager on a number of projects, bringing extensive industry experience and leadership to the team. He has ensured that Townlink is now recognised as one of Ireland’s leading construction companies, known to take on unique and challenging projects and forge lasting partnerships with its customers and design teams.

The Townlink portfolio of work includes the Tony Ryan Academy, Citywest; AIB Business Centre, Cornelscourt; Cherry Orchard National School; Timberyard Apartments, Dublin; Kildare Primary Care Centre; INMO Richmond Hospital Building conservation and refurbishment, Dublin; and the Academy Hotel, in Dublin city centre.

Its agile team of 38 staff is supported by a broad base of experienced and professional subcontractors across all its projects.

Over the past few years, Townlink has maintained a steady performance, with turnovers of €21m in 2015, €25m in 2016, and €24m in 2017, putting it in a strong position in the annual *Construction* magazine CIF Top 50 Contractors listing.

Its management team takes a partnership approach on all projects, welcoming early engagement, where it can provide its expertise on the cost-effectiveness and buildability of projects, as well as foster mutually beneficial long-term client relationships.

## DELIVERY RECORD

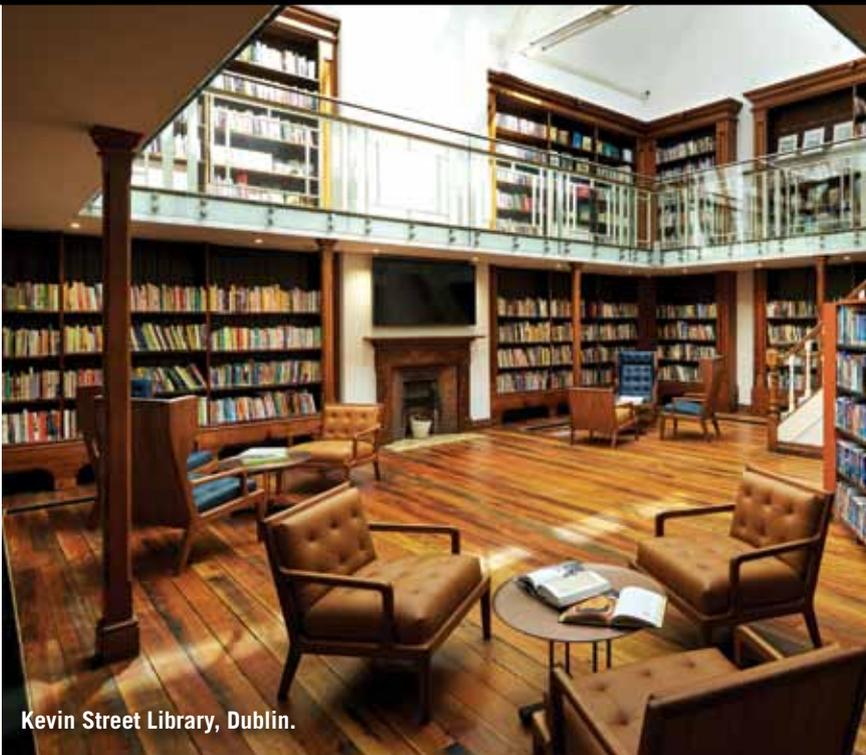
Joe McCarron takes pride in all of the company’s projects and achievements, which he puts down to the professionalism and commitment of staff and subcontractors, as well as the collaborative approach that the contractor takes on



The Tony Ryan Academy, Citywest.



Joe McCarron, Director/Chairman, Townlink and Eoghan Murphy TD, Minister for Housing, Planning and Local Government at the launch of Rosemount Court, Dundrum, Dublin.



Kevin Street Library, Dublin.



Rosemount Court, Dundrum.

all jobs. Not only does this collaboration provide for greater certainty and less risk, but it is also a way for partners to establish strong working relationships between their teams in advance of a project going to site.

“Townlink is recognised throughout the industry for our co-operative and friendly approach and the timely completion of construction projects,” he explains. “We value the professionalism and commitment of our staff, and our clients see this time and time again on all of our sites.

“However, looking at the overall sector, it is very concerning to see the high number of contractors that ceased trading in 2018. The race to the bottom on pricing has been merciless on far too many contractors. There is a real need for change in the sector in the year ahead on this issue.

“Townlink took hard decisions last year to move away from tendering some jobs that are assessed only on a cost basis; jobs

that have no room for margin. In doing this, we want to help move the industry towards more balanced criteria, placing emphasis on delivering a job well done, implementing new technologies and fostering a climate for innovation. By taking this position, we can deliver better work, look after the safety of our people and invest in the long-term future of the business.

“The Government has a huge responsibility as a major client of the industry, to amend public sector procurement policies and halt the awarding of contracts based on lowest price, or 2019 could result in many more casualties.”

## PROJECTS

Recently Townlink completed two important projects.

The 44-unit Rosemount Court social housing residential development in Dundrum for Dun Laoghaire Rathdown

Joe McCarron, Director/  
Chairman, Townlink.

County Council had a project value of €11.5m and was delivered under the *Rebuilding Ireland* programme.

The company also completed the €3.9m refurbishment of Kevin Street Library in Dublin. Work on the library, which closed in 2013, included its reconfiguration to create a more spacious library, a bright children’s library with slide, a new exhibition space and improved accessibility.

## CHALLENGES

One of the significant challenges that all contractors currently face is recruitment and staff retention.

“The improvement in the economy is most welcome,” explains Joe McCarron. “But the sector needs to exercise prudence to ensure that growth remains sustainable and affordable, while enabling healthy competition and presenting the sector as a viable career choice.

“We support the CIF’s work in ensuring there are adequate skills within the construction sector. Like other companies, we experience recruitment challenges. This affects completion deadlines and puts pressure on a stretched cost base. An extension of the work permit eligibility programme to countries outside of the EU would be a useful step forward to help the situation at this time.

“In addition to offering attractive packages, we encourage staff to take up further education and training opportunities. We were very proud and delighted when one member of the team – James Nyland, who heads up our Better Energy Warmer Homes Scheme – achieved a well-earned chartership with the CIOB. We are wholly committed to supporting any employee who wishes to do similar,” he concludes. **C**

Director | Management | Site Worker | Office Staff | Self-employed

### We have the solution for you



[www.cwps.ie](http://www.cwps.ie)



[www.cers.ie](http://www.cers.ie)



[www.milestoneadvisory.ie](http://www.milestoneadvisory.ie)



[www.cirt.ie](http://www.cirt.ie)

Tel: 01 407 1400 | Email: [info@cpas.ie](mailto:info@cpas.ie) | [www.cpas.ie](http://www.cpas.ie)

Milestone Advisory DAC t/a Milestone Advisory is regulated by the Central Bank of Ireland

# MAKE YOUR PENSION YOUR 2019 RESOLUTION

**SUSAN O'MARA** on why it's time to get serious about pensions.

**A**t this time each year, I would usually write nine things to do better in 2019. Alternatively, what is the outlook for 2019, or words to that effect.

When it comes to retirement in Ireland, the outlook is bleak. People are either uncertain about how they will fund retirement or, worse, not considering retirement at all. Not enough people are saving for retirement, and for those who are, there is a question regarding the adequacy of their savings. It is with this in mind that this outlook focuses on the next 20 years, rather than next year.

Irish Life carried out some research recently, which highlights the change in demographics and how it affects pensions. They found that in the last five years, there had been a significant increase in the population of over 65s. This figure was 100,000, compared to an increase of only 44,000 for 15 to 64-year-olds. I have been writing on the topic of the impact of an ageing population for some time now, however, seeing these figures really brings it home. If this is the age category growing the fastest, this is where the money needs to be, and for many, it is not.

This trend is expected to continue over the next 20 years, with a 70% increase in these figures. This would mean that the over 65 age bracket will account for over 1.1 million people. If you have read this column before, you may already have read about the pressures this will have on the State pension and general taxation, and these are the hot topic issues, but there are other downsides.

If you are an employer, for example, you may find it increasingly difficult to retire people at 65, or even up to 68. In 10 years, employees will not be entitled to their State pension until they are 68. If at 68, that is all they have (currently just shy of €13,000 per annum) they may not be able to afford to retire. Employment law has made it increasingly difficult to discriminate on the grounds of age, and rightly so. However, employee attrition via retirement is natural and beneficial to both the company and the workforce coming up behind them. Without this, employers may find themselves in a situation where they have an ageing workforce, with no intention of retiring



Susan O'Mara,  
Milestone Advisory..

“ **OVER THE NEXT 20 YEARS, WE SHOULD SEE A NEW LANDSCAPE WHEN IT COMES TO PENSION SAVING** ”

and therefore are not in a position to bring in new innovative staff. If employees have significant pension funds, retiring becomes an easier and more obvious choice.

Most of us already understand this on a basic level. It's only when you personalise it, that it fully sinks in. Whether it is your workforce or your own personal retirement plan – it is worth taking your head out of

the sand now.

Firstly, the Government has finally decided to get tough with us on this and is engaged in the consultation process of a nationwide mandatory pension scheme, which should come into force in 2022.

This is a good start and will be beneficial to many people not already covered by employers' pension schemes. However, this will take some years to bed down and for the contributions to add up and become meaningful. In 1992, Australia introduced a mandatory scheme, which, now, 25 years later has reversed the fortune of a vast number of people.

Over the next 20 years, we should see a new landscape when it comes to pension savings and the first step of this is engagement from both employers and employees with regard to their part to play.

If you are still not convinced that the 20-year outlook could have a huge benefit if we engage with pension savings, consider this:

A 30-year-old earning €40K per annum making an annual 10% pension contribution can build a fund at 65 of €392,872, whereas, if that individual puts off saving until they turn 50 and are saving 10% per annum of a salary of €65,000 will only save a fund at retirement of €149,693\*.

Over the next 20 years, we can change our fate as a country and as individuals when it comes to our retirement. It's time to get started – make it your 2019 resolution. **C**

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

# PRODUCT – PEOPLE – PRACTICES

# FM IRELAND IS BACK

5 – 6 MARCH, RDS, DUBLIN

**F**M Ireland is a unique opportunity for all those involved in creating and maintaining retail, industrial, commercial, and government buildings and facilities. It is where the facilities managers come together to network with peers, hear the latest in new ideas, best practice and see the latest products, services and solution providers that can be of direct assistance to their businesses.

FM Ireland benefits from the support of leading membership organisations focused on Security, Property Management, Fire Safety, Health & Safety, Workspace and Facilities Management. Through their active involvement, attendees can access the latest in information from industry leaders as well as find the products services and solutions that can assist them in achieving their goals.

**Supporting Organisations include:**

**IWFM – Institute of Workplace and Facilities Management (formally: BIFM)**

**SCSI – Society of Chartered Surveyors Ireland**

**IFE – Institute of Fire Engineers**

**ASFP – Association of Specialist Fire Protection**

**ISIA – Irish Security Industry Association**

**IOSH – Institute of Safety & Health**

Now more than ever, it is vital that you get the maximum return from every euro and minute available to you. By putting all the products, people and knowledge needed in one place, FM Ireland offers attendees the best possible return on their investment of time and money. So, if you only attend one event this year, make it FM Ireland 2019 on the 5 – 6 March at the RDS, Dublin.

The FM Ireland Exhibition is the biggest event of its kind. As a result, it attracts users and decision-makers at all levels from a huge range of industries. This year's exhibition will include clearly-defined areas dedicated to Health & Safety, Fire Safety and other key sectors.

## FM IRELAND – NO COMPROMISE JUST QUALITY

Now in its 11th year, FM Ireland Conference & Exhibition is known for delivering quality... whether that be the standard of information through the conference, the profile of attendees or



the products and services on display from exhibitors.

## THE FM IRELAND CONFERENCE

Free to attend the Multi-streamed Conference features over 50 industry leading speakers addressing topics including:

**Facilities and the Workplace:**

- The Workplace & The Working Environment
- Lone/Remote Working
- Smart Building Technology
- Using Big Data to deliver better FM Services
- Role of the AI and Robotics in the FM Sector
- Creating Employee Centered and Effective Workplaces
- Cleaning and Maintenance

**Health & Safety**

- Legislation and Standards
- Dangerous Substances
- Corporate Responsibility in relation to Driving
- Working at Height

**Security**

- Legislation
- Compliance
- Access Control
- Data Management and Destruction

**Fire Safety**

- Who is responsible for fire safety in buildings
- What qualifications are required to manage fire safety
- How can property owners & managers demonstrate fire safety management competence?
- Securing the legal documentation
- Emergency Lighting

## THE FM IRELAND EXHIBITION

Featuring over 85 of the country's most active and suppliers and service providers, this is your opportunity to see, touch and feel the latest in products services and solutions that could benefit you and your team. For a full list of exhibitors and visit the FM Ireland Website [www.f mireland.com](http://www.f mireland.com)

## NEW “FALL AND ARREST DEMONSTRATION AREA SPONSORED BY IKAR”

IKAR are proud to host live demonstrations showcasing the latest equipment and techniques for height safety and rescue. These will include demonstrating various working methods; permanent attachment movement; rescue systems for lowering a casualty and rescue lifting kits.

## SOAP BOX PRESENTATION THEATRE

These free to attend sessions feature exhibitor sponsored product and service presentations. It is your opportunity to learn more and ask the questions you want answered.

Where you hear about the detail and ask the questions you want answered direct to the supplier and In relation to driving for work, employers have a legal duty to manage the risks associated with their employees driving for work, whether the employee is driving a company vehicle or their own vehicle. The good news is, that managing driving for work will not only reduce risk but also has the potential to generate significant cost savings for employers.

*FM Ireland is free to attend... Simply Register online at [www.FMIreland.com](http://www.FMIreland.com) or at the door. To know more about FM Ireland or enquire about exhibiting call the FM Ireland team on +44 (0) 1892 518877 or email [fmireland@stepex.com](mailto:fmireland@stepex.com)*

# “I GOT INTO THE INDUSTRY BY ACCIDENT REALLY”

Sinead Savage, Head of Business Development, Collen Construction, talks to BARRY MCCALL about her career and opportunities in construction.

