

# 2024 Annual General Meeting

## Minutes



**Date:** Wednesday 29<sup>th</sup> May 2024  
**Time:** 16:35 – 18:30  
**Venue:** Virtual AGM via Zoom Video Call  
**In Attendance:** As per registration list and registration book.  
**Apologies:** Ruth Murray, Aoife Bairead, Suzanne Connolly & Nisarg  
**Proxy Vote:** Aoife Bairead to Maria McGloughlin and Suzanne Connolly to Monica Hynds

Vivian Geiran, Chair of the IASW welcomed all the attendees to the AGM and thanked them for coming.

Vivian read the technical instructions and meeting etiquette.

- The AGM will be recorded.
- Everyone will be muted during the call. To speak use the ‘raise hand function’. If given the opportunity to talk, the host will put you on spotlight and a sign will appear in your screen requesting you to unmute yourself.
- If you experience any technical difficulties, please send a private chat message to Katie (Host) or call her on 086 0241055.
- Polls will be read by the Chair in advance of each vote/poll e.g., adoption of Standing Orders, adoption of Minutes, adoption of Annual Report, etc.
- Motions will be read by the Motion Proposer in advance of each vote.

Sheila McClelland, CEO of CORU and colleagues gave a short presentation to the attendees, followed by a brief Q&A session. A copy of the presentation will be made available to the attendees after the AGM.

Vivian gave a short presentation on behalf of the Board of Directors on the activities of the association over the last twelve months and the proposed workplan for the next year.

Vivian took the opportunity to thank the staff team, Board of Directors, SIG Network members for all of their hard work over the last year.

<p>Adoption of Standing Orders</p>	<p>The Standing Orders and the Appointment of the Procedurals Officer, Danielle McGoldrick were:  Proposed by: Gary Gartland  Seconded by: Caroline Boyd</p> <p>Poll Results: the standing orders and apt of the procedurals officer has been passed with.</p> <ul style="list-style-type: none"> <li>• 56 for</li> <li>• 1 against</li> <li>• 2 abstentions</li> </ul>
<p>Adoption of Minutes 2023 AGM</p>	<p>Minutes from the 2023 Annual General Meeting were circulated to all members and uploaded onto the website: the 2023 AGM minutes were.  Proposed by: Colletta Dalikeni  Seconded by: Kerry Cuskelly</p> <p>Poll Results: the adoption of the AGM minutes has been passed with:</p> <ul style="list-style-type: none"> <li>• 54 for</li> </ul>

# 2024 Annual General Meeting

## Minutes



	<ul style="list-style-type: none"> <li>• 0 against</li> <li>• 7 abstentions</li> </ul>
Matters Arising	No matters arising.
Adoption of the 2023 Annual Report and Financial Statements	<p>A copy of the 2023 Annual Report and Financial Statements incl. Auditors report were circulated to all members and where available to download from the IASW website. Bridin Murphy, Treasurer of the IASW spoke briefly about the statements and report, the Treasurers report can be found in the Annual Report.</p> <p>The 2023 Annual Report and Financial Statements were:  Proposed by: Caroline Boyd  Seconded by: Joan Cronin</p> <p>Poll Results: the adoption of the 2023 Annual Report and Financial Statements has passed with:</p> <ul style="list-style-type: none"> <li>• 50 for</li> <li>• 0 against</li> <li>• 5 abstentions</li> </ul>
Appointment of Auditors 2024	<p>Bridin Murphy Treasurer of the IASW recommended that the association appoint KSI Faulkner Orr has the Auditors for 2024, the office has an extremely positive experience dealing with the accountancy firm during this year’s audit process.</p> <p>KSI Faulkner Orr (KSIFO) to be appointed as the auditors for 2024:  Proposed by: Gary Gartland  Seconded by: Joan Cronin</p> <p>Poll Results: the appointment of KSIFO has the auditors has passed with:</p> <ul style="list-style-type: none"> <li>• 52 for</li> <li>• 0 against</li> <li>• 6 abstentions</li> </ul>
Motion(s) 1-5	<p>The final motions (1-5) were circulated to all members and were available to download from the IASW website.</p> <p style="text-align: center;"><b>Motion 1</b></p> <p style="text-align: center;"><b>Proposed by:</b> Dearbhla Ní Chúláin <b>Seconded by:</b> Oliver Brockmann</p> <p>That the Irish Association of Social Workers (IASW) calls upon both the Minister of the Department of Further &amp; Higher Education, Research, Innovation &amp; Science and Directors of Social Work Programmes at universities across Ireland, along with their associated staff, to ensure and advocate for the implementation of a significant reduction in tuition fees for social work courses.</p> <p>Social work is fundamentally committed to promoting social justice, human rights, and equity. Central to the profession are the principles of diversity and inclusivity, and the goal to dismantle systemic and institutional barriers.</p>

