

ANNUAL REPORT AND FINANCIAL STATEMENTS

for the year ended 31 December 2022



Contents

Legal & Administration Details	Page 4
Chair Report	Page 5 - 8
Structure, Governance, and Management	Page 9 - 11
Treasurers & Financial Controllers Report	Page 12 -13
Human Resources & Finance Committee Report	Page 14 - 15
Membership Report	Page 16 - 18
Professional Development Coordinator Report	Page 19 - 20
Event Administrator Report	Page 20
Office Manager Report	Page 21 - 22
Office Administrator Report	Page 23 -24
Special Interest Group Reports	
Social Workers in Foster Care (SWIFC)	Page 25 - 26
Social Workers in Disability (SWID)	Page 27
Social Workers in Adult Mental Health (SWAMH)	Page 28
Social Workers working with Children & Families (C&F)	Page 29
Social Workers in Child and Adolescent Mental Health (CAMHS)	Page 30
Social Workers in Aging (SIGA)	Page 31
Social Workers in Primary Care	Page 32
Southern Region	Page 33
Committees & Associate Groups	
Anti-Racism Advisory Group (ARAG)	Page 34 - 35
Journal Committee	Page 36
International Affairs Committee	Page 37
Head Medical Social Workers (HMSW)	Page 38 - 39
Adult Safeguarding & Protection (ASaP)	Page 40
Safeguarding Work Stream	Page 41
Mother, Baby Home & Adoption Committee	Page 42
50 th Anniversary	Page 43
Finances	
Independent Auditors Report and Statement of Finances 2022	Page 45 - 65



REPRESENTING

Over the past year the IASW was represented at just under 60 events, advisory groups, working groups and committees. The top five areas of social work represented are:



27% Mental Health



23% Children and Family



10% HSCP



8% International



6% Medical

We also represented in other areas of specialism e.g. medical, safeguarding, disability and probation

PUBLICATIONS

In 2022 the IASW published 2 strategic plans, 2 position papers and a Scoping Exercise Report.



COMMUNICATIONS

We contribute to policy development across a wide range of areas, through advocacy, lobbying and representing the voices of the social work profession. Below is a snapshot of some of the 'comms' work in 2022:



Issued 8 press releases.

The IASW was mentioned over 15 times in news articles throughout the year.



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



15 Submissions to the lobbying register in 2022



CPD EVENTS 2022



36 Events and Courses

31 Online

5 In person

HSE HSCP Funded CPD Events

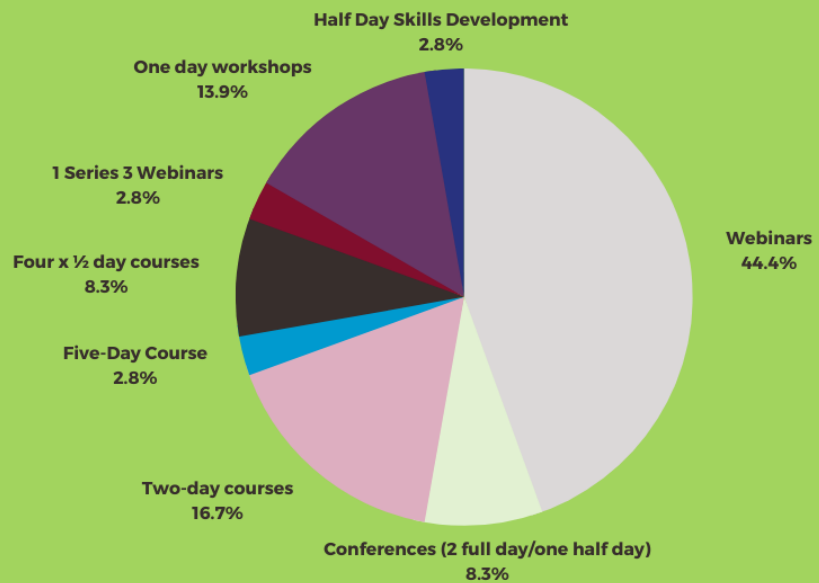
11 CPD events/courses [30% of total events]

220 places [8% of the total CPD places provided]

Five single discipline [152 places]

Six interdisciplinary [68 places]

10 events online/one in person



1,823

Places booked

22

Events were FREE to IASW Members

19

IASW 'Own' Events



Collaborations

In 2022 we worked in collaboration with

- National Practice Teaching in Social Work Initiative
- BASW NI
- School of Social Policy, Social Work and Justice, UCD

6

Webinars

397

Places booked

Legal and Administration Details

Board of Directors	Vivian Geiran	Chair
	Bridín Murphy	Treasurer
	Majella Hickey	Vice-Chair
	Hilda Loughran	(retired May '22)
	Gary Gartland	
	Rachel McCormack	
	Colletta Dalikeni	
	Claire McGettrick	
	Fiachra Ó Súilleabháin	(elected 2022 AGM)
	Sinéad McGarry	(elected 2022 AGM)
	Washington Marovatsanga	(retired Dec'22)
	Aine McGuirk	(retired May'22)
	Anette O'Callaghan	(retired May'22)
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 2022. The Directors confirm that the annual report and financial statements comply with the current statutory requirements.

Chairperson's Statement

Once again, it is an honour and privilege to present this Annual Report in respect of the Association's work in 2022. As always, the year was a busy one, with positive progress being made on a range of issues, specifically in relation to advancing our strategic goals, as you will see from reviewing the full content of this report. Here, I want to present you with a broad overview of some of our activities and achievements over the past calendar year, as the country and the world finally emerged from the worst of the impact of the COVID-19 pandemic and we collectively faced a range of new challenges, including those arising from the war in Ukraine, the ongoing accommodation, housing and homelessness problems and the deepening cost of living crisis, among others.

We finally got the opportunity to mark the fiftieth anniversary of IASW with an in-person celebratory event that was both reflective and forward-looking, in October. The anniversary event was followed, the following day, by our first in-person national social work conference since COVID struck. The conference theme was about *Exploring Anti-Poverty Practice in Social Work* and was a great success, fostering a real sense of 'getting back to our roots' in social work terms. We ended 2022 with our membership numbers steadily increasing, the Association's finances in good health, and our structure and governance on a sound footing.

One major step on our journey together was the publication of our Strategic Plan for 2022 – 2024. The plan is entitled *Social Workers: Stronger Together for Social Change* and represents a direction, a 'roadmap,' and a clear statement of our position on our values, goals and priorities for the three years covered by the Plan. Progress during 2022 on the seven Strategic Objectives in our 2022-2024 Strategic Plan are reflected in overview in the relevant section below.

One of the greatest, most widespread, and enduring challenges facing social work as a profession has been the shortage of social workers in Ireland and related issues, including struggles in recruitment and retention across all social work sectors and the profession at large. These issues impact 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 and on government's ability to provide social and other important services. In response, IASW – with funding from the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) – commissioned a scoping report to explore the relevant issues and make recommendations for remedial actions. The research was carried out by Kelleher-O'Meara, and we published the resulting report in December. The report captured and highlighted the core problems in question and made positive and practical suggestions for ways to address them. Looking beyond 2022, this report will provide a clear platform for IASW's work, in collaboration with our partners and key stakeholders, to address the challenges identified, through actioning its recommendations in a systemic and focused way.

At Board level, we welcomed Sinéad McGarry and Fiachra Ó Súilleabháin as Directors, elected at this year's AGM, as we said farewell at the same time to Áine McGuirk (Vice-Chair), Anette O'Callaghan (Treasurer), and Hilda Loughran, who all stepped down as Directors, having each served six years on the Board. At the end of the year, Washington Marovatsanga also retired from the Board. I want to thank Áine, Hilda, Anette, and Washington for all their hard work over the years. Following the AGM, Majella Hickey took on the role of Vice-Chair and Brídín Murphy took on the role of Treasurer. We also welcomed Lynsey Willis as Events Administrator, to the staff team, during 2022.

I want to thank all my colleague Board members and our dedicated staff team, as well as all those other colleagues who give so much to the work of IASW, and contributed in so many ways to all that has been achieved together over the course of 2022. I also want to specifically acknowledge 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.

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.

Through the hard work and creativity of our Membership Committee and our staff team, IASW membership numbers continued to grow, across the different membership categories, through 2022. 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. One initiative – the launch of a short video, entitled *Reasons to join your professional association*, promoting association membership and professional identity North and South and focusing especially on early career social workers – was co-produced with our BASW-NI colleagues and launched in 2022. A number of creative and productive initiatives were undertaken throughout the year, to encourage new and returning members to join the Association, all to very good effect.

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

The Association's communications and public affairs priorities are informed by the report commissioned and delivered by Kelleher O'Meara on behalf of IASW, in 2021. This objective, as with the other six, remains a key goal for follow-up in 2023 and beyond. The IASW Chair, as the primary IASW spokesperson in the communications media, made numerous TV and radio appearances and contributed to print and social media on behalf of IASW. Others, too numerous to mention, were called upon by IASW to act similarly as spokespersons, contributing their specific expertise and knowledge on a range of issues, representing IASW positions, reflecting our values and informing the wider public about the Association and the complexities of work undertaken by the profession. 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.

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. A successful application for funding was made to TUSLA, resulting in additional funding being secured, alongside the longstanding HSE funding stream for CPD. Our CPD Committee was reconstituted in 2022, with Rachel McCormack taking over the role of Committee Chair from Dr. Hilda Loughran, who remained on the Committee. The National Practice Teaching in Social Work Initiative received our continuing support and is an important resource to practice teaching and learning.

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.

A successful application for funding was made to the Department of Children, Equality, Disability and Youth, to commission a scoping study of the challenges in relation to the training, recruitment, and retention of social workers in Ireland. The resulting report, completed by Kelleher O'Meara consultants for IASW, was launched in December 2022. The report's findings provide 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. While there will always still be work to be done in this regard, the patient and dedicated efforts by the Board, staff team and members is bearing fruit and will continue to do so in the years ahead.

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.

