

# CONSTRUCTION

THE OFFICIAL MAGAZINE OF THE CONSTRUCTION INDUSTRY FEDERATION

OCTOBER/NOVEMBER 2018



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# EDITORIAL



**T**he overriding message from the CIF Annual Conference 2018 was that the industry could overcome the boom and bust cycles of the past and get on a more sustainable footing if there were greater collaboration on projects, and a definitive plan for the delivery of the elements of *Project Ireland 2040*.

Collaboration was central to the success of another major event in October. Construction Safety Week 2018 once again brought the industry together to highlight the importance of on-site safety. Construction Safety Week would not be the success it is without widespread collaboration across the industry. As you leaf through the pages of this issue, you will see that safety touches almost every section of the magazine.

In this issue of *Construction*, we report from the CIF Annual Conference, bringing you the key points made by speakers and panellists. We also bring you some of the many highlights from Construction Safety Week 2018. We get insights from utility companies, contractors and project managers on their on-site safety culture, practices and expectations.

Our Category Focus looks at the M&E

Sector, and we find out why Irish M&E contractors have become “go to” service providers for FDI companies who, having already set up bases in Ireland, are now spreading their reach into other parts of Europe, and the world.

In our Member Focus, we learn about Glenveagh PLC, a relative newcomer to the Irish housebuilding market, and how it has made site safety a cultural necessity across its network of sites.

Our Project Feature looks at how Duggan Brothers delivered the new Student Hub at Dublin City University on a live campus with absolutely no workspace outside the footprint of the development.

In Industry Analysis, Jeanette Mair, Economic Policy and Research Executive, CIF, provides a comprehensive analysis of Budget 2019 and what it means for the construction sector. In Safety Focus, we learn what it is like to live ‘Beyond Zero’ in safety terms on a Jacobs-managed building site.

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

*Robbie Cousins*  
Editor



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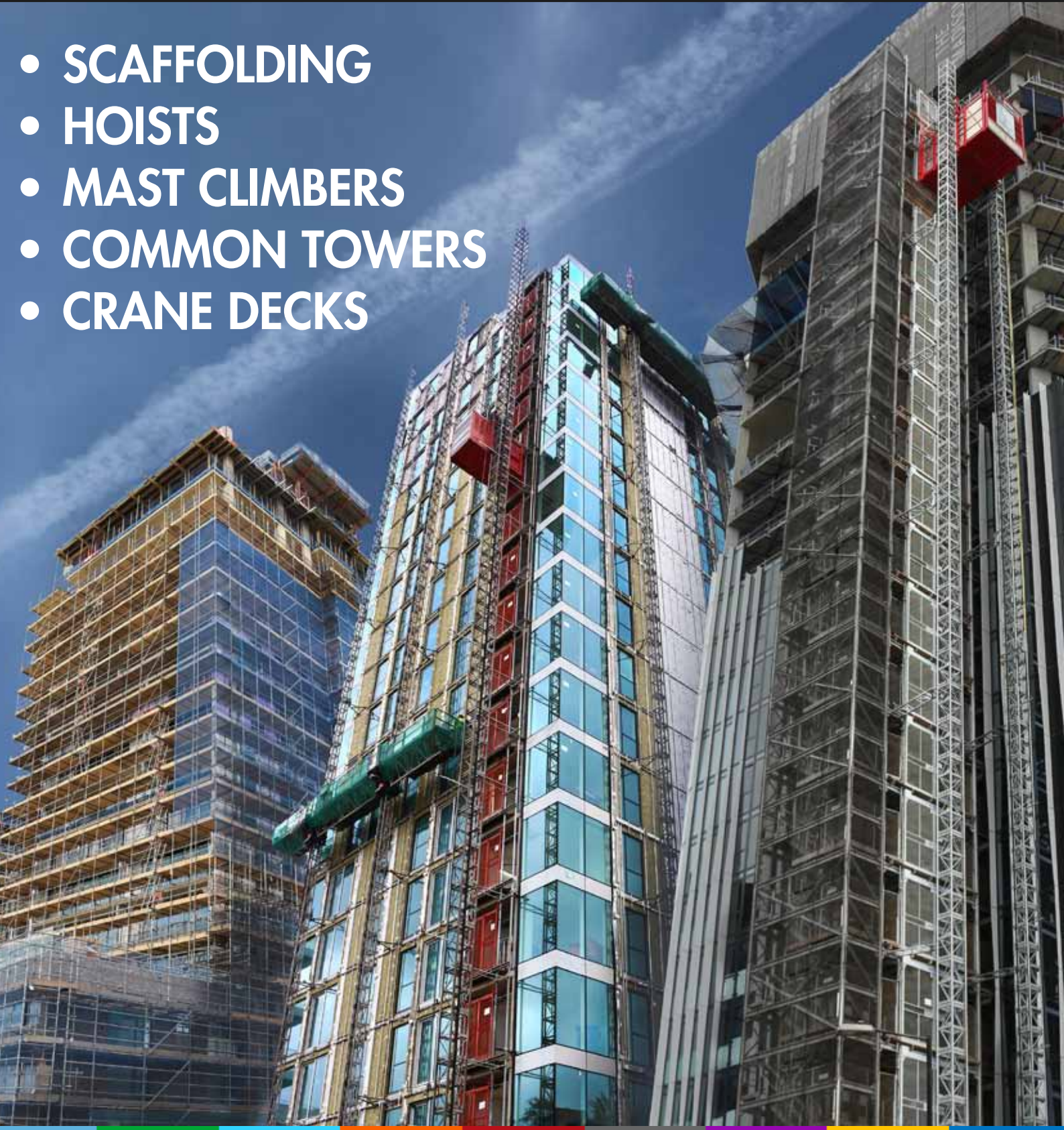
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**CIF ANNUAL  
CONFERENCE  
2018**



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# CIF NEWS

## CAUTION REQUIRED IN TENDERING AS INDUSTRY FACES PERIOD OF PROLONGED INFLATION

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

**D**espite the positive headlines, the construction industry is facing a turbulent period. Over 70 construction companies have gone out of business since the beginning of the year. Unfortunately, more examinership and liquidations are likely in 2019.

The CIF is deeply concerned that its members, particularly those involved in public sector contracts, face a very unstable environment in 2019. Members should be aware of increasing costs when tendering as we are entering a period of prolonged input cost inflation including upward pressure on wages.

In public sector contracts, these pressures combined with fixed-term lump-sum public sector contracts over 36 months with no possibility of cost recovery mean members should be very careful in tendering.

As Brexit looms, there is considerable uncertainty about the future cost inflation with estimates of +4%. The CIF is engaging with Enterprise Ireland and is monitoring the situation and will issue an advisory note to members in the coming weeks.

These increases mean that any company that has tendered for public sector contracts in the past three years has no room for the unexpected. Companies should be aware that unions are making pay claims; having recently served pay claims of 2.5% to 4% on the CIF.

In the current environment, the CIF is vigorously opposing any claims that increase costs on its members. Recently, our Industrial Relations sub-Committee chose to reject these claims and an offer by unions to discuss other conditions.

Contractors, particularly those in the regions, faced a major increase in labour costs last year. They also face an uncertain pipeline of work. The CIF believes that many regional contractors face closure if these wages claims are awarded.

We have made this case in the strongest terms this year, writing to every TD, senator and councillor in the country.

In summary, the industry is expecting significant cost inflation in the coming 12 months. It's vital that companies allow for this in tendering to mitigate risk. In the meantime, the CIF will resist any wage claims that increase costs and will continue to apply pressure on the Government to introduce more sustainable procurement practices such as our successful efforts to introduce changes in the short-form public works contract. We are pushing hard to have a reduction in the duration of the fixed term in PV1 and, very importantly, de-risking projects based on better background information protocols. **C**

Kind Regards,

Tom Parlon



Tom Parlon,  
Director General, CIF.

**“ IN THE CURRENT  
ENVIRONMENT, THE CIF IS  
VIGOROUSLY OPPOSING  
ANY CLAIMS THAT  
INCREASE COSTS ON ITS  
MEMBERS. ”**



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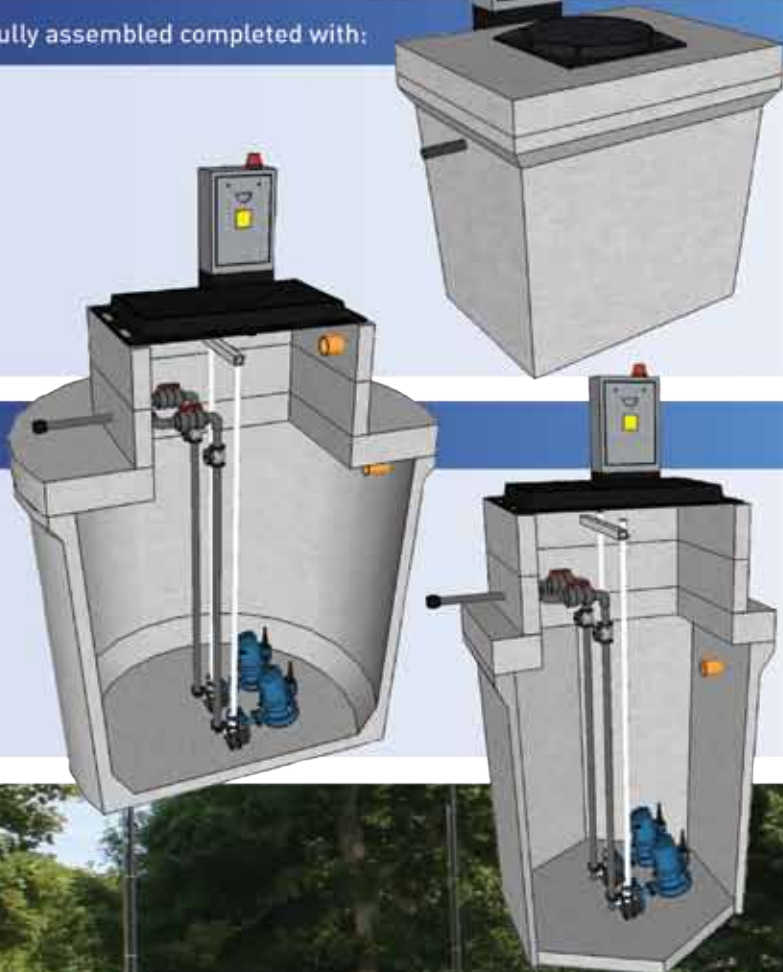
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# CIF WELCOMES BUDGET 2019 MEASURES BUT WANTS CLARITY ON HELP TO BUY SCHEME

While Budget 2019 contained a number of positive measures for the construction sector, an opportunity was missed to give clarity on the Help to Buy scheme.

**T**he Construction Industry Federation (CIF) has welcomed Budget 2019 measures that will see an increase in infrastructure investment and facilitate affordability in housing, but it is disappointed at the lack of clarity on the future of the Help to Buy scheme.

Dominic Doheny, President, CIF, has warned that certainty around an extension of the Help to Buy scheme must be put in place as soon as possible.

"It is important that we get clarity around an extension to the Help to Buy scheme," he says. "Many of the measures announced in Budget 2019 are potentially very helpful. Increases in funding for infrastructure and the affordable housing scheme have the potential to increase construction activity in these areas. However, the single most successful initiative announced in the past five years has been the Help to Buy scheme. It has been instrumental in the increase in first-time buyer starter homes on the market. This has played a role in the levelling off of prices in the Dublin region. It has given first-time buyers the possibility of owning a home and taking such people out of the second-hand home market, which was contributing to rising prices.

## ADDRESSING SKILLS SHORTAGES

Tom Parlon, Director General, CIF, welcomes the €2.3bn housing package and the 24% increase in capital infrastructure funding announced in the Budget, but also expresses disappointment at the lack of clarity on an extension of the Help to Buy scheme.

"There is much to be welcomed in this budget for the construction industry. In 2016, SOLAS estimated that the industry would need an additional 100,000 workers to deliver on the Government's stated ambition in housing delivery and in the National Development Plan. However, we have not seen a concurrent increase in investment in increasing the numbers of skilled trades and craft people coming out of the education and training system. We are concerned that having put in place a number of legislative and budgetary measures over the past five years, essential



Dominic Doheny, President, CIF.

housing and infrastructure delivery will be stymied by skills shortages in construction.

"We hope that the increased contribution levied on the industry for the National Training Fund is utilised to increase the number of skilled workers coming through the Irish education and training system.

## HOME BUILDING FINANCE IRELAND

"We believe that it's now essential that the Home Building Finance Ireland fund announced last year is deployed," Tom Parlon continues. "We're calling on the political system to accelerate the introduction of this measure. This will ensure that regional housebuilders have the financial capability to deliver homes outside the greater Dublin area where there is viable demand.

"We are currently in a period of inflation of construction costs, and we have already seen many construction companies have to enter examinership or go into liquidation. A large proportion of these companies are involved in public sector contracts and have got caught out because Government contracts place all risk and unforeseen costs on the contractor. The Government must accelerate its efforts to modernise procurement practices otherwise the National Development Plan



Tom Parlon, Director General, CIF.

and housing delivery will be costlier with more overruns and delays in addition to a continuing trend of liquidation in the industry.

"We welcome the restoration of 100% interest relief for investment in residential properties," he concludes.

The CIF has called for more effective coordination between industry and Government in three key areas: Investing in skills and R&D; Enhancing infrastructure delivery; and Removing barriers to sustainable housing delivery.

## PENSIONS

According to CIF Professional Pension Administration (CPAS), pre-Budget papers had highlighted that any decisions on pensions would be in future budgets, in view of the Pensions Roadmap and various consultations and reviews currently taking place on pensions.

It says, there were no major announcements in relation to pensions in the Budget other than the €5 weekly increase in the highest rate of State pension. This increase will take effect from the last week of March 2019 and bring the highest rate to €248.30 per week. Lower rates apply to those who do not meet the average PRSI contributions requirements. **C**





# THE INAUGURAL CIF HEALTH AND SAFETY SUMMIT

28<sup>TH</sup> NOVEMBER 2018 | CROKE PARK STADIUM

***2019 AND BEYOND - DRIVING THE  
CONSTRUCTION HEALTH AND SAFETY AGENDA***



Frank Kelly, Construction Director,  
Walls Construction and Chair,  
CIF Safety Committee



Dr. Sharon McGuinness  
CEO, the Health and Safety Authority  
and Chair European Chemicals Agency  
Management Board



Brian Kennedy  
Project Director,  
John Sisk and Son (Holdings) Ltd



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Michael McLoughlin  
Health & Safety Manager,  
John Paul Construction



Kathy O'Leary,  
HSE & CSR Manager,  
BAM Ireland

**CIFSafety.ie**





L to r: Attending Bressie's talk on Positive Mental Health to Glenveagh Properties PLC staff; L to r: Dermot Carey, Director, Safety and Training, CIF; Diarmuid Leahy, CPO, Glenveagh; Bressie; Stephen Garvey, COO, Glenveagh; Darren Gavin, Laya Healthcare; and Cathal Mooney, Health & Safety Manager, Glenveagh.

## HUGE INCREASE IN COMPANIES PARTICIPATING IN CONSTRUCTION SAFETY WEEK 2018

Construction Safety Week 2018 was enthusiastically embraced by the industry as CIF members across the country made the time each day of the week to run safety-related events.

**C**IF Construction Safety Week 2018 has been the most successful Construction Safety Week campaign to date, with 232 main contractors and many smaller contractors taking part and organising the most diverse range of events, including construction theatre and Pilates sessions, to highlight the safety agenda across the week. Many of these activities were shared across social media platforms using the hashtag #CIFSafety18.

Construction Safety Week is an initiative of the Construction Safety Partnership Advisory Committee (CSPAC), whose members include the HSA, CIF, trade unions and key industry stakeholders.

### IMPORTANCE OF SAFE WORK PRACTICES

Launching the week, Pat Breen TD, Minister of State for Trade, Employment, Business, EU Digital Single Market and Data Protection, said, "While every week must, of course, be regarded as a 'safety week', having a dedicated week such as this is an ideal



Dermot Bannon on site during recordings of the CIF Construction Safety Week videos.

opportunity for everyone working in the construction sector to remind themselves of the importance of safe work practices from the inception of a project through to delivery. Apart from the obvious responsibility to protect the lives and health of workers, the proper management of health and safety reduces the risk of absenteeism, project delays, potential claims, potential prosecution, etc, and the associated economic costs to business and to the State."

The theme of this year's Construction Safety Week was 'Better Safety for Smaller Contractors', and RTE star Dermot Bannon, gave his support to the campaign to help drive home the safety message to smaller contractors.

Dermot Bannon wasn't the only celebrity to take part in the





Kirby employees pictured after a Theatre at Work event, which focused on the human factors that can influence a culture of safety on site.



Tom Parlon, Director General, CIF (fourth from left), visits a Flynn Management and Contracting site during Construction Safety Week.



L to R: Tom Sheehy, Roadbridge; Brent Pope, Roadbridge; Fergus McDevitt, Roadbridge; and David Murphy, Roadbridge at Brent Pope's talk on Positive Mental Health to Roadbridge staff.

campaign, Brent Pope and Bressie also played a role, giving talks on positive mental health during the week.

## DAILY THEMES

The focus areas of each day were:

Day One – Working Safely at Height

Day Two – Positive Mental Health

Day Three – Working Safely Near Utilities

Day Four – Working Safely with Hazardous Substances

Day Five – Working Safely with Vehicles

## SPONSORS

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



The Jones Engineering team at The National Rehabilitation Hospital participating in a toolbox talk.



Mercury Engineering staff take Construction Safety Week to Frankfurt, Germany.



Clancy workers at Cuffe Street site Dublin prepare for a toolbox talk.





Walls Construction team mark the start of Construction Safety Week 2018 at Fernbank, Dundrum. L to r: Tom Parlon, Director General, CIF; Eugene O'Shea, Managing Director, Walls; Frank Kelly, Construction Director, Walls and Chair, CIF Safety, Health and Welfare sub-committee; and Dermot Carey, Director, Safety & Training, CIF.



L to r: Brian Berrigan, Duggan Brothers; Dermot Carey, Director, Safety and Training, CIF; Padraic Kennedy, Duggan Brothers; Paddy Thornton, Duggan Brothers; Michael Brennan, Duggan Brothers; and Jose Lobo, Duggan Brothers, outside the Duggan Brothers site at Leinster House.



Tommy Drumm, Managing Director, Collen Construction.



JJ Rhatigan staff mark Construction Safety Week 2018.



L&M Keating staff participate in a Pilates class as part of Positive Mental Health Day.



Roadbridge organised a water rescue demonstration as part of its Construction Safety Week 2018 programme.





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Overall winner and winner of the Over €10m Category, Luas Cross City by Sisk, Steconfer joint Venture, L to r: Shane Deverell, Senior Engineer, John Sisk & Son; David Weldon, Transport Infrastructure Ireland; Val Fox, Project Director, John Sisk & Son; Des Mulcair, President, CECA; David Toole, Project Manager, John Sisk & Son; and Seamus O'Brien, Quality Manager, John Sisk & Son.

## LUAS CROSS CITY LINE WINS OVERALL CECA EXCELLENCE AWARD 2018

The biennial CECA Excellence Awards 2018 were presented recently at the CECA Annual Dinner, which was held in the Clayton Hotel, Burlington Road, Dublin.

**T**he overall winner of the Civil Engineering Contractors Association (CECA) Excellence Award 2018 was Luas Cross City by Sisk, Steconfer Joint Venture, which also won the “Over €10m Category”. The Alexandra Basin Redevelopment by Roadridge and L&M Keating was highly commended in the Over €10m Category.

The winner of the “€5m-€10m Category” was Osberstown Underbridge by John Sisk and Son (Holdings) Ltd. Kent Station New Entrance Building and Subway, by SIAC Construction Ltd, was highly commended in the category.

In the “€2m-€5m Category”, Carlingford Ferry in Greenore, Co Louth and Greencastle, Co Down, by L&M Keating Ltd, was the overall winner, with Waterford City Public Realm by Murphy International Ltd being highly commended.

In the “Under €2m Category”, Limerick Smarter Travel Contract 2.1: Rheobogue to UL, by John Cradock Ltd, was the overall winner. Lahinch Promenade Refurbishment Works by L&M Keating Ltd



Winner of the €2m-5m Category, Carlingford Ferry in Greenore, Co Louth and Greencastle, Co Down, by L&M Keating Ltd, L to r: Gordon O'Regan, CEO, L&M Keating; Des Mulcair, President, CECA; and Richard Browne, Director, L&M Keating.

was highly commended.

The “Best Health & Safety Initiative” was jointly awarded to Your Safe Path by Roadridge and Hand-Arm Vibration Syndrome (HAVS)-Prevention Initiative by Murphy International Ltd.

Presenting the Awards, Tim Ahern, Chairman of the judging panel, said that the Awards seek to honour the passionate work of CECA members across all aspects

of the industry.

“From small businesses to companies generating hundreds of millions in turnover every year, the Awards are intended to recognise the diverse work carried out by our members,” he said. “These Awards document the excellent work members have completed over the last five years when Ireland’s infrastructure was brought to a world-class standard.” **C**



# SOLAS VASTLY UNDER-RESOURCED TO MEET SECTOR'S HEALTH AND SAFETY TRAINING NEEDS

The inaugural CIF Health and Safety Summit takes place on 28th November, at a time when there are concerns about funding and delivery of safety training programmes required by the industry.

A report by the BearingPoint consultancy, published by SOLAS earlier this year, found that the SOLAS Construction Services Unit (CSU) is working under increasingly constrained conditions and being deprived of investment and resources. The report focuses on the future of CSU as well as Safe Pass and other construction-related training schemes operated by SOLAS.

Dermot Carey, Director, Safety and Training, CIF, says that as the construction sector grows, he is greatly concerned about the Safe Pass programme being able to deliver sufficient numbers of certified workers.

"The BearingPoint report highlights what has been a major concern for safety managers within the sector for quite a while. This and a number of other health and safety issues, which need to be addressed, have resulted in CIF organising the inaugural CIF Health and Safety Summit. The goal of the Summit is to bring safety managers from across the sector together to tackle issues of concern.

Against the backdrop of expansion in construction, the CIF is hosting the CIF Health and Safety Summit on 28th November in Croke Park.

The Summit will look ahead to 2019 and beyond and will bring speakers from multiple sectors together to discuss how we can manage the challenges to create a healthier and safer workplace, exploring how to adapt to changing demographics in the workforce, learn how data analysis and new technology can prevent illness and injury, and see how investing in staff wellbeing today can help save money in the long term.

The agenda and topics to be addressed at the event will include:

- The regulatory viewpoint
- How employers can improve behavioural safety in construction
- Making the connection between health and safety and productivity and efficiency
- Education and training: Are existing programmes fit for purpose?



Dr Sharon McGuinness, CEO, Health and Safety Authority.



Frank Kelly, Chair, CIF Safety, Health and Welfare sub-committee.

- A client's perspective on leading better health outcomes
- Improving mental health in the industry
- How digital construction is enhancing health and safety
- Best practice case studies including iconic projects at home and abroad

Speakers and panellists for the programme include: Dr Sharon McGuinness, CEO, the Health and Safety Authority and Chair, European Chemicals Agency Management Board; Fergal O'Byrne, Head of Business Excellence Certification, NSAI; Frank Kelly, Construction Director, Walls Construction and Chair, CIF Safety, Health and Welfare sub-committee; Dermot Bannon, architect



Dermot Bannon, architect and television presenter.



Fergal O'Byrne, Head of Business Excellence Certification, NSAI.

and television presenter; Fergus Collins, Head of Capital Services, Irish Water; and Brian Kennedy, Project Director, John Sisk and Son (Holdings) Ltd.

