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QUARTER 3 2024



CRISIS AND SOLUTION

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ON THE HOUSING
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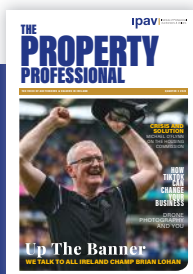
Message from the CEO



Dear Member,

Welcome to the autumn edition of Property Professional. As autumn takes hold and speculation intensifies around the prospect of a near term general election, house prices continue to edge ever higher. New data from IPAV's Residential Property Price Barometer, tracked by members for prices actually achieved, and which has proven itself over many years to be one of the most reliable national data sources on house prices, is showing accelerating price rises. A new trend in the figures is that of apartments leading the way with the highest level of increases, well into double digits. Such increases are unlikely to be sustainable. They demonstrate the pressure created by a lack of supply of homes to meet the needs of our rapidly growing population, and within that especially those on average incomes. In terms of solutions, the Government's Housing Commission reported in May. Given the panel of diverse experts who served on the Commission and the fact that they deliberated carefully for two and a half years, their recommendations must be taken seriously. Elsewhere in this edition you can read the analysis of one highly respected member of that Commission, Michael O'Flynn, Chairman and CEO of the O'Flynn Group. In the following pages too you will see IPAV's scrutiny of the new Residential Tenancies Board 'Profile of the Register'. It's concerning that what the RTB says provides more accurate and in-depth information than previously available on the Irish rental sector, is serving to confuse rather than enlighten public knowledge on the issue of landlords and tenancies. RTB data should be a source of incontrovertible evidence to support policy formation rather than a confusing morass of figures. I fully acknowledge that the RTB is on a path towards capturing more accurate data but it's very incomplete and as such is not facilitating a better understanding of what is actually happening in the market. On the contrary. We've received 139 submissions supporting the Seller's Legal Pack for Property Buyers Bill 2021. A booklet on them has been presented to members of the Oireachtas Justice Committee for consideration, and also the Ministers for Justice and Housing; the Taoiseach and Tánaiste. I thank all agents for their work, and I hope, as you no doubt do, that the bill moves on through the Oireachtas and into law. As we head towards the last quarter of the year and await the passing of the final stages of the Planning and Development Bill 2023 to speed up planning, one of the primary obstacles to the building of homes, we do so perhaps more in hope than optimism, given the range and magnitude of the challenges. Perhaps we'll be pleasantly surprised.

Pat Davitt,
FIPAV REV



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HOT TOPIC: Lies, Damned Lies, and Statistics

The great landlord exodus has been a hot topic over the past few months, but is all as it seems? Here's **Pat Davitt** on the latest statistics.

Lies, Damned Lies, and Statistics. This refrain on statistics popularised by Mark Twain sprung to mind on August 8th when the Residential Tenancies Board issued what it called a new 'Profile of the Register'. It showed the number of landlords associated with private tenancies had risen from 96,702 in Q2 2023 to 103,035 in Q1 2024.

The RTB claimed this new 'profile' provides more accurate and in-depth information and said it is not directly comparable to tenancy figures published for periods prior to Q2 2023. The RTB figure have, presumably, been driving government policy and hence the myriad amendments to the Residential Tenancies Act over the years right up to date.

The publication of the new figures was greeted with serious questions raised about private landlords leaving the market. The lead story in The Irish Times of 8th August entitled: 'Corporate landlords make gains in rental market' said the data suggested "a contrary picture to the view that private landlords are leaving the market."

On the same day, the Irish Independent led with a front page story: 'Small landlords hold 40pc of market despite exodus claims'. It stated the figures "appear to contradict claims from landlord representative groups and estate agents of a large exodus."

These suggestions were picked up on and amplified across other media. It's hard to blame journalists since RTB figures are opaque to say the least. It's not clear how they deal with situations such as when a property leaves

the rental market but the landlord doesn't because s/he may have more than one property. No attempt, as far as IPAV is aware, has been made by the RTB to clarify the data and the misconceptions it has created.

An analysis of the new figures shows that between Q2 2023 to Q1 2024 landlords with less than 100 tenancies dropped from 90.5% to 88.84% and those with 100 plus tenancies increased from 9.5% to 11.17%.

But, more detailed and revealing figures were, it seems, given by the RTB to Government. We know this courtesy of the Business Post of 17th July 2024. It reported there has been a drop of 70,920 landlords, or 40% in the total number, between the

end of 2021 and the end of 2023. This is a substantial figure. In just two years landlords with 1&2 properties dropped 44% from 147,665 to 82,593; those with 3 to 19 dropped from 23,549 to 17,633; those with 20 to 100 increased from 734 to 783 and those with 100 + increased from 79 to 98.

So, having dropped 40% in two years the RTB August 24 published figures show a 1.96% increase between Q3 2023 and Q1 2024, from 101,051 to 103,035. This increase is accounted for by those with 20 and 100 plus properties.

Following the release of the latter figures we heard a well-known left wing housing academic and political activist tell RTE that "corporate landlords" are setting rents in Dublin.

This is precisely what IPAV, six years ago, warned would be the consequence of policies that increasingly disincentivise private landlords. In a public statement in July 2018 we said: "They (institutional landlords) receive far more favourable tax treatment as commercial landlords. If they are enabled by public policy to gain monopoly status, they will eventually be able to set and control the level of rents charged in the market."

Indeed in the same year a Department of Finance report cautioned: "although as yet unproven, there is a risk that at sufficient scale an institutional investor or group of investors could, over time, develop monopolistic or oligopolistic pricing power."

Reliable data and real market intelligence are critical to the formation of good policy.

As the song goes, they would not listen, they're not listening still.

Perhaps they'll listen now?





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Diary Dates & Registration

Below dates and venues subject to change.

30th September
Deadline to Pre-Order

IPAV 2025 Diary

*Orders must be placed before
30th September with fiona@ipav.ie*

7th October

Conveyancing Review Coalition

*Online Seminar 11am – 12pm
1 TEGOVA CPD Hour*



Click to Register

5th November

**IPAV European Valuation
Conference & Trade Expo**

*RDS, Dublin 4
5 TEGOVA CPD Hours*



Click for Tickets

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21st November

**IPAV Online Residential
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*Online 9.30am – 2pm
4 TEGOVA CPD Hours*

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registration coming soon

29th November

IPAV's Members Lunch

Westbury Hotel, Dublin 2



Click for Tickets

or call IPAV 01 6785685

6th December

IPAV's Members Lunch

Clayton Hotel, Cork City



Click for Tickets

or call IPAV 01 6785685



Industry Update

Upcoming IPAV European Valuation Conference & Trade Expo

Tuesday 5th November, RDS

This is a must attend conference for all Valuers, where you can gain valuable industry insight, network with fellow professionals and meet with leading trade exhibitors to discuss their products and services. **Trade Expo:** The expo will open from 10am to 4pm and we highly recommend taking some time out to visit the many exhibitors who will be on hand to showcase their industry related products and services. The trade expo is open to all property professionals and is free of charge to attend.



Attendees at IPAV's
2023 Trade Expo

Valuation Conference: This year's leading expert speakers will cover topics from the World Commercial Market, Commercial Valuations, Capital Tax update, Hotel Valuations, Economics and EVS 2025. Within this magazine, you'll see our full conference page introducing our 2024 speakers. Full attendance provides REV & TRV members with 5 TEGOVA CPD hours. Entrance to the Conference is by ticket only and must be booked through IPAV. The conference will open at 12pm and conclude at 6pm.



