

# SURVEYORS JOURNAL

VOLUME 14

ISSUE 2

APRIL

2024



**SCSI**

Chartered property,  
land and construction  
surveyors

## IN THIS ISSUE

THE ENERGY PERFORMANCE OF  
BUILDINGS DIRECTIVE

APPROVED HOUSING BODIES

VALUE REMAINS IN OFFICES



**RICS**

# THE NATURAL LAW: BIODIVERSITY AND THE BUILT ENVIRONMENT

# Property Valuation Made Easy

myhome.ie

MyHome.ie have developed a map-based search tool to give a comprehensive, local market view for real-time Valuations with an instant branded output for your customers



## MYVALU

- > Combined List & Map view making it easier to use
- > More filters to allow you search for your property needs
- > Improved data giving you instant access to MyHome and PPR properties nationwide

UPGRADED  
VERSION  
LAUNCHING  
IN Q1

2.1M adults weekly 85K daily users 98K social media followers 4M+ email alerts monthly

Book a demo today at [property@myhome.ie](mailto:property@myhome.ie)

MyHome, part of the Irish Times Group – Reach our Growing Audience across our Group Titles

THE IRISH TIMES

Irish Examiner

Western People

Roscommon Herald

News & Star

EchoLIVE.ie

The Nationalist

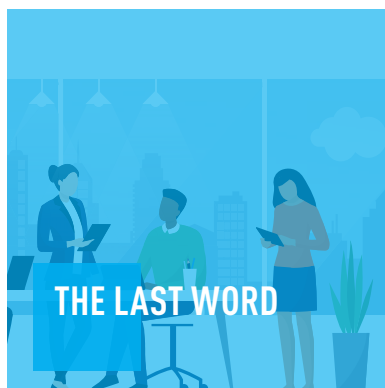
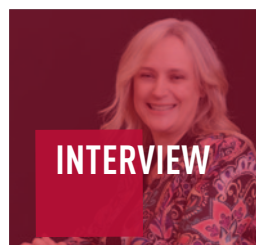
Kildare Nationalist

Laois Nationalist

Beat.

We Are WLR

breakingnews.ie



# CONTENTS

■ President's message	4
■ Editorial	5
■ News	6
■ Mission critical	12
■ Role model	13
■ The Directive shouts action	16
■ The State of creation	18
■ The natural law	20
■ Room to approve	22
■ Passion for property	25
■ The last word	26

Society of Chartered Surveyors Ireland,  
38 Merrion Square,  
Dublin 2.

Tel: 01-644 5500  
Email: info@scsi.ie  
Web: www.scsi.ie

**www.scsi.ie**

Views expressed by contributors or correspondents are not necessarily those of the Society of Chartered Surveyors Ireland or the publisher and neither the Society of Chartered Surveyors Ireland nor the publisher accept any responsibility for them.

This Journal supports sustainable forestry/forest management and is printed using vegetable-based environmentally friendly inks. Every mode of communication necessitates the consumption of energy and resources. It is crucial to consider the comprehensive effects throughout the lifecycle, including the production, storage, duplication,

transmission, printing, and disposal of this Journal. These actions can potentially influence the economy, the environment, and society. The path towards a sustainable future entails making prudent decisions in communication to ensure its viability for the well-being of all.



## EDITORIAL BOARD

Tom Dunne  
Shirley Coulter  
John Costello  
Muiris de Buitléir  
Majella Galvin  
Brian Gilson  
Ann-Marie Hardiman  
Eloise Heron  
Frank Harrington  
Patrick King  
Edward McAuley  
Paul Mooney  
Paul O'Grady  
Rowena Quinn  
Andrew Ramsey

Chairman  
CEO, SCSi  
Costello Commercial  
  
DNG Galvin  
Lisney  
Think Media  
Tailte Éireann  
Smith Harrington  
SCSi  
SCSi  
Benchmark Property  
Think Media  
Hunters  
Module Group

Max Reilly  
Claire Solon  
John Vaudin

JLL  
Greystar Ireland  
Round Hill Capital

## PUBLISHERS

Published on behalf of the Society of Chartered Surveyors Ireland by Think Media

**Editorial:** Ann-Marie Hardiman  
Paul O'Grady  
Colm Quinn  
**Design:** Rebecca Bohan  
Tony Byrne  
Meliosa Fitzgibbon  
**Advertising:** Paul O'Grady  
Calum Petit

## LETTERS, COMMENTS AND ARTICLES WELCOME

All submissions will be considered by the Editorial Board: editor@scsi.ie

If you would prefer to receive the *Surveyors Journal* electronically, please email sustainability@scsi.ie.



# MAKE YOUR MARK AND GET INVOLVED

EVERY MEMBER HAS A ROLE TO PLAY IN THE SCSi – WHAT MIGHT YOURS BE?

It has been a busy start to 2024 and once again members are at the heart of everything we have achieved. This is reflected in the high response to our annual membership survey, so thank you to all who took the time to complete the questionnaire. Hopefully you will see your input in the final version of our new Strategic Plan, which will be launched at our AGM in June. As we look towards the coming AGM and elections, I would like to take this opportunity to encourage you to make your mark. Every member has a role to play and a unique contribution to offer, so find the contribution that works for you.

## Opportunities to grow your career

- Submit survey data;
- join Nexus – Young Professionals;
- join Elevate;
- write a feature for the *Surveyors Journal*;
- write for *The Irish Times* Property Clinic; or
- host a CPD or event.

## Opportunities to lead and shape

- Become an ambassador and inspire the next generation of surveyors;
- become an Elevate mentor;
- join a regional committee;
- become an APC Assessor, Councillor or Supervisor;
- join a Professional Group committee; or
- represent the profession and inform decision-makers.

## PRESIDENT'S MESSAGE

Enda McGuane  
SCSi President



## Opportunities to share your expertise and create a legacy

- Become a Professional Group chair or vice-chair;
- join the *Surveyors Journal* Editorial Board;
- help your team get chartered;
- serve on a standing committee;
- serve as a non-executive board member;
- lead as an SCSi board member; or
- become a Fellow member.

At our AGM, we will be seeking members for the following committees: Building Surveying PG; Project Management PG; Property & Facilities Management PG; Rural Agency PG; Planning & Development PG; Southern Region; South-East Region; and, the Standing Committees of Education & CPD, and Membership & Public Affairs.

I encourage you to get involved and invite your colleagues to get involved. While there are some demands on your time, the benefits far outweigh these, as you will have a deeper understanding of issues relevant to your practising discipline and you will enhance your network of surveying contacts. In particular, I hope that we will see some of our recent Elevate alumni continuing their journey by helping to drive the Society's work through our Professional Groups and Working Groups.

Please nominate yourself or another member by Friday, May 10. To find out about other opportunities to get involved, please contact the SCSi team at [communications@scsi.ie](mailto:communications@scsi.ie).

Thank you to the many members who already contribute their time and expertise. We benefit greatly from the breadth of knowledge, industry experience and professional disciplines that we share within the SCSi.





# PEOPLE POWER

THIS EDITION ENCOURAGES MEMBERS TO  
GET INVOLVED IN THE SCSi AND BE THE  
VOICE OF THE PROFESSION.

**P**rofessional representative organisations have a vital role to play in bringing the issues and concerns of members and the sector as a whole to a wider audience, including Government and other powerful stakeholders. The SCSi has achieved considerable success in this area, through its many excellent reports, and its advocacy work. However, this work is only possible through the contributions of members who give of their time and expertise to serve on committees, and to contribute to surveys and reports. In his message in this edition of the *Surveyors Journal*, SCSi President Enda McGuane invites members to get involved, and sets out a wide range of options that should suit every level of expertise and interest. Our interview on page 13 features someone who is a great example of that involvement in action. Kim Hegarty of Linesight has made a tremendous contribution to the SCSi's Elevate Programme, earning her an SCSi Award for her work to increase diversity in the profession. In her interview, she speaks about her love of the profession, and the importance of 'if you can see it, you can achieve it'. Approved housing bodies (AHBs) have become a vital part of solving our housing crisis, and this edition features two articles on their contribution. Eibhlin O'Connor of Clúid writes about how AHBs are delivering housing on the ground (page 22), while John Moran of JLL discusses the role of AHBs in the context of greater State agency involvement in housing provision and a challenging financial environment (page 18).

Sustainability is an issue that is not going away (and the SCSi has done considerable work in this area too). Vince Harney looks at the revised Energy Performance of Buildings Directive (page 16), which will have a huge impact on how we build in the future, while Emer Byrne discusses the implications of biodiversity policy for the built environment (page 20).