# 2024 Annual General Meeting

## Minutes



However, the rising tuition fees for social work programmes across Irish universities starkly contradict these values, imposing significant barriers to entry, particularly for those from marginalised communities whom the profession seeks to support and represent. This motion outlines urgent reasons why a substantial reduction in these fees is essential:

1. **Critical Shortage of Social Workers:** Social work as a profession is currently facing significant challenges in terms of recruitment and retention. As of September 2023, there were 340 vacant roles in Tusla alone, highlighting a severe shortage of qualified social workers across Ireland. This shortage compromises the quality and reach of essential social services across Ireland.
2. **Urgent Equity Concerns:** Over the past three years, tuition fees for social work programmes have risen sharply, with increases of up to 23% exacerbating financial barriers. This rise is particularly impactful for students from underrepresented and marginalised communities, including Black and ethnic minority groups like Irish Travellers. For instance, MSW fees at the University of Galway have escalated from €7,016 in 2021 to €8,640 in 2024. Such steep increases directly challenge the social work profession's commitment to inclusivity and anti-racism, making it increasingly difficult for diverse communities to access the education necessary to serve their own populations effectively.
3. **Economic Barriers Deter Entry:** Despite initiatives and calls to expand social work course capacities and introduce alternative pathways such as apprenticeships, a decline in applicant numbers suggests that these efforts are being undercut by the high costs of education. Comprehensive reports from Mooney, Wilson, and Kelleher (2023) and O'Meara and Kelleher (2022) confirm that the prohibitive expense of social work education is a major deterrent for prospective students. In a detailed survey by Mooney et al. (2023), an overwhelming majority of respondents (47 out of 49) identified 'financial burden' as their primary obstacle to pursuing a career in social work, highlighting the urgent need for tuition fee reductions.
4. **Disparity in Tuition Fees Across Institutions:** There is also a significant variation in tuition fees for social work programmes across Irish universities, with amounts ranging from €16,000 to €20,000 for a two-year MA, excluding the additional significant and often hidden costs for mandatory placements. In contrast, Atlantic Technological University offers a more affordable option at €9,500. This substantial disparity raises critical questions about the equity and transparency in how these fees are calculated and the implications for access to education.
5. **High Fees for Non-EU Students:** The tuition fees for non-EU students, on average approximately €40,000 for the two-year MA in Social Work or

# 2024 Annual General Meeting Minutes



	<p>€110,400 for a four-year BSS in Trinity, are particularly exorbitant. This pricing structure is at odds with efforts to 'decolonise' the profession and create a more diverse and inclusive workforce.</p> <p>6. Economic Barriers for Working-Class Students: The combination of high tuition fees and unpaid, extensive mandatory fieldwork placements severely limits access to social work education for working-class students. These financial barriers not only marginalise those from less affluent backgrounds but also actively undermine efforts to diversify the profession. Reports by Mooney et al. (2023) and O'Meara and Kelleher (2022) highlight how such economic obstacles impede the development of a socio-economically diverse workforce and discourage individuals who are unable to shoulder substantial debt. One respondent poignantly captures this issue in Mooney et al. (2023), stating, "they make it so difficult for people to actually do the course and what they're doing is they're actually putting off an awful lot of people who are from the very communities that they should have in the profession, because they're making it into very much a middle-class profession by making the fees prohibitive" (p.33). Additionally, the financial strain is vividly described by another participant: "The master's in social work is extremely expensive - especially since social workers are in demand. Placements are long – necessary, but students are essentially paying thousands of euros to work full-time hours for free. This creates work burdens and means students are often having to work weekends to financially cope. This can mean students are regularly working a 7-day week. Not sustainable" (p.37).</p> <p>7. Critical Diversity in Social Work Education: As mentioned above, the prohibitive costs of social work education are a major obstacle in cultivating a workforce that reflects the diversity of the community- an essential factor for delivering effective social work services. Current fee structures disproportionately impact non-white and non-middle-class individuals, significantly limiting their entry into the field. A respondent from Mooney et al.'s (2023) study highlights this issue, stating, "Social work claims to reflect diverse groups, however academic fees within Ireland act as a barrier for including people from a low socioeconomic background into the profession" (p.23). This underscores how financial barriers prevent the profession from serving as a true reflection of the diverse populations it aims to support. Moreover, O'Meara and Kelleher's (2022) report highlights the necessity for educational application process reforms to effectively attract a wider array of social work students. Implementing such reforms is crucial not only for fostering cultural competency within the social work sector but also for ensuring that practitioners bring diverse lived experiences that are in tune with the multifaceted needs and challenges of the communities they serve.</p>
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# 2024 Annual General Meeting Minutes