ABOVE: Induction Day at TU Dublin, Tallaght for 1st year students. **BELOW:** 2nd year students at TU Dublin, Tallaght



Welcoming Students to the Level 6 Higher Certificate in Business in Real Estate, Valuation, Sale & Management

We welcome all first year students, who on Saturday 16th September, began their first on-campus day at TU Dublin, Tallaght. IPAV is delighted to confirm 100 students were accepted to the programme and we wish all a very successful academic journey over the next 2 years. We welcome second year students, who on Saturday 21st September, started back at TU Dublin, Tallaght and we wish all a very successful final year. IPAV recognise the huge undertaking of working full-time and studying and we congratulate all students on their commitment in pursuing a career in the property industry. *If any Dublin or Wicklow based member can facilitate short-term work placement for students, contact genevieve@ipav.ie*

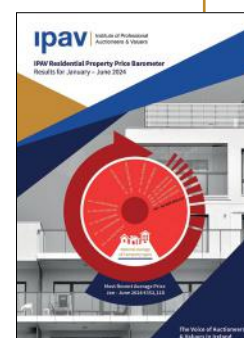
Apartments Lead the Way in New Price Trend

As featured on the front page of the Sunday Independent 8th September, IPAV's latest Residential Property Price Barometer has revealed continuing price increases with those for apartments leading the way for the first time. The barometer results show an overall increase in the last six months of over 5% with some properties increasing as much as 14%. The full Residential Property Price Barometer report is available at the link below to download, and don't forget this is an excellent report to include with your Thinking of Selling or Valuation Report Appendix.



**Click here to download a full copy of
Residential Property Price Barometer**

<https://tinyurl.com/5n7bwxjc>





EDI Masterclass

Creating Boundaries in the Workplace to ...

Safeguard Mental Wellbeing



In this day and age, it's tough to create a healthy work-life balance. Here, IPAV president Lisa Kearney guides us through her top tips for looking after our mental wellbeing.

In today's fast-paced work environment, maintaining mental wellbeing can be a challenge. High demands, constant connectivity, and blurred lines between work and personal life can lead to stress, burnout, and decreased productivity. One of the most effective strategies to protect mental health is to establish clear boundaries in the workplace. These boundaries help individuals manage their time, energy, and focus, creating a healthier, more sustainable work-life balance.

Promote Open Dialogue

Encourage open and honest dialogue about EDI issues within the workplace. Create spaces for employees to share their experiences, concerns, and ideas for improvement without fear of judgment or retaliation.

Key Steps to Establishing Workplace Boundaries

1 Communicate Clearly and Early Open communication is essential when setting boundaries. Clearly express your limits and expectations to colleagues, managers, and clients early on. Whether it's setting specific work hours, limiting after-hours communication, or defining the scope of responsibilities, make your boundaries known in a professional and respectful manner.

2 Define Work Hours and Stick to Them In an era of remote work and constant digital connectivity, it's easy to fall into the trap of being "always on." Set clear work hours and resist the urge to check emails or answer work-related calls outside of these times. By establishing a firm schedule, you can create a clear distinction between work and personal life, allowing time for rest and recovery.

3 Prioritise Tasks and Manage Expectations Overcommitting to tasks can lead to feelings of being overwhelmed. Prioritise your responsibilities by identifying which tasks are most important and realistic to accomplish within your available time. If your workload becomes too heavy, communicate this with your manager and seek support in redistributing tasks.

4 Delegate When Possible Many professionals feel pressure to take on all tasks themselves, but learning to delegate is an essential skill for maintaining balance. Delegating allows you to share responsibilities and focus

on tasks that align with your strengths while preventing the overload that leads to stress.

5 Create Physical and Mental Space Whether you're working in an office or remotely, having a designated workspace is crucial. Physical boundaries, such as working in a specific room or space, signal to yourself and others when you're in "work mode." Additionally, taking breaks and stepping away from work during lunch or after your shift ends creates mental space to relax and recharge.

6 Practice Saying "No" It's important to recognize that saying "no" when necessary is not a sign of weakness but a reflection of respecting your own capacity. Whether it's taking on an extra project or attending an unnecessary meeting, learn to say "no" when the request interferes with your ability to manage your workload and mental well-being.

7 Unplug and Recharge Taking regular breaks from work is vital for mental health. Ensure that you unplug from work-related communication during vacations, weekends, or after work hours. This time to recharge allows your mind to reset, making you more effective and creative when you return.

8 Seek Support and Set Boundaries with Colleagues Encourage open conversations with colleagues about respecting each other's boundaries. For instance, avoid sending non-urgent emails after hours or setting up meetings during break times. A culture of mutual respect helps everyone maintain a healthy work environment. Don't hesitate to seek support from HR or management if you're struggling with setting or enforcing boundaries.

IPAV EUROPEAN VALUATION CONFERENCE & TRADE EXPO

Venue: RDS, Dublin 4

Date: Tuesday 5th November 2024

Trade Expo: 10am - 4pm

Valuation Conference: 12pm - 6pm

Introducing IPAV's 2024 Conference Speakers



Lisa Kearney
President
IPAV



Ivan Yates
Irish broadcaster, businessman
and former politician



Emmet Creighton
Client Partnership Director
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Dr. Sopon Pornchokchai
President
Thai Appraisal and Estate Agents Foundation



Jim Power
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Lisa Keogh
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Jeremy Moody
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HOW TIKTOK CAN CHANGE YOUR BUSINESS



When you utilise the power of social media, it can be a game changer for your business. But the secret is knowing how to use it in a successful way. Here, **Cathal Meares** MIPAV, Director, RE/MAX Estates, shares how he has made TikTok a powerful part of his business and shows how you can do the same...

How I've made it work

TikTok has been a game-changer for my real estate business. With over 25,000 followers, I've been able to reach a larger audience, which has led to more leads from both buyers and sellers. The platform allows me to showcase properties and share market insights in a way that's engaging and builds trust with my audience. As a result, I've sold properties to clients who first found me through TikTok. It's become an essential part of my marketing strategy and has helped me connect with people I might not have reached otherwise.

How to get started on TikTok

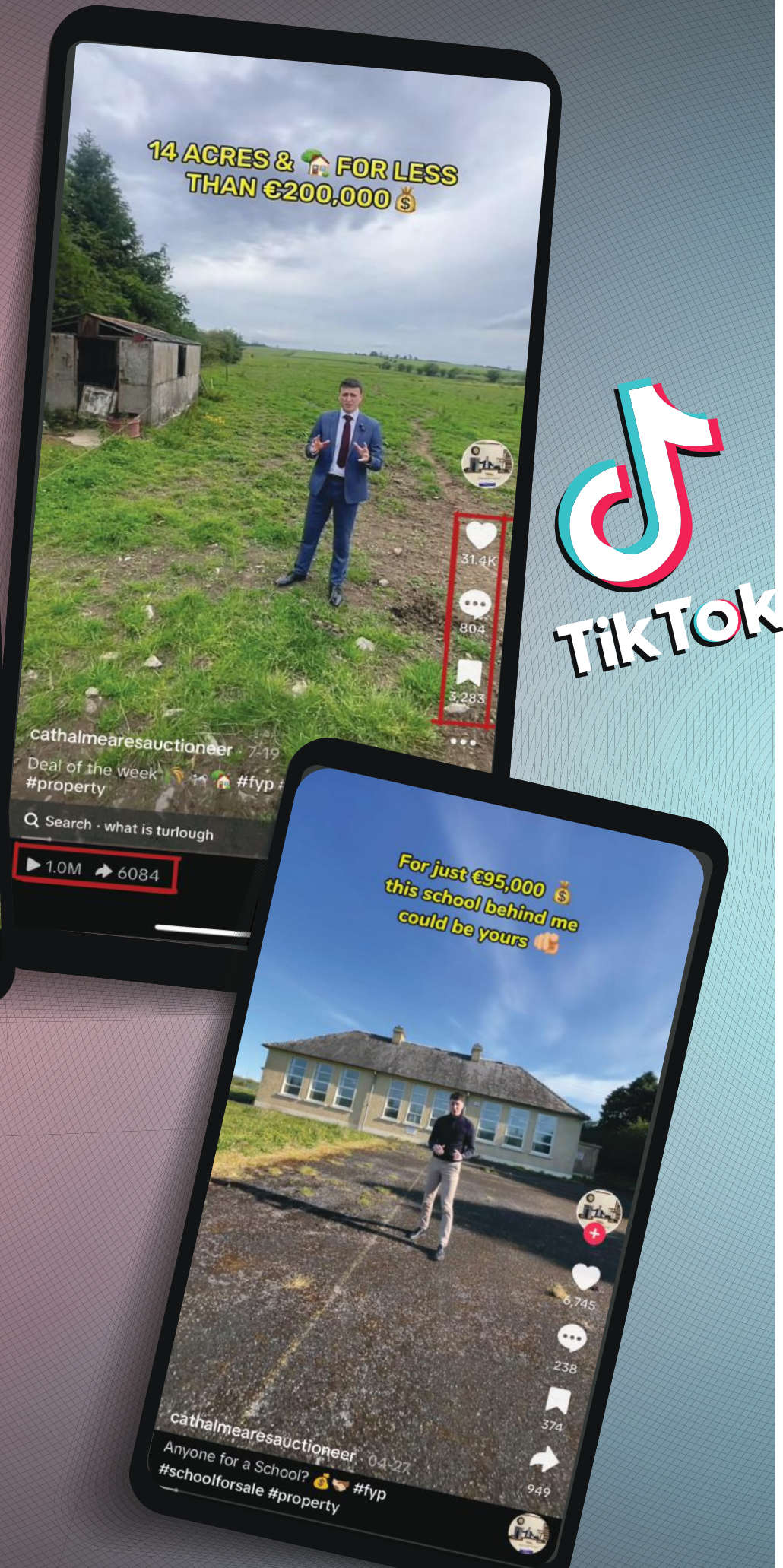
The first step is to set up your profile and start posting content. Don't worry too much about perfection right away; it's more important to begin creating and sharing videos. As you post, you'll quickly learn what resonates with your audience and what

