



Annual Report

2022/2023

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28 March 2022 - 27 March 2023

A Snapshot: 28 March 2022 to 27 March 2023

118,432

teachers registered with
the Teaching Council

2,764

student teachers
registered

558

applications for qualification
assessment were approved
for registration

41,689

teachers vetted through the
e-vetting system

2

new programmes accredited
under Céim: Standards for Initial
Teacher Education

43

fitness to teach
complaints

12

existing programmes
accredited under Céim:
Standards for Initial
Teacher Education

1,144,237

pageviews on www.teachingcouncil.ie

215,332

new users of
www.teachingcouncil.ie

47

projects funded under the
John Coolahan Research Support
Framework, 17 under the Research
Bursary Scheme, and 30 under the
Researchers in Residence Scheme

20

Cosán workshops for schools
facilitated in collaboration with
Education Support Centres
Ireland (ESCI)

5

podcasts
recorded

35

e-books added to the online
library and are available free of
charge to all registered
teachers

19

e-zines issued,
including 5
research e-zines

14

recipients of Teaching
Council research
funding presented
at FÉILTE 2022

4

sanction decisions
confirmed by the High
Court (all were removals
from the register)

7

inquiries
(1 to be concluded)

19

inquiry days
fed into the 7
inquiries

4

notifications to EU Member
States about 4 teachers who
were prohibited from teaching
or had their professional
practice restricted

107

107 Ukrainian
teachers registered



Chairperson's report

Michelle Keane

Chairperson of the Teaching Council/
Cathaoirleach na Comhairle Múinteoireachta

Tá an mhúinteoireacht ar cheann de na gairmeacha is tábhachtaí in Éirinn agus d'fhéadfaí a rá gurb í an ceann is suntasaí. Eascraíonn sé seo ón bhfíorscéal go mbíonn gach gairm eile, gach deis chun dul chun cinn sa saol, ag brath ar theagasc agus meantóireacht éifeachtach ár ndaoine go léir sna blianta ba mhó a raibh tionchar acu orthu.

Teachers create enduring effects on individual and societal wellbeing and development. Theirs is an indispensable role with profound and far-reaching influence. It is therefore fair to say that the paramount factor in this circumstance is the quality of our teachers where, collectively in Ireland, we are fortunate to have the most dedicated of professionals.

This pivotal role that teachers occupy in the lives of their students is supported by a potent and foundational element - trust. Parents and families, entrusting the most cherished aspects of their lives - their children - to educators, do so with faith in the transformative potential of a quality education and a deep-rooted trust in teachers. In Ireland, this is merited by the high standards we keep and the demonstrable excellence of our profession.

Therein lies the role of the Teaching Council, as an acknowledgement by society, and legislated for by the Oireachtas, of the longstanding esteem associated with teaching, and the absolute intent of always safeguarding that esteemed status, and those who we serve. In doing so, this ensures that high standards of teaching and learning are not only preserved but can continually be elevated to meet the demands of the future.

Today, as part of a global community, we confront an array of unprecedented challenges that scale internationally - climate change, resource management, and the health of our economies and societies. I firmly believe that the continuing contribution of teachers, schools and education will underpin Ireland's response to all such matters, including the creation of opportunities for ongoing sustainable development.

The year under review has been remarkable. As Ireland continued to recover from the global pandemic, a much longed for sense of normality began to return, following from the sustained period of serious disruption, grievous loss and great anxiety experienced throughout our society. In that context, once again, the contribution of teachers and schools throughout our country, and most particularly their presence in our classrooms, shone through in the interests of our young people.

As one global crisis came to a conclusion, another began in the form of the war in Ukraine. This elevated the already difficult conditions evolving in economies across Europe and worldwide, fuelling further inflation and a serious cost of living crisis, also exacerbating pressures in Ireland, of which we are all very much aware.

Throughout this period, the Teaching Council remained committed to our mandate. We continued to progress our strategic goals, promoting high standards of professionalism and continuous professional development amongst teachers.

As outlined in this annual report, we are successfully implementing initiatives aimed at enhancing the quality of teaching and learning in our schools, providing relevant and timely professional development opportunities, collaborating with educational institutions, and offering a wide range of resources and support to the profession.

In addition, the Teaching Council has made significant progress in strengthening our regulatory functions. We continued to uphold professional standards for teacher registration and certification, conducting investigations into complaints, and taking appropriate action where necessary. We have also taken significant steps to streamline all our administrative processes and to improve our services to the profession, all of which will continue to be our priority, across a register of 118,432 teachers at our reporting year-end (March 2023).

The Teaching Council has also been actively engaged in advocating for the teaching profession, working with stakeholders, contributing to policy discussions and consultations and collaborating with other professional organisations to promote the value and wellbeing of the teaching profession.

Of course, we recognise that there are still challenges. The education landscape continues to evolve rapidly, and teachers are experiencing increasing pressures and expectations around their roles, including economic factors. As a collective, all stakeholders concerned for education must continue to support our teachers in navigating these challenges. In tandem, we must also remain vigilant in upholding professional standards and addressing any concerns or issues that may arise.

I take this opportunity to express my sincere appreciation to each of the members of the Teaching Council, to the great people who form our staff, and the stakeholders who we depend on for their commitment and dedication to our mission. While the Teaching Council has no role in guiding or defining employment arrangements for its members, who serve on the Council in a voluntary capacity, our work is dependent on the availability of members as a collective and also in the various important committees on which they serve. To date, the Council has benefited from, and has been grateful for, the discretion and flexibility exercised by employers, including school patrons and boards of management, in facilitating leave from school and attendance at meetings by members of the Council. While I acknowledge that this can be difficult to manage, it is essential that the importance of this facilitation and co-operation should continue to be understood by all stakeholders.

I warmly welcome Dr Lynn Ramsey who took up her role as Director of the Teaching Council in February 2023, in succession to Tomás Ó Ruairc, and I wish Lynn every success as she leads our organisation forward. On behalf of the Council, I also express our appreciation to Deputy Director, Phil Fox, who served as Acting Director with great diligence and dedication during the year.

We thank the Minister for Education, Norma Foley TD, and the officials of her Department, for their support of the work of the Teaching Council, including the benefit of renewed regulatory orders designed to support teacher availability and supply, among all other initiatives being deployed in conjunction with working groups across the education system.

The past year has exemplified the resilience and determination of our profession, and I am confident that we will continue to make further significant progress in the current year and onwards. Together, we can continue to build a stronger, ever more vibrant education system that benefits our young people, our communities, our society and our economy, where teachers will always be instrumental in underpinning the progress and success of our nation.

Michelle Keane

Michelle Keane
Chairperson





Director's report

Dr Lynn Ramsey

Director of the Teaching Council/
Stiúrthóir na Comhairle Múinteoireachta

Seo an chéad deis atá agam mar Stiúrthóir ár dtuarascáil bhliantúil a chur ar fáil. Is eagraíocht ardfheidhmíocht í an Chomhairle Mhúinteoireachta, ina bhfuil gairmí díograiseacha atá tiomanta do rath agus folláine múinteoirí agus do ghairm na múinteoireachta ann. Mar sin, is mór an onóir dom an eagraíocht seo a threorú agus muid ag leanúint lenár sainordú a chomhlíonadh.

I look forward to working closely with all stakeholders in delivering on the statutory role and objectives of the Teaching Council in the interests of the public, the teaching profession and the pupils, students, schools and wider communities.

During the year in review, the Teaching Council continued our implementation programmes in line with our statutory role and strategic plan (2022 - 2027), as reported in greater detail in the following pages. Our overarching objective is to ensure that standards are maintained and enhanced and, in so doing, that the continuing excellence of the profession is promoted across Ireland.

Our strategic plan is being implemented across four pillar goals including the ongoing development and enhancement of teacher registration and supply; the creation of collaborative professional communities of teaching and learning; the continuing of fitness to teach processes of the Council and the promotion of sustainable ways of working in the Council. These are all essential in furthering the interests of the profession.

Working with all stakeholders, we continued to support initiatives designed to underpin teacher supply and availability, across several working groups, including our chairing of the Communications Working Group on Teacher Supply within the Teacher Supply Action Plan.

Some of the key achievements during the year include the initiation and approval of additional four-year concurrent Initial Teacher Education (ITE) programmes, qualifying teachers in two subject areas. The Teaching Council has also been continually attentive to the needs of Newly Qualified Teachers (NQTs), initiating a second cycle review of the Droichead Integrated Professional Induction Framework policy, while also ensuring the alignment of all programmes with Céim standards.

We further streamlined and enhanced our registration systems and processes, including our new online registration system, that has also speeded up processes, making it easier for applicants to track applications in real time. We are also leveraging this technology to provide accurate data to refine teacher supply models in conjunction with the Department of Education and other stakeholders.

Further initiatives were introduced to support teacher supply, including regulatory orders enabling teachers who qualified abroad to complete their induction in Ireland. Additionally, student teachers were enabled to join the register, to be available for substitute teaching roles, if they have successfully completed the first two years of an accredited undergraduate Initial Teacher Education programme.

In response to the needs of Ukrainian citizens seeking refuge in Ireland and in line with the EU Temporary Protection Directive we launched a tailored registration process for qualified Ukrainian teachers, with 107 applicants approved for entry to the national register of teachers.

As the State's regulator for the teaching profession, and wherever required, the Teaching Council carries out reviews, investigations and hearings into serious complaints made about registered teachers. Forty-three complaints were received during the reporting year.

New regulations were also progressed during the reporting year. These further empower the Teaching Council to direct employers to inform the Council of teacher dismissals or resignations related to complaints or disciplinary actions. These regulations made under Section 37 of the Teaching Council Act 2001, as amended were approved by Council in March 2023 and signed into effect by the Minister for Education on 11 May 2023.

The Teaching Council is also currently engaged with the Department of Education, and other stakeholders, to bring forward procedures under Section 28 of the Education Act 1998, formalising processes for parental complaints at school level. We are also reviewing and updating our Fitness to Teach procedures, Investigating Committee procedures, information booklets, and website content to enhance clarity and efficiency in these essential processes.

Actively promoting teaching as a profession, the Teaching Council's management and staff participated in various working groups, hosted forums, and engaged in extensive dialogues with the Department of Education and guidance organisations. The Teaching Council also participated and presented at a number of career and recruitment fairs across Ireland and Northern Ireland, promoting teaching as a career and emphasising support for groups underrepresented in the profession.

Throughout the year, we actively collaborated with the Department of Education and other stakeholders, fostering professional development and engagement activities within the education community in Ireland, to oversee implementation of the Cosán Action Plan, promoting continuous learning and development within the teaching profession.

The Teaching Council is also engaged with international and national bodies, notably the European Commission and the Organisation for Economic Co-operation and Development (OECD), to develop a model for local community engagement in educational policymaking, first piloted by the Council through its innovative BEACONS programme (Bringing Education Alive for our Communities On a National Scale). The project to develop a model of engagement commenced in May 2022 and is supported by EU funding. The OECD will report its findings in October 2023.

The Teaching Council’s research programmes are designed to support a culture of shared learning and evidence-informed practice, involving the deployment of a substantial range of resources. During the year, the Council was very pleased to support 47 research projects with funding. We also showcased a wide range of very insightful research and information projects by teachers and a range of professional learning workshops at our FÉILTE event.

I am very grateful to the Chairperson, Council members, my management team and all my colleagues for their support and encouragement and for their dedicated contribution and commitment throughout the year in review and onwards.

The Teaching Council will continue its focus on upholding public trust in teaching in Ireland, while engaging collaboratively with teachers, school leaders, pupils, children and young people and all education stakeholders in meeting systemic needs. I am confident that our collective work will continue to provide empowerment and support to teachers and education for the future and I look forward to strongly supporting the profession of teaching into the future.



Lynn Ramsey
Director

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Who we are

The Teaching Council was established on a statutory basis in March 2006. We are the professional standards body for the teaching profession, and we promote and regulate professional standards in teaching.

We act in the interests of the public good while upholding and enhancing standards in the teaching profession.



Membership of the Teaching Council

The Council has 37 members, of whom 22 are registered teachers, and 16 of whom are elected by teachers. The membership is comprised of:

11

primary teachers, nine of whom are elected by registered teachers and two of whom are teacher union nominees

11

post-primary teachers, seven of whom are elected by registered teachers and four of whom are teacher union nominees

2

nominated by colleges of education

2

nominated by specified higher education institutions (HEIs)

2

nominated by parents' associations (one primary and one post-primary)

4

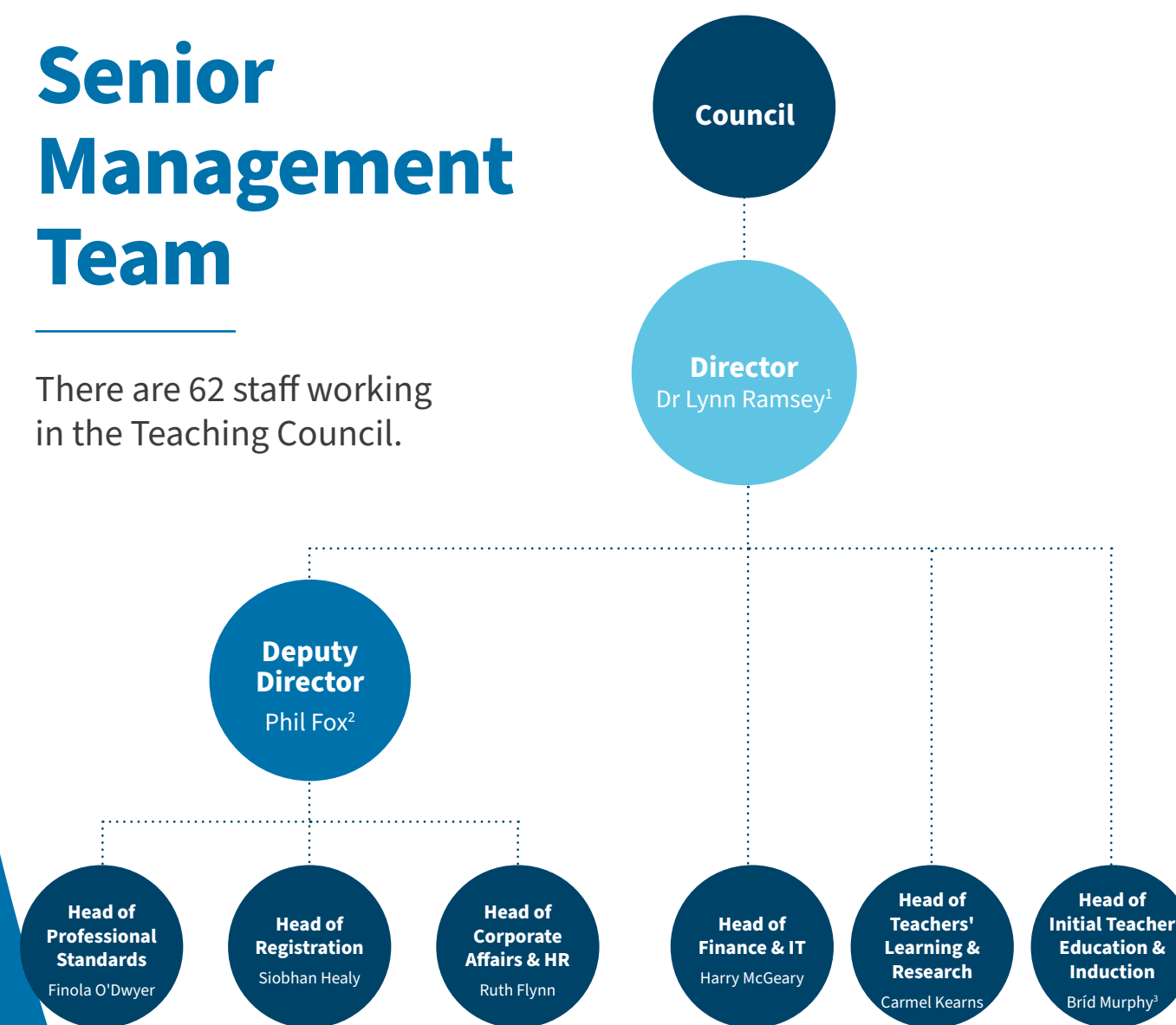
nominated by school management organisations (two primary and two post-primary)

5

nominated by the Minister for Education, including one representing each of IBEC and ICTU

Senior Management Team

There are 62 staff working in the Teaching Council.