8. Critical reforms needed: Although Mooney et al. (2023) and O'Meara and Kelleher (2022) recognise that many universities have launched initiatives to widen participation, they argue that these efforts are insufficient and that more needs to be done. Specifically in the field of social work, there is a significant need for more focused measures to increase access and enhance diversity within the profession. In response to these challenges, it is crucial for directors and staff of social work programmes to engage in concerted efforts with universities and educational policy-makers. Reducing fees should be the immediate first step in this endeavour. However, this action should be part of a broader overhaul. This entails a comprehensive re-evaluation and restructuring of fee frameworks to ensure affordability, equity, and inclusivity in social work education. Only through such concerted efforts can we attract a diverse student body that authentically reflects and serves the communities it aims to empower.

This AGM is called upon to actively lead and encourage its members to participate in advocacy efforts aimed at reducing the costs of social work education. By doing so, the association will reaffirm its commitment to the core values of social work- social justice, human rights, equality, anti-racist and anti-oppressive practice, and ensure that these values are reflected not only in professional practice but also in access to education.

#### References:

Mooney, D. J., Wilson, D. E., & Kelleher, D. (2023). *Pathways to Social Work: Surveying the Motivations and Challenges of Becoming a Social Worker*. Dublin: School of Social Policy, Social Work and Social Justice, University College Dublin. Available at:

[https://www.drugsandalcohol.ie/39145/1/Pathways\\_to\\_social\\_work.pdf](https://www.drugsandalcohol.ie/39145/1/Pathways_to_social_work.pdf)

(Accessed on April 29th, 2024).

O'Meara, K., and Kelleher, C. (2022) *Training, recruiting, and retaining social workers in Ireland: A scoping exercise to assess and respond to significant challenges*, Irish Association of Social Workers, 2022. Available at:

<https://www.iasw.ie/download/1105/IASW%20T%20R+R%20Scoping%20Report%20251122.pdf> (Accessed on April 29th, 2024).

#### **Poll Results:** motion 1 was passed with:

- 54 for
- 0 against
- 3 abstentions

# 2024 Annual General Meeting

## Minutes



	<p><b>Motion 2</b></p> <p><b>Proposed by:</b> Oliver Brockmann <b>Seconded by:</b> Dearbhla Ní Chúláin</p>
	<p>That the Irish Association of Social Workers (IASW) calls upon the Minister of the Department of Further &amp; Higher Education, Research, Innovation &amp; Science for the financial reimbursement of social work placements and support initiatives and measures working towards this aim.</p> <p><b>Explanation:</b> As the <i>signature pedagogy</i> of social work education, placements play a crucial role in forming competent practitioners who can effectively connect and apply theoretical knowledge in their practice (O'Meara, 2024). Despite their critical role, social work placements in Ireland remain unpaid, an exploitative practice that undermines their educational value and therefore purpose, while also undermining social work workforce recruitment efforts. Financial reimbursement for placements is paramount to ensure the diversity and competency of the future social work workforce, bolster the professional status of social work, and uphold the future sustainability of the social work profession.</p> <p>Unpaid placements impose a disproportionate burden on economically marginalised students. Moreover, as race, gender, and dis/ability status disparities are inherently interlinked with economic inequalities, the financial burden of social work placements act as an entry barrier for those from marginalised communities, thus reinforcing oppressive race, class, gender, and dis/ability status inequities (Gair and Baglow, 2017). This contradicts the professions commitment anti-racism, diversity, and social justice. Furthermore, the absence of financial remuneration undermines social work's status as a legitimate profession by perpetuating the notion that social work is akin to volunteerism rather than skilled labour. Students from adjacent professions such as nursing, midwifery and clinical psychology are remunerated, highlighting the valued professional status of these professions (The Psychological Society of Ireland, 2022; Campbell, 2023).</p> <p>Importantly, the lack of financial remuneration for placements is a significant deterrent to starting and completing social work degrees (Morley <i>et al.</i>, 2022), critically undermining recruitment efforts at a time when Ireland faces a severe shortage of qualified social workers. Considering that the "overall number of applicants to existing courses appears in fact to be falling recently, with some individual HEI's also reporting challenges in filling existing programme places from one year to the next" (O'Meara, 2024, p. 6) it is quizzical why there is no attempt to explore the possibilities for financial remuneration for placements or the reduction of course fees as the initial method of recruitment; Especially when considering exorbitant university fee hikes to study social work and the accommodation crisis. Instead, there are explorations concerning the expansion of the number of programmes and placements. This is utterly illogical and fails to</p>

