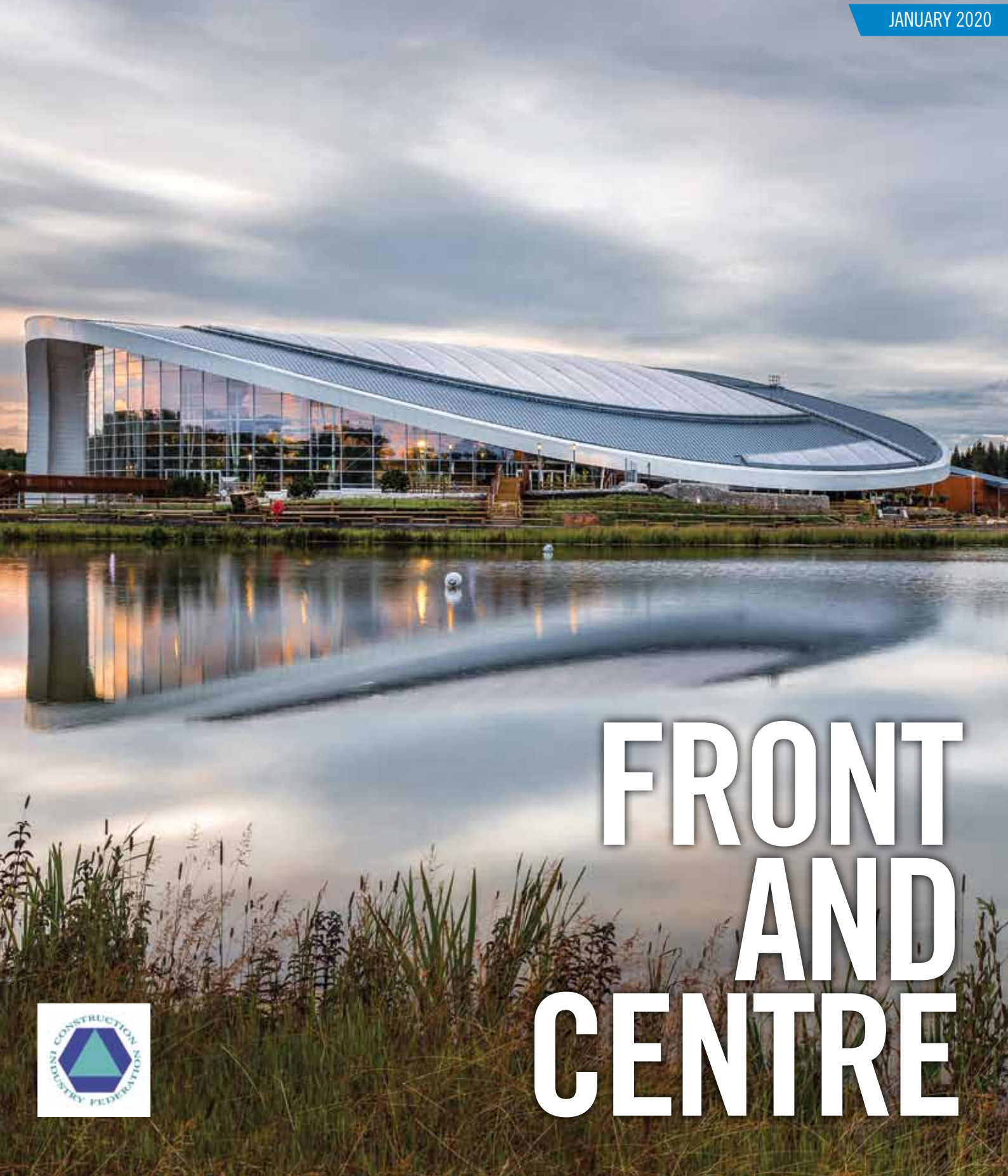


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EDITORIAL



Just before Christmas, Heather Humphreys, TD, Minister for Business, Enterprise and Innovation, announced another set of changes in 2019 to the employment permits system for workers from outside the European Economic Area. The Minister moved most professional occupations in the construction sector to the Critical Skills Occupations List, and removed technician grades and construction support occupations, such as architectural technician and construction safety officer, from the Ineligible Occupations List. The changes are intended to enable the industry to fill capacity and skills gaps in the short- to medium-term. However, the coming year will see the CIF roll out its Construction Careers Campaign to address long-term recruitment needs and ensure that construction is once again perceived as a career destination choice for young people in schools in Ireland. The three-year campaign, which will involve the construction sector engaging more directly than previously with young people, their parents and teachers, is set to be a game-changer for medium- to long-term recruitment, but it will require support from CIF members across the country.

In this issue of *Construction*, we outline how the CIF Careers Campaign will operate

and how members can benefit and get involved.

CIF directors assess the challenges that lie ahead for the industry this year and discuss how they will be looking to address them.

In our Project Feature, we discover how John Sisk and Son employed BIM and lean construction to deliver the central buildings and lodges at the Center Parcs Longford Forest resort.

Leading main contractor Flynn is the subject of this issue's Member Focus. Flynn COO Mick Flynn describes how the company's focus on staff well-being and its early digital transition have helped it grow to place in the *Construction* magazine CIF Top 20 Contractors in 2019.

In Category Focus, we look at the issues driving and impeding housing development in the regions. In Industry Analysis, CIF economist Jeanette Mair writes about the economic factors that will affect the construction sector in 2020, and Stephen Hoban, Azon Recruitment, lists construction professional salary rates from the latest Azon Recruitment Salary Survey.

Finally, I would like to close by wishing you every success in the coming year. **C**



Robbie Cousins, Editor

YOUR CONSTRUCTION INDUSTRY FEDERATION TEAM

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CIF NEWS

LET'S MAKE 2020 OUR SAFEST YEAR TO DATE

A message from CIF Director General Tom Parlon

It is 10 years since many companies and Government bodies were developing their 2020 strategies, which were tempered by the ongoing recession. However, all reflected a great characteristic of people living in this country: optimism. In the intervening years, much has been achieved. Recovery has taken root, and many of the aspirations of 2010 have been realised.

However, while safety conditions have also significantly improved in recent years, the tragic deaths of 12 people in construction-related accidents during 2019, emphasises that we must not become complacent and remain ever-vigilant about on-site safety and the protection of workers at all times. Our focus in 2020 must be keeping our 150,000 employees in our 47,000 enterprises safe, reducing fatalities to zero and minimising accidents on site.

At a €15bn output last year, the construction industry is maintaining a strong average growth rate year-on-year. However, these top-line figures can mask underlying frailties and growing pressures on the industry. Growth is strong at the aggregate level, but this growth continues to be localised in the Greater Dublin region. While there has been some year on year growth across the southern and western regions, it is nowhere near the level needed to deliver the housing and infrastructure that is required.

This trend of imbalanced growth will be the harbinger of the next recession unless the Government puts in place the infrastructure that will make regions more attractive to investment. This is the only way to put the Irish economy on a sustainable footing.

As this is an election year, in 2020 the CIF is doubling our efforts to engage with all of the political parties. We continue to push the Government to deliver on its commitments in infrastructure and investment. In fairness, a range of policies, regulations, funding and legislation have been introduced since 2016. What's needed now is more effective alignment behind national policy by contracting authorities.

This year, the CIF will be looking out beyond 2030 by attracting schoolgoers into the industry to build their careers and their lives. We will run a national awareness campaign; a national schools campaign focused on construction; and a structured school outreach programme where members 'adopt' their local schools. I ask everyone in the industry, including suppliers, to get involved.

Finally, I'd like to close by once more calling on all members, large and small, to review your safety practices and protocols, and help to make 2020 the safest year in the industry.

I wish you a healthy and prosperous 2020. **C**

Tom Parlon



Tom Parlon,
Director General, CIF

“ THIS TREND OF IMBALANCED GROWTH WILL BE THE HARBINGER OF THE NEXT RECESSION UNLESS THE GOVERNMENT PUTS IN PLACE THE INFRASTRUCTURE THAT WILL MAKE REGIONS MORE ATTRACTIVE TO INVESTMENT. ”

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CIF CAREERS CAMPAIGN NEEDS MEMBERS' SUPPORT TO SUCCEED

The CIF Construction Industry Careers Campaign will highlight that a career in construction offers young people opportunities to advance quickly, and learn and develop new skills on an ongoing basis.

In 2020, the CIF is aiming to fundamentally reposition the construction industry in the minds of school-goers, their parents, career guidance counsellors and society in general to ensure the development of indigenous skills for the sector.

CIF CAREERS CAMPAIGN

The CIF Construction Industry Careers Campaign will promote the construction industry as a career destination. It will build on the ongoing work by members to engage with their local schools, bringing it on to a national scale. The campaign is set to proactively engage with thousands of primary and second-level students, their teachers and their parents over the next decade. This will be achieved in partnership with the Government as part of 'Project Ireland 2040' to ensure that the industry has the indigenous skills needed to deliver on this ambitious programme of work. CIF has secured funding from its members, with matching funding support from Government, over the three years of the campaign.

GAME-CHANGING

Speaking about the campaign Pat Lucey, President, CIF, said, "We've all attended dozens of meetings, where we rightly lament the inaccurate and dated image, the general public, policy-makers and the media have of our industry. This campaign will be a game-changer for the industry, and I call on all members to get behind it."

The campaign will cost approximately €1.1m over its three-year programme, with funding being sought from CIF members, clients of the industry and Government.

Dermot Carey, Director, Safety and



Pat Lucey, President, CIF.

Training, CIF, says that the CIF Careers Campaign is a response to research carried out by the agency Teneo on behalf of CIF into perceptions about careers in construction amongst third-level students.

"The findings of the research indicated that there was a perception of construction being an inferior career choice among second-level students and their families, particularly concerning the skills required and the opportunities available to develop new skills," explains Dermot Carey. "The goal of the CIF Construction Industry Careers Campaign is to highlight the broad range of skills and technical abilities required to work in the modern construction industry. Anyone who opts to pursue a career in construction will be entering into an industry that will offer them a lifelong career with opportunities to advance quickly, and learn and develop new skills on an ongoing basis."

OPPORTUNITIES

John O'Shaughnessy, Chairman, CIF Education and Training sub-Committee, has been a driving force behind the development of the campaign.

"Construction is unique in the opportunities that it offers people to progress. It is an industry where you could start, for instance, as an apprentice, then progress through the ranks quickly to become a manager or engineer, and even enter the boardroom, or set up your own business. You can see the world and also be a part of landmark projects that have a real impact on improving people's everyday lives. This is the message we will be conveying to our young people, their



John O'Shaughnessy, Chairman, CIF Education and Training sub-Committee.

parents and their teachers in the coming years."

INITIAL ROLL-OUT

The programme will involve engagement with the education system, with supporting high profile media and social media campaigns.

The first stream of activity will see the expansion of the Solas 'Generation Apprentice' competition into second-level schools, where students at 150 schools will take on a Generation Apprenticeship challenge.

Another stream will involve the launch of a programme with contractors adopting a school and introducing students to various construction professions.

These programmes will be supported by a social media-led promotional campaign, which again will engage directly with young people around careers in the construction industry.

"The success of the campaign is very much dependent on the buy-in we receive from our members and Government," continues John O'Shaughnessy. "I am very excited about the potential of this campaign. If successful, it will reposition this great industry as a career destination for a new generation. I call on all members to help make this happen by getting involved." **C**

To learn more about how you can get involved in the CIF Careers Campaign, contact Dermot Carey, Director, Safety and Training, CIF, Tel: 086 832 0648, or email: dcarey@cif.ie



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'UTILITY INDUSTRY SPECIALIST TRAINEESHIP' ANNOUNCED

A new training programme to upskill workers or train new entrants in best utilities construction practices begins in late January at the National Construction Training Centre in Mount Lucas, Co Offaly. The Utility Industry Specialist Traineeship programme, developed by the National Construction Training Centre in consultation with the CIF and some of Ireland's leading infrastructure contractors, as well as utility providers, is designed to give participants specialised training in a broad range of aspects involved in delivering and maintaining important national infrastructure. The intention is to create a pipeline of skilled people and to upskill existing workers in order to deliver on projects in the 'Project Ireland 2040' programme.

The traineeship will involve intensive training at both the National Construction Training Centre in Mount Lucas, and "on the job" with contractors working in the sector. It is fully funded, with no additional cost to employers for the training.

Participants will be trained in the following:

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dumper, 360 excavator, telescopic handler)


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- Swabbing and commissioning methods
- Introduction to formwork and steel fixing
- Ground water control and temporary works.

Sean Mannion, SHEQ Manager, Ward & Burke Construction and a member of the CIF Liaison Committee says, "We have had an enthusiastic response to the announcement of the course, with several CIF members putting participants forward. The objective is to give the participants a solid grounding in modern construction practices. The programme is spread across 18 months, in class and on site. It is an ideal opportunity for employers to help their most promising staff move to the next level, and I would encourage members to take up this opportunity."



Dermot Carey, Director, Safety and Training, CIF.

Alan Grady, Contracts Manager, Coffey Construction, says, "This traineeship will undoubtedly bridge the widening gap between the availability of suitably qualified people and the resources to ensure safe, efficient and high quality delivery of important utility infrastructure. Coffey Group is delighted to offer its support to the traineeship and we look forward to welcoming the first graduates into the industry. The graduates will be the first in a long line of highly trained personnel into the sector, thus safe guarding the delivery of utility infrastructure into the future."

Dermot Carey, Director, Safety and Training, CIF, says, "The programme is also open to school-leavers. It is a great new initiative to offer young people a pathway into the construction sector and to a rewarding career. The successful candidates will be much in demand in the sector. CIF would also encourage any young person who has an interest in this area to enquire about the programme, in addition to employers who wish to upskill their existing personnel." 

If you would like information on the Utility Industry Specialist Traineeship or to put an employee forward for the programme, contact Dermot Carey on 086 832 0648, or at dcarey@cif.ie



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Bernardine Walsh, Membership Development Executive, CIF.

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FOSTERING A COLLABORATIVE APPROACH TO PROJECT DELIVERY IN 2020

Pat Lucey, President, CIF, speaks with **ROBBIE COUSINS** about the construction year ahead, and his hopes that progress can be made in addressing our housing crisis and infrastructure deficits.

Having completed the first 12 months of his two-year term as CIF president Pat Lucey is delighted with some achievements during that first year but is greatly frustrated by a lack of progress in critical areas.

He believes that the establishment of the Construction Sector Group (CSG) is the first step towards real collaboration between all stakeholders in the industry, but that the housing crisis and infrastructure deficit need to be a top priority for 2020.

Speaking about his first 12 months, he says, "It has been a hectic year. The most worrying issues going into 2020 are the same as at the start of 2019, infrastructure and housing roll out. One of the most disturbing things is that key infrastructure elements set out in 'Project Ireland 2040' and planned for delivery by 2027, now look like not being completed until after 2030."

INFRASTRUCTURE

"I have repeatedly made the point over the past four years that we need to commence the preparatory work for infrastructure projects much earlier, and that contractors are being brought on board too late. For instance, Metrolink in Dublin and the M20 connection between Cork and Limerick are to be completed by 2027, according to Project Ireland 2040. When the plan was launched, this may have been possible if designers were appointed swiftly and early contractor involvement was utilised. But, we will now be lucky to see either of those projects this side of 2030. These are the two flagship projects in the plan. The scenario is the same for many other projects.

"Our procurement process is not working. The infrastructure that we so desperately need is not happening. Everyone knows that Dublin needs to go underground. If we don't have a tunnelled metro system in place by 2027, this is going to have an enormous impact on an

already overburdened city. The M20 in the south-west is fundamental to the success of the Atlantic Economic Corridor and addressing regional imbalance."

HOUSING

Pat Lucey adds that housing faces similar prospects at the moment.

"We are all aware there is a housing emergency. We have an escalating homelessness crisis. We have workers travelling unsustainable distances for work. Various ministers have tried different initiatives to address the problem, with varying degrees of success, but the issue is far from being resolved, and we need to be doing more.

"Central Government has been enacting plans, and local authorities are progressing to differing degrees with these. Maybe, part of the problem is a notable inconsistency across the country. On a recent visit to the CIF Kerry Branch, I was delighted to hear members praise Kerry County Council for the progress it was making in releasing social housing projects to the market. But we need other local authorities to be doing likewise."

FOREIGN DIRECT INVESTMENT

Talking about foreign direct investment (FDI), Pat Lucey wonders if we are doing enough to encourage and facilitate FDI companies to stay in Ireland.

"We have to be grateful for the high levels of FDI in Ireland. It is not just about the money coming in; Irish contractors have upped their game to give these companies the services they need. As a result, our contractors are making substantial inroads overseas.

"If it wasn't for FDI in Ireland, there would be little or no work. But I worry that we are not doing enough for companies investing in Ireland. We should be asking them what they need from us to enable them to continue investing."

He continues, "I think our lack of infrastructure will also be an issue for



Pat Lucey, President, CIF.

continued FDI. We should be focused on delivering this as quickly as possible to ensure that FDI opportunities can be expanded across the regions."

Another point he wants to make about FDI companies is that they face the same logistical challenges that the Government does when it comes to project delivery, but yet still manage to get major projects up and running.

"Look at how the FDI companies go about doing their work. They have the same problems that public bodies have, but because they are more agile in dealing with issues, they get the job done.

"By extension, when you see our politicians representing us on the international stage, they are exemplary. They can be counted among the best worldwide. But at home, they are far less effective. Why is this? The only thing I can see is that the system must be the problem. If we can address this, I am sure we will see a turnaround."

DIVERSITY AND INCLUSION

Speaking about CIF campaigns for 2020, Pat Lucey says that diversity is a huge issue on which the industry needs to be more active in the year ahead.

"The CIF has been very good at raising the diversity issue. Every diversity-related CIF event has been so well attended. But while the message might be supported, we have to recognise that effective action has been a challenge for many firms. The



Pat Lucey, President, CIF; Caroline Tyler, Director, Centre for Diversity; and Rory O'Connor, Rory's Stories, at the CIF Annual Conference 2019 supporting the CIF Diversity and Inclusion charter campaign.



Peter Quinn, then President, Engineers Ireland; awarding Pat Lucey, President, CIF, the title of Fellow of Engineers Ireland, during 2019.

introduction of the CIF Diversity and Inclusion charter will help to address this, as it sets out a clear path for companies to follow to build more diverse and inclusive corporate structures.

"I would like to see more progress on this in the coming year. If every member embraces it, we would be the better for it as an industry. Companies would be more efficient, and staff would have a better work-life balance."

CIF CAREERS CAMPAIGN

The CIF Careers Campaign, developed in 2019 under the direction of the CIF's Education and Training sub-Committee, is an initiative that Pat Lucey is looking forward to seeing rolled out in 2020.

"The sub-committee had great foresight in commissioning an external company to

assess general perceptions about careers in construction. The results of their work caused us to sit up and pay attention. Canvassed opinions amongst focus groups revealed a general perception that we are just seen as builders, nothing more. There is no understanding or appreciation of the skills or qualifications that modern builders have; and no knowledge of innovation in the industry, how digital technologies have changed the face of the sector, or the cryptic problem-solving skills that builders must have. All this came as quite a shock. But we recognise that we have an urgent issue that needs to be addressed. The passion and commitment demonstrated by the Education and Training sub-Committee chairman John O'Shaughnessy and the sub-committee has inspired action, with support from

Government and other stakeholders in the CSG. When the CIF Careers Campaign is rolled out in 2020, we will start the process of attracting a new generation of builders, and I ask for all members to get behind this exciting campaign."

ISSUES TO BE ADDRESSED IN 2020

Asked what three things he would like to see addressed most in 2020, Pat Lucey says he would like to see the CSG make a real impact in 2020; housing density issues to be addressed; and the public works contract to be consigned to history.

"The CSG is a relatively new group to which CIF applied itself strongly in 2019. We have made progress under several headings, most notably getting support for the CIF Careers Campaign, furthering the establishment of a Centre of Excellence for Digital Construction, and we have a better understanding of the issues involved in dealing with construction waste. We need to get to a point where we have a greater level of respect and professional trust between each other. If we can achieve this, then we can really start to collaborate."

He says that one of the issues that arises most often for members is housing density requirements.

"One of the top problems for CIF members is housing density requirements in planning. The densities that they are required to comply with work in Dublin, but do not work in any other part of the country. I would like to see broader recognition of this problem and something done to address it in 2020.

"Finally, the public works contract needs to be addressed once and for all. It has done no service to this country or industry since it was introduced. If I had one wish for 2020, it would be that the Cabinet decision of May 2004 that lump sum fixed-price contracts were to be the norm in construction gets rescinded. This would remove one of the biggest impediments to collaboration, and one of the most divisive issues between public bodies and the construction sector. I would also suggest that the Department of Finance should not seek to own a suite of contracts and do what other countries do by using contracts drafted by professional bodies that have the expertise and industry knowledge to draw them up. Do this, and allow the Office of Government Procurement to focus on procurement issues."

Pat Lucey closes by saying, "Having spent 12 months as President, I now better understand the problems that we face as an industry and will work with CIF staff to address these in a focused way in 2020." **C**

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LOOKING FORWARD WITH 2020 VISION

Construction Industry Federation directors outline the key issues that will impact on the construction in the year ahead and how they will be addressing these. **ROBBIE COUSINS** reports.

With 2020 upon us, many of the challenges that faced the industry at the start of last year remain at the beginning of this year. Manpower, housing and infrastructure output, training, recruitment, legislation and, of course, Brexit, to name a few. Steps were taken to address some of these issues in 2019. As a result, 2020 is possibly shaping up to be a year when there are some significant breakthroughs.

Will this be the year when the Construction Sector Group gets to address some of the more serious impediments to progress? Will some of the impediments to the roll-out of infrastructure and housing be removed? Will Brexit finally “get done”, or, at least, will it become more clear how it will impact on the Irish economy and construction sector?

CIF directors say that 2019 was a year when they got to make progress on some substantial issues that impact on the construction sector. All have a clear understanding of what the

industry wants and needs in the year ahead, and will work towards delivering this by engaging with Government and other bodies to bring greater clarity for the industry.

MARTIN LANG, DIRECTOR, MAIN CONTRACTING, CIF

Given current industry statistics there is undoubtedly room for optimism for growth in 2020, particularly in Q1 and Q2. However, the landscape beyond that is very much dependent on the delivery of infrastructural investment contained in the National Development Plan and commercial investment.

PLANNING

Delays in planning are a concern, as are delays in investment decisions that may well have an impact on activity levels in Q2 and Q4 and beyond.

Some indicators point to at least a moderation in output by designers and professionals involved in the early stages of projects



Martin Lang, Director,
Main Contracting, CIF.

being brought to market.

PROCUREMENT

In terms of risk in tendering, it is critical that the Office of Government Procurement (OGP) delivers on the amendments to the Public Works Contract, as set out in the Minister's undertakings at the launch of the 'Medium-Term Strategy' in March of last year.

Reasons to be positive around risk allocation and realistic tender prices can be seen in many OGP documents. It is the final delivery of these undertakings that has been a source of great frustration in recent months. Hopefully, real progress will be made during Q1 2020.

The establishment of the Public Procurement Commercial Academy this year is welcomed and is a substantial step forward in the delivery of professional procurement across the public sector. It has the potential to contribute greatly to the productive and efficient delivery of projects, to the benefit of all concerned.

BREXIT

The threat of Brexit remains a concern. Although it would appear that some sort of certainty is not far away, its impact on regulatory and additional costs and delays has yet to be clarified, and it will be an agenda item for many months ahead.

CONTRACTS

The introduction of the new Private Sector Contract in Q1 is an exciting prospect. Agreed between the CIF, the Society of Chartered Surveyors Ireland (SCSI), and Engineers Ireland, it represents, for the first time, a useful alternative to current private sector standard documents.

