

South Dublin Chamber Launches New Corporate Identity



Pictured clockwise from left to right are:
 Peter Nicholson - Outsource Graphix, Albert Bethel - Motherboard, Tony Lambert - Swords Fingal Chamber, Jim Pierce - R.W. Pierce (Ireland) Ltd,
 Marie Finnegan - South Dublin Chamber, Tom Clarke - Past President, Janice Creely - Creely Fleming & Co, Tom Dalton - Chem Dry Classic/Bel-Tal,
 Helena Broderick - CollierBroderick Management Consultants

ADVERTISING OPPORTUNITIES

Marketing Mailshot – Marketing on a Budget? Why not use our Marketing Mailshot. For just €300 + VAT, members can have an A4 flyer distributed to approximately 700 contacts on our mailing list. This price is based on a minimum of 4 participants per mailshot.

A Chamber branded letter is included in the mailing to introduce each of the offers included. If you wish to participate please contact Mary at ph: 4585235 or email: mary@sdchamber.ie

Online Advertising - Target your audience through advertising on our website www.sdchamber.ie at a reasonable rate. Contact elaine@sdchamber.ie for further details.

Member to Member Discounts - If you would like to offer other members discount on your services or products you can do so on our website at no cost. Just forward your details to elaine@sdchamber.ie

To receive more information on any of the events discussed in this newsletter contact Marie Finnegan on T: 01 4585230 or email: marie@sdchamber.ie



The Voice of Business in South Dublin County



South Dublin CHAMBER
 IN BUSINESS FOR BUSINESS

INSIDE

- Skillnets Update
- Events
- Chamber HR
- Members Profiles
- Luas coming to Citywest
- Recent Activities
- Indecon Report & Local Government Report
- Trade Opportunities
- AGM Notice
- Doing Business With Poland
- New Members and more.....

Dear Chamber Member

We have recently adopted a new name, logo and corporate brand as part of a major rebranding programme for all accredited Chambers. South Dublin Chamber of Commerce is now known as "South Dublin Chamber". An Tánaiste, Minister for Health, Ms Mary Harney TD officially launched the brand at the Chamber offices in January and I would like to thank all members who attended this event.

I believe the new brand will provide South Dublin Chamber with a strong corporate image and endorse its position as an integral element of the county and national chamber network. The new identity presents chambers as a cohesive network with all the consequential benefits that entails. Our chamber is at the heart of local business, helping companies to drive forward and secure the buoyancy of the local economy and the new identity reflects this raison d'être. It identifies us firmly as being a proud member of Ireland's largest business network and is an excellent testament to the advances made by our Chamber locally over the past number of years.

We are consistently lobbying at national and local level on issues affecting your business including transport, rates and business costs in general. One of our priorities is to see Transport 21 delivered on time and within budget. Many of the Transport 21 proposals impact directly on the South Dublin area, more than any other area and reflects the critical role played by South Dublin in the country's transport system. The rollout of Transport 21 must be in conjunction with the business community and any delay in its implementation will have a major impact on the economic competitiveness of the County. South Dublin Chamber made a submission to the Department of Transport on the proposed Dublin Transport Authority and together with other chambers, we are lobbying to ensure that this body will have the involvement of the business community in South Dublin represented on its implementation structures.

My tenure as President will cease at our AGM on 27th April. I have had a wonderful presidency over the last two years. We have had a very successful series of events, increased our membership considerably, and are now offering even more business enhancing events for our members.

I'd like to thank all the chamber staff, especially Peter Byrne, our CEO, for their support and friendship over the last two years. Without this help and unfailing support I would not have performed my duties with the pleasure they afforded me. I wish my successor Neil Murphy, Group Supply Chain Director with Jacob Fruitfield Food Group, the depth of warmth that I have received in this presidential role. I know Neil will continue to foster the culture required to make South Dublin Chamber the Number ONE chamber in Ireland.

As past President I will endeavour to ensure my experience will be put to good use in the support of the strategies of South Dublin Chamber. May I wish all our members continued success in their business.

Deirdre Mooney, *President*

Please remember to circulate this publication to all employees within your company.

