An Chomhairle Mhúinteoireachta
The Teaching Council

Annual Report 2013/2014

The professional body for teaching

Annual Report 2013/2014

Highlights in 2013/2014

The Register of Teachers is available for public inspection: online **'Search the Register'** facility. This facility was used over **132,000** times during the year.

féilte

The Teaching Council celebrated

WORLD TEACHERS' DAY

at FÉILTE, Ireland's first ever festival of teaching excellence

23

programmes of initial teacher education were accredited

The Council co-hosted a one-day conference on educational research and teaching:

Research Alive!

The number of teachers on the Register of Teachers increased by

6,445 to 87,243

SECTION 30
of the
Teaching Council Act, 2001,
was commenced

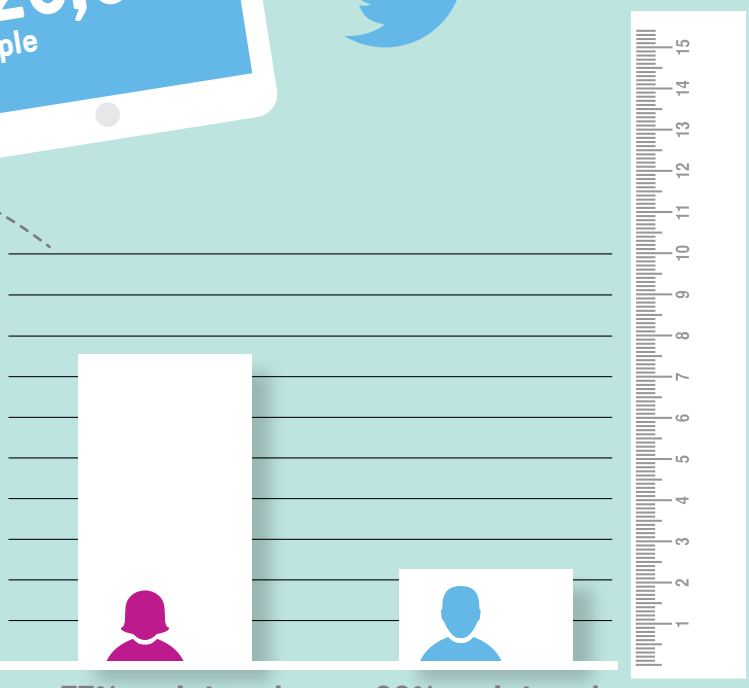
The Teaching Council is made up of **37** voluntary members

- 11 primary teachers
- 11 post-primary teachers
- 2 nominated by colleges of education
- 2 nominated by specified third-level bodies
- 4 nominated by school management
- 2 nominated by parents' associations *(one primary and one post-primary)*
- 5 nominated by the Minister for Education and Skills *(including one representing each of IBEC and ICTU).*

The Council's website was visited **480,000** times by over **320,000** people

Twitter followers increased by nearly **3,000**

76% of teachers renewed their registration online



Foreword

Micheál Ó Gríofa
Chairperson of the Teaching Council

This annual report details the activity of the Teaching Council between 28 March 2013 and 27 March 2014, a period which has seen many advances in the work of the Teaching Council to promote and regulate the profession of teaching, in the public interest.

Section 30

January 2014 saw the commencement of Section 30 of the Teaching Council Act, 2001, by the then Minister for Education and Skills, Ruairi Quinn, TD. I am grateful to the Minister, and his officials, for their support in reaching this important milestone.

Many of us have waited a long time for compulsory registration, a step which gives permission to teachers to proclaim that, finally, their profession is fully registered. It sends a strong message to the public, and parents in particular, that teaching is a profession based on standards which are aimed at ensuring the highest quality of teaching in our classrooms.

Fitness to Teach

Work continued during the year to prepare for the introduction of Fitness to Teach. When introduced, Fitness to Teach will mean that a statutory body will have the power to investigate complaints made about a teacher's professional conduct and competence. We understand that the Minister for Education and Skills will commence that part of the Teaching Council Act, 2001, in the coming months. March 2014 saw the first plenary meeting of stakeholders with an interest in Fitness to Teach, and, as we move closer to the commencement, the Council will seek to ensure that all stakeholders and teachers in particular, understand the process.

FÉILTE

FÉILTE, the Festival of Education in Learning and Teaching Excellence, was a highlight of the year for the Council and the profession. I congratulate everyone who took part in the event, which showcased the wonderful innovation that is at the heart of teaching in Ireland. I look forward to meeting many members of the profession, and the public at FÉILTE 2014.

Collaboration

The Council recognises that partnership is critical in education. Over the course of the year, I have witnessed the fruits of collaboration between the Council and the various education partners. The commitment of all of the partners to the promotion of excellence in education is to be commended.

Thank you to my fellow Council members for their continued commitment and hard work in seeking to deliver the Council's mission of promoting professionalism and regulating teaching in the interest of the public good.

Thank you also to the Director, management and staff of the Council for their diligence and enthusiasm in supporting the Council to deliver its statutory mandate. 2013/2014 was a very exciting and challenging year for the Council, and everyone involved is to be congratulated for their efforts. Mo mhíle buíochas leo go léir.

Finally, if you would like to share any feedback you have on the work of the Council, you can email communications@teachingcouncil.ie.

Micheál Ó Gríofa, *Chairperson*

Director's report

Tomás Ó Ruairc
Director of the Teaching Council

I am pleased to be able to report that 2013/2014 saw a number of important developments in professionally-led regulation for teaching, as well as concerted efforts by the Council to promote the profession.

Section 30

The commencement of Section 30 in January 2014 marks the culmination of many years work by a number of different organisations. I wish to extend my thanks to the Department of Education and Skills, the Education and Training Boards and all stakeholders for the partnership approach taken in reaching this milestone. I am particularly grateful to the staff of the Council for their extraordinary effort in registering over 87,000 members of the profession. Thank you also to the members of the teaching profession for their co-operation in the registration process, and for the courtesy shown to Council staff.

Droichead

The Council's opt-in pilot scheme for a new model of induction and probation, *Droichead*, commenced during the year. The Council's goal in piloting this scheme is to maintain and enhance the experience of newly-qualified teachers in schools, in a way that will ultimately enhance the quality of teaching and learning for all of our pupils. *Droichead* is fundamentally a systemic welcome by fellow professionals for NQTs into the most important profession in society.

Teacher education

During the year, the Council accredited 23 programmes of initial teacher education. The purpose of the review and accreditation of these programmes is to ensure that they are fit for purpose for teaching and learning in the 21st century. This is one of the most strategically significant strands of work in teacher education. I want to thank the review panels for their work during the year.

Research Alive!

In May, the Council, the NCCA and the Centre for Effective Services hosted Research Alive!, a one-day conference on educational research and teaching. The conference brought together teachers, researchers and other stakeholders to talk about the role of research in education. Teachers said that they wanted more access to research, and more critical engagement with that research.

Building on the positive reaction to Research Alive!, the Council launched a one-year pilot project in September which gives registered teachers free access to the EBSCO Education Source package.

FÉILTE

October 2013 saw the Council celebrate World Teachers' Day at FÉILTE, Ireland's first ever festival of teaching. FÉILTE marked a very visible way for the Council to acknowledge the innovative work of teachers. I was greatly inspired by the creativity, collegiality and commitment of the teachers who took part in FÉILTE, and I very much look forward to FÉILTE 2014.

I have taken a lot from the contact I have had with members of the profession during the year, at conferences, meetings, and on Twitter. I look forward to continuing this professional conversation in the year ahead, as the Council and the profession work together to advance professionally-led regulation for teachers and the public interest.

