

# CONSTRUCTION

THE OFFICIAL MAGAZINE OF THE CONSTRUCTION INDUSTRY FEDERATION

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# EDITORIAL



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**W**elcome to the latest issue of *Construction*, where we learn how greater collaboration between the industry and education bodies is resulting in progress in addressing the future skills needs of the sector.

In this issue, we look behind the scenes to see how the industry is addressing the issues raised in the CIF's 2017 'Demand for Skills in Construction to 2020' report.

Our Cover Story reports on developments in the area of apprenticeships, education and overseas recruitment. We find out which areas of apprenticeship are on the rise and which areas are lagging behind. Second-level education is seeing an increase in the numbers of students choosing to take technical subjects, but the construction sector needs to open up more areas for collaboration with third-level institutions if the numbers taking up construction-related courses is to be substantially increased. We also look at how Irish contractors are targeting potential candidates overseas, and at the growing role of social media in the battle to attract talented personnel.

For our Project Feature, we visit Galway to learn about a historic find by Duane

Construction during their restoration of the Galway Aran Sweater Market.

Our Category Focus looks at the Construction Industry Register Ireland (CIRI) and how it highlights the high level of skills of CIRI members. We also introduce a new online CIRI Induction Course.

Member Focus brings us across the globe with Kilkenny Limestone Quarries, whose innovative marketing and processing techniques have established Kilkenny limestone as a building material of choice for high profile projects in many of Europe's capitals.

In Industry Analysis, we learn what is the ideal salary package to attract and hold on to valuable staff.

In Events, we report from the CIF's International Women's Day celebrations, where CIF President Pat Lucey spoke about how construction is changing to become a more inclusive sector. We also learn about the latest project developments at Dublin Airport and welcome the much-anticipated publication of the CIF BIM Starter Pack.

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



*Robbie Cousins*  
Editor

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# CIF NEWS

## WOMEN ARE KEY TO OUR INDUSTRY'S FUTURE

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

**T**he recruitment of women into our industry is not just the right thing to do, it is a commercial priority for our long-term survival. We can only achieve this by creating an industry that is attractive for young girls to want to enter. At the moment, only 5.5% of our workforce is female. We cannot build a modern industry on this basis.

The CIF's #BuildingEquality campaign highlights the stories of many of the great females working in the industry on the basis that "you have to see it to be it". It is essential that we continue to get strong female role models in place to inspire young girls to pursue careers in construction.

At the recent CIF breakfast to mark International Women's Day and celebrate the contribution women are making to the Irish construction sector, it was evident that there is an abundance of strong female role models working at many levels and leading the way for the next generation. Our objective as an industry should be to ensure that we maintain the forward momentum in terms of making construction a more diverse sector in which to work, with this diversity achieved all the way to the board room.

The Sectoral Employment Order (SEO), signed into legislation in late 2017, resulted in the industry paying an increase of 10% to workers at what was a very difficult time. Today, our members are operating under many financial pressures. Yet unions are now looking for further increases in pay rates at a time when many in the industry are still trying to find their feet.

The industry is employing an extra 1,500 people each month. All our workers are paid well. The SEO is not just about rates, it includes a sick-pay scheme, death-in-service benefit, overtime and holidays. It is also about ensuring that all workers operate under the same general conditions on site when they are working under the SEO.

The 12% pay claim by the unions combined with the other aspects of their claim equates to nearly 30%. This would be completely unsustainable. The increases being sought would, for example, see the construction price of a €300,000 house rise by €5,000. With a target of 35,000 houses per year, it is hard to imagine how this can be achieved if our members are put under such cost pressures.

It is clear that this is not the time for any increases and we will continue to oppose these increases in labour costs at this time.

Ireland Skills Live, the 'All-Ireland games of apprentice competitions, takes place from 21st to 23rd March at the RDS Simmonscourt. This showcase of our industry's apprentices will be attended by thousands of young girls and boys, who will get a taste of what apprenticeship has to offer and will be encouraged to consider the apprenticeship route to a sustainable career in construction.

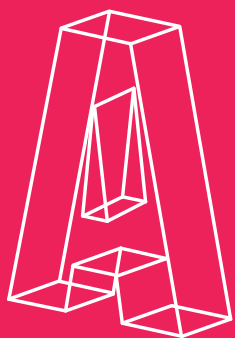
This is a critical time for our industry. We will continue to pursue all avenues to ensure that our members can find the staff they need to develop their businesses, and build a modern sustainable construction industry. **C**



Tom Parlon,  
Director General, CIF.

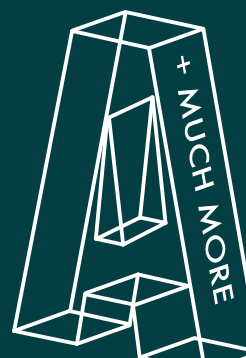
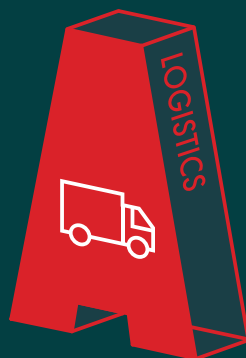
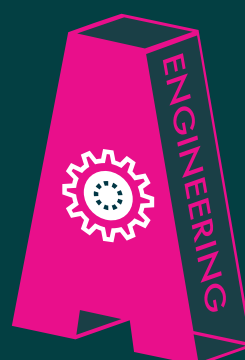
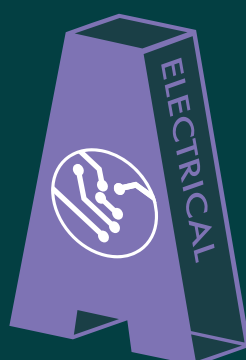
**“ IT IS ESSENTIAL THAT WE CONTINUE TO GET STRONG FEMALE ROLE MODELS IN PLACE TO INSPIRE YOUNG GIRLS TO PURSUE CAREERS IN CONSTRUCTION. ”**





# GENERATION APPRENTICESHIP

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There are over 5,000 employers using apprenticeship as a talent pipeline in Ireland and as part of the expansion of apprenticeship it is intended that by 2020 more than 7,000 employers will be taking on apprentices.

Find out more about apprenticeship at **[www.apprenticeship.ie](http://www.apprenticeship.ie)**

# CIF WELCOMES SUSTAINED DECREASE IN WORKPLACE FATALITIES IN RECENT YEARS

Figures released by the Health and Safety Authority indicate there were five fatalities in workplace accidents in the construction sector in the Republic of Ireland during 2018, one less than the number of construction fatalities recorded in 2017.

**O**verall, there was a total of 37 people killed in workplace accidents during 2018, a decline of 23% on the numbers killed during 2017, according to the Health and Safety Authority (HSA). This is the lowest number of workplace fatalities since the establishment of the HSA in 1989. The farming sector was the worst affected sector with 15 deaths, which is a decline of 40% on the number of deaths in 2017. Construction was the second most affected sector with five fatalities, one less than the six recorded fatalities in 2017.

Dr Sharon McGuinness, Chief Executive Officer, HSA, welcomed the decline in work-related fatalities in 2018.

"The fatality rate of 1.6 deaths per 100,000 workers is particularly significant given it was as high as 6.4 per 100,000 workers in the early 1990s," Dr McGuinness said. "Due to the efforts of employers, employees and key stakeholders, there has been a huge improvement in health and safety standards since then. However, with 37 people losing their lives in work-related activity in 2018, there is clearly still more to be done."

"Although farming has also seen a very strong improvement in 2018, it is still far too many for a sector that employs just 6% of the workforce. The next highest sector is construction with five deaths in 2018,

**“I URGE ALL STAKEHOLDERS, PARTICULARLY THOSE IN THE FARMING AND CONSTRUCTION SECTORS, TO FOCUS THEIR EFFORTS TO ENSURE 2019 SEES A CONTINUATION OF THIS VERY POSITIVE TREND.”**

**DR SHARON MCGUINNESS**

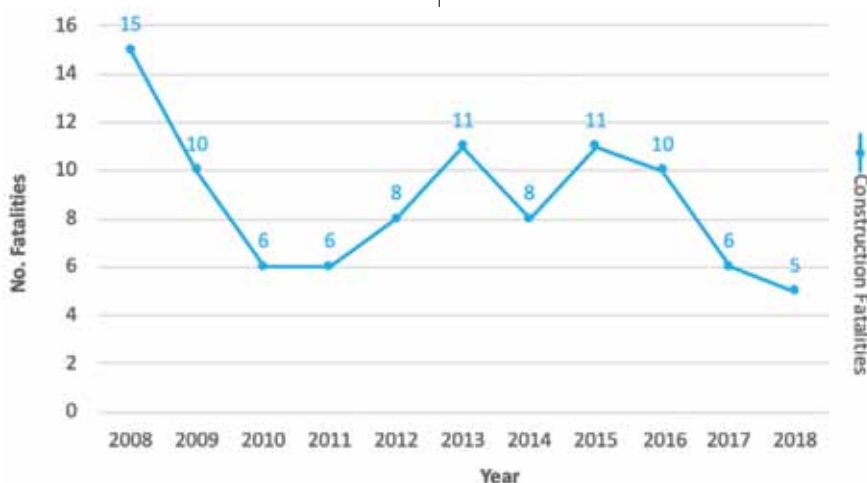


**Dr Sharon McGuinness, Chief Executive Officer, HSA.**

so both sectors will remain a key priority for us in 2019. I urge all stakeholders, particularly those in the farming and construction sectors, to focus their efforts to ensure 2019 sees a continuation of this very positive trend."

Dermot Carey, Director, Safety & Training, CIF, welcomed the publication of the HSA statistics, saying, "While there is no acceptable figure for workplace injuries or fatalities, I am heartened to note that there has been a sustained decrease in such incidents in recent years and that this trend continued throughout 2018.

"The improvements made by members of the Irish construction industry in terms of safety procedures on and off sites over the last five years have inspired a major cultural change towards recognising the importance of safety throughout the sector," he continued. "Safety is no longer a luxury or afterthought as it may have been decades ago. It is a priority at every stage of a modern construction project, and this is thanks to the many committed contractors who have embraced more innovative, people-first approaches to working safely in an industry, which by nature involves more risk than many other less physical or machinery-dependent sectors." **C**



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# CONSTRUCTION COMPANIES EXPERIENCING SEVERE DIFFICULTIES SOURCING WORKERS

**C**onstruction companies across Ireland are experiencing difficulties recruiting qualified, experienced and even entry-level workers across most disciplines.

According to a survey of CIF member companies, 89% of respondents are experiencing difficulties recruiting workers. Across the board qualified tradespeople are most in demand, particularly those in the wet trades, such as blocklaying, plastering, tiling and painting/decorating.

Respondents also reported a severe lack of engineers, quantity surveyors, foremen, project managers, general operatives, ground workers and apprentices.

74% of those surveyed said that these recruitment issues are having a direct effect on their company's ability to deliver projects on time. 79% of respondents reported that difficulties with recruitment are negatively affecting their business.

Dermot Carey, Director, Safety & Training, CIF, says that CIF is working hard to promote the industry as a career destination for more young people.



Dermot Carey, Director, Safety & Training, CIF.

"Despite a healthy 25-year pipeline of work, increasing wages, more technology-led careers and the global nature of construction careers, the numbers of young people registering for apprenticeships or applying for

construction management courses at third-level is static or declining," he comments.

"There is a noble purpose to a career in construction, and we have to get that message out to young people. Unfortunately, schools are only considered truly successful when over 95% of their students go on to third level. The high dropout rates of young people in colleges show the problem with this thinking. The Higher Education Authority (HEA) recently found that 63% of student dropouts from courses occur in the first year. How many of those young people would have been better served by being directed towards other courses or apprentices? Schools must be assessed on their ability to help find the learning route that suits students best – not simply how many students go on to third level alone.

"We are also calling for the many Irish people living abroad with construction expertise and qualifications to return here to work. If you are considering a return, contact us, and we will help in any way we can. We find ourselves in a position where we have no time to lose." **C**

## MID-WEST BRANCH CHAIR CALLS FOR STRONG VOICE TO MAINTAIN REGIONAL INVESTMENT

**A**t its Annual General Meeting (AGM), the CIF Mid-West Branch appointed Lorchan Hoyne, Contracts Director, L&M Keating, as its new branch chairman.

Speaking about his appointment, Lorchan Hoyne said the role is about ensuring the mid-west region has a strong voice at a national level to ensure the right environment and conditions are in place.

"The upturn in the construction industry has been very Dublin-centred," he said. "While there has been a perceptible recent pick-up in the region, we need to have a strong presence at the table to ensure the level of investment is maintained, and our cost base is sustainable."

He continued: "After the downturn, the building sector has experienced many challenges in resuming activity. We may have turned a corner, but we need to make sure it's sustained and not the same boom and bust cycle as before. Therefore, the needs and views of our members in the mid-west must be heard and understood. At the same time, we will be keeping members up-to-date and informed so they can identify trends and make sound business decisions."

Representatives from large and small companies in the construction industry were in attendance at the AGM, which took place at the Castletroy Park Hotel, Limerick.

Tom Parlon, Director General, CIF, made a presentation to outgoing chairman, Mike Ryan, who completed a seven-year term,



Lorchan Hoyne (right), Chairman, Mid-West Branch being presented with the chain of office by outgoing Mid-West Branch Chairman Mike Ryan.

to thank him for his contribution.

"Mike has done a tremendous job of promoting the branch's priorities," Tom Parlon said, "making sure members were informed, and their voices heard at a national level during what was a tumultuous time for the industry and the regional economy. We sincerely thank him for his efforts over the years." **C**



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# SAFE PASS SUBSIDY FOR TRANSITION YEAR STUDENTS

**S**OLAS and the Construction Safety Partnership Advisory Committee (CSPAC) have collectively engineered a support mechanism for Safe Pass cards for Transition Year (TY) students.

This relationship is underpinned by financial governance to provide a subsidy of €10 per TY student on a first-come, first-served basis for a three-year period (2019 through 2021).

The SOLAS Safe Pass programme would benefit persons undertaking TY schooling, particularly those with an interest in engineering and construction, in terms of heightened awareness of health, safety and wellbeing.

Many young people seek work experience during school holidays and at weekends. The construction industry wants to encourage students to consider a career in the sector, which offers an exciting and diverse range of roles for all persons.

It is a mandatory requirement for students or temporary staff on construction sites to complete a Safe Pass

Health and Safety Awareness Training Pin advance of work commencement. This enables them to work on site without being a risk to themselves or others who might be affected by their acts or omissions.

## HOW TO APPLY

All applicants under the subsidy scheme must be current TY students, meet the fees due for the Safe Pass scheme, and can apply for a subsidy only after completing the Safe Pass training.

Applications for a subsidy against applicable fees for the SOLAS Safe Pass card shall be made in writing, utilising the application form, which is available on request by email to [TYSafePass@cif.ie](mailto:TYSafePass@cif.ie), or by post to:

TY Safe Pass Initiative  
c/o CIF Construction House  
Canal Road  
Dublin 6  
D06 C6T2

Following confirmation that each student has undertaken Safe Pass training, the CSPAC will issue a cheque made



payable to the school for a refund of €10 per TY student who has completed the Safe Pass training. **C**

*All queries relating to the subsidy payment for TY students should be addressed by email to [TYSafePass@cif.ie](mailto:TYSafePass@cif.ie) or by telephone to John Egan, Executive, Safety & Training, CIF, at 01 406 6097. All other queries relating to Safe Pass should be addressed to the Safe Pass Unit in SOLAS, Tel: 01 533 2500, Email: [info@solas.ie](mailto:info@solas.ie)*

# NEW SCAFFOLDING APPRENTICESHIP ANNOUNCED

**T**he National Association of Scaffolding and Access Contractors (NASAC) has announced a scaffolding apprenticeship programme, which is currently being developed in collaboration with Laois and Offaly Education Training Board (LOETB).

The Scaffolding Craft Apprenticeship will lead to a two-year apprenticeship at Level 5 on the National Framework of Qualifications. It will provide comprehensive skills and understanding of the mechanics of scaffold, the different forces acting on scaffold structures, and incorporate specialist skills to ensure that apprentices are fully competent.

The curriculum, currently under development, will be submitted to QQI in June 2019 and, subject to validation, the apprenticeship scheme is scheduled to commence in September 2019, with the first group of scaffolders qualifying in 2021. Training will be carried out at the National Construction Training Centre in Mount Lucas, Co Offaly.

Ger Crowley, Cork Scaffolding and Chairman, NASAC, welcomed this



Ger Crowley, Chairman, NASAC.

landmark event for the Irish construction industry.

“Advances in scaffolding and access systems, as well as improved health and safety measures, have prompted the establishment of the apprentice scheme, which is a major landmark event for

the sector and the wider construction industry,” he said. “We look forward to working with LOETB and Mount Lucas on the roll-out of the programme later this year.”

Scaffolders qualified under the current CSCS programme who wish to gain a scaffolding craft certificate will be required to build up a portfolio of work, setting out their skills, competence and knowledge, and a practical test will take place. This process has yet to be decided, however, a timeline for gaining the craft certificate is expected to ensure standards across the industry.

## CODE OF PRACTICE

The Health and Safety Authority (HSA) and NASAC have recently revised the Code of Practice for Access and Working Scaffolds, published in January 2019. A CIF webinar will take place in March to update relevant personnel on the details of these amendments.

NASAC is also developing an insurance affinity scheme for its members, which will offer a 10% saving guarantee on the production of written renewal terms. **C**





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# BREXIT IMPACTS ON CONSTRUCTION PRODUCTS

**T**he EU Commission has confirmed that UK Notified Bodies will lose their status as EU Notified bodies when the UK leaves the EU.

Hubert Fitzpatrick, Director, Housing, Planning & Development, CIF, says that as a hard Brexit is a possibility, the industry must be aware of the potential impact for construction products which rely on a UK Notified Body status and the fact that they may no longer comply with the Construction Products Regulations.

"This could cause serious difficulties for members under BCAR as certification for compliance with the Construction Products Regulations may not be available," Hubert Fitzpatrick notes.

"Manufacturers, distributors, importers and authorised representatives of construction products must comply with their obligations and responsibilities under the Construction Products Regulations (EU) 305/2011 when placing a construction product on the EU market."

Therefore, manufacturers, distributors, importers and authorised representatives of construction products will need to take the necessary steps to ensure that they hold



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

certificates under the responsibility of an EU27 Notified Body post-Brexit.

"In practice, this means either arranging for a transfer of certificates from a UK Notified Body to an EU27 Notified Body or applying for a new certificate with an EU27 Notified Body," he explains.

"Builders, specifiers and designers should be aware of these changes. They

should ensure that the CE Marking/ Declaration of Performance and relevant product-related documentation demonstrates and ensure compliance with the Building Regulations."

The Department of Housing, Planning and Local Government is the notifying authority for construction products covered by Construction Products Regulation (EU) No 305/2011 and is actively assessing applications from bodies seeking to become Notified Bodies in Ireland.

"In the meantime, the following course of action is recommended to CIF members:

- Liaise with your design and construction teams to ensure that all required construction products to be procured can be procured from an entity with a certificate under the responsibility of an EU27 Notified Body
- Liaise with direct suppliers to ensure that they only supply you with products, where they hold certificates under the responsibility of an EU27 Notified Body. **C**

# CIF ESTABLISHES ONLINE HEALTH AND SAFETY INFORMATION PLATFORM

**H**ow many times have we heard, or even stated, the following: "Let that be a lesson to you!" We all need to learn from past mistakes to prevent a repeat event or undesirable consequence. Accidents and near misses are preventable, but only if we first understand how and why they happen and take corrective actions. It is for this reason that the CIF has developed a portal for the sharing of both lessons learned and best practices in health and safety in construction, which may be accessed at [www.cif.ie/member-services/health-safety](http://www.cif.ie/member-services/health-safety)

Routine inspections and incident investigations may identify unsafe working practices, which can facilitate learning from operational experience (ie, lessons learned). The importance of sharing lessons learned across the wider construction industry would be that there may be fewer accidents, enhanced morale and increased productivity. Upon receipt, the CIF will share a safety alert or lesson learned and interested parties may sign-up for alerts of new materials.

There are two options for sharing lessons learned or best practice case examples: Complete an online form at [www.cif.ie/submit-lessons-learned](http://www.cif.ie/submit-lessons-learned), or request a Microsoft Word template by emailing John Egan at [jegan@cif.ie](mailto:jegan@cif.ie), and returning the completed template by email.

Lessons learned/best practices should draw on both negative experiences and positive outcomes. For example, good ideas that improved health, on-site safety and welfare, and work tasks that



would be done differently, if repeated.

Material uploaded onto the CIF webpage will not be used to document a fatality or an event under investigation by the Health and Safety Authority (HSA) or other regulatory bodies. The CIF Safety and Training Department will also review all submitted material to confirm that no content is uploaded that could conflict with General Data Protection Regulations (GDPR), cause damage to a company's reputation, or create liability for a claim.

Building upon the philosophy of shared knowledge, the CIF is also launching a LinkedIn discussion group entitled 'Lessons Learned in Health & Safety in Construction'. **C**

*To learn more or get involved in either of these initiatives, email John Egan, Executive, Safety & Training, CIF, at [jegan@cif.ie](mailto:jegan@cif.ie)*



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# SOUTHERN CONTRACTORS KICKSTART SHARED APPRENTICESHIP SCHEME

**C**onstruction companies throughout the southern region of Ireland are joining forces to increase the number of young people entering apprenticeships in the sector.

CIF members are working to create co-ops whereby a number of construction companies choose to work collaboratively to provide training for new apprentices throughout the industry.

The Shared Apprenticeship Scheme differs from the traditional model in two ways. Firstly, it allows direct employers and co-op members, who may not be specialists in the appointed trade but employ skilled subcontractors, to arrange for the training required under the guidance of the co-op. And secondly, co-op members will be able to move apprentices between their companies to ensure continuity of engagement and training, should one area, or particular project, become more or less busy than another.

## SOLAS-BACKED INITIATIVE

John O'Shaughnessy, MD, Clancy, and Chair of the CIF Manpower, Education & Training sub-Committee, says that they are seeking the support of construction companies throughout the southern region and across Ireland for the Shared Apprenticeship Scheme.

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

## ALWAYS A NEED FOR TRADES

Conor O'Connell, Regional Director, Southern Region, CIF, says that construction activity continues to increase in the region with many major projects commencing or due to commence shortly.

"The output of the sector will increase substantially in 2019, and we need more people to consider a career in construction. However, despite the upturn



John O'Shaughnessy, MD, Clancy, and Chair of the CIF Manpower, Education & Training sub-Committee.

in construction, there are not enough young people considering a trade.

"The wet trades in particular – such as plastering, painting and bricklaying – are struggling with apprenticeship numbers. The industry is changing significantly due to the impact of technologies such as Building Information Modelling (BIM), but there will always be a need for these trades, and they provide an excellent career opportunity for young people who wish to work in construction. There is incredible pride amongst tradespeople in their work and a great sense of satisfaction in the buildings they help to create and maintain. If you like working with your hands, these trades can provide an exceptionally rewarding career where every day you see the impact of your skill on the environment around you."



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

## JOBS CHALLENGE

Dermot Carey, Director Safety and Training, CIF, says Ireland faces the challenge of generating the 112,000 additional employees required up to 2020 to deliver the targets set out in both the housing strategy and the public capital programme.

"There is an urgent need for Government and industry to collaborate in attracting more people into the industry and to invest in construction skills training. The alternative is that we will fail to meet these targets, our housing crisis will continue, and our infrastructure deficit will stall economic progress. This is a huge threat to Ireland and the long-term capacity of the construction industry." **C**



Pictured at the CIF #BuildingEquality International Women's Day Breakfast Seminar, l to r: Fiona Cunningham, Eimear O'Reilly, Natalie Ryan, Paula Voiseux, Alison Xu, Oxana Novikova, Rebecca Hughes, Marci Bonham, Suzanne Cooper, Michaela Courtney and Shauna McDermott.

## MAJORITY OF FEMALE WORKERS WOULD RECOMMEND EXPLORING CONSTRUCTION CAREERS TO FEMALE RELATIVES AND FRIENDS

The CIF celebrated International Women's Day (8th March) by hosting an event at the Morrison Hotel, Dublin, where they published results from a survey that showed marked changes in attitudes towards female construction workers.

**R**esults from a CIF survey of women working in the construction industry revealed that 85% of women currently working in the construction industry would recommend that younger female relatives or friends explore construction as a career option. A total of 84% feel that they have been supported by their male colleagues in their career progression to date, with the majority (73%) reporting that there has been a significant, positive change in attitudes across the industry towards female workers in recent times.

But progress still needs to be made in some areas.

According to the survey carried out by CIF, 72% of respondents say that the construction industry has difficulty retaining female workers, with some respondents citing a lack of flexibility in working hours for those (both male and female workers) with families as the main reason for this. The majority of respondents added that this was more of a societal issue affecting women across many industries rather than just women involved in construction.