CLIMATE CHANGE

Climate change and our industry's role in mitigating its effects has long been on the agenda across all disciplines, including the materials and suppliers sectors. This deserves attention and is one of the issues being developed through the Construction Industry Council (CIC) and many other industry bodies. It will form an



James Benson, Director, Housing,
Planning & Development, CIF.

important element for all in 2020.

JAMES BENSON, DIRECTOR, HOUSING, PLANNING & DEVELOPMENT, CIF

In 2019, approximately 21,000 new housing units were completed. While the sector awaits confirmation, it is expected that 6,000 of these will have been one-off units. This would mean that there were just 14,000 to 15,000 scheme developments, with a mix of traditional units, apartment and duplex developments delivered in 2019.

IMPEDIMENTS TO HOUSEBUILDING

Widespread agreed commentary would suggest a need for a substantial increase in units over the coming years to an output in the region of 34,000 per annum. However, unless many of the current impediments to delivery are addressed, it is difficult to look past an estimation of 24,000-25,000 residential units in 2020.

The Irish Home Builders Association's (IHBA's) ongoing analysis into housing delivery has shown that planning guidelines, increasing building standards, acquiring finance and consumer credit restrictions feature strongest as current impediments to housebuilding in Ireland.

FINANCE

In recent times, access to and the cost of finance, particularly outside the greater Dublin area, was recognised as a major impediment to industry and became a catalyst for the establishment of the Land Development Agency (LDA) and Home Building Finance Ireland (HBFI), which are both in their infancy. So, it is too early to ascertain what impact they may have on the market.

COST OF DELIVERY

The cost of delivery continues to rise, with soft costs attributing to approximately 40% of delivery through taxes, levies and land costs, and with hard costs increasingly rising through higher building standards placed on the industry. When taken cumulatively, these costs have a significant effect on viability.



Sean Downey, Director,
Specialist Contracting, CIF

PLANNING GUIDELINES

Most significantly, planning guidelines and specified densities are translating into the weightiest cost component in any planned developments. This is critical in the context of 'Project Ireland 2040', which introduces statutory planning guidelines on sustainable residential development in urban areas, as published by the Department of Environment, Community and Local Government in 2009. The guidelines require densities in the range of 35 to 50 dwellings per hectare in urban areas and more than 50 dwellings per hectare in more central urban areas. These guidelines represent a measure in achieving compact urban growth in the National Planning Framework. A study by the IHBA is currently under way to investigate how greater delivery could be achieved with a review of these guidelines.

BUILDING REGULATIONS

Additional challenges for housebuilders in 2020 will include increased costs arising from updated building regulations and standards under Part L (Conservation of Fuel and Energy in Dwellings) relating to nZEB and Part F (Ventilation), which took effect from 1st November 2019. While a date of publication to amend Part B (Fire Safety) has not been confirmed, when introduced, it is anticipated that the cost of apartment and open plan flats will increase.

WASTE MANAGEMENT

The movement of soil and stone was problematic during 2019. However, I am hopeful that advances made in the latter part of the year, with the introduction of a response timeframe on Article 27 for soil and stone by-products, will result in significant economic benefits, as the material can be appropriately handled outside of waste legislation. This provides a degree of certainty for the producer. The environmental benefits are also considerable, as the process facilitates the circular economy.

UTILITIES

The industry is experiencing major challenges with utility

“ THE CIF HAS ESTABLISHED THE CONSTRUCTION RESEARCH AND INNOVATION STEERING GROUP TO WORK WITH ENTERPRISE IRELAND ON THE ESTABLISHMENT OF IRELAND’S FIRST DEDICATED R&D HUB FOR CONSTRUCTION, WHICH WILL SUPPORT INDIGENOUS COMPANIES. ”

SEAN DOWNEY, DIRECTOR,
SPECIALIST CONTRACTING, CIF.

companies, such as ESB Networks and Irish Water. We will continue to work with the utility companies in addressing member difficulties and the level and timing of services available. However, the resourcing of the utility companies is critical for the continued growth of housebuilding levels in 2020.

OTHER CHALLENGES

Finally, other challenges for 2020 will include rising costs due to wage inflation and the scarcity of specialist trades and contract works. The culture of compliance in the industry is now of paramount importance, particularly so since the commencement of the Building Control Amendment Regulations (BCAR) in 2014. The remaining piece of the jigsaw, the establishment of CIRI on a statutory footing, is now awaited from Government. The housebuilding industry fully supports this.

SEAN DOWNEY, DIRECTOR, SPECIALIST CONTRACTING, CIF

The outlook for specialist contractors in 2020 is stable, but uncertain with developments coming in both regulation of activity and potential change in the training landscape.

We are continuing to work with the Department of Public Expenditure and Reform, which is leading on the establishment of the 'Digital Build Project', for the digital transformation of our sector.

The CIF has established the Construction Research and Innovation Steering Group to work with Enterprise Ireland on the establishment of Ireland's first dedicated R&D hub for construction, which will support indigenous companies.



Dermot Carey, Director,
Safety and Training, CIF.

MARKET ACTIVITY

There are a number of large commercial projects underway and planned for the centre of Dublin, as well as a large semi-conductor plant in Kildare, and the National Children's Hospital. These are all likely to put pressure on demand for skilled apprentices and workers. While these projects will start to ramp up in Q2 2020, there is widespread uncertainty in the mid-scale market, where projects that were expected to go to tender have not yet been released.

This delay could be as a result of the shift in viability for multi-unit residential schemes or the uncertainty that Brexit continues to place on the economic outlook for 2020.

COMMITTEE ACTIVITY

Within specialist contracting, the Mechanical and Electrical Contractors Association (M&ECA) will continue to work with the Commission for the Regulation of Utilities, as it rolls out the non-domestic gas register, and the NSAI's Electro-Technical Committee, as it publishes the latest edition of the 'National Rules for Electrical Installations'.

These new regulatory changes bring significant training and cost for employers to ensure their workforce remains competent.

SPECIALIST CONTRACTING

ASCA will continue to develop new apprenticeship courses in both scaffolding, and roofing and cladding. The association has commissioned specialist research through the CIF's Education and Training sub-Committee to examine what the most appropriate model of training is for the traditional master crafts. We would hope that in 2020 we can identify what models are available that can accommodate the emerging skillsets that the market requires and in which employers will invest.

DERMOT CAREY, DIRECTOR, SAFETY AND TRAINING, CIF

Looking at 2020, feedback from the industry is mixed regarding growth – growing for Q1 and Q2, but unsure after that.

CONSTRUCTION SAFETY

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

It is often quoted that the first seven days on site are the most hazardous for a newcomer to the industry. While the sector continues to make great efforts to manage safety, sadly, 2019 showed an increase in fatal accidents from 2018 – despite all this effort. This is extremely worrying.

MENTAL HEALTH

We are aware that mental health concerns are high in the construction sector. The challenge to CIF and other stakeholders is how to address this. In 2019, CIF focused on this issue with two main initiatives – Rory O'Connor of 'Rory's Stories' fame was our mental health ambassador in 2019 and visited many sites to talk about his experiences and encourage those experiencing difficulties to seek help. We were pleased with the impact of this campaign. Also, CIF and Laya Healthcare launched a new collaboration, specifically to deliver a mental health and wellbeing support package for the construction sector. Hopefully, the industry will take this up in 2020 and avail of the nationwide support that this offers to companies and their workers – if you are not aware of this scheme, please visit www.wellbeing.spectrum.life/cif/ for the full details.

OTHER SAFETY ISSUES

In 2020, the misuse of intoxicants, and how we can manage this issue, is high on the agenda, and in Q1 2020, CIF will launch a template for the management of intoxicants in the workplace.

A major issue for the sector is better management of work at height. A HSA review of accidents in the industry, published in 2019, indicates that up to 49% of fatal accidents in the sector are as a result of falls. Looking at 2019, at the time of going to print, five of the eight fatalities were as a result of falls. How can we stop this?

TRAINING

Looking at training, the Bearing Point Report into the delivery of Safe Pass and the Construction Skills Certification Scheme was high on the agenda in 2018. A key concern was the lack of investment available to these schemes and the impact on a growing construction sector. In 2019, work to address these shortfalls was ongoing, and in 2020, the result of this effort and investment should become evident – we look forward to this.

BREXIT

Brexit will continue to be a challenge to the industry in 2020. For instance, what happens about personnel from Northern Ireland and Great Britain travelling to work in Ireland? Will their training be recognised? What about those going the other way? Will Irish qualifications be recognised in the United Kingdom? Some of these issues have been clarified in 2019. Indeed, enabling legislation came into force to address some of this. But who knows what challenges will arise here?

MANPOWER

From a manpower perspective, 2020 will also be a challenge. As the industry continues to grow, we need more personnel to deliver on the National Development Plan (NDP) and other major

“ SEO’S IN THE CONSTRUCTION INDUSTRY PROVIDE SOME STABILITY WITH REGARD TO LABOUR COSTS. HOWEVER, SEO’S HAVE NOT DETERRED THE TRADE UNIONS FROM SERVING SITE-SPECIFIC CLAIMS. ”

JEAN WINTERS, DIRECTOR, INDUSTRIAL RELATIONS & EMPLOYMENT SERVICES, CIF.



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

projects. Already, CIF groups who have developed new training programmes in order to instruct new entrants are struggling to fill these programmes. But, the industry is resilient, and it will be a case of waiting to see what 2020 brings.

JEAN WINTERS, DIRECTOR, INDUSTRIAL RELATIONS & EMPLOYMENT SERVICES, CIF

The number of workers in the construction industry continues to grow. With increased trade union membership, we will continue to face industrial relations challenges in 2020. The Workplace Relations Commission (WRC) has pledged to focus on compliance in the construction sector this year, and we will see new employment protective legislation affecting the industry during 2020.

SECTORAL EMPLOYMENT ORDERS

A new Sectoral Employment Order (SEO) for the construction sector came into effect in 2019 following an application by the construction trade unions through the Labour Court process. The SEO was approved by both houses of the Oireachtas and signed into law in May 2019. The SEO provided for a 2.7% increase on hourly rates from 1st October 2019, and a further 2.7% increase on 1st October 2020. Following submissions from the CIF to the Labour Court, the SEO provides that a worker will remain on the new entrant category worker rate for two years before receiving the Category B worker rate. A lead-in period was provided, allowing contractors to include these increases in tender prices, and the SEO did not make a provision for a travel allowance. The multi-annual order allows for some certainty for contractors regarding their labour costs for 2020.

The first SEO for the electrical contracting sector was signed into law in June 2019 and took effect on 1st September 2019. The SEO provided for an increase in the hourly rates of pay of 2.7%. The High Court set a temporary stay on the pension, death in service and sick pay element of the electrical contracting SEO on 15th August 2019, pending judicial review. The judge, Justice Charles Meenan, stated that should National Electrical Contractors Ireland (NECI) be unsuccessful in its judicial review

proceedings, the stay would be lifted, and pension, death in service and sick pay contributions provided for in the SEO would be backdated to 1st September 2019.

We expect a date to be set for the judicial review proceedings in early 2020.

Following an application for a new mechanical contracting SEO by the mechanical contracting trade unions, Unite and Connect, a Labour Court hearing took place on 11th November 2019. The Labour Court, if it deems it appropriate, will make a recommendation to the Minister for a new order. If both houses of the Oireachtas pass the order, there will be a new SEO in the mechanical contracting sector in early 2020.

SEO's in the construction industry provide some stability with regard to labour costs. However, SEOs have not deterred the trade unions from serving site-specific claims. We will continue to defend these claims vigorously in 2020.

The WRC has recently launched an awareness campaign on compliance with SEOs in the construction industry. In 2020, we will see an increase in WRC workplace investigations with a focus on SEO compliance.

NEW LEGISLATION

New employment protective legislation was introduced last year, and there was a particular focus on new employment rights for parents. We will see these parental entitlements extended over 2020 and 2021. The Parental Leave (Amendment) Act 2019 will extend the duration of parental leave to 26 weeks in 2020. The Parent's Leave and Benefit Act 2019 gave the Minister the power to extend parental leave, given to both mothers and fathers in the first 12 months of the child's life, and we understand this entitlement is due to be extended to seven weeks by 2021.

New employment protective legislation is due to be enacted in 2020. We expect to see the Gender Pay Gap Information Bill 2019 enacted in early 2020. The European Union (Posting of Workers) Regulations 2016 will be amended as the European Union Directive 2018/957 will need to be transposed into Irish law by 30th July 2020. Members will be kept abreast of the impact of new legislation on their business in 2020.



Shane Dempsey, Director,
Communications, CIF.

SHANE DEMPSEY, DIRECTOR, COMMUNICATIONS, CIF

This year is off to an interesting start with a general election called for Saturday 8th February. The country is in a very different position than it was three years ago. I predict voters will be paying great heed to what's happened or indeed not happened in their areas and regions. Two political clichés will be borne out in the result; 'it's the economy, stupid', and 'all politics is local'. We are likely to face a protracted period of negotiations as a new Government is formed after 8th February.

Whatever the composition of the next Government, it will have to recognise that construction is an integral part of Ireland's future economic and social development. Ireland's reboot has been driven by the construction industry's emergence from the bust, as a modern, innovative and competitive business sector. The reality is that each time the Government has introduced positive and well-calibrated policies, the industry has responded with increased housing and infrastructure delivery.

The CIF has engaged with political parties over the past year as the general election came onto the horizon. During the campaign,

the CIF will brief parties and candidates on to ensure that our members' needs are to the fore in future negotiations around the programme for Government.

MEMBERSHIP DRIVE

Throughout 2020, we will be embarking on a CIF membership drive, marketing the many benefits of CIF membership to companies throughout Ireland as we lead the industry into the future.

HEALTH AND SAFETY

Safety and the promotion of safe work practices will continue to be a major communications theme for the CIF this year. Construction Safety Week, taking place at the end of October, promises to be bigger and better than ever. We expect to further increase the number of partner companies this year from the 330 plus that took part in 2019.

This year, mental health amongst construction employees will also form a key part of our communications campaign strategy. This is a natural expansion of our focus on safety, ie, the wellbeing of workers in both physical and psychological terms.

As you may already be aware, the CIF has commissioned Accuracy Research to carry out a survey into mental health within our industry. This survey's results will give us a baseline to work from and help the CIF support its membership in supporting their employees.

CIF DIVERSITY AND INCLUSION CHARTER

On a related note, the CIF will continue to promote gender equality, diversity and inclusion throughout 2020. If your company has not done so already, I encourage you to sign up to the CIF Diversity and Inclusion charter, which has witnessed strong interest since its launch in September 2019. Several member companies are now on the way to achieving the first steps in their diversity and inclusion journey. Our annual International Women's Day event will take place Friday 6th March 2020, so stay tuned for more detailed updates.

CIF EVENTS

We have a packed calendar of events, including the Digital Construction Summit in Croke Park on 18th June, the CIF Annual Conference (Croke Park) 1st October, and the Construction magazine CIF Top 50 Event, which will take place in May/June. As always if you'd like to work with us to support, participate or sponsor any CIF events this year, please get in touch. **C**





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Center Parcs resort.

PARCS AND RECREATION

BARRY MCCALL speaks to some key members of the John Sisk & Son project team that successfully delivered the €233m Center Parcs Longford Forest resort.

The scale of the Center Parcs Longford Forest resort project in Ballymahon is quite breathtaking. Situated on over 400 acres of woodland, the €233m resort has added an entirely new dimension to Ireland's tourism and leisure market.

At the heart of the resort lies the €100m central buildings area, which comprises nine buildings – woodland activity building (500 sq m); cycle centre (1,000 sq m); Pancake House and the water sports building (2,000 sq m); a 30-unit apartment block (3,000 sq m); arrivals lodge (500 sq m); the Aqua Sana Spa (2,500 sq m); east block (8,000 sq m); west block (6,000 sq m); and the 4,000 sq m Subtropical Swimming Paradise (STSP). The resort also includes 466 self-catering lodges. Overall, Center Parcs can accommodate up to 2,500 guests each night.

THE PROJECT

"It was a very interesting project," says regional director Brian Kennedy. "You don't get one of those every year. The scheme first came to our attention when it was at the planning stage in 2015. We engaged with the Center Parcs team

very early. They wanted to know about construction in Ireland and the overall environment here. It was their first venture in this country. We met with them, and from the very outset we found them to be a very collaborative client."

This collaboration was very much a two-way street.

"They were very interested in getting to know the personalities and the culture of the companies they would be working with, and we found there was an alignment and fit with Sisk as a family business. There was a good cultural match."

The project was divided into three main contracts, 'infrastructure', 'central buildings', and 'the lodges'.

"Sisk won the central buildings and lodges contracts," says Brian Kennedy.

Technology, research, and capability were critical factors in the contract win. Sisk presented a 4D model to Center Parcs at tender stage as part of its submission. In this submission, the company demonstrated precisely how it would go about the project and how it planned to deliver it on time and budget.

"We made sure we understood the client's requirements," Brian Kennedy

adds. "We visited some of their resorts in the UK. We got to know what worked and what didn't work so well, and we integrated our supply chain into that. A key aspect was looking at previous Center Parcs projects."

The central buildings project presented its own unique range of challenges. The buildings are situated around a circular area with a model of an ogham stone at its focal point. They contain everything a family needs to make their holiday complete, from bars and restaurants to games areas, outdoor and indoor sports facilities, a five-star spa, and the STSP, which caters for all ages, with activity areas for very young children and three water slide experiences, including a four-person rafting slide.

SUBTROPICAL SWIMMING PARADISE

As well as the water slides, the STSP boasts 29 degrees Celsius water and 31 to 32 degrees Celsius air temperatures, in the middle of the Irish midlands. Guests can also enjoy the rapid stream, which runs outside of the building for an exhilarating body surfing experience.

The Subtropical Swimming Paradise during construction.



This amazing environment is controlled from a three-story basement facility, which houses the underfloor heating, wave-making machinery, water recirculation and filtration systems, and everything else that makes this a truly unique experience in this country. When finished for the day in the STSP, guests can use the walk-in drier to get dry in double-quick time before returning to the entirely digitised changing area, where a wrist band gives access to the lockers and can interface with touchscreens to let guests know where exactly they left their clothes and belongings.

This building alone cost almost €40m to build. And little wonder. It is a masterpiece in both function and form.

It is a timber-frame building of almost unimaginable scale and design with curves across all axes.

The glulam structural timber elements were manufactured in Austria by specialist firm Wiehag and were transported to Ireland across Europe on ferries on specially designed vehicles. Some of the elements were up to 50 metres in length and two metres in depth, meaning that the trucks transporting them couldn't go through Mullingar due to the number of roundabouts in the town. A special route had to be taken, which saw the vehicles cross the Shannon twice, going through Strokestown, Co Roscommon, before going back through Lanesboro, Co Longford, to reach the site.

CONSTRUCTION

"We researched previous Center Parcs projects and similar projects in Europe to understand how best to construct this building," says James Moloney, Regional Manager – Ireland North, Sisk.

"We decided to utilise cross-laminated timber (CLT) structural timber instead of steel for the cladding. This was



Interior of the Subtropical Swimming Paradise.

manufactured offsite and installed on top of the glulam. This was chosen because timber is a sustainable material and very appropriate for the forest setting of the project."

The roof is made of ETFE plastic, which is formed into pillows and kept inflated by small air compressors in the roof space.

"These are very lightweight and translucent, which means that when people are looking up from the pools and other areas of the STSP, they see natural light coming through the roof," continues James Moloney.

A large amount of tropical plants complete the STSP.

"Center Parcs has relationships with growers in Indonesia and Malaysia, and the plants were first exported to the Netherlands, where they were acclimatised for a year, before being transported to Ireland," James Moloney adds. "Overall, 20,000 plants, costing €1m, were planted in the STSP."

LOGISTICS

On-site logistics and organisation played a key role.

"We had 750 people working on the village centre at the peak. The first thing we built was the car park and two offices for the lodges and central buildings projects.

We also built a 500-seat temporary canteen. The idea was to allow people to come on site and have their breakfast, lunch and tea there. It also allowed us to have town hall meetings to update the staff on progress and so on," James Moloney says.

These meetings played a key role.

"When you have a break in construction, such as a bank holiday, that's when you are most likely to hit a problem or glitch when people are coming back cold. We had town hall meetings on those days to make sure everyone was fully focused on the job."

The overall complexity cannot be overstated.

"It was a design and build project with over 3,000 design deliverables that had to be managed," James Moloney adds.

We used a common data environment to manage the flow of information between all design teams. We had monthly meetings with the client to discuss progress. The client was able to go back to the original 4D presentation that we made at tender stage to measure progress, and we were delighted to

be able to say we met all the targets.

"A big part of the project was the logistics," he adds. "We transported all staff from the car park onto the site by shuttle bus. We constructed a central walkway around the site and had mobility plans in place to enable people to get around the site without getting in each other's way."

Preparation was critically important.

"We had a plan, we knew where we were, we could identify any issues, and we were prepared to deal with any variances that might arise. Over time you build up trust and credibility with the client, and they knew they could plan for opening on time and get going with their preparations to operate the resort," James Moloney continues.

The first building, the woodland activity building, was handed over in February 2019, and the final building, the signature Subtropical Swimming Paradise, was handed to the client on schedule in June of 2019."

TECHNOLOGY

Technology remained central, and Sisk utilised a federated 4D model with all members of the design team and contractors feeding into it so that it was kept updated continuously in real-time.

PROJECT FEATURE – CENTER PARCS

Aerial view with the lodges area in the foreground and central buildings in the background.



“This is very important for the coordination of large-scale projects,” says Cillian Kelly, Sisk BIM Leader for Ireland and Europe. “The Center Parcs project involved multiple contractors from Ireland, the UK and mainland Europe working on the project. 4D modelling linked the 3D physical construction model with the construction programme. We used it to demonstrate to the client exactly how it was going to be built. Multiple contractors and design teams all fed into it and worked off the central BIM model managed by Sisk.”

The advantages were significant.

“The project would have taken longer and needed more people without it. There would have been additional delays and risk in the process. It’s what we do. BIM wasn’t a contract requirement, but it was an ideal tool for this project. It’s company policy with Sisk to use 3D and 4D modelling on projects, both during tender stage and to manage them during the construction stage. Benefits include cost avoidance, delay prevention, improved productivity and increased certainty.”

LEAN CONSTRUCTION

Lean construction principles were critical to the successful delivery of the lodges project. The 466 A2-energy-rated self-catering lodges were built over 68 weeks in accordance with Irish Building Regulations.

“There was an awful lot of repetition involved in the project,” says Cormac Fitzpatrick, Contracts Manager, Sisk, who led the lodges project. “This presented a huge risk. Any mistake or materials wasted would be repeated 466 times. We had to be as lean and efficient as possible. We decided to minimise the waste of materials as much as possible, and we utilised off-site

manufacturing for the frames. All panels were pre-fabricated off-site and delivered just-in-time to site.”

Kitting was another essential tool utilised.

“We took various elements of the mechanical and electrical components and kitted them. Only what was required for the tasks went to the site. A tradesperson on site would collect the kit they needed each day and only get what they needed. It was the same for carpentry work. Everything was kitted, and this saved materials and time.”

All of the tasks required to build a lodge were programmed to ensure the same output each day. “We programmed three lodges per day,” says Cormac Fitzpatrick. “All tasks were fully aligned, and each subcontractor knew exactly what was required of them each day. We introduced buffer times and planned downtime to allow for a little bit of variance.”

“This approach applies to any multi-unit project, such as a large residential development,” he adds. “It is quicker and more cost-efficient. When we prepared the original design and plan for the project, the overall labour requirement was considerably higher than what we used eventually.”

Brian Kennedy attributes much of the successful delivery of the two projects to partnership and collaboration.

“We worked in close partnership with Center Parcs and our supply chain throughout. If we weren’t working as a



The Center Parcs lodges.

team, we were never going to deliver the projects on time. There were no silos and no barriers. Everyone bought in, and we had an excellent team approach. Each member of the supervisory team had a different aspect of the project to look after and reported back at the end of each day. They used a progress mobile app to report back to the master programme, and this enabled the generation of real-time progress updates each day.”