# 2024 Annual General Meeting

## Minutes



	<p>address the root causes of the recruitment problem, particularly when considering that, as O'Meara (2024, p. 7, emphasis in original) notes, "placements <i>do</i> get filled each year".</p> <p>Recognising the self-evident exploitative practice of unpaid placements, the way that this reproduces societal inequalities and undermines initiatives to reduce labour shortages, the EU parliament, in June 2023, voted overwhelmingly in support of the drafting of legislation to ban unpaid internships in the EU (O'Carroll and Kassam, 2024).</p> <p>Additionally, the necessity for students to seek and balance paid employment with their unpaid placements often results in diminished educational outcomes (Morley, 2023). Providing financial remuneration for these placements will allow students to fully immerse themselves in their professional development, enhancing the depth of their learning and ensuring the competence of future practitioners (Morley, 2023). Contrary to concerns that financial remuneration might reduce the educational value of placements to mere employment, it is actually the absence of payment that undermines the educational potential of these experiences. The lack of financial support forces students to divide their focus between paid employment to sustain themselves and their placements, detracting from the quality of their learning during placements. It is, again, quizzical why there is so much attention ensuring that there are adequate placement opportunities available to future social work students (see for example O'Meara, 2024), but no attempt to ensure that future social work students can actually engage with the learning opportunities that are made possible by these placements.</p> <p>Furthermore, given the current overburdened state of the profession and the shortage of qualified social workers, students frequently step in to fill essential personnel gaps within organisations. Compensating students for their placements acknowledges their valuable contributions and aligns with the ethical mandate of the profession that all workers, which includes students, deserve fair compensation.</p> <p>Payment for work, that includes the work of students while on placements, is a fundamental aspect of any respected profession. The fact that social work placements are not paid, is fatal for students, the quality of their education and the future of the profession. There are numerous international movements such as P4P, students against placement poverty, and paid placements Aotearoa NZ which recognise the importance of addressing "placement poverty" (Morley, 2023, no page).</p> <p>This motion, if passed, would represent a significant step forward in strengthening the social work education system in Ireland, ultimately enhancing the quality of social service delivery across the country.</p>
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# 2024 Annual General Meeting