1. Dr Lynn Ramsey was appointed Director 01 February
2. Phil Fox was Acting Director from 17 January 2022 until 31 January 2023
3. Bríd Murphy was appointed Head of Initial Teacher Education and Induction 16 December 2022

What we do?

The Teaching Council's statutory functions are to:

- Promote and regulate the teaching profession;
- Set and maintain standards of teaching, knowledge, skill, and competence;
- Register teachers;
- Determine the education and training and qualifications required for registration;
- Review and accredit programmes of initial teacher education;
- Process applications for registration and registration renewal, and requests to extend the timeline allowed for the fulfilment of registration conditions;
- Receive vetting disclosures for registration and employment purposes;
- Act as the competent authority for the recognition of qualifications for teachers who qualify outside of Ireland;
- Establish procedures and criteria for the induction of newly qualified teachers (NQTs);
- Conduct inquiries into and, where appropriate, impose sanctions in relation to, the fitness to teach of any registered teacher;
- Maintain a code of professional conduct for teachers;
- Advise the Minister in relation to:
 - the minimum standards of educational qualifications required for entry into programmes of teacher education,
 - teacher supply,
 - the professional development of teachers, and
 - any matters relating to the functions of the Council.

“The Teaching Council promotes and supports the highest standards in teachers’ professionalism and teacher education through effective policies, regulation, and research. We seek to foster a conducive landscape for sustainable and responsive teaching and learning in our communities. We do this by collaborating with the Department of Education and all stakeholders in an increasing diversity of innovative ways. This work will ensure quality teaching and learning for all, through enhanced creativity, inclusion, diversity, leadership, and wellbeing. This in turn will further develop public confidence and trust in the teaching profession in Ireland, and in education more broadly.”



Achieving our strategic objectives

This annual report covers the period from 28 March 2022 - 27 March 2023 and outlines the progress made in achieving our four strategic goals.



The four strategic goals for 2022 to 2027 are:

Teacher registration and supply

Goal: Ensure a sufficient supply of registered and vetted teachers to meet the identified needs of the school system, including diversity, in collaboration with the Department of Education, Department of Further and Higher Education, Research, Innovation and Science and all stakeholders.



Collaborative professional communities for sustainability

Goal: Provide practical frameworks and supports for collaborative professional communities with a particular focus on inclusion, joy and creativity in quality teaching and learning.



Fitness to teach

Goal: Continue to ensure that fitness to teach processes are fair, appropriate and effective in the interests of the public and the profession.



Corporate and resourcing sustainable ways of working

Goal: Maintain and enhance the Teaching Council's flexible, collaborative and innovative organisational culture that supports shared learning and responsiveness to regulatory requirements and national priorities.

Strategic objective 1 - Teacher Registration and Supply

Goal -

Ensure a sufficient supply of registered and vetted teachers to meet the identified needs of the school system, including diversity, in collaboration with the Department of Education, Department of Further and Higher Education, Research, Innovation and Science and all stakeholders.



- The second cycle of review and accreditation of existing programmes of ITE, primary and post-primary, commenced in November 2021 and will conclude in Q4 2023. This cycle will ensure that all 68 existing programmes of primary and post-primary ITE are aligned with Céim: Standards for Initial Teacher Education (2020).
- Action 12 in the Department of Education's Teacher Supply Action Plan (2018) requested the Higher Education Authority to engage with the Initial Teacher Education (ITE) programme providers to ensure that additional 4-year concurrent post-primary ITE programmes are in place which qualify teachers in two subject areas, including targeted subjects. Between March 2022 and March 2023, two new 4-year concurrent programmes of ITE were approved. The two programmes approved are the Bachelor of Education in Gaeilge and Modern Languages from University College Dublin (UCD), and the Bachelor of Education in Technology, Engineering and Graphics from Dublin City University (DCU) and Technological University of the Shannon (TUS).

The Council also received the submission for one programme of Further Education ITE which at the time of publication of this report are progressing through the review and accreditation process.

- The Council will conduct a focused review of Droichead policy concentrating on areas that have been identified as in need of improvement as indicated by commissioned research (DEEPEN) and quality assurance processes (DQA) and areas that require update/revision in light of the changes in the education landscape since the policy was published in 2017. This will ensure that Droichead continues to meet the needs of Newly Qualified Teachers (NQTs).
- The Council implemented revised Curricular Subject Registration Requirements (Post-primary) in January 2023. A review of the qualification assessment processes for teachers who qualify overseas was initiated to identify and enhance processing efficiencies.
- A tailored registration process for qualified Ukrainian teachers granted temporary protection under the EU Temporary Protection Directive commenced in April 2022. The application process for qualified Ukrainian teachers opened on 21 April 2022 and as of 27 March 2023, 107 applications were approved for registration. Of these, eight are primary, 98 are post-primary and one is recognised under Other.
- Engagement continued with the Migrant Teacher Project and Department of Education Visiting Teacher Schemes.
- In February 2023, the Council re-introduced a temporary amendment regulation that allows teachers who qualify outside of Ireland to apply for registration and complete induction in Ireland.

- The Council is represented on the Teacher Supply Steering Group, the Implementation Group and on three of the four established working groups, namely the Data, Higher Education and Communications Working Groups.
- The Communications Working Group, which is chaired by the Director of the Council, continued its work promoting the profession in line with the Teacher Supply Action Plan. In November 2022, the Council and Department of Education jointly hosted the sixth National Consultative Forum on Teacher Supply. The forum was held in the Morrison Hotel, Ormond Quay, Dublin 1.
- Extensive engagement continued with the Department of Education as part of the Teacher Supply Data Working Group. Data held by the Teaching Council continues to be an invaluable source of information relating to teacher supply.
- A meeting was held between the Teaching Council, Department of Education, and guidance organisations to promote teaching as a profession. The meeting explored ways to further support one another in the provision of guidance in this area. Guidance organisations included the Institute of Guidance Counsellors, Association of Higher Education Career Services (AHECS), and Adult Guidance Association.

A separate presentation was also delivered to AHECS members in September 2022 on teaching as a career.

- The Council attended 48 career fairs and recruitment fairs across Ireland and Northern Ireland to promote teaching as a career. Events were attended which targeted post-primary and third-level students, and adults in employment seeking to transition into teaching.

At each of these events, particular reference was made to the availability of access courses to support entry to programmes of initial teacher education for groups that are underrepresented in the teaching profession. These groups include those with disabilities, those from the traveller community, those from socioeconomically disadvantaged areas, and others.

- Each year the Teaching Council engages with final year student teachers. The Council, along with the National Induction Programme for Teachers (NIPT), visits final year student teachers to brief them on the role and functions of the Teaching Council and the Droichead process. These visits took place in January, February and March 2023. Staff from the registration team also recorded a webinar to provide guidance on the Council's fast-track registration process for Newly Qualified Teachers.

Prior to recording the webinar, staff engaged with final year student teachers, via their programme providers, to collate their questions which were then answered as part of the presentation.

Implement the new registration portal My Registration and position the Teaching Council as a leading innovator in the field of professional regulation, including digitisation.

The My Registration portal continued to be developed and enhanced to provide efficiencies to registration processes. The following processes took place:

- Developed a student teacher registration process. The student teacher registration process integrated with the renewal of registration and newly qualified teacher (NQT) processes;
- Developed a registration process to register Ukrainian teachers;
- Introduced the online registration for newly qualified teachers in 2022 and enhanced this process in time for 2023 graduates;
- Commenced the development, translation and testing of the Irish language portal;
- Implemented efficiency changes to the Professional Masters in Education (PME) verification process;
- Implemented Linguistic Competency and Immersive Educational Experience changes to application forms, in line with the updated criteria to the Curricular Subject Registration Requirements (Post-primary).

Provide accurate data to support the ongoing refinement of teacher supply modelling by leveraging NOVUS, the new registration database, in collaboration with the Department of Education and other stakeholders.

The Council continued to provide accurate registration data to support ongoing teacher supply modelling, in collaboration with the Department of Education and other stakeholders.



Strategic objective 2 - Collaborative Professional Communities for Sustainability

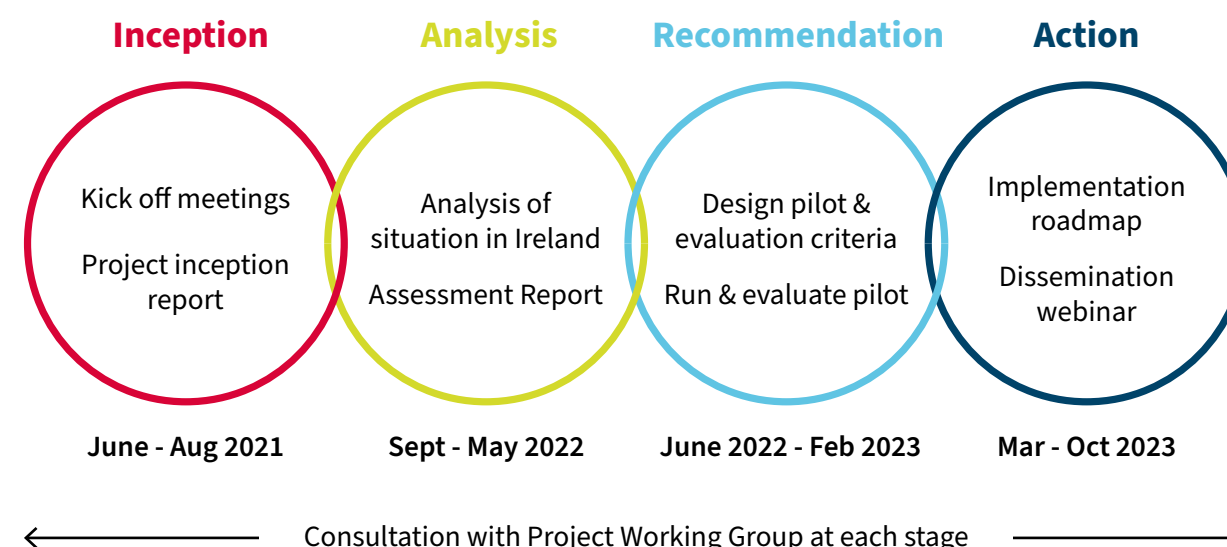
Goal -

Provide practical frameworks and supports for collaborative professional communities with a particular focus on inclusion, joy and creativity in quality teaching and learning.



- The Council collaborated with the Department of Education to oversee the implementation of the Cosán Action Plan. A virtual Cosán stakeholder event took place in October 2022. More than 100 delegates attended and were representative of a range of stakeholders who support teachers' professional learning, including the Department of Education support services, HEIs, and education support centres. A key purpose of the event was to highlight the strategic importance of Cosán in the education system and the progress made to date by the various stakeholders in aligning their work programmes with Cosán.
- In collaboration with ESCL, the third series of Cosán workshops for schools took place during the reporting year. This involved 20 workshops which were facilitated in collaboration with 16 education support centres. They were designed to support primary, post-primary and further education teachers in engaging with the Cosán framework in their school context. The programme, which consists of three workshops and a number of collaborative school-based activities, was promoted widely, including in teacher union magazines. Having completed the programme, workshop participants and facilitators were offered the opportunity to complete online surveys, and feedback from those surveys was being analysed at the end of the reporting year, to inform planning for future Cosán activities.
- In response to feedback received from teachers during the Cosán development process, a Cosán infographic was developed to support them in engaging with the Cosán framework. To complement this resource, work was ongoing at the end of the reporting year on the development of a new Cosán video.
- The Cosán Working Group met on four occasions in May, September, and November 2022, and once in January 2023 and considered feedback from the workshops programme and progress made to date on the Cosán Action Plan. This will help inform their ongoing work in promoting the system-wide implementation of Cosán.
- An online professional learning community called the 'Cosán Community' has been established on T-REX.ie.
- The Council continued its work with the Directorate-General for Structural Reform (DG-REFORM), the Organisation for Economic Co-operation and Development (OECD), and national stakeholder bodies to develop of a model of local school community engagement to strengthen education policy making in Ireland. The Project Working Group met on four occasions in May, June, and October 2022, and once in March 2023.

Project Plan



During the analysis phase of the project the OECD conducted a desk-based assessment of the existing engagement processes in Ireland. This assessment informed the next phase of the project, the pilot of engagement events.

As part of the pilot, seven engagement events took place across Ireland to test various models of engagement. Some of the events were held online and some in-person. The OECD contracted the Burren College of Art to run the engagement events which were then evaluated by the Centre for Effective Services. The final evaluation report from the Centre for Effective Services was presented to the Project Working Group in March 2023.

This will bring the project into the final phase which will see the OECD develop a roadmap outlining the next steps for the implementation of a model of engagement to improve education policy making in Ireland. A hybrid event is scheduled to take place in October 2023 to share the findings with national and international stakeholders.

- FÉILTE, our annual event which promotes and celebrates excellence in learning and teaching took place on Saturday, 1 October 2022 in The Helix in DCU. FÉILTE featured a keynote address by Declan Coyle, creator of The Green Platform, three live-streamed panel discussions, 28 showcases, six workshops, a Comhrá Taighde (research conversation), Leadership Meet, Student Meet and Teach Meet. The theme of the event was "Respect, Remembering, Reflecting, Reimagining".
- A FÉILTE Working Group was established to assist with planning the event, consisting of members of the Teaching Council and stakeholders in education. This group met on two occasions in 2022/2023.
- By the end of the reporting year, the Education Committee had begun to plan the review of the Council's research strategy, which is due to conclude in 2024.
- 41 applications were received under round 5 of the Research Bursary Scheme (RBS) and 52 applications were received under round 1 of the Researchers in Residence Scheme (RiRS).

Eligible applications were considered by the appointed review panel and research funding of €110,000 was awarded to 47 research projects, 38 of which were collaborative in nature.

An online research awards event took place in May 2022.

