



**Construction Industry Federation** Annual Report 2013



## Contents

President's Statement .....	3
Director General's Statement .....	4
CIF Initiatives and Policy .....	5
CIF Services.....	9
CIF Structure .....	14
Executive Body .....	15
Executive Body Committees .....	16
National Committees & Representation .....	17
Strategic Policy Committees .....	18
CIF Staff.....	18



## President's Statement

It's hard to believe that already 12 months have passed since the last annual report was published. In that time we've witnessed a major change in the atmosphere and confidence around the construction industry.

12 months ago our industry was still mired in doubt. The mood continued to be negative and all the indicators were pointing to a further drop in activity. We were still searching for the light that would signal the return to growth in the sector.

However as we near the end of 2013, a renewed sense of optimism is starting to strike some construction companies. There seems to be a definite increase in the level of tendering taking place and as more tenders become available that means one thing – more work.

It's fair to say that the industry is still at a low point and it will need some time before the impact of any growth is felt all across the industry. However the signs are positive.

Of course, the CIF has been working hard on behalf of our members to help ensure we have a healthier construction industry – not just in the short term but one that will flourish and become sustainable part of the economy once more. The most recent example of the CIF's work was in Budget 2014.

In advance of the Budget, the CIF undertook an extensive lobbying campaign to ensure that the Government brought forward some measures to boost our sector. This message was well received by the Government, by the various politicians of all levels, their advisors and senior civil servants.

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I think it is fair to say during the course of this year we have witnessed a sea change in the way the Government views the construction sector as a whole. Our industry has gone from being viewed as a pariah to being seen as a valued element of the economic recovery. This was reflected in the Budget and the CIF was delighted that the Government brought forward several measures we had pressed for to boost the sector.

The Budget was not perfect and there were some other steps that could have been taken, for example there were no measures to encourage private residential construction activity. However the importance of the policies announced by Ministers Noonan and Howlin as well as the way they spoke about our industry should not be underestimated. This was the start of what we hope will become more progressive engagement between Government and the construction industry.

Another step to achieving that goal is the new group which comprises senior officials from key Government Departments as well as industry representatives. Having already attended meetings of this group, I can tell that it will make a major difference. We now have a body in place that co-ordinates all the key players and which will mean that construction related issues can be solved quicker and more comprehensively.

Effectively we have buy in from the people who can pull the levers of power and that is something that our sector has been desperately trying to grasp for some time. We are all in a single group whose sole purpose is to help get the construction sector working. This can only act as a positive for the industry.

The other big Government related publication was the Strategy for the Construction Sector published by Forfas this summer.



Philip Crampton, CIF President

Significantly this report recommended that the construction sector should be operating at twice its current level, a figure which has been embraced by the Government.

There have been other successes too. We've seen the passage of the Construction Contracts Act by the Oireachtas at long last. This was a very lengthy process but we finally got it over the various legislative hurdles. We are still awaiting the Department to bring forward a few other elements before the new law comes into effect but we are now very close to this legislation having a practical impact on the industry.

The new building regulations that will come into effect next year will also benefit the industry. The CIF worked hard to ensure these took into account industry views as part of the consultation process. Other discussions regarding development related issues continue to take place with the Government.

Another achievement was reaching agreement with the Department of the Environment for the outline of the new Construction Industry Register Ireland. This will have a big impact on ensuring legitimate construction companies receive tenders and other work in the future. It will also help reduce the level of work going to the black economy. Discussions are still taking place to work out the finer details of the register and we hope to publish additional information about it very soon.

There have been other issues and achievements which are referred to in this publication but overall it's been a very positive year for the industry. We have successfully concluded a lot of work which will benefit the sector in the near future and have an impact for many years to come.

2013 may, finally, go down as the year the construction industry turned the corner and started growing once more.

## Director General's Statement

There's no doubt about it, 2013 has been a very interesting year for the construction industry. We've seen the general level of confidence in the industry go up, then down and now it seems to be on the up again. Most importantly however there does seem to be good reason to suggest that the latest uplift will be carried on well into 2014 and hopefully beyond.

At the very start of the year there was a very notable upswing in terms of the mood around the industry, however as January faded into February that streak of confidence seemed to vanish. This was reflected for the employment figures for this period which showed that construction employment dropped to 96,300 for the first quarter of 2013. To put that figure in perspective that was the lowest level of construction employment since the downturn began.

As the year progressed however there were more reasons to be positive. Some companies started accessing the working capital that NAMA had promised. Work started progressing on some of the stimulus projects announced by the Government in 2012 and further projects were also announced. The Irish Water metering process began.

These and many other projects, large and small started coming on the market and it meant there was an increase in tendering activity. More importantly it meant some construction companies and solo operators started earning again.

The result has been an increasing level of positivity throughout the industry. That trend has continued throughout the year and we are now starting to believe that it should keep going in 2014.

Once again this was reflected in the job figures. By the end of the second quarter of 2013, the number of construction jobs had jumped again, rising by 6,400 to 102,700. That's the largest quarter on quarter jump since 2006, around the time the boom was peaking.

*All the indicators are currently aligning to suggest that 2014 will be a much more positive year for the construction industry. However we need to keep on our toes and keep a mindful watch. Our industry will only return to the size it should be operating at – twice its current level – if we address any issues as they arise.*

What's even more remarkable is that jump was on the back of only a 1.7% increase in construction activity according to the CSO statistics. Can you imagine how much of an impact there will be if the upbeat mood and the general increase keeps gathering steam?

So what can we expect next year? Well for a start there will be the various measures that the CIF managed to secure from the Government in the recent Budget. The Home Renovation Incentive already seems to be stirring interest amongst the public and hopefully that will lead to benefits before the end of the year and over the course of the next two years.

Additionally there should be more benefits from the further rollout of the NAMA working capital, particularly now that they have promised to invest in the construction of 4,500 residential units in Dublin as well as some commercial office accommodation. We should start to see a lot more of the stimulus funding make its way to actual construction projects during 2014 and into 2015 as well. The Government is also hoping to announce additional stimulus projects next year if there is sufficient funding.

Plus there is a clear shortage of housing at the moment in Dublin and certain other areas. This should lead to an increase in



Tom Parlon, CIF Director General

residential building next year. We do expect the total level of house building to reach a record low (again) in 2013, but this should mark the low point.

The CIF is currently working with the Government to devise other incentives for encouraging house building such as lowering development levies, increasing access to finance as well as discussions around the Part V issue. Hopefully we will have further success in these aspects and that will lead to an increase in residential activity that reflects the needs of the market next year.

Obviously as growth returns to the sector it will not be an immediate upturn for everyone. It will take time for increased activity to reach some aspects of the industry. However the CIF is working hard to ensure that any construction recovery is not limited to one side of the industry. We are trying to deliver improved conditions for all of the various sectors and we are communicating this message to the Government on an ongoing basis.

All the indicators are currently aligning to suggest that 2014 will be a much more positive year for the construction industry. However we need to keep on our toes and keep a mindful watch. Our industry will only return to the size it should be operating at – twice its current level – if we address any issues as they arise.

As always myself and the rest of the CIF team are here to help ensure these issues are tackled and to communicate them directly to the Government as quickly as possible. We want to see a thriving construction industry and that is what we will continue to work towards.

## CIF Initiatives and Policy

### Budget 2014

Following an extensive lobbying campaign, the CIF successfully secured a number of positive measures in Budget 2014 which will benefit the construction sector in the short and medium term.

Among the positive measures for the sector announced in the Budget were:

- A stimulus package of €200 million for capital projects from the lottery license funding including road maintenance, sports capital grants and an international training arena, an events' centre for Cork, housing adaptation grants and other measures.
- €30 million for the State house building programme.
- €10 million for unfinished housing estate initiatives.
- Further round of capital investments to be announced next year.
- Home Renovation Incentive scheme.
- An extension of the Living City initiative to Cork, Galway, Kilkenny and Dublin which will also be extended to include all buildings built before 1915.
- Extending capital gains tax incentives to the end of 2014.
- Extending REIT investments.
- NAMA may extend additional working capital to the construction sector.
- The working capital already promised will go towards measures including the construction of 4,500 new houses and apartments in Dublin, in addition to much-needed office accommodation in the city centre and investment in commercially viable retail projects.
- Measures to curtail the shadow economy.
- Start your own business initiative.