The CIF Health and Safety Summit is open to all in the industry. It will be of particular interest to all professionals with responsibility for managing and organising health and safety in their organisation, including, but not limited to, health and safety leaders, business owners, directors and managers, worker representatives, engineers and architects. **C**

To learn more about CIF Health and Safety Summit or book tickets visit [www.cifsafety.ie](http://www.cifsafety.ie)

# IN MEMORIAM: DOREEN MURTAGH

**O**n 3rd October after a short illness Mrs Doreen Murtagh, founding Director of Shay Murtagh Precast and a well respected member of the Construction Industry Federation passed away. Doreen and her family spent over four decades growing their business, Shay Murtagh Precast, into one of the leading manufacturers of precast concrete products in Ireland and the UK.

Doreen began her professional life working at the telephone exchange at Exchequer Street in Dublin, a role that she, like many other working women at that time, was forced to leave following her 1971 wedding, in accordance with Ireland's ban on married women working. Determined not to be constrained by the "marriage bar", Doreen carved out a vital role for herself, working alongside her husband Shay, in his construction business, building together and with their family the operation it is today.

Doreen was also an active Federation member, and was a founding member of the CIF Construction Business Network (CBN), which was established in 1997 to promote and support the advancement of women working in the Irish construction industry. Like Doreen, so many women had been pivotal in the establishment and growth of construction businesses and CBN and CIF recognised their contribution, and worked with the national group to develop a professional network with monthly meetings and targeted business workshops with speakers in procurement, human resources, contract management etc.

Doreen served as Chairperson of the CBN for the Midlands and Western Region and gave freely of her time and experience to help develop and grow the CBN and to support her fellow members, who became firm friends. Those who knew Doreen knew her to be a woman of substance and integrity who touched the lives of many and will be remembered fondly.



Doreen Murtagh.

Doreen will be sadly missed and we extend our sympathies to her husband Shay, children Gillian, Ciaran and Sinead and extended family. May she rest in peace. **C**

*Justin Molloy, Director, Western/Midlands Region, CIF.*

## MAJOR APPRENTICESHIPS BOOST FOR WET TRADES

**S**OLAS has announced that it has extended the CIF Apprenticeship Sharing Initiative, a scheme that was initially set up by CIF South East Branch in 2015.

The core concept is that contractors, who may not consider taking on an apprentice themselves, for reasons such as they do not have the trade skills in-house or are not confident of enough work to cover the four-years apprentice programme, could co-operate together to take on apprentices.

Dermot Carey, Director, Safety and Training, CIF, says there are two unique elements to this scheme. "One is that a contractor can use their subcontractors' skilled tradespeople to train, and the other is that apprentices can move between a group of consortium members, either when work is scarce, or when a particular type of work is being done by another consortium member which would benefit the apprentice."

Anthony Neville, Managing Director, Anthony Neville Homes, has been a major



John O'Shaughnessy, Chair, CIF Manpower, Education & Training sub-committee.

supporter of the initiative since it was started.

"We at Anthony Neville Homes are

proud and excited to be part of the original Apprenticeship Sharing Initiative and are very impressed with how the scheme works," comments Anthony Neville. "We have three apprentices in the scheme at the moment, whom we would not have if it was not for the existence of the Apprenticeship Sharing Initiative."

CIF is calling on members across the regions to form consortia of three to four companies and start registering apprentices under the scheme.

"This is an opportunity for the industry to seek to address the low numbers in the wet trades such as bricklaying, plastering and painting and decorating," says John O'Shaughnessy, Chair, CIF Manpower, Education & Training sub-committee, "and I ask members to support this innovative initiative." **C**

*To learn more about the CIF Apprenticeship Sharing Initiative, contact Dermot Carey, Director, Safety and Training, CIF, Email: [dcarey@cif.ie](mailto:dcarey@cif.ie)*



# LINKED FINANCE OFFERS CIF MEMBERS EASY ACCESS TO LOANS

**L**inked Finance has become the latest company to partner with the Construction Industry Federation through the CIF Affinity Scheme. Linked Finance is Ireland's largest P2P lender, currently lending over €1m to Irish businesses each week. It offers loans ranging from €5,000 to €250,000 from six months to three years. With very competitive rates, it also offers CIF members an additional 25% discount.

Loan approval is very fast (usually within one day) and loans do not need business plans, cashflow forecasts or projections. Linked Finance does not expect you to secure the loan against an asset or to pay the legal fees associated with putting up collateral. And best of all, there are no penalties or hidden fees for early repayment.

Fearghal Power of Linked Finance explains how the company operates.

"Linked Finance understands the construction industry," he says. "Clients love what we do because we keep things



Fearghal Power, Linked Finance.

simple. Because our business loans are unrestricted, funds can be used for anything from equipment to working capital and even tax bills. Ultimately, we provide business loans the way they should be – fast, affordable and straightforward."

Loans covered include:

- Increase working capital and cashflow
- Fund material and or labour costs for upcoming contracts.
- Invest in new equipment
- Purchase additional stock
- Pay VAT and Tax
- Hire new personnel
- Property refurbishment
- Fund expansion

Linked Finance takes pride in making loan applications as simple as possible. It will even assign a dedicated account manager for CIF members to guide you through each step of the pain-free process with minimum hassle. Call its dedicated phone line for CIF members below and get a quote today. **C**

*If you need a loan to fund a new contract/tender or to purchase materials or equipment, Linked Finance would love to help. Visit [www.linkedfinance.com](http://www.linkedfinance.com), call Linked Finance on 01 531 3511 or email [fearghal.power@linkedfinance.com](mailto:fearghal.power@linkedfinance.com)*

## LINKED FINANCE CASE STUDY: EVERCAM

**C**IF corporate member, Evercam, supplies time-lapse and project management cameras to the construction industry. Its unique cameras allow remote security and project monitoring of construction projects. Its service popularity, coupled with the current boom of construction projects around Dublin, has brought a larger-than-normal influx of contracts for Evercam.

When Evercam took on a number of exciting new contracts, it needed to raise working capital in time for the work to begin.

To this end, it turned to Linked Finance for a P2P business loan to raise funds in time. It needed cashflow to support the stocking and installation costs required for new projects. Knowing a bank would have taken far too long, they went to Linked Finance. The funds were raised in just one second, and Evercam



had access to the funds just a few days after their initial application.

Marco Herbst, Director, Evercam, says cashflow can be an issue as customers pay a monthly fee to use Evercam's services.

"Because of this, we needed to raise working capital to cover the cashflow costs of upcoming projects. The process with Linked Finance was quick and easy. We submitted the basic documents to describe our business, the loan was approved, and we received the money, all within just a few days. The whole experience was a pleasure, especially in comparison to other forms of credit."

## CIF AFFINITY

**T**he CIF would like to hear from some of Ireland's top brands to deliver exclusive and special discounts to its members. CIF is particularly interested at this time in speaking with companies offering car/fleet deals, travel, hotel breaks and utilities.

All CIF members automatically qualify to avail of Affinity-tailored discounts.

Currently, members can avail of the following special offers:

- Affinity Cover: A range of exclusive insurance products designed to meet the construction industry's needs.
- Affinity Travel Deals: Avail of a 10% discount in any Dalata Group Hotel across Ireland and the UK.
- Staycity Apartments Affinity: Reduced accommodation rates near Christchurch, Dublin for construction workers.
- Linked Finance Affinity: Exclusive Low Fee Guarantee – 25% off loan fees guaranteed. Linked Finance will bring CIF members the fastest, most flexible business loan offering on the market.

*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.



# 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.

## **Pembroke Contracting Ltd**

15 Liffey Court  
Lucan  
Co Dublin  
[www.pembrokecontracting.ie](http://www.pembrokecontracting.ie)

## **DRES Developments Ltd**

1A Clonskeagh Square  
Clonskeagh  
Dublin 14

## **Conex Developments Ltd**

4 Rockfield Drive  
Clonsilla  
Dublin 15

## **Steve Moylan Limited**

Crushoa  
Kinvara  
Co Galway

## **Finn Properties Ltd**

Hawthorn  
North Circular Road  
Limerick  
Co Limerick

## **Rock Vadar Services Group Ltd t/a Fallon Construction**

24 Seaview Square  
Cnoc na Mara  
Golf Links Road  
Blackrock  
Co Louth

## **PPG Construction**

Distillery Road  
Westport  
Co Mayo

## **Dudley Griffin Building Services Ltd**

Cushinstown  
Summerhill Road  
Dunboyne  
Co Meath

## **Ardscil Construction Ltd**

Drumbenagh  
Tydavnet  
Co Monaghan

## **Tullamore Vita Stilo Ltd t/a Capital Homes**

Block 6 Central Business Park  
Clonminch  
Tullamore  
Co Offaly  
[www.capitalsecurities.ie](http://www.capitalsecurities.ie)

## **Barrington Drive Holdings Ltd t/a Trevor Doherty & Sons**

Castlebaldwin  
Co Sligo  
[www.trevordohertyconstruction.ie](http://www.trevordohertyconstruction.ie)

## **Leavale Building Services Ltd**

Clongowney  
Old Dublin Road  
Mullingar  
Co Westmeath

## **Lakeland Tarmacadam and Civil Engineering Ltd**

Block A, Marlinstown Business Park  
Marlinstown  
Mullingar  
Co Westmeath  
[www.lakelandtarmac.ie](http://www.lakelandtarmac.ie)

# NEW CORPORATE PARTNERS

The Construction Industry Federation welcomes the following new Corporate Partners:



## **Panda Power**

Ballymount  
Dublin 12  
[www.pandapower.ie](http://www.pandapower.ie)



# CONSTRUCTION INDUSTRY CENTRAL TO AVOIDING BOOM AND BUST CYCLE IN IRISH ECONOMY

**ROBBIE COUSINS** reports from the CIF Annual Conference 2018, where the industry and Government set out a vision for a sustainable construction sector that will be the backbone of a thriving Irish economy in the years ahead.



L to r: Philip Lee, Managing Partner, Philip Lee Solicitors; Eoghan Murphy TD, Minister for Housing, Planning and Local Government; Dominic Doheny, President, CIF; and Tom Parlon Director General, CIF.

**T**he CIF Annual Conference 2018, themed *Constructing Ireland 2040: How the industry will shape communities, careers and competitiveness in the next 25 years*, highlighted the essential role the construction industry will have to play in avoiding the boom/bust cycles prevalent in the Irish economy in the past and how the industry is moving towards being on a more sustainable footing for the future. The conference addressed how the industry can be brought to the next level through developments in automation, artificial intelligence, BIM, gender diversity, strategic planning and better procurement. Speakers and panellists also addressed structural changes that will define the future of the industry.

## AN END TO BOOM/BUST ECONOMY

In his opening address, Dominic Doheny, President, CIF, stated that the construction industry is key to ending boom and bust cycles in the Irish economy. He said that the Government's efforts to end volatility in the Irish economy will be influenced greatly by whether the construction industry can become more productive and efficient, and that this will require much closer collaboration and alignment between Government and industry.



Henrik Lund-Nielsen speaking about his 3D construction printing development.

"This is our last chance to end the boom and bust cycle that has plagued the construction industry throughout our history," Dominic Doheny said. "We have a unique opportunity to build a sustainable, stable industry in this economic cycle. With our partners in Government, we are taking steps now to do this. If we can continue to collaborate, as we have been in the past few years, on issues such as diversity, productivity and procurement, I think we should be ambitious enough to say we can end boom and bust. We have built and rebuilt Ireland many times, it's

now time for us to build a sustainable industry."

The CIF President announced that the CIF will be developing a national research strategy for the construction industry in 2019. Phase one of this process was launched in partnership with Galway/ Mayo IT at the CIF Conference.

"We will be bringing together researchers from the Institutes of Technology with key CIF members to identify a shared research agenda. I want this to be seen as the first step on a road to the creation of a State-owned research

body for construction in the form and scale of Teagasc.”

### WORKING TOGETHER

Eoghan Murphy TD, Minister for Housing, Planning and Local Government, addressed the conference on the future importance to value of the sector to the Irish economy and the importance of collaboration between industry, Government and the public sector.

“Often in politics, people try to divide, create false narratives, and put us into different sides of the room. One of the things that I have noticed in Irish public life is this attempt to divide the public sector and the private sector. And, one is good, and one is bad, depending in where you are standing,” he said. “A lot of the people in this room will have worked in both and are currently working in the private sector. I think that dichotomy is nonsense. I think we work best when we work together towards the same aims. The point of *Project Ireland 2040* was to give us that same destination that we could work towards. We have that now, and my ambition as Minister and our ambition as Government is that through these new bodies and processes we have established, we can all work together to make Ireland the kind of Ireland we want to live in, which is the Ireland laid out in *Project Ireland 2040*.”

### LAND DEVELOPMENT AGENCY

Speaking about the new Land Development Agency (LDA), Minister Murphy said, “What the LDA will not be is a vehicle to give State land to developers. This is about the State developing the land, it being the developer and capturing the value enhancements and delivering housing needs for its citizens; bringing forward public land for use for social housing, subsidised housing and general housing, and I think it’s important we do that.”

The conference featured national and international industry leaders, including Henrik Lund-Nielsen expert in 3D construction printing, which is disrupting and modernising the industry worldwide. Sandi Rhys Jones OBE, management consultant and champion for women in construction, engineering and science addressed the gender mix in firms. Chris Sexton, Technical Director, Crossrail, UK, discussed the lessons Ireland can learn from London’s Crossrail as we embark on our own transport mega project, Metrolink.

Brian Morrisroe, founder and Chief Executive, Morrisroe Group and member



Eoghan Murphy TD, Minister for Housing, Planning and Local Government.



Caroline Spillane, Director General, Engineers Ireland, during a panel discussion.



Tara Flynn, Director, Paul Flynn Construction and Chairperson, CIF Galway Branch, during a panel discussion.



## COVER STORY: CIF ANNUAL CONFERENCE 2018



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

of the British Construction Leadership Group, looked at the digital skills that will be required for the construction industry of the future. He said that there is no easy path to a successful digital transition, but any transformation will require strong leadership and have to start by changing a company's culture.

There were also a number of panel discussions that tackled a range of issues, including the housing crisis. In a discussion on procurement, Tara Flynn, Director, Paul Flynn Construction and Chairperson of CIF Branch Galway, said the whole public procurement process needed to be overhauled so SMEs can tender for projects that are within in their capacity to complete.

The Conference was hosted for the third year by Ian Kehoe, who recently stepped down as editor of *The Sunday Business Post* and who said he had observed a massive change in thinking and attitude at the Conference over his time of hosting it.

In his closing remarks, Tom Parlon, Director General, CIF, said that skills shortages and blockages to delivering infrastructure and housing, as well as procurement issues, need to be addressed urgently, and these issues can be addressed through collaboration.

"The sector has a very positive relationship with Government and the public service. We are striving to avoid the boom and bust cycles of the past and establish a more sustainable industry, which will be good for the Irish economy," he said. "As delegates would have seen from the presentations and exhibitors at the Conference, there is much to be learned from new technologies and processes. These are the future and the way forward for the industry."

### SPONSORS

The CIF Conference 2018 was sponsored by Gold Sponsors Topcon, Kingspan, Philip Lee, EY Ireland and Mace, and Silver Sponsors CRH and Enterprise Ireland. **C**



**Brian Morrisroe, Chief Executive, Morrisroe Group, speaks about the future digital skills required in the industry.**



**Pat Lucey, Senior Vice President, CIF, during a panel discussion.**



**Lorraine Hosty, Executive, Housing Services, CIF; Dominic Doheny, President, CIF; Eoghan Murphy TD, Minister for Housing, Planning and Local Government; Antoinette Fay, CIRI Administrator, CIF; George Hennessy, Chief Operations Officer, CIF; and Tom Parlon, Director General, CIF.**



**Anne Dooley, Managing Director, Winthrop; Stephen Walls, Associate Director, Mace; and Gordon O'Regan, CEO, L&M Keating.**



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# “EVERY DAY, WE ARE QUITE LITERALLY BUILDING THE FUTURE”

Outgoing CIF President Dominic Doheny reflects on the highlights of his two years in office and looks ahead to the future of the industry, reflecting on his hopes for it and the challenges that may be in store. **BARRY MCCALL** reports.

**W**ith a career spanning more than three decades in the Irish construction industry, Dominic Doheny has brought a wealth of knowledge and experience to the role of CIF President over the past two years.

He has been the joint Managing Director of John Flanagan Developments since 1989, is the former Chairman of the Irish Home Builders' Association and can now add a very fruitful, diligent and energised term as CIF President to his lengthy CV.

“It was a massive honour for me to take the helm as CIF President over the last two years,” Dominic Doheny says as we settled into his office in Tullamore for our interview. True to form, Dominic Doheny is very punctual, (our interview begins three minutes early in fact), and with a schedule as busy as his – often commuting between Tullamore and Dublin several times a week for CIF and other commitments, while also holding the fort at John Flanagan Developments – it's not hard to see why time is at a premium.

“I was genuinely taken aback by the amount of respect the members have for the office of CIF President,” Dominic Doheny reveals. “It put a bit more weight on my shoulders than I had anticipated, but I very much appreciated it and respected the trust they placed in me to fulfil the obligations of President during my term. Members had high expectations, and I was proud to work on their behalf to meet them.”

## HIGHLIGHTS

One particular highlight of his presidency, according to Dominic, was the establishment of the Construction Sector Group (CSG).

“The formation of the Construction Sector Group had been a key objective of the industry for some time, and I made it a personal objective when I took office to get it across the line,” he recalls. “I was delighted to have the opportunity to put the arguments and rationale behind the CSG to the then Housing Minister Simon Coveney



at a social dinner in Cork one evening early on in my presidency, and I mentioned it again in my speech later that evening. It was a great moment when the Government announced in the *Project Ireland 2040* plan that it would be establishing the Construction Sector Group. We've only had one meeting so far, so it's too early for me to comment on how effective it's going to be, but I am very optimistic and see great potential for a more collaborative, cohesive and shared approach to construction in the future from both Government and industry alike.

“Our industry has been particularly challenged in our interactions with Government over the last number of years, and it is time for that to change now, and I am optimistic that it is changing,” he adds. “We don't have a single line minister for the construction sector. So, we often have to visit up to six different ministers to discuss

topics relating to construction, and that is one issue we very much hope to resolve through the CSG. We must keep a focus on the core issues too, as it's easy with so many side issues to become distracted. The CSG will require careful management and direction to maintain focus, but the fact that the Government has bought into the principle of the CSG is a success in itself and makes me very hopeful that it will deliver for our industry into the future.”

Another highlight during Dominic Doheny's presidency was the announcement of the Help to Buy scheme.

“The announcement of the Help to Buy scheme was a huge boost in confidence for the industry, and it was absolutely necessary to help people get onto the property ladder. However, it is due to expire at the end of 2019. A lot of our members will be making plans for 2020 shortly, so we hope that the Government announces an extension to the



**Dominic Doheny, President, CIF, talking to An Taoiseach Leo Varadkar TD, with Tom Parlon, Director General, CIF.**

scheme in the near future.”

Throughout his term as CIF President, Dominic Doheny has witnessed the announcements of Ireland 2040, the National Development Plan (NDP), and the National Planning Framework, which are hoped to represent a new, more positive era for the construction industry and Ireland generally.

“These initiatives represent €116bn in investment,” Dominic Doheny notes. “That is very significant, but delivery will be key. This investment has to be delivered in a phased way, in a structured way, with no peaks and troughs. We are trying to remove the boom and bust cycles, which have been a problem for the industry in the past. We don’t want it all to be back-ended, or it will end up taking years.”

This measured roll-out is essential for a number of reasons according to the outgoing President.

“Civil engineering companies need certainty if they are to invest in plant and machinery,” he says. “There is also the challenge of trying to attract people back into the industry who may have left the country and found work abroad. These individuals need to have confidence that the NDP is going to be delivered. If you are going to uproot yourself and possibly your family too, all over again, and make the journey back home, you need to know that you are coming back to something that is sustainable for at least five or 10 years. You need that peace of mind, it’s only human, and it’s only right we should be able to give that to workers.”

## BALANCED REGIONAL DEVELOPMENT

Another challenge that continues to



**CIF Executive Body members launching Construction Safety Week 2018.**



**Dominic Doheny, President, CIF; Heather Humphreys TD, then Minister for Regional, Rural and Gaeltacht Affairs; and Tom Parlon, Director General, CIF, at the launch of the CIF's Regional Development Roadmap in April 2017.**

concern Dominic Doheny is the fact that the unbalanced nature of Ireland’s economic recovery has meant that many companies have yet to experience any real increase in growth, or return to sustainable business levels, particularly those in regionally-based member companies.

“Dublin is enjoying strong growth. Cork is doing quite well. Limerick is starting to see increased activity, and Galway is also

beginning to show signs as well,” Dominic Doheny explains. “But many of the rest of the regions are not performing at all. In regional areas, Government spending is mainly on education, justice, health and so on. Any construction tends to be on small projects, with a large number of contractors competing for them, and there are quite often no private jobs in the area.”

This paucity of private activity,



particularly with regard to housing in regional areas, comes down to simple economics according to Dominic Doheny.

"It doesn't pass the viability test," he points out. "The replacement cost of buildings is still way above their market value. It's the same for all sectors. We won't cross that viability line for another 12 months or so, that's one of the reasons why it is vital to extend the Help to Buy scheme."

Dominic Doheny firmly believes that the NDP will play a pivotal role in rebalancing this situation.

"It does attempt to balance the growth," he explains. "This is a considerable challenge. You can't really tell people where to live. The Government has a huge task in front of it in increasing the spread of investment into other cities and regions. The majority of our members have work in Dublin, and they are travelling long distances into Dublin every day. But this is not sustainable economically or socially, not for their families or communities. It's not good for anyone to spend so much time commuting."

"The Government understands this I believe – the fact that activity in Dublin is positive but needs to be controlled – and in fairness to the Government, this is recognised in the Ireland 2040 plan. So, we don't need more new plans or policies; we just need the implementation of the ones we have."

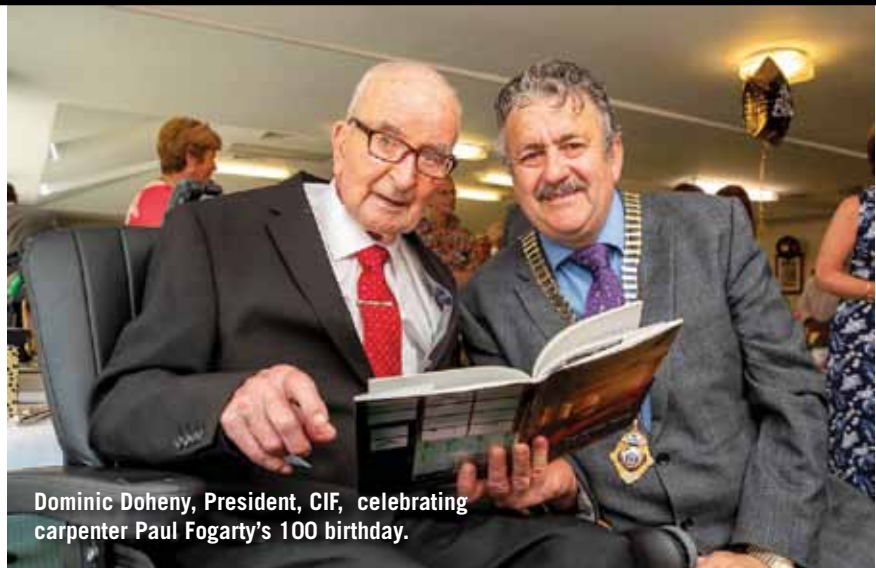
### STATE OF THE INDUSTRY

Dominic is dubious about looking too broadly at the current state of the construction industry, keenly aware that the bigger picture does not reflect the reality on the ground for many CIF member companies.