- By the end of the reporting year, 56 applications had been received under round 6 of the Research Bursary Scheme and were under review.
- In September 2022, in collaboration with Oxford University, a review of the first round of the RiRS commenced. The Council delayed the launch of the next round of the RiRS to allow time for the findings of the review to inform the design and delivery of the second round of the scheme.
- A total of 19 research reports, setting out the findings from previously funded research, were published on the Council's website.
- Four new sets of resources were added to the Using Research in Our School collection. These related to the following Cosán learning areas:
 - ICT, Numeracy,
 - Literacy,
 - Leading Learning in Irish.
- As part of FÉILTE 2022, 14 researchers who received funding under the John Coolahan Research Support Framework took part in a Comhrá Taighde (research conversation) where they shared their insights about their research journeys, and the findings from their research.
- The Teaching Council provides all registered teachers with free access to an online library of journals and eBooks. An additional 35 eBooks were added to the online library.
- A special edition ezine was produced to mark World Book Day in March 2023. This ezine promoted the online library and featured 10 eBooks from our collection.
- The Research Engagement Group (REG), met three times. This group, which is comprised of registered teachers and others with experience of research in the areas of teaching, learning and/or assessment, supports the Council in delivering its research functions.
- The Council and the Department of Education sought tenders for the delivery of a research project on the experience of beginning teachers in Ireland today. The research will investigate beginning teachers' professional journeys, and the key personal, educational, professional and systemic influences that define and shape their early careers and practice including the impact of initial teacher education. At the end of the reporting year, a number of tenders had been received and a tender evaluation process was underway.
- A social media and engagement strategy was implemented to promote our activities throughout the year. This strategy included a schedule for the release of ezines, news updates and social media posts.
- At the end of the year planning commenced for the development of a communications and engagement strategy. This strategy will provide a strategic approach to communicating our role as a regulator of the teaching profession and will be aligned to our objectives outlined in the Strategic Plan 2022 to 2027.

Strategic objective 3 - Fitness to Teach

Goal -

Continue to ensure that fitness to teach processes are fair, appropriate and effective in the interests of the public and the profession.



Under the Teaching Council's Fitness to Teach functions (Part 5 of the Teaching Council Acts 2001, as amended) the Council can investigate complaints made in relation to registered teachers regarding serious matters. Once a complaint is made, the Council will initiate an investigation and decide if it should be dealt with through the Council's formal disciplinary procedures.

The Council may, following a disciplinary inquiry, decide to advise, admonish, or censure the teacher in writing, impose fitness to teach conditions on the teacher's registration, or suspend or remove the teacher from the Register of Teachers. Where a teacher is suspended or removed from the Register, they are not eligible to be paid a State-funded salary.

The Council advises that all complaints should initially be brought to the teacher's school before they are brought to the Council. However, where a child or vulnerable person is at risk, this should be brought, in the first instance, to the attention of An Garda Síochána and Tusla - The Child and Family Agency, and subsequently to the attention of the Teaching Council.

- The implementation of procedures under section 28 of the Education Act 1998 would provide for a formalised parental complaints procedure at school level, allowing grievances or complaints to be dealt with, potentially without engaging with Fitness to Teach procedures. In this regard, the Council continued to engage with the Minister, Department of Education and other stakeholders in relation to the need to implement procedures under section 28 of the Education Act 1998, whether this is by means of procedures under the Education (Student and Parent Charter) Bill, 2019 or by whatever means the Minister sees fit.
- The commencement of Regulations to give effect to Section 37 of the Teaching Council Act 2001, as amended will give Council, subject to the consent of the Minister, the authority to direct a teacher's employer to advise the Council if a registered teacher has been dismissed or has resigned from their teaching position following upon the making of a complaint or a disciplinary process at school level. The draft Regulations were approved by the Council on 6 March 2023 and at the end of the reporting year, awaited the consent of the Minister for Education. The Regulations were subsequently signed by the Minister and took effect on 11 May 2023.
- In line with the Council's strategic objective to ensure that information for the public and teachers is written in plain English and easy to understand, the Professional Standards team has commenced a review of the 'Fitness to Teach' information booklets and the 'Fitness to Teach' information on the Council website.
- Our 'Fitness to Teach - Information for Employers' and 'What to do if a complaint is made about you - Information for registered teachers' booklets were being updated at the end of the reporting year to reflect the status of the Regulations made under section 37 of the Teaching Council Act 2001, as amended. These Regulations have since taken effect on 11 May 2023 and in this regard, updated booklets and information have been uploaded to the Teaching Council website.
- The Council has commenced a review of the Investigating Committee procedures and inquiry procedures, in an effort to further streamline Fitness to Teach processes. Potential amendments to the Council Acts are also being considered with a view to introducing greater efficiencies.

Strategic objective 4 - Corporate and Resourcing Sustainable Ways of Working

Goal -

Maintain and enhance the Teaching Council's flexible, collaborative and innovative organisational culture that supports shared learning and responsiveness to regulatory requirements and national priorities.



- In April 2022, in consultation with staff, a blended working protocol was developed and implemented in line with the Blended Working Policy Framework for Civil Service Organisations. The Council believes that blended working can increase flexibility, improve health and wellbeing, and enhance work-life balance.

Staff can avail of blended working arrangements which are facilitated to support wellbeing and align with the changing needs of the workforce, while maintaining organisational efficiency and effectiveness. These blended working arrangements are accessed through an application process and approved by line managers. All arrangements are subject to ongoing monitoring and review.

- The Teaching Council continues to prioritise staff professional development. Staff attended many different programmes over the year which delivered a range of skill enhancements in the areas of wellbeing, leadership, personal and professional development.
- The Council continued its focus on the security of its infrastructure while further developing resilience. A new firewall was installed, and significant network modernisation work was undertaken. These developments will enhance security in addition to supporting business continuity and hybrid working.
- A competitive tender process was undertaken to redevelop and redesign our website, www.teachingcouncil.ie. In March 2023 a contract was awarded to the preferred contractor and the project was due to commence in Q2 2023.
- The Teaching Council communicates with stakeholders to communicate its role and responsibilities, to build understanding of what its work means, and to generate support for its regulation and promotion of the profession of teaching, in the public interest. The Director and staff regularly made presentations on issues related to the work of the Council, engaging with a wide range of stakeholders, teachers, parents and the wider public. The following is a non-exhaustive list of the types of stakeholder engagement activities the Council undertook:
 - hosted an information seminar with the Higher Education Institutions;
 - appeared at a Joint Oireachtas Committee on Autism;
 - attended a Four Nations (Meetings of the Chairs and Chief Executives of the General Teaching Councils in Ireland, Northern Ireland, Scotland, and Wales) meeting in Edinburgh;
 - chaired the National Consultative Forum on teacher supply;
 - attended stakeholder briefings/meetings relating to teacher supply;
 - hosted FÉILTE the annual event which celebrates World Teachers' Day;
 - European Union Network of Education Councils General Assembly Meeting;
 - guest lectures to students on post-graduate teacher education programmes;
 - member of the SCoTENS steering committee and sub-committees.

- As part of our engagement strategy to promote the profession and increase understanding of the Council's work, the Council engages in proactive media outreach, as well as responding to queries from the media.

Joint Committee on Autism

The Acting Director and Acting Head of Initial Teacher Education and Induction provided a written statement and attended the Joint Oireachtas Committee on Autism in October 2022. Following attendance at the committee support was provided by communicating with the Register of Teachers to encourage teachers to make themselves available to partake in the Summer Programme 2023. Statistics taken from the Register of Teachers were also provided to the committee on the number of teachers on the register with a qualification in Special Education attached to their registration.

Statements made by the Council during the reporting year included:

April 2022

[Tailored Registration Process for Qualified Ukrainian Teachers](#)

[New Chairperson and Deputy Chairperson elected by the Teaching Council](#)

May 2022

[Teaching Council Registration under 'Route 5 - Student Teachers' has commenced](#)

June 2022

[Curricular Subject Requirements \(Post-primary\) Update June 2022](#)

October 2022

[New Director of The Teaching Council announced](#)

January 2023

[Teachers who qualified abroad can apply for registration and complete their induction in Ireland on a time-bound basis](#)



Corporate governance

4

Finance

The Council's expenditure in the 2022 financial year was €8.55 million, an increase of €0.39 million compared to 2021. The increase resulted mainly from higher costs relating to meetings and venues (a return to physical meetings post-pandemic) and increased depreciation due to the first full year's depreciation charge for the My Registration portal. The Council's income (including investment and net rental income less tax) was €7.10 million, a decrease of €1.31 million over 2021. The decrease was due to the reduction in value of financial assets caused by challenging market conditions. Registration income increased in line with the growth in the number of teachers on the Register.

A new cloud-based financial management system was implemented during the year. The new system will improve productivity, financial control and management of information. The Council continues to focus on cost management to consolidate its financial position.

Data protection

As the professional standards body for the teaching profession, the Council continues to promote high standards in data protection practices and takes its responsibilities very seriously in the processing of personal data in line with data protection legislation, including the General Data Protection Regulation (GDPR) and the Data Protection Act 2018. The Council continuously reviews all its practices where personal data is processed to ensure full compliance with data protection legislation and the safeguarding of personal data.

The Council's Privacy Policy is reviewed on an ongoing basis to ensure it adheres to legislation and best practice in the delivery of appropriate data protection procedures. It is published on our website ensuring that all who engage with us can understand how we treat any personal data that we process and understand how they can exercise their data protection rights.

On 29 November 2022, the Circuit Court confirmed an administrative fine of €60,000 imposed on the Council by the Data Protection Commission in relation to an externally initiated cyber-attack in March 2020.

Freedom of information

The Council is subject to the provisions of the Freedom of Information Act, 1997, and the Freedom of Information (Amendment) Act 2014. The Council received five Freedom of Information (FOI) requests during the year. Details of all non-personal requests are published quarterly on our website.

Gender balance in the membership of Council

As of 27 March 2023, the Council had 50% female and 50% male members with one position vacant.

The Council therefore meets its obligation under the Code of Practice for the Governance of State Bodies 2016.

Section 42 of the Irish Human Rights and Equality Commission Act 2014 — Public Sector Equality and Human Rights Duty (the Duty)

The Council is committed to eliminating discrimination, protecting human rights and promoting equality among our staff and users of our service. The Council has put in place measures to ensure that consideration is given to human rights and equality in the development of policies, procedures, and engagement with stakeholders.

The Council has an internal Code of Conduct for Members of Council and Staff based on the following principles:



The code states that the Council is committed to promoting fairness by:

- complying with employment equality and equal status legislation; and
- aiming for fairness and equality of treatment in all of its dealings with the public.

This code as well as all relevant legislation including the Irish Human Rights and Equality Commission Act 2014, the Employment Equality Acts 1998-2015 and Equal Status Acts 2000-2018 shape the culture of the Teaching Council. The Teaching Council carries out its Public Sector Equality and Human Rights Duty in accordance with guidance from the Irish Human Rights and Equality Commission.

An Access Officer is available to provide or arrange assistance and guidance to persons with disabilities accessing our services. The contact details for the Access Officer is published on our website.

Ethics in Public Office Acts 1995 and 2001

Council members and staff members holding designated positions are obliged to comply with the provisions of the Ethics in Public Office Act 1995, and the Standards in Public Office Act 2001, and to furnish a Statement of Interests to the Standards in Public Office Commission where there may be a material influence on their performance of Council matters.

Customer service charter

The Customer Service Charter is in place and published on our website. This charter reflects our commitment to providing high standards of service in accordance with Quality Customer Service initiatives approved by Government.

Employment Equality Acts, 1998-2015

The Teaching Council is committed to a policy of equal opportunity and adopts a positive approach to equality in the organisation. The Teaching Council has in place policies that provide staff with options in relation to meeting their career and personal needs, such as continuous personal development opportunities, study leave, reduced working hours and career breaks. A Bullying and Harassment and Dignity at Work Policy is in operation and has been communicated to all staff.

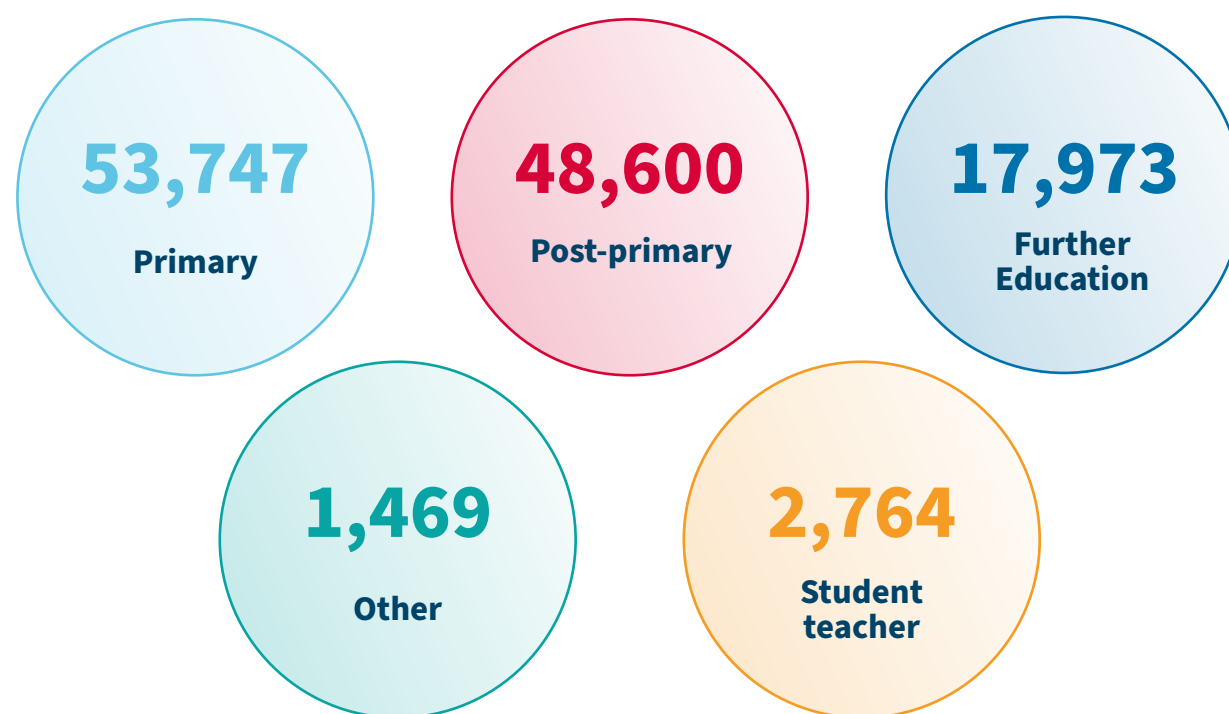


The Register of Teachers



The Teaching Council as the professional standards body for teaching is responsible for the registration of teachers. This involves establishing and maintaining the Register of Teachers, setting the standards for entry to the

Register of teachers



Register, and assessing applications for entry to the Register.

Note: Teachers may be registered under more than one route

Registrations

A total of 118,432 teachers were registered with the Teaching Council on 27 March 2023. There were 8,891 new registrants entered onto the Register, including 3,603 new graduates. Registration for these 3,603 new graduates were processed under the Council's fast-track NQT registration process between May and August 2022.

Over this 12-month period, 3,383 teachers lapsed from the Register. Of these, 372 teachers lapsed from the Register for not addressing their conditions, of which 9 subsequently re-registered. A total of 1,895 teachers lapsed for non-payment of renewal fee, with 65 teachers subsequently re-registering. 572 teachers were removed for non-compliance with the request to complete re-vetting. Separately, 544 teachers voluntarily removed themselves from the Register.

As in previous years and consistent with the teaching profession in other countries, approximately 76% of registered teachers are female and 24% are male.

The Registration Committee and the Registration Review Group met on six occasions over this period. The Registration Review Group considered 16 cases.

Registration renewals

Since January 2014, registration with the Council is a requirement for a teacher to receive a State funded salary. Registration lasts for one year and teachers must renew their registration each year to remain on the Register of Teachers. The registration renewal fee remains at €65 and income tax relief can be claimed. During the reporting year, 111,007 teachers renewed their registrations with approximately 99% selecting the online payment option.