Finally, I would like to express my gratitude to the Chairperson of the Council, Micheál Ó Gríofa, and the members of the Council, for their support over the year, and to the staff of the Council for their ongoing hard work and commitment.

Tomás Ó Ruairc, *Director*

Our vision:

Leading teaching into a new era of professionalism

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1 About the Teaching Council

The Teaching Council was established on a statutory basis in March 2006. The Council's statutory functions are to:

- promote and regulate the teaching profession
- maintain and improve standards of teaching, knowledge, skill and competence
- establish and maintain a register of teachers
- establish, publish, review and maintain a code of professional conduct for teachers, which will include standards of teaching, knowledge, skill and competence and
- promote the continuing professional development of teachers.

Vision

Our vision statement reflects the overall ambition of the Teaching Council:

Leading teaching into a new era of professionalism.

Mission statement

Our mission statement communicates our purpose and indicates who we are, what we do, and who we serve:

The Teaching Council regulates teaching and promotes professionalism in the interests of the public good.

- We admit teachers to the profession through registration.
- We set standards for teacher education at all stages of the teaching career.
- We establish standards of professional competence and conduct.
- We investigate complaints made against registered teachers.

Membership of the Teaching Council

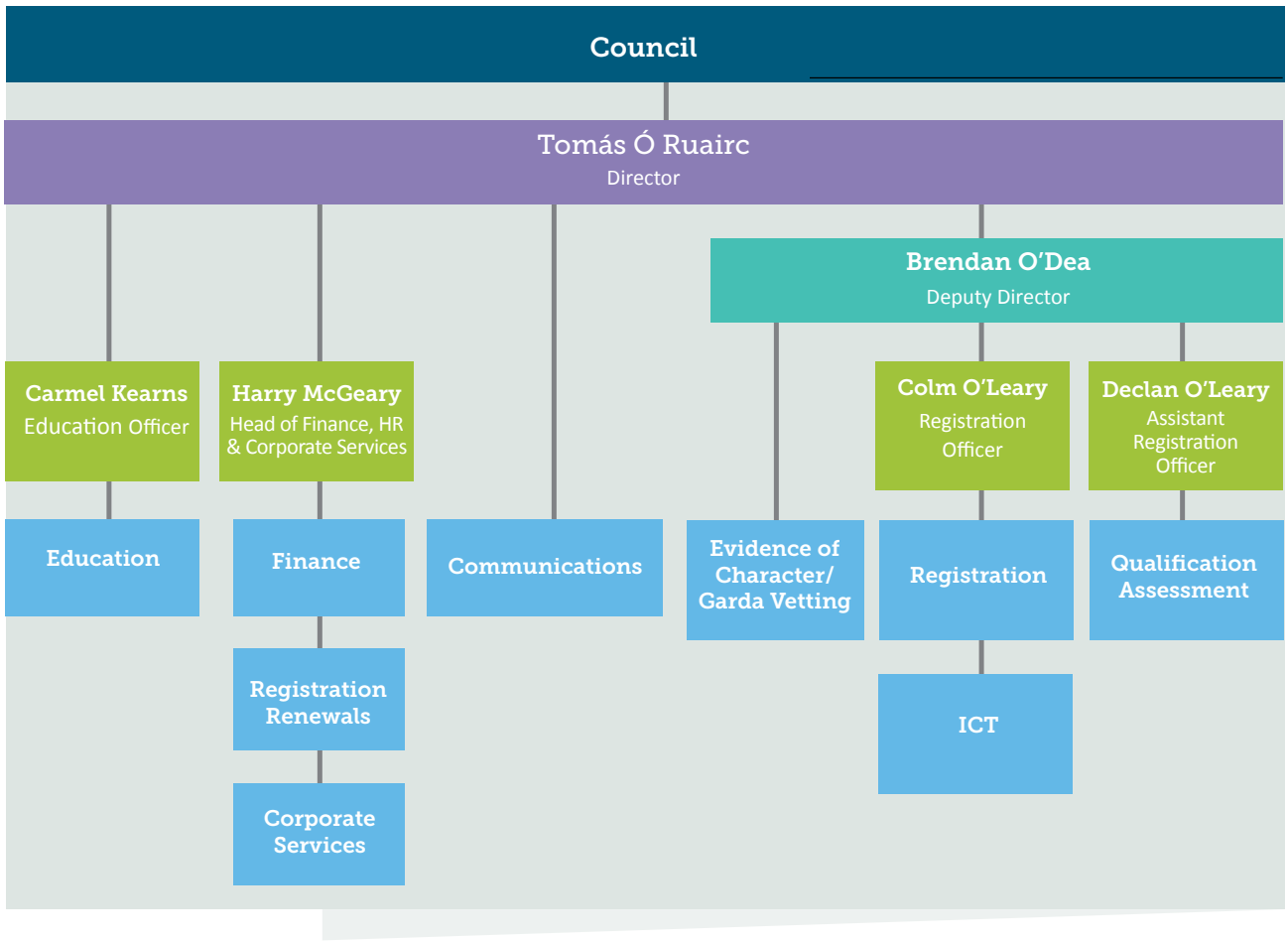
The Teaching Council has 37 members, comprised of:

- 11 primary teachers: nine of whom are elected and two of whom are teacher-union nominees
- 11 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 and Skills, including one representing each of the Irish Business and Employers' Confederation (IBEC) and the Irish Congress of Trade Unions (ICTU).

Full details on the membership of the Teaching Council can be found at Appendix 2.

Senior management team

The Teaching Council is supported in its work by an executive of 32 staff, led by a senior management team.



2 Achieving strategic objectives

The Teaching Council's Strategic Plan 2012-2014 sets out six strategic objectives aimed at ensuring that the Council fulfils its statutory responsibilities under the Teaching Council Acts, 2001-2012.

Throughout the year, the Council made significant advances towards achieving each of its six strategic objectives.

Table 1: Progress towards achieving strategic objectives

Objective		Progress during reporting year
1	**Secure the immediate implementation of outstanding sections of the Teaching Council Act, 2001.**	• Section 30 of the Act was commenced on 28 January 2014. • Work is underway to prepare for the commencement of Part 5 of the Act (Fitness to Teach). • At the time of writing, the Department of Education and Skills is preparing a number of amendments to the Act.
2	**Establish and promote high professional standards for all stages of a teacher's career.**	• Twenty three programmes of initial teacher education were accredited. • A pilot for *Droichead*, a new model of induction and probation for newly-qualified teachers, was launched during the year. • Publication of the Council's criteria and procedures for probation.
3	**Promote the role and identity of the Teaching Council as the regulatory and professional standards body for teaching.**	• Inaugural FÉILTE (Festival of Education in Learning and Teaching Excellence) was held in October 2013. • Papers were presented to stakeholders on a range of issues. • Press releases were issued and articles placed. • Sections of website were revised and online engagement continued. • Stakeholder consultation meetings were held. • Four e-zines were issued, including a special edition celebrating FÉILTE.