**C**ollen Construction Head of Business Development, Sinead Savage is a passionate advocate for education, training and equality. This commitment stems at least in part from her own background and how, as she puts it herself, she entered the industry by accident.

“I went to an all-girls school, and there was never any mention of construction or woodwork,” she recalls. “I would have loved to have done woodwork. My father was always very good with his hands, but it just wasn’t an option. When I left school, I wasn’t sure what I wanted to do. No one had ever spoken to me about opportunities in construction. I went to a college open day at Ulster University Jordanstown and found out about the Higher National Diploma in Building Technology and chose it. I got into the industry by accident really.”

That early experience has stuck with her throughout her career, and she is now active on both the CIF Equality Working Group and the Manpower, Education and Training sub-committee.

“I am very keen to encourage more girls and women to consider careers in construction,” she says. “I want to make it known that there are lots of things you can do in construction. You don’t have to be out on site working in a hard hat if you don’t want to. I love going out on site though. Sites are full of energy and activity. The committee is trying to get the message out there that the industry is a real option for everyone.”

It’s very much in the industry’s interest to attract more women into it.

“The industry needs extra resources. If you are not targeting 50% of the population, how do you get the resources you need? We have to get more girls and women to look at the opportunities in the industry. If you work hard, there are great opportunities, and you learn new things every day. It’s a very rewarding career. It’s great to have a working group promoting equality. But we don’t want women to be treated differently. We just want the same opportunities and to attract more women into the industry.”



**Sinead Savage, Head of Business Development, Collen Construction,**

In her own career, Sinead Savage combines the business development role with chairing the Collen Construction Training Committee.

“Business development is everything that doesn’t fit anywhere else,” she says with good humour. “I am responsible for bringing in new business and chasing leads. I look after marketing as well. I also manage corporate events throughout the year.”

The role also sees her look after pre-qualification questionnaires and other pre-tender documentation. “I really enjoy it. Every day is different. Deadlines keep coming. There is never a dull moment.”

As chair of the Training Committee, her role spans everything from staff induction to ongoing learning and development.

“Training and career development are very much part of the ethos of the company and are very important to us. We pride ourselves on our quality of service, and that is built on the quality of our people. We encourage new and existing staff to take control of their own careers and

development.”

Learning has been central to her own career.

“I came from a quantity surveying background,” she explains. “I spent my first 10 years here in surveying and have spent the last 10 years in business development.”

Sinead Savage has been active in wider industry organisations and has been involved with the Chartered Institute of Building in various roles including chair of the Eastern Centre and vice-chair of the organisation nationally. She is also an external examiner for the DIT Construction Management Programme. More recently, she shifted her focus to the CIF.

“I met Dermot Carey [Director Safety and Training, CIF] at a number of events,” she explains. “He asked me to speak to an audience of 700 students at the Higher Options event in RDS on 2016. I spoke at it again the following year and chaired the panel discussion. I mentioned my interest in getting involved in CIF to him, and it went from there,” she concludes. **C**



# THE HARDWARE SHOW 2019

CITYWEST DUBLIN, SUNDAY 17-MONDAY 18 FEBRUARY

The Hardware Show kindly supported in 2019 by Intact Software takes place at Citywest on Sunday 17th and Monday 18th February. The official show of Hardware Association Ireland, the industry's trade association, has become the largest and most important event for the sector, both in Ireland and the wider UK/Ireland marketplace. The 2017 Show at the RDS Simonscourt was the largest show ever with 163 exhibitors, over 3,800 sqm of space sold, and 2,000+ visitors during the course of the two-day event. With increased activity in both the commercial and residential building sectors as well as continued growth in the renovation, maintenance and improvement of buildings and homes, the 2019 Hardware Show will continue to be the leading show for retailers and merchants across Ireland to visit for Home, Garden Build and DIY inspiration and to connect with current suppliers, discover new ones and find innovative products.

### ARCHITECTS AND SPECIFIERS

This year we're inviting architects and specifiers to meet at the Hardware Association Ireland stand in the centre of the exhibition hall in Citywest at 2.30pm on Monday 18th February. Come and join us to mingle with



our heavy-end building material exhibitors and find out what's new on the market, recent developments and build relationships. We look forward to seeing you there!

### ITALIAN PAVILION

This year we welcome suppliers from Italy at our exclusive Italian Pavilion. HAI is building strong relations with colleagues in Italy that see Ireland as a growing export market. Identified with style and quality, we look forward to viewing over 20 Italian suppliers who have invested in exhibiting at the 2019 Show and will bring their unique Dolce Vita over the two-day Show duration.

### SKILLS ZONE

The young apprentices from the Dublin Institute of Technology (DIT) and Cork Institute of Technology (CIT) make a welcome return to the show following their debut in 2017. The Skills Zone is where these talented apprentices will show off their skills in the areas of Brickwork, Electrical and Plumbing. The development of these skills is now critical to the continued growth of the construction industry to cope with demand now and in the future.

Register now FREE at [thehardwareshow.ie](http://thehardwareshow.ie)



# THE HARDWARE SHOW 2019

HOME - GARDEN - BUILD - DIY

Supported by  **intact**  
SOFTWARE

The Official Show of  
  
**HARDWARE**  
ASSOCIATION  
IRELAND

**Free  
Goodie  
Bags**

for the first  
500 visitors

Register Now at  
[thehardwareshow.ie](http://thehardwareshow.ie)

## Looking for new ideas & inspiration?

Visit The Hardware Show to meet the largest gathering of suppliers in Ireland under one roof.

**17th & 18th February**

Citywest, Saggart, Co Dublin



# Construction Workers Offer

**Staycity Aparthotels** Dublin Augustine St **from €50 per person per night\***

2 Bed Apartment sleeps 4, **€200** per night

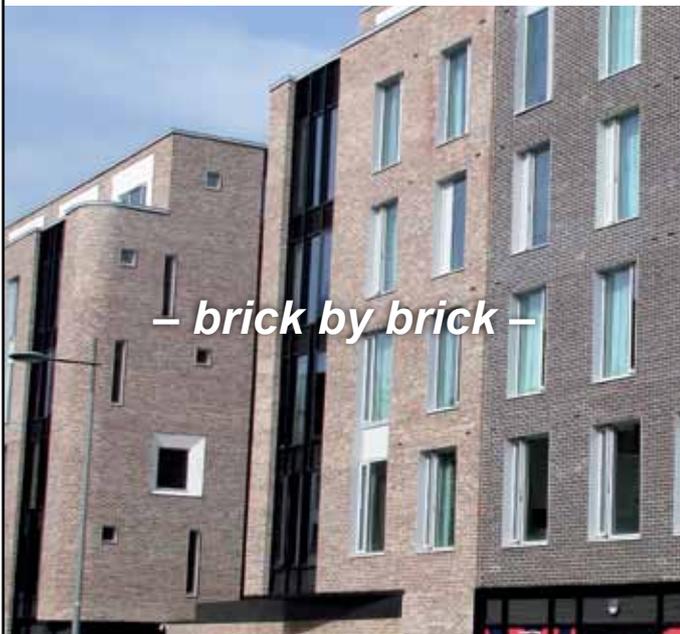
3 Bed Apartment sleeps 6, **€300** per night

### Facilities Include:

- 110 Apartments
- 24 Hour Reception
- Secure On-Site Car Park
- Complimentary WiFi
- Fully Equipped Kitchens
- Weekly Housekeeping
- Flatscreen TV
- Elevator to All Floors
- Iron and Ironing Board

Offer is valid from 1st November–28th February 2019. Rates include VAT, Wi-Fi and 24 hour reception—\*based on 4 people sharing. On-site underground car parking available at €5 a day.

**To avail of this rate please contact our Reservations Department on 01 699 2127 and quote CIF.**



– *brick by brick* –

**Keymore Construction** has built more than 40 million bricks and blocks in the last 15 years. We operate on all types of projects throughout Ireland & the UK. **QUALITY is the Key to More!**

For more information – contact us at  
Email: [info@keymoreconstruction.com](mailto:info@keymoreconstruction.com)  
Tel: +44 (0) 28 3083 8867

Providing on-site health screening to members throughout the country.

**Construction Workers Health Trust** is the only organization in Ireland dedicated to improving the health and welfare of construction workers.

We provide on-site Health Screening which includes tests for Blood Pressure, Cholesterol, BML, Diabetes and Lung Function.

All results are given on the spot and are completely confidential. If your firm contributes to the Trust you can arrange on-site screening with a simple phone call, if not you can contact us for a competitive quote...

[cwht.ie](http://cwht.ie)  
info@cwht.ie  
01 7093070

Construction Workers Health Trust, Unit 26, Parkside Enterprise Centre, Leamy Avenue, Parkwest, Dublin 12

# HSA TARGETS IMPROVEMENT IN CONCRETE PUMPING SAFETY PRACTICES

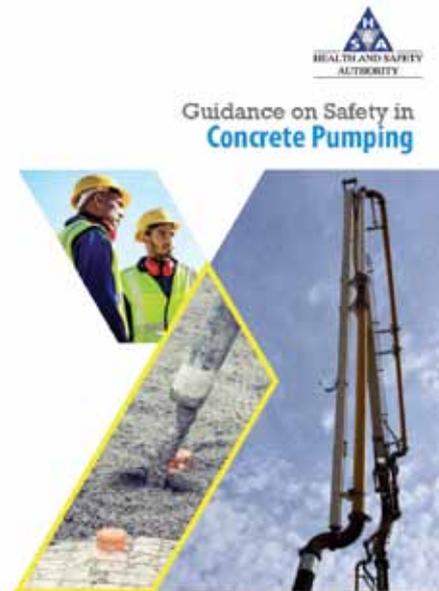
**A** new booklet, 'Guidance on Safety in Concrete Pumping', which has been published by the HSA, provides contractors and concrete pumping firms with best practice in safety on all aspects of concrete pumping. The aim of this guidance is to improve standards of safety during concrete pumping and reduce the incidence of collapse of concrete pump rigs and injuries due to incidents involving pressurisation of pipework or other equipment.

Gerry Keane, Environmental, Health and Safety Manager, Walls Construction, and a member of the CIF Construction Senior Safety Advisor Group, welcomed the publication of the guidance and hopes in time that it will become the basis for a Code of Practice for concrete pumping.

"This Guidance is there to help make concrete pumping safer. All stakeholders should follow these guidelines as they are there to make the work safer. I would encourage health and safety managers to ensure that everybody working on their sites follows this Guidance."

As with all construction equipment, the safe operation of concrete pumps depends on a number of factors including the selection and maintenance of the pump and placing boom, the planning and supervision of their use, and the competence of the operator and other personnel. If any of these are deficient, the risk of a serious accident increases significantly. So, it is essential that site managers ensure that all concrete pumping operations are planned, supervised and carried out safely.

This Guidance has been prepared by the HSA in consultation with the Construction Safety Partnership Advisory Committee (CSPAC).



In the Guidance, recommendations are outlined for the safe use of truck-mounted concrete pumps. Some sections will apply to the use of static concrete pumps, trailer-mounted concrete pumps and tower-mounted booms. However, it does not cover plaster and screed pumps. **C**

Guidance on Safety in Concrete Pumping can be downloaded at [www.hsa.ie](http://www.hsa.ie)

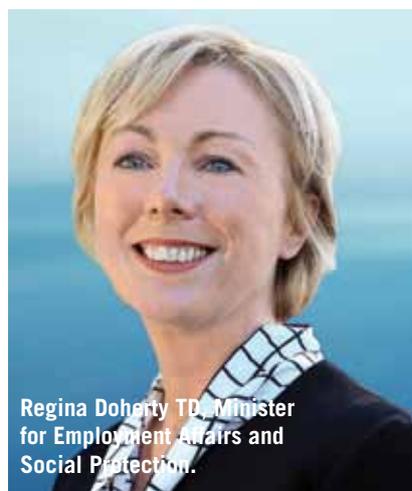
# YOUTH EMPLOYMENT SCHEME PROVIDES RECRUITMENT OPPORTUNITY FOR CONSTRUCTION FIRMS

**R**egina Doherty, TD, Minister for Employment Affairs and Social Protection, recently launched the Youth Employment Support Scheme (YESS), a new work experience scheme targeted exclusively at young jobseekers who are either long-term unemployed or face significant barriers to employment.

Work placements will be of three months duration, with participants engaging in 24 hours of work experience per week (over three to four days). Participation on the scheme will be wholly voluntary, and participants will receive an allowance of €229.20 per week for the duration of their placement.

Minister Doherty says that although unemployment figures have fallen, youth unemployment remains a concern.

"This new scheme, along with many other employment support measures, demonstrates the Government's ongoing commitment to helping our young people break the vicious cycle of 'no experience –



Regina Doherty TD, Minister for Employment Affairs and Social Protection.

no work, or no work – no experience," the Minister said. "The scheme will provide young people with the opportunity to learn important work and social skills in a supportive environment while on a work placement, thereby helping them to increase their employment prospects."

Dermot Carey, Director, Safety and Training, CIF, sees the launch of the scheme as an opportunity for construction firms to identify new young talent and provide them with a step to a career in the construction sector.

"This new scheme adds to a number of initiatives CIF have been calling for to help member firms find and develop new staff," said Dermot Carey. "I would encourage members to participate in the scheme and provide opportunities for young people in their local areas to learn new skills and start to develop a career in the construction sector."

While each placement will be of three months' duration, a placement may be extended to six months on the approval of a case officer. **C**

Employers who wish to offer a YESS placement can do so by visiting the Jobs Ireland website [www.jobsireland.ie](http://www.jobsireland.ie) or by contacting the Jobs Ireland National Contact Centre on 1890 800 024.