Registration with conditions

Registration subject to conditions (conditional registration) is granted when an applicant for registration has not fulfilled all of the registration requirements. In general, conditions fall into two categories, post-qualification professional practice conditions (Droichead) and other conditions, for example the Irish language requirement, qualification shortfalls and history and structure of the Irish education system.

If conditional registration is granted, the teacher will be informed about the condition(s) applied, the measures required to meet them, and the timeframe within which they must be met. Where registration is granted subject to condition(s), the teacher may request an extension of time to complete the condition(s) attached to their registration should they not have completed it by the expiry date.

During this reporting period, 1,453 teachers engaged in the extension request process. Of this figure, 1,391 teachers were granted an extension of time to comply with the conditions attached to their registration; 37 extension request applications were refused and a further 25 teachers were engaged in the process at the time of reporting.

Where a person fails to comply with the conditions attached to their registration within the specified period and does not apply for an extension of time, the conditional registration shall lapse. 372 teachers' registration lapsed, and 14 routes of registration were removed for non-compliance with conditions.

The Registration Panel carries out the assessment of extension requests on behalf of the Council. The panel met on thirteen occasions in this reporting year.

Professional Master of Education Verification Project

The Council supports student teachers undertaking a Professional Master of Education (PME) in post-primary to verify that their undergraduate subjects meet the requirements for teaching at least one post-primary curricular subject, in advance of applying for registration.

While the HEIs assess students' overall qualifications for access onto the PME programme in line with broad criteria, the Council offers an additional subject specific verification service. This checks that the subject taken at undergraduate level meets the specific requirements as set down by the Council for registration with that post-primary subject. This confirms the PME student teacher's eligibility to register with the Council on completion of their programme and speeds up the summer registration process.

A total of 88% of the PME student teachers (post-primary) who commenced their two-year programme in 2022 availed of this free process.

Registration of Student teachers

An amendment to the Teaching Council Registration Regulations was approved and signed into law by the Minister for Education, together with the Chairperson and the Director of the Teaching Council, in December 2021. This amendment enables student teachers who have successfully completed the first two years of an accredited undergraduate Initial Teacher Education programme (primary and post-primary) to apply for registration with the Teaching Council.

During the reporting year, 2,764 student teachers were registered.

Droichead

Droichead is the only route of induction for all primary and post-primary NQTs.

A total of 6,598 teachers engaged in the Droichead process across the two academic years of 2021/2022 and 2022/2023.

Of the 3,891 NQTs across 1,827 schools who participated in 2021/2022, 1,336 NQTs completed the process in advance of the reporting year. Two NQTs banked elements of the process for completion later. The remaining 2,553 teachers completed the process at the end of the 2021/2022 academic year.

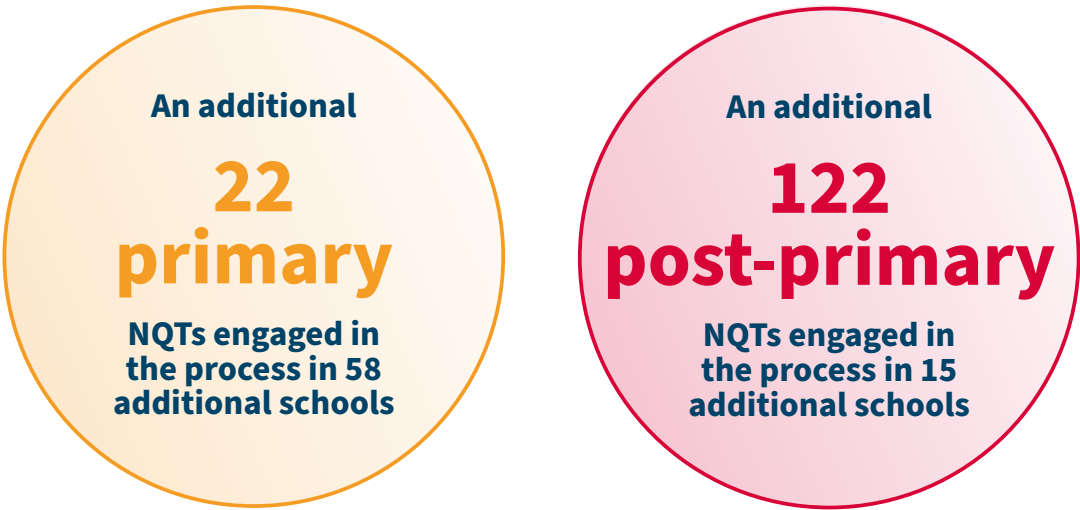
Table: Overview of Droichead 2021/2022

School Type	NQTs	Schools
Primary	2,251	1,238
Post-primary	1,640	589
Total	3,891	1,827

Table: Overview of Droichead on 28 March 2023 (2022/2023 academic year)

School Type	NQTs	Schools
Primary	2,273	1,296
Post-primary	1,762	604
Total	4,035	1,900

Growth of Droichead was prominent in both the primary and post-primary sectors.



Vetting

The Teaching Council administers the vetting of teachers for initial registration, registration renewal and employment purposes. During the reporting year, 41,689 teachers were vetted. Of these teachers, 26% were vetted for initial registration or employment purposes and 74% were vetted as part of the Council’s policy of re-vetting registered teachers on a three-year cycle.

The outcome of the vetting process is known as a disclosure. As part of the registration process, the Council is required to consider vetting disclosures, for suitability of the individual as a “fit and proper person” for registration or registration renewal purposes.

The Council’s Evidence of Character Panel met on 12 occasions and considered 54 vetting disclosures relating to applicants for registration and renewal of registration. A further 179 cases were presented for ratification to the panel. The panel was provided with an update on 14 teachers who had been approved for registration / re-registration with conditions as imposed by the panel. The panel also considered one submission made by a teacher as part of the re-vetting project.

Qualifications Assessment

In accordance with EU Directive 2005/36/EC on the mutual recognition of qualifications (as amended), the Teaching Council is the competent authority in Ireland for assessing applications for registration from persons recognised as teachers in other EU/ EEA countries. Applicants must meet the criteria as set out in The Teaching Council [Registration] Regulations 2016. All applications for registration from teachers who qualified outside of the EU/EEA are assessed on an individual basis.



204 Registered teachers may apply to add an additional subject(s) to their registration. **A total of 204 applications to add an additional subject(s) were approved.**

Tailored registration process to support the registration of qualified Ukrainian teachers

In April 2022, the Teaching Council developed a tailored registration process to support the registration of qualified Ukrainian teachers who have been granted temporary protection under the EU Temporary Protection Directive. The tailored process takes account of EU Mutual Recognition legislation and the ‘Guidelines on the recognition of professional qualifications of people fleeing from the war in Ukraine’ published by the European Commission. The application process for qualified Ukrainian teachers opened on 21 April 2022 and as of 27 March 2023, 107 applications were approved for registration. Of these, 8 are primary, 98 are post-primary and one is recognised under Other.

Exam to assess knowledge of the History and Structure of the Irish Education System

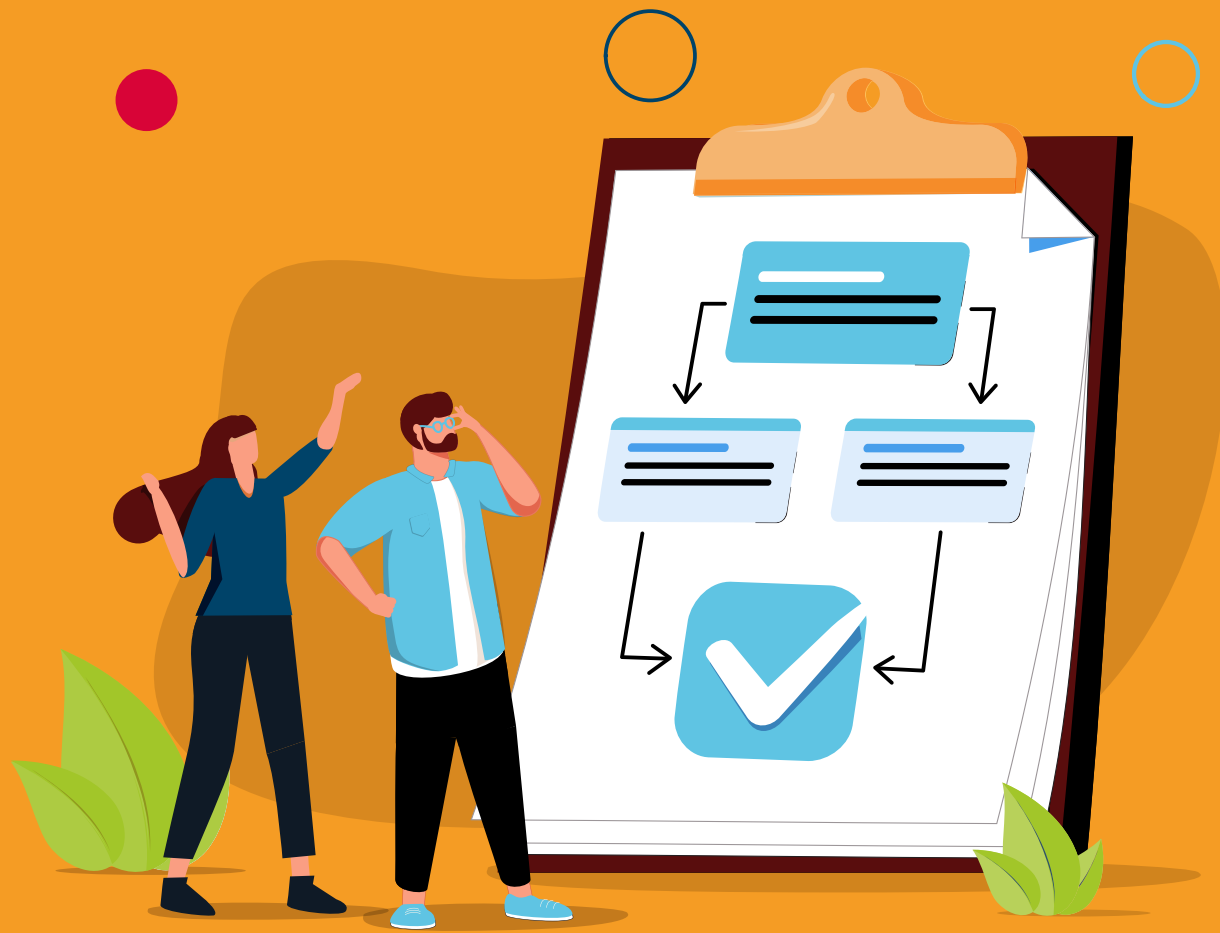
Where an applicant for registration as a post-primary teacher has completed a programme of teacher education outside of the Republic of Ireland, they are required to gain a knowledge and understanding of the history and structure of the Irish education system. They can do this by successfully completing an online exam in the History and Structure of the Irish Education System (H&S). The online exam is run three times a year.

The dates for the online H&S exam in the reporting year and the number of candidates for each exam were:

Exam date	Number of candidates
09 April 2022	67
09 July 2022	60
12 November 2022	105

Curricular subject registration requirements

Following an extensive consultation process with key stakeholders between June 2018 and April 2019, revised Curricular Subject Requirements were published on 11 November 2020. The revised requirements came into effect from January 2023 for applicants applying for registration with the Council. The revised requirements allowed for registration in new curricular languages of Polish, Portuguese, Lithuanian and Mandarin Chinese.



Ensuring high standards of professional conduct and practice

6

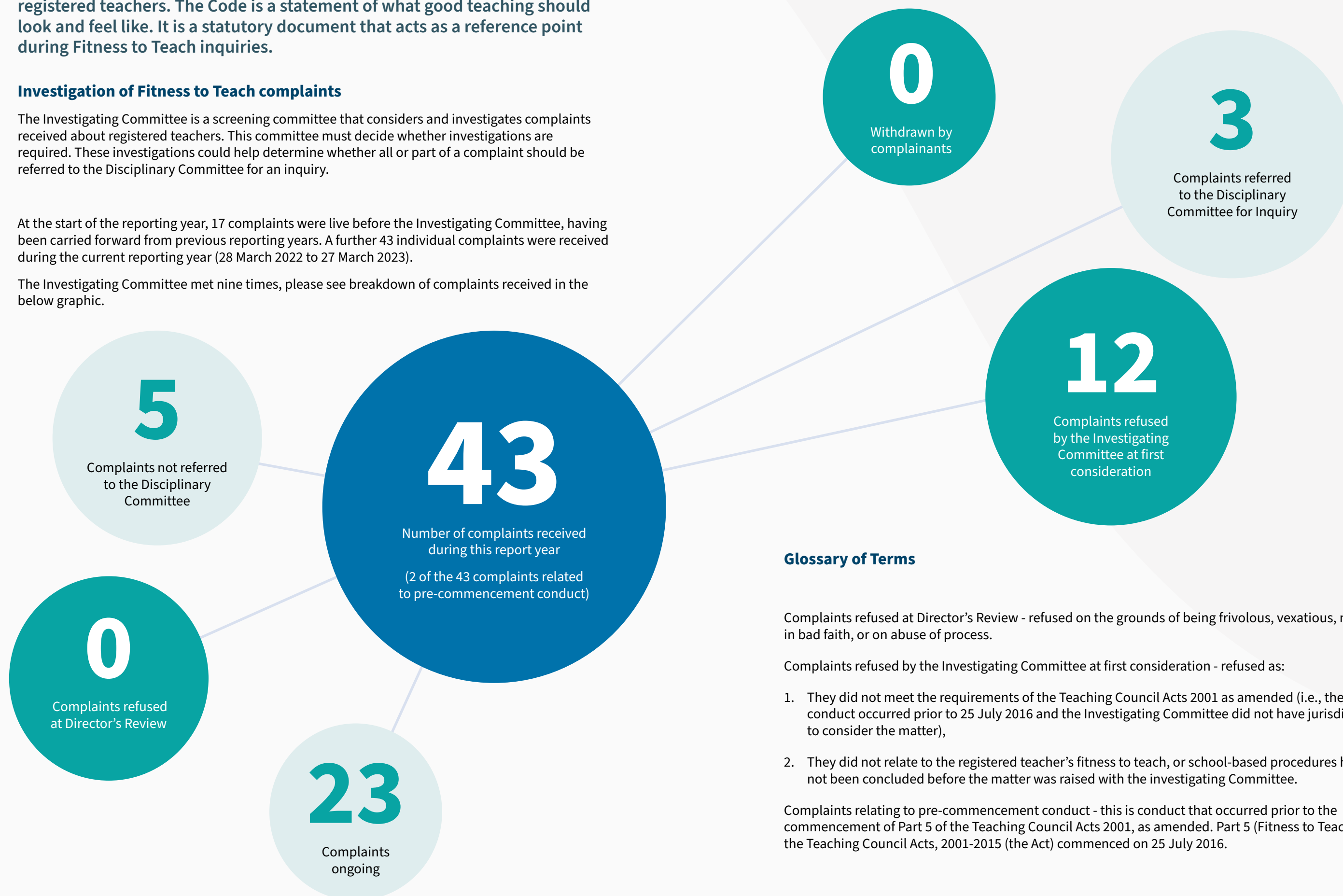
The Code of Professional Conduct for teachers sets out the standards of professional knowledge, skill, competence and conduct that are expected of registered teachers. The Code is a statement of what good teaching should look and feel like. It is a statutory document that acts as a reference point during Fitness to Teach inquiries.