"We have increased in scale and output, there is more activity and more employment, but are our members in a better place individually? It's questionable. Our profit margins here in Ireland average around 1 to 1.5% and that is just not sustainable. A lot of members are having to tender below cost to get work, which is a real problem. We did a survey of the top 20 contractors in Ireland, the UK and Mainland Europe. In the UK, the margins ranged from 1 to 1.5% at the very bottom, up to 5%. In Europe, the margins ranged from 10 to 15%."

This lack of profitability has quite profound effects on the industry and its ability/speed in terms of recovery," according to Dominic Doheny.

"It means we can't afford to invest in innovation, as we just don't have the profits. We are looking for the establishment of a body like Teagasc for the industry. A



**Dominic Doheny, President, CIF, celebrating carpenter Paul Fogarty's 100 birthday.**



**Tom Parlon, Director General CIF; An Tánaiste Simon Coveney TD; Dominic Doheny, President, CIF; Brian Nolan, Chairperson, CIF Cork Branch; and Conor O'Connell, Director, Southern Region, CIF.**

body to carry out innovation on behalf of the industry," he explains. "When you see farmers planting new grasses or employing new methods to generate higher milk or crop yields, it's usually as a result of work done by Teagasc. The farmers don't put their hands in their pockets, they can't afford to."

An example of the innovation Dominic Doheny points to is investment in offsite construction. "We need more investment in offsite construction and other innovative solutions; innovation that will help us increase productivity, reduce costs and attract people into the industry or indeed back into the industry. It will also help us to increase our exports to other countries, which would help to protect the industry from any cyclical economic surges or troughs and make it more sustainable overall. But we can't do this in isolation, we need the Government at the table as well."

### OVERCOMING CHALLENGES

Dominic Doheny is confident that the outlook for the industry is increasingly positive.

"When you look at the macro-environment, the figures from the Central Bank and the ESRI point to good, strong growth for Ireland," he says. "We don't need outlandish or unsustainable figures. We want a level, steady pace. The forecasts are good, but we always have to be aware of external issues such as Brexit, trade wars and so on. At the moment all the indicators are positive, and that must be appreciated. However, there are still challenges. Inflation in materials and labour is one. So, we have to be careful not to push ourselves off a cliff."

Other issues also weigh heavy on Dominic Doheny's mind, particularly those that impact majorly on the construction industry's strong SME contingent.

"The impact of the economic downturn was particularly felt among the many SME businesses that operate in the construction sector and beyond," he adds. "The industry needs the right conditions for its supply chains to thrive and be confident about investing in new research, innovation, technology and people. The



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



L to r: Sean McElligott, Chairman, M&EBSCA; Tim Ferris, President, ECA; Sarah Ingle, Secretary-General, ACEI; and Dominic Doheny, President, CIF, at the recent ECA Centenary celebration dinner.

construction industry has previously called on Government to assist in developing a strong and resilient supply chain by creating conditions for construction supply chains to thrive, including addressing access to finance, education and skills, and leaner procurement.”

Skills represent another challenge. “We need to have a plan around training, but training that is relevant,” Dominic Doheny says. “We need to bring in new skills. We need to look at new ways of building and training people for that. We also need to get out there into the schools and inform careers teachers of the benefits of a construction career. The skills are transportable into any country in the world, but we need a sustainable industry here in Ireland as well.”

Dominic Doheny laments the fact that figures for individuals signing up for apprenticeships continue to be poor.

“In the schools, the sole focus seems to be on the percentage of their students who go on to third level education. That needs to change. We all envy the German model, but the career path offered by an apprenticeship here is very good as well. Some of the best mechanical and electrical engineers in the industry started out as apprentices.”

### FUTURE PLANS

From a personal point of view, Dominic is looking forward to “winding down slightly”, but anyone who has come to know the dynamic Tullamore native will be aware that his undeniable, natural work ethic will ensure it is only a very slight wind-down.

“It’s been an incredible rollercoaster of a journey over the past two years,” he says. “It’s been an extremely busy time, but I am very lucky to have a very supportive wife and family and work colleagues. The presidency sucked up a lot of private time, and I have to admit I’m looking forward to getting that time back.”

This does not, however, mean that Dominic Doheny will be disappearing off the scene entirely. “I hope that CIF is in a better place now than it was at the beginning of my presidency and that I lived up to members’ expectations,” he says. “I’ll still be there for the members, I will still be on the executive, and I hope to bring the extra layer of knowledge and experience that I have gained over the last two years to bear in the coming years.”

“I am intensely proud of the Irish construction industry and its achievements,” Dominic Doheny concludes. “When we look at world-class buildings like the Bord Gais Energy Theatre, the Convention Centre Dublin, the Aviva Stadium, and advanced manufacturing facilities up and down the country, all built by Irish companies and Irish construction workers, you cannot be anything but very proud and feel very lucky to work in this industry. Often, I feel the industry doesn’t get enough credit for its major achievements and its inherent ability to adapt, time and time again. Our industry is hugely creative, industrious and resilient. Every day, we are quite literally building the future, and that is endlessly exciting. Who wouldn’t be proud to work in an industry like that?” **C**



# DUGGAN BROTHERS DELIVER MODERN DCU STUDENT HUB BUILDING

The new DCU Student Hub building presented Duggan Brothers with a number of challenges, not least of which was that the facility remained operational throughout the build. **ROBBIE COUSINS** reports.

**T**he construction of the €12m over 5,500-sq m DCU Student Hub building by Duggan Brothers was carried out over several phases, which comprised the construction of a new-build three-storey extension to the original Student Hub building to provide extended student facilities, including foyer space, offices, shops, cafes and an auditorium with terraced seating, along with refurbishment works to the existing building. In addition to this, the project also included associated external works, external utilities and landscaping.

The original Student Hub building remained operational throughout the 82-week project period, with many restrictions and limitations, particularly when refurbishment works were being carried out. Elements of the new-build were required to achieve substantial completion early and accommodate vacant possession of other elements of the existing building. The works were carried out within a live university campus, with a key university access route running through the construction site and remaining operational at all times.

The main structure of the new building includes structural steel with high-end architectural finishes, high-end special class in-situ-concrete finishes, precast concrete, brick/block work, rainscreen cladding, glazing/façade works and insulated render. The fit-out included an extensive M&E, lift installation, floors, stud and glazed partitions, suspended ceilings, built-in furniture, fixtures and fittings, etc.

Eddie Cleary, Contracts Director, Duggan Brothers, says BIM was a crucial element in the successful delivery of the project. "The cutting-edge design comprises many bespoke structural, façade and internal finishing materials/systems, the design coordination of which was significantly enhanced through BIM," he explains. "Further to this, BIM was used for the coordination of the M&E services throughout the project."

He explains that one of the biggest challenges the project team faced was



working within a building that remained operational throughout the build.

"The interface with the public was a constant challenge throughout the works. This was managed by careful coordination with the surrounding businesses and DCU Estates staff. Public safety is absolutely paramount and centre stage, particularly in the context of a challenging project at the heart of student life in one of the country's largest universities. Furthermore,

as we were building on 100% of the site footprint, there was no space for site welfare/accommodation or material storage facilities, all of which were provided some distance from the site, further elevating the risk to members of the public."

The fact that the site was on such a busy campus also brought logistics challenges for the team.

"Logistics on the site were particularly difficult due to the location of the building



DCU Student Hub auditorium.



Structural steel with a high-end architectural finish.

within the campus and the lack of available storage space,” explains Eddie Cleary. “This was managed, as much as possible, by arranging for materials to be delivered on a ‘just in time’ basis and the careful coordination of the storage of essential materials only on-site.”

The new ‘U’ Student Centre houses a broad range of activities and support services. Core features of the centre include a student leadership and life skills centre; performing arts and cultural spaces for students and the wider community; and an entrepreneurship and innovation hub for national and international student initiatives. Also, the new centre contains two escape pods to provide a social space for students with autism.

Eddie Cleary says that despite being a very challenging project, the end product is a very high-quality building that provides a real focal point for the student population and the larger campus. “We are delighted to have delivered this state-of-the-art building for both DCU and its students and look forward to seeing the future success that the building will bring.” **C**

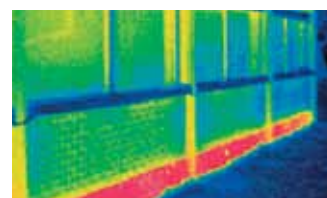
## PROJECT DETAILS

Contract Duration:	82 weeks
Contract Value:	€12m
Project Size:	5,500 sq m
Client:	Dublin City University
Architect:	Mola Architecture
Civil/Structural and Services Engineer:	O'Connor Sutton Cronin
Quantity Surveyor:	Turner & Townsend



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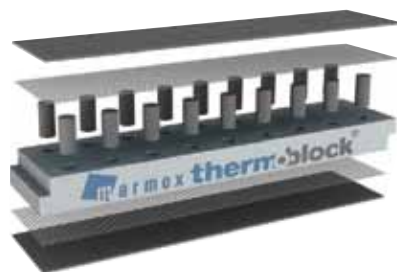


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# IRISH M&E CONTRACTORS CONTINUE TO EXPAND ON INTERNATIONAL STAGE

The M&E contracting sector's success at home and abroad is built on its well-earned reputation for excellence. **BARRY MCCALL** reports.

**T**he role of the mechanical and electrical (M&E) contractor has changed quite significantly over the years. Gone are the days when their role was purely one of a subcontractor. They have progressed a long way up the value chain since then, and it is now not uncommon to find M&E contractors leading project teams. And, the more complex the project, the more likely this seems to be the case.

Sean Downey, Director, Specialist Contracting, CIF, says M&E companies are quite unique.

"They are now seen as a critical element of the package for any foreign direct investment (FDI) company. They are part of the core supply chain. It is a box they need to tick, and Ireland can do it. In fact, a large number of Irish companies have been brought into new countries by existing customers here at home. They are winning these overseas contracts because they bring a different approach and have a real can-do

attitude."

The companies are led by true entrepreneurs, he adds. "In the main, they are professionals who came through a trade or university. They have drawn that circuit or mechanical layout. They can really connect to clients when pitching and delivering. They have the client's interest at heart at all times. It's an authentic, high-level partnership. They deliver projects regardless of the technical complexities."

Looking at the domestic market at present he sees a very healthy environment.

"There is a bit of a lull with commercial projects at present," he notes. "There is quite a lot of commercial work to come out of the ground yet, but the big story in the next three years is going to be pharma, electronics and data centres. After that, it's going to be the Government playing catch-up on infrastructure. They have the DAA campus, Metro North, Irish Water; they are all mainly civil engineering projects, but they all have a significant requirement for mechanical and electrical services."

Given this anticipated ramp-up in demand, Sean Downey is happy with the Government's approach to the National Development Plan.

"The Government has listened to what CIF has said. There is now a cross-department tracker on projects. We can look ahead into the future and can see the skillsets required, and when they are needed. This will allow us to plan forward and future-proof the industry. We will know when we will need specialist professionals or management skills. If Metro North needs people with subterranean experience, we might be looking to mining and tunnelling projects overseas."

## INDUSTRY VIEW

Jimmy Kirby, Group Managing Director, Kirby Group Engineering, agrees that the Irish M&E contracting sector is currently in a good state of health.

"Over the past eight years, the industry has grown, and the output



has significantly increased. Some of the key drivers for the growth in the industry include developments in commercial office space and the continued influx of FDI, particularly in data centres and life sciences, which are two of our key target sectors.”

This view is echoed by Jim Curley, CEO, Jones Engineering, albeit with a few caveats.

“The Irish M&E contracting sector has been steady for the past few years with companies focusing on sustainable growth. This has been a challenge due to the competitiveness of the local market and the issues associated with retaining and finding resources.”

Notwithstanding this, Irish M&E firms have been leading the way internationally with innovative work processes and technology, he adds.

“Those working in the ICT sector have seen a large volume of work coming to the market. Signs are that this is set to continue into the near future, both at home and abroad. Over the past few years, the commercial sector has seen volumes exceeding the long-run annual average, with tech companies continuing to be key drivers of growth. This has also resulted in a sharp increase in fast-track projects, particularly located in city centres. The looming threat of Brexit has the potential to see the market cool for a period of time, but we don’t expect this to have significant long-term impacts.”

### BREXIT

Sean Downey also points to the Brexit challenge.

“We are encouraging members to examine their supply chains and to future-proof them,” Sean Downey says. “They need to look at opportunities outside of the UK. If they are buying a European product, does it come through the UK? There will be huge labour market changes in the UK as well. There will be implications for non-UK staff. What will be the employment prospects for those people? Can they stay? Will they want to stay? The industry has made changes in the past. It is very mobile and has no difficulty in changing again if needs be.”

On a positive note, Sean Downey points to the agility of Irish companies.

“They are used to risk, accustomed to being challenged and providing value in difficult circumstances. I think they will flourish after Brexit, but there is still quite a bit to be settled. There is still a risk of incurring losses on projects if things change very quickly.”

### HUMAN RESOURCES

Human resources represent the main challenge for Jim Curley.



Sean Downey, Director,  
Specialist Contracting, CIF.

“One of the most pressing issues that face the contracting sector is resource availability. There has been an industry-wide focus on promoting apprenticeships for the past few years. Last year saw a 25% increase in the number of young people opting to pursue apprenticeships. Traditional roles such as electricians, plumbers and carpentry were the most popular. This is great progress from where we were just a short time ago, but there is more work to be done.

“The CIF has introduced the #BuildingEquality campaign, which has the potential to increase the targeted demographic for apprenticeships and construction sector degrees over the coming years,” he continues.

“This is something M&E contractors have strongly supported. A diverse workforce leads to better outcomes for all. Contractors have also been targeting returning ex-pats in a bid to tackle this shortage. Our principal resource is our people, so it has always been important to us to have procedures in place to secure this resource. At Jones Engineering, we take this responsibility very seriously; we are one of the largest trainers of building services apprentices in Ireland. We have participated in the STEAM Engineering in a Box programme for the past few years, where our engineers connect with our local community with a view to inspiring primary school children through fun and engaged learning to consider and enjoy the science subjects. In addition, we continue to provide scholarships and support to a number of third level institutions.”

Two of the most prominent challenges in the sector are the limited resource pool and maintaining a competitive



Jimmy Kirby, Group Managing  
Director, Kirby Group Engineering.

advantage, according to Jimmy Kirby.

“With the industry experiencing a skills shortage, particularly a shortage of construction professionals, the industry and educators need to ensure that people are aware of the excellent career opportunities available in this area,” Jimmy Kirby explains. “At Kirby, we understand, that in order to lead in our industry, good people are a real source of sustainable competitive advantage. We place a strong emphasis on nurturing and supporting talent through our graduate and apprenticeship programmes. We also run a site management programme, which helps craft professionals to go on to become site managers and then project managers. We are continually improving our skills base. These programmes ensure we have a continuous pipeline of talent.

“The Kirby culture is driven by safety, quality, innovation, efficiency and meeting our customers’ needs,” he adds. “Lean practices and processes have become important components of our project delivery, which brings significant value to us and our customers. Our culture enables us to continually offer a competitive price and maintain a competitive advantage.”

### INTERNATIONAL SUCCESSES

The sector’s international success is regularly held out as an example for others to follow.

Irish firms are doing well internationally, says Dermot Reidy, Senior Development Adviser, Enterprise Ireland.

“Ireland has been a hub for hyperscale data centres for the past number of years,” Dermot Reidy explains. “These are the centres developed by the giants such as Apple, Facebook, Amazon, and Microsoft.



Jim Curley, CEO, Jones Engineering.

Ireland is a location of choice for these companies.”

But there has been a shift in emphasis of late. “They are not going to put it all in Ireland,” says Dermot Reidy. “The market is following Moore’s Law and is doubling in size every 18 months or so. That exponential growth means they have to look at other locations in Europe. It makes sense to spread risks by having them in different countries. Denmark and Scandinavia have pitched successfully for the next generation of hyperscale data centres. Irish firms, with their reputation for delivering projects on time and on budget, have been remarkably successful in capturing a slice of that market. The Irish have definitely got their fair share of the Scandinavian market. The M&E sector has risen to the challenge, and all the major companies are doing well.”

They are also adding value for their clients. “The walls are falling,” Dermot Reidy says. “Sometimes the M&E contractor takes a whole job from site selection right the way through to delivery. The promoter knows the price per square foot. They are appointing the contractor on the basis of their track record and reliability in terms of delivering high-quality projects on time and on budget, and that is where the Irish M&E contractors are winning.”

Jimmy Kirby attributes much of this success to reputation and track record.

“Irish-based M&E contractors have earned a reputation for high standards of safety, quality, and delivery, as well as for being innovative and collaborative,” he says. “This has allowed the industry to enjoy success both domestically and internationally. Over the past eight years, we have experienced growth and success on an international level. We continue to



Dermot Reidy, Senior Development Adviser, Enterprise Ireland.

**“ THE M&E SECTOR HAS RISEN TO THE CHALLENGE, AND ALL THE MAJOR COMPANIES ARE DOING WELL.” — DERMOT REIDY, ENTERPRISE IRELAND. ”**

grow our international operations. We recently announced an expansion in our international operations to include Sweden. The expansion into the Swedish market is proving to be a successful development for us so far, having secured a number of data centre projects, and with more projects in the pipeline. We now have the capability and capacity to execute projects in Ireland, UK, Sweden, Finland, Denmark, Norway, Netherlands, Belgium and Germany.”

The existing vibrant base of multinational

customers in Ireland is a key contributing factor to the sector’s success, according to Jim Curley.

“International success is due to large multinational and blue-chip companies recognising the talent Ireland has to offer and our reputation for delivering cutting-edge facilities. These companies have seen the results contractors are delivering in Ireland and are choosing to use the same teams on their international projects. It is a testament that we are operating at a world-class level. Irish M&E contractors tend to be flexible in terms of complexity and geography, a flexibility backed up by outstanding competencies, which makes us very attractive.”

## DIGITAL CENTRE OF EXCELLENCE

Sustaining the competitive edge that has enabled the industry to be so successful internationally will be a key part of the work of the proposed Digital Centre of Excellence for Ireland.

“This has been proposed by the National BIM Council,” says Sean Downey. “It will provide the skills and the core management capability to lead the industry towards digital transformation by 2022. We have received very strong and positive messages from Government, and we expect an announcement on the establishment of the centre by the new year.”

Pointing to the critical importance of the centre, Sean Downey says, “Irish M&E contractors are very competitive in the Nordics and Benelux for pharma and data centre projects. That will be challenged if the industry can’t provide projects digitally. A lot of companies are already doing that. The M&E sector tends to be very advanced, but if the rest of the team is not, they can’t offer an integrated approach. The M&E sector has always been made up of early adopters. They will lead by example and drive on.”

## FUTURE DEVELOPMENTS

Looking to the future, Jim Curley also highlights the importance of remaining competitive.

“Ultimately, we are a service industry. We, therefore, need to keep ourselves relevant to both local and particularly overseas investors. We must remain at the cutting edge of project delivery while at the same time remaining competitive. That’s the challenge going forward.”

Jimmy Kirby concludes on a very positive note. “Undoubtedly the sector faces some challenges, but on the whole, the outlook is positive for the sector.” **C**



## NOTICE OF APPLICATION TO THE COURT

### AVIVA INSURANCE LIMITED And AVIVA INSURANCE IRELAND DESIGNATED ACTIVITY COMPANY

Notice is hereby given that on 30 August 2018 a Petition was presented to the Court of Session in Scotland (the "Court") by (i) Aviva Insurance Limited (formerly CGU Insurance plc, General Accident Fire and Life Assurance Corporation plc, General Accident Fire and Life Assurance Corporation Limited, The General Accident Assurance Corporation Limited), incorporated under the Companies Acts, registered in Scotland (Company Number SC002116) and with its registered office at Pitheavlis, Perth PH2 0NH ("AIL"); and (ii) Aviva Insurance Ireland DAC (formerly Aviva OPP One DAC), a designated activity company registered in Ireland (Company Number 605769) and with its registered office at One Park Place, Hatch Street, Dublin 2, Ireland ("AIIDAC"), applying for, inter alia, an order of the Court under Part VII of the Financial Services and Markets Act 2000 (the "Act") sanctioning a scheme (the "Scheme"). The Scheme provides that the following classes of general insurance business are to be transferred by AIL to AIIDAC: (i) all business effected by AIL on a freedom of establishment basis out of AIL's branch in the Republic of Ireland (including such business where AIL's records show that the risk is situated in the United Kingdom); (ii) certain business effected by AIL on a freedom of establishment basis out of AIL's former branch in France; (iii) certain business effected by AIL on a freedom of establishment basis out of AIL's former branch in Belgium; and (iv) certain commercial and retail business effected by AIL where AIL's records show that the risk is situated in states in the European Union or European Economic Area other than the United Kingdom.

Copies of the Petition, a report on the Scheme prepared by an independent expert under section 109 of the Act, a statement setting out the terms of the Scheme and a summary of the report of the independent expert may be obtained by any person free of charge on Aviva's website at <https://transfer.aviva.com/insurance/documents>. You can also request free copies of any of these documents by calling 0189 86521 in Ireland and 01603 606387 in the UK\* or by writing to Transfer Mailing (BAU I), PO Box 3660, Norwich, NR1 3EQ until the Scheme becomes effective, expected to be 00:01GMT on 1 February 2019.

In accordance with the Financial Services and Markets Act 2000 (Control of Business Transfers) (Requirements on Applicants) Regulations 2001, AIL and AIIDAC will publish a series of notices in relation to the application. Any person who believes that they would be adversely affected by the carrying out of the Scheme should lodge written Answers (formal written objections) to the Petition with the Court at Parliament House, Parliament Square, Edinburgh EH1 1RQ within 42 days of the publication of the last of these notices, which is expected to occur by 23 November 2018. Such persons may wish to seek independent legal advice. In accordance with its present practice, the Court is also likely to consider any other objections to the Scheme which are made to it in writing or in person at the Court hearing to consider whether to sanction the Scheme, which is expected to take place at 9am on 15 January 2019 at the above address. Should the date or time change, the new date or time will be advertised on Aviva's website at <https://transfer.aviva.com/insurance>

This notice is given pursuant to Regulation 3(2) of the Financial Services and Markets Act 2000 (Control of Business Transfers) (Requirements on Applicants) Regulations 2001.

Burness Paull LLP  
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(Solicitors in Scotland to Aviva Insurance Limited and Aviva Insurance Ireland DAC)

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# CREATING A SAFETY CULTURE FROM SCRATCH

Established in October 2017, Glenveagh Properties PLC has a comprehensive safety plan and procedures that are standardised across all its sites, for which it employs digital technology to facilitate application and administration. **ROBBIE COUSINS** reports.

**F**ormed in 2017, Glenveagh Properties PLC's had its origins in Dublin residential building firm Bridgedale, founded in 2003 by Stephen Garvey. In 2014, with backing from US private equity firm Oaktree Capital, Bridgedale grew its management team and infrastructure, reaching 85 full-time employees with a network of 650 contractors by 2017. In October 2017, the company management team of John Mulcahy, Executive Chairman; Justin Bickle, Chief Executive; and Stephen Garvey, Chief Operating Officer, floated Glenveagh Properties PLC on the Irish and London Stock Exchanges. Glenveagh's primary market focus is on building modern, comfortable homes that facilitate the establishment of sustainable communities. It currently has private and public developments in the Greater Dublin area, Cork, Galway and Limerick.

