



Chartered property,
land and construction
surveyors

ANNUAL REPORT

2023/2024



Working in partnership with the Royal Institution of Chartered Surveyors (RICS), the pre-eminent chartered professional body for the property, land and construction sectors around the world, the Society and RICS act in the public interest: setting and maintaining the highest standards of competence and integrity among the profession; and, providing impartial, authoritative advice on key issues for business, society and governments.

THE LEADING PROFESSIONAL BODY FOR PROPERTY, LAND AND CONSTRUCTION IN IRELAND AND GLOBALLY



SCSI

Chartered property,
land and construction
surveyors



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CONTENTS

04

SCSI GOVERNANCE STRUCTURE

05

PRESIDENT'S MESSAGE

06

CEO'S MESSAGE

08

PILLAR 1: REPRESENTING

16

PILLAR 2: SUPPORTING

24

PILLAR 3: CONNECTING

32

PILLAR 4: INFLUENCING

40

ADVOCACY IMPACT STATEMENT

47

ENVIRONMENT, SOCIAL AND GOVERNANCE
IMPACT REPORT

50

TREASURER'S REPORT

51

ACCOUNTS

53

APPRECIATION

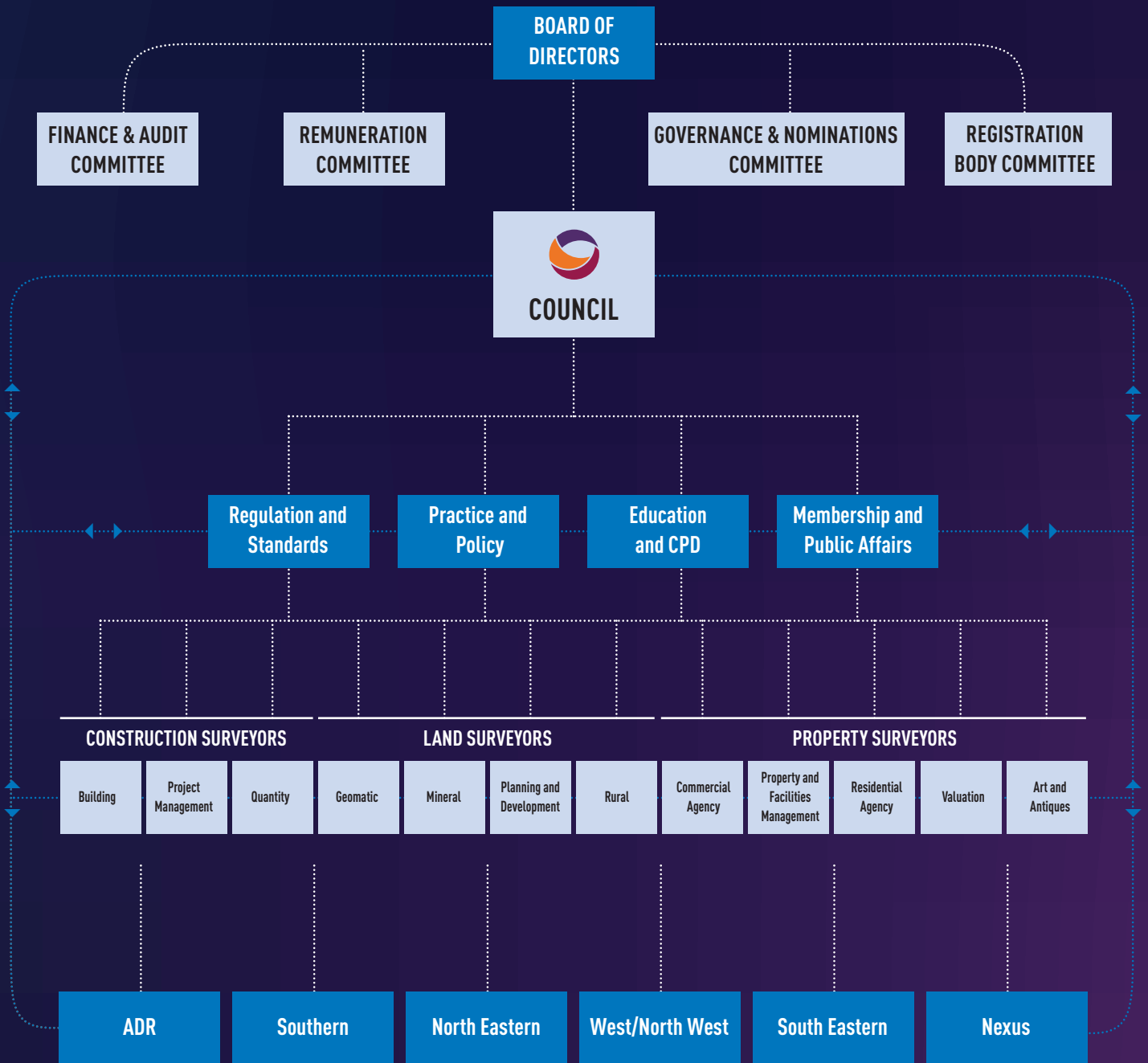
55

IN MEMORIAM

56

STAFF DIRECTORY

SCSI GOVERNANCE STRUCTURE



FURTHERING OUR PROFESSION

THE LAST YEAR HAS BEEN ONE OF SIGNIFICANT ACCOMPLISHMENTS FOR THE SCSI.

Dear fellow member,

As we reach the end of our Strategic Plan, Roadmap 2024, we celebrate the significant accomplishments and progress the SCSI has made to represent, support and connect members, and to influence the wider property sector and act in the public interest.

Over the past three years, our voice and our impact have grown significantly, and we are seen more clearly as an independent and trustworthy thought leader in our industry. Whether by providing real cost data for housing development, contributing data for the defective concrete block scheme, or engaging with decision-makers, we continue to champion a more sustainable approach to development while serving in the public interest.

One of the most enjoyable aspects of my presidency has been engaging with members both online and in person at our many events, including seven professional conferences and 17 regional meet-ups this year.

In addition to the normal high level of member events (both in person and online) and associated education and public interest work, considerable time and effort has gone into reviewing the organisation and planning for the future.

Our new Strategic Plan will launch formally at the AGM and will help guide us through the next three years. This plan was informed by your input through our recent member survey and reflects member views on how we can continue to develop the SCSI in an ever-changing environment.

As part of our planning for the future, we have also completed an external review of our Board and its operations, as well as a review and updating of the SCSI workplace culture. Both of these processes will help us to ensure that members continue to be supported and represented across the Board and executive's actions as we move into the next strategic planning cycle.

As a society active across land, construction and property, we will shortly be moving forward on some important works to the envelope and facade of Merrion Square. This represents the next phase of our

ongoing commitment to the long-term maintenance and enhancement of what is a fantastic building and a wonderful home for all surveyors.

It has been my pleasure to serve as your President and to serve alongside so many incredible surveying professionals who contribute their time and talents to the furthering of our profession. The expertise of property, land and construction surveyors is essential to the future of Ireland's built environment.

I would like to encourage members who are still considering getting involved in the SCSI to reach out and make your mark. Whether by joining a committee, hosting a CPD or contributing your expertise to a short-term project, you have insights to offer and an important contribution to make.

Enda McGuane FSCSI FRICS
SCSI President



ESTABLISHED THOUGHT LEADERS

THE SCSI HAS CONTINUED TO BUILD ITS REPUTATION AS A TRUSTED SOURCE OF EXPERTISE, WHILE ALSO DEVELOPING AND IMPROVING SERVICES AND BENEFITS TO MEMBERS.

I am delighted to present the 2023/2024 SCSI Annual Report, which evidences the wide-ranging outputs over the past 12 months that have helped the SCSI to solidify our position as a leading authority in the property, land, and construction sectors, earning recognition as a trusted advisor and influential thought leader for public advantage.

The willingness of our members to share their expertise, working in collaboration with our executive staff, has ensured the increasing awareness among Government, the public, and other stakeholders of the surveying profession and its pivotal role in the natural and built environment. The SCSI is proud of our positive influence on policy development in the public interest, including in relation to tackling the housing crisis. Recognition of the SCSI's trusted position came most recently in the numerous references to SCSI data-led reports within the Report of the Housing Commission, whose vision is to create a functioning housing system that provides appropriate and affordable options to individuals and households that meet their needs in a way that fosters socially and environmentally sustainable communities.

Engaged membership

Members are at the heart of everything we do in the SCSI and work continued on providing practical supports and services to assist members in meeting the challenges of practice.

Thousands of members engaged with CPDs, conferences and events over the past year, which saw attendance by 10,485 members across 136 events. Our wide-ranging CPD is supported by the publication

of a vast array of professional guidance documents, which are listed throughout this report alongside a myriad of reports, submissions and consumer guides. Our regulatory department remains committed to playing a key role in supporting members to meet the highest levels of professional standards including through new guidance on complaints handling – more detail can be found on page 21.

Our membership growth has continued this year with an increase of 5%, taking our total membership including students and trainees to 6,863, the highest membership in the history of the Society.

This total includes the 69 new full Chartered members who have completed their APC this year, and the future pipeline of APC candidates remains strong, with 253 new trainees joining since June 2023.

A dedicated programme of student outreach, along with the establishment of new routes to entry to the profession, including via apprenticeships, has been implemented over the past year to ensure that the profession has the requisite skilled workforce to meet current and future demand.

Our dedicated membership base supports the strong financial position of the Society, which allows us to continue to invest in new member supports, including our newly refurbished basement space. This has already provided a great return on investment, with several member events held in this fantastic hybrid space over the past year. It is wonderful to have members regularly in Merrion Square again and I am pleased to report that a further investment is being made by the Board to refurbish the façade of the building commencing in

69

NEW CHARTERED MEMBERS

672

NEW TRAINEE AND STUDENT MEMBERS

6,863

CURRENT TOTAL SCSI MEMBERSHIP

July 2024, protecting the building's heritage while also ensuring that our members have a headquarters to be proud of. Members are invited to read the Treasurer's report on page 50 for further detail on our finances.

Future focus

I would like to thank most sincerely the hundreds of members who volunteer with the SCSi, from committee and working group participation, and sharing expert insights for reports and submissions, to drafting professional and consumer guidance, delivering CPDs, and acting as media spokespersons – the list goes on. The significant development of the organisation over the last number of years would not have been possible without our members' commitment. I would like to thank our Council, numerous volunteers and members for their significant contributions, with particular thanks to President Enda McGuane for his dedication to ensuring the best outcomes for the built environment in terms of SCSi outputs, and to the Board for their commitment to ensuring that the SCSi is strongly operationally and strategically positioned to deliver on behalf of members and in the public interest. Sincere appreciation also to our wonderful executive staff, who work collaboratively with members to deliver the wide-ranging outputs you will read about in this Annual Report.

We are at an exciting time in the SCSi, having maximised the potential envisaged by our current Strategic Plan and just about to launch the new plan for the next three years. In an era where the built and natural environments face significant challenges, our

commitment to excellence in surveying and our dedication to fostering a community of skilled professionals remains unwavering. Roadmap 2027 will build on all that has been achieved to date in increasing awareness and recognition of the expertise of the surveying profession, while also renewing our focus on specific member services in support of practice. By placing our members at the core of everything we do and working in the public interest, we strengthen the very foundation upon which the SCSi stands.

I look forward to working with and on behalf of members to deliver the ambition of Roadmap 2027.

Shirley Coulter
CEO



18

REPORTS AND
SUBMISSIONS

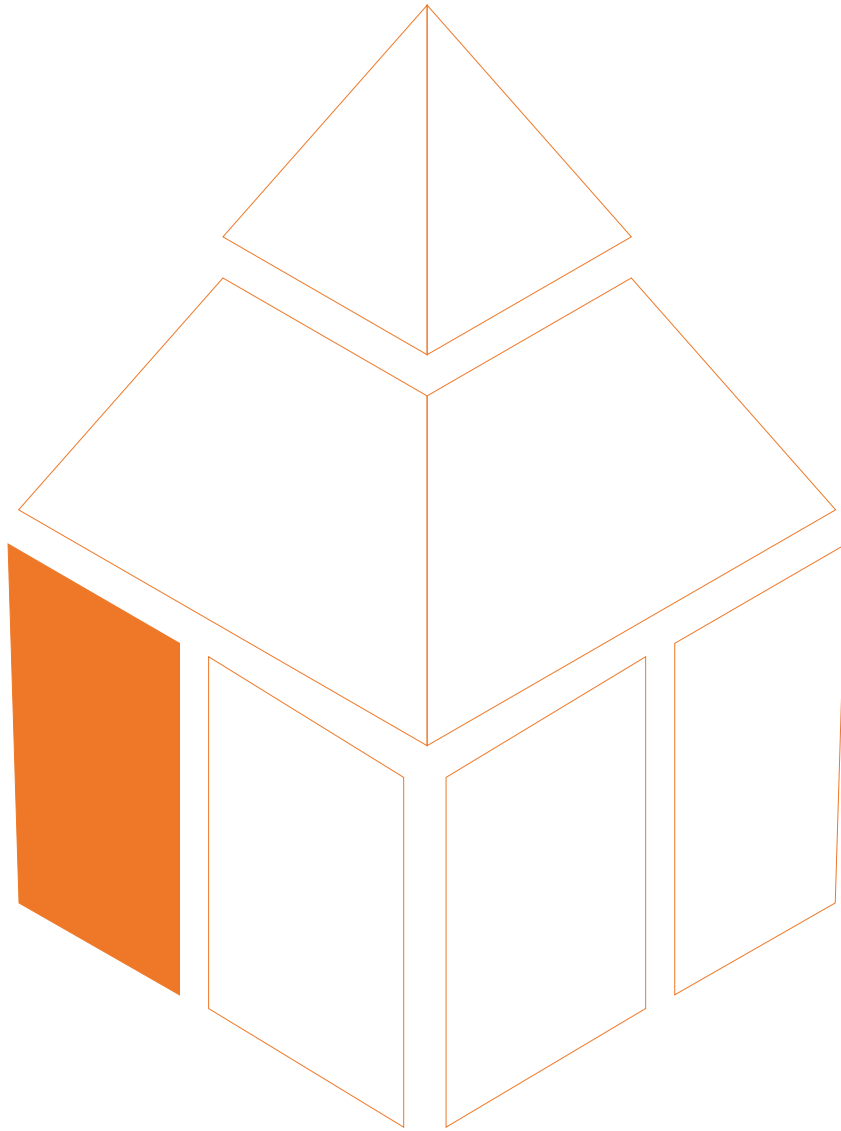
10,485

ATTENDEES AT CPDS,
CONFERENCES,
TRAINING AND EVENTS

1,263

MEDIA ENGAGEMENTS

REPRESENTING



**ADVOCATING FOR MEMBERS AND PROMOTING
THEIR EXPERTISE AND CONTRIBUTION TO
THE BUILT ENVIRONMENT**

PILLAR 1: REPRESENTING

ADVOCATING FOR MEMBERS AND PROMOTING THEIR EXPERTISE AND CONTRIBUTION TO THE BUILT ENVIRONMENT

Roadmap progress in numbers

- 13 reports
- Five submissions
- 10 Oireachtas debate mentions in 2023 and year to date 2024
- 881 print and online media references
- 382 items of broadcast coverage and appearances
- 75 Property Clinic queries answered in *The Irish Times*
- Eight articles in new *Irish Examiner* Property Clinic
- 1,221,044 visits to SCSi.ie
- 395,000 visits to the SCSi House Rebuild Calculator
- 18,000 visits to 'Find an SCSi Expert' Directory
- 10,000 visits to the new Directory of Rebuild Cost Estimate Service Providers

Developing a thought leadership role in the profession's and public interest

Since the launch of Roadmap 2024, the SCSi has significantly developed our position as a respected thought leader in the construction, property and land sectors. Over the past three years, the SCSi has grown to be seen as an authoritative, independent, and trustworthy source of data and policy. A key purpose of the SCSi is to serve in the public interest, and the work of volunteers in this area has genuinely propelled the SCSi forward.

At the request of the Minister for Housing, Local Government & Heritage, Darragh O'Brien TD, the SCSi has continued to engage with decision-makers and to provide updates on remediation costs for the Defective Concrete Blocks Grant Scheme. Previous work informed the July 2023 publication of the Statutory Instrument on the Scheme, which included the role of Registered Building Surveyors in remediation works. In March of 2024, the SCSi provided a further update of figures based on the current costs. The figures now include a breakdown for both the North West Region and Mid West Region. Our updated figures provide vital, up-to-date costs for policymakers and homeowners affected by block defects.

Following the publication of the Statutory Instrument, SCSi representatives Kevin Brady, Chartered Quantity Surveyor, and Shirley



SCSi representatives addressing the Oireachtas Joint Committee on Housing.

Coulter, CEO, addressed the Oireachtas Joint Committee on Housing and outlined the SCSi's role in providing independent costs for defective concrete block remediation.

The initial report and subsequent updated figures have been undertaken *pro bono* in the public interest. This extensive work is made possible by the contribution and expertise of members who have volunteered to serve the public in this capacity. Through contributing data from around the region, this research is assisting those impacted and policymakers to reach a remediation plan for homes affected by defective concrete blocks.

The SCSi launched the 'Real Cost of New Housing Delivery Report' at the 2023 National Conference to bring real data to inform the housing supply policy debate. This report provides the current average cost of housing delivery by region, giving consumers, industry leaders, and the Government the vital data needed to address the housing shortage and ensure development viability.

With the launch of the report, the SCSi offered key recommendations for the Government to address, including the need for greater support for modern methods of construction, a halt to future increases for connection charges and levies, and the importance of greater efficiency in the planning process.

In recognition of the insights provided by this report, the SCSi presented findings and recommendations to a variety of stakeholders,

REPRESENTING

OVER THE PAST THREE YEARS, THE SCSI HAS GROWN TO BE SEEN AS AN AUTHORITATIVE, INDEPENDENT, TRUSTWORTHY SOURCE OF DATA AND POLICY.