# FORGET EVERYTHING YOU KNOW ABOUT ACCEPTING PAYMENT

**splink is a free and simple way to take card payment, and send payment requests for money owed or deposits upfront. splink is designed to help business owners get paid faster both online and in person.**

Better yet, automatic email and SMS reminders help collect money owed from aged debtors. We help more than 10,000 businesses across IRE & UK get paid 86% faster than traditional methods. With splink, it's super easy to take card payment from your customers face to face in your office or on your mobile while on the move.

## Take Card Payment

Take payment from your customers face to face.

### Desktop, Website, Mobile

Use any of your devices to take card payment in your office, or on the move.

### Tap or Scan

Use the app to tap or scan a card payment from your customers.

### Recurring or Payment Plans

Take automatic recurring payments from your customers, or create bespoke payment plans.

## Send Payment Requests

Send payment requests for money owed.

### Money Owed or Deposits

Send a simple 'Payment Request' to your customers for money owed, or for deposits upfront.

### SMS & Email

Your customers will automatically an SMS & Email with a simple payment link (splink).

### Auto Reminders

If your customers forget to pay you, we'll send out automatic gentle reminders.

**We're offering a FREE splink Enterprise\* account for each member of CIF worth €300pm  
Sign up today for FREE. Please contact [Darren@mysplink.com](mailto:Darren@mysplink.com) to get setup!**

\* transaction rate: 2.5% plus 25c per transaction



# IRISH WATER DRIVING NEW STANDARDS IN PROJECT DELIVERY

**SINÉAD DUNNE**, Asset Delivery, Irish Water, reviews a milestone year for the utility company, with the implementation of several important internal initiatives, sponsorship of CIF's Construction Safety Week and an award for one of the country's largest water schemes.

Last year was a good year for Irish Water's Safety Strategy. On 24th August, the company reached 365 days free from an incident to any member of staff. With a workforce of over 800 employees travelling hundreds of thousands of miles, attending thousands of sites, this is an impressive achievement.

Irish Water also progressed our safety culture programmes in partnership with their contractors throughout 2018, with a number of critical activities taking place.

## CIF SAFETY WEEK 2018

Irish Water was a proud sponsor of CIF Construction Safety Week, which highlighted our continued commitment to driving improved safety performance and safety culture both internally and externally across the industry.

The campaign was really successful with huge participation from our contracting partners.

Over 30 Irish Water contractors organised activities on our sites. These included almost 600 toolbox talks, with over 5,000 people attending. Almost 100 senior leadership personnel attended sites, and over 400 safety conversations were held during the week. These figures are compelling and send a strong message on our commitment to safety throughout the industry.

## ASSET DELIVERY SAFETY ACTION PLAN

A major commitment within Irish Water for 2018 and 2019 is the delivery of the Asset Delivery Safety Action Plan.

The Asset Delivery team within Irish Water has identified 49 key improvement initiatives for development, implementation and embedding within the organisation across 2018, 2019 and beyond.

Examples of some of the initiatives that Irish Water is implementing include:

- Establishment of collaborative forums with our contractors;
- Development of an online safety hub;
- Development of a full suite of guidance; documents for site management teams; and,



- Full procurement review.

## ANNUAL STAKEHOLDER SAFETY DAYS

Irish Water held a number of safety days with key stakeholders through June and November of last year. Participants included our resident engineers, local authority project managers, engineering consultants and contractors.

These sessions were focused on updating our key stakeholders on the significant progress that has been made over the past 18 months and to discuss the many challenges we all face collectively in improving our safety performance and improving our safety culture.

The sessions showed how much the culture has evolved over the past 18 months. Many of the sessions were led by our consulting and contracting partners.

Guest speakers included Áine Healy (Glan Agua), Paul Daly (Coffey Northumbrian), Sean Mannion (Ward & Burke), and William O'Keeffe (Arup).

## CIF HEALTH AND SAFETY SUMMIT 2018

On 28th November, members from the Asset Delivery team in Irish Water attended the inaugural CIF Health and Safety Summit.

This Summit offered an opportunity for the construction industry to come together

to explore the challenges of creating a healthier and safer workplace, how to adapt to changing demographics in the workforce, learn how new technology can prevent illness and injury and see how investing in staff wellbeing today can help save money in the long term.

Fergus Collins, Head of Capital Services, Irish Water made a presentation called 'Leading Better Health Outcomes, A Client's Perspective'.

## ENGINEERING PROJECT OF THE YEAR

The Irish Water Kerry Central Regional Water Supply Scheme won the Engineers Ireland Engineering Project of the Year Award at the Engineers Ireland Excellence Awards ceremony in November.

The award recognises the highest level of achievement in the engineering field with peer recognition of outstanding engineering work and is a true testament to the hard work and dedication of our team members and those of our local authority and other partners, who beat off stiff competition to take home the award.

The €30m project will ensure safe and secure water supply to approximately 62,000 customers in Tralee, Killarney, Castleisland and Castlemaine, and the over 1.2 million visitors annually to the area. It is among the largest schemes in the country and will provide over 50 million litres of drinking water every day. **C**

# CIF COURSES BECOME THE FIRST TO ATTAIN 'ASSURED' ACCREDITATION

**ROBERT BUTLER**, Head of Learning & Development, CIF, explains three CIF training programmes that have been awarded City & Guilds and ILM 'Assured' status.

**C**IF has set itself apart from its peers in the marketplace by being the first supplier to be awarded an 'Assured' accreditation in Ireland. Assured is a joint service between City & Guilds and the Institute of Leadership & Management (ILM), which recognises excellence in in-house training programmes. It is a valuable business improvement tool, ensuring that you have the confidence and reassurance that your training meets best practice standards.

Supported by Digitalme, Assured provides learners with a co-branded digital credential, enabling them to track engagement and showcase quality skills development externally via the web. It adds value to any type of training no matter the content, format or length. It recognises both face-to-face and e-learning, assessed or non-assessed training, and training in local languages.

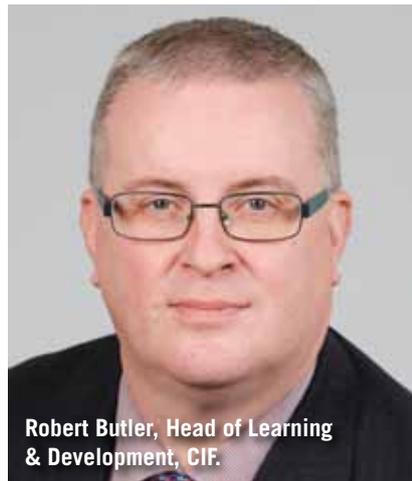
CIF Learning & Development now offers Assured certification for three of its short programmes.

## SITE MANAGERS – A PRACTICAL APPROACH TO BUILDING REGULATIONS

Site Managers – A Practical Approach to Building Regulations is a two-day programme specifically designed for SME-type construction companies that have site supervision/management who need information and tools on how to work through the complex areas of regulations.

It covers:

- Module 1: Codes, Standards, etc, to be aware of on site



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

- Module 2: Management of certification on site
- Module 3: Products with unusual certification requirements
- Module 4: Sample construction project
- Module 5: Demonstration of learning.

## ENVIRONMENTAL MANAGEMENT FOR CONSTRUCTION

Environmental Management for Construction is a two-day programme designed to focus on four key thematic areas (land, waste, water and pollution prevention) in detail, incorporating four workshops to provide practical tools and advice for construction site management. The workshops will enable participants to develop a Waste Management Plan, a Land Management Plan, a Water Management Plan, and a Pollution Prevention Plan, all tailored to the construction sector.

The programme covers:

- Module 1: Waste management
- Module 2: Land management
- Module 3: Water management
- Module 4: Pollution prevention

## CIF SITE SUPERVISOR SAFETY

CIF Site Supervisor Safety is a two-day training programme that was developed by the CIF Learning & Development Department. It provides a key group, namely the site supervisor, with the appropriate skill set to ensure this key cohort who provide direct supervision to crews on site are aware of the critical issues and safety responsibilities that a supervisor has. This is done by delivering a foundation of health, safety, welfare and environmental issues, as well as legal obligations relevant to their work activities, principally supervising teams on site. It will highlight the requirement to promote health and safety and to supervise effectively by showing leadership skills.

This programme is endorsed by the CIF Safety, Health and Welfare sub-committee and the Construction Safety Partnership Advisory Committee (CSPAC) as the standard training for all construction supervisors/foremen working on Irish sites.

The programme is designed to meet the needs of site supervisors employed in small- to medium- to large-size construction companies to ensure in this critical role they fully understand their duties while on site.

This programme covers:

- Module 1: Safety Health & Welfare at Work Legislation
- Module 2: Safety Health & Welfare at Work Regulations.

### PROGRAMME DETAILS

#### SITE MANAGERS – A PRACTICAL APPROACH TO BUILDING REGULATION

Attendees can award 14 Structured CIRI CPD points.

**Members' Fee:**

€450 plus certification cost of €50

**Non-Members' Fee:** €550 plus certification cost of €50

**Course Times:** 9am – 5pm

**Duration:** Two days

#### ENVIRONMENTAL MANAGEMENT FOR CONSTRUCTION

Attendees can award 14 Structured CIRI CPD points.

**Members' Fee:**

€550 plus certification cost of €50

**Non-Members' Fee:** €650 plus certification cost of €50

**Course Times:** 9am – 5pm

**Duration:** Two days

#### CIF SITE SUPERVISOR SAFETY PROGRAMME

14 Structured CIRI CPD Point can be awarded for full attendance.

**Members' Fee:**

€350 plus certification cost of €50

**Non-Members' Fee:**

€450 plus certification cost of €50

**Course Times:** 9am – 5pm

**Duration:** Two days



# TAKING THE STRESS OUT OF DELIVERING NEW DEVELOPMENT UTILITIES

Panda Power has established a niche in the market managing utility provision on new residential developments from unit completion to buyer handover, with a growing number of builders and developers signing up to the service.

**E**nergy provider Panda Power offers a service solution for builders, developers and new homeowners, whereby it manages the provision of utilities for new developments, allowing the client to focus on their business, that of developing and building homes.

Panda Power is part of the Beuparc group of companies, which was founded by Eamon Waters. Beuparc operates in Ireland and the UK supplying utilities to homes, businesses and communities. The group spans residential and commercial waste management; renewable energy generation and supply; recycling collection and processing; logistics; green fuels and energy recovery and includes recognisable brands such as Panda Power, Panda, Greenstar, WSR, A1 Skips, New Earth Solutions, OZO, Mahons, Spanners, Big Belly, Renes and Bioverda.

After 30 years of providing refuse collection and recycling services, and with over 285,000 customers across Ireland, Eamon Waters launched Panda Power in 2015 to provide gas and electricity. Panda Power already has 55,000 customers, and its developer package is designed specifically for developers, builders and new homeowners.

“Beuparc operates as much as possible within a full circular economy,” explains Eamon Waters. “We collect standard household and business waste, we recycle and recover as much as possible for other uses. With the unrecyclable material we generate biogas, refuse-derived fuel and solid recovered fuel to generate electricity and we supply renewable energy to homes and businesses nationwide. None of our waste goes to waste.”

Since its establishment, Panda Power has gained considerable knowledge of the issues that builders, developers and homeowners face when organising utilities for new homes and has developed packages to meet all their needs.

Panda Power aims to make things easy for builders and developers. Once a client is issued with the MPRNs and GPRNs for their properties, they simply send the list



Brendan Traynor, Managing Director, Panda Power.

to Panda Power, and they look after all processing.

Clients can keep track of progress at each of the properties through a web portal. There are also no more estimated bills. Plus, there's just one bill for the entire development.

Panda Power acts as one single point of contact for the electricity, gas and refuse collection services for all the properties in a development.

There are also benefits for the homebuyer too. When they move in, the gas and electricity will be up and running, and their refuse bins will have been delivered. With these essentials in place, they'll be presented with a good start in their new home by the developer.

The service is available to builders and developers on a nationwide basis, and Eamon Waters is delighted with how quickly the market has developed.

Brendan Traynor, Managing Director, Panda Power, says the company was a natural progression for the Panda brand.

“Already, we have over 40 developers on board from Castlethorn to McGarrell Reilly, Urban Life to Modern Homes, Respond

Housing to JJ Rhatigan, Glenveagh to Ardstone, and Harcourt to Cannon Kirk.

“The market has responded well to this offering,” he says. “Like anything, changing the norm and the traditional process of energy supply from connection to energisation to transfer to the homeowner was a tough nut to crack in the beginning. But we believe our product now speaks for itself, and our clientele can now see the vision that we did.”

Looking to the future, Brendan Traynor says the company plans to continue customising, improving and adding to the service, the management portal and homeowner communications.

“We want to maintain the most seamless solution on the market for new homes,” he says. “We have an entire team of key personnel solely dedicated to this service. And, we respond quickly to ensure our clients get the best service and can focus on their own business,” he concludes. **C**

*To find out more information or to arrange a meeting or demo, you can contact a member of the Panda Power team by phone on 01 424 5082 or email [keyaccounts@pandapower.ie](mailto:keyaccounts@pandapower.ie).*

# VIDEO PRODUCTION HAS BECOME AN IMPORTANT TOOL FOR CONTRACTORS

Dillon Productions specialises in the production of online induction and promotional videos, a service that is being availed of by an increasing number of leading contractors.

**D**illon Productions was established in 1996 by Managing Director, James Dillon. With a background in TV production, its core business is the creation of unique video-rich interactive e-learning training courses, using in-house teams in video production, instructional design and graphic design to bring training programmes to life.

Its service offering includes hosted Learning Management Systems (LMS), for which it provides design, set-up, maintenance, hosting and support. With an attractive user interface, its branded portals allow for secure access, tracking and reporting on learner activities.

Dillon Productions' customer base spans construction, health, FMCG, food manufacturing, oil and gas, transportation, pharma and public sectors. It has also completed numerous international assignments in the Middle East, Germany and the UK, and it produces bespoke online content for the Health and Safety Authority (HSA).