On foot of a Motion passed at our 2021 AGM, we commissioned an independent subject expert, partnered with a Working Group of Board representatives and other IASW members, and completed the governance review of the Association mandated by that AGM Motion, in 2022. The Group's report was presented to the Board at the end of 2022, making recommendations for a range of changes, to our Constitution, structures – including Board, Committees, Special Interest Groups (SIG) – and policies, among others. All of this was progressed with a focus on strengthening our governance, in line with best practice and the standards set by the Charities Regulator and other relevant benchmarks, so as to maximise our functioning and effectiveness.

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.

During 2022, we continued to deliver on our Advocacy Strategy goals, as exemplified in our work in finalising our Position Paper on Adult Safeguarding and progressing the different work streams under our Anti-Racism Strategy and work plans. Following an extensive consultation process, we finalised and launched our updated *Position Paper on Adult Safeguarding* and contributed to a number of safeguarding events, discussions, and campaigns over the year. There were also strong IASW advocacy inputs in the areas of child, adolescent and adult mental health, disability, older people and child and family policy and practice, as well as in fostering and adoption and related matters; through statements, submissions, publications, networking events and presentations to Oireachtas Committees, among others. Board members, staff and other IASW members engaged in discussions with politicians (government and opposition) and policymakers and senior officials in many of the sectors in which social workers are employed or have concerns. We have been increasingly conscious of the need to be environmentally aware, for example using online platforms for most of our Board and other meetings. We also participated in an IFSW event on *Green Social Work*. We continued to strengthen our connections and collaboration with sister networks, including the Health & Social Care Professionals Alliance (HSCPA), 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.

Our International Affairs Committee, chaired by Anna Denneher, continues to work as hard as ever at cooperative and developmental initiatives with our partners in other jurisdictions, especially our colleagues in BASW-NI, IFSW-Europe and IFSW-Global. Work continued during 2022 with our BASW-NI colleagues, to put in place a reciprocal (North-South) associate membership scheme. By year's end, the administrative and ICT foundations had been laid, and other supporting work done, with a view to launching the scheme in early 2023. We also ran a joint event in March, with our BASW-NI colleagues, on *The Legacy of Brexit*. Following the invasion of Ukraine by Russia, IASW responded to a call from IFSW to support social work in war-torn Ukraine in practical and other ways. IASW made a sizeable cash donation to the work of our Ukrainian colleagues and the brave and creative work they continue to do in their own country, as well as working with those fleeing the war to neighbouring countries. IASW Chair and Áine McGuirk travelled to Berlin for the first in-person IFSW-Europe Delegates Meeting since the pandemic. John Brennan (IASW member) attended the meeting in his role as IFSW-Europe Vice-President.

Future Plans to Achieve Strategic Goals

As we move from 2022 into 2023, our overarching focus remains on progressing the goals set out in our current (2022-2024) strategic plan, as well as responding more broadly to issues of concern for the profession and those with whom we work. Two of our key priorities, heading into 2023, are to progress the outcome and the recommendations of the *Governance Review Report* and of the *Report on Training, Recruitment and Retention of Social Workers in Ireland*, both referenced above. 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.



Vivian Geiran
IASW Chair
SW00319

A Team Effort - Our Staff and Volunteers

Staff Team - The IASW staff team consists of Danielle McGoldrick, Office Manager, Cliona Murphy, Continuing Professional Development Coordinator, Sarah McDonnell, Office Administrator and Lynsey Willis, Event 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 span across the association, from supporting the staff team to giving back through our Council Groups. Our volunteers are invaluable to the work that we do at IASW and are central to how we work.

Our Board of Directors, Council 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, Committees, Associate Groups, and through representation and publicity, as well as at events, forums, advisory groups, and task forces.

During 2021 and 2022, despite the pandemic, the volunteer contribution to the IASW remained stable. The IASW is 'run for members by members' and sends a huge 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 reviewed and amended in 2022, as part of the Governance Review. In 2023 they will be brought to an Extraordinary General Meeting for adoption.

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 seven times during 2022. 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)
Hilda Loughran	Director	3/3	Jun-16	Jun-22
Anette O'Callaghan	Treasurer (Until May'22)	1/3	Jun-16	Jun-22
Aine McGuirk	Vice-Chair (Until May'22)	3/3	Jun-16	Jun-22
Majella Hickey	Vice-Chair (Apt May'22)	4/7	May-18	Jun-24
Colletta Dalikeni	Director	4/7	May-18	Jun-24
Gary Gartland	Director	7/7	May-19	Jun-25
Rachel McCormack	Director	5/7	May-19	Jun-25
Vivian Geiran	Chair (May'21)	7/7	May-20	May-26

Bridín Murphy	Treasurer (Apt May'22)	5/7	Jul-20	May-26
Claire McGettrick	Director	6/7	May-21	May-27
Washington Marovatsanga	Director	1/7	May-21	May-27
Sinéad McGarry	Director	4/4	May-22	May-28
Fiachra Ó Súilleabháin	Director	2/4	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 2023 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 Subcommittees

The Board is supported by a committee structure that deals with specific aspects of the association's business. There were two such committees in 2022; HR & Finance and CPD Committee. At least one Director of the Board participates and attends committee meetings. Each committee is governed by terms of reference specifying the scope of their competencies and any delegated authorities.

Council Attendance Rates

Head Medical Social Workers (HMSW)	3 of 4
Foster Care (SWIFC)	3 of 4
Disability (SWID)	2 of 4
Child & Family (C&F)	0 of 4
Child & Adolescent Mental Health (CAMHS)	3 of 4
Ageing (SIGA)	4 of 4
Adult Mental Health (SWAMH)	3 of 4
Southern Region	0 of 4
Journal Committee	0 of 4
International Affairs Committee	1 of 4

Adult Safeguarding & Protection (ASaP)	4 of 4
Primary Care	1 of 1

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. In 2022 the IASW had a total income of €406,177 (details below):

Funding Stream	Income
2022 Membership Fees	€247,823
2022 Grants	
HSE CPD Structural Funding	€54,400
Tusla CPD Structural Funding	€13,500
DCEDIY – Grant for Scoping Exercise	€7,500
HSE Interdisciplinary Event Funding (deferred from 2021)	€8,750
HSE Single Discipline Event Funding (€10,050 deferred from 2021)	€24,064
Other Income	
• Event Participant Fees	€2,283.00
• Advertising Services	€43,925
• Donations	€1,197

The IASW would like to pay tribute to the generosity of our funders, the HSE HSCP National Office, Tulsa – The Child and Family Agency, and to the members for their continued support in the work of the IASW. All these 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 € 385,520. Staff costs make up the largest part of the expenditure totalling €149,107 for the year, with operation costs of €236,413 being the other area of major expenditure. Further details on staff costs and other expenditure are presented in the appendix to the accounts page 19 of the audited financial statements.

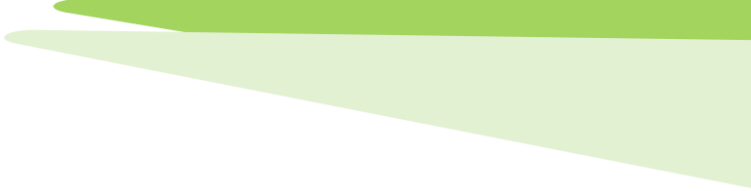
At the year end, the IASW carried a surplus of €20,657

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 organisation's 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 2022 can be found at the end of this report.



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

The Human Resources (HR) & Finance Committee

The HR & Finance committee held their bi-monthly meetings virtually throughout 2022 and continued its work on behalf of the IASW Board.

The Committees were restructured during the year (March 2022) and Finance was moved from the HR and Governance Committee portfolio and became the Finance and Audit Committee. New Terms of Reference were adopted for each of the new committees and committees were established as follows:

2022 Committee Members

Gary Gartland, Bridin Murphy, Majella Hickey, Vivian Geiran and Danielle McGoldrick.

Tasks during the Year:

A feasibility study was prepared seeking the funding for a COO position – this business case and application was submitted by the Board to POBAL for funding under the SSNO scheme, but was unsuccessful. This decision was appealed but the POBAL decision was upheld.

A number of policies were drafted, reviewed, finalised and adopted by the Board throughout the year:

- Transparency & Accountability Policy
- Conflict of Interest Policy for Board Members
- Grievance and Complaints Policy
- Dignity and Respect at Work Policy

The Board reviewed the IASW Staff Employees handbook, and the Implementation of Incremental pay-scales for IASW Staff and review of IASW Travel and Expenses rates were completed during this period.

A new part-time staff member was recruited to assist the CPD officer with event administration.

Governance

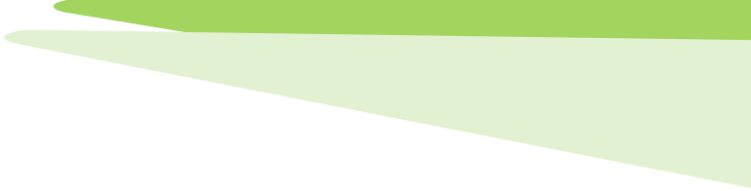
The IASW Board of Directors signed off on the new Strategic Plan for the Association, for the years 2022 to 2024. The Plan sets out our organisational goals and objectives for the coming three years, under four areas of focus, regarding: membership, organisational structures and resources, partnership working and policy and advocacy.

The Governance scoping exercise was initiated in early 2022 with a view to engaging outside expertise to review our current structures. This started with a “Board Skills Health check” to help identify any competency skills / gaps on the Board.

Four external consultants were considered to undertake the review and Mr Senan Turnbull was selected based on previous experience, availability, and price. Following the development of the terms of reference the review commenced in July 2022.

The Working Group consisting of Amanda Casey, Gary Gartland, Danielle Mc Goldrick, Anne O’Loughlin, Donal O’Malley and Fiachra Ó Súilleabháin met on six occasions with Senan Turnbull to look at all aspects of the structure and operations of the Association and to inform the final report.

The working Group concluded its work and report in December, with recommendations on Changes to the Constitution, the Rules, the Board Committees, The SIGS, Council, AGM/SIG Conference, and the adoption of a set of Standing Orders, among others.



It was recommended that the IASW, through the Governance, Risk and HR committee commit itself to achieving compliance with the standards of the Charities Governance Code even though there is no legal requirement to do so.