The management team took the establishment of the new company as an opportunity to assess all previous safety programmes and introduce a new safe site culture, designed to minimise risk to workers across all its sites.

"From the start, it was important that the right message and leadership was given from the top," says Cathal Mooney, Health & Safety Manager, Glenveagh. "Safety was set as a cornerstone of the company's work culture. Safety is the first item on every agenda, from the PLC board to weekly site progress meetings, and it is the first and last thing the Chief Operation Officer will ask about when he visits any company site."

Cathal Mooney explains that one of the most important things to do when creating a new safety culture is to set acceptable safety norms and ensure every single person knows exactly what is acceptable and what is not.

"We undertook a review of all safety documentation from our sites," he explains. "We collated our findings and created a new safety document register for all our forms and permits. This was rolled out across all our sites, and now we have a standard set of documents which makes it easier for all staff and subcontractors. This is particularly valuable for workers moving between sites, as they know how our system runs and what safety documents to use."



Glenveagh developed a new more user-friendly Safe Plan of Action (SPA). This was achieved by increasing the use of graphics and images to outline processes rather than use text-based descriptions. Whiteboard meetings were introduced on all sites. This has made coordination of subcontractors easier, improved information sharing on activities being undertaken and facilitated the highlighting of potential hazards and risks associated for any particular day's work programme.

Glenveagh has also introduced digital technology to aid safety on site.

"We have brought in technology to make site safety simpler," explains Cathal Mooney. "We are introducing a new digital system to review all our subcontractors' documentation and records, such as their SafePass, CSCS, safety statements and insurances before allowing them on site. This system also alerts us when operatives' cards, documents and insurances are near to their expiry date, thus helping subcontractors and us in ensuring compliance in this area."

Glenveagh has introduced an online system to conduct safety inspections using smart mobile devices. Any actions arising are emailed to the responsible supervisor, and they can close these using their

smartphone.

"The biggest benefit of this system is it enables us to record our safety conversations or safety behavioural observations with operatives using a smartphone," adds Cathal Mooney. "These safety conversations can be used to praise safe conditions or address unsafe conditions immediately."

During Construction Safety Week 2018, Glenveagh organised daily events across all its sites. These included various toolbox talks and presentations by Robert Kelly, KDK Scaffolding, on Working Safely at Height; and by musician and television personality Bressie on positive mental health. An Garda Síochána, Dublin Fire Brigade and suppliers also gave presentations to staff.

Glenveagh Properties PLC was a sponsor of this year's Construction Safety Week as it is committed to helping to raise greater awareness of better safety practices in the sector.

"We were delighted to be a sponsor of Construction Safety Week and help raise awareness of better site safety. We aim to be a leader in site safety in the housebuilding sector by instilling our strong safety culture through our employees and supplier network," concludes Cathal Mooney. **C**



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# HOW BUDGET 2019 IMPACTS YOUR PENSION

**SUSAN O'MARA** explains some of the issues relating to pensions arising from Budget 2019.

**B**y now, you have no doubt caught up on the various points from Budget 2019 that will affect your personal or business finances.

I will recap some key points that I see as relevant to my clients.

The Social Welfare €5 increase to the State pension (Contributory) brings it to €12,911 from March 2019.

The knock on effect of this means not all retirees in receipt of full rate contributory pensions will be required to invest in an Approved Minimum Retirement Fund (AMRF) to meet the eligibility requirements before investing their retirement funds in an Approved Retirement Fund (ARF). The requirement states that one must either have a guaranteed income of €12,700, or invest €63,500 in an AMRF – until age 75.

As the full rate State pension now exceeds the €12,700 requirement, the Budget confirmed that those receiving full rate State pension cannot have an AMRF and that this will come into effect from 2018 where applicable.

There are distinct differences between the AMRF and ARF. From age 61, you are forced to take an income from your ARF. This is not the case with an AMRF from which you could only take 4% once in any calendar year and no more. While some will view this as the removal of an annoying restriction, others will note that they will now have an annual tax liability on their AMRF that they did not have previously, thus eroding the growth on this part of their retirement assets.

There was an increase of €10,000 in the capital acquisitions tax (CAT) to the Group 1 threshold, to €320,000. This is the rate that applies to your children's inheritance.

Deposit interest (if you can get any) will have a reduction in tax from 2019 – from 41% to 35%.

## OTHER UPCOMING CHANGES

The entire landscape of pensions savings is under the microscope at the moment. For nearly 20 years the Government has been aware of the need for a type of pension reform that will see private pension coverage increase nationally. In 2018, the Department of Employment Affairs & Social Protection launched a consultation paper outlining their strawman proposal of an automatic enrolment pension for all employees. There is much detail in this proposal and consultation will be ongoing until November 2018, but the broader points are covered by the following key questions.

## WHO WILL BE AUTOMATICALLY ENROLLED IN THIS PENSION SCHEME?

Potentially, all employees aged between 23 and 60, who earn more than €20,000 a year and are not already contributing to a workplace pension, could be automatically enrolled.

## CAN THESE EMPLOYEES OPT OUT?

It is likely that employees will be free to opt out of the system at the end of a minimum membership period, currently proposed as during months seven and eight of membership. It is also proposed



Susan O'Mara

## “ THE ENTIRE LANDSCAPE OF PENSIONS SAVINGS IS UNDER THE MICROSCOPE. ”

that after this, employees may not opt-out. This level of detail will need to be fully clarified.

## WHAT ARE THE CONTRIBUTION RATES?

This will start low and increase on a phased basis over six years. It is proposed that both employer and employee will contribute 1% from the system's launch (currently set at 2022), increasing each year by 1% up to 6% from the beginning of year six.

## WILL THERE BE TAX RELIEF?

Not in the same format as the current regime, while the exact detail has yet to be finalised, it is being proposed as a State contribution of €1 for every €3 saved by the member.

## HOW DOES ALL OF THIS IMPACT ON THE CONSTRUCTION SECTOR?

While the construction sector has always been ahead when it comes to pension provision for workers, employers should be aware that this is on the horizon and due to commence in just over three years. There is already a mandatory pension for construction operatives and some other categories of workers, owing to the Sectoral Employment Order (SEO), but it remains to be seen how the two will interact. If you do not already have your own alternative, all of your staff will need to be covered in this auto-enrolment system, due to come into effect in 2022. **C**

*Talk to Milestone Advisory or my colleagues in CPAS to get further information on this and how it will affect your business, or sign up to our newsletter to get regular updates on this and other topics regarding your finances.*





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# SECTORAL EMPLOYMENT ORDER ONE YEAR ON

It has been a year since the construction sector made history by being the first industry to introduce a Sectoral Employment Order. **PAULA THORNTON** details what impact has had on the sector.

**O**n 19th October 2017, the first-ever Sectoral Employment Order (SEO) in Ireland was signed into law. This SEO applies to building and civil engineering firms and covers several categories of construction workers. In addition to outlining the rates of pay, the SEO also outlines the required structure and design for pension, life cover and sick pay benefit for these workers.

From conversations with employers during the year, we have found that the pension and sick pay elements were broadly welcomed. The sector recognises the need to provide a secure future for employees while at the same time protecting them and their families if they become ill or die. Pensions play an important role in retaining and attracting a company's most valuable asset, their employees, particularly when there is a skills shortage.

The SEO is ahead of its time as the Government has indicated that it fully intends to make private pension coverage mandatory for all employees by 2023, as outlined in a consultation paper on its 'automatic enrolment' proposal. Under this, all employees working in Ireland (subject to age and earning restrictions) will be automatically enrolled in a pension scheme.

As administrators of the Construction Workers Pension Scheme (CWPS), we have had a busy year notifying employers of their obligations under the SEO and facilitating their compliance with the new regulations through CWPS. On 9th March 2018, a second SEO for the Mechanical Engineering Building Services Contracting sector was introduced.

## SEO REQUIREMENTS

- Pension – Employers must register their employees in an occupational pension scheme, and the minimum contribution rates are set at €26.63 per week from the employer and €17.76 from the employee (total €44.39 per worker per week). These contributions are eligible for tax relief and will be invested in a fund which will be available to provide members with an income in retirement.
- Death benefit – A total contribution

## “ PENSIONS PLAY AN IMPORTANT ROLE IN RETAINING AND ATTRACTING A COMPANY'S MOST VALUABLE ASSET, THEIR EMPLOYEES ”

of €2.22 per week, split into €1.11 for both employee and employer, is due to cover a lump sum benefit that would become payable to beneficiaries in the event of the death of an active member. CWPS covers eligible members for a lump sum benefit of €100,000, plus €3,175 for each child under the age of 18. CWPS members qualify for this cover after a 26-week waiting period without requirement to provide medical information.

- Sick pay benefit – This benefit should be provided under trust and employees should be covered for a sick benefit that will be paid to them for an absence of more than five working days and must be payable for 10 weeks in any calendar year. Eligible CWPS members will be



Paula Thornton

paid a benefit of €40 per day (€200 per week), and this amount is paid following an absence due to illness or injury of more than three days.

## WHAT'S BEEN HAPPENING IN CWPS

In CWPS, we have seen our membership numbers increase by over 35%, which is fantastic for the sector and for future generations of construction workers who will be retiring with a pension income in addition to their State entitlements. The trustee of CWPS has introduced some benefit improvements for our members and employers.

For example, the rate of sick pay benefit payable to members who fulfil the claim requirements increased from €38.11 per day to €40 per day, or €200 per week.

In addition to updated communications and a dedicated helpdesk for employers, we also introduced an online portal which makes it easier now for employers to register with CWPS. Joining a pension scheme can be seen as complex and difficult, but we have streamlined the process to allow quick and easy access to CWPS.

It's a year since the first SEO and CWPS has seen the expected growth in the number of members. However, I would emphasise that while the SEO applies to a lot of employees working in the sector, pension savings are for everybody. **C**

Are you confused? Don't be. Our job at CPAS is to make pensions simple. See our website [www.cwps.ie](http://www.cwps.ie), email [info@cwps.ie](mailto:info@cwps.ie) or call (01) 497 7663 and we can arrange a free pension review for you.

*Paula Thornton is a pension consultant at CPAS, the Registered Administrator of the Construction Workers Pension Scheme.*



# HEALTH & SAFETY STILL THE MOST IMPORTANT TOOL FOR CONTROLLING INSURANCE COSTS

Personal Injuries Commission confirms Irish soft tissue awards are now 4.4 times that of the UK.

**T**he second and final report recently issued by the Personal Injuries Commission confirmed that the level of general damages for soft tissue injuries in Ireland is now 4.4 times the level awarded in the UK. The Commission's findings only relate to general damages and do not include the cost of legal fees.

For Irish construction firms, it is more often the level of awards and legal costs associated with seemingly minor incidents that cause the most frustration. Even where there is a strong defence, the level of compensation awards, associated legal fees and uncertainty of a whether a court decision will go your way means that insurance companies often settle these claims early and ultimately business owners pay the cost.

As the economy grows and construction companies continue to expand their workforce to meet demand, the risk of an increase in claims and insurance costs grows also. Here are some ways in which companies can control their insurance costs.

## HEALTH & SAFETY

It goes without saying that a strong Health & Safety function is the number one way to keep insurance costs under control through the avoidance of accidents in the first place.

## TRUSTED EMPLOYEES

Good managers are a crucial component in managing site safety and identifying employees who demonstrate behaviours that indicate they may be a risk to themselves or others.

## HIGHER EXCESS

Certain contractors are comfortable taking a higher policy excess in exchange for a lower premium. This can be in the form of



an 'aggregate deductible' or increased 'each and every claim' excess.

## SPLIT THE PAYROLL

Underwriters rate Employers Liability Insurance by applying a rate to payroll. It is important to split your payroll between site workers, foremen, drivers, surveyors, etc. Lower risk occupations attract lower rates.

## MEET WITH UNDERWRITERS

In certain circumstances, it can be beneficial for representatives from the company to meet with underwriters and explain the reasons why claims have

occurred and what has been done to prevent reoccurrence.

Dealing with an experienced construction broker that has access to the best markets is essential. Martin Insurance has a 38-year history of providing bespoke insurance solutions to the construction sector, and we have strong relationships with key construction insurance markets in Dublin and London. **C**

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

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

## Specialist Construction Brokers

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

## Our long-standing clients include:

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

## Client Solutions:

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

Insurance  
& Bonds

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

## Recent Client Placements:

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**30%**  
Premium reduction

Contractors Liability



**20%**  
Premium reduction

Contractors Liability & CAR



**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

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# WE KEEP THE WARMTH INSIDE



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

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

FTT U8 Thermo window ensures:

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

# REGIONS EXPERIENCE SIGNIFICANT UPLIFT IN FIRST NINE MONTHS OF 2018

**TOM MOLONEY**, Managing Director, Construction Information Services (CIS), outlines the key findings from the CIS Q3 2018 Construction Activity Report.

**T**he volume of projects which has moved on site in the first nine months of the year to the end of September 2018 has fallen by 1% on the same period last year.

## CONSTRUCTION PROJECTS ON-SITE

2,015 projects commenced in the first nine months of the year, down from 2,040 in 2017. As can be seen from Fig 1, the sectors with positive growth for the period included civils and utilities, industrial, community and sport, and residential and agriculture. The best performing sector was industrial, which was up 29% on the same period last year, with 194 projects commencing. The biggest sector in terms of volume is residential where 466 multi-unit developments started in the first nine months of 2018, up 17% from 2017 levels.

The worst performing sectors, in percentage terms, were commercial and retail, down 22%, and medical and care residential, down 25%, on the corresponding period last year. Medical and care residential is also the smallest sector by volume with just 84 projects starting in the first nine months of 2018.

The value of projects on site has increased by 18% when compared with the same period last year. Over €5.7bn worth of projects have commenced on site in the first nine months of 2018, with the residential sector accounting for almost €2bn of this total, a 41% increase on the same period last year.



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

## CONSTRUCTION PROJECTS PLANS GRANTED

The volume of projects granted planning in the first nine months of 2018 has increased by 3% on the same period last year. Residential is the best performing sector with a 16% increase in the volume of projects granted planning. The largest sector by volume is agriculture with over 1,150 projects granted, an increase of 9% on the same period last year. Only two sectors have fallen in volume terms, but the decline is minimal in both the community and sport, and education sectors.

On a regional basis, all areas have experienced an increase in volumes apart from Dublin, down 8%, and Ulster ROI, down 7%. Connacht is the best performing region in percentage terms with a 24% increase in volume terms in the period under review.

In monetary terms, the value of projects granted planning in the first nine months of 2018 is up 23% on the corresponding period last year. Every region has experienced an uplift of at least 10% in the period under review. Dublin is still the largest region by value with a 45% share of the value of projects granted planning permission from the beginning of January until the end of September.

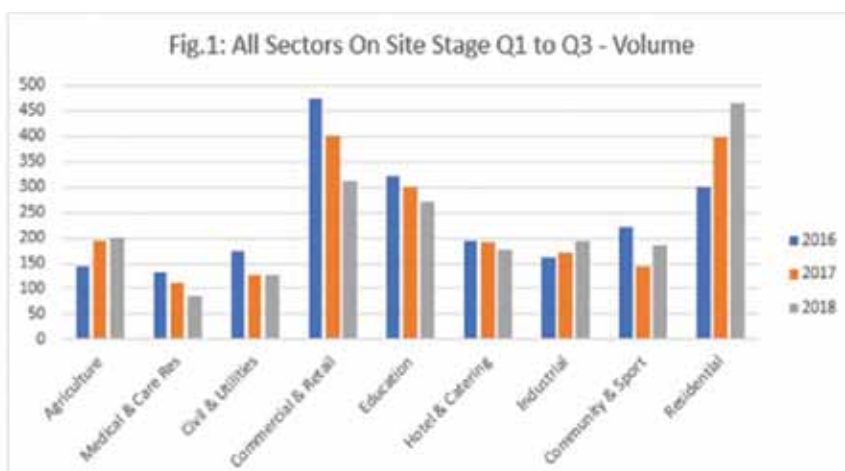
## CONSTRUCTION PROJECTS PLANS SUBMITTED

The overall volume of projects submitted for planning has increased by 1% when compared with the same period in 2017. Only residential, industrial and agriculture have bucked the negative trends for the period. The worst performing sectors are community and sport, which is down 16% on the same period last year, and the medical and care residential sector, which is down 22% on 2017 levels. The best performing sector is residential, which is up 17% on the period. Over 1,110 projects were submitted for planning in the period, up from 950 in the same period last year.

On a regional basis, Connacht, Munster and Leinster have increased the volume of projects submitted for planning, while Dublin and Ulster have declined in volume terms, with Dublin down 10% on the same period last year. Munster is the largest region by volume with almost 1,650 plans submitted for planning in the period. Leinster is close behind with 1,575 projects submitted. **C**

*This is an extract from the CIS Q3 2018 Construction Activity Report which provides a comparative analysis for the first half of 2018 with the equivalent period in previous years.*

*To request this free report in full, please email [donnaquinn@cisireland.com](mailto:donnaquinn@cisireland.com), and it will be delivered to you in PDF format.*





# THE IMPORTANCE OF HIGH-SPEED CONNECTIVITY TO EFFICIENT PROJECT DELIVERY

**B**iomarin is a world leader in trials and treatments for extremely rare diseases. Following their recent announcement of a €40m investment into their Cork plant at Shanbally, a huge construction project has commenced.

Tánaiste Simon Coveney spoke about the attractive nature of Ireland for industrial investment.

"This announcement is an exciting development for BioMarin, a company which has thrived in the Cork biopharmaceutical cluster," he said.

"This investment will not only bring opportunities for regional employment but also positive knock-on effects for the local economy."

Nova Telecom is working with Biomarin and some of the key contractors to bring connectivity to the new site, having recently worked in Pfizer and GlaxoSmithKline in the same area.

The Biomarin site in Shanbally is currently a hub of activity with a

multitude of contractors working daily on the construction project. At present Nova Telecom are providing critical business internet connectivity services on site to serve a number of contractors including HA O'Neills, BMD, Vision Contracting and O'Sheas Electrical.

Contractors simply cannot conduct business without broadband and it can prove difficult to service site porta-cabins due to the temporary nature of the presence on-site. 4G dongles are simply not efficient or reliable enough to provide the operational certainty and stability needed on key contracts. Nova Telecom installs reliable fixed-wireless links to the site cabins, allowing for fixed-line levels of quality. This is coupled with comprehensive support with service level agreements in place. Contractors are using these links for desk phones (VOIP communication with head office), transferring large drawings, cloud apps, clocking staff in and out, keeping Health & Safety standards high, security and keeping the project running smoothly and on time.



Philip Smith (BT), Dave McDonald (Nova Telecom) and Declan Kavanagh (BT)

Nova Telecom have strong ties with many of the national and regional contractors, engineers, and security companies who operate on sites such as Biomarin. We have developed ISP solutions to suit the requirements of contractors which are often specific to contract length, the type of programmes requiring broadband, urgency when a site is ready, meeting specific Health & Safety requirements on site and we have become experts at serving these needs.

To learn more about Nova Telecom go to [www.novatelecom.ie](http://www.novatelecom.ie) or contact [j.spain@novatelecom.ie](mailto:j.spain@novatelecom.ie) / 086-8122995



We work with regional and national contractors supplying broadband services to both permanent buildings and temporary structures.



Nova Telecom is trusted by thousands of Irish and multinational business users in both the enterprise and SME sectors every day, for mission-critical telecommunications services

# TAKE THE CREDIT – WHERE IT'S DUE

While the construction sector has demonstrated its powers of recovery, few firms realise they could fuel further growth by recovering tax credits for their unassuming workaday innovation, writes **ADAM SPRIGGS**, R&D Director, Ayming.

**R**esolving uncertainty and improving construction methods are the stock in trade of building and engineering companies. What most fail to appreciate, however, is they have a perhaps, unlikely ally in this endeavour, the taxman. Revenue operates a tax credit scheme to help businesses recoup 25% of their expenditure on research and development. With a corporate tax deduction of 12.5%, the overall relief is worth 37.5%.

Now R&D may conjure up images of white lab coats rather than hard hats. But a basic requirement of the scheme is that this activity must seek to achieve some 'scientific or technological advancement' and resolve a 'scientific or technological uncertainty'. And that certainly applies to construction, and many of its core activities, eg, civil, structural, and mechanical engineering, to name a few. Yet, it is not nearly so well understood by business directors and accountants.

Irish construction companies are not unusual in this respect.

In the UK, which has a similar tax regime, available data shows there were just 380 claims by construction firms in 2013/14. Provisional figures indicate that three years later the total had grown to 1,365. The claims' combined value also quadrupled in this time to £80m (despite a restriction on expenditure relating to consumables and materials). With greater awareness and expert support, the UK construction industry increased its share of a larger cake as companies across all sectors wised up.

Ireland's system is generous; as a global consultancy, now with a base in Dublin, Ayming is familiar with R&D tax credit regimes around the world. Not only is the level of relief comparatively high, all businesses, regardless of size, are covered by the same rules, unlike some more restrictive schemes.

## EXAMPLES OF ELIGIBLE R&D

A lot of what happens in construction involves resolving uncertainties and challenges and finding new, better ways of doing things. Amongst activities, you consider routine is work that can be classed as R&D under tax rules.

So what kind of expenditure potentially qualifies?

Here are some examples:

- Reducing waste, material usage and/or costs through innovative design or techniques
- Improving construction methods, such as precast concrete structural design, to overcome site access challenges
- Green building design and improvement
- Innovating in the design of a floor slab, raft foundation or cavity shell for fragile terrain
- Modifying construction processes for listed buildings
- Devising a unique HVAC system design
- Developing novel building tools and equipment for building



Adam Spriggs, R&D Director, Ayming.

foundations, including scaffolding and temporary works

- Improving energy management and on-site power generation systems
- Advancing modular off-site fabrication and manufacturing methods
- Trialling untested material combinations and mixes, or using new sustainable products within pre-existing systems

Not surprisingly, Revenue insists that all qualifying expenditure must be incurred 'wholly and exclusively' for R&D purposes. This allows the costs of employees' salaries and even outsourced activities, including subcontractors, with some caveats.

## HOW TO CLAIM

Claiming is simple – in as much as it's done online through your corporation tax return. Typically, Irish law allows four years to submit an amended tax return. However, R&D claims must be filed within 12 months after the end of an accounting period. This one-year rule compares with two years in the UK. The bar is also higher for evidencing claims. Contemporaneous records must be kept, it is therefore important from the take up of the regime that businesses are aware of the scheme so that they can ensure to adhere to this requirement and they can substantiate their claims.

Given the often reactive nature of eligible activities in construction – which may not even have been perceived as R&D – this is challenging. Compiling that evidence after the event may be difficult. But learning which activities can qualify under the rules, and setting up a process to capture essential information now, lays the foundation for future, ongoing claims.

In a dynamic construction market, businesses owe it to themselves to explore an opportunity to reinvest, innovate and sustain their growth – rather than leave it to their competitors. It pays to resolve uncertainty. **C**

To learn more about R&D tax credits visit [www.ayming.ie](http://www.ayming.ie) or phone Orla O'Leary on 01 669 4831.



# THE TIME IS RIGHT FOR A MORE INDUSTRIALISED APPROACH TO CONSTRUCTION DELIVERY

**ALAN GARVIN**, Managing Director, Balfour Beatty Ireland, outlines the major benefits of mainstreaming industrialised construction.

**T**he construction industry is core to the economy. Yet there is a growing gap between the number of essential projects to be delivered and the skills and capacity that the industry has to deliver them. The construction sector also operates on thin margins in an environment that is high risk in terms of cost, time and, above all, human safety.