The Chamber Link is sponsored by

RW PIERCE Print Specialists

- Security Print
- Business Forms
- Computer Stationery
- Marketing Print

RW Pierce, Deepwell, Kiltel, Naas, Co. Kildare.
 Tel: 01 458 2929 Fax: 01 458 2300 Email: sales@rwpierce.ie Web: www.rwpierce.ie

OUTSOURCE Graphix

Web Design Direct Mail
 Print Management Graphic Design
 Brochure Design & Production

B13 South City Business Park, Tallaght, Dublin 24
 T. +353 1 459 9177 F. +353 1 451 6450
 E. info@ogx.ie W. www.ogx.ie

The Chamber Link is designed by Outsource Graphix 01 4599177 www.outsourcegraphix.com

Smyth & Co Chartered Accountants
The Village Square, Tallaght, Dublin 24
T: 4621015 Fx: 4145314
Email: info@rsmyth.com

Smyths Financial Services
The village Square, Tallaght, Dublin 24
T: 4148562 Fx: 4621017
Email: info@sfins.ie

Smyths Insurance Brokers
The Village Square, Tallaght, Dublin 24
T: 4621244/5 Fx: 4621017
Email: info@sib.ie

www.rsmyth.com

Over the last 12 years we have grown to become one of the most successful practices in Dublin and pride ourselves in giving all our clients total customer satisfaction. Our companies provide the full range of financial services including Company Accounts, Audits, Financial Planning, Motor Insurance, House Insurance and Life and Pension advice.

"Should you be considering a new direction regarding your financial requirements you may be confident that we can fulfil all the criteria you demand in a clear concise and cost effective manner." – Raymond Smyth, B.Agr.Sc.FCA – Managing Director



CAREERS EXPO 2006

On behalf of all at the South Dublin Chamber Schools Business Partnership, the students and teachers from the schools that attended the Careers Expo 2006 on Thursday 26th January in the Institute of Technology, Tallaght (ITT Dublin), we would like to thank the many member companies for assisting us in our search for speakers.

The success of the Careers Expo was once again, attributable to the participation of so many good speakers on the day. Over 1,000 fifth year students from twenty one schools attended and their assessment of the experience is very positive. We would like to thank the individual speakers, we also appreciate the assistance that our members gave to the project so generously in terms of staff time and guidance in finding the right people to assist us.

Our thanks are also extended to our sponsors KWCD Area Partnership, Coca-Cola Bottlers Ireland and to the Institute of Technology, Tallaght (ITT Dublin) for once again hosting the event.



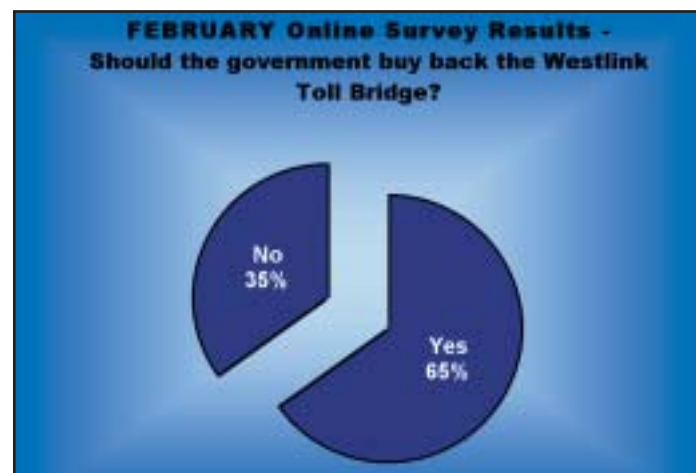
AGM Notice

The Chamber AGM will take place in the Institute of Technology, Tallaght (ITT Dublin) on 27th April at 10.00am. Further information will be posted out in due course.

For further information contact Ursula Kennedy at T: 4585203 or email: ursula@sdchamber.ie

February Website Statistics – www.sdchamber.ie

1,023	-	Number of visits
10,061	-	Number of pages viewed
40,250	-	Number of hits



March Poll - Are you happy with the current level of Broadband Service? Vote Online at sdchamber.ie

Absence Makes Your Friends Work Harder

Unexpected and unplanned sickness absence causes considerable problems for employers. Indeed it is often listed as the biggest problem facing employers on a day to day basis in running their businesses. Absence represents a significant cost both financially and regarding productivity. It upsets the rest of the staff, places an additional workload on them, sometimes to unacceptable levels, and, if not resolved, can lead to the problem spreading through the workforce as a whole – especially where there is a high and unchecked level of non-genuine sickness absence.