This recommendation was made in the context of using the Code as a benchmark against which best practice is increasingly being judged by stakeholders as to whether an organisation is 'well-run' and the ability to be able to demonstrate that IASW follows this Code would be a singular achievement which would build confidence that there is a commitment to best practice in all that it is and that it does.

It was agreed that the amended Constitution would be presented at an EGM in March 2023.

Risk

A draft risk register has been initiated and will be populated following consultation with members of the IASW Board.

Membership

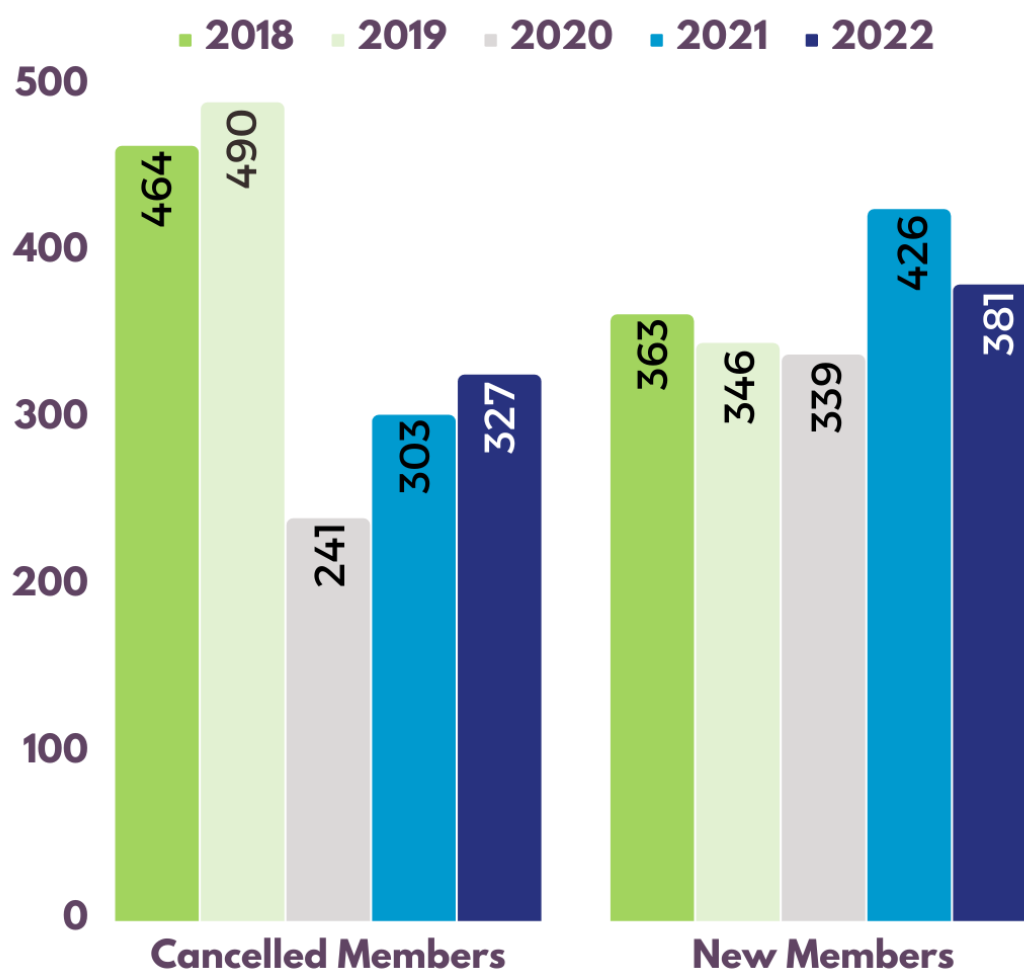
The Office Administrator with support from the Office Manager processes membership applications, deals with queries around qualifications, including clarifying entry requirements for potential social work students, social workers with international qualifications, as well as dealing with queries in relation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

Membership Growth 2018 - 2022

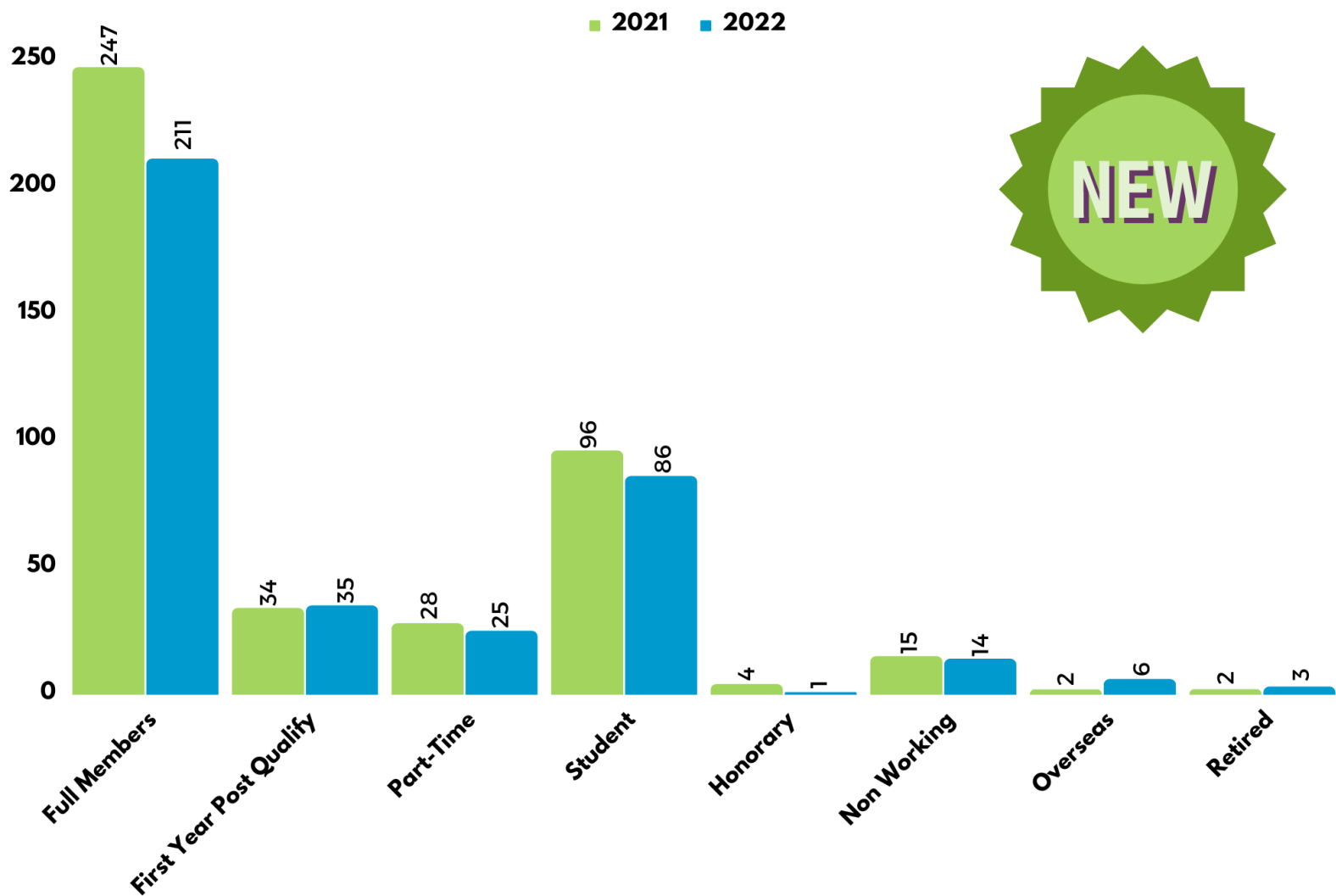
	2018	2019	2020	2021	2022
Cancelled Members	464	490	241	303	327
New Members	363	346	339	426	381
Total No. Members	1295	1281	1413	1570	1630

The table above provides statistics on the number of members who have joined and cancelled their membership with the IASW over the last five years. As you can see the number of association members has increased by over 300 members over this five-year period, a growth of over 25% 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 Practice Insurance coverage, and an increase in the expenses of running the association.

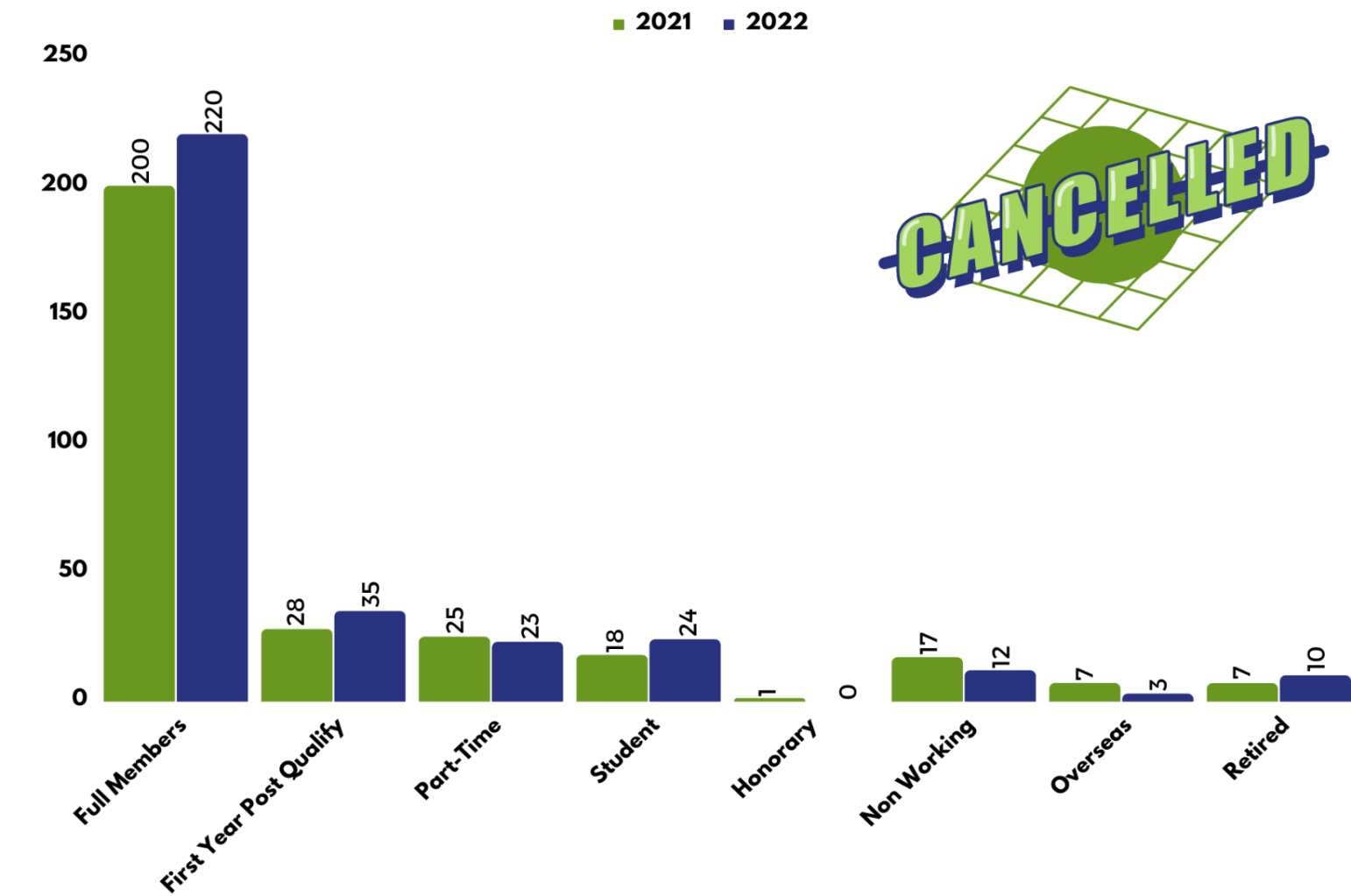
Growth in Association Membership Over The Last Five Years.