Investigation of Fitness to Teach complaints

The Investigating Committee is a screening committee that considers and investigates complaints received about registered teachers. This committee must decide whether investigations are required. These investigations could help determine whether all or part of a complaint should be referred to the Disciplinary Committee for an inquiry.

At the start of the reporting year, 17 complaints were live before the Investigating Committee, having been carried forward from previous reporting years. A further 43 individual complaints were received during the current reporting year (28 March 2022 to 27 March 2023).

The Investigating Committee met nine times, please see breakdown of complaints received in the below graphic.



Glossary of Terms

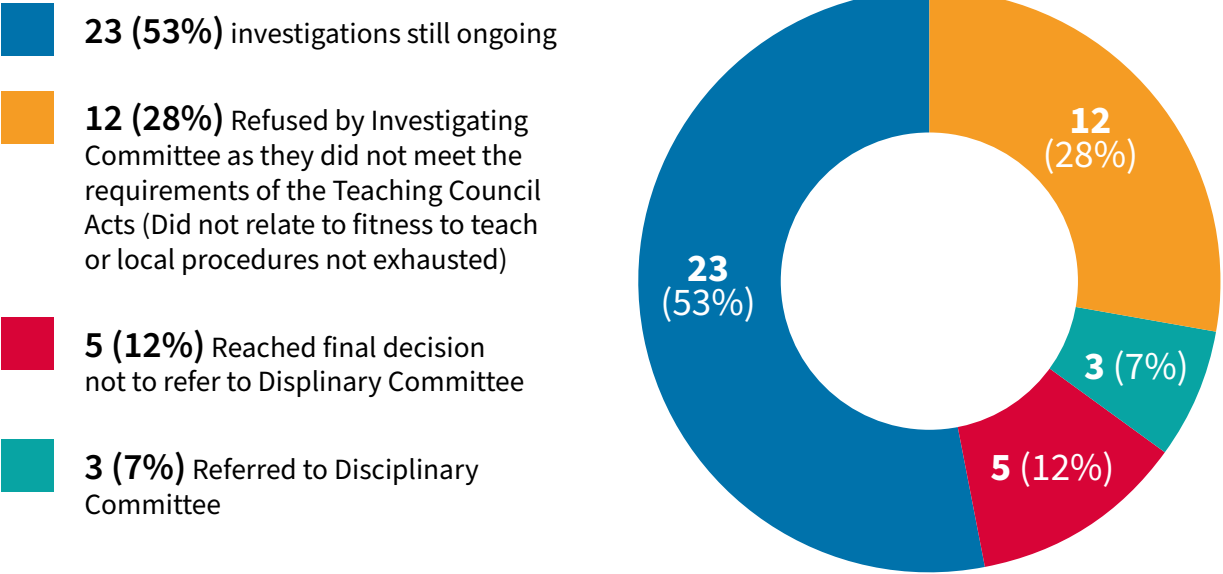
Complaints refused at Director's Review - refused on the grounds of being frivolous, vexatious, made in bad faith, or on abuse of process.

Complaints refused by the Investigating Committee at first consideration - refused as:

1. They did not meet the requirements of the Teaching Council Acts 2001 as amended (i.e., the conduct occurred prior to 25 July 2016 and the Investigating Committee did not have jurisdiction to consider the matter),
2. They did not relate to the registered teacher's fitness to teach, or school-based procedures had not been concluded before the matter was raised with the investigating Committee.

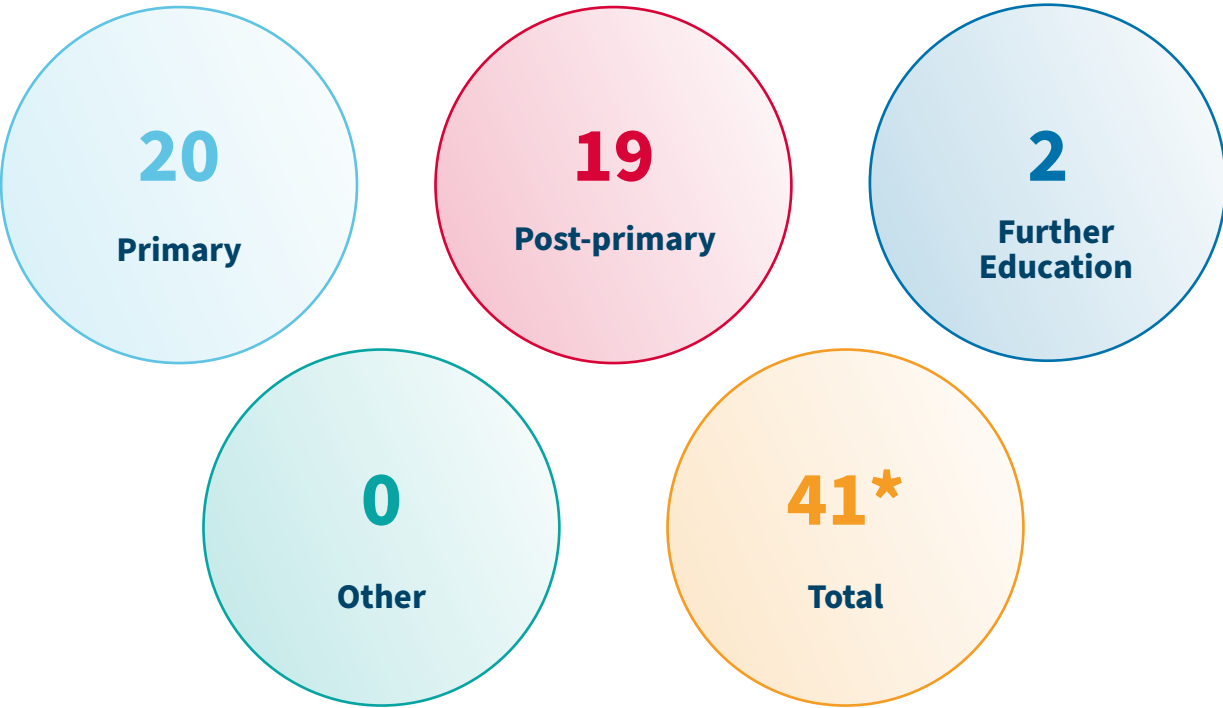
Complaints relating to pre-commencement conduct - this is conduct that occurred prior to the commencement of Part 5 of the Teaching Council Acts 2001, as amended. Part 5 (Fitness to Teach) of the Teaching Council Acts, 2001-2015 (the Act) commenced on 25 July 2016.

Progress of 43 complaints received by end of reporting year*



*0 (0) refused at Director Review stage

Number of complaints about teachers



*43 complaints were received during the reporting year in relation to 41 teachers. Two teachers were complained about more than once.

Complaints carried forward from previous reporting periods

Complaint Group	Number
Complaints from previous reporting years under consideration by Investigating Committee	17
Complaints from previous reporting years referred to the Disiplinary Committee for inquiry	2

Grounds of Complaint

The Council can investigate complaints on a number of grounds as set out in Part 5 of the Teaching Council Acts 2001, as amended, which include:

- professional misconduct;
- poor professional performance;
- engaging in conduct contrary to the Code of Professional Conduct for Teachers;
- being medically unfit to teach;
- a court conviction for certain offences;
- failing to comply with, or contravening a provision of the Teaching Council Acts 2001, as amended; the Education Act, 1998; the Education Welfare Act, 2000; the Education and Training Boards Act, 2013, and any regulations, rules or orders made under those Acts;
- failing to comply with an undertaking or to take any action specified in a consent given to a panel of the Council’s Disiplinary Committee at an inquiry, and
- erroneous registration due to a false or fraudulent declaration or misrepresentation.

Source of complaint

Complaint Group	Number
Parents	25
The Teaching Council via the Executive Committee, the complaint having come to the attention of the Council through the media or otherwise	8
Teachers/colleagues	3
Member of the public/not a parent	2
Student	2
Principal	1
Employer e.g., Boards of management / ETBs	2

Categories of Complaint

The following illustrates the categories of complaint recorded and the number of complaints received in each category:

Conduct/behaviour*	28
Competence/performance/practice	3
Medical concerns	0
Criminal convictions	3
Dishonesty/professional integrity	6
Breach of Code of Professional Conduct for Teachers	43

Note: More than one category of complaint can be attached to an individual complaint. Therefore, the categories of complaint in the table above will not necessarily amount to the total number of complaints received during the reporting year.

*Complaints related to conduct/behaviour include physical abuse/assault, verbal assault, sexual/intimate contact with a student, inappropriate personal relationship with a student (non-sexual), inappropriate communications (of a sexual and non-sexual nature), bullying, discriminatory behaviour and inappropriate social media usage.

Fitness to Teach inquiries

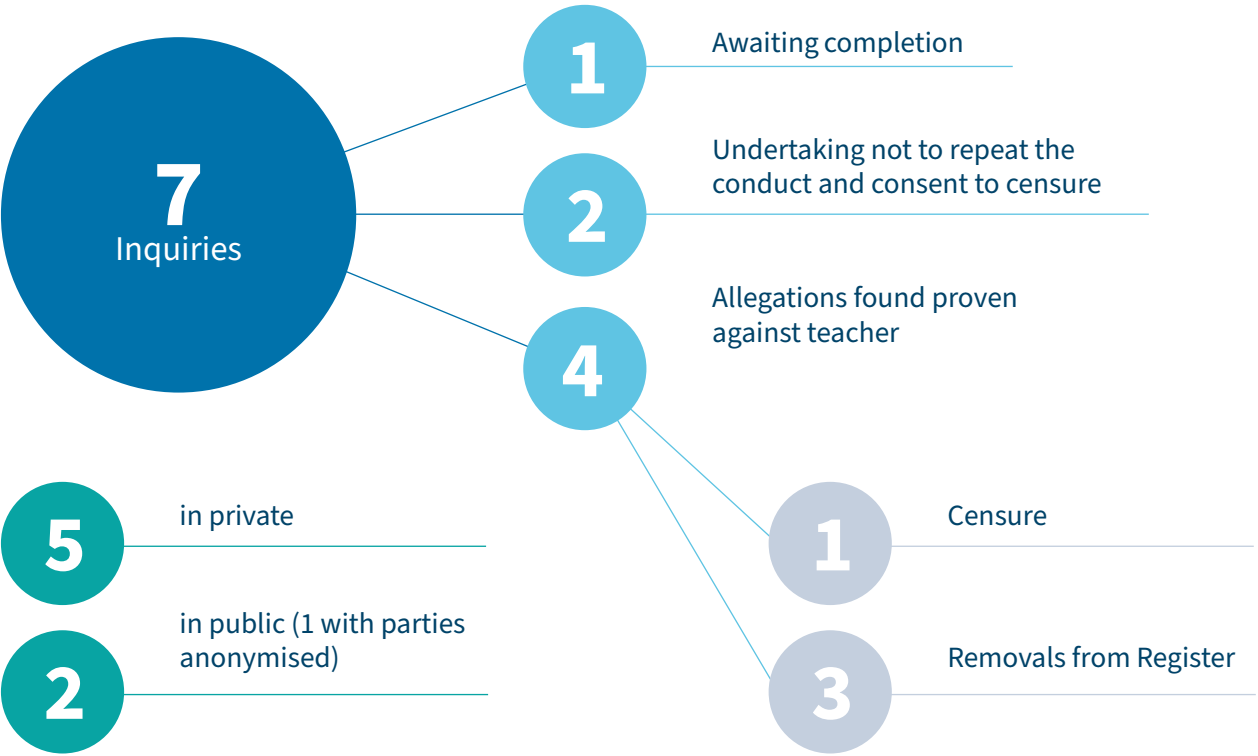
The Teaching Council receives and investigates complaints in relation to registered teachers, which can ultimately result in an inquiry into a teacher’s fitness to teach. Inquiries generally take place in public, with members of the media in attendance, but in certain circumstances they may take place in private or in public with the names of participants anonymised. They may also take the form of an examination of documents and written submissions, in cases where the allegations against a teacher are not contested. There have been no inquires conducted by examination of documents during the reporting year.

At the start of the reporting year, 17 inquiries were at planning stage, having been referred and carried forward from previous reporting periods. A further five complaints were referred to the Disciplinary Committee for inquiry in the 2022/2023 reporting year.

The subject matter of the complaints referred to inquiry ranged from

- conviction cases including sexual offences,
- professional misconduct including fraudulent and dishonest behaviour e.g., submitting false and fraudulent documentation to the Teaching Council and/or employers,
- poor professional performance, and
- a breach of the Teaching Council’s Code of Professional Conduct for Teachers.

Outcomes of Fitness



Following the relaxation of Covid-19 restrictions, inquiries returned to in-person format from 1 April 2022, with some-preliminary case management hearings continuing to be held online. All preliminary hearings are held in private with an independent legal assessor sitting with the inquiry panel and a stenographer recording proceedings. The preliminary hearings and inquiries completed were conducted over a total of 19 days.

Inquiry statistics 2022/2023

During the 2022/2023 reporting year:	Amount
Inquiries at planning stage at start of reporting year	17
Further complaints referred to inquiry	5
Preliminary hearings held	7
Inquires held (1 to be concluded)	7
Number of sanction decisions confirmed by the High Court (all four were removals from register)	4
Number of EU alerts raised	4
Number of website publications	7

Website notices

In circumstances where findings are made against teachers and sanctions applied at inquiries, or where teachers consent to being censured, Council can publish website notices on the Fitness to Teach area of our website. There were seven notices published during the reporting year.

Notifications to EU member states

The Teaching Council is obliged to notify all other EU Member States, where the practice of a registered teacher is prohibited or restricted by a national authority or Court. Alerts were issued in relation to four registered teachers, all of which related to the removal of those registered teachers from the Register. From time to time, the Council also issues alerts to teacher regulators in EU Member States in circumstances where the High Court confirms the interim suspension of a teacher, pursuant to section 47 of the Teaching Council Acts. Interim suspension Orders arise where the Teaching Council has public interest concerns regarding a registered teacher. No alerts were raised in these circumstances during the reporting year.

Executive Committee

The Executive Committee is a statutory committee of the Teaching Council. It performs functions outlined in the Teaching Council Acts; this includes matters which Council may delegate to it, such as its functions under section 42(1) and section 47 of the Act.

Section 42(1) of the Teaching Council Acts 2001 as amended provides that the Council may make a complaint to the Investigating Committee. This can arise where a registered teacher comes to our attention via the media or where either a member of the public or another body notifies the Council of a concern relating to a registered teacher but does not submit a formal complaint. The Executive Committee decided during this reporting year that Council should become the complainant with regard to eight complaints.

Section 47 of the Teaching Council Act, as amended provides that the Council, if it is satisfied that it is in the public interest, may apply to the High Court for an Order to suspend the registration of a registered teacher for a specified period. The Executive Committee considered two applications this reporting year and decided not to apply to the High Court for a section 47 Order in both cases.

