

# CONSTRUCTION

THE OFFICIAL MAGAZINE OF THE CONSTRUCTION INDUSTRY FEDERATION

NOVEMBER 2019

## BUILDING THE FUTURE



CONSTRUCTION INDUSTRY FEDERATION  
ANNUAL CONFERENCE 2019



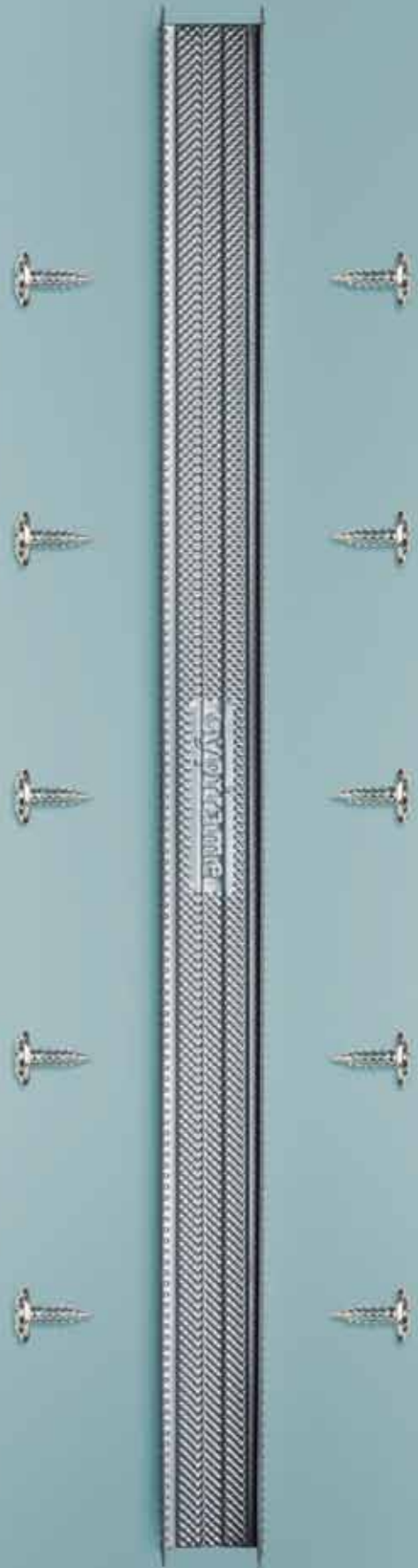
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# EDITORIAL



In the past few years, 'Construction Safety Week' has grown to become the biggest annual campaign run within the construction calendar, with management and workers working together to get the safety message out across the country.

Social media analysis shows that there were 2.6m impressions across all social media platforms, with 477,000 views of the series of safety videos recorded with CIF Safety Ambassador Rory O'Connor of 'Rory's Stories' fame. Not a bad result for a campaign in its fourth year.

In this issue of *Construction*, our Cover Story features the highlights from the CIF Annual Conference 2019, where Taoiseach Leo Varadkar outlined how the Government is working to reform procurement and looking to work more closely with industry through the Construction Sector Group.

In Category Focus, some of the people at the heart of Irish M&E contractor growth in Europe discuss how all construction sectors in Ireland are benefitting from the demand for data centres and other mission-critical developments across Europe.

In Member Focus, we learn how Collen Construction has become an industry leader and innovator in the area of worker

safety and wellbeing.

In Industry Analysis, Jeanette Mair, Head of Economic and Policy Research, CIF, looks at the impact of Budget 2020 on the industry. James Benson, Director, Housing, Planning and Development, CIF, writes about the latest guidance on the management of construction soil and stone waste. We also look at some of the innovative safety research that the Institute of Occupational Safety and Health (IOSH) is supporting. Tiffany Quinn writes about how mac-group has embraced Diversity and Inclusion across its operations.

Safety Focus takes a look at how Gas Networks Ireland is making work around gas pipelines easier and safer.

Elsewhere, we bring you all the latest CIF and Industry News.

Finally, a growing number of member companies are signing the CIF Diversity and Inclusion charter. The charter is designed to assist members in making their companies more attractive to a broader range of potential recruits, giving them a distinct advantage when it comes to recruitment. To learn more visit [www.cif.ie/diversity](http://www.cif.ie/diversity)

*Robbie Cousins, Editor*



## YOUR CONSTRUCTION INDUSTRY FEDERATION TEAM - [WWW.CIF.IE](http://WWW.CIF.IE)

**Foundation Media Ltd**  
1 Northumberland  
Place,  
Dun Laoghaire,  
Co Dublin.  
P: +353 1 677 3157  
Twitter: @ConstructionCIF

**Editor:**  
Robbie Cousins  
Email: [robbie@foundationmedia.ie](mailto:robbie@foundationmedia.ie)

**Commercial Manager:**  
Joe Connolly  
Email: [joe@foundationmedia.ie](mailto:joe@foundationmedia.ie)

**Editorial Design:**  
Joanne Birmingham

**Printing:**  
WG Baird

**Publisher:**  
Foundation Media Ltd

Construction House,  
Canal Road, Dublin 6.  
D06 C6T2  
Tel: 01 406 6000  
Fax: 01 496 6953  
Email: [info@cif.ie](mailto:info@cif.ie)  
Twitter: @CIF\_Ireland



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

Construction House,  
4 Eastgate Avenue,  
Little Island, Cork. T45 YR13  
Tel: 021 435 1410 Fax: 021 435 1416  
Email: [cifcork@cif.ie](mailto:cifcork@cif.ie)

**PRESIDENT:** Pat Lucey  
**DIRECTOR GENERAL:** Tom Parlon  
**CHIEF OPERATIONS OFFICER:**  
Hubert Fitzpatrick

### DIRECTOR/EXECUTIVE TEAM

#### HOUSING & PLANNING:

James Benson, Lorraine Hosty

#### ECONOMIC AND POLICY RESEARCH:

Jeanette Mair

#### MAIN CONTRACTING:

Martin Lang, Alison Irving

#### SPECIALIST CONTRACTING:

Sean Downey, Gillian Ross

#### INDUSTRIAL RELATIONS &

#### EMPLOYMENT SERVICES:

Jean Winters, Cheryl Treanor, Anthony Brady

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James Benson

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Conor O'Connell, Ronan O'Brien

#### WESTERN/MIDLAND REGION:

Justin Molloy

#### SAFETY & TRAINING:

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Bernardine Walsh

### FINANCE/ACCOUNTS:

Gabriel MacGrath

### COMMUNICATIONS:

Shane Dempsey, Joanna Kiernan, Michaela Courtney

### ICT SERVICES:

Denis Cadogan, Paul Brady

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

**CIRI:** Lorraine Hosty

**CIRI CPD OFFICE:** Robert Butler

### CERS: Frances McNally

Tel: 01 407 1434

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

### MILESTONE ADVISORY:

Susan O'Mara

Tel: 01 406 8021

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

### CWPS:

Martin Bradley

Tel: 01 406 8025

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# CIF NEWS

## POSITIONING CONSTRUCTION AS A CAREER DESTINATION FOR STUDENTS

A message from CIF Director General Tom Parlon

**T**his month, you have a chance to be involved in two campaigns that will build this industry's reputation and improve your business.

If you're a CIF member, you'll have received a letter seeking your support for a national campaign that will attract school-goers into a career in construction. We're playing catch-up with other industries that have been engaging at primary, secondary and third-level for the last decade. This campaign will position the construction industry as a career destination for secondary school students. Equally important, it will reposition the industry in the minds of the parents of Ireland and career guidance counsellors.

In the coming year, we will run a national awareness campaign and national schools campaign focused on construction, and a structured school outreach programme where members 'adopt' their local schools.

You have until the 15th November to get onboard as a founding member to start the campaign. Please contact Dermot Carey if you're interested in enhancing the standing of this great industry in Irish society.

Secondly, a growing number of member companies are signing up to the CIF Diversity and Inclusion charter. The charter is designed to assist members in making their companies more attractive to a broader range of potential recruits as well as retain existing staff. Anyone looking to grow their workforce should sign up to take the diversity and inclusion pledge. This will give you access to training and tools to make your organisation more inclusive. But more importantly, it will give you a distinct advantage when it comes to attracting and retaining the best talent.

The success of this year's CIF Annual Conference once again shows that the construction sector is going from strength to strength and remains at the centre of the country's continuing economic success. At this year's conference, I was delighted to



Tom Parlon,  
Director General, CIF.

**“ ANYONE LOOKING TO GROW THEIR WORKFORCE SHOULD SIGN UP TO TAKE THE DIVERSITY AND INCLUSION PLEDGE. ”**

hear Taoiseach Leo Varadkar acknowledge this and recognise the work being carried out by the Construction Sector Group in developing a more collaborative working relationship between industry and Government. I also welcome the Taoiseach's and Housing Minister Eoghan Murphy's commitment that CIRI will be placed on a statutory footing in the coming months.

Finally, I wish to thank and congratulate all those companies and workers who took

part in Construction Safety Week 2019. Once again this year, companies of all sizes and from all sectors put in a massive effort to drive home the health and safety message. I would particularly like to thank CIF Safety Ambassador Rory O'Connor for his mammoth efforts to deliver the safety message in his inimitable style, not only during Construction Safety Week, but across the year. **C**

*Tom Parlon*





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**Sean Finlay** | Director | e: [sean.finlay@gsi.ie](mailto:sean.finlay@gsi.ie) | ph: 353 (0) 1 678 2842

**Andrew Gaynor** | Business Development | e: [andrew.gaynor@gsi.ie](mailto:andrew.gaynor@gsi.ie) | ph: 353 (0) 1 678 2673



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Paschal Donohoe TD,  
Minister for Finance & Public  
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# CIF BUDGET REACTION

The CIF has welcomed the extension of the 'Help to Buy' scheme in Budget 2020 but warns that Government should be accelerating its investment in housing and infrastructure at this time.

**P**aschal Donohoe TD, Minister for Finance & Public Expenditure and Reform, has announced an "unprecedented level of funding" of €2.5bn for the Government's housing programme in Budget 2020, noting that about 15,000 new homes have been bought or built by first-time buyers under the Help to Buy (HTB) scheme. The minister said he will extend the initiative in its current form for another two years to the end of 2021.

The CIF has broadly welcomed this announcement, but it warns that this alone will not address the affordability gap that faces the average couple together with rising construction costs.

## HELP TO BUY

James Benson, Director, Housing, Planning and Development Services, CIF, says that CIF analysis shows that the average couple, even with the Help to Buy (HTB), will

struggle to save the required deposit.

"Couples earning under €93,000 are effectively frozen out of the Dublin housing market. Even with the HTB, they will have to save €20,000 approximately as a deposit. At current rent levels, this savings level is beyond most couples," James Benson says.

"The HTB, while helpful, on its own, doesn't address affordability issues or rising construction costs. We must address the cost of homebuilding where soft costs, ie taxation, levies, finance and fees equate to over 30% approximately of the price of new homes. The announced increase in stamp duty will mean a further land transaction fee is adding to overall costs and potentially affecting the viability of marginal projects."

Many housebuilders have reported that up to 80% of homes sold to first-time buyers are currently enabled by the HTB scheme.



James Benson, Director,  
Housing, Planning and  
Development Services, CIF,

"Irish housebuilders consider this measure the most effective intervention by Government in terms of enabling housing supply," James Benson adds. "However, it alone will not suffice in generating the 25,000-unit annual output envisaged in the 'Rebuilding Ireland' programme or the Government's 2024 target of 45,000 units





Pat Lucey, President, CIF

per annum.”

## SOCIAL HOUSING

The CIF welcomed the increased investment of €1.1bn in social housing that could deliver another 23,000 units over the next two years. More significantly, the allocation of €186m for the Local Infrastructure Housing Activation Fund (LIHAF) will help towards reducing the cost of construction. However, it says that the administration of the LIHAF at the local level must be streamlined to ensure this funding assists housing delivery.

## INFRASTRUCTURE

The CIF also welcomed the 10.8% increase in capital investment in infrastructure announced in the budget. But it warned that amendments to public sector procurement must be accelerated or budget commitments will not translate into housing and infrastructure.

Pat Lucey, President, CIF, says that the construction sector is a significant part of Ireland's economy and in overall numbers appears to be performing well.

“At a time when we should be accelerating investment in and delivery of infrastructure and housing, we are seeing the dial moving in the other direction,” Pat Lucey comments. “Government can redress this if they finance the planning and procurement process for critical infrastructure projects. The timeline for such projects is unpredictable, but relatively small spending can enable projects and prevent inflation, reducing the cost of the exchequer's investment. In addition, the Government must commit to engaging with contractors earlier in the design process for major projects with a view to preventing delays and cost overruns when construction begins.

A more genuine collaboration between public sector clients, design teams and the industry can yield significant returns to the exchequer and, of course, the world-class infrastructure this economy requires.”

## COMMERCIAL STAMP DUTY

The CIF has warned that the increase in commercial stamp duty is an additional transactional cost that will increase overall development costs. This increase will impact on investment decisions and may affect the viability of many marginal developments, impacting on the delivery of residential, commercial and industrial units.

## CLIMATE ACTION PLAN

The CIF welcomes the Government's commitment to ring-fence revenue from the carbon pricing measure to support Climate Action Plan initiatives. The CIF believes that a grant scheme for deep retrofitting should be prioritised to build on the positive steps taken by industry to meet the Climate Action Plan goal of retrofitting 500,000 homes by 2030.

## R&D TAX CREDITS

The CIF welcomes the proposed changes to the R&D tax credit scheme that will allow a 30% claim for SME and micro-enterprises with improvements to the appraisal system. The construction industry has a preponderance of SMEs, with over 99% of enterprises classified as SMEs.

## BALANCED REGIONAL DEVELOPMENT

Tom Parlon, Director General, CIF, says that over the last two budgets the Government has committed significant amounts to capital investment.

“However, at a local level, there is a slow-down in public sector project commencements,” Tom Parlon comments. “CIF members, particularly outside the Dublin area, are reporting stalled project delivery. If cities like Galway, Cork and Limerick are going to grow at the rate required to cope with Ireland's growing population, then delivering infrastructure more efficiently is essential. But our public sector procurement system is wholly inadequate in terms of delivering strategic infrastructure. Improving this system is the most significant step the Government could take in reducing project delays and cost overruns. Unfortunately, large-scale projects, particularly outside the greater Dublin area (GDA), are delayed or stalled, meaning Brexit is much more likely to impede growth in the regions.”



Tom Parlon, Director General, CIF

## SUSTAINABLE GROWTH

The construction industry is undergoing a strong recovery with investment expected to reach €41bn by 2023. The concern is to ensure growth is sustainable, and the industry is insulated from the volatility that has beset construction in the past. The concentration of activity in the GDA should be of concern to the Government. The CIF's recent crane count highlighted the fact that Dublin has over 120 cranes, compared to only 12 in Cork, two in Limerick and two in Galway. This disparity of activity should be of grave concern considering that Cork, Galway and Limerick must grow at twice the rate of Dublin if 'Project Ireland 2040' is to succeed.

## SKILLS SHORTAGES

The CIF budget submission highlighted several measures to ensure there is enough skilled labour in the industry to deliver essential housing and infrastructure over the coming decade. A key challenge is increasing the numbers of young people entering the industry. Recent CAO applications show only an additional 643 students selected third-level courses in engineering, architecture and construction as their first preference offer compared with last year (12,484 in 2019 versus 11,841 in 2018). This represents an increase of 5%.

## A MISSED OPPORTUNITY

The CIF believes the Government has missed an opportunity to review the funding model for apprenticeship to enable SMEs to take on apprentices in larger numbers. This budget was the time to reinstate State payments for off-the-job training, removed in 2014 from the €70m National Training Fund, at no cost to the exchequer. **C**

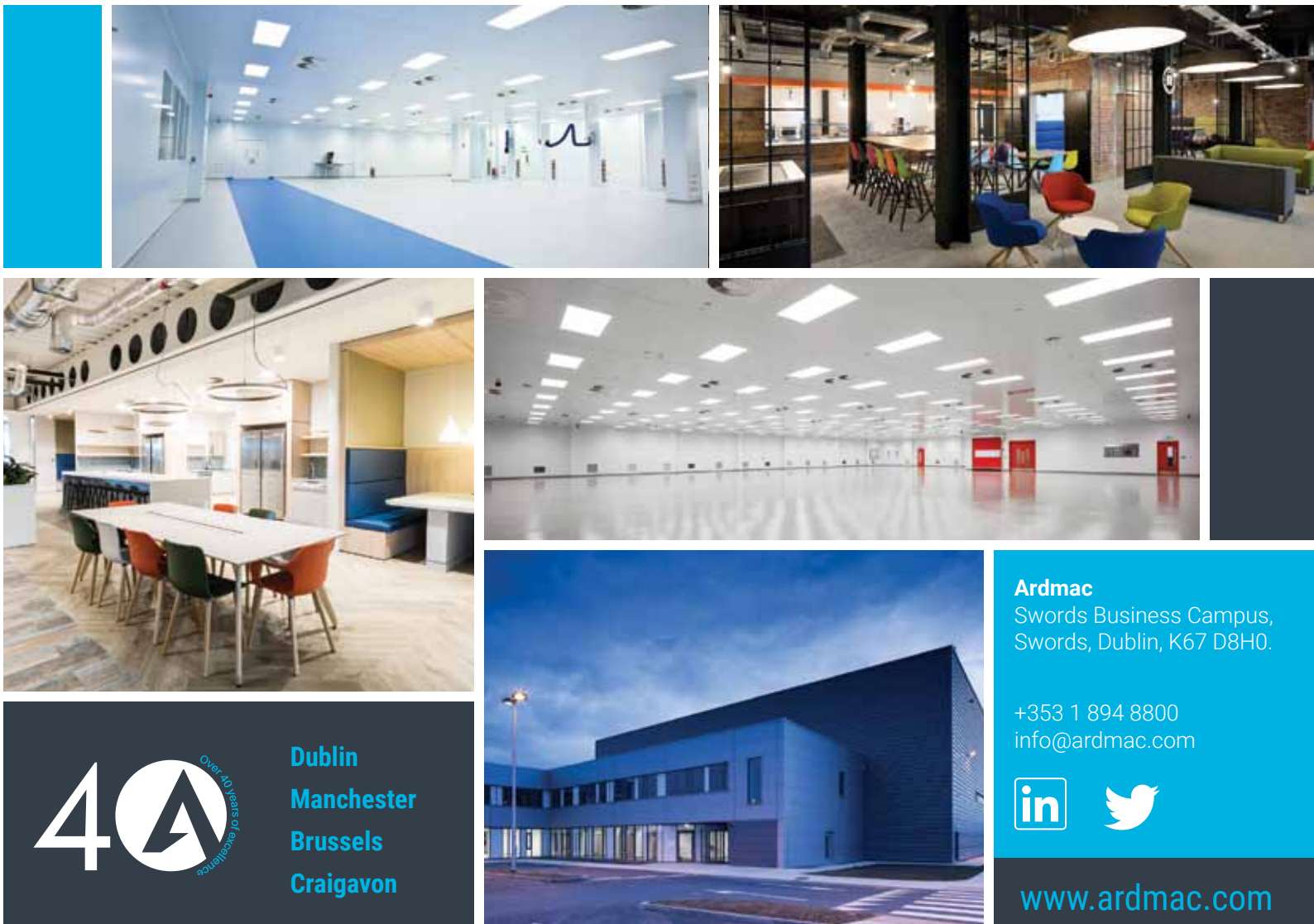


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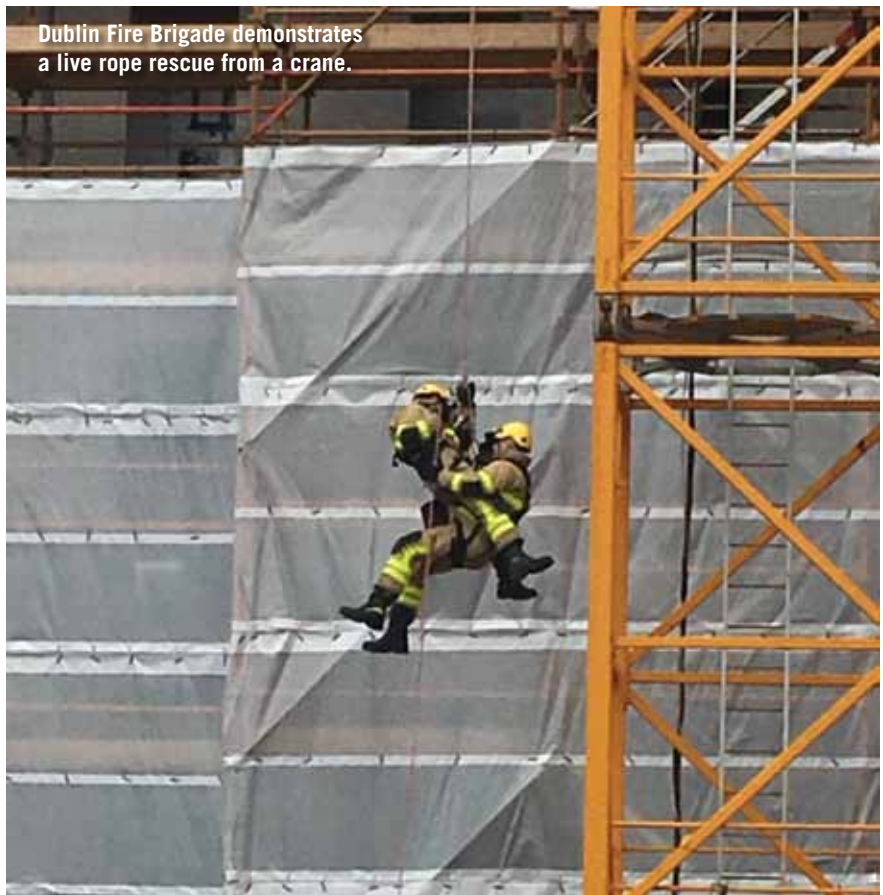
Walls Construction workers 'Stand Down for Safety' on day one of Construction Safety Week 2019.