In addition, 50% of respondents reported that they have experienced challenges regarding welfare/toilet facilities on sites, but many stated that facilities have improved dramatically in recent years, while some issues persist on smaller sites and at the beginning of projects.

Some 69% reported that they felt they had been treated differently by colleagues in construction because of their gender, with some suggesting that these differences were positive (eg their colleagues were less likely to raise their voices during discussions), and in general they were treated more politely than their male colleagues). Others reported more negative incidents of 'mansplaining' during meetings and the perception of females as 'bossy' when outspoken, particularly when it came to the older generation of male colleagues.



L to r: Barry Thornton, Murdock Builders Merchants; Rachel Corbally, CIOB; and Pat Lucey, President, CIF.

However, 73% of those surveyed feel that the industry is welcoming to female workers, while over 78% reported that the construction industry is becoming a more diverse and inclusive workplace for all, regardless of gender, sexuality, ethnicity, etc.

In September 2018, the CIF published the first 'Diversity and Inclusion Membership Guidance Document' to aid member companies in their efforts to build a more diverse and inclusive industry.

As part of #BuildingEquality, the CIF's ongoing campaign to increase female participation and encourage greater diversity and inclusion in the construction industry, the CIF marked International Women's Day by celebrating the achievements of women in the industry by hosting an event at the Morrison Hotel in Dublin.





Speakers at the CIF's International Women's Day event, l to r: Marcia Bonham, Managing Director, Kingspan Insulated Panels Ireland; Nellie Reid, Managing Director, Meehan Green; Gary Kennedy, Co-Chair, Better Balance for Better Business Initiative; Lorraine Brady, Design Manager, BAM Ireland; Pat Lucey, President, CIF; Susan O'Mara, Financial Services Consultant, Milestone Advisory; and Tom Parlon, Director General, CIF.



Alison Xu and Oxana Novikova, CIF Pension Administration Services.

Speakers included Pat Lucey, CIF President and Regional Managing Director for Civils Ireland, John Sisk and Son; Nellie Reid, Managing Director, Meehan Green; Lorraine Brady, Design Manager, BAM Ireland; Marci Bonham, Managing Director, Kingspan Insulated Panels Ireland; Gary Kennedy, Co-Chair of the Government's Better Balance for Better Business Initiative and Chair of Greencore Plc; and Susan O'Mara, Financial Services Consultant with Milestone Advisory.

In her presentation, Lorraine Brady said female role models are the key to changing perceptions about careers in construction.

"We need to normalise construction as a potential career for women by engaging with young girls at primary school level. Any later and the opportunity will be gone, as we need those young girls to be choosing technical subjects when they first enter second-level education."

She also said that there need to be more women seen in senior roles and that construction can only be seen as a rewarding career if there is equal pay for equal work.

CIF President Pat Lucey said that the construction industry is beginning to see great change.

"Companies are moving in the right direction and working hard to make the industry a more diverse and inclusive workplace for all," he said. "There is no doubt that construction has traditionally been considered a male-dominated industry, but it is time to change that perception and, to an extent, that reality; not because it currently suits us to do so due to the skills shortage the industry is experiencing, but because it is the right thing to do. Promoting greater diversity is the right thing to do for efficiency, for creativity, for innovation and for a wider perspective."

He continued, "We cannot afford to lag behind other industries any longer. We must look to best practice and delve deeper into the barriers to entry, or indeed retention issues, which have affected or continue to affect our potential or actual female colleagues for far too long."

"The reality of the skills shortage we are now experiencing is that in the short-term we need to recruit qualified women from Ireland, internationally and the diaspora for particular roles in the industry and into management in our companies."

The CIF President added that in the medium to long-term, the industry needs to recruit more women generally.

"If we don't, millennials, both male and female, who do not just want diversity in the workplace but have come to expect it, will not enter the industry, and those who do will not stay."

Over 200 people attended the CIF International Women's Day breakfast seminar event, which is sponsored by CPAS/Milestone Advisory, Mercury Engineering, Kingspan, TopCon, Philip Lee, Collen Construction, Eaton, Glenveagh Properties PLC, BAM, Flynn Management and Contractors, Walls Construction and Hilti Ireland. **C**

For more information on the CIF's #BuildingEquality campaign including blogs from a variety of female role models working in construction and the latest videos, visit [www.cif.ie/building-equality](http://www.cif.ie/building-equality)



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# NEW MEMBERS

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

## Brosnan Property Solutions

Ightermurragh  
Ladysbridge  
Co Cork  
[www.brosnans.ie](http://www.brosnans.ie)

## Alubuild Ireland Ltd

Unit 25  
South Bank  
Crosses Green  
Co Cork  
[www.alubuild.net](http://www.alubuild.net)

## Bowers Building Contractors Ltd

St Bridgets  
Strand Road  
Portmarnock  
Co Dublin  
[www.bowersbuilding.ie](http://www.bowersbuilding.ie)

## Sizebreed (Ireland) Ltd

29 The Rise  
Mount Merrion  
Co Dublin  
[www.sizebreed.com](http://www.sizebreed.com)

## OHL Ireland Construction & Engineering Ltd

Unit 15, Block 2  
Northwood Court  
Northwood Crescent  
Dublin 9

## O'Malley & Sons (Ballina) Ltd

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Offer is valid from 18th March–31st May 2019, Sunday–Thursday. Rates include VAT, Wi-Fi and 24 hour reception. On-site underground car parking available at €5 a day.

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

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

The CIF's Affinity Team is on hand to assist qualifying brands in tailoring their offering for member companies. CIF is interested in speaking with companies offering quality services and products which will benefit its members. **C**

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



Bernardine Walsh, Membership Development Executive, CIF.

Affinity offers that CIF members can avail of include:

- Affinity Cover: A range of exclusive insurance products designed to meet the construction industry's needs.
- Hotel accommodation: A 10% discount in any Dalata Group Hotel across Ireland and the UK.
- Remedy Clinic – Employee Assistance Programme: A reduced rate employee assistance programmes from trained professionals who understand.
- Splink "Simple Payment Link": Access to the latest technology in taking and requesting payments.
- Staycity: A construction worker rate in Dublin city centre self-catering accommodation.
- Linked Finance: Apply for a fast and flexible business loan, offering 25% off fees.
- Foliodriven website designers: Benefit from a 15% discount on a website design.



## YOUR WEBSITE: YOUR MARKETING OPPORTUNITY

**O**ne of the most important marketing tools for a construction firm is its website. If you don't have a website, make this the year you get one. If you don't have the time or expertise to create high quality website content, then outsource to a company like foliodriven.com, founded by Barbara Molloy.

Barbara Molloy advises that when a company is thinking about content for its website, it should pick a project it completed that is close to its ideal project and create a dedicated website project page for that.

"For example, a builder that wants to focus on renovations of period buildings could create a project page titled 'Kitchen Renovation of Georgian Home in Co Galway,'" she recommends.

A good, substantial webpage might include:

- Customer brief and how it was addressed



- Technical details such as materials
- Customer testimonial
- Good quality photos
- General project location

"A page like this works because it utilises the fact that customers put very specific searches into search engines, such as

'renovation kitchen period homes Galway,'" Barbara Molloy continues. "Create the right page and you'll attract the right traffic and get your ideal customer."

"Add new 'ideal project' pages at least twice a year. It doesn't have to be substantially different – it could be a similar project in a different area. Each page generates a small stream of targeted traffic and together those streams add up."

"If you need advice about your website, content or marketing, please contact us at foliodriven.com. We are specialists in website design and online marketing for the home improvements and construction sector," Barbara Molloy concludes. **C**

*Foliodriven is offering CIF members a special discount of 15% on all services, including website design. Contact Barbara Molloy at [info@foliodriven.com](mailto:info@foliodriven.com) for more information.*



# LOOKING AFTER YOUR STAFF'S MENTAL WELLBEING

In recent times, there has been a paradigm shift in Irish culture around issues such as mental health and workplace wellness. The psychological wellbeing of staff is becoming part of the tapestry of Irish businesses, with more companies focusing on ensuring that if and when staff need support, they can access it. This is particularly the case in the construction sector.

As the market improves, more opportunities are arising for workers to be part of the country's epic recovery story. What is often forgotten are the stories of sacrifices made and the endurance required to make all of the positive momentum happen, and the impact this can have on the individuals involved.

Staff not only work tirelessly within an organisation, but have to manage and contend with life's events and stresses as they arise in their personal world.

When this is forgotten, whether by an organisation or by its people, it can cause unwarranted stress, and relationship difficulties at home and in the workplace, resulting in serious problems manifesting



Richard McDonagh, Managing Director, Remedy EAP.

for the individual, if not addressed.

Remedy EAP is now providing CIF members with Employee Assistance Programmes (EAPs), a modern approach to counselling, which offers member organisation staff anonymous access to support with a trained professional to help resolve personal or work-related issues to

get back to living, working and being well.

"Remedy's EAPs support employees in addressing the challenges that arise in their lives with robust support – up to three times longer than traditional EAP providers – that allows staff members to have a meaningful period of time to work on issues they are experiencing," explains Richard McDonagh, Managing Director, Remedy EAP.

"The Remedy EAPs available to CIF members were designed by a team with clinical experience, who understand what it takes for wellbeing support programmes to be effective. Remedy Clinic works only with counsellors with a proven track record in short course work, and who are trained specifically in the area of stress response up to and beyond the upcoming regulatory standards drafted by the Department of Health," he concludes. **C**

*For more information call the number below or check out [www.cif-eap.ie](http://www.cif-eap.ie) for more detailed information on the collateral benefits for a company engaging with Remedy EAP.*



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# SOME APPRENTICESHIPS ON THE UP BUT WET TRADES STILL NEED A LIFELINE

While the uptake of wet trade apprenticeships remains in decline, other areas are experiencing renewed and substantial growth. BARRY MCCALL reports on the steps being taken to address the imbalance.

**T**he construction industry's recovery since 2013 has been quite startling, and employment is now growing at a remarkable 1,500 jobs a month.

Any sector would be challenged to fill that number of vacancies in a relatively small economy like Ireland, but the problem is magnified for construction, which requires highly skilled and qualified labour from a shrinking talent pool.

The challenge is further exacerbated by a number of economic, demographic and social factors.

From an economic perspective, the 2008 crash had a very damaging impact, not just on the viability of individual construction firms but on the long-term health and reputation of the industry. It also virtually severed the apprenticeship artery on which the sector traditionally depended for a flow

of skilled labour.

"The industry had 27,000 apprentices in 2007," notes David Tracey, Training Centre Manager, John Sisk & Son. "That fell to 3,000 in 2013. The industry is still paying the price for that today. We have missed out on 10 years with no apprentices. Those lost years have left a huge gap."

That dramatic reduction had a knock-on reputational effect, according to John O'Shaughnessy, Managing Director, Clancy Construction, and Chairman, CIF Manpower, Education & Training sub-Committee.

"The construction industry didn't help itself during the recession," he says. "We lost a lot of jobs and parents haven't forgotten that. The cyclical nature of the industry is a concern for parents when they are advising their children on careers.

But there is really no such thing as a career for life in any area of employment these days."

## VICTIM OF ITS OWN SUCCESS

The industry was a victim of its own success, to a certain extent at least, says Dr Róisín Murphy, Lecturer, School of Surveying & Construction Management, at Technological University of Dublin (TUD).

"There was an over-reliance on the construction sector over a prolonged period of time, both in terms of employment and contribution to GDP. At the peak, construction employment (direct and indirect) represented nearly 18% of national employment and 24% of GNP. But, it is generally agreed that a sustainable level of construction is between 10% to 12% of overall economic output. Clearly,





David Tracey, Training Centre Manager, John Sisk & Son.



Shauna Dunlop, Director of Apprenticeship and Work-Based Learning, Solas.



John O'Shaughnessy, Managing Director, Clancy and Chair, CIF Manpower, Education & Training sub-Committee.

## “TRADESPEOPLE GO ON TO BECOME SITE MANAGERS, CONSTRUCTION MANAGERS, PROJECT MANAGERS AND ULTIMATELY MANAGING DIRECTORS OF CONSTRUCTION ORGANISATIONS.”

DR RÓISÍN MURPHY, LECTURER, TUD.

the sector was extremely exposed to the downturn. However, it was difficult to predict the severity and longevity of the downturn at the time.”

“The large-scale job losses in the industry during the economic recession contributed to a negative attitude towards careers within the sector, resulting in the decline in numbers entering construction apprenticeships,” she adds. “School leavers were uncertain about employment prospects and job security, and consequently enrolment onto apprenticeships and other construction-related programmes plummeted. When the recovery eventually took hold, there was a shortage in the supply of qualified construction workers coming through the education system, and while the numbers have increased, it remains insufficient to meet current demand.”

In the intervening period, there has also been a structural change in the industry, whereby many large main contractors no longer directly employ construction workers in the same numbers as before, often relying instead on subcontractors.

“The industry has become a lot more fragmented structurally,” says Dermot Carey, Director, Safety & Training, CIF. “Small businesses were particularly badly hit in the recession and are reluctant to take on apprentices now.”

But these issues, while not easily fixed, are at least addressable by identifiable measures. There are other less tangible factors at play, however.

“Mindset is a barrier,” says John O'Shaughnessy. “We’re competing with lots of other sectors for second-level students, and the schools are fixated on CAO league tables. The challenge for us

as an industry is to promote third-level construction courses and apprenticeships in the schools.”

### BRIGHT SPOTS

The situation is not entirely negative, however, and there are some bright spots.

“The recovery has been a two-speed process for apprenticeships,” says Dermot Carey. “Some are recovering well – electrical for example. The issue here is to try to keep up with demand. In fairness to Solas, they are putting in the resources. Wet trades are not doing so well, however. Opportunities there are very low and are still in double figures. In some cases, they are declining year on year. Painting and decorating had 44 apprentices in 2017, by the end of December 2018 that number had declined to 30. Plastering was down from 34 to 29 over the same period. But there are some positive areas. Carpentry and joinery, plumbing and electrical are all doing well.”

Dermot Carey also points to new initiatives.

“CIF is, for instance, supporting the Ireland Skills Live event in March,” he says. “That will be the biggest expo of craft careers in the country for quite some time.”

Shauna Dunlop, Director of Apprenticeship and Work-Based Learning, Solas, agrees that the situation is improving in some areas.

“Demand is growing in many areas,” she says. “We have seen growth in plumbing, for example, there is a forecast for 700 new plumber apprentices this year. We are getting similar growth in areas like carpentry and joinery, and demand for electrical apprenticeships continues to





Dr Róisín Murphy, School of Surveying & Construction Management, Technological University of Dublin.

increase. Some other areas like wet trades are not so healthy.”

## APPRENTICESHIP SHARING SCHEME

One novel proposal to deal with the problem areas is the concept of a shared apprenticeship. This would deal with the structural changes in the industry as well as the continuing business uncertainty faced by many smaller contractors. Such a scheme would see a number of employers get together to take on an apprentice or number of apprentices. The apprentices move around from company to company as the work dictates. Main contractors sponsor apprentices with subcontractors under such an arrangement.

The concept was trialled successfully in the south-east where Clancy Construction, Cleary Doyle, Mythen Construction and Anthony Neville Homes joined forces to run a scheme in 2016.

“We got together with Solas, and we collaborated to pilot the Apprenticeship Sharing Scheme,” says John O’Shaughnessy. “It is focused on wet trades mainly and gives certainty to the apprentice, the employer and the parents. It has now been agreed to roll the concept out nationally, and CIF is promoting that.”

Solas is also backing the initiative.

“We are very supportive of the idea,” says Shauna Dunlop. “There is a large number of SMEs out there, and if a number of them are willing to get together to take on apprentices, we are willing to work with them on that. The interest is there, but we can only do so much from our side. We need to have the employers on board.”

The solution may lie in incentivising

employers to take part.

John O’Shaughnessy points to a 2018 TUD report on apprenticeships in this regard.

“TUD research on this came up with a number of recommendations. Among them was a waiver of National Training Fund (NTF) contributions for employers who take on apprentices, zero-rate employers PRSI contributions for those engaging apprentices in trades in need of stimulus, and the reintroduction of the statutory employer redundancy rebate as an incentive to employment. The Government recognises that the industry needs resources if it is to deliver the NDP, and the savings there would support the training needs of industry. But, to date, nothing has happened in relation to these recommendations.”

## PROGRESS

Progress is being made nevertheless, says Shauna Dunlop.

“From our point of view, we have a very good relationship with CIF, and we will do whatever we can to provide the skills needs of the industry through apprenticeships. We also have responsibility for traineeships like the construction traineeship developed by the Laois Offaly Education & Training Board (ETB).”

This initiative seeks to fill a recognised gap within the construction industry, such as shortages in the availability of semi-skilled trades and it does not affect, in any way, existing or planned apprenticeships.

“The point here is to look at traineeship and apprenticeships together,” she continues. “It’s not taking away from apprenticeships. It’s about developing skills, and they are complementary to each other.”

“There are a number of significant things happening this year. For instance, the Ireland Skills Live event will be very important as it offers an opportunity across three days to attract people in to learn more about apprenticeships and skills training. You can even try virtual welding there, thanks to Donegal ETB.”

## EARN AS YOU LEARN

There are also ways of improving the attractiveness of apprenticeship as a career choice, according to Dr Róisín Murphy.

“I’m of the opinion that a multi-stakeholder input is required to reinforce the message that an apprenticeship is a valuable form of learning,” she says. “However, the ‘earn as you learn’ model must be made sufficiently robust to weather a recession. People need a degree of security and confidence that they can



Dermot Carey, Director, Safety & Training, CIF.

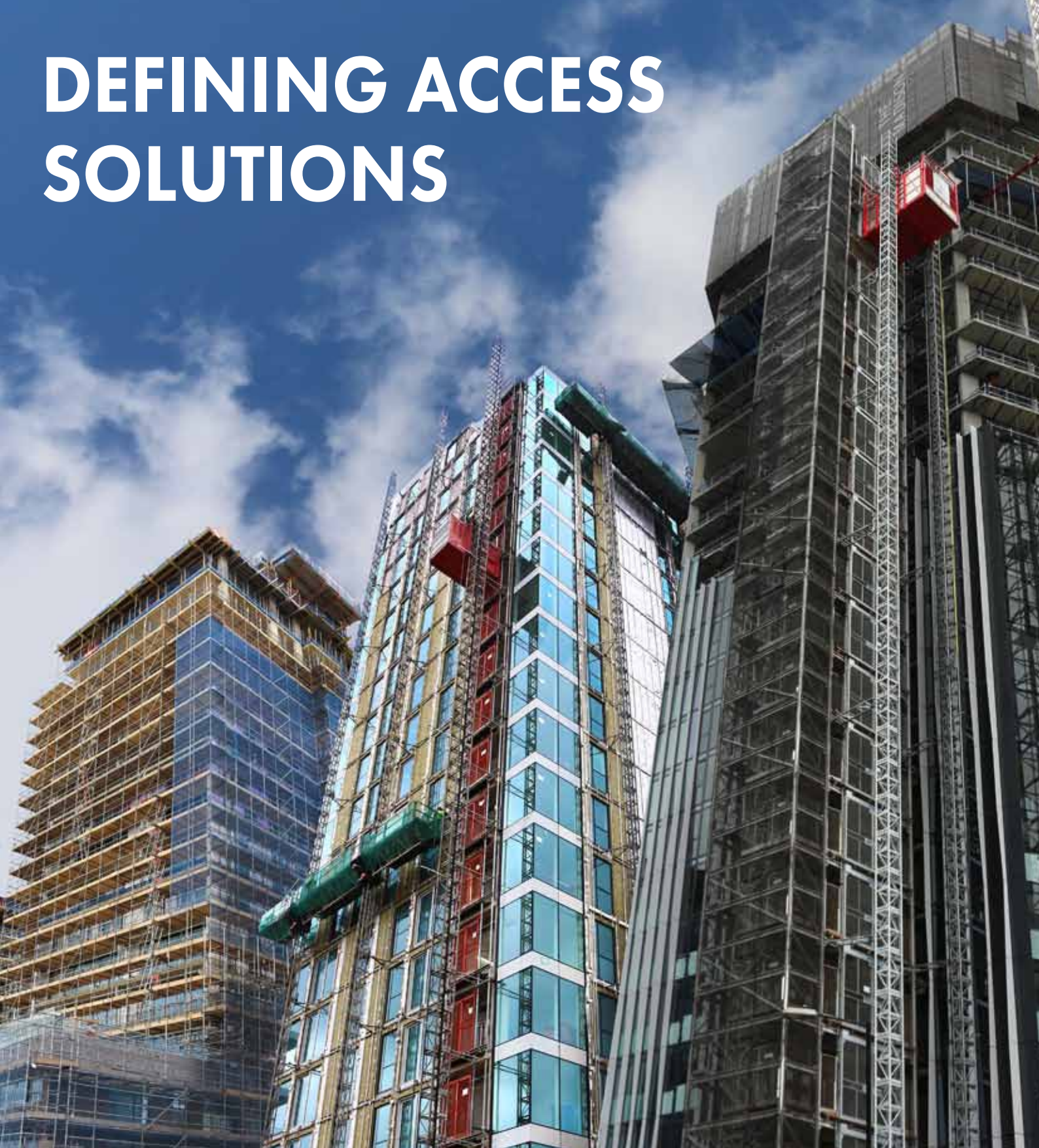
complete their apprenticeship, even during an economic downturn. Apprenticeship as a mode of learning is extremely valuable, and we need to communicate that message strongly from an early stage, starting at primary level right the way through to careers guidance teachers at second level.”

Public awareness is important as well.

“We also need to highlight the fact that construction offers a huge variety of career development opportunities,” Dr Murphy continues. “Tradespeople go on to become site managers, construction managers, project managers and ultimately managing directors of construction organisations. This is an important message that should be communicated to parents and others influencing young peoples’ career choices. There is a cultural issue and a misperception that apprenticeship is for people who did not perform strongly at Leaving Cert level. This is absolutely incorrect. Research currently being undertaken in TUD confirms that the overwhelming majority of people currently enrolled in construction apprenticeships have scored sufficiently highly at Leaving Cert level to be eligible for numerous third-level degree qualifications. The majority of participants in the research stated they wanted to become an apprentice, thereby negating the suggestion that young people enter apprenticeships because they had no alternative. The ongoing development of new apprenticeships, both within and outside the construction sector, for example in property, will hopefully assist in changing the sometimes negative attitude towards apprenticeship as a paradigm of learning,” Dr Murphy concludes. **C**



# DEFINING ACCESS SOLUTIONS



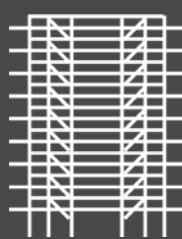
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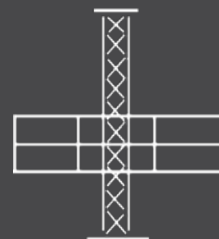
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# COLLABORATION IS KEY TO INCREASING TAKE-UP OF CONSTRUCTION COURSES

The increase in interest in third-level construction programmes is not matching the growth in demand from the industry. **BARRY MCCALL** reports.

**T**he annual CAO points race results are usually a relatively accurate barometer of the state of the economy. Courses relating to sectors doing well tend to see increases in points requirements while those tied to declining industries tend to go in the opposite direction.

Construction-related courses have been bucking this trend in recent years, however. This mismatch is attributed in no small part to the near collapse of the industry between 2008 and 2012 and the massive job losses which resulted.

As a consequence, demand for graduates is outstripping supply despite some increases in the numbers taking courses. Waterford Institute of Technology (WIT) offers a number of construction-related undergraduate and postgraduate programmes in areas such as quantity surveying, constructions management, and sustainable energy engineering.

## PLACEMENTS

"We are seeing a marked increase in demand for graduates and third year work placements from the industry," says Dr Derek Sinnott, Head of Department of the Built Environment, WIT. "Companies request students from October or November for the following February, but they are nearly all committed by that stage. We are now encouraging them to come really early. We are also having companies that we never had contact from before, or in recent years, approaching us for placements or graduates. We're happy to promote their requests, but we haven't got the requisite student numbers to satisfy all needs."

And it will be some time before this changes.

"Student numbers are increasing, but it is up to a four-year-cycle, and it takes a while for graduates to come through. Also, a lot of students want to move abroad for placements. We have relationships with firms in London and New York, for instance, to assist with this."

## INDUSTRY INTEREST

The increase is by no means universal.

"We also have a Level 7 course in Civil Engineering, which is struggling to recruit desired numbers. That comes back in part to the negative press about civil engineering being a bit of a laggard. Our Building Services Engineering Level 6 and 7 courses are also struggling for numbers, even though there is an insatiable demand from the industry. Those vacancies are often filled by mechanical engineers and others being given bespoke training."

That experience is shared by Galway Mayo Institute of Technology (GMIT).

