



# **ANNUAL REPORT AND FINANCIAL STATEMENTS**

for the year ended 31 December 2021

The National Social Work Organisation  
of Ireland  
t/a Irish Association of Social Workers  
A Company Limited by Guarantee

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## **Legal and Administration Details**

<b>Board of Directors</b>	Vivian Geiran	Chair
	Aine McGuirk	Vice Chair
	Anette O'Callaghan	Treasurer
	Coletta Dalikeni	
	Majella Hickey	
	Hilda Loughran	
	Gary Gartland	
	Rachel McCormack	
	Bridin Murphy	
	Claire McGettrick	(elected 2021 AGM)
	Washington Marovatsanga	(elected 2021 AGM)
	John Brennan	(retired 2021 AGM)
<b>Company Secretary</b>	Danielle McGoldrick	
<b>Registered Office</b>	IASW St. Andrews Resource Centre 114 – 116 Pearse Street Dublin 2	
<b>Registered Company No.</b>	518634	
<b>Auditors</b>	KSI Faulkner Orr Accounts, Tax Advisers & Registered Auditors Behan House 10 Lower Mount Street Dublin 2	
<b>Principal Bankers</b>	Allied Irish Bank 1 – 4 Lower Baggot Street Dublin 2	

## Directors Report & Chairperson's Statement

Having been honoured to be elected as Chair at the 2021 AGM, I am delighted to present the IASW Annual Report for 2021, reflecting on this fiftieth anniversary year of the Association. This has been another busy and productive year for the IASW. Yet again, we have had to deal with the consequences of a further twelve months overshadowed by the COVID-19 pandemic. While the pandemic has had its negative impact, there have also been gains arising. These have included the increased and more ready access for many to meetings, webinars and other events that have had to be held online. For example, our Board meetings are now held online. Given the breadth of roles in which social workers work, and the diversity of service users, as well as the complexity of issues affecting both groups, this breadth and complexity is reflected in the activities of the IASW. Consequently, it is only possible to give a broad flavour of the Association's activities over the past year.

I am also conscious that whatever has been achieved in the past year, has been built on the earlier effort of those who have gone before. I want to express my thanks and deep appreciation to outgoing Chair, Áine McGuirk and longstanding Board member and Vice-Chair John Brennan, who also stepped down, having completed the maximum term as a Board member. Áine remained on the Board and was subsequently elected to the position of Vice-Chair for 2021-2022. We also welcomed two new members to the Board: Claire McGettrick and Washington Marovatsanga. The Board have critical responsibilities in relation to leadership and strategic direction and planning, organisational governance and accountability, human and other resource management and ensuring that all the IASW's activities are carried out in accordance with legislative and regulatory requirements and in line with best practice. In addition to regular Board meetings, huge thanks are due to everyone – Board members, staff, and others – who contribute to the work of the various Board committees and sub-committees.

I want to express my deep appreciation for the ongoing, dedicated, and hard work of the IASW staff team – Office Manager Danielle McGoldrick, Office Administrator Sarah McDonnell (who replaced Marina Tiribelli) and Professional Development Coordinator Clíona Murphy. Our dedicated staff team work diligently and effectively, day and daily, on all our behalf and without them we could not achieve what we do.

As well as all those members who contribute their time and expertise, undertaking various IASW tasks and projects, I specifically want to thank all those members of our Council, Special Interest Groups (SIGs) and Associate Groups and Committees, for their hard work over the past year, supporting members, contributing to social work practice, responding to policy and related issues arising in their respective areas, and supporting and advising the Board.

We did not have a real opportunity to fully celebrate our 50<sup>th</sup> Anniversary in 2021, and instead decided to defer part of the celebration of this significant milestone in 2022, all going well. Nevertheless, an excellent special 50<sup>th</sup> anniversary edition of the *Irish Social Worker* journal was published in December, thanks to the Editorial Committee, all the contributors to this edition and the office team. The journal, as well as some Association merchandise, was circulated to all members, to mark our anniversary in 2021. It was agreed to defer plans for a more 'formal' in-person gathering to mark our fifty years until sometime in 2022, relevant circumstances permitting then.

One painful, but ultimately productive, issue faced by the Association arose as a result of the publication of the Final Report of the Commission of Investigation into Mother and Baby Homes in January 2021, following which a number of members called on the Association to

issue an apology in respect of aspects of social work's role, as described in some areas of the Report. Following an intense debate, and having reviewed the Report and received feedback from members and others, the Board issued an unreserved apology "for the pain and distress caused by failings of the profession highlighted in the Report." In addition to issuing the apology, the Board agreed that more needed to be done, that the past is significant in shaping the past and the future, and therefore that we should seek to make good at least some of the harm done. We engaged with a number of those directly affected and also took the opportunity to reflect and to engage in dialogue with survivors of mother and baby homes, as well as with social workers, past and present. Among other actions, the IASW facilitated and hosted a symposium on the issue, on the theme of *Continuing the Conversation*, at the National Child Protection and Welfare Conference in October. The issue has also provided an opportunity for growth, as we 'continue the conversation' throughout 2021 and into 2022, exploring ways to learn and grow from the experiences involved.

An IASW Anti-Racism Committee was established in 2021. The Committee developed our Anti-Racism strategy - *A New Way Forward* – covering the years 2021-2023 on behalf of the Association. The Committee addressed various issues through the work of several sub-committees, held events and liaised with IASW SIGs and other Groups and Committees, to develop awareness, synergies, and actions to respond to the issue of racism, wherever possible. In addition, motions passed at our 2021 AGM, as always, clarified key policy and action steps for the Association. Throughout our various activities, we have worked to hold firm to our foundational values and ethics, especially human rights, and to be open and responsive to emerging issues.

## **Objectives, Activities, Achievements and Performance**

As referenced above, it is difficult to itemise all the activities undertaken over the course of the year, in advancing our strategic goals. Nevertheless, it is important to report progress or otherwise under these headings and the following represents a 'flavour' of actions taken under these strategic goal headings.

### ***Strategic Objective 1: Ensuring the sustainable development of the IASW***

Appropriate standards of good governance were maintained and developed, including in relation to finances, which were healthy throughout, and financial management and auditing. The IASW's membership are the life-blood of the Association. Growth in membership was maintained, building on the work of the office team, the membership review, and Membership Committee, ensuring the ongoing sustainability of the IASW as social work's unique voice and representation. This included for example a number of 'get a member' initiatives, run by the office team. A number of Association policies were also reviewed and updated, so as to remain relevant and up to date.

### ***Strategic Objective 2: Improving the standards and quality of professional social work practice.***

The COVID-19 pandemic continued to exert a generally negative impact on social work practice in 2021, as had been the case in 2020. The IASW also continued to provide support to individual and groups of social workers. Through our representations on behalf of social work and service users, and working to influence policies, and promote human rights and social justice IASW representatives took available opportunities to improve standards of

professional social work practice. We also partnered in the establishment, roll-out and ongoing delivery of the National Teaching in Social Work (Practice Teachers) initiative, hosted in UCC, thereby seeking to ensure that future social workers are supported to the greatest extent possible, through supporting the development of practice teaching, among other actions.

***Strategic Objective 3: Facilitating social workers to meet the CPD requirements of registration.***

Provision of CPD directly, and supporting CPD in whatever ways possible, is a core resource and service provided to social workers by the IASW. This is evidenced through the ongoing, extensive, and quality CPD programme facilitated and delivered by the Association. We also reconstituted the CPD Committee in 2021 to ensure continuing support for the CPD Officer and the CPD programme and its development, currently and into the future. While the HSE/HSCP reduced the funding they provide to the IASW for CPD activity, we applied to TUSLA for funding to make the shortfall and this application was successful.

***Strategic Objective 4: Increasing access to information and support for social workers***

Provision of updated information and communications via the IASW website, mailer and social media channels is an important service to members and others, as reflected in feedback received. IASW staff, Board members and others also continued to respond to queries and requests from individuals and groups of members, to address issues arising. Our annual conference, held online in April, on the theme of *Social Work and Social Justice: Where Now?* was very successful and helped the profession review and renew our commitment to social justice in various ways.

***Strategic Objective 5: Enhancing the public profile and perception of social work***

Opportunities were taken to avail of media exposure, on several issues, to increase and improve the public profile of the Association and the profession. Other opportunities, such as World Social Work Day, were taken to publicise and highlight the role and contribution of social work in society. The IASW made various representations to public representatives and others on relevant issues. For example, representations were made to the Minister of State for Business, Employment and Retail, that social workers from outside the European Economic Area (EEA) be included on the government list of critical skills employment list, following which the Minister announced that social workers would be so included on the relevant list. As well as meeting with several politicians and senior officials on a range of issues, the Chair and other Association representatives made TV/radio appearances and had opinion pieces, on social work-related issues, published in national newspapers. A training session in the use of social media (Twitter) was provided for Board members and Council representatives.

***Strategic Objective 6: Using social work expertise to influence the development of local, national, and international policy and practice***

We completed the development of an Advocacy Strategy, to target and prioritise policy and advocacy targets for action, while remaining flexible to respond to issues arising. While this was done in relation to a number of areas, the issue of adult safeguarding policy and practice received particular attention. As well as mounting some specific IASW events on safeguarding, highlighting specific issues such as the impact of the pandemic on nursing home

care, as well as engaging with relevant bodies and organisations, we also partnered with other bodies on several collaborative events to highlight relevant issues for social workers and service users over the course of the year. In addition to media inputs on this theme, the Association also undertook a review and revision of our position paper on adult safeguarding, with a view to this being completed in early 2022. This is especially relevant in the context of the ongoing development of new safeguarding legislation.

On the international front, IASW continued to work closely with our colleagues in the International Federation of Social Workers (IFSW) and with BASW-NI. The IASW was represented on the IFSW (Europe) Board, and IASW delegates participated in the IFSW (Europe) delegates meeting and conference (online). Members also participated in IFSW projects, while we also continued to work closely with our BASW-NI colleagues, including beginning to develop a joint proposal to develop a mutual associate membership scheme for IASW and BASW-NI members. This will be followed up and progress in 2022.

#### **Future Plans to Achieve Strategic Goals**

From summer 2021 on, and particularly as the year drew towards a close, we were well under way on the process of developing our Strategic Plan for the Association for the years 2022 to 2024. That process of planning for and developing the new Strategic Plan, started soon after the 2021 AGM, continued throughout the remainder of the year, with the new Plan scheduled to be signed off by the Board at the end of the year or early in 2022. We were also fortunate to have implemented a number of measures this year and in 2020, including our membership survey and related work, as well as generating an advocacy strategy and public affairs plan for the future. Key among these, over the coming year, will be our mandate from the 2021 AGM to review our governance and related structures for the Association. We have commenced work on this, with a view to ensuring that the IASW goes from strength to strength in the months and years ahead. The Board and I are also committed to working as hard as possible to ensure that the IASW has the appropriate structures, systems, and resources in place to ensure that the Association can represent the members, the profession, and our professional interests, as best as possible. I look forward to continuing to work with all of you in this shared project.