As Balfour Beatty outlines in its August 2018 published report *25% by 2025: Streamlined construction* – seven steps to offsite and modular building, meeting these challenges calls for the mainstreaming of a new generation of industrialised construction methods, including offsite and modular building. These approaches drive better outcomes for all stakeholders: for customers by speeding up construction and reducing waste; and for the construction supply chain, by improving the quality and repeatability of infrastructure. And, if we invest now, industrialised construction could also create thousands of jobs.

## OFFSITE IMPORTS

Currently, the lack of capacity in Ireland and the UK means that prefabrication and modular approaches rely on imports from as far away as China. Moving towards local manufacture instead could boost domestic economies. Ireland, for example, has a proud history of investment in innovation, and leads in the use of innovative technologies, from BIM, to offsite and digital construction. It is in a strong position to capitalise on the increasing use of offsite and other industrialised construction techniques and to seize opportunities for growth and increased exports.

Balfour Beatty has been using these techniques in many of its schemes. On the landmark Irish Primary Care Centres PPP project, which Balfour Beatty Investments delivered in consortium with InfraRed Capital Partners Limited, considerable efforts were made to standardise electrical services designs across individual centres, providing consistency to the end users. In County Antrim, on Balfour Beatty's Gobbins Coastal Path project, digital drone technology was used to review existing cliff faces which required scaling, saving time while delivering a detailed, accurate assessment.

## ADDRESSING BARRIERS TO ADOPTION

The time has come to address the barriers to the widespread adoption of industrialised construction. From the reluctance of procurers to use it and the lack of capacity in the market to produce it, we must move beyond traditional mindsets. More must be done to educate and inform, both to demonstrate the benefits of offsite and modular building, and also to improve understanding about how to maximise its benefits, such as the need to aggregate schemes over a longer timeframe rather than dealing with each scheme individually; the importance of building in repeatability; and the need for a more collaborative approach in commissioning infrastructure.

## TIME FOR CHANGE

Providers too must think about change. While Balfour Beatty has committed to reducing the work we undertake on site by 25% by 2025 and others are following suit, some remain reluctant. They



Alan Garvin, Managing Director,  
Balfour Beatty Ireland.

**“ AS THE INDUSTRY’S LARGEST CLIENT, GOVERNMENTS HAVE THE MEANS, MOTIVATION AND RESPONSIBILITY TO THROW THEIR WEIGHT FULLY BEHIND THIS AGENDA TO RELEASE SUBSTANTIAL PRODUCTIVITY AND JOB CREATION. ”**

are held back by the significant upfront investment needed and the limited profitability while the market remains narrow. This is why governments can make the difference. As the industry's largest client, governments have the means, motivation and responsibility to throw their weight fully behind this agenda to release substantial productivity and job creation. **C**

# HARNESSING DIVERSITY WITH EMPOWERMENT

Phil Kane, Country Manager, Ireland, Eaton, talks to **ROBBIE COUSINS** about how the global electrical giant is empowering women across its operations.

**W**ith its global headquarters on Pembroke Road, Dublin, Eaton had a turnover of over €20bn in 2017 and employs a workforce of over 96,000 people across the world. From powered vehicles to hospitals, factories, data centres and even the electrical grid, the products manufactured by Eaton touch our lives in many ways every day.

Phil Kane heads up the company's Irish operations, and the construction industry is a key client for the business. Since the launch of the CIF's #BuildingEquality campaign, Phil Kane and Eaton have been ever-present in their support of the campaign, which she says is reflective of the goals Eaton is working to achieve in its operations across the globe.

The company recently hosted the launch event marking the publication of the CIF's *Diversity and Inclusion Guidance Document for the Construction Sector*. At the event, Phil Kane spoke passionately about what motivates her and Eaton's commitment to diversity within its operations. She also highlighted how the products that the company is developing are not only making building sites safer places to work, but more accessible and attractive to a more diverse workforce.

## ACCESSIBLE SITES

"By making building sites more accessible and safer places to work through new technologies, we are helping to make a career in construction more attractive to young people in general, and young women in particular," she says. "Aspiring to be a model of inclusion, diversity is at the heart of Eaton's approach. It is incredibly important to us that all team members feel included, empowered and welcome, so they can do their best work and realise their full potential. When we embrace the different ideas, perspectives and backgrounds that make each of us unique, we are stronger."

## EMPOWERING WOMEN

Eaton has a number of programmes to empower women within its operations.

"Our 'Women Adding Value at Eaton' inclusion resource group provides dedicated training, networking, business opportunities and more," explains Phil Kane. "We have also rolled out a new inclusion and diversity training course to help our leaders better engage and develop employees."

Eaton also offers support through flexible working programmes.

"This makes it easier for women to balance their commitments," comments Phil Kane. "I've certainly needed that in my own life, as I have three sets of twin girls."

Eaton's approach has resulted in it being named one of the world's best employers for diversity by *Forbes* magazine, as well as one of the best workplaces by civil rights organisation the Human Rights Campaign.

However, Phil Kane says it is not enough just to support women after they join the company.

"We also need to promote Science, Technology, Engineering and Mathematics (STEM) career paths to develop a strong pipeline of female talent. To that end, we reach out to local schools, attend career days, host site tours and promote careers in STEM. We also ensure women are represented at all our graduate recruitment fairs."

"Last year one-third of our interns were women, and we are an



Phil Kane, Country Manager, Ireland, Eaton.

**“ IT’S ALWAYS EASIER TO ASK FOR FORGIVENESS THAN FOR PERMISSION. ”**

active partner of the Society of Women Engineers. We advertise our roles on websites relevant to female engineers.”

## EXCITING PHASE FOR EATON

She explains that Eaton's operations are entering an exciting new phase of development with huge opportunities for skilled people.

"As the physical and cyber world come together, we're continuing to expand our engineering and technology base here in Ireland," she says. "A big focus at the moment is on hiring talent in data science and machine learning to develop intelligent power management solutions."

"We're working with Science Foundation Ireland and academic partners to tap into the rich base of STEM talent in this country. For instance, we're exploring energy efficiency and sustainable solutions in collaboration with Trinity College and University College Dublin. In this and many other areas we are developing, women have a major role to play."

In closing, Phil Kane addresses what she sees as an immense opportunity for Irish construction.

"There is a huge amount that the construction industry can and should do to empower women. But, I've learned in my career never to wait for anyone's approval, and to go ahead and challenge the status quo. It's always easier to ask for forgiveness than for permission." **C**



# THE CHANGES NEEDED TO ENCOURAGE AND SUPPORT WOMEN WILL BENEFIT MEN TOO

**SANDI RHYS JONES OBE**, management consultant, non-executive director, motivational speaker and pragmatic and practical champion for women in construction, engineering and science tells **CIF** what has inspired her hugely successful career.

**S**andi Rhys Jones has enjoyed a long career in engineering, construction and property, which began when she became the first woman construction journalist in the UK, working on the weekly UK newspaper *Construction News*. It was through this work that she rediscovered her childhood love for building and making things.

## A TANGIBLE CAREER

"I always wanted to do something tangible. My father was an engineer, and my brother became an engineer," Sandi explains. "My father taught me to saw wood, hammer and drill. He taught me to paint and decorate and hang wallpaper when I was really quite young. As a child, I liked making things, but it was virtually impossible to make the connection between enjoying making stuff and a career because I was in a very traditional girls' grammar school, where they didn't even talk about architecture.

"It was very constrained, so I did all of the traditional things, and then I was offered a job on *Construction News*, the weekly newspaper, and that was a eureka moment for me," Sandi adds.

Sandi went on to work in technical and professional public relations for a range of organisations, including technology companies such as Hewlett Packard, before forming her own consultancy specialising in construction and engineering.

For more than 40 years Sandi has delivered strategic marketing and management services to help national and international organisations improve their businesses – often being the only woman in the boardroom, conference hall or site office. Her clients have included contractors, housebuilders, suppliers, representative organisations, and local and national governments.

She is a Fellow of the Chartered Institute of Building, a Fellow of the Women's Engineering Society, a member of the Chartered Institute of Marketing and an Associate of the Chartered Institute of Arbitrators.



Sandi Rhys Jones OBE was a keynote speaker at CIF Annual Conference 2018.

## WOMEN IN CONSTRUCTION

Sandi was appointed OBE in the Queen's Birthday Honours List 1998 for promoting opportunities for women in the construction industry and was awarded an Honorary Doctorate by Sheffield Hallam University for her work in gender equality.

So how does Sandi feel about the persistent lack of women in construction? Over 20 years later, does she think women are making strides or merely continuing to tread over old ground?

"I think there have been very interesting, slightly unexpected, changes," Sandi explains. "I think it's great that it's a topic on the table and I think that the timing is good because thank goodness we've moved away from thinking that the only role models for girls are pop stars. I think that has been very helpful because when I first formally got involved with this, even the government was saying 'Oh look at the Spice Girls!' and boys were always given the example of footballers. I think we have moved into an area of recognising women at the top of businesses, major businesses and in government."

Sandi is increasingly encouraged by the number of male advocates for improving gender balance in construction. In fact, at a panel discussion during last year's CIF Conference, a large number of men spoke up to point out its importance for the future of the industry here.

"I believe that an increasing number of men are married to women with their own careers and have daughters who say, 'well, why can't I do that?' and that's going to be another influence."

## #BUILDINGEQUALITY

Sandi has been following the CIF's #BuildingEquality campaign to increase female participation in the Irish construction industry throughout 2018.

"I think that the most significant thing that was picked up by the CIF's change Survey to survey earlier this year is that there is a recognition that while diversity is the right thing to do and makes business sense, few are actually doing anything," Sandi explains. "What the survey has given you are the facts: where the women are working throughout the industry and

at what levels, and I think that is very helpful in terms of what you are now driving forward with the #BuildingEquality campaign. I have always said when people ask me 'how have you kept going with this for so many years and what do you need?' I have always said that my belief is that you need hard facts, you need that evidence, you need that research, you need the figures, and you need a sense of humour. If you've got those, then you have the opportunity to start doing things that will shift the dial a bit."

Sandi is also keenly aware of why many women working in industries in which they are the minority, are often hesitant to push themselves forward as role models or indeed draw any additional attention to themselves as a rarity.

### PAY DISCREPANCIES

"I still think it's shameful that we have such pay discrepancy," Sandi says. "It's 21 years since I said that if the industry really

**“ I CANNOT OVERSTRESS THE IMPORTANCE OF INDIVIDUAL CHAMPIONS WHO STAND UP AND MAKE THINGS HAPPEN. ”**

wanted to show it was serious about gender diversity, then it could start by introducing real equal pay for equal work, and that if

the industry was to do that, then for once, it would be on the front foot. But, it's still an issue, particularly among women in mid- to senior- level positions, where salaries are not transparent. At early entry, starting salaries are usually clearly stated, but once you get into the very private area of mid to high career, it's just as bad as many other sectors. So that hasn't changed, but on the other hand, we are talking about diversity and very openly.

"You don't clear a conference room in three seconds anymore if you talk about gender diversity, which used to be the case," Sandi laughs. "And where there has been an initiative they have had a measurable impact. So, for example in the UK with the RICS, which was only about 5% female, a task force was set up, of which I was a founding member, by the time we had been wound down after six years it stood at 15%."

### HUGE STRIDES FOR DIVERSITY

Sandi Rhys Jones has witnessed some huge strides for diversity within the UK construction industry over the years.

"So much depends on committed individuals who can help an organisation to shift or who can work with a client to bring about change," she explains. "Two big projects, Crossrail and Tideway in London, huge and wonderful engineering projects, are led by two men, who are totally committed to diversity, and boy, are they achieving a difference. Tideway is aiming for a 50% female workforce by project completion in 2023 and has reached 37%. Crossrail has women working at all levels, with one in three of the engineering and project management firm Bechtel team being female. So, I cannot overstate the importance of individual champions who stand up and make things happen.

"It's important that companies talk about these things and don't just dismiss it by saying, 'well it's Crossrail, and they are big, and they have got the money, and it's all very well for them', which used to happen a lot. The important thing is to ask yourself 'How did they deal with the particular issues which are relevant, and to us, what can we do to take that forward?' regardless of your company's size."

Interestingly, in closing Sandi Rhys Jones suggests that the issues which have been traditionally touted as reasons why construction is an unsuitable industry for women have recently been found to be the same concerns of men working in the industry. "It underpins my belief stated back in 1996 that the changes needed to encourage and support more women are changes that will benefit men too. Maybe that time has now come." **C**



CI's Women in Construction survey established that there is a recognition that while diversity is the right thing to do and makes business sense, few are actually doing anything.



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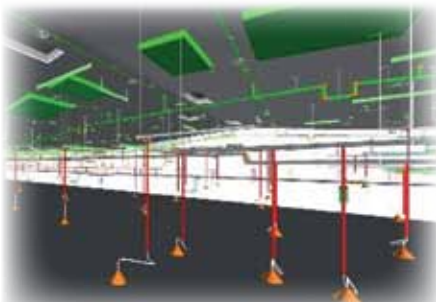
**T**he Writtech Group incorporating Writtech Industrial Services Ltd and Writtech Manufacturing Ltd has been providing Global Fire Protection Design, Manufacture, Installation, Commissioning & Servicing services since 1985. It operates from manufacturing & office facility based in Mullingar, Co. Westmeath, Ireland, where systems are pre-fabricated and assembled to client's requirements.

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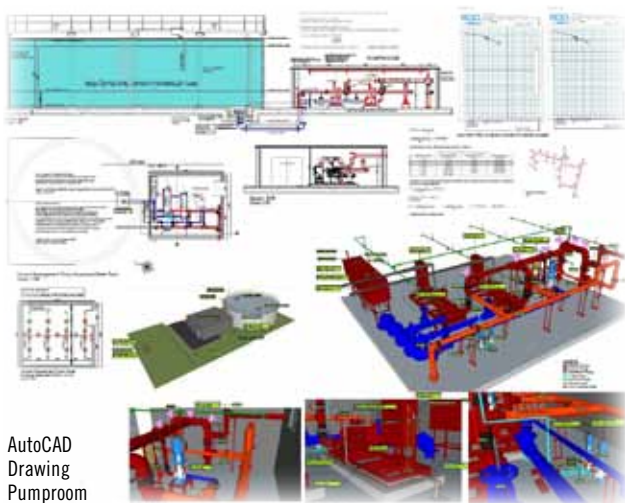


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Witech Services App



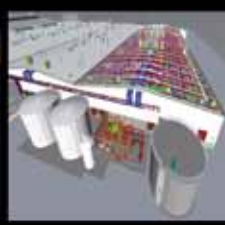
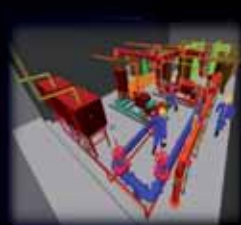
The Company's HQ is based in Mullingar, Co. Westmeath and have affiliated offices in 7 other countries covering the UK, Europe and the Middle East.

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OFFSHORE

# CIF CALLS ON GOVERNMENT TO EASE RESTRICTIONS ON WORK PERMITS

The CIF has made a submission to the Department of Business, Employment and Innovation seeking changes to the work permits regime. **BARRY MCCALL** reports.

**W**ith almost 120,000 additional construction workers needed to deliver on the projects set out in the National Planning Framework (NPF), the need to attract more people into the industry is clear. More than 220,000 workers were employed in the construction sector during the Celtic Tiger years. That fell by more than 150,000 during the recession. On current trends, there are approximately 140,000 people now employed in the sector.

Failure to attract people into the industry in sufficient numbers will imperil the delivery of the NPF as well as lead to increased pressure on labour costs. Earlier this year, Tom Parlon, Director General, CIF, warned that if the issue is not addressed urgently, the housing and infrastructure crises will not be solved before 2025.

With traditional routes such as the Live Register and labour from the UK and other EU member states proving less fruitful than in the past, attention is once again turning to recruitment from outside Europe. Unfortunately, it is not possible to get work permits for almost any non-EU citizen with a construction or related skill.

Ireland operates a managed employment permits system, which is aimed at maximising the benefits of economic migration while minimising the risk of disrupting Ireland's labour market. The State's general policy is to promote the sourcing of labour and skills needs from within the workforce of the State and other European Economic Area (EEA) states. Where specific skills prove difficult to source within the State and EEA, an employment permit may be sought by an employer to hire a non-EEA national. To implement this policy, Ireland currently operates an employment permits regime that focuses on key sectors and skills shortages, especially in economically strategic enterprises with potential for jobs growth.

To ensure that it is responsive to changes in economic circumstances and labour market conditions, the employment permits system is managed in part through the



The latest CSO statistics indicate growth of 18,000 in employment in construction in the past 12 months.

operation of a list system for in-demand, highly-skilled occupations.

That might change soon, however. The Department of Business, Enterprise and Innovation has launched a consultation process to review the current eligible occupation lists for employment permits.

"The background to this is available skills or lack of available skills to the construction sector," says Dermot Carey, Director, Safety and Training, CIF. "There is a substantial requirement for skills to meet the needs of the National Development Plan and growth in the industry. The latest CSO statistics indicate growth of 18,000 in employment in construction in the past 12 months. That is a significant increase over the average 1,000 a month growth we have seen since the end of 2013, and it is picking up in speed."

He explains that the strategy to address this need includes recruiting people from the Live Register who have the skills required or who could easily be upskilled; attracting school-leavers to enter the industry directly through apprenticeship schemes or other routes; and attracting back members of the diaspora who have the required skills.

"We also have access to the wider labour market within the EU and the European Economic Area (EEA)," he adds. "What

is emerging is the need to access people from outside those groups. Currently, work permits are issued on the basis of a list maintained by the Department of Business, Employment and Innovation. At present, most construction trades are ineligible."

To put that in context, the ineligible trades include sheet metal workers, welders, pipefitters, air conditioning engineers, electricians, bricklayers, roofers, plumbers, carpenters and joiners, glaziers, plasterers, floor and wall tilers, painters and decorators, scaffolders, roads construction operatives, and crane drivers.

"The list is reviewed twice a year, and it takes a statutory instrument to change it," explains Dermot Carey. "We have made a submission seeking to have construction trades shortages addressed. We have indicated to the Minister that members are experiencing problems in finding labour. Crane drivers, plasterers, roofers, electricians and so on are the people we are going to need. The regulation has to be changed."

Should the regulation be changed, Dermot Carey concludes by saying the intention would be to target skilled workers in the US, Canada, Australia, and South Africa. **C**





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# A RIGOROUS SYSTEM OF INVESTIGATION MAY REDUCE WORKPLACE ACCIDENT CLAIMS

**CONOR O'NEILL**, O'Brien Lynam Solicitors, writes the latest report from the Personal Injuries Commission is not just for insurers and the legal and medical professions, but also for employers and their employees.

**R**isks of injury in the construction sector continue at a high rate. The *Summary of Workplace Injury, Fatality and Accident Statistics 2016 – 2017*, published by the Health and Safety Authority (HSA) in August 2018, recorded 11.2 people injured per 1,000 workers for the period. These statistics ensure that the construction industry will remain the focus of insurance underwriters in their calculation of risk and insurance premia.

The very nature of how a construction site operates, where different contractors can be on site at any one time during all phases of construction, and the fact that the landscape of the site dynamically changes from one day to the next, makes it difficult to ensure all accidents are reported and investigated. Accidents, unless they are serious, can go unreported, and some may only come to the attention of the employer months or years post-accident. Without detailed investigation reports, the personal injury cases that follow are not easily defended due to a lack of evidence.

## COST OF INSURANCE WORKING GROUP

The Cost of Insurance Working Group was established in 2016 and arises from the volatility of pricing of insurance premia. The Working Group initially carried out an investigation into the cost of motor insurance, and an investigation into the cost of employer and public liability insurance. The Working Group, as part its remit, established the Personal Injuries Commission (PIC). The report on the cost of employer and public liability insurance investigation was published in January 2018 and made 15 sweeping recommendations. More recently, the second report of the PIC was published on 18th September 2018, and it is interesting to review these two reports from an employer's perspective.

The Working Group faced numerous difficulties, including the identification of key metrics that influenced the cost of insurance and a detailed understanding of how personal injury claims were so costly. Some of the factors identified included the late notification of claims by injured parties, and the consequent failure or inability to investigate a claim. Other matters of concern were poor medical reporting and the belief that there was a significant number of fraudulent and exaggerated claims. The following is a summary of the recommendations made in the Working Group's January 2018 report:

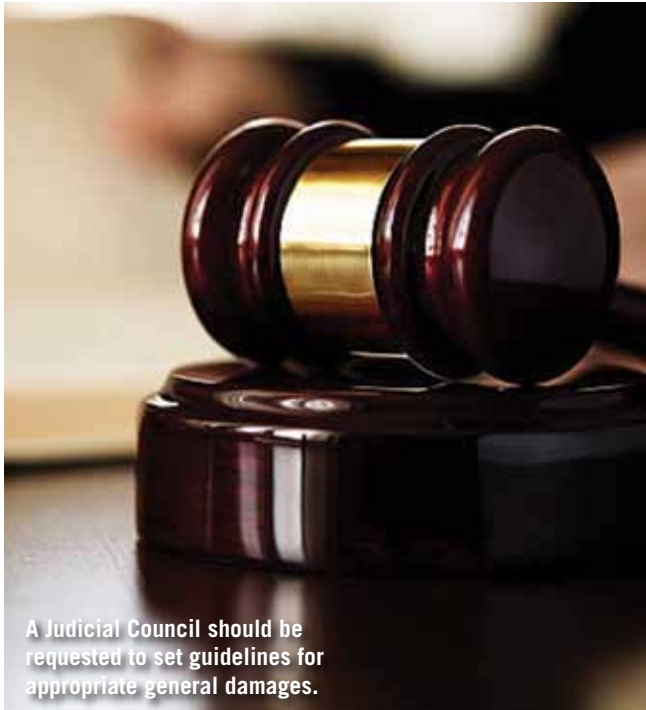
- The Central Statistics Office (CSO) to consider the feasibility of collecting price information on the cost of insurance to business and Central Bank of Ireland to examine the feasibility of collecting data for employer liability and public liability claims in a national claims database.
- The courts should publish detailed results of personal injury cases in its annual reports.
- The Department of Finance to publish a report on employer liability and public liability insurance claims.
- The Law Reform Commission to undertake a detailed study of the possibility of developing constitutionally sound legislation



Conor O'Neill, Senior Associate Solicitor, O'Brien Lynam.

**“ WHILE IT IS ANTICIPATED THAT MANY OF THE RECOMMENDATIONS MADE WILL TAKE TIME TO BE IMPLEMENTED, THE RECOMMENDATIONS ARE NOT JUST FOR THE INSURERS AND LEGAL AND MEDICAL PROFESSIONS. ”**





A Judicial Council should be requested to set guidelines for appropriate general damages.

to delimit or cap general damages which a court may award in respect of personal injuries.

- Amendment of Section 8 of the Civil Liability and Courts Act 2004[2004 Act] and rules of court to ensure that the defendants are notified of a claim having been lodged against them.
- Review of the operation of the six-month standstill period provided for under Section 50 of the Personal Injuries Assessment Board Act 2003 [2003 Act].
- Insurance Ireland and business organisations to agree on a set of guidelines for the insurance industry in respect of notifying and engaging with policyholders regarding claims submitted against their policy.
- An Garda Síochána and the Courts Services to commence producing statistics on complaints, investigations and prosecutions relating to fraud within the personal injuries area.
- Insurance Ireland, An Garda Síochána and the Director of Public Prosecutions (DPP) to agree on a set of guidelines for the insurance industry in respect of the reporting of suspected fraudulent insurance claims.
- Amendment of Section 14 of the 2004 Act to improve the use and effectiveness of the provision.
- The Department of Justice and Equality to consider proposing an amendment to the Judicial Council Bill to facilitate training and information supports for the Judiciary in relation to the assessment of damages in personal injury cases.