# CONSTRUCTION SAFETY WEEK HIGHLIGHTS THE IMPORTANCE OF MENTAL WELLBEING

Construction Safety Week 2019 was enthusiastically embraced by CIF members who organised a broad range of events and activities promoting safe work practices and workers' wellbeing.

**C**IF Construction Safety Week 2019, from Monday, 21st October to Friday 25th October, continued the tradition of engaging CIF members across the country to work together highlighting on-site safety, with more than 1,000 CIF member-firms organising safety activities. These activities included construction theatre with Theatre at Work, a demonstration of a live rope rescue from a crane carried out by Dublin Fire Brigade, and wellness sessions, to highlight the safety agenda across the week. Many

Dublin Fire Brigade demonstrates a live rope rescue from a crane.





of these activities were shared across social media platforms using the hashtag #CIFSafety19.

## DAILY THEMES

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

The importance of mental health and wellbeing in construction was the key focus of this year's campaign. The daily themes for Construction Safety Week 2019 were:

### Hazards

- Monday – Mental Health & Wellbeing in Construction
- Tuesday – Working Safely with Electricity
- Wednesday – Working Safely at Heights
- Thursday – Vehicle Risk & Safety in Lifting

### Operations

- Friday – Working Safely with Hazardous Substances

Day 1 of Construction Safety Week was marked with the annual 'Stand Down for Safety' minute's silence on sites across the country, as workers remembered



Back Row; Joe O'Dwyer, Health and Safety Manager, Colleen Construction; Tommy Drumm, Managing Director, Colleen Construction; and Dermot Carey, Director, Safety and Training, CIF. Front Row; Anne Mallen, Mick Kavanagh, Jack Tyrell and Judson Arruda.

colleagues who have died in accidents while carrying out their work.

Launching the week, Dermot Carey, Director, Safety and Training, CIF, said that the focus of the first day on mental health and wellbeing was very significant.

"The CIF advocates investment in health and wellbeing to provide a strong foundation for a healthy life. A recent study undertaken on behalf of

the European Construction Industry Federation (FIEC) and the European Federation of Building and Woodworkers (EFBWW) elucidated that, 'Psychosocial risks and work-related stress are among the most challenging, and growing, occupational safety and health concerns.'

HE continued, "Historically, the sector placed emphasis on the safety of workers; increasingly, this focus has been expanded

Theatre at Work actors performing during Construction Safety Week.







Rory O'Connor delivers one of his unique toolbox talks to Kirby Group workers.

to include the wellbeing of workers in both physical and psychological terms.”

Comedian and YouTube star Rory O'Connor lent his support to Construction Safety Week. He was very active in giving talks before and during this year's campaign, particularly driving home the importance of good mental health and wellbeing. He also recorded a series of YouTube videos on the daily themes of the campaign.


“Workers' mental health is a silent safety issue for construction workers,” Rory O'Connor said. “There are over 145,000 people working in the industry,

and the vast majority of these are men aged between 20 and 50. I believe it's really important that they feel they can talk about mental health on site. I also believe mental health problems can lead to physical accidents on site by people not being in the right frame of mind.”

### SPONSORS

Declan Collins, Safety, Health and Environment Manager, SSE Airtricity, talking about Construction Safety Week, said, “SSE are proud sponsors of CIF Construction Safety Week 2019 as we

believe everyone has the right to get home safe and healthy at the end of each working day.”

Owen Wilson, Networks Safety Manager, Gas Networks Ireland, says, “We were delighted to partner with the CIF and ESB Networks to sponsor Construction Safety Week again this year. Our collective ambition is to highlight the importance of safety and eliminate incidents and accidents on construction sites in Ireland. The week affords us the opportunity to communicate important safety information about working near the gas network to the construction industry.” 

**The CIF would like to thank Walls Construction, Collen Construction, SSE Airtricity, Irish Water, Hilti, IOSH, Keating Construction, Gas Networks Ireland, Kirby Group Engineering and ESB Networks for their sponsorship of Construction Safety Week 2019.**





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L to R: Sarah McDonnell, Head of Interiors, Ardmac; Iris Kavanagh, Group Marketing Manager, Ardmac; Julie Stafford, Senior Development Manager, TU Dublin Foundation; and Tiffany Quinn Marketing & Communication Director, mac-group.

## GROWING NUMBER OF CONSTRUCTION FIRMS TAKING CIF DIVERSITY AND INCLUSION PLEDGE

**T**he CIF, in partnership with the Irish Centre for Diversity, recently launched the first CIF Diversity and Inclusion charter for the Irish construction industry.

The CIF is encouraging construction companies to sign up to the Diversity and Inclusion charter and pledge to improve diversity and inclusion in their organisations.

As part of its role in facilitating the roll-out of the CIF Diversity and Inclusion charter, the Irish Centre for Diversity is providing pledging companies with a diversity and inclusion policy template and action plan with recommendations on how to meet the requirements of the charter. In addition, CIF and the Irish Centre for Diversity are providing 'Inclusive Leadership Training' for senior managers in Irish construction companies.

The charter outlines each pledging company's commitment to advancing diversity and inclusion in their organisation. By signing up to the charter, they are publicly committing to taking steps to promote diversity and inclusion in their workplaces and industry. In doing so, they will join hundreds of other companies and organisations across Ireland in fostering diversity and inclusion.

The initiative is seen as a step by industry to ensure all people feel welcome to work in construction and to ensure skills shortages are avoided.

At the event to launch the charter, Pat Lucey, President, CIF, stated, "The construction industry provides careers to over 145,000 individuals. We want everyone to feel welcome in Irish construction and to contribute to this industry as we reshape Irish society. I'm proud that we are launching the CIF's Diversity and Inclusion charter, and already companies are starting to sign up and commit to taking the steps toward greater diversity and inclusion.

"Most people in the industry are male, and we have been working hard to increase female participation in the industry from the building site to the boardroom. This launch marks the CIF's first attempt to harness the positivity of construction companies



Michele Deely, COO, mac-group.



L to r: Michaela Courtney, Marketing, Communications & Social Media Co-Ordinator, CIF; Pat Lucey President, CIF; and Phil Kane, Country Manager. Eaton Ireland.



Caroline Tyler, Director, the Irish Centre for Diversity.

for any gender, age, sexual orientation and nationality to work in our industry.”

Caroline Tyler, Director, the Irish Centre for Diversity, said, “Diversity and inclusion are becoming more and more important. Potential recruits and existing employees are looking for somewhere to belong and feel valued. Only through feeling part of something can they perform at their best, and this only comes from those companies that are proactive and see ‘inclusion’ as a key business imperative for better performance.”

Michele Deely, Chief Operating Officer, mac-group, said, “The mac-group welcomes this charter as it will provide benchmarkable interventions for us that can reduce bias, but also to actively encourage, nurture and foster women in both leadership and site-based roles – as a consequence, this will encourage more women into our workforce. Creating a truly culturally diverse and inclusive workplace is a leadership issue and one that we are fully committed to in mac-group. It’s a key component in the company’s policies and mission statements and is clearly demonstrated through our ongoing actions. Sitting in a C-suite position in the construction industry, with a financial services background, I am one example of ‘diversity in person’.”

CIF and the Irish Centre for Diversity would like to thank mac-group for its sponsorship of the charter launch, and Phil Kane, Country Manager, Eaton, who hosted the event at Eaton HQ in Dublin. **C**

*To learn more about the Diversity and Inclusion charter, visit [cif.ie/diversity](http://cif.ie/diversity)*





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# CIF DIVERSITY CHARTER

The Construction Industry Federation, in collaboration with the Irish Centre for Diversity, presents the CIF Diversity and Inclusion charter. Construction companies are increasingly integrating diversity and inclusion practices into their organisations to ensure they and their workforces benefit from diversity and inclusion.



**The following CIF members have signed up to the CIF Diversity and Inclusion charter, pledging to making their companies diverse and inclusive places for all people to work.**



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**BAM Ireland**

**D Donohoe Construction Ltd**

**Designer Group**

**Digital Construction Technologies Group**

**Equal & Right Recruitment**

**GEM Construction**

**Heavy Lift Engineering Ltd**

**John Paul Construction**

**Jons Civil Engineering Co Ltd**



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**MEIC Ltd, Glan Agua Ltd, Mota Engil**

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**PARSON Building Services Ltd**

**Roadbridge Group**

**Stewart Construction**

**Townmore Construction**

**Tritech Engineering**

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*To learn more or sign the CIF Diversity and Inclusion charter, visit [www.cif.ie/diversity](http://www.cif.ie/diversity)*



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# CIF INVITES NEW COMPANIES TO JOIN ITS EXCLUSIVE AFFINITY DISCOUNT SCHEME

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



**Bernardine Walsh, Membership Development Executive, CIF.**

**Affinity offers that CIF members can avail of include:**

- Affinity Cover: A range of exclusive insurance products designed to meet the construction industry's needs.
- Neville Hotels: A 15% discount on best available room rates and 10% discount for meeting and event room hire. Hotels include The Royal Marine, Dun Laoghaire; Druid's Glen, Wicklow; The Tower, Waterford; and The River Court, Kilkenny.
- Dalata Group: A 10% discount in any Dalata Group Hotel across Ireland and the UK.
- Remedy Clinic – Employee Assistance Programme: Reduced rate employee assistance programmes from trained professionals who understand.
- Splink 'Simple Payment Link': Access to the latest technology in taking and requesting payments.
- Staycity: A construction worker rate in Dublin city centre self-catering accommodation.
- Linked Finance: Apply for a fast and flexible business loan, offering 25% off fees.
- Foliodriven website designers: Benefit from a 15% discount on website design.



## NEW MEMBERS

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

### Kernel Construction Ltd

6 Ferns Road, Crumlin, Dublin 12  
[www.kernelconstruction.ie](http://www.kernelconstruction.ie)

### Manlift Hire Ltd

Unit C, Barrycourt Industrial Estate  
Carrigtwohill, Co Cork  
[www.manlift.ie](http://www.manlift.ie)

### Jacobs Building Innovations Ltd

CLs Chartered Secretaries  
Enterprise House, O'Brien Road, Carlow  
[www.jacobsinnovations.ie](http://www.jacobsinnovations.ie)

### First Up SLU t/a Master Stonemasons

Blyry Court,  
Blyry Business & Commercial Park  
Athlone, Co Westmeath

### Derryleckagh Contracts Ltd

39B Derryleckagh Road, Newry, Co Down  
[www.dclni.co.uk](http://www.dclni.co.uk)

### Konstruk Interiors Ltd

9 Crowe Street, Townparks  
Dundalk, Co Louth  
[www.konstrukinteriors.com](http://www.konstrukinteriors.com)

## NEW CORPORATE PARTNERS

The Construction Industry Federation welcomes the following new Corporate Partner:



### Ashview Consultants Ltd

Basement Level,  
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### Building Envelope Technologies Ltd

Ballylacey Crossroads, Inch  
Gorey, Co Wexford  
[www.betechnologies.ie](http://www.betechnologies.ie)

# NEVILLE GROUP HOTELS OFFER 15% AFFINITY DISCOUNT TO CIF MEMBERS

Seamus Neville, Managing Director, Neville Group, speaks with **MIMI MURRAY** about his company's move into the hotel business and current opportunities and challenges in construction.

**F**rom builders to hoteliers, Wm Neville & Sons is a third-generation family-run business that is going from strength to strength. Founded by William Neville, he operated his business as a sole trader from the 1940s up until the early 1970s, when William Neville & Sons was formed.

In the early years, the company was primarily involved in public sector contracts, consisting of housing, schools and factories. In the late 1980s, it diversified into property development and expanded its operations into the UK and Northern Ireland through its sister company WN Developments Ltd, and also the USA and Europe.

## CONSTRUCTION BUSINESS

Today, the company is helmed by managing director Seamus Neville, who says William Neville & Sons' "long-standing reputation for integrity, professionalism and excellence" can be primarily attributed to all of the directors' active involvement in the day to day running of each of its developments, from the commencement of construction to handover to the customer. The building arm of the business is currently thriving.

"Our company has commenced construction on the first phase of 322 units of an overall development of approximately 1,700 units on the Cherrywood SDZ lands. We have also commenced development on 59 houses at Clonard in Wexford, and recently completed a development of 26 apartments, and retail units on the grounds of the Royal Marine Hotel, Dun Laoghaire. We are also currently completing a development of 113 apartments in Waterford that will be managed by the company," he says.

Planning applications are also currently being prepared for the next phase of



works in Cherrywood, together with the development of over 400 units at Park in Wexford, and a mixed-use development of a hotel, nursing home and residential units in Sallins, Co Kildare.

## HOTEL BUSINESS

In the early 2000s, with a growing number of family members involved in the business, it was decided to diversify, and the hotel industry seemed a good fit with the core business. The company purchased the four-star Royal Marine Hotel in Dun Laoghaire.

"We fully renovated and extended the Royal Marine to include 228 bedrooms, conference centre and spa. In 2014, we acquired the Rivercourt Hotel in Kilkenny, and in 2016, the Tower Hotel in Waterford, where we are currently carrying out an €8m refurbishment and extension, joined the portfolio. A planning application is currently with An Bord Pleanála for the addition of a conference centre, and a further 60 bedrooms," Seamus Neville adds.

Most recently, the Neville Group completed the purchase of the five-star Druids Glen Hotel & Golf Resort in Wicklow. Permission has also been granted for a hotel and golf course in Curracloe, Co Wexford, on which work is anticipated to commence in early 2020.

"This side of things has been flourishing, and we now employ almost 700 people," Seamus Neville says.

## AFFINITY SCHEME OFFER

William Neville & Sons has also enjoyed a strong association with the CIF since

the 1970s, and Seamus Neville explains he would like to build on this relationship, through a CIF Affinity Scheme offer.

"The offer gives CIF members a 15% discount at all four Neville Hotels, these being the Royal Marine Hotel, Druids Glen Hotel & Golf Resort, the River Court Hotel and the Tower Hotel. This offer allows CIF members to take advantage of visiting and experiencing great locations in Ireland while staying at our luxury hotels," he says.

## INDUSTRY OUTLOOK

Of the industry in general, Seamus Neville says he has seen it recover considerably, with activity quite buoyant in the large urban areas.

"Unfortunately, this is not the case in many provincial towns, particularly in the residential sector. Affordability, I see as a major factor and something that could easily be addressed by a reduction in the amount of VAT, currently at 13.5%, and a reduction in planning levies. If implemented, I have little doubt it would be exchequer-neutral, and generate greater employment in the construction industry, making homes more affordable.

"Our VAT and levies compare very unfavourably with that of the UK, where VAT is 0%, and planning levies are only approximately 50/60% of the Irish levies. Also, the industry is faced with increased costs almost every other day, with building regulation requirements taking our costs and standards far above the European average," he concludes. **C**

*To learn more about the CIF Affinity Scheme visit [www.cif.ie/affinity](http://www.cif.ie/affinity)*





Tom Parlon, Director General, CIF (far left); and An Taoiseach Leo Varadkar (centre); with Team Ireland members from the Worldskills Competition.

# CONSTRUCTION WOULD THRIVE IN A COLLABORATIVE ENVIRONMENT

**ROBBIE COUSINS** reports from the CIF Annual Conference 2019.

**T**he CIF Annual Conference 2019 at Croke Park, with the theme 'Building a Profitable and Sustainable Industry Fit for The Future', featured a number of highlights in the form of announcements from An Taoiseach Leo Varadkar and Eoghan Murphy, Minister for Housing, Planning and Local Government, as well as the announcement of CIF initiatives aimed at addressing long-term skills shortages in the industry.

In his opening address, Pat Lucey President, CIF, welcomed the presence of the Taoiseach and Housing Minister, as well as many senior civil servants, including Robert Watt, Secretary-General, Department of Public Expenditure and Reform, and David O'Brien, Chairman, Government Construction Contracts Committee, who both took part in panel discussions, saying that it "demonstrated a genuine commitment to effective collaboration between Government and industry". He also highlighted the importance of collaboration in determining the success in any project.

"The Government is a major client to the industry, and Government actions have a

An Taoiseach Leo Varadkar addressing the CIF Annual Conference 2019.



huge impact on what the industry delivers and how it is delivered," Pat Lucey said. "We want the State to be efficient, to have a can-do attitude, to exhibit and to demand high standards, to be more informed and innovative, and the State wants precisely the same from the industry. That is why collaboration is so important. It is only through the unification of effort from the industry and the Government that we will meet the housing demands of our growing population and deliver the ambitions of 'Project Ireland 2040'.

Mr Lucey added that he understood that Minister for Finance Paschal Donohoe was

looking at how the Government delivers major construction projects.

"I implore the Minister, his Secretary-General and his agency, the Office for Government Procurement, to be inclusive, to examine the procurement techniques of the global clients operating in Ireland, and to put in place the type of collaborative environment that the industry thrives in."

He closed by calling for a line department to oversee construction activity.

"My personal belief is that we need a line department for the industry, led by someone who can coordinate actions



Eoghan Murphy, Minister for Housing, Planning and Local Government addressing the CIF Conference 2019.

across multiple Government agencies; a 'Construction Minister' or a 'Construction Tsar'."

## A DYNAMIC AND SUSTAINABLE SECTOR

In his address to the industry, Taoiseach Leo Varadkar said that Ireland "needs a competitive, dynamic, and sustainable construction sector that delivers high-quality physical infrastructure for all our citizens. Our prosperity depends on it, and Government and industry must work together to make that a reality."

He promised, regardless of the challenges that lie ahead, "there will be no return to austerity."

Speaking about long-term plans, the Taoiseach added that Project Ireland 2040 and the Government's 'Climate Action Plan' are two plans that set out a clear path for future activity.

"About 40% of total energy produced is used in the building sector. By renovating and improving the thermal efficiency of Ireland's building stock, we know we can make our homes and businesses more comfortable and cheaper to run.

"In the Climate Action Plan, we set our target to complete 500,000 building retrofits to achieve a B2 BER by 2030. That won't be achieved on a business-as-usual basis – it can only be achieved through innovation and new ways of doing business.

"In the Netherlands, the approach they took was for the government to aggregate demand for retrofits before deploying builders to complete the work at pace. Builders were incentivised to improve efficiency and speed, and got the turnaround time to retrofit a house down to three days. The initiative used social housing as a launchpad before rolling out the approach across the private sector."



Tom Parlon, Director General, CIF; An Taoiseach Leo Varadkar; and Pat Lucey, President, CIF.



Robert Watt, Secretary-General, Department of Public Expenditure and Reform and Ferga Kane, Partner, EY, during a panel discussion.

## LAND DEVELOPMENT AGENCY

He said that through the Land Development Agency (LDA) Government is changing how it manages State-owned land and regenerating under-utilised sites, with a focus on providing housing.

"The LDA will soon lodge its first planning permission applications, and it will play an important part in the next few years in terms of increasing the supply of housing. In time, I believe the LDA will become as important to our development as the IDA.

"It will be an active developer in the market, taking the long-term view that will ensure that we never again have the collapse in housing supply that marked the years after the Celtic Tiger's demise, and has contributed so much to today's housing crisis."

## CONSTRUCTION PROCUREMENT STRATEGY

Talking about procurement reform, he said that Government is reforming the way infrastructure is delivered.

"We are currently reviewing the construction procurement strategy. That includes extensive stakeholder engagement, and we are ensuring that issues relating to construction waste are being resolved.

"We are embedding a culture of compliance and accountability within the industry, including strengthening the building control framework through the establishment of the National Building Control Office. We will now place the Construction Industry Register Ireland on a statutory footing.

"We are drafting a new Planning and Development Bill. This will streamline and improve our planning process, and will provide greater certainty in terms of planning timelines through revisions to the judicial review and strategic infrastructure development provisions."

In closing, the Taoiseach said, "The experts in the construction sector are in this room, and that is why we established the Construction Sector Group to ensure your expertise is part of that dialogue with





L to r: Hubert Fitzpatrick, COO, CIF; Tom Parlon, Director General, CIF; Lorraine Hosty, Executive, CIRI; Eoghan Murphy, Minister for Housing, Planning and Local Government; Aidan O'Connor, Chairman, CIRI; and Susan O'Hanlon, Administrator, CIRI.



Kjetil Tønning, President, European Construction Industry Federation.



Ann Bentley, Global Board Director, Rider Levett Bucknall, and Construction Leadership Council (CLC) board member.

Government.

“There would be great value for the CIF, and the construction sector more generally, developing and setting out its own, detailed, long-term vision for construction to go alongside Project Ireland 2040. A detailed vision setting out your expectations of how the sector responds to the changing demographics, to climate action, and to embrace new ways of working. A vision that can form the basis for future discussion and action.”

### PLANNING REGULATOR

Later in the day, Eoghan Murphy spoke about recent and upcoming Government initiatives.

He said that under the ‘National Planning Framework: Ireland 2040 Our Plan’ (NPF), the country has moved for the

first time from developer-led planning to planning-led development.

“In the past 12 months, we’ve established the Office of the Planning Regulator to make sure that the NPF is now actually implemented.”

### REGIONAL SPATIAL AND ECONOMIC STRATEGIES

The Minister said that three regional spatial and economic strategies are nearly in place, which will drive planning and development in these regions.

“The first of those [strategies] – the Eastern and Midland Regional Spatial and Economic Strategy – was adopted in June and will be ready in October. The Southern, and the Northern and Western Regional Spatial and Economic Strategies are both at the final amendment stage. By

the end of this year, we’ll have these three regional spatial, and economic strategies agreed. They’ll then be finalised, and it will allow the parties involved to go forward with their development plans, and making our commitments to balance regional growth across the country real.”

### LDA DEVELOPMENTS

Minister Murphy said that he has appointed John Coleman as the first CEO of the LDA, which he said was established just before the 2018 CIF Annual Conference.

“We now have professional teams appointed to advance planning applications for the first three LDA sites; in Skerries for 250 new homes; Cork city, 200 homes; and Kildare, 200 homes. We’ve also added to this Shanganagh in Shankill.



Alison Watson, MBE, founder and Chief Executive, Class Of Your Own.