Vivian Geiran

IASW Chair

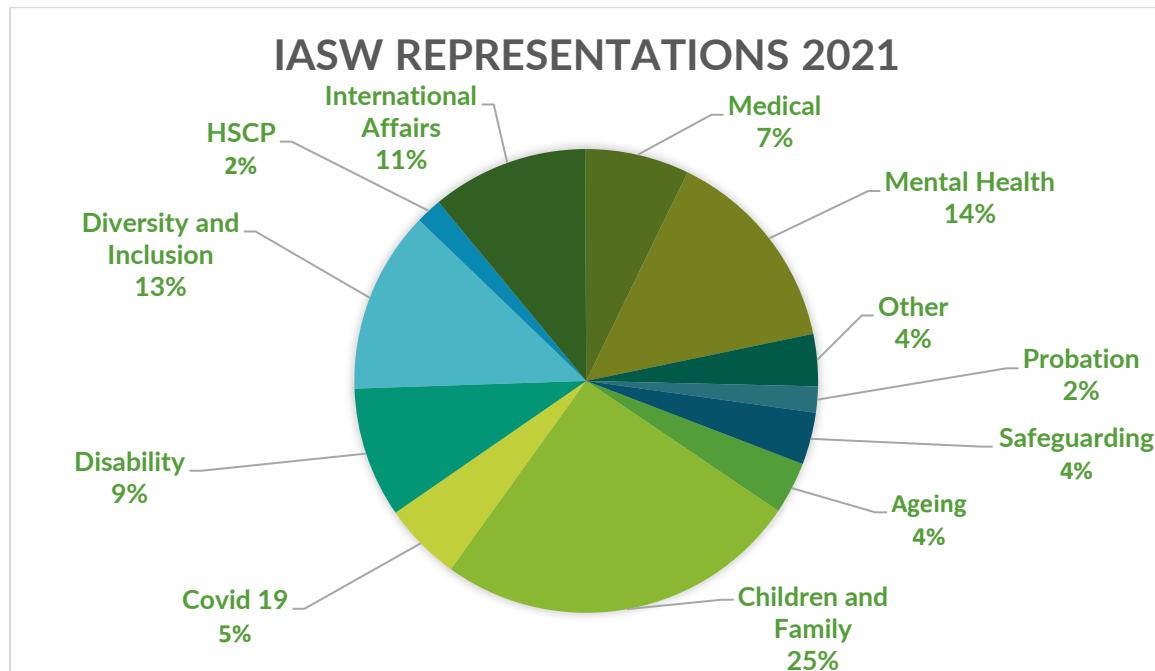
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## Our Staff and Volunteers

The IASW staff team consists of Danielle McGoldrick, Office Manager, Cliona Murphy, Continuing Professional Development Coordinator and Sarah McDonnell, Office Administrator. Our staff team are highly qualified and skilled at delivering on our objectives.

Our Board of Directors, Council Members, and Members work with passion, energy and give most generously of their free time to support the work of the association through participation in the Board, Special Interest Groups, Committees, Associate Groups, and through representation and publicity and virtually at events, forums, advisory groups, and task forces.

The IASW was represented at over fifty events in 2021, the chart below shows by area of specialism the break-down of those representations.



## Our Volunteers 'The IASW Board of Directors'

At the AGM in 2021, John Brennan retired and Áine McGuirk stepped down from the chair position. Vivian Geiran was voted in as the new Chair. We also welcomed two new Directors: Washington Marovatsanga and Claire McGettrick (commercial director). This gave us 11 Directors on the board, during the AGM a motion was passed to increase the number of Directors from 10 to 11. 2021 saw the Board of Directors work untiringly on behalf of the IASW and its members, the Chair report speaks to the work of the Board during this year.

### Succession Planning

In June 2022, three Directors will have completed a six-year consecutive term on the Board of Directors. The Board are in process of identifying new members to replace these Directors when they step down at the 2022 AGM.

*Board of Directors Term of Office*

Name	Role	Term Start	Term Finish (6yrs)
Hilda Loughran	Director	Jun-16	Jun-22
Anette O'Callaghan	Director	Jun-16	Jun-22
Aine McGuirk	Director	Jun-16	Jun-22
Majella Hickey	Director	May-18	Jun-24
Colletta Dalikeni	Director	May-18	Jun-24
Gary Gartland	Director	May-19	Jun-25
Rachel McCormack	Director	May-19	Jun-25
Vivian Geiran	Director	May-20	May-26
Brídín Murphy	Director	Jul-20	May-26
Claire McGettrick	Director	May-21	May-27
Washington Marovatsanga	Director	May-21	May-27

*Board Attendance Rates 2021*

Board Attendance 2021	Feb	Mar	May	Jul	Sept	Nov	Totals
John Brennan							3 out 3
Áine McGuirk							5 out 6
Rachel McCormack							3 out 6
Gary Gartland							5 out 6
Anette O'Callaghan							5 out 6
Hilda Loughran							6 out 6
Colletta Dalikeni							5 out 6
Majella Hickey							6 out 6
Vivian Geiran							6 out 6
Brídín Murphy							2 out 6
Claire McGettrick							3 out 3
Washington Marovatsanga							2 out 3

## Council Attendance Rates 2021

Council Attendance 2021	Feb	Apr	Sept	Dec	Totals
Head Medical Social Workers (HMSW)					2 out 4
Foster Care (SWIFC)					3 out 4
Adverse Childhood Experiences					n/a
Disability (SWID)					3 out 4
Child & Family (C&F)					1 out 4
Child & Adolescent Mental Health (CAMHS)					3 out 4
Ageing (SIGA)					3 out 4
Adult Mental Health (SWAMH)					3 out 4
Adoption (CIAA)					3 out 4
Southern Region					1 out 4
Retired					3 out 4
Probation					n/a
Migrant & Ethnic Communities (SWIM)					n/a
Journal Committee					1 out 4
International Affairs Committee					2 out 4
Adult Safeguarding & Protection (ASaP)					4 out 4

## Treasurer & Financial Controller Report

Treasurer: Anette O'Callaghan

Financial Controller: Danielle McGoldrick

**Funding:** The IASW is funded by a combination of Membership Fees and the HSE HSCP National Office funding. The IASW also generates incomes from two other sources: advertising services and CPD event participant fees. In 2021 the IASW had a total income of €369,463.00 (details below):

Funding Stream	Income
2021 Membership Fees	€241,335
2021 HSCP Funding	
• CPD Officer Post	€68,200
• Single Discipline Event Funding	€5,620
• Virtual Event Platform Build	€4,840
Other Income	
• Participant Fees	€10,421
• Advertising Services	€33,527
• DCYDID Scoping Exercise Grant	€2,500
• Other Income	€3,020

The IASW would like to pay tribute to the generosity of our funders the HSE HSCP National Office, and to the members for their continued belief and support in the work of the IASW.

**Expenditure:** The total expenditure for the year amounted to €337,129. Staff costs make up the largest part of the expenditure totalling €124,136 for the year, with operation costs of €212,993 being the other area of major expenditure. Further details on staff costs and other expenditure are presented in the appendix to the accounts page 58 of the audited financial statements, which can be found in this report.

At the year end, the IASW carried a **surplus of €32,343**

Further details on income and expenditure amounts are contained within the financial statements.

**Policy for holding reserves:** The IASW has a set of reserves in place to ensure that the organisations core activities could continue during a period of unforeseen difficulty. This takes account of the cost of making the staff redundant in an emergency situation and association's contractual and legal commitments. The IASW must carry three months operating costs in a readily realisable form. The reserve is held in a deposit account.

**Other:** Income from participants fees has increased significantly (€4169.00) in 2021 compared to 2020. This is a direct result an increase in events.

The HSE HSCP Office provide 100% of the funding for the CPD Officer post, in 2022 the funding will be cut by 20%. The HR & Finance Committee put forward a funding proposal to Tusla – The Child & Family asking them to fund the 20% reduction.

A number of finance and audit polices have been reviewed to ensure they are fit for purpose.

*Audit Opinions:* The auditors KSI Faulkner Orr have audited the financial statements of the IASW which comprise of the Statement of Financial Position, the Statement of Cashflows and related notes. The financial statements have been prepared in accordance with International Standards on Auditing (UK and Ireland). The audit opinion is laid out in full and signed by KSI Faulkner Orr and the Chair and Treasurer of the IASW.

The Financial Statements for 2021 can be found at the end of this report.

*Audit Observations:* KSI Faulkner Orr had no recommendations to make to the IASW during this financial year.

*Conclusion:* We would like to thank Emma Delaney and all the team at KSI Faulkner Orr for their assistance with the audit, the provision of payroll services and for their advice throughout the year.

## **The Human Resources (HR) & Finance Sub Committee**

IASW has a HR & Finance Committee which reports directly to the board of directors. The committee is a sub-committee of the IASW Board. The role of the HR & Finance Committee is to oversee the effective financial and risk management of IASW, and to assist the Board to fulfil their governance and HR duties.

The HR & Finance Committee consists of:

IASW Chair – Vivian Geiran

IASW Treasurer – Annette O'Callaghan

IASW Board Member – Gary Gartland

IASW Office Manager & Company Secretary – Danielle McGoldrick

The HR & Finance committee held their bi-monthly meetings virtually throughout 2021 and continued its work on behalf of the IASW Board.

There were several policy documents that were drafted, reviewed, finalised, and presented to the Board during this period:

- Supervision Policy
- IASW Governance Code
- Code of Conduct for Board Members
- Transparency and Accountability Policy
- Conflict of Interest Policy

In 2022 the Committee will develop policies regarding, Grievance & Complaints, Financial Reserves and Dignity & Transparency.

The Committee also provided submissions to the Board for inclusion in the IASW Strategic Plan 2022-2024 and developed the job specifications and funding business case for the presumptive Chief Operations Officer appointment that is being sought in 2022.

The Board reviewed the IASW Staff Employees handbook and the Implementation of Incremental pay-scales for IASW Staff during this period.

The Board are currently conducting a Governance Scoping Exercise with a view to a Review of the Governance of the Association.

The Board also prepared HSCP/Tusla Funding business cases in respect of both the CPD Development Officer and CPD Events.

## **Professional Development Coordinator Report**

### **Ensuring the sustainable development of the IASW**

The continuation of the pandemic and of public health restrictions throughout 2021 had a huge impact on CPD events, essentially closing-down the possibilities for social workers to participate and learn together in person at such events. Following exploration of options and support for online CPD events, streaming and technical support to deliver online CPD events was contracted. During the early part of 2021, work focused on co-building an online event platform for the IASW and learning the Content Management System (CMS) to upload and manage the platform content for each event.

Online provision extended the reach of CPD opportunities, removing the barrier of distance and travel time, as well as providing the opportunity for social workers to engage in CPD at a time that suits them, by viewing videos of previous events on [www.iasw.ie](http://www.iasw.ie)

Unfortunately, due to a very large and unexpected price increase, the IASW discontinued using streaming and technical support services, resulting in the tasks being taken on by the Professional Development Coordinator.

Changes to the delivery and cost of CPD events required that Council Event Guidelines & Funding Application processes and forms be restructured twice during the year.

Annual HSE Event Funding Applications in 2021 were successful totalling €14,350 for events and €4,850 for the build of the event platform. In response to a second invitation to apply for CPD event funding in summer, a further 13 funding applications were submitted to the HSE HSCP Office following a consultation process. Three of those 13 funding applications were granted funding totalling €10K, events to take place in Q1 2022. Funding reports were made to the HSE on 2020 CPD event funding.

The IASW focused on developing strategies to guide and underpin its work in 2021 and beyond, which necessitated the engagement of CPD time and expertise in the development of both the Membership Strategy and the IASW Strategy 2022 – 24.

### **Improving the standards and quality of professional social work practice and facilitating social workers to meet the CPD requirements of registration**

A total of 32 events took place online in 2021, 25 of which were IASW events and seven collaborations. Collaborations included working with the National Practice Teachers in Social Work Initiative on three webinars and a joint seminar with BASWNI. A symposium on the IASW response to the Report of the Commission of Investigation into Mother and Baby Homes was co-ordinated for the National Child Protection and Welfare Social Work conference.

2,581 places were booked at CPD events, participants on the day totalling 1,492.

A key highlight was the collaboration with the MA in Social Work Programme at the School of Political Science and Sociology, NUI Galway, and Social Care Ireland to offer a five-day advanced level module in Non-Violent Resistance in Practice.

### **Increasing access to information and support for social workers**

The role continues to provide information and support for members and the wider social work community about CPD and social work, sharing resources and signposting to additional

information, advice, and resources, as appropriate. Invitations to partner and collaborate on the development of resources and supports to social workers are regularly received.

Talktime, a peer support forum for IASW members, initiated in 2020 as a support to social workers during lockdown and public health restrictions, continued into 2021.

### **Enhancing the public profile and perception of social work**

My role also involved managing the social media accounts of the Association, promoting the value, and enhancing understanding of social work, advocating for those we work with and for, as well as sharing information, resources, and solutions.

The implementation of the CPD stream of the Anti-Racist Strategy involved working with the chair of the Anti-Racism Advisory Group (ARAG) on the launch of the Strategy followed by six webinars which put a focus on increasing awareness and understanding of racism in social work with a view to developing responses to same.

### **Using social work expertise to influence the development of local, national, and international policy and practice**

A key focus of the role in 2021 was providing support to members and the chair as they engaged in advocacy work on behalf of the profession and the people social workers work with, support ranging from drafting press releases, copy editing and strategic planning as required. Support was provided to the advocacy work on adult safeguarding and the ongoing failure to protect and uphold the human rights of all adults in nursing homes and residential care.