## REDUCING THE COST OF CLAIMS

The January 2018 report focused on the necessity to reduce the cost of claims and emphasised the importance of the generation and collection of data. The September 2018 report of the PIC is similar in tone. This report highlights the high level of personal injury “pay-outs” in the Republic of Ireland and maintained that these awards are a significant factor in the calculation of the cost of insurance premia.

The PIC report studied factors such as fraud, lengthy absence from the workplace due to injury, and the costs associated with awards. A summary of the recommendations made is set out below.

- A Judicial Council be requested by the Minister for Justice and Equality to set guidelines for appropriate general damages for various types of personal injury and to take into account the jurisprudence of the Court of Appeal. A judicial recalibration of the existing Book of Quantum guidelines was necessary, and

legislation was required to amend aspects of the 2003 Act and the 2004 Act to achieve greater consistency in the assessment of general damages.

- The Judicial Council Bill 2017 be progressed through the Houses of the Oireachtas urgently, and if there is a delay with the establishment of the Judicial Council that a separate framework be established to compile guidelines and renew deadlines for the publication of the next Book of Quantum.
- The Law Reform Commission to examine the possibility of legislation to delimit or cap general damages which a court may award, and take in to account the PIC’s comments for the amendment of the 2003 Act and the 2004 Act.
- The PIC recognised that a “care not cash” system of compensation is incompatible with EU law. In recognising this, the PIC recommends any person who receives a soft tissue injury ought to receive, timely, appropriate and effective treatment as part of a standard treatment plan. In noting the improved patient outcomes, the PIC recommended the rollout of standardised treatment plans that focus on recovery in an effort to maintain a downward pressure on costs associated with soft tissue injuries.
- Where an insured deals directly with a claimant no offer in settlement or payment ought to be made unless a detailed medical report is obtained.
- Claimants must provide prompt notification of any personal injury claim to ensure a proper investigation of the accident circumstances can be undertaken by a respondent.
- In recognising that exaggerated and fraudulent claims adversely increase costs and impact insurance premium costs, an Irish Garda Fraud Investigation Bureau must be established. There is currently no real deterrent for an individual intent on making a false or exaggerated claim.
- Insurers to step up anti-fraud activity through training, and development of technology. If a Garda Fraud Investigation Bureau is established, insurers should provide timely information to An Garda Síochána to ensure investigations and criminal prosecutions are advanced.
- Insurers to adopt an internationally recognised injury coding system such as the World Health Organisation’s (WHO) system. Standardisation of reporting and diagnostic classification is very important.
- The insurance industry to establish a national medical research study into the prevention and management of soft tissue (whiplash) injuries. Research should be published recording evidence of improvements in treatment and benefits to broader society.

## A CHARTER FOR ALL PARTIES

While it is anticipated that many of the recommendations made will take time to be implemented, the recommendations are not just for the insurers and legal and medical professions. They can be a charter for all interested parties, including employers and their employees who have a role to play. While an employer’s main obligation is to provide a safe place of work, when an accident occurs it must be quickly identified and thoroughly investigated. Equally, an employee must advise their employer when an accident occurs, and be aware that significant delays will affect the claim they intend to advance.

The goal of the recommendations is to re-establish accident awareness and investigation to the level of accident prevention in the workplace for all concerned. The necessity for appropriate, timely care, and medical treatment is also important. A rigorous system of investigating accidents may stem the flow of a claims and bring about a reduction of claims in the workplace. The results of these steps should be evidenced in reduced insurance premia and thereby make business in Ireland an affordable prospect. **C**

*Conor O’Neill is a senior associate solicitor with O’Brien Lynam, (OBL) Solicitors, [www.obl.ie](http://www.obl.ie)*

# WHAT YOU CAN'T SEE, CAN HURT YOU

Damaging a gas pipeline can cause major disruption, property damage, serious injury and even death. **OWEN WILSON**, Safety Manager, Gas Networks Ireland, advises on safety measures that must be taken before breaking ground.

In 2017, there were approximately 550 incidents of actual damage caused to distribution gas pipes and several near misses at high-pressure transmission pipelines. Over 680,000 homes and businesses around Ireland use natural gas and benefit from the cost savings, convenience and reliability of the cleanest fossil fuel. Natural gas pipelines provide essential energy to hospitals, schools, homes and businesses 24 hours a day, every day of the year.

Gas Networks Ireland develops, operates and maintains Ireland's 14,000km natural gas pipeline network, which operates at pressures from 20 mbar up to 85 bar. There are 2,500km of high-pressure transmission steel pipelines, which transport gas across the country at pressures of up to 85 bar through mainly rural areas.

There are a further 11,500km of distribution pipelines, which operate at pressures of up to 4 bar and are normally made from yellow polyethylene. These come in two forms: mains and service pipes. Mains pipes carry gas under the roads and footpaths of towns and cities around the country. Services are connected to the mains pipes and supply gas to individual domestic and commercial premises.

The Gas Networks Ireland network is one of the safest networks in the world. A major risk to the network and to the safety of construction workers and the general public is the risk of damage caused by excavation works near gas pipelines. When excavating near gas pipelines, the following advice should be observed:

- Contact Gas Networks Ireland in plenty of time before work commences and obtain maps of the gas network (See below).
- Mechanical excavators should not be used within 500mm of distribution pipe or within three metres of a transmission pipe.
- Hand-held power tools should not be used directly over a distribution pipeline (Unless the gas pipe has been located by hand). Handheld power tools

**“ IT IS ESSENTIAL THAT YOU HAVE FULL SITE INFORMATION ON THE LOCATION OF GAS PIPELINES BEFORE CONSTRUCTION ACTIVITIES COMMENCE. ”**

should not be used within 1.5 metres of a gas transmission pipeline. The use of power tools presents a high risk to the operatives involved in the work.

- Hand digging using shovels and spades should be used where the presence of gas pipes is suspected or close to a known gas pipe.

## DIAL BEFORE YOU DIG

To help reduce the instances of damage to the pipeline network, Gas Networks Ireland operates a 'Dial Before You Dig' service which provides information, safety advice and maps. This service is available to homeowners, small and large builders, planners and designers, engineers, landowners, farmers, utility owners, Local Authorities and any other party planning excavation works where there may be gas pipes present underground.

Underground gas pipelines can be damaged even during small jobs around the home, such as building extensions, new driveways, garden walls or landscaping. So, no matter how big or small the job you are



Owen Wilson, Safety Manager, Gas Networks Ireland.

planning, designing or constructing, you should always check for the presence of underground gas pipes.

Each year Gas Networks Ireland receives over 7,000 enquiries regarding the underground natural gas pipeline network. In the interest of anyone undertaking works and for the general public, it is essential that you have full site information on the location of gas pipelines before construction activities commence.

Remember that individual service pipes are not illustrated on the pipeline drawings. The drawing will show the mains gas pipes, which are yellow in colour and usually run parallel to the property in the road. The service pipe is connected to the mains and runs to the meter. It is generally positioned perpendicular to the mains pipe. If there is any doubt about the position of the pipeline, contact the Dial Before You Dig service for further advice.

The Dial Before You Dig service is available by calling 1850 42 77 47, Monday to Friday 9am to 5pm. You can also email [dig@gasnetworks.ie](mailto:dig@gasnetworks.ie) to request information and maps. **C**

## FURTHER RESOURCES

Gas Networks Ireland has prepared a simple guide, *Safety Advice for Working in the Vicinity of Natural Gas Pipes*, available at [www.gasnetworks.ie/Dial](http://www.gasnetworks.ie/Dial)

The Health and Safety Authority has developed a *Code of Practice for Avoiding Danger from Underground Services*, which is available at [www.hsa.ie](http://www.hsa.ie)





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# LOOKING FOR IRELAND'S NEXT YOUNG BUILDING HEROES

Ireland Skills Live takes place over three days in RDS Simonscourt between 21st and 23rd March 2019.

Irish excellence in skills and trades has been renowned for some time. For decades, we have travelled abroad, building the world, and we are still constructing, now more than ever. The good news is however that there are now thousands of opportunities to build careers here in the industry in Ireland.

Next March, it will be all on view in RDS Simonscourt at 'Ireland Skills Live', when the cream of young Irish construction talent will be competing live and showing off their skills.

Ireland Skills Live will demonstrate what we have already known for years; that Irish trades and skills are some of the best in the world. When we think of iconic Irish public events over the years we think of the Young Scientist Exhibition, the Ploughing Championships, the Web Summit. Now it is the turn of Ireland Skills Live; a three-day event of real-time competitions, hero talks and a recruitment zone which will put on display a whole new world of career choices for Irish school students.

Central to all of this is the support of the main sponsors. CIF is one of those putting its support into the venture with SISK, SOLUS, and Designer Group.

CIF know the value of apprenticeships. We often hear of the work skills gap. According to CIF figures, skills gaps exists for 76,000 persons, including 36,000 qualified skilled craftspeople, over 1,600 management, professionals and associate professionals, as well as there being a replacement demand for 36,000 personnel who will retire.

The construction industry aims to increase new apprentice intake to 3,840 per annum by 2020.

## APPRENTICES ESSENTIAL TO SECTOR

Tom Parlon, Director General, CIF says apprentices are essential to the sustainability of the construction industry.

"Many of today's industry leaders have come through an apprenticeship and now



L to r: Shauna Dunlop, Solas, Chris Kehoe, welder apprentice; Neven Maguire, Josepha Madigan TD, Minister for Culture, Heritage & the Gaeltacht; James Brennan, plumbing apprentice; Hannah Richardson, Aer Lingus engineering apprentice; and Ray English, DIT.

lead global companies," Tom Parlon says. "Hundreds of managers and thousands of our workers have also come through the system over the history of the industry. As a result, we're delighted to be a primary sponsor of what is considered the Olympics of apprenticeships. The Ireland Skills Live event will showcase the skills of apprentices in what will be the largest live demonstration in Ireland in the past decade.

Due to the increasing demand for construction output over the next decade, increasing apprenticeship numbers is critical so our companies can deliver the €114bn capital investment announced in the National Development Programme."

## A UNIQUE PARTNERSHIP

Ireland Skills Live brings together a unique partnership between industry and higher education. The Minister for Education and Skills Joe McHugh is delighted to support Ireland Skills Live, an initiative that supports the Government's strategy on skills and apprenticeships, and he urged everyone involved in the field to support it.

"This new vibrant event will completely modernise the apprenticeship, bringing it into the 21st century and public consciousness," Minister McHugh said. "There can be no stronger way to highlight career opportunities than to experience the national skills finals first-hand and listen to some of our most successful business people talk about how they started out, as young

apprentices, to become industry leaders and champions. They are the inspiration for the next generation of workers."

## WOMEN IN CONSTRUCTION

Fifty-two percent of the Irish population are women. Yet, according to the CIF report Women in the Construction Industry the construction sector in Ireland continues to be a male dominated area with the percentage of men v women working in member companies estimated at 89% men to 11% women. Furthermore, women only make up 1% of on-site roles compared to 46% of off-site roles.

That is why Ireland Skills Live is such an important event to demonstrate to young women the diverse career opportunities available to them. After all, if it wasn't for the Young Scientist Exhibition Strype may never have been invented by the Collison Brothers. There is nothing like the real example of heroes and contemporaries to inspire others. A special bursary is on offer to employers to encourage the recruitment of female apprentices in certain sectors. **C**

For more information, contact the apprenticeship section of the local Education and Training Board (ETB) at [www.etbi.ie](http://www.etbi.ie). Refer to [www.apprenticeship.ie](http://www.apprenticeship.ie) for information on apprenticeships, and [www.apprenticeships.ie](http://www.apprenticeships.ie) for information on apprenticeships specific to construction



# WHAT BUDGET 2019 MEANS FOR THE CONSTRUCTION SECTOR

**JEANETTE MAIR**, Economic Policy and Research Executive, CIF, writes that increases in infrastructure investment and affordability measures in housing in Budget 2019 are to be welcomed, but there is disappointment in relation to the Help to Buy scheme.



Jeanette Mair, Economic Policy and Research Executive, CIF.

**B**udget 2019 was announced in the context of strong economic growth; with economic growth of 7.5% estimated in 2018. Growth of 4.2% is forecast in 2019, followed by 3.6% in 2020, and 2.6% in 2021. The labour market, tax receipts and trade all increased in size and volume during 2018. Unemployment has fallen from 15% in 2012 to a forecast of 5.3% in 2019. 381,000 more people are employed in Ireland today compared to 2012, and each region is benefitting from increased broad-based employment. Public debt, which peaked in 2012 at 120% of GDP, has dropped to 64% in 2018, and it is expected to drop to 60% in 2019. The budget deficit stands at 0.1% of GDP in 2018 and Government expects to balance its books in 2019, the first time since 2007.

## HELP TO BUY

The Help to Buy (HTB) scheme has significantly contributed to a 30% year on year increase in housing output since its introduction. Today, there are more than 500 qualifying contractors registered for the HTB scheme. All measures of residential construction activity and housing output are strengthening, and this improvement in activity can be attributed largely to the HTB scheme. Certainty around an extension of the HTB scheme could have been put in place through the announcement of Budget 2019. This would have avoided uncertainty and meant that funders and builders could have a greater level of confidence in planning first-time buyer residential schemes that will be completed in the years 2020 and beyond. The continuation of the HTB scheme beyond 31st December 2019 would assist the industry in maintaining an increase in residential building activity – as is evident since the introduction of the HTB scheme. Furthermore, the HTB scheme is a critical requirement for supporting the revival of residential construction in provincial towns countrywide.

## EXPENDITURE REVIEWS

Government has carried out almost 50 expenditure reviews across areas such as

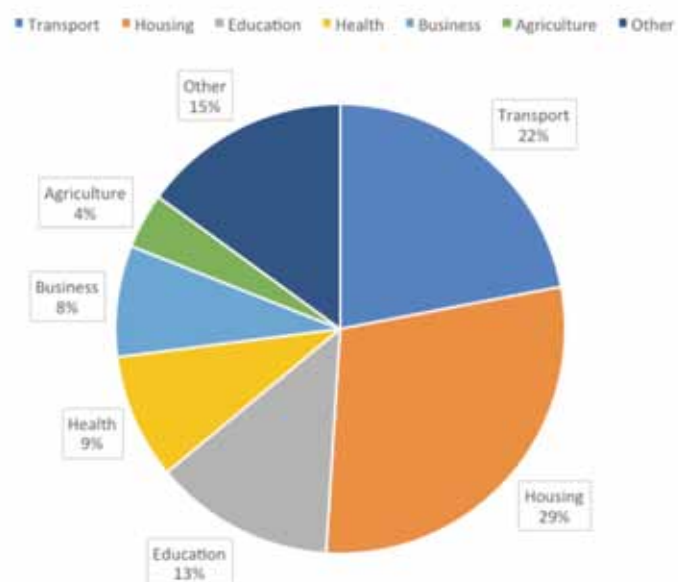
education, justice, employment and social protection through 2017 and 2018. The purpose of each review was to assess the efficiency, effectiveness and sustainability of specific spending programmes. The spending reviews will continue into 2019. Because of the review of the National Training Fund, a new ring-fenced funding line, the Human Capital Initiative, is to be established within the National Training Fund to draw down €60m per annum from the accumulated surplus over the five-year period 2020-2024, in order to incentivise innovation in third-level provision and intensify focus on employability, and strengthen linkages with businesses/enterprise. It is essential that we use this funding and the surplus in the National Training Fund to increase the numbers of skilled workers coming into the construction industry. CIF members are reporting a shortage of skills in certain trades and crafts, and this initiative must be allocated to addressing the demand

for skilled workers. We hope that the increased contribution levied on industry for the National Training Fund is utilised to increase the number of skilled workers coming through the Irish education and training system.

## NATIONAL DEVELOPMENT PLAN

The €7.3bn allocated to capital expenditure in Budget 2019 is in line with the *National*

## Gross Voted Capital Expenditure 2019





N8 Dunkettle scheme has been allocated funds.

*Development Plan 2018-2027 (NDP).* It represents a +23.6% (+€1.4bn) increase on spending in 2018. An additional €80m is being allocated to housing beyond the original NDP allocation in 2019. Capital expenditure ceilings have been adjusted to reflect a reallocation between capital and current expenditure, considering the scheduling of some capital projects in some cases. Besides housing, the capital investment focus will prioritise social infrastructure projects, including new roads (and maintenance of existing roads), new schools, and progressing the delivery of the National Children's Hospital.

## SERVICED SITES FUND

Budget 2019 establishes a €100m Serviced Sites Fund to support Local Authorities in bringing forward lands for subsidised, more affordable housing. It is intended to increase the level of this fund to €310m over three years. The planned funding has increased from €20m to €89m, which will bring the planned investment to over €100m in 2019. This will facilitate the delivery of around 6,000 affordable homes over the lifetime of the fund. The infrastructural funding available per subsidised home is also being increased from €40,000 up to a maximum of €50,000, which will deliver homes at up to 40% below market prices. Income eligibility limits of €50,000 for a single applicant and €75,000 for dual applicant households will apply. The CIF will continue to work with the Department of Housing on the mechanics of this scheme and will update members accordingly.

## SOCIAL HOUSING

The CIF welcomes measures giving Local Authorities greater flexibility to develop social housing. If procurement practices in the public sector and at Local Authority level can be modernised, there is every chance that thousands of social houses can be brought online over the next decade. We believe that it's now essential that the House Building Finance Ireland fund announced last year is deployed and the CIF is calling on the political system to accelerate the introduction of this measure. This will ensure that regional housebuilders have the financial capability to deliver homes outside the greater Dublin area where there is viable demand.

The CIF will continue to work towards

more effective coordination between the construction industry and Government in three key areas: investing in skills and R&D, enhancing infrastructure delivery, and removing barriers to sustainable housing delivery.

## OTHER MEASURES

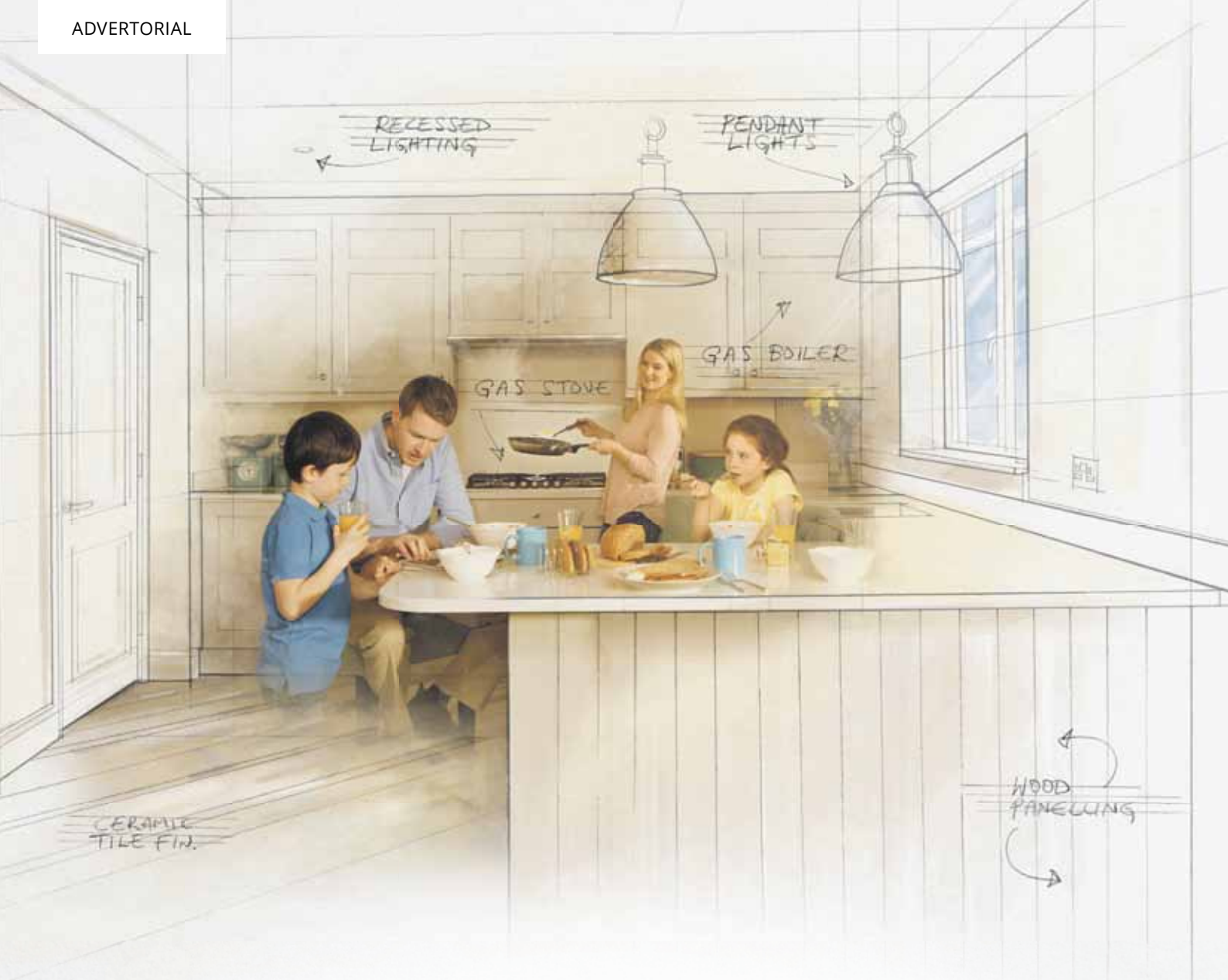
Capital investment and expenditure featuring in Budget 2019 include the following projects and programmes:

- Resource the IDA to commence next phase of its Regional Property Development Programme.
- Launch a new Future Growth Loan Scheme for businesses post-Brexit (€300m).
- Grant fund deep retrofit works in 28,000 homes, and upgrades to commercial and public building stock.
- The Summer Works Scheme will apply to 700 schools in summer 2019.
- Eight significant capital projects underway in the higher education sector.
- 10 new apprenticeship programmes with 1,200 new craft and earn as you learn places.
- 1,100 additional traineeships.
- Research funding allocation for IOTs.
- 1,000 new Springboard places.
- 5,000 lifelong education and training places for those in employment.
- 7,400 places through Skillnet Ireland.
- Funding for flexible learning.
- A Building Maintenance Programme for Irish prisons and courthouses, including construction of new female prison wing in Limerick Prison.
- Commencement of the construction of the Forensic Science Laboratory.
- €1.4bn allocated in 2019 to deliver 7,900 new social homes through build and acquisition.
- €41m allocated to LIHAF in 2019 to fund 30 key infrastructure projects to unlock land for development. 28 projects to reach construction stage in 2019.
- €72m allocated to the National Regeneration Programme in 2019.
- €1.2bn in current and capital funding to Irish Water in 2019. €122m in capital to assist in meeting the cost of investment in essential water and wastewater services committed to under the Irish Water Business Plan to 2021. In addition,

there will be €23m in capital for the next cycle of the Multi-Annual Rural Water Programme. €6m is being allocated for Developer Provided Infrastructure to resolve housing estates with problematic developer-provided water services infrastructure.

