

The National Social Work Organisation of Ireland
t/a Irish Association of Social Workers
A Company Limited by Guarantee
Annual Report and Financial Statements for the year ended 31 December 2018



IASW

Irish Association of Social Workers
Cumann na hÉireann um Oibrithe Sóisialta

KSI Faulkner Orr
Accounts, Tax Advisers & Registered Auditors
Behan House
10 Lower Mount Street
Dublin 2

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Legal and Administration Details

Board of Directors	Aine McGuirk	Chair
	John Brennan	Vice Chair
	Anette O’Callaghan	Treasurer
	Conor Boksberger	
	Coletta Dalikeni	
	Ruth Murray	
	Majella Hickey	
	Hilda Loughran	
	Maria McGloughlin	(Resigned August 2018)
Rachel McCormack	(Resigned June 2018)	
Company Secretary	Danielle McGoldrick	
Registered Office	IASW	
	St. Andrews Resource Centre	
	114 – 116 Pearse Street	
	Dublin 2	
Registered Company No.	518634	
Auditors	KSI Faulkner Orr	
	Accounts, Tax Advisers & Registered Auditors	
	Behan House	
	10 Lower Mount Street	
	Dublin 2	
Principal Bankers	Allied Irish Bank	
	1 – 4 Lower Baggot Street	
	Dublin 2	

Directors Report & Chairperson's Statement

Directors Report

The Directors present their annual report together with the audited financial statements of the Irish Association of Social Workers for the year ended 31 December 2018. The Directors confirm that the annual report and financial statements comply with the current statutory requirements.

Chairperson's Statement

Dear Members,

Welcome to the IASW Annual Report for 2018-2019. This is the 48th Annual Report of the Association. It has been a busy year with lots of work done and progress made towards reaching our strategic objectives. There is of course much to do to support our members work, to promote the voice of our service users, and to demonstrate the value of social work in all sectors.

With regard to our strategic objectives I am pleased to show that we have made progress.

1. Ensuring the sustainable development of the IASW:

The IASW is dependent on members for all aspects of its business. I am happy that we have maintained our membership number over the past year. However, membership remains a key priority area that we all need to work on. The benefits of membership include CPD, the Journal, and Fitness to Practice Insurance. I cannot express more strongly the need for FTP protection and any Social Worker who has had experience of dealing with a complaint will agree. The bigger our membership number the better negotiating power we have on your behalf in all aspects of our work.

2. Improving the standards and quality of professional social work practice and Facilitating social workers to meet the CPD requirements of registration:

The CPD Officer's report details the level of activity in this area over the year. While Cliona has taken a one-year sabbatical Sylvia Ryan has done a great job in maintaining a high level of CPD activity benefitting many members and non-members. The work of both has ensured that we received our grant for the CPD salary agreed up to 2020 and received funding to run our CPD programme at hugely discounted costs.

To support our CPD work, we engage with the Health and Social Care Professionals office who fund this aspect of our work. The emphasis here is becoming more clinically oriented and we need to be mindful of that. The Board and Council rely on members to support this engagement when we present the views of the Association here or are asked to contribute to working parties and national documents. I very much appreciate those that have helped out over the past year and I encourage others to contribute and become more confident advocates for our profession and our work.

3. Increasing access to information and support for social workers: The Office plays a major role in this regard answering questions from members and the general public. The new website helps to share information about the IASW and social work. Board members also contribute as appropriate. As Chair I am available to individual members through the office and our Directors engage with students by arrangement. We are fortunate to have Directors linked to our colleges that helps to keep the association informed of student needs and the developments in social work education. We are also available by arrangement to speak with practitioner groups in any social work area.

4. Enhancing the public profile and perception of social work:

The IASW has become more visible over the past year. Journalists are interested in what we have to say. We need members to feed this aspect of the work. The Board have agreed a communication policy and we are putting together key statements on various issues of concern so that we can respond in a timely way. These statements must reflect the views and expertise of those working in the specific area so that all views expressed are accurate and timely. I encourage you to get involved with colleagues in your area of work where you can contribute.

One of the many invitations we received was to contribute to a joint Oireachtas Committee on the recruitment and retention issues in Tusla. This appearance has been very beneficial for the Association and has sparked an interest from the media in what social workers do and a desire to highlight the profession in a positive way.

Our journal is going from strength to strength with a new format this year. We have started a peer review process which will enhance the value of our journal to all.

Preparations are underway for an All-Ireland research conference that will help promote practitioner and academic research in social work.

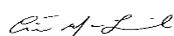
5. Using social work expertise to influence the development of local, national and international policy and practice:

The IASW is asked to contribute in all areas of social work practice on issues that affect our service users and profession. Again, the issue is time. Board, SIG and Council members are volunteers, many working full time. The more that become involved the more the load is shared and the greater the representation of the organisation. We are involved in a range of activities across the client spectrum, but we refuse many requests because we do not have the capacity or member with expertise available to attend.

IASW meets with many of the stakeholders in social work. We work closely with Coru our regulator, government departments and large employers of social workers, and other voluntary organisations on your behalf.

We have been particularly active on the international front this year. I wish to congratulate John Brennan and the International Affairs Committee on bringing the World Social Work Conference to Dublin last July. His work is valued world-wide and he has now been elected as Vice-President of IFSW Europe. We wish John well in this role and appreciate his contribution on the world social work stage.

As the year ends, I thank you all for your support. We have had a steady membership, a committed Board, and hardworking SIGs and Council. However, we need more members to share the workload and bring their knowledge to the table so that when IASW speaks or acts it is with sound professional confidence and accuracy. In that way we can achieve more for our service users and celebrate all that our profession achieves.



Aine McGuirk

Chair

Our Staff and Volunteers

Our Staff: Danielle McGoldrick, Office Manager & Cliona Murphy/Sylvia Ryan, CPD Officer(s)

Our staff are highly qualified and skilled at delivering on our objectives. Their skills include, project and event management, analysis, communication, report writing and the facilitation of collaboration. The staff team have demonstrated an ongoing openness to learning and Continued Professional Development, as evidence by their participation in several short skills development courses throughout 2018 and 2019.

Both staff and board members availed of appropriate training opportunities that arose during the year. Specially, our Office Manager completed training in the following areas:

Preparing Budgets	Employment Law
SAGE Software Training	Role of the Company Secretary
Preparing an Annual Report	

In addition to our Board of Directors, all of whom are volunteers, IASW was supported by other volunteers, our Council Members and members of the association. These volunteers support our work through their participation in Special Interest Groups, Committees, Associate Groups, and through representation and publicity at events, forums, open debates, working groups, and task forces.

Our **Council Group(s)** met a total of **75** times this year, and the association was **represented** at over **60** event(s) nationwide.

All staff are provided with regular staff supervision. Salary increments are not part of any staff employment contracts and any changes to remuneration are based on funds available, performance and sectoral norms.

Our Volunteers

There were two resignations from the Board in 2018, namely Maria McGloughlin and Rachel McCormack. The Board of Directors significant contribution to the association is acknowledged each year at the post AGM dinner.

We anticipate that there will be at least one new appointment made at the 2019 AGM. Board attendance averaged around 90% over the course of 2018-2019.

Board Attendance Rates 2018 - 2019

	John	Aine	Ruth	Conor	Anette	Hilda	Coletta	Majella
Jun-18	1	1	1	1	1	1	1	1
Jul-18	1	1	1	1	0	1	0	1
Sep-18	1	1	1	1	1	1	1	1
Nov-18	1	1	1	1	1	0	1	1
Jan-19	1	1	0	1	1	1	1	1
Mar-19	1	1	1	0	1	1	0	1
Apr-19	1	1	1	0	1	1	1	1
Totals	100%	100%	90%	80%	90%	90%	80%	100%

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 2018 the IASW had a total income of **320,736** (details below):

Funding Stream	Income
2018 Membership Fees	190,724
2018 HSCP Funding	
• CPD Officer Post	68,000
• Single Discipline Event Funding	8,250
•	
• Interdisciplinary Event	3,293
Other Income	
• Participant Fees	25,514
• Advertising Services	24,830

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 305,031. Staff costs make up the largest part of the expenditure totalling 128,272 for the year, with operation costs of 176,759 being the other area of major expenditure. Further details on staff costs and other expenditure are presented in the appendix to the accounts page 19 of the audited financial statements.

At the year end, the IASW carried a **surplus of 15,857**.

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 Fixed Term Deposit account.

Other

The Financial Controller is currently working on developing an Internal Financial Controls Guidelines and Policy. The policy will be brought to the Auditors and Board of Directors for review and sign off in June 2019.

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 2018 can be found at the end of this report.

Audit Observations

KSI Faulkner Orr recommended the association:

1. Prepare & Maintain a Fixed Asset Register
2. Prepare & Maintain an Internal Finance Controls Procedures Manual

KSI Faulkner Orr acknowledge that a financial manual is being prepared.

Conclusion

We would like to thank Emma Delaney & Susan Kelly 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.