A paper on the *IASW Social Work During Covid-19 Survey* was presented to the National Child Protection and Welfare Social Work conference.

Highlighting the role and value of social work was a key element of my work in the consultation by the HSCP Office on *HSCP Deliver – A Strategic Guidance Framework for HSCP 2021 – 2026*.

## **Office Manager Report**

In 2021, with the continuation of the Covid-19 pandemic and of public health restrictions the IASW were responding to needs and issues arising from impact of pandemic on IASW members, the profession, and their service users. The 'admin team' lead out on and assisted the Board, Council and CPD Development Officer in creating, developing, and carrying out activities and initiatives, in-line with our strategic objectives.

### **Ensuring the sustainable development of the IASW**

The key action point for this objective is to grow the association's membership base to ensure the IASW has the necessary financial and practice-skills resources to represent the social work profession.

In the first quarter of 2021, I worked along-side Grainne Maguire, Marketing Consultant developing the Membership Marketing Strategy, the strategy is built on a membership growth strategy and lays out 'what the IASW needs to do' to achieve the growth.

During the second half of the year, with support from the Office Administrator, we continue to develop and implement a variety initiatives' i.e., 'Refer & Win', 'Member Get A Member', 'Member Only Events' to increase membership numbers and engagement, with a specific focus on student and early-career social workers.

The Membership Committee will continue to execute the membership marketing strategy and tactical plan to drive membership growth and retention.

As the associations Financial Controller and Company Secretary, I am a member of the HR & Finance Committee. I manage the accounting function for the association, having oversight of the association's finances, thus keeping a constant eye on the financial sustainment of the IASW. In addition, I act as the first point of contact for HR admin and HR-related queries from employees and the Board of Directors. The committee delivered on number of policy documents that were drafted, reviewed, finalised, and presented to the Board.

In the second half of the year, I joined the Strategic Plan Working Group, the group was tasked with the development of the 2022 – 2024 Strategic Plan and undertook the coordination of the strategic planning process.

### **Improving the standards and quality of professional social work practice.**

At the heart of the IASW is its role in supporting, representing, protecting, and developing social workers and the profession. Through-out 2021 the office continued to provide support to individual members and our Council groups, through a variety of representations and submissions. Part of the role of the 'admin team' is to provide a listening ear for our members and service users, and provide them with information, and where possible provide with solutions to queries/issues.

### **Facilitating social workers to meet the CPD requirements of registration.**

Our 2020 membership survey indicated that CPD is the most important aspect of the service offering from the association. The 'admin team' provide assistance to the CPD Officer in the organisation of the CPD event programme, tasks include dealing with queries, processing refunds, collation of evaluation, and a variety of other administrative tasks.

In addition, I work with the Treasurer and Chair on the development and submission of funding applications to the funders for the CPD Officer post.

#### **Increasing access to information and support for social workers.**

Members require professional support, industry information, code of ethics, networking opportunities. The office team sources and shares with members relevant information, resources, and solutions, via our website, e-mail, quarterly newsletter, and social media platforms.

#### **Enhancing the public profile and perception of social work.**

Raising the profile of the IASW is important to the members, and we in the 'admin team', do our best to support our volunteers in their efforts to make the IASW more visible and vocal in representing social work profession.

#### **Using social work expertise to influence the development of local, national, and international policy and practice.**

During the year, we assisted the Board and Council members with a variety of lobbying and advocacy activities and initiatives the work on adult safeguarding issues in congregated settings.

#### **Recap 2021**

In 2021 the 'admin team' focused on membership growth, and an overall increase in the level of activities and some new initiatives.

Below is list of some of activities and initiatives undertaken during the year:

- Covid response and support/resources.
- Providing Support to our online CPD activities
- Engagement on key external moral issues e.g., adult safeguarding in congregating settings, mother and baby homes, HIQA report on Foster Care
- Member-Get-a-Member initiative - included communications, incentives, content marketing, social media activity. This initiative resulted in 40 new member referrals from current members.
- Social media - an increase in activity and new content formats.
- Website updates.
- Brand work was done around defining the colour palette for the IASW and redrawing the IASW logo ensuring consistency in design and presentation of the IASW.
- Publication of the 50<sup>th</sup> Anniversary edition of the Irish Social Worker Journal
- Free Member Gifts to commemorate our 50<sup>th</sup> Year
- Development of the 2022 – 2024 Strategic Plan
- Publication of a quarterly newsletter
- Development of a wide variety of submissions & representations i.e., Review of the Employment and Equality & Equal Status Act, National Standards for the Care and Support of Children Using HSC Services, National Standards for Home Support Services, Family Focused Interventions, Family Justice Oversight Group, National Action Plan Against Racism, Review of Occupations List for Employment Permits, Mental Health Review, etc.

## **Office Administrator Report**

I began working with the IASW in March of 2021. It was a busy year with dealing with Covid, ever changing restrictions, and learning the ropes of the IASW Office Administrator. In my time so far with the IASW I have learned a lot both professionally and personally. It has been a delight to be a part of a workplace that advocates for social justice and human rights.

### **Ensuring the sustainable development of the IASW**

The majority of my work last year was ensuring the sustainable development of the IASW. This has come with my everyday tasks and many ad hoc tasks. Everyday tasks:

Advertisements, updating website as needed, quarterly newsletter, facilitating council meeting, membership tasks (new members, refunds, cancelling memberships, changing categories, sending welcome packs etc.), press releases. This is not an exhaustive list, but it shows many of the daily tasks that I undertook in 2021.

A snapshot of some of the ad hoc tasks that I participated in, in 2021:

Membership Campaigns	We worked on several membership referral campaigns throughout the year. Initially I continued the work of the previous office administrator by facilitating monthly referral competitions. In August and September, I worked with Danielle to create a membership competition campaign for the final quarter of the year, in hopes that this would help us reach our membership goals. I researched options and made a rough budget. I created social media content and mailers, organised prizes and followed up with winners. Upon reflection due to timing, other projects, staff illness and Covid, this was not as successful as we would have hoped.
Strategic Planning Survey	During the Strategic planning process, the Chair wanted feedback from IASW members and council. I created a membership feedback survey for the Strategic Plan. This was sent to all IASW members and disseminated to council. In order to promote the survey to membership I created social media posts and images. I had the task of analysing the collected data. I did a thematic analysis of the 118 survey responses, analysed 4 qualitative questions, I did an interpretative analysis of the 118 survey responses and analysed 6 quantitative questions. I then created a document which represented the analysis in a summary and visually.
Design tasks	This year gave me an opportunity to work on my (rusty) design skills. I learned how to use Canva pro which I had not used previously, I did this individually initially, then during the summer I took a short workshop on how to use Canva. I use this to create social media posts, images for the website, course flyers, newsletter images, among others.  In the same strain I worked with others to design and create new IASW headed paper, a new office plaque for IASW past chairs/presidents and new IASW thank you cards.
Training/Events	<ul style="list-style-type: none"><li>• Developing an Effective Annual Report</li><li>• Strategic Planning</li><li>• Canva Workshop</li><li>• Definitive Cyber Security Event</li></ul>

## **Improving the standards and quality of professional social work practice and facilitating social workers to engage in CPD and to meet the CPD requirements of registration**

In 2021 I worked closely with the Professional Development Coordinator on the admin aspect of CPD events, workshops, and courses. At the beginning of the year my tasks included uploading event videos to the IASW YouTube, reaching out to participants with event details and following up with evaluations. In the latter half of the year when we moved to zoom I managed the zoom registration and waiting room at events. I worked alongside Cliona with the preparation for several courses that were due to take place at the end of 2021 and beginning of 2022. This work included creating a flyer for the Non-Violent Resistance Practice course, reaching out to successful applicants, creating new invoices for the refundable deposit for each course.

## **Increasing access to information and support for social workers**

In 2021 I provided day to day support to members via phone email and text. Answering their queries, if I was ever unsure, I would reach out to my co-workers to find out the information to pass on. I sent mailers to members weekly: press releases, adverts, updates from government office amongst others. I utilised the IASW social media accounts to inform members of supports that the IASW offers, IASW events etc.

Over the course of the year, I helped with organising content for the 50<sup>th</sup> anniversary edition of the Irish Social Worker Journal. I reached out to and followed up with past chairs/presidents and editors. Prior to publishing I worked with the journal editor on compiling and formatting the final journal before going to print.

In September 2021 I worked to redesign the IASW newsletter which has proven to be successful. The table below shows a comparison of the last 5 newsletters

Dec '21	Sept '21	June '21	March '21	Dec '20
51% Opens	55% Opens	55% Opens	56% Opens	46.5% Opens
791 Members	854 Members	838 Members	822 Members	642 Members
8.1% Clicks	11% Clicks	6% Clicks	6% Clicks	1.6% Clicks
125 Members	166 Members	96 Members	88 Members	22 members

\*Members represents the number of members that opened or clicked the links

## **Enhancing the public profile and perception of social work**

Members of the public often reached out to the association via phone, email, and text. I spoke with them regarding their queries and tried to point them in the right direction. Given that our social media platforms are also public, the work that I did on our weekly social media posts also informed the public on the work that IASW do.

## **Using social work expertise to influence the development of local, national, and international policy and practice**

Throughout the year I was part of the process for submissions, position papers and press releases. I would edit, format, and send on to the necessary parties where relevant. I worked with Danielle the Office Manager to complete and submit the lobbying register every 4 months.

## Membership

The membership secretary processes membership applications, deals with queries around qualifications, including clarifying entry requirements for potential social work students, social workers with international qualifications, also deal with queries in relation to registration and fitness to practice issues.

Over the last number of months, we have successfully advertised the IASW in the Tusla & HSE broadcast, Practice Links Magazine and on Twitter.

### Membership Strategy

The Board of Directors have recently recruited the services of Grainne Maguire, a Marketing Expert, to develop a Membership Strategy for the association. The strategy will focus on growth and retention of membership. Grainne will be working on the strategy with the Office Manager, Office Administrator and two Directors: Majella Hickey & Coletta Daliken.

### Association Membership Statistics 2017 - 2021

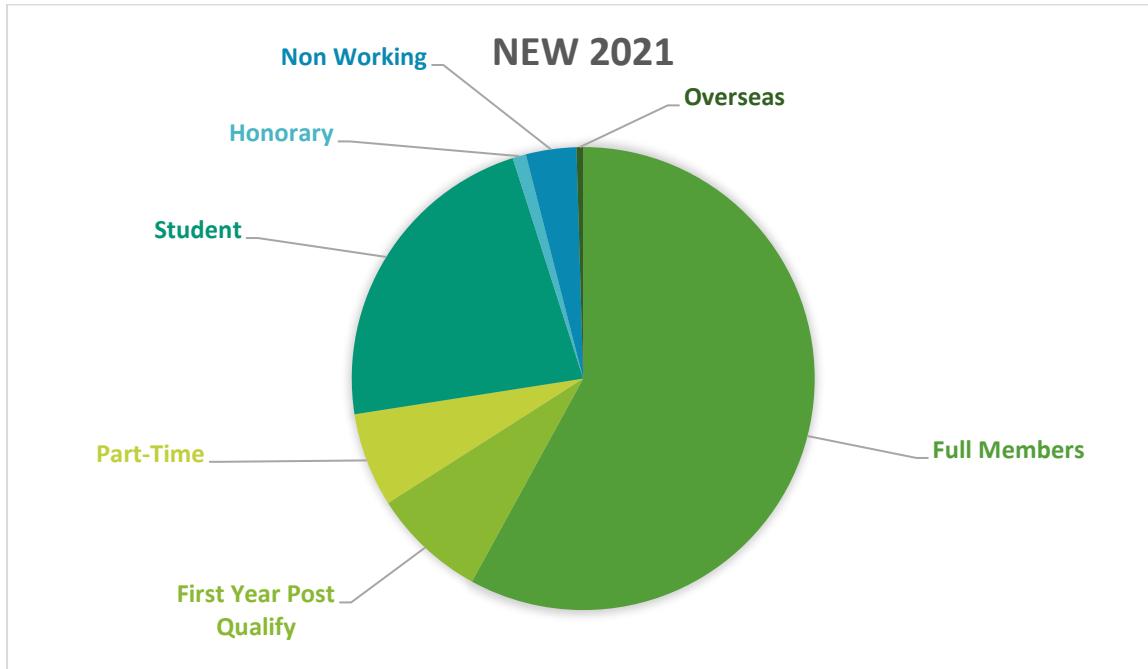
	2017	2018	2019	2020	2021
Cancelled Members	178	464	490	241	303
New Members	78	363	346	339	426
Total No. Members	1347	1295	1281	1413	1570