Appendices

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APPENDIX 1

Financial Statements for the year ended 31 December 2022
Council Information

Chairperson / Deputy Chairperson	
Michelle Keane	Chairperson
Ann Mulcahy	Deputy-Chairperson
Council Members	
Asiya Al-Tawash	(Term of office completed 3/4/22)
Jean Beswick Duignan	(Appointed 2/6/22)
Sinead Brett	(Resigned 23/5/22)
Geoffrey Browne	(Term of office completed 3/4/22)
Kathleen Burke	
Noel Cronin	
Catherine Cross	(Term of office completed 3/4/22)
Mary Curley	
Michael Delargey	
Eamon Dennehy	(Appointed 4/4/22)
Niamh Dennehy	(Appointed 4/4/22)
Charles Dolan	(Resigned 12/12/22)
Brendan Doody	(Resigned 12/12/22)
Catherine Doolan	
Niall Duddy	
Declan Fahie	(Appointed 2/6/22)
Mai Fanning	(Appointed 4/4/22)
John Holian	(Term of office completed 3/4/22)
Niamh Hourigan	(Appointed 4/4/22)
Anne Howard	
Rosena Jordan	
Mary Kelly	(Term of office completed 3/4/22)
David Leahy	(Term of office completed 3/4/22)
Gerry Leydon	

Council Members	
Anne Loughnane	(Appointed 4/4/22)
Áine Lynch	(Appointed 4/4/22)
Mary Magner	(Appointed 4/4/22)
Dr. Anthony Malone	(Term of office completed 3/4/22)
Claire Markey	(Term of office completed 3/4/22)
Peter McCabe	
Fergal McCarthy	(Appointed 4/4/22)
Seán McMahon	
Noelle Moran	(Term of office completed 3/4/22)
Paul Moroney	
Catherine Moynihan	
Dr. Melanie Ní Dhuinn	(Term of office completed 3/4/22)
Deirdre O'Connor	(Term of office completed 3/4/22)
Teresa O'Doherty	(Appointed 4/4/22)
Ciaran James O'Donnell	
Seán Ó Dubhlaing	
Séamus Ó Fearraigh	(Term of office completed 3/4/22. Re-appointed 2/6/22)
Seán Ó hArgáin	(Appointed 4/4/22)
Liam O'Neill	(Appointed 4/4/22)
Seán O'Neill	
Bryan O'Reilly	(Appointed 2/6/22)
David O'Sullivan	(Appointed 4/4/22)
Eamonn Shaughnessy	
Tracie Tobin	

Auditors
Crowleys DFK Unlimited Company
Chartered Accountants and Statutory Audit Firm
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Dublin 2

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Maynooth
Co. Kildare

Solicitors
Fieldfisher Ireland
The Capel Building
Mary's Abbey
Dublin 7

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Governance Statement and Council Members’ Report

Governance

The Teaching Council was established under the Teaching Council Act 2001. The functions of the Council are set out in section 7 of this Act. The Council is accountable to the Minister for Education and is responsible for ensuring good governance and performs this task by setting strategic objectives and targets and taking strategic decisions on all key business issues. The day-to-day management, control and direction of the Teaching Council are the responsibility of the Director and the senior management team. The Director and the senior management team must follow the broad strategic direction set by the Council and must ensure that all Council members have a clear understanding of the key activities and decisions related to the organisation, and of any significant risks likely to arise. The Director acts as a direct liaison between the Council and the management of the Teaching Council.

Council Responsibilities

The duties and responsibilities of the Council are set out in its Code of Practice which also contains the matters specifically reserved for Council decision. Standing items considered by the Council include:

- Declaration of interests
- Approval of minutes of previous meetings
- The Director’s Report
- To receive and consider reports from committees and make decisions, where appropriate
- Reserved matters

Section 18 of the Teaching Council Act 2001 requires the Council to keep all proper and usual accounts and records of money received and expended and all property, assets and liabilities of the Council.

In preparing these financial statements the Council is required to:

- Select suitable accounting policies and apply them consistently
- Make judgements and estimates that are reasonable and prudent
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that it will continue in operation
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements

The Council is responsible for keeping adequate accounting records which disclose, with reasonable accuracy at any time, its financial position and enables it to ensure that the financial statements comply with Section 18 of the Teaching Council Act 2001. The maintenance and integrity of the corporate and financial information on the Teaching Council’s website is the responsibility of the Council.

The Council is responsible for approving the annual budget.

The Council is also responsible for safeguarding its assets and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Council considers that the financial statements of the Teaching Council give a true and fair view of the financial performance and the financial position of the Teaching Council at 31 December 2022.

Council Structure

The Teaching Council is made up of 37 voluntary members, as follows:

- Eleven primary teachers (nine elected and two teacher union nominees)
- Eleven post-primary teachers (seven elected and four teacher union nominees)
- Two nominated by colleges of education
- Two nominated by specified third-level bodies
- Four nominated by school management (two primary and two post-primary)
- Two nominated by parents' associations (one primary and one post-primary) and
- Five nominated by the Minister for Education (including one representing each of IBEC and ICTU)

Council members are appointed for a four-year term. See Council information at beginning of the financial statements for details on the current Council.

The Council has established the following Committees and Panels:

- Executive Committee - facilitates the efficient and effective functioning of the Council by conducting the business of the Council between Council meetings.
- Investigating Committee - Any person may apply to the Investigating Committee for an inquiry into the fitness to teach of a registered teacher.
- Disciplinary Committee - A panel of the Disciplinary Committee will conduct a hearing on a complaint referred to it by the Investigating Committee.
- Registration Committee - advises the Council and makes recommendations in all areas relating to the registration of teachers.
- Education Committee - is responsible for making recommendations to the Council on policy relating to the continuum of teacher education.
- Finance Committee - oversees the Council's financial affairs.
- Audit and Risk Committee - monitors the system of internal control within the organisation and manages risk.
- Registration Review Group - The Registration Committee sits as the Registration Review Group in instances where teachers are unhappy with the outcome of a panel's decision and request a review of the initial decision.
- Registration Panel - is responsible for the assessment of issues which relate to the registration of teachers, such as the granting of extensions to those holding conditional registration.
- Evidence of Character Panel - assesses the evidence of character of applicants seeking to register as teachers with the Council. The Panel is also responsible for the assessment of fit and proper persons as part of the registration renewal process.
- Qualifications Panel - assesses the professional qualifications of applicants seeking to register as teachers.

Disclosures required by the Code of Practice for the Governance of State Bodies (2016)

The Council is responsible for ensuring compliance with the requirements of the Code of Practice for the Governance of State Bodies ("the Code"). The following disclosures are required by the Code:

Consultancy Costs

Consultancy costs include the cost of external advice to management and exclude outsourced "business-as-usual" functions.

	2022 €	2021 €
Legal advice	135,426	157,729
Pension administration	15,929	13,250
Data Protection	14,177	3,625
Health & Safety	-	6,642
Internal control & internal audit	21,587	24,785
Communications	24,247	39,567
ICT	63,557	24,269
Human Resources	35,466	26,477
Strategic planning	-	19,284
Procurement	2,337	5,541
	312,726	321,169

Other Legal Costs

	2022 €	2021 €
Legal Costs - Registration	108,168	111,405
Legal Costs - Professional Standards	822,267	785,511
	930,435	896,916

Travel & Subsistence Expenditure

	2022 €	2021 €
Domestic - Council members	161,096	47,717
Domestic - Staff	32,065	6,690
International - Council members	6,775	-
International - Staff	3,758	-
	203,694	54,407

Hospitality Expenditure

	2022 €	2021 €
Staff welfare	2,250	940

Statement of Compliance

The Council has adopted the Code of Practice for the Governance of State Bodies (2016) and has put procedures in place to ensure compliance with the Code. The Council was largely in compliance with the Code for 2022 with the exception of some minor aspects of the Customer Service requirements and the Board Effectiveness Review, both of which will be addressed in 2023.

Future Developments

The Council plans to continue its present activities.

Accounting Records

The Council is responsible under Section 18 of the Teaching Council Act, 2001, for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the organisation. The Council is also responsible for safeguarding the assets of the organisation and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The accounting records of The Teaching Council are maintained at Maynooth Business Campus, Maynooth, Co. Kildare.

Auditors

The auditors, Crowleys DFK Unlimited Company (Chartered Accountants and Statutory Audit Firm) have indicated their willingness to continue in office.

Going Concern

The council members have prepared budgets and cash flows for a period of at least twelve months from the date of the approval of the financial statements which demonstrate that there is no material uncertainty regarding the organisation's ability to meet its liabilities as they fall due, and to continue as a going concern. On this basis the council members consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and the classification of the assets and liabilities that may arise if the organisation was unable to continue as a going concern.

Post Balance Sheet Events

There were no events subsequent to the year end that would impact on or require disclosure in the financial statements or in the notes thereto.

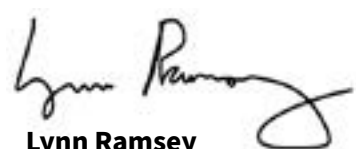
Statement on Relevant Audit Information

There is no relevant audit information of which the statutory auditors are unaware. The council members have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

On behalf of the Council.



Michelle Keane
Chairperson



Lynn Ramsey
Director

Date: 3 July 2023

Statement on Internal Control

Scope of Responsibility

On behalf of the members of The Teaching Council I acknowledge our responsibility for ensuring that an effective system of internal control is in place and operating.

Purpose of the System of Internal Control

The system of internal control is designed to manage risk to an acceptable level rather than to eliminate it. The system can therefore only provide reasonable and not absolute assurance that assets are safeguarded, transactions authorised and properly recorded and that material errors or irregularities are either prevented or detected in a timely way.

The system of internal control, which accords with Guidance issued by the Department of Public Expenditure and Reform has been in place in The Teaching Council for the year ended 31 December 2022 and up to the date of approval of the financial statements.

Capacity to Handle Risk

During 2022, The Teaching Council had an Audit and Risk Committee comprising five Council members and two independent external members. The Committee met four times in 2022.

The Teaching Council outsources its internal audit function which is adequately resourced and conducts a programme of work agreed with the Audit and Risk Committee.

The Audit and Risk Committee has developed a Risk Management Policy which sets out its risk appetite, the risk management processes in place and details the roles and responsibilities of staff in relation to risk.

Risk and Control Framework

The Teaching Council has implemented a risk management system which identifies and reports key risks and the management actions being taken to address and, to the extent possible, to mitigate those risks.

A risk register is in place which identifies the key risks facing the Teaching Council and these have been identified, evaluated and graded according to their significance. The register is reviewed and updated by the Audit and Risk Committee on a regular basis. The outcome of these assessments is used to plan and allocate resources to ensure risks are managed to an acceptable level.

The risk register details the controls and actions needed to mitigate risks. I confirm that a control environment containing the following elements is in place:

- Procedures for all key business processes have been documented
- Financial responsibilities have been assigned at management level with corresponding accountability
- A comprehensive planning and budgetary system is in operation and expenditure trends are reviewed on a monthly basis
- Statement on Internal Control
- Procedures for addressing the financial implications of major business risks include financial instructions and notes of procedures, delegation practices such as authorisation limits approved by Council and segregation of duties between processing and approval of payments
- Systems are in place to safeguard both physical assets and the integrity of the information and communication technology systems

Ongoing Monitoring and Review

Formal procedures have been established for monitoring control processes and control deficiencies are communicated to those responsible for taking corrective action and to management and Council, where relevant, in a timely manner. I confirm that the following ongoing monitoring systems are in place:

- Key risks and related controls have been identified and processes have been put in place to monitor the operation of those key controls and report any identified deficiencies
- Reporting arrangements have been established at all levels where responsibility for financial management has been assigned and
- There are regular reviews by senior management of monthly and annual performance and financial reports which indicate performance against budget

Procurement

I confirm that The Teaching Council has procedures in place to ensure compliance with current procurement rules and guidelines and that during 2022 The Teaching Council complied with those procedures with the exception of the items noted below.

- The Council used an organisation for executive coaching without tendering for same as it was felt that the organisation provided a unique offering. The expenditure involved was €14k in 2022.
- The Council has always used the same supplier of insurance services without tendering. This supplier specialises in public sector clients. The Council intends to tender for insurance services in 2023. The expenditure involved in 2022 was €34k.

Review of Effectiveness

I confirm that the Teaching Council has procedures to monitor the effectiveness of its risk management and control procedures. The Teaching Council's monitoring and review of the effectiveness of the system of internal financial control is informed by the work of the internal and external auditors, the Audit and Risk Committee which oversees their work, and the senior management within the Teaching Council responsible for the development and maintenance of the internal financial control framework.

I confirm that the Council conducted an annual review of the effectiveness of the internal controls for 2022.

Internal Control Issues

No significant weaknesses in internal control were identified in relation to 2022 that require disclosure in the financial statements.

On behalf of Council.



Michelle Keane
Chairperson

Date: 3 July 2023

Independent Auditors' Report to the Council Members of The Teaching Council

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Teaching Council for the year ended 31 December 2022 which comprise the Income and Expenditure Account, the Balance Sheet, the Cash Flow Statement and the related notes to the financial statements, including a summary of significant accounting policies set out in note 1. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

In our opinion the financial statements:

- » give a true and fair view of the assets, liabilities and financial position of the association as at 31 December 2022 and of its surplus for the year then ended;
- » have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland"; and
- » have been properly prepared in accordance with the requirements of Section 18 of the Teaching Council Act 2001.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the council in accordance with ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the council members' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the council's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the council members' with respect to going concern are described in the relevant sections of this report.

Other Information

The council members are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our Auditor's Report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the council and its environment obtained in the course of the audit, we have not identified any material misstatements in the Governance Statement and Council Members' Report.

Respective responsibilities

Responsibilities of council members for the financial statements

As explained more fully in Governance Statement and Council Members' Report, the council members are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the council members are responsible for assessing the council's ability to continue as a going concern, disclosing, as applicable, matters related to the going concern and using the going concern basis of accounting unless management either intends to liquidate the council or to cease operation, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The purpose of our audit work and to whom we owe our responsibilities

Our report is made solely to the council's members, as a body, in accordance with Section 18 of the Teaching Council Act 2001. Our audit work has been undertaken so that we might state to the council's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than the council and the council's members, as a body, for our audit work, for this report, or for the opinions we have formed.

Natalie Kelly

for and on behalf of
Crowleys DFK Unlimited Company
Chartered Accountants and Statutory Audit Firm
16/17 College Green, Dublin 2

Date: 3 July 2023

Appendix to the Independent Auditors' Report to the Council Members of The Teaching Council

Further information regarding the scope of our responsibilities as auditor

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- » Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- » Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the organisation's internal control.
- » Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Council members.
- » Conclude on the appropriateness of the Council members' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the organisation's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditor's Report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditor's Report. However, future events or conditions may cause the organisation to cease to continue as a going concern.
- » Evaluate the overall presentation, structure, and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Income and Expenditure Account for the year ended 31 December 2022

		2022 €	2021 €
	Notes		
Income			
Registration and Assessment Fees		8,128,870	7,553,822
Total Income	2	8,128,870	7,553,822
Expenditure			
Accommodation Costs		(201,476)	(156,113)
Staffing Costs		(4,839,286)	(4,860,376)
Professional Standards Costs		(911,555)	(853,301)
Other Administration Costs		(640,603)	(754,647)
Meeting Costs		(232,330)	(93,064)
Registration Costs		(163,508)	(197,912)
Information Technology Costs		(440,880)	(310,833)
Communications, Education and Research Costs		(590,465)	(608,253)
Depreciation	7	(532,896)	(329,905)
Total Expenditure		(8,552,999)	(8,164,404)
(Deficit)/Surplus on Ordinary Activities		(424,129)	(610,582)
Investment income		93,069	92,891
Fair value movement in Financial Assets		(1,339,681)	592,896
Property Rental Income		261,306	211,306
Property Management Costs		(43,071)	(36,854)
Surplus before taxation	3	(1,452,506)	249,657
Taxation	6	-	-
(Deficit)/Surplus after taxation		(1,452,506)	249,657

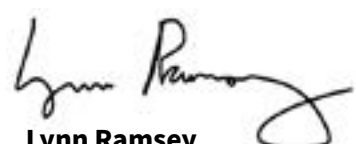
There are no recognised surpluses or deficits other than the result for the above financial periods.
The result of the year has been generated exclusively from continuing operations.