- €83m in capital funding to meet costs in 2019 arising under the URDF, the Urban Renewal Scheme, and the work of the Land Development Agency (LDA).
- There is increased current funding for agencies (An Bord Pleanála and Office of Planning Regulator) to meet policy objectives in this area.
- €11m in capital investment in fire and emergency services in 2019.
- Construction will commence of at least four major flood risk management schemes including Blackpool, Douglas, Glashaboy in Cork and Ennis South in Clare. Completion of at least three major flood relief schemes including Bandon and Skibbereen in Cork along with the River Dodder in Dublin in 2019.
- OPW office accommodation projects at Leeson Lane, Tom Johnson House, Merrion Square/Fenian Street will be progressed in 2019.
- Investment will continue into Town and Village Regeneration Schemes, eg, Boyle, Callan, Ballinrobe, Banagher, Castleblayney and Cappoquin will receive funding of up to €100,000 in 2019.
- Provide funding for Local Improvement Schemes to support improvement works on private/non-public roads.
- Provide additional funding for the Walks Programme and library development in rural Ireland, eg, €5m investment in public libraries in Edgeworthstown, Portlaoise, Ennis and Stillorgan.
- Progress capital works to the runway at Knock Airport to enhance regional connectivity.
- Progress major Capital Plan projects including BusConnects, MetroLink and DART expansion programme, and infrastructure to support cycling and walking.
- Progress some major Capital Plan roads projects including:
  - Naas Bypass widening; Sallins Bypass/Osberstown interchange project.
  - N25 New Ross and N11 Gorey to Enniscorthy PPP schemes to complete in 2019.
  - Early planning work on M20 Cork to Limerick scheme.
  - N4 Colooney to Castlebaldwin.
  - N8 Dunkettle scheme.
  - Sligo Western Distributor Road.
  - Road upgrades in the vicinity of Grangecastle Business Park.
  - Resealing and strengthening the national and regional road network. **C**





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Natural gas is unobtrusive, discreet and quiet. This means there's no negative impact on the aesthetic of your new build or accompanying garden.

Renewable gas, a clean and green energy source, will provide 20% of all natural gas by 2030 and will be piped directly into homes and businesses through existing pipelines.

Natural gas is the proven energy source, with 688,000 homes and businesses, across 21 counties around Ireland, already experiencing its many benefits. Connect your new build to the gas network now.

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Contact us on 1850 504 055 or [newhousing@gasnetworks.ie](mailto:newhousing@gasnetworks.ie)

# FIGHTING CYBER PHISHING IN YOUR ORGANISATION

**DENIS CADOGAN**, Head of IT, CIF, suggests some ways in which you can protect your organisation against phishing scams.

**W**hen I first heard of 'phishing', I thought it was referring to the relaxing hobby or sport of catching a fish with a hook and worm. I was close if you consider that with phishing, you are the fish and email is the hook or worm.

Phishing is a cybercrime in which a target or targets are contacted by email, telephone or text message by someone posing as a legitimate institution to lure individuals into providing sensitive data such as personally identifiable information, banking and credit card details, and passwords.

## MOST WIDELY USED PHISH

The most widely used phish in my experience comes in the form of email and is commonly an individual impersonating another member of the business. A common phish is where they try to get a manager to transfer funds for "an urgent payment", or change invoicing details of a known supplier.

A phishing email's goal is to get you to do something or to take an action, like click a link in the email, respond to the email or open an attachment. Phishing emails are hard to stop from an IT perspective because they are usually just plain text emails. They don't typically have viruses but could have a link in the email that if clicked could download malicious software to your PC or business network and lock you out of your own data. The same is true of attachments to emails. It could be virus free but could contain a link that if clicked can cause you problems.

## THE BEST DEFENCE

The best defence is education and simple IT supports. It is important to educate your staff about the dangers of phishing and how it operates. Your staff are your "human firewall" and are your best protection if educated; otherwise, they could be your greatest risk. You should also have a firewall, virus software on all devices and some filtering software to filter out the obvious emails that are viruses, phishes, junk or spam.

If you use a product like Office 365 to manage your email, you can place a header in each email to let you know if an email has originated outside your business or organisation. That will at least help you see if someone is trying to impersonate another member of your staff. There is also a lot of software, including cloud-based solutions that will allow you to train your staff to help improve their resistance to clicking on emails.

If you have concerns, you should speak to your IT support or IT third party support company to ensure you have the necessary controls in place to minimise attacks. You could also look at getting Cyber Essentials Accreditation for peace of mind, this is used by lots of Irish companies to ensure they have the basics right. **C**

To learn more about phishing visit [www.cyberessentials.ncsc.gov.uk](http://www.cyberessentials.ncsc.gov.uk)



Denis Cadogan,  
Head of IT, CIF.

**“ PHISHING IS A CYBERCRIME IN WHICH A TARGET OR TARGETS ARE CONTACTED BY EMAIL, TELEPHONE OR TEXT MESSAGE BY SOMEONE POSING AS A LEGITIMATE INSTITUTION. ”**



Educate your staff of the dangers of phishing and how it operates.



# GET CONNECTED WITH IRISH WATER

**TADHG O'CONNOR,**  
Irish Water, outlines the  
process for connecting a  
development to the Irish  
Water network.

**P**rior to 2014, individuals or developers requiring water and/or wastewater service connections for homes, businesses or developments applied to their Local Authority. Following the establishment of Irish Water as the national water utility in January 2014, responsibility for delivery of water and wastewater services, including providing connections in the Republic of Ireland, transferred from Local Authorities to Irish Water. Since then we have been working hard to improve the delivery of services to our customers.

## CONNECTIONS AND DEVELOPER SERVICES

Irish Water's Connections and Developer Services is responsible for providing water services connections to new developments. Our focus is on delivering a consistent top class service to customers who are seeking connections to our water and wastewater networks. We are regionally based, with offices in the Greater Dublin, Southern and North West regions. We work in close partnership with Local Authorities, whose local knowledge and expertise are invaluable in the delivery of our services.

We apply particular importance to ensuring that water services infrastructure within self-lay development estates achieves an acceptable standard to avoid excessive water leakage and other structural deficiencies. Self-lay refers to water services infrastructure that is installed directly by developers and which is subsequently adopted and vested in Irish Water.

We are now well advanced in our plan to streamline and improve the provision of our services to customers seeking water service connections. Local Authority personnel are closely involved in these improvements.

## PRE-CONNECTION ENQUIRIES

Irish Water has established a pre-connection enquiry (PCE) process which allows developers to establish at an early stage in planning if water services can be provided from our networks to their sites.



Tadhg O'Connor, Policy and Standard Specialist, Irish Water.

This is a free service and results in the provision of a confirmation of feasibility (COF) indicating what service we can provide at that time or if infrastructure works are required to provide additional capacity. This is important as it provides confidence to developers that their site can be serviced. The COF can be submitted with any subsequent planning application to show that engagement with Irish Water has taken place. The PCE forms are available on our website at [www.water.ie/connections](http://www.water.ie/connections). We encourage the use of our PCE process for all developments, but it is mandatory for those comprising over 100 residential units or 200 student units which are using the Strategic Housing Development fast-track planning process.

## DIRECT CONNECTION APPLICATIONS TO IRISH WATER

Irish Water is now the single point of contact for customers seeking new water and/or wastewater connections. We have a single connection application process on our website.

## TECHNICAL GUIDANCE

Previously, there were varying standards that developers used for the provision of water and wastewater infrastructure. We now have a single set of national technical standards, comprising Standard Details and Codes of Practice. Compliance with these standard requirements has been mandatory since mid-2016 for the provision of water and wastewater infrastructure in new developments where this is being provided by the developer using a self-lay approach. These technical documents are available on the Irish Water website for viewing and download. These national standards mean

that developers, no matter where they are located, will apply a consistent approach in the design and construction of water services infrastructure.

## ENHANCED QUALITY ASSURANCE

Historically, varying levels of quality assurance (QA) were applied to developer-installed water and wastewater infrastructure. We now apply consistent QA measures for self-lay infrastructure, involving engaging with developers and inspecting the design and construction phases of water and wastewater infrastructure before connection to our networks. We will facilitate the adoption/ vesting of these assets upon connection. Our vetting of developers' designs started in mid-2016. Developers are encouraged to submit their design proposals as early as possible to us, either directly or by e-mail to [cdsdesignqa@water.ie](mailto:cdsdesignqa@water.ie). The on-site QA measures for water services construction are enabled by our Self-Lay Connection Agreement, which has been in use since April 2018. Developers who have a Self-Lay Connection Agreement can arrange field inspections by email to [developerscheduling@water.ie](mailto:developerscheduling@water.ie) or by phone at 1850 238238.

## A FULL CONNECTION SERVICE

Irish Water is currently mobilising eight regional contractors (RCs) to undertake the connection of new infrastructure to our networks using standardised processes and systems. They will operate where Local Authority staff cannot provide the full range of connection works but would historically require customers to undertake part or all of the physical connection works themselves. Currently, our contractors are mobilised in a number of Local Authority areas, and this will continue through 2018. The installation of private side connection works, however, will remain the responsibility of the customer.

## NATIONAL CONNECTION CHARGES

Prior to the establishment of Irish Water, Local Authorities had their own charging policy for the provision of water services connections, and we have continued to apply these connection charges as they were in place on 1st January 2014. Some of these charges cover the full range of providing connection while others reflect the customer undertaking part of the connection works. We are working with the Commission for Regulations



Developers are encouraged to submit their design proposals to Irish Water as early as possible.

of Utilities (CRU) to put in place a new enduring national Connection Charging Policy, which will reflect a full connection service without the need for the customer to undertake any of the connection works in public areas. It will replace the current systems where there are 54 different charging regimes across the country, with different tariff structures and over 500 different tariff levels. The CRU held a 10-week public consultation in early 2018. Following this, the CRU has considered the feedback received and intends to engage in a second round of public consultation in the near future, after which it will announce its proposed decision.

## DIVERSION OF EXISTING NETWORKS

It is prohibited to interfere with, alter or divert Irish Water networks without our specific approval. Diversions may be required if a public water main or sewer crosses a development site and its alteration is required to facilitate construction.

Connections and Developer Services

## “ IT IS PROHIBITED TO INTERFERE WITH, ALTER OR DIVERT IRISH WATER NETWORKS WITHOUT OUR SPECIFIC APPROVAL. ”

manages diversions of our networks and contact should be made with us if a diversion of water services infrastructure is required. A diversion application should be made to us if the relocation of such infrastructure is required. We will contact the developer/customer regarding the application and, if acceptable, offer a diversion agreement. Only in very limited circumstances will build over our networks be allowed.

## TAKING IN CHARGE

We are working in collaboration with Local Authorities to manage the taking in charge

of water and wastewater infrastructure within existing housing developments where this has not been undertaken to date. This is achieved in line with an agreed Memorandum of Understanding.

We also facilitate the taking in charge of group scheme infrastructure where this infrastructure is connected to our networks.

## LOOKING AHEAD

Our priority is to tackle the poor quality infrastructure that was installed heretofore. Our technical guidance and quality assurance are aimed at addressing these deficiencies and avoiding excessive water leakage and other structural deficiencies going forward. We will deliver a best in class level of service to our customers by proactively engaging with our stakeholders, to determine their needs and to adapt and implement business change to address any reasonable requests that are within our control. We engage with stakeholders through national and regional-based events, workshops and forums, or directly with individuals via our regional offices. Our development liaison officers also engage proactively with significant developers to support housing provision. **C**

*Tadhg O'Connor is Irish Water's Policy and Standard Specialist with the Connections and Developer Services Department.*

## CONTACT DETAILS FOR CONNECTIONS AND DEVELOPER SERVICES

Web: [www.water.ie/connections](http://www.water.ie/connections)

Post: Irish Water, PO Box 860, South City Delivery Office, Cork City, Ireland

## CONNECTIONS

Tel: 1850 238238

Email: [newconnections@water.ie](mailto:newconnections@water.ie)

(For pre-connection enquiry submissions and connection applications)

Email: [cdsdesignqa@water.ie](mailto:cdsdesignqa@water.ie)

(For design submissions to Irish Water)

Email: [developerscheduling@water.ie](mailto:developerscheduling@water.ie)

(For submission of a commencement notice and requesting field inspection meetings)

## SITE INSPECTION

Tel: 1850 238238 (The same number as the Connections telephone number)

Twitter: @IWCare



# WE LEARN FROM OUR CUSTOMERS, INNOVATE, AND PROVIDE SOLUTIONS

Hilti believes product innovation and strong customer support has helped them build an enviable market position in Ireland. **ROBBIE COUSINS** reports.

**H**ilti has been an ever-present brand in the Irish market for over 50 years partnering directly with the key players in the building and design sectors. It provides system solutions, services and software to wherever its customers are on any given day. The company's goal is to help customers deliver projects in the most productive way possible for their clients.

Hilti's core market is professional construction trades. It works across all industry sectors including civil infrastructure, healthcare, pharma, data centres, large-scale commercial and residential. All with the same principle of working directly with customers and listening to what they need to meet their project requirements.

According to Dennis Markey, Marketing Director, Hilti, the company's hardware offering comprises power tools, anchoring solutions, firestop, laser levelling equipment, installation systems, pipe supports, direct fastening solutions plus many more.

"However, as we partner closely with our customers, our service offering becomes more important and our all-inclusive solutions like fleet management, where customers' tool costs, including repairs, are covered by a fixed monthly fee. This also includes theft coverage, which really makes a difference from our customers' perspectives. In recent years, we've taken the next step in our service offering by launching 'ON!Track' – our award-winning asset management software solution, allowing customers to track all their assets across multiple locations (eg, ladders, safety certs, welding equipment); not just their Hilti tools. This drives productivity in a very tangible way."

Hilti offers digital and online support as well as physical support to its customers,



Dennis Markey,  
Marketing Director, Hilti.

including webinars, onsite demonstrations and training.

"For this year's CIF Construction Safety Week," explains Dennis Markey, "our team had Hilti-specific content and collaborated with our customers to support the CIF's focus for every day of the week. Initiatives like this really show how important it is to have a direct relationship with our customers. How else can a company really get to understand its customers' needs and provide appropriate support to them? In reality, this is what our team do every week, we learn from our customers, innovate, and provide solutions and support where and when they need it. In return, we get strong customer loyalty."

## MARKET TRENDS

On speaking about trends in the market while working with the company for the past 18 years, Dennis Markey says he has observed the growing shortage of skilled labour and a move towards prefabricated/modular systems, together with the BIM revolution.

"They have all provided many challenges

and opportunities in the market with productivity improvement continuing to be the main focus for our customers."

## DIGITAL TRANSITION

He says that Hilti customers are all at different stages of their digital transition journey.

"As a result, our offering needs to provide solutions to their typical challenges," he explains. "Hilti has worked very hard to embed digital technology across our offering in a way that fits seamlessly into our customers' workflows. Our award-winning ON!Track asset management software system is an example of our 'intelligent tools' that can provide instant information to the cloud or even our BIM-friendly PROFIS design software suite.

## INNOVATIONS

Dennis Markey says that at this point in time Hilti is in a very strong position, which is resulting in a constant feed of innovations to customers.

"We're seeing strong revenue and profit growth, which we continue to use for R&D and people investments. As 2019 comes around, Hilti will have close to 100 employees in Ireland, and we continue to keep our employees' and customers' needs at the forefront." Hilti is listed as a 'Great Place to Work' since 2011.

"Next year, our 'innovation roadmap' is packed with new software and product releases, including a Bluetooth active tracking system for customers' assets, a battery-powered SDS Max combi-hammer, and new PROFIS Engineering Anchor Design software...so stay tuned," he concludes. **C**

To learn more visit [www.hilti.ie](http://www.hilti.ie)



# “WE LIVE BEYONDZERO EVERY DAY”

Operating in Ireland for 44 years, Jacobs expects high safety standards and practices from contractors on all its sites.

**ROBBIE COUSINS** learns what it means to live BeyondZero®.

Jacobs is one of the world's largest and most diverse global professional services providers, operating in more than 40 countries with a global workforce of more than 77,000 employees. Established in Ireland since 1974, the company offers a full spectrum of services including scientific, technical, professional and construction- and programme-management for business, industrial, commercial, government and infrastructure sectors.

Jacobs' Irish operation is a Centre of Excellence in pharmaceutical and biotechnology, electronics, transportation, water, and environmental. It provides clients with end-to-end solutions in engineering, procurement, construction management, commissioning, qualification, and validation. Its portfolio includes substantial government agency work in transport, rail, and utilities, along with pharma, biosciences, semiconductors, and mission-critical projects.

## BEYONDZERO PHILOSOPHY

Jacobs operates to the optimum standard in safety, and any contractor that works with Jacobs is expected to strive for and maintain this high standard.

Shane O'Sullivan, HSE Manager, Ireland Operations, says safety is a core value at Jacobs.

“Our safety culture is embodied in our BeyondZero ‘Culture of Caring’ philosophy that inspires mutual respect and personal accountability among everyone who works for or with Jacobs. It creates a deep emotional commitment, active engagement and provides the courage to drive excellence and safekeeping in all we do.”

## DO THE RIGHT THING

Shane O'Sullivan explains that Jacobs is continually working to improve safety programmes and create a work



Jacobs HSE team at Shire Pharmaceuticals, Co Meath, L to r: Wayne Johnson, Project HSE Manager; Edel Mullen; Gerry Claffey; Kellie McGovern; Gary Bedford; Gay Flynn; and John Carroll.

environment and a safety culture that supports people doing the right thing in all aspects of decision-making.

“Our professionals work continuously on complex and fast-paced projects. All our team members are skilled technically, solutions-oriented and can advise, coach and support our people and contracting partners in all aspects of safety. We are currently expanding and looking to hire people who embody these essential skills and capabilities.”

## SAFETY IN PRACTICE

Jacobs is OHSAS 18001 certified and working on transition to ISO45001. Over the years Jacobs has developed relationships with top-tier contracting companies.

“Our contractors know the performance expectations required when working for Jacobs, and they are directly involved in the early stages on projects,” says Shane O'Sullivan. “Safety starts with contractor input during early design aspects, including a rigorous procurement and prequalification process with a prestart safety kick-off to outline expectations and performance.”

Once a site is operational, the Jacobs team works closely with construction managers and trade contractors to make sure work is properly planned and executed.

“We set up our sites for success,” says Shane O'Sullivan. “We believe the first impression when you walk onto a Jacobs' site sets the bar for work in the field. This starts with how we drive on site and park cars in clean, finished carparks.

We have top-end welfare facilities and healthy options in the canteen. We promote wellbeing and have recognition programmes. When we ask people, ‘what is BeyondZero?’ we get different answers about zero accidents and no injuries. But, in reality, it is who we are. It is the way we go about our business and execute our projects. We live BeyondZero every day.”

## A CULTURE OF CARING

Micheál O'Connor Vice President and General Manager of Jacobs in Ireland says “Our culture of caring is a 24/7 culture that goes beyond the workplace and encompasses health, wellbeing and safety in the home and social life.

“We have between 3,500 to 4,000 people coming through our doors or gates daily. It only takes a second for an accident to happen and we manage a lot of seconds. It is challenging, and new issues continue to surface, but an inherent belief in our BeyondZero culture, the commitment, dedication, and relentless hard work by our people, our clients, trade and supply-chain partners makes it possible.”

## CONSTRUCTION SAFETY WEEK

Jacobs was delighted to be a Construction Safety Week 2018 sponsor and to help promote the importance of maintaining high safety standards on all Irish construction sites. During Construction Safety Week, Jacobs held events across its sites and managed services network, which included guest speakers, training events and stand downs. **C**





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[water.ie/connections](http://water.ie/connections)

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WATER

## Planning to develop a site?

At no cost to you, Irish Water's pre-connection enquiry process will review the feasibility of water and/or wastewater service connections before you apply for planning permission.

To apply online or download an enquiry form, go to

Web: [www.water.ie/connections](http://www.water.ie/connections)

For more information, contact us

Phone: 1850 238 238  
+353 1 707 2828  
(8am - 4.30pm, Mon - Fri)

Email: [newconnections@water.ie](mailto:newconnections@water.ie)

**Safeguarding our water for our future**





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Health Trust

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**cwht.ie**  
[info@cwht.ie](mailto:info@cwht.ie)  
01 7093070

Construction Workers Health Trust, Unit 28, Parkland Enterprise Centre, Leixlip Avenue, Parkwest, Dublin 12



L to r: Mickey Harte, Tyrone GAA Football Manager and guest speaker; Des Mulcair, President, CECA; Dominic Doheny, President, CIF; Martin Lang, Director, Main Contracting, CIF; and Pat Lucey, Senior Vice President, CIF.

## CECA PRESIDENT CALLS ON CONTRACTORS TO WORK TOGETHER TO SEIZE OPPORTUNITIES PRESENTED BY NDP

The CECA Annual Dinner recently took place at the Clayton Hotel, Burlington Road, Dublin.

**A**ttended by CECA members from across the country as well as distinguished guests, the Civil Engineering Contractors Association (CECA) Annual Dinner included the presentation of the biennial CECA Excellence Awards.

In his inaugural speech, CECA President, Des Mulcair, Roadbridge, acknowledged the work of his predecessor Colin Cleary, John Paul, during his two-year tenure and used the opportunity to set out the agenda for the coming two years, stressing the importance of the sector seizing the opportunity presented by the new National Development Plan to establish a more secure industry that could sustain the impact of any future crisis or downturn.

"The National Development Plan is very ambitious and welcomed. Progress will be carefully monitored as our industry is heavily reliant on its success. While the overall construction industry has grown significantly over the past few years, the civil engineering sector has been struggling. We look forward to returning to business as usual over the next year."

He said that in June 2007, there were 275,000 people employed on construction sites across Ireland. By 2012, this had dropped to 100,000. But this year the number is back up to approximately 150,000 people employed, "The NDP will lead to a substantial increase in those numbers.

"The key to the future success of the civil engineering industry," he continued, "is in creating an environment of sustainable procurement. All stakeholders in a construction project must

**“ THE KEY TO THE FUTURE SUCCESS OF THE CIVIL ENGINEERING INDUSTRY IS IN CREATING AN ENVIRONMENT OF SUSTAINABLE PROCUREMENT.” ”**

**DES MULCAIR, PRESIDENT, CECA.**

ensure that they are working to each others' strengths and not trying to defeat one another."

The event was attended by 300 members and industry suppliers, as well as a number of distinguished guests. These guests included representatives from the Government Construction Contracts Committee, the Office of Public Works, CECA Scotland, Engineers Ireland and Association of Consulting Engineers of Ireland (ACEI).

RTE Radio presenter Shay Byrne was the MC for the evening, with Tyrone football manager Mickey Harte giving the after-dinner speech.

The 'Overall Winner' of the CECA Excellence Award 2018 was Luas Cross City by Sisk, Steconfer Joint Venture. The full list of award winners can be found on page 13. **C**





L to r: David Stanton TD, Minister of State, Department of Justice and Equality; Jean Winters, Director, Industrial Relations and Employment Services, CIF; Tom Parlon, Director General, CIF; and Phil Kane, Country Manager, Ireland, Eaton.

## CIF PUBLISHES DIVERSITY AND INCLUSION GUIDANCE DOCUMENT FOR THE CONSTRUCTION SECTOR

CIF held its second #BuildingEquality event of the year to launch a new diversity guidance document and video.

**C**IF's second #BuildingEquality event of the year, hosted by Eaton at its global headquarters on Pembroke Road, Dublin, saw the launch the CIF's *Diversity and Inclusion Guidance Document for the Construction Sector* as well as the premiere of a new short video about gender perceptions around construction workers. Speakers at the event included David Stanton TD, Minister of State, Department of Justice and Equality with Special Responsibility for Equality, Immigration and Integration; Anne Heraty, founder and CEO, CPL Resources PLC; Dearbhail McDonald, INM Group Business Editor; Solat Choudrey, Chief Executive, The National Centre for Diversity; Jean Winters, Director, Industrial Relations and Employment Services, CIF; Phil Kane, Country Manager, Ireland, Eaton; and Carole Smillie, Project Manager, Bennett Property. The event also had a video address from Revathi Advaiti, President and Chief Operating Officer, Electrical Sector, Eaton.

