

Financial Statements for the year ended 31 December 2012

Council Information

Chairperson:	Micheál Ó Gríofa (appointed 28 March 2012) Lily Cronin (term of office completed 27 March 2012)
Deputy-Chairperson:	Bernadine O' Sullivan (appointed 28 March 2012) Gerry Malone (term of office completed 27 March

2012)

Council Members from 28 March 2012:

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 Prof Michael Hayes Marie Humphries Declan Kelleher Áine Lynch Christopher Maginn **Deirdre Mathews** Brendan McCabe Fergal McCarthy Anne McElduff Dr Andrew McGrady Marie McLoughlin Patsy McVicar Dympna Mulkerrins Bríd Ní Raghallaigh Diarmuid Ó Murchú Kathleen O'Connor Dr Joe O'Hara Eleanor Petrie Dr Seán Rowland Bernie Ruane Joan Russell Frank Turpin Milo Walsh

Council Information

Council Members up to 27 March 2012:

Michael Barry Mary Brennan Noel Buckley Antoinette Buggle Christy Carroll Jerry Cronin Elaine Devlin Oliver Donohoe Emer Egan Ciarán Flynn Eileen Flynn Dr Jim Gleeson Prof Kathy Hall Susie Hall Dr Pádraig Hogan Micheál Kilcrann Vivienne MacSweenev Christopher Maginn Dr Kevin Marshall Anita McCann Fergal McCarthy Anne McElduff Pat McQuaile Dympna Mulkerrins Alice O'Connell Maree O'Connell Dr Anne O'Gara Micheál Ó Gríofa Tim O'Meara Bernadine O'Sullivan Eleanor Petrie Dr Seán Rowland Seán Rowley **Dr** Pauric Travers Milo Walsh

Auditors

Anne Brady McQuillans DFK Chartered Accountants & Registered Auditors Iveagh Court Harcourt Road Dublin 2

Council Information

Business Address Block A Maynooth Business Campus Maynooth Co. Kildare

Bankers

Bank of Ireland Main Street Maynooth Co. Kildare

AIB Bank plc Main Street Maynooth Co. Kildare

Solicitors

McDowell Purcell Partnership Solicitors The Capel Building Mary's Abbey, Dublin 7

Arthur Cox Solicitors Earlsfort Centre Earlsfort Terrace, Dublin 2

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Council's Report for the year ended 31 December 2012

The Council presents its report and the financial statements for the year ended 31 December 2012. 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 2012.

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:

Fraud Risk

The risk is mitigated by maintaining segregation of duties for receipt of funds, and the payment of creditors. The Council has put processes and controls in place to provide assurance that detailed checking is carried out at all stages to ensure the accuracy and validity of all transactions.

Non-commencement of elements of the Teaching Council Act 2001

Certain sections of the Teaching Council Act 2001 have not been commenced yet, restricting the scope of the Council. In particular, section 30 (Mandatory Registration), Part 5 (Fitness to Teach) and section 39 (CPD) have not yet been enacted. The Minister for Education and Skills has indicated that he will commence section 30 in 2013.

Results

The surplus for the year after providing for depreciation and taxation amounted to $\notin 3,308,655$ (2011: $\notin 3,038,804$). The surplus arises due to the delay in the commencement of certain functions of the Council and the subsequent deferral of associated expenditure. Once these additional functions are commenced, the annual expenditure of the Council will increase significantly. The current surplus will be used to meet these additional operating costs. The reduction of $\notin 25$ in the annual registration renewal fee from 1 January 2013 will have a considerable impact on income in future years.

Council's Report for the year ended 31 December 2012

Future Developments

The Council plans to continue its present activities. The Minister for Education and Skills has indicated that he will commence section 30 of the Teaching Council Act, 2001 (mandatory registration) in 2013.

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

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 including the accounting standards issued by the Accounting Standards Board and published by the Institute of Chartered Accountants in Ireland.

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

- 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

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

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 2012.