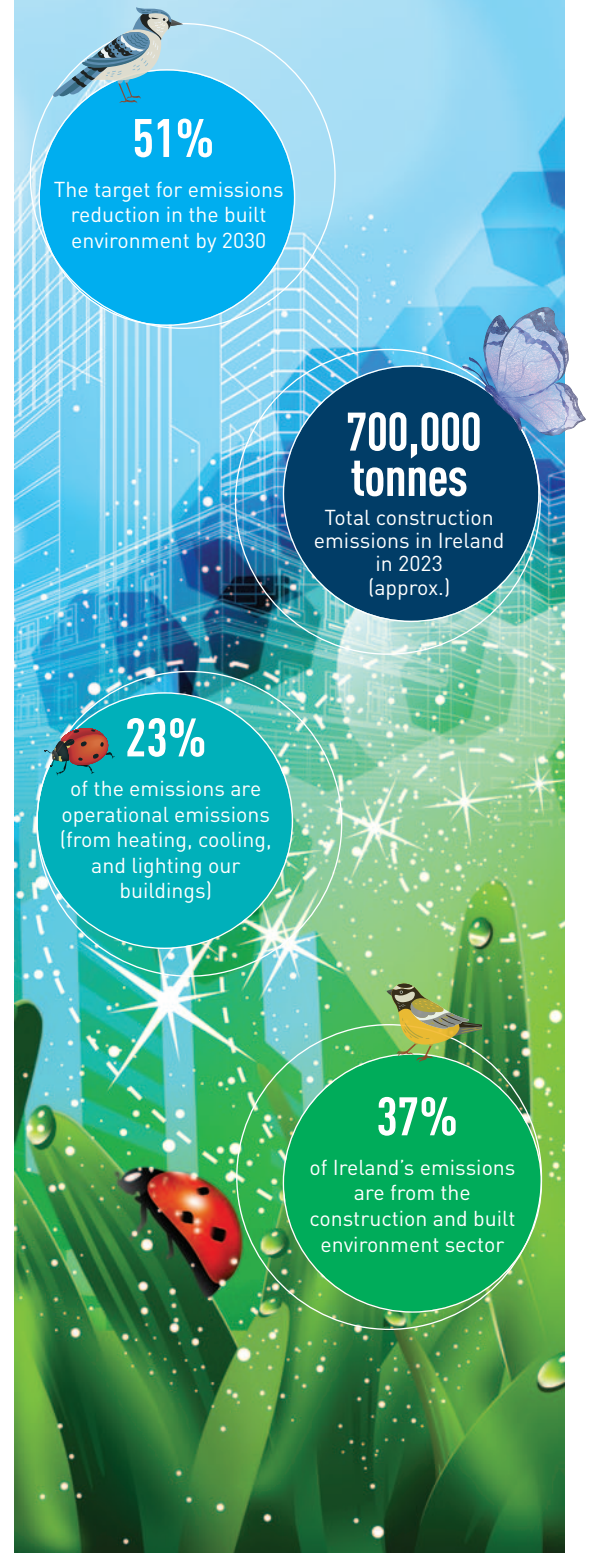
In our post-Covid world, hybrid working has become the norm, but as Hannah Dwyer outlines in our Last Word for this edition, corporate employers are increasingly keen for employees to return to the office, and are tailoring their spaces with this in mind. We will watch this space with great interest.

## EDITORIAL

Tom Dunne  
Editor



## SUSTAINABILITY IN THE CONSTRUCTION SECTOR



Source: <https://www.gov.ie/en/publication/37606-build-2022-report/>.

## BOOK THE PROPERTY & LAND INSIGHTS CONFERENCE



Join us for the 2024 Property & Land Conference, which takes place on April 23 online and in person at 38 Merrion Square. This year's conference will feature the launch of the 2024 SCSi/Teagasc Agricultural Land Report and new SCSi land value online calculator, the latest market trends and more. Our annual Property and Land Conference is a great opportunity to build valuable business connections with fellow members. Book your ticket to get the latest insights, grow your regional network, and earn six CPD hours.

## VISIT TO DUBLIN CITY COUNCIL



From left: Gavin Doyle, Chief Quantity Surveyor, DCC; David Garvey, City Valuer, DCC; Enda McGuane, President, SCSi; Shirley Coulter, CEO, SCSi; Richard Shakespeare, Chief Executive, DCC; and, Pat Nestor, Senior Building Surveyor, DCC.

An SCSi delegation recently visited Dublin City Council (DCC) to meet with the CEO, Richard Shakespeare. A significant number of Chartered Surveyors work in the Council and the Chief Executive heard how the SCSi supports its members in their work through education and CPD, thought leadership for the built environment, and significant research on activity and trends in the land, property and construction sectors.

## School of Surveying and Construction Innovation

### Real Estate and Valuations

- TU281 MSc Real Estate (Full-time)
- TU375 MSc Real Estate (Part-time)
- TUO85 BSc (Honours) Property Economics

### Quantity Surveying

- TUO87 BSc (Honours) Quantity Surveying and Construction Economics
- TU223 MSc Quantity Surveying (Conversion)

### Construction Management

- TUO83 Higher Cert Construction Technology
- TUO86 BTech (Ordinary) Construction Technology

### Geospatial Surveying and Digital Construction

- TU415/1 Pg Cert BIM Technologies
- TU415/2 Pg Dip Collaborative BIM
- TU415/3 MSc applied BIM and Management
- TU174 BSc (Honours) BIM (Digital Construction)
- TU058 Pg Cert Digital Construction Analytics/Engineering Analytics
- TU5405 CPD Cert Geographical Information Systems
- TU220 MSc Geographic Science (Part-time)
- TU268 MSc Geographic Science (Full-time)

### Postgraduate Research

- TU502 MPhil
- TU503 PhD

APPLICATIONS CURRENTLY OPEN FOR SEPTEMBER 2024 INTAKE



## EARN AS YOU LEARN

Part-time programmes currently open for applications at:

[www.tudublin.ie/study/find-a-course](http://www.tudublin.ie/study/find-a-course)

TU DUBLIN  
BOLTON STREET

**TU DUBLIN**  
TECHNOLOGICAL UNIVERSITY OF DUBLIN



## CELEBRATING WOMEN IN SURVEYING

Over 100 members joined us in celebrating International Women's Day (IWD). This year's event took place online and in person at 38 Merrion Square and featured guest speaker Sonia Deasy, founder of Pestle & Mortar Cosmetics. Sonia was in her thirties when she decided to make a major career change, taking the leap from portrait photography to developing her own skincare brand. She shared insights about her career, overcoming challenges, and the theme for IWD 2024: 'Inspire Inclusion'.

We then enjoyed a panel discussion with Claire Irwin, quantity surveyor on RTÉ's *Room to Improve*, Niamh Comber, Head of DNG nationwide, and Lily Ellis, Property & Facilities Management Professional Group Chair, who also chaired this event.

Our 2024 Elevate Programme opened for applications during the event and we look forward to welcoming our new group of mentees and mentors. Thank you to all who took part and to all who continue to support women in surveying in your companies and through the SCSi's Elevate programme. Visit [scsi.ie/elevate](https://scsi.ie/elevate) to find out more.



From left: Sonia Deasy, Niamh Comber, Lily Ellis, and Claire Irwin.

## GROWING OUR NETWORK OF YOUNG SURVEYORS



From left: Dillon Lowry, Kroll; Ailbhe O'Sullivan, Knight Frank; Claire McDowell, Nexus Chair; and, Laurence Murphy, Cushman and Wakefield, at the table quiz.

We were delighted to have over 100 young surveyors take part in our sold-out Nexus Table Quiz. Congratulations to the winning team from KPMG Ireland and the runners-up from Scollard Doyle! Our thanks to all who took part and special thanks to CBRE Ireland for supporting this year's event.

We're looking forward to the 2024 Nexus tag rugby and soccer tournaments. If you would like find out more about supporting a Nexus event, visit our page at [scsi.ie/sponsor](https://scsi.ie/sponsor) or contact our events team at [events@scsi.ie](mailto:events@scsi.ie).

**MODULE GROUP**

- Assignation building and floor area surveys
- Assigned Certifier and employer's agent
- Dilapidations and lease advice
- Energy / Sustainability Assessments
- Fire Safety Compliance

**Andrew Ramsey:**  
087 125 9386  
[andrew@modulegroup.ie](mailto:andrew@modulegroup.ie)

**Shane Hynes:**  
086 012 6820  
[shane@modulegroup.ie](mailto:shane@modulegroup.ie)



## THIRD ACT CONFERENCE DRAWS OVER 100

Staying engaged was the key theme coming out of the 2024 retirement conference. Speakers highlighted the value of planning the next chapter of your life when your employment contract ends. We were delighted to have more than 100 members at our hybrid Third Act Retirement Conference. Thank you to all who took part and to our fantastic group of speakers. If you missed the conference, please visit the CPD library to watch it online and get started on planning your future.