The notes on pages 65 to 72 form part of these financial statements.

The financial statements were approved by the Council on 3 July 2023 and signed on its behalf by



Michelle Keane
Chairperson



Lynn Ramsey
Director

Balance Sheet as at 31 December 2022

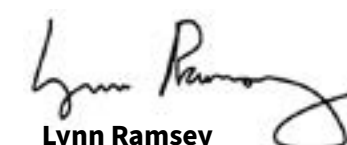
		2022 €	2022 €	2021 €	2021 €
	Notes				
Non-Current Assets					
Tangible assets	7		4,534,378		4,722,874
Financial Assets	8		12,064,706		13,311,318
			16,599,084		18,034,192
Current Assets					
Receivables and Prepayments	9	76,337		11,466	
Cash and Cash Equivalents		592,796		840,034	
		669,133		851,500	
Current Liabilities: Amounts falling due within one year	10	(306,553)		(471,522)	
Net Current Assets			362,580		379,978
Total Assets Less Current Liabilities			16,961,664		18,414,170
Reserves					
Designated Reserve	11		4,000,000		4,000,000
General Reserves	11		12,961,664		14,414,170
Total Funds			16,961,664		18,414,170

The notes on pages 65 to 72 form part of these financial statements.

The financial statements were approved by the Council on 3 July 2023 and signed on its behalf by



Michelle Keane
Chairperson



Lynn Ramsey
Director

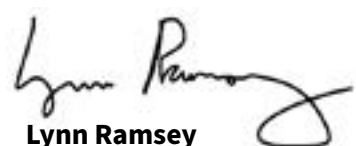
Cash Flow Statement for the year ended 31 December 2022

		2022 €	2021 €
	Notes		
Reconciliation of operating deficit to net			
Cash flow from operating activities			
Operating (deficit)/Surplus (before interest received and tax)		(1,452,506)	249,657
Depreciation	3	532,896	329,905
(Increase)/Decrease in debtors	9	(64,871)	50,116
(Decrease)/Increase in creditors	10	(164,969)	66,4455
Net cash flow from operating activities		(1,149,450)	696,123
Cash Flow from Investing Activities			
Interest received		-	-
Income from investment portfolio	13	(93,069)	(92,891)
Fair Value movement in investment portfolio	13	1,339,681	(592,896)
Taxation	13	-	-
Capital expenditure	13	(344,400)	(553,393)
Net cash flow from investing activities		902,212	(1,239,180)
Reconciliation of net cash flow to movement in cash and cash equivalents (Note 14)			
Net (Decrease) in cash and cash equivalents in the year		(247,238)	(543,057)
Net cash and cash equivalents at 1 January 2021		840,034	1,383,091
Net cash and cash equivalents at 31 December 2022 14		592,796	840,034

The financial statements were approved by the Council on 3 July 2023 and signed on its behalf by



Michelle Keane
Chairperson



Lynn Ramsey
Director

Notes to the Financial Statements for the year ended 31 December 2022

1. Accounting Policies

1.1. Basis of preparation

The financial statements are prepared on the going concern basis in accordance with FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” issued by the Financial Reporting Council (FRC). The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the organisations’ financial statements.

1.2. Income

Income comprises registration and assessment fees received during the year. All fees receivable are accounted for on a receipts basis, except for income from the review and accreditation of programmes of initial teacher education which is on an invoice basis. Teachers register throughout the year and this registration lasts for 12 months. Income is not deferred to reflect this. In 2014 the Council purchased Block A, Maynooth Business Campus and is in receipt of rental income from tenants of the building. This is included under “Property Rental Income” in the Income and Expenditure Account.

1.3. Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at historic cost less accumulated depreciation.

Depreciation is provided on all tangible fixed assets, at rates calculated to write off the cost or valuation, less estimated residual value, of each asset systematically over its expected useful life, as follows

- » Premises - 2.5% straight line
- » Fixtures and Fittings - 10% straight line
- » Computer Software - 20% straight line
- » Computer Equipment - 33.33% straight line

The carrying values of tangible fixed assets are reviewed annually for impairment in periods if events or changes in circumstances indicate the carrying value may not be recoverable.

At the end of each reporting period, the organisation assesses whether there is objective evidence of impairment of any financial assets that are measured at cost or amortised cost included unlisted investments, investments, loans, trade debtors and cash. If there is objective evidence of impairment, impairment losses are recognised in the Income and Expenditure in that financial year.

1.4. Pensions

The Council operates a defined benefit pension scheme for the majority of its employees. The scheme is based on the Public Service Model and is approved by the Minister for Education and the Minister for Finance. Pension benefits payable under the scheme are funded by the Exchequer.

In addition, the Council's arrangements have a number of specific characteristics:

- » the Identify and assess the risks of material misstatement of the financial statements, whether due to fraud Council makes an agreed contribution to the Department of Education
- » the contribution comprises an employee element along with an employer element. In accordance with government policy on public sector pensions the employer's contribution amounts to 25% of gross pay for employees paying PRSI at the A rate and 30% of gross pay for employees paying PRSI at the D rate.
- » there is an explicit commitment from the Department of Education with the agreement of the Department of Finance that the Exchequer will meet the cost of benefits as they fall due.

The Public Service Pensions (Single Scheme and Other Provisions) Act 2012 introduced the new Single Public Service Pension Scheme ("Single Scheme") which commenced with effect from 1 January 2013. All new employees of the Teaching Council, who are new entrants to the public sector on or after 1 January 2013 are members of the Single Scheme.

The Council considers that its pension arrangements as described above have the same financial effect from the Council's point of view as a defined contribution scheme. It is of the view that the provisions of FRS 17, Accounting for Retirement Benefits, which arise under defined benefit schemes are not appropriate to its circumstances. Accordingly, it accounts for its contribution as if the scheme was a defined contribution scheme.

1.5. Taxation

The Finance (No.2) Act 2013, Section 37, amends Schedule 4 to the Taxes Consolidation Act 1997 to include the Teaching Council in the list of specified non-commercial State-sponsored bodies that qualify for exemption from certain tax provisions under Section 227 of the Taxes Consolidation Act 1997. This section exempts from income tax and corporation tax certain income arising which would otherwise be chargeable to tax under Case III, IV and V of Schedule D. Deposit interest remains subject to DIRT. The yearly charge for taxation is based on deposit interest for the year and is calculated with reference to the tax rate applying on the date the interest is received.

1.6. Designated Reserves

The Council has determined that it may at its discretion set aside unrestricted funds for designated future purposes. Where such funds are no longer required for the intended purpose, they will be released to the General Reserve.

1.7. Financial Assets

Financial assets held as non-current assets are stated at their market value. Any surplus or deficit is accounted for through the Income and Expenditure Account. Income from Financial Assets is recognised in the Income and Expenditure account in the year in which it is received.

1.8. Receivables

Receivables are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

1.9. Payables

Payables are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.

1.10. Cash at bank and in hand

Cash at bank and in hand comprises cash on deposit at banks requiring less than three months' notice of withdrawal.

2. Income

The income of the organisation for the year has been derived from its principal activity wholly undertaken in Ireland.

3. Operating Surplus/(Deficit)

The income of the organisation for the year has been derived from its principal activity wholly undertaken in Ireland.

	2022 €	2021 €
Operating surplus/(deficit) is stated after charging:		
Depreciation	532,896	329,905

4. Staffing and Remuneration

The income of the organisation for the year has been derived from its principal activity wholly undertaken in Ireland.

	2022 €	2021 €
Staffing costs		
Wages and salaries	2,678,917	2,506,674
Social welfare costs	269,022	229,255
Pension costs	531,408	492,577
Managed Services & Agency staff cost	1,229,949	1,512,680
Training & Staff Welfare costs	124,917	113,640
Sundry staff costs	5,073	5,550
	4,839,286	4,860,376

	2022 €	2021 €
(A) Aggregate Employee Benefits		
Staff short-term benefits	2,678,917	2,506,674
Retirement benefit costs	531,408	492,577
Employer's contribution to social welfare	269,022	229,255
	3,479,347	3,228,506

The total number of staff employed (WTE) at year end was 62.5 (2021: 54.4).

	2022 €	2021 €
(B) Staff Short-Term Benefits		
Basic pay	2,674,185	2,505,482
Overtime	4,732	1,192
Allowances	-	-
	2,678,917	2,506,674

(C) Key Management Personnel

Key management personnel in the Teaching Council consists of the Director, Deputy Director, Head of Teachers' Learning and Research, Head of Initial Teacher Education and Induction, Head of Registration, Head of Professional Standards, Head of Corporate Affairs and HR and Head of Finance and IT. The total value of employee benefits for key management personnel is set out below:

	2022 €	2021 €
Salary	675,883	659,035
	675,883	659,035

This does not include the value of retirement benefits earned in the period. The key management personnel are members of the Teaching Council pension scheme and their entitlements in that regard do not extend beyond the terms of the model public service pension scheme.

Council members do not receive any remuneration for their work on behalf of the Council.

	2022 €	2021 €
(D) Director's Salary and Benefits		
Basic pay	107,620	118,407
	107,620	118,407

The position of Director was vacant for the whole of 2022. During this period, the Deputy Director occupied the role in an acting capacity. The remuneration figure noted above for 2022 relates to the Acting Director role. The new Director commenced on 1 February 2023.

(E) Employee Short-term Benefits Breakdown

Employees' short-term benefits in excess of €60,000 are categorised into the following bands:

Range		No. of Employees	
From	To	2022	2021
€ 60,000	€ 69,999	3	2
€ 70,000	€ 79,999	3	2
€ 80,000	€ 89,999	2	1
€ 90,000	€ 99,999	2	3
€100,000	€109,999	1	0
€110,000	€119,999	0	1

5. Pension Costs

The pension cost represents contributions payable by the Council to the pension fund.

6. Taxation

	2022 €	2021 €
Current Year Taxation	-	-
DIRT	-	-

The Finance (No.2) Act 2013, Section 37, amends Schedule 4 to the Taxes Consolidation Act 1997 to include the Teaching Council in the list of specified non-commercial State-sponsored bodies that qualify for exemption from certain tax provisions under Section 227 of the Taxes Consolidation Act 1997. This section exempts from income tax and corporation tax certain income arising which would otherwise be chargeable to tax under Case III, IV and V of Schedule D. Deposit interest remains subject to DIRT.

7. Tangible Assets

	Premises	Fixtures & Fittings	Computer Software	Computer Equipment	Total
	€	€	€	€	€
Cost					
At 1 January 2022	3,691,937	1,541,474	1,688,812	581,940	7,504,163
Additions	-	1,885	277,295	65,220	344,400
Disposals	-	(1,139)	(411,152)	(64,529)	(476,820)
At 31 December 2022	3,691,937	1,542,220	1,554,955	582,631	7,371,743
Depreciation					
At 1 January 2022	646,086	978,713	650,913	505,577	2,781,289
On disposals	-	(1,139)	(411,152)	(64,529)	(476,820)
Charge for the year	92,298	139,172	237,933	63,493	532,896
At 31 December 2022	738,384	1,116,746	477,694	504,541	2,837,365
Net book values					
At 31 December 2022	2,953,553	425,474	1,077,261	78,090	4,534,378
At 31 December 2021	3,045,851	562,761	1,037,899	76,363	4,722,874

8. Financial Assets

	2022	2021
	€	€
Fair value		
At 1 January	13,311,318	12,625,531
Funds to portfolio	-	-
Fair value movement in financial assets	(1,339,681)	592,896
Investment income	93,069	92,891
At 31 December 2021	12,064,706	13,311,318

9. Receivables and Prepayments

	2022	2021
	€	€
Other receivables	76,337	11,466
	76,337	11,466

10. Payables: Amounts falling due within one year

	2022	2021
	€	€
Other taxes and social security costs	126,127	70,946
Accruals	180,426	400,576
	306,553	471,522

Tax and social insurance are subject to the terms of the relevant legislation. Interest accrues on late payment. No interest was due at the financial year end date.

The terms of accruals are based on the underlying contracts. The repayment terms of trade creditors vary.

	2022	2021
	€	€
Included in other taxes and social security costs:		
PAYE/PRSI	89,454	70,847
PSWT	36,405	-
RCT	268	99
VAT	-	-
	126,127	70,946

11. Reserves

	General Reserve	Designated Reserve	Total
	€	€	€
Opening Reserves	14,414,170	4,000,000	18,414,170
Accruals	(1,452,506)	-	(1,452,506)
Closing Reserves	12,961,664	4,000,000	16,961,664

In accordance with the Council's financial strategy the designated reserves have been established as a contingency reserve to cover any significant costs arriving from legal challenge to any part of the Teaching Council Acts, 2001 to 2015 and from any of the Council's rulings. In accordance with the Council's accounting policy where such funds are no longer required they will be released back to the General Reserve.

12. Related Party Transactions

In accordance with the Teaching Council Acts, 2001 to 2015 Council members are entitled to reimbursement of expenses necessarily incurred whilst engaging in the business of the Council and Committees of the Council. Council members who are teachers are also required to renew their registration annually. All transactions are conducted on an arms-length basis and have been incorporated into these financial statements.

13. Gross Cash Flows

	2022 €	2021 €
Returns on Investments and Servicing of Finance		
Interest received	-	-
Taxation		
DIRT	-	-
Capital Expenditure and financial investment		
Payments to acquire tangible assets	(344,400)	(553,393)
Income from investment portfolio	(93,069)	(92,891)
Fair Value movement in investment portfolio	1,339,681	(592,596)
	902,212	(1,239,180)

14. Analysis of Changes in Net Cash and Cash Equivalents

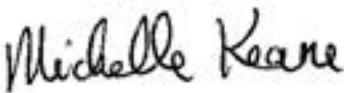
	Opening balance €	Cash flows €	Closing balance €
Cash at bank and in hand	840,034	(247,238)	592,796
Net Cash and Cash Equivalents	840,034	(247,238)	592,796

15. Post Balance Sheet Events

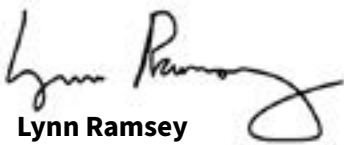
There were no events subsequent to the year end that would impact on or require disclosure in the financial statements or in the notes thereto.

16. Approval of Financial Statements

The financial statements were approved by the Council on 3 July 2023 and signed on its behalf by



Michelle Keane
Chairperson



Lynn Ramsey
Director

APPENDIX 2

Teaching Council Members

The Council has 37 voluntary members, as follows:

- Eleven primary teachers, nine of whom are elected and two of whom are teacher union nominees
- Eleven post-primary teachers, seven of whom are elected and four of whom are teacher union nominees
- Two nominated by colleges of education
- Two nominated by specified third-level bodies
- Four nominated by school management (two primary and two post-primary)
- Two nominated by parents’ associations (one primary and one post-primary) and
- Five nominated by the Minister for Education (including one representing each of IBEC and ICTU).