Of the 1,250 homes across just those four sites, 850 will be social and affordable homes. So, we're following through now in real terms on the commitment that we made with the LDA to have a State developer bringing forward public land at the core of those delivery targets to ensure that social and affordable housing will be there at least 40% across just those first four sites. It's well in excess of that. The legislation to put the LDA on a statutory footing is still under development. But I made a commitment to the Taoiseach that I will bring it before Cabinet in the next month and will have it enacted by Easter of next year."

## VEXATIOUS COMPLAINTS

The Minister also said he is addressing the issue of vexatious complaints delaying and blocking development.

"A new bill is coming," he said, "which is going to tackle a threat that is there to the development and growth of our country, the growth of our towns and the provision of vital new infrastructure that we all need. That threat is posed by vexatious complaints and challenges, and the legislation to be developed is at an advanced stage. And I intend to publish it by the end of the year."

In closing, Minister Murphy said that many more homes are needed.

"People are still hurting too much from the shortage we have in housing. We can only help them by investing more in our towns and our communities, and that is the work that we are going to continue to do over the next 12 months."

## EUROPEAN CONSTRUCTION INDUSTRY FEDERATION

In his presentation, Kjetil Tonning President, European Construction Industry Federation (FEIC), outlined how FIEC is working to develop a robust,



John O'Shaughnessy, Managing Director, Clancy Construction, and Roni Savage, Managing Director, Jomas Associates, during a panel discussion.



Pat Lucey, President, CIF, and former CIF President, Michael Stone.

sustainable construction industry across Europe. He said that the construction process itself is not energy-intensive in the sense of the EU vocabulary, which refers to steel and cement as separate industries.

He said that FIEC's immediate goal is to build a proactive and constructive relationship with the new European Commission and MEPs in the European Parliament. "At a national level you can help us by approaching relevant MEPS from Ireland, and we invite you to include us in your meetings with them."

## SMART PROCUREMENT

Ann Bentley, Global Board Director, Rider Levett Bucknall, and Construction Leadership Council (CLC) board member, spoke on the issue of smart procurement and how to move away from the lowest price model to a more creative model that gives clients what they actually want. She said to achieve this, projects should be viewed in terms of the value rather than cost to the client. This is the only way suppliers can know what clients want and, as a result, be able to provide appropriate

solutions. Ms Bentley said that value can be a mix of things.

"If the brief is poor, what the client thinks they are going to get and what they actually get will be fundamentally different. For me, value is an intersection of what is desirable, what is viable, and what is feasible. It is only if you begin to hit this sweet spot that you are beginning to look at good value." She added that real value could only be found in making trade-offs between these areas.

## CLASS OF YOUR OWN

In her presentation, Alison Watson, MBE, founder and Chief Executive, Class Of Your Own, UK, spoke about the success of her "Design Engineer Construct!" (DEC) programme, how it has transformed STEAM education in second-level schools in the UK, and inspired young people to pursue careers in the construction industry.

Alison Watson will become a more familiar face in Irish construction and education circles in the coming year as she took the opportunity of the conference





Alison Watson with Topcon Ireland team, and DEC students and teacher from Terenure College.



Pat Lucey, President, CIF; Caroline Tyler, Director, Centre for Diversity; and Rory O'Connor, Rory's Stories.



Tara Flynn, Chairperson, CIF Galway Branch, and Flynn Construction; Tom Parlon, Director General, CIF; and Julie Sinnamon, CEO, Enterprise Ireland.

to announce the launch of a new DEC programme in Ireland in conjunction with the CIF.

"DEC is an accredited learning programme for secondary-school-aged students and has been developed to create and inspire the next generation of built environment professionals," she said. "Through a project-based approach, DEC

applies pure academic subjects to the latest construction industry practices. The result is young people with real-world practical experience and employability skills."

Class Of Your Own has already piloted a programme in Ireland with Topcon and Terenure College.

Over the coming months, Alison Watson and CIF will be looking for CIF members

and secondary schools to get involved in the programme as it is rolled out in Ireland.

### CLOSING REMARKS

In his closing remarks, Tom Parlon, Director General, CIF, thanked the 500-plus delegates that attended the CIF Annual Conference. He said, "It is clear today, after hearing from the Taoiseach, the Minister for Housing, Robert Watt and David O'Brien, that we are central to the Government's plans for the future of this country. Rebuilding Ireland, the National Development Programme, Project Ireland 2040, and lately the Climate Action Plan, are all dependent on our industry to deliver. The CIF and its members are working on this industry – not just in it. This great conference is an example of the ambition we have for this industry. We are also launching campaigns to attract more people into our industry, to reform procurement, to improve diversity, to save lives through safety awareness, and to help our members reshape this industry and Ireland."

### SPONSORS AND EXHIBITORS

This year's conference was hosted by tv and radio presenter Ivan Yates and included a keynote presentation by economist and author David McWilliams. The CIF is grateful to Gold Sponsors DRS Bond Management Limited; Topcon; Philip Lee, Mace; EY Ireland and Enterprise Ireland for their support. It would also like to thank Silver Sponsors Client Solutions; CRH; and Downey Planning and Architecture.

In addition to the presentation programme and panels discussions, over 50 exhibitors filled the exhibitor area, displaying the latest innovations in construction technology, products and services. **C**



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# DUBLIN SCHOOL'S FINISHES HIGHLIGHT AESTHETIC APPEAL OF CONCRETE

**SEAN MURPHY** reports on the Le Peton Building at Sandford Park School, built by TownInk Construction, a project that took just 13 months to complete.

**T**he Le Peton Building at Sandford Park School in Ranelagh, Dublin, is a triumph of fair-faced concrete and bespoke exposed woodwork. Completed within a strict programme, on a live site, the new schoolhouse was delivered on time and on budget for its first students in August 2019.

This is a two-storey concrete, brick and timber building, entered through a generous fair-faced concrete covered outdoor space, which faces the school street, with an ancillary block including associated mechanical and electrical works. It has 10 unique classrooms, internal and external social spaces, a sound-enhanced auditorium, rehearsal spaces and music rooms.

## HEART OF THE BUILDING

The heart of the new building is a polished concrete floor feature and sociable space that consists of green sandstone, exposed concrete walls and bespoke wooden forum seating that links the two floors and looks out to the playing fields. Corridors are wide, with concrete carved areas for seating alongside lockers, designed to enhance positive social interaction. They are also bright and lively spaces with high level windows and visible timber roof trusses.

## EXTERNAL FEATURES

Externally, the courtyard features concrete paving with a mixture of soft landscaping, concrete steps, a bicycle rack area and a fair-faced concrete seat that overlooks the concrete courtyard.

Speaking about the project, John Barden, Construction Director, TownInk Construction says, "The Le Peton Building is an outstanding example of the quality workmanship and the beauty of finish that can be achieved with concrete. This building truly demonstrates excellence in concrete, from both a design and construction perspective, and sits proudly in TownInk's extensive portfolio of work." **C**



The Le Peton Building's fair-faced concrete outdoor space.



The Le Peton Building's wide corridors.



Bright spaces with visible timber roof trusses.



Exposed concrete walls and bespoke wooden forum seating.

# DATA centres

Ireland

## 19 -20 Nov 2019

RDS, Dublin

DataCentres Ireland combines a dedicated exhibition and multi-streamed conference to address every aspect of planning, designing and operating your Datacentre, Server/Comms room and Digital storage solution – Whether internally, outsourced or in the Cloud.

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- International & Local Experts ● 60 Speakers & Panellists
- 100 Exhibitors ● Networking Reception



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Key Themes addressed by the Conference include:

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- Regional Developments
- Open Compute Project
- Updating Legacy Data Centres
- Heat Networks and the Data Centre



Tony Jacob – VP of Design & Construction Managing, Digital Realty



Matt Flowerday – Director, Capitoline



Tommy Fitzpatrick – MD, CBRE Data Centre Solutions



Matt Pullen – Managing Director, CyrusOne



Brendan Marren – Country Manager, Centrica Business Solutions



Dermot McArdle – Head of Business Markets, ESB



Donna Gartland – Senior Energy Planner, Codema



Valerie Walsh – Senior Vice President, Portfolio Management, Digital Realty

**Sample of speakers - for the full list visit: [www.datacentres-ireland.com/speakers/](http://www.datacentres-ireland.com/speakers/)**

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# SERVICES FOR DATA CENTRES ON SHOW

More than 100 companies will be present on the DataCentres Ireland 2019 exhibition floor, running the gamut of services available to data centres.



the conference's operational stream—mean there is value to be had for those well outside the traditional data centre sector: anyone working in critical infrastructure where robust connectivity and power are essential, from railway control and signalling to emergency communications and hospitals to air traffic control, will benefit from both the exhibition and conference.

The conference's strategy stream, meanwhile, will look at what is driving the growth of the data centre market, both internationally and in Ireland. **C**

*DataCentres Ireland 2019 will be held in the RDS on Tuesday 19 and Wednesday 20 November, and entry is free for registered visitors.*

## ABOUT DATACENTRES IRELAND:

DataCentres Ireland: DataCentres Ireland was founded in 2012 by Stepex Ltd, a communications, publishing and exhibitions company based in the UK. Supported by Host in Ireland, the DCA (the Data Centre Trade Association), IDA Ireland, Enterprise Ireland, Irish Wind Energy Association, techUK, the Green Grid and the Uptime institute, it is the largest exhibition of its kind taking place in Ireland.

To view the programme and to register for free, visit <http://www.datacentres-ireland.com> or call the DataCentres Team on: +44 (0) 1892 518877.



**D**ublin: Over 100 exhibitors will be on hand at Data Centres Ireland 2019, demonstrating their expertise and commercial propositions for visitors to the RDS.

ESB, one the main event sponsors, will be present in the main hall, and given how energy consumption issues have come to the fore in recent years it will be a must-see for visitors. The company, which generated 43% of all electricity in Ireland, north and south, currently serves 1.4 million customers across the island.

ESB's focus on data centre power use comes at a time of transition for the industry: 2019 survey data from data centre power specialists Vertiv suggests expectations are down, previous predictions of a major growth in renewable energy generation supporting data centres by 2025 were described as "unrealistic".

Engineering consultancy Hanley Energy, a specialist in energy management, critical

power supply and IT infrastructure, will demonstrate how energy can be viewed from the other perspective: ensuring it is always available.

"By taking [our] key capabilities, harnessing the great value that exists in them and offering it as an advisory service, we elevate our value proposition to clients within the critical energy sector," said Andrew Dobson, Head of Global Sales.

Energy will not be the only topic of course, with a wide array of exhibitors. CBRE, for instance, will demonstrate its strategies for the minimisation operational risk, cost reduction, and improving alignment between real estate and information technology, while Airedale International, the British-based air conditioning solutions provider, will be demonstrating its new range of R32-optimised air conditioning products.

Visitors will have direct access to these and other exhibitors, including legal service firms, cabling providers, IT equipment suppliers, and businesses working in lighting, construction, security, fire suppression and more.

Running alongside this will be a dual stream conference, with operational and strategy streams.

As a result, many of the exhibitors—and



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It is now difficult to find a major data centre project in European countries without Irish involvement.

# HOW IRISH M&E CONTRACTORS BECAME EUROPEAN MISSION-CRITICAL PARTNERS

Irish firms remain at the forefront of data centre and mission-critical facility construction across Europe and beyond, but the CIF warns that action is needed to maintain that position. **BARRY MCCALL** reports.

**T**ravel abroad to the UK, western Europe and the Nordic countries, discuss data centre and other mission-critical construction projects, and you'll find names like Mercury Engineering, Jones Engineering, Kirby and Winthrop cropping up time and time again.

This success story began at home, according to Sean Downey, Director, Specialist Contracting, CIF.

"The export of specialist contracting services currently accounts for an average of 50% of turnover for many medium to large construction companies based in Ireland," Sean Downey says. "The foundations for this overseas success lie in the ability of Irish M&E contractors to take a solutions-led approach. These specialist management capabilities have been developed as a result of the critical mass of clients here that have allowed Ireland's specialist sector to develop a niche for mission-critical facilities."

The approach is key.

He continues, "This high-value intensive capital work demands a can-do attitude from delivery teams. Irish contractors have a very strong value-led approach to



Sean Downey, Director,  
Specialist Contracting, CIF.

driving projects. The principle of mission-critical relates primarily to 'first to market'; that is the demand from clients to get as quickly as possible from concept to actual manufacturing and delivery to market. The need for them to stay in production, full production, while they are actually carrying out a full overhaul, refit or upgrade of their existing facilities, is also critically important."

## MISSION-CRITICAL PARTNERSHIPS

Eoin Vaughan, CEO, Mercury Engineering, says early contractor involvement has also played a significant role.

"Early contractor involvement allows the project team to find the best solutions from the supply chain and helps us progress projects in a tight delivery timeframe," he says. "Bringing the team in as early as possible makes sense and allows the right people to engage at the right time. Mercury's ability to analyse the critical mission objectives for any client across Ireland and EMEA, and to provide them with a model for certainty of delivery, is key to our ability to win premium projects. Mission-critical is all about value for money being at the centre of any private client's agenda for project delivery."

Tim Ferris, President, Electrical Contractors Association (ECA), and Director and General Manager, O'Sheas Electrical Ltd, agrees.

"Driving this is a project team's ability to coordinate themselves and put the best party able to manage risk in control as early as possible," Tim Ferris points out. "We've seen huge benefits from early contractor



**Eoin Vaughan, CEO,  
Mercury Engineering.**

engagement, and some other models, such as alternative project delivery (APD) for specific clients, where they truly engage and get involved and are not concerned about allowing another party to take the lead.”

### IRELAND'S HIGH-TECH CLIENTS

That critical mass of high-tech clients located here in Ireland dates back to the 1950s, according to Garry Connolly, President and founder of Host in Ireland, a strategic initiative created to increase awareness of the benefits of hosting digital assets in Ireland.

“IBM came here in 1956 with a mainframe computer for airline reservations systems and took the top floor of the Shelbourne Hotel as its offices,” he says. “Later, companies such as Nixdorf, Dell, Microsoft, Oracle and Informix arrived, and they were then followed by the next generation of companies, such as Google, PayPal, Facebook, Amazon and others.”

As far back as 2000, Ireland was recognised by the Organisation for Economic Co-operation and Development (OECD) as the world's largest software exporter, Garry Connolly points out.

“The software was going out on floppy disks back then, and distribution later moved online, and software as a service started to become the norm. Back in 2000, industry backed by the Irish Government increased the number and destinations of “Off Island” fiber cables, which would connect us to the rest of the world. That was the start of the data centre industry in Ireland. As of the first quarter of this year, Ireland is home to the largest data centre cluster in Europe.”

### CENTRE OF THE DATA CENTRE UNIVERSE

Ireland has all of the critical attributes, including construction expertise, to nurture this industry. It all comes down to what Garry Connolly calls the six Ps – ‘Policy,



**Dermot Reidy, Senior Development  
Adviser, Enterprise Ireland.**

Pedigree, People, Power and Pipes, and Proximity.’

“Is Ireland an optimum place to host data because we have all of these?” Garry Connolly asks.

“Policy’ is so important in areas like data protection and intellectual property law. Ireland will be the last English speaking, common law jurisdiction within the EU after Brexit. The corporation tax rate and business-friendly environment are also important.

“Pedigree’ comes down to the ability to demonstrate that you know what you’re doing. Can we design, build and operate data centres to world-class standards? The answer is clearly yes for Ireland.

“People and ‘performance’ relates to a country’s ability to provide the talent, both to design and build the centres, as well as to operate them. ‘Power and pipes’ are fairly obvious requirements. A data centre is a digital facility that takes electricity as its raw material and turns that into services,” Garry Connolly continues. “Data centres are the factories of Industry 4.0.”

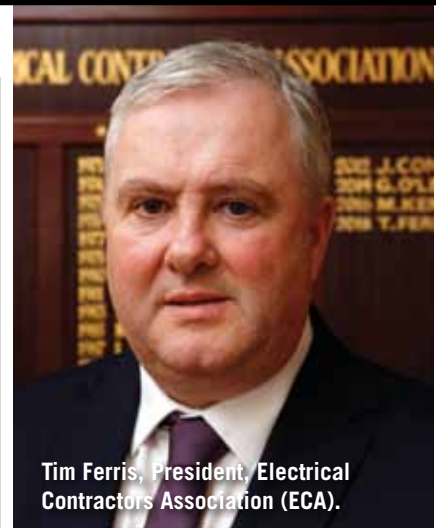
Ireland’s location between Europe and the US, neatly bridging Asian and American time zones, gives it the ‘proximity’ to key markets required by data centre operators.

### EXPORTING EXPERTISE

The Irish industry’s expertise in data centre and mission-critical facilities construction has its roots in the growth of the sector here over the past two decades, but the drive towards exports really began in 2008, according to Dermot Reidy, Senior Development Adviser, Enterprise Ireland.

“We started a flagship leadership for growth programme for construction chief executives in 2008,” Dermot Reidy explains. “We did that in conjunction with the CIF. We ran two iterations of the programme for around 70 chief executives, and we had all of the leading companies in the country taking part.”

The programme looked at the ambitions



**Tim Ferris, President, Electrical  
Contractors Association (ECA).**

of the different companies and how they could be realised. “One of the things we did was ask them to focus on what they did successfully here that they could sell to the rest of the world,” he continues. “We then took them to various places around the world to look at projects. We wanted to inculcate the idea of working abroad. We brought them to trade shows and helped them take part in trade missions, and so on. Some companies were very successful in establishing themselves abroad as a result. The ones doing very well in Europe are the ones focused on data centres. There is a cluster of very successful Irish companies working with hyperscale and colocation data centre companies.”

### THE FULL IRISH SERVICE

The logic was simple. These Irish firms had already built facilities for the global leaders in Ireland and were going out saying that they could do that anywhere in the world.

“Irish M&E companies are also bringing in other Irish firms, such as architects, general contractors and construction managers, on major European projects. Depending on the client and the procurement model that they use, it could be that the Irish company that looks after the whole contract from end to end.”

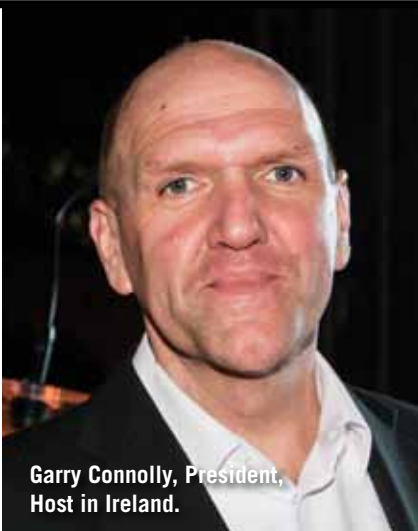
There is a patriotic agenda in evidence, Dermot Reidy believes.

“The green jersey is out there. Irish companies who are successful in hyperscale and colocation data centre construction see the green jersey is the intelligent thing to do. We definitely see it in the supply chain, with structural steel being fabricated in Ireland and shipped to Sweden. We are seeing Irish roofing contractors and other specialists following the large firms out as well. It’s a very collegiate industry.”

### IRISH NORDIC SUCCESS

Copenhagen-based Enterprise Ireland Senior Market Adviser Karin Angus says there is an Irish element to just about every





Garry Connolly, President,  
Host in Ireland.

hyperscale data centre project in the Nordic region.

"The mechanical and electrical contractors are from Ireland. Many of them are now winning the general contracts as well. Apple, Facebook and Google are in Denmark; Microsoft, Amazon Web Services and Facebook are in Sweden; and Google is in Finland, and Irish contractors are working on all of them."

Karin Angus doesn't believe this should come as any surprise.

"To be honest, because they work with them in Ireland, the US companies know how they work. They have reputations for keeping deadlines and working hard. They are choosing contractors who work with them in Ireland to build the hyperscale centres for them over here. Irish contractors can also bring the whole team of staff, suppliers and subcontractors with them."

## LOCAL SUPPORT

But that doesn't mean that Irish companies are pushing out local competitors.

"It's not about Irish companies coming in and taking over. It needs to be a win-win for everyone", she adds. "Irish companies are partnering with local firms. Local companies haven't had the experience that Irish companies have, so they are not competing for larger projects. They are already very busy with other domestic work. They don't have experience in big complex projects and are partnering with Irish companies to work on them."

Karin Angus works with Irish construction firms to provide them with market intelligence.

"I see myself as the industry's eyes and ears over here", she explains. "I work on a one-to-one basis with them, helping to find local suppliers for projects. I also put them in touch with service providers, such as local law firms, and assist with practical issues around starting up in a new market. I try to be the spider in the web, with as good a network as possible."

# IRISH M&E COMPANIES ARE ALSO BRINGING IN OTHER IRISH FIRMS, SUCH AS ARCHITECTS, GENERAL CONTRACTORS AND CONSTRUCTION MANAGERS, ON MAJOR EUROPEAN PROJECTS.

DERMOT REIDY, ENTERPRISE IRELAND.

## IMPROVED CONNECTIVITY

That assistance also runs to physical market access. Direct flights from Ireland to Denmark have gone to Copenhagen up until now, whereas the data centre sector tends to be in the south and west of the country.

Enterprise Ireland lobbied successfully for improved connectivity.

"We have direct flights starting bi-weekly to Billund Airport in central Denmark shortly," Karin Angus notes. "That's going to help. It's a start, and we are hoping to get more flight connections."

## DOMESTIC CHALLENGES

Back home, Garry Connolly says continued development of hyperscale and other data centre types in Ireland will require two challenges to be met.

"We will have to make sure there are sufficient levels of renewables on the grid, and we need to build more and more fibre



Karin Angus, Senior Market  
Adviser, Enterprise Ireland.

connections to Europe. The renewable energy piece is the biggest short- to medium-term challenge to maintaining tier one status."

Interestingly, he does not see the planning regime as a very big issue and points to the success of Facebook in building, and later expanding, a hyperscale data centre in Co Meath as an example of how it can be done right.

"They engaged with the community 12 months in advance of the project and were successful. There are challenges in the planning system, but that's business. Democracy demands a strong and robust planning system. We have a strong, fair and reasonable planning system. If you work with the system, you can succeed"

There are other issues to be dealt with if the Irish construction industry is to remain at the forefront of data centre and mission-critical facility development, according to Tim Ferris.