SCSI CEO Shirley Coulter and President Enda McGuane address the Third Act Retirement Conference.



## PMFM LUNCH



From left: Shirley Coulter, SCSI CEO; Paul McGrath; Lily Ellis, Chair of the Property & Facilities Management Professional Group; and, Jane Mangan, RTÉ.

Over 125 property and facilities management professionals took part in our annual PMFM lunch in the Westbury Hotel. This year's lunch featured football legend and bestselling author Paul McGrath, who talked about his journey and overcoming challenges along the way. Thank you to all who took part and special thanks to Burlington Engineering for their continued support of our annual lunch.



SCSI Vice President Kevin Hollingsworth addresses the 2024 PMFM annual lunch.

# REGISTER FOR THE SOUTH EAST REGIONAL CONNECTIONS CONFERENCE

Join us on Thursday, May 9, for the South East Regional Connections Conference in the Newpark Hotel, Kilkenny.

Topics on the day will include:

- regional market outlook;
- regulations update;
- construction and property updates; and,
- member updates.

The conference starts at 2.30pm. This is a great opportunity to grow your network in the South East region and meet members in your area. Light refreshments will be served after the conference. Members will earn four CPD hours for attending.

SCSI | Chartered property, land and construction surveys | myhome.ie

## REGIONAL CONNECTIONS CONFERENCE

VALUABLE BUSINESS CONNECTIONS FOR MEMBERS OF THE SOUTH EAST REGION

9th May 2024 | 2.30pm - 6.30pm | Newpark Hotel, Kilkenny

**REGISTER NOW**

4 CPD Hours

**FEATURING**

- Regional Market Outlook
- Regulations update
- CEO/ President updates
- Construction and Property updates

## ENERGY EFFICIENCY IN TRADITIONAL BUILDINGS

KRA Group states that it played a pivotal role in shaping the national guidance document on 'Improving Energy Efficiency in Traditional Buildings'.

Upgrading these buildings is a significant initiative under the Climate Action Plan 2019, which aims to upgrade 500,000 existing homes to a BER of B2 by 2030, a crucial goal for Ireland's sustainable future.

The document was initiated to recognise the importance of clear and detailed guidance to prevent unintended consequences for traditionally constructed buildings. This significant undertaking was a collaborative effort developed in partnership with Carrig Conservation, KRA Visionary, Passivate, and the Irish Green Building Council (IGBC).

The primary objective of this document is to offer updated and expanded advice to building professionals, including specifiers and installers.

Importantly, it remains accessible to a wider audience, ensuring that everyone can contribute to our collective efforts towards sustainable building practices and climate action.

KRA Group states that it continues to contribute significantly to these crucial national efforts through this initiative.

## ARACHAS

Glennon is now a part of the Arachas portfolio.

We have a number of specialist insurance solutions for Property Professionals in the following key areas:

- Cyber Liability
- Directors & Officers Liability
- Office Insurance
- Professional Indemnity

Exclusive Home & Motor Insurance for Chartered Surveyors & their spouses or partners

Get a quote today, it's quick and easy!

Contact Us:  
T: 01 707 5800 E: [business@glennons.ie](mailto:business@glennons.ie) W: [www.glennons.ie](http://www.glennons.ie)

Arachas Corporate Brokers Limited t/a Arachas is regulated by the Central Bank of Ireland. Registered in Ireland No. 579157.



## CHOOSE THE PSRA PACK FOR YOU!

Members can now complete their 2024 PSRA CPD hours online in their own time. This year we've launched a new set of PSRA course packs tailored to our varying groups of property professionals. Each course pack includes two mandatory CPDs and three optional CPDs relevant to your work in property. Choose from:

- Auctioneers and Agents Pack;
- Management Agents Pack;
- Letting Agents Pack;
- Commercial Agents Pack;
- Compliance Spotlight Pack; or,
- Mart Operators Pack.

The PSRA CPD course is included in your SCSi subscription.

Simply log in and select one pack to get started.



**PSRA CPD 2024**

 **Complete all 5 hours online in your own time!**

**START NOW**

**SCSi Members:**  
The PSRA course is included in your SCSi subscription.



**Develop a specialism in Building Surveying**

SCSi Accredited conversion course into Building Surveying Assigned Certifier conversion course

**Free\* Fully Online** course in Dundalk Institute of Technology

**Postgraduate Diploma in Building Surveying**

**New for 2024** - Quantity Surveying Undergraduate Degrees

Starts September 2024

Contact [phil.bradley@dkit.ie](mailto:phil.bradley@dkit.ie) for further details  
[www.dkit.ie/postgraduate](http://www.dkit.ie/postgraduate)



\*to qualifying applicants, only applicable in the Republic of Ireland

Springboard+ and HCI Pillar 1 are co-funded by the Government of Ireland and the European Union.

Rialtas na hÉireann Government of Ireland

Ana chomhoibriú ag an Aontas Eorpach Co-fundúil by the European Union

HEA HIGHER EDUCATION AUTHORITY AN UDAIRÍAS UCHAD-DEACHAS

EUROPEAN YEAR OF SKILLS

DUNDALK DRÚN DAIGIAN



# DKIT ACCREDITED BUILDING SURVEYING COURSE

An industry-recognised postgraduate qualification in building surveying in Dundalk Institute of Technology (DkIT) is starting in September 2024. The Postgraduate Diploma in Building Surveying is accredited by the SCSi and graduates may progress to become a Chartered Building Surveyor through the SCSi.

This Human Capital Initiative (HCI) Pillar 1 (Springboard+) funded programme is a one-year conversion programme, providing for construction graduates to become educated for a career in building surveying. It has been developed as an alternative route into the building surveying profession, other than by way of the traditional undergraduate degree.

Kevin Hollingsworth, Managing Director of Omega Surveying Services and graduate of DkIT, said the course hones the skills that suit the profession. He has hired several graduates from the DkIT building surveying course and added: "The calibre of people from this course is exceptional and they are truly industry ready".

DkIT states that this postgraduate course is the first of its kind in Ireland, allowing students to participate online (full day Monday and



From left: Dr Breda Brennan, Head of the School of Engineering, DkIT; Kevin Hollingsworth, Managing Director, Omega Surveying Services; and, Dr Philip Bradley, Lecturer, Department of the Built Environment, DkIT.

half day Friday). This online delivery enables participants to continue to work while advancing their career.

Dr Breda Brennan, Head of the School of Engineering, said: "Due to the programme's popularity and online nature, it can be accessed from anywhere in Ireland and we are now thrilled to report that we have an intake of up to 40 students available this year".

## SCSi CONTRACT AWARENESS TRAINING

Join us for a six-part contract series delivered by Peter McCarthy. Peter has over 29 years of practical experience in the civil engineering and building construction industry, and holds dual expertise in quantity surveying and construction law. This series will help you gain a better understanding of construction contracts in terms of:

- design responsibility;
- completion;
- payment;
- variations;
- delay and disruption; and,
- loss and expense claims.

This series will take place between 1.00pm and 2.00pm on the following dates: April 15, 22, and 29; and, May 13, 20, and 27. Members will earn six CPD hours for taking part in the series.



KRA  
VISIONARY PROJECT PARTNERS

## WE ARE HIRING

### Building Surveyors

Elevate your career in a supportive, collaborative environment. Whether you're starting out or seasoned in the field, this opportunity ensures growth and fulfilment as you contribute to meaningful projects.

**Join our growing team! Send your CV and cover letter to our team.**

[info@kra.ie](mailto:info@kra.ie)



+353 (0)1 281 9158



[WWW.KRA.IE](http://WWW.KRA.IE)

# MISSION CRITICAL

PREPARING A CRITICAL ANALYSIS FOR THE APC IS A HUGE IMPORTANT PART OF THE PROCESS OF BECOMING CHARTERED.

**T**he critical analysis is an integral part of the Assessment of Professional Competence (APC) process in becoming a Chartered Surveyor. It allows candidates the opportunity to demonstrate the breadth and depth of their knowledge, and to show that they can put their competencies into practice in a professional manner when faced with challenging situations. Our APC assessors regularly provide feedback on submissions, and the following are their top three recommendations to help candidates, supervisors and counsellors when preparing for interview.

