



IASW

Irish Association of
Social Workers

ANNUAL REPORT AND FINANCIAL STATEMENTS 2023



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

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CPD Events 2023

IASW Events



32

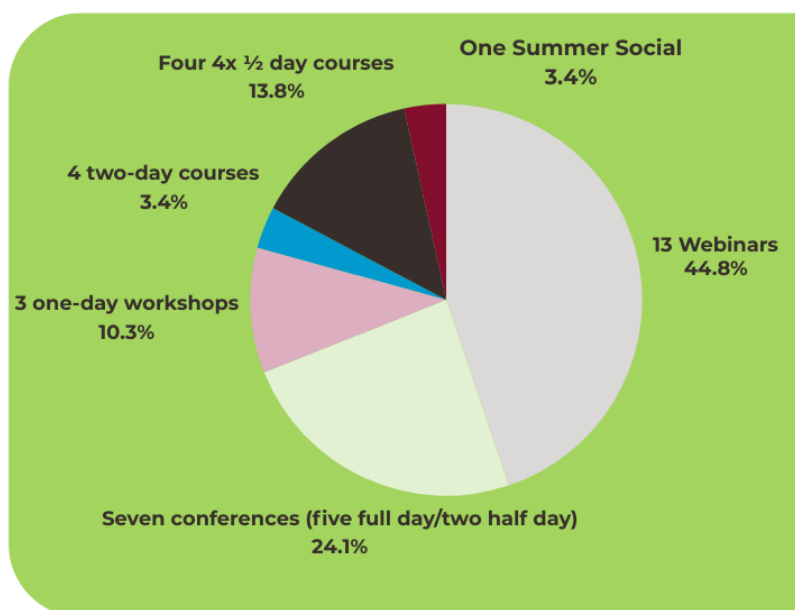
Events & Courses

24

Online

8

In Person



HSE HSCP Funded CPD Events

11 CPD events/courses [one in-person]

All interdisciplinary

150 places [8%] of total CPD places

Attendance Stats

1,241

Places Booked

14

Events Free to IASW Members

Collaborations



In 2023 we delivered events in collaboration with:

- National Practice Teaching in Social Work Initiative
- National Safeguarding Office, HSE
- National Child protection and welfare social work conference

IASW in Numbers 2023



Representing

Over the past year the IASW was represented at just under 75 events, advisory groups, working groups and committees. The top five areas of social work represented are:



32%
Mental Health



27%
Children & Family



17%
Medical



12%
HSCP



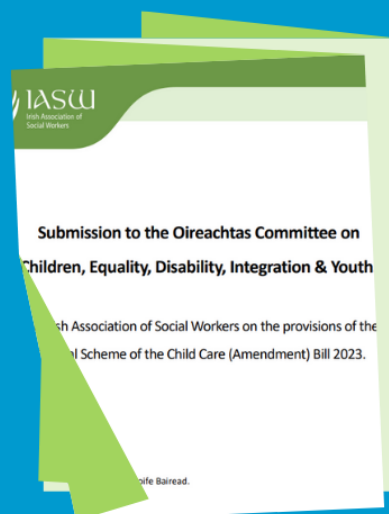
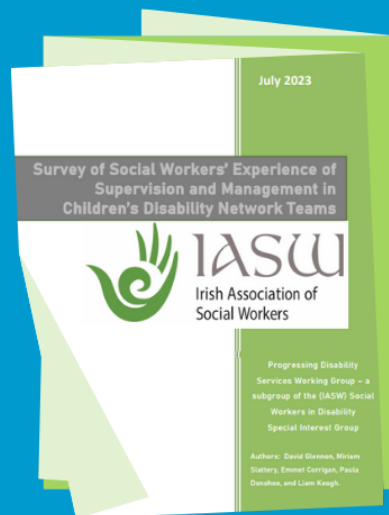
8%
Anti-Racism

We also represented in other areas of specialism e.g. disability, foster care, International and probation



Publications

In 2023 the IASW published a survey and a submission paper on Children's Rights.



Communications

We contribute to policy development advocacy, lobbying & representing the voices of the social work profession. Below is a snapshot of some of the 'comms' work in 2023:

Issued **5** Statements



The IASW was mentioned over **14** times in news articles throughout the year.

10 pieces of correspondence sent to various government officials and heads of organisations



4 Submissions to the lobbying register in 2023

Legal and Administration Details

Board of Directors	Vivian Geiran	Chair
	Bridin Murphy	Treasurer
	Majella Hickey	Vice-Chair
	Gary Gartland	
	Rachel McCormack	
	Coletta Dalikeni	
	Claire McGettrick	
	Fiachra Ó'Súilleabháin	
Sinead McGarry		

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

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 2023. The Directors confirm that the annual report and financial statements comply with the current statutory requirements.

Chairperson's Statement

I am pleased to present this Annual Report in respect of the Association's work in 2023, which was as busy and productive a year as ever, with positive progress being made on advancing our strategic goals, as you will see from reviewing the full content of this report. In this section, I want to present you with a broad overview of some of our activities and achievements over the past calendar year, as we faced a range of old and new challenges, including those arising from the continuing war in Ukraine, the outbreak of a hugely destructive conflict in Gaza, attacks on human rights, the ongoing accommodation, housing and homelessness problems and the cost of living crisis, among others.

On the positive side, the year again closed with our membership numbers still steadily increasing, the Association's finances in good health, and our structure and governance continuing on a sound footing. IASW received commitments of funding from the HSE and the Probation Service, recognising the key and unique role that IASW plays in Irish society and the potential we have to make an even greater difference in building the capacity of the social work profession to deliver positive outcomes for Irish society at large. Work continued across the seven Strategic Objectives of our strategic plan – *Social Workers: Stronger Together for Social Change* – as reflected in overview through the relevant sections below.

The issues arising from the continuing – if not deepening – shortage of social workers in Ireland and related issues, including struggles in recruitment and retention of colleagues across all social work sectors and the profession at large, continued to exercise their impact. That impact is felt by individual social workers, the organisations in which they work, the people with whom they work, as well as the fabric and wellbeing of communities across the country. In 2022, IASW commissioned a scoping report to explore the relevant issues and make recommendations for remedial actions, with that report being published in December that year. It provided a clear direction and baseline from which all concerned could work to address the challenges. Conscious that this needed to be done in a coordinated way, IASW joined with key employers and the Higher Education Institutions (HEI), early in 2023, to form the All-Employers Social Work Forum. During the past year, we have been working with the Forum members and others to progress shared actions arising from our 2022 Report. That work continued throughout 2023 and will be maintained into 2024.

At Board level, we had no one stepping down nor being newly elected as Directors in 2023. That was against the backdrop of the Governance Review, undertaken in 2022, which recommended a transition process regarding Board membership. That process, which was presented to and approved by the membership at an EGM in March 2023, is to provide for phased succession planning, providing for the smooth move to the new structure, while also assuring appropriate continuity at Board level. I want to thank all Board members for their hard work over the past year. The year was also marked by the passing of two former IASW Chairs and social work stalwarts – Margaret Horne and Ineke Durville. May they rest in peace.

Lynsey Willis, our part-time Events Administrator, left IASW at the end of the year. A huge thanks to Lynsey for all her work with IASW and wishing her well for the future. I want to thank our dedicated staff team, as well as all those other colleagues who give so much to the work of IASW, and – once again – contributed in so many ways to all that has been achieved together over the course of 2023.

I also want to acknowledge and express specific appreciation for the great work done by the various Committees, Special Interest Groups (SIGs), Associate Groups and Working Groups and individual members, who give of their time and experience so willingly and selflessly.

In the following section, I will try to highlight some examples of the key ways in which we have made progress on our strategic objectives. More detail on the various areas of work undertaken, as well as information on outputs and outcomes achieved, is outlined in subsequent sections of this Annual Report.

Objectives, Activities, Achievements and Performance

Strategic Objective 1: Membership: Continue to develop and implement strategies to increase membership numbers and engagement, including specific focus on student and early-career social workers.

IASW membership numbers continued to increase over the past year, further extending the growth of previous years, across the different membership categories. This is steadily strengthening our membership base, both in terms of the revenue from membership fees and the collective representative strength that is thereby built across the profession. Through the hard work and creativity of our Membership Committee and our staff team, including an increasing diversity of creative and very productive initiatives undertaken throughout the year, the Association has been very successful in encouraging new and returning members to join the Association. And of course, a big thank you to all who *are* members: we couldn't do what we do without you.

Strategic Objective 2: Communications: Develop a comprehensive communications and public affairs strategy for the IASW.

The Association's communications and public affairs priorities continue to be informed by the report commissioned and delivered by Kelleher O'Meara on behalf of IASW, in 2021. Those priorities remained key goals in 2023 and for further follow-up in 2024. IASW, as the increasingly recognised voice of social work in Ireland, received more requests than ever for inputs to the mainstream media, at local, regional, and national levels and we worked to be as positively responsive as possible – in print, on radio and television – whenever we could. IASW representatives also initiated and delivered media statements, in news and social media, on a range of issues. While we focused as far as possible on maintaining a proactive approach to our strategic communications priorities, we also made every effort to be flexible and responsive to important emerging issues of relevance and concern to social work, as and when they arose. IASW's staff team have instituted new means of getting our messages out to members and others, in appropriate and timely ways, through email and via social media channels. We have received very positive feedback regarding those effective communications initiatives.

Strategic Objective 3: Continuing Professional Development (CPD): Put in place and implement a strategic plan for the ongoing delivery and development of our CPD programme.

CPD is a core IASW activity and is highly valued by, and important to, our members. It is also vital to maintaining and developing the collective skills base of the profession as a whole. Once again, a comprehensive programme of CPD and other events was offered through the year, co-ordinated by our Professional Development Coordinator and Events Administrator. As previously, funding for CPD activities was received from the HSE and TUSLA. Further work was undertaken by our CPD Committee, in line with the Governance Review recommendations, which sees the development of updated terms of reference, policy and other key documentation underpinning the Committee, chaired by Rachel McCormack. Among the many CPD initiatives, the IASW held an online event on National Adult Safeguarding Day, contributed to the National Practice Teaching in Social Work in Ireland conference in March, and to the biennial Child Protection and Welfare Conference, held in UCC in October, as well

as working on planning a North-South Conference, with our colleagues in BASW-NI, to be held in February 2024.

Strategic Objective 4: Representing Social Work: Ensure the sustainable development of the IASW, as the professional body representing and supporting the social work profession in the Republic of Ireland.

The scoping study on the challenges in relation to the training, recruitment, and retention of social workers in Ireland, launched in December 2022, provided a platform for IASW to project our unique position and valuable role in working with other stakeholders to address the challenges facing social work in Ireland. There was also clear evidence over the course of the year that IASW was being increasingly seen as the ‘go-to’ voice of social work in Ireland, by policymakers, those managing services and the communications media. With the All-Employers Forum and the six HEIs providing social work programmes, IASW has a key role in the new Social Work Apprenticeship programme, due to ‘go-live’ in 2024, and which will bring new pathways to social work for an increased number of students. Planning for that initiative began in 2023, with the IASW Chair also chairing the ‘industry-led’ Consortium that steers the project. IASW also contributed to the first *Social Work Awareness Week* in November, focused on communicating widely regarding what social workers do, the values that motivate us, and celebrating social work’s achievements. And towards the end of the year, we were successful in securing funding from DCEDIY, Tusla and the Probation Service to explore possibilities for improving the availability and coordination of social work placement provision nationally, which is seen as a key requirement for the successful expansion of numbers of social workers graduating in Ireland each year.