"As the CIF Construction 4.0 Committee now turns its attention to addressing the challenges set out in the Investment Projects and Programmes Office's (IPPO's) productivity study, there are three key policy areas that are critical to allow our sector to develop in line with clients' needs," he says.

"Number one is the establishment of the Build Digital Project for Digital Transformation of our sector. Number two is the development of the Research and Development Construction Hub to allow companies to engage with third-level institutes and drive a real research agenda. Number three is advanced support and growth opportunities for true offsite fabrication to allow us to meet the skills need, and to meet the skills challenge, and enabling companies to be as effective as possible in resource allocation for projects. With Government support and a strong leadership platform, we can help transform our industry and remain on a sustainable upward trajectory," Tim Ferris concludes. **C**

# ON-SITE HEALTH SCREENING FOR BUILDING WORKERS.

The Construction Workers Health Trust, (CWHT) continues to deliver on-site health screening to building workers on sites up and down the country.

**T**his year the Trust experienced a much keener interest from Health & Safety practitioners who appear to have taken a more focused interest in the health side of H&S than in previous years.

This is not to suggest that health is entirely forgotten, but the safety side of the equation generally attracts the lion's share of national attention. The last 12 months however has seen a much keener interest in general health and well-being, as well as mental health.

From this month onwards, workers who partake in screening will receive their medical reports by email if they prefer, rather than taking the traditional health booklet. Many workers now like to keep their correspondence on-line.

This year so far almost 4000 workers have received an on-site medical and once again the Trust is on course to deliver 5000 screenings for the year in total.

As always, blood pressure, cholesterol, BMI, lung function and diabetes remain the key tests which are carried out in confidence and all results are given on the day.

The main purpose of health screening is to assess the general health of the individual and a number of worrying issues are prevalent in the construction industry.

## FIRSTLY, THERE IS THE TREND TOWARDS OBESITY.

The chart below shows that despite the active nature of the industry, more than 70% of workers are either overweight or obese. The main reasons for this situation are poor diet choices and alcohol consumption. (Figure 1.)

Among a random sample of just over 4000 workers tested, only 27% were



considered to be at a healthy weight and 56% had a measured waistline which fell within normal parameters.

The same group was made up of 31% smokers and 65% admitting to hazardous or harmful use of alcohol. (Figure 2.)

At 31%, construction workers are well above the national average figure for smokers, which is currently about 21%.

The combination of these lifestyle choices is reflected in the final chart which shows the overall levels of blood pressure within the group.

Systolic pressure, which is the measure of blood pressure when the heart contracts

and pushes blood around the body is generally considered to be the more important indication of heart health.

Here our group showed only 41% in the normal range with the remaining 59% entering the danger zone. (Figure 3.)

As always, financing the Trust's activities remains a challenge but firms can not only opt to pay the €1.50 weekly contribution along with their pension payments, but those not operating the industry pension scheme can register directly with the Trust by simply visiting their website, [www.cwht.ie](http://www.cwht.ie) and clicking on the Employer Registration tab.

### WAIST/BODY MASS INDEX (BMI)

Waist	Male	Female	Total	%
OK	2198	82	2280	56%
Increased Risk	860	44	904	22%
High Risk	855	63	918	22%
<b>Total</b>	<b>3913</b>	<b>189</b>	<b>4102</b>	

BMI	Male	Female	Total	%
Underweight	5	2	7	0%
Healthy weight	1034	80	1114	27%
Overweight	1919	62	1981	48%
Obese	916	41	957	23%
Morbidly Obese	39	4	43	1%
<b>Total</b>	<b>3913</b>	<b>189</b>	<b>4102</b>	

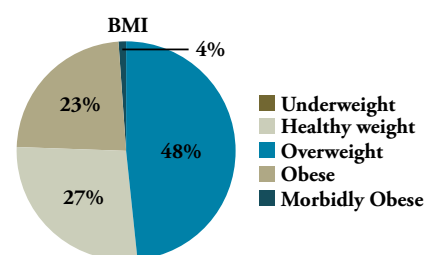
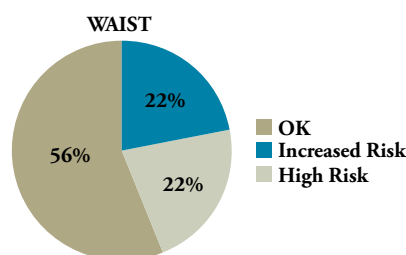


Figure 1.





## SMOKING / ALCOHOL (AUDIT-C QUESTIONNAIRE) / PHYSICAL ACTIVITY (GPPAQ)

Smoking	Male	Female	Total	%
Never smoked	1928	116	2044	50%
Ex smoker	763	28	791	19%
Smoke cigarettes	1219	45	1264	31%
Smoke pipe	1	0	1	0%
Smoke cigar	0	0	0	0%
Not Stated	1	1	1	0%
<b>Total</b>	<b>3912</b>	<b>190</b>	<b>4101</b>	

Alcohol	Male	Female	Total	%
Total <5: Sensible drinking	1300	128	1428	35%
Total >5: Hazardous or harmful drinking	2609	61	2670	65%
<b>Total</b>	<b>3909</b>	<b>189</b>	<b>4098</b>	

GPPAQ	Male	Female	Total	%
Physically impossible	0	0	0	0%
Inactive	160	35	195	5%
Moderately inactive	322	26	348	8%
Moderately active	890	46	936	23%
Active	2540	82	2622	64%
<b>Total</b>	<b>3912</b>	<b>189</b>	<b>4101</b>	

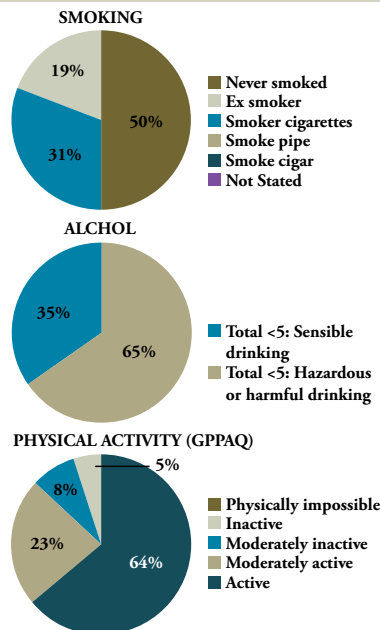


Figure 2.

## BLOOD PRESSURE

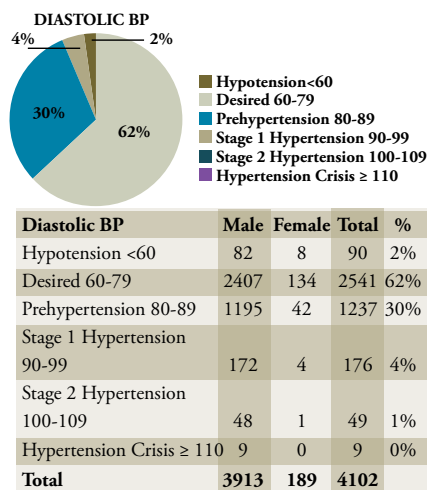
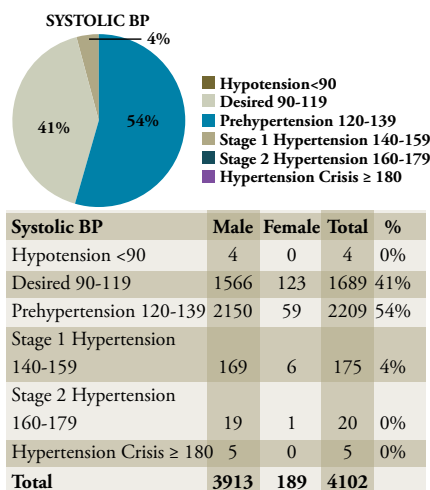


Figure 3.

Many firms who are not direct contributors have opted to simply pay for health screening as required, but the Trust strongly recommends registration, as it spreads the cost evenly throughout the year and guarantees that screening will be delivered at a time and place to suit the employer.

All a firm needs do is complete a simple online registration form and give a rough estimate of the number of workers

employed. No names or personal details are required.

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

Health Trust membership costs €75 per

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

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

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

This year successful screening assignments were completed at the Centerpark development in Longford for John Sisk & Co, the N25 New Ross development for Bam Contractors and the ESB re-development for PJ Carey & Co.

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

Firms not operating the pension scheme go to [www.cwht.ie](http://www.cwht.ie) and click 'Employer Registration'.

The cost is a very modest €75 per worker per year. It is a worker contribution and can be managed by deducting €1.50 from wages each week.

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

To get the ball rolling simply contact the Trust or visit their website and they'll do the rest.

## ONE FINAL THOUGHT.....

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

Construction Workers Health Trust  
U39 ParkWest Enterprise Centre  
Dublin 12

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

Web: [www.cwht.ie](http://www.cwht.ie)

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# MINDING YOUR MENTAL HEALTH IN CONSTRUCTION SAFETY WEEK 2019

**JOE O'DWYER**, Health and Safety Manager, Colleen Construction, writes about the company's 'Minding Mental Health' programme.

**C**olleen Construction has taken part in Construction Safety Week since 2016 and has sponsored Construction Safety Week for a number of years. Each Construction Safety Week, Colleen has launched a themed safety campaign: 'Mindfulness' in 2016; 'Near-Miss Reporting' in 2017; and 'Stop the Drop' in 2018. This year Colleen launched our 'Minding Mental Health' initiative.

## CONSTRUCTION SAFETY WEEK

Construction Safety Week is an excellent initiative of the Construction Safety Partnership Advisory Committee (CSPAC), and Colleen Construction was delighted to be one of the key sponsors again this year.

It provides the industry with an opportunity to refocus on the safety, health and wellbeing of its workers, and provides a forum for companies to demonstrate the great work that they are already doing in this area.

Each year, Colleen's wellbeing committee also takes the opportunity to launch our own health, safety and wellbeing initiative. This year we invited nine guest speakers to conduct presentations during Construction Safety Week.

## MENTAL WELLBEING

Research shows that 10 people a week in Ireland take their own lives – eight out of these 10 are men. The construction sector is about 96% male. We know from research that workers in the construction sector are part of these statistics. As a company, we have focussed a lot of our effort in the past on managing safety issues. However, in recent times, we have realised that we need to give time to supporting people's wellbeing. Our hope with this initiative was to challenge the stigmas that exist around mental health, stigmas which all too often stop people from asking for help. We want to encourage and support men and women across all our projects to think about their



**Joe O'Dwyer, Health and Safety Manager, Colleen Construction.**

own mental health and to care more for themselves and each other.

## CONSTRUCTION SAFETY WEEK AT COLLEN

During Construction Safety Week 2019, Colleen welcomed Dermot Carey, Director, Safety and Training, CIF, to one of our data centre sites for a 'Minding Mental Health' workshop, hosted by Theatre at Work's Annette Tierney. Annette is a specialist in the field of theatre-based learning, and since 2000 she has been using theatre techniques to create transformative learning events for organisations across a variety of sectors. Annette delivered her play 'Out of Sight' during which participants had the opportunity to understand and spot early signs that someone needs help, such as confused thinking, prolonged depression, excessive fears, social withdrawal, substance abuse or inability to cope.

Colleen facilitated mental health workshops throughout the week. Finola Harrington from Ripple Zoo delivered a talk on mental health and wellbeing and Alan Farrell from Pieta House, who also gave a talk on World Suicide Prevention Day earlier this year to Colleen staff, spoke about positive mental health.

In line with the CIF Construction Safety

Week daily themes, Colleen organised a guest speaker for each day to give a presentation or practical demonstration.

Cathal McGrath from PowerPoint Engineering delivered Arc Flash Awareness Training around the theme of 'Working Safely with Electricity', and Olive Safety gave a practical demonstration on mobile elevating work platforms (MEWPs), as part of 'Working Safely at Height'. For 'Vehicle Risk and Safety in Lifting Operations', Colleen invited Steer Clear, Prolift and Select Plant Hire to various sites, covering topics that included safe driving awareness, safe use of lifting equipment/maintenance, and safety in lifting operations. Lastly, Tony Farrell from CIT spoke at one of Colleen's pharmaceutical projects on chemical awareness and chemical/environmental spills.

## PULL TOGETHER AS AN INDUSTRY

According to Tommy Drumm, Managing Director, Colleen Construction, "The thing about working with the CIF and the MBCA is that we pull together as an industry. Despite the fact we are all in competition in the market place, when it comes to issues like safety, wellbeing and making a difference, there is a genuine effort to pull together and share our experiences to the benefit of the industry."

## NISO SAFETY AWARDS SUCCESS

Colleen Construction was delighted to win two prestigious awards at the recent Annual National Irish Safety Organisation (NISO) Safety Awards, including the 'Construction Industrial/Commercial' award and the prestigious 'Superior Performance' award, which recognises Colleen as providing a superior working environment for all. Good health and safety comes from working with people not systems. These awards only come from the commitment and mindset of the whole Colleen team and supply chain. **C**



**Pictured at this year's NISO Awards (L to r) John Thompson, Chairperson, Northern Ireland Safety Group; C  t O'Reilly, Senior Health and Safety Officer, Colleen Construction; Mick Kavanagh, Senior Health and Safety Officer, Colleen Construction; Joe O'Dwyer, Health and Safety Manager, Colleen Construction; and Harry Galvin, President, National Irish Safety Organisation.**



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# FUTURE-PROOFING YOUR INCOME

**SUSAN O'MARA** explains some of the available income protection options that will give more security up to retirement.



Susan O'Mara,  
Milestone Advisory.



## “ THE WAY TO PROTECT YOUR FINANCES IS TO SAVE FOR THE FUTURE AND INSURE AGAINST THE UNEXPECTED. ”

### INCOME PROTECTION

Income protection is an insurance policy that pays your income in the event that you become ill or are injured. It can pay you until you recover, or until you retire. I often talk about longevity when I am talking about pensions, ie the fact that people are living longer and so have an increased need for income in retirement.

From age 65, men can expect to live an average of 23.8 years, while women can look forward to an average of 25.3 years. While this has an impact on saving for your retirement, it also means that during your working life, being diagnosed with a serious illness is a greater risk to you than death. The life assurance industry claims experience tells us that you are likelier to suffer from cancer, a heart attack or stroke before you retire than you are to die before age 65. In my opinion, income protection is one of the most important insurances you can have to protect your finances.

### SPECIFIED ILLNESS COVER

Specified illness cover is also known as serious illness cover. Why consider serious illness cover? It pays out a cash lump sum if you are diagnosed with an illness from one of the many serious illnesses covered by the plan – illnesses such as cancer, a heart

attack, or stroke (subject to policy terms and conditions). This cash lump sum would help remove some of the financial and emotional stress associated with a serious illness, affording you the opportunity to take the time off work, to help pay for specialist medical treatment, or even to help cover day-to-day household bills such as childcare. It may also be used to pay off debts while you are recovering. If you are diagnosed with a serious illness, you have enough to worry about. Making ends meet should be the least of your concerns.

### DO YOU NEED COVER?

You should establish what exactly you would do if you were hit by illness or injury. You should quantify how long your income would continue and how far your savings would stretch.

If you do not have any cover in place, and your savings are not enough for you, you might consider reviewing your needs with your financial adviser. **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](http://www.milestoneadvisory.ie)*

I am writing this piece as Construction Safety Week 2019 comes to end.

Hopefully, another successful week of reminders about the health and safety of everyone involved in construction.

The message is ultimately about providing people with all of the relevant information available to enable them to protect themselves.

Protecting your finances is something to be mindful of also. The way to protect your finances is to save for the future and insure against the unexpected. It is that simple. But it gets complicated as there are so many options available to people.

### PENSION

A pension is simply a long-term savings policy with tax relief. It is the most tax efficient way to save for the future. If you have access to pension scheme, rejoice!

### LIFE COVER

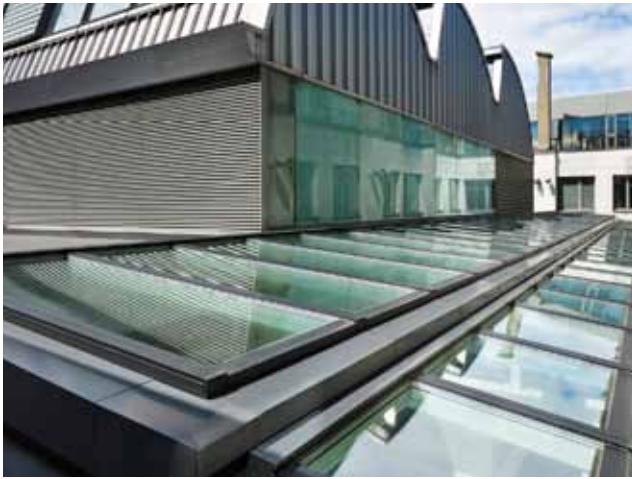
If you have purchased your own home, you will likely have mortgage protection and this is indeed a type of life cover. Mortgage protection will pay off any outstanding balance on your mortgage if you die, and it is designed to decrease as your mortgage decreases. This is all it is for however, nothing else is covered! If you have dependants, then mortgage protection alone simply is not enough. Death before old age is an unlikely occurrence, but it happens nonetheless, and while we cannot live our lives expecting the worst – we can be financially prepared for it.

# VELUX Modular Skylights shine a light on democracy in Dún Laoghaire–Rathdown County Council

The Dún Laoghaire–Rathdown project was delivered by Moston Construction as part of a wider specification to modernise the council building and create a new public space for the delivery of important council services. With this goal came the requirement for creating a sense of vibrancy and openness which could support public engagement and customer service for those in the locality. The creation of natural light and ventilation was deemed crucial to achieving this goal, with the VELUX Modular Skylight system offering the perfect combination of these factors.







## Creating vibrant spaces and openness with natural light

Dún Laoghaire–Rathdown County Council's ambitions for the new Civic Hub were to design a new venue for public engagement and to bring democracy physically closer to its citizens. To deliver upon this promise, the council designed the new hub as a one-stop-shop for council services related to living, working, visiting, and doing business in the county. It consequently fell to Moston Construction, Dún Laoghaire–Rathdown County Council's Architects' Department and VELUX to create a space where this ambition could actually work.

Not only has natural light been directly linked to greater workplace performance and reduced stress, but research has also shown the contributions it can make to a happy, healthy, and calmer self. To create a public space that would become a cornerstone of local democracy, it was therefore essential that the Civic Hub could create a positive and engaging atmosphere for people in the local area to enjoy. It was also vital that those working in the space would be able to feel at one with the community, thus "bringing the outside in" proved to be a key aspect of the project.

When assessing their options, Dún Laoghaire–Rathdown County Council's Architects' Department identified the VELUX Modular Skylight system as "the only suitable product" for bringing natural light into such a large space. Through working closely between the architecture department and Moston Construction, VELUX operated in both a consultative and supplier role to support the greater ambitions of the project. This consultative relationship was necessitated by the requirement for a very specific length of skylight whilst ensuring the system would integrate with the council's environmental strategies.



## Using Modular Skylights to create natural light, ventilation, and energy savings

The installation of the VELUX Modular Skylight system has been a resounding success. Combining rapid installation with unrivalled functionality, the skylights help to create a beautiful aesthetic within the building as has been the case with other projects using VELUX Modular Skylights.

Pamela O'Connor, Senior Architect at Dún Laoghaire–Rathdown County Council provided the following feedback on the experience with VELUX: Mick Murphy, Contracts Manager at Moston Construction explained: "The advantage of using the VELUX Modular Skylight system is that it can be installed very quickly. Once the VELUX roof panels are installed, that opens up a huge amount of work for us inside, such as: completions, carpeting, furniture installation, decoration and plastering. Until the roof panels are in, it's not possible to complete this work, so having that done in a fast-track environment is paramount to our success in completing the project on time. The cost implications in relation to using the VELUX Modular Skylight system are getting it finished on time, in a hurry, and this means that you've less labour hours involved."



Watch the video and find out more at  
[veluxcommercial.ie](https://www.veluxcommercial.ie)

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# NEW ONLINE FACILITY INTRODUCED FOR RENEWAL OF CIF SSSP RED CARDS

**ROBERT BUTLER**, Head of Learning and Development Services, CIF, outlines the new process that has been introduced to streamline the renewal of CIF Site Safety Supervisor Programme red cards.

In September 2016, CIF Learning and Development Services launched the CIF Site Safety Supervisor Programme (SSSP) specifically for site foremen/site supervisors. The programme was designed to enhance the awareness of on-site supervisors' roles and responsibilities concerning safety.

To date, the programme has been very well received. The feedback from the 1,000-plus graduates who have successfully undertaken the programme since September 2016 has been very positive. From a CIF perspective, it has been a rewarding initiative as it has had a positive direct impact on site behaviours.

As is the standard practice, the SSSP has a three-year CPD cycle for card renewal. CIF recently introduced a new online renewal process, which involves a two-hour programme update process for red card renewal.

Site forepersons and supervisors seeking to renew their red card can complete their online renewal via the [www.ciftraining.ie](http://www.ciftraining.ie) website. Before logging on, they will need their unique 'Delegate ID' number, which is on the front of the red card, and one digital image, which will be required at the final stage of the online renewal process.

## NEW CIF SSSP RED CARD RENEWAL PROCESS

As of now, renewal of the CIF SSSP red card can only be completed online via the

CIF training website [www.ciftraining.ie](http://www.ciftraining.ie).

All CIF SSSP red card-holders have a responsibility to ensure that they renew their card prior to its expiry date and no later than three months after its expiry date. No exception will be made as the red card is actively being used on site to identify those who have achieved this safety standard in supervision. No letters of comfort will be issued for this card as only an in-date card will be acceptable on site upon request. Failure to complete the renewal will require a full two-day programme to be completed again.

## ACCESSING THE WEBSITE

The programme can be accessed at [www.ciftraining.ie](http://www.ciftraining.ie) under the heading 'CIF SSSP Online Renewal'. The course title is 'CIF Site Safety Supervisor Renewal programme'. Each individual/company will be asked to pay online by credit card as part of the booking process. As part of this process, a link will be sent directly to the individual applicant's personal email address, so it is critical that the correct details are entered.