The CIF's 2014 Budget submission, which was very well received, was prepared by the Taxation, Investment Public Spending Committee under the Chairmanship of Philip Crampton.

The submission concentrated on promoting job creation and how the construction sector could play a major role in that process. We also emphasized the strong impact construction activity can have on job retention and the development of local economies. Another central point of the submission was that capital spending must be supported as it offers Government the best opportunity to achieve growth as well as creating and maintaining employment.

The six key policy areas in the submission were:

- a) Maximise Exchequer benefits from public capital expenditure
- b) Stimulate private sector investment.
- c) Stimulate residential sector activity.
- d) Future needs of the industry.
- e) Tackle the shadow economy in construction.
- f) Future planning related matters.

### Register of Builders and Contractors – 'Construction Industry Register Ireland'

Following extensive discussions, the Department of the Environment, Community and Local Government invited the CIF to formulate proposals for the establishment of a Register of Builders and Contractors.

A cross-sectoral committee of CIF members was set up to formulate proposals in this respect. The new register is to be called 'Construction Industry Register Ireland'. It will be established by the CIF initially on a voluntary basis, with the expectation that it will become a statutory register in 2015.

It is intended that the register will be operational in March 2014 to coincide with introduction of the Building Control (Amendment) Regulations 2013.

A governance board will be established to include representatives from government departments and agencies to oversee the registration process. Further information about the register will be provided in the coming weeks.

### CIF Annual Conference

The CIF's Annual Conference, entitled "The move to stimulus" took place in the Aviva Stadium, Dublin in September.

Approximately 200 people from throughout the construction industry attended the positive conference which addressed a wide range of construction related issues and which was warmly received by the attendees.

The keynote speaker was An Taoiseach, Enda Kenny TD, who addressed the event for the first time since taking office. Other speakers at the event included Secretary General at the Department of Public Expenditure and Reform, Mr. Robert Watt; NAMA Chairman Frank Daly, John Tierney of Irish Water; CBRE's Marie Hunt; Dave O'Leary from Diageo, CIF Director General Tom Parlon and CIF President Philip Crampton.

### A Strategy for the Construction Industry

During the year, the CIF actively participated as a key stakeholder with Forfas in its preparation of the Strategy for the Construction Sector to 2016.

Forfas published its report and concluded that the construction industry in 2012 accounted for 6.4% of GDP while the sustainable level of construction activity for a developed nation such as Ireland should be 12% of GNP.

While the CIF had sought the appointment of a Minister for Construction by the Government, one of the key recommendations of the report was the appointment of a Construction Enterprise Clearing House to inform on-going development of the sector and the coordination of relevant policies.

The Forfas Report addressed the following areas:

- 1) The domestic market – removing obstacles and restoring confidence
- 2) Driving further internationalisation of the sector
- 3) Embedding competitiveness and innovation
- 4) Ensuring the sector is skilled to deliver
- 5) Transforming governance.

The Government also published its statement of measures to support the construction sector and addressed the following headings:

- 1) Coordination and Consultation
- 2) Public Investment and Performance Bonds
- 3) Statutory Register of Builders and Contractors
- 4) Construction Contracts
- 5) Planning
- 6) Commercial Property Sector
- 7) Energy Efficiency
- 8) Tackling the Shadow Economy
- 9) Training and Skills
- 10) Internationalisation

The Government has committed to the establishment of the new Construction Sector Consultation and Coordination Group to provide a forum for engagement with industry and focus on key issues for the sector in particular regulatory issues. The Federation will continue to actively engage with Government to ensure that Government attention is focussed at addressing impediments to recovery of the sector.

### Construction Contracts Act

The Construction Contracts Act was passed by the Oireachtas in July of this year, following extensive political and civil service engagement by the CIF. This legislation has been eagerly awaited by the entire industry and was one of the CIF's priorities for 2013. Thankfully after being on the Dail and Seanad books for 1,168 days the legislation finally cleared its last Oireachtas hurdle and was signed into law.

We are currently awaiting the moving of the statutory instrument that will bring this legislation into effect. This will be determined by the Department putting in place some other measures necessary for the legislation to have the impact it was drafted for, such as the adjudication arrangements, the code of practice and other details. The CIF is continuing to press for these final steps to be taken.

The passage of the Act is a landmark achievement for the industry which will help construction companies and ensure that contractors and sub-contractors throughout the sector will receive the payments they are due in a timely fashion. The introduction of the Act is a sea-change in the industry which will require companies to be fully up-to-speed with its operation and requirements. Some training has already been carried out by the CIF's contracting departments and members are encouraged to contact the CIF if they require further details.

### Arbitration costs

Over the last year, the CIF has been particularly concerned about the clause in the form of tender which provides that tenderers must agree in advance to bear all of their own costs involved with an arbitration, irrespective of the outcome. The costs of the contracting authority may also fall on the tenderer if they are successful, but awarded less than was contained in a sealed offer made to them.

The Minister for Public Expenditure and Reform, Brendan Howlin TD continues to indicate that this provision remains in operation.

In October of 2012, a preliminary meeting was held with officials of the European Commission in Brussels to discuss the possibility of submitting a formal complaint to the EU Commission on the grounds of infringement of public procurement law, discrimination against SMEs, proportionality and curtailment of access to justice.

Following this meeting, the CIF formally issued a complaint to the EU Commission which is currently being considered by at least one of the Directorates General. It is hoped that this issue will become moot following the review of the GCCC forms of contract.

### Review of the GCCC contracts

Last year, the President and Director General formally wrote to the Minister for Public Expenditure and Reform, Brendan Howlin TD requesting a review of the GCCC contracts, outlining the rationale for the review. It is expected that the review will be formally announced by the Minister shortly and that the first stakeholder meeting will take place before the end of 2013.

The CIF Procurement, Tendering and Contractual Matters Committee are in the final stages of completing the CIF submission in this regard.

### 'Public Procurement in Ireland' Conference

Ahead of the upcoming review of the GCCC contracts, the CIF organised a conference in March of this year to discuss some of the issues that currently exist in the public procurement system.

Representatives from the State, the construction sector, architects, chartered surveyors, legal professionals and international experts were amongst those speaking at the conference which was attended by over 150 people with an interest in this area.

The CIF made the point that the public procurement system in this country is broken and it is costing the State tens of millions of euro

every year. We also warned that the current process is delaying the completion of schools, hospitals and many other public projects.

Amongst the problems in the process that were highlighted at the conference were:

- Lack of clarity
- Incomplete information
- Low quality of tender documents
- A system set up to favour the lowest tender price, not the ability to undertake and complete a project
- Lack of legal recourse

Amongst the speakers at the conference were Minister for Communications, Energy and Natural Resources, Pat Rabbitte TD; Paul Morrell OBE, UK Government Chief Construction Advisor 2009 – 2012 (the UK Construction Czar); Steve Rowsell, UK Highways Agency Head of Procurement 2000 – 2007; David O'Brien, Chairman of the Government Construction Contracts Committee; Jonathan Bliss, Department of Education; Tim Ahern, Consultant to the National Roads Authority; Philip Crampton, CIF President; Andrew Nugent, Society of Chartered Surveyors Ireland and CIF Director General Tom Parlon.

### Bonds

After discussions between the CIF and the Government on the issue of bonds earlier in the year, the Government committed to bringing in reduced bond requirements for public contracts. The updated stipulations require bonds of 12.5% of the contract sum for contracts valued below €10 million and bonds of 10% of the contract sum for contracts valued above €10 million. The CIF believes that the private sector should now follow this example.

### Supreme Court judgment declares REA's unconstitutional

On 9th May last the Supreme Court declared that the provisions of Part 3 of the Industrial Relations Act 1946 were invalid having regard to the provisions of Article 15.2.1 of the Constitution of Ireland. This judgment had the effect of striking down all Registered Employment Agreements (REAs).

The three REAs applicable in the construction industry related to:

- wages and conditions of employment in the construction sector
- wages and conditions of employment in the electrical sector
- pensions assurance and sick pay

The striking down of the registration of employment agreements removes the level playing field for contractors with regard to labour costs.

This may be particularly relevant where contractors from outside the state tender for work in this jurisdiction. These contractors are required to observe the terms of existing employment legislation, including the National Minimum Wage Act only. Also, the striking down of the registration of employment agreements removed the legally binding disputes resolution procedure. Therefore, where industrial relations issues arise on site the disputes procedure cannot be relied upon and an official strike could take place provided that seven days notice has been issued by the trade union concerned.