Best Practices for Absence Control

- Set the attendance standard during induction training – do not wait for the problem to happen.
- Employees should be told exactly what standards of evidence is required should sickness occur. They should also be informed what penalties will be imposed (both financial and disciplinary) if they fail to meet these standards. The standards should be set out in writing and form part of the contract of employment.
- Self-certificates will cover the first seven days of a period of absence and thereafter a signed medical certificate from the GP will need to be produced.
- Have a laid down absence reporting procedure. An employee is obliged to notify you, as soon as reasonably practicable on the first day of absence that he/she is sick and give you details regarding absenteeism.
- Ensure that all employees' absences are recorded accurately. This provides a good visual display of the "patterns" of absence, which may occur. Employees are often surprised at realising that they have demonstrated "Monday off" syndrome without realising! In the event of any disciplinary proceedings, especially if they result in Tribunal action, such records will be vital in defending the employer's position.
- Ensure that you identify internal factors that may cause and seek a remedy e.g. poor motivation, job insecurity, family responsibilities, drink or drug related problems, unauthorised extension of holidays, work related stress or a perception by staff that low priority is given to absence control. Welfare of the individual whilst at work is a management responsibility. Always encourage improvement.
- Establish "return to work discussions". Employees who know that they will be "quizzed" on return from absence are perhaps going to be less likely to take casual time off.

• If non-genuine absence builds beyond an acceptable level then disciplinary action should and must be taken. This action must be in accordance with, and must represent, a fair and reasonable procedure. Again, it is absolutely vital that such action is properly documented especially as the employee may eventually be dismissed as a result of poor attendance.

• Genuine sickness absence should be dealt with through your capability procedures. (You will almost certainly have to obtain a Doctor's report and discuss it with the employee for your procedure to be deemed fair).

• Ensure the procedures are being consistently and uniformly applied within and between departments. Absences caused by disabilities or pregnancy related illnesses must not be included in any scoring of absences. Effectively in such situations such absence, directly to the disability or pregnancy must be ignored. Also one off operations, which may distort a person's sickness record, should be treated with caution. Disciplinary action taken in these circumstances could be discriminatory.

• Clearly identify those people whose absence is "long term" and who may not be able to resume work in the foreseeable future. It is inappropriate to use the disciplinary procedure regarding these staff, where illnesses such as terminal cancer will require particular sensitivity.

REMEMBER EFFECTIVE ABSENCE CONTROL IS 90% MANAGEMENT COMMITMENT AND 10% SENSIBLE PROCEDURES. YOU WILL ONLY CONTROL THE ABSENTEEISM WITH YOUR STAFF AND AVOID THE EXORBITANT COSTS OF UNCONTROLLED ABSENTEEISM IF YOU ARE COMMITTED TO SO DOING.

Article courtesy of Peninsula Business Services (Ireland) Limited www.peninsula-ie.co

For further information on Peninsula / Chamber HR contact Mary Grassick at T: 4585235, email: mary@sdchamber.ie



Chamber HR

Protecting your business is our business

HR Seminar

A Seminar to update businesses on recent changes in Employment Legislation with case studies and practical solutions

Date: Thursday 13th April 2006
Venue: Growcorp Group Conference Room, 3015 Lake Drive, Citywest Business Park
Time: 12.30pm – 2.30pm
Cost: No charge (light lunch will be available)
Contact: To confirm attendance contact Marie Finnegan, Events Manager at T:4585230 or email: marie@sdchamber.ie

Thank you to Peninsula Business Services, Growcorp Group & Davy Hickeys Properties for supporting this Seminar

Indecon Report on Local Government Financing

The long awaited Indecon Report on local government financing was recently released. Below is a summary of the Government's response

The Minister has indicated that;

- The commercial rates base will not be widened;
- Water charges will not be extended to domestic customers;
- No new local taxation (property tax) will be introduced.

The Minister believes that such measures would be contrary to Government policy. The Minister also stated that domestic customers pay for services such as water etc. through general taxation.