## CERTIFICATION AND RED CARD RENEWAL

Site foremen/supervisors who completed the CIF SSSP between 1st September 2016 and 31st December 2018 will have their original CIF certificate, which has been issued for life. However, it is required that



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

the CIF SSSP red card be renewed every three years.

Site foremen/supervisors who have completed the CIF SSSP since 1st January 2019 will have a City & Guilds certificate, which has been issued for life. Again, it is required that the CIF SSSP red card be renewed every three years.

## DIGITAL RENEWAL CERTIFICATE

A digital certificate of renewal for CPD purposes will be available to download upon successful completion of the course. Again, each site foreman/supervisor logging on for card renewal will need their ID number, which will be required at the final stage of the renewal programme. A copy of the downloaded certificate and one digital image will need to be emailed to [training@cif.ie](mailto:training@cif.ie).

## FEE

The fee for renewal via the online portal must be paid online by credit card in advance of gaining access to the online portal. CIF Learning and Development Services will not be facilitating a credit facility for this renewal. The fee for CIF members is €55 per individual renewal and €75 for non-members per individual renewal. **C**

For more details, visit [www.ciftraining.ie](http://www.ciftraining.ie) or contact Robert Butler, Head of Learning and Development Services on 01 406 6071, or email: [rbutler@cif.ie](mailto:rbutler@cif.ie). The direct link for the SSSP is [www.ciftraining.ie/product/cif-site-safety-supervisor-renewal-program](http://www.ciftraining.ie/product/cif-site-safety-supervisor-renewal-program)





# GETTING BACK TO BASICS – SAFETY TRAINING REQUIREMENTS

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

**T**he Safety, Health and Welfare at Work Act 2005 strongly emphasises the need to provide employees with the instruction, information and training necessary to ensure their health and safety. Providing employees with health and safety information and training reduces the chance of them suffering injuries or ill health. It helps them acquire the skills, knowledge and behaviours to make them competent in the safety and health aspects of their work and instils a positive health and safety culture.

All employees should be provided with safety information on the following:

- Hazards and risks within the workplace (ie, site, plant, equipment hazards and the risks of falling from heights)
- The hazards and risks affecting specific tasks or operations carried out by the person (Toolbox talks/site inductions)
- The control measures in place to minimise exposure to risks (Risk assessments and dynamic hazard identification).
- Information and instructions on the job to be carried out and how to work safely (Method Statements).
- Measures to be taken in an emergency and persons to be contacted (First aid responders/fire wardens).

Training means showing a person the correct method of carrying out a task and making sure that he or she can carry out the task correctly and safely. It can be

formal, mandatory training, such as the CIF QQI PSCS course, or informal on-the-job training, such as showing a person the correct method of doing a job, pointing out dangers and the required PPE, and ensuring that the person understands the task and that they can do the job safely.

All employees must be trained in safe work practices and at a minimum have the Solas Safe Pass/Solas CSCS cards required for their role. This may include training in the safe use of equipment, safe work practices for the type of work being undertaken.

Work practices and the effectiveness of any training provided should be monitored. Where unsafe work practices are detected and safety, health and welfare measures are not being followed by any member of a company, the work or activity should be stopped until corrective action has been taken and safety controls are fully complied with. New or young employees may also require extra supervision.

## WHO NEEDS TO COMPLETE SAFE PASS AWARENESS TRAINING?

Under the Safety, Health and Welfare at Work (Construction) Regulations 2013 Safe Pass/Safety Awareness Programmes only apply to:

- (A) Craft and general construction workers;
- (B) Persons undertaking on-site security work; and,
- (C) Persons or classes of persons as may be prescribed by the Minister.

The Health and Safety Authority (HSA), in conjunction with the Construction Advisory Committee, has produced a summary guide to the categories of persons to whom Safe Pass does and does not apply.

## WHO NEEDS SOLAS CSCS?

All construction workers undertaking the tasks listed in the Fifth Schedule of the Safety, Health & Welfare at Work Construction Regulations 2013 must have been issued with a FETAC award under the Construction Skills Certification Scheme (CSCS) and be in possession of a CSCS registration card.


## WHO ARE THE TRAINERS AND WHERE CAN I FIND MORE INFORMATION?

Details of CSCS trainers can be obtained from Solas on 01 533 2500.

## HOW DO I GET A SOLAS CSCS REGISTRATION CARD?

On completion of CSCS training approved by Solas, a registration card will be issued, bearing the name and logo of Solas, and the registration number, name and a photo of the holder.

## WHO IS RESPONSIBLE FOR ENSURING WORKERS HAVE APPROPRIATE REGISTRATION CARDS?

The project supervisor for the construction stage and all contractors must co-ordinate measures to ensure that relevant persons have Solas CSCS cards. 

## SUMMARY CHECKLIST FOR SAFE PASS

Category of personnel involved in construction projects	Is Safe Pass or equivalent mandatory	Category of personnel involved in construction projects	Is Safe Pass or equivalent mandatory
Craft workers	Yes	Project managers/Site agents not involved in construction activities	No
Apprentices	Yes	Site managers not involved in construction activities	No
General construction workers	Yes	Safety advisors or safety officers not involved in construction work	No
Working chargehands	Yes		
On-site security workers	Yes	PSDP/PSCS	No
Contractor's drivers on site	Yes	Inspectors/Consultants	No
Delivery drivers on site, eg. concrete trucks	Yes	Clients and client reps	No
Students on placement on site	Yes		
Delivery drivers not on site, eg. delivering to compounds, canteens, offices	No	Supervised visitors	No
Canteen staff	No	Archaeologists	No
Site office staff	No	Sales representatives	No
Architects, surveyors, engineers	No	Visitors to show houses	No

# HOW TO SUCCEED IN COMPLICATED CONSTRUCTION DISPUTE MEDIATIONS

John FFF O'Brien, Principal consultant, John Farage O'Brien, outlines to [JOHN MURPHY](#) how he generally succeeds for his claimant clients on the more complicated construction disputes in the arenas of mediation and conciliation where the parties are still in control.

**J**ohn Farage O'Brien, the well-established firm of contract claims and dispute consultants, has spent most of the past two decades providing an expert consultancy and support service to domestic and international construction clients. The firm has enjoyed outstanding success in managing and negotiating settlements in some of the largest public and private sector construction disputes in the State.

I asked principal consultant John FFF O'Brien how he achieves such success for his claimant clients in more complicated construction disputes, especially in arenas where the parties still retain control of the process — at mediation and conciliation.

"We find that most adversarial groups we meet across the table normally possess an unbalanced weighting of knowledge and understanding across what we describe as the 'four core construction industry disciplines' and it is in the art of properly balancing the influences of these disciplines across the relevant facts we find resolution to many disputes.

"We have often found this imbalance to have been driven, typically, by a single alpha personality group member, possessing limited knowledge of perhaps only one or two of the core disciplines. Typically, these would be an entrenched designer who on the one hand cannot put his/her buildable design intent on paper but on the other hand insists that the contractor should have priced it and built it, or an overly opinionated lawyer who should really stick to conveyancing or a consultant expert of one sort or another who has been found not to be the expert he or she purported to be, and they are normally the alphas who have been given 'too much rein' by their client!

"This is where we often find our opponent's weak-point and naturally, that is the point where we will attack."

O'Brien explains that the four core construction industry disciplines that entwine into every construction dispute in different measures and weightings are



John FFF O'Brien

(1) Commercial, (2) Contractual, (3) Legal and (4) Technical. Technical, he adds, is split into two sub-categories Design and Construction Methodology.

"Each discipline is but the tip of its own tall Christmas tree, with hundreds of branches spreading out below. Having to understand potentially thousands of underlying issues, enmeshed within all four disciplines is precisely what makes construction disputes inherently complex to assess and resolve especially to those that are fluent only in one or two of the

core disciplines (and whose fluency in those disciplines can often blind them to the importance of the others!)."

"Conciliation or mediation is often the first time that the paying party on the other side of the dispute sees their own position being rigorously stress-tested. In our experience, many such paying parties, having seen for the first time the limitations of their entrenched alpha team member, and realising how incomplete their grasp is of the four disciplines, begin to see the settlement as a much more





**“ IF YOUR DISPUTE GETS TO THE ARBITRATION ARENA, THEN ALL PARTY CONTROL IS LOST, AND YOUR FATE NOW LIES 100% IN THE HANDS OF A THIRD-PARTY NEUTRAL – FINDING OUT YOUR WEIGHTINGS AT THAT STAGE IS A BIT TOO LATE. ”**

attractive option.

To get to a strong position of certainty before a dispute can be settled is an iterative process that requires constant input from a party's team, which includes weighted inputs from witnesses of fact, experts, consultants and lawyers, says O'Brien.

"The team needs to remain dynamic to react (and perhaps re-adjust its position) to the inevitable issue of new information from the opposition, by way of submission papers, pleadings, particulars, or from plenary sessions with the third-party neutral."

"The party receiving this new information needs to be receptive to objectively weighting its worth, and feeding results into a live risk register that

is constantly updated to assess how the party's position is either getting stronger or indeed getting weaker. A party with a clear and unjaundiced view of the strengths (and weaknesses!) of its own case will also do better in negotiation, as the scope for surprise and the need for rapid re-assessment is radically reduced."

I asked if similar considerations apply to adjudication or arbitration hearings.

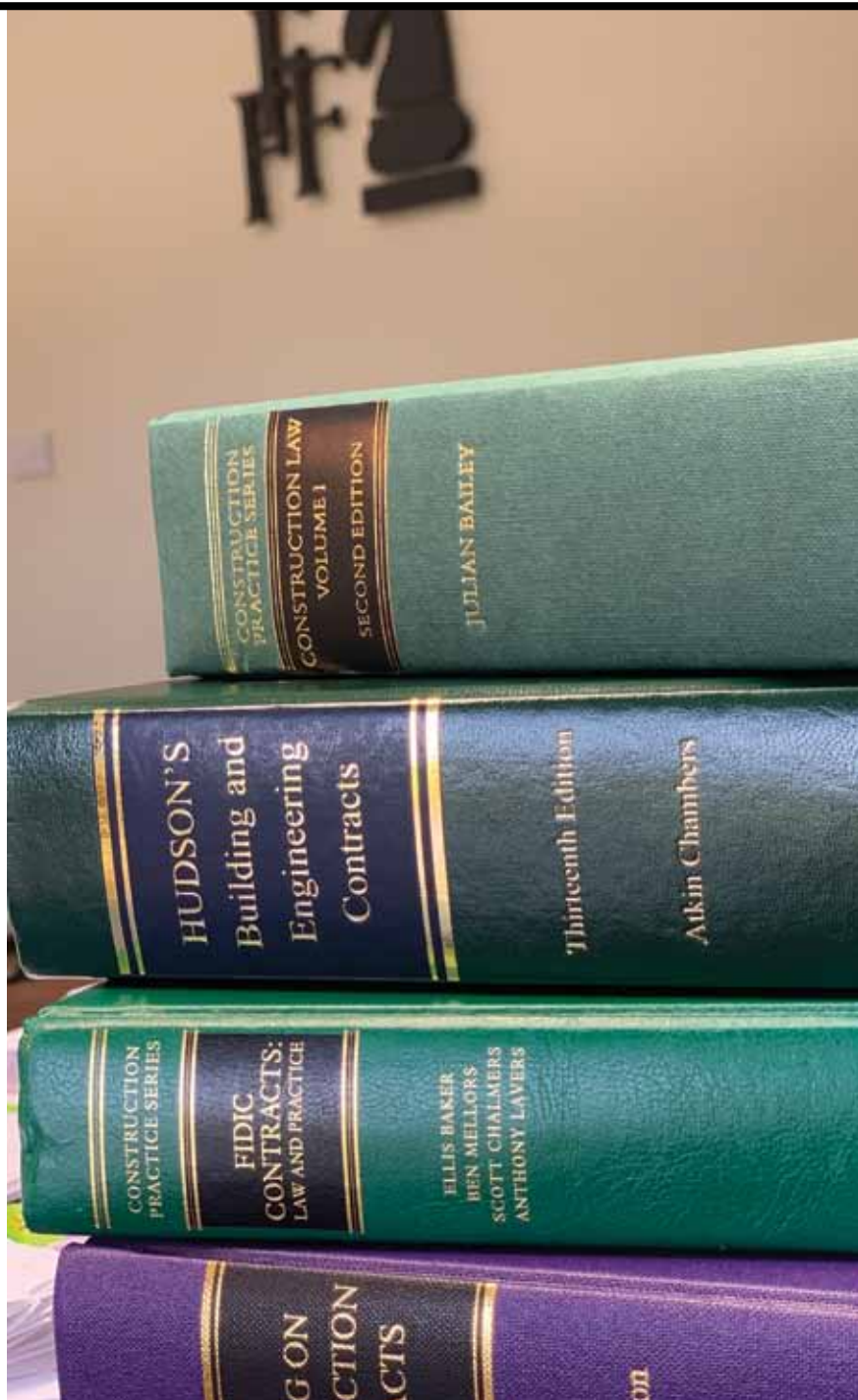
"As soon as parties enter into the arena of the short and sharp process of statutory adjudication under the Construction Contracts Act 2013, they have lost control of their dispute to a third-party neutral," O'Brien points out.

"Having your dispute crystallised and weighted objectively across the four

disciplines, is paramount before pulling that trigger to refer. It is simply too late to do so for the first time under the quickfire demands of one of the Minister's panel adjudicators, (using his/her powers and specialist knowledge to ascertain facts and matters in your case that are required for his/her decision in 28 days)."

"If your dispute gets into the arbitration arena, then all party control is lost, and your fate now lies 100% in the hands of a third-party neutral, with very little scope for any further appeal or challenge – finding out your weightings at that stage is much too late.

"Our advice is to get good advice early and remain in control," John FFF O'Brien concludes. **C**





## GOVERNMENT PREPARES FOR TWO-SPEED ECONOMY

**JEANETTE MAIR**, Head of Economic and Policy Research, assesses the potential impact of Budget 2020 on the Irish construction industry.

**B**udget 2020 is framed against a backdrop of an increasingly fragile global economy. Despite this, national economic growth of 5.5% is forecast in 2019, with growth in modified domestic demand forecast at 3.2%. However, the Government is assuming there will be a sharp slowdown in the pace of economic growth next year, with GDP projected to increase by just 0.7% in 2020. It is expected that the rate of employment growth will slow to 0.8% (+19,000 jobs), and the unemployment rate is expected to increase to 5.7% in 2020.

Budget 2020 involved a net budgetary package of €2.9bn, which includes a €0.8bn increase in capital spending. In the event of a disorderly Brexit, the Government is planning to provide supplementary financial support of €1.2bn through higher unemployment-related and other spending initiatives to support indigenous industries.

### A "TWO-SPEED" ECONOMY

While the economy is still projected to expand next year, it is going to be a "two-speed" economy, whereby sectors dominated by multinational enterprises are assumed to step up a gear, while activity in UK-facing sectors will slow sharply.



Jeanette Mair, Head of Economic and Policy Research, CIF.

In advance of Budget 2020, the Department of Finance delivered a presentation to the Irish Fiscal Advisory Council. It contained the Department's short-term forecasts to 2024 for construction employment and new

housing completions. The Department is forecasting the following:

- Construction employment will grow to approximately 220,000 persons by 2024; and
- New housing completions will increase to 45,000 units by 2024.

Housing completion data is indicating a modest slowdown in activity, based upon the Central Statistics Office (CSO) completions figures for the first six months of the year. 21,000 units are now expected to be completed in 2019 (+17%). That means that housing supply pressures will continue to adversely impact on Ireland's economic competitiveness by reducing the mobility of labour in the short term.

The CIF has consistently applied a focus on the importance of maintaining a stable and balanced level of public capital investment in order to support the wider economy, the education and training of the construction labour market and the sector's innovation and investment capacity. 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.



**TABLE 1. FORECAST OF ECONOMIC AND FISCAL VARIABLES TO 2024**

	2018	2019	2020	2021	2022	2023	2024
<b>Economic Activity</b>							
Real GDP (per cent)	8.2	5.5	0.7	2.5	2.8	2.7	2.6
Real GNP (per cent)	6.5	4.3	-0.1	2.4	2.5	2.4	2.3
<b>Prices (per cent)</b>							
HICP	0.7	0.9	1.3	1.4	1.8	2.0	2.1
Core HICP (ex energy and unprocessed food)	0.2	1.0	1.5	1.6	1.8	2.0	2.1
<b>Labour Market</b>							
Total Employment ('000)	2,258	2,312	2,330	2,355	2,289	2,429	2,475
Employment ('000)	2.9	2.4	0.8	1.1	1.5	1.7	1.9
Unemployment (per cent)	5.8	5.2	5.7	5.9	5.9	5.7	5.5
<b>Investment (per cent GDP)</b>							
Of which: building & construction	23.9	33.8	25.7	24.3	24.6	25.0	25.3
	7.5	7.8	8.2	8.5	8.8	9.1	9.4

Data source: Department of Finance

**TABLE 2. CAPITAL EXPENDITURE 2019 – 2024 (€ 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

**TABLE 3. EXPENDITURE 2020**

Estimate of Gross Voted Expenditure 2020	€ million
Gross Voted Current Expenditure (core)	61,868
Gross Voted Capital Expenditure (core)	8,136
<b>Total Gross Voted Expenditure (core)</b>	<b>70,004</b>
Brexit - contingency for temporary targeted measures	650
Brexit - necessary compliance checks	160
Brexit - additional employment/labour market supports	410
Total Disorderly Brexit Response	1,220
Cash costs	169
Total Additional Total	1,389
<b>Total Gross Voted Expenditure</b>	<b>71,393 (+5%)</b>

Data source: Department of Finance

## 'MYPROJECTIRELAND'

The CIF believes that the next iteration of the 'Investment Projects and Programme Tracker 'myProjectIreland', which is due for publication in the coming weeks, is central to this promise. It is vital for CIF that it includes greater visibility of the project pipeline, together with the inclusion of public projects falling below €20m in value, as well as there being a consistent approach to updating the information by public sector procuring bodies.

## CAPITAL INVESTMENT

Budget 2020 set out the planned public capital investment (exchequer and non-exchequer) to 2024. A combined €9.2bn

is committed to capital expenditure in 2020. This investment includes €8.1bn in direct exchequer allocations to capital expenditure in 2020, which is in line with the 'National Development Plan 2018-2027' (NDP). This represents a 10.8% (+€800m) increase over 2019 allocations.

## CARBON TAX MEASURES

Budget 2020 also introduced new carbon tax measures, which will raise €90m in 2020. €69m of this is being allocated to capital expenditure programmes. Examples of planned investment are set out below:

- Housing upgrade scheme – €20m
- Greenways/Urban Cycling – €9m
- EV Charging Infrastructure – €3m

Tables 1 to 3 set out the economic and fiscal position to 2024, including the breakdown in capital and total expenditure planned.

## KEY BUDGET 2020 MEASURES

In many ways, Budget 2020 was quite benign in terms of the construction sector. However, there were several headline items which directly apply to construction, and they are outlined below.

## HELP TO BUY SCHEME

The Help to Buy (HTB) scheme is extended in its present format until 31st December 2021. The HTB scheme is an income tax incentive measure designed to assist first-time buyers with the deposit required to purchase or self-build a new house or apartment to live in as their home

## THE LIVING CITY INITIATIVE

The Living City Initiative (LCI) is extended in its current format until 31st December 2022. The LCI is a scheme of property tax incentives aimed at the regeneration of certain 'Special Regeneration Areas' in the historic centres of Cork, Dublin, Galway, Kilkenny, Limerick and Waterford.

## STAMP DUTY

There was an increase in stamp duty on non-residential property from 6% to 7.5% from budget night. This increase is subject to transitional arrangements, whereby the existing 6% rate will apply to instruments executed before 1st January 2020, where



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

a binding contract existed prior to budget day (8th October 2019). Consequential amendments will also be made to the legislation relating to the repayment of stamp duty where the land involved is subsequently used for residential development, so as to ensure that the rate of stamp duty chargeable after a full refund remains at 2%.

## CARBON TAX

There is a €6 increase on the current rate of carbon tax applied per tonne of carbon dioxide emission, bringing the rate to €26 per tonne. The increase was applied to petrol and auto diesel from midnight on 8th October and all other fuels on 1st May 2020.

## R&D TAX CREDIT

The R&D tax credit is being amended for micro and small companies to increase the 25% R&D credit to 30% to enhance the existing limits on the payable credit. A new provision is being introduced to allow micro and small companies conducting pre-trading R&D to claim the credit before trading commences, limited to offset against VAT and payroll tax liabilities only. These measures for micro and small companies are both subject to State aid approval. In respect of all claimants, the current limit on outsourcing to third-level institutes of education will be increased from 5% to 15%.

## IRISH REAL ESTATE FUNDS

Irish Real Estate Funds (IREFs) and Section 110 Companies Act – Following analysis of the first sets of financial statements filed by IREFs, Revenue has identified that some IREFs are using excessive interest charges to avoid the payment of tax in respect of profits from Irish property. A number of anti-avoidance measures were introduced to address these issues, including the introduction of limitations on interest expenses based on

**“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.”**

debt to property cost and on an income to interest ratio. These measures were brought in via Financial Resolution on budget night. Anti-avoidance provisions in Section 110 TCA 1997 were also strengthened to ensure that they operate as intended.

## REAL ESTATE INVESTMENT TRUSTS

Real Estate Investment Trust companies (REITs) – A number of amendments have been made to the REIT framework to ensure that the appropriate level of tax is being collected from the regime, particularly in the area of capital gains. The distribution of proceeds from the disposal of a rental property is now subject to dividend withholding tax upon distribution. A provision whereby a deemed disposal and re-basing of property values occurs should a company cease to be a REIT has been limited to apply only where the REIT has been in operation for a minimum of 15 years, in line with the original policy intention of encouraging stable long-term investment in the rental property market. These changes were brought in via Financial Resolution on budget night.

## EMPLOYMENT AND INVESTMENT

Employment and Investment (EII) – EII provides individual investors with tax relief for risk capital investments in qualifying SMEs. A range of proposals are being brought forward to enhance the scheme, including a number of technical adjustments to improve its operation.