Within the construction sector, Dillon Productions produces online programmes for the CIF, and the company has just completed the new CIRI online induction programme. It also works with a variety of Ireland's leading construction companies, including Roadbridge, Glenveagh Properties PLC and Townlink Construction.

"Typically, our customers are looking for innovative video-based and interactive programmes covering health, safety and environmental training," explains James Dillon. "The audience is usually staff and contractors who can access the content online or in a stand-alone video format."

The Dillon Productions team comprises a broad range of experienced media professionals who are expert in filming and post-production. In addition, there is a creative team with instructional design, animation, and graphic design expertise. These teams work closely and seamlessly together on multiple complex projects.

"Traditional inductions are generally delivered in a classroom-style environment or on-site in a portacabin," James Dillon explains. "These tend to be time-consuming, using up the valuable resources



of both the environment, health and safety (EHS) teams and contractors themselves."

He continues, "Our approach allows a new contractor, subcontractor, recruit or staff member to log on remotely and complete an induction online before arrival on-site. The programmes can have a built-in assessment and a downloadable certificate that can be used to authenticate the course completion. From a compliance perspective, the software platform or learning management system used to host the programmes tracks and reports on user activity and programme completion status."

A typical 30-minute health and safety induction programme covers the main topics that are generic to all sites, eg, Working at Heights, Manual Handling, PPE, Lock Out/Tag Out. The course itself is immersive and uses video, in-vision presenters, professional voice over, sound, graphics, and interactive quizzes.

"We apply proven project management models to each assignment, ensuring that our customers have dedicated resources to work collaboratively with nominated staff," explains James Dillon.

Production of a stand-alone video generally takes four weeks to complete, and a typical 30-minute online programme takes six weeks.

"More and more of our clients use the footage we film to create clips for use on various social media platforms," he

continues. "Generally, they are promoting a finished project, events (eg, Construction Safety Week), or a hearts and minds piece for recruitment or environmental purposes.

Due to demand, Dillon Productions is currently making a range of off-the-shelf programmes that cover the typical on-site health, safety and environmental areas.

"Clients are still looking for bespoke content, and we are seeing a demand for the production of short standard operational procedures (SOP) videos for use in toolbox talks," says James Dillon. "The demand for the production and hosting of online contractor inductions continues to gather pace, not just in Ireland, but in the UK and Europe.

"We have found that in the last year construction companies are increasingly looking to bring contractor and subcontractor induction online," he adds. "The benefits are consistency of message, and tracking activity for compliance. The induction normally will be done by the contractor in the week before arriving on site. Feedback from clients suggests that non-English speakers respond very well to a visual presentation like a video-rich online induction, and subtitles can be added if requested." **C**

*For more details, contact John Hagan, Sales Director, Dillon Productions on 01 298 0736 or email [john@dillonproductions.com](mailto:john@dillonproductions.com)*

# KEEP A SAFE DISTANCE FROM ELECTRICITY WIRES AND CABLES

There is no excuse for not working safely near electricity when the consequences are so grave, writes **ARTHUR BYRNE**, Public Safety Manager, ESB Networks.

**E**ach year, there are about 2,000 incidents of damage caused to the overhead and underground electricity networks by third parties when using machinery near the electricity network. One such incident occurred on a construction job in Dublin city centre, where a 10,000-volt underground cable was damaged and resulted in widespread disruption to business and the general public.

In another extremely serious incident, a track machine pulled down a 20,000 volt overhead wire, and as it came to ground, it touched the landowner who suffered very serious electrical burns. A further incident, involving a construction worker, saw a machine operator receive an electric shock when his machine came in contact with overhead wires.

In each of these incidents, the injuries sustained by those involved were life-changing. Such incidents serve to emphasise to us that the elimination of these serious incidents must be prioritised, with the focus very clearly on avoidance and prevention through education and engagement.

ESB Networks invests significant resources in raising awareness and educating the general public and those whose work involves operating near the electricity network, especially those in the construction sector. Last year, ESB Networks launched a range of public engagement initiatives as part of our Public Safety Strategy and Action Plan. ESB Networks also produced its 'Safe Construction and Electricity' educational video to help those working in the construction industry to work more safely.

As part of our social media campaigns, we produced two short videos highlighting the importance of electricity safety when working near overhead electricity wires and underground cables.

## DANGER FROM OVERHEAD ELECTRICITY LINES.

The 'ESB Networks Code of Practice for Avoiding Danger from Overhead Electricity Lines', approved by the HSA,



Arthur Byrne, Public Safety Manager, ESB Networks.

provides detailed guidance and best practice requirements for those working near overhead electricity networks, including the necessity for height-restricting goal posts.

Where ESB Networks becomes aware of site arrangements which appear to be in breach of this Code, then we issue a Stop Work Notification on the site to indicate the serious breach of safety. In those circumstances, the notification is also forwarded to the HSA.

There is a separate HSA Code of Practice that deals with underground services, including electricity. This is a statutory code that must be complied with. The ESB Networks booklet – 'How to Avoid Hitting Electrical Cables' – gives guidance on how you can avoid hitting electrical cables buried in the ground when you are excavating, digging, drilling or moling.

## IDENTIFY AND MANAGE RISKS

One of the most important first steps on any construction job – large or small – is to identify and manage the various

risks, including electricity. That means establishing the presence of underground cables and confirming the voltage of overhead wires. ESB Networks provides a central network mapping service to assist landowners, developers, contractors and all those with responsibilities under health and safety legislation to access the best available information and records relating to the electricity networks.

The presence of electricity networks, either overhead or underground, is a risk that must be managed, and that applies whether it is a large development or a small house extension, new guttering, garden landscaping, new driveways, etc.

In 2017, ESB Networks dealt with nearly 8,000 requests for information on mapping. Last year, the level of requests exceeded 10,000; another indicator of increased construction activity and a further reminder of the need to be more safety aware. **C**

## KEY SAFETY TIPS

- Watch out for overhead electricity wires
- Identify the location of buried cables
- Follow the requirements set down in the two Codes of Practice
- Never work close to overhead wires
- Never disturb cables
- Never undermine pole/mast/stay foundations
- Remember – electricity wires and cables are always live
- Never touch fallen wires or handle cables
- In an emergency, phone the ESB Networks emergency number immediately – 1850 372 999.

## KEY CONTACTS

When planning a project contact ESB Networks and request the ESB Networks map records by email [dig@esb.ie](mailto:dig@esb.ie), Phone: 1850 928 960, or fax: 01 6388169. Postal requests can be addressed to Central Site, ESB Networks, St Margaret's Road, Finglas, Dublin 11.



# CIF SOUTH EAST CONSTRUCTION DINNER

15th February 2019  
Tower Hotel, The Mall, Waterford

Following on from last year's successful social dinner, the Construction Industry Federation (CIF) South East Branch will be hosting our Construction Dinner once again this year.

This event is the largest social event in the region for the Construction Industry. Attendees at this event include stakeholders from all areas of the Construction Industry.

Tickets for this premium construction event in the South East are €90 per person. Partners are welcome. Our charity partner is the South East Simon Community.

Tickets are €90 per person. Reduced hotel room rates available. Partners welcome.

DRESS:  
Formal (Black Tie)

Tables of up to 10 available. (Individual bookings welcome)

Waterford Council CEO Michael Walsh will speak about upcoming developments (including the North Quays)

Scott Newman will be providing the Musical Entertainment on the night [www.scottnewman.ie](http://www.scottnewman.ie)

#### TO BOOK

Please contact Brid Cody  
Email: [bcody@cif.ie](mailto:bcody@cif.ie)  
Phone: 021-4351410

Kindly Sponsored by:

**Xtratherm**  
More than insulation



# WE MUST INCREASE OUR EFFORTS TO BETTER THE HEALTH AND SAFETY OF WORKERS ON AND OFF-SITE

The CIF Health and Safety Summit 2018 provided managers from across the sector with new insights into addressing workers' safety and health issues. **ROBBIE COUSINS** reports.

**A**gainst the backdrop of a welcome expansion in construction activity, the CIF's inaugural Health and Safety Summit looked to the safety challenges the industry will face in 2019. It featured speakers from multiple sectors discussing how the industry can create a healthier and safer workplace for all, employ new technology to prevent illness and injury, and see how investing in staff wellbeing today can help save money in the long-term.

Dermot Carey, Director of Safety and Training, CIF, said the construction industry is on a strong growth trajectory, driven mainly by ambitious Government targets in housebuilding and infrastructure development.

"With the increase in activity comes an expanding workforce – new and returning workers adding approximately 112,000 people to the workforce over the next decade. This growth will bring an increase in occupational risk, so now is the time to reflect on our current health and safety procedures so workers can be busy and safe.

In his opening remarks, Frank Kelly, Construction Director, Walls Construction; Senior Vice President, CIF; and Chairperson of the Safety Health and Welfare sub-committee, spoke about a number of factors which have improved health and safety in the construction sector in recent years.

"In the past 18 years, 1.7 million cards have been issued through the Safe Pass programme, with 101,000 this year to date. This programme has provided a positive minimum entry level safety training to the industry.

"The demands from foreign direct investment (FDI) companies for higher standards in health and safety has also had a positive effect. By imposing their



L to r: Dermot Carey, Director, Safety & Training, CIF; Fergal O'Byrne, Head of Business Excellence Certification, NSAI; Dr Sharon McGuinness, CEO, Health and Safety Authority; Fergus Collins, Head of Capital Services, Irish Water; Steve Hails, Director, Health, Safety & Wellbeing, Tideway, UK; and Brian Kennedy, Project Director, John Sisk and Son (Holdings) Ltd.

requirements on the industry and, more importantly being willing to pay for those standards, Irish contractors found that to compete for these contracts it was necessary to develop their safety management systems. The industry rose to the challenge, and the requirements for best in class were successfully delivered. These requirements saw many companies developing and implementing Safety Management Systems accredited to BS 18001 and the establishment of Safe T Cert."

Other speakers at the Summit included Dr Sharon McGuinness, CEO, the Health and Safety Authority and Chairperson of the European Chemicals Agency Management Board; Fergal O'Byrne, Head of Business Excellence Certification, NSAI; Fergus Collins, Head of Capital Services, Irish Water; Steve Hails, Director of Health, Safety & Wellbeing, Tideway, UK; Brian Kennedy, Project Director, John Sisk and Son (Holdings) Ltd; Paul Daly, Environmental, Health & Safety Manager, Coffey Group; Ian Wilson, Digital Lead – BIM Services, Jacobs, UK; Kathy O'Leary, HSE & CSR Manager; Simon Tritschler, Digital Construction Technical Deployment Specialist, BAM Ireland; and Michael O'Connor, QEHS Manager, Mercury Engineering.

Dr Sharon McGuinness acknowledged the very high standards set by the construction industry. She added that working at heights is a huge issue that needs to be addressed and it, as well as working



Frank Kelly, Construction Director, Walls Construction, and Senior Vice President, CIF.

with excavations, will be a key focus of the new HSA Strategic Plan in 2019.

"Those working in larger companies have the benefit of bulk and quantum, but by the nature of the industry, there are a lot of small contractors and subcontractors also on sites," she said. "I suggest that you remember that you are all working on the same sites and I would think that there is a duty of care on all of us to make sure what we are doing does not impact on another's health or wellbeing."

The final session of the day related to intoxicants in the workplace and the experience of a range of industry stakeholders, including the keynote speaker Paul Daly of Coffey Group. The robust debate highlighted concerns in the sector of a change in culture, away from alcohol as being the primary concern to drugs, both prescription and non-prescription, in the workplace. **C**

# NOBODY BENEFITS FROM A PUBLIC TENDER RACE TO THE BOTTOM

Outcomes from the recent CIF Western & Midland Colloquium on SME Participation in Public Sector Procurement will shape future CIF policy on public procurement.

**T**he CIF Western & Midlands Region Branch recently held a major colloquium to address the ability of regional contractors to access public procurement competitions. The Colloquium, entitled 'SME Participation in Public Sector Procurement', took place at the Tullamore Court Hotel, Offaly and comprised a series of roundtable discussions on the barriers to SME's participation in public procurement competitions, and what can be done to address them.

The roundtable discussions covered six main topics relating to procurement. These were:

- Bundling, PPP's & Frameworks
- Joint Ventures
- Pre-Qualification Criteria & Administrative Burden
- Tendering Issues
- Accessing Prequalification Documentation
- Evaluation of Tenders.

Each table included at least one representative from the public sector who had with experience in construction public procurement, a chairperson, and a rapporteur to record notes, as well as a number of CIF members.

Guests at the Colloquium included Patrick O'Donovan TD, Minister of State at the Department of Public Expenditure & Reform with Special Responsibility for Public Procurement, Open Government and eGovernment; Dominic Doheny, outgoing President, CIF; David O'Brien, Chairperson, Government Construction Contracts Committee; Philip Crampton, Chairman, CIF Procurement, Tendering & Contractual Matters sub-committee, Tom Parlon, Director General, CIF; and Gillian Murtagh, outgoing Chairperson, CIF Midlands Branch.

In his address to the Colloquium, Dominic Doheny thanked Gillian Murtagh for organising an excellent format to help conversations flow and synthesise some of the best expertise and experience on the public sector and industry sides.

He expressed his concern that while



Dominic Doheny, outgoing President, CIF, and Gillian Murtagh, outgoing Chairperson, CIF Midlands Branch.



Roundtable discussions getting underway.

there has been progress on public sector procurement, there is much more to be done.

"When you hear of the numbers of contractors going to the wall recently, you see the journey that we, the industry, and Government have to travel to get public sector procurement right," he said.

"I've been horrified by the media reports on the recent schools issue. Whatever the

material facts of the case, these sorts of issues are very often a manifestation of public sector procurement that rewards the lowest price for contracts. This system will always reward the tender most likely to be problematic in general. As we have seen, nobody benefits from such a system. Not the contractor, certainly not the other contractors in the sector who are unable to secure any public sector work. Not the State,



Minister Patrick Donovan TD observing in one of the roundtable discussions.