CPD Officer Report

A total of **42 events** have been planned and **36 delivered** including conferences (SIG & CPD Officer led), seminars and workshops;

The majority of events (28) were held in Dublin (more than half of the membership is Dublin based). Events were also held in; Cork (7), Sligo (1), Dundalk (1), Athlone (3), Limerick (1), Galway (1).

In addition to organising events, promotional talks are delivered about the IASW who we are and what we do and how do we support Social Workers.

Interdisciplinary events and national conferences were co-ordinated with the CPD Officers Network and this expanded opportunities for education, sharing research and training in a broad range of subjects.

In addition to the events outlined above, support was provided to members to run events themselves and includes promotion of events through e-mail, Facebook and twitter. The nationwide events celebrating **World Social Work Day 2019** were a success with two conferences in Dundalk and Cork. IASW partnered with BASW in Northern Ireland to host a conference with **170 registrants**.

In October 2018 a survey was conducted to ascertain the training needs of the membership and **197 respondents** took part in answering questions to determine what training and supports they feel they need. This has informed the events planning for 2019 and the annual funding proposal submitted to HSCP office. The approval for funding for all of the events proposed for 2019 was granted in full in early April 2019.

Promotion of the work and profile of the Association was a key priority and was achieved by populating the website, Twitter and Facebook with updates about the work of the association and our members. This included coverage of the IASW attendance at Oireachtas Committee 'Recruitment and Retention within TUSLA', RTE news coverage, Radio coverage of Ivan Yates interview. This work includes submissions on proposed policy and legislation, examples of advocacy work taken on behalf of the members and service users and presentations for relevant events. IASW promotes positive stories about social work at every opportunity.

The CPD Officer is an active member of HSE Health and Social Care Professions network and attends 6-8 meetings per annum. This is an opportunity to work and learn from other professional bodies about skills gaps, new legislation and policies that affect the Multi- Disciplinary Team (MDT). CPD Network offer Training that can be accessed by IASW members at affordable rates.

Other highlights from the year

A key element of the CPD role is to provide information and advice to social workers in relation to continuing professional development and the *Code of Professional Conduct and Ethics for Social Workers*. Members are kept updated and informed of changes and clarifications led by CORU through member e-mails and the CPD section of the website. Seminars on CPD have been provided in both Cork and Dublin this year. These events provide an opportunity to hear the views of members and non-members alike, to discuss issues arising and to explore options as to **how** best to represent member concerns. At a meeting with **CORU in March 2019** it was explained that CORU are **currently** undertaking a review of the current **CPD Standard and Requirements**, specifically the enforcement process as was communicated to registrants in July 2017. This review has been completed and an internal consultation process with Registration Boards commenced. When this has been considered by the Social Workers Registration Board consultation will take place with stakeholders. It is envisaged that this may be in the summer of 2019, although this will be dependent on adoption of the new approach. As yet, there is not a definitive date for this.

CORU have had the benefit of learnings arising from two CPD audits conducted by the Social Workers Registration Board and the Radiographers Registration Board. One of the key learnings and advices given to registrants is to ensure that information is redacted, as appropriate in line with confidentiality and GDPR

requirements. It was advised that CPD records should be kept in perpetuity, as they may provide evidence in the event of a complaint.

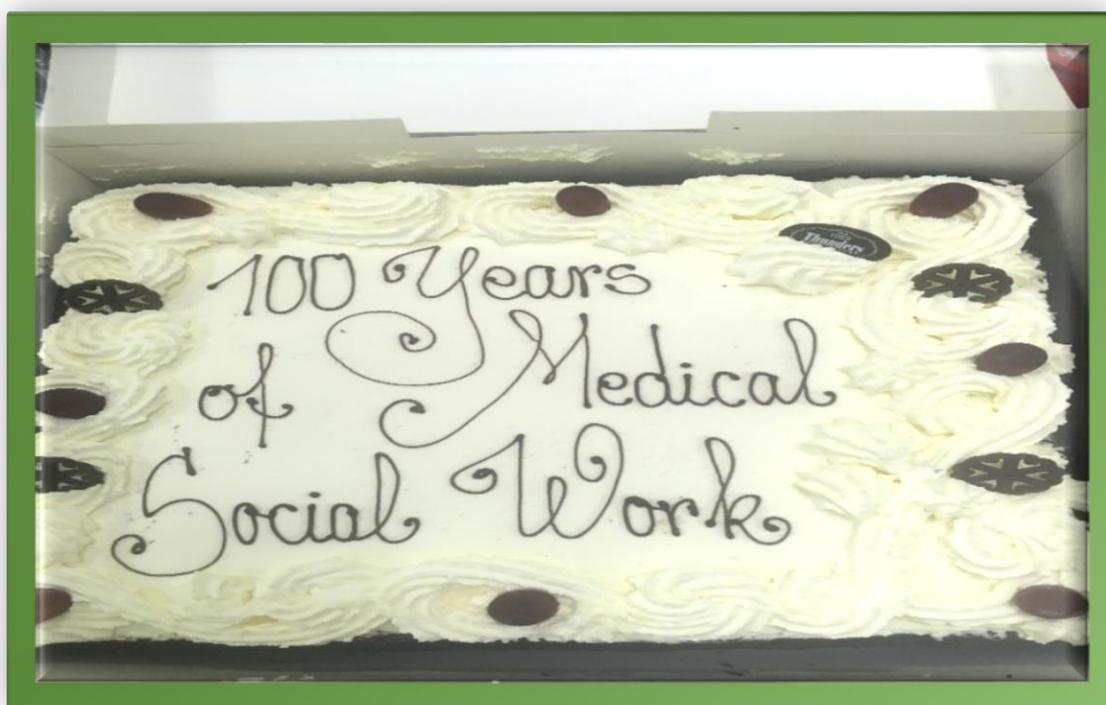
The member only CPD section of the website was kept up to date as new information emerged.

World Social Work Day 2019

IASW and BASW, Northern Ireland Joint Celebration



Marking 100 years of Medical Social Work in The Mater Hospital - with cake!!



Office Report

Company Secretary

The Company Secretary for the IASW is the Office Manager and not a Director of the Board. The main functions are to oversee the company's daily administration i.e. minute taking, agenda preparation, CRO submissions, maintain Company Register, and to ensure that the company complies with the law and any additional duties that company Directors may delegate. In addition, the Secretary provides Directors with legal and admin support, and makes recommendations to the Board on matters relating to the Company e.g. adhering to Rules & Bye-laws, making Constitutional amendments, etc. This governance element is increasingly important because of the requirements of Company Law.

The Board and Council met a total of **11 times** between May 2018 and April 2019.

Membership Secretary

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 in the Probation Services Newsletter. The membership secretary and two Directors of the Board are currently working on developing a membership strategy in order to increase the number of IASW members, our goal is to grow the membership to 2000 by May 2020.

Association Membership Statistics 2016 – 2019

	2016 (Full Yr.)	2017 (Full Yr.)	2018 (Full Yr.)	2019 (Jan to Apr)
Total No. of Cancelled Members	218	178	396	109
Total No. of New Members	407	78	340	104
No. of Members in same year	1243 (Nov'16)	1347 (Nov'17)	1295 (Nov'18)	1293

	2018 Figures	2019 Figures	2018 Figures	2019 Figures	2018 Figures	2019 Figures
	Cancelled	Cancelled	New	New	Current	Current
Full Members	227	45	198	59	812	839
First Year Post Qualify	43	22	19	6	59	87
Part-Time	25	13	35	6	135	140
Student	45	12	71	27	159	97
Honorary	0	n/a	0	n/a	18	19
Non-Working	29	9	8	4	71	65
Overseas	10	4	1	1	9	12
Retired	17	4	8	1	32	34
TOTALS:	396	109	340	104	1295	1293

The table above provides statistics on the number of members who have joined and cancelled their membership with the IASW over the least four years. As you can see the association members has

remained steady at approx. 1200 members over this four-year period, 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.

We need YOUR help!!! The IASW is run by members for members, and with this in mind, we would ask that **each member recruit one new member**, if each of members did this, we would succeed in reaching our goal of 2000 members by May 2020.

Office Manager & Financial Controller

The 2018-2019 term has been a productive year for the association. Since the 2018 AGM, outside of my day to day tasks, I have participated in three short skills training courses and have received of on-going customised finance training.

- Preparing Budgets
- SAGE Software Training
- Preparing an Annual Report
- Employment Law
- Role of the Company Secretary

The role of Office Manager is wide and varied, and I wear many hats: Company Secretary, Membership Secretary and Financial Controller. Along with wearing these hats, the Office Manager is single handily responsible for 1) the high volume of electronic communication in/out from the office and 2) the provision of **all day-to-day** administrative tasks involved in the running of the association's head office.

Part of the Office Manager works involves creating processes that keep the office and association running efficiently by providing Board, Council and Members with tools, resources, policies, and initiatives that will develop and nurture the association.

In addition, Office Manager also assists the Board in developing ideas, services, initiatives, and coordinating projects such as; policy and strategic development i.e. a Membership and Comm's & PR strategies.

Over the next twelve months, I hope to carve out much needed time to implement and oversee the development of strategies (membership), policies and procedures (employee handbook, finance controls policy) that are crucial for good governance and practice, and in order to successfully grow the membership of the association.