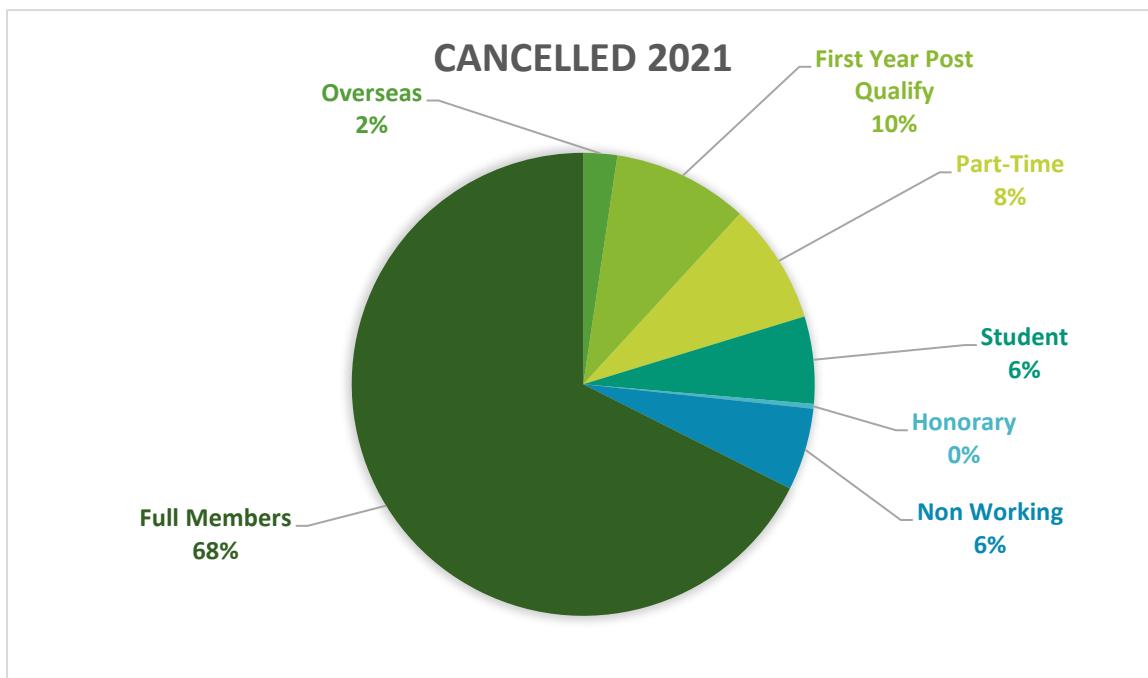
The table above provides statistics on the number of members who have joined and cancelled their membership with the IASW over the least five years. As you can see the association members has increased by over 200 members over this five-year period, a growth of almost 17% which we are extremely pleased about given the challenges we have faced to retain these

members; Registration & Union Fees, rise in the cost of Fitness to Practice Insurance coverage, and an increase in the expenses of running the association.

#### 2021 New Membership Registrations



#### 2021 Membership Cancellations



## **1.1 Social Workers in Foster Care (SWIFC) Special Interest Group**

### **Committee Members:**

- |  |  |
|--|--|
| <ul style="list-style-type: none"><li>• <b>Chair:</b> Dr Valerie O'Brien</li><li>• <b>Vice Chair:</b> Ms Monica Vaughan</li><li>• <b>Secretary:</b> Mr Harold Barber</li></ul> | <ul style="list-style-type: none"><li>• Ms Avril Connolly</li><li>• Ms Joan Boland</li><li>• Ms Colette Toland</li></ul> |
|--|--|

### **Meetings in 2020:**

- |  |  |
|--|--|
| <ul style="list-style-type: none"><li>• 06.01.2021</li><li>• 11.05.2021</li><li>• 14.12.2021</li></ul> | <ul style="list-style-type: none"><li>• 29.03.2021</li><li>• 14.09.2021</li><li>• Two meetings in Oct &amp; June were cancelled due to Covid</li></ul> |
|--|--|

**Membership:** There are up to 68 social workers who have indicated an interest in this group. We provide regular information re activities of the group and general information on foster care to the wider group. However, there are only a small number actively involved. SWIFC once again aims to increase participation in 2022.

### **Activities / Events for 2021:**

- 5 Meetings
- Participated in IASW marketing forum.
- Advocacy work with key stakeholders in foster care – especially with IFCA

### **Other highlights from the year:**

- Advocacy work to build on services for birth parents of children in care continued through representation to TUSLA as part of IASW initiative. Tusla have now commissioned work on this topic. This is a positive outcome to our advocacy work.
- Advocacy work in SWIFC – Work undertaken on how CASP policy may impact on the provision of foster care.
- Advocacy work to increase retention of social workers to enable greater continuity of service to foster carers and children in care
- Advocacy work to support workers and carers in providing foster care service in the Covid context.
- A series of 'town hall meetings /training' were be held in TUSLA offices on a range of foster care issues e.g. support and supervision in foster care; kinship care. This plan had to be cancelled due to Covid and it is out plan that we will roll out these meetings in 2022 -2023.

### **Plan for 2022 –**

- ✓ to address provision of therapeutic work aimed at resolving issues in foster carers and birth parent relationships -
- ✓ to address the issues of complaints and allegations against foster carers
- ✓ to consider the impact of judicial rulings – i.e., a series of short-term orders; reunification plans / availability of previous foster carers if children are readmitted to care; how to ensure greater emphasis on relationship-based work in judicial context.

**Dr Valerie O'Brien, SWIFC Chair**

## **1.2 Social Workers in Disability (SWID) Special Interest Group**

### **Committee Members:**

- Chair - Sarah Kavanagh
- Secretary - Anne O'Loughlin
- Richie Wallace
- Nellie Murphy
- Catherine Quinn
- David Glennon
- Ciara Lynham
- Denise Costello
- Colman Parker
- Wendy Goulding
- Thelma Greene
- Abbie Mullan
- Sally Veale
- Anna Maria Cunningham
- Karen Savage
- Eilis Mannion
- Brenda Walsh
- Penny Holmes
- Eibhlin Fleming
- Ciara Mc Nally
- Caroline Greene
- Aoife Breen
- Aisling McGrory

### **Meetings in 2021/2022:**

SWID have met virtually since 2020 and we plan to remain using IASW's online platform into 2022. We thank IASW for the use of this resources over the past year. We will be reviewing how meetings are conducted and we hope to move some meetings back to in person by the end of 2022.

**Membership:** Approximately 30 members can be considered active members who are on our mailing list. Of these, approximately 18 attend meetings regularly or on a more ad hoc basis.

### **Activities / Events for 2021/2022:**

- PDS sub-group – Since March 2021, SWID members have actively engaged in discussions about PDS reconfiguration and over 50 social workers from across Ireland have attended several meetings. Three sub-groups were created around the following areas of work: 1. Role of social work 2. Clinical Supervision and Governance, and 3. Caseload Management. These groups have been tirelessly working on issues arising from the national meetings and they are creating key documents. SWID hope that these will be supportive for our group members as well as enable safe and effective practice for the families we support.
- SWID has liaised across several SIGS in IASW to develop our understanding and ensure best practice on the issues of consent in Adult Safeguarding policies and procedures. We hope that some consensus on how Social Workers should approach the balance of policies, UNCRPD, and human rights can be agreed at Council.
- SWID provided an online platform for Social Workers in various disability services to share information, experiences, and practices during the Covid-19 pandemic.
- SWID has been actively involved in submissions on national policy, research and practice some examples of what we submitted feedback to is Disability Action Plan, Capacity Act and National Standards for Children's Social Services. SWID will monitor and respond as appropriate.
- SWID attended several meetings, seminars, and working groups, alongside our colleagues in the other professional bodies, to develop possible solutions to current

issues in our disability services. These meetings were facilitated by HSE Disability Services, various voluntary bodies, and councils.

- SWID has had ongoing concerns about the poor career structures and opportunities for Social Worker's at all levels within the field of disability. Similarly, we are aware of the issues occurring with the rollout of Progressing Disability Services, namely the lack of governance and supervision for Social Workers.
- SWID is also concerned about the lack of residential and respite placements for children and adults with disabilities and is actively working on how to move this forward through 2021.

**Sarah Kavanagh, SWID Chairperson**

### **1.3 Social Workers in Adult Mental Health (SWAMH) Special Interest Group**

#### **Committee Members**

- Chair – Linda Curran
- Vice Chair – Kerry Cuskelly
- Secretary – Sinead McKenna
- Elaine Donnelly
- Jim Lane
- Maria Egan
- Paul Guckian
- James Halpenny
- Nisarg Nagwadia

#### **Meetings in 2021:**

- 12.02.2021
- 28.05.2021
- 03.12.2021  
(EVENT)
- 20.04.2021 (AGM)
- 03.09.2021

All meetings were held online via MS teams due to ongoing covid 19 restrictions.

**Membership:** Number of members in 2020: 12

#### **Activities of the Group 2021:**

- SWAMH organised an online webinar 3<sup>rd</sup> December 2021, in line with the “UN 16 Days of Activism against Gender-Based Violence”. *Women’s Mental Health and Domestic Violence* - Dr Kylee Trevillion gave keynote address.
- Letter to Minister Butler requesting meeting regarding social work and family focused interventions
- Meeting with Minister Butler held in January 2022

#### **Future plans of the Group:**

- AGM March/ April 2022 (Date to be confirmed)
- Housing Survey and experience of mental health social workers
- Results will inform housing position statement
- Annual conference in Nov/ Dec 2022 (date to be confirmed) to launch housing paper, housing crisis theme

#### **2020 Publications:**

- Mental Health Act Review Submission 06/04/2021

**Linda Curran, Chair**

## **1.4 Social Workers working with Children & Families (C&F)**

### **Committee Members**

- **Chair:** Maria McGloughlin      **Secretary:** Aoife Bairéad

Maria stepped down in 2021, and the SIG would like to thank her for her dedication and vision as Chair. 2020 and 2021 were particularly challenging years and despite remote working, the ongoing pandemic and a cyber-attack that affected over half our group members we were able to meet regularly, contribute to the work of the association and hold a very well received conference. Maria was instrumental in these achievements and members will continue to benefit from the structures and drive she brought to the group.

### **Meetings in 2021:**

- 27.01.2021
- 22.03.2021 (AGM)
- 3.06.2021
- 29.09.2021
- 09.11.2021
- 25.02.2021
- 27.04.2021
- 29.06.2021
- 12.10.2021

**Membership:** Number of members in 2021: 27

### **Activities / Events for 2021:**

- AGM with guest speaker Bronwyn Jacobs
- Conference 'Parental Participation: Keeping Connected'. The SIG held a half day conference with speakers from academia and practice on the subject of empowering parents whose children are in care. We are especially grateful to our speakers on the day, Dr Rebekah Brennan of the Voluntary Care in Ireland Study, Jacinta Swann of Clarecare and Professor Anna Gupta of the Department of Social Work, Royal Holloway University London

### **Other highlights from the year:**

- Group members participated in consultation and provided detailed response to Tusla's Child Abuse Substantiation Procedure (CASP)
- Continued to represent IASW on the Family Justice Oversight Group
- The Child and Family SIG is interested in increasing co-operation and co-working between SIGs and nominated members to panel discussions hosted by the Anti-Racism SIG

**Maria McGloughlin    Aoife Bairéad**  
**Chair                          Interim Chair**

## **1.5 Social Workers in Child and Adolescent Mental Health (CAMHS) Special Interest Group**

### **Committee Members**

- **Chair:** Eoin Barry

### **Meetings in 2021:**

- 09.03.2021
- 11.05.2021
- 14.06.2021
- 22.11.2021
- 16.12.2021

**Membership:** The CAMHS Sig membership numbers for 2021 were: We have around 60 on our mailing list and average between 10-15 attend our regular meetings. Unfortunately, due to the cyberattack some meetings had to be cancelled.

In addition, this year there has been a lack of volunteers for a committee and unfortunately if this can't be resolved then events/advocacy work will be unable to proceed.