GET IT RIGHT FIRST TIME

“Digital project delivery was also critically important,” adds James Moloney. “We didn’t have the time or the money to do this three times. We had to get it right the first time. We had 18 months to do it from a standing start. It’s like a plane going down the runway; you’re going nowhere fast if you can’t get everything working together and ramp up the speed to take off. For us, that meant having everyone working together happily and having that esprit de corps, which would deliver the project successfully.”

Brian Kennedy concludes by saying, “When I reflect on the key success factors of the project, they come down to collaboration, a one-team approach, shared problems and shared solutions, and a great culture of problem-solving.” **C**



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The Tuairín development, Roscam, Galway, by O'Malley Construction.

MUCH STILL TO BE DONE TO ENSURE SUSTAINABLE REGIONAL HOUSING MARKET

MIMI MURRAY writes about some of the opportunities and challenges that await housebuilders in regional markets during 2020.

While many in the construction industry say 2019 was a disappointing year in terms of house building, there is generally a “cautious, but optimistic” outlook for 2020.

SOUTHERN REGION

Conor O'Connell, Regional Director, Southern Region, CIF, says that while some southern region areas have declined in terms of output, there is still significant housing demand in most locations.

In relation to the housing output statistics, he notes, “In 2019, we saw a decline in housing output figures in Limerick city and county, which is surprising for our third largest urban area. But this is probably due to the cost of delivery rising. Builders in many locations simply cannot recoup the cost increases from their clients. The margins simply aren't there to absorb the increases.”

He continues, “There are a limited number of people who can secure mortgages, with many of these people in the market for the €230k to €300k product. But it's difficult to build and deliver that product, given the increase in costs of delivery over the past 12 to 18 months.”

Some of these cost increases include local authority contributions, Irish Water contributions, constructions labour costs and the costs associated with securing planning.

“There have also been issues such as the interpretation of Irish Water standards and

design details on sites. Irish Water standards and design details have caused significant problems, particularly for sites with infrastructure in place,” he says.

In Cork, 35 to 40 multi-unit housing developments are under way. However, the expansion of the city boundary has resulted in significant amounts of lands in metropolitan Cork having their development contribution scheme charges rising from €24 per square metre to €50 overnight.

“It is simply unacceptable that this can be done with the stroke of a pen,” Conor O'Connell says.

“The increase in the number of completions countrywide is purely down to two factors; social housing, and an increase in the number of built-to-rent apartments in Dublin. The number of multi-unit residential units in our region, with the exception of Cork, I believe will fall in 2019. It will be interesting to delve into the housing statistics for 2019 to get a clearer picture of what types of units are being built and where.”

HOUSING DENSITY

“The extension of the ‘Help to Buy’ scheme was welcomed, and with Brexit finally nearing completion, this may bring more certainty to the market in 2020,” Conor O'Connell continues. “However, a big issue for developers in most areas of Ireland is the Housing Density Guidelines, which require apartments, in many instances, to be included in a planning application. As

apartments are simply not viable to develop in most of Ireland, and with a limited market for apartments outside of Cork and Dublin city centres, it will reduce the number of planning applications in 2020,” he adds. “This is not good for future supply.”

SOUTH EAST REGION

Ronan O'Brien, Secretary, South East Branch, CIF, says that only recently has the south-east region begun to see a recovery in its local economy such that Dublin experienced in the past few years.

“Housing commencements and completions have risen moderately in the last year, but affordability and viability remain issues. Without a university in the region, average salaries in the region are lower than elsewhere in the country. With construction labour and material costs being the same as elsewhere, affordability is a problem. Consumers are still cautious, and members in the region have reported that sales remain challenging,” he says.

POSITIVE OUTLOOK

One developer who is confident for next year is Larry Brennan of Woodhaven Developments in Ennis, who says there is still affordable housing in Co Clare.

“The average three-bedroom house is running at between €255k and €260k, whereas four-bedroom and five-bedroom are at €350k. Two-storey houses are selling off the plans, with people coming from villages into bigger towns. Three-bedroom standard first-time buyer homes, the ‘bread



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

and butter' in development, are not selling until all the infrastructure is in place. So, the developer has to be able to carry the costs of the three-bedroom units until closing."

With three sites – Fort View Creggaunahilla in Clarecastle, Ballynacaula in Ennis, and Cluain Fia Crusheen in Clare – currently at different stages – Larry Brennan has approximately 120 houses on site.

"We are confident about this year and for the next 18 months to two years. But in two years we expect a slowdown in housebuilding," he says.

WESTERN AND MIDLAND OUTLOOK

Justin Molloy, Regional Director, Western and Midland Region, CIF, says there is a significant amount of work taking place in the east and west of Galway city, with several applications currently in place for additional housing.

These include 288 apartments being built at the Crown Square development in Mervue by JJ Rhatigan & Co Ltd; 101 residential units being constructed by Burkewy Construction in Letteragh; and 100 residential units being built in Ballymoneen, Knocknacarra, by King Construction. There are 212 residential units planned for Oranhill, Oranmore, by JJ Rhatigan; O'Malley Construction plans 238 residential units at Ballyburke, Knocknacarra; and 330 apartments are at planning for Knocknacarra by Glenveagh Living.

"Outside of that in smaller towns, the demand for housing is there, but it's just not financially viable. The build costs versus what people can afford don't marry up," he explains.

Reiterating Conor O'Connell's comments, Justin Molloy says that the rise in costs makes it unviable for builders when they analyse the figures.

IRISH WATER STANDARDS AND DESIGN DETAILS HAVE CAUSED SIGNIFICANT PROBLEMS, PARTICULARLY FOR SITES WITH INFRASTRUCTURE IN PLACE.

CONOR O'CONNELL, REGIONAL DIRECTOR, SOUTHERN REGION, CIF.

He adds that sourcing finance from lending institutions is still difficult.

"Developers have to prove there's a market and that there are sales in place. Developments must provide a minimum of 10% social housing, and may even provide even higher percentages as these will be guaranteed sales, therefore making it less risky for lenders to finance. It's a bit of a balancing act."

Looking to the National Planning Framework and any subordinate documents, Justin Molloy says that de-zoning of land to make it more scarce is naturally going to make land go up in price.

"Dezoning land to encourage people to live somewhere else is not going to be beneficial to anyone. Planning can't be the only tool used to encourage balanced regional development. We also need infrastructure. If there was more infrastructure in Galway – the outer ring road, for example – it would be of more benefit to Galway city and county and would encourage more foreign direct investment (FDI). Another example would be the motorway link from Tuam to Charlestown, and then on to Sligo and Letterkenny. This link would open up the whole region, and would keep young people in the area," he says.

CAUTIOUS BUT OPTIMISTIC

Galway-based O'Malley Construction has two significant developments underway in the western region. The Tuairín Development on the Coast Road, Roscam, Galway, which is half-way through



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

the construction of 49 houses and 12 apartments, with Phase 1 sold and Phase 2 now released.

Construction and development works were recently commenced on 52 houses and 12 apartments at Cúirt Bhoirne in Curragrean, Roscam, with the release of Phase 1 expected in mid-2020.

In Dublin, O'Malley Construction has Ardilea Crescent in Clonskeagh, Dublin 16, on site, and the final phase of development has now commenced.

David Casserly, Director, O'Malley Construction, says, "We are focused on mixed developments of houses and apartments in residential areas, where demand is high for family homes, trade-ups and first-time buyers."

O'Malley Construction has a number of innovations being utilised on its developments, designed to achieve greater energy conservation, meet building regulations more easily, and increase overall building standards.

"We have been using new construction methods, sequencing, low maintenance finishes, new heating and ventilation technologies, improved product options, soundproofing and heat retention," David Casserly explains.

In terms of the outlook for next year, David Casserly says he is "cautious but optimistic".

"This is based on the products, locations and price point we are offering. Sales have been steady and sufficient for our developments. In Galway, our two developments combined will provide a range of products from one- and two-bedroom apartments, to three- and four-bedroom houses. The locations are excellent in terms of road networks, public transportation, amenities, hospitals, schools, industrial parks for employment and shopping," he concludes. **C**



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THE SECRET OF OUR SUCCESS

Mick Flynn, Operations Director, Flynn, speaks with **ROBBIE COUSINS** about how embracing diversity, looking after the wellbeing of staff and being an early adopter of digital construction technologies have helped the main contractor sustain its success.



Mick Flynn, Operations Director, Flynn.



Kevin Flynn, Managing Director, Flynn.

Flynn recently celebrated its 15th year in business. Having placed 19th in *Construction* magazine's 'CIF Top 50 Contractors' last year, it is one of a relatively new generation of construction firms blazing a trail at home and increasingly flying the Irish flag in Europe, with a diverse portfolio of project types and geographic markets ensuring it minimises its exposure in any one field.

Mick Flynn, Operations Director, Flynn, says that the company's success is down to its client-first culture and a service offering that is second to none. However, there is a lot more going on behind the scenes to maintain this success.

"On every project, we strive to collaborate with the design team and optimise our expertise to ensure that we deliver projects and programmes in key sectors such as commercial, office, healthcare, aviation, hospitality, data centre solutions and retail," he explains. "Over the past 15 years, we have built a strong and successful contracting business that has a talented and loyal workforce and an exceptional client base. While we recently celebrated 15 years of business in Ireland, we also celebrated our first year in the UK with the opening of our London office. Our success with a large number of data centre fit-out contracts, won both here and in the Nordic region, has also resulted in us opening an office in Copenhagen, from where we plan to grow

our market share in the region over the coming years."

PROJECTS

Flynn carries out work across Ireland from offices in Dublin, Limerick, Cork and Galway. In the UK, clients include U+I, Blackstone and Cisco. It is currently completing a data centre project for a confidential client in Denmark, and it has further data centres and mission-critical projects planned in Scandinavia and across the continent.



2 Cumberland Place, a seven-storey over-basement office development in Dublin for Hibernia REIT plc.

Projects recently completed and currently on site in Ireland include Fairgreen Student Accommodation in Galway; 2 Cumberland Place, a seven-storey over-basement office development in Dublin for Hibernia REIT plc; Shannon Airport Baggage Handling Upgrade; Pier 2 Underpass, Roe & Co, Dublin, for Diageo; Guinness Enterprise Centre, Dublin; and Barretstown Camp, Kildare.

UPCOMING DEVELOPMENTS

Mick Flynn says 2020 will be a very exciting year for Flynn.

"During 2020, we are looking forward to continuing to diversify into new markets with our data centre and mission-critical work, and further develop our presence in London and the Nordic region. We will also continue to work closely with clients to understand their business requirements. By collaborating closely with the whole team, from the client to the design team, right through to our trade partners, and by optimising our delivery through the process, we ensure the ongoing successful execution of projects.

"We recognise the importance of adopting environmental initiatives to help protect the environment for all our futures. Across all our projects, we adopt waste management protocols, reuse where possible and limit the use of harmful materials on the environment."



DIVERSITY AND INCLUSION

Mick Flynn says that Flynn management has long recognised the critical importance of diversity within Flynn, not only gender diversity but diversity across all backgrounds.

"We are proud to be one of the first companies to sign the CIF Diversity & Inclusion charter, which demonstrates the commitment to diversity and inclusion within Flynn. Diversity and inclusion have become part of the fabric at Flynn, woven through our policies and our way of working. It begins at the recruitment and selection of new talent and follows through to our staff's access to training and development and opportunities for promotion. It is a part of who we are and how we operate.

"We believe that an organisation's recognition of the importance of diversity and inclusion can significantly contribute to making it a richer, happier environment for all of our people," he adds. "As a forward-looking company, Flynn will continue to adapt and learn, embracing new ideas and thinking to ensure that we remain at the forefront of the Irish construction industry."

SUSTAINING SUCCESS

Mick Flynn explains that Flynn's operations are always being monitored and refined to maintain the highest delivery standards. But what does this mean on the ground and

how has it impacted on how projects are delivered?

"Flynn's business operations are always being monitored and refined. This approach ensures that we have a consistent delivery model that we continually review and refine with the objective of making the day to day activities for all of our people as simple as possible.

"We are really excited about our partnership with Procore," he continues. "Procore is a cutting-edge piece of software that will make our site operations more streamlined. We see it as an essential investment in our staff. It makes our site teams more effective in their day-to-day operations and enables more efficient, collaborative communication with our design teams."

BIM AS A PROJECT TOOL

As the complexity of Flynn's projects has increased over the years, so too has the demand for integrated BIM delivery. This has led to the adoption of lean practices through the access to and use of 3D BIM models.

"The introduction of pre-construction BIM coordination meetings into our workflow has been a real game-changer as it works to eliminate previously unforeseen clashes that may not have been caught on 2D drawings. For instance, Navisworks Clash Detection is utilised by producing a

clash report for all disciplines on a project. This further reinforces interaction and collaboration between all team members.

"Flynn's implementation of Procore also brought BIM into the field. This gives us an even stronger connection between our site teams and our office teams through the likes of 3D model observations, Requests for Information (RFIs), safety reports, and live quality inspections via on-site tablets. All reports synchronise to our common data environment (CDE) and give real-time reporting, all of which is paperless.

"These key changes are helping Flynn to refine how we identify common obstacles and key problem areas or trades that require more detailed coordination, which ensures strong project delivery."

LEAN CONSTRUCTION

Flynn was an early lean adopter and has refined its delivery programme from project to project through its integration into the company's operations.

"Flynn has always been a lean company; being adaptive to whatever our clients' needs are and taking learnings with us as we grew over the years has been the cornerstone of our expansion," Mick Flynn says. "Continuous improvement, eliminating waste, and respect for every project stakeholder is a necessity for any construction firm in this very competitive market in which we operate.

"Since we rolled out the 'Last Planner' system across our projects, we have seen the significant benefits of this system with improved buy-in from our design team and supply and trade partners. This, along with 'Just In Time' delivery policies, the implementation of '5S Housekeeping'; and 'Everything on Wheels, Nothing Hits the Ground' policies, has had a positive impact on sites.

"They help create effective workflows for our trade partners and further improves health and safety standards across our sites. Our most recent projects that adopted these techniques will be handed over to our valued clients snag-free and ahead of time with zero accidents, something we are very proud of at Flynn."

STAFF DEVELOPMENT

Since its establishment in 2004, Flynn has steadily grown its workforce year on year. At the end of 2018, it employed 160 people. Mick Flynn says that while providing opportunities for ongoing skills development and career progression are extremely important, the wellbeing of our people and helping them maintain a work-life balance is equally important.

"Understanding that the workload and



Roe & Co, Dublin.

needs of our people continue to evolve, we have taken steps to meet changing work practices,” he explains. “This year, we introduced work-life balance days in addition to the standard annual leave. These are days of leave that we encourage our team to take throughout the year. These extra days offer a fantastic opportunity for people to take a break during difficult times, which we understand can lead to anxiety and stress.

“Meetings are not set up outside of working hours, and on Fridays, we close our sites at 3pm so we can leave early. We spend time together and get to know each other, which naturally means we support each

other with our work-life balance.

“We try to create a flexible and non-judgmental environment where our people feel empowered to work as best suits them. We continue to be socially and environmentally responsible, and our CSR programme includes volunteer days and commitment to chosen charities each year. Each year, our people nominate our chosen charity, and they come up with a plan to raise as much as possible through fundraising days, sporting events and other activities. This year our chosen charity is Our Lady’s Children’s Hospital, Crumlin, which does amazing work with very sick children and young people.”

SKILLS SHORTAGES

Addressing skills shortages remains a big challenge for Flynn, as it does across the industry.

“We, as an industry, must get better at promoting construction as a great career choice. There is a lot of pressure on school-leavers to enter third-level education. As a result, apprenticeships are not as valued in Ireland as they are in other countries. We must do more work to educate parents and young people about the fantastic career opportunities available through apprenticeships.

“Also, less than one in 10 workers in the Irish construction industry are female. This is a huge pool of talent that, as an industry, we are not successfully tapping into. We must get into our primary schools and remove the biases that are putting female school-leavers off careers in construction, while at the same time making our sites and offices more welcoming places to work, and so improve diversity and gender equality.”

FLYNN AMBITIONS

Speaking about the future, Mick Flynn is very excited about the upcoming challenges that await Flynn.

“We as a company will continue on our journey of sustainable growth and diversification to ensure we can provide a great place to work for our people, and continue to build our brand with new and existing clients. Above all, our constant goal is to make Flynn a safe place to work for all of our people, clients, supply chain partners and neighbours,” he concludes. **C**



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GETTING YOURSELF PENSION-SAVVY

SUSAN O'MARA asks if Ireland will finally become wise about pensions in the coming decade.

This year is the beginning of a new decade and a good point to take stock of the last one while looking to the future.

In 2010, Apple debuted the iPad. In 2012, we witnessed the London Olympics. In 2014, who could forget Garth Brooksgate? 2016, which started with the death of David Bowie and went on to witness global political changes, is seen by many as the worst year of the decade. At home, the last few years of the decade saw important referendums, decent summers, and, in 2018, a few extra days off when we were collectively snowed-in.

From an investor's perspective, it was a good decade. From 1st January 2010 to the beginning of December 2019, the MSCI AC World Index increased by 137.57%, or an annualised performance of 9.12%.

As we look forward, it is difficult to predict what may happen. Upcoming elections in the US and trade tensions between the US and China will continue to cause uncertainty in the equity markets. At home, Brexit will continue to dominate the news cycle, and climate change is what should be at the top of the agenda, but is not.

In compiling my top tips for the coming year and decade, I can only focus on what is reasonably certain.

YOU WILL RETIRE SOMEDAY

You need to crunch the numbers on the cost of your retirement. The internet is useful for this; if your pension provider doesn't already have a pension calculator, then there are many online. The Pension Authority has one, as do my colleagues in CERS – which is on their website (www.cers.ie).

If you are mid-way through your working life, you ought to know how much you need to have saved or have yet to save for your retirement. If you are still in the beginning phase, understanding that starting earlier will take the pressure off down the road will be a helpful motivator.

You can see from the table (Table 1) the value of saving a monthly amount of €100 will accumulate a much greater fund at age 65 if you start at age 25 compared to starting at age 35 – That is €34,000 to be precise. The monthly premium over the same period (25 – 35) is only €12,000 more over the same 10 years, which means that starting at age 25 instead of waiting until age 35 has a net gain of €22,000. This is due to the 10 years more of extra investment growth.*

TABLE 1.

Age at Commencement	Accumulated Fund
25	€93,000.00
30	€75,000.00
35	€59,000.00
40	€45,000.00
45	€33,000.00
50	€23,000.00
55	€14,000.00
60	€6,000.00

*For the purposes of this estimate is 3.09% per annum

If you have been diligently contributing to a pension scheme



Susan O'Mara,
Milestone Advisory.

“ IF YOU ARE MID-WAY THROUGH YOUR WORKING LIFE, YOU OUGHT TO KNOW HOW MUCH YOU NEED TO HAVE SAVED OR HAVE YET TO SAVE FOR YOUR RETIREMENT. ”

all along, use the pension calculator to estimate the value of your current fund as retirement income. What income are you on track for? How does it measure up against your current lifestyle and retirement goals? If there is a gap, the sooner you know, the sooner you can remedy it.

A PENSION-SAVVY NATION

In the last decade, the multi-asset fund was the new and improved default fund for the majority of investors. Moving through the next decade, we may see money move into sustainable growth funds. These are funds that aim to provide capital growth by only investing in equities that meet a set of sustainability criteria, such as companies that avoid “the depletion of natural resources in order to maintain an ecological balance”.

In the next decade, the State pension age will increase twice; in 2021 to age 67; and in 2028 to age 68. The Irish Government also plans to implement mandatory pensions for all under their auto-enrolment scheme, which should be up and running by 2022. Employers and employees will have to engage with these changes. In 2029, I hope I find myself writing a piece about how Ireland finally became “pension-savvy” and how the population will be able to embrace retirement with open arms. **C**

Susan O'Mara is a Financial Services Consultant with Milestone Advisory. Milestone Advisory DAC t/a Milestone Advisory is regulated by the Central Bank of Ireland. For more information visit www.milestoneadvisory.ie



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CIF LEARNING AND DEVELOPMENT – PLANS FOR 2020

ROBERT BUTLER, Head of Learning and Development, CIF, sets out the level of safety training required for any on-site worker.



Robert Butler, Head of Learning and Development Services, CIF.

As the year begins, I would like to take this opportunity to share some 2020 development plans with you our members. The development of online content via our virtual academy section of the website will be undergoing an overhaul to provide easier search access for members early in the year, which will facilitate easier access to our free suite of CPD content.

CIF SITE SAFETY SUPERVISOR RENEWAL PROGRAMME

We have launched our new CIF Site Safety Supervisor Renewal Programme via the Virtual Academy to provide red card-holders with 24-hour access to the short two-hour renewal online-only programme.

SKILLNET LAUNCH JANUARY 2020

During late 2019 CIF Construction Professional Skillnet was developed, and funding agreed from Skillnet Ireland. This Skillnet is live from mid-January, providing a range of courses separate from the CIF Learning and Development suite. The CIOB Certificate in Site Management will be one of these programmes. It will have funding provided for members to gain access to this very well-established programme for 2020 with the roll-out of the CIOB Diploma in Site Management planned for 2021 via the Skillnet.

CITY & GUILDS ACCREDITATION

The CIF Learning and Development Department has over the past year been delivering CIF short duration programmes accredited by City & Guilds Assured. The plan for 2020 is to continue the relationship with this accrediting body to roll out further accredited programmes in 2020, which are currently undergoing the accreditation process. We plan to have the following programmes accredited in early January 2020:

- CIF Temporary Work Coordinator Two-Day Programme
- CIF Appointed Persons Three-Day Programme
- CIF Managing the Role of the Project Supervisor Design Process Two-Day Programme
- CIF Demolition Attachments Certificate Three-Day Programme.

CIF/IRISH MANAGEMENT INSTITUTE PARTNERSHIP

CIF, in partnership with the Irish Management Institute (IMI), plans to roll out a Design, Engineering & Construction Service Leadership Programme in 2020. This four-month-long programme will have a tangible benefit for the learners involved, as it will dramatically enhance practical leadership skills, awareness, impact and judgement.

Programme features include:

- Collaborative group work and sector-relevant real-world case studies
- Individual executive development support and two executive coaching sessions
- Networking sessions
- Participant executive action plans.

CIF/IMI DESIGN, ENGINEERING & CONSTRUCTION SERVICE LEADERSHIP PROGRAMME

Dublin

Module 1: Jan 13-14th 2020
Module 2: Feb 24-25th 2020
Module 3: Mar 23-24th 2020
Module 4: May 11-12th 2020

Cork

Module 1: Jan 16-17th 2020
Module 2: Feb 27-28th 2020
Module 3: Mar 26-27th 2020
Module 4: May 14-15th 2020

REBRANDING CIF IOSH MANAGING SAFELY IN CONSTRUCTION

In September 2020, CIF IOSH Managing Safely in Construction will undergo a rebranding process in partnership with IOSH, the accrediting body to the programme's new title IOSH Safety, Health & Environment for Construction Site Managers. The rebranding process is part of an IOSH overhaul of its programme branding. As the CIF programme was originally a tailored solution for the Irish construction sector, there will be only minor changes to the content to align with some syllabus changes.

The positive news is that the rebranding will have zero impact on your existing qualification and certification/CIF card. But for those undertaking the course from 1st October 2020, the certificate will have the new course title, but you will still get the CIF Verification of Competency card. Again, as a reminder, the CIF IOSH Managing Safely in Construction is subject to a three-year renewal of the CIF Verification of Competency card for CPD purposes. So, make sure when you complete this course that you plan for the renewal in three years. **C**

For more information on the CIF/IMI Design, Engineering & Construction Service Leadership Programme or to book a place, contact Steven Purcell on 01 207 8464/087 780 8646, email: steven.purcell@imi.ie

For more details, visit www.ciftraining.ie or contact Robert Butler, Head of Learning and Development, CIF, Tel: 01 406 6071, email: rbutler@cif.ie

CREATING A NEW GENERATION OF CONSTRUCTION PROFESSIONALS

As she announces the launch of her leading-edge careers programme in Ireland, Alison Watson MBE, founder and Chief Executive, Class of Your Own, speaks with **ROBBIE COUSINS** about making construction a career destination for young people.