It is important to note, however, that workers employed under contracts of employment in place prior to the Supreme Court judgment are entitled to retain their rates of pay and other terms and conditions of employment. The Payment of Wages Act 1991 prohibits an employer from unilaterally amending existing terms and conditions of employment.

A new Industrial Relations Committee was established in the aftermath of the Supreme Court judgment. Members from all sectors of the industry and all geographical areas are represented on this committee. The main issue for the committee to determine is whether to put in place a structure in the industry to provide a

mechanism for dealing with industrial disputes and to prevent a race to the bottom in terms of labour rates.

The Minister for Jobs, Enterprise and Innovation, Richard Bruton TD has advised that he is committed to introducing legislation to provide for legally binding rates of pay in certain sectors. The CIF is awaiting sight of draft legislation in this area after which a meeting of the Industrial Relations Committee will be scheduled.

Contractors can no longer be pursued for non compliance with the terms of REAs. NERA will continue to carry out inspections to ensure employment protective legislation is adhered to.

### National Joint Industrial Councils (NJICs)

The Construction Industry National Joint Industrial Council (CINJIC) and the Electrical Industrial National Joint Industrial Council (EINJIC) continue to meet on a regular basis. The purpose of these councils is to discuss all issues relevant to the industry.

### Reform of employment rights & industrial relations bodies

Progress is continuing on reform of the State's employment rights and industrial relations bodies. The Minister for Jobs, Enterprise and Innovation, Richard Bruton TD is committed to reforming the workplace relations institutions and structures and, in particular, to merge the existing five employment rights bodies into two.

### Planning and building regulations

During the year the CIF made submissions to the Department of the Environment, Community and Local Government in relation to a range of planning issues including development contributions, residential densities, social and affordable housing objectives, (Part V) in order to encourage inward and indigenous investment at a time when both are urgently needed in the Irish economy.

Recent engagement between Government and CIF has focused on appropriate development policies within the planning system. CIF is also endeavoring to ensure that policy relating to the provision of social housing in Ireland is workable and creates opportunities from the industry's perspective.

During 2013, a number of CIF submissions were made to the Department of Environment, Community and Local Government on the Building Control (Amendment) Regulations 2013. The new regulations, which come into effect on 1st March 2014, will have a major impact on the overall construction process, certification and inspection of construction works.

While the quality of development today is far superior to that pertaining prior to enactment of the Building Control Act, instances where individuals breached their statutory obligations under the building regulations have resulted in reputational damage for the wider industry.

The CIF has been proactive in ensuring that industry views are taken on board by the Department of the Environment. A workable process must be established to ensure compliance with the building regulations code, protect consumers and ensure that appropriate inspection and certifications processes are established when the new compliance regime comes into effect on 1st March 2014.

### Review of Part V - Planning & Development Act 2000 (as amended)

During the year a review of the operation of Part V was initiated. The CIF and IHBA made a submission highlighting the fact that, in the current economic climate, the continued imposition of Part V in planning permissions is not viable. The CIF and IHBA has called for the abolition of social and affordable housing obligations under Part V of the Planning and Development Act 2000.

### Advisory group on unfinished housing developments

CIF is directly represented on the Department of Environment, Community and Local Government's national co-ordination

committee on unfinished housing developments to drive the implementation of agreed policy in this area. A key feature of the work of this committee was the publication of a new stakeholder's code of practice, setting out each stakeholder's responsibilities in respect of unfinished housing developments.

### Pyrite report and response for remediation of pyrite damaged dwellings

In response to a request from the Minister for the Environment, Community and Local Government, Phil Hogan TD, the CIF, in conjunction with the Irish Concrete Federation and Homebond established Pyremco, a special purpose vehicle to undertake pyrite remediation works on pyrite damaged homes.

Initially, the Government's intention was that the remediation scheme would be funded by aggregate and non-life insurance levies. However after further analysis of the legal implications, the Government decided that the remediation programme would be funded directly by the Exchequer.

It is now intended by Government that the remediation programme will be undertaken by the Housing Agency. Accordingly, CIF proposals to establish Pyremco in conjunction with the Irish Concrete Federation and Homebond have been stood down.

### Housing supply data

With new housing construction activity at its lowest level of activity since records began in 1970, there is clear evidence that a housing supply demand imbalance is now arising in the greater metropolitan areas. Recent evidence of house price inflation and residential rental inflation, particularly in the greater Dublin and Cork areas, all point to a shortage of new residential accommodation in key growth areas.

At a time when it is difficult to recover full construction costs from sales prices attainable from sale of new housing units, there is clearly a market mismatch which is deterring commencement of new residential construction activity. The solution lies in either increasing market values for new housing, or reductions in construction costs of new housing.

While residential prices in the Dublin area have increased by 12% between September 2012 and September 2013, it is likely that further increases in house prices will evolve over the coming year, thus stimulating some level of new residential construction in the growth areas. Although a clear demand for new residential construction is required in some growth areas, there is still an oversupply issue in many parts of the country which will delay the recovery of house building in these areas.

Details of the existing supply of all new housing in unfinished developments countrywide are available by contacting the CIF/ IHBA directly.

### Finance and banking

The CIF, through the Finance, Assets and Working Capital sub committee is addressing both the serious difficulties being experienced by members in relation to their dealings with banks and NAMA. Under the chairmanship of Dominic Doherty, the committee is also examining the overall strategy required to help restore a functioning development and property sector in Ireland.

At the heart of this strategy is a need to address core issues relating to the working capital for the construction industry, the cost of production, development finance and finance for commercial and residential development.

During the year, meetings have taken place with the banking sector to ensure that the construction and development sectors' concerns are articulated as appropriate to key decision and policymakers in the banking sector.

### Black Economy

The CIF has once again worked hard to highlight the issue of the black economy in the construction sector during the course of the year. In the advent of the Supreme Court decision on the REA, our efforts have focused on highlighting black economy activity relating to construction work that is not tax compliant or is being carried out by individuals who are receiving social welfare benefits.

To highlight this problem, a delegation representing the CIF addressed the Joint Oireachtas Committee on Jobs, Enterprise and Innovation in May. The presentation led to a deep exchange of views between the committee members and the CIF delegation on how the issue could be tackled. It also had the impact of the Department of An Taoiseach requesting additional information on curtailing these practices. Extensive media coverage on the subject was also generated.

Subsequently to provide further, updated information on this topic, the CIF carried out a fresh survey of our members in July/ August in relation to the problem of the black economy in our industry. Among the most revealing statistics were:

- 64% of construction companies have been asked to do a job for cash outside of the tax system.
- 57% of construction companies have been approached by construction workers offering to carry out work for cash payments while they were also receiving social welfare payments.
- 95% of construction companies had come across a black economy operation in the previous 3 months. While 70% of construction companies had come across an increased number of black economy operations since the turn of the year.
- 95% of construction companies thought they have lost jobs to black economy operations in the previous 12 months.
- 50% believed they had lost 6 or more jobs to black economy operations in the previous 12 months.
- 40% believe that black economy operators always pay their workers with cash outside of the tax system while 51% believe they do this regularly.
- 53% of construction companies believe that wages paid by black economy operators undercut legitimate firms by more than 20%.
- 68% of construction companies have come across clients who have experienced problems with black economy operators or the work they have carried out, while 58% have been asked to repair the work done by a black economy operator.
- 66% of construction companies describe the health and safety standards as poor quality on any construction sites run by black economy operators they have come across while a further 24% would describe them as non-existent.
- 88% of construction companies would welcome stronger scrutiny of the construction sector by Revenue if it would help reduce black economy activity.

This survey also received significant media attention.

The impact of these various initiatives to highlight the problem of the black economy in our industry has led to the Government bringing forward policies to combat this problem. Several measures aimed at curtailing black economy activity were announced as part of Budget 2014, including the Home Renovation Incentive.

Additionally, Revenue have requested further discussions with the CIF on the topic of the black economy.



## CIF Services

The Construction Industry Federation (CIF) exists to support our members. That is why the CIF was established and it continues to be the driving force behind the Federation's activities.

We provide a comprehensive and wide ranging set of services to meet your needs.

Over the years our advisory and consultative processes have proven invaluable to construction companies and solo operators of all sizes and have helped the CIF develop an excellent track record of success in assisting our members.