The Minister has indicated that the funding shortfall identified by Indecon will be met by savings made on current inefficiencies. He specifically mentioned;

- Developing a standard costing system to make management accounts/budgets more transparent and unit costing possible (for comparison purposes);
- Ensuring new commercial properties pay rates immediately (estimated that this will bring in an additional €15m per annum). This

efficiency will be guaranteed under the "Rates Bill" to be published in the latter stages of 2006;

- Increased revenues from motor tax (pursuing evaders through continuous registration) and administrative savings through motor tax online;
- More efficient use of development levies;
- Possible increases in planning fees (particularly in large, complex developments) reflecting the real economic cost of managing and processing the applications.

The Minister said that 5% efficiency gains would solve the funding problem. Indecon have identified a significant funding gap of between €415m to €1,500m by 2010. This gap will grow if service provision is increased.

A more comprehensive summary of recommendations from the Indecon Report is available from elaine@sdchamber.ie or on our website www.sdchamber.ie.

Chambers Ireland (CI) has welcomed Indecon's independent analysis and recommendations but has accused the Government of renegeing on its responsibility to provide new funding streams for local authorities or honour its historical undertakings.

Walk This Way

Fundraising Walk for The National Children's Hospital, Tallaght

The National Children's Hospital, Tallaght, invite you to rise to the challenge and take part in a fundraising walk to Europe's highest active volcano, Mount Etna, in Sicily. While raising much needed funds for The National Children's Hospital, Tallaght, participants of this challenging adventure can expect to see the beautiful sights of Sicily and Mount Etna while hiking through the pristine mountains and vineyard flanked gorges in Sicily's National Parks.

The Mount Etna challenge will take place from 30th September - 7th October 2006. The initiative is an exhilarating yet challenging walking experience which will see participants walking a minimum of 80kms whilst taking in the beautiful surroundings that Mount Etna and Sicily have to offer.

For more information on the Mount Etna Challenge and a booking form, please contact The National Children's Hospital, Tallaght, fundraising office on (01) 414 2373/4.



Diary Date

Doing Business with Poland

Venue: Clarion Hotel Dublin Liffey Valley
Date: 8th May 2006
Time: 4.00pm to 6.30pm followed by a Reception - Polish Food & Entertainment.

For further information contact Marie at T: 4585230 or marie@sdchamber.ie



Membership renewal invoices have recently been posted to your finance department. The annual membership subscription for 2006 has not increased outside the rate of inflation for the fifth consecutive year. Please address queries on subscriptions to Ursula at T: 4585243 or email: Ursula@sdchamber.ie

Subscription Rates Category Rate (incl. 21% VAT)

Subscription Rates Category	Rate (incl. 21% VAT)
Sole Trader	269.00
2 – 5 Members	360.00
6 – 15 Members	452.00
16 – 30 Members	538.00
31 – 50 Members	720.00
51 – 100 Members	946.00
101+ Members	1,171.00
Corporate Members	3,124.00
Associate Members	127.00

Staff News

Marie Finnegan has recently taken up the position as Events Manager within the Chamber. Should you wish to discuss hosting or sponsoring an event Marie can be contacted at T: 4585230 or email: marie@sdchamber.ie

HOT DEALS

IBIS HOTELS

EUROPE'S LEADING BUDGET BRAND

ibis
ACCOR hotels

YOU'LL NEVER WANT TO STAY ANYWHERE ELSE

Book on **Accorhotels.com**

DUBLIN
€60
 Tariff per room per night for 1 or 2 people, valid from 27/02/06 to 07/05/06.
 Tariff only available on accorhotels.com.
 Terms and conditions apply.

Galway Dublin Cork

ACCOR ▶ A new perspective on our Hotels and Services

Skillnets – The Training Networks Programme

Skillnets is an enterprise led support body dedicated to the facilitation of enterprise training and workplace learning. It was established in 1999 to encourage and add impetus to Irish business drive towards the adoption of best practice standards in human resource development.



Skillnets provides help to companies through the Training Networks Programme. This programme allows groups of companies to come together in a Training Network to achieve a common purpose or address a shared issue of importance to the development of skills and their long-term competitiveness.