### **Activities / Events for 2021:**

We held one major CPD event this year it was an online event with Therese Hegarthy:

The theme of the event was: A narrative approach to understanding the struggle of young people during lockdown. This was very well attended and received very positive feedback in relation to it

### **Other highlights from the year:**

- Attended Mental Health Reform meetings
- Attended IASW Council meetings
- Attended meetings in relation to Sharing the Vision report.
- 

### **2021 Publications:**

- Press release on the Maskey Report

**Eoin Barry**

**Chair**

## **1.6 Social Workers in Ageing (SIGA) Special Interest Group**

### **Committee Members**

**Jan – Nov 2021:**

- **Chair** – Patrice Reilly
- **Vice Chair** – Niamh Walsh
- **Secretary** – Geraldine Kerr

**Nov – Dec 2021:**

- **Chair** – Deirdre McNally
- **Secretary** – Caroline O'Donoghue

### **Meetings in 2021:**

- 27.04.2021
- 29.11.2021

(Unsure of all dates due to HSE Cyber Attack and lost emails)

**Membership:** 100+ members on SIGA email list

Average 12-15 members in attendance at recent Zoom meetings

### **Activities / Events for 2020:**

- An online presentation organised by SIGA with TILDA and Dr Roman Romero-Ortuno of St James Hospital on Frailty and held online
- An online presentation by Primary Care SWs in Dublin South City on 'Self Neglect and Hoarding' was organised for SIGA members
- Three members of SIGA attended training on Self-Neglect by Deborah Barnett organised by MAST
- Three members of SIGA attended training on Acceptance and Commitment Therapy (ACT) for working with people who Self-Neglect and this was also organised by MAST
- A SIGA Self-Neglect subgroup has been set up to develop a pathway to assist SWs
- SIGA members contributed to the Eclectic Project. Research on competencies working with older persons, National Integrated care for older persons, partnered with UCD. It is a framework for common competence domains across all medical and HSCPs in working with older persons and a has a framework of domains specific to social work in working with this population.
- A SIGA Integrated Care Social Work subgroup are meeting bimonthly, and attendance is increasing with greater resourcing of ICPOP teams nationally – nine ICPOP SWs within group
- SIGA members are engaged with the home care Coalition and attend meetings to advocate for greater support for older people, their families, and carers with regards to Home Care.
- SIGA and ISAW in discussions to hold both ACT and Self Neglect training by Deborah Barnett in March 2022. It is hoped that this training will be open to all IASW and non-IASW members

**Deirdre McNally, Chair**

## **1.7 Retired Social Workers Special Interest Group**

### **Committee Members**

- Patricia Waldron - Council representative

### **Meetings**

We have not been able to arrange any lunch time meetings or activities during 2021. Members have been in touch with each other on an individual basis. There was one meeting in the home of Hilda O'Connell in November which was attended by 11 members. Two members who have been co-ordinating have had some medical problems. I have also been out of action for a while following a hip replacement.

I have been in touch with some more recently retired colleagues, and they are interested in joining the group and we hope to get going again in 2022.

**Pat Waldron, Chair**

## **1.8 Anti-Racist Advisory Group (ARAG)**

The (ARAG) was set up in July 2020 following George Floyd's murder in Minneapolis, Minnesota USA and the subsequent climate created by the resurgence of the Black Lives Matter movement. Through implementation of its anti-racism strategy the ARAG aims to promote anti-racist practice in all areas of social work under the 3 key areas: The Ant-Racism Advisory Group is made up of three work-streams Education and Research, Practice and CPD, Policy and Advocacy. There are 40 +members inclusive with a good cross section of SWs represented - medical, disability, charities, statutory, mental health, and good attendance at our meetings. The whole group meets every second month. On alternate months the 3 working groups meet separately. Decisions from the subgroups feed into the main group. We believe it is crucial that the IASW provides a platform for ongoing discussion of 'Racism' in social work given the impact of racism on ethnic minority social workers and service users, this platform encourages the required learning to effectively challenge systems and practices that perpetuate racism in social work and the wider society. Our 2020-2023 antiracism strategy can be found on <https://www.iasw.ie/events/292-launch-iasw-anti-racism-strategy-2021-2023>

We welcome social workers across all disciplines who are interested in anti-racist practice, and decolonisation of social work. If interested, in joining any of the work streams IASW members can signal interest through the IASW office at: [administrator@iasw.ie](mailto:administrator@iasw.ie)

### **Committee Members**

<b>Co-Ordinators</b>	<b>Work Stream Leaders</b>
• Colletta Dalikeni	• Diana Ihirwe
• Hilda Loughran	• Washington Marovatsanga
	• Evelyn Obho
	• Nisarg Nagwadia

### **Meetings in 2021:**

- 26.01.2021
- 25.02.2021
- 20.05.2021
- 28.10.2021

**Membership:** (ARAG) currently has a membership of 40+ social workers from the various social work discipline areas.

### **Strategic Goals and Actions of the (ARAG):**

1. To drive implementation of the anti-racism strategic plan (2021-2023) through coordinating the work of the 3 thematic work streams which are education/research, CPD/Practice and Policy/Advocacy
2. To deepen understanding of the negative impact of racism on the profession and foster new thinking whilst developing effective tools to dismantle it
3. Targeted awareness training for specific practice domains and collaborative work with minorities as experts by experience
4. Advocate for policies and procedures that strengthen race-based data collection and reporting including lobbying social work regulatory bodies for reform
5. Reporting to IASW Board and members on progress as well as sharing lessons learnt through maintaining updated presence on the organisation's website
6. Develop Impact assessment frameworks and evaluation metrics for set deliverables

## **Activities / Events for 2021:**

Since the Launch of the Anti-Racism Strategy by Senator Eileen Flynn on - 25/2/2021 **The group has organised the following CPD events in 2021**

- 25.02.2021 - Launch IASW Anti-Racism Strategy
- 16.03.2021 - World Social Work Day Ubuntu: Collective Responsibility in Dismantling Racism
- 29.04.2021 - Racism in Social Work in Ireland: A Focus on Policy, Practice, Education, Research and Narratives of Lived Experience
- 05.05.2021 - Setting the Context: Understanding the Dimensions of Racism in Ireland
- 27.05.2021 - When remaining silent is no longer an option: Reflections on anti-racist social work education and practice
- 24.06.2021 - Culturally Sensitive Assessments in Social Work
- 03.09.2021 - Working with Traveller and Roma Communities
- 04.11.2021 - Reflective Spaces: Challenging Racism in the Workplace

## **Other highlights from the year:**

Represented IASW at the following INAR Network meetings

- 10.03.2021 - Love Not Hate Campaign for Hate Crime Legislation - Attended the re-launch of Love Not Hate Campaign for Hate Crime Legislation organised by INAR as part of the anti-racism month which is March
- 26.03.2021 - How to Tackle Hate Crime and Protect Our People - This webinar was hosted by the Lord Mayor of Dublin Hazel Chu- I attended on behalf of the IASW and asked questions relating to the upcoming hate crime legislation
- 31.03.2021 - Counter speech: Challenging Hate Speech Online Counter speech - This event was the last event of Anti-Racism Month of March and was hosted by INAR in partnership with Facebook Ireland and I Am Here International. The event involved updates on what has happened in Facebook since the last event with INAR in 2020, including policy developments and initiatives, to combat own line hate speech. Colletta participated in the discussion around these issues raised
- 13.04.2021 - Network meeting and I Am Here Counter speech presentation – Colletta attended this network meeting on behalf of IASW and provided updates on the work we are currently doing progressing implementation of the Anti-Racism Strategy. I am Here: Counter Speech project gave a presentation and tips on how to counter online hate crime speech.
- 13.05.2021 - Joint meeting of All-Ireland Social Work Research and Education Forum /Anti-racist Social Work working group and IASW/ Social Work Anti-Racism Advisory Group
- 25.05.2021 - INAR Network Meeting with a presentation by Seamus Taylor NUIM, titled -The test for the hate element in hate crime – Colletta chaired this meeting
- 31.05.2021 - Recording Hate Crimes Transnational meeting / discussion on the importance of hate crime data collection - a collaboration between the – INAR – Irish Network against Racism (Ireland), ARF – Anti-Racist Forum (Finland) and CPS – Centre for Peace Studies (Croatia)
- 15.10.2021 - Recording Hate Crimes: Comparative Civil Society Practices in Croatia and Finland.
- 20.10.2021 - Evidence Based practices against hate crime in Europe
- 27.10.2021 - Cultural Competency Toolkit Launch

- 30.10.2021 - Delivered Anti-Racism pre-placement seminar to social work BSW students at UCC

INAR shadow report consultation meetings on the National Action Plan Against Racism (NAPAR) Meetings attended

- 08.09.2021 - Accommodation and Housing, Anti-Racism and Equality, Employment, and Income.
- 15.09.2021 – Media, Education, Children and Youth
- 22.09.2021 – Health and Wellbeing, Immigration Services, Policing, and the Criminal Justice System
- 29.09.2021 – Disability, Direct Provision, Economic Inequality
- 06.10.2021 – Gender Equality, Public Service, Arts and Cultural Identity
- 13.10.2021 – People of African Descent, Traveller and Roma Communities, Religious Identity
- 20.10.2021 – Access to Good and Services, Racist Violence and Crime, Leadership and Representation
- 27.10.2021 – Sports and Recreation, Community Cohesion and Safety, Intersectionality of Inequalities
- 03.11.2021 - Sports and Recreation, Community Cohesion and Safety, Intersectionality of Inequalities

#### **2021 Publications:**

- Anti-Racism resources placed on IASW website portal on 09/11/2021

#### **Press Releases by ARAG**

- Press Statement for Anti-Racism Strategic Plan Launch: 25th Feb 2021
- Submissions from the Irish Association of Social Workers (IASW) Anti-Racism Advisory Group (ARAG) to the Anti-Racism Committee on the Consultation of the proposed National Action Plan against Racism in Ireland: 14th July 2021
- Submission from the Irish Association of Social Workers (IASW) Anti-Racism Advisory Group (ARAG) to the Department of Children, Equality, Disability, Integration and Youth on the review of the Employment Equality and Equal Status Acts: 24 November 2021

#### **Campaigns we participated in**

We endorsed the Love Not Hate: Unite Against Hate Crime Campaign: <https://inar.ie/love-not-hate-campaign-endorsers/>

**Colletta Daliken, Co-Chair of ARAG**

## **1.9 Journal Committee**

### **Committee Members**

- Majella Hickey (Editor)
- Steven Peet
- Sinead Twomey
- Frank Browne
- Colletta Dalikeni

**Meetings:** The Journal Committee communicated through E Mail and Zoom meetings. The Editor disseminated the articles to committee members with competence and expertise in the subject area. Each member of the committee evaluated the articles and provided comprehensive typed feedback and guidance to the authors.

**Membership:** The Journal Committee continued to work with a blind panel of peer reviewers during 2021- 2022. The blind panel of reviewers consisted of seven academics from the University sector and six practitioners. Each reviewer reviewed one - two articles per year

### **Activities / Events for 2020 -2021:**

- The Winter 2021 edition was entitled: The Irish Social Worker: Open Access Practice and Research Journal. This special edition journal marked the 50th Anniversary of IASW and featured 288 pages of articles, book reviews and photographs. The edition was dedicated to the late Monica Egan who was editor of the journal from 2006 – 2014.
- Former chairs and editors contributed short reflective pieces highlighting key moments and issues that arose for them during their time as chair of the association and as editor of the journal. In doing so, they captured important milestones and events in the history of the association.
- The journal featured articles on the history of Social Workers in Mental Health Special Interest Group (SWAMH), Social Work and Brain Injury Rehabilitation, Occupational Social Work in the Irish Defence Forces and Relationship Between Probation Practice and Social Work in Ireland. The journal also featured articles on Irish policy and legislative developments in Safeguarding Adults since 1990, child focused practice in foster care, trauma informed practice in front line practice, transformation, and privatisation of residential childcare in Ireland and push and pull factors of a career in Social Work. Articles also features topics such as Disability and Child Protection, Non-Violent Resistance, Intersectionality, Recovery Model in Mental Health, and Involvement of Service Users in Mental Health Research.
- All articles in the Irish Social Worker were peer reviewed by a blind panel of practitioners and academics with support and guidance offered by the editorial committee.
- All articles published in the Irish Social Worker are available after six months (with the authors permission) to LENUS (HSE) open access repository for Irish health publications. This facilitates authors to disseminate their work to a much wider audience both in Ireland and Internationally.
- The journal author guidelines were updated in November 2021.
- The current editor Majella Hickey has completed four-year term of tenure. The IASW Committee are in the process of recruiting a new editor. Advertisements have been placed on social media, email and in the 2021 edition of the Irish Social Worker Journal.