Micheál Mahon of the SCSI speaking on *RTÉ News* about the SCSI's 'Real Cost of Housing Delivery' report.



SCSI President Enda McGuane speaking at the launch of the 'SCSI/PwC Construction Market Monitor' report.

including the Departments of An Taoiseach, Housing, Finance, Environment, Rural Development and Higher Education, as well as to Enterprise Ireland and the Office of Government Procurement (OGP). Findings from the report were covered extensively in national and regional media, and key figures were debated in the Dáil.

The recognition of the SCSI's expertise domestically and internationally was highlighted by our first invitation to a bilateral meeting with the Organization for Economic Co-operation and Development (OECD) as part of its biannual Economic Survey of Ireland. Representatives from the SCSI discussed the housing crisis with the OECD as they sought to understand the practical and policy issues behind it.

The OECD's 2024 Economic Survey of Ireland will contain an in-depth chapter on housing, which will also feature structural analyses of competitiveness, climate change, and the labour market. The SCSI was delighted to provide data from our Real Cost series, as well as insights from the report, as the OECD makes specific policy recommendations informed by international experience.

Publish independent, evidence-based reports and submissions

Our membership in the property, land, and construction professions informs our submissions and reports, and uniquely positions the SCSI within the industry. SCSI reports provide timely market data,

informing SCSI recommendations to policymakers and industry stakeholders.

In June, the SCSI launched the 2023 'SCSI/PwC Construction Market Monitor'. This report showed that while the sector has largely recovered from the onset of the pandemic, the continuing contraction of development finance remains a concern. In the survey, surveyors ranked project viability as the number one reason for the difficulties associated with raising development finance.

The SCSI published two editions of the 'Residential Property Market Monitor', including the mid-year edition in June and the Annual Outlook & Review in January.

The Annual Outlook utilised data from the latest 'Real Cost of New Housing Delivery Report' to provide an affordability tracker for buyers purchasing new homes in Ireland.

As the industry's only independent assessment of commercial construction tender prices in Ireland, the biannual 'Tender Price Index' continues to provide vital market insights for members and stakeholders.

While the report showed a softening rate of increase and stabilisation in the price of building materials, surveyors also voiced concerns regarding ongoing challenges with increased financing costs, shortages of skilled labour and rising labour costs. Based on these findings, the SCSI called on the Government to address skills

THE REPORT ON DEFECTIVE CONCRETE BLOCKS AND SUBSEQUENT UPDATED FIGURES WERE UNDERTAKEN *PRO BONO* IN THE PUBLIC INTEREST. THIS EXTENSIVE WORK IS MADE POSSIBLE BY THE CONTRIBUTION AND EXPERTISE OF MEMBERS WHO HAVE VOLUNTEERED TO SERVE THE PUBLIC.



At the 2024 Property & Land Insights Conference, featuring the launch of the 2024 SCSi/Teagasc Agricultural Land Report (from left): Peter Murtagh, Chair, Rural Agency PG; Barry Caslin, Teagasc; Shirley Coulter, SCSi CEO; Edward McAuley, SCSi Director of Practice & Policy; and, Jason Loughrey, Teagasc.

FROM CONSTRUCTION TO RESIDENTIAL PROPERTY, TENDER PRICES TO COMMERCIAL PROPERTY AND LAND VALUES, WE BENEFIT GREATLY FROM THE BREADTH OF DISCIPLINES AND EXPERTISE WITHIN OUR MEMBERSHIP.

shortages and focus on opportunities to drive efficiency and ensure that an adequate supply of housing is delivered. This year's 'Annual Commercial Property Market Monitor' report showed a challenging period for commercial agents, with expected prime office capital values declining.

The outlook for the sector remains challenging, with six out of ten surveyors stating that the commercial property cycle is in an early or mid-downturn phase, though some believe it has reached its bottom point.

The reports also reveal changing priorities of tenants and investors, which will be further impacted by the EU's Energy Efficiency Directive. We continued our longstanding partnership with MSCI and together produced four reports providing members and investors with the latest market data and insights. Data collection for member benefit, as mentioned in the following section, is a priority for the SCSi.

In April, we launched the 2024 'SCSi/Teagasc Agricultural Land Market Review and Outlook Report', which forecasted Irish farmland prices to rise by an average of 6% this year. The Report provides a county-by-county breakdown of land values for good and poor-quality land. This report also featured new information on the impact of solar farms and how Government strategy to meet 80% of the country's energy needs through renewable sources will influence prices and leases in the land market.

From construction to residential property, tender prices to commercial property and land values, we benefit greatly from the breadth of disciplines and expertise within our membership.

Full list of SCSi submissions

- Rural Housing Guidelines Position Paper;
- Submission to Seanad Éireann in relation to Planning & Development (Heritage Bill) promoting Chartered Surveyors;
- SCSi Pre-Budget Submission 2024;
- Red Book Valuations representation to the Revenue Commissioners in relation to probate valuations; and,
- Sustainable Design Guidelines Submission.

REPRESENTING



REPORTS



SUBMISSIONS



OIREACHTAS DEBATE MENTIONS
IN 2023 AND YEAR TO DATE 2024



PRINT AND ONLINE
MEDIA REFERENCES

Full list of reports and publications

- SCSI/Teagasc Annual Agricultural Land Market Review and Outlook;
- MSCI/SCSI Q1 2024;
- Update of the Defective Concrete Block Remediation Scheme rebuild figures for Mid West and North West;
- MSCI/SCSI Q2 2023;
- Commercial Property Market Monitor Review and Outlook 2024;
- Tender Price Index – February 2024;
- Annual Residential Market Monitor Review and Outlook 2024;
- MSCI/SCSI Q3 2023;
- SCSI Real Cost of New Housing Delivery 2023 report;
- MSCI/SCSI Q4 2023;
- Tender Price Index - August 2023;
- SCSI Residential Property Mid-Year Market Monitor; and,
- SCSI/PwC Construction Market Monitor 2023.





ITEMS OF BROADCAST COVERAGE AND APPEARANCES



PROPERTY CLINIC QUERIES ANSWERED IN *THE IRISH TIMES*



ARTICLES IN NEW *IRISH EXAMINER* PROPERTY CLINIC



VISITS TO 'FIND AN SCSi EXPERT' DIRECTORY

Positioning the SCSi as the authoritative voice for property, land and construction through consistent and relatable messaging in media and public affairs activity

Over the past three years, the SCSi has emerged as the trusted voice for property, land and construction professionals in Ireland. By providing independent data on behalf of the public, producing insightful market reports, and increasing engagement with industry stakeholders, the SCSi has increased its recognition and place at the forefront of discussion and decision-making.

In the past year, the SCSi has featured in over 881 print and online media articles, and over 382 broadcast interviews and appearances. The SCSi receives strong national media coverage but has been working to increase coverage in the regions with appearances in: *Athlone Advertiser, Bray People, Connacht Tribune, Cork Independent, Derry People, Donegal News, Donegal People's Press, Donegal Post, Drogheda Independent, Dublin Gazette, Dundalk Argus, Dundalk Democrat, Enniscorthy Guardian, Galway Advertiser, Galway City Tribune, Gorey Guardian, Inish Times, Inishowen Independent, Kildare Nationalist, Kilkenny People, Killarney Advertiser, Laois Nationalist, Leinster Express, Limerick Leader (City), Limerick Post, Meath Topic, Midland Tribune, Middleton & District News, Nenagh Guardian, Northern Standard, Offaly Topic, Roscommon Herald, Sligo Weekender, The Anglo-Celt, The Avondu,*

The Clare Champion, The Corkman, The Echo, The Kerryman, The Meath Chronicle, The Opinion, The Southern Star, Tironaill Tribune, Tullamore Tribune, Western People, Wicklow People, Youghal News.

In addition, we've also been pleased to grow our relationship with the *Irish Examiner* through regular Property Clinic articles. Over the past three years of the Strategy, the total print, online and broadcast media coverage was 4,402 items.

Through these appearances, volunteer member spokespersons have called for a more sustainable approach to housing, championed the sector's diversity, and represented surveyors' expertise across all our professional disciplines. Members' contributions, through their time and talents, help further the surveying profession and inform the wider industry.

Throughout our engagements with media and Government stakeholders, the SCSi has consistently called for a more sustainable, affordable and viable approach to housing. In June, SCSi representatives participated in the 2023 National Economic Dialogue, outlining the critical construction and property



Article by Southern Region Vice Chair Brigid Browne in the *Irish Examiner* as part of the new series in that paper.



REPRESENTING

THROUGH OUR ENGAGEMENTS AND SUBMISSIONS OVER THE YEAR, WE CONTINUE TO RAISE AWARENESS OF SURVEYORS' WIDE RANGE OF EXPERTISE AND KNOWLEDGE.

issues and the proposed measures to address them. In August, the SCSi launched the mid-year Tender Price Index and called on the Government to reconsider the challenge posed by the concrete levy to project viability.

The SCSi's Pre-Budget Submission 2024 called on the Government to develop a long-term strategy for housing development, adopt cost-utilising measures to ensure development viability, provide greater support for homeowners and private landlords, incentivise investors and developers, and promote sustainability in the built environment. Our vast membership expertise enables the SCSi to make clear recommendations spanning the full property life cycle. Our pre-Budget recommendations received significant coverage across all major news outlets.

Following Budget 2024, the SCSi emphasised the missed opportunities to stem the tide of landlords from the market and advised that the vacant homes tax may not bring many properties back to the market.

The SCSi's recognition from and relationship with Government has grown significantly over the past three years. Findings from our latest Real Cost Report received significant coverage and stakeholder interest. The SCSi engaged with eight Government Departments and bodies, and presented the report findings and recommendations.

Our quarterly *Oireachtas Updates* ezines supported our engagements with the Government, which help inform TDs and Senators of the SCSi's latest industry insights and guidance.

The road from publication to policy change can take time. Following the Real Cost of Renovation Report, the SCSi engaged with the Department of Housing, Local Government & Heritage to expand the local authority home loan for derelict and vacant renovations. Similarly, we welcomed the publication of the Legal Services Regulatory Authority (LSRA) reform proposals to increase transparency in conveyancing services. These proposed changes follow the recommendations outlined in the SCSi's 2022 submission document.

Through our engagements and submissions over the year, we continue to raise awareness of surveyors' wide range of expertise and knowledge. For example, we highlighted the expertise of the building conservation accredited surveyor and the need for the profession to be included in any changes to the Planning and Development Bill relating to heritage buildings.



At the North East Regional Connections Conference (from left): SCSi CEO Shirley Coulter; Minister for Housing, Local Government and Heritage Darragh O'Brien TD; Padraig Sherry, Chair, North Eastern Regional Group; and, Enda McGuane, SCSi President.

This increased recognition was articulated by the Minister for Housing, Darragh O'Brien TD, who joined members attending the North-East Regional Connections Conference. The Minister told delegates that the Government greatly values the contribution of the SCSi and thanked SCSi CEO Shirley Coulter and the team at the SCSi for all their work.

Our engagement with the Health Service Executive to provide insights into the review of the Construction Professional Tender Frameworks was an example of how the SCSi is helping agencies to better understand the market so they can be better clients while delivering much-needed projects for the public.

The SCSi is a member of the Construction Sector Group, which is managed by the Department of Public Expenditure, National Development Plan Delivery and Reform. This group has an active innovation subgroup, which SCSi representatives assist, ensuring that the profession's perspective informs policies and practices for the future. Members have also been involved in Build Digital, Construct Innovate, and the Modern Methods of Construction Demonstration Park, which are helping to support industry innovation.

Marketing and communication of the value of membership to clients

Connecting members with clients remains the key aim of our marketing and communications strategy. By marketing the expertise of members to consumers, providing members with advertising materials and shareable

THE LAUNCH OF OUR UPDATED HOUSE REBUILD FIGURES RECEIVED SIGNIFICANT COVERAGE ACROSS THE MEDIA, DRIVING OVER 395,000 CONSUMERS TO VISIT THE UPDATED HOUSE REBUILD CALCULATOR.

insight content, and driving clients to members through our website, we endeavour to market the expertise of Chartered Surveyors.

SCSI members promote the expertise of surveyors through media engagement. This year, the SCSI answered 75 Property Clinic queries for consumers across Ireland with professional advice for selling and buying homes, working with owners' management companies (OMCs) and management companies, planning home improvements, retrofitting, and a full range of home issues.

At the end of 2023, the SCSI partnered with the *Irish Examiner* to launch a new property advice column featuring property and construction members of the Southern Region. Members also contributed to six articles for Paul McNeive's column in the *Irish Independent* and, in the past year, have spoken on topics ranging from promoting diversity in the profession, to GDPR in

estate agency, procurement, and more. In addition to these regular features, members have demonstrated their expertise through dozens of articles and interviews. This work has increased consumer recognition of the membership and marketed the expertise of Chartered Surveyors.

The launch of our updated house rebuild figures received significant coverage across the media, driving over 395,000 consumers to visit the updated house rebuild calculator. This year, in addition to the calculator, the SCSI launched a new directory of surveyors who provide cost estimates, which has received over 10,000 visits since October.

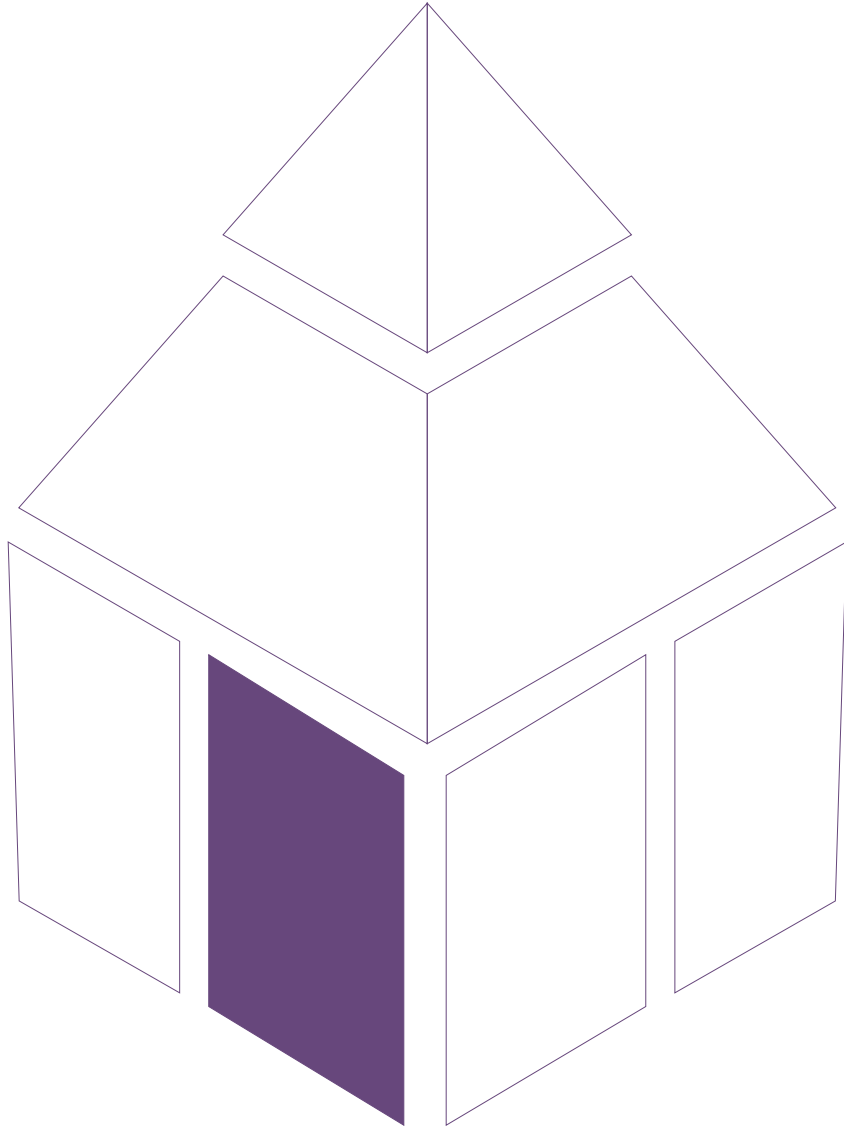
This year also saw the launch of a new land value calculator and directory of members. The new land value calculator allows consumers to calculate an estimated land price with the help of the latest agri-land data. Visitors are then able to search our directory of members to find a land expert in their area. Since April, the new landing page has already had over 500 visits. The new calculator and member directory were advertised in the *Farmers Journal Land Report*. It is fantastic to see the traffic these two new landing pages have already experienced, and to connect consumers directly with members who provide these sought-after services.

In addition to these new member directories, the SCSI has upgraded its 'Find an Expert' page to provide an improved consumer experience. The new 'Find an Expert' directory features a user-friendly search function to better connect members with new clients.

Over the past year, the News section of the website has seen significant upgrades designed to better communicate the expertise of membership and share industry insights. These upgrades include: the launch of a new 'All News & Publications' page, 'Reports & Research' page, 'Submissions & Policy' page, 'Consumer Guides' page, 'Real Cost Series' page and 'Publication Release Calendar' page.

Providing members with SCSI insight content and marketing resources remains a key priority for our communications. Over the past year members received pre-made shareable social media content for eight of the property, land and construction reports. Members have utilised these resources to showcase their membership and to provide insights for clients. We have also provided support for members to upgrade their LinkedIn page, and feature their unique selling point as a member of the leading body for property, land and construction professionals in Ireland.

OVER THE PAST YEAR, THE NEWS SECTION OF THE WEBSITE HAS SEEN SIGNIFICANT UPGRADES DESIGNED TO BETTER COMMUNICATE THE EXPERTISE OF MEMBERSHIP AND SHARE INDUSTRY INSIGHTS.