"Getting people interested in the industry is an issue," says senior lecturer John Hanahoe. "The numbers coming in are not as strong as previously. They were very strong in the early 2000s, but not so in recent years. The industry is not as attractive as it should be. There are loads of jobs out there, and we have more employers coming to us with jobs, but we don't have enough people for them."

## SECOND LEVEL SOLUTION

Stephen O'Brien, Chairperson, TechnoTeachers Association, is a technical drawing and graphics teacher at Colaiste Dun Iascaigh, Cahir, Co Tipperary. He believes the key to the solution lies at



Dr Derek Sinnott, Head of Department of the Built Environment, Waterford Institute of Technology.

second level.

"Young people are interested in construction," he says. "Over 17,000 students last year took Materials Technology Wood for the Junior Cert. Due to a more limited subject choice at Leaving Certificate level, this drops to 8,000 taking Construction Studies. These students represent much of the raw materials coming through for many construction-related third level courses. And there is room for this to expand further. Over 5,000 students take Design and Communication Graphics (DCG) for the Leaving Cert each year. Ideally, if you had students with DCG and Construction Studies, you would have theory and practice combined."

Very encouragingly, he says the number of students taking Materials Technology Wood is growing year on year.

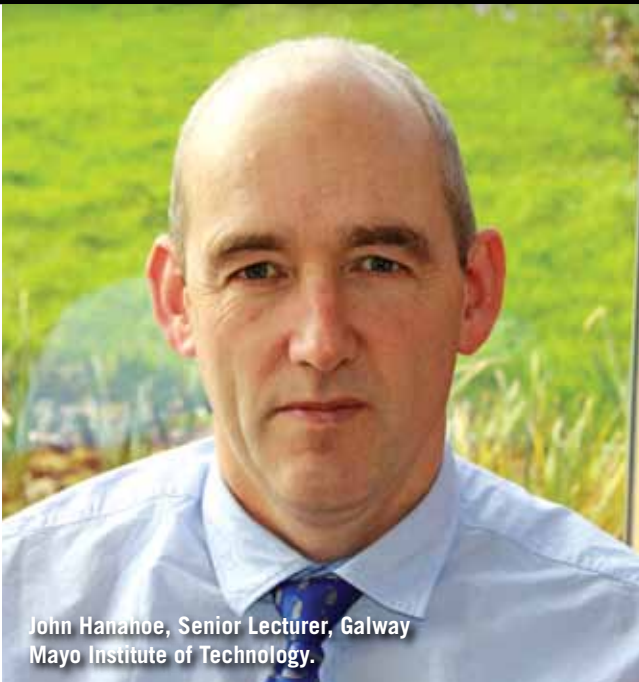
## COLLABORATION

"A lot of these students really enjoy our subjects, and when they come into the classroom, they are buzzing with enthusiasm. They love the practical approach to our subjects and learn really well in this environment. Interest in the industry is increasing. Companies like Sisk and Mercury Engineering, and Suir Engineering locally, are doing a lot to promote careers in the sector. The Ireland Skills Live event in March could be a game changer in terms of students' perception of the industry. Companies need to keep networking with second level schools. We have active career guidance counsellors who advise on both apprenticeships and third-level options for students who are interested in construction-related careers."

John Hanahoe agrees. "We have to work together to get the best and brightest to choose the industry. We want to attract more people into construction."

John Hanahoe believes more promotion at second level is





John Hanahoe, Senior Lecturer, Galway Mayo Institute of Technology.

required in order to build awareness of the opportunities offered by careers in construction.

"In our courses, the students come in with relatively low CAO points, but can be the most highly-paid graduates coming out of college. We also need to keep a close alignment between companies and the colleges. Things like student awards don't cost a lot to present. The other thing we could do is set up industry focus groups to discuss what the colleges are doing. They have worked well in the past and allow the colleges to see what they are doing well or badly."

Dermot Carey, Director, Safety & Training, CIF, says a change in approach is required.

"There has been a slight pick-up in demand for third-level courses, but it's not massive", he says. "That's an issue. While we have been engaging with schools and careers guidance teachers the message is obviously not getting through."

"CIF engaged the Teneo PR firm to carry out research on the attitudes of parents and teachers towards careers in the industry. Their view is of a low tech industry. They don't see construction as an innovative industry. We need to change this view and reach out to second level students and attract them to careers in the industry."

That won't be easy.

## TALKING TO GENERATION Z

"Trying to change hearts and minds will be a three-year process," Dermot Carey notes. "We are talking about the so-called Generation Z. What they expect from a career is very different from previous generations. We have to look at what we are offering and try to give people what they are looking for. The Teneo research showed us a different way of looking at it. We need to sell the industry in a different way. That's the challenge. We need to sharpen up our game. Other industries are doing it better than us at present."

## UPSKILLING

Postgraduate education is also important.

"We need to work together on continuing professional development and upskilling", says John Hanahoe. "These things can be provided on a part-time and online basis. We are providing courses on BIM at the moment. We can also offer bespoke programmes for organisations."

Derek Sinnott agrees. "People have started to engage in continuing professional development again," he says. "We have a one-year Construction Site Management Level 7 course, for example. Students typically come from a trade background and have moved into a project management position. Some already have a Level 6 qualification and some have upwards of 20 years of



Stephen O'Brien, Chairperson, TechnoTeachers Association.

**“WE NEED TO SHARPEN UP OUR GAME. OTHER INDUSTRIES ARE DOING IT BETTER THAN US AT PRESENT.”**

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

experiential learning behind them. The programme is delivered in a blended learning format, attending WIT two days per month coupled with online delivery.

Derek Sinnott sees the potential for further growth in numbers in the professional development area. "We have a one year Level 7 programme in Fire Engineering. This has been doing very well in the wake of the legislative changes and a number of high profile tragedies."

## SPRINGBOARD

Changes to the funding model are stimulating growth.

"Springboard funding has been changed to include upskilling," Derek Sinnott continues. "People availing of it can be working for a company or for themselves. Springboard covers 90% of the course fee for people in employment and 100% for the unemployed. It's a win win for employer and employee."

But there is still some uncertainty surrounding this funding.

"We have funding for this year, but no guarantee for next year. We're looking at a multi-annual funding model, but it hasn't happened yet. There is also potential there for further short flexible blended courses for upskilling in construction, but it needs industry support. We look at demand, need and rationale for a programme. We need to be sure of the demand from the industry before we can offer one."

The overall picture is reasonably encouraging. Demand for construction-related programmes is creeping up, but not fast enough. However, with the industry committed to close working relationships with third-level colleges, as well as to explore new ways of attracting students, this may change for the better. **C**



# BRINGING IT ALL BACK HOME

Many firms are employing digital technology and social media to find and attract workers overseas. **BARRY MCCALL** reports how Irish firms are tapping into the global construction talent market.

**P**assengers arriving at Dublin Airport towards the end of last year will have noticed among the usual seasonal welcome ads, an ad for careers with Glenveagh Properties PLC. These ads were just part of the fast-growing company's efforts to attract much-needed talent, in a sector where increasingly making your mark overseas is not limited to your on-site operations.

"We are doing our best to try to differentiate ourselves from other companies," says Paula Voiseux, Talent Acquisition Manager, Glenveagh Properties PLC. "We use technology as much as we can. The industry is changing, and we are trying to be ahead in terms of our own technology and the recruitment technology we use. We ran the airport advertising campaign during October, November and December. We were aiming it at members of the diaspora working away from home and travelling back for a visit at Christmas as well as during school holidays. The ads were very positively received. They highlighted the roles and types of people we are looking for and received good attention on social media. We were delighted with the results."

## TECHNOLOGY AND SOCIAL MEDIA

Technology plays a key role. "One of the things we do as well – not just



**Paula Voiseux, Talent Acquisition Manager, Glenveagh Properties PLC.**

internationally – is to offer flexibility for candidates around interviewing. We use Skype for the first interview. We hired somebody from Africa recently following a Skype interview. We also use interview software developed by Irish company Sonru. This has played a big part in our success over the past 12 months. It helps speed up the recruitment process and allows candidates to do an interview in their

own time. We try to be as agile and flexible as we can when it comes to recruiting the best candidates."

Other communications channels come into play as well. "We use social media to let people know who we are and who we are looking for. We want to speak to people who are interested and experienced in house building. A lot of people who were in the industry pre-recession want to get back in now. The campaign has been working for us. These methods lend themselves to overseas recruitment. We have more than doubled our headcount over the past 12 months, from 120 to 270. There is also the feel-good factor of helping people come home."

## OVERSEAS OPERATIONS

Mercury Engineering is also active on social media in the overseas recruitment space.

"Part of our response to the skills shortage in Ireland was to start looking further afield," says Joanne Cluxton, HR Manager, Mercury Engineering. "We have run a number of overseas campaigns. We started working with recruitment agencies outside of Ireland, and we increased our social media presence. We also looked at our talent internally and developed programmes to upskill our staff in areas we were experiencing a skills shortage."





Joanne Cluxton, HR Manager,  
Mercury Engineering.

The primary targets were potential candidates in English speaking countries like Australia and Canada.

"We want to communicate the opportunities in Mercury across Europe and elsewhere," Joanne Cluxton continues. "We have run social media and newspaper advertising campaigns to try to attract talent to Mercury. The response was very good for the social media element. We also have an internal 'Refer a Friend' scheme for employees who may know people working in the industry abroad."

### GOOD REASONS TO RETURN

The overseas option is an essential component in the solution to the skills shortage facing the industry, according to Tommy Drumm, Managing Director, Collen Construction.

"It's hard to see a short-term fix for the skills shortage," he says. "We're going to go back to basics, and it's probably going to take a generational change to attract kids back to construction careers. We had the combination of people going abroad and new people not coming into the industry, it was a double whammy."

Tommy Drumm believes people have very good reasons for going abroad, regardless of economic conditions at home, but there are excellent reasons to return as well.

"I've been abroad, and it was at the high point of my career. I spent seven years in the Middle East, two in Spain, four in Australia, and two in London. I built up a network of contacts abroad and stayed in touch with them. It's amazing the number of Irish people you come across when you are abroad. But I couldn't imagine a better place than Ireland to bring up a family. When you get into the education system, it's second to none.

"We are using our own network of contacts to find candidates. This is working, but there is no silver bullet."

The healthy state of the industry here is helping.

"When people come home for holidays,



Tommy Drumm, Managing  
Director, Collen Construction.

they can see that it is more sustainable now," continues Tommy Drumm. "There is a huge commitment from Government, €116bn over the 10-year period of the National Development Plan up to 2028. When you look across all the sectors, you can see the quality of the work coming through. It's very healthy."

The industry is cyclical, of course.

"Historically in Ireland, we have had a downturn every eight or nine years or so," Tommy Drumm notes. "I'm old enough to remember four or five of them. But the industry is robust at the moment. Look at Intel, Facebook, and so on. Medical devices are doing really well in the west of Ireland. Brexit is helping to drive the office market. Industrial property is also bubbling along nicely. The level of interest in healthcare developments is massive. That situation is not going to change any time soon. There is also the demand for 30,000 to 35,000 houses per annum.

"We are trying to get the message out to people who have gone abroad that there is a future here they can depend on. It might take four, five or even six contacts over a year or more to convince them to make the shift. But it's hugely rewarding when it works. We are looking for good quality talent though, not just anybody. Irish people who have gone abroad gain great experience. The scale of the projects and their variety is much greater than in Ireland. They have great experience to bring back to Ireland."

### PERMITS AND VISAS

Getting permits and visas for non-EU or European Economic Area nationals is an issue, however.

"This is a problem," says Joanne Cluxton. "We are struggling to get talent in key roles, and many of our potential recruits might be non-European, which causes Mercury an issue if we are unable to obtain a work permit for the potential hire."

Construction roles were removed from the critical skills list for visas in the wake of the recession, and this makes it very difficult



Barry Kelly, Director, ICDS  
Recruitment.

to hire non-EEA nationals.

"Mercury is working very closely with the CIF on the visa issue," says Joanne Cluxton.

Barry Kelly, Director, ICDS Recruitment, agrees that visa availability presents a problem.

"Our first port of call is always to invite back highly-skilled members of the diaspora," he says. "We invest a lot of time promoting Ireland to candidates in Canada, Australia, New Zealand, and beyond. We have kept tabs on Irish people who left from 2006 on. We advised them on getting jobs abroad in the first place and stayed in touch after that. ICDS keeps them up to date on what's happening back home in Ireland."

The other strand to ICDS's expertise is recruiting non-national and non-EU candidates who require work permits and visas for Ireland.

"Along with the CIF, we have lobbied the Department of Business, Enterprise and Innovation about visas," continues Barry Kelly. "We have petitioned the Department about roles like quantity surveyors, project managers and contracts managers – the more senior people who are difficult to recruit. The signs are very positive, and we anticipate good news soon."

### GOVERNMENT SUBMISSIONS

Dermot Carey, Director, Safety & Training, CIF, says CIF has made submissions to the relevant Departments.

"We have met Minister Humphreys and her officials," he says. "We had a good discussion and explained the position. The publication of the 'National Skills Bulletin' by Solas in December confirmed what we had been saying, and we made a supplementary submission on the basis of that. We have been led to believe that a decision is imminent. But we are still waiting. We hope that engineers and quantity surveyors can be fast-tracked. We also need electricians and other skilled people. You can't produce an electrician in a few months. They need to be taken off the ineligible list, as do many others," he concludes. **C**



# “THE WORD IS OUT – THERE ARE REAL OPPORTUNITIES IN IRELAND”

Stephen Hoban, Associate Director, Azon Recruitment Group, explains to **ROBBIE COUSINS** how contractors should be looking to make their organisations more attractive to the right employees.

**S**tephen Hoban, a quantity surveyor, chose recruitment as his career path in the middle of a mass exodus of construction talent from these shores. Now as contractors struggle to fill critical roles, Stephen Hoban and other recruitment professionals are working to fill these positions by engaging with skilled construction staff across the globe and presenting the case for returning or moving for the first time to Ireland to take advantage of the opportunities that exist or are emerging.

“Up to about three years ago, construction recruitment was a client-led business with large contractors practically being the only companies recruiting,” he says. “The majority of the projects, such as data centres and pharma projects, were FDI-led, with some infrastructure works.

“But more recently, there has been a substantial increase in activity from small- and medium-sized construction companies operating in the residential and commercial sectors.”

## PROACTIVE CONTRACTORS

He says that the severe skills shortages in sub-sectors of the Irish construction industry are highlighted by the CIF’s assertion that 120,000 construction workers will be needed to meet targets set out in the National Planning Framework.

“Demand is particularly high at the moment for quantity surveyors and engineers, carpenters, blocklayers, electricians and plumbers.”

Stephen Hoban says the more proactive a contractor is in seeking out the right people, the better the results they will have.

“It doesn’t work if a firm sits back and waits for applications and CVs to roll in. Companies need to be out there, telling their story, using tools such as social media to tell that story, and giving potential employees as many reasons as they can to get on board with them.

## NOT JUST ABOUT SALARY

“It also goes beyond offering an attractive salary,” he continues. “It’s also about knowing what benefits to offer in the package, whether that is relocation costs, transport, health insurance, pension package, etc. Every candidate prioritises



Stephen Hoban, Associate Director, Azon Recruitment Group.

“ **IRISH CONSTRUCTION IS ABSOLUTELY BACK ON THE MENU AS A SUSTAINABLE CAREER CHOICE.** ”

different things. So, it is essential to offer the right mix for each candidate.

“Also, there are many landmark projects happening or in the pipeline in Ireland right now that would be very attractive for any construction professional looking to build a

CV of work; projects that they would likely look back on as a career highlight.”

## LAND OF OPPORTUNITY

Over the past four years, Stephen Hoban says he and his colleagues, Seán Feighery and Tony Barry, have travelled extensively to identify and vet the right candidates for clients.

“We have assisted many professionals from the UK, UAE, Australia, Canada and other parts of the world to return home successfully or to move to Ireland for the first time to work. There are a lot of expats in that number, but we have also met many people who have never been to Ireland before.

“The word is out. There are real opportunities in Ireland, and more people are starting to come here.”

## PUSHBACK

He says that up to recently there was “pushback” and a lack of belief in long term prospects.

“With the slowdown in the UK, Brexit, and thanks to work of the CIF and others, Irish construction is absolutely back on the menu as a sustainable career choice. Not just in Dublin either, we are recruiting for firms across the country.”

But Stephen Hoban warns that there continues to be resistance around issues such as housing and higher taxes impacting on take-home pay.

“We try to equip candidates with the knowledge they need to go in prepared and have the best chance at finding the right position and the right package,” he says. “We let them know that there are opportunities in every sector nationwide, and we give them an idea about project flows, scales and types that our clients are working on or planning. As I said, it is important that candidates have as much information as possible about potential employers to help them make the right choice,” he concludes. **C**

*Azon Recruitment Group is organising a number of overseas recruitment events this year, with events in London and Poland in the near future. To learn more, contact Stephen Hoban at [shoban@azon.ie](mailto:shoban@azon.ie) or on 01 690 9724.*



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# HPE SimpliVity

## THE NEXT GENERATION IN CONSTRUCTION DATA MANAGEMENT

### What is HPE SimpliVity?

HPE SimpliVity is a “hyper-converged” virtual infrastructure platform. This means that the server, storage, hypervisor and backup infrastructure are delivered as an all-in-one highly-efficient, highly-effective and highly-available platform. It represents the evolution of infrastructure virtualisation and transition to a software-defined data centre.

### HPE SimpliVity addresses the challenges faced by many business sectors.

It is:

- Simple – Removes the complexity of procuring and managing many different infrastructure elements. HPE SimpliVity is a fully integrated, pre-configured platform for modern IT infrastructure
- Flexible – Enables rapid transformation and business agility with a simple building-block approach and a single management interface
- Powerful – High-performance infrastructure in a small footprint, with the ability to expand easily and non-disruptively as requirements change
- Efficient – With a compact and simplified form-factor, it requires a smaller data centre infrastructure and lower services costs
- Secure – Integrated backup brings data backup and protection and rapid recovery capabilities

### For construction companies, MJ Flood and HPE SimpliVity adds real value.

It means having:

- The ability to fulfil new service requirements quickly
- Cost effective and predictable cost structures

- The power to meet fluctuating workloads
- The powerful yet simple management interface serves to free up IT resources to concentrate on adding real value to services rather than focussing on day-to-day operations

### HPE SimpliVity working for Construction.

*“As a large contractor, I run my operations from a central office and would have five to 20 sites in operation at one time, with people using BIM needing real-time access to collaborate on files, drawings and the media. How can SimpliVity help my operations?”*

HPE SimpliVity is an appropriate platform for any organisation with an on-premises or hybrid IT architecture. It is a solution for centralised IT operations, or larger branch office environments.

As a large contractor, running multiple sites, there are a standard set of IT services required to enable management and collaboration on the job.

HPE SimpliVity enables services to be defined once and then repeated rapidly and simply in multiple locations, with services that can easily share, are secure and with each site’s IT collateral (file shares, virtual servers, backups, virtual desktops – all the backend IT elements) protected. A discrete set of services can be instated rapidly for each job and removed/archived at the end of the job.

Used in conjunction with appropriate networking and remote access, it provides a base on which to enable the storage

and sharing platform for Building Information Management collateral and processes.

Management of those resources is greatly simplified and the skills needed to gain the most of the investment easily achieved.

### What scale of business is HPE SimpliVity suited to?

HPE SimpliVity scales from the small business to the large enterprise. It can add value to the operation of every business, though the economics are most compelling in a business with a requirement for 20 virtual machines or more, or in a business of any size that wants to consolidate and simplify its IT infrastructure.

HPE SimpliVity is a modular platform that scales easily with requirements – start small and grow, with a predictable upgrade path, and seamless expansion without compromising business operations.

### Can external sub-contractors be added to the system?

If a subcontractor needs IT services but can’t deliver those IT services independently for a job, the HPE SimpliVity platform offers a way to provide services for the contractor, logically isolated from other services.

### What savings and efficiencies does HPE SimpliVity offer?

- Huge savings over traditional infrastructure, and significantly cheaper than comparable public cloud offerings
- Significant increase in time available for new projects
- Rapid payback through operating cost reductions and cost avoidance

### Who is using HPE SimpliVity?

Businesses and organisations across multiple sectors and industries use HPE SimpliVity to run their organisations – including construction, healthcare, financial services, education and local government. No matter what your industry, HPE SimpliVity brings the benefit of hyper-convergence to you your business. **C**

### Organise a SimpliVity demo contact:

**Garrett Wallis, 01 466 3507,  
email: wallisg@mjf.ie**



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The combination of innovations brought together in the manufacture of the **FTT U8 Thermo** roof window enables it to achieve a heat transfer coefficient  **$U_w = 0.58 \text{ W/m}^2\text{K}$** . 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.

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- ease of operation and more space with the window open
  - higher pivot point
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The Quay Lane elevation of the Aran Sweater Market building, sensitively restored by Duane Construction.

# LETTING HISTORY TALK

Duane Construction brought a huge respect for Galway's history to its sensitive restoration of the Aran Sweater Market, and was rewarded by being part of the incredible discovery of Galway's first Norman stronghold. **JOANNA MARSDEN** reports.

**S**éán Duane, Managing Director, Duane Construction, remembers sitting in Costa Coffee and looking across the road at the derelict buildings at 25 Quay Street and 2-5 Quay Lane that would become the Aran Sweater Market.

"The site had been derelict for about 20 years and it was literally crumbling, with temporary supports holding up the gable and trees growing up the middle," he explains.

The restoration of these five protected structures at the gateway to Galway's thriving Latin Quarter, ranging in age from medieval to Georgian, would, Séán Duane knew, be a complex task. "In these kind of conservation projects, anything can happen. There are bound to be unknowns, discoveries along the way, and until it starts to come together, it's very scary and unpredictable."

He continues. "We have a lot of

experience as a company, but this was an unusually broad project. Making it a success was about so many different elements: conservation, history, archaeology, civil engineering, tourism, and relationships with the surrounding people and businesses. The objective was to create for our client, Glenaran Ltd, a premises fit to showcase their iconic Aran-knitted products. But, we also saw an opportunity to give the people of Galway a building that would enrich this historic part of the city."

## PROJECT BRIEF

It was the job of Duane Project Manager David Duffy to oversee the 10-month restoration project, which kicked off in September 2017.

He explains, "Our client had a budget of circa €1 million, and the works included sensitively restoring the existing buildings and adding a small new section, opening up the internal space to construct a

functioning retail space, and creating a new main entrance. The aim was the harmonisation of the different buildings and eras into one coherent building, while still conserving the historical character of each building."

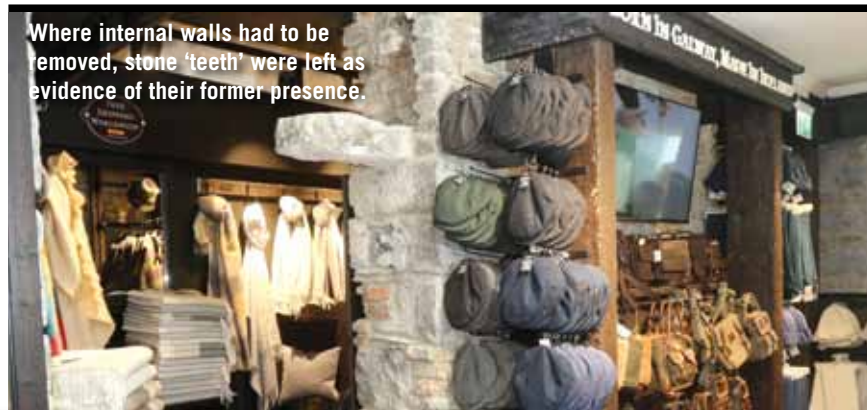
## A CONCRETE APPROACH

The original walls of the buildings were deemed incapable of supporting new roofs and floors, so the obvious solution was to create an independent concrete structure within the fabric of the existing building. David Duffy explains that Duane had considerable experience of working with concrete in a conservation context, having won the 2016 'Elemental Award' at the Irish Concrete Awards for a 1920s restoration.

"Concrete is versatile enough to work into restricted locations and irregular shapes, and it quickly gains the strength to enable progression of a build whilst maintaining a physical separation from the



## PROJECT FEATURE: ARAN SWEATER MARKET



Where internal walls had to be removed, stone 'teeth' were left as evidence of their former presence.



Cruck roof trusses were built for the medieval structure.

protected fabric in accordance with best conservation practice."

### DISCOVERIES AND INSPIRATION

Throughout the project, Duane worked closely with a highly skilled team, including ACP (Architectural Conservation Professionals), Tobin Consulting Engineers, and Dr Jim Higgins, Galway City Council Heritage Officer. A condition of planning was

that archaeological surveys be carried out. A couple of months into the project, archaeologist Frank Coyne and his team at Aegis Archaeology made a momentous discovery. Beneath the sixteenth century building at 25 Quay St, which had been built as a merchant's townhouse, were the foundations of a mid-thirteenth century building. This was soon identified as Galway's first Norman stronghold, de Burgo Castle – the location of which had been unknown until this discovery. Furthermore, under 5 Quay Lane, was evidence of the original shoreline, along with boulders and smaller rocks that archaeologists thought to be the remains of the O'Flaherty stronghold, or 'dun' from the early 1100s. Unsurprisingly, tools for sharpening swords were found in the medieval excavation areas.