### **2021 Publications:**

The Irish Social Worker Open Access Practice and Research Journal Winter 2021

**Majella Hickey, Editor**

## **1.10 International Affairs Committee (IAC)**

### **Committee Members:**

- Chair – Anna Deneher
- Áine McGuirk
- John Brennan
- Kerry Cuskelly
- Maria Swan
- Vivian Geiran

### **Meetings in 2021:**

- 14.01.2021
- 19.05.2021
- 07.10.2021
- 1.12.2021
- 11.02.2021
- 08.09.2021
- 10.11.2021

**Membership:** Number of members in 2021: 6

### **Activities / Events for 2021:**

- Planning of event to celebrate World Social Work Day 2021. The event was held virtually on 16th March 2021 with the theme 'Strengthening Social Solidarity and Global Connectedness'. Speakers included Colletta Dalikeni on dismantling racism, Brian Davis on social work in international protection and Fiachra O' Shúilleabhaín on education on sustainability in Social Work.
- Virtual meeting with students from University of Paris Est Creteil 19th May 2021 re IASW and social work in Ireland
- Liaison with IASW representative to IFSW Young Social Worker's Project
- Online participation at IFSW-Europe Delegates Meeting 8th- 10th October 2021
- Online participation at IFSW-Europe Conference 11th- 13th October 2021
- Meeting with IFSW Secretary General in June 2021 regarding project to mentor Social Work Associations in Africa region.

### **Other highlights from the year:**

- Throughout 2021 John Brennan continued in his role as IFSW European Vice President
- Anna Deneher became IFSW-Europe representative on Eurochild in June 2021  
<https://www.eurochild.org/about-us/> and participated in Eurochild's General Assembly in June 2021

**Anna Deneher, Chair**

## **1.11 Head Medical Social Workers (HMSW) Associate Group**

### **Committee Members:**

- |   |   |
|---|---|
| <b>Jan – July 2021:</b> <ul style="list-style-type: none"><li>• <b>Chair</b> – Kaylene Jackson</li><li>• <b>Secretary</b> – Anne O'Loughlin</li></ul> | <b>July 2021 -Jan 2022</b> <ul style="list-style-type: none"><li>• <b>Interim Chair</b> – Niamh Finucane</li><li>• <b>Secretary</b> – Anne O'Loughlin</li></ul> |
|---|---|

IASW Council Member – Niamh Finucane (October 2021)

### **Meetings in 2021:**

- 13.01.2021
- 14.04.2021
- 09.06.2021
- 08.09.2021
- 17.11.2021
- 09.03.2021
- 11.05.2021
- 13.07.2021
- 12.10.2021

**Membership:** 48

### **Activities / Events for 2021:**

- The group continued to meet virtually due to the COVID-19 pandemic.
- Anne O'Loughlin stepped down as secretary of the group at the year end.
- Kaylene Jackson stepped down as chairperson of the group in July and Niamh Finucane stood in as interim chair for the remainder of the year.
- A strategic planning survey was undertaken to inform the future direction of the group.
- The group submitted feedback to a number of working groups including:
  - ✓ Consultation on the decision-making service
  - ✓ Regulation of home care services
  - ✓ The framework for common competence domains across all medical and HSCPs in working with older persons
  - ✓ The framework of domains specific to social work in working with older persons
- Amanda Casey presented at an IASW webinar highlighting the impact the Assisted Decision-Making Capacity Act, 2015 will have on the work of Medical Social Workers.
- Group advocated and supported idea of Medical Social Work Practice Development Co-ordinator to ensure the availability and supply of hospital-based student placements and what this role would entail. This initiative is also shared by UCD and UCC regarding this role.
- The group put forward nominees for Medical Social Work Representation for a number of working groups.
- 2021 remained a very challenging year for acute services as COVID-19 continued to have a direct impact on all hospitals.

### **Other highlights from the year:**

There were two retirements in the group: Seamus Moran and Colman Rutherford.

**2021 Publications:**

- Sheila McCrory presented a poster presentation on “Examining Specific Leadership Competencies of Medical Social Workers used in Managing Child Protection Cases within Multi-Disciplinary Teams in Children’s Hospital” at the European Health Management Conference, Brussels (15th – 17th September 2021).
- Sheila McCrory presented an oral presentation on “Examining Specific Leadership Competencies of Medical Social Workers used in Managing Child Protection Cases within Multi-Disciplinary Teams in Children’s Hospital” at the 8th National Child Protection and Welfare Conference, Cork (22nd October 2021).

**Tanya Franciosa, Chair**

## **1.12 Adult Safeguarding and Protection (ASaP) Associate Group**

### **Committee Members:**

- **Chair – Bernadette Casey**
- **Vice Chair – Aidan Cooney**
- **Secretary – Kelly O'Rorke**

### **Meetings in 2021:**

The group held its AGM in March 2021 and has met monthly (except December 2021) on the last Thursday of each month. Committee meetings were also held monthly since March 2021, as well as attending additional meetings for the purpose of arranging a group survey, CPD events, for submissions on behalf of IASW, and to discuss communication challenges to source reliable information on developments in safeguarding nationally. The ASaP Chair invited the IASW chair to meet and agree a communication plan to enhance the level of engagement between the group and the IASW agenda and strategy on safeguarding.

The IASW Chair made a commitment to follow up on this issue. The Chair attended all IASW Councils meetings in 2021/2022.

### **Membership:**

The membership is made up of IASW members and non-member social workers operating across statutory, voluntary, and community-based agencies across the sectors for disability and aging with over 87 on the mailing list some of which are social work teams in different services.

### **Activities / Events for 2021:**

The ASaP Associated group was approved by the IASW board. The Terms of Reference are available on the IASW website that include the aims and objectives of the Safeguarding and Protection Group. The committee also conducted a survey of group members early in 2021. The main findings were

- ✓ to focus on several pertinent issues, advocacy, promotion of safeguarding and the SW leadership role and human rights and freedoms
- ✓ information and update son developments in safeguarding
- ✓ education and training ideas, including three events / workshops proposed – re capacity and person-centred care planning as well as human rights.

Based on the feedback from the members, the committee planned a series of three CPD events on adult safeguarding topics, including safeguarding and decision capacity, all of which relate to professional social work practice, advocacy, and leadership as an IASW Associate group, and within the context of our professional role and organisational setting. Just two of the series of three planned events that were organised by the ASaP Committee and facilitated as CPD events by the IASW-1. Adult Safeguarding - ***Practice with Service Users in Homeless*** in September 2021 and 2. Adult Safeguarding -***Making the Invisible Visible*** in November 2021. The feedback was overwhelmingly positive. It is with regret that the third Safeguarding CPD event could not be facilitated by IASW before the AGM due on 31 March 2022. The event held on 11 November 2021 was the first IASW Adult Safeguarding event to mark the inaugural National Adult Safeguarding Awareness Day. Further information on the events can be sourced <https://www.iasw.ie/events/past>. The DSS offered to attend the ASaP AGM on Thursday 31 March 2022. Group members who met in January 2022 welcomed this opportunity.

### **Other highlights from the year:**

- IASW developed a more centralised approach to engage directly with policy makers, relevant stakeholder, and media on issues relating to adult safeguarding - <https://iasw.ie/list/news>
- IASW Chair attended one of the safeguarding events run by the ASaP group and plans to attend future group meetings as required.
- IASW invited the ASaP group to review the Advocacy Safeguarding Position Paper, IASW in December 2021
- Group members were also invited to engage in various submissions relating to adult safeguarding
- Motion from group members was passed at the IASW AGM 2021

### **2021 Publications:**

[https://www.iasw.ie/Adult\\_Safeguarding\\_Protection](https://www.iasw.ie/Adult_Safeguarding_Protection)

Bernadette Casey

Interim Chair

## Safeguarding Advocacy Workstream

### Members:

Sinead McGarry

Amanda Casey

Dr Sarah Donnelly

Celine O'Connor

Throughout 2021, the IASW and our social work members continued to advocate in the area of adult safeguarding. This work included:

- Arranging and Co-hosting Webinar 'Behind Closed Doors, Abuse in Care Settings.' 15<sup>th</sup> June 2021, with UCD School of Social Policy, Social Work and Social Justice & the British Association of Social Workers (Northern Ireland), held on World Elder Abuse Day.
- IASW member Dr Sarah Donnelly appeared as a safeguarding expert on Prime Time RTE Investigates, Care in Covid, 2<sup>nd</sup> July 2021.
- IASW member Amanda Casey, appointed as IASW representative on National Safeguarding Advisory Committee
- Vivian Geiran, Chair of IASW gave media interviews in relation to adult safeguarding in print, on RTE news, on RTE and Newstalk radio throughout 2021.
- Ongoing written representations made to Government, outlining IASW position, solutions, and recommendations for safeguarding.
- Meetings held with HSE Assistant National Director for Older Persons & National Safeguarding Office.
- Use of media and parliamentary questions to seek data in adult safeguarding.
- Relationship building with key champions of adult safeguarding across political spectrum.
- Increase profile and understanding of the vital leading role of social work in adult safeguarding.
- Feedback sought from membership to inform revision of IASW position paper on adult safeguarding.
- IASW publication 'The Social Work Liaison Model in Nursing Homes and Residential Care Settings,' was selected as the only Irish project (and one of only five European projects) for inclusion by The Economist Intelligence Unit for the AARP global report 'The Aging Readiness & Competitiveness Report (Third Edition) Driving Innovation in Healthcare and Wellness.'

## **Representation Reports**

In 2021 the IASW had representatives at over 50 events/meetings/workshops/working groups. Some of those that represented the IASW have provide information and feedback.

### **Representative: Linda Curran**

#### **Mental Health Commission Focus Groups**

I attended MHC/RCSI focus group on 11<sup>th</sup> August 2021 on behalf of IASW/SWAMH. Focus group on the Quality Framework for Mental Health Services in Ireland.

I made the following points:

- Referral pathways need to be widened to ensure that referrals can come from more than just medical professionals (this point is consistent with the recommendations of the Sharing the Vision policy)
- I highlighted the need to focus on the social determinants of mental health. Patients to have a right to a psychosocial assessment, completed by a professionally qualified mental health social worker
- Need for national investment in National Student placement process (not just psychiatry)
- Focused on the centrality of the lived experience for patients and their families
- Need to include family members/supporters in their own right
- Explicit focus on human rights standards across mental health services
- Advocated for clear and explicit statement on the need for culturally inclusive anti-racist mental health services

I received a thank you email for attending on 25<sup>th</sup> January 2022 advising “The Mental Health Commission is currently reviewing the framework and report provided. They will work to ensure the documents are accessible and that services have the tools they need to support implementation. The revised framework will be published in 2022.”

#### **Focus Groups to inform the review of the Rules and Code of Practice on the use of restrictive practices in Approved Centres**

Following point advocated in relation to use of restrictive practices

“SWAMH (IASW) concur with recommendation 89 of the expert review group and call for appropriate guidelines to be developed by the Mental Health Commission regarding seclusion and restraint. These guidelines should address all methods of seclusion and restraint: physical, mechanical, and chemical.

The new act should be informed by the guiding principles of trauma informed care in relation to manual or other forms of seclusion and restraints. SWAMH (IASW) recommend the development of regulations, rules and a code of ethics relating to each restrictive practice in line with the principles of TIC.”

**Representative:** Elaine Donnelly

**National Safeguarding Advisory Committee**

Dates when the meetings took place:

I joined the committee in January 2021 and attending meetings on the following dates

- 01.02.2021      • 26.04.2021
- 26.07.2021      • 18.10.2021

I am also on a subgroup of the committee drafting a Safeguarding Charter as part of the strategic objectives of the SI board

**Activities of the Group 2021:**

- Presentations from banking, disability, and rural sector NGOs
- Media and Social Media campaigns highlighting SI issues and strategy
- Further details of activities can be found on the SI website

**Future Plans of the Group:**

- Introduction of Safeguarding Charter
- Continues research and public campaigning

**Representative:** Laura Peters

**IFSW Europe New Social Worker's Project**

In late 2020, Laura Peters/I/a social worker was chosen to represent the IASW in the IFSW Europe New Social Worker's Project, which was established to engage and support social workers who are new to the profession. The group's goal was to engage newly qualified social workers (NQSW) (a final year social work student, or a social worker in the first five years of employment) to examine their experiences in the transition from education to employment and create a policy paper to support social workers and employers while managing this change.