doesn't. The platform is all about experimentation and figuring out what works through trial and error. I'm still learning myself, and constantly finding new ways to improve and refine my content. The key is to stay consistent, be authentic, and keep experimenting with different styles and topics to see what engages your viewers the most.

Top tips for creating a video

When creating a TikTok video, start by having a clear script to guide your content, but keep it short and sweet. The platform thrives on quick, engaging videos, so focus on delivering your message concisely. Authenticity is crucial, so let your personality shine through to connect with your audience in a genuine way. Make sure the first five seconds are especially compelling, as this is key to grabbing viewers' attention and encouraging them to watch the rest of your video.





Also, aim for a professional look to make your content stand out. Using editing apps like CapCut can help enhance the quality of your videos and give them a polished finish.

For example, a video I posted this month reached over one million people. In the video, I gave a brief introduction to a small residential farm I'm selling in Roscommon, followed by a quick walkthrough of the residence. This simple yet effective format captured the interest of viewers and demonstrated the power of combining authenticity with a professional presentation.

The challenges in managing a business TikTok account

One of the biggest challenges is dealing with "keyboard warriors" – people who leave negative or provocative comments. While these comments can be frustrating, they also drive engagement and boost your content's visibility. When responding to comments, it's essential to remain professional, as your responses reflect on your brand.

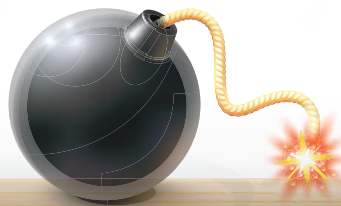
Additionally, managing a TikTok account can be quite time-consuming. Creating high-quality content, engaging with your audience, and staying on top of the latest trends can be demanding. The platform is fast-paced, and trends change quickly, so it can sometimes be difficult to keep up. However, staying active and adaptable on TikTok is key to maintaining and growing your presence.

Advantages of being on TikTok

Being on TikTok offers several advantages, especially for a real estate business. First and foremost, it's a fun and engaging way to promote properties, making the marketing process more dynamic and less conventional. TikTok also helps in building and improving your professional profile by showcasing your expertise and personality, which can attract more followers and potential clients.

The platform encourages word-of-mouth promotion; as more people see and share your content, your reach expands organically. Ultimately, the more people you reach daily, the better the chances of driving interest and leads for your real estate agency. TikTok provides a unique opportunity to connect with a broader audience in an authentic and impactful way.

How to fix the housing crisis **once and for all**



Michael O'Flynn, Chairman and Chief Executive of the O'Flynn Group, writes about the Housing Commission and the ticking timebomb that is the housing crisis in Ireland.

The Housing Commission, of which I was a member, was established with very specific terms of reference. Amongst them was the consideration of "long-term housing policy post 2030" and an examination of "how to build on the policy changes outlined in Housing for All and related Government policies"

The Final Report was a roadmap for the Government which, if implemented, would go a long way towards ending the housing crisis once and for all. The Report's recommendations took a longer-term perspective but also highlighted some immediate actions to drive momentum and

inject a real sense of urgency. It is now over 3 months since the report was published and nothing has happened. One could be forgiven for thinking we don't actually have a housing crisis, but sadly this is not the case.

The key blockages to housing delivery are planning delays and uncertainties, lack of forward planning of infrastructure and failure to deliver it on time to zoned land, and failure to address the viability issues largely associated with necessary climate action policies. Much of the commentary relating to the Housing Commission Report has focused on the need to increase the delivery of social and affordable housing, which I fully support. I find it remarkable that there has been little

focus on the parts of the Report which identify how, without compromising standards, viability and affordability can be improved so that housing can be made more affordable for all.

A key recommendation of the group – agreed unanimously and arising from a consensus among stakeholders that a key blockage is the absence of coordinated thinking and action in housing policy making and implementation – was the establishment of a group, with legislative powers, to tackle the barriers to housing supply in Ireland. The group, to be known as the Housing Delivery Oversight Executive, would exist for five years and be empowered to clear the blockages that prevent the timely delivery of new homes. It would be comprised of people with the detailed knowledge and expertise to identify the blockages and the solutions and would be given the necessary powers to implement the changes. One of the strengths of the Housing Commission was the cross-sector expertise within the group. This enabled proposals to be stress tested and tailored in far less time than it would take a group with narrower expertise to deal with the issues that need to be tackled.

While it is a radical idea, it is not a new one. Think back to 2020, when NPHET was charged with steering the country through the COVID-19 crisis and legislative and regulatory measures – previously unthinkable – were put in place.

The pandemic was an emergency, and we dealt with it. The housing crisis is also an emergency – and needs the same degree of urgency applied to dealing with it.

Although the Commission's report was a long-term solution, specifically because of the emergency we now face, it requires immediate, urgent action.

Every day that goes by is a day wasted.

Whilst we seem to be satisfied to simply tweak our planning system which has utterly failed the country in recent years, our nearest neighbour appears on the verge of a housing revolution. In stark contrast to the approach here, the new British Prime Minister, Keir Starmer has already shown leadership and determination in announcing an intention to radically reform the UK planning system and tackle Nimbyism.

He even describes himself as a Yimby (yes, in my backyard). Our planning system is an outlier in Europe in two respects.

“The pandemic was an emergency, and we dealt with it. The housing crisis is also an emergency – and needs the same degree of urgency applied to dealing with it.”

Firstly, in relation to the number of opportunities objectors are given to appeal and judicially review decisions of planning authorities. Secondly, in terms of how the right of the individual is permitted to trump the common good and prevent the implementation of national and local housing policy. All too often the “housed” are preventing the delivery of homes to the “unhoused”.

Mr Starmer plans to build 1.5 million homes in Britain in his first term and – importantly – has demonstrated how he intends to do it. In an act of immense political bravery, he has committed to doing things the previous government did not do, and radically transform the planning laws in the UK so they begin to deliver housing, rather than acting as an impediment to that delivery.

In a telling comment, he said to not do so will mean home ownership will become “a luxury of the few”.

We need the same determination here – from all parties. We are failing a generation of young people who are living at home with their parents, or paying high rents in unsuitable accommodation, and whose hopes of ever owning their own home diminish by the day.

We all know that there is a deficit of more than 250,000 houses in this country. That deficit continues to grow as housebuilding fails to keep up with demand and population growth. It is difficult to understand the logic behind the omission of this deficit from the scope of the ESRI report published during the summer.

The real annual demand is in the region of 60,000. The Minister for Housing is expected to announce new – and higher – housing targets in September designed to reduce and eventually eliminate that deficit. Whilst the acknowledgement of the real demand is late, it would be very welcome. It would be disastrous for our economy and the social fabric of our State

if those targets do not take account of some of the realities excluded from consideration by the ESRI in their Report.

It is widely acknowledged that most of the problems in our housing system, including high rents and lack of security of tenure, would be resolved if there was an adequate supply of housing. Therefore, while all of the recommendations of the Commission are worthy of consideration, those that set a roadmap for a radical increase in supply are most urgent.