I would like to take this opportunity to thanks the Directors of the Board and all of the volunteers who do 'wheelbarrows' of work on behalf of the members each year, and who greatly assist staff with our roles.

1.1 Social Workers in Foster Care

Committee Members

The Committee members during 2018-2019 were: Harold Barber (Secretary), Avril Kelly, Joan Boland, Mary Flanagan, Derek Hanley, Monica Vaughan, Joan Boland, Colette Toland, Valerie O'Brien, Cahal McHale, Karen Hope and Eoin O'Mahoney. The role of Chair is currently vacant

Meetings

The SIG held nine meetings during 2018-2019:

Date May 2018 Tele-conference	Date June 2018 Tele-conference	Date August 2018 SWIFC AGM
Date September 2018 Tele-conference	Date October 2018 Face to face meeting at IFCA Conference	Date November 2018 Tele-conference
Date: December 2018 Tele-conference	Date: March 2019 Tele-conference	Date: April 2019 Tele-conference

Membership

The membership numbers for 2018-2019 were: currently, SWIFC have a membership of approximately 100 people. We are endeavouring to review the membership in an attempt to determine active members and to adhere to GDPR requirements.

Activities / Events for 2018-2019

- SWIFC held a successful conference on 25th May 2018 in conjunction with IASW and the Social Work Department at UCD. Entitled: "*Adoption from Foster Care – Improving Social Work Practice Through Exploring Research Findings*". This joint UCD – SWIFC/IASW initiative returned to the topic of our 2016 conference which looked at Adoption from Foster Care. Approximately 30-40 people attended this conference and feedback from participants was very positive.
- SWIFC Chairperson had discussions with the CIAA executive. One of the options being considered is the broadening out of SWIFC's terms of reference to include Adoption. This issue requires ongoing discussion with members of CIAA.
- Members of SWIFC were invited to attend a number of meetings with Tusla in conjunction with IASW. This opportunity provided SWIFC with the platform to speak directly with senior officials from Tusla and express concerns in relation to a number of issues impacting social workers in foster care.

Other highlights from the year

- At the SWIFC AGM in August 2018, Cahal McHale stepped down as Chairperson of the group following a number of years at the helm. His tenure as Chair was very productive and his commitment to the role was immense. Unfortunately, SWIFC have been unsuccessful in filling the Chairperson's role owing to member's own commitments. The absence of a Chairperson is one of the major challenges SWIFC are experiencing and it is difficult at this point to know how this issue can be resolved or sustained into the future.
- SWIFC are tentatively exploring issues that have been flagged as matters impacting on foster carers directly. These include, the issue of Insurance for foster carers. The possibility of co-

ordinating the care planning process with the foster carer reviewing process and the need to develop a therapeutic service which would offer all those affected by child protection issues (birth parents, children, foster carers) a wraparound service of support.

2018-2019 Publications: None

1.2 Social Workers in Disability

Committee Members

The *Social Workers in Disability* Committee members during 2018-2019 were:

Chair Claire Convery

Secretary Anne O'Loughlin

General membership: John Ryan, Wendy Goulding, Claire O'Reilly, Sarah Kavanagh, Brenda Walsh, Caitriona Whitty, Aoife Timothy, Colman Parker, Anna Maria Cunningham, Eilis Mannion, Andrew Dennison, Penny Holmes.

Meetings

The *Social Workers in Disability* held seven meetings during 2018-2019:

18 th May 2018	22 nd June 2018	14 th September 2018
19 th October 2018	7 th December 2018	18 th January 2019
22 nd February 2019		

Membership

The *Social Work in Disability SIG* membership numbers for 2018-2019 are:

Approximately 25 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 2018-2019

SWID held our Annual Conference '*From Counselling to Collective Action: Reclaiming the Social Work Space*' in Wynn's Hotel on 8th May 2019. We considered this a big success with over 90 in attendance. We had four incredible speakers on the day all of whom encouraged Social Work to get back to our roots of social justice, to forge closer ties with the people have lived experience of disability and who use our services, to think outside the box about what is possible in disability services, and to embrace and be proud of the evidence base that we work from in order to stay relevant to those that we work with.

We were privileged to have as our speakers on the day:

Guy Shennan, Chair of BASW between 2014-2018

Agnes Lunny, CEO Positive Futures

Rachel Cassen, CEO Leap Ireland

Hilda Loughran, Associate Prof Social Work/Social Policy UCD

Other Activities from the year

- SWID made a number of submissions giving feedback on the proposed new draft of the Safeguarding Vulnerable Adults policy that was circulated in September 2018. Submissions were

made to the HSE, the Dept of Health and to HIQA. SWID will monitor and respond to these reviews as appropriate.

- SWID made a submission to HSE Disability Services Head Office, led by Cathal Morgan, on proposed changes to the Assessment of Need process.
- SWID attended a number of meetings, alongside our colleagues in the other professional bodies, in an attempt to find solutions to current issues in children’s disability services. These meetings were facilitated by HSE Disability Services head office.
- Related to the above meetings SWID attended, as the IASW representative, a two-day workshop in Tullamore consisting a high number of professionals from all levels of public and voluntary bodies, unions and service user groups to look at the AON process.
- 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 roll out of Progressing Disability Services, namely the lack of governance and supervision for Social Workers. SWID’s work in this area will continue through 2019.
- SWID is also concerned about the lack of residential placements for children and adults with disability and is actively working on how to move this forward through 2019.
- SWID plans on highlighting the increasing lack of funding for homecare supports for both adults and children with disability.

1.3 Probation Special Interest Group

Committee Members

The Probation Special Interest Group Committee members during 2018-2019 were: Saragh McGarrigle, Claire McNamara, Kim McDonnell

Meetings

The SIG held seven meetings during 2018-2019:

Date 15/5/18	Date 20/07/18	Date 29/08/18
Date 22/11/18	Date: 06/12/18	Date:19/03/19
Date: 03/04/19		

Membership

The Probation Special Interest Group membership numbers for 2018-2019 were: 45

Activities / Events for 2018-2019

- **World Social Work Day Celebration** 19th March 2019
World Social Work Day was celebrated by the Probation Service with a gathering for coffee and cake at the Probation Service Head Office. Vivian Geiran, Director of the Probation Service,

addressed the gathering. He reflected on the theme of the day and spoke about the centrality of human relationships in our work with clients, each other, with our partners and with the communities we serve. He also highlighted the requirement that all newly recruited Probation Officers must be registered Social Workers with CORU.

- **Launch of Peer Discussion and Journal Club** 19th March 2019
The Probation SIG launched the Peer Discussion & Journal Club. This club will provide an opportunity to meet on a monthly basis to discuss a journal article and to talk about significant issues pertaining to our work. This club is open to Dublin based Probation Staff at all grade levels. It is being piloted for six months and will be reviewed. Subject to its success it is envisaged this model could be replicated by the Probation SIG members in other regions of the Probation Service.
- **Representation to IASW Council Meetings**
A member of the Probation Service committee attended each of the Council meetings during 2018/2019 and participated in the discussions and issues as well as bringing back matters of interest to the rest of the SIG.

1.4 SWAMH – Social Work Adult Mental Health Special Interest Group

Committee Members

The SWAMH Committee members during 2018-2019 were: Aidan Cooney, Hannah Cronin, Jim Campbell, Jim Lane, Lorraine Kelly, Kerry Cuskelly, Linda Curran, Maria Egan, Sinead Mckenna, Paul Guckian, Orla Prendergast, Pauline Collins, Elaine Donnelly (Hon secretary) , Eileen Ní Shuilleabháin (Chair)

Meetings

The SWAMH Committee held 5 meetings and 3 teleconferences during 2018-2019:

Date 12.4.18 (AGM)	Date 10.5.18 Teleconference	Date 29.6.18 Meeting at Monklands PCC, Roscommon
Date 16.8.19 Teleconference	Date 5.10.18 Meeting at St Patrick’s Mental Health Services	Date 21.11.18 Teleconference
Date 18.1.19 Meeting at St Patrick’s Mental Health Services	Date 19.2.19 AGM Kings Inn Law Library	

Membership

The SWAMH membership numbers for 2018-2019 were: 14 members

Activities / Events for 2018-2019

The SWAMH special interest group had a busy year in preparing correspondence, position papers and press releases on behalf of IASW. These are listed and outlined below:

May 2018 FEEDBACK FOR VISION FOR CHANGE REVIEW DOCUMENT

SWAMH prepared feedback for the review of Vision for Change policy. We consulted with IASW members nationally as well as requesting, through the Principal Social Work Managers group, feedback from social

workers working in Mental Health around the country. We collated that feedback and drew on evidence and best practice and submitted our response to the Vision for Change Expert group chair.

June 2018 – PRESS RELEASE RE. IMPORTANCE OF ACKNOWLEDGING SOCIAL REASONS BEHIND MENTAL HEALTH ISSUES

An article appeared in the Irish Times (May 21st, 2018) that commented that there was an increase in suicide rates amongst mothers in poorer Dublin areas. SWAMH prepared a press Statement highlighting the importance of acknowledging the social reasons behind mental health issues.