Class of Your Own is a UK-based STEAM education provider of built environment-focused learning programmes for secondary school students and teachers. The innovative student engagement programme is designed to inspire young people to reach their full potential through world-class education.

Founded by Alison Watson, since 2009, Class of Your Own has been delivering built environment workshops and other student engagement initiatives in schools across England and Scotland. In 2012, it introduced its accredited Design...Engineer...Construct!® (DEC) curriculum and learning programme for secondary-school-age students. This programme is designed to create and inspire the next generation of built environment professionals. Through a project-based approach, DEC applies pure academic subjects to the latest construction industry practices. The result is young people with real-world knowledge, practical experience and employability skills.

The programme is now expanding into schools in Ireland, Lithuania, Thailand and the United Arab Emirates, offering technology education and project-based, real-world experiences through interaction with industry professionals.

BACKGROUND

Alison Watson, who worked as a land surveyor, got the idea for the programme in 2008.

"In 2008, I had been working on school building programmes for the previous five years. In that time, I found myself on many occasions amid young people who knew nothing about the industry and the work that we do. I became fixated on the idea that children needed to know more about surveying and more about the construction industry as a modern, professional digital-oriented industry."

EMPOWERING TEACHERS

Alison Watson founded Class of Your Own in 2009 to empower teachers to teach digital design, engineering and construction to young people.

"Teachers have become more central influencers in our children's lives," she explains. "Our focus is on getting the teaching process right and giving teachers a great experience and the confidence to deliver construction-oriented learning to students. If there is to be any hope of success in reviving interest in construction as a career for young people, the industry needs to engage with teachers and support them so they can deliver our industry in the classroom in a way that we can't."

"To this end, Class of Your Own provides training for teachers in small groups, starting with the concepts of what is a sustainable building, who is it built for, and why does it have to be built in a certain way that puts the planet and people first. The two-day training programme uses industry-standard digital tools to give the teachers an appreciation of how buildings should operate and the confidence to go back to the classroom and impart this to students."



“ WHEN THE PROGRAMME IS IN FULL OPERATION IN IRELAND, STUDENTS WHO COMPLETE IT WILL HAVE MANY PRACTICAL SKILLS REQUIRED FOR THEM TO SUCCEED IN THE WORKPLACE. ”

EMPOWERING STUDENTS

The DEC programme presents students with an initial challenge to design and plan the construction of a real building. The education programme, run in conjunction with schools and the construction industry, gives the students the real-world tools and skills to design and plan the construction of the building.

Class of Your Own is currently piloting the DEC programme in Ireland with transition year students in Terenure College with the help of sponsor Topcon.

"For this, we are using a mini DEC programme. The full DEC



Jonathan Argue, Technical Support & Training Specialist, Topcon Positioning Ireland, training students from Terenure College, Dublin.

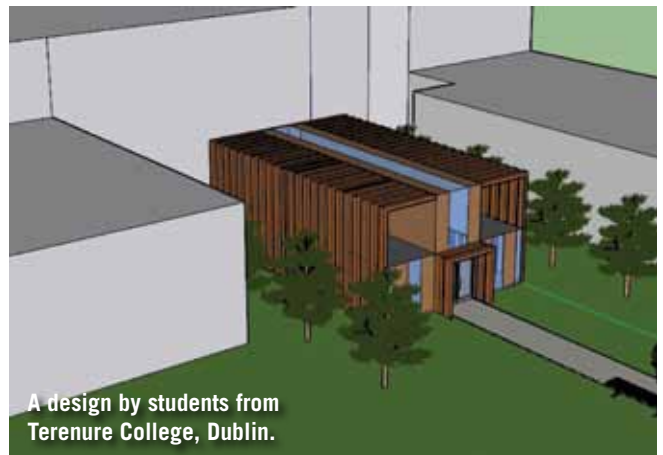


Former St Ambrose Barlow DEC student Shania Morris is now a trainee construction manager with Manchester Property Developer Renaker Build.

programme is delivered in schools over a couple of years across three levels. We trimmed the level 1 foundation programme into a manageable 10-week course, with 13 students taking the programme between September and January, and a further 11 students from January to April.”

The Terenure College students are designing an eco-classroom, which will be used to teach their local community about being sustainable.

“The students concentrate on concept design, sustainability, community engagement in the same way that the industry would,



A design by students from Terenure College, Dublin.

including design concepts, site surveying, planning functions, quantity surveying, and setting out in an area. In addition to their teachers, they also have support from industry experts through our ‘Adopt a School’ scheme. Topcon Positioning Systems stepped up to the mark when we put out the call. They’ve already helped students survey an area in their school grounds to act as ‘the site.’”

CLASS OF YOUR OWN IRELAND

Class of Your Own is currently working with TU Dublin, engaging with students and graduates to assist schools and teachers in rolling out the full DEC programme in Ireland in 2020.

“We want the support of industry on an Adopt a School programme. We are working with CIF and would like CIF members to sign up independently or collaboratively to support local schools. The great thing about the CIF is the diversity of membership and the opportunities this creates to work collaboratively.

“When the programme is in full operation in Ireland, students who complete it will have many practical skills required for them to succeed in the workplace. But, more importantly, they will also have a greater appreciation of how the built environment works and an understanding of the difference they can make in the lives of others by pursuing a construction career,” Alison Watson concludes. **C**

To learn more, visit www.designengineerconstruct.com or email: support@classofyourown.com



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ASCA CHAIRMAN CALLS ON SUBCONTRACTORS TO USE THE CONSTRUCTION CONTRACTS ACT

With 15 years' experience of representing members' interests, Danny Murphy, Managing Director, Highway Markings Ltd, is well placed to step into the chairmanship of ASCA. **ROBBIE COUSINS** reports.

A chartered civil engineer who has run his family-owned business since 2005, Danny Murphy has been an active member of the CIF since then. He was elected onto the National Executive Body of the CIF in 2017, and he has represented CIF on several Department of Transport committees.

Danny Murphy says he is honoured to succeed Tony O'Leary, Managing Director, DD O'Brien, as ASCA chairman. He looks forward to the challenges that lie ahead, particularly in expanding the number of active members and promoting apprenticeships and improved training and safety standards in the sector.

TRAFFIC SIGNS MANUAL

Danny Murphy welcomes the recent changes in Chapters 7 and 8 of the 'Traffic Signs Manual', which he played a significant role in progressing.

"I represented the CIF on the Department of Transport Traffic Signs Manual Committee over the three-year review," he explains. "The changes will significantly improve the safety of roadworks. They will also make roadworks traffic management practices consistent across the country. A suite of traffic management training courses for high-speed roadworks was also developed as part of this review."

Driver behaviour and patience towards road workers have become increasingly volatile over the last few years. He would like to see legislation enacted to ensure all road workers receive the same level of protection recently afforded to cyclists.

CONSTRUCTION CONTRACTS ACT

With a potential levelling-off in the industry, ASCA members have concerns that there will be casualties as a result of poor margins.

Danny Murphy says ASCA will roll out several briefings and workshop-type events on the Construction Contracts Act in 2020.

"It is evident from our national meetings and engagement events that a significant number of contractors are still not aware or are not using the legislation (Construction Contracts Act 2013). The purpose of the Act is to regulate payments in the industry. There are limitations but also fairly strict requirements that companies must adhere to if they are to benefit from the Act. ASCA will be driving greater awareness through these member events and help companies avoid the potential damage of poor payment practice."

TRAINING

He mentions training, particularly for apprentices, as an area he will focus on during his tenure.

"When it comes to training, and specifically apprenticeship training, there needs to be a complete reassessment of the current situation," he explains. "All our sectors need to think outside the box. We need to assess how apprenticeship programmes are successfully delivered in other parts of Europe and adapt what we



Danny Murphy,
Chairman, ASCA.

can to suit our needs. If, for instance, we see something that we like in Switzerland, Germany or Holland, which could improve training here, we should be looking for ways to introduce it."

EXTERNAL CONTRACTORS

Danny Murphy is greatly concerned about the prevalence of specialist contractors from outside the Republic of Ireland – particularly from Northern Ireland – who cannot be scrutinised in the way Irish contractors are.

"There is a huge dichotomy in the scrutiny of contractors from outside of the State. Contractors from within the State must show adherence to agreed wage rates and must have an increasingly complex range of documentation in place. This can be checked at any time, and rightly so, by relevant authorities. However, the same authorities have no jurisdiction to enter the premises of an out-of-State contractor to check their operations. The way this is managed needs to be reviewed so the field can be levelled."

ACTIVE INVOLVEMENT OF MEMBERS

In closing, Danny Murphy says that one of the goals for his chairmanship will be getting members to become more actively involved in ASCA's work.

"Since its foundation, ASCA has provided specialist contractors with a voice to affect change in Irish construction. I take great pride in being able to be part of the changes made in recent years. But to keep this voice as loud as possible, we need more active members, so all of our interests are represented at the highest level. If we can do this, we will achieve so much more for the sector and industry as a whole," he concludes. **C**

BE PART OF SOMETHING GREAT AT LMC MODULAR

LMC Modular, Ireland's leading modular construction solution provider and one of the fastest growing companies in the south of the country, is looking to recruit an Architectural Construction Designer to take the creative lead in its new development plans.

The exciting technological innovations that have taken place in modular construction in the past few years have made it easier than ever for architects, designers and builders to integrate beauty into their plans without compromising on delivery.

A ZERO CARBON FUTURE

Modular construction now accounts for 7% of the UK market and an increasing number of Irish developers and contractors are looking for modular solutions to meet their building needs.

Modular production offers certainty of progress, certainty of cost, reduced on-site risk and reduced production times. It also requires a smaller site footprint, as well as having significantly lower emissions and waste, helping to move the construction sector to a zero carbon future.

LMC MODULAR

LMC Modular, founded in 2017 by Stephen McConnell and Martin Lydon, is part of the LMC Engineering Group. The company provides a complete modular build solution for developers and contractors. It is fully accredited to Quality ISO 9001:2015, Environmental ISO 14001:2015 and Safety ISO 45001:2018 standards. It operates at BIM Level 2 and has the capacity to deliver modular solutions from its factory floor, mechanically and electrically certified and site-ready, to be slotted into position and connected to site services.

LMC Modular started out designing and fabricating modular bathrooms for hotels and student residences across the country. Its clients include Hegarty Construction, Walls Construction, Twinlite Developments and Purcell Construction. Among its recent project portfolio are the Spencer Place North development, Dublin; Rathdown Student Accommodation, Dublin; and The Dean Hotel, Cork.

RAPID GROWTH

Due to the company's rapid growth, LMC

Modular recently moved to a 200,000 sq ft facility and campus in Nenagh, Co Tipperary. This is not only a major landmark event for LMC Modular, but also for the modular building sector in Ireland, as it signifies the growing demand for modular solutions.

2020 is set to be LMC Modular's most exciting year in business to date, as it expands its operations to include the design and manufacture of full turn-key housing solutions as well as the manufacture of larger modular buildings, such as schools, apartments, medical facilities and hotels.

MAJOR CAREER OPPORTUNITY

To achieve this expansion, it has embarked on a major recruitment drive that will see it more than double its workforce to over 200 people in the next three years.

LMC is currently recruiting for a number of key positions including Architectural Technicians and Revit Designers to be part of this exciting new era for the company.

However, the priority for LMC at this time is to fill the role of Architectural Construction Designer. The ideal person will be an experienced architect or a senior design technician who can demonstrate strong technical capability, design flair and have client-facing experience. Most importantly, they must be innovative and have a passion for good design, as the whole LMC Modular team takes pride in aesthetic appeal of the units that leave its facilities.

The successful candidate will play a pivotal role in the next phase of LMC Modular's exciting story.

RAPID CAREER PROGRESSION AT LMC

Claire Lane, LMC's BIM Manager, joined LMC Engineering six years ago as a CAD Technician. Through on the job and external training, Claire has enjoyed rapid career development with the company as it has grown.



"On my first day, Stephen McConnell talked to me about the ambition that the directors had for the company and told me that I would have a very important role to play in realising these ambitions. What he said that day is exactly what happened. I have never looked back since I joined, and I feel very much a part of the company's success story as we all take great pride in what we do."

LMC Modular is a fully Irish owned company. It is looking for innovative, creative and driven people to help continue its success and to be part of its ambitious plans for the future. **C**



Claire Lane, BIM Manager, LMC Group.

To learn more about the Architectural Construction Designer and other roles, visit www.lmcgroup.ie/LMC-Engineering/Jobs or the LMC pages on Irish Jobs at www.irishjobs.ie, or email Ronnie Cronin of LMC directly at recruitment@lmcgroup.ie

“IF YOU WANT CHANGE, YOU NEED TO BE AT THE TABLE”

Tony O’Leary recently stepped down as chairman of ASCA after 16 busy years in the role. He speaks with **ROBBIE COUSINS** about how the association has improved conditions for subcontractors.

One of the founding members of the Alliance of Specialist Contractors Association (ASCA), Tony O’Leary, Managing Director, DD O’Brien, recently completed a 16-year term as chairman of the Alliance. ASCA has been central in the establishment of many initiatives that have improved conditions for subcontractors.

GETTING INVOLVED

Tony O’Leary started working with specialist tiling contractor DD O’Brien in 1967. In the mid-90s, due to the downturn in Ireland, the company, like others, chased work in countries such as Germany.

“When we pitched up in Germany, we were told that our workers were not of an equitable standard to German tilers, where tiling was recognised as trade with full training programmes in place. We, as a sector within construction, responded to this with the help of the CIF by approaching FÁS and the unions to get tiling registered as a trade. We then looked at college-run tiling and apprenticeship courses in the UK and bought a course from Salford College. We adapted this to suit the Irish market and began running the tiling course at Ballyfermot College in 1996.”

FOUNDING OF ASCA

In the same period that subcontractors were chasing work in Europe, the collapse of an engineering firm in Ireland had a huge impact on the subcontracting trade in Ireland. It was also a significant factor in the establishment of ASCA.

“ASCA was founded in the mid-90s to a large extent as a result of the collapse of Mahon & McPhillips,” he explains. “This was the biggest hit that subcontractors had to take up to that time. As a result, the chairmen of the various subcontractor associations came together to form ASCA. Our goal was to restructure the construction sector and get it to consider the subcontractor’s point of view within the industry.”

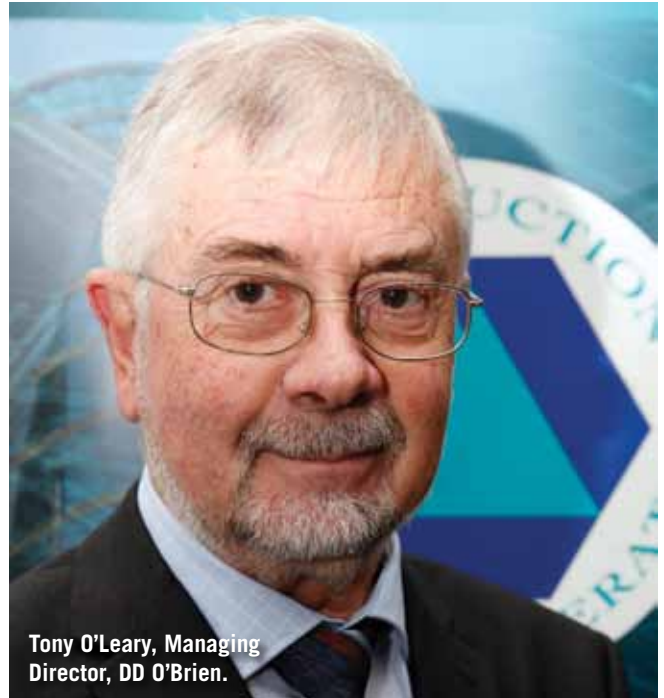
He says that early meetings were very well attended, with the key focus being on securing payment and addressing contract issues.

“Starting out, the first item on the agenda was to resolve payment issues, and the second was contract conditions,” he explains, “We drew up a specialist contract document in 1999, which is still being used today, and is only now being revised.”

ASCA CHAIR

Tony O’Leary was elected onto the CIF National Executive in 2003, the same year he became ASCA chairman.

“I have been involved in many of the committees that operate throughout the CIF over the years. The committees are now where the bulk of the decisions are being made on any changing



Tony O’Leary, Managing Director, DD O’Brien.

legislation and practices. So, it is important that specialist contractor associations have someone on each committee representing their interests.”

CONSTRUCTION CONTRACTS ACT

The idea of establishing construction contracts legislation has always been at the core of what ASCA does.

In 2010, businessman Sean Gallagher approached the late Senator Fergal Quinn about establishing construction contracts legislation to protect subcontractors. Senator Quinn took this on board, championing it through to the passing of the Construction Contracts Act 2013 in 2016.

Tony O’Leary says that CIF and ASCA were very much involved in the process, but that the initial drafts of the Construction Contracts Act did not go far enough.

“The initial draft document didn’t cover what we needed. For instance, Government contracts were excluded,” he explains. “This exclusion was at a time when Government contracts were the only contracts that many subcontractors were getting. In the end, we didn’t get all that we wanted, but it is a critical piece of legislation that all contractors should make themselves familiar with.”

ASCA SUCCESSION

Tony O’Leary is delighted that Danny Murphy has succeeded him as chairman of ASCA and he says he will be a strong advocate for subcontractors.

“Danny has great experience and has put in many hours on various committees over the years. But, if he and the ASCA committee are to continue their work, they will need support from all of the associations within ASCA, and the active involvement of the new generation of specialist contractors coming through in the CIF. If you want to change the industry, you need to be at the table,” he concludes. **C**

CONSTRUCTION INVESTMENT FORECASTED TO INCREASE BY UP TO 10% IN 2020

JEANETTE MAIR, Head of Economic and Policy Research, CIF, writes about economic factors that will affect the construction sector in 2020.

Ireland's economy is expected to grow by approximately 6% in gross domestic product terms in 2019, which will make it the top-performing EU economy for another year. It must be acknowledged that the strength and resilience of the economy as represented by this headline growth figure masks several underlying issues. These include the extent of regional and sectoral growth disparities; the significant gross-value added to the economy by foreign-owned multinational companies; and, of course, the small matter of our reliance on corporation tax receipts.

As uncertainty regarding global trading factors and the Brexit negotiations is expected to continue through 2020, there may be a more generalised slowdown in general investment levels next year. While the investment outlook is expected to moderate in 2020, it may also be the case that investment in construction activity is sustained, which will provide a stimulus to the industry and the general economy. The gross voted capital expenditure committed to by the exchequer to 2024 is set out in Table 2.

However, there are caveats to sustaining construction activity in 2020 – and they have been well covered in these pages in recent issues. I refer specifically to the challenges facing the housebuilding and civil engineering contracting sectors. These challenges include the slowdown in new housing construction and issues of viability faced by the housebuilding sector in 2019, as well as the delays to some planned infrastructure projects across the country faced by the civil engineering contracting sector in 2019. In the short-term, housing supply and infrastructure pressures will continue to adversely impact on economic competitiveness by reducing the mobility of labour.

CONSTRUCTION INVESTMENT

The total value of Gross Fixed Capital Formation (GFCF)* investment in building and construction was €26bn (current prices) in 2018.

The total value of construction activity by sector carried out in 2018 is set out in Table 1.

Overall building and construction investment increased by 20% in value terms 2018.

Building and construction investment is forecast to reach €29bn in value terms in 2019 (14% of gross national income), and €34.7bn in value terms in 2020. Overall, growth of +11% in volume terms is forecast for building and construction in 2019. The Department of Finance and Public Expenditure and Reform predicts that investment in the sector will increase to €41bn by 2023.

Meanwhile, the Gross Value Added (GVA) of the construction industry is forecast at €9bn in 2019. GVA is an important measure of productivity in construction, as it represents the value of the goods and services produced

in the construction industry, less the value of intermediate consumption (eg compensation of employees).

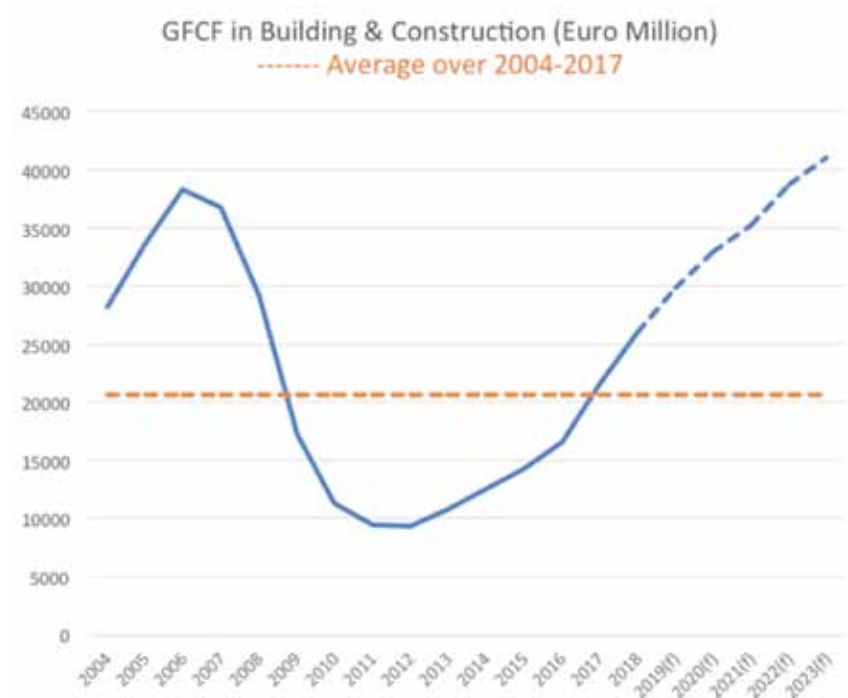
Looking to 2020:

- Residential investment is expected to increase by approximately 17% in volume terms in 2020 (24,000+ units).
- Housing completions are further forecast to reach 45,000 units by 2024, which is a significant increase on 2019's output.
- In the non-residential sector, activity is forecast to increase by approximately 8% in volume terms in 2020. This increase reflects modified investment

TABLE 1: VALUE OF CONSTRUCTION INVESTMENT ACTIVITY BY SECTOR 2018

SECTOR	TYPE	€ MILLION
Residential Construction	New	4,426
	Renovation	4,623
Non-Residential Building	New	9,527
	Renovation	3,176
Civil Engineering	New	2,696
	Renovation	1,389
Total Construction Output		25,837

Data sources: CSO/EY DKM



Data source: Department of Finance



Data source: CSO

TABLE 2: EXCHEQUER BALANCE 2019-2024: CAPITAL EXPENDITURE AND BREXIT CONTINGENCY (EURO MILLION)

	2019	2020	2021	2022	2023	2024
Gross voted capital expenditure	7,385	8,140	9,160	9,415	9,700	10,300
Non-voted capital expenditure	2,065	1,175	1,685	1,710	1,745	1,760
Gross capital expenditure	9,450	9,310	10,845	11,125	11,445	12,060
Less capital receipts	35	30	30	30	30	30
Net capital expenditure	9,415	9,280	10,815	11,095	11,415	12,030
Brexit contingency		1,220	780	780	705	570

Data source: Department of Finance

in the sector since 2018.

- Overall, building and construction investment is forecast to increase by approximately 8-10% in volume terms in 2020.

The above forecasts are dependent on a sustained level of private investment, which may continue to be impacted by external economic forces, and the results of the Brexit negotiations in early 2020. The Government has pledged to continue to monitor and refine its Brexit response.

In terms of public sector investment in 2020, Budget 2020 stated that a regionally balanced project pipeline is promised in order to respond to Brexit and broader challenges, such as climate change, and to bring greater economic resilience to Ireland's regions by addressing current infrastructural deficits.