**SUPPORTING MEMBERS TO
CONSISTENTLY MAINTAIN THE HIGHEST
PROFESSIONAL STANDARDS**

SUPPORTING

PILLAR 2: SUPPORTING

SUPPORTING MEMBERS TO CONSISTENTLY MAINTAIN THE HIGHEST PROFESSIONAL STANDARDS

Roadmap progress in numbers

- 65 CPDs
- 6,274 CPD attendees
- 11 series courses
- Delivered PSRA CPD to members
- Six guidance documents
- 512 CPD library recordings
- 14,256 online CPD lessons viewed via the CPD library
- 155 job posts
- 16,492 visits to the SCSi jobs board
- 37 member support visits for Registered Valuers
- 144 applications for dispute resolution services
- 218 new registrants

Provision of best practice, relevant and accessible training, and CPD

Over the past three years, we have furthered our support for members by providing new guidance, training, and CPD, and improving the CPD framework that underpins these supports.

Having previously introduced our new CPD framework, we provided members with a new and updated online CPD log and entry form. This new log and entry system ensures that members are growing their skill set and industry knowledge across their professional competencies.

In the past year, the SCSi has provided members with 11 training events and courses, and 65 CPDs, which attracted 6,274 attendees. Our training events and courses provided members with professional

practice support and helped them to grow their business acumen and leadership skills.

This year saw the launch of the new Property 360 webinar series, which provides property members with market insights and panel perspectives across all property sectors. The series had

593 attendees across the five online webinar events and showcased the expertise of property members.

Another new member support developed this year was the Procurement series, which featured presenter Roisin Mallon from Bid services. This training series gave members a comprehensive understanding of the new e-tender system.

This year, the SCSi provided several new courses for members to grow their business skill sets. These included the Leadership series, Cyber Security miniseries, Accounting & Finance for Surveyors Series, and Leadership Masterclass: The Art of Achieving Goals as a Leader with Bernard Jackman. Members also availed of our ongoing soft skills series, which was attended by 43 assessment of Professional Competence (APC) candidates.



The new SCSi procurement series featured Roisin Mallon of Bid Services.



The new Property 360 webinar series provided property members with market insights and panel perspectives across all property sectors.

Full list of 11 courses and series

- 593 attended the Property 360 webinar series;
- 493 attended the WGBW Sustainability lunchtime series;
- 314 attended the Leadership series;
- 114 attended the Cyber Security series;
- 64 attended the Contract Awareness Training series;
- 43 attended the Soft Skills Workshop series events;
- 36 attended the BIM Bites Training series;
- 28 attended the Procurement series;

SUPPORTING



CPDS



SERIES COURSES AND CPDS



GUIDANCE DOCUMENTS



CPD LIBRARY RECORDINGS

- 18 attended the Landlord & Tenant course;
- 11 attended Discounted Cash Flow workshop; and,
- 9 attended the Masterclass: The Art to Achieving Goals as a Leader.

Full list of 65 CPD events

- Green Leases CPD;
- Consolidated Planning Bill;
- CPD with David Hourihan on the Discounted Cash Flow Model;
- Residential Construction Costs from Policy to Practice (w/Dept of Housing);
- Traditional buildings – guide to the application of building control and building regulation;
- Understanding the Construction Contracts Act 2013;
- Procurement series: Introduction to the new e-tender series;
- SCSi Mid-Year Residential Report and green mortgage financing in Ireland;
- Residential Acoustics and TGD-E;
- Reform of the Price Variation Mechanism in the Public Works Contract;
- Boundaries Guidance and Case Studies;
- Accounting & Finance for Surveyors Training Series;
- Pricing Tenant Risk for Investors, Lenders & Valuers;
- WGBW: Overview of the Energy Performance of Buildings Directive (EPDB);
- Procurement Series: Introduction to Public Procurement;
- WGBW: Introduction to low-carbon building materials and MMC;
- WGBW: Green procurement across the built environment lifecycle;
- WGBW: Valuation and EU Taxonomy;
- WGBW: Urban regeneration for biodiversity and climate resilience;
- Business ethics for surveyors;
- Sound decisions: building insight from acoustic measurements;
- Financial Wellness Webinar;
- Procurement Series: Consortium and Risk;
- Japanese Knotweed and Property Information Paper;
- Procurement Series: Adding and understanding social value into contracts;
- Construction & QS Conference 2023;
- Balconies and Terraces: Design Compliance;
- Effectively handling subject access requests;
- Effectively handling data breaches;
- Dublin Port Past, Present and Future;
- LIVE PSRA CPD 2023;
- Leadership of others;
- Employment Law – key updates;
- MSCSI Q3 Report Launch;
- Update on conveyancing practice reform and pathway to e-conveyancing;
- Procurement Series: Good Governance and Public Criteria;
- LDA Apartment Typology Booklet;
- Providing a building investment fund for OMCs;
- EV charging units in car parks;
- Management of knotweeds, part 2;
- Financial Wellness with Alpha Wealth;
- What is ethics and why is it important?;
- Real Cost of Housing Report;
- The art of achieving goals as a leader;
- Sustainability Workshop;
- PQSL – Leasing and Letting;
- New Mandatory System of CPD under the Building Control Act (BCA) 2007;
- Successful Sustainability Journey: Navigating Challenges and Harnessing Positive Impact;
- Energy Performance of Building Directive update;
- Making claims under the PWC and RIAI Contracts: What does a contractor need to do?;
- Property 360 series: Review and Outlook 2024;
- PQSL: Sustainability;
- Property 360 Series 2: Construction Report Panel Discussion;
- PQSL – Landlord and Tenant;
- Property 360: Second-hand homes;
- Negligence in Ireland and how it impacts professionals;
- Global Surveyors Day 2024 CPD;

THE SCSI'S EFFORTS TO SUPPORT MEMBERS ARE UNDERPINNED BY THE AIM OF INCREASING THE VALUE AND BENEFITS OF MEMBERSHIP. IN THE PAST YEAR, WE'VE CONTINUED TO EXPAND THE SERVICES AVAILABLE TO MEMBERS.

- Leadership Series: Building Leadership Effectiveness with Emotional Intelligence;
- Property 360 Rental market;
- Leadership series: Emotional Intelligence and the importance of empathy;
- Cyber Security series: You clicked the link, so what happens now?;
- Leadership Series: Introduction to the Thinking Environment approach;
- Property 360: Focus on new homes;
- Leadership Series: creating a time to think about culture; and,
- Cyber Security series: how small and medium-sized businesses can protect themselves.

The SCSI established a new Pre-Qualification Standard Learning (PQSL) offering to support APC candidates in their career journey. These PQSL events are available to all members but are specifically designed to help APC candidates gain industry-specific insights and understanding.

To enhance members' access to our CPD content, we launched a new, updated CPD library. The new library interface provides members with clear course collections, the latest CPDs, and a search function to find content in the library. Visit the CPD library to watch CPD content from the past year.

We've also published six new guidance notes to support members in adhering to the highest professional standards. These documents provide industry-specific guidance for property, land, and construction members:

- A Guide to Collecting Personal Data during The Property Letting Process;
- ICMS Explained – A User's Guide;
- Guide to Mapping NSBE to ICMS Information Paper;
- Japanese Knotweed and Property Information Paper 2nd Edition;
- Traditional Buildings – Guide to the Application of Building Control and Building Regulations; and,
- SCSI Guide to House Rebuilding for Insurance Purposes.



To support members in accessing the guidance most relevant to their line of work, we launched a new online version of the Professional Guidance Directory. This page provides members with a simple list of the key guidance notes that support them in their professional discipline.

Access to a range of preferential member services in support of practice

The SCSI's efforts to support members are underpinned by the aim of increasing the value and benefits of membership. In the past year, we've continued to expand the services available to members.

To provide members with direct support, we launched the online 'Ask a Question' service, where, members can seek professional advice and submit queries on guidance and reports.

With the completion of the newly refurbished member space at Merrion Square, we developed a new online booking form for SCSI spaces. Rooms can accommodate small to large groups and some have



Members can use our online facility to book one of the newly refurbished meeting rooms in Merrion Square free of charge.

SUPPORTING



JOB POSTS



MEMBER SUPPORT VISITS FOR REGISTERED VALUERS



APPLICATIONS FOR DISPUTE RESOLUTION SERVICES



NEW REGISTRANTS



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.

The SCSI offers a range of resources to assist members in completing their PSRA CPD at a time that suits them.

audiovisual and hybrid meeting technology. Members can now use our online form to book these SCSI spaces free of charge.

The SCSI continues to provide members with the Property Services Regulatory Authority (PSRA) CPD course as part of their membership subscription. In 2023, 1,484 members completed their PSRA hours with the SCSI through our online on-demand course and live Zoom event.

This year, the SCSI launched six new PSRA Packs tailored to each property profession: the Auctioneers & Agents pack; the Management Agents Pack; the Letting Agents Pack; the Commercial Agents Pack; the Compliance Spotlight Pack; and, the Marts Pack. Members can simply log in and select their preferred pack to complete their five hours online in their own time.

With 155 job posts and 16,492 visits in the past year, the SCSI's jobs board serves as a key recruitment opportunity within the industry. Members can avail of our significant discount rate to feature their upcoming positions on our online jobs board, in our membership



Become a Fellow Member

A new online Fellowship application and webpage has helpful advice to assist members through their application process.

eazines, and in social media promotion. We continue to focus our efforts on supporting members and enhancing their membership journeys. This year, we launched a new associate membership and online application to support new members. We also launched a new online Fellowship application and webpage with helpful advice to assist members through their application process. In addition to supporting and enhancing membership journeys, we celebrate these significant professional milestones with features across all our channels, including our eazines, social media and the *Surveyors Journal*.

Harness the technical and professional guidance opportunities to deliver market-leading innovation

Supporting a more sustainable and digitally enabled built environment remains a key priority for the SCSI. In the past year, the SCSI has equipped members with training and guidance opportunities to help them advance their own practices. The SCSI once again hosted the BIM

THE SCSI MONITORING AND REGULATORY FRAMEWORK SUPPORTS THE PROFESSION THROUGH MAINTAINING PUBLIC TRUST AND CONFIDENCE FOR THE BENEFIT OF SOCIETY.

THE SCSI EXPANDED OUR RANGE OF SUSTAINABLE PRACTICE SUPPORTS TO PROVIDE MEMBERS WITH CPDS, GUIDANCE AND TEMPLATES TO SUPPORT THEM IN EMPLOYING SUSTAINABLE PRACTICES IN THEIR DAY-TO-DAY WORK.

Bites Workshop Series to support members in adapting to and harnessing digitisation in construction. This series, designed by Quantity Surveyors for Quantity Surveyors, breaks down the various aspects of BIM into bite-sized and manageable chunks. Thirty-six members took part in this nine-part series, which is now available exclusively to members as a course in the SCSI CPD library.

This year, the SCSI also launched the new International Cost Measurement Standard (ICMS) in Ireland. The ICMS provides a high-level structure and format for classifying, defining, measuring, recording, and presenting life cycle costs and associated carbon emissions.



We also launched two new ICMS guides, 'ICMS Explained – User Guide' and 'Guide to Mapping NSBE to ICMS Information Paper', to support members in adopting life cycle costing. Members can also avail of our new short course learning video support on our ICMS/IPMS webpage.

The SCSI expanded our range of sustainable practice supports with a new sustainable practice page, which provides members with CPDs, guidance and templates to support them in employing sustainable practices in their day-to-day work.

In April, we published the first quarterly sustainability newsletter, which provides the latest guidance and news for members who have signed up to Surveyors Declare.

Delivery of regulatory assurance audit services

The SCSI monitoring and regulatory framework supports the profession through maintaining public trust and confidence for the benefit of society. Strengthening trust underpins client and wider public confidence, upholding professional standards through regulatory activities and assurance services.

We uphold standards in relation to 4,012 full SCSI members, 619 registered valuers, and 1,966 Building and Quantity Surveyors registered under the Building Control Act, 2007, all over the country.

Complaints

We received 36 concerns from members of the public, other members, or clients in relation to the following areas:

- persons not registered as required by the Building Control Act, 2007, and using the protected title Building or Quantity Surveyor;
- persons not registered to the Valuer Registration Scheme and undertaking valuations;
- persons using the Chartered designation and branding, while not members of the SCSI and RICS;
- falling below standards;
- conflict of interest;
- customer service;
- fees;
- terms of engagement;
- Red Book compliance;
- working outside competence; and,
- internal complaint handling,

SUPPORTING



CASES WERE OPENED FOR BREACH OF CPD



OF THESE ARE UNDER REVIEW FOR CAUTION TO BE APPLIED



ARE UNDER REVIEW FOR MONETARY FINE



ARE UNDER REVIEW FOR REFERRAL TO CONDUCT COMMITTEE

Internal complaint handling is essential for all professionals and firms to manage risks, provide good customer service, and protect themselves from unfounded claims. The SCSi has created a new guidance note and templates to help SCSi members and firms to set up their complaint handling systems. This guidance note reflects the current complaint handling information and requirements of the SCSi, RICS, PSRA, and the Building Control Act, 2007 that apply to SCSi members.

SCSi complaint management reported

- 36 cases investigated;
- 28 cases closed;
- eight cases referred by the Director of Regulation and investigated by the Conduct Committee in accordance with SCSi members' rules and disciplinary procedures;
- four cases made no finding against the members concerned;
- two cases imposed a fixed penalty of €800 on the member for breach of the SCSi rules of conduct;
- one case imposed a fixed penalty of €1,000 on the member for breach of the SCSi rules of conduct;
- one case is under investigation in accordance with SCSi members' rules and disciplinary procedures;
- two cases are under investigation in accordance with the Building Control Act, 2007; and,
- one case is under appeal in accordance with the Building Control Act, 2007.

CPD audit

We audited the CPD of 3,813 professional members:

- 3,483 found in full compliance with CPD and mandatory requirements;
- 123 exemption applications were considered for reasons such as illness, maternity, paternity, family raising leave and other compassionate reasons;
- 99 cases were opened for breach of CPD;
- 49 of these are under review for caution to be applied;
- 29 are under review for monetary fine; and,

- 21 are under review for referral to Conduct Committee for continued breaches of CPD.

Statutory Register and system of CPD

We welcomed 218 registrants to the statutory register. The SCSi's Statutory Admissions Board, the responsible Board for assessing applications to the Registers in accordance with the Building Control Act 2007 (The Act), noted a new pattern of overseas quantity surveyors applying for statutory registration in Ireland. New Registrants have come from:

Brazil	New Zealand
Bangladesh	Nigeria
Dubai	Oman
Germany	Philippines
Ghana	Spain
India	Sri Lanka
Jamaica	South Africa
Moldova	United Kingdom
Malaysia	Zimbabwe

We engaged with all statutory registrants on changes to the Building Control Act in relation to statutory CPD requirements and registration. The Regulation of Providers of Building Works and Miscellaneous Provisions Act 2022 amended the Building Control Act by the insertion of new sections 31A and 45A requiring:

1. The Registration Body to maintain a system of CPD, the parameters of which are to be determined by the Registration Body.
2. The Registrant to comply with any CPD system adopted by the Registration Body under the legislation.
3. A Registrant to be removed from the register for non-compliance with the statutory CPD system.

THE SCSI RECEIVED 144 APPLICATIONS TO OUR DISPUTE RESOLUTION SERVICES FOR APPOINTMENTS OF CHARTERED SURVEYORS AS PROPERTY AND CONSTRUCTION ARBITRATORS, INDEPENDENT EXPERTS, CONCILIATORS, AND ADJUDICATORS.

The statutory CPD system was adopted by the Registration Body and became mandatory for registration from January 1, 2024.

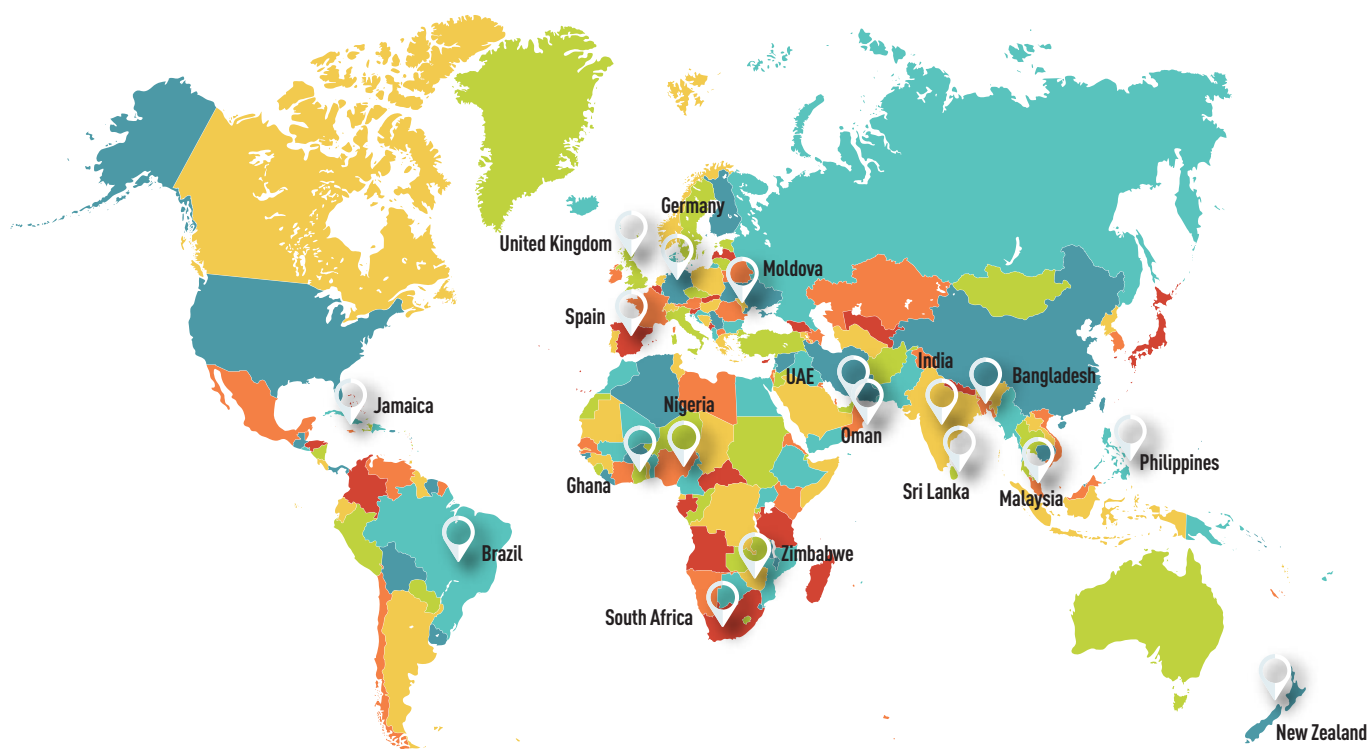
To support this CPD system, the SCSI published new guidance for those on the Building Surveyor and Quantity Surveyor Registers. The guidance publication was made available and presented to registrants as a CPD event.