The statement drew on best practice research and quoted from the Mental Health Commission in their statement. In part it read -

‘In the Irish context, austerity and its associated economic adversity was highlighted as having an adverse effect on the mental health of people in the Country (Mental Health Commission, 2011). The statement went on to say that we as mental health social workers have core training in the social model of care and are in the unique position to intervene with individuals, families and communities in respect to social causes and contributors of mental health issues.

July 2018 - RESPONDING TO HEALTH PROMOTION AND NATIONAL DRUGS STRATEGY

In late 2017 The Minister for Health Promotion and the National Drugs Strategy, Catherine Byrne TD, established a Working Group to examine alternative approaches to the possession of drugs for personal use.

“A humane and people-centred approach to persons who use drugs is at the heart of our new drugs strategy ‘Reducing Harm, Supporting Recovery.’ Many people who use drugs come into contact with the criminal justice system and acquire criminal convictions either directly or indirectly related to their drug use. Criminal convictions can represent a serious impediment for people, particularly in the areas of access to employment, housing and travel”.

In July 2018 this working group sought public feedback through a questionnaire and SWAMH circulated it to IASW members and responded as a committee to the working group with the following statement:

“SWAMH calls for an alternative to criminal sanctions against people who use drugs. SWAMH recognises the prevalence of higher ACE (adverse childhood experiences) scores amongst those affected by dual diagnosis. Punitive approaches serve to further stigmatise this marginalised community and acts as a barrier to those in need of treatment. Alternatives to criminalisation would be best coupled with increased investment in treatment provision and prevention. SWAMH calls for pragmatic responses based on internationally recognised best practice.”

September 2018-FEEDBACK TO DRAFT NATIONAL STANDARDS FOR ADULT SAFEGUARDING

SWAMH submitted feedback to the Draft national standards for Adult Safeguarding.

SWAMH recommended changes to certain sections of the proposed standards. SWAMH concluded with a recommendation that ‘we support the principal of Safeguarding for all vulnerable adults. We support the proposed Adult Safeguarding Bill 2017 that provides for the establishment of an independent agency whose function would be to undertake safeguarding investigations across all divisions. If such an authority were to be appointed it must be a dedicated, appropriately trained and adequately resourced personnel and agency.

SWAMH recommended that the profession most suited to this would be social work and that this role cannot be devolved to mental health services and existing staff in the interim.

NOVEMBER 2018 – UN 16 DAY OF ACTION AGAINST GENDER BASED VIOLENCE CAMPAIGN BRIEFING.

SWAMH prepared a Press Release highlighting that ‘Social Workers in Adult Mental Health (SWAMH) express concerns regarding Mental Health Services’ response to issues of Gender-based Violence.

The press Release coincided with the 16 Days of Activism against Gender Based Violence Campaign (November 25th – Dec 10). The press release highlighted that relationship between mental ill health and issues of Domestic violence is strong and well established. It highlighted that Domestic violence is consistently under-detected in mental health Settings. The press release highlighted that Social Workers play a pivotal role in responding to Domestic violence within mental health services.

It called for a need for professionals in mental health settings to have the necessary training to recognise ‘coercive control’ in line with upcoming legislative changes, in order to enable a broader recognition of domestic violence issues in practice. The statement highlighted to key role Social Workers can play nationally in this particular field.

February 2019 – PRESS RELEASE – SOCIAL WORKERS IN ADULT MENTAL HEALTH , SERVICE USERS, AND LAW EXPERTS CALL FOR URGENT REFORM OF THE MENTAL HEALTH ACT 2001 IN LINE WITH INTERNATIONAL BEST PRACTICE.

To coincide with the SWAMH Conference ‘*Learning from each other; Critical Reflections of the intersections between Mental Health Act 2001 and Human Rights*’ SWAMH issued a press release calling for reform in line with International Human Rights Law. The Press Release was published on the 21st February, the day of the Conference, in the Irish Examiner.

The statement outlined that ‘Mental Health Social Workers are at the forefront of developing a more Social Model approach to Mental Health Service Provision in Ireland, fostering an integrated person-centred approach for service users and a human rights-based approach to mental health care’. The statement went on to highlight that the key to progressive ‘recovery focused Mental health services is the need to hold the voice and experience of service users and their families at its core’.

Letter to Minister of State for Mental Health and Older People inviting him to attend the Conference.

The letter to the Minister Mr Jim Daly outlined that our conference on the 21st February was timely as it coincided with him launching the Mental Health Commission Strategic Plan – Protecting People’s rights 2019 – 2022. The Minister responded to say that he was unable to attend.

Other highlights from the year

SWAMH had a very successful conference on the 21st February 2019 titled: ‘*Learning from each other – Critical Reflections of the intersections between mental health act 2001 and Human rights*’. 80 individuals attended.

The conference brought together front-line Mental Health Social Work practitioners from both Adult Mental Health Services and the National Forensic Services as well as leading experts in Mental Health Law and the Schools of Social Work and Law in NUI Galway, UCD and UCC. A representative from the Mental Health Commission and service users also spoke at the conference.

It was held in Kings Inn law Library in Black Hall Place in Dublin. Feedback from the conference was very positive with a member of the Mental Health Reform was a member of the audience and stated that she hoped to link with SWAMH again to work together around implementing changes and informing practices. This opportunity was strongly welcomed by the SWAMH committee and will be following up with for the coming year.

A Mental Health Commission representative was also present on the day.

RESEARCH: SWAMH members Elaine Donnelly (Hon Secretary), Lorraine Kelly and Jim Campbell are currently collating findings from the Survey Monkey that was circulated last year that looked at the **Role of Mental Health Social Work nationally**. Elaine and Lorraine have drafted an abstract and have submitted it for consideration at the **All-Ireland Social Work Research Conference** due to take place in June. This research piece hopes to inform service developments nationally.

SWAMH are working closely with the **National Mental Health Social Work Managers Group**. 'SWAMH' is now a standing item on their meeting agenda.

The SWAMH committee felt this was an important relationship to cultivate in order to better inform and have a cohesive response to service developments in the profession of Social work across the country in Adult Mental Health Services.

CONCLUSION:

SWAMH members have worked very hard this year to develop position papers and press releases as well as their ongoing work in developing opportunity nationally for Continuous Professional Development. Our goal is to attempt to inform and develop the profession through the professional body of the Irish Association of Social Work.

SWAMH held the annual AGM in February and had various motions proposed to be put forward for consideration to the IASW National AGM later this May.

With new members joining the committee in February we as a committee are looking forward to continuing to develop our work as a committee for the coming year. I, as chair, am thankful to the honorary secretary and all the members of the committee for their ongoing commitment to the development of the profession.

1.5 Social Workers in Child and Family Services

Committee Members

The Child and Family Services Committee members during 2018-2019 were: Kate Gillen, Aoife Bairéad and Maria McGloughlin

Meetings

The SIG held 3 meetings during 2018-2019:

Date 10/01/2018	Date 14/03/2018	Date 17/06/2018
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Membership

The membership numbers for 2018-2019 were:

The SIG has a mailing list of members, numbering around 30.

Activities / Events for 2018-2019

- Meeting between IASW and Tusla senior management June 2018
- Contribution to press statement on the 25th Amendment to the Constitution
- Submission to the Department of Children and Youth Affairs on the review of the Child Care Act
- Response to the HIQA report on Tusla management of retrospective abuse allegations
- Meeting with Tusla November 2018 on issues of social worker recruitment and retention
- Proposal to IASW Board to fund a digital conference call package, allowing video calling for multiple attendees, so that meetings can be hosted virtually instead of in one location. The proposal was approved
- Proposal to Board to fund an online subscription to an academic database, to allow access to journals behind a paywall. The Board is considering this proposal.

Other significant moments from the year

The C&F SIG would like to pay tribute to a wonderful friend and colleague who died tragically in 2018, Brita Waters. Brita was an exemplary social worker, who was passionately committed to the wellbeing of children and families she worked for. She will be sorely missed.

2018-2019 Publications N/A

1.6 Southern Region

Committee Members

The Southern Branch held their AGM on 19th March, following a celebration of World Social Work Day. The following members were elected to the Committee:

Pearl Doyle, Chairperson

Kate Power, Vice-Chairperson

Catherine Crowley, Secretary

Ellen Sheehan, Vice-Secretary

Other members of the Committee are: Terry Bradshaw, Rachel McCormack, Siobhan Bruen, Shane O'Meara, Lauren Flynn and Carmel Halton. Terry and Rachel represent the Committee on the Biennial Child Protection and Welfare Social Work Conference to be held in October 2019.

Meetings

The Southern Branch have met once a month, usually the first Wednesday of the month since our formation on the 20th March 2018.

Activities / Events for 2018-2019

The SIG invited Leon Roach, Trainer & Lecturer to facilitate a workshop on 'The Importance of relationships in Social Work'. Carmel Halton, Director, MSW Course, UCC, also spoke to this theme, as did Joe McCarthy, former Chair of the Southern Branch. The event was held in the Council Room in UCC and was very well attended. We would like to thank IASW head office for their financial support to enable this event to take place.