We want to help you and your company. We have the industry experience and knowledge to help with practically every construction sector related issue. We are completely focused on supporting every aspect of the construction industry and this is reflected in the ongoing high level of quality service we provide.

Our personnel are amongst the most qualified and knowledgeable in their particular areas. That means they have the latest, expert knowledge to hand for members to draw upon simply by dropping an email or by picking up the phone.

We have unique market intelligence and insights based on primary source research in respect of private and public construction activity.

CIF services are tailored to meet the needs of our members. They reflect the nuanced requirements within the many sub categories of the industry. Ultimately they are designed and proven to save you time and money – giving our members an edge in an increasingly competitive industry.

Among the broad category of services we provide are:

- Networking opportunities.
- Representation.
- Increased profile for your company amongst your industry peers.
- Procurement & pre-qualification direction.
- Contractual advice for arrangements you have entered into with clients/main contractors/sub contractors.
- Health and safety expertise.
- Advice on managing site safety issues and safety management systems.
- Payment disputes/ debt recovery guidance.
- Industrial relations advice.
- Advice on employment legislation.
- Human resources expertise and guidance.
- Planning & development issue management.
- Training programmes and seminars.
- Pension scheme.
- Money saving schemes for members.

**Other benefits of CIF membership include:**

- Information – CIF Members receive regular updates and bulletins on all the latest developments and issues relating to the Irish construction sector and the economic conditions surrounding it. This service is of particular importance in the present climate with new regulations soon to be implemented for the industry and the establishment of the Construction Industry Register Ireland in consultation with the Department of the Environment, Community & Local Government as well as many other ongoing developments.
- Public affairs engagement – the CIF work on behalf of all our members making representations to the Government, civil service and other stakeholders on issues of concern.
- Access to CIF personnel – All members have access to the

various industry experts who work for the CIF. With extensive experience of the Irish construction industry and knowledge of all the main construction companies and personnel operating in the Irish construction sector, the CIF staff provide a great source of information and industry know how to our members.

- CIF website listing – The main source of information on the Irish construction industry on the web, the CIF website is an invaluable tool for our members, receiving thousands of hits every week. All CIF members have their details included on the CIF website.
- CIF Directory of Members – All current CIF members are listed in this annual directory which is circulated to every CIF member, a wide range of business interests, government departments, state bodies and other relevant groupings. The CIF also has specialist registers of members of Safe-T-Cert, Specialist Heritage Contractors and Construction Quality Assurance. These registers are also promoted to potential clients on behalf of members of the registers.
- Breakfast briefing opportunities – Regular briefings are held every month by CIF business members on key policy developments and other areas of interest to all members. These are free of charge for CIF members. These briefings also provide networking opportunities where members get to meet other members to discuss matters of interest and concern to all members in the construction sector.
- A number of the CIF business members offer one free consultation to CIF member companies on a variety of business matters from financial/ legal advice to procurement/ contractual advice.
- Construction Magazine – The CIF, in conjunction with Foundation Media, is proud to produce and distribute Construction Magazine, the main publication for the Irish construction industry. With a readership of 7,500 this publication provides news, information and viewpoints to the entire Irish construction industry. All members receive a free annual subscription as part of their membership package.
- CIF Logo – All members have access to the CIF logo for use on vehicles, site signage, letterheads etc.

### SERVICES PROFILED SAFETY & HEALTH

In 2013, CIF's Safety Services Department continued to assist members with their health and safety compliance requirements. Safety compliance and competence remains a high priority for clients and contractors. In order to be successful in procurement, members must be able to meet this need.

CIF's safety services are underpinned by expert staff experienced in delivering effective construction focused advice and training. The CIF remains one of the key stakeholders and drivers of the Construction Safety Partnership ([www.csponline.ie](http://www.csponline.ie)) and works to develop initiatives that promote better performance in safety management.

Also, the CIF continues to support the NISO Safety Awards to recognize excellence in this field and to allow contractors to demonstrate the expertise and commitment that exists within the construction industry in Ireland.

Policy development within the CIF is led by the Safety Policy Committee which has met on a number of occasions with the Health and Safety Authority on key issues affecting the industry. The CIF also operates the Construction Senior Safety Advisors Group for members to facilitate networking and the sharing of non-commercially sensitive information, for the benefit of health and safety in the industry.

## TRAINING SERVICES

CIF Training Services provides a wide range of highly accredited programmes aimed at the construction supervisor/ manager and other construction operatives. Our courses ensure the senior teams of construction companies have the necessary skills and up to date knowledge required while managing projects in today's challenging construction marketplace.

In the coming year we will again strive to offer increased levels of service to our members. All levels of compliance training nationwide in 2014 will include FAS CSCS programmes via our training delivery partner.

The aim of our training service is to provide a wide range of top quality programmes at competitive prices while maintaining the highest level of industry repute. We are continually striving to improve our offering and we would be happy to discuss any training needs or suggestions with any members.

If you have any queries in relation to training qualifications or require any assistance as you plan your company's training programme for 2014, please don't hesitate to contact us on 01 4066071 or via [training@cif.ie](mailto:training@cif.ie)

The courses we currently provide are listed below however during the course of every year we strive to improve our service and we hope to start additional courses during 2014.

### CIF Health and Safety Courses

- CIF Management & Inspection of Scaffolding
- CIF IOSH Managing Safely Construction
- CIF FETAC Level 6 Managing the Role of the PSCS
- CIF IOSH Managing the Role of the PSDP
- CIF Core Safety Management Programme Renewal/CPD
- CIF Conservation Theory for Heritage Contracting
- CIF Domestic Contractor Safety Programme

### CIF Construction Management Programmes

- CIF Construction Contracts Act Seminars
- CIF FETAC Level 6 Building Regulations Programme
- Managing 3rd Party Contractors from a Health & Safety Perspective
- Directors Safety / Legal update Briefings
- CIF Public Sector Pre Qualification & Tendering Briefings

### Other Health and Safety Courses

- Asbestos Removal Operative Module
- Risk Assessment Training
- Safety Representative
- Portable Appliance Testing (PAT) Training
- Chemical Safety Awareness
- Abrasive Wheels
- Abrasive Wheels Instructor

### Working at Height Courses

- Working at Heights
- Safety Harness
- Mobile Access Tower Training
- Mobile Elevated Work Platforms (MEWP)

### FAS CSCS Plant

- 180 Degree Excavator
- 360 Degree Excavator
- Mini Digger
- Tower Crane
- Self-Erect Tower Crane

- Mobile Crane
- Crawler Crane
- Telescopic Handler
- Tractor Dozer
- Site Dumper
- Articulated Dumper
- Slinger Signaller
- Roadworker
- Signing, Lighting and Guarding on Roads
- Health and Safety at Roads
- Locating Underground Services
- FAS Safe Pass Module
- Mini Digger Operator Module

### FAS Confined Spaces

- FAS Low Risk CFS Module
- FAS Managing of Risk in CFS
- FAS Search & Rescue CFS Module
- FAS High Risk CFS Module
- FAS Medium Risk CFS Module

### FAS Scaffold Programmes

- FAS CSCS Scaffolding Basic
- FAS CSCS Advanced Scaffolding
- FAS CSCS Mobile Access Tower Scaffold

### Chainsaw Courses

- Chainsaw – Crosscutting
- Chainsaw – Basic
- Chainsaw – Advanced

### Forklift Training

- RTITB Forklift Instructor Training
- Reach Forklift
- Counterbalance Forklift
- Bendy Forklift
- Power-pallet Forklift
- Scissors-lift Forklift

### Manual Handling Training

- Manual Handling
- FETAC Level 6 Manual Handling Instructor
- FETAC Level 6 Manual Handling Instructor Refresher

### Occupational First Aid Training

- FETAC Level 5 Occupational First Aid
- FETAC Level 5 Occupational First Aid Refresher
- FETAC Level 6 Cardiac First Responder (CFR) Instructor

### Fire Safety Training

- Fire Extinguisher Training
- Fire Awareness Training
- Fire Warden Training
- Fire Managers' Course
- Fire Warden Instructor Training

In 2013 CIF Training Services experienced another challenging but positive year. Our market share in the provision of training services to our members grew and we also successfully secured new business from Government bodies, semi state entities as well as from the wider construction sector.