The online Register was upgraded this year to allow for easier searchability and user functionality.

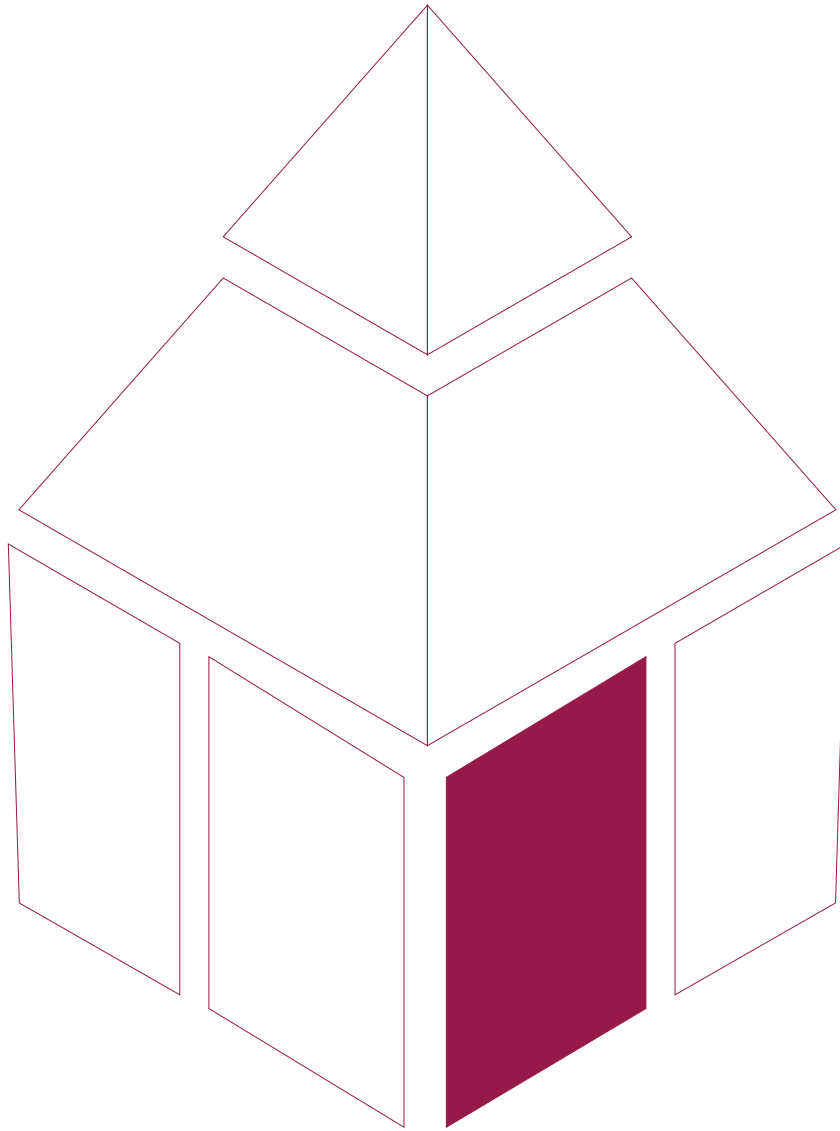
SCSI Dispute Resolution Services

The SCSI received 144 applications to our Dispute Resolution Services for appointments of Chartered Surveyors as property and construction arbitrators, independent experts, conciliators, and adjudicators.

A large number of applications concerned rent review disputes in commercial leases. We were engaged by the Housing Agency and First Home Scheme to support the dispute resolution process of their respective schemes.



CONNECTING



**CREATING VALUABLE CONNECTIONS
AND NETWORKS FOR MEMBERS
ACROSS THE PROFESSION**

PILLAR 3: CONNECTING

CREATING VALUABLE CONNECTIONS AND NETWORKS FOR MEMBERS ACROSS THE PROFESSION

Roadmap progress in numbers

- Four regional conferences
- 12 President and CEO regional meet-up events
- Seven professional conferences
- 10 sports and social events
- Four Nexus Young Professional events
- 10 *MetriCS* updates
- 18 member ezines
- 20 *Property Pulse* and *The Standard* tailored industry ezines
- 24 Member Hub events and education ezines
- 14.7k+ followers on LinkedIn
- 1.1k+ followers on SCSi Instagram
- Six editions of the *Surveyors Journal*
- Launched Surveying Excellence Awards

Maximising regional connectivity, including through online fora and influential localised alliances/dedicated programme of peer-to-peer networking and mentoring

Over the past three years, we have expanded our opportunities for members to connect with surveyors in their region. This year, we hosted 17 regional events, which had 608 members in attendance. The SCSi continued the President/CEO meet-ups, which offer members

AS PART OF OUR NEW APPROACH TO REGIONAL ENGAGEMENT, WE ESTABLISHED NEW IN-PERSON REGIONAL CONNECTIONS CONFERENCES.



Clockwise from top left: Joanne Geary, CEO of MyHome.ie, presenting at the West/North-West Regional Connections Conference; Southern Region Chair Majella Galvin addresses the Southern Region Annual Dinner; SCSi President Enda McGuane at the Southern Region Annual Dinner.

across the country an opportunity to connect and be heard about issues impacting them in their area. It also provides an opportunity for the SCSi to update members on the supports and services available, while getting feedback on how these can be improved. It was fantastic to engage with 366 members through our 12 regional meet-up events during this past year.

As part of our new approach to regional engagement, we established new in-person Regional Connections conferences. These conferences have been well attended by members and continue to be valued as a key place to gain local industry insights and foster business connections. In the past year, the SCSi provided four Regional Connections conferences for members in the Southern Region, South East Region, North-East Region and West/Northwest Region, supported by MyHome.ie.

CONNECTING



REGIONAL CONFERENCES



PRESIDENT AND CEO REGIONAL MEET-UP EVENTS



PROFESSIONAL CONFERENCES



SPORTS AND SOCIAL EVENTS

The Southern Region organised a Regional Dinner for 100 members, where members enjoyed an evening of networking, dancing and entertainment. This year’s keynote speaker was Special Forces operator and bestselling author Ray Goggins.

Improved, tailored member communications with regular feedback mechanism

A key goal of Roadmap 2024 was to provide members with timely updates and content tailored specifically to their professional discipline. Over the past few years, we’ve developed a segmented approach to our communications to provide members with the latest news, guidance, and events most relevant to their work.

This year, we published 20 *Property Pulse* and *The Standard* ezines, our monthly ezines tailored to the sectors of our membership. These newsletters serve as a key connection point between our Professional Groups and the wider membership. Another connecting feature of these ezines is the ‘member news’ sections, which share and celebrate the accomplishments of members and member firms. This year saw the launch of a new APC newsletter designed to support APC candidates on their journey to Chartered status. This newsletter provides updates on final assessments, upcoming support workshops and forums, and advice from recent APC graduates.

In addition to our tailored content, all members receive our *Member Ezine* and *Member Hub*. These ezines keep members abreast of key industry developments and the latest SCSi news, events, and guidance.



The *Surveyors Journal* serves as a vehicle for thought leadership in our profession. In the past year, we published six editions of the *Surveyors Journal*, including two special editions. The first special edition, ‘The road to sustainability’, focused on applying sustainable practice across all areas of the built environment. The second special edition, ‘The world of

work in property, land, and construction,’ focused on the wide range of opportunities and changes within the surveying workforce.

Over these six editions, members have contributed 66 articles and interviews. It is a valuable source of CPD for members as they share the insight and expertise that propels our profession forward.

Through its 10 *MetriCS* newsletters, the SCSi has provided members with regular progress updates on 100 objectives and strategic deliverables of Roadmap 2024.

Segmented member engagement initiatives for each Professional Group and career stage, and a focused customer management system (CRM) approach to activity

We were delighted to launch the Surveying Excellence Awards, a new initiative to recognise the significant contribution of surveyors through every stage of the property life cycle. It was fantastic to see a strong response for the first year of the Awards with numerous entries. The awards were presented at the 2023 National Conference, and the winners were featured in the December 2023 edition of the *Surveyors Journal*. Congratulations to the 2023 award winners, including:

- Emerging Leader Award** – James McParland MSCSI MRICS and Majella Galvin MSCSI MRICS
- Undergraduate Dissertation Award 2022** – Jack Stafford
- Undergraduate Dissertation Award 2023** – Jonathan Riche
- Postgraduate Dissertation Award** – Catriona Finn O’Regan MSCSI MRICS (Judges’ commendation: Morongoa Sebola)
- Elevate Award**: Kim Hegarty MSCSI MRICS
- Innovation Award**: The Office of Government Procurement
- Sustainability Champion Award**: Krystyna Rawicz FSCSI FRICS
- Community Development Award**: Cairn Homes Plc (Judges’ commendation: Corheens Residents Association)

The President’s Award for Outstanding Contribution was awarded to our highly esteemed member, Noel Larkin FSCSI FRICS, who sadly passed away recently. We are incredibly grateful for his many years of service to the profession, in which he gave so generously of his time and

AS PART OF OUR NEW APPROACH TO REGIONAL ENGAGEMENT, WE ESTABLISHED NEW IN-PERSON REGIONAL CONNECTIONS CONFERENCES.



The inaugural Surveying Excellence Awards were held as part of the SCSI National Conference in December 2023.

expertise not only to the Society but to his fellow members. May he rest in peace.

Thank you to all who submitted entries and to our cross-discipline judging panel for their time and consideration. We encourage members to celebrate their success and enter the 2024 Surveying Excellence Awards. Our professional conferences and events support members in growing their expertise and expanding their professional connections. From the latest market insights to new professional guidance, our conferences serve as a key vehicle to support members in staying up to date and



The late Noel Larkin (left) receiving the President's Award for Outstanding Contribution from SCSI President Enda McGuane at the Surveying Excellence Awards.

OUR PROFESSIONAL CONFERENCES AND EVENTS SUPPORT MEMBERS IN GROWING THEIR EXPERTISE AND EXPANDING THEIR PROFESSIONAL CONNECTIONS.

adhering to the highest professional standards. This year, the SCSI hosted seven in-person and hybrid conferences:

- the SCSI National Conference hosted 220 delegates at Croke Park and featured the current challenges and opportunities for digitisation in the industry, the launch of the Real Cost of New Housing Delivery Report, and the Surveying Excellence Awards;
- the Property & Facilities Management Conference, 'Navigating Clients' Needs: Delivering Valuable Insights', was attended by 120 members and took place at 1 Windmill Lane in Dublin;
- the Alternative Dispute Resolution Conference took place in our newly refurbished member space and was attended by 65 members;
- the Construction & QS Conference was a hybrid conference with 92 professionals attending in person and online;
- the Third Act Retirement Conference was also a hybrid event and supported over 100 members in planning for purposeful and prosperous retirement;
- the Geospatial Conference took place in Dunboyne Castle Hotel with 95 members in attendance – the Conference also featured the launch of the new boundaries guidance note; and,
- the Property & Land Insights Conference had over 120 members attend in person and online, and featured the launch of the 'SCSI/Teagasc Agricultural Land Report' and new land value calculator.

CONNECTING



PROFESSIONAL CONFERENCES



SPORTS AND SOCIAL EVENTS



FOUR NEXUS YOUNG PROFESSIONAL EVENTS



METRICS UPDATES



Minister of State Ossian Smyth TD addressed the SCS National Conference 2023.



SCS National Conference 2023 (from left): Micheál Mahon, MGM Partnership; Fergus McMahon, Cairn Homes; Katherine Flattery, Regency; Aileen Gleeson, Department of Finance; Eibhlin O'Connor, Clúid Housing; and Claire Solon, Greystar.



SCS President Enda McGuane at the 2023 Property and Facilities Management Conference.



Keith Kelliher of Kelliher & Associates addressing the ADR Seminar.

Our social and networking events allow members to create business connections and celebrate the many accomplishments in our industry.

This year, the SCS connected 1,870 event attendees through our networking and sporting events, including:

- the Annual Dinner was attended by 1,250 professionals from over 120 firms. This year's event featured an address from SCS President Enda McGuane, a virtual address from the Minister

for Housing Darragh O'Brien TD, entertainment from Irish comedian Deirdre O'Kane, and a new Connect directory to help members make new connections and reconnect with old ones;

- our International Women's Day event was attended by over 100 members and featured Pestle & Mortar founder Sonya Deasy and the launch of the 2024 Elevate Programme;
- the Annual Property & Facilities Lunch was attended by 120 members with guest speaker Paul McGrath;

OUR SOCIAL AND NETWORKING EVENTS ALLOW MEMBERS TO CREATE BUSINESS CONNECTIONS AND CELEBRATE THE MANY ACCOMPLISHMENTS IN OUR INDUSTRY.



SCSI President Enda McGuane at the SCSI Annual Dinner.



SCSI CEO Shirley Coulter at the Third Act Retirement Conference.



Peter Brennan from Bid Services speaking at the 2023 Geospatial Conference.



At our International Women's Day event (from left): special guest Pestle & Mortar founder Sonia Deasy; Niamh Comber; Lily Ellis; and, Claire Irwin.

- our Charity Golf Day brought together 75 members in support of LionHeart;
- the SCSI and *Irish Times* Tennis Tournament had 15 firm teams competing for victory;
- our Annual Golf Day was a sold-out event, with 18 teams and a total of 72 players in the competition;
- the 2023 AGM and member BBQ took place at 38 Merrion Square, celebrating Global Surveyors' Day with an in-house event on the

- founding of Ordnance Survey Ireland;
- the Past-President's Annual Dinner brought together 35 past presidents;
- the SCSI Members' Christmas Lunch celebrated the festive season with members; and,
- the APC graduation celebrated 56 APC graduates becoming recognised as Chartered Surveyors.

CONNECTING

18

MEMBER EZINES

20

PROPERTY PULSE AND THE STANDARD
TAILORED INDUSTRY EZINES

24

MEMBER HUB EVENTS AND
EDUCATION EZINES

14.7k

FOLLOWERS ON LINKEDIN



Pictured with a group of APC graduates at the recent graduation ceremony were (front row, from left): Michael Mooring, Chair, SCSI Education & CPD Standing Committee; Ruth Comerford Morris, SCSI Deputy Director of Education; Enda McGuane, SCSI President; James Lonergan, SCSI Director of Education & CPD; Shirley Coulter, SCSI CEO; and, TJ Cronin, SCSI Past President. The full list of graduates is included below.

APC graduate list June 2023

Kian Buckley, Building Surveying
Ronan Byrne, Quantity Surveying
David Connolly, Quantity Surveying
Kirsten Devine, Valuation Surveying
Gavin Donovan, Project Management
Alan Driver, Quantity Surveying
Warren Egan, Commercial Property Practice
John Foley, Quantity Surveying
Sarah Forde, Planning & Development
Fodhlá Gallagher, Commercial Property Practice
Hugo Gallagher, Quantity Surveying
Shane Gallagher, Commercial Property Practice
Christopher Gates, Quantity Surveying
Ciara Geraghty, Property Management
Sinead Geraghty, Property Management
Kate Healy, Commercial Property Practice
William Heffernan, Commercial Property Practice
Barry Hegarty, Quantity Surveying
Hugh Herity, Commercial Property Practice
Sam Horan, Valuation Surveying
Paddy Jordan, Commercial Property Practice

Colleen Keane O'Rahilly, Commercial Property Practice
Alexander Kelly, Building Surveying
Anita Koitka, Quantity Surveying
Evan Lonergan, Commercial Property Practice
Gerard Martin, Quantity Surveying
Brian McCarthy, Quantity Surveying
Ian McDonald, Valuation Surveying
Ellen McKenna, Valuation Surveying
Sean Miland, Valuation Surveying
Padraic Murphy, Quantity Surveying
Ryan Murphy, Commercial Property Practice
Róisín Nic Cóil, Building Surveying
Damian O'Brien, Quantity Surveying
Cormac O'Connor, Quantity Surveying
Barry O'Dea, Quantity Surveying
Hugh O'Donnell, Quantity Surveying
James O'Donovan, Commercial Property Practice
David O'Flaherty, Quantity Surveying
Joseph O'Mahony, Project Management
Aiden O'Neill, Quantity Surveying
Thomas O'Neill, Quantity Surveying
Colin O'Shea, Commercial Property Practice
Ronan O'Conghaile, Quantity Surveying

NEXUS, THE SCSI'S YOUNG PROFESSIONAL NETWORK, CONTINUES TO GROW AS A KEY SOURCE OF CONNECTION FOR SURVEYORS AT THE START OF THEIR CAREERS.



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



Irish Times/SCSI Tennis Tournament (from left): Deirdre Johnston; Peter Dargan, *The Irish Times*; Conor Steen; SCSi CEO Shirley Coulter; Suzie Cantwell; and David Cantwell. (Photograph: Nick Bradshaw.)