The main changes are as follows:

- The level of relief – Full income tax relief (40%) to be provided in the year in which the investment is made. This compares with previous arrangements where 30% relief was provided upon the initial investment and a further 10% was given after Year 3 subject to certain conditions; and,
- The investment limit – The annual investment limit will be increased from €150,000 to €250,000 and to €500,000 in the case of those who invest for a minimum period of 10 years.

## SPECIAL ASSIGNEE RELIEF PROGRAMME

Special Assignee Relief Programme (SARP) – SARP is an income tax relief measure that aims to reduce the costs to employers of assigning skilled individuals in their companies from abroad to take up positions in their Irish-based operations, thereby facilitating the creation of jobs and the development/expansion of a business. Existing SARP legislation had a sunset clause of 31st December 2020. It is proposed to extend the scheme until 31st December 2022 (three years 2020-2022). **C**



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# AG WOODWARD BRICK

**A**G, one of the UK's leading manufacturers of innovative concrete products, has launched a new Fine Cast Brick which has been developed specifically with Housing Associations and Private Developments in mind.

Woodward, which comes in nine colours and both smooth (sharp) and antique (rumbled) textures, has been designed with a depression in the top face – commonly known as a frog – in order to hold mortar. The 'frog' also makes the product easier to handle and reduces the weight of each brick.


The new range taps into AG's strong track record and experience in the development of innovative concretes that stretches back some 60 years.

AG Commercial Director, Rodney Davidson said: "Woodward's carefully created design replicates the aesthetics of a wire cut finish. One of the things of which we are most proud is the integrity of the colour, made possible through the use of Lanxess pigments



which combats significant colour changes during its lifetime. All of our bricks are designed to be durable and stand the test of time and our 60 year guarantee is testament to the confidence we have in our facing brick range."

AG believes the new Woodward range is especially suited to Housing Associations and Private Developers.

"We know from our experience in these sectors that any product used needs to be aesthetically attractive and technically robust. Given the major growth being experienced in house-building throughout the UK and Ireland we believe the Woodward range will be an attractive option for those seeking an option which ticks all the boxes and has guaranteed delivery times made possible by the efficient manufacturing process that enable us to produce Woodward twice as fast as our other brick ranges." 

To find out more about AG visit: [www.ag.uk.com/](http://www.ag.uk.com/)

## DAVID CAULFIELD APPOINTED MANAGING DIRECTOR OF TOWNLINK CONSTRUCTION

Townlink Construction is delighted to announce the appointment of three highly valued and skilled team members to directorships as a result of the growth and development of the company in recent years.

David Caulfield has been appointed as Managing Director, John Barden has been appointed as Construction Director, and Joe Boyle has been appointed as Commercial Director.

David Caulfield says he is delighted to take up the role of managing director at this exciting time for the company.

"Townlink has an ambitious growth plan, supported by a very strong pipeline with new opportunities coming on board all the time. We have recently developed our capacity and capability considerably and we intend to capitalise on these opportunities."

Commenting on the appointments Joe McCarron, Chairman, Townlink Construction, said, "These exciting appointments from within our organisation reflect the exceptional strength in depth of



L-R: Joe McCarron (Chairman), David Caulfield (Managing Director), Joe Boyle (Commercial Director), John Barden (Construction Director), TJ Walsh (Group CEO)

our senior team and further position the business for continued growth and success into the future."

TJ Walsh, Group CEO, Townlink Construction, says the appointments come at a very important time for

the company. "Townlink has been on a steady growth curve over the last number of years. We are delighted to be able to appoint such high-calibre candidates to continue the development of the company."



# A BUOYANT RESIDENTIAL SECTOR BUT SLIGHT DROP IN EDUCATION PROJECTS

**TOM MOLONEY**, Managing Director, Construction Information Services (CIS), looks at the recent trends in key building sectors.

In this article, we take a look at some of the significant project activity and updates across several sectors, including residential, commercial, education, and civil and utilities.

Since August, the residential sector has picked up pace, with a minor drop in volume of primary and secondary school projects and classrooms under construction when looking at the same period in 2018. Looking at the overall picture, the 'Ulster Bank Construction PMI' plunged to 48.3 in September 2019 from 53.7 in August. This was the first contraction in Irish construction output since August 2013, and reflected the negative impact of Brexit uncertainty.

## RESIDENTIAL SECTOR

The residential sector continues to be buoyant, with activity at all stages showing increases, be it at planning submitted, plans granted or projects commencing construction stage. Strategic housing developments (SHDs) are currently attracting a lot of media attention. In total 122 project applications have been lodged under the SHD process, of which 25 have been refused permission. There are 20 projects currently on-site, which will deliver 2,919 houses, 2,505 apartments and 4,299 student beds.

In the pipeline are 46 applications at plans granted and these should deliver 2,435 houses, 7,836 apartments and 3,191 student beds. Thirty-one developments have been submitted for planning permission and the breakdown in terms of units is 2,325 houses, 7,780 apartments and 1,011 student beds.

Looking at the regional spread, Leinster

will have 6,184 houses, 16,177 apartments and 7,037 student beds. Munster can expect 1,382 houses, 1,531 apartments and 1,000 student beds; and Connaught 443 houses, 524 apartments and 1,068 student beds.

## COMMERCIAL SECTOR

In October 2019, An Bord Pleanála upheld Dublin City Council's decision to grant planning permission for a €38m office development at the Boston Sidings site, Grand Canal Quay, Dublin 2. Also in Dublin, John Paul Construction have commenced the main works for a €40m office development at Kildare Street for Kennedy Wilson, which is expected to be finished in Q2, 2021.

Plans have been approved on amendments to the proposed €80m Cork Event Centre at Horgan's Quay, in Cork city. The overall project proposes a mix of the event centre, office space and leisure facilities. It also comprises a student accommodation element.

## CIVIL AND UTILITIES SECTOR

The long-awaited €280m Macroom bypass has been given the go-ahead by Government, with tenders returned from the select list of design and build contractors. According to reports, the €241m N5 to Turlough road project has been granted departmental approval, with a main contractor expected to be appointed in November 2019.

Irish Water hosted a 'meet the buyer' event at the Arklow Bay Hotel in October in relation to the €30m Arklow wastewater treatment plant. Plans have been approved for the River Suir Sustainable Transport



Tom Moloney, Managing Director, Construction Information Services.

Bridge as part of the €104m Waterford Transport Hub and Urban Regeneration Project. This development is under the 'Project Ireland 2040' programme.

## EDUCATION SECTOR

So far this year in the education sector, activity on the ground has seen a minor drop in the volume of primary and secondary school projects and classrooms under construction for the same period in 2018. The volume of classrooms under construction in the January to October period in 2018 represented a total of 859 classrooms, versus 779 classrooms for the same period in 2019. This year CIS has observed a slight slowdown in projects progressing to a pre-tender or pre-construction stage due to the awaiting of funding approval from Government and a rise in the use of vacant buildings as temporary accommodation, as these schools wait for departmental approval for their projects to proceed.

Taking a look at recent education projects, tenders are expected to be issued imminently to the pre-selected list of main contractors for a €6.4m primary school development at Scoil Mhuire, Co Donegal. Tenders have recently been issued to the pre-selected list of main contractors for a €10m primary school development at the Grangegorman Campus, Dublin 7, with the hope that work will commence on site in early 2020.

Tom O'Brien Construction has commenced work recently on a €4m school extension at Glór na Mara National School, Tramore, Waterford, with works expected to take 16 months to complete. **C**

For more information visit [www.cisireland.com](http://www.cisireland.com) or call 01 299 9200.



€95m residential development, Farrankelly, Greystones, Co Wicklow.



Glasgow Caledonian University researchers developed a digital app to improve designers' awareness of hazards.

# TECHNOLOGY INNOVATIONS CREATING SAFER CONSTRUCTION ENVIRONMENTS

**SEAN MURPHY** writes about some of the research that the Institute of Occupational Safety and Health is supporting to make construction workplaces safer and healthier.

**T**he Institute of Occupational Safety and Health (IOSH) is playing a leading role in helping to create safer and healthier working environments in the construction sector through the innovative research it funds. IOSH puts research into practice, exploring its practical applications and developing guidance, tools and resources for IOSH members and the wider public.

Much of this research showcases how technology can play a significant role in improving workers' awareness of occupational risks and hazards. Throughout 2019, a number of these research projects have revealed their findings.

## UV/VITAMIN D STUDY

A study led by researchers from Heriot-Watt University and the Institute of Occupational Medicine in Edinburgh for the first time measured ultraviolet (UV) exposure amongst construction workers in the UK, who during summer are at risk of excessive sun exposure due to the nature of their work.

The research investigated whether an intervention in the form of a combination

of short messages delivered to the smartphones of construction workers, along with appropriate organisational support, can keep workers safe and healthy.

The messages attempted to influence workers to reduce exposure to UV radiation in summer and to increase intake of vitamin D in winter. The research found daily information prompts and the availability of a dietary supplement can help to increase vitamin D levels during periods when UV is too low to be synthesised naturally.

## DESIGNERS' SAFETY APP

Glasgow Caledonian University researchers showed that using an informative digital app can improve designers' awareness of hazards and boost safety standards. As part of the study, a sample of 40 designers from two industry groups of architects and civil engineers were recruited. The study tested the app against general internet searches and examined the designers' ability to foresee OSH hazards in designs by measuring both the quantity of specific hazards identified and the quality of design outcomes.

In both cases, the scope of hazards

identified was doubled when using the app, suggesting it was an effective way of improving designers' knowledge of hazards. This understanding could help to create safer buildings by factoring a greater number of hazards into the planning and design of construction sites.

## EMERGENCY EVACUATION RESEARCH

University of Greenwich researchers used specialised modelling software to analyse data showing how workers respond to emergency evacuation alarms in high-rise buildings and where gaps in knowledge may exist. The research marks the first time the behaviour and performance of construction workers during an evacuation has been analysed.

Two London construction sites took part in the research, with the aim of judging workers' evacuation knowledge and seeing how emergency strategies can be improved by reviewing evacuation response times together with their walking and ascent/descent speeds.

Rather than head straight for the emergency exit, the research found a third of workers who took part in evacuation





University of Nottingham researchers investigated how VR can provide insights into workers' behaviour during emergency evacuations.

“ BY SHARING EXPERIENCES AND EXAMPLES OF GOOD PRACTICE WITHIN THE WORKPLACE, BUSINESSES CAN LEARN FROM ONE ANOTHER, EXCHANGE EXPERTISE AND WORK TOWARDS CREATING A SAFER AND HEALTHIER WORLD OF WORK FOR EVERYONE. ”

BEV MESSINGER, CHIEF EXECUTIVE, IOSH.



University of Greenwich researchers used specialised modelling software to analyse data on how workers respond to emergency evacuation alarms in high-rise buildings.

trials spent more than a minute finishing a task, with the longest time to respond to an alarm being almost six minutes. This research highlights why it is essential to have robust plans in place to ensure the safe and timely evacuation of workers.

#### SAFETY VIRTUAL REALITY SIMULATIONS

University of Nottingham researchers investigated how virtual reality simulations can provide valuable insights into workers' behaviour during emergency evacuations and improve safety awareness.

The team developed a multi-sensory virtual environment using a virtual reality headset and computer software to see how workers respond in evacuation scenarios and if sensory stimuli, such as the addition of smell and touch, can help to improve safety outcomes.

As part of the research, two scenarios were developed – A building fire and evacuation, and an engine disassembly task with a fluid leak and response actions. As participants using the software approached a virtual fire, they felt heat from three 2kW heaters and smelt smoke from a scent diffuser.

The research shows workers felt more immersed in the multisensory virtual environment than those in a comparable audio-visual virtual environment. This research provides valuable insights into how

workers act during emergency evacuations and where gaps in knowledge might exist.

#### CONSTRUCTION SAFETY WEEK 2019

Construction Safety Week provides all construction workers with an opportunity to reflect on improvements made in safety and health across the construction industry over the past two decades and invites organisations to share examples of good practice.

Bev Messinger, Chief Executive, IOSH, says: “We are proud to be sponsoring Construction Safety Week and supporting its themes of collaboration and enhancement in occupational safety and health. These are essential components of our five-year ‘WORK 2022’ strategy, which strives to deliver advances in health and safety at work worldwide by empowering businesses to address local issues and positively influence others to bring about change within organisations.

“By sharing experiences and examples of good practice within the workplace, businesses can learn from one another, exchange expertise and work towards creating a safer and healthier world of work for everyone.”

To learn more about the work that The Institute of Occupational Safety and Health is carrying out and supporting, visit [www.iosh.com](http://www.iosh.com)



The CIF welcomes the recent increase in threshold limits for waste facility permits for soil and stone.

# UPDATE ON THE MANAGEMENT OF CONSTRUCTION SOIL AND STONE WASTE

**JAMES BENSON**, Director, Housing, Planning and Development Services, CIF, outlines the latest national guidance on the classification of soil and stone.

**A**s construction activity grows, the industry is facing costly issues in the treatment of construction and demolition waste, the management of soil and stone material, and the limited capacity in available facilities.

### WASTE FACILITY CAPACITY INCREASES INSUFFICIENT

The CIF welcomes the recent increase in threshold limits for waste facility permits for soil and stone. These came into operation on 11th September. The maximum quantity of 'Class 5 material' that can be recovered under a waste facility permit issued by a local authority will increase from 100,000 to 200,000 tonnes maximum over a facility's lifetime. Each local authority will continue to be responsible for all decisions on waste facility permits within their functional area. Each local authority may specify a maximum lifetime intake of up to 200,000 tonnes or less if deemed appropriate.

However, this will not be adequate to meet the requirements of contractors and developers, and several facilities are reaching capacity in autumn of any year. The Environmental Protection Agency (EPA) licenses larger facilities located near areas of activity close to city and urban areas. These often also reach capacity well within their annual timeframes, forcing companies to transport waste substantial distances.

### ARTICLE 27: SOIL AND STONE

Classification of soil and stone, where appropriate, as a by-product, brings significant economic benefits as the material can be appropriately handled outside of waste legislation. The



**James Benson**, Director, Housing, Planning and Development Services, CIF.





L to r: Tom Parlon, Director General, CIF; Caitriona Collins, Senior Inspector, EPA; and Pat Lucey, President, CIF, at the EPA briefing to members at CIF head office.

environmental benefits are also considerable, as the process facilitates the circular economy.

There is still not enough clarity and consistency in the acceptance criteria for Article 27 notifications on soil and stone. The EPA issued 'Guidance on Soil and Stone By-Products in the Context of Article 27 of the European Communities (Waste Directive) Regulations 2011' in June 2019. It now clarifies that notifications must be by the material producer or one who makes the notification with the express written consent of the material producer. The guidance calls for all notifications to ensure each and all by-product conditions are met, namely:

- (a) Further use of the soil and stone is certain;
- (b) The soil and stone can be used directly without any further processing other than normal industrial practice;
- (c) The soil and stone are produced as an integral part of a production process; and,
- (d) Further use is lawful in that the soil and stone fulfil all relevant product, environmental and health protection requirements for the specific use and will not lead to overall adverse environmental or human health impacts.

The new guidance also contains an advisory period for determination by the EPA. The EPA will take a risk-based approach to make determinations and will endeavour to make determinations in all cases by either agreeing with the economic operator's decision or determining that the notified material is a waste. The stated advisory period is 10 weeks from the time of placing on the register, with the potential for a six-week additional consultation period if further clarifications are required.

The CIF has argued that this 10-week time period is excessive. If clarity is to be provided to all notifiers after the initial time periods and additional consultations have lapsed, it would mark the first step forward in streamlining an overly complex process for members. From current assessment of the live register, as of mid-October, no determinations have been made on approximately 50 notifications within the prescribed advisory period.

The industry awaits clarification as to the testing mechanism that should be utilised under the Article 27 process.

The CIF issued an all-member circular in June and October

detailing contents of the EPA guidance and subsequently hosted two briefing seminars in Dublin and Cork, with Caitriona Collins, Senior Inspector, EPA, presenting details on the new guidance.

## ARTICLE 28: DECLASSIFICATION OF WASTE – CRUSHED CONCRETE

The CIF is aware that an individual application has been approved by the EPA for the 'End of Waste Status to Crushed Concrete for Road Planning'. The full extent and details of the application and conditions are currently unknown. However, a positive application finding could provide a roadmap for a potential national application for crushed concrete for industry.

It is known that the timeline from initial consultation through assessment, application, submission, clarification and ultimate decision can take 12 to 18 months, depending on the application. To bring forward and seek approval for a national application would require the above as a minimum, plus an additional three-month European consultation timeline on top of the national judgement period.

## WASTE MANAGEMENT POLICY IN IRELAND

Ireland's waste management policy is based on the EU waste hierarchy and includes a range of measures across all five tiers:

1. Prevention and minimisation
2. Reuse
3. Recycling
4. Recovery
5. Disposal.

The policy provides a roadmap for how Ireland will reduce its dependency on landfill, by putting in place appropriate measures and approaches to reduce waste, while at the same time making the most of opportunities to recover resources from waste. This policy, which is connected to Ireland's circular economy plan, will go to public consultation in late 2019, with contributions requested from all major stakeholders. **C**

For clarification on any of the points raised in this article contact James Benson directly at [jbenson@cif.ie](mailto:jbenson@cif.ie)



# EQUITABLE WORKSPACES WHERE TALENTED PEOPLE CAN THRIVE

**TIFFANY QUINN**, Marketing and Communication Director, mac-group, outlines how ED&I drives the contractor's success.

**A**t a time when women account for 8% of the Irish construction workforce and construction firms are competing to attract talented professionals and workers from overseas, companies that have more diverse and inclusive workplaces have a distinct advantage. But what does this mean, and what is involved in creating a more diverse and inclusive workplace? The starting point is to fully understand what exactly is Equality, Diversity and Inclusivity (ED&I)?

## WHAT IS ED&I?

Definitions vary depending on the organisation. For some, it's an ongoing process, a series of projects that foster a progressive workplace in the 21st century. For us, it's a mindset. The words 'equality', 'diversity' and 'inclusion' are used almost interchangeably – they have become almost meaningless due to overuse – but it's important to differentiate and really understand these terms. At mac, our purpose is to create more equitable workspaces where talented people can thrive. Our focus is on equity – we are aiming for fairness, irrespective of gender, race, socio-economic status, sexual

orientation, religion, ethnicity, or mental or physical abilities. To achieve this equity, we embrace 'the presence of difference' to encourage a diversity of ideas. Through this inclusiveness, this welcoming of what is different, our organisation learns, evolves and improves. So, it's not just a hat-tip to diversity, not just pictures of women in hardhats, but a culture of equity.

When employees feel they have equal opportunity to advance and think the system is fair, they're happier with their career, plan to stay at their company longer, and they are more likely to recommend it as a great place to work. We looked at a number of factors that influence employee satisfaction and retention – including leadership accountability and manager support – and together opportunity and fairness stand out by far as the strongest predictors.

In construction, it can be challenging to achieve diversity – even in gender. We have 212 full-time salaried staff; 42 of them are women. This is 20% of our workforce, well above the 8% industry average in Ireland.

This is what some of them have to say about fairness.

## CANA LOH, PROJECT MANAGER

"I bring to the table design and build contract experience in Melbourne on a diverse range of construction projects. You could say I am the embodiment of mac's philosophy 'Question Assumptions' as I obviously don't fit the profile of a typical project manager on a construction site."

## EADAIOIN CURRAN, SITE ENGINEER

"I'm a civil engineer, but I had previously done cost management and site clerk roles. When I came to mac, I was given a mentor and trusted with a civil engineering role – you could say I was thrown in at the deep end in a good way. I don't think I would have been given this opportunity in other main contractors."

## DEBORA NOGUIRA, CONSTRUCTION ESTIMATOR

"It's delightful to see so many women working in construction nowadays. I started to gain my experience in Brazil and mac gave me an opportunity to start here in Ireland. It's a double victory for me as both a woman and as someone from overseas. It's such a respectful company; I'm very proud to work for mac."





Cana Loh, Project Manager, mac-group.



Eadaoin Curran, Site Engineer, mac-group.



Debora Nogueira, Construction Estimator, mac-group.



Julia Kormisina, Health and Safety Advisor, mac-group.



Michele Deely, Chief Operating Officer, mac-group.



(Author): Tiffany Quinn, Marketing and Communication Director, mac-group.

### JULIA KORMISINA, HEALTH AND SAFETY ADVISOR

"I'm working as a health and safety advisor with mac. Even though the construction industry is male-dominated, there are a lot of strong women doing fantastic work. I'm having a great experience as I was warmly welcomed, mentored and supported by the H&S department and site teams. My line manager is always sharing top tips and hints. Do what you love and love what you do is my credo while working with mac, what else can you ask for?"

### MICHELE DEELY, CHIEF OPERATING OFFICER

"I'm a quality nut. I come from the banking sector – nothing to do with construction.

I was welcomed on board at mac for the diversity I could bring to the C-Suite – not just in terms of gender – but also my diversity of experience, new ideas and input."

### OPPORTUNITIES TO SHOWCASE IDEAS

At mac-group, we give everyone the same opportunities to showcase their ideas. Achieving equity requires preliminary work to identify imbalances, loopholes or unequal starting places. At our last 'All Hands' meeting, we crowd-sourced questions from mac staff and built the meeting around our people's ideas and comments. We carried out a poll where people could vote for their 'Silent Heroes' and publicly acknowledged all nominees.

The aim at mac is to ensure that people's actual experience of the workplace is one where they do not feel marginalised – that they feel as if they genuinely belong, that they are valued and relied upon, that they are empowered and that they matter.

'People' is a core value at mac. Solid relationships are a cornerstone of the mac success story – with each other and with our clients. Above all else, mac provides an equitable career path for its people, investing heavily in their welfare and development. We believe nothing can future-proof our business better than the diverse, passionate, committed and loyal workforce that we call 'TEAMmac!' **C**

To learn more about opportunities at mac-group visit [www.mac-group.com](http://www.mac-group.com)

# ESB NETWORKS – FOCUS ON THE RISKS

Accidents occur as a result of either conditions or behaviours, writes **ARTHUR BYRNE**, Public Safety Manager, ESB Networks.