L to r: Dominic Doheny, outgoing President, CIF; David O'Brien, Chairperson, Government Construction Contracts Committee; Patrick O'Donovan TD, Minister of State at the Department of Public Expenditure & Reform; Philip Crampton, Chairman, CIF Procurement, Tendering & Contractual Matters sub-committee, and Justin Molloy, Regional Director, Western and Midland Region, CIF.



L to r: Sean Downey, Director, Specialist Contracting, CIF; Justin Molloy, Regional Director, Western and Midland Region, CIF; Dominic Doheny, outgoing President, CIF; Martin Lang, Director, Main Contracting, CIF; and Gillian Murtagh, outgoing Chairperson, CIF Midlands Branch.

nor the citizen who now has to pay on the double for remedial work.”

In his address, Minister Donovan said

events such as the Colloquium are an opportunity to get a better understanding of public procurement practice and provide

contractors with the tools to compete for the large range of public works projects put out to tender.

“Government recognises the importance of SMEs, which are the lifeblood of our economy, and through my position as Chair of the SME Advisory Group, I hear at first hand the concerns of SME Sector,” he said. “The Programme for Partnership Government has committed to refining procurement structures and to make adjustments according to best international practice in conjunction with Irish business.

“The Exchequer voted element of the NDP is set to double over the next 10 years from the €5.8bn to be spent this year [2018] to a projected expenditure of €11.6bn in 2027. The non-Exchequer element – that spent by bodies such as commercial Semi-States – is estimated to provide an additional €2.4bn per annum of State-backed investment into the sector.

“With this increased expenditure we must be mindful of the capacity of both the industry and the public service to deliver what will be a challenging programme of works. In this regard, it is important to underline the role that SMEs have to play in the roll-out of the NDP either as main contractors or sub-contractors on the larger projects.”

He raised the issue of payment practices in the sector in light of recent insolvencies.

“I would urge all involved in the industry, whether main contractor or subcontractor, to familiarise themselves with a key piece of legislation aimed at regulating payments under construction contracts. The Construction Contracts Act applies to all construction contracts entered into after 25th July 2016 and sets minimum payment requirements, whether contracts are written or oral. These include a maximum payment interval of 30 days and a requirement to honour payment requests within 30 days for subcontractors or for main contractors where no payment terms are specified; a right to suspension for non-payment; and a right to refer a payment dispute to adjudication.

“The magnitude of the exposure that many currently face upon insolvency would not arise if the payment provisions provided for in the Act were insisted upon, and the remedies available were exercised where payment is not forthcoming.”

Justin Molloy, Regional Director, Western and Midland Region, CIF, who acted as rapporteur for the Colloquium, is preparing a report on the event. This will be presented to the CIF Procurement, Tendering & Contractual Matters sub-committee to inform future CIF policy on public procurement. **C**

# BREXIT WILL NOT LIMIT CONSTRUCTION OPPORTUNITIES EXPECTED IN 2019

The CIF Pension Administration Services recently hosted an ‘Opportunities for Construction Companies 2019’ breakfast briefing at the Red Cow Moran Hotel, Dublin. **PAULA THORNTON**, Business Development Manager, CPAS, reports.

**T**he ‘Opportunities for Construction Companies 2019’ breakfast briefing, chaired by businessman Bobby Kerr, included speakers Oliver Mangan, Chief Economist, AIB; Terry McAdam, Management Consulting Partner, RSM; Mark Lohan, Managing Director, Brooks Group; and Jeanette Mair, Economic and Policy Research Executive, CIF.

Opening the presentations, Jeanette Mair, CIF, discussed the €7.3bn in capital investment in 2019 boding well for the construction sector as well as the employment trends in the industry.

“Capital investment in 2019 will be 23.6% greater than it was in 2018,” she said, “and the amount allocated is broadly in line with the overall allocation set out in the National Development Plan (NDP) for next year.”

She also said that according to the Labour Force Survey by the CSO, one in every 15.5 jobs in Ireland is in construction, and that it is now one of the fastest growing sectors in the economy.

Oliver Mangan, AIB, provided the economic outlook for 2019 with Brexit being the central theme.

He said that economic indicators remained upbeat and the unemployment rate was falling to 5.4% in 2018. He added there was still much uncertainty about Brexit and it is expected to lower the growth rate of the Irish economy. ESRI estimated that Irish output would be reduced over time by 2 to 2.5% on a soft Brexit and a sharp fall-off in trade with the UK would be likely on a no-deal, hard Brexit.

Terry McAdam, RSM, outlined the key challenges the construction industry may face in 2019, such as tight contract margins, managing operational contract risk, as well as addressing the skills shortage and explained in his presentation how Lean may help businesses going forward.

“Lean being the form of continuous improvement,” explained Terry McAdam, “focuses outwardly on being flexible to meet customer demands and inwardly focused on waste and cost reduction in all processes.

“If you want to get involved in Lean methodologies, start with small steps.”



L to r: Oliver Mangan, Chief Economist, AIB; Mark Lohan, Managing Director, Brooks Group; Jeanette Mair, Economic and Policy Research Executive, CIF; Bobby Kerr, Chairperson; Paula Thornton, Business Development Manager, CPAS; and Terry McAdam, Management Consulting Partner, RSM.



Oliver Mangan, Chief Economist, AIB.

He introduced the “5’S method” as the early steps a company can take to reduce waste and improve productivity through maintaining an orderly workplace. These are Sort, Straighten, Shine, Standardise, and Sustain.

The final speaker of the morning, Mark Lohan, Brooks Group, looked at the sector as a percentage of GDP growing from 8% this year to 12% in 2023, underpinned by a number of Government-backed plans such as *Rebuilding Ireland* and *Project Ireland 2040*.

The insightful morning concluded with a questions and answers session. The one issue that continued throughout the discussion was the importance of a skilled

“ ONE IN EVERY 15.5 JOBS IN IRELAND IS IN CONSTRUCTION. ”

JEANETTE MAIR

workforce and the sector’s ability to attract the right people to deliver on future plans.

At CPAS, we see many facets of this complex issue of retaining and attracting key staff. While companies sometimes focus on salaries alone to attract employees, CPAS has helped many employers design a complete benefits package including income protection and pension savings to help retain and recruit skilled employees. Employers who invest in their people will have greater success, and CPAS has pension and benefit consultants available to meet employers and discuss a package that could give them the edge in this area. **C**

You can talk to one of the team at CPAS by calling 01 407 1400.

## ECA CELEBRATES ITS CENTENARY WITH GALA DINNER

**T**he Electrical Contractors Association (ECA) hosted a Gala Dinner at The Crypt in Christchurch Cathedral, Dublin, in November to celebrate the centenary of its foundation.

The event was attended by ECA members and guests from across the country and in his speech Tim Ferris (O'Shea's Engineering), President, ECA, presented a brief and fascinating history of the Association and its contribution to Irish society over the past 100 years.

He said the founding Chairman of the Dublin Branch and first President of the ECA, AG Bruty, was a very unique man.

"AG Bruty initially came to Ireland during the beginning of the programme for Electrification of the State and was involved in ESB, sub-stations and numerous maintenance contracts for existing electrical systems, including the traffic light system in Dublin city. He worked for Kellihers, who is a member today and very kindly sponsored this celebratory dinner."

Tim Ferris thanked John Fletcher for his meticulously researched history of AG Bruty and his work.

Speaking about the work of the Association today, Tim Ferris said one of the greatest achievements of



Sean Downey, Director, Specialist Contracting, CIF; Sean McElligott, Chairman, M&EBSCA; Tim Ferris, President, ECA; and Dominic Doheny, outgoing President, CIF.

the Association, along with its sister organisation, the Mechanical Electrical and Building Services Contractors Association (M&EBSCA), is the development of apprenticeships and the maintenance of direct employment in the sector.

"There are 1,700 new registrants for apprenticeships this year, which means

1,700 new young people in the industry; and I think that is a fantastic achievement."

Tim Ferris closed his speech by acknowledging the work of all ECA past presidents and presented all living past Presidents with commemorative pins to recognise their contributions to the Association. **C**

## TECHNOTEACHERS WELCOME CONTINUED SUPPORT OF CONSTRUCTION INDUSTRY

**T**he TechnoTeachers Association Ireland Conference took place recently at the Westgrove Hotel, Clane, Co Kildare. The conference is one of the highlights of the year for the TechnoTeachers Association, which is a voluntary representative body for teachers of technical subjects and construction studies.

The conference had over 200 teachers from across the country in attendance and has developed into a real focal point for second level technical teachers, where they can view and keep up to date with all the modern trends in technological education.

While the traditionalists were happy to participate in interactive workshops on wood turning and wood carving, there was also considerable interest this year in the construction studies area, where there were informative presentations on Biophilic Design and Health Wellbeing in Construction Studies, by teacher Sean O'Broin, and NZEB, by Orla Coyle of the Sustainable Energy Authority of Ireland (SEAI).

The construction industry was represented by CIF and main sponsors Xtratherm, as well as John Sisk & Son and BAM.

Stephen O'Brien, Chairman, TechnoTeachers, said that the Association is delighted to have forged links with construction industry leaders over recent years who have made and continue to make a very positive contribution to the association.

"All of these organisations hosted stands within the conference hall, which proved very popular with our membership as they



Andrew Jennings (Right), a Digital Construction Specialist with BAM, talks to delegates at the TechnoTeachers Association Conference.

were able to interact directly with the Irish construction sector," he said. "Construction studies courses continue to keep pace with the rapid changes in design and regulation in recent years. This type of collaboration is essential as teachers return to their classrooms more informed of what is happening on the ground within the construction sector. This is extremely important as we endeavour to prepare our students for the Leaving Certificate and indeed careers in construction beyond their second level education." **C**



Dr Sharon McGuinness,  
Chief Executive Officer, HSA.



Dermot Carey, Director,  
Safety and Training, CIF.



John Graby, Joint  
Chairperson, CSPAC.

## “SECTOR MUST NOT GET COMPLACENT IN TERMS OF PRIORITISING HEALTH AND SAFETY IN ALL WORK ACTIVITIES”

**JOHN EGAN** reports from the Construction Safety Partnership Advisory Committee Forum 2018.

**T**he 2018 Annual Forum of the Construction Safety Partnership Advisory Committee (CSPAC) was held in November at CIF headquarters, with John Graby, Joint Chairperson, CSPAC, presiding. The theme of the Forum was ‘2019 – Where to from here?’, in recognition of the changing nature of construction in Ireland at present.

The construction sector is on the rise, and nearly 18,000 persons joined the industry in 2017/2018, raising the question of how do we manage health and safety issues arising from this growth?

Minister Pat Breen, TD, Minister of State for Trade, Employment, Business, EU Digital Single Market and Data Protection, acknowledged the progress made in construction to ensure health and safety assurance in the workplace, saying that the lowest number of recorded fatalities in construction (six) occurred in 2017.

“There is a need for continued focus on ensuring the health, safety and wellbeing of all persons at work,” he said.

Dr Sharon McGuinness, Chief Executive Officer, Health and Safety Authority, reiterated the comments made by Minister Pat Breen in acknowledging the downward trend of fatalities, but advised that the sector “must not get complacent in terms of prioritising health and safety in all work activities.”

Frank Vaughan, Director of Learning, Irish Congress of Trade Unions (ICTU), provided an overview of his experience in the sphere of safety and training in construction, and discussing emerging challenges such as the reducing numbers of safety representatives in construction.

Other speakers included CIF representatives Dermot Carey, Joanna Kiernan and Jeanette Mair, who covered topics such as social media coverage of Construction Safety Week 2018 and the forecast for construction in 2019.

### CSPAC PLAN 2017-2019

In 2017, CSPAC identified six key areas for focus between 2017 and 2019 and set goals accordingly to help improve health

and safety in the sector. The 2018 Annual Forum represented an opportunity for members of the CSPAC to report on progress made under these six established objectives, which are:

- To improve safety and health for small contractors, the self-employed and all working on small projects;
- To improve and promote safety and health innovation in the sector;
- To promote safety in construction; engagement with workers and safety representatives;
- To develop occupational health in construction;
- To develop training, qualifications and professionalism; and,
- To involve clients, designers and project supervisors for the design process.

Achievements referenced by members against the backdrop of the three-year CSPAC Plan included 500 persons trained in the CIF’s Site Supervisor Safety Programme (SSSP), the establishment of the CIF Virtual Academy for provision of free, online CPD training materials, and the launch of the CSPAC Awards for Innovation in Health and Safety and the 2018 CSPAC Safety Representative Award. **C**

## CSPAC AWARDS FOR INNOVATION IN HEALTH & SAFETY



L to r: Sean Mannion, SHEQ Manager, Ward & Burke Construction; Dr Sharon McGuinness, Chief Executive, HSA; and Dermot Carey, Director, Safety and Training, CIF.



L to r: Brian Holmes, Project Manager, BAM Ireland; Dr Sharon McGuinness, Chief Executive, HSA; and Pat Breen, TD, Minister of State for Trade, Employment, Business, EU Digital Single Market and Data Protection.



L to r: Tom Browne, Salus Training Services; Dr Sharon McGuinness, Chief Executive, HSA; and Pat Breen, TD, Minister of State for Trade, Employment, Business, EU Digital Single Market and Data Protection.

The winners of the 2018 Construction Safety Partnership Advisory Committee (CSPAC) Awards for Innovation in Health & Safety were recognised at the 2018 CSPAC Forum. The Awards recognise exemplary performance or innovation by individuals, organisations and product suppliers along health and safety-related themes, which can benefit the construction industry. The innovations of Safety Award recipients make a significant impact on the construction industry, or on individual projects, in the implementation, delivery and roll-out of their programmes or initiatives.

There are three individual categories of award:

- Innovation in Safety – Design
- Innovation in Safety – Construction and Maintenance
- Innovation in Safety – Products and Service

Ward & Burke Construction Ltd won the 2018 CSPAC Safety Award for Innovation in Practice in Design for an innovative rebar truss system it developed to support vertical reinforcement cages prior to pouring in-situ concrete walls.