## Layout, spelling, grammar and word count

Getting the simple things right is important. A well laid out document makes the assessor's job easier and allows them to focus on the content. Documents should be professionally presented and typed in a clear font. Spelling and grammar are an important part of presentation and are too often overlooked. Using a spell check will catch most errors and having a colleague, friend or family member proofread the document will also help. The word count for a critical analysis should be 3,000 words, excluding contents and appendices. It is important to be concise and ensure that you don't exceed the word count. Mistakes can creep in where candidates leave things late and are rushing their submission.

## Choosing a project

The critical analysis should be based on a project where the candidate encountered genuine issues that allow for in-depth analysis. A day-to-day project with few issues is not likely to provide a suitable basis for the critical analysis. It is sometimes the case that supervisors and counsellors need to help ensure that the candidate gains exposure to more complex projects and, where necessary, advise the candidate to wait until they have more experience before coming forward. Candidates should be clear about their role in the project, the processes followed and the rationale for decisions made.

## Key issues

Ensure that key issues represent genuine problems with more than one potential solution to allow for in-depth analysis. A good approach is for candidates to think of the most challenging day they have had on a project, as this is usually where key issues arise. Set out the key issue

A WELL LAID OUT DOCUMENT MAKES THE ASSESSOR'S JOB EASIER AND ALLOWS THEM TO FOCUS ON THE CONTENT.

clearly by stating the problem encountered, the potential solutions available, and what the proposed solution was, and relate this to the competencies. Set out a conclusion and an analysis of the experience gained, focusing on what went well, what did not go well, and how things might be improved in future. Standing back from the project and reflecting on what has been learned is key.

The assessors will use the critical analysis as a starting point to question candidates beyond what they actually did, probing their understanding of the project's wider issues, and providing an ideal opportunity for the candidate to put their best foot forward and set a positive tone for the rest of the interview. This advice is not exhaustive – candidates, supervisors and counsellors are encouraged to make use of the full range of supports available and reach out to the SCSi education team if help or advice is needed.

## NEWS FEATURE

James Lonergan  
Director of Education  
and CPD, SCSi



# ROLE MODEL

KIM HEGARTY IS THE RECIPIENT OF THE SCSi'S SURVEYING EXCELLENCE ELEVATE AWARD – CHAMPIONING WOMEN, AND IS A STRONG BELIEVER THAT IF YOU CAN SEE IT, YOU CAN ACHIEVE IT.



**A**t the recent and inaugural SCSi Awards, Kim Hegarty, a Director at Linesight, won the Elevate Award. As part of the SCSi's efforts to increase diversity, the Elevate Award follows the Elevate Programme, the Society's mentorship initiative for female surveyors.

This award recognises an individual who champions women in the profession, something that Kim has always supported through her work and more recently her involvement with the SCSi. She spoke with the *Surveyors Journal* about breaking down barriers, her own success in surveying, and the approach she feels is needed to encourage more women to enter the profession.

Kim's colleague and Senior Director at Linesight, Stephen Ashe, nominated her for the Award for her commitment to fostering gender diversity and inclusivity within the surveying profession. Kim thinks

she won the award because: "I'm passionate about what I do. It matters to me that I provide a first-class service to our clients. And I think in providing that service, I like to bring my team on the journey. I like to instil enthusiasm in them to try and foster their love of the profession, and ultimately, that they get something back out of their work. I think I've lived the challenges of women in a male-dominated industry, so I know what it's like. I'm proud of the position that I've achieved within Linesight".

## Glad to be a surveyor

Kim strives to be a good role model and says: "I'm a firm believer in 'if you can see it, you can be it'. I think that's part of why I like the Elevate Programme. I like the fact that it's out there. I'd like to see it talked about outside the surveying world and the construction world. I often wonder how much does it penetrate outside of that world? Because initiatives like this are what we need to bring people into the industry. We need more role models that people can see".

Kim is a Chartered Quantity Surveyor, whose introduction to the world of construction came through her father, who was a small-scale builder, mostly working on one-off houses. She also has a mathematical brain, but chose surveying over other areas of interest

## INTERVIEW

Colm Quinn  
Senior Journalist,  
Think Media Ltd





## KIM IS RESPONSIBLE FOR MANAGING AND LEADING A TEAM THAT DELIVERS COST AND PROJECT MANAGEMENT SERVICES TO ONE OF LINESIGHT'S LARGEST GLOBAL CLIENTS.

like accounting and business, as she believed it would offer the opportunity to get out of the office from time to time. Kim is glad she chose surveying and is looking forward to the future: "I consider myself very lucky to have chosen the career I did. It's challenging and rewarding. I'm not saving lives or making world-changing decisions, but I do get to work on projects that have a direct impact on people's day-to-day lives". In her work with Linesight now, Kim is responsible for managing and leading a team that delivers cost and project management services to one of the company's largest global clients. Apart from a break during the crash when she worked in Australia, she has been with the company since 1991, and has vast industry experience: "I've been fortunate to work with great clients and exciting projects throughout my career. In the late 90s I led the team of surveyors on the development of the IBM campus in Mulhuddart, which was one of the largest construction projects in Ireland at the time. In the 2000s, I got involved with the Ballymun regeneration project, where again, I led the QS team on residential schemes, public parks and neighbourhood centres. Following a few years in Australia, I have worked extensively on commercial projects, and more recently on a large semi-conductor project, providing extensive experience across a variety of sectors".

### Giving a lift

The SCSi Elevate Programme provides mentoring and leadership development skills for women, and Kim explains how it works: "It looks at things like personal development around addressing any skills gaps, providing people with a mentor, somebody that they can talk to and tease out issues with. Essentially, it's surveyors supporting surveyors, but primarily, obviously, female surveyors".

Kim has been involved in the Programme since 2021, and her role includes matching mentees with mentors: "We review the applications and the specifics of what the person is seeking to achieve by participating in the Programme, and we match those to the specific skill set of the volunteer mentors".

Gaining confidence and advancing to the next stages of their careers are the most commonly listed goals of women who apply to the Programme. Particularly following a career break, Kim adds that good

mentorship is vital for these women and indeed anyone wishing to advance their career: "I think participation in the Programme broadens the participants' network. I was very lucky in my career that I had good mentors from the start, people that I was able to work with who I could lean on at times when I was challenged by new things".

Kim says one of the good things about the Programme is that it gives women in surveying an opportunity to talk about themselves. The award and Programme feed into the idea of providing good role models to show that there are opportunities for women in construction.

Kim recruits and supports many female surveyors within Linesight, but notes that there are not very many of them coming through surveying courses. She believes that to address this, we need to get to girls early and break down stereotypes: "I have to say, to my shame, that despite my own career and lived experience I even find myself falling back on typical stereotypes. So a nurse is a woman, and a farmer is a man. Even though they're fleeting thoughts, there are times, like if I'm getting some work done in the house, and somebody is calling to measure something, and my mind immediately goes: 'That'll be a man'".

While these might seem like small things, Kim believes they can have a huge impact. By seeing more women in surveying roles, this shows that it is a profession that is open to everybody, and goes some way towards changing that unconscious bias or stereotype.

### Increasing representation at senior level

When women do enter the profession, there still tends to be a lack of female representation at senior levels. So how do you get more women to apply for senior roles? Kim comes back to role models: "Seeing somebody who is in a senior position, seeing somebody who has achieved it. I think you need to find yourself a company and a manager that suits you. Somebody who will mentor you, somebody who will bring you along, somebody who will invest time and teach you. And I was very lucky, as I said earlier, that I had a really good mentor when I started out, willing to teach me, willing to bring me along the journey. But not only that, at a time when it was appropriate, they supported me to work independently".

To make surveying a more diverse profession, Kim believes we need to look at alternative routes to entry. She welcomes, for instance, the apprenticeship-type courses that have been established by a couple of technological universities in Ireland: "That's great, because not everybody understands what they want to do when they come out of secondary school. That affords people an opportunity to shift across in terms of their career and build on life experiences".

### Prepared to deliver

Kim says that women are sometimes reluctant to ask for what they want, but asking and subsequently not delivering will not get you where you want to be either: "Ambition is not a dirty word. Too often in my career, I thought that just by doing a good job, that somebody would see it and recognise it, and I would be progressed because of that. The reality is unless you ask for it, you can be passed over, and so I'd say be bold and be ambitious, but I would also say be prepared to deliver. There's no point in looking for that promotion if you're not

## PERSONAL HEADLINES

Kim lives in Kildare and is married to Paschal, with whom she has two children. Her daughter is studying for a master's in engineering and her son is due to sit the Leaving Cert this year.