Further information on course prices, dates and availability are available from CIF Training Services on 01 4066071 or by emailing [training@cif.ie](mailto:training@cif.ie)

## REPRESENTATION

Representations are made on behalf of members and the wider industry to the Government, local authorities and all relevant external stakeholders on issues affecting the industry and our members. We are often asked to approach some of the key personnel on behalf of members and we are happy to help facilitate solutions where possible.

## INDUSTRIAL RELATIONS AND EMPLOYMENT SERVICES

The CIF's Industrial Relations and Employment Services Department is grounded in industry specific experience and expertise, delivering savings and efficiencies for companies. Services include free of charge representation at the various labour relations fora including the Labour Court, Labour Relations Commission, Employment Appeals Tribunal as well as directly with the trade unions.

The cost of assessing these and other CIF services and supports in these areas would far exceed the cost of CIF membership and the CIF's success rate reflects its industry knowledge and know how.

The CIF provides information, advice and support on a range of issues including:

- Guide to employment conditions in construction
- Employee handbooks
- Employment and industrial relations updates
- Up to date information on industrial relations and employment legislation
- Contracts of employment – construction specific
- Advice on temporary lay-offs and redundancies
- Negotiating with trade unions at national level – the CIF will directly represent you in negotiations with trade unions.

## MAIN CONTRACTING

The CIF's Main Contracting Department provides main contracting members with a one-stop-shop information and advisory service. Provided by industry leading experts, the various supports save companies monies on an ongoing basis. Our service helps members command a comprehensive understanding of the procurement and tendering processes, as well as the contracts at play within the construction sector.

We are a resource to be used by members, one which is significantly cheaper than other avenues a contractor might go down when trying to resolve a particular issue. For example, a builder who is not in the CIF and has encountered a technical problem will go to an engineer or a surveyor who might charge €600 or €700 for advice.

With the CIF any amount of telephone calls are included as part of the annual membership subscription.

As part of our service offering in this area, the CIF will review and examine contract documents on behalf of member companies. This includes contract agreements, schedules, appendices, letters of appointment/intent, contract conditions and collateral warranties and is carried out with a view to identifying conflicting or onerous terms.

Our service allows member companies to reduce their exposure on construction projects and this is particularly important in the current construction climate.

## SPECIALIST CONTRACTING

### Purpose and objectives

Our mandate is to lead, transform and represent.

The specialist contracting group within the CIF represents contractors engaged in specialist works and in the electrical and mechanical engineering sectors.

We represent members on contractual matters in both the private and public sector contracting. CIF staff can provide a detailed review of tender and contract documents and advise on the risks being presented.

With broad participation in a wide range of FDI led markets our members are active in Ireland and internationally in high technology projects. We research and advise members on potential new markets and can develop strategic relationships to generate business leads.

We also represent the industry in national committees, stakeholder groups and in engagement with appropriate government departments.

## LEAN

In line with the expectations of multi-national companies our members are expected to meet the highest performance criteria.

The specialist contracting group have developed a tailored LEAN programme for use on specialist works contracts which provides companies with a toolkit for business process assessment. It is designed to help members self assess, to identify the types of waste within their own commercial activity and ultimately to protect their margin.

Through collaboration we encourage members to share success stories and to benchmark their operations off measured performance statistics. Our aim is to develop organic improvement through participation in joint training and self-assessment programmes.

## HOUSING AND PLANNING SERVICES

The CIF's Planning and Development Department address a wide range of issues that affect our members including technical, planning, economic and environmental matters.

CIF members can access expert advice and representation on a range of development-related issues. These include:

- Planning legislation and regulations
- Compliance with building regulations
- Regional planning guidelines
- County and city development plans
- Local area plans
- Pre-planning consultation
- Development contribution schemes
- Development bonds
- Taking in charge of estates
- Owners management companies (OMCs)
- Multi-unit developments
- Social and affordable housing (including guidance on compensation)
- Land-use zonings
- Planning appeals to An Bord Pleanala

All members of the CIF can avail, free of charge, of the CIF's planning and development supports, which are delivered nationally through a network of regional and local branches and on a one-to-one consultative basis.

These supports can range from practical advice on dealing with issues as outlined above, to tailored support in member dealings with local authorities, including representation on behalf of members to local authority managers, staff and locally elected representatives.

The planning and development department represents members' interests in discussions with key decision makers in Government and

during formal consultation processes at national and local level. **These supports are proven to deliver tangible benefits to members.**

Home builders and commercial developers operate in a complex, fast-paced and increasingly challenging regulatory and business environment. With this in mind, the services provided by the planning and development department complement the wider range of CIF services.

The department ensures that members are kept fully briefed on industry developments that will affect their businesses via regular news updates, briefing notes and seminars.

Through the CIF's branch and association structure, working groups are formed with members to assist in formulating policy on issues of importance and to facilitate the exchange of information. Members' interests are represented on national bodies such as the Building Regulations Advisory Board (BRAB), stakeholder working groups and the National Coordination Committee on Unfinished Housing Developments.

### PAYMENTS RECOVERY ASSISTANCE PROGRAMME

This unique service has been in operation since 2010 and provides a very effective process for members who find themselves in difficulty when trying to recover payment from their clients. The service has been availed of by main contractors and specialist contractors, with in excess of 100 cases having successfully utilised the process.

The scheme consists of 3 stages, which are outlined below:

#### Stage 1

A review of the case by CIF staff to establish the facts, consider and advise on the next steps. If appropriate, the case will be referred to Stage 2. There is no charge for Stage 1, providing the member is of good standing.

#### Stage 2

The case is referred to a participating legal firm. A consultation with the firm is arranged and will be attended by the CIF staff dealing with the case. The legal firm reviews the documentation and issues a letter of advice giving the legal options available and where possible an outline of the costs that are likely to accrue should the case proceed further. Up to this point, there is no charge to CIF members of good standing.

#### Stage 3

Having considered the options provided at Stage 2 and the advices from CIF in Stage 1, the member may decide to proceed along the legal route. Legal fees arising in this respect are a matter between the member and the firm retained.

### INDUSTRY SCHEMES

#### Safe-T-Cert

Safe-T-Cert is the internationally recognized safety management accreditation scheme for the construction industry. It was developed by the CIF to provide a credible accreditation system for the construction industry.

Safe-T-Cert has been approved by Safety Schemes in Procurement (SSIP) – [www.ssip.org.uk](http://www.ssip.org.uk) - in the UK, which means simplified pre-qualification for Safe-T-Cert accredited firms operating in Britain. SSIP is an umbrella organization which facilitates mutual recognition between and health and safety prequalification schemes in the UK.

Safe-T-Cert companies are now automatically assured of meeting the health and safety prequalification criteria under UK public procurement rules and no longer face the need of having to seek accreditation with UK based assessment schemes such as CHAS. This development, of course, is in addition to Safe-T-Cert's recognition under the public procurement processes in the Republic of Ireland and Northern Ireland. See [www.safe-t-cert.ie](http://www.safe-t-cert.ie)

### Register of Heritage Contractors

Substantial investment is made every year in conserving and restoring Ireland's historic buildings and structures. Based on data contained in Forfás Outlook and Strategic Plan to 2015 for the construction sector, it is estimated that approximately €3.7 billion of the total Irish construction industry output (€8 billion) is attributable to repair, maintenance and improvement (RM&I), as of 2012.

ECORYS & Fitzpatrick Associates Economic Consultants Report to the Heritage Council: (Economic Value of Ireland's Historic Environment, 2012, pg.20) further estimated that 15% of overall residential RM&I expenditure is attributed to pre-1919 building stock and that approximately 7.5% of non-residential RM&I can be reasonably attributed to the historic environment. Heritage contracting is therefore estimated to be worth in the region of €585 million or 7.2% of total construction output in 2012 and has increased its share of overall construction activity in each of the past four years.

With a catalogue of 38,000 protected structures nationally, 17,000 construction jobs are sustained by work on heritage conservation projects. The built environment makes a significant contribution to jobs and the wider economy. Investment in and conservation of the built environment is internationally recognised as a way of creating jobs which are highly skilled, long term, well paid and crucially of benefit to local economies.

The Department of Arts, Heritage and the Gaeltacht has committed €45 million for the conservation and protection of Ireland's built and natural heritage in Budget 2014. This includes extending the 'Living City Initiative' to Cork, Dublin, Galway and Kilkenny, additional funding for traditional building skills development and the announcement of a number of major capital projects in heritage building restoration. Government recognises that investing in Ireland's historic building stock is inherently sustainable and generates value for the economy.