The project group met regularly throughout 2021 to discuss their own experiences as NQSWs and creating data collection methods to engage NQSWs across Europe. An online survey was created and launched in January 2021 and was available in 10 languages. The survey has 787 responses from 30 countries in Europe. Following the survey, the group met to analyse the data collected and identify key themes. The IASW supported the Irish Delegate/me/Laura Peters further with the creation of a sub-group, made up of newly qualified members who were interested in assisting the research project in the Irish context. This sub-group was active at the data collection stage of the project, in distributing the survey amongst their newly qualified peers, analysing Irish survey data, facilitating interviews, and transcribing the themes which emerged.

In total, 84 interviews (9 in Ireland) were facilitated. From the three stages (group discussion, survey, and interviews) the project gathered rich data, providing invaluable insight into the experience of newly qualified social workers in their transition from education to employment. A policy paper was drafted and submitted to IFSW Europe. The group attended the IFSW Europe Delegates Meeting in 2021 to present the research and the policy paper. Sessions have also been facilitated at the IFSW Europe Annual Conference, IFSW Asia-Pacific Conference, and IFSW Africa Conference

The project group remains very active and has identified a number of future goals for 2022 beyond. Including, and not limited to,

- A strategy paper based on the policy paper
- An academic paper based on the work carried out by the group, and the data collected
- Continue to meet and present the findings to member organisations and at conferences
- Aim to meet with representatives from European stakeholders
- Work with IFSW Member organisations at local level based on findings from data collection

IASW Irish Sub-group:

- |                   |                 |
|-------------------|-----------------|
| • Mark McDonnell  | • Melissa Parke |
| • Therese McGowan | • Ela Yazar     |
| • Clara O'Shea    |                 |

**Representative:** Anne O'Loughlin

**HSE Clinical Programme for Rehabilitation Medicine**

**Meetings in 2021:**

There were only 2 meetings in 2021 due to there being no Programme Manager and COVID 19 but it is hoped that a new PM will be appointed shortly.

The advisory group and the CAGL (Consultants group) now meet as per the new clinical programme guidelines, and this has been much more productive.

**Activities of the Group 2021:**

- The programme uses the model of care for rehabilitation as the pathway for developments and advocates for funding to implement the plan
- The programme has developed a clinical pathway for persons with Spinal Cord Injuries who are ventilated dependant
- Engaged in advocacy with Department of Health and HSE on rehabilitation services for and the need to develop regional rehabilitation Units and community rehabilitation teams.
- There has been some work on 2 demonstrator sites CHO 6 and & CHO 7 in relation to a clinical pathway from acute hospital, through to NRH and step-down rehabilitation beds. Peamount Hospital have opened 25 beds as part of this plan. The opening of the new NRH facility has also been a major milestone but the development of the proposed Community Rehabilitation Teams (CRT's) for CHO 6 and 7 remain at planning stage only.

**Future plans of the Group:**

- The programme is due to appoint a new Clinical Lead and PM in 2022 and it is hoped that regular meetings will resume in 2022

- The programme will continue to advocate for the implementation of the model of care, but developments have been slow or stalled
- The links between the new Trauma Strategy and the Rehabilitation Medicine Programme are seen as vital
- From a Social Work perspective, input into workforce planning, competencies required and national standards

### **Irish Heart Foundation, Council on Stroke**

#### **Meetings in 2021:**

The Council meets from 5.30-7pm approximately 5 times per year usually in the IHF offices in Rathmines. These meetings are held via Zoom since the COVID pandemic.

#### **Activities of the Group 2021:**

- Annual Conference on Stroke (held virtually in 2021) and event for people who have suffered a stroke.
- The Council is engaged with the National Clinical Programme for Stroke in terms of advice and advocacy
- Engaged in advocacy with Department of Health and HSE on services for persons with Stroke and their families, prevention projects such as the FAST campaign, submissions to relevant policies and the need for rehabilitation services
- Keeping updated on national standards, links with European Stroke Association and the National Stroke Strategy
- Input in relation to the role of Social Work, workforce planning and competencies

#### **Future plans of the Group:**

- More focus on rehabilitation services for persons with stroke and their families and community-based services in particular
- An updated Stroke Strategy is due to be published shortly which will need to be disseminated and will require advocacy to implement
- Plan for a further Conference in 2022 (North/South conference planned)

*Megan Campbell Mater Hospital has recently been nominated to the group*

*There is a 3<sup>rd</sup> vacancy for Social Work which is vacant.*

<b>Representative:</b> Vincent O'Toole
--

### **HSCP COVID-19 rehabilitation and recovery planning National Working Group**

#### **Meetings in 2021:**

- |              |              |
|--------------|--------------|
| • 29.03.2021 | • 08.04.2021 |
| • 26.04.2021 | • 16.06.2021 |
| • 09.08.2021 | • 22.09.2021 |

### **Activities of the Group 2021:**

- Several Zoom meetings to discuss aims and objectives of the HSCP COVID-19 rehabilitation and recovery planning National Working Group
- Sharing of information from professionals in relation to provide strategic input to the design and planning of Post COVID Care nationally.
- Representing Social Work and completing a report which represented the Social Work profession and contributing to the design and planning of Post COVID Care nationally.
- Discussions on Model of Care and delivery of care in post COVID care.

### **Future plans of the Group:**

- Ongoing meetings and discussions in relation to the implementation of Post COVID Care nationally.

**Representative:** Sinéad McGarry

**Safeguarding Ireland Public Awareness Group**

### **Meetings in 2021:**

Five meetings during 2021

### **Activities of the Group 2021:**

The aim of the group was to support the development of public awareness materials by Safeguarding Ireland. This involved providing suggestions and feedback on planned public awareness campaigns, including review of print and broadcast media material. The group also provided input into the first national adult safeguarding day held in Nov 2021.

### **Future plans of the Group:**

Awaiting further information

**Focus Group on Advocacy in Covid-19 Times**

### **Meetings in 2021:**

19.04.2021

### **Activities of the Group 2021:**

The aim of the focus group was to explore the challenges and opportunities of advocacy work during the pandemic to support ongoing research in this field.

# **FINANCIAL STATEMENTS**

for the financial year ended 31 December 2021



**National Social Work Organisation of Ireland CLG**  
**Financial Statements**  
**for the financial year ended 31 December 2021**

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# National Social Work Organisation of Ireland CLG

## Directors & Other Information

<b>Directors</b>	Vivian Geiran Anette O'Callaghan Colletta Dalikeni Majella Hickey Hilda Loughran Aine Mc Guirk Gary Gartland Rachel McCormack Bridin Murphy Claire McGettrick (Appointed 26 May 2021) Washington Marovatsanga (Appointed 26 May 2021) John Brennan (Resigned 26 May 2021)
<b>Company Secretary</b>	Danielle McGoldrick
<b>Company Number</b>	518634
<b>Registered Office and Business Address</b>	St. Andrews Resource Centre 114 - 116 Pearse Street Dublin 2
<b>Auditors</b>	KSi Faulkner Orr Ltd Behan House 10 Lower Mount Street Dublin 2
<b>Bankers</b>	AIB, 1 Lower Baggot Street, Dublin 2.

# **National Social Work Organisation of Ireland CLG**

## **Directors' Report**

### **For the financial year ended 31 December 2021**

The directors present their report and the audited financial statements for the financial year ended 31 December 2021.

#### **Principal Activity and Review of the Business**

The principal activity of the company is the management of a professional organisation for those engaged in social work on a mutual trade basis.

The Company is limited by guarantee not having a share capital.

There has been no significant change in these activities during the financial year ended 31 December 2021.

#### **Financial Results**

The surplus for the financial year after providing for depreciation and taxation amounted to €32,343 (2020 - €20,659).

At the end of the financial year, the company has assets of €415,667 (2020 - €349,970) and liabilities of €99,400 (2020 - €66,046). The net assets of the company have increased by €32,343.

#### **Directors and Secretary**

The directors who served throughout the financial year, except as noted, were as follows:

Vivian Geiran  
Anette O'Callaghan  
Colletta Dalikeni  
Majella Hickey  
Hilda Loughran  
Aine Mc Guirk  
Gary Gartland  
Rachel McCormack  
Bridin Murphy  
Claire McGettrick (Appointed 26 May 2021)  
Washington Marovatsanga (Appointed 26 May 2021)  
John Brennan (Resigned 26 May 2021)

The secretary who served throughout the financial year was Danielle McGoldrick.

#### **Future Developments**

The directors are not expecting to make any significant changes in the nature of the business in the near future.

#### **Post Balance Sheet Events**

There have been no significant events affecting the company since the financial year-end.

### **Auditors**

The auditors, KSi Faulkner Orr Ltd have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

### **Statement on Relevant Audit Information**

In accordance with section 330 of the Companies Act 2014, so far as each of the persons who are directors at the time this report is approved are aware, there is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

### **Accounting Records**

To ensure that adequate accounting records are kept in accordance with sections 281 to 285 of the Companies Act 2014, the directors have employed appropriately qualified accounting personnel and have maintained appropriate computerised accounting systems. The accounting records are located at the company's office at St. Andrews Resource Centre, 114 - 116 Pearse Street, Dublin 2.

### **Signed on behalf of the board**

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**Vivian Geiran**  
Director

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**Anette O'Callaghan**  
Director

Date: \_\_\_\_\_

# **National Social Work Organisation of Ireland CLG**

## **Directors' Responsibilities Statement**

For the financial year ended 31 December 2021

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law the directors have elected to prepare the financial statements in accordance with the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard, issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for the financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be readily and properly audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

**Signed on behalf of the board**

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**Vivian Geiran**  
Director

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**Anette O'Callaghan**  
Director

**Date:** \_\_\_\_\_

# **Independent Auditor's Report to the Members of the National Social Work Organisation of Ireland CLG**

## **Report on the audit of the financial statements**

### **Opinion**

We have audited the financial statements of National Social Work Organisation of Ireland CLG ('the company') for the financial year ended 31 December 2021 which comprise the Income and Expenditure Account, the Balance Sheet, the Reconciliation of Members' Funds, the Cash Flow Statement and notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", issued in the United Kingdom by the Financial Reporting Council, applying Section 1A of that Standard.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2021 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

### **Basis for opinion**

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the Provisions Available for Audits of Small Entities, in the circumstances set out in note 5 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

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

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

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

## **Other Information**

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

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

## **Opinions on other matters prescribed by the Companies Act 2014**

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the Directors' Report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Directors' Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited and the financial statements are in agreement with the accounting records.

## **Matters on which we are required to report by exception**

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions are not complied with by the Company. We have nothing to report in this regard.

## **Respective responsibilities**

### **Responsibilities of directors for the financial statements**

As explained more fully in the Directors' Responsibilities Statement set out on page 49, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

### **Auditor's responsibilities for the audit of the financial statements**

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

A further description of our responsibilities for the audit of the financial statements is contained in the appendix to this report, located at page 53, which is to be read as an integral part of our report.