She says she is a social person and enjoys catching up with family and friends: "But I'm really atrocious with keeping in touch on the smaller, day-to-day little stuff. I like relationships where I can just meet up with somebody and pick up where we left off, and get on with having a good time and catching up".

Kim's idea of exercise is a brisk walk in the country. She enjoys yoga but doesn't get to practise it as much as she'd like: "To relax, I like to read. Certainly nothing too taxing and nothing sad or depressing. I like easy, particularly if I'm relaxing. I'm a good way through *The Seven Sisters* series of books at the minute".



willing to absolutely put the time and effort into delivering. Because if you think that the people who are in leadership roles got there by not delivering, then you're deluding yourself".

Kim advises thinking about your career over a long period of time: "Your career isn't about just the next five years. We need to consider our careers in their entirety, not just the immediate future – bear this in mind as opportunities arise. This long-term view will also give clarity when considering taking somewhat of a step back, as you can come back to your career in the future".

There are many women and men, who for personal or family reasons, want a period where they step back from work. Kim worked a three-day week while her children were small before moving back to five days after a couple of years.

Another piece of advice Kim has is to develop your softer skills, such as attending networking events: "Quantity surveying can be a very technical role, so don't forget to develop those softer skills that are out there. There's much more talk about them now than there was even 10 or 15 years ago".

### Benefits of being a surveyor

Kim believes the profession should do more to highlight the benefits and variety a career as a surveyor offers: "Quantity surveyors are required for all types of construction from a house to office developments. You could work alone or be part of a significant team across a massive programmatic project spanning multiple years. The choices are endless and offer the opportunity for transferable skills". When the crash happened here, she went to Australia, which she said was made easy by the fact that she was chartered: "During that time, I worked on some significant high-rise residential projects, so 18-, 20-storey buildings. I also worked on the development of Barangaroo Headland Park, a big headland park overlooking Sydney Harbour". When we think of Irish construction workers abroad historically, we

**BE BOLD AND BE AMBITIOUS, BUT ALSO BE PREPARED TO DELIVER. THERE'S NO POINT IN LOOKING FOR THAT PROMOTION IF YOU'RE NOT WILLING TO PUT THE TIME AND EFFORT INTO DELIVERING.**

might think of workers in New York eating their lunch on a steel beam dangling high up in the air. But the Irish construction industry is also now a high-tech one, says Kim: "You look at all of the data centres that have been built across Europe. There is very often at least one part of that team that is an Irish company, whether it's the contractor, the QS, the engineer, the architect. The opportunities to travel in this profession are immense".

So are things better for a young woman starting out in surveying now than when Kim started? She believes each generation faces different challenges: "I think there are now lots of people in the construction industry who understand that male and female surveyors are equally good and capable. I suppose through my career, I probably did run across some biases in that way, where they looked at me and said, 'Who's she and where's she going?' I think that element of it is gone now, in lots of instances. I'm not saying it doesn't still exist, but I think the challenge for us now is to get women into the next level of seniority within the industry".

# THE DIRECTIVE SHOUTS ACTION

THE LATEST ITERATION OF THE ENERGY PERFORMANCE OF BUILDINGS DIRECTIVE HAS A RANGE OF IMPLICATIONS FOR PROPERTY PROFESSIONALS.

**T**he Energy Performance of Buildings Directive (EPBD) (Final Directive) contains a 'Fit for 55' package (this is the climate action goal of a minimum 55% reduction in greenhouse gas emissions by 2030 – based on 1990 levels). Previous versions and revisions from 2010 and 2018 introduced the production of energy performance certificates (EPCs) being a condition of sale, the nearly Zero Energy Buildings (nZEB) standard, promoting the use of renewable energy, and long-term renovation strategies. Here are some aspects of the latest revision:

1. A new definition of 'Zero Emissions Building' to replace nZEB as the standard for all new builds from 2027 and for renovated buildings from 2030.
2. National building renovation plans delivering set targets for renovation by 2030, 2040, and 2050.
3. Minimum energy performance standards (MEPS) to be mandatory for all buildings, although member states may wish to set tougher standards.
4. Lowering the threshold of building automation and control systems from 290kW to 70kW by 2030.
5. Calculation of life cycle global warming potential (GWP) for all new builds from 2030 and large buildings (greater than 2,000m<sup>2</sup>) from 2027.

The new EPBD was passed in March and will become law shortly. It contains significant processes to fight climate change and achieve Fit for 55. A core change has been to define how and who is to provide the finance and support for deep renovation in order to achieve the Zero Emissions Building standard. The Directive puts the onus on individual member states to provide this – although it is likely that there will be some support from the EU.

So-called 'renovation passports' must be introduced by member states; these are essentially step plans to enable building owners to undertake deep renovations over a longer period of time. There must be mandated minimum energy performance standards for all member states to achieve improvements in the energy efficiency of their existing portfolios.

As renewable energy and efficiencies are at the forefront of the EPBD, by 2030 all new builds must be Zero Emissions Buildings. Under the agreement, all new residential and non-residential

**MEMBER STATES WILL  
ALSO HAVE TO  
ENSURE THAT NEW  
BUILDINGS ARE  
SOLAR READY.**

buildings must have zero on-site emissions from fossil fuels as of January 1, 2028, for publicly owned buildings, and as of January 1, 2030, for all other new buildings, with a possibility for specific exemptions.

## Solar ready

Member states will also have to ensure that new buildings are solar ready, meaning that they have to be fit to host rooftop photovoltaic or solar thermal installations. Solar energy installations will become the norm for new buildings. For existing public and non-residential buildings, solar will need to be gradually installed, starting from 2027, where this is technically, economically and functionally feasible. Such provisions will come into force at different points in time depending on the building type and size.

The revised Directive sets out a range of measures that will help EU governments to structurally boost the energy performance of buildings, with a specific focus on the worst-performing buildings.

## FEATURE

Vince Harney  
MSCSI MRICS FCA FAIA  
CTA BFP BA (Hons)







Each member state will adopt its own national trajectory to reduce the average primary energy use of residential buildings by 16% by 2030 and 20-22% by 2035, allowing for sufficient flexibility to take into account national circumstances. Member states are free to choose which buildings to target and which measures to take.

The national measures will have to ensure that at least 55% of the decrease in the average primary energy use is achieved through the renovation of the worst-performing buildings. For non-residential building stock, the revised rules require gradual improvement via minimum energy performance standards. This will lead to renovating the 16% worst-performing buildings by 2030 and the 26% worst-performing buildings by 2033.

Member states will have the possibility to avail of exemptions from these obligations for certain categories of residential and non-residential buildings, including historical buildings or holiday homes.

Improved EPCs will be based on a common EU template with shared criteria, to better inform citizens and make financing decisions across the EU easier.

#### Bringing down bills

To fight energy poverty and bring down energy bills, financing measures will have to incentivise and accompany renovations, and be targeted in particular at vulnerable customers and worst-performing buildings, in which a higher share of energy-poor households live. Member states

will also have to ensure that there are safeguards for tenants, to help tackle the risk of eviction of vulnerable households caused by disproportionate rent increases following renovation.

There will be a phase-out, in a gradual manner, of boilers powered by fossil fuels by 2040. Subsidies for the installation of stand-alone boilers powered by fossil fuels will not be allowed as of January 1, 2025.

The Directive also mandates that member states must measure, disclose and limit embodied carbon (demolition, construction and maintenance).

All these matters will need to be captured in Irish legislation and Irish building regulations. In summary, a short time to deliver a lot! Funding and timing of that will be critical in meeting the EPBD deadlines.

# THE STATE OF CREATION

STATE AGENCIES HAVE A KEY ROLE IN DELIVERING HOUSING IN IRELAND.

**T**he latest report by the Banking & Payments Federation Ireland (BPFII) presents current housing supply in Ireland with equal doses of optimism and pessimism for the future.

On the one hand, the report indicates that in 2023, the delivery of new supply was 55% above pre-pandemic levels in 2019. It also found that the number of completed housing units in 2023 was higher than the total housing supply in the five years between 2011 and 2015.

On the other hand, the report highlighted that the current macro environment has led to a decrease in interest from institutional investors in the sector, and this will impact future construction levels in the country: "Given the declining interest of institutional investors in financing the development of apartments, the State will have to play an increasing role in terms of risk sharing with the private sector to ensure the stability of future housing supply, in addition to current initiatives aimed at improving the viability of some of the projects".<sup>1</sup>

An analysis of the real estate investment market from last year supports this statement, with challenging economic conditions and the high cost of borrowing brought about by rapid interest rate rises around the globe. In 2023, investment in the sector, which largely favours multi-unit apartment developments, was subdued, with €434m traded. This is down 75.3% on the five-year annual average. Foreign capital has been the dominant source of private rental sector (PRS) investment over the last five years, with overseas investors representing 74% of the volume, or €6bn.