Strategic Objective 5: IASW Structure, Resources and Governance: Review all aspects of IASW structure, resources, and governance, to match organisational structure with strategic needs and goals; and implement change accordingly.

Following the relevant Motion passed at our 2021 AGM, and the completion of the independent governance review of the Association in 2022, the review report was endorsed by the Board at the end of 2022. Thereafter, the work to implement the range of changes, to our Constitution, structures – including Board, Committees, Special Interest Groups (SIG) – and policies, among others, was advanced substantially in 2023. Having been signed off by the Board, the relevant changes proposed were presented to and passed by an Extraordinary General Meeting (EGM) of the membership in March 2023. Throughout the following months, considerable work was undertaken to implement various aspects of the Governance Review, including putting updated terms of reference in place for Committees and Special Interest Groups, among others. All this was steered in the main by our Company Secretary and Office Manager, Danielle McGoldrick, and the HR, Risk and Governance Committee, Chaired by Gary Gartland. By the end of 2023, much of those actions had been completed, with some elements continuing into 2024.

Strategic Objective 6: Influencing Policy & Practice: Use the IASW’s expertise and resources to influence the development of local, national, and international policy and practice; including through our advocacy strategy, our anti-racism strategy and prioritisation of Sustainable Development Goals, incorporating climate and environmental justice issues.

We continued to deliver on our Advocacy Strategy goals, in the year gone by. Nowhere was this more evident than in our advocacy work in the area of Adult Safeguarding, as well as in our Anti-Racism Strategy and work plans. Building on our (2022) *Position Paper on Adult Safeguarding*, IASW contributed to a number of safeguarding events, discussions, and campaigns over 2023, notably through our contributions to the development of legislation and policy, by the Law Reform Commission and the Department of Health respectively. The year was ‘book-ended’ by two anti-racism events: in February, IASW’s Anti-Racism Advisory Group (ARAG) held an event – ‘Celebrating Two Years of Collaborative Work in Dismantling Racism in Social Work,’ while as 2023 drew to a close, ARAG worked

on reviewing the existing anti-racism strategy and generating a new strategic plan, to be launched in 2024. There were also strong IASW advocacy inputs in the areas of child, adolescent and adult mental health, disability, older people's and child and family policy and practice, as well as in fostering and adoption and related matters. These issues were progressed through working with partner organisations and making presentations at various events and investigations, as well as through IASW statements, submissions, publications, and representations. We met with a number of politicians (government and opposition), policymakers and organisational leads, to articulate our positions on a range of issues. We continued to strengthen our connections and collaboration with sister networks and bodies, including the Health & Social Care Professionals Alliance (HSCPA), as well as with Fórsa trade union and others, on issues of mutual interest, taking every opportunity to build the mutually added value of such cooperation.

Strategic Objective 7: International Partnerships: Continue and develop work with IFSW/IFSW Europe and BASW/BASW-NI on issues of mutual concern and interest.

We continued to develop and strengthen our connections and cooperation with colleagues in other jurisdictions, especially our colleagues in BASW-NI, IFSW-Europe and IFSW-Global. This is led out on our behalf by our International Affairs Committee, Chaired by Anna Deneher. Our reciprocal (North-South) associate membership scheme was launched early in 2023 by BASW-NI and IASW, accompanied by a joint video, presenting the endorsement of the respective Chairpersons, North and South. A national online event was held to mark World Social Work Day 2023. We also began planning, with our BASW-NI colleagues, a North-South Conference on *Responding to Domestic Violence and Abuse – North & South*, to be held in Dundalk in February 2024. The IASW Chair, Vivian Geiran, and International Committee Chair, Anna Deneher, travelled to Prague to participate in the IFSW-Europe Delegates Meeting in May. John Brennan (IASW member) attended that meeting in his role as IFSW-Europe Vice-President.

Future Plans to Achieve Strategic Goals
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Over the coming year, we will continue to maintain focus on progressing the goals set out in our current (2022-2024) strategic plan, as well as being as agile and flexible as we need to be in responding to emerging issues of concern for the profession and those with whom we work. We will continue to implement the recommendations of our *Governance Review Report* and to develop our capacity as an organisation, and specifically building and developing our staff team and other resources. All of this will require us to continue to strengthen the structure and capacity of IASW, including continuing to grow our membership base, which is the lifeblood of IASW, thereby further developing our ability to deliver on our strategic goals, so we can really be stronger together for social change. Through 2024, we will begin to review our progress on our current Strategic Plan and explore the issues we need to include in our next Strategic Plan, setting the Association's vision and direction for the upcoming strategic planning cycle.



Vivian Geiran
IASW Chairperson
SW00319

It takes a village - Our Staff and Volunteers

Staff Team - The IASW staff team consists of Danielle McGoldrick, Office Manager, Cliona Murphy, Continuing Professional Development Coordinator, Lynsey Willis Event Administrator (resigned in December 2023) and Katie Boyle, Office Administrator. Our staff team are highly qualified and skilled at delivering on our objectives.

Volunteers - Our team is made up of amazing volunteers whose contributions spans across the association, from supporting the staff team to giving back through our SIG Network. Our volunteers are invaluable to the work that we do at IASW and are central to how we work.

Our Board of Directors, SIG Network Members, and Members (all of whom are volunteers) work with passion, energy and give most generously of their free time to support the work of the association through participation in the Board, Special Interest Groups, and working groups and through representation and publicity and at events, forums, advisory groups, and task forces.

During 2023 the volunteer contribution to the IASW remained stable. The IASW is 'run for members by members' thank you to our amazing volunteers. We could not do it without you!

The Board of Directors

The IASW is a registered in Ireland as a Company Limited by Guarantee. The Company was set up under a Memorandum of Association, and the company is governed by a Constitution and is managed by a Board of Directors. The Constitution and Rules & Byelaws of the Association were adopted in an Extraordinary General Meeting in 2023.

The IASW is governed by a Board of Directors with a maximum number of 10 people. All Board members work voluntarily and do not receive remuneration. They are entitled to out-of-pocket expenses in the discharge of their functions.

Unless otherwise stated, the individuals named in the table below have served as Directors for the period following re-election at the last annual general meeting. The Directors met eight times during 2023. Staff members are on occasion invited to attend Board meetings to participate in discussion on strategic priorities relevant to their areas of responsibility.

Directors and Attendance

Name	Role	Board Attendance	Term Start	Term Finish (6yrs)
Majella Hickey	Vice-Chair (Apt May'22)	6/8	May-18	Jun-24
Colletta Dalikeni	Director	4/8	May-18	Jun-24
Gary Gartland	Director	7/8	May-19	Jun-25
Rachel McCormack	Director	3/8	May-19	Jun-25
Vivian Geiran	Chair (May'21)	8/8	May-20	May-26
Bridín Murphy	Treasurer (Apt May'22)	3/8	Jul-20	May-26
Claire McGettrick	Director	6/8	May-21	May-27
Sinéad McGarry	Director	5/8	May-22	May-28
Fiachra Ó'Súilleabháin	Director	6/8	May-22	May-28

Selection of Board Members

As part of the Governance Review the IASW has developed Terms of Reference for an Elections and Nominations Committee. The Committee will be appointed in 2024 and will be responsible for the organisation and oversight of the filling of all positions on the Board, Board Committees and any other position as the Board may request.

Board Induction

Board induction occurs as soon as possible after an individual has been elected to join the Board. This is scheduled to take place in advance of their first Board meeting. Induction is the responsibility of the Company Secretary in collaboration with the Chair of the Board. Induction includes a meeting covering the organisation's role, aims, governance structures, activities, and history. It also covers how the board functions, roles and responsibilities of becoming a board member. A new director also receives an induction pack which will include at a minimum the constitution, governance code, strategic plan, minutes from the last three board meetings, audited accounts for the prior year, and employee handbook.

Board Committees & SIG Network

The Board is supported by a committee structure that deals with specific aspects of the association's business. There were six board committees in 2023 with one further committee to be elected in 2024. At least one Director of the Board participates and attends subcommittee meetings. Each committee and SIG are governed by terms of reference specifying the scope of their competencies and any delegated authorities.

Board Committees Attendance Rates

HR, Governance & Risk Committee	4 of 4
Finance and Audit Committee	4 of 4
International Affairs Committee (IAC)	7 of 7
Journal Committee	1 of 4
CPD Committee	2 of 4
Membership Growth Committee	3 of 4

Working Group Attendance Rates

Mother Baby Home & Adoption	1 of 1
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SIG Network Attendance Rates

Adult Mental Health (SWAMH)	3 of 4
Adult Safeguarding & Protection (ASaP)	5 of 5
Anti-Racism Advisory Group ARAG	5 of 5
Child & Adolescent Mental Health (CAMHS)	3 of 4
Disability (SWID)	9 of 9
Foster Care (SWIFC)	5 of 4
Head Medical Social Workers (HMSW)	6 of 4
Social Workers in Primary Care (SWIPC)	5 of 4
Southern Region	1 of 4

Treasurer & Financial Controller Report

Treasurer: Brídín Murphy

Financial Controller: Danielle McGoldrick

Funding: The IASW is funded by a combination of Membership Fees, the HSE HSCP National Office funding and Tusla – The Child & Family Agency. The IASW also generates incomes from two other sources: advertising services and CPD event participant fees.

Funding Stream	Income
2023 Membership Fees	€259,088
2023 Grants	
HSE - CPD Structural Funding	€54,400
Tusla - CPD Structural Funding	€13,500
DCEDIY – Grant for Scoping Exercise	€7,500
HSE Interdisciplinary Event Funding	€31,873
Dept of Justice – IASW & BASW NI Joint Conference deferred to 2024	€9,000
Probation Services – IASW Chief Operations Officer post deferred to 2024	€20,000
Tusla – Funding for Practice Placement Scoping Exercise	€5,000
DCEDIY – Funding for Practice Placement Scoping Exercise	€2,500
Other Income	
<ul style="list-style-type: none"> • Event Participant Fees 	€15,100
<ul style="list-style-type: none"> • Advertising Services 	€45,031

The IASW would like to pay tribute to the generosity of our funders and to the members for their continued support in the work of the IASW, the funds go a long way in helping the IASW deliver valuable services to the social work profession.

Expenditure: The total expenditure for the year amounted to € 406,483. Staff costs make up the largest part of the expenditure totalling €141,618 for the year, with operation costs of € 264,865 being the other area of major expenditure. Further details on staff costs and other expenditure are presented in the appendix to the accounts page 45 of the audited financial statements.

At the year end, the IASW carried a surplus of €18,369.

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

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

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 2023 can be found at the end of this report.

Conclusion: We would like to thank Emma Delaney, Denis Panait, 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.