The Duane team suddenly found themselves responsible for Galway's oldest building, a fact that spurred them on to achieve the very highest standards.

"It became clear that the site was of national significance," says David Duffy.



The restoration of the medieval section of the building involved the recreation of the stone windows and hooded door surrounds.



“As the building’s past unfolded, all sorts of interesting stories and connections emerged. For example, it’s believed that after the castle was destroyed in the late thirteenth century, the stone was used to build the nearby Hall of the Red Earl.”

The archaeological team were on site for five months but this did not prevent Duane from completing the project within their 12-month schedule.

“The fact that we had been able to pour the first floor slab on columns meant we could continue the restoration work above,” explains David Duffy. “It also afforded our archaeological team the rare luxury of a dry excavation site.”

## OTHER CHALLENGES

Other challenges during the project included extensive structural propping to the medieval building fabric and its phased removal, substantial repairs to the stone and brick walls, and reconstruction of the roofs, stone windows and Georgian chevron ceiling.

When it came to reinstating missing elements, David Duffy says detective work had to be undertaken.

“Architectural fragments from medieval sills, mullions and transoms were found on site, and these enabled our stone suppliers, McMonagles Stone, to recreate the medieval windows. It was also evident that the medieval door surround of 25 Quay Street had originally included a stone hood, so we found a hood from the same period with matching proportions in the smoking area of the local Garvey’s Bar and replicated it. At times it felt like a treasure hunt.”

The task of re-roofing involved replicating barge stones and kneeler details of the nearby St Nicholas Church, and then building cruck roof trusses to match the medieval structure, and king-post trusses for the nineteenth century part of the building.

## LISTENING TO HISTORY

While the concrete superstructure enabled the opening up of the internal space, Seán Duane explains that where internal walls were removed, stone ‘teeth’ were left to signpost their former presence. The foundations of de Burgo Castle were also exposed under a glass floor, making the history part of every visitor’s experience.

“You cannot fight with history,” says Seán Duane. “You can’t change something just because you feel like it. You have to let history talk.”

## RESPECTING LOCAL PEOPLE

Duane’s respect for history was matched by



David Duffy, Project Manager, Duane Construction; and Sean Duane, Managing Director, Duane Construction, and the glass floor that reveals the foundations of de Burgo Castle.

its respect for the local people.

Seán Duane says, “This project impacted on the general public and businesses and we tried to be sensitive to this, keeping cafes and restaurants informed, organising our materials supply for early mornings, helping neighbours out in the flood of January 2018, and having tea and scones at every opportunity.

“We needed to get the public on board and help them realise this project was worth the dust and noise. We had to be very hands-on, basically saying, ‘Sorry lads, we’re going to be in your face, but it will be worth it in the end.’

“I think being local helped. We valued the history of the building and the people who made that history – from Strongbow’s bowmen and foot soldiers to the people who grew up there when it was a mid-twentieth century tenement – many of whom called in while we were on site.”

Seán Duane adds, “The local people are delighted with it now. The building is no longer an eyesore. Business is up locally, as visitors are drawn in from Spanish Parade Plaza. We’re proud to have it in our portfolio, and I really believe that only a company with a passion for the locality could have got it right.” **C**

<b>CLIENT:</b>	Glenaran Ltd
<b>MAIN CONTRACTOR:</b>	Duane Construction
<b>ARCHITECT:</b>	ACP (Architectural Conservation Professionals)
<b>PROJECT ENGINEERS:</b>	Tobin Consulting Engineers
<b>ARCHAEOLOGIST:</b>	Aegis Archaeology Ltd
<b>CLIENT PROJECT MANAGER:</b>	Jeremy Walsh Project Management
<b>CLIENT QUANTITY SURVEYOR:</b>	Tom McNamara & Partners
<b>M&amp;E CONSULTANT:</b>	CBS Consulting Engineers Ltd
<b>TEMPORARY WORKS ENGINEER:</b>	Charlotte Murphy & Associates



# CIRI RAISING SECTOR STANDARDS

The Construction Industry Register Ireland ensures that there is reputable industry that is subject to regular oversight and approval, which provides member clients with the assurance that they are contracting a committed construction professional. **SEAN MURPHY** reports.

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

CIRI was established by the CIF in consultation with the Department of Housing, Planning and Local Government as the definitive listing of main contractors and subcontractors operating in Ireland that are competent to carry out works on behalf of public and private clients. Each company on the Register must meet particular prequalification criteria to qualify for CIRI registration. Anyone can access the Register at [www.ciri.ie](http://www.ciri.ie) to find a contractor, subcontractor or tradesperson, or to check if a company they are considering to contract is on the Register.

Explaining the necessity of CIRI, Hubert Fitzpatrick, Director of Housing & Planning, CIF, points out that it is not in the industry's interest that individuals can suddenly set themselves up as builders and portray themselves as competent builders when they have absolutely no experience or competence in this area.

"We want a reputable industry that is subject to regular oversight and approval," he explains. "Those that play by the book are entitled to be protected by the scheme, so that those who willingly take shortcuts or don't have knowledge of the industry are not allowed to operate within the industry."



Hubert Fitzpatrick, Director of Housing & Planning, CIF.

## CIRI CATEGORIES

CIRI has three registration categories: Builder; Building Services Contractors; and Specialist Elements (Specialist Contractors).

The overall goal of CIRI is to foster improved standards and continuing professional development (CPD) throughout the Irish construction industry.

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

is subject to oversight and approval. Membership of CIRI is not something that can be purchased and displayed for a company's advertising. The registered title is a professional designation granted to an applicant who meets specific requirements as outlined by the CIRI Admission and Registrations Board. CIRI's introduction in to the construction market is gaining momentum and is being recognised as a hallmark of quality in the private sector which is most welcomed.

## CONTINUOUS PROFESSIONAL DEVELOPMENT

One of the core requirements for continued membership is an ongoing requirement CPD. Currently, as the construction industry is evolving, advances in technology, changes in regulation and increased specialised areas underline the importance of establishing a programme that offers staff opportunities for ongoing skills and knowledge development. CPD is the one way to get ahead and keep up to date with the changing regulations and processes, as well as adapt to a rapidly changing workplace.

The CPD Pillars under CIRI include:

- Health and Safety
- Building Regulations
- Technology and Innovation, and
- Business and Management.

The practice of CPD is a long-established method to maintain and raise standards for members of representative professional





bodies. CIRI, through the CIF Learning & Development Department, supports construction companies to engage in CPD programmes by helping with the planning, delivery and recording of training for staff at all levels within small-, medium- and large-sized companies. Programmes offered are delivered in a structured fashion, targeted to enable companies to address areas of risk. Risks stem from legislative (eg, Health and Safety & Welfare at Work); regulatory (eg, BC(A)R); technological (eg BIM); and organisational (awareness of staff development as a central management function) factors.

By adhering to CPD requirements, members will be CIRI-up-to-date on best practices and regulatory obligations, ensuring employers are up to date while continuously maintaining and improving standards.

## WHO ADMINISTERS CIRI?

The CIRI board consists of a chairperson and 10 members. The chairperson is a registered construction professional approved by the Minister for Housing, Planning and Local Government.

Membership of the board includes:

- Five persons appointed by Government Ministers and Public Sector Agencies
- Two persons who are registered construction professionals
- Three persons who can be registered members of CIRI

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

## HOW CIRI WORKS FOR CONSUMERS

Consumers can search on the CIRI online

## CIRI ONLINE INDUCTION COURSE

CIRI offers the mandatory CIRI Induction Course online, which can be completed as and when is convenient, in the learner's own time and environment.

The course gives an overview of the processes for registering with CIRI, the CIRI Code of Ethics, a rundown of the CPD obligations and further information on all components of CIRI. The course is broken down into four modules. Each module is followed by a set of assessment questions, which must be correctly answered before the next module can be accessed. Once all modules have been studied, and questions completed satisfactorily, the participant is eligible to apply for CIRI registration in their desired category.

### Stage 4 - The On-going Registration Process

- Members must continue to meet required standards
- Members participate in continuous professional development
- Members must renew annually to remain on register

### Stage 3 - The Initial Registration Process

- CIRI Admissions & Registration Board makes final approval decisions
- Construction entity details added to CIRI register

### Stage 2 - The Assessment Process

- Conducted by Sub-Committee of CIRI Admissions & Registration Board
  - Reviews all application information
- Confirms technical competence with third party referees
- Recommends the eligible CIRI registration profile

### Stage 1 - The Application Process

- Construction entity applies to join CIRI
- CIRI Office ensures all necessary information received
- Eligibility criteria checked

### The CIRI registration process.

database at [www.ciri.ie](http://www.ciri.ie) in a number of ways:


- Look for a particular member by CIRI Registration Number, company name, or primary contact name
- See what builders, contractors, specialist subcontractors or tradespersons are registered in their area
- Search from 30+ categories of registration.

## HOW TO REGISTER YOUR COMPANY ON CIRI

Contact the CIRI office or visit [www.ciri.ie](http://www.ciri.ie) and complete the online application form. The CIRI office reviews each application for completeness before submitting the application for review by the CIRI

Admissions and Registrations Board.

If approved, a business is added to the CIRI Register and the company receives a unique CIRI Registration Number and a profile on the Register. Registration also entitles members to use the CIRI logo on stationery, marketing material and websites.

CIRI membership is renewed on an annual basis, when companies are expected to provide details of CPD completed and any changes in relevant circumstances. By registering with CIRI, members commit to delivering excellence in every aspect of their work. 

*To learn more or register with CIRI, visit [www.ciri.ie](http://www.ciri.ie), or email Lorraine Hosty at [lhosty@cifi.ie](mailto:lhosty@cifi.ie)*



CIRI online Induction Course.

# STRESS INJURIES ARE ON THE RISE BUT ARE THEY COVERED BY EMPLOYERS LIABILITY INSURANCE?

Stress in the workplace is classified as an injury when physical and psychological symptoms begin to manifest.

**T**he most typical physical symptoms can include stomach pains, headaches, frequent indigestion, pains in the chest, while the psychological symptoms may include anxiety or insomnia.

A recent ESRI study, funded by the H.S.A, found that stress among employees in Ireland doubled from 8% in 2010 to 17% in 2015. The study identified that job stress is more common among people experiencing high levels of the following workplace demands:

- Emotional demands e.g. dealing with angry clients
- Time pressure
- Bullying, harassment, violence, discrimination etc
- Long working hours

According to findings from the VHI Health

Insights Report on mental health in the corporate workplace, published last year, more than one in five employees in corporate Ireland are extremely or very stressed, with almost one in three reporting more stress now than two years ago. More than a third of corporate employees reported that the stress in their current employment has caused them to consider moving jobs, and one in five has missed work in the past year due to stress, anxiety or depression. Some studies have estimated that 30% of workplace sickness absence is caused directly by stress and can even lead to early retirement.

Under current legislation, employers are required to ensure that the demands placed on workers are reasonable and that control measures are in place. However, employer survey data suggests that only 40% of Irish firms have policies in place to deal with job stress.



## BUT ARE STRESS CLAIMS COVERED BY A STANDARD EMPLOYERS LIABILITY INSURANCE POLICY?

It really depends on the allegations being made by the employee, specifically what they allege as the source of the stress and what they allege are their injuries/symptoms.

The core intention of Employers Liability insurance is to cover claims arising out of "bodily injury" to employees sustained during the employment. But policies differ on the definition of "bodily injury". Many Employers Liability policies define it as "bodily injury including illness or disease" but some will go further and include terms such as "mental injury, mental anguish or shock that results in an identifiable psychiatric injury". So a physical injury, such as losing a limb and the resultant psychiatric conditions that might go along

with this, would generally be considered straight-forward Employers Liability claim but allegations of stress, where no identifiable event which caused a physical injury occurred, may not be covered.

## EMPLOYMENT PRACTICES LIABILITY INSURANCE

With the growth in stress injuries, it is now advisable for all businesses to purchase Employment Practices Liability (EPL) Insurance in addition to standard Employers Liability Insurance. This cover is relatively inexpensive but is becoming more and more important as a core protection for businesses. The primary intention of EPL insurance is to cover non-physical-injury employment claims such as alleged, wrongful or unfair, employment related; discipline, dismissal, breach of contract, discrimination, harassment, defamation or infliction of emotional distress. EPL insurance often covers mental or emotional stress claims which arise from a covered EPL event.

## CONCLUSION

Employers Liability is primarily designed to cover claims arising from physical injury to employees and resultant stress. Employment Practices Liability is primarily designed to cover non-physical-injury employment claims as well as resultant stress. Given the rise in stress injuries over recent years, business should ideally now purchase both policies to have wider protection.

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

Contact James Martin, Dip CII  
Martin Insurance Brokers  
Direct Dial: +353494327089



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- Quarrying & Concrete
- Waste & Environmental
- Traffic Management
- Manufacturing & Engineering
- Roofing & Cladding
- Mechanical & Electrical
- Plant Hire & Crane Hire
- Airside & Marine Contractors
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- Performance Bonds
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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, enable us to place complex risks at competitive premiums.

## Recent Client Placements:

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**30%** PREMIUM REDUCTION

Contractors Liability & CAR

**20%** PREMIUM REDUCTION

Contractors Liability

**20%** PREMIUM REDUCTION

Joinery Combined

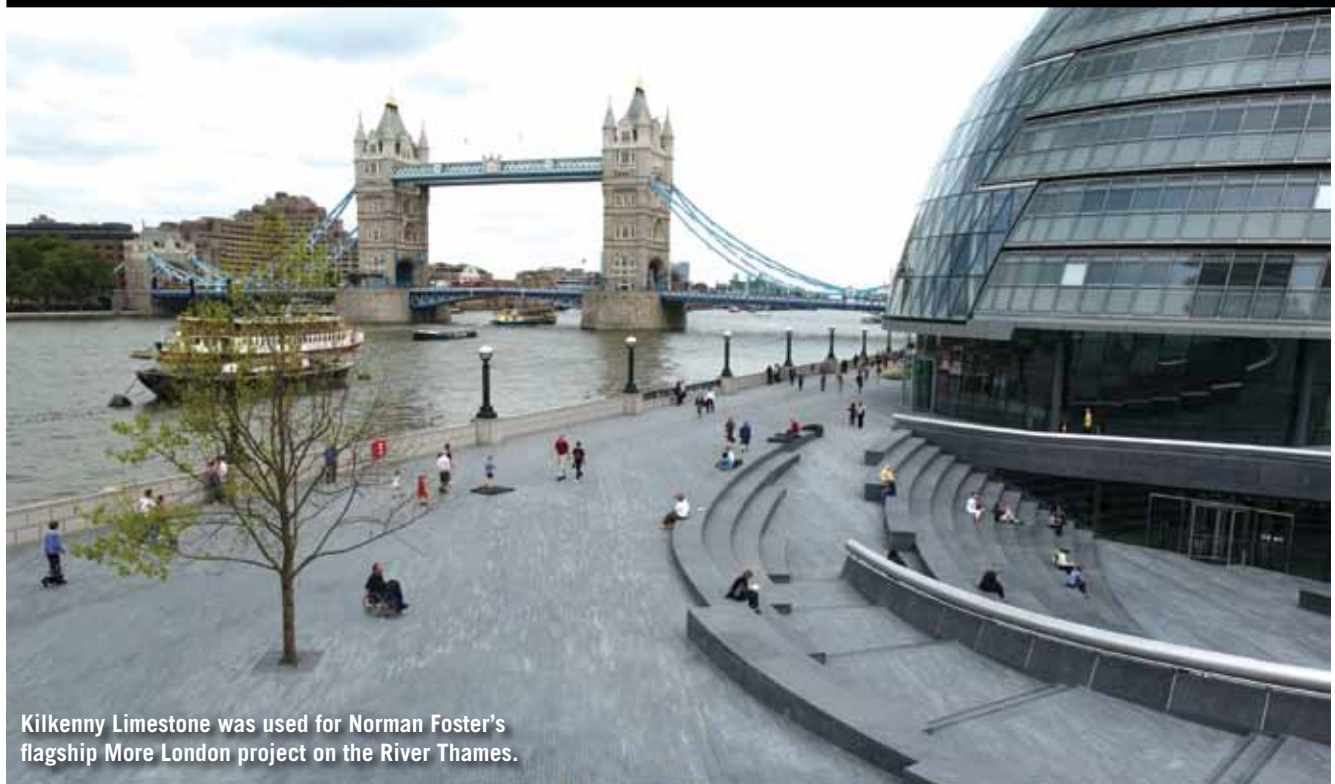
**15%** PREMIUM REDUCTION



## New Business Contact

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

 **MARTIN**  
INSURANCE BROKERS



Kilkenny Limestone was used for Norman Foster's flagship More London project on the River Thames.

# DELIVERING KILKENNY LIMESTONE TO A GLOBAL MARKET

**LAURA HALLY** discovers how the management at Kilkenny Limestone Quarries Ltd has modernised its business, building on its product range and achieving international success.

**F**ormed some 340 million years ago, Irish Blue Limestone is one of the most beautiful indigenous materials in the country. It formed the walls of Neolithic burial chambers, ancient monasteries, castles, and the homes of chieftains and lords. Now, Kilkenny Limestone Quarries Ltd is the company bringing the product to the world stage of modern architecture.

Established in the 1930s, the company directly employs 115 employees across three quarries in Old Leighlin, Co Carlow, and Kellymount and Holdensrath, Co Kilkenny. From these quarries, it produces limestone blocks, slabs, tiles and paving for internal and external applications and supply to prestigious projects across Ireland, the UK, and worldwide. Clients are predominantly building contractors and municipal bodies, such as the Office of Public Works (OPW), and Local Authorities. It also supplies limestone slabs and finished standard products to distribution partners who sell directly to end-users.

There are three colour variations in the Kilkenny Limestone range:



More London development as seen from Tower Bridge.

- Classic Blue is bright blue-grey in appearance and is suitable for many types of finishes. It is used predominantly in cladding.
- Dark Selection is darker than the classic blue and is more suited to honed or polished applications for internal use.
- Fossil Material is a variety of Kilkenny Blue Limestone that is a captivating dark shade, which is extracted from special shell or fossil beds and features relics of ancient oysters, which are a

particular characteristic of this stone. These large oyster fossils are unique to Kilkenny Limestone and are only found in the Kilkenny/Carlow region of Ireland.

## PROJECTS

Kilkenny Limestone Quarries enjoys strong working relationships with most of Ireland's leading construction contractors, and their craftsmanship can be seen in prestigious projects across Ireland, including The Central Bank, the Lewis Glucksman Gallery, EastPoint Business Park and Kilmainham Gaol.

In 2001, the company was selected as a supplier to Norman Foster's flagship More London project on the River Thames. This site is home to London's iconic City Hall. The public space features 30,000 sq m of flame-textured Irish Blue Limestone paving and a dramatic, sunken limestone amphitheatre, known as 'The Scoop'.

## INTERNATIONAL SUCCESS

Philip Maher, General Manager, Kilkenny Limestone Quarries, says that it's the





Brussels city centre.



Kellymount Quarry, Co Kilkenny.



Central Bank of Ireland, Dublin.



Brussels city centre, where Kilkenny Limestone Quarries is supplying 36,000sq m of paving and 5000 Linear-metres of kerbing.

company's excellent reputation and track record that has propelled it into international markets.

"We've built up a strong portfolio of work over the years," explains Philip Maher. "Positive client references have allowed us to grow our business from mainly Irish-based work to overseas contracts. The most notable recent example was in Brussels, where we recently secured a contract and are currently supplying 36,000sq m of paving and 5,000 linear-metres of kerbing for a major urban regeneration of the city centre and surrounding areas."

Before the contract was awarded, there was a two-year pre-qualification process required to get Kilkenny Limestone selected.

"The client's designers and building contractor, Viabuild, visited the quarries to check on their capabilities in terms of extraction and outputs from factories," continues Philip Maher. "Our limestone had to meet strict Belgian stone specifications and quality standards. As we already held ATG certification, which is a quality standard required in Belgium for natural stone, we were in a strong position."

ATG is the strictest and most respected auditing and assessment system for blue

limestone.

This guarantees Kilkenny Limestone's adherence to a technical base specification and operation of a rigorous quality control system. ATG certification requires that finished products, such as paving and kerbs, can be traced back to the beds in the quarries where they were extracted. These products can then be followed through production and quality systems before delivery to site.

"In addition to the above, testing must be carried out on the material, such as compressive strength, flexural strength, and slip resistance," he explains. "The client reserves the right to pick random samples from the delivered pallets and carry out their own independent tests during the project duration to ensure we are complying with the standard specified."

"All our testing is carried out by an independent company, Sandberg, based in London."

### QUALITY FOCUS

A CIF member and corporate member of the Irish Mining and Quarrying Society, quality is of the utmost importance for Kilkenny Limestone, and all its quarries are both ATG and ISO 9001 certified. More recently, it was accredited with the ISO 14001:2015 Environmental Certification from NSAI, assuring clients that the management of the quarries and the systems that support them comply with high standards of environmental management.

The company's commitment to continuous improvement, quality and technology has enabled it to thrive and grow into an industry leader.

### MODERNISATION

"Business has changed significantly since



## MEMBER FOCUS: KILKENNY LIMESTONE QUARRIES



Lewis Glucksman Gallery, Cork.



Kilkenny Limestone was used in the reconstruction of the Monaco Port and Yacht Club.



Philip Maher, General Manager, Kilkenny Limestone Quarries Ltd.

Kilkenny Limestone's significant investment in technology has reduced its need for a large workforce, but it's not immune from feeling the adverse effects of the skills shortage in the industry.

### SKILLS SHORTAGE

Philip Maher explains, "While new technology has replaced some of the labour-intensive processes, we now have other challenges in attracting skilled operatives to run and maintain these machines and production lines. We do on-site training to alleviate this issue. Interest and passion need to come from the operative as there are specific machines unique to this industry."

### BREXIT

Another obstacle facing the organisation, and almost every other company in Ireland, is Brexit. "The impact on our business is unavoidable and a serious concern," he comments. "We're facing increased costs when selling our material into the UK and currently unknown delays in deliveries due to border checks. We're working on diversifying and expanding our markets and product range to limit the damage."

These industry-wide issues aside, Kilkenny Limestone is enjoying continued growth.

"The company is going from strength to strength, and we're in a strong position to face any economic shifts. We're noticing an increased appreciation for and interest in native Irish material and the craftsmanship that goes with them," says Philip Maher. "Architects now visit the quarries in person. They want to personally see the process from start to finish and understand how it works. It reflects the value that is now placed on sourcing the best material, not the cheapest. When you choose Kilkenny Limestone, you choose tradition, quality, longevity and, ultimately, value for money." **C**

our quarries were established," explains Philip Maher. "In the last construction boom, there was a massive influx of cheaper materials into the market. We invested significantly in technology to diversify our product, boost productivity and ultimately reduce the cost of processing the limestone, in order for us to be able to offer an indigenous product at a competitive rate in the markets in which we trade.

"When I joined the company over 20 years ago, we had employees working in the quarry using hammers and drills to extract the limestone. Now, we use automatic drills and diamond wire saws."

New quarrying equipment, including Sandvik drilling rigs and trim drills, is used to drill the limestone. Caterpillar loaders, which are designed specifically as block

handlers, have the capability to carry blocks of up to 40 tons in weight from the quarry floors to the processing plant.

A highly-skilled workforce operates a variety of saws, including gang saws, wire saws, diamond wire and circular saws for cutting the blocks into slabs, and texture lines to apply surface finishes to the slabs before they are sawn into paving by bridge saws.

"Over the years we've seen an increased demand from clients for different surface finishes on the stone," says Philip Maher. "To meet this, we have purchased industry-leading textures equipment from Italy, and for external use we can offer diamond sawn, flamed, bush-hammered and chiselled finishes. For internal applications we can offer sanded, honed and polished tiles."



# SALARIES WITH BENEFITS

**SUSAN O'MARA** on the crucial role benefits packages play in attracting and retaining staff.

**T**he '2018 National Skills Bulletin', published by SOLAS, makes for interesting reading if you are running a company; you need to know what is in store for the labour market in your sector.

If you are a parent with kids pondering their choices for the CAO – it is also worth a read. You may have some idea of what skills will be in demand when your children are ready to enter the workforce in 2023-2025.

It will not be news to regular readers of this magazine that there are skills and labour shortages in the construction sector and that those shortages are for both professionals, such as project managers and quantity surveyors, and for tradespeople and general operatives.

## ATTRACT AND RETAIN

Considering this, it becomes all the more critical that you have a competitive rewards package in place to retain the key staff and attract high-quality new staff.