## Funding hard to come by

Funding for most living sector asset types remains difficult to secure, as global markets navigate elevated interest rates and market uncertainty in the first half of 2024. In particular, this will impact apartment development, which had witnessed exponential growth in completions.

In the past two years alone, the number of completed apartments surpassed the total of apartments constructed in Ireland over the ten years leading up to 2021. It is no coincidence that this high level of apartment completion coincides with a record level of living investment in the country from 2018 to 2022. Institutional investment that enables the development of apartments is good for Ireland, as more stock to meet demand will lead to competitive rents for the average citizen. However, the market will likely be dormant over the next year as developers continue to readjust to the new lending environment.

Due to the lengthy nature of apartment development and the fact that the units can only be delivered all at once, upfront funding is essential. This means the necessary financing must be secured in

advance, as there are limited options to phase the delivery of the units in stages, like in housing developments.

We can assume that the average apartment development takes in the region of 24 months from commencement on site to completion. With interest rates expected to be reduced no earlier than the latter half of 2024, it will take time for this capital to flow back into the market.

## The State takes the stage

With 2024 anticipated to be another year of subdued private investment, the State's role in funding the more ambitious and large-scale apartment schemes will be essential to maintain the completion momentum established over the last two years. The delivery of such developments will be facilitated between approved housing bodies (AHBs), local authorities, and the Land Development Agency (LDA).

AHBs have a proven record of delivering new residential units in Ireland. Also called housing associations or voluntary housing associations, AHBs are regulated by The Regulatory Framework for the Approved Housing Bodies Regulatory Authority (AHBRA). AHBs are independent, not-for-profit organisations whose purpose includes providing and managing housing for households in housing need. The AHBRA estimates that AHBs are a sector with total fixed assets in the region of €7bn, and the larger AHBs account for 70% of this total. In addition, they generate an annual income of €1.7bn, most of which is generated through revenue grants. Since 2021, AHBs have delivered 18.2% of the nation's housing supply, with over 13,200 residential units (up to Q3 2023), with a further 7,640 units under construction nationwide.

## FEATURE

John Moran  
CEO – JLL Ireland





Dublin needs apartments, and AHBs, along with local authorities, have been responding to the call for affordable and cost-effective apartment units within the capital, with an estimated 1,600 apartments currently under construction across the county in areas such as Cherrywood, Shanganagh, and Leopardstown. Construction commenced just before the new year on O'Devaney Gardens, which currently has 368 units under development, and the project will deliver a total of 1,024 apartments upon full completion. O'Devaney Gardens is a joint venture between Bartra Capital and Dublin City Council, and it is a development that would not have materialised without funding from the local authorities.

#### The role of the LDA

The LDA is the most notable State presence for the future of housing. Established in 2018, the Agency has been criticised for its low level of housing output since its inception. However, it has gained momentum

in recent years. The LDA is beginning to make good on its charter to "maximise the supply of affordable and social homes on public land in a financially sustainable manner, supporting the creation of thriving communities".

In 2023, at sites located at the former Devoy Barracks in Kildare, former St Kevin's Hospital in Cork, and Shanganagh Castle Estate in Dublin, the Agency has facilitated construction commencing on 943 apartments. The Agency is also positioned to deliver over 5,000 new homes by the end of 2026.

In 2023, the LDA purchased lands in Clongriffin on a 13.2 hectare site with planning permission to deliver 2,300 homes for an estimated €44m. The State Agency's purpose came to the surface as it purchased the lands when private purchasers backed out of the deal, citing high interest rates and construction costs, making the site unviable for them to develop.

As we anticipate the European Central Bank's interest rate cut decision, the Government is actively facilitating the development of residential units for the future. The Clongriffin deal is set to be a prominent example of this effort. The growing track record of both AHBs and the LDA will play a crucial role in addressing the housing supply shortage, making them pivotal in delivering much-needed homes.

#### Reference

1. Banking & Payments Federation Ireland. Housing Market Monitor, Q4 2023. Available from: <https://bpfi.ie/publications/housing-market-monitor-q4-2023/>.

**DUE TO THE LENGTHY NATURE OF  
APARTMENT DEVELOPMENT AND THE  
FACT THAT THE UNITS CAN ONLY BE  
DELIVERED ALL AT ONCE, UPFRONT  
FUNDING IS ESSENTIAL.**



# THE NATURAL LAW

NATIONAL AND EUROPEAN POLICY ON BIODIVERSITY HAS HUGE IMPLICATIONS FOR IRELAND, INCLUDING FOR THE BUILT ENVIRONMENT.

Climate change is one of the major challenges of our times. Protection of our natural environment and biodiversity has become a government priority at national, European and global level. There are many benefits to enhancing biodiversity, but the main goal of this article is to highlight some of the key aspects of the overarching legislation within this sector.

## National policy context for biodiversity in Ireland

At national level, the prioritisation of biodiversity is reflected in the recent introduction of the Wildlife (Amendment) Act 2023 [the 2023 Act]. The 2023 Act commenced on November 17, 2023. It requires certain public bodies, including Government departments, agencies and local authorities, to consider biodiversity in their plans, policies, decisions and actions. This Act defines biodiversity as follows: "the variability among living organisms from all sources including terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are part and includes diversity within species, between species and of ecosystems". The UN Convention on Biological Diversity uses the same definition. The Government recently published its fourth National Biodiversity Action Plan (NBAP). This is the first plan published on a statutory basis under the 2023 Act and the first to impose legal obligations on public bodies. The two key pieces of legislation are as follows.

## Section 5 of the Wildlife (Amendment) Act 2023

The ultimate aim of the newly commenced section 5 of the Wildlife (Amendment) Act 2023 is to ensure that biodiversity conservation is a key consideration in the decision-making processes of public bodies. It requires public bodies to consider carefully whether any decisions they make impact on biodiversity. The recent commencement of section 5, together with the publication of the NBAP, means that public bodies must begin to monitor their activities to consider and note whether their actions or decisions have effects on biodiversity.

## FEATURE

Emer Byrne MSc MSCSI  
MRICS  
Lecturer, TU Dublin



## National Biodiversity Action Plan – Ireland

Ireland's fourth NBAP will carry significant weight following the commencement of new legislation. The Wildlife (Amendment) Act 2023 will require all public service bodies, including Government departments, agencies and local authorities to integrate biodiversity into their plans, policies and programmes.

Ireland is a signatory to the United Nations Convention on Biological Diversity, a global treaty with 196 members, including EU member states and the European Union. The treaty is implemented through national

### GLOBAL:

UN Convention on Biological Diversity  
UN Sustainable Development Goals

### REGIONAL:

EU Biodiversity Strategy to 2030  
Birds Directive  
Habitats Directive  
Water Framework Directive  
Nitrates Directive  
Marine Strategy Framework Directive  
Proposed EU Nature Restoration Law  
OSPAR Convention

### NATIONAL:

**Nature:** National Biodiversity Action Plan, Wildlife Act  
**Climate:** Climate Action Plan, Climate Act  
**Agriculture:** Common Agricultural Policy Strategic Plan  
**Forests:** Forestry Programme 2023-2027, Forest Strategy, Forestry Act  
**Water:** River Basin Management Plan, Nitrates Action Programme  
**Oceans:** Proposed Marine Protected Areas Bill

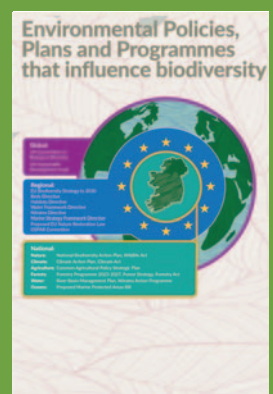


FIGURE 1: The global, regional and national policies that influence biodiversity. Source: National Biodiversity Action Plan (NBAP) 2024.



strategies and action plans around the world. Ireland's fourth NBAP will build on the achievements of previous plans, but aims to go even further in progressing conservation, restoration and sustainable use of biodiversity in Ireland (Figure 1).

The NBAP has been the subject of significant effort over the last two years. The interdepartmental Biodiversity Working Group, led by the National Parks and Wildlife Service (NPWS), worked collaboratively on the preparation of this Plan with the support of stakeholders across Government.

#### A selection of recommendations from the Citizens' Assembly on Biodiversity Loss that relate to the built environment

143. The State must reform and update the planning and building regulations and legislation to better consider biodiversity in all new developments, with specific evidence-based and locally relevant biodiversity and environmental measures (e.g., inclusion of nesting bricks, restriction of artificial grass, green planting, corridors, sand and water).