The Committee wish to express they're thanks to Ruth Murray who has recently retired from the IASW Board. We also wish Ruth well in her retirement from UCC.

Over the past year, the Southern Region has held a number of training events, including a 'Day of Mindfulness & Self Compassion', a presentation on recent developments in Domestic Violence legislation and a presentation on 'Social Work & Social Media'.

Members of the committee will meet with Sean Sherlock TD on the 12th April, at his request, to discuss recruitment and retention of Social Workers.

Plans for the forthcoming year include recruitment of representatives from different teams in the Southern area. Training and development. Planning for Biennial Child Protection & Welfare Conference to be held in UCC in October 2019.

1.7 Social Workers in Child and Adolescent Mental Health

Committee Members

- Chairperson – Eoin Barry (Wexford/Waterford CAMHS)
- Children First – Brid Griffin (PSW DNCC)
- Secretary – Katie O’Sullivan (Lucena Clinic) –
- IASW council – Olivia Fegan (Linn Dara) Eoin Barry
- Mental Health Reform – Carmel Cohalan (DNCC)
- Vision for Change – Eoin Barry (Wexford/Waterford) - nearly completed.
- FORSA/IMPACT – Ronan McLoughlin (Forensic CAMHS)
- Subgroups – Organising IASW Conference on 11th November 2019 on Eating Disorders – Lisa Clarke (Linn Dara), Niamh Murphy (Linn Dara), Olivia Fegan (Linn Dara) & Katie O’Sullivan (Lucena Clinic).

Meetings

The SIG held 4 meetings during 2018-2019:

Date 29th January 2018	Date 11 th June 2018 (Seminar)	Date 17 th September 2018
Date 4 th February 2019		

Membership

The CAMHS membership numbers for 2018-2019 were: 25 members that attend regularly. About 50 people on our mailing list. Many of our members are not members of IASW.

Activities / Events for 2018-2019

During 2018-2019 we held four events. Our primary event this year was a one-day seminar on Attachment in June 2018. This was a very successful event and was attended by over 80 people on the day. Dr Una McCluskey and Dr Helen Gogarty were the key speakers and they took the time to explore attachment theory in detail and its impact on people’s relationships. This was our first seminar organised directly with the IASW and we plan to continue this model on an annual basis. We are currently planning a one-day conference on Eating Disorders in November 2019.

We held three further SIG meetings during each of these meetings we took the time to explore ongoing issues in Child and Adolescent Mental Health services, we discussed the issues of poor staffing levels and we explored the included work on the use of creative techniques in family therapy by Ms Lynn Harnedy. We presented a detailed update on developments in policy and procedures in the area of Child and Adolescent Mental Health.

Other highlights from the year

- We participated in the ongoing review of the Standard Operating Procedure this is due to be published in the weeks ahead.
- We participated in the stakeholders meeting for the new vision for change document
- Our database and membership were rebuilt from scratch. This was a significant piece of work as the previous database was out of date and included old email addresses.
- Attended IASW council meetings
- We participated in the development and formulation of the Children First policy in Mental Health.

2018-2019 Publications

A memo on the role of a key worker was presented to our special interest group earlier this year.

1.8 Social Workers and Migration

Committee Members:

The SIG Social Workers in Migration Committee members during 2018-2019 were:

- Ms. Maeve Foreman, Adjunct Assistant Professor of Social Work, Trinity College
- Ms. Susan Mackey, Social Worker, Nasc,
- Ms. Colletta Dalikeni, Lecturer in Social Care, Dundalk Institute of Technology,
- Ms. Deborah Chemhere, Tusla Homeless Liaison Officer/Team Leader
- Ms. Erica Calder, Senior Social Worker, Enable Ireland
- Mr. Sean Lynch, Research Student
- Mr. Brian Davis, Social Worker, Baleskin Reception Centre for Refugees and Asylum Seekers

Meetings:

The Special Interest Group held 1 meeting during 2018-2019 on 28.08.18

Membership:

The Special Interest Group membership numbers for 2018-2019 were: 85

Activities / Events for 2018-2019

- Representation on behalf of IASW at the Children Rights ‘**Members Consultation Meeting regarding the National Standards for Accommodation offered to People in the Protection Process (Direct Provision)**’
- 5 Members of the SIG Spoke at the SWSD 2018 Conference
- Contributions from Members on the Draft **National Standards for Accommodation offered to People in the Protection Process (Direct Provision)** August 2018
- Contribution from members to a HSE Consultative Process on the drafting of a vulnerability assessment for newly arrived asylum seekers
- Sharing of information on best practice resources in the area through a shared access folder and communicating of relevant training/information through our email network
- Consultative Questionnaire sent SIG Members regarding their learning needs, views about the future of the SIG and capacity to assist.

2018-2019 Publications

Dalikeni Colletta, Child-rearing practices: cross cultural perspectives of African asylum-seeking families and child protection social workers in Ireland (2019) European Journal of Social Work <https://www.tandfonline.com/doi/full/10.1080/13691457.2019.1585333>

Caroline McGregor, Colletta Dalikeni, Carmel Devaney, Lisa Moran & Sheila Garrity (2019) Practice guidance for culturally sensitive practice in working with children and families who are asylum seekers: learning from an early years study in Ireland, Child Care in Practice, DOI <https://www.tandfonline.com/doi/full/10.1080/13575279.2018.1555137>

1.9 Social Workers in Ageing

SIGA Committee Members

Chair: Aisling Coffey

Vice Chair: Fiachra McCabe

Secretary: Caroline O Donoghue

Committee Members: John Brennan, Anne O Loughlin, Martina Mc Govern, Asong Jingwa and Joyce Doyle

Meetings

SIGA held five meetings during 2018-2019:

11/07/18	19/09/18	21/11/18
20/02/19	24/04/19	

Membership

SIGA membership numbers for 2018-2019 were: 95

Activities / Events and Other Highlights for 2018-2019

All SIGA work during the 2018-2019 terms falls under these objectives and is outlined below:

1) Provide a Professional Forum for Social Workers Working with Older Persons to Exchange Information and Support.

- ✓ SIGA generally meets **bi-monthly** in St Mary's Hospital. At these meetings there are information updates and discussion on many issues affecting social work with older persons including:
 - Assisted Decision Making Act and the HSE's national implementation programme.
 - National Clinical Programme for *Older People* (NCPOP) and the *Integrated Care Programme for Older Persons* (ICPOP)
 - The establishment of integrated care teams in each CHO and the role of social work on these teams.
 - Progress in respect of the HSE's Draft Adult Safeguarding Policy
 - Statutory Home Care Consultation
 - Supporting persons and families living with dementia
 - Standards for HSE funded home care
- ✓ In between meetings there was regular **email correspondence** via the chair in relation to education, conferences, publications and resources to support social workers in their practice

2) Influence Policy, Legislation and Service Delivery via IASW Structures

A) Draft HSE Adult Safeguarding Policy 2018.

The HSE Adult Safeguarding Policy Review Development Group sought feedback on its *Draft HSE Adult Safeguarding Policy 2018* during the summer of 2018.

SIGA members welcomed a policy that promotes the human rights, empowerment and protection of ALL adults, who for whatever reason, at a point in time, do not have the capacity to protect themselves from harm. Indeed, the fact the "*Safeguarding Vulnerable Persons at Risk of Abuse: National Policy and Procedures 2014*" was a Social Care Division Policy was a major source of concern to social workers, a concern that was raised via IASW structures with the National Safeguarding Office in 2016 and 2017.

SIGA similarly welcomes the change in terminology from “vulnerable adult” to “adult at risk of abuse” as inclusive and non-stigmatising.

This SIGA feedback on the “*Draft HSE Adult Safeguarding Policy 2018*” was compiled following the analysis of submissions from social work representatives working with older and younger adults across primary care, integrated care, medical, rehabilitation and residential care settings. The contributors who spent considerable personal time providing feedback on this draft policy were Caroline O Donoghue, Helen Holohan, Martina McGovern, Anne O Loughlin, Deirdre Mc Nally and Aisling Coffey. The feedback was analysed and collated by Aisling Coffey and is available on the IASW website under submissions and representations.

B) Health Information and Quality Authority (HIQA) and the Mental Health Commission (MHC) Draft National Standards for Adult Safeguarding.

SIGA Secretary Caroline O Donoghue kindly lead out of SIGAs submission in respect of the above.

C) Dept of Health - Stakeholder Feedback - Questions and Themes to be Addressed in Developing a National Health Sector Adult Safeguarding Policy.

SIGA members contributed to this feedback at September’s SIGA meeting.

D) Home Care Services

Year on year IASW has been calling on government to increase funding for home care for all adults who require this service and to put home care on a statutory footing. In 2018-2019 IASW again worked with 21 other NGOs calling for increased investment in home care. Aisling Coffey, Chair of SIGA represented the IASW in press releases 01/10/18 and 20/11/18 calling on the government to increase funding for home care, which IASW members had passed as a motion at the IASW AGM 2018. These press releases are available on the IASW website under news. The previous year SIGA made a submission calling for home care to be put on a statutory footing. This submission is similarly on the IASW website under submissions and representations.