There are thousands of scholarly articles online on the topic of how to attract and retain staff. They cover the hiring process, the efficacy of the people managers, training and overall work environment.

Finally, there is salary, which is the focus of this piece. While a competitive salary is important, it is not always the most critical deciding factor for employees – so much as the overall benefits package is. The total benefits package may include membership of a pension scheme, life assurance, health insurance and income protection. It may offer all or a combination of all, depending on the employee's requirements.

## WHAT IS INCLUDED IN A BENEFITS PACKAGE?

Along with salary, this usually includes an occupational pension scheme, into which an employer makes a pension contribution for their employee and, most often, so does the employee. Schemes can be designed to provide similar contributions for all staff or to reward experienced staff. One scheme does not necessarily have to have the same rates for all employees.

More often than not, there will be life assurance, also known as death benefit or death in service. This pays out a lump sum to the dependants of an employee on their death while an employee of the company. Once again, there are varying levels of cover, and you can arrange different levels of cover, for different categories of staff.

Another cover that employees seek is health insurance, with new types of corporate cover popping up all the time. These provide traditional health insurance with added employee assistance programmes and employee wellness programmes.

My personal favourite benefit is income protection. Should you find yourself unable to work due to illness or injury during your career, who would pay your bills? Not your medical bills, but your ordinary living expenses, your mortgage and utilities? Income protection provides real peace of mind for employees around this. Furthermore, it is about 60% cheaper for an employer to provide this benefit under an employer-sponsored arrangement than for an



Susan O'Mara,  
Milestone Advisory.

**“ WHILE A COMPETITIVE SALARY IS IMPORTANT, IT IS NOT ALWAYS THE MOST IMPORTANT DECIDING FACTOR FOR EMPLOYEES. ”**

employee to buy an individual policy directly from an insurance company.

## A FIT-FOR-PURPOSE PACKAGE

Having a benefits package in place is a good starting point, but is it fit for purpose? Does it suit the demographics of your workforce? A single 25-year-old might be less interested in life assurance than a 40-year-old with a young family. Neither the 25-year-old nor the 40-year-old may be enthused by the pension scheme that you are offering if you are not enthusiastic about the fact that you are offering it. You may need to highlight the value in the benefits you are offering, and do this regularly, to ensure that your staff fully understand and appreciate what they have and what it means to them and their future. **C**

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



# LARGE-SCALE PLANNING APPLICATIONS JUMPED BY OVER 9% IN 2018

**TOM MOLONEY**, Managing Director, Construction Information Services (CIS), analyses the numbers in the CIS 'Q4 2018 Construction Activity Report' and looks at how these may impact on construction activity in the year ahead.

**T**he strength of the Irish construction sector is reflected in the level of activity in 2018. While Dublin and Leinster continue to dominate, activity is spreading to other areas, such as Waterford, Cork and Limerick. This confidence is expected to continue given the Government's commitment under the 'National Planning Framework Ireland 2040, Our Plan' (NPF).

Overall activity for projects commencing on site in 2018 was on par with 2017. However, we recorded a reduction in activity for the commercial and retail sector, particularly in Dublin City, where existing developments are likely to satisfy short- to medium-term demand. Two other areas continuing to reflect year-on-year decreases in on-site activity are medical and care residential, and educational.

## PLANNING PERMISSIONS

The volume of projects being granted planning permission to proceed is positive year-on-year. It is no surprise to see residential at all stages recording double digit growth. The exceptions in positive increases are commercial, education and community and sport, all recording decreases.

In terms of future pipeline activity, the number of planning applications submitted during 2018 increased by over 9% for major projects. All sectors, with the exception of medical and hospitality, have recorded strong volume increases.

## RESIDENTIAL

The residential sector continues to face wide-ranging challenges such as infrastructure, capacity, resources, etc, in the delivery



of both social and private housing to meet demand. The level of activity continues to increase across all stages of construction, with on-site activity now 47% ahead of 2017. The delivery of housing in 2018 was in excess of 18,000 units, which is about 4,000 units more than 2017. It is anticipated that over 24,000 units will be completed by the end of 2019. In addition, the self-build sub-sector has in excess of 20,000 developments at either plans applied, granted or under construction.

Looking at the Government's fast-track planning initiative for residential and student accommodation, applications account for in excess of €2bn worth of projects in the planning system.





The Exo Building, under construction, at 17 storeys high will be Dublin's tallest office building.

## CIVIL AND UTILITIES

Looking at other sectors such as civil and utilities, the delivery of infrastructure is of high importance for all construction projects and the Government is planning to spend €286m on roads and other infrastructure during 2019. The Minister for Finance and Public Expenditure & Reform, Paschal Donohoe, TD, has allocated an additional €1.26bn for delivery of roads and transport projects between 2019 and 2021. Construction is expected to commence on the €200m N5 Westport to Turlough Road project in Q4 2019. A main contractor is to be appointed for the €200m N22 Macroom to Ballyvourney Bypass scheme. As was recently announced, work commenced on the €320m North Runway at Dublin Airport. In terms of utilities, work is underway on the €200m Vartry Water Treatment Plant in Wicklow, the €24m wharf extension at Dinish Island in Co Cork, and the €24m Saggart Reservoir in Dublin.

## INDUSTRIAL

The industrial sector continues to perform strongly, witnessing the expansion of both indigenous Irish companies and investment from international companies. The IDA continues to attract multinational companies to invest, particularly in data centres and life sciences.

## EDUCATION

The education sector has continued to see 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 get the go-ahead to proceed to on-site stage. In the last quarter of 2018, our research team recorded a steady stream of large educational developments progressing to tender and contract award stage, and it is envisaged that the sector will see a positive increase in activity compared to recent years.

## MEDICAL AND CARE RESIDENTIAL

Similar to the education sector, funding is a major issue in the medical and care residential sector. It is uncertain what impact the overrun in costs of the new National Children's Hospital at St James' Hospital will have on either current or future developments.

John Paul Construction has commenced work on a €16m pharma and car park development, which is seen as the first phase of the €300m National Maternity Hospital at St Vincent's Hospital, Dublin.

## COMMERCIAL AND RETAIL

In the commercial and retail sector, as previously noted, the main priority in the short-term is the delivery of the existing large-scale projects under construction. In Dublin City alone, developments at Dublin Landings, Bolands Quay, Ballsbridge and the Exo Building reflect some of the significant activity in the office sector. 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. Outside Dublin, site-enabling works have commenced on a €70m office development on Penrose Quay, Cork. This development, consisting of 40,000 sq m of office space, is the largest commercial scheme outside of Dublin to commence in 2018.

## HOTEL AND STUDENT ACCOMMODATION

The hotel and student accommodation sector remains buoyant. It is unclear what impact the increase in VAT will have in 2019. During 2018, over 11 million tourists visited Ireland and spent in excess of €6bn. The volume and scale of projects under construction reflects the confidence in the hospitality sector. **C**

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

*This project information was accurate on 14th February 2019 and is included in the CIS Q4 2018 Construction Activity Report'. For more information, visit [www.cisireland.com](http://www.cisireland.com), call 01 299 9200, or email [sales@cisireland.com](mailto:sales@cisireland.com)*

€16m pharmacy and car park development at St Vincent's University Hospital, Elm Park, Dublin 4.





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# JOINED-UP NATIONAL DEVELOPMENT PLAN IS A GREAT SIGNAL TO THE MARKET

Brad Watson, EY Global Government and Real Estate Infrastructure Leader, tells **BARRY MCCALL** that while Ireland's National Development Plan is a great first step, it needs flexibility if it is to succeed.

**B**ig, complicated projects that take a long time to deliver almost inevitably run over budget, but this is no reason to shy away from the major infrastructural investments envisaged under the 'National Development Plan 2018-2027' (NDP). This is the view of Brad Watson, EY Global Government and Real Estate Infrastructure Leader.

"These big complicated projects are expensive, tough to design, and to plan," he says. "Many things can happen during their delivery. If you look around the world, you'll see other examples of that. You have to focus on the big picture, learn the lessons when things go wrong and apply those lessons to future projects."

## A STEP IN THE RIGHT DIRECTION

According to Brad Watson, having a plan in the first place is a major step in the right direction.

"The NDP is a fantastic first step for a country like Ireland," he continues. "It demonstrates the importance of infrastructure to the broader economy. Countries like the US and Canada can only dream of having a joined-up plan in place due to their scale."

Currently based in Dubai, Brad Watson has 25 years' experience in providing strategy and policy advice to governments and the private sector in North America and the Middle East.

"Ireland benefits from being a small country when it comes to infrastructure planning and spends, and it should not overlook this advantage," he advises.

The joined-up nature of the NDP is of critical importance, he reiterates.

"The NDP demonstrates a focus on individual projects of high importance and where the greatest societal needs are, but importantly, it also focuses on connectivity. For example, housing is linked to power, which is linked to roads. This is essential to the success of an ambitious programme like the NDP."

It also sends out the right messages.

"It is a great signal to the market", he says. "The NDP demonstrates commitment on the part of the Government and is an indication of where Ireland is planning to go over the next years. It allows the market to get ready for that and to plan ahead. It really is a great first step."

## NDP CHALLENGES

But there are challenges to overcome, of course.

"The real task now is implementation," he warns. "In my experience of initiatives like these, they never happen as originally envisaged. It's not going to be a straight line. Needs will shift, and the market will do what it does. The plan determines what is needed now, but it will have to be refined as time goes on. The plan sets the direction, but it needs to be flexible and adaptable to meet changing needs and overcome problems as they arise."

## POLITICS

The market isn't the only issue.

"Politics is always going to be a challenge", he notes.

"Infrastructural projects take so long they run past election cycles



**Brad Watson, EY Global Government and Real Estate Infrastructure Leader.**

and can become political issues. The way to make it work is for governments to stay true to the plan once building has started. But that's easy to say."

He has little time for hindsight or regrets.

"The best day to plant a tree is 20 years ago, and the second best day is today. It's easy to put off and delay projects for just one more day or one more year. But, if you wait five years, you still have traffic congestion, hospitals that aren't open, water issues that aren't solved, and so on. Long-term-thinking and accountability are required."

He believes that Ireland can learn a lot from Middle Eastern governments in terms of their attitude when committing to infrastructure projects.

"When they say they will do something, it will get done, while in the West, politics can sometimes get in the way. There is an acknowledgement in the Middle East that infrastructure is the bedrock of economic growth and population growth."

He acknowledges that Ireland does have some issues regarding planning, but says these are not unique.

"The planning issue is not confined to Ireland. A balance needs to be struck between speed of execution, public support and environmental sustainability. The NDP articulates the need, and where the country needs to meet the need. It is incumbent on all involved to help overcome the challenges." **C**



L to r: Michael Broderick, HBFI Project Lead; Eoghan Murphy TD, Minister for Housing, Planning and Local Government; and Paschal Donohoe TD, Minister for Finance and Public Expenditure & Reform at the launch of HBFI in Iveagh House, Dublin.

## HBFI ADDRESSING THE FUNDING GAP FOR SMALL AND MEDIUM SIZED BUILDERS/DEVELOPERS

**SEAN MURPHY** reports on the launch of Home Building Finance Ireland and sets out how builders and developers can access funding through the agency.

**H**ome Building Finance Ireland (HBFI), the new State lender for small- and medium-sized builders/developers, has been established to provide funding on a commercial basis for the development of new homes throughout the State. Evidence suggests that a funding gap currently exists where small- and medium-sized builders/developers have difficulty raising finance.

Since 2007, the level of residential development has been severely constrained, and this is evidenced by the Central Statistics Office (CSO) Residential Index, which highlights the significant shortfall in the volume of residential delivery between 2007 and 2013, with 4,575 units being delivered in 2013. While the level of residential delivery has increased year on year since then, delivering just over 18,000 units in 2018, the increase in supply did not sufficiently offset the reduced delivery in the aforementioned years. A situation now exists where demand outstrips supply by a considerable margin and while there are a number of factors which contribute to the reduced supply, one of the key reasons identified is a lack of available funding for small- and medium-sized builders/developers.



### HBFI application process.

As one of a number of measures rolled out by the Government to address the housing shortage, HBFI will seek to finance commercially viable residential development on a regional basis where there is a demonstrable demand for new homes.

### HBFI LAUNCH

HBFI was formally launched by Eoghan Murphy, TD, Minister for Housing, Planning and Local Government, and Paschal Donohoe TD, Minister for Finance and Public Expenditure & Reform on 28th January 2019. HBFI will have €750m

available from the Ireland Strategic Investment Fund (ISIF) to fund the delivery of up to 7,500 new homes over the next five years (the €750m will be recycled twice over the five years), and it has the ability to raise further funds on the market if needed.

Commenting on the launch of HBFI, Minister Murphy said, "There are no easy solutions to the housing crisis, but this targeted measure in the creation of HBFI will have a real and tangible impact in addressing one of the underlying problems in the market today. It will build on the progress already made in boosting supply."

The Housing Minister noted that it is a



## HBFI Eligibility Requirements



very significant step and “restores another once broken part of our housing sector in a sustainable way.”

Minister Donohoe said, “HBFI is a smart, efficient and targeted measure that is just one aspect of the multi-faceted approach the Government is taking to resolve the housing crisis. It will facilitate the construction of up to 7,500 new homes throughout the country by optimising the use of resources already available within the State, and with minimum risk to the taxpayer.”

The Finance Minister also expressed his confidence in HBFI’s future success.

Michael Broderick, Project Lead, HBFI, said, “We are ready with an experienced team of specialist residential lending managers to lend to quality projects that can help address Ireland’s housing shortage. We are actively targeting the existing gap in the market that has made it hard for small- and medium-sized builders/developers and HBFI plans to facilitate this market segment in growing substantially over the next five years and beyond.”

### SUPPLEMENTING EXISTING LENDERS

Highlighted by Michael Broderick at the launch, HBFI intends to supplement rather than compete with existing residential development lenders. HBFI will play an important role in the provision of funding to borrowers who may, for example, be experiencing difficulty in securing financing from banks or other alternative funders for commercially viable residential developments.

There are certain eligibility requirements that must be met in order to submit an application and be considered for funding.

### ACCEPTING APPLICATIONS

HBFI is now accepting applications from qualifying entities.

All HBFI lending will be on commercial terms, with interest charged at market rates. Factors which will influence the interest



Pat Lucey, President, CIF, and Shane Dempsey, Director of Communications, CIF, at the launch of HBFI in Iveagh House, Dublin.

rate charged are the credit risk of each particular project, the quality of collateral, the creditworthiness of the borrower, and their track record in the delivery of residential development projects. Sites must have planning permission or have lodged a planning application to be deemed eligible. In addition, HBFI may fund the purchase and development of sites, subject to HBFI’s overall Loan to Development Cost (LTC) on the overall project (site purchase and development cost) cap of 80%.

Following consultation with the construction industry, two key issues were identified in terms of making the funding process more efficient. These are:

- Simplified application process with quick decision-making
- Simplified legal documentation.

### HOW TO APPLY TO HBFI

Expressions of Interest can be submitted via the HBFI website at [www.hbfi.ie](http://www.hbfi.ie). Full details of the process are set out above.

### HIGH LEVEL OF INTEREST

Michael Broderick says that following the launch of HBFI, there has been a high level of interest and consequent engagement with prospective borrowers.

“The initial queries received cover a broad geographical spread, which is very welcome,” he explained. “In addition, there are a range of housing options being proposed by prospective borrowers, including social housing and the first-time buyer market.”

He also says that prior to the launch, the HBFI project team had completed substantial work to ensure that HBFI was fully operational and ready to accept applications.

“The team has been responsive to prospective borrowers and has ensured a prompt turnaround time for all expressions of interest and queries received, something we will strive to maintain throughout the process.” **C**

*HBFI welcomes engagement and can be contacted by telephone on 01 238 4000. Alternatively, further information is available from the HBFI website [www.hbfi.ie](http://www.hbfi.ie)*

# IN-HOUSE TRAINING AND UPSKILLING ARE KEY TO BUSINESS GROWTH

**ROBERT BUTLER**, Head of Learning & Development, CIF, writes on why upskilling is essential to career advancement.

In construction, technology doesn't stand still. Something that is the future soon becomes the norm, with new developments coming hot on its heels. You only have to look at the push towards Construction 4.0 to see how rapidly technology advances. Keeping up with these changes through training and personal development is, therefore, crucial to your business development and growth, while it is also essential for employee development. Working for a company that prioritises in-house training and upskilling should be your goal as an employee.

It's not all about technology, as there are other key business and operational skills that you can learn and improve on to advance your construction career path. This could be anything from the latest BIM 360 packages to leadership skills and soft skills like improving how you communicate. By diversifying your expertise, you can become involved in new projects that will add to your experience.

## KEY BENEFITS OF UPSKILLING

As you advance through your career there will be significant benefits that can be realised when you engage in the process of continuously upskilling. These include:

- Enhanced satisfaction in your role – This happens in several ways. You will have greater job satisfaction, for example, when you get the opportunity to take on new work challenges, providing you with an opportunity to advance within the business via the knowledge upskilling.
- Improved knowledge – Your knowledge in a specific area of work will improve, which will enhance your value to the business and make you more employable.
- Becoming more adaptable and agile – Your employer will be able to assign you to specific tasks and projects when you have the appropriate skills, which enables the business to grow.
- Getting out of your comfort zone – This should not be underestimated. Getting out of your comfort zone is a great way to push your own preconceived limits while achieving something new in your



role.

- Becoming future-proofed – With technology changing fast, you need to remain relevant. This means developing your skills to keep up with the changes specific to your task.
- Discovering something new – By upskilling, you may discover a new exciting career, which you may have been unaware of, leading to a renewed interest levels in your own work. This can enhance your levels of personal satisfaction, but it may launch you on a rewarding career path that did not previously occur to you.
- Improving productivity – This is a benefit that you will more often find on an employer's list, ie, one of the benefits of having an in-house training policy is increased in-house knowledge and skills leading to increased productivity in the business. Improving productivity is of benefit to you as an employee also as you will achieve more and will demonstrate to your employer you are ready for new challenges and responsibilities that will enable career advancement.

## WHAT YOU SHOULD LOOK FOR AS AN EMPLOYEE

"Education is the passport to the future, for tomorrow belongs to those who prepare for it today," said Malcolm X.

Your employer can't do everything. You need commitment, a willingness to learn, and a hunger for moving forward.

While you may understand the benefits of an employer-led training and upskilling programme, the employer needs this understanding from a business perspective. Upskilling is a significant factor in staff retention, which contributes to business growth as knowledge retention makes for a stronger business platform. This doesn't mean that you can't upskill outside of the work environment (in your own time) to drive your own career path. The ideal situation, however, is working for an employer who values the benefits of in-house training and is committed to developing knowledge and skills via in-house training with a suitably qualified vendor. **C**

*To learn more about CIF training programmes, email Robert Butler at [rbutler@cif.ie](mailto:rbutler@cif.ie) or visit [www.ciftraining.ie](http://www.ciftraining.ie)*



# 7,000 STUDENTS SET TO ATTEND IRELAND SKILLS LIVE AT THE RDS

Ireland Skills Live, at the RDS Simmonscourt from 21st to 23rd March, is a one-stop-shop for future recruitment, as it brings together the crucial elements of Irish apprentices, educators, students and potential employers.

An amazing opportunity exists for Irish contractors to future-proof their businesses by taking on apprentices and partnering with educational establishments like the education training boards, technology institutes and technical universities.

Sisk, Designer Group and CIF are all main sponsors of the not-to-be-missed Ireland Skills Live event.

There will also be other, not so large, operations at the event. Margaret Reilly, CEO, Grand Designs, a boutique company in Termonkeekin, Co Louth, for instance, is an ambassador for Irish apprenticeships and she will be speaking on the 'Heroes Stage' at the event.

A former apprentice herself, she knows the value that a company can get from embarking on such partnerships.

## INVESTING IN THE FUTURE

"It's about investing in the future," says Margaret Reilly. "When I was young, some amazing employers saw something in me, and I paid them back tenfold."

While Margaret Reilly and other heroes will be speaking to the students present, 7,000 of whom are currently registered to attend Ireland Skills Live, the reality is she is also addressing contractors to tell them of her positive experience.

As the years of austerity were clearly difficult for the construction sector, the opportunities have now opened up, and apprenticeships are a real viable avenue that many haven't yet considered. This move is also currently reflected in the choices of our second level educational institutions.

## STUDENTS CHOOSING TECHNICAL SUBJECTS

Stephen O'Brien, Chairman, TechnoTeachers Association Ireland, notes a marked increase in students opting for their technical subjects in recent years.

"Last year, we had over 17,000 students choosing Materials Technology for their Junior Certificate. This is now the subject that covers what used to be called in old language, 'Woodwork'."



L to r: Graham Lee, Apprentice, Designer Group; Brendan Kearns, Training Director, Designer Group; and Adam English, Apprentice, Designer Group; at the launch of Ireland Skills Live.

Stephen O'Brien has also seen an upsurge in other construction-related subjects.

"Students are moving towards choosing Design and Construction Graphics, Passive Design and Sustainable Development," he adds.

All of which can only be good news for contractors.

## TECHNOLOGICAL APTITUDE

Designer Group is testament to the positivity of cutting-edge approaches to construction. Augmented reality and virtual reality are now the norm in construction, and a contractor will be future-proofing by taking on apprentices with aptitudes in these areas. In fact, these areas look to be growing exponentially, the combination of construction and graphics being particularly appealing to both genders. And that is good when 51% of the population are women; a whole employment base that has not been tapped to its full potential.

"There are now 5,000 students sitting Design and Construction Graphics – in old language, 'Technical Drawing', for those who are unfamiliar with the subject," continues Stephen O'Brien.

"If a student is doing a project for their Leaving Certificate, which is worth 25% of their overall subject mark, they can, for instance, design a passive house. This is incredible stuff and parents are really beginning to see the value."

## EARNING AND LEARNING

Second level students are looking towards earning and learning, and the appeal of this is huge. Stephen O'Brien holds up the example of Suir Engineering in Tipperary and their relationship with the local ETB college.

"It is a classic example of a local employer and educational institution linking up and forming a professional relationship in apprenticeships, thus fostering local employment in a sustainable way."

At the time of writing, over 120 schools and over 7,000 students are registered to attend Ireland Skills Live at the RDS Simmonscourt from 21st to 23rd March. Ireland's largest indoor venue will be packed to capacity with apprenticeship competitions, Try-Out Areas, Heroes Talks and The Careers Zone.

It is an opportunity not just for Ireland's second-level students, but also for small- to medium-sized contractors, who may not have otherwise considered such an avenue, to come and discover, and to meet the future at Ireland Skills Live. Earning and learning is now a real choice for Irish second-level students and their prospective employers. **C**

*To learn more or register for Ireland Skills Live at the RDS Simmonscourt, on 21st to 23rd March 2019, visit [www.irelandskillslive.ie](http://www.irelandskillslive.ie)*



Julie Currid, COO, Initiafy; Dr Ibrahim Odeh; and Jeanette Mair, Economic and Policy Research Executive, CIF, at Dr Odeh's recent presentation to CIF members, which was facilitated by Initiafy.

## EIGHT WAYS TO WIN THE FIGHT FOR TALENT

**DR IBRAHIM ODEH**, Founding Director of Global Leaders in Construction Management, writes about some key approaches to help your company win the construction talent war.

**N**umerous studies warn about the challenges ahead in meeting the construction industry's demand for talent and point to key employment risks, including:

- The continued volatility of workforce needs and composition
- The scarcity of skilled labour
- Demographic shifts
- The intense need for new and broader skill sets at all levels, driven by surging technology.

So, what should the industry do to attract more talent?

### 1. Make talent management a strategic priority

Traditionally, workforce management in construction was equivalent to living a boom-to-bust cycle: Hiring and firing followed the general trend of the economy. Winning the war for talent, however, requires a fundamentally different and longer-term approach.

The first step involves strategic workforce planning, ie, thinking strategically about the company's future demand in terms of

quantity and quality of skills, and the likely availability of those skills, to systematically plan recruitment, retention and training.

One quick look at the demographics of the construction industry, and you can see how important planning is.

The industry also is undergoing a rapid digital transformation, which requires radically different skill sets. This positions the industry in competition with tech companies such as Google or Apple for data scientists and IT experts.

For construction CEOs, people and talent management has to become a top priority, because for students and young professionals—it is already a key factor in their choice of employer.

### 2. Rejuvenate corporate culture

When technology entrepreneur Elon Musk, exasperated by the traffic in Los Angeles, tweeted his intention to develop a tunnel-boring machine and create underground roadways, many people would have dismissed it as "yet another crazy idea coming out of Silicon Valley".

Some construction-industry participants, though, including the German tunnel-

boring specialist Herrenknecht, took it far more seriously.

By setting out a bold vision and creating a culture that is undaunted by tradition, Musk and other successful innovators manage to attract the best talent from very different fields and to defy standard industry practice. In contrast, many or most construction companies are characterised by a conservative, 'fear of failure' corporate culture and hampered by organisational inertia.