**T**he fundamental starting point for safety and health is to identify the specific hazards; assess the risk; and apply the controls to limit that risk.

Accidents arise either because of ‘conditions’ or ‘behaviours’. Conditions are those factors that exist and are independent of the person, such as systems of work including procedures, tools and equipment; and the environment including site conditions, etc. Behaviours are those human factors that we act out when faced with a task or activity. They are influenced by individual and group attitudes and the prevailing culture in a place; often termed “the way we do things around here”.

While recognising the complex and challenging nature of health and safety improvement programmes, especially in terms of communicating what is required and then being able to demonstrate clear progress, it is nonetheless equally important to simplify the route to success so that everyone can understand and ‘buy-in’ to the solutions. Safety is always a journey, but key direction signs are always needed.

ESB Networks adopted such an approach with the development of four behaviour-based pillars: Leadership; Engagement; Competence; and Compliance; supported by a commitment to safety as a core value.

Examples of each behaviour include:

- Leadership – Lead by example, mentoring, take positive actions, and do not walk by;
- Engagement – Recognise and praise safe behaviours, encourage a questioning approach, support regular communications, and incentivise ‘near-miss’ reporting;
- Competence – Ensure required skills, assess and re-assess risks, correct methods, and identify root causes; and,
- Compliance – Carryout work using the correct methods, check that all safety controls are in place, identify deviations, and implement improvements.

## CONSTRUCTION SAFETY WEEK

Construction Safety Week 2019, which took place from 21st to 25th October, is a good example of all of the behaviours being put into practice with the overall objective of eliminating accidents and incidents on construction sites in Ireland.

‘Leadership’ is provided with the commitment of companies and individuals to organise and resource a range of initiatives for Construction Safety Week.

The emphasis on ‘Engagement’ was evident with everyone involved in the construction sector, including construction workers and companies, CIF, ESB Networks, and other utilities, and the key role and contribution of the Construction Safety Partnership Advisory Committee.

The focus on ‘Competence’ was visible with the recognition of the numbers completing the Solas training programmes and the five daily risk themes, including ‘Working Safely With Electricity’.

‘Compliance’ starts with ensuring the correct information and knowledge is imparted, and the focus during the week on safety talks and presentations were good examples of this.

## ESB NETWORKS’ COMMITMENT

ESB Networks is committed to working with all the stakeholders in construction to help them eliminate accidents and injuries, including those involving electricity. We are pleased to be part of



Arthur Byrne, Public Safety Manager, ESB Networks.

the Construction Safety Partnership and to work with the CIF as a sponsor of Construction Safety Week.

ESB Networks owns and operates the distribution and transmission electricity system. Our licence from the CRU energy regulator requires us to do all we reasonably can to protect people from injury in relation to the electricity system, given that electricity is named in safety legislation as a “specific risk” to be controlled.

## ELECTRICITY FATALITIES

In the period from 1994 to 2018, there were 23 electricity fatalities involving construction work (32% of all electricity fatalities), with many serious non-fatal incidents and near misses occurring. In 2018, there were over 450 incidents involving cable strikes and accidental contact with overhead power lines.

Part of our public commitment is to provide detailed guidance on how to work safely near overhead and underground electricity networks.

## CODES OF PRACTICE

The ‘Code of Practice for Avoiding Danger from Overhead Electricity Lines’ was revised and published in May 2019. I would encourage everybody involved in construction to become familiar with the requirements of this HSA-approved code and implement it in full. There are videos and other supporting information available on the ESB Networks’ website.

The ‘Code of Practice for Avoiding Danger from Underground Services’ is an HSA code that covers all underground services, including electricity cables. The key requirement is to properly locate electricity cables and proceed with caution. The risks involved and the controls required are summarised in the ‘Safe Construction and the Electricity Network’ booklet. **C**

For further information on electricity safety visit [www.esbnetworks.ie/staying-safe/contractor-safety](http://www.esbnetworks.ie/staying-safe/contractor-safety)



# EMBEDDING A SAFETY CULTURE ACROSS A LARGE CONTRACTING ORGANISATION

Barry O'Brien, Group EHS Manager, Kirby, discusses the leading M&E contractor's comprehensive health and safety programme with **SEAN MURPHY**.

**K**irby has been delivering mechanical and electrical engineering contracting services for over 55 years. The company has provided its expertise on some of the largest and most complex engineering projects across Ireland, the UK and mainland Europe. Kirby works with leading multinational corporations across a range of sectors, including data centres, life sciences, industrial manufacturing, commercial, and substations and renewables.

Since its foundation, Kirby has built a strong reputation for its approach to project delivery. This approach involves proactive early engagement with its clients, finding innovative and cost-effective solutions for complex build challenges, and an uncompromising approach to quality and safety.

## SAFETY SUCCESS

Kirby has a deeply embedded culture of safety within the company and has consistently received awards and recognition for its approach to health and safety.

According to Barry O'Brien, Group Environmental Health and Safety Manager, Kirby, this has been another successful year for Kirby in terms of awards and recognition for its outstanding health and safety protocols.

"We received our tenth consecutive Royal Society for the Prevention of Accidents (RoSPA) gold medal and President's Award, and have been commended by our clients for our commitment to safety on many projects. The commitment to safety has recently contributed to another one million hours without a lost-time accident. The benefits of these awards and milestones are twofold: they recognise our commitment to a strong and positive culture of safety management while also encouraging us to push the boundaries of our safety standards."

## ALL-ENCOMPASSING SAFETY COMMITMENT

Barry O'Brien continues, "Kirby recognises that for safety systems to be effective, we need an all-encompassing commitment to safety, from director level to site level and right through to



Pictured at the RoSPA Awards 2019 (L to r): Ray Ryan, Group QEHS Director; Chris Green, EHS Manager (T&D); Ronan Miland, EHS Manager (Ireland); and Barry O'Brien, Group EHS Manager.

our supply chain. We have been OHSAS 18001-certified for 10 years, and we are now transitioning to ISO 45001 in early 2020."

Collaboration is a key component of Kirby's approach to project delivery.

"By working collaboratively, we can draw on the expertise of the whole project team to ensure the safe delivery of a high-quality project," Barry O'Brien says. "For example, by utilising the expertise of our in-house BIM team, we can identify potential health and safety risks during the design phase. Collaboration has a positive impact on key project drivers, such as programme, Q-EHS, budgets and building lifecycle costs, and it ensures the best possible project outcome for our clients."

## GET IT RIGHT FIRST TIME, SAFELY

Kirby promotes the practice of 'getting it right first time, safely' and works to ensure that each employee is equipped with the right skills and competencies to put this concept into practice. Kirby places a huge emphasis on training and development. Every year it invests significantly in the development of its personnel.

To ensure Kirby is at the forefront of safety excellence, it adopts innovative training techniques such as interactive, behaviour-based training workshops and health and wellbeing programmes.

"We have embraced the Site Supervisor Safety Programme (SSSP). In conjunction with the CIF, we are now able to deliver our programme and further the

competence of all our site supervisors and managers," explains Barry O'Brien.

## COMMUNICATION AND PARTICIPATION

Communication and participation are critical components of Kirby's safety culture, continues Barry O'Brien. "For us to influence a positive attitude to safety, we encourage participation and feedback from our employees, clients and supply chain. We engage with them and seek their input when developing our safety policies and procedures. Apart from programmes such as toolbox talks, observation cards, innovations, incident reporting and training, we have found surveys to be very beneficial, and these have allowed us to identify areas for development and improvement."

## CONTINUED GROWTH

Kirby has experienced significant growth and success over the past number of years. It had an annual turnover of €165m in 2018; this figure is expected to be €240m in 2019. The company has also seen growth in its employee figures, with Kirby now directly employing over 900 people.

"This has pushed us to develop and hone our EHS systems so that our new employees integrate into the company quickly and smoothly. We are very proud to be able to employ so many people and, most importantly, that they go home safely," concludes Barry O'Brien. **C**

# IRELAND'S FIRST DRILLING APPRENTICESHIP PROGRAMME

**SEAN MURPHY** reports on a new apprenticeship programme developed by Geoscience Ireland in conjunction with a broad base of industry bodies.

In January 2020, the first students to undertake a new geo-drilling apprenticeship will walk through the doors of the Institute of Technology Carlow. The commencement of the programme will mark the end of a two-year development process of setting up the apprenticeship programme. The programme was formally launched at Institute of Technology Carlow on 11th November by Minister of State for Natural Resources, Community Affairs and Digital Development, Sean Canney TD.

## OVERSEAS WORK CHALLENGE

In 2017, Geoscience Ireland (a programme of Geological Survey Ireland) was asked by its drilling member companies to explore the development of a bespoke qualification for drillers working in Ireland. The absence of a bespoke qualification for drillers was proving to be a difficulty when it came to acquiring work overseas, particularly in the United Kingdom.

## INDUSTRY SUPPORT

Geoscience Ireland responded to this request and submitted a proposal to develop an apprenticeship for drillers to Solas, the State training agency. The original proposal was supported by both the procurers of drilling services and drilling companies, including the National Treasury Management Agency (NTMA), CIF, Geological Survey Ireland, Irish Water, Boliden Tara Mines, Dalradian, and the Irish Mining and Quarrying Society.

Solas approved the proposal and work commenced on developing the course syllabus and recruiting both apprentices and employers. A steering committee comprising industry experts was assembled, and this group oversaw the development of the apprenticeship programme.

A Geological Survey Ireland drilling rig operating in a quarry.



The steering committee consisted of representatives of drilling and mining companies, Geological Survey Ireland, Irish Water, SIPTU, National Federation of Group Water Schemes, Irish Mining and Quarrying Society, and the Institute of Technology Carlow.

The types of drilling that the course will cover are:

- Mining
- Mineral exploration
- Quarrying
- Groundwater research and abstraction
- Geothermal energy development
- Site investigation for housing and infrastructure projects
- Directional drilling for utilities.

## COURSE MODULES

This first intake of students is a mix of experienced drillers as well as school leavers who are joining the profession. Apprentices will receive practical training in the use of drilling equipment and operating procedures as well as classroom training in:

- Drilling equipment and operations
- Sample retrieval and processing
- Environmental management and

stakeholder engagement

- Geology
- Geo-informatics
- Health and safety
- Communications.

Commenting on the role which Geological Survey Ireland played in the development of the apprenticeship, its director Koen Verbruggen says, "In addition to assisting drilling companies to export their services to foreign markets, the geo-drilling apprenticeship creates a formal pathway for new entrants into the drilling profession at a time when the demographic of the sector is ageing. The apprenticeship therefore is a positive development for the drilling sector in Ireland."

## QUALIFICATIONS

On completion of the apprenticeship programme, apprentices will be awarded a Higher Certificate in Science in Geo Drilling. **C**

*For further information on the geo-drilling apprenticeship, contact Stephen Walsh, Senior Market Advisor, Geoscience Ireland, Email: [stephen.walsh@gsi.ie](mailto:stephen.walsh@gsi.ie)*



# GAS NETWORKS IRELAND – BREAKING NEW GROUND IN SAFETY IN 2019

Gas Networks Ireland launches digital mapping solution for the gas network during Construction Safety Week 2019.

**A**s part of Construction Safety Week 2019, Gas Networks Ireland launched a new online version of its 'Dial Before You Dig' mapping service. This add-on to the existing service makes it easier than ever to check the location of underground gas pipes.

Damaging a gas pipeline can cause major disruption, property damage, serious injury and even death. Therefore, it is imperative that underground gas pipes are located before any construction works take place. Dial Before You Dig Online allows you to access up-to-date network maps instantly.

Typically, Gas Networks Ireland receives 10,000+ requests for maps in a given year. With incidents of damage on the rise, the new online service makes it even easier to get maps when planning or undertaking groundworks, ensuring safety remains paramount.

Vital drawings, which would typically take 48 hours or longer to arrive, are now available in minutes or even seconds, day or night, without the hassle of having to email in a map of the location for which drawings are needed.

Obtaining and using utility maps is a key component of the HSA 'Code of Practice for Avoiding Danger from Underground Services'. With Dial Before You Dig Online, Gas Networks is taking a step closer to eliminating risk and site accidents associated with gas pipelines.

## SAFETY CULTURE

As custodian of the national gas network, Gas Networks Ireland is responsible for the safe, reliable and efficient transportation of natural gas and connects 700,000 customers to the network on behalf of gas suppliers.

Gas Networks Ireland's Safety, Environmental, Quality, Energy and Asset Management Systems are independently certified to ISO 45001, ISO 14001, ISO 9001, ISO 50001 and ISO 55001, ensuring its activities are in line with international best practice.

In 2018, Gas Networks Ireland was one of the first companies in Ireland to be

Damaging a gas pipeline can cause major disruption, property damage, serious injury and even death.



## “ GAS NETWORKS IRELAND PROVIDES A BEST-IN-CLASS EMERGENCY RESPONSE SERVICE, HANDLING CLOSE TO 17,000 PUBLIC CALLOUTS EACH YEAR. ”

certified to the new ISO 45001 standard for occupational health and safety management. It was also accredited with the Ibec 'Keep Well Mark' in July 2019. The mark, which recognises Irish employers for their workplace health and wellbeing programmes, has been awarded to only 50 companies to date.

Gas Networks Ireland is also one of only 29 companies in Ireland to have the 'Business Working Responsibly Mark'. The mark is the only independently audited standard for CSR and Sustainability in Ireland and is audited by the NSAI based on ISO 26000.

## PUBLIC AWARENESS SAFETY CAMPAIGNS

Gas Networks Ireland provides a best-in-class emergency response service, handling close to 17,000 public callouts each year. Gas and related safety messages are promoted publicly via a range of safety initiatives and advertising campaigns, including 'Gas Emergency Service', Dial Before You Dig, 'Meter Tampering', 'Registered Gas Installers' and the multi-award winning 'Carbon Monoxide' campaign. **C**

Gas Networks Ireland's new online mapping service can be found at [www.gasnetworks.ie/dbyd](http://www.gasnetworks.ie/dbyd)

## SAFETY TIPS WHEN EXCAVATING NEAR GAS PIPELINES

These safety tips focus mainly around safe digging practices.

1. Mechanical excavators pose the most significant risk, in terms of pipe damage, and should not be used within 500mm of any gas main or within three metres of a transmission pipeline.
2. Hand-held power tools should not be used within 1.5m of a gas transmission pipe. The use of power tools presents a high risk to the operatives involved in carrying out the groundwork.
3. Hand digging (using shovels and spades) should be used close to a known gas pipe or where the presence of gas pipes is suspected.
4. Never cover a damaged gas pipeline or attempt to carry out a repair.

*Report any damage, no matter how minor it may appear, to Gas Networks Ireland immediately on 1850 20 50 50. The Gas Networks Ireland website, [gasnetworks.ie](http://gasnetworks.ie), has a range of useful documents and videos to help you stay safe on site.*

# COLLABORATION IS KEY TO DRIVE CONTINUED GROWTH IN THE WEST

**T**he CIF Galway Branch hosted its inaugural 'Network West' event at the Galmont Hotel, Galway, on 12th September, where speakers included Damian Kilgannon, Head of Property, IDA Ireland; and John O'Regan, Director, AECOM, who spoke about the outlook for the construction industry in the west of Ireland for the next 12 to 18 months.

Guests also heard from Tara Flynn, Chairperson, CIF Galway Branch; Pat Lucey, President, CIF; Tom Parlon, Director General, CIF; and Justin Molloy, Regional Director, Western and Midland Region, CIF.

In her address, Tara Flynn said that the first CIF Network West event was very encouraging. "Collaboration between all of the different sectors within our industry is key, and it was encouraging to have so many in attendance. It is inspiring to see the various scales of construction projects that are now taking place in Galway, particularly during a time when the industry is trying to navigate various challenges, from infrastructural deficits to planning and public procurement difficulties. Economic development in the west has seriously lagged behind Dublin, and now that our regional economy is beginning to grow, it is imperative that Government listens to and engages with us in the west."

Tara Flynn also thanked sponsors DRS Bonds and Topcon for their continued and much-appreciated support.

Speaking after the event, Justin Molloy said that the CIF Galway



**L to r: John O'Regan, Director, AECOM; Pat Lucey, President, CIF; Tara Flynn, Chairperson, CIF Branch Galway; Damien Kilgannon, Head of Property, IDA Ireland; and Tom Parlon, Director General, CIF.**

office was delighted with the response to the event.

"While construction activity had been slow to take off in Galway over the past number of years," Justin Molloy said, "it has now begun to pick up significantly. Some very large-scale construction projects have recently commenced in Galway, and more are in the planning process. This is good news, not only for Galway, but for the entire western region. Galway can be the catalyst to stimulate economic development throughout the entire western region, and we must all work together to ensure that this is achieved." **C**

# DANNY MURPHY SUCCEEDS TONY O'LEARY AS ASCA CHAIRMAN



**Danny Murphy (left), Chairman, ASCA, congratulated by Tony O'Leary.**

**T**he AGM of the Alliance of Specialist Contractors Association (ASCA) took place on Wednesday 4th September at CIF head office.

At the meeting, Danny Murphy, Managing Director, Highway Markings, succeeded the long-serving Tony O'Leary, Managing Director, DD O'Brien as ASCA chairman, while Barry Sharkey, Managing Director, Multi Roofing, took over as vice chairman of the association.

Danny Murphy thanked Tony O'Leary for his service and dedication to ASCA over many years and for representing the interests of specialist contractors on CIF committees.

"The high standards and dedication achieved by Tony will be a hard act to follow," Danny Murphy said. "However, I will focus on the many challenges facing specialist contractors, with the support of the vice-chairman and members. As an ASCA member for over 30 years, it is an honour for me to serve as chairman of the association."

He continued, "It will be my immediate focus to address the challenges facing specialist contractors and to raise awareness on sector-specific issues such as the payment mechanism under the Contracts Act 2013, and to address skills shortages in the sectors that ASCA represents." **C**



# UPDATED TGD'S PART L AND F IN FORCE FROM NOVEMBER

**T**he CIF/IHBA recently hosted a building regulations briefing on Technical Guidance Documents Part L (TGD L) Conservation of Fuel and Energy – Dwellings 2019, and Part F (TGD F) Ventilation 2019, in the Louis Fitzgerald Hotel, Newlands Cross, Dublin.

The topical briefing was extremely well received by the 100-plus members in attendance. Attendees were provided with an informative and engaging set of presentations by the speakers, coupled with the opportunity to put questions to the presenting panel.

The presentations covered a range of topics, from nZEB, ventilation regulations and transitional arrangements to the practical implications for members.

Emmanuel Bourdin, Technical Advisor, Building Standards Section, Department of Housing, Planning, and Local Government; and Orla Coyle, Programme Manager, Sustainable Energy Authority of Ireland, spoke comprehensively on TGD L and TGD F.

Both amended standards came into effect on 1st November 2019. Transitional arrangements will apply to buildings for which planning permission or approval is applied for on or before 31st October 2019, and where 'substantial work has been completed' by 31st October 2020.

The term substantial work has been completed means that the structure of the external walls has been erected.



**Orla Coyle, Sustainable Energy Authority of Ireland; James Benson, Director, Housing, Planning and Development Services, CIF; and Emmanuel Bourdin, Department of Housing, Planning and Local Government.**

Speaking after the briefing, James Benson, Director, Housing, Planning and Development Services, CIF, commented in relation to TGD F Ventilation, "Members are advised that the new regulations will require ventilation systems, when commissioned and balanced, to be validated by a competent person, who is certified by an independent third party to carry out this work. Members are advised to seek commitment from mechanical contractors that the relevant validation will be provided now that the regulations have come into effect."

A further briefing was held at CIF's Cork offices on 12th November. **C**

## SEÁN GAVIN RETAINS CIF GALWAY BRANCH ANNUAL GOLF TOURNAMENT TITLE



**L to r: Justin Molloy, Regional Director, CIF; Tara Flynn, Chairperson, CIF Galway Branch; Seán Gavin, Stewart Construction; and Donal Walsh, Walsh Crane Hire.**

**T**he CIF Galway Branch annual golf tournament was held at Oughterard Golf Club, Co Galway, on 28th September, with 29 players participating.

For the second consecutive year, Seán Gavin, Stewart Construction, won the competition.

Other prizes went to Eamon Ramberg, Ramberg Painters & Decorators, for driving 'nearest to the hole', while Donal Walsh,



**L to r: Monami Construction's Trevor Cavanagh, Brendan Davey, Robert Conneely and Calum Bond.**

Walsh Crane Hire, won the prize for the 'longest drive'.

Justin Molloy, Regional Director, Western and Midland Region, CIF, says that CIF Galway Branch would like to thank Walsh Crane Hire for sponsoring the prizes for this competition over the past three years. "We would also like to thank the staff of Oughterard Golf Club for helping to make this event a very enjoyable day for all our members and their guests." **C**



Des Mulcair, President, CECA; David O'Brien, Chairman, Government Construction Contracts Committee; and Tom Parlon, Director General, CIF.

## CECA PRESIDENT CALLS ON MEMBERS TO SEIZE CIVIL ENGINEERING OPPORTUNITIES

**T**he Annual Civil Engineering Contractors Association (CECA) Dinner took place recently at the Clayton Hotel, Burlington Road, Dublin.

In his speech, CECA President Des Mulcair said that health and safety remains the most important issue for member companies and their clients.

"Accidents and incidents weigh heavily on us as individuals and, thankfully, within civil engineering, we are seeing an improvement in standards.

"The overall positive trend in health and safety must remain a focus for our sector, and recent Irish Water initiatives are very welcome as they recognise the priority our



L to r: Tommy Drumm, President, MBCA; Martin Lang, Director, CECA; and Des Mulcair, President, CECA.



Jerry Grant, retired Managing Director, Irish Water and Pat Lucey, President, CIF.



Joe Brolly, guest speaker.





Denise Tuffy, Administrator, CECA; Martin Lang, Director, CECA; and Alison Irving, Secretary, CECA.



James Benson; Director, Housing, Planning and Development, CIF; Hubert Fitzpatrick; COO, CIF; and Gerry Farrell, Chief Executive, Irish Concrete Federation.