E) Dementia Diagnostic Project Steering Group

The chair of SIGA is currently representing the profession on the National Dementia Office (NDO) Dementia Diagnostic Project Steering Group. The NDO commenced a project to develop dementia diagnostic services nationally. The project aims to establish a standardised approach to the assessment and diagnosis of dementia across primary, secondary and tertiary services, ensuring timely diagnosis and intervention for people with dementia. The project is linked to the National Dementia Strategy priority action area relating to timely diagnosis and early intervention. The Chair of SIGA attends meetings approximately quarterly and keeps SIGA members and Council updated. Indeed, participation in this steering group has stimulated much discussion at SIGA meetings in respect of the role of social work in supporting persons with dementia and their families at assessment, diagnosis and post diagnosis.

There is also an **NDO Post Diagnostic Project Steering Group** and Matthew Gibb, the director of the Dementia Services Information and Development Centre (DSIDC), is the social work representative.

During the summer of 2018 the chair of SIGA was asked to represent the profession as part of a multidisciplinary advisory group lead by Matthew Gibb who was seeking to develop professional guidance to support the organisation and facilitation of evidence-based Dementia Post-diagnostic Psycho-educational Programmes. Congratulations to the National Dementia Office (NDO) and the Dementia Services Information and Development Centre (DSIDC) on this published a guidance entitled “*THE NEXT STEPS: Dementia post-diagnostic support guidance: Essential information for health and social care professionals*” published in early 2019. These extremely thorough guidelines are essential reading for every social worker working with people with dementia and their families.

F) National Consultation - Draft Codes of Practice on Advance Healthcare Directives

An Advance Healthcare Directives Multidisciplinary Working Group has been established under the ADM Act by the Minister for Health, Simon Harris, T.D. to prepare draft codes of practice in relation to the Advance Healthcare Directive provisions contained in the Act. Submissions were sought on these

draft codes in May 2018. SIGA Members Siobhan Quinn, Clíodhna Beaumont, Fiachra McCabe, Anne O Loughlin and Aisling Coffey drew on their professional knowledge and experience to develop a concise, well-informed submissions on the following draft codes:

- “A Draft Code of Practice for Designated Healthcare Representatives”
- “A Draft Code of Practice for Health and Social Care Professionals on Advance Healthcare Directives”

These submissions are available on the IASW website under submissions and representations.

G) HIQA / MHC Advisory Group to inform the Development of National Adult Safeguarding Standards for Health and Social Care Services.

SIGA is delighted that a SIGA member, Anne O Loughlin is the IASW rep on this Advisory Group and she continues to keep SIGA updated on these matters.

3) Professional Development of Social Work Practice to Examine Opportunities for Education and Involvement in Research

SIGA was delighted to welcome **Collette O' Regan, Training and Information Coordinator, LGBT Ireland** to our AGM on 11/07/18. Collette spoke about the “*Visible Lives*” research conducted which examined the **lived experience and needs of LGBT older persons**. Following on from this presentation a number of SIGA members availed of the opportunity to engage with LGBT Ireland to train as LGBT champions.

4) Advocacy / Representation on the Needs of Older Persons from a Social Work Perspective

A) Home Care Campaigning

As outlined under section 2 D above, SIGA has been active this term in campaigning on the need for enhanced resources for home care for older persons and younger adults with a disability.

B) National Clinical Programme for Older People (NCPOP) and the Integrated Care Programme for Older Persons (ICPOP)

John Brennan remains engaged as IASW rep on the NCPOP and the ICPOP. John kindly provides updates in writing on his activities at each SIGA meeting.

An Inter-professional Interest Group (IIG) was formed in late 2015 within the NCPOP to bring together health, social care and other related professional representatives. The Interest Group is embarking upon a project to review discipline-specific and inter-professional competencies for those working with older people. There is a literature review on interdisciplinary working in progress and the group are currently engaging a research officer to pursue this objective.

The nine ICPOP ‘Pioneer’ Sites for Integrated Care are continuing to develop. Five of these teams have a social worker and we are delighted that they are all SIGA members. **John Brennan and Patrice Reilly** continue to convene a working group comprising of these five social workers.

It has been my pleasure chairing SIGA this term.

2018-2019 Publications

Nil

1.10 Social Workers in Primary Care

Committee Members

The Primary Care SIG Committee members during 2018-2019 were:

Chair: Eadaoin Ni Bhroin, **Vice Chair:** Michelle Losty, **Secretary:** Aine Delaney.

Training Officer: Barbara McDonough.

Non-Executive Officers: Louise Timmins, Catriona McMahon & Conor Fitzpatrick.

Meetings

The Primary Care SIG held meetings during 2018-2019:

Date: 27/07/2018 Naas –SIG meeting and committee meeting.	Date 06/12/2018 Dublin SIG meeting and AGM	Date: 07/02/2019 Dublin SIG Committee meeting-handover meeting
Date: 26/02/2019 SIG Committee meeting	Date	Date

Membership

The Primary Care SIG membership numbers for 2018-2019 was: 90

Activities / Events for 2018-2019

- The Primary Care SIG organised a Development Day for Primary Care Social Workers in Limerick on 24th October 2018. This event was facilitated by an external facilitator Libby Kinneen, Organisational Development Consultant. The focus the day was on “Defining the role of the Primary Care Social Worker”. This training was followed up with a second day on 27th March 2019 with a focus on following on from outcomes of the first day and focusing on “Articulating the role of the Primary Care Social Worker”. Following these training days, a plan will be developed to implement the outcomes into defined goals. The goals will then be divided into specific timeframes of short-term goals, to be completed with a 12-month timeframe and longer-term goals to be completed within a 36-month timeframe.
- Colette O’ Reagen, Training and Information Coordinator LGBTI- presented training on how to work with clients who identify as LGBT at the SIG meeting in Naas in July 2018.
- The Primary Care SIG plans to hold three 3 more SIG meetings in 2019. The committee have once again committed to rotating the location of the SIG meetings, aiming to make them accessible to as many Primary Care Social Workers nationally as possible. To further enhance accessibility, it is hoped to have tele-conference facilities at each SIG meeting to enable members who cannot attend on the day to participate.
- The meetings for 2019 are planned for May (Naas), September (Portlaoise) & December (Dublin). At each SIG meeting there will be a CPD/training element.
- The Chair/Vice Chair of the Primary Care SIG attended all IASW Council meetings.
- Co-working with the HSE Primary Care Managers Group on issues of mutual concern.
- Annual update of Primary Care Social Work database.
- Regular email communication with SIG members. Information emails from IASW/HSE and other relevant community groups/services were collated and circulated to SIG members.

Other highlights from the year

- The two Primary Care SIG motions submitted at the IASW AGM in May 2018 were passed. The two motions were then forwarded by the IASW to the HSE and Department of Health for consideration.
- From December 2018 to February, there was no Primary Care SIG committee, as no Primary Care SIG members volunteered for available positions at the Primary Care SIG AGM in December 2018. On February 7th, 2019, following on from a meeting to discuss the future of the Primary Care SIG a new Primary Care SIG committee was elected.

2018-2019 Publications

- The Primary Care SIG submitted an article 'Examples of Primary Care Social Work' In Ireland to the 'The Irish Social Worker' in 2018. This article was accepted for publication and will be published in the summer 2019 edition

1.11 The Journal Committee

Committee Members

The Journal Committee members during 2018-2019 were: Majella Hickey (Editor) Frank Browne and Steven Peet. Brid Joy and Colletta Dalikeni joined the committee in March 2019

Meetings

The Journal Committee conducted six teleconference call meetings and one formal meeting during 2018-2019:

Date 30/05/18 Formal Meeting	Date 21/06/18	Date 31/08/18
Date 28/09/18	Date 05/10/18	Date 29 /11/18 15/03/19

Membership

The Journal Committee recruited a blind panel of peer reviewers during 2018-2019. The blind panel of reviewers consist of six academics from the University sector and two practitioners. Each reviewer agreed to review three articles per year.

Activities / Events for 2018-2019

- The Journal Committee commenced the process of rebranding The Irish Social Worker Journal during 2018-2019. The Winter 2018 edition was entitled: The Irish Social Worker: Open Access Practice and Research Journal. All articles in the Irish Social Worker are 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 LENU (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 Committee published a Winter edition of the Irish Social Worker in December 2018. This included eleven peer reviewed articles, seven of which derived from papers and workshops given at the SWSD2018 Social Work Education and Development Conference in Dublin 4th- 7th July 2018.
- The Committee are currently in the process of reviewing articles for Summer edition of Irish Social Worker Journal.
- The Committee are currently in the process of updating journal guidelines.

- The committee have agreed in principle to publishing a special edition journal from forthcoming All Ireland Social Work Research Conference in June 2019. This conference is being organised by a consortium of universities and professional bodies and is aimed at practitioners and students who are undertaking social work research, with a view to supporting and promoting practitioner research.