I sincerely hope that the Minister and the Government have the courage and determination to acknowledge that radical change is required to achieve the increased targets and that they commit to the implementation of the key recommendations that the Housing Commission made, including the immediate establishment of the Housing Delivery Oversight Executive without any further delay.

We need new structures to deliver more houses. If the existing structures and planning policies have failed to deliver to date, we cannot continue with the same systems, structures and policies and expect them to suddenly start to deliver the volume of housing now required. Radical changes are required to tackle our dysfunctional planning system and infrastructure coordination and delivery and to ensure that appropriate funding structures are in place for both infrastructure and the development of sufficient numbers of homes to tackle the deficit and meet the annual demand.

If the Government does not establish the new group recommended by the Housing Commission, take immediate action to tackle delays and uncertainties in the planning system and spell out how the other housing demand, supply and delivery recommendations will be implemented in full, things will simply continue as they have before.

And the housing crisis will rage on.

MEET THE BANNER'S **HOT** **PROPERTY**

After winning the All-Ireland twice in his career as a hurler, IPAV member and CEO of **Brian Lohan** Auctioneers has led the Clare team to victory once again. As the manager of this year's winning team, Brian Lohan talks to us about balancing his career in property with his role in the world of GAA.

Could you give us the story of your GAA career?

I played with Clare from 1993 until 2006, which would have been a relatively successful time as a player playing for Clare. We ended up with two All Irelands, three Munster Championships, and four All Stars while I was playing. I took over the job as manager of the Clare senior hurling team five years ago, and this year we won the All-Ireland for the first time in 11 years. So I've been involved in winning two All Irelands as a player and one as a manager.

How did it feel winning as a manager, as opposed to a player?

It's obviously a brilliant feeling to win, whether you're a player or a manager, but I don't think anything replicates winning as a player. That's the pinnacle for any player, it's the best achievement in our sport. But it was really satisfying to win this year and I was really delighted for everyone in our group. It's a brilliant feeling.

How do you balance this role with your career in the auctioneering industry?

It can be difficult enough, because of the time demands that are involved in intercounty hurling management. It's challenging for that period of time where you are involved in both – it's really busy from April, May, June and July, if you're getting to an Ireland final. I rely an awful lot on my employees that I have here in the office with me. It's a big pressure for them. I knew what I was getting myself in for when I went for the job and I did have an appreciation of how busy it was going to be. Increasingly the off season is getting busier and busier so it certainly is challenging. But it's not something that you'll be doing all your life. And when you're in a big role like that, you have to give it your best and you have to devote the time to it.

How do you find your players cope, juggling two careers? Do you think they should be professional?

No, I don't think there are the resources in the GAA to provide for a professional sport. So while it's very time consuming, the resources just aren't there.

With the issue of the housing crisis, have you found you've lost any players to emigration?

Not really. We have everyone that we want



Photo: ©SPORTSFILE/John Sheridan

to have. A lot of the guys that we are dealing with are very serious about their sport, very serious about how they represent themselves, and very serious about the time commitments that they devote to their sport. Our players seem to be able to manage it very well. They're an independent bunch and they look after themselves. The majority are in teaching, and some are studying or in business. The housing crisis does naturally affect the players as it does everyone else but they manage to deal with it. They are resourceful, they make massive commitments and are happy to do that to achieve their goals but it is not easy.

Can you tell me about your own company?

My business is Brian Lohan Auctioneers and Financial Services, so we're involved in property and financial services and based in Shannon. We specialise in residential

property sales, commercial property sales, and also we look after residential lettings and commercial lettings and valuations. The financial services business effectively looks after pensions and investments for people, and that dovetails fairly well with the property business.

How did you make the transition from playing on the hurling team into property?

I was originally involved in banking, working for one of the pillar banks. But I was always interested in property, and when I saw the opportunity to get a qualification in property I went for it, mainly because of the interest that I had. I saw the opportunity to open up and the business that I was in, which was financial services at the time, and I thought it was a good business to link in with property. So that was my own career development. And from there we've built up a good business in the town, and we provide a good service for our customers.

What strengths do you think your GAA experience and management brings to your property work, and vice versa?

We have approximately 40 players, and when you're involved in a large group the most important thing is to bring the best out in everyone. And that includes the background team of very skilled professionals, like doctors, physiotherapists and nutritionists. The same principles are there in business. It's all about bringing out the best in people – in recognising the skills that all the people have and ensuring that they are able to perform.

“It's all about bringing out the best in people – in recognising the skills that all the people have and ensuring that they are able to perform.”



Tommy Barker, Property Editor of the Irish Examiner, looks at the many stories behind a house sale.

Do you know the way it is? You know the way, when your interest is piqued by something that can be relevant or utterly random... from a window type, the make and model of a car, a breed of dog, a song, a head-turning fashion item or look... then, suddenly it's everywhere?

Right now, the country seems to be in the midst a marriage meltdown, with break-ups coming faster than make-ups, and divorces more prevalent than pre-nups.

That was the impression garnered at least (spoiler alert: see fact-check below) when a quiet summer week edition of the Irish Examiner's Property & Home pages featured three home sales that we knew were marital break-ups.

They can bring complications in terms of writing sensitively – no one wants a headline like Perfect Family Home when perfection (whatever that is) has gone out the window, and the door has swung off its hinges.

So we often ask, why this sale?

Who's asking?

Not really caring what the answer is, just to get 'a line' for buyers/readers/curtain twitchers. Buyers may be only mildly curious, but by instinct nosey journos will inquire, looking to flesh out a narrative for property editorial, detail that's different to bare brochure bumf, BER details, bedroom tallies and nearby bistros.

Not that it's really much of our business, or anyone else's mind.

And very often you're sorry you asked.

Estate agents know the dynamics and sensitivities of dealing with sales due to debt, death or divorce. When asked on

Why are they **SELLING?**



viewings why the perfect property is being offloaded, they will go as solemn as undertakers in intoning benignly "they are going separate directions" – insert your own cliché here – or, a bit more up the War of the Roses scale, in exasperation might blurt out "they've ripped lumps out of one another and the house is next."

Our standard catch-all in editorial "the owners are moving on to a new life chapter" covers a multitude when the real reason for selling up a home/asset isn't one filled with the joys of trading up, or the inevitability of an executor sale.

Houses let out their own secrets, too. Rooms bursting full of pink and blue plastic toys and things with missing wheels can signal a couple have outgrown the nest.

Faded carpets and a Ford Fiesta up on blocks might signal the next life chapter was, sadly, the last chapter.

And two solicitors' names on a sales listing sadly tells its own story. Tells two stories, more likely.

In banter and back and forth with estate agents, we've used MBU as an acronym for Marital Break Up, and presumed the shorthand was more widely understood. "MBU? Is that what it stands for? I thought it was some new building construction method," one otherwise worldly-wise woman replied on hearing a covetable five-bed detached listing up the road from hers was an MBU.

Not every property sale due to the end of a relationship is sad, or course. For some,



“Not every property sale due to the end of a relationship is sad, or course. For some, it’s an escape, a liberation, a ‘let the next chapter be written.’”

In the third home, not actually visited but fleshed out by emails, one of the vendors supplied lots of info on the design, the build, the finish and views, which we ran with pictures in print and online to prove the point of just how lovely it really was.

Only, a few days later we got an unsolicited email from ‘the other half’ outlining what they would have said, and exactly what they didn’t agree with, and what jobs they did.

Oh, dear. We passed it on to the joint estate agent...

Fake news fact check:

Divorce isn’t actually rampant in Ireland, despite ‘Hello Divorce, Bye-Bye Daddy’ warnings back before the 1995 Divorce Referendum.

While rates globally are climbing, they are not at Richter scale levels of domestic upset.

Ireland is at the very lower end of the scale, both in EU terms, and globally.

In Ireland we’ve a rate somewhere between 0.6 and 0.7 divorces per 1,000 population, vs a EU average of 2 per 1,000; the US is at c 2.4 per 1,000 (but, falling in recent years, along with declining marriage rates) Russia is tops, up at around 4.7.

Numbers here have varied from 4,300 in 2015 to average 5,500 pa over the last several years, after the wait period was reduced from four to two years separation before applying for a divorce.