On behalf of Council

Micheál Ó Gríofa Chairperson

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 2012 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 Accounting Standards Board and published by The Institute of Chartered Accountants in Ireland (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).

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 2012 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 purposes 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

Income and Expenditure Account for the year ended 31 December 2012

		2012 €	2011 €
Income	Notes		
Registration and Assessment Fees		7,517,566	6,783,163
Accreditation Fees		17,500	15,200
Other Income		478	477
Total Income	2	7,535,544	6,798,840
Expenditure			
Accommodation Costs		(288,967)	(263,992)
Staff Costs		(2,162,318)	(1,953,259)
Other Administration Costs		(1,088,331)	(856,165)
Courses, Conferences and Meeting Costs		(205,213)	(171,459)
Registration and Verification Costs		(195,079)	(182,883)
Information Technology Costs		(119,821)	(132,184)
Communications and Education Costs		(372,203)	(332,008)
Profit on disposal of tangibles		175	3,700
Depreciation	7	(141,932)	(124,249)
Total Expenditure		(4,573,689)	(4,012,499)
Interest receivable and similar income		495,563	336,743
Surplus on ordinary activities before taxation	3	3,457,418	3,123,084
Taxation	6	(148,763)	(84,280)
Surplus on ordinary activities after taxation		3,308,655	3,038,804

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 11 to 19 form part of these financial statements.

The financial statements were approved by the Council on 27 May 2013 and signed on its behalf by

Micheál Ó Gríofa Chairperson

Balance Sheet as at 31 December 2012

		2012	2012		1
	Notes	€	€	€	€
Fixed Assets					
Tangible assets	7	2	426,557		380,969
Investments	8		10,594		10,594
			437,151		391,563
Current Assets					
Debtors	9	69,198		207,469	
Cash at bank and in hand		14,451,964	10,	,948,968	
		14,521,162	11,	,156,437	
Creditors: Amounts falling					
due within one year	10	(189,450)		(87,792)	
Net Current Assets		14,3	331,712	1	1,068,645
Total Assets Less Current					
Liabilities		14,7	768,863	1	1,460,208
		=			
Reserves					
Designated Reserve	11	4,0	000,000	2	4,000,000
General Reserves	11	10,7	768,863	,	7,460,208
Total Funds		14,7	768,863	1	1,460,208

The notes on pages 11 to 19 form part of these financial statements.

The financial statements were approved by the Council on 27 May 2013 and signed on its behalf by

Micheál Ó Gríofa Chairperson

Cash Flow Statement for the year ended 31 December 2012

	Notes	2012 €	2011 €
Reconciliation of operating surplus to net cash inflow from operating activities			
Operating surplus (before interest received) Depreciation Profit on disposal of tangible assets Decrease / (Increase) in debtors Increase / (Decrease) in creditors		141,932 (175) 138,271	2,786,341 124,249 (3,700) (183,769) (34,089)
Net cash flow from operating activities		3,343,541	2,689,032
Cash Flow Statement			
Net cash flow from operating activities		3,343,541	2,689,032
Returns on investments and servicing of finance	13	495,563	336,743
Taxation	13		(84,124)
Capital expenditure and financial investment	13	(187,346)	(79,084)
Increase in cash in the year		3,502,996	2,862,567
Reconciliation of net cash flow to movement in net f	unds (No	ote 14)	
Increase in cash in the year		3,502,996	2,862,567
Net funds at 1 January 2012		10,948,968	
Net funds at 31 December 2012		14,451,964	10,948,968

The financial statements were approved by the Council on 27 May 2013 and signed on its behalf by

Micheál Ó Gríofa Chairperson

Notes to the Financial Statements for the year ended 31 December 2012

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 Institute of Chartered Accountants in Ireland and issued by the Accounting Standards Board.

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.

Notes to the Financial Statements for the year ended 31 December 2012

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.

- 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.

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.