In her speech, Jean Winters, who is Chair of the #BuildingEquality Working Group, said that increasing diversity and gender equality is not just the right thing to do, it is critical for the construction industry.

"A disengagement with construction is unconsciously driven by the education system at a very young age for girls," she said. "We have to tackle misconceptions about the industry at this level, and this will form part of a national awareness campaign the CIF is undertaking to promote the diverse careers in the industry. The



Sarah Ingle, Secretary General, ACEI; and Edel Corrigan, Senior Health & Safety Manager, Flynn Management & Contractors.

industry has a job to do to proactively ensure that we are diversity and inclusion friendly and that has been the impetus behind the development of our CIF Diversity and Inclusion Member Guidance Document, which will be issued to all members.

"As the construction sector recovers and evolves, we are increasingly competing with other industries for talented young people who are concerned about equality and diversity. In order to meet the ambition of Government strategies, we must attract



David Stanton TD, Minister of State,  
Department of Justice and Equality.



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



Anne Heraty, CEO, CPL Resources PLC.



Carole Smillie, Project Manager, Bennett Property.

more women into the industry. Careers in construction have become more family-friendly, more technology-driven, safer, less physically demanding and increasingly global in recent years. So, there are major opportunities in the industry.”

Minister David Stanton said that he was delighted to celebrate the work that has been done over the past year through the CIF’s #BuildingEquality.

“A healthy, functioning, construction industry is vitally important to our nation’s growing needs, and thankfully the industry has emerged from the recession as a leaner, more modern and innovative place to work,” the Minister said. “The industry has become more open, more diverse and is becoming an attractive career option for young people once again. But while in many ways our society has come so far, we cannot ignore the fact that many traditional stereotypes still exist, particularly when it comes to industries like construction, which have historically been male-dominated. The work that has been done through the Building Equality campaign, in raising awareness of the many women currently working in a variety of roles throughout construction, in surveying employers on the need for increased diversity and increasing gender balance, and in creating the Diversity and Inclusion Guidance Document launched today will be key to the further success of the industry, and I am very glad to be here to be a part of this.”

A new short #BuildingEquality video was premiered at the event and features Bennett Construction Project Manager Carol Smillie speaking to young children about her work. The video shows just how early our thoughts around ‘gendered careers’ start, but also how open little minds can be to new or indeed surprising ideas such as ‘female builders’.

The event was part of the CIF’s year-long #BuildingEquality campaign to increase the number of women in the industry and the visibility of those already working in construction.

Earlier this year, the CIF commissioned a survey to discover exactly how many women are working in the Irish construction industry, in what roles, and at what levels. The study also investigated the views of female workers currently working in the industry and the views of employers regarding diversity and inclusion in construction.

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

*The CIF Diversity and Inclusion Guidance Document for the Construction Sector can be downloaded at [www.cif.ie](http://www.cif.ie)  
The #BuildingEquality video can be viewed at [cif.ie/video-gallery](http://cif.ie/video-gallery).*



# DRS BOND MANAGEMENT TO OPEN DUBLIN OFFICE

**D**RS Bond Management (DRS) recently hosted a Black Tie Gala Dinner in aid of Peter McVerry Trust at Dublin Castle.

The event, which was organised as part of DRS' support of *Construction* magazine's CIF Top 50 Contractors 2018, was MC'd by television star James Nesbitt and attended by a cross-section of CIF members and Irish business people.

Special guests included Robin Barnett, British Ambassador to Ireland; Shirley McCay, UK Department for International Trade; Emer Roche, Department of Foreign Affairs & Trade; Dominic Doherty, President, CIF; and Tom Parlon, Director General, CIF.

Speaking on the evening, Chris Davies, Managing Director, DRS, said that he was very excited about the long-term outlook for the Irish construction economy and announced that DRS will be opening a Dublin office with local staff in the near future.

"We have established an Irish subsidiary, which is currently undergoing Central Bank of Ireland authorisation, but we plan to open our Dublin office with local staff before Brexit Day.

"Our Building Opportunities roadshow, which toured Ireland in June 2018, will be returning in February to Dublin, Cork, Galway and Kilkenny, and this time it will include a daily school visit to



DRS Gala Dinner host James Nesbitt.

engage with the construction workers of the future."

DRS also received sponsorship support for the event from Ayming, the British & Irish Trading Alliance (BITA), The Irish Post and Silver Shemmings Ash LLP. **C**

# ARE YOU READY FOR NZEB?

**T**he Mechanical and Electrical Contractors Association (M&ECA) and the Association of Consulting Engineers of Ireland (ACEI) jointly hosted a breakfast briefing 'Ready for nZeb' recently at Huckletree, The Academy, Dublin.

The European Energy Performance of Buildings Directive (EPBD) requires that all new buildings should be nZEB-ready by 31st December 2020. This means any building completed after 31st December 2020 must achieve the nZEB standard, irrespective of when construction was started.

For public buildings, the date is 31st December 2018, so nZEB standards have to be adhered to before that date.

In her opening remarks, Sarah Ingle, Secretary-General, ACEI, said that there are several definitions of nZEB, but the one she felt was most appropriate was: "A Nearly Zero Energy Building is a building that has a very high energy performance where the nearly zero or very low amount of energy required should be covered to a very significant extent by energy from



Tim Ferris, President, ECA and Sean McElligott, Chairman, M&EBSCA at the nZEB briefing.

renewable sources, including energy from renewable sources produced on site or nearby.

"It is clear that reducing energy costs in buildings is increasingly important," Sarah Ingle said. "It is also a truism that undertaking this work can add up to 5% of the total cost of the building. So, it is not work to be undertaken lightly, and without careful thought and planning."

There were two presentations at the

briefing. In his presentation, Aaron Bailey, GSA Real Estate Management, provided some insight on the client's perspective regarding nZEB requirements, while John Furlong, OPW, outlined the public sector's approach to nZEB requirements.

Attendees at the briefing included Sean McElligott, Chairman, M&EBSCA; Tim Ferris, President, ECA; and Ciarán Kennedy, President, ACEI. **C**

# INDUSTRY NEWS



First intake of the Dry Lining Skills programme participants at Tallaght Training Centre.

## NEW DRY LINING COURSE DEVELOPED TO FILL CONSTRUCTION SKILLS GAP

**T**he growing demand for construction operatives with dry lining skills in the construction industry, particularly in the Dublin area, has resulted in the development of a new course by the Dublin and Dun Laoghaire Education Training Board (DDLETB) at the Tallaght Training Centre.

Participants on the 26-week Dry Lining course must have achieved a QQI Level 3 or equivalent award prior to commencement. The pilot course, which started in August and will be completed in February, had an intake of 18 students. On completion, successful learners will be awarded a City and Guilds Level 2 Diploma in Dry Lining, which is equal to QQI Level 4.

The course modules are:

- Health, Safety and Welfare in Construction
- Apply Finishing Plaster to Plasterboard
- Apply Taping and Jointing Systems to Plasterboard
- Fix Sheet Materials Using Direct Bond Method
- Install Partitions
- Install Suspended Ceiling Systems
- Install Wall Linings and Encasement Systems
- Principles of Building Construction, Information and Communication
- Understand Specialist Systems for Dry Lining and Interiors

The Dry Lining Skills programme was developed by Tallaght Training Centre, after consultation with CIF and other industry bodies.

Deirdre McKeon, Area Manager, Tallaght Training Centre,



Tallaght Training Centre is looking for construction firms to help expand the placement programme.

says she is delighted with how the first group of participants have developed new skills in such a short period of time.

“By collaborating with relevant industry bodies and groups, we have been able to identify a skills gap in the market that needs to be filled and give this group of people an opportunity to develop a specific set of construction skills. We are looking for construction firms to help us expand the placement element of the programme so participants can get real hands-on experience.

“In addition to having enthusiastic and trained dry liners on site, contractors who provide placement places will get an opportunity to assess the skills of the participants before they commit to employing them in their organisations.” **C**

For further information, contact Tallaght Training Centre on 01 427 5400 or [www.fetchcourses.ie](http://www.fetchcourses.ie) and [www.dublintrainingcentres.ie](http://www.dublintrainingcentres.ie)



# ROADBRIDGE CONSORTIUM WINS DUBLIN AIRPORT NORTH RUNWAY CONTRACT

**d**aa has awarded the main construction contract for Dublin Airport's new North Runway to a joint venture comprising Roadbridge and Spanish infrastructure company FCC Construcción (FCC).

The contract is for the design and construction of the new 3.1km North Runway at Dublin Airport. Mobilisation and preparatory site works will begin immediately, and groundworks will start in January. Construction of the new runway is due to be completed in early 2021 and commissioning will then take place.

The contract includes building 306,000 sq m of new runway and taxiways, and 6km of new internal airport roads, as well as installing new drainage and pollution controls, 7.5km of electrical cable, and more than 2,000 new runway and taxiway lights.

Conor Gilligan, Managing Director, Roadbridge said that the Limerick-based company was honoured to be part of the consortium that will build North Runway.

"We are proud to be involved with such a prestigious and vital national project," Conor Gilligan said. "This project is a giant leap forward for the construction sector, particularly in the recovery of the infrastructure market. We look forward to working with our partner FCC in



L to r: Santiago Farré Dot, Director, FCC Construcción; Dalton Philips, Chief Executive, daa; and Conor Gilligan, Managing Director, Roadbridge, at Dublin Airport for the North Runway contract signing.

delivering it."

About 300 construction jobs will be created on site during the project, with hundreds more in sub-supply firms offsite. The commissioning phase of the runway project will also create additional employment both on-site and off-site.

To maximise local employment opportunities in the project, Roadbridge FCC will be working closely with Fingal-based development company Empower and daa to fill as many positions as

possible from within the local community.

The new runway will be located about 1.6km north of Dublin Airport's current main runway and will be entirely built on land owned by the airport. Developing a new runway at Dublin Airport is a key part of the Government's National Aviation Policy, as it will allow the airport to develop its hub business and enable airlines to offer connectivity to more destinations. **C**

# BREEDON THE NEW NAME FOR LAGAN

**F**ollowing the acquisition of Lagan Group by Breedon Group earlier this year, Lagan's brick, tile and bagged cement products have been rebranded as Breedon.

The company manufactures a comprehensive range of concrete roof tiles, clay facing bricks and bagged cement which it supplies to builders' merchants across the UK and Ireland. This newly-branded range has enhanced the portfolio of specialist building products available through Breedon's distributor network, which also includes a variety of decorative aggregates, concrete products and its famous Welsh Slate.

James Cousins, Regional Director, Breedon, says that it is a very exciting time to be part of Breedon.

"We've spent the last few months getting to know our new colleagues, as well as the products and plants within the group. The rebranding from Lagan to Breedon demonstrates our commitment to the market to move forward as a single brand, leveraging the strength of the enlarged group to offer our customers high-quality products and the highest level of customer service.



Lagan's products have been rebranded as Breedon.

"It is early days, but one thing's for sure: we'll be continuing to grow and invest in our business in the coming years, with a continuing focus on our customers throughout the UK and Ireland." **C**

# NEW IMI PROGRAMME TO DEVELOP CONSTRUCTION LEADERS OF TOMORROW



L to r: Dr. Jack Golden, IMI Programme Director; Dominic Doherty, President, CIF; Ciara Halloran, Custom Solutions Manager, IMI; and Tom Parlon, Director General, CIF.

**T**he construction and engineering sectors are ripe for disruption, and the successful organisations will be those that develop their people to navigate through the complex challenges ahead.

During the last boom, companies worked towards increasing revenue turnover, gaining more operational efficiencies and maximising profits, but rarely developed the leaders within to deal with the inevitable downturn. Growth pains were common, with portfolios lacking diversity and agility to mitigate against unforeseen challenges.

Those that did invest in their leadership team during the boom found themselves in an advantageous position when agility, flexibility and innovation were required to not only survive, but thrive in the new landscape.

The Irish Management Institute (IMI), in partnership with CIF, has developed the 'Leadership Development Programme for Construction and Engineering' to help companies develop their leaders to take advantage of the upturn but also recognise, and deal

with, the challenges, opportunities and disruption ahead.

Ciara Halloran, Custom Solutions Manager, IMI, says the programme will run over 12 months, with six, two-day modules on subjects such as Strategy, Operational Excellence, Client Value, Leadership, High Performance Teams and Leading Business Transformation. It will be particularly valuable for preparing managers transitioning into senior leadership positions.

"It is specifically designed for the construction- and engineering-related service sectors," she explains. "Participants will hear faculty working in industry subject-matter experts and be supported by coaching elements designed to promote individual development."

The programme is tailored to each individual and their company, requiring them to produce a leadership action plan for themselves and a complete assessment of their organisation's capability. **C**

*For more information and to apply for the Leadership Development Programme for Construction and Engineering, please contact us the IMI at 1800 22 33 88, or visit [here www.imi.ie](http://www.imi.ie)*

## ARDMAC APPOINTS NEW HEAD OF INTERIORS

**C**onstruction firm Ardmac has announced the appointment of Sarah McDonnell as Head of Interiors. In her new role, Sarah McDonnell will be responsible for the management of Ardmac's interior and fit-out business to ensure the timely and innovative delivery of projects within the business.

Sarah McDonnell brings with her over 23 years' experience in the commercial interiors business. She joined Ardmac from her role as Principal Client Relations and Dublin Studio Lead for a fit-out company. Before that, she was a project executive delivering projects for recognised global clients.

Alan Coakley, Managing Director,

Ardmac, says he is delighted to welcome Sarah McDonnell to the Ardmac team.

"We continue to expand our commercial interiors business, and Sarah's significant experience and insights in the sector are a very welcome addition to our growing team."

Talking about her appointment, Sarah McDonnell says, "I am delighted to take on this role. I am enjoying meeting the various teams and clients we work with, and I look forward to developing our fit-out business in the future."

Ardmac employs over 300 people across Ireland, the UK and Europe, and provides specialist construction services to the commercial fit-out, life sciences and data centre sectors. **C**



Sarah McDonnell, Head of Interiors, Ardmac.





Derek Ryan, Vice-President,  
Verizon Connect.

## ‘SAY-DO’ GAP IS HINDERING DIGITAL TRANSFORMATION OF IRISH TRANSPORT FLEET BUSINESSES

Organisations struggling to harness the power of data in their fleet despite strong digital transformation ambitions.

**B**usinesses in Ireland are failing to fully harness the power of data in their fleet despite identifying digital transformation as a core leadership priority to drive positive business outcomes, according to new research released by Verizon Connect.

A survey undertaken by iReach on behalf of Verizon Connect shows that close to seven in 10 business leaders have made harnessing the power of data a key business priority in the coming year. However, despite this, four in 10 have not even considered how they can leverage the data within their fleet of company vehicles to drive productivity, increase efficiencies and improve the customer experience.

The main findings from the Verizon Connect research show that:

- 81% of business leaders believe digital transformation will have a positive impact on their business processes
- The top three areas of digital transformation investment in 2018 are Technology Transformation (52%), Customer Experience Transformation (38%) and Supply Chain Transformation (23%)
- 65% of Irish business leaders consider

harnessing the power of data to be a key business priority for 2018

- 41% of businesses have not considered harnessing the power of data in their fleet to enable better business outcomes
- The greatest challenge for companies seeking to harness the power of fleet data is controlling costs (41%) with safety and security only being a concern for one in 10 business decision makers.

To mark the publication of the research findings, Derek Ryan, Vice-President, Verizon Connect, said that new technologies are transforming the way people, vehicles and things move throughout the world, and it is positive to see that almost seven in 10 Irish business leaders are looking towards data to drive future growth and competitiveness.

“However, despite a widespread acknowledgement of the need to undergo digital transformation, our research points to a worrying ‘say-do’ gap which has emerged amongst business leaders,” he said. “More than four in 10 businesses have not even considered harnessing the power of data from their most heavily utilised resource – their fleet of company vehicles. To close this gap, leaders must set out a clear strategy as to how existing data across all of the business can be leveraged to deliver efficiencies and enhance the customer experience. With data being the fuel powering digital transformation, now is the time to turn business insights into a genuine opportunity that can accelerate growth, both now and into the future.”

### TOP THREE DIGITAL TRANSFORMATION INVESTMENTS

The research found that the number one investment by business leaders undertaking a digital transformation strategy is technology transformation (52%). This is followed by customer experience transformation (38%) and supply chain transformation (27%).

According to Derek Ryan, these findings point towards a strong emphasis on using new technologies to improve business processes that ultimately benefit the end consumer. “This is reflected in the fact that eight in 10 business leaders believe that digital transformation will have a positive impact on their business,” he said.

### CHALLENGES TO HARNESSING THE POWER OF DATA

According to Derek Ryan, despite the stated ambition to embrace technology transformation, leaders are struggling to harness the power of data within their business. “41% of Irish businesses have stated that controlling costs is the biggest challenge to leveraging data from across their operations. Surprisingly, safety and security were only a concern for 10% of leaders.

“Fleet management systems can help businesses harness their data to gain insights in near real-time, break down silos, help reduce costs and better support their employees.” **C**

# FOR YOUR DIARY

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## NOVEMBER

### **Monday 19th 1:00pm – 2:00pm** **CORK HOUSE BUILDERS MEETING**

Location: Venue tbc  
Contact: Brid Cody, Tel: 021 435 1410,  
Email: bcody@cif.ie

### **TUESDAY 20th 9:30am – 4:30pm** **TENDERING IN THE PUBLIC SECTOR** **CONSTRUCTION MARKET – LIMERICK**

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

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

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

### **Wednesday 21st, 07.30am** **CPAS BREAKFAST BRIEFING WITH BOBBY** **KERR: OPPORTUNITIES FOR CONSTRUCTION** **COMPANIES 2019**

Location: Red Cow Moran Hotel, Naas Road,  
Dublin Contact: Michaela Courtney,  
Tel: 01 01 407 1400,  
Email: mcourtney@cpas.ie

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

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

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

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

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

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

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

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

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

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

### **Tuesday 27th, 11:00am** **EXECUTIVE BODY MEETING (FOLLOWED BY** **CIF AGM AT 12:45pm)**

Location: CIF Head Office, Construction  
House, Canal Road, Dublin  
Contact: Gillian Heffernan, Tel: 01 406 6016,

### **Wednesday 28th** **CIF HEALTH & SAFETY SUMMIT 2018**

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

### **Thursday, 29th at 8:00pm – 10:00pm** **CIF NORTH WEST BRANCH MEETING**

Location: Sligo Park Hotel, Sligo  
Contact: Justin Molloy, Tel: 091 502680,  
Email: jmolloy@cif.ie

## DECEMBER

### **Tuesday 4th, 11:00am – 1:00pm** **IHBA NATIONAL COMMITTEE MEETING**

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

### **Wednesday 5th, 9:15am** **MAIN CONTRACTORS BRIEFING –** **CONSTRUCTION CONTRACTS ACT**

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

### **Wednesday 5th, 9:30am – 4:30pm** **TENDERING IN THE PUBLIC SECTOR** **CONSTRUCTION MARKET – TRALEE**

Location: The Rose Hotel, Tralee  
Contact: Brid Cody, Tel: 021 435 1410,  
Email: bcody@cif.ie

### **Wednesday 5th, 1:00pm** **PROCUREMENT TENDERING &** **CONTRACTUAL MATTERS COMMITTEE** **MEETING**

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

### **Thursday 6th, 4:00pm – 5:30pm** **MASTER PAINTERS AND DECORATORS OF** **IRELAND (MPDI) AGM**

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

### **Monday 10th, 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: jbenson@cif.ie

### **Wednesday 12th, 4:00pm – 6:00pm** **NORTH-EAST BRANCH MEETING**

Location: City North Hotel, Gormanston, Co  
Meath  
Contact: James Benson, Tel: 01 406 6061,  
Email: jbenson@cif.ie



# CIF TRAINING COURSES

## CIF training and education programmes for November-December 2018

NOVEMBER COURSES	CODE	DATE	DURATION	LOCATION
CIF Site Supervisor Safety Programme	SSSP 3451	20th November	2 Days	Sligo
CIF Site Supervisor Safety Programme	SSSP 3321	26th November	2 Days	Cork
Emotional Intelligence	EI 3485	22nd November	Half day	Dublin 6
Site Managers a Practical Approach to Building Regulations	SMBR 3445	15th November	2 Days	16th Galway
Assigned Certifier – A Site Managers Approach	AS 3462	28th November	1 Day	Dublin 6
Payment Process under the Construction Contracts Act 2013	PPCC 3455	28th November	Half day	Dublin 6
IR/HR for Construction Managers	IRHR 3449	29th November	2 days	Dublin 6
CIF IOSH Managing Safety in Construction	MSIC 3322	2nd November	5 Days	Dublin 6
CIF IOSH Managing Safety in Construction	MSIC 3323	8th November	5 Days	Athlone
CIF IOSH Managing Safety in Construction	MSIC 3324	14th November	5 Days	Cork
Building Control Course -Part K & Part M - Stairways and Access CSE 1	BCC 32527	29th November	10 Days	Dublin 6
Building Control Course -Final Revision and Examination CSE 1	BCC 32528	29th November	10 Days	Dublin 6
Building Control Course Examination CSE 1	BCC 32529	30th November	1 Day	Dublin 6
Airtightness programme	AT 3349	30th November	1 Day	Dublin
Appointed Persons Course	AP 3325	12th November	3 Days	Dublin 6
Environmental Management for Construction Focusing on Land/Waste/Water	EMC 3458	21st November	2 Day	Athlone
Project Supervisor Construction Stage	PSCS 3453	12th November	3 Days	Galway
Project Supervisor Construction Stage	PSCS 3326	13th November	3 Days	Dublin 6
IOSH Project Supervisor Design Process	PSDP 3327	20th November	2 Days	Dublin 6
CIF QQI Level 5 Safety Representative	SR 3440	5th-13th November	4 Days	Dublin 6
CIF Core Safety Management Programme Renewal/CPD	CSMP 3330	23rd November	Half day	Dublin 6
CIF Core Safety Management Programme Renewal/CPD	CSMP 3331	30th November	Half day	Limerick

DECEMBER COURSES	CODE	DATE	DURATION	LOCATION
CIF Site Supervisor Safety Programme	SSSP 3332	10th December	2 Days	Dublin 6
Payment Process under the Construction Contracts Act 2013	PPCC 3456	13th December	Half day	Dublin 6
CIF IOSH Managing Safety in Construction FAST TRACK	MSIC 3333	6th-14th Dec	5 Days	Dublin 6
CIF IOSH Managing Safety in Construction FAST TRACK	MSIC 3498	14th-19th Dec	5 Days	Limerick
Project Supervisor Construction Stage	PSCS 3334	3rd December	3 Days	Dublin 6
Environmental Management for Construction	EM 3377	12th December	1 Day	Dublin 6
IR/HR for Construction Managers	IRHR 3497	6th December	2 days	Cork
CIF Management & Inspection of Scaffold	SI 3336	18th December	1 Day	Dublin 6
CIF Core Safety Management Programme Renewal/CPD	CSMP 3337	19th December	Half day	Dublin 6



CONSTRUCTION ACCESSORIES | FACADES | INSULATION | INTERIORS | ROOFING | TECHNICAL INSULATION | AIR HANDLING

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- Health
- Commercial & Industrial
- Residential
- Renovation, Maintenance & Improvement



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