Will there be a post-covid hike next when 2023 official figures are released?

Sure aren’t the papers full of it?

it’s an escape, a liberation, a ‘let the next chapter be written.’ The dream may have moved on quite some time before, be it the dream home, a bad dream or a plain old nightmare.

Two into one doesn’t go

Apart from the emotional wrench and trauma, among the many downsides is the hunt for one, or more likely, two replacement homes, with resources stretched as tight as nerves, in a rental or purchase market that’s also gone awry. Visiting a home worth an editorial spread, that’s being sold for reasons that are not 100% mutual, can be fraught, a balance of best foot forward, versus putting a foot in it.

It’s rare to meet both parties (could there be a more inappropriate word than ‘party?’), it’s almost always one and not ‘the other’.

In the one recent week, we had a home where the man of the house sadly did the tour: turns out the house was his passion, his wife hadn’t ever wanted it, she didn’t move into it after long it was built, and – judgment alert – any cracks there were seemed to predate the build project.

In another high-end home, no one was present, and the home seemed a shrine to a happy past, numerous enlarged family and holiday photos adorning the walls.

Which is sadder? To see them still up in all their glory, or to see the gaps where some (the wedding photo) have been removed?



Mike Brady

Mike Brady is an Agricultural Consultant and Managing Director at Brady Group

Mike Brady talks about the life cycle of a farm business, and what this means for those in the industry.

RUNNING A SUCCESSFUL FARM BUSINESS

Running a successful farm business is a balancing act between risk and reward. There is a definite life cycle for a career or business which also applies to farmers:

Most farm families have children in their 30's, therefore they reach the contributory old age pension age of 66 years when their successors are approaching 35 years of age.

Life cycle stages of a career or business

Age	Stage	Comment
5 to 25 years	Education	Attend school, college, university for a qualification.
25 to 35 years	Experience	Work to gain valuable experience in your industry.
35 to 55 years	Success (or not)	You make a success of your career/business (or not).
55 to 65 years	Reputation	You live on your reputation.
65+ years	Exit	You exit your career/business or take it backwards.

“Beware of the temptation of ‘wants over needs’ and most importantly, enjoy the journey.”

farm business plan is symptomatic of these type of farm businesses. The spend-o-mania usually catches up with the business in the finish and a bail out in the form of a sale of assets is often required.

Thirdly, there are the farmer business owners who are constantly changing their enterprise or system of production. Such farmers are too easily influenced by new systems, products or fads, and there is no clear farm business plan. Or, worse again, the agreed plan is abandoned on a whim. Changing farm enterprises or farm systems of production cost money and really should only be done once or twice in a lifetime.

In summary, the key to running a successful farm business is identifying the key drivers of success in the business, then making a clear business plan to maximise the gain from these drivers. Beware of the temptation of ‘wants over needs’ and most importantly, enjoy the journey.

This is often the best period for progressive development in the farm business. The combination of experienced parents with well-educated, ambitious children is a great mix for any business, if managed properly.

However, many businesses fail to function properly at these times, due to a clash between an over dominant parent or an uber-ambitious successor. An experienced consultant or advisor can take heat out of such situations and focus the farm business on achieving a mutually agreed goal.

There is great satisfaction when a farm business successfully executes a mutually agreed business plan, key physical performance indices (KPI's) are met, and net profit and surplus cash increases.

Of course, some farm businesses do not follow the successful path. In my experience there are three types of poor farm businesses models:

Firstly, there are the dominant parents who do not relinquish control of the farm business to successors until it is too late. Successors in these businesses feel trapped and disillusioned, and in many

cases they leave the business. When these farms transfer to the next generation, the attitude to farming has been irrevocably damaged and the farm is often leased out or sold.

Secondly, there are farm business owners who just cannot stop spending. The farm overdraft is a target, not a limit! Such farmers are driven by ‘wants’ rather than ‘needs’. The lack of focus on a clear



How remote work has changed our property market

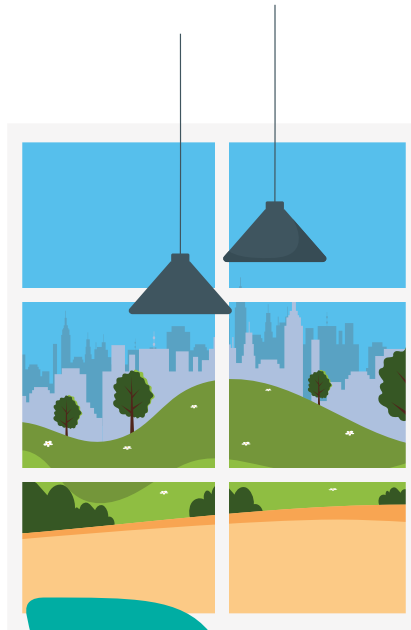


Donal Buckley

Property Columnist,
Irish Independent

Donal Buckley looks at how our world has changed over the last few years, and what measures are being introduced to reduce urban decay.

“Economist David McWilliams recently remarked in the Irish Times that “healthy cities are diverse cities where residents live, work and play... “



The combination of population growth and working from home activity is helping to boost populations in Ireland's regions, as are government financial incentives.

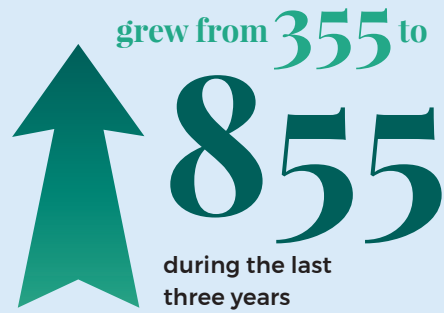
Recent figures from the Central Statistics Office show that more than one in three of the workforce are now working at least some of the week from home, or another remote location, compared to less than one in five before the pandemic.

The figures for those who “usually work at home” are even higher, increasing from 7 per cent pre-pandemic to around 20 per cent now. That may not be good news for landlords and agents who are trying to let offices, but it may be good news for regional towns that benefit from those employees seeking to avoid long distance commutes and the more affordable regional accommodation.

As the combination of the spread of broadband and smartphone technology has enabled employees to undertake an increasing number of tasks at home, there is also anecdotal evidence that remote working can mean just that, with some Dublin-based workers working from west coast locations.

Economist David McWilliams recently remarked in the Irish Times that “healthy cities are diverse cities where residents live, work and play... successful cities are underpinned by living streets, characterised by mixed-use development, integrating residential, commercial and cultural spaces. People on streets where they live also police those same streets while mixed-use zones help the city roll with the punches, adapting to changing lifestyles, revitalising the inner city, creating a dynamic and safe urban atmosphere.”

The rate of conversion of commercial properties to residential properties

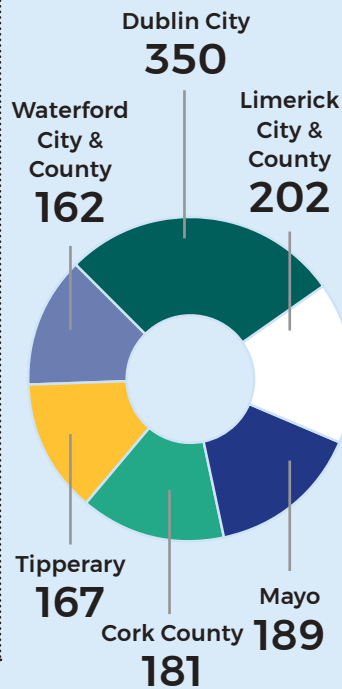


The figures for those who “usually work at home” are even higher, increasing from 7 per cent pre-pandemic to

@20%

▲ €50,000 for refurbishment of vacant properties
+ €20,000 for refurbishment derelict properties

Conversion growth over the last three years



or building into residential use. Up to €50,000 is available for refurbishment of vacant properties while for derelict properties an extra €20,000 is available.

Up until June 2024 as many as 8,647 applications were presented for grants and 4,611 were approved for refurbishment with the remaining 4,034 relating to derelict properties. Only 548 applications were rejected and by June 484 successful applications had received €24,451,501 in grants or an average of almost €44,620 per application.