Ian Peare, Quantity Surveying
 Michael Rooney, Valuation Surveying
 Hassanah Roseli, Valuation Surveying
 Brian Smyth, Quantity Surveying
 Liam Smyth, Quantity Surveying
 Ciaran Smythe, Quantity Surveying
 Naoise Sudway, Commercial Property Practice
 Ros Tierney, Commercial Property Practice
 Cathal Walsh, Quantity Surveying
 Michéal Walsh, Commercial Property Practice
 Robert Wilson, Valuation Surveying
 Gary Yong, Quantity Surveying

Nexus

Nexus, the SCSi's young professional network, continues to grow as a key source of connection for surveyors at the start of their careers. Nexus provides extensive opportunities for young surveyors to build industry friendships and make memories, all while making a difference. In the past year, the SCSi hosted four Nexus sporting and social events, with 510 young professionals taking part. It is fantastic to expand our young professional network and see such high levels of engagement within this segment of our membership. This year's events included:



SCSi Golf Tournament: Members of the winning golf team, Shane Gilbane (left) and James Scott (right) of Savills, pictured with SCSi CEO Shirley Coulter.

- the Annual Nexus Rugby Tournament, which had 11 teams and over 120 competitors;
- the Annual Nexus Soccer Tournament, which had over 160 surveyors representing their member firms;
- the Annual Nexus Ball, a sold-out event with 170 members from 25 companies taking part; and,
- the Nexus table quiz was another sold-out event with over 100 young professionals taking part.



**HARNESSING COLLECTIVE KNOWLEDGE OF
MEMBERS TO INFLUENCE THE DEVELOPMENT
OF A SUSTAINABLE PROPERTY, LAND
AND CONSTRUCTION SECTOR**

INFLUENCING

PILLAR 4: INFLUENCING

HARNESSING COLLECTIVE KNOWLEDGE OF MEMBERS TO INFLUENCE THE DEVELOPMENT OF A SUSTAINABLE PROPERTY, LAND AND CONSTRUCTION SECTOR

Roadmap delivery in numbers

- 463 new student members across accredited academic programmes
- 43 new associate members elected
- 13 new Fellows elected
- 191 one-to-one meetings with prospective members about the routes to SCSi membership
- 74 trainees attended the APC Forum series
- 46 APC workshops and information sessions held in member organisations and third-level academic institutions
- 33 new APC assessors, 13 APC final assessment chairs, and 56 APC counsellors trained, and three supervisor/counsellor training sessions provided for member firms
- Seven student awards sponsored and presented by the SCSi
- 155 public servants trained through the OGP's Commercial Skills Academy Tier 1 Practitioner Training Course
- 92 senior public servants took part in training on the Management of Publicly Funded Capital Projects for Senior Managers in the Public Sector – supervisors and counsellors completed SCSi training.

Regular engagement with key stakeholders with a focus on anticipating and futureproofing activities

The SCSi champions the important role of surveyors and has called on the Government to support the pipeline of not only surveyors but also skilled workers that will be required to meet Ireland's housing needs. At the start of his term, SCSi President Enda McGuane was featured in *Irish Building* magazine, the *Irish Independent*, and *The Irish Times*, calling on the Government to support and incentivise surveying as well as upskilling. Following this call, the SCSi engaged with industry stakeholders, including the Department of Housing, and emphasised the need for trades upskilling and support to develop upskilling courses.

As contributors to the Department of Further and Higher Education, Research, Innovation and Science Communications Plan for 2024, the SCSi is working with other representatives as we support Government

Property needs 100,000 more workers to tackle housing crisis

Ireland needs thousands of workers in Irish property, land and construction over the next decade, says the new president of the Society of Chartered Surveyors Ireland



Enda McGuane, newly elected president of the Society of Chartered Surveyors Ireland and asset management lead for the Land Development Agency, says Ireland will need 100,000 more workers in Irish property, land and construction over the next decade.

FRI, 21 JUL, 2023 - 08:15

SCSi President Enda McGuane called on the Government to address skills shortages in the industry.

initiatives to attract more people into the construction sector. This includes the then Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris TD's allocation of €750,000 towards a marketing campaign as part of Careers in Construction. In addition to incentivising more workers, the SCSi has also championed the digitisation of the built environment, representing members on and supporting the Build Digital project. In June, the SCSi joined other industry bodies at the project colloquium to set the priorities for the next three years of the Build Digital project. Key stakeholder engagements included:

- Lisa Rocca MSCSI MRICS, Chair of the Planning & Development Professional Group Committee, and SCSi Director of Education James Lonergan represented members at the UCD Conference on Building 2050;
- The SCSi represented property members at the Myhome.ie Innovation Forum and helped review new initiatives to improve the platform's user experience for consumers and agent members; and,
- the SCSi represented members at the Sustainability Upskilling group formed with the Irish Green Building Council, the Royal Institute of the Architects of Ireland, the Association of Consulting Engineers of Ireland, and Engineers Ireland.

INFLUENCING



NEW STUDENT MEMBERS ACROSS ACCREDITED ACADEMIC PROGRAMMES



NEW ASSOCIATE MEMBERS ELECTED



NEW FELLOWS ELECTED



ONE-TO-ONE MEETINGS WITH PROSPECTIVE MEMBERS

Developing strategic alliances with relevant industry bodies to enhance our profile and create new connections for members

Prioritising the future of the surveying profession underpins our efforts to form strategic partnerships for members. This year, the SCSi partnered with the Department of Housing to host a Residential Construction Cost Seminar at 38 Merrion Square. It was fantastic to gather over 160 stakeholders and members to discuss new report findings and look towards the future of development in Ireland. By being part of CEPI (European Association of Real Estate Professionals), SCSi members gain European-wide insights and

representation. In June, SCSi Director of Practice & Policy Edward McAuley attended the CEPI General Assembly in Prague. Delegates came together to discuss artificial intelligence (AI), proposed anti-money laundering (AML) regulations, and the development of an AML compliance tool. This year, the SCSi represented members at the Association of European Experts in Buildings and Construction (AEEBC) General Assembly and at the CEEC (The European Council of Construction Economists) General Assembly. Engaging with the wider bodies of European professionals, we enhance the profile of the surveying profession and influence future policy recommendations.



At the residential construction costs event (from left): Sean Armstrong, Department of Housing; Enda McGuane, SCSi President; Fergus McMahon, Cairn Homes; Shirley Coulter, SCSi CEO; Paul Mitchell, Mitchell McDermott; Claire Solon, Greystar; Bryn Griffiths, Turner & Townsend; and, Feargal O’Coighligh, Assistant Secretary, Housing Policy, Legislation and Governance.



Edward McAuley, SCSi Director of Practice & Policy, represented the SCSi at the recent CEPI (European Association of Real Estate Professions) General Assembly in Prague.



The SCSi was proud to support the launch of the new Technological University of the Shannon Women in Construction Student Society.



At the AEEBC General Assembly (from left): Robert Patterson FSCSI FRICS, AEEBC President and Immediate Past Chair of the Building Surveying PG; Edward McAuley, SCSi Practice & Policy Director; Jette Leth Fejerskov Djaelund, AEEBC Vice President; and, Juan Martinez, AEEBC Secretary General.

SINCE THE LAUNCH OF ROADMAP 2024, WE HAVE INCREASED OUR EFFORTS TO SUPPORT A MORE DIVERSE, INCLUSIVE, AND SUSTAINABLE BUILT ENVIRONMENT.

This year marks the fourth year of the SCSi's partnership with the RIAI and the OGP to train public servants through the OGP's Commercial Skills Academy. In the past year, the SCSi has provided training to 155 public servants on the Tier 1 Practitioner Training course and 92 senior public servants on the Management of Publicly Funded Capital Projects training course for senior managers. Through this partnership, the SCSi enhances public officials' knowledge and influences the wider development landscape.

A key focus of our strategic alliance development is unlocking new opportunities for members to gain industry insights. In August, the SCSi partnered with the OGP and the Construction Industry Federation to host a hybrid event, 'Reform of the Price Variation Mechanism in the Public Works Contract', with over 500 attendees. Shortly after this, we partnered with South East Technological University (SETU) Carlow's CIRDAS to provide members with a CPD on business ethics. In November, the SCSi partnered with Atlantic Technological University (ATU) Sligo to host a joint CPD on the defect remediation scheme. SCSi Vice President Kevin Hollingsworth presented to 34 attendees on key issues affecting buildings and insights from the latest 'Defects in Apartments' report.



SCSi Board meeting with the RICS Northern Ireland (from left): Mark Coady, SCSi Treasurer; Kevin Hollingsworth, SCSi Vice President; TJ Cronin, SCSi Director and Company Secretary; Martin Doherty, Chair of RICS Northern Ireland; Brian Reid, Vice-Chair of RICS Northern Ireland; Shirley Coulter, SCSi CEO; Enda McGuane, SCSi President; Noella Carroll, SCSi Director; and, Gerard O'Toole, SCSi Second-Vice President.

By working in partnership with the Royal Institute of Chartered Surveyors (RICS), the SCSi provides members with local insights, support, and global knowledge. This year, we engaged with the RICS President and Board members to provide key updates and member feedback. In December, SCSi Board members and CEO Shirley Coulter met with the RICS Northern Ireland Regional Board to discuss several industry issues, including retrofitting, decarbonisation and the future outlook of the profession.

Further engagements included:

- continued partnership with MSCI, providing members with quarterly property indexes and market insight events;
- SCSi CEO Shirley Coulter once again represented the SCSi as a KPMG Property Industry Excellence Awards judge; and,
- SCSi Member Val O'Brien MSCSI MRICS represented the SCSi at an Enterprise Europe Network Event. Val shared insights and took part in a panel discussion with representatives from the Estonian Construction Industry at the Dublin Chamber.

Expansion of equality, diversity and inclusion and corporate social responsibility initiatives

Since the launch of Roadmap 2024, we have increased our efforts to support a more diverse, inclusive, and sustainable built environment. To this end, we launched the Elevate Programme, which provides mentorship and leadership development training to women in surveying.



Our Elevate Programme provides mentorship and leadership development training to women in surveying.

INFLUENCING



TRAINEES ATTENDED
THE APC FORUM SERIES



APC WORKSHOPS AND
INFORMATION SESSIONS HELD



STUDENT AWARDS SPONSORED
AND PRESENTED BY THE SCSi



PUBLIC SERVANTS TRAINED



The SCSi supported the TU Dublin Women in Construction, Surveying & Real Estate brunch.



The winning LionHeart golf team from John Gilmore Auctioneers and Valuers. From left: John Gilmore; Wesley Gilmore; Emma Gilmore; Martin Hennelly; and, SCSi CEO Shirley Coulter.



429 members and 49 member firms have signed up to Surveyors Declare.

Since Elevate launched three years ago, 88 mentees and mentors have participated in the Programme. This success is due to the work of the female and male mentors who have given their time to support women in the profession in growing their careers and achieving their goals. On International Women's Day, the SCSi called for greater professional diversity. Our #IWD campaign featured females in property in *The Irish Times*, promoted the importance of investment in programmes like Elevate in the *Irish Independent*, and SCSi CEO Shirley Coulter discussed the vast opportunities available to women in surveying on Newstalk.

To diversify the pipeline of surveyors, the SCSi was proud to support two new student initiatives, including the Technological University Dublin (TU Dublin) Women in Construction, Surveying & Real Estate Brunch and the launch of the new Technological University of the Shannon (TUS) Women in Construction Student Society. These initiatives help students receive peer-to-peer support, grow their networks, and hear personal stories and insights from industry leaders. This year, we partnered with SETU Carlow to offer members an online Certificate in Equality, Diversity, and Inclusion Policy Development, Implementation, and Evaluation. This 12-week course was provided at a significantly discounted rate, and 15 members participated in the training.

We are committed to helping surveyors and their families in need of support. Through the services of LionHeart, SCSi members and their families can avail of counselling, grants, coaching, legal advice, back-to-work scheme, emotional support, and more. This year's Annual LionHeart Golf fundraiser raised €1,389 to support the work of LionHeart. Twelve teams took part and helped to provide timely support for surveyors experiencing difficulty in Ireland.

The SCSi again partnered with the Dublin Simon Community for their annual Christmas toy appeal. Thanks to the generosity of members and staff, we donated over 100 toys for children in need this past Christmas.

In addition to supporting members in adopting sustainable practices, we have continued campaigning and raising awareness of sustainability in the profession. Our 2023 World Green Building Campaign featured a lunchtime CPD series covering key aspects of sustainability within the property life cycle.

February 2024 marked the three-year anniversary of Surveyors Declare. Since the launch, 429 members and 46 member firms have signed up to prioritise sustainability in their day-to-day practice. To mark this anniversary, we launched a new and updated Surveyors Declare page featuring a directory of member signatories and a simplified sign-up form.

OUR ANNUAL 'CAO CHANGE OF MIND' CAMPAIGN FEATURES GRADUATES WHO SHARE FIRST HAND WHY THEY WOULD ENCOURAGE STUDENTS TO #CHOOSESURVEYING.



At the launch of the Advanced Quantity Surveyor Apprenticeship (from left): Diarmuid O'Brien, Head of Department of Academic Partnerships, TUS; James Lonergan, SCSi Director of Education; Shirley Coulter, SCSi CEO; Prof. Vincent Cunnane, President, TUS; Dr Maria Kyne, Dean of Faculty of Engineering & Built Environment, TUS; and, SCSi Past President Kevin James.

Futureproofing the profession through strong links and engagement with students and academic institutions

Underpinning the SCSi's many engagement efforts is the goal of developing a skilled and diverse pipeline of Chartered Surveyors. This year, the SCSi partnered with Generation Apprenticeship and the TUS to deliver a new apprenticeship programme. This MSc programme offers students the chance to 'earn while they learn' and gain real-world training. The apprenticeship approach offers a new method for increasing skills, particularly in the area of digitisation.

The SCSi has supported this newly developed programme with a new apprenticeship hub on our website, promotion in the *Business Post*, free apprenticeship job postings on the SCSi website, and promotion across our channels. In addition to developing new programmes, the SCSi supports academic institutions to futureproof their courses and ensure optimal alignment between SCSi accreditation and course content. This year, the SCSi accredited a new MA programme, Rural Futures Planning & Innovation, from the University of Galway. The SCSi also engaged with TU Dublin to support the review of the BSc Quantity Surveying and MSc Real Estate programmes. This past year, the SCSi partnered with the University College of Estate Management (UCEM) to engage potential students and alumni. Prospective students interested in learning about property and construction events attended



our 'Open House'. The UCEM alumni event provided a chance for graduates to reconnect and enhance their connection with the Society.

Promoting the profession

Through our promotional campaigns and student engagement efforts, we work to attract young people to exciting careers across property, land and construction. Our annual 'CAO Change of Mind' campaign features graduates who share first hand why they would encourage students to #choosesurveying. This campaign also provides students and parents with a CAO hotline and one-to-one career chats to support students in finding the right career and course. Our online campaign was coupled with adverts in the *Irish Independent*, *Education* magazine, *Waterford News* and *Waterford Star*.

INFLUENCING



NEW APC ASSESSORS



APC FINAL ASSESSMENT CHAIRS



APC COUNSELLORS TRAINED



SUPERVISOR/COUNSELLOR
TRAINING SESSIONS

With the strong response to our CAO hotline, we launched a new online Career Help Desk to provide support to students, parents, lecturers, and apprentice employers.

Beyond our campaigns, SCSi staff engage with students, teachers, and guidance counsellors to raise awareness of the great career opportunities available in surveying. The 5*S programme brings geospatial technology to students with a fun and accessible game app. Through these 5*S programmes, students learn about geospatial technology and hear about careers in surveying. This year, the SCSi hosted Geo Mentor training to help train 11 new Geo Mentors to bring surveying into classrooms across Ireland.

SCSi Director of Education James Lonergan co-authored an academic paper on the 5*S Space Surveyors Students Schools Programme, 'The role of teacher agency in using GIS to teach sustainability: an evaluation of a lower secondary school story mapping GIS initiative in Ireland'. This paper was published in the *International Research in Geographical and Environmental Education* journal and emphasises the importance of using GIS for a more sustainable future.

SCSi staff and member volunteers promote surveying through school career presentations, third-level college engagements and national events, including:

- Options West;
- National TY Show;
- IGC Annual Conference;
- 13th Annual Construction Management Conference, ATU Sligo;
- DKIT Engineering Futures Careers Fair;
- TU Dublin Graduate Property Fair;
- Patrician Secondary School Careers Fair;
- Career Options Cork;
- TU Dublin Construction Careers Fair;
- Maynooth Education Campus Careers Fair;
- SETU Carlow Student Careers Fair;
- Athlone Community College Careers Fair;
- Scoil Mhuire Strokestown careers talk;

- SETU Carlow APC talk;
- DkIT Careers Fair; and,
- Loughlinstown Apprenticeship Careers Fair.

The voluntary work of members who have provided school presentations and 5*S sessions is helping to support the future of the surveying profession.

Engaging students

This year, the SCSi welcomed 463 new student members (up from 436 last year). Driving this increase in numbers is the engagement of SCSi staff with students in accredited surveying courses. Throughout the year, SCSi staff present the value of membership and opportunities in surveying to students in accredited courses. In addition to student presentations, the SCSi celebrates academic excellence and provides opportunities for students to engage with members. In the past year, the SCSi has:

- sponsored the SETU Carlow Built Environment Debating Competition;
- presented student awards at conferrals in ATU Letterkenny, ATU Galway and TU Dublin;



From left: Prof. Graham Heaslip, Head of School of Engineering, ATU Galway; James Lonergan, SCSi Director of Education & CPD; Killian O'Brien, winner of Best Student in BSc (Hons) in Quantity Surveying & Construction Economics; Mary Rogers, Head of Dept of Building & Civil Engineering; and, Lisa Dooley, Programme Chair.