John G Murphy, Vice President, CECA.



Jerry Grant, retired Managing Director, Irish Water, receives the CECA Lifetime Achievement Award from Des Mulcair, President, CECA.



Shay Byrne, Master of Ceremonies.

members place on the wellbeing of our workers at every level.

"However, one fatality in the industry is one too many, and I encourage each member to continue to raise the bar every year."

Speaking about the civil engineering market at this time, the CECA President said that there is scope for optimism over the next number of years, but the sector is operating well below its capacity and members must use every opportunity, including the Construction Sector Group, to put the sector centre stage for

investment.

"The sector remains the poor relation in terms of actual projects and tendering opportunities, and it is critical that this is addressed if we are to deliver what Government has set out in its development plans, particularly in terms of future growth in the overall economy," Des Mulcair said.

"Members have been very successful in delivering projects in other jurisdictions, especially in the UK and Europe. This type of diversity is essential if the sector is to continue to take advantage of opportunities wherever they arise."

The event was attended by 300 members and industry suppliers, as well as several distinguished guests. These guests included

representatives from the Government Construction Contracts Committee, the Office of Public Works; Institute Of Civil Engineers Ireland; Engineers Ireland; Association of Consulting Engineers of Ireland; and the Masterbuilders' and Contractors' Association.

RTE Radio presenter Shay Byrne was the host for the evening, with GAA analyst Joe Brolly giving a highly engaging after-dinner speech. On the evening, Jerry Grant, retired Managing Director, Irish Water, was presented with the CECA Lifetime Achievement Award. **C**



Trevor Wills, Legal Counsel, Wills Bros Ltd; and Des Mulcair, CECA President, Director, Roadbridge.



L to r: John Pentony, Managing Director, Jons Civil Engineering; Tim Ahern, Tim Ahern Consultancy Ltd; and Charles Wills, Managing Director, Wills Bros Ltd.

# INDUSTRY NEWS

## CORK CONSTRUCTION FIRM ANNOUNCES 100 NEW JOBS

**M**unster-based construction firm MMD Construction is to create 100 new jobs in Cork with the opening of its new headquarters at the Cork Airport Business Park. Currently employing 140 people, MMD provides construction services in areas such as pharmaceutical, healthcare, residential and civil infrastructure.

Recruitment is well underway and will be completed within the next two years. New roles include project managers, engineers, BIM technicians, carpenters and plasterers.

Tánaiste and Minister for Foreign Affairs, Simon Coveney TD, who officially opened the new headquarters, has welcomed the news.

He said, "I am delighted to be here for the official opening of MMD Construction's new office building. In addition to this, we have the fantastic news that the company is creating 100 new jobs for Cork. This will provide a huge boost to the local economy."

Cormac Smith, Director, MMD Construction, says the company hopes to attract emerging talent from Irish universities and institutes of technology.

"This is a fabulous day for the company, with the official opening of our new office building, and the announcement of a recruitment drive for 100 new colleagues.

"New technology means the industry is changing for the better, and we hope to attract the best emerging talent from Irish institutes of technology and universities with our progressive graduate training programme. We believe that it helps prepare graduates



Cormac Smith, Director, MMD Construction, watches on as the Tánaiste and Minister for Foreign Affairs, Simon Coveney TD officially opens MMD's new offices.

thoroughly for a career in construction in the 21st century.

"Together, we will continue to offer our customers the very best in design and delivery of construction projects across a wide number of sectors."

The company, which was founded in 2000, has invested almost €6m in its new headquarters, which features ergonomically designed workspaces, biometric access technology, and a full on-site gym for staff. **C**

## TECHNOTEACHERS CONFERENCE HIGHLIGHTS GROWING INTEREST IN APPRENTICESHIPS



L to r: Tom Parlon, Director General, CIF; Stephen O'Brien, Chairperson, TechnoTeachers Association; and Dermot Carey, Director, Safety and Training, CIF.

**T**he national conference of the TechnoTeachers Association (TTA) took place at the Great National South Court Hotel, in Limerick on 11th and 12th October.

One of the TTA's most successful conferences to date, it included a mixture of trade stands, and informative seminars and presentations. In the spirit of the change flowing through the education system at the moment, the conference also had interactive workshops, allowing teachers to participate and get a feel for new and exciting initiatives that will enhance teaching and learning in the years ahead. There were also hands-on workshops in the traditional skills areas of wood carving and woodturning.

The construction industry was well represented, with CIF and Sisk providing support and hosting stands. Solas was also at the

conference promoting its 'Generation Apprenticeship' schools competition. Xtratherm sponsored the event. Tom Parlon, Director General, CIF, and Dermot Carey, Director, Safety and Training, CIF, attended the conference on behalf of CIF.

Stephen O'Brien, Chairperson, TTA, said that the TTA's link with industry and training has always been important, and the presence of industry leaders at the conference on an ongoing basis "can only benefit members of the association as they interact positively with them as they move around the busy conference hall."

He continued, "Earlier this year, TTA was asked to become involved in promoting apprenticeship education through the 'Ireland Skills Live' event. Our subject areas have always had a strong affiliation with the apprenticeship model, and we were delighted to assist the organising committee with this venture. We attended the event at the RDS in March and enjoyed the experience. I then relished following Team Ireland at the World Skills competition that followed in Russia during the summer. This event was a game-changer in highlighting the role of apprenticeship education in Ireland and should be supported by schools going forward."

John Egan, Executive, Safety and Training, CIF, who hosted the CIF stand at the conference, said, "Over the two days, the level of student skill displayed in project work and practical demonstrations was genuinely impressive, and it was uplifting to learn of heightened interest in the construction sector among the students who attended." **C**



# NUMBER OF GAS NETWORK STRIKES RISES BY OVER 20%

**D**igging into natural gas pipelines can cause major disruption, serious injury and even death. Gas Networks Ireland is responsible for the safety of the gas network. During this year's Construction Safety Week, it reminded contractors to put safety first and check the location of the underground gas pipelines before beginning any work.

Since October, maps locating the gas pipeline network can be accessed instantly on Gas Networks Ireland's new online 'Dial Before You Dig' mapping service at [www.gasnetworks.ie/dbyd](http://www.gasnetworks.ie/dbyd)

This online service makes it easier than ever to check whether there are underground gas pipes on a site before any ground-breaking work commences, ensuring a safe dig.

Last year, there were 550 incidents of damage to the low and medium pressure gas distribution networks. These were mostly in urban and suburban locations, and there were nearly 50 instances of unauthorised excavation near the high-pressure gas transmission network, mostly located in

The new online 'Dial Before You Dig' service makes it easier to check for underground gas pipes on a site before breaking ground.



rural areas.

In the first half of 2019, there were nearly 350 incidents of damage to the distribution network – a sharp increase, driven by the current construction boom.

Owen Wilson, Networks Safety Manager, Gas Networks Ireland, says, "Any responsible contractor will want to make sure that they operate a safe site. Obtaining

maps of underground services is a critical step when planning any excavation. Our new online Dial Before You Dig service can provide these drawings far quicker and easier than ever before." **C**

The 'Dial Before You Dig' online mapping service can be accessed at [www.gasnetworks.ie/dbyd](http://www.gasnetworks.ie/dbyd)

## KIRBY OPENS NETHERLANDS OFFICE

**P**at Breen TD, Minister for Trade, Employment, Business, EU Digital Single Market and Data Protection, has officially opened Kirby's Netherlands office. The office, which is located in Schiphol, will support Kirby's growth in the Dutch market.

Commenting on the new office, Dave McNamara, Operations Director for Europe, Kirby, said that the opening of an office in the Netherlands is a strategic move in Kirby's expansion into the Dutch and wider mainland Europe market.

"Not only will it support our growth, but it will also allow us to best serve our expanding client base in the region," he commented.

Kirby entered the Dutch market in late 2018, and it is proving to be a successful move for the company.

"Expanding our operations further into mainland Europe is a progressive step for Kirby, particularly given strong levels of investment in two of our key target sectors, data centres and life sciences," added Dave McNamara.

Minister Breen opened the office during a two-day trade mission to the Netherlands, which aims to further strengthen Irish construction ties with the Dutch



At the opening of Kirby's new Dutch office, L to R: Stephen Creaner; Enterprise Ireland, Alan McHugh; Kirby, Minister Pat Breen TD; Mark Danaher; Kirby; Aidan J Kerins; Kirby; Giedre Visockaite; Kirby; Anne Lanigan; Enterprise Ireland; and Kevin Kelly, Irish Ambassador to the Netherlands.

construction industry. The trade mission involved a series of engagements including a seminar on the "Future of Construction". The seminar brought together companies, like Kirby, which are at the cutting-edge of high-tech construction.

During the seminar, members of the Kirby team discussed topics related to the future of construction. Alan McHugh, Associate Director, Power T&D, Kirby, discussed the power challenges surrounding the data centre industry while Mark Danaher, Technical Services Manager,

Kirby, spoke about digital construction and the application of technology.

Irish high-tech construction services in the Netherlands are currently experiencing a boom, with Kirby and other Irish companies delivering some of the Netherlands biggest data centre and pharmaceutical projects. Last year, construction services exports to the Netherlands by Enterprise Ireland client companies more than doubled, with total exports to the Netherlands reaching €1.07bn. **C**

# 2019 SISK SUPPLY CHAIN AWARDS WINNERS ANNOUNCED AS COMPANY SPEND HITS €1.03BN

**J**ohn Sisk & Son has announced the winners of its Supply Chain Awards for 2019 at its annual suppliers' awards event in Dublin.

The awards are now in their third year and have become a fixture in the calendar where Sisk recognises excellence among its supply chain partners in Ireland, the UK and Europe, and it shows appreciation for all the great work done together.

The 2019 winners are:

- Health, Safety & Wellbeing Award, Ireland: Brazil Piling
- Health, Safety & Wellbeing Award, UK: Select Cranes
- Health, Safety & Wellbeing Award, International: Premier Electric
- Digital Project Delivery Award: Jones Group
- Supplier of the Year, Ireland: Sitetech
- Supplier of the Year, UK: Tarmac
- Supply Chain Partner of the Year, Ireland East: FK Lowry
- Supply Chain Partner of the Year, Ireland South, West & North: Select Roofing

- Supply Chain Partner of the Year, Civils Ireland: Castworks Limited
- Supply Chain Partner of the Year, Civils UK: Sword Construction
- Supply Chain Partner of the Year, UK North & Major Projects: MPB
- Supply Chain Partner of the Year, UK South: Galostar
- Supply Chain Partner of the Year, Sisk Living: McGuinness Plumbing
- Supply Chain Partner of the Year, International: Lynskey Engineering.

As Sisk celebrates its 160th year in business this year, the company now spends over €1bn annually across its supply chain – in 2019 alone, the figure was €1.03bn. The construction business also confirmed it has a total of 5,000 approved and active suppliers and subcontractors on its system.

Commenting after the ceremony, Stephen Bowcott, CEO, John Sisk & Son, said, "In this, our 160th year in operation as a family-owned construction business, the Sisk Supply Chain Awards is a great



Stephen Bowcott, CEO, John Sisk & Son, speaking at the Sisk Supply Chain Awards 2019.

opportunity to recognise our supply chain partners for their great work with us.

"We wouldn't be where we are without industry-leading supply chain partners who help us deliver safe, quality projects year after year – delivering excellence for 160 years in fact.

"On behalf of Sisk, I would like to congratulate all the winners and thank them for their support this year."

Over 75 subcontractors and suppliers were shortlisted for the awards. **C**

# MKO GROWTH CONTINUES WITH MOVE TO NEW OFFICES

**T**he Minister of State with Special Responsibility for Housing and Urban Development, Damien English TD, has officially opened the new offices of planning and environmental consultants MKO in Galway.

MKO employs over 65 people and was founded nearly 20 years ago. It works on large infrastructure and commercial development projects, providing specialist planning, environmental and project management services to both private and public clients. It has six specialist teams, offering services across the fields of planning, environmental, ecology, ornithology, estates and project management, and land solutions.

The company's workforce has doubled in the past three years alone, and it currently has vacancies for additional staff in a number of areas.

In the energy sector, MKO works on the delivery of wind farms, solar farms and critical electricity infrastructure, as the country transitions to a low carbon economy. In housing, it has helped secure planning for thousands of housing units



L to r: Gus McCarthy, Director, MKO; Brian Keville, Director, MKO; and Damien English TD, Minister of State with Special Responsibility for Housing and Urban Development, at the official launch of MKO's new offices in Galway.

on behalf of clients. It also works in the education, healthcare and transport infrastructure sectors.

Gus McCarthy, Director, MKO, said, "I would like to thank Minister English for opening our new offices. MKO has achieved substantial growth in the past number of years, and we continue to grow both in staff numbers and service offerings. This is a very

exciting time to be operating in Ireland. Our move to this modern office, a facility of over 2,500 sq m, means that we have the capacity to provide our staff with a high quality workplace in line with the quality of the services we provide to our clients, and we look forward to the further growth of the business in the years ahead." **C**



# FOR YOUR DIARY

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## NOVEMBER

**Monday 11th, 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 12th, 8:00am**

### **CIF HEALTH AND SAFETY SUMMIT 2019**

**Location:** Croke Park Conference Centre, Dublin

**Contact:** John Egan **Tel:** 01 406 6097,

**Email:** jegan@cif.ie **Web:** www.cifsafety.ie

**Tuesday 12th, 8:30am-10:30am**

### **CIF SOUTHERN REGION BUILDING REGULATIONS BRIEFING**

**Location:** CIF Offices, 4 Eastgate Avenue, Little Island, Cork

**Contact:** Brid Cody

**Tel:** 021 435 1410, **Email:** bcody@cif.ie

**Tuesday 12th, 8:00pm-10:00pm**

### **MIDLAND BRANCH MEETING**

**Location:** Belvedere House, Mullingar, Co Westmeath

**Contact:** Justin Molloy

**Tel:** 091 502680, **Email:** jmolloy@cif.ie

**Thursday 14th, 9:30am-4:30pm**

### **TENDERING WORKSHOP WITH INTERTRADE IRELAND**

**Location:** The Strand Hotel, Limerick

**Contact:** Ronan O'Brien

**Tel:** 021 435 1410, **Email:** robrien@cif.ie

**Thursday 14th November, 7:00pm-8:00pm**  
**MID-WEST BRANCH MEETING**

**Location:** Radisson Blu Hotel, Ennis Road, Limerick

**Contact:** Brid Cody

**Tel:** 021 435 1410, **Email:** bcody@cif.ie

**Friday 15th, 8:00pm-12:00pm**

### **MBCA ANNUAL DINNER**

**Location:** Clayton Burlington Road, Dublin 4

**Contact:** Denise Tuffy

**Tel:** 01 406 6000, **Email:** tuffy@cif.ie

**Monday 18th, 1:00pm-3:00pm**

### **CORK HOUSE BUILDERS MEETING**

**Location:** CIF Offices, 4 Eastgate Avenue, Little Island, Cork

**Contact:** Brid Cody

**Tel:** 021 435 1410, **Email:** bcody@cif.ie

**Wednesday 20th, 3:00pm-6:00pm**

### **MBCA EXECUTIVE COUNCIL MEETING (FOLLOWED BY AGM)**

**Location:** CIF, Construction House, Canal Road, Dublin 6

**Contact:** Denise Tuffy

**Tel:** 01 406 6000, **Email:** dtuffy@cif.ie

**Monday 20th 8:00pm-10:00pm**

### **NORTH WEST BRANCH MEETING**

**Location:** Breaffy House Hotel, Castlebar

**Contact:** Justin Molloy

**Tel:** 091 502680, **Email:** jmolloy@cif.ie

**Thursday 21st, 8:30am-10:00am**

### **KILDARE BRANCH MEETING**

**Location:** Osprey Hotel, Kildare

**Contact:** James Benson

**Tel:** 01 406 6061, **Email:** jbenison@cif.ie

**Thursday 21st, 4:00pm-6:00pm**

### **KILKENNY BRANCH MEETING**

**Location:** Lyrath Estate Hotel, Kilkenny

**Contact:** James Benson

**Tel:** 01 406 6061, **Email:** jbenison@cif.ie

**Tuesday 26th, 11:00am-1:00pm**

### **2019 EXECUTIVE BODY MEETING, FOLLOWED BY CIF AGM**

**Location:** CIF, Construction House, Canal Road, Dublin 6

**Contact:** Gillian Heffernan

**Tel:** 01 406 6016, **Email:** gillian@cif.ie

**Thursday 28th, 8:00pm-10:00pm**

### **DONEGAL BRANCH MEETING**

**Location:** Mount Errigal Hotel, Letterkenny

**Contact:** Justin Molloy

**Tel:** 091 502680, **Email:** jmolloy@cif.ie

**Friday 29th, 8:00pm-10:00pm**

### **NORTH WEST BRANCH MEETING**

**Location:** Breaffy House Hotel, Castlebar

**Contact:** Justin Molloy

**Tel:** 091 502680, **Email:** jmolloy@cif.ie

## DECEMBER

**Monday 2nd, 1:00pm-3:00pm**

### **CORK BRANCH EXECUTIVE MEETING**

**Location:** CIF Offices, 4 Eastgate Avenue, Little Island, Cork

**Contact:** Brid Cody

**Tel:** 021 435 1410, **Email:** bcody@cif.ie

**Tuesday 3rd, 11:00am-1:00pm**

### **IHBA NATIONAL COMMITTEE MEETING**

**Location:** CIF, Construction House, Canal Road, Dublin 6

**Contact:** Cathy Gurry

**Tel:** 01 406 6008, **Email:** cgurry@cif.ie

**Wednesday 4th, 13:00am-15:00pm**

### **PTCM COMMITTEE MEETING**

**Location:** CIF, Construction House, Canal Road, Dublin 6

**Contact:** Denise Tuffy

**Tel:** 01 406 6000, **Email:** dtuffy@cif.ie

**Monday 9th, 4:00pm-6:00pm**

### **WICKLOW /NORTH WEXFORD BRANCH MEETING**

**Location:** Glenview Hotel,

Glen of the Downs, Delgany, Co Wicklow

**Contact:** James Benson

**Tel:** 01 406 6061, **Email:** jbenison@cif.ie

**Wednesday 11th, 4:00 pm-6:00pm**

### **NORTH EAST BRANCH MEETING**

**Location:** Gormanstown, Co Meath

**Contact:** James Benson

**Tel:** 01 406 6061, **Email:** jbenison@cif.ie

# CIF TRAINING COURSES

CIF training and education programmes for November 2019-January 2020

NOVEMBER COURSES	CODE	DATE	DURATION	LOCATION
Temporary Works 2-Day Coordinator	TWC 3719	11th November	2 Days	Dublin 6
Project Supervisor Construction Stage	PSCS 3637	13th November	3 Days	Dublin 6
Environmental Management for Construction	EMC 3760	14th November	2 Days	Dublin 6
Site Managers – A Practical Approach to Building Regulations	SMBR 3657	21st November	2 Days	Portlaoise
CIF Management & Inspection of Scaffold	SI 3639	21st November	1 Day	Athlone
CIF Management & Inspection of Scaffold	SI 3640	27th November	1 Day	Dublin 6
CIF Site Supervisor Safety Programme	SSSP 3631	25th November	2 Days	Cork
CIF Core Safety Management Programme Renewal/CPD	CSMP 3642	25th November	Half-Day	Limerick
CIF Core Safety Management Programme Renewal/CPD	CSMP 3641	29th November	Half-Day	Dublin 6
Building Control Course Part K and Part M – Stairways and Access CSE 1	BCC 355710	28th November	1 Day	Dublin 6
Airtightness Programme	AT 3635	29th November	1 Day	Dublin 10
DECEMBER COURSES	CODE	DATE	DURATION	LOCATION
CIF Site Supervisor Safety Programme	SSSP 3643	2nd December	2 Days	Dublin 6
Project Supervisor Construction Stage	PSCS 3645	4th December	3 Days	Dublin 6
CIF IOSH Managing Safety in Construction (Fast Track)	MSIC 3644	5th, 6th, 12th, 13th, 16th December	5 Days	Dublin 6
Working with the Assigned Certifier – A Site Manager's Approach	AC 3773	6th December	1 Day	Dublin 6
CIF Management & Inspection of Scaffolds	SI 3647	13th December	1 Day	Dublin 6
CIF Core Safety Management Programme Renewal/CPD	CSMP 3648	13th December	Half Day	Dublin 6
JANUARY COURSES	CODE	DATE	DURATION	LOCATION
CIF Site Supervisor Safety Programme	SSSP 3900	9th January	2 Days	Athlone
CIF IOSH Managing Safety in Construction	MSIC 3902	9th, 16th, 23rd, 30th Jan, 7th Feb	5 Days	Dublin 6
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 Jan	3 Days	Dublin 6
Appointed Persons Course	AP 3907	15th, 22nd, 29th January	3 Days	Dublin 6
Airtightness programme	AT 3906	21st January	1 Day	Dublin 10
CIF Site Supervisor Safety Programme	SSSP 3901	23rd January	2 Days	Dublin 6
Site Managers a Practical Approach to Building Regulations	SMBR 3908	23rd January	2 Days	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
Working with the Assigned Certifier – A Site Manager's Approach	AC 3909	31st January	1 Day	Dublin 6
Conservation Theory for Heritage Contractors	CTHC 3904	31st January	1 Day	Dublin 6





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Killeen Rd  
Bluebell  
Dublin 12  
T: +353 (0)1 601 1500  
E: [dublin.hire@actavo.com](mailto:dublin.hire@actavo.com)

Turnapin Lane  
Old Swords Rd  
Cloghran  
Co. Dublin  
T: +353 (0)1 901 18690  
E: [dublin.hire@actavo.com](mailto:dublin.hire@actavo.com)

Silver Bullet Ind. Estate  
Glanmire  
Co. Cork  
T: +353 (0)21 486 6400  
E: [cork.hire@actavo.com](mailto:cork.hire@actavo.com)

Airglooney Ind. Estate  
Tuam  
Co. Galway  
T: +353 (0)93 60470  
E: [galway.hire@actavo.com](mailto:galway.hire@actavo.com)



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