Objective		Progress during reporting year
4	**Lead the development of the profession of teaching.**	• Council co-hosted a conference on educational research and teaching, Research Alive! • One-year pilot project was launched, giving teachers free access to the EBSCO Education Source package. Voluntary panel of registered teachers and higher-education institution staff members was established to assist in the process of facilitating critical engagement by teachers with research. • Work commenced on the development of an online research hub for teachers. • Preparation continued for the introduction of Fitness to Teach.
5	**Initiate a national debate on the potential for reconceptualisation of the education system towards an improved teaching and learning experience in our schools that is appropriate to the 21st century.**	• Engaged with the Department of Education and Skills and national and international stakeholders on issues related to improving the profession, and teaching and learning. • Presentations were delivered at stakeholder conferences. • Articles were contributed to stakeholder publications and national media.
6	**Build the organisational capacity to deliver on strategic objectives.**	• Five additional posts were sanctioned during the year. Recruitment for these posts has commenced. • A new managed services solution was put in place to deal with routine administrative tasks, including reopening a 9.00am to 5.00pm phone service. • New online system for processing travel and subsistence claims for staff and Council members was introduced. • The capacity of the electronic Register of Teachers was enhanced to improve the tracking of, and response to, qualifications assessments.

3 The Register of Teachers

The Teaching Council is responsible for the registration of members of the teaching profession. This involves establishing and maintaining the Register of Teachers, setting standards for entry to the Register, and assessing applications for entry to the Register.

On 28 March 2013, there were 80,798 teachers on the Register. On 27 March 2014, there were 87,243 teachers on the Register, a net increase of 6,445 over the previous year. This increase in part reflects the commencement of Section 30 of the Teaching Council Act during the year.

During the year:

- 3,229 new graduates entered the Register
- 5,285 other new registrants entered the Register
- 1,767 teachers were removed from the Register for non-payment of renewal fees (166 of these were restored to the Register during the year)
- 274 teachers were voluntarily removed from the Register (25 of these were restored to the Register during the year).

Of the new entrants to the Register:

- 4,273 are in the primary sector
- 4,850 are in the post-primary sector
- 158 are in the post-primary VEC sector only
- 1,973 are in the further education sector and
- 121 are in the Montessori sector, and other categories.

Note that some teachers register in more than one sector. This accounts for the difference between the number of individual new entrants to the profession, and the number of new entrants by sector.

On 27 March 2014:

- 67,017 registered teachers are female (77%)
- 20,226 are male (23%).

Section 30

Following extensive preparation by the education stakeholders, the Minister for Education and Skills, Ruairí Quinn, TD, commenced Section 30 of the Teaching Council Act, 2001, on 28 January, 2014. Section 30 makes it a requirement for teachers to register with the Teaching Council in order to be paid by the State.

Section 30 is the foundation of the Council's work to promote and regulate the profession of teaching. For the first time, there is a register of all teachers in the country, maintained by a professional standards body whose statutory responsibility is to promote the highest standards in teaching. The Register of Teachers is a clear statement to the public as to the standards that people have to meet in order to become teachers, including qualifications, evidence of character, and Garda vetting.

Section 30 is also significant because it paves the way for the full commencement of the Council's remaining functions in the Teaching Council Act, especially the Council's investigating and disciplinary functions (Fitness to Teach), and continuing professional development (CPD).

In advance of the commencement of Section 30, the Council made considerable effort to ensure that every teacher applied for registration in time. This information campaign involved letters, emails, text messages, press releases and engagement with the employers and teacher unions.

Registration renewals

Registered teachers must renew their registration each year, in order to remain on the Register of Teachers.

During the year, 76% of teachers renewed their registration online (67% renewed online the previous year).

The registration renewal fee is €65 and income tax relief can be claimed. The fee was reduced from €90 to €65 in January 2013, reducing the Council's income in 2013 by almost €2m.

Garda vetting

The Council administers the vetting of teachers for both registration and employment purposes. A total of 11,408 teachers completed the vetting process during the year, compared to 12,444 teachers in the previous year.

The Council's Evidence of Character Panel considered 339 vetting disclosures in respect of applicants for registration as a teacher during the year.

The Council has been engaging with the Department of Education and Skills in respect of the implementation of the National Vetting Bureau Act, 2012 for teachers.

Accessing information on the Register

The Register of Teachers is available to the public for inspection. Members of the public, teachers and the payroll authorities (the Department of Education and Skills and the Education and Training Boards) can access the Register. Access to the Register for the public is through an online 'Search the Register' facility. This facility was used over 132,000 times during the year.

76% of teachers renewed their registration online

4 Enhancing standards of professional conduct and practice

The Teaching Council is responsible for maintaining and enhancing the quality of teaching in Ireland by promoting and ensuring high standards in the profession. This is achieved through the publication and promotion of a Code of Professional Conduct for Teachers and the investigation of complaints.

The Code of Professional Conduct sets out the standards of professional knowledge, skill, competence and conduct that are expected of registered teachers. The Code is a statutory document and will act as a reference point during Fitness to Teach inquiries.

When Fitness to Teach (Part 5 of the Teaching Council Act, 2001) is introduced, the Council will have the legal authority to investigate complaints made against registered teachers.

Once a complaint is made, the Council will instigate an investigation and decide if it should be dealt with through the Council's formal disciplinary procedures. The Council may, following a disciplinary hearing, decide to impose conditions on the teacher's registration, or suspend or remove the teacher from the Register of Teachers.

It is expected that Part 5 will be commenced in the coming months and planning for its commencement is proceeding on this basis. This preparatory work during the year included the development of a communications plan and timeline. The first plenary meeting of stakeholders with an interest in Fitness to Teach took place in March 2014.

In January 2014, the then Minister for Education and Skills, Ruairi Quinn, TD, announced plans to publish legislation increasing the range of sanctions that can be applied by the Teaching Council when it is dealing with a complaint made against a teacher. A number of other modifications will also be introduced, which will bring the Council's Fitness to Teach legislation into line with that of other professional regulatory bodies. Following enactment of the amending legislation, the Council will have the power to impose sanctions which are consistent with the seriousness of a finding. These include: advice; admonishment; censure; conditions; suspension; and, removal from the Register.

The Code of Professional Conduct sets out the standards of professional knowledge, skill, competence and conduct that are expected of registered teachers.

5 Educating teachers

Promoting high standards in teacher education is central to the work of the Teaching Council. The Council's function in relation to teacher education begins when a teacher enters initial teacher education, and ends when the teacher retires from the Register.

During the year:

- four primary, 16 post-primary, and three further education programmes were accredited by the Council during the year
- the pilot for *Droichead*, a new programme of induction and probation for newly-qualified teachers, began
- the Council published revised post-primary curricular subject requirements
- the Council co-hosted a one-day conference on educational research and teaching, Research Alive! and
- the Council launched a pilot project giving registered teachers free access to an online research resource, EBSCO.

Review and accreditation

The Council reviews and accredits programmes of initial teacher education to ensure they are capable of preparing students for entry to the teaching profession.

A review of 60 reconceptualised programmes of initial teacher education is ongoing.

Four primary, 16 post-primary, and three further education programmes were accredited by the Council during the year. The panels which reviewed those programmes were chaired by Dr Thomas Kellaghan, Professor Sheelagh Drudy, Professor John Coolahan and Professor Áine Hyland. In addition, Professor Anthony Finn, University of Glasgow and former Chief Executive of the General Teaching Council for Scotland, was appointed during the year to chair the panel reviewing the five primary consecutive programmes. At the end of the year, the panel's review of two of those programmes was underway.

Induction and probation

During the year, the Council adopted its policy on *Droichead*, a new model of induction and probation for teachers. In May 2013, a *Droichead* Steering Committee was convened to oversee a pilot of the new model, which began in September 2013.

Droichead aims to further enhance the support that newly-qualified teachers receive in their first year in the profession. Where a newly-qualified teacher secures employment in a pilot school, satisfactory engagement in *Droichead* is attached to their registration as a condition, along with completion of the Induction Workshop Programme. The teacher will be awarded full registration when the Council receives evidence that each of the registration conditions have been met.