Membership

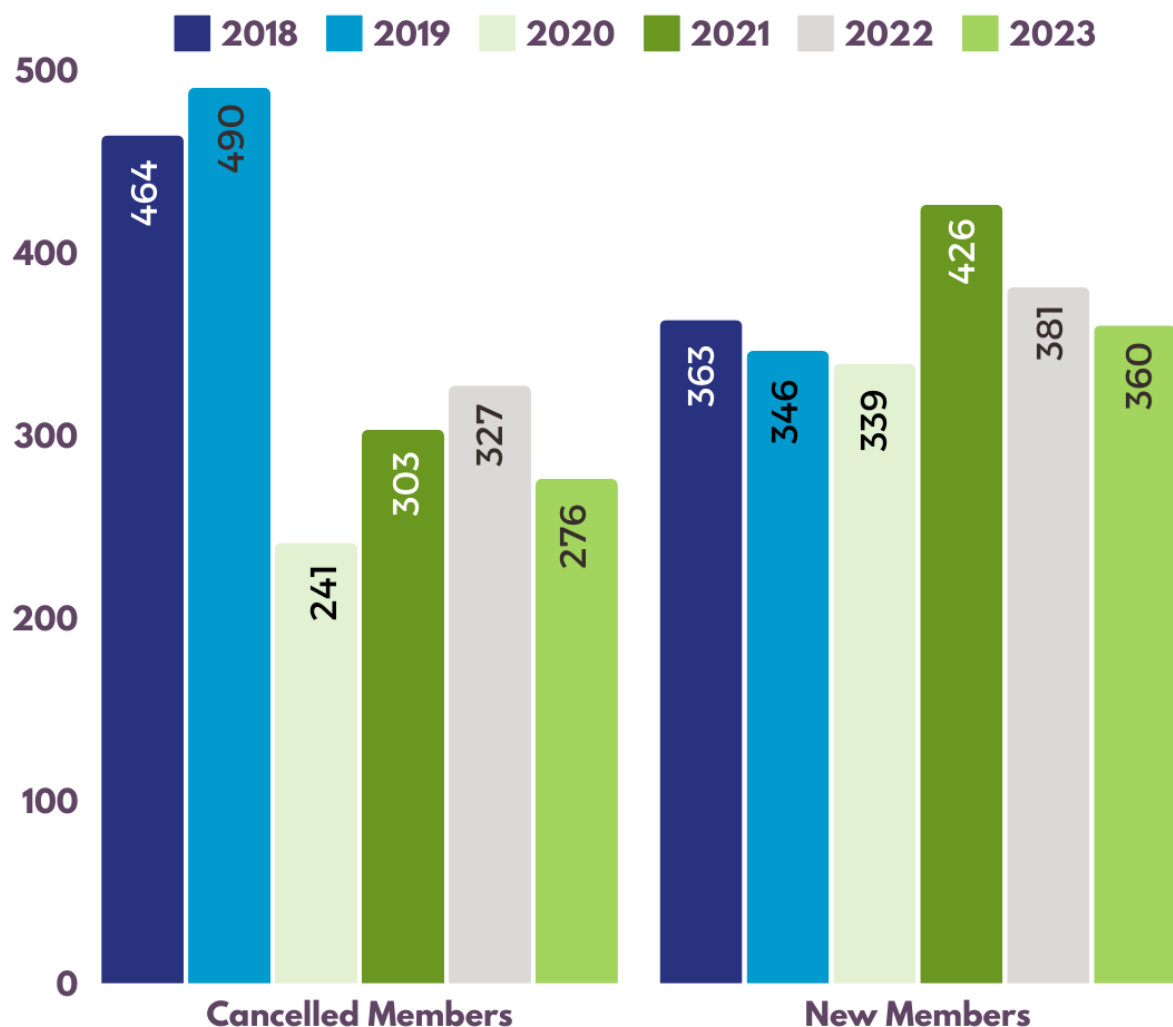
The Office Administrator with support from the Office Manager processes membership applications, deals with queries around qualifications, including clarifying entry requirements for potential social work students, social workers with international qualifications, also deal with queries in relation to registration and fitness to practise issues.

Membership Growth 2018 - 2023

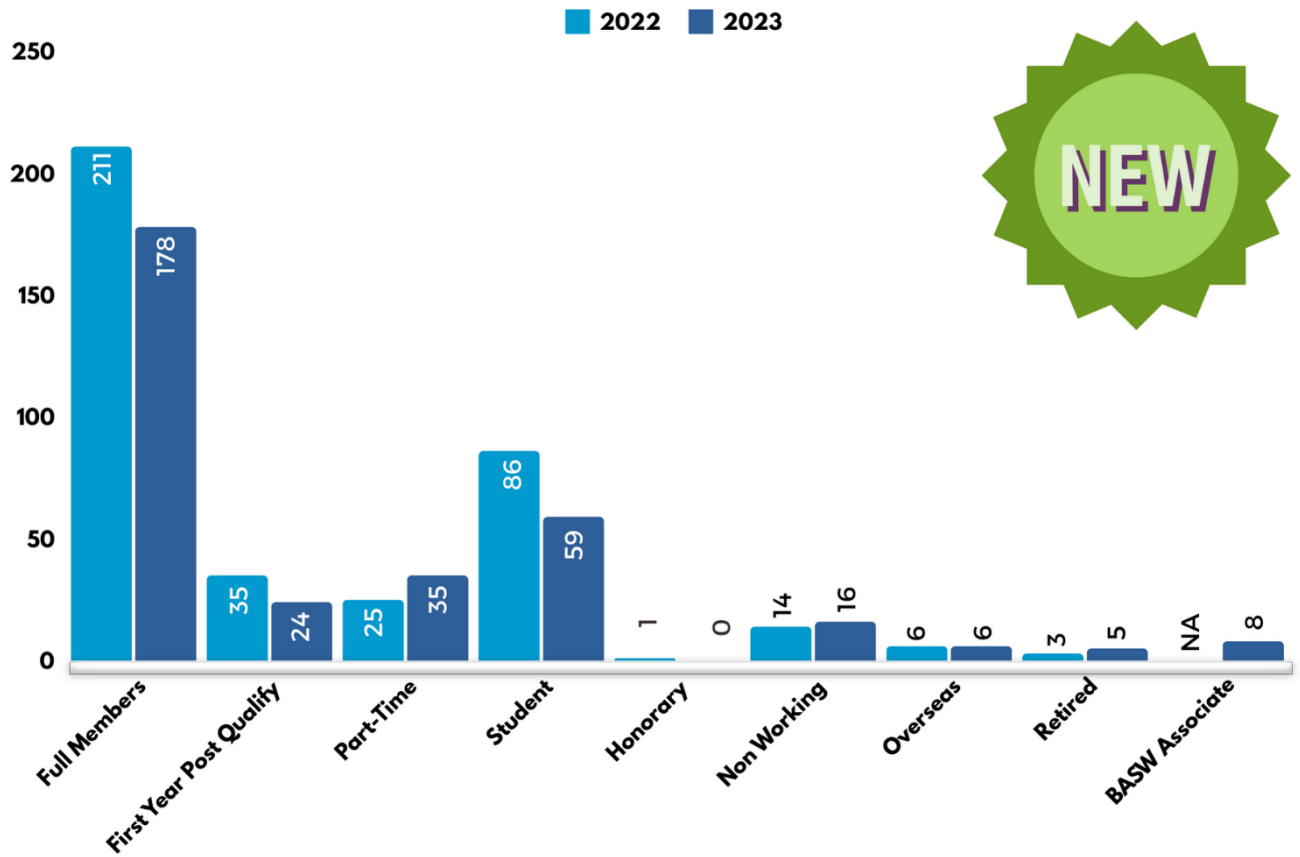
	2018	2019	2020	2021	2022	2023
Cancelled Members	464	490	241	303	327	276
New Members	363	346	339	426	381	360
Total No. Members	1295	1281	1413	1570	1630	1718

The table above provides statistics on the number of members who have joined and cancelled their membership with the IASW over the last six years. As you can see the association members has increased by over 423 members over this six-year period, a growth of over 32.6% which we are extremely pleased about given the challenges we have faced to retain these members; Registration & Union Fees, cost of living crisis, rise in the cost of Fitness to Practise Insurance coverage, and an increase in the expenses of running the association.

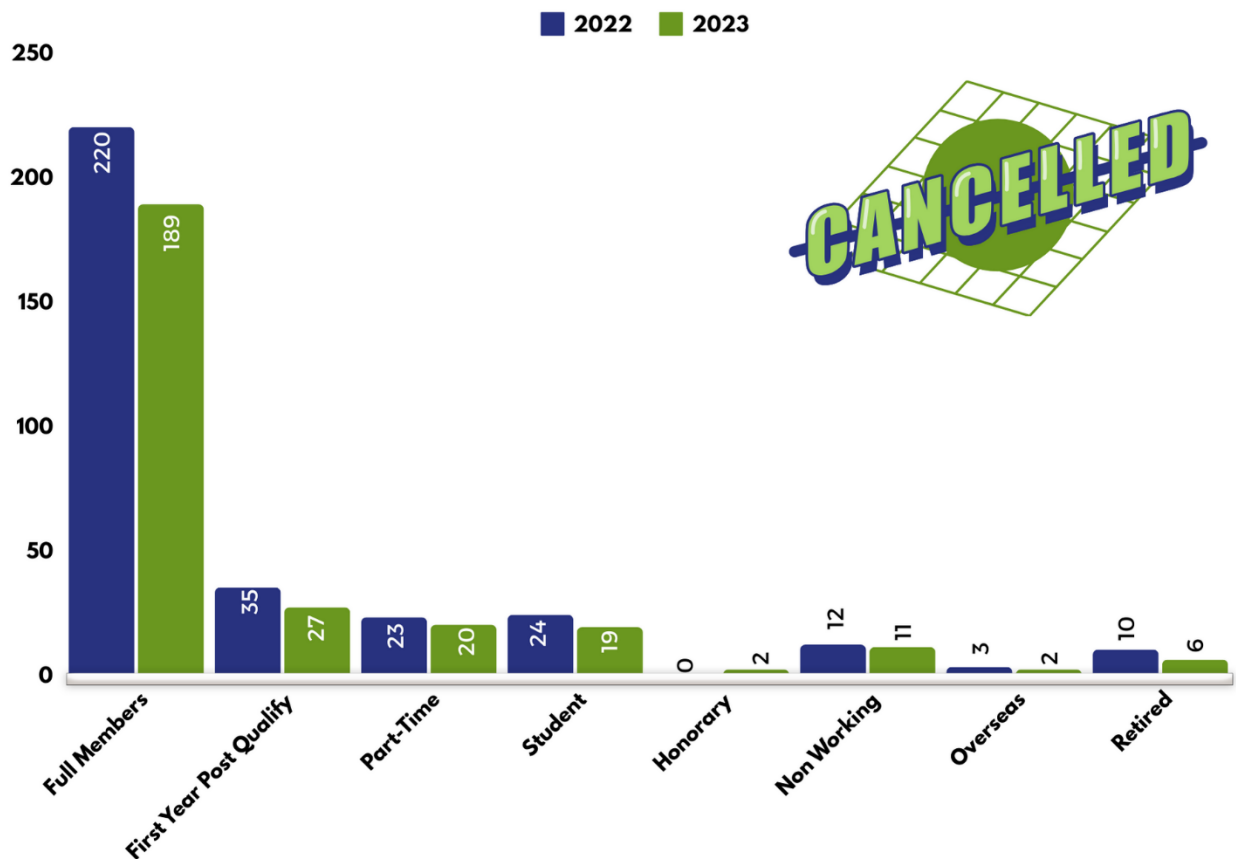
Growth in Association Membership Over The Last Five Years.