Culture is a talent magnet, and construction companies need to implement a corporate culture that challenges the status quo and embraces innovation wholeheartedly.

### 3. Invest in diversity

"Pale, male, and stale" is so yesterday, as one blogger pointed out. Yet that kind of workforce persists widely in the construction industry: Male employees with an engineering background still predominate, despite the demographic changes and the industry's digital transformation.

Construction companies really need to



tap into non-traditional pools – community specialists, women, and those with backgrounds in tech, IT or data science.

A recent study by Boston Consulting Group found a clear link between workforce diversity and innovation. It found that mixed teams with diverse industry backgrounds and career paths tend to make a particularly powerful impact.

As the construction industry continues its tech-driven transformation, it increasingly needs different and more flexible skill sets. Companies need to hire not just on the basis of existing skills, but also on potential.

#### 4. Leverage technology and innovation

By embracing innovation and new technologies, companies not only make themselves future-ready but can also meet the talent challenge.

Increased automation, off-site pre-fabrication and new collaboration tools will help to enhance productivity (and wages) as well as reduce the time spent on site.

Some innovations that are now standard in the automotive industry – exo-skeletons, human-robot collaboration, and ergonomic work processes – could benefit construction work too, making it less physically demanding and better suited to an ageing workforce.

#### 5. Foster continuous learning and career development

For students and young professionals, one of the most appealing aspects of a potential job – second only to interesting job content – is learning and career development. Yet only 48% of respondents in a survey we carried out say that the construction industry fulfils their expectations in that regard.

Continuous learning and career growth are particularly important in a radically changing industry environment that requires different skills. Construction companies should integrate it into their cultures through internal academies or partnerships with external training institutions, or both.

#### 6. Create relevant incentives

No commentary on the subject of talent would be complete without some reference to the different priorities of Generations Y or Z. Today's young talents look beyond salary packages and benefits, and emphasize flexibility, "own your time", purpose and ethics.

Many companies in the tech sector and others have already adapted their recruitment and retention schemes to reflect those new priorities; construction companies need to up their game if they are to compete in the quest for talent.

A millennial might well be attracted by the opportunity to help transform a

## “ CULTURE IS A TALENT MAGNET, AND CONSTRUCTION COMPANIES NEED TO IMPLEMENT A CORPORATE CULTURE THAT CHALLENGES THE STATUS QUO AND EMBRACES INNOVATION WHOLEHEARTEDLY. ”

millennia-old industry— but only if he or she feels that the company is genuinely embracing the change.

#### 7. Redefine the public image of construction

Construction still has a “dull and dirty” image, but companies are well-positioned to create a more appealing image—one of a dynamic and purpose-driven sector.

In our survey, industry professionals proudly cited their beneficial impact on society – “we build things” – and their contribution to national development, as well as their engagement with some of the world's most serious modern challenges, such as urbanisation and climate change.

And it's true, construction accounts for 6% of global gross domestic product (GDP), creates the physical milieu for all other industries to flourish, and directly affects everybody's quality of life through social infrastructures such as housing, hospitals, transport systems and schools.

What's more, built structures and engineering achievements – whether the Egyptian pyramids, the Roman Colosseum, the Panama Canal, or skyscrapers like the Burj Khalifa – have always fascinated people, and continue to do so.

Construction stakeholders should collaborate more in communicating this impact and should relay their fascinating stories more broadly by means of social media. Companies should start early, and go out to schools and universities to actively shape the image of the industry.

#### 8. Collaborate systematically

The seven actions listed so far may take some time to implement, and will certainly take some time to succeed. They require a shift in paradigm, spanning the entire construction ecosystem.

One crucial facilitator will be collaboration between companies – to leverage synergies and coordinate campaigns.

Collaboration with external organisations is likewise crucial to provide continuous


learning and career development for construction professionals and tailor curricula to the industry's future needs.

One example, which leverages the new format of Massive Open Online Courses (MOOCs), is Columbia University's Construction Project Management and Planning Specialization programme\*, which brings together 20 industry leaders from academia and companies.

It is the first online educational platform, offered through coursera.org, to focus on courses in civil engineering and construction, with more than 21,000 students of all ages and from all around the world completing it since its debut last October. The four-course programme can be accessed for free or can be taken, with completed assignments, to gain a certificate for a nominal fee.

#### IN CONCLUSION

These efforts will require a firm commitment from industry stakeholders, and often a considerable financial investment. As always, any investment should be based on a clear and carefully prepared strategy that will pay off in the future.

In the words of management consultant and author Peter Drucker: “Developing talent is business's most important task – the sine qua non of competition in a knowledge economy.” 

*This text was adapted from an article prepared for the World Economic Forum by Ibrahim S Odeh, Founding Director of Global Leaders in Construction Management – Research Initiative at Columbia University; Michael Buehler, Head of Infrastructure and Urban Development, World Economic Forum; and Santiago Castagnino, Partner and Managing Director, Boston Consulting Group.*

*\* To learn more about Columbia University's Construction Project Management and Planning Specialization programme, visit <https://www.coursera.org/specializations/>*

# THE TRUMP FACTOR IS STILL WITH US

**Gabriel MacGrath**, Head of Finance, CIF, warns there may be tricky times ahead for Ireland, as there are signs that EU and US interest rates are set to rise

**T**here has been a strange garrulity within the political system in the UK. People will read about this time in the history books whatever the final outcome. Last December was of particular importance with that losing vote for Prime Minister Teresa May. Believe it or not, other events were happening in Brussels with just as far-reaching implications and received very little media attention.

## EURO BUY-BACK

Last December, Teresa May lost her Brexit deal vote in the House of Commons and matters deferred to Q1 of 2019. At the same time, to the day, the enormous buy-back plan of the euro by the president of the European Central Bank (ECB), Mario Draghi finally brought this plan to an end. The EU effectively stopped printing money and has left the eurozone to the markets to balance out and reach its own equilibrium. The event was announced earlier in 2018 with the closeout for the end of the year, but still, it was worth a mention. We do need to take stock of this event. By its very own standing, it is significant; after all, €2.6tn was introduced into the EU.

Two per cent inflation is expected in Europe, and the previous quantitative easing plan will have done its job in December, which on the face of it has achieved its primary goal and saved the euro. The plan now has ended, after being introduced four years ago. The history books are with Mario Draghi as the first ECB president never to increase rates, but he “did what he had to do” to stop inflationary pressures.

The incoming ECB president will now be left with the only weapon available to control the market: adjusting the ECB base rate to keep inflation down. The EU has been consistent in its strategy, with seeking a low inflationary model.

Let us remind ourselves of our current position and indeed some events that led us here and the reasons why the current market conditions are not the same:

- ECB interest rates went negative from 16th March 2016. This equates to charging interest on bank funds held by Irish customers. This tactic encouraged the cash investor to pursue equities to avoid a capital loss with bank deposits. A regime which is entirely different from the bank norm. With that said, the charge of 40-60bps (basis points) was



**Gabriel MacGrath**,  
Head of Finance, CIF.

not passed on to many Irish customers until Q4 of 2018. Irish banks took the view this environment would be temporary. It is hoped the negative interest rate regime will change back to positive terms later in 2019.

- Ireland has also come out of a market crash, and now our national debt exceeds €200bn. Our balance of payments is still in a deficit. While a surplus may be on the cards soon, it comes after a number of bond terms were refinanced and availed of a lower interest rate, giving a lower repayment each year. A 3% coupon means Ireland needs to pay €6bn in interest before we pay for our services and infrastructure spend. This interest payment alone is nearly a third of our 2019 health budget.
- Thanks to our membership of the EU, Ireland took the largest hit from all the EU Member States, after the fallout of the crash. The bank bailout with the Government guarantee cost €64bn. This overhang will affect generations, as this bailout was added to our national debt.
- Despite our Irish generosity and effectively saving the euro by accepting the debts, we remain within the EU as ‘the good partner’. German mortgages remain on average at 1.85% lending rates, which are a lot lower than our Irish banks today, even with the first-time buyer discounts. Including current discount rates, the Irish mortgage is running at 3.15%. In addition, customers need high equity percentages and good earnings to support the

application. There is no fairness here, considering the source of funds all comes from the ECB. We hear of ‘no borders’ between Member States, but still, a German bank is unable to offer Irish customers a mortgage at local rates. All Europeans should be treated the same; this was the promise we were sold when asked to join the EU.

- Tracker mortgages: These have gone full circle since their creation in 2005. Customers continue today, delighted to still hold ECB +1% deals. These contracts were retained by customers who have benefited, given the low rate environment. However, what is new in the last three years has been unexpected. The original lender has changed; in other words, the mortgage has been sold off. Good for the buyer acquiring a bundle of good or poor loans, as they have enjoyed a discount with the transaction. Loan book transfers have helped the mainstream banks, but the end customer remains tied to the original terms and conditions. It will be the 2030s before they are all cleared from their original deal.
- Getting a loan today is not straightforward. New mortgage rules and restrictions apply now, in addition to new regulations. Business loans require endless preparation work and attract new onerous terms and conditions. This affects all sectors, not just construction, and hence the “equity gap” has been created. This leaves shortages in raising money for a house purchase, new builds and development projects. It has contributed to the housing crisis, with the collapse of construction in 2007, combined with Government policy in prioritising other projects against capital spend with social housing.

## A CHANGING MARKET

Our normal financial world has changed and will never be the same. After the recession, Ireland was left with one of the highest debt per capita in the world, second only to Japan. It will impact for generations. The feel-good factor is not the same. New cars continue to be bought via the manufacturers’ own money and PCP contracts. Lend out to 2017 amounted to €1.4bn, representing 77,000 PCP contracts





**“ WE HEAR OF ‘NO BORDERS’ BETWEEN MEMBER STATES, BUT STILL, A GERMAN BANK IS UNABLE TO OFFER IRISH CUSTOMERS A MORTGAGE AT LOCAL RATES. ALL EUROPEANS SHOULD BE TREATED THE SAME; THIS WAS THE PROMISE WE WERE SOLD WHEN ASKED TO JOIN THE EU. ”**

in Ireland. Amazingly our pillar banks (that were bailed out) missed out, as the car manufacturer itself funded the majority of these deals.

#### **BIG SPENDING ATTRACTS INFLATION**

In a previous article (July / August 2017), I referred to the Trump administration and the flow of money. Big spending will attract inflation in the US. Since being elected, some of his plans have been blocked by Congress. Not to be outdone, Trump continues with his plans, now pushing for €5bn to start his famous wall project. Republican presidential terms typically are spending eras and US rates rise. The ECB will have no choice but to start the interest rate hike and keep the flow of money back to the EU. It's a global game, and Ireland is right in the middle.

#### **SMALL OPEN ECONOMY**

Ireland is a “small open economy” to coin a phrase and can only watch as two continents make decisions. I believe the interest rate issue alone is enough to create some tricky times ahead. Our Government interest payments on debt will increase, leaving less for services and pay deals, and resulting in negative market sentiment. Refinancing the three-year PCP contracts will be problematic as the rates quoted at the end of contracts will be higher than expected.

Holders of both new standard rate mortgage deals and tracker customers will also be affected. The latter more so – as a 1% increase could be a 100% rate change in some cases – than a standard rate customer, as they will move from 4% to 5% (a 25% increase). The impact will give less discretionary buying power, and this

will affect many services and products and impact on our growth projections.

#### **MOVE QUICKLY AND ADAPT**

Of course, this is only a viewpoint, and it may have a lesser impact than expected. However, I am assuming the current “low-interest regime” will change, and the indicators are starting to ring true. After all, we have at least another 20 years left of tracker deals, and it's likely there will be some increase in rates over this term.

In uncertain times the key is to be able to move quickly and adapt. The consumer should try and save where possible and keep debt down. New debt may be necessary but should only be taken when essential and have an element of equity in the event of a negative collect out.

#### **MAKE GOOD PLANS**

For business, the key is to make good plans – both financial and non-financial – and be able to diversify into different products and services. Retaining good management and staff is key to the success of any plan, especially if plans change. So staff retention strategies should be prioritised, and you should keep continuity within your control. Be prepared for plans to change and make amendments as required. The core traditional values should also be at the forefront of decisions. Cash is king in all markets, whatever the condition.

While the outlook is positive from most forecasters, and growth is expected, it is important to recognise we are operating under a different rulebook and thus the anticipated results may not be the same as predicted, or indeed give the outcome desired. Onwards we go. **C**

# TOP TEN THINGS BUILDERS AND DEVELOPERS NEED TO KNOW ABOUT LOBBYING ON ZONING AND DEVELOPMENT

Don't think you are lobbying? Check out this list to find out.

1. Any person who contacts Designated Public Officials (DPOs) about the zoning or development of land is lobbying under the Regulation of Lobbying Act 2015.
2. DPOs include county councillors, TDs, senators, and senior Council officials.
3. Communications outside the formal application process about Local Authority development plans, rezoning requests, planning variances, etc, count as lobbying.
4. Emails, phone calls, meetings, even tweets can count as lobbying. So can casual conversations and indirect contacts through friends or associates.
5. Anyone lobbying must register and make returns to the Register of Lobbying. It is the law.
6. Not all communications are lobbying.



Certain exemptions are provided in the Act, such as implementation matters or formal processes (eg, planning applications, submissions in response to a call for submissions by a Local Authority).

7. Registrations and returns are completed online at [www.lobbying.ie](http://www.lobbying.ie), and have to be submitted by set deadlines. Anyone lobbying in February, for example, has until 21st May to register and submit their returns.
8. It is an offence to lobby without registering, or to fail to submit your return by the deadline. Consequences include fines or even imprisonment.
9. The Standards Commission has

published guidelines on lobbying in relation to zoning or development.

These are available on [www.lobbying.ie](http://www.lobbying.ie)

10. The Standards Commission is an excellent source for more information, including videos, sample returns, and the Three Step Test to see if you are lobbying – go check it out! [C](#)

Still unsure if you need to register? Contact the Commission's Lobbying Regulation Unit on 01 639 5722 or email [info@lobbying.ie](mailto:info@lobbying.ie) if you have any questions.

*Courtesy of the Standards in Public Office Commission, 18 Lower Leeson Street, Dublin 2. Tel: 01 639 5722 Email: [info@lobbying.ie](mailto:info@lobbying.ie) web: [www.Lobbying.ie](http://www.Lobbying.ie)*

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# KEEPING YOUR SITES AND BUILDINGS COMPLIANT

**ROBERT BUTLER**, Head of Learning & Development, CIF, details building compliance training programmes offered by CIF.

**T**he construction industry in Ireland has seen significant changes concerning overall risk management in the past 25 years. Previously, construction activity in Ireland was considered one of the riskiest sectors in which to work. Over the past 25 years, legislation, enforcement and the establishing of sectorial best practice has delivered significant lifesaving procedures. These include safe systems of work, mandatory use of personal protective equipment (PPE) and, significantly, improvements in overall safety management, whereby safety is now an integral part of design, building and maintenance processes.

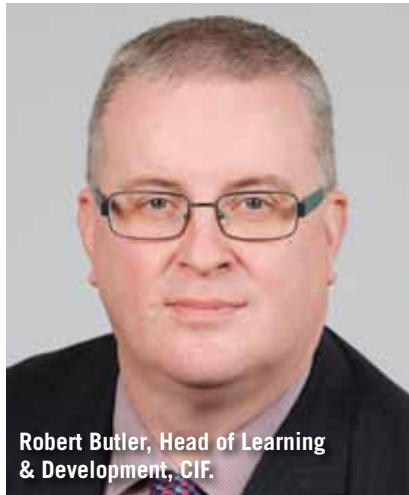
When it comes to compliance within construction, training – especially in health and safety issues – is vital.

## SAFETY TRAINING FOR SITE MANAGERS

- **General Occupational Health and Safety Training:** This is training referred to in the Safety, Health and Welfare at Work Act, 2005, requiring that all employees receive adequate information, instruction, training and supervision so that they can work safely and healthily.
- **Hazard Specific Training:** This training applies to hazards that already exist in the workplace and are subject to separate and specific regulation. This is only a requirement in instances where the hazard is known to exist (or could potentially exist) in operations. The employer decides on the nature and extent of the training through a risk assessment.
- **Policy-Specific Training:** This is a lower level of training as there is no statutory provision relating to the issues. In some instances, an employer is obliged to have a policy, and managers and supervisors will need to be briefed on the nature and requirements of the policy.

## BUILDING CONTROL FOR SITE MANAGERS

Site managers and supervisors are the people responsible for overseeing work on construction sites to ensure all Building



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

Control Regulations are complied with. This role will usually include responsibility for:

- Compliance with Building Control Regulations and technical guidance
- Compliance with energy performance ratings, including airtightness
- Compliance with fire technical standards for access and egress
- Dealing with an Assigned Certifier

Under the Building Control Act 1990 and Building Control Regulations 1997, there are basic building regulations that must be adhered to. The Building Control (Amendment) Regulations 2014 (BCARs) represent a significant change to the Building Control Code and impact on all aspects and stages of the building process, from design to completion.

The building control officer has statutory authority and is responsible for carrying out independent inspections that govern the mandatory certification process for buildings. The Building Control Authority delegates power to building control officers to:

- Scrutinise proposals and inspect works in progress
- Serve enforcement notices on owners and builders for non-compliance with regulations
- Establish proceedings for breaches of any requirements outlined in the Acts or any of the regulations contained in the Acts
- Seek High Court orders to reduce the

danger to the public where serious non-compliance poses a risk to public safety.

## SITE MANAGERS

Site managers and all those who are involved in site supervision activities can make sure they comply with Building Control legislation by undertaking training that is designed to provide them with an understanding of their role in achieving compliance with current legislation.

CIF Learning & Development programme “Site Managers – A Practical Approach to Building Regulations” takes just two days to complete and covers the following modules:

- **Codes and Standards** to be aware of on site – Delivering a broad understanding of the certification and approval regimes under which site works are constructed.
- **Management of certification on site** – This module will enable you to prepare a guideline plan to manage certification and documentation on site during a construction project.
- **Products with unusual certification requirements** – Ensuring you are familiar with the less straightforward certification items you may encounter on site, and where to look for guidance when you encounter these.
- **Sample construction project** – This is designed to provide hands-on experience applying what has been learned to real-world situations.
- **Demonstration of learning** – Candidates are given a handout detailing a range of orders, suppliers and issues that may be met during a construction project. They are asked to analyse each issue and detail the documentation and certification they would expect to encounter.

## CIF TRAINING

All CIF training programmes are designed to rapidly equip delegates with crucial skills that can easily be applied on site upon their return, and also to provide the necessary information and practical tools to have an impact on site for the benefit the business. **C**

*To learn more about CIF training programmes visit [www.ciftraining.ie](http://www.ciftraining.ie)*

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*Liam Durkan  
Durkan Homes*

**"W**e used to spend a lot of time and resources on managing energy and gas meter installations. Property Button has streamlined and simplified our meter installations workflows. We are now able to track the progress of every meter or broadband service in real-time via their portal."

*Julie Gannon  
Gannon Homes*



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Synchro provides clear visibility into both the project data and design, making it quick and easy to communicate and analyse the impact of changes on the entire project delivery process.



# BRINGING BIM TO THE NEXT LEVEL

**ROBBIE COUSINS** looks at how Bentley Systems assists its client-base in embedding BIM, then maximising its impact on their operations.

**B**uilding Information Modelling (BIM) is now present on every major site. As the scale of projects on site grows in the coming years, information management will be more critical than ever. Companies need to adopt technology now to avoid falling behind. Those who implement the latest advancements in technology will see huge returns in investment by way of improved project efficiency, cost savings, improved safety standards and, in turn, positioning themselves to win larger projects nationally and internationally.

Daniel Cronin, Corporate Account Manager, Bentley Systems Ireland, says that Bentley is fully aware that this change will take time to happen.

“Digital transition for any firm has to be done in a phased manner. Bentley is working closely with many clients in facilitating their digital transition at a pace that will enable staff to adapt to their changing work environment. Scalability is a central part of this transition, whereby clients can work at a level they are comfortable with and introduce new systems as they are required.”

Bentley Systems is renowned throughout Ireland and the UK for advancing infrastructure work. Sample award-winning projects include the Aviva Stadium and Dublin’s Grand Canal Dock Urban Development scheme, along with a number of roads, rail and water infrastructure projects nationwide.

Two scalable BIM systems that Bentley has been providing to Irish contractors, engineers and architects are Synchro and ProjectWise.

## SYNCHRO

Synchro is BIM construction scheduling and project management software, which was built to enable users to understand and visualise their project management workflow.

Within Bentley’s Synchro software, 3D BIM deliverables are linked with a 4D time-dimension to synchronise intrinsically, through digital workflows, construction strategy, work breakdown structure, schedule, costs, resources, supply chain logistics, and progress.

Synchro’s 4D construction modelling appropriately incorporates other construction variables (human, materials, equipment, falseworks and space) for safe, reliable, and predictable project delivery performance. Synchro includes intrinsic Critical Path Method (CPM) scheduling, or users can maintain external project schedules.

By synchronising changes from BIM, schedules and/or field conditions, Synchro provides clear visibility into both the project data and design, making it quick and easy to communicate and analyse the impact of changes on the entire project delivery process. It also enables Synchro users to compare construction strategy alternatives — even in early stages of design and bid processes — and to evaluate the feasibility and efficiency of different scenarios, deriving insights that will help achieve the best possible construction outcomes.

Synchro’s 4D BIM visual planning and scheduling software is purpose-built for the complexities of construction. Industry leaders are achieving new performance standards through crystal clear communication, highly-engaged cooperation and reliable and validated plans — because the most effective way to plan a project is visually.

## PROJECTWISE

Bentley’s Connected Data Environment (CDE) ProjectWise helps project teams to manage, share and distribute engineering project content and review it on a single platform, which is BIM enabled and compliant.

ProjectWise is designed to streamline team collaboration and manage engineering and construction documents in a common data environment, providing the scalability, reliability, and security of Microsoft Azure and the collaboration capabilities of Microsoft 365. This ensures access to project information for extended project teams throughout the entire project delivery lifecycle. It also automates BIM workflows for work sharing, design review, issues resolution, and contractual deliverables; and provides performance insights for better informed and more timely decisions.

Bentley has recently partnered with Microsoft to enable integration between Microsoft 365 and ProjectWise 365 services, which helps project delivery organisations improve project productivity and deliver better outcomes. The integration enables collaborative digital workflows, helping to ensure propagation of standards and best practices across projects, and increasing repeatability.

Following the announcement, Neil Lee, IT Director — Applications, Mott MacDonald, said that the integration of ProjectWise and Microsoft Office 365 will be a significant enabler for the company’s ongoing digital strategy for project delivery.

“Our evaluation of the integration capability against the typical demands of our project teams demonstrates that Bentley and Microsoft are fulfilling the vision of enabling more seamless and automated digital workflows for project teams to access project information residing in either Office 365 or ProjectWise,” he said. “Our project teams will be able to drive improved project outcomes with more streamlined collaboration that enables faster and more informed decisions.” **C**

*For more information, contact Daniel Cronin, on tel: 01 436 3557, or email [Daniel.Cronin@bentley.com](mailto:Daniel.Cronin@bentley.com), or visit [www.bentley.com](http://www.bentley.com)*

# MANAGEMENT OF RESPIRABLE CRYSTALLINE SILICA IN CONSTRUCTION

**SEAN MURPHY** reports on the work of the CIF working group on the management of respirable crystalline silica.

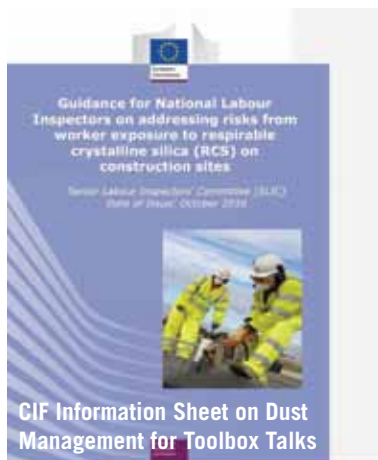
**A** CIF working group was formed in 2017 to raise awareness of risks from construction dusts and to promote safer work practices in the industry. This included participation in social dialogue meetings on dust management with the European Construction Industry Federation (FIEC) and the European Federation of Building and Woodworkers (EFBWW).

The approach taken by the working group was to focus on dust management rather than respirable crystalline silica (RCS) singularly, on the basis that the hierarchy of controls are comparable, and RCS is not always present.

An information pack was developed to complement existing guidance provided by the European Commission for National Labour Inspectors on addressing risks from worker exposure to RCS on construction sites (available to download at [www.osha.europa.eu](http://www.osha.europa.eu)).

This guidance includes:

- A practical guidance manual for the construction industry for dust management;
- Frequently asked questions (FAQs) on RCS;
- A guide for monitoring and measuring dust exposure for workers; and,
- Information sheets on dust management for specific work tasks to facilitate toolbox talks.