During the year, the Council published criteria outlining the registration requirements for all newly-qualified teachers, as well as practical guidelines for schools taking part in the pilot.

The Economic and Social Research Institute is gathering evidence from those participating in the pilot to inform the Council's thinking in this area. The Council has made a research bursary available to participating pilot schools to support their role in the research strand.

In February 2014, a 'Shared Learning Day' was held for the primary pilot schools to share experiences and capture learning.

At the end of the year, 52 schools were involved in the pilot, each having undergone training provided by the National Induction Programme for Teachers (NIPT).

Post-primary subject requirements

Following consultation in 2012 and the agreement of the Minister for Education and Skills, the Council published revised post-primary curricular subject requirements in September 2013. The new requirements are designed to provide greater clarity for HEIs, career guidance practitioners and those thinking of pursuing a career in teaching at post-primary level. The requirements have been incorporated into the reconceptualised concurrent programmes of initial teacher education for student teachers graduating from 2017 onwards.

Research

From time to time, the Council undertakes and commissions research on matters relevant to its role. The Council is aiming to launch a new scheme of research bursaries in 2015, and during the year, tenders were invited for the provision of research-support services.

During the year, the Council commissioned research in relation to requirements for entry to programmes of initial teacher education; school placement; and the *Droichead* pilot model for induction and probation.

In May, the Teaching Council, the National Council for Curriculum and Assessment, and the Centre for Effective Services hosted Research Alive!, a conference on educational research and teaching, which brought together teachers, researchers and other stakeholders to explore teachers' access to research on education. Teachers at the event expressed a demand for easier access to, and critical engagement with, high-quality research.

In response to this call from teachers, the Council launched a one-year pilot project in September, giving registered teachers free access to the EBSCO Education Source package, a collection of over 1,700 journals, a selection of eBooks, and additional research resources. The Council established a voluntary panel of registered teachers and higher-education institution staff to help facilitate critical engagement by teachers with research, by identifying relevant articles and papers on Education Source.

From September 2013 to April 2014, 33,434 searches were carried out on EBSCO from 4,054 verifiable IP addresses. The Council will review the pilot in 2014 to evaluate its impact in terms of enhancing and promoting teachers' critical engagement with research.

Recent discussion with stakeholders has focussed on the creation of an online hub to further facilitate critical engagement with research. An invitation to tender for the creation and moderation of such a hub was being finalised at the end of the year.

The Council co-hosted a one-day conference on educational research and teaching:

Research Alive!

6 Promoting teaching as a profession and communications

The Teaching Council communicates with stakeholders to explain its roles and responsibilities, to build understanding of what its work means, and to generate support for its efforts to regulate and promote the profession of teaching, in the public interest.

During the year the Council:

- celebrated World Teachers' Day at Ireland's first ever festival of teaching, FÉILTE
- issued four e-zines, which were opened a total of 147,114 times; as well as information emails on FÉILTE and Section 30
- had 480,000 visits to its website, by more than 320,000 people
- saw its Twitter followers increase by nearly 3,000
- attended a number of education conferences, seminars and meetings
- reopened a 9.00am to 5.00pm phone service and
- presented to final-year teacher education students in each of the HEIs.

Media relations

As part of its strategy to promote the profession and increase understanding of the Council's work, the Council engages in proactive media engagement, as well as responding to queries from the media. During the year, media releases were issued and articles were placed on a range of issues, including FÉILTE, Section 30, and Fitness to Teach.

FÉILTE

Building on the success of the inaugural World Teachers' Day lecture in 2012, the Council hosted FÉILTE on 5 October 2013, in the Royal Hospital Kilmainham. FÉILTE, the Festival of Education in Learning and Teaching Excellence, was a visible way for the Council to acknowledge the innovative work of teachers. The event was attended by approximately 400 people and live streaming was available for parts of the day.

At the heart of the day was a showcase of the work of teachers who are leading innovative-learning projects, with attendees having time to engage with the showcases.

On the day, a youth media team highlighted and promoted the work of the teacher through the eyes of students and interviewed contributors from the day. The team also created a bank of blogs and interviews, which captured the activities and enthusiastic atmosphere of the day.

The day began with a lecture by Irish Times journalist Fintan O'Toole on the theme 'Leading Teaching: Empowering the Profession', and ended with a performance by the National Children's Choir. In the afternoon, Michael Mulgrew from the American Federation of Teachers shared his personal response to the day. This was followed by a panel discussion hosted by Aoibhinn Ní Shúilleabháin, PhD candidate in TCD, broadcaster and former teacher. Aoibhinn was joined by guests Tracy Curran, registered teacher and mentor; David Coleman, clinical psychologist, broadcaster and author; and, Professor Jim Lucey, Medical Director of St Patrick's University Hospital. The discussion focussed on the well-being of teachers, and generated a considerable amount of conversation at the event and on Twitter.

A special edition of the Council's e-zine, issued following the event, was opened 34,096 times, a very high open rate for e-zines in the education sector. Media coverage included a feature in the Irish Independent and an interview on RTÉ's Today with Sean O'Rourke with two of the particpiating teachers. @FEILTE tweeted 93 times on the day and #FÉILTE trended as the most used hashtag on Twitter in Ireland on the day.

Papers and publications

In a further effort to promote the profession of teaching, the Director of the Council regularly presents papers on issues related to the work of the Council. During the year, papers were presented on subjects including leadership and trust, the role of the professional in leading change, and trends in teacher professionalism. These and other papers can be accessed in the Education section of www.teachingcouncil.ie.

The Council published a number of documents during the year, including: the Registration Handbook for newly-qualified teachers; the *Droichead* Pilot Project: A Guide for Pilot Schools; and, Procedures for Induction and Probation and Criteria for Probation 2013/2014.

Introducing student teachers to the Teaching Council

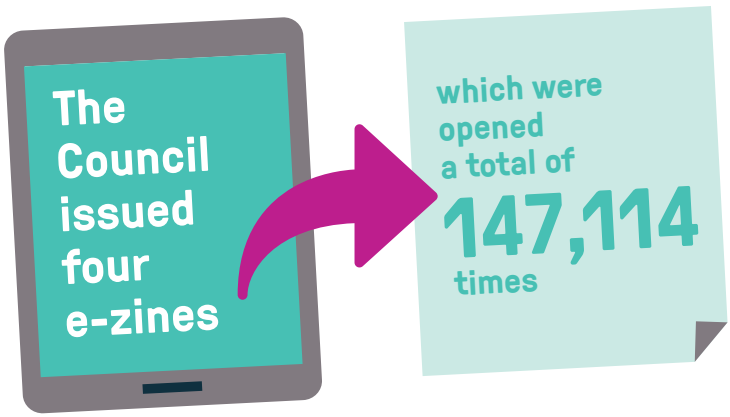
During the reporting year, the Council visited student teachers in the final year of their studies in each of the higher education institutions. These visits saw the Council explain how its work relates to a teacher's career and the process of registering.

Gaeilge

The Council makes specific provision for delivery of its services in the Irish language, guided by the provisions of the Official Languages Act, 2003. During the year, the Council ensured that all communication received in the Irish language, by email, post or by telephone, was responded to by an Irish speaker. All Council publications and e-zines were made available in English and Irish.

Freedom of Information

The Council is subject to the provisions of the Freedom of Information Act, 1997, and the Freedom of Information (Amendment) Act 2003. The Council responded to two freedom of information (FOI) requests during the year.