2018-2019 Publications

The Irish Social Worker: Putting together the broken pieces of our lives Spring 2018

The Irish Social Worker Open Access Practice and Research Journal Winter 2018

1.12 Council of Irish Adoption Agencies (CIAA)

The **Council of Irish Adoption Agencies** Committee members during 2018-2019 were:

Hazel Douglas (Acting Chair)
 Mary Farrell (secretary)
 Ann Shanahan (treasurer) (resigned July 2018)
 Aileen Walsh O' Reilly (resigned February 2019)
 Eileen Browne
 Therese McDermott (resigned January 2019)
 Therese McCaffrey
 Joan Thompson

Meetings

The **CIAA Committee** held **6** meetings during 2018-2019:

11 th April 2018 (Council)	29 th May 2018	18 th July 2018
14 th November 2018	12 th December 2018	28 th March 2019 (Council)

Membership

The **Council of Irish Adoption Agencies** membership numbers for 2018-2019 were **110 approximately**. (All social workers practitioners in adoption services throughout the country)

Activities / Events for 2018-2019

Training Day April 2018

‘Some reflections on working in St Patrick's Infant and Dietetic Hospital Temple Hill Blackrock and St Patricks Mother & Baby Home in Dublin and the relinquishment of babies for adoption in the late 1970's- early 1980's.’ The speakers were two nursery nurses, a retired social worker and a birth mother who placed her baby for adoption. The final session was a workshop to facilitate applying what has been learned during the day to current practice.

Training Day March 2019

‘Challenges for Social Workers in Adoption Practice in 2019.’

Our morning session focused on the present issues which have impacted the delivery of an Information and Tracing Service, with particular reference to the new **GDPR regulations** and the new proposed draft

amendments to the Adoption (Information and Tracing Bill) 2016, Our afternoon session addressed the possible implications for birth mother counselling and placement services for Domestic Adoption in the light of a High Court Judicial Review in December 2018. Both sessions were interactive and an opportunity for social workers to express concerns and discuss how to navigate a way forward.

Executive meetings

These took place to discuss agency business and recent developments in adoption that were impacting Social work practice.

Other highlights from the year

Correspondence and Submission to Minister Dr. Katherine Zappone & Department for Children and Youth Affairs

- August 2018 Clarification sought re issues discussed at Minister's meeting with Advocacy groups on 11th June 2018. (reply received 29/08/18)
- November 2018 **Updated Submission** on behalf of CIAA re General Scheme & Heads of Adoption (Information and Tracing Bill) 2016.
- November 2018 Letter to Minister re Adoption (I& T Bill) 2016 and impact of extremely restrictive interpretation of GDPR regulations on social work practice.
- December 2018 Joint letter with IASW re above.
- March 2019 Letter to Minister re preliminary observations following her announcement on 26th February 2019 regarding securing government approval to draft further amendments to Adoption (I & T Bill) 2016 C/c IASW

2018-2019 Adoption Related Publications

- **October 2018 Clann Project Report-** recommendation for statutory rights and services to adopted people and natural parents
- **October 2018 Report on Danú-** a Birth Parent Support group for women who have placed a child for adoption.

1.13 International Affairs Committee (IAC)

Committee Members: Anna Deneher (Chair), Ineke Durville, Maria Swan, Kerry Cuskelly, Áine McGuirk (ex-officio) and John Brennan

Meetings

The *Group* held eight meetings during 2018-2019.

Activities & Events 2018 – 2019

2018 Global Social Work and Social Development Conference: 'Environmental Sustainability and Community Development'

This four-day event took place in July 2018. It was attended by 2,200 delegates from approximately 100 countries. The feedback was excellent. Big thanks are due to the hardworking committee from the four colleges, EAPN Ireland, the IASW and the professional conference organiser, MCI.



The next conference will be in Calgary in 2020.

IFSW World Social Work Day 2019

WSWD was celebrated on the 19.03.2019. The IASW joined with BASW NI to organise a North-South conference in Dundalk. The title was '*Social Work Professionalism - Promoting Values, Empowering Identity*'.

This was a very successful event attracting 170 delegates.

As is now the norm, a number of other successful events were held across the country, including in Cork and Galway. All SIGs were invited to get involved.

IFSW Meetings

IFSW-European Delegate Meeting 2018: Anna Deneher and John Brennan attended this annual meeting which was held in Bucharest, Romania at the end of May 2018.

IFSW Biennial General Meeting, Dublin, 1st & 2nd July: Up to 150 delegates from IFSW member organisations attended this meeting prior to the global conference.

IFSW Matters

Key work areas for IFSW-Europe in 2018-19 were social work in times of austerity, social work with migrants, refugees and asylum seekers and EU Social Platform matters.

John Brennan was elected Vice-President of IFSW Europe.

Anna Deneher took over as Committee Chairperson in 2019

IAC Webpage on the IASW Website

Follow events and updates on our work on our webpage.

Finally, many thanks to Danielle McGoldrick, Clíona Murphy and Sylvia Ryan in the IASW office for all of their support to the Committee during the year.

1.14 Head Medical Social Workers

Committee Members

The *National Head Medical Social Workers Forum* Committee members during 2018-2019 were:

Amanda Casey Chair, Carol de Wilde Vice Chair and Anne O'Loughlin Secretary

Meetings

The *Group* held six meetings during 2018-2019:

Date 23 rd January 2018	Date 14 th March 2018	Date 15 th May 2018
Date 18 th July 2018	Date 19 th Sept 2018	Date 13 th February 2019

Membership

The *National Head Medical Social Workers Forum* membership numbers for 2018-2019 were: 39

Activities

- Successful Nomination of Chairperson to join HSCP Clinical Advisory Group for Unscheduled Care
- Ongoing contribution to AHD work on Implementation of Children First and review of National Adult Safeguarding Policy
- Ongoing education of Post Graduate SW courses in UCD and TCD
- Conference held in Sept 2018 with keynote speaker Senator Colette Kelleher
- Presentation from Dr Helen Cleak from Australia at July meeting
- Submission to National Independent Review of Delayed Discharges
- Ongoing work mapping MSW services nationally

Other highlights from the year

AGM held during February 2019 meeting and elected new Co-Chairs for the group

- Donal Gill, Principal MSW Galway University Hospitals
- Kaylene Jackson, Principal MSW National Maternity Hospital Holles Street

Also reviewed structure of meetings and agreed that smaller, focussed meetings of particular types of MSW (maternity and Paeds, Rehab, Private hospitals etc) may be more beneficial to members. Agreed to move to 4 meetings annually with time set aside for subgroup meetings in advance

Planning a number of events to celebrate 100 years of medical social work in Ireland. Local events organised in each hospital for 3rd April 2019 with event in Galway in Yay and Dublin in Oct with support from universities.

1.15 Report from the Retired Social Workers Group

A group of retired social workers continue to meet on the first Monday of every second month for lunch. They meet from 12.30-2.30 (or longer!) in the Talbot Hotel, Stillorgan Road, Co. Dublin from September to May/June, taking a break for the Summer. About 25 former colleagues meet to enjoy a chat and catch up on the news. New members are always welcome to join in and do so regularly. As we know, other retirees continue to work tirelessly for the Association and other agencies! Lunch was on Monday April 1st and next one will be in June, date to be decided.

Pat Waldron



2018 Global Conference: Environmental Sustainability and Community Development

This joint Global social work and social development conference was held in July 2018 over four days in the RDS, Ballsbridge, Dublin. The conference was organised on behalf of the International Federation of Social Workers, the International Association of Schools of Social Work, the International Council on Social Welfare. It was a tremendous success with over 2,200 delegates from 101 countries participating.

The conference Organising Committee worked together in an effective, friendly and cooperative spirit for four years to prepare it. The Committee had members from IASW, NUIG, TCD, UCC, UCD, EAPN (European Anti-Poverty Network) and MCI, the professional conference organiser.

Approximately 1334 papers covering 15 themes were accepted from 77 countries including 96 from Ireland and 1100 posters were accepted (from 2,526 submitted). Over the four days, ten keynote speakers participated and there were 76 workshops, 44 Symposia, 1132 Oral Presentations, and 1018 Poster presentations. A highlight of the conference was the participation of groups representing users of social work services.

Eleven diverse Field Visits were arranged, including one to Belfast. These proved very successful.

We were most grateful for the sponsorship given by the Department of Children and Youth Affairs, Tusla, The Probation Service and Fáilte Ireland.

John Brennan,
Chair, Organising Committee

National Social Work Organisation of Ireland CLG
(A company limited by guarantee, without a share capital)

Directors' Report and Financial Statements

for the year ended 31 December 2018

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Directors

John Brennan
Conor Boksberger
Colletta Dalikeni
Majella Hickey
Hilda Loughran
Aine Mc Guirk
Maria McGloughlin
Ruth Murray
Anette O'Callaghan

Company Secretary

Danielle McGoldrick

Company Number

518634

Registered Office

St. Andrews Resource Centre
114 - 116 Pearse Street
Dublin 2

Auditors

KSi Faulkner Orr Ltd
Behan House
10 Lower Mount Street
Dublin 2

Bankers

AIB,
1 Lower Baggot Street,
Dublin 2.

The directors present their report and the audited financial statements for the year ended 31 December 2018.

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 year ended 31 December 2018.