OUR APC WORKSHOPS ENGAGE GRADUATES AND EXPERIENCED PROFESSIONALS, AND OUTLINE THE BENEFITS OF MEMBERSHIP AND THEIR PATH TO IT.

- SCSI member Majella Galvin MSCSI MRICS presented the Top Graduate Award to Reuben O'Brien from the MTU Cork Quantity Surveying Programme;
- sponsored and presented an award at the TU Dublin Geospatial student excellence awards organised by the School of Surveying & Construction Innovation at TU Dublin;
- presented the award for best undergraduate dissertation to Vitaliy Makarevitch at the TU Dublin Property Awards;
- represented the SCSI and promoted surveying professions at SETU Carlow Faculty of Engineering 'Meet the Student' Careers Day and at Maynooth Education Campus;
- welcomed students from the TU Dublin BSc in Geospatial Science to the SCSI's offices for the delivery of end-of-term presentations;
- SCSI Deputy Director of Education Ruth Comerford Morris presented at the launch of the new Women in Construction Student Society at the Technological University of the Shannon; and,
- engaged with students at the DkIT Engineering Careers Fair and promoted student membership of the SCSI.

Our annual student campaign communicates membership benefits with the SCSI and invites students to apply for student membership. This campaign continues to serve as the key driver for new student member applications.



The SCSI sponsored and presented the Best Student Award (SCSI Perpetual Trophy) at an event organised by the School of Surveying & Construction Innovation at TU Dublin (from left): Dr Mark Mulville, TU Dublin; Jonathan Riche; award winner; and, James Lonergan, SCSI Director of Education.

Expanding the APC

We have significantly expanded our APC promotional activities and candidate supports to support the pipeline of Chartered Surveyors. In the past year, the SCSI has provided 191 one-to-one career support chats and 46 APC workshops. Our one-to-one support continues to provide advice tailored specifically to the applicant or APC candidate. Our APC workshops engage graduates and experienced professionals, and outline the benefits of membership and their path to it. The APC workshops are provided to member firms free of charge to support their staff in getting Chartered.

In the past year, we have seen a rise in the number of member firms requesting bespoke training sessions for their staff. This year, the SCSI provided tailored online valuation training to property firm staff across Ireland. We look forward to partnering with more firms to create bespoke training suited to their needs. We launched a new Pre-Qualification Standard Learning (PQSL) offering to enhance the knowledge of APC candidates and support them in growing their industry understanding.

APC is supported by members who contribute their time and talents to serve the profession as APC supervisors, counsellors and assessors. This year we have trained 16 new assessors and hosted SCSI AP Chairperson training for final assessment.



An increasing number of firms are availing of bespoke training from the SCSI.

IN THE PUBLIC INTEREST

THE SCSI'S ADVOCACY EFFORTS CONTINUE TO POSITIVELY IMPACT ON THE IRISH PROPERTY, LAND AND CONSTRUCTION INDUSTRY IN THE PUBLIC INTEREST.

Over the last 12 months, the SCSI has once again been a leader in the public interest debate on the built and natural environment through our high-quality, data-driven, evidence-based thought leadership activity. Our independent, expert approach continues to be cited by policymakers as invaluable, as it informs the decisions they make in the public interest. This advocacy impact statement summarises the critical achievements outlined in full in this Annual Report, focusing on the public interest impact of the SCSI's work.

The Real Cost of New Housing Delivery report

The SCSI released its latest Real Cost series report in December 2023. The Real Cost of New Housing Delivery report gives a detailed analysis of the current average cost of housing delivery. The report was based on a comprehensive study of over 8,500 units in 80 development sites across the country, with sizes varying from small builds to larger developments. The report revealed significant regional variations in housing costs. The national average cost is €397,000, but this figure masks the diversity of the market. For instance, the average cost in the Northwest is €354,000, while in the Greater Dublin Area it is €461,000. This disparity underscores the need for tailored solutions to address housing affordability.

The report involved extensive engagement with Chartered Quantity Surveyors, Chartered Project Management Surveyors and Chartered Building Surveyors from all over Ireland for the construction cost section. Analysis of the soft costs (e.g., financing, land value, etc.) and the affordability assessment also included consultation with members from the property sector, such as Chartered Planning and Development Surveyors and Chartered Residential Agency and Valuation Surveyors.

The report examined new home construction's financial viability and affordability across regions. The Midlands, Cork, and Northeast are the most challenging areas, with up to €52,000 viability gaps. The most unaffordable regions for first-time buyers are the Greater Dublin Area, Galway, and Cork, where the minimum salary required to buy a new three-bedroom home ranges from €86,000 to €104,000.

Impact: The report thoroughly examines the increasing costs of new home delivery in Ireland and its implications for housing affordability and supply, especially in high-cost areas like the Greater Dublin Area. The SCSI's evidence-based analysis and policy suggestions should significantly support policymakers in tackling these problems. The SCSI recommended that the Government take actions, such as the need for more support for modern methods of construction, a halt to future rises for connection charges and levies, and the importance of more efficiency in the planning process. The SCSI also proposed revising affordability schemes to better suit market conditions. By creating this report, consumers, industry leaders, and the Government receive vital data to help address the current housing shortage and ensure development feasibility. The SCSI presented the report findings and recommendations to various stakeholders, including the Departments of An Taoiseach, Housing, Finance, Environment, Rural Development, and Higher Education, and their agencies (Enterprise Ireland and the Office of Government Procurement). The report findings were widely reported in national and regional media and raised in Dáil debate.

BY CREATING THIS REPORT, CONSUMERS, INDUSTRY LEADERS, AND THE GOVERNMENT RECEIVE VITAL DATA TO HELP ADDRESS THE CURRENT HOUSING SHORTAGE AND ENSURE DEVELOPMENT FEASIBILITY.

Defective Concrete Block Remediation Scheme

In 2021, the Minister for Housing, Local Government and Heritage, Darragh O'Brien TD, sought the SCSI's support to provide expert, independent average rebuild costings to inform the Defective Concrete Block Remediation Scheme.

In March 2024, the SCSI provided updated average rebuild figures for the Northwest and Mid-West regions. The SCSI has now produced the 2022 report and updated rebuilding figures for 2023 and 2024, which expanded to include the Mid-West region in the public interest, on a pro bono basis.

This included briefings with Department officials and stakeholder groups, and a presentation before the Oireachtas Joint Committee on Housing.

Impact: The publication of the Statutory Instrument on the Defective Concrete Block Remediation Scheme in July 2023 was significant for addressing the issue of homes affected by defective concrete blocks in the impacted counties. The Scheme aims to provide financial support and a framework for the remediation of homes impacted. The SCSI played a significant independent role in helping the process to progress. The legislative framework has progressed significantly since the original engagement and publication of the SCSI's independent construction rebuilding cost report. The SCSI undertook the cost exercise to assist the Government and homeowners in their ongoing engagement. In addition, the report and subsequent engagement have highlighted to both parties the importance of construction professionals, such as Registered Quantity Surveyors and Registered Building Surveyors (as protected titles under the Building Control Act 2007), in properly implementing a redress scheme in the best interest of all parties.

International recognition of independence and expertise

The SCSI was invited for the first time to a bilateral meeting with the OECD as part of their bi-annual Economic Survey of Ireland, which shows that the SCSI's expertise is recognised nationally and

THE OECD'S 2024 ECONOMIC SURVEY OF IRELAND, SET FOR PUBLICATION IN 2024, WILL INCLUDE A DETAILED CHAPTER ON HOUSING, WITH STRUCTURAL ANALYSES OF COMPETITIVENESS, CLIMATE CHANGE, AND THE LABOUR MARKET.

internationally. The SCSI shared its views on the housing crisis with the OECD, which wanted to learn more about the practical and policy challenges.

The OECD's 2024 Economic Survey of Ireland, set for publication in 2024, will include a detailed chapter on housing, with structural analyses of competitiveness, climate change, and the labour market. The SCSI welcomed the opportunity to share expert insights derived from the first-hand experience of SCSI members, and also provided data-driven analyses, including from our Real Cost series.

Impact: The OECD's bi-annual Economic Survey of Ireland is well respected, and its analysis and recommendations influence policymakers and commentators. The survey is a valuable resource for policymakers, providing them with an external perspective and evidence-based analysis to inform their decision-making processes. The SCSI is confident that the sharing of members' insights and data will help the OECD to make specific policy recommendations based on their international experience and our local expertise.

ADVOCACY IMPACT STATEMENT

Providing independent, expert research on housing affordability and supply

As mentioned above, the Real Cost of New Housing Delivery report highlighted the issues of affordability, viability, and supply. These topics have been a focus of other SCSi publications, including two Residential Property Market Monitor editions (the June Mid-Year and January Annual Review and Outlook reports). The Annual report utilised data from the latest Real Cost of New Housing Delivery report to provide an affordability tracker for buyers purchasing new homes. The SCSi's Pre-Budget Submission 2024 urged the Government to develop a long-term housing strategy, adopt cost-saving measures for development viability, support homeowners and landlords, encourage investors and developers, and foster sustainability in the built environment. The SCSi's wide membership expertise gives clear recommendations for the whole property life cycle. Our pre-Budget recommendations received extensive coverage in major news outlets.

Impact: The SCSi's status as a trusted thought leader has increased significantly over the last three years, including with Government and other key stakeholders. For example, as part of the launch of the SCSi Real Cost report, the SCSi met with eight Government departments and bodies to explain the report's findings and recommendations. Each year, the Government's Budget preparation process begins with the National Economic Dialogue, where Ministers and representative groups from the community, industry, environmental, and charitable sectors discuss the economic and social priorities ahead of the Budget. The SCSi is a regular participant in the National Economic Dialogue as it seeks to provide real data to inform the debate on the housing crisis. Notably, the SCSi's research is included and quoted in the Government's discussion papers for participants, demonstrating the regard in which it is held. Additionally, the Department of Housing sought to partner with the SCSi to host a Residential Construction Cost Seminar at 38 Merrion Square. The SCSi is committed to providing the insights of its members involved in every aspect of the built environment life cycle to assist policymakers in the public interest.

Providing transparency to the commercial market

This year's Annual Commercial Property Market Monitor report showed a challenging period for commercial agents, with prime office capital values expected to decline. The outlook for the sector remains challenging, with six out of ten surveyors stating that the commercial property cycle is in an early or mid-downturn phase, although some believe it has reached its bottom point. The reports also reveal the changing priorities of tenants and investors, which will further impact the EU's Energy Efficiency Directive. We continued our longstanding partnership with MSCI and produced four reports providing members and investors with the latest market data and insights. The SCSi has proposed to the Property Services Regulatory Authority (PSRA) that they develop a commercial transaction register. The PSRA's commercial lease register and the residential property price register were positive steps in modernising the Irish real estate market and making it more transparent. The SCSi believes that adding a commercial property capital transactions register would benefit the public, local and international investors, and practitioners who value property throughout the country. This Register will also likely boost Ireland's global transparency ranking, which can only be beneficial to attracting foreign investment.

On the supply side, the SCSi launched the 2023 SCSi/PwC Construction Market Monitor. This report showed that while the sector has largely recovered from the onset of the pandemic, the continuing contraction of development finance remains a concern. In the survey, surveyors ranked project viability as the number one reason for the difficulties associated with raising development finance.

Impact: As the industry's only independent assessment of commercial construction tender prices in Ireland, the bi-annual Tender Price Index continues to provide vital market insights for members and stakeholders. While the report showed a softening rate of increase and stabilisation in the price of building materials, surveyors also voiced continual challenges with increased financing costs, shortages of skilled labour, and rising labour costs. Based on these findings, the SCSi called on the Government to address skills shortages and focus on opportunities to drive efficiency and ensure that an adequate housing supply is delivered.

Improving conveyancing and probate to increase housing supply

As part of the SCSI's Annual Residential Property Review and Outlook 2024 analysis, an increasing number of SCSI members reported significant frustration regarding delays with the probate process and contacting the Probate Office. SCSI agents also highlighted challenges regarding an inefficient and lengthy conveyancing process and how this is impacting on sales, as well as other issues such as planning irregularities, non-compliance with Building Regulations, and boundary challenges. The SCSI had previously made a submission to the Legal Services Regulatory Authority (LSRA) on the conveyancing process. Additionally, the SCSI has been working closely with the Law Society to develop practical ways to address the issues regarding agents, solicitors, vendors, and buyers for the common good.

Impact: While it can take some time for policy change to follow publication, we were pleased to see the reform proposals from the LSRA to improve transparency in conveyancing services. These proposed changes align with the suggestions made by the SCSI in our 2022 submission document.

Sustainability and rural housing – the opportunity of vacant or derelict buildings

The SCSI believes that delivering extra housing to meet the needs of a growing population can be achieved at a reduced construction-related carbon rate if the opportunities of renovated stock and better planning are realised. Policies could provide a more sustainable housing product in a shorter timeframe that helps communities to thrive. The SCSI made submissions regarding the draft Sustainable and Compact Settlement Guidelines, welcoming the more flexible design approach while working towards sustainability benefits. The submission sought clarification on aspects of the draft guidelines as it would be important for the public to have clarity on planning matters in their area or when seeking to build.

Following Budget 2024, the SCSI emphasised the missed opportunities to stem the tide of landlords from the market and recommended that the vacant house tax may not bring many properties back to the market.

The SCSI also seeks to increase the number of professionals available to support such projects by promoting the Building Conservation Accredited Surveyor. In addition to increasing the number of these essential professionals, the SCSI sought their inclusion in any changes to the Planning and Development Bill relating to heritage buildings.

Impact: Following last year's Real Cost of Renovation report, the SCSI engaged with the Department of Housing, Local Government and Heritage, including discussions on expanding the Local Authority Home Loan for derelict and vacant renovations. The SCSI is working on this and continuing research on the impact of the Vacant Property Refurbishment Grant, launched on May 1, 2023, following the SCSI's report.

The Sustainable and Compact Settlement Guidelines in Ireland were published by the Department of Housing in January. The SCSI supported the Government's proposal to increase densities within new housing estates as outlined in the new Guidelines.

Instilling best practice skills into the Government procurement process

This year marks the fourth year of the SCSI's partnership with the Royal Institute of Architects of Ireland (RIAI), working with the Office of Government Procurement's Commercial Skills Academy to train public servants. We also launched two new International Cost Management Standards (ICMS) guides, ICMS Explained—User Guide,

THE SCSI ALSO SEEKS TO INCREASE THE NUMBER OF PROFESSIONALS AVAILABLE TO SUPPORT SUCH PROJECTS BY PROMOTING THE BUILDING CONSERVATION ACCREDITED SURVEYOR.

ADVOCACY IMPACT STATEMENT

and Guide to Mapping NSBE to ICMS Information Paper, to support members in adopting life cycle costing. Members can access our new short course learning video support on our ICMS/IPMS webpage.

Impact: After four years, the SCSi and RIAI have trained 155 public servants on the Tier 1 Practitioner Training course and 92 senior public servants on managing publicly funded capital projects. This partnership improves public officials' skills and affects the broader development field. Additionally, the SCSi assisted the Health Service Executive during their review of the Construction Professional Tender Frameworks so they could better understand the market. These projects help to ensure that public funds are effectively and efficiently delivering much-needed projects for the public.

The Office of Government Procurement has adopted the ICMS approach, publishing Cost Control Templates that incorporate ICMS 3 into a variety of project types. From January 2024, the use of these templates became mandatory for certain projects of the Capital Works Management Framework. Their website directs readers to the explainer for ICMS 3 published on the SCSi website.

Cross-party resource for data-based policy making

Throughout our engagements with media and Government stakeholders, the SCSi has consistently called for a more sustainable, affordable and viable approach to housing. Our quarterly Oireachtas Updates ezines supported our engagements with the Government. They help to inform TDs and Senators of the SCSi's latest industry insights and guidance drawn from consumer guidance to assist them with constituents' queries on housing and rental matters.

Impact: During the North-East Regional Connections Conference and at the Annual Dinner, the Minister for Housing, Darragh O'Brien TD, acknowledged the critical contribution of the SCSi in public policy, particularly noting the Government's appreciation for the vital research that we contribute to the policy debates. The

SCSi's reports were referenced in Dáil debates. The SCSi has engaged in briefings, including with senior opposition spokespeople such as Sinn Fein's Eoin O'Broin TD and the Social Democrats Deputy Leader and Housing Spokesperson Cian O'Callaghan TD. The SCSi is regularly asked to address the Joint Oireachtas Committee on Housing, Local Government and Heritage by its Cathaoirleach, Steven Matthews TD of the Green Party.

Consumer protection and protection of titles

Whether through the powers conferred under the Building Control Act or the SCSi's self-regulation scheme, consumer protection is at the forefront of the Regulation and Registration team's minds. Our regulatory boards have a lay majority (i.e., more non-SCSi members from legal, consumer, and other regulatory backgrounds). This regulatory framework helps the profession to build public trust and confidence for the benefit of society.

We oversee standards for 4,012 full SCSi members, 619 registered valuers, and 1,966 Building and Quantity Surveyors registered under the Building Control Act, 2007, across the country. The SCSi has been a strong advocate for continuous professional development (CPD) that aligns with the professional competencies of those it regulates. In doing so, the profession can prevent areas that have led to complaints from the public in the past.

The SCSi monitors the use of the protected titles Building Surveyor

**OUR REGULATORY BOARDS
HAVE A LAY MAJORITY
(I.E., MORE NON-SCSI
MEMBERS FROM LEGAL,
CONSUMER, AND
OTHER REGULATORY
BACKGROUNDS).**

and Quantity Surveyor, as well as the use of SCSi designations (FSCSI, MSCSI, and Assoc. SCSi). The SCSi takes action against such breaches, from issuing legal cease and desist notices to taking court proceedings. The SCSi has improved the searchability and user functionality of the online Statutory Register and member directory to help the public check the credentials of professionals before they engage their services.