7 Developing and maintaining an efficient and effective organisation

Across its operations, the Teaching Council aims to run an effective and efficient organisation.

A review of the efficiency and effectiveness of the operation of the Council and Committee structure was carried out during the year. Work is ongoing to implement the recommendations arising from that work.

Council committees

The Council is supported in its work by a number of committees and panels. The functions, membership, and attendance record of each of these are set out in Appendix 3.

Table 2: Committees and panels

Committee	No. of members	No. of meetings held
Executive Committee	11	6
Investigating Committee	11	5
Disciplinary Committee	13	5
Registration Committee	13	10
Finance Committee	7	7
Education Committee	15	6
Audit Committee	5	3
Procedures Subcommittee	6	6
Evidence of Character Panel	7	10
Primary Applications Panel	7	9
Post-primary Applications Panel	6	12

Finance

The Council's expenditure in the 2013 financial year was €4.71m. The Council's income (net of tax and including interest) was €6.19m. Full audited financial statements are included at Appendix 1.

A new online system for processing travel and subsistence claims for staff and Council members was introduced during the year.

Human resources

The terms of the Haddington Road Agreement were implemented by the Council during the year.

Five additional posts were sanctioned during the year, and recruitment for these posts has commenced.

A new managed services solution was put in place to deal with routine administrative tasks, including reopening a 9.00am to 5.00pm phone service.

féilte 2013

Appendices

Appendix 1

Financial statements

Council Information

Chairperson:
Micheál Ó Gríofa

Deputy-Chairperson:
Bernadine O'Sullivan

Council members:
Michael Barry
Noel Buckley
Kieran Christie
Dr Marie Clarke
Eimear Cole
John Conlon
Lily Cronin
Derbhile De Paor
Elaine Devlin
Dr Ken Fennelly
Eileen Flynn
Michael Gillespie (Resigned 14/10/2013)
Prof. Michael Hayes
Marie Humphries
Declan Kelleher
Dr Mary Kelly (Appointed 26/11/2013)
Áine Lynch
Christopher Maginn
Dr Deirdre Mathews
Brendan McCabe
Fergal McCarthy
Anne McElduff
Dr Andrew McGrady
Prof. Marie McLoughlin
Patrick McVicar
Dympna Mulkerrins
Bríd Ní Raghallaigh
Diarmuid Ó Murchú
Kathleen O'Connor
Prof. Joe O'Hara
Eleanor Petrie
Don Ryan (Appointed 26/11/2013)
Dr Seán Rowland (Resigned 14/10/2013)
Bernie Ruane
Joan Russell
Frank Turpin
Milo Walsh

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Solicitors
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Solicitors
Earlsfort Centre
Earlsfort Terrace
Dublin 2

Contents

Council's report

for the year ended 31 December 2013

The Council presents its report and the financial statements for the year ended 31 December 2013. The Teaching Council (An Chomhairle Mhúinteoireachta) was established on a statutory basis on 28 March 2006 in accordance with the Teaching Council Act, 2001.

Principal activity and review of the business

The principal activity of the Teaching Council is to promote teaching as a profession at primary and post-primary levels, to promote the professional development of teachers and to regulate standards in the teaching profession.

There has been no significant change in these activities during the year ended 31 December 2013.

Principal risks and uncertainties

The Council has assessed the following risks and has taken measures to manage these risks in the Teaching Council as follows:

Staff resources

The Council has limited staffing resources as it takes on additional functions. Sanction has been received for five additional posts. In addition, the Council has transferred some of its routine administrative work to an in-sourced managed services arrangement.

Non-commencement of elements of the Teaching Council Act, 2001

Certain sections of the Teaching Council Act, 2001 had not been commenced in 2013, restricting the scope of the Council. In particular, Section 30 (mandatory registration), Part 5 (Fitness to Teach) and Section 39 (CPD) had not been commenced. Section 30 commenced in January 2014 and the Minister for Education and Skills has indicated that he will commence Part 5 in 2014.

Results

The surplus for the year after providing for depreciation and taxation amounted to €1,477,743 (2012: €3,308,655). There was a reduction in the annual registration renewal fee from 1 January 2013, which resulted in a decrease in income. When the additional functions of the Teaching Council (referred to in the previous paragraph) are commenced, the annual expenditure of the Council will increase significantly.

Future developments

The Council plans to continue its present activities. Section 30 of the Teaching Council Act, 2001 (mandatory registration) commenced in January 2014 and the Minister for Education and Skills has indicated that he intends to commence Part 5 of the Act (Fitness to Teach function) in 2014.

Books of account

The Council is responsible under Section 18 of the Teaching Council Act, 2001, for keeping proper books of account, 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 books of account of the Teaching Council are maintained at Maynooth Business Campus, Maynooth, Co. Kildare.

Auditors

The auditors, Anne Brady McQuillans DFK, have indicated their willingness to continue in office.

Events after the balance sheet date

There have been no circumstances or events subsequent to the year end, which require adjustment to, or disclosure in, the financial statements or in the notes thereto.

On behalf of the Council,

Micheál Ó Gríofa
Chairperson

Tomás Ó Ruairc
Director

12 May 2014

Statement of Council's responsibilities for the financial statements

The Council is responsible for preparing the annual report and the financial statements in accordance with applicable Irish law, including Section 18 of the Teaching Council Act, 2001 and Generally Accepted Accounting Practice in Ireland (accounting standards issued by the Financial Reporting Council).

Irish law, including Section 18 (2) of the Teaching Council Act, 2001, requires the Council to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the organisation for that period.

In preparing the financial statements, the Council is required to:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent and
- prepare the financial statements on the going concern basis, unless it is inappropriate to presume that the organisation will continue in business.

The Council confirms that it has complied with the above requirements in preparing the financial statements.

The Council is responsible for keeping proper books of account which disclose, with reasonable accuracy at any time, the financial position of the organisation and enable it to ensure the financial statements are prepared in accordance with accounting standards generally accepted in Ireland and with Irish law, including Section 18, of the Teaching Council Act, 2001.

The Council is 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 Council is responsible for the maintenance and integrity of the website. Legislation in the Republic of Ireland concerning the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

On behalf of the Council,

Micheál Ó Gríofa
Chairperson

Tomás Ó Ruairc
Director

12 May 2014

Statement on internal financial control

1. On behalf of the Teaching Council, I acknowledge our responsibility for ensuring that an effective system of internal financial control is maintained and operated.
2. The system can 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 would be detected in a timely period.
3. The following procedures have been put in place by the Council and are designed to provide effective internal financial control:
   a) an appropriate control environment is ensured by clearly-defined management responsibilities and procedures to identify and react to control failures
   b) a formal process to identify and evaluate organisational business risks is in place
   c) a comprehensive planning and budgetary system is in operation and expenditure trends are reviewed on a monthly basis
   d) 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 and
   e) the procedures for monitoring the effectiveness of internal financial control include an internal audit function which operates in accordance with the Code of Practice for the Governance of State Bodies and reports to the Audit Committee.
4. The Council's monitoring and review of the system of internal financial control is informed by the work of the management team within the Teaching Council who have responsibility for the development and maintenance of the financial management system, the work of our internal auditors and Audit Committee and comments made by the external auditors in their management letter and reports.
5. A formal review of the internal financial controls was undertaken in 2013.

On behalf of the Council,

Micheál Ó Gríofa
Chairperson

12 May 2014

Independent auditors' report

to the Council members of the Teaching Council

We have audited the financial statements of the Teaching Council for the year ended 31 December 2013, which comprise the income and expenditure account, balance sheet, cash flow statement and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies therein.