The Register of Heritage Contractors represents an increasingly regarded quality standard for contracting within the field of conservation of heritage structures and sites. It is well positioned to contribute to the Government policy on architecture and its underlining commitment to quality. The register provides contractors with the opportunity to demonstrate their proficiency in the field of heritage works, while providing both public and private clients with an accessible list of reliable heritage contractors.

#### The register is divided into two parts:

- Main contractors, who are available for larger projects and who have demonstrated their experience in managing heritage projects for all types of heritage works.
- Specialist contractors, who have demonstrated experience in executing projects in one or more of the specialist categories.

Membership of the board includes senior representatives from the Heritage Council, Office for Public Works, Department of Arts, Heritage & the Gaeltacht, Irish Georgian Society, Limerick Institute of Technology, Royal Institute of Architects Ireland, Fingal County Council and Construction Industry Federation.

#### The aims of the Register of Heritage Contractors are:

- To be recognised as the principal, independent and reliable source of information on contractors and specialists for public and private heritage project procurement.
- To establish and oversee appropriate standards of ethics, competence, skills and knowledge.
- To encourage the provision of management and skills development opportunities.
- To provide contractors and specialists on the RHC Register enhanced opportunities in tendering for heritage projects.

Further information is available at: [www.heritageregistration.ie](http://www.heritageregistration.ie)

## **MONEY SAVING SCHEMES FOR CIF MEMBERS**

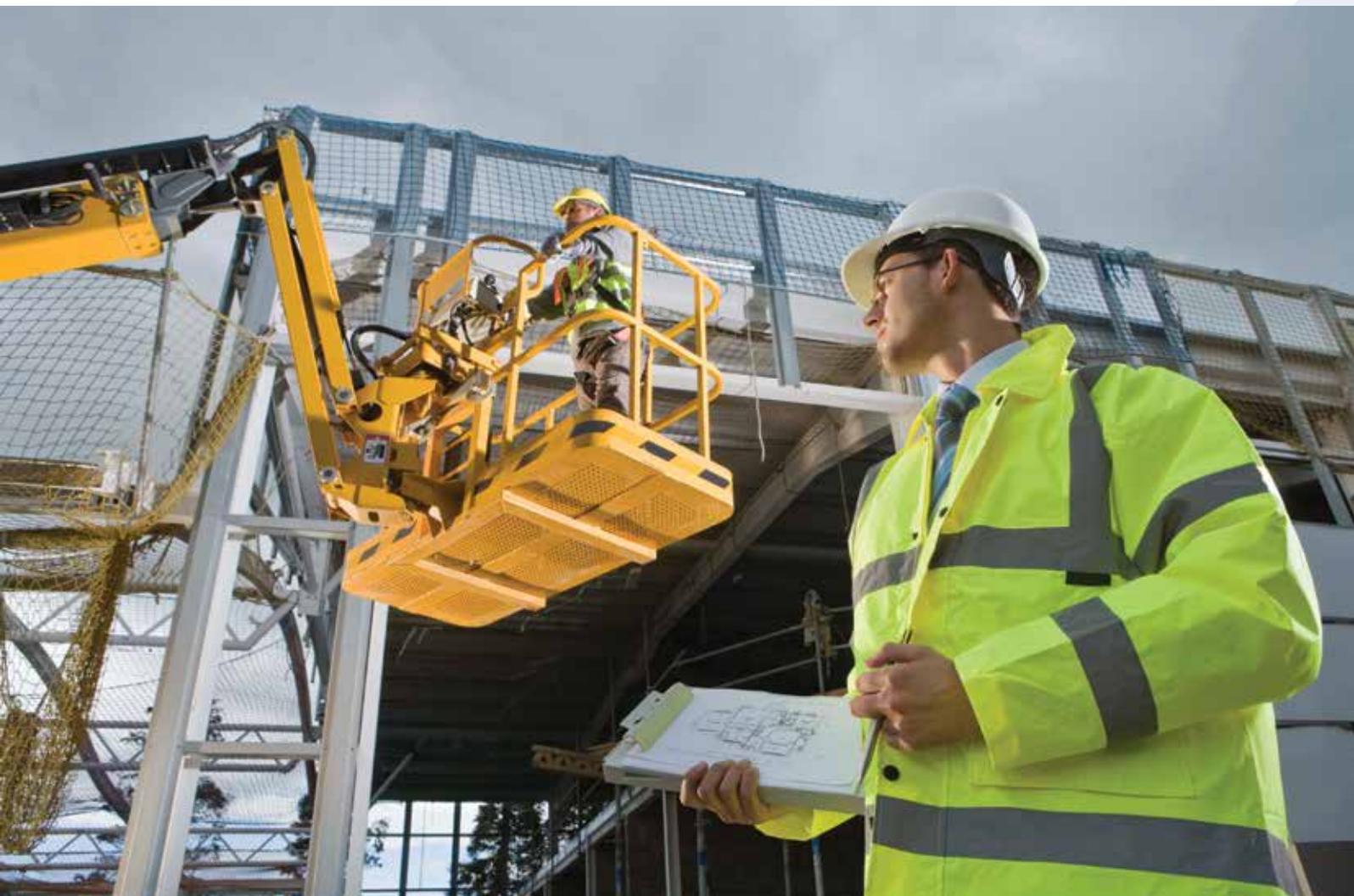
### **CIF Affinity Cover Construction Insurance**

CIF Affinity Cover Construction Insurance is specifically designed by the CIF for our members. It is managed by Capital Cover which is an affinity partner of the CIF.

CIF Affinity Cover policy documents are specifically designed to meet with the wording of the standard RIAI and EI construction contracts, as well as the public sector construction contracts.

### **CIF Connect**

CIF Connect is a high quality and extremely low cost broadband package which is available to CIF members. It is delivered by the CIF affinity partner and leading communications operator, Imagine Communications.



## CIF Structure

The CIF is structured so as to reflect the sectoral and regional dimension of Ireland's construction industry and to ensure the most effective and efficient public affairs interface for the industry.

### Regional branches

The CIF has 13 branches within its regional structure with offices in Dublin, Cork and Galway. Branches across the country are very active in addressing local issues with clients local authorities and state agencies at regional level. They also address national issues with national and local public representatives.

Branch meetings provide a forum for members to meet and have an input in national policy formulation, as well as representation in national and sectoral policy development.

Branches address all local area matters on behalf of members, provide networking opportunities and promote the use of CIF members.

All CIF services are available through CIF's three offices in Dublin, Cork and Galway as well as through its qualified and experienced staff.

### Associations

At national level, the CIF has a number of sectoral associations that pursue the policy objectives of their sub-sector of the industry.

The sectoral groups are divided into following main areas:

- Master Builders and Contractors Association
- Civil Engineering Contractors Association
- Mechanical & Electrical Contractors Associations
- Irish Home Builders Association
- Alliance of Specialist Contractors Associations
- National Concrete Producers Association
- Irish Contractors Plant Association



## Executive Body (as of 01.11.13)

**PRESIDENT:** ..... P. Crampton  
**SNR. VICE-PRESIDENT:** ..... M. Stone  
**VICE-PRESIDENT:** ..... D. Doheny  
**IMMD. PAST PRESIDENT:** ..... M. Gallagher

B. Byrne, P. Cahill, P. Carmody, S. Clifford, D. Collier, J. Conway,  
 T. Cullinane, J. Curley, B. Henry, L. Hoyne, M. Jones, F. Kelly,  
 S. McCarthy, B. McKeon, T. McGrath, B. McMenamin, G. Murtagh,  
 B. O'Halloran, T. O'Leary, M. O'Reilly, J. Pentony, P. Purcell, D. Reid,  
 G. Ronayne, P. Stewart, J. Ward, C. Wills, J. Wood

### TRUSTEES (as of 01.11.13)

#### CONSTRUCTION INDUSTRY FEDERATION

M. Anglim, K. C. Kelly, O. O'Mahony

#### BENEVOLENT FUND - EMPLOYERS

R.P. Treacy (Chairman), G. Coscoran, O. Haslette, D.Murray

#### CONSTRUCTION EXECUTIVE RETIREMENT SCHEME

D. O'Brien (Chairman), L. Crehan, G. Morrissey, B. O'Neill, C. Scott, R. P Treacy

#### CWPS TRUSTEES LTD - DIRECTORS

A. O'Gorman (Chairman), E. Fleming, C. Lynch, J. Moore, J. O'Brien,  
 B. O'Connell, T. O'Leary, B. O'Sullivan, R.P Treacy, B. Wall, O. Wills.