Impact: The SCSi received 36 concerns from members of the public, other members, or clients. Improvements have been made to the CPD systems to ensure that both registered Building Surveyors, registered Quantity Surveyors, and all members of the SCSi are meeting their professional obligations to the public. On the statutory side, following legislative changes, the Registration Body adopted a CPD system, which became compulsory for registration from January 1, 2024. The SCSi provided PSRA-approved CPD for SCSi members and non-members who hold Property Service Provider licenses. Combined, the online Statutory Register and the SCSi membership directory were viewed by 31,258 individuals; through such checks, the public can be assured that the professionals they use are regulated by the SCSi and will be held to the standard of consumer protection expected of them.

Property Clinic – consumer questions and guidance

The SCSi's Property Clinic addresses various property-related issues and advises property owners and tenants. It aims to assist individuals in understanding their rights and responsibilities concerning property matters, such as boundaries, common areas, and disputes with neighbours. SCSi members provide expert insights to promote best practice by consumers, call for a more sustainable approach to housing, champion the sector's diversity, and represent surveyors' expertise across all our professional disciplines.

At the end of 2023, the SCSi partnered with the Irish Examiner to launch a new property advice column featuring property and construction members of the Southern Region.

Impact: This year, we answered 75 Property Clinic queries in The Irish Times for consumers across Ireland, with professional advice on selling and buying homes, working with owners' management companies (OMCs) and management companies, planning home improvement, retrofitting, and answers to a full range of home issues. A significant number of members also contributed to articles by columnist Paul McNeive in the Irish Independent, including on promoting diversity in the profession, GDPR in estate agency, and procurement. In addition to these regular features, members have represented the membership's expertise through dozens of articles and interviews. This work has increased consumer recognition of the membership and marketed the expertise of Chartered Surveyors.

Driving innovation in the sector

The SCSi participates in joint Government and private sector collaboration through the Construction Sector Group, managed by the Department of Public Expenditure, NDP Delivery and Reform. This Group has an active innovation subgroup, which the SCSi representatives assist, ensuring that the profession's perspective informs policies and practices for the future. Members have also been involved in the Build Digital, Construct Innovate, and Modern Methods of Construction Demonstration Park, which are helping to support industry innovation.

Supporting a more sustainable and digitally enabled built environment remains a key priority for the SCSi. In the past year, the SCSi has equipped members with training and guidance opportunities to help them advance their own practices.

Impact: The SCSi once again hosted the BIM Bites Workshop Series to support members in adapting to and harnessing digitisation in construction. This series, designed by Quantity Surveyors for Quantity Surveyors, breaks down the various aspects of BIM into bite-sized and manageable chunks. Thirty-six members took part in this nine-part series, which is now available exclusively to members as a course in the SCSi library.

In addition to incentivising more workers, the SCSi has also championed the digitisation of the built environment. The SCSi has represented members and supported the Build Digital project. In June, the SCSi joined other industry bodies at the project colloquium to set the priorities for the next three years of the Build Digital project.

Rebuild calculator for insurance purposes

Since 1989, the SCSi has provided rebuild cost information to assist homeowners and insurers. The SCSi House Rebuild Calculator for Insurance Purposes has become the definitive consumer tool relied upon by homeowners and insurers alike. The figures are updated annually to provide accurate and up-to-date information for homeowners and insurers. The calculator is for estate-type houses, and rebuilding rates are updated annually across six house types and seven regions. However, there is also a need for expertise on other housing types. Therefore, the SCSi also launched a new directory of surveyors who provide rebuild cost estimates for insurance purposes.

Impact: Over the past year alone, the Rebuild Calculator was used over 395,000 times. The Directory of Rebuild Cost Estimate Service Providers had 10,000 visits from members of the public with non-estate-type houses. The launch of our updated house rebuild figures received significant coverage across the media. The calculator is referenced by insurers and was added to the Competition and Consumer Protection Commission article on home insurance. In referencing and directing consumers to the calculator, they state: "You should use this to help you estimate your rebuilding cost".

Ensuring the pipeline of professionals to meet housing needs

When taking office in June 2023, SCSi President Enda McGuane highlighted the important role of surveyors and the demand for 100,000 workers in the sector in the next decade, which was featured in interviews with Irish Building magazine, the Irish Independent,

THE GOAL OF DEVELOPING A SKILLED AND DIVERSE PIPELINE OF CHARTERED SURVEYORS UNDERPINS THE SCSi'S MANY ENGAGEMENT EFFORTS.

and The Irish Times. The SCSi has continued to call on the Government to support the pipeline of not only surveyors but also other skilled workers, which will be required to meet Ireland's housing needs. Following this call, the SCSi engaged with industry stakeholders, including the Department of Housing, and emphasised the need for trades upskilling and support to develop upskilling courses. The goal of developing a skilled and diverse pipeline of Chartered Surveyors underpins the SCSi's many engagement efforts. The SCSi has been engaged with the Department of Further and Higher Education, Research, Innovation and Science Communications Plan for 2024, and is working to secure funding for its implementation.

Impact: The SCSi partnered with Generation Apprenticeship and the Technological University of the Shannon this year to deliver a new apprenticeship programme. This MSc programme offers students the chance to 'earn while they learn' and gain real-world training. The apprenticeship approach offers a new method for increasing skills, particularly in digitisation.

Only days before becoming Taoiseach, the then Minister for Further and Higher Education, Research, Innovation and Science, Simon Harris TD, announced an allocation of €750,000 towards a marketing campaign as part of Careers in Construction. As contributors to the Department's Communications Plan for 2024, the SCSi is working with other representatives as we support Government initiatives to attract more people into the construction sector.

ETHICAL AND SUSTAINABLE DEVELOPMENT

IN 2021, THE SCSi FORMALLY DECLARED A CLIMATE AND BIODIVERSITY EMERGENCY, UNDERSCORING OUR COMMITMENT TO ADDRESSING AND ADVOCATING FOR SUSTAINABILITY IN THE BUILT ENVIRONMENT.



In line with this commitment, the SCSi recognises its responsibilities for environment, social, and governance (ESG) objectives as outlined by the United Nations Sustainable Development Goals.

We are dedicated to ensuring that ethical and sustainable decisions are upheld across all professions within the SCSi and the broader built environment.

With an increased focus on sustainability and ESG objectives in our new Strategic Plan, the SCSi continues to develop as a leading advocate for sustainable practices in the built environment. We aim to support our members and staff in maintaining the highest ethical standards and serving the public's best interests. Below are some of the key activities and achievements from the past year.

WITH AN INCREASED FOCUS ON SUSTAINABILITY AND ESG OBJECTIVES IN OUR NEW STRATEGIC PLAN, THE SCSi CONTINUES TO DEVELOP AS A LEADING ADVOCATE FOR SUSTAINABLE PRACTICES IN THE BUILT ENVIRONMENT.

ENVIRONMENT

Environmental practices in the SCSi:

- **environmental standards implementation:** the SCSi has initiated the rollout of environmental standards and provided specialised training to employees focusing on energy, waste and water management.
- **energy audit and management plan:** the SCSi has commenced a preliminary energy audit and drafted an energy management plan to identify potential hotspots of high energy usage within the SCSi building.
- **ISO 14001 implementation:** the SCSi has begun implementing ISO 14001 environmental management practices to ensure systematic improvements in our environmental performance.
- **ESG specialist hiring:** in Q1 2024, the SCSi hired an ESG specialist to further strengthen our commitment to ESG initiatives; and,
- **circular economy practices:** the SCSi has increased our application of circular economy principles by sorting waste and collaborating with entities that can reuse or repurpose it.

Procurement:

- **biodegradable event materials:** the SCSi has transitioned to using biodegradable items for our events wherever possible, reducing reliance on single-use plastics and minimising waste;
- **sustainable vendor registration:** the SCSi has integrated sustainability criteria into our vendor registration form to ensure that our suppliers align with our environmental values; and,
- **sustainable event selection:** the SCSi has now begun incorporating sustainability criteria into the selection process for venues and catering services, prioritising those that demonstrate a commitment to eco-friendly practices.

Education, awareness and training:

- **continued professional development:** more than 15 CPD sessions focused on sustainability themes within the built environment have been delivered;

ENVIRONMENT, SOCIAL AND GOVERNANCE IMPACT REPORT

- **Surveyors Journal:** over 10 articles focusing on sustainability were published in the past year in the *Surveyors Journal*, and a special edition was dedicated entirely to sustainability and the profession;
- **stakeholder collaboration:** the SCSi continues to collaborate with key stakeholders to discuss and share information on sustainability training topics;
- **Sustainability Week Series:** the second edition of the Sustainability Week Series, conducted in Q3 of 2023, featured five webinars on topics across the construction, property, and land sectors;
- **Surveyors Declare:** the number of signatories to Surveyors Declare increased from 323 to 429;
- **Sustainability Newsletter:** the first edition of the Sustainability Newsletter was sent to members in 2024; and,
- **site visits:** members were invited to partake in site visits, including a modern methods of construction factory visit.

Recognition of the importance of sustainability:

- **Sustainable Champion Award:** in the past year, the SCSi has developed the Sustainable Champion Award as part of the Surveying Excellence Awards; and,
- **advocacy and research initiatives:** the SCSi continues to advocate for sustainability through various initiatives, including the ENACT Research Project, Circular Economy Groups, and participation in other industry fora.

SOCIAL

Health and well-being:

- **Work Culture Programme:** all SCSi employees participated in a cultural workshop to design the new culture standard, which reflected the organisation's key values; and,
- **employee wellness initiatives:** the SCSi continues to support employee well-being with team-building activities, Pilates classes, financial wellness training, a work-from-anywhere policy, and a bike-to-work scheme. Fresh fruit is also delivered to staff members.

Community engagement:

- **Toy Appeal:** the SCSi continued its support of the Dublin Simon Community Christmas Toy Appeal by donating more than 80 toys during Christmas;
- **Property Picnic support:** the SCSi supported the Property Picnic in 2022 and 2023, aiding cancer research initiatives;
- **blood donations:** SCSi employees and members participated in blood donation drives organised by the Irish Blood Transfusion Service;
- **LionHeart golf event:** every year, the SCSi holds a fundraising golf event for LionHeart – last year the event raised over €1,500. The event in 2024 will take place in June, where teams of members come together, network and socialise, and raise some much-needed funds for LionHeart's services, which are available to all SCSi members; and,
- **donations to various causes:** the SCSi made several donations, including over 200 cloth bags to Oxfam Talbot, 200 postal tubes to the Rediscovery Centre, three keyboards and two old projectors to Oxfam Francis Street, 15 old paintings to Oxfam Talbot and various stationery items and leftover food and milk through the Olio App.

ALL SCSi EMPLOYEES PARTICIPATED IN A CULTURAL WORKSHOP TO DESIGN THE NEW CULTURE STANDARD, WHICH REFLECTED THE ORGANISATION'S KEY VALUES.

THE ELEVATE WOMEN IN THE SURVEYING MENTORING AND LEADERSHIP DEVELOPMENT PROGRAMME IS NOW IN ITS FOURTH YEAR, MENTORING AND SUPPORTING OVER 100 WOMEN IN THE INDUSTRY.

Equality, diversity, and inclusion:

- **Elevate Programme:** the Elevate Women in the Surveying Mentoring and Leadership Development Programme is now in its fourth year, mentoring and supporting over 100 women in the industry – from April to November, mentees participate in six modules covering networking skills, confidence building, goal setting, and personal development. The Elevate network of mentees and mentors grows annually, fostering peer support within the industry; and,
- **EDI course offering:** the SCSi offered its members an equality, diversity and inclusion course through South East Technological University.

Acting in the public interest:

- **Pre-Budget 2024 Submission:** the SCSi made key recommendations to integrate sustainability into planning and advocated for an overall budget to address biodiversity loss and climate change;
- **Affordable Housing Strategy submission:** the SCSi's submission for the revised Affordable Housing Strategy placed particular emphasis on the need to improve the timeline for lending in renovation projects and implement a more aggressive renovation strategy;
- **Real Cost of Housing Delivery Report:** the SCSi supported the Government's proposal to increase densities within new housing estates as outlined in the draft Sustainable and Compact Settlement Guidelines; and,

- **Teagasc collaboration report:** in the recent collaboration with Teagasc for the Annual Agricultural Land Market Review and Outlook, a key theme of the report was the growing trend of land being used to support renewable energy infrastructure – the SCSi is looking at future work focusing on how to support landowners in this process.

GOVERNANCE

Our organisation upholds the highest governance standards for transparency, accountability, and ethical conduct within the staff and the membership community. As per our Board Charter requiring external evaluation of the Board every three years, a review was successfully completed in spring 2023.

Diversity in our board:

The SCSi aims to maintain a balanced and diverse representation of members on the board. EDI principles and practices are incorporated into SCSi policies.

Ethical practices:

The SCSi maintains ethical communication practices internally and externally to ensure credibility, and to maintain strong and transparent relationships with stakeholders and the public.

OUR ORGANISATION UPHOLDS THE HIGHEST GOVERNANCE STANDARDS FOR TRANSPARENCY, ACCOUNTABILITY, AND ETHICAL CONDUCT WITHIN THE STAFF AND THE MEMBERSHIP COMMUNITY.

GROWTH AND STABILITY

STRONG FINANCIAL AND GOVERNANCE STRUCTURES HAVE ENABLED THE SCSi TO REMAIN IN A SOUND FINANCIAL POSITION, WHILE CONTINUING TO INVEST IN FACILITIES AND SERVICES FOR MEMBERS.

By ensuring that our financial governance and strategy align, we allow the SCSi's volunteers and staff to focus on fulfilling our purpose of educating, advocating for, and regulating built environment professionals according to world-class standards in Ireland. As this Annual Report has outlined, the SCSi's successful financial management in the financial year 2023 allowed the organisation to deliver our Strategic Plan while continuing to grow membership and a pipeline from third-level institutions.

Investing in members

In 2023, the SCSi achieved a moderate surplus of €21k, a testament to our prudent financial management and improved performance from the forecast. During this period, the SCSi completed building restoration work in the lower-level CPD and member space. The technology investment in this space has not only improved the hybrid experience for members watching from across the country and those attending in person, but has also contributed to the growth of the SCSi's online CPD library, enhancing the value we provide to our members.

The 2023 financial results show an ongoing increase in the total number of members, trainees, and students to more than 6,800. The SCSi has focused on the pipeline of new members by increasing outreach with students in accredited courses. This investment in our future will ensure that our profession can meet the sector's growing expectations. Overall, the 2023 financial results demonstrate the SCSi's continued growth and stability, positioning it well to serve its members and fulfil its objectives in the years ahead.

Safeguarding

A robust risk register is meticulously maintained and regularly reviewed to ensure that effective mitigation strategies are in place. The SCSi's ability to support and provide services to members during economic downturns has been a cornerstone of our financial planning and reserves policy. The long-term safeguarding of members' funds has been a critical focus of implementing the SCSi's Treasury Policy this year. The SCSi has engaged Davy Stockbrokers to manage and protect member reserves in accordance with the Treasury Policy. The Finance & Audit Committee will

continue to oversee the implementation of these policies and review policies related to the ongoing maintenance and investment in the building.

Looking to the future

A key priority for the year was to continue to resource the implementation of the three-year 'Roadmap 2024' Strategic Plan, which has over 100 objectives. By delivering Roadmap 2024, we enhanced the abilities of the SCSi to train, advocate, and maintain high professional standards in the property, construction, and land sectors. Through our independence and expertise, we gained recognition from the Government and other important stakeholders, and through our repositioning, we improved our support and service to members – 'Roadmap 2024' ensured that the Board, members and staff were united in their efforts. In doing so, we enable the efficient operation and management of resources so that SCSi volunteers and staff can focus on delivering these objectives in the interest of the public and the members.

Our next Strategic Plan will launch at the 2024 AGM, and we need to invest more in our members' interests, sustainability, digital innovation, and the future of surveying. This forward-looking document will shape the SCSi's evolution to meet the rising needs of private, public, academic, and not-for-profit organisations. Underpinned by robust financial management overseen by the Board and the Finance & Audit Committee, our strategic direction will ensure that we continue improving and innovating member support and services well into the future.

I wish to thank my fellow Board colleagues, particularly the Finance & Audit Committee members – Willie Ahern, Noella Carroll, and Paul McDowell – as well as our auditors BDO and the SCSi finance team – Lynda Carroll, Michal Fichel and our Head of Finance & Operations, David Williams. Thank you.



Mark Coady MSCSI MRICS
Honorary Treasurer

FINANCIAL REPORT

THIS IS A SUMMARY EXCERPT FROM THE 2023 AUDITED ACCOUNTS, WHICH WERE CIRCULATED IN FULL AHEAD OF THE AGM AND ARE AVAILABLE TO ALL MEMBERS.

INCOME STATEMENT

FINANCIAL YEAR ENDED DECEMBER 31, 2023

	Notes	2023 €	2022 €
Income	4	3,088,542	3,011,458
Expenditure		(3,096,052)	(2,865,882)
(Deficit)/Surplus before interest		(7,510)	145,576
Unrealised gains/(losses) on investments	8	28,159	(8,055)
Finance income		-	47
Surplus for the financial year		20,649	137,568
Retained earnings at the beginning of the financial year		5,428,288	5,290,720
Surplus for the financial year		20,649	137,568
Retained earnings at the end of the financial year		5,448,937	5,428,288

There were no recognised gains and losses for 2023 or 2022 other than those included in the statement of income and retained earnings.

Signed on behalf of the board:

Enda McGuane
Director

Mark Coady
Director

Date: May 8, 2024

FINANCIAL REPORT

THIS IS A SUMMARY EXCERPT FROM THE 2023 AUDITED ACCOUNTS, WHICH WERE CIRCULATED IN FULL AHEAD OF THE AGM AND ARE AVAILABLE TO ALL MEMBERS.