## Minutes



	<p><b>References</b></p> <p>Campbell, M. (2023) Measures relating to final-year nursing and midwifery students’ internships. Department of Health. Available at: <a href="https://www.hse.ie/eng/staff/resources/hr-circulars/doh-circular-01-2023-intern-nurses-midwives-salary-and-uniform.pdf">https://www.hse.ie/eng/staff/resources/hr-circulars/doh-circular-01-2023-intern-nurses-midwives-salary-and-uniform.pdf</a> (Accessed: 1 May 2024).</p> <p>Gair, S. and Baglow, L. (2018) ‘Australian Social Work Students Balancing Study, Work, and Field Placement: Seeing it Like its Is’, <i>Australian Social Work</i>, 71(1), pp. 46–57.</p> <p>Morley, C. (2023) ‘It is impossible for me to be unpaid’: 3 ways to fix student work placements. <i>The Conversation</i>, 14 September. Available at: <a href="https://theconversation.com/it-is-impossible-for-me-to-be-unpaid-3-ways-to-fix-student-work-placements-213151">https://theconversation.com/it-is-impossible-for-me-to-be-unpaid-3-ways-to-fix-student-work-placements-213151</a> (Accessed: 1 May 2024).</p> <p>Morley, C., Hodge, L., Clarke, J., McIntyre, H., Mays, J., Briese, J., &amp; Kostecky, T. (2023). ‘THIS UNPAID PLACEMENT MAKES YOU POOR’: Australian social work students’ experiences of the financial burden of field education. <i>Social Work Education</i>, 1–19.</p> <p>O’Carroll, L. and Kassam, A. (2024) ‘EU to crack down on unpaid internships ‘exploiting despair of young people’’. <i>The Guardian</i>, 20 March. Available at: <a href="https://www.theguardian.com/world/2024/mar/20/eu-to-crack-down-on-unpaid-internships-with-new-directive">https://www.theguardian.com/world/2024/mar/20/eu-to-crack-down-on-unpaid-internships-with-new-directive</a> (Accessed: 1 May 2024).</p> <p>O’Meara, K. (2024) Report on Social Work Practice Placements in Ireland: A Scoping Exercise. Irish Association of Social Workers.</p> <p>Psychological Society of Ireland (2022) Psychological Society of Ireland calls on the Minister for Health to address the disparity in funding for psychology trainees. Available at: <a href="https://www.psychologicalsociety.ie/source/Press%20Releases/Press%20Release%20-%20Calls%20for%20the%20disparity%20in%20funding%20for%20psychology%20trainees%20to%20be%20addressed.pdf">https://www.psychologicalsociety.ie/source/Press%20Releases/Press%20Release%20-%20Calls%20for%20the%20disparity%20in%20funding%20for%20psychology%20trainees%20to%20be%20addressed.pdf</a> (Accessed: 1 May 2024).</p> <p><b>Poll Results:</b> motion 2 was passed with:</p> <ul style="list-style-type: none"> <li>• 47 for</li> <li>• 3 against</li> <li>• 8 abstentions</li> </ul> <p style="text-align: center;"><b>Motion 3</b></p> <p style="text-align: center;"><b>Proposed by:</b> Frank Browne <b>Seconded by:</b> Kerry Cuskelly</p> <p>The IASW calls upon the HSE to lift its recruitment embargo for social work posts within adult community mental health teams.</p>
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# 2024 Annual General Meeting

## Minutes



	<p><b>Explanation:</b></p> <ol style="list-style-type: none"> <li>1. National mental health policy ‘A Vision for Change’ and the updated ‘Sharing the Vision’ outline that each community mental health team (CMHT) should include social work (VFC) 9.9 &amp; the composition of (CMHT serving a population of 50,000 should comprise...two psychiatric social workers (one per 25,000), (VFC) 11.7.1. Each patient attending community mental health teams should have an allocated key worker and care plan (STV) recommendation 28. Not replacing vacant social work posts within community mental health teams would be a breach of national mental health policy.</li> <li>2. The arbitrary recruitment embargo prevents the recruitment to vacant social work posts within community mental health teams.</li> <li>3. The embargo is placing an unfair burden on those social workers remaining within mental health services to cover vacant posts, it is affecting the quality-of-service provision to service users, many at risk of homelessness, delaying their discharge from acute psychiatric units and limiting the support they may need to stay well.</li> <li>4. Social work students qualifying this summer who are interested in working within community mental health teams may seek employment outside of Ireland because of this recruitment embargo.</li> </ol> <p><b>Poll Results:</b> motion 3 was passed with:</p> <ul style="list-style-type: none"> <li>• 54 for</li> <li>• 0 against</li> <li>• 4 abstentions</li> </ul>
	<p style="text-align: center;"><b>Motion 4</b></p> <p style="text-align: center;"><b>Proposed by:</b> Kerry Cuskelly <b>Seconded by:</b> Sinead McKenna</p> <p>That the IASW board convene a working group whose aim is to develop a SMART action plan in relation to Advanced social work practice based on the SWAMH April 2024 Adult Mental Health briefing paper.</p> <p><b>Explanation:</b> Within a rapidly changing and evolving health and social care climate, investment in the further development of the vital role of social work across Irish social and health services should be a key priority for government departments, employers, and the public. Recent reports have highlighted the need for reform of health and social care professions roles in the area of advanced practice and the priorities off the Chief HSCP Office includes developing advanced practice roles across health and social care professions in Ireland. At departmental level, a Health and Social Care Workforce Planning Strategy, Action Plan and Planning Projection Model is being developed with technical support provided by the European Commission. A key outcome of this project is the production of rolling health and social care workforce planning</p>