#### CIF PENSIONS ADMINISTRATION SERVICES LTD - DIRECTORS

J. Wood (Chairman), M. Browne, G. Hennessy (CIF)

### BRANCH CHAIRMEN (as of 01.11.13)

Cork ..... M. O'Shea  
 Donegal ..... O. Duffy  
 Galway ..... P. Carey  
 Kerry ..... S. Clifford  
 Kildare ..... L. O'Brien  
 Kilkenny/Carlow ..... M. Raggett  
 Midland ..... G. Murtagh  
 Mid West ..... M. Ryan  
 North East ..... D. Collier  
 North West ..... M. Keenan  
 South East ..... B. Byrne  
 Wicklow/North Wexford ..... B. Dunne

### ASSOCIATION PRESIDENTS AND CHAIRMEN (as of 01.11.13)

Alliance of Specialists Contractors Associations ..... T. O'Leary  
 Civil Engineering Contractors Association ..... C. Wills  
 Electrical Contractors Association ..... J. Conway  
 Floor Covering and Tiling Association ..... T. O'Leary  
 Irish Association of Demolition Contractors ..... B. O'Halloran  
 Irish Contractors' Plant Association ..... A. Waters  
 Irish Home Builders Association ..... S. McCarthy  
 Irish Preservation & Damp-Proofing Association ..... J. McCartie  
 Irish Window Association ..... P. Bowes  
 Joinery Manufacturers Association ..... P. Armstrong  
 Master Builders & Contractors Association ..... F. Kelly  
 Master Glaziers Association ..... B. Ranson  
 Mechanical & Electrical Contractors Association ..... J. Conway  
 Mechanical Engineering & Building Services  
 Contractors' Association ..... J. Curley  
 Master Painters & Decorators of Ireland ..... T. McGrath  
 National Concrete Producers Association ..... R. Gilboy  
 National Association of Scaffolding & Access Contr. .... M. Daly  
 National Stone Association ..... N. Kavanagh  
 Plastering Contractors Association ..... Vacant  
 Road Marking Contractors' Association ..... P. Curran  
 Roofing & Cladding Contractors Association ..... A. Ahern  
 Roof Manufacturers & Suppliers Association ..... M. McDonald Snr.  
 Sheetmetal Manufacturers Association ..... I. Sweeney

### OTHER CONSTITUTENT ASSOCIATIONS

Environmental Services Contractor's Association  
 Equipment Hire Association  
 Formwork Contractors Association  
 Irish Platform Contractors Association  
 Irish Shopfitters' Association  
 Irish Steel Fixing Association  
 National Furniture Manufacturers' Association  
 Plumbing & Heating Contractors Association (Cork Branch)  
 Structural Steel Manufacturers Association  
 System Builders Association



## Executive Body Committees

### Audit & Organisation Committee

The Audit & Organisation Committee oversees the finances and management of the CIF.

**Committee members:** P. Crampton (Chairman), D. Doheny, M. Gallagher, H. Fogarty, F. Kelly, B. O'Halloran, M. Stone, J. Wood.  
**Assisted by:** T. Parlon, G. Hennessy, G. MacGrath (CIF),

### Construction Industry Register Ireland sub-committee

The Construction Industry Register Ireland sub-committee considers the industry policy in relation to the introduction of a voluntary register for the Construction Industry and the industry's response to changes being introduced to building regulations under the Building Control (Amendment) Regulations 2013.

**Committee members:** M. O'Reilly (Chairman), M. Cosgrave, N. Durkan, M. Jones, B. McKeon, D. Murphy, A. Neville, D. O'Grady, G. O'Kane, T. O'Leary, M. O'Shea, M. O'Sullivan, B. Redmond, M. Ryan, E. Stapleton, P. Stewart, J. Ward.  
**Assisted by:** T. Parlon, H. Fitzpatrick, M. Lang, S. Downey (CIF)

### Finance, Assets and Working Capital sub-committee

The Finance, Assets and Working Capital sub-committee maintains and develops CIFs relations with banking and financial institutions generally and ensures that members' policy concerns are articulated for appropriate attention.

**Committee members:** D. Doheny (Chairman), A. Brett, P. Cahill, M. Cannon, B. Clancy, L. Crehan, B. English, M. Gallagher, M. Jones, J. McCarthy, T. O'Leary, D. O'Mahony, P. O'Meara, M. O'Reilly.  
**Assisted by:** T. Parlon, H. Fitzpatrick, J. Mair (CIF)

### Industrial Relations sub-committee

The Industrial Relations sub-committee advises on industrial relations matters within the construction industry.

**Committee members:** M. Stone (Chairman), P. Bowes, G. Brennan, J. Carroll, D. Collier, J. Conway, P. Crampton, J. Cradock, L. Crehan, J. Curley, D. Doheny, N. Durkan, M. Gallagher, P. Hackett, L. Hoyne, F. Kelly, M. Kennedy, J. McNulty, M. Mulhern, T. O'Leary, J. O'Shaughnessy, J. Pentony, P. Purcell, M. Raggett, P. Stewart, D. Reid, J. Ward, D. Winters.  
**Assisted by:** T. Parlon, J. O'Brien, J. Winters (CIF).

### Procurement, Tendering and Contractual Matters sub-committee

The Procurement, Tendering and Contractual Matters sub-committee considers all contracting and tendering issues and makes recommendations to the Executive Body on appropriate policy.

**Committee members:** P. Crampton (Chairman), P. Carmody, J. Cradock, J. Curley, S. Duggan, F. Kelly, F. Matthews, B. O'Halloran, T. O'Leary, M. O'Reilly, J. Pentony, G. Ronayne, C. Smith, S. Smith, D. Winters.  
**Assisted by:** T. Parlon, M. Lang, S. Downey, A. Irving (CIF).

### Safety, Health and Welfare sub-committee

The Safety, Health and Welfare sub-committee drives and develops health and safety policies applicable to the construction industry.

**Committee members:** M. Stone (Chairman), P. Bennion, F. Kelly, S. Lyons, G. McCloskey, K. O'Leary, P. Quigley, S. Lacey, S. Purcell, T. Sheridan, J. Ward.  
**Assisted by:** T. Parlon, D. Carey (CIF).

### Taxation, Investment and Public Spending sub-committee

The Taxation, Investment and Public Spending sub-committee oversees the development of CIF policy across economic and fiscal headings, and manages the preparation of Submissions including the annual Budget Submission to the Minister for Finance on behalf of the Federation.

**Committee members:** P. Crampton (Chairman), P. Bruton, J. Conway, T. Cullinane, J. Curley, D. Doheny, B. Duffy, M. Gallagher, D. Gargan, P. Hackett, F. Kelly, D. Mulcair, A. Neville, D. O'Grady, T. O'Leary, H. O'Neill, D. Reid, M. Stone, C. Wills.  
**Assisted by:** T. Parlon, H. Fitzpatrick, J. Healy (CIF).

## National Committees & Representation

### Border Regional Authority

J. Jackson

### Building Regulations Advisory Board

B. McKeon

### Construction Industry Council

P. Crampton, M. Jones, T. Parlon, (CIF), M. Lang (CIF)

### Construction Industry Monitoring Agency

D. Doheny, P. Purcell, R. Ranson,  
T. McEvoy, J. Winters (CIF)

### Construction Safety Partnership

D. Carey (CIF), R. Butler (CIF),

### County Enterprise Partnership Boards

Laois - P. Culleton

Limerick – J. McInerney

Offaly – J. Flanagan Snr.