This report is made 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 responsibility to anyone other than the organisation and the Council's members as a body, for our audit work, for this report, or for the opinion we have formed.

Respective responsibilities of the Council and auditors

The Council's responsibilities for preparing the Council's report and the financial statements in accordance with applicable Irish law, including Section 18 of the Teaching Council Act, 2001, and the accounting standards issued by the Financial Reporting Council (Generally Accepted Accounting Practice in Ireland) are set out in the Statement of Council's Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practice Board's Ethical Standards for Auditors.

We report to you our opinion as to whether the financial statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, and are properly prepared in accordance with Irish law, including Section 18 of the Teaching Council Act, 2001. We also report to you whether, in our opinion, proper books of account have been kept by the organisation, and whether the information given in the Council's Report is consistent with the financial statements. In addition, we state whether we have obtained all the information and explanations we consider necessary for the purposes of our audit and whether the organisation's financial statements are in agreement with the books of account.

We review whether the Statement on Internal Financial Control reflects the Council's compliance with the Code of Practice for the Governance of State Bodies and report any material instance where it does not do so, or if the statement is misleading or inconsistent with the other information of which we are aware from the audit of the financial statements. We are not required to consider whether the Statement on Internal Control covers all financial risks and controls, or to form an opinion on the effectiveness of the risk and control procedures.

We read the Council's report and consider the implications for our report if we become aware of any apparent misstatements within it.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the Council in the preparation of the financial statements, and of whether the accounting policies are appropriate to the organisation's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion, we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion, the financial statements:

- give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of the Council's affairs as at 31 December 2013 and of its results for the year then ended and
- have been properly prepared in accordance with the requirements of Irish law, including Section 18 of the Teaching Council Act, 2001.

We have obtained all the information and explanations we consider necessary for the purpose of our audit. In our opinion, proper books of account have been kept by the organisation. The financial statements are in agreement with the books of account.

In our opinion, the information given in the Council's report is consistent with the financial statements

Natalie Kelly
Statutory Auditor

for and on behalf of
Anne Brady, McQuillans DFK
Chartered Accountants and Registered Auditors
Iveagh Court
Harcourt Road
Dublin 2

12 May 2014

Income and expenditure account

for the year ended 31 December 2013

	Notes	2013 €	2012 €
Income			
Registration and assessment fees		5,930,856	7,517,566
Accreditation fees		24,000	17,500
Other income		477	478
Total Income	2	5,955,333	7,535,544
Expenditure			
Accommodation costs		(282,262)	(288,967)
Staff costs		(2,510,785)	(2,162,318)
Other administration costs		(872,940)	(1,088,331)
Courses, conferences and meeting costs		(180,765)	(205,213)
Registration and verification costs		(137,175)	(195,079)
Information technology costs		(126,074)	(119,821)
Communications and education costs		(446,426)	(372,203)
Profit on disposal of tangibles		-	175
Depreciation	7	(157,898)	(141,932)
Total expenditure		(4,714,325)	(4,573,689)
Interest receivable and similar income		390,217	495,563
Surplus on ordinary activities before taxation	3	1,631,225	3,457,418
Taxation	6	(153,482)	(148,763)
Surplus on ordinary activities after taxation		1,477,743	3,308,655

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 35 to 40 form part of these financial statements.

The financial statements were approved by the Council on 12 May 2014 and signed on its behalf by:

Micheál Ó Gríofa
Chairperson

Tomás Ó Ruairc
Director

12 May 2014

Balance sheet

as at 31 December 2013

	Notes	2013 €	2013 €	2012 €	2012 €
Fixed assets					
Tangible assets	7		403,146		426,557
Investments	8		10,594		10,594
			413,740		437,151
Current assets					
Debtors	9	29,217		69,198	
Cash at bank and in hand		15,934,926		14,451,964	
		15,964,143		14,521,162	
Creditors: Amounts falling due within one year	10	(131,277)		(189,450)	
Net current assets			15,832,866		14,331,712
Total assets less current Liabilities			16,246,606		14,768,863
Reserves					
Designated reserve	11		4,000,000		4,000,000
General reserves	11		12,246,606		10,768,863
Total funds			16,246,606		14,768,863

The notes on pages 35 to 40 form part of these financial statements.

The financial statements were approved by the Council on 12 May 2014 and signed on its behalf by:

Micheál Ó Gríofa
Chairperson

Tomás Ó Ruairc
Director

12 May 2014

Cash flow statement

for the year ended 31 December 2013

	Notes	2013 €	2012 €
Reconciliation of operating surplus to net cash inflow from operating activities			
Operating surplus (before interest received)		1,241,007	2,961,855
Depreciation		157,898	141,932
Profit on disposal of tangible assets		-	(175)
Decrease in debtors		39,981	138,271
(Decrease)/increase in creditors		(58,173)	101,658
Net cash flow from operating activities		1,380,713	3,343,541
Cash flow statement			
Net cash flow from operating activities		1,380,713	3,343,541
Returns on investments and servicing of finance	13	390,217	495,563
Taxation	13	(153,482)	(148,763)
Capital expenditure and financial investment	13	(134,486)	(187,346)
Increase in cash in the year		1,482,962	3,502,996
Reconciliation of net cash flow to movement in net funds	14		
Increase in cash in the year		1,482,962	3,502,996
Net funds at 1 January 2013		14,451,964	10,948,968
Net funds at 31 December 2013		15,934,926	14,451,964

The financial statements were approved by the Council on 12 May 2014 and signed on its behalf by:

Micheál Ó Gríofa
Chairperson

Tomás Ó Ruairc
Director

12 May 2014

Notes to the financial statements

for the year ended 31 December 2013

1. Accounting policies

1.1. Accounting convention

The financial statements have been prepared on the going concern basis and in accordance with accounting standards generally accepted in Ireland and Irish statute. Accounting standards generally accepted in Ireland in preparing financial statements giving a true and fair view are those published by the Financial Reporting Council.

1.2. Income

Income comprises registration and assessment fees received during the year. All income/ fees receivable are accounted for on a receipts basis.

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:

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.

1.4. Investments

Fixed asset investments are stated at cost less provision for impairments in value. Income from financial fixed-asset investments, together with any related withholding tax, is recognised in the income and expenditure account in the year in which it is received.

1.5. Pensions

The Council operates a defined benefit pension scheme for its employees. The scheme is based on the public service model and is approved by the Minister for Education and Skills 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 Council makes an agreed contribution to the Department of Education and Skills
- 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 and
- there is an explicit commitment from the Department of Education and Skills with the agreement of the Department of Finance that the Exchequer will meet the cost of benefits as they fall due.

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.

Notes to the financial statements

for the year ended 31 December 2013

1.6. Taxation

The yearly charge for taxation is based on passive income for the year and is calculated with reference to the tax rate applying on the balance sheet date.

1.7. 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.

2. Income

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

3. Operating surplus

	2013 €	2012 €
Operating surplus is stated after charging:		
Depreciation	157,898	141,932
Profit on disposal of tangible fixed assets	-	(175)

4. Employees

	2013 Number	2012 Number
Number of employees		
The average monthly numbers of employees during the year were:		
Employees	30	30
Agency staff	12	11
	42	41

	2013 €	2012 €
Employment costs		
Wages and salaries	1,519,236	1,347,130
Social welfare costs	93,051	89,674
Agency costs	451,284	403,266
Managed services costs	122,846	-
Sundry staff costs	2,025	18,242
Pension costs	282,934	270,375
Staff training costs	39,409	33,631
	2,510,785	2,162,318

Notes to the financial statements

for the year ended 31 December 2013

5. Pension costs

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

6. Taxation

	2013	2012
	€	€
Current year taxation		
Income tax	153,482	148,763

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 111, IV and V of Schedule D. Deposit interest remains subject to DIRT.