New Members 2021 v's 2022



Cancelled Members 2021 v's 2022



Testimonials



As a new starter into the profession of just one year, the IASW has been pivotal for me in terms of networking, keeping motivated in the profession with ongoing CPD training and being kept informed on such trainings. The role I am currently in was brought to my attention through the IASW. As a whole being a member of the IASW has been paramount in shaping my outlook and networking with other members.

- Amy O'Hara



Being an IASW member means a lot to me. It helps me stay abreast with current updates around social work practice in Ireland. I feel like I am part of something and part of an amazing community. The training opportunities are enormous and cuts across various areas of social work. Thus, there is a training opportunity for everyone.

- Love Anie



Being a member of the IASW helps me to remember that I'm not alone in facing the systemic battles all social workers face daily as I fight for children and families. It also gives me the motivation to never stop believing in families, because I know there are hundreds of other members who have the same fire within them, even during the days when we and I feel deflated.

-Maebh Brannigan



Being a member of IASW means feeling a member and being a part of a wider community of social workers that are here to protect and represent social workers and the work of social work. Being a member of the IASW, as a social worker in the early years of my career can be given opportunities around training and professional development in order to enhance my development as a social worker, while being kept informed around a wide array of topics relating to professional practice. Overall, I am glad to be a member of the IASW as it's an organisation for social workers and where social workers can be heard.

- Keith Hanafin

Professional Development Coordinator Report

A key part of any year is the development of the CPD event programme informed by learning needs, PESTLE analysis, HSE demands, meetings with IASW members, and liaison with partners on joint events. 2022 saw yet another increase in requests for the Professional Development Coordinator to provide different types of CPD events as well as requests from organisations to collaborate on the provision of CPD events. In order to plan for the necessary supports and resources to be available to prioritise and support our Council-led CPD events, a CPD event application process was introduced towards the end of the year. The process has had the desired impact as well as creating the opportunity to influence and inform HSE CPD event funding applications, as appropriate.

Ongoing tasks throughout 2022 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. One example includes working on the IASW Scoping Report on Training, Recruiting & Retaining Social Workers in Ireland.

I also engaged in opportunities to provide support to the HSE HSCP Office including reviewing the Reflective Practice modules launched in 2022, as well as advising on learning needs and priorities for social work and other HSCPs. I also engaged with the National Office for Human Rights and Equality Policy with regard to the development of CPD resources.

One very enjoyable project was a collaboration with the professional officer from BASWNI to develop and co-ordinate the content, participants, recording, editing and launch of a joint video promoting membership of professional bodies & building professional identity. The launch of the video was supported by our teaching colleagues on social work courses nationwide.

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 online in 2022. However, five in person events also took place and 2022 was the first year that the IASW National Social Work Conference took place in person since 2019. A total 36 CPD events and courses were provided during 2022, as follows:

- 16 webinars
- 3 conferences (2 full day/one half day)
- 5 one day workshops
- 6 two-day courses
- 1 five-day course
- 3 four x ½ day courses
- 1 series 3 webinars
- 1 half day skills development

31 of those events were online while five were held in person.
Of the 2,648 places made available, 1,823 places were booked.

22 events were free for IASW members, further strengthening one of the key benefits of IASW membership. One of these events was targeted at our first-year post qualification members providing a free place on an interview skills course timed to take place before HSE social work panel interviews.

CPD events provided by the IASW can be broken down into three broad categories: independent, HSE funded and collaborations. In 2022, there were:

- 19 Independent IASW events [Council & Prof Dev Coor led];
- 11 HSE funded [discipline specific & interdisciplinary];
- 6 Collaborations.

HSE HSCP Funded CPD Events

Annual HSE Event Funding Applications in 2022 secured a total of €12,600 for two CPD courses and one day long skills workshop. I also partnered on six interdisciplinary CPD events and courses with other professional bodies.

While 30% of CPD events were HSE funded, only 8% of the total CPD places provided were limited to those working in the publicly funded healthcare service.

Collaborations

600 places were made available at collaborative events, with a total of 397 places booked. Three collaborations were with the ***National Practice Teaching in Social Work Initiative*** and those events provided a total of 198 places (89 booked by members). Two webinars were co-hosted with BASWNI and one with the ***School of Social Policy, Social Work and Social Justice, UCD***.

In March, I started working a four-day week. Following a recruitment process, an event administrator, Lynsey Willis, began work 12 hours a week from August relieving the office administrator of CPD administrative work, freeing that post up by one day a week. Lynsey is a very welcome addition to the team.

Event Administrator Report

I joined the IASW as Event Administrator in August 2022 on a 12 hour a week basis. In 2022, I assisted on administration tasks for the National Conference and 50th Anniversary including sending invitations and registering RSVPs, preparing name badges and leaflets, and collating dietary requirements for the day. Online event administration tasks included liaising with course providers, holding Zoom rehearsals and ensuring Zoom events ran according to plan, managing participant deposit payments and refunds, sending Zoom links to participants, and gathering and collating evaluations following events. General tasks included sending out a weekly CPD events email newsletter to members and responding to email queries from event participants and members.

Office Manager Report

Office Management in the IASW requires the Office Manager to do 'double duty', performing Office Manager functions along with 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 2022, the 'admin team' lead out on and assisted the Board, Council, Members and CPD Development Officer 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, council groups, 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 event and the 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.
- Coordination of the 50th Anniversary Celebratory Event

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: Strategic Plan Working Group, Governance Review Advisory Group, HR & Finance Committee, and Council Groups: 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.
- Convening and providing administrative support for Board meetings and AGM's, and Subcommittees of the Board.
- Financial planning and analysis, forecasting, budgeting, internal controls, and financial reporting.
- Implementing and maintaining procedures/office administrative systems.

- Coordination of 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 2022

In 2022 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 e.g., Adult Safeguarding, Maskey Report, Recruitment & Retention of Social Workers, Information & Tracing Bill.
- Member-Get-a-Member initiative - included communications, incentives, content marketing, social media activity.
- Application for SSNO Pobal Funding.
- Associate Membership Scheme with BASW, Northern Ireland.
- Social media - an increase in activity and new content formats.
- Website updates.
- 50th Anniversary celebratory event.
- Free Member Gifts – promo materials and branded merchandise.
- Publication of a quarterly newsletter.
- Governance Review - reviewing practices and structures of the association.
- Development of new internal policies i.e., Dignity & Respect, Grievance & Complaints, Supervision Guidelines, Transparency & Accountability, Terms of Reference for Board Committees.
- Review of internal policies i.e., Staff Expenses Policy, Employee Handbook.
- Development of a wide variety of submissions & representations.

Office Administrator Report

2022 was my first full year with the Association having joined the team in March of 2021. It was a busy year with the end of many of the covid restrictions, a new team member, and the ebbs and flows of working within such a small team in a busy organisation. It is still a pleasure to be part of an organisation that actively advocates for human rights and is a loud voice for social justice.

In the first half of 2022 we experienced sizable difficulties with our website and our internal mailing system. Working towards the resolution of these issues took up a lot of my focus with some aspects not being fully resolved until the very end of 2022.

Membership

Over the year I provided IASW members with day-to-day support via phone, email, and text. I utilised our mailer system and social media accounts to disseminate important information to our members, press releases, adverts, publications for example.

In 2022 I worked on several membership campaigns. And for the first time in the IASW history we reached over **1,600 members** in October. Due to the success of our monthly referral campaigns in 2021, we continued these for 2022. Over the course of the year, we had 97 new members due to these referrals. Towards the end of the year, we ran a testimonial competition for our members to celebrate reaching 1,600 members. We asked members what being an IASW member means to them. There was a great response to this competition, some of the testimonials can be found on page 18. All of the kind things said were lovely to read and I think they are a real testament of the efforts put in by our chair, members of the board and the staff team!

Communications

In the summer of 2022, I worked to redesign the IASW Code of Ethics and Code of Practice to an easy-to-read pamphlet which would subsequently be sent to all new members in their member packs. I also redesigned the IASW social media policy.

Later on in the year I worked to create and design a 'Join the IASW Now' pamphlet. This pamphlet showcases reasons to join the Association in a clear and concise manner. These were first distributed at the IASW conference in October. To encourage non-members to join and those that are members to take and give to colleagues who are not already members.

I created a Fitness to Practice information leaflet with information on what the IASW offers its members. This will be finalised in 2023 and will go to print with the intent that it will be circulated along with the Journal.