144. Planning policy must be updated to require all new developments to have a significant net gain for the environment and biodiversity.

145. In line with international best practice, the State must increase mandatory requirements for a percentage of green spaces that support biodiversity in urban areas.

#### Citizens' Assembly Report on Biodiversity Loss

Many of the key recommendations from the 2023 Citizens' Assembly on Biodiversity Loss have been incorporated into the above Irish legislation, including the 2023 Act and NBAP. See in the panel a summary of a few of these recommendations that relate more specifically to the built environment, as identified by our colleague Krystyna Rawicz (Chartered Building Surveyor) from the SCSi's Sustainability Working Group.

#### European policy context for biodiversity

Moving to Europe, in February 2024 the Nature Restoration Law (NRL) was passed by the European Parliament. While the law has been weakened since the Commission's original proposal back in 2022, it is still one of the most important pieces of legislation for nature in three decades. The EU NRL, agreed with member states, aims to: (i) restore degraded ecosystems in all member states; (ii) help achieve the EU's climate and biodiversity objectives; and, (iii) enhance food security.

Article 8 of NRL is the most relevant to the built environment. It mandates to reach no net loss of green space and urban canopy cover in urban areas by December 2030. Additionally, it requires an increasing trend for both from January 2031. The progress on these actions will be measured every six years. Once the text is adopted by the European Council, Ireland and the other member states will have two years to adopt national restoration plans, detailing how they intend to achieve and fund these targets.

#### Summary

This is an overview of the legislation that impacts biodiversity within the built environment. As evidenced from the recent changes to legislation, there is a very strong drive to repair and regain some of the biodiversity losses that have been experienced over the last number of years. In conjunction with the built environment objective to be zero carbon by 2050, there are some very ambitious targets set out by legislation.

*Final note: A proposed follow-up article in a later edition of the Surveyors Journal will link the policy with practical suggestions as to how to achieve this in development and retrofit schemes.*

148. The State must utilise public spaces, such as bus shelters and roofs, to create green corridors, green walls/roofs, etc., to support pollinators and promote biodiversity.

151. Each local authority must include a green infrastructure strategy in county/city development plans, which includes corridors between urban and rural biodiverse habitats, creation of new biodiverse spaces, retrofitting of existing spaces, and restoration of degraded biodiversity.

*Please note: only a few recommendations have been selected – there are many more that can be explored in the Citizen's Assembly report at: [https://citizensassembly.ie/wp-content/uploads/Report-on-Biodiversity-Loss\\_mid-res.pdf](https://citizensassembly.ie/wp-content/uploads/Report-on-Biodiversity-Loss_mid-res.pdf).*



Clúid's Dúiche Roden scheme in Dundalk, Co. Louth.



James O'Halloran, Head of New Business, Clúid Housing, and Eibhlin O'Connor, Chief Commercial Officer, Clúid Housing.

# ROOM TO APPROVE

CLÚID HOUSING IS ONE OF IRELAND'S MAJOR APPROVED HOUSING BODIES, DELIVERING A RANGE OF HOMES THROUGHOUT IRELAND.

**A**pproved housing bodies (AHBs), or housing associations, play an important role in the Irish housing system. There are currently around 520 AHBs in Ireland, with a stock of over 55,000 homes. Many of these have just a small number of homes, while a small group of larger AHBs own approximately two-thirds of the overall AHB stock. Some AHBs cater exclusively for individuals and households with particular needs – such as those exiting homelessness, survivors of domestic abuse, or people with disabilities – while others provide housing to general needs households.

AHBs have played a vital role in contributing to housing delivery figures over the last number of decades, and in recent years, have delivered approximately 40% of all social housing in Ireland. Under the Government housing policy, Housing for All, AHBs have been tasked with delivering 43% of new social housing annually to 2030. The Housing Alliance, a collaboration of six of Ireland's largest AHBs (of which Clúid is a member) delivered 5,325 new-build homes in 2023, ahead of its original targets for the year. The Alliance expects to deliver 5,022 new homes in 2024.

## Delivery methods

AHBs use a variety of mechanisms to deliver new homes. Some homes are bought as 'turnkey'

from the developer. These may form part of the 'Part V' agreement – the planning arrangement that requires up to 20% of new homes in a development of ten homes or more to be offered to the local authority or an AHB for social and affordable housing. AHBs also buy turnkey homes outside of the Part V requirements. Such purchases are often advantageous for developers, as they provide financing for the development of future phases or schemes.

Large AHBs, such as Clúid, also develop their own homes. In Clúid, this is done through two avenues – Clúid Design and Build, and Developer Design and Build. For Clúid Design and Build, we will acquire a site, often from a local authority, and engage contractors to deliver the homes, working in partnership with our in-house architects, quantity surveyors, project managers and other professionals.

The Developer Design and Build approach utilises Clúid's pioneering forward-funding stage payment approach. We work with

## NEWS FEATURE

Eibhlin O'Connor  
Chief Commercial Officer,  
Clúid Housing







Clúid homes at Riverswood Square, Dublin 15.

**AHBS HAVE PLAYED A VITAL ROLE IN CONTRIBUTING TO HOUSING DELIVERY FIGURES OVER THE LAST NUMBER OF DECADES AND, IN RECENT YEARS, HAVE DELIVERED APPROXIMATELY 40% OF ALL SOCIAL HOUSING IN IRELAND.**

developers who have sites with existing planning permission, purchasing the site at the outset, with stage payments through the duration of the build. This approach has proved popular with developers, as it provides a steady income stream, and has been adopted by other large AHBS.

As with the Clúid Design and Build approach, Clúid colleagues work closely with the developer's design and build team to ensure that the homes meet our high standards. In 2021 we developed our own in-house design guide, which sets out our minimum standards for high-quality, well-designed housing developments, which provide

safe, secure homes that are easy to use and maintain. We also developed a maintenance guide, which establishes standards for the continued maintenance and upkeep of our homes. Currently, we are developing universal design guidelines, in order to ensure that we cater to the needs of people of all abilities.

#### **Retrofitting**

While delivery numbers and new scheme launches may make the headlines and are needed, AHBS need to ensure that our existing homes continue to be great places to live for our residents. AHBS are non-profit housing bodies – any surplus from the affordable rents we charge our residents is reinvested into more housing, community initiatives, and the upkeep of our existing homes. Clúid is engaged in an ongoing retrofit programme – in 2023, we completed deep retrofit works on 431 homes, saving over 14 metric tons of CO<sub>2</sub> and creating more comfortable and energy-efficient homes for our residents. Since 2018, we have retrofitted 1,841 properties, by replacing doors and windows, and installing efficient heat pumps to bring their BER up to an average of B2. This is in addition to the planned work, such as replacing and updating kitchens and bathrooms, and the unplanned repairs that are part and parcel of managing 11,000 homes.

Social homes are truly affordable for the residents who live there – the majority of residents in Clúid homes are paying differential rents set by the relevant local authority. Rents are based on household



Landscaping in Riverswood Square, Dublin 15.



Intergenerational housing at Clúid's Green Lane, Blackpool, Cork City.

## CLÚID WAS THE FIRST AHB IN IRELAND TO DELIVER COST RENTAL, WITH AHBS LEADING THE ROLL-OUT OF THIS TYPE OF HOUSING TENURE ACROSS THE COUNTRY.

income – if the household's income goes up the rent will increase, and if the household's income goes down, the rent will decrease. Our homes are also designed to be as economical to run as possible, with all new homes having a BER A rating, and our retrofitting programme working to level up our older homes.

As well as being affordable, AHB homes are a secure home for life. If residents pay their rent and abide by their tenancy agreement, they can stay in that home forever. If their circumstances change – for instance if they have more children and require a bigger home, or experience mobility issues and cannot navigate stairs – they can apply for a transfer to a more suitable property. Clúid is invested in helping our residents to stay in our homes – we have a dedicated tenancy sustainment team who work with residents to ensure that any social or financial challenges can be surmounted.

### Innovation incubators

With our sole focus on housing provision and the well-being of our

residents, AHBs are often at the forefront of leading innovation in housing policy and delivery. For example, in addition to our stage payment approach utilised in our Developer Design and Build schemes, Clúid is also pioneering leaner procurement. Our new innovative partnership arrangement focuses on early contractor engagement from the outset, continuous improvement, shared profit and risk, an environmental, social, and governance (ESG) framework, and collaborative working throughout the life of the project. Clúid appointed our first Innovative Partner in 2023 and hopes to commence the first project shortly.