7. Fixed assets

	Fixtures and fittings	Computer software	Computer equipment	Total
	€	€	€	€
Cost				
At 1 January 2013	234,877	421,358	371,235	1,027,472
Additions	9,618	57,790	67,078	134,486
Disposals	-	-	-	-
At 31 December 2013	244,495	479,148	438,315	1,161,958
Depreciation				
At 1 January 2013	97,287	266,487	237,140	600,912
On disposals	-	-	-	-
Charge for the year	24,130	66,478	67,290	157,898
At 31 December 2013	121,417	332,965	304,430	758,810
Net book values				
At 31 December 2013	123,078	146,183	133,885	403,146
At 31 December 2012	137,590	154,871	134,095	426,557

Notes to the financial statements

for the year ended 31 December 2013

8. Investments

	Listed investments €	Total €
Cost		
At 1 January 2013	10,594	10,594
Redemption during the year	- -	
At 31 December 2013	10,594	10,594
Net book values		
At 31 December 2013	10,594	10,594
At 31 December 2012	10,594	10,594

The investments consists of various Government stock and bonds, the market value of which are in excess of the value shown above.

9. Debtors

	2013 €	2012 €
Other debtors	29,217	69,198

10. Creditors: Amounts falling due within one year

	2013 €	2012 €
Other taxes and social security costs	50,076	35,083
Accruals	81,201	154,367
	131,277	189,450

Included in other taxes and social security costs:

	2013 €	2012 €
Income tax	-	96
PAYE / PRSI	33,825	24,976
PSWT	16,251	10,011
	50,076	35,083

Notes to the financial statements

for the year ended 31 December 2013

11. Reserves

	General reserve €	Designated reserve €	Total €
Opening reserves	10,768,863	4,000,000	14,768,863
Surplus for the year	1,477,743	-	1,477,743
Closing reserves	12,246,606	4,000,000	16,246,606

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 Act, 2001 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 Act, 2001, 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

	2013 €	2012 €
Returns on investments and servicing of finance		
Interest received	390,217	495,563
Taxation		
Income tax paid	(153,482)	(148,763)
Capital expenditure and financial investment		
Payments to acquire tangible assets	(134,486)	(187,896)
Receipts from sales of tangible assets	-	550
	(134,486)	(187,346)

Notes to the financial statements

for the year ended 31 December 2013

14. Analysis of changes in net funds

	Opening balance €	Cash flows €	Closing balance €
Cash at bank and in hand	14,451,964	1,482,962	15,934,926
Net funds	14,451,964	1,482,962	15,934,926

15. Approval of financial statements

The financial statements were approved by the Council on 12 May 2014 and signed on its behalf by:

Micheál Ó Gríofa
Chairperson

Tomás Ó Ruairc
Director

12 May 2014

Appendix 2

Teaching Council members as of 27 March 2014

The Teaching Council is made up of 37 voluntary members. The composition of the Council is as follows:

- 11 primary teachers (nine elected and two teacher union nominees)
- 11 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 and Skills (including one representing each of IBEC and ICTU).

The Council's term of office commenced on 27 March 2012.

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

Teaching Council members as of 27 March 2014

Member	Nominating body/constituency elected	Meetings attended
Micheál Ó Gríofa	Elected teacher, Dublin, primary	7
Dympna Mulkerrins	Elected teacher, Dublin, primary	6
Eimear Cole	Elected teacher, Dublin, primary	6
Bríd Ní Raghallaigh	Elected teacher, Connacht/Ulster, primary	6
John Conlon	Elected teacher, Connacht/Ulster, primary	6
Kathleen O'Connor	Elected teacher, Leinster, primary	6
Milo Walsh	Elected teacher, Leinster, primary	7
Derbhile De Paor	Elected teacher, Munster, primary	6
Diarmuid Ó Murchú	Elected teacher, Munster, primary	6
Kieran Christie	Elected teacher, Ireland, post-primary, community and comprehensive	7
Marie Humphries	Elected teacher, Leinster, post-primary, VEC	7
Fergal McCarthy	Elected teacher, Connacht/Munster/Ulster, post-primary, VEC	6
Bernadine O'Sullivan	Elected teacher, Leinster, post-primary, voluntary	7
Christopher Maginn	Elected teacher, Leinster, post-primary, voluntary	6
Lily Cronin	Elected teacher, Connacht/Munster/Ulster, post-primary, voluntary	5
Noel Buckley	Elected teacher, Connacht/Munster/Ulster, post-primary, voluntary	6
Anne McElduff	INTO	7
Declan Kelleher	INTO	7
Michael Barry	ASTI	7
Elaine Devlin	ASTI	6
Bernie Ruane	TUI	5
Don Ryan	TUI (appointed 26 November 2013)	4
Michael Gillespie	TUI (resigned 14 October 2013)	3
Prof. Michael Hayes	Colleges of Education	6
Prof. Marie McLoughlin	Colleges of Education	7
Dr Andrew McGrady	Universities and named third-level colleges	7
Prof. Joe O'Hara	Universities and named third-level colleges	6
Eileen Flynn	School management – primary	6
Dr Ken Fennelly	School management – primary	6
Joan Russell	School management – post-primary	6
Patrick McVicar	School management – post-primary	7
Áine Lynch	National Parents Council (primary)	6
Eleanor Petrie	National Parents Council (post-primary)	5
Dr Marie Clarke	ICTU	5
Frank Turpin	IBEC	7
Dr Mary Kelly	Ministerial appointment (appointed 26 November 2013)	2
Dr Seán Rowland	Ministerial appointment (resigned 14 October 2013)	1
Brendan McCabe	Ministerial appointment	6
Dr Deirdre Mathews	Ministerial appointment	6

Appendix 3

Committees and panels

To facilitate its work, the Teaching Council has established a number of committees and panels.

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 met on six occasions during the year, and, as of 27 March 2014, had the following 11 members:

Member	Meetings attended
Michael Barry	5
Prof. Michael Hayes	3
Dr Deirdre Mathews	6
Brendan McCabe	6
Fergal McCarthy	6
Anne McElduff	6
Micheál Ó Gríofa	5
Bernadine O'Sullivan	6
Bernie Ruane	6
Joan Russell	5
Milo Walsh	4

Investigating Committee

When Part 5 of the Teaching Council Act, 2001, is commenced, the Council or any person may apply to the Investigating Committee for an inquiry into the fitness to teach of a registered teacher.

The Committee met on five occasions during the year, and, as of 27 March 2014, had the following 11 members:

Member	Meetings attended
Eimear Cole	4
Elaine Devlin	5
Brendan McCabe	4
Fergal McCarthy	2
Dympna Mulkerrins	5
Bríd Ní Raghallaigh	5
Bernadine O'Sullivan	5
Eleanor Petrie	4
Bernie Ruane	4
Joan Russell	5
Prof. Marie McLoughlin	2

Disciplinary Committee

A panel of the Disciplinary Committee will conduct a hearing on a complaint referred to it by the Investigating Committee.