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

Our report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an Auditor's Report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume any responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

**Laura Fallon  
for and on behalf of  
KSI FAULKNER ORR LTD**  
Behan House  
10 Lower Mount Street  
Dublin 2

**Date:** \_\_\_\_\_

# National Social Work Organisation of Ireland CLG

## Appendix to the Independent Auditor's Report

### Further information regarding the scope of our responsibilities as auditor

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

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

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

**National Social Work Organisation of Ireland CLG**  
**INCOME AND EXPENDITURE ACCOUNT**  
for the financial year ended 31 December 2021

	Notes	2021 €	2020 €
<b>Income</b>		<b>369,463</b>	336,665
<b>Expenditure</b>		<b>(337,129)</b>	(315,978)
<b>Surplus before interest</b>		<b>32,334</b>	20,687
Interest receivable and similar income		<b>9</b>	15
<b>Surplus before tax</b>		<b>32,343</b>	20,702
Tax on surplus		-	(43)
<b>Surplus for the financial year</b>		<b>32,343</b>	20,659
<b>Total comprehensive income</b>		<b>32,343</b>	20,659

Approved by the board on \_\_\_\_\_ and signed on its behalf by:

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**Vivian Geiran**  
Director

-----  
**Anette O'Callaghan**  
Director

**National Social Work Organisation of Ireland CLG**  
**BALANCE SHEET**

as at 31 December 2021

		2021	2020
	Notes	€	€
<b>Fixed Assets</b>			
Intangible assets	8	-	2,460
Tangible assets	9	<b>876</b>	745
		<hr/> <b>876</b> <hr/>	<hr/> 3,205 <hr/>
<b>Current Assets</b>			
Debtors	10	76,087	5,393
Cash and cash equivalents		<b>338,704</b>	341,372
		<hr/> <b>414,791</b> <hr/>	<hr/> 346,765 <hr/>
Creditors: amounts falling due within one year	11	(99,400)	(66,046)
<b>Net Current Assets</b>		<hr/> <b>315,391</b> <hr/>	<hr/> 280,719 <hr/>
<b>Total Assets less Current Liabilities</b>		<hr/> <b>316,267</b> <hr/>	<hr/> 283,924 <hr/>
<b>Reserves</b>			
Income and expenditure account		<b>316,267</b>	283,924
<b>Members' Funds</b>		<hr/> <b>316,267</b> <hr/>	<hr/> 283,924 <hr/>

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard.

Approved by the board on \_\_\_\_\_ and signed on its behalf by:

-----  
**Vivian Geiran**  
**Director**

-----  
**Anette O'Callaghan**  
**Director**

**National Social Work Organisation of Ireland CLG**  
**RECONCILIATION OF MEMBERS' FUNDS**  
as at 31 December 2021

	<b>Retained surplus</b>	<b>Total surplus</b>
	€	€
<b>At 1 January 2020</b>	263,265	263,265
Surplus for the financial year	20,659	20,659
<b>At 31 December 2020</b>	283,924	283,924
Surplus for the financial year	32,343	32,343
<b>At 31 December 2021</b>	<b>316,267</b>	<b>316,267</b>

**National Social Work Organisation of Ireland CLG**  
**CASH FLOW STATEMENT**

for the financial year ended 31 December 2021

	Notes	2021 €	2020 €
<b>Cash flows from operating activities</b>			
Surplus for the financial year		32,343	20,659
Adjustments for:			
Interest receivable and similar income		(9)	(15)
Tax on surplus on ordinary activities		-	43
Depreciation		1,179	1,031
Amortisation of intangibles		2,460	2,460
		35,973	24,178
Movements in working capital:			
Movement in debtors		(70,694)	17,635
Movement in creditors		33,354	(14,814)
Cash (used in)/generated from operations		(1,367)	26,999
<b>Cash flows from investing activities</b>			
Interest received		9	15
Payments to acquire tangible assets		(1,310)	-
Net cash (used in)/generated from investment activities		(1,301)	15
Net (decrease)/increase in cash and cash equivalents		(2,668)	27,014
Cash and cash equivalents at beginning of financial year		341,372	314,358
Cash and cash equivalents at end of financial year	15	338,704	341,372

# **National Social Work Organisation of Ireland CLG**

## **NOTES TO THE FINANCIAL STATEMENTS**

for the financial year ended 31 December 2021

### **1. General Information**

National Social Work Organisation of Ireland CLG is a company limited by guarantee incorporated in the Republic of Ireland. The registered office of the company is St. Andrews Resource Centre, 114 - 116 Pearse Street, Dublin 2 which is also the principal place of activity of the company. The nature of the company's operations and its principal activities are set out in the Directors' Report. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

### **2. Summary of Significant Accounting Policies**

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the company's financial statements.

#### **Statement of compliance**

The financial statements of the company for the year ended 31 December 2021 have been prepared in accordance with the provisions of FRS 102 Section 1A (Small Entities) and the Companies Act 2014.

#### **Basis of preparation**

The financial statements have been prepared on the going concern basis and in accordance with the historical cost convention except for certain properties and financial instruments that are measured at revalued amounts or fair values, as explained in the accounting policies below. Historical cost is generally based on the fair value of the consideration given in exchange for assets. The financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" Section 1A, issued by the Financial Reporting Council.

The company qualifies as a small company as defined by section 280A of the Companies Act 2014 in respect of the financial year, and has applied the rules of the 'Small Companies Regime' in accordance with section 280C of the Companies Act 2014 and Section 1A of FRS 102.

#### **Income**

All income is recorded in the accounts when the organisation is entitled to the income, the amount can be quantified with reasonable accuracy and it is probable the income will be received.

Income comprises of membership fees, income from events held, advertising income and Continuing Professional Development (CPD) grant income from the Health Service Executive. This income is accounted for on an accruals basis.

## **Intangible assets**

### **Intangible assets**

Intangible assets are valued at cost less accumulated amortisation.

Amortisation is calculated to write off the cost in equal annual instalments over their estimated useful life of 5 years.

## **Tangible assets and depreciation**

Tangible assets are stated at cost or at valuation, less accumulated depreciation. The charge to depreciation is calculated to write off the original cost or valuation of tangible assets, less their estimated residual value, over their expected useful lives as follows:

Fixtures, fittings and equipment	- 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.

## **Trade and other debtors**

Trade and other debtors are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method less impairment losses for bad and doubtful debts except where the effect of discounting would be immaterial. In such cases the receivables are stated at cost less impairment losses for bad and doubtful debts.

## **Trade and other creditors**

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

## **Taxation and deferred taxation**

Current tax represents the amount expected to be paid or recovered in respect of taxable income for the financial year and is calculated using the tax rates and laws that have been enacted or substantially enacted at the Balance Sheet date.

## **Foreign currencies**

Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the Balance Sheet date. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated at the rates of exchange ruling at the date of the transaction. Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined. The resulting exchange differences are dealt with in the Income and Expenditure Account.

### **3. Significant accounting judgements and key sources of estimation uncertainty**

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Establishing lives for depreciation purposes of property, plant and equipment

Long-lived assets, consisting primarily of property, plant and equipment, comprise a significant portion of the total assets. The annual depreciation charge depends primarily on the estimated lives of each type of asset and estimates of residual values. The directors regularly review these asset lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset lives can have a significant impact on depreciation and amortisation charges for the period. Detail of the useful lives is included in the accounting policies.

### **4. Departure from Companies Act 2014 Presentation**

The directors have elected to present an Income and Expenditure Account instead of a Profit and Loss Account in these financial statements as this company is a not-for-profit entity.

### **5. Provisions Available for Audits of Small Entities**

In common with many other businesses of our size and nature, we use our auditors to prepare and to assist with the preparation of the financial statements.

<b>6. Operating surplus</b>	<b>2021</b>	<b>2020</b>
	€	€
<b>Operating surplus is stated after charging:</b>		
Depreciation of tangible assets	1,179	1,031
Amortisation of goodwill	2,460	2,460

## 7. Employees

The average monthly number of employees, including directors, during the financial year was 3, (2020 - 3).

	2021 Number	2020 Number
CPD Officer	1	1
Administration	2	2
	<hr/>	<hr/>
	3	3
	<hr/> <hr/>	<hr/> <hr/>

## 8. Intangible assets

	€
<b>Cost</b>	
At 1 January 2021	12,300
	<hr/>
At 31 December 2021	12,300
	<hr/>
<b>Provision for diminution in value</b>	
At 1 January 2021	9,840
Charge for financial year	2,460
	<hr/>
At 31 December 2021	12,300
	<hr/>
<b>Net book value</b>	
At 31 December 2021	-
	<hr/>
At 31 December 2020	2,460
	<hr/> <hr/>

**9. Tangible assets**

	Fixtures, fittings and equipment	Computer equipment	Total
	€	€	€
<b>Cost</b>			
At 1 January 2021	1,418	10,142	11,560
Additions	-	1,310	1,310
At 31 December 2021	1,418	11,452	12,870
<b>Depreciation</b>			
At 1 January 2021	1,420	9,395	10,815
Charge for the financial year	(2)	1,181	1,179
At 31 December 2021	1,418	10,576	11,994
<b>Net book value</b>			
At 31 December 2021	-	876	876
At 31 December 2020	(2)	747	745

**10. Debtors**

	2021	2020
	€	€
Trade debtors	57,137	1,387
Other debtors	8,401	-
Prepayments	10,549	4,006
	76,087	5,393

	2021	2020
	€	€
<b>11. Creditors</b>		
<b>Amounts falling due within one year</b>		
Taxation	3,642	3,234
Other creditors	1,055	389
Accruals	14,003	5,556
Deferred Income	80,700	56,867
	<hr/>	<hr/>
	<b>99,400</b>	<b>66,046</b>
	<hr/>	<hr/>

## 12. Status

The liability of the members is limited.

Every member of the company undertakes to contribute to the assets of the company in the event of its being wound up while they are members, or within one year thereafter, for the payment of the debts and liabilities of the company contracted before they ceased to be members, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributors among themselves, such amount as may be required, not exceeding € 2.

## 13. Capital commitments

The company had no material capital commitments at the financial year-ended 31 December 2021.

## 14. Post-Balance Sheet Events

There have been no significant events affecting the company since the financial year-end.

	2021	2020
	€	€
<b>15. Cash and cash equivalents</b>		
Cash and bank balances	188,583	191,255
Cash equivalents	150,121	150,117
	<hr/>	<hr/>
	<b>338,704</b>	<b>341,372</b>
	<hr/>	<hr/>

## 16. Approval of financial statements

The financial statements were approved and authorised for issue by the board of directors on \_\_\_\_\_.

**NATIONAL SOCIAL WORK ORGANISATION OF IRELAND CLG**

**SUPPLEMENTARY INFORMATION**

**RELATING TO THE FINANCIAL STATEMENTS**

**FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2021**

**NOT COVERED BY THE REPORT OF THE AUDITORS**

**THE FOLLOWING PAGES DO NOT FORM PART OF THE AUDITED FINANCIAL STATEMENTS**

**National Social Work Organisation of Ireland CLG**  
**SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS**  
**DETAILED INCOME AND EXPENDITURE ACCOUNT**  
for the financial year ended 31 December 2021

	2021 €	2020 €
<b>Income</b>		
Membership Fees	241,335	213,430
Interdisciplinary Events - Participants Fees	-	2,111
IASW Events - Participants Fees	10,421	383
Single Discipline Events - Participants Fees	-	3,758
Single Discipline Events - HSE Grant	5,620	8,986
DCYDID Grant for Scoping Exercise	2,500	9,070
CPD Funding	68,200	68,000
Compensation	-	10,000
IASW-HSE Grants	-	1,715
IASW-Other Grants	4,840	554
Advertising Income	33,527	18,501
Other income	3,020	157
	<hr/>	<hr/>
	369,463	336,665
	<hr/>	<hr/>
<b>Expenditure</b>		
Wages and salaries	124,136	130,469
Social welfare costs	13,706	14,417
Staff training	240	441
CPD Expenditure	39,246	43,884
CPD Officer Expenses	1,882	1,109
Rent payable	8,000	8,000
Insurance	62,788	59,788
Board & Council Expenses	735	1,270
Repairs and maintenance	435	-
Chairperson Expenses	-	500
Printing, Publications & Postage	32,765	17,129
Telephone	565	1,413
Website & IT Support	15,801	18,270
IASW AGM & National Conference	307	-
Legal and professional	-	4,792
Consultancy fees	21,386	538
Payroll services	2,382	1,281
Bank charges	672	850
Professional Memberships	2,765	-
General expenses	1,953	855
Affiliation Fees	-	3,771
Auditor's remuneration	3,726	3,710
Depreciation	3,639	3,491
	<hr/>	<hr/>
	337,129	315,978
	<hr/>	<hr/>

<b>Miscellaneous income</b>		
Bank interest	<b>9</b>	<b>15</b>
	<hr/>	<hr/>
<b>Net surplus</b>	<b>32,343</b>	<b>20,702</b>
	<hr/>	<hr/>



The National Social Work Organisation of Ireland  
t/a The Irish Association of Social Workers (IASW)

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**Email:** administrator@iasw.ie

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Representing Social Work in Ireland since 1971  
A Member of the International Federation of Social Workers