Michael O'Connor, Group EHS Manager, Mercury Engineering and Chair, CIF Working Group, says, "Historically, dust within the construction industry has been an acceptable aspect of particular tasks. This perception has changed hugely over the last 20 years with more and more controls being introduced at the design and construction phases of projects. However, quartz and other crystalline silica dusts have the potential to cause serious lung disease following long-term exposure, and they are widely present in dusts associated with quarrying, construction work and other workplace environments. Mixing, cutting, drilling, and demolition of silica containing materials has created the largest volumes of project dust."

## CRYSTALLINE SILICA

Crystalline silica is a naturally occurring substance typically found in stone (particularly sandstone, shale, granite and slate), in sand, and in products such as bricks, tiles, concrete and cement. RCS



Michael O'Connor Group EHS Manager, Mercury Engineering and Chair of the CIF RCS Working Group

occurs when these materials are worked on to release a very fine, inhalable dust. Inhalation is the primary route for exposure of workers to crystalline silica dust. When any dust is inhaled, its point of deposition within the respiratory system is very much dependent upon the range of particle sizes present in the dust. The respirable (ie, smallest particle size) fraction of crystalline silica dust can penetrate deep into the lung. Inhalation of fine dust containing crystalline silica can cause lung damage (silicosis), which in severe cases can be disabling, or even fatal. It is for such reasons that an occupational exposure limit value (OELV) of 0.1 mg/m<sup>3</sup> exists for RCS for an eight-hour working day, as detailed in the 2018 HSA' Code of Practice for the Chemical Agents Regulations under the Safety, Health and Welfare at Work (Chemical Agents) Regulations 2001 (SI No 619 of 2001), as amended by SI No 623/2015 – Safety, Health and Welfare at Work (Chemical Agents) (Amendment) Regulations 2015.

Lisa O'Donnell, HSE Advisor, Mercury Engineering, highlights the need for construction workers and site supervisors to take proactive and protective measures to minimise the potential for exposure to dust at work.

"If there is a risk of exceeding the respective exposure limit value," she states, "disposable face masks of type FFP3-rated or a P3 particulate filter fitted to a half- or full-face mask must be worn, and disposable masks replaced after each use. For cleaning purposes, priority should be given to vacuuming and to prohibiting dry sweeping. Where a vacuum is to be used, a Type H vacuum fitted with HEPA filters should be used and subjected to DOP-testing bi-annually. With the use of suppressants such as tap water, the release of silica dust can be controlled and workers suitably protected."





Respiratory protective equipment should either be a FFP3 disposable respirator or a P3 particulate filter fitted to a half- or full-face mask.

## “ INHALATION OF FINE DUST CONTAINING CRYSTALLINE SILICA CAN CAUSE SILICOSIS OF THE LUNGS, WHICH IN SEVERE CASES CAN BE DISABLING, OR EVEN FATAL. ”

### FREQUENTLY ASKED QUESTIONS

#### *How can a person be exposed to RCS?*

Where concrete, stone or sand-based materials are altered (during formation, cutting, drilling, polishing or demolition) and made airborne, there is a potential for exposure to crystalline silica dust.

#### *What are the routes of entry for RCS into the body?*

Inhalation is the primary route of exposure to crystalline silica dust. When any dust is inhaled, its point of deposition within the respiratory system is very much dependent upon the range of particle sizes present in the dust. The respirable fraction (smallest particle size) of crystalline silica dust can penetrate deep into the lungs.

#### *What are the health impacts of exposure to RCS?*

Silica dust is only harmful when it is inhaled deep into the lungs. Inhalation of fine dust containing crystalline silica can cause silicosis of the lungs, which in severe cases can be disabling, or even fatal.

#### *How can a worker prevent exposure to RCS?*

The respirable fraction of the dust is invisibly fine. Elimination and substitution of RCS-containing materials, dust extraction and/or dust suppression are the primary measures advised to control



potential exposure.

#### *What respiratory protective equipment (RPE) provides adequate protection?*

Respiratory protective equipment (RPE) should either be a FFP3 disposable respirator or a P3 particulate filter fitted to a half- or full-face mask to provide effective protection. All equipment should be CE marked.

Prior to knowingly releasing construction dust, it is best to utilise the hierarchy of controls and to select collective controls to protect all personnel, not only those wearing RPE.

RPE is selected as a control measure when engineering and work practice controls cannot maintain exposures at or below the OELV; refer to the Hierarchy of Controls/General Principles of Prevention for appropriate control measures.

#### *Is RCS a carcinogen?*

Yes. Directive (EU) 2017/2398 of the European Parliament and of the Council of 12 December 2017 amending Directive 2004/37/EC on the protection of workers from the risks related to exposure to carcinogens or mutagens at work found that “there is sufficient evidence of the carcinogenicity of respirable crystalline silica dust”.


#### *Do workers require training to utilise RPE?*

Yes. Face-fit testing and familiarisation training are advised to ensure the competence of the workers in utilising and maintaining RPE.

#### *Are there any other routes for exposure to RCS other than airborne dust?*

Yes. RCS may accumulate on a worker's clothes or on surfaces and be made airborne following disturbance.

#### *Can RCS be designed out?*

Yes. Use the Principles of Prevention, which can be downloaded from the Health and Safety Authority website [www.hsa.ie](http://www.hsa.ie) 

Please refer any queries pertaining to RCS or dust management to John Egan, Executive, Safety & Training, CIF, Email: [jegan@cif.ie](mailto:jegan@cif.ie)



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Daniel Liddy, Department of Justice; Morgan McKnight, Department of Justice; Tom Parlon, Director General, CIF; and Aengus Casey, Department of Justice.

# CIF GOVERNMENT PERMIT BRIEFING CLARIFIES RULES FOR RECRUITING NON-EEA NATIONALS

**ROBBIE COUSINS** reports from CIF's recent Government briefing on work permits and visas.

**T**he recent CIF briefing on work visas and permits, which was held at CIF headquarters, was presented by a combined team of officials from the Department of Justice (Irish Naturalisation & Immigration Service) and the Department of Business, Enterprise & Innovation (Employment Permits Section). They provided a comprehensive overview of how the processes involved in work permit and visa applications operate.

The presentation team included Morgan McKnight, Aengus Casey, Daniel Liddy and Susan Gibney from the Department of Justice; and Deirdre Langton and Rob Walsh from the Department of Business, Enterprise & Innovation.

To work in Ireland, a non-EEA\* national, unless exempted, must hold a valid employment permit issued by the Department of Business, Enterprise & Innovation or a permission granted by the Minister for Justice and Equality.

## KEY ADVICE

The key advice offered by each speaker was that companies making applications for work permits for potential staff from non-EEA countries should allow plenty of time for the application processes to be completed. They also should ensure that forms are completed in full, with all requested information provided, as mistakes or omissions can result in the applicant company having to restart the whole process.

"Once a job offer is made to a non-EEA national, a work permit application should be submitted," advised Morgan McKnight. "Work permits can take up to 14 weeks to process for standard applications, or six weeks for companies that are registered

with the Department as a Trusted Partner. So employers should be engaging with the service as early as possible."

## TRUSTED PARTNER

A Trusted Partner is a company that is a regular user of the permit scheme, enabling faster processing because of a reduced administrative burden.

Employment permits are dependent on a job offer and are employer- and employee-specific. Any employer, connected person or employee who contravenes this or any other of the relevant provisions is guilty of an offence. A conviction may lead to an inability to secure any future employment permits.

## PERMIT TYPES

There are two types of employment permits relevant to the construction industry:

A Critical Skills Permit and General Employment Permit.

A two-year Critical Skills Permit (CSP) is designed to attract highly-skilled people, and eligible occupations are deemed critically important to growing Ireland's economy.

A General Employment Permit (GEP) can be considered for all occupations (bar the ineligible list). It is valid for up to two years with renewals for up to three years, and the employee must have relevant qualifications/experience for the job. A Labour Market Needs Test (LMNT) must be carried out – this is the main refusal reason for a GEP.

To pass an LMNT, employers must have advertised the job, with specified details, in a national paper for three days and local newspaper or jobs website.

The non-refundable fee for a permit

application is €1,000.

Another scheme, the Atypical Working Scheme (AWS), is designed for short-term working permissions, generally 15 to 90 days, for non-EEA nationals intending to enter the State to carry out specialised work.

## VISAS

Visas are permits to enter the country only. Applications can be made online from anywhere in the world. Successful applicants will still need a work permit to take up a position. Visa applicants must show proof of having sufficient skills, qualifications and experience to take up the role they are applying for. Typically, visa applications now take one to two weeks to process.

## REGISTRATION

On arrival in the State, a non-EEA national must register that they are in the State. Once registered, the person will receive permission to use their permit to take up a job on the Critical Skills or General Employment Lists or a job on the Atypical Working Scheme for a specific period. Applications can then be made for renewals on qualifying schemes. **C**

*For more information about employment permits, visit [www.dbei.gov.ie](http://www.dbei.gov.ie), phone: 01 417 5333, or email [employmentpermits@dbei.gov.ie](mailto:employmentpermits@dbei.gov.ie)*

*\*EU countries as well as Iceland, Liechtenstein and Norway. Switzerland, although not a member of the EU or EEA, is a member of the single market. Swiss nationals, therefore, have the same rights as EU citizens to live and work in the Republic of Ireland.*



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L to r: John O'Shaughnessy, Chairman, CIF South East Branch and Managing Director, Clancy Construction; Michael Walsh, CEO, Waterford City & County Council; Pat Lucey, President, CIF; Cllr Declan Doocey, Waterford City and County Mayor; and Senator Paudie Coffey.

## SOUTH EAST REGION COULD GET AN INJECTION OF €500M IF FUNDING RELEASED FOR SUIR BRIDGE

The CIF South East Branch held its annual dinner in the Tower Hotel on Friday 15th February.

**T**he CIF South East Branch Annual Dinner brought together stakeholders from all areas of the construction industry. Local construction companies joined dignitaries such as Cllr Declan Doocey, Waterford City and County Mayor; Michael Walsh, CEO, Waterford City and County Council; Tom Enright, CEO, Wexford County Council; Senator Paudie Coffey; Tom Parlon, Director General, CIF; and Pat Lucey, President, CIF. John O'Shaughnessy, Chairman, South East Branch, hosted the event.

Speaking at the event, Waterford City and County Council CEO, Michael Walsh, spoke of the significant investments that have been happening in Waterford, with nearly €500m invested in the county over the past four years.

"Under the Government's National Planning Framework, Waterford is designated as an urban centre for expansion, meaning the county will get extra attention when it comes to infrastructure investment. This could see the population of Waterford growing from 50,000 to 80,000 people by 2040."

CIF President Pat Lucey called on Government to supply the necessary capital expenditure that is required for the new



L to r: Edmond Connolly, Manager, South East Regional Skills Forum; Suzanne Coffey; Senator Paudie Coffey; Cllr Declan Doocey, Waterford City & County Mayor; Rita Doocey; and David Phelan, Business Development Director, Suir Engineering; and Margaret Phelan.

bridge across the River Suir.

"This bridge will facilitate the North Quays development, which could see another €500m being invested in the county."

The CIF President also said he looked forward to the completion of the New Ross and Enniscorthy by-passes later this year.

"These will provide further connectivity in the south-east and help create a more cohesive south-east region, with a superb motorway network running north and east. Following Brexit, if it does occur, the south-east will have a unique opportunity with both Rosslare and Waterford Ports, two of our closest ports to continental Europe, with a superb road network connecting these ports to the national roads and the rest of the country. There is a unique opportunity for the region to capitalise on its existing infrastructure and the infrastructure that is about to be completed so that we can better utilise the south-east's relatively close proximity to the European markets."

In his speech, South East Branch Chairman John O'Shaughnessy said that 150,000 people are employed in the industry, with 10% of those employed in the south-east, highlighting the importance of the industry to the region.

He outlined how construction industry output grew by 14% in 2018, while a further increase of 20% is expected in 2019 to give an output of over €24bn.

"If this comes to pass, this year the construction industry will represent over 8.5% of GNP. There is still large scope to grow however as a growing economy needs construction delivering 12% of GNP. 150,000 are employed in the industry, with 10% of those employed in the south-east, highlighting the importance of the industry to the region. In 2018, 18,000 construction jobs were added, the fastest increase in employment of any sector in the Irish economy."

The South East Branch Dinner was sponsored by Roadstone and Xtratherm. **C**

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**SIG IRELAND**





L to r: Martin Lang, Director, Main Contracting, CIF; Larry O'Toole, Head of AMD, DAA; Tom Parlon, Director General, CIF; Dalton Philips, Chief Executive Officer, DAA; Pat Lucey, President, CIF; and Brian Collier, Head of Construction Procurement, DAA.

## €900M DAA PROGRAMME BRINGS TOTAL PLANNED INVESTMENT AT DUBLIN AIRPORT TO OVER €1.5BN

**T**he latest in the ongoing series of Dublin Airport Authority (DAA) briefings took place at CIF head office in early February.

From DAA's perspective, the primary goal of their CIF briefings series, which started in 2016, is to explore ways of encouraging greater contractor involvement, to attract more participation by a broader group of CIF members. CIF has been meeting with DAA on an ongoing basis to address concerns it has about DAA's procurement policy and establish more fair, achievable and sustainable procurement practices.

In late 2018, in a meeting with CIF, the DAA team outlined ambitious procurement plans for Dublin Airport for the next few years and asked CIF to assist them in presenting these plans by hosting the February briefing.

Speakers at the briefing included: Dalton Philips, Chief Executive Officer, DAA; Larry O'Toole, Head of AMD, DAA; and Brian Collier, Head of Construction Procurement, DAA. The briefing was hosted by Tom Parlon, Director General, CIF, with opening remarks by Pat Lucey, President, CIF.

### €900M INVESTMENT PROGRAMME

At the briefing, the DAA team presented its proposed plans to invest about €400m between 2020 and 2024 to deliver new capacity in the northern end of the airport



Dalton Philips, Chief Executive Officer, DAA.

close to Terminal 1, while in the region of €500m is planned to be invested at the southern apron area, close to Terminal 2.

The €900m investment programme will deliver new boarding gate areas, aircraft parking stands and many other significant improvements. Separately, the sod has just been turned on the new €320m North Runway. The €900m capacity package is part of a wider plan that also includes €200m of airfield works and a €120m annual spend on repair and maintenance, and revenue generating Core projects.

### CAPITAL INVESTMENT PROGRAMME

The projects within the proposed Capital Investment Programme (CIP) have been grouped into broad categories that reflect

the nature of the investment required. The proposed groupings are considered under two broad headings: Core and Capacity.

The proposed core projects are predominantly around asset care, commercial revenue, information technology and security.

The proposed capacity projects are predominantly centred around Terminal 1, Terminal 2 and Airfield. It is intended to group some core projects into one package of works, based on similarity of works, location, etc.

The majority of core projects will be procured through new framework panels to be created. A number of the capacity projects will be procured on a standalone basis, and some will be grouped together into packages to be procured through new framework panels to be created. Alongside the proposed CIP, Dublin Airport is also delivering approximately €150m of airfield works and €50m of projects in Terminal 1 and Terminal 2.

Speaking after the briefing, Pat Lucey welcomed the ongoing engagement between DAA and the CIF.

"The DAA and our members will definitely benefit from this engagement," he said, "and the key follow-up is for the DAA to deliver on the commitment for an improved procurement system, of which there is no doubt in my mind that Dalton Philips is completely sincere in that objective." **C**

# CIF ENCOURAGES MORE YOUNG WOMEN TO PURSUE CONSTRUCTION CAREERS AT I WISH EVENTS

The CIF and women from a number of its member companies were appealing to secondary-level girls to explore their construction career options at the popular I Wish events in Cork and Dublin.



Brid Cody, CIF Cork, with students at the I Wish event in Cork City Hall.



VR/AR virtual and augmented reality content creation with students at the I Wish event, The RDS, Dublin.

This was the first year that I Wish events, which promote STEM subjects to secondary level girls, have had such a heavy focus on construction. CIF hosted a stand and female staff from many CIF members, such as Mercury Engineering, Designer Group, BAM, Sisk, Ardmac, Collen Construction, Mac Group and Glenveagh Properties PLC, were on hand to tell young women about the many career options the

industry can offer them.

Dermot Carey, Director, Safety & Training, CIF, said that there has been a traditional disengagement from a very young age between girls and construction, its related courses and subjects, unless they have a family member in the business.

"We are trying to change this trend and let young women know that there are many roles in the industry for them, and many female role models in the industry already playing a significant part in some of Ireland's and the world's greatest construction projects."

According to a recent I Wish survey, 75% of girls felt that helping other people was important when they choose their career. Respondents also specified that they want a career which has 'a world purpose.'

Rather than fight girls' perceptions of STEM, I Wish events work to explore the work girls want to do, ie, a job with purpose, by explaining how STEM can solve some of the world's most significant problems – from climate change and urbanisation, to homelessness, food shortages, poverty and beyond.

The I Wish events, which took place at the City Hall, Cork, and The RDS, Dublin, combined talks and interaction



L to r: Suzy Hackett, BAM; Niamh Kelly, Mercury Engineering; and Rebecca Hughes, Designer Group at the I Wish event at The RDS, Dublin.

with female role models with interactive exhibition spaces where companies engaged with the students directly. **C**

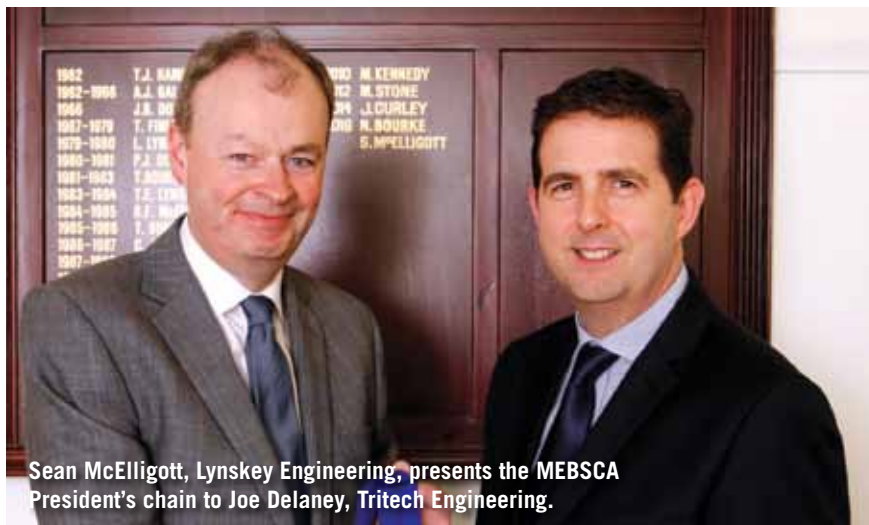
*For more information on the CIF's campaign to increase the level of female participation in construction by highlighting role models' stories, visit [www.cif.ie/building-equality](http://www.cif.ie/building-equality)*



Carole Smillie (Second left), Bennett Properties, participating in a panel discussion at the I Wish event at The RDS, Dublin.



# MEBSA TARGETS APPRENTICE GROWTH



Sean McElligott, Lynskey Engineering, presents the MEBSA President's chain to Joe Delaney, Trittech Engineering.

**T**he joint Electrical Contractors Association (ECA) and Mechanical Engineering & Building Services Contractors' Association (MEBSA) AGM took place recently at CIF head office, followed by the Mechanical & Electrical Contractors Association's (M&ECA) AGM.

Tim Ferris, O'Shea's Electrical, continues his term as ECA President, while Joe

Delaney, Trittech Engineering, succeeds Sean McElligott, Lynskey Engineering, as MEBSA President.

Joe Delaney thanked Sean McElligott for his commitment and dedication to the association.

"The high standards achieved by Sean and recent past presidents are now my focus to build on. As a MEBSA member of 15 years, it is an honour for me to serve as president of the association."

One of the first issues Joe Delaney will address as president is Brexit.

"With the UK due to leave the EU on 29th March, it is impossible to know what form a supply chain framework will take in six months' time. Preparing for Brexit without any concrete or specific guidance from the Government is a significant challenge. Issues including changes to customs and tariffs, supply chain lead times, the impact of longer waits at border control, and CE marking on UK-manufactured goods entering the country, all need to be monitored.

"March also marks the first anniversary of the mechanical SEO and discussions are underway with the unions in relation to pay adjustment and SEO compliance. I will be working with the IR sub-Committee throughout the negotiations."

Joe Delaney will also be focused on addressing the apprenticeship number imbalance in the M&E sector. "There are currently 580 registered plumbing and 1,700 registered electrical apprentices, so this imbalance needs to be addressed. The M&E sector needs to be promoted as a highly skilled technology-led sector," Joe Delaney concludes. **C**

# GALWAY BRANCH MEMBERS PLAN FOR NEW NZEB REGULATIONS

**C**IF Galway Branch recently hosted a briefing on nZEB (near Zero Energy Buildings) and the use of 'Information Management and Collaborative Technologies' to facilitate the efficient delivery of construction projects.

James Daly, Senior Energy Engineer, ORS, gave an informative presentation on nZEB relating to the construction of buildings that have a very high energy performance. As well as focusing on the technical aspects of nZEB, his presentation identified the timeframes for the introduction of new nZEB regulations.

He said that "the European Energy Performance of Buildings Directive (EPBD) requires that all buildings acquired by public bodies by 31st December 2018 be near zero energy buildings, and that all new buildings be near zero energy buildings by 31st December 2020."

Greg Flynn, Director and Head of Project Management, AECOM Ireland, demonstrated how information management and collaborative technologies were used in the design and delivery of the LinkedIn EMEA headquarters in Dublin – the first LinkedIn building built outside the USA – in September 2013.

His presentation demonstrated how the design and delivery process for new large-scale projects are changing through the use of technology and collaboration between the various stakeholders in projects.



James Daly, ORS Consultancy; Tara Flynn, Chairperson, CIF Galway Branch; Gregory Flynn, AECOM; and Justin Molloy, Regional Director, Western and Midland Region, CIF.

Tara Flynn, Chairperson, CIF Galway Branch, thanked James Daly and Greg Flynn for their presentations and for being so generous with their time.

"The briefing was welcomed by members," said Justin Molloy, Regional Director, Western and Midland Region, CIF, "as it gave them an opportunity to keep informed on the latest developments in the industry and address any questions they had around the topics. It was also an opportunity to network with other participants where they could share ideas and expand the debate."

Justin Molloy continued, "This was the first of a number of briefings planned by the CIF's Galway Branch for the coming year as we seek to address issues of specific concern to our members." **C**

# CIF BIM STARTER PACK TO FACILITATE SMOOTH DIGITAL TRANSITION FOR CONSTRUCTION FIRMS

The new CIF BIM Starter Pack sets out a clear route for construction firms to follow in adopting BIM into their operations and starting their digital transition journey. **ROBBIE COUSINS** reports.

**O**n 7th December 2017, the National BIM Council published the first digital strategy for Ireland's construction industry, entitled a 'Roadmap to Digital Transition'. Following this, the CIF's Construction 4.0 sub-Committee established the BIM Working Group to develop a strategy document that would assist CIF members in beginning their digital transition.

This group worked off the principle that there is an increasing incentive to be gained by industry, clients and Government from the adoption of Building Information Modelling (BIM) and other digital construction processes.

## SMOOTH DIGITAL TRANSITION

In February, the BIM Working Group launched its 'CIF BIM Starter Pack', which is part of a continuing process to facilitate the smooth digital transition of CIF members of all sizes to a common set of BIM and digital construction standards, policies and practices.

Speaking at the launch of the BIM Starter Pack, Eoin Vaughan, Chairman, CIF Construction 4.0 sub-Committee, said the goal is to facilitate the smooth digital transition of all construction firms.

"BIM is a central part of the modern day Irish construction industry, and the transition to digital construction for all stakeholders will result in greater efficiencies, quality and value for money."

## A COMPLETE RETHINK

Cillian Kelly, BIM Leader Ireland, John Sisk & Son Ltd and a member of the CIF BIM Working Group, said that the adoption of BIM into a company's operations is about more than applying new technology to its existing processes, it requires a complete rethink of a business's culture, processes and procedures.

"There is an increasing demand from



Standing, l to r: Paddy Ryan, Mace Group; Michael O'Brien, BAM Ireland; Ciaran McManus, Mercury Engineering; Brian Cass, Clancy Construction; and Sean Downey, Director, Specialist Contracting, CIF. Seated, l to r: Eoin Vaughan, Mercury Engineering and Chairman, CIF Construction 4.0 sub-Committee; Cillian Kelly, John Sisk & Son Ltd; and Joe Mady, Digital Construction Technologies Group.

clients requesting BIM, as it is a process to boost efficiency and quality in the delivery of construction projects," Cillian Kelly said. "The key to successful BIM implementation within an organisation is defining the direction in which a company wishes to go, and adjusting your leadership strategy accordingly. It will take approval and funding from management, and leadership to support and share knowledge across the business, as it will impact on every level of that business."

