

Financial Statements for the year ended 31 December 2015

Council Information

Chairperson:

Gerry Quinn (elected 12 April 2016) Micheál Ó Gríofa (term of office completed 27 March 2016)

Deputy-Chairperson:

Sean McMahon (elected 12 April 2016) Bernie Ruane (term of office completed 27 March 2016)

Council Members:

From 04 April 2016

Elizabeth Cooney Rev. Dr. Tom Deenihan Michael Delargey Karen Devine Catherine Doolan Niall Duddy Patricia Duffy Dr. Mary Fleming Pat Gilmore Mairéad Glynn Colm Harte John Holian Declan Kelleher Ferdia Kelly Gregor Kerr Máire Lineen Áine Lynch Denis Magner Claire Markey Paul Mooney Noelle Moran Yvonne Ní Mhurchu Seamus Ó Fearraigh Deirdre O'Connor Séamus O'Connor Seán O'Neill Prof. Mary O'Sullivan Eamonn Shaughnessy Tracie Tobin Frank Turpin

Council Information

Up to 27 March 2016

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 **Prof Michael Hayes** Marie Humphries Declan Kelleher Mary Kelly Áine Lynch Christopher Maginn Deirdre Mathews Brendan McCabe Fergal McCarthy Anne McElduff Dr Andrew McGrady Marie McLoughlin Patrick McVicar Dympna Mulkerrins Bríd Ní Raghallaigh Diarmuid Ó Murchú Kathleen O'Connor Dr Joe O'Hara Bernadine O' Sullivan Eleanor Petrie Don Ryan Joan Russell Frank Turpin 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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The Council presents its report and the financial statements for the year ended 31 December 2015. 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. The Council also engages in research on behalf of the profession. During 2015 the Council's research focused mainly on the areas of Induction and Probation and entry requirements to the profession.

There has been no significant change in these activities during the year ended 31 December 2015.

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 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 2015, restricting the scope of the Council. In particular, Part 5 (Fitness to Teach) and Section 39 (CPD) had not been commenced. The Minister for Education and Skills has indicated that she will commence Part 5 in 2016.

Results

The surplus for the year after providing for depreciation and taxation amounted to €745,128 (2014: €1,218,911). 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. The Minister for Education and Skills has indicated that she intends to commence Part 5 of the Teaching Council Act (Fitness to Teach function) in 2016.

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.

Payment of Creditors

The Council Members acknowledge their responsibility for ensuring compliance with the provisions of the EC (Late Payment) Regulation 2002. It is the Teaching Council's policy to agree payment terms with all suppliers and to adhere to those payment terms.

On behalf of the Council

Gerry Quinn 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 (accounting standards issued by the Financial Reporting Council and promulgated 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 year.

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
- state whether applicable accounting standards have been followed , subject to any material departures disclosed and explained in the financial statements
- 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

Gerry Quinn 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 2015.

On behalf of Council

Gerry Quinn 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 2015 which comprise the Income and Expenditure Account, Balance Sheet, Cash Flow Statement and the related notes. The relevant financial reporting framework that has been applied in their preparation is Irish GAAP (including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland).

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.

Scope of the Audit of the financial statements

An audit involves obtaining evidence about amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the Council's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Council members; and the overall presentation of the financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. In addition, we read all the financial and non – financial information in the Council Members' report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

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 2015 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
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 2015

Income	Notes	2015 €	2014 €
Registration and Assessment Fees	Notes	6,150,734	6,117,103
Accreditation Fees		46,690	32,500
Other Income		76,422	50,256
Other mediae			
Total Income	2	6,273,846	6,199,859
Expenditure			
Accommodation Costs		(119,284)	(185,644)
Staff Costs		(2,983,904)	(2,669,671)
Other Administration Costs		(1,038,749)	(1,001,571)
Courses, Conferences and Meeting Costs		(190,761)	(186,797)
Registration and Verification Costs		(72,650)	(81,628)
Information Technology Costs		(234,153)	(169,976)
Communications and Education Costs		(644,412)	(663,814)
Depreciation	7	(297,088)	(180,754)
Total Expenditure		(5,581,001)	(5,139,855)
Interest receivable and similar income		88,615	269,333
Surplus on ordinary activities before taxation	3	781,460	1,329,337
Taxation	6	(36,332)	(110,426)
Surplus on ordinary activities after taxation		745,128	1,218,911