Yet another incentive for refurbishing properties is the repair and lease scheme which encourages investors to sign long-term leases with approved housing bodies or local authorities which can also provide loans up to €60,000 for the repair work in return for the property being made available for social housing for at least five years.

To qualify, a property needs to have been vacant for 12 months or longer and in need of repairs. Under the scheme investors benefit from guaranteed rents with no risk from arrears or vacancy costs. Such certainty appeals to private investors as was reflected in recent sales of some of these properties.

Since 2021 there have been as many as 3,227 applications from investors for this scheme with 34 local authorities. However eight local authorities, including Dublin and Galway cities as well as South Dublin County Council and Wicklow, failed to sign even one lease. The others between them signed 292 leases delivering a total of 572 rental units.

Waterford has been the most active, with 135 leases delivering 322 units. Next most active was Limerick with 21 leases delivering 31 units and while Mayo also signed 21 leases it delivered 24 units. Wexford and Fingal signed less leases but delivered 29 units each.

While the numbers will not make a significant impact on the shortage of housing and not all of the above are located in the centres of towns and cities, nevertheless what is important is that they are beginning to address problems of urban decay and this in turn will encourage investors and developers to avail of redevelopment opportunities in urban locations.

Such a mix, particularly residences in urban centres, is equally important. Recent statistics indicate that the Government is beginning to make some progress in addressing problems of urban decay as depicted in underused and derelict properties.

For instance there has been an uptick in the rate of conversion of commercial properties to residential properties, not only in Dublin, Cork and Limerick cities but also in less urbanised counties. Figures from the Department of Housing show that the number of notifications for change of use exemptions more than doubled to 855 during the last three years compared to 355 the previous three years. In total over the last six years Dublin City accounted for 123 of these notifications and Limerick City and County for 101. Other counties also saw healthy increases in activity over the six years notably Tipperary 92 and Mayo 90. Cork County saw 90 while Cork City saw 41.

More valuable still is that as many as 2,716 residential units are expected to result from these changes of use and the densities increased from a nationwide average of 2.03 units per site in the early years to 2.46 units in the last three years.

Dublin City with 350 and Limerick City and county with 202 are in line for the highest number of residences followed by Mayo with 189; Cork County with 181, Tipperary 167 and Waterford City and County 162. Surprisingly Galway city had the lowest with only 14 units. While the figures may not be huge, the trend suggests that they are increasing both in terms of numbers of applicants as well as the scale of each application. The exemption from planning, which includes an exemption for the conversion of vacant pubs, will remain in place until the end of 2025.

Conversion activity is also helped by the Vacant Property Refurbishment Grant available for those who turn a vacant house



What Members Are Saying

The Seller's Legal Pack

139 submissions and letters of support for the Seller's Legal Pack for Property Buyers Bill 2021 were received and compiled into a Collective Industry Submissions document, handed into Leinster House on 3rd September 2024. We continue to receive letters of support from across the industry and are updating the document accordingly. We estimate the firms represented in these submissions employ over 2,000 individual estate agents, almost half of the licensed agents in Ireland. To express the depth of feeling among IPAV members across the country, here we look at a sample of quotes contained within the document.



Sara Bergin, MIPAV
Bergins, Dublin 4

It is disappointingly unsurprising to find oneself regularly involved in a sale where an issue or key document is identified only after a sale is agreed, and a timeline is already in place for individuals, families or indeed commercial entities. We cannot state more strongly how these issues manifest in deterioration of any previously existing good will, particularly where buyers and sellers are usually new to the conveyancing process and do not understand the nuances and complexities, as it currently stands.



Majella McGregor, MIPAV
McGregor Properties, Listowel, Kerry

It will help identify issues be they large or small prior to the property being offered for sale on the open market, while this may cause a time lag before going to the market, it will eliminate delays when a sale is ultimately agreed. It is most frustrating for all parties involved (auctioneer, vendor, purchaser, solicitors) when a sale is agreed only to find out that there are title issues, be they small or large.... It (the SLP) can only be a win, win for all involved.



Keith Anderson, FIPAV
Anderson Auctioneers, Donegal Town

The sheer frustration and uncertainty in selling property in the current system where the conveyancing process takes from four to six months has left myself and many of my colleagues tired, completely frustrated and taking the brunt from vendors and purchasers for these unnecessary delays -mortgages are expiring, purchasers have given notice to quit rental, all uncalled for.



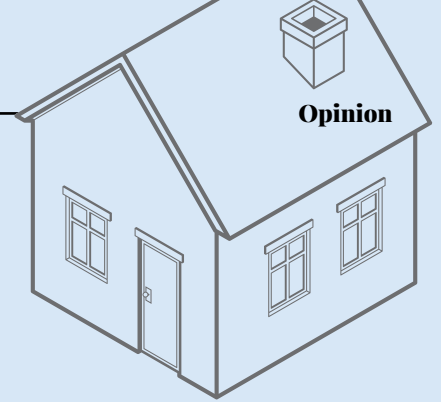
Click here to download
a full copy of
IPAV's Collective Industry
Submissions

<https://tinyurl.com/549vt4km>



Nuala Feeney, MIPAV
Sherry FitzGerald Feeney West,
Ballina, Mayo

I am writing to share my experiences from being actively involved in the property business and to emphasize the significant benefits of preparing a Seller's Legal Pack in advance. I believe that adopting this practice more widely could bring about considerable improvements in the efficiency and transparency of property transactions.



Pat Carroll, FIPAV
Patrick Carroll Auctioneers,
Kilmallock, Limerick

I have seen all sorts of property markets come and go through recessions and indeed rising prices, but I have seen no improvement in the conveyancing process.I had one sale recently that had a problem with site boundaries. If the Sellers Legal Pack was in force this would have had been noticed prior to going on the market but it took 4 attempts to sell the property and almost 1 year before the boundaries were corrected. This property should not have been on the market in the first place like many others.



Fintan Sullivan, MIPAV
Sullivan Property Consultants,
Drogheda, Louth

For us as agents the bill will help us with more knowledge to the back ground of each property and confident of when we do sell, we can achieve a quick turnaround. On average one in three sales falls through due to issues such as title, land registry, compliance, or delays with precontract enquires. This is disappointing for again the vendor, buyer and us as agent who offer a no sale no fee service.



David McDonnell, FIPAV
Property Partners McDonnell,
Mullingar, Westmeath

The background legal checks such as planning permission certification and document gathering essential to close the sale of a property is only being commenced by the solicitors when our work has been completed and a sale is agreed.My view is that this legal work must be done in any event and if it is done in advance of a sale being agreed, then the conveyance period will be drastically reduced which will benefit all concerned.



Pat Quirke, MIPAV
P.F. Quirke & Co Ltd, Clonmel, Tipperary

Our firm has been in business since 1954, and I personally have traded since 1984. I have to say that the current situation regarding conveyancing is adding hugely to the difficulties in the housing sector, delays and inefficiencies are stalling sales, disappointing buyers and wasting precious resources of time and money for all parties. The IPAV Sellers Pack is a great initiative, which if correctly implemented, will speed up the entire process and most importantly, deliver property sales in a more efficient manner.



Brian Gleeson, MIPAV
Brian Gleeson Property, Ardmore &
Dungarvan, Waterford

From my many years of experience in the property market as a real estate agent I can see many benefits of preparing the Seller's Legal Pack (SLP). ... The SLP will act similar to the current Public & Online Auction model which is currently used. The Auction model ensures that all necessary property information is provided ahead of the auction so once the property is sold at Auction, a closing time of normally 4 weeks after the Auction date is set and adhered to.





Knowledge bank

Drone Photography and You – What You Need to Know

Including drone photography in a property listing is a definite bonus – you get to easily show the surrounding area, as well as highlight any scenic benefits that are found around a home, like mountains or water. But you need to make sure that any photography you do abides by the new drone legislation. Here's **Ian Kiely** of Drone Space Ireland with some simple pointers for compliance safety...



1 Get Registered

Regardless of size or weight, if a drone has a camera you need to be registered. You can become a hobbyist or learner by attaining an A1/A3 certificate through the Irish Aviation Authority (IAA). If you plan to use a drone for work activities you must progress to an A2 licence, get secure basic insurance and be competent in managing your drone. These are requirements, not guidelines.