The starting point for the working group in preparing the BIM Starter Pack was looking at what a company management team or business owner should be asking themselves if they are considering adopting digital construction into their operations.

## TOP DOWN TRAINING

Joe Mady, Managing Director, Digital Construction Technologies Group and a member of the BIM Working Group, said that the construction industry is experiencing a fast-paced digital revolution to align itself with current technological advancements.

"BIM will have an impact on every project role within the industry, as it will bring a significant change in our workflows, by digitising old mundane tasks, for instance.

"Training and upskilling will be required from the top down in organisations to adopt BIM and other digital processes. The

commitment to evolve needs to be there from the start at every level. The rewards will be greater efficiencies, improved project delivery and a higher level of project engagement for all team members."

## A SIGNIFICANT LANDMARK

Sean Downey, Director, Specialist Contracting, CIF, said that the launch of the BIM Starter Pack is a significant landmark in the digital transition of the Irish construction industry.

"The BIM Starter Pack sets out a clear path for contractors, subcontractors and suppliers to follow in adopting BIM into their operations. It will also enable firms to future proof their operations through a switch to smarter ways of working. This guide helps them to assess their present state and consider what other early adopters have already learned and implemented."

The CIF BIM Working Group comprises Cillian Kelly; Joe Mady; Paddy Ryan, BIM Lead, Mace Group; Brian Cass, BIM Coordinator, Clancy Construction; Ciaran McManus, BIM Surveyor, Mercury Engineering; and, Michael O'Brien, BIM Coordinator/Information Manager South Region, BAM Ireland. **C**

*To get your copy of the BIM Starter Pack, contact Jennifer Nisbet Daly at [jnisbetdaly@cif.ie](mailto:jnisbetdaly@cif.ie) or on 01 406 6000.*



# INDUSTRY NEWS



An Taoiseach Leo Varadkar TD and Transport Minister Shane Ross TD turn the sod on the N4 Collooney to Castlebaldwin scheme.

## ROADBRIDGE WINS CONTRACT FOR €150M N4 COLLOONEY TO CASTLEBALDWIN ROAD SCHEME

**T**he ground-breaking ceremony for the €150m N4 Collooney to Castlebaldwin construction scheme recently took place. Roadbridge secured the contract in the latter months of last year, and the company is geared up to begin work on the extensive €150m development scheme. The project is expected to last for a period of two years, supporting more than 100 jobs during peak times for the local community and beyond. These will supplement the Roadbridge current workforce, many of whom are from the local region.

Awarded to Roadbridge by Sligo County Council, the contract involves the realignment of approximately 14.71km of the N4 in Co Sligo, 13.82km of which comprises Type 2 Dual Carriageway commencing at the existing N4/N17 roundabout in the townland of Collooney/Toberbride, and extending to a roundabout in the townland of Castlebaldwin.

The scheme will link into the existing N4 with a Standard Single Carriageway alignment, measuring approximately 0.89km in length, before it concludes at Cloghoge Lower Townland.

The expansive project will focus on sections of the N4 that pass through the townlands of Collooney, Toberbride, Mullaghnaabreena, Ardcurley, Cloonamahan, Doorly, Knocknagroagh, Drumfin, Cloonlurg, Carrowkeel, Carrownagark, Kingsbrook, Aghalenane, Ardloy, Springfield, Tawnagh, Cloonmeenaghan, Sheerevagh, Cloongad, Drumderry, Castlebaldwin, Cloghoge Upper and Cloghoge Lower.

The development plan consists of numerous phases, including, but not limited to, the construction of two roundabouts on the mainline, and three on the local road network; the installation of fencing, lighting and pedestrian and cyclist facilities; environmental mitigation; ancillary roadworks; and the construction of major structures, such as road overbridges, road underbridges piled embankments, river bridges, retaining walls and environmental noise barriers.

Elsewhere, Roadbridge is in a joint venture with Spanish infrastructure company FCC Construcción (FCC) to build the €320m Phase 2 of Dublin Airport's North Runway.

This high-profile project kicked off in January and will be ongoing for two years. It comprises the construction of a 3110m x 75m runway to the north side of the Dublin Airport campus, along with a parallel taxiway with runway access taxiways and rapid exit



Pictured at the official N4 ground-breaking, L to r: John Duggan, Director, Roadbridge; Liam Prendiville, Barry Transportation on behalf of Sligo County Council; Minister for Transport, Tourism and Sport, Shane Ross TD; and Conor Gilligan, Managing Director, Roadbridge.

taxiways to serve the routing of aircrafts.

In yet another positive development for Roadbridge, the company was also recently awarded the contract for the redevelopment of the Alexandra Basin at Dublin Port in a joint venture with L&M Keating.

Speaking about winning the N4 Collooney to Castlebaldwin development contract, Conor Gilligan, Managing Director, Roadbridge, said that he is delighted to see the company continue to flourish.

"After over 50 years in business," Conor Gilligan said, "it's a wonderful feeling to see the company grow from strength to strength, with 2019 already shaping up to be one of our best and busiest years yet. We were over the moon to secure the North Runway Phase 2 construction project last year, and now that we're throwing ourselves into the N4 contract it's full steam ahead for the foreseeable future.

"While it's obviously a great coup for us as a Limerick-based company to align ourselves with such prestigious development projects on a national scale, we're also extremely enthusiastic over the ample employment opportunities that will be created as a result." **C**

# DUBLIN LIGHTHOUSE CLUB CHARITY PROVIDING INVALUABLE SUPPORT FOR WORKERS IN NEED

**A**fter a break of a number of years, the Dublin Branch of the Lighthouse Construction Industry Charity is reintroducing fundraising programmes to help members of the Irish construction industry and their families who are in need. It is also looking to recruit new members to replace members who have retired in the past few years.

The Lighthouse Construction Industry Charity was founded in 1956 in the UK by a small group of people within the construction industry aiming to foster good fellowship and provide a benevolent fund to help construction workers and their families who had fallen on hard times or suffered a bereavement.

The first Irish branch was formed in Dublin in 1965. All Irish branches are fully registered with the Irish Charities Regulator.

The club receives no public funding and relies on the generosity of those within the industry to help it continue its vital work.

The Irish branches continued to provide support to construction workers in the



Joe Lambe, Chairman,  
Dublin Lighthouse Club.

turbulent years after 2008, according to Joe Lambe, Chairman, Lighthouse Club Dublin Branch.

"We have just launched our Company Supporters programme," Joe Lambe says, "and is now asking CIF member companies to commit to an annual donation so that we have predictable funding in place to

grow our charitable giving. All money donated will help us sustain our vital helpline services."

The Dublin Branch is calling on CIF members to spread the word about the charity's work in Ireland and advise your safety officers that requests for assistance be channelled through David Taylor, Wellbeing Volunteer, on 086 255 5138, or email [info@lighthouseclub.org](mailto:info@lighthouseclub.org)

The charity is also asking CIF member companies that are choosing charities to support, to think of the Lighthouse Club.

The Lighthouse Club is the only charity that provides financial and emotional support to the construction community and their families, where someone has suffered an injury, long term illness or simply need a helping hand. **C**

*If you would like further information about supporting the Lighthouse Club, becoming a member for €30 a year, or joining its committee, contact Joe Lambe, Chairman, Dublin Branch 086 820 5507 or email [j.lambe@sisk.ie](mailto:j.lambe@sisk.ie)*

# AG NEW CORPORATE STRUCTURE AIMS TO DRIVE GROWTH AND CREATE JOBS

**C**oncrete products manufacturer AG has announced a new organisational structure at the top of the company as it looks to create a pipeline of new roles at senior and middle management level to drive business growth.

The senior moves see Rodney Davidson, former Head of Specifications, AG, move into the role of Commercial Director, reporting directly into new CEO Stephen Acheson, formerly MD. Brian Mulgrew has been appointed to the position of Sales Development Executive Ireland to capitalise on the growing market.

The three new roles have created the opportunity for further restructuring at a senior/middle management level with internal promotion opportunities as well as the creation of four new roles across the UK and Ireland.

The restructuring follows a positive year for AG in 2018, with an 18% increase in sales and an ever-growing demand from the UK and Republic of Ireland for the commercial products manufactured at its six sites across Northern Ireland.

Stephen Acheson says that there is a real energy in the market at the moment.

"This energy is driving interest and demand for AG products," he says, "which tend to be used for housing, commercial and public realm projects across the UK and Ireland. Our increased sales have led us to realise the necessity for senior sales roles in each of the geographies we service, to drive commercials on the ground and forge strong relationships as we spread our reach further than we ever have before.

"The new senior structure is arguably the most dynamic team



Stephen Acheson, CEO, and Rodney Davidson, Commercial Director, AG.

we've had, with many years of experience in the sector as well as a long-standing knowledge of the business – the highs and the lows. We're in an ideal position to reap the rewards of a growing housing market, investments in urban infrastructure and commercial developments in key locations across the UK and Ireland." **C**





Trainees on a course at the CompEx Training Centre in Little Island, Cork.

## CORK COMPLEX CENTRE TRAINING STAFF TO WORK IN DANGEROUS AND HAZARDOUS AREAS

**L**ast year the CompEx training scheme celebrated its 25th-anniversary and the huge impact it has had on improved safety in the workplace during that time.

CompEx is the recognised global scheme for the protection of oil, gas and chemical workers in both offshore and onshore activities. The scheme assesses the competency of employees and contract staff who are working in environments with the potential risk of explosive atmospheres. It was developed by the Engineering Equipment and Materials Users' Association (EEMUA), industry experts and JT Limited.

JT Limited, the CompEx certification body, is internationally accredited by UKAS to ISO/IEC 17024: 2012 Conformity Assessment – 'General Requirements for Bodies Operating Certification of Persons'.

CompEx is the only certification body that offers UKAS-accredited certification for personnel who work in explosive atmospheres. It provides complete reassurance for employers managing the safety of these potentially hazardous workplaces and can provide the added benefit of assisting employers to reduce their insurance costs.

### HISTORY

CompEx came about as a direct result of Lord William Cullen's 13-month investigation into the 1988 Piper Alpha tragedy in the North Sea and the resulting Cullen Report, which made 106 recommendations that transformed the North Sea oil and gas industry into a global leader in safety in these hazardous environments.

CompEx was launched in 1993, and the scheme has been marked with many milestones along the way. Aberdeen College subsidiary ASET was the first commercial centre in 1994. Ten years later, it celebrated the 10,000th candidate certificated for Gas and Vapour. In 2010, that number had risen to 25,000. Online examinations were introduced in 2013, and JT Limited took over ownership of the scheme from EEMUA in 2014.

By 2015, 50,000 candidates were certified. In 2018, that figure passed 75,000. CompEx opened its 60th worldwide centre last year. It is now certifying in excess of 9,000 electro-technical, mechanical craftspersons and engineers a year.

### COMPLEX MODULES

CompEx modules are recognised by industry and the UK Regulator (HSE) as a sound methodology for proving core competence of workforce engaged in hazardous area work. This work can include the installation, commissioning and inspection of electrical, instrumentation and mechanical equipment that is often designed specifically for use in industries such as off-shore, petrochemical, pharmaceutical, beverage/alcohol, and dusty environments such as sugar, flour and chipboard.

The course includes specific knowledge and practical assessments based upon the IEC 60079 Parts 14 & 17 standards. Upon successful completion, candidates receive a CompEx Certificate of Core Competency. Each certificate is valid for five years, depending on changes to international, European and British Standards.

### COMPLEX IN IRELAND

There is an international network of licensed CompEx centres around the world that develop candidates' knowledge and provide a robust assessment programme in line with CompEx standards.

Jones Engineering and ExVeritas operate the only centre in Ireland, which opened in 2015. The centre is located in Little Island, Co Cork, and more than 850 candidates have passed through the centre to date.

Peadar Walsh, CompEx Training Division Manager, Jones Engineering, says the majority of course attendees in Cork are from electrical, instrumentation, mechanical and engineering companies.

"Any new installation in a hazardous area is required to be inspected in detail and certified by a 'competent person' prior to power-on. All existing installations require a statutory periodic inspection at a maximum period of three years, again by a competent person."

There are seven CompEx courses provided at the Cork Centre, varying in length from two to five days. These comprise a Foundation Course; Gas & Vapour Environments; Refresher; Combustible Dust; Preparation, Installation, Inspection & Maintenance for Mechanical (non-electrical) Plant; Application Design Engineers; and a Responsible Person Course. **C**

*To learn more about CompEx Courses, contact the CompEx Training Centre, Little Island, Cork. Tel: 021 451 0700. Email: [CompEx@joneseng.com](mailto:CompEx@joneseng.com)*

# JOHN PAUL CONSTRUCTION EXPANDS ITS LEADERSHIP TEAM

**J**ohn Paul Construction has announced a number of key appointments to its senior leadership team.

Liam Kenny and John Moran have been appointed to the board as construction directors.

Liam Kenny has 24 years of experience in the industry, and since joining the company in 2004 has operated at senior management level. In 2011, he was instrumental in establishing Absal Paul Contracting in Saudi Arabia and Bahrain, and as operations director was involved in the strategic management of the company.

He has a track record of delivering complex projects for global multinational organisations in R&D, pharma, data and logistics, as well as in the commercial and residential sectors.

Over the past 25 years, John Moran has been involved in the delivery of major construction projects across a broad range of sectors, including commercial, retail, hotel and leisure, and residential. Before joining John Paul Construction in 2014, he held senior leadership roles both in main



**L to r: John Moran, Construction Director; Niall O'Connor, Associate Director; Mark Coatsworth, Associate Director; Eamon Booth, Managing Director; Michael Kelly, Associate Director; and Liam Kenny, Construction Director.**

contracting and in property development involving major landmark projects.

In line with the further development of the senior management team, the company is also pleased to announce the following appointments at associate director level: Niall O'Connor has been appointed Associate Director, Construction; Mick Kelly, Associate Director, Planning/Bid Management; and, Mark Coatsworth

becomes Associate Director, Pre-Construction/Technology.

Eamon Booth, Managing Director, John Paul Construction, says, "These appointments will further strengthen our senior leadership team and ensure we continue to have the strategic and delivery expertise to fully capitalise on opportunities in the market and pursue our strategy for growth over the coming years." **C**

# JONES ENGINEERING GROUP AWARDED TOP BIM STANDARD

**J**ones Engineering has received the BSI Kitemark™ for BIM Level 2 in accordance with PAS 1192-2:2013 (Design and Construction) certification from BSI (British Standards Institution), one of the most respected and reputable standards and certification providers globally.

The company successfully passed the audit held in late 2018, making it the first Irish engineering contractor to hold a BSI Kitemark for BIM (Design and Construction) certificate that covers mechanical, electrical and fire protection systems.

The BSI Kitemark builds on the verification scheme that Jones Engineering successfully obtained at the end of 2017 for BIM Level 2 covering PAS 1192-2:2013 (Specification for information management for the capital/delivery phase of construction projects using BIM). It demonstrates that the company's BIM processes, procedures and management systems on completed projects are fully in compliance with the standards set out within PAS 1192-2:2013, which also



**L to r: Jason Leigh, BIM Interface Manager, JE; Mick Downes, BIM Manager-Fire Protection Division, JE; Mike Bailey, Professional Services Director, BSI; John O'Brien, BIM Manager-Mechanical Division, JE; and Paul Lawrence, BIM Manager-Electrical Division, JE.**

includes meeting the requirements of BS 1192:2007+A2:16 and BS 1192-4:2014.

The BSI BIM Kitemark also has a direct association with the new ISO Standards of BS EN ISO 19650-1 and BS EN ISO 19650-2, which were published in January. This means that the transition from PAS 1192-2 over to the ISO 19650 standards should be a seamless transition, with minimum impact on Jones Engineering aligning to these new ISO standards.

John O'Brien, BIM Manager, Jones

Engineering, was delighted with the achievement.

"It's a fantastic achievement for Jones Engineering," John O'Brien said, "as very few organisations have obtained this BIM Kitemark of excellence. It shows that Irish companies are embracing digital engineering and are delivering BIM Level 2 projects to the highest of standards. Our focus is now on consistency, together with maintaining this 'continuous improvement' philosophy within our BIM strategy." **C**



# FOR YOUR DIARY

Helping you plan ahead

## MARCH

**Wednesday 13th, 1:00pm**

### **PTCM CONTRACTS SUB-COMMITTEE MEETING**

Location: CIF Head Office, Construction House, Canal Road, Dublin 6  
Contact: Denise Tuffy, Tel: 01 406 6000,  
Email: dtuffy@cif.ie

**Wednesday 20th, 9:00am**

### **M&ECA COMMITTEE MEETING**

Location: Maldron Hotel, Portlaoise, Co Laois  
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 6  
Contact: Denise Tuffy, Tel: 01 406 6000,  
Email: dtuffy@cif.ie

**Monday 25th, 4:00pm-6:00pm**

### **WICKLOW NORTH WEXFORD BRANCH MEETING**

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

**Tuesday 26th, 10:00am-1:00pm**

### **IHBA NATIONAL COMMITTEE MEETING**

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

**Wednesday 27th, 7:00pm-9:00pm**

### **SOUTH EAST AGM AND BRANCH MEETING**

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

## APRIL

**Monday 8th, 1:00pm-3:00pm**

### **CORK BRANCH IHBA MEETING**

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

**Monday 15th, 1:00pm-3:00pm**

### **CORK BRANCH EXECUTIVE MEETING**

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

**Monday 29th, 6:00pm**

### **GALWAY BRANCH MEETING**

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

## MAY

**Wednesday 1st, 3:00pm**

### **MBCA EXECUTIVE COUNCIL MEETING**

Location: CIF Head Office, Construction House, Canal Road, Dublin 6  
Contact: Denise Tuffy, Tel: 01 406 6000,  
Email: dtuffy@cif.ie

**Wednesday 1st, 8:00pm**

### **MIDLAND BRANCH MEETING**

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

**Thursday 2nd, 8:30am-10:30am**

### **KILDARE BRANCH MEETING**

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

**Thursday 2nd, 4:00pm-6:00pm**

### **KILKENNY BRANCH MEETING**

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

**Wednesday 8th, 9:00am**

### **M&ECA COMMITTEE MEETING**

Location: Maldron Hotel, Portlaoise, Co Laois  
Contact: Jennifer Nisbet-Daly,  
Tel: 01 406 60481, Email: jnisbetdaly@cif.ie

**Friday 10th, 12:00pm-1:00pm**

### **IHBA NATIONAL COMMITTEE MEETING**

Location: The Marker Hotel, Grand Canal Square, Dublin  
Contact: Cathy Gurry,  
Tel: 01 406 6008, Email: cgurry@cif.ie

**Monday 13th, 4:00pm**

### **CECA EXECUTIVE COMMITTEE MEETING**

Location: CIF Head Office, Construction House, Canal Road, Dublin 6  
Contact: Denise Tuffy, Tel: 01 406 6000,  
Email: dtuffy@cif.ie

**Tuesday 14th, 11:00am**

### **EXECUTIVE BODY MEETING**

Location: CIF Head Office, Construction, Canal Road, Dublin 6  
Contact: Gillian Heffernan, Tel: 01 406 6016,  
Email: gheffernan@cif.ie

**Wednesday 15th, 1:00pm**

### **PTCM COMMITTEE MEETING**

Location: CIF Head Office, Construction House, Canal Road, Dublin 6  
Contact: Denise Tuffy, Tel: 01 406 6000,  
Email: dtuffy@cif.ie

**Thursday 16th, 8:00pm**

### **DONEGAL BRANCH MEETING**

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

**Tuesday 21st, 4:00pm**

### **MID WEST BRANCH MEETING**

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

**Wednesday 22nd, 7:00pm-9:00pm**

### **SOUTH EAST BRANCH MEETING**

Location: Brandon House Hotel, New Ross, Co Wexford.  
Contact: Brid Cody, Tel: 021 435 1410,  
Email: bcody@cif.ie

**Wednesday 22nd, 8:00pm**

### **NORTH WEST BRANCH MEETING**

Location: Breaffy House Hotel, Castlebar, Co Mayo  
Contact: Justin Molloy, Tel: 091 502680,  
Email: jmolloy@cif.ie

**Monday 27th, 1:00pm-3:00pm**

### **CORK BRANCH EXECUTIVE MEETING**

Location: CIF Offices, 4 Eastgate Avenue, Little Island, Cork  
Contact: Brid Cody, Tel: 021 435 1410,  
Email: bcody@cif.ie

# CIF TRAINING COURSES

CIF training and education programmes for March-May 2019

MARCH COURSES	CODE	DATE	DURATION	LOCATION
CIF IOSH Managing Safety in Construction	MSIC 3534	20th March	5 Days	Galway
CIF Core Safety Management Programme Renewal/CPD	CSMP 3543	22nd March	Half Day	Galway
CIF QQI Level 5 Safety Representative	SR 3546	25th March	4 Days	Dublin 6
Environmental Management for Construction	EM 3540	25th March	1 Day	Dublin 6
CIF IOSH Project Supervisor Design Process	PSDP 3537	28th March	2 Days	Dublin 6
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 6
APRIL COURSES	CODE	DATE	DURATION	LOCATION
CIF IOSH Managing Safety in Construction	MSIC 3547	2nd April	5 Days	Dublin 6
CIF IOSH Managing Safety in Construction	MSIC 3548	4th April	5 Days	Athlone
Appointed Persons Course	AP 3577	4th April	3 Days	Athlone
CIF Site Supervisor Safety Programme	SSSP 3544	8th April	2 Days	Dublin 6
CIF QQI Project Supervisor Construction Stage,	PSCS 3549	10th April	3 Days	Dublin 6
CIF QQI Project Supervisor Construction Stage,	PSCS 3578	12th April	3 Days	Limerick
Site Managers: A Practical Approach to Building Regulations	SMBR 3654	11th April	2 Days	Dublin
IR/HR for Construction Managers	IRHR 3539	11th April	2 Days	Dublin 6
CIF Site Supervisor Safety Programme	SSSP 3545	15th April	2 Days	Cork
CIF Core Safety Management Programme Renewal/CPD	CSMP 3553	24th April	Half Day	Dublin 6
CIF Core Safety Management Programme Renewal/CPD	CSMP 3554	26th April	Half Day	Cork
CIF Management & Inspection of Scaffolds	SI 3551	26th April	1 Day	Dublin 6
CIF Management & Inspection of Scaffolds	SI 3552	30th April	1 Day	Athlone
Working with the Assigned Certifier – A Site Manager's Approach	AC 3622	29th April	1 Day	Dublin 6
MAY COURSES	CODE	DATE	DURATION	LOCATION
CIF IOSH Managing Safety in Construction	MSIC 3556	1st May	5 Days	Dublin 6
Site Managers: A Practical Approach to Building Regulations	SMBR 3655	2nd May	2 Days	Athlone
Site Managers: A Practical Approach to Building Regulations	SMBR 3563	16th May	2 Days	Limerick
Appointed Persons Course	AP 3565	3rd May	3 Days	Dublin 6
Temporary Work One day Programme	TW 3550	3rd May	1 Day	Dublin 6
Temporary Work 2 Day Coordinator	TWC 3670	14th May	2 Days	Dublin 6
Working with the Assigned Certifier – A Site Manager's Approach	AC 3564	9th May	1 Day	Dublin 6
IR/HR for Construction Managers	IRHR 3669	9th May	2 Days	Portlaoise
CIF Site Supervisor Safety Programme	SSSP 3555	13th Ma	2 Days	Dublin 6
QQI Project Supervisor Construction Stage	PSCS 3558	15th May	3 Days	Dublin 6
Project Supervisor Construction Stage	PSCS 3659	23rd May	3 Days	Athlone
Radon Prevention Measures	RPM 3525	20th May	Half Day	Dublin 6
Radon Prevention Measures	RPM 3617	27th May	Half Day	Cork
CIF Core Safety Management Programme Renewal/CPD	CSMP 3568	24th May	Half Day	Dublin 6
CIF Core Safety Management Programme Renewal/CPD	CSMP 3566	29th May	Half Day	Galway
CIF Core Safety Management Programme Renewal/CPD	CSMP 3567	31st May	Half Day	Limerick (C)
Environmental Management for Construction Focusing on Land/Waste/Water	EMC 3560	27th May	2 Days	Dublin 6
IOSH Project Supervisor Design Process	PSDP 3559	30th May	2 Days	Dublin 6
CIF QQI Building Control Course – Legislation 1 CSE 1	BCC 35571	30th May	1 Day	Dublin 6
CIF QQI Building Control Course – Legislation 2 CSE 1	BCC 35571	30th May	1 Day	Dublin 6
CIF QQI Building Control Course -Legislation 3/Code of Practice/Contractors CSE 1	BCC 35572	31st May	1 Day	Dublin 6
CIF QQI Building Control Course – Part D - Materials and Workmanship CSE 1	BCC 35572	31st May	1 Day	Dublin 6
CIF Management & Inspection of Scaffolds	SI 3562	31st May	1 Day	Limerick





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