Due to Covid restrictions our 50th anniversary was pushed out to 2022. I worked along with Danielle to create a fun invite which was disseminated to our members, showcasing some of the IASW memories from the past 50 years.

Over the course of the year, I supported many of the IASW Council Groups: scheduling meetings and disseminating important information relevant to their groups amongst other work.

I worked closely with IASW Chair Vivian Geiran supporting his endeavours of implementing the Association's strategic plan.

Continuing Professional Development

At the beginning of the year, as in previous years, I worked closely with the Professional Development Coordinator to complete administration tasks leading out from CPD Events, workshops, and courses. Over the year I assisted on over 15 of these events

During the summer of 2022 the Association employed a new member of staff as an event administrator. This took many of the event related administration tasks off my desk. In the lead up to them starting I created two manuals for them to use. One of these is based on my own office manual with details on the workings of the office and one based around the procedures that they would be implementing in their tasks. Once Lynsey began in the office, I supported her training.

Representing Social Work

The tasks I participate in day to day contributes greatly to the sustainable development of the association, such as membership tasks and advertising job vacancies, events, and courses. This is not an exhaustive list, but it shows some of the daily tasks that I undertook over the year.

During the year I created templates for the adverts that we place. This has streamlined the process for both myself and those wishing to place adverts. In 2022 the earnings from adverts was 31% up on 2021.

IASW Structure, Resources and Governance

I offered administrative support to the Office Manager during the Governance Review undertaken by Senan Turnball, the Office Manager, and the working group.

Influencing Policy and Practice

Over the course of the year, I worked with the respective council groups and IASW board members to design the following documents.

- IASW Scoping Report on Training, Recruiting & Retaining Social Workers in Ireland.
- IASW Position Paper: Adult Mental Health Social Work and Housing.
- IASW Position Paper on Adult Safeguarding: Legislation, Policy, and Practice.
- IASW Strategic Plan 2022-2024.
- IASW Advocacy Strategy 2021 -2024.

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 on correspondence such as press releases, position papers and submissions.

International Partnerships

Over the course of the year, Danielle and I liaised with BASW NI to plan for our new Associate Membership with our respective Associations to be launched in early 2023. This is a great benefit for our IASW members with access to hundreds of additional hours of CPD. It will also give our members the chance to influence the planning & delivery of social work services and promote social justice across the island of Ireland. Target for launch of the scheme is February 2023.

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

Committee Members:

- **Chair:** Dr Valerie O'Brien
- **Vice Chair:** Ms Avril Connolly
- **Secretary:** Mr Harold Barber
- Ms Colette Toland
- Ms Barbara Tansey
- Ms Deirdre Kirrane
- Ms Jackie Smith
- Ms Caroline Mulranny

Meetings in 2022:

- 03.02.2022
- 01.03.2022
- 11.04.2022 (cancelled)
- 17.05.2022
- 28.06.2022
- 26.07.2022 (cancelled)
- 28.08.2022
- 11.10.2022
- 05.11.2022 (AGM)
- 22.11.2022

Membership: There are up to 63 social workers who have indicated an interest in this group. We provide regular information re activities of the group and general information on foster care to the wider group. However, there are only a small number actively involved. SWIFC once again aims to increase participation in 2023.

We aim to write to all members and ask (a) if they are still connected with foster care and (b) if they are interested in participating in a consultation process re SWIFC.

Activities / Events for 2022:

- 7 meetings and an AGM
- Advocacy work with key stakeholders in foster care – especially with IFCA
- Advocacy work with key stakeholders in foster care – especially with IFCA
- Participated in IASW presentation to Oireachtas Committee

Other highlights from the year:

- Advocacy work to build on services for birth parents of children in care continued through representation to TUSLA as part of IASW initiative. Tusla have now commissioned work on this topic. This is a positive outcome to our advocacy work.
- Position of birth parents has a more central role in Tusla Strategic Policy Paper published in late 2022.
- Advocacy work in SWIFC – Work undertaken on how CASP policy is impacting on the provision of foster care. We continue to monitor this with the hope that we can work alongside other stakeholders and IASW to influence this. We contend that there are unforeseen consequences arising from the operation of the policy that will impact on the retention and recruitment of foster carers. The impact on placement stability of children left in the foster home during the investigation needs attention.
- SWIFC plans to increase the visibility of kinship care as part of our advocacy work in 2023.

Plan for 2023 –

- 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 carers 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.

2022 Publications:

- SWIFC / IASW Document submitted by by Valerie O'Brien and Áine McGuirk to the Oireachtas subcommittee set up to examine foster care – Sept 2022

Dr Valerie O'Brien
SWIFC Chair Person

1.2 Social Workers in Disability (SWID) Special Interest Group

Committee Members:

- **Chair** – Ciara Lynam
- **Secretary** - Anne O’Loughlin
- **PDS Sub-group:** Colman Parker
- **PDS Sub-group:** Eibhlin Fleming

Meetings in 2022

No meetings took place between May and August due to a lack of Chair.

- 02.02.2022
- 06.04.2022
- 14.09.2022
- 26.10.2022
- 07.12.2022

Membership:

Number of members in 2022: 120

Activities / Events for 2022:

- PDS/ CDNT subgroup met quarterly over 2022. 3 work streams focusing on promoting the role of social worker where two leaflets were developed, caseload prioritisation tool and governance and supervision survey. One key stakeholder meeting completed in 2022 with more to follow in 2023.
- SWID Conference- “Crossing the Divide:” Assisting Social Workers in Supporting Transitions from Children Disability Service into Adulthood – held on 9th November 2022 with over 70 in attendance.
- SWID Social work representative on Disability Advisory Group, contributing a social work perspective into the National Clinical Programme for People with Disability (NCPPD).

Other highlights from the year:

- Consent and Safeguarding - raising practice issues in respect of consent when making a safeguarding referral against the wish of person with a disability.
- SWID rep on the ADM consultation session May 2022.

2022 Publications:

- Role of Social Work in CDNT- for parents and professionals.

Ciara Lynam

SWID Chairperson

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

Committee Members

- **Chair** – Linda Curran
- **Secretary** – James Halpenny
- Frank Browne
- Elaine Donnelly
- Jim Lane
- Maria Egan
- Paul Guckian
- Nisarg Nagwadia
- John Cowman

Kerry Cuskelly and Sinead Mckenna were both on maternity leave.

Meetings in 2022:

- 11.02.2022
- 22.04.2022 (AGM)
- 29.04.2022
- 24.06.2022
- 02.09.2022
- 25.11.2022 (Annual Conference)

Membership:

Number of members in 2022: 207 on broader SWAMH list. Core committee of eleven members currently.

Activities / Events for 2022:

- Multicultural Supervision presentation followed by SWAMH AGM 22 April 2022.
- Annual Conference held on 25 Nov 2022. First in person event since the pandemic. Several speakers presented including a keynote address from Rory Hearne and Claire Feeney from the Housing Agency.
- Published a position paper on the topic of housing and this was launched on the day
- Organising our AGM and celebrating mental health social work event for Friday 31st March 2023

Other highlights from the year:

- Meeting with Minister Butler held in January 2022 regarding the role of social work and family focused interventions.
- Liaison with IASW colleagues regarding the IASW anti-racist strategy
- SWAMH made a submission regarding constitutional right to housing.
- SWAMH/IASW reps have ongoing involvement with both NIMC (Kerry Cuskelly) and MHC (Linda Curran).
- John Cowman represented SWAMH/ IASW at recent Mercy Law Housing event.

2022 Publications:

- Adult Mental Health Social Work and Housing. A Position Paper

Linda Curran

SWAMH Chairperson

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

Committee Members

- **Secretary/Interim Chair:** Aoife Bairead

Position of Chair was vacant in 2022 with group members taking turns to lead meetings and participate in association activities.

Meetings in 2022:

- | | |
|--------------|--------------|
| • 18.01.2022 | • 25.05.2022 |
| • 22.02.2022 | • 11.10.2022 |
| • 30.03.2022 | • 15.11.2022 |

Membership:

Number of members in 2022: 27

Activities / Events for 2022:

- Participated in IASW meeting with Tusla Director for People and Change 25th March 2022
- Participated in consultations ahead of extraordinary general meeting.
- Participated in the HSCP Multi-stakeholder practice education workshop on the 27th of October 2022
- Assisted in drafting letter to Tusla on disruptions in residential care provisions April 2022
- Participated in preparation for IASW meeting with Tusla.
- Began planning for SIG Conference in 2023

Aoife Bairead

C&F Interim Chairperson

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

Committee Members

- **Chair:** Eoin Barry
- **Treasurer** Vacant Through the Year
- **Secretary:** Vacant Through the Year

Following our AGM in February 2022 there were no volunteers for any committee positions the following members volunteered at a meeting in March 2022:

- Mary McNamara
- Denise Lloyd
- Louise McCormack
- Sheila McKenna
- Lily Clarke

Meetings in 2022:

- 28.02.2022 (AGM)
- 04.03.2022
- 07.04.2022
- (05.05.2022
- 06.2022
- 12.09.2022
- 11.10.2022 (postponed)
- 12.12.2022

Membership:

Number of members in 2022: 66

Activities / Events for 2022:

- Presentation to the Oireachtas Committee on Mental Health.
- Ongoing participation with Mental Health Reform with a particular focus on recruitment within CAMHS.

Other highlights from the year:

- Presentation at world social work day event on 18th March 2022.

2022 Publications:

- Press Release in Response to the Maskey Report 8th February 2022.
- Our input at the Oireachtas sub-committee was referenced in the report on the mental health act. We presented on the importance of reducing the use of physical restraint at the sub-committee – this was included in the report and was including in the latest guidelines from the MHC.

Eoin Barry

CAMHS Chairperson

1.6 Social Workers in Ageing (SIGA) Special Interest Group

Committee Members

- **Chair** – Deirdre McNally
- **Secretary** – Caroline O’Donoghue – retired in Nov 2022

Meetings in 2022:

- 25.01.2022
- 26.07.2022
- 29.03.2022
- 27.09.2022
- 31.05.2022
- 05.12.2022 (AGM)

Membership:

Number of members in 2022: 88 on SIGA mailing list

Attendees at bimonthly online meetings approx 12-15

Activities / Events for 2022:

- ACT training to support people with self-neglect and hoarding.
- Trauma informed practice for people with self-neglect and hoarding behaviours – Deborah Barnett.