2 Know your airspace

Most drones come with a built-in map for guidance on where you can and cannot fly. While this can be useful, they are just guidelines provided by the manufacturer. The only reliable source of airspace information are the geographical zones set out by the Regulator. Flying near an airport or any restricted airspace comes with serious consequences.

3 Identify yourself

Your drone must clearly display your IAA issued ID number on your craft and be remotely emitting this same number when your craft is in operation. Drones that have recently come on the market have this Remote Identification (RID) feature built in, but older models must be fitted with a small device.

4 Avoid people

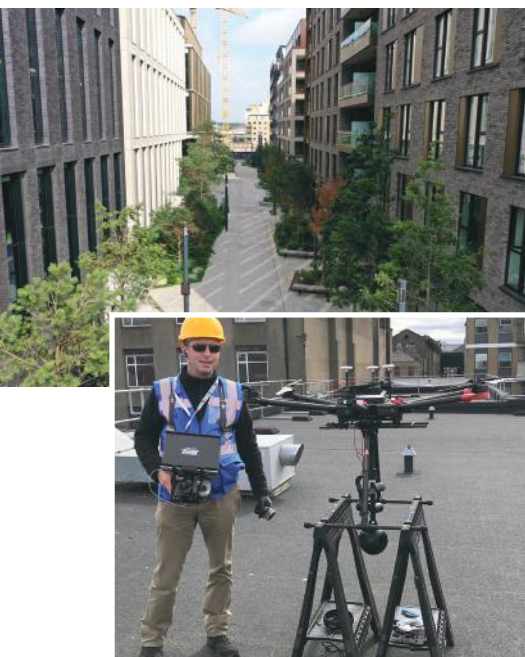
Do not fly over assemblies of people, keep a safe distance from persons not involved in your shoot, respect wildlife, and please use common sense when it comes to adverse weather and people's privacy.

5 Know your provider




When hiring a third-party drone service provider, it is important to ask the right questions. Some seemingly legitimate operators will assure you they are up to speed, while in reality they are putting you and your business at risk of scrutiny or penalty. These types generally cut other corners too and create safety risks.

Drone Space Ltd has been working with IPAV members in recent months, providing basic drone classes with hands on experience. We have engaged with early-stage beginners up to the more established flyers, and we have even encouraged some naughty people to get back on the right track!

We are planning more SkillsNet subsidised courses in January 2025, you can register your interest at ian@dronespace.ie or fiona@ipav.ie. If you have more immediate concerns, get in touch for a chat on 087 9824031. We can also provide bespoke onsite training in a location of your choice for 3-6 persons."



Opening Doors for New Home Building in Ireland

-  Dedicated & experienced residential development lending team.
-  Finance available for new projects from 5 units upwards nationwide.
-  Offering tailor-made project based solutions.



Small Development Product

Funding for smaller residential development projects of more than 5 units that require support of €3m or less.



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Designed to encourage sustainable development across all HBFI products.



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Designed for residential developments of homes or apartments that require funding of between €3m and €100m.



Accelerate Product

Funding to assist larger developers accelerate delivery.



Social/Affordable Housing Product

Funding for projects contracted for sale to Local Authorities, Approved Housing Bodies or the Land Development Agency.

Approvals To Date



€2.054bn
Total funding approved to date



23
Across 23 counties



11,200
Supporting 11,200 homes



Development of 68 new 2 and 3 bedroom homes in Limerick for the private market

For further information or to discuss a project, please contact one of our regional Business Development Managers.



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ARTIFICIAL INTELLIGENCE

How to ... use Chat GPT ... (and not sound like a robot)

There's no denying that AI can reduce your workload and make life easier. But it's important to know how to use it properly. Editor **Nicola Brady** has some tips if you're looking to get started.

First off - what is Chat GPT?

There's been a lot of chat about AI over the past year or so, including on our very pages in the last issue. But there's no shame in not knowing exactly what it is – the technology is so new (and changing every day), so it can be hard to keep up. Basically, Chat GPT is one of the artificial intelligence (AI) systems that uses human sounding language to create written copy. To do this, it trawls the internet for existing writing and mimics its tone, so you can ask it to write something in a specific voice. It's also free to use.

How can I use it?

People in property are mostly using it to write real estate listings. When I asked Chat GPT to create a property listing, it asked me for some basic information, and from that it came up with the following...

Property Description: *Nestled in the heart of Dublin 8, this charming 2-bedroom apartment offers the perfect blend of city living and tranquillity. Just a stone's throw away from the iconic Guinness Storehouse, the apartment is situated on a quiet street, providing a peaceful retreat from the bustling city.*

The apartment features a modern kitchen, ideal for those who love to cook, and a cozy balcony where you can relax and enjoy the fresh air. With 50 square meters of space, this home is designed for comfortable living. The dedicated parking space adds to the convenience, making it a perfect choice for city dwellers.

This property is not just a place to live, but a place to thrive. Whether you're a

professional working in the city or a couple looking for a cozy home, this apartment ticks all the boxes.

What are the good points?

As you can see, the copy above is reasonably well written and grammatically correct, and it would work as a great starting point, particularly if you don't feel particularly comfortable with writing (or have hundreds of listings to get through!) However, it isn't particularly specific in its description. The more information you give to your clients, the better. Therefore, the more information you can input into Chat GPT, the better your listing will be.

Sounds great! But what are the downsides?

It sounds obvious, but when a client is looking at a property (and making the biggest investment of their lives) they

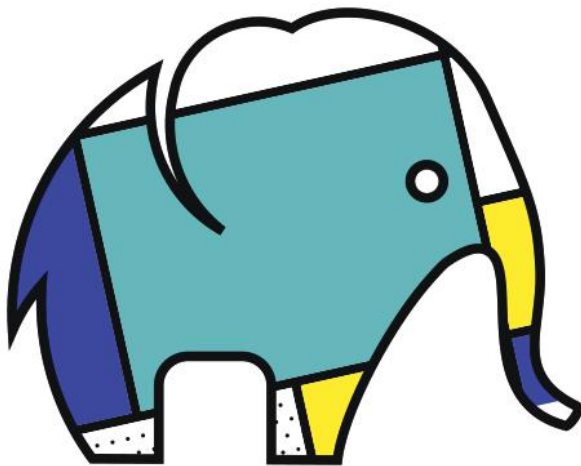


Top Tips

1. Give Chat GPT as much information as you can
2. Use the copy as a starting point, adding your own flair to avoid repetition
3. Double check everything to avoid error or inaccuracies

want to know that they're dealing with a person, not a robot. That starts right at the beginning, when they first read about a property. If the description is full of phrases that feel like carbon copies of other listings, or just purely inaccurate, the sense of trust dissipates. They want to know that they can believe what they read.

PROUD TO BE A PART OF THE MOVEMENT



ELEPHANT IN THE ROOM

"Together we can help reframe the conversation about mental health in Ireland, so that at some stage in the perfect world, the elephant in the room will no longer exist.

What a dream that would be!"

Brent Pope

We're delighted to have IPAV's Elephant "Ellie IPAV Phant" at our

Member's Lunches on

29th November, Westbury Hotel, Dublin 2

&

6th December, Clayton Hotel, Cork City

**Donations will be collected in support of The Elephant in the Room
charity**

For tickets & further information call IPAV on 01 6785685 or email

info@ipav.ie



— **EVENTS** —

CONNECT

Highlights of the IPAV calendar



ABOVE: David Fagan, Gerry Brady and Johnny Brown
LEFT: Lisa Kearney and Ronan Power with Team John Roche
BELOW: Killian Egan, Lorcan Egan and Vincent Egan



ABOVE:
Lisa Kearney,
Natasha Brown
and Ronan Power
with winning
team REA
Sothorn

YPN Golf Classic

The Heritage Golf Resort

5th September 2024

With the rain holding off, 35 teams set off for a thrilling shotgun start, enjoying a fantastic day to relax and recharge. IPAV would like to express sincere thanks to PINERGY for their valued sponsorship, with a special mention to Ronan Power, CEO of PINERGY SolarElectric, who joined us on the course and later presented the prizes during the evening dinner. A big thank you also goes to the YPN Committee, whose hard work and dedication made this wonderful event possible.