The CIF believes that central to this promise is the next iteration of the 'Investment Projects and Programme Tracker' – myProjectIreland – which was due for publication before the end of 2019 – but at the time of writing, it is still awaited. It is vital for CIF members that the Investment Projects and Programme Tracker includes greater visibility of the project pipeline, together with the inclusion of public projects falling below €20m in value, as well as a consistent

approach to updating the information by public sector procuring bodies.

DEMAND FOR FUTURE SKILLS IN CONSTRUCTION

Construction sector employment is forecast to increase to 220,000 by 2024. Employment stood at 149,300 at the end of Q3 2019, which was an increase of 84% on the 80,900 employed in Q1 2013. As the wider economy and construction industry have returned to growth, the ambitions of 'Project Ireland 2040', together with private sector investment levels, must be viewed in the context of emerging skills shortages in a number of key construction occupations. The Government has now recognised the importance of quantifying the demand for skills in construction to 2030, as well as the nature of those skills, in order to deliver on the forecasted construction activity.

The Department of Business, Enterprise and Innovation has commissioned new research beginning in early 2020 to determine the demand for, and nature of, the future skills needs of the Irish construction sector to 2030. The Expert Group on Future Skills Needs (EGFSN), which advises the Irish Government on the current and future skills needs of the Irish economy, is leading the research. The research will also examine the structure and firm composition of the industry



Jeanette Mair, Head Of Economic And Policy Research, CIF.

– such as the prevalence of SMEs and micro-enterprises – as well as the cyclical nature of construction investment and the challenges that arise for construction firms as a result.

CIF is continuing to engage with relevant stakeholders in the development of a coherent and collaborative framework for built environment education, training, research and innovation, which will provide consistency across all programmes in terms of the nature and scale of the required education and training responses to skills needs.

IN CLOSING

Finally, 2020 will increasingly focus on the role of research and innovation in our industry. CIF is working closely with Enterprise Ireland, the academic research community and industry stakeholders on driving investment in construction-related research and innovation in collaboration with funding agencies, professional bodies, universities and institutes of technology.

The objective is to see the establishment of a Centre of Excellence for construction-related research and innovation that would become the destination for peer to peer knowledge-based transfer, increased access to productivity-enhancing innovation, and, ultimately, lead to the higher export-led growth of the sector. **C**

CIF members are welcome to contact Jeanette Mair by email to jmair@cif.ie or by telephone at 01 406 6035, with any questions, or for access to the most recent economic and policy research bulletin.

** GFCF is defined as acquisitions less disposals of fixed assets (Department of Finance/CSO)*

CERTIFICATE IN CURTAIN WALL & GLAZING INSTALLER COURSE

WHAT IS THE COURSE?

The Certificate in Curtain Wall & Glazing Installer course will give learners experience of various curtain wall systems, using common and specialist tools, and teach them about the importance of teamwork in the context of installing commercial glazing systems.

A curtain wall is a non-structural outer covering of a building. An example is a large section of glass fitted into aluminium frames, which is now standard on many new large commercial buildings. These glass units are usually fabricated in a factory and transported to a building site where they are then fitted to the outside of the new building.

A curtain wall installer's job is to fix the framework to the building and then fit the glass into this framework. As many of these buildings are large, multi-storey office or apartment blocks being able to work outdoors and at height is important for workers in this sector.

COURSE BACKGROUND

City of Dublin Education Training Board (CDETb) and Ballyfermot Training Centre developed the course in conjunction with the CIF and a number of curtain walling and glazing specialists to secure a new pool of workers for the sector, and to provide a certified qualification for people working at curtain walling and glazing installation.

COURSE MODULES

This NFQ Level 4 qualification is aimed at those who work as installers of curtain walling systems. The standards cover the most important aspects of the job, which include:

- Health and Safety Training
- Communication and Teamwork
- Identify Systems of Curtain Walling



- Material and Fenestration Handling
- Install Curtain Wall Systems
- Install infill units to Curtain Walling
- Site Preparation and Organisation

COURSE LEARNING

Learners will learn how to safely handle, move, and store glass as well as being taught practical skills such how to measure, level and plumb curtain walling, which will help them develop an eye for the job to be able to confidently make on-the-job judgements about tasks at hand.

They will also learn how to use equipment such as drills and lifting devices, and how to fabricate and fix materials. One key area of the course will focus on developing learners' teamwork skills, whereby learners will work in teams and will be required to successfully complete a mix of teamwork tasks.

ENTRY REQUIREMENTS

There will be a number of courses run across the year. Applicants require no qualifications as this is an entry-level course to the curtain



walling sector of the construction industry. The course would also suit experienced construction workers looking to diversify and gain experience and qualifications in this specialist sector. **C**

COURSE LOCATION:

10 weeks in-class learning at Ballyfermot Training Centre/10 weeks on-site training.

COURSE DURATION:

20 Weeks.

RECRUITMENT METHOD:

Interview.

To apply for the Certificate in Curtain Wall & Glazing Installer course, visit www.ballyfermottrainingcentre.ie/course/certificate-in-curtain-wall-glazing-installer/ and follow the instructions

CERTIFICATE IN CURTAIN WALL/ GLAZING INSTALLER

Course Code: BA09915 ~ Fetch Code:274012



Course Description

The aim of this course is for Learners to develop skills, knowledge and competencies in a broad range of construction activities related to the installation of Glazed Curtain Walling systems. Learners will gain experience of various Curtain Wall systems, using common and specialist tools, and the importance of teamwork in the context of installing commercial glazing systems.

Core Modules

Induction	
Health and Safety Training	NFQ L4
Communication and Teamwork	NFQ L4
Identify Systems of Curtain Walling	NFQ L4
Material and Fenestration Handling	NFQ L4
Install Curtain Wall Systems	NFQ L4
Install infill units to Curtain Walling	NFQ L4
Site Preparation and Organization	NFQ L4

Duration: 20 weeks full time (10 weeks in Centre & 10 weeks on site)

Start Date: 27th January 2020

Certification

GQA Level 2 Certificate in Curtain Wall Installation

Entry Requirements

Applicants require no prior skills in the construction industry as this is an entry level course to the Curtain Walling sector.

Would also suit experienced construction workers looking to diversify and gain experience and qualifications in this specialist sector.



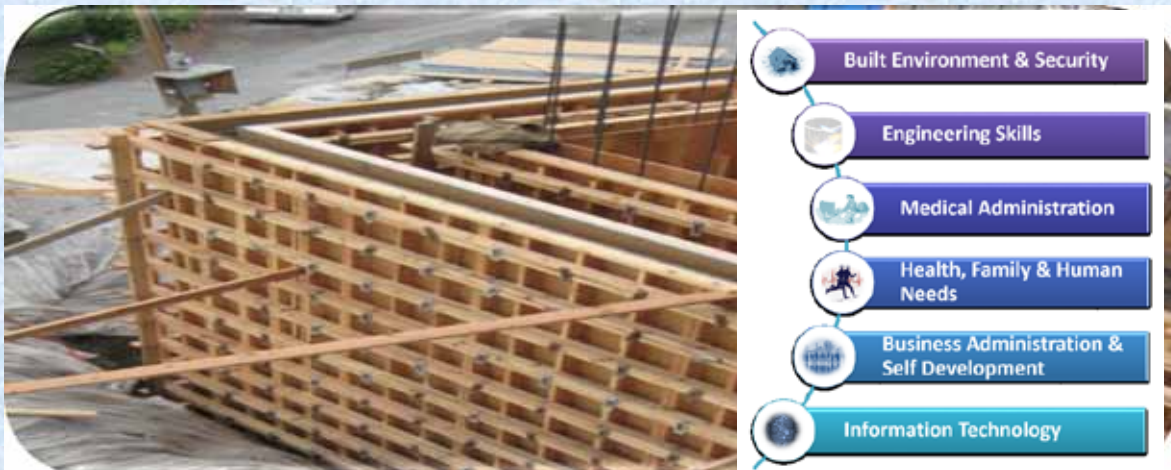
01 6055900

BARECRUITMENT@BTC.CDET.B.IE

FORMWORKING

LEVEL 2 DIPLOMA

Course Code: BA09443 ~ Fetch Code: 249662



Course Description

This is a work-based learning qualification which will provide the learner with the knowledge, skills and competencies to enable them to work as a form worker in the construction industry. This is an industry recognised qualification which will demonstrate the learner's ability to work safely and competently as a skilled operative on a construction site.

Duration: 12 Weeks Full-time in Ballyfermot Training Centre with a commitment to work in the industry for approximately one year with ongoing on the job assessment in order to achieve the certificate.

Start Date: February 3rd 2020

Certification

NVQ Level 2 Diploma in Formwork (Code 6580-02)

Entry Requirements

Applicants must be 18 years or older



Course Content

The learner will learn key practical skills and knowledge in these mandatory units:

- How to Move, Handle, Erect and Strike Timber and Proprietary Formwork.
- Mobile Tower Scaffold Operations
- Conforming to General Health, Safety and Welfare in the Workplace
- Conforming to Productive Working Practices in the Workplace
- Moving, Handling and Storing Resources in the Workplace
- Fabricating and Maintaining Timber and Proprietary Formwork
- Safepass
- Manual Handling

01 6055900

BARECRUITMENT@BTC.CDET

HOLISTIC APPROACH TO HEALTH, SAFETY AND WELLBEING AT KEATING

Health, safety and wellbeing form an integral pillar of Keating, and the company has worked tirelessly to ensure these three issues are at the forefront of the minds of everyone in the business.

According to Ian Lynch, Head of Safety, Health and Wellbeing, Keating, the company does not merely pay lip service to how it approaches the safety, health and wellbeing of its teams, supply chain and the communities in which it operates.

“Our approach to safety, health and wellbeing is one of continuous education, feedback, evolution and implementation to create a culture of awareness on our sites and in our day-to-day lives, all driven by a dedicated team,” he explains. “Safety, health and wellbeing is not about paperwork or creating additional work for people. It is about creating the mindset that safety needs to be at the forefront of our thoughts in everything we do each day.”

Keating, a multidisciplinary civil, building and marine engineering company, is Grade A SafeT-certified and has consistently achieved this grade over the past 10 years. The Keating safety team takes the time to visit each of its sites and identify, assess and resolve issues before they pose a threat to safety.

CONSTRUCTION SAFETY WEEK

Keating was a proud sponsor of Construction Safety Week 2019. The company has an excellent safety track record and continuously strives for improved safety performance.

Ian Lynch continues, “While we place significant importance on health and safety, Construction Safety Week was a timely reminder to everyone working in the industry to take stock of their working environment and help eliminate potential risks for their colleagues as well as themselves.

“We used the CIF Events Calendar to help direct our events and activations for Construction Safety Week 2019, focusing on specific themes each day across the week. We conducted dynamic toolbox talks, where the extended teams got some practical



Ian Lynch, Head of Safety, Health and Wellbeing, Keating.

demonstrations on how to reduce risks in different scenarios, while our marine-based sites benefitted from water rescue demonstrations from the Irish Coast Guard and RNLI.

“Our teams in Dublin and Cork also received demonstrations from Dublin and Cork Fire Services, who ran through several different scenarios. These were hugely beneficial to the teams in helping our preparedness for emergencies,” he added.

Other demonstrations and talks that took place during Construction Safety Week included lifting operations, road safety, working safely at heights, as well as talks promoting positive mental health and wellbeing.

MENTAL HEALTH AND WELLBEING SUMMIT

Ian Lynch says that Keating was also delighted to be one of the key sponsors of the last year’s Mental Health and Wellbeing Summit.

“This gave us a platform to expand our ethos and approach to positive mental health beyond the company,” he continues. “We’ve implemented training amongst our teams to help them identify if someone needs help, whether it’s a direct employee, subcontractor or supplier. We’ve also been doing a lot of work to ensure our supply chain understands and adopts some of our core values and mindset in promoting positive mental health, which has been very successful.”

STAFF HEALTH, SAFETY AND WELLBEING

Keating currently employs approximately 150 direct staff, with some of its most valued employees having been with the company since its beginnings 31 years ago. Ian Lynch believes this is key to the company’s success.

“Health is often the poor relation when talking about health and safety. We take a holistic approach and have a wellbeing programme system in place to ensure that our employees’ needs are catered for physically, mentally and emotionally. Without people, a company can’t drive forward. I believe how we look after our team has contributed to our success.

“The most important objective of Construction Safety Week each year is that it focuses minds and give us the confidence that no stone will be left unturned to ensure our people are safe. That applies to the many subcontractors we use as well. Safety always comes first on site. Health and safety is a top priority for Keating, and we’re a solutions-driven company from that point of view,” Ian Lynch concludes. **C**



Dublin Fire Services conducts a safety demonstration for Keating workers at Dublin Port.



CIF SOUTH EAST CONSTRUCTION DINNER

7th FEBRUARY 2020
Tower Hotel, The Mall, Waterford



Following on from last year's successful social dinner, the Construction Industry Federation (CIF) South East Branch will be hosting our Construction Dinner once again this year. This event is the largest social event in the region for the Construction Industry. Attendees at this event include stakeholders from all areas of the Construction Industry.

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

Dress: Formal (Black Tie)

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

Respected Economist Jim Power is our after dinner speaker

The Aristocrats will be providing the Musical Entertainment on the night
www.thearistocrats.ie/

To book please contact Brid Cody bcody@cif.ie
021-4351410

Kindly Sponsored by:



CIF CORK CONSTRUCTION DINNER

21st FEBRUARY 2020
Rochestown Park Hotel, Douglas, Co.Cork

The Construction Industry Federation (CIF) will be hosting this years Cork Construction Dinner in the Rochestown Park Hotel, Douglas on Friday, 21st February 2020. Attendees at this event will include stakeholders from all areas of the Construction Industry.

Tickets for this premium construction event are €100 per person.

This event is again expected to sell out quickly so please book early. Places are issued on a first come first served basis.

Construction Dinner tickets are €100 per person

Tables of up to 10 people available
(Individual Bookings also welcome)

Dress – Formal (Black Tie)

Entertainment by
• Tony Benedict
• The Aristocrats

To book please contact Brid Cody bcody@cif.ie
021-4351410

Kindly Sponsored by:



SHORING UP YOUR PENSION FOR THE COMING DECADE

PAULA THORNTON takes a look at the pensions roadmap for the next 10 years.

How on earth did this happen? I remember the celebrations for a new century like it was yesterday and now we are at the start of the third decade of the 21st century. Back in 2000, the biggest worry was the Y2K bug and I was about to start a new job as a pensions consultant with a company now known as CIF Pension Administration Services – CPAS. Time marches on.

As we've just welcomed in the 2020s, now is a good time to reflect on the impact that time has had on our lives and to consider what's likely to be different in relation to pension planning in the 2020s.

Let's start by reflecting on the last decade. At the beginning of 2010, we were in the grip of the economic crash. The construction sector was the most challenged sector as employment and productivity plummeted. The personal wealth of many individuals had reduced and pension fund values had fallen in line with global stock markets.

Thankfully over the past few years we have seen a strong recovery. The construction sector has picked up, the Irish economy has grown stronger and pension funds values have seen a remarkable recovery. The bellwether S&P500 Index grew by an average of 10% per annum over the past decade.

WHAT ARE WE LIKELY TO SEE IN THE NEXT 10 YEARS?

The big cloud on the horizon, which impacts us all, is the unfunded pension liabilities owed by the Irish State. These are the promises made in the form of State old-age pensions and public-sector pensions, and the last published estimate of this liability stood at €345bn in 2015. When you consider our national debt is just over €200bn, it gives you a sense of the scale of the issue. This issue is only getting worse, as over the next 30 years the ratio of people working and paying into the State pension to pensioners taking from the State scheme will fall from 5:1 to 2:1.

Part of the Government's response to this problem has been to push out the State pension age from age 66 now to 68 from 2028. The much-heralded introduction of auto enrolment has also gathered pace. This effectively will oblige all employers to enrol their employees in a pension scheme, with contributions being paid by the employer, the employee and the State. There will be some age and earnings conditions and also the opportunity for employees to opt out. The aim is to have this up and running by 2022 and the result will be a significant increase in personal private pension coverage.

TAKING RESPONSIBILITY FOR YOUR PENSION PLAN

The ultimate goal of the State is to get everyone to take a greater level of responsibility for their pension planning. Thankfully, this is something we are seeing every day in CIF Pension Administration Services (CPAS). We have seen strong growth across all areas of our schemes – the number of employers participating, the number of active members within the schemes and also the levels of contributions being paid.

As awareness of the importance of pension planning grows, we anticipate these trends continuing. While we might see company contributions rise and fall somewhat in line with the economic



Paula Thornton, Pension Consultant, CPAS.

backdrop, we are seeing greater levels of personal responsibility in relation to pension savings. Many of our members are taking advantage of the tax breaks available and there is a significant growth in the payment of additional voluntary contributions (AVCs), with many members foregoing a pay increase and instead increasing payments to their pension funds. These people recognise that "old age" lasts a lot longer than it used to, and a decent pension fund is needed to maintain a good standard of living in retirement – particularly in light of the State being unable to provide any more than subsistence level benefits.

PENSION INVESTMENT STRATEGIES

Another trend we see is the greater levels of diversification of assets when it comes to investing those pension savings. Too many people saw a drop in their pension funds values by being overweight in a single asset class. A diversified fund, invested over the long-term, with a lifestyle element as members approach retirement, is a far more robust investment strategy to deliver the outcomes members are seeking.

Happy New Decade to you all. CPAS looks forward to meeting the pension needs of the construction sector in the years and decades to come. **C**



WHO WILL EARN WHAT IN 2020?

STEPHEN HOBAN, Associate Director, Azon Recruitment, writes about a number of factors that will influence construction salary rates in 2020 and identifies some construction roles that are evolving.

The success and growth of the construction industry in 2019 empowered construction professionals, particularly those savvy enough to pick and choose from a plethora of employment opportunities. On the other hand, employers are feeling the pinch of a talent shortage, requiring them to be more creative and agile when it comes to both employee attraction and retention.

Looking forward to 2020, even with the looming spectre of Brexit, it seems inevitable that the candidate-led dynamic of the market will continue.

NEW ROLES

An area that exemplifies the future of the industry talent-wise is health, safety, and environmental management. There are rapidly evolving roles in this field that will only rise in demand in the years ahead. For instance, the Government's Climate Action Plan targets the retrofitting of 500,000 homes. This programme will require experienced environmental and fire safety professionals, as well as health and safety managers, to guide these works through

to completion. Another growing trend to look for in 2020 is how mental health and wellness is being wrapped into the H&S function, requiring further qualifications or even evolving into an entirely new role.

SMALLER SALARY RISES

Looking at the industry from a more general viewpoint, salaries continue to rise, but at a slower pace. On average, we saw a rise of about 4.5% in 2019 compared to 5% in 2018. There has been a move to focus more on improving overall packages as a way of differentiating and attracting talent. Standard items like car allowances, pensions and health benefits are being enhanced, along with relocation cost coverage, bonuses and other items.

RAPID CAREER PROGRESSION

Rapid career progression is another tactic employed to aid in employee attraction. I have seen new, senior hires being offered benefits such as potential profit sharing, and even a position on the company board if they meet immediate project targets. Not only is this a powerful recruiting tool, but it also acts as a performance incentive.



Stephen Hoban, Associate Director, Azon Recruitment.

It remains to be seen if organisations can sustain this level of "sweetener" during 2020.

SKILLS SHORTAGE CHALLENGE

The skills shortage remains consistent, with heavy competition for quantity surveyors, engineers, project managers and trades. While we have many large, flagship developments underway, smaller-

THE AZON IRELAND SALARY GUIDE 2020

POSITION	DUBLIN		REGIONS	
QUANTITY SURVEYING	MIN €	MAX €	MIN €	MAX €
Senior QS	80,000	100,000	63,000	81,000
Project QS	50,000	70,000	40,000	55,000
Intermediate QS	40,000	50,000	35,000	40,000
Junior QS	34,000	38,000	28,200	35,000
ESTIMATING				
Estimating Manager	90,000	120,000	81,000	108,000
Purchaser/Buyer	70,000	90,000	63,000	81,000
Senior Estimator	60,000	90,000	50,000	70,000
Estimator	40,000	60,000	32,000	32,000
Junior Estimator	32,000	35,000	28,000	30,000
COMMERCIAL				
Commercial Director	140,000	–	126,000	–
Commercial Manager	100,000	120,000	90,000	108,000
ENGINEERING				
Senior Engineer	55,000	70,000	45,000	59,000
Setting Out Engineer	40,000	55,000	31,500	45,000
Junior Engineer	32,000	38,000	25,200	27,000
MANAGEMENT				
Construction Director	150,000	–	126,000	–
Construction Manager	100,000	120,000	90,000	108,000
Contracts Manager	90,000	120,000	81,000	108,000
Project Manager	75,000	90,000	63,000	81,000
Senior Site Manager	60,000	70,000	49,500	58,500
Site Manager	55,000	60,000	45,000	49,500
Finishing Foreman	55,000	60,000	40,500	49,500
Foreman	50,000	55,000	40,500	50,000
HEALTH & SAFETY				
Health & Safety Director	90,000	100,000+	70,000	80,000+
Health & Safety Manager	70,000	85,000	60,000	70,000
Senior Health & Safety Officer	60,000	70,000	45,000	60,000
Health & Safety Officer	45,000	60,000	35,000	50,000
Junior Health & Safety Officer	28,000	35,000	25,000	29,000
FIRE ENGINEERING				
Junior Fire Engineer	35,000	45,000	30,000	40,000
Intermediate Fire Engineer	45,000	55,000	40,000	50,000
Senior Fire Engineer	55,000	65,000	50,000	60,000
Principal Fire Engineer	65,000	75,000	60,000	70,000
Associate Fire Engineer	75,000	90,000	70,000	80,000
Associate Director Fire Engineer	90,000	105,000	80,000	95,000
Head of Fire Engineering	105,000 +	–	95,000 +	–
OTHER				
Site Administrator	28,000	35,000	27,000	45,000
BIM	35,000	50,000	27,000	45,000
CAD Technician	32,000	40,000	27,000	36,000
Planner	50,000	70,000	40,000	60,000
Plant Manager	40,000	55,000	36,000	49,500
Business Development Manager	55,000	75,000	45,000	63,000
Business Development Coordinator	30,000	45,000	27,000	40,500
Bid Manager	65,000	75,000	58,500	70,500
Bid Writer	30,000	45,000	27,000	40,500
DESIGN				
Architectural Director	75,000	95,000	55,000	75,000
Associate Architect	65,000	75,000	50,000	60,000
Architect	35,000	60,000	30,000	55,000
Architectural Technologist	35,000	50,000	30,000	45,000
CAD Technician	30,000	55,000	28,000	45,000
Chartered Civil Engineer	60,000	70,000	45,000	55,000
Associate Civil Engineer	55,000	60,000	50,000	55,000
Environmental Engineer	40,000	60,000	35,000	60,000
Electrical Engineer	50,000	70,000	35,000	55,000
Mechanical Engineer	40,000	70,000	35,000	55,000
Geotechnical Engineer	40,000	70,000	35,000	65,000
Building Services Engineer	40,000	65,000	30,000	55,000
Associate Building Services Engineer	65,000	85,000	50,000	75,000
Project Director	100,000	120,000	90,000	110,000
Design Manager	70,000	85,000	60,000	70,000
Project Manager	70,000	75,000	50,000	65,000
Structural Engineer	40,000	60,000	35,000	45,000
Chartered Structural Engineer	50,000	70,000	45,000	55,000

scale development is consistent throughout the country, which again gives candidates greater choice in how and where they want to work.

This has been driven by the housing crisis, with demand for new builds nationwide and thus requiring talent nationwide. The ‘Catch 22’ problem that construction firms run into is the need to bring in new talent to build houses, but then they do not have existing housing stock for new hires. We have especially found difficulty when trying to relocate expats and international talent when they have seen the shortage of housing options and inflated rents and purchase prices. Hopefully, this will be a self-correcting problem over the next few years.