# 2024 Annual General Meeting

## Minutes



	<p>action plans with targeted policy measures for health and social care workforce reform.</p> <p><b>Poll Results:</b> motion 4 was passed with:</p> <ul style="list-style-type: none"> <li>• 53 for</li> <li>• 1 against</li> <li>• 2 abstentions</li> </ul> <p style="text-align: center;"><b>Motion 5</b></p> <p style="text-align: center;"><b>Proposed by:</b> Mary McNamara <b>Seconded by:</b> Lisa Hurson</p> <p>That the IASW call on the HSE to resource Social Work staffing in CAMHS to the recommended levels as per Vision for Change. We are currently resourced nationally at only 40% Vision for Change.</p> <p><b>Explanation:</b> The low levels of Social Work staffing in CAMHS is having a direct impact on the service users. There is a very significant systemic component to CAMHS presentations and therefore a systemic response is required to aid recovery. Social Work intervention is required in almost all CAMHS cases, however, due to shortages it is not always possible to provide the required input. Safeguarding is another significant regulatory requirement and SW provide leadership and oversight on this on MDT's.</p> <p><b>Poll Results:</b> motion 5 was passed with:</p> <ul style="list-style-type: none"> <li>• 51 for</li> <li>• 0 against</li> <li>• 2 abstentions</li> </ul>
<p>Election of Directors of the Board 2024 - 2025</p>	<p>The Board of Directors will be elected/appointed for a three-year term, a max of 7 Directors would be elected at the AGM and 3 'independent directors' elected by the Board. To enable this to happen in a clear and transparent way recognising the need for continuity in the transition period, we developed a 'Director Transition' process to assist us during this period. The current Directors have been placed in group(s) using length of current service as way of creating groups. There is no requirement for the Board to 'call for elections' this year, as during this time of transition, the current Directors have kindly offered to remain on the Board of Directors for the next term. In 2024 there will be vacancies on the Board, and a 'Call for Nominations' will take place.</p> <p>The association received nominations from:</p> <ol style="list-style-type: none"> <li>1) Vivian Geiran (Chair &amp; Director)</li> <li>2) Rachel McCormack</li> <li>3) Sinead McGarry</li> <li>4) Fiachra Ó Súilleabháin</li> <li>5) Monica Hynds O'Flanagan</li> <li>6) Siobhan Nunn</li> <li>7) Oby Enekwechi-Ibeguwu</li> </ol>

# 2024 Annual General Meeting Minutes

	<p>Vivian Geiran was the only nominee for the position of Chair for the 2024 - 2025 term. The Chair nomination was. Proposed by: Sarah Donnelly Seconded by: Hilda Loughran</p> <p><b>Election Results</b></p> <table border="1" data-bbox="416 472 1398 835"> <thead> <tr> <th></th> <th>For Total</th> <th>Against Total</th> <th>Abstain Total</th> </tr> </thead> <tbody> <tr> <td>Vivian Geiran - Director</td> <td>54</td> <td>0</td> <td>1</td> </tr> <tr> <td>Vivian Geiran - Chair</td> <td>51</td> <td>0</td> <td>3</td> </tr> <tr> <td>Rachel McCormack</td> <td>50</td> <td>1</td> <td>4</td> </tr> <tr> <td>Sinead McGarry</td> <td>51</td> <td>2</td> <td>1</td> </tr> <tr> <td>Fiachra O'Súilleabháin</td> <td>49</td> <td>2</td> <td>3</td> </tr> <tr> <td>Monica HO'Flanagan</td> <td>50</td> <td>0</td> <td>4</td> </tr> <tr> <td>Siobhan Nunn</td> <td>49</td> <td>1</td> <td>4</td> </tr> <tr> <td>Oby .E-Ibeguwu</td> <td>50</td> <td>0</td> <td>4</td> </tr> </tbody> </table> <p>All Directors nomination were duly elected. Vivian Geiran was duly elected as the Chair of the Board.</p>		For Total	Against Total	Abstain Total	Vivian Geiran - Director	54	0	1	Vivian Geiran - Chair	51	0	3	Rachel McCormack	50	1	4	Sinead McGarry	51	2	1	Fiachra O'Súilleabháin	49	2	3	Monica HO'Flanagan	50	0	4	Siobhan Nunn	49	1	4	Oby .E-Ibeguwu	50	0	4
	For Total	Against Total	Abstain Total																																		
Vivian Geiran - Director	54	0	1																																		
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A.O.B	<p>Vivian thanked the staff team, Board, Council, representatives and members for their continued support, hard work on behalf of the profession and association.</p> <p>Winners for 5 x 100euros gift tokens for their choice:-</p> <ol style="list-style-type: none"> <li>1. Paula Donohoe</li> <li>2. Paul McCarthy</li> <li>3. James Halpenny</li> <li>4. Rachel McCormack</li> <li>5. Mary McNamara</li> </ol> <p>Meeting closed @ 18:39</p>																																				