The Council met on ten occasions during the year and the attendance of each member is shown in the following table:

Council Members	Meetings Attended
Ms Áine Lynch	10
Ms Ann Mulcahy	10
Ms Anne Howard	10
Ms Anne Loughnane	10
Mr Brendan Doody ¹	6
Ms Catherine Doolan	7
Ms Catherine Moynihan	10
Mr Charles Dolan ²	4
Mr Ciaran James O'Donnell	8
Mr David O'Sullivan	10
Mr Declan Fahie	10
Mr Eamon Dennehy	9
Mr Eamonn Shaughnessy	9
Mr Fergal McCarthy	10
Mr Gerry Leydon	4
Ms Jean Beswick-Duignan	10

Council Members	Meetings Attended
Ms Kathleen Burke	7
Mr Liam Ó Néill	9
Ms Mai Fanning	4
Ms Mary Magner	6
Ms Mary Curley	10
Mr Michael Delargey	6
Ms Michelle Keane	10
Mr Niall Duddy	4
Prof Niamh Hourigan	9
Dr Niamh Dennehy	10
Mr Noel Cronin	10
Mr Paul Moroney	10
Mr Peter McCabe	5
Ms Rosena Jordan	7
Mr Seán Ó hArgáin	9
Mr Seán Ó Dubhlaing	10
Mr Seán O'Neill	8
Prof Teresa O'Doherty	10
Ms Tracie Tobin	7
Mr Bryan O Reilly ³	8
Mr Séamus Ó Fearraigh ⁴	8
Ms Gráinne Conachy ⁵	3
Ms Mary Rose Cremin ⁶	1

1. Mr Brendan Doody resigned from Council during the reporting year
2. Mr Charles Dolan resigned from Council during the reporting year
3. Mr Bryan O Reilly was appointed to Council during the reporting year
4. Mr Séamus Ó Fearraigh was appointed to Council during the reporting year
5. Ms Gráinne Conachy was appointed to Council during the reporting year
6. Ms Mary Rose Cremin was appointed to Council during the reporting year

APPENDIX 3

Committees and Panels

The Teaching Council has established a number of committees and panels to facilitate its work. There are three statutory committees, four standing committees overseeing policy, procedures and governance with three panels dealing with individual teacher registration, vetting and qualification matters.

Executive Committee

The Executive Committee facilitates the efficient and effective functioning of the Council by conducting the business of the Council between general meetings.

The Committee, which consists of 11 members, met on nine occasions during the year. The attendances for these meetings are set out below.

Committee Members	Meetings Attended
Ms Ann Mulcahy	9
Ms Anne Loughnane ¹	5
Mr Brendan Doody ²	3
Mr David O'Sullivan	8
Mr Fergal McCarthy	9
Mr Michael Delargey	4
Ms Michelle Keane (Chairperson)	9
Ms Rosena Jordan	4
Mr Seán O'Neill	9
Prof Teresa O'Doherty	6
Mr Séamus Ó Fearraigh ³	6
Ms Gráinne Conachy ⁴	3

1. Appointed to the Executive Committee during the reporting year
2. Resigned from the Council during the reporting year
3. Appointed to the Executive Committee during the reporting year
4. Appointed to the Executive Committee during the reporting year

Investigating Committee

Any person may make a complaint to the Investigating Committee in relation to a registered teacher. The committee, which consists of 11 members, met on 10 occasions during the year. The attendances for these meetings are set out below.

Committee Members	Meetings Attended
Ms Ann Mulcahy (Chairperson)	10
Ms Anne Loughnane	10
Ms Catherine Moynihan	8
Mr Eamonn Shaughnessy	8
Ms Mai Fanning	6
Ms Mary Curley	8
Mr Michael Delargey	6
Mr Niall Duddy	1
Mr Peter McCabe	8
Mr Bryan O Reilly ¹	7
Mr Séamus Ó Fearraigh ²	8

- 1. Appointed to the Investigating Committee during the reporting year
- 2. Appointed to the Investigating Committee during the reporting year

Disciplinary Committee

Complaints received by the Teaching Council in relation to registered teachers can ultimately result in an inquiry being conducted by a panel of the Disciplinary Committee into a teachers’ fitness to teach.

The Investigating Committee of the Council may refer a complaint to the Disciplinary Committee for inquiry.

The Disciplinary Committee, which consists of 13 members, met on four occasions during the year. The attendances for these meetings are set out below:

Committee Members	Meetings Attended
Ms Áine Lynch	3
Ms Anne Howard	4
Ms Catherine Doolan	2
Mr Charles Dolan ¹	2
Mr Declan Fahie ²	3
Mr Fergal McCarthy	3
Mr Gerry Leydon	1
Ms Kathleen Burke	3
Ms Mary Magner ³	2
Mr Noel Cronin	3
Mr Paul Moroney	3
Ms Rosena Jordan ⁴	2
Mr Seán O'Neill	4
Ms Tracie Tobin (Chairperson)	3

- 1. Resigned from the Council during the reporting year
- 2. Appointed to the Disciplinary Committee during the reporting year
- 3. Appointed to the Disciplinary Committee during the reporting year
- 4. Resigned from the Disciplinary Committee during the reporting year

Disciplinary Inquiry Panels

In addition to attendance at scheduled committee meetings, a number of committee members attended at Fitness to Teach preliminary inquiries/inquiries (19 days in total). The attendances for these meetings are set out below:

Panels Members	Meetings Attended
Ms Áine Lynch	1
Ms Anne Howard	3
Ms Catherine Doolan	6
Mr Charles Dolan ¹	8
Mr Declan Fahie ²	0
Mr Fergal McCarthy	1
Mr Gerry Leydon	10
Ms Kathleen Burke	9
Ms Mary Magner ³	0
Mr Noel Cronin	7
Mr Paul Moroney	3
Ms Rosena Jordan ⁴	1
Mr Seán O'Neill	0
Ms Tracie Tobin	8

- 1. Resigned from the Council during the reporting year
- 2. Appointed to the Disciplinary Committee during the reporting year
- 3. Appointed to the Disciplinary Committee during the reporting year
- 4. Resigned from the Disciplinary Committee during the reporting year

Registration Committee

The Registration Committee advises the Council and makes recommendations in all areas relating to the registration of teachers.

The committee, which consists of 13 members, met on six occasions during the year. The attendances for these meetings are set out below.

Committee Members	Meetings Attended
Ms Anne Howard	6
Mr Brendan Doody ¹	2
Mr Ciaran James O'Donnell	3
Mr Eamon Dennehy ²	4
Mr Fergal McCarthy ³	3
Mr Gerry Leydon	4
Ms Mai Fanning ⁴	0
Ms Mary Curley	6
Mr Niall Duddy	2
Prof Niamh Hourigan ⁵	3
Mr Peter McCabe	5
Ms Rosena Jordan (Chairperson)	5
Mr Seán Ó hArgáin ⁶	3
Ms Gráinne Conachy ⁷	2

- 1. Resigned from the Council during the reporting year
- 2. Appointed to the Registration Committee during the reporting year
- 3. Appointed to the Registration Committee during the reporting year
- 4. Appointed to the Registration Committee during the reporting year
- 5. Appointed to the Registration Committee during the reporting year
- 6. Appointed to the Registration Committee during the reporting year
- 7. Appointed to the Registration Committee during the reporting year

Registration Review Group

The Registration Committee sits as the Registration Review Group in instances where teachers are unhappy with the outcome of a panel’s decision and request a review of the initial decision. The group met on six occasions during the year. Committee members who were involved in the panel decision or who have a conflict of interest withdraw from the meeting.

Group Members	Meetings Attended
Ms Anne Howard	6
Mr Brendan Doody ¹	2
Mr Ciaran James O'Donnell	3
Mr Eamon Dennehy ²	4
Mr Fergal McCarthy ³	3
Mr Gerry Leydon	4
Ms Mai Fanning ⁴	0
Ms Mary Curley	6
Mr Niall Duddy	2
Prof Niamh Hourigan ⁵	2
Mr Peter McCabe	4
Ms Rosena Jordan	5
Mr Seán Ó hArgáin ⁶	3
Ms Gráinne Conachy ⁷	2

1. Resigned from the Council during the reporting year
2. Appointed to the Registration Committee during the reporting year
3. Appointed to the Registration Committee during the reporting year
4. Appointed to the Registration Committee during the reporting year
5. Appointed to the Registration Committee during the reporting year
6. Appointed to the Registration Committee during the reporting year
7. Appointed to the Registration Committee during the reporting year

Registration Panel

The Registration Panel is responsible for the assessment of issues which relate to the registration of teachers such as granting of extensions to those holding registration with conditions.

The panel, which consists of seven members, met on 13 occasions during the year. The attendances for these meetings are set out below:

Panel Members	Meetings Attended
Mr Charles Dolan ¹	0
Mr Eamon Dennehy (Chairperson)	13
Mr Eamonn Shaughnessy ²	2
Mr Liam Ó Néill	12
Ms Mary Magner	10
Dr Niamh Dennehy	10
Mr Seán Ó Dubhlaing	13
Mr Séamus Ó Fearraigh ³	8
Ms Gráinne Conachy ⁴	2

1. Resigned from the Council during the reporting year
2. Resigned from the Registration Panel during the reporting year
3. Appointed to the Registration Panel during the reporting year
4. Appointed to the Registration Panel during the reporting year

Education Committee

The Education Committee is responsible for making recommendations to the Council on policy relating to the continuum of teacher education and research.

The committee, which consists of 13 members, met on seven occasions during the reporting year. The attendances for these meetings are set out below:

Committee Members	Meetings Attended
Mr Brendan Doody ¹	2
Ms Catherine Doolan	5
Ms Catherine Moynihan	5
Ms Jean Beswick-Duignan ²	4
Ms Kathleen Burke	4
Mr Liam Ó Néill	5
Ms Mary Magner	6
Dr Niamh Dennehy	6
Mr Noel Cronin	5
Mr Paul Moroney	6
Mr Seán Ó hArgáin	6
Mr Seán O'Neill (Chairperson)	7
Prof Teresa O'Doherty	7
Ms Gráinne Conachy ³	1

- 1. Resigned from the Council during the reporting year
- 2. Appointed to the Education Committee during the reporting year
- 3. Appointed to the Education Committee during the reporting year

Finance Committee

The Finance Committee oversees the Council’s financial affairs.

The committee, which consists of seven members, met on four occasions during the reporting year. The attendances for these meetings are set out below.

Committee Members	Meetings Attended
Ms Ann Mulcahy	4
Mr Eamon Dennehy	4
Mr Fergal McCarthy	4
Mr Gerry Leydon	4
Prof Niamh Hourigan	4
Mr Seán Ó Dubhlaing	4
Mr Séamus Ó Fearraigh	4

Audit and Risk Committee

The Audit and Risk Committee monitors the systems, financial controls, and procedures of the Council to ensure they operate in an orderly and efficient manner.

The committee, which consists of seven members, met on five occasions during the year. The attendances for these meetings are set out below.

Committee Members	Meetings Attended
Mr Brendan Doody ¹	2
Mr Ciaran James O'Donnell	4
Mr David O'Sullivan (Chairperson) ²	4
Ms Kathleen Burke	3
Mr Seán Ó hArgáin ³	4
Ms Sinead Brett ⁴	1
Ms Deirdre O'Connor ⁵	1

- 1. Resigned from the Council during the reporting year
- 2. Appointed to the Audit and Risk Committee during the reporting year
- 3. Appointed to the Audit and Risk Committee during the reporting year
- 4. Resigned from the Council during the reporting year
- 5. Resigned from the Council during the reporting year

Evidence of Character Panel

The Council’s Evidence of Character Panel assesses the evidence of character of applicants seeking to register as teachers with the Council.

The panel, which consists of seven members, met on 10 occasions during the year. The attendances for these meetings are set out below:

Panel Members	Meetings Attended
Ms Anne Loughnane	10
Mr Ciaran James O'Donnell	7
Mr Liam Ó Néill	10
Prof Niamh Hourigan	5
Mr Seán Ó Dubhlaing (Chairperson)	10
Ms Tracie Tobin	7
Mr Bryan O'Reilly	7

Qualifications Panel

The Qualifications Panel assesses the professional qualifications of applicants seeking to register as teachers.

The panel, which consists of seven members, met on 10 occasions during the year. The attendances for these meetings are set out below.

Panel Members	Meetings Attended
Mr Declan Fahie	8
Mr Eamonn Shaughnessy (Chairperson)	6
Ms Jean Beswick-Duignan	8
Mr Michael Delargey	8
Mr Niall Duddy	3
Prof Teresa O'Doherty	9
Ms Tracie Tobin	9

Cosán Working Group

The Cosán Working Group is comprised of teachers and relevant stakeholders tasked with promoting and co-ordinating the Cosán Development Process. A number of the members of this Working Group are Council members. It met on three occasions during the reporting year. Council members’ attendance for these meetings is set out below:

Group Members	Meetings Attended
Ms Catherine Doolan	2
Ms Catherine Moynihan	4
Mr Niall Duddy	0
Mr Noel Cronin	3
Mr Paul Moroney	2
Mr Peter McCabe	2
Mr Seán O'Neill	3

FÉILTE Working Group

The FÉILTE Working Group is comprised of external stakeholders and members of Council. The group met on three occasions.

Group Members	Meetings Attended
Ms Áine Lynch	1
Ms Ann Mulcahy	1
Ms Catherine Doolan	2
Mr Eamonn Shaughnessy	3
Ms Michelle Keane	3
Mr Niall Duddy	0
Ms Tracie Tobin	0

School Placement Implementation Group

The School Placement Implementation Group is comprised of external stakeholders and members of Council. The group met on two occasions.

Group Members	Meetings Attended
Dr Niamh Dennehy	2
Mr Peter McCabe	2

APPENDIX 4

Meeting Expenses - Financial Year 2022

Member	Expenses Claimed	Meetings Attended
Ms Áine Lynch	€0	15
Ms Ann Mulcahy (Deputy Chairperson)	€12,382.74	34
Ms Anne Howard	€4,007.61	29
Ms Anne Loughnane	€10,725.01	35
Mr Brendan Doody	€0	17
Ms Catherine Doolan	€2,224.90	24
Ms Catherine Moynihan	€0	27
Mr Charles Dolan	€2,731.37	14
Mr Ciaran James O'Donnell	€2,664.52	25
Mr David O'Sullivan	€0	22
Mr Declan Fahie	€304.28	21
Mr Eamon Dennehy	€3,226.52	34
Mr Eamonn Shaughnessy	€8,028.92	28
Mr Fergal McCarthy	€8,443.81	33
Mr Gerry Leydon	€470.26	27
Ms Jean Beswick-Duignan	€746.14	22
Ms Kathleen Burke	€3,369.80	26
Mr Liam Ó Néill	€0	36
Ms Mai Fanning	€0	10
Ms Mary Magner	€6,725.48	24
Ms Mary Curley	€7,691.45	30
Mr Michael Delargey	€2,833.81	24
Ms Michelle Keane (Chairperson)	€7,849.14	22
Mr Niall Duddy	€5,148.86	12
Prof Niamh Hourigan	€469.84	23
Dr Niamh Dennehy	€3,728.14	28
Mr Noel Cronin	€3,976.04	28
Mr Paul Moroney	€8,195.75	24

Member	Expenses Claimed	Meetings Attended
Mr Peter McCabe	€1,392.97	26
Ms Rosena Jordan	€6,080.20	24
Mr Seán Ó hArgáin	€1,367.65	25
Mr Seán Ó Dubhlaing	€8,009.00	37
Mr Seán O'Neill	€0	31
Prof Teresa O'Doherty	€355.29	32
Ms Tracie Tobin	€9,723.71	34
Mr Bryan O Reilly	€393.98	22
Mr Séamus Ó Fearraigh	€11,218.53	26
Ms Gráinne Conachy	€0	13
Ms Mary Rose Cremin	€0	1