TACKLING SKILLS SHORTAGES

So, how are companies addressing skills shortages? The short term solution has been the relocation of professionals from abroad, either expats who left after the 2008 crash or those who might be interested in moving to Ireland for the first time. Thanks to an update to the Critical Skills List, securing visas has become easier. Employers should keep an eye on opportunities in this space.

The other part of the solution is, of course, homegrown talent, through improved apprenticeship and graduate programmes. The CIF’s pre-budget 2020 submission highlighted several different opportunities in this area. With long-term projects like ‘Building Ireland 2040’ and the Climate Action Plan, the industry will be a sustainable career for anyone looking to get involved, whether it’s increasing capacity, raising awareness, adding incentives, or building a lasting pipeline of young professionals that will define the future of the industry.

AZON SALARY GUIDE 2020

As part of the ‘Azon Ireland Salary Guide 2020’, we spoke to Tom Parlon, Director General, CIF, and he said, “The changing face of construction is generating new job types, particularly in technologically driven roles. As a result, the industry is now competing in talent pools that other industries have traditionally dominated.

“In addition, we are now facing a gender equality crisis, that we must address to put our industry on a sustainable footing. The next generation of young employees are increasingly demanding diverse workplaces, where their work has a purpose and that features genuine collaboration. The evolving construction industry is well-placed to provide young people with rewarding, well paid and challenging careers that can see them work globally.” 

The Azon Ireland Salary Guide 2020 can be downloaded from www.azon.ie

HOW TO AVAIL OF THE 'SKILLS TO ADVANCE' WORKFORCE UPSKILLING PROGRAMME

The 'Skills to Advance' programme is a training programme, available to employers through their local Education Training Board (ETB), designed to provide resources and support to upskill or reskill their workforce.

The funded and partially-funded certified programmes are available at ETB training centres nationwide. If required, your local ETB will also undertake a 'Training Needs Analysis' that will assist with identifying specific training needs to help grow a business.

Ken Farragher, Area Training Manager, Galway Region ETB, says, "The Skills to Advance programme is designed to assist small- and medium-sized enterprises. However, large enterprises can also avail of training as part of a regional skills need. If an employer already knows what area they want to upskill employees in, they contact their local ETB to discuss programme options, and they will work to provide a customised training solution.



Ken Farragher, Area Training Manager, Galway Region ETB.

If an employer is unsure of their workers' upskilling needs, their ETB can carry out an analysis of needs with the business owner."

There are numerous training programmes to choose from, which can be tailored to meet specific needs. Programmes on offer include Construction

Technology; Construction Pre-Apprenticeship; Construction Technology with Draughting; Construction Ground Work Skills; Construction Machinery CSCS; Traditional Stone Wall Construction; CSCS – Tower Crane Operations for New Entrants; Computer Systems and Networks; Dry Lining; Form Working; Safepass; and many more.

All programmes are certified at Level 4, Level 5 and Level 6 on the National Framework of Qualifications Ireland, or to relevant standards.

Funding is provided by the National Training Fund under de minimis regulations. This means that aid will be granted provided you have not exceeded the threshold of €200,000 in grant aid within the last three years. **C**

For more details, contact your local Education and Training Board. For a full list of current courses, visit www.fetchcourses.ie

GMIT WINS CIOB'S STUDENT CHALLENGE IRELAND 2019

The gold medal winner of the CIOB Student Challenge 2019 was GMIT, with the University of Limerick taking silver and Letterkenny IT, bronze.

The Chartered Institute of Building (CIOB) event was attended by eight third-level institutes from around the country, including Northern Ireland. Student teams of four were submitted from University of Ulster Jordanstown, Letterkenny IT, Cork IT, IT Carlow, GMIT, University of Limerick, Waterford IT, and TU Dublin.

The teams were provided with a brief for the refurbishment of a building in Dublin's city centre on the morning of the competition. They had 2.5 hours to work on a report and presentation, highlighting what they believed to be the most important issues and how they would proceed with the work. Each team then had 15 minutes to present their work to the judges, followed by a Q&A. From this, the three top teams were chosen and were asked a further three questions, before the judges ranked them from first to third.

The winning team from GMIT, supported by their lecturers, John Hanahoe MCIOB and Martin Taggart FICOB, comprised Adam Brennan, Declan Coll, Liam Flatley, and Ali Al-Windi.

John Sweeney MCIOB, Chairperson, CIOB Dublin Hub, said, "The CIOB Student Challenge is a competitive event, considering the timeframe that it must be completed in, along with the added challenge of not knowing the content of the brief until just 15 minutes before the start time.



Back Row, L to r: Ali Al-Windi, GMIT; John Sweeney, National Chairperson, CIOB; Tommy Drumm, President, MBCA; Declan Coll, GMIT. Front Row, L to r: Dr Martin Taggart, Lecturer, GMIT; Liam Flatley, GMIT; Adam Brennan, GMIT; John Hanahoe, Lecturer, GMIT.

"The tasks requested were your typical construction management procedures that apply to any project. This provided students with a real insight into what will be expected of them when they commence their own careers in construction management. The judges were impressed by the standard of the final presentations made by all teams."

The CIOB would like to thank sponsors, the Construction Industry Federation, Mitchell McDermott, Ardmac, Dublin City Council, and Collen Construction, for their generous backing of the competition. **C**

SURPLUS FUNDS TO INVEST? WHY YOU SHOULD LOOK BEYOND THE BANK

BRIAN COX, Associate Director, Davy, suggests some investment options for SME owners.

For business owners, holding excess capital in cash or bank deposits has always been a nice problem to have. As the value of traditional monetary assets has fallen in recent years, generating a return on cash reserves has become more challenging.

The financial crisis of 2008 created a low-interest, low-inflationary environment that has lingered on to the present day. As interest rates continue to plummet, many larger corporate clients have to pay their bank just to hold their cash.

While small and medium enterprises (SMEs) are not likely to be charged just for placing cash on deposit, they are even less likely to see any meaningful returns on deposits for the foreseeable future. Business owners, therefore, need to look at alternative ways of putting their hard-earned capital to work.

For SMEs, working capital has a variety of needs and uses. Paying the bills and serving as a vital safety net in case emergency reserves are ever required. Excess cash can also be held with a view to the longer-term – Mergers & Acquisitions (M&A) expenditure, for example – while some owners may find themselves in the enviable position of having surplus funds for extraction.

ALTERNATIVES TO BANKS/BONDS

The traditional methods of depositing capital in a bank account or investing in Government bonds are now less enticing. So how can investors and business owners get more creative with their excess funds?

High-quality bonds were traditionally seen as a safe bet. Today, Euro government bond yields have plummeted below 1% and can now attract a negative yield. Equities are another option. They may return higher yields than other asset classes but are more volatile.

Then there are 'alternative' asset classes like private equity, property, hedge funds and commodities. Again, investors in these alternatives are required to play the long game, which may not always suit the shorter-term needs of SME owners.

MULTI-ASSET INVESTING

There is no single approach that offers a safe bet. However, a strategy of multi-asset investing – known as the 'Endowment Model' – may be a more rewarding way to go. This involves diversifying across traditional asset classes, such as equities and bonds, while allocating significant portions of the portfolio to alternatives such as private equity, hedge funds and property.

Combining asset classes in this way has been shown to generate annual returns well above the traditional 60/40 stock/bond portfolio. Still, again there's a catch – endowment models are expensive and time-consuming to set up, making them impractical for many corporate clients.

UCITS WORTH CONSIDERING

A more realistic approach for SME owners may be to invest in low-cost funds that replicate the best features of the endowment model, ie, diversification across a wide range of asset classes. In particular, Undertakings for Collective Investment in Transferable Securities (UCITS) funds are worth considering.

UCITS funds are highly liquid and can be redeemed quickly, if and when the need arises. Many UCITS are also sold at a



Brian Cox, Associate Director, Davy.

single price, so there is no bid-offer spread. There are risks and considerations associated with this approach, but a degree of risk is, of course, inherent to all investments.

START THE CONVERSATION

The first step is to decide whether your surplus cash really is surplus. Once you're sure you are in a position to invest, you can look at an investment strategy that suits your individual circumstances. **C**

Brian Cox is an Associate Director with Davy. He works with business owners to provide best-in-class financial planning, investment management and asset selection. You can contact Brian directly on 01 614 9180 or email brian.cox@davy.ie

WARNING: Past performance is not a reliable guide to future performance. The value of investments and of any income derived from them may go down as well as up. You may not get back all of your original investment.

The information in this article does not purport to be financial advice. It does not take into account the investment objectives, knowledge and experience or financial situation of any particular person. You should seek advice in the context of your own personal circumstances prior to making any financial or investment decision from your own adviser. There are risks associated with putting a financial life plan in place. There is no guarantee that by having a financial life plan in place, you will meet your objectives.

BURSTING THE CONSTRUCTION SECTOR'S CARBON BUBBLE

IAN O'CONNOR, Energy Manager, John Sisk & Son, makes the case for a collaborative sector approach to address the carbon footprint of the Irish construction industry.



Ian O'Connor, Energy Manager, John Sisk & Son.

I want to start by challenging you to do a google search for a recent news story relating to construction energy efficiency. Examples will include:

- Awards honouring Ireland's most energy-efficient buildings
- Ireland needs to progress to 45,000 homes per year to B3 Energy Rating
- Renovation rules to end draughty homes.

So, what we are basically doing is patting ourselves on the back saying, "Aren't we great, look at all the energy-efficient buildings we're constructing?" when all we're really doing is jumping on the back of the design industry while ignoring that we haven't even got our own house in order.

While all other industries are looking to become more energy-efficient, is construction turning a blind eye? Yes, I believe we are. Although we are using eco-cabins, and LED lighting is becoming more prevalent, these are coming in from developments in other industries.

Energy efficiency and carbon emission data associated with on-site construction are being overlooked by researchers, Government bodies, construction entities and the supply chain in Ireland.

Elsewhere, there are specific facts available: in Oslo, for example, construction accounts for 18% of total CO2 emissions; while in Germany construction emissions exceed those originating from domestic air and rail travel combined.

CURRENT STATE

A common standard for measuring construction energy performance is kWh/€100k of turnover. The problem with this metric is that it can be misleading, as turnover is not a great baseline to benchmark off. If it was a useful metric, then the energy used constructing a house for €150,000 should be the same as laying €150,000 worth of tarmac. So, how do we manage something we don't measure very well? Of course, the answer is we measure it.

The difficulty in measuring energy

performance on construction sites is that there are hundreds of energy end-users. This means it is technically challenging, time-consuming, and usually ends up being towards the end of the "to do" list. To improve energy performance, we must strive to measure consumption over an entire project life-cycle. Only then will we learn from key findings and be able to then implement practical changes in future projects.

Conversely, energy efficiency in the built environment has undergone a significant transformation over the past 10 to 15 years. A building that has energy performance well managed will use statistical analyses of energy consumption and critical operating parameters of the end energy users, such as boilers, air-conditioning plant or process plant, along with the drivers of energy use, including weather conditions and occupancy, to effectively measure the energy performance. The built environment has engaged. It uses technology and science to design, track and improve the energy performance of building energy systems and processes, so we must adopt a similar approach for the construction phase of a project.

KNOWN CONSTRUCTION SOLUTIONS

At Sisk, we have started to embrace the following solutions to help reduce our energy and carbon consumption:

- Smart energy measurement
- Smart control
- Plant telematics.

SMART ENERGY MEASUREMENT

Sisk has recently begun using smart-metering on several sites, including the Cherrywood Town Centre development. In the first instance, smart meters allow us to identify energy being used when it shouldn't be used. Instances of this include heating for site accommodation used out of hours or site lighting being on during a time of sufficient natural light. These are examples of quick wins, and while substantial, they only scratch the surface of potential savings.

SMART CONTROL

Through demand management, we can balance energy loads and use smart control of temporary electrical circuitry. These tools are now reaching our sector, but why not to saturation level? Is it that there is an absence of awareness of energy costs and carbon emissions? Is it a reluctance to be "first adopters"? Or, is it simply we don't realise it makes us less productive and impacts our bottom line?

Sisk now engages with suppliers like Pinery to install smart meters, so we are giving our site management data in real-time, so they can make informed cost-saving and carbon-reducing decisions.

PLANT TELEMATICS

Recently, we canvassed our plant supply chain operators, hire shops and managers about their knowledge of telematics. The responses ranged from "Is that the information on fuel consumption?" to "What are telematics?". Telematics can be used to improve security, health and safety, productivity and maintenance costs.

By applying the science behind energy management in the built environment to construction plant and its operation, we can begin to accurately and effectively monitor the energy performance of plant on our



Telematics analysis of on-site plant and machinery can greatly improve energy efficiency and reduce costs.

sites.

At Sisk, we have recently procured plant and site generators fitted with telematics. On our Northstowe civils project in the UK, we carried out a telematics case study on three, 30-tonne dump trucks. The data from telematics included:

- Fuel consumption (Litres)
- Payload (tonnes)
- Cycles (No)
- Idling Time (s)
- Engine Speed (RPM)

This data was run through a statistical analysis known as a regression analysis, which determines if there is a relationship between fuel consumption and the different data variables available. If there is a statistically strong relationship, a formula can be developed to estimate expected fuel consumption. We can then measure this against actual fuel consumption and assess whether performance is good or bad. Should poor performance be observed, corrective action can be taken. The results of the dump truck case study showed one unit was using 50% more fuel under similar conditions, so immediate action was taken to correct this, reducing fuel consumption significantly.

COLLABORATION IS KEY

The first step to achieving an energy-efficient construction process is to raise awareness throughout the industry that there is a problem, that there are solutions, and, then show what these solutions are. The construction sector is highly collaborative and while Sisk has ambitions to be a leader in construction energy efficiency, we can only do it by bringing

our supply chain along on this journey. If the entire sector is committed to driving down energy consumption, only then will our supply chain and technology partners provide the means to take action. Many third-party providers are willing to engage with us, but in essence, our sector must become “self-aware” that we have a massive impact on carbon creation. We also have a duty of care, environmentally and financially, to help reduce our consumption.

RISKS AND OPPORTUNITIES

The consequences of maintaining the status quo are numerous and significant.

- In 2010, it was estimated by the Greater London Authority that there were 9,500 premature deaths due to exposure to nitrogen dioxide and dust (particulate matter) in the air. Construction sites are among the contributors of these harmful emissions through the combustion of fossil fuel and generation of dust.
- The consequences of climate change on the global environment are currently in focus internationally.
- The financial impacts are twofold. Legislators are beginning to acknowledge the necessity to penalise emitters of carbon. This is likely to result in a 300% increase in the cost of emitting a tonne of carbon. To put this in context, Sisk's carbon emissions in 2018 were 22,000tCO₂e, costing €440,000 in taxation. This level of emissions could cost €1,760,000 in 2030, based on current policy.

The increased costs of fuel will have an impact on business costs and tender prices.

We can take action to reduce these costs from having an effect by building a more energy-efficient and environmentally friendly industry.

WHY IS SISK DOING THIS?

The goal of Sisk is to become carbon neutral, and one of the critical aspects of this is to raise awareness around energy efficiency. We want to improve our energy efficiency for our productivity, to enhance value to our clients, and to care for the environment. To achieve this, we are engaging with our supply chain and the wider industry to combine our strengths and maximise the impact we can have.

THE BENEFITS

It won't take long for the benefits to be realised as there are huge areas of energy wastage on our sites today, despite the technology being there to facilitate change.

We could all reduce our fuel bills by 10% by paying more attention to some of the items referenced in this article. I doubt there is a business working in the construction industry for whom 10% of its fuel bill isn't a substantial number.

At Sisk, we are acutely aware of this issue and the imminent risks being posed. We see this as an opportunity for our business to become leaner and provide greater value to our clients, while playing our part in tackling climate change. Now in our 160th year in business, we aim to become an energy-efficient and carbon-neutral business, laying the foundations of a sustainable construction industry for our own business and our partners for another 160 years. **C**

THINGS TO CONSIDER WHEN CHOOSING TO BUY OR RENT YOUR BUSINESS VAN

Wondering how to get your business on the road or just reviewing your options? Knowing what's involved over a van's life-cycle will help work out its 'true cost', writes **THOMAS CURRAN**, Key Accounts Manager, Northgate Vehicle Hire.

CAPITAL OUTLAY

Many businesses feel that ownership brings increased control. However, ownership is not without its challenges. Purchasing a vehicle requires capital outlay. Capital outlay depends on the type of vehicle, how old it is, and whether you need to use a business loan. This capital outlay means funds are tied down in your vans and cannot be used to grow your business.

VEHICLE AGE

Older vehicles are generally cheaper, but they also tend to need more maintenance. They can be less fuel-efficient. Going for an older van because it's cheaper could mean paying more over time. When you factor in the cost of maintenance and fuel efficiency, choosing a newer van could mean savings for your business over time. The appearance of a van will also contribute to how your business is perceived. Old and tired vans will not impress customers as much as a van that is in pristine condition.

MAINTAINING YOUR COMMERCIAL VEHICLE

Overall costs of maintenance to your business will increase with fleet size. Servicing, tyres and road tax are just some things to consider. Here are some costs of maintenance that can easily be overlooked.

- Downtime: The cost of replacement vehicles, parts, labour, and the time it takes you to solve the issue can all add up. Many businesses will be incurring the costs of maintaining their vehicles and in downtime, which could add up to hundreds of euros per day.
- CVRT: All commercial vehicles require a valid Certificate of Roadworthiness. To obtain this, your vehicle must pass the annual Commercial Vehicle Roadworthiness Test (CVRT). Of over 393,000 CVR tests for light commercial vehicles conducted in 2018, there was a 41% failure rate. (Source: Society of the Irish Motor Industry).
- Heavy payload regulations: Overloading causes strain on your vehicle and can increase the chances of breakage. This strain on your vehicle may not only result in higher maintenance, but it is also likely to be against the law. Load security is covered specifically by road traffic legislation. It is an offence for a vehicle to be overloaded or to discharge material onto the public road. Failure to secure loads properly may result in financial losses due to damaged goods and vehicles, lost working time and clean-up costs, as well as legal costs and fines. You can easily avoid these penalties by choosing the right type and model of vehicle for your needs.

DISPOSING OF YOUR COMMERCIAL VEHICLE

- Depreciation: Upon leaving the forecourt, a new vehicle is liable to lose a portion of its value due to depreciation, and will continue to depreciate each year. If you own a vehicle and you are considering selling it, depreciation should be considered



when working out the return on your investment.

- Method of disposal of vehicles: The time it takes to get rid of a van can present challenges. The method you choose to dispose of a vehicle will affect your return. For example, auctions are a common method for businesses looking to sell their vehicles, but are unlikely to provide the best return.

ALTERNATIVES TO OWNERSHIP

Van rental or leasing contracts can vary depending on the contract. Examples of additional costs that may/may not be covered in your contract include:

- Servicing and maintenance
- Excess mileage
- Early termination
- Damages to the vehicle.

HOW NORTHGATE CAN HELP

Northgate provides several hire options that could be the right fit for your business. Here are some of the advantages of hiring a van with Northgate:

- Single simple cost, with everything included except insurance and fuel;
- A network of service centres to ensure that all vehicles are kept on the road;
- Reduced downtime with 24/7/365 breakdown cover included;
- Maintenance, servicing, CVRT and road tax included;
- Depending on a credit check, you might not have to pay a deposit;
- Vehicles are regularly refreshed; and,
- Monthly payments, so your capital won't be tied down.

Working out the 'true cost' of a van will enable you to decide whether hiring a van from Northgate is financially-savvy for your business. **C**

If you're looking to work out the costs of hiring a van, contact Thomas Curran at Northgate Vehicle Hire on 01 902 6602, or visit www.northgatevehiclehire.ie

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MAKING THEATRE AT WORK

Annette Tierney, founder and Managing Director, Theatre at Work, speaks with **ROBBIE COUSINS** about the company's compelling construction safety theatre workshops.

Theatre at Work produces immersive health and safety workshop programmes, which are delivered through theatre, and draw on real-life stories to inspire workers to be more proactive about safety.

Annette Tierney had been designing and delivering theatre-based learning for almost 20 years, before she established Theatre at Work in Ireland seven years ago, following a spell working in London.

CIF SUPPORT

"The use of theatre is a popular approach globally as a way to explore culture and human factors," Annette Tierney explains. "I had previously delivered programmes in the UK for organisations such as Mac and BAM, while working with my London-based associates AKT Productions, and I knew the positive impact it could have on safety."

Annette met Robert Butler, Head of Learning, CIF, and says he was very supportive of the concept.

"The support we received from CIF generated much goodwill among their industry partners," she explains, "and I'm delighted that our working relationship with the CIF has continued with Dermot Carey and Construction Safety Week in recent years."

WORKSHOP DEVELOPMENT

Annette Tierney explains that the development process for a programme requires meticulous research.

"We put a lot of time into the production and the design of each play or programme," she says. "What we present in a workshop has to really resonate with participants and challenge their thinking. The theatrical context that we devise for each programme enables hands-on exploration of the drivers that influence culture. Our work in leadership and performance management relies on a collaborative approach with our clients, as programmes in this area are generally bespoke."

She continues, "In behavioural safety, our programmes typically illustrate the causal factors around an incident, either bespoke to a client or based on an incident in the public domain. So, research here includes incident reports or HSA investigations, to allow exploration of relevant human factors during workshops. Our approach requires a contemporary knowledge of the working world of our intended participants, a detailed approach to writing and design, and



Annette Tierney, founder and Managing Director, Theatre at Work.

in-depth preparation for our cast of actors and the delivery team."

In recent years, this process has evolved to employ theory and tools to ground Theatre at Work's theatre-based methods and consolidate learning for participants.

She explains that they reference the work of thought leaders and contemporary psychologists such as James Reason, Daniel Kahneman, Edgar Schien and Eric Berne.

"Importantly, we weave this theory into our programmes, using everyday language and terminology."

ON STAGE

Theatre at Work's first safety programme was called 'The Mousehole'. It illustrates a tragic incident that occurred offshore and explores individual responsibility for safety and

intervention or safety conversations. This play has now been delivered to organisations all around the world, including many firms in Ireland. The interactive format used provided inspiration for a host of further programmes, which are designed for different target groups or around various themes.

"Last year, we launched a suite of bespoke programmes for the construction industry. These looked at lifting operations or working at height, working with hazardous materials, vehicle safety, as well as mental health in construction," Annette Tierney explains. "We delivered the mental health programme 'Out of Sight' for groups working with Collen Construction during Construction Safety Week last year and have further plans for this in 2020."



Theatre at Work presents real incident scenarios that delve deep into the human psyche.



Audience interaction is a central part of the engagement process for the Theatre at Work team.



Performances have been organised in many locations, including CIF head office.

“We try to create programmes that deal with current challenges, and always have new pieces in development.”

AUDIENCE REACTION

Speaking about audience reaction and the impact of the workshops, Annette Tierney explains that participants tend to enjoy the interactive nature of the programmes and are often surprised by the impact of the stories.

“The stories we tell are often those of real people, who also believed it would never happen to them. Our approach allows in-depth analysis of why it happened and what could have prevented it.

“I was recently delighted to read what one participant wrote about one of our shows, ‘I got more from a three-hour workshop with Theatre at Work than from all the classroom-style health and safety training I have received in the preceding 12 years in

“ WE TRY TO CREATE PROGRAMMES THAT DEAL WITH CURRENT CHALLENGES, AND ALWAYS HAVE NEW PIECES IN DEVELOPMENT. ”

the business.’ This response is representative of much of the feedback we get, and we are delighted that our work is received in some quarters in this way.”

PRODUCTION TEAM

The team required to run a Theatre at Work workshop can range from three to 10 people, depending on which production is delivered.