BALANCE SHEET

AS AT DECEMBER 31, 2023

	Notes	2023 €	2022 €
Fixed assets			
Tangible fixed assets	7	2,012,043	1,944,231
Investments	8	75,795	47,636
		<u>2,087,838</u>	<u>1,991,867</u>
Current assets			
Debtors: amounts falling due within one year	9	138,644	101,405
Cash at bank and in hand		4,122,682	4,158,192
		<u>4,261,326</u>	<u>4,259,597</u>
Creditors: amounts falling due within one year	10	(900,227)	(823,176)
Net current assets		<u>3,361,099</u>	<u>3,436,421</u>
Total assets less current liabilities		<u>5,448,937</u>	<u>5,428,288</u>
Net assets		<u>5,448,937</u>	<u>5,428,288</u>
Reserves			
Retained surplus		5,448,937	5,428,288
Total equity		<u>5,448,937</u>	<u>5,428,288</u>

These financial statements have been prepared in accordance with the small companies regime.

The financial statements were approved and authorised for issue by the board:

Enda McGuane
Director

Mark Coady
Director Director

Date: May 8, 2024

THANK YOU TO OUR VOLUNTEER MEMBERS

THE EXTENSIVE, EXPERT CONTRIBUTIONS OF OUR VOLUNTEER MEMBERS ARE KEY TO THE SCSI'S ABILITY TO DELIVER ON BEHALF OF MEMBERS AND IN THE PUBLIC INTEREST. OUR SINCERE THANKS TO ALL THOSE WHO WORKED WITH US THIS YEAR.

Thomas Acker
Willie Aherne
Kevin Alfred
Ken Arlow
James Armitage
Padraig Arthur
Seán Arthur
Sean Aylward
Brian Bagnall
Declan Bagnall
Sally Bailey
Alan Baldwin
Dylan Bannon
Gillian Beale
Dr Avril Behan
John Bennett
Roger Berkeley
Stephen Bethel
John Birmingham
Jonathan Blennerhassett
Deirdre Bonus
Chris Boyle
Joe Boyle
Marguerite Boyle
Martina Bracken
Cormac Bradley
Vincent Brady
Kevin Brady
Paul Brain
Kevin Brannigan
Laura Braz Mourao
Daire Brennan
Eoin Brennan
Natalie Brennan
Niall Brereton
Jacqueline Brett
Jacquie Brett
Ali Brindley
Jamie Brindley
John Brophy
Gareth Brown
Brigid Browne
Rory Browne
John Bruder
Sam Buck
Mohamed Busly Atham
Lebbe
Alan Byrne
Declan Byrne
Desmond Byrne
Emer Byrne

Harry Byrne
Shauna Byrne
Shane Cahir
John Cairns
Shane Caldwell
Helen Callaghan
Tadhg Callaghan
Stewart Cameron
Edward Campbell
Ian Campbell
Andrew Carberry
Edward Carey
Roisin Carey
Rita Carney
Deirdre Carr
Ryan Carragher
Anne Carroll
Brian Carroll
Noel Carroll
Noella Carroll
Sam Carthy
Anne Carton
Rosemary Casey
Cian Clancy
Emer Clarke
Lena Clarke
Colin Cleary
Michael Cleary
James Clifford
Anthony Cloonan
Mark Coady
Alan Coakley
Neil Colin
Zachary Collis-Lee
Gary Comerford
Clara Conneely
Catherine Connolly
Lucy Connolly
Micheál R. Connolly
Neil Connolly
Eddie Conroy
Mark Conroy
Siobhan Convery
Brian Cooling
Neil Corkery
Paul Corrigan
James Costello
Michael Cosgrave
Anthony Costello
Liam Coyle
Andrew Cremin

Thomas Cremin
Brendan Cronin
Jonathan Cronin
Thomas Cronin
Kathy Cruise
David Cuddy
Anthony (Tony) Cullen
Niall Culleton
Martin Cummins
Niall Curley
Kate Curran
John A. Curtin
John Curtin
Cormac Daly
Lorcan Daly
Paul Daly
Rory Daly
Cian Darmody
Sam Daunt
Fiona Dawson
John Dawson
Muiris De Buitléir
Niall Deegan
Christopher Deery
Louise Delaney
Roy Deller
Ed Dempsey
Jason Dempsey
Allen Devine
Terry Devlin
Ronan Diamond
Damian Donohue
John Doorly
Mary Doyle
Paul Doyle
Richard Doyle
Deirdre Drummond
Alan Duffy
Anthony Duffy
Christopher Duffy
John (Sean) Duffy
John Duffy
Maria Duffy
Noel Duffy
Joanne Duggan
David Duignan
Peter Duignan
Kevin Duke
Niall Dullaghan
John Dunleavy
Éanna Dunne

Tom Dunne
Finbarr Dunwoody
Dermot Durack
Anne-Marie Durkan
Brendan Egan
John Elliott
Lily Ellis
Sonia Fallon
Kyle Faloon
Mark Farrell
Philip Farrell
Sheila Farrell
Ciaran Faughan
Mervyn Feely
Stephanie Feighery
Michael Ferry
Lisa Finn
Barry Finnegan
David Fitzgibbon
Barry Fitzpatrick
Brendan Fitzpatrick
Jacqueline Fitzpatrick
Darren Flanagan
Neil Flannery
Katherine Flattery
Adam Fleming
Matthew Flood
Mary Flynn
Colin Foley
Sarah Forde
John Freeman
Thomas Freeman
Bronach Furphy
Ivan Gaine
Ian Galbraith
Fergus Gallagher
Fodhla Gallagher
Isabelle Gallagher
Mark Gallagher
Michael Gallagher
Majella Galvin
Peter Garrigan
Sarah Garry
Michael Gavigan
Helen Geoghegan
Ray Geraghty
Adam Ghee
Shane Gilbane
Johanna Gill
Conor Gillett
Ciaran Gorham

Henrico Gouws
David Graham
Leo Gray
Mark Green
Eoin Griffin
Bryn Griffiths
Niall Grogan
Daniel Gunning
Anthony Hackett
Winston Halnon
Richard Hammond
Aisling Hanley
Peter Hanley
Ed Hanlon
Paul Hannon
Mark Hanton
Alan Hardy
Ronan Harlin
Vincent Harney
Frank Harrington
Shane Hartney
Ruairi Hayden
Camilla Hayes
Liam Hazel
Lisa Healy
Sean Hedigan
William Heffernan
David Hegarty
Oliver Held
Marti Hendriks
Donal Hennessy
William Hennessy
Dean Herbert
Eloise Heron
Vincent Hickey
Jonathan Hillyer
Anna Hogan
Bernadine Hogan
Michael Hogan
James Holland
Kevin Hollingsworth
Jackie Horan
David Hourihan
Manli Hu
Paul Huberman
Eoin Hughes
John Hughes
David Humphreys
Alan Isdell
Karol Jackson
Kevin James

Jonathan Jennings
Samuel Jessup
Dermott Jewell
James Johnston
Graham Jones
Richard Kane
Brian Kavanagh
Noel Kearney
Iris Keating
Ciaran Keenan
Aisling Keenan
Brian Kehoe
Sean Kellegher
Orla Kellehan
Stephen Kelleher
Keith Kelliher
Andrew Kelly
Colin Kelly
Marc Kelly
Paul Kelly
Tomas Kelly
Trevor Kelly
Ross Keogh
Tom Kevany
Marie Kiernan
Yvonne Kiernan
Aodhán King
Ben King
Damian King
Patrick King
Regina King
Peter Kinghan
Tom Kirby
Harry Kirk
Graham Knowles
William Lambe
Noel Larkin
Richard Latham
Rory Lavelle
Lorcan Lawler
John Lawlor
John Layzell
Aisling Leddy
James Lee
Laurence Lee
Kevin Leonard
Katerina Leramonahos
Bryan Lett
Viviane Leuchtenberg
Pereira Esposito
Philip Littlewood

VOLUNTEER MEMBERS

John Lombard	Finbar McDonnell	Michael Mulryan	Shane O'Hanlon	Gavan Quinlan	Colin Smyth
Oliver Long	Fiacra McDonnell	Colin Murtagh	David O'Leary	James Quinlan	Cormac Smyth
Brendan Lupton	Claire McDowell	Dillon Murtagh	John O'Leary	Jonathan Quinn	Eamonn Smyth
Sarah Lynch	Paul McDowell	Peter Murtagh	Ross O'Loughlin	Rowena Quinn	Michael Smyth
Anthony Lyons	Paul McElearnay	Robert Nagy	Brian O'Malley	Barry Rafferty	Simon Smyth
Michael Lyons	Hugh McElvaney	Paul Nalty	Fiona O'Malley	James Rafter	Claire Solon
Lisa Mackey	Eoin McEnery	Christine Nelson	Kevin O'Malley	Andrew Ramsey	Peter Squires
Sabrina Mackin	Paraic McEnery	Patrick Nestor	Martin O'Malley	Krystyna Rawicz	Sarah Stafford
Tony Madden	Katherine McGale	Róisín Nic Cóil	David O'Meara	David Reid	Marcel Stanisz
Claudia Maglicco	Susan McGinnell	Orlaith Nic Gearailt	Aiden O'Neill	David Reidy	Peter Stapleton
Marcus Magnier	James McGovern	Eugen Niculae	David O'Neill	Sean Reidy	Conor Steen
Alan Maguire	Pat McGovern	Ken Noble	John O'Neill	Max Reilly	Donal Stenson
Arlene Maguire	Christine McGowan	Alan Nolan	Mark O'Neill	Cormac Renaghan	Thomas Stenson
Eamonn Maguire	Finbar McGrath	Edmond Nolan	Martin O'Neill	Aidan Reynolds	Simon Stokes
Gearóid Maguire	Jeremiah McGrath	Margaret Nolan	Maurice O'Neill	Niall Reynolds	Jim Stone
Kevin Maguire	Enda McGuane	Padraic Nolan	Sean Oragano	Tim Richards	Keith Sutton
Prasenjit Mahato	Orla McGuirk	Patrick Nolan	Cian O'Regan	Aidan Ringrose	Daniel Sweeney
Deborah Mahon	Peter McKay	Andrew Nugent	Cillian O'Reilly	Janice Riordan	Mark Synnott
Micheál Mahon	Colm McKenna	Caroline Nugent	Fiona O'Reilly	Aaron Robinson	Abigail Thompson
Artem Makarevitch	Felix McKenna	Caroline O'Beirne	John O'Reilly	Lisa Rocca	Elaine Torpey
Shauna Mallon	Niamh McKenna	Shane O'Beirne	Niamh O'Reilly	Heather Rogers	Eamonn Trainor
James Maloney	Mark McKernan	David O'Brien	Kevin O'Rourke	Sean Ronayne	Peter Traynor
Hugh Markey	Damien McLoughlin	Eamonn O'Brien	Lisa O'Shea	Aidan Ruane	Iomair Treacey
Niall Marron	Eamonn McLoughney	James O'Brien	Aoife O'Sullivan	Aidan Ryan	Fergal Troy
Audrey Martin	Fergus McMahan	Val O'Brien	Diarmuid O'Sullivan	Declan Ryan	Joseph Turley
Raymond Martin	John McNally	Aislinn O'Buachalla	John O'Sullivan	Owen Ryan	Laura Turley
Aidan Massey	Tom McNamara	Saran O'Byrne	Maura O'Sullivan	Ronan Ryan	Laura Tynan
Christopher Matthews	Kersten Mehl	Conor O'Cleirigh	Michael O'Sullivan	Eoin Sammon	Gillian Tyrrell
Philip Matthews	Brian Meldon	Roland O'Connell	Pat O'Sullivan	George Saurin	Arlene van Bosch
Ben McArdle	Maria Melia	Aidan O'Connor	Rory O'Sullivan	Jack Scales	Peter van der Walt
Hugh McAtamney	Fergus Merriman	Alan O'Connor	Gerard O'Toole	James Scott	Zlatina Vasilev
Barra McCabe	Sean Miland	Billy O'Connor	Lois Oluwatosin Daramola	Stephen Scott	Martin Waldron
William McCabe	Freddie Millar	Caroline O'Connor	Benjamin Osei Mensah	Enda Sexton	Peter Waller
Joseph McCaffrey	Cathal Minehane	Denis O'Connor	Robert Ovington	Declan Shanahan	Aidan Walsh
John McCann	Anne Louise Mitchell	Jerome O'Connor	Emmett Page	John Shannon	Alex Walsh
David McCarthy	Charles Mitchell	Marcus O'Connor	Alex Patterson	John Shaughnessy	Jack Walsh
Gerry McCarthy	Lisa Mitchell	Philip O'Connor	Alexandra Patterson	Robert Shaw	Lucy Walsh
James Peter McCarthy	Paul Mitchell	Aidan O'Donnell	Robert Patterson	Con Sheehan	Sandra Walsh
Luke McCarthy	Aileen Mooney	Gillian O'Donnell	Tim Paul	John Sheils	Zara Walsh
Maeve McCarthy	Stephen Moore	Hugh O'Donnell	Sinead Perry	Kevin Sheridan	David Walshe
Michael McCarthy	Rob Moore	Patrick O'Donnell	Anna Potterton	Sarah Sherlock	Peter Walshe
Peter McCarthy	Michael Mooring	Shane O'Connor	Thomas Potterton	Steven Sherlock	Kevin Watson
Shane McCarthy	Brian Moran	John O'Donohue	Adrian Poucher	Padraig Sherry	Mark Wearne
Tony McCauley	Paul Moran	Ruairi O'Driscoll	David Power	Patrick Shine	Shane Wherity
Damian McClelland	Gary Morris	Siobhan O'Dwyer	PJ Power	Ross Shorten	Peter Williams
Aoife McCrystal	Bernadette Morrissey	Peter O'Flynn	Adrian Power-Kelly	Martin Sinnott	Sarah Winters
Shane McDermott	James Mulhair	Shane O'Flynn	William Patrick (Paddy)	Surinderpal Siyan	Eleanor Wood
Barry McDonagh	Ciaran Mullan	Andrew O'Gorman	Prendergast	Karl Slyne	Gary Yong
David McDonagh	Kenneth Mulligan	Patrick O'Hagan	Leanne Price	Trevor Smith	
Tom McDonald	Philip Mulreid	Barry O'Halloran	Tomas Purcell	Brendan Smyth	

IN MEMORIAM

The SCSi was informed of the following members' passing since the last Annual Report. The SCSi and its members remember:

Fiona Barron MSCSI MRICS
E A Coughlan MSCSI MRICS
Michael Daughton FSCSI FRICS
Eamonn Hendrick MSCSI MRICS
Noel Larkin FSCSI FRICS
John Maguire MSCSI MRICS
Gareth Martin MSCSI MRICS
Niall O'Donoghue MSCSI MRICS
John Sheedy MSCSI MRICS
Anthony Walsh MSCSI MRICS

RIP

LionHeart supports and services for SCSi members and their families

The SCSi reminds members of the support and services available through LionHeart, which helps Chartered Surveyors, past and present, and their families. These supports and services include:

- Back to work scheme includes online help with your CV, tips and guidance on how to get ready for interviews.
- Counselling with professional counsellors can help you work through any issues in a safe and non-judgmental space. You can access this expert help quickly without waiting lists.
- Retirement, whether it's talking to career consultants who can advise on self-employed or semi-retired plans, or speaking with a dedicated support officer to create a package of support tailored to your needs.
- Wellness support can help you cope with stress and other issues. SCSi members have found LionHeart's confidential support officers helpful as they can guide you in finding a way forward.
- Legal helpline offers you access through Law Express and their partners.
- Grants are available for members and their families facing financial hardship due to illness, redundancy, or bereavement. Let your family know they can reach out to LionHeart in case of financial need.
- Coaching is available over the phone or online video to help you navigate through changes in your work or home life.

You can contact LionHeart by calling 01-223 9446 or emailing info@lionheart.org.uk. All queries are confidential, and nothing is kept on file.

SCSI STAFF

SCSI STAFF WELCOME ANY COMMUNICATION FROM MEMBERS, WHETHER IT IS TO REQUEST INFORMATION OR TO PROPOSE A NEW SERVICE OR HOW WE CAN IMPROVE OUR SUPPORT FOR YOU. LOG IN AND VISIT [SCSI.IE/CONTACT](https://scsi.ie/contact) TO SEE ALL RELEVANT STAFF CONTACTS. WE ARE READY TO HELP YOU WITH ANY QUESTIONS YOU MAY HAVE.

SCSI STAFF

Shirley Coulter | Chief Executive Officer (CEO)

Patrick King FPRII | Director of Membership & Public Affairs

David Williams FCA | Finance & Operations Manager

Lynda Carroll | Accounts & Membership Subscriptions Officer

Michal Ficiel | Accounts Administrator

Edel Ryan | Head of Events, Partnerships and CSR

Grace O'Doherty | Marketing & Events Executive

Laura Mihic | Team Administrator

James Lonergan | Director of Education & CPD

Ruth Comerford-Morris | Deputy Director of Education

Stella Foley | APC & Membership Administrator

Silvana Caiceo-Wolleter | Education & Training Coordinator

Hannah Coombs | Education & Membership Engagement Officer

Edward McAuley Assoc. SCSI | Director of Practice & Policy

Adam Bermingham PhD | Sustainability and Project Manager

Neha Kamrani PhD | Policy & Research Executive

Aravindh Krishnan Ramesh | Membership and Sustainability Support Officer

Gwen Wilson | Director of Regulation & Registrar

Susan Bermingham | Regulation Administrator

Paddy Darmody FSCSI FRICS | Professional Support & Assurance Specialist Surveyor

Email for all staff: firstname@scsi.ie



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