The Committee met on five occasions during the year, and, as of 27 March 2014, had the following 13 members:

Member	Meetings attended
Lily Cronin	5
Derbhile De Paor	5
Eileen Flynn	4
Michael Gillespie (resigned on 14 October 2013)	2
Don Ryan (appointed on 26 November 2013)	1
Marie Humphries	4
Declan Kelleher	4
Áine Lynch	3
Christy Maginn	5
Patsy McVicar	5
Micheál Ó Gríofa	5
Frank Turpin	2
Milo Walsh	5
Dr Marie Clarke	2

Registration Committee

The Registration Committee advises the Council and makes recommendations in all areas relating to the registration of teachers by the Council. It also acts as the internal appeals body within the Council in relation to the decisions of the Primary and Post-primary Panels and the Evidence of Character Panel.

The Committee met on 10 occasions during the year, and, as of 27 March 2014, had the following 13 members:

Member	Meetings attended
Michael Barry	10
Eimear Cole	8
Lily Cronin	7
Dr Ken Fennelly	7
Marie Humphries	9
Dr Mary Kelly (appointed on 26 November 2013)	2
Dr Deirdre Mathews	8
Fergal McCarthy	5
Dr Andrew McGrady	9
Patsy McVicar	10
Dympna Mulkerrins	8
Diarmuid Ó Murchú	8
Prof. Joe O'Hara	8
Dr Sean Rowland (resigned on 14 October 2013)	1

Finance Committee

The Finance Committee oversees the Council's financial affairs, including: the preparation of the annual budget; the ongoing monitoring of income and expenditure; and, the Council's general administrative arrangements.

The Committee met on seven occasions during the year, and, as of 27 March 2014, had the following seven members:

Member	Meetings attended
John Conlon	6
Michael Gillespie (resigned on 14 October 2013)	5
Christy Maginn	6
Joan Russell	6
Don Ryan (appointed on 26 November 2013)	2
Frank Turpin	6
Milo Walsh	6
Prof. Michael Hayes	3

Education Committee

This committee is responsible for making recommendations to the Council on policy relating to the continuum of teacher education.

The Committee met on six occasions during the year, and, as of 27 March 2014, had the following 15 members:

Member	Meetings attended
Declan Kelleher	6
Kathleen O'Connor	6
Noel Buckley	5
Kieran Christie	5
Fergal Mccarthy	5
Dr Andrew McGrady	5
Patsy McVicar	5
Prof. Joe O'Hara	5
Derbhile de Paor	4
Dr Marie Clarke	3
Michael Gillespie (resigned on 14 October 2013)	3
Prof. Marie McLoughlin	2
Dr Sean Rowland (resigned on 14 October 2013)	2
Dr Mary Kelly (appointed on 26 November 2013)	1
Don Ryan (appointed on 26 November 2013)	1

Audit Committee

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

The Committee met on three occasions during the year, and, as of 27 March 2014, had the following five members:

Member	Meetings attended
John Conlon	3
Elaine Devlin	2
Marie Humphries	3
Dr Deirdre Mathews	2
Joan Russell	3

Procedures Sub-Committee

The Procedures Sub-Committee reports to the Executive Committee. It operates on a project basis to conduct reviews of Council procedures.

The Committee met on six occasions during the year, and, as of 27 March 2014, had the following six members:

Member	Meetings attended
Declan Kelleher	6
Bernie Ruane	6
Christy Maginn	5
Eleanor Petrie	5
Frank Turpin	5
Micheál Ó Gríofa	5

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 met on 10 occasions during the year, and, as of 27 March 2014, had the following seven members:

Member	Meetings attended
Elaine Devlin	10
Eileen Flynn	10
Michael Gillespie (resigned on 14 October 2013)	4
Dympna Mulkerrins	10
Kathleen O'Connor	10
Eleanor Petrie	10
Joan Russell	4
Don Ryan (appointed on 26 November 2013)	4

Primary Applications Panel

This panel reviews the recommendations of staff and/or external assessors in respect of the suitability, for registration purposes, of applicants' qualifications in the primary sector. It reports to the Registration Committee.

The Panel met on nine occasions during the year, and, as of 27 March 2014, had the following seven members:

Member	Meetings attended
John Conlon	4
Dr Ken Fennelly	6
Christy Maginn	6
Brendan McCabe	7
Prof. Marie McLoughlin	7
Bríd Ní Raghallaigh	9
Diarmuid Ó Murchú	7

Post-Primary Applications Panel

This panel reviews the recommendations of staff and/or external assessors in respect of the suitability, for registration purposes, of applicants' qualifications in the post-primary (including further education) sector. It reports to the Registration Committee.

The Panel met on 12 occasions during the year, and, as of 27 March 2014, had the following six members.

Member	Meetings attended
Noel Buckley	11
Kieran Christie	12
Declan Kelleher	9
Patsy McVicar	9
Bernadine O'Sullivan	9
Bernie Ruane	10

Appendix 4

Council members' expenses 2013

Expenses are paid to Council members for travel to Council-related meetings from a member's place of residence or place of work. Aside from travel and subsistence expenses, there are no fees paid to members of the Council.

This table sets out details of the travel and subsistence expenses which were paid to Council members during the 2013 financial year. The number of meetings in the last column relates only to Council and Committee meetings. Council members may also have attended other meetings on behalf of Council during the year. For example, some Council members participated on review panels or represented the Council at external meetings and conferences.

Council member	County of residence	€	Total meetings
Michael Barry	Cork	6,763.99	27
Noel Buckley	Tipperary	7,475.92	28
Kieran Christie	Sligo	8,634.99	23
Dr Marie Clarke	Dublin	704.11	12
Eimear Cole	Dublin	1,089.98	21
John Conlon	Leitrim	3,766.14	17
Lily Cronin	Kerry	8,311.84	23
Derbhile De Paor	Limerick	3,722.97	17
Elaine Devlin	Louth	3,867.17	23
Dr Ken Fennelly	Dublin	0	16
Eileen Flynn	Kildare	808.52	20
Michael Gillespie (resigned on 14 October 2013)	Offaly	2,185.49	24
Prof. Michael Hayes	Limerick	2,221.94	13
Marie Humphries	Dublin	1,275.61	24
Declan Kelleher	Clare	6,324.72	32
Dr Mary Kelly (appointed on 26 November 2013)	Dublin	0	2
Áine Lynch	Dublin	0	9
Christopher Maginn	Dublin	1,746.49	25
Dr Deirdre Mathews	Dublin	63.80	33
Brendan McCabe	Meath	1,144.77	20
Fergal McCarthy	Cork	8,776.85	27
Anne McElduff	Dublin	1,038.34	16
Dr Andrew McGrady	Dublin	1,193.08	22
Prof. Marie McLoughlin	Dublin	230.37	14
Patsy McVicar	Donegal	13,156.83	41

Council member	County of residence	€	Total meetings
Dympna Mulkerrins	Dublin	1,856.87	35
Bríd Ní Raghallaigh	Galway	2,095.66	15
Kathleen O'Connor	Laois	2,282.01	21
Micheál Ó Gríofa	Dublin	4,089.72	32
Prof. Joe O'Hara	Dublin	909.12	20
Diarmuid Ó Murchú	Limerick	3,607.24	21
Bernadine O'Sullivan	Dublin	3,541.56	35
Eleanor Petrie	Dublin	1,224.82	26
Don Ryan (appointed on 26 November 2013)	Limerick	0	4
Dr Sean Rowland (resigned on 14 October 2013)	Dublin	0	7
Bernie Ruane	Clare	7,002.47	33
Joan Russell	Cork	5,424.42	31
Frank Turpin	Dublin	1,252.62	20
Milo Walsh	Waterford	6,753.66	24

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