Income and Expenditure Account for the year ended 31 December 2015

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 24th May 2016 and signed on its behalf by

Gerry Quinn Chairperson

Tomás Ó Ruairc Director

Balance Sheet as at 31 December 2015

		2015		20	014
	Notes	€	€	€	€
Fixed Assets					
Tangible assets	7	5,	341,855		4,192,206
Investments	8		10,014		10,594
		5,	351,869		4,202,800
Current Assets					
Debtors	9	59,652		77,83	5
Cash at bank and in hand		12,939,364	13	,368,46	0
		12,999,016	13	,446,29	5
Creditors: Amounts falling					
due within one year	10	(140,240)	((183,579	9)
Net Current Assets		12,	858,776	-	13,262,717
Total Assets Less Current		_			
Liabilities		18,	210,645		17,465,517
Reserves					
Designated Reserve	11	4,0	000,000		4,000,000
General Reserves	11	14,	210,645		13,465,517
Total Funds		18,	210,645		17,465,517
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The notes on pages 11 to 19 form part of these financial statements.

The financial statements were approved by the Council on 24th May 2016 and signed on its behalf by

Gerry Quinn Tomás Ó Ruairc Chairperson Director

Cash Flow Statement for the year ended 31 December 2015

	Notes	2015 €	2014 €
Reconciliation of operating surplus to net cash inflow from operating activities			
Operating surplus (before interest received)		692,845	1,060,004
Depreciation	3	297,088	
Decrease / (Increase) in debtors	9	18,184	(48,619)
(Decrease) / Increase in creditors	10	(43,339)	52,302
Net cash flow from operating activities		964,778	1,244,441
Cash Flow Statement			
Net cash flow from operating activities		964,778	1,244,441
Returns on investments and servicing of finance	13	88,615	269,333
Taxation	13	(36,332)	(110,426)
Redemption of investment	8	580	
Capital expenditure and financial investment	13	(1,446,737)	(3,969,814)
(Decrease) in cash in the year		(429,096)	(2,566,466)
Reconciliation of net cash flow to movement in I	net funds (No	ote 14)	
(Decrease) in cash in the year		(429,096)	(2,566,466)
Net funds at 1 January 2015		13,368,460	
Net funds at 31 December 2015	14	12,939,364	13,368,460

The financial statements were approved by the Council on 24th May 2016 and signed on its behalf by

Gerry Quinn Tomás Ó Ruairc Chairperson Director

Notes to the Financial Statements for the year ended 31 December 2015

1. Accounting Policies

1.1. Accounting Convention

The financial statements have been prepared in accordance with accounting standards generally accepted in Ireland and Irish statute (including FRS102). Accounting Standards generally accepted in Ireland in preparing financial statements giving a true and fair view are those published by the Financial Reporting Council. These are the first financial statements that comply with FRS 102. This transition to FRS 102 has not affected the financial position of the Teaching Council

1.2. Income

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

1.3. Tangible Fixed Assets and Depreciation

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

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

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

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

During the year The Teaching Council carried out a "Fit-Out" of part of the building. This was not finished by the end of December and consequently depreciation was not charged during the period. Depreciation will commence in 2016 at a rate of 10% straight line per annum.