BAM Building won the 2018 CSPAC Safety Award for Innovation in Construction and Maintenance with its pilot study to eliminate risk in exposing workers to Respirable Crystalline Silica (RCS) dust.

Salus Training Services Ltd won the 2018 CSPAC Safety Award for Innovation in Products and Services for its specialist course entitled 'Advanced Underground Asset Protection', which employs ground probing radar, soil pick and hand-held GPR to gather information and log data back to laptops on the location of polyethylene and polypropylene pipes.



L to r: Tommy Drumm, Senior Vice President and incoming President, MBCA; Jim Gavin, Dublin Senior Gaelic Football Manager and guest speaker; Cormac Smith, outgoing President, MBCA; Rachel Clarke, Vice President, MBCA; and Seamus Duggan, immediate Past President, MBCA.

## MBCA PRESIDENT CALLS FOR A MORE SUSTAINABLE PROCUREMENT MODEL IN THE YEAR AHEAD

The annual MBCA Dinner recently took place at the Clayton Hotel Burlington Road, Dublin.

**D**uring his address to the annual MBCA Dinner, outgoing President Cormac Smith spoke about the need for a more sustainable model in terms of procurement, especially in light of the National Development Plan (NDP). He applauded Government for its vision in relation to the plan, which he described as both ambitious and extremely welcome.

He said that in 2012 the industry had less than 100,000 people employed, but at the end of 2018, that figure is estimated to have been about 180,000 people.

“The NDP will lead to a substantial increase in these numbers. This will bring its own challenges. So, it is critical that we make the industry attractive for the next generation. We also need to retain those who are already there and strengthen our pool of talent, while providing valuable sustainable development for those considering a career in construction.”

He warned that the industry faces a prolonged period of inflation, which when combined with below cost tendering has already resulted in 70 companies going out of business last year, four of whom were in the *Construction* CIF Top 50 last year.

During his tenure as President, Cormac Smith focused on C&D waste as a primary issue and stated, “I realised I couldn’t do everything so I picked this issue not only because it is a huge challenge, but also because if we get it wrong, it will have a profound effect on the environment.”

Finally, the President thanked Seamus Duggan, the immediate Past President; Tommy Drumm, the Senior Vice President and incoming President; and CIF staff for the assistance provided to him during his term.

RTE Radio One presenter Shay Byrne was the MC for the evening. The after-dinner speaker was Jim Gavin, Dublin Senior Gaelic Football Manager, and comedian Eric Lalor provided the



Ivan Webb Scholarship winners, l to r: Mark Stuart, Graham Woods, Sionainn McLaughlin and Petr Langer.

evening’s entertainment.

Special guests at the dinner included representatives from the Government Construction Contracts Committee, Dublin Airport Authority, Association of Consulting Engineers of Ireland, Society of Chartered Surveyors Ireland, Office of Public Works, Dublin Institute of Technology, Department of Education, Institute of Structural Engineers, Grangegorman Development Agency, CIOB, CEF Northern Ireland, Civil Engineering Contractors Association, Electrical Contractors Association, Mechanical Engineering Building Services Contractors’ Association and the Construction Industry Federation.

Prior to the event, the Ivan Webb Scholarship awards were presented to students of the School of Surveying and Construction Management at the Dublin Institute of Technology. The winners were:

- Graham Woods – First Year Full-Time, Bachelor of Science in Construction Management;
- Sionainn McLaughlin – Second Year Full Time, Bachelor of Science in Construction Management;
- Petr Langer – Back to Education Award, School of Surveying and Construction Management; and,
- Mark Stuart – Gold Medal Award, Bachelor of Science in Construction Management. **C**



Back row, l to r: Anne Wallace; Pauline Lyne; Caroline Feehely; Isobel McNulty; Lynda Duff; John McNulty (J W McNulty Ltd); Tracey Dilloughery; Mark Dilloughery (Cooney Decorators); Winnie Hannigan; Fergal Feehely (Fergal Feehely Ltd); and Donald Hannigan (Hannigan Painters).  
Front row, l to r: Philip Wallace (Wallace Painters); Donal Lyne (Donal Lyne Decorators Ltd); Damian Duff (Seamus Duff & Sons Ireland Ltd), President, MPDI; Neil Ogilvie, CEO, Painting & Decorating Association, UK; and Pat McGovern (Brightlight Decor), Vice President, MPDI.

## MASTER PAINTERS AND DECORATORS OF IRELAND PRESIDENT HIGHLIGHTS NEED FOR MORE APPRENTICES

The Master Painters and Decorators of Ireland (MPDI) National Convention took place recently in Dundalk. **SEAN MURPHY** reports.

**T**he MPDI, founded in 1899, is one of Ireland's oldest trade associations. It is the country's only representative body for quality painting and decorating contractors and provides a valuable, comprehensive support service for its members.

At its recent National Convention, Damian Duff, (Seamus Duff & Sons Ireland Ltd), President, MPDI, welcomed member companies from the Association, as well as main sponsor Dulux Paints, and the Painting and Decorating Association (PDA) from the UK to the weekend-long event.

A presentation during the Convention showcased the skills of MPDI members on heritage and restoration projects, and the comprehensive range of residential and commercial painting and decorating services available from members nationally.

In his speech, Damian Duff said that while apprentice numbers were on the increase, there is a considerable shortfall in what is needed to secure the long-term future of the sector.

"Apprenticeships are increasing in the industry, but unfortunately the number is still far below that which is required to meet anticipated future demand," he said. "To ensure that we have an adequate supply of skilled and competent workers to carry out projects, the MPDI is working to help members take on more apprentices and to encourage young people in schools to consider an apprenticeship as a route to a sustainable and rewarding career."

Damian Duff acknowledged the important relationship between Association members and their suppliers, particularly those who provided sponsorship for the Convention.

"As long-standing suppliers to the industry, the Association greatly appreciates the relationship that our sponsors have maintained throughout the past number of years to support painting contractors. I would like to particularly thank our supporting sponsors; Colourtrend, Crown Paints, Complete Coating Services, Fleetwood Paints, Pat McDonnell Paints and Igoe International, for helping to make this Convention possible."

Damian Duff also thanked the Master Painters Council for their work. Current Council members are Fergal Feehely (Fergal Feehely



Catherine Hyland and Vincent Hyland (Dulux Paints, main sponsor) with Damian Duff, President, MPDI; and Linda Duff.



Martina O'Flynn; and Liam Holland (Colourtrend, supporting sponsor) with Damian Duff, President, MPDI; and Linda Duff.



Tom Byrne (Fleetwood Paints) presents the Apprentice of the Year 2018 Award to Keith Jordan, with Damian Duff, President, MPDI.

Ltd); Mark Dilloughery (Cooney Decorators); Damian Duff; Pat McGovern (Brightlight Decor), MPDI Vice President; and John McNulty (J W McNulty Ltd). **C**

# CIF BREXIT BRIEFING SETS OUT ISSUES OF CONCERN FOR CONTRACTORS

**T**he CECA and MBCA jointly hosted a 'Brexit for Contractors' breakfast briefing at CIF headquarters at the end of last year.

Speakers at the briefing were Peter Boucher, Head of Trade Credit & Political Risks, Willis Towers Watson; Loretta O'Sullivan, Group Chief Economist, Bank of Ireland; Fergal O'Byrne, Head of NSAI Brexit Unit, NSAI; and Tom Parlon, Director General, CIF.

While there is still no clarity on what type of Brexit will occur and how this will impact on the Irish construction sector, the goal of the briefing was to clarify what key issues members should be aware of and how they should go about addressing them at this time.

In his presentation on trade credit and surety, Peter Boucher warned that members' credit ratings may be randomly reduced as a result of Brexit and that the sector should put a strategy in place to deal with this.

Loretta O'Sullivan said that although there are choppy waters ahead for the Irish construction sector, based on current performance, it is in a strong position to handle the challenges.



**L to r: Paul O'Brien, Head of Large Market Clients – Ireland, Willis Towers Watson; Loretta O'Sullivan, Group Chief Economist, Bank of Ireland; Fergal O'Byrne, Head of NSAI Brexit Unit, NSAI; Peter Boucher, Head of Trade Credit & Political Risks, Willis Towers Watson; Tom Parlon, Director General, CIF; and Martin Lang, Director, main Contracting, CIF.**

Fergal O'Byrne said that post-Brexit UK notified bodies will lose their status as EU notified bodies and that if product suppliers rely on a British notified body for certification of conformity for 'CE' marking purposes, contractors will need to obtain alternatives to these products.

He also said that if contractors are importing products via the UK, the UK supplier will no longer be able to act as an 'authorised representative' and contractors will need to find alternatives.

Martin Lang, Director, Main

Contracting, CIF, said that while it is impossible to know what will happen with Brexit, there are a number of issues that contractors should be aware of at this time so they can be addressed with their project partners and through their supply chain.

"One example of where there is a major concern at this time is the issue of certification," he said. "We need clarity as soon as possible on the issue of certification of products, or there will be a serious problem on sites across Ireland after 29th March." **C**

## SLIGO IT TEAM WINS CIOB STUDENT CHALLENGE

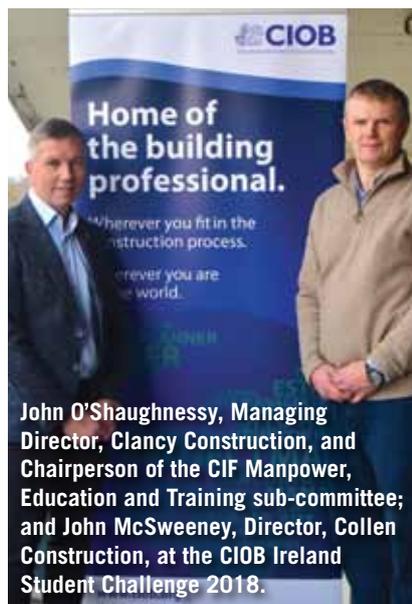
**T**he Chartered Institute of Building (CIOB) Ireland Student Challenge 2018 took place recently at Croke Park.

The objective of the CIOB Student Challenge is for a team of students to form a board to address a specific project challenge and show their strategic planning, marketing, financial and management skills. The teams succeed by showing disciplined decision making, teamwork and leadership – skills that will stand to them and help them develop careers in the construction industry.

CIF was a sponsor of the Challenge, and John O'Shaughnessy, Managing Director, Clancy Construction, and Chairperson, CIF Manpower, Education and Training sub-committee; and John McSweeney, Director, Collen Construction, were on the judging panel.

John O'Shaughnessy said he was delighted to be asked to become involved.

"The CIOB Student Challenge is a great opportunity for students," he said. "It



**John O'Shaughnessy, Managing Director, Clancy Construction, and Chairperson of the CIF Manpower, Education and Training sub-committee; and John McSweeney, Director, Collen Construction, at the CIOB Ireland Student Challenge 2018.**

presents them with a real-life example of what they'll be working at when they finish college and shows us how they might apply the learning they have received in college

in a real-world situation.

"Looking at the skills shown by all the students at this year's challenge, I am very much heartened about the future of the industry. The skills shown under pressure, particularly in the area of teamwork, were extremely impressive."

John Sweeney, who is one of the organisers of the Challenge, said that students from the seven colleges who participated this year were all extremely impressive.

"We use real case projects as a basis for the Challenge. It is great to see the level of skills these students have and will bring into the industry when they finish college."

The seven third-level colleges that had teams participating in the Student Challenge were Cork IT, Dundalk IT, Galway Mayo IT, Letterkenny IT, Limerick IT, Sligo IT and Ulster University.

The winning team from Sligo IT comprised Gregory Kirkpatrick, Michael Cunningham, Nathan Flanagan and Mathew Shaw. **C**

# INDUSTRY NEWS

## DESIGNER GROUP CSR PROGRAMME BRINGS OPPORTUNITY FOR KENYAN COMMUNITY

**D**esigner Group has established a Corporate Social Responsibility (CSR) programme on a project in Kenya, which should have far-reaching beneficial impacts for those who participate in it and as well as the broader community in the area.

Designer Group is currently working on a major new brewery installation at Kisumu, Kenya, which is headed up by Gary Byrne, Industrial Director, where it is providing the complete M&E infrastructure, utilities and building services to a new state-of-the-art brewing facility, and employing 250 staff. One of the biggest challenges of the project was the skill levels available locally.

“It is only when you travel to these regions that you really appreciate the quality of training that we have in the apprenticeship schemes in Ireland,” says Brendan Kearns, Training Director, Designer Group.

Modular construction was incorporated by the project team to construct the main body of the plant and utility areas. Containerised modules were built under factory conditions in Ireland and Europe and thoroughly tested before shipping.

However, the CSR programme the company initiated when it saw an opportunity to benefit the area it was working in, may also have long reaching impacts on the lives of the community.

Kisumu county is located in western Kenya on the shores of Lake Victoria. It previously had several industries, such as textiles, molasses, fish processing and sugar factories, but the majority of these have closed down, leading to high unemployment and a convergence of most of the youth to Kisumu town.

“We recognised at the outset of the project that there were several serious issues and challenges that local youth had to contend with, such as high youth unemployment, gender imbalance, financial difficulties, and access to education,” continues Brendan Kearns. “As part of a CSR programme, we moved to support youth employment initiatives in the locale, not just in construction and engineering, but also in other sectors. We engaged with Self Help Africa at the start of the process, who are experienced in working on the ground in Kenya with the county



Visit to Kondele township community leaders: In centre, l to r: Elizabeth Imbo, Self Help Africa; Brendan Kearns, Designer Group; and Chief Philip Omondi Onyina, with Kondele Township community leaders and community welfare officers.

government and local leaders. They have proven to be a good partner based on their local knowledge and relationships.”

Designer Group met with local community leaders from Kondele and Obunga townships, the closest communities to the project, in April 2018, to ensure they had their backing for the proposals. They also visited two local educational institutions to set out their vision and get provisions in place for scholarship places.