In our network, companies work together to jointly address their training needs, collaborate with other enterprises, and engage experts, trainers, certifying bodies and others to work with them to achieve their goals. This enterprise-led approach allows companies and their staff to determine their training needs and priorities and to develop the solutions which are most appropriate to their size, sector and situation. The network has a clear focus around building the economic competitiveness of the South Dublin Kildare region through enhancing the leadership and management skills of the companies.

The following are a list of some of our training programmes that will be run throughout 2006;

1. 2nd Supervisor Development Programme – commenced 7th March 2006
2. Time Management – commencing April 2006
3. Customer Relationship Management – commencing April 2006
4. Employee Motivation – commencing May 2006
5. Employee Absenteeism - commencing May 2006
6. Personal Productivity - commencing June 2006
7. Enterprise Dynamics (owner-managers of SME's) – commencing June 2006
8. Engineering – commencing April 2006

For further information on the above courses or to become involved contact Mary Grassick at T: 4585235, email: mary@sdchamber.ie



Tony Buckley, South Dublin & Kildare (SD&K) Skillnet Network Manager

Company	Phone	Contact	Type of Business
Tallaght Adventure World	4528460	Dermot Richardson	Children's Indoor Playcentre
McCann Duffy Cleary	4298670	Mark McCann	Accountants, Auditors & Business Consultants
Grange Castle Facilities Management	4149194	Frank Nevin	Property Management Company
The Cycle Inn Ltd	4519207	Michael Jordan	Bicycle Sales & Accessories, Clothing, Repairs
The Midas Touch Beauty Clinic	4595313	Pauline Maher	Advanced Beauty Treatments
Tallhouse Ltd	4585951	Emma Kennedy	Event Management, PR, Design
Techsure Ltd	8249049	Peter Doherty	Techsure manages companies IT systems
QS Associates Ltd	6284951	Alan Vorster	Quantity Surveying, Building Surveying & Estimates
The Danwood Group	4080500	Peter Kelly	Supplier of Network Print Solutions

Recent Activities, Representation and Lobbying

To keep members informed the following is a summary of recent various activities of Chamber staff. We hope you find this useful. For further information on any of the activities contact business@sdchamber.ie

- South Dublin Chamber rebranding launch in Chamber offices, Whitestown attended by An Tánaiste, Ms Mary Harney TD, Minister for Health.
- Business Breakfast Briefing with Alan Dukes looking at the impact of the Tallaght strategy twenty years on.
- Schools Business Expo took place in the Institute of Technology, Tallaght (ITT Dublin).
- Our Skillnet consortium has met and the first training courses have been run successfully.
- South Dublin County Tourism Board launched their new brochures and maps of South Dublin County.
- Met with Tom Morrissey, Progressive Democrat spokesperson on Transport re. Bremore port and roads.
- Met with Director of Economic Development, South Dublin County Council on the proposed major development at Grange Castle, the economic strategy of South Dublin County, members' issues, roads and local authority charges.
- Visited Sheffield Chamber of Commerce to further develop links with this Chamber, any member interested in doing business in Sheffield please contact Mary Grassick on T: 4585235 or email: mary@sdchamber.ie.
- Attended South Dublin County Development Board meeting.
- The Chamber was represented at the Constructive City Leadership seminar hosted by Dublin City Centre Business Association. This seminar focused mainly on BIDs (Business Improvement Districts). Legislation is currently being considered to allow BIDs to be set up in Ireland.
- Met with Hugh Horgan, South Dublin County Council re the County Council's initiatives to reduce traffic and increase traffic management in South Dublin County.
- Knockmitten Lane - The Chamber organised a meeting of our members in the Knockmitten Lane area, the South County Council and Gardai. The main issues of illegal drag racing, burnt out cars and the safety of those working in the area was discussed. For further information visit our website at www.sdchamber.ie.



Visit us on www.sdchamber.ie

If you have forgotten login name and password please contact Elaine on T: 4585234 or Email: elaine@sdchamber.ie

ACTIVE RESIDENTIAL
MANAGEMENT SERVICES LTD.