New Members 2022 v's 2023



Cancelled Members 2022 v's 2023



BOARD COMMITTEES

HR, Governance & Risk Committee

Committee Members:

- Gary Gartland
- Bridin Murphy
- Majella Hickey

Meeting Dates:

- 27 January
- 19 April
- 22 May
- 4 September

Activities of the Committee:

- COO Job Specifications and recruitment.
- Implementation of the provisions of the Work Life Balance Act
- Updating the Employee Handbook re. requesting AL & sick leave
- Paternal, Maternity and Parental leave Policy
- Development of the Risk Register & Policy
- Update on the Governance Review Recommendations
- Review of our HR Record Keeping & Retention Requirements
- Updated TORs for the SIGs & Board Committees

Future plans of the Group:

- Finalise and adopt the risk register and risk policy.
- Develop policies regarding Leave for Medical Care Purposes, Domestic Violence Leave, Flexible Working for Care Purposes and Remote Working Requests

Gary Gartland
Chair

Finance and Audit Committee

Committee Members:

- Vivian Geiran
- Gary Gartland
- Majella Hickey
- Danielle McGoldrick
- Bridin Murphy

Meeting Dates:

- 27 January
- 19 April
- 22 May
- 4 September

Activities of the Committee:

- COO funding.
- Funding applications: HSE Structural (Nov), Developmental (Jan) and Research Sinead McGarry & Sarah Donnelly (in progress)
- Probation Service / Department of Justice funding for the 2024
- Implementation of the provisions of the Work Life Balance Act (see attached & below)
- Updating the Employee Handbook re. requesting AL & sick leave
- Maternity leave policy – the IASW does not have one. Do we need one?
- Dignity & Respect – the IASW does not have EAP service.
- Development of the Risk Register
- Update on the Governance Review Recommendations

Future plans of the Group:

- COO recruitment campaign.
- Budget 2024
- Sick Leave and Income Protection for employees
- Risk Register & Policy
- Transparency & Accountability policy

Bridin Murphy
Treasurer

International Affairs Committee (IAC)

Committee Members:

- Anna Deneher (Chair)
- Aine McGuirk
- Kate Gillen
- John Brennan
- Vivian Geiran

Meeting Dates:

- 18 January
- 2 February
- 6 April
- 4 May
- 29 August
- 6 November
- 11 December

Activities of the Committee:

- Organisation of event for World Social Work Day on 21st March 2023 on the theme of Respecting Diversity through Joint Social Action. Speakers included Mary Hurley, UCC on the experience of being involved in joint social action in respecting the users of a local mental health service in Cork, Valerie Philpott on Putting Children First- Ending Orphanage Care and Volunteering, Aine Morris, Probation Service on Diverse Social Work Practice in the Probation Service, Dr. Michael Feely, TCD and Disability Self -Advocates Orla and Brendan O'Reilly on Supporting people with Disabilities to become lecturers in Trinity College, and Aine McGuirk on the IFSW-Europe project in Ukraine.
- Attendance at the IFSW- Europe Annual Delegates' Meeting in Prague May 2023 (John Brennan/Vivian Guerin/Anna Deneher)
- Engagement with Valerie Philpott re presentation at IFSW- Europe Conference in Prague May 2023
- Throughout 2022 John Brennan continued in his role as IFSW European Vice President and with his work as a member of the European Social Platform.
- Anna Deneher continued in her role as IFSW-Europe representative on Eurochild and participated in Eurochild's General Assembly and Extraordinary General Assembly in 2023

Future plans of the Group:

- Organisation of event for World Social Work Day 2024
- Participation online at IFSW Global Delegates' Meeting April 2024

Publications, Resources, Materials:

- Article in Talentia magazine, Talentia Union of Professional Social Workers, Finland (Vivian Guerin)

Anna Deneher
Chair

Journal Committee

Committee Members:

- Gloria Kirwan (Editor)
- Majella Hickey (Chair)
- Frank Browne
- Sinead Twomey
- Colletta Dalikini
- Steven Peet

Meeting Date: 8 September

Activities of the Committee:

- Journal committee became a subcommittee of the IASW Board
- Commenced work on drafting terms of reference for Journal Committee
- Gloria Kirwan (Editor) edited and published Winter 2023 edition of the Irish Social Worker Open Access Practice and Research Journal in December 2023
- Call for abstracts for Special Edition title: Working with families at the intersection of domestic violence and abuse and child protection and welfare: challenges and opportunities
- Call for abstracts for generic edition of Irish Social Worker Journal

Future plans of the Group:

- Plan to publish 2024 Generic and special issues of the Irish Social Worker Journal
- Complete terms of reference for Journal Committee
- Recruit peer reviewers
- Recruit new members to Journal Committee (Majella Hickey, Steven Peet and Colletta Dalikini are due to retire from the Journal Committee).

Publications, Resources, Materials:

- Irish Social Worker Open Access Practice and Research Journal Winter 2023, ISSN 0332-4583

Majella Hickey
Chair

Continuous Professional Development (CPD) Committee

Committee Members:

- Rachel McCormack (CPD Committee Chair)
- Cliona Murphy (IASW CPD Coordinator)
- Hilda Loughran (IASW Member)

The Continuous Professional Development (CPD) Committee has been working towards enhancing the ongoing professional growth and development of social work through the CPD committee. This report aims to provide an overview of the committee's activities, including the establishment of Terms of Reference (TOR), review and development of CPD policy. The Committee meets a minimum of 4 times per year.

Meetings Dates:

- 12 January
- 18 October

Meetings are scheduled by the Board as part of the annual calendar of organisation meetings. Additional meetings can be requested by the Board or proposed by the Committee itself. The Committee has been delegated the authority to review all policies and practices as they relate to the CPD aspects of the organisation and to recommend any changes to the Board to keep all that the organisation does in line with legislative and regulatory requirements and best practice.

Activities of the Committee:

- Establishment of Terms of Reference

The CPD Committee drafted a Terms of Reference (TOR) outlining its objectives, responsibilities, and structure. This document was carefully devised and was subsequently reviewed by the HR committee and approved by the board. The TOR serves as a guiding framework for the committee's activities and ensures alignment with the CPD goals and objectives of the IASW.

- Development of CPD Policy

One of the primary responsibilities of the CPD Committee was to review the CPD policy aimed at promoting learning and professional development among members in line with SWRB requirements. The policy outlines the criteria for CPD activities, promoting best practice requirements for maintaining professional credentials, and mechanisms for monitoring and evaluating CPD participation. The CPD policy was finalized and endorsed by the board.

- Conclusion

In conclusion, the CPD Committee has made progress in supporting effective professional development within the organization. In 2023-24 we have established clear TOR and developed a comprehensive CPD policy, which will guide the work of the committee for the year ahead.

Rachel McCormack
Chair

Membership Growth Committee

Committee Members:

- Majella Hickey
- Danielle McGoldrick (Office Manager)
- Katie Boyle (Office Administrator)
- Lynsey Willis (Event Administrator)

Meeting Dates:

- 12 July
- 8 September
- 18 October

Activities of the Committee:

- Launched the 'Refer a friend' membership campaign.
- Launched the '12 draws of Christmas' membership campaign
- Redesigned the Fitness to Practise Flyer
- Redesigned the 'Join IASW' pamphlet
- Commenced work on drafting the terms of reference for membership committee
- Membership continued to grow from 1630 members in December 2022 to 1718 members in December 2023.

Future plans of the Group:

- Continue the refer a friend campaign until Feb 24
- Recruitment of new committee members
- Develop an annual and 3-year strategic activity plan
- Promote IASW membership amongst social work students from 1st – 3rd year BSW and 1st year MSW
- Continue to develop promotional campaigns to grow membership of IASW
- Completion of terms of reference for the membership committee

Publications, Resources, Materials:

- Fitness to Practise Flyer
- Join IASW Pamphlet

Majella Hickey
Chair

SPECIAL INTEREST GROUP REPORTS

Social Worker in Anti-Racism Advisory Group (ARAG)

Committee Members:

- Anna Deneher
- Aishart-Bisola Sanusi
- Karima Khadidja Abbes
- Sapouna, Lydia
- Olatokunboh Adesanya
- Marta Correia (Secretary)
- Evelyn Oboh
- Nora Weafer
- Ruth Omoregie
- Sinead Twomey (vice-Secretary)
- Esther Pepple
- Cliona Murphy
- Nisarg Nagwadia (Chair)
- Kate Gillen
- Hilda. Loughran
- Majella Hickey
- Louise Martin
- Elaine O'flanagan
- Colletta Dalikeni

Meetings Dates:

- 18 April
- 23 May
- 26 July
- 7 November
- 12 December

Membership: 19

Activities / Events

- Celebrating Two Years of Collaborative Work in Dismantling Racism in Social Work - 23/02/2023
- Responding to Racism in Social Work Practice Placements - 20/04/2023
- Workshop on 15th and 16th of September 2023
 - Review of IASW Anti-Racism Strategy
 - Consultation on drafting 2nd IASW Anti-Racism Strategy

Publications, Resources, Materials:

- Issuing statement condemning incident of against the gymnastic Ireland event. Sept '23
- Issuing statement condemning Anti Migrant Riots in Dublin Nov'23

Nisarg Nagwadia
Chair

Social Workers in Adult Safeguarding and Protection (ASaP)

Committee Members:

- Jacinta Barrett Chair
- Bronagh Moran Vice Chair (stepped down)
- Denise Llyod Secretary (stepped down)
- Geraldine Farren Interim Secretary
- Anne O Loughlin (stepped down)
- Bernadette Casey

Meetings Dates:

- 26 January
- 27 April
- 30 August
- 29 November
- 14 December

The committee itself met six times outside of the larger group meetings.

Membership: 24

Activities / Events

- Worked closely with the IASW and National Safeguarding Office in preparation for conference in March 2023 Institutional Abuse Speaking up Speaking out in which the ASaP Chair chaired the event.
- Brian Davis Social Work team leader spoke to the group on A Social Work Response to the needs of Asylum Seekers and Refugees arriving in Ireland from various contexts.
- Geraldine Farren Principal Social Worker with RSCI Hospital group gave an overview on her new role with responsibility for Safeguarding/ ADM.
- ASaP held a meeting with group members to discuss and action concerns related to social work and its role in advocacy.
- ASaP chair attended meeting with IASW representatives with the Department of Health in relation to the IASW position paper on Safeguarding and the DOH safeguarding policy.
- ASaP chair attended meeting with IASW representatives with Jackie McIlroy External reviewer for HSE on safeguarding structures in Ireland.
- ASaP sent a survey out to all its members in relation to what members want from the group.
- ASaP members attended HSE safeguarding stakeholder events as reps for IASW.