Notes to the Financial Statements for the year ended 31 December 2012

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2. Income

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

3.	Operating Surplus	2012 €	2011 €
	Operating surplus is stated after charging:		
	Depreciation	141,932	124,249
	Profit on disposal of tangible fixed assets	(175)) (3,700)
	Auditors' remuneration	5,821	6,259
4.	Employees	2012 Number	2011 Number
	Number of employees		
	The average monthly numbers of employees		
	during the year were:		
	Employees	30	27
	Temporary employees	0	5
	Agency staff	11	5
		41	37
	Employment costs	2012	2011
	Wages and salaries	€	€ 1 260 286
	Wages and salaries Social welfare costs	1,347,130 89,674	1,369,286
	Agency costs	403,266	97,826 163,516
	Sundry staff costs	18,242	4,362
	Pension costs	270,375	288,469
	Staff training costs	33,631	29,800
		2,162,318	1,953,259

Notes to the Financial Statements for the year ended 31 December 2012

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5. Pension Costs

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

6.	Taxation	2012 €	2011 €
	Current year taxation		
	Income Tax	148,763	84,280

The Teaching Council is not liable to taxation in respect of its activities. Passive income, if any, (such as deposit interest) remains taxable.

Notes to the Financial Statements for the year ended 31 December 2012

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7. Fixed Assets

	Fixtures	Computer	Computer	Total
	& Fittings	Software	Equipment	
	€	€	€	€
Cost				
At 1 January 2012	228,169	371,101	243,117	842,387
Additions	6,708	50,257	130,932	187,897
Disposals	-	-	(2,814)	(2,812)
At 31 December 2012	234,877	421,358	371,235	1,027,472
Depreciation				
At 1 January 2012	73,984	191,351	196,083	461,418
On disposals	-	-	(2,437)	(2,437)
Charge for the year	23,303	75,135	43,494	141,932
At 31 December 2012	97,287	266,487	237,140	600,912
Net book values				
At 31 December 2012	137,590	154,871	134,095	426,557
At 31 December 2011	154,185	179,750	47,034	380,969

Notes to the Financial Statements for the year ended 31 December 2012

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8. Investments

	Listed Investments €	Total €
Cost		
At 1 January 2012	10,594	10,594
Redemption during the year	-	-
At 31 December 2012	10,594	10,594
Net book values		
At 31 December 2012	10,594	10,594
At 31 December 2011	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	2012 €	2011 €
	Other debtors	69,198	207,469

Notes to the Financial Statements for the year ended 31 December 2012

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10.	Creditors: Amounts falling due within one year		2012 €	2011 €
	Other taxes and social security costs		35,083	18,139
	Accruals		154,367 	69,653 87,792
			2012	2011
	Included in other taxes and social security costs:		€	€
	Income Tax PAYE / PRSI		96 24,976	- 18,139
	PSWT		10,011 35,083	- 18,139
11.	Reserves	General reserve	Designated reserve	Total
		€	€	€
	Opening Reserves	7,460,20	8 4,000,000 1	1,460,208

Surplus for the year	3,308,655	- 3,308,655
Closing Reserves	10,768,863 4,00	00,000 14,768,863

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.

Notes to the Financial Statements for the year ended 31 December 2012

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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.

Notes to the Financial Statements for the year ended 31 December 2012

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13. Gross Cash Flows

	2012 €	2011 €
Returns on Investments and Servicing of Finance		
Interest received	495,563	336,743
Taxation		
Income tax paid	(148,763)	(84,124)
Capital Expenditure and financial investment		
Payments to acquire tangible assets	(187,896)	(82,784)
Receipts from sales of tangible assets	550	3,700
	(187,346)	(79,084)

14. Analysis of Changes in Net Funds

	Opening balance €	Cash flows €	Closing balance €
Cash at bank and in hand	10,948,968	3,502,996	14,451,964
Net funds	10,948,968	3,502,996	14,451,964

15. Approval of Financial Statements

The financial statements were approved by the Council on 27 May 2013 and signed on its behalf by

Micheál Ó Gríofa Chairperson