Other highlights from the year:

- MAST information session.
- IASW Reps for Prescribed Professionals with ADM Act presentation.
- IASW Anti-Racist strategy presentation by Colletta Dalikeni.

2022 Publications:

- N/A.

Deirdre McNally

SIGA Chairperson

1.7 Primary Care Special Interest Group

Committee Members

- **Chair until Dec 22:** Joan Dunne
- **Current Chair:** Martina McGovern
- **Secretary:** Catherine Coles
- **Vice Secretary:** Lisa Daly
- **Executive Officer:** Rashida Lakhani

Meetings in 2022:

- The first meeting of the re-established group was held on September 14th.
- The second SIG meeting was held on the 29th of November.

Membership:

There is currently a list of 81 members on the mailing list for the Primary Care SIG.

Activities / Events for 2022:

- An email was sent out in June 2022 to Primary Care social workers asking for interest in establishing the Special Interest Group. Those interested in being members of the committee were asked to assist with making an application to the IASW to have the SIG re-established. The IASW accepted this proposal, and the first meeting of the SIG was held in September. At this meeting the committee was established and aims and objectives of the group discussed.
- Following the first meeting a mapping exercise was undertaken by Lisa Daly, Vice Secretary of the SIG. Representatives of each CHO nationwide were asked to provide a picture of social work staffing levels. This was then presented to the Special Interest Group at the November meeting. It was subsequently shared with the IASW. Overall, the response to this mapping exercise and Lisa's presentation was extremely positive. It provides a picture of the current situation nationwide for Primary Care Social work.
- At our September meeting a representative from the Medical Card Working group for people with terminal illness was able to seek feedback from social workers working in the community on how this system is working.
- The committee continue to share weekly updates to Primary Care social workers nationwide from the IASW.

Other highlights from the year:

- The Primary Care SIG have proposed a half day 'coffee morning' CPD event in May 2023 on Putting the Assisted Decision Making (Capacity) Act 2015 into Practice. After some delays, the Act is due to commence in early 2023. This will give functional capacity assessments a statutory basis and will have implications for Social Work practice. We are working with the CPD officer in the IASW in planning this event.

2022 Publications:

- Nil

Martina McGovern

Primary Care Chairperson

1.8 Southern Region Special Interest Group

In 2022 the Southern Region Special Interest Group were inactive. No meetings were held. There are plans to re-establish the SIG in 2023.

1.9 Anti-Racism Advisory Group (ARAG)

The (ARAG) was set up in July 2020 following George Floyd 's murder in Minneapolis, Minnesota USA and the subsequent climate created by the resurgence of the Black Lives Matter movement. Through implementation of its anti-racism strategy, the ARAG aims to promote anti-racist practice in all areas of social work under the three key areas: The Ant-Racism Advisory Group is made up of three work-streams Education and Research, Practice and CPD, Policy and Advocacy. There are 30+ members inclusive with a good cross section of SWs represented - medical, disability, charities, statutory, mental health, and good attendance at our meetings. The whole group meets every second month. On alternate months the three working groups meet separately. Decisions from the subgroups feed into the main group. We believe it is crucial that the IASW provides a platform for ongoing discussion of Racism in social work given the impact of racism on ethnic minority social workers and service users. This platform encourages the required learning to effectively challenge systems and practices that perpetuate racism in social work and the wider society. Our 2020-2023 anti-racism strategy can be found on <https://www.iasw.ie/events/292-launch-iasw-anti-racism-strategy-2021-2023>.

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

Committee Members

- | Co-Ordinators | Work Stream Leaders |
|--|---|
| <ul style="list-style-type: none">• Colletta Dalikeni• Hilda Loughran | <ul style="list-style-type: none">• Evelyn Oboh• Nisarg Nagwadia• Deirdre Jacob |

Meetings in 2021:

- | | |
|--|---|
| <ul style="list-style-type: none">• 13.01.2022• 21.03.2022• 25.05.2022 | <ul style="list-style-type: none">• 26.09.2022• 28.11.2022 |
|--|---|

Membership:

(ARAG) currently has a membership of 30+ social workers from the various social work discipline areas.

Strategic Goals and Actions of the (ARAG):

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

Activities / Events for 2022:

- 25.02.2022 – 1st Anti-Racism Strategy Anniversary Celebration
- March– Celebrated March Anti-Racism Month.
- 05.05.2022 – Social Work Practice Guidance for Working with Muslim Families & Working with Cultural Ambassadors with Karima Khadidja Abbas (IASW ARAG CPD & Practice Subgroup) & Flora Okobi Culture Connect.
- 02.06.2022 - Caring for Carers: Creating Safe Spaces to Care for those who Experience Racism in the Workplace - Sinead Twomey (IASW ARAG CPD & Practice Subgroup).
- 27.10.2022 - Building Racial Literacy: Understanding Unconscious Bias in Social Work and how to Mitigate it.

Represented IASW at the following Irish Network Against Racism (INAR) meetings:

- | | |
|--------------|--------------|
| • 21.02.22 | • 13.09.2022 |
| • 12.04.2022 | • 18.10.2022 |
| • 31.05.2022 | • 19.11.2022 |
| • 07.06.2022 | |

Other highlights from the year:

- Presentation on the Anti-Racism Strategy at Council meeting held on the 7th of February 2022 seeking to collaborate with the various Special Interest Groups. We are currently working collaboratively with SWAMH and hope to work with other SIGs going forward.
- The ARAG has been actively participating in developments of the National Action Plan Against Racism through IASW membership with INAR.
- ARAG members facilitated events in their organisations to mark March as Anti-Racism month.

ARAG has been involved in the following anti-racism campaigns:

- Love Not Hate campaign for hate crime legislation <https://inar.ie/hatecrime/> .
- Call for the national action plan against racism (napar).

2022 Publications:

- Crisis in Ukraine highlights social and racial inequalities among ethnic minority groups fleeing for their lives from the warzone. https://www.iasw.ie/PressRelease_UkraineCrisis_Racial_Inequalities

Colletta Dalikeni

ARAG Co-Chairperson

1.10 Journal Committee

Committee Members

- Majella Hickey (Outgoing Editor)
- Gloria Kirwan (Incoming Editor)
- Sinead Twomey
- Frank Browne
- Colletta Dalikeni
- Steven Peet

Meetings:

The Journal Committee communicated through email and Zoom meetings.

Membership:

The Journal Committee continued to work with a blind panel of peer reviewers during 2022 and into 2023. The blind panel of reviewers consisted of academics from the University sector and practitioners drawn from a range of practice fields. Each reviewer reviewed one - two articles per year. The Editor disseminated articles for peer review to reviewers based on their expertise in the subject area. Each reviewer evaluated the articles assigned to them and provided comprehensive typed feedback and guidance to the authors.

Activities / Events for 2022-23

- A call for Abstracts was issued in late 2022 and a good response was received to this call.
- All articles received to date have been reviewed or are in the review process, including being peer reviewed by a blind panel of practitioners and academics with support and guidance offered by the editorial committee.
- All articles published in the Irish Social Worker are available after six months (with the authors permission) to LENUS (HSE) open access repository for Irish health publications. This facilitates authors to disseminate their work to a much wider audience both in Ireland and Internationally.
- Majella Hickey completed her four-year term in the role of Editor and handed over to the new Editor, Gloria Kirwan.

Acknowledgement

The journal committee, on behalf of all members and everyone connected with the journal, wish to thank Majella Hickey for her work and commitment in her role as Editor of the journal. Always approachable and encouraging, as Editor, Majella worked tirelessly on behalf of authors and readers to ensure continuity of the high quality of the journal and its relevance in a rapidly changing social work landscape. We are delighted that Majella will continue as a member of the current journal committee. Thank you, Majella!

2022-2023 Publications

Two issues of the Irish Social Worker Open Access Practice and Research Journal are in progress with a view to publication in 2023. Submission of abstracts and articles are welcome at all times. The Editor (journaleditor@iasw.ie) is happy to hear from anyone who wishes to make enquiries about publishing in the journal.

Gloria Kirwan

Journal Committee Chairperson

1.11 International Affairs Committee (IAC)

Committee Members:

- **Chair** – Anna Deneher
- John Brennan
- Laura Peters
- Vivian Geiran
- Áine McGuirk

Meetings in 2021:

- 19.01.2022
- 16.02.2022
- 29.06.2022
- 24.08.2022
- 12.10.2022
- 24.11.2022

Membership:

Number of members in 2022: 5

Activities / Events for 2022:

- Planning of event to celebrate World Social Work Day 2022. The event was held virtually on 15th March 2022 with the theme 'Building A New Eco-Social World leaving no one behind'. Speakers included John Sharry on 'Managing Eco-Anxiety in a Time of Crisis', Eoin Barry on 'Young people's mental health and the environment they live in' and Coletta Dalikeni on 'Co-building a New Eco-Social World with Refugees: Issues of Culture and Race in Social Work with asylum seekers'.
- Attendance at IFSW General Meeting online 14th-16th May 2022 (Anna Deneher, John Brennan).
- Liaison with IASW representative to IFSW Young Social Worker's Project (Laura Peters)
- Coordination of IASW submission to 2022 IFSW Europe Poverty Watch Report.
- Attendance at Council of Europe Hearing of selected organisations, professional associations, and stakeholders in proceedings regarding parental separation and care proceedings 4th October 2022 (Anna Deneher).
- Attendance at IFSW Europe Delegates' Meeting Berlin 28th-30th October (Vivian Geiran, Áine McGuirk, John Brennan)
- Liaison with IASW member involved in *Put Children First Campaign* (Anna Deneher).
- Participation in Anti-Racism Advisory Group (Anna Deneher) .

Other highlights from the year:

- Throughout 2022 John Brennan continued in his role as IFSW European Vice-President and with his work as a member of the 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 2022.