ABOVE: Donal Booth, Harry Southern and John Booth
RIGHT: Ella Dunphy, Eoin Dunphy and Pat Dunphy



ABOVE:
Eoin Power,
Jamie Power
and Ray
Cooke
LEFT:
Damien
Whelan,
Ian Farrelly
and
Raymond
Potterton



Paul Campbell and Serena Burchill

YPN Summer BBQ

IPAV Head Office, Dublin 2

22nd August 2024

Following the YPN AGM, the committee was joined by IPAV members for the YPN Summer BBQ. Despite the rain, the evening was filled with lively networking and great conversation. We sincerely thank everyone who took the time to attend, and a special thanks to our chef, Saul, for cooking up a fantastic meal!



ABOVE: Mark Duffy
and Shane Hanevy
LEFT: Fintan McGill
and Lisa Kearney



ABOVE: Florida Realtors Viewing Group at Capital Dock Residence with Lansdowne Partnership RIGHT: Viewings at Kinvara Kinross Developments with Florida Realtors Gia Arvin, Chuck Bonfiglio and Tony Forte, DNG



IPAV & Florida

Dublin, 27th July 2024

IPAV were delighted to host Florida Realtors and as part of exploring real estate opportunities, the group visited two new developments, Capital Dock Residence with Fergal Hopkins from Lansdowne Partnership and Kinvara | Kinross Developments with Sarah Jane Kearney, Inca Price and Tony Forte of DNG. We would like to thank Lansdowne Partnership and DNG for taking the time out of their busy day to show the group what the Irish new development market has to offer.



ABOVE: Tom Crosse, Marc MacSharry, Pat Carroll, Lisa Kearney and Pat Davitt
RIGHT: Marc MacSharry, Kay McGuire & Lisa Kearney



ABOVE: Niamh Giffney, Keith Duffy, Fintan McGill, Ella Dunphy and Marc MacSharry. BELOW: Marc MacSharry, Fintan McGill, Mervyn Lloyd and Pat Davitt



Seller's Legal Pack for Property Buyers' Bill 2021

Leinster House
3rd September 2024

Pictured outside the Dail, IPAV members met with Deputy Marc MacSharry to hand in to Leinster House 139 submissions from local to national agents from every county in Ireland. Members urge the Government and public representatives to ensure the Bill is passed without further delay. Thank you to all who got involved and as mentioned in September's newsletter, this is a live document, and members can add to the collective submission by emailing pat@ipav.ie.



ABOVE: Marc MacSharry, David McDonnell, Lisa Kearney, Ken MacDonald and Pat Davitt. RIGHT: Marc MacSharry, Sonia Harvey and Pat Davitt. LEFT: Marc MacSharry, Clare Connolly, Janet Carroll and Pat Davitt

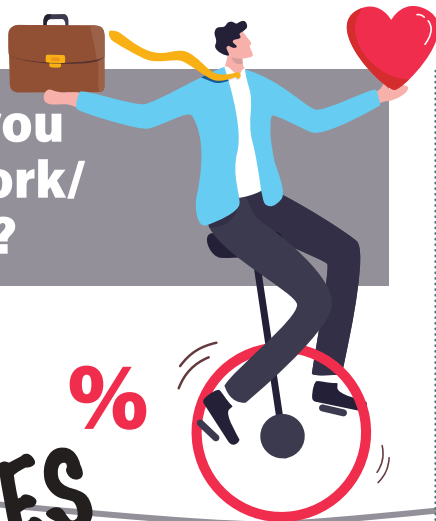


THE BIG DEBATE: The Power in Switching Off

Each quarter, we ask our members a question and get the inside scoop on your thoughts and opinions on the current hot topic. For this issue, we focused on the issue of switching off. In this digital age, we wanted to know how you separate your work and personal life, and how you set your own boundaries. Here are the results...

Do you think you have a good work/life balance?

55% YES
45% NO



Do you have any life hacks for people who want to switch off more?

"Meditate every day for 10 mins. It really helps to slow you down, calm your mind and afterwards, you get things done more efficiently. You also prioritise better. It works."

Aine Lee, DNG Tormey Lee

"Empower your staff and delegate. Turn off all your notifications on your phone and leave it charging in another room when at home."

Don Collieran, Collieran Auctioneers

"A separate phone for work and life is undoubtedly the most important factor that allows me to switch off. Also, a completely separate workspace for hybrid working."

Niamh Comber, DNG

"Big game changer for me was to turn off the notifications on my phone for emails. This way if I need to access emails, I can, but you don't see those notifications popping up that make you feel like you have to click in and look at the emails."

Kay McGuire, Galway Property Services

"I find my 7am morning PT gym sessions help clear my mind and deal with all the slings and arrows throughout the day."

Gary Valentine, Blue Sky Property

"Get a good hobby and block time out in your diary for it. Make it a habit."

Pat Quirke, P F Quirke & Co Ltd.

"Set up a WhatsApp Business Account to have out of office or automatic reply to messages. Have hobbies, have a set evening off or date nights with partners, work hard and play hard."

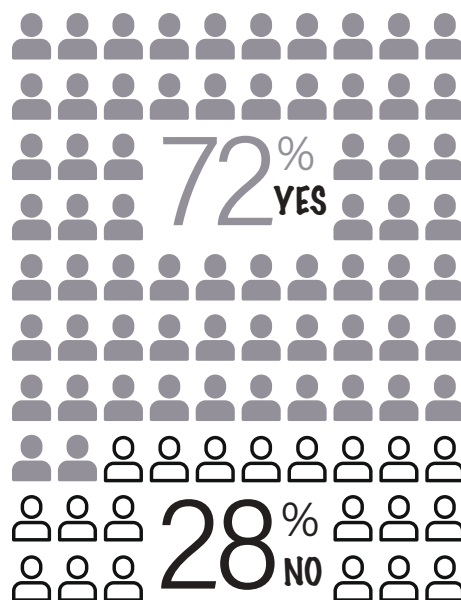
Try to book in a break every quarter if you can - this gives you something to look forward to. Plan your holidays well in advance, don't wait until you hit the wall!"

Ray Cooke, RayCooke & RayCooke Lettings

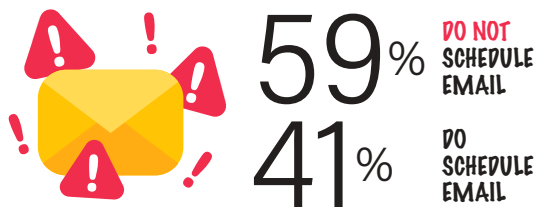
"Never meet at your home, always the office. Have separate work and personal mobile phones. Exercise, splurge and have fun at weekend."

Robert Leavy, Mollin Estates

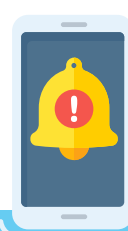
As a property professional, do you feel you are expected to be available 24/7?



Do you use any technology to schedule emails?



72% of members surveyed feel that having access to work documents on their phone means they can never really switch off



Thanks so much to all our members who took part and submitted their thoughts - we wish we could have included them all. If you want to take part in The Big Debate in the future, keep an eye out for our email.



If you require a locksmith make sure you choose one licensed by the PSA.

Any person or business providing locksmith services must be licensed by the PSA. It's the law.

Using unlicensed providers puts your business at risk as you could:

- Face Prosecution
- Invalidate your insurance cover
- Compromise the safety of your staff and customers

To ensure that your locksmith is licensed with the PSA visit www.psa-gov.ie



An tÚdarás Slándála Príobháidí
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Residential Property

Residential Property myhome.ie

Period residence with panoramic sea views in Kinsale for €4.75m

Three-lined walk through abundant grounds leads to Sandycove beach



Kinsale Courtyard

Three-lined walk through abundant grounds leads to Sandycove beach


€4,750,000

Commercial Property

Commercial Property

Henderson Park seeks €45m for mixed-use Arena Centre in Tallaght

Dublin 24 scheme comprises commercial space, offices and a multi-screen cinema



Kilkenny site with planning for hotel seeks €3.75m

WALLS OF KILKENNY


€45,000,000

Art, Antiques & Collecting

Art, Antiques & Collecting

Eclectic mix on Raglan Road

Lalique 'masterpiece' valued at €450,000



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