Jacinta Barrett
Chair

Social Workers in Child and Adolescent Mental Health (CAMHS)

Committee Members:

- Lisa Hurson, Chair
- Niamh Greeney, Secretary
- Mary McNamara, Committee member
- Sheila McKenna, Committee member
- Sinead Gernon, Committee member
- Bernadine Hanratty, Committee member
- Michelle Butler, Committee member

Meeting Dates:

- 13 July
- 14 September
- 16 November

Membership: 58

Activities / Events

- Re-establishment of the CAMHS SIG
- Planning meetings for the hopes and goals for the SIG moving forward
- Efforts to encourage participation and membership
- Election of new committee
- Online and in person meetings
- Attendance at MHR roundtable discussions with Bernard Gloster
- Planning for CAMHS SIG CPD event in 2024

Lisa Hurson
Chair

Head Medical Social Workers Forum (HMSW)

Committee Members

- Tanya Franciosa (Chair)
- Donal Gill (Secretary)

Meeting Dates:

- 22 February
- 25 April
- 21 June
- 25 October
- 22 November
- 19 December

National Social Work Organisation of Ireland CLG

Membership: 54

Activities / Events

- Submission to HSCP Survey in Critical Care
- Submission to review of Model of Care for Acute/Emergency Care
- Participation in Rehab Care for Older Persons training
- Engagement with specific Supervision training for Senior Medical Social Workers to meet training deficits for departments unable to access bespoke training
- Ongoing workforce planning completing a census of MSW posts across Ireland
- Bespoke events at local hospital sites for International Social Work Day and HSCP Day
- Bespoke events at local hospital sites raising awareness with the instruction of Assisted Decision-Making Training
- Bespoke events at local hospital sites during Children First Awareness Week in September 2023.
- HMSWs in hospitals selected for Compliance Assurance Model with CFNO assisted their sites with this work, 1 in each hospital group.
- Participation in 1st annual Children First Awareness week across HSE services

Other highlights from the year

The group would like to congratulate Tanya Franciosa and her husband on the birth of their baby boy in September 2023. Donal Gill subsequently acted as chair for the remainder of 2023. At the December 2023 meeting Donal Gill and Aoife O'Neill were appointed as co-chairs of the group and Andrea Ward appointed as secretary.

A significant focus of meetings in 2023 was dedicated to the change in structure announced by IASW. The Head MSW Forum historically was not a special interest group, but an affiliated group comprised of IASW and non-IASW members. The membership of the head medical social workers considered and debated pros and cons of now seeking all members to hold IASW and there were differing views on the merits of this proposal. The group concluded to go with a majority consensus via private vote in terms of joining IASW. The vote concluded with 82% of members in favour of retaining links with IASW and in-so-doing those participating in the group would also have to hold IASW membership.

Donal Gill
Chair

National Social Work Organisation of Ireland CLG

Social Workers in Primary Care (SWIPC)

Committee Members:

Martina McGovern – Chair
Catherine Coles - Secretary

Meeting Dates:

- 21 February
- 28 March
- 16 May
- 4 July
- 10 October

Membership: 96

Activities / Events

The SIG meetings continued to be very well attended throughout the year. Items on the agenda ranged from NAP, the Interface between Primary Care and Safeguarding to the Career Pathway. This has caused huge frustration for SIG members nationally and continues to impact staff retention. While plans had been afoot to write to the IASW regarding the Career Pathway dispute, Forsa progressed the issue during the summer. While the SIG acknowledge that this is a union issue, we felt that this should continue to be discussed at our meetings given the impact the ongoing dispute is having on morale for the SIG members. The SIG are hopeful that there will be a resolution soon.

In September 2023, Catherine Coles, SIG secretary contacted the IASW regarding the Jackie McIlroy review of Safeguarding. Catherine lobbied on behalf of the SIG for Primary Care social work attendance at the Workshop. This workshop is being held on the 15th of November by the National Office. The IASW were allocated three places at the Stakeholder event and a member of the Primary Care SIG has been invited to attend.

Other highlights from the year:

- The SIG conducted a mapping exercise of Primary Care Social Workers Nationwide. This was presented to the SIG and the IASW and was shared with all council groups. The IASW shared with Amanda Casey and Caroline McGregor who are the IASW representatives on the HSCP Workforce Planning Group. The SIG thanks Lisa Daly for all her hard work and effort in collating all of the information into such an excellent presentation.
- The Primary Care held a very successful conference on the Assisted Decision-Making Act in May 2023 with 40 attendees. Following on from this Ciara Lawlor presented to the SIG in July on her experience of completing Functional Assessments of Capacity and we are extremely grateful to Ciara for sharing her knowledge.

Martina Mc Govern
Chair

National Social Work Organisation of Ireland CLG

Social Workers in the Southern Region

Committee Members:

- Valerie Philpott
- Terry Bradshaw
- Patrice Cowap
- Rachel McCormack
- Sharon Dunne
- Leo Dufficey

Meeting Date: 11 October

Membership: 6

Activities / Events

No activities/events to report as the SIG only had one introductory meeting in 2023 following its reestablishment in September.

Valerie Philpott
Chair

National Social Work Organisation of Ireland CLG

Social Workers in Adult Mental Health (SWAMH)

The Social Workers in Adult Mental Health Special Interest Group has benefitted from an active and motivated committee during the 2023/2024 cycle. The committee has worked incredibly well together, and we have enjoyed welcoming new members as well as seeing familiar faces again. This broad spectrum of experience and diversity has provided fruitful discussion and highlighted key issues of concern for social worker in adult mental health, some of which are highlighted below.

Key Issue – Access to the right professional in the right place at the right time across Adult Mental Health Services

People and communities require access to advanced social work practitioners across adult mental health services. The continued lack of investment in social work across adult mental health services nationally and the continued lack of investment in advanced practice posts across the health service means people and communities requiring expertise in social work led mental health interventions¹ are not guaranteed to receive these supports.

Key Issue – Think Family Approach across Adult Mental Health Services

People and communities require access to adult mental health services that provide a holistic “Think Family” approach, across the lifespan. The invisibility of family² in adult mental health services means there is a severe lack of investment in family-focused approaches, supports and interventions. There is an urgent requirement for a national “Think Family” policy at Department of Health level with associated resources and time-bound implementation plan. This work should be led by social work as the most appropriately qualified professional across adult mental health services³, given due consideration of the “right professional, right place, right time, safe staffing”, in adult mental health, as per Slaintecare priorities.

Key Issue – The right to be free from abuse across Adult Mental health Services

Safeguarding has always been an important piece of work in Adult Mental Health Services. Social work is the named lead registered profession for adult safeguarding in Ireland, tasked with the primary implementation of policies that support adults at risk of abuse, neglect, and extreme self-neglect. The recent changes in the legislative and policy landscape, including the Assisted Decision-Making Capacity Act 2015, the National Consent Policy and the NIRP Report on “Emily”, only amplifies the relevance and pertinence of Safeguarding Vulnerable Adults. The all-day SWAMH conference “Safeguarding in Adult Mental Health – Building Blocks towards Best Practice” explored this issue, outlining how social workers further this work, both individually and collectively, in line with best practice even in the absence of any specific policy guidelines for Mental Health Services.

¹ For example, these interventions require social work led responses: such as psychosocial assessment, social recovery, family-focused practice, child protection, adult safeguarding, domestic violence, assisted decision-making, human-rights based approaches.

² Family is understood in the broad sense to mean anyone a person identifies as their supporter(s).

³ See the IASW SWAMH position paper on Family-Focused practice in adult mental health for more information <https://www.iasw.ie/download/718/64898-NSWOI-A4%20booklet%20Social%20Work%20with%20Families-WEB.pdf>.

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Key Issue – Psychosocial approaches across Adult Mental health Services

As the primary profession qualified in social determinants of (mental) health working in adult mental health services, social workers are acutely aware of the impact of psychosocial factors on people's mental health and the corresponding impact on the wider family, social systems, and communities. Insecure housing⁴, socio-economic discrimination, consistent poverty, social isolation; social workers in adult mental health understand and engage in the intersectionality of mental health and psychosocial factors and provide high-quality assessment and intervention. Mental health social workers continue to advocate for people's right to a psychosocial assessment from a CORU-registered social worker, while in an Approved Centre setting⁵.

Committee Members:

- Kerry Cuskelly (chair)
- Sinead McKenna (secretary)
- Linda Curran (vice-chair)
- John Cowman
- Aishat Sanusi
- Maria Egan
- Nisarg Nagwadia
- Jim Lane
- Maria Swan
- Alison Doyle
- Paul Guckian
- Frank Browne
- James Halpenny
- Gerrita Russell

Meeting Dates:

7 June
19 July
22 September

Membership: 86

Activities / Events

- Coordination of IASW submission to Citizens Assembly on Drugs open consultation.
- Submission to targeted consultation from DoH on draft regulations of home support services.
- Submission to survey as part of MSc research with RCSI pertaining to the Dying with Dignity Bill 2020.
- Attendance at EAPN AGM and workshop.
- Attendance at Sharing the Vision: Recommendation 65. Mental Health Advocacy, Gap Analysis.
- Attendance at Mental Health Reform Social Prescribing and Mental Health Webinar 14th June 2023.
- Mental Health Reform policy and advocacy working group meetings.
- Regional Health Areas briefing by Liam Woods.
- Pre-meeting - Sector Dialogue with HSE CEO Bernard Gloster.

⁴ See IASW position paper on housing for further information

<https://www.iasw.ie/download/1096/Housing%20Paper%20101122%20%282%29.pdf>

⁵ See IASW statement to Joint committee on mental health:

https://www.iasw.ie/download/1023/IASW_Opening%20Statement_22.03.22.pdf

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- Attendance at Mental Health Reforms UNCRPD webinar.
- Consultation (survey) on human rights and mental health research (UNESCO/MHC).
- National Engagement on Digital Health and Social Care – Survey for Health and Social Care Professionals (HSCP office).
- Mental Health Reform policy and advocacy working group meetings.
- UNCRPD WHO webinar on mental health and human rights.
- Focus group on human rights training in mental health services (UNESCO Centre MTU and MHC).
- Nomination to HSCP office for social work representation on national self-harm clinical programme oversight group.
- IFSW Poverty Watch 2023 questionnaire.
- Mental Health Reform Digital Inclusion and Access in Mental Health Services technical report launch.
- Mental Health Commission Service Provider Engagement Day.

- **Other highlights from the year:**
- Nominated member on national Mental Health Service Provision NCP for Older People, Model of Care Implementation Oversight Group
- Nominated member on National Implementation Monitoring Committee.
- Nominated member on Mental Health Commission board.
- Nominated member on HSE Higher Implementation Group (Sub-group Mental Health Engagement and Recovery).
- Coordinated IASW submission for Consultation on Disability Green Paper.
- HIQA focus group on national engagement on digital health and social care.
- Nominated member of HSE National HSCP Office Research sub-group.
- Survey to inform public consultation on policy proposals on adult safeguarding in the health and social care sector.
- Partner organisation for the Priorities for Future Research on Reducing and Stopping Psychiatric Medicines (PROTECT) research study (TCD)
- Signatory to open letter to Online Safety Commissioner on redrafting of the Online Safety Codes to address the issue of ‘legal but harmful content’ for persons of all ages (coordinated by Samaritans Ireland).
- Nominated member to Mental Health Commission, Development of Standards for Community Rehabilitation Mental Health Services sub-group.

Kerry Cuskelly
Chair

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Social Workers in Disability (SWID)

Committee Members:

- Ciara Lynam Chair
- Anne O’Loughlin, Secretary
- Colman Parker/ Eibhlin Fleming (PDS Sub-group)

Meeting Dates:

SWID	PDS SW Subgroup	Adult Disability Subgroup
1 February	18 January	22 November
8 March	30 August	
26 April		
28 June		
13 September		
6 December		

Membership: 75

Activities / Events

- PDS/ CDNT subgroup: In the course of its work, it developed a briefing document relating to the chronic lack and inequitable resourcing of respite services throughout the country. This document was presented to Anne Rabbitt, the Minister of State at the Department of Health and at the Department of Children, Equality, Disability, Integration and Youth when representatives of SWID PDS met with her in June. The PDS subgroup has been an invaluable resource for social workers on CDNTs all over Ireland who have looked for support, guidance, and collaboration with regards to working with children with complex needs and their families.
- SWID raised concerns in regard to the lack of consultation with clinical disciplines in the development of the HSE Roadmap for Service Improvement 2023-2026 for children’s disability services. A representative from SWID has been nominated as an IASW representative for HSE engagement with professional bodies. (Colman)
- SWID submitted an IASW Press release on the Ombudsman for Children's (OCO) timely report “Nowhere to Turn: Children with disabilities left with no support”. Highlighting an urgent need for equitable access to respite, provision of enhanced supports for families in crisis and regulation of residential and home sharing placements for children with complex disabilities. Which was raised at the Oireachtas Joint Committee on disability.
- Established an Adult Disability Subgroup which met for the first time in November.
- The SWID Conference- “The Community of Caring – The Carer, the Social Worker and the Self” held at the Midlands Park Hotel in Laois was a great success.