“Most programmes require three to four team members, comprising one lead facilitator and two actors, in order to bring things to life and illustrate the complexities of human behaviour and organisational dynamics,” Annette Tierney explains. “We have had the pleasure of delivering workshops for clients in all sorts of locations, from hotel conference rooms to site canteens, from CIF head office to car parks; nothing is out of reach.”

Looking at what is next for Theatre at Work, Annette Tierney says, “Each year, myself and the small team of talented practitioners that make up Theatre at Work find ourselves trusted and privileged to take on new subject areas for our clients. In the coming year, we will continue developing and delivering workshops, and simply hope to have a positive impact, remaining grateful for the continued support we receive,” she concludes. **C**

To learn more about Theatre at Work, call 01 551 5984, email office@theatrework.ie or visit www.theatrework.ie

RACHEL CLARKE ELECTED MBCA PRESIDENT

The AGM of the Master Builders' and Contractors' Association (MBCA) took place on Wednesday 20th November in CIF headquarters, Dublin. At the meeting, Rachel Clarke, Operations Director, MJ Clarke & Sons Ltd, was elected as president of the association. She succeeds Tommy Drumm, Managing Director, Colleen Construction. Mick Flynn, Chief Operations Officer, Flynn, was elected as senior vice president.

Unfortunately, Rachel Clarke was unable to attend the AGM, due to an accident from which she was recovering.

Outgoing president Tommy Drumm wished her a speedy recovery and expressed his thanks to Martin Lang, Director, Main Contracting, CIF; Alison Irving, Executive, Main Contracting, CIF; Denise Tuffy, Administrator, Main Contracting, CIF; for their support and assistance to the MBCA executive council during the term of his presidency.

"Our thoughts are with Rachel, and we hope she has a speedy recovery. I am delighted that Rachel will succeed me as president. I wish her all the best in her term. I would also like to thank Martin Lang, Alison Irving and Denise Tuffy for their ongoing support to the MBCA executive council." **C**



Tommy Drumm, outgoing President, MBCA, and Martin Lang, Director, Main Contracting, CIF.



Tommy Drumm, outgoing President, MBCA, and Richard Tracey, past President, CIF.



Rachel Clarke, incoming President, MBCA.



MBCA executive council and staff.



Attendees at Sean Clifford's retirement event.

SEAN CLIFFORD RETIRES AS KERRY BRANCH CHAIRMAN

There was a big turnout to mark the retirement of Sean Clifford when the CIF Kerry Branch chairman retired in December.

Sean Clifford served as chairman of the Kerry Branch for over 17 years. Pat Lucey, President, CIF; Tom Parlon, Director General, CIF; and Conor O'Connell, Regional Director, Southern Region, CIF; as well as many branch members, friends, colleagues and family, were present at a special function to pay tribute to Sean's many years of service to the industry in Kerry and nationally.

Conor O'Connell said, "Sean served as the Kerry Branch chairman, national executive representative and IHBA representative since 2002. He is a highly regarded figure both

locally and nationally and was responsible for building such projects as the Killarney Park Hotel and Sneem Falls Hotel in Kerry. I wish him every happiness in his retirement."

Sean Clifford is succeeded by John Flynn, JF Flynn Construction Ltd, as Kerry Branch chairman, with Sean Pierce, HP Construction, taking up the role of vice-chairman

Pat Lucey remarked on Sean's many years of service, which he said was exceptional, before speaking about the high regard members at the national executive have for Sean.

Dominic Doherty, the immediate past president of CIF, also attended the evening, as well as former CIF director Joe O'Brien.

Tom Parlon wished Sean well in his retirements and said that his contributions at national and local level would be sorely missed. **C**

ARKEN CONSTRUCTION DONATES €1,000 TO PIETA HOUSE WEST

During Construction Safety Week 2019, Arken Construction was instrumental in helping CIF organise a mental health and wellbeing briefing with Pieta House and Donegal HSE representatives at the Sligo Park Hotel.

Following the briefing, Arken Construction wanted to make a meaningful contribution to assist Pieta House with its work in the area. Stephen Clancy, Director, Arken Construction, presented Sinead Rafferty, Centre Manager, Pieta House West, with a cheque for €1,000 in November at an event in Pieta House West.

Justin Molloy, Regional Director, Western and Midland Region, CIF, said, "CIF has become acutely aware of the mental health and wellbeing of workers over the past number of years, and works with charities such as Pieta House, which are instrumental in assisting people with their wellbeing. Arken Construction's donation to Pieta House is a wonderful gesture of goodwill." **C**



L to r: Justin Molloy, Regional Director, Western and Midland Region, CIF; Stephen Clancy, Director, Arken Construction; Sinead Rafferty, Centre Manager, Pieta House West; and Margaret Tierney, Pieta House.

WORKER WELLBEING FUNDAMENTAL TO SAFETY PERFORMANCE

SEAN MURPHY reports from the CIF Health and Safety Summit 2019.

The CIF Health and Safety Summit 2019 at Croke Park, with the theme 'Driving a Positive Health and Safety Culture in Ireland's Growing Construction Sector', was attended by over 200 health and safety professionals from across the industry.

Speakers at the summit included Frank Kelly, Construction Director, Walls Construction and Chairman, CIF Safety, Health and Welfare sub-Committee; Brian Kraus, Global Service Lead for Safety Services, ERM; Michael McDonagh, Senior Inspector, HSA; Tom Parsons, BeyondZero Culture Manager Europe, Jacobs Engineering; Paul O'Brien, Design Services Manager, Gas Networks Ireland; Steve Morris, Personal Safety Division, 3M; and Darren Gavin, Corporate Relationship Manager, Laya Healthcare.

COLLABORATION FOR SAFETY

In his opening address, Frank Kelly, Chairman, CIF Safety, Health and Welfare sub-Committee, said that the summit took place off the back of another hugely successful Construction Safety Week, which showed how good the sector is at collaborating to effect positive change.

"The success of Construction Safety Week is only as a result of the cross-sector involvement, but we as an industry must remain ever vigilant about safety in all areas."

He welcomed senior representatives from the HSA to the summit saying, "Our committee enjoys a proactive and collaborative relationship with the HSA. We welcome the positive learnings that come from the inspections and general work carried out by the HSA and the ability as an industry to engage meaningfully."

He also welcomed the increased focus in the sector on the wellbeing of workers.

"Wellbeing has been given a hugely increased focus in the sector. This is an extremely important aspect of safety and welfare. In my view, it, in some way, assumes that we have cracked the fundamental basics of safety performance."

CONSTRUCTION-RELATED FATAL ACCIDENTS

The chairman referred to the publication of the HSA's 'A review of Construction-related fatal accidents in Ireland 1989 – 2016', which sets out that between 1989



L to r: Micheál O'Connor, Jacobs Ireland; Paul O'Shea, Ashview Consultants; Frances McArdle, Height for Hire; Brian Byrne, Cleary Doyle Construction Ltd; and Tom Parsons, Jacobs Engineering.



Brian Kraus, ERM.

and 2016, a total of 1,616 work-related fatal accidents were reported to the HSA, of which over a quarter (338) involved the construction sector. The single most common cause of fatal accidents in both the 'construction sector' and 'non-construction businesses engaged in construction' was falling from a height; 40% of all deaths in the construction sector, and 49% in non-construction businesses engaged in construction. Other significant causes of fatal accidents include: losing control of a vehicle; being struck by or crushed by a vehicle; being hit by a falling object; trenches collapsing; electrocution; or drowning.

SAFETY LEADERSHIP

In his presentation, Brian Kraus, ERM, said that surveys revealed that leadership engagement is seen as the most effective way to drive safety improvements in safety performance.



Frank Kelly, Chairman, CIF Safety, Health and Welfare sub-Committee.

Tom Parsons, BeyondZero Culture Manager Europe, Jacobs Engineering, and Mayo footballer, said that construction is not exempt from issues of mental health. He noted the different values that make up a fulfilled life, such as family, careers, passions and personal growth. He said that this enables people to live healthy lives.

A series of round table discussions in the afternoon session addressed subjects such as: 'Stress management in the construction industry'; 'BIM for health and safety in construction'; 'How to prevent heavy lifting injuries in construction environments'; and 'Health and safety training for non-English speaking workers'.

The CIF Health and Safety Summit 2019 was chaired by Paul O'Shea, Managing Director, Ashview Consultants.

The CIF would like to thank Topcon, 3M and Gas Networks Ireland for their sponsorship of the CIF Health and Safety Summit 2019. **C**

CSPAC AWARDS 2019 RECOGNISE EXCELLENCE IN SAFETY INNOVATION

The CSPAC Awards 2019 were recently presented to the winners at the Annual Forum of the Construction Safety Partnership Advisory Committee (CSPAC), which was held at CIF headquarters, Dublin.

This year's award winners were

- Keating Construction – CSPAC Innovation in Safety in Design Award
- Kiernan Structural Steel Limited – CSPAC Innovation in Safety in Construction and Maintenance Award
- Collen Construction – CSPAC Innovation in Safety in Products and Services Award.
- Daniel Fowkes (Collen Construction) – CSPAC Construction Representative of the Year.

The CSPAC Innovation in Safety Award recognises exemplary performance or innovation by individuals, organisations and product suppliers, along with health and safety-related themes that can benefit the construction industry. There must be a transferable benefit that can be utilised and understood by other members within the industry.

The CSPAC recognises the importance of the role of the construction safety representative and is proud to sponsor an award of €500, and award a Certificate of Recognition, for the construction safety representative who has demonstrated an outstanding contribution to improving safety and health on a construction site in the past year.



The winner of the award for 2019 was Daniel Fowkes of Collen Construction, who has shown a solid understanding of health and safety aspects in his organisation and is committed to continuously improving his knowledge and understanding of how to promote health and safety among his fellow workers. He also demonstrated a strong commitment towards the implementation of the ISO: 45001 accredited safety management system operated by Collen Construction, and is often the top contributor to Collen's 'Good Safe' initiative, which can be directly attributed to a reduction of accidents and near misses on sites. **C**

CIF SOUTH EAST BRANCH DONATES TO SOUTH EAST SIMON COMMUNITY

CIF South East Branch chairman John O'Shaughnessy recently presented a cheque of €1,000 to the South East Simon Community. The money was donated from funds raised from ticket sales for the CIF South East Construction Dinner, which takes place on 7th February next in the Tower Hotel, Waterford.

Harvey Kinsella, Fundraising Development Officer, South East Simon Community, commented "On behalf of all the staff and service users of South East Simon Community, I want to sincerely thank the CIF for its incredibly generous donation of €1,000. This money will go directly towards offering vital services and supports to vulnerable men and women across the south-east, providing them with a pathway out of homelessness. Our services are stretched to capacity at the moment, so CIF's support is hugely appreciated."

The CIF South East Construction



L to r: John O'Shaughnessy, Chairman, CIF South East Branch, presenting Harvey Kinsella, South East Simon Community, with a cheque of €1,000 raised at the CIF South East Construction Dinner, with Ronan O'Brien, Executive, Southern Region, CIF.

Dinner is the premier social event for the construction industry in the south-east region. This black-tie event is open to all construction-related companies with tickets costing €90. **C**

Anyone interested in attending the CIF South East Construction Dinner can contact CIF Southern Region executive Ronan O'Brien on Tel: 021 435 1410, or email: robrien@cif.ie

A STRONG CONSTRUCTION SECTOR FACING 2020 CHALLENGES WITH RENEWED CONFIDENCE

The MBCA Annual Dinner recently took place at the Clayton Hotel Burlington Road, Dublin. **ROBBIE COUSINS** reports.

During his address to the annual MBCA Annual Dinner, Tommy Drumm, President, MBCA, spoke about the fragility of the global economy and international political tensions leading to greater levels of uncertainty. But he said that while there are challenges for the construction industry, there are also many opportunities.

He cited the historic cyclical nature of construction, the ongoing disconnect between Dublin and the rest of the country, Brexit, public procurement and the fair distribution of risk, and demolition and waste management, as examples of

the challenges being faced by the industry, but said steps were being taken by CIF and MBCA to address some of these.

OVERCOMING CHALLENGES

"A number of important steps have been taken to help lessen the cyclical nature of the construction industry," he said

"A delegation on behalf of the CIF, which included MBCA representatives, made a pre-budget presentation to the Minister of Finance. The Minister undertook to deliver multi-annual budgets, and this will help if adhered to."

He said that the Government's long-term plans under 'Building Ireland 2040'



Tommy Drumm, President, MBCA.

and the introduction of the Construction Sector Group (CSG) are also helping to bring greater certainty of direction. But there must be a timely release of projects to meet the goals set out in Building Ireland 2040.

"While we expect the CSG to give the sector a voice, our members are still relying on deliverables. Central to the success of these plans is the Project Tracker for increased transparency around investment in construction. If we are to tackle the divide between Dublin, for example, and the rest of the country, our members need to see this in circulation, and they have requested that the proposed minimum project value of €20m be reduced to reflect the smaller scale of projects outside of Dublin."

POSITIVE OUTLOOK FOR 2020

He added that despite the uncertainty about Brexit, the sector remains strong.

"The construction sector has remained strong, and there is a positive outlook into 2020, with a good pipeline of work across all sectors, and residential showing increased growth."

PUBLIC WORKS CONTRACT

Addressing building contracts that define the relationship between client and contractor, Tommy Drumm said that the best relationships are based on trust, and this is no different in construction.

"While the temptation may be there to allocate major risk to the contractor, the adverse consequences need to be understood. Failure to equitably share the risks between the parties can make projects financially unviable and is most likely to



L t r: Paul Carmody; Tommy Drumm, President, MBCA; Seamus Duggan; and Cormac Smith, with commemorative pins to mark their respective presidencies of the MBCA.



L to r: Neil Collen, Chairman, Collen Construction; Tommy Drumm, President, MBCA; Doug Mouton, special guest speaker; and Tina Marie Millican.



L to r: Kieran Masterson; Paul Carmody; Tommy Drumm, President, MBCA; John Curtin; and Donal Winters, with commemorative cufflinks to mark their contributions to MBCA work during 2019.

lead to prolongation, resource wastage and in the end, dispute. This is nowhere more apparent than the Public Works Contract.

"The Minister for Public Expenditure and Reform announced on 21st March last the launch of the Medium-Term Strategy for the Procurement of Public Works Projects. No doubt this is welcome, particularly in relation to price variation and costs in arbitration."

PRESENTATIONS

The current MBCA president concluded his speech by presenting commemorative pins to recent past presidents of the

MBCA, Paul Carmody, Seamus Duggan and Cormac Smith, to acknowledge their hard work and dedication to the MBCA.

Tommy Drumm also presented MBCA cufflinks to a number of members, in recognition of their contribution to the MBCA during the course of 2019. Presentations were made to Donal Winters, Paul Carmody, John Curtin and Kieran Masterson.

At the end of the evening, a special presentation was also made to Martin Lang, Director, Main Contracting, CIF, and Secretary of the MBCA, to mark his upcoming retirement in April next and to

thank him for his dedication and work on behalf of the MBCA.

SPECIAL GUESTS

RTE Radio One presenter Shay Byrne was the MC for the evening. The after-dinner speaker was Doug Mouton, General Manager for Global Datacenter Construction, Microsoft; and comedians Barry Murphy and John Colleary provided the evening's entertainment.

Special guests at the dinner included David O'Brien, Chairman, Government Construction Contracts Committee, Office of Government Procurement; Pat Lucey,



L to r: Joseph Little, TU Dublin; Sionáinn McLaughlin, award winner; Mark Mulville, TU Dublin; Tommy Drumm, President, MBCA; Gerard Reid, award winner; Aoife Morris, award winner; and William Long, award winner.



Martin Lang, Director, Main Contracting, CIF.

President, CIF; David Browne, President, RIAI; Kathryn Meghen, CEO, RIAI; Paul Sexton, Vice Chairman, Institute of Structural Engineers; and John Sweeney, Chairman, Dublin Branch, CIOB.

IVAN WEBB SCHOLARSHIP AWARDS

Before the event, the Ivan Webb Scholarship awards were presented to students of the School of Surveying and Construction Management at TU Dublin. The winners were:

- Sionáinn McLaughlin – Full-Time Construction Management Award
- Stacey Conroy – Part-Time Construction Management Award
- Aoife Morris – Full-Time Quantity Surveying Award
- William Long – Part-Time Quantity Surveying Award
- Gerard Reid – Construction Site Management Award. **C**

IRISH CONTRACTORS HAVE TOP SAFETY RECORD ON MICROSOFT PROJECTS

The MBCA was delighted to have Doug Mouton, General Manager for Global Datacenter Construction, Microsoft, as its keynote speaker at its 2019 annual dinner.

In a presentation entitled 'Microsoft Datacenter Construction', Doug Mouton offered insights into the fundamentals of the development process for Microsoft data centres around the globe. He explained why Irish builders, engineers and cloud computing specialists would continue to have an integral role to play in the future of Microsoft in Ireland and around the world. He also outlined the central role worker safety has in all of the company's operations, and highlighted that Irish contractors working with Microsoft have an exemplary safety record.

Doug Mouton started by explaining that Microsoft's mission is to 'empower every person and every organisation on the planet to achieve more'.

Microsoft has 55 azure regions or linked collections of data centres, comprising 160-plus data centres with more than 4 million machines and a total of one million miles of fibre.

He said that Microsoft, which has a 30-plus year history in Ireland, chooses to stay in Ireland because the country has a highly successful €7bn data centre industry, and that Irish cloud computing workers are in



Doug Mouton, General Manager for Global Datacenter Construction, Microsoft.

high demand across the globe.

"Microsoft's data centre development in Ireland in the past two years is equal to what it built in the previous nine years," he explained. "At this point, Microsoft has enough power cable installed in Ireland to go from Dublin to Cork four times, and enough fibre cable to go from Dublin to London 2.5 times."

He added that Microsoft data centres have used enough concrete to fill the area of Croke Park's pitch up to a height of 15 feet.

However, the statistic that has impressed Doug Mouton and the management team at Microsoft most is the safety record of Irish contractors working on Microsoft sites.

"We measure safety in the US by asking, 'If you had 100 people and they work all year long, how many of those people will have to see a doctor because of the work they do?'" he explained. "The commercial construction industry in the US has about 3.2 people per hundred who need to see a doctor. The average Microsoft programme has 0.8 per hundred. But, the average Irish contractor that works with Microsoft has an average of 0.5 per hundred. On some sites, we have incidences of Irish builders that have worked over two million hours with less than 0.2 per hundred workers needing a doctor.

"What you guys [Irish contractors] are doing is helping to shape how we build globally, and we want to work with you to drive that figure further towards zero.

He closed by saying, "I believe that this fourth industrial revolution can be a long-term concern, where we build well and build safely. I think we have the opportunity to learn from history and other industries, apply those learnings and new technologies, and make sure that everyone goes home from our sites safely." **C**

92% OF IRISH FIRMS EMPLOY FEWER THAN TEN PEOPLE

ROBBIE COUSINS reports on the Alliance of Specialist Contractors Association's 'Sustaining Success in Specialist Contracting' seminar.

The Alliance of Specialist Contractors Association (ASCA) seminar 'Sustaining Success in Specialist Contracting', which took place in November at the Castleknock Hotel, Dublin, included a broad range of workshops from industry experts on addressing the challenges of managing a small- to medium-sized construction business successfully. Key subjects included, How to get paid; Building Control Regulations certification; Measuring work and how to price a job; Tackling your contract and what to look out for in your contract; Winning work and how to tender; and The gap between design and design responsibility – all of which are subjects regularly addressed at ASCA meetings.

The keynote speaker for the seminar was businessman Sean Gallagher. In his presentation, he said that he saw subcontractors as SMEs and entrepreneurs. He said being an entrepreneur can be very isolating because most find that they cannot discuss their problems with friends, family or those they work with, for fear of worrying them.

"It is important for ASCA members to come together for occasions like this so you can take comfort from the fact that the other people in the room face similar challenges to you," he explained. "The most important thing to take out of today is the shared learning that you will get, not just from the seminar, but also and most importantly, from your peers."

He said that 95% of businesses in Ireland are SMEs and that 92% of companies in Ireland employ fewer than 10 people.

"If we want a mature society that is stable economically and socially, we need to build roads to get to work on and schools for our young people. We need to build hospitals for those who are sick,



Tony O'Brien (left) is presented with a commemorative medal by Danny Murphy, Chairman, ASCA, (right), to mark his long years of service as chairman of the Association.



Gillian Ross, Executive, Specialist Contracting, CIF; Sean Gallagher, keynote speaker; and Sean Downey, Director, Specialist Contracting, CIF.

and we need a welfare system that protects those that can't work," he added. "But who will pay for all that? The people who create the wealth to pay for that are the SMEs of this country and small business owners who get up every day and show courage and ingenuity and employ people. SMEs are the lifeblood of this country."

In his speech, Danny Murphy, Chairman, ASCA, said, "We, as specialist contractors, need to be always ready for the impact external changes may have on our businesses. By attending this seminar, you have taken the first step in protecting your business. However, I call on you to take the next step and become an active member of ASCA and CIF, and to work together to help to sustain this industry."

Danny Murphy made a presentation of a commemorative medal to his predecessor as ASCA chairman, Tony O'Leary, to mark his long service to the industry. He said, "Tony has headed up ASCA since

2004 and has been a great servant to the subcontractors in the construction industry by leading in the good times and the turbulent years with unwavering dedication and commitment."

Workshops across the morning were given by Keith Kelliher, Kelliher & Associates; Kevin Sheridan; Gerry O'Sullivan, Mulcahy McDonagh Partners; Larry Fenelon, Leman Solicitors; Ross Carthy, Keystone Procurement; and Noel Larkin, Noel Larkin & Associates.

ASCA would like to thank MCM Insurance for their sponsorship of the seminar. MCM Insurance offers an Affinity scheme for the scaffolding and the roofing and cladding associations. **C**

If you would like to learn more about the work of ASCA, contact Gillian Ross, Executive, Specialist Contracting, CIF, at Tel: 01 406 6059, or email gillianr@cif.ie

CONCERNS RAISED ABOUT SHD SCHEME AT IHBA WORKSHOP

The Irish Home Builders Association (IHBA) recently hosted its latest members' workshop at CIF headquarters in Dublin.

Guest speakers included Colin Ryan, Department of Housing, Planning and Local Government, (DoHPLG), who spoke about the Strategic Housing Development (SHD) scheme; Mark Stewart, ESB Networks; and Tadhg O'Connor, Irish Water.

Presentations were also made by James Benson, Director, Housing, Planning and Development, CIF and Lorraine Hosty, Executive, Housing Services, CIF.

In his presentation, James Benson addressed the latest updates in Planning and Building Regulations, such as the most recent amendments to Building Regulations Parts L (Conservation of Fuel & Energy – Dwellings; F (Ventilation); B (Fire Safety; and, C (Site Preparation & Resistance to Moisture).

James Benson also addressed the requirements for waste management introduced under Article 27 of the European Communities (Waste Directive) Regulations.

Lorraine Hosty updated members on current housing activity levels together with financial lending statistics.

In his closing remarks, Neil Durkan, Chairman, IHBA, said that the IHBA would be meeting with representatives from the DoHPLG in the near future to



L to r: Tadhg O'Connor, Irish Water; Mark Stewart, ESB Networks; James Benson, Director, Housing, Planning and Development, CIF; Lorraine Hosty, Executive, Housing Services, CIF; and Neil Durkan, Chairman, IHBA.

get clarification on issues raised by IHBA members regarding SHD.

Discussing Article 27 requirements, he advised members of the importance of transparency and traceability and advised them to record information in detail where they are moving materials.

"You may be asked for that information by a local authority at any time, and you should have it to hand."

He added, "IHBA workshops afford housebuilders, Government bodies, utilities

and other service providers the opportunity to come together to discuss and resolve issues of concern. We would welcome the opportunity to meet with Irish Water representatives to discuss issues raised at this workshop around service response times, and move towards resolving these in due course."