Financial Results

The surplus for the year after providing for depreciation and taxation amounted to €15,857 (2017 - €4,877).

At the end of the year, the company has assets of €281,247 (2017 - €260,696) and liabilities of €70,088 (2017 - €65,394). The net assets of the company have increased by €15,857.

Directors and Secretary

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

John Brennan
Conor Boksberger
Colletta Dalikeni
Majella Hickey
Hilda Loughran
Aine Mc Guirk
Maria McGloughlin
Ruth Murray
Anette O'Callaghan

The secretary who served throughout the 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 year-end.

Auditors

KSi Faulkner Orr Ltd, were appointed auditors by the directors to fill the casual vacancy and they have expressed 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

So far as the directors 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

Aine Mc Guirk
Director

Anette O'Callaghan
Director

25 March 2019

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 and 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

Aine Mc Guirk
Director

Anette O'Callaghan
Director

25 March 2019

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 year ended 31 December 2018 which comprise the Income and Expenditure Account, the Balance Sheet, the Reconciliation of Members' Funds, the Cash Flow Statement and the related notes to the financial statements, including a 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", 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 2018 and of its surplus for the 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 further described 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 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 3 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

We have nothing to report in respect of the following matters in relation to which ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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.

In connection with our audit of the financial statements, 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 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

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, 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
- in our opinion, the Directors' Report has been prepared in accordance with the Companies Act 2014.

We have obtained all the information and explanations which we consider 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. 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 disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. 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, the directors are responsible for the preparation of the financial statements and for being satisfied that they 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, as applicable, matters related to the 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 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 40, 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.

Emma Delaney
for and on behalf of
KSI FAULKNER ORR LTD
Behan House
10 Lower Mount Street
Dublin 2

25 March 2019

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.

Income	320,736	304,354
Expenditure	(305,031)	(299,802)
Surplus before interest	15,705	4,552
Interest receivable and similar income	152	433
Surplus before tax	15,857	4,985
Tax on surplus	-	(108)
Surplus for the year	15,857	4,877
Total comprehensive income	15,857	4,877

Approved by the board on 25 March 2019 and signed on its behalf by:

Aine Mc Guirk
Director

Anette O'Callaghan
Director

	Notes	2018 €	2017 €
Fixed Assets			
Intangible assets	6	7,380	9,840
Tangible assets	7	811	1,630
		<u>8,191</u>	<u>11,470</u>
Current Assets			
Debtors	8	13,972	18,452
Cash and cash equivalents		259,084	230,774
		<u>273,056</u>	<u>249,226</u>
Creditors: Amounts falling due within one year	9	<u>(70,088)</u>	<u>(65,394)</u>
Net Current Assets		<u>202,968</u>	<u>183,832</u>
Total Assets less Current Liabilities		<u>211,159</u>	<u>195,302</u>
Reserves			
Income and expenditure account		211,159	195,302
Equity attributable to owners of the company		<u>211,159</u>	<u>195,302</u>

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 25 March 2019 and signed on its behalf by:

Aine Mc Guirk
Director

Anette O'Callaghan
Director

as at 31 December 2018

	Retained surplus	Total
	€	€
At 1 January 2017	190,425	190,425
Surplus for the year	<u>4,877</u>	<u>4,877</u>
At 31 December 2017	195,302	195,302
Surplus for the year	<u>15,857</u>	<u>15,857</u>
At 31 December 2018	<u>211,159</u>	<u>211,159</u>

Cash flows from operating activities		
Surplus for the year	15,857	4,877
Adjustments for:		
Interest receivable and similar income	(152)	(433)
Tax on surplus on ordinary activities	-	108
Depreciation	819	2,489
Amortisation of intangibles	2,460	2,460
	<u>18,984</u>	<u>9,501</u>
Movements in working capital:		
Movement in debtors	2,894	14,423
Movement in creditors	6,388	(19,046)
	<u>28,266</u>	<u>4,878</u>
Cash generated from operations	(108)	(126)
Tax paid		
Net cash generated from operating activities	<u>28,158</u>	<u>4,752</u>
Cash flows from investing activities		
Interest received	152	433
Payments to acquire intangible assets	-	(12,300)
Payments to acquire tangible fixed assets	-	(727)
	<u>152</u>	<u>(12,594)</u>
Net cash generated from/(used in) investment activities		
	<u>28,310</u>	<u>(7,842)</u>
Net increase/(decrease) in cash and cash equivalents		
Cash and cash equivalents at beginning of financial year	230,774	238,616
	<u>259,084</u>	<u>230,774</u>
Cash and cash equivalents at end of financial year	12	230,774

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 business 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. 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 2018 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.

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.

Tangible fixed assets and depreciation

Tangible fixed 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 fixed 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 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.

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.

3. 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.

4. OPERATING SURPLUS	2018	2017
	€	€
Operating surplus is stated after charging:		
Depreciation of tangible fixed assets	819	2,489
Amortisation of goodwill	2,460	2,460
	<u><u> </u></u>	<u><u> </u></u>

5. EMPLOYEES

The average monthly number of employees, including directors, during the year was;

	2018	2017
	Number	Number
Directors	9	10
CPD Officer	1	1
Administration	1	1
	<u><u> </u></u>	<u><u> </u></u>
	11	12

6. INTANGIBLE FIXED ASSETS

	€
Cost	
At 1 January 2018	12,300
	<u> </u>
At 31 December 2018	12,300
	<u> </u>
Provision for diminution in value	
At 1 January 2018	2,460
Charge for year	2,460
	<u> </u>
At 31 December 2018	4,920
	<u> </u>
Net book value	
At 31 December 2018	7,380
	<u><u> </u></u>
At 31 December 2017	9,840
	<u><u> </u></u>

7. TANGIBLE FIXED ASSETS

	Fixtures, fittings and equipment €	Computer Equipment €	Total €
Cost			
At 31 December 2018	1,418	7,903	9,321
Depreciation			
At 1 January 2018	568	7,123	7,691
Charge for the year	284	535	819
At 31 December 2018	852	7,658	8,510
Net book value			
At 31 December 2018	566	245	811
At 31 December 2017	850	780	1,630

8. DEBTORS

	2018 €	2017 €
Trade debtors	5,195	7,820
Other debtors	(410)	-
Taxation	-	1,586
Prepayments	9,187	9,046
	13,972	18,452

9. CREDITORS**Amounts falling due within one year**

	2018 €	2017 €
Taxation	3,570	108
Other creditors	461	697
Accruals	9,190	6,357
Deferred Income	56,867	58,232
	70,088	65,394

10. CAPITAL COMMITMENTS

The company had no material capital commitments at the year-ended 31 December 2018.

11. POST-BALANCE SHEET EVENTS

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

12. CASH AND CASH EQUIVALENTS

	2018 €	2017 €
Cash and bank balances	259,084	230,774

13. APPROVAL OF FINANCIAL STATEMENTS

The financial statements were approved and authorised for issue by the board of directors on 25 March 2019.

NATIONAL SOCIAL WORK ORGANISATION OF IRELAND CLG
(A company limited by guarantee, without a share capital)

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

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

(A company limited by guarantee, without a share capital)

SUPPLEMENTARY INFORMATION RELATING TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2018

Income	2018	2017
	€	€
Membership Fees	190,724	151,909
Events Receipts	-	29,022
Interdisciplinary Events - Participants Fees	11,182	3,692
Interdisciplinary Events - HSE Grant	3,293	7,525
IASW Events - Participants Fees	7,476	-
Single Discipline Events - Participants Fees	4,420	-
Single Discipline Events - HSE Grant	8,250	9,300
IASW Roadshow - Participants Fees	2,436	-
CPD Funding	68,000	74,568
Hosting Council of Europe	-	1,372
Advertising Income	24,830	26,666
Other income	125	300
Total Income	320,736	304,354
Expenditure		
Wages and salaries	54,808	51,840
Wages and Salaries - CPD Officer	60,919	61,005
Employer's NI/PRSI contributions	5,831	4,671
Employer's NI/PRSI contributions - CPD Officer	6,714	6,540
Staff training	280	3,689
CPD Expenditure	17,002	36,695
CPD Officer Expenses	1,717	5,128
Rent payable	7,750	8,000
Insurance	60,619	58,387
Board & Council Expenses	3,531	6,632
Printing & Publications	23,253	20,866
Telephone	680	723
Website & IT Support	32,572	11,082
IFSW Europe Expenses	746	1,840
SWSD 2018	7,820	-
SIG Ring Fensed Funds Expenditure	-	777
IASW AGM & National Conference	6,191	913
Legal and professional	723	799
Audit	3,690	4,822
Bank charges	4,133	6,501
World Social Work Conference 2018	145	-
General expenses	1,129	2,116
Affiliation Fess	1,499	1,827
Depreciation on intangible assets	2,460	2,460
Depreciation on tangible assets	819	2,489

Total Expenditure	305,031	299,802
Bank interest received	152	433
Surplus before taxation	15,857	4,985
Taxation	-	108
Surplus for the year	<u>15,857</u>	<u>4,877</u>

The supplementary information does not form part of the audited financial statements