Publications

At the end of 2022, SWID PDS members carried out a survey of social workers working on CDNTs looking for information regarding access and use of clinical supervision within the PDS model. The results, which are published in January 2023 on the IASW website, made for sober reading and highlighted the need for a cohesive national PDS clinical supervision strategy for social workers on CDNTs.

Richie Wallace
Chair

National Social Work Organisation of Ireland CLG

Social Workers in Foster Care (SWIFC)

Committee Members:

- Chair: Dr Valerie O'Brien.
- Vice Chair: Ms Avril Connolly
- Secretary: Mr Harold Barber

Core Committee Members: Ms Colette Toland; Ms Barbara Tansey; Deirdre Kirrane; Jackie Smith; Caroline Mulrennan. Sheila Gallagher, Marie Kennedy, Roisin Mallon
(Note attendance at SWIFC changed arising from IASW decision that only IASW members could participate in the SIG's.)

Meeting Dates:

- 27 February
- 14 April
- 29 May
- 7 July
- 22 November

Membership: 65

Activities / Events

- To continue to build relationships with other key stakeholders in the Foster Care Field.
- To develop a SWIFC strategic plan against IASW objectives and Tusla recent strategic foster care policy publication
 - At a more specific issue, to continue to work on
 - Addressing the provision of therapeutic work aimed at resolving issues in foster carers and birth parent relationships -
 - Addressing the issues of complaints and allegations against foster cares and in particular to monitor the roll out of the CASP policy as it relates to foster care.
 - To consider the impact of judicial rulings – i.e., a series of short-term orders; reunification plans / availability of previous foster carers if children are readmitted to care; how to ensure greater emphasis on relationship-based work in judicial context.
 - Organising a conference to address /enhance Understanding of Sexuality Issues for young people in care. Conference will be aimed at carers, social workers and social care workers and young people in care / care leavers.
 - Work on a Succession Plan for the SIG

What was Achieved

The SIG continued – key members were more absent due to issues in their own life and therefore while meetings took place, the activity in between meetings was less this year.

- Advocacy work with key stakeholders in foster care – especially with IFCA and Tusla
- Work on the Conference continued, and final plan made to hold conference in March 2024
- Issue based discussion continued on Influence of Judicial contexts, Complaints and allegations and enhancing therapeutic work in foster care – but not publications were achieved.
- Identifying issues facing social workers and foster care in the front line

Other highlights from the year:

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- Linking with social workers to address as part of Recruitment and Retention of social workers in foster care – linked with initiatives underway in Tusla and Private foster care sector.

Publications, Resources, Materials:

- Organisation of Conference entitled LGBTQI Children and Adolescence in a Family and Societal Context to be Scheduled on March 22nd with Prof Gary Mallon

Plan for the Year Ahead

- To increase the numbers of members in SWIFC through networking.
- To write a strategic plan
- To continue advocating for improvements in ‘Complaints and Allegations against Foster Carers’, Working Therapeutically with people in foster care networks; Judicial Contexts and to keep abreast of changes in the system/

Dr Valerie O’Brien
Chair

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Adoption/Mother and Baby Home Working Group

The Adoption/Mother and Baby Home Working Group was established in 2021 as part of the IASW's response to the Mother and Baby Homes Commission Report.

Working Group Members

- **Co-Ordinators**
- Majella Hickey
- Claire McGettrick
- Vivian Geiran
- **Members**
- Aoife Bairead
- Kerry Cuskelly
- Jacqueline Fyne
- Sheila Gallagher
- Katie Harrigan
- Jane McCarroll
- Elizabeth McCotter
- Valerie O'Brien
- Shane O'Meara
- Sorcha O'Reilly

Meeting Date: 15 February

As the chairperson is completing her PhD, the work of the committee will be reactivated in 2024.

Claire McGettrick

Chair

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Safeguarding

In 2023, IASW remained a leader in the national conversation about adult safeguarding. We continued to advocate for reform with key stakeholders, meeting with representatives from the Law Reform Commission, the Dept of Health, Safeguarding Ireland, and political leaders.

The publication of the 'Emily' report prompted a strong advocacy response and media presence from IASW. Chair Vivian Geiran was represented in print and broadcast media, repeating the calls made in our position paper for urgent action. IASW's work in adult safeguarding was frequently referenced in Dail Eireann and in various Oireachtas Committees. The new HSE CEO Bernard Gloster committed to funding a role the IASW has sought for two years, that of Chief Social Worker with responsibility for adult safeguarding. This was a welcome decision, one which reflects the power of collective social work action via IASW.

Jackie McIlroy, Safeguarding Expert, was commissioned to carry out a review on adult safeguarding in the HSE in 2023. IASW members, particularly Board Safeguarding Lead Sinéad McGarry, ASAP Chair Jacinta Barrett, SWAMH Chair Kerry Cuskelly, IASW Academic Advisor Sarah Donnelly and IASW member Amanda Casey built a strong and positive working relationship with Jackie over the course of her work.

IASW marked Adult Safeguarding Day with an event 'If Nothing Changes, then Nothing Changes: People who Use and Deliver Safeguarding Services Speak Out.' This event gave the rarely heard voices of people who use safeguarding services a microphone to amplify their experiences and was well received by those who attended.

The Adult Safeguarding and Protection Special Interest Group continues to flourish. ASaP collaborated with the National Safeguarding Office on a national conference 'Institutional Abuse, Speaking Up and Speaking Out' and they continue to lead policy and practice development in IASW.

2024 will mark the publication of the landmark McIlroy report and IASW will continue to advocate for rights-based reform in adult safeguarding.

Sinead McGarry
Safeguarding Lead

STAFF TEAM REPORTS

Professional Development Coordinator Report

Cliona Murphy

A key part of any year is the development of the CPD event programme informed by the IASW strategic plan, PESTLE analysis, HSE contract requirements, meetings with IASW members, and evaluation and feedback on members' learning needs. An outline plan to meet the priority needs is then developed before resources are sourced and brokered to meet same. A member survey of CPD needs was conducted in September 2023 and informs the design and delivery of the CPD Programme in 2024 particularly in the identification of CPD supports needed and the key themes for conferences and skills workshops.

A key learning has been the focus on the provision of opportunities to engage in CPD and the need to increase focus on evaluating and reflecting on the impact of engagement in learning opportunities on professional development and benefit to service users.

Ongoing tasks throughout 2023 include liaison & support for members regarding CPD, as well as sharing resources and information. I also respond to queries and requests for help, information, advice, and collaboration from a wide range of stakeholders and partners. Collation of event information and statistics, uploading and updating the CPD sections on www.iasw.ie as well as writing annual funding reports and applications are key tasks of the CPD role.

Central to my role is the provision of information and support to social workers to meet the CPD requirements of registration. A number of webinars on this topic were provided in the run up to the end of the SWRB CPD audit cycle (on 31st May) to support members to be ready if called for audit. Biannual meetings take place with CORU, and relevant information is then shared with the membership and IASW Board.

I continued to meet with final year students nationally regarding the CPD Requirements of Registration and to promote the benefits of IASW membership.

CPD EVENTS

CPD events continued to take place mostly online in 2023. However, eight in person events took place, the majority led by Special Interest Groups (SWAMH, SWID, Children & Families, Southern Branch and Primary Care) meeting the need for their members and key stakeholders to learn together and to make connections in person. Support and guidance are provided to each SIG as required. A summer social on Botanical Imperialism took place in Botanic Gardens and attracted a large number of our retired members.

A total 32 CPD events and courses were provided during 2023:

- 13 morning/lunchtime webinars
- Seven conferences (five full day/two half day)
- Three one-day workshops
- Four two-day courses
- Four 4 x ½ day courses
- One summer social

Of the 1,881 places made available, 1,241 places were booked.

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14 events were free for IASW members highlighting one of the key benefits of IASW membership. Four events were restricted to IASW members only.

CPD events provided by the IASW can be broken down into three broad categories: independent, HSE funded and collaborations. In 2023, there were:

- 19 Independent IASW events [Council & Prof Dev Coor led].
- 10 HSE funded [all interdisciplinary].
- Three Collaborations.

HSE HSCP Funded CPD Events

Annual HSE Interdisciplinary Event Funding Applications secured a total of €31,120 for four two-day courses led by the Professional Development Coordinator at the IASW:

- Three Decider Skills courses (one in person course)
- Acceptance and Commitment Therapy

I also partnered on six interdisciplinary CPD events and courses with other professional bodies, all of which were held online.

While one third of CPD events were HSE funded, it is important to note that 8% of the total CPD places provided through the IASW were limited to those working in the publicly funded healthcare service, i.e., a total of 150 HSE funded places for social work.

Collaborations

145 places were made available at two collaborative events, one with the ***National Practice Teaching in Social Work Initiative*** and the other with the ***HSE National Safeguarding Office***. The **9th National Child Protection and Welfare Social Work Conference and Masterclasses took place in October** and is a not-for-profit partnership between frontline child protection and welfare staff in TUSLA, the Irish Association of Social Workers (Southern Branch), and University College Cork (@UCCsocialwork, School of Applied Social Studies).

We were sorry that the event administrator, Lynsey Willis, finished work with the IASW in December. Lynsey was a welcome addition to the team who skilfully and efficiently provided administration and online event support the CPD role.

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Office Manager Report

Danielle McGoldrick

Office Management in the IASW requires the Office Manager to carry out the following duties: HR, Operations, Company Secretary, Financial Controller, and supervising and monitoring the work of the Office Administrator.

The 'admin team' play a significant role in the effective management of the association's operations and the accomplishment of its mission. In 2023, the 'admin team' lead out on and assisted the Board, SIGs, Members and Professional Development Coordinator in creating, developing, and carrying out activities and initiatives, in-line with our strategic objectives.

Membership: Continue to develop and implement strategies to increase membership numbers and engagement, including specific focus on student and early-career social workers.

- Development of Membership Growth initiatives.
- Development and delivery of promo materials and branded merchandise.
- Providing support to individual members, SIG's, members of the profession, etc. through phone, email, and text.
- Providing members with professional support, industry relevant information, registration requirements, and networking opportunities.

Communications: Develop a comprehensive communications and public affairs strategy for the IASW.

- Raising the profile of the IASW by supporting our 'active advocates' in their work representing the IASW and the social work profession.

Continuing Professional Development (CPD): Put in place and implement a strategic plan for the ongoing delivery and development of our CPD programme.

- Work with the Treasurer and Chair on the development and submission of funding application to the funders.
- Provide admin support to the CPD team, tasks include dealing with queries re. IASW events, requirements of registration, and supervision queries.

Representing Social Work: Ensure the sustainable development of the IASW, as the professional body representing and supporting the social work profession in the Republic of Ireland.