2022 Publications:

N/A

Anna Deneher
IAC Chairperson

1.12 Head Medical Social Workers (HMSW) Associate Group

Committee Members:

- **Chair** – Tanya Franciosa
- **Council Representative:** Niamh Finucane
- **Secretary** – Donal Gill

Meetings in 2022:

- 25.02.2022
- 27.07.2022
- 23.03.2022
- 27.09.2022
- 18.05.2022
- 13.12.2022

Membership:

Number of members in 2022: 60

Activities / Events for 2022:

- Tanya Franciosa took over as chairperson of the group
- Donal Gill took over as secretary of the group
- The group had requests for representation on the following working groups/national advisory groups with Head Medical Social Workers participating or nomination staff to participate in area related to their speciality of work and practice. Owing to the ongoing issue of retention and related constraints, it was not possible to participate in all requests that were made to the group.
 - Paediatric Asthma Model of Care.
 - Model of Care Pre-admission Working Group HSCP representative.
 - Integrated Care Pathways Rare Disease.
 - Home Care Coalition – Health Care committee.
 - Enhancing Service User Involvement.
 - National Clinical Programme for Eating Disorders.
 - An Garda Síochána older persons strategy.
 - The national project to develop competencies and associated training for bereavement care.
 - Critical Care Advisory Group.
 - Health technology assessment of domiciliary invasive ventilation for adults with spinal cord injuries.
 - HSCP Progressing advanced practice working group.
 - Consultation with Professional Bodies on the role of Prescribed Classes of Professionals in assessing capacity for Co-Decision Making Agreements (CDMA) and Enduring Power of Attorney (EPA) applications as required by the Assisted Decision-Making (Capacity) Act.
 - HIQA's working group for Health technology assessment of domiciliary invasive ventilation for adults with spinal cord injuries.
 - HIQA working group Health technology assessment of the repatriation of paediatric haematopoietic stem cell transplant (HSCT) to Ireland.

- Eating disorder oversight and planning group.
- Decision Support Service, Codes of Practice consultation.
- The group undertook a national census of Medical Social Work posts to identify and highlight the *ad hoc* nature and disparity among acute and hospice services nationally and the perceived discrimination in the role out of Senior SW posts with integrated care teams similar to other HSCPs with social work left at main grade.
- Amanda Casey highlighted the lead role MSWs take in adult safeguarding and the need for this role to be cemented in future policy/legislation in an article to the Medical independent.
- The group completed a collaborative submission to the National HSCP Office on progressing advanced practitioner working group and the group was represented on the consultation process.
- The group successfully advocated, through Forsa, for the need for a Principal Social Worker as the lead role in adult safeguarding at hospital group level.
- A number of Head Medical Social Workers were representatives on the Children First reference group for acute services.
- Representation for the IASW on the Rehab Medicine Clinical Programme.
- Representation on the Irish Heart Foundation Council on Stroke.
- Representation on the governance review group with the IASW.
- Provided IASW representation on the National Safeguarding Advisory Council.
- Provided IASW representation on the HSE Expert advisory group for practice placement and workforce planning.

Other highlights from the year:

There were a number of retirements within the group.

Tanya Franciosa

HMSW Chairperson

1.13 Adult Safeguarding and Protection (ASaP) Associate Group

Committee Members:

The ASaP Committee is made up of three elected members –Bernadette Casey, Chair; Aidan Cooney, Vice-Chair, and Kelly O’Rourke, Secretary who were in place until 31st March 2022. We would like to thank them for their valuable support and contribution to the group during this time. A new committee was elected on 31st March 2022 Chair Jacinta Barrett, Vice-Chair Bernadette Casey, and Secretary Rosemary Keenan.

Meetings in 2021:

Dates when the meetings took place: 6 meetings took place in 2022.

- 27.01.22
- 24.02.22
- 31.03.22
- 19.05.22
- 25.08.22
- 24.11.22

Membership:

Number of members in 2022: We have an increasing number of contacts on our group mailing list.

Attendance at meetings can fluctuate. Meetings are now held quarterly offering lunch time and evening times alternatively.

The committee meet regularly outside of these meetings to plan and facilitate CPD events, review correspondence and engage in supporting the work of the IASW.

Activities / Events for 2021:

- Aine Flynn DSS gave a presentation on the ADM at the ASaP AGM
- Dr Anne O Loughlin gave a presentation to the group ‘a lasting and indelible impression, what can we learn’.
- ASaP Chair attended all IASW Council meetings.
- ASaP committee met with Chair of the IASW to discuss communication on Safeguarding developments nationally.
- Group members gave feedback on IASW Safeguarding position paper.
- ASaP supported the launch of the IASW Safeguarding position paper on National Safeguarding Day, Jacinta chaired the event.

Other highlights from the year:

Working closely with the NSO in preparation for conference in March 2023 - Speaking up Speaking out

Jacinta Barrett

ASaP Chairperson

Safeguarding Advocacy Workstream

Members:

Sinead McGarry

Amanda Casey

Dr Sarah Donnelly

Celine O'Connor

Throughout 2022, the IASW and our social work members continued to advocate in the area of adult safeguarding. This work included:

- In 2022, IASW continued to advocate and contribute to the field of adult safeguarding. This contribution included:
- In Jan 2022, Chair Vivian Geiran & IASW members met with Minister Anne Rabbitte in relation to IASW safeguarding perspectives post release of Executive Summary of the Brandon Report.
- In Jan 2022, Chair Vivian Geiran & IASW members met with David Cullinane T.D. health spokesperson for Sinn Féin in relation to adult safeguarding.
- In May 2022, Chair Vivian Geiran & IASW members met with Department of Health contracted research team to share IASW perspectives on safeguarding in nursing home sector.
- In June 2022, Chair Vivian Geiran & IASW members met with representatives from the Law Reform Commission in relation to IASW position on adult safeguarding.
- In July 2022, IASW raised concerns regarding appointment of nurse only safeguarding roles, with exclusion of health and social care professionals in the HSE with media and Government.
- On 11th November 2022, IASW launched our position paper on adult safeguarding following extensive consultation with members from across the entire Association. Minister Anne Rabbitte attended and spoke at the launch.
- Throughout 2022, Chair Vivian Geiran appeared on multiple media platforms, radio, tv and print to highlight IASW perspectives on adult safeguarding and to advocate for policy and legislative reform.
- IASW member Amanda Casey remains an IASW representative on the National Safeguarding Advisory Committee in Safeguarding Ireland.
- IASW member Sinéad McGarry remains IASW representative on the Communications Group in Safeguarding Ireland.

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

Meetings in 2022:

- 18th January 2022
- 16th February 2022
- 27th October 2022

As the group is still at the point of getting properly established, most activity in 2022 took place via email, phone, and text between the three co-ordinators.

Activities of the Group 2022:

- During 2022 the co-ordinators were predominantly focused on recruiting members to the group. There are now thirteen members in the group from a wide range of social work fields.

Future plans of the Group:

- Now that the group has a sufficient number of members, the intention is to continue the process started in 2021 in responding to the issues arising from the Mother and Baby Homes Commission Report and to collaborate on ways to inform best practice in the rollout of information and tracing services under the Birth Information and Tracing Act 2022.

2022 Publications:

- n/a

The IASW 50 Anniversary 1971-2021

The IASW was 50 years in existence in 2021. This anniversary event was to be marked by a series of events that year and planning started in 2019 when the then IASW Board agreed to organise some events. A small sub-committee of the Board was formed to lead on the preparations. Of course, as we all know, the Covid-19 pandemic put a stop to meeting up in-person.

The IASW Journal Committee kindly agreed to publish a special anniversary edition of the Journal. All ex-Presidents and ex-Chairpersons were invited to contribute a short piece about their time in that role. All previous editors of the Journal were invited to contribute a piece looking back from today's perspective on a Journal article that they had published. A few invitees had sadly died, but otherwise we had an excellent response. As a result, the Journal was a tremendous success and has made a great starting point for the next 50 years!

In 2021, Zoom at least allowed us to highlight the anniversary via the on-line annual conference and AGM but any thoughts of an in-person event remained on hold. We were able to review old IASW Journals, Newsletters, meeting minutes and other archival documents to highlight some of the key events in the life of IASW over the course of the 50 years.

Finally, with the excellent support of the IASW office, on the 20th October 2022, on the eve of the annual conference, we were able to hold an in-person celebratory event in the Aisling Hotel. This was a well-attended and successful event. We had three excellent speakers at the event - Augusta McCabe, looking back on the early days of the Association, Vivian Geiran looked at the IASW today and Sinéad McGarry looked to the future of the Association. Many old photos from past IASW events were given into the IASW office in the months before the event and a selection of these were put to excellent use on the night, again with the help of the office.

Our thanks to the IASW office and all those who contributed to the celebrations.

Hilda Loughran
John Brennan

FINANCIAL STATEMENTS

for the year ended 31 December 2022



IASW

Irish Association of
Social Workers

**National Social Work Organisation of Ireland CLG
Annual Report and Financial Statements
for the financial year ended 31 December 2022**

CONTENTS

	Page
Directors and Other Information	46
Directors' Report	47 - 48
Directors' Responsibilities Statement	49
Independent Auditor's Report	50 - 52
Appendix to the Independent Auditor's Report	52
Income and Expenditure Account	53
Balance Sheet	54
Reconciliation of Members' Funds	55
Cash Flow Statement	56
Notes to the Financial Statements	57 – 62
Supplementary Information on Income and Expenditure Account	63 - 64

National Social Work Organisation of Ireland CLG DIRECTORS AND OTHER INFORMATION

Directors	Vivian Geiran Colletta Dalikeni Majella Hickey Hilda Loughran (Resigned 25/05/2022) Aine Mc Guirk (Resigned 25/05/2022) Gary Gartland Rachel McCormack Bridin Murphy Claire McGettrick Washington Marovatsanga (Resigned Dec 2022) Sinéad McGarry (Appointed 25 May 2022) Fiachra Criostóir Ó Súilleabháin (Appointed 25 May 2022) Anette O'Callaghan (Resigned 25/05/2022)
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 2022

The directors present their report and the audited financial statements for the financial year ended 31 December 2022.

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 2022.

Financial Results

The surplus for the financial year after providing for depreciation amounted to €20,657 (2021 - €32,343).