Notes to the Financial Statements for the year ended 31 December 2015

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 deposit interest 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 2015

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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	2015 €	2014 €
	Operating surplus is stated after charging:		
	Depreciation	297,088	180,754
	Auditor Remuneration	6,347	6,261
4.	Employees	2015	2014
		Number	Number
	Number of employees		
	The average monthly numbers of employees		
	during the year were:	26	22
	Employees	36	33
	Agency staff	-	1
		36	34
	Employment costs	2015 €	2014 €
	Wages and salaries	1,646,399	1,519,324
	Social welfare costs	134,855	98,956
	Agency costs	-	32,903
	Managed Services costs	731,284	622,692
	Sundry staff costs	14,232	11,347
	Pension costs	389,620	300,800
	Staff training costs	67,514	83,649
		2,983,904	2,669,671

Notes to the Financial Statements for the year ended 31 December 2015

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5. Pension Costs

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

6.	Taxation	2015	2014
		€	€
	Current year taxation		
	Income Tax	36,332	110,426

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

Notes to the Financial Statements for the year ended 31 December 2015

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7. Fixed Assets

	Premises	Fixtures & Fittings	Computer Software	Computer Equipment	Total
		€	€	€	€
Cost					
At 1 January 2015	3,691,937	270,274	619,109	550,452	5,131,772
Additions	-	1,266,841	155,026	24,870	1,446,737
Disposals	-	-	-	-	-
At 31 December 2015	3,691,937	1,537,115	774,135	575,232	6,578,509
Depreciation					
At 1 January 2015	-	146,566	402,118	390,882	939,566
On disposals	-	-	-	-	-
Charge for the year	92,298	27,805	87,693	89,292	297,088
At 31 December 2015	92,298	174,371	489,811	480,174	1,236,654
Net book values					
At 31 December 2015	3,599,639	1,362,745	284,324	95,144	5,341,855
At 31 December 2014	3,691,937	123,708	216,991	159,570	4,192,206

Notes to the Financial Statements for the year ended 31 December 2015

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8. Investments

	Listed Investments Total
Cost	$oldsymbol{\epsilon}$
Cost At 1 January 2015	10,594 10,594
Redemption during the year	(580) (580)
At 31 December 2015	$\overline{10,014}$ $\overline{10,594}$
Net book values	
At 31 December 2015	10,014 10,014
At 31 December 2014	

The investment consists of Government bonds, the market value of which is in excess of the value shown above.

9.	Debtors	2015	2014
		€	€
	Other debtors	59,652	77,836

The other debtors figure consists of Bike to Work Schemes, accrued deposit interest and fees receivable following the review and accreditation of programmes of initial teacher education.

Notes to the Financial Statements for the year ended 31 December 2015

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10.	Creditors: Amounts falling due within one year		2015 €	2014 €
	Other taxes and social security costs Accruals		19,617 120,623	15,030 168,549
			140,240	183,579
	Included in other taxes and social security costs:		2015 €	2014 €
	PAYE / PRSI PSWT		54 19,563 19,617	(588) 15,618 15,030
11.	Reserves	General I reserve €	Designated reserve	Total €
	Opening Reserves Surplus for the year	13,465,517 745,128	4,000,000	17,465,517 745,128
	Closing Reserves	14,210,645	4,000,000	18,210,645

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 2015

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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.

13. Gross Cash Flows

	2015 €	2014 €
Returns on Investments and Servicing of Finance		
Interest received	88,615	269,333
Taxation		
Income tax paid	(36,332)	(110,426)
Capital Expenditure and financial investment		
Payments to acquire tangible assets	(1,446,737)	(3,969,814)

14. Analysis of Changes in Net Funds

·	S	Opening balance €	Cash flows €	Closing balance €
Cash at bank an	d in hand	13,368,460	(429,096)	12,939,364
Net funds		13,368,460	(429,096)	12,939,364
				

Notes to the Financial Statements for the year ended 31 December 2015

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15. Approval of Financial Statements

The financial statements were approved by the Council on 24^{th} May 2016 and signed on its behalf by

Gerry Quinn Chairperson Tomás Ó Ruairc Director

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