### Electrical Industries Federation of Ireland

J. Conway, S. Downey (CIF)

### Electrical National Joint Industrial Council

F. Frawley, J. Lawlor, F. Matthews, M. Stone, S. Downey (CIF),  
J. Winters (CIF), C. O'Connell (CIF)

### Electro-Technical Council of Ireland

J. Fletcher, R. Butler (CIF), S. Downey (CIF)

### Employment Appeals Tribunal

P. Casey, J. Reid, W. Power, J. Winters (CIF)

### EPACE

J. Conway, T. Tierney, J. Winters (CIF)

### FAS – Construction Industry Group

D. Carey (CIF)

### FAS – National Apprenticeship Advisory Committee

T. Moloney, D. Tracey, D. Carey (CIF)

#### Carpentry / Joinery

M. Keogh, R. Sutton

#### Electrical

D. Haughton, S. Watson

#### Plant

T. Flaherty, J. Hayden

#### Plumbing

B. Kearns, K. Stynes

### FAS Construction Industry Advisory Committee

D. Carey (CIF), R. Butler (CIF)

### FAS Safe Pass Steering Group

D. Carey (CIF), R. Butler (CIF)

### FAS Safe Pass Technical Committee

R. Butler (CIF)

### GMIT School of Eng. Advisory Board

J. Molloy (CIF)

### Health & Safety Authority Board

D. Carey (CIF)

### Hidden Economy Monitoring Group – South West

J. O'Brien (CIF)

### HSA Construction Industry Safety Advisory Committee

K. O'Leary, R. Butler (CIF)

### HSA – Legislation and Guidance Committee

D. Carey (CIF)

### HSA North Western Advisory Committee

L. O'Donnell

### HSA South Western Advisory Committee

C. O'Connell (CIF)

### HSA Quarries Sector Health and Safety Steering Committee

D. Carey, R. Butler (CIF)

### IOSH Ireland Construction Specialist Section

R. Butler (CIF)

### Irish Agrément Board

M. Cosgrave

### Irish Green Building Control

D. Carey (CIF)

### Joint Safety Council

K. O'Leary, D. Carey (CIF), R. Butler (CIF)

### Liaison Committee for the Building Industry

P. Carmody, J. Curtin, J. Kelly A. Irving (CIF)

### Midland Regional Authority (EU Assistance Operational Committee)

D. Doheny

### National Co-ordination Committee on Unfinished Developments

H. Fitzpatrick (CIF)

### National Economic Social Council

T. Parlon (CIF)

### National Joint Industrial Council for the Construction Industry

L. Crehan, T. O'Leary, J. Winters (CIF), C. O'Connell (CIF)

### NSAI Concrete Consultative Committee

D. Massey

### NSAI Fire Service Standards Committee

R. Butler (CIF)

### Register of Heritage Contractors

D. Collier, M. O'Sullivan

### Register of Electrical Contrs. of Ireland

K. Reid

### Revenue Shadow Economy Liaison Group – BMW Region

J. Molloy (CIF)

### Safe Pass Expert Group

D. Carey (CIF), R. Butler (CIF)

### Skillnets Board

G. Hennessy (CIF)

### South West Monitoring Committee

J. O'Brien (CIF)

## Strategic Policy Committees

### Local Authority:

Cavan:	G. Meehan
Carlow:	P. Cahill
Clare:	J. Malone, B. McCarthy
Cork:	P. Casey, S. McCarthy, M. O'Flynn, M. O'Shea
Donegal:	B. Brogan, J. Gildea, B. McMenamin
Dun Laoghaire:	M. Gallagher, H. O'Neill, N. O'Connor (CIF)
Fingal:	B. McKeon
Galway County:	J. Molloy (CIF)
Kerry:	S. Clifford
Kildare:	S. Reilly, M. O'Reilly
Kilkenny:	D. Guilfoyle
Laois:	P. Culliton, M. Kelly Jnr., P. Flanagan
Leitrim:	P. Reynolds
Limerick:	L. McArdle, T O'Shea
Longford:	K. Hughes
Louth:	W. Baldwin, M. McCaughey
Mayo:	B. Burke, D. McHugh
Meath:	J. Cusack, T. Mulvany
Offaly:	D. Doheny
Roscommon:	S. Flanagan
Sligo:	B. Henry
South Dublin:	N. Durkan, G. Robinson
Tipperary North:	D. Fitzgerald, T. Gallahue,
Tipperary South:	S. Murphy, J. O'Shaughnessy
Waterford:	B. Clancy, T. Guerin, J. McDonald
Westmeath:	D. Lowe
Wexford:	B. Byrne, A. Neville
Wicklow:	J. Wood

### City Council:

Cork:	D. O'Mahony
Dublin:	J. Mair (CIF)
Galway City:	F. Mulroy
Limerick:	J. McNerney
Waterford:	J. McDonald, T O'Brien, Ms S. Taheny

## CIF Staff (as of 01.11.13)

### DIRECTOR GENERAL:

T. Parlon

### CHIEF OPERATIONS OFFICER:

G. Hennessy

### DIRECTORS:

S. Downey, H. Fitzpatrick, M. Lang, J. O'Brien, J. Winters

### HEADS OF FUNCTION:

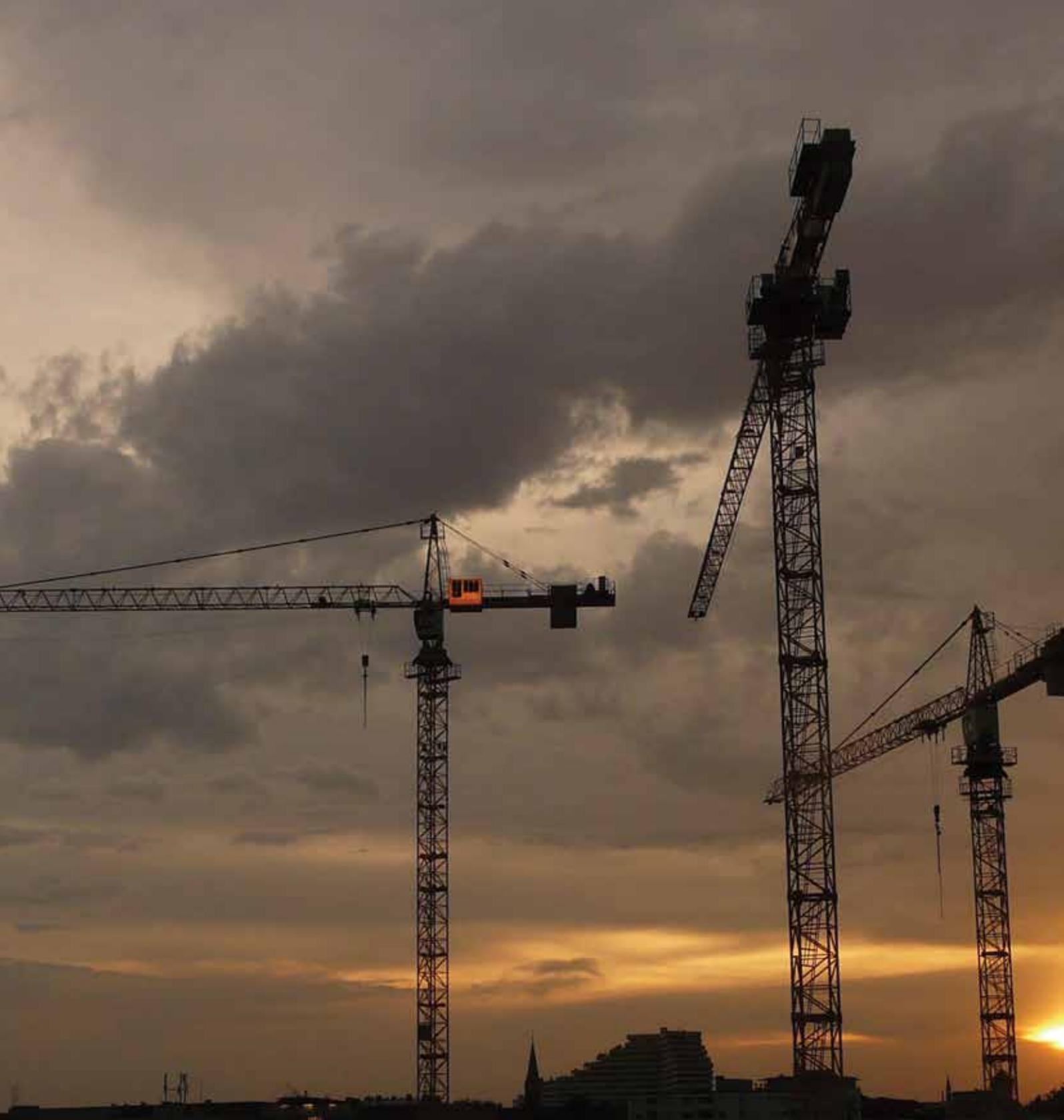
D. Carey, G. MacGrath

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