“We have since established several empowerment programmes, with 230 youths from 13 groups being trained to have improved capacity and skills for employment/self-employment, business and entrepreneurship skills,” explains Brendan Kearns. “Community facilitators were also put in place to implement various project activities.”

Designer Group established 30 scholarships at Ramogi Institute of Advanced Technology and Kisumu Polytechnic College, with a mix of male and female participants to promote gender balance. Scholarship content is set out to ensure best opportunities for employment in areas such as plant operation, plumbing,



Self Help Africa visit to brewery project, l to r: Declan O'Connell, Supervisor, Designer Group; Bonventure Mukolwe and Elizabeth Imbo, Self Help Africa; Billy O'Rourke, Project Manager, Designer Group, and Designer Group workers.

welding/fabrication, motor mechanics, electrical equipment maintenance, fashion and design, pastry and bakery.

Designer Group now employs three local people at the plant as junior engineers and facilitates regular learning visits to the project for scholarship students. The company also sponsors local sports events and equipment for communities. **C**

# GRAFTON MERCHANTING LAUNCHES IRELAND'S FIRST BUILDERS' MERCHANTS SALES TRAINEESHIP PROGRAMME

**G**rafton Merchating ROI has announced that 20 trainees – 17 men and three women – have been accepted onto Ireland's first Builders' Merchants Sales Traineeship programme. The QQI-accredited programme, run by Grafton Merchating ROI in conjunction with the Dublin and Dún Laoghaire Education and Training Board (DDLETB), aims to create a pipeline of skilled entry-level trade sales advisors within Grafton Merchating brands, including Chadwicks, Heiton Buckley, Davies and The Panelling Centre.

The traineeship has been piloted in Dublin with a view to being rolled out nationwide later in 2019.

The inaugural class of trainees will complete a 26-week traineeship programme, on which each trainee will gain the skills and knowledge needed in trade sales.

Trainees will receive training in customer service, retail sales, IT skills, health and safety, and stock control, as well as mentoring from experienced staff in their chosen branches. Trainees will also receive a Safe Pass Card and a Manual Handling certificate.

Speaking at the announcement, Patrick Atkinson, CEO, Grafton Merchating ROI, said the programme has been launched during a significant period of growth for Grafton Merchating ROI, with upgrades to current stores taking place.

"We pride ourselves on the level of industry knowledge and relevant educational history our employees have," he said, "and as consumer demand continues to grow, this traineeship facilitates Grafton Merchating ROI to add a consistent stream of new, educated and hardworking staff into our various stores across the country.

"Grafton Merchating has a proud history of providing people,



Patrick Atkinson (centre), CEO, Grafton Merchating ROI, with Wayne Gilmore (left) and Lauren Doyle (right), two of Ireland's first Builders' Merchants Sales Trainees at Grafton Merchating ROI.

both first-time job seekers and experienced professionals, with career opportunities. We provide staff with the best merchating education possible and strong career growth opportunities within the organisation and have tremendous employee retention as a result. We look forward to working with the group of trainees and wish them the best of luck for their traineeship." **C**

# KING & MOFFATT OPENS NEW EUROPEAN HEADQUARTERS AND ANNOUNCES 90 NEW JOBS



King & Moffatt's new global headquarters in Carrick on Shannon.

**M**echanical and electrical contractors King & Moffatt Building Services has officially opened its new global headquarters in Carrick on Shannon, Co Leitrim. Having just celebrated its 40th anniversary, the company also announced that it will be significantly expanding its workforce with the creation of 50 new jobs, and a further 40 jobs in the next two years.

Speaking at the opening ceremony, Taoiseach Leo Varadkar said, "I would like to commend the company's management team and staff for their remarkable success over the last four decades."

King & Moffatt currently operates in Ireland and the UK and has recently expanded operations into Germany, Poland, Portugal,

and the USA. The current workforce stands at 300 people, and the new employment opportunities will be for skilled technicians, design engineers, project managers construction specialists and those with mechanical and electrical skills.

King & Moffatt works closely with third-level institutes taking on 10 students from engineering, quantity surveying, construction management and commerce courses on placement throughout the year, recognising the long-term benefits to the company, colleges and graduates.

Stephen Hughes, Divisional Manager, Enterprise Ireland said that the opening of King & Moffatt's headquarters in Carrick-on-Shannon is a significant marker of how the company has evolved and adapted to the turning tides of the construction sector in the past five years. "Enterprise Ireland has worked closely with the company to support its global ambition and growth in new markets. One in 10 jobs in Ireland is in the construction sector, and the industry is of significant importance to the national economy. King & Moffatt is an exemplar for other similar construction services companies in regional locations."

Established by Pat King, Managing Director, and John Moffatt, Director, in 1978, King & Moffatt is a privately held company that provides mechanical and electrical engineering services to the construction industry, from design through to installation and maintenance, delivered by a directly-employed workforce. **C**

# SISK SUPPLY CHAIN SPEND TOPS €1BN

**J**ohn Sisk & Son has announced the winners of its Supply Chain Awards 2018.

Sisk spent a total of €1bn with its supply chain in 2018, while the construction business also confirmed it has a total of 5,000 approved and active suppliers and subcontractors on its system.

Commenting after the ceremony, Stephen Bowcott, CEO, Sisk, said the Sisk Supply Chain Awards 2018 were a great success.

“It is great to see our team carry on the momentum of last year’s inaugural awards,” he commented. “The event was a fantastic opportunity to further build on the strong relationships we have with our supply chain partners across our business and to recognise and acknowledge the excellent performance, commitment and dedication shown by our supply chain partners across Sisk projects.”

“The Sisk Supply Chain Awards is one of the key initiatives that the business is undertaking towards delivering effective, lasting and mutually beneficial partnerships with our key stakeholders. On behalf of Sisk, I would like to congratulate all the winners and thank them for their support this year.”

The award winners were as follows:

Health, Safety and Wellbeing Performance Awards were won by Everglade in the UK, Ardmac in Ireland, and Premier Electrics in Europe.



Mark McCreevy, Group Commercial Director, Sisk, presents the Supplier of the Year for Ireland award to Patrick Atkinson, CEO, Grafton Merchanting ROI.

The Supply Chain Partners of the Year were Sean Doyle Painting Contractors (Ireland East) and STS Group (Ireland South, West & North).

The Supply Chain Partners of the Year for Civils were JW Casey Construction (Ireland) and Seymour Civil Engineering (UK).

The Supply Chain Partner of the Year for

UK North and Major Projects was Ameen.

The Supply Chain Partner of the Year for UK South was Atlantic Contracts.

The Supply Chain Partner of the Year for Sisk Living was Kingspan Century.

The Supplier of the Year for Ireland was Grafton Merchanting ROI.

The Supplier of the Year in the UK was Eurobond.

## DO YOU HAVE A CONSTRUCTION MANAGER OF THE YEAR ON YOUR TEAM?

**E**ntries are currently being sought for the CIOB Ireland Construction Manager of the Year 2019.

This competition represents a challenge for the contestants to accurately identify their overall role in the completion of projects.

The initial stages of the competition are paper-based. Those who make it to the final are invited, by the adjudicators, to interview. The very high level of management expertise in Ireland gives assessors and adjudicators an extremely difficult job, and year on year the standard of entries continues to rise.

The competition culminates

with an awards dinner, where the winners of each category are awarded gold and silver medals, with one overall winner chosen from the gold medalists.

The closing date for entries is 31st January 2019. Judging will take place between February and April, and the award winners will be announced at a Gala Dinner on 20th June. There is one Overall Award category, with five sub-categories:

- Projects over €100m
- Projects €50m to €100m
- Projects €30m to €50m
- Projects €10m to €30m
- Projects up to €10m. **C**

To enter, visit [www.ciob.org/cmya-ireland-2019](http://www.ciob.org/cmya-ireland-2019)



Nick Oldfield, CIOB Overall Construction Manager of the Year in Ireland 2018.

# KERRY CENTRAL REGIONAL WATER SUPPLY SCHEME WINS ENGINEERING PROJECT OF THE YEAR

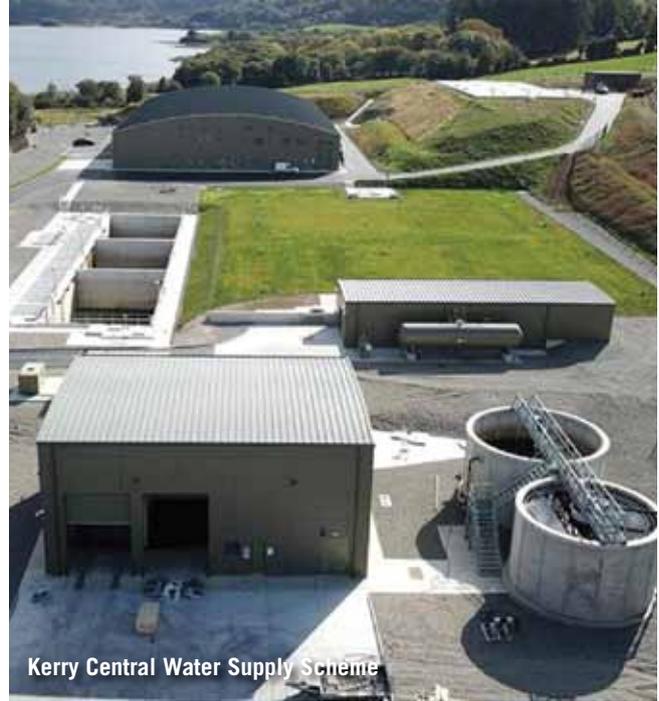
**G**lan Agua and MEIC's Kerry Central Regional Water Supply Scheme, for contracting authority Irish Water, won the 'Engineering Project of the Year' at the recent Engineers Ireland Excellence Awards 2018. Having been shortlisted as one of six nominees in early October, the project secured the award at the Excellence Awards Ceremony following a public vote. The scheme can provide 51 million litres of safe and sustainable drinking water for over 62,000 people in the communities of Killarney, Tralee, Castleisland and Castlemaine.

Glan Agua/MEIC with Nicholas O'Dwyer/Tobin Consulting Engineers and Irish Water, in association with Kerry County Council, were delighted to win the Engineering Project of the Year award for the development of the new water treatment plant. The Lough Guitane plant is one of the largest in the country.

The €30m upgrade to the Kerry Central Water Supply Scheme is a key element in ensuring the continued economic prosperity of the region.

The Kerry Central Regional Water Supply Scheme was listed on the Remedial Action List of the Environmental Protection Agency as having, 'Inadequate treatment for Cryptosporidium and elevated levels of trihalomethanes above the standard in the drinking water regulations'. The new water treatment plant incorporates the necessary treatment processes to address these risks to drinking water quality.

Glan Agua was appointed as Design Build Operate Contractor for the scheme. Irish Water, in association with Kerry County Council, acted as the contracting authority and oversaw the project from inception to final commissioning phase. Construction commenced in April 2016 and was substantially completed within a 24-month



Kerry Central Water Supply Scheme

period, on budget and to a very high standard. When the water treatment plant was commissioned, it was handed over to the Glan Agua operations team, who now operate the facility. **C**

# MURDOCK BUILDERS MERCHANTS OPENS SPECIALIST CIVILS SERVICE AT KILBARRACK OUTLET

**M**urdock Builders Merchants has recently opened a new specialist civils service at its Kilbarrack outlet in Dublin.

The expansion of the Kilbarrack outlet is in response to customer demand. The new division has a small specialist team to give civils customers a focused and quality service to meet their requirements.

It offers products for civils and drainage, geotechnical and groundwork engineering, structural waterproofing, surface water management, and concrete repair and protection. It also provides street furniture and landscaping products. Current brands include Fosroc, Clark-Drain, Visqueen, and Aco & Glidevale.

Barry Thornton, Managing Director (ROI), Murdock Builders Merchants, says that the new division is an important addition to Murdock's client package offering and part of its expansion plans in Ireland for the coming year.

"We are delighted to have the new civils



L to r: Barry Thornton, Managing Director, Murdock Builders Merchants (ROI); Emmett Lee, Civils Manager; and Gary Ryan, Branch Manager, Kilbarrack.

division open and look forward to working with civils and utilities firms. We will also be opening further outlets in Ireland in the near future as we expand our operations to meet clients' needs.

The website, [www.murdockcivils.com](http://www.murdockcivils.com), carries the full stock range available in Murdock Civils, allowing customers to browse through the products section before making order enquiries.