PROPERTY & FACILITY MANAGEMENT

- APARTMENT BLOCKS
- ADMINISTRATION AGENTS
- SERVICE CHARGE COLLECTIONS
- IN-HOUSE MAINTENANCE TEAM
- 24 HR EMERGENCY SERVICE
- RECI ELECTRICAL SERVICE

**CALL US FOR A BROCHURE:
01 494 2864**

55 Knockaire, Templeogue, Dublin 16
Tel: 01 494 2864 Fax: 01 494 9111
Emergency: 087 237 3359
Email: info@arpm.ie
Web: www.arpm.ie

Luas coming to City West

South Dublin Chamber has been a strong supporter of bringing the Luas to other parts of the County and in particular we have been at the forefront in supporting the spur line to Citywest. At our meeting with the Minister for Transport Martin Cullen TD on the 27th of April 2005 we highlighted the Chambers support for this development. In particular we brought to the Ministers attention the extent of the resource commitment from the private sector.

The new line will be a 3.2km link of the Red Line to Citywest - a newsletter describing the route will be circulated soon as part of a public consultation process. It is estimated that 3.5 million passenger journeys will be made as a result of this spur. It is expected that an application for the development of the line will be lodged in August 2006. Passenger services will commence in 2009. South Dublin County Council are very supportive of public transport initiatives in our county and their commitment to new projects has been essential in enabling new ideas, like the LUAS extension to Citywest, to reach implementation stage.



Two of the Chambers Corporate members Davy Hickey Properties and Harcourt Development have been to the fore in this development and have provided the private resources needed for the project to go ahead they are to be congratulated on their foresight and their commitment to making the line a reality.

We welcome the views of our members on the proposed line and will be holding a meeting of members to garner their views on the development of this new line. Following this process a delegation will be meeting with the Rail Procurement Agency to put forward our views and then we will formally make a submission on the line.

Public Consultation Procedure under Part 8 of the Local Government (Planning & Development) Regulations 2001 – 2003 in respect of the proposed completion of a new football stadium at Whitestown Way, Tallaght, Dublin 24

Following compliance with the provisions of Part 8 of the Planning and Development Regulations 2001 – 2003 and in accordance with the decision of the Council at its meeting held on 13th February 2006, the South Dublin County Council will proceed with the proposed development referred to above, as set out in the plans and particulars which were placed on public display from 18th July 2005 to 15th August 2005.

Log on to www.southdublin.ie for further details.

TRADE OPPORTUNITIES

German-Irish Chamber of Commerce

15 companies will be coming to Ireland in three groups, April, July and September, each seeking distribution/ co-operation partners in Ireland. Some already have reference projects in this country.

The first group will be here from April 3rd to 5th. In brief:

- USB:** wooden and steel staircase manufacturer
- Gunreben:** timber & parquett flooring manufacturer
- Seufert-Niklaus:** glass & timber curtain walling manufacturer for large-scale projects
- Karl Becker:** passive & low-energy timber-frame house manufacturer
- Intraline:** prefabricated wall-partitioning systems manufacturer

For further information contact Mary at T: 4585235 or mary@sdchamber.ie

Dukes Speaks of Changes Resulting from Tallaght Strategy

The Director of the Institute of European Affairs and former Fine Gael leader, Alan Dukes, returned to Tallaght on 23rd February, almost two decades after he delivered the famous Tallaght Strategy speech to the Chamber where he outlined that as long as the then Fianna Fail Government of Charles Haughey followed a responsible economic course, his party would not oppose them.

The event at the Plaza Hotel was well attended with a number of Past Presidents of the Chamber present along with Mayor Therese Ridge, Minister Tom Kitt, Deputies Sean Ardagh and Charlie O'Connor, Senator Brian Hayes and Councillor Stanley Laing.

Alan Dukes spoke of how there was now a general acceptance for responsible economic policies which was not the case during the 1980s. Nevertheless, he felt that by 1987, things were slowly coming under control and that since then, Ireland's economy has boomed. He stated that he received a mixed reaction in his own party to the speech, with ordinary members much more supportive than elected representatives and that it is the action that he still finds himself most associated with during his political career by the general public.

He noted that the media coverage at the time was very positive but felt that Fine Gael did not sufficiently capitalise on the strategy politically. A full copy of the speech is available on the Chamber website, www.sdchamber.ie.

The event received good coverage in The Irish Times, The Echo and on Newstalk.



L-R: Mayor of South Dublin County, Councillor Therese Ridge, Alan Dukes & Deirdre Mooney (Gallaher Dublin Ltd), President South Dublin Chamber.