Clúid was the first AHB in Ireland to deliver cost rental, with AHBS leading the roll-out of this type of housing tenure across the country. Cost rental is a new type of tenure in Ireland where the rent is set according to the cost of building, managing, and maintaining the homes, which means it is a more affordable housing option. Cost rental was designed for people whose income is above the threshold for housing support, such as the Housing Assistance Payment (HAP) or social housing, but who are struggling to access housing on the open market, as the rents must be at least 25% below the market rate. We also developed a landscaping and biodiversity guide for new-build schemes to protect and enhance natural life in our housing developments. Clúid was the first AHB to partner with EnergyCloud, a charity that works to harness surplus wind energy that would otherwise have been curtailed, to provide free hot water to some of our residents. AHBs have also demonstrated innovation in redeveloping existing buildings and giving them a new lease of life as homes. Examples of this include the 18 new homes we have recently launched in the historic Convent of Mercy in Bantry, Co. Cork, or the office building in Park West, Dublin, converted to apartments by Tuath Housing.

With housing one of the biggest challenges facing Ireland today, AHBs, as not-for-profit entities with the well-being of our residents and the quality of our homes at the centre, are well placed to respond in innovative, sustainable and responsible ways.



# PASSION FOR PROPERTY

ANN-MARIE McCOY, LISNEY'S DIRECTOR OF RESIDENTIAL SALES, TALKS ABOUT HER PROFESSIONAL JOURNEY IN PROPERTY AND THE IMPORTANCE OF WORK-LIFE BALANCE.

**A**nn-Marie started her professional journey at UCD studying Business and Law. During her studies, she was introduced to property as a career choice while working for Lisney, showing houses and helping out in the office on Saturday mornings.

When Ann-Marie finished her degree, she decided that property rather than law was the career for her: "My passion was property and that has really stood me well over the years. You never work a day in your life if you love what you do".

Ann-Marie started at Wyse Estate Agents, working on their private letting portfolio before moving into their sales department until 2005.

## Professional journey

Ann-Marie joined Lisney in 2005 as a negotiator, working in its Dalkey and Dún Laoghaire branches. In 2013, she made the decision to take a career break to be with her three young children: "At the time it was a big decision. There is a misconception that if you take time out for family reasons it's going to be hard to get ahead when you go back, but none of that proved to be the case once I put the shoulder to the wheel on my return. When you consider that the lifespan of a career on average is 45 years, it puts it into perspective, and the reality is that taking a few years out should not have any impact on one's overall career".

Ann-Marie returned to Lisney as a Senior Negotiator in 2018 and in 2020 was asked to manage the new Blackrock branch, which opened two weeks before Covid-19 hit: "The pandemic was somewhat of a curve ball, but we pivoted accordingly and got through it, and actually worked out very well, with the market proving extremely resilient. The branch has gone from strength to strength since it opened and has very much made a name for itself as the go-to luxury property firm in the location it covers".

## Moving up

Ann-Marie was promoted to Divisional Director in 2021, leading the strategic transformation of Lisney's rebrand and partnership with Sotheby's International Realty: "It was the merging of two iconic brands. We've [Lisney] been in business nearly 90 years, so to combine with an iconic global brand was very exciting". She mentions how fantastic it has been for Lisney to be able to tap into the expertise of all their affiliates around the world: "That was probably one of the highlights of my career". Ann-Marie was appointed as Director of Residential Sales in October 2022.

## Day-to-day

For Ann-Marie, there is no such thing as an average day. Typically, she arrives to work at 8.00am. Two mornings a week, she has meetings with her department and branch. After that, she tries to get two hours of focused work done before the phones start hopping, putting together marketing proposals, designing marketing campaigns, working on strategic initiatives for the department, financial forecasting, and reviewing policies and procedures in order to keep processes as streamlined as possible. After that, she heads out to appointments, client meetings,

viewings and market appraisals, while actively responding to client queries and negotiations, and supporting the team with any difficulties that they might be having. Sometimes, after work, there are different networking events or training evenings with Sotheby's International Realty to attend.

## Challenges

However passionate she is about property, Ann-Marie notes that it does not come without some challenges: "It can be a challenge to balance the client-side work with your departmental responsibilities so it's a constant balancing act. It can be challenging to balance the needs of clients with the expectation within the luxury market, and you're managing a team of agents to maintain an exceptionally high standard at all times".

Another challenge is making sure that Lisney Sotheby's International Realty stays at the forefront of property technology.

Ann-Marie notes that property is a people business and recognises the relationships she has built with clients throughout her property journey: "In residential, there's always a story behind the sale. Whether it's a probate sale and someone has passed away or a change in circumstances, it's a huge deal to people. It's a great career. I very much recommend it to anyone who enjoys working with people".

Ann-Marie grew up and now lives in Blackrock with her husband and three children. Outside work, she plays tennis, goes to the gym and enjoys travel with her family.



## SURVEYOR PROFILE

Becky Pollard  
Journalist and sub-editor





# VALUE REMAINS IN OFFICES

DESPITE THE CHANGES BROUGHT BY THE PANDEMIC, CORPORATE ENTITIES ARE PLACING HEIGHTENED VALUE ON THE ROLE OF THE OFFICE.



**R**eal estate is working through one of the greatest shifts it has ever seen. The role and value of the workplace has shifted dramatically in the past four years and is still shifting. There is a greater focus on the workplace and how it is delivered, how it is used, how efficient it is, and its wider impact on organisational strategies.

One of the biggest challenges for corporates today is solving the 'hybrid paradox' and what it means for their organisations and people. Companies are watching what peers and competitors are implementing and prioritising to see what lessons can be learned. They are also improving technology that captures performance data so that they can understand what works well, what achieves goals and targets, and what allows people and buildings to perform at their best.

## The power and the preference

Work style preferences are changing, and we have started to see a shift in 'power' from the employee, who previously needed to be incentivised to come into the office, to the employer, who is tracking in-office attendance, monitoring productivity and

mandating. With this, return to office (RTO) rates are shifting and now stand at a global average of 3.1 days per week. There are variations across regions and cities, but we are starting to hit an RTO equilibrium between actions (what people are currently doing) and where their expectations lie.

## The role of the office

For corporates thinking strategically about getting people back, they are placing a heightened value on the role of the office. Our research is unequivocal on its benefits: the workplace is the centre of organisations, where culture and sense of belonging are at their highest, learning is greatest, collaboration is at its best, and organisations can use real estate as a tool to connect with employees. Companies are using workplace design to differentiate, creating a greater level of experience to attract and retain top talent. This will require more investment in their offices, particularly on design and technology. From a design perspective, this means allowing a mix of working styles that flow flexibly with tasks in people's days. Employees come into the office for collaboration and socialisation, but they also need quiet areas for focused time, or private areas for calls. They want to work in spaces that consider all needs and sensitivities across the workforce, but they also want them to be healthy, safe, sustainable and comfortable. They also need best-in-class technology that supports hybrid ways of working: mobile apps

for workspace reservations, tools that foster in- and out-of-office collaboration, or personalised workspace controls for enhancing comfort and productivity.

## Right-sizing, not downsizing

As RTO is steadying, for organisations that have invested in technology and data to capture performance, it means transparency into office utilisation. Companies can leverage utilisation data from the last two years into actionable, long-term real estate strategies. We have started to see this with some new mid-sized requirements from occupiers in search of new space, triggered by clarity and consistency in the metrics of their buildings and people. Our data challenges the theme 'less space, better space' entirely: 48% of our clients plan to decrease their portfolio size in the next three to five years, but 29% plan to take on more space, and the remainder are investing in existing space to make it wholly fit for purpose for their people and corporate agenda. It's therefore about 'right-sizing', not 'downsizing'.

In order to achieve a people-first, human-centric, future-proof focus on real estate, the flight to quality remains unabated. Corporate occupiers will continue to demand the best space in the best locations, but the challenge will be timing and availability of the right space at the right size. Availability of super-prime space in the super-prime locations will not match the level of demand we are expecting, and therefore timing may be key.

## THE LAST WORD

Hannah Dwyer FSCSI FRICS  
Executive Director & EMEA  
Head of Work Dynamics  
Research and Strategy, JLL



# PROPERTY IN THE IRISH TIMES



Ph: 01-6758585 | [irishtimes.com](http://irishtimes.com)

**THE IRISH TIMES**  
YOU ARE WHAT YOU READ



THE BUILDING CONSULTANCY



**Building Surveying**



**Commercial Interiors**

[www.thebuildingconsultancy.ie](http://www.thebuildingconsultancy.ie)