He concluded by thanking all the speakers for their time and valuable input to the workshop. **C**

CIF AGM 2019 TAKES PLACE

The Construction Industry Federation's Annual

General Meeting (AGM) took place on 26th November at CIF headquarters in Dublin. In attendance were Pat Lucey, CIF President, CIF directors, and presidents and chairpersons of CIF construction industry representative bodies and CIF sub-committees. **C**



L to r: Hubert Fitzpatrick, COO, CIF; Pat Lucey, President, CIF; and Tom Parlon, Director General, CIF; at the CIF AGM.

INDUSTRY NEWS



L-r: Pat O'Doherty, CEO, ESB, and Chairman, Apprenticeship Council; Brendan Kearns, Training and Off-Site Prefabrication Director, Designer Group (Joint winner – Generation Apprenticeship Employer of the Year, Large Business category); and Dr Mary-Liz Trant, Executive Director, Skills Development, Solas.

APPRENTICESHIP COUNCIL CHAIRPERSON SAYS THERE IS AN UPSURGE IN APPRENTICE APPLICATIONS

The inaugural Generation Apprenticeship Employer of the Year Awards, which recognise the contribution employers make to the national apprenticeship system, took place recently, and a number of CIF members featured. Overall there were 54 nominees, with five awards being handed out.

The winners were:

- Designer Group and J&J Vision – Large Business category;
- C-Mac Electrical and CDS Architectural Metalworks – SME Business category; and,
- Aiken Insurance – Micro-Business category.

Speaking at the awards, Pat O'Doherty, CEO, ESB, and Chairman, Apprenticeship Council, said "Apprenticeship is finding its place in more Irish industries, from finance to ICT and logistics, but making apprenticeship work in industry sectors that have never used apprenticeship as a pipeline before is critical. We have already made great progress with over 1,000 employers now taking on apprentices on new programmes introduced in the last three years. With highly paid roles across established and new industry sectors apprenticeship is meeting the training needs of jobs such as data analysts, aviation engineers, software developers, chefs and many more."

Backed by over 5,000 employers, Government and industry consortia, Generation Apprenticeship is driving a completely new model of flexible industry-led development. "Numbers tell a story and there has been an upsurge in applications for apprenticeship roles," Pat O'Doherty continued. "The average age of applicants is also increasing with people of all backgrounds, career changers and school-leavers, completing their chosen award."



L to r: Ger Crowdle, Director, CDS Architectural Metalworks (Joint winner – Generation Apprenticeship Employer of the Year, SME Business category); Martin Stapleton, Director, CDS Architectural Metalwork; and Pat O'Doherty, CEO, ESB, and Chairman, Apprenticeship Council.

CONSTRUCTION WINNERS

Designer Group, which won in the Large Business category, was viewed by the judges as an exemplar in national apprenticeship training. It has been a longstanding employer of apprentices across a range of programmes, and currently has 170 apprentices employed.

C-Mac Electrical won an award in the SME Business category as judges saw that from the moment that apprentices join the contractor, they are supported by a structured and innovative programme of training, and throughout their time with the company they have access to cutting-edge skills, knowledge and experience.

CDS Architectural Metalworks, the other award winner in this category, stood out for the contribution it makes to its region and for promoting apprenticeship as a talent pipeline. **C**

MARK FLANAGAN APPOINTED KIRBY MANAGING DIRECTOR

After eight years of continued growth, providing mechanical and electrical (M&E) engineering and construction services for local and international clients, Kirby has announced two key management progressions.

Jimmy Kirby, who led the development of Kirby as strategy director from 2011 to 2015, and subsequently as managing director, has moved to the role of executive chairperson. During this time, the business has grown from an annual turnover of €60m to €240m and now directly employs over 900 people.

Jimmy Kirby will continue to lead areas of the business for key clients and as executive chair, will guide the formulation and development of strategy and organisational capability.

Mark Flanagan, who as group operations director successfully led the development of the company's operations team over the last eight years of growth, will progress to the role of managing director.

Mark Flanagan has innovatively led



Jimmy Kirby, Executive Chairman, Kirby, and Mark Flanagan, Managing Director, Kirby.

the development of the 'Kirby Way', lean processes and the creation of the 'Kirby Academy'. He is passionate about continuously delivering value to clients and developing strong partnership-based

relationships. He takes on the responsibility for the overall performance of the company and will lead the group through its next phase of capability development and growth. **C**

SISK APPOINTS THREE NEW COO'S



Donal McCarthy, COO, Ireland and Europe, Sisk.

John Sisk & Son, with extensive operations across Ireland, the United Kingdom and mainland Europe, has announced that it is to reorganise the business into three primary operating divisions: Ireland & Europe, UK & Civils, and Construction Services, to align its structure with its strategy. The reorganisation, which became effective from 1st January 2020, sees the appointment of three new chief operations officers (COOs).

Donal McCarthy has been appointed



Mark McGreevy, COO, Construction Services Business, Sisk.

COO for Ireland and for all business sectors in Europe. Donal will also retain his role as managing director for Ireland East.

Mark McGreevy has been appointed COO for Sisk's Construction Services Business, including Sisk Living, Sensori FM, Vision Built and Strategic Projects. He will also retain his role as commercial director for the group.

Paul Brown has been appointed COO for the UK Business and Civils across the company. He will also retain his role



Paul Brown, COO, UK Business and Civils, Sisk.

as managing director for the UK Civils business.

Commenting on the reorganisation and COO appointments, Stephen Bowcott, CEO, Sisk, said, "The reorganisation will enable the continued success of our business over the next number of years. I look forward to working with Donal, Paul and Mark, and the broader management team as we continue to grow and develop Sisk." **C**

HENRY SCANLON APPOINTED CIVIL ENGINEERING DIRECTOR AT JOHN PAUL CONSTRUCTION

The board of John Paul Construction has announced the appointment of Henry Scanlon as civil engineering director.

Henry Scanlon, who has been an associate director at John Paul Construction since 2007, has overseen a broad range of major civil engineering contracts on behalf of the company.

Speaking about the appointment, Eamon Booth, Managing Director, John Paul Construction, commented, "Henry has played a key role in leading the civil engineering division at associate director level since 2007, successfully delivering multiple public and private sector projects, including bridge and roads works, flood relief schemes and major data centre, energy and airport infrastructure projects.

"Henry's appointment will ensure the future development and growth of the strategically important civil engineering division within the company." **C**



Liam Kenny, Deputy Managing Director; Henry Scanlon, Civil Engineering Director; and Eamon Booth, Managing Director, John Paul Construction.

CONSTRUCTION BEGINS ON KILDARE CENTRE FOR YOUNG ADULTS

Cleary Doyle Construction recently completed contract signing with Homeless Care CLG and began work at Jigginstown House in Bundle of Sticks, Naas, Co Kildare, on the conversion of outbuildings into 12 apartments, and the conversion and extension of a farmhouse building into a communal centre to train young adults leaving State care to live independently in the community.

Homeless Care CLG is a charity founded by local business people in 2014, following an appeal on national radio by a Naas-based social care worker to help young adults leaving State care at the age of 18, and at risk of homelessness. The goal of the charity is to offer supported living accommodation and to teach life skills that will help young people aged 18 to 25 to progress to independent living.

In June 2015, the charity identified Jigginstown House as a suitable property and applied for Capital Assistance Scheme (CAS) funding. With funding approval, the property was purchased in September 2016. Following surveying and an additional application, further CAS funding was applied for and approved in May 2017.

The centre will comprise 12, 40-sq m apartments in outbuildings with a



The contract signing for the Homeless Care CLG Residential Care facility at Bundle of Sticks, Naas. Standing, l to r: Paul Meskell, Carron & Walsh QS; Pat Lucey, President, CIF; Tim O'Connell, Director, Homeless Care CLG; John Walsh, Moloney & Walsh M&E Building Services; and Denis Carron, Carron & Walsh QS. Seated, l to r: Ronan Clarke, Clarke Consultants; Brian Byrne, Cleary Doyle Construction; John Cradock, Chairman, Homeless Care CLG; and John Delaney, Clarke Consultants.

farmhouse consisting of reception, kitchen, meeting rooms and a communal room, as well as accommodation for two social care workers.

John Cradock, Chairman, Homeless Care CLG and Managing Director, John Cradock Ltd, advised that Homeless Care CLG will grant a license to an established homeless care charity for the management and running of the facility.

"While it has been a complex journey, the

clear vision remains, which is to help some of the most vulnerable in our community in a caring, kind and supportive environment," he said. "Homeless Care CLG is also grateful to the CIF for its offer of support for the project with the refurbishment and extension of the farmhouse, which is not part of the funding allocation from the Department of Housing, Planning and Local Government." **C**

ARDMAC APPOINTS ALAN COAKLEY AS GROUP COO

Ardmac has announced the appointment of Alan Coakley as chief operations officer (COO) of Ardmac Group. Ardmac directly employs over 300 people across Ireland, the UK and Europe, and provides specialist construction services to the commercial fit-out, biotech and data centre sectors.

Moving from his previous role as managing director of Ardmac, Alan Coakley will take up the new central position as COO of the company to facilitate the continued growth of the business, both domestically and internationally, and to oversee various business improvement initiatives.

A native of Dublin, Alan Coakley joined Ardmac in 2013 as group operations director, where he progressed to managing director while leading the main contracting, microelectronic and pharmaceutical teams at Ardmac.

With over 36 years' experience in the construction industry, he began his career as a quantity surveyor and progressed through project management and contracts management roles in Ireland and the UK. He holds chartered memberships of the CIOB, SCSi and RICS.

Ronan Quinn, CEO, Ardmac,



Alan Coakley, COO, Ardmac Group.

commenting on the appointment, said, "I am delighted that Alan has taken up this new important role of COO. Alan has been instrumental in the growth of our business since he joined the company, and in this new role we will support him in his endeavours to achieve our vision to be the contractor of choice for clients and the workplace of choice for great people."

Ardmac recently won the 'Customer Experience Award' at the Lean Business Ireland Awards. The Lean Business Ireland Awards recognise and celebrate enterprise excellence achievements in Ireland, commending companies that demonstrate excellence in their strive towards a competitive operation. **C**

CONCERNS ABOUT INCORRECT DESIGN AND INSTALLATION OF METAL ANCHORS IN STRUCTURES

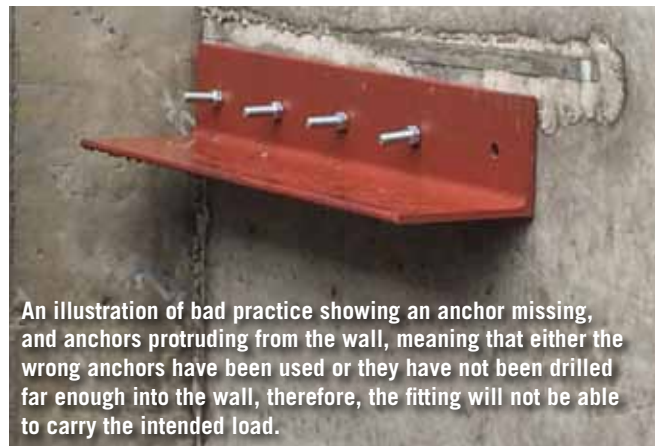
Precast concrete suppliers have raised concerns regarding the incorrect design and installation of metal anchors in building structures.

Incidents have occurred in the recent past involving the inadequate fixing of steel angles with anchors to in situ concrete walls, according to the Irish Concrete Federation (ICF). These steel angles perform an important role in supporting a precast unit, such as precast stairs, landings and floors in buildings.

In most cases, the builder is responsible for the supply and installation of these steel angles and anchors. If the correct anchors are not used, or there is not adequate supervision and management of the installation process, the fixing could fail, potentially resulting in a collapse of the precast element.

"The competency of the anchor bolt installation crew is critical because incorrectly fitted anchors are extremely difficult to identify before the installation of precast elements," warns Gerry Farrell, CEO, ICF. "This is because, once installed, it is impossible to determine the embedment depth of the anchors in the concrete wall. Therefore, the site management team must ensure that the anchor bolt installation crew are competent in carrying out their duties. Training on the correct installation of anchor bolts is available from suppliers of anchor bolts. Safety audits on construction sites should encompass the correct design and installation of anchors."

To prevent a serious accident occurring, it is essential to ensure that all anchors are correctly designed and installed for the required loads. In 2017, the Health and Safety Authority (HSA) published an amended code of practice entitled 'Code of Practice for the Design



An illustration of bad practice showing an anchor missing, and anchors protruding from the wall, meaning that either the wrong anchors have been used or they have not been drilled far enough into the wall, therefore, the fitting will not be able to carry the intended load.

and Installation of Anchors', in accordance with Section 60 of the Safety, Health and Welfare at Work Act 2005. This code of practice aims to provide practical guidance to designers, specifiers and installers of metal anchors on the requirements and prohibitions set out in the relevant statutory provisions. The code of practice came into operation on 1st May 2017.

The code of practice, which is available on the HSA's website, contains examples of the recommended forms for the design and installation of anchors. These forms, FM 01, FM02 and FM03, should be completed and available when the anchor installation is completed and before the precast elements have been installed. **C**

FOR YOUR DIARY

Helping you plan ahead

JANUARY

Monday 13th, 4:00pm-6:00pm CECA EXECUTIVE COMMITTEE MEETING

Location: CIF, Construction House, Canal Road, Dublin 6
Contact: Denise Tuffy
Tel: 01 406 6000, Email: dtuffy@cif.ie

Tuesday 14th, 11:00am EXECUTIVE BODY MEETING

Location: CIF, Construction House, Canal Road, Dublin 6
Contact: Gillian Heffernan
Tel: 01 406 6016, Email: gillian@cif.ie

Tuesday 14th, 2:30pm CONSTRUCTION 4.0 COMMITTEE MEETING

Location: CIF, Construction House, Canal Road, Dublin 6
Contact: Jennifer Nisbet-Daly
Tel: 01 406 6048, Email: jnisbetdaly@cif.ie

Wednesday 15th, 3:00pm-5:00pm MBCA EXECUTIVE COUNCIL MEETING

Location: CIF Head Office, Construction House, Canal Road, Dublin 6
Contact: Denise Tuffy
Tel: 01 406 6000, Email: dtuffy@cif.ie

Monday 20th, 1:00pm-2:00pm CORK BRANCH EXECUTIVE MEETING

Location: CIF Offices, 4 Eastgate Avenue, Little Island, Cork
Contact: Brid Cody
Tel: 021 435 1410, Email: bcody@cif.ie

Tuesday 21st, 11:00am IHBA NATIONAL COMMITTEE MEETING

Location: CIF Head Office, Construction House, Canal Road, Dublin 6
Contact: Cathy Gurry
Tel: 01 406 6000, Email: cgurry@cif.ie

Thursday 23rd, 7:00pm-8:00pm MID WEST BRANCH MEETING

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

Monday 27th, 1:00pm CORK SECTION MBCA/CECA/GENERAL CONTRACTORS MEETING

Location: CIF Offices, 4 Eastgate Avenue, Little Island, Cork
Contact: Brid Cody
Tel: 021 435 1410, Email: bcody@cif.ie

Wednesday 29th, 8:00am PTCM SUB-COMMITTEE MEETING

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

Wednesday 29th, 7:00pm-8:00pm SOUTH EAST BRANCH MEETING

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

Thursday 30th, 2:00pm M&ECA AGM

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

FEBRUARY

Monday 3rd, 1:00pm CORK SECTION M&ECA/ECA MEETING

Location: CIF Offices, 4 Eastgate Avenue, Little Island, Cork
Contact: Brid Cody
Tel: 021 435 1410, Email: bcody@cif.ie

Thursday 6th, 6:00pm WELLNESS IN CONSTRUCTION EVENT

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

Friday 7th, 7:30pm SOUTH EAST BRANCH CONSTRUCTION DINNER

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

Monday 10th, 1:00pm CORK HOUSEBUILDERS MEETING

Location: CIF Offices, 4 Eastgate Avenue, Little Island, Cork
Contact: Brid Cody
Tel: 021 435 1410, Email: bcody@cif.ie

Monday 10th, 6:00pm GALWAY BRANCH MEETING

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

Thursday, 13th 3:00pm-5:00pm IHBA REGIONAL WORKSHOP

Location: Taylor Suite, Ardboyne Hotel, Navan
Contact: Cathy Gurry
Tel: 01 406 6000, Email: cgurry@cif.ie

Thursday 13th, 8:00pm DONEGAL BRANCH MEETING

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

Tuesday, 18th 9:00am-11:00am IHBA REGIONAL WORKSHOP

Location: Sligo Park Hotel, Sligo
Contact: Cathy Gurry
Tel: 01 406 6000, Email: cgurry@cif.ie

Tuesday, 18th, 3:30pm-5:00pm IHBA REGIONAL WORKSHOP

Location: Maldron Hotel, Galway
Contact: Cathy Gurry
Tel: 01 406 6000, Email: cgurry@cif.ie

Tuesday 18th, 8:00pm MIDLAND BRANCH MEETING

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

Thursday, 20th 9:00am-11:00am IHBA REGIONAL WORKSHOP

Location: Ash Room, Lyrath Estate Hotel, Kilkenny
Contact: Cathy Gurry
Tel: 01 406 6000, Email: cgurry@cif.ie

Thursday, 20th 3:00pm-5:00pm IHBA REGIONAL WORKSHOP

Location: Tullamore Court Hotel, Tullamore
Contact: Cathy Gurry
Tel: 01 406 6000, Email: cgurry@cif.ie

Friday 21st, 7:00pm CORK BRANCH CONSTRUCTION DINNER

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

Wednesday 26th, 8:00pm MIDLAND BRANCH MEETING

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

MARCH

Tuesday 3rd, 11:00am EXECUTIVE BODY MEETING

Location: CIF Head Office, Construction House, Canal Road, Dublin 6
Contact: Gillian Heffernan
Tel: 01 406 6016, Email: gillian@cif.ie

Thursday 5th, 9:00am-11:00am IHBA REGIONAL WORKSHOP

Location: CIF Offices, 4 Eastgate Avenue, Little Island, Cork
Contact: Cathy Gurry
Tel: 01 406 6000, Email: cgurry@cif.ie

Thursday 5th, 3:00pm-5:00pm IHBA REGIONAL WORKSHOP

Location: Radisson Blu Hotel, Limerick
Contact: Cathy Gurry
Tel: 01 406 6000, Email: cgurry@cif.ie

CIF TRAINING COURSES

CIF training and education programmes for January - March 2020

JANUARY COURSES	CODE	DATES	DURATION	LOCATION
CIF IOSH Managing Safety in Construction	MSIC 3903	15th, 22nd, 29th Jan, 5th, 12th Feb	5 Days	Cork
CIF QQI Project Supervisor Construction Stage	PSCS 3905	14th, 21st, 28th January	3 Days	Dublin 6
Airtightness Programme	AT 3906	21st January	1 Day	Dublin 10
Appointed Persons Course	AP 3907	15th, 22nd, 29th January	3 Days	Dublin 6
Site Managers – A Practical Approach to Building Regulations	SMBR 3908	23rd, 24th January	2 Days	Dublin 6
Working with the Assigned Certifier – A Site Manager's Approach	AC 3909	31st January	1 Day	Dublin 6
CIF Management & Inspection of Scaffolds	SI 3910	24th January	1 Day	Dublin 6
CIF Management & Inspection of Scaffolds	SI 3911	31st January	1 Day	Cork
CIF Core Safety Management Programme Renewal/CPD	CSMP 3913	24th January	Half Day	Cork
CIF Core Safety Management Programme Renewal/CPD	CSMP 3912	31st January	Half Day	Dublin 6
Conservation Theory for Heritage Contractors	CTHC 3904	31st January	1 Day	Dublin 6
FEBRUARY COURSES				
CIF Site Supervisor Safety Programme	SSSP 3914	10th, 11th February	2 Days	Dublin 6
CIF Site Supervisor Safety Programme	SSSP 3915	24th 25th February	2 Days	Cork
CIF IOSH Managing Safety in Construction	MSIC 3916	4th, 11th, 18th, 25th Feb, 5th March	5 Days	Dublin 6
Appointed Persons Course	AP 4078	6th, 13th, 20th February	3 Days	Cork
NZEB Briefing	NZEB 4080	7th February	1 Day	Dublin 6
CIF IOSH Managing Safety in Construction	MSIC 3917	7th, 14th, 21st, 28th Feb, 5th March	5 Days	Limerick
CIF QQI Project Supervisor Construction Stage	PSCS 3919	11th, 18th, 25th February	3 Days	Cork
CIF QQI Project Supervisor Construction Stage	PSCS 3918	14th, 21st, 28th February	3 Days	Dublin 6
CIF IOSH Project Supervisor Design Process	PSDP 3920	19th, 20th February	2 Days	Dublin 6
Environmental Management for Construction – Focusing on Land/Waste/Water	EMC 3921	20th, 21st February	2 Days	Dublin 6
Working with the Assigned Certifier – A Site Manager's Approach	AC 3922	28th February	1 Day	Athlone
Site Managers – A Practical Approach to Building Regulations	SMBR 3923	24th, 25th February	2 Days	Galway
Temporary Works Co ordinator	TWC 3924	26th, 27th February	2 Days	Dublin 6
CIF Management & Inspection of Scaffolds	SI 3925	28th February	1 Day	Dublin 6
Payment Process Under the Construction Contracts Act 2013	PPCC 3926	27th February	Half Day	Dublin 6
CIF Core Safety Management Programme Renewal/CPD	CSMP 3927	21st February	Half Day	Dublin 6
CIF Core Safety Management Programme Renewal/CPD	CSMP 3928	28th February	Half Day	Athlone
MARCH COURSES				
CIF Site Supervisor Safety Programme	SSSP 3929	23rd, 24th March	2 Days	Dublin 6
CIF Site Supervisor Safety Programme	SSSP 3930	30th, 31st March	2 Days	Galway
CIF IOSH Managing Safety in Construction Fast Track	MSIC 3031	5th, 6th, 12th, 13th, 16th March	5 Days	Dublin 6
CIF IOSH Managing Safety in Construction Fast Track	MSIC 3932	5th, 6th, 12th, 13th, 16th March	5 Days	Cork
NZEB Briefing	NZEB 4081	6th March	1 Day	Cork
CIF IOSH Managing Safety in Construction	MSIC 3933	13th, 20th, 27th March, 3rd, 10th April	5 Days	Galway
QQI Project Supervisor Construction Stage	PSCS 3934	16th, 23rd, 30th March	3 Days	Dublin 6
CIF QQI Project Supervisor Construction Stage	PSCS 3935	12th, 19th, 26th March	3 Days	Galway
CIF QQI Level 5 Safety Representative	SR 3936	2nd, 3rd, 9th, 10th March	4 Days	Dublin 6
Payment Process under the Construction Contracts Act 2013	PPCC 3937	27th March	Half Day	Dublin 6
Appointed Persons Course	AP 3938	11th, 18th, 25th March	3 Days	Dublin 6
Working with the Assigned Certifier – A Site Manager's Approach	AC 3939	30th March	1 Day	Dublin 6
CIF Management & Inspection of Scaffolds	SI 3940	27th March	1 Day	Galway
Radon Prevention Measures	RPM 3941	23rd March	Half Day	Dublin 6
Environmental Management for Construction – Focusing on Land/Waste/Water	EMC 3942	25th, 26th March	2 Days	Galway
Site Managers – A Practical Approach to Building Regulations	SMBR 3943	25th, 26th March	2 Days	Dublin 6
CIF Core Safety Management Programme Renewal/CPD	CSMP 3944	20th March	Half Day	Dublin 6
CIF Core Safety Management Programme Renewal/CPD	CSMP 3945	27th March	Half Day	Cork
CIF Core Safety Management Programme Renewal/CPD	CSMP 3956	26th March	Half Day	Galway



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Introducing the Mental Health & Wellbeing Support Programme from The Construction Industry Federation. CIF is dedicated to supporting its members and their employees' mental health. Our 24/7 Mental Health Support Programme, enabled by Laya Healthcare and their exclusive Health & Wellbeing partners, Spectrum.Life, helps you to help your employees.

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