Murdock Builders Merchants was originally established in 1982 with the set-up of Newry Building Supplies Ltd. It also operates the Newry Building Supplies, Cranford Industries, and Murdock Trusses and Space Joists brands. It has outlets in Ballymount, Dublin; Balbriggan; Belfast; Banbridge; Derry; Dungannon; Newtownards; Lisburn; and Enniskillen. **C**

# FOR YOUR DIARY

Helping you plan ahead

## JANUARY

### Monday 28th, 1:00pm CORK BRANCH MBCA/CECA/GENERAL CONTRACTORS AGM

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

### Wednesday 30th, 7:00pm SOUTH EAST BRANCH MEETING

Location: Brandon House Hotel, New Ross  
Contact: Ronan O'Brien, Tel: 021 435 1410,  
Email: robrien@cif.ie

## FEBRUARY

### Monday 4th, 1:00pm CORK BRANCH MPDI/ASCA AGM

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

### Tuesday 5th, 1:00pm CORK BRANCH M&ECA/ECA AGM

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

### Wednesday 6th, 1.00pm PTCM CONTRACTS COMMITTEE

Location: CIF Head Office, Construction House, Canal Road, Dublin  
Contact: Denise Tuffy, Tel: 01 406 6000,  
Email: dtuffy@cif.ie

### Thursday 7th, 2:00pm M&ECA MEETING (AGM)

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

### Monday 11th, 1:00pm CORK BRANCH IHBA MEETING (AGM)

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

### Friday 15th, 7:30pm CIF SOUTH EAST CONSTRUCTION BALL

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

### Tuesday 19th, 11.30am-12.00pm NORTH EAST BRANCH MEETING (FOLLOWED BY IHBA WORKSHOP)

Location: Ardboyne Hotel, Navan  
Contact: James Benson, Tel: 01 406 6061,  
Email: jbenenson@cif.ie

### Thursday 21st, 8.00pm DONEGAL BRANCH MEETING

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

### Friday 22nd, 7:30pm CIF CORK CONSTRUCTION DINNER

Location: Fota Island Resort, Fota Island, Cork.  
Contact: Brid Cody, Tel: 021 435 1410,  
Email: bcody@cif.ie

### Tuesday 26th, 11.30am-12.00pm KILKENNY BRANCH MEETING (FOLLOWED BY IHBA WORKSHOP)

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

### Tuesday 26th, 3.30pm MIDLAND BRANCH MEETING (FOLLOWED BY IHBA WORKSHOP)

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

### Thursday 28th, 9.30am GALWAY BRANCH MEETING (FOLLOWED BY IHBA WORKSHOP)

Location: Maldron Hotel, Sandy Road, Galway  
Contact: Justin Molloy, Tel: 091 502680,  
Email: jmolloy@cif.ie

### Thursday 28th, 3.30pm NORTH WEST BRANCH MEETING (FOLLOWED BY IHBA WORKSHOP)

Location: Sligo Park Hotel, Sligo  
Contact: Justin Molloy, Tel: 091 502680,  
Email: jmolloy@cif.ie

## MARCH

### Monday 4th, 5:00pm CORK BRANCH EXECUTIVE MEETING (FOLLOWED BY AGM)

Location: CIF Offices, Little Island, Cork  
Contact: Conor O'Connell,  
Tel: 021 435 1410, Email: coconnell@cif.ie

### Tuesday 5th, 4:00pm MID WEST BRANCH MEETING (AGM)

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

### Wednesday 6th, 3.00pm MBCA EXECUTIVE COUNCIL MEETING

Location: CIF Head Office, Construction House, Canal Road, Dublin  
Contact: Denise Tuffy, Tel: 01 406 6000,  
Email: dtuffy@cif.ie

### Monday 11th, 4.00pm CECA EXECUTIVE COMMITTEE MEETING

Location: CIF Head Office, Construction House, Canal Road, Dublin  
Contact: Denise Tuffy, Tel: 01 406 6000,  
Email: dtuffy@cif.ie

### Tuesday 12th, 11:00am EXECUTIVE BODY MEETING

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

### Tuesday 19th, 10:00am-1:00pm 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 20th, 9:00am M&ECA MEETING

Location: Maldron Hotel, Portlaoise  
Contact: Jennifer Nisbet-Daly,  
Tel: 01 406 6048,  
Email: jnisbetdaly@cif.ie

### Wednesday 20th, 1.00pm PTCM COMMITTEE MEETING

Location: CIF Head Office, Construction House, Canal Road, Dublin  
Contact: Denise Tuffy,  
Tel: 01 406 6000, Email: dtuffy@cif.ie

### Wednesday 27th, 7:00pm SOUTH EAST BRANCH MEETING

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

# CIF TRAINING COURSES

CIF training and education programmes for January-March 2019

JANUARY COURSES	CODE	DATE	DURATION	LOCATION
CIF Site Supervisor Safety Programme	SSSP 3675	22nd January	2 Days	Cork
CIF Site Supervisor Safety Programme	SSSP 3676	31st January	2 Days	Athlone
Conservation Theory for Heritage Contractors	CTHC 3487	30th January	1 Day	Dublin
CIF QQI Project Supervisor Construction Stage	PSCS 3507	25th January	3 Days	Dublin
Temporary Work One Day Programme	TW 3510	28th January	1 Day	Dublin
Environmental Management for Construction Focusing on Land/Waste/Water	EMC 3511	21st January	2 Days	Dublin
Site Managers – A Practical Approach to Building Regulations	SMBR 3512	29th January	2 Days	Dublin
CIF Management & Inspection of Scaffolds	SI 3662	18th January	1 Day	Dublin
CIF Management & Inspection of Scaffolds	SI 3513	28th January	1 Day	Cork
CIF Core Safety Management Programme Renewal/CPD	CSMP 3514	25th January	Half Day	Cork
CIF Core Safety Management Programme Renewal/CPD	CSMP 3515	25th January	Half Day	Dublin
CIF Core Safety Management Programme Renewal/CPD	CSMP 3673	25th January	Half Day	Castlebar
CIF Core Safety Management Programme Renewal/CPD	CSMP 3516	31st January	Half Day	Galway
FEBRUARY COURSES	CODE	DATE	DURATION	LOCATION
CIF Site Supervisor Safety Programme	SSSP 3517	4th February	2 Days	Limerick
CIF Site Supervisor Safety Programme	SSSP 3518	15th February	2 Days	Dublin
CIF QQI Project Supervisor Construction Stage	PSCS 3521	27th February	3 Days	Dublin
Appointed Persons Course	AP 3509	15th February	3 Days	Dublin
Site A Site Manager's a Practical Approach to Building Regulations	SMBR 3652	21st February	2 Days	Galway
Working with the Assigned Certifier – A Site Manager's Approach	AC 3523	15th February	1 Day	Cork
Working with the Assigned Certifier – A Site Manager's Approach	AC 3524	28th February	1 Day	Athlone
IR/HR for Construction Managers	IR/HR 3668	7th February	2 Days	Galway
CIF Management & Inspection of Scaffolds	SI 3665	1st February	1 Day	Sligo
CIF Core Safety Management Programme Renewal/CPD	CSMP 3528	28th February	Half Day	Athlone
CIF Core Safety Management Programme Renewal/CPD	CSMP 3529	27th February	Half Day	Limerick
CIF Core Safety Management Programme Renewal/CPD	CSMP 3530	28th February	Half Day	Dublin
MARCH COURSES	CODE	DATE	DURATION	LOCATION
CIF IOSH Project Supervisor Design Process	PSDP 3508	1st March	2 Days	Dublin
CIF IOSH Managing Safety in Construction	MSIC 3519	7th March	5 Days	Limerick
CIF IOSH Managing Safety in Construction	MSIC 3520	8th March	5 Days	Dublin
CIF Site Supervisor Safety Programme	SSSP 3531	8th March	2 Days	Dublin
CIF Site Supervisor Safety Programme	SSSP 3532	12th March	2 Days	Galway
CIF IOSH Managing Safety in Construction	MSIC 3533	29th March	5 Days	Cork
CIF IOSH Managing Safety in Construction	MSIC 3535	29th March	5 Days	Dublin
CIF QQI Project Supervisor Construction Stage	PSCS 3522	20th March	3 Days	Dublin
CIF QQI Project Supervisor Construction Stage	PSCS 3536	28th March	3 Days	Galway
CIF IOSH Project Supervisor Design Process	PSDP 3537	29th March	2 Days	Dublin
Appointed Persons Course	AP 3667	29th March	3 Days	Cork
Site Managers – A Practical Approach to Building Regulations	SMBR 3538	13th March	2 Days	Dublin
Site Managers – A Practical Approach to Building Regulations	SMBR 3653	27th March	2 Days	Cork
CIF Management & Inspection of Scaffolds	SI 3663	15th March	1 Day	Galway
Environmental Management for Construction	EM 3540	25th March	1 Day	Dublin
Radon Prevention Measures	RPM 3658	11th March	Half Day	Dublin
Radon Prevention Measures	RPM 3625	25th March	Half Day	Limerick
CIF Core Safety Management Programme Renewal/CPD	CSMP 3541	28th March	Half Day	Cork
CIF Core Safety Management Programme Renewal/CPD	CSMP 3542	29th March	Half Day	Dublin
CIF Core Safety Management Programme Renewal/CPD	CSMP 3543	22nd March	Half Day	Galway

# SIG IRELAND

CONSTRUCTION ACCESSORIES | FACADES | INSULATION | INTERIORS | ROOFING | TECHNICAL INSULATION | AIR HANDLING

## Streamlined for the future...

**SIG** CONSTRUCTION  
ACCESSORIES

**SIG** FACADES

**SIG** INTERIORS

**SIG** INSULATION

**SIG** ROOFING

**SIG** TECHNICAL  
INSULATION

**SIG** WORKPLACE

**SIG** AIR HANDLING

From groundworks to the roof and everything in-between, **SIG Ireland** delivers the full range of specialist building materials for your construction project, nationwide.

SIG can bring expert knowledge in specialist products to individual market sectors

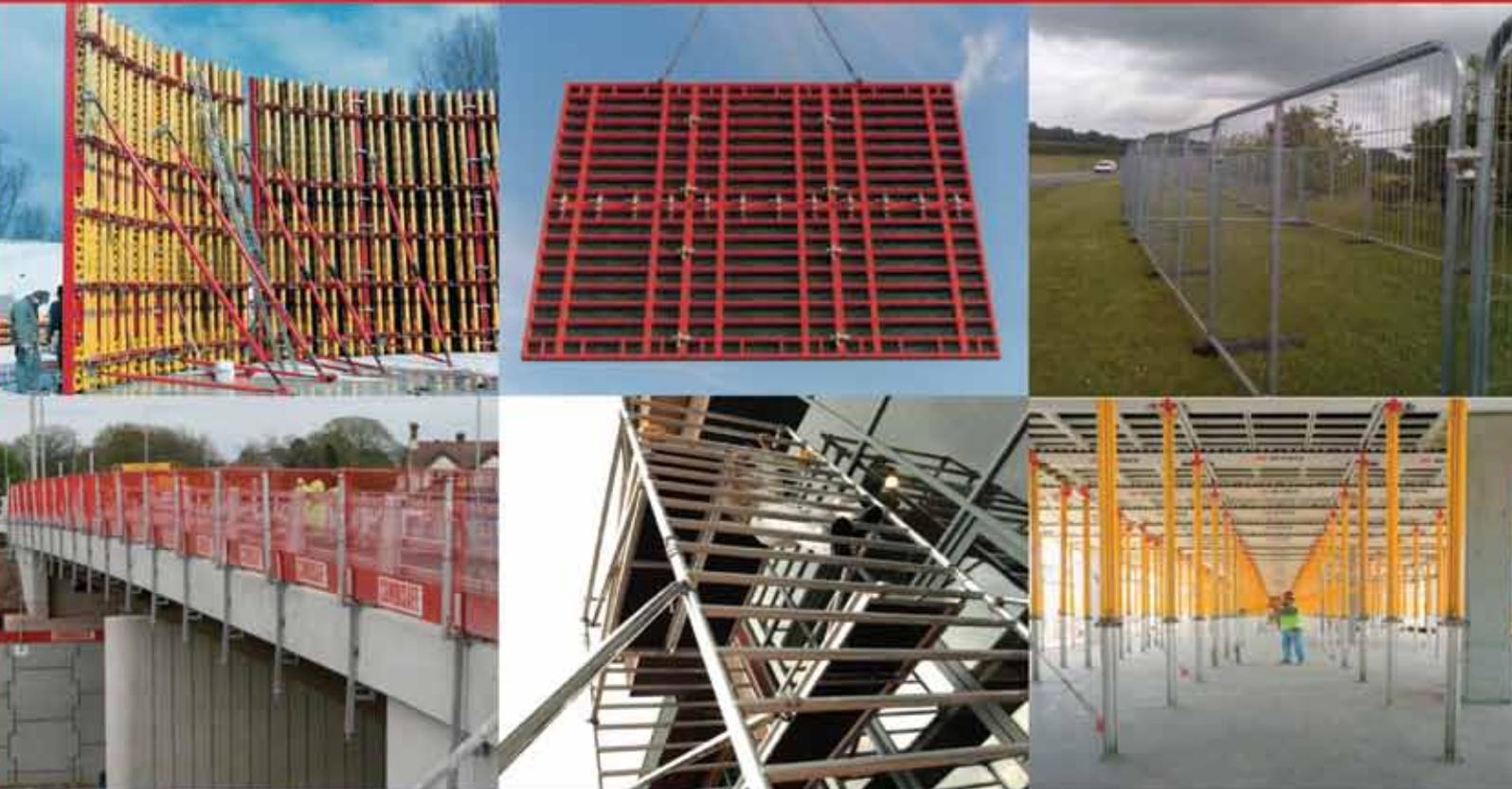
- Education
- Health
- Commercial & Industrial
- Residential
- Renovation, Maintenance & Improvement



For more information please visit  
[www.sig.ie](http://www.sig.ie) or email [enquiries@sig.ie](mailto:enquiries@sig.ie)

**SIG IRELAND**

## Hire & Sales Solutions



**Actavo** 

**Santry Depot**

Old Airport Road,  
Cloghran, Co. Dublin

**TEL:** 01 901 8690

**WEB:** [www.actavo.com](http://www.actavo.com)

**Lucan Depot**

The Grange, Newcastle Road,  
Lucan, Co. Dublin

**TEL:** 01 601 1500

**FAX:** 01 624 1650

**WEB:** [www.actavo.com](http://www.actavo.com)

**Cork Depot**

Unit 10, Sarsfield Court,  
Silver Bullet Industrial Estate,  
Glanmire, Co. Cork

**TEL:** 021 486 6400

**FAX:** 021 486 6610

**WEB:** [www.actavo.com](http://www.actavo.com)

**Galway Depot**

Airloooney Industrial Estate,  
Ballygaddy Road,  
Tuam, Co. Galway

**TEL:** 093 60470

**FAX:** 093 60477

**WEB:** [www.actavo.com](http://www.actavo.com)

- > Wall Shutter - Trio & Handset
- > Radius Shutter – Rundflex
- > Slab Deck – Multiprop & Skydeck
- > Climbing – CB240 & FB180
- > Combisafe Protection Systems

- > Smartguard Handrail Trestle System
- > Scaffolding
- > Ladders & Alloy Towers
- > Heavy Duty Shoring
- > Fencing & Barriers

**Formwork and Access**