At the end of the financial year, the company has assets of €409,552 (2021 - €415,667) and liabilities of €72,628 (2021 - €99,400). The net assets of the company have increased by €20,657.

Directors and Secretary

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

Vivian Geiran
Colletta Dalikeni
Majella Hickey
Hilda Loughran (Resigned 25/05/2022)
Aine Mc Guirk (Resigned 25/05/2022)
Gary Gartland
Rachel McCormack
Bridin Murphy
Claire McGettrick
Washington Marovatsanga (Resigned Dec 2022)
Sinéad McGarry (Appointed 25 May 2022)
Fiachra Criostóir Ó Súilleabháin (Appointed 25 May 2022)
Anette O'Callaghan (Resigned 25/05/2022)

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.

National Social Work Organisation of Ireland CLG

DIRECTORS' REPORT

for the financial year ended 31 December 2022

Statement on Relevant Audit Information

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

Accounting Records

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

Signed on behalf of the board

Vivian Geiran
Director

Date: _____

National Social Work Organisation of Ireland CLG

DIRECTORS' RESPONSIBILITIES STATEMENT

for the financial year ended 31 December 2022

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

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

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

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

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

Signed on behalf of the board

Vivian Geiran
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 2022 which comprise the Income and Expenditure Account, the Balance Sheet, the Reconciliation of Members' Funds, the Cash Flow Statement and notes to the financial statements, including the summary of significant accounting policies set out in note 2. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", issued in the United Kingdom by the Financial Reporting Council, applying Section 1A of that Standard.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2022 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 has been prepared in accordance with applicable legal requirements.

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

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

Matters on which we are required to report by exception

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

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

Respective responsibilities

Responsibilities of directors for the financial statements

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

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

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: _____

National Social Work Organisation of Ireland CLG

APPENDIX TO THE INDEPENDENT AUDITOR'S REPORT

Further information regarding the scope of our responsibilities as auditor

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

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

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

National Social Work Organisation of Ireland CLG
INCOME AND EXPENDITURE ACCOUNT
for the financial year ended 31 December 2022

	Notes	2022 €	2021 €
Income		406,177	369,463
Expenditure		(385,520)	(337,129)
Surplus before interest		20,657	32,334
Interest receivable and similar income		-	9
Surplus before tax		20,657	32,343
Tax on surplus		-	-
Surplus for the financial year		20,657	32,343
Total comprehensive income		20,657	32,343

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

Vivian Geiran
Director

National Social Work Organisation of Ireland CLG

BALANCE SHEET

as at 31 December 2022

	Notes	2022 €	2021 €
Fixed Assets			
Tangible assets	8	1,478	876
Current Assets			
Debtors	9	31,544	76,087
Cash and cash equivalents		376,530	338,704
		408,074	414,791
Creditors: amounts falling due within one year	10	(72,628)	(99,400)
Net Current Assets		335,446	315,391
Total Assets less Current Liabilities		336,924	316,267
Reserves			
Income and expenditure account		336,924	316,267
Members' Funds		336,924	316,267

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

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

as at 31 December 2022

	Retained surplus	Total
	€	€
At 1 January 2021	283,924	283,924
Surplus for the financial year	32,343	32,343
At 31 December 2021	316,267	316,267
Surplus for the financial year	20,657	20,657
At 31 December 2022	336,924	336,924

National Social Work Organisation of Ireland CLG

CASH FLOW STATEMENT

for the financial year ended 31 December 2022

	Notes	2022 €	2021 €
Cash flows from operating activities			
Surplus for the financial year		20,657	32,343
Adjustments for:			
Interest receivable and similar income		-	(9)
Depreciation		696	1,179
Amortisation of intangibles		-	2,460
		<u>21,353</u>	<u>35,973</u>
Movements in working capital:			
Movement in debtors		44,543	(70,694)
Movement in creditors		(26,772)	33,354
		<u>39,124</u>	<u>(1,367)</u>
Cash flows from investing activities			
Interest received		-	9
Payments to acquire tangible assets		(1,298)	(1,310)
		<u>(1,298)</u>	<u>(1,301)</u>
Net increase/(decrease) in cash and cash equivalents		37,826	(2,668)
Cash and cash equivalents at beginning of financial year		338,704	341,372
Cash and cash equivalents at end of financial year	15	<u>376,530</u>	<u>338,704</u>

National Social Work Organisation of Ireland CLG

NOTES TO THE FINANCIAL STATEMENTS

for the financial year ended 31 December 2022

1. General Information

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

2. Summary of Significant Accounting Policies

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

Statement of compliance

The financial statements of the company for the year ended 31 December 2022 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.

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

Tangible assets and depreciation

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

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

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

Trade and other debtors

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

Trade and other creditors

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

Taxation and deferred taxation

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

Foreign currencies

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

3. Significant accounting judgements and key sources of estimation uncertainty

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

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

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

Establishing lives for depreciation purposes of property, plant and equipment

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

4. 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	2022	2021
	€	€
Operating surplus is stated after charging:		
Depreciation of tangible assets	696	1,179
Amortisation of goodwill	-	2,460
	<u> </u>	<u> </u>

6. Employees

The average monthly number of employees, including directors, during the financial year was 4, (2021 - 3).

	2022	2021
	Number	Number
CPD Officer	1	1
Administration	3	2
	<u> </u>	<u> </u>
	4	3
	<u> </u>	<u> </u>

National Social Work Organisation of Ireland CLG
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2022

continued

7. Intangible assets

	€
Cost	
At 1 January 2022	12,300
	<hr/>
At 31 December 2022	12,300
	<hr/>
Provision for diminution in value	
At 31 December 2022	12,300
	<hr/>
Net book value	
At 31 December 2022	-
	<hr/> <hr/>

8. Tangible assets

	Fixtures, fittings and equipment €	Computer Equipment €	Total €
Cost			
At 1 January 2022	1,418	11,452	12,870
Additions	-	1,298	1,298
	<hr/>	<hr/>	<hr/>
At 31 December 2022	1,418	12,750	14,168
	<hr/>	<hr/>	<hr/>
Depreciation			
At 1 January 2022	1,418	10,576	11,994
Charge for the financial year	-	696	696
	<hr/>	<hr/>	<hr/>
At 31 December 2022	1,418	11,272	12,690
	<hr/>	<hr/>	<hr/>
Net book value			
At 31 December 2022	-	1,478	1,478
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>
At 31 December 2021	-	876	876
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

National Social Work Organisation of Ireland CLG
NOTES TO THE FINANCIAL STATEMENTS
for the financial year ended 31 December 2022

continued

9. Debtors	2022	2021
	€	€
Trade debtors	9,062	57,137
Other debtors	8,940	8,401
Prepayments	13,542	10,549
	31,544	76,087

10. Creditors	2022	2021
Amounts falling due within one year	€	€
Taxation	3,317	3,642
Other creditors	1,363	1,055
Accruals	13,548	14,003
Deferred Income	54,400	80,700
	72,628	99,400

11. State Funding

Agency	HSE
Government Department	The Department of Health Service Executive
Grant Programme	CPD - Continuing Professional Development
Term	2022/2023
Total Fund	€108,800
Received in year and taken to income	€54,400
Deferred	€54,400
Restriction on use	Yes
Capital Grant	No

Agency	Tusla -The Child and Family
Government Department	The Department of Health Service Executive
Grant Programme	CPD - Continuing Professional Development
Term	2022
Total Fund	€13,500
Received in year and taken to income	€13,500
Deferred	€Nil
Restriction on use	Yes
Capital grant	No

12. Status

The liability of the members is limited.

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

13. Capital commitments

The company had no material capital commitments at the financial year-ended 31 December 2022.

14. Post-Balance Sheet Events

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

15. Cash and cash equivalents	2022	2021
	€	€
Cash and bank balances	226,409	188,583
Cash equivalents	150,121	150,121
	376,530	338,704

16. Reserves

The reserves figure of €336,924 comprises cash at bank of €376,530. €54,400 of this has been designated for use in 2023 and is classified as deferred income in the financial statements.

17. Approval of financial statements

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

NATIONAL SOCIAL WORK ORGANISATION OF IRELAND CLG

SUPPLEMENTARY INFORMATION

RELATING TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2022

NOT COVERED BY THE AUDITORS REPORT

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

Income

Membership Fees	247,823	241,335
HSE CPD Structural Funding	54,400	68,200
Tusla CPD Structural Funding	13,500	-
Interdisciplinary Events - HSE Grant	8,750	-
Interdisciplinary Events - Participants Fees	1,971	-
Single Discipline Events - HSE Grant	24,064	5,620
Single Discipline Events - Participants Fees	312	-
IASW Events - Participants Fees	2,735	10,421
DCEDIY Grant for Scoping Exercise	7,500	2,500
IASW-Other Grants	-	4,840
Advertising Income	43,925	33,527
Other income	1,197	3,020
	406,177	369,463

Expenditure

Wages and salaries	134,337	124,136
Social welfare costs	14,770	13,706
Staff training	177	240
CPD Events Expenditure	40,658	39,246
Events Team Expenses	1,589	1,882
Rent payable	8,000	8,000
Publications	18,469	-
Insurance	86,602	62,788
Office equipment	1,733	-
Board & Council Expenses	1,604	735
Repairs and maintenance	-	435
Stationery	997	-
Printing	2,413	32,765
Postage	13,327	-
Donation	10,000	-
Telephone	1,551	565
Website & IT Support	19,029	15,801
IASW AGM & National Conference	8,162	307
Consultancy fees	9,720	21,386
Payroll services	2,835	2,382
Bank charges	744	672
Professional Memberships	3,739	2,765
General expenses	658	1,953
Auditor's remuneration	3,710	3,726
Depreciation	696	3,639
	385,520	337,129

Miscellaneous income

Bank interest	-	9
Net surplus	20,657	32,343



IASW

Irish Association of
Social Workers

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

St. Andrews Resource Centre,
114-116 Pearse Street, Dublin 2
Tel: +353 860 241 055

Email: administrator@iasw.ie

Website: <https://www.iasw.ie>

Twitter: @IASW_IRL

Representing Social Work in Ireland
since 1971

A Member of the International
Federation of Social Workers