- Oversight of submissions, correspondence, press releases, consultations, to relevant agencies, and dealing with queries, collaborations, and feedback.
- Preparing letters, presentations, and reports.

IASW Structure, Resources and Governance: Review all aspects of IASW structure, resources, and governance, to match organisational structure with strategic needs and goals; and implement change accordingly.

- Providing administrative support to: Governance Review Advisory Group, HR, Risk & Governance Committee, Finance & Audit Committee, and the SIG Network: participate in meetings, internal policy development, development and distribution of communications, editing/proofing documents, support to group members, etc.
- Development, review and implementation of internal policies and procedures.
- Participation in the monthly Senior Management meetings.

National Social Work Organisation of Ireland CLG

- Convening and providing administrative support for Board meetings, EGM and AGM, and Subcommittees of the Board.
- Financial planning and analysis, forecasting, budgeting, internal controls, and financial reporting, including audit preparations and reporting.
- Implementing and maintaining procedures/office administrative systems.
- Coordination of the Extraordinary General Meeting and the Annual General Meeting.
- HR duties: employment law compliance, recruitment, policy implementation, and administration.

Influencing Policy & Practice: Use the IASW's expertise and resources to influence the development of local, national, and international policy and practice; including through our advocacy strategy, our anti-racism strategy and prioritisation of Sustainable Development Goals, incorporating climate and environmental justice issues.

- Assisting and providing admin support to members with a variety of lobbying and advocacy activities and initiatives.

International Partnerships: Continue and develop work with IFSW/IFSW Europe and BASW/BASW-NI on issues of mutual concern and interest.

- Contributing to the development of the Associate Membership Scheme with BASW, Northern Ireland.

Recap 2023

In 2023 the 'admin team' focused on membership growth, and there was an overall increase in the level of activities and the development of some new initiatives.

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

- Engagement on key external media issues
- Member-Get-a-Member initiative, New Graduates Draw & 12 Days of Christmas Draw
- Associate Membership Scheme with BASW, Northern Ireland.
- Transiting SIG's to 'member only' groups
- Social media - an increase in activity and new content formats.
- Publication of a quarterly newsletter.
- Publication of the Irish Social Worker journal
- Governance Review - reviewing practices and structures of the association.
- Development of new internal policies
- Review of internal policies
- Development of a wide variety of submissions & representations.
- Recruitment, induction, training, and supervision of the new Office Administrator
- Extraordinary General Meeting
- Annual General Meeting

National Social Work Organisation of Ireland CLG

Office Administrator Report

Katie Boyle

I joined the Association in May 2023. I was fortunate to be trained in by the previous Office Administrator, Sarah Donnell, as she was very knowledgeable and conscientious. Starting at the beginning of summer allowed me to familiarize myself with the intricacies of the Association.

The second half of 2023 was very busy. We had a journal to compile & post, the restructuring of Special Interest groups (SIGs), and member growth support were among the larger aspects I managed. It is amazing to be part of an organisation full of passionate social workers who are ready and willing to put in the time to make a difference for social justice in Ireland.

Membership

In my role, I can provide IASW members with daily support via phone, emails, and texts. I utilised an internal mailing system, which is great for sending out bi-weekly adverts and the weekly SIG Bulletin. We also utilize an external mailing system which is better for visuals to send out publications like the newsletter, weekly roundups, and new member welcome emails.

In addition to maintaining the membership referral campaign, which has continued to be successful throughout 2023, we also had the 12 Draws of Christmas Campaign. We were elated to reach a new benchmark in our membership numbers by surpassing 1700 members! From our successful university visits to speaking with social work students, to our fabulous members doing word of mouth, we can see the impact of outreach as we had 94 members join as referrals. Additionally, we've been getting requests to promote our association through merch and flyers at external events. A huge thanks to our IASW members for growing their community and a massive thanks to our board and staff as we couldn't do this without your support and representation of social work.

Communications

Throughout 2023 we redesigned several of our flyers, including our Fitness to Practise, Join IASW, Code of Ethics and Code of Conduct to have a fresher look with clear visuals. We also introduced our weekly round-up e-mail and designed new and more visual welcome emails.

This year we debuted our weekly roundup, which is a showcase of the events, representations, submissions, and papers that our members are doing weekly. As all of our members are volunteers, it's tremendous to see how much they are doing above and beyond. Throughout 2023 we saw 75+ of representations of members attending working group meetings, events and being the voice for social justice while representing the IASW.

Continuing Professional Development

Throughout my time in the office in 2023, we had an events administrator. With her stepping down at the end of 2023, there will be more plans for me to provide CPD event assistance in 2024.

Special Interest Group Support

The SIG Bulletin was also redesigned and restructured, as it is now being sent from me. This was a large task as we have 11 SIG groups that each have curated relevant information sent to them.

We transitioned our SIG groups to IASW members only benefit officially at the end of 2023. This project was multi-phased as it required compiling lists of current SIG members and manually crosschecking the SIG list with the IASW member list. All applicable SIG members then had to be added to their SIG in the backend of our system. Through coordination and assistance from our SIG chairs, we were able to complete the system and member SIG transition. This allows us to have a live look at the SIG member lists, which saves a lot of time and energy on managing manual lists.

National Social Work Organisation of Ireland CLG

Representing Social Work

The day-to-day administration from communicating with members, to posting out job vacancies, to coordinating merch packs for social work promotion at external events is the contribution to the Association. This is not an exhaustive list, but it shows some of the daily tasks that I undertook over the year.

In the future, we hope to streamline more processes like the invoice process to eliminate some double entry that is needed with the current process.

Influencing Policy and Practice

Throughout my time, I am able to support the SIG groups and IASW Board members with design and dissemination of the following documents.

- Letter and Briefing Document to Minister Anne Rabbitte TD Regarding Access to Respite and Other Supports for Children with Disabilities, 23.06.23
- Survey of Social Workers' Experience of Supervision and Management in Children's Disability Network Teams
- IASW Anti-Racism Strategy

Many of these were disseminated to governmental bodies and other relevant organisations. Along with the Office Manager I worked to complete and submit the lobbying register every four months. Throughout the year I worked on editing, formatting, and sending correspondence such as press releases, position papers and submissions.

International Partnerships

The Office Manager and I continued to meet with BASW NI to discuss how to increase associate memberships to have connected resources for the whole island. In early 2024 ISAW & BASW NI have planned an all-island conference.



IASW

Irish Association of
Social Workers

FINANCIAL STATEMENTS 2023

**National Social Work Organisation of Ireland CLG
Annual Report and Financial Statements
for the financial year ended 31 December 2023**

National Social Work Organisation of Ireland CLG

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National Social Work Organisation of Ireland CLG

DIRECTORS AND OTHER INFORMATION

Directors

Vivian Geiran
Colletta Dalikeni
Majella Hickey
Gary Gartland
Rachel McCormack
Bridin Murphy
Claire McGettrick
Sinead McGarry
Fiachra Criostoir O Suilleabhain

Company Secretary

Danielle McGoldrick

Company Number

518634

Registered Office and Business Address

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.

National Social Work Organisation of Ireland CLG

DIRECTORS' REPORT

for the financial year ended 31 December 2023

The directors present their report and the audited financial statements for the financial year ended 31 December 2023.

Principal Activity and Review of the Business

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

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

There has been no significant change in these activities during the financial year ended 31 December 2023.

Financial Results

The surplus for the financial year after providing for depreciation amounted to €18,369 (2022 - €20,657).

At the end of the financial year, the company has assets of €457,361 (2022 - €409,552) and liabilities of €102,068 (2022 - €72,628). The net assets of the company have increased by €18,369.

Directors and Secretary

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

Vivian Geiran

Colletta Dalikeni

Majella Hickey

Gary Gartland

Rachel McCormack

Bridin Murphy

Claire McGettrick

Sinead McGarry

Fiachra Criostoir O Suilleabhain

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

Future Developments

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

Post Balance Sheet Events

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

Auditors

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

Financial Reserves Policy

Principle

Maintaining sufficient reserves within the Irish Association of Social Workers (IASW) supports the overall development of the organisation and is an integral part of our financial planning.

The IASW needs reserves in order to;

- Meet contractual liabilities should the organisation have to close. This includes redundancy pay, amounts

DIRECTORS' REPORT

for the financial year ended 31 December 2023

due to creditors and commitments under leases.

- To meet unexpected costs like break down of essential office machinery, staff cover re. staff illness or other leave, and legal costs defending the association's interest.
- To replace equipment as it wears out.
- Ensure that the association can continue to provide a stable and quality service to their members and staff. Within this context to minimise recruitment, staff training, staff induction and marketing costs by avoiding the need for redundancies caused by financial crisis.
- From time-to-time funding has certain restrictions, which means that by law it must be held in a restricted reserves until it is spent in line with the funding agreement.

Policy

A policy on reserves for the winding up of the IASW was agreed at the Board of Directors Meeting 21st February 2022. The IASW have set a reserves policy which requires:

Reserves be maintained at a level of € 107,000 which ensures that:

- The core activity of the association could continue during a period of unforeseen difficulty.
- The association could meet its liabilities if it had to close or reduce its services, for example, to meet redundancy costs.
- A proportion of these reserves must be maintained in a readily realisable form e.g., cash at bank.

The calculation of the required level of reserves is an integral part of the planning, budget and forecast cycle of our organisation. If the association does not currently have the level of reserve that it identifies as required, it will work towards meeting it and make this a priority in financial planning.

Procedure

To ensure this policy is complied with the Board of the IASW will endeavour to ensure: • That we maintain our level of reserves as outlined above • The level of reserves is consistently reviewed with future financial sustainability in mind • Work with the IASW treasurer to ensure reserve levels are monitored and maintained

Monitoring

This policy will be reviewed annually to ensure it remains fit for purpose. This policy was adopted by the Board of the IASW.

Statement on Relevant Audit Information

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

National Social Work Organisation of Ireland CLG

DIRECTORS' REPORT

for the financial year ended 31 December 2023

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

Vivian Geiran
Director

Bridin Murphy
Director

Date: _____

DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2023

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

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

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

Signed on behalf of the board

Vivian Geiran

Director

Bridin Murphy

Director

Date: _____

INDEPENDENT AUDITOR'S REPORT

to the Members of National Social Work Organisation of Ireland CLG

Report on the audit of the financial statements

Opinion

We have audited the financial statements of National Social Work Organisation of Ireland CLG ('the company') for the financial year ended 31 December 2023 which comprise the Income and Expenditure Account, the Statement of Total Recognised Gains and Losses, the Balance Sheet, the Reconciliation of Members' Funds, the Cash Flow Statement and the related notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", issued in the United Kingdom by the Financial Reporting Council, applying Section 1A of that Standard.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2023 and of its surplus for the financial year then ended;
- have been properly prepared in accordance with FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", applying Section 1A of that Standard; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are described below in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard for Auditors (Ireland) issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the Provisions Available for Audits of Small Entities, in the circumstances set out in note 4 to the financial statements, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

INDEPENDENT AUDITOR'S REPORT

to the Members of National Social Work Organisation of Ireland CLG

Other Information

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

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

Opinions on other matters prescribed by the Companies Act 2014

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

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

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

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

Matters on which we are required to report by exception

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

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

Respective responsibilities

Responsibilities of directors for the financial statements

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

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

INDEPENDENT AUDITOR'S REPORT

to the Members of National Social Work Organisation of Ireland CLG

Auditor's responsibilities for the audit of the financial statements

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

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

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

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

Emma Delaney

for and on behalf of

KSI FAULKNER ORR LTD

Behan House

10 Lower Mount Street

Dublin 2

Date: _____

APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

Further information regarding the scope of our responsibilities as auditor

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

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

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

National Social Work Organisation of Ireland CLG
INCOME AND EXPENDITURE ACCOUNT

for the financial year ended 31 December 2023

	Notes	2023 €	2022 €
Income		424,755	406,177
Expenditure		(406,483)	(385,520)
Surplus before interest		18,272	20,657
Interest receivable and similar income		97	-
Surplus before tax		18,369	20,657
Tax on surplus		-	-
Surplus for the financial year		18,369	20,657
Total comprehensive income		18,369	20,657

Approved by the board on _____ and signed on its behalf by:

Vivian Geiran
Director

Bridin Murphy
Director

National Social Work Organisation of Ireland CLG

BALANCE SHEET

as at 31 December 2023

	Notes	2023 €	2022 €
Fixed Assets			
Tangible assets	8	1,448	1,478
Current Assets			
Debtors	9	38,740	31,544
Cash and cash equivalents		417,173	376,530
		455,913	408,074
Creditors: amounts falling due within one year	11	(102,068)	(72,628)
Net Current Assets		353,845	335,446
Total Assets less Current Liabilities		355,293	336,924
Reserves			
Income and expenditure account		355,293	336,924
Members' Funds		355,293	336,924

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

Approved by the board on _____ and signed on its behalf by:

Vivian Geiran
 Director

Bridin Murphy
 Director

National Social Work Organisation of Ireland CLG
RECONCILIATION OF MEMBERS' FUNDS

as at 31 December 2023

	Retained surplus	Total
	€	€
At 1 January 2022	316,267	316,267
Surplus for the financial year	20,657	20,657
At 31 December 2022	336,924	336,924
Surplus for the financial year	18,369	18,369
At 31 December 2023	355,293	355,293

National Social Work Organisation of Ireland CLG

CASH FLOW STATEMENT

for the financial year ended 31 December 2023

	Notes	2023 €	2022 €
Cash flows from operating activities			
Surplus for the financial year		18,369	20,657
Adjustments for:			
Interest receivable and similar income		(97)	-
Depreciation		1,029	696
		<u>19,301</u>	<u>21,353</u>
Movements in working capital:			
Movement in debtors		(7,196)	44,543
Movement in creditors		29,440	(26,772)
		<u>41,545</u>	<u>39,124</u>
Cash flows from investing activities			
Interest received		97	-
Payments to acquire tangible assets		(999)	(1,298)
		<u>(902)</u>	<u>(1,298)</u>
Net increase in cash and cash equivalents		40,643	37,826
Cash and cash equivalents at beginning of financial year		376,530	338,704
		<u>417,173</u>	<u>376,530</u>
Cash and cash equivalents at end of financial year	10	<u>417,173</u>	<u>376,530</u>

National Social Work Organisation of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2023

1. General Information

National Social Work Organisation of Ireland CLG, Company number: 518634 is a company limited by guarantee incorporated in Ireland. The registered office of the company is St. Andrews Resource Centre, 114 - 116 Pearse Street, Dublin 2 which is also the principal place of activity of the company. The nature of the company's operations and its principal activities are set out in the Directors' Report. The financial statements have been presented in Euro (€) which is also the functional currency of the company.

2. Summary of Significant Accounting Policies

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

Statement of compliance

The financial statements of the company for the year ended 31 December 2023 have been prepared in accordance with the provisions of FRS 102 Section 1A (Small Entities) and the Companies Act 2014.

Basis of preparation

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

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

Income

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

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

Intangible assets

Intangible assets are valued at cost less accumulated amortisation.

National Social Work Organisation of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2023

Tangible assets and depreciation

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

Fixtures, fittings and equipment	- 20% Straight line
Computer Equipment	- 33.33% Straight line

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

Trade and other debtors

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

Trade and other creditors

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

Taxation and deferred taxation

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

Foreign currencies

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

3. Significant accounting judgements and key sources of estimation uncertainty

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

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

The company makes estimates and assumptions concerning the future. The resulting accounting

National Social Work Organisation of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2023

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

Establishing lives for depreciation purposes of property, plant and equipment

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

4. 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.

5. Operating surplus	2023	2022
	€	€
Operating surplus is stated after charging:		
Depreciation of tangible assets	1,029	696
	<u> </u>	<u> </u>

6. Employees

The average monthly number of employees, including directors, during the financial year was 4, (2022 - 4).

	2023	2022
	Number	Number
Administration	3	3
CPD Officer	1	1
	<u> </u>	<u> </u>
	4	4
	<u> </u>	<u> </u>

National Social Work Organisation of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2023

7. Intangible assets

	€
Cost	
At 1 January 2023	12,300
	<u>12,300</u>
At 31 December 2023	12,300
	<u>12,300</u>
Provision for diminution in value	
At 31 December 2023	12,300
	<u>12,300</u>
Net book value	
At 31 December 2023	-
	<u><u>-</u></u>

8. Tangible assets

	Fixtures, fittings and equipment €	Computer Equipment €	Total €
Cost			
At 1 January 2023	1,418	12,750	14,168
Additions	-	999	999
	<u>1,418</u>	<u>13,749</u>	<u>15,167</u>
At 31 December 2023	1,418	13,749	15,167
	<u>1,418</u>	<u>13,749</u>	<u>15,167</u>
Depreciation			
At 1 January 2023	1,418	11,272	12,690
Charge for the financial year	-	1,029	1,029
	<u>1,418</u>	<u>12,301</u>	<u>13,719</u>
At 31 December 2023	1,418	12,301	13,719
	<u>1,418</u>	<u>12,301</u>	<u>13,719</u>
Net book value			
At 31 December 2023	-	1,448	1,448
	<u><u>-</u></u>	<u><u>1,448</u></u>	<u><u>1,448</u></u>
At 31 December 2022	-	1,478	1,478
	<u><u>-</u></u>	<u><u>1,478</u></u>	<u><u>1,478</u></u>

National Social Work Organisation of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2023

9. Debtors	2023	2022
	€	€
Trade debtors	16,437	9,062
Other debtors	6,127	8,940
Prepayments	16,176	13,542
	<u>38,740</u>	<u>31,544</u>
10. Cash and cash equivalents	2023	2022
	€	€
Cash and bank balances	266,955	226,409
Cash equivalents	150,218	150,121
	<u>417,173</u>	<u>376,530</u>
11. Creditors	2023	2022
Amounts falling due within one year	€	€
Taxation	3,282	3,317
Other creditors	1,654	1,363
Accruals	10,745	13,548
Deferred Income	86,387	54,400
	<u>102,068</u>	<u>72,628</u>
12. State Funding		
Agency	HSE	
Government Department	The Department of Health Service Executive	
Grant Programme	CPD - Continuing Professional Development	
Term	2023/2024	
Total Fund	€108,800	
Received in year and taken to income	€54,400	
Deferred	€54,400	
Restriction on use	Yes	
Capital Grant	No	

National Social Work Organisation of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2023

Agency	Tusla -The Child and Family
Government Department	The Department of Health Service Executive
Grant Programme	CPD - Continuing Professional Development
Term	2023
Total Fund	€13,500
Received in year and taken to income	€13,500
Deferred	€Nil
Restriction on use	Yes
Capital grant	No
Agency	Department of Justice
Government Department	Department of Justice
Grant Programme	Funding for IASW & BASW North South Conference
Term	February 2024
Total Fund	€9,000
Received in year and taken to income	€Nil
Deferred	€9,000
Restriction on use	Yes
Capital grant	No
Agency	HSE
Government Department	The Department of Health Service Executive
Grant Programme	National Health and Social Care Professions Office
Term	2023
Total Fund	€31,873
Received in year and taken to income	€31,873
Deferred	€Nil
Restriction on use	Yes
Capital Grant	No
Agency	Probation services
Government Department	Probation services
Grant Programme	Funding for COO Post
Term	2024
Total Fund	€20,000
Received in year and taken to income	€Nil
Deferred	€20,000
Restriction on use	Yes
Capital Grant	No

National Social Work Organisation of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2023

Agency	Tulsa - The Child and Family
Government Department	The Department of Health Service Executive
Grant Programme	Scoping Exercise on behalf of All Employers Social Work Forum
Term	December 2023/March 2024
Total Fund	€5,000
Received in year and taken to income	€2,013
Deferred	€2,987
Restriction on use	Yes
Capital Grant	No

Agency	DCEDIY - The Department of Children, Equality, Disability, Integration and Youth
Government Department	The Department of Health Services Executive
Grant Programme	Scoping Exercise on behalf of All Employers Social Work Forum
Term	December 2023/March 2024
Total Fund	€2,500
Received in year and taken to income	€2,500
Deferred	€Nil
Restriction on use	Yes
Capital Grant	No

13. Status

The liability of the members is limited.

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

14. Capital commitments

The company had no material capital commitments at the financial year-ended 31 December 2023.

15. Post-Balance Sheet Events

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

16. Reserves

The reserves figure of €355,293 comprises cash at bank of €417,173. €86,387 of creditors falling due within one year has been designated for use in 2024 and is classified as deferred income in the financial statements.

National Social Work Organisation of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2023

17. Approval of financial statements

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

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NATIONAL SOCIAL WORK ORGANISATION OF IRELAND CLG

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2023

NOT COVERED BY THE AUDITORS REPORT

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

Income

Membership Fees	259,088	247,823
Interdisciplinary Events - Participants Fees	3,555	1,971
IASW Events - Participants Fees	11,545	2,735
Single Discipline Events - Participants Fees	-	312
Single Discipline Events - HSE Grant	-	24,064
DCEDIY Grant for Scoping Exercise	4,513	7,500
HSE CPD Structural Funding	54,400	54,400
Tusla CPD Structural Funding	13,500	13,500
Interdisciplinary Events - HSE Grant	31,873	8,750
Advertising Income	45,031	43,925
Other income	1,250	1,197
	<hr/>	<hr/>
	424,755	406,177
	<hr/>	<hr/>

Expenditure

Wages and salaries	141,618	134,337
Social welfare costs	15,448	14,770
Staff training	1,089	177
CPD Events Expenditure	61,787	40,658
Professional Development Team	4,000	1,589
Rent payable	8,000	8,000
Publications	13,858	1,699
Photo copying	616	714
Insurance	91,838	86,602
Office equipment	1,463	1,733
Board & SIG Network	1,073	1,604
Repairs and maintenance	550	-
Stationery	2,066	997
Advertising & Marketing	11,213	18,469
Postage	14,246	13,327
Donation	-	10,000
Telephone	911	1,551
Website & IT Support	10,957	19,029
IASW AGM & National Conference	-	8,162
Consultancy fees	12,075	9,720
Payroll services	3,228	2,835
Bank charges	764	744
Professional Memberships	3,772	3,739
General expenses	926	658
Auditor's remuneration	3,956	3,710
Depreciation	1,029	696
	<hr/>	<hr/>
	406,483	385,520
	<hr/>	<hr/>

Miscellaneous income

Bank interest

97

-

Net surplus

18,369

20,657



IASW

Irish Association of
Social Workers

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

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Representing Social Work in Ireland since 1971

A Member of the International Federation of Social Workers